Recruiters' approach to the climate crisis

Informing students of recruiters' sustainability credentials.



July 2020 Jonathan Black

Addressing climate change and sustainability issues responsibly

- More Student Union activism
- Dedicated academic units studying climate change
- Increased awareness of UN Strategic Development Goal (SDG) 13
- Opportunity for (leading) University Careers Services to take a lead ...
- ... while maintaining vital impartiality



ge nt Goal (SDG) 13 rices to take a lead ...



Our engagement to date

- Four voluntary questions introduced in January
- Positive reaction from recruiters -Q1: 700+ "Yes" and 14 "No" -And from university colleagues
- When posting a vacancy, employers will be directed to these questions
- Students will be able to search / filter by employers' answers



The University of Oxford Careers Service is actively exploring ways to help students make more informed decisions about organisations' approaches to sustainability. For this reason, we have introduced a set of questions drawing on the Oxford Martin Principles for Climate-Conscious Investment aimed at recruiters, that allows students to find out more about their sustainability credentials. Students will be able to easily access an organisation's stance on the climate crisis, its plan on how it will achieve Net-Zero by 2050 and remain profitable, and other relevant credentials in the area of sustainability.

All of the information above will be made available in the individual organisation profiles on GCareerConnect.



CAREERS SERVICE

EMPLOYERS AND SUSTAINABILITY



Information to enable students to make informed decisions

The four questions. Does your organisation

... recognise the climate crisis, agree with the science, and confirm that it will achieve **Net-Zero by 2050**, or earlier?

... have a specific, publicly accessible plan, that lays out how it will achieve Net-Zero by 2050 or earlier? (Provide web address if available)

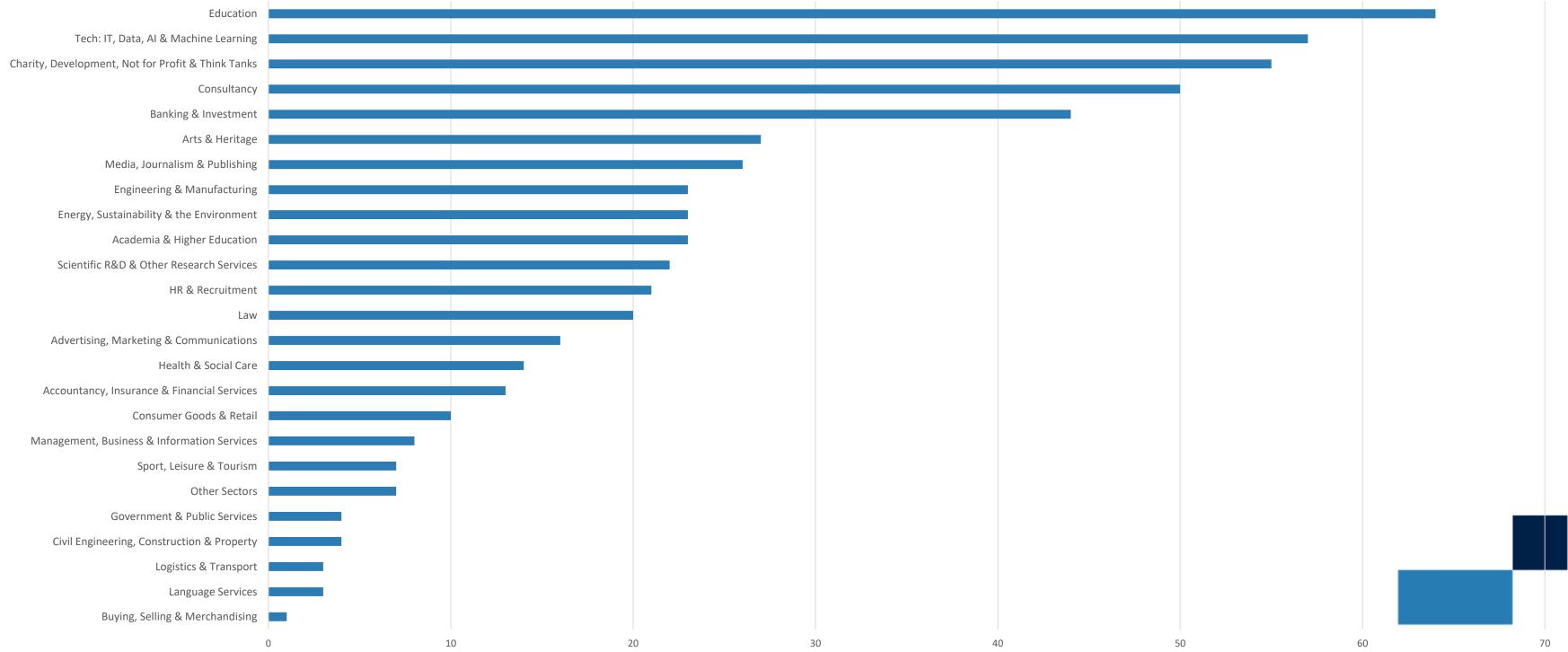
... have a plan for how it will remain profitable while achieving **Net-Zero by 2050**, or earlier?

