

Bard Graduate Programs
in Sustainability

A Career Guide to Jobs in Sustainability

Ideas, Resources, and Opportunities for Careers with Impact

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About this Guide

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The next three decades—the majority of your working life—will be the most important in human history. You will live through recessions and economic booms, through wars and political upheavals. You will experience staggering technological breakthroughs, unprecedented droughts, and sea-level rise and super-charged storms that will force tens of millions from their homes. World population will increase by 25 percent, to, eventually, 10 billion people.

If you are reading this guide, then you are one of the people who—against this background—will nevertheless lead the way to a prosperous, just and sustainable future. To get there, you and your colleagues from around the world will maintain a relentless focus: rewiring the world with clean energy, redesigning every city on the earth, reengineering production processes, reimagining the global food system, and reinventing our systems of finance. You will do this working in businesses, nonprofits and government, as educators, policy change-agents, activists, entrepreneurs and business-leaders.

At the end of the day, you will help shepherd both the human race and the remaining species on the planet through this critical bottleneck in human history, in which rising populations, aspiring to ever-higher levels of consumption, are running up against critical social and environmental constraints. In doing all this, you will help create tens of millions of jobs, help lift billions of people out of poverty, and build a global economy that is truly sustainable.

Is this your calling? Then this guide will provide a useful starting point to build a meaningful career changing the future. The Guide was created with the support of the Graduate Programs in Sustainability at Bard College, offering an innovative set of degree offerings that can provide the career foundation for you to Lead the Change.



What Does Sustainability Really Mean Today?



2

In a time of profound environmental and social challenges, what guidance can we look to build a better future? At Bard’s Graduate Programs, our definition of sustainability is “Shared Well-Being on a Healthy Planet.” Specifically, **sustainable actions improve people’s quality of life while protecting and restoring the natural ecosystems and resources on which human well-being depends.** How can you build a career working to solve social and environmental problems, and creating a more sustainable world? What skills do you need? And where can you acquire them?

Sustainable Change: Four Points to Consider

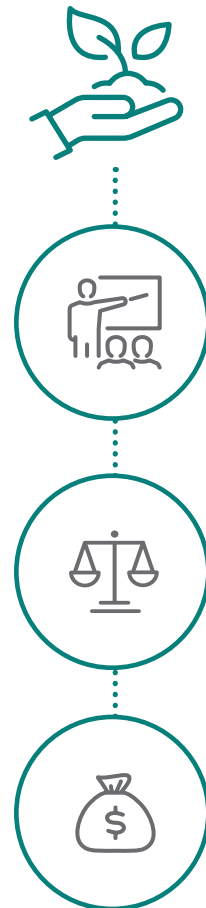
[WHERE] *You can drive sustainable change through three types of careers.*

Education. Education careers mean changing minds, and in particular, supporting a rising generation of K-12 students to achieve ecological literacy. Education happens through the familiar professions of teacher, professor, and researcher, but also: artist, film-maker, journalist, rabbi, preacher, or imam. Anyone whose job it is to communicate about the scientific and moral dimensions of the sustainability challenges we face.

Policy. Individuals pursuing a career in policy work to change the rules, fighting bad laws, regulations, and policies set by governments and businesses, and replacing them with good ones. You can work in government (UN, National, State or Local), in large businesses or nonprofits as sustainability professionals, or “outside the system” in NGOs advocating and lobbying to change the rules set by government and business.

Business. If education is about changing minds and policy work is about changing the rules, sustainable business people want to transform the game. Within the confines of the existing rules, the business leaders of the future are building financially viable organizations, both for-profit and nonprofit, that directly solve social and environmental problems. This includes work in both start-ups and big companies.

While these categories overlap, the trichotomy is a useful way to organize the range of sustainability careers. All three – education, policy change, and business vision and execution – are critical to building a sustainable future. Which path fits you best?



[WHEN] *We are living at an extraordinary moment in human history.*

We will soon be ten billion people on one planet. Already, half the folks alive today are barely getting by; everyone is aspiring to a better quality of life; we are already fighting over water, oil, topsoil, forests, fish, and biodiversity; and it is getting hotter all the time. We know how to fix many of these challenges.

We just need to muster the collective willpower, effective leadership, and resources to do so. Can we win the race to a sustainable future?

A career in sustainability means leading that race. Some people are overwhelmed by the negative environmental and social trends. When you work in sustainability you have to stay creative and playful, and turn potentially paralyzing forecasts into warning signs that empower you to fight for the future.



