



Building a Greener Future: Careers in Sustainability 2026

Center for Sustainability and Excellence, December 2025

Table of Contents

- »» Shaping the Future of Work: The Sustainability Jobs Revolution..... 4
- »» Overall Perspective on Sustainability Jobs.....6
- »» Sustainability Jobs Categories.....10
- »» Understanding the target audience..... 7
- »» Why Jobs Are Increasing..... 8
- »» Estimated Sustainability related Jobs by 2024.....10
- »» New Job Opportunities in 2024..... 11
- »» The Hottest Green Jobs in 2024.....12
- »» Sustainability Jobs in Demand (May-June 2025)..... 13
- »» Job Posting May-June (LinkedIn) 2025..... 14
- »» Job Posting May 30th - June 1st.....15
- »» Estimates for 2030.....16

Table of Contents

»»»	Definitions of Sustainability Jobs.....	17
»»»	Green Skills & Workforce Transformation.....	20
»»»	The Future of Sustainability Jobs.....	21
»»»	Emerging Sectors in Sustainability (2025–2035).....	22
»»»	Policy & Regulation Impact on Green Employment.....	23
»»»	University and other Diplomas related to Certifications of Sustainability Professionals.....	24
»»»	Appendix.....	25

1. Shaping the Future of Work: The Sustainability Jobs Revolution

As the global economy accelerates its transition toward climate resilience and low-carbon growth, sustainability has become a defining force shaping labor markets worldwide. In the United States, Canada, and Europe, the shift toward sustainability-driven business models is spurring unprecedented demand for green jobs and specialized talent. Organizations are increasingly expected to align with environmental, social, and governance (ESG) standards, creating both opportunities and challenges across sectors. Rising global awareness of climate change, coupled with tightening regulations, is driving this transformation.



Businesses recognize that investing in sustainability roles not only ensures compliance but also enhances customer trust, attracts responsible investment, and mitigates long-term operational risks. Moreover, a sustainability-focused workforce is critical for future-proofing operations in the face of evolving stakeholder expectations and regulatory landscapes. This momentum has led to a surge in demand for green jobs—roles that directly contribute to preserving or restoring environmental quality.

Since 2017, the hiring rate for green jobs in the U.S. has doubled, outpacing the overall hiring rate and signaling a positive shift in workforce priorities. Remote work has further broadened access to green careers, enabling talent from diverse geographies to contribute to sustainability efforts. In Canada, Environmental, Health and Safety job posting reached 170,000 in 2024.

Concurrently, organizations and individuals alike are emphasizing the importance of acquiring green skills. Upskilling in areas such as renewable energy, sustainable finance, circular economy practices, and climate risk assessment is essential for staying competitive in a rapidly evolving job market. Universities are responding with specialized sustainability programs, producing graduates equipped to drive climate action across industries.

The drivers behind this surge in sustainability jobs include increased regulatory requirements, corporate net-zero commitments, advancements in green technology, and growing consumer demand for eco-friendly products and services. Looking ahead, the demand for sustainability professionals is projected to intensify. Estimates suggest significant growth in sustainability roles by 2030, particularly in sectors such as renewable energy, sustainable agriculture, green construction, and environmental consulting.

In 2018, 1.1 million people were employed in sustainable mobility sector in Europe this is to reach 1.6 million in 2030.





2. Overall Perspective on Sustainability Jobs

- Increasing concerns & global shift towards sustainability
- Significant transformation towards sustainability related careers, increasing in green jobs and demand for specialized green skills¹
- Recognizing the importance of acquiring green skills (upskilling)
- Remote working has further amplified opportunities for green careers
- The hiring rate (US) for green jobs has doubled since 2017 and now surpasses the overall hiring rate, indicating a positive shift toward sustainability in the workforce ²
- In Europe, the Green Deal and the EU Green Skills Agenda are driving a rapid expansion of sustainability-focused careers, with strong investment in renewable energy, sustainable manufacturing, and climate innovation. European countries are prioritizing reskilling programs to prepare workers for emerging green sectors, aligning workforce growth with the continent's 2050 climate neutrality goals.

