



CATALYST

European VET Excellence Centre for Leading
Sustainable Systems and Business Transformation

Activating the CoVEs - Implementation of the CATALYST Enable & Inspire concept

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Executive Summary

A working European Centre of Vocational Excellence: implementation, monitoring, and the activation of the Enable & Inspire ecosystem

Deliverable D6.1 documents the implementation of the CATALYST Enable & Inspire concept across the entire active piloting period of Work Package 6 (WP6 — Activating the CoVEs). It reports, factually and with an emphasis on documented evidence, the activities delivered, the outputs produced, and the contribution made by each of the sixteen consortium partners to transform the CATALYST Centre of Vocational Excellence (CoVE) from a designed concept into an operating European infrastructure. Where the companion deliverable D6.2 carries the effectiveness analysis — learner satisfaction, SME usefulness ratings, partner reflections and recommendations — D6.1 provides the implementation baseline against which that analysis is anchored. The two deliverables are designed as a complementary pair: D6.1 shows what was done, D6.2 shows how well it worked.

The CATALYST CoVE is a federated network of 16 partners and 40 associated partners spanning five core countries — Austria, Germany, Greece, North Macedonia and Portugal — and an extended outreach footprint across at least 11 additional European countries. The CoVE operates as a single delivery architecture organised around four interlocking instruments: a free, openly accessible 70-course online catalogue (Enable); fifteen Business Pilot Projects co-created with SMEs and one public-sector organisation (Inspire); a CATALYST Network community of practice running webinars, ask-an-expert sessions, and member spotlights (Inspire); and three Specialisation Programmes and two Hackathons that bridge structured learning and applied innovation (Enable & Inspire). All four instruments converge on the same strategic ambition: equipping European professionals, SMEs and learners with the competencies needed to lead the green and digital transitions through real, applied, multi-stakeholder co-creation.

Implementation period

WP6 was scheduled to span the final twenty months of the project (M29–M47). With the project start date of 1 June 2022, this corresponds to the calendar interval from October 2024 to April 2026. The most intensive learner-facing activity was concentrated between the third quarter of 2025 and the first quarter of 2026, when the catalogue, the open calls for the Specialisation Programmes, the Business Pilot Project cycles and the CATALYST Network events converged into a continuous delivery rhythm. The architecture of activities reported here was designed to peak in this window precisely so that the implementation evidence base could be consolidated in time to support both the present deliverable and the effectiveness analysis carried out in D6.2.

Headline implementation outputs

The table below consolidates the principal output-level indicators of WP6 implementation. The figures are drawn from the WP6 Partner Data Collection Template returned by all sixteen partners, cross-checked against the CATALYST Platform analytics and the partner-submitted event logs. They quantify the delivery footprint of the CoVE during the piloting phase. The interpretation of these figures against the project's effectiveness benchmarks is the subject of D6.2.

Output indicator	Value	Source / scope
Online courses available in the CATALYST catalogue	70	Three difficulty levels × eight thematic categories
Resources and Services published	66	Templates, tools, frameworks, downloadable assets
Specialisation Programmes published on the platform	8	Three opened through dedicated open calls
Open calls for Specialisation Programmes	3	Sequential waves between mid-2025 and early 2026
Business Pilot Projects (BPPs) initiated or completed	15	Across five countries; private SMEs and one municipality
Hackathons delivered	2	GREEN Idea (adults); Youth Ideas for Sustainable Buildings
Total learners registered on the platform	1,844	Aggregate across the eight thematic categories
Certificates issued (learners completing at least one course)	359	19.5% overall completion rate
CATALYST Network events delivered	15	Webinars, Ask-an-Expert, Mastermind, Member Spotlight
CATALYST Network members	333	January 2025 – June 2026
Promotion actions logged across the consortium	289	Posts, newsletters, mailings, partner channels
Partner-organised events and webinars	92	Info sessions, webinars, matchmaking, workshops
External events attended for CATALYST visibility	134	Conferences, forums, fairs, ministerial meetings

Why WP6 matters in the project architecture

WP6 is the activation work package of the CATALYST project. It does not generate the educational content of the CoVE in isolation; rather, it mobilises the substantive outputs of the upstream work packages and exposes them to real learners, real SMEs and real public-sector partners. The platform built under WP3 became the operating environment of the 70-course catalogue; the Enable curriculum architected in WP4 and the Inspire methodology architected in WP5 were translated into the learning pathways and the Business Pilot Project format that WP6 piloted. Without WP6, the CATALYST ecosystem would remain a designed proposition; with WP6, that proposition has been tested, monitored and documented against the operational reality of five national contexts. WP6 is the work package in which the CoVE is empirically validated.

The validation operates through three interlocking mechanisms. First, multi-country, multi-sector piloting exposes the same course catalogue, the same BPP methodology and the same Specialisation

Programme format to substantially different national, sectoral and learner contexts — a stress test that no single-country pilot could replicate. Second, the CATALYST Platform provides the unified technical environment through which learner registration, course progression, feedback and Network engagement are uniformly captured, ensuring that implementation evidence is comparable across partners. Third, the standardised forms and templates produced by WP6 — the BPP Application Form, the partner data-collection template, the ten-question end-of-course feedback instrument — provide the documentation infrastructure on which both the present deliverable and the companion effectiveness analysis rest.

Strategic approach to piloting and validation

The implementation logic of WP6 is built on five strategic choices. First, the consortium deliberately piloted across five countries simultaneously rather than sequentially, so that any pattern observed could be tested against national variation in audience, language environment and SME ecosystem. Second, the entire activity portfolio was anchored in a co-creation methodology — the Collaborative-Innovative (CO-IN)© model — under which course design, BPP scoping and Specialisation Programme curation were carried out through iterative dialogue between academic partners, business partners and host organisations. Third, the BPPs and Hackathons were structured as academia–business collaboration instruments, pairing multi-disciplinary student teams with SMEs and one municipality around real operational challenges. Fourth, applied learning — work on real company data, real prototypes, real strategy documents — was treated as the default mode rather than as an optional enrichment. Fifth, the entire content portfolio was thematically organised around the circular economy transformation logic and the broader green and digital transition agenda, positioning CATALYST as a vehicle through which the European Green Deal and the New Industrial Strategy for Europe acquire concrete VET-level delivery instruments.

What was delivered: Enable, Inspire, and Enable & Inspire

Under the Enable component, the consortium activated the full 70-course catalogue across all eight thematic categories — Business Transformation, Circular Economy, Intellectual Capital Management, Resilient Transition, Sustainable Business Management, Sustainable Development, Transformation Readiness on Personal Level and Transformation Readiness within the Organisation. The catalogue was opened to free, open registration on the CATALYST Platform and was promoted through 289 logged partner actions, 92 partner-organised events and participation in 134 external convenings. The result, by the close of the piloting period, was a cohort of 1,844 enrolled learners and 359 issued certificates.

Under the Inspire component, fifteen Business Pilot Projects were initiated across five countries, ranging from circular electrical infrastructure in Greece (AKTINA Group) and circular construction materials in North Macedonia (Factory Karposh) to subcontracting risk management in Portuguese SMEs (SMART-SUB RISK), agile onboarding and circular customer loyalty in Austrian micro-companies, the two-phase Circular Rental Model in Krefeld (Germany), the business-model transformation of the Grazer Eco Festival, and the only documented public-sector pilot of the portfolio — the Galatsi Municipality technostress assessment. Sixty-six Resources and Services were published, and fifteen

CATALYST Network events brought together 394 participants with external expert speakers from seven countries. The CATALYST Prospectus — the project's biannual practitioner-oriented online publication — supplemented the Network as a recognition and dissemination instrument.

At the intersection of Enable and Inspire, three Specialisation Programmes — Mastering Circular Production, Become a Competitive Startup Manager in Green Businesses, and Personal and Organisational Growth — were activated through dedicated open calls and paired in two cases with directly linked Business Pilot Projects, validating the programme-to-applied-output architecture as the consortium's most replicable pedagogical pattern. Two Hackathons completed the portfolio: the GREEN Idea hackathon, run by the Small Business Chamber of North Macedonia between April and November 2025 for adult professionals, which converted directly into three Business Pilot Projects and three follow-on funding instruments (EDIH INNOFEIT, Erasmus+, and DBU); and Youth Ideas for Sustainable Buildings, run by IECE and CEIM with the Faculty of Civil Engineering Skopje in February 2026, which mobilised 17 secondary-school teams and produced 17 concept designs around the circular construction agenda.

Monitoring, documentation and the feedback loop

Monitoring under WP6 was operated through a coherent documentation chain. Learner activity was tracked through the CATALYST Platform; partner activity was logged through the Partner Data Collection Template, which captures promotion actions, events organised, external events attended and BPP-level data. The end-of-course feedback form was deployed across all eight categories; BPP-level effectiveness questionnaires were administered to host SMEs, students and mentors. Together, these instruments form the evidence base on which D6.1 reports the implementation and D6.2 builds the effectiveness analysis. The feedback loop is deliberate: implementation data feeds into evaluation, which feeds back into the post-pilot sustainability planning of the CoVE.

Positioning

The implementation evidence consolidated here positions CATALYST as a working European Centre of Vocational Excellence rather than as a project under construction. The four-instrument architecture has been built, the partner network has run it, and the documentation infrastructure to evidence what was delivered is in place. The independent recognition of CATALYST in the European Commission's January 2026 report “Advancing European Centres of Vocational Excellence (CoVE): An Analysis of Erasmus+ Projects” corroborates this positioning: CATALYST is included in the case-studies annex as one of the projects against which the EU benchmark for CoVE excellence is being defined. The present deliverable provides the activity-level evidence behind that recognition. The companion D6.2 deliverable provides the effectiveness analysis; together, they constitute the full WP6 reporting package and the empirical foundation for the post-pilot sustainability planning of the CATALYST CoVE.

1. Introduction

Activating a European VET excellence ecosystem through structured piloting, monitoring and stakeholder engagement

CATALYST is a four-year Erasmus+ Centres of Vocational Excellence (CoVEs) initiative whose strategic ambition is to operationalise — at European level — a Centre of Vocational Excellence dedicated to sustainable systems and business transformation. Conceived in response to the renewed European VET policy framework (2020) and to the priority placed by the European Green Deal and the New Industrial Strategy for Europe on sustainability-related upskilling and reskilling, CATALYST organises its operating logic around a single proposition: that the skills needed to lead the green and digital transitions in Europe are most effectively developed where structured learning meets applied innovation, and where academia, business and the public sector co-create around real challenges rather than abstract content.

The CoVE was designed by a consortium of sixteen partners — universities, vocational education and training providers, research and innovation centres, business associations and small-to-medium-sized enterprises — anchored in five core countries (Austria, Germany, Greece, North Macedonia, Portugal) and supported by forty associated partners across at least eleven additional European countries. Its delivery architecture is built on two interlocking conceptual pillars — Enable, which structures and delivers the knowledge base; and Inspire, which translates that knowledge into applied work with SMEs and other host organisations — and on the complementary instruments that bridge the two. The conceptual and methodological foundations of this architecture were elaborated in Work Packages 2 (Strategy and Concept), 4 (Enable Concept) and 5 (Inspire Concept). The technical environment that hosts the architecture was developed in Work Package 3 (CATALYST Platform). Work Package 6 — Activating the CoVEs — is the work package in which that architecture is brought into operational existence and exposed to real learners, real companies and real European audiences.

The present deliverable, D6.1 “Piloting Implementation and Monitoring Report”, is the implementation-level reporting instrument of Work Package 6. It consolidates the activity-level evidence of how the Enable and Inspire components were activated, piloted and monitored across the project's full active piloting period, drawing on the inputs of all sixteen consortium partners and on the data infrastructure provided by the CATALYST Platform. It is conceived as a structured factual record — what was implemented, by whom, when, and at what scale — and as the empirical foundation on which the companion deliverable D6.2 “Effectiveness Evaluation Report” builds the analytical and recommendation-level reading of the same body of work.

This first chapter establishes the scope, the methodology and the strategic positioning of the deliverable. Section 1.1 sets out the purpose of the document and the rationale for the implementation/effectiveness split between D6.1 and D6.2. Section 1.2 defines the scope of the report, identifying the activity streams that fall within its perimeter and those that are explicitly reserved for other deliverables. Section 1.3 sets out the implementation period and its placement within the project timeline. Section 1.4 articulates the strategic role of Work Package 6 within the broader project architecture and the way in which it depends on, and validates, the outputs of the

upstream work packages. Section 1.5 presents the methodological logic that underpins the piloting, the monitoring and the stakeholder-engagement dimensions of the work. The remaining chapters of the deliverable then document, in narrative form, the activities implemented under each of the three delivery components — Enable, Inspire, and the bridge between them.

1.1 Purpose and Scope of the Deliverable

1.1.1 Purpose

The purpose of D6.1 is to record, in an evidence-oriented format, how the CATALYST Enable & Inspire concept was activated during the project's piloting phase. The deliverable does three things. First, it documents the activities that were delivered under Work Package 6 — the courses opened to learners, the Specialisation Programmes activated through open calls, the Business Pilot Projects co-created with host organisations, the Hackathons delivered, the Network events convened, and the Resources and Services published. Second, it documents the monitoring and documentation infrastructure that was deployed to make those activities visible, comparable and analysable across partners and countries. Third, it positions this implementation evidence within the broader narrative of CATALYST as an ecosystem-building initiative, showing how each activity stream contributes to the operating reality of a European Centre of Vocational Excellence.

In doing so, the deliverable serves four user audiences. For the European Commission and the European Education and Culture Executive Agency, it provides the structured implementation evidence required to assess the delivery of Work Package 6 against the project's Description of Action. For the consortium partners, it consolidates a shared activity baseline that supports the ongoing reflection on what was achieved and what comes next. For the wider Erasmus+ CoVE community and the partner-CoVE projects engaged with CATALYST through the Community of Practice for CoVEs, it offers a documented account of an operational CoVE that has reached the end of its initial pilot cycle. For external stakeholders — SMEs, public-sector partners, learners, policy bodies — it presents a clear, evidence-based picture of what the CATALYST CoVE has delivered and is positioned to continue delivering in the post-pilot phase.

1.1.2 Scope

The scope of D6.1 is implementation-level. The deliverable reports activities, outputs and the documentation evidence behind them; it does not analyse effectiveness, evaluate learner satisfaction, or formulate recommendations for the post-pilot phase. Those analytical and prescriptive dimensions are deliberately reserved for the companion deliverable D6.2 “Effectiveness Evaluation Report”, which builds on the implementation evidence consolidated here. The split between the two deliverables reflects the WP6 reporting strategy adopted at consortium level and is mirrored in the structure of the underlying data instruments: the Partner Data Collection Template captures output-level information under D6.1, while the standardised feedback instruments — the ten-question end-of-course form, the BPP-level effectiveness questionnaires and the partner final reflections — produce the outcome-level information processed in D6.2.

Within this implementation perimeter, D6.1 covers five complementary activity streams. The first is the seventy-course online catalogue of the CATALYST Platform, organised across three difficulty levels and eight thematic categories, with its registration, completion and feedback infrastructure. The second is the eight Specialisation Programmes published on the project website, three of which were actively piloted through open-call cohorts during the reporting period. The third is the fifteen Business Pilot Projects implemented across five countries — both those paired with Specialisation Programmes and those implemented as independent co-creation projects. The fourth is the two Hackathons delivered in North Macedonia, one targeting adult professionals and the other targeting secondary-school students. The fifth is the body of complementary engagement and dissemination activities — webinars, Ask-an-Expert sessions, Mastermind groups, Member Spotlights, the CATALYST Network and the CATALYST Prospectus — that constitute the community-of-practice layer of the CoVE.

Activities falling outside this perimeter — notably the technical development of the CATALYST Platform (WP3), the upstream design of the Enable and Inspire methodologies (WP4 and WP5), the dissemination-and-exploitation work strictly carried out under WP7, and the post-pilot sustainability planning of the CoVE — are referenced for context but not detailed in this report. The strategic positioning of CATALYST as an EU-recognised CoVE within the wider Erasmus+ landscape, including its inclusion in the January 2026 European Commission analysis of CoVE projects, is touched on as evidence of European-level engagement but is not the subject of this deliverable.

D6.1 — Piloting Implementation and Monitoring Report	D6.2 — Effectiveness Evaluation Report
Records what was implemented: activities, outputs, partners involved, registrations, events delivered.	Analyses how well it worked: learner satisfaction, knowledge gain, SME usefulness, qualitative impact, lessons learned.
Output-level indicators (counts, totals, breakdowns by partner / country / category).	Outcome-level indicators (Likert scores, Top-2-Box rates, qualitative themes, recurrence ratings).
Documentation and evidence references; partner data submissions.	Synthesis of standardised feedback instruments, partner reflections, BPP effectiveness questionnaires.
Provides the empirical baseline for the effectiveness analysis.	Provides the interpretive layer, the success factors, and the recommendations for the post-pilot phase.

Table 1.1 — Functional split between Deliverables D6.1 and D6.2.

1.2 Implementation Period and Piloting Timeline

The CATALYST project began on 1 June 2022 and is scheduled to conclude on 31 May 2026, with a total duration of 48 months. Work Package 6 (Activating the CoVEs) is designed to span the final twenty months of the project, formally from M29 to M47 of the Description of Action. Converted to calendar dates with the 1 June 2022 start point as M1, the WP6 implementation window therefore extends from October 2024 (M29) to April 2026 (M47), with the deliverable submission falling in M48 (May 2026). All piloting activities reported in the present document fall within this calendar interval.

Within this twenty-month window, the consortium deliberately structured activity intensity to peak in the central twelve months — from the third quarter of 2025 to the first quarter of 2026 — so that

the catalogue, the open calls for Specialisation Programmes, the Business Pilot Projects and the CATALYST Network events would reinforce one another rather than compete for partner and learner attention. The opening months of WP6 were dedicated to operational readiness: the consolidation of the 70-course catalogue on the platform, the alignment of partners on the BPP application form and student-cooperation agreement templates, the preparation of the open-call materials for the Specialisation Programmes, and the design of the standardised data-collection instruments that would be used throughout the reporting period. The closing months were dedicated to consolidation of evidence and to the documentation of the two parallel reporting tracks — implementation (this deliverable) and effectiveness (D6.2).