[HOW] *Sustainability skills are the key to driving change.*

A successful sustainability career, whether in education, policy, or business, requires three key skills: (1) sustainability vision; (2) leadership; and (3) execution. Vision means that you can see positive opportunities and solutions where other people see serious environmental or social costs. Once you have that vision, you need leadership skills to engage others. And finally, you need to master the core capabilities of educator, policy change agent, or business leader in order to execute your vision.

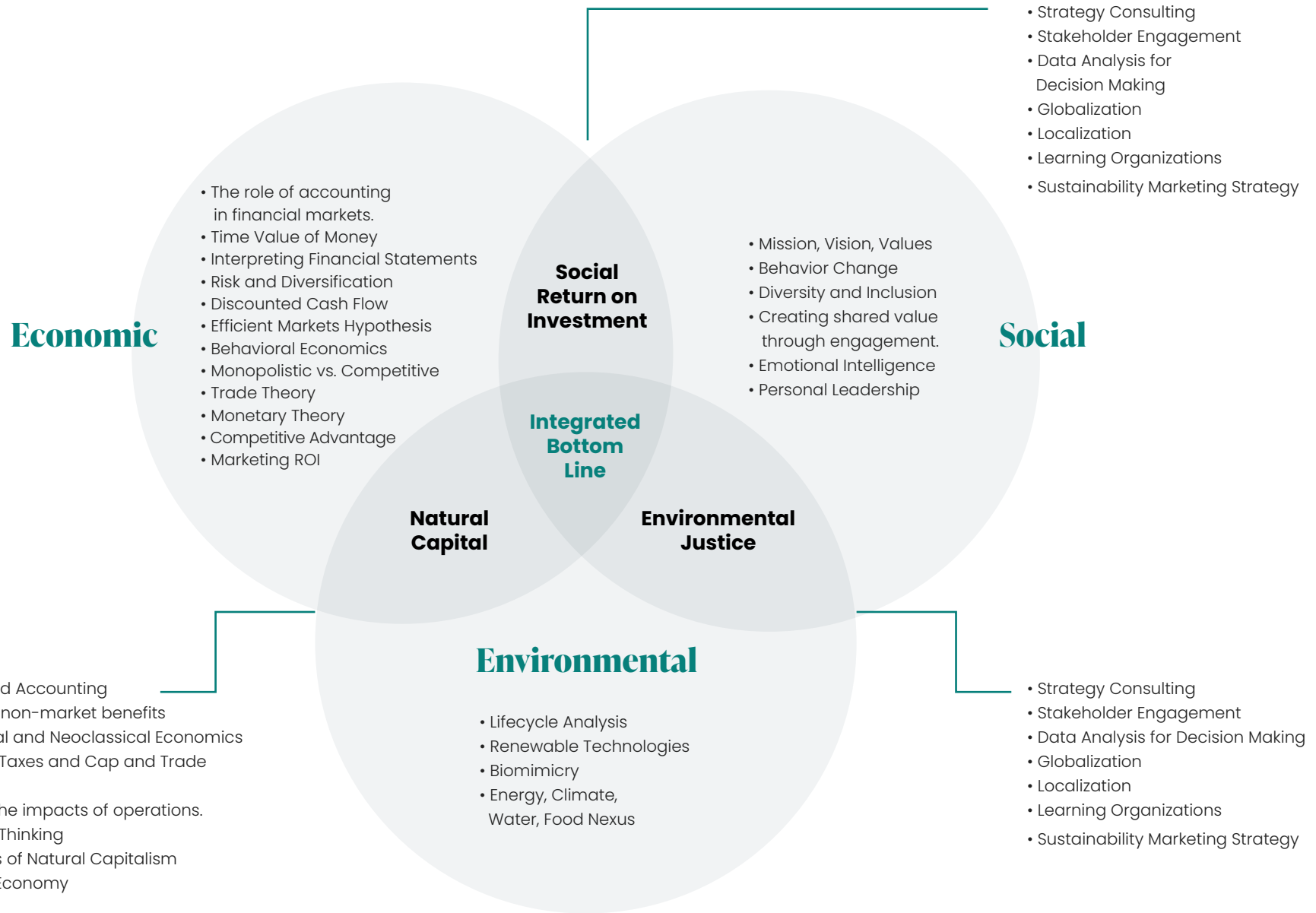
[WHO] *Employers are looking for sustainability vision, leadership, and execution.*

Employers know that without a mission beyond profit that it is hard to align employees, attract millennial workers, or engage authentically with consumers. Job applicants are increasingly driven by a greater purpose – combining financial success with making a positive impact that promotes change around the globe.

