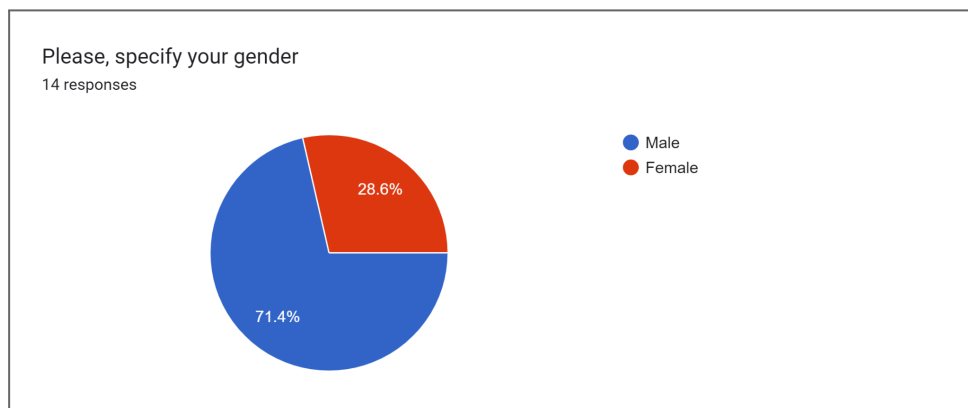


ANNEX B: Survey Report

Future Skills Survey

A | IDENTIFICATION OF COMPANY/INSTITUTION

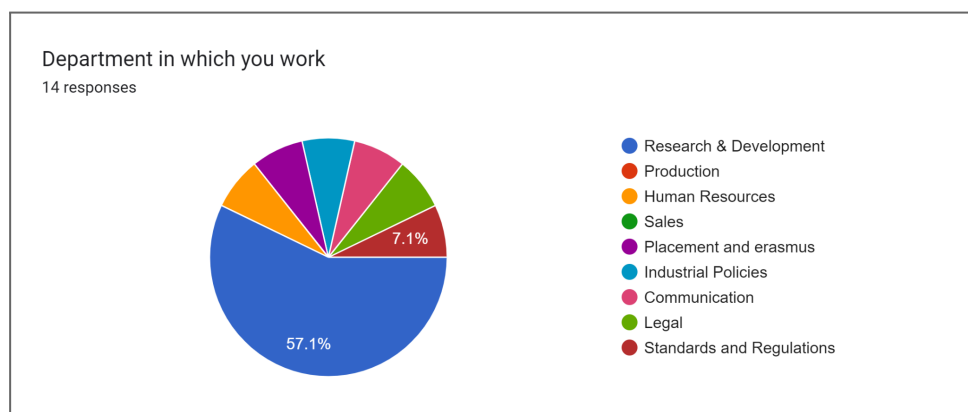
1. *Please, specify your gender.*



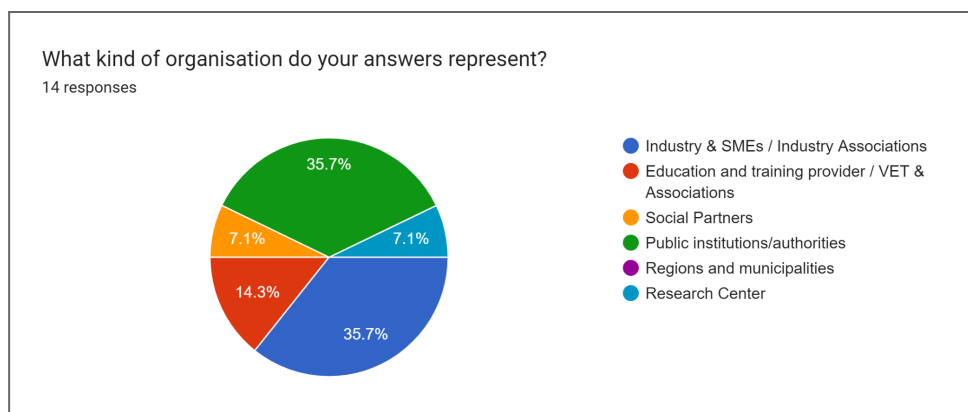
2. *Name of company/institution.*

- ICTP - CSIC
- Technical Institute New Life Technologies
- ITS Nuove Tecnologie per la Vita Academy
- FECCIA
- DST EU Consulting
- Bridgestone EMEA
- Continental
- Toyo Tire Holdings of Europe GmbH
- Consorcio del Caucho

