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SKILLS4WATER

# OUTLINE INNOVATIVE TRAINING PROGRAMME

FOR THE SKILLS4WATER PARTICIPANTS AND CONNECTED TARGET GROUPS

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## List of Abbreviations and Acronyms

| Abbreviation/Acronym | Meaning                                                            |
|----------------------|--------------------------------------------------------------------|
| ACEEU                | Accreditation Council for Entrepreneurial and Engaged Universities |
| EJWP                 | European Junior Water Programme                                    |
| HEI                  | Higher Education Institutions                                      |
| PES                  | Personal skills                                                    |
| IPS                  | Interpersonal skills                                               |
| SIS                  | Situational skills                                                 |
| UCA                  | University of Cadiz                                                |
| UGAL                 | University of Galati                                               |
| UNI                  | University of Nis                                                  |

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## Executive Summary

The **Innovative Training Programme** is a strategic initiative within **SKILLS4Water** aimed at integrating soft skills development into higher education for the water sector. Designed for young professionals from different organizations and background the programme addresses the growing demand for professionals equipped not only with technical expertise but also with essential interpersonal, personal and situational skills, the soft skills of the future of HEIs in water.

Rooted in the methodology of the **European Junior Water Programme (EJWP)**, the training programme spans four intensive training weeks hosted across Europe—in Serbia, Belgium, Germany, and Romania. Each session combines soft skills training, networking, and knowledge exchange, fostering a collaborative and socially enriched learning environment.

The programme structure includes:

- **Personal and Professional Development:** Focused on leadership, communication, resilience, and conflict management.
- **Knowledge Exchange and Creation:** Through masterclasses, field visits, and collaborative project work.
- **Networking:** Engagement with stakeholders, multiplier events, and integration into the broader EJWP and Water Europe communities.

Participants are selected through a decentralized process by partner institutions, ensuring alignment with individual and institutional needs. The programme emphasizes continuity and intergenerational learning, encouraging participants to reflect on their growth and apply their skills in real-world contexts.

By empowering young professionals and fostering innovation, SKILLS4Water contributes to building a more resilient, collaborative, and sustainable European water sector using the power of soft skills.



## 1. Introduction

The Innovative training programme for participants of SKILLS4Water and connected target groups is designed to empower students and young professionals in the water sector by equipping them with essential soft skills. This innovative training programme is based on the European Junior Water Programme (EJWP) and its community, aiming to integrate these skills into higher education curricula. By fostering innovation and leadership within the European water industry, SKILLS4Water seeks to address the growing need for skilled professionals capable of navigating the complexities of the water sector.

The programme brings together 3 young professionals per HEI and 2 participants from ACEEU and H2O People participating in the SKILLS4Water consortium and connected target groups per training week. The participation from the different partners results in a diverse group of young experts to create a social learning environment to execute the innovative training programme. This collaborative approach ensures that participants not only gain technical knowledge and supportive community but focusses on the development of critical soft skills such as communication, teamwork, and problem-solving. These skills are identified as essential for their personal career paths but are also essential for driving innovation in their teaching and collaborative practices and promoting sustainable practices within their institutions and the overall water industry.

Through its community-driven approach, SKILLS4Water leverages the strengths and experiences of the EJWP network to provide participants with real-world insights and practical knowledge. This connection to a broader community of water professionals enhances the learning experience and fosters a sense of belonging and collaboration among participants.

For the SKILLS4Water Innovative Training Programme the EJWP framework is used to create an integrated approach among; networking, collaborative work environment and practice, and personal & professional development training (soft skills). In a concept of 4 co-created training weeks at host institutions (1. UNI, Nis, Serbia, 2. H2O People, Brussels, Belgium, 3. ACEEU, Munster, Germany, and 4. UGAL, Galati, Romania). Each week lasted for 3 days of which 2 days were dedicated to soft skills training and the 3rd day to connect them to broader target groups, stakeholders and scientific and innovative topics in the (local) water sector.

In summary, the SKILLS4Water training programme represents a significant step forward in preparing the next generation of water professionals in an integrated social learning and innovative training approach. By focusing on the development of soft skills and leveraging the strengths of the EJWP community, the programme aims to create a more innovative, resilient, and sustainable water sector in Europe.

## 2. Design of the programme & selection of candidates

At the kick off meeting of the project in Romania, February 2024, the design process of the programme & call for participants from the partner organisations was launched. H2O People presented the draft outline and goals of the programme as well as a call text and possible procedure. Each organization was free to adapt the call to their internal procedures for selection of participants. Based on the selection Naomi Timmer from H2O People and manager of the training programme conducted A4.1.1, interviews with partners and participating young professionals to understand their requirements and strengths in the period February – March 2024. This step was crucial as it ensures that the programme is tailored to the actual needs of the participants, aligning with the comprehensive needs assessment (A2.1). The personal interviews and connections with participants was continued in the training weeks face-to-face, as well via the community hub and in preparation tasks for each training week (see preparation outlines per training week).



Figure 1: Presented Draft Programme KM February 2024

### Profile of your participants

As part of the SKILLS4Water project we offer, 3 participants from each HEI consortium partner/ 2 for the other partners, the opportunity to experience this innovative training program. To make the connection not only with higher education, but also an empowering Life Long Learning program for young professionals of different types of organizations. To better understand the dynamics and needs for soft skills working in water, learn about collaboration opportunities and styles and experience not only the knowledge transfer opportunities, but also the effects of personal and professional skills development and how to apply it in your daily work.

Therefore, we would like to invite 3 of your young professionals (2-10 years of working experience), who are eager to learn and collaborate and open to new experiences. Out of the 3 participants inter-generational learning and participants are welcome, the focus of the program is on the young professionals.

