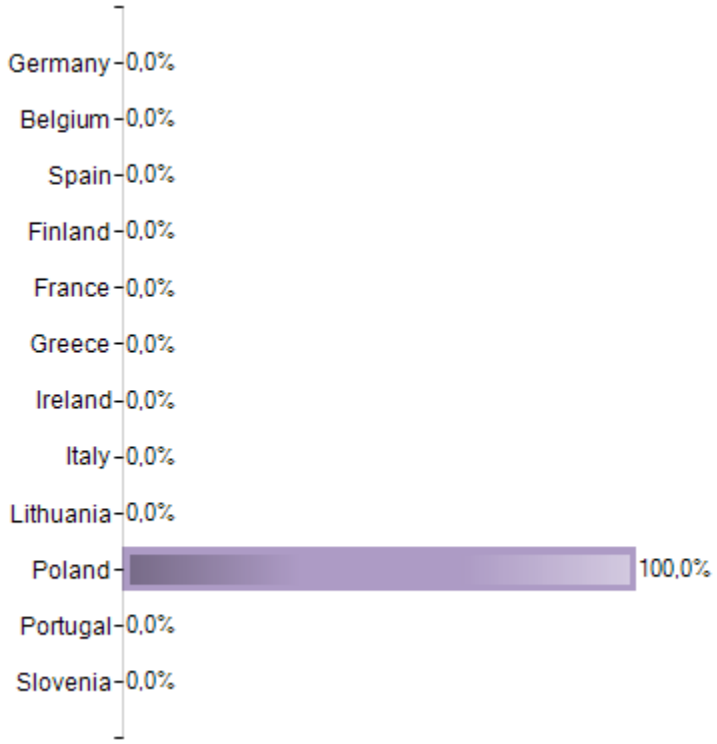
Calculations performed on the filter: In which country are the headquarters of your company located? among "Poland"

1. In which country are the headquarters of your company located?

	Frequencies	% Obs.
Germany	0	0%
Belgium	0	0%
Spain	0	0%
Finland	0	0%
France	0	0%
Greece	0	0%
Ireland	0	0%
Italy	0	0%
Lithuania	0	0%
Poland	12	100%
Portugal	0	0%
Slovenia	0	0%
Total	**12**	**100%**

Effective responses : 12 **Non-response(s) : 0**
Response rate : 100% **The most quoted modality : Poland**

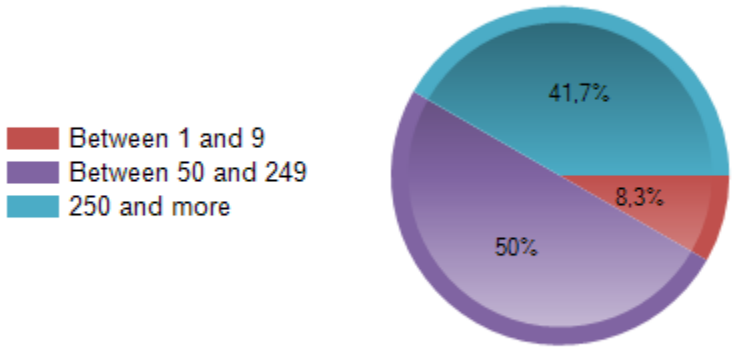


2. How many employees are there in your company?

	Frequencies	% Obs.
0	0	0%
Between 1 and 9	1	8,3%
Between 10 and 49	0	0%
Between 50 and 249	6	50%
250 and more	5	41,7%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Between 50 and 249; 250 and more; Between 1 and 9

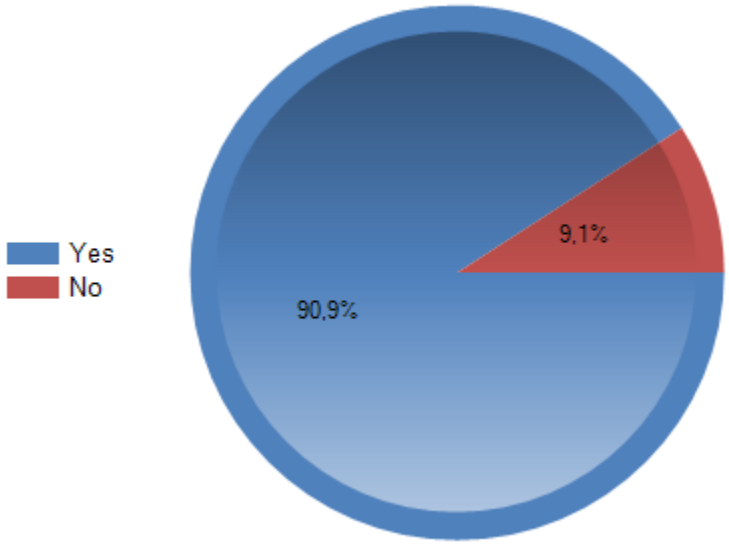


3. Does your company have several activities related to the construction sector?

	Frequencies	% Resp.
Yes	10	90,9%
No	1	9,1%
Total	**11**	**100%**

Effective responses : 11
Response rate : 91,7%

Non-response(s) : 1
The most quoted modality : Yes

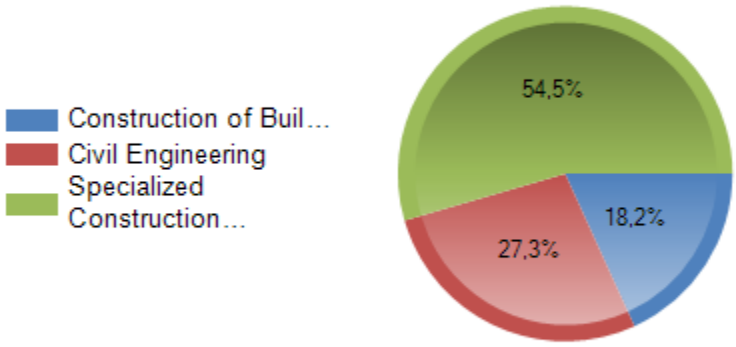


4. What is your company's general sector of activity?

	Frequencies	% Resp.
Construction of Buildings	2	18,2%
Civil Engineering	3	27,3%
Specialized Construction Works	6	54,5%
Total	**11**	**100%**

Effective responses : 11
Response rate : 91,7%

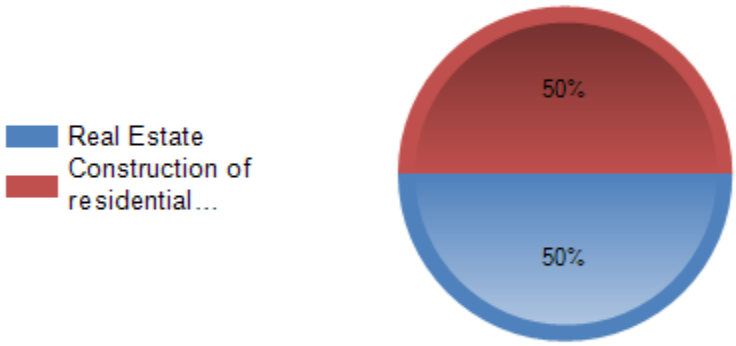
Non-response(s) : 1
The most quoted modality : Specialized Construction Works



5. What is your company's specific field of activity in building construction?

	Frequencies	% Obs.
Real Estate	1	50%
Construction of residential and non-residential buildings	1	50%
Total	**2**	**100%**

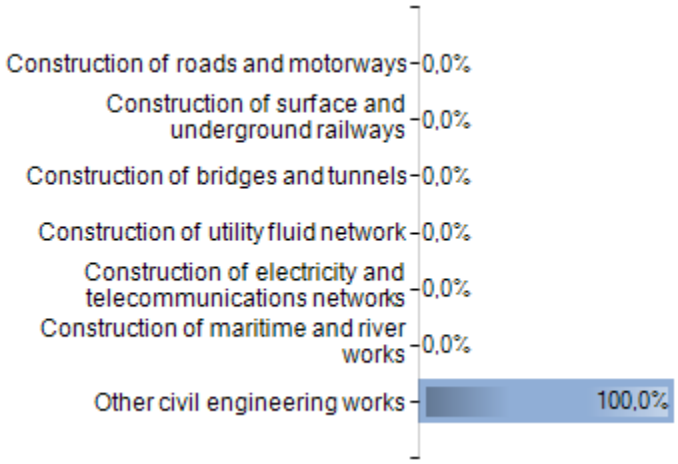
Effective responses : 2 **Non-response(s) : 0**
Response rate : 100%



6. What is your company's main specific field of activity in civil engineering?

	Frequencies	% Obs.
Construction of roads and motorways	0	0%
Construction of surface and underground railways	0	0%
Construction of bridges and tunnels	0	0%
Construction of utility fluid network	0	0%
Construction of electricity and telecommunications networks	0	0%
Construction of maritime and river works	0	0%
Other civil engineering works	3	100%
Total	**3**	**100%**

Effective responses : 3 **Non-response(s) : 0**
Response rate : 100% **The most quoted modality : Other civil engineering works**

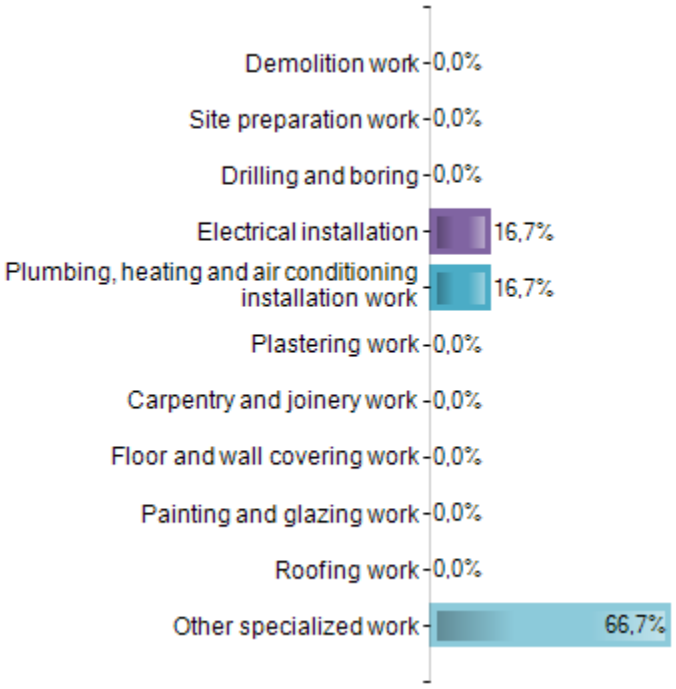


8. What is your company's main specific field of activity in specialized construction works?

	Frequencies	% Obs.
Demolition work	0	0%
Site preparation work	0	0%
Drilling and boring	0	0%
Electrical installation	1	16,7%
Plumbing, heating and air conditioning installation work	1	16,7%
Plastering work	0	0%
Carpentry and joinery work	0	0%
Floor and wall covering work	0	0%
Painting and glazing work	0	0%
Roofing work	0	0%
Other specialized work	4	66,7%
Total	**6**	**100%**

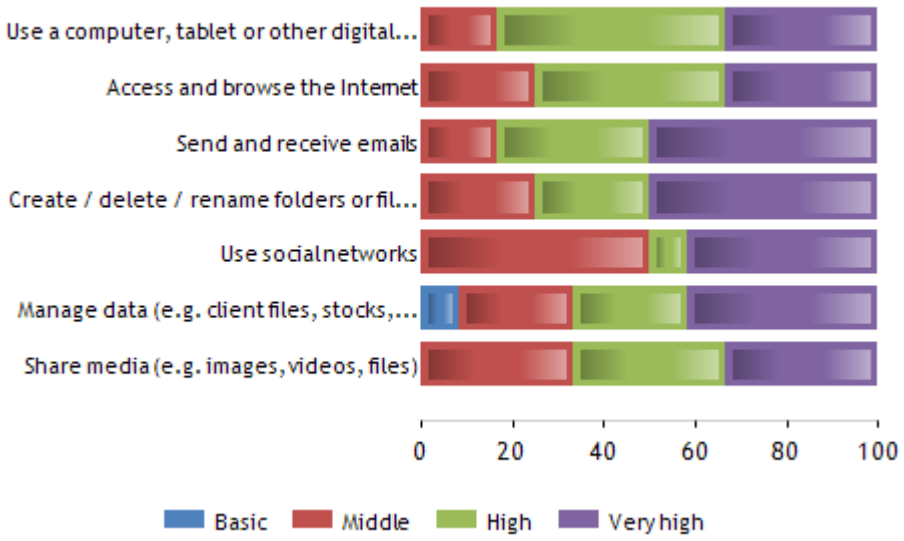
Effective responses : 6
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Other specialized work; Electrical installation; Plumbing, heating and air conditioning installation work



In relation to the use of the following digital activities, at what level would you rate your company's expertise?

	Basic		Middle		High		Very high		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Use a computer, tablet or other digital...	0	0%	2	16,7%	6	50%	4	33,3%	**12**	**100%**
Access and browse the Internet	0	0%	3	25%	5	41,7%	4	33,3%	**12**	**100%**
Send and receive emails	0	0%	2	16,7%	4	33,3%	6	50%	**12**	**100%**
Create / delete / rename folders or fil...	0	0%	3	25%	3	25%	6	50%	**12**	**100%**
Use social networks	0	0%	6	50%	1	8,3%	5	41,7%	**12**	**100%**
Manage data (e.g. client files, stocks,...	1	8,3%	3	25%	3	25%	5	41,7%	**12**	**100%**
Share media (e.g. images, videos, files)	0	0%	4	33,3%	4	33,3%	4	33,3%	**12**	**100%**
Total	**1**	**1,2%**	**23**	**27,4%**	**26**	**31%**	**34**	**40,5%**	**84**	**100%**

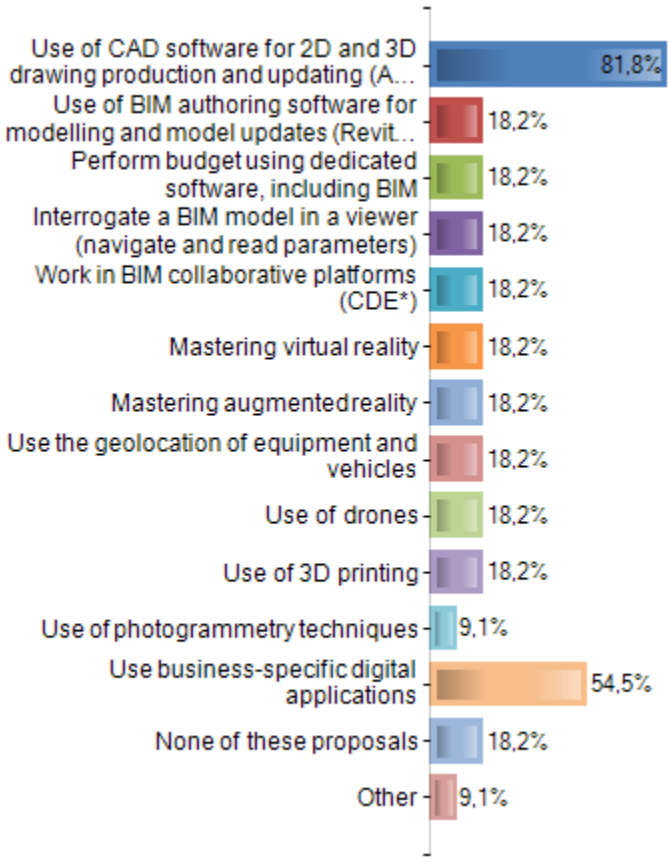


17. Regarding digitalisation, which skills does your company need to fulfil its activities?

	Frequencies	% Resp.
Use of CAD software for 2D and 3D drawing production and updating (AutoCAD, Sketch UP, Rhinoceros etc.)	9	81,8%
Use of BIM authoring software for modelling and model updates (Revit, ArchiCAD, Tekla, etc.)	2	18,2%
Perform budget using dedicated software, including BIM	2	18,2%
Interrogate a BIM model in a viewer (navigate and read parameters)	2	18,2%
Work in BIM collaborative platforms (CDE*)	2	18,2%
Mastering virtual reality	2	18,2%
Mastering augmented reality	2	18,2%
Use the geolocation of equipment and vehicles	2	18,2%
Use of drones	2	18,2%
Use of 3D printing	2	18,2%
Use of photogrammetry techniques	1	9,1%
Use business-specific digital applications	6	54,5%
None of these proposals	2	18,2%
Other	1	9,1%
Total	**11**	

Effective responses : 11
Response rate : 91,7%

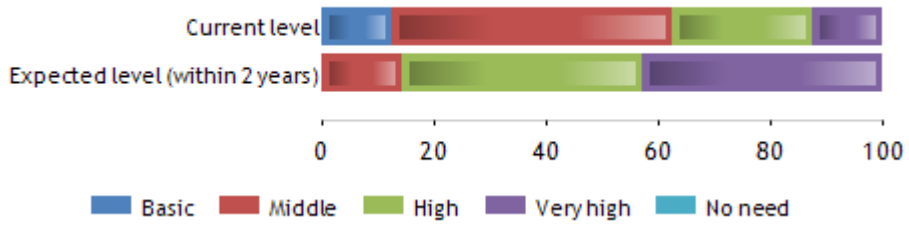
Non-response(s) : 1
The most quoted modalities : Use of CAD software for 2D and 3D drawing production and updating (AutoCAD, Sketch UP, Rhinoceros etc.); Use business-specific digital applications; Use of BIM authoring software for modelling and model updates (Revit, ArchiCAD, Tekla, etc.); ...



What is the level of competence within your company regarding the use CAD software for 2D and 3D drawing production and updating (AutoCAD, Sketch UP, Rhinoceros 3D, etc.)?

