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Lifelong Learning Programme

Training on Health and Safety for workers in the Environment Industrial Sector

Final Report Public Part

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Executive Summary

The pollution management sector of the eco-industry includes operations and services related to solid waste management, materials recycling, waste water treatment, air pollution control, soil & groundwater remediation, noise & vibration control etc. Environmental, green economy is seen today as one of the major reservoirs of creating new jobs, worldwide. According to studies the growth rates of EU eco-industry have been strong over the last years. The EU eco-industry has a competitive edge globally and a great potential in contributing towards the goals of the Lisbon agenda for growth and jobs. Additionally, it is sufficiently documented that workers occupied in pollution management activities were offered so far training programs which were targeting to the improvement of their qualifications at technical aspects. The training need for the acquisition of skills, competences in H&S issues received the first or second highest ranking amongst all other training needs.

THESEIS project aimed at developing, testing and disseminating an innovative Vocational Education Training (VET) model in the field of occupational Health and Safety for workers occupied in the pollution management sector of eco-industry.

THESEIS seeked i) to determine the competences, skills, knowledge and attitudes that the particular workforce needs to acquire and ii) to address these by using innovative pedagogical approaches and practices based on the collaboration instructional strategy and interactive on-line design tools. The spread and wide adaptation of the new innovative training model generated several direct benefits both for companies and workers operating in the eco-industry sector.

THESEIS project was carried out by a consortium of 12 organisations, originating from 8 European countries. The rationale behind the proposed consortium was the direct involvement of project's target groups and thus potential end users, as well as of entities characterised by a longstanding expertise in the development of skills and competencies in the areas of concern.

THESEIS partners concluded a transnational survey, conducted in 8 EU countries, in which the training needs on H&S issues of workers occupied in wastewater treatment and solid waste management facilities were documented, explicitly, analysed and presented. In the same survey the existing National Qualification Frameworks of professionals occupied in the abovementioned sectors were also investigated. Based on the two surveys' results, learning outcomes were designated and grouped in distinct learning units.

Each partner provided its expertise and contribution in the production of didactical contents of the VET model according to the detected training needs. Following the validation and harmonization of the didactical contents, the THESEIS partners developed the web-based courses.

The development of the initial version of the VET model was followed by a separate phase dedicated to pilot trials and evaluation of the VET model. The conclusions were used by the Management Unit of the THESEIS project for further adaptations and modifications of the learning materials and compilation of the final version of the THESEIS VET model.

Special emphasis was given to further dissemination and communication actions and the transferability of the project's outcomes to interested parties and foreseen target groups.

THESEIS Project Official Website and link to the VET platfrom: www.theseis-training.eu

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1. Project Objectives

THESEIS Aim

THESEIS aimed at **developing an innovative training model** in the field of occupational Health and Safety of individuals working in the pollution management sector of eco-industry.

THESEIS Objectives

The project seeked i) to determine the competences, skills, knowledge and attitudes that the particular workforce needs to acquire on Health and Safety issues (H&S) and ii) to address these using innovative pedagogical approaches and practices based on the collaboration instructional strategy and interactive on-line design tools.

THESEIS envisaged the following ways in order to achieve the abovementioned overarching aim:

1. **Assessing the training gaps in the area of concern:** clustering a representative sample of the target groups and implementing a questionnaire survey in the participating countries;
2. **Investigating the National Qualification Frameworks for the workers in the eco-industry sector:** documenting the qualifications related to H&S issues;
3. **Identifying training objectives and designating learning outcomes:** in order to make them transparent and comparable on a European scale;
4. **Developing the training model:** applying an extensively interactive collaborative approach to learning service design;
5. **Supporting Vocational training providers and learners:** elaborating a training model designed to meet the identified training needs;
6. **Enhancing the acceptance of the produced model:** developing “how to use” guidelines; carrying out pilot tests; organizing demonstration workshops; providing on-line help services;
7. **Favouring the project’s results adoption:** organizing specific dissemination events (website, workshops, brochures, press articles, newsletters, EU presentations);
8. **Promoting the sustainable use of the project outcomes:** Networking and simulating key market stakeholders at national and EU level; implementing project Exploitation Plan; organizing project final conference.

