





# **Action Plan for Regione Marche**

Promoting Re-use from the Public Policies

#### 0 Introduction

The Marche Region - Energy Sources, Waste and Quarries and Mines Sector participates as project partner in the European project 2LIFES - Promoting Re-use from the Public Policies funded under the Interregional Cooperation Program 2014 - 2020 INTERREG EUROPE.

This project brings together cities and regions committed to re-use. The expected primary outcomes are the development of new channels, infrastructures and protocols for re-use, as well as the sharing of best practices to enable policy learning and step-up re-use. Awareness-raising among households, businesses and administrations will also be required. Finally, green jobs related to re-use initiatives are also expected.

### 1 Part I – Background

#### 1.1 General information

Project Name	Promoting Re-use from t	the Public Policies
Project Acronym	2LIFES	
Partner organisation concerned	Marche Region	
Country	Italy	
region	Marche Region	
Contact person	Lorenzo Federiconi	
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# 1.2 Policy context

Marche Region (Ancona, Italy) is a regional public authority. This region has put in place a new policy (the "Regional Waste Management Plan") that includes a "Regional Program of Waste Prevention (RPWP)", which covers municipal and special waste. The responsible authority for the Plan is the Regional Council of the Marche Region. The general objectives of this Plan are to achieve optimal performance in terms of integrated management of municipal waste and to encourage the correct administration of special waste. The Regional Programme of Waste Prevention (RPWP) aims specifically at the prevention of urban waste, focusing on prevention activities in the region, identifying Waste Fractions prevention priorities, setting strategic objectives, influencing permanent changes in behaviour, planning activities and monitoring activities. Through 2LIFES an optimized implementation of the Regional Waste Management Plan is expected, with particular attention to the promotion of reuse centres by municipalities.

Having to update the Regional Waste Management Plan approved by DAA no. 128 of 14/4/2015, after six years of validity, and having to provide for its adaptation to DIR/851/2018/EC, the Region has started the related procedural process, in fact with DGR no. 160 of 22/02/2021 it has defined the operating procedures for the update and adaptation of the Plan and with subsequent acts has started the procedure for the assignment of the external consulting service.

Since the Regional Programme of Waste Prevention (RPWP) is included in the Region Marche Regional Waste Management Plan also the RPWP will be updated taking in great consideration the results reached by the implementation of the 2LIFES project.

Consequently, the forthcoming MARCHE REGION ESIF REGIONAL OPERATIONAL PROGRAMME 2021/2027 will be influenced by the new RWPP and derived results will be embedded in such further policy instrument to launch more focused calls aimed to promote reuse.

Marche Region (Regional Act n. 25 of 13/12/2021) has approved the REGIONAL SUSTAINABLE DEVELOPMENT STRATEGY (SRSvS), through appropriate information and participatory processes, in order to define the contribution at territorial level for the realization of the SRSvS and Agenda 2030 and the related action A.1.2 foresees the increase of the use of technical tools for environmental analysis in the conservation of territories through sustainable management of natural resources respecting its operating rules, physical, biological and climate limits in line with the aim of our pilot action.

# 1.2.1 Policy Instrument

The Action Plan aims to impact:
☐ Investment for Growth and Jobs programme
European Territorial Cooperation programme
2 Other regional development policy instrument
Name of the policy instrument(s) addressed:

Regional Programme of Waste Prevention (RPWP) included in the Region Marche Regional Waste Management Plan also the RPWP

# 1.2.2 Main results of the regional survey on the mapping of reuse activities

The regional mapping of resources for reuse in the Marche Region was carried out starting from the following survey activities.

 Starting from June 2020, the Environmental Remediation, Energy Resources, Waste Management and Quarries and Mines Sector of the Marche Region, as part of the monitoring activities relating to the Reuse Centers, in view of the realization and updating of the Regional Budget document Waste, collected specific data and information for the Reuse Centers operating in the area using a specific survey form. 23 completed surveys were received by reuse centers and processed.

Results of the questionnaires addressed to 26 Reuse Centers

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5	Corinaldo	SI	0	С	СО	NO	/	NO	/	/	G	/	/	NO	NO	Α
6	Falconara	NO	NOP *	С	СО	SI	NO	NO	Ed C	EdP	G	SI Pr ev	NO	NO	NO	Α
7	Santa Maria Nuova	SI	0	С	СО	SI	SI	SI	Ed C	EdP	G	SI Pr ev	NO	NO	SI	Α
8	Senigallia Marzocca	SI	NOP **	С	СО	SI	/	SI	/	/	G	SI Pr ev	NO	NO	SI	/
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10	Macerata	SI	0	С	СО	SI	/	SI	Ed C	EdP	G	SI Pr ev	NO	NO	SI	Α
11	Porto Sant'El-pidio	SI	0	С	со	SI	SI	NO	/	EdP	C°	NO	NO	NO	NO	S
12	Tolentino	SI	0	С	СО	SI	SI	NO	Ed C	EdP	G	NO	NO	NO	NO	A +
13	Palmiano	NO	0	С	СО	SI	/	NO	/	/	G	SI	NO	NO	NO	S
14	SBT	SI	0	I	СО	SI	SI	SI	Ed C	EdP	C°	SI	NO	SWD	SI	S
15	Castel-planio	SI	0	I	СО	SI	/	NO	/	EdP	G	NO	NO	NO	NO	Α
16	Polverigi	SI	0	_	CO U.T. C.	SI	SI	NO	Ed C	EdP	G	NO	NO	NO	SI	S
17	Campo-rotondo di Fiastro-ne	SI	0	I	СО	NO	/	NO	Ed C	EdP	G	NO	NO	NO	NO	Α
18	Civita-nova Marche	NO ++	0	I	СО	NO	/	SI	/	/	G	SI	NO	NO	NO	Α
19	Monte-giorgio	SI	0	12	СО	SI	SI	NO	/	/	G	SI	SI	NO	SI	S
20	Urbino	SI	NOP	С	СО	SI	NO ^	SI	Ed C	EdP	G	NO	NO	NO	NO	D
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25	Pesaro	SI	0	/	/	/	/	SI	/	/	G	SI	NO	NO	/	/
26	Sasso-corvaro															

<sup>\*</sup> causa Covid 19 apertura prevista luglio 2020

- + situazione post sisma e crisi economica
- ++ si trova a circa 300 m. quindi non in adiacenza. (...ma nelle vicinanze.)
- +++ si trova a circa 450 m. Il Comune indica giustamente NO "nella vicinanze".
- ^ adeguato solo alla 1793/10
- Il sito web sarà previsto quale sezione specifica del sito aziendale ASET.
- X Centro non operativo nel periodo investigato.
- U.T.C. Unione Terra dei Castelli
- Info non contenuta nella scheda ma acquisita con separata mail: Comuni: Grottazzolina, Rapagnano, Belmonte Piceno, Monte Vidon Corrado, Falerone, Magliano di Tenna, Francavilla d'Ete.

