

A close-up photograph of a person's hands cupping a small, vibrant green seedling with several leaves, growing out of a mound of dark, rich soil. The background is a soft, out-of-focus green, suggesting an outdoor setting with sunlight filtering through trees, creating a bokeh effect.

**Implementing Industrial Symbiosis  
and Energy Efficiency skills and jobs  
in Agbar**

**SPIRE-SAIS Final conference May 2024**

# AGBAR

**3.454**



**M€**  
valor económico  
generado

**156**



años de  
historia

**15.208**



profesionales

**37,1**



**M**  
de personas  
servidas

**1.230**



clientes industriales  
en servicios  
ambientales

**1.384**



municipios  
servidos



**Agbar**

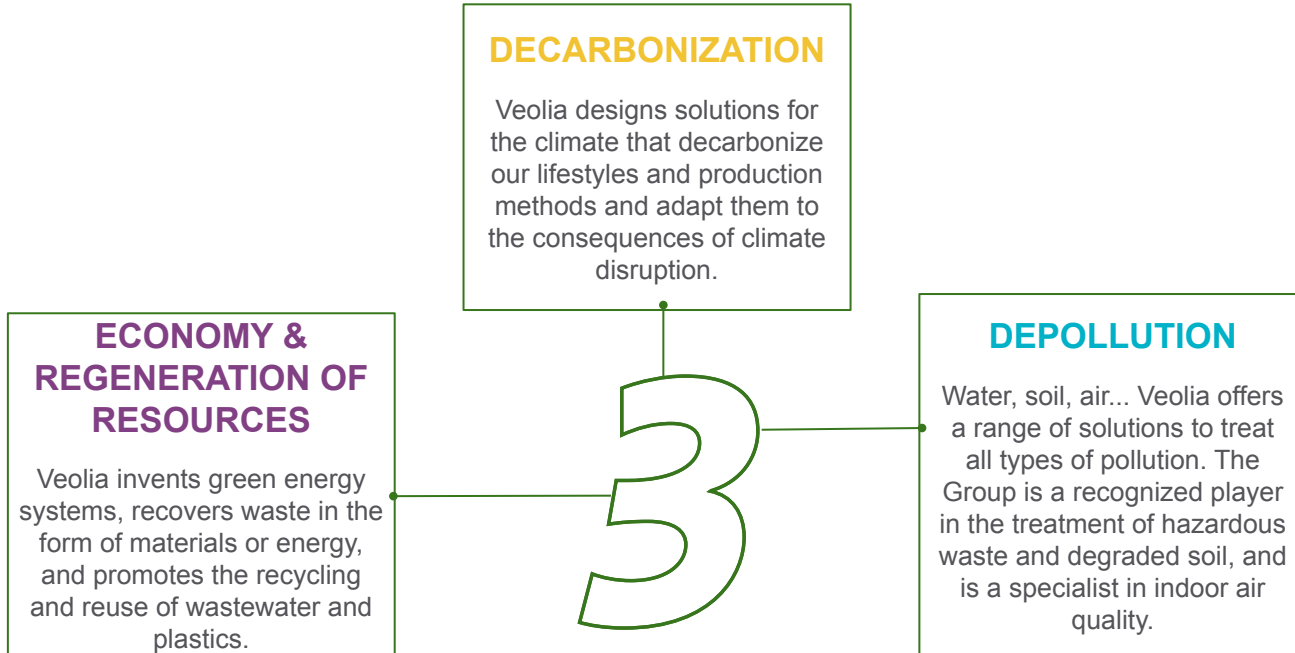
# WATER SECTOR CHALLENGES



# STRATEGIC PLAN 2024-27: LEARNING APPROACH

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How to develop water skills?  
How to develop energy skills?  
How to develop Decarbonization skills?





# Expert diploma in Management Development in Sustainable Businesses

## PROFILE

Management and Executive. Regional business director

## SKILLS & COMPETENCES

Produce sustainable products and services

Business model transformation

Environmental awareness

Sustainability management policies

## KNOWLEDGE

Climate change

Circular economy

Capital and natural resources management

Sustainable business

## PARTNER

Barcelona School of Management [UPF University]

The screenshot shows the website for the Postgraduate Course in Executive Development in Sustainable Business at the UPF Barcelona School of Management. The header includes the UPF logo and navigation links for Masters, Postgrad courses, Courses, and Faculty and research. The main content area features an aerial photograph of a river and forest, with the course title and two buttons: 'APPLY FOR ADMISSION' and 'REQUEST INFORMATION'. Below the main image is a breadcrumb trail: 'UPF-BSM > Postgraduate courses > Postgraduate Course in Executive Development in Sustainable Business'. A navigation menu is visible with tabs for Overview, Curriculum, Faculty, Methodology, Professional Future, and Admission and enrolment. The main text describes the course as a program for an international audience, aimed at managers and executives of organizations whose responsibility is to generate value in the environment of the Green Transition, as well as professionals interested in the development of sustainable businesses or environmental management. At the bottom, there are three tabs: Leadership, Sustainability, and Ethics.

