



Qualifications for the European Bakery Industry- QBake

Progress Report

Public Part

Project information

Project acronym:	QBAKE
Project title:	Qualifications for the European bakery Industry
Project number:	517866-LLP-1-2011-1-ES-LEONARDO-LMP 2011-5065/001-001
Sub-programme or KA:	Not aplicable
Project website:	www.qbake.eu
Reporting period:	From 01/02/12 To 31/01/13
Report version:	V1
Date of preparation:	26 th February 2013
Beneficiary organisation:	AINIA
Project coordinator:	M ^a Paz Villalba Talens
Project coordinator organisation:	AINIA
Project coordinator telephone number:	00 34 96 136 6090
Project coordinator email address:	mpvillalba@ainia.es

This project has been funded with support from the European Commission.

This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Executive Summary

In the last few years, the Food Industries have experienced a dramatic increase in the implementations of new technologies and the use of new raw materials. Being the largest industry in the EU, it is vital for Food companies to improve their technological level in order to remain competitive and ensure the quality and safety of their products. These changes also imply that the companies must train their employees in the understanding and use of these new technologies.

Q Bake (Qualifications for the European Bakery Industry) is a Leonardo da Vinci Development of Innovation Project, funded by the EC through the EACEA. The main objective is to develop an appropriate training course for employees of the sector who otherwise will not have the opportunity of updating their knowledge and skills with respect to new Technologies implemented in the Bakery Industry. The Project will develop the course and validate it with a group of trainees, who will obtain the Europass certificate, acknowledging their new competencies.

ACTIVITIES

Coordination and quality management: the project has implemented coordination and a quality plan to manage all activities.

Training needs analysis (TNA): a predictive training analysis study has been performed by the participating RTDs and later compared with the results of a TNA performed with a series of bakery companies in the 4 participating countries (Greece, Romania, Spain and the United Kingdom)

Development of training materials. Based on the TNA results, the consortium have undertaken the building of a training program (including materials, methodology, implementation considering work duties, validation tools, etc).

Training Trainers' Workshop. A workshop was organized in Campden BRI facilities to train at least 2 trainers from the 4 participating countries. The trainers will be selected among some experts in the participating countries and will review the training program.

Validation of training program. A series of training sessions will be carried out in the different countries to test the appropriateness and relevance of the training program. The program will be delivered with a group of selected trainees, all employees of the bakery sector. Some months after the training sessions, an impact analysis will be conducted to assess the effectiveness of the training in the workplace.

Dissemination of project activities and results. A series of dissemination tools and activities are programmed along the project lifetime and some of them already implemented. A multilingual blog on bakery technology provides companies in the sector with an insight into the new technologies and developments, as well as information on Vocational Education and Training in Europe. The project website (www.qbake.eu) offers general information on the project as well as updates and news. The Associations included in the consortium use their networks to disseminate project news.

Exploitation. After the project lifetime, the RTDs will be able to exploit the developed product in their countries. Also, a Transfer of Innovation project is projected in order to transfer methodology, results and know-how to other countries.

Table of Contents

1. PROJECT OBJECTIVES.....	6
2. PROJECT APPROACH.....	7
3. PROJECT OUTCOMES & RESULTS.....	9
4. PARTNERSHIPS	9
5. PLANS FOR THE FUTURE	15
6. CONTRIBUTION TO EU POLICIES	18
7. EXTRA HEADING/SECTION.....	19

1. Project Objectives

The main objective of Qbake Project is to establish a working methodology to give a rapid response to training needs as changes happen in the industry and transfer the results obtained to other sectors and industries.

In particular, the specific objectives achieved during the first year are the following:

- Development of a new methodology for developing industry-oriented training strengthen relations between industry and RTDs (Research and Technology developers)
- Involvement of professional associations to ensure a wider impact of the methodology developed and the effectiveness of the training
- Design a specific training programme for bakery industry workers
- Promotion of closer cooperation between the industry, RTDs and training providers

The present project contributes to spread updated knowledge in bakery technologies according to specific needs to a wide number of food industry.