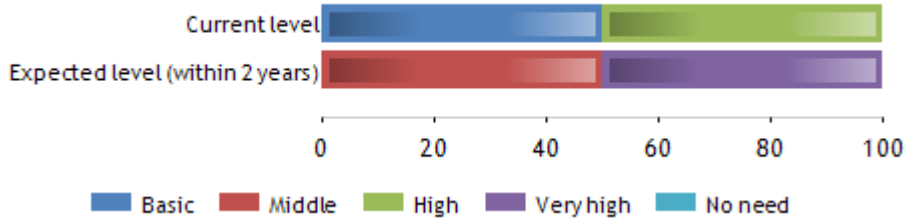
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	1	12,5%	4	50%	2	25%	1	12,5%	0	0%	**8**	**100%**
Expected level (within 2 years)	0	0%	1	14,3%	3	42,9%	3	42,9%	0	0%	**7**	**100%**

Total	**1**	**6,7%**	**5**	**33,3%**	**5**	**33,3%**	**4**	**26,7%**	**0**	**0%**	**15**	**100%**



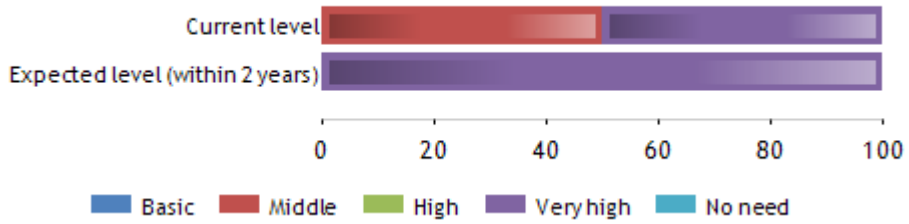
What is the level of competence within your company regarding the use of BIM authoring software for modelling and models updating (Revit, ArchiCAD, Tekla, etc.)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



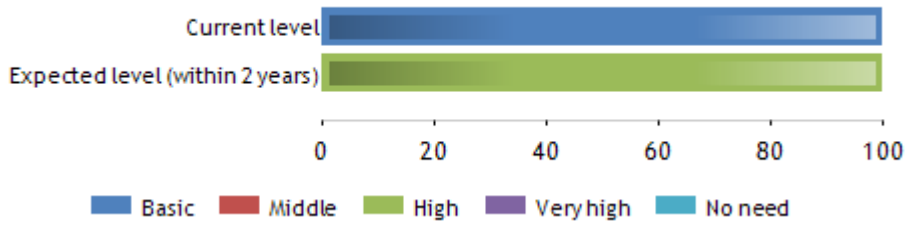
What is the level of expertise within your company regarding the preparation of budgets using a dedicated software, including BIM?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**1**	**33,3%**	**0**	**0%**	**2**	**66,7%**	**0**	**0%**	**3**	**100%**



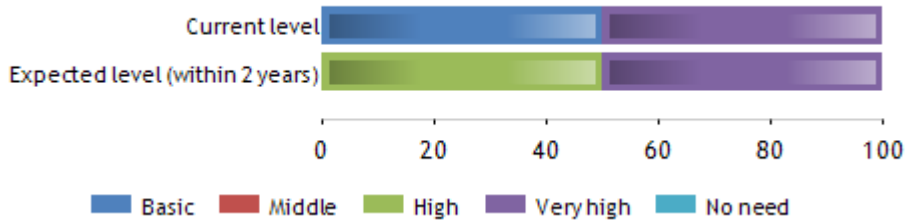
What is the level of skills within your business regarding interrogating a BIM model in a viewer (navigate and read parameters)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	2	100%	0	0%	0	0%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Total	**2**	**66,7%**	**0**	**0%**	**1**	**33,3%**	**0**	**0%**	**0**	**0%**	**3**	**100%**



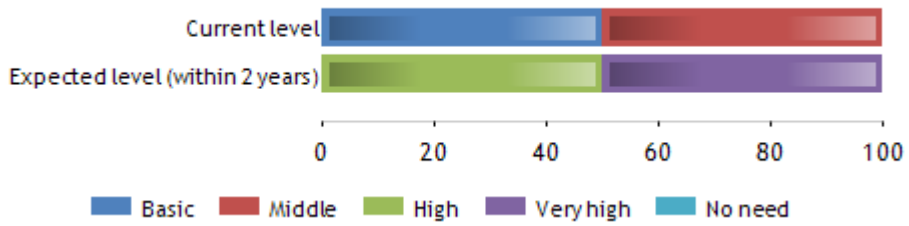
What is the level of competence within your company regarding the work in BIM collaborative platforms (CDE*)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	0	0%	1	50%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	50%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**0**	**0%**	**1**	**25%**	**2**	**50%**	**0**	**0%**	**4**	**100%**



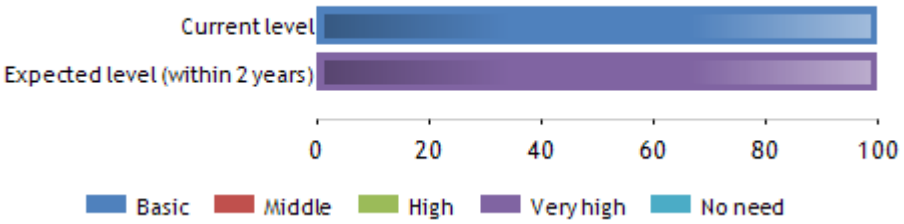
What is the level of expertise within your company regarding virtual reality?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	1	50%	0	0%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	50%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



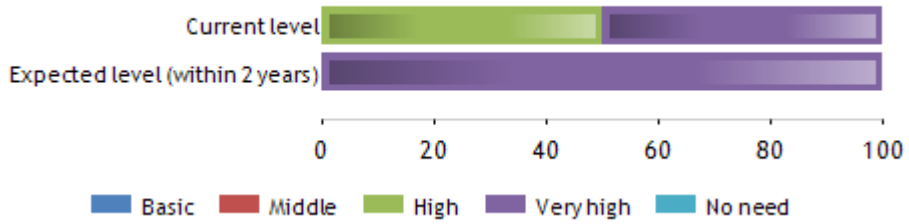
What is the level of expertise within your company regarding augmented reality?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	2	100%	0	0%	0	0%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**2**	**66,7%**	**0**	**0%**	**0**	**0%**	**1**	**33,3%**	**0**	**0%**	**3**	**100%**



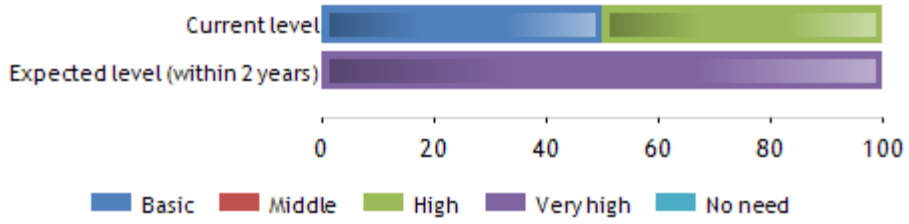
What is the level of expertise within your company regarding the geolocation of equipment and vehicles?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	50%	1	50%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	2	100%	0	0%	**2**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**25%**	**3**	**75%**	**0**	**0%**	**4**	**100%**



What is the level of expertise within your company regarding the use of drones?

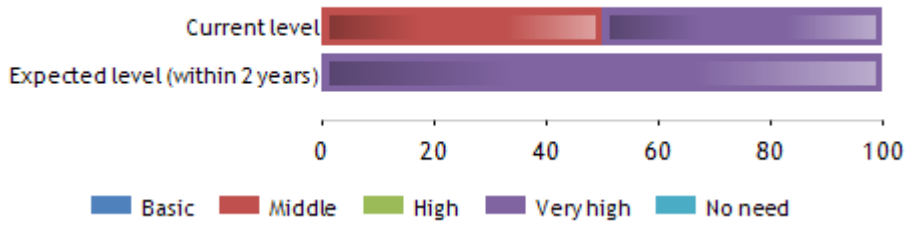
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**1**	**33,3%**	**0**	**0%**	**1**	**33,3%**	**1**	**33,3%**	**0**	**0%**	**3**	**100%**



What is the level of expertise within your company regarding the use of 3D printing?

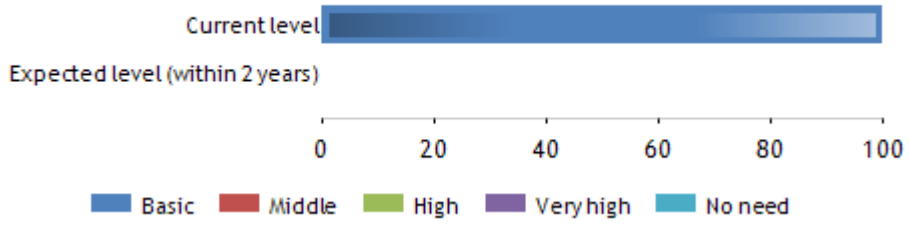
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**

Expected level (within 2 years)	0	0%	0	0%	0	0%	2	100%	0	0%	**2**	**100%**
Total	**0**	**0%**	**1**	**25%**	**0**	**0%**	**3**	**75%**	**0**	**0%**	**4**	**100%**



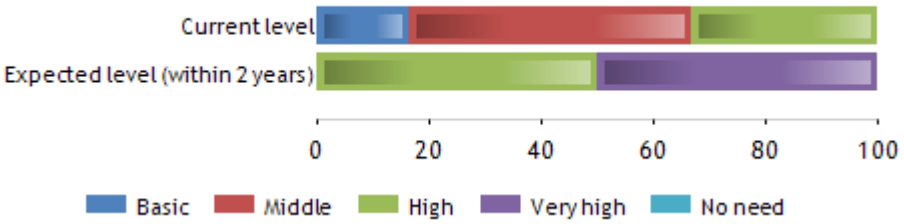
What is your company's level of proficiency in photogrammetry techniques?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**1**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**1**	**100%**



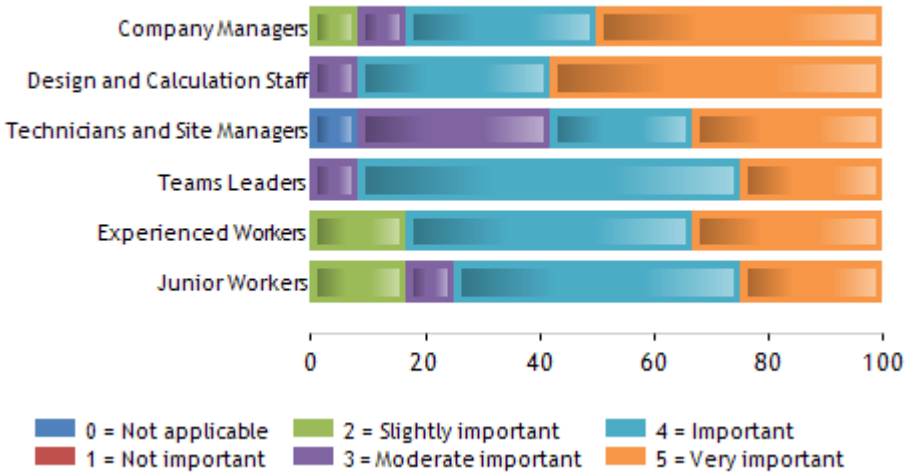
What is the level of skills within your business regarding digital applications specific to your business?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	16,7%	3	50%	2	33,3%	0	0%	0	0%	**6**	**100%**
Expected level (within 2 years)	0	0%	0	0%	3	50%	3	50%	0	0%	**6**	**100%**
Total	**1**	**8,3%**	**3**	**25%**	**5**	**41,7%**	**3**	**25%**	**0**	**0%**	**12**	**100%**



What is the level of importance for your company to acquire skills related to digitalisation and for what category of staff?

	0 = Not applicable		1 = Not important		2 = Slightly important		3 = Moderate important		4 = Important		5 = Very important		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Company Managers	0	0%	0	0%	1	8,3%	1	8,3%	4	33,3%	6	50%	**12**	**100%**
Design and Calculation Staff	0	0%	0	0%	0	0%	1	8,3%	4	33,3%	7	58,3%	**12**	**100%**
Technicians and Site Managers	1	8,3%	0	0%	0	0%	4	33,3%	3	25%	4	33,3%	**12**	**100%**
Teams Leaders	0	0%	0	0%	0	0%	1	8,3%	8	66,7%	3	25%	**12**	**100%**
Experienced Workers	0	0%	0	0%	2	16,7%	0	0%	6	50%	4	33,3%	**12**	**100%**
Junior Workers	0	0%	0	0%	2	16,7%	1	8,3%	6	50%	3	25%	**12**	**100%**
Total	**1**	**1,4%**	**0**	**0%**	**5**	**6,9%**	**8**	**11,1%**	**31**	**43,1%**	**27**	**37,5%**	**72**	**100%**

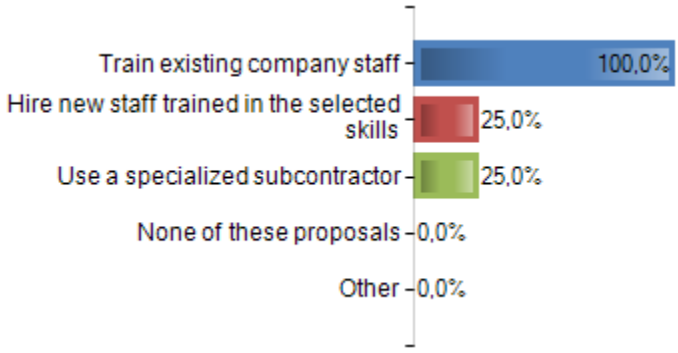


49. How does your company intend to improve digital skills within 2 years?

	Frequencies	% Obs.
Train existing company staff	12	100%
Hire new staff trained in the selected skills	3	25%
Use a specialized subcontractor	3	25%
None of these proposals	0	0%
Other	0	0%
Total	**12**	

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Train existing company staff; Hire new staff trained in the selected skills; Use a specialized subcontractor

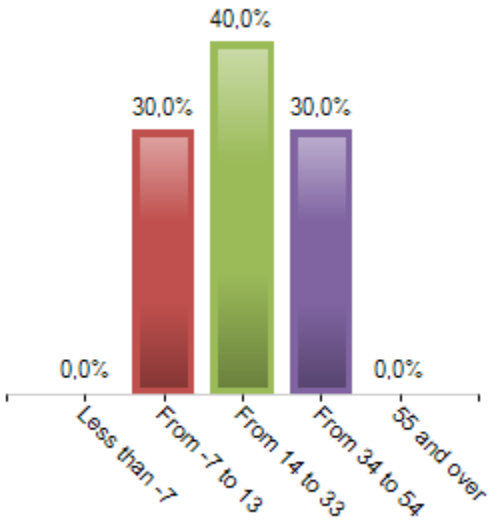


51. How many employees your company intend to upskill / reskill in digitalisation within 2 years?

	Frequencies	% Resp.
Less than -7	0	0%
From -7 to 13	3	30%
From 14 to 33	4	40%
From 34 to 54	3	30%
55 and over	0	0%
Total	**10**	**100%**

Effective responses : 10
Response rate : 83,3%

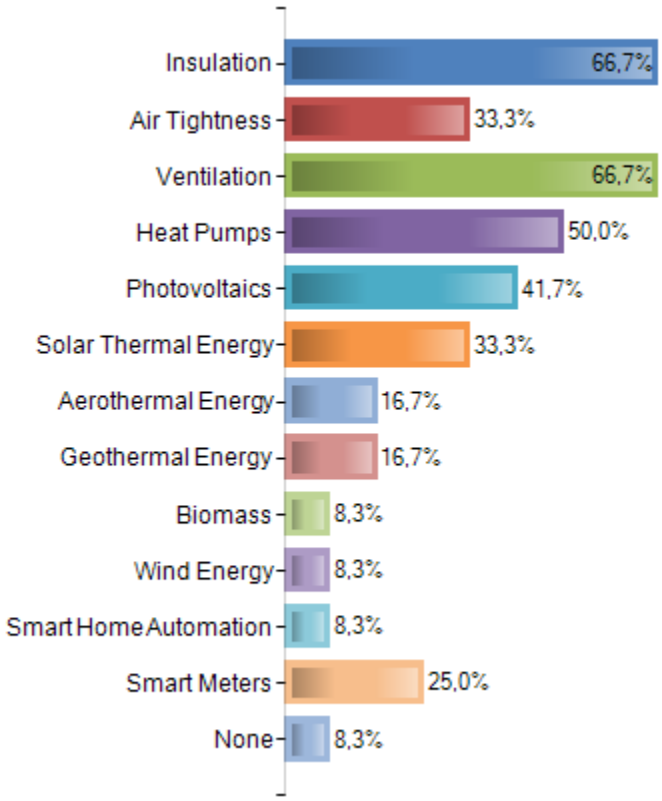
Non-response(s) : 2
Mean : 23.6 ; Median : 17,5 ; Standard deviation : 20.42 ; Min - Max : -4 - 50 ; Sum : 236



52. Regarding Energy Efficiency, the activity of your company is concerned with...

	Frequencies	% Obs.
Insulation	8	66,7%
Air Tightness	4	33,3%
Ventilation	8	66,7%
Heat Pumps	6	50%
Photovoltaics	5	41,7%
Solar Thermal Energy	4	33,3%
Aerothermal Energy	2	16,7%
Geothermal Energy	2	16,7%
Biomass	1	8,3%
Wind Energy	1	8,3%
Smart Home Automation	1	8,3%
Smart Meters	3	25%
None	1	8,3%
Total	**12**	

Effective responses : 12 **Non-response(s) : 0**
Response rate : 100% **The most quoted modalities : Insulation; Ventilation; Heat Pumps**



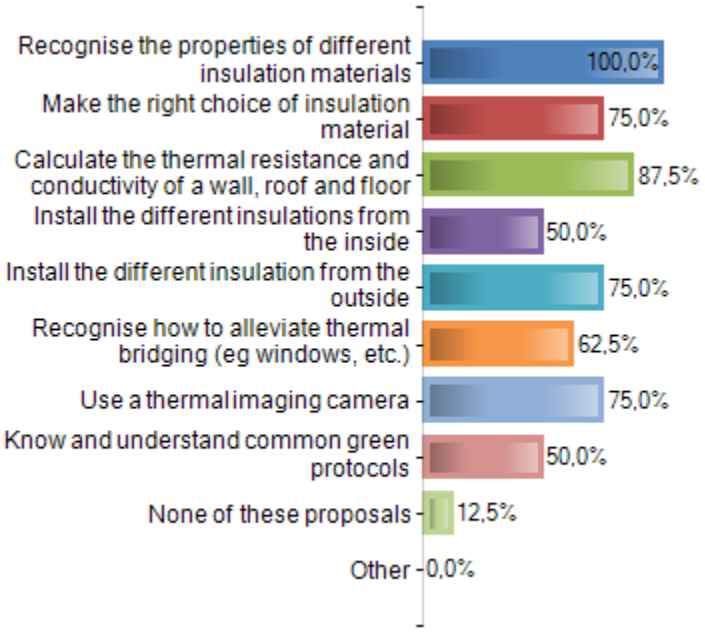
53. In relation to insulation, what skills are required within your company?

