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GREENEDGE

SUB-SECTION II. ANALYSIS OF THE CURRENT STATE OF PEACE EDUCATION

Good practices in partner countries-CYPRUS

COUNTRY

Cyprus

NAME OF GOOD PRACTICE

Promotion of the Circular Economy in Hotel Facilities" under the Cyprus Recovery and Resilience Plan 2021–2026.

ORGANISATION RESPONSIBLE

Cyprus Employers and Industrialists Federation (OEB), in collaboration with the Deputy Ministry of Tourism, under the Cyprus Recovery and Resilience Plan (2021–2026).

WEBSITE/REFERENCE LINK

Cyprus Employers and Industrialists Federation (OEB): https://www.oeb.org.cy
Cyprus Government Funding Programmes Portal:
https://www.fundingprogrammesportal.gov.cy
European Environment Agency (EEA): https://www.eea.europa.eu

YEAR OF IMPLEMENTATION

2022–2026

TYPE OF PRACTICE

- Sustainable Entrepreneurship Initiative
- Green Innovation Programme
- Policy Initiative

GOOD PRACTICE 1

Silver Circle (Capacity-Building Phase)

BACKGROUND

The **Silver Circle** represents the capacity-building phase of the **Promotion of the Circular Economy in Hotel Facilities**, a national measure implemented under the Cyprus Recovery and Resilience Plan (2021–2026) and funded through the European Union's Recovery and Resilience Facility (RRF). The initiative was established to support licensed hotel facilities in adopting circular economy principles and improving their environmental performance through a structured programme of training and professional support.

Implemented by the Cyprus Employers and Industrialists Federation (OEB) in collaboration with the Deputy Ministry of Tourism, the Silver Circle provides participating hotels with specialised training seminars, professional guidance, consultancy services, diagnostic assessments and tailored Circular Actions Implementation Plans. These activities support participating businesses in identifying opportunities to improve resource efficiency, reduce waste generation and prepare for the implementation of circular economy practices.

By strengthening organisational capacity and supporting the practical application of circular economy principles, the Silver Circle establishes the foundation for the subsequent **Gold Circle** certification phase while contributing to the sustainable transition and long-term competitiveness of Cyprus' hospitality sector.

OBJECTIVES

- Support licensed hotel facilities in adopting circular economy principles and sustainable operational practices.
- Strengthen the knowledge and capacities of hotel managers and staff through specialised training, professional guidance, and consultancy services.
- Identify opportunities to improve resource efficiency, minimise waste generation, and promote the efficient use of materials, water, and energy.
- Assist participating hotel facilities in developing tailored Circular Actions Implementation Plans to facilitate the implementation of circular economy practices.
- Prepare participating hotels for progression to the **Gold Circle** certification phase under the Circular Economy Certification Scheme.

TARGET GROUPS

- Licensed hotel facilities and tourist accommodation establishments participating in the programme.
- Hotel owners, managers, and executives responsible for implementing circular economy practices.
- Hotel employees involved in environmental management and sustainable operational practices.
- Officials of the Deputy Ministry of Tourism participating in the programme's capacity-building activities.

MAIN ACTIVITIES

The **Silver Circle** provides participating hotel facilities with a structured capacity-building programme that combines training, technical guidance, and practical support for the adoption of circular economy practices. The activities are designed to strengthen

organisational capacity and prepare participating hotels for the implementation of sustainable business practices and progression to the Gold Circle certification phase.

The main activities include:

- **Three-day training seminars** on circular economy principles and their application in the hospitality sector.
- **Professional guidance and consultancy services** provided by experts throughout the implementation process.
- **Diagnostic assessments** of participating hotel facilities to evaluate their current level of circularity and identify opportunities for improvement.
- **On-site visits** to collect operational information and support the assessment process.
- Development of a **Circular Actions Implementation Plan** tailored to the needs and operational characteristics of each participating hotel.
- Capacity-building activities for **officials of the Deputy Ministry of Tourism** to strengthen institutional knowledge of circular economy practices within the tourism sector.

