



# IMPLEMENTATION OF TRAINING PROGRAMS AS A STRATEGY FOR THE INTRODUCTION OF SUSTAINABILITY

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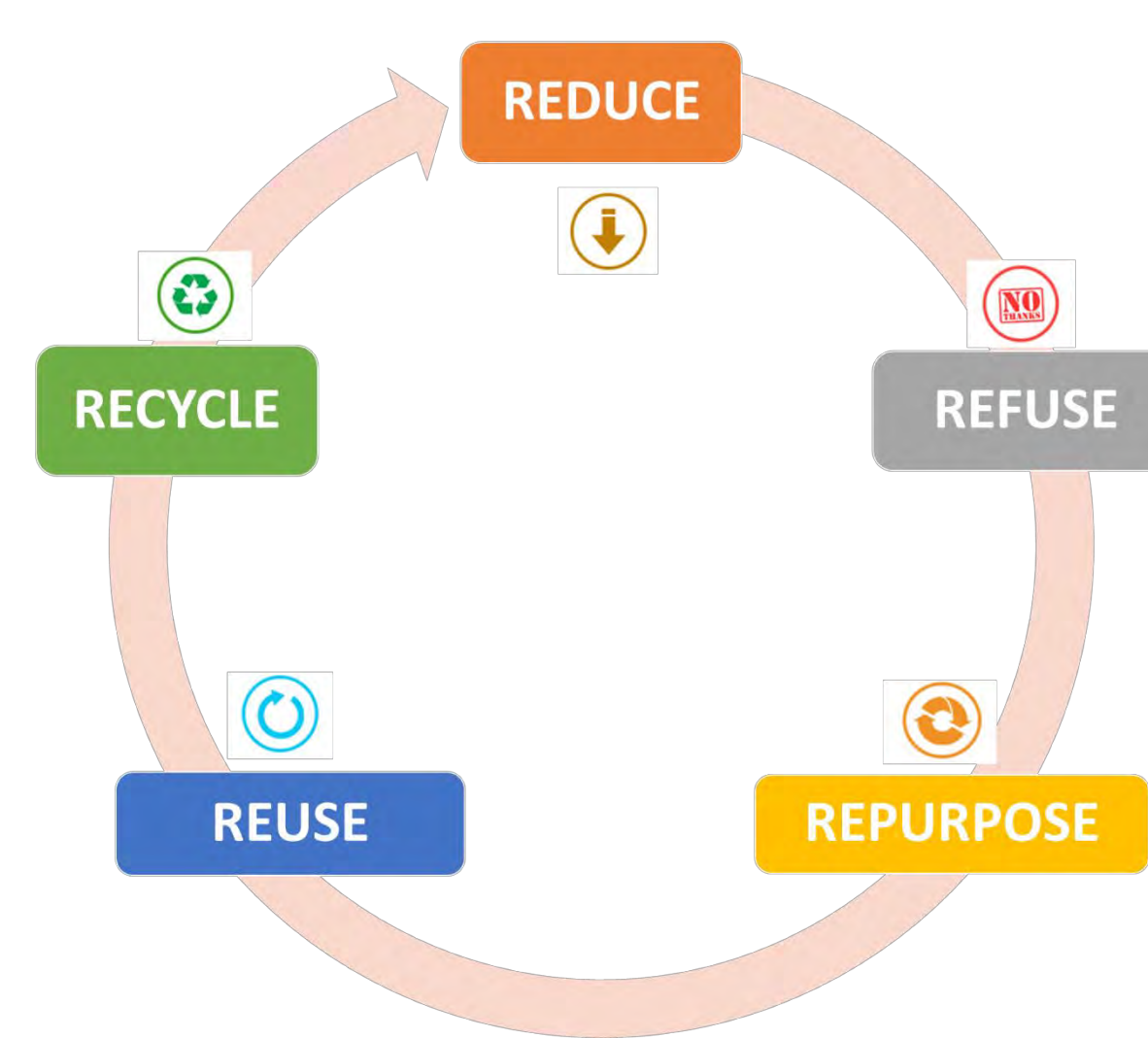
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## INTRODUCTION

The excessive use of natural resources and an exacerbated waste production are issues that require discussion and urgent changes in people's everyday life and in society's way of acting and thinking. To achieve this change, new skills, values, and attitudes are needed that lead to more sustainable societies. The 5Rs Program of Centro Universitário São Camilo was developed to meet these demands and has been carrying out several activations, aimed at different audiences, in order to meet the objectives of sustainable development that include the guarantee of a sustainable and equitable life on the planet.

Figure 1. 5Rs of sustainability



This paper aims to describe the training activities of employees in conservation and hygiene of this institution, to optimize the correct disposal of solid waste, while promoting the improvement of quality of life in the workplace.

## MATERIALS AND METHODS

**Study area: Centro Universitário São Camilo, São Paulo, Brazil**

Since 2016, training and updates have been carried out twice a year with *conservation and hygiene employees*.

### Campus Pompeia

262 total number of employees  
17 conservation and hygiene  
1618 students

### Campus Ipiranga

498 total number of employees  
17 conservation and hygiene  
2760 students

### PROMOVE

34 total number of employees  
7 conservation and hygiene

### FIRST PART: Short lecture (± 30 minutes)



### SECOND PART: "Conversation Circle"



instructions for selective waste collection and disposal of waste

updates

future actions of 5Rs program

problems faced in the day-to-day disposal of waste

report of pain and functional complaints

Figure 2. Questionnaire of pain and functional complaints

## RESULTS

18 training sessions  
41 employees conservation and hygiene

"Conversation Circle" - main problems had been related:

- Incorrect disposal of waste by others employees of the Centro Universitário São Camilo
- The most cited pains: low back pain (27%) and shoulder pain (14%)

## CONCLUSIONS

The training enabled the addition of improvements in the process of collection and proper disposal of waste produced in the Centro Universitário, improvement in occupational complaints and redirection of the actions of the Program from the suggestions given by employees in the training, allowing the construction of a collaborative process with regard to actions in pursuit of sustainability.

### Proposals for continuous improvement:

| Placar Programa 5Rs      |                          |
|--------------------------|--------------------------|
| Setor: <u>Admin</u>      |                          |
| ABRIL                    |                          |
| Seminário: 11/04 a 12/04 | Seminário: 18/04 a 19/04 |
| Seminário: 25/04 a 26/04 | Seminário: 02/05 a 03/05 |
| Seminário: 09/05 a 10/05 | Seminário: 16/05 a 17/05 |
| MAYO                     |                          |
| Seminário: 06/05 a 07/05 | Seminário: 13/05 a 14/05 |
| Seminário: 20/05 a 21/05 | Seminário: 27/05 a 28/05 |
| JUNHO                    |                          |
| Seminário: 03/06 a 04/06 | Seminário: 10/06 a 11/06 |
| Seminário: 17/06 a 18/06 | Seminário: 24/06 a 25/06 |
| Seminário: 01/07 a 02/07 | Seminário: 08/07 a 09/07 |

Sheet for monitoring correct waste disposal in the administrative sectors.



Poster with instructions for employees and students on proper waste disposal.



Poster with instructions on health care during waste disposal for conservation and hygiene employees.

### Further information

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