www.circler-furniture.eu

CirCLER - Circular Economy Transition Manager: guiding companies of the furniture value chain to deploy their transition strategy for a more circular economy

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TRAINERS' HANDBOOK

WP5/Task 5.5

CirCLER training course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM

(EQF 4, 84 h.) || Intermediate CETM (EQF 5, 116 h.) || Advanced CETM (EQF 6, 150 h.).

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Content

1. INTRODUCTION

The main aim of this trainer's handbook is to serve as a practical guide that supports trainers in planning, delivering, and evaluating effective training sessions. It provides structured content, methodologies, and tools to ensure that training is consistent, well-organized, and aligned with learning objectives.

This Handbook includes the trainer's guidelines on how to use the training material (pills, videos, podcasts, case studies and project) to maximize the learning outcomes achievement, a short methodology and instructions on how to facilitate the remote training making use of MOOC's supported tools, and a reference to the skills self-assessment tool that leads to the customized training path.

This Trainers Handbook empowers educators to deliver a flexible, comprehensive program aligned with the CirCLER vision. It blends theoretical foundations, practical skills, innovative tools, and evaluation mechanisms—preparing CETMs to lead the circular transformation across the furniture value chain.

Handbook objectives:

· Guide VET and HEI professors and teachers to make the best use of the CirCLER toolkit in their classes.

· Suggest appropriate on-site teaching methodologies.

· Present the learning materials available in the toolkit to be used and exploited by trainers in on-site trainings.

Handbook provides:

Guidance – Offers step-by-step instructions on how to conduct training sessions.

Consistency – Ensures all trainers deliver the same content in a standardized way.

Support – Provides resources, tips, and strategies to help trainers engage learners effectively.

Reference – Acts as a go-to manual for procedures, activities, and best practices.

Quality Assurance – Helps maintain a high standard of training delivery.

2. COURSE OVERVIEW

2.1 What is CIRCLER course

The CirCLER Training Course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h.) || Advanced CETM (EQF 6, 150 h) is an innovative, work-based learning programme designed to prepare professionals for the green and digital transition in the furniture sector. It delivers new joint curricula at three qualification levels — EQF 4, 5, and 6 — addressing existing gaps in green, digital, and transversal skills, while fully aligning with EU VET and Higher Education policies and frameworks such as ECTS, EQF, and EQAVET.

Core features:

10 Modules, 50 Pills – Each module focuses on a specific thematic area, broken down into short, engaging "pills" that blend theory with practical application.

Work-Based Training Toolkit – A collection of multimedia and interactive resources including videos, podcasts, case studies, assignments, and good practice examples.

Multilingual Access – Available in 7 EU languages

Flexible Training Paths – Learners can follow tailored programmes at Junior (EQF 4), Intermediate (EQF 5), or Advanced (EQF 6) levels.

ESCO Alignment – The course considers evolving ESCO job profiles affected by the introduction of new Circular Economy in the Furniture Sector (CETM) tasks.

By completing the CirCLER Training Course, learners will not only gain **recognised microcredentials** but also be equipped to lead sustainable change across the furniture value chain.

2.2 Target audience of the course

The target group to which the training is aimed is focused on students, tutors, trainers and professionals coming from the furniture sector or with a relevant background/interest in Circular Economy in the manufacturing industry. It is also addressed to adults who wish to reroute their professional career towards the furniture industry (and already have a background in sustainability and circular economy principles) and professionals who work as business consultants in the sector may also be involved.

2.3 Duration and structure

The proposed duration of the The CirCLER Training Course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture IndustryJunior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h.) || Advanced CETM (EQF 6, 150 h) is 150 hours for the Advanced level (EQF 6).

The course is organized into 10 modules containing 50 thematic pills, each covering a focused topic lasting between 10/12 minutes and 3 hours.

The course structure balances theoretical learning (approx. 80% of the total time) with practical project work and individual assignments (approx. 20%). This ensures participants not only understand concepts but can also apply them in real-world circular economy transitions in the furniture sector.

The Junior CETM (EQF 4) and Intermediate CETM (EQF 5) have proportionally fewer pills and shorter total durations (see 4.4 Training Paths).

EQF 4 – 84 hours / 29 pills

EQF 5 – 116 hours / 39 pills

EQF 6 – 150 hours / 50 pills

The duration given for each module is only an estimate and suggests the average time necessary to complete all activities.

The course is composed of 10 modules:

1. Introductory module on Circular economy
2. Legislative Instruments
3. Voluntary Instruments
4. Circular Business Models
5. Circular Design
6. New and Sustainable Materials
7. Key Enabling Technologies
8. Manufacturing Processes
9. Circular Economy Transition Strategy
10. Conclusions Module

Table 1. Structure and duration of modules and pills

Module no	Module	Pill no	Pill Title	Duration (hours)
1	**Circular Economy Introduction**	1	The urgency of change: rethinking industry and sustainability	0.4
		2	Sustainable development & global frameworks: rethinking Industry for a resilient future	0.4
		3	Circular Economy: rethinking waste, resources, and industry	0.4
		4	The Circular Economy: a win for the planet, business, and society	0.4
		5	The role of the Circular Economy Transition Manager: leading the change in the furniture industry	0.4
2	**Legislative Instruments**	1	Corporate Sustainability Reporting Directive and Taxonomy Framework	2,50
		2	Ecodesign for Sustainable Products Regulation (ESPR)	4,50
		3	From the Waste Regulation to the right to repair	2,50
		4	EU Deforestation Regulation	2,50
		5	Chemicals of Furniture Products	2,50
3	**Voluntary Instruments**	1	Environmental attributes in furniture companies and certifications and voluntary environmental instruments to communicate them.	4
		2	Certifications and voluntary environmental instruments applicable at company level	4
		3	Certifications and voluntary environmental instruments applicable at product level	4,50
		4	Alignment with my clients' certifications and voluntary environmental instruments.	3
4	**Circular Business Models**	1	Business model innovation for sustainability	2,50
		2	Circular business models archetypes	2,50
		3	Circular business model innovation tools and processes	2,50

		4	Thinking in systems	2,50
		5	Communicating circular value to customers	2,50
5	**Circular Design**	1	Introduction to Circular Design for Furniture	2,50
		2	From Green to Circular Design: The Evolution of Design for Sustainability in the Furniture Sector	2,50
		3	Life Cycle Thinking	4,50
		4	Strategies of Design for Circular Furniture	4,50
		5	Design mindset for low-impact manufacturing and material choices	3,75
		6	Methodology for the Circular Designer	3,75
6	**New and Sustainable Materials**	1	Sustainable materials for wood bonding and coating	4
		2	Sustainable materials for upholstered furniture	2,50
		3	Innovative materials for furniture manufacturing	2,50
		4	Used Furniture as a Raw Material for Furniture Manufacturing	2,50
		5	Sustainable development in furniture industry	4
		6	Materials used in the furniture industry	4,50
		7	Waste materials circularity in furniture industry	4
		8	Sustainable materials for furniture industry	4,50
		9	R&D techniques for new products	4,50
7	**Key enabling Technologies**	1	Foundations of Enabling Technologies for Circular Economy	4
		2	Technologies Supporting the Circular Economy in the furniture sector	4
		3	Digitalization as a Catalyst for Circular Economy	4
		4	Selecting Technologies for Digital and Green Transitions in Manufacturing	4
8	**Manufacturing Processes**	1	Energy Consumption	2,50
		2	Production planning	4

		3	Waste material Management	3,50
		4	Re-manufacturing and Reverse Logistics	3
		5	Lean-Green Approach and Operations management	3
9	**Circular Economy Transition Strategy**	1	Circular economy: opportunity for manufacturing companies	2,50
		2	Circular Economy Strategy	2,50
		3	Step 1. Assessment and Goal Setting	3,50
		4	Step 2. Redesign products and processes for circularity	4
		5	Step 3. Monitoring and assessing circularity	2,50
		6	Standards for circularity	2,50
10	**Closing Module**		Wrapping up and future directions	2

2.4 Pre-requisites

Table 2 – Module Pre-requisites and Required Learning Outcomes

Module	Prerequisites (Modules & Learning Outcomes)
1. Circular Economy Introduction	None
2. Legislative Instruments	Module 1 – Circular Economy Introduction (all LOs)
3. Voluntary Instruments	Module 1 – Circular Economy Introduction (all LOs) Module 2 – Legislative Instruments (all LOs)
4. Circular Business Models	Module 1 – Circular Economy Introduction (all LOs)
5. Circular Design	Module 1 – Circular Economy Introduction (all LOs) Module 2 – Legislative Instruments (LO3 & LO4) Module 3 – Voluntary Instruments (LO1–LO3)
6. New & Sustainable Materials	Module 1 – Circular Economy Introduction (all LOs) Module 2 – Legislative Instruments (all LOs) Module 3 – Voluntary Instruments (LO3) Module 5 – Circular Design (LO3 & LO6) Module 8 – Manufacturing Processes (LO3) Module 9 – Circular Economy Transition (LO1)
7. Key Enabling Technologies	Module 1 – Circular Economy Introduction (all LOs) Module 4 – Circular Business Models Module (LO1) Module 5 – Circular Design Module (LO3)
8. Manufacturing Processes	Module 1 – Circular Economy Introduction (all LOs) Module 4 – Circular Business Models Module (LO2) Module 5 – Circular Design Module (LO3) Module 7 – Key Enabling Technologies Module (LO3 & LO6) Module 6 – New & Sustainable Materials (LO4)
9. Circular Economy Transition Strategy	Module 1 – Circular Economy Introduction (all LOs) Module 2 – Legislative Instruments (LO3) Module 3 – Voluntary Instruments (LO1– LO2-LO3) Module 4 – Circular Business Model (LO1 & LO3) Module 5 – Circular Design (LO1 & LO3) Module 7 – Key Enabling Technologies (LO5) Module 8 – Manufacturing Processes (LO1–LO3)
10. Closing Module	All modules (all LOs)

The Circular Economy Transition Manager (CETM) course uses a modular structure with progressive prerequisites.

All the participants of the course must complete at least one training unit (pill) to obtain the respective certificate.

Participants can engage with the training at different depths:

Single Pill Completion → Certificate for that specific training pill.
Full Module Completion → Certificate for that module.
Full Course Completion → Final CETM course completion certificate.

Some modules can be taken independently, while others require prior knowledge or skills from earlier modules (measured as Learning Outcomes – LOs, see 4.Training Course Structure and Progression Framework.

This guarantees that learners build upon a solid knowledge base before tackling more complex topics.

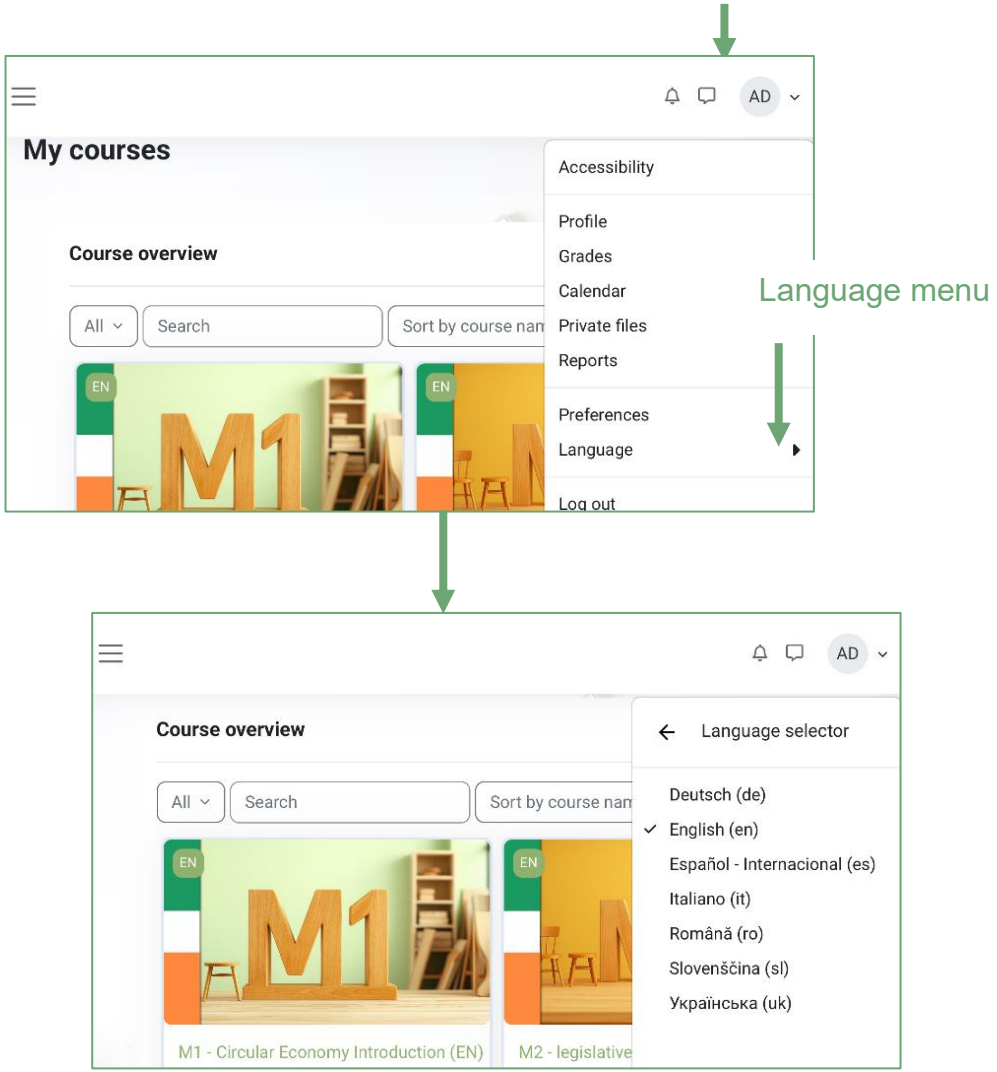
2.5 Languages

The CirCLER course is available in seven languages: German, English, Spanish, Italian, Romanian , Slovenian, and Ukrainian.

When delivering the course, teachers should:

- Inform participants at the beginning of the program that they can select their preferred language at any time.
- Emphasize that the entire course content, navigation menus, and instructions will adapt to the selected language.
- Highlight that some additional resources, external links, and case studies are available in English only. If participants are comfortable with English, they may benefit from exploring these extra materials for deeper insights.

Here is the example of the Language Menu from CirCLER learning platform https://circlercourse.eu



Teacher tip

At the beginning of the course, demonstrate the language change on screen. Encourage students to try switching the languages themselves, so they are confident navigating the platform.

3. TRAINING METHODOLOGY

The CirCLER Training Course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h.) || Advanced CETM (EQF 6, 150 h) is designed to equip professionals with the skills and knowledge to lead and implement circular economy strategies in the furniture industry.

It blends theoretical insights, practical tools, and real-world applications to prepare Circular Economy Transition Managers (CETMs) to design, evaluate, and manage sustainable transformations across the value chain.

The course targets HE/VET learners and professionals at different stages of their careers. It uses real-life examples, interactive content, and work-based tasks to help participants learn how to design, produce, and manage furniture products in ways that reduce waste, extend product life, and create value sustainably.

