

Climate Incubator Just Transition and Green Job Mentorship Program 2025

About

Are you ready to embark on a journey towards a **sustainable future** while building a **meaningful career**? The green job landscape is evolving rapidly, and just transition ensures a future where climate action goes hand-in-hand with social justice, equity, and inclusive development. Many of us are seeking ways to enhance our skills and contribute to a fair and inclusive shift to a green economy. Learning from those already making strides in this field is one of the most effective ways to grow.

The **Just Transition and Green Job Mentorship Program 2025** aims to create a platform where aspiring climate leaders can connect, co-learn valuable knowledge and skills, and co-shape a sustainable and equitable future. This year, we will engage **40 mentorship pairs from Hong Kong and the Asia-Pacific region**, fostering cross-sectoral collaboration and knowledge-sharing.

Partnering with Global Youth Coalition, Movers Programme, Skill Our Future, OnMyGrad and Youth Empowerment in Climate Action Platform (YECAP), the program provides participants exposure to global green job markets and just transition strategies, empowering them to drive meaningful change. Whether you are targeting the public, private, or civil society sectors, Climate Incubator believes that diverse perspectives and experiences are essential to building a climate-resilient future. Join us in this mentorship journey, where every connection strengthens our collective capacity to ensure a just and inclusive transition for all.

Objectives

1. Provide insights and opportunities into how the shift to a sustainable economy can be inclusive, equitable, and fair for all, especially marginalized and vulnerable communities.
2. Support mentees in building skills, confidence, and professional networks to identify and pursue meaningful careers in green industries.
3. Strengthen networks between young climate leaders, mentors, and industry professionals, facilitating long-term relationships that support continuous learning and collaboration.
4. Develop potential of mentees, encouraging them to become advocates and innovators in the green economy, driving efforts to build climate-resilient, inclusive, and sustainable communities.

Target Audience

1. Post-secondary students pursuing associate degrees, higher diplomas, or bachelor's degrees, who are interested in green jobs, and eager to explore their passions and career pathways.
2. Young professional with less than 3 years of working experience, exploring career pathways.

Inclusiveness and Diversity

Encourage applications from individuals with diverse cultural, ethnic, socio-economic, and educational backgrounds to foster a truly inclusive program. We aim to have 60% of mentee from vulnerable groups and ensure 60% of women participants. This includes actively seeking participants from underrepresented groups, marginalised communities, and people with disabilities, as well as those from non-traditional career paths. By welcoming individuals with varied life experiences and professional journeys, the program aims to enrich learning and collaboration, ensuring that all voices are heard and valued in the mentorship process.

What We Expect From Mentee

- Pair up with **ONE mentor from either Hong Kong and the APAC region** and commit to mentoring them throughout the 6-month program.
- Schedule a monthly meeting/catching up with your mentorship partners. We highly **suggest at least 1 meeting per month**.
- Attend and participate in the program sessions each month within a 6-month period.
- List out the goal(s) of finishing the mentorship program and strive to accomplish them.
- Align expectations with your mentee by outlining the terms of your relationships and the meeting format.
- Maintain active, respectful and amicable communication with your mentorship partners.
- Mentors and Mentees will keep the content of discussions within the mentoring relationship confidential. All exchanges (both personal and professional) are subject to the expectations of professional confidentiality.
- Report the progress and provide your feedback via the surveys we send out at the beginning, during, and at the end of the mentorship program.
- Timely response to emails and/or requests from the Climate Incubator team.

Program Elements

Mentorship	Monthly meeting with your mentorship partners
Online Networking and Learning Platform	<ul style="list-style-type: none"> a. Connect with other mentors and mentees in Hong Kong and APAC region b. Showcase projects and exchange ideas with peers and professionals c. A library of valuable resources related to skills development and professional growth d. A platform of green job opportunities in Hong Kong and APAC region
Green Job Coaching	Consultation session provides tailored guidance and resources to help individuals explore and prepare for careers in sustainability and the green economy
Workshops	Skill-based and knowledge-based workshop to facilitate mentees' green career development
Networking Event in Hong Kong and APAC region	A social outing to reconnect with your peers while showcasing a day of green industrial work

