



Towards a European qualification for Solid Waste Facilities' Managers

Progress Report

Public Part

Project information

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Executive Summary

The greening of the European economy, as outlined in the EU 2020 strategy, will have profound effects on the labour market and the development of the skills of the European population. Integrated waste management approach and landfill replacing with other more advanced waste management techniques have influenced decisively the evolution of the sector. The “new generation” of the waste management facilities are becoming highly technical worksites implementing innovative solutions and a number of processes on one site. This affects the structure of qualifications and the composition of the skills for the professionals occupied in this field. Despite the constant increasing need for technically skilled employees to maintain and operate the advanced waste treatment facilities, the qualifications and VET frameworks of Solid Waste Facilities Managers (SWFM) have still a diversified structure within the EU states and there is no alignment with EQF and ECVET initiatives.

SWFM-QF project intends to cover this gap by developing a European qualification and training framework, in line with EQF and ECVET frameworks, to address the needs of Facilities Managers in waste management industry. The outcome will be a range of standardized profiles suitable for the different levels of SWFM qualifications.

SWFM-QF project is being carried out by a consortium of 13 organisations across 8 EU nations. The proposed consortium has direct involvement with project's target groups and potential end users, as well as with entities characterised by long term expertise in development of skills and competencies in the area of concern.

SWFM-QF partners have concluded a transnational survey, conducted in 8 EU countries, in which the comparability and transferability of Solid Waste Facilities' Managers' qualifications and respective existing and provided VET courses were documented, explicitly, analysed and presented.

SWFM-QF partners are in the process of gathering and formulating the necessary information for the development of a harmonized competence frame and a training toolkit, for the common recognition of the qualifications of the Managers in the Waste Management industry. The approach adapted will be the enumeration and detailed classification of the learning outcomes into knowledge, skills and competences descriptors currently required and likely to be required by the Solid Waste Facilities Managers derived from relative curricula and consultation within the industry.

SWFM-QF partners have established 8 SWFM-QF national Networks, one at each participating country and continue to register new members in the networks aiming to the widest possible involvement of the SWFM-QF target groups in the project. SWFM-QF achieved results have been presented in several informative national and international events at partners countries and widely communicated to project target groups.

SWFM-QF partnership will develop and implement 5 years Exploitation Plan identifying and describing the exploitable outcomes, the potential end users, the activities, the mechanisms and the channels via which the project results will be further mainstreamed and multiplied.

SWFM-QF Project Official Website: www.swfm-qf.eu

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1. Project Objectives

SWFM-QF seeks to i) identify the structure, content and regulation of the qualifications for the SWFM occupation in the European market, ii) explore and compare the VET processes whereby these qualifications are acquired, iii) describe the competences linked to the specificities of the sector, iv) detail existing qualifications to the respective NQFs and assess their correlation and alignment with EQF/ECVET, v) create an harmonized competence and training frame for different levels of SWFM qualifications and vi) provide a self-sustaining implementation strategy to support the recognition and transfer of qualifications across the European countries.

SWFM-QF will envisage the following ways in order to achieve the abovementioned - overarching aim:

- 1. identify the structure, content and regulation of the qualifications for the SWFM occupation in the European market:** analyze the qualifications of waste management professionals; conducting direct contacts and implementing a questionnaire survey;
- 2. explore and compare the VET processes whereby these qualifications are acquired:** review the current provision of VET for the waste management professionals; conducting direct contacts and implementing a questionnaire survey;
- 3. detail existing qualifications to the respective NQFs and assess their correlation and alignment with EQF/ECVET:** compare existing qualification and VET systems; preparing an assessment tool and linking all forms of them to common references;
- 4. identify the competences linked to the specificities of the sector:** describe knowledge, skills, competences, learning outcomes & units allowing the recognition of a professional profile; defining the qualifications frame in line with the EU initiatives and elaborating the appropriate Info-training toolkit; explore previous works and good practices from both partners and international experience; building a communication and knowledge exchange tool;
- 5. create an harmonized competence and training frame for different levels of SWFM qualifications:** enhance the acceptance of the proposed qualifications frame; promoting mutual recognition agreements;
- 6. favour the project results adoption:** organizing specific dissemination events (website, workshops, brochures, press articles, newsletters, EU presentations);
- 7. promote the suitable use of the project outcomes:** ensure the engagement of key stakeholders from the target groups; setting up the SWFM-QF Network; implementing project Exploitation Plan; organizing project final conference.