	Frequencies	% Obs.
Recognise the properties of different insulation materials	8	100%
Make the right choice of insulation material	6	75%
Calculate the thermal resistance and conductivity of a wall, roof and floor	7	87,5%
Install the different insulations from the inside	4	50%
Install the different insulation from the outside	6	75%
Recognise how to alleviate thermal bridging (eg windows, etc.)	5	62,5%
Use a thermal imaging camera	6	75%
Know and understand common green protocols	4	50%
None of these proposals	1	12,5%
Other	0	0%

Total	**8**

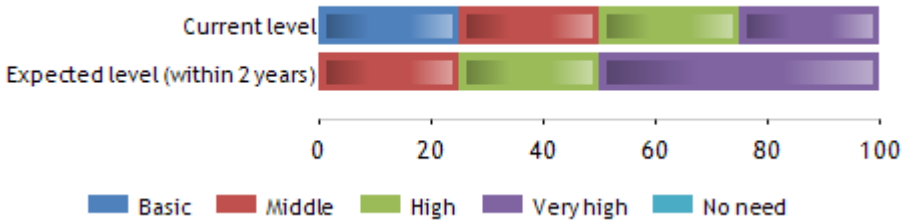
Effective responses : 8
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Recognise the properties of different insulation materials; Calculate the thermal resistance and conductivity of a wall, roof and floor; Make the right choice of insulation material; ...



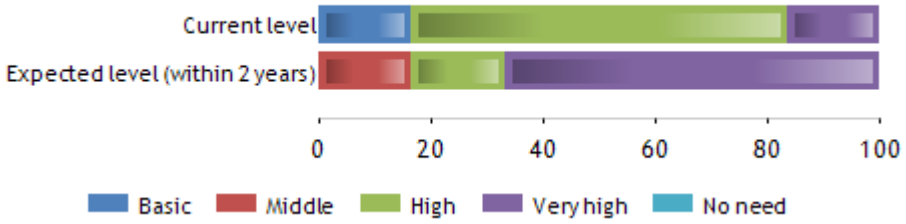
What is the level of competence within your company regarding the recognition of the properties of different insulation materials?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	25%	2	25%	2	25%	2	25%	0	0%	**8**	**100%**
Expected level (within 2 years)	0	0%	2	25%	2	25%	4	50%	0	0%	**8**	**100%**
Total	**2**	**12,5%**	**4**	**25%**	**4**	**25%**	**6**	**37,5%**	**0**	**0%**	**16**	**100%**



What is the level of competence within your company regarding the right selection of insulation material?

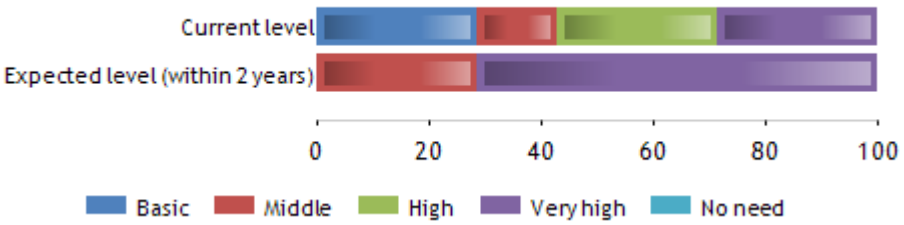
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	16,7%	0	0%	4	66,7%	1	16,7%	0	0%	**6**	**100%**
Expected level (within 2 years)	0	0%	1	16,7%	1	16,7%	4	66,7%	0	0%	**6**	**100%**
Total	**1**	**8,3%**	**1**	**8,3%**	**5**	**41,7%**	**5**	**41,7%**	**0**	**0%**	**12**	**100%**



What is the level of competence within your company regarding the calculation of resistance and thermal conductivity of a wall, roof and floor?

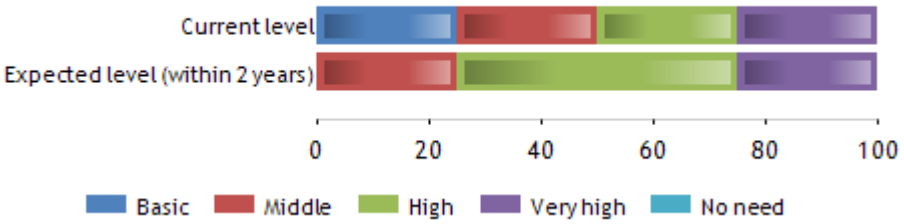
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.

Current level	2	28,6%	1	14,3%	2	28,6%	2	28,6%	0	0%	**7**	**100%**
Expected level (within 2 years)	0	0%	2	28,6%	0	0%	5	71,4%	0	0%	**7**	**100%**
Total	**2**	**14,3%**	**3**	**21,4%**	**2**	**14,3%**	**7**	**50%**	**0**	**0%**	**14**	**100%**



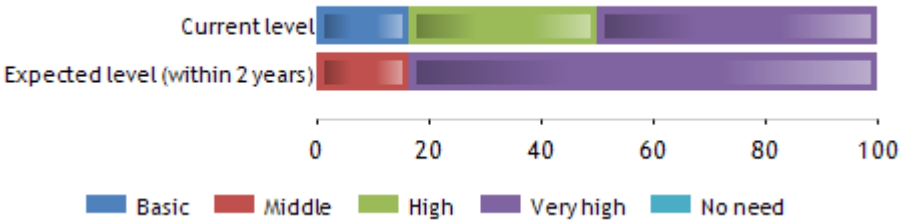
What is the level of competence within your company regarding the installation of different insulations by the inside?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	25%	1	25%	1	25%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	2	50%	1	25%	0	0%	**4**	**100%**
Total	**1**	**12,5%**	**2**	**25%**	**3**	**37,5%**	**2**	**25%**	**0**	**0%**	**8**	**100%**



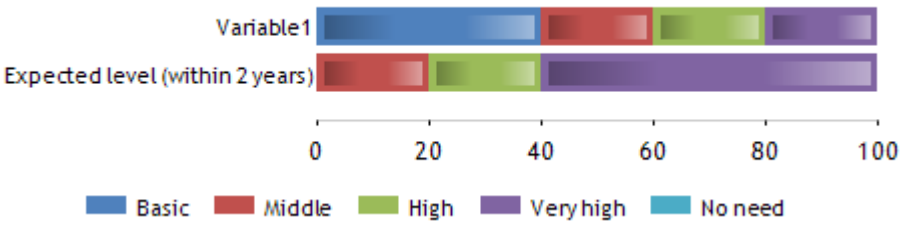
What is the level of competence within your company regarding the insallation of different insulations by the outside?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	16,7%	0	0%	2	33,3%	3	50%	0	0%	**6**	**100%**
Expected level (within 2 years)	0	0%	1	16,7%	0	0%	5	83,3%	0	0%	**6**	**100%**
Total	**1**	**8,3%**	**1**	**8,3%**	**2**	**16,7%**	**8**	**66,7%**	**0**	**0%**	**12**	**100%**



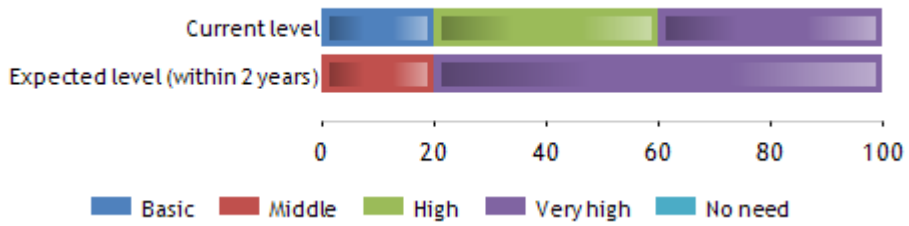
What is the level of competence within your company regarding the alleviation of thermal bridging (eg windows, etc.)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Variable1	2	40%	1	20%	1	20%	1	20%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	1	20%	3	60%	0	0%	**5**	**100%**
Total	**2**	**20%**	**2**	**20%**	**2**	**20%**	**4**	**40%**	**0**	**0%**	**10**	**100%**



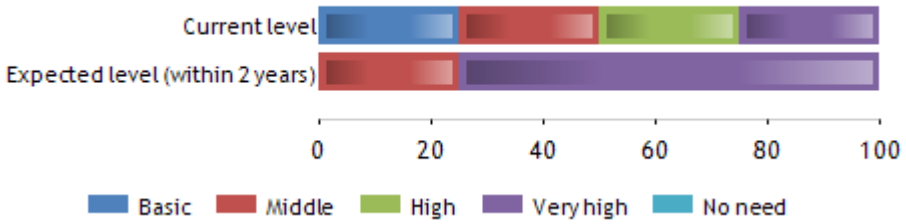
What is the level of competence within your company regarding the use of a thermal imaging camera?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	1	20%	0	0%	2	40%	2	40%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	0	0%	4	80%	0	0%	**5**	**100%**
Total	**1**	**10%**	**1**	**10%**	**2**	**20%**	**6**	**60%**	**0**	**0%**	**10**	**100%**



What is the level of competence within your company regarding the knowing and understanding of common green protocols?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	25%	1	25%	1	25%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	0	0%	3	75%	0	0%	**4**	**100%**
Total	**1**	**12,5%**	**2**	**25%**	**1**	**12,5%**	**4**	**50%**	**0**	**0%**	**8**	**100%**

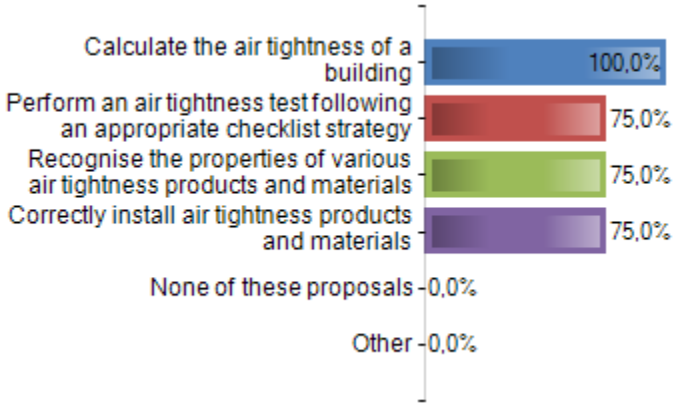


71. In relation to air tightness, what skills are required within your company?

	Frequencies	% Obs.
Calculate the air tightness of a building	4	100%
Perform an air tightness test following an appropriate checklist strategy	3	75%
Recognise the properties of various air tightness products and materials	3	75%
Correctly install air tightness products and materials	3	75%
None of these proposals	0	0%
Other	0	0%
Total	**4**	

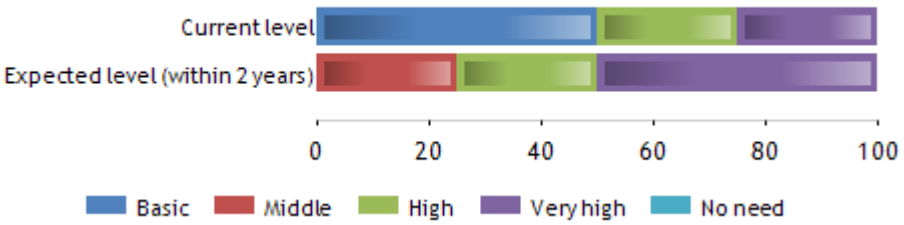
Effective responses : 4
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Calculate the air tightness of a building; Perform an air tightness test following an appropriate checklist strategy; Recognise the properties of various air tightness products and materials; ...



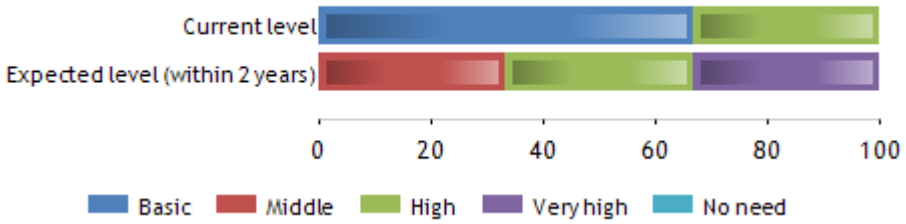
What is the level of competence within your company regarding the calculation of the air tightness of a building?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	50%	0	0%	1	25%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	1	25%	2	50%	0	0%	**4**	**100%**
Total	**2**	**25%**	**1**	**12,5%**	**2**	**25%**	**3**	**37,5%**	**0**	**0%**	**8**	**100%**



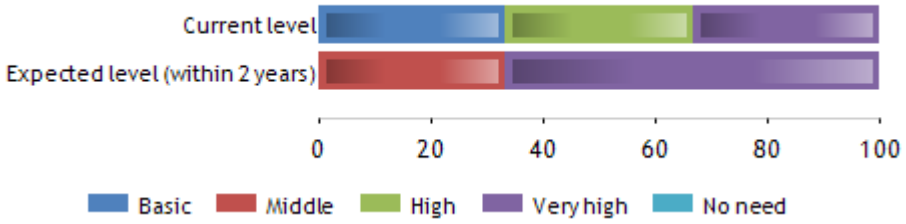
What is the level of competence within your company regarding the completion of leak test air following an appropriate checklist strategy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	66,7%	0	0%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**2**	**33,3%**	**1**	**16,7%**	**2**	**33,3%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



What is the skill level within your company regarding the recognition of the properties of various air tightness products and materials?

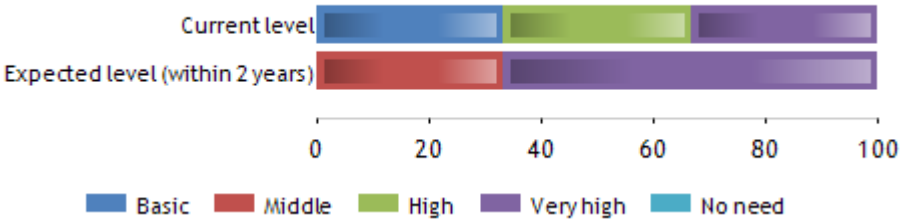
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	0	0%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**1**	**16,7%**	**3**	**50%**	**0**	**0%**	**6**	**100%**



What is the skill level within your company regarding the correct installation of air tightness products and materials?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.

Current level	1	33,3%	0	0%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**1**	**16,7%**	**3**	**50%**	**0**	**0%**	**6**	**100%**

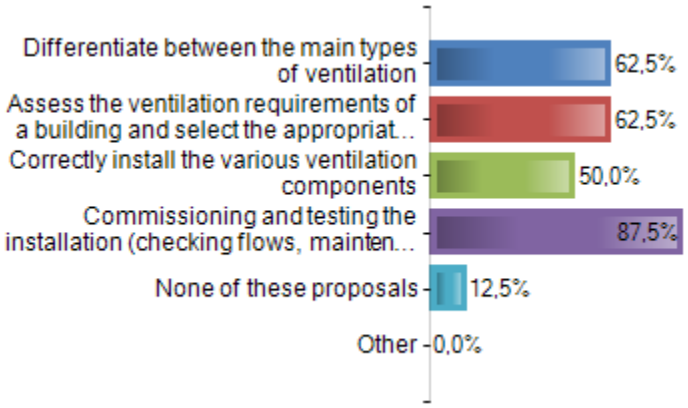


81. In relation to ventilation, what skills are required within your company?

	Frequencies	% Obs.
Differentiate between the main types of ventilation	5	62,5%
Assess the ventilation requirements of a building and select the appropriate ventilation type, including the design of the ventilation system	5	62,5%
Correctly install the various ventilation components	4	50%
Commissioning and testing the installation (checking flows, maintenance, etc.)	7	87,5%
None of these proposals	1	12,5%
Other	0	0%
Total	**8**	

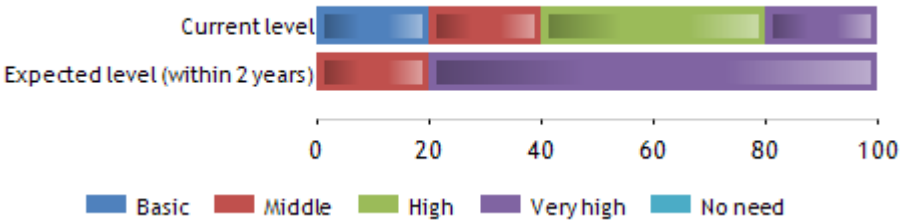
Effective responses : 8
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Commissioning and testing the installation (checking flows, maintenance, etc.); Differentiate between the main types of ventilation; Assess the ventilation requirements of a building and select the appropriate ventilation type, including the design of the ventilation system



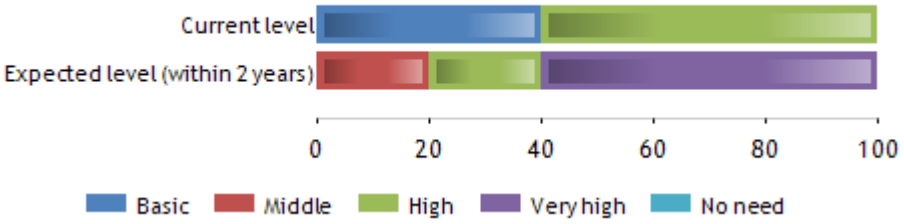
What is the level of competence within your company regarding the distinction between the main types of ventilation?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	20%	1	20%	2	40%	1	20%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	0	0%	4	80%	0	0%	**5**	**100%**
Total	**1**	**10%**	**2**	**20%**	**2**	**20%**	**5**	**50%**	**0**	**0%**	**10**	**100%**



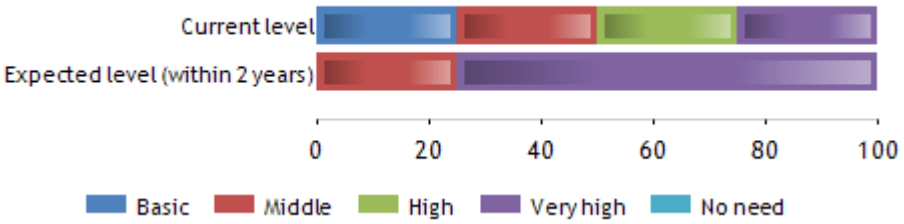
What is the level of expertise within your company regarding the assessment of the ventilation requirements of a building and the selection the appropriate ventilation type, including the design of the ventilation system?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	40%	0	0%	3	60%	0	0%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	1	20%	3	60%	0	0%	**5**	**100%**
Total	**2**	**20%**	**1**	**10%**	**4**	**40%**	**3**	**30%**	**0**	**0%**	**10**	**100%**



