



**Naomi Timmer – H2O People  
European Junior Water Programme**

**SPIRE-SAIS FINAL CONFERENCE, 23 MAY 2024**



# Skills Alliance for Industrial Symbiosis (SAIS)

## A Cross-sectoral Blueprint for a Sustainable Process Industry (SPIRE)

### EU Programme: ERASMUS+ “New Skills Agenda”

- Duration: January 2020 - December 2023
- Funding: 4 Mio Euro
- 24 Partners + 13 associated partners
- Already 25 funded sectoral blueprints

### Key components of SPIRE-SAIS:

- Build on existing SPIRE coordination, projects and activities
- **Cross-sectoral approach, covering all the SPIRE energy intensive industry sectors**
- Sector associations as central communication and dissemination intersection



 Co-funded by the  
Erasmus+ Programme  
of the European Union

# Blueprint for Human Centric development program for SKILLS4Planet

Blueprint for new training programs based on H2O People / European Junior Water Programme concept to support an integrated, human centric, capacity building program for the next generation IS/EE specialists in EI Industries.

- ▶ Goal: To grow and empower SKILLS4Planet community by creating an integrated capacity building and training program open and accessible for all sectors
- ▶ Programs that connect integrated approach on social learning, connecting individual personal and professional development and organizational needs and strengths.
- ▶ Focus target group: young/ next generation leaders within the Industry (intergenerational approach connection with existing senior professionals)

# The H2O People integrated approach to capacity building



## The Three Pillars of EJWP



Knowledge creation and transfer: masterclasses on European policies, cooperation, and primary water challenges - including local water projects of participating organisations



European network opportunities through EJWP community building: integration in Water Europe, EJWP Ambassadors, and event participation



Personal and professional skills development in international teams: emphasis on cultural awareness and diversity cooperation in projects.

Our Water Future Starts Here!



## The Three Pillars of BIT



Knowledge creation and transfer



Network opportunities EJWP & community of peers



Personal and professional skills development in international team



### Young Professionals

- 2-10 years of working experience
- <40 year
- All disciplines of the water sector

### Integral leadership programme

- Professional & Personal Training programme
- Masterclasses
- Local water projects

### European Network

- Participants / peers from all over Europe
- Introduction in Water Europe
- Ambassadors programme

### 2 Year Part-Time

- Hybrid
- 8 Training Weeks
- 1 day per week

### Mid/Seniors Professionals

- Over six years of working experience
- All disciplines of the water sector

### Integral leadership programme

- 5 professional training days (2 online / 3 face-to-face).
- 3 guided InterVision (Peer Coaching) sessions online.
- Innovation sprints on your cases.

### European/International Network

- New networks within a community of peers

### 8 days

- 2 days online training & 3x2 hr online
- 5 days of face-to-face programme in NL (can be split in 2 sessions)





## Professional Training Programme

The professional skills and personal development pillar is an extensive training programme for the purpose of working together in transnational teams and developing cultural awareness.

This programme part takes 16 full days of the programme. The trainings are developed and given by Jennifer Cronick and are given throughout the two years on- and offline.

In the training programme the different learning goals in creating leadership in the European Water Sector is central.

Therefore, we focus on five different levels;

- Personal development
- Cooperation Skills development
- Management Skills development
- Leadership Skills development
- Future Century Skills Development



## Professional Development Trainings

-  **Advanced leadership strategy**
-  **Inclusive teambuilding for impact**
-  **Leading in the unknown and volatile**
-  **Leading through complexity**
-  **Dealing with situation emotions**



Ride the Wave of Blue Innovation!



# Criteria EJWP Projects

## REAL CASES

All clients can ask a real question to the group from their perspective.

Diverse questions throughout all perspectives of the sector

## QUARTER

The Team works for a quarter, ca. 1 day per week as a team on the project.

The kickoff and presentation of the project during training weeks

## DIVERSITY

The team members have different backgrounds and one of the goals is to learn from and with each other

## SAFE SPACE

The projects create a safe space to practice working in a diverse and international team.

All projects are evaluated and taken as examples in the trainings and InterVision

## EMPOWERMENT

All participants will be project leader in one of the projects to train different roles in project management.

Creating an unique network throughout the value chain of water

## INSPIRATION

Creating a better understanding and cooperation network for the future.

Enjoy the fun of international collaborations

**The result is that young professionals and their organization will become ready for the uncertain future to come in a positive and innovative way.**

**Learn from and with other organizations on local issues around Europe and connecting them to the European Framework.**

**Our Water Future Starts Here!**

## Dreaming Big:

# Blueprint for Human Centric development program for SKILLS4Planet = 4 programs

1

Blueprint Design  
**Integration**  
**SKILLS4Planet Expert**  
**program** in existing  
EJWP program  
*(Participant based)*

2

Blueprint Design  
**European Junior**  
**SKILLS4Planet Expert**  
**Program** *(full 2-year*  
*part-time program)*

3

Blueprint Design  
**European Junior**  
**SKILLS4Planet Expert**  
**Bootcamp** *(2-4 days*  
*around conferences &*  
*events)*

4

**Blueprint Design**  
**SKILLS4Planet**  
**Innovation Track**, for  
advanced leaders *(8*  
*days in 3-6 months)*



## CONNECT WITH US !

Know more on how we empower  
Young European Water Professionals on  
our social media platforms.

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