# **Disha**, Making Careers in Environmental Management & Sustainability

On 8th September 2013 In Mumbai





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# **Background: Need for Career Counseling**

#### The market for environmental services is growing

Environmental Governance in India has expanded considerably. The Government has put in place modern policies and regulations to protect and conserve the environment while ensuring economic development. These efforts align well with the international frameworks and benchmarks. Unfortunately, trained human resources and institutional capacities required to match this governance, have remained weak. This is a serious issue when it comes to mainstreaming environmental considerations and subsequent implementation of environmental protection related measures.

"Today, more than 100 Indian companies practise sustainability reporting. For the past 10 years, 8,000 to 10,000 green jobs have opened up in India annually." – 'Green Card Holders', Business Today, March 31, 2013

The size of the global environmental consulting market today is estimated to be close to 30 billion US\$. Contribution of renewables towards energy generation is expected to rise 80% by 2050. Cities will need to become "smart" and "green" to respond to the pressures of urbanization. Greendex 2012 survey pegs Indians on top for sustainable behaviour despite the unevenness and insensitivities we often see!

#### Need for career counseling and guidance

We need to strengthen our academic and research institutions, bringing curricula and projects closer to sustainability-oriented practices. Students and young professionals need to be exposed to the growing opportunities in this arena. Guidance on how to shape careers is needed to inspire and motivate. As environmental issues permeate through various sectors of development, these efforts need to be taken across multiple disciplines such as science, engineering, planning, economics, social development etc. Hence, Disha was conceived.

# **Disha: Objectives and Proceedings**

Disha was organized by Ekonnect in Mumbai on 8th September 2013 from 10:00am to 4:00pm at Mithibai Seminar Hall, Vile Parle (W), Mumbai with Narsee Monjee Institute of Management Studies (NMIMS) as Principal Partner.

### **Objectives:**

- To provide an interactive platform for helping students make careers in environmental management & sustainability
- To share knowledge on the evolution and emerging opportunities in the field and encourage students and young professionals to explore potential careers
- To provide an opportunity for participants to meet and interact with established and successful personalities in the field
- To launch the e-learning course of 'Foundation in Environmental Management' by Ekonnect as well as the 'Jobs Portal' on Ekonnect website

## **Participants:**

The program was attended by students from colleges such as Veermata Jijabai Technological Institute, K.J.Somaiya College of Engineering and Science, Tata Institute of Social Sciences, National Institute of Industrial Engineering, Symbiosis Institute of International Business etc. There were also many young professionals present as well who are actively looking for job opportunities. The list of participants is provided in Annexure 2.

## **Proceedings:**

The session commenced with a welcome from Ms.Sonal Alvares of Ekonnect Knowledge Foundation. She briefly welcomed the participants, introduced the Disha initiative of Ekonnect and invited the chief guest, Dr. D.Kantawala to give his keynote address.

After the key note address, Dr. Prasad Modak presented on the 'Evolution of Sustainability'. Disha was structured in a way that allowed for participants to experience two different perspectives; one from the point of view of those who have successful careers in the field and the other from the point of view of a prospective employer.

Thus, Session 1 comprised of five panelists who had 'made illustrious careers in this field'. This session was moderated by Dr. Prasad Modak who asked key questions to each of the Panelists and then invited questions from the participants. Session 2 comprised of five panelists who represented potential employers and was titled 'from the employer's perspective'. Similarly this session was moderated by Dr. Prasad Modak who put questions to each of the panelists and then invited the participants to direct their questions to the respective panelists. The program schedule of Disha is attached to this report as Annexure 1.

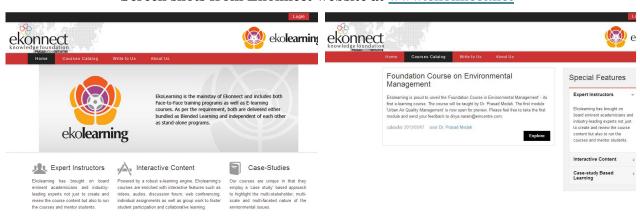
## **E-Learning, Jobs Portal and Ask our Experts:**

As part of the second half of the program, Dr. Prasad Modak and Divya Narain, Ekolearning Manager, Ekonnect, launched the e-learning course of Foundation in Environmental

Management giving a quick insight into the course content, structure and pedagogy in addition to the content of the first module of the course.