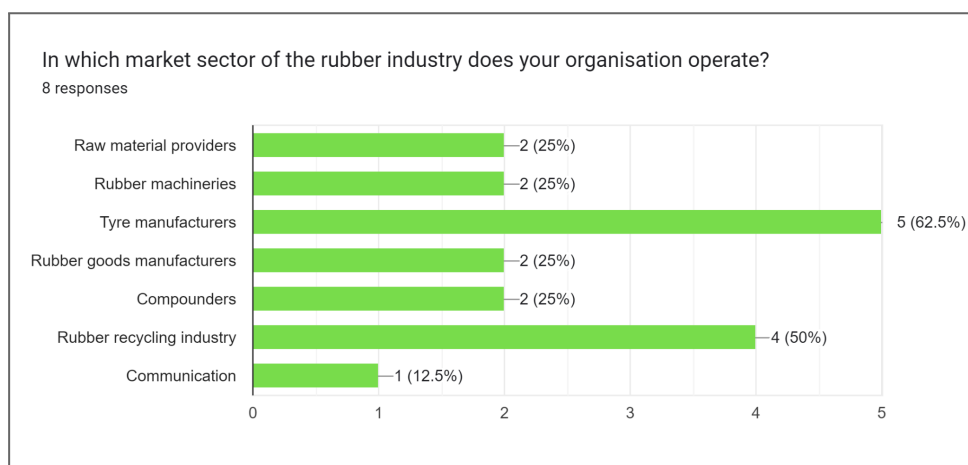
3. *Department in which you work.*



4. What kind of organisation do your answers represent?

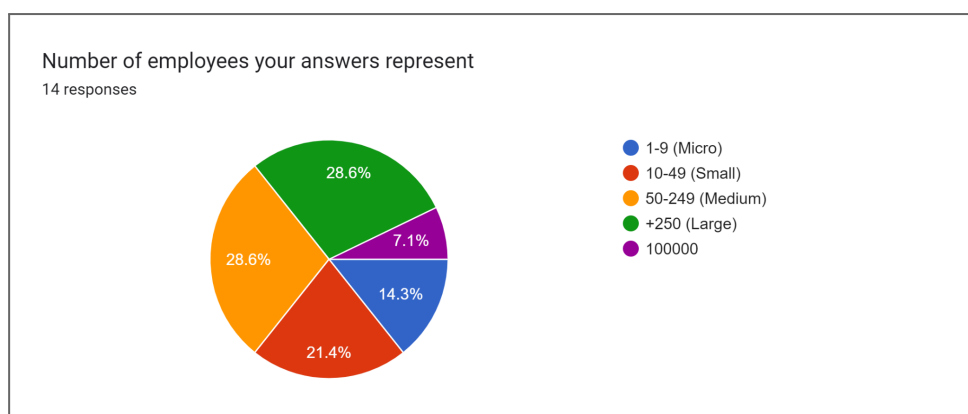


5. In which market sector of the rubber industry does your organisation operate?

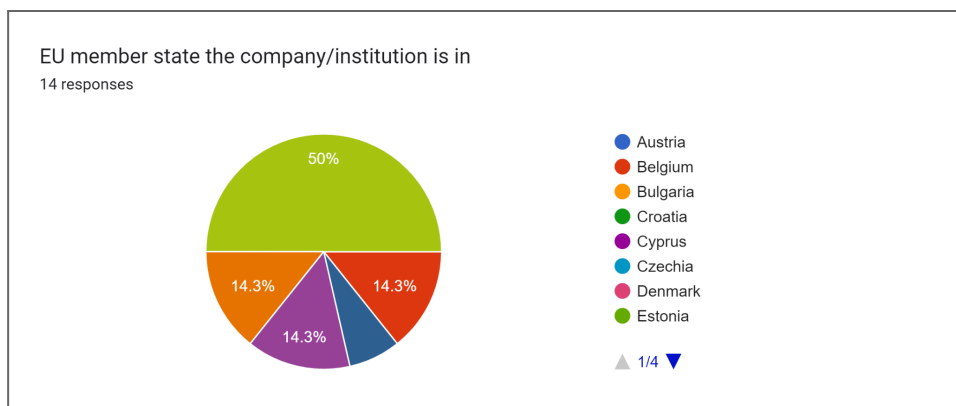


6. Number of employees your answers represent.

- 1-9 (Micro)
- 10-49 (Small)
- 50-249 (Medium)
- +250 (Large)



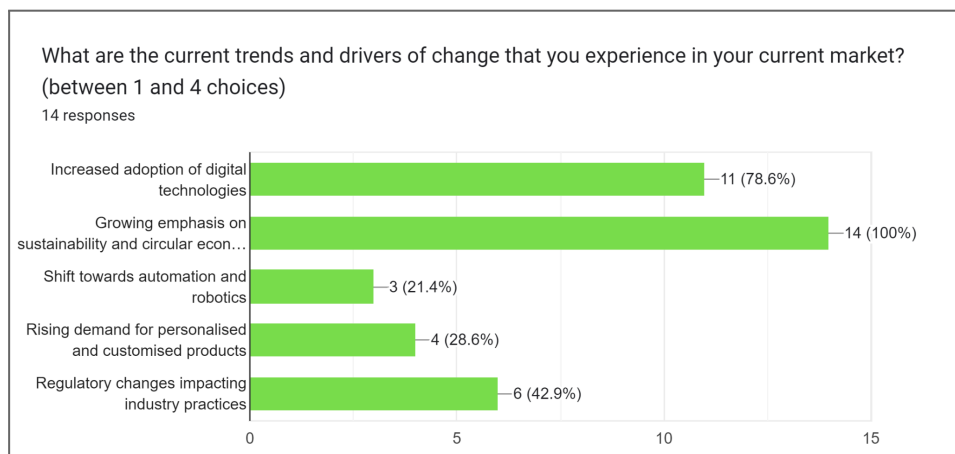
7. EU member state the company/institution is in.



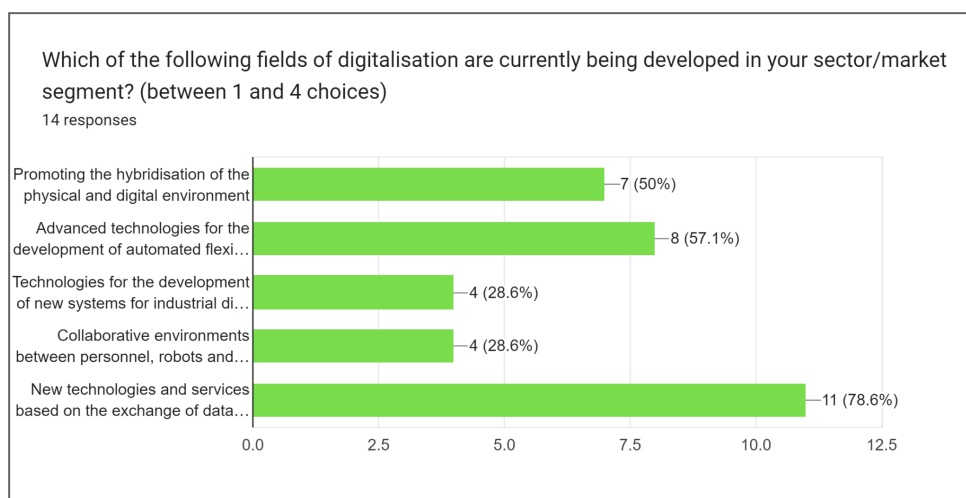
Spain (50%), Italy (14.3%), Belgium (14.3%), Germany (14.3%), France (7.1%), Non-EU: UK, Norway, Japan.

B | SECTORAL NEEDS TO MEET GREEN & DIGITAL TRANSITION

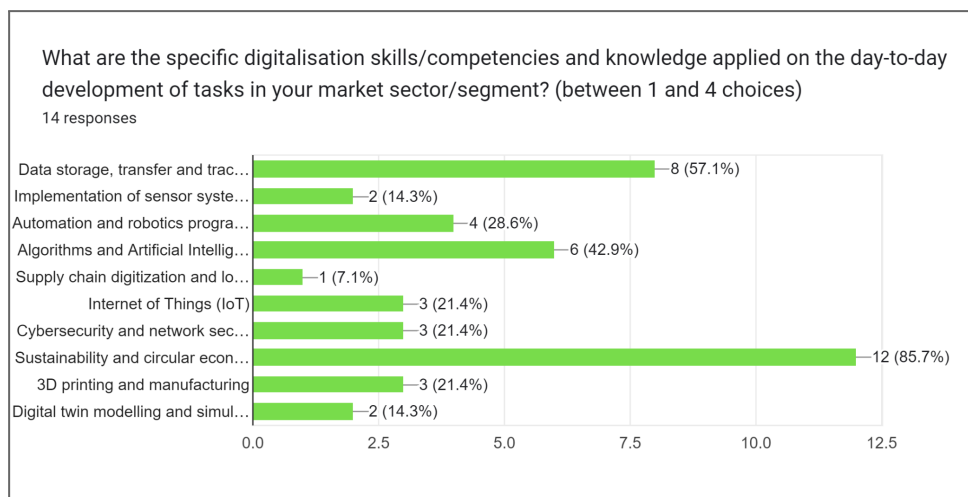
8. *What are the current trends and drivers of change that you experience in your current market? (between 1 and 4 choices).*