3. Understanding the Target Audience

Green Technical Related Jobs

Contribute directly or indirectly to preserving or restoring the environment.

- Jobs in which workers' duties involve making their establishment's production processes more environmentally friendly or use fewer natural resources.

Examples of Green Related Jobs:

Environmental technicians, Environmental scientist, Environmental lawyer, Environmental Engineers, Wind turbine technician, Solar PV installer, Climate data Scientist, Green Building Engineer

Focus on developing and implementing practices and strategies that balance environmental protection, social equity, and economic viability 2

- Most of these positions are leadership roles to implement ESG into an organization's strategy, operations and culture.

Examples of the scope of sustainability managerial jobs include:

Sustainability manager, ESG Analyst, ESG Manager, Sustainable operations manager, Circular economy manager, Energy & Carbon manager, Sustainable supply chain manager, CSR manager, Sustainability consultant



4. WHY JOBS ARE INCREASING

EUROPE

- Strong regulatory & mandatory push from the EU (European Green Deal – renewable energy, transport and construction, EU Taxonomy) mandate sustainability disclosures creating a demand for ESG and compliance professionals
- Renewable Energy Targets: raising the renewable energy targets, and policies (Renewable Energy Directive)
- Fit for 55 package
- EU recovery and Resilience Facility (RRF)
- ESG reporting & CSRD (Corporate Sustainability Reporting Directives) directive
- Surge in Corporate ESG Commitments – EU business aligning with SBTis and Net-Zero Strategies
- Industrial Strategy – Battery Alliance and Clean Tech Manufacturing : Investment on onshore production of batteries, solar panels, & other clean tech via the EU Battery Alliance and Net-Zero Industry Act
- Increase in Sustainability Managers & Analysts
- Increasing demand in the educational department to meet green skills 1



USA

- This upward trajectory highlights that organizations are prioritizing sustainability initiatives and actively investing in talent to support these efforts.
- Shift towards sustainable business practices
- IRA (Inflation Reduction Act) allocated \$370 billion various programs & increasing investment in energy sectors
- In October 2024, showed a 2% increase in jobs postings since the previous month and 20% since the beginning of 2024

CANADA

- Global political push reaching net-zero emissions and meeting national and international climate targets has increased need for green skills (here)
- Between 2019 and 2029 the growth is expected to be 8.1%
- Higher growth rates are expected in energy efficiency, clean technology, nature conservation clean and alternative energy, sustainable transportation, water quality, and green construction.
- Federal legislations (Canadian Sustainable a Jobs Act and sustainable jobs plan 2023-2025)
- Emerging energy sources present significant opportunities for Canadian workers as jobs are created in sectors across the country.
- Net-Zero 2050 Scenario: projection of 2.7 million jobs towards a low carbon economy

5. Estimated Sustainability related Jobs by 2024

Sustainability Jobs/Green Jobs

Agronomy Consultation

USA

5.7 Million

- Includes 3.3 million 3 Clean Energy jobs
- Includes 148,900 5 environmental consultants
- Includes 2.3 Million 8 energy efficient jobs
- 37,950 Environmental Engineers 11



CANADA

1.4 million jobs

- Includes 430,500 4 Clean Energy jobs
- Includes 20,025 6 environmental consultants
- Includes 466,000 9 energy efficient jobs



EUROPE

6.7 million

- Includes 1.1 million 7(2022) environmental consultants
- Includes 2 Million 10 (2022) energy efficient jobs



Sources: [America's Clean Energy Jobs Boom: 313,000 New Jobs And Counting](#) , [Environmental Consulting in the US Employment Statistics](#) | [IBISWorld](#) , [Energy Efficiency Jobs in America 2024](#)
 Sources:[Net-ZeroReport](#) [BuildingCanadasNet-ZeroWorkforce EN-4.pdf](#) , [Environmental Consulting in Canada Industry Analysis, 2025](#) , [2024 Energy Efficiency Employment in Canada Report](#) | [ECO Canada](#)
 Sources:[ec.europa.eu/eurostat/statistics-explained/index.php?oldid=583805](#) , [ec.europa.eu/eurostat/statistics-explained/index.php?title=Environmental_economy_-_employment_and_growth](#) , [Employment in the environmental goods and services sector in Europe](#) | [Indicators](#) | [European Environment Agency \(EEA\)](#).