THESEIS Target User Groups

THESEIS Target User Groups can be clustered in 4 categories including:

1. **Pollution Management sector and its workers/professionals:**
   - Companies in the Pollution Management sector
   - Eco-industry sector companies related to Pollution Management
2. **Training and Human Resources Professionals related to Pollution Management:**
   - Consultancy companies and certification bodies for Health & Safety issues related to Eco-industry
   - Training and HR departments in Environmental Management organisations

- Vocational education and training provides in Environmental/Pollution Management
- Vocational education, universities and training providers related to Health / Safety in eco-industry

3. **Development and Support organisations active within the Eco-industry:**
   - Associations and Chambers of companies engaged in Health and Safety or Environmental/Pollution Management
   - Occupational Safety services, agencies and institutions
   - Media and publishing organisations engaged in Eco-sector/Environmental & Pollution Management
   - Professionals in environmental protection, pollution prevention, inspection authorities
   - Research institutes engaged in Environmental Protection and H&S issues
   - Trade unions/Engineer associations related to Eco-sector and Environmental/Pollution Management
4. **Entities related to employment/unemployment in areas of Eco-industry:**
   - Public authorities engaged in /responsible for Environmental/Pollution Management
   - Unemployed people with interest in the Eco-sector/Environmental/Pollution Management

Involvement of Target User Groups

THESEIS target user groups were introduced to the project concept right from its beginning as recipients of informative material and especially during a training needs' questionnaire survey on H&S issues. They were also directly involved by participating in all dissemination communication activities, participating in the enlargement of the THESEIS network, as well as in the testing of the initial VET model, in the public consultation pilot exercises of the THESEIS network during and after the project's duration.

Potential Benefits to the Target User Groups

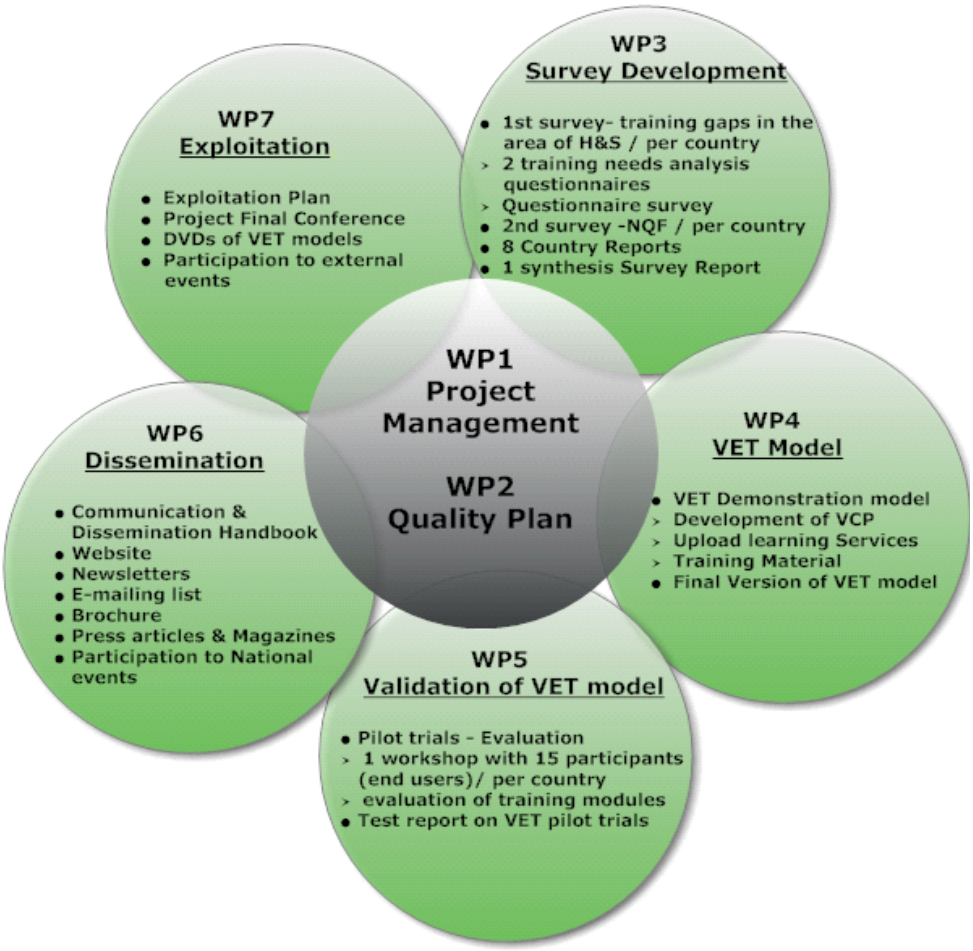
The spread and wide adaptation of the THESEIS training model generated several direct benefits both for companies and workers operating in the sector addressed (improved hazards' identification and active workers' participation in occupational H&S, improved working conditions). In addition it empowered companies and individuals to get engaged in actual lifelong learning, career planning and development, creating a culture of pedagogical learning, thus encouraging new entrants into the sector enhancing the mobility of workforce and the productivity of the European Eco-Industry Sector.