If they would like to know more about the full programme, there is the opportunity to join our general February 27<sup>th</sup> at the Webinar on EJWP and the impact of Inter-Cultural Communication, 13.00-14.00h CET online and / or check out the website [www.juniorwaterprogramme.eu](http://www.juniorwaterprogramme.eu).

The EJWP programme has an integrated approach towards skills development combining three pillars: Personal & Professional Development, Knowledge Exchange & Creation, and Networking (see figure 2).

The Personal and Professional Skills Development parts of the programme were selected from the EJWP 2-year programme list in the proposal writing phase based on the need an enquiry of participating consortia members and advise on programme design of H2O People. Following the initial development phase, A4.1.2 involved synthesizing and upscaling the findings from face-to-face events and the Deliverables from the other WPs. These events provide valuable insights and feedback, which are then integrated into the programme to enhance its effectiveness and reach. The synthesis process ensured that the programme remained dynamic and responsive to the evolving needs of the participants.

The Network opportunities were especially integrated into the first training weeks. To maximize the impact and dissemination of the programme's results, A4.1.3 focused on the development of two multiplier events in combination with the first two training weeks in Nis, organized by UNI and Brussels, organized by H2O People, EJWP and Water Europe community. Multiplier events are meant to support the project outputs and dissemination and inclusion of stakeholder and within the programme they were designed to reach connected target groups and stakeholders, sharing the outcomes and benefits of the training programme. By engaging a broader community, these events also helped to amplify the programme's reach and foster a wider adoption of innovative practices within the water industry.

And finally, the knowledge creation & transfer component was supported throughout the training week with field visits, masterclasses and integration of the SKILLS4Water project meetings and discussions.

Overall, this concluded in four integrated and highly effective training weeks in which overall empowerment and support of the development of the participants played a key role. In the chapters 3-6 you can find an outline of each training week. The added value of the training programme was most supported by a certain level of continuity and learning journey of the participants following all 4 training weeks and interacted in the full programme.

**Met opmerkingen [NC1]:** Consider briefly defining or contextualizing the term "multiplier events" for clarity.

**Met opmerkingen [NC2]:** is repeated twice in the same sentence, which affects readability.

**Met opmerkingen [NC3]:** Perhaps this abbreviation can be also added to the list?

## 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!

Figure 2: Three pillars of EJWPs Integrated approach



### 3. Outline Week 1: UNI, Nis, Serbia

#### 1. Preparation by the participant

Preparations for week 1 started with an invitation letter to all participants (see annex 1) and integration into the Community Hub (at Microsoft 365/ Teams and HowSpace). Used throughout the programme to communicate and share information, preparations, developments and results.

In preparation of the training Personal Leadership, I would like to ask you to prepare with a few actions.

1. **Please watch the following two short videos.** They are summaries of Stephen Covey's best seller The seven habits of highly effective people. Part one of the summary: <https://www.youtube.com/watch?v=WFc08j9eorQ&list=PLWWZzFleFv3n8A3AOmTWUg8YgSSVgnyCI&index=1>  
Part two on the summary: <https://www.youtube.com/watch?v=5LbCRx1UbWY&list=PLWWZzFleFv3n8A3AOmTWUg8YgSSVgnyCI&index=2>
2. Preparation: **Presentation of your Life Story**  
Prepare a presentation of a maximum of 10 minutes in which you can share a story about yourself, coming from the answers on the questions below. It doesn't have to be a 'good' or 'nice' story. As long as it is authentic.

**Please bring three pictures (can be in PPT) from the time that you were:**

- A) a child of around 7/8 years old
- B) a teenager of around 14/15 years old
- C) a recent picture that resembles your idea of who you are now.

They can be hard copies of the original, or in a digital PPT. They can show other family members or friends, depending on how you want to use them in your story.

*Please reflect on the following questions and think of how they fit into your life.*

- *What kind of a child were you? How would you describe yourself back then, or how would your parents describe you?*
- *What was your position in your family (siblings, parents, many or few family members?)*
- *What kind of a role did they have in your life, and you in theirs?*
- *What did you enjoy doing when you were a child? What were you good at doing?*
- *What was important for you when you were a child?*

*Please answer the same questions for when you were a teenager, and now.*

What do you see as the main thread in the story of your life, looking at your roles, your qualities and your values and your choices?

3. **Watch videos:** Ted Talk: [Your personality and your brain](#) & You tube video: [Social styles](#)

## 2. Agenda training week

PROGRAMME - EJWP7

Nis, Serbia, 12-14 March 2024

|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12-14<br>March<br>2024 | <p><b>Location: Univ Nis (UNI) – Serbia</b><br/> <b>Rectorate building (city centre), Univerzitetski trg 2, 18000 Nis.</b><br/> <a href="#">SKILLS4WATER WK1 Innovative Training Programme EJWP7</a></p>                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Tue 12/03</b>       | <p>09.00h Welcome &amp; registration by UNI<br/> 09.15h Welcome - Get to know each other &amp; Check In, by Naomi Timmer<br/> H2O-People/ EJWP<br/> 10.15h Introduction EJWP/ training programme by Naomi Timmer</p> <p>11.00h Training (Inter Personal) Communication – Part 1. Personal Leadership,<br/> by Naomi Timmer, H2O-People</p> <p>13.30h Training (Inter Personal) Communication – Part 2. Communication, by<br/> Naomi Timmer, H2O-People</p> <p>15.30h Training (Inter Personal) Communication – Part 3. Communication<br/> Styles, by Naomi Timmer, H2O-People</p> <p>17.00h Check out Day 1</p> |
| <b>Wed 13/03</b>       | <p>09.00-12.30h Training Inter Cultural Communication and making diversity<br/> work part 1, by Naomi Timmer, H2O-People</p> <p>13.30-15.30h Training Inter Cultural Communication and making diversity<br/> work part 2, by Naomi Timmer, H2O-People</p> <p>16.00-18.00h <b>InterVision</b> – Peer Coaching<sup>1</sup>, introduction to the methodology<br/> by Naomi Timmer, H2O-People</p>                                                                                                                                                                                                                  |
| <b>Thu 14/03</b>       | <p>09.00–11.30h Field Trip "Medijana" Water Factory, Water Company</p> <p>12.00-14.30h Multiplier Event: Round Table – Added benefits of European<br/> Projects for Soft Skill Development</p> <p>15.00-16.00h Project Meeting</p> <p>16.00-16.30h Check out &amp; closing training</p>                                                                                                                                                                                                                                                                                                                         |