6. New Job Opportunities in 2024

USA

End of 2024 over 330,00 clean energy jobs (IRA)¹

CANADA

2023: Job openings – Environmental Health & Safety – 176,520 ²

EUROPE

2023: Sustainability Job postings increased by 14,000 in Germany and increased by 10,000 in France ³

7. The Hottest Green Jobs in 2024

EUROPE

- Sustainability manager
- Environmental consultant
- Renewable energy engineer
- Supply chain manager
- Environmental, Health & Safety (EHS) Officer
- Circular Economy Specialist

CANADA

- ESG/ Sustainability Manager
- Environmental consultant
- Chief Sustainability Officer (CSO)
- Energy Efficiency Analyst
- Green Building specialist

US

- Environmental Specialist
- Civil Engineer
- Environmental health, and Safety Specialist
- Sustainability Manager
- Sustainability Analyst
- Forester

8. Sustainability Jobs in Demand (May-June 2025)



US

- ESG Controller
- Environmental Scientist
- Environmental Specialist
- Sustainability strategist
- Sustainability Engineer
- ESG Data Analyst

CANADA

- Sustainability specialist
- Environmental Sustainability Specialist
- Sustainability Manager
- Sustainability & Environmental Advisor
- Sustainability and Climate Action advisor
- Environmental Analyst



