



Executive Agency, Education, Audiovisual and Culture



**Competencies for tomorrow's energies:  
A qualification scheme for biomass consultancy:  
Q-BICON**

Progress Report

Public Part

## Project information

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## Executive Summary

Facing the lack of suitable trainings for biomass experts, a consortium of partners from Austria, Germany, Hungary and Poland develops a qualification framework for an innovative advanced training for biomass experts within the project Q-BICON. This new type of training is designed for consultants and multipliers, whose decisions on planning and investment are crucial for the future utilization of bioenergy. According to the competence requirements of this target group the advanced vocational training addresses the following topics:

- **Understanding energy systems**
- **Sustainable utilization of biomass for energy purposes**
- **Project management, legal framework and funding programmes**
- **Communication and participation (regarding stakeholders)**

Consultancy and communication skills are most important with respect to increasing doubts of bioenergy, exemplified through the "food versus fuel debate" or the carbon footprint. Target-group-specific consultancy and communication competences will enable participants to establish successful material and value cycles.

The development of the vocational training with the project Q-BICON is carried out at four stages:

1. **Detailed demand analysis in all partner countries**
2. **Development of training curriculum**
3. **Elaboration of teaching contents and materials**
4. **Open and free-of-charge pilot testing phase**

The first two stages were implemented during the first year of the project. Accordingly, production of training contents, processing of training materials as well as the implementation of these materials to a e-learning platform will be accomplished during the second year of Q-BICON. Another milestone will be the implementation of the pilot testing phase in all partner countries in mid-2014. Reports analysing the market usability of the final training products, the conducted dissemination efforts and the results of the pilot testing will help to evaluate and optimize the project outcomes at the end of Q-BICON implementation phase.

The project consortium involves expert institutions from different fields as well as vocational training centres. The involved training centres Berufsförderungsinstitut Steiermark (BFI), C & Q Bildungszentrum Haberhauffe (C&Q) and Kujawsko-Pomorski Agricultural Advisory Centre (KPODR) ensure the application-related and customer friendly implementation of the contents through latest teaching methods. Fraunhofer Centre for Central and Eastern Europe (FhG-MOEZ) as the Q-BICON lead partner has a broad range of experience in leading European consortia and cares for the Q-BICON project and quality management. Energiaklub contributes its expertise in sustainable bioenergy projects by providing the detailed demand analysis in all partner countries. The European Center for Renewable Energy Güssing has previously developed training schemes in the field of renewable energy sources and elaborates the Q-BICON teaching contents and materials.

More information about the project Q-BICON and in particular about how to participate in the free-off charge pilot course can be found on the project website [www.q-bicon.eu](http://www.q-bicon.eu). Get in touch with the consortium partners!

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# 1. Project Objectives

Q-BICON pursues the objective to build up new and advanced skills in the field of bioenergy consultancy in Europe. In this connection, the project responds to the massive increase in renewable energy production, particularly in the field of bioenergy. Bioenergy is the major source among renewable energy sources (RES) in Europe, accounting for almost 64% of European renewable energies and showing steady growth patterns. Further development of bioenergy utilisation and technologies is driven by the binding EU 2020 targets and established support schemes.

Along with the boost in that sector a considerable demand for up-to-date information concerning technical, legislative, procedural and environmental aspects has emerged in recent years. Successful distribution of such practice-oriented, state-of-the-art information and knowledge among technical experts, plant manufacturers, farmers, spatial planners as well as other professional groups is of considerable importance for the success of the overall transition in the energy sector and for the successful achievement of the EU RES-targets until the year 2020.

Q-BICON enhances the transfer of information and knowledge by setting up an innovative vocational training scheme particularly designed for consultants and multipliers. The main reason for developing the training is that many consultants already have general experience in renewable energies, but do lack far-reaching, bioenergy specific expertise. Thus, the project's primary target group, consultants and multipliers, either already working in that sector or just graduated, will be trained to later consult and inform the above mentioned specific community of users such as technical or planning-oriented professionals.