SWFM-QF Target User Groups

SWFM-QF Target User Groups can be clustered in 3 categories including:

- **Direct Beneficiaries** that include Developers of Qualifications and Frameworks at Sectoral and National Level, in EU and non-EU countries, Experts working on EQF and ECVET issues, National and European Accreditation Organisations of Vocational Qualifications and Guidance, Accreditation Centres for Continuing Vocational Training, National and European Organisations for Vocational Education Training, National and European Organisations awarding credits and qualifications, Research institutes on Vocational AND Education Training.
- **Vocational training providers** (training & human resources, departments of companies operating in the sector, training agencies and professionals) **and potential learners** (workers in the sector, unemployed people, job seekers, students of technical environment-related schools).
- **Policy and Decision Makers:** Civil Authorities in the fields of education environment, waste management, National and International Waste Management Associations.

Involvement of Target User Groups

SWFM-QF target user groups have been introduced to the project concept right from its beginning as recipients of informative material and especially during a the two questionnaires' surveys conducted in all to the project participating countries in order to define the qualifications of professionals in Solid Waste Management sector, training procedures and needs in the Waste Management industry. They are also directly involved by participating in all SWFM-QF dissemination communication activities, are contacted during environmental national and international informative workshops SWFM-QF partners participate, too. Members of target groups participate in the created SWFM-QF national networks in all 8 EU countries.

Potential Benefits to the Target User Groups

The sector of waste management is rapidly changing and developing the last years, mainly due to the initiatives and policies adopted in E.U. and the new technologies and techniques introduced, thus rising a huge need in highly qualified engineers, operational managers and processing technicians all over Europe which now and in the future be only possible through workforce mobility, transparency and mutual recognition of competences and learning outcomes.

The actual need of the abovementioned groups, met by SWFM-QF, lie within the general innovative perspective of the project which is related to the development of the new required qualifications for Solid Waste Facilities Managers and the respective recommendations for new VET courses in the field of Solid Waste Management and therefore to the creation of new job positions, the strengthening of companies' environmental performance and sustainable development.

It is foreseen that the high demand of professionals in the fields of Waste and Pollution Management sector of the eco-industry, the priorities of the E.U. policies towards sustainable development and green economy combined to the collaborative and networking character of the project, to maintain at a high level the demand for the project results and outcomes in a long term perspective.

2. Project Approach

The methodological concept adopted by SWFM-QF project was elaborated using Logical Framework Analysis during the preparation phase of the proposal. The Work Packages have been designed to support the core objectives of the project in terms of the following progressive activities:

- Identification of the structure, content and regulation of the qualifications of the professions related to Solid Waste Facilities Management in the European Market; assessment of the existing national VET systems related.
- Establishment of a multi-national network consisting of representatives of all the project's short and long term target groups (SWFM-QF Network). Development of a web based interactive platform, the project's communication and knowledge exchange tool.
- Development of a harmonized frame, for the common recognition of the qualifications of different levels of SWFM qualifications. Implementation of an extensively interactive collaborative approach incorporating early stakeholder involvement in the recognition of the relative professional profiles. Development of an Informative and Training Toolkit summarising the structure and contents of the required training courses.
- Carrying out an evaluation process and final designation of a) the proposed SWFM's Competence Frame and b) the proposed training course curriculum.
- Preparation of project Communication and Dissemination Handbook. Launching the SWMF – QF website; organizing specific dissemination events (workshops, brochures, press articles, newsletters, EU presentations).
- Development of a self-sustaining implementation strategy to support the recognition and transfer of qualifications across the European countries; implementation of a 5 year Exploitation Plan;.

The whole approach is supervised and coordinated, based on a critical path analysis of work plan, by a concrete and flexible management structure comprised of units and partners' specific roles that ensures effective management procedures throughout the project duration.

Quality assurance of proper project functioning with respect to objectives and expected results is achieved by the compilation of project's Quality Plan, explicitly documented in SWFM-QF Quality Handbook, and continuous monitoring actions during project's lifetime. A set of measurable indicators were defined and respective target values were set.

Special emphasis has been given to the dissemination and exploitation actions and the transferability of the project's outcomes to interested parties and foreseen target groups. The dissemination/exploitation strategy has been built on the different networks in the partner countries and all over EU. SWFM-QF network itself will follow a clear enlargement and sustainability strategy which will support the effects of impact during and also after the funding period..

