



European qualification for Occupational Safety and Health Professionals

Progress Report

Public Part

Project information

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Executive Summary

This Interim Report primary aims to inform everyone potentially interested in EUSAFE Project (European Qualification for Occupational Safety and Health Professionals) about its specific features and expected outcomes:

- New harmonized standard profile for OSH professionals, described according to EQF and ECVET criteria
- Training/teaching framework and models associated to new profiles

Main interest should come from OSH associations and professionals, aiming to improve the recognition in European countries of their qualification and to reinforce business opportunities through higher mobility.

However also organisations and institutions working in education and training field and finally employers will benefit from the project outcomes that will provide the description and the qualification of reference OSH professional profiles, according to EQF and ECVET criteria, and the associated roadmaps and models for training development.

We expect that the project will be valuable also for EU and local Governmental Bodies.

The project is implemented by a Consortium of 6 partners from 5 EU countries (Italy, Cyprus, UK, Portugal, Germany) representing OSH Professionals (technicians and managers from different sectors, with vocational and higher education), Academic Bodies and Training Providers.

During first year of development a review has been carried out of the current provisions of education and training across the member states of the European Union. A survey has been developed on current status of OSH qualifications for the two basic reference profiles of OSH technician and manager, as well as a mapping of EU Countries OSH Qualifications and estimated EQF Levels.

A basic Matrix of detailed performance expectation for OHS professionals has been developed, to support definition of training qualification according to EQF and ECVET criteria in 2012.

An OSH Community of Practices (OSH CoPs) has been created including OSH professionals and OSH training providers, aiming to encourage mutual information exchange of available knowledge and best OHS practices. This community will contribute to the final transfer and dissemination of Learning Outcomes and relevant Competences, Skills and Knowledge for OSH technicians and OSH managers, according to EQF and ECVET matrices.

Workplan updating and future activities are summarized for the second year of activity, until project conclusion.

Table of Contents

1. PROJECT OBJECTIVES.....	5
2. PROJECT APPROACH.....	6
3. PROJECT OUTCOMES & RESULTS.....	14
4. PARTNERSHIPS	15
5. PLANS FOR THE FUTURE	17
6. CONTRIBUTION TO EU POLICIES	19
7. EXTRA HEADING/SECTION.....	20

1. Project Objectives

The overall goal of the project is to allow Professionals in the field of Occupational Safety and Health to have mobility across European countries thanks to the recognition of a common harmonized qualification based on the European Qualification Framework (EQF) for Technician (level 4-5) and Manager (level 6-7) and European Credit for Vocational Education and Training (ECVET) system.

More precisely, the objectives are:

- to compare existing courses in EU countries;
- to define competences, knowledge and skills allowing the recognition of the 2 profiles;
- to identify actual training needs for Technicians and Managers;
- to develop teaching modules and a pilot course.

The target group of the project are therefore clearly identified as OSH associations and professionals aiming to improve the recognition in European countries of their qualification and to reinforce business opportunities through higher mobility.

Furthermore OSH teachers and trainers as well as organisations/institutions working for education and training will benefit from the results of the project by having a harmonized profile reference covering also training needs and best practice examples.

Finally employers will benefit from project outcomes that will allow a crosscheck of roles, performance expectation, training needs or programs and people development roadmap for internal resources or a guidance to evaluate and select proper OHS consultants or valuable training providers.

We expect that the project will be valuable also for EU and local Governmental Bodies in an European perspective in line with 2020 strategy.

The project also reinforces professional development, according to Long Life Learning concepts and in general occupational safety and health awareness throughout European countries.