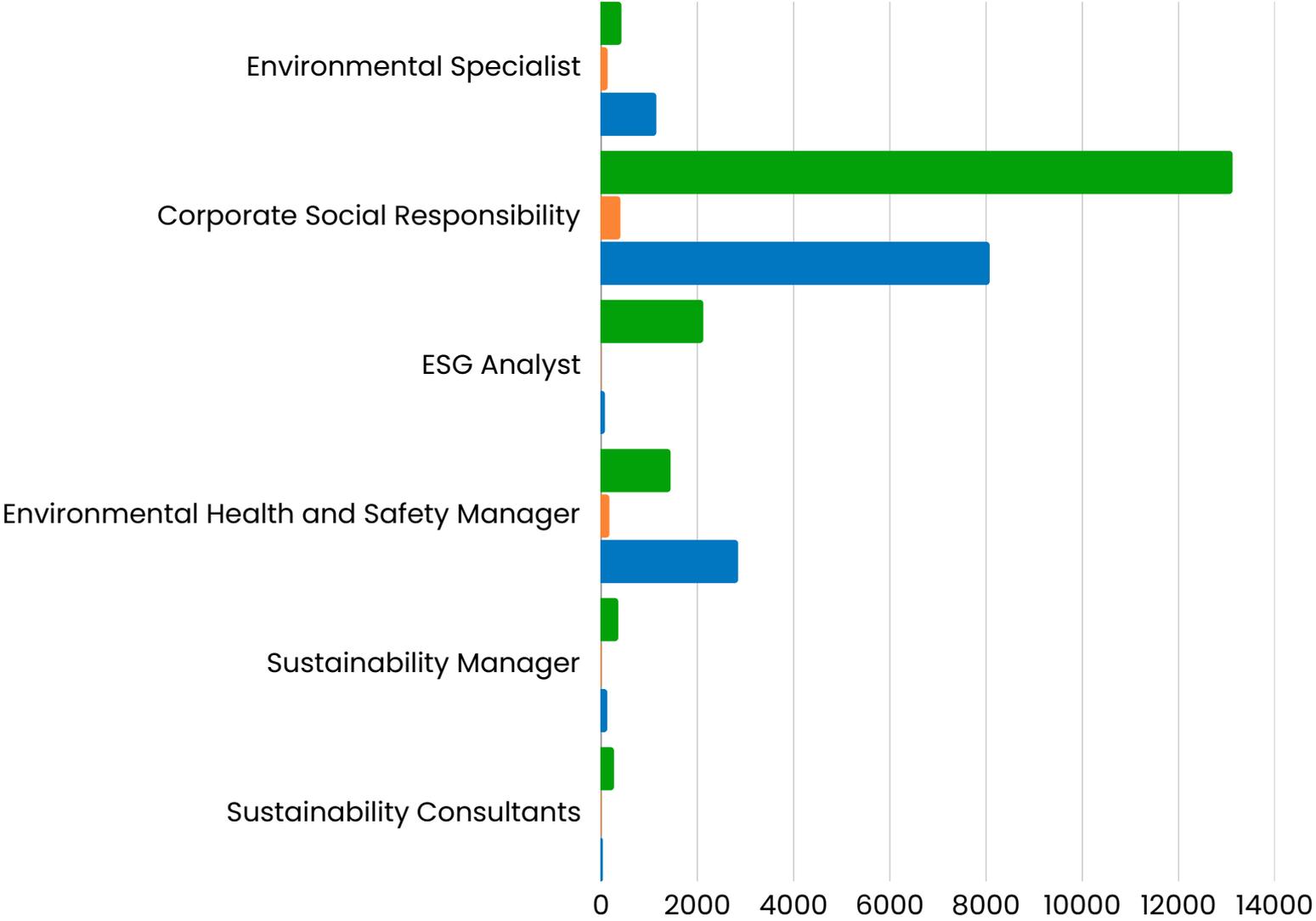
EUROPE

- Sustainability manager
- Global sustainability Specialist
- Sustainability consultant
- ESG Officer
- Environmental and Social Specialist
- EHS Environmental Sustainability Leader



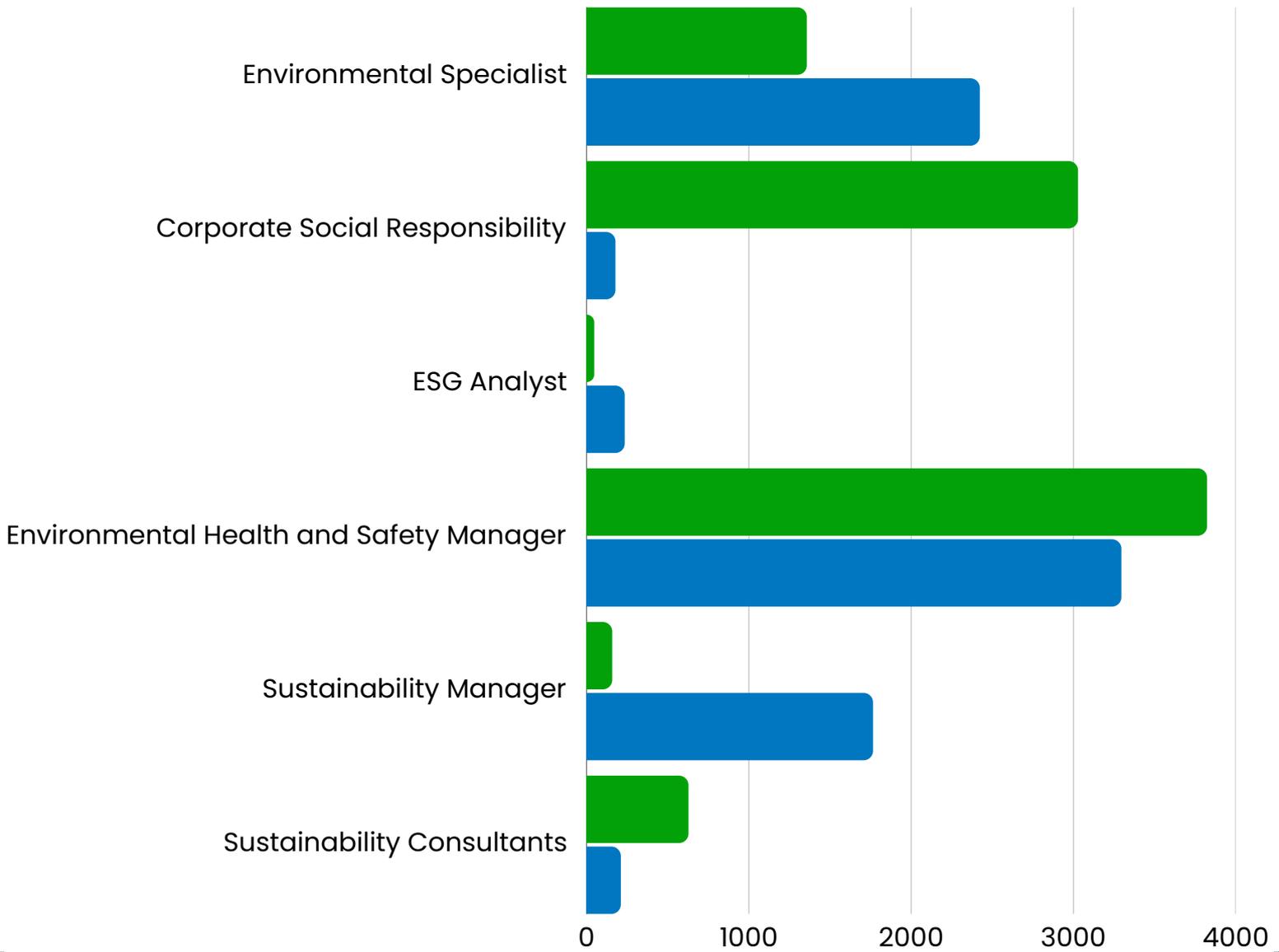
9. JOB POSTING MAY – JUNE (LINKEDIN) 2025