3. Project Outcomes & Results

The major achievements and results of the SWFM-QF project within the reporting period concerning the project's objectives are:

- Objectives:**
- 1. Identify the structure, content and regulation of the qualifications for the SWFM occupation in the European market**
 - 2. Explore and compare the VET processes whereby these qualifications are acquired**

Conduction of Surveys – Compilation of National Reports

The National Survey Reports that were conducted and compiled in 8 EU countries summarize the results of two research surveys conducted at each participating country. Two questionnaires were compiled, one for SWFM qualifications and one for existing VET courses in Waste Management sector. In each country a survey was carried out among waste management companies, associations, authorities and training organizations to obtain first hand data on the work requirements and qualifications as well as the VET offers for technicians and managers.

Mainly by emailing and contacting focus groups by phone and personal interviews the relevant data and information for the structured questionnaires (for firms, VET-providers, associations) were gathered. The structured questionnaires were reformed in some countries by the responsible SWFM-QF project partner, to respond better to national needs. More than 3700 contacts were made, by all partners, and 750 answered questionnaires have been received.

SWFM-QF partners, in each participating country, compiled a Country Report based on the results of both surveys.

Both survey's deliverables are available on SWFM-QF project official website (<http://www.swfm-qf.eu>).

Communication and Knowledge Exchange Tool

SWFM-QF IT Platform (ITP) is an online tool for internal communication, data store for documents, for reporting purposes, etc. Through a single secure login all SWFM-QF members have access to all their specific contents, groups, and services from anywhere in the world with a web browser. Each service plays a vital role in delivering the value of online communities as well as communicating, sharing, and publishing many different types of information.

ITP serve as a tank of knowledge and information including good practices, innovative training procedures, training material sources, articles, national and European legislations, concerning the training needs and qualification profile professionals in the Waste Management industry.

SWFM-QF documents draft deliverables are initially created or uploaded in SWFM-QF ITP and then made available through the public SWFM-QF website (<http://www.swfm-qf.eu>).

Objectives: 3. Detail existing qualifications to the respective NQFs and assess their correlation and alignment with EQF/ECVET

Compilation of Comparison report of the identified national qualifications and VET

The compiled comparison report was based on the surveys' national reports and compared the qualifications of Solid Waste Facilities' Managers in the 8 participating to the project countries. The report analyzes and compares the qualifications and the national vocational education and training system (VET-system) in Bulgaria, Germany, Greece, Hungary, Italy, Lithuania, Poland and the UK – in the field of waste management. The report focuses on the qualification levels technicians (= EQF 4) and managers (=EQF 6).

The used data were acquired by the eight national surveys among waste management facilities, associations and training providers, to enable first-hand information and current insights into the state of the importance of knowledge and skills as well as the labor market conditions and VET offers.

A number of key questions are used and structure the report that make it easier to navigate through its contents and it helps to compare the 8 EU focus countries against the European and each national legal, political, economic and educational background. By analyzing current needs, future developments in VET within the European waste management industry can be predicted.

A gap between current qualifications and training needs was identified in almost all 8 EU countries where the surveys conducted. It is clearly seen that the existing VET programs-courses do not cover current needs of technicians and managers in waste management industries.

Objectives: 4. Identify the competences linked to the specificities of the sector

5. Create an harmonized competence and training frame for different levels of SWFM qualifications

Harmonised Competence Framework

The recommendations of a harmonized competence frame, for the common recognition of the qualifications of the Managers in the Solid Waste industry within Europe is currently under development. Partners have agreed on a common template for the development and presentation of the recommendations which will also be based on the comparative analysis of the respective qualifications in the project participating countries. Template is based on EQF recommendations (learning outcomes analysed in Knowledge, Skills, Competences descriptors), at EQF level 6 (for managers).

Objectives: 6. Favour the project results adoption

Communication and Dissemination Handbook

The Communication and Dissemination Handbook was compiled in the beginning of the project and is used by all project partners. The Handbook describes in detail the strategic objectives of the dissemination plan, internal and external communication, content and instruments of dissemination, tasks and responsibilities, rules and

regulations, project logo. The Handbook is available on SWFM-QF project official website (<http://www.swfm-qf.eu>).

