



# Scotland West Regional Event



Transforming the world  
to sustainability

# Carol Brass MA BLD FIEMA

Full & Cenv Member Assessor

CPD Assessor





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You are the Institute...

16,000+ members

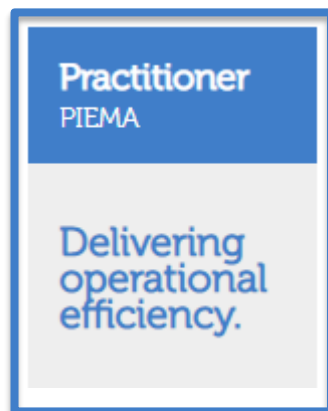
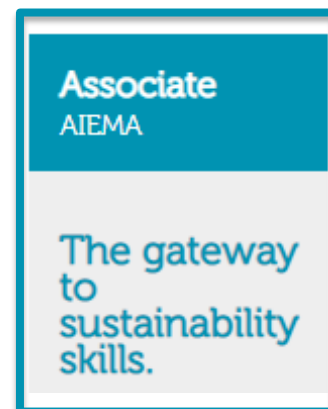
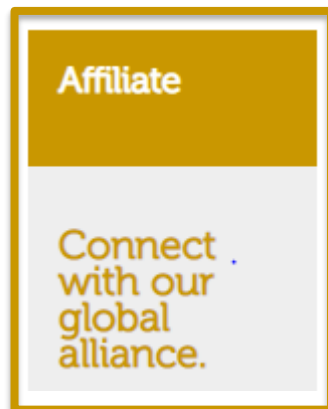
Small head office staff

[iema.net](http://iema.net)





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# Breakdown of the membership profile 2020

Grade	Count	%
Affiliate	2718	17%
Student	1890	12%
Graduate	889	5%
Associate	2628	16%
Practitioner	6114	37%
Full	1667	10%
Fellow	256	2%
Retired	144	1%
Access IEMA	5	0%
<b>Total</b>	<b>16311</b>	



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**Fellow (FIEMA)**  
Earnings of £86,500  
in 2017\*\*



**Full (MIEMA)**  
Earnings of £47,500  
in 2017\*\*



**Practitioner (PIEMA)**  
Earnings of £40,000  
in 2017\*\*



**Associate (AIEMA)**  
Earnings of £35,000  
in 2017\*\*



**Graduate (GradIEMA)**  
Earnings of £25,000  
in 2017\*\*

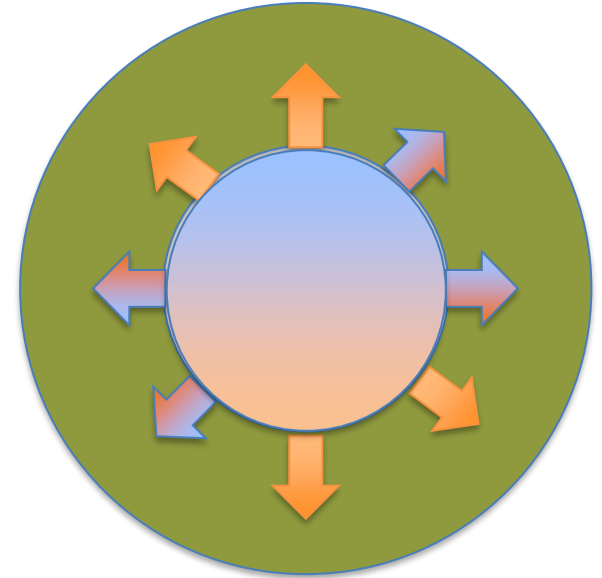
Extend your spheres of influence  
as you move up membership levels

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Practitioner – projects

Full – organisational

Fellow – sector





# Practitioner Application Process

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2 stages:-

Online Exam ( or Certificate of  
Environmental Management Course)

