

January 2026



© 2026-2047

The (human) Infrastructure INDIA can't afford to SKIP

Presented By :
Climate Action Leader - Scout Program (CAL - SP)

www.calsp.earrh

January 2026



India at a Critical Inflection Point (2026)





The Triple Crisis India Faces

CLIMATE & ENVIRONMENTAL EMERGENCY



HUMAN CAPITAL & EMPLOYABILITY CRISIS

GOVERNANCE & LEADERSHIP CAPACITY GAP



THE CONVERGENCE OF CRISES

India stands at a critical juncture: **73%** of the workforce has only basic education (5th National Conference of Chief Secretaries, Dec 2025), **63%** of companies report critical talent shortages especially in green/ESG roles, youth employability is stuck at **54.8%**, and **1.2 million** skilled workers are missing from India's renewable energy sector alone.

By 2030, India reaches peak working-age population (67% of 140 crore people), yet this demographic dividend risks becoming a demographic disaster without adequate preparation. Meanwhile, India needs **5 crore** green jobs by 2047 for Net Zero transition, **37.7 crore** Gen Z will control ₹150 lakh crore in spending power by 2035 (73% prioritizing sustainability), and climate disasters already cost ₹7 lakh crore annually (3.5% of GDP).

Despite millions of informed students, thousands of climate NGOs, and government missions like NEP 2020, Mission LiFE, and Net Zero 2070, India has no scalable platform to convert learning into policy-relevant climate action, no structured pathway from school to governance, and no systematic identification and training of **future climate leaders**.

January 2026





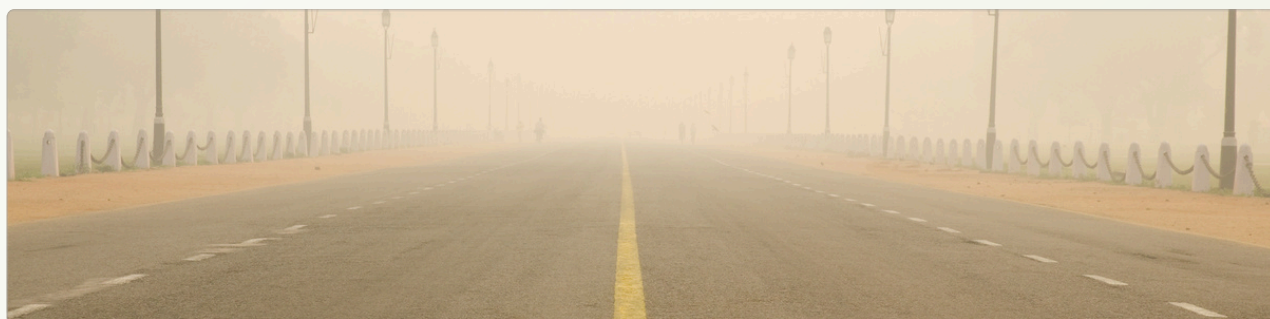
1. CLIMATE & ENVIRONMENTAL EMERGENCY

Delhi-NCR: World's most complex air pollution crisis

- Air Quality Index (AQI): Regularly exceeds 400 (Severe category)
- Annual health impact: 1.67 million premature deaths in India
- Economic cost: ₹7 lakh crore annually (3.5% of GDP) - Lancet study
- Children in Delhi lose 3 years of life expectancy due to air pollution
- 14 of world's 20 most polluted cities are in India

Broader Climate Impact on India

- Temperature rise: 0.7°C since 1900 (accelerating)
- Extreme weather events: 3x increase in last decade
- Water crisis: 21 cities will run out of groundwater by 2030 (NITI Aayog)
- Agricultural vulnerability: 60 crore livelihoods at risk
- Disaster costs: ₹3 lakh crore annually by 2030 (RBI estimate)
- Climate migration: 60 crore Indians at risk of displacement by 2050



January 2026



1. CLIMATE & ENVIRONMENTAL EMERGENCY

WHY THIS MATTERS:

India cannot achieve Viksit Bharat 2047 if:

- Cities are uninhabitable (air pollution, heat islands)
- Agriculture is unstable (erratic monsoons, droughts)
- Disasters drain public finances
- Health systems are overwhelmed

Climate is not "environmental issue"—it's **EXISTENTIAL THREAT** to India's development trajectory.





