

Co-funded by the Erasmus+ Programme of the European Union 	BeWell – Green Skills Matrix	
EQF Level	5	
Aggregated Units of Learning Outcomes	BeWell – U1	<u>General knowledge on sustainability</u>
	BeWell- U2	<u>Transversal skills related to sustainability</u>
	BeWell – U3	<u>Technical skills</u>
	BeWell – U4	<u>Planetary health</u>
	BeWell – U5	<u>Environmental impact of health care</u>

Co-funded by the Erasmus+ Programme of the European Union 		BeWell – Green Skills Matrix		
Generic Title of the Unit:		U1 – General knowledge on sustainability		
Description:		This unit focuses on essential skills for implementing sustainability. It stresses raising awareness, knowledge-sharing, innovation, and teamwork. Leadership, problem-solving, and creative thinking are crucial for driving sustainable change and adopting new eco-friendly technologies.		
EQF Level:		5	ESCO	Apply sustainability principles in health care
Learning Outcomes				
U1 – General knowledge on sustainability	Training Module Code	Competence (Autonomy and responsibility)		
		Knowledge	Skills	
1.1: Communication and implementation of principles	GSN-1 HSEH-2 HSEH-3 PH-3	Effectively communicate and implement sustainability practices, leading initiatives that increase awareness and engagement, and driving the adoption of processes that enhance both environmental and economic performance.		
		Identify the fundamentals and strategic implications of sustainability principles, including resource efficiency, waste reduction, and the lifecycle management of products to fully utilize materials.	Develop the capability to contribute to the design and implementation of a resource management system that aligns with sustainability concepts, ensuring that resources are fully utilized in a sustainable way.	

		Gain insights into the various dimensions and holistic approach required to transition towards sustainability practices, recognizing the necessity of managing resources in a manner that maximizes their use and minimizes waste.	Analyse organizational processes to identify inefficiencies and apply sustainability strategies, utilizing a holistic approach to develop systems that minimize waste and promote the optimal use of resources through reduction, reuse, and recycling.
1.2 Raising awareness and facilitating knowledge-sharing	GSN-1 GSHS-1	Exhibit proactive leadership in raising awareness and facilitating knowledge-sharing regarding sustainability strategies among colleagues, thus contributing to a workforce that is collectively capable of driving sustainable change within the organization	
		Acquire a comprehensive understanding of sustainability frameworks, including principles, best practices, and the benefits of sustainable resource management, to effectively inform and guide organizational change.	Develop and use effective communication and training methods to inform, motivate, and empower colleagues about the advantages and methods of implementing sustainability strategies in daily operations, fostering a culture supportive of environmental responsibility.
1.3: Innovation and implementation of practices	GSN-1 GSHS-1 HSEH-1 PH-3	Lead and facilitate a team to innovate and implement sustainable practices, ensuring continuous and successful improvement through effective project management and strategic guidance.	
		Define the integral relationship between innovative team collaboration and the achievement of sustainability goals, recognizing how diverse	Apply advanced problem-solving and collaborative skills to foster a team environment conducive to creative thinking and the generation

		expertise can lead to the development of groundbreaking solutions	of innovative ideas that address sustainability challenges
1.4: Creativity and teamwork	GSHS-1	Possess the leadership qualities required to inspire and oversee the integration of new sustainable technologies and practices and contributing to the field's broader environmental stewardship.	
		Explain creative and critical thinking techniques within the context of innovation, grasping how these approaches can be applied to develop sustainable and economically viable practices.	Develop the practical skill set necessary for the adoption and management of creativity-driven projects, encouraging adaptability and the use of innovative practices to overcome environmental challenges.

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Generic Title of the Unit:		U2 – Transversal skills related to sustainability			
Description:		This unit covers four key skills for promoting organizational sustainability: 1. Interdisciplinary research to optimize resources and drive innovation. 2. Change management for successful project implementation and stakeholder satisfaction. 3. Effective communication and partnerships to raise awareness and align practices with sustainability values. 4. Strategic leadership to address global challenges and adopt zero-waste strategies for resource efficiency.			
EQF Level:		5	ESCO	Advise on sustainability solutions	
Learning Outcomes					
U2 – Transversal skills related to sustainability	Training Module Code	Competence (Autonomy and responsibility)			
		Knowledge		Skills	
2.1: Interdisciplinary research skills	GSN-1 GSHS-1 HSEH-1 HSEH-3	Demonstrate competence in leading and synthesizing cross-disciplinary research efforts to inform decision-making processes that optimize resource use and advance sustainability initiatives.			