**Met opmerkingen [NC4]:** The term might need a brief explanation or a footnote for readers unfamiliar with the concept.

<sup>1</sup> The InterVision/ peer-to-peer coaching methodology is part of the collaborative skills development toolkit within H2O People and EJWP. InterVision is a structured consultation of a small group of equal professionals. In other words, it is peer coaching to support peer review as a way to sharpen professional expertise and to boost personal performance.

### 3. Additional information

The multiplier event titled *"Added Benefits of European Projects for Soft Skill Development"*, held on March 14, 2024, in Niš, Serbia, was a key dissemination activity as well part of the integrated approach of the innovative training programme within the Erasmus+ project *SKILLS4Water* (2023-1-RO01-KA220-HED-000160511). The multiplier event gathered 39 participants and included three thematic round tables focused on advancing soft skills in the water sector, upscaling green skills across industries, and exploring trends in work and process safety in the EU. These discussions were enriched by contributions from academic, governmental, and industry experts, highlighting the value of cross-sectoral and international cooperation in developing future-ready professionals. A full report of the event can be found in annex 2.



Figure 3: Selection of Pictures training week 1



## 4. Outline Week 2: H2O People, Brussels, Belgium

### 1. Preparation by the participant

In the training of Tuesday we will prepare ourselves for the Water Innovation Europe event, by focussing on the topic of Introducing yourself and Networking.

There is no preparation needed for this part of the training week.

On Wednesday we will deep dive into **Dealing with conflicts**. How to deal with conflict as being part of the issue at hand, or as a third party. Depending on the degree to which you have to intervene as a third party, we will also go into that. So:

1. Please deliver a short case description for either:
  - > managing a conflict as part of a conflict
  - > managing a conflict as third party (mediation)

Describe:

- > Your challenge.
- > Your objective.
- > Parties involved.
- > Something about the dynamics and why it is considered a conflict.

Max of 1/2 A4 please send to Jennifer

On Thursday Naomi will facilitate the topic of **Personal Resilience and Agility** with you.

The preparation for that is to watch the following two videos:

Fixed versus growth mindset: [https://www.youtube.com/watch?v=KUWn\\_TJTrnU](https://www.youtube.com/watch?v=KUWn_TJTrnU)

Navigate and embrace change, Simon Sinek <https://www.youtube.com/watch?v=pUmTQ-86-YI&t=2s>



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## 2. Agenda training week

PROGRAMME - EJWP 4 & 7

Brussel, Belgium: 17-21 juni 2024

18-20 June 2024 **Location: Water Europe / H2O People, Brussels  
Bluepoint, Brussels**

|                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Tue 18/06</b>                                           | <p>09.00-12.00h Training Collaboration and Networking, Jennifer Cronick &amp; Naomi Timmer: InterVision methodology 2 groups</p> <p>13.00-14.00h Meet &amp; Greet <i>Veronica Manfredi</i>, Director for Zero Pollution, Water Innovation Europe</p> <p>14.00-16.30 <i>New Waves Festival 2024</i>: 5 year Human Capital at Water Europe - Celebrating achievements, dreaming of the future! – See programme in additional information. (Multiplier Event)</p> <p>16.45-17.45h Meet Up &amp; Masterclass <i>How does 'it' work?</i> of Bertrand Vallet, European Commission</p> <p>19:00 Drinks &amp; Informal networking dinner Water Europe, Water Innovation Europe</p> |
| <b>Wed 19/06</b>                                           | <p>09.00-17.00h <b>Training Conflict Management</b>, <i>Jennifer Cronick</i><br/><a href="#">EJWP7 Conflict management</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Th 20/06</b>                                            | <p>09.00-12.00h <b>Training Personal Resilience &amp; Agility</b> by Naomi Timmer<br/><a href="#">EJWP7 Personal Resilience and Agility</a></p> <p>12.00-14.00 Lunch Meet &amp; Greet Masterclass Luisa Prista</p> <p>14.00 Field Visit European Parliament</p>                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Fr 21/06<br/>(optional<br/>SKILLS4Water/<br/>EJWP7)</b> | <p>09.00-12.00h <b>Digital field trip</b><br/>Masterclass Digital Twins, Thibault Moreels<br/>VR Tour De Watergroep</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

### 3. Additional information

The second multiplier event of the Erasmus+ project *SKILLS4Water* (2023-1-RO01-KA220-HED-000160511), led by H2O-People B.V., took place from June 18, 2024, in Brussels, Belgium, alongside the Water Innovation Europe Conference. This event marked the second training week of the SKILLS4Water Innovative Training Programme and brought together participants from SKILLS4Water, EJWP4 participants, Working Group Human Capital and other members of Water Europe.

