



# Country specific implementation strategy for the testing of the overall qualification concept „specialist for used electrical appliance“ of Finland

Pentti Kallio



Erasmus+

Nationale Agentur  
beim Bundesinstitut  
für Berufsbildung

**NABİBB**  
BILDUNG FÜR EUROPA



Co-funded by the  
Erasmus+ Programme  
of the European Union

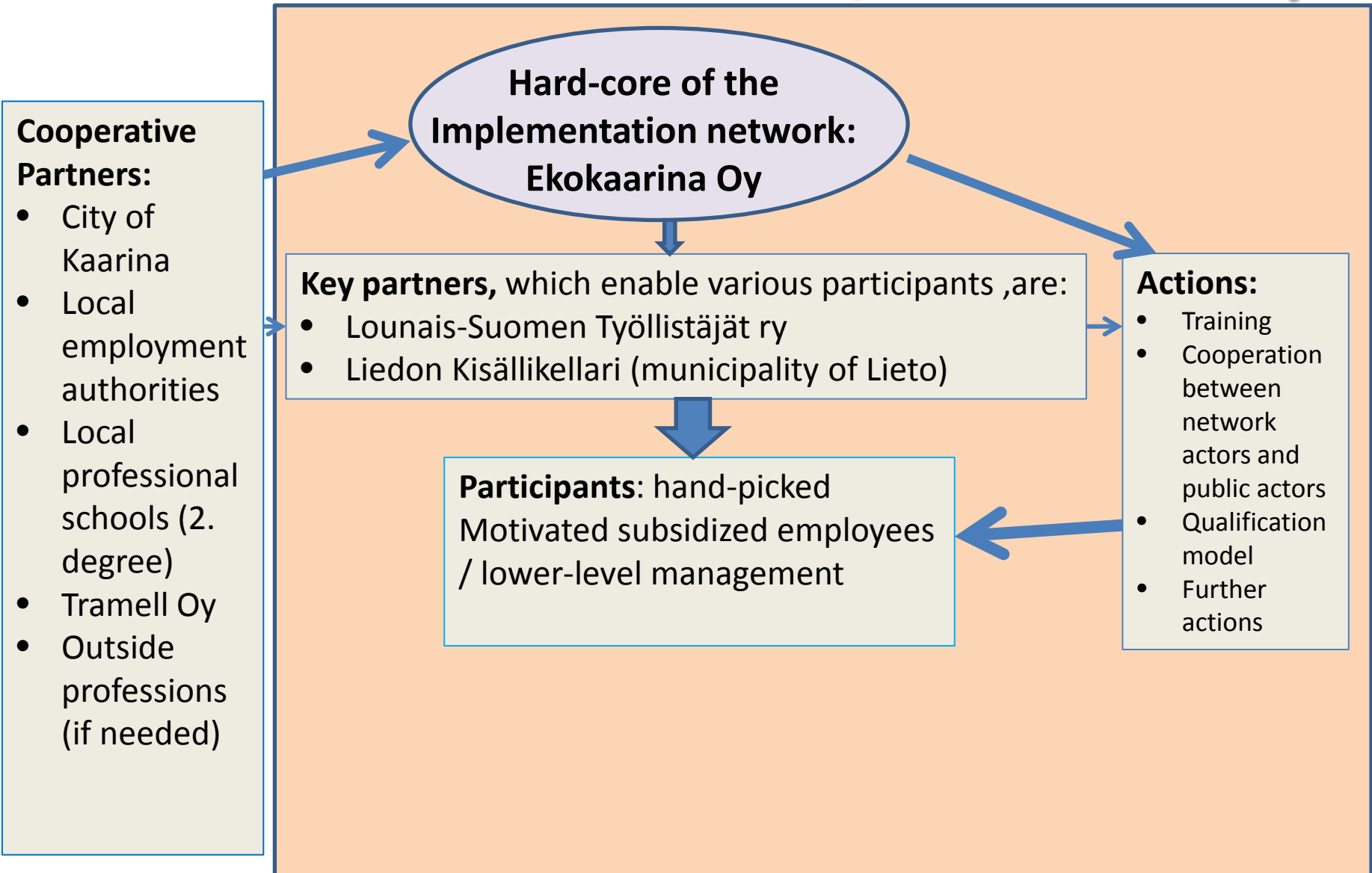
# **1. The aims of the implementation**

- 1. To improve skills of key employees in the field of WEE – recycling.**
- 2. To create opportunities for publicly subsidized (100 % compensated wages by Finnish employment office) employees to find a job in open markets after a subsidized period (in most cases max 12 months); especially in recycling and environmental field.**
- 3. To create incentives especially for young adults (ages between 18 and 29), who don't have any kind of professional education, to start a new career through education in professional schools closely related to environmental and recycling business.**
- 4. To improve total quality of management in Ekokaarina Oy and within their partners in WEE – departments through education. The sub-goals for this are:**
  - a) To precipitate a familiarization process of workers in their starting point of subsidized period;**
  - b) To get more “out of Ekokaarina’s ISO 14001 certification” through inside education (not just for a manager level anymore);**
  - c) To start apprenticeship contract through this inside education with most motivated subsidized employees in close collaboration with Apprenticeship Contract Office of Turku (one of network partner in selected cases)**
  - d) To link this educational program to Ekokaarina’s already begun quality system, in which all subsidized employees are to be evaluated by norms / measures connected with second-degree professional school.**

## **2. Description of the organization / institution**

- In all network-based projects the main responsibility has to be rejected into some core-actor (s). In this Finnish case, it's Ekokaarina Oy.**
- Ekokaarina Oy will take main responsibility for implementation of everything.**
- However, there can be illustrated a few actors, who have both strong and weak linkages within network during the process (the meaning of linkages will depend on their substitution by time / and by case). The updated collaborative actors are: a) city of Kaarina; b) local (Turku province) employment authorities; c) Lounais-Suomen työllistäjät ry; d) Liedon Kisällikellari; e) Apprenticeship Contract Office of Turku; f) regional second degree professional schools.**

