PROVINCIA di BENEVENTO

Deliberazione della Giunta Provinciale n. __43__ *del* 2 5 FEB. 2011

Oggetto: **Dida Network Srl - Adesione alla Proposta progettuale GOST (LLP Programme – Transfer of innovation – call 2011). INDIRIZZO.**

L'anno duemilaundici il giorno venticinque del mese di FEBBRAIO _____ presso la Rocca dei Rettori si è riunita la Giunta Provinciale con l'intervento dei Signori:

1.	Prof. Ing. Aniello	**CIMITILE**	- Presidente	ASSENTE
2.	Avv Antonio	**BARBIERI**	- Vice Presidente	
3.	Dott. Gianluca	**ACETO**	- Assessore	
4.	Ing. Giovanni Vito	**BELLO**	- Assessore	
5.	Avv. Giovanni Angelo Mosè	**BOZZI**	- Assessore	ASSENTE
6.	Ing. Carlo	**FALATO**	- Assessore	ASSENTE
7.	Dr.ssa Annachiara	**PALMIERI**	- Assessore	
8.	Dott. Nunzio	**PACIFICO**	- Assessore	
9.	Geom. Carmine	**VALENTINO**	- Assessore	

Con la partecipazione del Segretario Generale Dr. Claudio UCCELLETTI _____

L'ASSESSORE PROPONENTE - dott.ssa Annachiara Palmieri

LA GIUNTA

PRESO VISIONE della proposta del Settore Sistema Formativo, Alta Formazione e Politiche Sociali, istruita dal Responsabile Servizio Politiche Sociali dott.ssa Anna Maria Mollica Responsabile Servizio Università, Alta Formazione, Pari Opportunità del Settore Sistema Formativo, Alta Formazione e Politiche Sociali qui di seguito trascritta;

PREMESSO che la Provincia, particolarmente attenta e sensibile alle tematiche che coinvolgono gli aspetti dell'innovazione scientifico-tecnologica e dello sviluppo socio-culturale della collettività, interviene sostenendo quelle iniziative che per l'alta valenza e l'elevato spessore favoriscono lo

sviluppo e la crescita del territorio e dei suoi abitanti, svolgendo ogni utile azione per il raggiungimento degli obiettivi programmati;

VISTA la nota n. 3525 del 17/02/2011 dell'azienda Dida Network Srl, con la quale si chiede a questo Ente di aderire, in qualità di partner, alla proposta progettuale "GOST - Green Ontology SysTem", rientrante nel Programma europeo Lifelong Learning "Leonardo da Vinci"- Transfer Innovation, riguardante il trasferimento geografico in Italia di applicazioni innovative relative al sistema software STUDIO, sviluppato e sperimentato in Ungheria;

TENUTO CONTO che con tale proposta di partenariato si intende trasferire tale sistema, applicato in ambito accademico, quale supporto per gli studenti universitari, al fine di poter realizzare un matching reale tra sistema formativo e nuove figure professionali (job role) in un settore emergente quale quello della Green Economy;

EVIDENZIATO che l'iniziativa è coerente con gli indirizzi generali di governo dell'Ente, in quanto diretta a favorire la nascita di nuove opportunità lavorative nel settore della Green Economy,attraverso il sostegno e la formazione di nuove figure professionali (green jobs) a beneficio degli studenti che si accingono ad entrare nel mondo del lavoro, ma anche, e soprattutto, dei lavoratori che intendono acquisire nuove competenze in un settore innovativo che risulta essere in fase di crescita, così come risulta dagli ultimi rapporti Eurispes;

RILEVATO che il risultato finale dell'applicazione del predetto sistema consentirà di raggiungere i seguenti obiettivi:

- creare una mappa delle qualifiche professionali per profili già esistenti nel settore occupazionale di riferimento (green economy);

- verificare il livello di competenze dell'utente (studenti e lavoratori);

- identificare le competenze mancanti al fine di fornire i contenuti didattici necessari per acquisirle;

- affrontare le lacune degli attuali programmi di studio in base alle esigenze provenienti dal mercato di lavoro;

RAVVISATA, pertanto, l'opportunità di compartecipare all'iniziativa, rinviando l'eventuale quantificazione di un contributo solo dopo l'approvazione del bilancio per il corrente esercizio;

LA GIUNTA

Su relazione dell'Assessore dott.ssa Annachiara Palmieri
A voti unanimi

DELIBERA

Per le motivazioni specificate in premessa e qui integralmente riportate;

1.DI PRENDERE ATTO della nota n. 3525, del 17/02/2011, dell'azienda Dida Network Srl, con la quale si chiede a questo Ente di aderire, in qualità di partner, alla proposta progettuale "GOST - Green Ontology SysTem", rientrante nel Programma europeo Lifelong Learning "Leonardo da Vinci"- Transfer Innovation, riguardante il trasferimento geografico in Italia di applicazioni innovative relative al sistema software STUDIO, sviluppato e sperimentato in Ungheria, finalizzato a   realizzare un matching reale tra sistema formativo e nuove figure professionali (job role) nel settore della Green Economy;

2.DI ESPRIMERE indirizzo di compartecipare alla realizzazione del progetto suesposto;

3.DI DICHIARARE la presente deliberazione immediatamente eseguibile, ai sensi di legge.

Verbale letto, confermato e sottoscritto

IL SEGRETARIO GENERALE	IL PRESIDENTE
(Dr. Claudio UCCELLETTI)	(Prof. Ing. Aniello CIMITILE)
	(Avv. Antonio BARBIERI)

N. _68_   **Registro Pubblicazione**

Si certifica che la presente deliberazione è stata affissa all'Albo in data odierna, per rimanervi per 15 giorni consecutivi a norma dell'art. 124 del T.U. - D. Lgs.vo 18.8.2000, n. 267.

BENEVENTO 0 2 MAR. 2011

IL MESSO   **IL SEGRETARIO GENERALE**
                                        IL SEGRETARIO GENERALE
                                        (Dott. Claudio UCCELLETTI)

0 2 MAR. 2011

La suestesa deliberazione è stata affissa all'Albo Pretorio in data _____ e contestualmente comunicata ai Capigruppo ai sensi dell'art. 125 del T.U. – D. Lgs. vo 18.8.2000, n. 267.

SI ATTESTA, che la presente deliberazione è divenuta esecutiva a norma dell'art. 124 del T.U. - D. Lgs.vo 18.8.2000, n. 267 e avverso la stessa non sono stati sollevati rilievi nei termini di legge.

lì _____

IL RESPONSABILE DELL'UFFICIO   IL SEGRETARIO GENERALE

Si certifica che la presente deliberazione è divenuta esecutiva ai sensi del T.U. - D. Lgs.vo 18.8.2000,

n. 267 il giorno_____

     ☒ Dichiarata immediatamente eseguibile (art. 134, comma 4, D. Lgs.vo 18.8.2000, n. 267).
     ☐ Decorsi 10 giorni dalla sua pubblicazione (art. 134, comma 3, D. Lgs.vo 18.8.2000, n. 267).
     ☐ E' stata revocata con atto n._____ del_____

Benevento lì,_____

IL SEGRETARIO GENERALE

Copia per

SETTORE Sir. Form - ACie Forur - Pol. Sociedar. n._____

SETTORE Dir. Generale   il _____ prot. n._____

SETTORE _____   il _____ prot. n._____

Revisori dei Conti   il _____ prot. n._____

Nucleo di Valutazione   il _____ prot. n._____

dida

Provincia di Benevento
AOO: Prot. Generale
Registro Protocollo Entrata
Nr.Prot. 0003525   Data 17/02/2011
Oggetto RICHIESTA DI ADESIONE ALL
PROPOSTA PROGETTUALE
Dest. n.d.

PROVINCIA DI BENEVENTO

1 7 FEB 2011

Provincia di Benevento
Alla c.a. del Presidente
Prof. Aniello Cimitile
SEDE

Oggetto: Richiesta di adesione alla proposta progettuale GOST (LLP Programme – Transfer of Innovation – call 2011).