Project Website

Project web-site was launched (in English) in the beginning of the project containing information on aspects like: project description and objectives, partners profile, contact details, calendar of events, announcement of meetings, workshops, presentation of results, links to other relevant EU projects, download area, collection of the frequently asked questions etc. The main core of website is available in the languages of all participating countries (EN, GR, DE, IT, HU, PL, LT, BG).

Via SWFM-QF website visitors can register to the SWFM Network and exploit all the project's results, outcomes, deliverables and the contents of the Knowledge Base. Additionally subscription services for SWFM-QF e-Newsletter. All projects activities are published in SWFM-QF website in order to provide visibility and transparency to the public. The SWFM-QF website is active on the following link <http://www.swfm-qf.eu>, has been updated twice and will continue to be regularly updated as the project progress.

Project's Newsletters

1st and 2nd Newsletters were created providing information about the project's progress and results/products and relative articles on Solid Waste qualifications issues. The Newsletters were disseminated in electronic format via e-Newsletter Services (>1800 recipients), direct emails to the stakeholders' networks of the project partners, and are also available on SWFM-QF project official website (<http://www.swfm-qf.eu>) in the languages of all the participating countries (EN, GR, DE, IT, HU, PL, LT, BG).

Informative Leaflets

A "start-up" (first) leaflet was prepared in view of the informative workshops at the beginning of the project. The leaflet presents the project structure, objectives, targeted results and activities. The 1st leaflet is available on SWFM-QF project official website (www.swfm-qf.eu). SWFM-QF Informative leaflets were distributed during national and international informative events, wherever project partners participated.

The second one will be prepared towards the end of the project and in view of the final conference. The leaflet will present the core results and deliverables that will have been reached by the project.

Articles and Press releases

SWFM-QF Project Partners publicized articles about SWFM-QF project to National Press and Magazines. Relative articles available on SWFM-QF project official website (www.swfm-qf.eu).

Objectives: 7. Promote the suitable use of the project outcomes

SWFM-QF Network

A national network was created in each participating country. The members of the eight networks are representatives of all stakeholders' target groups. Each member had to register to the IT platform. A complete data base of contact details is creating and this comprise the SWFM-QF network. All partners have agreed to continue looking for new members for the SWFM-QF Network during the overall project duration and after its conclusion. Network members will be the internal evaluators of the Harmonised Competence Framework and the Info-Training Toolkit.

The project network is hosted at the SWFM-QF IT Platform which was established for the needs of the project.

Communication and Knowledge Exchange Tool

Planning and Building of the SWFM-QF Communication and Knowledge Exchange Tool is already concluded on time. All partners agreed to continue to upload articles on solid waste management and training of professionals involved in this sector issues during the overall duration of the SWFM-QF project and after its conclusion. It was acknowledged by project partners that this is a good way to trigger the interest of project target groups and other interested stakeholders and also motivate them to register to SWFM-QF Network.

New knowledge developed during the project would be added to the knowledge base including the experiences gained from surveys, workshops, and conferences. Other European and international competent bodies will be invited to add their work. The knowledge base will highlight good practices, as well as any information concerning knowledge, skills and competences development of Solid Waste Facilities Managers.

Participation to Events and Conferences

SWFM-QF Partners, in the framework of dissemination activities, participate at different National and International Events and Conferences presenting the main project outputs to the public. Relative events available on SWFM-QF project official website (www.swfm-qf.eu).

Informative Workshops

In 5 out of the 8 EU participating countries, partners organised one one-day informative workshop at national level for the dissemination of the project identity. Presentations were given on project's actions, anticipated results and outcomes, vocational training aspects and needs on solid waste management, vocational training and waste management legislative framework. Stakeholders from all identified target groups and end users were invited. 278 person participated to these 5 informative workshops. The outcomes of the workshops are: agendas, presentations, stationery, poster, banner, photos and list of participants. Presentations and other informative material resulting from the workshop were uploaded to project website (<http://www.swfm-qf.eu>).

The other 3 remaining countries informative workshops are planned to be held during November and December 2013.

4. Partnerships

SWFM partnership incorporates 13 partners from 8 different EU countries including countries from Northern, Central and Southern Europe. The transnational character of the project presents a particular added value since it deals with issues of common concern at pan-European level.

SWFM-QF partners' consortium uses and exploits the benefits of an established partnership between enterprises, educational and training institutions as well as with civil society authorities, involved in solid waste management sector, as outlined within the strategic objectives of EU education and training policies.

