



# Getting Health & Safety Across Europe Sustainability Plan

## Introduction

A project is sustainable when it continues to deliver benefits to the project beneficiaries and/or other stakeholders for an extended period after the EU's financial support has been terminated.

In the Project: Getting Health & Safety Across Europe the sustainability will be the ability to implement an annual program and that the transfer of innovation will keep on adapting changing conditions according to The European legislation and local needs.

There are a whole variety of factors that can affect sustainability. Therefore, it is imperative that a well-planned monitoring mechanism is put in place to assess the status of sustainability, at a regular interval. This will help tracking sustainability related problems early and provide necessary feedback for adjustments.

Since the issue of sustainability concerns a variety of factors and since these are multi-dimensional (e.g. economic, community, manpower), the monitoring indicators representing each of these dimensions needs to be identified.

The sustainability I depending on the ability to

- Involve local actors
- Involve local companies
- Involve the schools
- Make Social Network

This document will assist partners in The Project Getting Health & Safety Across Europe to become aware of issues that are important for the project sustainability.

## Partner focus and Best Practice

Each partners identification of most suitable mean to achieve the goal (protocol of agreement , letter of intent, application to further projects, etc.)

<b>Partner:</b>	<b>ARSEL of Liguria (P0)</b>
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**Brief description of the activities carried out in the project:**

**The action of transfer of innovation addressed to companies / institutions in Liguria (TRAINING)**

Following a needs analysis developed with the main Subjects of reference of the institutional system of Liguria (Liguria Region, INAIL, Associations in the field of cooperation, ASL, ...) and with regard to the objectives of the Integrated Regional Social Plan of Liguria, came up the need to experiment an intervention of awareness raising - training - information that had as its main focus the issue of safety at work in reference to job placements of weak and disadvantaged targets to be addressed to:

- workers of the Third Sector, particularly firms in the world of social cooperation (types A and B)
- operators of public services ASL 5 of Liguria (Local Health Service) and tutor / operators of Social Health Districts involved in the implementation of job-social policies indicated by PSIR and operators of Active labor market policies, dealing with job insertions of disadvantaged groups. It was then created, in the period October 2013 - January 2014 a planning group consisting of representatives of the former Agenzia Liguria Lavoro (now ARSEL Liguria) and Category Associations in the field of cooperation, which, referring to the above institutional subjects (Liguria Region, INAIL, ASL Services of job insertion, Prevention Offices of Safety in the Workplace, Social Health Districts, Labour Public Services) has developed a training project of total 28 hours organized as follows:
  - a) 12 hours of classroom training
  - b) 12 hours of self-training (including through TRIO Project)
  - c) 4 hours of Final Conference.

The training offered, beside spreading the culture of safety at work, offered the opportunity to start a constructive dialogue between operators who participated and experts / speakers invited to speak, to identify together proposals and paths solutions to problems that simultaneously promote the improvement of the interventions of employment and social integration of disadvantaged and vulnerable groups in the area and the training obligations on safety at work. The training course was attended by 77 people, all belonging to Public Administrations bodies dealing with job placement of weak and disadvantaged groups, third sector organizations and Accredited Professional Training bodies and 46 out of the 77 participants completed the training program, reaching an average of 28 hours provided from the project.

**The action of transfer of innovation aimed at students of High**



	<p><b><u>schools in Liguria (GUIDANCE)</u></b></p> <p>Liguria has organized guidance sessions for students of the High schools of the territory with the aim of spreading the culture of health and safety in the context of prevention. This initiative, along with the Regional Alcoholic Center - Liguria Region - IRCCS San Martino and ALPAPSS, was aimed at about one hundred students who joined the program voluntarily though their schools mediated the program. It was implemented in the days 25-26-28 March 2014, in the afternoon so as not to overlap with the school program, in a seat of the Alcoholic Centre. The guidance path was attended by 98 students involved in 4 hours of guidance each.</p> <p>From the point of view of the program, each guidance group:</p> <ul style="list-style-type: none"> <li>- was welcomed and informed, in the first part of the meeting, by the experts of the Alcoholic Centre on health and safety issues in the context of prevention and</li> <li>- in the second part of the meeting, through a division of the participants into subgroups coordinated by communication experts, it has been given the task of preparing a proposal for raising the awareness of other students of the school of origin on the issues addressed, with the objective that, in the future, the boys involved could become "agents of prevention" and "Speakers of the dissemination of the culture of health and safety" towards other students. With regard to the issue of guidance on health and safety for young people in the area, a high level of satisfaction was found on the part of students and schools involved.</li> </ul>
<p><b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b></p>	<p><b><u>TRAINING:</u></b></p> <p>At the level of the Liguria Region, where attention to the issue of safety is high, the focus on the topic of training on safety at work targeted to the disabled or disadvantaged people in the process of job approaching / placement generated the interest of the institutions involved. During the development of awareness raising actions on the issue, implemented within the framework of the project "Getting Health &amp; Safety Across Europe", a joint working group has been created among the operators of public institutions and competent regional referees that has developed an operational proposal for the sustainability of the initiative even beyond the funding period.</p> <p>The working group proposed to offer to disadvantaged people of Liguria in charge to Public Services for health, social and job, the opportunity to expand their knowledge on the subject of safety in support of their work placement (internship, job grants, etc. .) using a TRIO Project distance learning module. ARSEL Liguria required in fact to the Region of Tuscany to activate a specific WGL (Work</p>