On 30 July 2020, a Stakeholder Group Meeting was held, via an online platform due to Covid 19, between the managers of the Marche Region and the representatives at the Municipalities, owners of the Reuse Centers to whom the survey form was sent. The main purpose of the meeting was to take stock of the Reuse Centers currently active in the Marche Region through a meeting with all the operators.

Regional survey data	Challenges and possible solutions identified
ATA Rifiuti announces that some municipalities have turned to them asking for advice on the drafting of regulations.	Create the best conditions within the technical offices to create guidelines and regulations applicable on a regional scale.
ATA Rifiuti announces that some Municipalities have turned to them asking for advice on the methods of management and training of the operators assigned to the service.	Give more space to the training of operators

<sup>\*\*</sup> ultimato poco prima del periodo di chiusura totale per coronavirus (Il centro del Riuso è in fase di attivazione).

<sup>°</sup> per il prelievo del bene.

The Reuse Centers make use of a computerized management of ordinary activities (with different software, more or less elaborate) and only some have the possibility to connect to a computerized network

Promote the creation of a regional system of Reuse Centers (as advocated by the Guidelines).

Through the survey, stakeholders were asked to identify problematic and positive aspects. These are summarised below:

# Problematic aspects:

- Arrogant, overbearing or unfair behaviour (e.g. demanding more goods than allowed by regulation)
- The need to adopt co-responsibility agreements related to the re-use of potentially hazardous materials goods
- The need to improve the way goods are collected, by giving each one a good score to be deducted from a points card.
- The need to improve the management of goods in storage in order to avoid their accumulation.
- Lack of co-ordination at regional or provincial level
- Lack of involvement of second-hand operators
- Distance from the Collection Centre
- Economic difficulties of management
- Long waiting times for users
- Limited opening hours
- Poor communication activities
- Structural inadequacies (asphalt, shelving, etc.)
- Excessive quantity of clothes delivered by citizens compared to other types of goods
- Poor use of the service
- Limited opening hours

# Positive aspects:

- Reduction of waste sent for treatment/disposal
- Synergies with separate collection centres
- Educational value of the project
- Positive consequences for the image of the company managing the Collecting
- Centre and Reuse Centre (in case of single management)
- Possibility of hiring disadvantaged people
- Involvement of voluntary associations in the direct management of the service
- Good participation and positive feedback from citizens, generating a growing degree of awareness
- Help provided to weaker sections of the population

- Creation of collaborations with voluntary associations for charitable purposes (e.g. provision during lockdown of free clothing to homeless citizens) or other educational institutions in the area (Ludoteca del Riuso)
- activation of educational proposals for schools on the theme of reuse and organisation of public initiatives or events.

The mapping also shows other initiatives in the field of reuse found in the regional territory. Some examples:

-Agreement between the Reuse Center of Agugliano and the second-hand shop Mercatopoli of Ancona

-Projects for using washable nappies instead of disposable ones - Washable is healthy

-Bevi a rendere – project for the use of washable rigid plastic cups to replace disposable ones.

-Bottegone Pesaro Project – thrift shop coordinated with the municipal social services

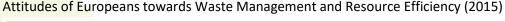
-Public Events (Svuota Cantine in Falconara M.mma, Manco'navanzo in Ancona, etc.)

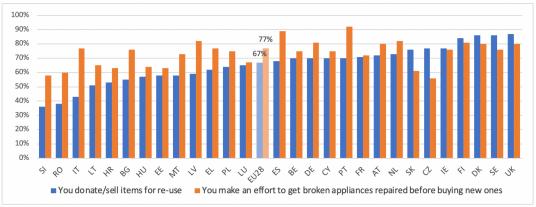


# 1.2.3 Main results of the regional survey on obstacles to reuse

As a vital component of the 2LIFES project, partners had to simultaneously carry out psychosocial studies on barriers to re-use concerning different population groups and products during the first semester. This study, consisting of a formal survey process, had the goal to identify the most reluctant groups to re-use and the less popular re-usable goods per territory, which is strategic information to provide content and evidence on the current situation, produce tailored communication campaigns, and increase the effectivity of the project.

Data and knowledge about consumers' behaviour regarding the circular economy are rather scarce. Therefore, these studies will frame the communication campaigns to be carried out during the project. As will be shown in this report, the survey was designed to exhaustively collect data on citizens' attitudes, beliefs, and behaviours regarding the re-use and repair sector. Behavioural economics can also inform and have a considerable impact in the policy arena, which often focuses on supply. However, it must certainly not ignore the demand in order to transition to a circular economy and thus deliver on sustainability targets.





Source: Own elaboration based on data from Flash Eurobarometer 388 (2015).

To change behaviours towards sustainable options, re-using products and re-usable packaging options must be seen as something attractive, desirable, affordable and convenient for customers. Hence, there is a need for municipalities, regional administrations, waste agencies and other public bodies to create a local re-use culture by educating its citizens and businesses about why re-use is important.

This should be supported with informative communications (both online and offline) that explain what can be re-used and signpost those interested donate (RREUSE & Zero Waste Europe, 2021).

Mapping out who the key stakeholders are locally and what existing re-use and repair initiatives are already being implemented and diving into the already existing psychosocial barriers to re-use is thus necessary, since it provides a helpful platform to guide future actions. Therefore, the partners of the 2LIFES project had to draft a situational analysis of re-use in their territory, as well as a survey concerning psychosocial barriers to re-use.

A total of almost 400 questionnaires were administered in Marche region, distributed almost equally amongst male and female sexes. The sample is on average young and highly educated. A majority of respondents in Italy reported higher revenues (50% cited a monthly household income between 2,000 and 4,999 EUR). The Italian sample include around 60% of people with higher education degrees. It must be noted that higher education is commonly related to a higher environmental awareness and more positive attitudes towards environmentally friendly actions. The occupational composition of the surveys in Italy with 57,4% of respondents working in the public sector, 24,7% in the private sector, 2,1% unemployed and a scant 1,8% retired.

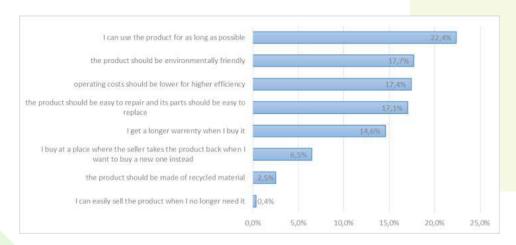
When assessing psychosocial barriers and drivers to purchase second-hand goods, it is also pivotal to understand consumer's beliefs and expectations when buying new products, and more generally, their engagement with the circular economy. Therefore, it was deemed necessary to kick off the survey by assessing consumers' behaviour when buying new products, in terms of what sustainability factors, ranging from durability to repairability, they have in mind at the moment of purchase. Respondents could mark more than one option. Italy (28,6%)

respondents coincided with considering the durability of a product as the most important factor when buying a new item. The duration of the warranty, the repairability of the product, products being environmentally friendly, and lower costs due to higher energy efficiency were also generally deemed as important factors, whilst the potential of products to be taken back at the end-of-life and the fact that there are made of recycled material were not high in the respondents' list of priorities.