Ekolearning, Ekonnect's blended learning (online + face-to-face) initiative, offers its 'Foundation Course on Environmental Management & Sustainability' taught online with reputed and experienced mentors, this one-month course employs a unique 'case study' based approach to impart an understanding of the fundamental principles of Environmental Management - an essential ingredient missing from most university curricula. Completion of this course will help students in planning careers and improve prospects of internship, research positions and jobs. Being a not-for-profit, Ekonnect will charge nominal fees for this course.

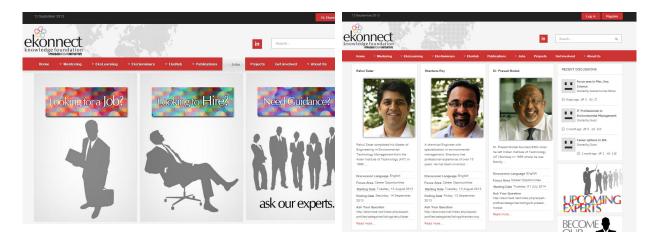
Dr Modak and Divya demonstrated the use of the 'Jobs Portal' on the Ekonnect website. A special feature of 'Ask the Experts' was highlighted. This feature to the Jobs Portal allows visitors to the site to virtually interact with guest experts on the portal. Interaction takes places through the online forum where visitors are able to see guidance from the expert. Experts post their replies and opinions/advice desired.



#### Screen shots from Ekonnect website at www.ekonnect.net

#### **Ekolearning: the e-learning portal**

#### **Online Course on Environmental Management**



Jobs Portal at <a href="http://ekonnect.net/index.php/jobs">http://ekonnect.net/index.php/jobs</a>

Ask our Experts at <u>http://ekonnect.net/index.php/current-experts</u>

Ms. Anuradha Bhawe, Community Development Officer of Jasani Centre for Social Entrepreneurship closed the session with a Vote of Thanks to all the participants, speakers and thanked Ekonnect for the opportunity to partner on Disha. Ms.Bhawe also introduced the participants to the Social Entrepreneurship Part Time MBA course conducted by their centre and encouraged all spread the word about the same.

#### New Initiatives at Ekonnect

The two new initiatives of Ekonnect were also introduced to the participants in two separate handouts during the program. One initiative currently ongoing is the **Tree Revival Campaign**. Another initiative that is proposed is the **Mumbai Environmental Scorecard**. Information on both these initiatives is given in Annexure 3.

# **Presentations and Panel Discussions**

Dr.D.Kantawala regaled the participants with real life incidents from his long and illustrious career in environmental management. He led the participants through the many opportunities in the field and ended his address with words of encouragement and advice that urged all present to Explore, Experience, Elect and Enjoy.

Dr. Modak took the participants through the history of environmental management as it began with public health and sanitary engineering, followed by the need for compliance and then ushering the arena of sustainability. He presented evolution of sustainability in four tiers giving details on the characteristics of each tier and opportunities for making careers at each of the tiers. Finally, he ended his presentation stressing how sustainability spurs innovation and leads to the paradigm of shared responsibility.

Session 1, titled 'Meet People who made Illustrious Careers in Environmental Management' comprised of a distinguished line up of personalities including Dr.Dilip Boralkar, Environmental consultant and Ex-Member Secretary MPCB, Dr.Mahesh Patankar, Entrepreneur, Dr.Rakesh Kumar, Head Scientist at NEERI, Mr.Rishi Aggarwal, Research Fellow at Observer Research Foundation and Mr.Kishore Kavadia, Ex-Adviser for Ambuja Cements on Sustainability.