	<p>Learning Group) on TRIO Project to be addressed to about 300 beneficiaries in the first year of experimentation. Distance learning will be carried out by each people involved at his/her workplace by an agreement with ARSEL Liguria.</p> <p><b>GUIDANCE:</b> The experience made by the project "Getting Health &amp; Safety Across Europe" has identified a "peer to peer" model to raise awareness on health and safety that will later be presented publicly to Institutional Subjects of Liguria with the purpose, from the point of view of the sustainability of the initiative beyond the funding period, to transform the experiment carried out in regional level system actions. A proposal was drafted for the launch of an initiative organized at a regional level during the "Salone ORIENTAMENTI" (Guidance fair) 2014 (November 2014) which will provide for the continuation of awareness activities in high schools of the area.</p>
<b>Why?</b>	<p><b>TRAINING</b> To elevate the culture and awareness on safety at work of vulnerable and disadvantaged people in charge to public services, facilitating their job placement and guaranteeing the host companies.</p> <p><b>GUIDANCE</b> To raise awareness among young people of the territory on the topic of Health and Safety.</p>
<b>For how long?</b>	An experimentation of at least 1 year is envisaged.
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	<p><b>TRAINING:</b> The activation of a specific WGL (Work learning group) is now in approval by the TRIO Project. As soon as it will be approved we will proceed with the experimentation which will find its greatest difficulty in the coordination with the referent services.</p> <p><b>GUIDANCE:</b> The model will be presented to "Salone ORIENTAMENTI" (Guidance fair). In order to be put into system, the proposal will have to be supported at the public level for the financial and organizational costs.</p>
<b>Partner:</b>	Provincia di Livorno Sviluppo (P1)
<b>Brief description of the activities</b>	<b>PLIS</b> supported the Coordinator, ALL as operational and executive