2. Project Approach

The development of the project consists of 3 main phases:

a) understanding and comparing current EU conditions :

- national and EU legislation
- specific national OSH training
- collaboration development with national institution

The main result of this phase has been **checklist and tables comparing existing training course and profiles** (based on EQF standard).

b) developing consistent profiles for Technician and Manager, their qualification and their relevant learning path through:

- identification of performance expectations
- development of qualification for reference profiles described as skills, knowledge and competence
- development of learning outcomes
- identification of training needs
- creation of specific learning units and definition of hours
- development of models for teaching materials and plans with suitable examples

The main result of this phase is a Matrix (based on EQF and ECVET models) containing qualification as knowledge, competence and skills of each profile and a list of learning units and associated credits and hours.

c) testing and dissemination of the training modules:

- to validate project outcomes and facilitate development of teaching plans
- to provide examples of proper teaching methodologies
- to create flexible instruments to validate, transfer and acknowledge learning results

The project and methods used are valuable not only for direct target group (OSH professionals) but also for trainers and employers that will have EU-harmonized reference schemes for training, development and selection of OHS resources.

Great part in the project is dedicated to stakeholders' involvement.

The approach used towards stakeholders, making use of existing European Networks (like ENETOSH-European Network of Education and Training in OHS and ENSHPO-European Network of Safety and Health professional Organizations), contributes to increase the professional, social and political value of the project as well as to facilitate the transferability of its results.

Thanks to the global involvement of this two Networks, the EUSAFE project crossed the European Borders and reached countries such as USA and Australia, where OHS Associations showed interest in developing a similar approach. Key stakeholders are reported in table below.

Organisation	Country	Contact	ROLE	EMAIL
ETUI - European Trade Union Institute	EU	Laurent Vogel	Director of the Health and Safety Department	lvogel@etui.org
ENETOSH	EU	Ulrike Bohlmann	Coordinator	ulrike.bollmann@dguv.de
OSHA	EU	Dietmar Elsler	Project Manager for Working Environment Information Unit	elsler@osha.europa.eu
		Tim Tregenza		tregenza@osha.europa.eu
Business Europe	EU	Fabio Pontrandolfi	Representative for Confindustria in Business Europe	F.Pontrandolfi@confindustria.it
The Danish Association of Occupational Health and Safety consultants	DK	Arne Helgesen	CEO	ah@bamr.dk
		Anders Kabel	Project Manager	ak@bam-bus.dk
SAM OHS Danish Association	DK	Ruth Kjeldsmark		ruth.kjeldsmark@siemens.com
AIDII/IGEAM	Italy	Michele Casciani	Presidente AIDII e Presidente Associazione Europea degli Igienisti Industriali	M.Casciani@igeam.it
		Domenico Cavallo	Vicepresidente AIDII	domenico.cavallo@unimi.it
INAIL	Italy	Giannunzio Sinardi	DC Prevenzione	a.assogna@inail.it
Ministero del Lavoro	Italy	Lorenzo Fantini	Dirigente Ministero	LFantini@lavoro.gov.it
Regione Toscana	Italy	Marco Masi	Dirigente	marco.masi@regione.toscana.it
ISFOL	Italy	Claudio Vitali	National contact point for Lifelong Learning Programme	c.vitali@isfol.it
A.A.R.B.A. Association for Advancement of Radical Behaviour Analysis	Italy	Fabio Tosolin	President	fabio.tosolin@aarba.it
AFTIM	France	Alain Pierre Lechevalier	President	alechevalier@orange.fr
CNPP - Centre National de Prévention et de Protection	France	Benoit Claire		benoit.clair@cnpp.com
NVVK	The Netherlands	Paul Swuste		P.H.J.J.Swuste@tudelft.nl

UMINHO	Portugal	Pedro Arezes		parezes@dps.uminho.pt
TTK - The Centre for Occupational Safety	Finland	Päivi Rauramo	MHS, Specialist	Paivi.Rauramo@ttk.fi
ARSSM	Romania	Adrian Campean	General Director	campenau_risk@yahoo.com
		Cornelia Bohalteanu		corneliacwp@gmail.com
SPOSHO		Sergio Miguel	President	asmiguel@dps.uminho.pt
NACOT	Russia	Novikov Nikolay	General Director	vcot-nnn@mail.ru
ASSE	USA	Terrie Norris	President	tnorris@BRSrisk.com
CDC/NIOSH/OD	USA	Max Lum	Director - Office of Health Communication at NIOSH-CDC	ml1@cdc.gov
ICOH - International Commission on Occupational Health	International	Kazutaka Kogi	President	k.kogi@isl.or.jp

The developers of similar projects in the future will o benefit of a model to develop new professional profiles (regardless of the specific area of activity) based on comparison and adoption of EQF and ECVET models .

