



BRIDGES FROM GREY TO GREENING JOBS

Progress Report

Public Part

Project information

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Executive Summary

BRIDGES FROM GREY TO GREENING JOBS is aimed at developing and experiencing a European device to recognise, transfer and capitalise knowledge - aptitudes - competences of the renewable energies workers to tackle the challenges of sustainable development.

- The European Union is willing to achieve in 2020 a rate of employment of 75% in women and men between 20 and 64 years old, and to reduce the 20% of the emissions of greenhouse effect gases, with 20% of the consumption covered by renewable energies.
- For that, 3 million workers are necessary in jobs linked to sustainable growth. Severe lacks of specialists on management and on technical fields make these objectives difficult.
- Lifelong learning is a key to benefit from the green growth opportunities. It is worth encouraging and improving the participation in lifelong learning without borders for all, as well as the transference, recognition and accumulation of the learning outcomes of the people in formal, not formal and informal contexts.

With this purpose, BRIDGES FROM GREY TO GREENING JOBS is aimed at contributing to the "European learning space" improving the transference, the recognition and accumulation of the learning outcomes of the renewable energies workers, who are willing to get a qualification to improve their transparency and transnational mobility among the member states. The main results of the project are:

- Creation of an European Consortium for the Development of Qualifications
- Design of the professional qualifications required by the sector in terms of learning results (based on ECVET system and the NVQ)
- Development a device in electronic format, favoring the interpretation and understanding of the qualifications.
- Experimentation to test the sector qualifications using the suitable procedures for the evaluation, transference and accumulation of learning outcomes

BRIDGES FROM GREY TO GREEN JOBS includes in its partnership representatives from the different groups of interest in the development of the qualifications in the sector of "renewable energies": enterprise associations, cluster of environmental industries, organisations competent on qualification, public institutions, chambers of commerce, training centres and certification organisations. Organisations from different countries: Spain, France, Finland, Bulgaria and Lithuania, with wide experience in the participation in transnational cooperation.

BRIDGES FROM GREY TO GREEN JOBS has a "bottom up" approach ensuring the pertinence of the products and results and conciliates different points of view: company and sector (put training closer to the enterprise world to favour competitiveness), the institutional perspective (contribution to the European strategy for employment 2020 and against the climate change) and the perspective of the learning suppliers (design of qualifications, accumulation of learning and experiencing).

For more detailed information see: <http://www.greenjobsproject.eu/> where the description, aims, target group, results, events and partnership are specified in all partnership languages plus English for wider dissemination. The Basque language – euskara is also included. There is also a Download area where the user can see, print and keep the different interim results we are developing. This website is very useful for the sustainability of the project.

Other actions planned for the dissemination and sustainability of the project and its results:

- Internal training seminars (in each partner organisation) to qualify technicians on the use of the device
- Elaboration of the leaflet
- Publish press releases and articles in other publications
- Participation in thematic seminars and conferences, Public events
- Integration of the device into the internal processes of the partner organisations
- Open door day at the end of the project
- Elaboration of newsletters and sending them to all the partner organisations and dissemination among its collaborators.
- Keeping the Web site with all the information about the project operation and results.
- Participation in thematic seminars and conferences
- Learning memorandum elaborated by the partners
- Cooperation agreements with competent organisations on qualification in each country.
- Collaboration agreements with enterprise associations in all the countries.

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1. Project Objectives

BRIDGES FROM GREY TO GREENING JOBS plans to contribute to “European learning space” from a transnational cooperation approach, with the participation of companies, clusters, training centres, committed to answer to the challenges of sustainable development.