<p><b>carried out in the project:</b></p>	<p>arm to coordinate the operational aspects of the project activities, dealt with all relationships within and outside the partnership and took care of administrative and financial aspects with complete respect of all national and EC regulations.</p> <p>PLIS, responsible for WP4 , coordinated TOI activities supplying all documents and materials to P5 to be analyzed, adapted and transferred and managed the export of the Innovation to the other partners. It managed the TRIO modules for distance learning integrated courses.</p> <p>It participated in the 5 transnational project meetings, supported PO in organizing the "H&amp;S@Work project Day" that took place in Bilbao, in Osha, the EU Agency H&amp;S; it organized the dissemination of the results/products of the project activities in the Final Conference in Livorno, on 23/10/2014.</p> <p>PLIS carried out monitoring and evaluation of activities by the "Monitoring Questionnaire" created to control the respect of the milestones and qualitative realization of the all project activities; the Customer Satisfaction Questionnaires were also produced in order to evaluate the effective satisfaction of the learners of the H&amp;S courses.</p> <p>PLIS produced:</p> <ul style="list-style-type: none"> <li>- the App on the warning signs (instead of the DVD and the video) an up-today product that may be used profitably by all mobile phone users,</li> <li>- the project brochure,</li> <li>- the multi-linguistic brochure targeted to warn all workers of the most dangerous work sectors on the job related risks. It's important to underline that the project dissemination activities were also addressed to target groups at high risk of accident like immigrants who work in difficult sector (building, agriculture, mechanics).</li> <li>- the contest to award the best practice for H&amp;S at work and the Policy paper,</li> <li>- It prepared, on behalf and supporting the Province of Livorno, the "Day of H&amp;S at Work" dedicated to spread and disseminate the culture of safety at work among school students, category associations, business, workers, trade unions,</li> <li>- it produced various types of gadgets to promote H&amp;S at work.</li> </ul> <p>PLIS has build, parallel to the project development, a network that felt could capitalize and gain advancement from the project activities. It is a network of organizations that established a</p>
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	<p>permanent “Table on Safety at work” to coordinate all the activities to prevent accidents at work a to promote awareness raising and the culture of Health and Safety at work among all possible stakeholders. Through the Table PLIS got the most out of the results of the Project. There participated the provincial representatives of: all trade unions, the Local Health Authority, the Category associations of workers and of employers and of the people Injured at work, Italian government agency for the insurance against work-related injuries, Social security service, Central Education Agency, Area Direction of Labour.</p> <p>The website of the project has been linked with the home page of PLIS web in order to give the maximum evidence to an issue that matters a lot .</p>
<p><b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b></p>	<p><b>Activities that will be carried out after the end of the project.</b></p> <p>The “Table on Safety at work” will continue the activities of prevention, awareness raising and dissemination of the culture of health and safety at work for the next years. We established it as a permanent table and all efforts will be done to maintain it so. It will meet twice a year to fix the program of the yearly activities to be carried out on behalf and in collaboration with Provincia di Livorno for the risks preventions at work and monitor their management.</p> <p>Also the "Day of H&amp;S at Work" dedicated to spread and disseminate the culture of safety at work among school students, category associations, business, workers, trade unions will be organized permanently on behalf and in collaboration with Provincia di Livorno.</p> <p>The link with the project website on PLIS web home page will be kept up for at least 2 years, and press releases will be issued according to the events and initiatives carried out on the topic.</p> <p>The use of TRIO distance learning platform for H&amp;S web courses will be promoted among the workers and the employers to boost and multiply the effect of such a tool.</p> <p>PLIS will engage to submit to the proper EU calls further projects on the same issue to continue promoting the culture of H&amp;S at work .</p>
<p><b>Why?</b></p>	<p>Because the promotion and the spreading of the culture of health and safety at work and the prevention of accidents at work it is a priority in the policies of PLIS.</p>



<b>For how long?</b>	We envisage an experimentation of at least 2 years.
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	We don't see obstacles to attain our programs, but a very wide collaboration of all parties
<b>Partner:</b>	Provincia di Livorno (P2)
<b>Brief description of the activities carried out in the project:</b>	<p>Provincia di Livorno was the political and institutional reference of the actions implemented on its territory</p> <ul style="list-style-type: none"> <li>- It supported PLIS in all networking activities to establish the permanent Table on safety at work involving of local subjects that participate to the meetings,.</li> <li>- it supported dissemination and mainstreaming of the results/products of the project activities on the provincial web site</li> <li>- It participated in transnational meetings and dissemination in final Conference.</li> <li>- It participated in the "H&amp;S@Work project Day" that took place in Bilbao, where the head office of Osha (EU Agency H&amp;S) is.</li> <li>- Prov. Li. has managed with the supporto of PLIS each year the provincial project "Communicate the Safety" on the basis of the orientation of the European Agency for Safety and Health at Work (EU-OSHA), on which TOI topic underpins.</li> </ul>
<b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b>	<p><b>Activities that will be carried out after the end of the project.</b></p> <p>The "Table on Safety at work" will continue the activities of prevention, awareness raising and dissemination of the culture of health and safety at work for the next years. We established it as a permanent table and all efforts will be done to maintain it so. It will meet twice a year to fix the program of the yearly activities to be carried out on behalf and in collaboration with PLIS for the risks preventions at work and monitor their management.</p> <p>Also the "Day of H&amp;S at Work" dedicated to spread and disseminate the culture of safety at work among school students, category associations, business, workers, trade unions will be organized permanently in collaboration with PLIS.</p> <p>The link with the project website on <a href="http://www.provinciadiivornosviluppo.it">www.provinciadiivornosviluppo.it</a> will be kept up for at least 1 year, and press releases will be issued according to the events and initiatives carried out on the topic.</p>



	<p>The use of TRIO distance learning platform for H&amp;S web courses will be promoted through Livorno 4 Job Centres among the workers and the employers to boost and multiply the effect of such a tool.</p> <p>Provincia di Livorno, through its company in house PLIS, will engage to submit to the proper EU calls further projects on the same issue to continue promoting the culture of H&amp;S at work</p>
<b>Why?</b>	<p>Because the promotion and the spreading of the culture of health and safety at work and the prevention of accidents at work it is a priority in the policies of Provincia di Livorno.</p>
<b>For how long?</b>	<p>For one year</p>
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	<p>We don't see obstacles to attain our programs, but a very wide collaboration of all parties.</p>

