



## **R3-A2.** Training Materials



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## User's Guide







### Content

1.	INTRODUCTION AND DOWNLOAD LINK	. 4
2.	INCLUSIVESTONE USER GUIDE.	. 5
	2.1. System components	. 5
	2.2. Before first use	. 5
	2.3. Use by InclusiveStone	. 6







### **1. INTRODUCTION AND DOWNLOAD LINK**

In the current context, where access to information is broader and more diversified than ever, interactive digital content has established itself as the favorite means for users to explore and learn about different topics. Audiovisual content platforms and educational video games are clear examples of this trend, capturing the attention and interest of the public through dynamic and attractive formats.

The InclusiveStone project arises as an innovative initiative that seeks to use these digital tools to facilitate the labor inclusion of people with disabilities in the natural stone sector. The mission of the project is to provide an educational platform that offers a realistic and accessible view of the various tasks and processes in this industry, specifically aimed at people with disabilities interested in being part of this work environment. The scarcity of educational resources tailored to the needs of this group underlines the importance of this type of project.

The main purpose of InclusiveStone is to raise awareness of the capacity and value that people with disabilities bring to the natural stone sector, providing adapted training resources and maximizing the possibilities offered by current technologies for the distribution and display of multimedia content. This content, developed in the R3 phase of the project, is a cornerstone for learning and training in the work environment.

The InclusiveStone consortium has developed a 3D Training Tool that presents interactive scenarios designed to reflect the tasks of the natural stone sector, showing both the skills required and possible adaptations for workers with disabilities. This educational tool, freely accessible on the project's platform, serves as support material for courses designed to promote inclusion and provide specialized training. 3D animations, based on careful information gathering, are critical to the effective implementation of InclusiveStone training courses and related Open Educational Resources.

This tool and all the information about the project are available on the InclusiveStone website: <a href="https://inclusivestone.eu/">https://inclusiveStone.eu/</a>







#### 2. INCLUSIVESTONE USER GUIDE.

This section contains the different observations necessary for the correct use of the tool developed in this project.

#### 2.1. System components

Below is the equipment needed to be able to carry out tests and trials of the positions included in this tool.

- 1. A virtual reality device.
- 2. A computer to install the app.
- 3. A USB cable.
- 4.

#### 2.2. Before first use

It is important to follow the steps below to install the app:

- A Virtual Reality device and, if necessary, a computer. Unity specifies the following features:

VR Device	Refresh Rate
Gear VR	60hz
Oculus Rift	90hz
Vive	90hz

#### Software

- Windows: Windows 7, 8, 8.1, y Windows 10 son todos compatibles.
- Android: Android OS Lollipop 5.1 o superior.

• OS X: OSX 10.9+ con Oculus 0.5.0.1 runtime. Sin embargo, Oculus ha pausado el desarrollo para OS X, entonces utilice Windows para una funcionalidad VR nativa en Unity.

• Graphics card drivers: Asegúrese de que sus drivers (controladores) estén actualizados. Cada dispositivo se mantiene al día con los drives más nuevos, por lo que los drivers más viejos podrían no estar soportados.

Figure 1. Required performance of the equipment to be used.

- Use the cable included with the VR headset to connect it to a computer.
- Verify that the connection is correct.
- In the case of using Oculus, it will be necessary to provide permissions to strangers in order to continue.







0	$\leftarrow$ $\rightarrow$ Busca	
Inicio		
Tienda	Mi cuenta Privacidad Pago General Beta	
Biblioteca • Chats	<b>Orígenes desconocidos</b> Permite que aplicaciones no revisadas por Oculus se ejecuten. <u>Más información</u> .	
Eventos Dispositivos	Entorno de ejecución OpenXR Oculus está establecido como el entorno de ejecución OpenXR activo.	
Configuración	<b>Ubicaciones de la biblioteca</b> Aquí se mostrarán las aplicaciones que instales desde la tienda de Oculus. <u>Más información</u> .	Editar
	Actualizaciones de aplicaciones automáticas Actualiza las aplicaciones automáticamente.	
	Límite de ancho de banda Sir	n límite 🝷
	Descargas de aplicaciones mientras se está en la realidad virtual Permite que las aplicaciones se instalen y actualicen mientras usas una aplicación de realidad virtual.	•
Amigos	Límite de banda ancha al utilizar la realidad virtual Sir	n límite 🝷

Figure 2. Provide permissions to Oculus.

- Once connected to the computer, in the case of Oculus via Oculus link.
- Download the standalone application provided on the InclusiveStone website on the computer.
- Once done, open the standalone application executable on the computer.
- The interaction can then begin.

#### 2.3. Use by InclusiveStone

The user experience of InclusiveStone follows the structure described in the feature development section. The steps that the user will follow when using the tool are as follows:

- 1. At the beginning of the experience, the user will be presented with the main menu.
- 2. First, you choose your language.
- 3. Second, the user chooses the scene to evaluate.







- 4. Next, you will enter the scene and have to read the welcome information and instructions from the tutorial.
- 5. After this, you will move on to the first mission.
- 6. If you pass this mission, you'll move on to the next one. And so on until you get to the last mission.

After this, you will be given the option to return to the main menu, to repeat each of the steps again with any of the scenes, or repeat this scene again.







## Other training materials





**Co-funded by** the European Union

# InclusiveStone

ADAPTATIVE LEARNING PATHS FOR EMPLOYABILITY OF PEOPLE WITH DIFFERENT SKILLS IN THE STONE SECTOR

2021-1-DE02-KA220-VET-000033276



## **PILOT COUSE**







institute of Entrepreneurship Development









## RESULTS

Main project results of the project are:

R1. Educational approach for people with different skills focused on transversal capacities in stone sector.

R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills.

R3. VR-Adaptative Training Content and Evaluation.







## R1. Educational approach for people with different skills focused on transversal capacities in stone sector

**Inclusion** in employment is the cornerstone of social integration. Its scope, its implementation and the active determination of the **necessary actions** to facilitate its promotion will determine its success. To combat the enemy of non-diversity and discrimination, information and training of professionals is the basis for success.

The creation and development of a guide that includes the definition of the main approaches and an educational approach for people with different skills focused on transversal capacities in stone sector, as well as positive actions or mitigation of difficulties to promote the integration of people with disabilities in the stone sector is one of the main axes on which this project is based.

