



Call for Offers & brief

Co-creation Workshop

General description *(as per the Grant Agreement)*

On 27 October 2025, Concordia Employers' Organization, in partnership with Blocul Național Sindical (BNS), will organize a one-day Co-creation Workshop in Bucharest, Romania. The workshop aims to provide a platform for employers, trade unions, government representatives, and labour market experts to discuss the impact of artificial intelligence and co-design strategies for harnessing artificial intelligence in shaping fair and sustainable labour relations.

Building on the [Skillscape Research](#) and [Trends Report](#) carried out in the first half of 2025, the workshop will focus on identifying potential roadblocks to technology adoption and developing strategies to address them. Through scenario building, teamwork, and collaborative ideation, participants will co-create practical and forward-looking solutions to help labour relations adapt to AI-driven changes.

The outcomes of the workshop will directly feed into policy briefs on the adoption and adaptation of artificial intelligence in the workplace, ensuring that recommendations reflect the perspectives of all key stakeholders and are both realistic and implementable.

Aims of the workshop

- Facilitate dialogue among employers, trade unions, government, and experts on AI adoption in the workplace;
- Translate Skillscape research & Trends Report into practical, future-oriented labour scenarios;
- Identify roadblocks to technology adoption and co-develop strategies to address them;
- Foster a shared mission and promote ownership among all stakeholders;
- Encourage innovation in labour policy and industrial relations;
- Provide input for policy recommendations on AI adoption and adaptation at work.

The workshop environment must be designed to encourage a collaborative and creative approach to problem-solving.

Facilitator requirements

To ensure effective implementation of the co-creation workshop, we need a facilitator with experience in this type of role (trainer/facilitator), that meets the following requirements:

- Extensive experience in facilitating collaborative processes (co-design/co-creation), strategic processes and scenario planning.

- Familiarity with concepts such as:
 - Analysis of volatility, uncertainty, complexity and ambiguity – VUCA
 - Scenario planning/strategic forecasting
 - Analysis of external influencing factors (political, economic, social, technological) – PEST
 - Cone of probability
 - Probability matrix
 - Trend analysis
 - Experience working with various actors, including representatives of the business environment, trade unions, civil society, decision-makers.
 - Excellent communication and moderation skills in Romanian.

The facilitator **will be responsible for:**

- Revising the indicative script for the workshop and formulation of possible alternative proposals/modifications to support the achievement of the objectives.
- Moderating structured discussions and guiding participants through scenario development methodologies
- Encouraging critical thinking, creativity and collaboration among participants
- Ensuring alignment with the overall objectives of the workshop and expected results
- Support in complementing the post-workshop report, which summarizes possible roadblocks and ways to address them.
- Support in drafting the policy brief based on the results of the co-creation workshop.

Workshop timeline

The workshop is planned for October 27, 2025, so the selected facilitator must be available for:

- Concept setting meeting – to be set between **September 22 - 29**
- Preparation meeting – to be set in either **October 13-17**
- Workshop – **October 27**
- Post-seminar reporting **until October 31**

Requirements for applications

Interested candidates must submit in electronic format (e-mail) the following documents:

- CV and short portfolio highlighting relevant experience.
- Concise proposal on the approach for facilitating the co-creation workshop.
- Financial offer.

In the selection process of the candidate, the following criteria will be taken into account:

- Relevant experience in facilitating scenario development workshops or similar exercises.
- Familiarity with the concepts of the workshop's aims.
- Familiarity with the concept of social dialogue or related topics.
- Experience in interacting with various actors, including representatives of the business environment, trade unions, civil society and decision-makers.
- Alignment of the approach proposal with the objective of the seminar and the desired results.

Budget and timeline

BUDGET: the maximum budget must not exceed the RON equivalent of **3000** EUR (all taxes included)

Applications must be submitted to office@confederatia-concordia.ro by **September 12, 2025**.

Requests for clarification must be submitted no later than **05 September 2025**.

General guidelines on the methodology of the workshop

Human-centered design & design thinking

Design thinking is a human-centered approach to innovation that draws from a toolkit to integrate the needs of people, the possibilities of technology, and the requirements for successful solutions.

Collaborative design / Co-creation

Collaborative design is the process of involving people with distinct profiles in the design process to achieve non-linear solutions for various kinds of problems. It is a strategy that helps foster effective collaboration among different stakeholders.

It brings together different ideas, roles, and stakeholders to create a multi-staged user experience. Plans and strategies are developed using user feedback. It is usually an interactive process designed to maximize the user experience.

A few principles that need to be included in the design of the workshops to ensure a collaborative/co-created approach:

- Empathy
- Defer judgement
- Build on the ideas of Others
- Go for quantity, quality will come latter
- Inspiration -> Ideation -> Implementation sequence