<b>Partner:</b>	<p>SFERA (P3)</p>
<b>Brief description of the activities carried out in the project:</b>	<p><b>The action of transfer of innovation directed to some Enterprises situated in the province of Livorno (TRAINING)</b></p> <p>SFERA s.r.l. for the organization of this activity, has previously carried out a survey on training activities that normally concern companies and analysis on requests / training needs of the same. For the transfer actions, given the limited number of subjects to involve, tried to involve workers in companies of various sizes, operating in diversified areas of production. A total of 21 workers were involved, of 7 companies operating in: civil, industrial and naval electrical supply; in business consulting, service companies and job consulting; maintenance revamping of industrial and marine; in catering for large commissions; in the cooperative sector on the environmental regulations and safety in the workplace; in the design, construction and industrial monitoring, maintenance of the chemical, petrochemical, environmental, energy steel industry etc. The Distance Learning was carried out using the Tuscany Region DL TRIO project system, through the participation of these workers to WLG (Working learning group) already requested by the Agenzia Liguria Lavoro, for its activities.</p> <p>The modules were developed involving several aspects, the most significant:</p> <ul style="list-style-type: none"> <li>-auditor systems security management</li> </ul>



	<ul style="list-style-type: none"> <li>-the protection of workers exposed to stress related</li> <li>-the Testo Unico for the safety of workers D.Lgs.81 / 08</li> <li>-SGS: Risk assessment</li> <li>-i management systems of health and safety at work</li> <li>-the general training of employees in accordance with Legislative Decree no. 81/82</li> <li>-management emergency and first aid</li> <li>-the safety on cargo handling by forklift</li> <li>-the safety legislation for kitchens, restaurants and hotels</li> <li>-ergonomics</li> <li>-the safety of terminal operators.</li> </ul> <p>Globally 643 hours of FAD were made, all workers completed the 28 hours of training provided by the project. All 21 participants filled in the CustomerSatisfactionQuest</p>
<b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b>	<p>As for the future SFERA, after the end of the project and capitalizing the experience acquired through it, will be engaged in various projects involving safety training in the workplace for workers employed in the port system and integrated logistics and unemployed or in mobility or layoffs.</p> <p>The results of the H&amp;S@W project will applied to the future projects for the sustainability of it. The positive experience of distance education carried out, is a valuable reference point and the system TRIO a tool to be used in various activities. SFERA also promotes this methodology in relation to other training agencies that are implementing such projects in partnership.</p>
<b>Why?</b>	To raise awareness on safety at work of the most representative businesses of the Livorno area and to widely promote the culture of safety at work.
<b>For how long?</b>	For the next 2 years.
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	There are no obstacles

<b>Partner:</b>	<b>POLE EMPLOI (P4)</b>
<b>Brief description of the activities carried out in the project:</b>	Corsica employment agency as public institution has in responsibility the accompaniment of the job-seekers and the companies on the territory Corsica



	His participation to the program allowed him to make sensitive workers take away from the employment in the sectors of the building, from the hotel business the Restoration, of the Transport and the logistics
<b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b>	Suite in our interventions with the job-seekers, the Regional office of the work and the employment Corsica requested us to continue the actions of this program on the territory with a proposal of subsidy to finance the trainers.
<b>Why?</b>	The missions of risk prevention at the professional level are carried in France by professional sectors and directions of the work. Every country has of the professionals Engineer- prevention in their department.
<b>For how long?</b>	The proposals of financial support are annual
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	There are no obstacles, it is about a will of participating in the shares of the governmental employment service.