Therefore, the project will offer training material based on the identification, information and adaptation of special needs through an educational approach for people with different skills focused on transversal capacities in stone sector. This educational approach will allow the target groups of the project to work with the new industrial systems and processes in the stone sector adapted to people with disability.







## R1. Educational approach for people with different skills focused on transversal capacities in stone sector

R1-A1. Roadmap of the Methodology.

R1-A2. Awareness of needs surveys to identify specific learning difficulties.

R1-A3. Report of data analysis and conclusions.

R1-A4. Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector.

R1-A5. Report on the results of First International Seminar in Split (Croatia).

UpdiverSpone is project driven by funding from the Esamas-programme and aims to lacilitates access to employment for people with disabilities in the natural store sector. The consortium that makes up opdiversion has considered it necessary to carry or spagee of compliance with the different dimensions in the companies with which it is foromation, the consortium will be able to work more effectively with participating com- formation. The consortium will be able to work more effectively with participating com- tensions and the space of the spac	ut a survey to a nas contacted.	as W
accessibility and make their work environments more inclusive for people with disabilities. The questionnaire is addressed to managers, human resources managers, health and a decision-makers within the natural stone sectors, and focuses on current and planned comp tections.		
ndusion training.	penning tables	
We are very grateful for your contribution in filling in this questionnaire, which will en	nable us to dev	vei
raining content, accessible through e-tools and innovative training platforms. It should not take more than 5 minutes to complete the questionnaire. All answers will b		
It should not take more than 5 minutes to complete the questionnaire. All answers will b confidence.	be treated in th	12:
More information about the project will be available at the following url: https://inclusie Websos:	vestone.eu/	
H HIGH degree of compliance. The criterion is fully / largely met.		
MEDIUM degree of compliance. The criterion is not met, but could easily be met.		
LOW degree of compliance / non-compliance. The criterion is not met / cannot be m		
	CORD	e)
PHYSICAL SPACE AND TRANSPORT	н	Z
The company has transport for its staff, or there are accessible means of trans nearby.	sport	
The urban environment near the company is accessible (pavements with curbs, au	dible	-
traffic lights, etc.).		
There are accessible parking spaces or spaces reserved for people with red	luced	-
mobility.		
Access to the workplace is accessible: no steps and/or ramp, door, lifts, turnstiles.		-
The interior spaces of the workplace are accessible: wide passageways, corri	dors,	
access to rooms, interior layout, brightness		
Trijets are accesible.		
Emergency doors and other safety measures are accessible and signposted.		_
Accessible furniture is available: tables, chairs, filing cabinets, cupboards, she	alves,	
shelving, etc.		
Counters and customer service counters, if any, are accessible to both those prov	iding	
and receiving care.		
Universal design criteria and standards are taken into account in all planning of w	vorks	
and/or refurbishment of company infrastructures.		_
SADAKS		
TECHNICAL RESOURCES AND TOOLS	Caro	e)
Machinery, equipment, systems or work tools (including software) are acces		10
and/or adaptable to persons with disabilities.	CARLANCE .	
in all planning for the acquisition of tools, equipment or other resources, univ	unreal .	-
design criteria and standards are taken into account.	we will	
Bamarky		-
INFORMATION AND COMMUNICATION	Ceru	e)
The mechanisms, methods and procedures used to communicate and pro		10
The mechanisms, methods and procedures used to communicate and pro information (internal and external) of the company contemplate universal de		
telephony, electronic messaging, audioxicual, etc.	mBig:	
telephony, electronic messaging, approached, etc. The signage located in the company's premises facilitates the circulation of people	e and	-
	fad	
the location of the departments and services offered.		

loop or other communication measures for All.	1				
in the advertising and marketing of the products and services offered by the company,			Г		
universal design criteria are taken into account.					
Bemacks			-		
	Ce)	Compliance			
ATTITUDES	н	м	L		
The values promoted in the company's culture are based on the principles of non-			Г		
discrimination, equal opportubities and inclusion in all its dimensions.					
The company's staff has basic knowledge on how to interact with people with			Г		
disabilities (hearing, visual, intellectual, physical and psychosocial or mental),					
legislation on the subject, or customer service, among others.					
People with disabilities already exist in the company and are fully integrated.	Т		Г		
SAMACKU					
	GQ	malia	06		
POLICIES, STANDARDS AND PROCEDURES	н	M	L		
The company has a Corporate Social Responsibility Committee	T		Г		
The company has clear and well-publicised policies for the selection and recruitment	1		F		
of personnel in general.					
The company has some kind of positive action policy on gender, disability, youth, or			Г		
other groups at risk of exclusion.					
The company has designed an organisational policy that promotes equal	Т		Г		
opportunities, non-discrimination, inclusion and participation of people with					
disabilities in all dimensions (physical space, information and communication,					
attitudes, etc.).					
The company has a mechanism in place to disseminate and monitor its disability-					
inclusive policy, including sanctions for any type of discrimination.					
The company includes in its Strategic Plan an action plan that directs the organisation					
towards the inclusion of people with disabilities in all dimensions, with the					
participation of the different administrative and operational units, resources,					
responsibilities and deadlines.	-	<u> </u>	1		
The company has a personnel selection policy that does not discriminate against					
people with disabilities, and/or those who acquire a disability while working in the					
company, or in its promotion processes. The company's rules and codes of conduct take into account the needs of	+	-	⊢		
stakeholders with disabilities.					
The company's production standards take into consideration the criteria and	+	<u> </u>	⊢		
standards of universal design (equitable use, flexible use, intuitive and simple use,					
perceptible information, error tolerance, low physical effort, size and space).					
The company's business objectives, mission and vision are aligned with the inclusion	+	<del> </del>	⊢		
of people with disabilities in all dimensions of the company.					
The needs of customers, consumers and other stakeholders with disabilities are	+	<del> </del>	⊢		
considered in the company's products and services.					
The company's suppliers and companies that provide raw materials and services to	+	t	t		
the company comply with non-discrimination.	1	1	L		
Remarku			-		

controllate an whoenement or the contents, which interest the variation or you the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein". Erasmus+







### R1. Educational approach for people with different skills focused on transversal capacities in stone sector

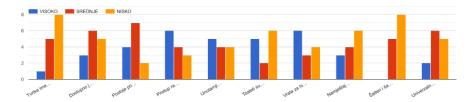
#### **R1-A1.** Roadmap of the Methodology:

The project partners will establish a roadmap including the research methodology for desk research, questionnaire research and field research to have a harmonised approach in all participating countries. Based on the decisions taken by the consortium, will carry out the guidelines and propose the guidelines to be followed by all participants.

