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Eco - friendly ICT - based training outcomes for adults



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*The whole purpose of education
is to turn mirrors into windows*

Sydney J. Harris

Adult educators are core actors for up-skilling / re-skilling of those affected by unemployment, restructuring and career transitions. Their activity makes an important contribution to social inclusion, active citizenship and personal development. Adult educators play a substantial role in enabling adults - in particular the low-skilled and older workers - to improve their ability to adapt to changes in the labor market and society thus contributing to social change of adult employment. It is the professional development of teachers, trainers and other adult learning providers that is considered of key importance ensuring quality and relevance to nowadays educational demands. To transform EU policy into workable decisions and models, it is necessary for all teachers and trainers to have access to high quality initial and continuing professional development and support. That is why, providing new opportunities for education of adults is the focus of the project **“Ecofriendly ICT-based training outcomes for adults - ECO-Train”**. The project matches the policy for strengthening the recruitment, selection and professional development of educators providing new prospects for access to high quality training.

A particular area that needs filling of an existing educational gap of adults is the innovative eco-friendly technologies. Green technologies use environmentally sensitive approaches and provide opportunity for social and economic progress. They are considered of primary importance for the modern-day society well-being. The inadequate exploitation of natural resources and the gap in technological advancement coupled with environmental care create a considerable

health and economic burden to the society. It demands learning providers, better equipped with knowledge and skills that promote implementation of ecofriendly technologies. As more people improve their understanding of innovative eco-friendly technologies and more businesses increase their use, needs have emerged for provision of better knowledge and training to adult educators. The ECO-Train project satisfies these demands establishing facilitated links between the adults and the education sectors and contributing to the enhancement of quality of training that directly impacts the learners' realization. The customized training opportunities offered by the ECO-train project are oriented towards gaining new and upgrading the existing competences by adult educators.

The 21st century is the century of digital communications. ICT innovations emerge at an increasingly faster pace and need designing of innovative and engaging learning environments. To successfully adapt educational and training systems to 21st century needs, the ECO-Train project develops new educational tools, online Training Pathways, and offers a new, least-cost form of training widely accessible to trainees. It promotes CVET using new, digital-based training methods (e-learning/blended learning) that encourage the transition from managing jobs to managing the skills allowed by digital tools.

The project in a nutshell

The aim

- Development of blended learning offering tools and data resources, based on the subject of innovative eco-friendly technologies for sustainable development, and the EQF/NQF strategic system.

The objectives

- Apply the principles of adult education (AE) in the deployment of modules matching adult educators' needs

- Constitute and deliver AE experiences respecting the targets' needs and integrate AE with practice exploiting the vast capacity of mobile learning
- Offer a scheme for gaining competitive competences emphasizing on eco-innovative character of technologies for sustainable development
- Exploit EQF and ECVET validation instruments to facilitate recognition of skills and competences adopted via AE
- Encourage environmentally promising innovation paths to integrate of eco-friendly and innovation efforts implementing the concept of "Education for Sustainable Development"

The target groups

Adult educators, i.e. professionals who practice the profession of facilitating the learning of adults by applying the principles of androgogy, in particular:

- Teaching practitioners: teachers/trainers
- Qualified trainers of adult learners in alternance schemes
- Skilled workers who oversee practical training in the workplace, workplace tutors, mentors, supervisors
- Teachers and/or trainers conducting practical classes, for example, in laboratories or workshops
- Other educators, among which: in-company trainers; SMEs' personnel performing training-related activities; external trainers who usually work as freelancers or for training providers.

Towards project realization

Shaping the idea of ECO-Train

- **European Agenda for Adult Learning** ensures high-quality educational opportunities for adults promoting their

personal and professional achievements through strengthening their skills, in particular those required in the present knowledge-based society (ICT, problem solving, foreign languages, etc.). EU 2020 hallmark of 15% adult learning participation to be achieved by 2020 is a priority of European educational policies, to which ECO-Train project corresponds by focusing its concept on providing new opportunities for education of adults. The preliminary need analysis performed by project partners indicated that adult educators are the one who can satisfy the educational needs of all those potential learners who are both self-directed and very practical. According to Eurostat, currently 22.5% of adults (25-64 years) in Europe are with low educational attainment. In ECO-Train partners' countries this share accounts between 10.2% and 40.9%. All this delineates the necessity to encourage adult education at national and EU level. The substantial role that adult learning can play is by enabling adults - especially the low-skilled and older ones - to improve their adaptation to changes in the labor market and society.

Environmentally sustainable economy is a benchmark of EC developmental policies and it puts forward a number of measures to increase the EU's resource efficiency via ambitious targets like eco-innovations. They are a core action of EU 2020 strategy, which promotes the development of products and processes that contribute to sustainable development. This strategy also includes the concept of eco-friendly technologies. Their importance to humans and our environment is incalculable. They apply environmentally sensitive approaches, including energy efficiency, recyclable/biodegradable materials, down-gauging and reusability. Eco-friendly technologies help create new jobs directly addressing the Lisbon strategy dimensions: growth, jobs and the environment.