Project outcomes were beneficial in:

- raising transparency for required skills in the area of occupational health and safety in eco-industry across different countries in Europe;
- making these requirements and the necessary learning outcomes comparable;
- clarifying the value of the training model to be established in relation to these respective requirements.

2. Project Approach

The methodological concept adopted by THESEIS project was elaborated using Logical Framework Analysis. Seven Work Packages were designed to support the core objectives of the project:



The whole approach was supervised and coordinated, based on a critical path analysis of workplan, by a concrete and flexible management structure comprised of units and partners' specific roles that ensured effective management procedures throughout the project duration.

Quality management of proper project functioning with respect to objectives and expected results was achieved by the compilation of project's Quality Plan, explicitly documented in THESEIS Quality Handbook, and continuous monitoring actions during project's lifetime. A set of measurable indicators were defined and respective target values were set in order to audit timely and effectively the anticipated progress of the project's key actions and document its impact. Special emphasis was given to the realization of periodical and well documented internal quality management audits and the monitoring of the detected corrective and preventive actions.

Special emphasis was given as well to the dissemination and exploitation actions and the transferability of the project's outcomes to interested parties and foreseen target groups. The dissemination/exploitation strategy was built on the different networks in the partner countries and beyond, as well as on a set of materials that were produced for this purpose. THESEIS network itself followed a clear enlargement and sustainability strategy which supported the effects of impact during and also after the funding period.

3. Project Outcomes & Results

The major achievements and results of the THESEIS project concerning the project's objectives were:

Objectives	Outcomes & Results
1. *Assessment of the training gaps in the area of occupational Health and Safety of workers in the pollution management sector of eco-industry*	**Transnational Survey Report** The Transnational Survey Report, summarized the results of two separate research surveys conducted at each participating country (8 EU countries). The **first survey** focused on the identification of the training needs and gaps on H&S, of workers occupied in the pollution management sector, of the eco-industry. The survey was conducted via the compilation of two, new Training Needs Analysis Questionnaires, one for Wastewater treatment Operators and one for Solid Waste Management Professionals. Within the context of survey conduction all project's partners, contacted the identified target groups and stakeholders in Greece, Germany, Finland, Sweden, Belgium, Poland, Czech Republic and Bulgaria. More than 4900 contacts were made, by all partners, and 800 answers have been received. The received answers were analyzed in order to map the Occupational Health & Safety training needs of professionals occupied in wastewater treatment and solid waste management facilities per country.
2. *Investigation of the National Qualification Frameworks for the workers in eco-industry sector*	The **second survey** identified and examined the existing National Qualifications Frameworks (NQF) for the workers occupied in eco-industry and document the respective qualifications related to H&S issues. THESEIS partners, in each participating country, compiled a Country Report based on the results of both surveys. (8 Country Reports in English) Finally, the workpackage 3 leader (OSRI - VUBP) prepared a Transnational Survey Report identifying and documenting common and different qualifications demands and training needs, between the 8 countries, with respect to workers' knowledge, skills competences and attitudes (available on THESEIS project official website (www.theseis-training.eu).

