

GREEN ECONOMY

- Many existing jobs will require green skills as companies across sectors adopt more environmentally sustainable practices and develop sustainability targets for compliance and reporting
- Environmental, sustainability, and compliance-related green skills are the most transferable across sectors and job roles, and are 'no regrets' moves for citizens and workforce to start upskilling in

Since the launch of the Singapore Green Plan 2030 in March 2021, efforts have been accelerating to green our shared environment and economy. For example, there are ambitious new green targets under the Singapore Green Building Masterplan to green 80% of buildings by 2030, have 80% of new buildings to be super low energy, and achieve 80% improvement in energy efficiency for best-in-class green buildings¹.

Efforts to decarbonise our energy sector, scale up investments in water technologies, and generate new energy from waste using innovative waste-to-energy technologies are just some of the **Green Economy** initiatives to better manage our limited resources sustainably. Regional collaborations are also crucial in the journey towards sustainability. For example, Singapore has started importing renewable energy from the region as part of plans to reduce the carbon footprint of the power sector. This is not only one

step towards our net-zero goals, but also strengthens energy security and supply diversification, contributing towards economic development for the region as a whole.

Other initiatives in sustainable finance, electrification of vehicles, agriculture technology (agri-tech), and sustainable tourism will require concerted efforts across public, private and non-governmental organisations to scale up the supporting investment and infrastructure. As Asia makes its transition to net zero, Singapore aims to be its centre for sustainability solutions. Towards this end, the Climate Impact X (CIX) – a global carbon exchange and marketplace – has been established in Singapore. A regional sustainable aviation fuel (SAF) production hub, capable of refining up to one million cubic metric tonnes of SAF, is slated for completion in 2023².

As efforts accelerate to green the economy and grow the Green Economy, relevant jobs, skills and talent needs can be expected to also grow in tandem³. This requires employers, Institutes of Higher Learning and training providers to work very closely together, so that skills demand can be translated quickly into curriculum design and skills trained. One such initiative is the National Electric Vehicle (EV) Specialist Safety⁴ certification programme, under the national EV Roadmap, which was launched this year to upskill automotive technicians in the maintenance and servicing of EVs. This supports EV adoption and greens Singapore's transport system⁵.

Emerging domains in the Green Economy

Skills of increasing importance to the Green Economy can be defined in four emerging domains as follows:

- Environmental and Sustainability Management
- Energy, Resource Circularity and Decarbonisation
- Green Infrastructure and Mobility
- Sustainable Finance

The Environmental and Sustainability Management domain establishes the baseline knowledge and skills in different aspects of environment and sustainability management that are applicable across all industry sectors and workforce. It relates to the establishment of governance and adherence to environmental and sustainability compliance requirements, sustainability policies, and systems and processes to measure, report, verify and manage environment and sustainability initiatives, programmes and climate mitigation efforts.

Another key focus of the Green Economy is on the sustainable use of resources. The Energy, Resource Circularity and Decarbonisation domain relates to

skills associated with the management and maximising of resources through measures to close the resource loop, the sustainable use of energy, and the mitigation of global warming impact through the reduction or elimination of greenhouse gas⁶ emissions.

As a city state, our urban infrastructure such as our built environment and transportation systems contribute to a sizeable portion of Singapore's domestic carbon emissions. The Green Infrastructure and Mobility domain includes skills that support the transition towards a sustainable and eco-friendly built environment, as well as the greening of air, land and sea transport systems.

Underpinning the Green Economy is a need for strong financial infrastructure to channel public and private sector investments into various green or greening initiatives. The Sustainable Finance domain focuses on skills that are important in strengthening the financial ecosystem and the provision of sustainable finance, especially in relation to regulations, standards setting (including taxonomy of sustainable activities), financial instruments for green investments (including green bonds and loans), and the operationalisation of carbon markets.

¹ [Channel News Asia, 2022](#)

² [Singapore Economic Development Board, 2022](#)

³ While the focus in this chapter is on green skills, there are other supporting skills such as digital and engineering skills that may be required to green the whole economy and grow the Green Economy.