The Q-BICON blended-learning course with alternating presence meetings and online learning phases will be implemented in all project countries: Austria, Germany, Hungary, and Poland. The course will take the different national planning and administrative processes into account by adapting curriculum structures and training contents to the national conditions. The overall duration of the training will be 12 weeks including four meetings of two days duration, taking place at weekends. Consequently, participation in the training is possible extra-occupational. The curriculum will be adapted to the needs of the primary target group taking into consideration that most of the participants hold an academic degree and already have professional experience.

During the whole duration of the pilot course a qualified mentor will advise and support the participants. The assessment and evaluation process to be applied will guarantee continuous improvement of the training course leading to a marketable product ready by the end of the project.

In contrast to already existing bioenergy training courses, the Q-BICON training will be characterized by the following key product features:

1. **Innovative** → creating a new occupational profile for bioenergy consultants.
2. **Close to the market** → by continuously analysing the market demands in all partner countries.
3. **Blended learning** → development of the curriculum following latest teaching methods.
4. **State of the art** → elaborating new teaching contents and materials.

**5. Market feedback** → [open and free-of-charge pilot testing phase.](#)

As a result of the Q-BICON project, interested persons from many different bioenergy related branches will significantly profit from the project results in having the chance to up-skill their knowledge of bioenergy systems, sustainability, consultancy and communication, all bundled in one blended learning course. The Q-BICON training will provide the demanded skills in a practical, job oriented way and will boost the exchange of practical knowledge of participants through strong in-class elements. All things considered the Q-BICON project outcomes can be expected to become marketable services, enriching the European training landscape for sustainable energy sources.

## 2. Project Approach

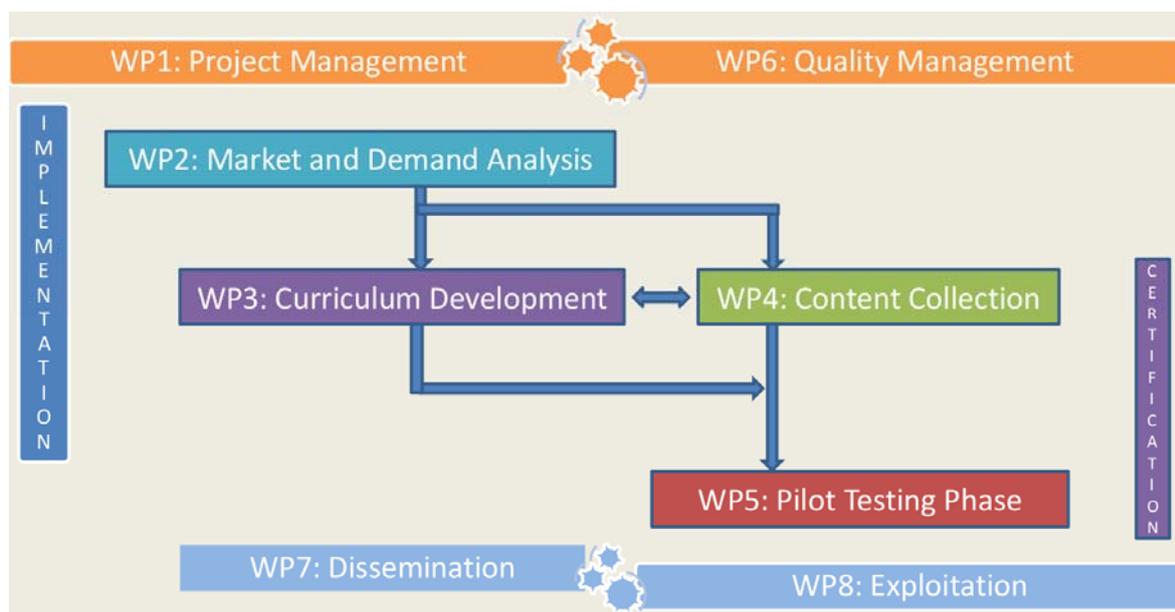
The project Q-BICON targets the development of an innovative European training for biomass experts, going beyond existing offers and facing the existent knowledge and experience gaps of the target group.