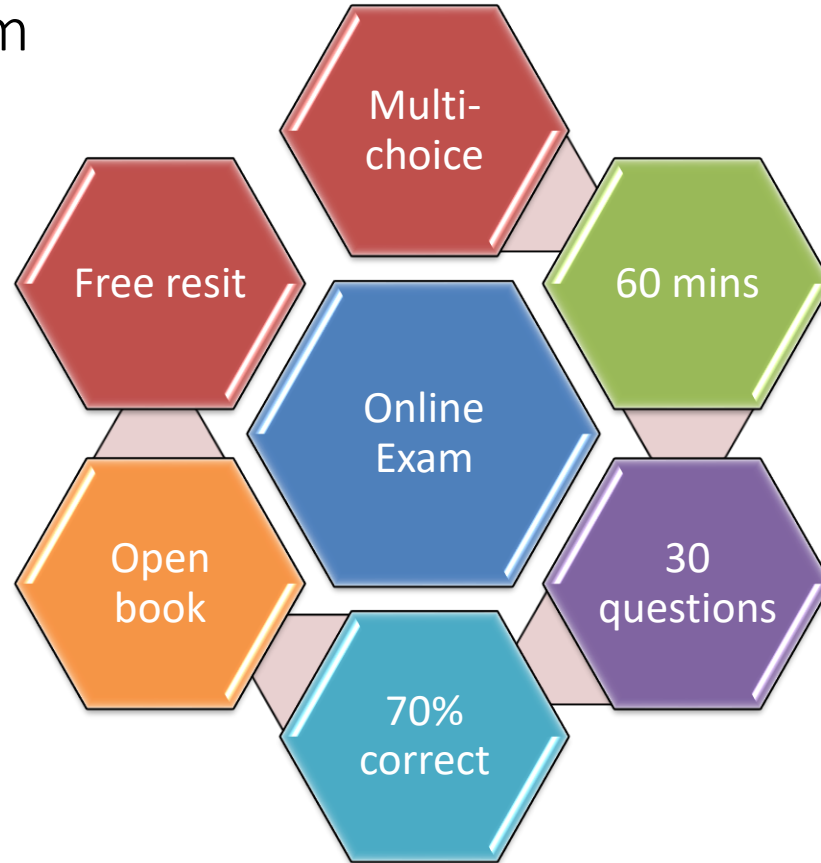
then

Written Submission

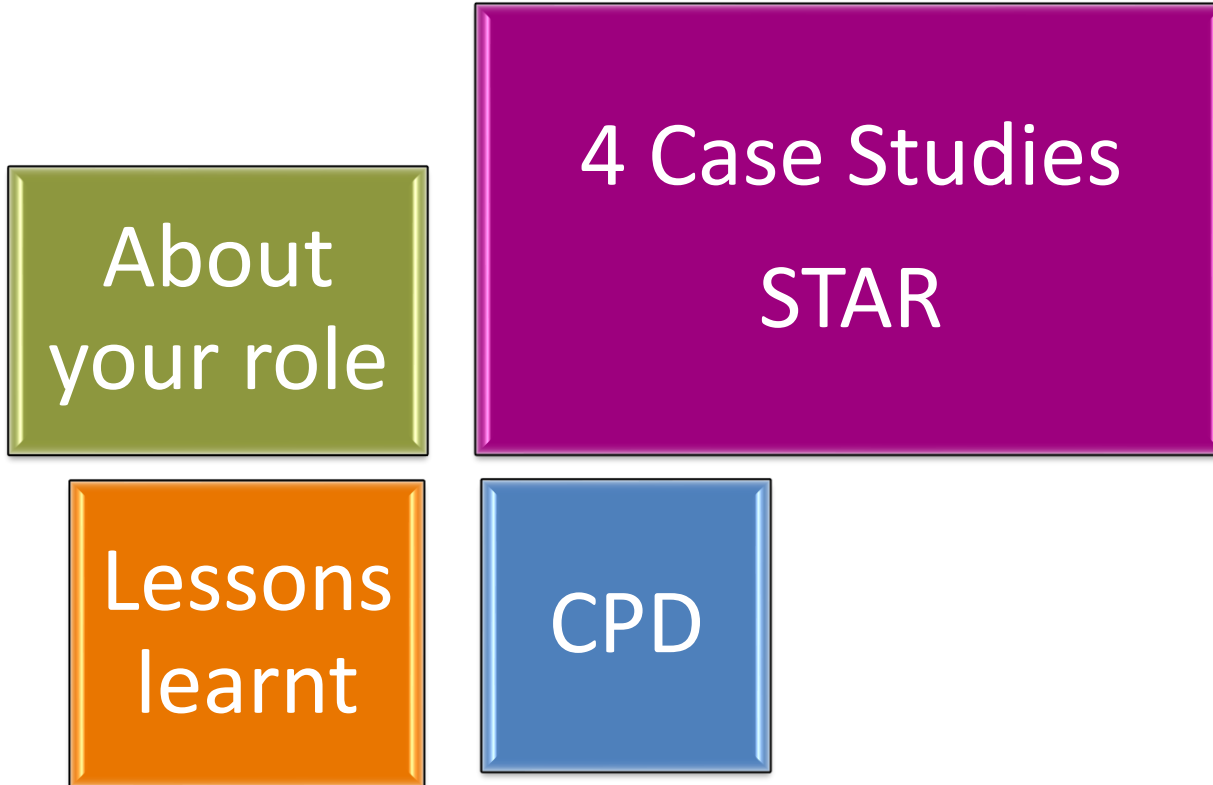




# Practitioner Exam



# Practitioner