The programme consists of **10 modules** and a total of **50 pills** (see 2.3 Duration and structure of pills). Each pill combines knowledge content, multimedia resources, and interactive activities.

The Circler training course at the open platform allows creation of discussion forums - online space for learners to exchange ideas, ask questions, and collaborate. Teachers should encourage active participation, moderate discussions, and use self-reflection questions to promote critical thinking.

The course is delivered through a Moodle-based Learning Management System (LMS) that supports both blended learning and fully online training.

3.1 Role of the teacher

In the CirCLER course, the teacher acts as a facilitator and coach rather than a traditional lecturer.

The teacher guides the learners through a **blended learning** approach that combines self-paced online modules ("pills") with on-site activities and work-based projects.

Teachers guide learners in navigating the course, provide support, moderate discussions, and encourage reflection and practical application.

During the **pilot course**, involving approximately 400 learners across partner countries, the teacher's role becomes even more active and hands-on. Teachers closely monitor learner progress, offer timely, personalized support, and facilitate deeper engagement through group work, workshops, and direct mentoring.

→ See 3.6 Pilot course

3.2 Guiding learners in selected training paths

Learners have different backgrounds and goals; teachers help them select the most appropriate path:

Junior (EQF 4): Foundational knowledge, shorter duration, fewer pills.

Intermediate (EQF 5): Builds on Junior level, more modules and complexity.

Advanced (EQF 6): Complete course, full depth and breadth.

Teachers assess learners' prior knowledge and career objectives and encourage progression following the 2.4 Module prerequisites and learning outcomes. This ensures learners build solid foundations before advancing. See also 4.4 Training Paths (EQF 4-6).

3.3 Pill Structure

Each pill follows a common structure to ensure consistency and quality. It contains mandatory elements and at least one enriching optional element (*) to engage learners in various ways.

Several Pills constitute one Module. Here is example view of *Module 2: Legislative Instruments* with its five pills.

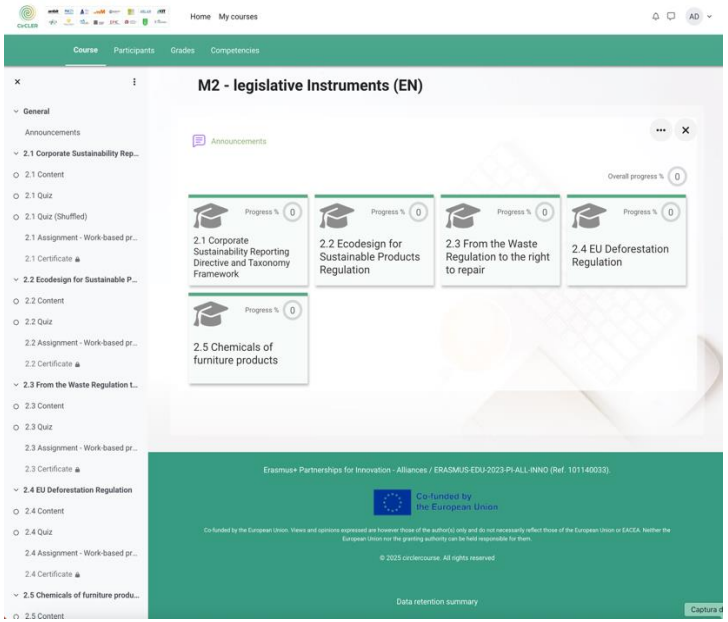


Table 3. Structure of the pill

Title of the pill
Description of the pill
Topics
Learning outcomes
Microcredential
Main text of the pill
Video
Podcast
Self-reflection questions
Additional resources online
Assignment Work-based project
Assessment
Good practice
(*) Case study
(*) Interview to a professional
(*) Interactive exercise

(*) (Optional)

3.4 Report structure

The Report is the written training material that underpins each pill. It is the source for videos, podcasts, quizzes, and interactive activities.

While the Pill is a complete learning unit with multimedia, activities, and assessment, the report is the reading material that provides knowledge base.

Here you can see the illustration of the Report from the Pill 5.5 PILL 5.5 - Design mindset for low-impact manufacturing and material choices.

Teacher tips

Use interviews to spark discussion and critical thinking. After viewing, prompt learners to relate insights to their own experiences or challenges.

Blend theory pills with practical assignments and work-based projects to apply learning on the job.

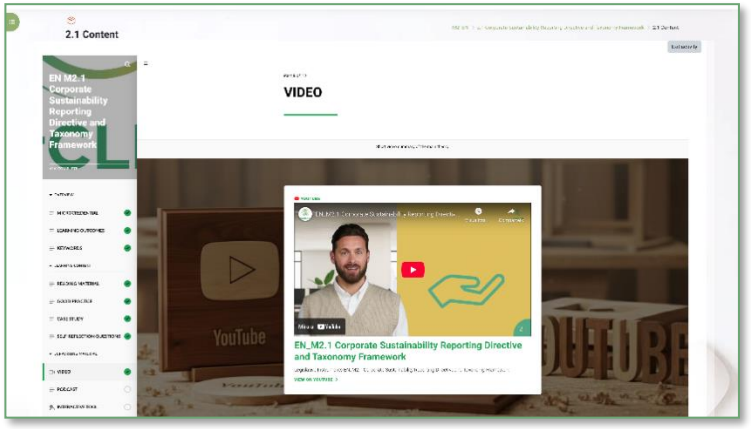
3.5 Using toolkit resources efficiently

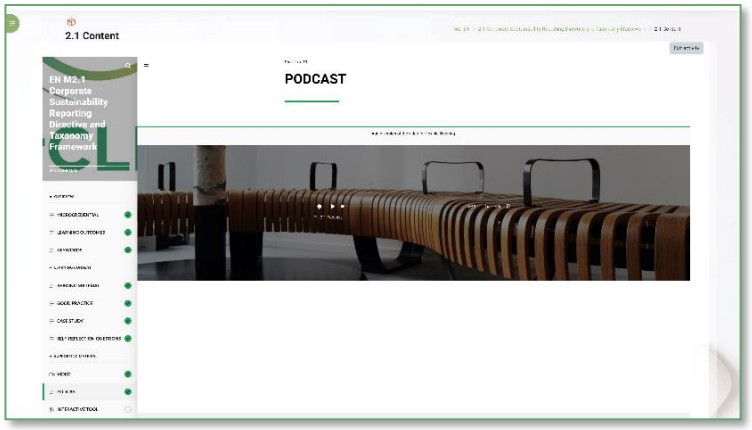
The CirCLER Toolkit offers a rich variety of resources designed to support diverse learning styles and deepen understanding. These are part of every pill.

Teachers should familiarize themselves with these tools and integrate them into their teaching sessions:

- **Videos**: 8 min each, based on pill report, provide a concise audiovideo overview.
- **Podcasts:** Derived directly from the video audio, ideal for learning on the go or as supplementary material.
- **Assignments and Work-Based Projects:** One task per pill connected to practical, real-world applications.
- **Case Studies and good practice examples:** Real-world examples from the furniture sector to connect theory to practice.
- **Interactive Exercises:** Designed to boost engagement and practical skill development. These can be used in workshops, breakout groups, or individual study to encourage active learning.

This is how videos and podcasts are presented within the CirCLER learning platform https://circlercourse.eu





Teacher tips

Use video and podcasts as pre-class materials as a "flipped classroom" tool to introduce the topic and free up session time for discussion and practice.

Use case studies to facilitate group work analysis, identify and discuss challenges.

Use good practice examples to encourage learners to compare and contrast "good practice" cases with "typical" cases for critical thinking.

Use interactive exercises to practice English language about the contents of the different pills through a podcast-style dialogue, followed by a quick quiz on what students have heard.

3.6 Assessment and certification

Assessment

Assessment in the CirCLER course is designed to help learners keep track of their progress, reflect on what they've learned, and confirm they've gained the right skills aligned with EQF levels 4, 5, and 6.

At the end of each pill, learners complete:

Self-Reflection Questions: Two per pill, encouraging learners to think about the content and connect it to their own experience.

Multiple-Choice Quizzes: Five questions per pill that give immediate feedback, helping learners see how well they understand the material before moving on.

The **Work-Based Project** is a practical task where learners apply what they've learned to real circular economy challenges in the furniture sector. This is a required part of the pilot course and helps bridge theory with practice.

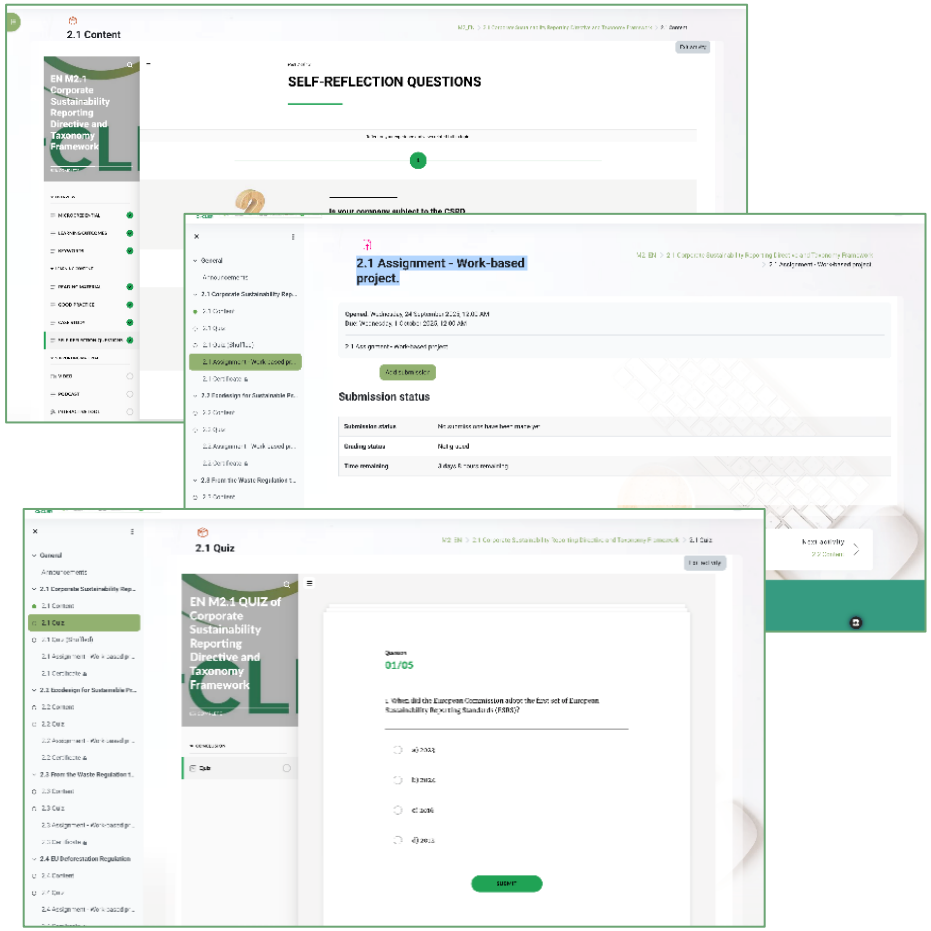
At the end of each pill, learners take a **Quiz** that covers key learning outcomes to confirm they've mastered the pill content.

Certification

The course offers certificates at multiple levels:

Pill-Level Microcredentials: Earned after completing each individual pill successfully.

Module Completion Certificates: Given when learners finish all pills and assessments within a module.
Full Course Certificate: Awarded once learners complete all modules, quizzes, and the final work-based project. This certificate aligns with EQF standards and validates the full set of competencies.



This is how self-reflection questions, quizzes, and work-based projects are presented on the CirCLER learning platform https://circlercourse.eu

3.7 Pilot course

The CirCLER pilot Training Course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h.) || Advanced CETM (EQF 6, 150 h) is part of the project's testing phase.

The pilot course tutors must follow the Pilot Plan Guidebook which contains the official schedule, requirements, and delivery approach.

This Trainers Handbook is the tutors' companion during the pilot. It explains the training methodology.

The CirCLER pilot course is launched in December 2025. Recruitment and promotion of the course is carried out by each partner to their own networks.

The pilot's target is at least 400 registered participants from a minimum of 12 countries.

Participants can register for the course at https://circlercourse.eu/register
Tutors can find the link to the Pilot Plan Handbook here.

4. TRAINING COURSE STRUCTURE AND PROGRESSION FRAMEWORK

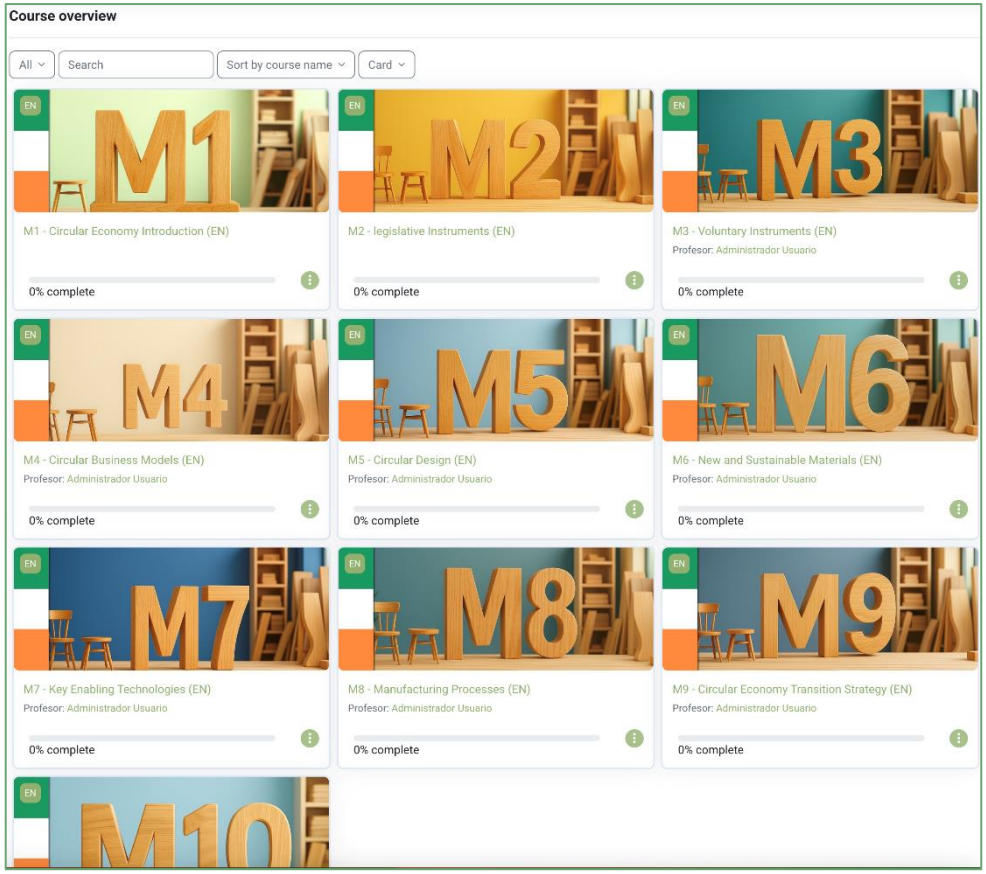
This chapter explains how the CirCLER training course is organised and how participants can progress through it.

