Initiatives to respond to evolving environmental and social learning needs

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www.ifc.org/sustainability
Knowledge, Skills, and Behaviors

Knowledge
- Performance Standards
- E&S (Risk Management) Concepts & Theory
- Auditing & Due Diligence
- Internal Policies & Procedures

Skills
- Project Management
- Stakeholder Relationship Management
- Analysis
- Communication

Behaviors
- Professionalism
- Teamwork
- Adaptability
Learning Path Addressing Competencies

**KNOWLEDGE**
- E&S Concepts & Theory
- Auditing and Due Diligence
- E&S Policies & Procedures

**BEHAVIORS**
- Professionalism
- Teamwork
- Adaptability

**SKILLS**
- Project Management
- Stakeholder Relationship Management
- Analysis
- Communication

- Assess and screen
- Analyze and manage
- Inspect and consult
- Explain and advocate
- Report and record

Performance Standards
Diagnostic Tool and Potential CPD Path

**Individual Benefits**

- A self-directed tool to **assess individual competencies**, to help identify areas of strength and areas for further improvement

- Structured approach to **planning continuing professional development**

**Organizational Benefits**

- Leading to more **efficient allocation of training resources and staff time**, by having tailored learning plans for staff rather than one-size-fits-all

- In aggregate, across all staff, **will identify institutional gaps in skills and abilities to guide allocation of resources to meet E&S learning needs**
Diagnostic Tool: Upskilling Plan

Auditing and Due Diligence Knowledge

Upskilling Plan

I. Recommended Learning

<table>
<thead>
<tr>
<th>Area</th>
<th>Learning Resource</th>
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<tbody>
<tr>
<td>ESDD: Monitoring Techniques</td>
<td>Webinar: ESDD and Monitoring E&amp;S aspects</td>
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<td></td>
<td>Applied PLCP Learning Inspect and Consult</td>
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II. On-the-Job Tasks
Let’s continue the conversation!
Post questions and comments in the IAIA24 app.

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