Alexandria University
Annual Mandatory Training Report on Environmental Sustainability for Staff

1. Executive Summary

Alexandria University is committed to integrating environmental sustainability into its institutional culture, operations, and decision-making processes. As part of this commitment, the University implements a **mandatory annual training program on environmental aspects of sustainability** for all academic and administrative staff.

This report outlines the structure, implementation, participation, and outcomes of the training program, aligned with international best practices in higher education sustainability capacity building.

2. Objectives of the Training Program

The annual training aims to:

- Enhance **environmental awareness and literacy** among staff
- Build **practical skills for sustainable workplace practices**
- Support the University's **Climate Action Policy and SDG commitments**
- Encourage **behavioral change and resource efficiency**
- Strengthen compliance with **environmental regulations and standards**

Such programs are widely adopted globally to improve staff engagement in sustainability and institutional performance .

3. Target Audience

- Academic staff (faculty members, researchers)
- Administrative and technical staff
- Facility and operations personnel

Coverage: 100% of staff (mandatory participation)

4. Training Structure and Delivery

4.1 Format

The training is delivered through a blended approach:

- Online self-learning modules
- Interactive workshops and seminars
- Case studies and practical exercises
- Awareness campaigns and on-campus activities

Universities globally combine online modules and workshops to ensure accessibility and engagement.

4.2 Duration

- **Total duration:** 6–8 hours annually
- Delivered either:
    - As a full-day program, or
    - Divided into short modules throughout the year

5. Training Content (Core Modules)

Module 1: Introduction to Environmental Sustainability

- Concepts of sustainability and sustainable development
- Climate change causes, impacts, and global context
- Role of universities in sustainability

Module 2: Energy Efficiency and Climate Action

- Energy conservation practices
- Carbon footprint reduction
- Renewable energy applications

Module 3: Waste Management and Circular Economy

- Waste segregation and recycling
- Reducing plastic use
- Composting and circular practices

Module 4: Water Conservation

- Efficient water use
- Water footprint reduction
- Sustainable campus water management

Module 5: Sustainable Procurement and Resource Use

- Green purchasing practices
- Lifecycle thinking
- Reducing material consumption

Module 6: Biodiversity and Campus Ecology

- Protecting campus ecosystems
- Green spaces and biodiversity enhancement

Module 7: Environmental Policies and Compliance

- Alexandria University sustainability policies
- National environmental regulations
- Environmental management systems (EMS)

Module 8: Behavioral Change and Staff Engagement

- Sustainable workplace habits
- Leadership in sustainability
- Community engagement

These topics reflect standard modules used in international university programs covering energy, waste, water, biodiversity, and policy .

6. Implementation and Participation

6.1 Delivery Units

- Sustainability Office / Environmental Affairs Unit
- Human Resources Department
- Faculty sustainability coordinators

6.2 Participation Monitoring

- Mandatory registration through HR system
- Attendance tracking
- Completion certificates issued

6.3 Compliance

- Required annually for all staff
- Linked to performance evaluation or professional development

Mandatory annual participation is a recognized approach to maintaining sustainability awareness in institutions .

7. Assessment and Evaluation

7.1 Assessment Tools

- Pre-training and post-training tests
- Sustainability literacy surveys
- Practical assignments or case studies

7.2 Key Performance Indicators (KPIs)

- % of staff completing training
- Improvement in sustainability knowledge scores
- Reduction in resource consumption (energy, water, waste)
- Staff engagement in sustainability initiatives

Many universities use sustainability literacy assessments to measure awareness and track progress .

8. Outcomes and Impact

The training program contributes to:

- Increased **staff environmental awareness and responsibility**
- Improved **resource efficiency across campus**
- Enhanced **institutional sustainability culture**
- Stronger alignment with **international rankings (e.g., THE, QS, UI GreenMetric)**
- Support for **Egypt Vision 2030 and global SDGs**

9. Continuous Improvement

The program is reviewed annually based on:

- Participant feedback
- Emerging environmental challenges
- Updates in sustainability policies
- Benchmarking with international universities

10. Recommendations

To strengthen the program further, Alexandria University should:

1. Introduce **role-specific training tracks** (labs, administration, facilities)
2. Develop **advanced modules for sustainability leaders**
3. Integrate training into **new staff induction programs**
4. Expand **hands-on activities and living labs**
5. Link training outcomes to **campus sustainability KPIs**

11. Conclusion

The mandatory annual environmental sustainability training program is a cornerstone of Alexandria University's commitment to sustainability. By equipping staff with knowledge and practical skills, the University ensures continuous progress toward becoming a **green, resilient, and globally competitive institution**.