Phase	Calendar window	Key implementation milestones
Preparation & onboarding	Oct 2024 – Mar 2025 (M29–M34)	Finalisation of the 70-course catalogue on the CATALYST Platform; partner alignment on roles and target groups; preparation of BPP application form, cooperation agreements and the WP6 Partner Data Collection Template; opening of the platform to public registration.
Course piloting (rolling)	Mar 2025 – Apr 2026 (M34–M47)	Open access to all 70 courses; partner-led promotion through institutional channels; learner registration and feedback collection running continuously across the eight thematic categories.
Specialisation Programme open calls	Mid-2025 – early 2026 (M37–M44)	Three sequential open calls activating the Mastering Circular Production, Become a Competitive Startup Manager in Green Businesses, and Personal and Organisational Growth programmes; cohort onboarding and live-cohort delivery.
Business Pilot Projects	Mid-2025 – Apr 2026 (M37–M47)	Fifteen BPPs initiated across five countries; most ran for two to four months between October 2025 and April 2026; several continued beyond the reporting date and are documented as ongoing.
Hackathons	Apr 2025 – Feb 2026 (M35–M45)	GREEN Idea hackathon (SBCH, North Macedonia) ran April–November 2025; Youth Ideas for Sustainable Buildings (IECE, CEIM and Faculty of Civil Engineering Skopje) delivered on 27 February 2026.
CATALYST Network events	Jan 2025 – Jun 2026 (M32–M48)	Fifteen documented Network events (Webinars, Ask-an-Expert, Mastermind, Member Spotlight) bringing together 394 participants with external experts from seven countries.
Resources & Services publication	Throughout WP6	Sixty-six Resources & Services made available through the CATALYST Platform and the project website; downloadable across the implementation period.
Evidence consolidation & reporting	Feb 2026 – May 2026 (M45–M48)	Partner data-collection submissions; aggregation across instruments; preparation of D6.1 and D6.2.

Table 1.2 — WP6 implementation phases mapped to calendar windows and project months.

The timing logic was driven by three operational constraints. First, the partner Specialisation Programme cohorts had to align with the academic calendars of the partner universities and with the

seasonal availability of the SME host organisations involved in the linked Business Pilot Projects. Second, the CATALYST Network events were deliberately distributed across the entire twenty-month window rather than concentrated in a launch wave, so as to sustain a continuous community-of-practice presence rather than a single peak of engagement. Third, the implementation evidence base needed to be sufficiently mature by the start of 2026 to support both the effectiveness analysis in D6.2 and the recognition of CATALYST in the European Commission's January 2026 analysis of CoVE projects.

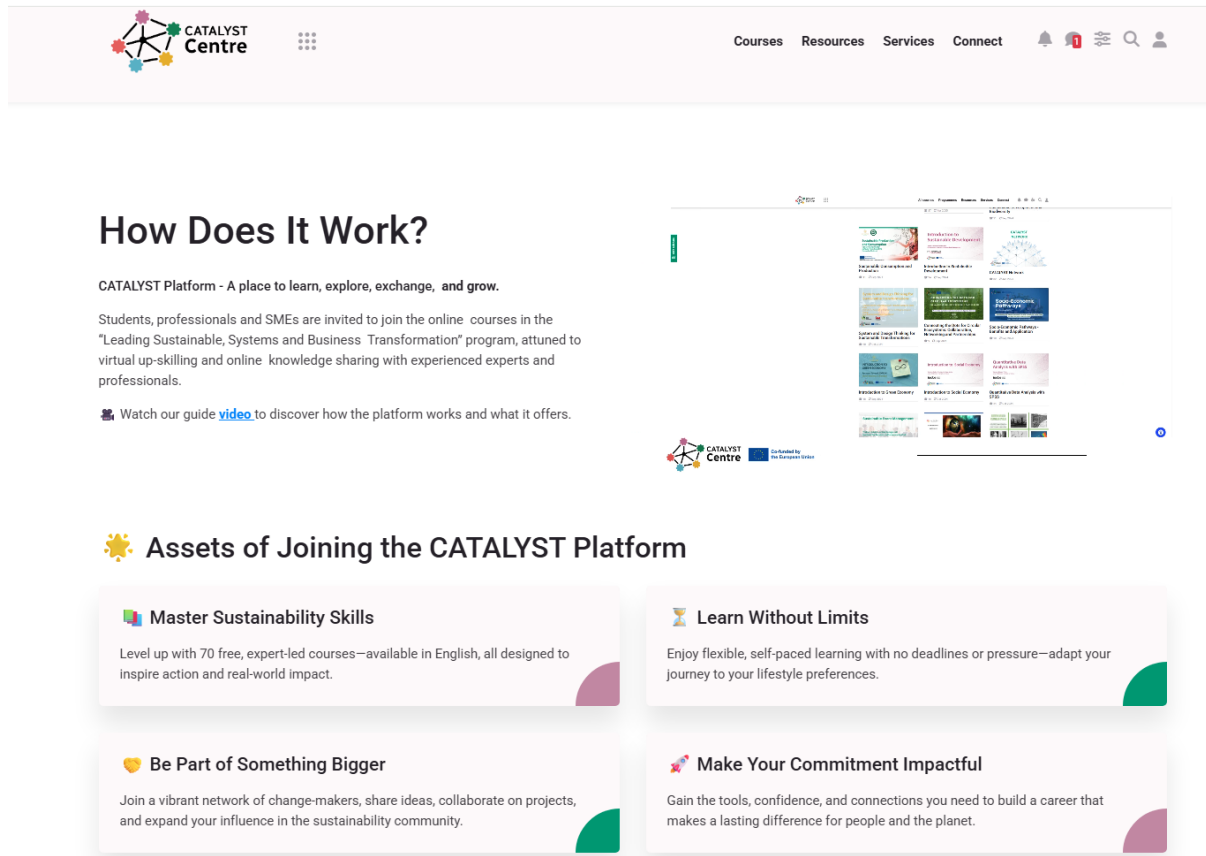


Figure 1.1 — Learner view on the platform

2. The Strategic Role of Work Package 6

How piloting validated the CATALYST ecosystem and connected the project's upstream design to its operational reality

2.1 Why WP6 was Critical in the CATALYST Architecture

Work Package 6 occupies a pivotal position in the CATALYST architecture. It is the work package in which the project's strategic ambition — the establishment of a European Centre of Vocational Excellence for sustainable systems and business transformation — is moved from designed concept into operational practice. Where the upstream work packages produced the conceptual model, the curriculum, the methodology and the technical platform, WP6 carries the responsibility of activating that intellectual capital with real audiences, in real contexts, across the consortium's five core countries and forty associated partners. The empirical demonstration that the CATALYST CoVE is a functioning European infrastructure — rather than a designed proposition — is, in operational terms, the work of WP6.

This positioning has three implications for how the work package was structured and reported. First, WP6 is necessarily downstream-dependent: it cannot deliver outputs in isolation from the upstream work packages whose intellectual content it activates. The seventy-course catalogue, the Specialisation Programme architecture, the Business Pilot Project methodology and the CATALYST Platform are not WP6 deliverables but WP6 dependencies. WP6 is responsible for putting them to work and for documenting the result. Second, WP6 is the work package in which the broader project hypothesis — that a federated, multi-country CoVE organised around the Enable & Inspire concept can produce documented value for learners, SMEs and the European VET ecosystem — is empirically tested. The evidence base on which any post-pilot judgement of CATALYST will rest is, to a substantial extent, the evidence base assembled under WP6. Third, WP6 carries the responsibility of producing the documentation infrastructure that allows the consortium, the European Commission and the wider CoVE community to make sense of what CATALYST has delivered. The standardised templates, the platform analytics, the partner data-collection instruments and the feedback forms are all WP6 instruments.

The work package's centrality is also visible in its activity portfolio. WP6 is not a single-instrument workstream but the operating space in which five complementary activity streams — the online course catalogue, the Specialisation Programmes, the Business Pilot Projects, the Hackathons, and the community-of-practice events — converge into a single coherent CoVE offer. Each of these streams brings a different segment of the target audience into contact with CATALYST: free, openly accessible courses reach individual learners across Europe at scale; Specialisation Programmes engage cohort-based professionals on curated learning pathways; Business Pilot Projects pair students with SMEs around real operational challenges; Hackathons reach both adult professionals and secondary-school students through intensive, creative formats; and the Network events sustain a continuous expert exchange across the partner countries. The integration of these streams is itself a WP6 design choice: they are not parallel projects but interlocking instruments of a single ecosystem.

2.2 Connection with WP3, WP4 and WP5

The work delivered under WP6 cannot be understood in isolation from the upstream work packages on which it depends and which, through implementation, it validates. The architecture of dependencies is summarised in Table 2.1, and the substantive content of each connection is documented in the paragraphs that follow.

Work Package	Substantive contribution to WP6 implementation
WP3 — CATALYST Platform	Provides the technical environment within which the seventy-course catalogue is hosted, learner registration is operated, course completion is tracked, the end-of-course feedback form is administered, and the CATALYST Network and Resources & Services workspaces are accessed. WP6 is the work package in which the platform was operationally exercised by real learners at scale.
WP4 — Enable Component (curriculum)	Produced the educational architecture of the catalogue: the eight thematic categories, the three difficulty levels, the seventy individual courses (titles, structures, learning objectives, content), and the underlying pedagogical model. The eight Specialisation Programmes also derive from the WP4 design work. WP6 piloted that curriculum with real learners and produced the implementation evidence on which D6.2 builds its assessment of how the curriculum performed.
WP5 — Inspire Component (methodology)	Produced the Business Pilot Project methodology (the application form, the cooperation agreement templates, the co-creation logic, the academic-SME pairing design) and the Resources and Services framework that complements the courses. WP6 implemented fifteen BPPs across five countries and published sixty-six Resources & Services, generating the implementation evidence on which the methodology's transferability is documented.
WP1/WP2 — Project management and quality	Provided the coordination, the quality framework and the cross-work-package monitoring within which WP6 implementation operated. The standardised partner data-collection template and the consolidated reporting cadence used in WP6 were operated within the WP1/WP2 quality infrastructure.
WP7 — Dissemination and exploitation	Amplified the partner-led promotion actions documented in this report through the consortium's official communication channels (project website, LinkedIn page, Facebook page, CATALYST Prospectus). The activity log of WP6 is the granular implementation evidence behind the consortium-level dissemination footprint reported under WP7.

Table 2.1 — WP6 dependencies on, and validation of, the other CATALYST work packages.

The most operationally significant of these connections is the relationship with WP3 — the CATALYST Platform. The platform is the single technical infrastructure through which all four delivery instruments of the CoVE flow. The seventy-course catalogue is hosted there; the Specialisation Programmes are published through dedicated programme pages linked to the catalogue; the Business Pilot Project application form is downloadable from there; the CATALYST Network member functions live there; and the Resources & Services library is accessible through the same authentication layer. Operationally, the platform is the unified user interface of the CATALYST CoVE. By exposing the platform to 1,844 enrolled learners during the piloting phase, WP6 produced the operational stress test that ultimately validates — and, where appropriate, surfaces friction in — the WP3 design. The fine-grained observations on platform user experience, quiz functionality, certificate generation and

live-call registration that emerged during the piloting phase, and that are reported in D6.2, are the direct result of WP6 having put WP3's design choices to operational work.

The relationship with WP4 and WP5 is similar in structure but different in content. WP4 designed the educational backbone of the CoVE — the eight thematic categories, the seventy courses, the eight Specialisation Programmes. WP6 piloted that design with real audiences and produced the evidence base that documents how the design performed in operational practice. WP5 designed the applied component — the Business Pilot Project methodology, the co-creation logic, the Resources and Services framework. WP6 implemented that methodology with fifteen real BPPs across five countries, producing the evidence base on which the methodology's transferability is documented in D6.2 and in the consortium's ongoing dialogue with peer CoVE projects through the Community of Practice for CoVEs.

2.3 How Piloting Validated the Ecosystem

Validation in the WP6 sense has a specific operational meaning. It is not validation in the regulatory sense (the conformity of an artefact with a defined specification) but validation in the empirical sense: the demonstration, through structured piloting, that the designed ecosystem operates as expected in the real-world contexts for which it was conceived, and the surfacing of the operational adjustments needed where it does not. The piloting carried out under WP6 validates the CATALYST ecosystem on three distinct levels.

At the level of individual learner engagement, the piloting tests the proposition that the seventy-course catalogue is professionally relevant, accessible and capable of supporting the upskilling and reskilling needs of a multi-segment European audience. The validation evidence — 1,844 enrolled learners across the eight thematic categories, 359 certificates issued, 282 end-of-course feedback responses analysed in D6.2 — confirms that the catalogue functions as a coherent, accessible learning offer. The implementation work documented here is the foundation on which the effectiveness signal reported in D6.2 — a cross-category mean satisfaction of 4.28 out of 5 — rests.

At the level of SME and host-organisation engagement, the piloting tests the proposition that the Business Pilot Project methodology can be deployed across substantially different national, sectoral and organisational contexts and still produce tangible outputs adopted by the host. The fifteen BPPs implemented under WP6 across electrical infrastructure, real-estate management, construction materials, consulting, gastronomy, cultural events, public administration and others provide the empirical confirmation. The implementation evidence reported here — the project profiles, the deliverables produced, the documentation retained — is what makes possible the assessment in D6.2 that all fifteen BPPs received SME-usefulness ratings of 4 or 5 out of 5 and produced at least one tangible deliverable adopted or planned for adoption.

At the level of the ecosystem as a whole, the piloting tests the proposition that the four-instrument architecture — courses, BPPs, Network, Specialisation Programmes and Hackathons — operates as an interlocking pipeline rather than as a portfolio of unconnected activities. The convertibility evidence produced under WP6 is what ultimately validates the architecture: the GREEN Idea hackathon converted into three Business Pilot Projects, which in turn converted into three follow-on funding

instruments (EDIH INNOFEIT, Erasmus+, and DBU); the Mastering Circular Production specialisation programme produced both the AKTINA Group and the Factory Karposh BPPs; the AUEB “Circular Business Models” course pathway produced both the operational tools used in the AKTINA pilot and the conceptual frame for the Mastering Circular Production programme. These convertibility chains, which D6.2 analyses in depth, are made possible by the integrated implementation logic of WP6.

2.4 The Role of the CATALYST Platform

The CATALYST Platform (catalystplatform.net) is the operational backbone of the CoVE and, in implementation terms, the central instrument of WP6. The platform performs four interconnected functions during the piloting phase. As a learning environment, it hosts the seventy courses, manages learner registration and authentication, delivers the structured course content (text, video, embedded resources, end-of-course feedback), and issues certificates of completion. As a community-of-practice environment, it hosts the CATALYST Network member functions, channels access to the live Network events (Webinars, Ask-an-Expert, Mastermind, Member Spotlight), and supports the structured introductions and peer-exchange features. As a publication environment, it serves as the access point for the sixty-six Resources & Services and for the CATALYST Prospectus. As a documentation environment, its analytics layer provides the registration counts, the category-level enrolment figures and the completion rates that this deliverable reports.

Operationally, the platform supports a single user journey across all four functions: a learner registers once and gains access to the catalogue, the Specialisation Programmes, the Network and the Resources & Services through the same authentication. This integrated design choice — made under WP3 and operationally tested under WP6 — is what makes possible the cross-instrument observation that distinguishes a CoVE from a conventional training project. A learner who enrolls in a Circular Economy course can join an Ask-an-Expert session on the same theme, download a circular KPI framework, and progress into the Mastering Circular Production Specialisation Programme without leaving the platform. The continuity of this journey, more than any single component of it, is what the CATALYST CoVE delivers.

The platform is also the empirical foundation of the monitoring and reporting infrastructure. Registration counts (1,844 enrolled learners), category-level breakdowns (393 in Circular Economy, 278 in Business Transformation, 267 in Sustainable Development, etc.), and certificate issuance (359 certificates across the eight categories) are all platform-derived data. The end-of-course feedback form is administered on the platform; its results feed the effectiveness analysis in D6.2. Without the platform, none of the cross-partner, cross-country comparison work that this deliverable consolidates would have been operationally feasible.

2.5 Methodological Logic of WP6 Implementation

The activity portfolio implemented under WP6 is operated through a deliberate methodological logic that integrates six dimensions: piloting, monitoring, stakeholder engagement, effectiveness observation, feedback loops, and international cooperation. Each dimension is briefly described below, with the operational instrument through which it is delivered.

2.5.1 Piloting

Piloting in WP6 is the act of deploying a designed instrument — a course, a Specialisation Programme, a BPP methodology, a hackathon format — in a real operational context with real participants, and capturing what happens. It differs from a beta-test in that the goal is not to detect defects in advance of a wider launch but to produce documented evidence that the instrument operates as expected at full scale. The CATALYST piloting model is deliberately multi-country, multi-sector and multi-audience: the same instrument is exposed to the substantially different national, language and SME environments of Austria, Germany, Greece, North Macedonia and Portugal, so that any consistent pattern observed across countries can be treated as a system-level signal rather than as a partner-specific artefact. The piloting choice — five countries simultaneously rather than one country sequentially — is what gives the implementation evidence its comparability.

2.5.2 Monitoring

Monitoring is the structured observation of what the piloting produces. The WP6 monitoring infrastructure has three layers. The platform analytics capture quantitative learner behaviour: registrations, category-level enrolments, course completions, certificate issuance, drop-off points. The Partner Data Collection Template captures partner-level implementation evidence: promotion actions logged, events organised, external events attended, BPP applications submitted, Network events delivered. The standardised feedback instruments — the ten-question end-of-course form, the BPP-level effectiveness questionnaires, the partner final reflections — capture the qualitative-quantitative outcome signal. Each layer produces a comparable dataset across the consortium; together, they constitute the evidence base on which D6.1 (this deliverable) reports the implementation and D6.2 builds the effectiveness analysis.