- ✓ Dr. Boralkar stated that students should be ready to work hard for first five years of their career to hone their skills, explore various areas of interest and build experience.
- ✓ Mr.Patankar spoke about how being an entrepreneur wasn't easy but that once he had made the choice built his skills on both technology and management. Working on the Shop floor was the best learning experience. He spoke about how blend of energy and environment helped him to offer uniqueness in his services.
- ✓ Dr.Kumar mentioned that being in this field meant that one would have to put in a lot of hard work and keep updated. Opportunities in the research area at Indian institutions are however dismal.
- ✓ Mr.Aggarwal spoke about the satisfaction from being active in the field in comparison to earning a living from it. He said one would need to make a choice that maintained a balance while contributing to career goals.
- ✓ Mr.Kavadia advised all present to increase their knowledge about the constantly evolving field so as to gain a competitive advantage in the professional world. He highlighted Corporate Social Responsibility and Sustainability Reporting as some of the high growth areas.

Session 2, titled 'From the Employer's Perspective' comprised of another distinguished line up of personalities including Mr. Chaitanya Kalia, Partner Climate Change & Sustainability Advisory Services at Ernst & Young, Dr.Santosh Deshmukh, Sustainability at Jain Irrigation Systems, Mr.Santosh Shidhaye, Sustainability at IL&FS, Mr.Vasant Ayyappan, Sustainability at the Indian Hotel Co.Ltd. and Dr.Vijay Kulkarni, VP-Sustainability at Shapoorji Pallonji.

- ✓ Mr.Kalia highlighted the point that one should approach a company by exhibiting how one can be of use to the company rather than expressing a need or desire to work with them.
- ✓ Dr.Deshmukh urged the participants to explore rural opportunities through innovative approached to solve environment and sustainability related problems.

- ✓ Dr.Kulkarni provide a clear insight into the market scenario where the requirement is more for technically qualified persons. He stressed the importance of remaining uptodate on the developments in this ever changing field. He suggested that students should connect with the consultants approved by MoEF based on NABET for seeking jobs.
- ✓ Mr.Shidhaye pointed out that like other companies IL&FS is discovering the potential for sustainability and what this would mean in the near future. He recommended that participants secure a good understanding and bring something innovative to the table when applying for work.
- ✓ Mr.Ayyappan suggested that job seekers must study the background of the company they wish to work for and understand the work they do before opting to apply. His advice was for participant to clearly outline what value they would bring to the company in order to improve chances of employment.

Participants were keen to learn from the panelists issues ranging from potential employment opportunities for those in less technical and more social fields, how to distinguish between a company that is disclosing 'greenwash' and those that are genuine, where to learn of employment opportunities with the government, more about specialized fields such as environmental law and environmental journalism and so on.

#### Photographs taken during Disha



Dr. Kantawala giving his keynote address



Dr.D.B.Boralkar, Mr.M.Patankar & Mr.K.Kavadia



Mr.S.Shidhaye and Dr.V.Kulkarni



Participants at Disha



Dr. Modak on Evolution of Sustainability



Mr.R.Aggarwal, Dr.R.Kumar & Dr.D.Kantawala



Dr.S.Deshmukh, Mr.C.Kalia & Mr.V.Ayyappan



Mrs. A. Bhawe representing NMIMS

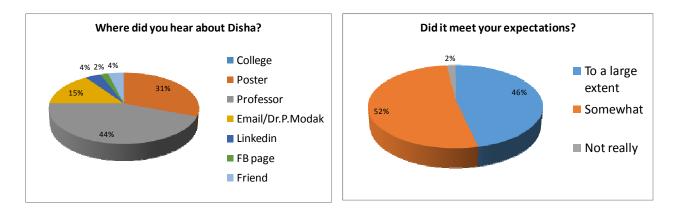
# Feedback

Feedback received during the interaction with the participants included suggestions for organizing Disha over a longer duration of two days and to include more specific coverage of the various topics in the field, increase the time allotted to the panelists as well as to the question and answer sessions.