L'azienda Dida Network Srl, al fine di presentare il progetto **GOST – Green Ontology SysTem** a valere sui fondi Lifelong Learning – misura Transfer of Innovation, in qualità di coordinatore chiede alla S.V. di aderire alla proposta progettuale in questione in qualità di partner.

In allegato la proposta progettuale GOST da presentare entro il prossimo 28.02.2011.

Ringraziando, si saluta cordialmente.

Dida Network Srl
Amministratore Unico
F.to Barbara Caruso

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Call: 2011
Leonardo da Vinci - Transfer of Innovation
Form version: 3.10 / Adobe Reader version: 9

Education and Culture DG
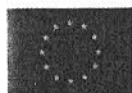
Lifelong Learning Programme

GENERAL INFORMATION

Before completing this application form, please read the relevant sections in the 2011 Call for Proposals published by the European Commission and by your National Agency and the Lifelong Learning Programme Guide for 2011 which contain additional information e.g. the specific priorities for that year. Links to these documents and further information can be found on the Lifelong Learning Programme website:

http://ec.europa.eu/education/llp/doc848_en.htm

and on your National Agency website, whose address is available upon selecting the National Agency in the field below.

This application form should be completed by the applicant of the proposed Transfer of Innovation project, in cooperation with the planned partners. The application must be submitted to the National Agency of the country of the applicant by 28 February 2011. Use the "Eligibility Checklist" in section F below in this application form.

In accordance with standard European Commission practice, the information provided in your application form may be used by the Commission evaluate the Lifelong Learning Programme.

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Lifelong Learning Programme

Abstract

Il progetto **GOST – Green Ontology SysTem** riguarda il trasferimento di applicazioni innovative (trasferimento geografico) relative al sistema software STUDIO, sviluppato e sperimentato in Ungheria, in altro paese europeo, l'Italia. Il partenariato intende trasferire tale sistema, applicato in ambito accademico, quale supporto per gli studenti universitari, al fine di poter realizzare un matching reale tra sistema formativo e nuove figure professionali (job role) in un settore emergente quale quello della Green Economy.

Infatti in questo settore l'Unione europea ha emanato negli ultimi anni varie normative riguardanti la produzione di energia da fonti rinnovabili (fotovoltaico, eolico e così via) (regolamento 2009/28/CE dell'UE). L'Italia, ad esempio, entro il 2020 dovrà garantire la produzione del 17% di energia da fonti rinnovabili. Per questo motivo risulta necessario creare e sostenere la formazione di nuovi profili professionali (*green jobs*), avendo come utenti finali non soli gli studenti che si accingono ad entrare nel mondo del lavoro, ma anche e, soprattutto, tutti quei lavoratori che intendono acquisire nuove competenze in un nuovo settore che risulta essere in fase di crescita. Solo alcuni anni fa il Rapporto Eurispes Italia 2006 ha evidenziato l'alta incidenza dei cosiddetti "green jobs" sull'intero contesto professionale. Nel 2005, questa rilevanza è stata pari al 5,2%, con un incremento del 20%, a dimostrazione che la green economy può essere da traino per l'intero sistema economico, avendo un tasso di crescita doppio rispetto a quello generale.

L'ambiente che si intende sviluppare potrà essere di supporto anche alle PMI per quanto riguarda la selezione del personale da integrare nella propria struttura organizzativa. L'idea principale è quella di favorire la nascita di nuove opportunità lavorative nel settore della green economy grazie al supporto di un sistema di *distance learning* che integri al suo interno un ambiente ontologico (*adaptive test engine*) capace di somministrare all'utente set dinamici di domande legate alle competenze del profilo professionale scelto, mappate a loro volta in un opportuno dominio ontologico. Sulla base delle risposte ottenute il sistema GOST erogherà percorsi formativi specifici nel settore della green economy. L'ambiente in conclusione sarà in grado di:

• creare una mappa delle qualifiche professionali per profili già esistenti nel settore occupazionale di riferimento (green economy);
• verificare il livello di competenze dell'utente (studenti e lavoratori);
• Identificare le competenze mancanti al fine di fornire i contenuti didattici necessari per acquisirle;
• affrontare le lacune degli attuali programmi di studio in base alle esigenze provenienti dal mercato del lavoro.

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Lifelong Learning Programme

Titolo progetto: GOST – Green Ontology SysTem

Programma: Lifelong Learning Programme – Leonardo da Vinci – Transfer of Innovation (Italy)

Durate del progetto: 24 mesi

Partenariato:

1.	Dida	(ITA)	Applicant
2.	Corvinno	(HUN)	Transfer of STUDIO (ontologies matching system)
3.	Amsterdam University methodologies	(NL)	Contents (on professional profiles) and matching
4.	Qompas	(NL)	VET/Labour intermediate NL
5.	Adecco	(ITA)	VET/Labour intermediate ITA
6.	Provincia of Benevento	(ITA)	NQF – South Italy
7.	FH Johanneum methodologies	(AT)	Contents (on professional profiles) and matching

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Summary

The GOST idea of this proposal concerns the geographic transfer of the STUDIO system concerning the ontology solutions applications developed from Corvinno in Hungary to other European country, in particular in Italy, in order to apply the environment focus in a specific field regarding the creation of new professional qualifications operating in the green context. In fact in this sector the European Union has organized in the last years a lot of regulations linked especially to the production of green energy (photovoltaic, eolic and so on) (Regulation 2009/28/CE of European Government and Council). The Italy for example until next 2020 must ensure the production of 17% for the green energy. For this reason it's necessary to create and to support the formation of new green qualifications taking in account as possible final user not only the students that are closing own school process aiming to enter in the work context, but also the persons that want to change own work activities or that want to update their knowledges about the green environment. Moreover just some years ago the Italy EURISPES Report 2006 highlighted the high incidence of "Green jobs" value on general professional context. In 2005, this "importance" was equal to 5.2%, with an increase of 20%, which shows that the green labor market environment can be towed to the entire economic system, with a growth rate double respect to the general employment one. This system will help also personnel selection field supporting the SMEs to select new personnel units to introduce in own structure after specific updating courses. For this reason the main idea is to favour the creation of new jobs linked to the green economy thanks to the support of an ontology training system, employing existing educational technology such as Content Management Systems and adaptive testing. This eLearning interface will be able to

• Map qualifications in vocational education to current and valid job roles concerning the green economy;

• Test and evaluate students on the basis of valid, labor market driven green competencies;

• Identify missing competencies and provide learning content needed to acquire them in green economy context;

• Address the weaknesses of particular VET curricula concerning the green context, and thereby provide ad-hoc support.

The consortium of project partners will present different competences and experiences in order to obtain the definitive results. In particular the partnership ensures: technological competences (Corvinno); distance learning competences (Dida, UvA and FHJ); links with the target groups as students and workers (Adecco, Province of Benevento, Province of Rome; Qompas); competences and experiences in the green economy (Adecco).

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D.2.4 Contributions to National Priorities

Which national priorities (if published on the website of the National Agency) does your proposal address?

The GOST project aims to address the following National priority: **Promotion of the cooperation between VET context and work market (New competences for new jobs).**

In particular this macro priority concerns to support the link between the VET framework and work one in order to obtain vocational and educational fields more addressed to the needs of the work market. In fact taking in account the focus of this priority the GOST project wants to improve the sector identification and the user needs anticipations in terms of skills and competences to obtain new innovative professional qualifications. In this case the idea wants to support the creation of emerging jobs linked to the hard changes characterizing the green economy especially in these last years. For these reasons the GOST project will be oriented to the creation and diffusion of so called "Green Jobs".

In the specific the proposal will regard:

- To support the interaction between school and VET context and work market, taking in account the new needs of the work framework linked to systems based on learning outcomes;

- To favour the creation of new learning opportunities taking in account the workers needs;

- To involve in the project experimental phase different category of target groups (students, workers and SMEs).

Please explain how you will address these specific national priorities.

The GOST idea will address the indicated National priority applying the geographic transfer of the STUDIO project experience concerning the ontology solutions applications developed by Corvinno form Hungary to Italy in order to apply the environment focus in a new specific field regarding the creation of new professional qualifications operating in the green context.