2.5.3 Stakeholder engagement

Stakeholder engagement is the dimension that most clearly distinguishes a CoVE from a conventional training project. CATALYST is, by design, a network and a convening platform — not only a deliverer of courses. The WP6 stakeholder-engagement instruments operate at three levels. At local and national level, partners convened roundtables, sector-specific events, info days and ministerial meetings — anchoring the CATALYST content in real local sustainability conversations. At consortium level, the sixteen partners co-designed and operated the four delivery instruments and the standardised templates that govern them. At European level, the consortium engaged the European Forum for Vocational Excellence, the Community of Practice for CoVEs, and a wider set of European peer projects through associated-partner relationships, the CATALYST Network events with external expert speakers, and the dissemination work carried out under WP7. The 134 external events attended for CATALYST visibility, the 92 partner-organised events, and the fifteen CATALYST Network events documented in this report are the operational footprint of that three-level engagement design.

2.5.4 Effectiveness observation

Effectiveness observation, strictly speaking, is the subject of D6.2 rather than of D6.1. What WP6 does in the implementation perimeter is to deploy the observation instruments — the end-of-course feedback form, the BPP effectiveness questionnaires, the partner reflection templates — and to

administer them consistently across the consortium. The dataset on which D6.2 builds (282 standardised end-of-course feedback responses; fifteen BPP-level evaluations; sixteen partner final reflections) is in operational terms a WP6 dataset. This deliverable documents the deployment of the observation infrastructure; the analysis of what the resulting data shows is carried out in D6.2.

2.5.5 Feedback loops

Feedback loops in the CATALYST methodology refer to the structured channels through which implementation evidence is fed back into the design of subsequent activities, into the consortium's collective reflection on what works, and into the post-pilot sustainability planning of the CoVE. Three feedback loops operated during the piloting phase. The first is the cohort-level loop: feedback from a Specialisation Programme cohort or a Business Pilot Project was used by the lead partner to adjust the design of the next cycle (most visibly in the two-phase Krefeld pilot, where Phase 2 was structured around the validated Phase 1 prototype, and in the SBCH GREEN Idea hackathon, where the matching-day design was iteratively refined). The second is the consortium-level loop: standardised partner reflections fed into the consortium's quarterly progress meetings and into the design of subsequent open calls. The third is the EU-level loop: the cross-CoVE exchanges with peer projects through the Community of Practice for CoVEs, and the contribution of CATALYST to the European Commission's January 2026 CoVE analysis, fed external validation back into the consortium's positioning.

2.5.6 International cooperation

International cooperation is a defining feature of CATALYST as a European-level CoVE rather than a national or regional initiative. The consortium's five core countries — Austria, Germany, Greece, North Macedonia and Portugal — represent a deliberate selection across Western, Southern and South-Eastern European contexts and across the EU/EU-candidate boundary. The forty associated partners extend this reach to at least eleven additional countries. International cooperation operated through three principal channels during the piloting phase. The first is cross-country BPP teams, exemplified by the CSCP Krefeld pilot, whose multi-disciplinary student team operated in a hybrid international configuration. The second is the CATALYST Network event programme, which mobilised external expert speakers from Austria, Belgium, France, Germany, Greece, Nepal, the United Kingdom and beyond, deliberately positioning the Network as a genuinely European-and-beyond exchange platform. The third is the IECE-operated Western Balkans Circular Economy Hub (WBCEH), supported by the RECONOMY programme, which has functioned as an outreach amplifier for the CATALYST content across the six Western Balkan countries — most visibly through the joint Youth Ideas for Sustainable Buildings hackathon delivered at the Faculty of Civil Engineering Skopje in February 2026.

2.6 Strategic Approach to Piloting and Validation

The methodological dimensions outlined above are operationalised through five strategic choices that constitute, taken together, the CATALYST approach to piloting and validation. These choices were made early in the project — most are documented in WP2's strategy and concept work — and were carried into WP6 as the operating principles of the activation phase.

2.6.1 Multi-country piloting

The first strategic choice is to pilot the same delivery architecture in five countries simultaneously rather than in one country sequentially. The five-country footprint — Austria, Germany, Greece, North Macedonia and Portugal — was deliberately selected to span substantially different national, linguistic and SME-ecosystem contexts: a high-income Western European country with a strong VET tradition (Austria); a federal industrial economy with a powerful Mittelstand structure (Germany); a Mediterranean economy with a particular interest in tourism, food and sustainable manufacturing (Greece); a Western Balkans economy on the EU-candidate trajectory with strong demand for sustainability and circular-economy support (North Macedonia); and a Southern European economy with a distinctive industrial cluster profile in moulds, tooling and plastics (Portugal). Piloting in parallel across these five settings means that any pattern observed in the implementation evidence — strong SME engagement when delivery is paired with applied case work; lower conversion when content is delivered exclusively in English; high satisfaction with personal-development content across audiences — can be treated as a system-level signal that travels across European VET contexts rather than as a country-specific artefact.

2.6.2 Co-creation approach

The second strategic choice is to operate the entire CATALYST portfolio under a co-creation methodology rather than a one-way delivery logic. The methodological reference is the Collaborative-Innovative (CO-IN)[©] model, an iterative-design approach in which course content, Specialisation Programme curation, Business Pilot Project scoping and Hackathon design are carried out through structured dialogue between the academic partners, the business partners and the host organisations. In implementation terms, CO-IN[©] means that the seventy courses were authored and reviewed across partner clusters spanning at least two countries; that the BPP application form was designed in dialogue with the host organisations that subsequently used it; that the Hackathon scenarios were prepared together with the client companies and faculties involved. Co-creation is not, in CATALYST, a rhetorical claim about how content was produced; it is a documented operational practice with traceable artefacts in the project's documentation repository.

2.6.3 Academia – business collaboration

The third strategic choice is to position academia–business collaboration as the default operating modality rather than as an optional feature. The Business Pilot Projects are the clearest expression of this choice: each BPP pairs a multi-disciplinary student team — drawn principally from the higher-education partners (P10 ISCTE, P13 AUER, P8 FH JOANNEUM) and the vocational education partners (P7 BEST, P11 ICAA) — with a host SME or public organisation around a real operational challenge. The same logic operates in the Specialisation Programmes, which pair academic course pathways with applied Business Pilot Project destinations, and in the Hackathons, which pair student or adult-professional teams with real client companies. The strategic implication is that the CATALYST CoVE is, by design, a knowledge-triangle infrastructure: research (academic and applied), education (cohort-based learning) and innovation (SME-adoptable outputs) are not parallel activities but interlocking dimensions of a single delivery model.

2.6.4 Applied learning as default

The fourth strategic choice is to treat applied learning — work on real company data, real prototypes, real strategy documents — as the default mode rather than as an enrichment overlay on otherwise abstract content. The implementation evidence reported in this deliverable shows the choice in operation across all four instruments of the CoVE. The seventy-course catalogue is built around case studies, real-life examples and applied exercises (the AUEB Circular Compass, the BELLS live-cohort design, the CSCP applied modules on Circular Business Strategy). The Specialisation Programmes pair structured learning pathways with concrete applied destinations. The fifteen Business Pilot Projects work — without exception — on real challenges defined by real host organisations. The two Hackathons work — without exception — on either real client problems (GREEN Idea) or on realistic, well-framed scenarios (Youth Ideas for Sustainable Buildings). The choice is structural: it explains why the BPP cohort uniformly reports SME-usefulness ratings of 4 or 5 out of 5, and why the secondary-school participants in the Skopje hackathon reported a 70% career-orientation signal after the event.

2.6.5 Circular economy transformation logic, green and digital transition

The fifth strategic choice is to organise the entire content portfolio around the circular economy transformation logic and the broader green and digital transition agenda. The eight thematic categories of the catalogue are deliberately weighted towards sustainability content: Circular Economy (eleven courses), Sustainable Business Management (eleven courses), Sustainable Development (seven courses), Business Transformation towards sustainability (ten courses). The Specialisation Programmes Mastering Circular Production and Become a Competitive Startup Manager in Green Businesses are explicit anchors of the circular-economy transformation logic. The Business Pilot Project portfolio is dominated by circular-economy applications — circular electrical infrastructure (AKTINA), circular construction materials (Factory Karposh), the Circular Rental Model (Krefeld), the Circular Loyalty Programme (Michele's). The digital transition is integrated where it intersects with the green transition: the Intellectual Capital and Change Management for Digital Transformation and Sustainability course (ICAA), the ESG Dashboard hackathon-derived BPP (SBCH), the Galatsi Municipality technostress pilot (CRETHIDEV). The strategic implication is that CATALYST positions itself, in implementation terms, as a delivery instrument of the European Green Deal at VET level: it operationalises the abstract policy commitment to a circular, sustainable European economy through concrete learning pathways, applied projects and stakeholder-engagement formats.

3. Overview of Activities Implemented under WP6 — Enable Component

The seventy-course catalogue: structured learning across eight thematic categories

3.1 Concept and Structure of the Enable Component

The Enable component is the structured educational backbone of the CATALYST Centre of Vocational Excellence. It consists of a free, openly accessible catalogue of seventy online courses, hosted on the CATALYST Platform and organised along two complementary axes. The difficulty axis distinguishes three levels of progression — Beginner, Intermediate and Advanced — that allow learners to enter the catalogue at the point that matches their existing knowledge and to deepen progressively. The thematic axis organises the catalogue into eight categories — Business Transformation, Circular Economy, Intellectual Capital Management, Resilient Transition, Sustainable Business Management, Sustainable Development, Transformation Readiness on Personal Level, and Transformation Readiness within the Organisation — covering the principal competency areas of the CATALYST CoVE.

This dual structure is a deliberate pedagogical choice. It allows a beginner exploring sustainability to follow a single thematic thread from introduction to advanced application; it allows a practitioner with established knowledge in one domain to enter the catalogue laterally through a different thematic category at the Intermediate or Advanced level; it allows a Specialisation Programme cohort to follow a curated route across categories at a level matched to the programme's target audience. The Enable component therefore functions simultaneously as a self-service catalogue for individual learners and as the substrate from which the eight Specialisation Programmes draw their content. The choice to publish the catalogue as a free, openly accessible offer — without paywalls or eligibility screening — was made explicitly to maximise the CoVE's reach across the European VET ecosystem and to position CATALYST as an inclusive infrastructure rather than a restricted-access training programme.

3.2 Catalogue Architecture: Eight Thematic Categories

Each of the eight thematic categories carries a distinct strategic role within the CoVE. Business Transformation addresses the leadership, finance and innovation dimensions of organisational change towards sustainability. Circular Economy — the largest category by enrolment volume — equips learners with the technical, regulatory and managerial foundations of circular business models, circular design and the implementation of circular production. Intellectual Capital Management groups the human-, structural- and relational-capital content that underpins the CoVE's organisational-readiness agenda. Resilient Transition addresses the systemic, social and economic dimensions of sustainability transition. Sustainable Business Management gathers the practitioner-facing content on corporate sustainability, ESG reporting, sustainable marketing and CSR. Sustainable Development connects the catalogue to the SDG framework and to the broader European sustainability-policy agenda. Transformation Readiness on Personal Level and Transformation Readiness within the Organisation provide, respectively, the personal-development and the team-and-organisational layers that translate sustainability content into behavioural and cultural change.

The table below consolidates the catalogue at category level, indicating the number of courses, the level distribution, the cohort of learners reached during the piloting period, and the certificates issued. The category-level figures provide the implementation footprint of the Enable component; the qualitative interpretation of these signals — which courses worked best and why, where workload reduction is needed, which categories benefit from localisation — is the subject of D6.2.

Thematic category	Courses	Beg.	Int.	Adv.	Enrolled	Certificates
Business Transformation	10	3	3	4	278	36
Circular Economy	11	4	4	3	393	45
Intellectual Capital Management	9	2	5	2	212	89
Resilient Transition	5	2	1	2	145	41
Sustainable Business Management	11	5	4	2	182	49
Sustainable Development	7	2	5	0	267	35
Transformation Readiness on Personal Level	8	1	5	2	175	30
Transformation Readiness within the Organisation	9	2	6	1	192	34
TOTAL	70	20	33	17	1,844	359

Table 3.1 — Enable catalogue at category level: course distribution, enrolments and certificates issued during the piloting period.

Across the catalogue, the level distribution is intentionally weighted towards the Intermediate level (33 courses), which constitutes the centre of gravity of the catalogue — the level at which most practitioner-oriented content sits. The Beginner level (20 courses) serves as the entry point for learners new to a given thematic area, while the Advanced level (17 courses) provides depth in the categories where technical or strategic specialisation is most needed (Circular Economy, Business Transformation, Sustainable Business Management). The differential certification rate across categories — particularly the high completion rate observed in Intellectual Capital Management (42%) and the strong absolute enrolment volume in Circular Economy (393 learners) — reflects both the modular structure of the courses in those categories and the partner-level promotion choices documented in section 3.4 below.

3.3 Online Delivery Model and Learner Access

All seventy courses are delivered self-paced and in English through the CATALYST Platform. The operating model has five operational characteristics. Registration is open: any interested learner can create a free account and access the catalogue, with no paywall, no eligibility screening and no fees during the pilot. Delivery is self-paced: courses can be completed at the learner's own rhythm, with no fixed cohorts at course level, although the Specialisation Programmes layered on top of the catalogue do operate through structured open calls and cohort-based delivery. Technical

requirements are minimal: a modern web browser and a stable internet connection are sufficient; no paid software is required. The end-of-course feedback mechanism is embedded directly in each course, with results channelled into the standardised ten-question instrument processed in D6.2. Onboarding is supported through platform-level orientation materials — onboarding videos, navigation guides, embedded help — and through partner-level support, which provides the bridge between awareness-stage promotion and platform-level registration.

This delivery model maximises accessibility but creates a structural challenge in retention: registrants who lose momentum may not re-engage with self-paced content without a proactive nudge. The consortium addressed this challenge through partner-facilitated touchpoints — cohort-style onboarding sessions for the Specialisation Programmes, recurring Ask-an-Expert events tied to category content, periodic email reminders, and (where applicable) cohort-level scheduled meetings around the Business Pilot Projects. The combination of self-paced delivery and partner-facilitated engagement layers is a recurring design feature of the CATALYST learning experience; its effectiveness is the subject of detailed analysis in D6.2.

All courses

Home > Courses


Course categories

- Sustainable Development (8)
- Resilient Transition (6)
- Sustainable Business Management (10)
- Business Transformation (10)
- Intellectual Capital Management (9)
- Circular economy (11)

Tags


- #CapacityBuilding (1)
- #CircularEconomy (2)
- #Partnerships (1)
- #SustainableDevelopment (1)
- Advanced Level (10)
- Agenda 2030 (4)
- Agenda2030 (3)
- ... (2)

Filter




CATALYST Resources and Services

40 Jun 2025




Implementation of the SDGs in the EU: Measurement, Planning and Collaboration

34 Oct 2024




SDGs and My Company

42 Sep 2024




Implementing the Sustainable Development Goals: Challenges and Enablers

58 Sep 2024



Policy Framework for the Transition to Sustainability

35 Apr 2025



Understanding the Relations Between Climate Change, Sustainable Development and Biodiversity

3.4 Activation, Promotion and Partner Contribution

The activation of the seventy-course catalogue is the product of a multi-channel, partner-led promotion strategy. The official CATALYST channels — the project website (projectcatalyst.eu), the CATALYST Platform (catalystplatform.net), the consortium LinkedIn page, the Facebook presence and the CATALYST Prospectus — provide the consortium-level baseline. Each partner then mobilises its own institutional channels and professional networks to reach context-specific audiences. Across the

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consortium, 289 significant promotion actions were logged during the piloting period, 92 partner-organised events brought CATALYST to thematic audiences, and 134 external events were attended for visibility purposes — a substantial cumulative engagement footprint that converted into the registration volume reported in section 3.2 above.

Promotion at partner level is documented row-by-row in the partner data submissions and is consolidated in Table 3.2 below. The distribution is intentionally uneven: partners whose business model is closely aligned with the SME-engagement target (CSCP, FASB, ISCTE, BEST, AB, FHJ) logged the highest promotion volumes; partners whose principal contribution is academic content development or thematic expertise (BELLS, AUEB, SDSN) operated through fewer but typically larger-reach actions; partners with a stakeholder-engagement profile (IECE, AUEB in Greece, CRETHIDEV) concentrated effort on external events and ministerial-level engagement. The breakdown reflects the design of the consortium as a federated network of complementary partner roles rather than as a uniform delivery team.

Partner	Country	Promotion actions	Events organised	External events
P1 — IECE	North Macedonia	11	3	8
P2 — CEIM	North Macedonia	5	3	4
P3 — SBCH	North Macedonia	19	3	1
P4 — CSCP	Germany	34	21	9
P5 — BELLS	Germany	6	2	2
P6 — FASB	Germany	40	2	3
P7 — BEST	Austria	17	6	15
P8 — FHJ	Austria	23	8	8
P9 — Apflbutzn	Austria	26	2	4
P10 — ISCTE	Portugal	31	8	13
P11 — ICAA	Portugal	6	8	13
P12 — CENTIMFE	Portugal	19	8	4
P13 — AUEB	Greece	12	8	37
P14 — CRETHIDEV	Greece	11	4	6
P15 — SPOROS	Greece	13	4	6
P16 — SDSN	European network	16	2	1
TOTAL		289	92	134

Table 3.2 — Partner-level promotion footprint across the piloting period.