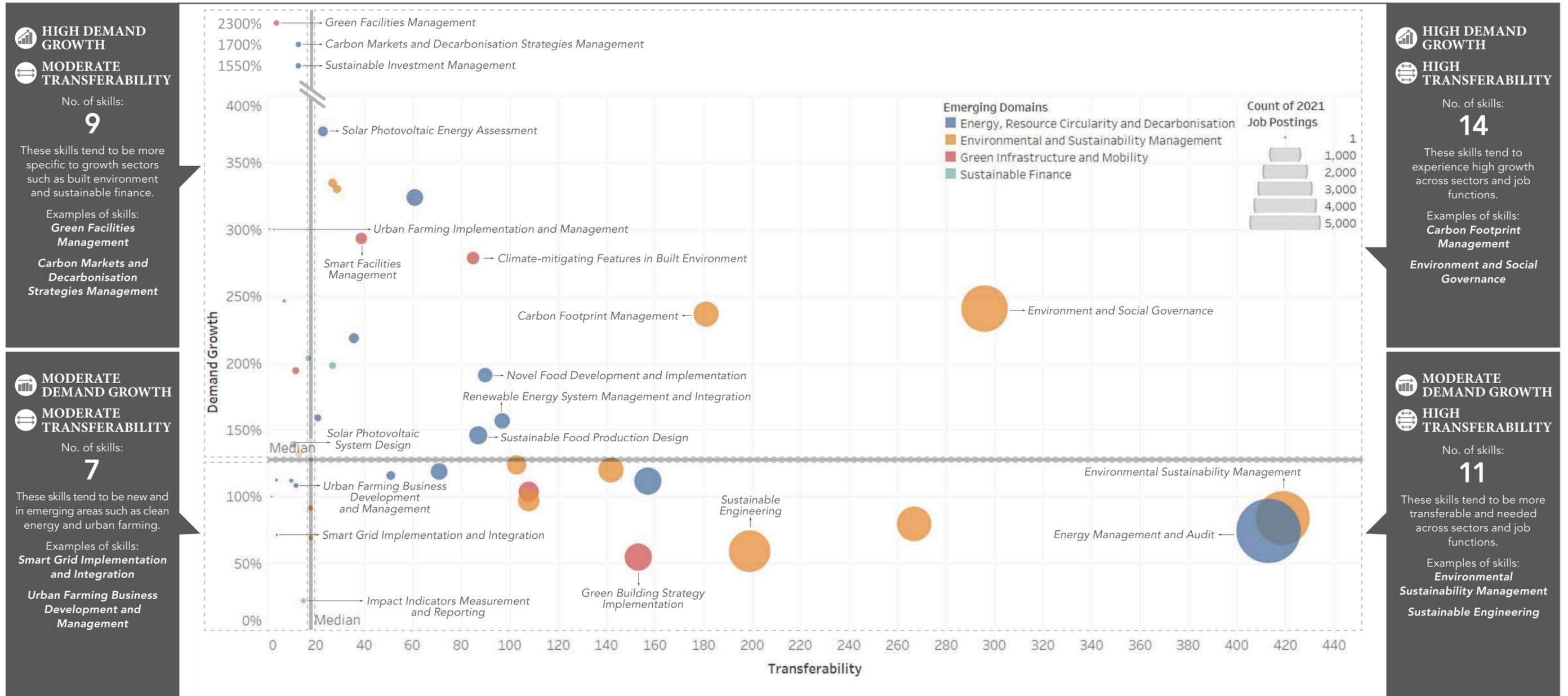
⁴ [Government of Singapore, 2022](#)

⁵ [Channel News Asia, 2022](#)

⁶ "Greenhouse gases (GHGs)" refers to the atmospheric gases responsible for causing global warming and climate change. [United Nations](#), retrieved 2022

Figure G1: Priority skills in the Green Economy

Priority skills refer to skills that citizens can prioritise to gain access and thrive in the emerging domains. These skills were derived from SSG’s National Jobs-Skills Intelligence engine and validated via expert input from industry, academia and sector agencies. **Demand growth** (y-axis) refers to the **compound annual growth rate** of job postings (2018 to 2021) that mentioned a given priority skill. **Transferability** (x-axis) refers to the total number of unique job roles from job postings (2018 to 2021) that require a given priority skill⁷. Refer to the Methodology chapter for further details.