BRIDGES FROM GREY TO GREENING JOBS is aimed at improving the transference and recognition of the learning results and qualifications of the renewable energies workers of through an original, “bottom up”, different, experimental contribution, basing on the common European tools: EQF, ECVET, Europass and European CV. So the specific objectives of the project are:

- European Consortium for the Development of Qualifications through a reinforced and multi-agent (all the sector groups of interest) cooperation.
- Cartography of key processes and competences: depending on their sensitiveness to changes, emerging character, employability, contribution to the reduction of carbon emissions and critical character to favour the transnational employability and mobility of the workers.
- Design of the professional qualifications required by the “renewable energies” companies in terms of learning results, basing on the technical specifications of ECVET system.
- Experimentation to test the qualifications basing on learning results, using the necessary procedures for the evaluation, transference, validation and accumulation of learning results.
- Use of ECVET system on the sector qualifications in order to award ECVET quality label to these qualifications.
- An electronic format device, experienced through mobility and professional exchange activities, available on the web, favouring the interpretation and understanding of the qualifications in the participating countries and – therefore- their transference and capitalisation.

The main impact of this European device is to promote and favour the transference, recognition and capitalisation of knowledge – aptitudes – competences of people working on “renewable energies”, acquired by the person in his/her vital itinerary in different contexts, a key to benefit from the opportunities of the sustainable development. This European device will allow these workers to get a qualification to improve their transparency and transnational mobility among the member states.

BRIDGES FROM GREY TO GREENING JOBS defines all its activities with a "bottom up" approach, from the companies and their workers to the qualification systems and competent organisations. It involves the group of stakeholders since the very beginning of the project, with a reinforced participation of "advanced users" to ensure the usefulness of the products and prevent their quick expiration and obsolescence. Therefore, one of the main objectives was to have direct access in each country to our target group: Professionals in the Sector of Renewable Energies, Companies in the Sector of Renewable Energies and green

employments, Employment services, educational institutions. Each partner has created a national focus group composed of different groups of interest related to the renewable energies field to work together during the project: cartography of key processes, design of the professional qualifications, etc. The project maintains a constant and continuous communication with these stakeholders.

This is the only way to achieve long-lasting and sustainable impact along time, further than the project's life, through its use in different training processes. This fact is ensuring the impact on our target group along the whole project.

2. Project Approach

BRIDGES FROM GREY TO GREENING JOBS is going to use and promote the European transparency instruments (EQF, ECVET and Europass), to favour the employment opportunities, improve mobility among the States, increase the competence and productivity in the field of “renewable energies”.

BRIDGES FROM GREY TO GREENING JOBS defines all its activities with a "bottom up" approach, from the companies and their workers to the qualification systems and competent organisations. It involves the group of stakeholders with a reinforced participation of "advanced users" to ensure the usefulness of the products and prevent their quick expiration and obsolescence.

BRIDGES FROM GREY TO GREENING JOBS regards two kinds of processes: the management processes, describing, organising and completing the project work (work packages 1, 2 and 3); and the processes focused on the product, specifying and creating the project product, defined by the cycle of life of the project (work packages 3 to 9). Both overlap and interact throughout the project, so managing their integration will be a key.

METHODOLOGY AND ACTIVITIES RELATED WITH THE PROJECT MANAGEMENT PROCESSES.

- WP1: PROJECT MANAGEMENT: is aimed at an efficient and integrated management of all the processes of the project in its different stages: start - planning - execution - monitoring – closure; and inside each stage. In this regard, different organs are created: group ones (as the pilot team, the quality and valorisation team) and one-person ones (coordination, mainstreaming). The different organs meet the principles of competence, task distribution, transparency, equality of opportunities and search for agreement. (*In progress*)
- WP2: EXCELLENCE IN MANAGEMENT, in order to ensure excellence in all the processes of management and of product/result, as well as their integration, BRIDGES FROM GREY TO GREENING JOBS has decided to use the management excellence EFQM principles: leadership and coherence of objectives, management by processes, development and involvement of the people, learning and innovation, focus on client and results; and alliances and social responsibility. The Quality Management is a responsibility shared by all the members of the partnership, even one of the partners was named as the leader (KPPAR -Lithuania). (*In progress*)
- WP3: COMMUNICATION WITH STAKEHOLDERS AND RESULTS DISSEMINATION is aimed at ensuring communication with the involvement of all the stakeholders: qualifications organisations and bodies, present employees and companies. We describe the processes to generate, collect, disseminate and deliver the information suitably and on time: planning the communications, distributing information, reports on performance and closure. The dissemination activities are a responsibility shared by all the members of the partnership, although CCI (Bulgaria) is the leader of this WP. (*In progress*)