... have any other relevant credentials in the area of sustainability of which you'd like to ensure students are aware? (Eg, B-Corp, use of renewables, etc)





Positively-engaging recruiters are from all sectors

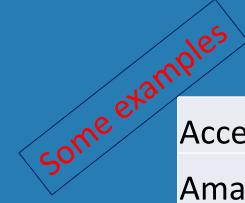


Number of Recruiters answering Y to Q1





So far, 75 employers answered Y to all 3 questions



Accenture	Mars Inc.
Amazon EU	Opel Vauxhall Finance
AstraZeneca	PwC
BP	Siemens
CIBC	Sony Corporation
DB ESG	Standard Chartered Ban
EY-Parthenon	Stotles
Hilton	Tesco Supply Chain Deve
Hoare Lea	The Boston Consulting G
Kearney	The Courtauld Institute of
Kellogg Brown & Root (KBR)	Unilever





nk (China) Limited

- elopment & Change
- Group
- of Art



Student press praised Careers – our approach supports University disinvestment policy



Ashley EBASZ & Matthew KAYANJA

to potential employers' sustainability

The scheme asks employers who wish to advertise vacancies on Cavers Connect whether they acknowlwhat plans they have to achieve nettero carbon emissions by 2050 and tay profitable, and any other relevant slam they have to increase statain-

These questions are based on the sford Martin principles for Climatenscious Investment, developed by 2 Oxford Martin School.

The Oxford Martin School is an ord-based research and policy. whose stated aim is 'Finding tions to the world's most urgent

te answers companies give to juestions will then be published tudents to view when deciding to y for jobs on the Careers Connect

new Careers Service initiative has come into effect which every Orford student access Ordered Student that there has been the plan could be expanded in the fu- on business models of the past. Carters Oxford students access University Carters Service told The high engagement with the scheme so hure, stating the Careers Service may

for have ticked 'Yes' to the question credentials perhaps in careers fair edge the existence of a climate crisis. Does your organisation recognise the climate crists

73 companies have provided supporting information about their comminnent to sustainability. Examples of commitment to sus-

tainability companies have given website. range from their accreditation by the companies achieve by demonstratprotection, to minimising flying and

service to implement such a scheme, divestment plans, with the college which Black described as necessary divesting in the medium term from Alumni Network being launched to "enable students to make well in- companies who were incompatible this spring to help alumni come toformed decisions about their career".

highlight those employers who are Currently, over 200 companies demonstrating these sustainability

Other potential plans being concommitment to sustainability a special emblem on the Careers Connect

This initiative comes amidst a wid-North: Swan Ecolabel, a label North: er push by the university to challenge the organisations they are involved commitment to environmental with on their environmental policies. The same Oxford Martin principles used to formulate the questions asked The Oxford Careers Service is cur- to companies on Careers Connect rently the only UK university careers were used to formulate St Hilda's with the stipulations.

For companies, replying to the ques- that he believes "if there is sufficient President for Charities and Comwant to join organisations that are He also highlighted possible ways preparing for the future not relying

"About two fifths of the world has committed to a net zero target by 2050 and the rest of the world has to get on board for my generation to have a reasonable chance of growing up in a future below two degrees sidered also include giving organi- average warming. I am thrilled to be sations who have demonstrated a working with our careers service to protect students' futures and provide them with professional development opportunities to lead in the 21st cen-

> tury. Other Oxford University initiatives to increase awareness of climate and sustainability issues in the future include a database of reading lists on environmental issues being compiled for each academic department in the university, as well as an interdepartmental Oxford Climate

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ambridge professo vrote crotic fiction all

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普 20th April 2020 🛔 Matthew Kayonja

Oxford University has passed a motion requiring its endowment fund to divest from all direct investments in fossil fuel companies, and end future investment in funds that primarily hold stock in fossil fuel companies. The motion further requires endowr





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