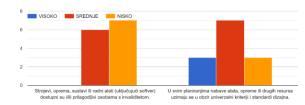
#### R1-A2. Awareness of needs surveys to identify specific learning difficulties:

This task aimed to identify the main transversal skills and abilities developed during the performance of tasks related to the stone industry, as well as the specific adaptation needs of each of them for people with disabilities. To this end, all partners will carry out feedback surveys to professionals in the field of disability.

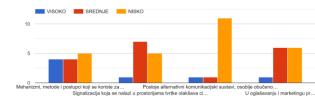
Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? FIZIČKI PROSTOR I PRIJEVOZ



Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? TEHNIČKI RESURSI ΔΙ ΔΤΙ



Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? INFORMIRANJE I KOMUNIKACIJA









### R1. Educational approach for people with different skills focused on transversal capacities in stone sector

#### SELECTED JOBS IN FACILITIES

- Forklift truck.
- Truck driver.
- CNC 5/6 axis or 2D for screen printing.
- Block cutter and header.
- Sawing machine, cutting table and other equipment.
- Cleaning.
- Waste management.
- Crane.
- Calibration and reinforcement line.
- Maintenance operator.
- Multiple sawing machine.
- Finishing.

#### **VR-SCENARIOS**

- Forklift truck. 2 scenarios.
- 2. Overhead crane. 2 scenarios.
- Cleaning and Waste management. 2 scenarios.

#### **INITIAL ANALYSIS**

- Forklift truck.
- Overhead crane.
- Cleaning and Waste management.
- Calibration and reinforcement line. 4

R1-A3. Report of data analysis and conclusions.

#### **FINAL SELECTION**

- 1. Handling of blocks, boulders and blocks (70 hours).
- 2. Handling and conditioning of products, consumables and machinery in natural stone processing plants and mineral and rock processing and beneficiation plants (110 hours).
  - 2.A. Cleaning in natural stone factories and mineral and rock beneficiation plants (70 hours).
  - 2.B. Storage of consumables and products in natural stone factories and mineral and rock processing and beneficiation plants (40 hours).
- 3. Handling of loads with fork-lift trucks (50 hours).
- 4. Handling of loads with overhead cranes and hoists (30 hours).





### **PROJECT RESULTS**

## R1. Educational approach for people with different skills focused on transversal capacities in stone so

## R1-A4. Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector:

The aim is to create an educational and training manual for applying a methodology for the sector's training centres aimed at achieving adaptative training for people with different capacities, through recommendations and actions ranging from re-designing the training offer and reformulating the delivery of training and evaluation, to providing specific teaching resources, to combat social exclusion in VET systems and facilitate the integration of collective.

## R1-A5. Report on the results of First International Seminar in Split (Croatia):

Hosted by KSK, will focus on the adaptation of professions of Stone Sector, where will be attended these professionals from the involved countries and by representants related to associations of people with different capacities. It will be developed a report with all the results of the event thanks to the feedback of those stakeholders about this R1.









## R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

Training is the basis for success. The creation of an innovative qualification methodology adapted to special needs that brings together the three main axes of the project, Employability- Disability – Stone industry, will mean that the social integration will be able to overcome the deficiencies that are currently latent.

Therefore, the project will offer training in the adaptation of work methodologies and incorporation of integration criteria in the stone industry, which will allow the project's target groups to find new labour opportunities, that will allow them to evolve for their personal and professional self-development.

This Result refers to the following required aspects adapted to disabled people:

- Knowledge and skills that target groups are expected to acquire.
- The learning standards or learning objectives they are expected to meet.
- The units and lessons that teachers must teach.
- The assignments and projects assigned to students.
- The thematic of books, materials, videos, presentations, and readings used in the courses.
- The tests, assessments, and other methods used to evaluate student learning and outcomes.







## R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

- R2-A1. Definition of Training Units and Learning Outcomes.
- R2-A2. Design and Organization of Training Paths.
- R2-A3. InclusiveSTONE Course Curriculum.
- R2-A4. Report on the results of Workshop in Murcia (Spain).





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## InclusiveStone PROJECT

Adaptative learning paths for employability of people with different skills in the Stone Sector







### **PROJECT RESULTS**

### R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

#### **R2-A1.** Definition of Training Units and Learning Outcomes:

The first step is to define the main objectives and learning outcomes of the curriculum and the goals to be achieved.

This activity will focus on breaking down the learning content of InclusiveSTONE into smaller and more manageable training modules. Each cross-cutting skill and capacity identified in outcome R1 can be assessed and will be done considering the virtual reality design of R3.

The definition of Training Units will be based on the results of a comprehensive skills analysis with the key topics:

- · Skills and competences address and support by the usual tasks in the stone manufacturing fields.
- · Selection of tasks which are particularly suited to address these skills in the training of people with disabilities to develop all relevant skills.

The task will develop:

- The choice of tasks. •
- The skills that are addressed through these tasks.
- The usual / straight training path for people without disabilities.
- The different pathways suggest for people with disabilities.





R2-A3 InclusiveSTONE Course Curriculum.



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## R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

#### **R2-A2.** Design and Organization of Training Paths:

To create a work-based learning content addressed to service providers in general for persons with disabilities for the development of therapies based in tasks and techniques employed in the manufacturing process of stone sector. The Training Path presented in this document will be a synthesized follow-up of the defined training units and learning contents in the previous R2-A1.

#### **R2-A3. InclusiveSTONE Course Curriculum:**

To define a Recognition and Validation tool for the assessment of all skills and transversal competences identified in A1 through the learning content identified in A2. So, based on this learning content, a training curriculum should be designed in a coherent and concise way that highlights the most significant and dominant skills and competences and at the same time, ensures the integrity and efficiency of the course. The curriculum will be a common tool at European level for students and Teachers of each partner country.

#### R2- A4. Report on the results of Workshop in Murcia (Spain):

A Workshop will be held in Murcia (Spain) hosted by CTM after the research is performed, attended by professionals in stone sector and from the occupational therapy. The different tasks carried out will be promoted, analysed, and discussed, highlighting the strong and weak points of each aspect in every country, as well as their adaptation to the current situation and needs of the stone market regarding to social inclusion of disabled people.