Study after study has shown that companies that lead in environmental, social and good governance policies have better business performance than their conventional competitors. At the same time, as the planet heats up, and the challenges of clean water and air, toxic pollution, environmental justice, and biodiversity protection continue to accelerate, the demand for workers who combine the sustainability skill set with the ability to change the rules (policy) or change minds (education) is also rising.

The Bard Approach – the Integrated Bottom-Line

The “Triple Bottom Line” has become a popular phrase in the sustainability world: the idea being that sustainable businesses and policies improve outcomes for “people, planet and profit”. In fact, we now need to move beyond this traditional way of thinking to a fully integrated approach where social equity and positive environmental outcomes are “baked in” rather than “bolted on.” Bard teaches an **integrated bottom-line** approach. The integrated bottom line is about finding the powerful synergies between people, profit, and planet – when doing the right thing for people does the right thing for the planet, and doing the right thing for the planet does the right thing for profit (and vice versa).



In the pre-sustainability days, the three spheres were assumed to be completely separate. “Economic concepts” underlay MBA education to run for-profit companies; “environmental concepts” were the province of NGOs and agencies working on environmental policy; and “social concepts” were taught to folks in the social service nonprofit or government sectors.

Under a triple bottom line formulation, the spheres do intersect, and there is some common ground between business, environment, and society. But here still, the integrated business solution set is niche, and quite limited. Sustainable business, policy and education in this formulation have only a small role to play in a changing future.

In the real world, of course, the economy lies wholly within the circle of society, and society in turn within the circle of the environment: there is no separation. When you understand how the circles are really nested within each other, then financially viable solutions to environmental and social challenges emerge at scale.

The integrated bottom-line concept—based on the sustainability skills of vision, leadership, and execution—sits at the center of all three of Bard’s graduate programs in sustainability, ensuring that graduates enter the workforce well equipped to play a big role in making lasting impact.





Bard MBA

IN SUSTAINABILITY

IN THE HEART OF NYC

The Bard MBA in Sustainability

Today, most business schools have added a course or two in sustainability strategy or in Corporate Social Responsibility. The Bard MBA in Sustainability is one of the top 5 programs around the world that fully integrates a focus on mission-driven business into every course they offer. At Bard, sustainability is baked-in, not bolted-on.

Based in New York City, Bard's MBA also has a one-weekend a month plus online structure designed for working professionals, and supports students to attend from anywhere in the US.

The Bard MBA program features hands-on education, including a unique, year-long course in sustainability consulting for real-world clients. In addition, in individually-mentored capstones students work one-on-one with faculty as entrepreneurs, to drive change strategies in business, as high-level consultants, or to pursue a career switch, often including an internship.



HUDSON VALLEY, NY

The Bard Center for Environmental Policy

Bard's Center for Environmental Policy offers specialized masters programs designed to "change the rules" and to "change minds."

- M.S. in Environmental Policy
- M.S. in Climate Science and Policy
- M.Ed. in Environmental Education

Each of these programs uniquely integrates a rigorous core curriculum with a high-level, extended professional internship. Bard's M.S. and M.Ed. programs center on unique 4-6 month, student-driven, full-time internships from June to January of the second year. Students relocate to NYC, DC, internationally, or wherever leading-edge policy and education work is being done. Individually-mentored capstones that emerge from the internships support students to gain true mastery in their chosen area of interest. The goal is leadership careers within government, business, and nonprofits.



What You Need to Know about Careers in Sustainability

3



Sustainability has come a long way very quickly. In an era of transparent supply chains, IT-enabled local production, expanded entrepreneurial opportunities, megacity growth, climate change, water shortages, and the demands of young professionals for more meaningful work, it is not going away. This is good news for those looking for a career that makes an impact — saving the planet is a growth field.

Purpose-Driven Career Options

There are numerous career options available within all three areas of sustainability — education, policy, and business — where professionals work to create positive changes locally, nationally, and abroad. As one example: Every major corporation, big hospital, or university has a chief sustainability officer, whose job it is to change the rules within those organizations. They determine whether to source more local or organic food, to reduce carbon emissions or water consumption, or to strengthen and watchdog human rights practices — and those are just the people leading the charge to change policies within businesses and organizations.