Thanks to the methodology followed it has been possible to design a tailor-made training pilot course which covers the technological subjects of most interest showed by the bakery industry after the training needs analysis.

A total of 155 companies from different countries were involved in the training needs analysis, well in excess of the initial target of 80 companies.

Potential impact: the methodology followed to prepare a tailor-made training course designed for the bakery industry can be transferred to other Food Industry Sectors.

All outcomes required by the project were completed, although some of them need to be improved, including the creation of a web page (www.qbake.eu) and a multilingual blog <http://qbakeproject.wordpress.com/> and a project brochure as part of the dissemination activities.

2. Project Approach

The approaches to carry out QBAKE project have been the following:

Firstly, to carry out the project successfully the partners integrating this project follow a common triangle structure in each country.

In the vertex of the triangle are placed the different type of members: RTDs, Associations (related to food Industry and in particular to bakery Industry) and training centres. These members are interrelated in order to obtain the best results for the project.

The RTDs as the technological partners and training providers coordinate the activities of the other two partners in each country and make sure that the objectives in each task are correctly achieved. The main roles of the associations involved are to reach as many companies as possible interested in participating in the project and help the RTDs/training providers.

Secondly, the project covers different activities divided into 8 Work packages (WP) WP1 and WP2 correspond to management and implementation of a quality plan and act as an umbrella for the whole project.

WP3-WP6, correspond to implementation activities. These activities refer to the implementation of the training needs analysis of the Bakery food industry crossing that information with innovative aspects coming from RTDs which are constantly developing new technologies to improve food products.

To address the training needs analysis (TNA), a questionnaire in word format (file: [questionnaire_RTDS_final_version.doc](#)) was developed and distributed to all the RTDs to collect all the necessary information, i.e. a list of the needs in industrial bakery, according to the trends in technologies, processes and products. A spreadsheet (attached file: [questionnaire_RTDS_FINAL.xls](#)) was developed to process the information collected from the participating RTDs.

On the other hand, AINIA and INNOPAN with the assistance of the other partners prepared an engagement model to co-ordinate actions between the associations and the RTDs. A questionnaire (attached file: [Training Needs Questionnaire v5.doc](#)) was developed and distributed to the Associations and the RTDs. The questionnaire was translated to the other 3 languages of the consortium partners (Spanish, Greek, and Romanian by the respective national coordinators (for example see the attached file: [Ερωτηματολόγιο Ανίχνευσης Εκπαιδευτικών Αναγκών Q-Bake τελικό.doc](#)).

The former partner INNOPAN supported by AINIA, ROMPAN, CAMPDEN and SEVT, as associations, and EFET in its capacity as the Greek Central Competent Food Authority, following the engagement model, contacted their bakery sector associates and other bakery industries in order to engage them in a survey to confirm:

- Training needs for bakery Level 2 workers.
- Preferred methods of training (classroom, pilot plant, ICTs, e-learning, other)
- Preferred duration and scheduled times of training / Balance with work duties / workload
- Estimate n° of workers who require training in this area
- Other areas where training is required (other than those in this project) for L2 workers.
- How they communicate their needs to training providers.
- Whether it is possible to implement a cascade-training system in their companies for L2 workers

- The target was 20 industrial bakery companies per country.

The contact person for the survey was the Human Resources / Training Manager of the company. In smaller companies the Quality Manager or the owner of the companies was involved in filling out the questionnaires.

Thanks to the analysis of the bakery Industry's training needs four top subjects (four training modules) were selected to be part of the pilot training course.

The four modules selected are the following: Fats (functionality & substitutes), Shelf life, Sourdough technology and improving agents.

These four modules were shared among the RTD partners, preparing one module each either with own personnel (Campden BRI and IBA) or subcontracting external trainers (AINIA and EFET).

Once the training materials have been prepared, the following step was to discuss about how to improve them in a trainers' training Workshop held in the premises of Campden BRI.

