



## CYPRUS

When starting a new European project you consider that your efforts at the end would have an impact on local level and furthermore on a European level.

In Cyprus, (all local partners) we are happy that we had the

opportunity to participate in the EwasteR project since we managed to have concrete outcomes related to the skills of our trainees, the development of the curriculum and the introduction of E-waste / reuse of electrical and electronic equipment specialist to the National Recognition and validation system of Cyprus.

WEEE is a complex mixture of materials and components that because of their hazardous content, and if not properly managed, can cause major environmental issues. To improve the environmental management of WEEE and to contribute to a circular economy and enhance resource efficiency the improvement of collection, treatment and recycling of electronics at the end of their life is essential. Therefore it is very important to have specialists involved in this procedure.

The E-waste Reuse and Recycling Specialist professional profile is a very important new profession in Cyprus. There might be some restrictions for employment in existing companies due to their structure and way of doing business but there are many opportunities in public institutions like municipalities and other big organizations. The WEEE Directive has implications for: producers, distributors, treatment facilities and local authorities. For this reason there are opportunities for recycling specialists in all of the above organizations.

For this we consider that the introduction of WEEE specialist to our national recognition and validation system is a great success of our project. We are proud and happy for all the work we have done for the project especially for the training program.

## POLAND

EwasteR Project was a great experience for all Polish partners and the outcomes such as Curriculum and Training Plan in E-Waste Recycling and Re-Use management sector will be useful tool for future training of the E-Waste Reuse and Recycling Specialist. The Institute of Environmental Protection – National Research Institute (IEP-NRI) took part in most of the project task and was especially involved in creating Curriculum, Training Plan and National Pilot Training Course.

Thanks to realization of the EwasteR project Institute for Private Enterprise and Democracy (IPED) gained a closer look to the e-waste sector and gained new experience of the sector. IPED established interesting contacts and relations with foreign and domestic partners. We gave our input into curriculum of the e-waste re-use and recycling specialist profile and realized National Pilot Training Course activities successfully.

In Poland market qualifications can be included in the Integrated Qualifications Registry (IQR) at the request of entities conducting organised activities in areas of the economy, labour market, education or training. IEP-NRI is currently working on this task with a team of experts from WEEE industry. Educational Research Institute (IBE) is providing the methodological support on how to describe a market qualification to meet the requirements of the Integrated Qualifications System (IQS) in Poland.



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## Sector Skills Alliances



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## All the partners have agreed to submit the new EwasteR job qualification to their own NQF-RQF

### A European path three years long

In 2014, when the Erasmus+ programme (Action: Sector Skills Alliance) was open for calls, 48 proposals were submitted in Europe for funding. Of those, only 6 were funded and of these, the EwasteR project was the only one to be funded in the environmental field.

The aim of the EwasteR project has been to emphasise the relationship between waste creation and resource management and to demonstrate the need for skills, competence and experience of entrepreneurs and managers in devising a solution and/or an appropriate intervention. The project's deliverables were designed to test this idea and to learn the lessons and/or points arising from it.

The project had five principal objectives including i) the mapping of the current qualifications routes across Europe relevant to this field of UEEE/WEEE reuse and recycling and ii) to develop the framework for a new professional qualification for managers and specialists in this field. This framework consists of i) a management area and ii) a vocational area.

Over three years, the project partners have had to develop, from scratch, an outline curriculum, training plan and set of materials in order to meet the aims and objectives under the project's deliverables. The outcomes have been trialled by way of a pilot, with learners, in each of the partner's member states. Feedback from the learners has been positive. The development of the E-waste Recycling and Reuse Specialist qualification is being taken forwards to recognition, validation and transfer into RQF/NQF in compliance within national regulatory systems. The project's newsletters have covered progress made.

Getting a project of this type off the ground and building momentum is always a challenge. Not an easy task given the complexities mentioned and this has been achieved through the dedicated

commitment and enthusiasm of all involved. This was followed by co-ordinated dialogue and project meetings between the partners which was invaluable.



*Has the project been of value? In my opinion, the answer has to be yes. Analysis by Peter Calliafas, WEEE management expert.*

### National perspectives: the EwasteR follow-up

#### ITALY

The EwasteR project has been a real innovative three years experience for the Italian participants arising much interest in our local community. Participants had the opportunities to enhance their own skills and knowledge, better understanding of the needs of employers and learners and had access to a range of tailored resources, Reports, Curriculum, Training Plan, new training materials and methods, Handbook which can be adapted and implemented again after the project closure. They had great benefit from benchmarked best practice from across the other EU states involved; had new transnational competencies built into their roles, and had new opportunities for professional development. Within the target group of learners and aspiring workers in the field involved in EwasteR activities, the project has provided them with the opportunity to undertake innovative learning pathway - upskilling their own profile - to validate their competences achieved through the non-formal and informal learning experience and cooperate with professionals across the country and abroad - arising new



professional opportunities and facilitating new mobility chances in EU. EwasteR system has promoted social inclusion and opened up opportunities for the development of an EU network of E-waste Reuse and Recycling Specialists able to work outside of their own country. The project

had a number of objectives that impacted on policy and on the design of VET and economic system, and were therefore relevant to a whole range of public policy stakeholders. First of all, the process of designing and adoption of the new job qualification by RQF (Tuscany and Lazio) and NQF providing effective result to be exploited after the project closure. Another key group of stakeholders aside from this was employers: the benefit to employers has been through the EwasteR and Circular Economy criteria increased understanding and awareness of their working methods and also through the addition of a set of resources to better enable them to ascertain these methods and as a result match them to sustainable activities also targeted to internationalization schemes.

#### UNITED KINGDOM

WEEE is one of the fastest growing waste streams in the world but as the concept of a circular economy is gaining traction it is timely to be considering a pan-European qualification to address skills issues and enhance job opportunities.

Since the introduction of waste legislation in the UK related to competence and the management of waste in 1990, the UK has serially developed and honed waste management qualifications including WEEE. As a result the UK has a well-developed qualification system and an established environmental policy that governs waste and recycling operations. However, there is always room for further development and the review a well-defined coherent qualification that addresses the management and technical skills required to run an efficient and effective WEEE reuse or recycling business.

The EwasteR project has brought together four countries with quite different systems in place for education and environmental regulation that have collaborated to develop a useful curriculum and training plan. These can be used as the foundation for future development and refinement in each country to meet the specific requirements of its education regulatory system; and help their governments work towards meeting their EU WEEE recycling targets.

Utilisation of social media channels has proved effective in raising awareness within the partner countries, other European nations as well as countries in Africa and Asia, where the negative impact of poor WEEE management in other countries is often most keenly felt. It is by reaching across boundaries within Europe and beyond that the EwasteR project will strengthen its sustainability potential.



A WorldSkills Competition encompassing elements of WEEE for those countries that subscribe to the competition is feasible and is currently under consideration. Should we be successful young entrepreneurs will be at the heart.