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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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D3.2 ESCO Furniture Sector Occupations Affected by Sector CE Transition WP 3 / T3.4

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Context

Grant agreement	101140033
Programme	ERASMUS2027
Project acronym	CirCLER
Project title	Circular Economy Transition Manager: guiding companies of the furniture value chain to deploy their transition strategy for a more circular economy
Project starting date	01/02/2024
Project end date	31/01/2027
Project duration	36 months
Project work package	WP3 – Skills, Gaps and Needs
Deliverable title	ESCO Furniture Sector Occupations Affected by Sector CE Transition
Nature of deliverable	Report
Dissemination level	Public
Due date of deliverable	31/10/2024
Actual date of deliverable	25/10/2024
Produced	ATU
Reviewed	All partners
Validated	CPI

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Document Version History

Issue Date	Version	Author
15/10/204	V1.0	ATU
23/10/204	V2.0	ATU
25/10/204	V2.1	ATU

1. Introduction

As the EU furniture sector responds to the Circular Economy, an emerging occupation profile is that of a Circular Economy Transition Manager (CETM). In order to establish the training requirements for a CETM, WorkPackage (WP) 3 aimed to identify the skills, gaps and needs of this occupation. A report, D3.1, on the Skills, Knowledge and Competencies (SKCs) was produced based on a survey of the sector and a workshop conducted with experts in the EU furniture sector.

This second deliverable of WP3 is D3.2, which examines the classifications of European Skills, Competencies and Occupations (ESCO) that are affected by the sector CE transition. A database of the full 3039 occupations was searched at https://esco.ec.europa.eu/en/classification/occupation_main. The focus was on ESCO occupations in the furniture sector that require an update of skills, knowledge, and competencies to address the circular transition of companies. The new joint curriculum for the CETM covers part of these new SKC needs. An analysis of the links between the existing ESCO occupations and the new SKCs required for the furniture sector to transition to the CE was carried out.



This will support the development of pills that can be recommended to those occupational profiles to update their SKCs. To support existing occupations working in the EU furniture sector who wish to improve their ability to transition to the CE a skills self-evaluation tool will be developed by CirCLER (D5.2). It is planned that this tool will enable occupations identified in this deliverable to determine their SKC gaps and to identify suitable CirCLER pills to bridge those gaps. The proposed tool will take the form of an open online tool where professionals will be able to evaluate their level of SKC in the areas of expertise covered by the CirCLER toolkit.

60 profiles, to ESCO level 5, linked to the furniture industry were identified along with a description and indication of whether the occupation is least, somewhat or most affected by the circular transition of companies affected by the circular transition of companies. For example, the *Industrial Designer* (2163.1) will be most affected by the CE transition to ensure products, service and systems are designed to be circular while comparably a *Pulp Control Operator* (3139.3) will be least affected. A detailed description of each occupation may be found at <http://esco.ec.europa.eu> using the occupation code provided in Table 1.

2. ESCO Occupations Affected by Sector CE Transition

The results of the analysis are presented in a table format. The table includes the occupation profile number, the occupation title, the ESCO occupation code, affect levels and a description of the occupation. See table 1 below:

Table 1: ESCO Furniture Sector Occupations Affected by Sector CE Transition

		Circular Economy Transition Manager T3.4 ESCO Occupations				 Co-funded by the European Union	
Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description	
1	Chief Operations Officer	1120.4			X	Chief operating officers are the right hand and second in command of a company's chief executive officer.	
2	Chief Executive Officer	1120.3			X	Chief executive officers hold the highest ranking in a pyramidal corporate structure. They are able to hold a complete idea of the functioning of the business, its departments, risks, and stakeholders.	
3	Financial Manager	1211.1		X		Financial managers handle all the matters in reference to the finances and investments of a company.	
4	Corporate Training Manager	1212.4			X	Corporate training managers coordinate all the training activities and development programmes in a company.	
5	Policy manager	1213.2		X		Policy managers are responsible for managing the development of policy programs and ensuring that the strategic objectives of the organization are met.	
6	Procurement Department Manager	1213.3			X	Procurement department managers ensure that the organisation's policy goals are transformed into concrete actions and support their teams to achieve the best results for their clients and the public.	
7	Programme Manager	1213.4		X		Programme managers coordinate and oversee several projects working simultaneously. They ensure workability and compatibility among projects ensuring that overall, each one of the projects under the management of project managers, turn out profitable and leveraging one to the other.	
8	Business Manager	1213.5		X		Business managers are responsible for setting the objectives of the business unit of a company, creating a plan for the operations, and facilitating the achievement of the objectives and implementation of the plan together with employees of the segment and stakeholders.	

