



THE NATIONAL REPORT FOR
Analysis 1
"Are we ready for Circularity?"

SPAIN



Co-funded by
the European Union

National tourism strategies in the countries already include targets and guidelines for circularity.

What national strategies exist at the country level in tourism?

Spain has established a strong national recovery, transformation and resilience plan aimed at fostering sustainability in the tourism sector¹. Known as the "Tourism Sustainability Strategy in Destinations"², this initiative aligns closely with the global goals outlined in the 2030 Agenda, demonstrating Spain's commitment to sustainable tourism practices at the national level.

Are circular economies included in tourism strategies?

Circular economy principles are deeply integrated into Spanish tourism strategies. The Sustainability Strategy prioritizes green and sustainable transition efforts, highlighting circular economy initiatives³. This strategic alignment underscores Spain's recognition of circularity as a fundamental component of achieving lasting sustainability in the tourism sector.

Do national strategies include guidance on circularity? If yes, which ones?

The Spanish Ministry of Industry and Tourism has published a comprehensive Practical Guide specifically adapted to the tourism sector⁴. This guide serves as a roadmap for implementing the principles of the circular economy, offering practical recommendations and strategies. Key measures highlighted in the guide include reducing dependence on non-renewable resources, promoting the adoption of renewable energy sources for self-production and encouraging the use of locally sourced products. By providing clear and practical guidance, Spain's national strategies empower stakeholders to effectively embrace circularity in the tourism sector, fostering a more sustainable and resilient industrial landscape.

Countries have a policy on waste management and recycling in tourist destinations.

What waste collection policies do countries have?

Spain's national recovery, transformation and resilience plan for the sustainability of tourism has solid waste management measures⁵. These measures include the implementation of a waste segregation plan at source, followed by subsequent selective collection procedures. In addition, the plan emphasizes actions aimed at the reuse and recycling of waste generated by tourism activities. This proactive approach to waste management reflects Spain's commitment to promoting sustainable practices within its tourism sector, ensuring the preservation of natural environments and improving visitor experiences.

¹https://www.lamoncloa.gob.es/temas/fondos-recuperacion/Documents/160621-Plan_Recuperacion_Transformacion_Resiliencia.pdf (pag. 57- 70)

²https://turismo.gob.es/es-es/Novedades/Documents/0Estrategia_Sostenibilidad_Turistica_Destinos.pdf

³<https://www.miteco.gob.es/es/calidad-y-evaluacion-ambiental/temas/economia-circular/estrategia.html>

⁴<https://www.segittur.es/sala-de-prensa/informes/guia-practica-para-la-aplicacion-de-la-economia-circular-en-el-sector-turistico-en-espana/>

⁵<https://www.boe.es/eli/es/l/2022/04/08/7>

Countries have financial incentives and subsidies that individual countries offer for sustainable tourism projects.

Please outline some of the financial incentives in the tourism sector and VET in tourism and whether the incentives also include circular economy principles.

In Spain, financial incentives for sustainable tourism and vocational education and training (VET) in tourism include:

Grants and Subsidies⁶: Spain offers financial support to tourism businesses and organizations to implement sustainable practices⁷ and participate in VET programs⁸. These incentives include funding for green initiatives, energy efficiency projects, waste management programs, and training activities.

Tax incentives⁹: Tax exemptions and reductions are offered to tourism businesses that invest in sustainability and participate in VET initiatives. Qualified expenses may include investments in renewable energy systems, environmentally friendly infrastructure, and cultural preservation efforts.

Low-interest loans and financing programs: Financial institutions and government agencies offer specialized financing options to support sustainable tourism and VET projects in the tourism sector¹⁰. These options include low-interest loans and financing programs tailored to promote resource efficiency, waste reduction and circular economy principles.

Recognition and certification programs: Spain recognizes and incentivizes sustainable tourism practices and participation in VET programs through certification and accreditation schemes¹¹.

⁶ https://www.mintur.gob.es/es-es/servicios/AyudasPublicas/Documents/PES_2022-2024.pdf

⁷ <https://www.mintur.gob.es/PortalAyudas/experiencias-turismo-espana/Normativa/Paginas/Index.aspx>

⁸ <https://www.miteco.gob.es/es/ceneam/formacion-ambiental.html>

⁹ <https://www.boe.es/eli/es/l/2022/12/21/28/dof/spa/pdf> (pag.13)

¹⁰ <https://www.mintur.gob.es/es/gabineteprensa/notasprensa/2022/documents/dossier%20prensa%20pst%20extraordinarios%202022.pdf>

¹¹ <https://www.aenor.com/certificacion/turismo-y-ocio>

Description of how the national analysis was carried out (from the questioners)

Provide a short description of steps, way of implementation, methods and tools used, and challenges faced... no. of questionnaires for tourism organization and VET, carried out interviews, focus groups (include numbers)

The country analysis was conducted through a structured approach that included several key steps:

Planning and design: The analysis began with comprehensive planning, outlining the objectives, scope and methodology. This involved defining the target groups, such as tourism organizations and vocational education and training (VET) institutions and determining appropriate data collection methods.