Dissemination, Transfer and Validation,

Dissemination, transfer and validation, of the project is foreseen throughout the whole project cycle.

At present the information is mainly spread via the participation to specific OHS events and via Website and e-mail.

In addition to internal meetings, aiming also to familiarization and team building among Partners, the EUSAFE project has been presented during several EU and local events and international meetings in which key stakeholders where involved.

They are detailed in the tables below.

INTERNAL MEETINGS

- Preliminary project presentation in Rome (October 2010)
- Kick-off Meeting in Milan (November 2011)
- Mid-term Meeting in Porto (May 2011)
- Mid-term Meeting in Lübeck (October 2011)

OTHER EVENTS

- Eusafe – ENSHPO meeting on 25-26 November 2010 at European Parliament in Brussels
- 60° SLIC Meeting – Thematic Day - Sharing experiences: Lessons learnt from evaluations Exchange of OSH information Item on Eusafe project
- NIVA Course, Finland (March 2011)
- INSHPO seminar on international OSH professional qualification
Speech on Enshpo OSH certifications and on Eusafe Project-Istanbul (September 2011)
- ENSHPO Meeting at XIX World ILO, ISSA Congress in Istanbul (September 2011)

Dissemination was supported also by the elaboration of a Flyer and a Poster, attached (Annex n° 28 EUSAFE Flyer and 29 EUSAFE Poster).

Photo documentation of Project Meetings:

Kick-off Meeting at AIAS, Milan 11th and 12th November 2011



Mid-term Meeting at Universidade do Porto, 9th and 10th May 2011



ENSHPO Meeting at XIX World congress on safety and health at work, 15th and 16th September 2011







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Lifelong Learning Programme

Exploitation

The exploitation strategy envisages also the utilization as main tools for communication like Eusafe web site, Eusafe news letter and the use of the following social networks that will guarantee sustainability to the project and to the consortium too.

The use of popular social network (such as LinkedIn and Facebook) will facilitate getting information from specific groups of interests in order to continue and further develop the work started with the EUSAFE project and to support the possible adoption of future voluntary certification for Technician and Manager.

The use of social network will be available from mid 2012, when dissemination program will have its main deployment.

After the end of the project a proper strategy will be developed to capitalize on achieved results



3. Project Outcomes & Results

The results achieved during the first year of the projects fall into three categories: **technical, content** and **dissemination**.

a) **Technical results.**

They relate mainly to the assessment of current condition of OHS professionals (namely two basic profiles, the OSH Technician and the OSH Manager) in Europe. A review has been carried out of the current provisions of education and training across the member states of the European Union.

The results in this group are:

- Survey on current status of OSH qualifications (OSH legislation and qualification and training Analysis: OHS professionals, Tasks performed, Qualification Requirements and Training Institutions
- Mapping of EU Countries OSH Qualifications and estimated EQF Levels

b) **Content results**

Key content results are not public yet as the work is still in progress. They will be published upon completion and consolidation of the study.

Major activities were addressing and identifying the standard of performance that a person operating as either a Safety Manager or a Safety Technician will need to achieve, as basis for subsequent definition of training needs, learning outcomes and the qualification according to EQF criteria.

Key document developed is:

- Basic Matrix of detailed performance expectation for OHS professionals (Technician and Manager) as basis to define training qualification according to EQF and ECVET criteria

c) **Dissemination, transfer and validation results.**

They are related to promotion of the project and to setting foundation for future contribution for validation, transfer and dissemination of outcomes.