The website: <http://www.greenjobsproject.eu/> is an excellent tool to keep in contact and informed about the project and very useful for the dissemination and sustainability of the project. Other actions have been carried out: Update the dissemination and communication plan, Inclusion of information related to the project in the ADAM DB (results), Finalize the contact list per country and per targeted audience, Decide on the best dissemination strategies and methodologies, Organize and participate in as many events as possible, Enrich the website with more information, Elaboration of newsletters and sending them to all the partner organisations and dissemination among its collaborators, Participation in thematic seminars and conferences, elaboration of leaflets, press releases.

METHODOLOGY AND ACTIVITIES REGARDING THE PROCESSES FOCUSED ON PRODUCT/RESULT. LIVING CYCLE OF THE PROJECT.

- WP4: CONSORTIUM FOR THE DEVELOPMENT OF QUALIFICATIONS IN “RENEWABLE ENERGIES”. Answers to the need to plan the activities to be carried out along BRIDGES FROM GREY TO GREENING JOBS living cycle and to launch the project. We plan to start the organisational structure of the project and to approve the performance plans and programs. Communication with the stakeholders is a key for this stage to achieve their involvement. *(Complete)*
- WP5: CARTOGRAPHY OF THE TRENDS, PROCESSES AND KEY LEARNING OUTCOMES IN “RENEWABLE ENERGIES”. Preparing ECVET grounds needs having some information on the different trends that will influence the sector and their incidence on processes, activities and, consequently, on the competences, knowledge and skills for an excellent professional performance. We used primary (bibliography) and secondary sources (interviews with the focus group). As result of this investigation the main trends trends in the renewable energy sector and the cartography of processes in the sector were identified. *(Complete)*
- WP6: DESIGN OF THE PROFESSIONAL QUALIFICATIONS ACCORDING TO EQF AND ECVET GUIDELINES. Here, we selected the central jobs in the sector activity: maintenance technician in Wind energy, installation technician in Solar thermal/photovoltaic energy and design technician in Solar photovoltaic energy. Once they are identified we design the professional qualifications required by the sector companies in terms of learning outcomes, basing on the technical specifications of ECVET system. For this task, the collaboration of the companies of renewable energies is a must. *(Complete)*
- WP7: EQUIVALENCES BETWEEN “ECVET” PROFESSIONAL QUALIFICATIONS AND NVQs. Comparing and establishing equivalences between the qualifications at national and European level is the objective of this stage, which will allow checking the possibility of this device to be transferred to the national realities.
- WP8: PILOT EXPERIENCE. We try to check the reliability and validity of the device through experiences of practical use in companies and with workers from all the partner countries.
- WP9: BUILDING AND EXPLOITING THE DEVICE. In this stage, we tune the electronic device and disseminate the results to all the organisations involved in the project.

Methodological Principles followed to manage the Project:

1. **EACH WORK PACKAGE IS LEADED BY ONE PARTNER:** An important remark is the fact that each work package has its own WP Leader. This has been very useful to share the responsibilities and to involve to everyone in the project development.
2. **STANDARIZED PROCESS TO PERFORM THE PRODUCTS:** This is a European project in which different organizations from different nature and different countries and cultures are working together to reach a common objective. In this sense, the leader of each WP manages the technical work developing common work templates and guidelines. This is being very useful to work all of us in a same direction, respecting the differences.
3. **FLUID COMMUNICATION:** an agreement inside the partnership was reached in the 1st meeting to answer all email in less than 5 days. Also, we are in permanent contact thru SKYPE.
4. **THE COMMITMENT TO REACH AGREEMENTS:** all the partners know that the best way to get a common product is working on agreements bases. In this sense, all the project activities, tasks and methodologies have been agreed among all the partners.