- LinkedIn Posting May 30th – June 1st Europe
- LinkedIn Posting May 30th – June 1st Cana...
- LinkedIn Posting May 30th – June 1st US



10. JOB POSTING MAY 30th - JUNE 1st

- Glassdoor Posting May 30th - June 1st Ca...
- Glassdoor Posting May 30th - June 1st US



11. Estimates for 2030

Clean energy sector is growing to 639,000 jobs²

Source: [Net-ZeroReport_BuildingCanadasNet-ZeroWorkforce_EN-4.pdf](#)

CANADA

24 million green related jobs by 2030¹

Source: [The future of green jobs and work in the sustainable economy | World Economic Forum](#)

US

Expected to reach 1.6 million in 2030³

Source: [Eurojobs.com Blog - The turn to Green Jobs in the EU](#)

EUROPE



12. Definitions of Sustainability Jobs

Europe

Sustainability or ESG Manager

Professionals who help large corporations integrate ESG goals into their strategic, operations and culture

Environmental Consultant

Professional who provides expert advice on environmental issues, helping organizations comply with regulations, manage environmental risk as well as implement sustainable practices

Renewable Energy Engineer

Design and develop technologies that use sustainable energy sources like sun, wind, water and geothermal heat to generate power

Supply Chain Manager
(Sustainability)

Ensuring responsible and sustainable practices within supply chains

Environmental, Health & Safety
(EHS) Officer

Ensuring that an organizations operation and activities comply with environmental regulations and laws as well as promoting and maintaining a safe and healthy work environment

Circular Economy Specialist

Expert focused on creating closed loop systems that minimize waste and make the best use of resources

CANADA

Chief Sustainability Officer (CSO)

Oversees corporate sustainability policies and strategies as well as improving corporate sustainability, developing sustainability programs and ensuring compliance with regulations

Energy Efficiency Analyst

Specializes in helping organizations optimize their energy usage, reduce costs by analyzing energy consumptions data, conducting audits, and developing strategic recommendations.

Green Building Specialist

Professional who specializes in the design and construction of environmentally sustainable buildings

US

Environmental Specialist

Expert to help with the protection and management including monitoring the environment, investigating environmental issues and creating solutions for concerns

Civil Engineer (Environmental)

Professional applying engineering principles to solve challenges and improve the sustainability of infrastructure