The project consortium was established according to this objective and involves VET experienced and bioenergy related partner institutions. The structure of the work packages and their leads reflect the overall organisation of the project since partners with the most suitable expertise will take over the respective leads. Accordingly, content related tasks will be performed by the expert institutions Fraunhofer Centre for Central and Eastern Europe (FhG-MOEZ), European Center for Renewable Energy Güssing (EEE) and Energiaklub (EK). Whereas, the involved training centres Berufsförderungsinstitut Steiermark (BFI), C & Q Bildungszentrum Haberhauffe (C&Q) and Kujawsko-Pomorski Agricultural Advisory Centre (KPODR) ensure the application-related and customer friendly implementation of the contents through latest teaching methods.

The development of the vocational training is carried out in four stages:

1. Detailed demand analysis in all partner countries (WP2)
2. Development of training curriculum (WP3)
3. Elaboration of teaching contents and materials (WP4)
4. Open and free-of-charge pilot testing phase (WP5)

As a result the main tasks of project implementation are bundled in four appropriate work-packages. Supporting work packages exist for the project management (WP1) and quality management (WP6) as well as for dissemination and exploitation activities (WP7&8). The work process of the Q-BICON project is visualized with the following figure.



In order to assure that the Q-BICON training meets the market demands a detailed market and demand analysis of the bioenergy markets has been examined in the project countries Austria, Germany, Hungary, and Poland. Taking this study's results into account, Q-BICON training addresses especially consultants, multipliers and skilled employees from public and private sector, as well as NGOs, who are working for sectors which are relevant for bioenergy generation and supply. In particular, Q-BICON addresses persons working in or for the following branches:

- Waste disposal, technical and building services
- Agriculture and forestry (agricultural/ forestry associations, chambers of agriculture or forestry, etc.)
- Spatial planning and architecture
- Energy providers and municipal utilities
- Organizations and associations related to (bio)energy

The results of the market studies are basis for the collection of formal requirements of the Q-BICON training, regarding promising training topics and target groups. Based on these results, the definition of both, required and to be provided competences and knowledge are defined with a competence matrix. The competence matrix meets the quality criteria set with the European Qualification framework (EQF) in order to prepare a later dissemination of the Q-BICON products to other European countries. Besides the quality requirements of ISO 17024 will be considered from the very beginning of the qualification scheme planning to allow a certification of the training.

With the provision of the requirement collection and the competence matrix, the in-parallel work process of curriculum development (WP3) and content collection (WP4) started. Based on the defined target groups, course contents and requirements, the collection of required as well as available contents for the training begins. Therefore, the EEE (leader of WP4) provides a MS Access database, to collect the already available contents and materials of each partner. In combination with the meanwhile prepared training curriculum, EEE is able to produce the lacking contents. Both, the available and new produced contents, subsequently are prepared as training materials. Afterwards the materials are implemented to the trainings e-learning platform.

With the e-learning implementation of the required contents and materials, Q-BICON is ready to start the pilot testing phase. The preparation of the pilot courses including trainings for the later Q-BICON testing teams is conducted by KPODR. The Q-BICON pilot courses are carried out in all partner countries in mid-2014 as a blended-learning course with alternating physical meetings and online learning phases. The course will take the different national planning and administrative processes into account by adapting curriculum structures and training contents to the national conditions. The overall duration of the training will be 12 weeks including four physical meetings of two days duration, taking place at weekends.

The dissemination of the Q-BICON outcomes is a key task in order to prepare the later exploitation of products. Accordingly, strategic frameworks for the project dissemination and exploitation are provided with the respective work packages. The training will be promoted in a versatile and flexible way, both by involving multipliers e.g. specialist associations and chambers of commerce and possible end-users of the training. Therefore, regularly target-group specific information by using different channels is published. This combines traditional printed marketing instruments, with web-based instruments as well as direct marketing instruments and events, like fairs and conferences that help getting in touch with multipliers actively. The concrete measures to disseminate Q-BICON project results will be provided in all project languages. The dissemination and exploitation activities are led by the practice

experienced partner C&Q, strategically supported by a subcontractor, familiar with similar LLL-projects.

Analyses of the market usability of the final training products, the conducted dissemination efforts and the results of the pilot testing will help to evaluate and optimize the project outcomes at the end of Q-BICON implementation phase. To complete efficient cooperation and work share, the standardisation and QM aspects is performed by the academic partner FhG-MOEZ.