Data collection: Questionnaires were designed and distributed to tourism organizations and VET institutions throughout the country. The purpose of the questionnaires was to gather information on current practices, challenges and opportunities related to sustainability and circularity in the tourism sector. In addition, interviews were conducted with key stakeholders to obtain deeper insights and qualitative data. Focus groups were organized to facilitate discussions and gather collective opinions.

Data analysis: Responses to questionnaires, interviews and focus groups were collated and analyzed to identify common themes, trends, and areas of interest.

Reporting and recommendations: The findings of the analysis were compiled into a comprehensive report detailing the current state of sustainability and circularity in the tourism sector. This report included key insights, recommendations, and suggested actions for stakeholders.

Analysis of general questions for both questioners (gender, age, company type or education, field of organization or level of education)

Summary of the section's general question in questionnaires.

The analysis of general questions from both questionnaires provides insights into the demographic profile and organizational characteristics of respondents.

Gender Distribution:

VET Questionnaire: 9 male respondents, 6 female respondents, and 2 respondents who preferred not to reveal information.

Tourism Organizations Questionnaire: 14 male respondents and 9 female respondents.

Age Distribution:

VET Questionnaire: 5 respondents were less than 25 years old, and 12 respondents were between 25 and 60 years old.

Tourism Organizations Questionnaire: 9 respondents were less than 25 years old, and 14 respondents were between 25 and 60 years old.

Level of Education or Company Size:

VET Questionnaire: Most respondents (12) held a master's degree, while others had various levels of education. The majority belonged to institutions of higher education.

Tourism Organizations Questionnaire: Respondents represented various company sizes, with 13 from small enterprises, 9 from medium-sized enterprises, and 1 from a microenterprise. The majority operated in accommodations and restaurants.

Field of Organization or Level of Education:

VET Questionnaire: Most respondents belonged to institutions of higher education specializing in tourism and related fields.

Tourism Organizations Questionnaire: Respondents primarily operated in accommodations and restaurants, with few in other sectors such as tourist attractions, travel organizers, cyber, and retail.

General Conclusions and Recommendations - as they resulted from the interpretation and synthesis of the answers received

Analyze the information collected (questionnaires, focus groups, interviews), present the data in graphical form, and interpret it.

This report analyzes the results of a survey conducted among various stakeholders in the tourism sector, focusing on their perceptions, attitudes and practices in relation to the circular economy. Stakeholders include tourism organizations and VET (Vocational Education and Training) centers, which provide information on the current status and potential of circular economy practices in the sector.

Survey Findings

1. Demographics and Experience

- **Tourism Organizations:** The majority of respondents were frontline staff such as receptionists, cooks, and waiters, with a minority including managers, tour operators, and retail assistants. Nearly half of the respondents have more than six years of experience in the tourism industry.
- **VET Centers:** Respondents were primarily teachers, with an average of five years of experience in vocational education and training for the tourism sector.

2. Importance of Circular Economy

- **Necessity:** Both groups overwhelmingly consider the transition to a circular economy necessary across all fields, including tourism. The consensus indicates a strong awareness of the importance of sustainable practices.
- **Skill Importance:** Key skills identified as critical include waste management, recycling, minimizing energy and water use, pollution prevention, and using local products. All respondents from tourism organizations are willing to acquire these skills, emphasizing the need for practical training and support networks.

3. Barriers and Support

Barriers in VET Centers: A significant impediment to training in circular economy practices is the current curriculum and a lack of familiarity among teachers with the circular economy. This highlights a need for curriculum development and teacher training.

Support: Respondents from both groups see various forms of support as equally important, including counseling, training, good practices exchange, and networking. Financial support from national or international funds is seen as critical to facilitate the transition.

The survey results indicate a strong recognition of the importance of the transition to a circular economy within the tourism sector. Key barriers include the need for updated curricula in VET schools and increased awareness and commitment to sustainable practices among industry stakeholders. Support in the form of financial assistance, training and networking opportunities is essential to facilitate this transition. The focus on younger generations and their growing awareness of sustainable practices gives hope for a more circular future in tourism.