The added value of BRIDGES FROM GREY TO GREENING JOBS is that it contributes to create a European space for lifelong learning and improve the transference, accumulation and recognition of the qualifications in the “renewable energies” sector; in a situation of crisis as the present one, in which the challenges of sustainable growth create new opportunities for qualified employment.

BRIDGES FROM GREY TO GREENING JOBS exploits the potential of EQF, ECVET and Europass European transparency tools to favour the mobility among the states, increase competence and productivity, improve the sustainability of the growth. In this regard, its added value lies on:

- It improves the understanding and interpretation of the qualifications in the participant countries, as well as the possibility to compare them.
- It encourages the transference, recognition and accumulation of the learning outcomes, by using ECVET guidelines.
- It removes obstacles to the people's mobility to give an answer to the increasing demand of qualified and polyvalent professionals.
- It contributes to make loyal and to keep the professionals' talent. As they see their qualifications recognised in the sector, they do not migrate to other sectors.
- It encourages mutual confidence by using a common language.

It increases the appeal of Vocational Training and the credibility of the system by making the qualifications become closer to the sector needs.

3. Project Outcomes & Results

The outcomes reached until the middle point of the project are strongly linked to the aims planned in each work package. In this sense, we tried to follow up what we said in the proposal as we took it as a “road map” to get the final result: the electronic format device, experienced through mobility and professional exchange activities, favouring the interpretation and understanding of the qualifications in the participating countries and – therefore- their transference and capitalisation. But to achieve this final product, we had to develop all the intermediate tasks projected in our proposal.

WORK PACKAGES RELATED WITH THE PROJECT MANAGEMENT PROCESSES

WP 1	PROJECT MANAGEMENT
Objectives	<ul style="list-style-type: none"> • Ensure the efficient and integrated management of all the processes in the project (starting - planning - execution - monitoring - closure) in its different areas (management of scope, integration, time, costs, quality, people, communication, risks and purchase) • Design the six transnational meetings (ES/FI/LT/FR/BG/ES) • Organizational procedures, administrative and financial matters
PRODUCTS (private area of the website: http://www.greenjobsproject.eu)	<ul style="list-style-type: none"> • Guidelines and methodology for the different steps (WPs) of the project • GREEN Economical and administrative management and TOOLS for the economic justification • Planning chart • Chronogram • GREEN_project management tool
WP 2	EXCELLENCE IN MANAGEMENT
Objectives	<ul style="list-style-type: none"> • Ensure excellence in the project management processes and in the processes focused on product / result. • Propose and implement corrective actions • Monitor the activities to be developed to ensure the project meets the objectives set and achieves the results expected during the deployment time. • Ensure that the level of expected impact on the target group, about the processes and outcomes, is met.
PRODUCTS (private area of the website: http://www.greenjobsproject.eu)	<ul style="list-style-type: none"> • Behaviour code • Tool for the project assessment • Interim quality report: It will include the information about: incidences, correcting performances and improvement performances.