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### 3. Project Outcomes & Results

A detailed list of fully achieved outcomes within the project Q-BICON is given with the following table. The results are structured according to the different work packages and complement the respective objectives, the available language versions and the level of dissemination.

Project Outcomes	Objectives	Level of dissemination/ Availability	Language versions
<b>1. Work package: Project Management</b>			
Project Manual	Information, rules and guidelines on the project management structure and procedures	Confidential document	English
Kick-off project meeting (Berlin)	Decision on detailed tasks, discussion of achieved results and preparation of upcoming project tasks; attendance of all consortium partners	Event, minutes are confidential	English
Cross-border project meeting (Budapest)	Decision on detailed tasks, discussion of achieved results and preparation of upcoming project tasks; attendance of all consortium partners	Event, minutes are confidential	English
<b>2. Work package: Detailed Market and Demand Analysis</b>			
Market Framework Analysis	Summarizing the state of the art of bioenergy markets in the partner countries, concerning bioenergy statistics, legislative framework and most common biomass technologies	Confidential document	English
Study on Detailed Market Framework and Demands	Analysis of biomass markets in the project countries summarising the findings of the Market Framework Analysis, a questionnaire survey and in-depth interviews; deriving proposals for the curriculum	Confidential document	English

Project Outcomes	Objectives	Level of dissemination/ Availability	Language versions
<b>3. Work package: Curriculum Development &amp; Standardisation</b>			
Requirement Collection	Preparation of curriculum development; picking up the market studies results and explaining the further work process	Confidential document	English
Overall Structure & Programme Development	Detailed information about structure, topics, lessons and timeline of the Q-BICON training	Confidential document	English
National and European Competence Matrix	States the skills, knowledge and competences which the defined target group will have after passing the training; based on European Qualification Framework	Confidential document	English
<b>4. Work package: Content Collection &amp; Production</b>			
Content provision	Summary of required contents for the training	Public Adam database	English
Common content guideline	Comparison of required contents with already available contents; description of work process to get the missing contents	Public Adam database	English
<b>6. Work package: Quality Management, Evaluation &amp; Optimization</b>			
Concept for Quality Assurance and Management	Specification of quality assurance requirements and applicable standards during the project duration	Confidential document	English
Monitoring Review 1, 2, 3	Monitoring of project progress for both project realization (processes, activities and tasks assigned) and project results	Confidential document	English
<b>7. Work package: Communication and Dissemination</b>			
Communication and Dissemination Plan	Strategic and practical description of planned dissemination and communication activities and tools	Confidential document	English

Project Outcomes	Objectives	Level of dissemination/ Availability	Language versions
Project Website	Promotion and dissemination of the project and its results	Public <a href="http://www.q-bicon.eu">www.q-bicon.eu</a>	English, Polish, German, Hungarian
Promotion Materials	Production of several materials in order to disseminate the project and its results, available are: <ul style="list-style-type: none"> <li>• Q-BICON newsletter (available at website)</li> <li>• project flyer (available at website and from project partners)</li> <li>• roll-up (presentation at fairs and conferences)</li> </ul>	Public electronic and printed versions	Polish, German, Hungarian and English (not for roll-up)
<b>8. Work package: Exploitation</b>			
Exploitation Plan	Strategic and practical description of planned exploitation activities at consortium and partner level	Confidential document	English



## 4. Partnerships

The Q-BICON consortium consists of two main types of partners:

- bioenergy related expert institutions and
- vocational training centres.

Moreover, in each country both types of partners are represented with the exception of Poland where the partner involved is able to fulfil both roles. Thus, a very good partnership exists within Q-BICON in particular since partners have cooperated together in previous projects. However, the European added value of the multi-country partnership can be considered on three levels:

1. Level of the whole project,
2. Level of the institution involved in the project, and
3. The level of the individuals working within the partnerships.

