



FINAL REPORT

Lifelong Learning Programme

Sectorial Programme Leonardo da Vinci

Project:

**“Gaining experience in human resources”
n. CZ/10/LLP-LdV/VETPRO/134124**

Promoted by:

**NorthCom s.r.o.
Majakovského 2093
434 01 Most
CZECH REPUBLIC**

With this Final Report, I undersigned, **Massimo Aloe**, declares that **Eidema Academy** has hosted in Florence for a period of **1 week**, from **14th November 2010** to **20th November 2010**, the following 6 participants to the Leonardo da Vinci mobility project **“Gaining experience in human resources” n. CZ/10/LLP-LdV/VETPRO/134124**:

1. **Mr. Jaroslav Hermann**
2. **Mrs. Ivana Hermannova**
3. **Mrs. Šárka Kratochvílová**
4. **Mr. Ladislav Kubricht**
5. **Mr. Jiří Harant**
6. **Mr. Josef Cafourek**

The above mentioned group of participants during their company and educational visits & training activities in Florence has been accompanied and mentored by:

Dr. Alessia Dedè

<p style="text-align: center;"><u>Promoting Organisation:</u></p> <p style="text-align: center;">NorthCom s.r.o. Majakovského 2093 434 01 Most CZECH REPUBLIC</p>	<p style="text-align: center;"><u>Hosting Organisation:</u></p> <p style="text-align: center;">Eidema Academy Via dei Sette Santi, 36 50131 Firenze ITALY</p>
<p style="text-align: center;"><u>Receiving Organisations & activities carried out:</u></p>	
<p>14th November 2010</p> <p>➤ Arrival of participants.</p>	
<p>15th November 2010</p> <p>➤ 10:00 – 13:00</p> <p>Meeting at Eidema Academy office for the presentation of the project and the work programme:</p> <ul style="list-style-type: none">▪ Presentation of the company /organizations visits▪ Information about the construction building sector in Italy and employment of foreigners	



➤ 14:00 – 16:30
Visit & training activities to:

DP Group srl
Via Del Prete, 106/A
50100 Firenze

DP Group is a construction company specializing in work building construction both civil and industrial, renovation and restoration of ancient buildings and monuments, villas and hotels, shops and apartments.

The company also makes use of technicians to offer its customers, on request, handling practices of building and request permission.

The DP Group is addressed primarily to the market for companies and individuals , and works in Florence and throughout Tuscany.

- Information and training about work safety on site;
- Observation of working procedures mainly on historical buildings.



➤ 16:30 – 19:30

Cultural visit of Florence city centre



16th November 2010

➤ 09:30 – 13:00

Visit & training activities to:

University of Firenze
Faculty of Architecture
Department of Restoration
Via Pier Antonio Micheli, 8
50121 Firenze

Founded in 1936, the Faculty of Architecture of the University of Firenze has established an international reputation for the quality of both its research and its teaching. As one of the largest architecture faculty in Italy, with around 6000 students, it plays a leading role in defining the national, and international, agenda in design education and research.

The Faculty enjoys an international reputation in research, in areas ranging from sustainable design to modular buildings and from design for wellbeing to vernacular architecture. Staff in the Faculty regularly secure research funding from the Italy's Research Councils and the European Union as well as industry. This research expertise feeds directly into the teaching programme at all levels, from undergraduate to PhD.

- Introduction of sensitive works on historical landmarks and observation of conventional procedures;
- Technical problems with building permission, territorial and urban plan of the city;
- Restoration and preservation techniques and methods;
- Not invasive restoration procedures.



➤ 14:30 – 17:00

Visit & training activities to:

EDILMONTA

Via Maragliano, 73

50127 Firenze

EDILMONTA is a small family traditional construction company founded in 1956 and employing 15 employees. It is specialized in work building construction both civil and industrial, renovation and restoration of ancient buildings and monuments, villas and apartments.

→ On site building visit and training;

→ Professional information about used materials (only made in Italy);

→ Wiring system; electric cables and outlet boxes;

→ Quality demands: air conditioning, internet, VOIP (voice over IP) telephoning;

→ Introduction of construction prices e.g. the overall price of a flat (1+7) is 350.000 euro; reconstruction of such flat costs 70.000 euro



17th November 2010

➤ 09:30 – 13:00

Visit & training activities organized in cooperation between:

University of Siena

Centro UniSIPA – Centro Universitario per l’Innovazione e la Qualità nelle Pubbliche Amministrazioni

Via delle Volte Alte, 6

Località Volte Alte – Costalpino

53100 Siena

and

Ente Senese Scuola Edile

Viale R. Franci, 18

53100 Siena

Ente Senese Scuola Edile was established in 1991 in order to qualify personnel to construction and building of Siena Province.