<b>Partner:</b>	<b>OAKE Associates Ltd</b> <span style="float: right;"><b>(Partner 5)</b></span>
<b>Brief description of the activities carried out in the project:</b>	<p>OAKE has built a network of organizations that we felt could capitalize and gain advancement from the project activities, particularly within the industry sectors highlighted in the project application. As part of these activities and considering our work package role we also sought the expertise and involvement of an e-learning company that specialized in work-based learning to research on methodologies of presentation.</p> <p>During the project lifetime we have retained connections and networks with external organizations within the Health &amp; Safety arena. This activity includes</p> <ul style="list-style-type: none"> <li>• The Regulatory Service Managers of Local &amp; District Councils;</li> <li>• Trade Union Health &amp; Safety Representatives;</li> <li>• Commercial/trade organizations;</li> <li>• Employers;</li> </ul>



	<ul style="list-style-type: none"> <li>• Private mentors.</li> </ul> <p>OAKE has maintained a strong "promoter" of the project using external marketing techniques developed over an extensive period and wide ranging network of associations. This strategy has also encompassed regular workshops to discuss both Health &amp; Safety in general and the project activities, including what if any post project activities can add value and promote H&amp;S in the future.</p>
<p><b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b></p>	<p><b>Post Project considerations and activities</b></p> <p>OAKE will maintain a presence with all partners (<i>project and external</i>) to explore potential activities and exploitation of this project in the future and look to expand upon the work and achievements by this partners. OAKE has the assurance of 2 external organizations to continue post project activity and expand upon its successes.</p> <p>OAKE has been training companies and students for many years in Health &amp; Safety and Food Safety and will continue to offer and expand training to learners and companies indefinitely. We will take forward and exploit the lessons learned from this project.</p> <p><b>Promotional &amp; Dissemination</b></p> <p>OAKE will for a period of 2 years update and maintain a live website project presence on its company website, after such time it will be reposted to the archived section of its site.</p> <p>Hard copy marketing materials will be continuously displayed and available while stocks last</p> <p>Verbal promotion will continue, OAKE Associates together with other organizations connected with us will expand and build upon the actions achieved in the project and wherever possibly enhance the tools available.</p>
<p><b>Why?</b></p>	<p>Health &amp; Safety policies are varied and often misaligned to commonsense safe working practices. This one singular reason is why OAKE initially became involved in the project. We have for many years been an expediant in Safety Training and our experience in research, analysis of vocational training activities and subject matter permits us to consider ourselves "<i>experts</i>" in various learning pedagogies.</p>
	<p>Whilst we live in a world of "Blame &amp; Sue Culture" in the world of personal safety. It should be remembered that the employee has as much duty of care to themselves as the employer towards the employee.</p>



<b>For how long?</b>	<p>OAKE Associates will promote all finished products - whilst they remain current or the resource remains available.</p> <p>Minimum period 2 years</p>
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<b>Partner:</b>	<b>Danmar Computers (P6)</b>
<b>Brief description of the activities carried out in the project:</b>	<p>Danmar's representatives actively participated in five partner meetings where they discussed the transfer, presented dissemination results and collected feedback on the developed website. Danmar organized one of the meetings.</p> <p>Before the transfer Danmar identified the training needs and evaluated participants expectations (100 employees and 30 entrepreneurs were surveyed).</p> <p>The transfer. Danmar delivered the adapted training and guidance to the target groups. Guidance sessions (4h):</p> <ul style="list-style-type: none"> <li>✓ H&amp;S in Buildings, Constructions and Mechanics Sectors (21 participants),</li> <li>✓ H&amp;S for Young People (16 participants),</li> <li>✓ H&amp;S for Women (37 participants),</li> <li>✓ H&amp;S in Agriculture for unemployed (26 participants).</li> </ul> <p>Course (20h H&amp;S + 8h EU specific topic) – 3 sessions, 10 participants each, people responsible for H&amp;S (mix of RSPP, ASPP, RLS and related).</p> <p>Two awareness meetings (2h each) for 12 people altogether, mainly H&amp;S instructors and inspectors.</p> <p>Evaluation of the transfer with a Customer Satisfaction Questionnaire. Based on the survey (again 100 employees and 30 entrepreneurs were surveyed), Danmar prepared a presentation based on the survey.</p> <p>Translation of dissemination materials to own language (leaflet), production of T-shirts, pen drives, folders, notepads, pens and umbrellas and their distribution.</p> <p>Planning and undertaking dissemination activities (promoting the project among the stakeholders, local companies, news on Danmar's website, Facebook and Twitter). Danmar also used contacts and networks in other implemented projects to promote H&amp;S@WORK to a wider audience:</p>



