



D6: report on "Recommendations for forecasting, developing, implementing and validating vocational training"

QBAKE course for baking technologies addresses the current training needs in 4 European countries. The course comprises 4 modules, each aimed at updating the knowledge of those workers in the bakery sector with some years' experience but with no formal certification.

Main objective was 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. A predictive training analysis study has been performed by the 8 trainers from the 4 participating countries (ES, UK, GR and RO).

Based on the training need analysis results, the consortium undertakes the building of a training program (including materials, methodology, implementation considering work duties, a validation tools).

The 4 modules are the following:

1. Fats and oils in baking fat substitutes
2. Sourdough in baking technologies
3. Shelf life issues, preservatives, packaging, water activity
4. Improving agents in bakery products

Methodology followed by trainers during materials preparation as well as revision of materials.

Approach followed for the development of the Qbake training materials was to develop a common language on baking technologies: classification and correct nomenclature and process description. The main topics were analysed and kept for presentation only the very important and highly correlated to the audience expectations. The documentary material was structured to offer a clear and concise understanding of the problems to the target audience. The material was set in a power point presentation, which included explanatory notes in order to provide an easier understanding to the audience. For the revision process were applied the comments made for all the materials discussed in Campden trainers training.



Results obtained (presentations, supporting materials, questionnaires, assessment).

It seems to be better to mix various methods during material presentation: exposure, video, case study, examples, in order to keep the audience attention and optimal absorption of the content. The video making was a very good idea and the preparation, filming and shooting comments represent a good example of how to look a team working and responsibility assumed, making stronger the collective collaboration .The questionnaires structure (multiple choices and short answer questions) was based on the information presented in the power point presentation

Opinions and conclusions

It seems that a higher accent could be made on the preliminary preparation, that means:

- more specific details regarding duration and volume of materials
- more specific details on how the message could be delivered
- the variety of means and resources used: exposure, case study, examples, video, etc

Best practices used in each country previous experiences and recommendations

The trainers were chosen among specialists in the field, with background in baking technology and chemistry with appropriate and certified trainer and evaluation formation also. The questionnaires and evaluation forms were developed following the approved evaluation procedures existing in each country .The materials, case study, etc were elaborated on the basis of adults training principles.