

LIFELONG LEARNING PROGRAMME - LEONARDO DA VINCI Transfer of innovation

Project Code: 2012-1-IT1-LEO05-02781

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

Work package 6 – Vertical Experimentation

Partner 1 – ORIUS ASSOCIATION

RESULT 11

Operational and methodology program on the vertical experimentations, including:

- *Repertoire of experiential and cross learning in the 3 sectors analyzed (WEEE, Textiles, Bulky);*
- *Tools to support the recognition of learnings in relation to European standards.*

INDEX

1. Introduction;
2. Repertoire of experiential and cross learning in the 3 sectors analyzed;
3. Tools to support the recognition of learnings;
4. Operational and methodology program for vertical experimentation in WP 6.

APPENDIX

ATTACHMENT

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).

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

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

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 <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 People involved in the Scientific working group: Managers from Italy and from partner countries</p>
<p>Activities:</p> <ol style="list-style-type: none"> 1) Data collection through comparative grids for a comparison between: <ol style="list-style-type: none"> a. Systems for the certification of vocational qualifications - GRID 1 b. Structures of vocational qualifications with reference to EQF levels, identifying the qualifications relative to waste management in every partner country - GRID 2 2) Analysis: <ol style="list-style-type: none"> a. Of the similarities/differences of qualification systems and structures in force in partner countries b. Comparative analysis among the vocational qualifications in partner countries in the sector of waste management/upcycling 3) Verification of any possible compatibilities/integrations among the systems object of the analysis 	<p>Activities:</p> <ol style="list-style-type: none"> 1) Training (WP 4) and data collection at social enterprises operating in partner countries through study visits in France/Belgium, on the: <ol style="list-style-type: none"> a. 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) b. Need of functions/skills necessary for the correct operation of production processes 2) Validation (WP 5) – In Italy, identify: <ol style="list-style-type: none"> a. Which upcycling processes can be transferred to and used in the Italian context b. What are the learning needs of Italian managers/workers in relation to the processes identified 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>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 and methodology program for vertical experimentation in WP 6

Responsible Partner : ORIUS ASSOCIATION

EXPERIMENTATION DATA

- **Object of the experimentation:** development of feasibility studies related to technical /operational aspects in the 3 areas identified for the study of the valorization processes' feasibility (WEEE, textiles, bulky), as they were observed during the study visits in Belgium and France. The feasibility studies are developed by **3 working groups** composed by 11 managers and tutors/experts in coaching, and they involve stages of research / analysis / review / evaluation, alternating with operational activities and take place mainly at cooperatives premises.

- **Duration:** October 2013 – July 2014 (10 months)
- **Participants:** 11 managers coming from social cooperatives participating in Orius Association: La città verde, Martin pescatore, La Fraternità, Attività sociali, ARO, La piccola carovana, Fare Mondi, It2, Gulliver, Germoglio, La Rupe.
- **Total hours of activities: 80 hours/participant** to be carried out over the 10 months;
- **Tutors and experts: Orius**, Envie (France), Atia
- **Scientific Workgroup – Labor Area** composed by UniMORE, Orius, Envie, Atia, ER Region (Environment, Training, Socials), managers involved.

TOOLS AND ACTIVITIES:

- **Agreement of cooperation** between social cooperatives - Association Orius;
- **Agreement** between managers involved;
- **Project Work** for the development of feasibility studies awarded to managers involved (80 hours / manager) to be realized within 10 months;
- **Individual Project work sheets** to process the feasibility studies;
- **Mentoring and coaching** of experts from Orius involving 11 managers during the 10-month;
- **Technical Seminars in plenary** sharing / defining the contents of experimentation;
- **Seminars** organized by the partners Atia;
- **Consulting / in situation or distance tutoring** by the partners Envie;
- **Individual interviews** and coaching for detection of learning.

RESULTS

- Detected jobs / roles / **technical / operational skills** significant in relation to valorization activity;
- Done feasibility studies for the development of valorization chains;
- given value of informal learning acquired by Italian managers during the training and testing
- Final Workshop for evaluation / results sharing.

STRUCTURE of the EXPERIMENTATION

This activity is supported by the expert tutoring of the **French partner ENVIE** (who owns the transfer process of the virtuous reuse model on which the project is based) along with other in-depth seminars offered by the scientific **partner Atia**.

Focus on Business Canvas model

Feasibility studies in WP 6 make use, in first stage, of the Business Canvas Model to investigate production processes/sustainable employment, proposed to understand whether the work models learned during the study visits in Belgium and France are adaptable at the different partners contexts.

Therefore the aim of the experiment is to set the programming processes of the technical activities/operations - logistics, regeneration, commercial - on the three sectors, identifying the points of contact/integration with cross studies carried out in WP 5.

It aims at laying the foundations for the analysis of the conditions that make production processes transferable by partner countries to the Italian context.