The multiplier event was organized in the form of a workshop and side event of Water Innovation Europe, 2024: *New Waves Festival 2024*, celebrating five years of the Human Capital Working Group and the European Junior Water Programme. Participants engaged in workshops on personal leadership, Lego Serious Play, extended reality in water management, and building resilient workspaces. They also had exclusive sessions with EU policy leaders, including a Meet & Greet with Veronica Manfredi and a masterclass by Bertrand Vallet. The Workshop fostered synergies between European projects such as WATERLINE, SPIRE SAIS, and SKILLS4Water, emphasizing the importance of soft skills and a human-centric approach in the water sector. The festival concluded with reflections from key figures including Executive Director Durk Krol of Water Europe and Dr. Ira Simionov, project coordinator from UGAL. Report in Annex 3.



Figure 4: Selection of pictures training week 2

## 5. Outline Week 3: ACEEU, Munster, Germany

### 1. Preparation by the participant

Dear SKILLS4Water

In two weeks' time we will meet for the 3rd training week at ACEEU. We will have a packed a full 3 days again which need a bit of preparation to make it effective and efficient.

**For training day 1: Leadership the Basics**, I would like to ask you to

1. Read the enclosed article: WHY IS THE MOST OUTSTANDING PROFESSIONAL OFTEN A POOR MANAGER? (reference list)

**For training day 2: Collaboration & Co-creation** (we will focus on teamwork & cross boundary teamwork)

2. Please watch this video on (dys)functioning teams:  
THE 5 DYSFUNCTIONS OF A TEAM by Patrick Lencioni | Core Message  
[https://youtu.be/Ro0NBgHo\\_a8?si=TJrCqquKjbt35ivA](https://youtu.be/Ro0NBgHo_a8?si=TJrCqquKjbt35ivA)

and

3. Give some thought to what kind of challenges you face in working together in general, in your own team and specifically with inter-organizational teamwork. Bring thoughts/notes with you.

**And finally for Day 3: Collaborative Sprints for WP: 4** we will have an InterVision (for those who already have done it twice you know – for those where InterVision is a new methodology I will explain before starting, no worry!):

4. I would like to ask you to think in advance about a question you want to bring up for our InterVision Session. Since it is part of the Sprint, I would like us to focus on creating community/ engagement, but of course if you have any other urgent InterVision Topic, please bring it in!

In principle, everyone is expected to contribute something each time by bringing in a case. This deepens your relationships as you understand what occupies someone's mind and find recognition in these issues.

Ensure that the question you bring up:

- has vitality (you want to learn something about it, you are not done with it yet)
- is within your circle of influence (e.g., it is not just about the organization itself but about what you can do/influence within it)

Hope this all makes sense! If you have questions, please do not hesitate!

## 2. Agenda training week

### PROGRAMME - EJWP 4

Muenster, Germany: 19-21 November 2024

19-21 November 2024 **Location: ACEEU, Muenster, Germany**  
[SKILLS4WATER WK3 Innovative Training Programme EJWP7](#)

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Tue 19 Nov</b> | <p>09.00 Welcome &amp; Introduction ACEEU, Federica<br/>10.00 -12.30 Training Leadership the Basics, Naomi Timmer</p> <p>14.00-17.00 City Walk – including City Hall, Peace of Westphalia/ Field trip (guided by Federica, ACEEU)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Wed 20 Nov</b> | <b>09.00-17.00 Training Cooperation &amp; Co-creation, Naomi Timmer</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Th 21 Nov</b>  | <p><b>Innovative Sprints on WP/ TasksSKILLS4Water</b><br/><i>Goal: apply soft skills in project work</i></p> <p>09.00-11.30 Sprint WP5:<br/><b>Workshop, synergies &amp; future opportunities – WATERLINE/ SKILLS4Water – The future of HEI // Project proposals/ funding landscape, ACEEU</b></p> <p>11.30-12.30 <b>Sprint WP1: Working in projects – choices in Project Management, H2O &amp; UGAL</b></p> <p>13.30-14.45 Sprint WP3:<br/><b>Co-creation of plan to evaluate acquired soft skills by students, UCA setting the scene (max 10 min) &amp; H2O</b></p> <p>14.45 – 16.30 <b>Sprint WP4: Creating Community &amp; Engagement, methodology: InterVision – Team Coaching (Naomi)</b></p> <p>16.30-17.00 <b>Check Out (Naomi)</b></p> |



Figure 5: Selection of pictures training week 3



## 6. Outline week 4: UGAL, Galati, Romania

### 1. Preparation by the participant

Please be aware that the preparation for this training week will take about an hour and some creativity so don't start too late!

#### Preparation needs: Training Dealing With Complexity

- Please watch this video as a mental framework:

Complexity theory overview:

<https://www.youtube.com/watch?v=i-ladOjo1QA>

- Read the article: Leading Permanent Change: Leading permanent change\_MWanrooij.pdf
- And check the overview of System Mapping: System Mapping Overview.pdf

#### InterVision (Peer-Coaching)

- All prepare a case!
- If you want a bit more guidance on InterVision as methodology, please do read the guidelines (also in training info in this week's file and/or training 1), this also includes support what a good Case could be.

#### Preparations Day 3: My Personal Path, Creating Impact

During this last training day we are going to look back at the journey you went through in these four training weeks, as well that we will going to look forward and practice creating impact with networking.

In preparation of the looking back part, I would like to ask you to prepare a free format presentation to share with the others what you have learnt during these trainings. Think about content/ knowledge, skills, and your personal development. Go through your notes, mentally travel through the different locations, meetings, masterclasses etc. Looking back and taking it forward, what will you take into the future and how?

