

Sustainability in the strategy of XABEC

UNit 1. Within the framework of the Click on project, describe what initiatives we intend to launch and implement in Xabec to achieve sustainable goals (especially in the department and the transport and logistics programmes which is the subject supposed to be addressed in this project).

Each partner shall submit the following information

1. GENERAL STRUCTURE OF THE INITIATIVES

Based on the 17 sustainable development goals approved in the 2030 Agenda by the UN, at Xabec we intend to act, within the different categories, with the following initiatives, which we will develop in a structured manner and then go into these actions in greater depth;

- Creating instruments to support people in need
- Encourage instruments of social participation in solidarity activities among teachers and students as a means of helping other volunteer or social aid centres.
- To promote extracurricular sporting and social and health activities among our pupils and teachers to improve health and wellbeing.
- To ensure inclusive, equitable and quality education and promote learning opportunities in the field of sustainability and the environment among students, teachers and administrative staff at the school.
- To promote awareness of sustainability within each department and specifically in each of the sectors of vocational training and training for employment established in the Xabec Training Centre, throughout the educational sphere and through the different departments.
- Promote sustainable initiatives in the classroom and in companies with our students.
- To improve our centre's gender equality policies by encouraging the participation of all women in both the teaching and administrative spheres, as well as the incorporation of female students into our educational offer.
- Improvement of facilities to minimise the use of resources, resulting in improved efficiency and therefore reducing pollutant emissions and environmental impact by reducing consumption.
- Promote training plans in renewable energy and energy efficiency in our training catalogue in the different professional families in which we provide training, applying new training courses and even focusing on those existing courses to give greater impetus to sustainability.
- Improve the plans for labour insertion in order to give our students access to a decent job that can lead to their social improvement.
- Promotion of Professional Development Forums between students, training centre and companies.
- To improve our students' access to a first work experience in order to facilitate their access to the labour market.
- Include training plans for social work purposes.
- Promote internal resources that allow communication between our training centre, companies and students, such as the Placement Agency.

- Promote Industry 4.0 in our classrooms to better prepare students for the new technologies that are beginning to be incorporated into the industry of our labour market, implementing training plans for this purpose.
- Incorporate plans for the reduction of inequalities, promoting activities to favour the social and labour integration of people at risk of social exclusion.
- Promote local and international solidarity activities by teachers and students.
- Encourage the use of public transport, as well as electric means of transport.
- Encourage the reuse and recycling of available resources, thereby reducing the consumption of new resources unnecessarily.
- Encouraging the use of resources with less environmental impact
- To promote human formation as the main axis among our pupils in order to foster peace, justice among pupils and people.
- Training retraining days for former students in energy efficiency material.

OTHERS NOT INCLUDED AND WHICH ARE BEING ASSESSED

- Encourage the use of electric scooters
- Powering these through solar photovoltaic self-consumption installations.
- Incorporate recharging point in the centre.

Within the 17 objectives established in the action plan, we proceed to specify in each of them the actions to be implemented:

1. END OF POVERTY

Ending poverty in all its forms around the world

Create instruments to support people in need;

- Financial support from Xabec for students without resources so that they can finish their studies and thus be able to carry out paid work experience through the implementation of the DUAL system in our centre, so that they can access a future job.

Encourage instruments of social participation in solidarity activities among teachers and students as a means of helping other volunteer or social aid centres;

1. Within the extracurricular activities that Xabec has proposed throughout the school year, solidarity activities are proposed to social aid centres of different kinds. Among them, we can highlight;
2. School support tasks of Xabec students to other centres where they have worked with children at risk of social exclusion, disabled children, etc. (<https://www.xabec.es/v1/solidaridad/>);

2. ZERO HUNGER

Ending hunger

On several occasions a year, the Xabec vocational training centre launches food collection campaigns, in which employees, students and their families are encouraged to help by donating non-perishable foodstuffs, which are delivered to associations that are responsible for distributing among disadvantaged families.



them

3. HEALTH AND WELL-BEING

Ensuring healthy living and promoting wellbeing for all at all ages

Promote extracurricular activities among our students and teachers , among which we highlight;

- Sports
- First aid training

4. QUALITY EDUCATION

Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all.