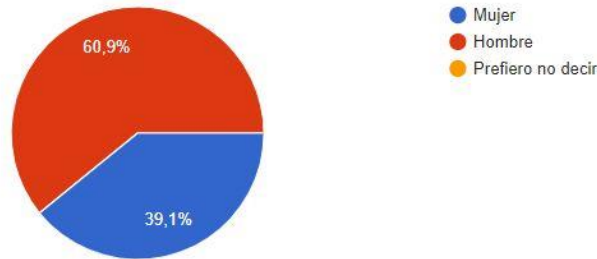
By challenging these barriers and leveraging support mechanisms, the tourism sector can make significant steps towards a more sustainable and circular economy, benefiting not only the environment, but also the industry and its stakeholders.

Survey responses for tourism organizations:

1. Selecciona tu género

 Copiar

23 respuestas



1. What is your gender?

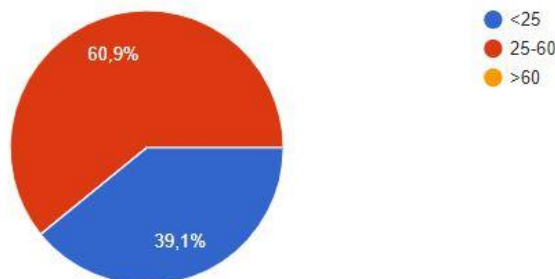
60,9% Male

39,1% Female

2. ¿Cuál es su edad?

 Copiar

23 respuestas



2. What is your age?

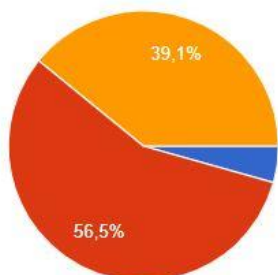
Less than 25 - 39,1%

25 - 60 years old - 60,9%

3. ¿Cuál es el tamaño de su empresa?

 Copiar

23 respuestas



- Microempresa (< 10 empleados)
- Pequeña (< 50 empleados)
- Tamaño medio (<250 empleados)

3. What is your company size?

Micro (< 10 employees) - 4,3%

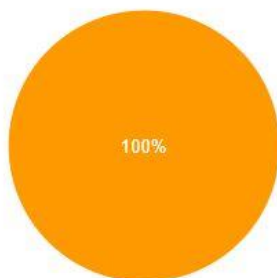
Small (< 50 employees) - 56.5%

Medium size (<250 employees) - 39,1%

4. ¿En qué país vive actualmente?

 Copiar

23 respuestas



- Rumanía
- Bulgaria
- España
- Eslovenia

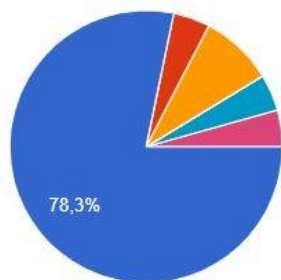
4. In which country do you currently live?

Spain - 100%

5. ¿Cuál es el ámbito en el que opera su organización?

 Copiar

23 respuestas



- Alojamientos y restaurantes
- Atracciones turísticas (museos, parques, centros de exposiciones, etc.)
- Organizadores de viajes (operadores turísticos, agencias de viajes, organizadores de eventos, etc.)
- Transporte turístico (compañía aérea, marítima, ferroviaria, etc.)
- Autoridades que regulan el sector (oficiales)
- cyber
- Retail

5. What is the field in which your organization operates?

Accommodation facilities&restaurants - 78.3%

Tourist attractions (museums, parks, exhibition centers, health treatment facilities, etc.) - 4,3%

Travel organizers (tour operators, travel agencies, event organizers, etc.) - 8,7%

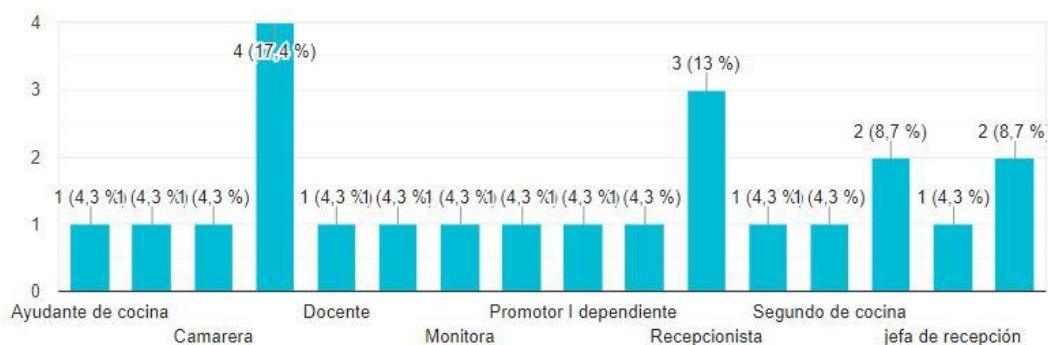
Cyber - 4,3%

Retail - 4,3%

6. ¿Cuál es su cargo/puesto actual dentro de la organización en la que trabaja?