In the last years the governments and industry increase efforts to take advantage of the economic opportunities provided by the green economy. For this reason the need to ensure there is a workforce with the skills required to exploit those opportunities becomes more pressing. The skills strategies developed by governments with the private sector need to recognise and anticipate this demand to ensure new and existing workers are equipped to support and share in the success of these future growth sectors. Europe's policy-makers now need to ensure that their support for skills and training matches the focus and ambition of their strategies for promoting investment in green innovation and infrastructure. Growth in demand is likely to increase competition for workers with high-level, specialist skills and to create a real matching between the VET context and work needs in the reference field.

The GOST proposal will aim to favour the creation of new jobs in the green field executing:

• Map qualifications in vocational education to current and valid job roles concerning the green economy;

• Test and evaluate students on the basis of valid, labor market driven green competencies;

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• Identify missing competencies and provide learning content needed to acquire them in green economy context;

• Address the weaknesses of particular VET curricula concerning the green context, and thereby provide ad-hoc support (dynamic learning contents);

• Involving the target groups directly in the experimental phase of the project.

D.3.1 Why is this project necessary ?

The European Union's (EU) new strategy for sustainable growth and jobs, Europe 2020, puts innovation and green growth at the heart of its blueprint for competitiveness. It follows on from the European economic recovery plan, a fiscal stimulus of around EUR 200 billion launched in 2008 that focused investment on clean technologies and infrastructure. The EU suffers from systemic weaknesses in its skills base which limit its productivity and competitiveness in today's economy, and reduce its capacity to exploit the opportunities offered by green growth. These deficits in management skills and technical job-specific skills are a greater concern than shortages of new green skills. Despite including some individual skills training responses in environmental strategies and programmes, and progressive development of diverse environment-related programmes in vocational and higher education systems, there are no explicit national strategies targeting skills needs for green economy. In general there are common problems across Member States relating to the labour market that undermine economic performance and labour-market efficiency as a whole, even if they also apply to the environmental sector. This aspect is also more incisive in the emerging economy market as for example the green economy. The range of company initiatives in the renewable sector, especially in wind energy and solar thermal energy, in response to very high technology and production expansion, indicates the need for corporate leadership supported by regional and local investment to design and deliver the required training. The Italy for example until next 2020 must ensure the production of 17% for the green energy. For this reason it's necessary to create and to support the formation of new green qualifications taking in account as possible final user not only the students that are closing own school process aiming to enter in the work context, but also the persons that want to change own work activities or that want to update their knowledges about the green environment. Moreover just some years ago the Italy EURISPES Report 2006 highlighted the high incidence of "Green jobs" value on general professional context. The rationale shown highlights the necessity to transfer and to disseminate technological solutions addressed to improve the VET context taking in account the work market needs and the diffusion of new jobs, as green ones, that need to specific and innovative competences.

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D.3.2 Aims and objectives

The GOST idea of this proposal concerns the geographic transfer of the STUDIO system concerning the ontology solutions applications developed from Corvinno in Hungary to other European country, in particular in Italy, in order to apply the environment focus in a specific field regarding the creation of new professional qualifications operating in the green context. The GOST project aims to transfer innovative results, methodologies (related to both VET need analysis and matching between VET and work market context) and utilities related to adaptive learning system based on ontology technological solutions in order to support SMEs workers, single workers and students with new programs and opportunities to favour the dissemination and the real creation of new jobs taking in account the effective needs of work market in the green economy context. The goal is to transfer the innovation linked to the STUDIO project and knowledges related to his project proposal, thanks to a distance learning system integrating an adaptive test engine based on ontology application allowing to check the current competences of the user, as SMEs workers, single workers and students, and to deliver automatically dynamic didactic contents regarding the green context in order to realize create new jobs. The fundamental issue is to improve in this national priority, new competences for new jobs, skills and competencies of Italian workers monitoring the reference qualifications level and to prepare for the new requirements of the labor market and educational system addressing the effort to green economy context. The core GOST system is the distance learning environment that allows to the different user categories to access to the delivered services (courses with lessons and test), in order to acquire innovative competences in a specific field as green economy. The reference target for the GOST proposal are different type of users represented especially by enterprises and their workers, but also by education system (with regard to the dynamic integration of programs and labor market needs), single worker and professionals. Another very important project innovation is identifying the vocational training needs of the users taking in account the needs of the work market in the green context, through the integration of an ontology-driven learning environment called the Adaptive Test Engine, which is a key application for users and also embedded into the Learning Management System.

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D.3.3 Type of transfer

In the fast technological, economic and politic changes the companies recognize the importance of knowledge, as a key factor to success. The target sector analysis reveals as the EU, and in particular also the Italy, suffers from systemic weaknesses in its skills base which limit its productivity and competitiveness in today's economy, and reduce its capacity to exploit the opportunities offered by green growth. These deficits in management skills and technical job-specific skills are a greater concern than shortages of new green skills. Due to the Studio project successful implementation and the achievement of good practices, the project proposal GOST intends to transfer the innovation in the Italian context to cover the existing requirements and to increase the building and the development of new jobs in the green context, taking in account the increasing request of specialized professional profile in this field. The innovative distance learning system integrating a specific adaptive test engine based on ontology technology, can be further transferred and adapted in other European countries, which hadn't beneficiated this concept before. The partners involved in the project dissemination and exploitation activities pursue creating awareness for the concept, linked to the access and operating in the European market and the project results. The focus of this transfer (both in terms of knowledge sharing and access and ontology building across education, enterprises, labour market) supports also the perspective of a sector transfer. By the knowledge transfer and adaptation geographical borders are transcend in order to share good practices and increase experiences in whole Europe, to support the economic growth and to favour new work opportunities. By transferring previous quoted project and adapting its results to the Italian needs GOST aims to support life long learning processes capable to sustain the needs of innovation and competitiveness through the diffusion of new competences for new jobs: "the green jobs".

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D.3.4 Innovative results on which the project is based

GOST will allow to realize a dynamic learning system integrating an adaptive test engine based on tontology technology; person that needs to learn or to have any kind of training will be able to do it from home or usual workplace, simply connecting to the portal with a commercial web browser. In particular, the proposal aims to transfer results, tools and competences developed in Hungary with the STUDIO project to create in other country new jobs thanks to the delivering of new competences in an increasing economy framework as the green one (green economy). This system will support the SMEs to update and qualify own employees, but also the students to enter in the work market thanks to the acquisition of specific competences and knowledges. In particular for reference user the Adaptive Test Engine is a key application, which is also embedded into the LMS. In the course of testing the Adaptive Testing Engine walks through the ontology structure and asks questions about concepts of the ontology. It evaluates the users' answers and decides on the following knowledge elements to be tested. At the end, the user's knowledge is mapped thoroughly and a tailored learning content is offered to be learned. This customized material consists of pieces of learning objects. The objective is to favour a real matching between the VET context and the work market needs to create new jobs.
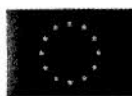
MASTER project is linked to:

(1) Corvinno' Studio - Ontology-driven Learning Environment' project providing support in exploring missing knowledge areas in the frames of an electronic learning environment in order to help them to complement their competences gap;

(2) Dida' s experiences in designing and delivering of professional training for GOST networks. The transfer will be possible thanks to the realization of a global web portal delivering formative services, managed by a learning management system, and accessible with a simple authentication phase.

In this way the dissemination and valorization of the results is very easy and it's possible to favour the creation of new jobs through the delivering of new competences improving also the competitiveness of users (students, SMEs, workers and professionals) and to guarantee a better cooperation between different European countries.

Respect to the previous project, object of the transfer, the GOST proposal will ensure the main added value concerning the covering of a new geographic framework but especially to address the innovation for an emerging economy context as the green economy.

Other added value of the proposal is the multi-language characteristic that will favour the cooperation between the partners and in particular between the users of the proposed e-learning environment.

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D.3.5 Pedagogical materials

a) describe the international state of the art and summary of limitations of existing pedagogical materials in this area.

The main existing limitations for a full achievement of GOST goals seem to be the following:

- modular programs and contents able to dynamically manage the competence fit;

- work-based methodologies, contents and tools able to realize personalized learning environment, including the work market needs.