Within this volume, partners deliberately targeted the courses they were thematically responsible for or whose audience profile matched their network. Course-specific promotion typically combined a

teaser post on the partner's social channels, a dedicated newsletter mention, a thematic blog or short interview, and — for the Intermediate and Advanced courses — a webinar or Ask-an-Expert session that doubled as both an awareness instrument and an engagement deepener. The match between thematic ownership and partner-led promotion is documented in the partner data submissions and reflected in the strong category-level enrolment patterns observed in Circular Economy (P13 AUEB, P4 CSCP, P15 SPOROS, P12 CENTIMFE), Sustainable Development (P16 SDSN, P9 Apflbutzn, P14 CRETHIDEV) and Intellectual Capital Management (P10 ISCTE, P11 ICAA, P1 IECE).

3.5 Selected Course Descriptions

The seventy courses of the catalogue cannot all be described individually in the body of this deliverable; the full course list is included in Annex A1. The narrative below selects a small number of courses that exemplify the design principles of the Enable component — practical orientation, real cases, blended live-and-self-paced design choices, and the integration with the applied work of the Inspire component — and that have been most consistently flagged by partners and learners as strong performers of the catalogue.

3.5.1 Circular Business Models: Steps from Linear to Circular (Intermediate, Circular Economy)

Authored and piloted by P13 AUEB, this course is the entry-point Intermediate course of the Circular Economy category and the conceptual anchor of the Mastering Circular Production Specialisation Programme. Its content is structured around the “circular compass” — a practitioner-oriented visual framework that maps the principal circular business model archetypes — and is supported by real-life case work, including circular procurement examples and operational KPI sets. The course is paired directly with the AKTINA Group Business Pilot Project, providing learners with a structured pathway from conceptual content into applied work. AUEB reports the course as one of the strongest learner attractors of its catalogue, with particularly positive feedback on the practical orientation and the real-life examples used.

3.5.2 Intellectual Capital and Change Management for Digital Transformation and Sustainability (Advanced, Intellectual Capital Management)

Authored and piloted by P10 ISCTE, this is the highest-profile course in the Intellectual Capital Management category and was identified by ISCTE as the strongest learner attractor of its entire piloting catalogue. The course addresses the strategic alignment between digital transformation, sustainability, and the management of organisational intellectual capital — a content combination that has resonated with practitioner audiences during the piloting phase. The course is anchored to the SMART-SUB RISK Business Pilot Project, providing the applied-research destination for learners who progress from the course into the BPP. ISCTE reports approximately 75% of learners reporting improved knowledge and skills, with satisfaction scores around 4.5 / 5 — figures interpreted in detail in D6.2.

3.5.3 Sustainable Professional Growth (Advanced, Transformation Readiness on Personal Level)

Authored and piloted by P5 BELLS, this course is the highest-impact course of the BELLS catalogue and a flagship example of the blended self-paced + live-cohort design that the consortium converges on as the most engaging delivery format. The course is delivered as a six-week pathway, combining self-paced module work with weekly live videos that sustain conversation continuity across the cohort and provide structured peer engagement. BELLS reports the format as substantially outperforming pure self-paced delivery for personal-development content — a finding cross-validated by the AUEB final-pitch live session for the Advanced Circular Business Strategies course.

3.5.4 Circular Business Strategies and Innovation (Advanced, Circular Economy)

Authored and piloted by P4 CSCP, this is the deep-technical Advanced course of the Circular Economy category. Its content spans circular strategy formulation, innovation ecosystems and the operational integration of circular practices in business. The course was paired with the two-phase Krefeld Business Pilot Project — Phase 1 producing the Circular Rental Model prototype and Phase 2 producing the Implementation Roadmap for the Future Startup Centre Krefeld — and is the clearest example in the catalogue of a course whose content is operationally exercised in a parallel Business Pilot Project. CSCP also flagged the course's workload (approximately 32 hours) as a calibration question for SME audiences, an observation discussed in D6.2.

3.5.5 ESG, Sustainability and Sustainable Development — Reporting and Auditing (Advanced, Sustainable Business Management)

Authored and piloted by P3 SBCH, this course addresses the practitioner-facing intersection between corporate sustainability reporting and the ESG agenda. It performed particularly well with technical-personnel audiences in companies in North Macedonia, where the topic is directly relevant to compliance and reporting obligations expected in the Western Balkans regional integration trajectory. The course's content fed directly into the ESG Dashboard concept developed in the GREEN Idea hackathon, which subsequently became part of an Erasmus+ tool application — a clear example of the convertibility between Enable content and the applied work of the Inspire component.

3.5.6 Implementing the Sustainable Development Goals: Challenges and Enablers (Intermediate, Sustainable Development)

Authored and piloted by P16 SDSN, this course connects the CATALYST catalogue to the SDG implementation agenda at European level. SDSN's positioning as a knowledge hub of the wider UN Sustainable Development Solutions Network gives the course direct access to international SDG-implementation evidence, which is reflected in its content design (visual dashboards, country-level SDG dashboards, applied implementation cases). The course was supported by two large Network webinars — the June 2025 “Tracking the Global Goals: Insights from the Sustainable Development Report 2025” (28 participants) and the June 2026 “Skills for Sustainable Industrial Transformation” (65 participants) — that amplified the catalogue content with live expert exchange.

3.5.7 How to Achieve a Sustainable Lifestyle? (Intermediate, Transformation Readiness on Personal Level)

Authored and piloted by P9 Apflbutzn, this course is the personal-resonance entry door of the catalogue. It addresses sustainable lifestyle adoption at the individual level — behavioural,


environmental, technological — and has consistently been flagged by Apflbutzn as the strongest interest-driver in its piloting portfolio. The course is paired with the IECE-led Sustainable Lifestyle Business Pilot Project in North Macedonia, which extends the course's content into an applied co-creation cycle with North Macedonian participants. The pairing illustrates one of the design choices that distinguishes CATALYST: even personal-development content is treated as an applied-research destination rather than as a stand-alone soft-skill offer.

3.6 Voices from the CATALYST Learner Community

The implementation evidence presented above is complemented by qualitative voices from the learner community. The testimonials below are drawn from publicly shared LinkedIn posts by CATALYST learners who completed Specialisation Programmes during the piloting phase, supplemented by partner-collected feedback on the catalogue. They illustrate the personal experience of learners engaging with the Enable component and provide the qualitative anchor for the quantitative implementation footprint reported in the preceding sections. The analytical reading of this evidence base — what worked, what did not, and the recommendations for the post-pilot phase — is carried out in D6.2.

Learner testimonial 1 — Jasmina Bucevska, PhD

Sustainability & ESG Consultant, completing the “Become a Competitive Startup Manager in Green Businesses” Specialisation Programme:



Jasmina Bucevska, PhD • 2nd

Sustainability & ESG Consultant | Strategic Communications...

4mo • Edited •

[Connect](#) ⋮

The Star atop my 2025 Christmas Tree: Becoming a Green Startup Manager 🌱🌟

As 2025 comes to a close, I find myself reflecting on an extraordinary year marked by growth, late-night study sessions, and an unwavering commitment to upskilling. While I have tackled several programs this year, I've saved the most transformative experience for last. Today, I am thrilled to announce the completion of the [CATALYST Project Green Entrepreneurship Specialization Program](#): "Become a Competitive Startup Manager in Green Businesses."

Since June, I have delved deep into the intricacies of the future economy. This program went beyond simply advocating for "going green"; it equipped me with the skills to design and implement sustainable and circular business models, seamlessly integrating environmental, social, and economic considerations into strategic decision-making. This journey has not only expanded my expertise but has also fueled my passion for leading in the green business sector.

With the invaluable guidance of outstanding trainers— [Johannes Oberndorfer](#), [Thomas Winkler](#), [Harald Friedl](#) , Nikolaos Nikolao- Agni Vitanioti, and [Rene Wenzel](#) —I've completed an intensive curriculum that covered every angle of the green economy:

- ✅ Creating Sustainable Business Models – Reimagining how value is created.
- ✅ Green Marketing – Learning to lead with authenticity and purpose.
- ✅ Green and Social Entrepreneurship Business Modelling – Balancing profit with social impact.
- ✅ Sustainable Consumption and Production – Mastering the circularity of goods.
- ✅ How to Achieve a Sustainable Lifestyle? – Bridging the gap between personal values and professional action.
- ✅ SDGs and My Company – Integrating the UN Sustainable Development Goals into the heart of corporate strategy.

The "ornament" I'm most proud of is the Business Pilot Project: „[Geco-Festival](#)." It was the ultimate test—taking theory and turning it into a living, breathing green business model.

As I look ahead to 2026, I am well prepared to promote sustainable innovation within both startups and established organizations, contributing to long-term resilience and responsible growth.

Figure 3.1 — Learner testimonial (Jasmina Bucevska, PhD): completion of the Become a Competitive Startup Manager in Green Businesses Specialisation Programme, December 2025.

“I have delved deep into the intricacies of the future economy. This programme went beyond simply advocating for ‘going green’; it equipped me with the skills to design and implement sustainable and circular business models, seamlessly integrating environmental, social, and economic considerations into strategic decision-making. The ‘ornament’ I am most proud of is the Business Pilot Project, GEKO Festival — it was the ultimate test, taking theory and turning it into a living, breathing green business model.”

— Jasmina Bucevska, PhD — Specialisation Programme participant

Learner testimonial 2 — Rea Losha

Biotechnology and organic-agriculture specialist, completing the “Mastering Circular Production” Specialisation Programme:

Rea Losha • 2nd
Biotechnology and organic agriculture specialist
4h • 🌱

I'm happy to share that I have successfully completed the [#CircularEconomySpecializationProgramme](#) - Mastering Circular Production, developed within the [CATALYST Project](#).
The programme offered a valuable learning journey through circular production, circular business models, circular economy KPIs, sustainable finance, policy, and practical approaches to business transformation.
One of the most meaningful parts for me was the Business Pilot Project, where the learning process moved from theory into practice through the [#AKTINA](#) Business Pilot Case. It was a useful opportunity to reflect on how circular economy principles can be applied to real business contexts: from analysing operational challenges and resource flows to thinking about market relevance, strategic positioning, and long-term sustainability. I also particularly appreciated the contribution of the [Athens University of Economics and Business](#) in framing the transition from linear to circular business models in a structured and practical way. 📄 🌱 🌍
A special thank you to the [Western Balkans Circular Economy Hub \(WBCEH\)](#) | [Institute for Research in Environment, Civil Engineering and Energy \(IECE\)](#) sharing this opportunity and helping make my participation possible.
Thank you also to [Collaborating Centre on Sustainable Consumption and Production \(CSCP\)](#) for the insights, guidance, and feedback provided to our own business projects during the programme. That practical feedback component made the learning process much more concrete and applicable.
Congratulations to the [CATALYST Project](#) and its partners for developing such a relevant learning pathway for students, professionals, SMEs, and future green business leaders. Initiatives like this are important for strengthening green skills, supporting sustainable business transformation, and preparing economies for the circular transition.
And congratulations as well to fellow learners for completing the courses and contributing to this shared learning experience. ✅
Looking forward to applying these insights in my future work related to circular economy, sustainability, and green business development.
[#CATALYSTProject](#) [#CircularEconomy](#) [#Sustainability](#) [#GreenTransition](#) [#CircularProduction](#) [#SustainableBusiness](#) [#GreenSkills](#) [#BusinessTransformation](#) [#WesternBalkans](#)

SPECIALIZATION PROGRAM CERTIFICATE
presented to
Rea Losha
for successfully completing the courses of the programme
Circular Economy
May 2026

CATALYST Centre
Co-funded by the European Union

3 comments • 1 repost

Figure 3.2 — Learner testimonial (Rea Losha): completion of the Mastering Circular Production Specialisation Programme, May 2026.

“The programme offered a valuable learning journey through circular production, circular business models, circular-economy KPIs, sustainable finance, policy and practical approaches to business transformation. One of the most meaningful parts for me was the Business Pilot Project — the AKTINA case. It was a useful opportunity to reflect on how circular-economy principles can be applied to real business contexts: from analysing operational challenges and resource flows, to thinking about market relevance, strategic positioning and long-term sustainability.”

— Rea Losha — Specialisation Programme participant

Learner testimonial 3 — Irena Mukaetova Velichkov

MSc in Industrial Engineering and Production Management, completing the “Green Entrepreneurship” Specialisation Programme:

Irena Mukaetova Velichkov • 2nd
MSc in Industrial Engineering and Production Manage...
4mo • Edited •

Wrapping up 2025 with another educational milestone 🎉👏🙌
I am thrilled to share that I have officially completed the Green Entrepreneurship Specialization Program through the Catalyst Centre (European VET Excellence Centre part of Erasmus+), a journey that has deeply expanded my perspective on sustainable business innovation. What made this program truly exceptional was the academic rigor and the opportunity to learn from world-class institutions. I am grateful for the insights gained from:

- > FH Joanneum - Institute of International Management (Austria): Focusing on green and social entrepreneurship modeling and sustainable business development.
- > Athens University of Economics and Business (AUEB - Greece): Mastering the transition from linear to circular business models.
- > ISCTE - Instituto Universitário de Lisboa & IECE: Integrating global academic standards into localized sustainable solutions.

Throughout this program (June–December 2025), I've developed the skills to design circular business models and lead strategic initiatives that balance environmental, social, and economic impact. From green marketing to the "Geco Festival" business pilot project, I am now better equipped to drive responsible growth and long-term resilience in the startup ecosystem. A huge thanks to the trainers and the European Union for co-funding this initiative to empower the next generation of green leaders. Ready to put these circular strategies into action!

#CATALYSTProject
#GreenEntrepreneurship #Sustainability #CircularEconomy
#GreenBusiness #ContinuousLearning #SustainableTransformation
#FHJoanneum #AUEB




SPECIALIZATION PROGRAM CERTIFICATE

presented to

Irena Mukaetova Velichkov

for successfully completing the courses of the programme

Green Entrepreneurship

December 2025



👍❤️ 57 1 comment · 1 repost

Figure 3.3 — Learner testimonial (Irena Mukaetova Velichkov): completion of the Green Entrepreneurship Specialisation Programme, December 2025.

“What made this programme truly exceptional was the academic rigour and the opportunity to learn from world-class institutions — FH JOANNEUM on green and social entrepreneurship modelling and sustainable business development; AUEB on mastering the transition from linear to circular business models; ISCTE and IECE on integrating global academic standards into localised sustainable solutions. From green marketing to the Geco Festival Business Pilot Project, I am now better equipped to drive responsible growth and long-term resilience in the start-up ecosystem.”

— Irena Mukaetova Velichkov — Specialisation Programme participant

Learner testimonial 4 — Edina Hadzic, Personal and Organisational Growth Programme

Professional from the sustainability and organisational development field, completing the "Empowering Sustainable Professionals" (Personal and Organisational Growth) Specialisation Programme:

"The Personal and Organisational Growth programme gave me exactly what I needed at a turning point in my professional life: a structured space to reflect, tools to act, and a community to grow with. The combination of the Sustainable Professional Growth course and the Mastermind sessions was genuinely transformative — it moved me from understanding sustainability as a concept to practising it as a daily leadership discipline. The peer exchange in the Mastermind group was as valuable as the course content itself. I left the programme with a clearer sense of my own professional identity and a concrete action plan for embedding sustainability into my team's way of working." — Specialisation Programme participant, Personal and Organisational Growth cohort



Figure 3.4 — Testimonial: Participant, Personal and Organisational Growth Programme

The four testimonials, taken together, illustrate three converging patterns in the learner experience of the Enable component. The first is the value of an integrated curriculum that combines courses

from multiple consortium partners (FH JOANNEUM, AUEB, ISCTE, IECE, BELLS) under a single coherent learning pathway. The second is the strategic importance of the Business Pilot Project as the applied destination of the structured learning — every testimonial cites the BPP component as the high-impact moment of the programme. The third is the personal trajectory dimension: learners describe the programmes not as discrete courses completed but as turning points in their professional positioning, with explicit references to subsequent career intentions in the sustainability and circular-economy fields. These qualitative patterns are interpreted in D6.2 against the quantitative satisfaction signal documented in the standardised end-of-course feedback responses.

4. Overview of Activities Implemented under WP6 — Inspire Component

Business Pilot Projects, Resources & Services, the CATALYST Network and the CATALYST Prospectus

If the Enable component of CATALYST builds the structured knowledge base of the CoVE, the Inspire component is where that knowledge becomes action. Inspire mobilises learners and SMEs into applied work, expert exchange and peer learning through four complementary instruments. The first is the Business Pilot Project (BPP) — the consortium's flagship academia–business co-creation format, pairing multi-disciplinary student teams with SMEs and one public-sector organisation around real operational challenges. The second is the body of Resources & Services produced and made available through the CATALYST Platform: frameworks, templates, toolkits and methodology documents that complement the courses and the BPPs. The third is the CATALYST Network — the open community of practice attached to the project, running webinars, Ask-an-Expert sessions, Mastermind groups and Member Spotlight events for professionals, students and SMEs across Europe. The fourth is the CATALYST Prospectus, the consortium's biannual open-access online publication that functions both as a dissemination instrument and as a recognition vehicle for partners, learners and external collaborators.

The present chapter documents the implementation of each of these four instruments during the piloting phase. As elsewhere in this deliverable, the focus is on what was delivered, by whom, when, and at what scale; the effectiveness reading of the same evidence base — SME usefulness ratings, qualitative impact, partner reflections — is the subject of D6.2.

4.1 Business Pilot Projects (BPPs)

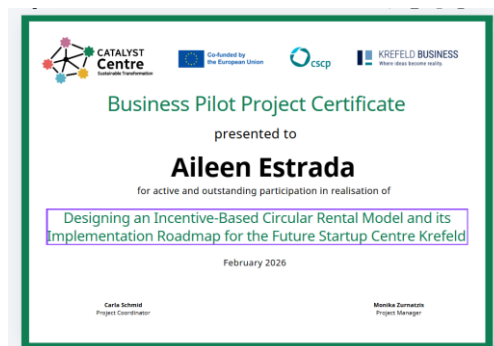
The Business Pilot Project is the consortium's flagship applied-research instrument. Each BPP pairs one or more SMEs (or, in one documented case, a municipality) with a multi-disciplinary student team and a CATALYST partner-mentor, organised around a real operational challenge identified by the host organisation. The design follows the CO-IN© co-creation model produced under Work Package 5 and is captured in a standardised Application Form covering the project overview, problem statement, applied-research focus, objectives, methodology, anticipated outcomes, timeline, resources and implementation potential. No financial transactions occur between the parties to a CATALYST BPP — each contributes its own resources (time, data access, mentorship, expert input) to the collaboration.

