

# Evolving Expertise in Denmark: The Role of AI Competencies in Impact Assessment

Session: Are Competent Experts & Capacity Building still core to IA in spite of AI?



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*Seen from “ordinary”  
practitioners*



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# Brief context: AI in Denmark

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A highly digitalized country - among leads in Europe

28% of all Danish companies use AI (2024) - highest in Europe, double of 2023, multiple purposes

Initiatives on digitalizing environmental assessment practices (e.g., DREAMS, EA Hub, EA Tools)



# What we did:

## Investigating views on AI in EA

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19 semi-structured interviews during April-May 2025

Developers, consultants and authorities – and different seniority

Not AI experts, but EA practitioners

Not necessarily representative

Asking about 1) AI use, 2) views, 3) AI across actors, 4) future and 5) competences

# What we found:

## Use of AI in practice in DK

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**AI used for** (according to interviewees):

- Nothing
- Encyclopedia on concepts, technologies, etc.
- Brainstorming on relations between project and the environment
- Drafting texts for sections in EA reports
- Review of text – asking it to check logic/arguments, alignment with scoping report, references, etc.
- (Indirectly through EA Hub)

# What we found:

## Views on AI

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### **Views on potentials of AI in EA**

- Reducing cost and time
- Reducing “boring” work
- Reducing human mistakes
- Focusing EAs
- Identifying new solutions/patterns

All: Assisting humans

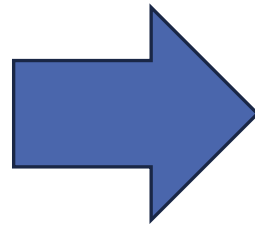
### **Views on AI limitations:**

- (Hallucinations, mistakes)
- Complexity of relations between project details and socio-natural systems
- The devil is in the detail – when it is difficult for human, it is difficult for AI
- Confidentiality on project design details
- Data quality - ‘paradigm shifts’ and legal changes

# What we found: Big variations today

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- **Knowledge** about AI varied
- **Experiences** with AI varied
- **Opinions** on AI varied



## **A & B teams?**

- Those with limited experience are generally skeptical and wait
- Those with much experience are generally very positive and use it much

# What we found:

## Views on levels of AI implementation

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**An individual endeavor** – individual competence development

**An organizational endeavor** – especially larger organization provides AI solutions and training

**A societal endeavor** – expectation of societal AI solutions to be used across organizations  
(referring to societal solutions [EA Hub](#) and [EA Tools](#))



# What we found:

## Across actors

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	Developer (4)	Consultant (7)	Authority (3)
<b>Views on potentials of AI</b>	<ul style="list-style-type: none"><li>• Significant potential</li><li>• Barrier in confidential data</li></ul>	<ul style="list-style-type: none"><li>• Significant potential</li><li>• Some: Not mature, not beneficial</li><li>• Some: Very useful for certain task</li></ul>	<ul style="list-style-type: none"><li>• Significant potential</li><li>• Mindful of AI's limitations</li></ul>
<b>Who will lead AI development?</b>	<ul style="list-style-type: none"><li>• Expects use and lead among consultants</li></ul>	<ul style="list-style-type: none"><li>• Internal development and testing</li></ul>	<ul style="list-style-type: none"><li>• Expect consultants to lead</li><li>• Expect societal solutions</li></ul>
<b>Across actors</b>	<ul style="list-style-type: none"><li>• Don't talk about it</li><li>• Want open dialogue about use of AI</li></ul>	<ul style="list-style-type: none"><li>• Not mature, nothing to discuss, or</li><li>• Very useful, should be declared</li></ul>	<ul style="list-style-type: none"><li>• Don't talk about it</li><li>• Strong interest in shared learning, clear guidelines</li></ul>

# What does it mean for competences?

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*"Are Competent Experts & Capacity Building still core to IA in spite of AI?"* **YES**

**But** new needs for competences on:

- Understanding opportunities and limitations on using AI in EA
- Prompting and designing AI tasks
- Reviewing AI outputs - what to be attentive to?

**And** we need to consider:

- An 'AI divide' – who is to define use of AI?
- How to discuss AI across actors in value chains?



# Let's continue the conversation!

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