It's free format and highly appreciated to try to go beyond power points /prezi's or other standard presentation forms. Think about Use of music, theater, drawings, storytelling, dance, whatever! Since we are with a big group we have 10 minutes max per participant for the presentations and conversation/ Q&A afterwards, so make sure you can present in ca 5 minutes max.

## 1. Agenda training week

### PROGRAMME - EJWP 4

Galati, Romania: 1-3 April 2025

Location: Rexdan Vessel, UGAL, Galati, Romania

1-3 April 2025 [SKILLS4WATER WK4 Innovative Training Programme EJWP7](#)

|                    |                                                                                                                                                                                                                                                                                                                           |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Tue 1 April</b> | <b>Field Trip Day!</b><br>8.00 Welcome & Check in – Tour & visit Labs <b>Rexdan Research Vessel</b><br>9.00-17.30h Departure for field trip to <b>Jurilovca Fisherman Village</b> : <i>Including visits, guided tour on Connection with EU Projects &amp; Boat trip &amp; Local lunch</i><br>Dinner At REXDAN upon return |
| <b>Wed 2 April</b> | 09.00-14.30h <b>Training Dealing with Complexity, Naomi Timmer</b><br>14.30-17.00h InterVision (Peer-Coaching)<br>19.00 <i>Social Dinner at Alex</i>                                                                                                                                                                      |
| <b>Th 3 April</b>  | 09.00-14.45h <b>Training Creating Impact with the Innovative Capacity Building Programme, My Personal Path, Naomi Timmer</b><br>14.45h Closing training<br>15.00 Consortium Meeting SKILLS4Water<br>16.00h Closing week                                                                                                   |

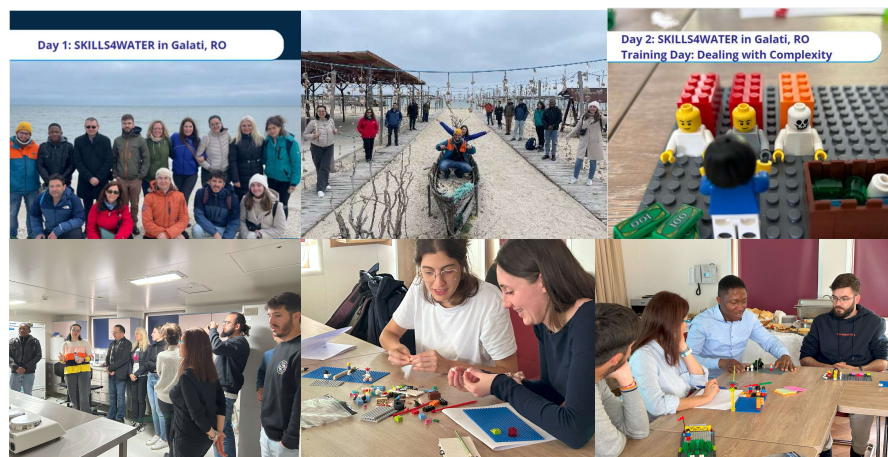


Figure 6: Selection of pictures training week 4



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## 7. Conclusions

The SKILLS4Water Innovative Training Programme has successfully demonstrated the value and impact of integrating soft skills into higher education for the water sector. Through four intensive and thoughtfully designed training weeks hosted across Europe—in Serbia, Belgium, Germany, and Romania—participants engaged in a dynamic blend of personal and professional development, knowledge exchange, and networking. The programme’s foundation in the European Junior Water Programme (EJWP) methodology ensured a holistic and community-driven approach, fostering not only individual growth but also inter-organizational collaboration and sector-wide innovation. Each training week was tailored to address specific soft skill areas such as leadership, communication, intercultural competence, conflict management, resilience, and dealing with complexity. The inclusion of InterVision (peer-coaching), field visits, and multiplier events further enriched the learning experience, grounding theoretical insights in practical, real-world contexts. The programme’s decentralized participant selection process and emphasis on continuity allowed for a diverse yet cohesive learning journey, reinforcing the importance of intergenerational learning and long-term engagement.

The outcomes of the programme highlight the critical role of soft skills in shaping a resilient, adaptive, and forward-thinking water sector. By equipping young professionals with the tools to navigate complex challenges and foster meaningful collaboration, SKILLS4Water contributes to a more sustainable and human-centric future for water management in Europe. The programme stands as a replicable model for other sectors and regions aiming to bridge the gap between technical expertise and essential human competencies in higher education.



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## ANNEXES

### Annex 1: INVITATION LETTER Training week 1

Dear all,

In SKILLS4Water we have a common goal in Advancing the Integration of Soft Skills in Higher Education for Water. As part of the project we will develop an innovative training program for soft skill development for young professionals working in the HEI and connected organizations (WP4). This training program, especially developed for SKILLS4Water based on the European Junior Water Programme ([www.juniorwaterprogramme.eu](http://www.juniorwaterprogramme.eu)) – now Group: EJWP7/ SKILLS4Water) will exist of four training weeks (3 days per session) at our different organizations for 3 participants per HEI and 2 for the other partners (ideally with consistency in participants). In collaboration with UNI, we are happy to invite your young professionals (our main focus group, but others also welcome) to the training week in NIS, Serbia from 12-14 March 2024.

#### Context: EJWP training week

The European Junior Water Programme is created as empowering programme for young professionals in the water sector. Learning together professional skills, share and create new knowledge and create a valuable network to become more impactful in your career. EJWP is a two-year part-time programme that makes it possible for young professionals to experience each other water and working environment and Water Europe events, by quarterly visits of one working week; a total of 8 modules. Within a training week 2 days are dedicated to an extensive professional and personal skills training programme. The other day is split for time for Masterclasses, field trips, and Multiplier Events. Of course, is there also time for a social programme to create closer connections.