Skill Title	Green Facilities Management	Carbon Markets and Decarbonisation Strategies Management	Environment and Social Governance	Carbon Footprint Management	Smart Grid Implementation and Integration	Urban Farming Business Development and Management	Environmental Sustainability Management	Sustainable Engineering
Description	Manage facility operations and maintenance to minimise environmental impact and operational costs efficiently	Lead organisation’s strategy and policies in response to current and projected carbon policy, market developments and decarbonisation strategies, and provide support for the organisation and clients in their efforts to decarbonise and become net-zero	Understand the latest industry and/or client standards regarding Environment and Social Governance (ESG) and undertake ESG research activities	Quantify and reduce the organisational carbon footprint	Develop and implement an integrated smart grid system using various distributed energy sources and energy management systems	Apply knowledge of urban farming techniques to formulate competitive agribusiness strategies, incorporating agri-technology innovations and sustainable farm-to-market business practices and value-chain	Integrate environmental sustainability through the development, implementation and review of sustainability strategies and programmes against industry best practices	Design, construct and operate engineering systems and assets to optimise energy management and enhance environmental performance

⁷ Only data points with positive demand growth are shown. Outlier data points not discussed in this chapter are excluded.



INDUSTRY VOICE

National University of Singapore (NUS) Centre for Nature-based Climate Solutions

PROF. KOH LIAN PIN

Director, NUS Centre for Nature-based Climate Solutions

In the same way Singapore has had to transform itself when faced with an existential crisis half a century ago, we have to pivot ourselves again today as we face the existential crisis of climate change.

With the bold and decisive announcement of our intention to reach net zero ambition by 2050, and our revised carbon tax and carbon credit policies, we are signalling to the world that Singapore is serious about tackling climate change. Workers will need to keep abreast of changes in order to take appropriate steps to equip themselves with the relevant skills as Singapore gears itself towards a green economy.

This green transition will involve challenges as the government, private sector and citizens adapt to this push to reach net-zero emissions, but such challenges can be reduced through training and education.

Training and education will need to focus on developing fundamental knowledge in three key areas. First, developing foundational knowledge on climate change and sustainability. Second, developing function-specific skill sets to help corporate departments develop and deploy sustainability initiatives. Third, developing sector-specific competencies to enable the successful transition of key industries towards more sustainable business models. Skills in emerging domains such as Sustainable Finance

and Environment and Sustainability Management would further enable workers to determine the costs of business-as-usual, such as how environmental policies like a carbon tax would impact the bottom line. At the same time, the right training would also equip them with the ability to anticipate opportunities in the Green Economy, such as through the development of new products that are aligned with a more eco-conscious clientele.

Singapore aspires to be a 'bright green spark' in the world, but this requires the public, private and people sectors to have the right skills. This is especially since sustainability is a nascent but rapidly growing area in every economic space, with great demand for workforce upskilling. Universities and research institutes must work collaboratively with all sectors to identify skills in the Green Economy and accelerate skills training and adoption if we are to collectively transform Singapore into a Global City for Sustainability.

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Key jobs and skills trends in the Green Economy

A. Green Infrastructure and Mobility, and Energy, Resource Circularity and Decarbonisation domains have the highest skills demand growth

Table G1: Emerging domains with highest skills demand growth

EMERGING DOMAIN	DEMAND GROWTH	EXAMPLE OF SKILL	EXAMPLE OF JOB ROLE
Green Infrastructure and Mobility	194%	<ul style="list-style-type: none"> Climate-mitigating Features in Built Environment Green Facilities Management Electric Vehicle and Hybrid Electric Vehicle Maintenance Management 	<ul style="list-style-type: none"> Architect/Architectural associate Building supervisor Technician (automotive)
Energy, Resource Circularity and Decarbonisation	129%	<ul style="list-style-type: none"> Renewable Energy System Management and Integration Solar Photovoltaic Energy Assessment Urban Farming Implementation and Management 	<ul style="list-style-type: none"> Solar photovoltaic project development engineer Energy systems engineer Automation engineer

Demand for skills in the Green Infrastructure and Mobility domain has grown by almost 200% from 2018 to 2021. This results from the growing need to imbue green building strategies into every aspect of the built environment, and the transition to cleaner energy transportation in our highly mobile and connected society. With more and more buildings and transport systems being required to meet mandatory emissions goals, more jobs will require skills to develop, implement and maintain the urban infrastructure while meeting low-to-zero emissions targets.

Specifically, demand for skills required throughout the entire built environment value chain are observed to be growing, such as those in the design and implementation of *Climate-mitigating Features in Built Environment* (+279%) and *Green Facilities Management* (+2300%). These skills are needed by job roles such as architect/architectural associate, engineering design engineer, and facilities manager. Existing workforce in automotive workshops will also need to acquire skills such as *Electric Vehicle and Hybrid Electric*

Vehicle Maintenance Management to keep in tandem with more EV adoption, as Singapore powers ahead with the electrification of our land transport systems, as we start to see more public and private transport operators transiting to EVs or hybrid electric vehicles, and with the deployment of more EV charging infrastructure nationwide.