SWFM partners present expertise in qualification frameworks, VET systems and materials as well as in waste management and environmental protection issues. The transnational nature of the project consortium in conjunction with the partners' multidisciplinary expertise will create an efficient form of partnership where sharing of practices, technology transfer and joint collaboration in the process, methodologies and deliverables results to more effective learning and will lead to the beginning of a sustainable networking across European educational area. In the partnership are included members of SWFM-QF target groups and all partners participate, actively, in several networks, thus enhancing the project dissemination potential on a wider range of potential stakeholders all over the EU area. SWFM-QF partners have an obvious interest in enhancing and upgrading the existing cooperation, exploiting and further improving the foreseen learning objects after the project completion since they collaborate and/or are in direct contact with several end users of the project. In this way, SWFM outcomes will be easily disseminated, accessible and transferable resulting in benefits which will impact on a wide range of potential beneficiaries, even beyond the boundaries of the consortium member countries. SWFM-QF partners are:

 **SIGMA Consultants Ltd and Hellenic Federation of Environmental Protection Companies** from Hellas

 **Saxon Education Company for Environmental Protection and Chemical Occupations Dresden Ltd. and Research Institute for Vocational Education & Training** from Germany

 **SINERGIE Società Consortile a responsabilità limitata** from Italy

 **Szent Istvan University and Association of Environmental Enterprises** from Hungary

 **Trust Waste Management Limited** from UK

 **Institute of Environmental Protection – National Research Institute and Polish Chamber of Commerce** from Poland

 **Kaunas University of Technology – Institute of Environmental Engineering and Alytus Region Waste Management Center** from Lithuania

 **Bulgarian Industrial Association** from Bulgaria

More information about the partners of the consortium can be found at the link:

http://www.swfm-qf.eu/main/?page_id=5897&lang=en

5. Plans for the Future

During the second year of the project, the following outcomes and results are foreseen to be achieved:

Objectives: 5. *Identify the competences linked to the specificities of the sector*

Harmonised Competence Framework

The recommendations of a harmonized competence frame, for the common recognition of the qualifications of the Managers in the Solid Waste industry within Europe is under development. Partners have agreed on a common template for the development and presentation of the recommendations which will also be based on the comparative analysis of the respective qualifications in the project participating countries. The approach adapted will be the designation of learning outcomes and then their detailed classification into knowledge, skills and competences descriptors currently required and likely to be required by the Solid Waste Facilities Managers derived from the comparison report results, direct consultation within the industry and relative curricula. Since there are different solid waste facilities, it was agreed by all partners involved in the development of the competence framework, each partner to undertake the development of a different solid waste facility. The results will be presented in the form of a matrix according to EQF standards.

Info-Training Toolkit

The development of the Info - Training Toolkit will involve 3 Phases:

Definition of access criteria for the implementation of the SWFM future course, during which the actual criteria will be evaluated, the former job experiences in terms of credits will be analysed, the limitations related to the participation will be established and finally the procedures for the acknowledgment of already obtained credits will be instituted.

Creation of SWFM course requirements and curriculum

The curriculum of the EU qualification as Solid Waste Facilities' Manager will be depicted in detail and will be divided in several major units.

Organisation of training – informative material

All training material/ references will be uploaded at the project's IT platform and will be regularly updated. A Multinational glossary of the relative technical terms will be prepared. The glossary will be part of the training material and will be available in all languages, published on the project's website.

Report based on the outcomes of internal evaluation

The internal evaluation will be realised via the use of the Communication and Knowledge Exchange Tool by the registered members of the SWFM-QF Network. SWFM-QF Network members will be asked to answer a questionnaire. The outcomes, including the results of the on-line questionnaire and the forum discussions will be depicted on the internal evaluation report.

Report based on the outcomes of external evaluation

In each participating country two external experts will be appointed for the evaluation of the proposed competence framework, the proposed training course curriculum and references. The external experts will come from the vocational training and the solid waste management industry sector. The project partners will select the external experts in close cooperation with the national Life Long Learning authorities of each country. External experts will document their evaluation results and proposals within the External evaluation report.

Revised Competence Frame and Proposals for for the SWFM training course curriculum

The Work Package 5 Leader will merge the results of the internal and external evaluation reports and will incorporate the suggested modifications into a final version of the Competence Frame and the proposals regarding the curriculum and the training material references of the training course.