### R3. VR-Adaptative Training Content and Evaluation

One of the main aims of the project will be the production and the development of a VR immersive and Adaptative Training Path. Their aim will be to support the implementation of training courses focused on people with disabilities who wish to develop their professional careers in the natural stone sector, producing all the scripts for the VR training environments and these environments will be also suitable for individual use over the entire target group.

The Immersive VR Training tool will help to the connection of educational concepts in with a training material focused on this specific target group. In conclusion, it will be built a useful and innovative tool with different situations and environments, where one of them will be the most suitable way and procedures, as well as appropriate equipment, with technological training materials specially adapted to their necessities.

The purpose of piloting the Curriculum of R2 in this R3 is to make sure the Complete Training Path Guide for teaching stone sector's professions for people with different skills and the handbook for an educational approach for people with different skills focused on transversal capacities in stone sector have been carried out correctly and to make changes and improvements before it is distributed widely. The Pilot process of the curriculum will help to identify which sections of the tasks worked and which sections need strengthening. The process will include an evaluation of the curriculum's effectiveness and usefulness in achieving the course's training objectives. The information gathered from the pilot will be used to strengthen and improve the course content, materials, etc.







### R3. VR-Adaptative Training Content and Evaluation

R3-A1. Implementation plan.

R3-A2. Training materials

R3-A3. Defining and structuring the key VR-scenarios.

R3-A4. Production of virtual reality (VR) immersive Adaptative Training Path.

R3-A5. Define a Recognition and Validation tool for the assessment of all skills ard transversal competences.

R3-A6. Recognition and Validation of Knowledge, Skills and Competences (EQF–ECVET).

R3-A7. Implementation of the pilot courses.

41500

## PROJECT RESULTS

#### Frenar

Pulsa el botón principal (A o X) con el dedo pulgar para frenar la carretilla elevadora.

Recuerda las normas de seguridad sobre circulación en el entorno de trabajo para evitar accidentes.

## B. VR-Adaptative Training Content and Evaluation

#### **R3-A1. Implementation plan:**

For the implementation of the training content a plan was previously prepared in order to identify what, when, how and to whom it will be implemented. It was considered, among other things, the following ones for 3 different groups of disability:

- -Facilities where the pilot will be done.
- -Target groups to make the groups.
- -Number of people to allocate in each group.
- -Dates of starting and finishing the pilot.
- -Total of hours: per day and division between theoretical and practical training.
- -Schedule of the pilot.
- -Teachers for each module or group.
- -Procedure to solve any issue during the pilot overcoming technological barriers.



#### R3-A2. Training materials:

Based on R2, each learning unit will include a specific learning module describing the methodology of different techniques in the stone field and manufacturing process. Each learning units will also include an activity sheet to evaluate the knowledge acquired by the learners.







### R3. VR-Adaptative Training Content and Evaluation

#### R3-A3. Defining and structuring the key VR-scenarios:

The key scenario will be proposed to be included in the 3D environments. It will be based on previous reports, considering the main adapted training path for professions in the stone sector. These scenarios will be sent to all partners who will comment any addition or change that should be done.

#### R3-A4. Production of virtual reality (VR) immersive Adaptative Training Path:

In relation to the creation and development of the VR, the content will be presented using characters who exhibit exaggerated character traits of workers in stone sector. Using the latest 3D design techniques will allow the situations, easily understandable without using spoken language, only gestures to be able to explain proper procedures with educational itineraries adapted to people with disabilities.

## R3-A5. Define a Recognition and Validation tool for the assessment of all skills and transversal competences:

It includes all necessary tasks for the development of recognition and validation tools. For each unit considered in A2, an evaluation form is created to evaluate how skills and transversal capacities for a specific unit addressed will be developed or implemented by the learner. InclusiveSTONE aims to serve as a tool for the recognition and validation of knowledge, skills, and transversal capacities to promote the integration of disabled people into traditional sectors such as stone manufacturing. The InclusiveSTONE Training Course will consider the principles of the European Qualifications Framework (EQF) and the European Credit System for Vocational Education and Training (ECVET).



### **PROJECT RESULTS**

### R3. VR-Adaptative Training Content and Evaluation

## R3-A6. Recognition and Validation of Knowledge, Skills and Competences (EQF – ECVET):

This EQF will serve as a reference tool to compare the qualification levels of the different EU qualifications systems and to promote both lifelong learning and equal opportunities in the knowledge-based society, as well as the further integration of the European labour market, while respecting the rich diversity of national education systems. The EQF will be constructed around existing EQF at national levels, inputs coming from the R1-2 and will give specific attention to quality in management, relations with education and research organisations and innovation. It will be organised in learning outcomes, addressing knowledge, skills, and competences.

#### R3-A7. Implementation of the pilot courses:

According to R2, the pilot courses will be developed according to the task R3-A1 and using training materials of R3-A2 and R3-A4. The implementation of these pilot courses will involve a total of at least 60 participants from all countries of the consortium. Students will be supported 100% during the whole Training Path to overcoming technological barriers. As result of this activity, assessment reports of each individual participating in the implementation and the feedback of teachers and learners will obtained.









## R1. Educational approach for people with different skills focused on transversal

## capacities in stone sector

#### SELECTED JOBS IN FACILITIES

- Forklift truck.
- Truck driver.
- CNC 5/6 axis or 2D for screen printing.
- Block cutter and header.
- Sawing machine, cutting table and other equipment.
- Cleaning.
- Waste management.
- Crane.
- Calibration and reinforcement line.
- Maintenance operator.
- Multiple sawing machine.
- Finishing.

#### **VR-SCENARIOS**

- 1. Forklift truck. 2 scenarios.
- 2. Overhead crane. 2 scenarios.
- 3. Cleaning and Waste management. 2 scenarios.

#### **INITIAL ANALYSIS**

- 1. Forklift truck.
- 2. Overhead crane.
- 3. Cleaning and Waste management.
- 4. Calibration and reinforcement line.



#### FINAL SELECTION

- 1. Handling of blocks, boulders and blocks (70 hours).
- 2. Handling and conditioning of products, consumables and machinery in natural stone processing plants and mineral and rock processing and beneficiation plants (110 hours).
  - 2.A. Cleaning in natural stone factories and mineral and rock beneficiation plants (70 hours).
  - 2.B. Storage of consumables and products in natural stone factories and mineral and rock processing and beneficiation plants (40 hours).
- 3. Handling of loads with fork-lift trucks (50 hours).
- 4. Handling of loads with overhead cranes and hoists (30 hours).