# Specialized technical Water training

## PROFILE

Technical and management.  
Operational engineer. Head of process,  
Water treatment engineer

## SKILLS & COMPETENCES

Circular economy in water plants

Operate a water plant efficiently

Climate adaptation for water resources

## KNOWLEDGE

Climate change and its impact in the water cycle

Nature based solutions in the water cycle

Water reuse

## PARTNER

School of Water



ESCUELA DEL AGUA

Alumni Campus Nerexa ES

## Formación Continua

Aprendizaje a lo largo de toda la vida



GRATUITO



SEMINARIO

**Gestión Sostenible de Aguas Residuales en la Economía Circular: Enfoques y Soluciones**

GRATUITO



SEMINARIO

**Abordando la Emergencia Climática y su Impacto en el Ciclo del Agua: Enfoques Prácticos y Soluciones Innovadoras**

GRATUITO



SEMINARIO

**Eficiencia en la Operación de Plantas de Desalación por Ósmosis Inversa: Prácticas Avanzadas y Soluciones Innovadoras**

# Specialized technical regulation training

## PROFILE

Technical

## SKILLS & COMPETENCES

Advice on carbon emissions reduction

lead the sustainability reporting process

Mesure company sustainability performance

Understanding energy management

Understanding energy market

## KNOWLEDGE

Regulatory framework

ESG

Environmental policy






Sustainable finance

## PARTNER

Climate School



## Regulation School

-  EU Sustainable Finance Framework 0 %
-  Introduction to EU Taxonomy 0 %
-  Putting the EU Taxonomy into Operation 0 %
-  SFDR: Level 1, Financial Service Providers 0 %
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# Fresco: Climate Collage

## PROFILE

All employees from executives to operators

## SKILLS & COMPETENCES

Environmental awareness

Collective intelligence

Cause-effect links of climate change

Company environmental commitments

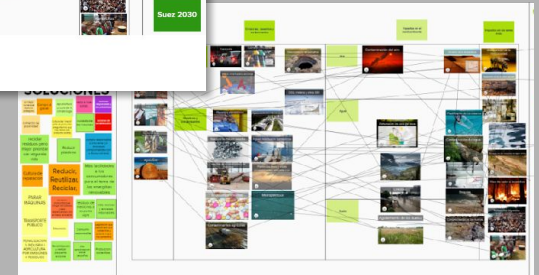
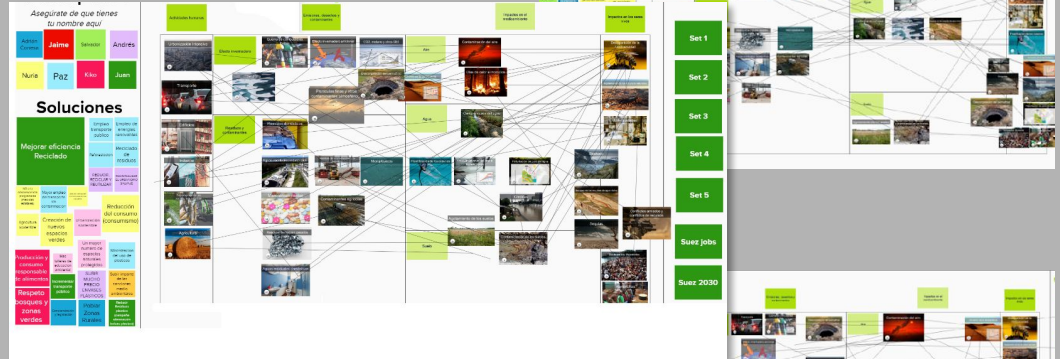
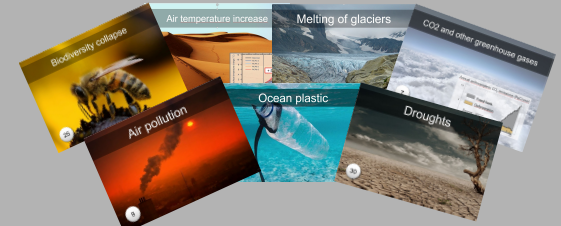
## KNOWLEDGE

Climate & environmental crisis

Company' ecological solutions

## PARTNER

Collage du Climat





# CONCLUSIONS

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- The **Learning Department** is a key element to promote the company's strategy by guaranteeing that workforce are prepared through upskilling and reskilling.
- Implement competence **assessment process** in the profiles and implement **learning path** in profiles.
- Continuous training and specific development programs can reduce the skill gaps.
- **Communication**: inform the workforce by an understanding of the skills the organization needs to execute its strategy.

THANK YOU



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