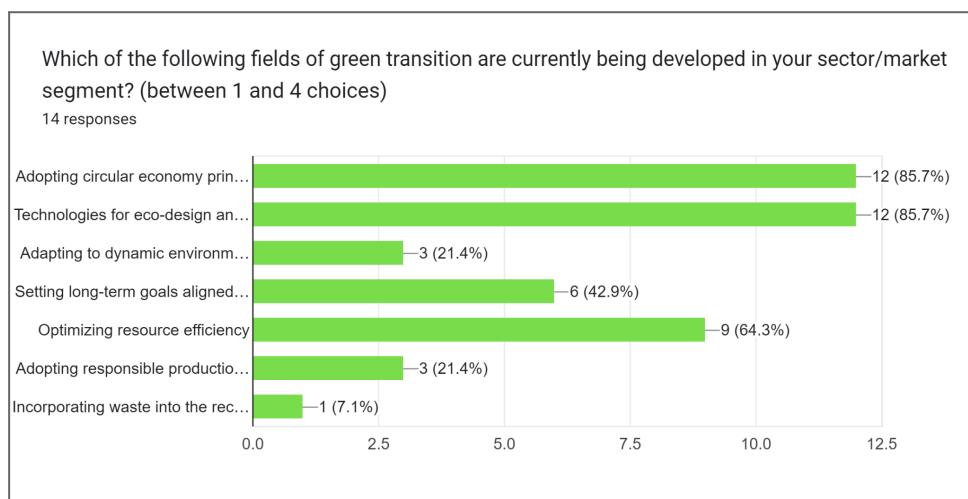
9. *Which of the following fields of digitalisation are currently being developed in your sector/market segment? (between 1 and 4 choices).*



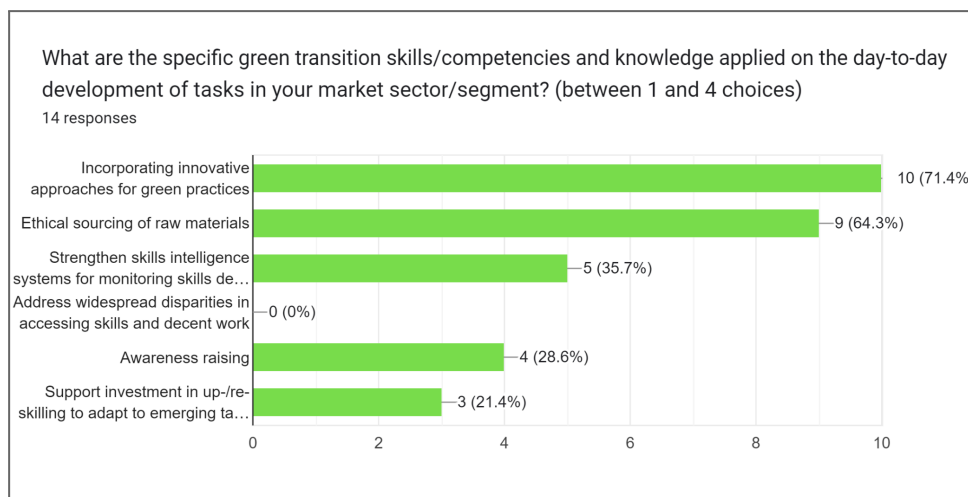
10. *What are the specific digitalisation skills/competencies and knowledge applied on the day-to-day development of tasks in your market sector/segment? (between 1 and 4 choices).*



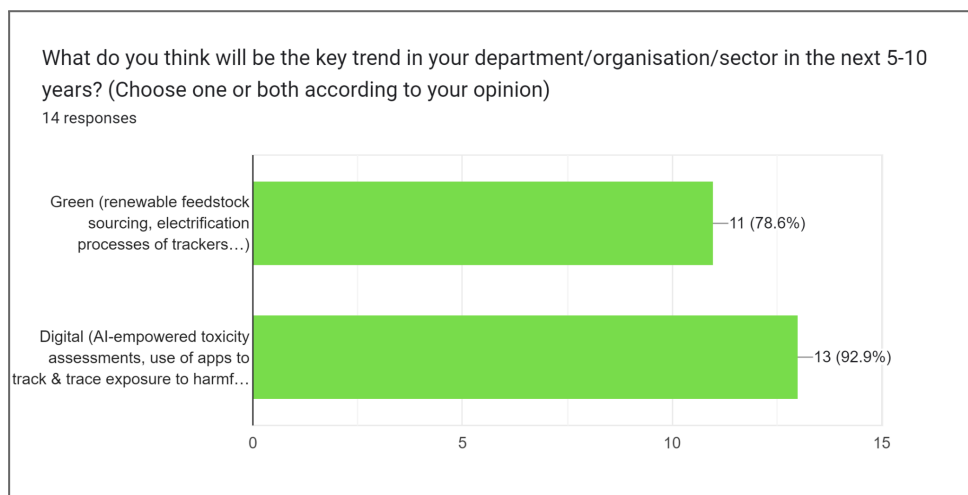
11. Which of the following fields of green transition are currently being developed in your sector/market segment? (between 1 and 4 choices).



12. What are the specific green transition skills/competencies and knowledge applied on the day-to-day development of tasks in your market sector/segment? (between 1 and 4 choices).

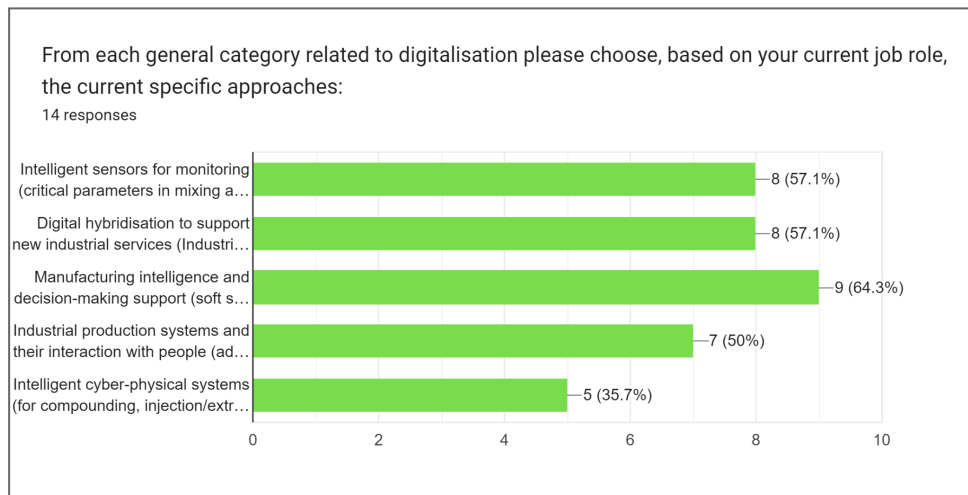


13. What do you think will be the key trend in your department/organisation/sector in the next 5-10 years? (Choose one or both according to your opinion).