The participants will not only connect in the programme with the EJWP7/ SKILLS4Water participants, but will also connect for example in the second week and in the online meetings with other EJWP participants & H2O-People community. In the program also the intergenerational approach of the Blue Innovation TrackL H2O-Peoples' Advanced Leadership Track will be integrated to support also inter-generational learning.

#### EJWP7 at SKILLS4Water program

- Training sessions include:
  - Soft Skills Development Training:
    - Week 1: Introduction to Interpersonal and intercultural communication skills – 12-14 March 2024 (Nis, Serbia)
    - Week 2: Leadership Basics and Personal Resilience & Agility – Week of 17th June, exact program to be confirmed asap (Brussels, H2O-People)
    - Week 3: Cooperation and co-creation, dates to be set asap (Munster, Germany)
    - Week 4: Conflict management and dealing with complexity, dates to be set (UGAL, Romania)
  - InterVision (Peer-Coaching) sessions
  - Community Building & Networking Events:



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- Week 1 & 2: Multiplier Event to share the key messages and findings as well as the participants' experience and network to a wider audience

### **Profile of your participants**

As part of the SKILLS4Water project we offer, 3 participants from each HEI consortium partner/ 2 for the other partners, the opportunity to experience this innovative training program. To make the connection not only with higher education, but also an empowering Life Long Learning program for young professionals of different types of organizations. To better understand the dynamics and needs for soft skills working in water, learn about collaboration opportunities and styles and experience not only the knowledge transfer opportunities, but also the effects of personal and professional skills development and how to apply it in your daily work.

Therefore, we would like to invite 3 of your young professionals (2-10 years of working experience), who are eager to learn and collaborate and open to new experiences. Out of the 3 participants inter-generational learning and participants are welcome, the focus of the program is on the young professionals.

If they would like to know more about the full programme, there is the opportunity to join our general February 27th at the Webinar on EJWP and the impact of Inter-Cultural Communication, 13.00-14.00h CET online and / or check out the website [www.juniorwaterprogramme.eu](http://www.juniorwaterprogramme.eu).

1 March 2024, 10.00-12.00h CET I invite all participants to an online Kick Off to already get to know each other and the program – to make the travel, preparations and arrangements a bit more easy!

Of each participant I would like to receive their names and contact details, CV/ short intro on experience and position, and short motivation on why you would like to join and what you would like and hope to learn.

I am looking forward to receive your participants details as soon as possible to start preparations.

Kind regards,  
Naomi Timmer

## Annex 2 SHORT REPORT ON MULTIPLIER EVENT Training week 1, Nis

### PROJECT INFO

|                          |                                                                        |
|--------------------------|------------------------------------------------------------------------|
| Project title            | Advancing the Integration of Soft Skills in Higher Education for Water |
| Project acronym          | SKILLS4Water                                                           |
| Project reference number | 2023-1-RO01-KA220-HED-000160511                                        |
| Funding scheme           | Erasmus+KA220-HED                                                      |
| Web address              | www.Skills4water.eu                                                    |
| Coordination institution | UNIVERSITATEA DUNAREA DE JOS DIN GALATI                                |
| Project duration         | 01 September 2023 – 31 August 2025                                     |

### DOCUMENT CONTROL SHEET

|                               |                                                                                                                                                                                                                                           |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Work package                  | WP4: Innovative Training Programme development and implementation                                                                                                                                                                         |
| Ref. no and title of activity | A4.1. Development of Innovative training programme<br>A4.1.2. Synthesizing and upscaling the findings of the face-to-face events.<br>A4.1.3. Development of two multiplier events to reach out to a large audience and share the results. |
| Title of deliverable          | Short report on Multiplier Event                                                                                                                                                                                                          |
| Lead institution              | H2O-People B.V.                                                                                                                                                                                                                           |
| Author(s)                     | Milan Gocić, Tamara Rađenović                                                                                                                                                                                                             |
| Document status               | Final                                                                                                                                                                                                                                     |
| Document version and date     | v02, 05/04/2024                                                                                                                                                                                                                           |
| Dissemination level           | International                                                                                                                                                                                                                             |

"Advancing the Integration of Soft Skills in Higher Education for Water" - SKILLS4Water (2023-1-RO01-KA220-HED-000160511) is an Erasmus+ project co-funded by the European Union as part of the cooperation partnership in higher education, which commenced on September 1, 2023, and will continue until August 31, 2025. This project, in addition to the team from the University of Niš (UNI) consisting of Prof. Dr. Milan Gocić from the Faculty of Civil Engineering and Architecture (FCEA), Prof. dr Snežana Živković, Prof. dr Dejan Vasović, Prof. dr Milan Protić, and Assistant Prof. dr Tamara Rađenović from the Faculty of Occupational Safety in Niš (FOS), also involves partners from Romania - "Dunarea de Jos" University of Galati (UGAL), Spain - University of Cádiz (UCA), Germany - Accreditation Council for Entrepreneurial and Engaged Universities (ACEEU), and the Netherlands - H2O-People B.V. The project coordinator is Dr. Ira Simionov from "Dunarea de Jos" University of Galati (UGAL) in Romania. The project's general objective is to enhance the integration of soft skills in higher education. The project includes developing an innovative training program to develop soft skills for young professionals working in higher education institutions and organizations in the field of water.

At the University of Niš, from March 12, 2024, to March 14, 2024, the first training week within the

Skills4Water Innovative Training Programme was held as part of the implementation activities of this project, attended by team members from partner institutions.