- **Transnational working approach** is the key aspect of the ECO-Train idea to create innovation. Thus, the transnational efforts of project participants were unified in a strategic partnership formed to exploit the best AE practices in developing innovative training materials within a subject of particular EC. This transnational approach raises the business opportunity and employability in the innovative eco-friendly technologies sector. In this way, ECO-Train project creates added value by innovating national and EU CVET.

Implementation plan

ECO-Train project work is structured and distributed in four project phases of different duration. They comprise ordered work in terms of activities performance, and technical, human and financial resources involved, leading to a common result: achievement of the project objectives and delivery of the planned results. The phases/activities cover the process of project development: from project scope to implementation of solutions for its reach.

Preparation Phase

- No 1: Arrangement of ECO-Train management and administration (1-5 month)
- No 2: ECO-Train project start up: design of project concept (2-6 month)

Implementation Phase

- No 3: ECO-Train methodological framework and work plan execution (6-20 month)
- No 4: Intellectual Outputs production (6-20 month)

Follow-up Phase

- No 5: Approbation of ECO-Train deliverables - performance of Multiplier Events (16-20 month)
- No 6: Performance of D&U (1-20 month)

Sustainability Phase

- No 7: Assurance of durable effect of ECO-Train achievements (18-20 month)

Managerial and Quality support

The project management policy encompasses a series of actions/procedures that cover the process of project development organized according to the following consecutive stages: Planning, Analysis and Requirements, Design, Development, Integration and Testing, Implementation, Operation and Maintenance. For successful realization of these measures the project uses the following approaches:

- **Administration:** Formation of project main management bodies; assignment of management rules; determination of partners' engagements; design of the project operational plan; measuring, checking and/or correcting project activities.
- **Quality management:** Setting up objectives and processes needed for delivery of the anticipated results; implementation of these processes, their monitoring and assessment, definition and distribution of criteria for (self)evaluation of project work, practice of quality indicators.
- **Implementation:** Coordinating human and financial resources, integrating and performing the project activities.
- **Monitoring and evaluation:** Managing and tracking the overall project activities, performance of internal monitoring for assessment of ongoing activities; checking the project variables and implementing change control process, performance of external monitoring via project Experts' Board.
- **Dissemination & use:** review and evaluation of project potential to impact target groups/sectors and users, dissemination and approbation of innovative project results, transfer of project results into new sectors/target groups, social/cultural environments.
- **Financial project control:** implementation of project financial control - a mechanism that keeps it on track, on time and within budget.

ECO-Train anticipated results and outputs

The results elaborated during the ECO-Train project performance are in compliance with overall project advancement distributed by project phases.

- **Preparation phase**

Name	Content	Lang	Media	Use
Quality Management Plan (QMP)		EN	Electronic	
Project Communication Plan (PCP)	Guidelines stipulated communication and cooperation procedures	EN	Electronic	Internal
Dissemination and use Plan (D&UP)	Framework of all measures envisaged for dissemination of project results and achievement	EN	Electronic	Internal

- Implementation phase

Name	Content	lang	Media	Use
Project Road Map	Questionnaire for study potential user's attitude and expectations regarding project web platform design, construction and functioning	EN	Electronic	Internal
Intellectual Outputs	<ul style="list-style-type: none"> - ICT in training practical instructions to adult educators - ECO-Train blended training Web-2 platform - ECO-Train ICT-based training scheme promoting learning opportunities for adult educators - ECO-Train guide: How to prepare and use Learning Outcomes-based modules for adult educators 	BG EN ES GR	Electronic	Internal
Individual tools	Questions for (self) assessment of trainees' progress and achievements in a trial training process	BG EN ES GR	Electronic	Internal

Name	Content	Lang	Media	Use
Template forms - Internal	Tools for internal assessment of project outputs / outcomes - detailed guidelines for evaluation	EN	electronic	Internal
Multiplier Events	Performance of dedicated events for project results approbation and sharing	BG EN ES GR	Electronic / printed	External
Template forms External	Tools for External evaluation of project activities and outputs	BG EN ES GR	Electronic	External
D&U Checklist	Template for planning, dissemination tools: materials and channels	EN	Electronic	Internal
Dissemination materials	fly-sheets, leaflets, brochures, placards, issued along the project advancement and popularization purposes	BG EN ES GR	Electronic / printed	External
Survey Tool sustainability	Tool to support ECO-Train durable effect on target users/stakeholders evaluation	BG	Electronic	External

Intellectual outputs

ICT in training – practical instructions to adult educators

- **Output Leader:** P1 ROMB, BG
- **Project structures:** PSC, DUC and QMC
- **Languages:** EN
- **Media(s):** Website
- **Availability:** 01.09.19 - 28.02.2020
- **Target group:** trainers that practice in the field of innovative eco-friendly technologies, and subject matter experts involved in content development
- **Content:** Guidance material composed of three parts that stress upon ICT applications within training context.
 - Part 1: Training about ICT (PCs and the Internet) - key aspects of technological literacy applications in training (presentation software, storage, human interaction, and virtual reality).
 - Part 2: Training with ICT - technology facilitates learning: presentation, demonstration, and manipulation of data using productivity tools; use of curriculum-specific applications types - educational games, simulations, tutorials, virtual laboratories, visualizations and graphical representations of abstract concepts, use of information and resources on CD-ROM or online - encyclopedia, interactive nets, electronic journals and other references.
 - Part 3: Examples of ICT applications in innovative eco-friendly technologies.

