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PROGETTO "SIFOR - SISTEMA FORMATIVO AL VALORE-LAVORO DEL RIUSO"
TRAINING SYSTEM TO THE VALUE OF REUSE

Work package 5 Validazione e sperimentazione Orizzontale

Partner 2 – UNIVERSITA' MODENA E REGGIO EMILIA

RESULT 9

Operational and methodological program of horizontal testing including:

- *Repertory of experiential learning, transversal and in the 3 referential sectors*
- *Tools to support the recognition of learning in reference to European standards*

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Note: Chapters 1, 2 and 3 are the same for Results 9 and 11.

1. Introduction

The testing phase of the SIFOR project is aimed to implement the theme of European Strategic Valorisation connected to the **"Preparing for Reuse"** that the European Commission has put at the **2nd place of the "Waste Hierarchy"** immediately after the "Prevention" and before "Recycling", "Recovery (for example of energy)" and "Disposal" (art. 4 Directive 2008/98 /EC of the European Parliament and Council).

Therefore the main innovation implemented by SIFOR is the identification of different skills related to the process of valorisation, in relation to business owners, managers, employees of social enterprises.

The regulatory framework

Article no. 11 of the **EU Directive 2008/98/EC** on reuse and recycling invites Member States to adopt the necessary measures to promote the reuse of products and the measures useful to prepare for the re-use activities, and the establishment and support of networks of reuse and repair.

In Italy, the **Legislative Decree no. 205 of 3 December 2010** transposed Directive 2008/98/EC inserting the "preparation for reuse" between the operations of recovery of waste.

The **Article no. 183 of Legislative Decree defines the followings:**

- **'prevention'**: measures taken before that a substance, material or product, becomes waste and reduce:
 - the amount of waste, through the **re-use of products** or the extension of their life cycle;
 - the negative impacts of waste on the environment and human health;
 - the content of hazardous substances in materials and products;
- **'preparing for re-use'**: control operations, cleaning, disassembly and repair by which **products or components of products that have become waste** are prepared so that they can be reused without further pre-treatment;
- **'reuse'**: any operation by which **products or components that are not waste** are used again with the same purpose for which they were conceived.

The regulatory framework requires the Member States to introduce the Reuse in Waste Management Plans from clear objectives, relying on "local area network already existing" and allowing the return movement of waste after the "Preparing for Reuse", that is after control operations, sanitation and repair, without any further treatment.

Recently, the **Decree of the Ministry of the Environment of 7 October 2013, approving the National Program for Prevention of Waste**, confirms that the PA must promote initiatives aimed to encourage the reuse of products, while the regions must integrate its planning with the instructions of the National Programme within one year.

At the same time, it introduces the extended responsibility of producer for a product, deferring to future decrees to define the operational procedures for the establishment and support of centres and networks for reuse.

The Councillorship of Environment of the Emilia-Romagna region (promoter of the project), in developing the Regional Plan of Waste Management (pending approval by the end of 2013) upheld addresses processed by SIFOR, assuming specific strategies to encourage the establishment and support of centres for preparation for recycling and reuse, considering workplaces ideal sets for the development of promotional activities, including supporting to social inclusion and by introducing appropriate professional profiles to manage its production processes.

To support these objectives, the project partners Unimore and Orius promoted a number of initiatives of support and dissemination, such as the round table "Preparing for re-use in Italy and in Europe" (held on 17th October 2013 in Ferrara) and the adherence to a network of 13 European projects and public-private partnerships committed to promoting the same themes of prevention/waste reduction.

The testing phase

The activity of the survey/skills of the profile has been started by the SCIENTIFIC- EDUCATIONAL WORKGROUP (henceforth Scientific Workgroup) in WP3 and it is organized in two complementary fields:

- Scientific Workgroup - Institutional Area (henceforth SI), mainly made up of partners and institutions of the countries involved;
- Scientific Workgroup - Labour Area (henceforth SL), consisting primarily by the beneficiaries manager/co-operators.

The activity of Scientific Workgroup accompanies, notes and revises the outcomes of the various phases of work, in particular, matching the emerging results from the investigation phase of WP 3 and training phase of WP 4 to the process of transferring/testing in WP 5 and WP 6 and to the adaptation phase/final formalization in WP 3 and WP 7.