On the first dimension, recent researchers and institutional documents (Vet report 2008; ET2020; Maastricht Communiquè and its later integration and the same Italian priority "New skills for new jobs") call for a significant improvement of VET systems in some main directions (in order to achieve Copenhagen Process and the final Lisbon strategy to realize a really inclusive and competitive knowledge based society): EQF implementation but also modular and flexible programs and systems; attention to be paid to micro and SMEs need and their involvement; focus on key transversal competences; work based and informal learning valorization. Existing program, systems and materials don't fully satisfy these concurrent requests. In addition, the situation is highly diversified among sectors, educational levels and countries. These aspect regards in particular the emerging economy and occupational sector as for example the green one.

The second limitation is a technological one concerning the dynamic use of learning objects taking in account the user actual knowledge and the competences requested by the work market regarding a particular professional qualifications. To realize a dynamic learning management system for a particular economy field is necessary to integrate other technological solutions based on ontology applications. This aspect consents to realize an innovative system because consents to address a new work framework in order to disseminate new competences for new jobs.

b) describe the methodological / didactic approaches on which the products will be based (c) outline the measures that will be adopted for testing the materials on target users.

The methodological approach used to deliver the didactic contents is the e-learning. In fact the GOST system will be based on a learning content management system (LCMS) that is software for authoring, editing and indexing e-learning content (courses, reusable content objects). An LCMS may be solely dedicated to producing and publishing content that is hosted on an LMS, or it can host the content itself.

The communication technology will be the asynchronous one. The activities in this case can use technologies such as blogs, wikis, and discussion boards. The idea here is that user may engage in the exchange of ideas or information without the dependency of other participants involvement at the same time. Electronic mail (Email) is also asynchronous in that mail can be sent or received without having both the participants' involvement at the same time. Asynchronous learning also gives users the ability to work at their own pace. This is particularly beneficial also for user, students or workers, with health problems. They have the opportunity to complete their work in a low stress environment.

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Moreover the project idea is linked to technical reuse of electronically-based teaching materials and in particular creating or re-using *Learning Objects*. These are self contained units that are properly tagged with keywords, or other metadata, and often stored in an XML file format. Creating a course requires putting together a sequence of learning objects. There are both proprietary and open, non-commercial and commercial, peer-reviewed repositories of learning objects.

The quality of the didactic contents will be measured through the application of a particular method, used both in academic and industry framework, called SERVQUAL one. The partnership will involve in the experimental phase a sample of user and with a specific questionnaire based on the Servqual methodology to measure, taking in account specific measurement parameters, the real satisfaction of the user about the quality of the system and the delivered didactic contents. The idea is to measure the real gap between the expectations of user and the real perceptions of the service after the access to the GOST system.

c) indicate how the planned project will contribute concretely to enhance the diversity of languages in its different activities, if applicable.

The GOST project will contribute concretely to enhance the diversity of languages in its different activities with the following main strategies:

- initial partners knowledge sharing (sharing of the previous experiences in order to disseminate own knowledge and so to acquire a complete vision about the reference rationale in the European framework);

- partners communication (communication between the partner in English, considered the official language to guarantee a real and efficient diffusion of the informations concerning the GOST proposal);

- multilanguage system and program design and testing (development of contents with test and functionalities in multilanguage way, in order to favour the increasing of possible stakeholders in all the European context and to ensure a good dissemination and exploitation of the project results);

- users and stakeholders involvement in dedicate international activities related to need analysis, program testing and evaluation, as well as in the valorization activities.

About this last aspect the project partnership will proceed to the realization of multilanguage (web-based and traditional) promotional materials, mainly in English and in Italian, but also in other languages taking in account the future decisions about the development of the pilot run.

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D.3.6 Quality of consortium

Please present the consortium as a whole and describe its structure, functioning and experience in transnational cooperation and the rationale behind the distribution of activities in the consortium.

Consortium composition allow a common view of the different partners in the project and at the same time each partner representing a special field of expertise of organization, business and economics, pedagogy, IT for learning as well as represent user needs. Project partnership shows a multiplayer composition, with partners covering all the critical competences, according the activities ditribution. The consortium as a whole express the critical competences required for effectively to achieve the project goals: ICT competences concerning the ontology applications (Corvinno), training services (Dida, Corvinno), University and VET centre (FHJ, UvA), local Institutions (Province of Benevento) and contact with end-users (Adecco, Qompas). All partner will participate to the knowledge sharing and need analysis activities, as well as to the valorisation phases (at the national and EU level), according to specific roles covered in the project. In addition, Dida will ensure the whole project coordination will actively participate to the all design and development and lead the competences modeling (also in terms of EQF alignment) and the dissemination activities. FHJ and UvA will lead WP5 and actively participate to all project activities. Adecco, Qompas and Province of Benevento will lead the WP6 Pilot Run and they will actively contribute to the user need and transfer process and lead the evaluation (WP7). Corvinno will lead WP3 and WP4 and actively participate to the whole GOST integration, testing and evaluation process. It's important to highlight that the Province of Benevento will make available for the project the experience of own VET and school department in contact with VET schools and students and the activities of Employment centre operating in contact with other end-user categories as single workers and SMEs. Adecco will make available own experience in the green economy concerning the analysis of SMEs needs in this specific field and the study of existing professional profiles in the green economy and the design of new jobs taking in account the dynamic needs of the SMEs. For Adecco this objective will be possible thanks to own collaboration with end-users associations as ANEV (National Association for Wind Energy) and ISES ITALIA (International Solar Energy Society).

Specify how effective cooperation and communication will be ensured between the partner institutions, and the specific arrangements envisaged for resolving any conflicts which may arise between the partners, identify where relevant, the allocation of tasks to third parties (external to the consortium itself) and explain why these tasks cannot be undertaken within the consortium.

Partners communication and cooperation rules and processes are based on a clear activities breakthrough and responsibilities, supported by periodic meetings (face to face and distance) and by a specific ICT tools and a dedicated (and reserved) web area. In order to manage the whole project itself with its several work packages, to supervise the project progress and to observe the actual costs incurred it is extremely important to implement a project management tool to guarantee the overall project success defining some milestones. The consortium coordinator is responsible for the realization and implementation of the project management; all other project contractors have to assist the coordinator through specific responsibility on each work package and the creation of a Project Management Committee (PMC), consisting of one authorized member of each participant at the periodic meetings (in order to assist the

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coordinator and to speed up processes and to secure sustainable success of the project). The PMC will act a supervisory board and guarantees that the partners give their full support to the project. Actions will be managed by the (responsibility ranking, 1 = best): 1. work package leader, if questions arise: a) compromise within the consortium via the protected project Internet-page; b) at short notice the coordinator; 2. coordinator; 3. Project Management Committee, which comes to a final decision. The project leader organizes several meetings with all partners: kick-off meeting; meeting on need analysis research and feasibility study; meeting regarding the pilot run; 5 national and 1 European dissemination workshops; final aspect to assess the whole project and to coordinate dissemination and deployment activities. Project' group communication and coordination processes will be supported by ICT by Implementing a dedicated learning management system that will be accessible from the project website. The project website will contain specified areas (PMC, partners,...) and it will allow to create and dynamically update a shared project document archive and repository to support collaborative work though virtual areas and tools. The third parties will be involved in the user needs analysis, in the pilot run and in the exploitation phase. All third parties efforts/results will be managed by a responsible partner, according to the WP leader and PM coordination and the project management plan approved by the consortium at the initial stage.

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D.3.7 European added value

Describe the benefits anticipated from the implementation of the proposal at an European level rather than at national or regional one.

GOST project addresses before of all to the national priority concerning "new competences for new jobs", underlying also the ET2010 and 2020 issues and goals with refer to the VET systems: develop Vocational Skills considering the labour market needs and the interrelated need to support the quality and attractiveness of VET system and practices. Moreover the GOST proposal aim is linked also to the focus concept included in the regulation 2009/28/CE of European Government regarding the green economy.