Different dissemination activities were carried out through the project's life. A project web has been designed to upload information related to the project and about the partnership, as well as a blog was designed to upload technical information, news, press releases, events, etc. related to Bakery Industry.

3. Project Outcomes & Results

The results achieved during the reporting period were the following:

- Study of potential tools for predicting training needs in Technology in the Food Sector
- Comparative study of the training needs in baking technologies in 4 countries
- Development of training materials for specific training needs in baking technologies, in particular Fats, Shelf life, Improving agents and Sourdough technology.
- A model for engaging the companies in the sector in participating in training need detection, program development and preparation of the validating training course
- An website and multilingual blog related to training needs in technology for the bakery sector

Work Package 3: Needs analysis

This activity involved food industry and RTDs and led to the preparation of a programme that will be implemented during the validating training course

EFET, as leader of the WP, performed the RTDs questionnaires to forecast training needs from the research point of view with the assistance of the other partners in the project. In addition EFET carried out the analysis of the answers obtained from the bakery industry regarding gaps in their technological knowledge.

The results of this process are the following:

19 technological trends or know-hows, were identified by the RTDs, such as fats in bakery, sodium reduction in bakery products, sourdough technology, flour fortification, organic bakery, etc. Out of the 19 technological trends identified by the RTDs, 15 technological trends were also identified as existing trends and corresponding training needs by the Training Needs Analysis (TNA hereafter) conducted in Task 3.2 (confirming training needs analysis). This gives a forecasting accuracy of about 80%. That means that the RTDs managed to forecast correctly 4 out of 5 training needs identified and confirmed by the TNA. The forecasting methodology developed by the consortium has been validated and its accuracy can be considered satisfactory.

The original target **was 20 industrial bakery** companies per country.

All the results from the survey were translated by the national coordinators and forwarded to EFET. A spreadsheet was developed by EFET for the collection and processing of the data (attached file: [Final Global Industry Questionnaire Spreadsheet.xls](#)).

The results of the TNA conducted with the utilisation of the data processing of the spreadsheet data are the following:

The consortium managed **to have 155 enterprises form the bakery sector** participating in this procedure, 20 of whom were Spanish, 20 were Romanian, 18 were British and 97 were Greek.

1) We came to the conclusion that the majority of the participating enterprises understood well baking technology, but most of them still have training needs.

2) The data collection and analysis demonstrated that the Pilot Plant training method is the most popular one, amongst the training methods available for the bakery enterprises. Followed by In-company training and classroom training was their second and third choice. Finally, e-learning was the fourth choice by the enterprises, while ICTs was the last one, stating that they would adopt this method of training, although it is not the preferred one.

3) In general, it seems that enterprises' personnel is more available for training during the months of February, January and May, rather than during summer months.

4) When it comes to the total duration of training, the preferred duration is 3 days. Next in ranks is the option "more than 5 days", and last in rank is the option "4 hours/day"

5) As far as scheduled time of training and balance with working duties is concerned, is estimated that the most satisfactory time period would be the option "weekdays working hours", followed by weekends and "weekdays after working hours".

6) The training needs of the enterprises were identified after sharing the information among the partners from the different countries.

Taking the above conclusions into account, a training program was agreed selecting four main technical modules.

So, it is concluded that the main training needs of the bakery industry in the 4 participating countries can be categorized and grouped in the following 4 main groups (modules), in order of demand:

1. Shelf life issues (water activity, packaging, preservatives)
2. Improvement agents (oxidizing agents, gums, enzymes, emulsifiers)
3. Fat issues (functionality, substitutes)
4. sourdough science & technology

The training needs analysis report acts as a basis for the development and delivery of in-country training programmes.