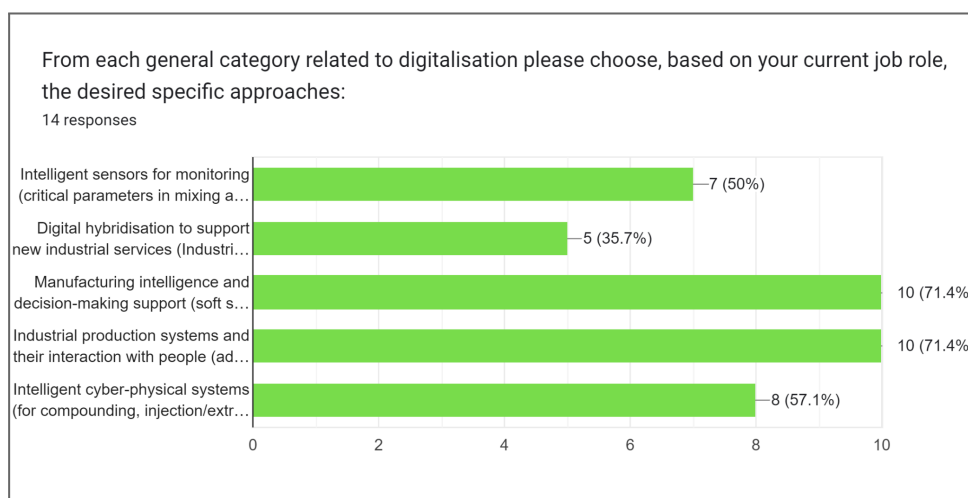


DIGITALISATION COMPETENCIES

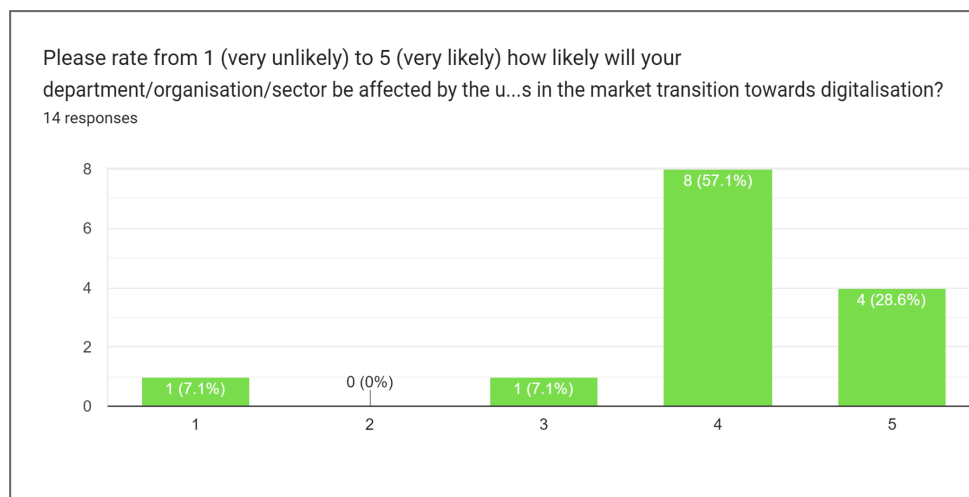
14. From each general category related to **digitalisation** please choose, based on your current job role, the **current** specific approaches:



15. From each general category related to **digitalisation** please choose, based on your current job role, the **desired** specific approaches:

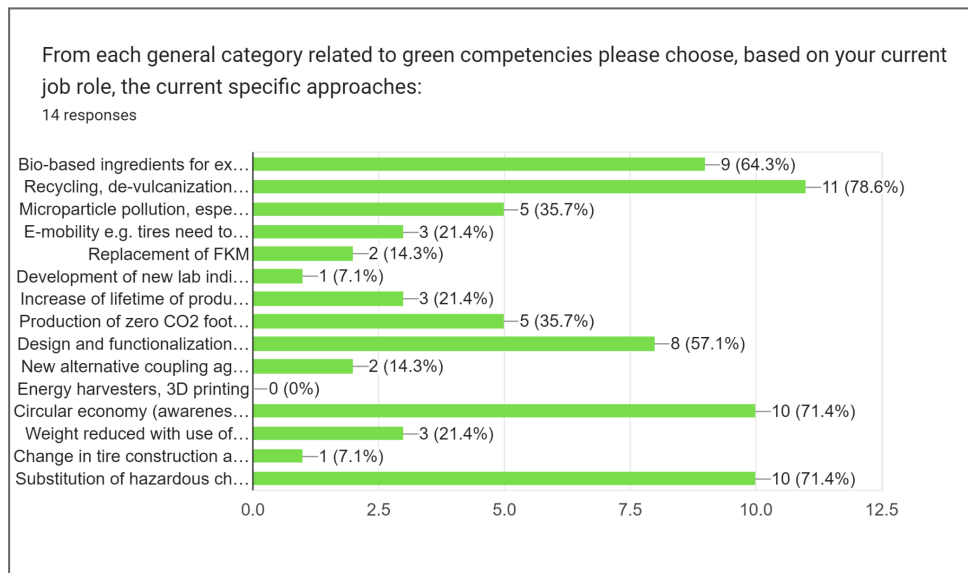


16. Please rate from 1 (very unlikely) to 5 (very likely) how likely will your department/organisation/sector be affected by the upcoming changes in the market transition towards digitalisation?

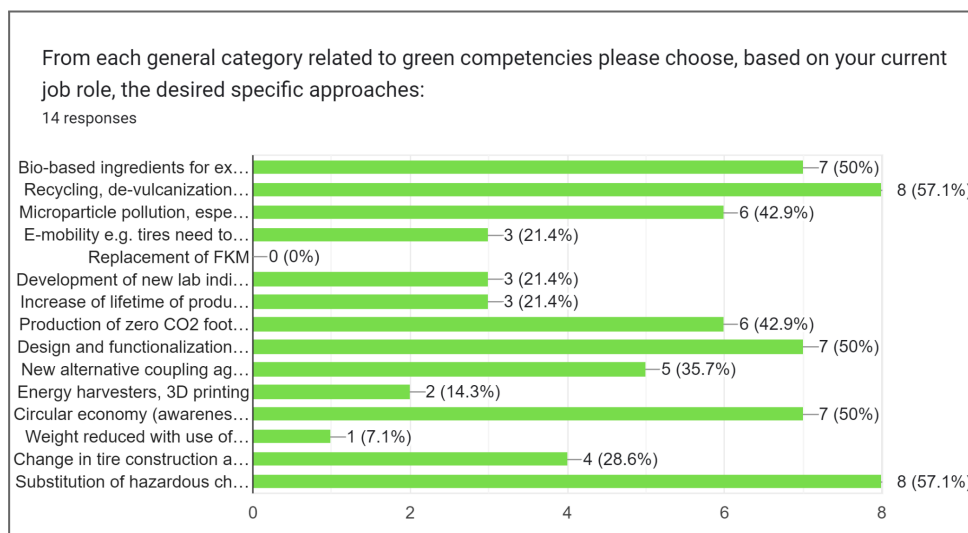


GREEN COMPETENCY¹

17. From each general category related to green competences please choose, based on your current job role, the **current** specific approaches:

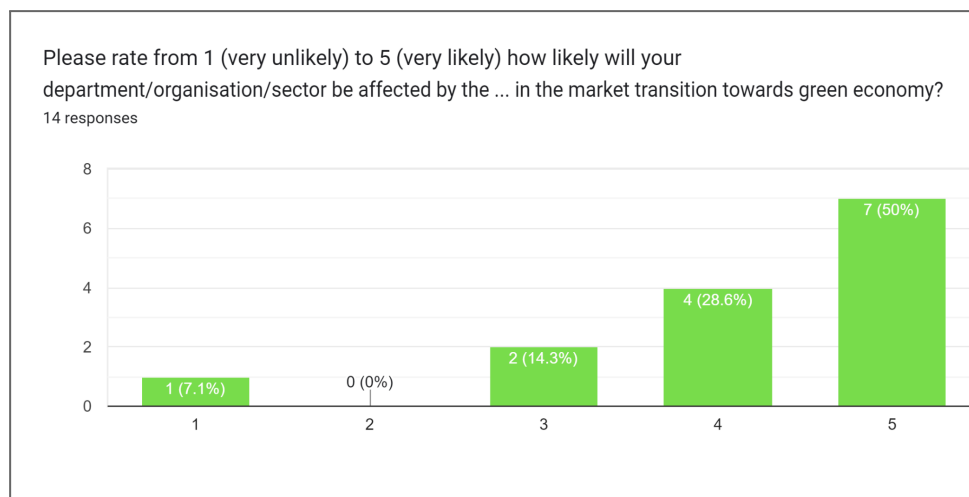


18. From each general category related to green competences please choose, based on your current job role, the **desired** specific approaches:



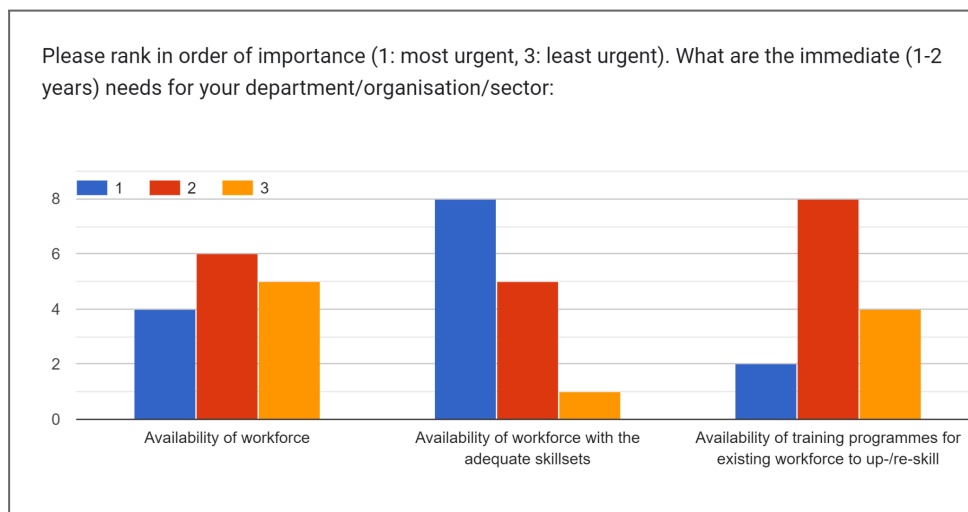
19. Please rate from 1 (very unlikely) to 10 (very likely) how likely will your department/organisation/sector be affected by the upcoming changes in the market transition towards green economy?

¹ based on JRC Science for policy report GreenComp, The European Sustainability Competence Framework, 2022

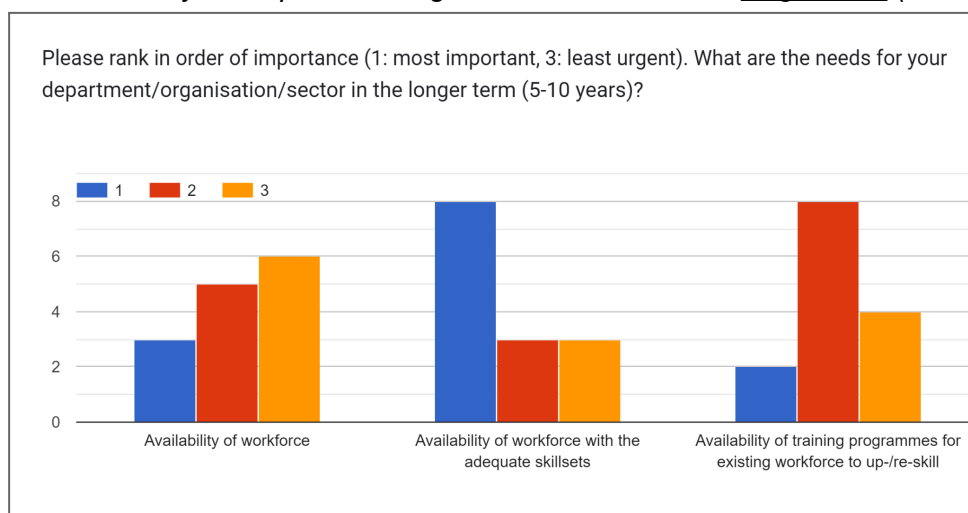


C | SKILL NEEDS IN THE GREEN & DIGITAL TRANSITION

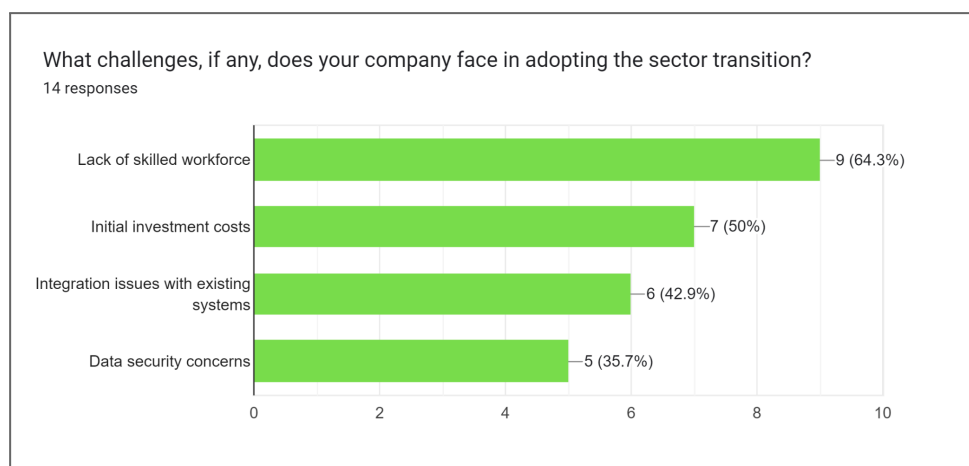
20. Please rank in order of importance (1: most urgent, 3: least urgent). What are the immediate (1-2 years) needs for your department/organisation/sector:



21. Please rank in order of importance (1: most important, 3: least urgent). What are the needs for your department/organisation/sector in the longer term (5-10 years)?

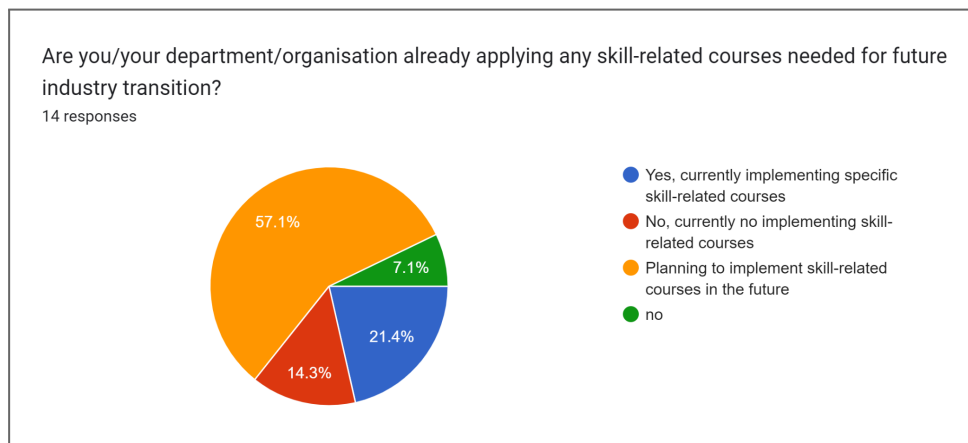


22. What challenges, if any, does your company face in adopting the sector transition?



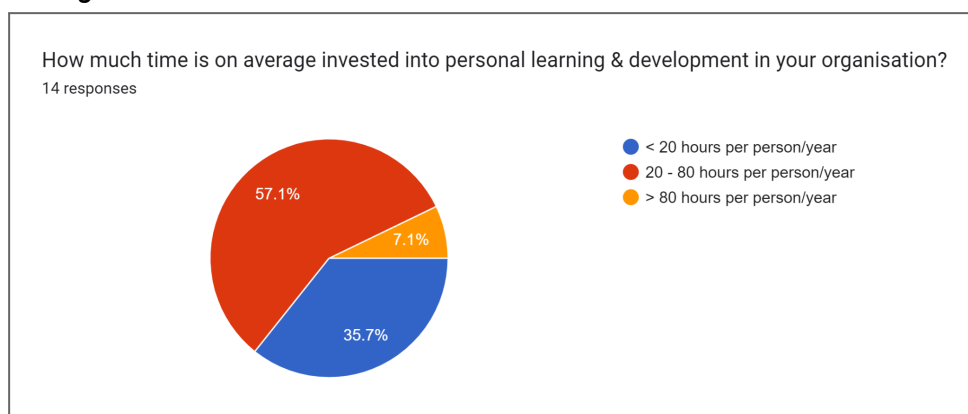
D | TRAINING NEEDS IN THE GREEN & DIGITAL TRANSITION

23. Are you/your department/organisation already applying any skill-related courses needed for future industry transition? Name specific ones if applicable.

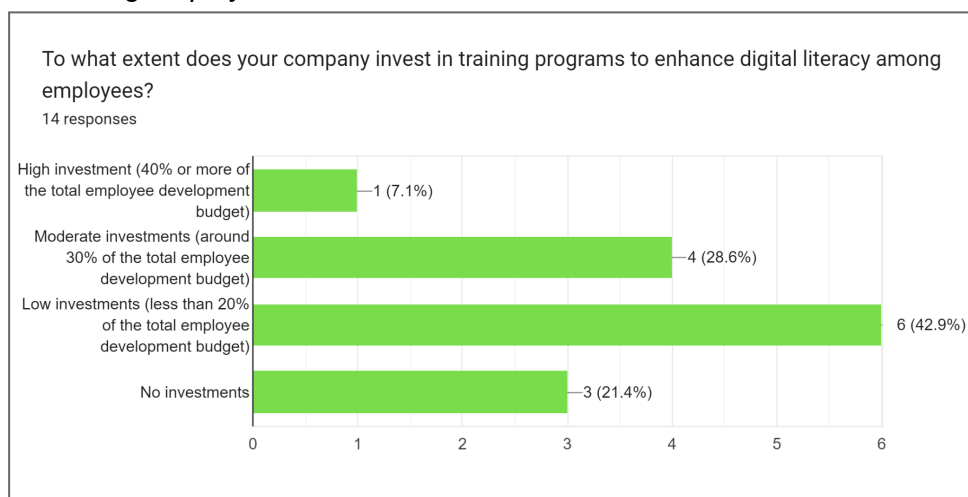


MAEPC, AI Tools.

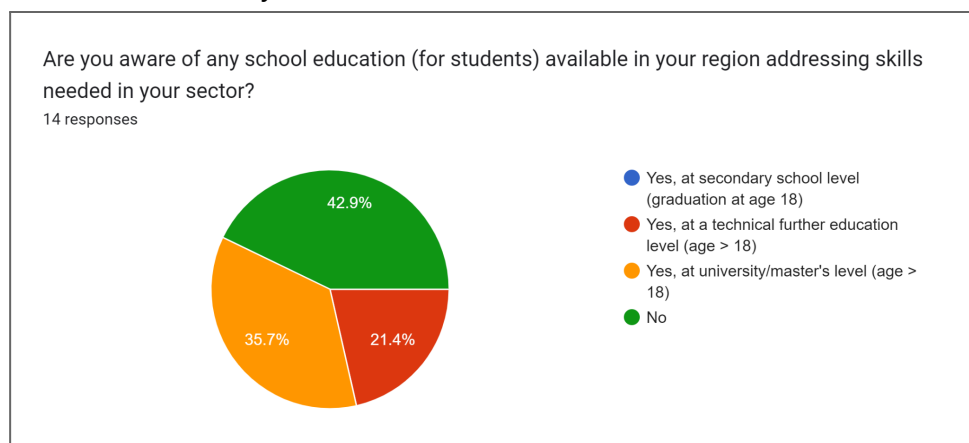
24. How much time is on average invested into personal learning & development in your organisation?