Section 4.1 links each module and pill to the intended learning outcomes and key topics, giving trainers a clear overview of the knowledge and skills to be developed.

Section 4.2 details the microcredentials earned for each pill. These short, skill-focused certificates recognise learners' achievements in specific areas and can be combined to complete a module or the full course.

Section 4.3 describes the competency areas for each pill.

Section 4.4 outlines the training paths for EQF levels 4–6. It explains how learners can move from individual pills to modules and finally to the full qualification, while also showing the recommended progression order for different learner profiles.



Screenshot from the Circler training course Main page
https://circlercourse.eu

4.1 Learning outcomes and topics

This section connects each module and pill to its learning outcomes and key topics. It provides trainers with a clear overview of the knowledge and skills learners will gain and can be used as a quick reference to plan sessions and highlight core concepts.

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
1. Circular Economy Introduction	1.1	The urgency of change: rethinking industry and sustainability	LO1: To understand the urgency related to environmental issues.	1. Environmental pressures: climate change, biodiversity loss, resource depletion... 2. Impacts and role of the furniture industry in environmental degradation
	1.2	Sustainable development & global frameworks: rethinking Industry for a resilient future	LO2: To develop an understanding on how responses to impact (e.g. climate) issues are being framed at global level.	1. Sustainable development definitions 2. Sustainable frameworks: SDGS, planetary boundaries, doughnut economics
	1.3	Circular Economy: rethinking waste, resources, and industry	LO3: To recognize the potential alternative to linear economy.	1. Circular Economy as a strategy to reach sustainability 2. Circular Economy definition and general principles (circular products and materials, regenerate + butterfly model)
	1.4	The Circular Economy: a win for the planet, business, and society	LO4: To understand the benefits related to Circular Economy.	1. Environmental benefits 2. Economic benefits 3. Social benefits
	1.5	The role of the Circular Economy Transition Manager: leading the change in the furniture industry	LO5: To recognize the role of transition manager as an active orchestrator of the transition.	1. The role of the Circular Economy Transition Manager (CETM) 2. Introducing the key competence areas of the CETM
2. Legislative Instruments	2.1	Corporate Sustainability Reporting Directive and Taxonomy Framework	LO1: To learn the goals, key principles and application rules of the Corporate Sustainability Reporting Directive and the Taxonomy Regulation Framework.	1. CSRD regulation 2. Description of the Taxonomy Regulation 3. Case studies
	2.2	Ecodesign for Sustainable Products Regulation (ESPR)	LO2: To learn the key principles and application rules of the European Ecodesign regulation.	1. Description of the ESPR regulation 2. Recommendation for furniture companies 3. GPP and Ecolabel criteria 4. Case studies
	2.3	From the Waste Regulation to the right to repair	LO3: To learn the regulation about Extended Producers Responsibility, waste and the consumers' right to repair.	1. Waste Framework Directive 2. Packaging and Packaging Waste Directive 3. Right to repair

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
	2.4	EU Deforestation Regulation	LO4: To learn the key principles and application rules of the EUDR regulation.	1. Description of the EUDR regulation 2. Compliance solution for companies along the timber-furniture value chain
	2.5	Chemicals of Furniture Products	LO5: To learn the main legislative regulations for chemicals in the furniture sector.	1. REACH and relevant general chemical regulations 2. Formaldehyde restrictions and alternatives 3. Melamine status 4. VOC regulations 5. Wood Treatments and Preservatives 6. Flame Retardants 7. Green Chemistry 8. Case studies
3. Voluntary Instruments	3.1	Environmental attributes in furniture companies and certifications and voluntary environmental instruments to communicate them.	LO1: Know and understand the main environmental attributes of furniture companies and their products and learn how to take voluntary actions to improve their environmental performance.	1. Main environmental attributes in furniture companies: organization, manufacturing, product and distribution. 2. Guidelines for progress towards environmental improvement and obtaining certifications 3. What and how to communicate your environmental improvement and certifications?
	3.2	Certifications and voluntary environmental instruments applicable at company level.	LO2: Know what certification options and voluntary environmental instruments exist for furniture companies and be able to identify the most appropriate ones for my company.	1. ISO 14001 / EMAS - Environmental Management System 2. ISO 14006 - Ecodesign 3. ISO 59000 – Circular Economy (mention the standard, but not explain) 4. ISO 50001 - Energy Management System 5. ISO 14064 / GHG Protocol - Organization Carbon Footprint 6. B Corp ISO / ISO 26000 - Corporate Social Responsibility
	3.3	Certifications and voluntary environmental instruments applicable at product level.	LO3: Know what certification options and voluntary environmental instruments exist for furniture products and be able to identify the most appropriate ones for my products.	1. ISO 14024 - Ecolabel Type I (EU Ecolabel, Mobelfakta, Blauer Engel, Nordic Swan, NF Environnement, Cradle to Cradle) 2. ISO 14021 - Ecolabels Type II (Environmental self-declarations) 3. ISO 14025 - Ecolabels Type III (Environmental Product Declarations) 4. OEKO-TEX® - Hazardous substances 5. Greenguard - Chemical emissions 6. ISO 14067 / PAS 20250 / GHG Protocol - Product Carbon Footprint 7. FSC / PEFC / ISO 38200 – Chain of Custody 8. ISO 14040/44 - Life Cycle Assessment (mention the standard, but not explain)

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
	3.4	Alignment with my clients' certifications and voluntary environmental instruments.	LO4: To understand how I can align my voluntary environmental improvement strategy with the needs and expectations of my clients.	1. Green Product Procurement (GPP) 2. LEED, BREEAM, WEELL- Sustainable Construction 3. ISO 21401 / Travel Life / Biosphere - Sustainable Tourism
4. Circular Business Models	4.1	Business model innovation for sustainability	LO1: To understand the importance of business model innovation as a driver for sustainability.	1. the importance of Business models 2. Business models as a tool for sustainable transition 3. sustainable business models archetypes and examples
	4.2	Circular business models archetypes	LO2: To identify and describe the different circular business model archetypes and their application in the industry.	1. Circular value hill 2. RESOLVE framework 3. Circular business models examples in furniture
	4.3	Circular business model innovation tools and processes	LO3: To apply circular business model design tools to lead an effective transition.	1. Business model innovation design for circularity 2. Circular business models tools
	4.4	Thinking in systems	LO4:To understand the role of systems thinking in developing circular value networks.	1. Circular ecosystems definitions 2. orchestrating a value network
	4.5	Communicating circular value to customers	LO5: To communicate the value of circular products to consumers effectively. LO6: To learn the regulation criteria about the communication of sustainability to end users to avoid greenwashing.	1.Engaging consumers in circular practices through education and marketing strategies. 2. Communication strategies and guidelines 3. Green Claims Directive 4. Case studies
5. Circular Design	5.1	Introduction to Circular Design for Furniture	LO1: Learners will be provided with basic information about the discipline of Circular Design for the furniture sector and the role of design and designers for the field.	1. General concepts on the introduction of the chapter contents (Circular Design) 2. The role of design and designers
	5.2	From Green to Circular Design: The Evolution of Design for Sustainability in the Furniture Sector	LO2: Learners will be informed about historical steps into Circular Design discipline for furniture sector, looking at real case studies, in order to comprehend the evolution of the discipline.	1.The evolution of Circular Design over time (mainly through case studies and events/actions/milestones of importance) 2. In between Circular Design evolution and the Furniture Sector
	5.3	Life Cycle Thinking	LO3: Learners will be able to manage the Furniture Product Life Cycle concept and its impact on the environment; to discuss the methodologies for evaluating the impact of these; to discuss the design approach (LCD).	1. Life Cycle 2. Life Cycle Assessment / Product Environmental Footprint (Convene with Manufacturing Processes) 3. EPD Environmental Product Declarations (case studies from EPD to LCA) 4. Life Cycle Design (introduction to the circular mindset and

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
				strategies then developed in the next two chapters; methodologies for prioritizing different strategies in the project)
	5.4	Strategies of Design for Circular Furniture	LO4: Learners will be able to manage and will know the strategies to use inside the design process of a low-impact furniture product.	1.Smarter product use and manufacture (Refuse, Rethink, Reduce) 2. Extend lifespan of product and its part (Re-use, Repair, Refurbish, Remanufacture, Repurpose) 3. Useful applications of materials (Recycle, Recover)
	5.5	Design mindset for low-impact manufacturing and material choices	LO6: Learners will deepen the designer point of view on the choice for manufacturing and material choices inside the design process.	1. Materials and technologies selection into the design process 2. Impact of the selection into Circular Design
	5.6	Methodology for the Circular Designer	LO7: Learners will be able to manage practically the previously cited theoretical methodologies into a furniture project.	Here the description of the practical steps the new managing figure must follow to utilize the tools and the theoretical concepts previously described in the course.
6. New and Sustainable Materials	6.1	Sustainable materials for wood bonding and coating	LO1: To identify and analyze sustainable adhesives and coatings in furniture industry and the environmental aspects of their use.	1. Water-based adhesive materials: application aspects 2. Solvent-free adhesives 3. Water-based coating materials 4. Powder coating materials 5. Oils and waxes for coating
	6.2	Sustainable materials for upholstered furniture	LO2: To identify and analyze sustainable materials used for upholstered furniture.+AC27F35+AC27+F35	1. Textiles: purpose, properties, and environmental impact 2. Types of eco-friendly fabrics for furniture: palm fiber, hemp, linen, etc. 3. Innovative textile materials with integrated functions
	6.3	Innovative materials for furniture manufacturing	LO3: To identify alternative construction materials, advantages and disadvantages of their application.	1. Biopolymers and bio-composites 2. Thermally modified wood 3. Bamboo 4. Plastic waste 5. Mycelium based composites 6. Materials with integrated functions: self-healing, antimicrobial, etc.
	6.4	Used Furniture as a Raw Material for Furniture Manufacturing	LO4: To analyze the condition of used furniture and determine the optimal ways for its subsequent use.	1. Used furniture as a raw material: advantages and challenges 2. Assessment of the condition of used furniture
	6.5	Sustainable development in furniture industry	LO5: To understand and apply sustainable development in furniture manufacturing.	1. Sustainable development: concept evolution and current acceptance 2.

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
				Sustainable development in furniture industry 3. Outcomes of the sustainability in furniture industry
	6.6	Materials used in the furniture industry	LO6: To identify and describe the materials used in furniture industry in the context of the circular economy.	1. Solid wood as row material for furniture industry 2. Wood based materials and their applications 3. Materials with impact on the environment 4. Waste materials in furniture industry
	6.7	Waste materials circularity in furniture industry (examples of circular material, so not to clash with Manufacturing processes)	LO7: To select and analyze the potential use of the waste materials for circularity.	1. Recycled materials 2. Recyclable materials 3. Reuse of materials 4. Examples
	6.8	Sustainable materials for furniture industry	LO8: To integrate the sustainability concept as a driver for circularity.	1. Alternative materials for wood 2. Wood biomass as sustainable materials 3. Agro waste resources as alternative materials for wood 4. Use of additive manufacturing in furniture industry 5. Examples
	6.9	R&D techniques for new products	LO9: To apply R&D methods in order to integrate waste materials into new products.	1. State of art 2. Design and develop new products 3. Testing, analysis and compare 4. New products validation 5. Technological transfer of the new products 6. Examples
7. Key Enabling Technologies	7.1	Foundations of Enabling Technologies for Circular Economy	LO1: To understand the basic principles of enabling technologies. LO2: Recognise key concepts driving digital and green transformations in the context of the circular economy.	1. Overview of Key Enabling Technologies. 2. Core Concepts of Digital and Green Transformations. 3. Essential Technologies Supporting Sustainable Innovation. 4. Impact of Enabling Technologies on Circularity
	7.2	Technologies Supporting the Circular Economy in the furniture sector.	LO3: To identify and define enabling technologies applicable to the circular economy in the furniture sector. LO4: To understand the challenges and opportunities in implementing enabling technologies for circular economy in the furniture sector.	1. Key technologies for circular economy (e.g., IoT, AI, robotic, 3D Printing) 2. Applications of technologies in circular processes 3. Common challenges and opportunities in adopting enabling technologies for circular economy. 4. Case studies of successful technology implementation in circular businesses (furniture industry)

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
	7.3	Digitalization as a Catalyst for Circular Economy	LO5: To explain the role of digitalization in advancing the circular economy, reducing waste, and optimizing resource use.	1. Digital Tools and Their Applications in Circular Processes. 2. Digitalization as a Driver for Waste Reduction and Resource Optimization. 3. Digital twins and their role in product lifecycle management.
	7.4	Selecting Technologies for Digital and Green Transitions in Manufacturing	LO6: To identify suitable enabling technologies for specific manufacturing processes. LO7: Explain the KETs benefits in supporting a circular transition through digital and environmental transformation.	1. Understanding Digital and Green Transitions in Manufacturing. 2. Lifecycle Applications of Enabling Technologies. 3. Applications of advanced manufacturing technologies in the furniture industry.
8. Manufacturing Processes	8.1	Energy Consumption	LO1: To consider consumption of energy issues and management strategies when manufacturing furniture for the circular economy.	1. Carbon Reduction Strategies 2. Maintenance Management 3. Machine Efficiency 4. Carbon Calculations and LCA
	8.2	Production planning	LO2: To adopt production planning techniques to achieve circularity in a furniture manufacturing workshop.	1. Processing technology. Processing waste and factors influencing their quantity 2. Cutting/ optimisation of the sawn and board materials 3. Optimization of the primary mechanical processing 4. Secondary mechanical processing technology. Waste, their types and reduction methods. 5. Assembly defects (waste) and their optimization. Gluing processes. Causes of gluing defects.
	8.3	Waste material Management	LO3:To learn how to manage manufacturing waste and byproducts to ensure circularity.	1.The waste management hierarchy 2. How to assess resource-efficiency of current furniture company 3. Action plan to save money through waste reduction 4. Processes for restoring used furniture to their original appearance and functionality 5. Recycling furniture to obtain products of other sizes or separate parts for other purposes 6. Recycling furniture unfit for further use to obtain raw materials for board
	8.4	Re-manufacturing and Reverse Logistics	LO4:To understand and apply remanufacturing and reverse logistics within the context of circular furniture manufacturing.	1. Assessment & selection of the appropriate R strategy 2. Onsite Recovery Process (byproducts, secondary material etc.) 3. Reverse Logistics- Creating co-operative Relationships 4. Furniture Reutilisation Management (tracking, storage, EPR) 5. Design for Assembly and Design for Disassembly

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
	8.5	Lean-Green Approach and Operations management	LO5: To develop an understanding of how the Lean Manufacturing concept can support CE transitioning.	1. Interrelatedness of Lean and the CE 2. Key lean principles to support CE transitioning 3. Workshop Waste Accumulation (tacking, designated area, reduction strategies) 4. Byproducts (storage, tracking, selection process for new process) 5. Creating an agile workflow for reutilised material
9. Circular Economy Transition Strategy	9.1	Circular economy: opportunity for manufacturing companies	LO1: Understand the key differences between the Circular Economy and the Linear Economy. LO2. Identify the primary benefits and challenges of adopting a Circular Economy approach.	1. Introduction to Circular Economy vs Linear Economy 2. Circular economy framework and principles 3. Circular economy benefits and challenges
	9.2	Circular Economy Strategy	LO3:Outline the necessary steps to develop a Circular Economy strategy.	1. Steps of a Circular Economy Strategy
	9.3	Step 1. Assessment and Goal Setting	LO4: Analyze the current business model to detect inefficiencies and opportunities for circularity. LO5: Set clear circular objectives based on sustainability goals.	1. Analyze Current Business Model 2. Establish circular economy goals 3. Circular Economy Action Plan development 4. Technology watch to set potential improvements
	9.4	Step 2. Redesign products and processes for circulariry	LO6: Engage key stakeholders to ensure the successful transition to a circular economy. LO7: Know and identify the key drivers and tools to implement circular economy practices.	1. Engage all key actors and build capacity 2. Drivers and tools for circular economy implementation
	9.5	Step 3. Monitoring and assessing circularity	LO8: Use circular indicators to evaluate and monitor circularity within the company.	1. Circular indicators 2. Tools to measure circularity
	9.6	Standards for circularity	LO9: Understand and apply the ISO 59000 standards related to circular economy practices. LO10: Identify other relevant standards for implementing circular economy practices within the furniture industry.	1. ISO 59000 standards (explain how to apply this to a business) 2. Other ISO standards related with Circular Economy within the furniture industry

Module	Pill No.	Pill Title	Learning Outcomes (LO)	Topics
10. Closing	10.1	Wrapping up and future directions	LO1: reflect on the learning journey and look ahead into future sustainability developments.	1. Key take aways of the circular transition journey 2. Limits and future directions

4.2 Microcredentials

This section lists the microcredentials for each pill. A microcredential is a short, focused certification that verifies mastery of a specific skill or competency. In this online course or training program is designed to be stackable or complementary to traditional degrees. Microcredentials are issued by universities, companies, or professional organizations and are used to demonstrate practical, job-relevant expertise.