Regarding the state of the art in VET for the Bakery Industry, EFET conducted a brief research and determined that the authorities in Greece for formal and informal VET training in the bakery sector are the following:

- ΕΟΠΠΕΠ (supervising the Centers for Vocational Training – KEK)
- ΟΕΕΚ (supervising the Institutes for Vocational Training – ΙΕΚ)
- ΟΑΕΔ (supervising the professional schools – ΕΠΑΣ)

Once it was agreed the four main topics based on the TNAs, the recruitment of the trainers by the RTDs. started in order to develop the training materials.

Each RTD was in charge of one of each topic or module, Campden was in charge of preparing the module of Improving agents by own staff; IBA was in charge of preparing the module of Shelf life by own staff; EFET was in charge of Fats module and launched an official call to recruit trainers and AINIA was in charge of Sourdough technology whose

preparation was to be done by INNOPAN and after they withdrew a trainer from the Technological Centre of Cereals in Palencia, Spain was subcontracted.

During the 2nd coordination meeting it was agreed that the profile of the trainees, instead of level 2 workers should be the following:

- With technical background and understanding
- With a responsibility position in the company
- Between technician and manager
- Able to pass the information to the rest of the employees (cascade training)

The trainers (2 per RTD partner son in total 8 trainers) were selected according to the following criteria: with **expertise in bakery food sector, in training, and English** written/spoken.

The training materials include a power point presentations with additional text supporting material, using the template agreed during the 2nd coordination meeting. These materials also include questionnaires to assess the level of knowledge acquired by the trainees in each module, and videos filmed to give support to the training materials.

Once the training materials were prepared the trainers met together in a “trainer’s training workshop” (WP 5) Due this task **European mobility** was promoted, exchanging experience between trainers coming from different regions and **Linguistic diversity** (the trainers are writing/speaking English, French, Spanish, Italian, Greek, Romanian)

The trainers involved in the preparation of training materials, were the trainees during the workshop. As part of the preparation of the training course, each country team participated in a common revision of the materials and practical training in Campden (ingredients, processes, and time needed).

Training trainers workshop was organized on the 18-20th of December 2012 in Camden UK, 10 participants from the four countries Spain, UK, GR and RO (8 trainers, 2 participants on behalf of WP Leader).

Each country presented a module, in total 4 modules: improving agents, shelf life, sourdough, fats in bakery. Practical exercises and video recording based on storyboards, at least one video per module were organised on the 2nd and 3rd day of workshop.

The discussions and comments regarding general aspects, revision of each module, new programme times, analysing evaluation methods assessment of questionnaires.

There were compared the differences in the countries regarding specific local issues and **contribution of the trainers with their experience**, deciding on common language and common terminology.

Trainers were awarded with certificates issued by Hellenic Food Authority - Food Safety Course training level 2 (advanced) - managers in the Bakery Sector –course for Food business operators-certificates for European Union Citizens.

The dissemination activities started at the beginning of the lifetime of the project.

One of the most important goals of the Project is the promotion of its activities and results.

The **overall aim** of WP7 (dissemination) was to start as soon as possible the dissemination of project information, activities and results in order to ensure the maximum visibility of the project.

In order to achieve this objective, all the partners and especially the associations, employed their channels of communication and their networks to reach all stakeholders relevant to the project. The tools which were planned to be used for this purpose were newsletters, websites, blog, publications, attendance and organization of events.

The main issues of the Dissemination Strategy are the following:

- Ensure the promotion of project information and results to the relevant stakeholders at national and European level.
- Guarantee a continuous flow of information through a web site and the multilingual blog.
- Raise media awareness.

The dissemination Activities carried out since the beginning of the Project (1st February 2012 –Month 1) until now (31st of January 2013 - Month 12) in which all partners have been involved were:

- o Preparation and use of a logo/acronym prepared by AINIA.
- o Establishment and updating of Q-Bake website by AINIA
AINIA designed and established a website for the Q-Bake project at the link <http://www.qbake.eu>.

The web site is in English, Greek, Spain and Romanian. It makes the project known to the general public and consumers. Special attention is given to organising the material in a very simple way; this enables users to easily search for information and navigate the site, using it as an optimum working tool and an important source of information.