	PH-2	Acquire an extensive understanding of interdisciplinary research methodologies and the importance of a broad knowledge base to drive innovation within the sustainability	Manage diverse data sets and engaging in interdisciplinary collaborations to enhance sustainable practices
2.2: Change management	GSN-1 PH-3	Demonstrate the competence to identify, evaluate, and implement changes within sustainability projects, ensuring that modifications are managed effectively and contribute to the overall project success while maintaining environmental sustainability and stakeholder satisfaction.	
		Identify and evaluate potential changes to project scope, timeline, or resources that may arise during the implementation of sustainability practices.	Identify and evaluate potential changes to project scope, timeline, or resources that may arise during the implementation of sustainability practices.
2.3: Communication and partnerships	GSHS-1 PH-2	Develop competences in raising awareness about the environmental and social impacts your work. Engage stakeholders and the local community in circular economy efforts through clear, honest communication about sustainability initiatives, turning them into active participants and advocates	
		Learn how to align your workplace practices with the values and expectations of stakeholders, emphasizing the strategic importance of sustainability in driving innovation, efficiency, and resilience	Develop skills in selecting and collaborating with partners, suppliers, and other stakeholders who share a similar vision and commitment to sustainability principles.

2.4: Strategic leadership	GSN-1	Gain competences in strategizing and implementing sustainability initiatives within an organization.	
		Explain the role of a sustainability in addressing global challenges such as climate change, and resource depletion. Adopting a systems-thinking approach is crucial for driving innovation and sustainable practices	Acquire skills in implementing innovative business practices and zero-waste strategies to enhance sustainability and resource efficiency

Co-funded by the Erasmus+ Programme of the European Union 		BeWell – Green Skills Matrix		
Generic Title of the Unit:		U3 – Technical skills		
Description:		This unit focuses on essential digital and data skills. It includes digital innovations for resource sharing, supply chain transparency, and waste reduction. It includes the use of digital platforms to optimise resources and the strategic use of data and metrics to drive sustainability. Technical skills in data management and analysis are crucial, as well as proficiency in lifecycle assessment to make informed sustainability decisions.		
EQF/NQF Level:		5	ESCO	Advise on sustainable management policies
Learning Outcomes				
U3 – Technical skills	Training Module Code	Competence (Autonomy and responsibility)		
		Knowledge	Skills	
3.1: Digital skills	GSHS-1	Demonstrate the strategic competence to lead the integration of digital innovations into business models and processes, promoting sustainability and efficiency that support the organization's transition toward a circular and sustainable economy.		
		Outline the general features of the latest digital platforms, and grasp how their advancements can significantly bolster sustainability by enabling resource sharing, enhancing supply	Develop the ability to leverage digital platforms to optimize resource utilization, and to implement digital solutions that foster new opportunities within a sustainable model.	

		chain transparency and reducing waste.	
3.2: Data management	GSHS-1 GSHS-2	Demonstrate the competence to strategically utilize data and metrics to promote organizational change towards sustainability and reporting on sustainability initiatives.	
		Explain the critical role that data management and analysis play in advancing sustainability, including knowledge of data-driven decision-making processes that facilitate resource efficiency.	Acquire the technical skill to implement and manage data systems that capture key sustainability metrics, ensuring that data collection methods are robust, accurate, and aligned with the objectives of sustainability
3.3: Life cycle assessment	GSN-1	Exhibit the competence to lead the integration and application of lifecycle assessment findings into your workplace strategies and operational processes, facilitating informed decision-making that enhances sustainability across the organisation.	
		Outline the basic aspects of lifecycle assessment methodologies and tools, comprehending how to analyse the lifecycle impacts of products and services, and acquire knowledge on the use of advanced models to assess and mitigate environmental impacts.	Hone the ability to perform comprehensive lifecycle assessments, utilizing modelling techniques to evaluate the sustainability of products and services accurately, and identify the junctures at which sustainability principles can be most efficiently integrated

Co-funded by the Erasmus+ Programme of the European Union 		BeWell – Green Skills Matrix		
Generic Title of the Unit:		U4 – Planetary health		
Description:		This unit covers central skills for promoting planetary health. It includes recognizing how environmental issues like biodiversity loss and climate change affect health. It further includes ecosystem services and green practices to reduce ecological impact. The unit also highlights the need for interdisciplinary collaboration, continuous education, and promoting healthy, sustainable lifestyles to support planetary health and lower disease burdens.		
EQF/NQF Level:		5	ESCO	Promote sustainability
Learning Outcomes				
U4 – Planetary health	Training Module Code	Competence (Autonomy and responsibility)		
		Knowledge	Skills	
4.1: Understanding of Planetary health	GSN-1 HSEH-2	Is able to have a deeper insight into planetary health, offering an understanding of what planetary health entails and how to apply it to their workflow.		
		Describes the negative consequences of the «great acceleration» which led to the current size of the human population, such as loss of biodiversity, deforestation, ocean acidification, soil pollution and climate change.	Uses current theoretical clinical knowledge, and plans, organises and implements health care procedures adequately in the context of planetary health	