Important factors when purchasing consumer items, by partners' countries

	Italy	Spain	Hungary	Lithuania
Durability	22,4%	30,4%	28,6%	27%
Environmentally friendly	17,7%	5,3%	18,3%	22%
Lower costs due to higher efficiency	17,4%	20,7%	18,9%	32,5%
Repairability	17,1%	13,6%	13,7%	3%
Longer warranty	14,6%	16,7%	11,3%	27%
Seller takes product back end- of-life	6,5%	2,5%	6,1%	17%
Made of recycled material	2,5%	1,6%	1,7%	1,5%
Easily sell the product	0,4%	4,5%	0,3%	41,5%

Important factors when purchasing consumer items, by Italian country

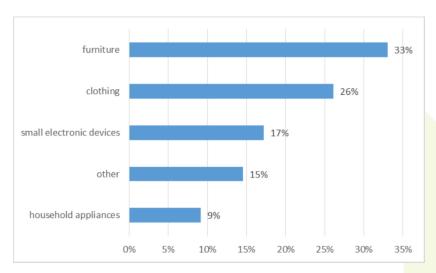


Source: Own elaboration based on surveys results

In Italy, data showed that men were more likely to focus on product durability and lower costs due to energy efficiency, whilst women gave more importance to warranties and environmental sustainability. No clear associations were found regarding the rest of the variables. Regarding income, individuals with higher reported household income gave more importance to energy efficiency, while those with a lower income were more prone to value the repairability potential of products.

The second block of the survey aimed to shed light on the past behaviour of respondents regarding the acquisition of second-hand goods, thus getting to know whether they had purchased a preowned product at some point in their life, what kind of product was it, and whether they regretted it.

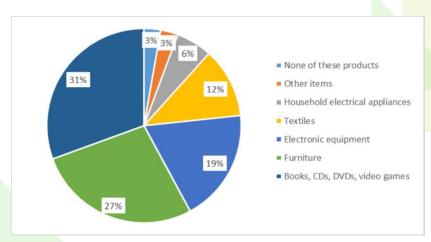
What kind of item did you buy / take second-hand from a shop, reuse center or online?



Source: Own elaboration based on surveys results

53% of respondents in the Marche region had bought preowned goods. The most common product to buy second-hand was furniture, with 33% of respondents having experience purchasing such goods, followed by clothes (26%), IT products such as headphones, MP3 or radios (17%) and finally, electrical appliances (9%).

Which of the following products would you buy second-hand?



Source: Own elaboration based on surveys results

In this Italian region, young respondents between 25 and 34 were found particularly prone to buy second-hand, with 66,7% of them have done so, compared to 47,1% of those over. Regarding specific second-hand products, people over 55 were found particularly unwilling to

purchase second-hand clothes. Women were found to be more likely to have bought second-hand goods than men, with 58,5% having done so, compared to 45,2% of men. Men were found more likely to buy second-hand IT products, while women were more likely to buy preowned clothes and furniture.

Consumer protection is a crucial factor in all sectors, as customers need to be able to obtain accurate information about the products they purchase and feel protected against possible defects of the products.

Reasons not to buy second-hand goods in the region of Marche, Italy.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Low reliability	7%	32,7%	40,8%	17,4%	2,1%
Easy get scammed	3,9%	16,9%	31,9%	41,3%	6%
No option to give back product	1,8%	12,2%	29,4%	43,4%	13,2%
Customer is less protected	1,3%	7,8%	17,7%	57,9%	15,3%

Source: Own elaboration based on surveys results

As it can be seen in the following table, more than 70% of respondents agreed with the notion that customers are less protected if there are any problems when buying second-hand products. 57,9% of respondents highlighted that customer have no option to give back the product to the seller, and almost half of the sample considered customers can easily get scammed when buying second-hand. However, respondents were found to somewhat disagree with the notion that second-hand products are less reliable.

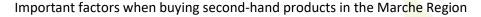
Whilst the majority of respondents do not think that second-hand products are unreliable, there are concerns regarding the possibility of being deceived when buying a second-hand product, the lack of options for replacement, and the absence of guarantees when buying a re-used product.

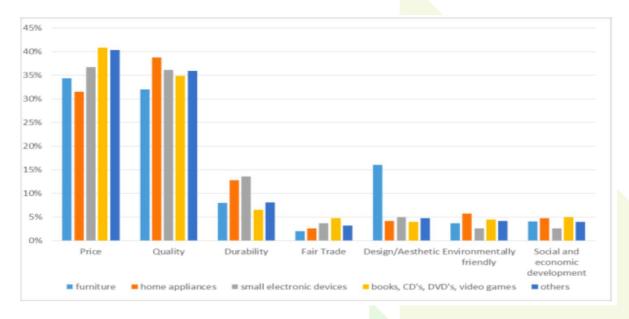
However, the second-hand market is a broad sector with a wide array of products. It is thus necessary to study each product's peculiarities whilst also examining how they interact with consumers' behaviour.

Similarly, most respondents (55,1%) in the Italian region of Marche reported that would never buy second-hand clothes, followed by electrical appliances (39%). Only 21,8% and 12,2% said that they would never buy IT products and furniture, respectively. Furthermore, respondents reported being particularly unwilling to buy second-hand products such as underwear, shoes, and other hygienic textiles such as towels. A key factor at play may be income. For instance, while 19,4% and 39,8% of respondents with an income above 3.000 euros per month reported that they would never buy second-hand furniture and electrical appliances, respectively, only 5,3% and 28,1% of those whose income was below 1.500 did so.

The same applies to IT products, as 22,6% of those earning more than 3.000 euros would never buy them second-hand, but only 10,5% of those earning less than 1.500 did so.

The results yielded 72,4% of respondents reported not to buy second-hand for hygiene reasons, followed by health and safety (51,4%) and quality (49,7%). 14,9% of respondents had never considered it, whilst 7,7% of respondents reported not buying second-hand because of the product's looks, and only 1,7% because of what other people might think of them. While these results suggest that social influence and stigma are not a factor at play, unwillingness to publicly recognize social influence over individual decisions is a known trend in behavioural research, therefore this should not be taken as definitive results.