Objectives: 6. Favour the project results adoption

Dissemination Activities

Project Website

The SWFM-QF website (<http://www.swfm-qf.eu/main/>) will be updated two more times, during May and October 2014 and will stay active 5 years after the conclusion of the project.

Project's Newsletters

Three more e-Newsletters are foreseen to be issued and distributed providing information about the project's progress and the results/outcomes produced.

Informative Leaflets

One more informative three-folded leaflet will be compiled, printed and distributed. The informative leaflet will be prepared towards the end of the project and in view of the final conference. The leaflet will present the core results and deliverables that will have been reached by the project.

Brochure

The core project deliverables that will be produced under WP4 will be published in the form of a brochure. The brochure will include and present the results of the surveys' comparison report, the proposed competence framework and the info-training toolkit.

Articles and Press Releases

One more press release will be published in national press before the realisation of a dissemination event, i.e, in each participating to the project country. The second press release is foreseen to be syndicated with the project's final conference announcements.

Informative Workshops

Partners from UK, Germany and Greece will organise one one-day informative workshop at national level for the dissemination of the project identity. Presentations

will be given on project's actions, achieved results and outcomes, vocational training aspects and needs on solid waste management, vocational training and waste management legislative framework. Stakeholders from all identified target groups and end users will be invited. Presentations and other informative material resulting from the workshop will be uploaded to project website (<http://www.swfm-qf.eu>).

Participation to Events and Conferences

P1 will participate in a Waste Management or Vocational Training conference where the main projects outputs will be presented to the public. P1 (member of the Hellenic Solid Waste Management Association) is in contact with other Hellenic Solid Waste Management, Environmental and Vocational Training Associations in order to find out and certify the SWFM-QF participation and presentation during such a major event in Greece. A specially designed pavilion will be hired, during this event devoted to the promotion of the project's outputs.

The other partners will realise at least one presentation at a relevant seminar or workshop (without subscription fees) at national level (some of the partners they already have done it). The participation to the event will be documented via photos, presentations, minutes, list of participants.

Objectives: 7. Promote the suitable use of the project outcomes

Communication and Knowledge Exchange Tool

All partners agreed to continue to upload articles at the Communication and Knowledge Exchange Tool on solid waste management and training of professionals involved in this sector issues during the overall duration of the SWFM-QF project and after its conclusion. It was acknowledged by project partners that this is a good way to trigger the interest of project target groups and other interested stakeholders and also motivate them to register to SWFM-QF Network.

New knowledge developed during the project would be added to the knowledge base including the experiences gained from surveys, workshops, and conferences. Other European and international competent bodies will be invited to add their work. The knowledge base will highlight good practices, as well as any information concerning knowledge, skills and competences development of Solid Waste Facilities Managers.

SWFM-QF Network

SWFM-QF partners have agreed to continue to look for new members for the SWFM-QF Network throughout the duration of the SWFM-QF project. New members will be sourced during dissemination (conferences, seminars, workshops) and exploitation activities (Final Conference) where project partners will participate and present project's results and outputs. Additionally, project's deliverables will be forwarded to foreseen project target groups like vocational training providers, policy and decision makers on solid waste management, environmental organizations, etc. and their members, staff will be asked to register to the SWFM-QF Network.

New SWFM-QF Network members will be asked to participate to the on-line internal evaluation process for the validation of the Harmonised Competence Framework and the Info-Training Toolkit.

Exploitation Plan Handbook

A 5 years exploitation plan will identify and describe the exploitable outcomes, the potential users (target groups), the activities, the instruments and the channels via which the project results will be exploited.

Final Conference

The conference will be held in Greece and will be organized by P1. During the conference the main results of the project will be presented to interested stakeholders, end users and the public. The partnership will also present its exploitation strategy aiming at a wide support from the project target groups for the future network activities. All the members of the SWFM-QF Network, environmental and training authorities, stakeholders as well as experts from relative EU similar projects will be invited to participate.

In the framework of project management and quality assurance of proper project functioning with respect to objectives and expected results, the following products and results are also foreseen to be achieved:

Coordination Meetings

The 3rd Coordination Meeting will be hosted by P6 in Szent Istvan University at Gödöllő, Hungary. The meeting will take place during the 14th and 15th of November 2013.

The 4th Coordination Meeting will be hosted by P8 in Largs, Scotland. It is planned to be held late May or early June 2014.