	Objectives	Outcomes & Results
3	*Identification/ designation of learning outcomes*	**Learning outcomes** The learning outcomes of the training modules were designated according to the identified training needs and the demanded qualifications that the trainees must acquire based on the results of the Transnational Survey Report compiled during WP-3. The anticipated learning outcomes were grouped in distinct learning units and were described "holistically" within the framework of a coherent description as a matrix, subdivided into individual elements of knowledge, skills and competence (available on THESEIS project official website (www.theseis-training.eu).
4.	*Development of the training model*	**THESEIS VET model** THESEIS VET model used all the necessary learning services made available from the Virtual Community Platform for the preparation of the training courses. THESEIS VET model is an interactive platform, based on a 3-D perspective layout of a realistic plan of a Waste Water Treatment Unit. The training material has four discrete chapters: **I.** Introduction **II.** Plant Overview **III.** Hazards (Theory – diagnostic test) **IV.** Safety Work Procedures (Theory – diagnostic test) The Contents of Chapters III and IV are the main courses of THESEIS VET model. The THESEIS training courses are targeted both to learners and training providers. Each didactic module consists of two thematic units, the Theory and the Diagnostic Test. This structure of thematic units gives the ability a) to each learner to follow his/her own learning path in the timeframe he/she choose and to use the diagnostic test as a self assessment tool b) to trainers to adjust the courses according to students needs, to have extra access to the grades of their students after the assessment tests and track of their students' activities in the training platform. The THESEIS VET model is available on the learning platform in all partners' languages (EN, GR, FR, DE, CZ SE, FI, PL and BG). The entrance to the platform is free. http://platform.theseis-training.eu/ Passwords are given upon request to the project management unit (info@theseis-training.eu).
5.	*Support of Vocational training providers and learners*	

Objectives	Outcomes & Results
6. *Enhancing the acceptance of the produced model*	**Pilot Test – Workshops – Evaluation Report** The development of the initial version of the VET model was followed by a separate phase dedicated to pilot trials and evaluation of the new VET model. **Pilot testing** allowed the members of the target audience to try the produced material prior to its full deployment in order to provide feedback on its features and functions. The trials took place in seven E.U. countries and were combined with the organisation of parallel **informative Workshops**. Experts from the partner institutions who were engaged in the development of the model were responsible for the coordination of the whole process and the further exploitation of the project's outcomes. An online forum was created, via the VCP, providing a platform for discussion of topics and elements of the VET model, the contents of the training material, the delivery methods implemented and for sharing feedback between learners and tutors. Each trial site was set-up so that a representative sample of the specific workforce involving a mix of workers, health and safety managers and technicians, engineers, environmental management consultants and experts and students of technical schools participated in the pilot testing. More than 100 participants attended the Informative - Pilot Testing Workshops, enlarging furthermore the existing network of potential future users of the VET model and training material. At the end of each training session, the learners were asked to **evaluate on-line** the VET model. The assessment addressed the learners' perception of the course as well as the extent to which the trainees improved their knowledge and increased their skills as a result of participating in the learning process. An **Evaluation Report** summarized the results of trials in all partner countries (available on THESEIS official Website). The conclusions were used by the Management Unit of the THESEIS project for further adaptations and modifications of the learning materials and compilation of the final version of the THESEIS VET model.
7. *Favour the project results adoption*	**Dissemination Activities** **i) Communication & Dissemination Handbook** The Communication and Dissemination Handbook was compiled in the beginning of the project and was used by all project partners. The Handbook described in detail the strategic objectives of the dissemination plan, internal and external communication, content and instruments of dissemination, tasks and responsibilities, rules and regulations, project logo. The C&D Handbook is available on THESEIS project official website (www.theseis-training.eu).