WP 3	COMMUNICATION WITH STAKEHOLDERS AND RESULTS DISSEMINATION
Objectives	<ul style="list-style-type: none"> • Make GREEN known by all the all entities and individuals interested in it. • Involve as many key informants as possible. • Promote a favourable collaboration environment allowing getting the objectives of the plan. • Get continuous feed-back about the suitability of the performances and methods used for the objectives pursuit • Know the opinion of experts about the work done so far. • Encourage the creation of a continuous flow of communication and information exchange among all the organisations related with the project. • Encourage the clients' participation in the project development and products.
<p>PRODUCTS</p> <p>(-private and public area of the website: http://www.greenjobsproject.eu + evidences -ADAM BD)</p>	<ul style="list-style-type: none"> • Dissemination strategy • Marketing concept for the project • NATIONAL FOCUS GROUP of renewable energies creation in each country • Regular WORKING MEETINGS with the national focus group • BRIDGES FROM GREY TO GREENING JOBS project WEBSITE (ES/EN/FR/BG/FI/LT) plus Basque language • BRIDGES FROM GREY TO GREENING JOBS LEAFLET (ES/EN/FR/BG/LT) • Design of the project LOGO: <div data-bbox="890 1384 1088 1576" data-label="Image"> <p>The logo consists of a green leaf-like shape with three lobes, partially overlapping a grey gear. Below the graphic, the word 'Green' is written in a bold, green, sans-serif font. Underneath 'Green', the project name 'BRIDGES FROM GREY TO GREENING JOBS' is written in a smaller, black, all-caps font.</p> </div> • Perform and dissemination of the 1st 2nd and 3rd NEWSLETTERS thru the partners organizations networks (ES/EN/FR) • Inclusion of project information in the CORPORATIVE BULLETINS and WEBSITE of the partner organizations • Participation in dissemination / thematic CONFERENCES (CENTER dissemination conference) • Publish ARTICLES and information about the project in media (FOCUS EUROPE, EU Magazine)

	<ul style="list-style-type: none"> • Information of the project in the SOCIAL NETWORKS (Facebook, GOOGLE +, Twitter) • Dissemination report: Information on the revision and updating of the Communication and Dissemination Plan included in the Consortium Agreement
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WORK PACKAGES REGARDING THE PROCESSES FOCUSED ON PRODUCT/RESULT

WP 4	CONSORTIUM FOR THE DEVELOPMENT OF QUALIFICATIONS IN “RENEWABLE ENERGIES”
Objectives	<ul style="list-style-type: none"> • Constitution and Implementation of the Management Committees • Agreement with the final design of the working plan, quality plan and Dissemination and Exploitation Plans • Make operational the working plans • Quality Strategy for BRIDGES FROM GREY TO GREENING JOBS project • Launching the project and spreading it
PRODUCTS (private area of the website: http://www.greenjobsproject.eu)	<ul style="list-style-type: none"> • Steering teams constitutions (Pilot Committee, Quality and Valorisation Committee) • GREEN Project management guidelines • GREEN Dissemination strategy • GREEN Quality strategy • Agenda and minutes of the Organisation of the first transnational meeting of the project in San Sebastian (ES) • Contracts between the Promoter and the EACEA signed and sealed • Contracts between the Promoter and the Partners signed and sealed • BRIDGES FROM GREY TO GREENING JOBS project WEBSITE (ES/EN/FR/BG/FI/LT) plus Basque language: http://www.greenjobsproject.eu. Not only as a communication tool but also as a management tool for all partners.

