



## T1.4. Annex 1. Talent Pass Trainings round #2. Trainings blueprint



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Circulation



Build Excellence in  
the Circular Economy



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## Knowledge and Technology Transfer & Sustainability Blueprint [October 2026–January 2027]

The Talent Pass training process follows the **route**: needs analysis –trainers’ assignment – trainees’ selection – curricula development – interactive training.

### Purpose & Objectives

- To develop a critical mass of human resources by up-skilling, re-skilling, and **transferable knowledge circulation** in the circular economy framework;
- To enhance employability and **sustainable career prospects** within a dynamic innovation ecosystem for R&I talents;
- To enforce research, entrepreneurial, managerial, **up-skilling** and **re-skilling** training.

### Target Audience

The training sessions are primarily intended for researchers, innovators, and other R&I talent [management, administrative, technical staff] from widening countries’ partners [ICMPP; ECOIND; IST-ID; NIC; Chimcomplex] and will be delivered by trainers from the non-widening partners [OpenCom, ITECAM and Farplas].

### Background & Needs Assessment

A recent training needs analysis [234 questionnaires completed by ICMPP; ECOIND; IST-ID; NIC; Chimcomplex staff members] identified **Knowledge and Technology Transfer (KTT)** and **Sustainability** as two priority areas for development, with basic-to-intermediate proficiency levels and a very high interest in up-skilling, re-skilling, and continuous learning.

It underscored the **need for** a phased training strategy tailored to different skill levels and the preference for hybrid formats, short sessions, and active training methodologies.

### Training Methodology & Delivery Mode

**Instructional approach:** instructor-led (inquiry-based, learner-centred) & blended approaches. Tailored, comprehensive, diversified training materials are considered.

**Online** (at your Home Institution) and **hybrid** (online + on-site, at **Farplas, Türkiye**) formats are foreseen, based on trainers’ and trainees’ selection results and hands-on/flexibility needs.

**Timeline:**

- Application open for trainee candidates: 2–12 October , 2026;
- Trainees' selection: 12–18 October , 2026;
- Trainings: 9 November–18 December, 2026;
- 2–4 days per training module; 2–4 hours/day;
- Feedback mechanism: December 2026;
- Accreditation: January 2027.

**Content Outline & Curriculum Design**

The second Talent Pass training round (October 2026–January 2027) addresses the major topics of **Knowledge and Technology Transfer (KTT)** and **Sustainability**.

The curriculum of each training topic was designed into **several modules**, further broken down into **specific lessons or units**. Their key topics and content outline are presented below.

**Sustainability**
**Module S.1– Foundations of Sustainability, ESG and Policy Frameworks**

**Trainer:** Raúl Mompó Curell

**Date:** 9–11 November 2026

**Format:** online

**Lesson 1.1.0 – Sustainability, ESG and SDGs: key concepts and connections**

Main topics: sustainability; ESG; DNSH; SDGs; sustainability in research and innovation projects.

**Lesson 1.1.1 – European policies, regulations and standards**

Main topics: EU policies and regulations; Green Deal; EU Taxonomy; compliance literacy; sustainable materials and technologies.

**Lesson 1.1.3 – Sustainability assessment and impact measurement**

Main topics: environmental assessment and monitoring; impact measurement; Life Cycle Assessment; core sustainability frameworks; sustainability impact in EU proposals.

**Lesson 1.1.4 – Communicating sustainability and avoiding greenwashing**

Main topics: greenwashing; sustainability communication; sustainability claims; sustainability proposals and products; policy and regulation for sustainable development.

**Module S.2 – Eco-innovation, Circular Economy and Sustainable Production Systems**

**Trainer:** Carlos Miralles Sánchez

**Date:** 16–19 November 2026

**Format:** online

**Lesson 1.2.1 – Eco-innovation and sustainable technologies**

Main topics: eco-friendly technologies; sustainable materials and technologies; new technologies and innovations on sustainability; efficient manufacturing

**Lesson 1.2.2– Circular economy and circular design**

Main topics: circular economy; circular design; local zero-waste value chains; design thinking for sustainability.

**Lesson 1.2.3 – Industrial transition and green energy systems**

Main topics: industrial symbiosis; energy, green H2 and e-fuels; green materials; sustainable management and talent retention.

**Lesson 1.2.4 – Sustainability in business models and R&I pathways**

Main topics: gap from research to business; sustainability proposals and products; making R&I green and sustainable; resilient and sustainable production systems.

**Module S.3 – Transversal Skills for Sustainability**

**Trainer:** Stefano Armenia

**Date:** 12–13 November 2026

**Format:** online

**Lesson 1.3.1 – Systems thinking and problem framing**

Main topics: systems thinking; problem framing; environmental, social and economic interdependencies.

**Lesson 1.3.2 – Critical thinking and sustainable decision-making**

Main topics: critical thinking; scenario assessment; trade-off analysis; impact-oriented decision-making.

**Lesson 1.3.3 – Co-design and multi-stakeholder collaboration**

Main topics: communication; workshops; citizens' engagement; design thinking; stakeholder and community engagement.

**Lesson 1.3.4 – Emerging skills and the future of sustainability**

Main topics: what comes after sustainability; are we really sustainable; taxonomy literacy; from compliance to transformation.

## Knowledge and Technology Transfer

### Module KTT.1 – Go-to-Market, Commercialisation and Entrepreneurship

**Trainer:** Yavuz Emre Yağcı

**Date:** 15–16 December 2026

**Format:** hybrid

#### **Lesson 2.1.0 – From research results to the market**

Main topics: gap from research to business; technology transfer models; technology readiness assessment; scale-up technologies and products.

#### **Lesson 2.1.1 – Commercial evaluation and market potential**

Main topics: commercial evaluation; TRL and market potential; market scouting; market study for products.

#### **Lesson 2.1.3 – Academic entrepreneurship and value creation**

Main topics: entrepreneurship; good practices of spin-off; academia-industry co-creation; choosing talents from researcher to CEO.

#### **Lesson 2.1.4 – Funding, investment readiness and pitching**

Main topics: funding and investment; pitching ideas; opportunity assessment and valuation; KTT strategies for European projects.

### Module KTT.3 – Communication, Marketing and Valorisation of New Technologies

**Trainer:** Kadir Ceran

**Date:** 17–18 December 2026

**Format:** hybrid

#### **Lesson 2.3.1 – Communication, dissemination and exploitation**

Main topics: dissemination vs communication vs exploitation; open science and knowledge dissemination; digital tools for increasing research visibility and outreach.

#### **Lesson 2.3.2 – Innovation marketing for new technologies**

Main topics: innovation marketing; commercial evaluation; market potential; technology positioning

#### **Lesson 2.3.3 – Stakeholder engagement and ecosystem building**

Main topics: stakeholder mapping; stakeholder engagement; fundamentals of innovation ecosystems; academia-industry co-creation

**Lesson 2.3.4 – Pitching, storytelling and value communication**

Main topics: pitching ideas; communicating research impact; technology transfer narratives; valorisation and market uptake

**Post-training Details****Feedback Mechanism**

A feedback mechanism will be implemented for both trainers and trainees to identify training improvement pathways in response to the evolving needs of the community. It will use targeted, mid- and/or post-session tools: (i) direct and informal interaction tools; (ii) targeted, online, anonymous surveys (10-15 questions).

**Accreditation**

Each trainee who completes training on a specific topic (including all modules) will receive a **certificate of participation**.

Each trainee who completes a specific training module will receive a proof letter confirming their participation.