

Specification of Competency Standards
for the Fashion
Unit of Competency.

Functional Area - Quality System & Sustainability

Title	Plan and implement Environmental, Social and Governance (ESG) training within the organisation
Code	111538L5
Range	This unit of competency applies to practitioners responsible for designing, organising, implementing, and evaluating Environmental, Social and Governance (ESG) training programs within the organisation, so as to cultivate and enhance the ESG-related knowledge, skills, and capabilities of team members.
Level	5
Credit	4 <i>(For Reference Only)</i>
Competency	Performance Requirements 1. Knowledge in the subject area Be able to - state ESG-related content relevant to the organisation's operations and strategic goals. - explain the importance of cultivating ESG awareness and behavioral change through training - use appropriate methods and tools to deliver ESG training for different teams - evaluate methods for assessing the effectiveness of ESG training programs 2. Application and process Be able to - evaluate ESG-related training needs across various departments - formulate ESG training courses aligned with organisational goals and employee roles - adopt appropriate formats and tools to deliver ESG training (e.g. workshops, e-learning) - evaluate post-training outcomes and employee behavioral changes following ESG training - develop concrete improvement measures based on training evaluation results to optimise future ESG training - evaluate ESG-related competency gaps among team members, provide training and development opportunities, and build overall organisational ESG capability 3. Exhibit professionalism Be able to - uphold the organisation's ESG values and standards during the design and implementation of training - promote employee ESG awareness and a culture of participation through training - advocate for continuous improvement in employee ESG learning and development practices - use interactive and engaging training techniques (e.g. questioning, group discussions, case studies, games) to enhance participant engagement and learning effectiveness
Assessment Criteria	The integrated outcome requirements of this UoC are the abilities to accomplish: - Design and implement ESG training programs that align with organisational goals and are customised to employee needs.. - Evaluate the effectiveness of ESG training through assessment methods (e.g., learning outcome assessments, behavioral indicators)

	• Propose concrete improvement recommendations based on evaluation results to continuously optimise ESG training initiatives.
Remark	