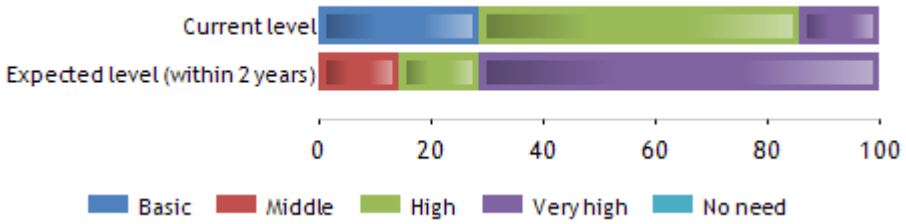
What is the level of competence within your company regarding the installation of different ventilation components?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	25%	1	25%	1	25%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	0	0%	3	75%	0	0%	**4**	**100%**
Total	**1**	**12,5%**	**2**	**25%**	**1**	**12,5%**	**4**	**50%**	**0**	**0%**	**8**	**100%**



What is the level of skills within your company concerning the commissioning and testing the installation (checking the flow rates, maintenance, etc.)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	28,6%	0	0%	4	57,1%	1	14,3%	0	0%	**7**	**100%**
Expected level (within 2 years)	0	0%	1	14,3%	1	14,3%	5	71,4%	0	0%	**7**	**100%**
Total	**2**	**14,3%**	**1**	**7,1%**	**5**	**35,7%**	**6**	**42,9%**	**0**	**0%**	**14**	**100%**



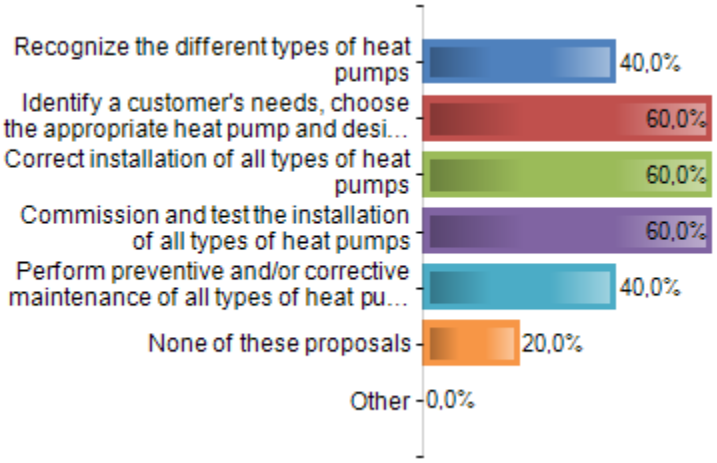
91. In relation to heat pumps, what skills are required within your company?

	Frequencies	% Resp.
Recognize the different types of heat pumps	2	40%
Identify a customer's needs, choose the appropriate heat pump and design it	3	60%
Correct installation of all types of heat pumps	3	60%
Commission and test the installation of all types of heat pumps	3	60%
Perform preventive and/or corrective maintenance of all types of heat pumps	2	40%
None of these proposals	1	20%
Other	0	0%
Total	**5**	

Effective responses : 5 **Non-response(s) : 1**

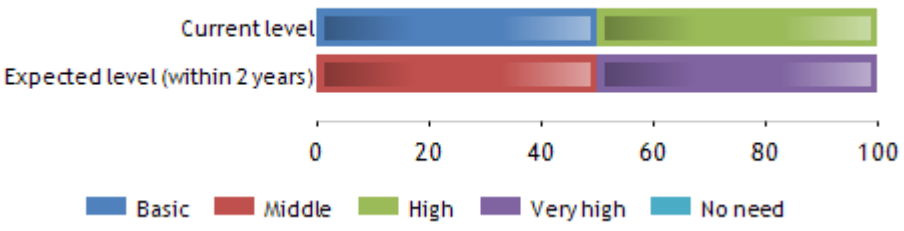
Response rate : 83,3%

The most quoted modalities : Identify a customer's needs, choose the appropriate heat pump and design it; Correct installation of all types of heat pumps; Commission and test the installation of all types of heat pumps



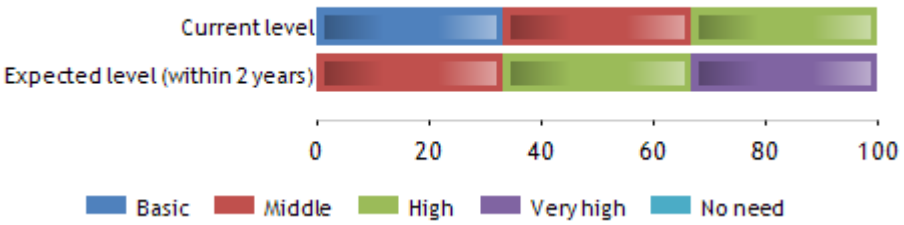
What is the level of competence within your company regarding the recognition of different types of heat pumps?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



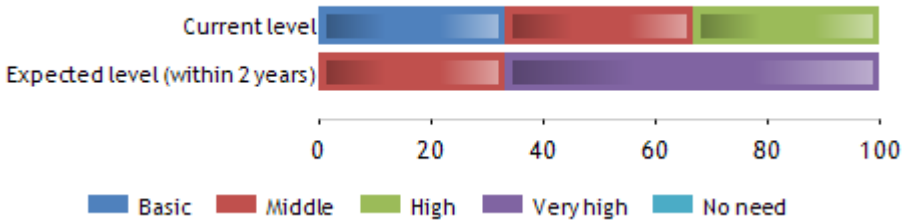
What is the level of competence within your company regarding the identification of a client's needs, the choice of the appropriate heat pump and its design?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



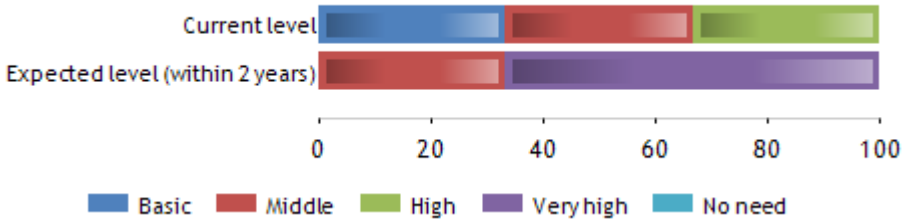
What is the level of competence within your company regarding the completion of all types of heat pumps?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**1**	**16,7%**	**2**	**33,3%**	**0**	**0%**	**6**	**100%**



What is the level of competence within your company regarding commissioning and installation all types of heat pumps?

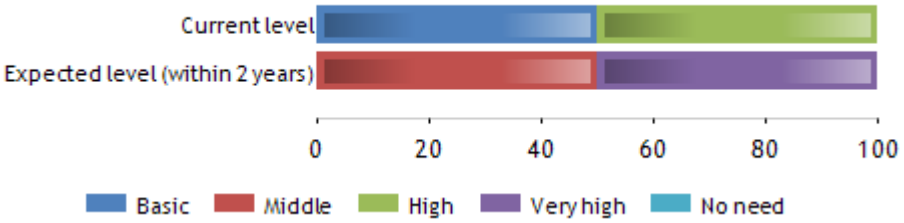
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**1**	**16,7%**	**2**	**33,3%**	**0**	**0%**	**6**	**100%**



What is the level of competence within your company regarding preventive and/or corrective maintenance of all types of heat pumps?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.

Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**

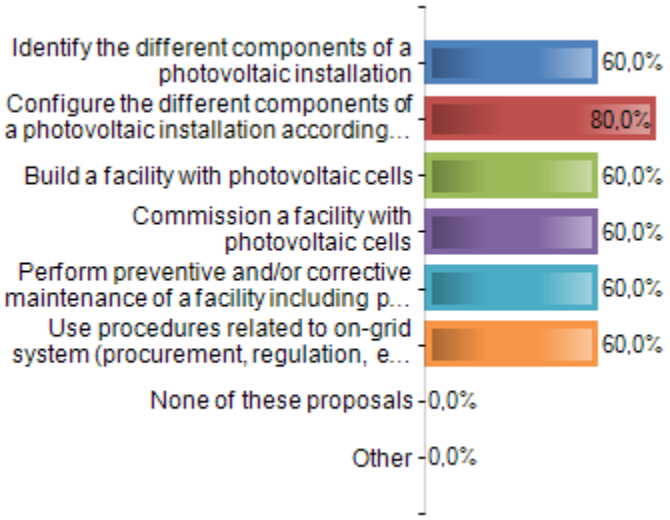


103. In relation to photovoltaic energy, what skills are required within your company?

	Frequencies	% Obs.
Identify the different components of a photovoltaic installation	3	60%
Configure the different components of a photovoltaic installation according to the customer's needs	4	80%
Build a facility with photovoltaic cells	3	60%
Commission a facility with photovoltaic cells	3	60%
Perform preventive and/or corrective maintenance of a facility including photovoltaic cells	3	60%
Use procedures related to on-grid system (procurement, regulation, energy selling procedures)	3	60%
None of these proposals	0	0%
Other	0	0%
Total	**5**	

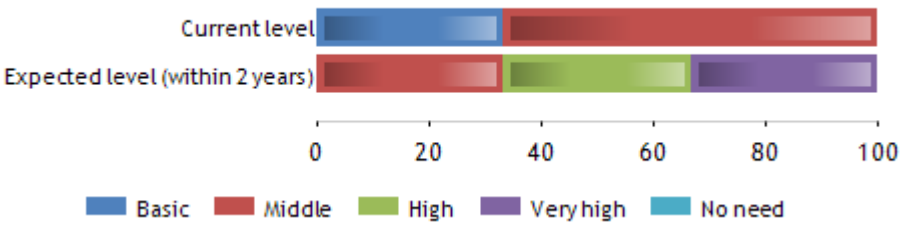
Effective responses : 5
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Configure the different components of a photovoltaic installation according to the customer's needs; Identify the different components of a photovoltaic installation; Build a facility with photovoltaic cells; ...



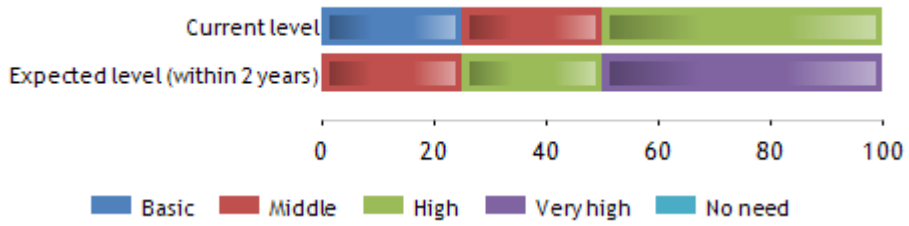
What is the level of competence within your company regarding the identification of different components?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	2	66,7%	0	0%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**3**	**50%**	**1**	**16,7%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



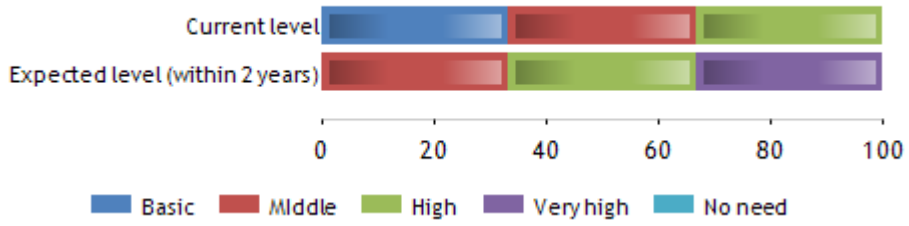
What is the level of competence within your company regarding the setting of different components of a photovoltaic installation according to the customer's needs?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	25%	1	25%	2	50%	0	0%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	1	25%	2	50%	0	0%	**4**	**100%**
Total	**1**	**12,5%**	**2**	**25%**	**3**	**37,5%**	**2**	**25%**	**0**	**0%**	**8**	**100%**



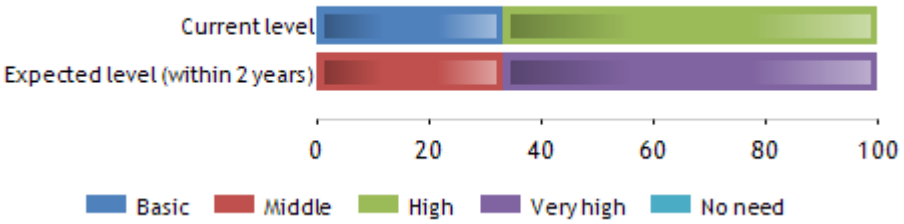
What is the level of competence within your company regarding the completion of a facility including photovoltaic cells?

	Basic		MIddle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



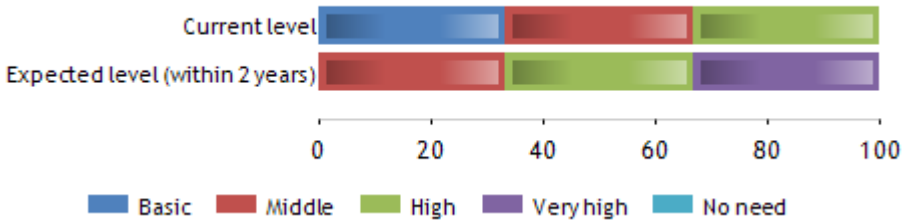
What is the level of competence within your company regarding the commissioning of a facility including photovoltaic cells?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	0	0%	2	66,7%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**0**	**0%**	**6**	**100%**



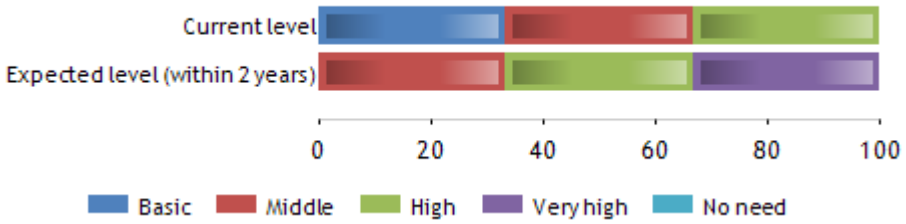
What is the level of competence within your company regarding preventive and/or corrective maintenance of an installation including photovoltaic cells?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



What is the level of competence within your company regarding the use of procedures related to on-grid system (procurement, regulation, energy selling procedures)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	1	33,3%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	1	33,3%	1	33,3%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



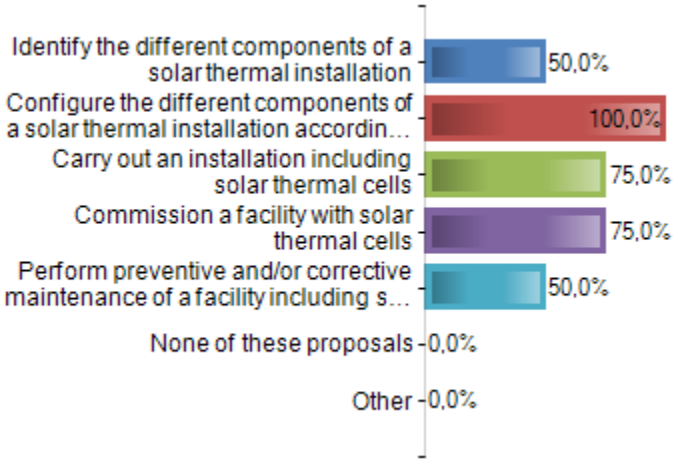
117. In relation to solar thermal energy, what are the necessary skills within your company?

	Frequencies	% Obs.

Identify the different components of a solar thermal installation	2	50%
Configure the different components of a solar thermal installation according to the customer's needs	4	100%
Carry out an installation including solar thermal cells	3	75%
Commission a facility with solar thermal cells	3	75%
Perform preventive and/or corrective maintenance of a facility including solar thermal cells	2	50%
None of these proposals	0	0%
Other	0	0%
Total	**4**	

Effective responses : 4
Response rate : 100%

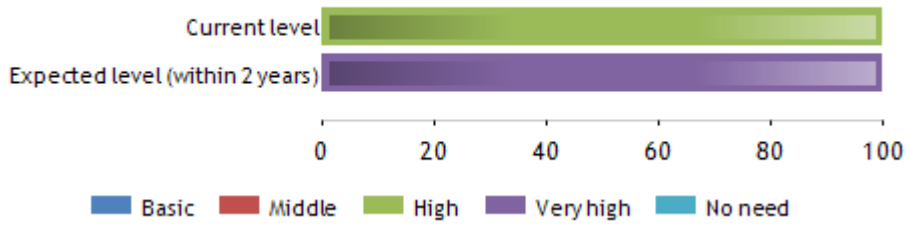
Non-response(s) : 0
The most quoted modalities : Configure the different components of a solar thermal installation according to the customer's needs; Carry out an installation including solar thermal cells; Commission a facility with solar thermal cells



What is the level of competence within your company regarding the identification of the different components of a solar thermal installation?