INNOVATIVE ELEMENTS

The Silver Circle introduces a structured capacity-building approach that supports hotel facilities in preparing for the adoption of circular economy practices before entering the certification phase. Rather than providing training as a stand-alone activity, the programme combines specialised training seminars with professional guidance, consultancy services, diagnostic assessments, and the development of a Circular Actions Implementation Plan tailored to the operational needs of each participating hotel.

Another innovative feature is the integration of capacity-building activities for both hotel facilities and officials of the Deputy Ministry of Tourism, promoting a common understanding of circular economy principles within the tourism sector. This coordinated

approach supports the practical implementation of circular economy practices and establishes a clear progression pathway from capacity building (Silver Circle) to certification (Gold Circle).

RESULTS AND IMPACT

The **Silver Circle** established the foundation for the implementation of circular economy practices within Cyprus' hospitality sector by providing participating hotel facilities with the knowledge, tools, and technical support required to prepare for certification. During the implementation of the programme, **50 hotel businesses** participated in the Silver Circle, while **99 hotel executives** successfully completed the specialised training seminars. In addition, **nine officials** from the Deputy Ministry of Tourism participated in dedicated capacity-building activities to strengthen institutional knowledge of circular economy principles.

The programme also completed **diagnostic assessments** and prepared **Circular Actions Implementation Plans** for all participating hotel facilities, providing each business with a tailored roadmap for the adoption of circular economy practices. The successful completion of the Silver Circle enabled participating hotels to progress to the **Gold Circle**, the certification phase of the programme, supporting the long-term transition of the hospitality sector towards more sustainable and resource-efficient business models.

RELEVANCE FOR GREENEDGE

The **Silver Circle** provides valuable insights for the development of GREENEDGE learning pathways by demonstrating how structured capacity-building activities can support the adoption of circular economy principles within organisations. The programme combines specialised training, professional guidance, diagnostic assessments, and tailored implementation planning, enabling participants to translate theoretical knowledge into practical actions.

The methodology adopted by the Silver Circle highlights the importance of experiential learning and competence development through real organisational challenges. The use of diagnostic assessments and tailored Circular Actions Implementation Plans provides a practical example of how learners can analyse existing practices, identify opportunities for improvement, and develop sustainable solutions. These elements can inform the design of GREENEDGE educational activities by promoting problem-solving, critical thinking, and the practical application of circular economy principles in real-life contexts, while supporting the development of entrepreneurial competences (EntreComp) and sustainability competences (GreenComp).

While the programme does not formally incorporate micro-credentials, AI-supported learning, or digital learning environments, its phased progression from capacity building to implementation offers a valuable model for competency recognition and learner progression. GREENEDGE can build upon this approach by integrating digital learning pathways, AI-enhanced educational support, and competence-based assessment mechanisms that strengthen learner engagement, foster relevant digital competences (DigComp), and support the recognition of acquired skills.

GOOD PRACTICE 2

Gold Circle (Certification Phase)

BACKGROUND

The **Gold Circle** represents the certification phase of the **Promotion of the Circular Economy in Hotel Facilities**, implemented under the Cyprus Recovery and Resilience Plan (2021–2026). Building on the capacity developed during the Silver Circle phase, the Gold Circle supports participating hotel facilities in implementing their Circular Actions Implementation Plans and progressing towards certification under the Circular Economy Certification Scheme.

Implemented by the Cyprus Employers and Industrialists Federation (OEB) in collaboration with the Deputy Ministry of Tourism, the programme provides participating hotels with continuous professional support, monitoring activities, and independent evaluation throughout the certification process. The Gold Circle recognises hotel facilities that successfully integrate circular economy principles into their operations, contributing to improved resource efficiency, environmental performance, and the sustainable development of Cyprus' tourism sector.

