



CIRCULARITY SKILLS AND COMPETENCES FOR CIRCULAR CITY TRANSITIONS



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What is the objective of this tool?

- This tool can support you in defining the **learning outcomes** intended within your circular capacity building activity.
- What do you expect your target group to know at this end of the activity? What skills and competences should they then master?



How to use this tool?

- Understand how to link learning outcomes with knowledge, skills competences
- Brainstorm on key learning outcomes and associated competences
- Develop a preliminary curriculum to be confronted with the existing skillset of your target group



Learning outcomes means statements of what a learner knows, understands and is able to do on completion of a learning process, which are defined in terms of **knowledge, skills and competence.**



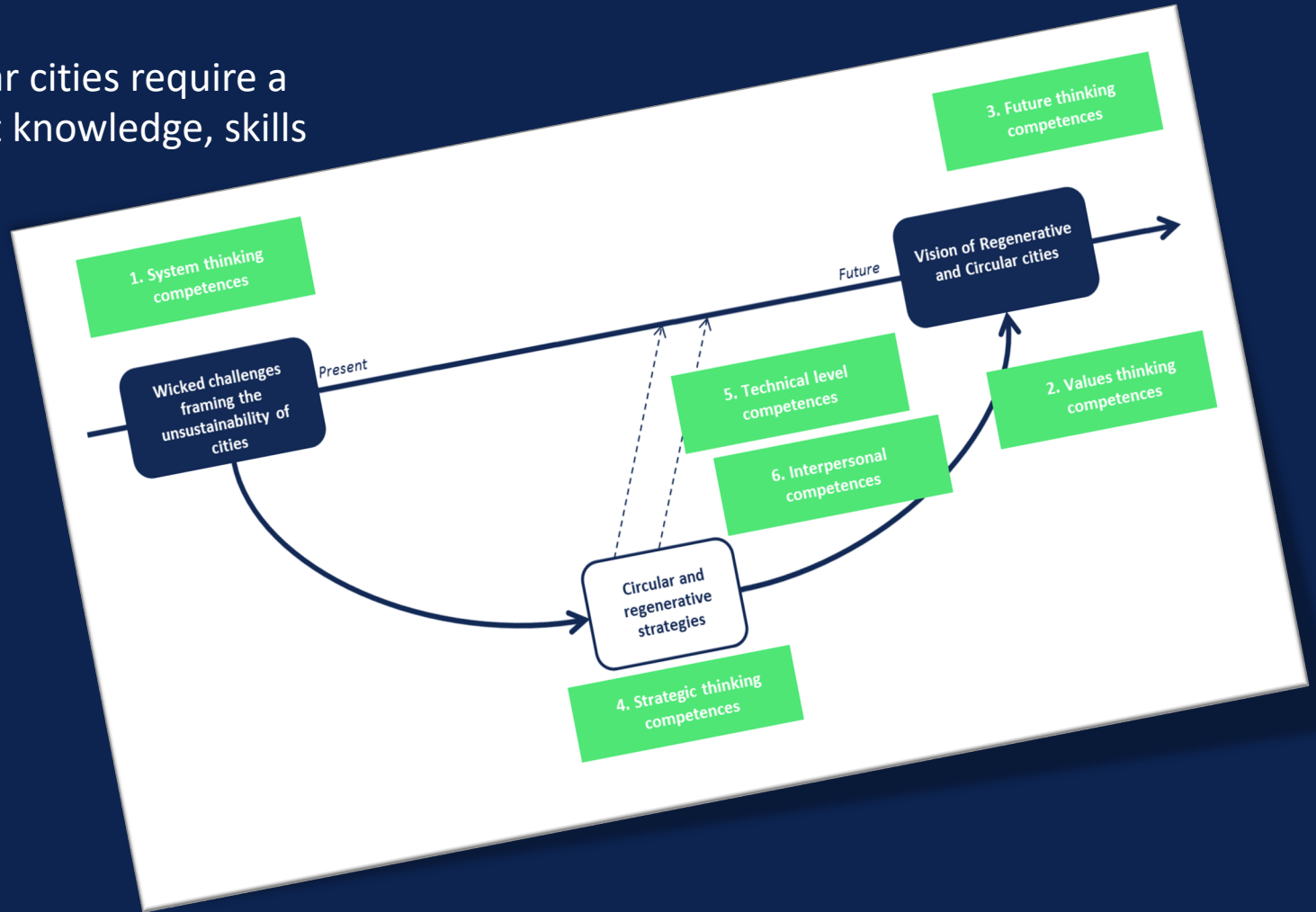
Knowledge means the outcome of the assimilation of information through learning. Knowledge is the body of facts, principles, theories and practices that is related to a field of work or study

Skills means the ability to apply knowledge and use know-how to complete tasks and solve problems. Skills are described as cognitive or practical

Competence means the proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development.



Transitioning to circular cities require a complex set of distinct knowledge, skills and competences.