As part of Singapore's energy transition strategies, skills under the Energy, Resource Circularity and Decarbonisation domain have also exhibited high demand growth, especially in the areas of design, deployment and management of solar photovoltaic (PV) systems. These skills include *Solar Photovoltaic Energy Assessment* (+373%), *Renewable Energy System Management and Integration* (+156%) and *Solar Photovoltaic Systems Designs* (+139%). It is also observed that skills in *Energy Management and Audit* have high transferability across job roles such as energy systems engineer, solar photovoltaic project development engineer and facilities engineer/technician dealing with power systems.

PROFILE STORY:

AZMAN BIN ABAS, senior executive for electric vehicle warranty and quality assurance at a local company

With a background in servicing Internal Combustion Engine (ICE) vehicles, Azman recently topped-up his skills to manage EVs.

You took a course recently to expand your portfolio to include EVs. How did this come about?

In the course of my work, there were times when I was asked to stand in for my EV colleagues. However, I couldn't completely do so because I didn't have the know-how, and clients had to wait for my EV colleagues to return. So, with my company's support, I took a course to equip myself with the necessary skills. This was worthwhile because EVs are low in emissions and are part of the greener world we are moving towards.

What was your learning journey like?

The course was a blend of e-learning and practical sessions. We learnt the theory online and went to the workshop for hands-on training. It was difficult at first, because my background was in mechanical engineering, and this course is more on electrical engineering. For example, we had to learn the names of different components, how to connect them and how they work. We also had to learn how to perform testing on them. It was challenging to learn the theory online because I've never done e-learning before. No physical textbook, everything online. But thankfully, the

hands-on sessions allowed us to see, smell, touch and hear how everything is. I have also dealt with some electrical stuff over the years, like fixing car dashboards, so I was able to tap on my existing skills to quickly adapt to the course material.

Even though it took time, I was determined to pick up new skills like *Electric Vehicle Battery Management*, *Electric Vehicle Charging Management*, and *Electric Vehicle Maintenance Management*. Now I know what goes on behind the wheel of an EV. My scope of work also expanded to include more and newer models of vehicles. It's very fascinating because the circuitry, high-voltage safety handling and the equipment used for diagnosis and maintenance are all different and require different ways of handling.

As I am more experienced now, I also have to advise clients on warranty matters. Even though I'm well-versed in skills like *Quality Control and Assurance*, increasingly, I need to pick up new skills specific to EV. Otherwise, I will not be able to perform that task anymore.

How important is the ability to learn and adapt?

Very important. I can work on more than just ICE vehicles because I continue to learn and adapt. Learning and adapting has also helped me to remain relevant to my company.

B. Skills in the Environmental and Sustainability Management domain have high transferability and are applicable across many job roles

Table G2: Skills with highest transferability under Environmental and Sustainability Management domain

SKILL	TRANSFERABILITY	EXAMPLE OF JOB ROLE
<i>Environmental Sustainability Management</i>	419	<ul style="list-style-type: none"> Health, safety and environmental officer/manager Facilities manager Solar photovoltaic project development engineer
<i>Environment and Social Governance</i>	296	<ul style="list-style-type: none"> Enterprise risk management executive Portfolio management analyst Sourcing coordinator
<i>Sustainable Engineering</i>	199	<ul style="list-style-type: none"> Engineering manager Health, safety and environmental manager Process engineer

Skills in the Environmental and Sustainability Management domain are observed to be highly transferable as these skills are required across a wide range of industry sectors, from accountancy to hotel and accommodation services, infocomm technology, engineering, and transport-related sectors. Specifically, *Environmental Sustainability Management*-related skills are required by more than 400 job roles across business development, engineering project development, facilities management, and Environmental, Health and Safety (EHS).

Another highly transferable skill is *Environment and Social Governance*, which is required by close to 300 job roles, from C-suite positions to enterprise risk management executive, EHS manager and portfolio management analyst. Due to heightened awareness for organisations to

incorporate ESG practices into policies, services and implementation frameworks, organisations are increasingly hiring or transitioning existing employees into job functions related to ESG.