The table below lists the microcredentials for each pill, along with their descriptions:

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
1. Circular Economy Introduction	1.1	The urgency of change: rethinking industry and sustainability	Rethinking industry and sustainability	This microcredential provides a basic introduction to the latest environmental challenges and sustainability practices in the furniture industry. Learners will gain a general awareness of global environmental issues, including climate change, biodiversity loss, and resource depletion, as well as a broad understanding of the industry's role in environmental impact. The certification offers an initial overview of sustainability concepts, ethical values, and circular economy principles, giving professionals a starting point to explore sustainable transformation.
	1.2	Sustainable development & global frameworks: rethinking Industry for a resilient future	Global approaches to sustainability	This microcredential provides an introductory overview of global strategies for addressing environmental and climate challenges, with a focus on sustainable development frameworks. Learners will be introduced to key sustainability models, such as the Sustainable Development Goals (SDGs), planetary boundaries, and doughnut economics, gaining a basic understanding of their relevance to policies and business strategies. This certification offers a foundational perspective for those interested in aligning their practices with international sustainability objectives.
	1.3	Circular Economy: rethinking waste, resources, and industry	Introduction to Circular Economy	This microcredential provides a fundamental introduction to circular economy principles as an alternative to the traditional linear economy. Learners will explore the basic concepts of circularity, including circular products, regenerative strategies, and the Butterfly Model, gaining an initial

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				understanding of their role in sustainability. This certification serves as a starting point for those looking to familiarize themselves with circular economy strategies.
	1.4	The Circular Economy: a win for the planet, business, and society	Benefits of Circular Economy	This microcredential offers an introductory look at the main advantages of circular economy practices, including their environmental, economic, and social benefits. Learners will explore how circular strategies can improve resource efficiency, reduce costs, encourage innovation, and create social value at a basic level. This certification provides a general understanding of how circular economy principles can support sustainable growth and resilience.
	1.5	The role of the Circular Economy Transition Manager: leading the change in the furniture industry	The role of a Circular Economy Transition Manager (CETM)	This microcredential introduces the role of a Circular Economy Transition Manager, offering a broad overview of how this professional supports sustainable change. Participants will learn about the general responsibilities involved in facilitating circular strategies, engaging stakeholders, and overseeing basic aspects of circular economy implementation. The complete course covers essential competencies needed to guide businesses through the transition, fostering innovation, sustainability, and long-term resilience in a circular economy framework.
2. Legislative Instruments	2.1	Corporate Sustainability Reporting Directive and Taxonomy Framework	Understanding CSRD and the Taxonomy Framework	This microcredential certifies knowledge of the goals, key principles, and application rules of the Corporate Sustainability Reporting Directive (CSRD) and the Taxonomy Regulation Framework. Learners will explore the regulatory requirements, governance principles, and the role of sustainability reporting in corporate strategy. The course includes case studies to illustrate real-world applications and challenges in compliance. This certification equips professionals with essential knowledge to navigate sustainability regulations and enhance corporate transparency in alignment with EU directives.
	2.2	Ecodesign for Sustainable Products Regulation (ESPR)	Understanding the Ecodesign for Sustainable Products Regulation	This microcredential validates expertise in the European Ecodesign for Sustainable Products Regulation, focusing on its core principles, implementation guidelines, and industry implications. Participants will examine regulatory frameworks, strategic compliance approaches, and sustainability criteria supported by real-world case studies. This certification empowers professionals with the skills to interpret policy frameworks, measure circular impact, and advance eco-innovative design practices within the furniture sector.
	2.3	From the Waste Regulation to the right to repair	Knowledge on the Extended Producer Responsibility	This microcredential certifies knowledge of key regulations on extended producer responsibility, waste management, and consumer rights to repair. Learners will explore the Waste Framework Directive, the Packaging and

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				Packaging Waste Directive, and the evolving legal framework supporting circularity and sustainability. This certification equips professionals with the expertise to navigate regulatory requirements, promote sustainable waste management practices, and support a circular economy.
	2.4	EU Deforestation Regulation	Understanding the EU Deforestation Regulation (EUDR)	This microcredential certifies knowledge of the key principles and application rules of the EU Deforestation Regulation (EUDR). Learners will explore the regulatory framework, its impact on the timber and furniture value chain, and compliance solutions for companies. The course equips professionals with the expertise to navigate the EUDR requirements, ensuring that businesses understand their responsibilities and implement practices that support sustainable sourcing and deforestation-free supply chains.
	2.5	Chemicals of Furniture Products	Expertise in Chemical Regulations for the Furniture Sector	This microcredential validates expertise in key chemical regulations within the furniture sector, covering the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), formaldehyde limitations, VOC guidelines, and alternatives to hazardous substances. Learners will delve into legal frameworks for melamine, wood treatments, flame retardants, and green chemistry, supported by case studies showcasing real-world applications. This certification equips professionals with the knowledge to navigate regulatory requirements, ensure compliance, and adopt safer, more sustainable practices in the furniture industry.
3. Voluntary Instruments	3.1	Environmental attributes in furniture companies and certifications and voluntary environmental instruments to communicate them.	Identifying, improving, and communicating key environmental attributes in furniture companies.	This microcredential ensures that learners understand how to identify, communicate, and improve key environmental attributes in furniture companies and their value chain. Learners understand how to categorize attributes into four approaches: organizational, manufacturing, product, and distribution. Learners know progress guidelines to assess current performance, set improvement goals, and communicate sustainability efforts. Learners can tailor their environmental strategy based on their market, products, and objectives to enhance sustainability and competitiveness.
	3.2	Certifications and voluntary environmental instruments applicable at company level.	Identifying and understanding main voluntary environmental certifications that could be implemented in furniture companies.	This microcredential ensures that learners know the main voluntary environmental certifications at company level, the relevant aspects they cover and the benefits linked to their implementation. These voluntary schemes cover aspects such as environmental management; ecodesign management; circular economy management; energy efficiency and management; greenhouse gas accounting; and social responsibility. Learners will be able to identify if these schemes could be implemented in

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				their organisations and what potential competitive advantages they could bring, in line with their sustainability strategy.
	3.3	Certifications and voluntary environmental instruments applicable at product level.	Identifying and understanding main voluntary environmental certifications that could be implemented for furniture products and services.	This microcredential ensures that learners know the main voluntary environmental certifications at product level, the relevant aspects covered by them and the benefits associated with their implementation. These voluntary instruments cover aspects such as ecolabels, hazardous substances content in textiles, low chemical emissions, product carbon footprint and chain of custody. Learners can identify if these schemes could be implemented in their products and the potential competitive advantages that they could bring, aligned with their sustainability strategy.
	3.4	Alignment with my clients' certifications and voluntary environmental instruments.	Identifying and understanding how to be aligned with clients' requirements related to sustainable criteria in construction and tourism sectors and GPP criteria for furniture products.	This microcredential ensures that learners know the selection criteria that their clients could apply if their strategy are based on Green Public Procurement criteria or voluntary sustainability certification systems in construction and tourism sectors. These criteria covers aspects such as durability, repairability, use of hazardous substances, raw materials certifications, EPDs, etc. Learners can identify how to align its own company strategy to these criteria, and the potential competitive advantages associated to it.
4. Circular Business Models	4.1	Business model innovation for sustainability	Business model as a driver for sustainability	This microcredential certifies knowledge in business model innovation as a catalyst for both business sustainability and ecological transformation. Learners will explore how business models function as strategic tools for sustainable transitions, gaining insights into key archetypes and real-world examples. This certification supports continuous learning and adaptation, enabling professionals to drive long-term sustainable and ecological impact through business innovation.
	4.2	Circular business models archetypes	Understanding circular business models	This microcredential certifies knowledge in circular business model archetypes. Learners acquire relevant knowledge on the emerging concept of circular business models. Learners can position circular business models within the larger sustainable business model concept, classify and understand key relevant circular business model strategies and approaches.
	4.3	Circular business model innovation tools and processes	Circular business model innovation design	This microcredential certifies knowledge on designing circular business models. Learners understand the process of designing circular business models and have an overview of tools and approaches useful to lead the transformation. Learners are able to design new value propositions based on circular economy concepts, understand the role of experimentation and

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				recognise existing barriers hindering the development of circular business models.
	4.4	Thinking in systems	Systems thinking for circular economy	This microcredential certifies foundational knowledge on the role of systems thinking as a catalyst for circular economy transition. Learners understand the importance of taking a systems perspective when developing circular business models; they are able to conceptualise the concept of value networks and circular ecosystems and get references on how to orchestrate such ecosystem.
	4.5	Communicating circular value to customers	Communicating circular economy value	This microcredential certifies foundational knowledge on communication for circularity. Learners acquire knowledge related to consumer engagement in circular business models and the type of value dimensions to highlight. Learners are able to define and apply the right communication strategies to support the diffusion of circular products or services. They recognize the legal framework related to green claims and can avoid greenwashing practices.
5. Circular Design	5.1	Introduction to Circular Design for Furniture	Foundations of Circular Design in the Furniture Industry	This microcredential certifies foundational knowledge of Circular Design principles and the critical role of design and designers in driving sustainability within the furniture industry. Learners will explore key concepts of Circular Design, while examining how design choices influence environmental impact, material use, and industry policies. With a focus on circular mindset, governance, and policy, this certification provides essential knowledge for professionals looking to integrate sustainable design strategies into the evolving landscape of the furniture sector.
	5.2	From Green to Circular Design: The Evolution of Design for Sustainability in the Furniture Sector	Evolution of Circular Design in the Furniture Sector	This microcredential provides insights into the historical development of Circular Design within the furniture industry. Learners will explore key milestones, influential case studies, and significant events that have shaped the discipline over time. By examining the intersection of Circular Design principles and the furniture sector, participants will gain a deeper understanding of its evolution and the factors driving sustainable innovation in design.
	5.3	Life Cycle Thinking	Life Cycle Thinking in Furniture Design	This microcredential equips learners with the knowledge to assess and manage the environmental impact of furniture products throughout their life cycle. Participants will explore Life Cycle Assessment (LCA) and Product Environmental Footprint (PEF) methodologies, linking them to manufacturing processes. Through case studies, they will analyze Environmental Product Declarations (EPD) and understand how Life Cycle Design (LCD) fosters a circular mindset. This certification provides a

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				foundational approach to prioritizing sustainable strategies in product development.
	5.4	Strategies of Design for Circular Furniture	Design Strategies for Circular Furniture	This microcredential certifies expertise in integrating circular economy principles into furniture design to minimize environmental impact. Learners will explore key strategies, including optimizing product use and manufacturing (Refuse, Rethink, Reduce), extending product lifespan (Reuse, Repair, Refurbish, Remanufacture, Repurpose), and ensuring effective material applications (Recycle, Recover). Through practical insights, this certification empowers professionals to create sustainable, long-lasting, and resource-efficient furniture solutions.
	5.5	Design mindset for low-impact manufacturing and material choices	Design Mindset for Sustainable Manufacturing and Material Choices	This microcredential certifies knowledge of sustainable decision-making in the design process, focusing on material and manufacturing choices that align with circular economy principles. Learners will explore how material selection and production technologies impact environmental sustainability and product lifecycle. Through a designer's perspective, this certification provides essential insights into creating low-impact furniture by integrating circular design strategies and responsible resource use.
	5.6	Methodology for the Circular Designer	Methodology for Circular Furniture Design	This microcredential certifies knowledge of the practical application of circular design methodologies in the furniture sector. Learners will gain hands-on experience in integrating circular economy principles, utilizing tools, and applying theoretical concepts to real-world projects. This certification equips professionals with a structured approach to designing sustainable furniture, ensuring efficient material use, extended product lifespan, and alignment with circular economy strategies.
6. New and Sustainable Materials	6.1	Sustainable materials for wood bonding and coating	Sustainable Materials for Wood Bonding and Coating in the Furniture Industry	This microcredential certifies knowledge of sustainable materials used for wood bonding and coating in the furniture industry, with a focus on their environmental benefits and practical applications. Learners will explore water-based adhesives, solvent-free adhesives, water-based coatings, powder coatings, and natural oils and waxes. The course integrates systems thinking, strategic thinking, and operational skills, emphasizing critical thinking, resource mobilization, and circular material innovation. Professionals will gain the expertise needed to incorporate eco-friendly materials and promote circular value networks in the furniture sector.
	6.2	Sustainable materials for upholstered furniture	Sustainable Materials for Upholstered Furniture	This microcredential certifies knowledge of sustainable material choices for upholstered furniture, focusing on their purpose, properties, and environmental impact. Learners will explore various eco-friendly textiles such as palm fiber, hemp, and linen, alongside innovative materials with integrated functions. This certification equips professionals with the ability to