On the third day of the training program, after the lectures, participants visited the "Medijana" Water Factory, where they were acquainted with water treatment processes and equipment and the possibilities for future cooperation with the JKP "Naissus", which represents a special added value of the training.

On March 14, 2024, a multiplier event was organized with the theme "Added Benefits of European Projects for Soft Skill Development", aimed at promoting and strengthening the synergy of various international projects dealing with green, soft, or safety skills. Within this event, three thematically related round tables were organized:

Round Table 1: ADVANCING SOFT-SKILLS IN THE WATER SECTOR ACROSS EU AND BEYOND, moderated by Dr. Milan Gocić, FCEA, where the following projects were presented: SKILLS4Water, WATERLINE, iMERMAID, SMARTWB;

Round Table 2: UPSCALLING GREEN SKILLS ACROSS INDUSTRIES, moderated by Dr. Tamara Rađenović, FOS, where the following projects were presented: CRCLEcon, USEIPM, ESSEFT;

Round Table 3: STATE AND TRENDS OF WORK AND PROCESS SAFETY IN THE EU AND EASIEST WAYS FOR THEIR IMPLEMENTATION IN SERBIA, moderated by Dr. Dejan Vasović, FOS, where the following projects were presented: Safety4EU, SPIRES SAIS, DGTRANS, CSR in 4.0.

The discussions at the round tables were significantly complemented by panelists: Tanja Obradović (Ministry of Construction, Transport and Infrastructure, Department for Inspection Affairs of Civil Engineering and Urban Planning), Andrija Popović (VAMA Consulting Group Niš), and Dragana Stanimirović (Senior HR Consultant, My L Agency). The event gathered 39 participants and was attended by numerous representatives of local self-governments, researchers, members of business entities, as well as numerous collaborators of the University of Niš, the Faculty of Occupational Safety in Niš, and the Faculty of Civil Engineering and Architecture.



## ROUND TABLE AGENDA

### ADDED BENEFITS OF EUROPEAN PROJECTS FOR SOFT SKILL DEVELOPMENT

Niš, Serbia, March 14<sup>th</sup>, 12-14.30h, 2024

12.00 – 12.15: Registration and Welcome

12.15 – 13.00: **Round table: ADVANCING SOFT-SKILLS IN THE WATER SECTOR ACROSS EU AND BEYOND**

Facilitated by dr Milan Gocić, UNI, Serbia

Panel with project coordinators, researchers, and practitioners:

SKILLS4Water – dr Ira-Adeline Simionov, UGAL, Romania

WATERLINE – Adisa Ejubovic, ACEEU, Germany

iMERMAID – Naomi Timmer, H2O People, Netherlands

SMARTWB – dr Milan Gocić, UNI, Serbia

13.00 – 13.45: **Round table: UPSCALLING GREEN SKILLS ACROSS INDUSTRIES**

Facilitated by dr Tamara Rađenović, UNI, Serbia

Panel with project coordinators, researchers, and practitioners:

CRCLEcon – Miljana Talić, ICUN, Serbia

USEIPM – dr Maja Ivanović Đukić, FEUN, Serbia

ESSEFT – dr Ivana Nešić, Toplica Academy of Applied Studies, Serbia

Tanja Obradović, Ministry of Construction, Transport and Infrastructure, Department for Inspection Affairs of Civil Engineering and Urban Planning, Serbia

Andrija Popović, owner, VAMA Consulting Group Niš, Serbia

13.45 – 14.30: **Round table: State and trends of Work and process safety in the EU and easiest ways for their implementation in Serbia**

Facilitated by dr Dejan Vasović, UNI, Serbia

Panel with project coordinators, researchers, and practitioners:

Safety4EU – dr Milan Protić, UNI, Serbia

SPIRES SAIS – Naomi Timmer, H2O People, Netherlands

DGTRANS – dr Srđan Glišović, UNI, Serbia

CSR in 4.0 – Muhammad Nouman Latif, Ibn Haldun University, Istanbul, Turkey

Dragana Stanimirović, Senior HR Consultant, My L Agencija, Serbia

14.30 – 15.00 Lunch



### Annex 3: SHORT REPORT ON MULTIPLIER EVENT Brussels

#### PROJECT INFO

|                          |                                                                        |
|--------------------------|------------------------------------------------------------------------|
| Project title            | Advancing the Integration of Soft Skills in Higher Education for Water |
| Project acronym          | SKILLS4Water                                                           |
| Project reference number | 2023-1-RO01-KA220-HED-000160511                                        |
| Funding scheme           | Erasmus+KA220-HED                                                      |
| Web address              | www.Skills4water.eu                                                    |
| Coordination institution | UNIVERSITATEA DUNAREA DE JOS DIN GALATI                                |
| Project duration         | 01 September 2023 – 31 August 2025                                     |

#### DOCUMENT CONTROL SHEET

|                               |                                                                                                                                                                                                                                           |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Work package                  | WP4: Innovative Training Programme development and implementation                                                                                                                                                                         |
| Ref. no and title of activity | A4.1. Development of Innovative training programme<br>A4.1.2. Synthesizing and upscaling the findings of the face-to-face events.<br>A4.1.3. Development of two multiplier events to reach out to a large audience and share the results. |
| Title of deliverable          | Short report on Multiplier Event                                                                                                                                                                                                          |
| Lead institution              | H2O-People B.V.                                                                                                                                                                                                                           |
| Author(s)                     | Naomi Timmer                                                                                                                                                                                                                              |
| Document status               | Draft                                                                                                                                                                                                                                     |
| Document version and date     | v01, 24/06/2024                                                                                                                                                                                                                           |
| Dissemination level           | International                                                                                                                                                                                                                             |

H2O People organized from 18-20 June 2024 the second training week within the SKILLS4Water Innovative Training Programme in Brussels, Belgium in connection with Water Innovation Europe Conference, organized by Water Europe.