Sustainable Engineering involves the design, construction and operation of engineering systems, assets and processes to optimise energy efficiency and resource usage. This skill is highly transferable across close to 200 job roles, including engineering manager, EHS manager and process engineer. This skill is required by these job roles to implement sustainable engineering practices, monitor and analyse energy usage and performance data to improve environmental performance, as well as implement life cycle assessment and engineering solutions to meet long-term sustainability and environmental outcomes.



INDUSTRY VOICE

**PricewaterhouseCoopers (PwC)
Singapore**

FANG EU-LIN

**Partner, Sustainability and
Climate Change Practice Leader,
PwC Singapore**

Singapore has pledged to be net zero by around mid-century and more recently is aiming to have emissions reach net zero by 2050. This commitment has translated to targets and ambitions that extend across areas in Sustainable Finance, towards becoming a carbon services hub and a carbon trading hub to facilitate appropriate conditions for transition towards a low-carbon economy.

Whether it is driven by regulations, investor expectations or other factors, more companies are transitioning towards a low-carbon business model. They are starting to measure their energy consumption and emissions, and finding pathways and solutions to decarbonise. Decarbonisation requires all hands on deck, involving carbon measurement specialists and decarbonisation strategists, and it also requires target setting, sustainable finance, verification, leveraging carbon offsets and renewable energy certificates.

I am a firm believer that as we leverage on our domain skills, and continue with targeted upskilling and reskilling, we will be able to explore more job role adjacencies in the transition towards a greener economy. A concrete example is how accountants' skills in numeracy, measurement and accounting complement skills such as *Sustainability Reporting*. These involve understanding carbon measurement, decarbonisation pathways, climate risk scenario analysis, impact measurement, and the application of the Global Reporting Initiative (GRI) standards or the

upcoming International Sustainability Standards Board (ISSB) standards to name a few.

Auditors' knowledge and technical skills are also highly relevant and transferable when it comes to performing an Environment, Social and Governance audit, an area that is seeing increasing regulatory controls being introduced. Many of my colleagues have successfully transitioned to these adjacent roles, including myself, and we have found this journey immensely rewarding from a personal development perspective. You feel a sense of mission.

I am also seeing companies, including PwC, committing to and bringing to life tailored ESG upskilling programmes for the whole firm to accelerate the embedding of ESG in its DNA. For example, it is mandatory for all 3,500 of our staff to complete our foundational ESG upskilling modules.

By taking deliberate steps to develop skills in ESG and *Sustainability Management* now, we can better compete in a global economy and make this an opportunity of a lifetime for companies and the workforce in Singapore.

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We leverage on our domain skills to explore more job role adjacencies in the transition towards a greener economy.
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INDUSTRY VOICE

Johnson Controls, Singapore

CHARLES LIM

**Director,
Johnson Controls, Singapore**



ALVIN NG

**Former Vice President,
Digital Solutions, Asia Pacific
Johnson Controls, Singapore**

According to a recent survey commissioned by Johnson Controls⁸, 70% of business leaders from Southeast Asia have identified sustainability as an increasing priority but many face hurdles around coordination across multiple teams, partners and sites.

Digitalisation plays a critical role in the Green Economy and supports companies in their sustainability agenda. Companies need to integrate their sustainability and digitalisation efforts via software platforms – allowing them to measure, control and optimise every aspect of their building operations from a single dashboard. This also helps them better monitor and coordinate across multiple teams, partners and sites.

While having the right technology is important, we also need the right capabilities to make full use of it. Combining our domain expertise in the built environment with digital capabilities, Johnson Controls has designed a SGUnited 'Mid-Career Pathways Programme — Company Training (SGUP-CT)' course to equip mid-career

learners with fundamental digital knowledge and sustainability-related skills, enabling them to pivot into the built environment. This can help them capture opportunities in the sector, with the increasing demand for skills such as *Smart Facilities Management* and *Green Building Strategy Implementation*.

In Johnson Controls, we have also transformed the way we service chillers through training and guidance. Now, our service technicians can monitor chiller performance remotely and predict faults, thus reducing the need for regular onsite inspection while improving our energy efficiency and work productivity. We are committed to share our experience to help the industry.