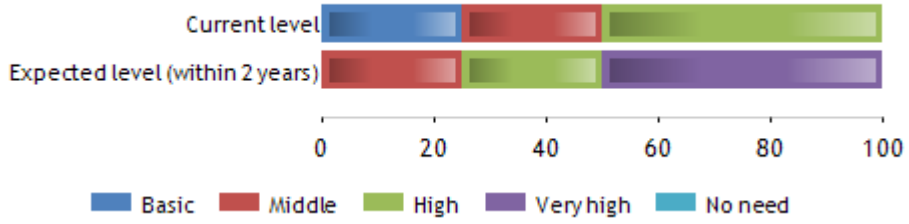
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**

Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



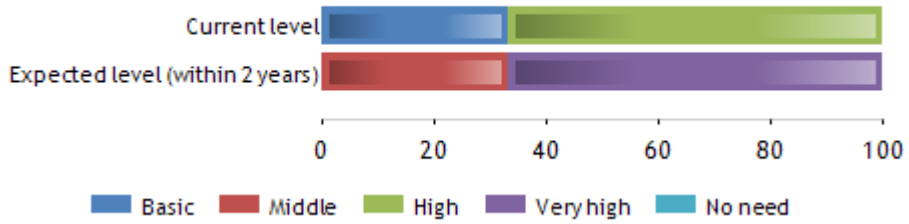
What is the level of competence within your company regarding the setting of different components of a solar thermal installation according to the customer's needs?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	25%	1	25%	2	50%	0	0%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	1	25%	1	25%	2	50%	0	0%	**4**	**100%**
Total	**1**	**12,5%**	**2**	**25%**	**3**	**37,5%**	**2**	**25%**	**0**	**0%**	**8**	**100%**



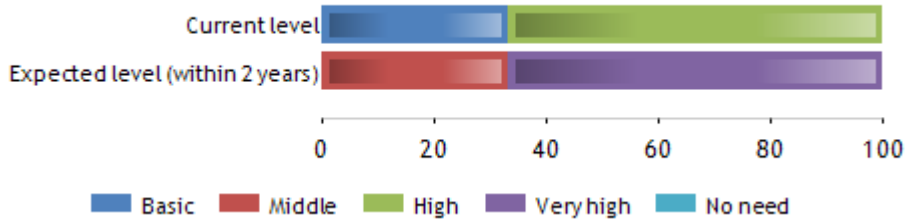
What is the level of competence within your company regarding the completion of a facility including solar thermal cells?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	0	0%	2	66,7%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**0**	**0%**	**6**	**100%**



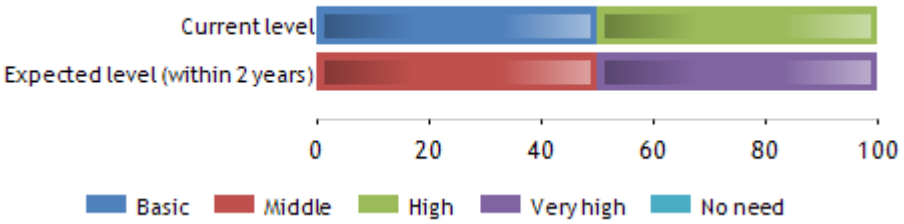
What is the level of competence within your company regarding the commissioning of a facility comprising solar thermal cells?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	0	0%	2	66,7%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	1	33,3%	0	0%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**2**	**33,3%**	**2**	**33,3%**	**0**	**0%**	**6**	**100%**



What is the level of competence within your company regarding preventive and/or corrective maintenance of an installation including solar thermal cells?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**

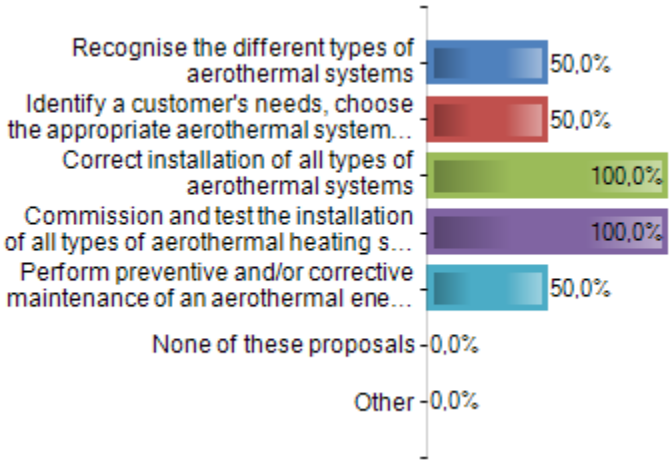


129. In relation to aerothermal energy, what skills are required within your company?

	Frequencies	% Obs.
Recognise the different types of aerothermal systems	1	50%
Identify a customer's needs, choose the appropriate aerothermal system and design it	1	50%
Correct installation of all types of aerothermal systems	2	100%
Commission and test the installation of all types of aerothermal heating systems	2	100%
Perform preventive and/or corrective maintenance of an aerothermal energy facility	1	50%
None of these proposals	0	0%
Other	0	0%
Total	**2**	

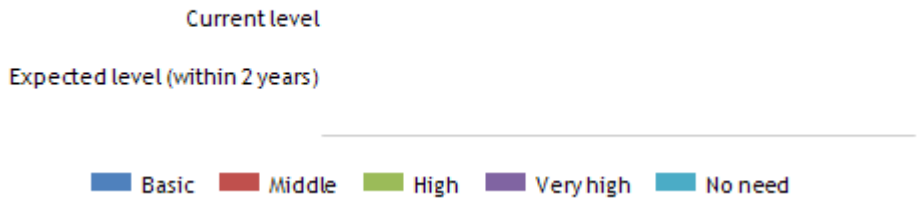
Effective responses : 2
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Correct installation of all types of aerothermal systems; Commission and test the installation of all types of aerothermal heating systems; Recognise the different types of aerothermal systems; ...



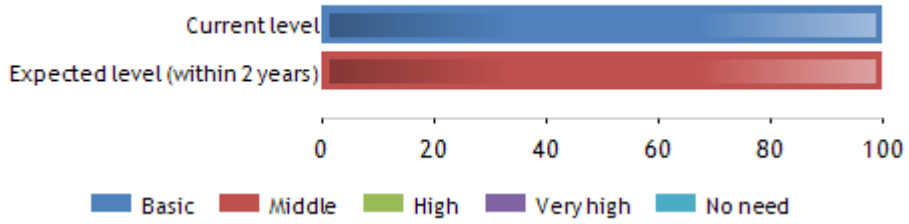
What is the level of competence within your company regarding the recognition of the different types of aerothermal systems?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**



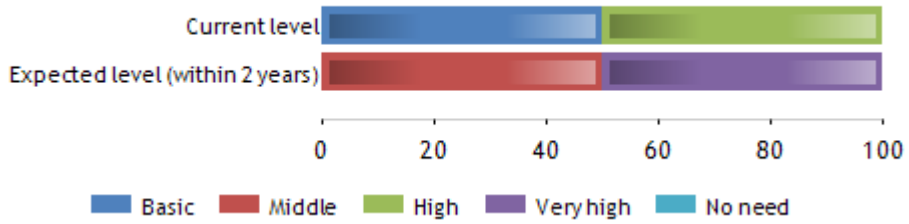
What is the level of competence within your company regarding the identification of a customer's needs, the choice of the appropriate aerothermal system and its design?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



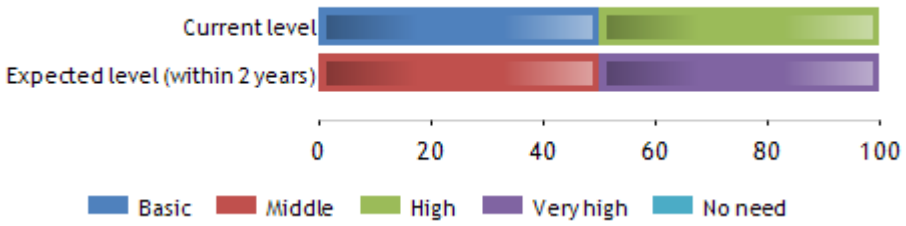
What is the level of competence within your company regarding the correct installation of all types of aerothermal systems?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



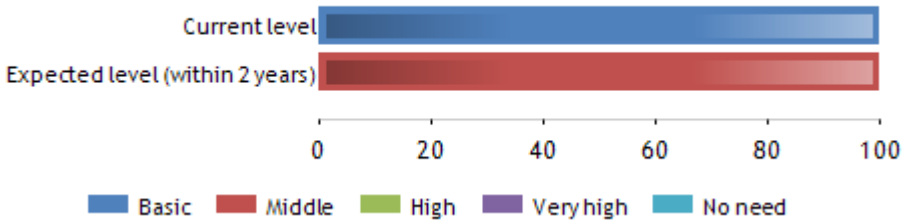
What is the level of competence within your company regarding the commissioning and testing of the installation of all types of aerothermal heating systems?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



What is the level of competence within your company regarding the performing of a preventive and/or corrective maintenance of all types of aerothermal heating systems?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**

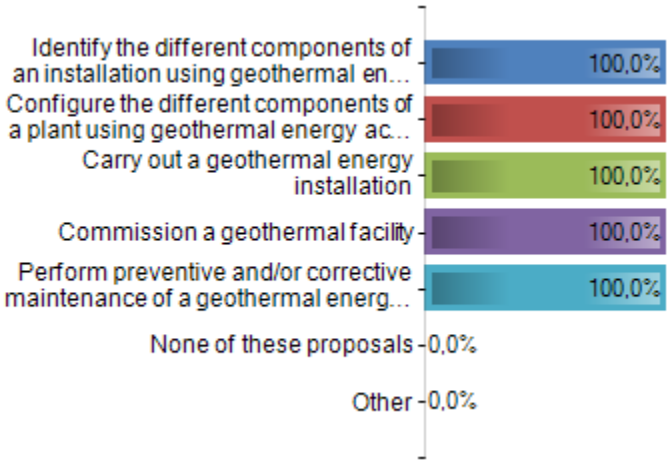


141. In relation to geothermal energy, what skills are required within your company?

	Frequencies	% Obs.
Identify the different components of an installation using geothermal energy	2	100%
Configure the different components of a plant using geothermal energy according to the customer's needs	2	100%
Carry out a geothermal energy installation	2	100%
Commission a geothermal facility	2	100%
Perform preventive and/or corrective maintenance of a geothermal energy facility	2	100%
None of these proposals	0	0%
Other	0	0%
Total	**2**	

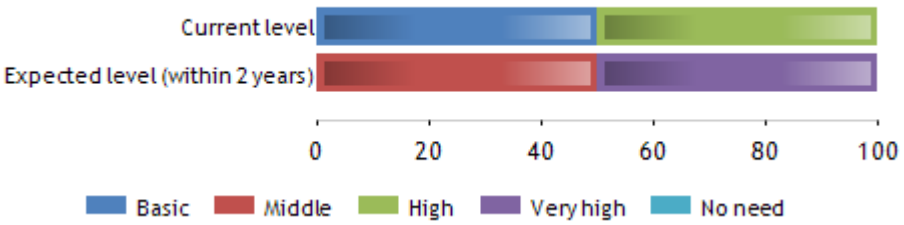
Effective responses : 2
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Identify the different components of an installation using geothermal energy; Configure the different components of a plant using geothermal energy according to the customer's needs; Carry out a geothermal energy installation; ...



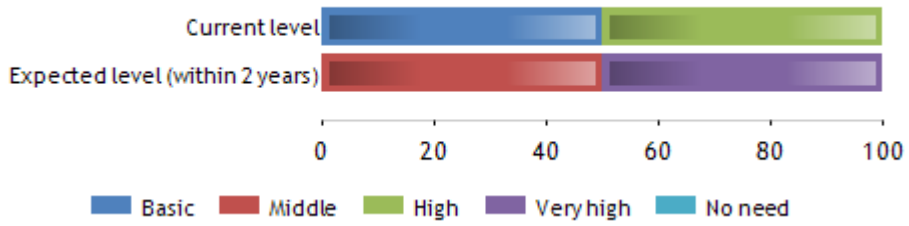
What is the level of competence within your company regarding the identification of different components of a geothermal energy facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



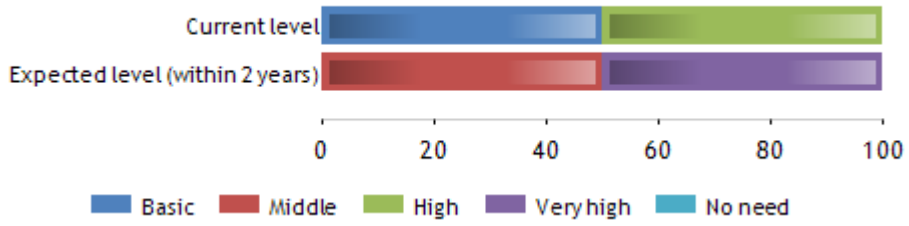
What is the level of competence within your company regarding the setting of different components of a facility using geothermal energy as required by the customer?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



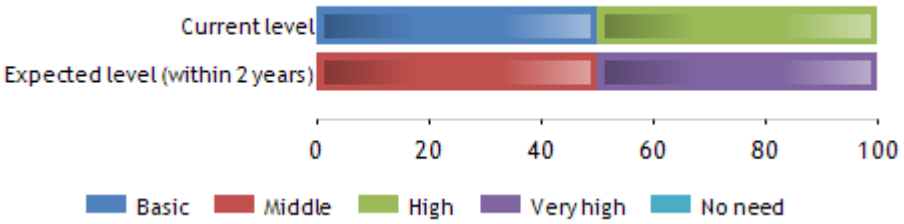
What is the level of competence within your company regarding the completion of a facility powered by geothermal energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



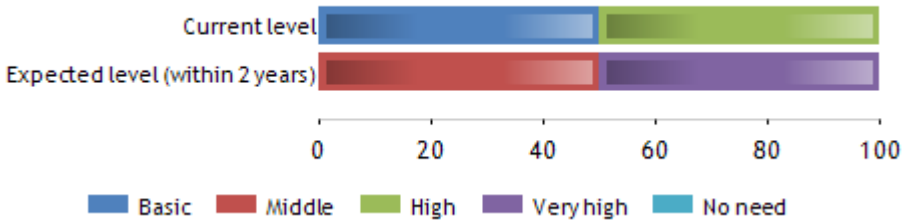
What is the level of competence within your company regarding commissioning a facility powered by geothermal energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



What is the level of competence within your company regarding preventive and/or corrective maintenance of a geothermal facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	0	0%	1	50%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	1	50%	0	0%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**

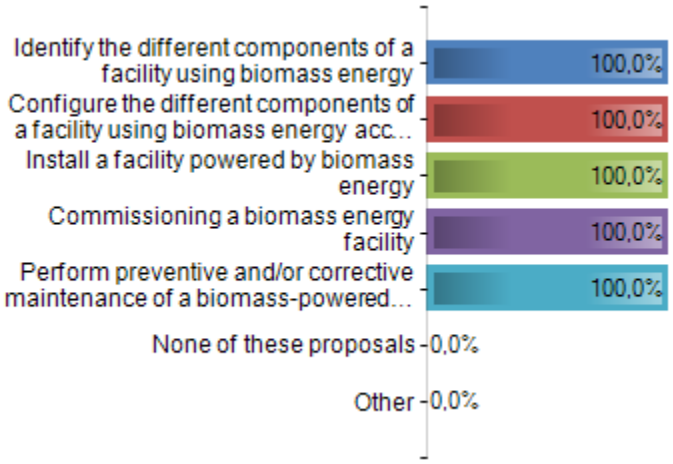


153. In relation to biomass, what skills are required within your company?

	Frequencies	% Obs.
Identify the different components of a facility using biomass energy	1	100%
Configure the different components of a facility using biomass energy according to the customer's needs	1	100%
Install a facility powered by biomass energy	1	100%
Commissioning a biomass energy facility	1	100%
Perform preventive and/or corrective maintenance of a biomass-powered facility	1	100%
None of these proposals	0	0%
Other	0	0%
Total	**1**	

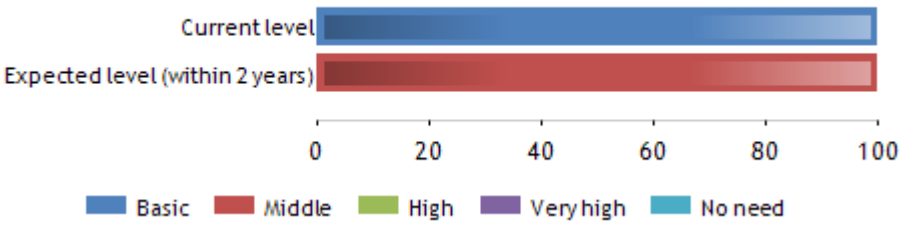
Effective responses : 1
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Identify the different components of a facility using biomass energy; Configure the different components of a facility using biomass energy according to the customer's needs; Install a facility powered by biomass energy; ...