Written Submission



# Full Application Process

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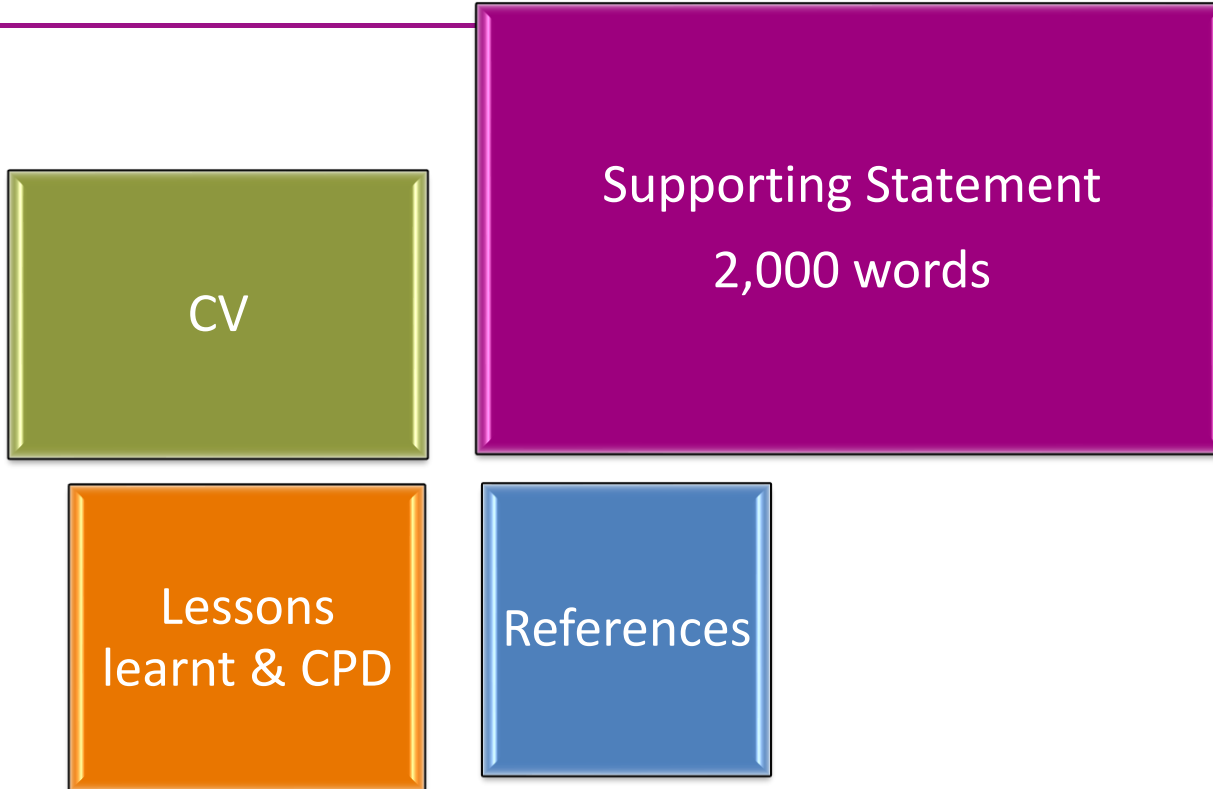
2 stages:-