The results in this group are:

- Creation and implementation of OSH Community of Practices (OSH CoPs)
- Setting of an Eusafe website and an Eusafe news letter
- Presentations and electronic articles
- flyers
- poster

Impact on target groups relates mainly to:

- Decision makers (Institutions involved in qualification recognition): Validating institutions/ governments
- Sectorial organisations: Occupational Safety and Health (OSH) associations partners of the project and indirectly through ENSHPO (European Network of Safety and Health Professional Organisations) and OSH Community of Practices (OSH CoPs)
- OSH teachers, trainers and training organizations members of the ENETOSH (European Network Education and Training in Occupational Safety and Health) network (universities, technical colleges, training centres, etc.)

Public results of the project can be found on the project Website (www.eusafe.org) while confidential results are kept on ALFRESCO teleworking area.

The access of the results in ALFRESCO are allowed both to Partners and to stakeholders (depending on specific permissions rules).

4. Partnerships

The collaboration between organisations from different countries enhance the sharing of experiences and the development of a common framework for qualification that facilitates workers' mobility. It helps also to step over the boundaries of one country and to achieve a broader, European dimension.

Key tools to implement and maintain an European and international dimension and to capitalize on potential benefits, are:

- **international collaboration.** It helps to create new links and relations between participating countries and international and worldwide associations and bodies such as the European OSH Agency - NIOSH - The National Institute for Occupational Safety and Health (USA), ASSE - American Society of Safety Engineers (USA), ICOH - - International Commission on Occupational Health (International)

- **promotion of project results within Partners' Website:**
 - AIAS → www.aias-sicurezza.it
 - CySHA → www.cysha.org.cy/ENG/index.htm
 - IOSH → www.iosh.co.uk/system_pages/search.aspx?terms=eusafe
 - SINERGIE → www.sinergie-italia.com
 - UP → www.up.pt
 - VDSI → www.vdsi.de

- **promotion of joint initiatives** to reinforce Prevention and OSH culture, like task forces, campaign, work Group on common key issues.
- **Reinforce and improve** the European OHS professional qualification and certification

All of these tasks would be less effectively carried out in a national consortium, as the multicultural consortium itself teaches and requires introducing the European dimension into the common work.

Stakeholders helps to strengthen the obtained experiences of a multi-country consortium by promoting the project among their networks and members.

The following are the potential number of beneficiaries that can be reached through the networks owned by EUSAFE stakeholders:

ENSHPO Members: 20 associations from 20 member countries

ENETOSH Members: approximately 57 members of 25 countries

The geographic value of the Consortium is particularly evident in relation to the activities of survey and comparison of existing legislation and course on OSH professionals

Furthermore the multi-country is enhanced by the geographical organisation of the dissemination activities that have been split among the following areas and partners/stakeholders:

- Area: Finland, Sweden, Norway, Latvia, Denmark, Lithuania, Estonia.
 - Coordinating person: Päivi Rauramo (Stakeholder from TTK Finland)
- Area: Germany, Poland, Austria, Czech Republic, Slovakia, Hungary, Luxembourg, Switzerland, Lichtenstein.
 - Coordinating person: Ralf Gierke (Partner from VDSI, Germany))
- Area: UK, Ireland, Belgium, The Netherlands, Iceland.
 - Coordinating person: Hazel Harvey (Partners from IOSH, UK)
- Area: Italy, France, Spain, Portugal, Slovenia, Malta.
 - Coordinating person: Giancarlo Bianchi (Partner from AIAS, Italy)

- Area: Ukraina, Romania, Bulgaria, Croatia, Republic of Macedonia, Montenegro, Albania, Serbia.
 - Coordinating person: Cornelia Bohalteanu (Stakeholder from ARSSM, Romania)
- Area: Cyprus, Greece.
 - Coordinating person: Athos Charalambous (Partners from CySHA, Cyprus)
- Area: Russia
 - Coordinating person: Nicolay Novicov (Stakeholder from NACOT, Russia)

5. Plans for the Future

During the **second year**, the key activities are summarized in the following Workplan updating tables.