WP 5	CARTOGRAPHY OF THE TRENDS, PROCESSES AND KEY LEARNING OUTCOMES IN “RENEWABLE ENERGIES”
Objectives	<ul style="list-style-type: none"> • Valorise the incidence of the different trends on the renewable energies. • Draw the sector process map and select the key activities. • Identify the competences, knowledge and skills required for an excellent performance.
PRODUCTS (-public area of the website: http://www.greenjobsproject.eu -ADAM BD)	<ul style="list-style-type: none"> • National focus groups constituted • Transnational Report of prospective and trends in the renewable energy sector • Cartography of processes in the renewable energy sector • Agenda and minutes of the Organisation of the second transnational meeting of the project in Helsinki (FI)
WP 6	DESIGN OF THE PROFESSIONAL QUALIFICATIONS ACCORDING TO EQF AND ECVET GUIDELINES
Objectives	<ul style="list-style-type: none"> • Select the critical key employments for the development of the sector • Design the professional qualifications required by the companies in the sector in terms of learning outcomes, taking as a base the technical specifications of ECVET system
PRODUCTS (-public area of the website: http://www.greenjobsproject.eu -ADAM BD)	<ul style="list-style-type: none"> • GREEN KPA - learning outcomes Description (tool) • Agenda and minutes of the Organisation of the third transnational meeting of the project in Vilnius (LT) • Descriptions of Key professional qualifications in the renewable energies sector basing on ECVET guidelines: <ul style="list-style-type: none"> - MANAGEMENT OF MAINTENANCE IN WIND ENERGY <ul style="list-style-type: none"> KPA1: Install and maintain wind power plants KPA2: Manage the maintenance of wind plants KPA3: Prevent professional hazards and perform in emergency cases in wind parks - DEVELOPMENT OF SOLAR PHOTOVOLTAIC INSTALLATION PROJECTS <ul style="list-style-type: none"> KPA1: Determine the feasibility of solar installation projects KPA2: Develop projects for photovoltaic solar installations - MANAGEMENT OF INSTALLATION IN SOLAR THERMAL/PHOTOVOLTAIC ENERGY <ul style="list-style-type: none"> KPA1: Install and maintain solar thermal facilities <p>(KPA: Key Performance Area)</p>

4. Partnerships

BRIDGES FROM GREY TO GREENING JOBS is aimed at contributing creating a European space for lifelong learning and at improving the transference, accumulation and recognition of the qualifications in the “renewable energies” sector. Therefore this project is built from a European answer, with the participation of partners from Spain, Finland, France, Lithuania and Bulgaria, to some challenges requiring answer at transnational and global level. Among others, the exploitation of these sources of power and employment deposits requires significant economic investment at global scale, technological development and transference of technology among different countries. It also requires a suitable political management, both in international and local contexts, as well as a cultural change regarding the energy consumption. Simultaneously, it requires investment on professional qualifications and learning to benefit from these “opportunity windows”.

BRIDGES FROM GREY TO GREENING JOBS faces a problem shared within the participant countries: to favour the mobility among the states, increase competence and productivity, improve the sustainability of the growth. In this regard, the answer should come from a EU point of view and experience. The added value of this multi-country partnership in executing the project is that it improves the understanding and interpretation of the qualifications in the participant countries, as well as the possibility to compare them; it encourages the transference, recognition and accumulation of the learning results, by using ECVET guidelines; it removes obstacles to the people's mobility to give an answer to the increasing demand of qualified and polyvalent professionals; it increases the appeal of Vocational Training and the credibility of the system by making the qualifications become closer to the sector needs.

BRIDGES FROM GREY TO GREEN JOBS includes in its partnership representatives from the different groups of interest in the development of the qualifications in the sector of “renewable energies”: enterprise associations, cluster of environmental industries, organisations competent on qualification, public institutions, chambers of commerce, training centres and certification organisations. All of them with direct contact with our target group.

Organisations from different countries (Spain, France, Finland, Bulgaria and Lithuania) with wide experience in the participation in transnational cooperation projects. This experience provides the organisations with the linguistic competences and the technical competences (project management, management by competences and results, research...) and transverse competences (team work, computing, communication, planning, negotiation, conflict solving) required to reach the previously defined objectives. It is also necessary to mention the willingness of all the partners to research, innovate and develop new methods in transnational cooperation and collaboration.

The representation of the different groups of interest favours the communication with workers, companies and public and private organisations. It will also ensure a multiplying effect as it uses the project results in its operation.

5. Plans for the Future

At the moment in which this PROGRESS REPORT was performed, and from the technical point of view (WP referred to the processes focused on product/result) we finished the Work Package 4, 5 and 6. The WP7 has also started in September, where the leader of this WP (NOEMA) has present the methodology to be followed until the end of January 2013.