CIRCULAR LITERACY AT CITY LEVEL

1. SYSTEMS THINKING COMPETENCE

Ability to analyse sustainability problems and solutions cutting across different domains and scales; considering agents, cause-effect structures, cascading effects, inertia, feedback loops, etc.

2. VALUES THINKING COMPETENCE

Ability to collectively map, specify, apply, reconcile, and negotiate sustainability values, principles, goals, and targets

3. FUTURES THINKING COMPETENCE

Ability to anticipate how sustainability problems and solutions might evolve over time, considering alternative development pathways for current systems and crafting coherent and plausible pictures of the future

4. STRATEGIC THINKING COMPETENCE

Ability to design and implement transformational (systemic) intervention and transition strategies toward sustainability

5. TECHNICAL LEVEL COMPETENCE

Level 1: Technical level 1 sets out the general knowledge, skills and competences needed to develop circular and regenerative cities

Level 2: At this level, the requisite skill sets are focused and tailored to particular roles of target groups

6. INTERPERSONAL COMPETENCE

Ability to work in teams, and understand, embrace, and facilitate diversity among cultures and social groups. Interpersonal competence is a basic ingredient in each of the other competencies.



When developing your capacity building programme you may only focus on one or two sets of distinct competences. Try however to keep in mind the big picture of the transition happening.



Which **knowledge, skills and competences** do you want your target group to acquire?



Brainstorm on your first identified learning outcome and define associated knowledge, skills and competences



Example

outcome

Development of
Circular Business
models in food
systems

knowledge

Learner knows the
different circular
business models in
the food industry

knowledge

Learner understands
the different issues
related to food waste
at city level

skills

Learner is able to
use business
model design
tools

skills

Learner is able to
develop relevant
cost/ profit
equations

competence

Learner is able to
design a circular
business model

competence

Learner has the
ability to run a
profitable
business

Learning outcome

outcome

Development of Circular Business models in food systems

Knowledge

knowledge

Learner knows the different circular business models in the food industry

knowledge

Learner understands the different issues related to food waste at city level

Skills

skills

Learner is able to use business model design tools

skills

Learner is able to develop relevant cost/ profit equations

Competences

competence

Learner is able to design a circular business model

competence

Learner has the ability to run a profitable business



Use the following templates and canvas
for this activity

competence

skills

knowledge

outcome

competence

skills

knowledge

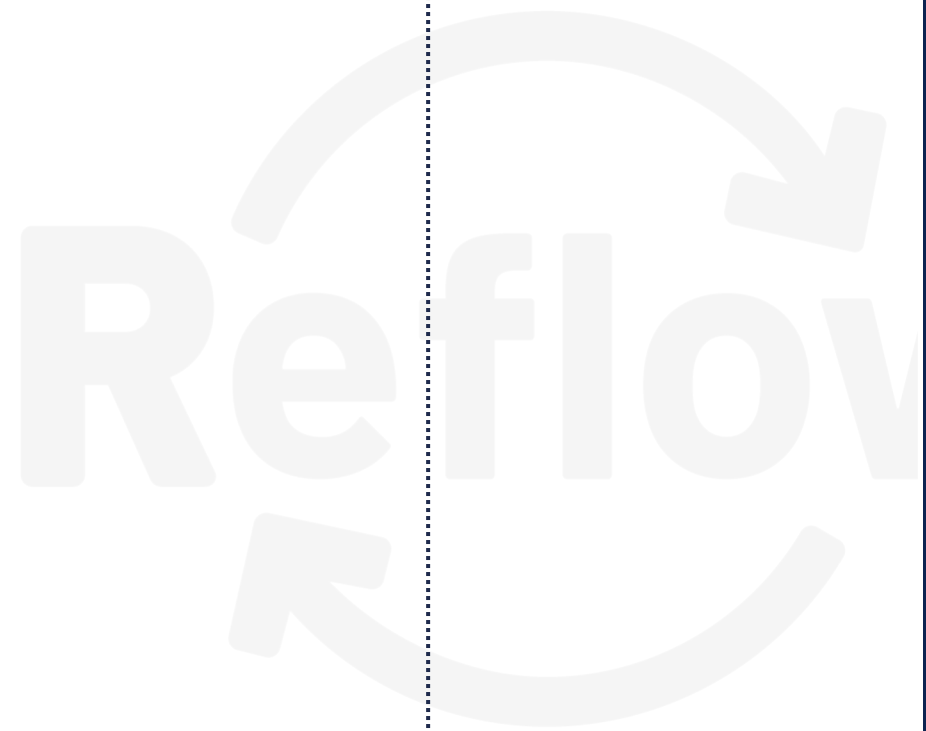
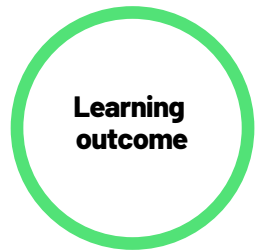
outcome

competence

skills

knowledge

outcome





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