Work package Title	STATE OF THE ART EVALUATION AND COLLABORATION WITH INSTITUTIONS RESPONSIBLE FOR VALIDATION	Work package Type and Reference	Reference : WP3
<ul style="list-style-type: none"> WP 3 activities are almost completed and effort will be oriented to harmonize various deliverables and to finalize editing of the deliverable to achieve a comprehensive document to be utilized for effective contacts with National Institutions 			

Work package Title	DENTIFICATION OF METHODS AND INSTRUMENTS FOR THE RECOGNITION OF THE NEW QUALIFICATIONS	Work package Type and Reference	Reference: WP 4
<ul style="list-style-type: none"> Complete deliverable focusing on easy link to downstream activities of WP5 as decided in internal Project meeting. Take care of proper editing of the Deliverables 			

Work package Title	DEVELOPMENT OF PROFESSIONAL QUALIFICATION AND TRAINING FRAMEWORK	Work package Type and Reference	Reference : WP 5
<ul style="list-style-type: none"> Complete development of OSH Professional Qualification according to EQF, and consolidate the outcomes in February 2012 “hands-on” workshop Complete - Develop models for teaching materials and plans, providing examples for each EQF level covering Learning Outcomes, Mode of teaching/training, Assessment and Credits (ECTS) or points (ECVET) Survey of suitable courses in accordance with established models, providing examples of existing best courses for each level 			

Work package Title	CREATION OF A COMMUNITY	Work package Type and Reference	Reference: WP 6
<ul style="list-style-type: none"> Full effective utilization of a web-based platform called Teleworking already implemented inside Aias website (www.aias-sicurezza.it) Structure updating of contents of web-based platform Participation to significant events in Partner countries and at International, European levels to support knowledge, understanding and adhesion to EUSAFE project, like OHS Exhibitions, Conferences, events with ruling Authorities Keep regular contacts with established territorial Focal points and Coordinators. 			

Work package Title	TRANSFER AND DISSEMINATION	Work package Type and Reference	Reference: WP 7
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- Achieve full and effective utilization of the EUSAFE Web Site completing proper procedures to allow updating and growing of information from Partners and Stakeholders
- Organize local workshops to reinforce OSH Communities of Practices and achieve proper validation, transfer and dissemination of Eusafe project outcomes and participate to similar OSH events at International/EU/local level .
- Organize Final Conferences to transfer and disseminate Project results and in particular Learning Outcomes (LO) for OSH technicians and OSH managers, in current 27 EU Member countries and in the 3 EU candidate countries

6. Contribution to EU policies

The 21st century dictates new requirements for Europe Union in order to guarantee the competitiveness of its society, which is recognised as a knowledge society. Lifelong learning becomes a key to prepare, train and educate the society to meet the challenges of globalisation: rapid changing working environment, acceptance of innovation need of a continuing professional development.

The project will contribute to improve the harmonisation, based on common training learning outcomes, of OSH professionals qualification and their mobility in EU Members States.

7. Extra Heading/Section

A basic presentation of EUSAFE background and objective is reported here below.



 **EUSAFE Overview**
OUTLINE

PRESENTATION OUTLINE

1. Background
2. Eusafe, what is
3. Objectives, Tools, Outcomes, Added Value
4. Project Consortium, Development, Dissemination
5. Where we stand
6. Opportunities, how to interact

 
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1



 **EUSAFE Overview**
BACKGROUND – OHS IN EUROPE

- A common legislative framework regarding Occupational Safety and Health (OSH) has been created since 1989 in the EU, starting with the framework Directive (89/391/EEC) and followed by subsequent individual Directives
- Requirements have been enacted in different forms into the national legislation limiting mutual recognition and mobility
- There is a lack of common and transparent requirements and recognition of competences and qualifications for OSH professionals (Managers and Technicians)