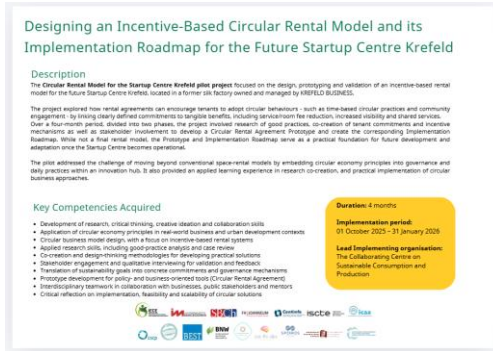
The administrative and quality architecture of the BPP process was designed to ensure transparency, accountability and intellectual property clarity for all parties involved. Before work commenced on any pilot, both the host organisation (the SME or public body) and the student team members signed a formal cooperation agreement, defining the scope of the collaboration, the division of responsibilities, supervision arrangements and IP ownership. Each lead partner additionally prepared a BPP plan outlining objectives, timeline, milestones and expected outputs prior to the start of the project cycle, providing the basis against which progress was subsequently monitored.

Participants were recruited through a structured application form that captured professional background, motivation for participation and thematic interest, enabling partners to compose multi-disciplinary teams suited to the specific challenges of each host organisation. At the close of each Business Pilot Project, all participants — students, mentors and host organisation representatives — completed a standardised feedback form covering the quality of collaboration, the relevance of outputs and the overall learning experience. The feedback data fed directly into the effectiveness analysis carried out in D6.2 and informed the design adjustments applied to subsequent pilot cycles.

Certificates of completion were issued to all participants who successfully concluded a BPP. Two certificate formats were applied. Participants in Business Pilot Projects delivered as part of a Specialisation Programme received a programme-level certificate that integrated both the course pathway and the BPP component, listing the courses completed and the Business Pilot Project title on a single credential. Participants in independent Business Pilot Projects — those not connected to a Specialisation Programme — received a dedicated BPP certificate recognising the applied research contribution and the outputs produced. Both formats carried the CATALYST branding and the Erasmus+ co-funding acknowledgement, and were issued through the CATALYST Platform.

A typical BPP runs between three and six months, includes a kick-off meeting, two to three iterative consultation rounds, an interim presentation and a final delivery, and produces concrete outputs the host organisation can immediately use — a methodology report, a prototype, a strategy proposal, an implementation roadmap, a measurement framework, or a set of operational tools. Fifteen BPPs are documented in this deliverable, distributed across five countries: Austria (four pilots, BEST and Apflbutzn / FHJ); Germany (two pilots, CSCP Phase 1 and CSCP Phase 2); Greece (two pilots, AUEB, and CRETHIDEV); North Macedonia (six pilots, SBCH-derived and CEIM / IECE); and Portugal (one pilot, ISCTE–ICAA–CENTIMFE SMART-SUB RISK). The BPP cohort spans private SMEs (eleven of fifteen), the cultural and not-for-profit sector (Grazer Eco Festival), the public sector (Galatsi Municipality), and the hackathon-derived start-up-style pilots from the GREEN Idea conversion pipeline.





Example Business Pilot Project certificates: independent BPP (left) and Specialisation Programme-linked BPP (right)

Business Pilot Project	Country	Lead partner(s)	Linked SP / Hackathon	Status
SMART-SUB RISK — Subcontracting risk management for SMEs	Portugal	ISCTE + ICAA + CENTIMFE	—	Completed
AKTINA Group — Circular electrical infrastructure	Greece	AUEB	Mastering Circular Production	Completed
GREEN Idea hackathon (parent BPP)	North Macedonia	SBCH	GREEN Idea Hackathon	Completed
Smart Bin for Organic Waste (CarbLog Bin)	North Macedonia	SBCH	GREEN Idea Hackathon	Completed
ESG Dashboard	North Macedonia	SBCH	GREEN Idea Hackathon	Completed
Vertical Green Garden	North Macedonia	SBCH	GREEN Idea Hackathon	Completed
Krefeld — Circular Rental Model (Phase 1)	Germany	CSCP	—	Completed
Krefeld — Circular Rental Model (Phase 2)	Germany	CSCP	—	Completed
Agile Onboarding — Tandem wb (consulting)	Austria	BEST	—	Completed
Circular Loyalty Programme — Michele's (gastronomy)	Austria	BEST	—	Completed
Business Model Transformation — Lokistix GmbH	Austria	FHJ	—	Completed
Grazer Eco Festival — social-enterprise model	Austria	Apflbutzn / FHJ	Become a Competitive Startup Manager in Green Businesses	Completed

Business Pilot Project	Country	Lead partner(s)	Linked SP / Hackathon	Status
Galatsi Municipality — Circular Economy pilot / technostress	Greece	CRETHIDEV	Mastering Circular Production	Completed
Factory Karposh — Circular construction materials	North Macedonia	CEIM / IECE	Mastering Circular Production	Completed
Sustainable Lifestyle (behavioural, environmental, technological)	North Macedonia	IECE	—	Completed

Table 4.1 — The fifteen Business Pilot Projects documented under WP6: country, lead partner(s), linked Specialisation Programme or Hackathon, and implementation status.

4.1.1 SMART-SUB RISK — Subcontracting Risk Management for Portuguese SMEs

The SMART-SUB RISK pilot was implemented by the Portuguese partner cluster — P10 ISCTE (Instituto Universitário de Lisboa), P11 ICAA (Intellectual Capital Association) and P12 CENTIMFE (Technological Centre for Mouldmaking, Special Tooling and Plastic Industries) — between February and April 2026. The pilot addressed a critical and increasing need for structured subcontracting risk management in Portuguese manufacturing SMEs, with a particular focus on the moulds-and-plastics sector served by CENTIMFE. The integration of intellectual-capital and environmental-risk considerations into a single, SME-oriented framework reflects the integrated competency profile of the three partners and the strategic positioning of the Intellectual Capital and Change Management for Digital Transformation and Sustainability course as the pilot's principal anchor in the Enable catalogue.

The multi-disciplinary student team worked with the participating SMEs and the academic mentors across a structured cycle of needs assessment, field research, framework co-creation and SME validation. The pilot was directly affected during its testing phase by an extreme climate event in the region of the participating SMEs, which constrained the depth of the field-testing component without preventing delivery of the core outputs. The pilot delivered a simplified, SME-oriented subcontracting risk management framework, a risk assessment matrix tailored to SME operational realities, and a subcontracting risk categorisation usable as a daily-operations tool. The SME representatives confirmed in the final feedback round that the framework provides a structure that can be realistically applied to operations that had previously been managed informally — a substantive outcome that is interpreted in detail in D6.2.

4.1.2 Krefeld — The Two-Phase Circular Rental Model

The Krefeld pilot, implemented by P4 CSCP (Collaborating Centre on Sustainable Consumption and Production) in partnership with the Grundstücksgesellschaft der Stadt Krefeld (GGK), the real-estate division of Krefeld Business, is the most fully documented Business Pilot Project of the CATALYST portfolio. It responded to a concrete business need: to embed circular-economy principles, from the outset, into the new circular start-up centre that GGK is developing in Krefeld and that is scheduled to open in early 2027. The pilot was structured in two phases — design (Phase 1, October–November

2025) and implementation preparation (Phase 2, December 2025 – January 2026) — each run with a six-student interdisciplinary team supported by two mentors from CSCP and two from GGK.



Figure 4.1 — Krefeld pilot: student team site visit to the future Startup Centre Krefeld with the GGK and CSCP teams (October 2025).

Phase 1 produced a prototype Circular Rental Model, supported by a Good Practice Matrix consolidating existing circular and incentive-driven rental references, an initial Circular Rental Agreement prototype linking tenant commitments to concrete incentives, and a stakeholder feedback summary based on semi-structured interviews. Phase 2 built on this foundation through targeted desk research, qualitative stakeholder engagement (including interviews with potential future tenants) and an implementation-planning cycle, producing a refined Circular Rental Agreement prototype and a comprehensive Implementation Roadmap for the Future Startup Centre Krefeld, with short-term (pre-opening) and long-term (post-opening) actions, defined roles and performance indicators.



Figure 4.2 — Krefeld pilot: in-person co-creation session with the student team inside the future Startup Centre Krefeld.

The collaboration was described in the CSCP partner reflection as “exceptional”, with regular bi-weekly online check-ins, two in-person meetings, respected deadlines and effective hybrid-format teamwork. The hybrid teamwork rhythm — self-paced cohort progression complemented by recurring synchronous touchpoints with both the CSCP and the GGK teams — has been documented as a transferable model and is highlighted in D6.2 as one of the consortium's clearest examples of a replicable BPP delivery cadence.



Figure 4.3 — Krefeld pilot: physical scale model of the future Startup Centre Krefeld used during the student team's design-thinking workshops.

“The communication, especially about timeline and results-expectation, worked particularly well. The hybrid formats and the international exchange worked particularly well. I was impressed by the good, digital teamwork of the students.”

— SME representative — Krefeld Phase 1 (GGK / Krefeld Business)

“I am very grateful to have participated in this project. Not only for the knowledge acquired, but also for the amazing people I had the chance to get to know and work together. Thank you for the opportunity.”

— Student team member — Krefeld Circular Rental Model (Phase 1)

4.1.3 AKTINA Group — Circular Electrical Infrastructure

The AKTINA pilot was implemented by P13 AUEB (Athens University of Economics and Business) in partnership with AKTINA Group, a Greek electrical-infrastructure operator. The pilot addressed the challenge of embedding circular-economy principles into electrical-infrastructure projects, moving the organisation from a linear procure-construct-operate-replace logic towards circular production

systems compatible with grid expansion, renewable-energy integration and ESG compliance. The multi-disciplinary student team worked directly with company data, mapping material flows in transmission, distribution and PV grid-connection projects, identifying asset life-extension opportunities (notably for wooden poles and other long-life assets), and translating circular-procurement and KPI thinking into deliverables the company could adopt without disrupting technical compliance.

The pilot delivered a Circular KPI framework for project-level measurement, a Circular Procurement Checklist for tender documents, a waste-recovery protocol for construction phases, asset life-extension recommendations including second-life use for decommissioned wooden poles and metal recovery, and an Implementation Roadmap for practical circular interventions. The proposed interventions were assessed by the SME as practical, low-cost and adaptable across different project types, making them suitable for wider implementation across the energy-infrastructure sector. The pilot is the anchor of the Mastering Circular Production Specialisation Programme and is the strongest documented example in the CATALYST portfolio of an academia–SME pairing producing operational tools that have been or are being adopted at the company level.

“Working with real company data made the learning process much more meaningful. It helped us understand how circular-economy principles can actually be applied in infrastructure projects, not just in theory.”

— Student team member — AKTINA / AUEB pilot

“The collaboration with the students brought fresh perspectives to challenges we face daily. Some of the proposed solutions, especially around procurement and waste recovery, were practical and immediately relevant.”

— SME representative — AKTINA / AUEB pilot

4.1.4 Factory Karposh — Circular Construction Materials

The Factory Karposh pilot, implemented by P2 CEIM (Civil Engineering Institute Macedonia) and P1 IECE within the Mastering Circular Production Specialisation Programme, addressed the question of how to integrate circular-economy principles into prefabricated-concrete production. The construction sector is among the highest-ranked sectors in profitability and income but also carries one of the heaviest carbon footprints; this financial-environmental complementarity is what makes circular interventions particularly relevant in the sectoral context of the pilot. The work explored current resource use, waste and side-product generation in a prefabricated-concrete production process, researched technical and technological possibilities for circular implementation (recycled materials in concrete, water recycling, waste-heat recovery, side-product management), specified three production-process alternatives, and developed a generic evaluation model with technical, financial and environmental criteria, which was then applied to the real-life case of Factory Karposh. The pilot produced a methodology report, a company-profile inquiry instrument, a scalability analysis

and a consultancy-service concept that the Factory Karposh team has signalled willingness to embed in its production-process development plan.

4.1.5 BEST Pilots — Agile Onboarding and the Circular Loyalty Programme

Two parallel Austrian micro-SME pilots were implemented by P7 BEST (BEST Institut für berufsbezogene Weiterbildung und Personaltraining GmbH). The Agile Onboarding pilot was carried out with Tandem wb, a Vienna-based consulting firm, addressing the challenge of integrating new hires into agile working practices in a small-firm consulting environment where steep learning curves, client pressures and cultural differences typically slow onboarding. The pilot used literature review and design-thinking workshops to develop prototype onboarding tools and a process framework tailored to the micro-firm consulting context. The Circular Loyalty Programme pilot was carried out with Michele's, a Vienna gastronomy operator across coffee shop, catering and canteen-restaurant formats, on a loyalty programme that incentivises customer participation in circular-economy practices and aligns with ESG values. The pilot used design thinking and business-case development to design a circular loyalty programme prototype, with a comparative analysis of incentive structures and recommendations for ESG reporting.

“It has been like being in a real work world, not like learning in theory.”

— Participant — Circular Loyalty Programme (Michele's, Austria) / BEST

4.1.6 Grazer Eco Festival — From Charity to Social Enterprise

The Grazer Eco Festival pilot was implemented by P9 Apflbutzn in cooperation with P8 FH JOANNEUM, in partnership with the Geco Association — the non-profit organisation running the Grazer Eco Festival. The pilot was anchored in the Become a Competitive Startup Manager in Green Businesses Specialisation Programme and ran with online consultations, two e-mail consultation phases and a final online presentation between June and November 2025. The strategic challenge was how to evolve the volunteer-driven Eco Festival into a professionalised, financially viable sustainability event organisation while preserving its mission of sustainable, accessible and community-focused programming. The student team researched sustainable event-business models, benchmarked European sustainability festivals, and translated the Association's guiding questions into a structured response covering revenue-model diversification beyond sponsorships and grants, governance and staffing changes, market positioning across audience segments, operational scaling and quality control, and stakeholder-engagement and impact-measurement KPIs. The pilot delivered three final reports — on business-model transformation, marketing strategy and sponsoring concept — alongside a recommended KPI set, an audience-segmentation analysis and a set of operational recommendations on green event practices.

“Some nice out-of-the-box thinking, and suggestions which can be implemented immediately.”

— P9 Apflbutzn — Grazer Eco Festival pilot closing note

4.1.7 Hackathon-Derived BPPs — Smart Bin, ESG Dashboard and Vertical Green Garden

Three Business Pilot Projects were generated by the conversion of the GREEN Idea hackathon into longer-form applied work, under the lead of P3 SBCH (Small Business Chamber, North Macedonia). The Smart Bin for Organic Waste pilot, hosted by COSMO Innovate Center, developed a concept and prototype for retrofitting existing waste bins with sensors that measure bin fullness, organic-waste mass and contents temperature, transmitting the data via Wi-Fi to licensed collectors and processors. The concept has been adopted at EDIH INNOFEIT and developed into the CarbLog Bin prototype — a follow-on funding outcome that constitutes the clearest single piece of post-pilot momentum evidence in the CATALYST portfolio.

The ESG Dashboard pilot, hosted by ESC in cooperation with IECE, developed the concept of a software tool to guide companies through the implementation of ESG standards across environmental, social and governance dimensions. The concept has become part of an Erasmus+ tool application for the promotion of green skills and construction workers. The Vertical Green Garden pilot, hosted by Link Solutions in cooperation with IRZ, developed the concept of controlled indoor crop-production modules suitable for installation in kitchens, restaurants, canteens and shopping centres, addressing the negative impact of climate variability on conventional crop production. The concept is being piloted in a project supported by the German Foundation DBU. Together, the three hackathon-derived pilots produced three independent follow-on funding instruments — the clearest demonstration of the hackathon-to-BPP-to-funding conversion pipeline in the consortium's portfolio.

4.1.8 Galatsi Municipality — Mitigating Technostress in the Public Sector

The Galatsi Municipality pilot, implemented by P14 CRETHIDEV (CRE.THI.DEV. — Creative Thinking Development) with the Municipality of Galatsi in the Athens metropolitan area, is the only documented public-sector Business Pilot Project in the CATALYST portfolio. It addresses an increasingly pervasive workplace challenge — technostress, the strain employees experience from digital overload, constant connectivity and rapid technological change — in the specific context of a digitalising municipal organisation. The pilot was anchored to the CATALYST course “Boosting Resilience and Mitigating Technostress in SMEs: How to Transform the Modern Workplace” and operated through a case-study approach focused on the municipal organisation, combining a quantitative survey using validated technostress and digital-resilience questionnaires with qualitative analysis of employees' open responses. The pilot delivered a technostress assessment report, a set of practical recommendations and an action plan for HR and digital-workplace teams, a summary presentation for management and anonymised data on technostress levels and key stressors. The pilot extends the CATALYST applied-research model into public-sector employee well-being — a domain that complements the SME-focused work in the rest of the portfolio.

4.1.9 Business Model Transformation — Lokistix GmbH

The Business Model Transformation pilot was implemented by P8 FH JOANNEUM (FHJ) in partnership with Lokistix GmbH, an Austrian SME specialising in reusable transport packaging solutions for battery logistics. The pilot addressed the strategic challenge of developing a leasing-based "Packaging-as-a-Service" model as an alternative to the company's existing one-time product sales approach. The move

towards a service-based model held potential to improve customer access, increase business flexibility and open new recurring revenue streams, while simultaneously supporting regulatory compliance and efficient battery logistics management.