Objectives	Outcomes & Results
7. *Favour the project results adoption*	**ii) THESEIS web-site** THESEIS web-site was launched (in English) in the beginning of the project containing information on aspects like: project description and objectives, partners profile, contact details, calendar of events, announcement of meetings, workshops, presentation of results - deliverables, links to other relevant EU projects, collection of the frequently asked question etc. The main core of website is available in the languages of all participating countries (EN, GR, FR, BG, DE, FI, PL, CZ). Via THESEIS website visitors can be informed on project progress, results and deliverables, and other material on Health and Safety issues. Additionally subscription services for THESEIS e-Newsletter, a direct link to THESEIS training platform and Virtual Community Platform, have been provided. All projects activities are available in the THESEIS website in order to provide visibility and transparency to the public. The THESEIS website is active on the following link www.theseis-training.eu and will be regularly updated for at least five years following the end of the project, according the project's Exploitation Plan. **iii) THESEIS Newsletters** 5 Newsletters were created providing information about the project's progress and results/products and relative articles on Health and Safety issues. The Newsletters were disseminated in electronic format via e-Newsletter Services (>2000 recipients per Newsletter in average), direct emails to the stakeholders' networks of the project partners, and are also available on THESEIS project official website (www.theseis-training.eu) in the languages of all the participating countries (EN, GR, FR, BG, DE, FI, PL, CZ). iv) **THESEIS Brochure** The THESEIS brochure has been produced, describing in a concise manner the project's main objectives, steps and expected outcomes, but also introducing the consortium and contact information. It has been updated in a regular basis and been freely circulated for project information and promotion at workshops, seminars, conferences, technical fairs, congresses and other events. The electronic version of these material is downloadable from the THESEIS web portal. A more complete brochure was produced at the month 21 of project including the final results. The brochure is available in all participating countries' languages and of course in English.

Objectives	Outcomes & Results
7. *Favour the project results adoption*	**v) Press Articles and Magazines** The press is a crucial tool to disseminate information about Health and Safety to a wide range of stakeholders including the general public. All THESEIS Project Partners published articles about the THESEIS project in National Press and Magazines. The articles included a general presentation of the project and the main outcomes achieved. The press releases were communicated to the proper mass media for further publication. All relative articles are available on the following link of the THESEIS website: http://www.theseis-training.eu/main/?page_id=4779. **vi) Participation at National Events and Conferences** The special emphasis that was given to the THESEIS communication and dissemination strategy resulted in a very successful outcome with the partners participating in more than 20 dissemination activities (International Conferences, National Events and seminars – workshops) promoting the main project outputs to the public. Detailed information of the THESEIS presentation in external events is available on the link: (http://www.theseis-training.eu/main/?page_id=4784). **vii) Linking with other EU projects** From the beginning of the project the Consortium has been looking for synergies with other European projects. In particular, the following EU projects that operate in the same field of interest as THESEIS have been identified and direct links to them have been given on the THESEIS website: http://www.theseis-training.eu/main/?page_id=3875
8. *Promote the sustainable use of the project outcomes*	**Exploitation Activities** **i) E-mailing lists** The project partners exploit existing networks from other relative projects and have identified the direct and indirect target groups, along with the short term stakeholders, in their countries and in European level. On the basis of this research an extensive database has been elaborated containing the contact details and e-mail addresses of relevant organizations and respective contact persons. The database has been developed and is available on the VCP. An overall project mailing list of more than **2700** addresses is maintained.