 
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2



EUSAFE Overview

BACKGROUND – LIFELONG EDUCATION

- Education and Training (ET) is key to Europe's success.
- ET 2020 (Strategic framework): "Make lifelong learning & mobility a reality"
- The Lifelong Learning Programme (LLP), as umbrella programme, integrates various sub-programs, including the **Leonardo da Vinci for Vocational Education and Training (VET)**
- Leonardo da Vinci links policy to practice and enables organizations in the vocational education
 - to enhance partnership from across Europe to exchange best practices, and increase their staff's expertise,
 - to help people to gain new skills, knowledge and qualifications.
- Leonardo da Vinci projects are managed by the EACEA (*Education, Audiovisual and Culture Executive Agency*).



3



EUSAFE Overview


EUSAFE – WHAT IS

EUSAFE : EUROPEAN QUALIFICATION FOR OCCUPATIONAL SAFETY AND HEALTH PROFESSIONALS








- Project funded within Leonardo da Vinci Programme (October 1st 2010 - September 30th 2012)
- International Partners
- International Stakeholders among Institutions and OHS Associations
- Dissemination and impact within EU27 countries





1



CySHA Meeting - EUSAFE Overview THE PROJECT CONSORTIUM

- AIAS – Milano, Italy 
- CySHA – Nicosia, Cyprus 
- ENSHPO – Wingston, United Kingdom 
- IOSH – Wingston, United Kingdom 
- SINERGIE – Reggio nell'Emilia, Italy 
- Universidade do Porto – Porto, Portugal 
- VDSI – Wiesbaden, Germany 



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5




CySHA Meeting - EUSAFE Overview OBJECTIVES

- To develop a new professional qualification and a common training framework starting from existing certification standards
- To share instruments and methodologies at EU level to achieve effective competences and qualification transparency and recognition




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6




EUSAFE Overview TOOLS

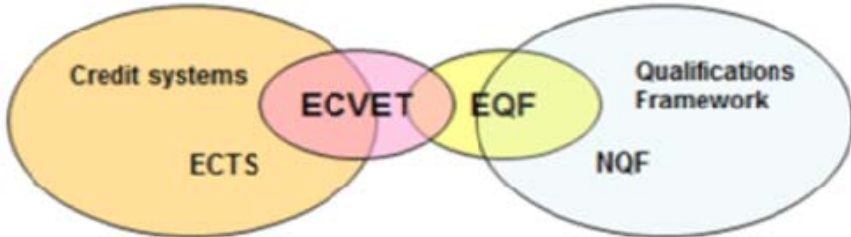
- **The project will make use :**
 - EU standard instruments (**EQF and ECVET**)
 - The two existing voluntary certification standards (**EurOSHM and EuroSHT**), regarding OSH Managers and Technicians, developed by ENSHPO, *European Network of OHS Professional Organizations*
- **Process based on workplace situation:**
 - Actual performance expectations, roles and activities
=> Competence, Skills, Knowledge described according to EQF matrix => Needed Learning Outcomes/Units => Training models (+ ECVET credits) to achieve the harmonized profiles





7



The EU Education & Vocational Life Long Learning System



EQF – European Qualification Framework
NQF – National Qualification Framework
ECVET – European Credit system for Vocational Education and Training
ECTS – European Credit Accumulation and Transfer System



8



EUSAFE Overview OUTCOMES

- A suitable range of harmonized standardized profiles (expected so far at EQF levels 4, 5 and 6 & 7) to cover the different levels of qualifications and roles of OSH professionals (Technicians and Managers)
- Educational objectives with qualification expressed in unit of learning outcomes consistent with ECVET criteria
- Training framework, Teaching plans and example teaching materials standardized at EU level



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9



EUSAFE Overview ADDED VALUE

- The project will enable OSH professionals to achieve professional recognition across Member States and mobility opportunities.
- It will also create flexible instruments to validate, transfer and recognize learning results, ready to be transferred also in the other EU countries where the consortium members are not active.
- A network of validated training centres