This is a description of the working plans to carry out to achieve the project objectives:

WP 7	EQUIVALENCES BETWEEN “ECVET” PROFESSIONAL QUALIFICATIONS AND NATIONAL VOCATIONAL QUALIFICATIONS
Deadline	October 2012 to January 2013
Leader	NOEMA (FI)
Objectives	<ul style="list-style-type: none"> • Establish equivalences between the European level qualifications and the NVQs • Define de needs for context of the qualifications in the productive needs. • Establish an application to manage the "equivalences" between both systems. • Elaborate a model of "memorandum for learning"
Activities	<ul style="list-style-type: none"> • Identify in each participant country the reference in the national qualifications • Select the competences that are the closest to the learning outcomes designed in the project (ECVET model). • Establish the equivalences and correspondences between qualifications in the national and European levels (equivalence chart). • Design of application that allow establishing “equivalences/ correspondences” between learning outcomes • Elaboration of a learning Memorandum pattern for its use in the recognition and accumulation of learning by the partner organisations. Agreement among organisations with the following minimum contents: <ul style="list-style-type: none"> - mutual acceptance and recognition among organisations - validation of the respective criteria and procedures to ensure quality, evaluation, validation and recognition. - approval of the working conditions for the partnership, regarding objectives, length and modalities of revision of the Agreement Memorandum; - agreement on the possibility to compare the qualifications dealt with in order to transfer credits, using the reference levels established by EQF, - identification of other competent actors and organisations to take part in the process, as well as their functions.

<p>PRODUCTS (public area of the website: http://www.greenjobsproject.eu)</p>	<ul style="list-style-type: none"> • Tool to establish equivalences between the ECVET professional qualifications and the NVQS • Learning Memorandum
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WP 8	PILOT EXPERIENCE: QUALIFICATIONS AND EQUIVALENCES TEST
Deadline	February 2013 to June 2013
Leader	GIP (FR)
Objectives	<ul style="list-style-type: none"> • Check the objectivity, reliability and validity of the device. • Carry out the necessary changes to improve the device
Activities	<ul style="list-style-type: none"> • In each participating country (origin organisation) at least one company of the sector will be selected, as well as a worker team (2 to 5), who will participate in the pilot experience, as well as 1 evaluator expert. • The evaluator expert (origin organisation), basing on ECVET qualifications, evaluates the learning outcomes got by these people and awards the interested person with the credits. He/she will use the procedures, guidelines and means developed in the project. • An expert vericator from another organisation of the partnership, different from the above (audit organisation) checks the learning results got, the suitability of the device and audits the quality procedures used. He/she checks the use of the procedures, guidelines and means developed in the project. In short, he/she audits the system and checks the credit award carried out by the origin organisation. This activity involves 1-week-long stages of the vericator expert. • The starting hypothesis will be: <ul style="list-style-type: none"> a) if the device is valid, objective and reliable, the results got in the pilot experience by both experts - evaluator and vericator - (in terms of learning results and ECVET marks) will coincide. b) if the device is valid, objective and reliable, the learning results will be recognised - and therefore accumulable and transferrable - from the origin organisation to the "audit" organisation. That is, the credits acquired in the origin country will be accumulable in the destination country. In this case, we will proceed to elaborate and formalise the learning memorandum among the partner organisations, ensuring the mutual recognition. • Organisation and holding the fourth transnational meeting for the planning of the pilot experience (France) • Organisation and holding the fifth transnational meeting of the project to fit the equivalence prototype (Bulgaria)