The big picture of sustainability encourages every business (for-profit and nonprofit), government agency, and individual household to work towards sustainable changes, and the world needs strong thought leaders to help bring this vision to life.



Growth of Industries that Need Sustainable Professionals

Sustainability professionals work across the economy: in healthcare, business, social work, education, and politics. As an example, Bard has over 400 masters-level graduates working in the field of sustainable business, education and policy. Here is where they are working:



Private Sector

(Amazon, IBM, Etsy, Pratt Whitney, Morgan Stanley)



Nonprofit

(Clean Water Action, Kaiser Permanente, BirdLife South Africa, Riverkeeper, Billion Oyster Project, City Harvest, Public Interest Network)



Education

(K-12 teachers, university faculty, National Wildlife Federation)



International development

(USAID, UNDP, World Bank, IUCN, WWF)

And here are the sectors that they work in:

- Energy/Climate/Air
- Conservation
- Food Systems
- Urban Systems & Community Development
- Water
- Environmental/Social Justice
- Sustainability Role within a Company or Organization
- Sustainability Consultant
- Environmental Law
- Environmental Health
- Education
- Social Entrepreneurs
- Traditional Business Role, Mission-Driven Company or Nonprofit

The final category, a traditional business role is a common starting point for a career in sustainable business. You can take a job in operations, marketing, finance, or strategy without a “sustainability” title, but still working for a mission-driven company or nonprofit that is focused on solving social or environmental challenges. The leading companies and NGOs are increasingly embedding sustainability vision and leadership across their organizations.

Sustainability Leaders From Bard

Alumni of Bard's Graduate Programs in Sustainability are purpose driven change-makers who have become leaders of companies and organizations with critical missions. Here are few examples:



Jackson Morris, Director of Eastern Energy at Natural Resources Defense Council working on electricity markets, statewide energy-efficiency measures, renewable energy initiatives, and climate-mitigation policies in the Northeast.



Nour Shaikh, VP, Corporate Clients at ING Financial Services working to empower people and organizations to realize their own vision for a better, more sustainable future—however modest or grand.



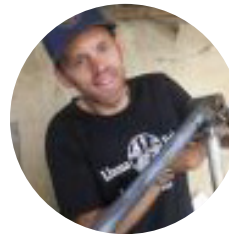
Lindsey Lusher Shute, Cofounder of the National Young Farmers Coalition, working for young farmers to fight for the policies and access (to land, financing, and training) to keep them farming for a lifetime.



Bernell K. Grier, Executive Director of IMPACCT Brooklyn working to help residents of underserved neighborhoods in Brooklyn build flourishing communities.



Meghan Ryan, Senior Manager, Global Sustainable Sourcing, PepsiCo ensuring that PepsiCo meets their environmental sustainability goals while continuing to desired economic and social value proposition for the business.



Aaron Faust, Cofounder of the Cochabamba Pedal Project, a social enterprise that tackles poverty in Cochabamba, Bolivia by repurposing old bikes for innovative solutions.



Alumni of Bard's Graduate Programs in Sustainability are purpose driven change-makers who have become leaders of companies and organizations with critical missions.

Here are few examples:

- Conservation Content Writer
- Environmental Specialist/Project Manager
- National Environmental Policy Consultant
- Environmental/Sustainability Consultant
- Grants Manager
- Head of International Cooperation
- Director of Workforce Development
- Education Coordinator
- Energy Policy Associate
- Climate Policy Analyst
- Environmental Community Organizer
- Government Affairs Representative
- Senior Manager of Sustainability and Energy

All of our graduates have one thing in common — **a mindset of sustainability** — which enables them to lead in the various businesses and organizations they work for to produce a future where humans cohabitate in peace with one another and the earth.

Understanding the Rise and Impact of Social Entrepreneurship

4



Key Traits of the Social Entrepreneur

Social entrepreneurs are the visionaries who refuse to settle for “what is” and push the boundaries by imagining what could be. Social entrepreneurs are change-makers that disrupt traditional systems and policies by creating social enterprises that generate revenue and ultimately give back to the community. They understand the need for change, master the mental trick of overcoming environmental and economic fears, and lead social innovation. Social entrepreneurs are passionate, creative, and unwavering in their beliefs.