 Copiar

23 respuestas



6. What is your current position/job within the organization where you work?

Kitchen Assistant - 2 answers

CISO - 1 answer

Waitress - 1 answer

Waiter - 2 answers

Cook - 4 answers

Teacher - 1 answer

Manager - 1 answer

Instructor - 1 answer

Circuit operator - 1 answer

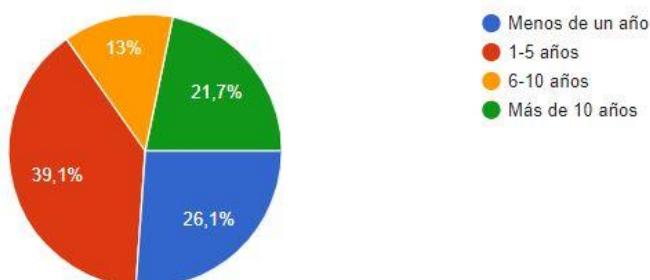
Promoter - 1 answer

Receptionist - 6 answers
Retail assistant - 1 answer
Reception manager - 1 answer

7. ¿Cuántos años de experiencia tiene en turismo?

 Copiar

23 respuestas



7. How many years of experience do you have in tourism?

Less than one year - 26,1%
1-5 years - 39,1%
6-10 years - 13%
More than 10 years - 21,7%

8. Do you think that the general awareness for the circularity is high in...

	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
your organization	43,5%	34,8%	17,4%	4,3%	-
in the tourism industry, in general	47,8%	26%	17,6%	4,3%	4,3%
in any educational institutions that prepare the workforce for this industry	56,5%	30,5%	13%	-	-

9. To what extent have you incorporated each of the following circular economy practices into your business operations?			
	Not at all (1)	To some extent (2)	To a great extent (3)
we actively recruit and hire local people with green skills pertaining to a circular economy	-	39,1%	60,9%
our company prioritizes purchasing products from local suppliers to support the regional economy	-	52,2%	47,8%
we actively foster business linkages between tourism and other economic sectors within our region	8,7%	26%	65,3%
we prefer to purchase from companies that are certified for their green practices	4,3%	43,5%	52,2%
our company is committed to reducing and managing our greenhouse gas emissions	4,3%	60,9%	34,8%
we have implemented solid waste management practices, including reducing, recycling, and composting waste	8,7%	60,9%	30,4%
we have taken steps to reduce our consumption of freshwater, such as using low-flow water management systems	13%	39,2%	47,8%

our company effectively manages wastewater to minimize environmental impact	17,4%	34,8%	47,8%
we strive to be energy-efficient, including the use of low-energy lighting solutions	21,7%	34,8%	43,5%
we utilize renewable energy sources, such as solar or wind, in our operations	26%	34,8%	39,2%
we use green products in our business operations, including biodegradable materials and recycled paper	8,7%	52,2%	39,1%
we implement circular economy education programs for our visitors to raise awareness	4,3%	52,2%	43,5%
we regularly train and educate our employees on circular economy practices	4,2%	47,8%	47,8%
our company has obtained or is in the process of obtaining a green certification	8,7%	34,8%	56,5%
we donate funds or provide in-kind services to support green initiatives within our community	8,7%	47,8%	43,5%
we promote a green culture in our workplace, encouraging practices like carpooling and biking to work	-	43,5%	56,5%

10. Do you think awareness about the circular economy is essential?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
your specific job/ workplace	82,6%	8,7%	8,7%	-	-
your organization	91,4%	4,3%	4,3%	-	-
in the tourism industry, in general	96%	4%	-	-	-

11. How do you assess the current level of awareness and comprehension within your organization regarding efforts to advance towards a more sustainable, green, and circular economy?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
Our organization understands the principles and benefits of the circular economy well.	52,3%	26%	8,7%	13%	-
We are aware of the environmental impact of our current operations and the potential improvements through circular practices.	52,2%	8,7%	30,4%	8,7%	-
We believe that adopting circular economy practices will provide significant	47,8%	17,4%	30,5%	4,3%	-

competitive advantages and benefits.					
Our organization is highly interested in increasing our circular economy practices within the next 1-3 years.	43,5%	30,4%	17,4%	8,7%	-

12. How would you evaluate the level of readiness for the green and circular transition in your organization, institution?