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				identify, assess, and implement sustainable material solutions that enhance both product performance and environmental responsibility in the furniture industry.
	6.3	Innovative materials for furniture manufacturing	Knowledge of Innovative Materials in Furniture Manufacturing	This microcredential certifies expertise in alternative and emerging construction materials used in sustainable furniture manufacturing. Learners will examine the properties, benefits, and limitations of biopolymers, bio-composites, thermally modified wood, bamboo, mycelium-based composites, and materials derived from plastic waste. The course also introduces multifunctional materials with self-healing or antimicrobial capabilities. This certification empowers professionals to make informed material choices that align with circular design principles and environmental innovation.
	6.4	Used Furniture as a Raw Material for Furniture Manufacturing	Reusing Used Furniture: Strategies for Circular Material Integration	This microcredential certifies knowledge in evaluating and repurposing used furniture as raw material for new manufacturing processes. Learners will explore the benefits and challenges of working with pre-used materials and gain practical skills in assessing their condition to determine the most suitable circular strategies. This certification supports professionals in advancing sustainable practices and promoting resource efficiency within the furniture industry.
	6.5	Sustainable development in furniture industry	Sustainable development in furniture industry	This microcredential certifies knowledge about the sustainable development concept - its definition, developments and current acceptation - and sustainable design as integrative part of sustainable development concept. Learners will explore a series of good practice example of sustainable development application in furniture industry. This certification equips essentials professionals with a general view about sustainable development and sustainable design and the main outcomes of them in furniture industry.
	6.6	Materials used in the furniture industry	Materials used in the furniture industry	This microcredential certifies knowledge of the main materials used in the furniture industry. Learners will explore the types of materials, the wood species used for furniture manufacturing and the wooden based panels created to reduce the usage of solid wood resources. This certification equips professionals with the potential of approaching and selecting the appropriate raw materials for furniture manufacturing, being aware of their properties, their impact on the environment and of the waste materials resulted during the materials processing in the context of the circular economy.
	6.7	Waste materials circularity in furniture industry	Waste materials circularity in furniture industry (examples of circular material, so not to	This microcredential equips learners with the knowledge to assess and identify the waste materials resulted in the production process with potential of being recycled or reused for new materials or products. Learners will

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
			clash with Manufacturing processes)	explore different types of wastes based on wood or plastics and the techniques or technologies to transform them in new products or new raw materials and to integrate them into the circular chain. This certification empowers professionals to create by recycling or reusing the waste resulted in the furniture manufacturing process of sustainable materials or products.
	6.8	Sustainable materials for furniture industry	Sustainable materials for furniture industry	This microcredential equips learners with the knowledge of sustainable materials used for furniture manufacturing, such as wood biomass, agro waste resources, or structures designed and produced by additive manufacturing which can replace the wooden parts or connectors of the furniture. Learners will explore the methods of transforming the alternative resources into new raw materials. This certification empowers professionals to create new materials with alternative resources and thus integrating the sustainability concept as a driver for circularity.
	6.9	R&D techniques for new products	R&D techniques for new products	This microcredential equips learners with the knowledge of instruments and resources used as R&D techniques in order to create and develop innovative and sustainable materials for furniture industry integrating waste resources into new products. Learners will explore the phases of concept and its development starting with the laboratory phase and continuing with testing and validating the material as final product. This certification creates ability to innovate new products / materials and gives the professionals the main tools for the technological transfer of innovative materials into the industry.
7. Key Enabling Technologies	7.1	Foundations of Enabling Technologies for Circular Economy	Foundations of Enabling Technologies for Circular Economy Transformation	This microcredential introduces learners to the fundamental concepts and key enabling technologies driving the transition towards a circular economy in the furniture and wood sector. Participants will explore the core principles of digital and green transformations, gaining insights into how technologies such as IoT, AI, robotics, 3D printing, big data analytics, cloud computing, and blockchain are revolutionizing industry practices. The pill covers the impact of these technologies on sustainability, resource efficiency, and innovative business models, equipping learners with the knowledge to leverage these tools for enhancing circularity and environmental responsibility in their professional contexts.
	7.2	Technologies Supporting the Circular Economy in the furniture sector.	Technologies Supporting the Circular Economy in the Furniture Sector	This microcredential explores the key enabling technologies driving circular economy practices in the furniture industry. Participants will gain knowledge of how Internet of Things (IoT), Artificial Intelligence (AI), robotics, and 3D printing are revolutionizing furniture design, production, and lifecycle management. This pill covers practical applications of these technologies in circular processes, common implementation challenges and opportunities,

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				and real-world case studies from industry leaders. Learners will develop a comprehensive understanding of how these innovations support sustainability, resource efficiency, and circular business models in the furniture sector.
	7.3	Digitalization as a Catalyst for Circular Economy	Digitalization as a Catalyst for Circular Economy	This microcredential examines how digitalization drives circular economy principles by reducing waste and optimizing resource use. Participants will learn about digital tools such as AI, digital twins, and cloud-based platforms, gaining insights into their role in advancing sustainability and improving lifecycle management in the furniture and wood sector.
	7.4	Selecting Technologies for Digital and Green Transitions in Manufacturing	Selecting Technologies for Digital and Green Transitions in Manufacturing	This microcredential focuses on identifying and selecting enabling technologies that support digital and green transitions. Learners will explore the benefits of key enabling technologies (KETs) in enhancing sustainability, improving efficiency, and fostering circular economy principles across various production processes.
8. Manufacturing Processes	8.1	Energy Consumption	Sustainable Energy Practices in Circular Furniture Manufacturing	This microcredential provides learners with a comprehensive understanding of energy consumption challenges in furniture manufacturing, along with strategies to enhance energy efficiency in line with circular economy principles. It focuses on assessing the impact of energy usage throughout manufacturing processes and developing practical management strategies to achieve sustainability objectives. Designed for professionals in the furniture manufacturing industry, this qualification provides knowledge on how to integrate energy efficiency into circular economy practices.
	8.2	Production planning	Optimizing Production Planning for Circular Furniture Manufacturing	This microcredential certifies knowledge of production planning techniques that enhance circularity in furniture manufacturing. Learners will explore processing technologies, waste generation factors, and methods for optimizing material use, including sawn and board materials. The course covers strategies for reducing waste in mechanical processing, improving gluing processes, and minimizing assembly defects. By mastering these techniques, professionals can enhance efficiency, reduce material waste, and support a more sustainable and circular production model.
	8.3	Waste material Management	Effective Waste and Byproduct Management for	This microcredential certifies expertise in managing manufacturing waste and byproducts to enhance circularity in the furniture industry.

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
			Circular Furniture Manufacturing	Learners will explore the waste management hierarchy, assess resource efficiency, and develop cost-saving strategies through waste reduction. The course covers processes for restoring used furniture, repurposing materials into new products, and recycling components to obtain raw materials. By applying these principles, professionals can optimize waste management, reduce environmental impact, and support a sustainable, circular production system.
	8.4	Re-manufacturing and Reverse Logistics	Re-Manufacturing and Reverse Logistics in a Circular Economy	This microcredential focuses on the difference in manufacturing process between the linear and circular economy. It ensures that learners are aware of the challenges of re manufacturing and highlights ways to face them competitively in a market that remains mostly linear. Likewise, the challenges of reverse logistics are outlined and the advantages layed out.
	8.5	Lean-Green Approach and Operations management	Operations management and Lean strategies and how they can benefit the production of circular furniture.	This microcredential outlies to the learner the principles of lean manufacture and operations management and how they can benefit the manufacturing process in the circular economy. While these practices were developed for the linear economy, they have been shown to strive for the same goals- the efficient use of resources.
9. Circular Economy Transition Strategy	9.1	Circular economy: opportunity for manufacturing companies	Introduction for Circular Economy Strategies for Manufacturing	This microcredential certifies knowledge in the principles and advantages of the circular economy specifically for manufacturing companies. Learners acquire relevant knowledge on the necessity of transitioning from a linear to a circular economy within the manufacturing sector. They will understand the general principles and 9R framework of the circular economy that can be integrated into production processes. Focusing on sustainability awareness, value thinking, and the circular mindset, this certification provides professionals with the essential knowledge to begin integrating circular strategies into wood manufacturing practices.
	9.2	Circular Economy Strategy	Foundations of Circular Economy Strategy	This microcredential certifies knowledge of the fundamental steps required to develop a Circular Economy strategy. Learners will explore key steps, frameworks, and practical approaches to transitioning from linear to circular business models. This certification equips professionals with the skills to design and implement effective

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
				circular strategies, driving sustainability and resource efficiency within their organizations.
	9.3	Step 1. Assessment and Goal Setting	Circular Assessment and Goal Setting	This microcredential certifies knowledge of how to assess existing business to identify inefficiencies and opportunities for circularity. Learners will explore methodologies for evaluating sustainability performance, setting clear circular economy objectives, and developing actionable strategies aligned with sustainability goals. The course also covers technology watch systematic strategy to support continuous monitoring. This certification equips professionals with the skills to drive circular transformation and enhance resource efficiency within their organizations.
	9.4	Step 2. Redesign products and processes for circularity	Implementing Circular Economy: Strategies, Tools, and Stakeholder Engagement	This microcredential certifies knowledge of the key drivers, tools, and stakeholder engagement strategies necessary for implementing circular economy practices. Learners will explore methods for fostering collaboration across value chains, building capacity for circular transitions, and leveraging innovation to redesign products and processes. This certification equips professionals with the expertise to drive sustainable transformation and embed circular principles into business operations.
	9.5	Step 3. Monitoring and assessing circularity	Monitoring and assessing circularity	This microcredential certifies knowledge of key circular indicators and assessment tools used to evaluate and track circularity within a company. Learners will explore methodologies for measuring resource efficiency, waste reduction, and overall circular performance, ensuring alignment with sustainability objectives. This certification equips professionals with the skills to implement data-driven strategies, monitor progress, and drive continuous improvement in circular economy practices.
	9.6	Standards for circularity	Standards for Circular Economy in the Furniture Industry	This microcredential certifies expertise in knowing and applying ISO 59000 and other relevant standards to circular economy practices in the furniture industry. Learners will gain insights into regulatory frameworks, industry best practices, and practical implementation strategies to enhance sustainability and compliance. This certification empowers professionals to integrate standardized circular economy principles, improve resource efficiency, and drive sustainable innovation within their organizations.

Module	Pill No	Pill Title	Microcretential Title	Microcredential Description
10. Closing	10.1	Wrapping up and future directions	Circular Transition: Key Insights and Future Perspectives	This microcredential certifies knowledge of the key lessons learned throughout the circular transition journey while exploring future sustainability developments. Learners will reflect on essential takeaways, assess current limitations, and identify emerging trends that will shape the future of circular economy practices. This certification equips professionals with the insights needed to anticipate challenges, adapt to evolving sustainability frameworks, and drive continuous innovation in their industries.

4.3 Competencies

This section outlines the competency areas and specific competencies developed in each pill. It helps trainers see the practical skills learners will acquire and how these relate to real-world roles and industry needs.

Module	Pill No.	Pill Title	Competency Areas	Competencies
1. Circular Economy Introduction	1.1	The urgency of change: rethinking industry and sustainability	1. Values Thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset
	1.2	Sustainable development & global frameworks: rethinking Industry for a resilient future	1. Values Thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset
	1.3	Circular Economy: rethinking waste, resources, and industry	1. Values Thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset
	1.4	The Circular Economy: a win for the planet, business, and society	1. Values Thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset
	1.5	The role of the Circular Economy Transition Manager: leading the change in the furniture industry	1. Values Thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset
2. Legislative Instruments	2.1	Corporate Sustainability Reporting Directive and Taxonomy Framework	3. System Thinking	3.3 Governance and Policies
	2.2	Ecodesign for Sustainable Products Regulation (ESPR)	3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	3.3 Governance and Policies 4.3 Circular Impact Assessment 5.2 Circular Design Innovation
	2.3	From the Waste Regulation to the right to repair	3. Systems Thinking	3.3 Governance and Policies
	2.4	EU Deforestation Regulation	3. Systems Thinking	3.3 Governance and Policies
	2.5	Chemicals of Furniture Products	3. Systems Thinking	3.3 Governance and Policies
3. Voluntary Instruments	3.1	Environmental attributes in furniture companies and certifications and voluntary environmental instruments to communicate them.	1. Values Thinking 2. Interpersonal Thinking 3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	1.3 Circular Mindset 2.2 Communication & Navigation 3.1 Navigating Complexity 3.2 Critical Thinking 4.1 Agenda Setting 5.2 Circular Design Innovation
	3.2	Certifications and voluntary environmental instruments applicable at company level.	1. Values Thinking 2. Interpersonal Thinking 3. Systems Thinking	1.3 Circular Mindset 2.2 Communication & Navigation 3.2 Critical Thinking

Module	Pill No.	Pill Title	Competency Areas	Competencies
			4. Strategic Thinking 5. Operational Thinking	4.3 Circular Impact Assessment 5.3 Circular Business Model Innovation
	3.3	Certifications and voluntary environmental instruments applicable at product level.	1. Values Thinking 2. Interpersonal Thinking 3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	1.3 Circular Mindset 2.2 Communication & Navigation 3.2 Critical Thinking 4.3 Circular Impact Assessment 5.2 Circular Design Innovation
	3.4	Alignment with my clients' certifications and voluntary environmental instruments.	1. Values Thinking 2. Interpersonal Thinking 3. Systems Thinking 5. Operational Thinking	1.3 Circular Mindset 2.2 Communication & Navigation 3.2 Critical Thinking 5.4 Circular Value Network Innovation
4. Circular Business Models	4.1	Business model innovation for sustainability	1. Values thinking 5. Operational thinking	1.1 Sustainability awareness 5.3 Circular business model innovation
	4.2	Circular business models archetypes	1. Value thinking 5. Operational thinking	1.3 Circular mindset 5.3 Circular business model innovation
	4.3	Circular business model innovation tools and processes	5. Operational thinking 6. Future thinking	5.3 Circular business model innovation 6.2 Exploratory thinking
	4.4	Thinking in systems	3. Systems thinking 5. Operational thinking 2. Interpersonal thinking	3.2 Critical thinking 5.4 Circular value network innovation 2.1 Collaboration and collective action
	4.5	Communicating circular value to customers	2. Interpersonal thinking	2.2 Communication and navigation
5. Circular Design	5.1	Introduction to Circular Design for Furniture	1. Values thinking 3. Systems thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset 3.3 Governance and policy
	5.2	From Green to Circular Design: The Evolution of Design for Sustainability in the Furniture Sector	2. Interpersonal thinking 4. Strategic thinking 5. Operational thinking 6. Future thinking	2.1 Collaboration and Collective action 4.1 Agenda setting 5.2 Circular design innovation 6.1 Future literacy
	5.3	Life Cycle Thinking	3. Systems thinking 4. Strategic thinking	3.1 Navigating complexity 4.3 Circular impact assessment
	5.4	Strategies of Design for Circular Furniture	5. Operational thinking	5.2 Circular design innovation
	5.5	Design mindset for low-impact manufacturing and material choices	5. Operational thinking	5.1 Circular material innovation 5.2 Circular design innovation
	5.6	Methodology for the Circular Designer	5. Operational thinking	5.2 Circular design innovation
6. New and Sustainable Materials	6.1	Sustainable materials for wood bonding and coating	3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	3.2 Critical thinking 4.2. Resource mobilisation