Starting from these data, the SL workgroup noted the outcomes of the training in terms of identification of processes / skills acted as part of the development / re-use in social enterprises in the transferor country (France) and partner country (Belgium). From the survey on the organizational characteristics of the visited companies in Belgium and France, significant differences arise in the role/function of the Valoriser profile of goods /waste; these differences affect both the levels of skills - strategic / managerial and technical/operational - and the chain of reference: WEEE, Textiles, Bulky.

For these reasons, as identified in the investigation phase of the profile (Result no. 5 of WP 3), the attention was focused on the nature of the processes of valorisation in order to better investigate the characteristics of the activities of "preparation for reuse" and then the specific- and / or cross-cutting, strategic and / or operational- activities they associate to the profile.¹

The testing foresees that managers/workers of the social enterprises involved are assisted by mentoring/accompanying of partner Unimore and Orius, in the survey of learning "day by day", adopting strategies of self-observation, self-analysis, discussions and interviews, formal surveys using tools and documentation via ad hoc.

The activity of testing provides 2 different and complementary approaches:

- Horizontal (soft skills) in WP 5;
- Vertical (sectorial/operational skills on 3 types of waste) in WP 6.

The testing involves the development of feasibility studies, operational tools in order to:

- Detect functional roles and responsibilities in the processes of valorisation transferred in Italy;
- Detect the learning acquired by final beneficiaries in a non formal way during testing phase;
- Test the effectiveness of the transfer of the results emerging from the feasibility studies (that are process innovations/product transfers in the context of receiving social enterprises).

¹ In the attachment it is possible to see the results, in terms of survey of processes production and content development.

The following table illustrates the integrated context of the project actions, defined by the Scientific Table

INTEGRATED DEVELOPMENT PROPOSAL OF 2 COURSES OF ACTION (WPs 3, 4, 5, 6, 7)

<p>Course 1 - RESEARCH (in WP3) Partners: Trinijove, ER Region, Orius</p> <p><i>People involved in the Scientific working group:</i> Representatives from the Regions of partner countries</p>	<p>Course 2 - TRAINING AND TESTING (in WPs 4/5/6) Partners: Unimore, Orius, Envie, Rreuse, Atia Iswa</p> <p>People involved in the Scientific working group: Managers from Italy and from partner countries</p>
<p>Activities:</p> <p>1) Data collection through comparative grids for a comparison between:</p> <ol style="list-style-type: none"> Systems for the certification of vocational qualifications - GRID 1 Structures of vocational qualifications with reference to EQF levels, identifying the qualifications relative to waste management in every partner country - GRID 2 <p>2) Analysis:</p> <ol style="list-style-type: none"> Of the similarities/differences of qualification systems and structures in force in partner countries Comparative analysis among the vocational qualifications in partner countries in the sector of waste management/upcycling <p>3) Verification of any possible compatibilities/integrations among the systems object of the analysis</p>	<p>Activities:</p> <p>1) Training (WP 4) and data collection at social enterprises operating in partner countries through study visits in France/Belgium, on the:</p> <ol style="list-style-type: none"> Characteristics of production processes relative to preparation to re-use /upcycling (also by separating the various processes based on the product group - EEE, textiles, furniture) Need of functions/skills necessary for the correct operation of production processes <p>2) Validation (WP 5) – In Italy, identify:</p> <ol style="list-style-type: none"> Which upcycling processes can be transferred and used in the Italian context What are the learning needs of Italian managers/workers in relation to the processes identified <p>3) Testing (WPs 5/6) – Feasibility study with Italian managers, consistent with the selected processes and needs, also in order to identify/recognize the learning acquired by managers – tutoring by experts from Envie and Atia Iswa</p>
<p>These 2 courses of action share the exchange of information and intervention strategies (video/face-to-face) in the Scientific working group - 2 areas: institutional/work</p>	
<p>FINAL ADAPTATION (in WP7) Partners: Emilia Romagna Region, Orius Outcome in Italy:</p> <ul style="list-style-type: none"> Assessment and/or implementation of upcycling skills within the vocational qualification system of the Emilia Romagna Region, based on the results of WPs 3,4,5,6 Feasibility studies on the development of upcycling supply chains in Italy Recognition of informal learning (based on the ECVET system) acquired by Italian managers during on-the-field training and testing activities <p>(Possible) outcome among partner countries:</p> <ul style="list-style-type: none"> General agreement among regions/partner countries on a minimum level of compatibility among the various qualification systems and on possible shared initiatives Agreement among social enterprises based on upcycling roles/functions within the respective production processes, with a view to developing transnational upcycling supply chains 	



2. Repertoire of experiential and cross learning in the 3 sectors analyzed

VALIDATION OF TESTING PROCESS (WP 5 and WP 6)

The validation of the testing process was carried out by integrating the experiential learning detected during the study visits in transferring countries Belgium and France (WP 4), with the feedback that emerged from the survey phase on the professional profile (WP 3).

