



A group of trainees during Lab Shadowing activities in Cyprus

## Cyprus

The Cyprus pilot training course started on February 9 and was completed on March 31, 2017. It was a very interesting and challenging two months to organise 160 hours of training using different methods, such as classroom training, open management school, lab shadowing and virtual mobility. The pilot started with 14 trainees. All of them finished the course. The majority of trainees were people who already had a university degree and in some way were interested or already related to the recycling sector.

An additional challenge was the fact that the recycling sector in Cyprus is extremely small with only a few companies operating

and limited employment opportunities. It is also very difficult to establish one's own recycling company given the size of the market.

When we started examining the sector more closely, we ended up with more organisations involved in WEEE, therefore, our task was finally easier than we had expected at the beginning.

Lab shadowing was the most interesting part of the pilot programme. This is when trainees have the opportunity to see what is being done in the electrical and electronic equipment waste market. Trainees had the chance to see how legislation and waste techniques and procedures are actually implemented in organisations and to relate classroom lessons to practical experience. Trainees visited recycling companies and reuse companies, such as WEEE Electrocyclosis Cyprus Ltd. Trainees had the opportunity to observe and be involved in day-to-day operations in all of the organisations that participated in this part of the project.

## Learners' feedback:

*It was a great experience working through different training approaches and with so much learning content. I'm confident that improving knowledge and capabilities about WEEE re-use and recycling approaches will be useful in my future work!*

Participant from Italy

*I significantly developed my skills through lab shadowing, especially on assembling and disassembling WEEE equipment. I hope to continue my professional development within the Erasmus for Young Entrepreneurs programme.*

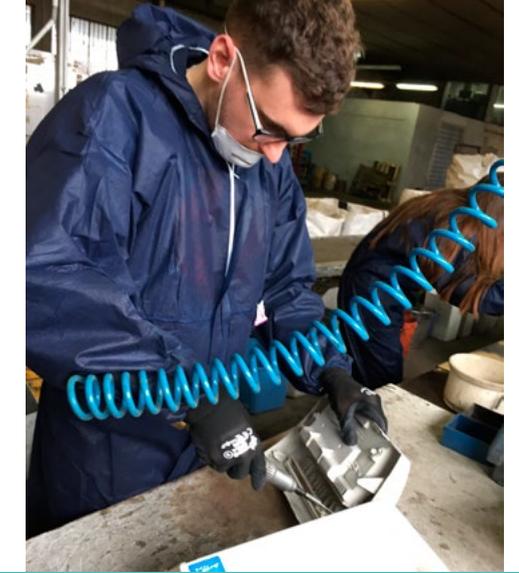
Participant from Poland

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## Sector Skills Alliances



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## EwasteR - National Pilot Training Course for E-Waste Re-use and Recycling Specialist in four EU Countries

THE EWASTER CONSORTIUM IS COMPOSED OF 13 ORGANISATIONS FROM FOUR DIFFERENT COUNTRIES – CYPRUS, ITALY, POLAND AND THE UNITED KINGDOM. THE PROJECT IS MANAGED BY E.RI.FO - ENTE PER LA RICERCA E FORMAZIONE (ROME, ITALY).



Labs Shadowing in Italy

### Italy

The first edition of the national pilot training course for “E-Waste Re-use and Recycling Specialist” was delivered in Siena from January to March 2017. The training activities took place at the “Robotic and Electronic” department of the “Istituto Tecnico Industriale Statale Tito Sarrocchi”. Italian partners under ERIFO coordination selected 20 learners with different background: unemployed, learners involved in dual education (internship, WBL), learners attending the last year of VET High School or graduates of higher education.

The Italian partners aimed at tackling skills gaps with regard to the “E-Waste Re-use and Recycling Specialist” profile in the WEEE re-use and recycling management sector.

They delivered a training plan of activities using several outcome-oriented methods: classroom, open management schools, virtual mobility and lab shadowing. The improvement of management and vocational skills and abilities for the group of learners was observed during the pilot. Based on needed expertise, the pilot activities were delivered with the support of a public and private alliance of stakeholders comprised of experts, trainers and employers of the sector, as well as innovative teaching and training methodologies implemented for the designed occupational profile.

Through the pilot activities, Italian organisations established strategic sectoral cooperation in order to identify and develop appropriate actions to match demand and the supply of competences. Due to outstanding sectoral cooperation, the participants involved had excellent opportunities on the job market.



Working in the group during classroom in Poland



Presenting the Business Model Canvas developed in Poland

### Poland

The National Pilot Training Course (NPTC) in Poland started in December 2016 and was completed on March 24, 2017. Starting with career guidance, all planned activities were implemented, such as lectures, open management school, lab shadowing, virtual mobility sessions and assessment. The NPTC was conducted by four trainers – employers and enterprise representatives, mainly from CECED Poland – the European Committee of Manufacturers of Domestic Equipment, Cluster of Waste and Recycling Economy and its member, P.P.H.U. POLBLUME, Zbigniew Miazga, as well as Prof. Przemysław Kulawczuk from the University of Gdańsk, in cooperation with national partners involved in the pilot. Of the 23 learners who started the pilot course, 21 learners completed it. Learners represented WEEE sector employees and entrepreneurs, but also employees and entrepreneurs from other sectors who are looking for new jobs or opportunities to develop in new directions. The majority of learners (11 persons) were graduates of secondary school, 9 participants graduated from a higher education institution and one person was a vocational school graduate. The trainers used different methods to assess the learners: direct observation, open discussion, interview, project work (business model canvas development and description), testimonial feedback from employers/supervisors and work samples.

### United Kingdom

There have been challenging market conditions in the UK in terms of recycling capacity, a changing scope of regulations, and reduced funding for local authorities plus, of course, the potential impact of Brexit. These have all put additional challenges on the WEEE recycle and reuse sector, which in turn has impacted on the take up and interest in the EwasteR pilot programme in the UK. The focus of activity for the pilot has been in the northwest of England, directed by one of the UK partners, University of Central Lancashire (UCLan), who have taken the lead in securing participants and delivering the programme to employees from a reuse social enterprise.

To date, UCLan has recruited eight staff from Furniture Matters, drawn from the Lancaster and Morecombe depots and workshops in Blackpool, Lancashire. UCLan has been working to increase the number of participants in the EwasteR pilot programme, and has attracted some potential interest from another reuse social enterprise based in the north of England.

In the UK, the training has been delivered by UCLan, comprising formal classroom delivery, self directed learning and practical hands-on experience as well as an online session that included learners from the pilot programmes in the other partner countries. For the Open Management School, learners prepared two complete Business Canvas Models and during classroom activities, the rationale behind the business canvas model was developed to capture more of the social aspects facing third sector organisations.



Pilot Training Course in the UK