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10



CySHA Meeting - EUSAFE Overview

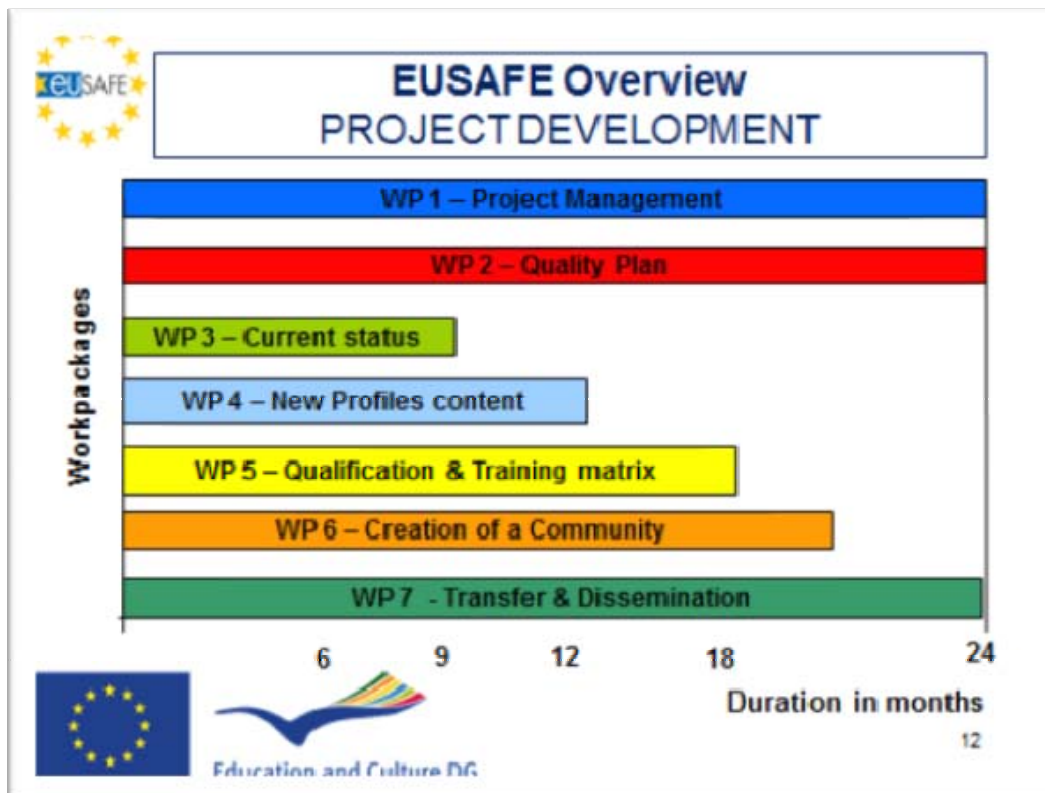
PROJECT DEVELOPMENT


THE PROJECT IS ORGANIZED IN WORK PACKAGES

1. Project Management
2. Quality Plan Activities
3. State of the art evaluation and collaboration with Institutions responsible for validation
4. Identification of methods and instruments for the recognition of the new qualification
5. Development of OSH professional qualification
6. Creation of a Community
7. Transfer and dissemination





11







CySHA Meeting - EUSAFE Overview IMPACT AREA



- Dissemination throughout Europe, divided in 7 geographical areas
- Dissemination Coordinators identified for each area



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13



EUSAFE Overview HOW to GET IN TOUCH

- **EUSAFE Team welcomes comments**, suggestions and active participation from Stakeholders and all Interested Bodies, (Institutions, Associations, Professionals)
- **We look forward to receiving your support**
 - to achieve the objectives of harmonized and shared professional profiles
 - to contribute to deliverable document validation
 - to networking dissemination
- **Contacts to be channelled by country, through the closer local Partner or at**
- **EUSAFE c/o AIAS – tel. +390276002015 - www.eusafe.org**
- **Feel free to get in touch !**



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14