	Not at all (1)	To some extent (2)	To a great extent (3)
Our company really needs to start using circular economy practices because we're falling behind others in our industry.	8,7%	34,8%	56,5%
We have great support from the people and businesses we work with to try out new ways of doing business that are good for the planet.	13%	30,5%	56,5%
Our customers care a lot about the environment and are willing to change how they do things to help out.	17,4%	39,1%	43,5%
We have everything we need to start using circular economy practices.	8,7%	39,1%	52,2%
Our company knows how to make the changes needed to use circular economy practices successfully.	4,3%	52,2%	43,5%

Our suppliers and customers are ready for us to make these changes, and we don't expect any problems from them.	8,7%	47,8%	43,5%
People who buy from us or use our services are interested in being more eco-friendly and will change their habits easily.	8,7%	43,5%	47,8%
We have enough staff who know a lot about taking care of the environment to help us make these changes.	13%	30,5%	56,5%
We don't have enough people who know how to work in ways that are better for the environment, which might make changing difficult.	13%	39,1%	47,9%
Our company is flexible and ready to change our ways to be more eco-friendly.	34,8%	34,8%	47,4%
We can get the money we need, either from the government or from within our company, to make these eco-friendly changes.	8,7%	47,8%	43,5%
Our company is creative and skilled enough to learn new ways of doing things that are better for the environment.	8,7%	43,5%	47,8%
The way we do things around here supports making changes to be more eco-friendly.	8,7%	30,4%	60,9%

13. To what extent has each of the following barriers impacted your ability to adopt circular economy tourism practices in your organization?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
Lack of information on how to implement circular practices is a major barrier for us	60,9%	34,8%	-	4,3%	-
Complex legal or administrative procedures have discouraged us from adopting circular economy practices	52,2%	43,5%	-	4,3%	-
Financial constraints hinder our ability to invest in circular economy initiatives (e.g. government incentives)	60,9%	34,8%	4,3%	-	-
There are not enough proven examples or models of circular economy practices in our industry	43,5%	52,2%	-	4,3%	-
We face technical challenges, like not having the right equipment or needing to upgrade our facilities	47,8%	43,6%	4,3%	4,3%	-
The high cost of complying with environmental regulations and standards	43,5%	52,2%	4,3%	-	-
Lack of human resources	52,2%	39,1%	8,7%	-	-

No incentives or rewards for businesses that adopt circular economy practices.	52,2%	43,5%	-	4,3%	-
Low awareness of the circular economy among the companies	43,5%	47,8%	8,7%	-	-
Lack of commitment within our organization to adopt circular economy practices	52,2%	43,5%	-	4,3%	-
There's a risk in changing our business model to be more circular that we're cautious about taking	56,5%	39,1%	4,4%	-	-
Limited access to suppliers who sell sustainable products (e.g. organic food, alternative fuels, biodegradable items, etc.)	60,9%	34,8%	-	4,3%	-

14. What type of support would be the most appropriate to raise awareness toward to greater readiness to the circular economy in tourism?

	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
Access to counseling and advisory services on the circular economy would significantly help our organization.	96%	4%	-	-	-
Participation in training programs focused on circular	96%	4%	-	-	-

practices would be beneficial for our staff.					
Opportunities to exchange good practices with other tourism organizations would be valuable.	82,6%	17,4%	-	-	-
Financial support from national or international funds would greatly facilitate our transition to the circular economy.	82,6%	17,4%	-	-	-
Networking with other organizations engaged in circular practices would enhance our readiness and implementation efforts.	96%	4%	-	-	-

Link to Questionnaire readiness for circularity of the tourist sector:

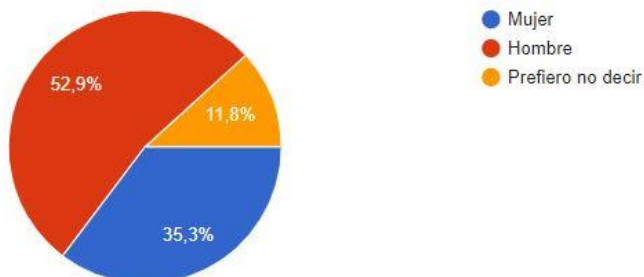
https://docs.google.com/forms/d/e/1FAIpQLSdz1_LdgTihpmjL9JVT6AXHhFi_5pVtNYCdtpXSMhb5QY5ig/viewform

Survey responses for VET representatives:

1. Selecciona tu género

 Copiar

17 respuestas



1. Select your gender

Female 35,3%

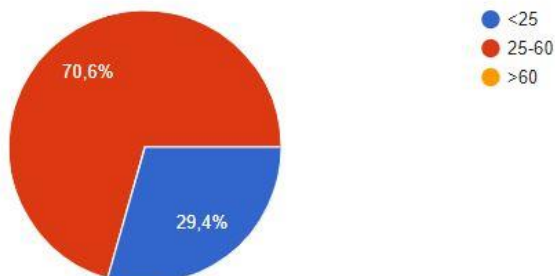
Male - 52,9%

Prefer not to say - 11,8%

2. ¿Cuál es su edad?