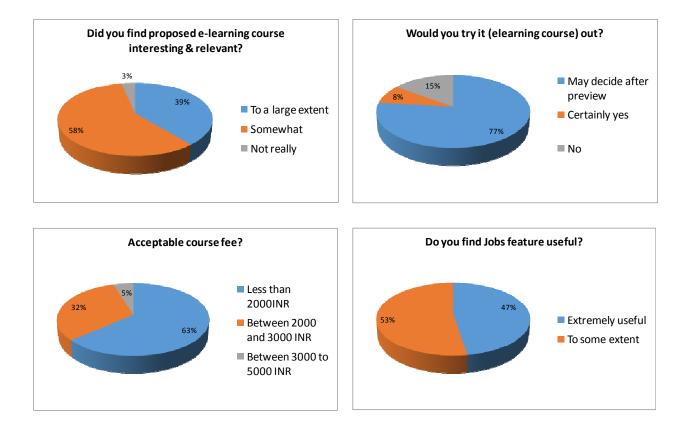
Overall feedback received from participants is encouraging:

- The format of the event was well liked and the panelists were commended as excellent speakers,
- The sessions with interaction with panelists were seen as high value.
- Suggestions made were to extend the time allotted to the Q&A sessions, as well as the time allotted to the panel discussions.
- Additionally requests were made to add more speakers from Environmental Law, Eco-Journalism, Agriculture, Communication, Audit, Architecture, Building and Design.

In response to the presentation on the upcoming e-learning course, majority of participants were somewhat interested and most were likely to decide to go for the course after seeing the preview. Information on the forthcoming initiatives of Ekonnect was shared with the participants; mainly the Tree Revival Campaign and the Mumbai Environmental Scorecard. Majority of participants evinced an interest in participating in the proposed Mumbai Environmental Scorecard and the second majority were interested in the Tree Revival Campaign, plus the rest were interested in both initiatives.



Structured feedback received from sixty participants out of the 79 who attended is as follows:



#### **Feedback from Participants & Panelists**

"It was really nice meeting experts such as Dr. Kantawala and yourself. I believe guidance, direction and mentorship are the need of the hour for young professionals looking to work in a niche field. I applaud the thought and intention that drives Ekonnect. I hope there are more of such events in the near future"

#### Susmita S. Kamath, Job Seeker & Disha Participant

"It was really wide exposure to see environment sustainability from a perspective of various sections of market, industry, research interests"

#### Madhura Kimbuhane, Student, Symbiosis Institute of International Business, Pune & Disha Participant

"Thanks for the invitation the opportunity to be a member of the esteemed panel. The Disha project is very relevant to attract right talent in the area of Environment and Sustainability. Once again congratulations to your entire team for this initiative."

# Chaitanya Kalia, Partner, Climate Change & Sustainability Advisory Services, Ernst & Young & Disha Panelist

"I too enjoyed participating in the Event and was happy to see range of expertise available and need (that you are trying to fill) of proper job placements in the field of sustainability."

#### Kishore Kavadia, Ex-Advisor on Sustainability, Ambuja Cements & Disha Panelist

# **Next Steps**

Ekonnect is currently planning to take Disha to Pune in the coming months and to Delhi in the coming year.

The need to take such an initiative is evident from the general feedback received at Disha, Mumbai and from among the network at Ekonnect.

Institutes and Organisations in both cities have evinced interest in partnering with Ekonnect on Disha in their respective cities.

Reflecting the feedback received, a two days program for Disha-3 is conceived. A draft design of the program is shown in Annexure-4

#### Follow us on <u>www.ekonnect.net</u>

#### Videos

Interactions between panelists and the participants during these Q & A sessions along with the panel discussions and presentations have been captured on video and will soon be available for viewing on the Ekonnect YouTube channel; link to the channel will be placed on the website at <u>www.ekonnect.net</u> and also shared on the Facebook page of Ekonnect Knowledge Foundation.

#### **Presentations**

All the presentations are available at the Ekonnect website at <u>www.ekonnect.net</u> under the Publications section under 'View our presentations'.

#### **E-Learning**

Sample the E-learning course on Environmental Management & Sustainability: The course Environmental Management & Sustainability is designed in 4 modules.