25. To what extent does your company invest in training programs to enhance digital literacy among employees?

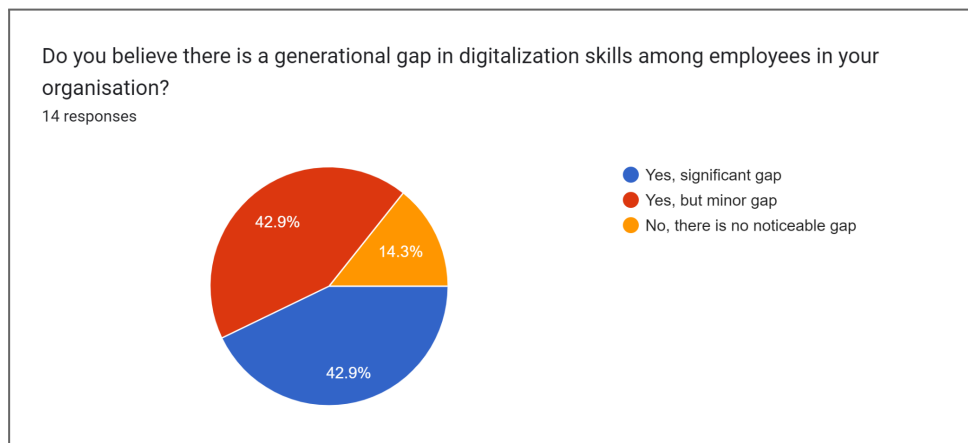


26. Are you aware of any school education (for students) available in your region addressing skills needed in your sector?

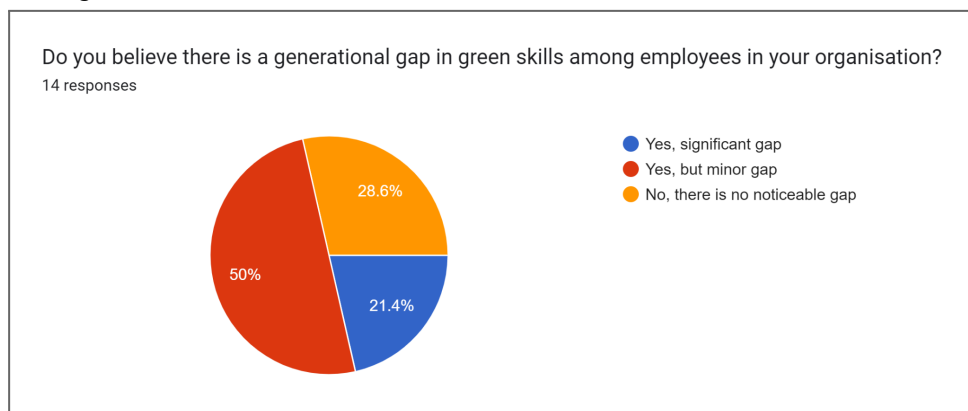


E | GENERATIONS AND GENDER GAPS

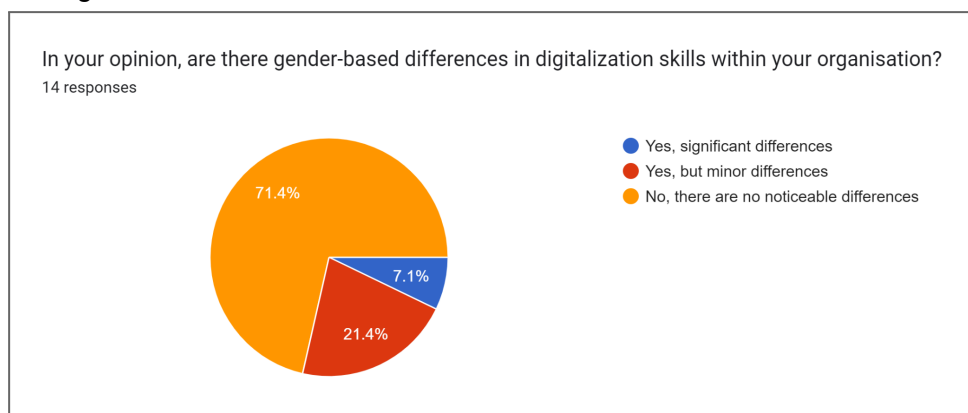
27. Do you believe there is a generational gap in digitalization skills among employees in your organisation?



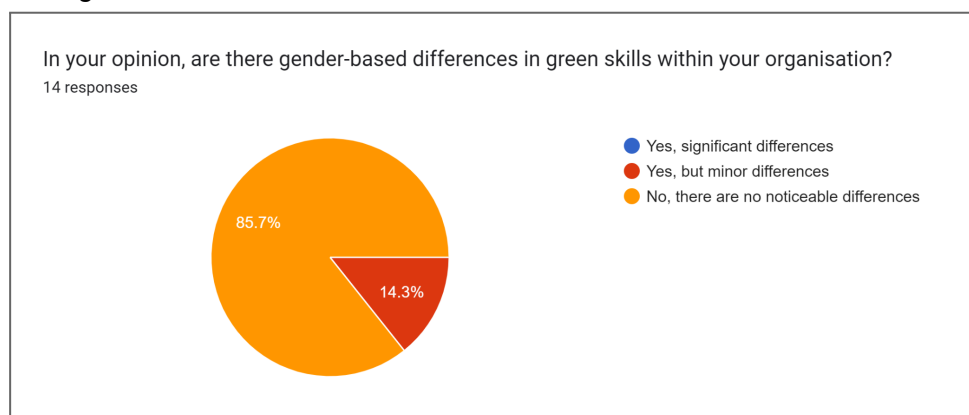
28. Do you believe there is a generational gap in green skills among employees in your organisation?