The training programme was attended by team members from all partner institutions and existed of the integrated leadership development trainings, knowledge sharing and development as well as well as networking and dissemination activities, see [full programme](#).

On the first day of the training programme, after the first networking and introductory training and InterVision (Peer-coaching) sessions, participants visited and participated in the Water Innovation 2024 Conference, including the co-organized Side Event "New Waves Festival 2024" at [Water Innovation Europe](#), where they were acquainted with the European Water Sector leaders and contribute to the Workshops and Celebration of the 5<sup>th</sup> anniversary of the Working Group Human Capital and the European Junior Water Programme – including the new logo and brand presentation of H2O people and the EJWP. Advocating the importance of a human centric approach to working in the water sector as well reflecting on the past and dreaming of the future.

Pre Festival the SKILLS4Water participants had a personal Meet & Greet with **Veronica Manfredi**, **Director for Zero Pollution** (Green Cities, Clean Air, Noise, Seas and Freshwater Management, Clean Water Services, Industrial Emissions & Safety, Mercury law) and after the festival a **Meet Up & Masterclass *How does 'it' work?*** of **Bertrand Vallet**, Policy Officer at the European Commission, to learn more about the Brussels interactions and policy development process.

Several workshops were organized during the festival, led by experts in their fields:

#### **Training Personal Leadership**

This training was led by Jennifer Cronick, Trainer and Coach at EJWP and H2O People. This workshop focused on personal leadership skills, teaching participants how to develop and apply their leadership style in a professional environment.

#### **Lego Serious Play**

This workshop was led by Naomi Timmer, Director of EJWP and H2O People. This creative and interactive workshop used Lego. Participants could physically shape and share their ideas and insights with others.

#### **Extended Reality**

Provided by Albert Chen, University of Exeter, WATERLINE Project. This workshop introduced participants to the possibilities of extended reality (XR) and how this technology can be applied in water management projects. It was an inspiring session that demonstrated how innovation and technology go hand in hand.

#### **Creating a Resilient Workspace Ecosystem**

Led by Bonny Everaars, World Water Academy. This session focused on creating resilient work environments. Participants learned strategies and best practices to develop an ecosystem that benefits both employees and organizations.

#### **Connecting European Projects**

A short presentation was also given, reflecting on the past five years and highlighting key projects such as WATERLINE, SPIRE SAIS and SKILLS4Water. This opportunity provided a look at how these projects have contributed to the development and sustainability of water management practices in Europe. During the event, we fostered synergies between European projects, discussed the development of soft skills within the water community, and explored innovations through Water Innovation Europe and Water Europe initiatives.

The festival concluded with a reflection on the lessons learned, led by Durk Krol, Executive Director of Water Europe, and Ira Simionov from the "Dunarea de Jos" University of Galati and coordinator of the SKILLS4Water project and that evening an invitation to the Water Europe informal member dinner.

### **New Waves Festival 2024 Agenda**

18 June 2024

Water Innovation Europe 2024

BluePoint Brussels

14.00-16.30h

SIDE EVENT 2 *New Waves Festival 2024*: 5 year Human Capital at Water Europe - Celebrating achievements, dreaming of the future!

*The agenda works along three pillars: Knowledge Exchange & creation; Personal & professional development and Networking.*

Moderation by Naomi Timmer, WG Leader Human Capital, CEO of H2O People.

### **Agenda**

#### **Welcome & Introduction (30 min)**

Welcome by Naomi Timmer, WG Leader Human Capital, CEO of H2O People.

5 years after the Kick Off, by Loic Charpentier, Policy Officer at Water Europe, EJWP Alumni (EJWP1 participant)

#### **Workshop session 1 – celebrating past 5 years (45 min)**

With the opportunity to meet, learn and work with:

- Lego Serious Play by Naomi Timmer, WG Leader Human Capital, CEO of H2O People
- Personal Leadership trainings by Jennifer Cronick, Trainer and Coach European Junior Water Programme
- Extended Reality by Albert Chen, University of Exeter, Waterline project
- Creating a Resilient Workspace Ecosystem , by Bonny Everaars, World Water Academy

#### **Break & posters/ table knowledge exchange on past projects & memory lane (30 min)**

##### **Knowledge Posters/ Presentations – available in the room 13.30-17.00h**

- Remembrance pictures lane EJWP
- Selection of EJWP projects
- WATERLINE AMBASSADORS
- SKILLS4Water
- World Water Academy
- SPIRE SAIS

#### **Workshop session2 – dream session – up to the future (45min)**

With the opportunity to meet, learn and work with:

- Lego Serious Play by Naomi Timmer, WG Leader Human Capital, CEO of H2O People
- Personal Leadership trainings by Jennifer Cronick, Trainer and Coach European Junior Water Programme
- Extended Reality by Albert Chen, University of Exeter, Waterline project
- Creating a Resilient Workspace Ecosystem , by Bonny Everaars, World Water Academy

#### **Conclusion and follow up (15 min)**

Moderation by Naomi Timmer, WG Leader Human Capital, CEO of H2O People.

Ira-Adeline Simionov, “Dunarea de Jos” University of Galati (UGAL), Coordinator SKILLS4Water, Participant EJWP7

Durk Krol, Executive Director Water Europe

## ANNEX II – PICTURES FROM THE EVENT