More specifically, GOST project aims to contribute to the "VET fit for the knowledge economies" (Vet report 2008, with refer to the Maastricht communication 2004) by designing and realizing a dynamic learning system able to effectively support the creation of new jobs in the green economy through a real matching between the VET context and the work market needs. In detail the benefits from the implementation of the proposal at an European level is the realization of an universal platform delivering innovative contents managed by a learning management system, and accessible with a simple authentication phase. Moreover the environment integrates an adaptive test engine based on ontology technology allowing the check the current competences of the user taking in account the reference job profile (green jobs). In this way the dissemination of the results is very easy and it's possible to improve the competitiveness of users (enterprises), to improve the skills of the workers and to guarantee a better cooperation between different European countries.

Other important added value at European level is that a user can access the functionalities without the necessity of specific software skills or components on the client-side from any place of Europe. It is important to highlight that, in accordance with the general approach of the call for proposals, this learning environment will not only be used for only one target category but also for different ones, taking in account the specific needs and the National Priorities of the Country receiving the innovation transfer.

Finally the multi-language characteristic of GOST proposal about the main dissemination materials will favour also the involvement of an increasing number of possible stakeholders.

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D.4 Methodology and work plan

The duration of the project is equal to two years (24 months).

The overall projects activities have been break down into eight work packages. Each WP will be lead by a partner which will be the responsible in charge of the relevant outputs as follows:

WP1 – Project management, will be led by Dida

WP2 – User needs, will be led by Adecco, Qompas

WP3 – Ontology design and development, will be led by Corvinno

WP4 – Interface design and integration, will be led by Corvinno

WP5 - Learning outcomes selection and development, will be led by FHJ and UvA

WP6 – Pilot run, will be led by Adecco, Qompas and Province of Benevento

WP7 – Dissemination and exploitation, will be led by Dida

The WP1 will perform the management procedures necessary to assure that the project address the goals in the specified milestones. Moreover will manage and coordinate relationship activities with the Commission of National Agency.

The WP2 will concern the study of the state of the art concerning the green economy in Italy with particular attention for the leading professional figures in the green context (green jobs). First, the problem will be clearly defined in terms of specific research questions and sub questions. Second, the academic and practitioner literatures pertaining to vocational education, knowledge management and personnel selection in the green economy framework. Third, based on this extensive review of the academic and practitioner literatures, the details of the proposed solution will be finalized and communicated to the project partners. Fourth, a detailed technical guideline will be developed and used as a conceptual framework for the remainder of the project.

In the WP3 the basic concepts and definition of green economy will be deployed in a domain ontology. A four level ontology model is envisaged, in which the first level contains the definitions, the second level the detailed concepts, the third level those elements linked within an entire subdomain, and the fourth level the domain bridging concepts. The subdomains that will constitute the ontologies will be identified within the IT-related industry and related VET programs, after a thorough examination of their respective activities and curricula in the fields of green context.

The objective of WP4 is to establish a software interface that facilitates the matching of the nodes of the domain and VET ontologies that were developed in workpackage 3. Based on this interface we will be able to achieve the main objective of the GOST project, being the ability to map qualifications in vocational education to current and valid green job roles. In addition to the above, an adaptive testing engine will be integrated into the domain ontology. This engine will enable the evaluation of applicants' suitability against the validated job roles.

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The objective of WP5 is to connect learning objects and test questions to the nodes of the ontology in order to enable the accurate and adequate assessment of applicants against the validated green job profiles. For learning content development the MediaWiki community based social software will be employed. Test questions will be stored in a test bank which is connected to the particular nodes of the domain ontology. Partners responsible for the various subdomains are also responsible for populating those subdomains with learning content related to information management. Adaptive testing and learning content delivery will only be applicable to the domain ontology since applicants will be assessed against real job profiles in the green context.

Collecting all the information about the trial, in WP6 a statistical analysis will follow. The statistical analyses will cover both the systems operational characteristics and user acceptance, as well. We are interested in the efficiency parameters of the systems, such as how much time has been spent on filling out the tests, how much time spent on studying the customized learning materials, what is the average number of cycles in the different subgroups, what are the differences in difficulties, understanding the different subdomains etc. Based on the results of the evaluation the system will be fine tuned and the system parameters will be corrected.

The WP7 describes the plans made for exploitation and dissemination of the results achieved and experience gained during the use of delivered services in the GOST environment. These activities will consent to disseminate the project results and to create other important exploitation opportunities as new market segments, new project proposals, sharing of different experiences.

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Work package no:	1		
Work package title:	**Project management**		
Start Month:	1	**End Month:**	24
Costs:			
Package leader:	**Dida**		

Work package aims:

This workpackage consists of the management of the processes and products of the project. The processes of the project will be controlled by the Board of Management, which will be appointed at the first Partner Meeting after the approval of the project and the signing of the contract. The Board of Management will be charged with (1) project administration, (2) allocation of workloads, deadlines and schedules, (3) budget control and authorization of expenditure, (4) reporting (5) management of dissemination, and (6) coordinating with the quality control.

Description of activities:

1.1 Coordination and communication with partners
Implementation of management principles based on methodologies largely used and tested in the projects management. Carrying out quality control and security procedures together with partners.

1.2 Meetings
The Coordinator of the project will be the partner that will organize the monitoring meetings of the project. The Coordinator will organize also periodical skype conference to check with the partnership the real progress of the project activities.

1.3 Consortium meetings
The Coordinator of the project will be in charge for the organization and for the conduction of the project meetings.

1.4 Technical and financial progress and final report
This activity includes the elaboration of internal and external reports, including the monitoring and collection of the cost statements among the partners. This procedure allows a premature detection of any deviation from the initial work plan and, consequently, takes the necessary measures to correct the situation in order to address the final objectives of the Project.

1.5 Evaluation and quality assurance
The activity leaders will apply the quality control methods defined in the project quality plan in order to assure that the outputs fulfil the stated requirements.

Description of outputs:

In the specific the outputs of this work package will be:
- D1 Project work plan
- D2 Financial guideline
- D3 Meetings report (KOM and workshops)
- D4 Skype conference reports
- D5 Periodical technical and Financial Reports (Cahier de Bord)
- D6 Final report (Scientific and financial report)

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Work package no:	2		
Work package title:	User needs		
Start Month:	1	End Month:	5
Costs:			
Package leader:	Adecco, Qompas		

Work package aims:

This work package will concern the study of the state of the art concerning the green economy in Italy with particular attention for the leading professional figures in the green context (green jobs). First, the problem will be clearly defined in terms of specific research questions and sub questions. Second, the academic and practitioner literatures pertaining to vocational education, knowledge management and personnel selection in the green economy framework. Third, based on this extensive review of the academic and practitioner literatures, the details of the proposed solution will be finalized and communicated to the project partners. Fourth, a detailed technical guideline will be developed and used as a conceptual framework for the remainder of the project.

Description of activities:

2.1 User needs

This activity will concern a deep study regarding on the user needs about the continous updating for the acquisition of new skills concerning the green context, taking in account school environment and work one (SME worker). This phase will regard also the study of a lot of European and National regulations in terms of green economy and greeen jobs.

2.2 Methodological issues in VET competences

In this activity will be analyzed the methodological issues in VET context with particular attention to the green economy. Moreover, the purpose of this study is to understand if there are technologies that could be integrated into the distance learning system in order to make the innovative paradigm of a learning process very suitable to favour the creation of VET processes dedicated to the matching between the green competences and knowledges with the real green jobs (ontology technology). This activity will determine the guidelines, in accordance with the reference standard paradigm to design the methodological approach in the overall environment. This activity will define also the approach to navigate the environment and use its functionalities in a correct way.

2.3 Feasibility study

The goal of this activity is to establish if the chosen methodologies in this proposal and the realization of the software environment for the users is possible to ensure an important transfer of innovation.

Description of outputs:

In the specific the outputs of this work package will be:
- D7 Needs analysis
- D8 Green jobs analysis report

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Work package no:	3		
Work package title:	**Ontology design and development**		
Start Month:	1	**End Month:**	13
Costs:			
Package leader:	**Corvinno**		

Work package aims:

In this workpackage the basic concepts and definition of green economy will be deployed in a domain ontology. A four level ontology model is envisaged, in which the first level contains the definitions, the second level the detailed concepts, the third level those elements linked within an entire subdomain, and the fourth level the domain bridging concepts. The subdomains that will constitute the ontologies will be identified within the IT-related industry and related VET programs, after a thorough examination of their respective activities and curricula in the fields of green context.