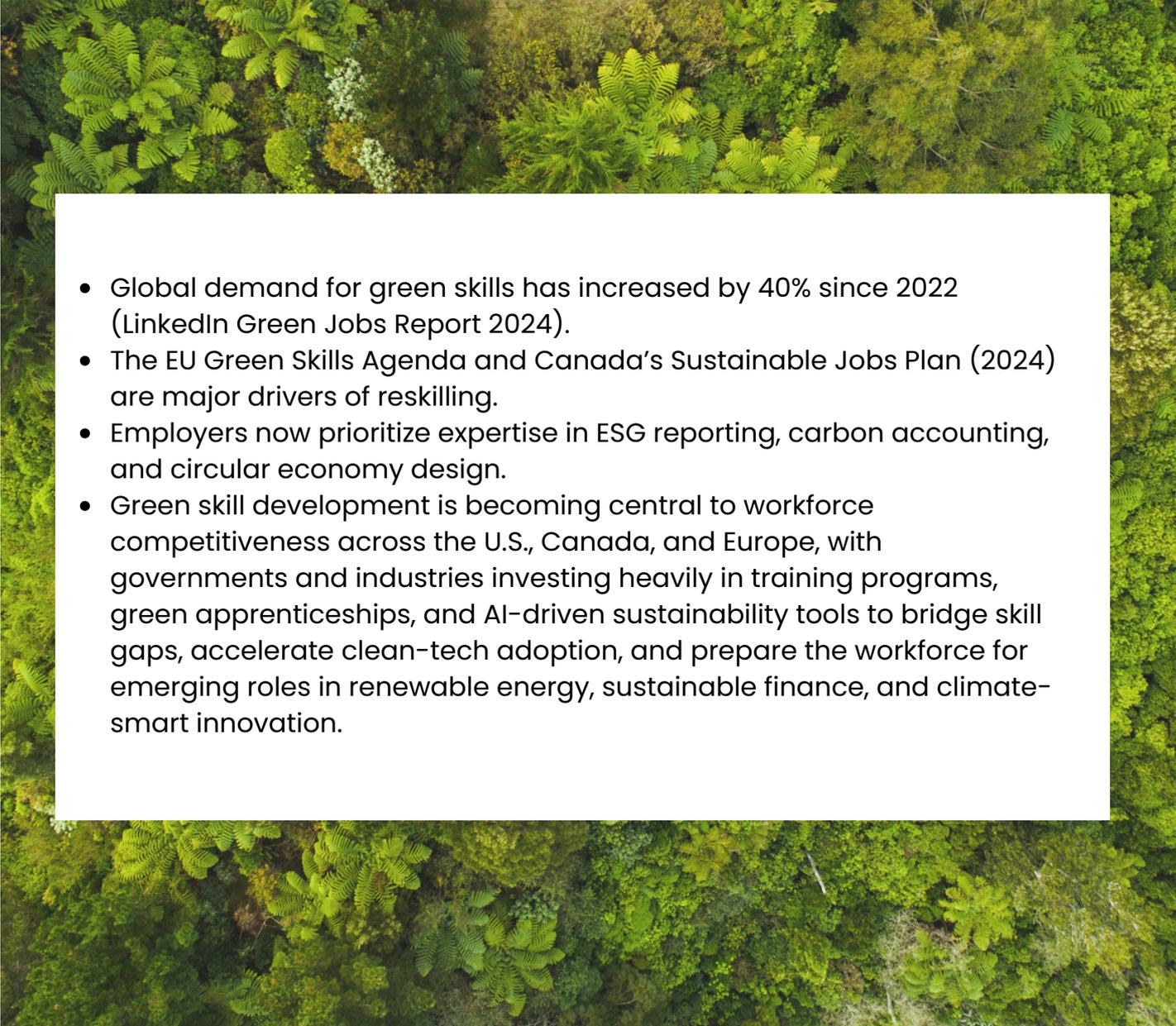
Sustainability Analyst

Combines expertise in data analysis with a deep understanding of environmental and social responsibility. Through assessing and interpreting a wide range of data