QBake web site contains almost all the information generated by the project and it is regularly updated. Furthermore, project partners contribute to the maintenance of the web site by sending relevant information on project activities.

- o Production and distribution of information material.
AINIA produced the Q-Bake *brochure* in electronic format and printed version which was prepared in English and translated in 3 national languages (Greek, Spanish and Romanian). The English and the translated brochure were printed and distributed among project partners and stakeholders. The brochure contains information on project objectives, work package activities and partners. Furthermore an usb stick was produced with the logo of the project.
- o Dissemination activities implemented by project partners at national level
AINIA – Spain
 - o Publication of 7 articles:
 - o 1) “Formación tecnológica para la industria del bakery, motor de la competitividad” Boletín del Sector Agroalimentaria.
 - o 2) “La cualificación de los trabajadores en las industrias de la panadería/pastelería industrial”
 - o 3) “El ECYL formara a parados en nuevas técnicas alimentarias”
 - o 4) “Un proyecto mejorará la formación en nuevas tecnologías en el sector de panadería y bollería industrial en Europa”.
 - o 5) “Proyecto 'QBake' enmarcado en la convocatoria europea Leonardo Da Vinci”

- o 6) “El Centro de Industrias Alimentarias participa en un proyecto europeo de investigación”
- o 7) “Formación tecnológica para la industria del bakery, motor de la competitividad”

SEVT – Greece

- o Publication of 3 articles in SEVT Newspaper:
 - o 1) [Outcomes of the project meeting in Camden](#) (No 138 - July 2012).
 - o 2) [Selections of the Greek Trainers](#) (No 139 - August 2012).
 - o 3) [QBake Multilingual blog](#) (No 142 - November 2012).
- o Dissemination of q-bake brochure at the:
 - o Greek ECOTROPHELIA contest (10/9/2012).
 - o Brokerage Event organized by SEVT (10/12/2012).
- o Development of qbake webpages to SEVT website (114 visits) http://sevt.gr/site/content.php?absnode=125&mode=micro&this_child=339%20&sel=339.

EFET – Greece

- o Organization of a:
 - o Conference in collaboration with the Association of Bakers in Crete to inform about the Q-Bake Project and other issues concerning health, food safety and the current law concerning the bakery industry (27/5/2012, 30 attendees).
 - o Meeting with the bakers’ guild of Athens and suburbs for the implementation of the project “Qualifications for the European bakery industry” (27/9/2012, 46 attendees).
- o Publication of:
 - o 7 articles in Greek newspapers
 - o 5 Press Releases
 - o 1 interview in a sector magazine
- o Dissemination of q-bake brochure and usb sticks in the meeting with the bakers’ guild of Athens and suburbs (SAAP)

HELAFTE – Greece

- o Presentation via HELAFTE web site
- o Presentation via HELAFTE facebook

IBA Bucharest – Romania

- o Presentation of QBAKE project at IBA’s website.

CEOPAN joined the project officially in December and prepared a dissemination plan for the current year.

Rompan – Romania

- o Publication of 1 article in ROMPAN Magazine: - News in the milling and bakery industry, distributed among specialists in the field.
- o QBAKE Project presentation and brochure were posted on ROMPAN’s site <http://www.rompan.ro/q-bake-prezentarea-proiectului/>.
- o Dissemination of q-bake brochure at the:
 - o General Meeting of ROMPAN members – Sinaia, January 2012.
 - o ALIMENTA 2012, International Fair for Food Industry, October 2012 – Bucharest.

A blog was developed in order to disseminate information about the project. The blog is also used as a dissemination/exploitation element, to which other dissemination elements can make reference, as it is always useful to have an on-line site where stakeholders interested in the project can be directed to find information.

The RTDs are the main responsible partners for publishing information, although all partners are expected to contribute.

The content of the blog includes a description of the project and the consortium, public reports and journal publications related to the project and contact details. The blog is multilingual. All the information sent to SEVT who is responsible for its upload. The partners have to send one piece of information per month, in English or in its language whatever they believe that it is relative to project (articles, public reports, publications, etc).

