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## **Environmental Management: Identify the Skills that must be Included in Human Resources Graduate Programs**

The purpose of the study is to identify the skills that must be included in human resources graduate programs in environmental management in all levels. From the identification of such skills, a proposal for a common nucleus of themes required to enable such professionals to act in the management of the organizations, in accordance with the current requirements for a supporting development. The work is based on the experimental, theoretical and empirical research, consisting of two phases. The first, is intended for the theoretical argumentation and to the knowledge of the state of art in environmental management. The second phase consists of structured researches in distinct environments: diagnoses for mapping the skills that are being demanded; field research in universities for the survey of the supply of graduate programs in environmental management and a opinion research conducted with experts in order to assess the current status and use of the environmental management. At the end of the work a common nucleus of themes for the programs for the graduate courses in environmental management.