It offers continuing education opportunities related to business, workers and professionals; guarantees some

employment opportunities at the end of training, having as a reference more than 1000 companies registered to the Siena Fund Construction; organizes technical seminars and conferences in collaboration with companies that produce materials and technologies for the construction industry; works with advanced teaching methodologies and tools; implements research, documentation, planning and consulting for the development of the training system in construction and building.

- Lecture of representatives and teachers of Ente Senese Scuola Edile;
- The lecture was focused on reconstruction of properties and monuments and observation of work safety;
- Financing of the school: it is financed from public sources and by companies and school management;
- The school management: it consists of company representatives and reps of their trade unions (1/2+1/2);
- Presentation of the Ente Senese Scuola Edile LdV VETPRO 2010 project and other EU projects;
- Best practices exchange.



➤ 14:30 – 17:00

- On site visit and training;
- Introduction of student's work;
- Reconstruction and restoration of a historical and ancient Senese Crypt;
- Reactions in case of an unexpected discovery of historically significant findings and their implementation into the reconstruction process.

➤ 17:00 – 19:00

Cultural visit of Siena city centre



18th November 2010

➤ 09.30 – 11:30

Presentation of **Consortium Crescere Insieme**
At Eidema Academy office
Via dei Sette Santi, 36
50131 Firenze

Meeting with the President of the Consortium Crescere Insieme. The main activities of the Consortium are to recover and convert the lands confiscated from criminal organizations in order to transform them in structures used as centers for social aggregation.

The Consortium Crescere Insieme currently includes ten municipalities in the province of Vibo Valentia, and the Provincial Administration of Vibo Valencia, and it is always open to new members from other municipalities in the territory willing to reach the same objectives. The Consortium Crescere Insieme is a promoter of a pilot project funded by the National Operational Security for the Development of Southern Italy.

→ The Consortium consists of designers, architects and engineers who present proposals for reconstructions and future utilisation of the buildings to the Government – e.g. police stations, kindergartens, houses for immigrants.;
→ Introduction of risks at work – mainly threat of criminal organisations – and illegal working methods.



➤ Transfer from Firenze to Arezzo by minivan (about 80 Km far away)

➤ 15:00 – 17:30:

Visit & training activities to:

Scuola Edile
Via P. Da Palestrina, 8
52100 Arezzo

The School Building of Arezzo was founded in 1959 as a bilateral body between the local industrial association and the local trade unions. Since 1959 its function was to train future construction workers, bricklayers and carpenters to all specialties of the construction industry. Today the school, maintaining its original philosophy, has expanded its scope to all the educational needs of the building and construction sector. Training activities covers issues such as new construction fields and green building restoration. While maintaining its tradition of building, the school offers theoretical training but also a fundamental and technical training / practice carried out in classrooms and in its own training center where students can simulate a real construction site.

- The financing system of the school: financing of the school is based on the amount of working people within particular area in the province (Arezzo has 4.000 employees in the construction and building sector);
- Training procedures of people on the labour market in the ages between 18 and 60;
- Best practices related to teaching methods and European teaching methods directly observed through EU exchange projects such as LdV mobility projects;
- Presentation of the special training course on Bio-architecture for owners of companies (120 hours). This course increases the participant's professional qualification and introduces new methods.



19th November 2010

➤ 09:30 – 13:00:

Visit & training activities to:

Scuola Edile
Via Lorenzo il Magnifico 8
50129 Firenze

The Scuola professionale edile di Firenze (SPEF) was founded in 1962 by the Industrial Association of Florence and the trade unions affiliated to the CGIL Fillea, Filca CISL, UIL Feneal, with the purpose of qualify the personnel working in the construction field. The first courses were exclusively addressed to the masons. Nowadays the courses are open to different sectors, divided on the relative specializations: courses for surveyors, architects and company managers, courses for masons, pavers and restorers. The school 's aim is to provide training in all areas of construction and restoration, integrating and developing the educational activities with the restoration of works of art and landscape.