Blog was structured as follows:

The blog was initially created by ANIA and has the followings categories:

- ↳ Recent Posts
- ↳ Pages

In the session of Pages developed the followings categories:

- o About (general information for the project)
- o Consortium (list of partners)
- o Contacts
- o Q-Bake Events
- o Q-Bake at Media (uploading of articles, interviews, video, etc).

Until the end of January 2013 has been published 14 articles in total, 11 people is following it and it had 636 visits.

Finally, regarding the identification of VET authorities, RTDs' partners are responsible to identify all the possible competent authorities for VET in their country and to establish contacts in order to prepare the transfer of the project results.

Until the end of January 2013 the following progress per country was achieved:

Romania

Identification of 1 competent VET.

- o National Authority for Qualifications - under Ministry of Education, Research, Young and Sport (<http://www.anc.gov.ro/>)

Greece

Identification of 3 competent VET.

- o National Organisation for the Certification of Qualifications & Vocational Guidance (EOPPEP) (<http://www.eoppep.gr>).
- o Organization for Vocational Education and Training (http://www.edulll.gr/?page_id=250).
- o Manpower Employment Organization (www.oaed.gr).

4. Partnerships

Due to internal restructuration's two partners from Spanish partnership decided not to continue in the Project and they expressed their wish to withdraw and were replaced by CEOPAN.

Updated LIST OF PARTNERS

P1	Asociación de Investigación de la Industria Agroalimentaria	AINIA
P2	Campden Technology Limited	CAMPDEN
P3	Hellenic Food Authority	EFET
P4	Institutul National de Cercetare – Dezvoltare Pentru Bioresurse Alimentare	IBA
P6	Patronatul Roman Din Industria de Morarit, Panificatie si Prodeuse Ainoase	ROMPAN
P7	Confederación Española de Organizaciones de Panadería	CEOPAN
P8	Consiliul Judetului Galati – Camera Agricola Judetului Galati	GALATI
P9	Federation of Hellenic Food Industries	SEVT
P10	Pan-Hellenic Association of Food Technologists	HELAFT

The QBake project will be developed by a consortium of 9 partners, including:



AINIA (Spain) – Project Coordinator – Food Research and Development Centre with previous experience in VET projects. Ainia also has participated in a number of R+D projects in Europe and in Third Countries.

Contact: Ms. M^a Paz Villalba - mpvillalba@ainia.es



Campden BRI (United Kingdom) – Campden BRI is an independent, non-profit distributing, food industry membership-based research and technology organization. Their main expertise is in the bakery and canning technologies.

Contact: Mr. Paul Catterall - p.catterall@campden.co.uk



National Institute of Research&Development for Food Bioresources- IBA Bucharest (Romania) is a Food Research and Development Centre with expertise in the Bakery sector. It has wide experience in participating and coordinating projects.

Contact: Ms. Claudia Mosoiu - claudia.mosoiu@bioresurse.ro



The Hellenic Food Authority (Greece) is also a VET provider for Greek Food Companies, especially in Food Safety, Quality and Consumer Affairs. As a RTD, it has participated in a number of projects.

Contact: Mr. Vagelis MOURELATOS - vamourelatos@efet.gr



CEOPAN - Spanish Confederation of Bakery Organizations, the main national representative of the bread industry, with a large experience in the execution of vocational training plans and the development of specific training tools for the sector.

Contact: Mr. José M^a Fernández del Vallado y de la Serna
mdominguez@ceopan.es



SEVT (Greece) is the Federation of Hellenic Food Industries is the official body representing the interests of the Hellenic Food and Drink Industries at National, European and International level. It has previous experience in project management and in involving the sector in project activities.

Contact: Ms. Fotini Salta - fotsal@sevt.gr



HELAFT (Greece), the Hellenic Association of Food Technologists is a scientific and professional organization. Its main activities include assessment of industrial needs, dissemination and mainstreaming and scientific research.