The pilot pursued four strategic goals: developing a viable service-based business model beyond one-time product sales; improving market access and customer flexibility through an alternative offering model; strengthening the company's competitive positioning in safe and compliant transport packaging; and supporting long-term growth through a scalable and internationally transferable concept. Operationally, the team designed a leasing concept including pricing logic and financial calculation tools, assessed market feasibility in European and US target markets, defined sales arguments and a communication approach for the new offering, and explored how digital asset management could support implementation on both the company and customer sides. Complementary services such as insurance handling were also considered as part of the model.

The project followed a case study-based co-creation approach, combining stakeholder dialogue, qualitative input from the company context and applied analysis of the proposed service-based business model. The work included reviewing the current sales model, developing the leasing concept, exploring pricing and market feasibility, and assessing operational, legal and communication aspects through iterative refinement in collaboration with the project partner.

The pilot produced a complete leasing concept for reusable transport packaging, including a pricing and calculation tool, market feasibility insights and recommendations for internationalisation. It also generated sales and communication arguments, guidance for digital asset management, and considerations for insurance and service handling. The project created new knowledge on how a small enterprise can structure a viable Packaging-as-a-Service model that balances financial, operational, legal and market requirements — a model applicable beyond the specific battery-packaging context to the broader reusable transport packaging sector.

4.1.10 Sustainable Lifestyle (Behavioural, Environmental, Technological)

The Sustainable Lifestyle pilot was implemented by P1 IECE in North Macedonia. The pilot addressed a challenge that IECE observed directly in its professional environment: the growing prevalence of stress-related wellbeing issues among professionals in demanding knowledge-work and engineering roles. The pilot responded to this challenge by organising a series of mindfulness sessions specifically designed for people in high-stress occupations, combining structured mindfulness practice with sustainable lifestyle content drawn from the CATALYST catalogue.

The sessions were designed as applied co-creation workshops, pairing theory on sustainable personal practices — behavioural change, environmental impact of daily choices, digital wellbeing and technological literacy — with experiential learning formats. Participants engaged with practical tools for building resilience and sustainable routines, grounding the abstract content of the course in lived professional experience. The pilot demonstrated that personal sustainability content is most effectively delivered when it is contextualised to a specific professional community, and that

mindfulness-based delivery formats are a viable applied destination for the personal-level transformation content of the CATALYST catalogue.

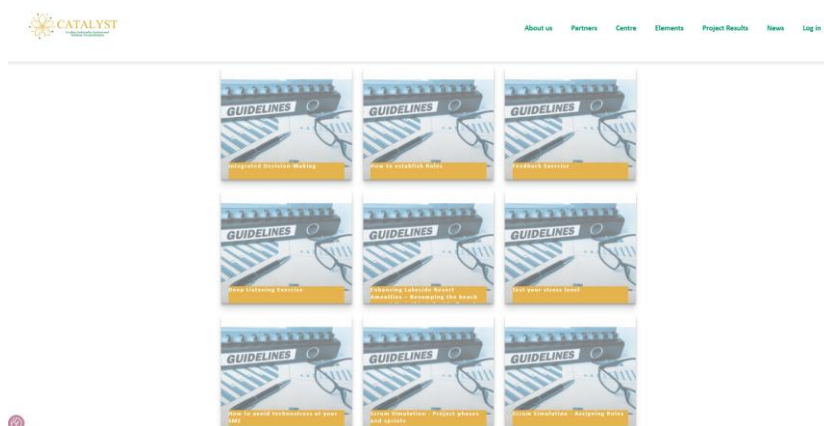
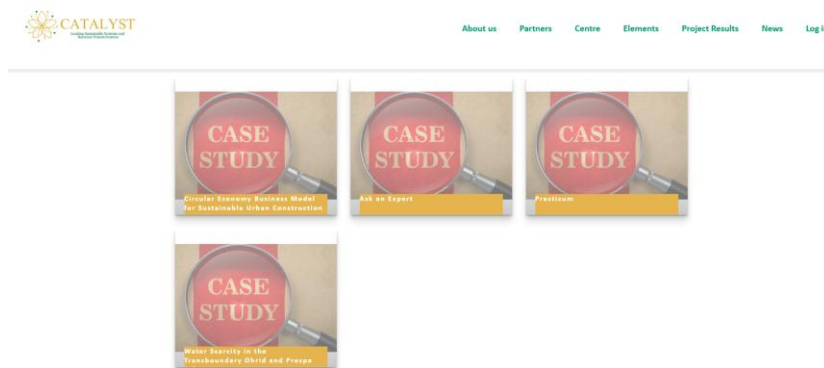
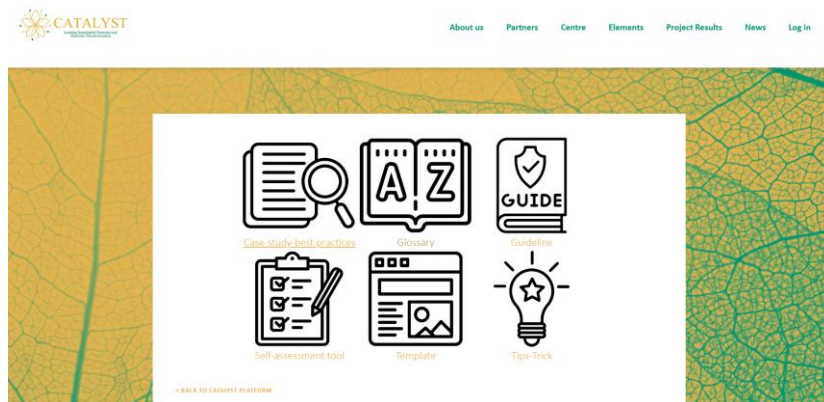
4.2 Resources & Services

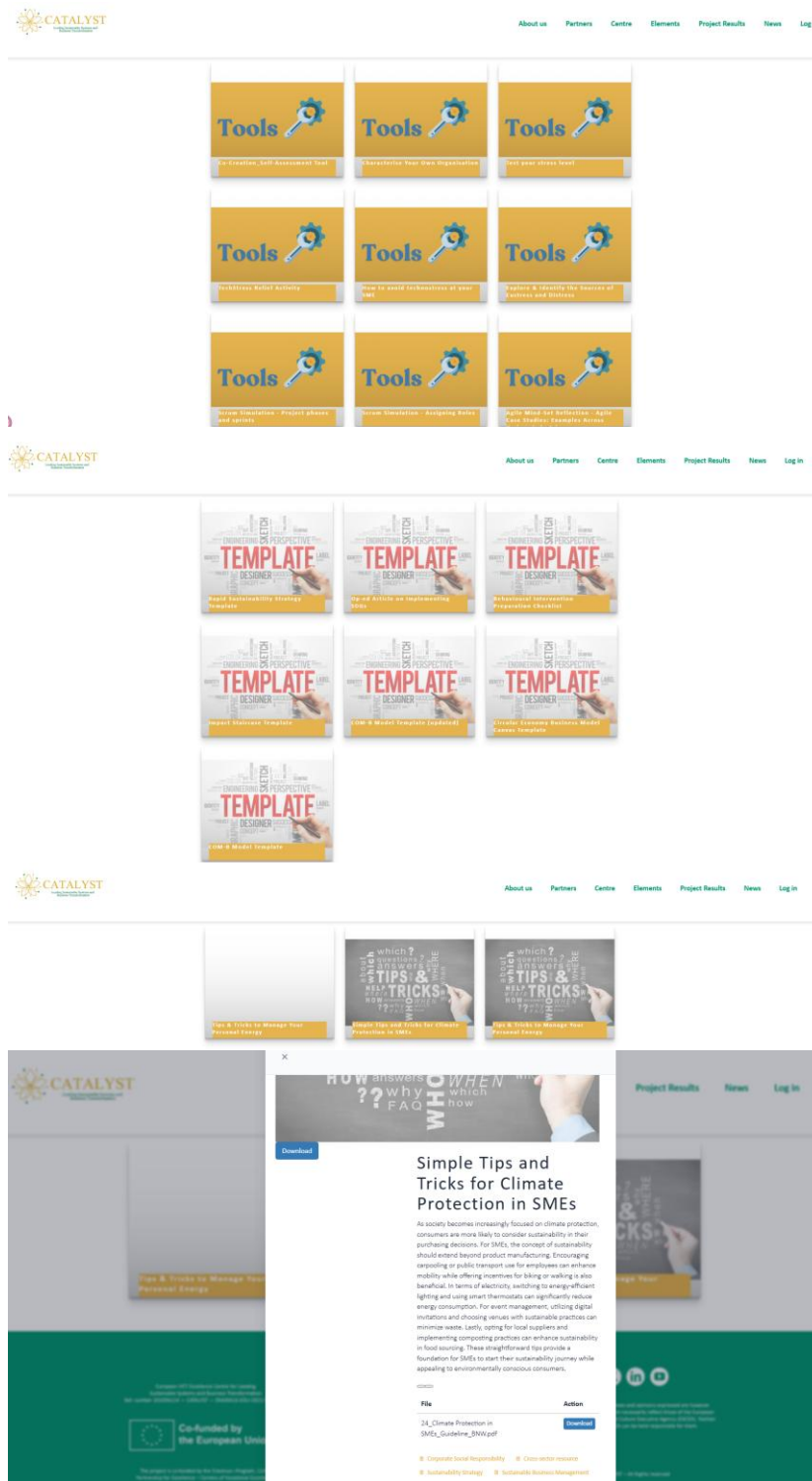
The Resources & Services workstream produced 66 applied frameworks, model documents, methodology guides and toolkits that complement the Enable course catalogue and the Inspire Business Pilot Project instrument. Where the courses provide the structured learning and the BPPs provide the applied experience, the Resources & Services are reusable building blocks that learners, partners and SMEs can pick up directly from the CATALYST Platform and apply in their own context, with no prerequisite enrolment in a course or programme. The 66 resources span four functional categories. Applied frameworks and toolkits include the Circular KPI framework and Circular Procurement Checklist developed in the AUEB / AKTINA pilot; the circular rental-model template and incentive-design rationale from CSCP / Krefeld; the subcontracting risk-assessment matrix from SMART-SUB RISK; and the circular-production evaluation model from CEIM / Factory Karposh. Methodology and process documents include the standardised BPP Application Form (WP5 / Task 4.4) adopted across all fifteen BPPs and the CSCP collaboration playbook with its bi-weekly check-in cadence and hybrid-format design. Course-anchored supporting materials include the quizzes, case studies, real-life examples, illustrative diagrams (notably the “circular compass” used by AUEB) and slide decks accompanying the 70 courses. Communication and dissemination assets include the project newsletters, the CATALYST Prospectus issues, the social-media templates and the event recordings made available through the platform.

The activation footprint of the Resources & Services is documented in the platform download analytics. The five most-downloaded resources during the piloting period were: “Tips and Tricks to Manage Your Personal Energy” (5,230 downloads); the CATALYST Practicum (4,500); “Simple Tips and Tricks for Climate Protection in SMEs” (4,200); “Water Scarcity in the Transboundary Ohrid and Prespa Lakes” (3,654); and “Ask an Expert” (3,256). The aggregate download volume — across the 66 resources documented in the partner data submissions — exceeds 47,000 across the piloting period, indicating a substantial cross-audience use footprint that complements the formal course-registration figures reported in Chapter 3. Partner reflections converge on two patterns of use: first, tools produced through BPPs migrate naturally back into the course catalogue and into partner training (P13 AUEB and P4 CSCP both report this directionally); second, the resources are used by partners as conversation-starters with SMEs and stakeholders, with the BPP Application Form functioning not only as a project-management instrument but also as a recruitment tool, structuring the initial conversation with prospective host organisations.

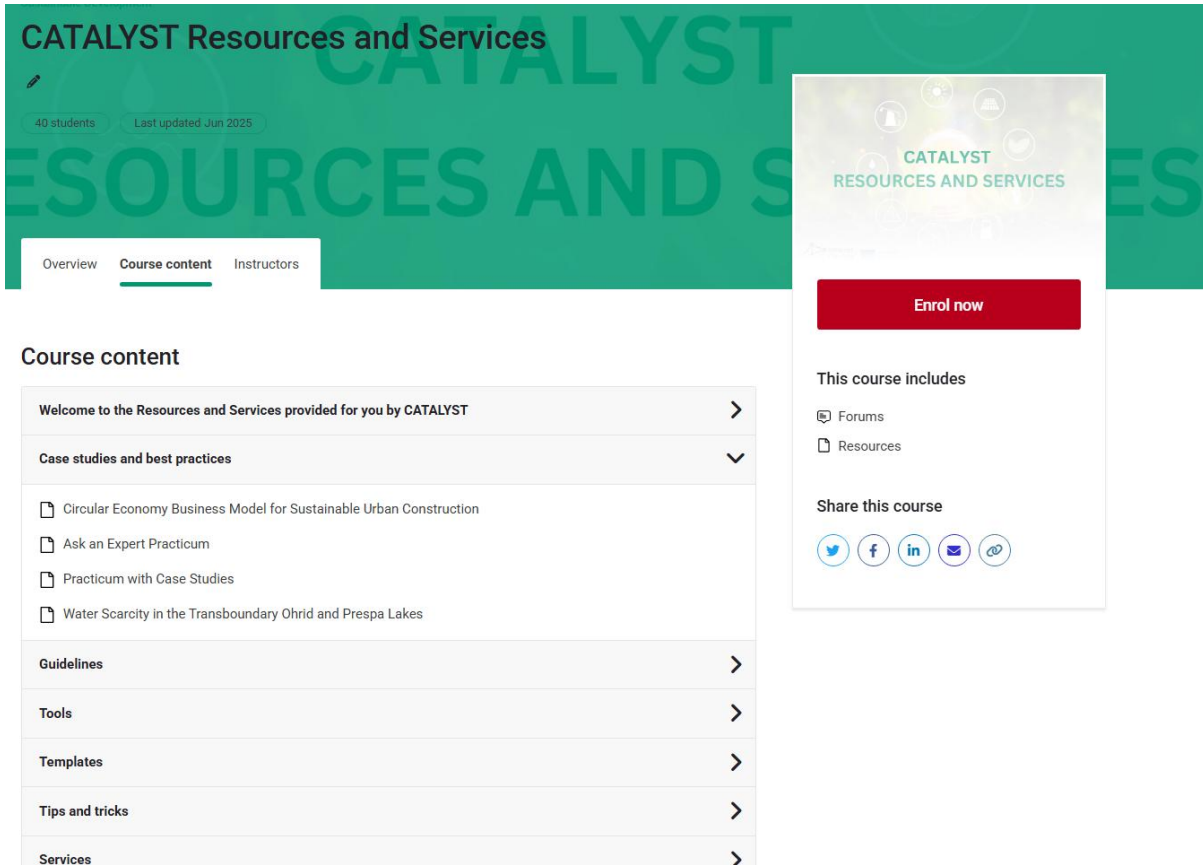
Resources and Services were made available through two complementary access routes. The first was direct download via the CATALYST project website, where all 66 resources were catalogued and available without requiring platform registration. Resources were organised by thematic category and type, allowing practitioners and SMEs to locate and download relevant tools immediately. The full downloadable resource library can be accessed at: <https://projectcatalyst.eu/resources/>

The second access route was through the CATALYST Platform itself, where all resources were available to registered users in a dedicated Course Resources section. On the platform, each resource was contextually linked to the courses whose content it complemented — enabling learners to move seamlessly from a course module to the corresponding downloadable toolkit, template or framework without leaving the learning environment. This integration between the resource library and the course catalogue reinforced the applied-learning design of the CoVE: tools produced through or for the BPPs were available to all learners, and course materials were directly connected to practitioner-facing instruments.





Resources and Services available on the CATALYST project website



CATALYST Resources and Services

40 students | Last updated Jun 2025

Overview **Course content** Instructors

Course content

- Welcome to the Resources and Services provided for you by CATALYST
- Case studies and best practices
 - Circular Economy Business Model for Sustainable Urban Construction
 - Ask an Expert Practicum
 - Practicum with Case Studies
 - Water Scarcity in the Transboundary Ohrid and Prespa Lakes
- Guidelines
- Tools
- Templates
- Tips and tricks
- Services

Enrol now

This course includes

- Forums
- Resources

Share this course

Twitter Facebook LinkedIn Email Print

Resources and Services available on the CATALYST Platform

4.2 Glossary

The CATALYST Glossary is a dedicated reference document covering the key concepts, terms and definitions used across the CATALYST curriculum, Business Pilot Projects and Specialisation Programmes. Published as a standalone 50-page document, it is freely accessible and downloadable from the CATALYST project website at: <https://projectcatalyst.eu/download/glossary/>

The Glossary covers terminology across all eight thematic categories of the catalogue — from circular economy design principles and ESG reporting frameworks to intellectual capital management concepts, sustainable development indicators and personal transformation methodologies. It was developed to serve both newcomers to sustainability topics and practising professionals who require precise definitional grounding for applied work. The breadth and depth of the Glossary reflect the interdisciplinary nature of the CATALYST curriculum, which spans technical, managerial, behavioural and policy dimensions of the green and digital transition.

In addition to the standalone document, the Glossary was embedded directly into each individual course on the CATALYST Platform, with each course displaying only the subset of terms relevant to its specific thematic content. This course-level integration significantly improved the accessibility and usability of the reference material: rather than navigating a 50-page document in search of a single term, learners could access precisely the definitions relevant to the course they were studying without

leaving the platform environment. This design choice reduced cognitive load, supported just-in-time learning and ensured that terminology was contextualised to the content in which it appeared rather than presented as an abstract list. Feedback from learners consistently highlighted the course-embedded glossary as a practical and time-saving feature of the learning experience.

4.3 The CATALYST Network — Stakeholder Engagement Activities

The CATALYST Network is the open community of practice attached to the CATALYST programme: a space where professionals, students and SMEs from public, private and academic sectors connect around sustainability and business transformation. The Network is hosted on the CATALYST Platform, runs continuous member-only activities, and engages members across Europe on topics aligned with the course catalogue — sustainable development, circular economy and organisational transformation. Membership is open to students and professionals; the Network is positioned as a parallel offer to the structured learning of the courses and the applied work of the Business Pilot Projects, providing the social-capital and expert-exchange layer that converts courses-and-pilots into a living community.