Mentoring sessions by ENVIE

Between January and March 2014, 2 sessions of tutoring/accompanying will be held in Italy organized by the technical experts of the partner ENVIE. Among the selected contents there are the ones listed below:

- model of education and technical /operational at work through interactive teaching methods and electronic devices at a distance, learning functions/management skills of the activities involved in the processes of development;
- the governance model and training process of the employment of disadvantaged; monitoring of the transition/gateway to the world of work for profit; model of social accountability; detection tools of learning outcomes and recognition of skills (training booklet) developed during the training courses/inclusion in business.

ATIA Seminars

Formed by the merger of Members of ATIA (Association of Italian Environmental Technicians) and ISWA Italy (International Solid Waste Association) this partner is a point of scientific and technical reference in Italy.

Three seminars and one study visit have been scheduled in order to foster the collection of addresses/ information about national and transnational innovations triggered by processes of exploitation and by new professional roles involved.

WORKGROUPS ORGANIZATION

BULKY CHAIN	TEXTILE INDUSTRY	WEEE CHAIN
manager/participants coop in the working group La città verde, Martin pescatore, Fare Mondi	manager/participants coop in the working group Coop ARO, La piccola carovana, La Fraternità	manager/participants coop in the working group It2, Gulliver, Germoglio, La Rupe, Social Activities
Place of trial Participating Social cooperatives, Centers Reuse / Reuse , Second Life Centre, Coop Insieme	Place of trial Participating Social cooperatives, Centers Reuse/ Reuse , Second Life Centre, Coop Insieme	Place of trial Participating Social cooperatives, Centers Reuse/ Reuse, Second Life Centre, WEEE in Jail laboratories, Coop Insieme

COMPOSITION OF THE 3 WORKING GROUPS

WEEE CHAIN	
Manuela Raganini	ORIOUS - social coop Gulliver (Impronte Sociali)
Nicola Cirelli	ORIOUS - social coop Il Germoglio (Impronte Sociali)
Daniele Staccanella	ORIOUS - social coop IT2 (Cides)
Lorenzo Zanarini	ORIOUS - social coop La Rupe (SIC)
Ulisse Belluomini	ORIOUS - social coop Attività Sociali (SIC)

BULKY CHAIN	
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)
Daniele Bergamini, Michele Bignardi	ORIOUS - social coop La piccola Carovana

STAFF COMPOSITION OF INDIVIDUALIZED TUTORING FOR WORKGROUP

WEEE/BULKY/TEXTILE CHAINS

Training Tutor - Barbara Bovelacci
 Organizational Tutor - Maria Giulia Resca
 Technician Tutor - Giorgio Rosso
 ENVIE Tutor (staff to be validate)
 ATIA Tutor Carin van der Pijl

STAGES OF EXPERIMENTATION

FIRST PHASE - 2013

PERIOD	ACTIVITY	DETAILS OF ACTIVITY WP 6	OUTPUT
OCTOBER /DECEMBER ER 2013	TECHNICAL/OPERATIONAL AREA Analysis / setting of technical factors / operational development in the three sectors textiles bulky, WEEE. Processing business projects and value creation (Business Canvas).	Initial seminar in plenary. Individual/in group technical mentoring of Orius to support the detection of processes and data for feasibility studies. ATIA in depth-seminar on process of WEEE chain.	Project work - detection of sustainable business projects/sectors and technical/operational factors related to the process of enhancement in receiver social enterprises.

SECOND PHASE - 2014

PERIOD	ACTIVITY	DETAILS OF ACTIVITY WP 6	OUTPUT
JANUARY/ JULY 2014	TECHNICAL/OPERATIONAL AREA Adaptation of the supply chains to the system of lifelong learning on the job: roles, skills, tools.	<p>Technical seminar of path sharing.</p> <p>Individual/in group technical tutoring of ORIOUS about the analysis of the technical/operational competences.</p> <p>Tutoring performed by ENVIE in Italy for ADAPTATION of social reporting and training on the job /remote models from SIRHE with dedicated devices.</p> <p>Seminars performed by ATIA on textile and bulky processes.</p> <p>Individual interviews (mentoring training by Orius) in order to verify the level of learning.</p>	<p>Project work – 3 Panel on roles and TECHNICAL/OPERATIONAL competences linked to the 3 valorization processes of WEEE, textile and bulky chains</p> <p>ADAPTED model for social reporting and on the job/remote training.</p> <p>Checking of informal learnings.</p> <p>Technical work shop for the evaluation of processes/roles/competences linked to valorization that have been identified during the experimentation.</p> <p>Final report on the experimentation activity including feasibility studies and/or planning of new tool and processes of “vertical valorization”.</p>