 Copiar

17 respuestas



2. What is your age?

Less than 25 years old - 29,4%

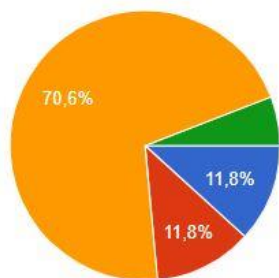
25-60 years old - 70,6%

More than 60 years old – 0%

3. ¿Cuál es su nivel de educación?

 Copiar

17 respuestas



- Bachillerato
- Licenciatura o grado
- Máster universitario
- Doctorado

3. What is your level of education?

High school - 11,8%

Bachelor's degree - 11,8%

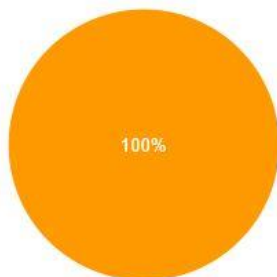
Master's degree - 70,6%

Doctoral studies - 5,9%

4. ¿En qué país vive actualmente?

 Copiar

17 respuestas



- Rumania
- Bulgaria
- España
- Eslovenia

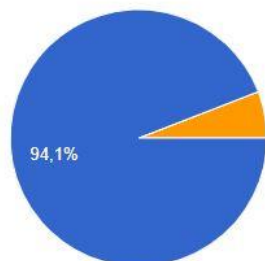
4. In which country do you currently live?

Spain - 100%

5. ¿A qué tipo de institución de educación y formación profesional (FP) en turismo y ámbitos afines pertenece?

 Copiar

17 respuestas



● Institución de enseñanza superior
● Estudios postsecundarios
● Bachillerato especializado en este perfil

5. What kind of vocational education and training institution (VET) in tourism and related fields are you part of?

Higher education institution - 94,1%

Post-secondary school - 0%

High school specialized in this profile - 5,9%

6. What is your current position/job within the organization where you work?

Intern - 2 answers

Teacher and FCT Coordinator - 1 answer

Head of Studies - 1 answer

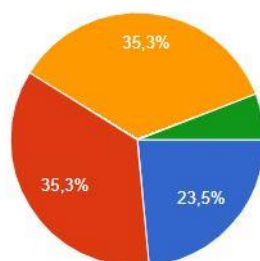
Teacher - 12 answers

Tutor - 1 answer

7. ¿Cuántos años de experiencia en educación y formación profesional (FP) en turismo y ámbitos afines tiene?

 Copiar

17 respuestas



● Menos de un año
● 1-5 años
● 6-10 años
● Más de 10 años

7. How many years of experience in vocational education and training (VET) in tourism and related fields do you have?

Less than a year - 23,5%

1-5 years - 35,3%

6-10 years - 35,3%

More than 10 years - 5,9%

8. Do you think raising awareness about the circular economy is necessary?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
your organization	41,1%	47,1%	5,9%	-	5,9%
in the tourism industry, in general	70,6%	23,5%	-	-	5,9%
In any educational institutions that prepare the workforce for this industry	70,6%	23,5%	-	-	5,9%

9. Do you think awareness about the circular economy is essential?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
your specific job/ workplace	52,9%	23,5%	17,7%	-	5,9%
your organization	47,1%	35,2%	11,8%	-	5,9%
in the tourism industry, in general	70,6%	23,6%	5,9%	-	5,9%

10. On which of the following points do the VET organizations focus primarily to raise awareness and create a workforce capable of acting in the circular economy?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
prepare students to implement circular economy principles in their future workplaces, such as reducing energy and water use.	82,4%	17,6%	-	-	-

equip students to contribute to CE in social area focusing on cultural authenticity and building an inclusive society	58,8%	41,2%	-	-	-
include teaching students how to utilize digital marketing channels in tourism effectively	70,6%	29,4%	-	-	-
enhance students' awareness and preparedness to tackle climate change through sustainable practices	70,6%	29,4%	-	-	-
prepare students to address and adapt to climate change within the tourism sector	70,6%	29,4%	-	-	-
encourage students to engage with and benefit from the collaborative economy in tourism	70,6%	29,4%	-	-	-
prepare students to navigate the challenges posed by new competing destinations that emphasize green and safe tourism practices, supporting circularity	82,4%	11,8%	5,8%	-	-