1. To promote awareness of sustainability within each department and specifically in each of the sectors of vocational training and training for employment established in the Xabec Training Centre, throughout the educational sphere and through the different departments.
2. Encourage sustainable initiative among our students during;
 - Your face-to-face training.
 - Their Dual training and even during their internships in the company, the realisation of small sustainability improvement reports in the company concerning;
 - How companies have established sustainable development and waste management tasks among their employees (Dual, Internship and Final Project Reports).
 - Contribution of ideas for improving waste management in companies and in the workplace

5. GENDER EQUALITY

Achieving gender equality and empowering all women and girls

Despite being a vocational training centre with a study profile that has declined to a greater extent towards a more male student body and teaching staff due to the demands of the Spanish labour market, Xabec has policies for the application of equality plans among all the centre's employees, promoting not only the incorporation of new female profiles into the teaching team, but also promoting other plans for the access of female students or to the vocational training courses of the educational system corresponding to certain training cycles of the professional families that we have established in the centre.

This is embodied in the application of Internal Regulations No. 57, incorporating an Equality Plan into our bases, subscribing to improvements that will allow us to achieve and improve gender equality in the centre.

Within this Equality Plan in our centre, measures are being proposed for;

- Educate in respect for the rights and freedoms of all.
- Educate in the prevention and peaceful resolution of conflicts.
- Educate in the co-responsibility of men and women in different areas.
- Guidance on the early detection of domestic violence.

In addition, work has been promoted in our classrooms with students who, although the majority are male, more and more female students are joining the technical training courses. For this reason, we have worked to ensure that all people, including employees, teachers and students, take the following points into consideration;

- Sexist language, sexist comments and sexist jokes should not be allowed in any Xabec educational space or area.
- Discriminatory behaviour between men and women of any kind must not be condoned.
- Stereotypes of behaviour that lead to inequality between men and women should not be condoned.
- The contribution of women in their professional performance as Xabec staff (teaching and non-teaching) and in their participation as students in the school should be positively valued.
- The same human and material means must be provided for men and women.

6. CLEAN AND SANITISED WATER

Ensure availability and sustainable management of water and sanitation for all.



At present, and due to the improper use that our students sometimes make of the water supply points, the school intends to make substantial changes that will

allow us to make a more efficient use of water, avoiding the unnecessary use that our students may sometimes make of it.

The aim is to replace manually-operated taps with push-button taps, so that when the pupil has finished using the tap, it can close automatically, thus avoiding unnecessary waste of this important and basic resource.

7. AFFORDABLE AND NON-POLLUTING ENERGY

Ensuring access to affordable, secure, sustainable and modern energy

Xabec is currently committed to training in the field of energy efficiency and renewable energies, promoting the implementation of training plans in renewable energies and energy efficiency in both the industrial and domestic sectors.

Even so, and with the intention of making use of them over the next few years, Xabec intends to improve and incorporate them;

1. Photovoltaic solar energy systems to be able to supply part of its energy consumption by taking advantage of the photovoltaic solar energy installation which until now was for purely educational use.
2. Apply energy efficiency improvement plans in its thermal installations (including air conditioning systems, incorporation of aerothermal systems, commercial and industrial refrigeration systems, heating and ventilation systems), lighting installations and incorporation of renewable energy systems for use in the centre, such as solar thermal energy for the production of domestic hot water (I put this thinking of taking advantage of the solar thermal installations of workshop 8 to make use of domestic hot water).
3. In addition, as the training centre is soon to be refurbished, one of the improvements in the energy efficiency policy is to improve the insulation and enclosures of the centre, so that the need to use thermal systems to ensure a comfortable environment is reduced as much as possible, thus reducing CO2 emissions due to conventional energy consumption.

8. DECENT WORK AND ECONOMIC GROWTH

Promoting inclusive and sustainable economic growth, employment and decent work for all

Xabec is currently working proactively on labour market insertion plans. Under the coordination of the Labour Insertion Technician, the whole organisation (teaching and non-teaching staff) is involved in the objective of achieving the highest rate of labour insertion.