Contact: Mr Spiros Kontos - Spiros.kontos@gmail.com



Rompan (Romania), the Romanian Employers League of the Milling Baking and Flour Products Industry is an association devoted to the promotion and technical and economic development of the associate companies. ROMPAN is also a Center for Training, Evaluation, Professional development and Re-qualification for the Milling and Bakery Industry.

Contact: Ms. Daniela Voica - tehnic@rompan.ro



The Chamber for Agriculture of County Galati in Romania (CACG) develops training activities, technical assistance for the sector, project development and dissemination activities.

Contact: Ms. Adriana TODERITA - aditoderita@yahoo.com

The added value of this consortium is the complementary among all partners with different activities linked to the bakery sector and training.

RTDs are the technological developers whose activities are mainly focused on researching in new technologies with the objective of improving food products. Nevertheless, a gap between industry needs and the transfer of the new knowledge developed is noted by organisations.

The associations participating in this project are the ones in charge of spreading out the results obtained and the validation of the training materials implemented in a pilot course.

Moreover, the cooperation between different European countries enriches the implementation of the project as it is possible to know the common training and dissemination practices in each country.

5. Plans for the Future

The remaining work to achieve the objectives of the project is the following:

- updating the blog of the project with news about bakery technology provided by the different partners, mainly the RTDs
- updating the Adam portal with events and public information useful to exploit opportunities across Europe. We have received emails from other countries expressing their interest in the project or to participate in future projects regarding training to the bakery sector.
- The associations will keep on reaching their associates updating information about the project in their own websites, through events, newsletters, etc.
- Dissemination of USBs and brochures with information in all partners language (Spanish, English, Greek and Rumanian) will be still distributed amongst companies of interest.
- Validation of the training programme in each country implemented in the countries' own language. This training programme will be located in places with appropriate facilities, with appropriate accommodation for the participants (10-15 in each country)
This programme will be intensive with theoretical and practical sessions during three days.
- 2-3 months after the training the consortium will approach the participating companies and gather data whether the training has been effective and has had the expected results.

During the consortium meeting to be held in Bucharest the partners will discuss the programme results and will consider any modifications if necessary.

- RTDs will identify all possible competent authorities for VET in their country.
- Propose improvements in the training programme course and in the diagnosis previously carried out to determine the "training needs of the bakery sector" as the basis to prepare a "tailor-made" training course.
- Continuing with the implementation of dissemination plan.

6. Contribution to EU policies

Delivering added value at a European level was a goal required of the project by developing a forecasting training methodology of considerable impact within Europe from the Food Industry perspective, and from the bakery food industry in particular.

Knowledge transfer is key to preparing individuals for the new jobs or enhancing their current work.

The implementation of QBake project contributes to cover some of the specific objectives included within the Life Long learning Programme such as, contribution to promote creativity and competitiveness; to promote cooperation among countries; to encourage the best use of results, innovative products and processes and to exchange good practice.

Food Industry in general and SMEs in particular are willing to improve their competitiveness and training gives them knowledge and possibilities to grow.

QBake project contributes to give individuals the chance to improve their competences, knowledge and skills.

Qbake project gives food industry the opportunity of improving their knowledge by delivering a training course designed on the basis of a previous study about the training needs detected within employees.

Training is key to strengthening collaborations among institutions at European level, promoting the development of individuals, in our particular case, workers from the bakery Industry contributing to a better understanding of technology and transferring that knowledge into Industry improvements.

As a particular example of the contribution of QBake project to EU policies, let's highlight that QBAKE is on line with the Lisbon Strategy focused on growth and jobs. As well as, recognising that knowledge (enhanced by new training methodologies) and the innovation are the EU's most valuable assets.

7. Extra Heading/Section

This section is optional and can be deleted if not required. If you delete it, please be sure not to delete the section break that immediately follows it as this section break is required to maintain the integrity of the report's back cover.

Enter your text here