29. In your opinion, are there gender-based differences in digitalization skills within your organisation?

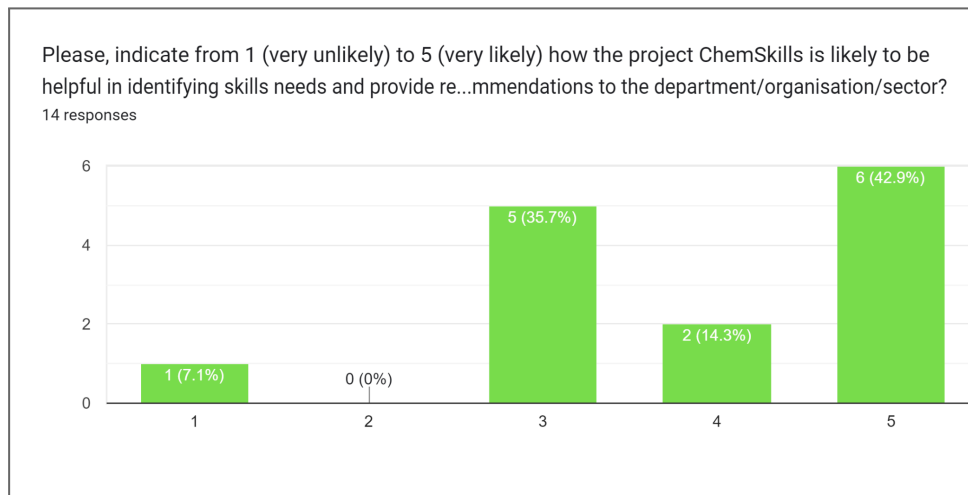


30. *In your opinion, are there gender-based differences in green skills within your organisation?*

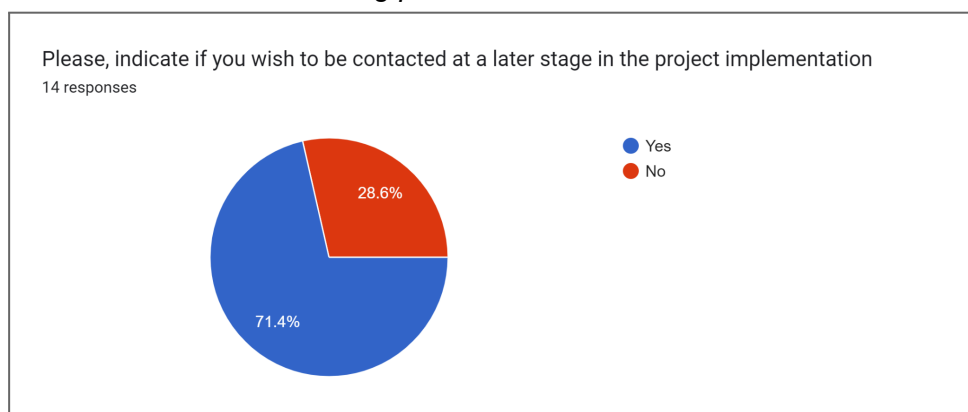


F | CHEMSKILLS RELEVANCE

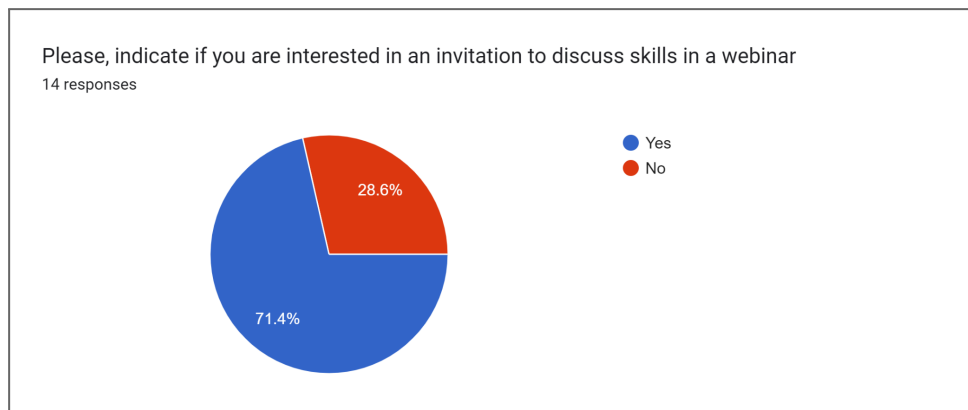
31. Please, indicate how the project ChemSkills is likely to be helpful in identifying skills needs and provide recommendations to the department/organisation/sector (ranger from 1-5, 1 being unlikely, 5 being very likely).



32. Please indicate if you wish to be contacted at a later stage in our work plan e.g. recommendations drafting process.

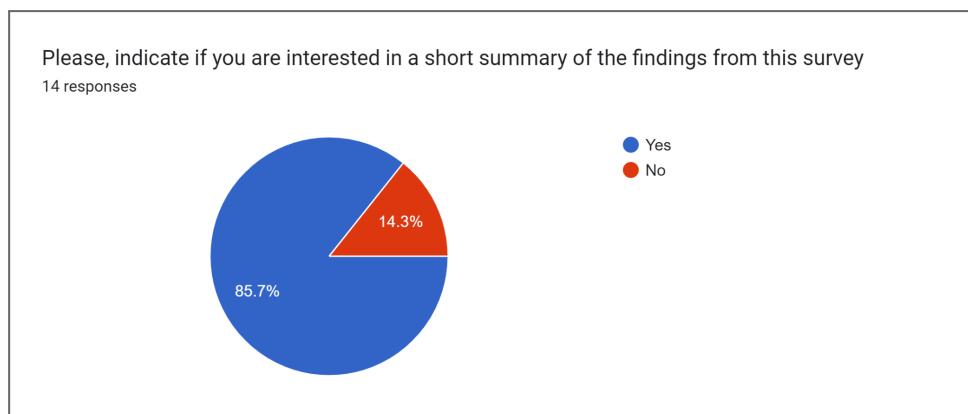


33. Please, indicate if you are interested in an invitation to discuss skills in a webinar.

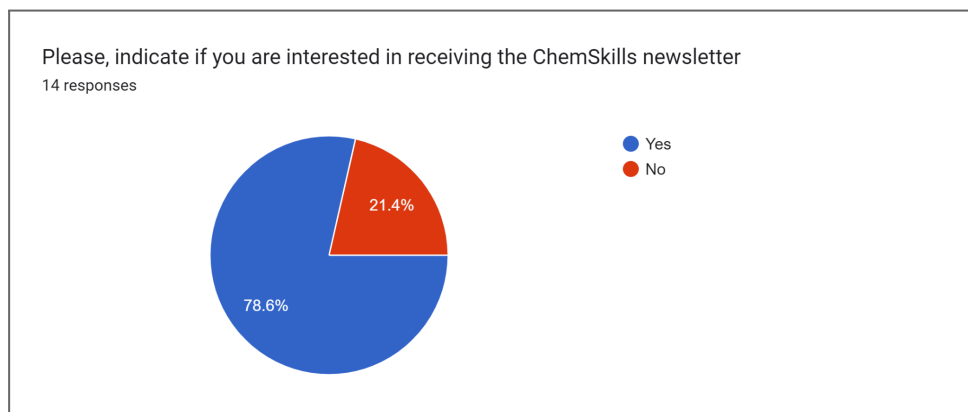


34. Please, indicate if you are interested in a short summary of the findings from this survey.

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35. Please, indicate if you are interested in receiving the ChemSkills newsletter.



36. Please, indicate if you are interested in joining the next ChemSkills open conferences.