We can therefore highlight several avenues of work;

1. Professional Development Forum, in which students without experience have the opportunity to come into contact with the labour market while they are studying.

XABEC has created the **Professional Development Forum**, an entity that brings together all the companies that have a relationship with the school. Thanks to this collaboration with the companies, solutions are sought to adjust the training given at Xabec to the needs demanded by the companies, allowing our students to be trained in what is really important for the exercise of their functions in the company.

All students have the opportunity to have **work experience** during their training period:

- Participating in Dual Vocational Training.
- Carrying out 3 months of work experience (FCT) in the Regulated Classroom Training.
- Carrying out the Non Work Placements (PNL) corresponding to the training courses for employment.

2. Training with the aim of social work, thanks to the support of entities such as LA CAIXA, which helps and promotes training initiatives for profiles at risk of social exclusion.

XABEC is a member of the INCORPORA network. The Incorpora programme of **"la Caixa" Welfare Projects** helps people at risk of social exclusion to integrate into the labour market.

It is a labour intermediation programme that optimally combines the needs of the social and business fabric to ensure successful integration into the labour market. XABEC offers a **free** comprehensive service with labour integration technicians who provide all the necessary advice for the company, as well as full support in all phases of the process: from selection to complete integration into the job.

<https://www.xabec.es/v1/formacion-y-empleo/>

TRAINING PROGRAMMES FOR EMPLOYMENT - LABORA.

Xabec is a collaborating centre of LABORA (former SERVEF) and SEPE.

These are tutored courses, with a diploma of achievement and certificates of professional skills in many cases, which aim to improve the employability and promote lifelong learning for workers, both unemployed and employed, in the Valencian Community.

The courses are mainly aimed at unemployed and employed people (up to 20% of the places).

At xabec we offer these 100% subsidised courses in the Industrial Installation and Maintenance.



area of

4. TAILOR-MADE TRAINING PLANS. Xabec has a **course design service tailored to the** needs of companies specialising in any area of the industrial sector.

We have great organisational flexibility due to the services we offer:

- Own virtual platform to facilitate the training of workers
- In-company training.
- Flexible hours: Monday to Saturday.

Xabec offers free of charge the training subsidy service offered by the State Foundation for employment training in our country for this type of courses.

<https://www.xabec.es/v1/empresas/formacion-a-medida/>

5. Placement Agency. Since 2014, XABEC is a Placement Agency authorised by the **General Directorate of Employment and Labour Insertion of the Generalitat Valenciana**. A group of technicians and professional counsellors work offering this labour intermediation service between unemployed people and companies looking for workers. Due to its geographical location in the district of Orriols (Valencia), XABEC is becoming a training instrument of the first magnitude in specific vocational training actions with people at risk of social exclusion.

9. INDUSTRY, INNOVATION AND INFRASTRUCTURE

Promoting inclusive and sustainable economic growth, employment and decentwork for all

Xabec is committed to the technology sector as a turning point for efficiency and sustainability. Our centre has been present in several forums of debate on Industry 4.0.

Industry 4.0 is currently at the forefront of technological innovations, especially within the industrial business sector. This term encompasses the different technologies that are being developed in many of the industrial processes that are beginning to be implemented in the most cutting-edge companies with which Xabec has collaboration agreements in training.

We are therefore committed to approving implementation plans in our centre and in the training given to our students, so that they have the necessary knowledge to be at the forefront of the technology and innovation implemented in the industry.

There are currently several projects, which are beginning to lay the foundations for their implementation, among which we could highlight the remote control of installations, which in addition to being able to consult the different operating variables (such as circuit temperatures, humidity of the environments, switching on and off of pumps, motors, etc... allows us to make modifications to the different variables, so that we can modify the operating conditions of an installation from any point with an internet connection.)

In addition, Xabec has participated, within this innovative and avant-garde framework, in the Forum on Citizenship and Participation in Public Life, where a working meeting has been organised under the slogan "Employment and



Entrepreneurship, challenges and opportunities, allowing us to be at the forefront of the fourth industrial revolution".