Based on the results emerged from the training phase, the testing phase has been planned to develop **feasibility studies** on valorisation processes and transversal soft skills and it is targeted to WEEE, Textiles, Bulky areas.

Areas/subject of feasibility studies

1. VALORISATION PROCESS (in accordance with the regional policies on environment and waste).

Textile production chain - the feasibility study, based on the Flemish model of Prosper (Belgium), plans to promote a process of collaboration with public and private entities of the territory belonging to the system of waste management. The hypothesis is aimed at intercepting the flow of cloths deriving from the regional context, currently intended for sale abroad. By taking advantage of existing facilities in the area for the storage of clothes, it is possible to test new processes of transformation that can be connected to the construction of new plants for the recovery of materials selected from the collection.

Bulky chain - Whereas the bulky sector includes furniture, toys, garden furniture, bric-a-brac and other objects, etc., the feasibility study is based on the Walloon model of Komosie (Belgium) and plans to structure the process of re-use of these materials, identifying the waste flow at the input, from which it builds channels for process and sells them. The study aims to promote a joint project between the social economy and the voluntary sector, fostering an organized and traceable system of preparation for the re-use of bulky.

WEEE chain - Inspired by the French model of ENVIE (France), the feasibility study aims to identify new modalities of relationship with WEEE consortia of producers. Based on the observed areas in France - logistics, preparation, marketing – it promotes new strategies in order to intercept the flow of materials to the system of social cooperation. In addition, the necessary tests to replace the WEEE in the market are complex and require the definition of the lifetime of products and how much they were used, giving "guarantees" on the quality of the products, their reuse, their "useful life".

For each of the three sectors, the testing takes place in involved enterprises/social cooperatives, in Regional Centres for Reuse/Reuse (where possible) and laboratories that are developing innovative actions inspired by this model, such as laboratories "WEEE in prison", the Centre of reuse in Bologna "Second Life" and some laboratories for the reuse of the Cooperative Insieme Vicenza, a stakeholders involved in the project by virtue of the innovative processes experienced by a few years.

2. KNOWLEDGE AND SKILLS ENHANCEMENT

According to the surveys it has been prepared a panel of skills - divided into managerial/strategic (WP 5) and technical/operational (WP 6) areas/levels - attributable to the enhancement of functions, including a selection of those that will be tested "on the field" in the workplace, by the managers/employees of social enterprises involved.

COMPETENCES SUBJECT TO TEST

	WEEE	TEXTILE	BULKY
HORIZONTAL TESTING (WP5) MANAGERIAL AREA	Managerial competences: <ul style="list-style-type: none"> analysis/evaluation of cost/amount / flow, of processes of industrial valorisation; assessments of the feasibility of business model (for quantities treated, modality to put back on the market, size / capacity of the technological plants); assessments of sustainability integrated between environmental social, economic levels; design of plants of management / development of waste; planning of the logistics processes of collection; planning of the processes of development / regeneration / repair, definition of standards and methods of selection / sorting, defining methods of quality control and / or compliance; design of marketing plans and planning of sale system, at local, national, European and international level; definition of tools and methods of the accounting system and / or sales management; development/management of structured network of social enterprises and governance models of the network at national and European level; management relations/relationships with multi-utilities, large retailers, manufacturers; management/control optimization of the life cycle of a good / product, in relation to the supply chain from the producer of the good to the consumer / customer, to the operator of the waste / recycling; knowledge / skills of the legislation and Community national, regional legislation of the sector ; knowledge / skills of fiscal and financial. 		
VERTICAL TESTING (WP6) TECHNICAL / OPERATING AREA	technical / operational forward to: LOGISTICS 1- Planning 2-Preparation for the collection round 3-Collection Sorting Level 1 REPAIR - The sorting of 2nd level - The repairing - The cleaning - Quality control SALES AND CUSTOMER SERVICE Developing of sales strategies (based on customer type, product categories, internal management, sales performance indicators)	technical / operational forward to: LOGISTICS planning of bins collection door-to-door collection donations 1st selection ENHANCEMENT Selection: 1 for external; 2nd for shop atelier SALE international shop	technical / operational forward to: LOGISTICS 1- Planning 2- Door-to-door collection donations REPAIR The phases of regeneration: - Sorting and preparation for sale - The repairing and customization - The cleaning SALES AND CUSTOMER SERVICE Sale in store Sale on Web