Module	Pill No.	Pill Title	Competency Areas	Competencies
				5.1.Circular Material innovation. 5.4 Circular Value Network innovation.
	6.2	Sustainable materials for upholstered furniture	3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	3.2 Critical thinking 4.2. Resource mobilisation 5.1.Circular Material innovation. 5.4 Circular Value Network innovation.
	6.3	Innovative materials for furniture manufacturing	3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	3.2 Critical thinking 4.2. Resource mobilisation 5.1.Circular Material innovation. 5.4 Circular Value Network innovation.
	6.4	Used Furniture as a Raw Material for Furniture Manufacturing	3. Systems Thinking 4. Strategic Thinking 5. Operational Thinking	3.2 Critical thinking 4.2. Resource mobilisation 5.1.Circular Material innovation. 5.4 Circular Value Network innovation.
	6.5	Sustainable development in furniture industry	5. Operational thinking	5.3 Circular business model innovation
	6.6	Materials used in the furniture industry	4. Strategic thinking	4.3 Impact assessment
	6.7	Waste materials circularity in furniture industry	4. Strategic thinking	4.2 Resource mobilization
	6.8	Sustainable materials for furniture industry	5. Operational thinking	5.1 Circular material innovation
	6.9	R&D techniques for new products	5. Operational thinking 6. Future thinking	5.1 Circular material innovation 6.1 Futures literacy 6.2 Exploratory thinking
7. Key Enabling Technologies	7.1	Foundations of Enabling Technologies for Circular Economy	5. Operational thinking 6. Future thinking	5.5 Key Enabling Technologies 6.3 Key Enabling Technologies
	7.2	Technologies Supporting the Circular Economy in the furniture sector.	5. Operational thinking 6. Future thinking	5.5 Key Enabling Technologies 6.3 Key Enabling Technologies
	7.3	Digitalization as a Catalyst for Circular Economy	5. Operational thinking 6. Future thinking	5.5 Key Enabling Technologies 6.3 Key Enabling Technologies
	7.4	Selecting Technologies for Digital and Green Transitions in Manufacturing	5. Operational thinking 6. Future thinking	5.5 Key Enabling Technologies 6.3 Key Enabling Technologies
8. Manufacturing Processes	8.1	Energy Consumption	3. Systems Thinking 4. Strategic Thinking	3.1 Navigating Complexity 4.2 Resource Mobilisation 4.3 Circular Impact Assessment
	8.2	Production planning	4. Strategic Thinking	4.1 Agenda Setting 4.2 Resource Mobilisation
	8.3	Waste material Management	4. Strategic Thinking 5. Operational Thinking	4.2 Resource Mobilisation 5.3 Circular Business Model Innovation
	8.4	Re-manufacturing and Reverse Logistics	4. Strategic Thinking 5. Operational Thinking	4.2 Resource Mobilisation 5.1 Circular material innovation

Module	Pill No.	Pill Title	Competency Areas	Competencies
	8.5	Lean-Green Approach and Operations management	4. Strategic Thinking 5. Operational Thinking 6. Future Thinking	4.2 Resource mobilisation 5.4 Circular Value Network Innovation 6.2 Exploratory Thinking
9. Circular Economy Transition Strategy	9.1	Circular economy: opportunity for manufacturing companies	1. Value thinking 3. Systems thinking	1.1 Sustainability awareness 1.2 Embodying values 1.3 Circular mindset 3.3 Governance & policies
	9.2	Circular Economy Strategy	4. Strategic Thinking 5. Operational Thinking	4.1 Agenda setting 5.4 Circular value network innovation
	9.3	Step 1. Assessment and Goal Setting	3. Systems Thinking 6. Future Thinking	3.1 Navigating complexity 3.2 Critical thinking 6.1 Future literacy
	9.4	Step 2. Redesign products and processes and innovation	4. Strategic Thinking	4.2 Resource mobilization
	9.5	Step 3. Monitoring and assessing circularity	3. Systems Thinking 4. Strategic Thinking	3.2 Critical thinking 3.3 Governance & policies 4.3 Circular impact assessment
	9.6	Standards for circularity	3. Systems Thinking	3.3 Governance & policies
10. Closing	10.1	Wrapping up and future directions	4. strategic thinking 6. future thinking	4.1 Agenda Setting 4.2 Resource Mobilistation 6.1 Future Literacy

4.4 Training paths (EQF 4-6)

CirCLER training course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h) || Advanced CETM (EQF 6, 150 h) offers three certification levels. Each level has a specific set of pills to complete, along with associated project work.

The level depends on both the number of pills completed and the total training hours.

Certification levels

Level	EQF	Pills	Total Hours	Focus
Junior CETM	4	29	84 h	Core principles of circular economy in the furniture industry.
Intermediate CETM	5	39	116 h	Deeper technical and managerial skills with more applied projects.
Advanced CETM	6	50	150 h	Comprehensive expertise, leadership, and complex implementation strategies.

The table below shows the required pills, course and project hours, and total time for each certification level, helping trainers guide learners through the recommended progression from Junior (EQF 4) to Advanced (EQF 6).

Junior CETM (EQF 4)				Intermediate CETM (EQF 5)				Advanced CETM (EQF 6)			
Pills	Course (h)	Project (h)	TOTAL (h)	Pills	Course (h)	Project (h)	TOTAL (h)	Pills	Course (h)	Project (h)	TOTAL (h)
1,1	0,4	0	**0,4**	**1,1**	0,4	0	**0,4**	**1,1**	0,4	0	**0,4**
1,2	0,4	0	**0,4**	**1,2**	0,4	0	**0,4**	**1,2**	0,4	0	**0,4**
1,3	0,4	0	**0,4**	**1,3**	0,4	0	**0,4**	**1,3**	0,4	0	**0,4**
1,4	0,4	0	**0,4**	**1,4**	0,4	0	**0,4**	**1,4**	0,4	0	**0,4**
1,5	0,4	0	**0,4**	**1,5**	0,4	0	**0,4**	**1,5**	0,4	0	**0,4**
2,2	3,75	0,75	**4,5**	**2,2**	3,75	0,75	**4,5**	**2,1**	1,75	0,75	**2,5**
3,1	3,25	0,75	**4**	**3,1**	3,25	0,75	**4**	**2,2**	3,75	0,75	**4,5**
4,1	2	0,5	**2,5**	**3,2**	3,5	0,5	**4**	**2,3**	2	0,5	**2,5**
4,2	1,75	0,75	**2,5**	**3,3**	4	0,5	**4,5**	**2,4**	2	0,5	**2,5**
4,5	2	0,5	**2,5**	**4,1**	2	0,5	**2,5**	**2,5**	2	0,5	**2,5**
5,1	2	0,5	**2,5**	**4,2**	1,75	0,75	**2,5**	**3,1**	3,25	0,75	**4**
5,2	2	0,5	**2,5**	**4,3**	2	0,5	**2,5**	**3,2**	3,5	0,5	**4**
5,3	4	0,5	**4,5**	**4,5**	2	0,5	**2,5**	**3,3**	4	0,5	**4,5**
5,4	3,75	0,75	**4,5**	**5,1**	2	0,5	**2,5**	**3,4**	2,5	0,5	**3**
6,1	3,5	0,5	**4**	**5,2**	2	0,5	**2,5**	**4,1**	2	0,5	**2,5**
6,2	2	0,5	**2,5**	**5,3**	4	0,5	**4,5**	**4,2**	1,75	0,75	**2,5**
6,5	3,5	0,5	**4**	**5,4**	3,75	0,75	**4,5**	**4,3**	2	0,5	**2,5**
6,6	4	0,5	**4,5**	**6,1**	3,5	0,5	**4**	**4,4**	2	0,5	**2,5**
6,7	3,5	0,5	**4**	**6,2**	2	0,5	**2,5**	**4,5**	2	0,5	**2,5**
6,8	4	0,5	**4,5**	**6,3**	2	0,5	**2,5**	**5,1**	2	0,5	**2,5**
7,1	3	1	**4**	**6,4**	2	0,5	**2,5**	**5,2**	2	0,5	**2,5**
8,1	1,75	0,75	**2,5**	**6,5**	3,5	0,5	**4**	**5,3**	4	0,5	**4,5**
8,2	3,25	0,75	**4**	**6,6**	4	0,5	**4,5**	**5,4**	3,75	0,75	**4,5**
8,3	3	0,5	**3,5**	**6,7**	3,5	0,5	**4**	**5,5**	3	0,75	**3,75**
9,1	1,75	0,75	**2,5**	**6,8**	4	0,5	**4,5**	**5,6**	3	0,75	**3,75**

Junior CETM (EQF 4)			
Pills	Course (h)	Project (h)	TOTAL (h)
9,2	2	0,5	**2,5**
9,3	3	0,5	**3,5**
9,4	3,5	0,5	**4**
10,1	2	0	**2**

Intermediate CETM (EQF 5)			
Pills	Course (h)	Project (h)	TOTAL (h)
7,1	3	1	**4**
7,2	3,5	0,5	**4**
7,3	3,5	0,5	**4**
8,1	1,75	0,75	**2,5**
8,2	3,25	0,75	**4**
8,3	3	0,5	**3,5**
8,4	2,5	0,5	**3**
9,1	1,75	0,75	**2,5**
9,2	2	0,5	**2,5**
9,3	3	0,5	**3,5**
9,4	3,5	0,5	**4**
9,5	2	0,5	**2,5**
9,6	2	0,5	**2,5**
10,1	2	0	**2**

Advanced CETM (EQF 6)			
Pills	Course (h)	Project (h)	TOTAL (h)
6,1	3,5	0,5	**4**
6,2	2	0,5	**2,5**
6,3	2	0,5	**2,5**
6,4	2	0,5	**2,5**
6,5	3,5	0,5	**4**
6,6	4	0,5	**4,5**
6,7	3,5	0,5	**4**
6,8	4	0,5	**4,5**
6,9	3,5	0,5	**4**
7,1	3	1	**4**
7,2	3,5	0,5	**4**
7,3	3,5	0,5	**4**
7,4	3,5	0,5	**4**
8,1	1,75	0,75	**2,5**
8,2	3,25	0,75	**4**
8,3	3	0,5	**3,5**
8,4	2,5	0,5	**3**
8,5	2,5	0,5	**3**
9,1	1,75	0,75	**2,5**
9,2	2	0,5	**2,5**
9,3	3	0,5	**3,5**
9,4	3,5	0,5	**4**
9,5	2	0,5	**2,5**
9,6	2	0,5	**2,5**
10,1	2	0	**2**

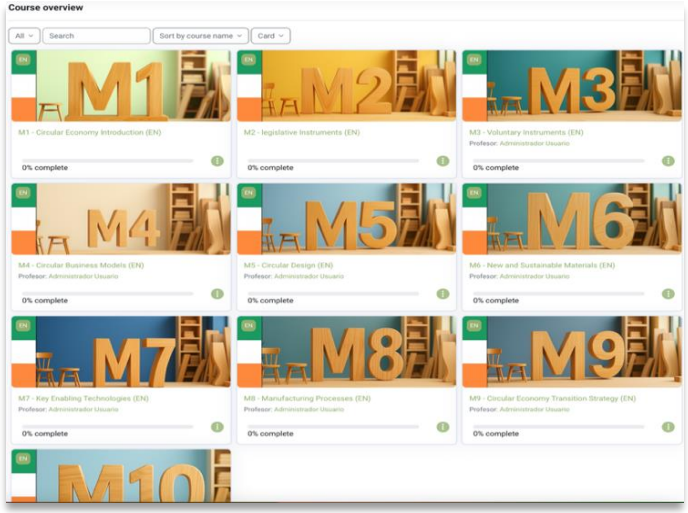
5. OVERVIEW OF THE LEARNING PLATFORM

5.1 Access, registration

Access to the platform through the following URL:
https://circlercourse.eu
Each user receives a username and password to log in at:
https://circlercourse.eu/register

5.2 Main course page

After logging in, you'll see the **ten modules** that make up the course. Each module contains a set of thematic blocks (pills) with different learning materials.



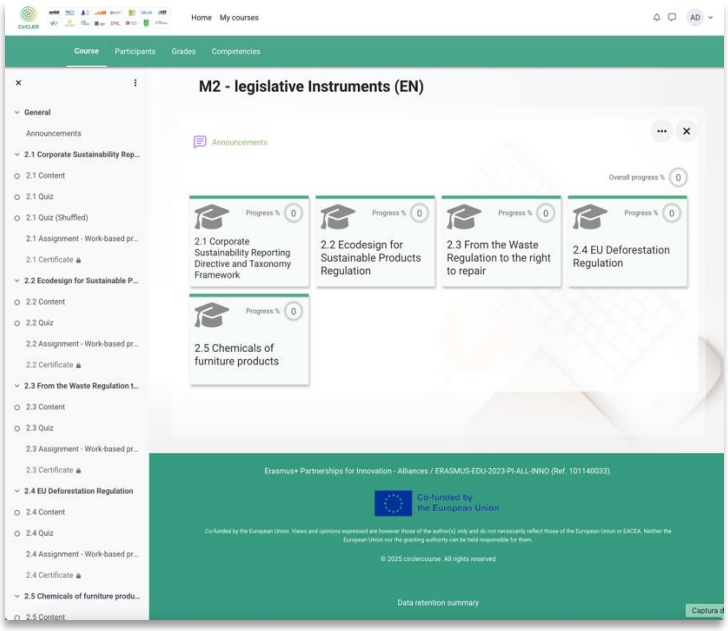
These are two examples:

5.3 Exploring Modules and its Pill

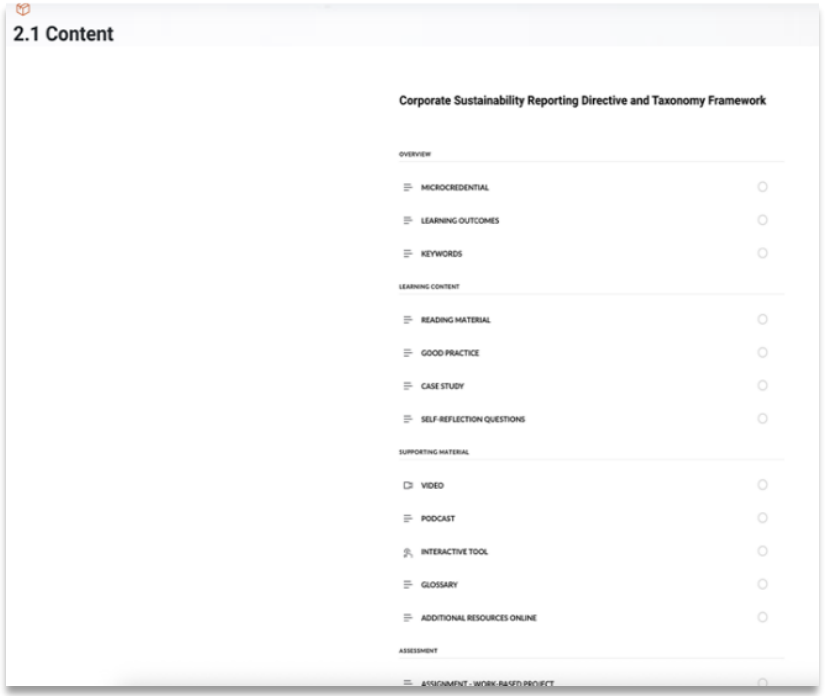
Click on any module to open it.
Inside, you'll find an overview of the Module and a list of its Pills.