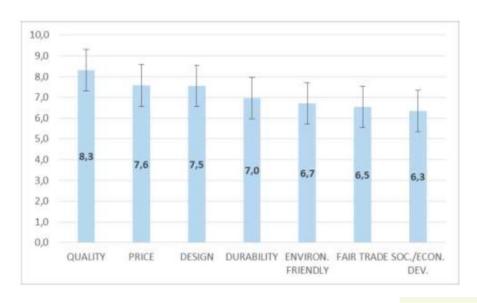


Source: Own elaboration based on surveys results

Italian partners decided to ask separately about re-used clothes, since this is a critical product in the sector. Regarding the rest of the products, price and quality were the most essential factors, with slight differences between the different products. Roughly 65-75% of respondents ranked either price or quality as the most crucial factor when purchasing second-hand products. Durability came third, particularly regarding home appliances and IT products, with almost 15% of respondents ranking durability as the main factor when buying this item. Finally, design and aesthetic properties were significant factors when purchasing furniture, but they were not deemed essential for the rest of the products. Concerning textiles, respondents had to value from 1 (less important) to 10 (more important), how important were for them the same factors (quality, price, design, etc.). As shown in the figure below, the most important factor was the quality of the garment, with an average value of 8,3, followed by its price and design. Durability performed slightly worse, with an average value of 7. Finally, those factors related to social and environmental sustainability were the ones that the respondents found less relevant when buying re-used clothes. Therefore, these results point to the pressing need of deploying awareness-raising campaigns about the environmental and social benefits of re-used clothing

and other products, thus influencing consumers' priorities. Second-hand textiles have been proven to bring about many ecological advantages compared to new garments16, as well as social benefits such as job creation: according to RREUSE (2021), social enterprises create on average 20 jobs per 1.000 tonnes of textiles prepared for re-use.

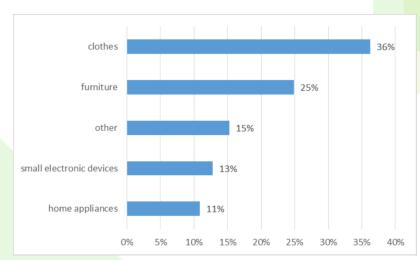
Important factors when buying second-hand clothes in the Marche Region



Source: Own elaboration based on surveys results

The overall number of respondents that had donated goods was higher in the Marche Region, where 58,2% of respondents had donated or sold preowned goods. Of these, 46% had donated furniture, 67% clothes, 20,1% electrical appliances and 23,7% IT products.

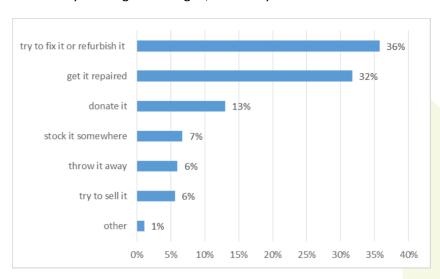
What product have you already donated or sold in a thrift store, reuse center, flea market, or online?



Source: Own elaboration based on surveys results

The reasons not to donate in Marche Region were different. 60,2% of those that had never donated goods didn't do so because of difficulties in the process, 42,9% pointed to the lack of information, 21,1% to reluctance on the economic and social procedure and its consequences and only 5,6% to lack of awareness. No apparent differences in this regard were found concerning gender, age, or income.

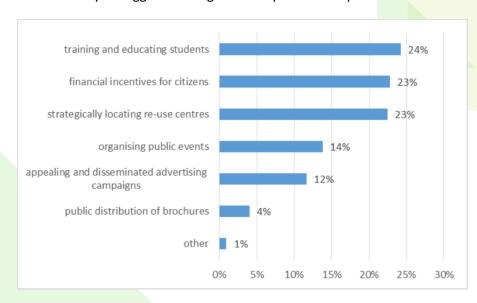
If an item you use gets damaged, what do you do?



Source: Own elaboration based on surveys results

In the Marche region, the most common reaction to a broken or damaged item was to try to repair or refurbish the product (36%) or bring it to a professional repairer (32%), whilst 13% of respondents would donate it as a first option. Stocking it, throwing it away, or trying to sell it were the less common options, with 6-7% of respondents doing so as a first option.

What would you suggest to integrate to improve reuse practices?



Source: Own elaboration based on surveys results

Respondents in the Marche region, Italy, also included training and educating students as a critical measure (24% mentioned this proposal as the most important), with 23% pointing to the need to create and locate re-use centres strategically, and 23% underlining the need to put in place financial incentives for citizens. Public events (14%), advertising campaigns (12%) and public distribution of brochures (4%) were the least popular proposals. Finally, 87% of respondents deemed it necessary to allocate public resources to promote re-use through public policies, whilst only 8% didn't agree with that option, and 5% was unsure. Among those not agreeing with publicly promoting this sector, some examples of responses included people not considering it a priority area, people advocating for the industry to support itself, or people advocating to use the products for as long as possible.

In the Italian region of Marche, 42% of respondents had heard of the alternative of buying a remanufactured product made of re-used parts, whilst 25% knew of "formal" sharing schemes such as car or bike sharing, 20% of renting a product instead of buying it, and 11% of using "informal" sharing schemes such as sharing lawnmowers with the neighbours. Only 2% of respondents had never heard of any of those alternatives to purchasing new products.

In the Marche region, 82% of respondents highlighted the need and usefulness of creating more facilities where citizens can donate and buy more second-hand products in their city or town, whilst out of a total of 352 valid responses, 27% responded that they didn't know of any re-use institutions, stores or facilities in their area. In the Klaipeda region, in Lithuania, 58% of respondents knew at least one re-use establishment in their area.

#### 2 Part II - Methodology

# 2.1 Interregional approach and conclusions

The interregional learning process took place through the exchange of good practices. Partners contributed to this learning phase together with their local stakeholders by identifying and explaining their experiences and initiatives related to the pursuit of re-use of their cities, to inspire other partners.

The good practices presented during the project were all subject to a more in-depth analysis by the other partners involved through a Peer review process.

The present action plan of the Marche Region is therefore positively affected by all the actions seen along the way.

All partners conducted a survey with common questions. The survey aimed to dive into consumer behaviour regarding re-use, thus revealing what psychosocial factors might boost or hamper second-hand consumption.

The main obstacle in the Marche Region it was difficulties in the donation process. However, a wide majority (97-99%) of those citizens that had donated or sold used products would do so again, which is good news for the sector.

Most respondents were found willing to repair broken or damaged products (either by repairing by themselves or by going to a professional repairer), even though critical differences were found following gender and generational lines, but also depending on the type of product.

Clear differences were also found regarding countries, even though a more solid methodology, especially concerning sampling, would be needed to draw comparisons.

Finally, the survey showcased that most citizens deemed education and strategic location of reuse centres as the main drivers to promote the re-use sector, whilst financial incentives and public campaigns also received some support. Most respondents also deemed it appropriate to allocate public funding to boost the re-use sector, thus legitimating projects such as 2LIFES. It will be obviously pivotal to monitor public support for this kind of policies, which should be linked to improved monitoring frameworks of citizens' beliefs, perceptions, and attitudes regarding the sector, in line with this report.

# 2.2 Regional approach. Stakeholders

The project approach required constant involvement of public and private stakeholders interested in reuse challenges to collect contributions for the development and implementation of shared local policies through a participatory approach and capacity building of technical public

officials, and politicians to implement policies and plans to promote good practices in the reuse and prevention of landfill assets.