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⁸ Forrester, 2021

C. Growing skills demand in emerging areas relating to sustainable finance, urban farming, food technologies, and novel food development

Table G3: Skills in emerging areas under Sustainable Finance and Energy, Resource Circularity and Decarbonisation domains

EMERGING DOMAIN	DEMAND GROWTH	EXAMPLE OF SKILL	EXAMPLE OF JOB ROLE
Sustainable Finance	1550% ⁹	<ul style="list-style-type: none"> Carbon Markets and Decarbonisation Strategies Management Sustainable Investment Management Impact Indicators, Measurement and Reporting 	<ul style="list-style-type: none"> Underwriting manager Investment analyst Sales and distribution specialist
Energy, Resource Circularity and Decarbonisation	168%	<ul style="list-style-type: none"> Urban Farming Implementation and Management Urban Farming Business Development and Management Novel Food Development and Implementation 	<ul style="list-style-type: none"> Food safety specialist Food technologist Quality assurance and quality control specialist

The Sustainable Finance domain is an emerging area where the financial services sector is beginning to introduce green investments, loans and financial instruments to support companies tapping Green Economy opportunities. In particular, skills in *Carbon Markets and Decarbonisation Strategies Management* and *Sustainable Investment Management* saw the highest demand growths of 1700% and 1550% respectively, albeit starting at relatively low bases. It is anticipated that more financial and corporate professionals will require these skills to lead organisation strategy and policy changes in response to carbon policy, market development, and investment and decarbonisation strategies, in their business processes and operations, as well as managing their service offerings and portfolio. Examples of job roles requiring these skills include investment analyst, underwriting manager, and sales and distribution specialist/coverage officer.

Skills in urban farming, food technologies, and novel food development under the Energy, Resource Circularity and Decarbonisation domain are also a nascent trend. This is in tandem with Singapore's aim to safeguard food security by

producing 30% of our nutritional needs by 2030¹⁰. The global supply chain disruption during the COVID-19 pandemic further compound the need to grow the food industry locally. Skills required by companies include *Urban Farming Implementation and Management*, and *Urban Farming Business Development and Management*. These support the growth of vertical farms within buildings' premises and rooftops. Companies utilise agri-tech such as hydroponics and/or aquacultural technology, and incorporate automation in growing, harvesting and packaging before goods are distributed. Job roles requiring these skills include business development manager, research and development engineer/executive, and automation engineer. At the same time, the development of food technologies and novel food concepts, such as plant-based proteins and lab-grown proteins, are also gaining traction locally. Skills in *Novel Food Development and Implementation* and *Sustainable Food Production Design* are required by job roles ranging from food technologist to chef, to quality assurance and quality control specialist.

PROFILE STORY:

ONG SHU YI, environmental, social and governance analyst at a local bank

Shu Yi started her career in sustainability policy in the public service, before transiting to her current role that focuses on ESG research.

Your career transition was rather recent. Why and how did you manage to do it?

From my previous role, I learnt that financial institutions play a pivotal role in financing the green transition as well as the adaptation of green strategies in developing countries. I became interested in this space and decided to make the switch. While this is a new field, I'm thankful for my company's support in sponsoring me for courses. One of which was the Certified ESG Analyst Programme, called CESGA, which enabled me to incorporate sustainability-focused aspects into my work.

What was your learning journey like?

I took up the CESGA programme, together with seven other colleagues, that enabled us to better apply *Environment and Social Governance* and *Sustainability Risk Management* skills in our workflow, such as (i) understanding the regulatory environment in the EU who are leaders in the space and apply

the learnings to Asian markets, as well as (ii) understanding how clients may be affected by upcoming regulatory changes and ESG risks to better support them on their risk assessments.

I also signed up for various sustainability workshops and learning series provided by the company to employees to better understand the role of financial institutions in driving sustainable change. This learning helped in my analysis and can better inform my organisation and our clients in their ESG decisions.

How important is the ability to learn and adapt?

It is very important to learn new skills to evolve professionally, that can lead to further personal and career growth. The sustainability space is a good example of a trend that has rapidly picked up pace, and both businesses and individuals are learning new skills to adapt to an environment that prioritises sustainability. It is expected that there will be a lot more interest and influence in this space moving forward, so it is important to stay abreast with developments and trends.

⁹ There is a limited number of skills in the Sustainable Finance domain derived from job posting data. The very high skills demand growth seen by the domain is due to correspondingly high demand growth of these skills.