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Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description
9	Health Safety and Environmental Manager	1213.7			X	Health, safety and environmental managers design and execute corporate policies and procedures related to occupational health and safety and environmental protection.
10	Sustainability Manager	1213.8			X	Sustainability managers are responsible for ensuring the sustainability of business processes.
11	Corporate Social Responsibility Manager	1219.2			X	Corporate social responsibility managers monitor the practices of organisations and companies with regard to ethics and impact on the larger community.
12	Department Manager	1219.4			X	Department managers are responsible for the operations of a certain division or department of a company.
13	Manufacturing Facility Manager	1219.5		X		Manufacturing facility managers foresee the maintenance and routine operational planning of buildings intended to be used for manufacturing activities.
14	Wood Factory Manager	1219.5.5			X	Wood factory managers realise planning, commercial and advisory tasks of wood factory and timber trade.
15	Project Manager	1219.6			X	Project managers oversee the project on a daily basis and are responsible for delivering high-quality results within the identified objectives and constraints, ensuring the effective use of the allocated resources.
16	Product Manager	1223.1			X	Product managers are responsible for managing the lifecycle of a product.
17	Research and Development Manager	1223.2			X	Research and development managers coordinate the efforts of scientists, academic researchers, product developers, and market researchers towards the creation of new products, the improvement of current ones or other research activities, including scientific research.
18	Chief Product Officer	1223.3			X	Chief Product Officers conduct the product strategy of a company, define the product vision, prioritise customer needs and design the product roadmap.
19	Manufacturing Manager	1321.2			X	Manufacturing managers plan, oversee and direct the manufacturing process in an organisation. They ensure products and services are efficiently produced within the timeframe and budget given.

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Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description
20	Textile Manager	1321.3			X	Textile operations managers schedule orders and delivery times in order to assure the efficient flow of the production system.
21	Bioinformatics Scientist	2131.3	X			Bioinformatics scientists analyse biological processes using computer programmes. They maintain or construct databases containing biological information.
22	Forestry Advisor	2132.5		X		Forestry advisers provide services and advice on economic and environmental issues related to timber and forestry management in compliance with laws and regulations.
23	Conservation Scientist	2133.3	X			Conservation scientists manage the quality of specific forests, parks and other natural resources.
24	Environmental Programme Coordinator	2133.6			X	Environmental programme coordinators develop programmes for the improvement of environmental sustainability and efficiency within a organisation or institution.
25	Natural Resource Consultant	2133.8		X		Natural resources consultant provide advice on the protection and management of natural resources, namely fauna, flora, soil and water to companies and governments which exploit these resources.
26	Environmental Technician	2133.15		X		Environmental technicians investigate sources of pollution and aid in the development of pollution prevention and environment protection plans.
27	Industrial Engineer	2141.4			X	Industrial engineers design a vast array of production systems aiming to present efficient and effective solutions.
28	Packaging Production Engineer	2141.9	X			Packaging production managers define and analyse package units in order to avoid damages or loss of quality of the goods packed.
29	Process Engineers	2141.1			X	Process engineers apply engineering concepts in order to improve all kinds of production and manufacturing processes in terms of efficiency and productivity.
30	Environmental Engineer	2143.1			X	Environmental engineers integrate environmental and sustainable measures in the development of projects of various natures. They seek to preserve natural resources and natural sites.

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Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description
31	Environmental Expert	2143.2			X	Environmental experts search for technological solutions to tackle environmental problems. They detect and analyse environmental issues and develop new technological production processes to counter these problematic issues.
32	Materials Engineer	2149.11		X		Materials engineers research and design new or improved materials for a diverse number of applications. They advise companies in damage assessments, quality assurance of materials, and recycling of materials.
33	Industrial Designer	2163.1			X	Designers conduct research and innovation activities by identifying and developing solutions and concepts for various products, services, and manufactured systems. They integrate creativity, aesthetics, and production feasibility with market-oriented, environmental, and humanistic requirements in developing new products.
34	Accountants	2411.1	X			Accountants review and analyse financial statements, budgets, financial reports, and business plans in order to check for irregularities resulting from error or fraud, and provide their clients with financial advice in matters such as financial forecasting and risk analysis.
35	Programme Funding Manager	2412.9	X			Programme funding managers take the lead in developing and realizing the funding strategy of the programmes of an organisation.
36	Renewable Energy Consultant	2433.3		X		Renewable energy consultants advise clients on the advantages and disadvantages of different renewable energy sources.
37	Industrial Assembly Supervisor	3122.3		X		Industrial assembly supervisors are in charge of organizing, planning and coordinating assembly operations.
38	Production Supervisor	3122.4			X	Production supervisors coordinate, plan and direct manufacturing and production processes.
39	Waste Management Supervisor	3122.5		X		Waste management supervisors coordinate waste collection, recycling, and disposal facilities.
40	Pulp Control Operator	3139.3	X			Pulp control operators operate and monitor multi-function process control machinery and equipment to control the processing of wood, scrap pulp, recycable paper and other cellulose materials in the production of pulp.