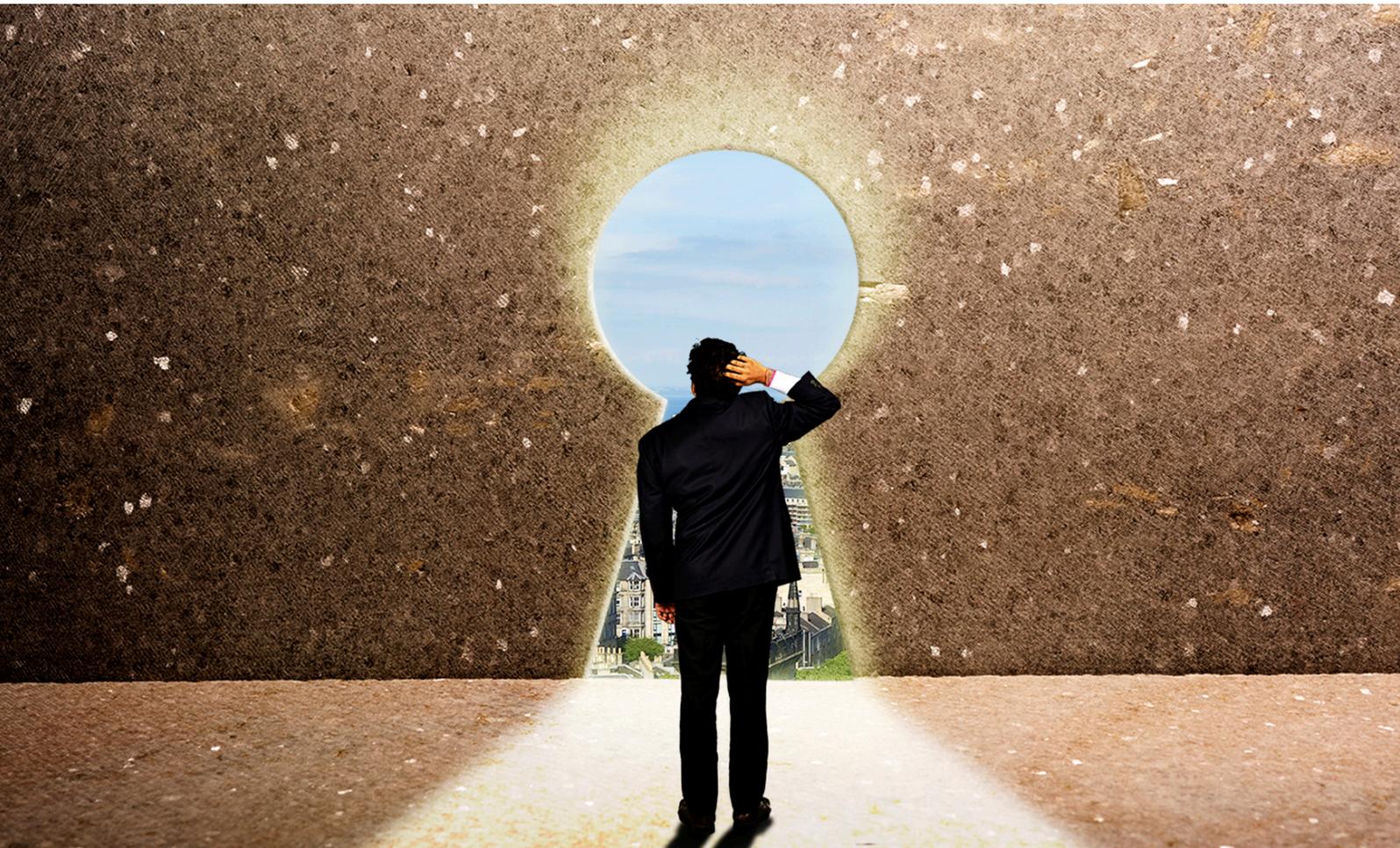
Forester

A professional practicing forest management and forestry by managing and protection its resources.

13. Green Skills & Workforce Transformation

- 
- Global demand for green skills has increased by 40% since 2022 (LinkedIn Green Jobs Report 2024).
 - The EU Green Skills Agenda and Canada's Sustainable Jobs Plan (2024) are major drivers of reskilling.
 - Employers now prioritize expertise in ESG reporting, carbon accounting, and circular economy design.
 - Green skill development is becoming central to workforce competitiveness across the U.S., Canada, and Europe, with governments and industries investing heavily in training programs, green apprenticeships, and AI-driven sustainability tools to bridge skill gaps, accelerate clean-tech adoption, and prepare the workforce for emerging roles in renewable energy, sustainable finance, and climate-smart innovation.