21











## QUARRY

Example in an open-cast quarry in Greece.. https://www.youtube.com/watch?v=NrtwBO\_nyFA

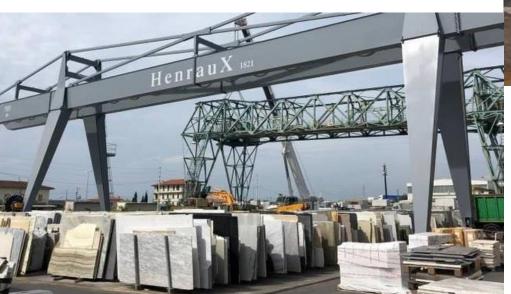
Underground quarry. https://www.youtube.com/watch?v=vAiZ9uLfibl





## LIFE CYCLE OF NATURAL STONE

### FACTORY (I). Reception









### LIFE CYCLE OF NATURAL STONE

### FACTORY (II). Overhead crane inside











## FACTORY (V). Cutting









## FACTORY (V). Cutting









## FACTORY (V). Cutting









## FACTORY (V). CNC







#### LIFE CYCLE OF NATURAL STONE

#### FACTORY (VI). CALIBRATOR









#### FACTORY (VII). POLISHING MACHINE









#### FACTORY (VIII). PLASTERING MACHINE







#### LIFE CYCLE OF NATURAL STONE

#### FACTORY (IX). SLAB CUTTING







# LIFE CYCLE OF NATURAL STONE

#### FACTORY (X). PALLETISER







# LIFE CYCLE OF NATURAL STONE

#### FACTORY (XI). FORKLIFT TRUCK











#### FACTORY (XII). COMPLETE PROCESS

Example of a factory. https://www.youtube.com/watch?v=1sqLzMYWs1Y







#### FACTORY (XIII). CRAFTSMANSHIP

**Example of the Klesarska Skola.** Video 1. <u>https://www.youtube.com/watch?v=Kj8WjVqakA0</u>

Video 2. https://www.youtube.com/watch?v=YRBIS5kYVEc







#### CONSTRUCTION/DECONSTRUCTION WORK

https://www.bimstoneproject.eu/ https://www.youtube.com/watch?v=dF2IPxRojLU



https://www.safestoneplace.com/ https://www.youtube.com/watch?v=czVn0t5NzO8



https://www.stoneplacing.com/en

https://www.stoneplacing.com/ready/videos/Videos/7.%20Matching%20stone%20pieces%20with%20the%20anchorage.mp4









2021-1-DE02-KA220-VET-000033276



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# www.inclusivestone.eu

# THANKS FOR YOUR ATTENTION





**Co-funded by** the European Union

# InclusiveStone

ADAPTATIVE LEARNING PATHS FOR EMPLOYABILITY OF PEOPLE WITH DIFFERENT SKILLS IN THE STONE SECTOR

2021-1-DE02-KA220-VET-000033276



#### **PILOT COUSE**







institute of Entrepreneurship Development









#### RESULTS

Main project results of the project are:

R1. Educational approach for people with different skills focused on transversal capacities in stone sector.

R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills.

R3. VR-Adaptative Training Content and Evaluation.







# R1. Educational approach for people with different skills focused on transversal capacities in stone sector

**Inclusion** in employment is the cornerstone of social integration. Its scope, its implementation and the active determination of the **necessary actions** to facilitate its promotion will determine its success. To combat the enemy of non-diversity and discrimination, information and training of professionals is the basis for success.

The creation and development of a guide that includes the definition of the main approaches and an educational approach for people with different skills focused on transversal capacities in stone sector, as well as positive actions or mitigation of difficulties to promote the integration of people with disabilities in the stone sector is one of the main axes on which this project is based.

Therefore, the project will offer training material based on the identification, information and adaptation of special needs through an educational approach for people with different skills focused on transversal capacities in stone sector. This educational approach will allow the target groups of the project to work with the new industrial systems and processes in the stone sector adapted to people with disability.







# R1. Educational approach for people with different skills focused on transversal capacities in stone sector

R1-A1. Roadmap of the Methodology.

R1-A2. Awareness of needs surveys to identify specific learning difficulties.

R1-A3. Report of data analysis and conclusions.

R1-A4. Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector.

R1-A5. Report on the results of First International Seminar in Split (Croatia).

UpdiverSpone is project driven by funding from the Esamas-programme and aims to lacilitates access to employment for people with disabilities in the natural store sector. The consortium that makes up opdiversion has considered it necessary to carry or spagee of compliance with the different dimensions in the companies with which it is foromation, the consortium will be able to work more effectively with participating com- formation. The consortium will be able to work more effectively with participating com- tensions and the space of the spac	ut a survey to a nas contacted.	as W
accessibility and make their work environments more inclusive for people with disabilities. The questionnaire is addressed to managers, human resources managers, health and a decision-makers within the natural stone sectors, and focuses on current and planned comp tections.		
ndusion training.	penning tables	
We are very grateful for your contribution in filling in this questionnaire, which will en	nable us to dev	vei
raining content, accessible through e-tools and innovative training platforms. It should not take more than 5 minutes to complete the questionnaire. All answers will b		
It should not take more than 5 minutes to complete the questionnaire. All answers will b confidence.	be treated in th	12:
More information about the project will be available at the following url: https://inclusie Websos:	vestone.eu/	
H HIGH degree of compliance. The criterion is fully / largely met.		
MEDIUM degree of compliance. The criterion is not met, but could easily be met.		
LOW degree of compliance / non-compliance. The criterion is not met / cannot be m		
	CORD	e)
PHYSICAL SPACE AND TRANSPORT	H	Z
The company has transport for its staff, or there are accessible means of trans nearby.	sport	
The urban environment near the company is accessible (pavements with curbs, au	dible	-
traffic lights, etc.).		
There are accessible parking spaces or spaces reserved for people with red	luced	-
mobility.		
Access to the workplace is accessible: no steps and/or ramp, door, lifts, turnstiles.		-
The interior spaces of the workplace are accessible: wide passageways, corri	dors,	
access to rooms, interior layout, brightness		
Trijets are accesible.		
Emergency doors and other safety measures are accessible and signposted.		_
Accessible furniture is available: tables, chairs, filing cabinets, cupboards, she	alves,	
shelving, etc.		
Counters and customer service counters, if any, are accessible to both those prov	iding	
and receiving care.		
Universal design criteria and standards are taken into account in all planning of w	vorks	
and/or refurbishment of company infrastructures.		_
SADAKS		
TECHNICAL RESOURCES AND TOOLS	Caro	e)
Machinery, equipment, systems or work tools (including software) are acces		10
and/or adaptable to persons with disabilities.	CARLANCE .	
in all planning for the acquisition of tools, equipment or other resources, univ	unreal .	-
design criteria and standards are taken into account.	we will	
Bamarky		-
INFORMATION AND COMMUNICATION	Ceru	e)
The mechanisms, methods and procedures used to communicate and pro		10
The mechanisms, methods and procedures used to communicate and pro information (internal and external) of the company contemplate universal de		
telephony, electronic messaging, audioxicual, etc.	mBig:	
telephony, electronic messaging, approached, etc. The signage located in the company's premises facilitates the circulation of people	e and	-
	fad	
the location of the departments and services offered.		