This forum brought together different sectors of industry, innovation and training in the city of Valencia. The aim of the professionals who took part in this forum was to discover and consolidate the skills that will be required of a worker in view of the changes in the labour market that Industry 4.0 is going to bring about.

One of the driving forces behind this event was one of the collaborating companies in the field of training, Stadler España, the company in charge of organising and delivering this conference. The conference highlighted the need that, from now on, the labour market will need more and more people capable of making decisions autonomously, while developing a critical spirit with the use of technologies that will have an impact on their significant progress and their applications in everyday life.

With regard to the field of education and vocational training, it was emphasised and highlighted that educational programmes should promote more skills related to the humanities, such as reading comprehension, interpretation, having a critical spirit, developing human virtues and self-knowledge, etc.: characteristics that are often abandoned or hidden in the digital world, something that Xabec believes is deeply rooted.

Link; <https://www.xabec.es/v1/industria-4-0/>

TRAINING CENTRE WITH STANDLER AND INNERGY

We would like to highlight the importance of the agreements that have been signed over the last few years at Xabec, in which we have managed to sign collaborative agreements with different companies in the industrial sector, highlighting the entrepreneurial initiative of our centre in setting up different Training Centres in various specialities with leading companies in their sector. Among them we would like to highlight;

1. TRAINING CENTRE INNERGY - WELDING AND BOILERMAKING

Xabec's training offer includes the intermediate level of Welding and Boilermaking. A one hundred percent practical cycle that is taught this year at the school in a subsidised mode and where students have the possibility of opting for DUAL Vocational Training, i.e. combining learning in the workshops with practice in the company.

This training cycle is taught in combination between the welding workshops at Xabec and the Training Centre that the school has in the welding and boilermaking company. Innergy. The students work both in one place and in the other with their teachers. This Training Centre gives them the opportunity to be close to the company and in many cases to see how work is done on a day-to-day basis in a professional environment.

The space has a workshop area and a classroom for theoretical training. Every day around fifty students travel there to receive the training and in two years obtain the qualification of Welding and Boilermaking Technician, a profile with a very high labour demand from companies in the industrial maintenance sector.



The Xabec Training Centre also provides other types of training. This is the place where the participants in the forklift truck operator course do their practical training, as thanks to its size, circuits can be set up for them to learn how to deftly handle the front forklift truck and the reach truck.

This Training Centre is a novelty that Xabec set up two years ago in the company Innergy and over the next few courses the school's aim is to have more spaces similar to this one where students of training cycles can learn a technical profession in a business environment.

VIRTUAL REALITY PROJECT

1. XABEC MOVES ITS PROJECTXS METHODOLOGY TO VIRTUALREALITY

This is a new educational project that connects the Projectxs methodology, which is applied daily at the school, with the field of virtual reality.

The aim is to adapt some of the contents of the disciplines taught to vocational training students to the use of this virtual reality. This technology offers a new perspective from the point of view of learning.

The project, known as VR-Projectxs, is divided into several work phases. The first phase has been the preparation of a definition manual for VR-Projectxs (i.e. the application of the Projectx methodology to the virtual modality), the second phase has focused on the development of each of the Projectxs, the third phase focuses on the digitalisation of these Projectxs, which is currently being carried out, and will end with a fourth phase where the models will be tested.

This project is being carried out within the framework of the initiatives financed with Erasmus funds and counts with the collaboration of different European partners: from Spain, Xabec collaborates with the Polytechnic University of Valencia and the company Innoarea (in charge of the programming phase), IbW (Switzerland), TAW Talent Academy Working and ISS Michelle GIUA (Italy), and the school Valdorío (Portugal).

The work will be completed by November 2022, when it will be implemented in classrooms.

REMOTE CONNECTION PROJECT

At present, work is beginning on other projects for remote control of installations.

The common thread of the project is, as one would expect, "Industrial Automation". We intend to get on this train and that our students grow with us in this area. We want to bring it to our classrooms, so that in a simple but progressive way, we prepare the professionals of the future, so that they have the tools and skills that will allow them to develop and grow as professionals.



We want industrial automation to reach our classrooms in a significant way, and we believe that this project represents a real approach of this technology to our students.