Between January 2025 and June 2026, the consortium delivered fifteen documented Network events totalling 394 participants. The activity mix combined four complementary formats. Webinars (typically 30–60 minutes) covered broader thematic sessions designed to reach wider audiences; Ask-an-Expert events provided focused conversations with named external experts; Mastermind groups operated longer, smaller, cohort-style sessions for sustained peer engagement; and Member Spotlight events allowed community-driven, member-led sessions. Table 4.2 documents the fifteen events with their dates, lead partners, guest speakers and participant numbers.

Date	Event — Lead partner	Guest speaker / country	Participants
30 Jan 2025	Sustainability in the Service Business — FHJ	Prof. Harald Friedl (AT)	20
20 Feb 2025	Mastermind: Sustainable Leadership — BELLS	Rhonda Bowen (DE)	14
25 Mar 2025	Ask an Expert: Fabian Gems, CEO of SUPASO — Apflbutzn	Fabian Gems (AT)	24
31 Mar 2025	Business Transformation in Southeast Europe — AUEB	Procopiou, Hamanova, Stenos (EL)	32
3 Apr 2025	Hello Transformation! — CSCP	Tamara Wyczynski (DE)	28
23 Apr 2025	Communicating our Values with Integrity — BELLS	Anny Tubbs (BE)	18
29 Apr 2025	Member Spotlight: Activate Your Entire Organization — CSCP	Stephan Engel, SEED 17 (DE)	13
6 May 2025	Journey through Transformation — BEST	Zsuzsa Peto (DE)	14

Date	Event — Lead partner	Guest speaker / country	Participants
8 May 2025	Collaboration for Circular Business Innovation — CSCP	Bettina Knothe (DE)	15
19 May 2025	Practicing Mindfulness for Personal Energy — IECE	Angelina Taneva-Veshoska (MK)	17
10 Jun 2025	Building Circular Futures in Western Balkans Construction — IECE / SP	Partner-led panel	59
11 Jun 2025	Catalysing Circular Growth: SP & BPPs — AUEB, SP, IECE	Partner representatives	29
26 Jun 2025	Tracking the Global Goals: SDR 2025 — SDSN	Grayson Fuller (FR)	28
25 Aug 2025	Sustaining the Unsustainable? Nepal Chure — BELLS	Dr. Binod Bhatta (NP)	18
27 Jun 2026	Skills for Sustainable Industrial Transformation — SDSN	Multi-stakeholder partnership panel	65

Table 4.2 — CATALYST Network events delivered between January 2025 and June 2026.

Three implementation observations emerge from the event-level data. First, the combination of Webinars (seven events, 236 participants) and Ask-an-Expert events (six events, 131 participants) accounts for 87% of total Network participation, indicating that these two formats are the principal vehicles through which the Network engages its audience at scale. Second, the largest single events — the Western Balkans circular-construction Webinar (59 participants) and the SDSN industrial-transformation Webinar (65 participants) — combine a clear topical anchor with coordinated cross-partner promotion, confirming that thematically distinctive sessions with consortium-wide backing scale efficiently. Third, the topical and geographical breadth of the programme is one of its strongest assets: external expert speakers were drawn from Austria, Belgium, France, Germany, Greece, Nepal, North Macedonia and beyond, giving the Network a genuinely European-and-beyond character that no single-partner training programme could have replicated.

The implementation of the Network was supported by the less-formal but still structured online formats documented in the partner event logs — Mastermind sessions of small-group facilitated peer-learning meetings; virtual coffee chats used to connect newly registered learners with the partner teams; and matchmaking activities pairing students, mentors and SMEs around concrete project ideas. The matchmaking activities, in particular, have functioned as the seedbed for several of the subsequent Business Pilot Project applications — a continuity that is among the design features distinguishing the CATALYST Network from a conventional dissemination newsletter audience.

Each Network session was recorded and made available on the CATALYST Platform for registered members, ensuring that participants who could not attend in real time — or who wished to revisit expert content — could access the full recording at their convenience. Recordings were posted to the dedicated Network space on the platform within one week of the live event, and remained accessible throughout the remainder of the project period.

Network events were systematically promoted through the CATALYST social media channels — LinkedIn, Facebook and the project consortium — prior to each session, maximising visibility across the partner networks and the wider European sustainability community. Promotional posts typically included the event theme, the guest speaker's profile, the registration link and a short description of the topic's relevance to the CATALYST thematic agenda.





CATALYST Network events promoted on social media and the CATALYST Platform

New members joining the CATALYST Network received a structured welcome communication providing access instructions and an overview of the community space and its activities. The welcome message reproduced below illustrates the onboarding approach used throughout the piloting period:

[Ask an Expert] Tracking the Global Goals: Insights from the Sustainable Development Report 2025

Date: 27 June 2025 Time: 2:30 pm CET
Location: Online
Register here: <https://shorturl.at/QLodh>

Where Do We Stand on the SDGs? The 2025 Sustainable Development Report Unpacked

Join us for a special online session with **Grayson Fuller**, lead author of the **Sustainable Development Report 2025 (SDR 2025)**, the flagship annual report on global progress towards the SDGs, produced by the UN Sustainable Development Solutions Network (SDSN)

This session is designed to spark reflection and dialogue across sectors by presenting the latest data and trends in global sustainable development—and offering the opportunity to engage directly with the report's lead author.

What to Expect:

- ★ Presentation of the **SDR 2025 methodology and key findings**
- ★ Extended **Q&A with Grayson Fuller**, moderated by the CATALYST Network
- ★ Introduction to the SDSN work and the SDG Transformation Center
- ★ Closing remarks with links to resources and report access

Why Attend?

- Hear first-hand insights from the lead author of the **flagship SDG report**
- Engage in **cross-sector learning** and systems thinking with the CATALYST community
- Discover practical resources to **apply SDR findings** in your work, studies, or policymaking

This is a unique opportunity to join fellow changemakers—professionals, researchers, students, and public actors—for a timely conversation on global progress and next steps for sustainable development.

Register now and be part of the conversation shaping the future of the SDGs.

Catalyst Network on the CATALYST Platform

Welcome email for new CATALYST Network members

Subject: Welcome to the CATALYST Network—Access Details Inside!

Hello,

Thank you for expressing your interest in joining the CATALYST Network! 🌟

We are so excited to have you in our exclusive CATALYST member-only space on the CATALYST Platform, where professionals and students connect to share knowledge, ideas, and inspiration for sustainable transformation.

How to Join Us?

1. Go to the CATALYST Platform: <https://catalystplatform.eu/enrol/index.php?id=72>
2. Use this connection code to access the community: *CatalystNetwork**.
3. Set up your profile and start exploring!

What's Inside?

- Opportunities to connect with members from diverse backgrounds.
- Engaging in activities like:
 - Ask an Expert sessions, where field experts provide insights and answer questions within each topic area.
 - Mastermind groups with like-minded peers to share experiences, gain mentorship, and learn from each other's journeys.
 - Workshops, webinars, and virtual coffee chats on trending topics in sustainability.
 - Matchmaking events to help you connect with professionals with shared goals.
 - Member Spotlights, where we celebrate the achievements and contributions within our community.
- Resources and discussions on topics that will alternate every trimester, including sustainable development, resilient transitions, circular economy, business transformation and sustainability, and organisational and individual

transformation readiness.

A few activities are already planned:

- Mastermind Group on Sustainable Leadership is already open for registration!
- Members Spotlight: How to Activate Your Entire Organization for Sustainable Progress and Innovative Thinking - Mar 25, 2025
- Ask an Expert sessions: Hello Transformation! - How to Navigate Through the Transition Successfully and Inspiringly - Apr 3, 2025

There are many other activities throughout the year, so check the calendar regularly to stay informed about upcoming activities and register as needed.

Feel free to dive in, ask questions, and connect with others. The more you engage, the more rewarding the experience will be!

If you have any questions or run into issues, contact us anytime at catalyst.erasmus2022@gmail.com.

Welcome aboard!

*Warm regards,
The CATALYST Team*

4.4 The CATALYST Prospectus

The CATALYST Prospectus is the consortium's biannual open-access online publication — a practitioner-oriented periodical offering perspectives on sustainability, business transformation, intellectual capital and the CoVE agenda. The Prospectus is positioned as both a dissemination instrument and a recognition vehicle: it gives partners, learners and external collaborators a structured space in which to publish reflections, case studies, partner spotlights and member contributions tied to the substantive work of the project. The publication is hosted on the CATALYST Platform and on the project website, with each issue announced through the consortium's official communication channels and through partner-level outreach.

During the piloting period covered by the present deliverable, the Prospectus was operated as the consortium's biannual recognition and recurring dissemination instrument. Its content has been deliberately structured to complement the Network event programme: where the Network provides the live, time-bound expert exchange, the Prospectus provides the asynchronous, durable contribution to the broader sustainability conversation. Partner submissions to the Prospectus across the piloting period include practitioner-oriented contributions from CSCP on circular business strategies, from AUEB on circular electrical-infrastructure work, from IECE on Western Balkans circular-construction perspectives, from SDSN on the SDG implementation agenda, and from BELLS on sustainable leadership and personal-growth content. The Prospectus has also functioned as the visible publication channel for partner reflections on the BPP cohort — making the qualitative substance of the applied work accessible to audiences beyond the immediate project consortium and supporting the strategic positioning of CATALYST as a generative platform rather than a closed delivery project.

In implementation terms, the Prospectus is the consortium's slow medium in a portfolio that is otherwise dominated by faster, time-bound delivery instruments. Its operating cadence and editorial logic are documented in the WP7 dissemination-and-exploitation deliverables; the WP6 implementation evidence is the substantive material the Prospectus draws upon. Together with the CATALYST Network event programme, the Prospectus completes the community-of-practice layer of the Inspire component — the layer in which structured learning and applied co-creation acquire a continuing European audience.

The CATALYST Prospectus Magazine is available at: <https://projectcatalyst.eu/catalyst-prospectus/>

CATALYST PROSPECTUS

A CATALYST PUBLICATION



Leading sustainable systems and business transformation

*Fourth Edition
December 30, 2025*

- PERSPECTIVES
- RESOURCES
- OPPORTUNITIES
- SHOWCASE
- PARTNERSHIPS
- EXCELLENCE
- COMMUNITY
- TRANSFORMATION
- UPDATES
- SOCIETY



Co-funded by the European Union

5. Overview of Activities Implemented under WP6 — Enable & Inspire Component

Specialisation Programmes and Hackathons — where structured learning and applied innovation meet

The activities documented in this chapter sit deliberately at the intersection of the Enable and Inspire components. They take the structured learning of the seventy-course catalogue and place it inside a defined, time-bound, cohort experience that ends with concrete applied outputs — and, in several cases, a direct handover into a Business Pilot Project. Two instruments operate at this intersection. The first is the Specialisation Programme: a curated learning pathway bundling several CATALYST courses under a coherent theme, sequenced over time, and complemented by a live-cohort or applied-project layer that turns isolated self-paced learners into a paced cohort with shared identity and conversation continuity. The second is the Hackathon: an intensive, time-bound creative format that mobilises participant teams around specific challenges — real client problems in the case of the adult-professional hackathon, or scenario-based circular-construction challenges in the case of the youth hackathon — and that produces both concrete outputs and follow-on momentum into longer-form applied work.

In the implementation perimeter of WP6, both instruments serve a strategic function that goes beyond the individual cohort or event they convene: they are the design pattern through which the CATALYST CoVE operationalises its central pedagogical proposition — that structured learning works best when paired with a concrete applied destination, and that the applied destination works best when underpinned by a structured learning pathway. The convertibility evidence reported in this chapter, and analysed in detail in D6.2, is the empirical validation of that proposition.

5.1 Specialisation Programmes

A Specialisation Programme in the CATALYST architecture is a curated learning pathway that bundles several courses of the catalogue under a coherent strategic theme, sequences them in a recommended order, and adds a live-cohort or applied-project layer so that learners progress as a group rather than as isolated self-paced individuals. The Specialisation Programme format is designed to produce three outcomes that pure self-paced courses cannot deliver on their own: cohort identity, conversation continuity across weeks or months, and a clear bridge into an applied output — a Business Pilot Project, a prototype, a strategy document for a partner SME, or a concrete entrepreneurial proposition.

Eight Specialisation Programmes are published on the CATALYST project website at projectcatalyst.eu/programs/. Their thematic anchors span the full breadth of the catalogue, ensuring that each of the principal thematic categories of the Enable component has at least one Specialisation Programme through which a learner can follow a curated cross-category pathway. Table 5.1 lists the eight programmes and their thematic anchors.

Specialisation Programme	Thematic anchor	Status under WP6
Mastering Circular Production	Circular Economy	Activated — 3rd open call (AUEB, IECE, CEIM, SPOROS)
Become a Competitive Startup Manager in Green Businesses	Business Transformation	Activated — 1st open call (FHJ, Apflbutzn)
Empowering Sustainable Professionals (Personal & Organisational Growth)	Transformation Readiness on Personal Level	Activated — 2nd open call (IECE, BELLS, CRETHIDEV)
Mastering Sustainable Marketing	Sustainable Business Management	Published — open for enrolment
Innovative Leadership for Sustainable Growth	Transformation Readiness within the Organisation	Published — open for enrolment
Intellectual Capital Management for Sustainable Transformation	Intellectual Capital Management	Published — open for enrolment
Navigating Sustainable Finance: Investment Strategies and Green Business Transformation	Business Transformation	Published — open for enrolment
Building Resilient Organisations: HR Leadership in Sustainability	Transformation Readiness within the Organisation	Published — open for enrolment

Table 5.1 — The eight Specialisation Programmes published on the CATALYST Platform and their activation status during the WP6 piloting period.

Three of the eight programmes were activated through dedicated open calls during the piloting period, each operated by a different partner cluster and anchored to a different thematic category. The three open calls were promoted through the official CATALYST channels (project website, LinkedIn page, partner newsletters) and through partner-level outreach to existing professional networks. Eligible candidates submitted an interest form and were onboarded by the lead partner of each programme. Selection followed a deliberately low-friction approach to maximise inclusion within the limits of cohort capacity: applicants registered through the platform, declared their motivation and professional context, and were admitted in line with available cohort capacity, with selection criteria oriented to topic relevance, demonstrated interest and balanced cohort composition across sector, country and profile. The remaining five Specialisation Programmes are published on the platform and remain open for enrolment beyond the project's reporting boundary, providing the post-pilot continuity infrastructure that the CATALYST CoVE is designed to sustain.

Three separate open calls were launched across the piloting period, each targeting a distinct professional audience and thematic focus. The calls were promoted through the official CATALYST project website and social media channels, through partner institutional newsletters, and through targeted outreach at relevant European events — including promotion in connection with EU Green Week, which provided a high-visibility thematic context for the Mastering Circular Production open call.

Each programme cycle began with a dedicated onboarding session, conducted online with the enrolled cohort, the programme mentors and the BPP partner organisation representatives. The onboarding session introduced the programme structure, the course pathway, the BPP methodology and the expected outputs, and gave learners the opportunity to meet their mentors and peers before the substantive work began. Mentors were drawn from the CATALYST partner organisations and from the host SMEs involved in the linked Business Pilot Projects, ensuring that the onboarding session connected academic guidance with real-world application context from the first day of the programme.

Participants who successfully completed a Specialisation Programme received a programme-level certificate issued through the CATALYST Platform. The certificate identified the programme title, listed the individual courses completed as part of the pathway, and — where the programme was paired with a Business Pilot Project — incorporated the name and organisation of the BPP as a recognised component of the credential. Each participant thus received a single, integrated certificate that captured the full scope of their learning and applied contribution, providing a verifiable, shareable credential for professional portfolios and CVs.

2025 PARTNER EVENT #EU GREEN WEEK

READY TO DRIVE CIRCULAR INNOVATION?

Catalysing Circular Growth: Specialisation Programme & Business Pilot Projects

11.06.2025
Online Event – 12:00 pm CEST

REGISTER BY TUESDAY, 10 JUNE AT 20:00 CEST
link in caption

ONLINE / IN ENGLISH

Example promotional material for the Specialisation Programme open calls



Example Specialisation Programme certificates issued to participants

5.1.1 Mastering Circular Production

The Mastering Circular Production Specialisation Programme is the consortium's flagship circular-economy pathway, led by P13 AUEB (Athens University of Economics and Business) in partnership with P1 IECE and P2 CEIM, and supported by P15 SPOROS. The programme bundles five Circular Economy courses — Circular Business Models (Linear to Circular), Circular Economy KPIs, Circular Design and Eco-Design (including cradle-to-cradle), Circular Production, and Sustainable Materials Management — into a coherent learning pathway, complemented by live expert sessions and applied work in two paired Business Pilot Projects: the AKTINA Group pilot on circular electrical infrastructure in Greece, and the Factory Karposh pilot on circular construction materials in North Macedonia.

The programme was activated through the third sequential open call of WP6, with promotion led by P2 CEIM, P13 AUEB and P15 SPOROS, and supported by an info session organised as part of EU Green Week. Implementation combined self-paced course completion with live expert sessions, including a final compulsory live session for the Advanced course in which circular business ideas developed during the course were pitched. The AUEB partner reflection notes the pitch session produced “good participant engagement” and “vivid” ideation. The pairing of a coherent course pathway with two real BPPs has produced the strongest learning-to-applying bridge documented in the CATALYST portfolio: learners moved from the conceptual content of “Circular Business Models: Steps from Linear to Circular” and the practical “Circular Economy KPIs” course into operational tools deployed in the AKTINA pilot (the Circular KPI framework, the Circular Procurement Checklist, the asset life-extension recommendations) and into the methodology framework developed in the Factory Karposh pilot. The illustrative pedagogical tools developed for the courses — notably AUEB's “circular compass” and the practical KPI sets — travelled directly into the BPPs and into the workplaces of the participating SMEs.