Objectives	Outcomes & Results
8. *Promote the sustainable use of the project outcomes*	**ii) Exploitation Plan** The main goal of the Exploitation Plan that was developed is to serve as an ongoing, concise work plan for setting out the main exploitation aspects of the THESEIS project and to establish suitable actions to make THESEIS a successful and sustainable project. Generally, it is based on the communication and dissemination strategy elaborated by the THESEIS consortium adopting the most appropriate dissemination tools and channels elaborated so far in order to exploit the results achieved during the project implementation. Additionally, the plan provides an overview of the designed dissemination materials to exploit the accomplished results and outlines the exploitable components, serving both as a depository of past activities as well as an agenda for future opportunities and possibilities of increasing the reach of the project in the community (for a minimum of 5 years). A Confidentiality, Intellectual and Industrial Property Rights Agreement has been signed among the partners, thus ensuring that the commercialization and the property rights of the THESEIS project are duly agreed between parties and that information disclosed to each other in the purpose of developing this project will be strictly used in the project. **iii) DVDs of VET Model** A DVD was produced containing the demo of the VET model. The training material produced was included as well. More than 300 DVDs were issued and distributed in each participating country. The DVDs will continue to be disseminated to certified vocational training institutes involved in environmental and Health and Safety issues for at least one year after the project's completion, thus contributing to the further exploitation and sustainability of the project's outcomes. **iv) Final Conference** The Final Conference of THESEIS Project "Training on Health and Safety in the Environment Industrial Sector" was concluded on the 19th of September 2013, in Thessaloniki, with the attendance of experts from industries and companies of the environmental and waste management sector. The main outputs of the project were presented to the public. Within the Conference the partnership presented their exploitation strategy aiming at a huge public support for the future network activities.

Objectives Outcomes & Results

In the framework of project management and quality assurance of proper project functioning with respect to objectives and expected results, THESEIS partnership completed the following products/results:

Project Governance structure with key personnel
The Project Governance structure was formed and staffed in the beginning of the project. Each Project Partner appointed representatives to the four Units, i) Project Coordinator (PC), ii) Project Coordination Unit (PCU), iii) Steering Committee (SC) and iv) Working Group (WG). (Restricted to members of the consortium including Commission services and project reviewers)

Project Work Plan
The Project Workplan, developed in the beginning of the project, includes critical path analysis, log of key interdependencies and the initial risk management plan that helps the effective planning, management, implementation, reporting and evaluation of the project. (Restricted to members of the consortium including Commission services and project reviewers)

Coordination Meetings
The 5 Coordination Meetings (CM) of THESEIS project were realized. The minutes of Coordination Meetings are available on THESEIS project official website (www.theseis-training.eu).

Quality Handbook
The THESEIS Quality Handbook defines the structure of the THESEIS Quality Management, the tasks and responsibilities of the involved personnel, the procedures and guidelines which were used by the THESEIS Work Package Leaders (WPL) and other project partners to ensure high standards of quality for all the actions implemented, the results and the deliverables produced, during the project lifetime. In the THESEIS Quality Handbook the necessary procedures for:

a) the efficient Quality planning, assurance and control
b) a risk analysis,

of each work package deliverables and the intermediate actions that have to be undertaken in order to achieve the project results and produce the THESEIS deliverables were developed.

Interim and Final Quality Reports
Efficient Quality Management was implemented from the early stages of the THESEIS project, according to the project's Quality and Risk Management System. Within this framework, two Quality Reports have been prepared and uploaded to the project's website describing the internal audits, the detected deviations and non conformities, the planed corrective and preventive actions and the results and efficiency of the implemented measures for quality management and assurance.

The Interim Quality Report included the description of the aforementioned activities from the project start to the half time of the project duration (delivery date 31/12/2012), whereas the Final Quality Report contained the results of the quality management activities implemented from the start up to the end of the project. The final version was submitted on the 30th of October 2013 and was updated on 30/12/2013 incorporating the findings and the corrective actions implemented during the preparation of the current Final Report.