Mentorship Schedule

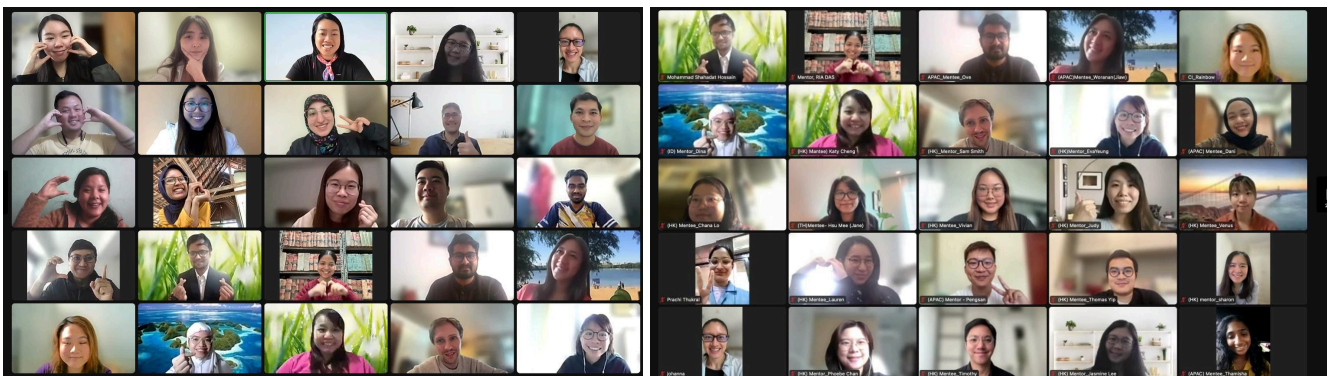
Time	Activities Overview and Theme
Feb	<p>Theme: Learn More About The Green Industry and Just Transition</p> <ol style="list-style-type: none"> 1. Program Briefing and Networking Virtual 15 Feb (Sat) 11 am - 1 pm HKT <ol style="list-style-type: none"> a. Introduction of Green Job and Just Transition b. Highlights of Program Overview c. Mentorship Goals Setting d. First meet-up with your mentorship partners 2. Lighthouse Networking Dinner Location: Hong Kong 22 Feb (Sat) 7 pm - 9:30 pm HKT <ul style="list-style-type: none"> - Networking opportunities with mentorship cohorts over dinner
Mar	<p>Theme: Networking and Building Profiles Matter</p> <ol style="list-style-type: none"> 1. Workshop 1: From Connections to Careers: Networking & LinkedIn Workshop for Professionals Virtual 15 Mar (Sat) 11:00 am - 1:00 pm HKT 2. Green Job Coaching Virtual
Apr	<p>Theme: Navigate in the Green Job Market</p> <ol style="list-style-type: none"> 1. Networking Event: Employment Mixer (Hong Kong) Location: TBC 12 Apr (Sat) TBC 2. Networking Event (APAC region) : TBC Location: TBC Time: TBC
May	<p>Theme: Get Ready For Your Job and Green Transition</p> <ol style="list-style-type: none"> 1. Workshop 2: Future-Proof Your Career: Skill Alignment for Job Readiness Virtual 17 May (Sat) 11:00 am - 1:00 pm HKT 2. Project Showcase by Mentors and Mentee Virtual 24 May (Sat) 11:00 am - 12:30 pm HKT 3. Mid-term evaluation survey
Jun	<p>Theme: Build Synergy and Co-create A Sustainable Future</p> <ol style="list-style-type: none"> 1. Networking Event: Just Transition in Hong Kong (Hong Kong) Location: TBC 21 Jun (Sat) TBC 2. Networking Event (APAC region): TBC Location: TBC Time: TBC 3. Green Job Coaching Virtual
July	<p>Theme: Maintain the Momentum</p> <ol style="list-style-type: none"> 1. Lighthouse Networking Lunch (Hong Kong) Location: TBC 12 July (Sat) 12 pm - 2:30 pm HKT <ul style="list-style-type: none"> - Networking opportunities with mentorship cohorts over dinner 2. Closing Party Virtual 19 July (Sat) 11 am - 1 pm HKT

***Please note that flight tickets and transportation for any event will not be covered.

Building On The Success from Previous Cohorts:

With our comprehensive mentorship program, we've made significant strides in nurturing connections and fostering growth in the green industry in both Hong Kong and the APAC region.

- **50+** Hong Kong Mentors & Mentees
- **30+** Asia Pacific Region Mentors & Mentees
- **20+** Organised Activities



ABOUT CLIMATE INCUBATOR

Climate Incubator is a mission-driven company dedicated to nurture climate leaders and foster green employment in building a climate-resilient future. We offer training, mentorship, and a green job opportunity online platform for individuals interested in transitioning to a sustainable career. We also provide an accessible network of green talents and corporate training workshops for businesses to embark on and advance their sustainable journey. Connect with us and shape the climate journey together!

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