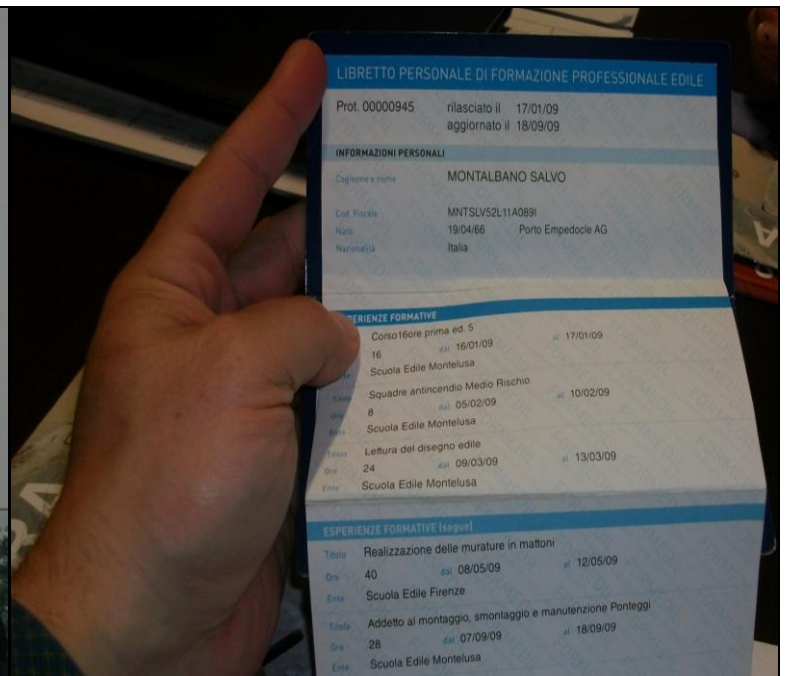
The school is situated in a farmer hospital complex with many buildings. In practice it keeps moving throughout the town and keeps repairing old buildings.

- Presentation of the training activities in the traditional sense: the SPEF offers companies and employees a range of services to improve the functionality of sites, upgrade technology and skills application of new techniques and materials;
- The services are reflected in: master, thematic workshops and presentations that include the presence in the yards of highly qualified personnel, involved in the work without interrupting the activity;
- The topics covered are: safety procedures on work; seminars and conferences; teaching materials and equipment; workwear and internships.



➤ 15:00 – 17:30

Final discussion meeting: evaluation of the project and the work programme.



20th November 2010

➤ Departure of participants.

Content and realized aims of the Project

The main objective of this project was to give the opportunity to the 6 above mentioned participants to improve their given skills and to acquire new technical-professional know-how in the field of formal, not formal and informal education related the building and construction sector. This through their training activities within the above mentioned Italian schools, companies and organisations which gave them hands-on experience within an educational and vocational system which is different to their local one.

That of innovation and updating of know-how is an essential factor in the creation of a development strategy for the educational system.

In order to achieve these European competences participants underwent a training period of **1 week**. During their stay in Florence they have been tutored and mentored by the staff of the hosting organization, Eidema Academy. Regularly, the tutor/s of Eidema monitored and evaluated the project in order to guarantee its correct progression and to achieve the best results.

Receiving organisations, apart from providing indications specific to the training activities content, have been also indicated didactic methodologies to take up, of which were :

- The focus on practical aspects rather than on the theoretical aspects;
- The possibility of holding simulations and acquire hands-on experience in the choice of presented work-related means and techniques.



AIMS OF THE PROJECT:

- To offer participants a training experience in a different country from which they come from;
- To improve the skills and competencies of participants in vocational education training system;
- To improve the quality of, and access to, continuing vocational training and the lifelong acquisition of skills and competencies with a view to increasing and developing adaptability;
- To promote and reinforce the contribution of vocational training to the process of innovation, with a view to improving competitiveness;
- To offer participants a cultural knowledge about Italy;
- To promote the European values about mobility, cultural exchange and union between different countries.

CONCLUSION

During the time the participants have been in Florence, they improved their technical and professional skills.

Cultural exchanges and mobility projects within Europe reinforce the idea of a “Union” without borders and free mobility of people and workers, which is one of the main aims of the Leonardo da Vinci Programme. Also, participants have seen the cultural differences between their home country and the

host country as well as the differences between the schools and companies between Czech Republic and Italy.

We consider they have developed a new vision about the country, its people, culture, way of work and educational and vocational system. We can say that this mobility project has been very productive for them.



Firenze (Italy), 22nd November 2010

Dr. Massimo Aloe

Director

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