		Explains the importance of ecosystem services (provisioning services, regulating services, cultural services, supporting services) to sustain life on our planet, including a good quality of human life.	Implements the best and most innovative green practices related to planetary health, to reduce the ecological impact of the healthcare workforce.
		Describes the definition of planetary health, and what influences it. Consequentially, participants also understand the impacts of the lack of planetary health on health outcomes.	Understands the direct/indirect effects of a lack of planetary health on the health outcomes of patients, and actively pursues planetary health activities.
4.2: Planetary health education and interdisciplinary collaboration	GSN-1 GSHS-2 HSEH-1 HSEH-2	Is able to have a deeper understanding of the complex link between their work tasks and planetary health.	
		Is aware that more than a quarter of total disease burden, and more than a third of total disease burden on children, is attributed to modifiable environmental factors.	Works effectively with other actors in the health sector including participation in the practical training of healthcare personnel
			Engages with education, upskilling and reskilling opportunities in the green skills for the healthcare workforce
			Takes urgent action to counter the causes of environmental change and achieve planetary health.

		Understands the link between promoting healthy lifestyles and planetary health.	Promotes healthy lifestyle.
4.3: Healthy lifestyles and planetary health	GSN-1 PH-3	Is able to independently identify the link between empowering healthy lifestyles, with a focus on nutrition and physical activity, and planetary health.	
		Is aware of the negative effects on human health of unhealthy diets and unsustainable food production, such as obesity and non-communicable diseases.	Promotes sustainable lifestyles as a mean to achieve planetary health and as such reducing the negative effects of unhealthy diets and unsustainable food production, leading to obesity and non-communicable diseases.
		Analyses the negative effects of unsustainable food production, which are a major cause of climate change and environmental degradation.	Promotes sustainable lifestyles as a mean to achieve planetary health and as such reducing the negative effects of unsustainable food production, leading to climate change and environmental degradation.

Co-funded by the Erasmus+ Programme of the European Union 		BeWell – Green Skills Matrix		
Generic Title of the Unit:		U5 – Environmental impact of health care		
Description:		This unit shows how healthcare professionals can reduce their environmental impact. Key skills include understanding Greenhouse Gas emissions, global warming, and the health systems' environmental footprint. It includes implementing sustainable practices, creating flexible climate adaptation and damage mitigation plans, and training colleagues. Evaluating process sustainability, understanding biodiversity, and adhering to environmental regulations are also crucial for effective problem-solving in sustainability.		
EQF/NQF Level:		5	ESCO	Apply sustainability principles in health care
Learning Outcomes				
U5 – Environmental impact of health care	Training Module Code	Competence (Autonomy and responsibility)		
		Knowledge	Skills	
5.1: Analysing and reducing the environmental impact of health care	GSN-1 GSHS-1 HSEH-1 HSEH-2	Is able to independently analyse and identify the environmental impact of their work tasks, and to find ways to reduce it.		
	PH-1 PH-2	Has a full understanding of Greenhouse Gas (GHG) emissions and Global Warming, to internalise why it is crucial to reduce	Implements sustainability and planetary health considerations to reduce healthcare emissions and the broader environmental impact of health systems.	

		healthcare emissions.	
		Knows that health systems account for a broader environmental impact of between 1 and 5%, and over 5% in certain national contexts.	Implements sustainability and planetary health considerations to reduce the broader environmental impact.
		Outlines the importance to develop flexible plans to adapt to and mitigate the damages of climate change and environmental degradation.	Develops flexible prevention and mitigation plans to prepare to climate change.
5.2: Implementing Sustainable Practices in Healthcare Environments	GSN-1 GSHS-1 HSEH-1 PH-1	Demonstrate the capacity to identify and implement sustainable practices within healthcare settings to reduce environmental impact and enhance resource efficiency.	
		Explains the importance to develop sustainable practices to reduce the environmental impact of the healthcare	Develops the ability to apply sustainable practices within healthcare settings, such as energy conservation, waste reduction, and sustainable procurement.
5.3: Evaluation of sustainability practices	GSN-1 GSHS-2 HSEH-1 PH-1	Evaluates sustainability of a work process or a project	
		Describes the importance of biodiversity, sustainable solutions and	Plans and carries out working processes with a focus on sustainability

		choice of material in design and maintenance	
5.4: Assistance to others	GSN-1 GSHS-2	Trains employees to work sustainably, rethink work steps and adapt to the circumstances	
		Knows the criteria for environmental and species protection	Works according to the applicable regulations and can explain the approach finding solutions for complex sustainability issues