

Cedefop skill foresight exercises

In an effort to better understand employment and skills changes driven by the implementation of the European Green Deal (EGD) by 2030 and beyond, Cedefop launched a foresight exercise on four sectors/areas: *smart and green cities*, *waste management*, *agri-food* and *circular economy*.

The areas of analysis were selected based on several criteria, such as their centrality to achieving the goals of the EGD, the expected effects of the green transition on employment and skills, and the linked challenges and opportunities for vocational education and training (both initial and continuous). Relevant research and analysis, especially by EU institutions and EU-funded projects, was also taken into consideration.

For each sector/area of analysis, the methodological steps followed are:

- Development of a *background report* based on literature review. The aim of the background report is to map key trends and foreseen developments in the sector, in terms of drivers of change, hindering factors and expected opportunities and challenges stemming from the implementation of the European Green Deal.
- Identification and invitation of *experts* in various fields of the said sector/area representing EU policy makers, academia, researchers, local authorities, social partners etc.
- An *online expert workshop* to discuss key features of the sector considering the green transition, focusing on implications for employment, skills and VET.
- A *two-part online Delphi survey*: the first questionnaire builds on experts' input during the first workshop. The survey aims to confirm the key workshop messages and explore experts' views on emerging occupations, new skill requirements, the role of VET etc. A future-oriented approach is introduced by specific questions and/or by the development of scenarios. The second online survey builds on the results of the first one. Experts provide their views on more specific aspects of employment and skills opportunities in the sector, possible bottlenecks, and ways forward for initial and continuous VET.
- In the *final/validation workshop*, experts assess the key messages accumulated throughout the foresight exercise, choose the ones to validate and suggest ways for their implementation.

Key messages from each exercise are included in a policy brief. The complete results of all four exercises will be published in a Cedefop 2023 report.

Lists of experts

Experts were in the “driving seat” in all four Cedefop foresight exercises. Cedefop would like to acknowledge their valuable contributions and investment of time. Please see below the list of experts for the completed skills foresight exercises.

NB: Experts' names are included following their consent.

Smart and green cities (*September 2021- April 2022*)

Name	Affiliation
Prof. Nicos Komninos	Aristotle University of Thessaloniki, URBAN AND REGIONAL INNOVATION Research (URENIO), Intelspace Innovation Technologies SA
Martine Delannoy	IMEC
Prof. Panos Fitsilis	DEVOPS; University of Thessaly; Academic Coordinator and Lecturer at School of Science & Technology, Hellenic Open University
Niels van der Linden	Capgemini
Ernesto Faubel	Education and Capacity Building working group of Living-in.EU
Noirin Ni-Earcain	Policy Officer, European Commission - DG CONNECT, UNIT C3 Technologies for Smart Communities
Francesca Spagnoli	ENoLL- European Network of Living Labs, Head of Projects & Capacity building
Jokin Garatea	GAIA Bizkaia, Guernica
Aleksandra Olejnik	Policy Officer, European Commission, DG Research and Innovation, Future Urban & Mobility Systems
Prof. Philip Peck	Lund University/Assoc. Professor & Research Coordinator in Sustainable Business Mgt & Practice International Institute for Industrial Environmental Economics (IIIEE), Lund University, Sweden. B.E. (Civil) / M.Sc. (Env. Mgt. & Pol.) / PhD / Docent
Diana Culescu	European Platform Urban Greening
Prof. Paul De Schepper	Lector at KCE – Thomas More Kempen
Prof. Herman van den Bosch	Curator of Amsterdam Smart City/Professor in management sciences at Open University Netherlands
Dr. Bojan Jovanovski	FH JOANNEUM, University of Applied Sciences, Institute of International Management and Entrepreneurship
Alexis Chatzimpiros	<u>Samsø Energy Academy, Project manager - International Coordinator</u>
Dr. Giles Thomson	Department of Strategic Sustainable Development, Blekinge Institute of Technology, Karlskrona, Sweden
Dr. Xavier Rambla	Associate Professor of Sociology at the Autonomous University of Barcelona (UAB)

Waste management (January-October 2022)

Name	Affiliation
Shane Colgan	European Environment Agency
Jack McQuibban	Zero Waste Cities Programme Coordinator
Wolfgang Wittig	Research Institute for Vocational Education and Training (f-bb), Nuremberg, Germany
Jessica Christiansen	Director of Development and Training Avfall Sverige - Swedish Waste Management
Milena Bigatto	HIT - Hub Innovazione Trentino Fondazione
Francesco Lembo	Managing Director, ACR+
Nora Condon	Skills & Labour Market Research Unit, SOLAS
Francisca Sánchez Liarte	Technology Centre for Energy and Environment (CETENMA)
Gražina Žardalevičienė	Project Manager at Intrum GBS, former Project Manager of education and business support projects at LINPRA
Antonis A. Zorpas	Associate Professor, Chemical Engineer/Environmental Engineer, Cyprus Open University of Cyprus, Head of Lab of Chemical Engineering and Engineering Sustainability, Faculty of Pure and Applied Science
Holger Berg	Vice Director Division Circular Economy Co-Head Research Unit Digital Transformation
Thomas Nylund	VafabMiljö
Marzena Smol	Professor, Instytut Gospodarki Surowcami Mineralnymi i Energią PAN (IGSMiE PAN)
Viktorija Voronova	PhD, Senior lecturer, Water and Environmental Engineering research group, Department of Civil Engineering and Architecture, Tallinn University of Technology

