

GREEN MINDSET COLLECTIVE PROVOCATIONS PACK

The title of the pack, 'GREEN MINDSET COLLECTIVE PROVOCATIONS PACK', is displayed in a large, bold, sans-serif font. The words 'GREEN', 'MINDSET', and 'COLLECTIVE' are in white, while 'PROVOCATIONS' and 'PACK' are in a vibrant green. Below the title is a thick, dark blue horizontal bar.

This Provocation Pack translates the Green Mindset Playbook into short, practical conversations for teams. It is designed for speed, simplicity and shared ownership, to turn sustainability from a project into a professional habit.

Each sheet gives you:

- A big question – to spark discussion.
 - Prompts and examples – to ground ideas in practice.
 - Suggested 30-day and 90-day actions – to move from intent to impact.
 - Simple measures – to track progress visibly.
 - Space to co-create and adapt your approach.
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Use it in:

- Team meetings (25 - 40 minutes is enough);
- CPD sessions or planning days; or
- cross-team working groups.

The aim is to help every part of the system ask the same kinds of questions, in language that fits their context, so that action feels coherent, not fragmented.

Working principles

Use these nine principles as your compass. They reflect the Collective's most consistent messages and can shape decisions, conversations and reviews in any setting.

1. Culture before projects

Sustainability is a mindset, not an initiative. Build habits into meetings, KPIs and language before chasing new funding.

2. Empower the 3%

A small, confident, connected minority can influence the many. Give them visibility, time and permission to lead.

3. Start from strengths

Name what's already working - courses, projects, partnerships - and build from there. Progress, not perfection, drives confidence.

4. Centre equity and learner voice

Sustainability and inclusion are the same work. Engage diverse learners and remove barriers (timing, travel, jargon).

5. Collaborate, don't compete

Work like an anchor institution: share resources, align goals, join groups and events, and design with employers and civic partners.

6. We treasure what we measure

Choose a small set of meaningful indicators that illuminate progress. Balance numbers with stories (quant + qual), and use data to learn and improve, not to performance-manage. Keep it data-light, insight-rich.

8. Tell the story

Pair data with human stories. Visible progress inspires belief, and belief drives adoption.

9. Favour doing over perfecting

Pilot quickly, learn in public, iterate. Replace “prove then do” with “try → learn → scale”.

Summary line:

This pack is your quick route from conversation to culture. Choose a lens, choose a sheet, and make one change this month that brings people–place–planet into view.

Findings from the Green Mindset Collective

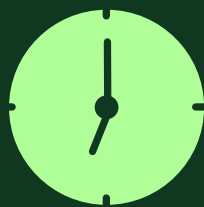
These findings reveal both a mandate and a gap: the FE and skills sector is critical to the achievement of our national and international sustainability goals, can be more sustainable, has plenty going on but more consistency is needed to move from conviction to impactful action.

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.

SHEET A: FE AND SKILLS PROVIDERS

Who to involve in discussions:

SLT lead, curriculum/QA, estates/procurement, finance, comms, student rep, employer liaison.

Big question:

How do we make sustainability the default lens for decisions this term?

Sub-questions:

- Where does sustainability already show up in curriculum, estates, procurement, student voice, governance?
 - Who are our early adopters/change champions (~3%) and how are we supporting them?
 - What could we stop or simplify to create space?
 - How do we equip our learners to lead, not just attend?
 - What CPD helps staff teach through sustainability with confidence?
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Possible actions:

- 30 days: Identify and brief champions; protect ~two hrs/week. Embed a short sustainability unit in one live course. Set and publish one KPI (eg, travel, waste, supplier spec).
 - 90 days: Map whole-organisation activity; remove one low-value process; co-design a 'One Big Thing' with learners/employers.
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Possible measures:

- 30 days: champions named/time protected; unit delivered; KPI published.
- 90 days: % courses touched; one process removed; learner/employer feedback.

SHEET B: AWARDING ORGANISATIONS

Who to involve in discussions:

Standards leads, assessment design, provider and employer advisers, EDI lead.

Big question:

How do standards/assessments make “all skills are green skills” real?

Sub-questions:

- Which priority standards can we update first?
 - What evidence of learning (not tick-box) will we accept?
 - How do we shorten refresh cycles?
 - How do we equip educators and providers to meaningfully deliver this content?
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Suggested actions:

- 30 days: Convene a rapid panel to define cross-cutting sustainability outcomes; draft exemplar assessments; publish open guidance.
 - 90 days: Fast-track two standards; pilot a micro-qual with providers.
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Suggested measures:

- 30 days: panel held; guidance live; exemplar downloads.
 - 90 days: # standards updated; centre uptake; sample learner evidence.
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SHEET C: EMPLOYERS AND SMEs

Who to involve in discussions:

Ops lead, HR/L&D, ESG lead, local college/ITP contact.

Big question:

How do we co-design green skills development with local FE and skills providers?

Sub-questions:

- What are the benefits to us as a business? How do we measure this?
 - Where are our cost/risk hotspots (energy, waste, compliance, talent)?
 - Which team starts; who is our liaison?
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Suggested actions:

- 30 days: Nominate liaison; use levy/micro-quals/digital badges to upskill one team; host a learner project to cut waste/energy.
 - 90 days: Agree a skills plan aligned to LSIP; offer placements/mentors; share before/after metrics.
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Suggested measures:

- 30 days: liaison named; cohort enrolled; project scoped.
- 90 days: cost/energy reduced; placements hosted; retention/pipeline signals.

SHEET D: COMBINED AUTHORITIES, LSIP CONVENORS AND LOCAL SKILLS GROUPS

Who to involve in discussions:

FE and skills providers, employers/SMEs, AOs, local skills group leads, youth/SEND reps, community leaders.

Big question:

How do we make LSIPs the glue, not another layer?

Sub-questions:

- What are our top three green priorities and three metrics?
 - Who must be in the room (providers, SMEs, AOs, youth/SEND, VCSE)?
 - How will we share data and stories?
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Suggested actions:

- 30 days: Publish plain-English green asks; convene roundtable; launch a shared dataset and spotlight wins.
 - 90 days: Broker one-three co-designed pilots (eg, weekend delivery, micro-quals); escalate policy asks.
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Suggested measures:

- 30 days: statement published; attendance; dataset live.
- 90 days: pilots live; partner satisfaction; priority metrics trending.

SHEET E: REGULATORS AND SECTOR AGENCIES

Who to involve in discussions:

Policy/inspection leads, data/metrics, provider/employer/learner advisers.

Big question:

How do we signal culture without creating green tick-boxes?

Sub-questions:

- What leadership questions should visits/assurance include?
 - What counts as good evidence of culture in practice?
 - How do we align signals across agencies?
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Suggested actions:

- 30 days: Publish 'what good looks like' case studies; issue three leadership questions; assess our own 'whole organisation approach'.
 - 90 days: Align funding/inspection/standards signals; commit to annual update.
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Suggested measures:

- 30 days: guidance uptake; training sessions run.
- 90 days: cross-agency alignment noted; provider self-review quality improves.

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