Written Submission

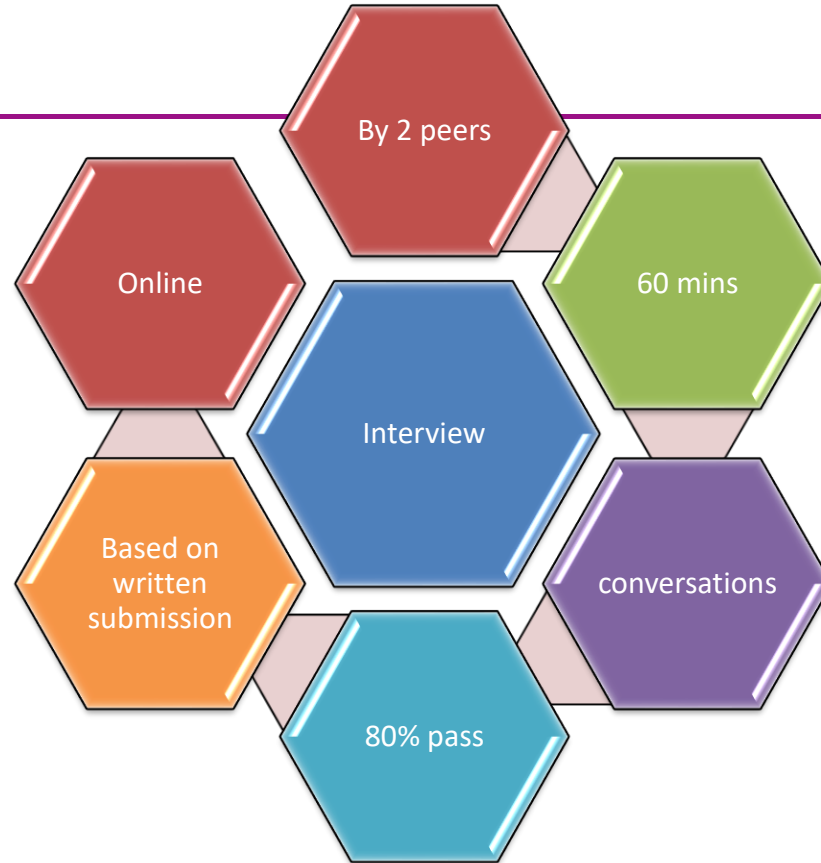
Interview



# Full Written Submission



# Full Interview





# IEMA CPD





## *Required.....*

Code of Conduct

Member level skills up-to-date

30 hours minimum

Sampling of member CPD records  
ongoing





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## *Advisory...*

Set Goals

Reflect and evaluate