Examples of Successful Social Enterprises

*“In 2004, I left the streets of New York City for the shores of West Africa. I’d made my living for years in the big Apple promoting top nightclubs and fashion events, for the most part living selfishly and arrogantly. Desperately unhappy, I needed to change. Faced with spiritual bankruptcy, I wanted desperately to revive a lost Christian faith with action and asked the question: **What would the opposite of my life look like?**”*

SCOTT HARRISON,
Founder of Charity: Water

Many Industries Still Need Social Entrepreneurship

Each of the companies described below work within a niche market. Whether it’s providing access to clean water, granting the gift of sight, or helping poverty-stricken countries obtain their business dreams — sustainability is an asset to every industry.



TOMS

Inspired by his trip to Argentina, Blake Mycoskie founded TOMS Shoes in 2006 with the simple idea of creating a sustainable, for-profit, business that is non-reliant on donations and thus has the power to give back in unconventional ways. Since it was founded, TOMS has provided over 60 million pairs of shoes to children in need.



charity: water

CHARITY: WATER

Scott Harrison founded Charity: Water with the belief that providing access to clean water has the power to promote health, education, and empowerment. Charity: Water works with local experts and community members to develop sustainable solutions. Since its inception, 100 percent of all donations have funded 24,537 clean water projects – meaning that over 7 million people will get clean water across 24 countries.



WARBY PARKER

Warby Parker was founded in 2010 by a group of four friends: Neil Blumenthal, Jeffrey Raider, David Gilboa, and Andrew Hunt. Like TOMS, their platform was simple – glasses are too expensive. The eyewear industry was once an oligopoly before Warby Parker came around and changed the game.



ACUMEN

Jacqueline Novogratz founded Acumen in 2001 as a global venture to combat poverty. Acumen follows an investment model that has shown proven results in building innovative business models, attracting new investment capital, and catalyzing new markets serving the poor. All financial returns generated from investments are recycled back into Acumen to promote future impact.



NEWMAN'S OWN

Paul Newman founded Newman's Own inc. in 1982, along with a separate foundation that encourages philanthropy, supports children with disabilities, provides empowerment, and enhances nutrition. As of May 2017, Newman reported over \$495 million worth of donations to organizations around the world trying to meet these needs.

Why the World Needs More Leaders in Sustainability with Graduate Degrees





“Environmental justice incorporates the idea that we are just as much concerned about wetlands, birds and wilderness areas, but we’re also concerned with urban habitats, where people live in cities, about reservations, about things that are happening along the US-Mexican border, about children that are being poisoned by lead in housing and kids playing outside in contaminated playgrounds.”

DR. ROBERT BULLARD,
“Father of Environmental Justice”



Every day, more and more companies are recognizing the long-term return on investments (ROI) in sustainability that comes from improved operational efficiency and product design, greater employee engagement and productivity, enhanced consumer loyalty, and an eye for strategic advantage. The Harvard Business Review recently [asked](#) top CEOs “How important are Environmental, Social and Governance issues?”

[SORENSEN] *Novo Nordisk:*

“Everything we do has to be grounded in an assessment of not only the financial implications but whether it aligns with our values and brings us closer to realizing our purpose as a company.”

[SORREL] *WPP:*

“Doing good is good business if you’re in business for the long term... We take into account everyone of our stakeholders: Our people, our customers, our clients, the government, NGO’s, suppliers, pressure groups”

[ISLA] *Inditex:*

“It’s not only the demands of stakeholders or society. We believe we are a force for good in the world. And that belief is perfectly compatible with shareholder’s interests and the bottom line”.

Sustainability is the future of organizations. The combination of sustainability vision, leadership skill, and the ability to execute on business plans, policy agendas, and as sustainability educators is what businesses, nonprofits and government agencies are looking for.



Sustainable Leaders Start with a Graduate-Level Education

For a sustainability leadership career in business, policy, or education, eventually you will eventually need a graduate degree, typically a master's or law degree for business or policy, and a master's or PhD for education. One can certainly find entry-level work in these fields with only a bachelor's degree, but a leadership career will generally require graduate school. The question for most college graduates seeking sustainability careers is thus: **now or later?**

Want to dive deeper into sustainability leadership?

Our full resource, *How to Become a Leader in Sustainability*, emphasizes the importance of shared leadership and gives you practical coaching about how to begin to develop leadership in yourself.