October 2025

In line with Alexanders' commitment to raising environmental awareness and empowering youth in climate and sustainable development issues, we participated over two days in the Training of Trainers (TOT) program on Climate Change, organized by Our Earth Climate Foundation for Sustainable Development in cooperation with ICESCO ECCSCO, held at the Faculty of Pharmacy – Alexandria University, as part of the "Green Universities for a Better Future" program.


Within the framework of Alexandria University's commitment to supporting sustainability, innovation, and linking scientific research to development priorities, the University has launched the AGROW-HUB project, funded by the European Union. The project aims to promote sustainable solutions for agricultural waste management and transform it into value-added products, thereby supporting the circular bio-economy and strengthening academic and industrial partnerships at both the regional and international levels.

Alexandria University – as the coordinating institution of the AGROW-HUB project – held the official kick-off meeting for the project entitled "Enhancing Education, Innovation, and Entrepreneurship Capacities for Sustainable Green Agricultural Waste Solutions in the South Mediterranean", funded by the European Union, during the period from 17 to 20 December 2025, marking the official start of the approved project activities.


"Flow and Foresight" Workshop Discussing Climate Change at the Bibliotheca Alexandrina in April 2025
The workshop that was part of the Pharos project, funded by the government of the Southern France region, aimed to discuss climate change and hydrodynamic processes to enhance resilience to marine and submersion hazards. The two-day event was held at the Faculty of Engineering, the Bibliotheca Alexandrina, and the French Cultural Institute.

May 2025
The Water Entrepreneurship Training Program in cooperation with the European Union, titled "Youth in Water: Shaping the Future" (EU for Water ln Egypt Aqua Dialogues).

Alexandria University Secures Second Place in "Best Eco-Friendly University" Competition for Established Public Universities in 2025.
the competition was based on precise evaluation criteria, including the efficiency of green infrastructure, energy management, resource consumption rationalization, waste management, in addition to student initiatives that contribute to raising the level of environmental awareness within the university community.

April 2024

Students of the Faculty of Fine Arts, Alexandria University, use environmental waste to create distinctive artistic murals. The project aims to recycle materials neglected in nature and transform them. For aesthetic field works in order to achieve the principle of sustainability and benefit from materials available in nature

Raising awareness among Alexandria University students about wastewater treatment was achieved through summer training activities conducted at Alexandria Sewerage for students from various faculties, including Science, Engineering (Civil, Mechanical, and Mechatronics), Commerce, Arts (Surveying, Mapping, and GIS), and Fine Arts (Architecture), September 2024.

The Center of Excellence for Water at Alexandria University is organizing a training program for scholarship students in collaboration with EPROM Company. This initiative aims to equip students with practical skills in water management including training courses about Water Treatment for Industrial Applications, and Wastewater Plant Operations and Troubleshooting, ensuring they are well-prepared for the business sector and aligned with labor market requirements (March, 2024).

Alexandria University's Faculty of Engineering Students win First Places in Annual Summer Training Competition at University of Louisville, USA. The summer training program comes within the framework of the distinguished partnership between Alexandria University and the University of Louisville, USA, over the past years, which includes the partnership in summer training in research laboratories at the University of Louisville, and the partnership in the 2+2 bachelor's programs to grant double degrees in computer science and engineering, and biomedical engineering majors. This year was the graduation of the first group that joined the University of Louisville through this partnership in the field of biomedical engineering, numbering five students.

Water Excellence Center - Alexandria University

Training for civil and environmental engineering students at the Eastern Wastewater Treatment Plant in Alexandria

Alexandria University held a symposium on “Climate Change and Green Transformation: The Vision of Alexandria University with several universities and scientific bodies to participate in the COP27 climate conference. These projects include the use of green hydrogen and green ammonia in the fertilizer industry in cooperation with the Egyptian Chemical Industries Company (Kima), the establishment of the Alexandria University Company for Energy and Water Services, the localization of the electric car industry inside Egypt through the design and manufacture of the electric bus and the electric car, the role of the Suez Canal in reducing carbon emissions on the global level, the establishment of the Alexandria University Centre for the blue-green economy, the role of Egypt as a regional centre for Energy, the production of green and grey hydrogen, the establishment of the Electronic Components Manufacturing Centre, in addition to the establishment of the Alexandria University Centre for Sustainable Development, with the aim of achieving sustainable development goals within the Alexandria University campus in order to turn it into a green university.


The first activity of the Greener Blue Economy Center at Alexandria University, a workshop held under the title "Sustainable Blue Economy Issues in the Mediterranean Basin Countries", in the Conference Hall at the Faculty of Commerce, generating electricity from water energy, mining activities in the seas and oceans, marine tourism, fishing

activities, extracting raw materials from the sea, and other forms of economic activity mainly related water resources.