11. To what extent do the educational programs for the tourism sector in your education organization impact your student's ability to work and act in the circular economy?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
find it challenging to integrate green job creation opportunities within the circular economy into the curriculum	82,4%	17,6%	-	-	-
lacking resources to adequately teach students how circular economy principles can enhance income and living standards	70,6%	29,4%	-	-	-
face difficulties in providing students with practical skills for innovation in creating new local products and services aligned with the circular economy	52,9%	41,2%	5,9%	-	-
face challenges to incorporate effective teaching about eco-friendly transportation options within our courses	76,5%	17,6%	5,9%	-	-
struggles with embedding the importance of preserving cultural and natural heritage into educational programs	70,6%	23,5%	5,9%	-	-

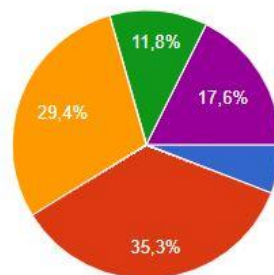
significant obstacle in teaching students about the circular economy's role in improving local residents' quality of life	64,7%	35,3%	-	-	-
encounter barriers to educating students on the value of circular economy practices in raising tourism product prices and real estate values	52,9%	47,1%	-	-	-
curriculum lacks adequate content on the drawbacks of mass tourism and the shift towards boutique destination tourism	58,8%	41,2%	-	-	-
Incorporating comprehensive discussions on mitigating long-term environmental impacts through circular economy practices is challenging	82,3%	5,9%	11,8%	-	-
programs do not sufficiently cover the prevention of various forms of pollution (water, air, noise, soil) at tourist destinations	82,4%	17,6%	-	-	-
addressing the overuse of natural and recreational resources in our curriculum is a significant challenge	64,7%	35,3%	-	-	-

find it difficult to educate students on reducing land use pressure and preserving landscape values in tourist destinations	58,8%	41,2%	-	-	-
---	-------	-------	---	---	---

12. To what extent is your organization equipped to provide training and enhance awareness among its graduates regarding the previously mentioned topics?



17 respuestas



- No hay planes ni recursos (no están preparados en absoluto)
- Se reconoce la necesidad, pero aún no hay planes concretos (ligeramente preparados)
- Existen algunos planes y recursos, pero no se aplican plenamente (preparación moderada)
- Los planes y recursos globales se aplican parcialmente (muy preparados)
- Planes integrales plenamente aplicados y esfuerzos de mejora en curso (extremamente preparados)

12. To what extent is your organization equipped to provide training and enhance awareness among its graduates regarding the previously mentioned topics?

No plans or resources in place (not prepared at all) - 5,9%

Recognized the need but no concrete plans yet (slightly prepared) - 35,3%

Some plans and resources in place, but not fully implemented (moderately prepared) - 29,4%

Comprehensive plans and resources are partially implemented (very prepared) - 11,8%

Fully implemented comprehensive plans and ongoing enhancement efforts (extremely prepared) - 17,6%

13. In your opinion, what are the main obstacles that could prevent your organization from training and developing to raise awareness for a circular economy for its graduates?

	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
The curriculum: The packed curriculum might leave little room to incorporate new subjects or modules related to	76,4%	11,8%	11,8%	-	-

the circular economy.					
Teachers and trainers unfamiliar with the circular economy	64,8%	17,6%	17,6%	-	-
Inadequate material base - Technological limitations: The absence of necessary technology or digital tools to support innovative teaching and learning of circular economy practices.	52,9%	23,6%	17,6%	-	5,9%
Lack of financial resources: Financial constraints can limit the ability to update curricula, train teachers, purchase materials, or implement new pedagogical methods.	58,8%	23,5%	11,8%	-	5,9%
Insufficient industry collaboration: Lack of partnerships with businesses and industries that practice circular economy principles can hinder practical, real-world learning experiences.	58,8%	23,5%	11,8%	5,9%	-
Regulatory and accreditation constraints: Existing educational standards, regulations, or accreditation requirements may	58,9%	17,6%	23,5%	-	-