loop or other communication measures for All.	1		
in the advertising and marketing of the products and services offered by the company,			Г
universal design criteria are taken into account.			
Bemacks			-
	Çej	Compliance	
ATTITUDES	н	м	L
The values promoted in the company's culture are based on the principles of non-			Г
discrimination, equal opportubities and inclusion in all its dimensions.			
The company's staff has basic knowledge on how to interact with people with			Г
disabilities (hearing, visual, intellectual, physical and psychosocial or mental),			
legislation on the subject, or customer service, among others.			
People with disabilities already exist in the company and are fully integrated.	Т		Г
SAMACKU			
	GQ	malia	06
POLICIES, STANDARDS AND PROCEDURES	н	M	L
The company has a Corporate Social Responsibility Committee	T		Г
The company has clear and well-publicised policies for the selection and recruitment	1		F
of personnel in general.			
The company has some kind of positive action policy on gender, disability, youth, or			Г
other groups at risk of exclusion.			
The company has designed an organisational policy that promotes equal	Т		Г
opportunities, non-discrimination, inclusion and participation of people with			
disabilities in all dimensions (physical space, information and communication,			
attitudes, etc.).			
The company has a mechanism in place to disseminate and monitor its disability-			
inclusive policy, including sanctions for any type of discrimination.			
The company includes in its Strategic Plan an action plan that directs the organisation			
towards the inclusion of people with disabilities in all dimensions, with the			
participation of the different administrative and operational units, resources,			
responsibilities and deadlines.	-	<u> </u>	1
The company has a personnel selection policy that does not discriminate against			
people with disabilities, and/or those who acquire a disability while working in the			
company, or in its promotion processes. The company's rules and codes of conduct take into account the needs of	+	-	⊢
stakeholders with disabilities.			
The company's production standards take into consideration the criteria and	+	<u> </u>	⊢
standards of universal design (equitable use, flexible use, intuitive and simple use,			
perceptible information, error tolerance, low physical effort, size and space).			
The company's business objectives, mission and vision are aligned with the inclusion	+	<del> </del>	⊢
of people with disabilities in all dimensions of the company.			
The needs of customers, consumers and other stakeholders with disabilities are	+	<del> </del>	⊢
considered in the company's products and services.			
The company's suppliers and companies that provide raw materials and services to	+	t	t
the company comply with non-discrimination.	1	1	L
Remarku			-

controllate an whoorkerment of the contents, which invited the values only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein". Erasmus+







#### R1. Educational approach for people with different skills focused on transversal capacities in stone sector

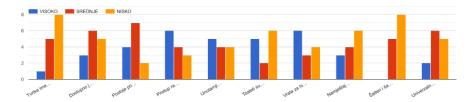
#### **R1-A1.** Roadmap of the Methodology:

The project partners will establish a roadmap including the research methodology for desk research, questionnaire research and field research to have a harmonised approach in all participating countries. Based on the decisions taken by the consortium, will carry out the guidelines and propose the guidelines to be followed by all participants.

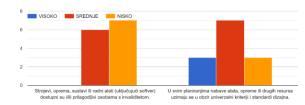
#### R1-A2. Awareness of needs surveys to identify specific learning difficulties:

This task aimed to identify the main transversal skills and abilities developed during the performance of tasks related to the stone industry, as well as the specific adaptation needs of each of them for people with disabilities. To this end, all partners will carry out feedback surveys to professionals in the field of disability.

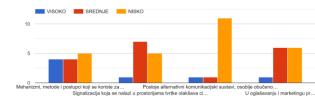
Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? FIZIČKI PROSTOR I PRIJEVOZ



Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? TEHNIČKI RESURSI ΔΙ ΔΤΙ



Koliko su u vašoj tvrtki osigurani slijedeći uvjeti za osobe s invaliditetom? INFORMIRANJE I KOMUNIKACIJA









#### R1. Educational approach for people with different skills focused on transversal capacities in stone sector

#### SELECTED JOBS IN FACILITIES

- Forklift truck.
- Truck driver.
- CNC 5/6 axis or 2D for screen printing.
- Block cutter and header.
- Sawing machine, cutting table and other equipment.
- Cleaning.
- Waste management.
- Crane.
- Calibration and reinforcement line.
- Maintenance operator.
- Multiple sawing machine.
- Finishing.

#### **VR-SCENARIOS**

- Forklift truck. 2 scenarios.
- 2. Overhead crane. 2 scenarios.
- Cleaning and Waste management. 2 scenarios.

#### **INITIAL ANALYSIS**

- Forklift truck.
- Overhead crane.
- Cleaning and Waste management.
- Calibration and reinforcement line. 4

R1-A3. Report of data analysis and conclusions.

#### **FINAL SELECTION**

- 1. Handling of blocks, boulders and blocks (70 hours).
- 2. Handling and conditioning of products, consumables and machinery in natural stone processing plants and mineral and rock processing and beneficiation plants (110 hours).
  - 2.A. Cleaning in natural stone factories and mineral and rock beneficiation plants (70 hours).
  - 2.B. Storage of consumables and products in natural stone factories and mineral and rock processing and beneficiation plants (40 hours).
- 3. Handling of loads with fork-lift trucks (50 hours).
- 4. Handling of loads with overhead cranes and hoists (30 hours).





