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## **PROGETTO "SIFOR - SISTEMA FORMATIVO AL VALORE-LAVORO DEL RIUSO"**

### **Work package 3 Definition of the job profile Partner 7 - TRINIJOVE**

#### **Result 6**

*Shared programme of the training/learning process including the tools for the identification of learning outcomes and detection procedures*

#### **INTRODUCTION**

The program is addressed to the partners/enterprises "transferring" the innovative device, as the object of investigation and acknowledge from the partners/ benefiting "receivers" during the studio visits planned by the project. The aim's program is to supply a comprehensive clue of the educational content to the partners/enterprises "transferring" , especially the issues considered the most relevant and coherent to the goal of transfer which is the object of the studio visits in phase/WP 4.

Study-visits in Belgium are part of the SIFOR project with the purpose of preparing the ground for the experimentation of a new professional profile in Italy—the "waste valorizer"—hence new methods for the valorization and reuse of waste, with a special emphasis on bulky and textile.

These vocational on-the-field study-visits are intended to launch the process of "transferring of innovation" from some French and Belgian enterprises of excellence to some Italian recipients (trainers, researchers, entrepreneurs/managers/workers). The following are the expected benefits:

- **From a vocational point of view:** by means of observation/analysis of professional/on-the-field activities, identify skills and knowledge pertaining to waste valorization and reuse, in order to draw a global picture of the "profile of the Valorizer" and of the working processes involved.
- **From a working and entrepreneurial point of view:** acquire competences, knowledge, and skills necessary to put into practice the tasks of the Valorizer that emerged from observing the valorization processes adopted in Belgium. The visits are meant to allow Italian actors to verify, critically evaluate and adapt to their own context the learning acquired and the experimentations.

Learning acquired during the visits represent the starting point to continue developing the SIFOR project once back in Italy in the months following the visit:

- **Experimental phase:** it is the task of Italian social enterprises to put to test analyses of usability and initiatives of development inherent to the processes of waste valorization, within the enterprises themselves, in the Centers for Reuse, and in the relationships with chains/local institutions, both at the national and transnational level.
- **Formal adaptation phase:** it is the task of trainers/researches to introduce into the regional system of qualifications a series of Vocational Units pertaining to the processes of waste valorization, so as to come up with a new qualification and/or an enrichment of existing qualifications.

The following four sheets provide useful information concerning activities during the study-visit, especially in terms of the four enterprises/organizations that will be subject of study.

As far as interpreting services (English/Italian) are concerned, a formal service of translating with the support of professionals translators during the training class will be provided, altogether with a more informal language's support based on the *chuchotage* method during the visits on the labour sites, as some participants are not linguistically independent. Thus, we ask hosting organizations to plan on talking in a distinct, slow way, including brief pauses to allow better understanding and informal translation.

At the end of each day, one hour will be dedicated to internal debate in the Italian delegation, to allow for confrontations/discussions among Italian managers about their experiences during the day. Trainers responsible for the project will provide support in this sense, and it will be a chance to highlight the major elements of interest and to speculate about potential usability studies and experimental propositions to transfer to Italy.

The programme is equipped by Survey Sheet on productive/laboring process under observe and by Report Survey about the final beneficiaries's learning.

## ISSUES OF SURVERY

The project objective is to transfer and to **disseminate in Italy an innovative job profile, the so-called "Waste Valorisator"**, within the regional context of social economy. The Valorisator is an expert in the waste prevention/management/recycling/reuse "supply chain", able to select objects and materials whose value can be increased, even before they become actual waste, in order to ultimately revitalize and relocate them on the market.

As regards the training needs of the Italian managers, *Orius* explains the current Italian situation:

- On the one hand there are the "goods" that have to be intercepted **before they become waste**, when they can still be reused through "preparation for reuse" procedures;
- On the other hand, that **are already waste** and for which it is necessary to understand what can be used in terms of raw materials or components.

The managerial objectives are as follows:

- To learn new ways of development of social economy in the field of waste recovery, that is business plans to be implemented at European level to foster employment in the social sector (managers and disadvantaged)
- These plans may concern eco-design, recovery of raw and secondary raw materials, delivery and management of the added value of "poor materials", new techniques for product reuse, new markets to relocate these products, etc. (WEEE, bulky materials, textiles, and also compost or other materials)
- The place where to implement these plans is just as important: social enterprises already operating in these sectors, possibly Reuse centres – which is an objective of the ER Region in line with the "Recycling society" encouraged by the European Commission – and other environments that use innovative ways to organize a reuse/recycling system based on the proximity principle
- To build institutional, business and commercial relationships with both private and public partners, with the idea to consolidating inter-regional networks and sign agreements and memoranda for the development and long-term sustainability of the project results.

Topic areas we are interested:

**from a single organization perspective** (how do I start with and run a reuse centre?). The single organization perspective interests in relation to the single and specific aspects on the activities that the Valorizer does inside the enterprise and the work place, and other detailed aspects of working process that is typical of the enterprises that work in this sector.

**from a network perspective** (how do I organize a network of reuse centres?): interest knowing and understanding better developmental strategies and network techniques of reuse centres both to transfer them to Italy both to make network with the organizations that will meet.

## Training content

### 1) Classification of national/regional legislation

#### 2) Collect

- Authorization processes
- Conventions
- Methods of collection

#### 3) Selection

- Verification criteria / selection of goods / waste
- Selection mode
- Which Training in the selection

#### 4) Transformation / enhancement

- Authorization processes
- Preparing to re-use
- Re-use of the product or of its components
- Test / verification of the final product for re-use
- Preparing to recycling
- Treatment / re generation of materials
- Management of process waste
- Which Training for transformation

#### 5) Sale

- Processes authorization for sale
- Details and amount of sale
- Placing on the market of the products obtained (strategies and channel / distribution networks)
- Promotion and marketing of products

#### 6) places / workplaces where valorisation activities are carried out (place of work undertaking, Special Reuse centres, etc.).

#### 7) Relations between European countries

- Possibilities and ways of establishing commercial networks between European countries
- Promotion and management of public-private partnerships and institutional relationships
- other projects with external organizations (also in other countries): companies, universities, public bodies, other networks....

#### 8) Other qualitative aspects

- presence of specific activity / chain definable "innovative",
- main criticality of activity / chain of the Valorisation,
- main forecasts for growth/improvement of the Valorisation chain or activity.

## Transversal information and other considerations about:

- 1) social (number of jobs, employment of disadvantaged groups),
- 2) techniques (processes, system maintenance, equipment, machinery, tools),
- 3) economic (economic sustainability of the supply chain, costs and profits of the various steps of the cycle),
- 4) environmental (amount of recovered material, reduction of emissions, etc.).



ENCLOSED

SURVEY REPORT OF THE LEARNING\_ BELGIUM VISIT

SURVEY REPORT OF THE LEARNING\_ FRANCE VISIT

SURVEY SHEET OF THE PROCESSES