EXPERIMENTATION STEPS

PERIOD	STEPS
October /Dicember 2013	<ul style="list-style-type: none"> • Technical seminar in plenary to share and set the contents of experimentation; • Activity sessions for each cooperator (individual or in group); • Technical tutoring sessions performed by ORIOUS (individual or in group); • Technical seminar performed by ATIA; • Distance tutoring performed by ENVIE; • Comparison with the regional group.
January/July 2014	<ul style="list-style-type: none"> • Technical seminar for monitoring/sharing the experimentation results; • Activity sessions for each cooperator (individual or in group); • Technical tutoring sessions performed by ORIOUS (individual or in group); • Technical seminar performed by ATIA; • Tutoring performed by ENVIE in Italy; • Individual interviews (training tutoring performed by ORIOUS) for supporting the checking of learnings; • Comparison with the regional group.
July/September 2014	<ul style="list-style-type: none"> • Identification and preparation of feasibility studies (project work); • Identification of relevant processes/roles/competences linked to the TECHNICAL/OPERATIONAL area of valorization activity; • Detection/enhancement of informal learnings; • Final report of the experimentation; • Technical workshop for the evaluation of processes/roles/competences of valorization identified during the experimentation.

Program of the first Technical Seminar in plenary held in order to share and set the contents of experimentation.

WEEE, TEXTILE, BULKY CHAINS	Date of the meeting
Manuela Raganini, Nicola Cirelli, Daniele Steccanella, Lorenzo Zanarini, Ulisse Belluomini, Alessandro Gabriele, Gianluca Rizzello, Giorgio Rosso, Francesco Tonelli, Adamo Finetti, Daniele Bergamini, Michele Bignardi	9th October 2013

ATTACHMENTS

- Cooperation agreement between cooperatives;
- Experimental Assignments to managers/coordinators;
- Project work sheets on technical/operational areas;
- Grid Business Canvas model;
- Grids of detection on processes about Weee, textile, bulky chains;
- Reports on study visits WP 4 - France (September 2013) and Belgium (May 2013);
- Minutes of the Plenary Seminar 10/09/2013;

APPENDIX

COMPOSITION OF SCIENTIFIC – LABOUR WORKGROUP (SL)

PARTNER	Nome	Role	
P0 RER	Serenella Sandri	Project leader	
	Vito Cannariato	Expert in environment/waste area	
	Cinzia Ioppi	Expert in social inclusion of disadvantaged people	
	Patrizia Gigante	Expert in work/social inclusion area	
P7 TRINIJOVE	Elisabeth Diaz Ignacio Carlos Parody	Experts in "on the job" training and social inclusion	
	Giacomo Sarti	Trainer	
P1 ORIOUS (formatori e manager delle imprese sociali)	Barbara Bovelacci	Trainer e project/coordinator manager	
	Maria Giulia Resca	Organizational support	
	Nicola Cirelli	ORIOUS –Il Germoglio (Impronte Sociali) social cooperative	
	Daniele Steccanella	ORIOUS –IT2 (Cides) social cooperative	
	Alessandro Gabriele	ORIOUS –Fare Mondi (SIC) social cooperative	
	Francesco Tonelli	ORIOUS –La Fraternità (SIC) social cooperative	
	Gianluca Rizzello	ORIOUS –Il Martin Pescatore (SIC) social cooperative	
	Ulisse Belluomini	ORIOUS –CoopAS (SIC) social cooperative	
	Lorenzo Zanarini	ORIOUS –La Rupe (SIC) social cooperative	
	Manuela Raganini Annarita Dall'Oglio	ORIOUS –Gulliver (Impronte Sociali) social cooperative	
	Adamo Finetti	ORIOUS – La Piccola Carovana (SIC) social cooperative	
	Michele Bignardi Daniele Bergamini	ORIOUS –A.R.O (Impronte Sociali) social cooperative	
	Giorgio Rosso	ORIOUS –Città Verde (Impronte Sociali) social cooperative	
	P2 UNIMORE	Rita Gamberini Luca Galloni Marco Luppi Bianca Rimini	Researcher/ tutor environment/waste/production process
P6 ATIA		Carin van der Pijl	Expert in environment/waste area
P4 ENVIE		Pascal Monard	Expert in waste/valorization and social inclusion area
P3 RREUSE		Paolo Ferraresi Daphne Rieder	Experts in waste/valorization and social inclusion area

Legend for abbreviations and acronyms

ACRONYM	NAME
Regione ER	Partner 0 Emilia Romagna Region - IT
Orius	Partner 1 ORIUS Association - IT
Unimore	Partner 2 University of Modena and Reggio Emilia – Department of Science and Engineering - IT
Rreuse	Partner 3 RREUSE - REUSE AND RECYCLING EUROPEAN UNION SOCIAL ENTERPRISES - BE
Envie	Partner 4 ENVIE - Entreprise Nouvelle Vers une Insertion Economique - FR
Pestalozzi	Partner 5 Pestalozzi Foundation - RO
Atia	Partner 6 ATIA-ISWA Italia - ISWA National Member - IT
Trinijove	Partner 7 FUNDACIÓN PRIVADA TRINIJOVE - ES
WP/WPs	Workpackage/ Workpackages
Phase/Work phases	Workpackage/ Workpackages
SW	Scientific – Pedagogic Workgroup
SI	Scientific – Institutional- Area Workgroup
SL	Scientific – Labour Area Workgroup