Each module contains several **Pills** - these are the main learning units.

From here, you can select a pill to start learning. Within each Pill you can find reading material, a video, a podcast, assignments and a quiz.

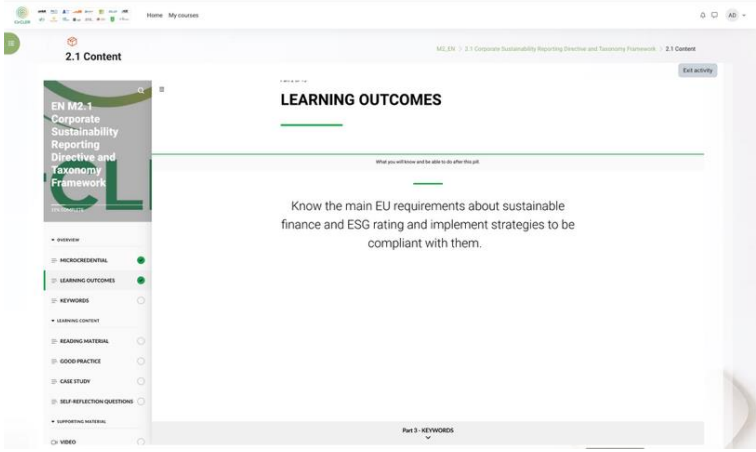


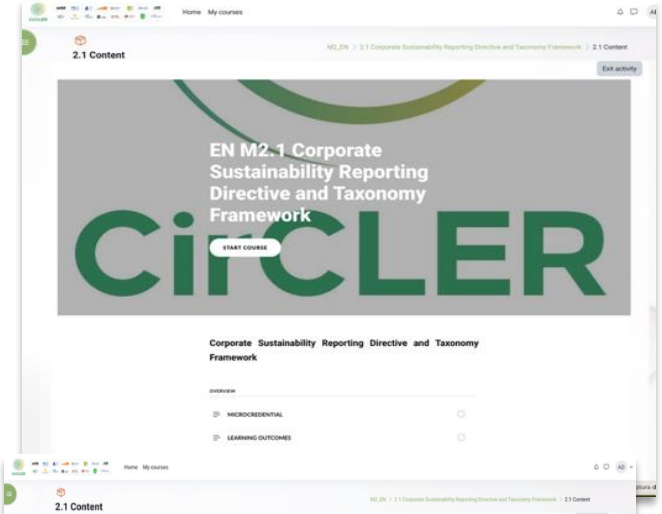
Example view of Module 2: Legislative Instruments with its five pills.

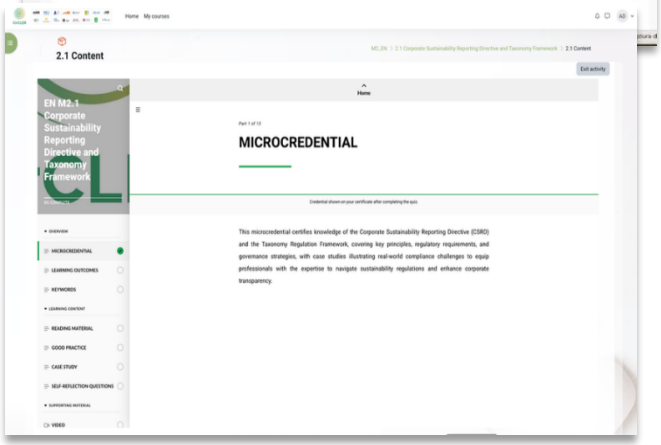


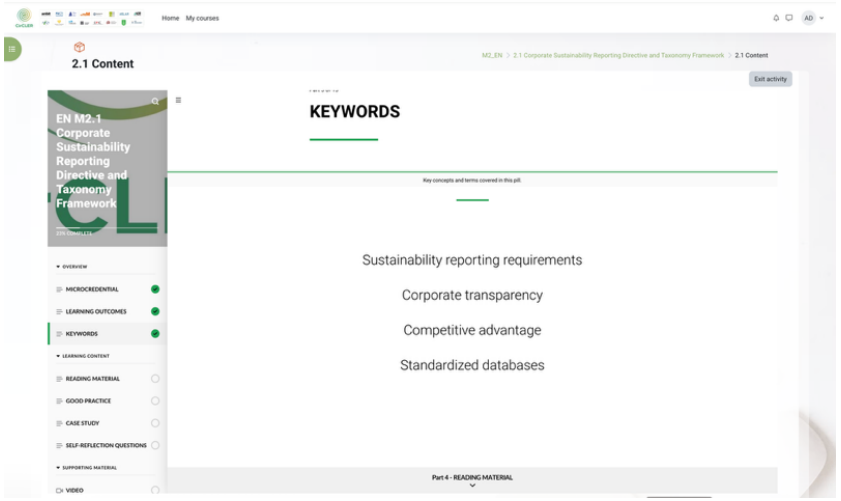
Example view of Module 2, Pill 2.1 Corporate Sustainability Reporting Directive and Taxonomy Framework

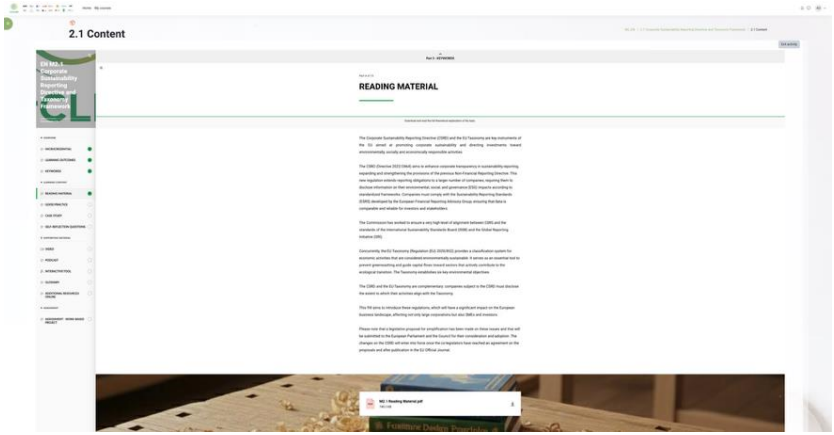
In this section users of the course can acces to the information of the overview (microcredential, learning outcomes and keywords); information about the learning content (reading material, good practice, case study and self-reflection questions); information about the supporting material (video, podcast, interactive tool, glossary and additional resources online) and finally users can find the Assesment (assignment – work-based project).

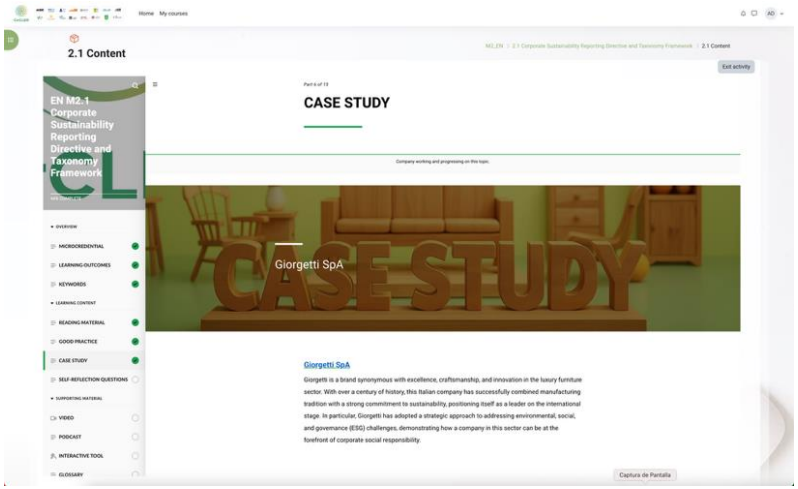


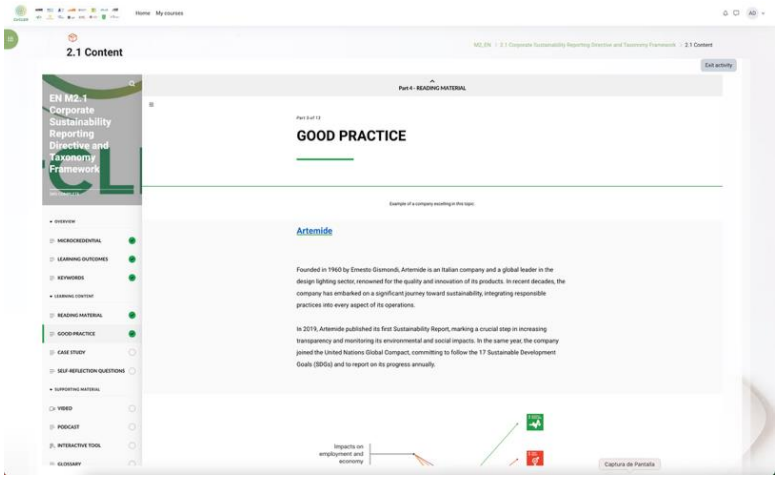


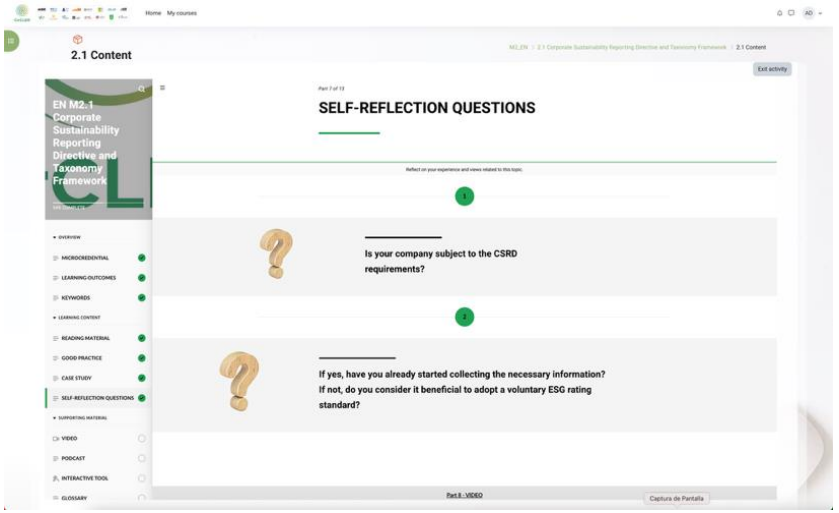


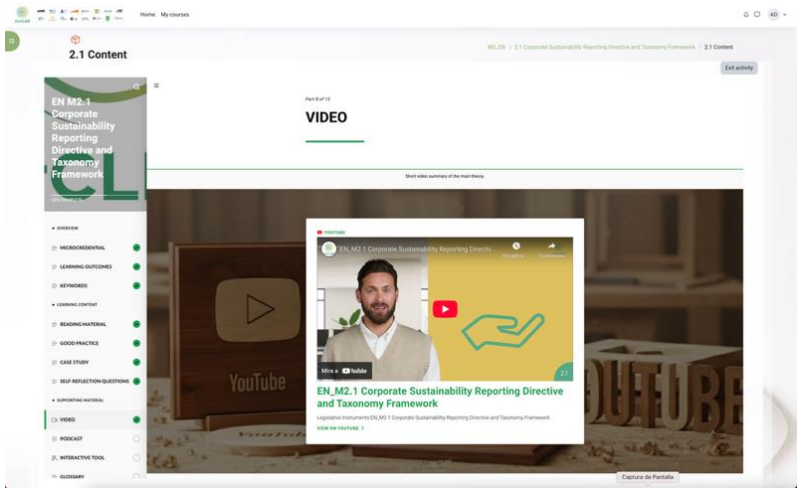


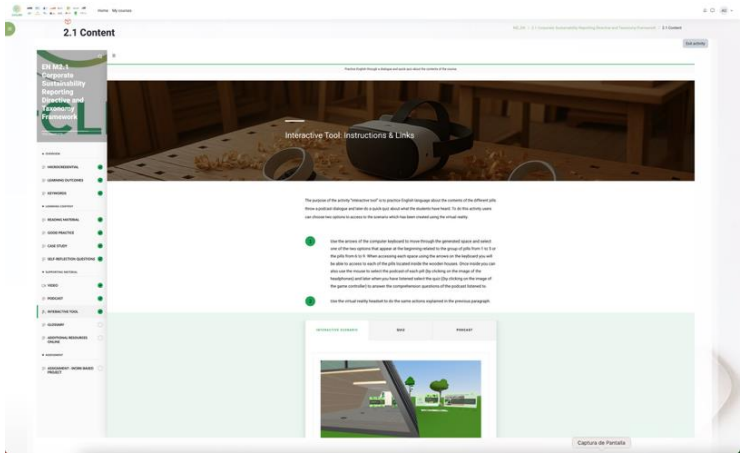

2.1 Content
READING MATERIAL

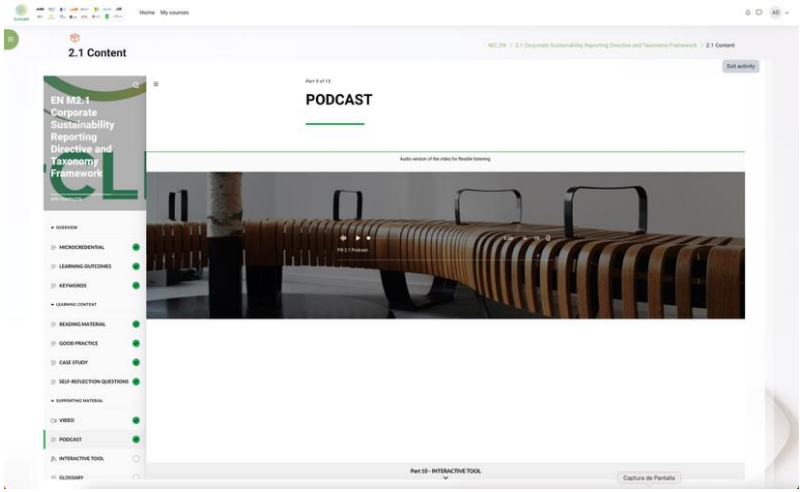

2.1 Content
CASE STUDY
Giorgetti SpA
Giorgetti SpA

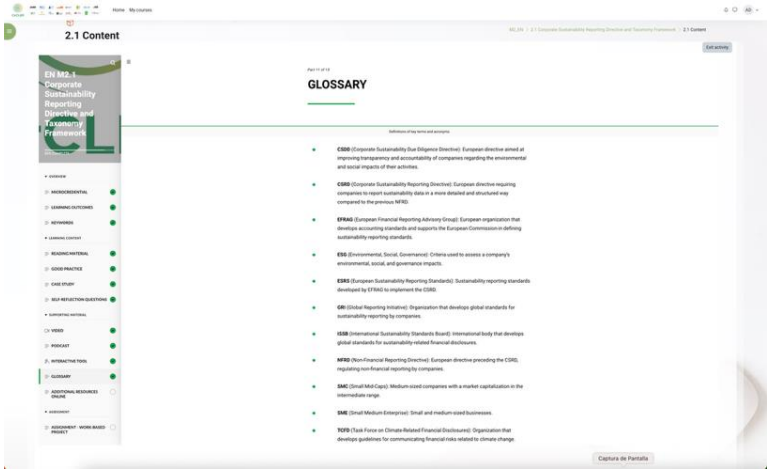

2.1 Content
GOOD PRACTICE
Artemide

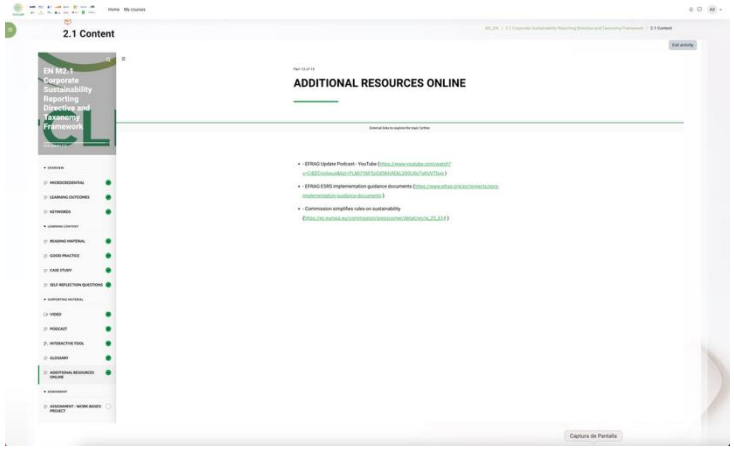

2.1 Content
SELF-REFLECTION QUESTIONS
Is your company subject to the CSRD requirements?
If yes, have you already started collecting the necessary information?
If not, do you consider it beneficial to adopt a voluntary ESG rating standard?

