



CASE STUDY

ISEP SUSTAINABILITY TRAINING DELIVERY

CLIENT: CONFIDENTIAL

LOCATION: UK

Highlights:

- ISEP Environmental Sustainability Skills for the Workforce
- Sustainability Champions Training

THE CHALLENGE

A multi-national pharmaceutical manufacturer approached Arthian to deliver dedicated sustainability training for 21 sustainability champions across their business. The client undertook an initial pilot with a selected group of champions from the business, and based on excellent feedback requested the roll-out of a training programme. As an ISEP training centre, Arthian ran the ISEP-certified Environmental Sustainability Skills for the Workforce course, which is well recognised across the industry.

Due to the cross-departmental nature of the sustainability champions team, multiple sessions were required to make provisions for different working schedules during the week. Additionally, it was expected that delegates would arrive at the training with different levels of pre-existing knowledge.



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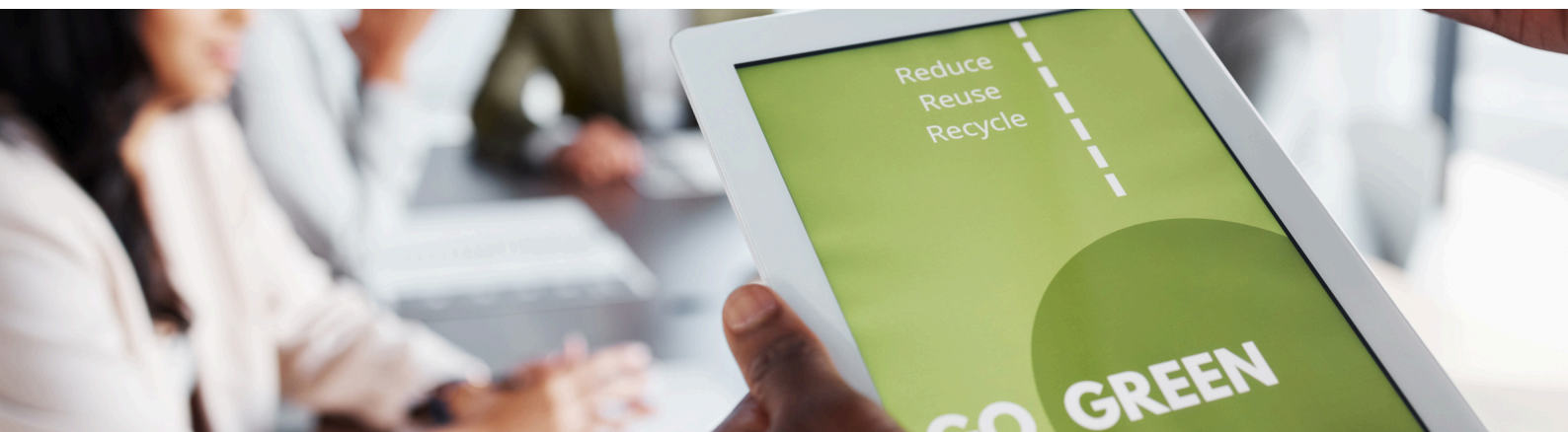
THE SOLUTION

The pool of sustainability champions was split into three individual cohorts. To allow for different scheduling requirements, these three one-day sessions were delivered over two months, on different weekdays. A live virtual environment was selected for this course, minimising trainer and delegate travel while maintaining high levels of discussion and engagement within breakout groups.

Course agenda and content is defined by ISEP, covering topics such as climate change, pollution and its impact on the environment, biodiversity, the circular economy, and environmental legislation. This provided excellent background information on global trends, compliance and environmental impact issues.

Case studies are always important for sharing learnings. Our registered ISEP trainers within Arthian's Sustainability Team selected specific case studies relevant to the challenges faced within the pharmaceutical sector and wider healthcare industry. Our trainers brought case studies and learnings to life through sharing their experience of real-life examples and practical solutions delivered by other sites. These learning methods help embed ideas and enhances the learning experience. This means better-equipped trainees with understanding of the wider challenges of sustainability for businesses.

Team and individual exercises were woven into the session, encouraging delegates to consider their work environments and develop practical actions to implement more sustainable practices within their departments. Topics such as issues of matching packaging quality requirements with environmental good practice brought new angles to product design thinking. Environmental and cost implications were discussed through the 'how to' of controlling and reducing energy use, waste and minimising losses of key raw materials.



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THE SOLUTION

As is often the case, delegates were from diverse backgrounds and experiences; not all of the trainees thought they had environmental experience but once training was underway, their own business and life experience was drawn out, relating to the environmental topics in business. Group exercises yielded new insights into sustainable business practices already implemented within different departments. This learning brought the sustainability champions closer together, building channels to collaborate more within existing structures.

100% of the delegates who completed the course feedback form found that the course increased their knowledge and awareness of sustainability while meeting course objectives. Delegates commented on the breadth of knowledge of the trainers and high level of engagement throughout the day.

Following the training sessions, delegates are asked to take a 30-minute exam to be eligible for ISEP certification, for which a 90% pass rate was achieved. Most importantly, the site continues to make strides towards environmental improvement via it's network of trained Sustainability Champions.



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