# 3. Structure of the network, Ekokaarina Oy



# 4. Participants

- **At this point is yet impossible to name all participants e.g. by name, because they will be hand-selected later. They have to be motivated and by their background in level to be able to conclude the pilot-training.**
- **An optimal number of participants lays between 10 to 15 (this includes participants from Ekokaarina, Lounais-Suomen Työllistäjät ry and Liedon Kisällikellari).**

# 5. Trainers and their qualification

## *Planned trainers and their qualifications:*

Name and title	Contributions and qualifications	Task in teaching process
Pentti Kallio, Managing director	Over 20 years old experience in a field of WEE	Overall teaching of WEE – field, managing whole teaching process
Juha Palin, Project coordinator	TQM consultant, post-graduate student in green business, experience: 10 y.	Green markets, WEE – logistics, Re-newable production, ISO 14001
Ilkka Tirri, Managing director	Over 10 years old experience in a field of WEE	Evolving green business areas, Re-newable production
Harri Niukkanen, Tramell Oy, advisor	An open-market actor in WEE business	Testing and auditing created models
Auditors from Professional schools from Turku region	Professional teachers	Testing and auditing created models
Out side consultants (if needed in this phase)	If needed	If needed

## **6. Teaching and learning methods**

- **On-the-class training: ISO 14001 (bases), market description of WEE – markets, legislation, recycling and logistical special issues, evolving re-newable markets and its connections to WEE – actions.**
- **Off-the-class training: dismantling practices (materials, sorting, working as a team-member, horizontal cooperation with other recycling departments).**
- **Techniques: lectures, materials, videos, discussions (in teams), practical and experimental work-outs.**

## **7. Rough timetable**

- In order to give rough timetable, more time will be needed because of negotiation with new network partners (even though their role may be minimum). This may take on week.**
- Otherwise timetable will be tried to hold as planned.**