Description of activities:

3.1 Job role definition
This activity will concern the definition of job role in the green context taking in account the results of the user needs. This phase will regards the selection of the competences and knowledge levels representing the basilar aspect for the creation of the reference ontology domain with specific definitions, concepts and relations.

3.2 Ontology design
This activity will concern the design of four level ontology model, in which the first level contains the definitions, the second level the detailed concepts, the third level those elements linked within an entire subdomain, and the fourth level the domain bridging concepts.

3.3   Ontology development
The goal of this activity is to develop the ontology domain in order to create and to assign the didactic contents concerning the specific job-roles.

Description of outputs:

In the specific the outputs of this work package will be:
- D9 Domain ontology (GJ – Green jobs)
- D10 VET ontology

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Work package no:	4		
Work package title:	Interface design and integration		
Start Month:	9	End Month:	17
Costs:			
Package leader:	Corvinno		

Work package aims:

The objective of this workpackage is to establish a software interface that facilitates the matching of the nodes of the domain and VET ontologies that were developed in workpackage 3. Based on this interface we will be able to achieve the main objective of the GOST project, being the ability to map qualifications in vocational education to current and valid green job roles. In addition to the above, an adaptive testing engine will be integrated into the domain ontology. This engine will enable the evaluation of applicants' suitability against the validated job roles.

Description of activities:

4.1 Interface design
This activity will concern the design of software interface to realize the matching between the nodes of the Onology domain and the VET competences. This phase is very important aspect to obtain valid mapping of the job roles.

4.2 Integration of components
This activity will concern the integration of the ontology domain software in the platform including specific didactic contents. The final environment will provide also an ontology testing phase to select the best didactic or updating path for the user taking account its knowledge levels.

Description of outputs:

In the specific the outputs of this work package will be:
- D11 Matching interface
- D12 Adaptive test engine integration

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Work package no:	5		
Work package title:	**Learning outcomes selection and development**		
Start Month:	12	**End Month:**	18
Costs:			
Package leader:	**FHJ and UvA**		

Work package aims:

The objective of this workpackage is to connect learning objects and test questions to the nodes of the ontology in order to enable the accurate and adequate assessment of applicants against the validated green job profiles. For learning content development the MediaWiki community based social software will be employed. Test questions will be stored in a test bank which is connected to the particular nodes of the domain ontology. Partners responsible for the various subdomains are also responsible for populating those subdomains with learning content related to information management. Adaptive testing and learning content delivery will only be applicable to the domain ontology since applicants will be assessed against real job profiles in the green context.

Description of activities:

5.1 Learning outcomes selection
This activity will concern the selection of the learning outcomes regarding the green job profiles defined in the previous workpackages. In particular the partner involved in this project phase will execute a deep selection taking in account the possibility to re-use learning contents just developed and available in other database. This aspect will consent to ensure a high quality of the selected learning outcomes.

5.2 Learning outcomes development
This activity will concern the development of the learning outcomes. After the selection phase, specific Wikipages will be created in order to integrate in the GOST system the contents linked to the competences group and respective knowledge levels for each ontology domain concerning the defined and chosen green job profile. For each content integrated in the system at least one question will be created. This aspect will consent to execute a dynamic ontology testing phase with different questions concerning to different knowledge levels of the reference green ontology domain.

Description of outputs:

In the specific the outputs of this work package will be:
- D13 Learning outcomes set
- D14 Adaptive testing

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Work package no:	6		
Work package title:	Pilot run		
Start Month:	18	**End Month:**	24
Costs:			
Package leader:	Province of Benevento, Adecco, Qompas		

Work package aims:

Collecting all the information about the trial, in this workpackage a thorough statistical analysis will follow. The statistical analyses will cover both the systems operational characteristics and user acceptance, as well. We are interested in the efficiency parameters of the systems, such as how much time has been spent on filling out the tests, how much time spent on studying the customized learning materials, what is the average number of cycles in the different subgroups, what are the differences in difficulties, understanding the different subdomains etc. Based on the results of the evaluation the system will be fine tuned and the system parameters will be corrected.

Description of activities:

6.1 Definition of target group
This activity will concern the applicant assessment and content delivery based on Domain Ontology. Since the language of the test and learning material is English and Italian, there is no any obstacle against the crossborder test. The target group will concern students of second level school, workers of SMEs operating in the energy context and professionals.

6.2 Ontology matching trial
This activity will concern the final integration of the system and the access to the environment developed for the selected target groups. The protocols used will cover the following issues: user group selection and composition, test question distribution, statistics of correct and incorrect answers, the distribution of incorrect answers, time spent with testing and learning

Description of outputs:

In the specific the outputs of this work package will be:
- D15 Evaluation report
- D16 Pilot report

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Work package no:	7
Work package title:	**Dissemination and exploitation**

Start Month:	1	End Month:	24

Costs:	

Package leader:	**Dida**

Work package aims:

This workpackage describes the plans made for exploitation and dissemination of the results achieved and experience gained during the use of delivered services in the GOST environment. These activities will consent to disseminate the project results and to create other important exploitation opportunities as new market segments, new project proposals, sharing of different experiences.

Description of activities:

7.1 Elaboration of the Evaluation and Dissemination plan
A detailed evaluation and dissemination plan based on the results of the project will be developed. The resultant document will describe the formalities and the means to ensure the evaluation and diffusion beyond the updating of the results of the project.

7.2 Development and updating of the project website
A web site devoted to the project will be developed. It will illustrate both the project and the advancement of the jobs, its web pages will publish all the news related to the project and every event or public documentation generated during the project. The activity leader will be in charge of creating links to the main organization involved or related to the projects and updating the web-site contents during the entire project.

7.3 Production of dissemination material
The consortium will publish in the project web site the newsletter with the details of the demonstrative activities. Besides they will elaborate brochures with all the basic information about the project and the consortium.

7.4 Evaluation, Dissemination and Exploitation of results
The activities for dissemination of the results will include events, conferences, workshops or any other activity plan aimed to the groups defined in the Dissemination Plan. These activities will foster the knowledge and technology transfer of the ontology knowledges for the European users. The dissemination networks to be involved are the same ones identified in the dissemination section, which as it has been already pointed out, will provide the basis for the exploitation strategy. In fact, creating a wide awareness basis, a network of contacts, a wide range of pilot users and a first set of documentation is clearly a set of assets on which any exploitation of results must be based.

Description of outputs:

In the specific the outputs of this work package will be:
- D17 Dissemination plan
- D18 Exploitation plan
- D19 Project web site
- D20 Dissemination materials
- D21 GOST workshop
- D22 Publications
- D23 Green jobs description manual
- D24 User manual

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D.4.3 Dissemination and exploitation of results

Please provide here a dissemination and exploitation plan and a timetable which clearly shows key outputs (should fit with the work package/s on dissemination and exploitation of results in section D.4.1). Please describe how your dissemination and exploitation strategy ensures that the project results will be used with regards to the target group(s), target sector(s) and potential users such as social partners, VET policy makers etc. Please ensure that your plans for sustainability will enable the impact described in Section D.4.5 Expected Impact.

In order to ensure that the awareness of the project's results reaches the widest possible audience thus giving the GOST project the maximum visibility, at the initial stage of the project a structured dissemination plan will be designed detailing the following issues:

• Preparation of dissemination materials to be used by all consortium members: these will consist of a set of brochures in English and in the language of country involved in the transfer, in PPT presentations to be used by partners and a set of texts/templates for their dissemination activities, in design of project logo, in design and development of project web site, in creation of a dissemination guideline;

• Identification of the most appropriate dissemination channels for the project's results;

• Definition of a set of criteria to be used to select the dissemination opportunities to be pursued (e.g. in the case of a conference, expected number of participants, cost of participation and so on);

• Monitoring activity by all partners, who will have to report to the dissemination leader periodically on the opportunities they have identified;

• Setting up of a dedicated section of the project web site to disseminate the project's results and activities, linked to the most relevant already existing specialized portals;

• Integrating with Province of Benevento and Adecco web portal.