PRODUCTS (public area of the website: http://www.greenjobsproject.eu)	<ul style="list-style-type: none"> • Report on results of the pilot experience
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WP 9	BUILDING AND EXPLOITING THE DEVICE
Deadline	July 2013 to September 2013
Leader	ADEGI (ES)
Objectives	<ul style="list-style-type: none"> • Elaboration of the device in electronic format • Disseminate and exploit the results
Activities	<ul style="list-style-type: none"> • Elaboration of the prototype from the fittings and remarks collected in the pilot experience. • Translation of the contents into the partners' languages to favour their dissemination and exploitation. • Design and translation into electronic format of the different components of the device: learning results, NVQ qualifications, units of learning results, learning memorandum pattern, learning agreement..., as well as the reference qualifications in the different member countries and previous reports. • Elaboration and signature of "learning memorandum" among the partners of the consortium, ensuring the mutual recognition of ECVET credits. • Elaboration and signature of protocols of collaboration with competent organisations in each participating country. • Issue 500 copies of the computing application (USB) • Organisation and holding the sixth transnational meeting of the project in Donostia (Spain)
PRODUCTS (public area of the website: http://www.greenjobsproject.eu)	<ul style="list-style-type: none"> • Device to favour the recognition and transference of key learning outcomes in the renewable energies sector

We will also continue with the transversal Work Packages: the "Project management", the "Excellence in management" and the "Communication with stakeholders and results dissemination".

6. Contribution to EU policies

BRIDGES FROM GREY TO GREENING JOBS supports the realisation of a European area for lifelong learning, by

- improving the understanding and interpretation of the qualifications in different countries.
- allowing comparing as it uses EQF meta-framework, as well as the transference, recognition and accumulation of learning results (ECVET)
- removing obstacles to the people mobility, accumulating the learning in the "origin country" and transferring it to the "host country"
- encouraging mutual confidence, as it establishes a common qualification language.

BRIDGES FROM GREY TO GREENING JOBS contributes also to increased participation in lifelong learning by people of all ages, including those with special needs and disadvantaged groups, regardless of their socio-economic background by improving the appeal for a higher participation in training. The learning outcomes of renewable energies developed within the project contribute to make the learning itineraries more flexible, matching the programs with the market, recognising the importance of not formal and informal learning to combine the working experience with the qualifications and employment expectation. "Bridge from Grey to Greening Jobs" contributes adapting the qualifications to the sector needs, recognising and accumulating learning outcomes and anticipating the employment needs.

BRIDGES FROM GREY TO GREENING JOBS enhances the attractiveness of vocational education and training and mobility for employers and individuals and to facilitate the mobility of working trainees by making the learning itineraries more flexible, matching the programs with the market, recognising the importance of not formal and informal learning to combine the working experience with the qualifications and employment expectation. Bridge from Grey to Greening Jobs meets these criteria through the recognition and accumulation of learning outcomes, by putting the qualifications into context, anticipating needs and favouring mobility.

BRIDGES FROM GREY TO GREENING JOBS improves the transparency and recognition of qualifications and competences, including those acquired through non-formal and informal learning. Bridges from Grey to Greening Jobs will be an electronic device, interactive, validated transnationally, which will favour the transference, recognition and accumulation of learning, no matter the way it was acquired. This device will also answer to the EU priority: ECVET for transparency and recognition of learning outcomes and qualifications, due to it is based on ECVET guidelines and establishes equivalences between the qualifications ECVET and NQV levels. In order to that, it will design the sector qualifications on learning results, assigning ECVET marks, basing on the technical specifications of ECVET system. It will apply this system to the sector qualifications to award them with ECVET quality label.

BRIDGES FROM GREY TO GREENING JOBS contributes to the policy: Education and Training 2020 Work Programme, as it encourages excellence, quality and suitability of training, by matching the qualifications with the sector needs, the prevision of new employments and a greater cooperation between training suppliers, companies and interlocutors. On other hand, it makes lifelong learning and mobility become a reality, through the use of the European transparency tools EQF and ECVET to favour, among other things, the mobility.

Finally, BRIDGES FROM GREY TO GREENING JOBS contributes to the “challenge 2020 to achieve an employment rate of 75% for women and men between 20 and 64 years old”. Lifelong learning is a key to benefit from the increase of 16 million highly qualified employments. Besides, important investments on qualifications on the ecologic field are required for Europe to achieve its objective of having, by 2020, 3 million workers in these jobs.