**European added value of Q-BICON partnerships with regard to the whole project are:**

- Widening the field of action / territorial extension of the project as well as increasing complexity and complementarity;
- Ensuring the development of a tailor made, standardized, high-quality European training framework for bioenergy consultancy;
- Strengthening the probability of achieving the desired results;
- More effective diagnosis of the environment and needs of communities in which the project activities are carried out due to optimized knowledge of the area and range of activities by the partners involved in the implementation;
- Reaching more customers through a wider range of marketing activities within a European funded project;
- Increasing the reliability of developed products, because of involvement of partners from different regions and of different background.

**European added value of Q-BICON partnerships for the institutions involved:**

- Gaining knowledge on new technical and organisational solutions;
- Added value of PR of the company due to transnational cooperation;
- Cooperating with well-known research institutions from other countries and thus, increasing reliability of the developed product;
- Improving work methods;
- Transfer of good practices between partners;
- Possibility to implement solutions used by other partners in national projects and activities;
- Gaining experience in building and managing partnerships;
- Development of cooperation/networks for other initiatives;
- Gaining new target groups.

**European added value of Q-BICON partnership for the individuals involved within the project:**

- Increasing knowledge and skills in different field, e.g. sector of bioenergy as well as international project management;
- Improving communication skills;
- Gaining new professional contacts, which can be used in daily work in other activities;

- Growing awareness on multicultural aspects;
- Learning about new perspectives on challenges and solutions;
- Exchange of experience, practice, knowledge consequently contributes to the development of skills and competences.

A further important added value of the international partnership in the project is that partners from countries with different innovation levels have the opportunity to learn from each other and to find common solutions. Although communication in international projects is more difficult due to language differences and the geographic distance (mainly email-contact instead of personal interactions) the intensive project meetings contribute strongly to get acquainted and also to get to know the working and living environment of the hosting project partners. Mid-term and long term positive effects of the multi-country partnership as well as the project Q-BICON are the possibility of further cooperation in other international projects, not only with the project partners but also with "associated" organisations involved in the project. In addition there is a geographical quality of the project consortium. On the one hand the project partners represent countries with a long record in bioenergy experience as e.g. Austria and Germany and on the other hand countries with still less evolved infrastructure and expertise e.g. Poland and Hungary. The cooperation among the partners contributes to speed up the process of increasing the Renewable Energy Sources (RES). In particular, the developments made by in the South East of Austria are a good example for the possibilities of rural regions with bad infrastructure, lack of economy, lack of jobs and migration. One of the reasons for the region to recover and prosper was the participation in European funded project. Thus, it is out of doubt that without the support and funds of the European Union and its transnational programmes the progress would not have been possible. Further, the region has shown that everybody has the chance to strengthen its position by using its own resources. At the end all those co-operations and networks have brought the overall region step by step to the main goals of self-sufficiency, the creation of regional added value and the creation of jobs.

## 5. Plans for the Future

The overall objective of the project Q-BICON is the development of the vocational training, which is carried out in four stages represented respectively by the WP2, WP3, WP4, and WP5. Supporting work packages such as project management (WP1) and quality management (WP6) as well as dissemination and exploitation activities (WP7&8) contribute to the overall achievement of the main objective and to the successful project implementation. However, with regard to the remaining work in order to develop an innovative advanced vocational training a description is provided below for the respective WPs.

Workpackage	Detailed Market and Demand Analysis (WP2)
	<p>The main aims of WP2 are the provision of a Detailed Market and Demand Study for all partner countries and secondly the provision of a Study of European Market Assessment. The last one is subject of activities of the WP in the next year of implementation of Q-BICON. The aim of the Study on European Market Assessment is to reflect on possible market developments that occurred since the first study, carried out at the beginning of the project, and to compare those with the structure of the Q-BICON training course. Therefore, in-parallel market assessment will be conducted.</p> <p>Furthermore, supporting this study two meetings with experts from the training and the bioenergy sector in each country involved in the project shall take place next year.</p>

Workpackage	Curriculum Development & Standardisation (WP3)
	<p>The main objectives of WP3 are the development of the overall structure and programme of the Q-BICON curriculum and also the development of teaching materials including materials for the e-learning platform for the pilot course.</p> <p>In particular, the provision of teaching materials is a task for the coming second year of the project duration. This implies elaboration of the curriculum with all contents, division in modules, and description in detail, supplementation with time tables, methodology and intended learning outcomes as well as translation of all relevant contents in the national languages of the partner organisations. In parallel the structure of the e-learning pilot course with general project description, a frame for the access of participants, task areas, library, and modules 1-4 with all contents, a forum for discussion and virtual learning and communication paths for the participants will be set up.</p>