The Local Stakeholder Group (LSG) for the Marche Region was formed at the beginning of the project, involving the following parties, interested in the interregional learning process and in the drafting of the RAP, in order to achieve a political change thanks to their direct involvement in project activities and to improve the public-private partnership.

The Local Stakeholders Group (LSG) for the Marche Region is:

- 1. Marche Region- Environmental Remediation, Energy resources, Waste Management and quarries and mines Unit
- 2. Soc. Coop. H.O.R.T. external consultant for the Marche Region as part of the 2LIFES project and manager of the Reuse Center of Santa Maria Nuova (AN).
- 3. Marche Multiservizi di Pesaro
- 4. Picena Ambiente SPA
- 5. ARPAM di Pesaro
- 6. Comune di Camporotondo di Fiastrone
- 7. Comune di Agugliano
- 8. Comune di Polverigi
- 9. Comune di San Benedetto
- 10. Comune di Serra de' Conti
- 11. Comune di Porto Sant'Elpidio
- 12. Comune Falconara M.ma
- 13. Comune Tolentino
- 14. Comune di Cagli
- 15. Comune di Montegiorgio
- 16. Comune di Montegallo
- 17. Sistema 3Srl
- 18. Coop Risorse Macerata Centro Riuso
- 19. Ludoteca Riù Tolentino
- 20. Ludoteca Riù Santa Maria Nuova
- 21. Ludoteca Riù Fermo
- 22. Ludoteca Riù Pesaro
- 23. Centro del Riuso di Macerata
- 24. Environmental education centers (EEC) Fondazione Ferretti
- 25. EEC ambiente mare
- 26. EEC provincia di Pesaro
- 27. La confluenza ODV Osimo
- 28. Ente Parco Regionale del Conero
- 29. EEC La Contea
- 30. EEC Fondazione Oppelide

# LSG met a total of 4 times for the moment:

I. 30.07.2020 - workshop 1 Stakeholders Group Meeting, through Team Platform, between the managers of the Marche Region and the reference persons at the municipalities, who owned the Reuse Centers to which the survey form was sent. The main purpose of the meeting was to take stock of the Reuse Centers that are currently

active in the Marche Region through a meeting with all the operators. It was also necessary to update the waste report 2018-2019, edited by ARPAM, in order to have a complete mapping to ensure a good monitoring activity.

- II. 29.01.2021 workshop 2 Local Stakeholder Group in MR. Team platform. Aim: present the 2LIFES project and the 2-output produced to stakeholders not yet involved (Environmental Education Centers CEA and Ludoteche Riù) asking for a contribution to the dissemination of the questionnaire on the survey concerning the psychosocial study. A summary of all the GPs shown in the 2 TS were presented. A final discussion provided several hints and inspiration for the forthcoming Action Plan and other communication activities.
- III. 23.03.2021 workshop 3 Regional Stakeholder Group Meeting. Teams platform. Aim: encourage the involvement and active participation by the managers and the Reuse Centers of MR. The psychosocial study on social and cultural barriers to reuse and a mapping of reuse initiatives presented. Comparison between the participants on the management methods of the Reuse Centres to identify strengths and weaknesses and envisage actions to make services more effective in perspective of the activation of a Regional Reuse Centres network. The management experience of the Reuse Center of Macerata and the management software adopted was presented.
- IV. 13.07.2021 A Dissemination campaign addressed to Policy Makers and Public Officials Reuse Centers, key tools in waste prevention policies: the strategies of Marche Region for the strengthening of the regional network was held on-line on 13/07/2021. The meeting aimed to achieve the following main objectives: present the 2LIFES project and the project outputs realized; sensitize policy makers and public officers on the opportunities offered by MR for the activation of a Reuse Center; present a model of Reuse Center active in the territory; support Municipalities in the realization and activation of a Reuse Center; favor a comparison of experiences; bring out doubts, critical issues and needs of participants on reuse.

# 2.3 Regional strategic thinking process

In March, during the 4th Regional Stakeholder Group Meeting which involved Reuse Centres and employment in the reuse sector in the Marche Region, interesting opinions and ideas were expressed.

Despite the fact that the Marche Region has already issued guidelines for management, some stakeholders point out that it would be opportune to standardize the management protocols and regulations, in particular to regulate the way in which items can be collected by citizens.

Some re-use center managers have highlighted the difficulties in finding voluntary staff capable of working in re-use centers and therefore need to recruit and remunerate staff. Moreover, such personnel must necessarily be trained, inspired by the Good Practice Waste Valorize model.

Another aspect necessary in order to be able to put all the centers of reuse on the network is the choice of a common management software, such as the one presented during the meeting and used at the center of reuse of Macerata. This software must make it possible to standardize the cataloging and monitoring of the type and quantity of items and must be user friendly.

Is also interesting the willingness of several reuse centers to activate craft workshops to repair the goods attached to the centers, but this critical is in conflict with current legislation.

Some reuse centers also complain about the lack of adequate space and require adequate funding.

Finally, to deepen the topic of the positioning of the centers of the reuse: for some stakeholders is better attached to the waste collector center for the logistics of management of the items and to direct fewer sensitive citizens to the culture of reuse. For others, they could also be located in the city areas to dissociate the concept of waste from the concept of items.

From the major critical issues that emerged and in order to encourage the real establishment of an effective network throughout the region, these are the suggestions that we intend to implement in the action plan:

- o common management software;
- o resources to promote employment (green employment);
- o resources for structural investment;
- o organization of appropriate training programs for staff.

#### 3 Part III- Actions

# 3.1 Action 1: Management software for reuse centers



# 3.1.1 Relevance to the project

The Reuse Centres of Marche Region represent one of the most significant actions implemented by the Region in the waste prevention policies and have been at the centre of several actions within the 2LIFES project.

Therefore, the Marche Region intends to invest further energies to increase the services of the Reuse Centres, to strengthen the network of the Reuse Centres and to improve the monitoring capabilities both by the Municipalities and by the Region itself.

This action comes from the need to respond to the inputs provided by the stakeholders involved in the project and also from the need of Marche Region to control and monitor in a more effective way the services carried out by the Reuse Centres of the regional network.

In fact, the adoption of a management software shared by all the reuse centres will respond to different needs expressed by the stakeholders and by the Marche Region itself:

- o enable re-use centres to provide high standard and efficient services
- enable the Reuse Centres to monitor the delivery, cataloguing and redistribution flows of goods
- o improve the connections between the Reuse Centres and therefore encourage the development of the regional network
- enable Marche Region to monitor in real time the services offered by the Reuse Centres
- enable Marche Region to access data on the services provided by the Reuse Centres (registered users, items delivered etc), to be included in the annual Regional Waste Report
- facilitate an evaluation of the quality standards of the services offered by the reuse Centres, the adoption of corrective measures and the possible updating of the regional guidelines.