4. Partnerships

THESEIS partnership incorporated 12 partners from 8 different EU countries (Greece, Belgium, German, the Czech Republic, Finland, Sweden, Poland and Bulgaria) taking in consideration the existence of different workers' qualifications and working environments, workers' training needs and occupational training methods.

THESEIS consortium consisted of:

- **SIGMA Consultants Ltd** (SIGMA)
- **Federation of Industries of Northern Greece** (FING)
- **Hellenic Institute for Occupational Health and Safety** (HIOHS)
- **PREVENT** (PREVENT)
- **Forschungsinstitut Betriebliche Bildung** (F-bb)
- **Occupational Safety Research Institute** (OSRI – VUBP)
- **Finnish Institute of Occupational Health** (FIOH)
- **Swedish TelePedagogic Knowledge Centre** (STPKC)
- **Institute of Environmental Protection-National Research Institute** (IEP-NRI)
- **Umweltcluster Bayern** (EU-CLUSTER)
- **SYNTHOS Kralupy** (SYNTHOS)
- **Regional Development Foundation** (RDF)

The transnational character of the project presented a particular added value since it dealed with issues of common concern at EU level. THESEIS learning outcomes based on an innovative training model were easily accessible and transferrable resulting in benefits which impacted on a wide range of potential beneficiaries beyond the boundaries of the consortium member countries.

THESEIS partners presented expertise in pedagogical methods, web-based training tools, vocational education and Health & Safety (H&S) issues. Additionally, all partners participated, actively, in several national and international networks and in previous EU projects. This balanced consortium set-up incorporated all the necessary expertise, technical competences, managerial skills and networking capabilities in order to fulfil the project aims and objectives and further communicate and exploit THESEIS outcomes and products.

The transnational nature of the project consortium in conjunction with the partners' multidisciplinary expertise created an efficient form of partnership where sharing of practices, technology transfer and joint collaboration in the process, methodologies and deliverables resulted to more effective learning and lead to the beginning of a sustainable networking across European educational area.

THESEIS partners have an obvious interest in enhancing and upgrading the existing cooperation, exploiting and further improving the foreseen learning objects after the project completion.

More information about the partners of the consortium at the following link:

http://www.theseis-training.eu/main/?page_id=3842

5. Plans for the Future

The THESEIS consortium will pursue to maintain the established THESEIS Network possibly under the guidance of a dedicated Sustainability Support Group which will support and encourage its spreading through sustainable operations also beyond the project's lifetime. It is in the intention of the Consortium, with the help of the Sustainability Support Group, that the final project results and especially the THESEIS Vocational Education Training platform will be further exploited after the project's lifetime. The commercialization and property rights of the THESEIS project are duly agreed between the parties via the distribution and signing of Confidentiality, Intellectual and Industrial Property Rights Agreement.

More specifically, the partnership is aiming at continuing the presentation of the THESEIS learning objectives, outcomes and results in respective vocational training and Health & Safety seminars and conferences in its countries and at European level, after the project completion. Additionally, it will be asked from public and private Health & Safety agencies, educational institutions to comment and contribute to the upgrade of the contents of the initial training material that has been created.

It is foreseen that the high demand of professionals in the fields of occupational Health and Safety and the pollution management sector of the eco-industry, the priorities of the E.U. policies towards sustainable development and green economy, combined with the collaborative and networking character of the project, to maintain at a high level the demand for the project's results and outcomes in a long term perspective.

The network's Dissemination Working group has identified a number of activities that the network can and shall seek to organise to further widen its programme of online and face to face activities. Once the network goes into its new life of self sustainability the operational coordination of the network shall take stock of feasibility and self-sustainability at all times.