Workpackage	Content Collection & Production (WP4)
<p>The aim of WP4 is the production of Q-BICON training contents. The training contents and materials are the basis for the Q-BICON pilot course, scheduled for 2014. The WP consist of 2 phases:</p> <ol style="list-style-type: none"><li data-bbox="236 421 1034 454">1. Availability check and production of content guideline and</li><li data-bbox="236 454 587 488">2. Preparation of Content.</li></ol> <p>The second phase just has started and challenges have already occurred for the project team such as different quality levels as well as different framework conditions in countries involved. However, after having collected and produced all necessary materials for the content of the training, documents are now being checked, added and merged in order to have coherent content materials.</p>	

Workpackage	Pilot Testing Phase (WP5)
<p>The main goal of this WP is to carry out the pilot course on RES in countries involved. Three main phases of activities are about to be implemented until the end of project:</p> <ol style="list-style-type: none"><li data-bbox="236 880 671 913">1. Planning of the pilot seminars</li></ol> <p>This phase includes the preparation of a guide instruction for the national testing teams. Further, the technical training on how to use designed teaching tools will be conducted by for all national testing teams. Until the start of pilot course project partner are disseminating the project Q-BICON in order to attract participants and trainers.</p> <ol style="list-style-type: none"><li data-bbox="236 1081 1219 1115">2. Conduction of pilot seminars in Austria, Germany, Hungary, and Poland</li></ol> <p>The seminars will be based on blended learning approach and take place over a period of 12 weeks with 4 face-to-face meetings (2 days per meeting). Each module of the training will comprise an introductory in-house session and a summary in-house session with a follow-up material available online for 3-4 weeks in between the introductory and summary sessions. During this stage each national testing team will be responsible for continuous monitoring of online sessions. At the end of the pilot course an evaluation will be completed by all trainees and trainers in each country.</p> <ol style="list-style-type: none"><li data-bbox="236 1384 628 1417">3. Report on pilot test results</li></ol> <p>Based on the evaluation a report on the Q-BICON pilot testing phase will be conducted in order to identify the main disadvantages and advantages of the pilot training and to suggest necessary amendments for the future.</p>	

## 6. Contribution to EU policies

The project Q-BICON addresses following **Objectives of the Lifelong Learning Programme**:

<b>Description of the Objective</b>	<b>To contribute to the development of quality lifelong learning and to promote high performance, innovation and a European dimension in systems and practices in the field</b>
<b>Addressed by Q-BICON</b>	The overall aim of Q-BICON is to foster active interchange between training systems and bioenergy expert organizations within the European Union in order to develop a high-quality qualification scheme. Additionally to establishing cooperation between education and the world of work the goal of Q-BICON is to enable more flexible learning pathways by implementing innovative e-learning technologies in the VET practice

<b>Description of the Objective</b>	<b>To help promote creativity, competitiveness, employability and the growth of an entrepreneurial spirit</b>
<b>Addressed by Q-BICON</b>	Q-BICON will foster the acquisition of transversal key competences e.g. in knowledge management and sustainability. In addition, the project aims at making education and training institutions more open to the demand of the labour market. That means the right skills and knowledge fields for bioenergy consultants in Europe will be identified and integrated into the curriculum. To achieve this, partnerships with the business sector will be actively strengthened during the project implementation.

Project Q-BICON addresses following **Specific Objective of the Action**:

<b>Description of the Objective</b>	<b>To support participants in training and further training activities in the acquisition and the use of knowledge, skills and qualifications to facilitate personal development, employability and participation in the European labour market</b>
<b>Addressed by Q-BICON</b>	The vast integration of e-learning elements will significantly increase the accessibility of vocational training programs for the target group. In addition, one of the key elements of the training model are the aspects of knowledge management and transfer. This will support working processes in general and will secure the long term usability of the learned contents for the participant.