#### 3.1.1.2 Interregional learning

As regards the transfer of the methodology on our territory, the following good practices inspired Marche Region to develop this action:

# Reuse Space and Reuse App presented by EMULSA

Mobile application where citizens can acquire objects, that other citizens no longer need, for free and that are donated and collected at the CAS

Reusapp: in one of its Civic Amenity Site, EMULSA has set up a space where citizens, with EMULSA's permission, can drop off the unwanted objects that are still in good condition to be used by another person. These objects are uploaded by EMULSA to a free mobile app where people can pick them up without any cost. The majority of the objects are electric an electronic devices, childcare materials and toys that are in an adequate state and susceptible to be re-used.

The main goal of this project is to achieve the 50% of re-use and recycling set by the European Union for the year 2020.

An issue that arose was that there have been many robberies in the area where the objects are stored and that only objects in good condition were accepted.

There were also some misscommunication issues with citizens.

The contest where the practice was introduced was the Strategic Business Plan of EMULSA and the Municipal Waste Management Plan.

By the implementation of these practices, EMULSA improved the communication with citizens, increased the re-use percentage and promoted the circular economy in the town of Gijón.

The main stakeholders and beneficiaries are the citizens.

Marche Region plans therefore to draw inspiration from the good practice proposed by EMULSA, which provides for the use of a tool able to promote the reuse of items by citizens.

However, the good practice will be adapted to respond more closely to the needs of Marche Region listed in the previous paragraph.

In fact, the aim will not be the creation of an app to be used directly by the citizens, but the creation of a management software to be used by the operators and managers of the Reuse Centres and by Marche Region itself.

Citizens will therefore be indirect beneficiaries of the new tool, because thanks to the improvement of the quality standards of the Reuse Centres, they will benefit from more efficient services.

In the framework of the 2LIFES project there was the opportunity to check at local level the experience of the management software currently used by the Centro del Riuso of Macerata.



It was a very interesting case study. This initiative has been selected as a good practice by the Interreg Europe Policy Officers.

The aim of this action is therefore to select the most successful features of this good practice, to improve it by responding to the needs of the network of Reuse Centres and to disseminate it in the whole area of Marche Region through the key role of the 5 ATA Rifiuti.



# Computer-based management of Reuse Centres

03/05/2021

In order to solve all problems encountered in the management of the reuse center with a simple spreadsheet, a new management tool has been developed.

Location: Marche, Italy (Italia) Project: 2LIFES

## 3.1.2 Nature of the action

This action is focused on the creation and implementation of a software for the management of reuse centers of Marche Region. The action will be carried out through a transitional phase and through the direct involvement of the ATA Rifiuti of the Province of Ancona.

In fact, in a first phase of the project, the management software will be proposed and implemented in the Reuse Centres of this area and its functioning will be monitored thanks to the mediation of ATA Rifiuti.

This project will facilitate the more successful management of reuse centers, will improve the services offered, and will encourage the tracking of data and indicators by Marche Region itself and the municipalities owning a reuse center. Specifically, the software will make it possible to:

- better manage the master data of the users using the services of the reuse center
- monitor and track the quantities of items delivered and collected by each user
- monitor all reuse center delivery and collection data
- facilitate remote booking of items by users
- facilitate the exchange of data and information among the different reuse centers of the regional network

In a subsequent phase, the use of the management software will be extended to all Reuse Centres of Marche Region, also in other Province area.

The creation and use of a management software should therefore represent a very important step to make more and more effective the waste prevention policies proposed by the Marche region through the Reuse Centres.

Marche Region will thus have a large database to interrogate that becomes a useful tool for politic programming and decision making.

The network of reuse centres will not only be a logistic connection nature, but also a standardisation of response and political management.

For the best success of the project, the role played by the ATA Rifiuti of Marche Region, and in particular by the ATA Rifiuti of the Province of Ancona, will be fundamental.

The ATA Rifiuti of the Province of Ancona plays a very important role in the development of the network of Reuse Centres and the actions proposed by the Marche Region are very closely linked to the actions and role of ATA Rifiuti.

In fact, the ATA Rifiuti Piano d'Ambito (Area Plan), which is in the process of being approved, foresees the opening of a further 18 Reuse Centres by the year 2024.

Moreover, in the same document (Area Plan) it is provided that the management of all the Reuse Centres in the area of the ATA Rifiuti of the Province of Ancona will be entrusted to a single manager (the same manager that will be in charge of managing the waste collection centres).

There is also another important factor:

In recent weeks, the ATA Rifiuti of the Province of Ancona has been working with local municipalities to submit projects and applications for funding to improve waste governance and prevention actions in their areas.

The projects were submitted in response to a national funding call called PNRR (National Recovery and Resilience Plan).

Many of the projects and funding applications submitted aim to improve the equipment and services offered by the Reuse Centres. In many cases, the projects submitted specifically include a request for funding for new reuse centre management software.

This clearly confirms two fundamental issues

- the need for Reuse Centres to use adequate management software
- the key role that the ATA Rifiuti of the Province of Ancona can play in this action and in the pilot phase of implementation in its territory.

The action will be included the Regional Waste Prevention Programme (under review) and may therefore significantly affect the prevention policies of the Marche Region.

# 3.1.2.1 Policy improvement

Marche Region pursues its waste prevention policies through the instrument of the Regional Waste Prevention Programme. The RWPP is a key instrument that outlines the general guidelines, tools and action lines on waste prevention to be implemented in the regional area,

in close collaboration with public authorities, institutions, civil society organisations, schools and citizens.

The Interregional cooperation was the source of inspiration for Marche Region for a new project consisting on the creation and implementation of a software for the management of reuse centers of Marche Region.

This project since it's coherent with what stated in the RWPP about the way to improve the regional reuse centers, will be financed with regional funds available within the regional policy instrument addressed. Reuse Centers are a key tool in the regional program. This action aims to improve the services and outcomes of reuse centers. Therefore, it will be incorporated and included in the next revision of the RWPP by Marche region itself. It contributes significantly to the strategic objectives of the Program.

This action can contribute to an important extent to the improvement of regional policies in the field of waste prevention and, in particular, to policies encouraging reuse. The implementation of this action will also highlight the potential and criticalities of RWPP and will allow to improve the results achieved by the network of Reuse Centres.

The implementation of the actions will contribute significantly to the achievement of the following goals:

- the services of reuse centers will be strengthened through the employment of more qualified operators
- monitor more closely the flows and types of items intercepted by prevention actions
- obtain precise indicators to monitor and evaluate the services of reuse centers and the results achieved.

For this reason, as highlighted in the action plan, the actions can be financed by the resources allocated by the Marche Region for the implementation of the actions provided by the policy instrument.