In the attachment, it's available the detailed documentation, currently in use:

- Survey card of transverse process plants design
- Survey card of processes / roles / skills in Textile Sector
- Preparatory data for the identification of managerial skills enhancement

3. Tools to support the recognition of learnings

In parallel to the testing process of development and identification of units / skills associated with them, it is scheduled to "put in transparency and value" the learning outcomes of the manager/ co-operators beneficiaries.

The learning pathway

The Valoriser is a versatile figure, that can be insert both in the specific waste sector and in the production process of original goods/materials, foreshadowing, among all, the hypothesis of a synergy of supply chain between producers of goods and organizers/managers of reuse.

Methodology and data collection tools:

- Focus group within the Scientific Workgroup: selection of the object, instruments, recognition processes and learning outcomes of the beneficiaries;
- Discussions / interviews ongoing to beneficiaries to survey the learning emerging from the ongoing processes of testing (WP 6);
- Final focus group of self-assessment among beneficiaries (WP 5);
- Elaboration of the material detected;
- Survey and "putting into value" of the learning outcomes of the beneficiaries.

The survey process of learning will cover:

- Method of construction / sharing of testing activities;
- Scientific / technical / regulatory / social knowledge acquired;
- Practical skills implemented during the testing;
- Self-assessment of the results in terms of knowledge;
- Innovation of the knowledge acquired regarding starting knowledge;
- Motivation to develop new business / network in the field of enhancement;
- The impact of the experience on the job and on the processes of the companies involved;
- Influence of experience on the quality of the work of disadvantaged people of social enterprises involved;
- Development / quality of relationships in the Italian working group and to companies of the European Partnership.

4. Operational Programme of the Testing in Wp 5

Partner: University Of Reggio Emilia And Modena

DETAILS OF THE TESTING

- **Purpose of the testing:** development of **feasibility studies on cross-cutting elements/managerial/strategic processes for the valorisation of WEEE, textiles, bulky**. The studies provide phases of research/analysis/check/assessment alternated to operational activities that take place mainly in managers work places in cooperatives. The studies have been developed by **three work groups** composed of 11 managers and tutors/experts.
- **Duration:** October 2013 - July 2014 (10 months).
- **Participants:** 11 managers members of social cooperatives participating in Orius: La Città Verde, Martin Pescatore, La Fraternità, Attività sociali, ARO, La piccola carovana, Fare Mondi, It2, Gulliver, Germoglio, La Rupe.
- **Total hours activity:** 80 hours/participant over the course of 10 months.
- **Tutor/support experts:** UNIMORE.
- **Scientific Workgroup – Labour Area** composed of UNIMORE, Orius, Emilia Romagna region (Environment, Education and Social sectors), managers.

TOOLS AND ACTIVITIES

- **Project Work prepared by the managers involved** in the development of feasibility studies (80 hours/manager) to be implemented over the course of 10 months during the testing;
- Individual project work sheets aimed to process the contents of feasibility studies;
- **Mentoring and coaching of experts from UNIMORE** to 11 managers involved during the 10-month of testing;
- **Technical workshop** performed by working groups to share/define the contents of testing;
- **Focus group on self-assessment of learnings.**

RESULTS

- Detection of processes/roles/**managerial skills**, that are significant for the evaluation activity;
- **Realization of feasibility studies** for the development of chains of exploitation in Italy;
- **Keeping in value of informal learning** accrued by Italian managers during the training and testing.

EXPERIMENTATION DATA

- **object of the experiment:** development of **feasibility studies on cross elements/managerial/strategic processes of waste treatment WEEE, textiles and bulky.** These studies consist of research/analysis/verification/evaluation phases, alternatives to operational activities that take place mainly at the premises of the work of managers in cooperatives and are developed by three working groups composed of 11 managers and tutors/experts in tiling.
- **Duration:** October 2013 to July 2014 (10 months).
- **Participants:** 11 members coming from social cooperatives participating in Orius Association: La Città Verde, Martin Pescatore, La Fraternità, Attività Sociali, ARO, La Piccola Carovana, Fare Mondì, IT2, Gulliver, Germoglio, La Rupe.
- **Total activity hours: 80 hours/participant** over the 10 months of testing.
- **Tutor / support experts:** UniMORE.
- **SL Workgroup** composed by UniMORE, Orius, ER region (Environment, Education and Social sectors), participant managers.