	<ul style="list-style-type: none"> <li>• Regular news on Danmar’s website (in PL and EN),</li> <li>• All company’s employees were informed,</li> <li>• Brochure was distributed on seminars, meetings, and displayed in the company’s lobby,</li> <li>• Project was presented at CLC, an international dissemination seminar (64 people), local dissemination seminar (10 people).</li> <li>• Project was presented on events related to other projects: Taste Different meeting (10 people), final conference for GIVE (54 people), Helping Hand target group (68 people) – young people entering the labour market.</li> <li>• An article about the project was published in an e-newsletter for GIVE project (107 recipients). It is also available on <a href="http://give-project.eu">http://give-project.eu</a> and Danmar’s Facebook and Twitter profiles.</li> </ul> <p>Danmar developed and maintained project’s website: <a href="http://www.healthandsafetyatwork.eu">www.healthandsafetyatwork.eu</a> – information about the website appears in all promotional materials. The website includes information about the project, project meetings and the project’s results.</p> <p>Organising the H&amp;S contest - staging of a competition on best H&amp;S practices via the project’s website. We’ve shortlisted 10 entries on good practices in the companies and we have chosen one to award it with the title of the best practice.</p>
<p><b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b></p>	<p>Danmar will maintain the website of the project and update it with relevant information. It will also promote awareness of H&amp;S in VET related projects, and within local and regional community. H&amp;S gadgets will be continuously displayed and available to clients and training participants.</p>
<p><b>Why?</b></p>	<p>There is a need for constant education about H&amp;S among SMEs, especially that the rules are changing and also because this is in line with the national law.</p>
<p><b>For how long?</b></p>	<p>The website will be maintained for at least 3 years, the promotion of H&amp;S will be ongoing.</p>
<p><b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this</b></p>	<p>We don’t expect any bigger obstacles as the theme of H&amp;S is one of the themes of our training offer. Also the maintenance of the website won’t be a problem as we have resources to make sure that</p>



<b>continuity?</b>	it is alive and operational.
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<b>Partner:</b>	<b>Green Network (P7)</b>
<b>Brief description of the activities carried out in the project:</b>	<p>Implementation of information, awareness and dissemination of good practices on safety and health through the development of education on different subjects modified SMEs and with an annual program on Safety and Health.</p> <p>Adaption On-line sign as warning sign in companies: <a href="http://www.online-sign.com/">http://www.online-sign.com/</a></p> <p>Transnational Meeting in Denmark with the presentation of The Danish Working Environment Authority (WEA)</p> <p>Best practice: Risk based inspection and the rate performance with Smileys.</p> <p>“Health&amp;Safety@work project day OSHA Bilbao (11. September 2014)</p> <p>Project brochure/Promotional project gadget and media advertising</p> <p>Manual for Health &amp; Safety Sustainability</p>
<b>What actions / initiatives carried out by the partner will be followed after the end of the project:</b>	<p>Annual educational program on the present Health &amp; Safety subjects. 6 courses per year + annual conference</p> <p>Advertising on relevant health and safety subjects</p> <p>Training in chemistry control – Tool KEMlguiden</p>
<b>Why?</b>	The need for ongoing education on health and safety among SMEs
<b>For how long?</b>	Ongoing
<b>What are the main obstacles, apart financial ones, that the partner intends to overcome to ensure this continuity?</b>	<p>The main obstacles are - It's hard to convince companies of the importance of ongoing training are required.</p> <p>It is important to keep focus around safety and health on the workplaces as making sure all employes are informed and educated.</p>

## Sustainability activities/outputs

### Transfer of innovation:

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**Geographic:**

Italy, France and Poland

**Conceptual:**

Adaption of all training paths and information products to new target areas of the Annual program  
"Communicating safety"

- Training path for teachers and workers
- Information and promotional products for different target groups (immigrants, entrepreneurs, young people, women)

**Dissemination:**

Homepage

Involvement of local actors



## Check List (tool with monitoring Indicators for the sustainability of the transfer of innovation)

<b>DATE:</b>
<b>H&amp;S@work Partner:</b>

Sustainability Check	Achieved	Target	Who is Responsible
Has organizations and community members been engaged?			
Has the funding sources for the project been identified?			
Has partners and stakeholders been included. Do they have a shared community vision?			
Has The Steering group been established?			
Do the Region have a defined policy for Safety and health at work?			
Has the annual education program been defined?			
Does the program involve young people entering the labor?			
Does the program involve women?			
Does the program involve immigrants?			
Has the steering group defined short-term milestones for the program?			
Has The Steering group defined long-term sustainability goals for the program?			
Is the annual program examined by an external expert in the field of economic impact?			
Has the Steering Group set priorities for sustainability? What are the most important outcomes that you want to maintain?			
Has the project been promoted?			
Do The Steering group have an annual evaluation and planning day?			