not support the integration of circular economy concepts.					
14. What type of support would be the most appropriate for VET organizations to be able to prepare their graduates for raising awareness for circular economy?					
	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)
Counselling in circular economy: Offering expert guidance and advice to integrate circular economy principles into VET programs.	82,3%	11,8%	-	5,9%	-
Training programs: Providing specialized training programs for educators and staff on the circular economy and sustainable practices.	76,5%	17,6%	-	5,9%	-
Exchange of good practices: Facilitating platforms where VET organizations can share successful strategies and lessons learned in teaching the circular economy.	64,7%	29,4%	5,9%	-	-
Networking with other VET organizations on tourism: Creating opportunities for VET institutions to network, share	70,6%	17,6%	11,8%	-	-

experiences, and collaborate on circular economy projects within the tourism sector.					
Access to updated educational resources: Supplying the latest learning materials, case studies, and research to keep curricula current with circular economy practices.	64,7%	29,4%	-	5,9%	-
Partnerships with industry: Establishing connections with businesses practicing circular economy principles for practical learning experiences like internships and projects.	70,6%	29,4%	-	-	-
Financial assistance for curriculum development: Offering grants or funding to help develop or enhance circular economy content in courses and programs	76,5%	17,6%	5,9%	-	-
Technology and infrastructure support: Providing technological tools and infrastructure necessary for innovative teaching and learning methods.	82,3%	11,8%	5,9%	-	-

Professional development for educators: Organizing workshops, seminars, and courses focused on the circular economy for teachers and trainers.	82,4%	17,6%	-	-	-
Student engagement initiatives: Supporting student involvement in circular economy projects, competitions, and community activities.	76,5%	17,6%	-	5,9%	-
Policy and regulatory advocacy: Working to influence educational policies and regulations to support circular economy education.	70,6%	29,4%	-	-	-
Online platforms for collaboration and learning: Developing or providing access to platforms for resource sharing, educator collaboration, and virtual learning on the circular economy.	58,8%	41,2%	-	-	-

Link to Questionnaire readiness for the circular economy of the VET:

<https://docs.google.com/forms/d/e/1FAIpQLSe-TkLpqLqBUXMILQ0w2WePQowpKWdii74y8O6pXbi7JLreBQ/viewform>

Focus group

The focus group activity took place in one of CESUR VET centers in Málaga, Spain. A group of 10 people took part in the Focus Group organized in Malaga. The participants were VET teachers and representatives of tourism organizations. The first step of this activity was to make the participants familiar with the key concepts used in the debate. The talk started with general, open questions about circular economy, giving the participants the opportunity to express their opinion and suggestions on circularity and related topics.

They all agree that it is too much waste of water in the tourism field and this is worrying especially in the South of Spain where there is drought. They also consider that people still lack awareness on recycling. Nevertheless, the greatest percentage of pollution is due to industry and the measures taken by UE so far, such as levying fines are not the most efficient.

The only positive aspect they notice is that the new generation is taught to recycle and reuse so there is hope for the future.

Interview:

The participants to the interview were a representative of the tourism industry and a VET teacher. The tourism representative is a travel agent and touristic guide. She considers that tourism sector plays an important part in sustainability and that both workers and tourists have to be actively involved in these practices.

The VET teacher (prepares students for Degree in Natural environment and Free time Guides) admits that they don't have a specific content about circularity, but they integrate it as a hidden curriculum. They work in natural environments and implicitly they see things about conservation and notice that students come without values because the objectives of the previous stage have not been met. It all starts with good habits and awareness.

What would you do differently

Both tourism representatives and VET teachers suggested actions that could change the tourism model, starting with education. In order to promote the circular economy and sustainability, specific content must be included both in secondary school and VET centers including training for teachers. At the VET level there are no qualifications in this sense.

As for tourism industry, promote less the sense of productivity and focus more on national, local tourism than on trips abroad so that we leave less carbon footprint, that is more sustainable destinations.

Fill in the SWOT analysis for your country based on the questionnaire 1 and 2 responses (including the most obvious strengths, weaknesses, opportunities, and threats).

Instruction on how to fill in the SWOT:

Strengths: Questions that VET institutions or tourist organisations are marked as strongly agreeing on (things that they excel at).

Weaknesses: Question the VET institutions or tourist organisations marked as strongly disagreeing, present weaknesses, and identify areas for improvement.

Opportunities: Opportunities are an external factor that refers to opportunities to improve and give it a competitive edge/grow and expand of business (answers to questions 12, 13 and 14¹)

Threats: Potential risks or challenges to the business's success (*examples for VET: declining student enrollment, budgetary limitation...*). can come from competitors, changing regulations, economic downturns, disruptive technologies, or shifting consumer preferences

¹ Only in the questionnaire for VET institution – experts.