- 1. Urban Air Quality Management
- 2. Ecological Risk Assessment
- 3. Business and Sustainability
- 4. Resource Conflicts

As a sample, the first module on Urban Air Quality Management is available for free from September 16 to October 15, 2013. We will encourage all Disha participants to take a tour through the course and experience the case study based pedagogy. Log in at <a href="http://ekolearning.ekonnect.net/courses.php">http://ekolearning.ekonnect.net/courses.php</a> to access this module. The course duration of this sample module is 1 week after registration. Completion of this module would entail 1 to 2 hours of machine contact time, 8 to 12 hours of reading time and 6 to 8 hours of work for the assignments

## **Annexure 1: Program Schedule**



Disha, Making Careers in Environmental Management & Sustainability, <u>8th September 2013</u>

9:00 - 10:00	Registration
10:00 - 10:05	Welcome and Introductions by Sonal Alvares, Ekonnect Knowledge Foundation
10:05 - 10:15	Keynote Address by Chief Guest: Dr Deepak Kantawala, Renowned Environmental Consultant and Ex-President Indian Environmental Association
10:15 - 11:00	Environmental Management: Its Evolution and Emerging Opportunities: Dr. Prasad Modak, Ekonnect Knowledge Foundation
11:00 - 11:15	Q&A Session
11:15 - 11:30	Break for Tea/Coffee
11:30 - 12:30	'Meet people who made illustrious careers in Environmental Management': Panel Discussion I - Dr Dilip Boralkar, Dr Mahesh Patankar, Dr Rakesh Kumar, Rishi Aggarwal, Kishore Kavadia moderated by Dr Prasad Modak and Dr Deepak Kantawala
12:30 - 13:00	Q&A Session
13:00 - 13:45	Break for lunch
13:45 - 14:30	'Foundation Course on Environmental Management & Sustainability' by Ekonnect & Launch of the Jobs Portal, Dr Prasad Modak and Divya Narain, Ekonnect
14:30: - 14:45	Q&A Session
14:45 - 15:45	'From The Employers Perspective': Panel Discussion II - The Employers Perspective' –Panelists: Chaitanya Kalia, Dr Santosh Deshmukh, Santosh Shidhaye, Vasant Ayyappan, Dr Vijay Kulkarni moderated by Dr Prasad Modak and Dr Deepak Kantawala
15:45 - 16:00	Closing remarks by Ms. Anuradha Bhawe, Jasani Center for Social Entrepreneurship & Sustainability Management, NMIMS

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# **Annexure 2: List of Participants**

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# Annexure 3: Tree Revival Campaign & Mumbai Environmental Score card

# Eco-Score - A Community Driven Environmental Score Card

The Mumbai Metropolitan City is facing grave environmental impacts due to intense urbanization pressures and lack of sensitivity towards environment in urban developmental activities. The environmental quality of the city of Mumbai has seen significant deterioration which as an adverse impact on the quality of life of its citizens impacting health and the cities livability.

There are very few attempts to capture and monitor the environmental quality experienced by the citizens.

**Ekonnect Knowledge Foundation is developing a scoring mechanism to evaluate neighborhoods on their environmental quality.** The aim of the scorecard is to grade the quality of environment experienced and perceived by citizens across different neighborhoods of Mumbai. The preparation of the neighborhood environmental scorecard is envisaged as a participatory process with involvement of experts, student and citizen volunteers. This process would help active citizens identify issues in their neighborhood and initiate activities towards improvement through engaging with elected representatives, NGOs, citizen groups and Municipal Corporation of Greater Mumbai.

Process	Details	Actors
Initiation and participation	Launching the Mumbai Environmental Score Card and soliciting participation	EKF Hub Youth Participants
Formation of Working Group	Youth representatives/leaders would review and develop environmental indicators	Youth Representatives
Formation of Steering Committee	Specialists would guide and mentor the working group on the indicator framework	Environmental Specialists and City experts
Development of Indicator Framework Defining Geographical Boundaries	Identifying and detailing environmental performance areas and indicators such as; biodiversity, health, mobility, landuse, etc.	Steering Committee & Working Group
Training Workshop	Training on the indicator framework, data collection and survey methodology	Trainers and student volunteers
Interim Surveys and review of results	Reporting; Web based interface, email, excel, ground survey, mobile apps, mulitmedia	Youth Volunteers
Finalization and Share results Stakeholder Consultation	The outcome of the scorecard would be shared with city government officials for action	City Government, NGOs, Enterprises

The scorecard could be used as a strategic instrument to integrate sustainability concerns into the decision making process as well as for providing a framework for managing environmental issues.