#### **PROJECT RESULTS**

# R1. Educational approach for people with different skills focused on transversal capacities in stone so

# R1-A4. Handbook for an educational approach for people with different skills focused on transversal capacities in stone sector:

The aim is to create an educational and training manual for applying a methodology for the sector's training centres aimed at achieving adaptative training for people with different capacities, through recommendations and actions ranging from re-designing the training offer and reformulating the delivery of training and evaluation, to providing specific teaching resources, to combat social exclusion in VET systems and facilitate the integration of collective.

### R1-A5. Report on the results of First International Seminar in Split (Croatia):

Hosted by KSK, will focus on the adaptation of professions of Stone Sector, where will be attended these professionals from the involved countries and by representants related to associations of people with different capacities. It will be developed a report with all the results of the event thanks to the feedback of those stakeholders about this R1.









# R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

Training is the basis for success. The creation of an innovative qualification methodology adapted to special needs that brings together the three main axes of the project, Employability- Disability – Stone industry, will mean that the social integration will be able to overcome the deficiencies that are currently latent.

Therefore, the project will offer training in the adaptation of work methodologies and incorporation of integration criteria in the stone industry, which will allow the project's target groups to find new labour opportunities, that will allow them to evolve for their personal and professional self-development.

This Result refers to the following required aspects adapted to disabled people:

- Knowledge and skills that target groups are expected to acquire.
- The learning standards or learning objectives they are expected to meet.
- The units and lessons that teachers must teach.
- The assignments and projects assigned to students.
- The thematic of books, materials, videos, presentations, and readings used in the courses.
- The tests, assessments, and other methods used to evaluate student learning and outcomes.







# R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

- R2-A1. Definition of Training Units and Learning Outcomes.
- R2-A2. Design and Organization of Training Paths.
- R2-A3. InclusiveSTONE Course Curriculum.
- R2-A4. Report on the results of Workshop in Murcia (Spain).





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## InclusiveStone PROJECT

Adaptative learning paths for employability of people with different skills in the Stone Sector







#### **PROJECT RESULTS**

#### R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

#### **R2-A1.** Definition of Training Units and Learning Outcomes:

The first step is to define the main objectives and learning outcomes of the curriculum and the goals to be achieved.

This activity will focus on breaking down the learning content of InclusiveSTONE into smaller and more manageable training modules. Each cross-cutting skill and capacity identified in outcome R1 can be assessed and will be done considering the virtual reality design of R3.

The definition of Training Units will be based on the results of a comprehensive skills analysis with the key topics:

- · Skills and competences address and support by the usual tasks in the stone manufacturing fields.
- · Selection of tasks which are particularly suited to address these skills in the training of people with disabilities to develop all relevant skills.

The task will develop:

- The choice of tasks. •
- The skills that are addressed through these tasks.
- The usual / straight training path for people without disabilities.
- The different pathways suggest for people with disabilities.





R2-A3 InclusiveSTONE Course Curriculum.



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# R2. Complete Training Path Guide for teaching stone sector's professions for people with different skills

#### **R2-A2.** Design and Organization of Training Paths:

To create a work-based learning content addressed to service providers in general for persons with disabilities for the development of therapies based in tasks and techniques employed in the manufacturing process of stone sector. The Training Path presented in this document will be a synthesized follow-up of the defined training units and learning contents in the previous R2-A1.

#### **R2-A3. InclusiveSTONE Course Curriculum:**

To define a Recognition and Validation tool for the assessment of all skills and transversal competences identified in A1 through the learning content identified in A2. So, based on this learning content, a training curriculum should be designed in a coherent and concise way that highlights the most significant and dominant skills and competences and at the same time, ensures the integrity and efficiency of the course. The curriculum will be a common tool at European level for students and Teachers of each partner country.

#### R2- A4. Report on the results of Workshop in Murcia (Spain):

A Workshop will be held in Murcia (Spain) hosted by CTM after the research is performed, attended by professionals in stone sector and from the occupational therapy. The different tasks carried out will be promoted, analysed, and discussed, highlighting the strong and weak points of each aspect in every country, as well as their adaptation to the current situation and needs of the stone market regarding to social inclusion of disabled people.







#### R3. VR-Adaptative Training Content and Evaluation

One of the main aims of the project will be the production and the development of a VR immersive and Adaptative Training Path. Their aim will be to support the implementation of training courses focused on people with disabilities who wish to develop their professional careers in the natural stone sector, producing all the scripts for the VR training environments and these environments will be also suitable for individual use over the entire target group.

The Immersive VR Training tool will help to the connection of educational concepts in with a training material focused on this specific target group. In conclusion, it will be built a useful and innovative tool with different situations and environments, where one of them will be the most suitable way and procedures, as well as appropriate equipment, with technological training materials specially adapted to their necessities.

The purpose of piloting the Curriculum of R2 in this R3 is to make sure the Complete Training Path Guide for teaching stone sector's professions for people with different skills and the handbook for an educational approach for people with different skills focused on transversal capacities in stone sector have been carried out correctly and to make changes and improvements before it is distributed widely. The Pilot process of the curriculum will help to identify which sections of the tasks worked and which sections need strengthening. The process will include an evaluation of the curriculum's effectiveness and usefulness in achieving the course's training objectives. The information gathered from the pilot will be used to strengthen and improve the course content, materials, etc.







#### R3. VR-Adaptative Training Content and Evaluation

R3-A1. Implementation plan.

R3-A2. Training materials

R3-A3. Defining and structuring the key VR-scenarios.

R3-A4. Production of virtual reality (VR) immersive Adaptative Training Path.

R3-A5. Define a Recognition and Validation tool for the assessment of all skills ard transversal competences.

R3-A6. Recognition and Validation of Knowledge, Skills and Competences (EQF–ECVET).

R3-A7. Implementation of the pilot courses.

41500

#### PROJECT RESULTS

#### Frenar

Pulsa el botón principal (A o X) con el dedo pulgar para frenar la carretilla elevadora.

Recuerda las normas de seguridad sobre circulación en el entorno de trabajo para evitar accidentes.

#### B. VR-Adaptative Training Content and Evaluation

#### **R3-A1. Implementation plan:**

For the implementation of the training content a plan was previously prepared in order to identify what, when, how and to whom it will be implemented. It was considered, among other things, the following ones for 3 different groups of disability:

- -Facilities where the pilot will be done.
- -Target groups to make the groups.
- -Number of people to allocate in each group.
- -Dates of starting and finishing the pilot.
- -Total of hours: per day and division between theoretical and practical training.
- -Schedule of the pilot.
- -Teachers for each module or group.
- -Procedure to solve any issue during the pilot overcoming technological barriers.