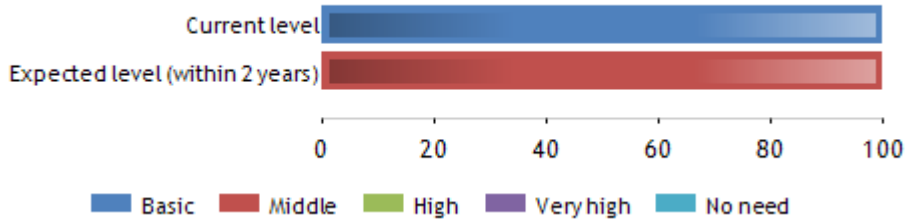
What is the level of competence within your company regarding the identification of different components of a facility using biomass energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



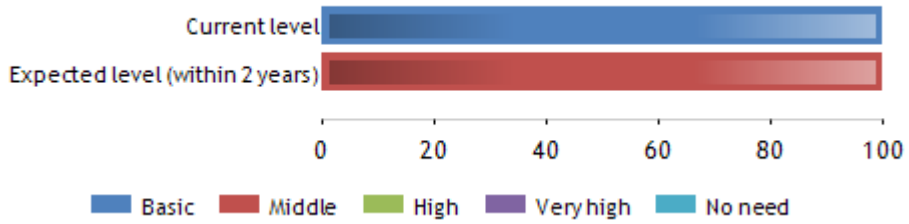
What is the level of competence within your company regarding the setting of different components of a facility using biomass energy according to the customer's needs?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



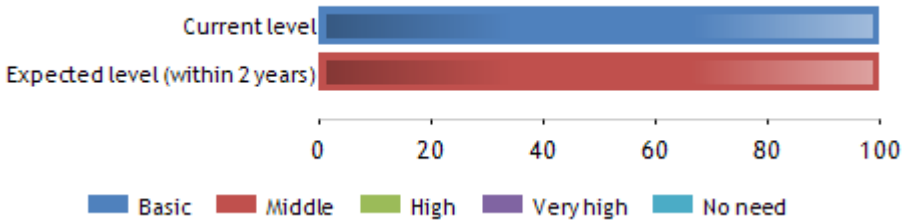
What is the level of competence within your company regarding the completion of a facility using biomass energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



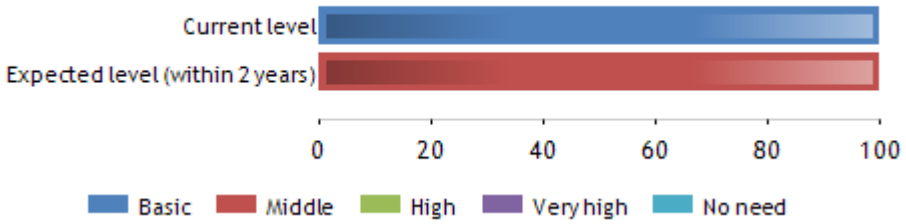
What is the level of competence within your company regarding the commissioning of a facility using biomass energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



What is the level of competence within your company regarding preventive and/or corrective action for a biomass energy facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**

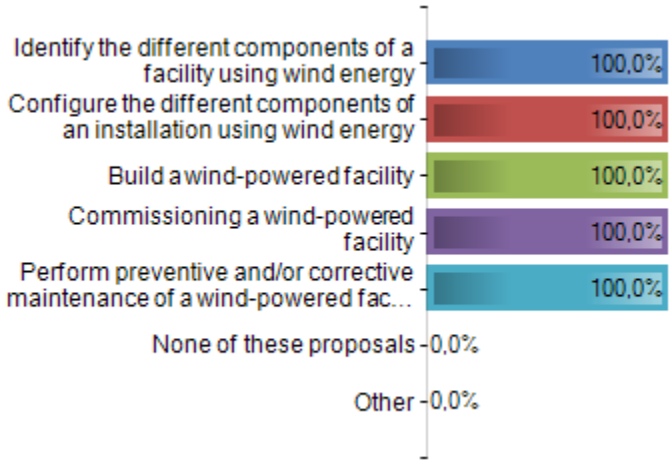


165. In relation to wind energy, what skills are required within your company?

	Frequencies	% Obs.
Identify the different components of a facility using wind energy	1	100%
Configure the different components of an installation using wind energy	1	100%
Build a wind-powered facility	1	100%
Commissioning a wind-powered facility	1	100%
Perform preventive and/or corrective maintenance of a wind-powered facility	1	100%
None of these proposals	0	0%
Other	0	0%
Total	**1**	

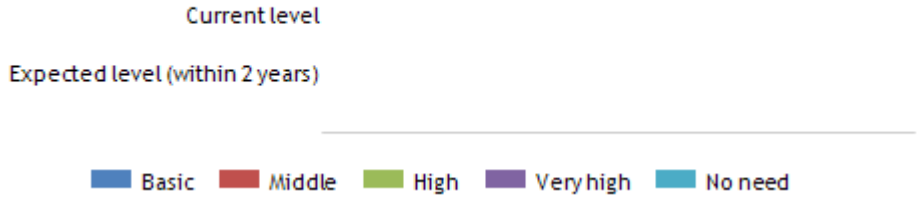
Effective responses : 1
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Identify the different components of a facility using wind energy; Configure the different components of an installation using wind energy; Build a wind-powered facility; ...



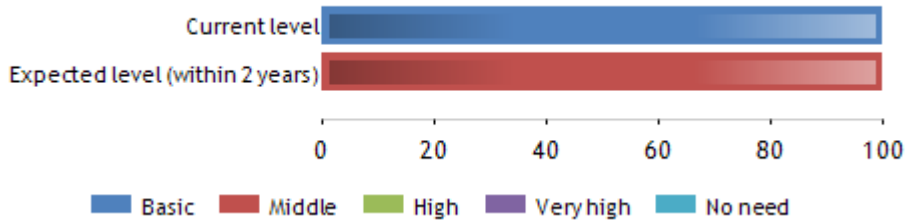
What is the level of competence within your company regarding the identification of different components of an installation powered by wind energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**



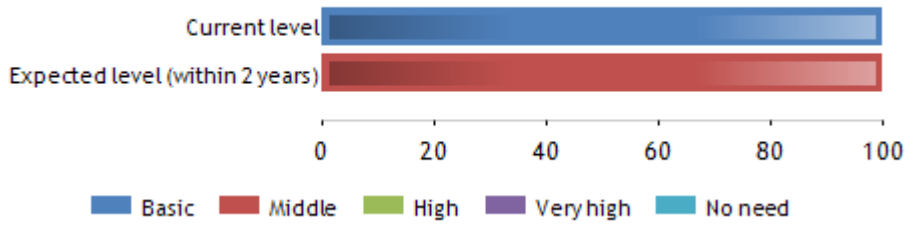
What is the level of competence within your company regarding the setting of the different components of a wind-powered facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



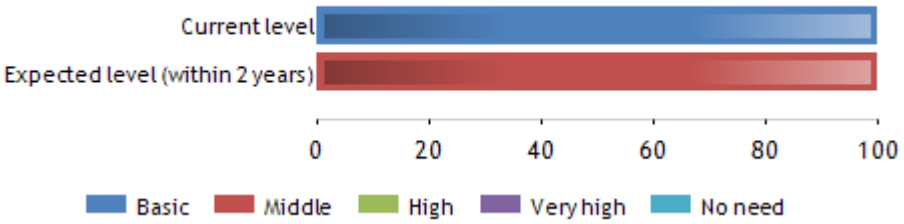
What is the level of competence within your company regarding the completion of facility powered by wind energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



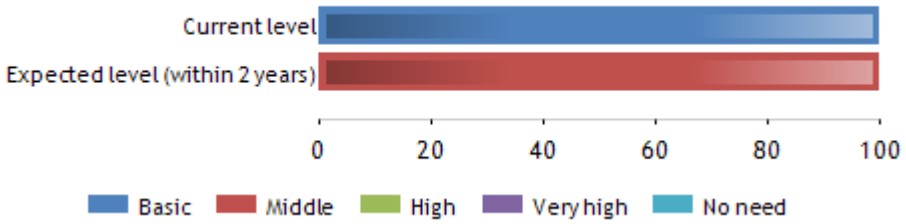
What is the level of competence within your company regarding the commissioning of facility powered by wind energy?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



What is the level of competence within your company regarding preventive and/or corrective maintenance of a wind-powered facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	100%	0	0%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Total	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**

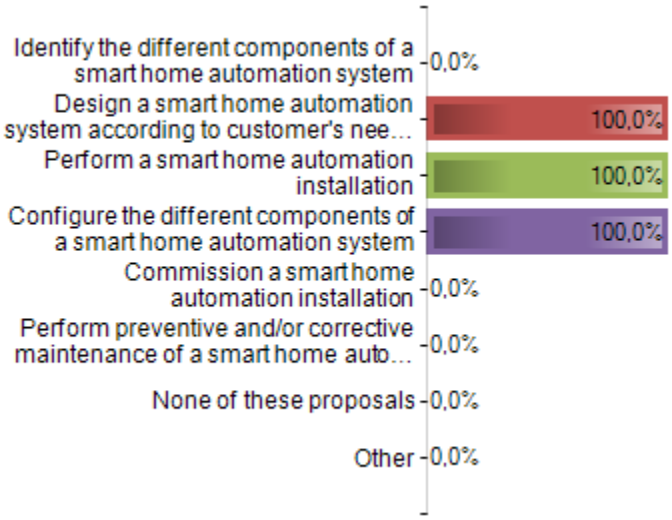


177. In relation to smart home automation, what required are needed within your company?

	Frequencies	% Obs.
Identify the different components of a smart home automation system	0	0%
Design a smart home automation system according to customer's needs	1	100%
Perform a smart home automation installation	1	100%
Configure the different components of a smart home automation system	1	100%
Commission a smart home automation installation	0	0%
Perform preventive and/or corrective maintenance of a smart home automation installation	0	0%
None of these proposals	0	0%
Other	0	0%
Total	**1**	

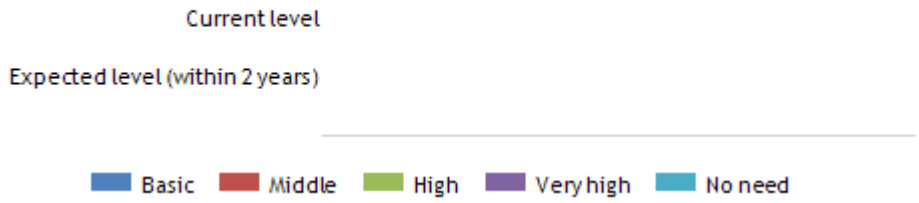
Effective responses : 1
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Design a smart home automation system according to customer's needs; Perform a smart home automation installation; Configure the different components of a smart home automation system



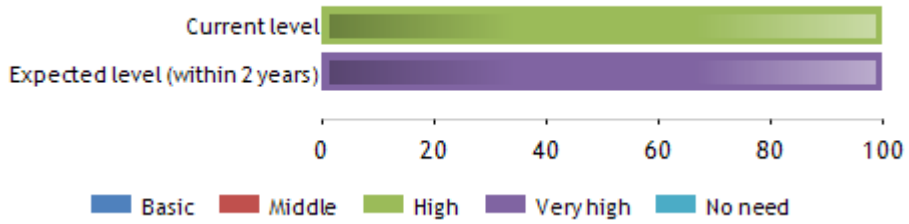
What is the level of competence within your company regarding the identification of the different components of a home automation installation?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**



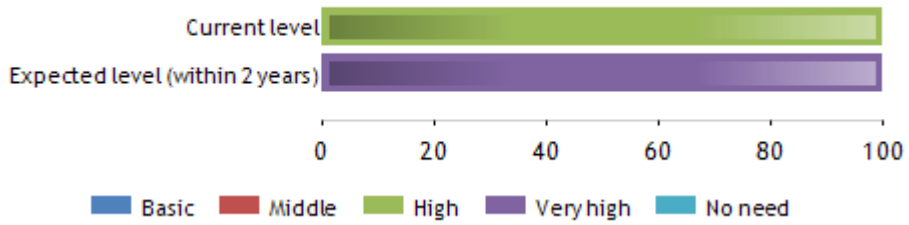
What is the level of competence within your company regarding the conduction of a home automation installation according to the customer's needs?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



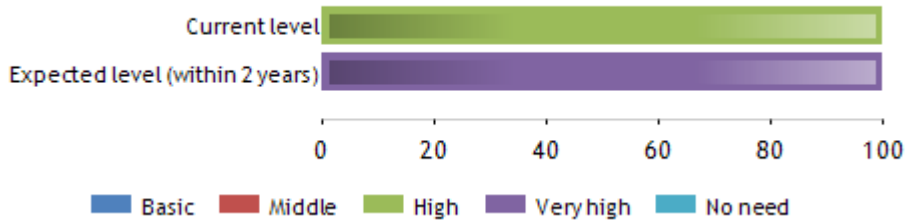
What is the level of competence within your company regarding the completion of a home automation facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



What is the level of competence within your company regarding the setting of the different components of a home automation system?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**

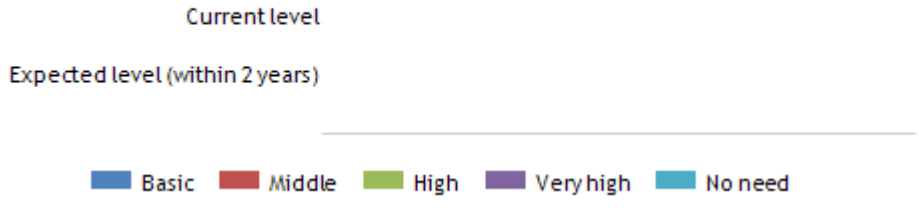


What is the level of competence within your company regarding the commissioning of a home automation facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

What is the level of competence within your company regarding preventive and/or corrective maintenance of a home automation facility?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**



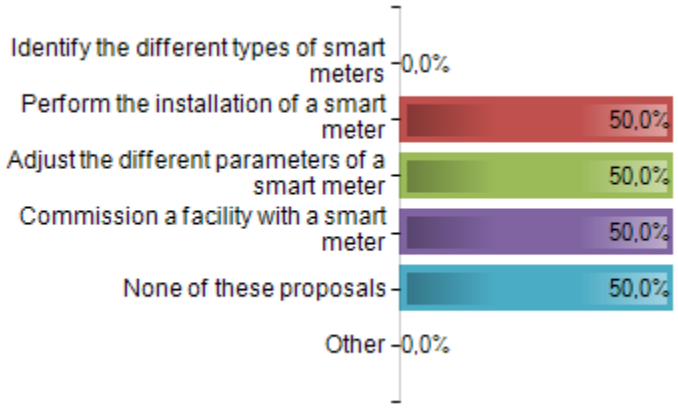
191. In relation to smart meters, what skills are required in your company?

	Frequencies	% Resp.
Identify the different types of smart meters	0	0%
Perform the installation of a smart meter	1	50%

Adjust the different parameters of a smart meter	1	50%
Commission a facility with a smart meter	1	50%
None of these proposals	1	50%
Other	0	0%
Total	**2**	

Effective responses : 2
Response rate : 66,7%

Non-response(s) : 1
The most quoted modalities : Perform the installation of a smart meter; Adjust the different parameters of a smart meter; Commission a facility with a smart meter; ...

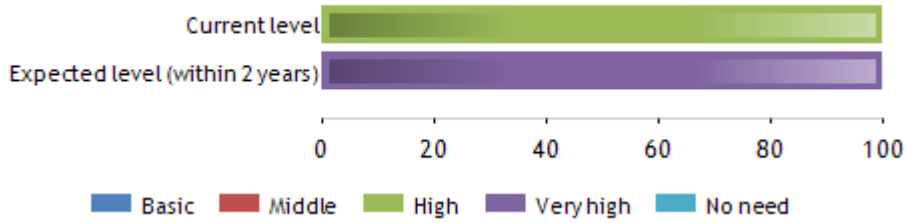


What is the level of competence within your company regarding the identification of different types of smart meters?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**

What is the level of competence within your company regarding the completion of a smart meter?

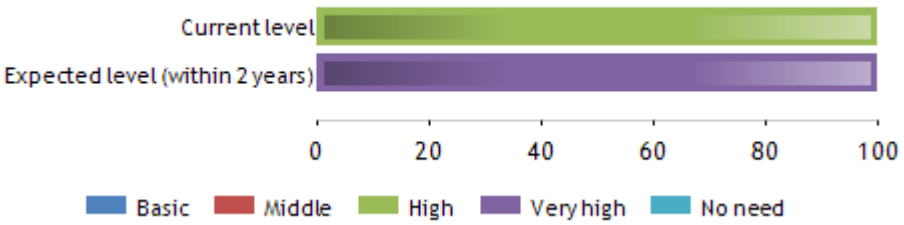
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



What is the level of competence within your company regarding the setting of the different parameters of a smart meter?

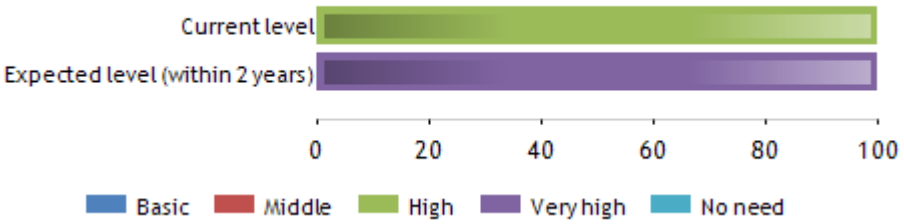
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.

Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



What is the level of competence within your company regarding the commissioning of a facility including a smart meter?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



What is the level of importance for your company to acquire skills related to energy efficiency and for what category of staff?

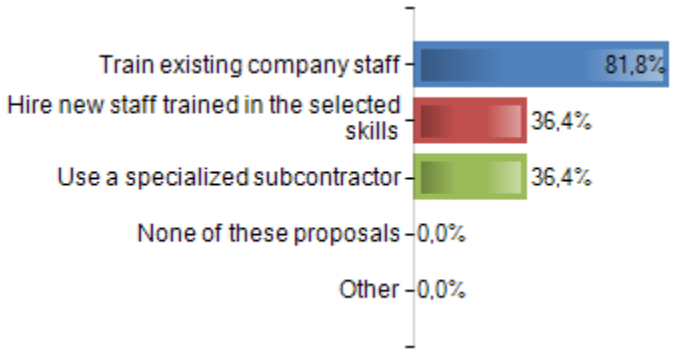
	0 = Not applicable		1 = Not important		2 = Slightly important		3 = Moderate important		4 = Important		5 = Very important		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Company Managers	1	8,3%	0	0%	1	8,3%	3	25%	5	41,7%	2	16,7%	**12**	**100%**
Design and Calculation Staff	1	8,3%	0	0%	1	8,3%	2	16,7%	7	58,3%	1	8,3%	**12**	**100%**
Technicians and Site Managers	2	16,7%	0	0%	0	0%	3	25%	4	33,3%	3	25%	**12**	**100%**
Team Leaders	1	8,3%	0	0%	1	8,3%	3	25%	5	41,7%	2	16,7%	**12**	**100%**
Experienced Workers	1	8,3%	0	0%	1	8,3%	2	16,7%	4	33,3%	4	33,3%	**12**	**100%**
Junior Workers	1	8,3%	0	0%	1	8,3%	4	33,3%	3	25%	3	25%	**12**	**100%**
Total	**7**	**9,7%**	**0**	**0%**	**5**	**6,9%**	**17**	**23,6%**	**28**	**38,9%**	**15**	**20,8%**	**72**	**100%**

207. How does your company intend to improve energy efficiency skills within 2 years?

	Frequencies	% Resp.
Train existing company staff	9	81,8%
Hire new staff trained in the selected skills	4	36,4%
Use a specialized subcontractor	4	36,4%
None of these proposals	0	0%
Other	0	0%
Total	**11**	

Effective responses : 11
Response rate : 91,7%

Non-response(s) : 1
The most quoted modalities : Train existing company staff; Hire new staff trained in the selected skills; Use a specialized subcontractor

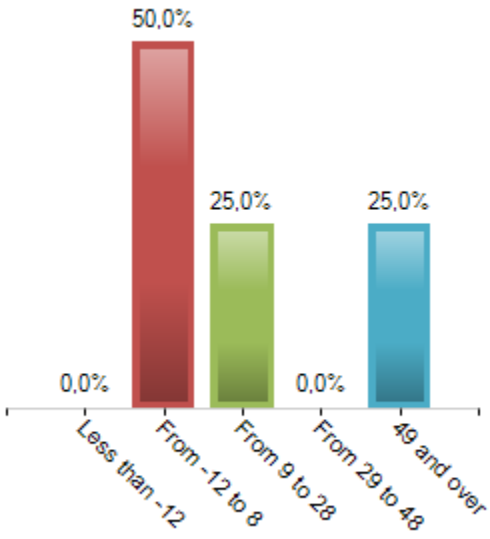


209. How many employees your company intend to upskill / reskill in energy efficiency within 2 years?

	Frequencies	% Resp.
Less than -12	0	0%
From -12 to 8	4	50%
From 9 to 28	2	25%
From 29 to 48	0	0%
49 and over	2	25%
Total	**8**	**100%**