Concretisation of objectives.

The objectives of this project are as follows:

- Instant" control of electricity consumption by workshops. The project aims to provide real-time information on
 - Electricity consumption by phase.
 - Reactive power.
- Possibility of consulting consumption data from various electronic devices. We intend to be able to transfer all the data collected to the "i-cloud" through the relevant equipment to be installed, so that it can be stored and subsequently processed.
- To provide the centre with an analysis tool for better optimisation of goods and equipment. Resources are always limited and their optimisation can represent an important source of savings for schools, as well as an environmental benefit.
- To serve as real practice for our students. We must not lose sight of the fact that we are an educational centre, and we must carry out the project in a way that helps our students to learn in a real environment, as close as possible to business reality.

The achievement of these objectives should result in the following benefits for our school and our students:

- Optimisation of resources. Our centre is firmly committed to efficiency. We believe that detailed knowledge of electricity consumption by workshops can help in the redistribution of installations, so as not to cause overloads in the network or premature ageing of the same due to overexploitation.
- Localisation of malfunctions. The possibility of monitoring electricity consumption in real time should help us to economise on resources (electricity and water consumption). We aim to be able to locate and remedy dysfunctions such as:
 - Ageing or economically inefficient installations. Real-time verification should provide us with data when making decisions regarding the partial or total depreciation of equipment.
 - Unforeseen consumption in installations due to carelessness or misuse (machines that are left off at night or at lunchtime, unscheduled operation...).
 - Excessive consumption of reactive power. Excessive consumption of reactive power increases the price of electricity. The same occurs in companies. Furthermore, the fact of knowing the individualised reactive power consumption can help centres

and companies to decide whether to compensate it individually or centrally.

10. REDUCING INEQUALITIES

Reducing inequality within and between countries

Since Xabec started providing training, the management and teaching staff have promoted activities to favour the social and labour integration of immigrants, offering free Spanish classes, legal and medical advice, computer and Internet literacy classes, social skills courses and job search techniques. Currently, efforts are mainly focused on helping them to integrate into the labour market by participating in the different training activities carried out at Xabec.

Solidarity Actions; AWARENESS RAISING

1. Solidarity Saturdays; From Xabec "we have or want" to implement social aid to people in need. Therefore, among other proposals, we would like to highlight the collaboration of many of our teachers and students with whom, outside school hours, they are encouraged to participate without obtaining economic benefit in this regard, in helping to carry out reforms or installation of facilities in homes or premises for social purposes, among which we would like to highlight;
 - Installation of cold rooms for the storage of perishable products in the SOCIAL KITCHEN in the town of Burjasot.
 - Reforms of installations in general (plumbing, sanitation, electricity, air conditioning, etc.) for shelters.
2. International Volunteering; For several years a team of Xabec volunteers, made up of teachers and students, has been travelling during the month of August to different African countries (including Kenya and Senegal) where humanitarian work has been carried out for several years. The aim is to collaborate in the implementation of vocational training centres, thus allowing to adapt the facilities to facilitate the development of training in these countries.





11. SUSTAINABLE CITIES AND COMMUNITIES

Making cities more inclusive, safe, resilient and sustainable

Xabec can't do much more than encourage the use of public transport.

12. RESPONSIBLE PRODUCTION AND CONSUMPTION

Ensure sustainable consumption and production patterns.

We cannot contribute much more than what we have been able to contribute in point 7 on energy efficiency in thermal installations, lighting and enclosures.

The possibility occurs to me to make reference to;

- Reuse used materials for practice in new courses (e.g. heating pipes used by students one year, dismantled the next year and reused for welding practice with new students).
- Recycling of materials such as copper, iron, aluminium, etc...

13. CLIMATE ACTION

Take urgent action to combat climate change and its impacts

In addition to the points made in device 7 with the intention of minimising CO2 emissions...

Xabec is committed to the use of resources that have less impact on the environment, such as the use of refrigerant gases for air conditioning and refrigeration installations with lower ODP (Ozone Depletion Potential) and GWP (Atmospheric Warming Potential) values.