CAL-SP

CLIMATE ACTION LEADER - SCOUT PROGRAM



BECOME INDIA'S FUTURE CLIMATE LEADER

From Awareness to *Authority.*



LEARN



SOLVE



LEAD



INSPIRE

National Program | Schools | Colleges | Youth

January 2026



2. Human Capital & Employability Crisis

DATA FROM 5TH NATIONAL CONFERENCE OF CHIEF SECRETARIES (Dec 2025):

- 73% of India's workforce has only basic education
- Youth employability: Stuck at 54.8%
- 63% of companies report critical talent shortage
- Skill gap: Most acute in future sectors (green jobs, ESG, sustainability)



SPECIFIC GREEN JOBS CRISIS

- 1.2 million skilled workers missing from renewable energy sector (CEEW)
- India needs 5 crore green jobs by 2047 for Net Zero
- Current supply: Only 4.5 lakh engineering graduates are "industry-ready"
- Only 10% of youth receive formal/informal training for green jobs
- ESG talent shortage: 63% companies can't find sustainability professionals



January 2026



2. Human Capital & Employability Crisis

THE DEMOGRAPHIC PARADOX

- By 2030: India reaches peak working-age population (67% of 140 crore)
- By 2047: 112 crore Indians will be in workforce
- But: They're unprepared for the economy they'll inherit (green, digital, climate-constrained)



"Demographic dividend" could become "demographic disaster" if we don't build capacity NOW.



3. GOVERNANCE & LEADERSHIP CAPACITY GAP

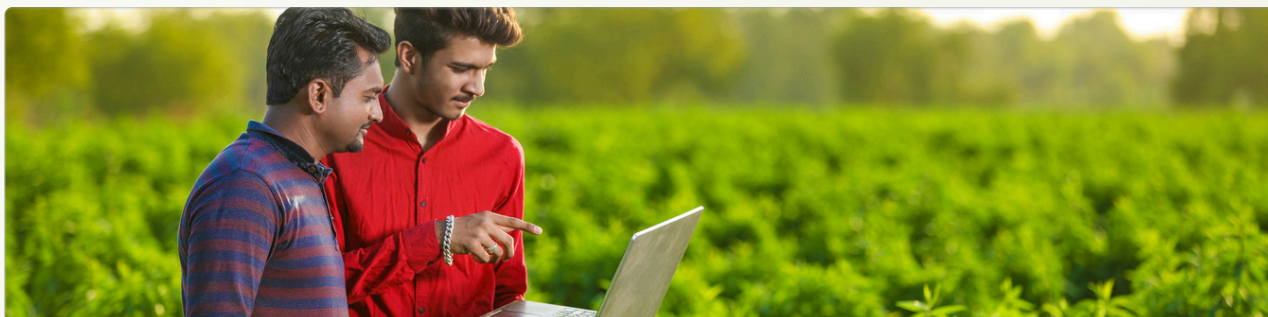
THE MISSING LINK: YOUTH VOICE → POLICY ACTION

Current Reality:

- India has 25+ crore students in schools/colleges
- Thousands of climate NGOs doing "awareness" campaigns
- Government missions exist (Mission LiFE, Net Zero 2070, NEP 2020)

What's MISSING

- Structured pathway: School → Climate competence → Governance roles
- Youth voice channeled to ACTUAL decision-makers (MPs/MLAs/Councillors)
- Early identification of future climate leaders (age 13-25)
- Systematic tracking: Student → Professional → Policymaker





3. GOVERNANCE & LEADERSHIP CAPACITY GAP

THE POLICY IMPLEMENTATION FAILURE

Why do climate policies fail?

- District Collectors lack climate literacy to implement directives
- Municipal Commissioners prioritize politics over pollution control
- IAS officers learn climate basics on-the-job (slow, reactive, costly)
- MPs/MLAs have no structured climate training (most make decisions based on political pressure, not science)

BY 2040-2050

- Today's Class 10 student → IAS officer / MP / CEO
- Today's undergrad → Municipal Commissioner / Sustainability Officer
- Today's postgrad → Policy advisor / Chief Secretary

Question: Are we preparing them? NO.



January 2026



Why existing approaches are insufficient?

EDUCATION SYSTEM (CURRENT STATE)

What Schools/Colleges currently provide?