#### R3-A2. Training materials:

Based on R2, each learning unit will include a specific learning module describing the methodology of different techniques in the stone field and manufacturing process. Each learning units will also include an activity sheet to evaluate the knowledge acquired by the learners.







#### R3. VR-Adaptative Training Content and Evaluation

#### R3-A3. Defining and structuring the key VR-scenarios:

The key scenario will be proposed to be included in the 3D environments. It will be based on previous reports, considering the main adapted training path for professions in the stone sector. These scenarios will be sent to all partners who will comment any addition or change that should be done.

#### R3-A4. Production of virtual reality (VR) immersive Adaptative Training Path:

In relation to the creation and development of the VR, the content will be presented using characters who exhibit exaggerated character traits of workers in stone sector. Using the latest 3D design techniques will allow the situations, easily understandable without using spoken language, only gestures to be able to explain proper procedures with educational itineraries adapted to people with disabilities.

### R3-A5. Define a Recognition and Validation tool for the assessment of all skills and transversal competences:

It includes all necessary tasks for the development of recognition and validation tools. For each unit considered in A2, an evaluation form is created to evaluate how skills and transversal capacities for a specific unit addressed will be developed or implemented by the learner. InclusiveSTONE aims to serve as a tool for the recognition and validation of knowledge, skills, and transversal capacities to promote the integration of disabled people into traditional sectors such as stone manufacturing. The InclusiveSTONE Training Course will consider the principles of the European Qualifications Framework (EQF) and the European Credit System for Vocational Education and Training (ECVET).



#### **PROJECT RESULTS**

#### R3. VR-Adaptative Training Content and Evaluation

### R3-A6. Recognition and Validation of Knowledge, Skills and Competences (EQF – ECVET):

This EQF will serve as a reference tool to compare the qualification levels of the different EU qualifications systems and to promote both lifelong learning and equal opportunities in the knowledge-based society, as well as the further integration of the European labour market, while respecting the rich diversity of national education systems. The EQF will be constructed around existing EQF at national levels, inputs coming from the R1-2 and will give specific attention to quality in management, relations with education and research organisations and innovation. It will be organised in learning outcomes, addressing knowledge, skills, and competences.

#### R3-A7. Implementation of the pilot courses:

According to R2, the pilot courses will be developed according to the task R3-A1 and using training materials of R3-A2 and R3-A4. The implementation of these pilot courses will involve a total of at least 60 participants from all countries of the consortium. Students will be supported 100% during the whole Training Path to overcoming technological barriers. As result of this activity, assessment reports of each individual participating in the implementation and the feedback of teachers and learners will obtained.









### R1. Educational approach for people with different skills focused on transversal

#### capacities in stone sector

#### SELECTED JOBS IN FACILITIES

- Forklift truck.
- Truck driver.
- CNC 5/6 axis or 2D for screen printing.
- Block cutter and header.
- Sawing machine, cutting table and other equipment.
- Cleaning.
- Waste management.
- Crane.
- Calibration and reinforcement line.
- Maintenance operator.
- Multiple sawing machine.
- Finishing.

#### **VR-SCENARIOS**

- 1. Forklift truck. 2 scenarios.
- 2. Overhead crane. 2 scenarios.
- 3. Cleaning and Waste management. 2 scenarios.

#### **INITIAL ANALYSIS**

- 1. Forklift truck.
- 2. Overhead crane.
- 3. Cleaning and Waste management.
- 4. Calibration and reinforcement line.



#### FINAL SELECTION

- 1. Handling of blocks, boulders and blocks (70 hours).
- 2. Handling and conditioning of products, consumables and machinery in natural stone processing plants and mineral and rock processing and beneficiation plants (110 hours).
  - 2.A. Cleaning in natural stone factories and mineral and rock beneficiation plants (70 hours).
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- 3. Handling of loads with fork-lift trucks (50 hours).
- 4. Handling of loads with overhead cranes and hoists (30 hours).





21











#### QUARRY

Example in an open-cast quarry in Greece.. https://www.youtube.com/watch?v=NrtwBO\_nyFA

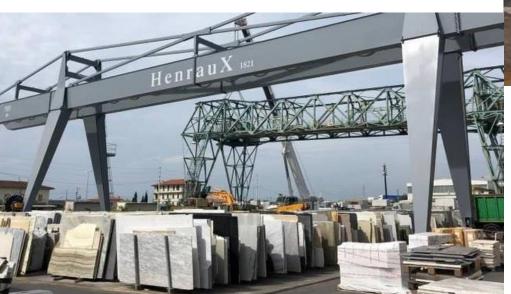
Underground quarry. https://www.youtube.com/watch?v=vAiZ9uLfibl





#### LIFE CYCLE OF NATURAL STONE

#### FACTORY (I). Reception









#### LIFE CYCLE OF NATURAL STONE

#### FACTORY (II). Overhead crane inside











#### FACTORY (V). Cutting









### FACTORY (V). Cutting









### FACTORY (V). Cutting









### FACTORY (V). CNC







### LIFE CYCLE OF NATURAL STONE

### FACTORY (VI). CALIBRATOR









### FACTORY (VII). POLISHING MACHINE









### FACTORY (VIII). PLASTERING MACHINE







#### LIFE CYCLE OF NATURAL STONE

### FACTORY (IX). SLAB CUTTING







## LIFE CYCLE OF NATURAL STONE

### FACTORY (X). PALLETISER







# LIFE CYCLE OF NATURAL STONE

### FACTORY (XI). FORKLIFT TRUCK











### FACTORY (XII). COMPLETE PROCESS

Example of a factory. https://www.youtube.com/watch?v=1sqLzMYWs1Y







### FACTORY (XIII). CRAFTSMANSHIP

**Example of the Klesarska Skola.** Video 1. <u>https://www.youtube.com/watch?v=Kj8WjVqakA0</u>

Video 2. https://www.youtube.com/watch?v=YRBIS5kYVEc







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https://www.safestoneplace.com/ https://www.youtube.com/watch?v=czVn0t5NzO8



https://www.stoneplacing.com/en

https://www.stoneplacing.com/ready/videos/Videos/7.%20Matching%20stone%20pieces%20with%20the%20anchorage.mp4









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