Agri-food (March - September 2022)

Name	Affiliation
Alexandre Morin	AC3A
Em. Prof. Dr. Ranka Junge	ZHAW Zurich University of Applied Sciences, IUNR Institute of Natural Resource Sciences
Dr. Melf-Hinrich Ehlers	Agroscope, Socioeconomics Group, Switzerland
Michela Cariglia	AI4SKILLS srl-Società Benefit
Prof. Dr. Jacques H. Trienekens	Business Management & Organization, Wageningen University
Dr. Javier Jorge-Vázquez	Catholic University of Ávila, Spain
Konstantinos Androulakis	Director at the European Center in Training for Employment (ECTE)
Maarten van der Kamp	Director of Education, EIT Food
Giuseppe Pellegrino	Directorate-General for Research and Innovation of the European Commission
Valentina Chanina	EfVET
Manuel Delgado	Employment and Social Affairs Senior Policy Advisor, COPA-COGECA
Jonas Lazaro Mojica	FoodDrinkEurope, Coordination of the Agri-Food Pact for Skills
Billy Goodburn	Head of Learning & Development, ICOS
Giuseppe Vanella	Infor Elea
Rui Costa	Instituto Politécnico de Coimbra, Portugal; ISEKI Food Association (Secretary General) European Alliance for Subject-Specific and Professional Accreditation and Quality Assurance (President)
Line Friis Lindner	ISEKI-Food Association
Sophie Reboud	Professeur – The Entrepreneurial Garden, Honorary Research Fellow, UWA, Rédactrice adjointe de la RIPME, Secrétaire de l'AIREPME
Thomas Bournaris	Associate Professor, Aristotle University of Thessaloniki

Name	Affiliation
Prof. Giorgos Demetriou	Director, Circular Economy Research Center, École des Ponts Business School
Dr. Norberg Anders	Project coordinator, researcher and expert, Skellefteå Municipality / Erasmus+ ALBATTs project
Antonius Schröder	Skills Alliance for Industrial Symbiosis - A Cross-sectoral Blueprint for a Sustainable Process Industry (SPIRE-SAIS)
Annick Starren	EU-OSHA
Vasileios Rizos	Research Fellow & Head of Sustainable Resources and Circular Economy, CEPS
Edoardo Righetti	Research Assistant in the Energy, Resources and Climate Change Unit, CEPS
Jussi-Pekka Tein	Engineering Sustainability, TEK
Vlatka Katusic	Circular Economy Specialist, Circular Economy Alliance
Bettina Bahn-Walkowiak	Senior Researcher, Division Circular Economy _ Research Unit Material Loops, Wuppertal Institute for Climate, Environment, Energy
Fabio Ferri	Education Manager, EIT RawMaterials
Juan A. Morillas	Founder, Share Your Green Design
Karel Kans	Research Manager, ECBO
Daisy Termorshuizen	Consultant in Team Education & Innovation and Team Global, CINOP
Dr. Silja Kostia	Principal Lecturer, PhD, MBA, Head of Master's Degree Programme in Risk Management and Circular Economy (RiMCE), Tampere University of Applied Sciences (TAMK)
Martin Wittau	Vice President, German Federal Association of Sustainability
Eero Jalava	Leading Specialist, Sustainability solutions, The Finnish Innovation Fund Sitra
Federico Porrà	Policy Officer Circular Economy, Directorate-General for Environment, European Commission
David Fitzsimons	Director, Conseil Européen de Remanufacture
Alessandra Tolentino	International Office Coordinator, FEMCA CISL
Dr. Imke Schmidt	Project Manager, CSCP
Paulius Čepas	Kaunas College
Dr.-Ing. Jan Bitter-Krahe	Co-Head of Research Unit Material Loops, Circular Economy, Wuppertal Institute for Climate, Environment, Energy
Ioannis Bakas	European Environment Agency
Abdel Bitat	Economic Attaché, Programme Manager – Economic Development, Trade & Relations with IFIs, Delegation of the European Union - Lebanon
Dr. Olga Janikowska	Mineral and Energy Economy Research Institute of the Polish Academy of
Marco Antonio Segovia Bifarini	Project Director, Circular Change
Inese Podgaiska	Secretary General at Association of Nordic Engineers
Arja Flinkman	Vice President (Policy) of EfVET CEO and Chief Principal of Esedu (Etelä-Savon Koulutus Oy/ South Savo Education Ltd.)
Dr. Denise Reike	Lecturer and Researcher, Utrecht University