By combining practical implementation with independent certification, the Gold Circle promotes the long-term adoption of circular economy practices and encourages continuous environmental improvement within the hospitality industry.

OBJECTIVES

- Support participating hotel facilities in implementing their Circular Actions Implementation Plans.
- Facilitate the adoption of circular economy practices through continuous professional guidance and monitoring.
- Prepare participating hotels for independent evaluation under the Circular Economy Certification Scheme.
- Recognise and certify hotel facilities that successfully implement circular economy principles.
- Promote the long-term integration of sustainable and resource-efficient practices within the hospitality sector.

TARGET GROUPS

- Licensed hotel facilities participating in the Gold Circle phase.
- Hotel owners, managers, and executives responsible for implementing circular economy practices.

- Hotel employees involved in the implementation of sustainability and circular economy actions.

MAIN ACTIVITIES

The **Gold Circle** focuses on supporting participating hotel facilities during the implementation and evaluation of their circular economy actions. Following the completion of the Silver Circle phase, participating hotels implement the measures identified in their Circular Actions Implementation Plans with continuous professional support throughout the process.

The main activities include:

- Implementation of the Circular Actions Implementation Plan developed during the Silver Circle phase.
- Continuous professional guidance and technical support during the implementation process.
- Monitoring visits to evaluate the implementation of circular economy actions.
- Independent assessment under the Circular Economy Certification Scheme.
- Award of the Circular Economy Certification to hotel facilities that successfully meet the programme requirements.

INNOVATIVE ELEMENTS

The Gold Circle introduces an innovative approach by combining the practical implementation of circular economy actions with an independent certification process specifically designed for the hospitality sector. Rather than focusing solely on the adoption of sustainable practices, the programme enables participating hotel facilities to demonstrate and validate their progress through the Circular Economy Certification Scheme.

A key innovative feature of the Gold Circle is the integration of continuous professional support, monitoring, and independent certification within a single framework. This approach encourages hotel facilities to implement circular economy principles in a systematic and measurable way while promoting continuous environmental improvement. The certification process also provides formal recognition of participating hotels' commitment to circular economy practices, supporting the transition of Cyprus' hospitality sector towards more sustainable and resource-efficient operations.

RESULTS AND IMPACT

The **Gold Circle** supported the practical implementation and validation of circular economy practices within Cyprus' hospitality sector through the Circular Economy Certification Scheme. Following the completion of the Silver Circle phase, **20 hotel facilities** participated in the certification process, implementing the actions identified in their Circular Actions Implementation Plans with continuous professional support and monitoring.

As a result, **19 hotel facilities** successfully obtained the **Circular Economy Certification**, demonstrating their commitment to integrating circular economy principles into their operations. The certification process contributed to improving environmental performance, resource efficiency, and the adoption of sustainable operational practices, while recognising participating hotels for their progress towards the circular economy.

RELEVANCE FOR GREENEDGE

The **Gold Circle** demonstrates the importance of supporting learners beyond the acquisition of knowledge by emphasising the practical implementation and validation of circular economy practices. The certification process illustrates how sustainability competences can be applied in real organisational settings, monitored over time, and formally recognised through an independent evaluation process.

For **GREENEDGE,** this good practice highlights the value of incorporating implementation-oriented learning activities that encourage learners to demonstrate the practical application of circular economy principles. The programme also illustrates how continuous monitoring, evidence-based assessment, and the recognition of achievements can strengthen learning outcomes while supporting the development of entrepreneurial competences (EntreComp), sustainability competences (GreenComp), and reflective practice.

While the initiative does not employ AI-supported learning, gamification, digital badges, or micro-credential systems, its structured certification framework provides a strong example of competence validation that can inspire GREENEDGE's educational model. The project can extend this approach by integrating digital learning environments, AI-supported personalised learning, and micro-credential-based recognition to strengthen digital competences (DigComp) alongside entrepreneurial and sustainability skills.

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