Effective responses : 8
Response rate : 88,9%

Non-response(s) : 1
Mean : 18.38 ; Median : 9 ; Standard deviation : 20.35 ; Min - Max : 1 - 50 ; Sum : 147

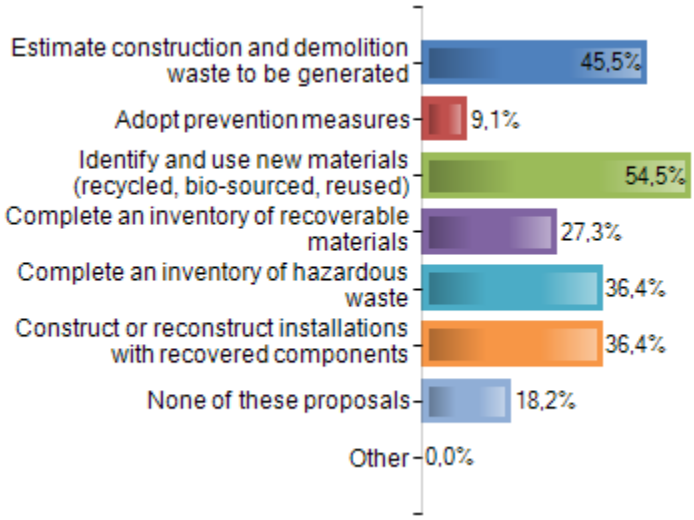


210. In relation to circular economy (project design), what skills are required within your company?

	Frequencies	% Resp.
Estimate construction and demolition waste to be generated	5	45,5%
Adopt prevention measures	1	9,1%
Identify and use new materials (recycled, bio-sourced, reused)	6	54,5%
Complete an inventory of recoverable materials	3	27,3%
Complete an inventory of hazardous waste	4	36,4%
Construct or reconstruct installations with recovered components	4	36,4%
None of these proposals	2	18,2%
Other	0	0%
Total	**11**	

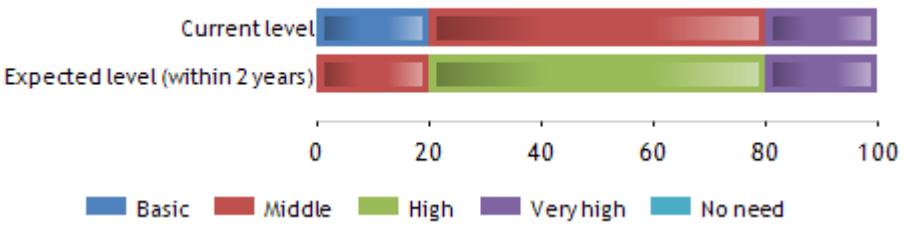
Effective responses : 11
Response rate : 91,7%

Non-response(s) : 1
The most quoted modalities : Identify and use new materials (recycled, bio-sourced, reused); Estimate construction and demolition waste to be generated; Complete an inventory of hazardous waste; ...



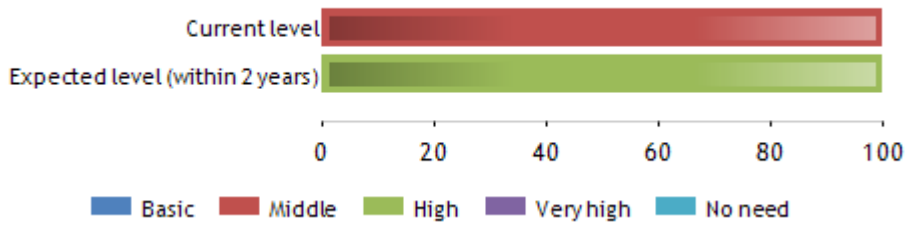
What is the level of competence within your company regarding the estimation of construction and demolition waste to be generated?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	20%	3	60%	0	0%	1	20%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	3	60%	1	20%	0	0%	**5**	**100%**
Total	**1**	**10%**	**4**	**40%**	**3**	**30%**	**2**	**20%**	**0**	**0%**	**10**	**100%**



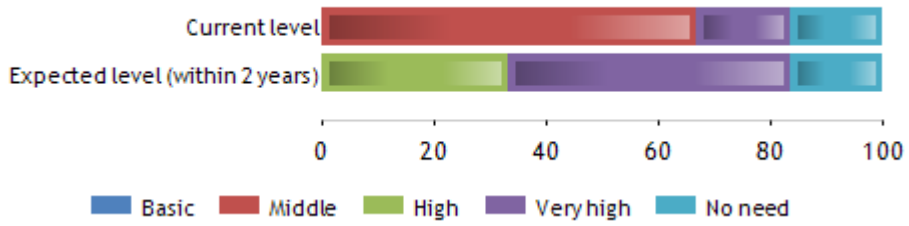
What is the level of competence within your company regarding the adoption of prevention measures?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	100%	0	0%	0	0%	**1**	**100%**
Total	**0**	**0%**	**1**	**50%**	**1**	**50%**	**0**	**0%**	**0**	**0%**	**2**	**100%**



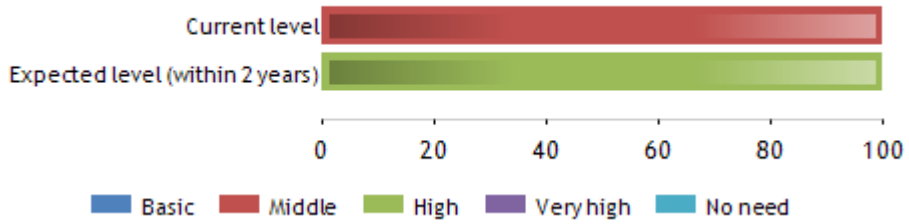
What is the level of competence within your company regarding the identification and use of new materials (recycled, bio-sourced, reused)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	4	66,7%	0	0%	1	16,7%	1	16,7%	**6**	**100%**
Expected level (within 2 years)	0	0%	0	0%	2	33,3%	3	50%	1	16,7%	**6**	**100%**
Total	**0**	**0%**	**4**	**33,3%**	**2**	**16,7%**	**4**	**33,3%**	**2**	**16,7%**	**12**	**100%**



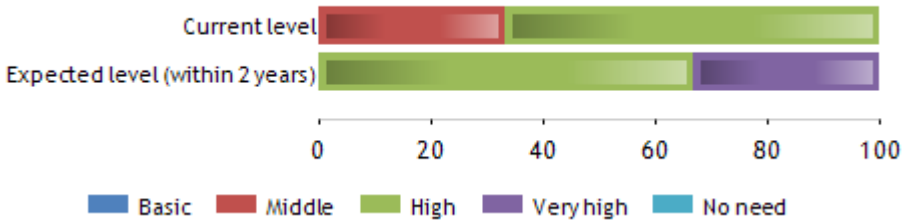
What is the level of competence within your company regarding the completion of an inventory of recoverable materials?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	3	100%	0	0%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	3	100%	0	0%	0	0%	**3**	**100%**
Total	**0**	**0%**	**3**	**50%**	**3**	**50%**	**0**	**0%**	**0**	**0%**	**6**	**100%**



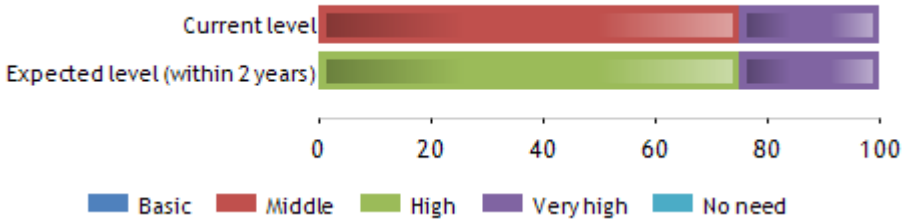
What is the level of competence within your company regarding the completion of an inventory of hazardous waste?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.	Freq.	% Resp.
Current level	0	0%	1	33,3%	2	66,7%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	2	66,7%	1	33,3%	0	0%	**3**	**100%**
Total	**0**	**0%**	**1**	**16,7%**	**4**	**66,7%**	**1**	**16,7%**	**0**	**0%**	**6**	**100%**



What is the level of skills within your company regarding construction or reconstruction of installations with recovered components?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	3	75%	0	0%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	0	0%	3	75%	1	25%	0	0%	**4**	**100%**
Total	**0**	**0%**	**3**	**37,5%**	**3**	**37,5%**	**2**	**25%**	**0**	**0%**	**8**	**100%**



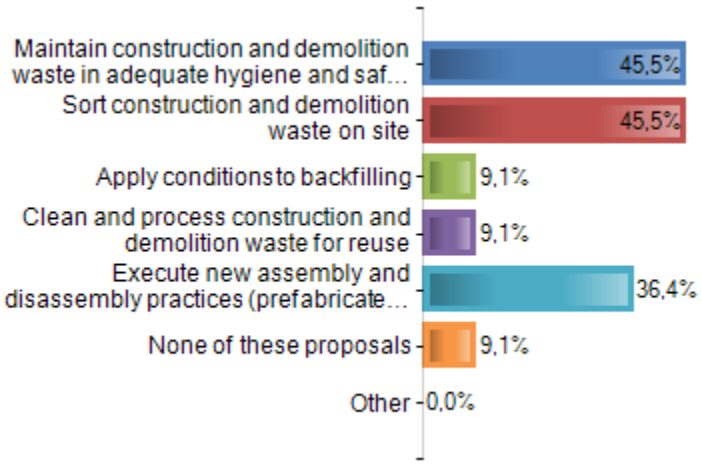
224. In relation to circular economy (construction phase), what skills are required within your company?

	Frequencies	% Resp.
Maintain construction and demolition waste in adequate hygiene and safety conditions	5	45,5%

Sort construction and demolition waste on site	5	45,5%
Apply conditions to backfilling	1	9,1%
Clean and process construction and demolition waste for reuse	1	9,1%
Execute new assembly and disassembly practices (prefabricated, Lego modular systems, etc.)	4	36,4%
None of these proposals	1	9,1%
Other	0	0%
Total	**11**	

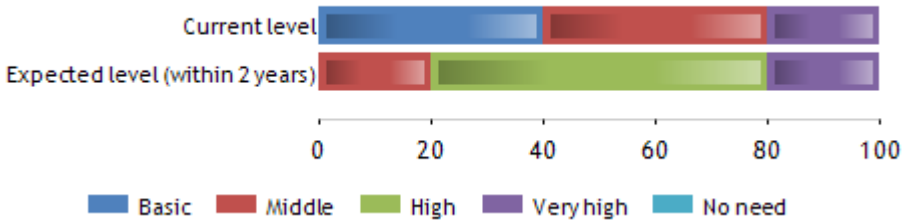
Effective responses : 11
Response rate : 91,7%

Non-response(s) : 1
The most quoted modalities : Maintain construction and demolition waste in adequate hygiene and safety conditions; Sort construction and demolition waste on site; Execute new assembly and disassembly practices (prefabricated, Lego modular systems, etc.)



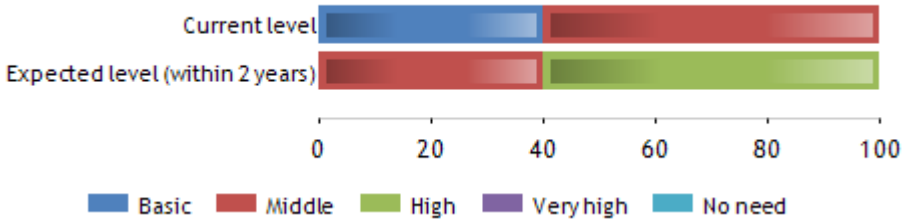
What is the level of skills within your company regarding the maintaining of construction and demolition waste in adequate hygiene and safety conditions?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	40%	2	40%	0	0%	1	20%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	1	20%	3	60%	1	20%	0	0%	**5**	**100%**
Total	**2**	**20%**	**3**	**30%**	**3**	**30%**	**2**	**20%**	**0**	**0%**	**10**	**100%**



What is the level of skills within your company regarding sorting of construction and demolition waste on site?

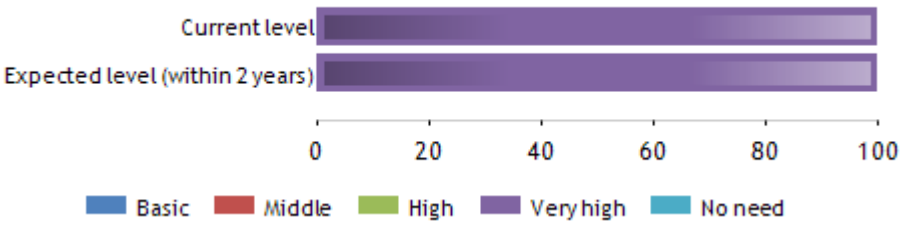
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	40%	3	60%	0	0%	0	0%	0	0%	**5**	**100%**
Expected level (within 2 years)	0	0%	2	40%	3	60%	0	0%	0	0%	**5**	**100%**
Total	**2**	**20%**	**5**	**50%**	**3**	**30%**	**0**	**0%**	**0**	**0%**	**10**	**100%**



What is the level of skills within your company regarding the application of the conditions to backfilling?

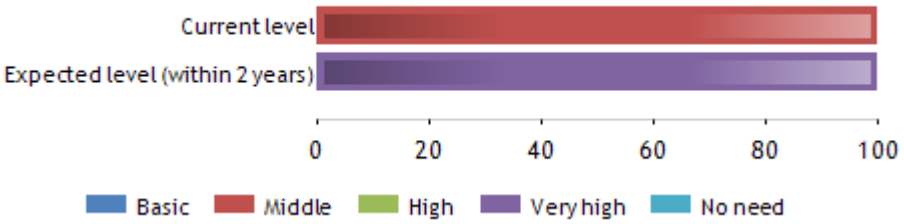
	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.

Current level	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**0**	**0%**	**0**	**0%**	**2**	**100%**	**0**	**0%**	**2**	**100%**



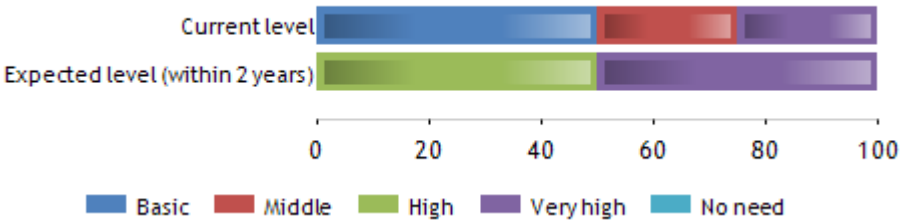
What is the level of skills within your company regarding cleaning and processing of construction and demolition waste for reuse?

	Basic		**Middle**		**High**		**Very high**		**No need**		**Total**	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	1	100%	0	0%	0	0%	0	0%	**1**	**100%**
Expected level (within 2 years)	0	0%	0	0%	0	0%	1	100%	0	0%	**1**	**100%**
Total	**0**	**0%**	**1**	**50%**	**0**	**0%**	**1**	**50%**	**0**	**0%**	**2**	**100%**



What is the level of skills within your company regarding the execution of new assembly and disassembly practices (prefabricated, Lego modular systems, etc.)?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	2	50%	1	25%	0	0%	1	25%	0	0%	**4**	**100%**
Expected level (within 2 years)	0	0%	0	0%	2	50%	2	50%	0	0%	**4**	**100%**
Total	**2**	**25%**	**1**	**12,5%**	**2**	**25%**	**3**	**37,5%**	**0**	**0%**	**8**	**100%**

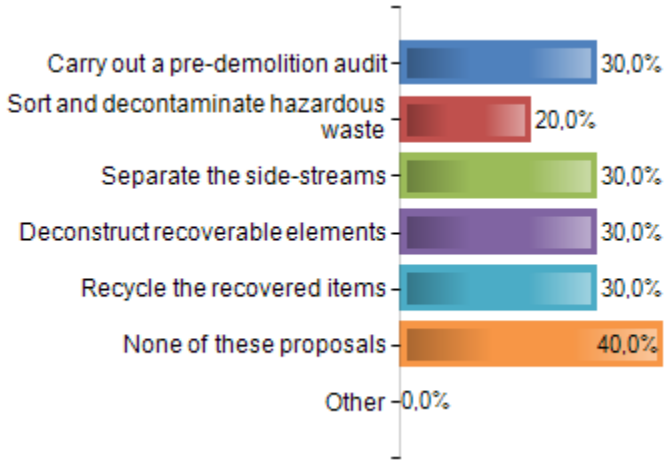


236. In relation to circular economy (demolition), what skills are required within your company?

	Frequencies	% Resp.
Carry out a pre-demolition audit	3	30%
Sort and decontaminate hazardous waste	2	20%
Separate the side-streams	3	30%
Deconstruct recoverable elements	3	30%
Recycle the recovered items	3	30%
None of these proposals	4	40%
Other	0	0%
Total	**10**	

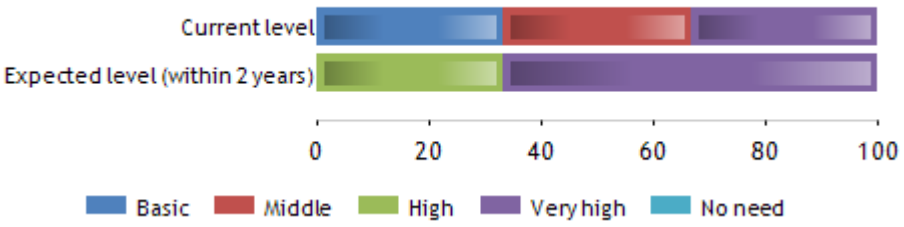
Effective responses : 10
Response rate : 83,3%

Non-response(s) : 2
The most quoted modalities : None of these proposals; Carry out a pre-demolition audit; Separate the side-streams; ...