5.1.2 Become a Competitive Startup Manager in Green Businesses

The Become a Competitive Startup Manager in Green Businesses Specialisation Programme is the consortium's entrepreneurship-oriented programme, led by P8 FH JOANNEUM (FHJ) and P9 Apflbutzn. The programme bundles courses on sustainable lifestyle, sustainable production and consumption, green and social entrepreneurship business modelling, and green marketing into a coherent pathway from values clarification (lifestyle) through production-and-consumption logic into entrepreneurial design (business model, marketing). The programme is anchored to the Sustainable Development and Sustainable Business Management categories and was activated through the first open call of WP6.

The programme is paired with the Grazer Eco Festival Business Pilot Project — operated jointly between Apflbutzn and FHJ in partnership with the Geco Association from June to November 2025 — which gives learners a concrete entrepreneurship case on which to apply the programme content. The BPP cycle was structured around two e-mail consultation phases, two live online consultation meetings with mentors (one with a Geco Association representative), an interim presentation in mid-August and a final online presentation in early November. The personal-resonance entry door of the programme — Apflbutzn's “How to Achieve a Sustainable Lifestyle?” course — drew strong individual interest, while the Geco Festival case gave the programme a tangible end point that anchored otherwise broad entrepreneurship content in a real organisation's transformation question (from volunteer-driven charity to professionalised social enterprise). The three learner testimonials reproduced in Chapter 3 of this deliverable — Jasmina Bucevska, Rea Losha and Irena Mukaetova Velichkov — are all drawn from cohorts of this programme and of the Mastering Circular Production programme, and constitute the publicly visible qualitative footprint of the open-call activation.

5.1.3 Personal and Organisational Growth (Empowering Sustainable Professionals)

The Personal and Organisational Growth Specialisation Programme — operating under the published title Empowering Sustainable Professionals — is the consortium's pathway on personal and organisational transformation readiness, led by P5 BELLS in cooperation with P1 IECE and P14 CRETHIDEV. The programme bundles BELLS-developed courses on Sustainable Professional Growth and Beyond Boundaries with team-building and personal-development content from across the catalogue, and pairs them with a live Mastermind format that has become a signature feature of the CATALYST Network.

The programme was activated through the second open call of WP6. Implementation centred on the BELLS-developed Advanced course “Sustainable Professional Growth”, delivered as a six-week pathway with weekly live videos in addition to the self-paced material — a blended design that BELLS reports as the strongest engagement driver in its piloting catalogue. The Mastermind format ran alongside the course pathway: the “Sustainable Leadership Mastermind: A Year of Collective Innovation” session (20 February 2025, 14 participants, with guest speaker Rhonda Bowen) and a follow-up Member Spotlight session (29 April 2025, 13 participants, with Stephan Engel) extended the cohort experience beyond the course content into structured peer dialogue. The programme demonstrates a third pattern that complements the two preceding programmes: where Mastering Circular Production is paired with two formal BPPs and Become a Competitive Startup Manager is paired with the Grazer Eco Festival BPP, the Personal and Organisational Growth programme is paired

with the Mastermind cohort design itself as the applied destination. The choice reflects the nature of personal-development content, which is most effectively reinforced through sustained peer exchange rather than through a single applied output.

5.2 Hackathons

Two Hackathons were delivered during the piloting period of WP6. They differ deliberately in audience, scenario design, duration and intended output — a design choice that allowed the consortium to test the flexibility of the hackathon format across two very different application contexts: adult professionals connected to real client companies on the one hand, and secondary-school students discovering sustainability careers on the other. Both events are documented in detail below; the cross-cutting reading of what the two formats demonstrate together is reserved for D6.2.

Hackathon	Audience	Lead partner(s)	Dates	Participants
The GREEN Idea	Adult professionals + client companies	P3 SBCH (Small Business Chamber)	April – November 2025	~40 (matching day) + 12 active team members
Youth Ideas for Sustainable Buildings	Secondary-school students (multi-city, North Macedonia)	P1 IECE + P2 CEIM + Faculty of Civil Engineering Skopje	27 February 2026 (one-day event)	17 teams / 69 students + accompanying teachers

Table 5.2 — The two CATALYST Hackathons delivered under WP6: audience, lead partners, dates and participants.

5.2.1 “The GREEN Idea” — Adult-Professional Hackathon (April–November 2025)

The GREEN Idea hackathon was developed and delivered by P3 SBCH (Small Business Chamber, North Macedonia) between April and November 2025. The event was designed on the basis of internal SBCH research showing that the human capacity of members and companies in North Macedonia for innovation in sustainable development is substantial but poorly organised, with employees frequently demotivated for innovative activities. The hackathon was designed for adult professionals and structured around five focal areas — Smart Green Skills, Sustainable Energy in Agriculture, Bio-economy Production, Green Energy Community, and Smart ESG Solutions — explicitly oriented towards producing project solutions with measurable contributions to sustainability, green and socially responsible practices, community impact, and productivity and profit for participating companies and organisations.

The programme structure combined a Matching Day, a Workshop (“Keep on Rollin”) and a Presentation Day spread across the seven-month period. Teams of three to five people worked on real problems set by real client companies, supported by three mentors (one mentor per team), over a period of approximately two months. At the matching event, training was provided on project-task development and on presentation and public-speaking skills, and clients (companies and organisations) were aligned with the capacities of the participating teams. Clients prepared a project task on which the assigned team worked for the subsequent two months; clients also provided funding for the working hours of team members and mentors. The closing event presented the project

solutions to clients and to financial organisations and investors. The format design — real clients, real tasks, paid working hours, named mentors, a project-application destination — is documented in the SBCH closing assessment as the principal driver of the hackathon's documented post-pilot momentum.

Four concepts emerged from the hackathon's working cycle. Three of them converted directly into the documented Business Pilot Projects in Chapter 4 of this deliverable: Smart Bin for Organic Waste (concept and prototype, with a biogas producer subsequently offering to host a circular community pilot); ESG Dashboard (concept and EU consortium application prepared); and Vertical Green Garden (concept and EDIH INNOFEIT application prepared). A fourth concept — on the digitisation of samples for laboratory testing in the food industry — was also developed within the hackathon's working cycle. The convertibility into follow-on funding instruments is the strongest single piece of implementation evidence in the WP6 portfolio: the Smart Bin concept has been adopted at EDIH INNOFEIT and developed into the CarbLog Bin prototype; the ESG Dashboard concept has become part of an Erasmus+ tool application for the promotion of green skills and construction workers; and the Vertical Green Garden concept is being piloted in a project supported by the German Foundation DBU. Three independent funding instruments have therefore taken forward the outputs of a single CATALYST hackathon — a conversion ratio that is interpreted in D6.2 as the cleanest demonstration of post-pilot momentum in the CATALYST portfolio.





Figures 5.6–5.9 — The GREEN Idea Hackathon, organised by SBC (April–November 2025)

“EU consortium support, piloting in project application — innovative teaching-tool potential.”
— ESG Dashboard team — GREEN Idea hackathon, North Macedonia

5.2.2 “Youth Ideas for Sustainable Buildings” — Secondary-School Hackathon (February 2026)

The Youth Ideas for Sustainable Buildings hackathon was a full-day, in-person event held at the Faculty of Civil Engineering in Skopje on 27 February 2026, organised by P1 IECE (Institute for Research in Environment, Civil Engineering and Energy) in cooperation with the Faculty of Civil Engineering Skopje. Supporting partners included P2 CEIM (Civil Engineering Institute Macedonia) and Junior Achievement Macedonia. The event was anchored to the Western Balkans Circular Economy Hub (WBCEH) supported by the RECONOMY programme, with CATALYST integrating it as a strategic engagement instrument for the secondary-school audience segment.

Seventeen teams from secondary schools across multiple cities in North Macedonia took part, totalling sixty-nine students plus accompanying teachers and faculty mentors. The teams worked on two scenarios rooted in circular-economy principles applicable to the construction sector. The first scenario — “Circular Campus” — invited teams to design a sustainable school of the future, addressing how a school can operate according to sustainability principles through energy efficiency, responsible waste management, material reuse and improved learning environments. The second scenario — “Circular Transformation” — invited teams to design the redesign and repurposing of an existing, unused public building into a functional, sustainable community space. The day combined an opening and orientation session, team formation and scenario briefing, two working phases (one per scenario), rotating mentoring rounds with experts in circular economy, architecture, civil engineering and

innovation, a jury presentation phase, and an evaluation and awards ceremony. Three prizes were awarded per scenario; all seventeen teams received diplomas and symbolic awards.

The event produced seventeen concept designs — one per team — split across the two scenarios. The outputs combined sustainable-school designs (covering energy efficiency, waste reduction, material reuse, learning-environment redesign) with repurposing proposals for abandoned public buildings transformed into community-serving sustainable spaces. The structured post-event questionnaire administered to the 69 student participants returned what D6.2 documents as one of the strongest evaluation signals across the entire CATALYST project: over 91% gave a high rating (4 or 5 out of 5) for the entire event, 76.8% would recommend the hackathon to their peers, and approximately 70% reported that they are now considering studies or careers in this field after the event — a career-orientation signal that positions the format as one of the most effective youth-engagement instruments in the CATALYST portfolio.





Figures 5.3–5.5 — Youth Ideas for Sustainable Buildings Hackathon, organised by IECE (February 2026)

“I never thought about buildings in this way before. Now I’m seriously thinking about studying civil engineering or architecture.”

— Student participant — Youth Ideas for Sustainable Buildings, Skopje (February 2026)

“It was more than a competition. We learned something real, something we can actually use. I left with completely new ideas.”

— Student participant — Youth Ideas for Sustainable Buildings, Skopje (February 2026)

In implementation terms, the two hackathons together demonstrate that the format is portable across very different audiences and durations. The GREEN Idea hackathon — long-form (seven months), adult-professional, real-client — produced three derived Business Pilot Projects and three follow-on funding instruments. The Youth Ideas hackathon — one-day, secondary-school, scenario-based — produced seventeen concept designs and a 70% career-orientation signal among young participants. Three design choices were common to both events and appear to have driven the headline outcome signal documented in D6.2: scenario specificity (concrete, well-framed challenges rather than abstract thematic prompts); multi-mentor rotation (named experts with rotating availability during the working phases); and a clear destination (a project-task and funding instrument for the professional event; an awards ceremony with diplomas and structured concept presentations for the youth event). None of these is exotic; all three are replicable in the post-pilot phase, as documented in detail in D6.2.

5.3 What the Enable & Inspire Instruments Demonstrate Together

Taken together, the three Specialisation Programmes and the two Hackathons documented in this chapter constitute the implementation evidence on which the consortium converges as the design pattern most likely to define the post-pilot operating model of the CATALYST CoVE. The pattern has three elements. First, every Specialisation Programme that was paired with a Business Pilot Project produced the strongest applied impact within its thematic family — Mastering Circular Production

with AKTINA and Factory Karposh; Become a Competitive Startup Manager in Green Businesses with the Grazer Eco Festival; Personal and Organisational Growth with the Mastermind cohort design. The course + applied pairing is the design pattern the consortium recommends as the default architecture for the post-pilot phase. Second, the live-session element — weekly live videos, Ask-an-Expert sessions, final pitch sessions — is the single biggest engagement multiplier observed across the programmes. Where it was present (BELLS, AUEB), engagement was visibly stronger; where it was absent, retention was correspondingly weaker. Third, the consortium's evidence converges on the value of cohort identity: programmes that produced a “we” rather than an “I” — even informally, through a recurring live presence or a Mastermind structure — showed stronger completion, stronger applicability and stronger recommendation rates than pure self-paced sequences.

The Hackathons add a complementary dimension: they show that the same applied-destination logic can be operated in compressed time windows, with audiences that would not otherwise be in scope for a formal Specialisation Programme — adult professionals through the GREEN Idea matching-day design, and secondary-school students through the Youth Ideas scenario-based day. The hackathon-to-BPP-to-funding pipeline demonstrated by the GREEN Idea event provides a structured route through which the hackathon format functions as a top-of-funnel for serious applied work; the Youth Ideas career-orientation signal demonstrates that the same format can equally serve as a strategic instrument for youth recruitment into the green and digital transition agenda. Both findings are consistent with the strategic ambition of the CATALYST CoVE to operate not as a single-audience training programme but as a multi-segment European ecosystem-building infrastructure.

6. Closing Reflection on Implementation

The present deliverable has documented the activation of the CATALYST Enable and Inspire components across the full WP6 implementation window (October 2024 – April 2026). At the level of activities, the consortium opened the seventy-course catalogue to free, open registration, activated three of the eight Specialisation Programmes through dedicated open calls, implemented fifteen Business Pilot Projects across five countries, delivered two Hackathons, ran fifteen CATALYST Network events with external expert speakers from seven countries, published sixty-six Resources and Services, and supported the consortium's biannual CATALYST Prospectus as a recurring recognition and dissemination instrument. At the level of footprint, partner submissions document 289 promotion actions, 92 partner-organised events and 134 external events attended for visibility purposes. At the level of reach, 1,844 learners registered on the platform and 359 certificates were issued during the piloting period, complemented by approximately 110 hackathon participants, 394 CATALYST Network participants, and the host organisations of fifteen Business Pilot Projects.

This implementation evidence is the empirical foundation on which the companion deliverable D6.2 builds the effectiveness analysis — the satisfaction signal, the SME usefulness ratings, the qualitative impact reflection, the partner-converged success factors, and the recommendations for the post-pilot phase. It is also the empirical foundation behind the independent recognition of CATALYST in the European Commission's January 2026 report “Advancing European Centres of Vocational Excellence

(CoVE): An Analysis of Erasmus+ Projects”, which positions the project within the EU benchmark conversation on CoVE excellence. The consortium has, in operational terms, delivered the activation phase of a working European Centre of Vocational Excellence for sustainable systems and business transformation. The continuation of that Centre beyond the project's closing date — the conditions under which its work persists, scales and is institutionally embedded — is treated in the dedicated sustainability plan and in the post-pilot strategic positioning materials of the consortium. The present deliverable establishes that the operational foundation now exists, and that the documentation infrastructure to evidence it is in place.

Annex A1 — Glossary

Term	Definition
BPP	Business Pilot Project — applied co-creation project between a CATALYST partner, a student team, mentors / experts and a host SME or public-sector organisation.
CO-IN© model	Collaborative-Innovative co-creation model used across the CATALYST portfolio to govern multi-stakeholder iterative design.
CoP CoVE	Community of Practice for Centres of Vocational Excellence — the formal cross-CoVE exchange network supported through the Erasmus+ framework.
CoVE	Centre of Vocational Excellence — the strategic ambition of the project at national and European level.
EDIH	European Digital Innovation Hub — the EU instrument supporting digital transformation in SMEs and public administrations.
Enable component	The 70-course catalogue and the eight Specialisation Programmes that constitute the educational backbone of the CATALYST CoVE.
ESG	Environmental, Social and Governance — the framework underpinning corporate sustainability reporting and the related EU regulatory agenda.
Inspire component	The applied co-creation activities (Business Pilot Projects, Hackathons, Resources & Services, Network, Prospectus) that translate the Enable component into business impact.
Specialisation Programme	A curated bundle of CATALYST courses around a strategic learning objective, opened to learners through an open call.
WBCEH	Western Balkans Circular Economy Hub — operated by IECE and supported by the RECONOMY programme, functioning as an outreach amplifier for CATALYST content across the Western Balkans.
WP6	Work Package 6 — Activating the CoVEs.

Annex A2 — Consortium Partners

ID	Code	Full name	Country	Role / profile
P1	IECE	Institute for Research in Environment, Civil Engineering and Energy	North Macedonia	Coordinator; Educational / Research
P2	CEIM	Civil Engineering Institute Macedonia	North Macedonia	Educational / Research
P3	SBCH	Small Business Chamber	North Macedonia	Business / SME network

ID	Code	Full name	Country	Role / profile
P4	CSCP	Collaborating Centre on Sustainable Consumption and Production	Germany	Research; Sustainability
P5	BELLS	bells — Communication across Cultures	Germany	Educational; Communication
P6	FASB	Bundesverband Nachhaltige Wirtschaft (BNW)	Germany	Business / Green sector network
P7	BEST	BEST Institut für berufsbezogene Weiterbildung und Personaltraining GmbH	Austria	VET provider
P8	FHJ	FH JOANNEUM University of Applied Sciences	Austria	Higher Education
P9	AB	Apflbutzn OG	Austria	Business / Sustainability
P10	ISCTE	ISCTE — Instituto Universitário de Lisboa	Portugal	Higher Education
P11	ICAA	Intellectual Capital Association	Portugal	Educational / Research
P12	CENTIMFE	Technological Centre for Mouldmaking, Special Tooling and Plastic Industries	Portugal	Industry / Technology Centre
P13	AUEB	Athens University of Economics and Business	Greece	Higher Education
P14	CRETHIDEV	CRE.THI.DEV. — Creative Thinking Development	Greece	Research; Local development
P15	SPOROS	Sporos Circular Solutions Private Company	Greece	Business / Circular Economy
P16	SDSN	Sustainable Development Solutions Network	Europe (Network)	Network / Knowledge Hub

Annex A3 — Project and Platform Links

Project website: <https://projectcatalyst.eu/>

CATALYST Learning Platform: <http://catalystplatform.net/>

Specialisation Programmes index: <https://projectcatalyst.eu/programs/>

Project LinkedIn page: CATALYST Project (European Centre of Vocational Excellence)

All implementation evidence referenced in this deliverable — partner data-collection submissions, BPP application forms and cooperation agreements, signed letters of acceptance, photographs and

attendance records, end-of-course feedback datasets, the CATALYST Network event programme, and the partner final reflections — is retained in the project's documentation repository under the WP6 directory and is available to the European Commission and to authorised consortium audiences in line with the project's data-protection arrangements.