As already mentioned, specific events and activities – among them the operation of all the web based deliverables and tools - have already been identified as possible and probable first vehicles for the longevity of the network's activities. As such they will be the first and foremost exercise in the implementation of a work programme for the network and they will therefore be the first focus of the project's sustainability of each action whether an activity is proposed and implemented by the network or by a partner.

The project website and the web based VET platform will be maintained and constantly updated under the responsibility of the Project Coordinator Sigma Consultants for at least five years after the project's completion. New dissemination channels offered by Internet tools (e.g. Twitter, dedicated groups on professional sites like LinkedIn etc.) and additional national and E.U. networks will be used to further exploit the VET platform. The dissemination material will be distributed in English; however translations per country partners will be pursued.

6. Contribution to EU policies

Environmental, green economy is seen today as one of the major reservoirs of creating new jobs, worldwide. The main areas (75%) cover a) the management of solid waste (30%), b) water supply and distribution (21%), c) wastewater treatment (13%) and materials recycling (13%). For 2012, it was estimated that the total number of people working in eco-industries was around 3,4 million, having an average annual growth (2000 - 2008) by 2,72 %. In 2012, the estimated Environmental Protection Expenditures (EPE) of EU-27 is EUR 557 million having an average growth rate 2,8% (2000 – 2008). There is a broad consensus that the global eco-industry market could almost double, with the average estimate for 2020 being around EUR 2 trillion a year.

Green skills – are at the heart of the EU's strategy for moving forward. The development of skills and environmental skills is a core point of the European policies and therefore also in the different Member States. Regarding the issue of employment, the training and skills of the workforce are considered to be key issues. This follows on from the importance of this issue in the original Lisbon strategy statement, and the training and skills strategies developed under the Education and Training 2010 work program.

THESEIS project is ultimately targeted to ensure healthier and safer working conditions as well as improved competencies and skills of the eco-industry workforce. In international literature is sufficiently documented that workers occupied in pollution management activities were offered so far training programs which were targeting to the improvement of their qualifications at technical aspects. Relative reports have revealed that the training needs for acquisition of skills, competences in H&S issues received the highest ranking amongst all other training needs.

The deployment of the THESEIS project was based on the findings of a transnational survey dedicated to the identification and anticipation of skill needs. The core subject addressed the labour working conditions and the setting up of the training model promoted the integration of lifelong learning along with occupational activities. In addition the project outcomes were validated and further exploited in close cooperation with the involvement of key market stakeholders.

THESEIS project provided SME's workers, activated in eco-industry sector, with new multi-lingual, training material and practices in H&S issues. The contents of the educational material were developed taking in consideration the actual training needs of the stakeholders. The Vocational Educational Training (VET) model that was developed was validated, in a trans-European basis in order to optimize its contents, fulfilling the overarching objective of the Bologna process for quality assurance and recognition of workers' and students qualifications.

The results of two surveys (conducted in wastewater treatment & solid waste management sectors), one for the identification of workers' H&S training needs and one for the documentation of the existing National Qualifications Frameworks, in 8 European countries, was used for the designation of learning outcomes, which, then, was grouped in distinct learning units and were described along the descriptors knowledge, skills and competence. This madethe learning outcomes of the project transparent and comparable on a European scale.

The Bruges Communiqué sets out a vision for vocational education and training in the year 2020, together with a set of measures on how to get there. Central to this vision is a vocational training system that is modern and attractive to learners. By 2020, vocational studies should be easily accessible and practical. All vocational courses should include work-based training in business or industry. During THESEIS project the innovative training model that was developed used collaborative, multi-interactive on-line design tools. The foreseen instructional strategy was anticipated to create a learning culture on H&S aspects according to learner needs in eco-industry, where collaborative learning together with other workers with multiple perspectives and self-management were promoted.

THESEIS project also foreseen to the strengthening of partnerships between enterprises and other social partners on VET issues, according the EU-OSHA training policies and especially the active involvement of workers in occupational risk assessment, hazards' identification and designation of the necessary preventive and respond measures.