Therefore, Marche Region intends to include in the Regional Waste Prevention Program this action of the action plan, which is the result of the experiences gai<mark>ned within the 2 LIFES project and from the discussion with the partners.</mark>

#### 3.1.2.2 Activities

The action will be implemented through the following phases:

- drafting of an agreement between Marche Region and ATA Rifiuti of Province of Ancona for the definition of the respective roles in the action and the results to be achieved
- involvement of stakeholders to identify and define the software features: Marche Region, ATA Rifiuti of the Province of Ancona, lead experienced municipalities selected for the good management of the Reuse Centre

- involvement of Marche Region Information Technology Office to share the project idea
- Definition of software development methods (in-house development by Marche Region, outsourcing to an external company, etc.)
- definition of the costs necessary for the software implementation
- software development
- Official Validation by the Marche Region as Managing Authority of the software developed to be installed in the reuse centers (approval of the project)
- distribution of the software to selected Reuse Centres of the area of the ATA Rifiuti of the Province of Ancona
- mid term monitoring the functioning and feasible corrections of the software
- Sharing of the results achieved with the municipalities and with the ATA Rifiuti of Marche Region
- dissemination of the results achieved
- involvement of all the ATA Rifiuti of Marche Region and planning of the software dissemination phase in all the Reuse centres of the Region.

#### 3.1.3 Stakeholders involved

For the implementation of this action the following players will be involved:

- Marche Region (PF Reclamation, Energy Sources, Waste and Quarries and Mines -Information Technology Office)
- ATA Rifiuti of Marche Region
- municipalities holding a reuse centre
- companies and associations involved in the management of the Reuse Centre

#### 3.1.4 Time frame

August 1st 2022 – July 31st 2023

ACTIVITIES	(1		SEM 2022 -			3)	II SEMESTER (1/02/2023 - 31/08/2023)						
	1	2	3	4	5	6	1	2	3	4	5	6	
Drafting of an agreement between Marche Region and ATA Rifiuti of Province of Ancona for the definition of the respective roles in the action and the results to be achieved													
Involvement of stakeholders to identify and define the software features: Marche Region, ATA Rifiuti of the Province of Ancona, 3 municipalities in the region selected for the good management of the Reuse Centre													
Involvement of Marche Region Information Technology Office to share the project idea													
Definition of software development methods (in-house development by Marche Region, outsourcing to an external company, etc.)													
Definition of the costs necessary for the software implementation													
Software development													
Official Validation by the Marche Region as Managing Authority of the software developed to be installed in the reuse centers (approval of the project)													
Distribution of the software to selected Reuse Centres of the area of the ATA Rifiuti of the Province of Ancona													
Mid - term monitoring the functioning and eventual corrections of the software													
Dissemination of the results achieved													
Involvement of all the ATA Rifiuti of Marche Region and planning of the software dissemination phase in all the Reuse centres of the Region.													

#### 3.1.5 Costs

The costs are related to the normal administrative process as the action will be implemented in house (about € 60.000,00).

The full cost is estimated on the basis of other similar experiences that Marche Region made in the past years to develop similar managing software for different issues, such as the Regional cadastre of thermal installations, the Regional quarries cadastre, the energy performance certificates cadastre. The estimated cost refers to the amount for the open bidding process for commissioning the software development to an external expert contractor. Personnel administrative costs are not included, as public employees are paid from ordinary resources and the activities to be performed do not result in extra costs in salaries.

Possible additional costs will be estimated during the development of the project.

In order to ensure the action the costs are fully covered by the regional funds and consistent with the prevention program. In addition, in order to improve the action may include the

possibility of additional funds from ATAs. In fact part of the costs of this action could be covered by funding that municipalities could obtain following the submission of projects under the National Recovery and Resilience Plan funding call (submitted through ATA Rifiuti) and further Regional funds.

# 3.1.6 Funding sources

The action will be financed through the ordinary funds of the Marche Region and through the ordinary funds of the municipalities involved.

The action is in line with what is regulated by the prevention program. Each year the region funds activities aimed at improving the Reuse Centers. This action strongly contributes to the achievement of this objective, and can therefore be financed with regional funds coming from the landfill tax surcharge paid annually to the Marche Region by the managers of services connected to the waste cycle.

# 3.1.7 Success indicators for the action

The following indicators will be considered

- implementation of the management software.
- Number of Reuse Centres adopting the software in the area of the ATA Rifiuti of the Province of Ancona



# 3.2 Action 2: Training courses for "reuse Valoriser" for the best management of the reuse centers and the implementation of the Marche Region Reuse Centers network

# 3.2.1 Relevance to the project

This action, partly linked to the previous one, aims to promote a training course for operators of re-use centres on a variety of subjects, capable of forming a new professional figure currently absent from our region.

Among the topics covered in the course will be the use of management software created under Action 1. For this, the involvement of the managers of the re-use centers will be very important.

The operators of the Re-use Centres of the regional network, thanks to this training course, will acquire a higher professional level on the topic of re-use and will have more employment opportunities, even outside the regional network of re-use centres.



Thanks to this action and the new skills acquired by operators and managers, the Re-use Centres of the regional network (and the people who work there) will be able to communicate with each other in real time on the same level of content: this will generate new perspectives for action and development of the Centres' services.

All this will allow a significant increase in the standards of the services offered by the Re-use Centres and the results achieved and the emergence of a new professional profile in the Marche Region.

#### 3.2.1.1 Interregional learning

As regards the transfer of the methodology on our territory, the following good practices inspired Marche Region to develop this action:

Projet Valoriste (Waste Valoriser Training Programme) in Belgium

In Belgium, there is an officially recognised training programme, the 'Waste Valoriser', focused on giving value to waste materials and re-usable products.

Waste prevention, re-use and repair activities are key in the transition to a circular economy and require workers with a specific set of skills and know-how. Through a particular training programme, 'Waste Valorisers' deal with varying incoming waste streams such as textiles, furniture, electronics and more. They are taught to recognise the value of waste materials and products and to distribute them towards the appropriate re-use or recycling streams.

However, while the Waste Valoriser profession always existed, it was not officially recognised and valued by the Belgian authorities. Therefore, RESSOURCES, the Belgian federation of social and circular enterprises, implemented this training programme and strongly advocated for its official recognition. The job and training programme is now legally recognised by the Belgian regions of Brussels and Wallonia. The operator running the training programme is 'Mission Locale de Forest' (MLF).

Social and circular enterprises active in re-use and repair provide training and job opportunities to people distant from the labour market all the while giving a second life to items. It creates opportunities for individuals to reinsert themselvers into the labour market by working in a collective environment promoting integration through socialisation and team work.

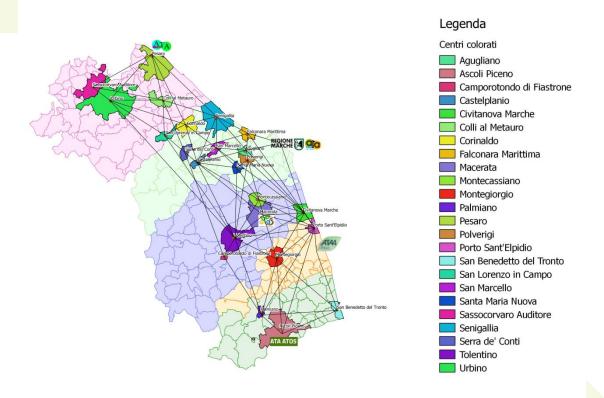
This good practice will be developed and personalized to respond to local needs.