[FIND OUT HOW TO LEAD](#)

If you don't currently have a challenging and meaningful job on the horizon; if you know which general direction (education, policy or business) you want to go in; and you are ready for a challenge, then graduate school now can be a good choice even for students right out of undergrad. You don't need to know the exact job. A good graduate program will open new career opportunities and help you build a strong professional network, while of course coaching you in the skills that employers are demanding.

An advanced, sustainability-rich degree is the key to stand out among a crowded field of traditional MBAs and policy works. Advanced degrees in any field build knowledge and networks by sharpening skills and honing in on talents and interests. In an advanced sustainability program, students have the opportunity to gain critical practical experience from professional internships and consultancies, build power networks, learn from and collaborate with thought leaders, and delve deeply into the theory and practice of sustainability.





The Value of Women in Sustainability with Graduate Degrees

Diversity is a driver of innovation — a lack of diversity means a lack of opinion and ideas. For this reason, there has been a lot of pressure for more diverse representation in Hollywood, business, academia, and government. Research shows that when women are working in a company's management and leadership roles, there is a strong correlation with an improvement in their corporate social responsibility, meaning better treatment of the environment and their employees as well as those in their supply chain. This results in the creation of ethical products, such as healthier foods. In addition to these social benefits, [recent research](#) shows that going from zero female representation on corporate boards to a 30 percent share significantly raises profitability.

The sustainable movement is a global effort. The world needs unity to succeed, and that includes both women and men and people from all ethnicities and racial groups.

[Read more in our blog post "5 Women Leading the Change in Sustainable Business."](#)

The Value of
Bard's Graduate
Programs in
Sustainability:
Three Ways
to Change
the World

6



Bard offers different graduate degrees in each of the three sustainability career tracks:



BUSINESS

Change the Game

- MBA in Sustainability



POLICY

Change the Rules

- M.S. in Environmental Policy
- M.S. in Climate Science and Policy



EDUCATION

Change Minds

- M.Ed. in Environmental Education

Bard’s MBA is unique in fully integrating sustainability into a core curriculum. The MBA program “low residency” structure —one weekend a month plus online—supports working professionals to complete the degree from anywhere in the U.S. All of Bard’s sustainability graduate programs feature a focus on experiential education, through a unique year-long course in sustainability consulting (MBA) and extended, high-level professional internships (M.S. and M. Ed.). Finally Bard’s world class faculty are deeply committed to student learning. Bard was recently awarded #1 in Classroom Experience by the Princeton Review.

What Makes Bard’s MBA in Sustainability Different?

As millennials and Gen Zers continue to transition into advanced degrees and have become a bigger component of the workforce, sustainable practices are no longer an option: organizations that fail to integrate a focus on ethical practices are falling behind. In response to this new world, most MBAs have added a course or two in sustainability, yet 90 percent of what they teach is still a single bottomline, “make as much money as you can” type of business.

In contrast, Bard is leading the change in the MBA industry by building a graduate business curriculum that bakes sustainability in from the ground up. Here are the vision and mission statements that underlie the program:

VISION

The purpose of all organizations—business, government and nonprofit—is to meet human needs sustainably and fairly, while supporting a healthy and flourishing natural world.

MISSION

The Bard MBA in Sustainability educates leaders to grow mission-driven businesses and nonprofits, and to transform existing organizations to a focus on social and environmental purpose. Through the success of our community, we transform business education — and business — globally.

To fulfill its mission, the MBA in Sustainability program offers the best possible academic training, real world experiences, and career development opportunities that, together, enable graduate business students to follow their passions and pursue successful, high-impact careers in sustainable business.

This vision and mission attract a community of students and faculty who each have a related personal mission: to build or transform for-profit and nonprofit organizations towards a mission-driven focus, and to use business tools to solve social and environmental challenges.



A Holistic View on Policy Change: Bard's Center for Environmental Policy

The Bard Center for Environmental Policy (CEP) curricula integrate the core disciplines of science, policy, law, education, and economics into an integrated and comprehensive first year of graduate coursework. In the second year, students pursue a high-level professional internship and complete a masters project. On their way to “changing the rules” and “changing minds, students collaborate closely with faculty to learn to think across disciplines to understand and communicate the complexities of today’s environmental problems and challenges.

Bard's Center for Environmental Policy offers three unique master's programs:

MASTER'S OF SCIENCE IN ENVIRONMENTAL POLICY

Courses delve simultaneously into curricular themes to provide students with a deep understanding of the issues from multiple perspectives and at the same time highlight linkages and divisions across disciplines. This holistic approach to learning illuminates integral connections between the social world and the physical sciences, and encourages students to incorporate various perspectives and ideologies into their work.