- Climate change chapter in Class 10/12 Geography
- Occasional "Environment Day" events (tree plantation, slogans)
- Science syllabus covers greenhouse effect (theoretical only)

WHAT THEY DON'T PROVIDE

- Practical problem-solving skills (How to reduce Delhi's air pollution?)
- Policy literacy (How do laws get made? How to influence them?)
- Systems thinking (Understanding trade-offs, stakeholders, feasibility)
- Governance exposure (How does District Collector work? What does Municipal Commissioner do?)
- Career pathways (What jobs exist in climate sector? How to prepare?)
- Real-world application (Internships, site visits, hands-on projects)

RESULT: Students know climate change is "bad" but have **ZERO** capacity to do anything about it. **Awareness without Agency = Anxiety.**



January 2026



Why existing approaches are insufficient?

YOUTH PROGRAMS (CURRENT LANDSCAPE)

A. AWARENESS CAMPAIGNS (90% of programs)

- What they do: Workshops, webinars, competitions on "climate awareness"
- What they achieve: Students can recite facts ("CO2 causes warming")
- What they DON'T do: Build leadership capacity, connect to governance

Problem: India doesn't need MORE aware youth. We need CAPABLE youth.

B. ACTIVISM MOVEMENTS (Fridays for Future, Climate Strikes)

- What they do: Protests, marches, social media campaigns
- What they achieve: Raise visibility, pressure governments
- What they DON'T do: Propose implementable solutions, build long-term capacity

Problem: Protest is necessary but insufficient. Who implements AFTER the protest?

C. SKILL TRAINING PROGRAMS (Green Jobs Focus)

- What they do: Technical training (solar panel installation, EV repair)
- What they achieve: Job-ready workforce for specific roles
- What they DON'T do: Leadership development, policy capacity, strategic thinking

Problem: We need both technicians AND leaders. Current programs create former, not latter.

D. MODEL UN / DEBATE COMPETITIONS

- What they do: Simulations of policy debates, diplomatic negotiations
- What they achieve: Communication skills, geopolitical awareness
- What they DON'T do: Connect to REAL policymakers, focus on India-specific challenges

Problem: Simulation ≠ Reality. Students debate fictional scenarios, not actual Delhi air pollution.

January 2026

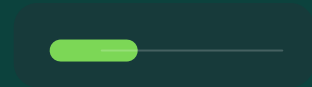


THE CRITICAL GAP NO ONE IS FILLING



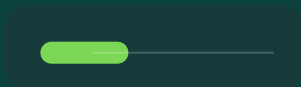
No program scouts LEADERSHIP potential (not just knowledge)

No program connects youth solutions DIRECTLY to MPs/MLAs/Councillors



No program provides REAL governance exposure (district visits, municipal bodies)

No program tracks participants into ACTUAL leadership positions (10-15 year pipeline)



No program is SCALABLE nationally (most are city/school-specific)

No program is INSTITUTIONALIZED (government-aligned, corporate-supported, sustainable)



January 2026



India's Specific Context WHY NOW?

TIMING: INDIA'S CRITICAL DECADE (2025-2035)

2025-2030: FOUNDATION YEARS

- India becomes world's 3rd largest economy
- Gen Z (37.7 crore) enters peak earning/spending years
- Green jobs sector explodes (3.4 million jobs by 2030)
- EV transition accelerates (30% of new vehicles electric by 2030)
- Renewable energy dominance (60% of installed capacity by 2030)

2030-2035: SCALING YEARS

- India's peak working-age population (67% of 145 crore)
- Climate impacts intensify (water crisis, heat waves, disasters)
- Net Zero mid-point targets due (45% emission reduction from 2005 levels)
- Global climate finance flows to India (₹100+ lakh crore needed)

2035-2047: LEADERSHIP YEARS

- India @100: Viksit Bharat achieved (developed nation status)
- Today's CAL-SP participants are 25-40 years old (prime leadership age)
- They ARE the MPs, MLAs, IAS officers, CEOs, judges implementing Net Zero policies

THE BRUTAL TRUTH: If we don't build climate leadership capacity in 2025-2030, we'll FAIL Net Zero 2070 because we won't have PEOPLE to execute it. CAL-SP plants seeds NOW for harvest in 2035-2070.

January 2026

The opportunity cost of inaction



What happens if we don't build this capacity?