## *Choice of method...*

IEMA online recording

IEMA word document

Records used for another Institute



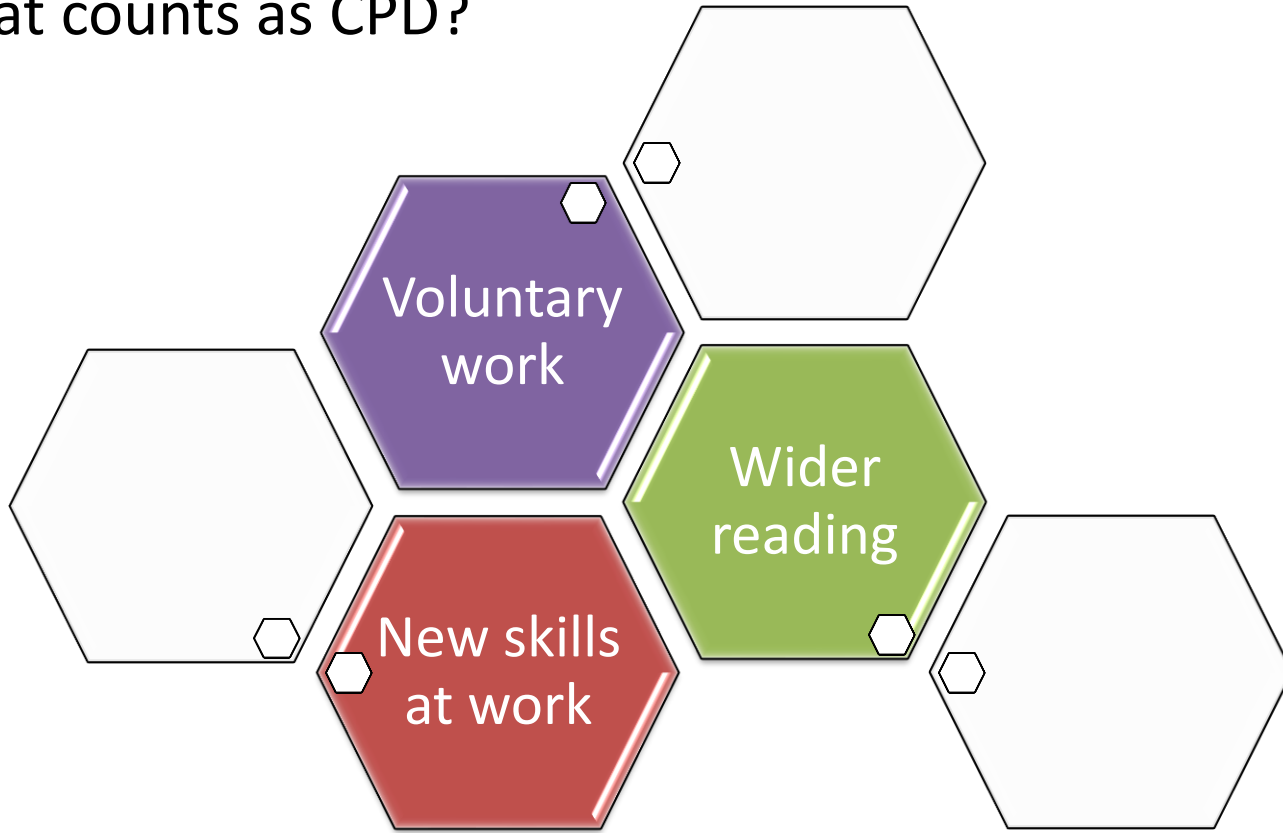
## *What exactly do I need to keep up to date.....*

The traditional approach to a CPD record is about Knowledge:-

*Changes to legislation and reading Transform  
Occasional training opportunities  
and conferences*