Project Q-BICON addresses following **Operational Objective of the Action**:

<b>Description of the Objective</b>	<b>To facilitate the development of innovative practices in the field of vocational education and training other than at tertiary level, and their transfer, including from one participating country to others</b>
<b>Addressed by Q-BICON</b>	The project provides training opportunity in the field of bioenergy for consultants and multipliers. Setting on a transnational approach, the training model will consider tailor-made modules and contents for the

	target group. Consequently, not only bioenergy related topics will be included, but also transversal competences will be developed, such as knowledge management and communication skills. The training follows a blended-learning approach.
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Project Q-BICON addresses the following **Priority**:

<b>Description of the Priority</b>	<b>Developing Vocational Skills considering the labour market needs – New Skills for New Jobs</b>
<b>Addressed by Q-BICON</b>	Q-BICON directly fosters the development of vocational skills considering the needs of the bioenergy market by providing a practice-oriented blended learning environment for consultants and multipliers. The planned training programme will meet the requirements of bioenergy consultancy and consider increasingly important aspects such as sustainability assessment of innovative technologies, adapted to local framework conditions or target-group specific consultancy skills.

Project Q-BICON is **Complementary with following EU policies**:

<b>Description of the EU policy</b>	<b>Education and Training 2020 Working Programme</b>
<b>Addressed by Q-BICON</b>	The Q-BICON project will develop a high-quality blended learning environment to further train and skill the workforce in a future-oriented sector according to the given labour and market needs. Thus the project helps to put parts of the ET2020 objectives into practice by improving the quality and efficiency of education and training and by bringing more young people into jobs

<b>Description of the EU policy</b>	<b>Europe 2020 Strategy</b>
<b>Addressed by Q-BICON</b>	Q-BICON covers a wide range of the objectives set by the EU2020 strategy. The project in particular fosters the creation of employment in a future-oriented sector through the development of innovative training measures. At the same time it significantly supports the important objective to increase the generation and use of renewable energy and to reduce CO <sub>2</sub> emissions

The EC set clear goals to significantly reduce CO<sub>2</sub> emissions in the future (“Low carbon economy”). This has been done by committing to a 20% reduction in greenhouse gas emissions, a 20% improvement in energy efficiency and a deployment of 20% of energy generation from renewable sources, all by 2020. These so-called 20:20:20 targets address all relevant state levels in Europe down to the local governments. Consequently, all EU countries need to adapt their energy production accordingly which requires high efforts concerning investments and qualification, both in the administrative and the private sector.

In Europe biomass usage already plays an important role among the different renewable energy sources with a share of 68,6% of the gross inland consumption of RES in 2009 (see AEBIOM, 2011: Annual Statistical Report). The bioenergy sector also is important as regards the creation of new jobs. Nevertheless, there are significant differences from country to country both in actual bioenergy generation and the future scenarios. Particularly in Central and Eastern Europe (CEE) with a strong agricultural sector there are huge, unused potentials

including agricultural and forestry residues. Contrarily, the usage of biomass is much more advanced in Austria, as well as the scientific knowledge and the implementations in educational programmes. These best practice experiences will strongly benefit on the other partners and the project as a whole. The more efficient and sustainable use of such resources will increase profitability and competitiveness of the relevant actors and will thus result in the creation of more and promising future-oriented jobs.

Q-BICON will be able to foster job creation in two ways: on the one hand the actors in the consultancy sector will be qualified which creates new job opportunities for young academics that still lack such specific training (ET2020). On the other hand Q-BICON that way fosters the bioenergy sector as a whole by enhancing the sector's growth through carrying out high-quality consultancy services. These two relevant aspects clearly address the Europe 2020 "Agenda for new skills and jobs" with regard to developing vocational skills considering the labour market needs.

Thus, Q-BICON contributes to the Europe 2020, the EU's growth strategy for the coming decade focusing on "smart, sustainable and inclusive growth". Consequently the project Q-BICON contributes to the Bruges Communiqué 2010, which sets a global vision as well as specific roles of vocational education and training (VET) in the flagship initiatives: An agenda for new skills and jobs; youth on the move.