The dissemination activities will concentrate to guarantee the transfer of innovation to SME to improve own competitiveness and to SME workers to improve their skills and qualification.

Dida and other industrial partner involved in the GOST project have as main priority and mission the technology transfer and exploitation of research results. Dida and the consortium strongly promote technology innovation to companies and organizations including Public Administrations, stimulating their participation in National and European research projects. For this reason Dida is particularly interested in the further utilization of the technological platform for being able to improve its capabilities and offer new services oriented to the SME companies wishing to improve their business by focusing on innovation, research and development where training and learning are mandatory activities for increasing the performances.

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Please demonstrate that the consortium has the capacity and necessary experience to carry out the dissemination and exploitation of results activities. Indicate the human and financial resources assigned to these tasks.

The dissemination networks to be involved are the same ones identified in the dissemination section, which as it has been already pointed out, will provide the basis for the exploitation strategy. In fact, creating a wide awareness basis, a network of contacts, a wide range of pilot users and a first set of descriptive documentation is clearly a set of assets on which any exploitation of results must be based. The project results exploitation will consist of the following steps:

• Market analysis; it will be fundamental a feasibility and market analysis covering at least the countries involved in the project, but Italy in particular. The first range of users addressed will be obtained from the preliminary user need analysis.

• Product and pricing policy finalization: the basic idea is not to sell a software product as such but to set up a platform through which the learning service can be provided to the users either directly or in ASP mode.

• Promotional campaign: once the market characteristics have been understood and the marketing and product strategy has been defined the consortium will have to intensify the promotion activities already started with the dissemination campaign.

The ultimate goal of the exploitation and deployment strategy is to create a European-wide community of users for the service sharing of innovative learning contents. Consortium composition allows to GOST proposal to effectively carry out dissemination and exploitation activities thanks to the already consolidate local, national and transnational network. Particularly, each partner will contribute to activate a positive "cascade effect" with different focus.

Finally it's important to consider to have an effective exploitation of project results as the Province of Benevento will make available for the project both the experience of own VET and school department in contact with VET schools and students and the activities of Employment centre operating in contact with specific end-user categories as single workers and SMEs. For the same aim Adecco will make available own experience in the green economy concerning the analysis of SMEs needs in this specific field, the study of existing professional profiles in the green economy and the collaborations with end-users associations as ANEV (National Association for Wind Energy) and ISES ITALIA (International Solar Energy Society) that will be involved in the experimental phase of the project.

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D.4.4 Quality management plan

Please provide a quality management plan: procedures, criteria and resources for monitoring and evaluation of the project; procedures, criteria and resources for internal and/or external evaluation - including quality control and testing, if applicable - of the interim and final results with regard to the needs of the target group(s) and sector(s) and of the potential end-users. Please explain in particular how the target group/s and/or potential end-users will be involved in these activities.

The objectives of the project will be achieved thanks to sound and good co-operation strategies and approaches; this will allow the Consortium to carry out all the tasks required for a successful outcome. The coordinator will ensure the communication between the various entities within the Consortium and hence will ensure that if it emerges any problem, it is immediately addressed among all interested partners without letting the issue escalates beyond control.

Three consortium meetings involving all partners are planned:

- kick-off meeting, that will address the work plan organization and the needs analysis research and feasibility study;

- intermediate meeting, addressing the pilot run and MASTER system evaluation;

- final meeting to assess the whole project and to coordinate dissemination and exploitation activities.

Periodical video conferences (Coordinator will ensure the relative video conference service by mean of its own Video Conference tools) are envisaged each two weeks / one month to maintain the consortium up to date to the overall activities.

Minutes of each meeting (both face to face and off-line ones) will summarize the decisions taken and compare what has been done to what should have been done. Standard documentation numbering and referencing will help keeping consistency in the project driving. Every three months, the WP leaders will send an internal report to the Applicant, the progress of each activity will be reported in terms of percentage of completion and estimated time to completion, deviations from the agreed time scales and corrective actions.

The decisions will be taken where possible on a consensus basis with regards to major decisions; however in day-to-day issues, simple majority voting will be enough. Each partner will have one vote with the coordinator having an additional casting vote in the case of tie. All evaluation activities are conceived as a constant supporting to the decision making process of the project management, technical work and content provision. Internal evaluation procedures will follow a clear structure. Each of the main deliverables will be evaluated by the consortium. Quality Management and evaluation are participative processes that need of the involvement of all partners and also shared responsibility.

In the case of a conflict or dispute arising it will be the coordinator's job to try and arbitrate between the parties in order to make sure that the conflict is resolved as quickly as possible.

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D.4.5 Expected impact

1) Indicators for impact on target groups and/or sectors

To obtain a more nuanced understanding and to gather evidence that provides the richness and robustness of a good evaluation it is necessary to think about a number of other features, namely impact indicators, addressed to the stakeholders' evaluation plans or activities. In detail the strategy will take into account the Quality of the experience and its effects. It is important as a diagnostic tool for the quality of the delivery of an engagement strategy or estimations of awareness about the topic under consideration. If the engagement had specific learning or knowledge based outcomes in mind on the part of the target group, this level is concerned with measuring what these may be. Possible questions: (i) How was the intervention experienced by the target group 'at the time'? – quality of resources, space, timing and relevance of the engagement activity; (ii) What new information / skills has the target group gained? – changes in their awareness, confidence, aspirations, knowledge. The reference figures defined to evaluate the impact concerning the target groups and the reference sectors will be:

• Number of the target groups involved in the user needs and experimental phase of the project, taking in account the initial situation;

• Number of the SMEs interested to the use of the proposed system, taking in account the initial situation;

• Number of students and single workers interested to access to the GOST environment to acquire new competences for new jobs;

• Number of users accessing to the GOST system functionalities;

• Number of the different application sectors;

• Questionnaire to estimate and compare expectations and the real perceptions of the delivered services from the system users.

It will be important to investigate the effectiveness of the impact also throughout a cost/benefit analysis able to draw some economical figures for the end-users involved in the pilot activity. This will be done on the basis of specific parameters' evaluation such as the time spent to fulfil the training applied during the GOST project and the result obtained compared to other personnel learning methodologies.

This approach goes in the direction of the European Qualifications Framework (EQF) adopted by the European Parliament and Council in 2008. By using the EQF as a reference framework, GOST will allow to make national qualifications more readable across Europe, taking in account the needs of an emerging economy framework as the green one.

2) Indicators for impact on geographical areas

User is clearly at the centre of the concept and design of each of the four market segments related to GOST proposal implementation and exploitation, in the need analysis as well as in the experimentation of the

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pilot. Finally and still at the wider programme level, the proposed work meets two important objectives, namely:

- to advance the state of the art in the relevant field of technology enhanced learning not only on the technology side but also and more importantly because the way in which it can/should be used for formal/informal learning processes still have to be deeply investigated and experimented;

- to support the increase of competitiveness of the European industrial and academic system concerning the VET domain, thorugh the matching between the VET programmes and the work market needs in the green economt context.

The GOST environment, being based on a distance learning methodology and technology, should guarantee three expected geographical impact:

• User Knowledge impact: each user can estimate his own knowledge gap and so attend a custom dynamic didactic course.

• User Economic impact: each SME will obtain a significant economic advantage from the learning environment due to the possibility to qualify their workers and/or to insert new professional profiles in own organizative structure.

• Social impact: this system will contribute to prepare the user to qualify himself in order to acquire new competences for new jobs.

The reference figures defined to evaluate the impact concerning the target groups and the reference sectors will be: reduction of the training costs, number of the end-users interested to the GOST system services, number of the different application sectors, number of the workers involved, improvement of the country economy, increase of the SMEs competitiveness on the reference market, increase of employment.