A participatory process would be adopted in developing and preparing the scorecard. The evaluation of the neighborhood will be done through ground surveys, spatial analysis and household/ individual questionnaires. The methodology to be adopted for preparing the scorecard is mentioned in the adjacent visual.

Do you wish to be part of this initiative? Are you interested in taking an active part in Eco-Score?

Write in to <u>shriya.bhatia@emcentre.com</u>

#### From Green to Brown

Over the years Mumbai city has been facing an increasingly depleted green cover due to rapid urbanization. While development is key to progress we are unfortunately losing the immeasurable benefits of our natural environment. An immediate consequence of this issue is Climate Change as in evidenced in increasingly hotter summers, wetter monsoons and colder winters i.e. erratic weather.

#### Mapping Mumbai Tree cover for existing AND new trees

Ekonnect started a Tree Revival Campaign in July 2013 which is a series of mapping exercises to be conducted in five to six localities across Mumbai. A community based activity; mapping will be conducted in collaboration with ALM members, Students, Tree experts, BMC representatives and Volunteers. The first event of the series was conducted in Bandra with students from six schools over six roads, for more information visit our website. Both EXISTING trees and POTENTIAL spaces for planting trees and mapped using GPS applications and geotagged to an online application. This information will then be made public and with the support of the Municipal Authorities, Trees will be planted accordingly.

#### Next in the series

We are planning the next event of the campaign on 20th of September 2013 with eight schools located in the suburbs of Wadala and Matunga. Following this we have tentatively planned for the successive events in last week November - first week December, the next will be in January and the last one in February. Localities will be Colaba, Andheri and Borivali respectively.



# TREE REVIVAL CAMPAIGN

#### Join the TRC

If you are interested in being part of the campaign at any or all of the series of the campaign please write into <u>sonal.alvares@ekonnect.net</u> or <u>sonal.alvares@emcentre.com</u>.

# Annexure 4: Draft Program Schedule **Disha-3**



## Day 1 (Making Careers in Environmental Management & Sustainability)

9:00 - 10:00	Registration
10:00 - 10:05	Welcome and Introductions
10:05 - 10:15	Keynote Address by Chief Guest:
10:15 - 11:00	Environmental Management: Its Evolution and Emerging Opportunities:
11:00 - 11:15	Q&A Session
11:15 - 11:30	Break for Tea/Coffee
11:30 - 12:30	Panel Discussion on Making Careers in Environmental Management & Sustainability,
12:30 - 13:00	Q&A Session
13:00 - 13:45	Break for lunch
13:45 - 14:30	'Foundation Course on Environmental Management & Sustainability' by Ekonnect & the Jobs Portal, Dr Prasad Modak and Divya Narain, Ekonnect
14:30: - 14:45	Q&A Session
14:45 - 15:45	Panel Discussion on 'The Employers Perspective' –Presentations from Potential Employers
15:45 - 16:00	Closing remarks

# Day 2 (The Finishing School - Ekoschool)

9:00 - 10:00	Registration
10:00 - 10:05	Welcome and Introductions
10:05 - 11:00	Green Buildings, Smart Cities
11:00 - 11:15	Q&A Session
11:15 - 11:30	Break for Tea/Coffee
11:30 - 12:30	Green Products, Green Procurement
12:30 - 13:00	Q&A Session
13:00 - 13:45	Break for lunch
13:45 - 14:45	Corporate Social Responsibility, Extended Producer Responsibility
14:45: - 15:00	Q&A Session
15:00 - 16:00	Sustainability Reporting, Business Responsibility Reporting
16:00 - 16:30	Q&A Session
16:30 - 16:45	Closing remarks

Participants may register for one of the two days or for both the days.

# About

#### **Ekonnect Knowledge Foundation (Ekonnect)**

Ekonnect is a Section 25 Non-Profit Company established in September 2012 with an objective to promote and to mainstream sustainability in governance, business and communities. Ekonnect proposes to achieve these objectives by raising awareness, building capacities, establishing knowledge networks, sponsoring research, catalyzing innovation, facilitating investments and influencing plans and policies.

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