WORKING GROUPS ON FEASIBILITY STUDIES RELATED TO THE 3 SECTORS IDENTIFIED

Bulky chain	Textile industry	WEEE chain
manager / coop participants in the working group La città verde, Martin Pescatore, Fare Mondì	manager / coop participants in the working group Coop ARO, La piccola Carovana, La Fraternità	manager / coop participants in the working group It2, Gulliver, Germoglio, La Rupe, Attività sociali
Place of experimentation Social cooperatives involved, Centers Reuse / Reuse ,Centre Second Life, coop together	Place of experimentation Social cooperatives involved, Centers Reuse /Reuse, coop INSIEME	Place of experimentation Social cooperatives involved, Centers Reuse /Reuse, RAEE laboratories in prison, coop INSIEME

COMPOSITION OF THE 3 WORKING GROUPS

CHAIN RAE	
Manager/cooperators	Cooperative
Manuela Raganini	ORIOUS - social coop Gulliver (Impronte Sociali)
Nicola Cirelli	ORIOUS - social coop Il Germoglio (Impronte Sociali)
Daniele Steccanella	ORIOUS - social coop IT2 (Cides)
Lorenzo Zanarini	ORIOUS - social coop La Rupe (SIC)
Ulisse Belluomini	ORIOUS - social coop Attività Sociali (SIC)

BULKY CHAIN	
Manager/cooperators	Cooperative
Alessandro Gabriele	ORIOUS - social coop Fare Mondi (SIC)
Gianluca Rizzello	ORIOUS - social coop Il Martin Pescatore (SIC)
Giorgio Rosso	ORIOUS - social coop La Città Verde (impronte sociali)

TEXTILE INDUSTRY	
Manager/cooperators	Cooperative
Francesco Tonelli	ORIOUS - social coop La fraternità (SIC)
Adamo Finetti	ORIOUS - social coop A.R.O (impronte sociali)
Michele Bignardi	ORIOUS - social coop La piccola Carovana

STAFF COMPOSITION OF INDIVIDUALIZED TUTORING FOR WORKGROUPS

WEEE CHAIN Tutor Junior Unimore Lorena Guerra - RESPONSIBLE TUTOR Rita Gamberini, Luca Galloni
BULKY CHAIN Tutor Junior Unimore Stefano Fontana - RESPONSIBLE TUTOR Rita Gamberini, Luca Galloni
TEXTILE INDUSTRY Tutor Junior Unimore Marco Luppi - RESPONSIBLE TUTOR Rita Gamberini, Luca Galloni

STAGES OF EXPERIMENTATION

PERIOD	STAGES
October/December 2013	3 initial workshop for sharing and setting the contents of each chain. Activity sessions for each cooperator (individual or group). Technical tutoring sessions performed by Unimore (individual or group). Comparison with the regional group.
January /July 2014	3 plenary workshop and / or supply chain design and / or monitoring of activities Activity sessions for each cooperator (individual or in group). Technical tutoring sessions performed by (individual or in group). Focus plenary group on self-assessment of learning. Comparison with the regional group.
July/September 2014	Reconnaissance and preparation of feasibility studies (Project Work). Identification of processes/roles/skills significant in relation to Managerial Area. Final report of the experimentation.

PHASES OF THE EXPERIMENT

First stage – 2013

PERIOD	ACTIVITY	RETAIL ACTIVITY WP 5	OUTPUT
October/December 2013	Area Management skills Analysis/setting development strategies in the 3 sectors of textile bulky RAEE development of processes and data (Business Plan) for testing the feasibility strategic.	3 technical workshops/case studies (one for each group) Unimore tutoring, individual and group, to support the detection of processes and data for The administrative checks feasibility -1 textile industry dedicated tutor chain bulky -1 dedicated tutor RAEE chain -1 dedicated tutor	Project work of data collection and procedures for strategic feasibility of the processes of development.