Being based on a successful life-long learning activity deployed in other EU countries, the benefit achieved by its application to Italy represents an additional recognition to a consolidated methodology, which is by itself encouraging the reutilisation of best practises and their diffusion at a larger European level. The GOST partner countries will be able to fine-tune the training methodology and increase its efficiency also at local (internal national market) level.

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Please describe (1) which aspects of your proposal (e.g. consortium, products and results, networks, etc) will be maintained after the Leonardo funding and (2) how you intend to manage them (e.g. financial and human resources, etc). In the case of products, please also specify how do you intent to sustain them (e.g. accreditation of materials, commercialization, free of charge use etc.).

1) Aspects of the proposal which will continue after the Leonardo da Vinci funding

The European Union's (EU) new strategy for sustainable growth and jobs, Europe 2020, puts innovation and green growth at the heart of its blueprint for competitiveness. It follows on from the European economic recovery plan, a fiscal stimulus of around EUR 200 billion launched in 2008 that focused investment on clean technologies and infrastructure. The EU suffers from systemic weaknesses in its skills base which limit its productivity and competitiveness in today's economy, and reduce its capacity to exploit the opportunities offered by green growth. It's necessary to continue also and especially after the Leonardo da Vinci funding for delivering the GOST services developed during the project.

For this reason in detail the aspects of the proposal that will continue are the cooperation of the consortium, the dissemination of the results and the delivering of the products/services developed during the project time.

In particular the idea is linked to a double objective:

- to extend the system functionalities, adapting the distance learning environment, taking in account the dynamic user needs, the context changes and the labor market ones;

- to commercialize the access to the GOST system services, in order to create a real business activity.

At the European level the project continuation will be linked to the following aspects: (i) The profiles of competence at our disposal are not systematically linked to the types of training and to professional outlets, and they are placed at different levels (personal, concerning the work, basic, instrumental, etc.). (ii) The European enterprises competitiveness is linked to the dynamically changing world of labor market. (iii) The necessity of improving career guidance systems in Europe appears as a major need. (iv) A better recognition of informal training methods and improved validation of skills acquired on the job is also required, especially for new jobs as the green ones. Therefore, the GOST project is going to address not only the Italy needs but the European gaps in the adult professional education that have to be filled, taking in account the necessity to increase the general employment through the creation of new jobs in emerging work segments. The Italian social parts and organizations will be questioned about their suggestions on how to plan and realize an effective platform able to be appealing to different stakeholders also after the project is completed.

2) Mechanisms and resources to maintain them

The aspects of the proposal that will continue are the cooperation of the consortium, the dissemination of the results and the delivering of the products and services developed during the project time.

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In particular the continuation of the activities after the Leonardo da Vinci funding will be managed by the industrial partners in the Consortium aiming to commercialize the developed products. The resources will be linked to the commercialization of the distance learning services (specific custom courses, adaptive test, and so on) and other funding addressed to/from local institutions.

As an immediate outcome, all the results of the GOST project represent a significant knowledge for Dida. Since Dida supports both public administration and SMEs, the results of GOST project will be exploited by Dida, with the involvement of the project partner having the direct contact with the reference end-users categories.

An efficient exploitation of the GOST results will favour the creation of important opportunities to share a lot of best practices coming to different European countries and so to contact and to involve an increasing number of end-users into the larger network of the European Knowledge society, where the possibility to exchange ideas and experiences in common frameworks is becoming more and more important to overcome economical downturns and foster innovation throughout different business and societal aggregations. The GOST results in this will may represent the start-up phase to design new project proposals taking in account other European and National funding calls where to exploit effectively the GOST results, allowing a sponsored "exchange" program among EU interested entities.

Please identify how your project will have a direct impact on (1) the national VET system of your country and (2) the national VET systems of your partners.

1) Expected impact on the national VET system of your country

The EU suffers from systemic weaknesses in its skills base which limit its productivity and competitiveness in today's economy, and reduce its capacity to exploit the opportunities offered by green growth. These deficits in management skills and technical job-specific skills are a greater concern than shortages of new green skills. In Italy the range of company initiatives in the renewable sector, especially in wind energy and solar thermal energy, in response to very high technology and production expansion, indicates the need for corporate leadership supported by regional and local investment to design and deliver the required training.

Distance learning advantages are clear to large firms, students and single workers, but implementing e-learning system in SMEs implies incurring costs which due to relatively small number of employees do not pay off in short periods of time. An open dynamic eLearning project can help to favour the dissemination of new competences for new jobs and in this way to improve the competitiveness of single workers but also the SMEs one.

According to this specific territorial research and the problems concerning the small and medium enterprises the expected impact on the national VET is the increasing of the new learning opportunities for the creation of new jobs in an emerging field and the green economy allowing the access to appropriate training materials, and the increase of the offers on the training market for GOST.

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The positive impact of the project in a psychosocial way will be supporting the professional development of Italian workers in small and medium-sized companies but also the development of professional competences of students in an emerging field as the green one in order to have more opportunities to enter in the work market. This indicates that the qualifications - in various combination – will cover a wide range of learning outcomes in the green economy, together with theoretical knowledge, practical and technical skills and social competence, where the decisive is the ability to work with other workers from the foreign countries.

Summarizing the GOST impacts will concern: (i) enriching and enlarging individual worker opportunities to access, combine and share knowledge and develop competences, (ii) the improvement of the SMEs competitiveness, *(iii) the dissemination of new competences for new jobs (green jobs), (iv) learning integrations for the VET programmes taking in account the work market needs.

2) Expected impact on the national VET system of your partners

The main impacts concerning the national VET system of the partner involved in the GOST project will be:

- Increasing individual life long learning opportunities

- SME development, both on organizational performance and competitiveness and sectorial network development

- Valorisation of joint school, VET and enterprises program design

- Promotion of workers mobility

- Contributing to common curricula definition for professional and sectorial skills

- Reusability for the learning contents

- Economic development of the single SME, of the SMEs cluster and of the reference system

- Increase the internationalization level

- Promotion of new profiles thanks to the acquisition of new competences in the green framework

- Increase of the business development

- Promotion of the European cooperation and project partnership.

This impact will be possible thanks to:

- a new product based on an innovative and dynamic platform to deliver learning services involving different reference technologies and methodologies as e-learning, adaptive test engine (ontology technology);

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- enlarge and enrich competitive positioning of partners at the national and international level, as well as to further sustain both research and business networks and alliances;

- transfer new knowledge and innovation.

It also intends to contribute to the more general objectives of the reference call addressing and developing two main related issues:

- creation of new jobs with the dissemination of new competences;

- place the user, the individual at the centre of future developments for an inclusive knowledge based society for all, linking to the work market needs.

Each partner will have the opportunity to increase the knowledge on a potential new market and also to improve their actual technological knowledge on the VET sector, implementing an enriched tool for offering new services and assistance. Group of partners will be able to join in networks for establishing stable cooperation activities, offering new application or services based on the GOST software environment. It is worth mentioning that the platform will be open also to small and micro enterprises that are encouraged to implement new contents to be offered as training material to interested stakeholders. In this ways also actors not immediately involved in the platform building shall be able to enter into an enlarged GOST network.

Staff category cost

Day cost of personnel involved in the project (*Indicate in the table the day cost for each category staff*).

Staff category	SI/NO (Indicate the staff category involved in the project)	DAY cost (Indicate the day cost for each staff category involved in the project)
Manager		
Researcher		
Technic		
Administrative		

A. GENERAL INFORMATION

Before completing this application form, please read the relevant sections in the 2011 Call for Proposals published by the European Commission and by your National Agency and the Lifelong Learning Programme Guide for 2011 which contain additional information e.g. the specific priorities for that year. Links to these documents and further information can be found on the Lifelong Learning Programme website:

http://ec.europa.eu/education/llp/doc848_en.htm

and on your National Agency website, whose address is available upon selecting the National Agency in the field below.

This application form should be completed by the applicant of the proposed Transfer of Innovation project, in cooperation with the planned partners. The application must be submitted to the National Agency of the country of the applicant by 28 February 2011. Use the "Eligibility Checklist" in section F below in this application form.

In accordance with standard European Commission practice, the information provided in your application form may be used by the Commission evaluate the Lifelong Learning Programme.