# What counts as CPD?



# IEMA Sustainability Skills Map

1. Fundamentals of Sustainability
2. Principles and Issues of Business Governance



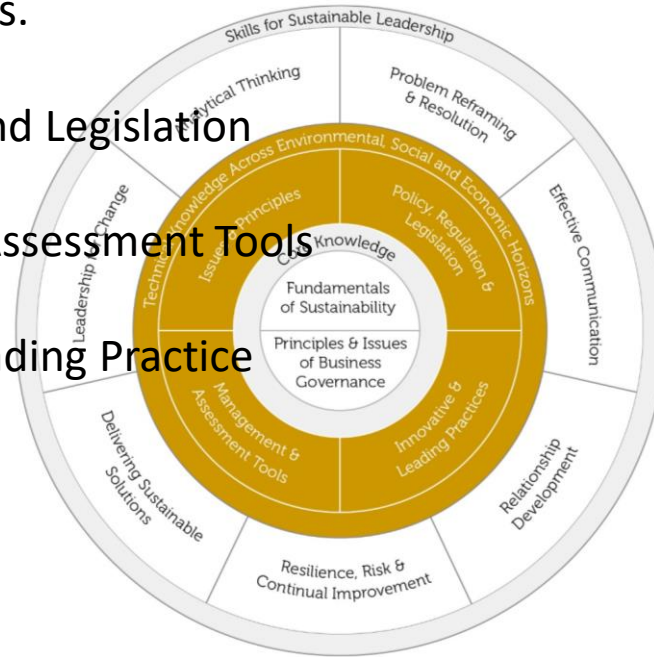
# IEMA Sustainability Skills Map

3. Issues and Principles.

4. Policy Regulation and Legislation

5. Management and Assessment Tools

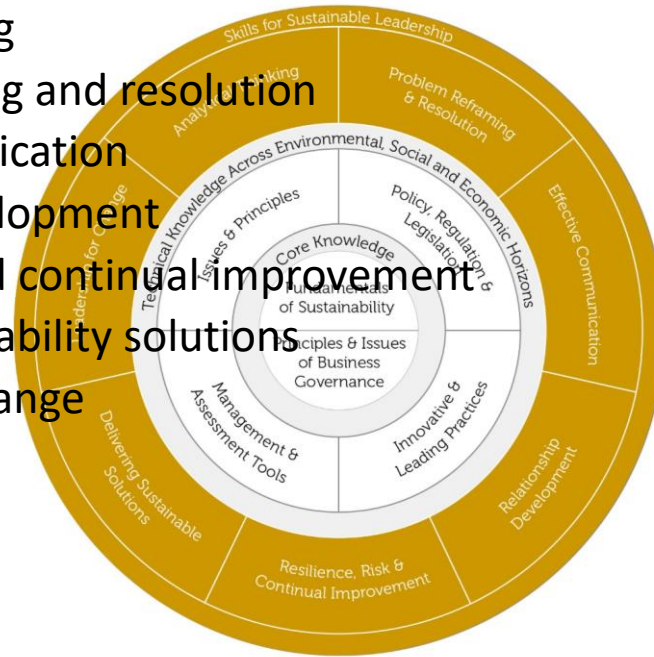
6. Improvement & Leading Practice





# IEMA Sustainability Skills Map

7. Analytical Thinking
8. Problem Reframing and resolution
9. Effective communication
10. Relationship development
11. Resilience risk and continual improvement
12. Delivering sustainability solutions
13. Leadership for Change



# CPD is Knowledge & Skills

Some of my ideas of IEMA resources available to you

Competencies people most get stuck with....

# Competency 1 sustainable development

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<https://www.iema.net/policy/environmental-management/environmental-megatrends-2017>

## **Future Megatrends: How to identify and Integrate These into Your Environmental Systems 2017**

# Competency 1 sustainable development

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## Sustainable Development

### Definitions

IEMA Bookclub “Our Common Future” August 2020

<https://www.iema.net/resources/event-reports/2020/08/20/iema-book-club-our-common-future>

# Competency 1



# Competency 2 Business models

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Circular economy IEMA Webinar series

Green economy 50% young people say they want a job that protects the planet.....

Blue economy - Sustainable marine economy,  
<https://blue-economy.co.uk/> Gunter Pauli Zeri  
philosophy

Safe operating space Kate Raworth Doughnut Economics  
- IEMA bookclub on this topic



# Competency 3 natural cycles

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## *Personal recommendations...*

Refresh your knowledge of natural cycles –  
make links to your work

05/06/20 Webinar by Pat Snowdon  
“The Changing Economy of Trees.”





# Competency 4 legislation

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## *Transform and Webinars*

25/09/20 Setting targets under the  
Environment Bill

11/09/20 Intro Industrial Emissions  
Directive



# Competency 6 Innovation

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Disruptive Technologies... AI, satellite imagery...

IEMA Reading IEMA Fellows working group

“Thought piece on Disruptive Technologies”  
(Annex)

IEMA Webinar Jae Mather FIEMA

“Electrification to Net Zero” 25/06/2020





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# IEMA Sustainability Impact Awards

a great resource for innovation and  
best practice ideas



# Competency 13 Leadership

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Make notes of examples of good strategy, targets, campaigns.... Examples of challenging the status quo

Ask yourself what needs to change.....

What stage is your organisation at in terms of embedding sustainability?

IEMA Reading Room Paul Reeve “Sustainability: engaging with drivers for change” pages 5-7



# 13 Change Management Models to Take a Look at

<https://blog.smarp.com/5-change-management-models-to-take-a-look-at>



## Take control of your CPD!

Use the skills map 13 competency areas

Widen your evidence

Set goals

Make one of these goals progressing your  
membership level





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