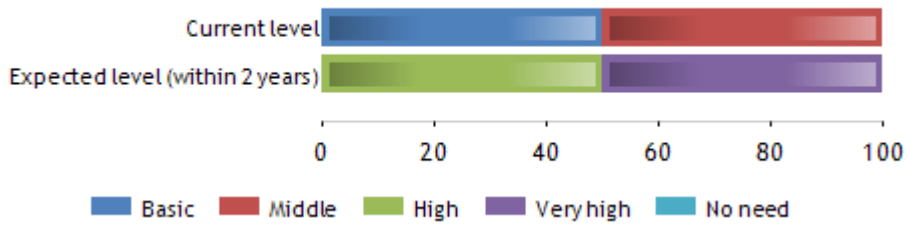
What is the level of skills within your company regarding the achievement of a pre-demolition audit?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	0	0%	1	33,3%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	33,3%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**1**	**16,7%**	**3**	**50%**	**0**	**0%**	**6**	**100%**



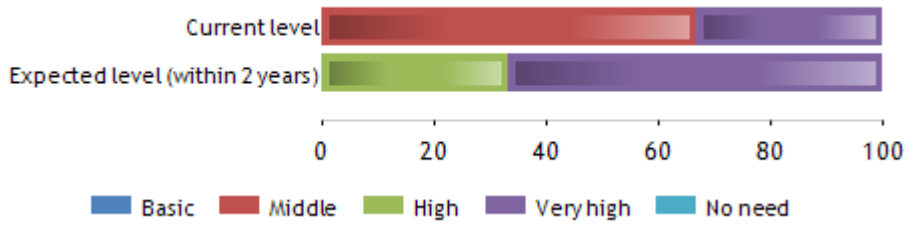
What is the level of skills within your company regarding the sorting and decontaminating of hazardous waste?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	50%	1	50%	0	0%	0	0%	0	0%	**2**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	50%	1	50%	0	0%	**2**	**100%**
Total	**1**	**25%**	**1**	**25%**	**1**	**25%**	**1**	**25%**	**0**	**0%**	**4**	**100%**



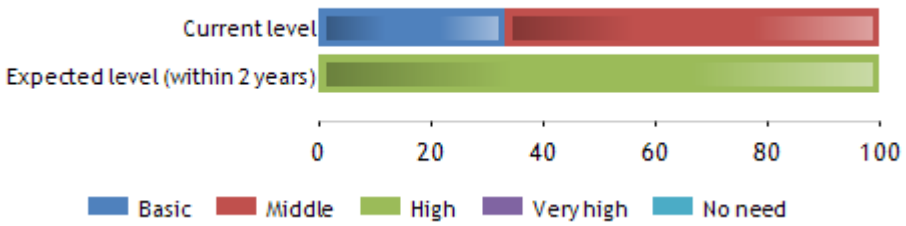
What is the level of skills within your company regarding the separation of the side-streams?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	0	0%	2	66,7%	0	0%	1	33,3%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	33,3%	2	66,7%	0	0%	**3**	**100%**
Total	**0**	**0%**	**2**	**33,3%**	**1**	**16,7%**	**3**	**50%**	**0**	**0%**	**6**	**100%**



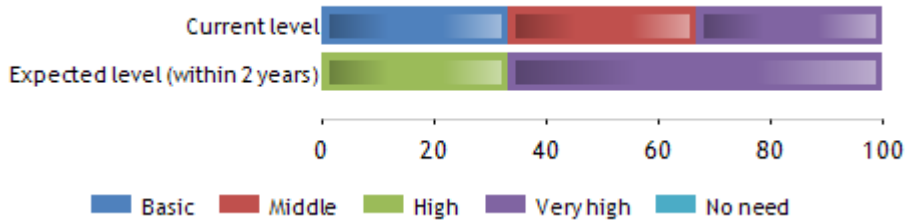
What is the level of skills within your company regarding the deconstruction of recoverable elements?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	2	66,7%	0	0%	0	0%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	3	100%	0	0%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**2**	**33,3%**	**3**	**50%**	**0**	**0%**	**0**	**0%**	**6**	**100%**



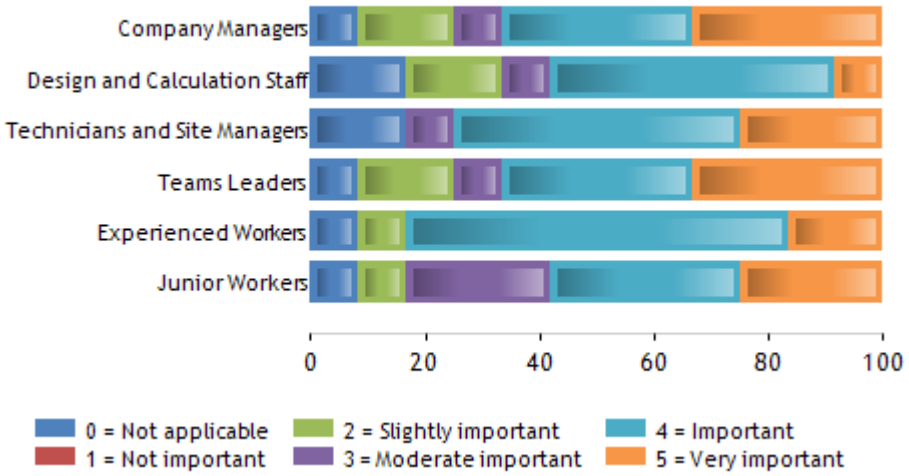
What is the level of skills within your company regarding the recycling the recovered items?

	Basic		Middle		High		Very high		No need		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Current level	1	33,3%	1	33,3%	0	0%	1	33,3%	0	0%	**3**	**100%**
Expected level (within 2 years)	0	0%	0	0%	1	33,3%	2	66,7%	0	0%	**3**	**100%**
Total	**1**	**16,7%**	**1**	**16,7%**	**1**	**16,7%**	**3**	**50%**	**0**	**0%**	**6**	**100%**



What is the level of importance for your company to acquire skills related to circular economy and for what category of staff?

	0 = Not applicable		1 = Not important		2 = Slightly important		3 = Moderate important		4 = Important		5 = Very important		Total	
	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.	Freq.	% Obs.
Company Managers	1	8,3%	0	0%	2	16,7%	1	8,3%	4	33,3%	4	33,3%	**12**	**100%**
Design and Calculation Staff	2	16,7%	0	0%	2	16,7%	1	8,3%	6	50%	1	8,3%	**12**	**100%**
Technicians and Site Managers	2	16,7%	0	0%	0	0%	1	8,3%	6	50%	3	25%	**12**	**100%**
Teams Leaders	1	8,3%	0	0%	2	16,7%	1	8,3%	4	33,3%	4	33,3%	**12**	**100%**
Experienced Workers	1	8,3%	0	0%	1	8,3%	0	0%	8	66,7%	2	16,7%	**12**	**100%**
Junior Workers	1	8,3%	0	0%	1	8,3%	3	25%	4	33,3%	3	25%	**12**	**100%**
Total	**8**	**11,1%**	**0**	**0%**	**8**	**11,1%**	**7**	**9,7%**	**32**	**44,4%**	**17**	**23,6%**	**72**	**100%**

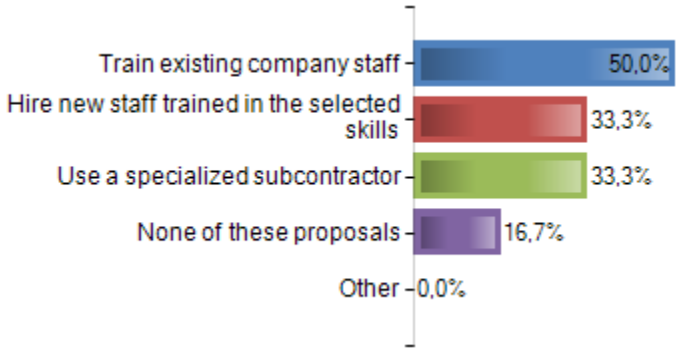


254. How does your company intend to improve circular economy skills within 2 years?

	Frequencies	% Obs.
Train existing company staff	6	50%
Hire new staff trained in the selected skills	4	33,3%
Use a specialized subcontractor	4	33,3%
None of these proposals	2	16,7%
Other	0	0%
Total	**12**	

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Train existing company staff; Hire new staff trained in the selected skills; Use a specialized subcontractor

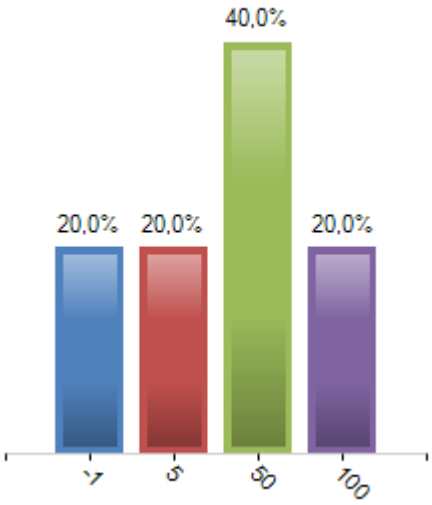


256. How many employees your company intend to upskill / reskill in circular economy within 2 years?

	Frequencies	% Resp.
-1	1	20%
5	1	20%
50	2	40%
100	1	20%
Total	**5**	**100%**

Effective responses : 5
Response rate : 83,3%

Non-response(s) : 1
Mean : 40.8 ; Median : 50 ; Standard deviation : 40.94 ; Min - Max : -1 - 100 ; Sum : 204

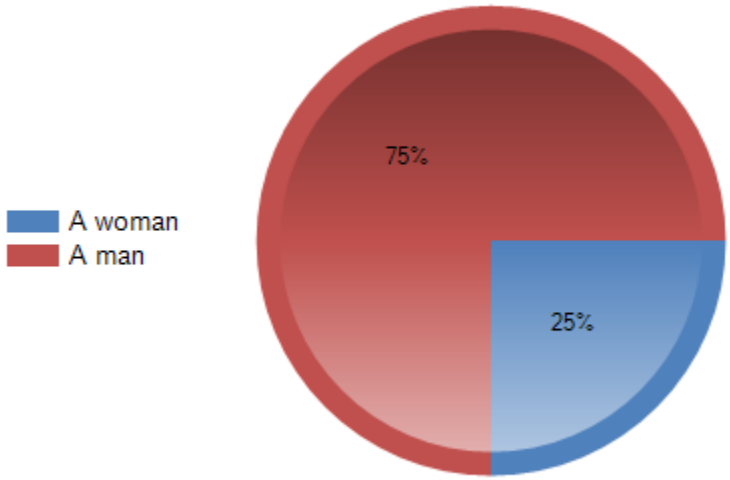


257. Are you...

	Frequencies	% Obs.
A woman	3	25%
A man	9	75%
Do not wish to specify	0	0%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modality : A man

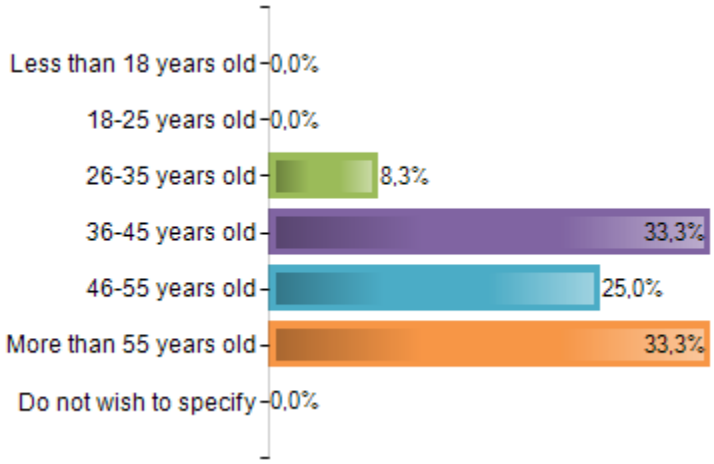


258. Are you...

	Frequencies	% Obs.
Less than 18 years old	0	0%
18-25 years old	0	0%
26-35 years old	1	8,3%
36-45 years old	4	33,3%
46-55 years old	3	25%
More than 55 years old	4	33,3%
Do not wish to specify	0	0%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : 36-45 years old; More than 55 years old; 46-55 years old

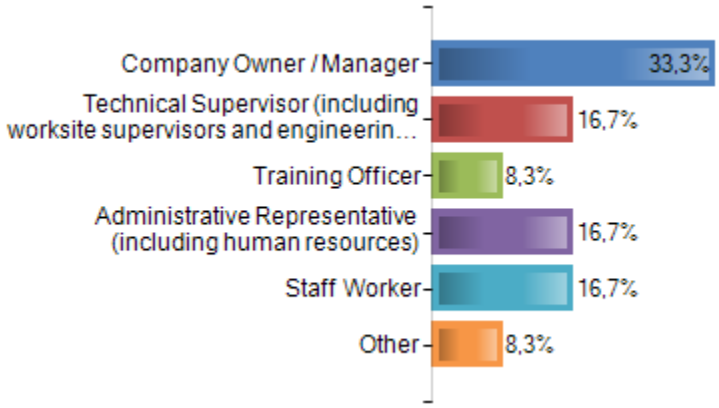


259. What is your position in your company?

	Frequencies	% Obs.
Company Owner / Manager	4	33,3%
Technical Supervisor (including worksite supervisors and engineering office)	2	16,7%
Training Officer	1	8,3%
Administrative Representative (including human resources)	2	16,7%
Staff Worker	2	16,7%
Other	1	8,3%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modalities : Company Owner / Manager; Technical Supervisor (including worksite supervisors and engineering office); Administrative Representative (including human resources); ...

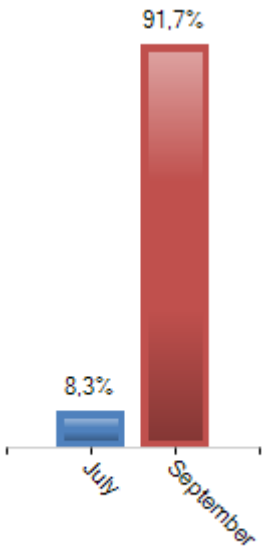


262. Date of entry

	Frequencies	% Obs.
July	1	8,3%
September	11	91,7%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted date : September ; Period : from 21/05/2021 12:43:02 to 20/09/2021 12:58:59 ; Grouping : Month

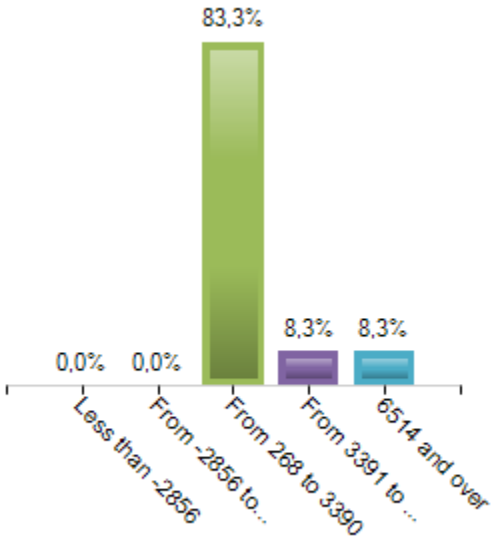


265. Entry time

	Frequencies	% Obs.
Less than -2856	0	0%
From -2856 to 267	0	0%
From 268 to 3390	10	83,3%
From 3391 to 6513	1	8,3%
6514 and over	1	8,3%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
Mean : 1828.64 ; Median : 695,46 ; Standard deviation : 3123.17 ; Min - Max : 367,92 - 11336,36 ; Sum : 21943.7

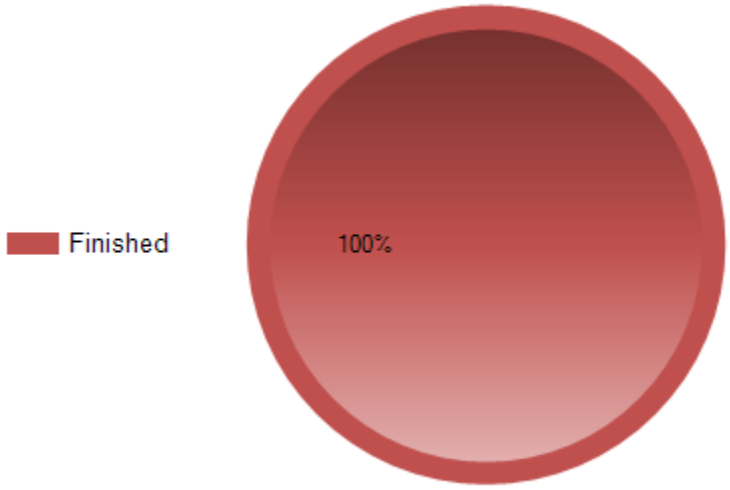


267. Progress

	Frequencies	% Obs.
In progress	0	0%
Finished	12	100%
QuotaFull	0	0%
ScreenOut	0	0%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modality : Finished



268. Origin

	No of instances	% Obs.
Direct	12	100%

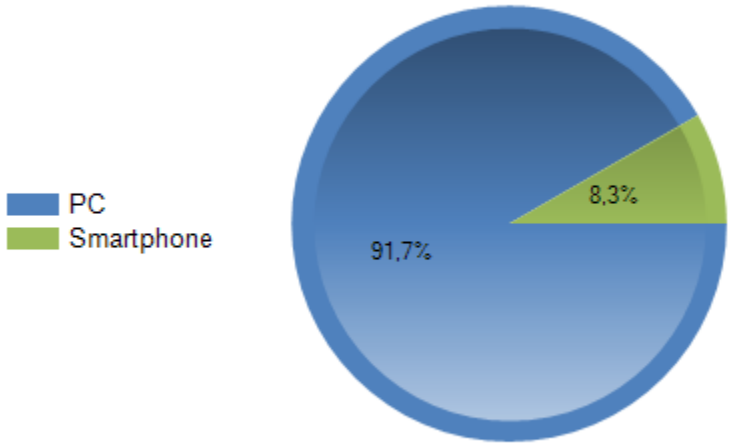
The underlined items represent the remarkable items that are the most frequent value.

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
Total number of items : 12 ; Number of different items : 1 ; The most quoted item : Direct

269. Device used for input

	Frequencies	% Obs.
PC	11	91,7%
Tablet	0	0%
Smartphone	1	8,3%
Total	**12**	**100%**

Effective responses : 12
Response rate : 100%

Non-response(s) : 0
The most quoted modality : PC