MASTER'S OF SCIENCE IN CLIMATE SCIENCE AND POLICY

Bard is one of the few programs in the world that support students to gain masters-level understanding of climate science, along with economics, policy and law. The climate degree covers the interplay between climate systems, ecosystems, and agricultural systems on the one hand and solutions on the other, training future policy leaders to guide efforts in greenhouse gas mitigation and adaptation.

MASTER'S OF EDUCATION IN ENVIRONMENTAL EDUCATION

The Bard M.Ed. in Environmental Education program prepares educators to create an informed and engaged citizenry supporting progress towards a just, prosperous, and sustainable future. Through intensive academic training, real world professional experience, and career development opportunities, the program enables graduates to pursue successful, high-impact careers in private schools, NGO's, government land management agencies, private land conservation organizations, museums, environmental education centers, and consulting firms.

How Bard's Resources Can Help You Get a Job

All of Bard's graduate programs in sustainability include carefully mentored experiential learning experiences. Among both the MBA in Sustainability and the graduate programs under its Center for Environmental Policy, students have the option to explore a wide variety of career and networking opportunities.

MBA IN SUSTAINABILITY: NYCLAB

Students come to the Bard MBA because they seek to transition to meaningful work with a sustainability focus. The MBA program begins with a two-semester consultancy, NYCLab, in which student teams address real world sustainability challenges. Recent clients have included JetBlue, Siemens Wind, Eileen Fisher, New York City Fleet, Unilever, Co-Ed and Lockheed Martin. The placement of this consultancy in a student's first semester and its full-year length are unusual, but due to careful accompanying classroom instruction and mentoring, the quality of work has been high, and clients have been pleased with the quality of student deliverables. The course grounds the education from day one in real world experience.



CENTER FOR ENVIRONMENTAL POLICY: EXTENDED PROFESSIONAL INTERNSHIP

The Center for Environmental Policy requires students to complete a four-to-six month, high-level internship in locations ranging from Washington, D.C., to New York City, Texas, Oregon, and Alaska; across the world in Thailand, South Africa, Geneva; and close to home, in the Hudson Valley.

In a typical year, close to 40 percent of students that graduate from Bard's Center for Environmental Policy are already employed, primarily as a result of job offers arising from the professional internship.

ONE-ON-ONE CAREER COACHING

Bard MBA students work one-on-one with a career coach in their final year in the program to articulate their career goals, set a path to achieve those goals, and work towards a job offer as they graduate. Students work through career development workshops, one-on-one counseling, and group coaching sessions. Students are also provided access to online tools such as Big Interview, a blog offering various professional insights and job interview preparation services.

THE IMPACT REPORT

A bimonthly podcast featuring special guests selected by students in the Bard MBA in Sustainability program. New episodes are released the first and third Friday of each month. Transcripts are published on GreenBiz.com.

SUSTAINABLE BUSINESS SERIES

Bard hosts [Business Stepping Up: The Lovins Series](#) each month — sustainable business experts are invited to Bard's campus to lead monthly conversation series. This is a unique opportunity to engage with some of the most prominent experts in the field.

NATIONAL CLIMATE SEMINAR

Hosted by Bard's Center for Environmental Policy, [The National Climate Seminar](#) is a monthly, lunchtime webinar that features climate scientists, political leaders, and policy analysts, each exploring the politics and science driving critical climate change decisions.

Additional Bard Links and Resources

1. [Bureau of Labor Statistics](#)
2. [What is Sustainability?](#)
3. [The 3 Pillars to Sustainability](#)
4. [Careers in Sustainability](#)
5. [Careers in Environmental Policy](#)
6. [Women and Careers in Sustainability](#)
7. [Why a degree in Sustainability is worth it](#)
8. [How to Launch a "Stellar" Sustainability Career](#)
9. [Top 50 Schools for Environmental Sustainability](#)
10. [Sustainable Business](#)
11. [Resources for Sustainability Career Planning](#)
12. [A Woman's Guide to a Sustainable Future](#)
13. [How People Enter Into the Industry](#)
14. [Growth in Sustainability Market](#)
15. [Fastest Growing Green Jobs](#)
16. [Top Paying Green Jobs for Environmental Professionals](#)



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learn more!

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