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Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description
41	Carpenters & Joiners	7115			X	Craft and related trades workers apply specific technical and practical knowledge and skills to construct and maintain buildings; form metal; erect metal structures; set machine tools or make, fit, maintain and repair machinery, equipment or tools; carry out printing work; and produce or process foodstuffs, textiles, wooden, metal and other articles, including handicraft goods.
42	Lacquer Spray Gun Operator	7132.1			X	Lacquer spray gun operators operate lacquer spray guns designed to provide otherwise finished metal, wooden or plastic workpieces with a hard, durable finishing coat, through lacquer coating or paint that is either matte, sheen or highly glossy, but is always meant for hard surfaces.
43	Tool & Die Maker	7222.5	X			Tool and die makers operate a variety of equipment and machinery designed to create metal tools and dies, which are both needed in several areas of manufacturing and produce these tools in all steps of the production process.
44	Wicker Furniture Maker	7317.5			X	Wicker furniture makers choose and prepare materials such as softened rattan or willow branches in order to produce wicker furniture such as chairs, tables and couches.
45	Wood Drying Kiln Operator	7521.1		X		Wood drying kiln operators control the process of applying heat to moist or 'green' wood in order to obtain usable dry wood.
46	Wood Treater	7521.2		X		Wood treaters apply treatments to wood to make it resistant to environmental factors like mould, cold, moisture, or staining.
47	Antique Furniture Reproducer	7522.1		X		Antique furniture reproducers duplicate and recreate antique furniture.
48	Cabinetmaker	7522.2			X	Cabinet makers build cabinets or other pieces of furniture by cutting, shaping and fitting pieces of wood. They use different kinds of power and hand tools, such as lathes, planers and saws.
49	Furniture Finisher	7522.5		X		Furniture finishers treat the surface of wood furniture using hand and power tools to sand, clean and polish.

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Nr.	Occupation Title	Occupation Code	Least Affected	Somewhat Affected	Most Affected	Description
50	Furniture Restorer	7522.6	X			Furniture restorers analyse materials and techniques in order to assess the state of an old piece of furniture and to identify and classify it according to art and cultural history.
51	Wood Boring Machine Operator	7523.2		X		Wood boring machine operators use milling machines or specialise boring jigs to cut holes in wood workpieces.
52	Wooden Furniture Machine Operator	7523.3			X	Wooden furniture machine operators run machines that manufacture wooden furniture parts, according to the established operating procedure.
53	Wood Sander	7523.5		X		Wood sanders smoothen the surface of a wooden object using various sanding instruments.
54	Wood Turner	7523.6		X		Woodturners use a lathe to remove superfluous material from wood. Also includes CNC wood machinists.
55	Mattress Maker	7534.2			X	Mattress makers form mattresses by creating pads and coverings. They tuft mattresses by hand and cut, spread and attach the padding and cover material over the innerspring assemblies.
56	Upholster	7534.3.1			X	Furniture upholsterers provide furniture with padding, springs, webbing and covers.
57	Plastic Furniture Machine Operator	8142.9			X	Plastic furniture machine operators tend plastic processing machines that produce pieces such as plastic chairs and tables.
58	Furniture Assembler	8219.4		X		Furniture assemblers place together all parts of furniture and auxiliary items such as furniture legs and cushions. They may also fit springs or special mechanisms. Furniture assemblers follow instructions or blueprints to assemble the furniture and use hand tools and power tools.
59	Wood Products Assembler	8219.11		X		Wood products assemblers put together products from premade pieces of wood. They operate machines, often hydraulic, that bind the various elements of a product together using joints, glue or other fasteners.
60	Metal Furniture Machine Operator	8219.7			X	Metal furniture machine operators use machines and power tools to cut, shape and join metal pieces in order to produce metal furniture ranging from office furnishings to outdoor fittings. They use different types of metal such as aluminium, iron and stainless steel, and different types of processes such as metal forming and casting.

3. LIST OF TABLES

Table 1: ESCO Furniture Sector Occupations Affected by Sector CE Transition

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