SCENARIO: INDIA 2040 Climate disasters intensify

- Annual economic losses: ₹10+ lakh crore (5% of GDP)
- 100 crore+ people facing water scarcity
- Agriculture collapse in 40% of districts
- Mass migration to cities (ungovernable urban sprawl)

But India's leadership is UNPREPARED

- MPs/MLAs make decisions based on politics, not science
- IAS officers lack technical capacity to implement climate policies
- Corporate CEOs prioritize short-term profits over long-term sustainability
- Citizens don't understand trade-offs (blame government for everything)

Result

- Net Zero 2070 target missed (international isolation, carbon tariffs)
- Viksit Bharat 2047 unreachable (climate undermines development)
- Social instability (resource conflicts, climate refugees, unrest)
- Economic stagnation (talent shortage, investment flight, productivity loss)

But if we implement it now, then Climate challenges will still persist BUT India's leadership will be EQUIPPED to handle it.

THE DIFFERENCE: HUMAN CAPACITY

Technology exists. Policies exist. Money can be mobilized.

What's missing? PEOPLE.

January 2026

The Market Opportunity



INDIA'S GREEN ECONOMY (2025-2047)

INVESTMENT NEEDED

- ₹400 lakh crore (\$4.5 trillion) for Net Zero transition (NITI Aayog)
- ₹100 lakh crore for renewable energy infrastructure
- ₹150 lakh crore for EV ecosystem & green mobility
- ₹100 lakh crore for climate adaptation (water, agriculture, disasters)

JOB CREATION

- 5 crore green jobs by 2047 (CEEW)
- 50 lakh ESG professionals needed by 2035
- 10 lakh sustainability officers (corporate + government)
- 1 lakh climate journalists, communicators, educators

BUSINESS OPPORTUNITY

- Gen Z spending power: ₹150 lakh crore by 2035 (73% prioritize sustainability)
- ESG market: ₹50+ lakh crore (funds, consulting, reporting)
- Climate-tech startups: ₹10+ lakh crore valuation potential

WHO CAPTURES THIS OPPORTUNITY?

- Countries/companies with TALENT
- CAL-SP creates that talent

January 2026



CAL-SP as nation-building infrastructure

WHAT IS INFRASTRUCTURE?

Infrastructure is:

- PERMANENT (built once, serves for decades)
- FOUNDATIONAL (everything else depends on it)
- SCALABLE (designed to grow with demand)
- SYSTEMATIC (engineered, not accidental)
- MULTI-GENERATIONAL (benefits today + tomorrow)

Examples:

- Highways: Connect cities, enable commerce, last 50+ years
- Power grid: Delivers electricity, powers economy, serves millions
- Water systems: Provide essential resource, support life, scale with population
- Education system: Builds human capital, creates workforce, transforms nations

CAL-SP IS HUMAN INFRASTRUCTURE

- Just as India built: - Golden Quadrilateral (highways) → Connected nation physically
- Aadhaar (digital identity) → Connected nation digitally
- UPI (payment system) → Connected nation financially

CAL-SP builds:

- CLIMATE LEADERSHIP PIPELINE → Connects youth to governance to careers It's not a "climate program."

It's **LEADERSHIP INFRASTRUCTURE** for India's climate transition.

January 2026



THE TRANSFORMATION EQUATION

INPUT (2026-2047)

- 1 crore+ students assessed
- 1 lakh finalists trained intensively
- 30,000 paid internships delivered
- 50,000+ Climate Action Ambassadors created
- 5,000+ Youth Climate Dossiers submitted to government
- ₹500 crore invested (cumulative - government + corporate + individual)

PROCESS (The Infrastructure)

- Systematic talent identification (assessment framework)
- Comprehensive capacity building (knowledge + skills + network)
- Multi-pathway career channeling
- Continuous tracking & improvement (feedback loops)
- Government-Corporate-Civic partnership (sustainable model)

OUTPUT (By 2047)

- 1 crore+ climate-aligned youth accessed
- 1000+ public representatives with CAL-SP background
- 5,000+ officers with climate competence
- 1000+ climate entrepreneurs
- 50,000 researchers/academics advancing climate science
- 1,000+ climate influencers holding accountability

NATIONAL TRANSFORMATION:

- Net Zero 2070 ACHIEVED (not missed)
- Viksit Bharat 2047 with SUSTAINABILITY at core
- India positioned as **GLOBAL CLIMATE LEADER**
- 140 crore Indians living in climate-resilient, prosperous nation

This is not a program. This is a FORMULA FOR NATIONAL TRANSFORMATION.



January 2026