14. The Future of Sustainability Jobs



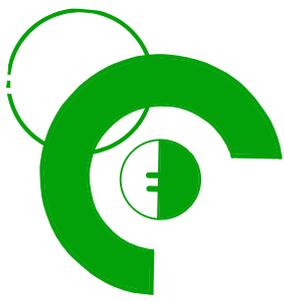


15. Emerging Sectors in Sustainability (2025–2035)

Between 2025 and 2035, global sustainability-driven innovation is expected to reshape major industries. Key emerging sectors include climate tech, carbon removal and capture, renewable hydrogen, and AI-enabled circular economy solutions. Green construction materials, biomanufacturing, and nature-based restoration services are gaining traction as investment priorities.

Additionally, sustainable finance, green data centers, and low-carbon transport systems—including electric aviation and smart logistics—will expand rapidly. Growth in these sectors will be fueled by stricter ESG regulations, government incentives, and cross-border climate investments. Together, they form the foundation of a resilient, low-carbon global economy, generating millions of new high-quality green jobs across Europe, North America, and emerging markets.





16. Policy & Regulation Impact on Green Employment

Government policies and international regulations are becoming decisive forces shaping green job creation worldwide. The EU Green Deal Industrial Plan, the U.S. Inflation Reduction Act (IRA), and Canada's Clean Jobs Training Fund are accelerating investment in renewable energy, clean manufacturing, and low-carbon infrastructure.

Tightened ESG disclosure mandates, carbon pricing, and net-zero transition laws are pushing firms to recruit sustainability experts, carbon auditors, and environmental data analysts.

By 2030, policy-driven frameworks are projected to generate millions of new jobs in renewables, energy efficiency, and sustainable mobility sectors.

Effective regulatory alignment across global markets ensures that workforce transformation becomes a key enabler of the green transition, enhancing both economic resilience and climate competitiveness.



17. UNIVERSITY AND OTHER DIPLOMAS RELATED TO **CERTIFICATIONS OF SUSTAINABILITY PROFESSIONALS**

Across the globe, leading universities are integrating sustainability into their core academic programs. The following degrees equip future professionals with the skills and knowledge to address environmental challenges, promote sustainable business practices, and drive the transition toward a low-carbon economy.

COURSE	UNIVERSITY	COUNTRY	LINK
Online Diploma on Corporate Sustainability/Online Certificate on Sustainability (ESG) Reporting	Center for Sustainability and Excellence (Company)	US, GREECE	Here Here
Environmental Business (Bs)	University of Waterloo	CANADA	Here
Environment, Resources and Sustainability (Bs)	University of Waterloo	CANADA	Here
Master Sustainability Management	University of Waterloo	CANADA	Here
Master in Sustainable Leadership	University of Eastern Finland	Finland	Here
Global Sustainability (BA)	Thomas College	US	Here
Sustainability Management and Policy (MSc)	California State University Long Beach	US	Here
Global Sustainability Science (BSc)	Utrecht University	Netherlands	Here
Sustainability Analytics	Columbia University	US	Here



18. Appendix I

Competitor Comparison Chart

	Certified Training Programs On Sustainability Academy	Universities	Consulting Firms in ESG/Sustainability	Other self paced Platforms (eg. Coursera / Udemy)
Course Format	Self - Paced	Mix of self-paced and scheduled courses	Self -Paced	Self -Paced
Up-to-date, practical content updated annually	✓	✓	✓	✓
Courses structured by Thought Leaders - Tutors with Practical Experience	✓	✗	✗	✗
Specialized Modules and Content for various sectors*	✓	✗	✗	✗
Attended by the majority (>80%) of FORTUNE 500 companies	✓	✗	✗	✗
Accreditations (e.g. CPD)	✓	✓	✗	✓
Assignments & Certification	✓	✓	✗	✓

19. APPENDIX II

THE TOP 3 LEADING SUSTAINABILITY COURSES FROM CSE

Online Certificate on Sustainability (ESG) Reporting (sectoral approach)



Online Certificate on Carbon Reduction and Net Zero Strategies



Diploma on Corporate Sustainability: Foundation Course (sectoral approach)