# THE GREEN MINDSET COLLECTIVE FROM GREEN CONFETTI TO GREEN CULTURE

**78** attendees

**7** hours

**4** big challenges to solve

## What we heard

Culture first

System coherence

Modular learning

Educator confidence

Learner agency

Equity

# Golden nuggets

## 3% → 85%
A small, active core can influence most of the organisation if they're visible and connected.

## "All skills are green skills"
Every role has sustainability impacts; embed it across all subjects and jobs.

## Hope is a strategy
Positive, agency-based stories drive engagement better than guilt or doom.

## Shared language matters
Clear, consistent terms stop confusion and help partners pull in the same direction.

## AI: enabler + risk
Use AI to accelerate learning/admin, while managing energy use, ethics and equity.

## Estates: Message must match the building
Campus operations should model what we teach about sustainability.

# Who does what next?

## Providers:
Identify, recognise and empower your 3% changemakers, plan whole organisation approaches.

## Educators and staff:
Map where sustainability already appears in your teaching/workflow, adapt one lesson/process to include people–place–planet impacts, share a case study or resource with peers.

## Employers and SMEs:
Nominate a liaison to co-design with your local FE and skills provider, use levy/micro-quals to upskill staff on green practices, host a learner project.

## Combined Authorities / LSIPs:
Publish a clear green skills ask, convene regular roundtables, create shared datasets and spotlight local wins.

## Policy makers:
Synchronise policy signals (funding, inspection, standards); fast-track qualification/standard refresh with sustainability baked in; protected staff CPD time/offer.

## Awarding organisations:
Integrate cross-cutting sustainability outcomes into standards; showcase exemplar assessments and open-source guidance.

# "System change begins with mindset change.

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