Second Stage – 2014

PERIOD	ACTIVITY	RETAIL ACTIVITY WP 5	OUTPUT
January/July 2014	Area Management skills Planning of supply chains in the system of lifelong learning on the job: roles, skills, tools.	3 technical workshops/ case studies (plenary/ supply chain) UNIMORE Tutoring, individual and in group, for analysis / verification of Managerial skills inherent in the processes of: Textile industry - committed tutor Chain bulky - committed tutor RAEE supply chain - committed tutor PLANNING tools: reporting system socio-educational SIRHE; distance training with technological devices. Focus group in plenary for self-assessment.	Project work - Panel of roles and managerial skills inherent in the processes of development. Detection of informal learning. Final report of the trial including the feasibility studies and/or programming of new tools of "horizontal development".

3 Programming technical workshops initial

Group Supply Chain RAEE	DATE OF MEETING
Manuela Raganini Nicola Cirelli Daniele Steccanella Lorenzo Zanarini Ulisse Belluomini Tutor Lorena Guerra	October 29 th , 2013
Group Supply Chain bulky	DATE OF MEETING
Alessandro Gabriele Gianluca Rizzello Giorgio Rosso Tutor Stefano Fontana	November 20 th , 2013
Group Textile Sector	DATE OF MEETING
Francesco tonelli Adamo Finetti Michele Bignardi Tutor Marco Luppi	November 20 th , 2013

Attachments

- Project work for managers/co-operators;
- Project work sheet for strategic/managerial area;
- Card detection of transversal process for plant design;
- Preparatory sheet for transversal managerial skills;
- Card detection of the textile chain process;
- Report of the study visits WP 4 – France: September 2013, Belgium: May 2013;
- Minutes of the meeting of SL Workgroup held on 2nd of July 2013.

Appendix

Partner	Name	Role
P0 RER	Serenella Sandri	Project leader
	Vito Cannariato	Expert on environment - waste areas
	Cinzia Ioppi	Expert on social, inclusion, disadvantaged people areas
	Patrizia Gigante	Expert on inclusion and work area
P7 TRINIJOVE	Elisabeth Diaz Ignacio carlos Parody	Expert on the job training and social inclusion areas
P1 ORIUS (Trainers and managers of social enterprises)	Giacomo Sarti	Trainer
	Barbara Bovellacci	Trainer and project /coordinator manager
	Maria Giulia Resca	Organizational support
	Nicola Cirelli	Orius - social coop Il Germoglio (Impronte sociali)
	Daniele Steccanella	Orius - social coop IT2 (Cides)
	Alessandro Gabriele	Orius - social coop Fare Mondi (SIC)
	Francesco tonelli	Orius - social coop La Fraternità (SIC)
	Gianluca Rizzello	Orius - social coop Il Martin Pescatore (SIC)
	Ulisse belluomini	Orius - social coop CoopAS (SIC)
	Lorenzo Zanarini	Orius - social coop La Rupe (SIC)
	Manuela Raganini Annarita Dall'Oglio	Orius - social coop Gulliver (Impronte Sociali)
	Adamo Finetti	Orius - social coop La Piccola Carovana (SIC)
	Michele Bignardi	Orius - social coop A.R.O (Social Fingerprint)
Giorgio Rosso	Orius - social coop La città Verde (Impronte Sociali)	
P2 UNIMORE	Rita Gamberini	Researchers / tutor on environment - waste - production processes areas
	Luca Galloni	
	Marco Luppi	
	Bianca Rimini	
P6 ATIA	Carin van der Pijl	Expert area environment - waste
P4 ENVIE	Pascal Monard	Expert on waste/valorization and social inclusion areas
P3 RREUSE	Paolo Ferraresi Daphne Rieder	Expert on waste/valorization and social inclusion areas

LEGEND

ACRONYM	Name
Regione ER	Partner 0 Emilia Romagna Region
Orius	Partner 1 Orius Association
Unimore	Partner 2 University of Modena and Reggio Emilia – Department of science and engineering
Rreuse	Partner 3 RREUSE – REUSE AND RECYCLIN EUROPEAN UNION SOCIAL ENTERPRISE
Envie	Partner 4 ENVIE – Enterprise Nouvelle Vers une Insertion Economique
Pestalozzi	Partner 5 Pestalozzi Foundation
Atia	Partner 6 ATIA – ISWA Italia – ISWA National Member
Trinijove	Partner 7 FUNDACION PRIVADA TRINIJOVE
WP/WPs	Workpackage/ Workpackages
Fase/fasi di lavoro	Workpackage/ Workpackages
TS	Tavolo scientifico pedagogico
Workgroup SI/SL	Scientific Institutional Workgroup/Scientific Labour Workgroup