¹⁰ Singapore Food Agency, 2020

Skills featured in this chapter

SKILL TITLE	SKILL DESCRIPTION
<i>Carbon Footprint Management</i>	Quantify and reduce the organisational carbon footprint
<i>Carbon Markets and Decarbonisation Strategies Management</i>	Lead organisation's strategy and policies in response to current and projected carbon policy, market developments and decarbonisation strategies, and provide support for the organisation and clients in their efforts to decarbonise and become net zero
<i>Climate-Mitigating Features in Built Environment</i>	Research, develop and implement climate-mitigating features in built environment
<i>Electric Vehicle and Hybrid Electric Vehicle Battery Management</i>	Apply knowledge in electric vehicle and/or hybrid electric vehicle battery management and implement maintenance activities in a safe work environment
<i>Electric Vehicle and Hybrid Electric Vehicle Charging Management</i>	Apply knowledge of electric vehicle and/or hybrid vehicle charging and implement charging and maintenance activities in a safe work environment
<i>Electric Vehicle and Hybrid Electric Vehicle Maintenance Management</i>	Apply knowledge of electric vehicle and hybrid electric vehicle to implement maintenance activities in a safe work environment
<i>Energy Management and Audit</i>	Perform energy audits to optimise the energy performance of energy consuming systems and manage energy consumption
<i>Environment and Social Governance</i>	Understand the latest industry and/or client standards regarding Environment and Social Governance (ESG) and undertake ESG research activities
<i>Environmental Sustainability Management</i>	Integrate environmental sustainability through the development, implementation and review of sustainability strategies and programmes against industry best practices
<i>Green Building Strategy Implementation</i>	Develop environmental sustainability plans throughout the building lifecycle through the development, implementation and review of sustainability strategies to enhance environmental performance
<i>Green Facilities Management</i>	Manage facility operations and maintenance to minimise environmental impact and operational costs efficiently
<i>Impact Indicators Measurement and Reporting</i>	Analyse, monitor and report impact of sustainability actions and lead the organisation in setting impact mission and targets for the organisation or customers
<i>Novel Food Development and Implementation</i>	Research and develop novel food and ingredients based on food bio-science concepts, incorporating knowledge in agri-technology and innovative food processing technology that yield nutritious value with viable mass market potential

<i>Quality Control and Assurance</i>	Implement checks and testing processes for the measurement and assurance of product quality and services to meet consumer expectations
<i>Renewable Energy System Management and Integration</i>	Analyse impact of renewable energy system integration on energy grid in steady state and during dynamic operation.
<i>Smart Facilities Management</i>	Integrate digital technologies and smart automation into facility operations and maintenance to optimise efficiency and performance
<i>Smart Grid Implementation and Integration</i>	Develop and implement an integrated smart grid system using various distributed energy sources and energy management systems.
<i>Solar Photovoltaic Energy Assessment</i>	Assess feasibility of solar photovoltaic (PV) installations for buildings based on location and energy assessments
<i>Solar Photovoltaic Systems Designs</i>	Oversee design of solar photovoltaic (PV) systems according to project requirements and site constraints
<i>Sustainable Engineering</i>	Design, construct and operate engineering systems and assets to optimise energy management and enhance environmental performance
<i>Sustainable Food Production Design</i>	Design and implement sustainable food production policies, processes and initiatives within the organisation
<i>Sustainable Investment Management</i>	Lead organisation's strategies on sustainable investment and implement sustainable investment concepts and approaches on portfolio management
<i>Sustainability Management</i>	Plan, develop and roll out of an organisation-wide sustainability strategy. This includes the assessment of the organisation's utilisation and/or consumption of energy and other resources, vis-a-vis the availability and stability of supply sources and external best practices and standards
<i>Sustainability Reporting</i>	Lead development of organisation's sustainability reporting and accounting policies and processes in line with regulatory requirements and international best practices
<i>Sustainability Risk Management</i>	Develop frameworks, strategies and policies for managing sustainability risks for the organisation to minimise and mitigate risks and impact to the organisation
<i>Urban Farming Business Development and Management</i>	Apply knowledge of urban farming techniques to formulate competitive agribusiness strategies, incorporating agri-technology innovations and sustainable farm-to-market business practices and value-chain
<i>Urban Farming Implementation and Management</i>	Manage the day-to-day urban farming operations which include, supply-chain management, maintenance management and incorporating sustainable and good urban farming practices

The skills featured in this chapter are non-exhaustive.
To see the full list of priority skills, please visit this link:



<https://go.gov.sg/2022skills-ge>

Please visit this link for information on suggested courses for the
Green Economy:



<https://linktr.ee/GreenEconomy>