The 5th and final Coordination Meeting will be hosted by P1 in Thessaloniki, Greece. It will be organised and held along with the project's Final Conference, late September or during the first week of October 2014.

Final Report

The project's Final Report will be submitted till 31/12/2014 according to the project's Grant Agreement, the respective specifications and guidelines designated by the EACEA.

Final Quality Report

The Final Quality Report will be produced within the context of the final progress report. It will contain information regarding: the monitoring of the project's implemented procedures and tasks and actions elaborated or not, the evaluation of the compliance to the project's applicable specifications (according to monitoring and evaluation indicators), the identified deviations resulting from internal audits and the implemented measures/preventive/corrective actions for quality management from the start up to the end of the project.

6. Contribution to EU policies

Environmental, green economy is considered today as one of the major reservoirs of creating new jobs, worldwide. Its dominant sub-sector is the management of solid waste including materials recycling (43%). In 2012, it is estimated that the total number of people working in eco-industries was around 3,4 million (around 1% of the total workforce), and that the eco-industries had a turnover of around EUR 550 million. The general trend is of a growing number of 'green jobs' and case studies show, not surprisingly, that improving resource efficiency leads to job creation. It is foreseen that over 400,000 jobs would be created within the period 2008-2020 in case of full implementation of EU waste legislation. It is explicit that the solid waste management sector has a competitive edge globally and a great potential in contributing towards the goals of the EU Lisbon agenda for growth and jobs.

Waste management industry will continue to grow and be strong during the next coming years, since new and existing legislation needs to be enforced and waste management standards and rates to be implemented (EU Waste Thematic Strategy). New waste management technologies and advanced techniques are continuously entering the solid waste treatment market. As a result, the "new generation" of the waste management facilities are becoming highly technical worksites implementing several innovative solutions and a number of different processes on one site.

SWFM-QF project aims at developing a European qualification and training framework to address the needs of Facilities Managers in the waste management industry. SWFM-QF is in full agreement with the EUROPE 2020 Flagship Agenda for New Skills (Green) and Jobs. The project falls into the objectives of:

- Modernisation of labour markets to raise employment levels and trigger growth and
- Acquisition of new skills to enable workforce to adapt to new conditions such as technology advancements and legislation compliance in waste management sector.

SWFM-QF project comes to cover the already created and identified (also during SWFM-QF elaboration) need of Solid Waste Facilities Managers (SWFM) by developing a common professional qualification and training framework, in line with the directions of the EU Training and Education policies. SWFM-QF project introduces an innovative, clearly defined methodology for the creation of a new job profile (SWFM), based on the actual occupational and training needs identified within the waste management labour market and implements a self-sustaining strategy to support the recognition and transfer of qualifications across different countries in Europe. The SWFM qualifications' framework will be developed using the European Qualifications Framework (EQF) as a reference (level 6 and higher) framework in order to depict the new identified SWFM required learning outcomes into Knowledge, Skills and Competences descriptors. It is foreseen the framework to be used by the respective EU National Authorities as a guide in creating or reforming their national qualifications for solid waste managers making Solid Waste Facilities' Managers training and mobility a lot easier and more transparent, at least within the EU labour market.

Employment, training and skills acquisitions of the workforce are considered to be key issues within the EU Lisbon strategy. The development of skills and especially green skills is a core point of the European policies and especially the training and skills strategies developed under the Education and Training 2010 work program. The high demand of trained professionals in the field of waste management combined to the innovative character of the project and its transferability to other environmental sectors are indicative of the high expectancy in the results and also the multiplication potential of the SWFM-QF project.

SWFM-QF partners' consortium uses and exploits the benefits of an established partnership between enterprises, educational and training institutions as well as with civil society authorities, involved in solid waste management sector, as outlined within the strategic objectives of EU education and training policies (Education and Training 2020 - enhancing creativity and innovation, including entrepreneurship, at all levels of education and training). SWFM-QF partnership consists of 13 entities originated from 8 countries of Northern, Central and Southern Europe and includes educational and environmental Institutes specialized in the development of qualifications' frameworks in waste management sector, environmental and waste management associations of enterprises involved in solid waste treatment, industrial associations and relative civil authorities. In each EU participating to the project country the SWFM-QF national Networks have been created asking from representatives of competent stakeholders to join the networks and actively be involved in project realisation by evaluating the project's main deliverables (SWFM Harmonised Competence Framework and Info Training Toolkit).