The action is inspired by the idea of increasing the skills of the Reuse Centres operators, but it will be mainly focused on training the operators on the use of the new management software.

The training course for operators will also cover other significant aspects of the work such as: improving the relationship with citizens, selection and valorisation of items delivered to the reuse centre etc.

In addition, the managers of the Reuse Centres will be involved in a parallel training course in order to give them the possibility to exercise a direct control on the services carried out by the Centres.

The training course for the use of the management software will be useful also for the Marche Region managers themselves who, through the software, will be able to monitor in real time the work and the results of the Reuse Centres of the regional network.



Thanks to the Advisory Partner Rreuse, Marche Region has established direct contacts with the leaders of the good practice Waste Valoriser to organize a bilateral in person deepening meeting in April 2022.

#### 3.2.2 Nature of the action

The action involves the design and activation of a training course for operators and managers of re-use centres with the aim of:

- increase operators' skills in re-use and management of re-use centres;
- create a common level of communication and language to enable operators to speak more effectively.

The course will consist of various training modules related to the topics of communication and relationship with citizens, on the selection and enhancement of items delivered to reuse centers, and on the restoration and recovery of objects to be repaired.

One of the modules will also deal with the use of the software created by Action 1 and will also involve the managers of the re-use centers: from this point of view, This action is crucial to allow the management software to be really useful and to achieve all the results and objectives that are set with this tool.

The objective of the action is therefore to improve the skills and communication between the operators of the Re-use Centers and encourage the emergence of a new professional figure currently absent in our region.

All this will contribute significantly to the development and improvement of the services offered by the network of Re-use Centres of Marche and to the success of reuse policies in our region.

The action can be included in the Regional Waste Prevention Programme (under consideration) and can therefore have a significant impact on the prevention policies of the Marche Region.

# 3.2.2.1 Policy improvement

The interregional cooperation was the source of inspiration for the Marche Region for a new project that consists in the creation and realization of a training course for the management of the re-use centers of the Marche Region.

This project, since it is consistent with the statement in the RWPP on how to improve regional re-use centres, will be financed from regional funds available within the regional policy instrument addressed. Re-use centres are a key tool in the regional programme. This action aims to improve the services and outcomes of re-use centres. Therefore, it will be incorporated and included in the next revision of the RWPP by the Marche region itself. It contributes significantly to the strategic objectives of the Program.

This action can make an important contribution to the improvement of regional policies in the field of waste prevention and, in particular, to policies encouraging reuse. The implementation of this action will also highlight the potential and criticalities of RWPP and will improve the results achieved by the network of Re-use Centres.

This action aims to provide operators and managers of re-use centres with the necessary skills to increase services. It also intends to generate an important strengthening of the network of re-use centres in the Marche region.

This action, could be linked to the first, because part of the training course aimed at operators and managers of re-use centres will focus specifically on the use of the new management software. However, most of the training hours will focus on broader issues of management and communication between re-use centres.

Thanks to the training course, operators will acquire new skills and reach a higher professional level. The type of change that the Marche Region wants to achieve is:

- The development of new professionals working in the world of re-use;
- to create a new standard training protocol aimed at forming homogeneous professionals ready to operate in the same way with the same knowledge base throughout the network of re-use centres;
- Allow greater understanding and communication between managers and operators;
- Generate new employment in the territory;

 Citizens who use the services of re-use centres will also have more opportunities to interact with them, e.g. thanks to the possibility to remotely monitor the available goods, reserve the goods etc.

The new skills acquired by the operators and managers of the municipalities and the correct use of the management software implemented with the first action, will lead to a significant strengthening of the network of re-use centers of the Marche Region. Indeed, re-use centres that are now autonomous and independent in the management of their services will be able to connect with each other and develop joint initiatives. This will open up new perspectives and new possibilities for the improvement and extension of services provided by re-use centres.

For this reason, as highlighted in the action plan, this action can be financed by resources allocated by Marche Region for the implementation of the actions provided by the policy instrument.

Therefore, Marche Region intends to include in the Regional Waste Prevention Program this action of the action plan, which is the result of the experiences gained within the 2 LIFES project and from the discussion with the partners.

#### 3.2.2.2 Activities

The action will be developed through the following phases:

- drafting of an agreement between Marche Region and the 5 Provincial ATA Rifiuti for the definition of the respective roles in the action and the results to be achieved. Lead experienced municipalities' possible involvement (working group).
- identification of number and of contents of the training courses by Marche Region and ATA Rifiuti (location of classes, duration, addressees, mode of execution etc)
- definition of the costs
- identification of trainers and assignment
- Official Validation by the Marche Region as Managing Authority of the training course projected (approval of the course)
- medium-term monitoring of the effectiveness and possible corrections of training courses
- sharing of the results achieved with the municipalities and with the ATA Rifiuti of Marche Region
- implementation of the training courses
- dissemination of results achieved

# 3.2.3 Stakeholders involved

The following actors will be involved in the implementation of this action: Marche Region, ATA Rifiuti, and Municipalities owning a Reuse Centre.

#### 3.2.4 Time frame

August 1st 2022 – July 31st 2023

ACTIVITIES	(1	I SEMESTER (1/08/2022 - 31/01/2023)					II SEMESTER (1/02/2023 - 31/08/2023)							
	1	2	3	4	5	6	1	2	3	4	5	6		
Drafting of an agreement between Marche Region and ATA Rifiuti of Province of Ancona for the definition of the respective roles in the action and the results to be achieved														
Identification of number and of contents of the training courses by Marche Region and ATA Rifiuti (location of classes, duration, addressees, mode of execution etc)														
Definition of the costs														
Identification of trainers and assignment														
Official Validation by the Marche Region as Managing Authority of the training course projected (approval of the course)														
medium-term monitoring of the effectiveness and possible corrections of training courses														
Sharing of the results achieved with the municipalities and with the ATA Rifiuti of Marche Region														
Implementation of the training courses														
Dissemination of results achieved														

# 3.2.5 Costs

The costs are related to the normal administrative process as the action will be implemented in house (about € 40.000,00). Possible additional costs will be estimated during the development of the project. Marche region could manage by the regional personnel training school and finance with own founds training courses for public officers.

The full cost will be estimated on the basis of other similar experiences. Personnel administrative costs are not included, as public employees are paid from ordinary resources and the activities to be performed do not result in extra costs in salaries.

# 3.2.6 Funding sources

The present action will be financed through the ordinary funds of the Marche Region.

The action is in line with what is regulated by the prevention program. Each year the region funds activities aimed at improving the Reuse Centers. This action strongly contributes to the achievement of this objective, and can therefore be financed with regional funds coming from the landfill tax surcharge paid annually to the Marche Region by the managers of services connected to the waste cycle.

# 3.2.7 Success indicators for the action

The following indicators will be used to monitor this action:

- Implementation of training courses
- Number of managers and operators involved in the training course



# **CREDITS**

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