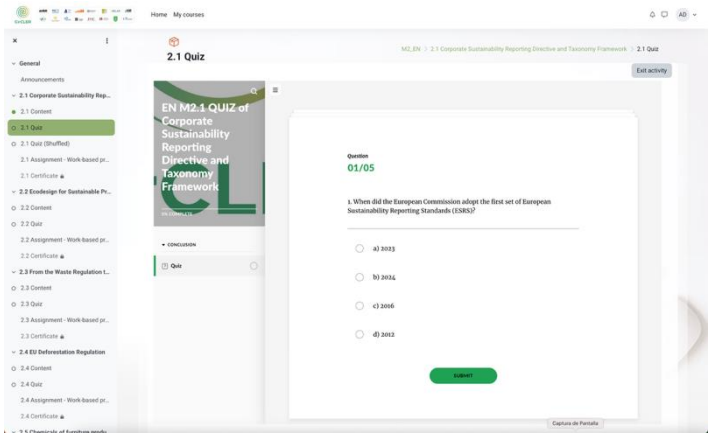

2.1 Content
EN M2.1 Corporate Sustainability Reporting Directive and Taxonomy Framework
VIDEO
EN_M2.1 Corporate Sustainability Reporting Directive and Taxonomy Framework

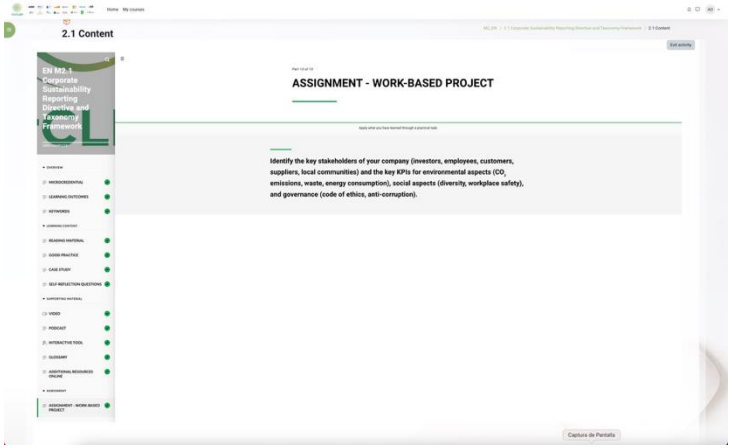

2.1 Content
Interactive Tool: Instructions & Links

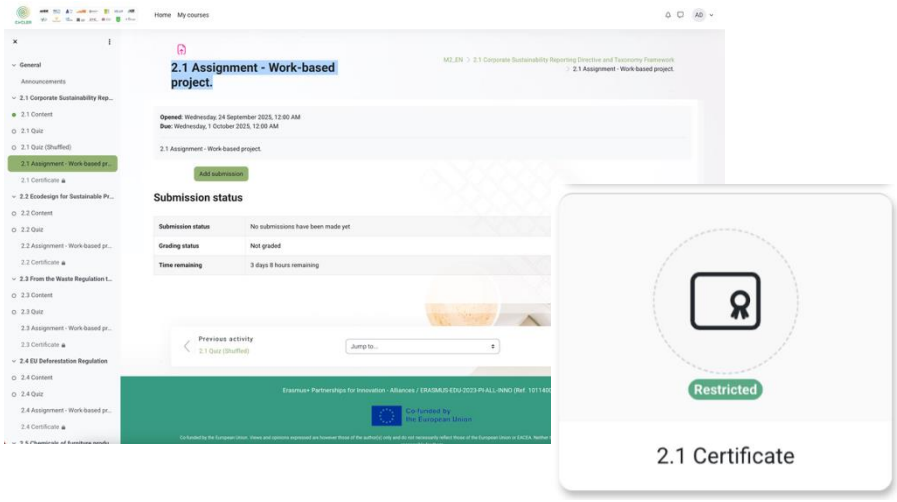

2.1 Content
EN M2.1 Corporate Sustainability Reporting Directive and Taxonomy Framework
PODCAST


2.1 Content
EN M2.1 Corporate Sustainability Reporting Directive and Taxonomy Framework
GLOSSARY


2.1 Content
ADDITIONAL RESOURCES ONLINE


2.1 Quiz
EN M2.1 QUIZ of Corporate Sustainability Reporting Directive and Taxonomy Framework
Question
01/05
1. When did the European Commission adopt the first set of European Sustainability Reporting Standards (ESRS)?
a) 2023
b) 2024
c) 2016
d) 2012
SUBMIT


2.1 Content
ASSIGNMENT - WORK-BASED PROJECT
Identify the key stakeholders of your company (investors, employees, customers, suppliers, local communities) and the key KPIs for environmental aspects (CO2 emissions, waste, energy consumption), social aspects (diversity, workplace safety), and governance (code of ethics, anti-corruption).


2.1 Assignment - Work-based project.
Submission status
Restricted
2.1 Certificate

5.4 Link to the Platform User Guide

A **video tutorial** has prepared to guide participants on how to access the course and navigate the platform.

Go to https://circlercourse.eu/

Register or log in with your username and password at:

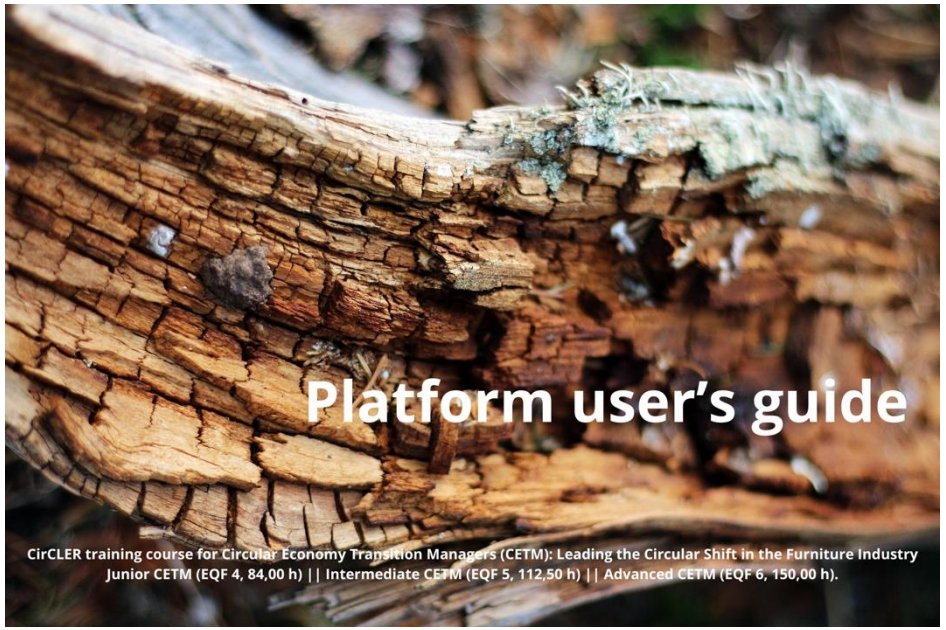
https://circlercourse.eu/register

Click the **video tutorial** to learn how to navigate the platform, including:

- course content
- learning progress
- assessment
- certification

You will be guided in understanding and applying the CirCLER training course course's concepts, tools, and methodologies. This applies to all levels of the CirCLER training course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry

- Junior CETM (EQF 4, 84 h)
- Intermediate CETM (EQF 5, 116 h)
- Advanced CETM (EQF 6, 150 h).



6. Skills Self-Assessment Tool

The transition from a linear to a circular economy requires not only new business models but also a new generation of professionals equipped with the right mindset, knowledge, and skills. At the heart of this transformation in the furniture industry lies a key role: the Circular Economy Transition Manager (CETM).

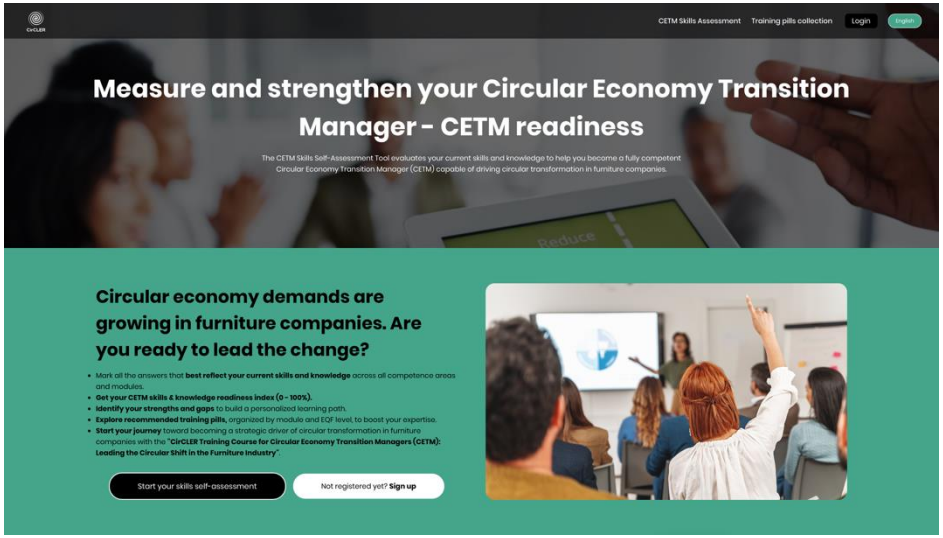
A CETM is more than just a sustainability expert — they are strategic change-makers who integrate circularity across all areas of a company's operations: design, production, supply chain, and business strategy. Their mission is to drive systemic change by helping companies adopt practices that minimize waste, optimize resources, comply with evolving regulations, and generate long-term value.

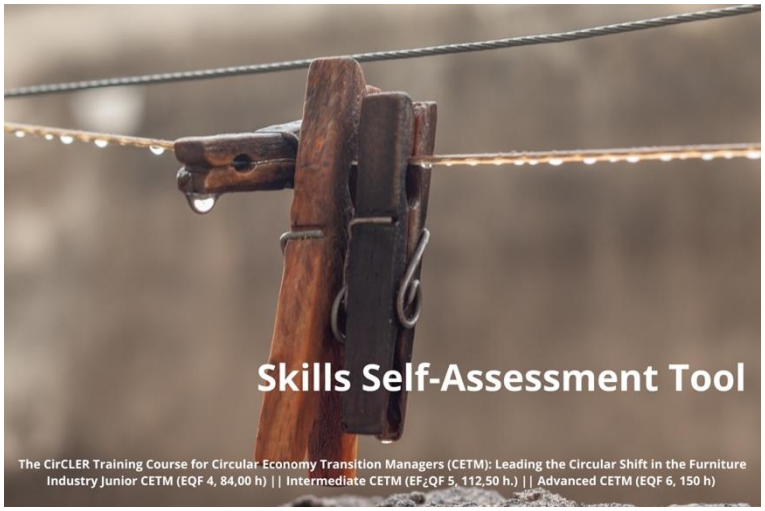
To support this, CirCLER has developed a self-assessment tool that helps learners evaluate their current knowledge and skills, identify strengths and gaps, and receive personalized guidance on which modules and pills to follow in the CirCLER Training Course for Circular Economy Transition Managers (CETM): Leading the Circular Shift in the Furniture Industry Junior CETM (EQF 4, 84 h) || Intermediate CETM (EQF 5, 116 h) || Advanced CETM (EQF 6, 150 h) (10 modules, 51 pills).Trainers can use this tool to support learners in planning their development, tracking progress, and building a learning roadmap towards full CETM competence.

How to use the tool:

- ➔ Select the profile that fits: **Industry Practitioner** or **Student**.
- ➔ Answer questions across each competence area.
- ➔ Identify strengths and areas for improvement.
- ➔ Get personalized suggestions for training pills or build your own learning roadmap to become a fully competent CETM.

➔ https://assessment.circler-furniture.eu/





7. Acronyms

BREEAM	Building Research Establishment Environmental Assessment Method
CETM	Circular Economy Transition Managers
CSRD	Corporate Sustainability Reporting Directive
ECTS	European Credit Transfer and Accumulation System
EMAS	Eco-Management and Audit Scheme
EPD	Environmental Product Declarations
EPR	Extended Producer Responsibility
EQAVET	European Quality Assurance Reference Framework for Vocational Education and Training
EQF	European Qualifications Framework
ESCO	European Skills, Competences, Qualifications and Occupations
ESPR	Ecodesign for Sustainable Products Regulation
EUDR	EU Deforestation Regulation
GPP	Green Public Procurement
HEI	Higher Education Institution
ISO	International Organization for Standardization
KET	Key enabling technologies
LCA	Life Cycle Assessment
LCD	Life Cycle Design
LEED	Leadership in Energy and Environmental Design
LMS	Learning Management System
LO	Learning Outcomes
MOOC	Massive Online Open Courses
MOODLE	Modular Object-Oriented Dynamic Learning Environment
PEF	Product Environmental Footprint
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
SDG	Sustainable Development Goals
VET	Vocational Education and Training
AI	Artificial intelligence
FSC	Forest Stewardship Council
GHG	Greenhouse Gas Protocol
GPP	Green Product Procurement
ioT	Internet of Things
PEFC	Program for Endorsement of Forest Certification
VOC	Volatile Organic Compounds

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www.circler-furniture.eu