To this end, there are plans to convert the refrigeration and air-conditioning equipment in our facilities to ones that have less environmental impact.

14. UNDERWATER LIFE

Conserve and sustainably use the oceans, seas and marine resources

We can't contribute much from Xabec

15. LIFE OF TERRESTRIAL ECOSYSTEMS

Manage forests sustainably, combat desertification, halt and reverse landdegradation, halt biodiversity loss

We can't contribute much from Xabec

16. PEACE, JUSTICE AND STRONG INSTITUTIONS.

Promoting just, peaceful and inclusive societies

If there is one thing that makes our vocational training centre stand out, it is its human formation of our students.

From the very first moment a student enters Xabec, the study centre is concerned about their theoretical, technical and practical training, working day by day so that they become the best professionals in their sector, training them in the latest technologies adapted to the reality of the labour market.

From the very beginning, students have a complete team of teachers with extensive professional experience at their disposal to back them up, support them and train them in technical skills. However, if there is something that sets Xabec apart, it is the importance given to human training within the training programmes. That is to say, at Xabec, in addition to acquiring knowledge that will provide them with a working future, the aim is for students to be trained as people, that is, to become proactive, enterprising, responsible workers... but also committed to their fellow men and women.

<https://www.xabec.es/v1/la-formacion-humana-los-alumnos-complementa-la-oferta-formativa-xabec/>

17. ALLIANCES TO ACHIEVE OBJECTIVES

Revitalising the Global Partnership for Sustainable Development

This very project we are involved in is part of an alliance to achieve objectives.

Implementation

The 2030 Agenda is a plan of action for people, planet and prosperity. It also aims to strengthen universal peace within larger freedom. We are determined to free humanity from the tyranny of poverty and deprivation, and to heal and protect our planet. It also aims to realise human rights for all people and to achieve gender equality and the empowerment of all women and girls.

Many of our objectives are intended to start to be implemented within the established framework, although some of the proposals indicated are already being implemented, although most of them will start to be implemented in the medium term.

Along these lines, and although it focuses on the local level, Xabec is forging alliances such as the ones described below;

- [**Welding flexibilisation model**](#)



Xabec is currently initiating a flexibilisation project, which will begin to be implemented during the current academic year 2022-2023 in the training cycle of Welding and Boilermaking.

The flexibilisation projects aim to give autonomy to public and private educational centres in which vocational training is provided in the education system, so that, with the support of companies in a specific sector, they can adapt part of the training cycle to specific needs through a project.

- **Trainig's Center's**

At present Xabec has started a Trainig Centre with the company Innergy, with which it is working in the Welding and Boilermaking sector, although we are also currently managing all the permits required by the competent authorities to start up a new Training Centre with the company Standler, a manufacturer of locomotive engines and wagons in the Railway sector.

This project is still in the processing phase, although we already have the classrooms and equipment to be able to start training courses, we are still awaiting the administrative authorisations from the Regional Ministry, which is why we are only collaborating in private training plans until we have all the necessary permits.

The creation of these TRAINING CENTRES will also allow us to adapt the training contents to the real needs of the companies, which gives an added value both to the training of our students and to the quality of the teaching, specifically preparing the knowledge of the students to the real needs of the labour market in each sector.

- **Greater visibility of women**

Among many other possibilities for implementation, Xabec is working and will continue to work on the following aspects;

Revise the selection process, broadening recruitment channels, to ensure a greater number of female candidates.

- Prioritise the recruitment of female teachers
- Review current reconciliation measures, establish indicators and assess possible improvements.
- Raise awareness of co-responsibility and equal opportunities among staff.
- Revise the Job Fiches, adopting a Job Evaluation System, and
- Job vacancies
- Detecting and removing barriers to women's career advancement
- Design a specific training plan on gender equality.
- Adapting the current wage register to the requirements of Royal Decree 902/2020
- Carry out the remuneration audit in accordance with the requirements of the new Royal Decree.
- Drawing up the Code of Ethical Conduct and the Protocol for action in cases of harassment Raising awareness of the phenomenon of gender-based violence.
- Gender and to report on it in order to raise awareness and take action.
-