ECO-Train blended training Web-2 platform

- **Output Leader:** P7 C.F. PERACH HOLDINGS LTD, IL
- **Project structures:** PSC, DUC and QMC
- **Languages:** BG, EN, ES, GR
- **Media(s):** Website

- **Availability:** Establishment–28.02.20;
Operation–30.04.21
- **Target group:** Adult educators (incl. non-teaching support staff); R & D professionals, employers / managers of settings whose activity is in the project field; unemployed and first-job seekers; policy-makers and social partners; wide public
- **Content:** Learner-centered IT-based platform designed and built as a training environment
 - Information about the project (aims, objectives, target groups, implementation phases, anticipated results and outputs, expected impact); ECO-Train consortium and its role in the project progress.
 - ECO-Train e-training panel: e-resources: a meta-database that offers information to end-users, such as records of useful links, legislation documents, adult education information, studies and reports pertinent to European and national level development practices, etc.; national/EU information regarding the up-to-date resources in the field of innovative eco-friendly technologies and related sectors.
 - Open forum for D & U

ECO-Train ICT-based training scheme promoting learning opportunities for adult educators

- **Output Leader:** P2 Intellect Foundation, BG
- **Project structures:** PSC, DUC and QMC
- **Languages:** BG, EN, ES, GR
- **Media(s):** Website
- **Availability:** 01.12 - 31.12.2020
- **Target group:** Adult educators
- **Content:** Establishment and operation of ECO-Train ICT-based training scheme - a model for organization and functioning of a training process for adult learning providers

- Design of an algorithm for presentation of elaborated training content in ULOs as basic components of competence
- Selection of suitable learning tools: on-/off-line based training material including (self)assessment elements
- Creation of 10 Training Pathways (TPs) composed by particular ECO-Train LOs designed to match EQF levels 5, 6 & 7
- Use of the ECVET concept for estimation of project training materials and training methodology
- Generation of competences description for adult educators in the project field in accordance with EQF levels 5, 6 and 7 and main descriptors (knowledge, skills, autonomy-responsibility);
- Outlook proposition of certification process.

ECO-Train guide: How to prepare and use LOs-based modules for adult educators

- **Output Leader:** P8 SID 97 Ltd., BG
- **Project structures:** PSC, DUC and QMC
- **Languages:** EN
- **Media(s):** Website
- **Availability:** 01.10.2021 - 28.02.2021
- **Target group:** Adult educators
- **Content:** Definition, organization, implementation and evaluation of all necessary actions for structuring Learning Outcomes
 - Developing Learning Outcomes - how to write Learning Outcomes
 - Composing Units of Learning Outcomes – structuring the ECO-Train training program
 - ECVET granting and certification
 - Testing and feedback

Multiplier events

“Training in innovative eco-friendly technologies -contribution to improve adult educators' ability to adapt to changes in the labor market and society”

- **Country:** Bulgaria
- **Organized by:** ROMB Ltd.
- **Potential participants:** Teachers, trainers and other learning facilitators (incl. non-teaching staff) engaged with adult education; Professionals from R & D organizations and employers/managers of settings whose activity is in the project field; Decision-makers and social partners at local level; Curriculum developers from non-formal educational settings
- **IOs covered:** all
- **Main topics:** Acquaintance with the operation of project web-based platform; Approbation of assembling Training Pathways to exploit ECO-Train blended training possibilities; Practical use of the ICTR guide and program operation tools

“Acquisition of new knowledge and skills in innovative eco-friendly technologies – practical implementation for social inclusion, active citizenship and personal development”

- **Country:** Bulgaria
- **Organized by:** Intellect Foundation
- **Potential participants:** Responsible staff from NGOs, R&D Centers and SMEs training departments; Teachers, trainers and other learning facilitators of adults' education; Local education policy-makers and social partners; SMEs personnel responsible for training and up-skilling

- **IOs covered:** all
- **Main topics:** Demonstration and pilot exploitation of the blended training scheme in the e-environment; Support of staff to work part-time as trainers and part-time in industry; Attracting candidates with high quality professional skills to the adult training occupation through specialized e-training

“ECO-Train ICT-based training pathways - contribution to innovative qualifications design based on EQF/NQFs and ECVET”

- **Country:** Bulgaria
- **Organized by:** Sofia University “St. Kliment Ohridski”
- **Potential participants:** Representatives from different educational institutions whose scope of education activity is focused on project specific subject and who support the project advancement; Researchers from NGOs and R&D Centers whose scientific background is related to green technologies; Professionals, working in adult education and other interested parties
- **IOs covered:** all
- **Main topics:** The training opportunities ECO-Train project is offering in both training scheme and subject specific content; Contribution of these opportunities to people that need up-/re-skilling and those seeking jobs in the project field; ECO-Train practical instructions to adult educators for ICT in training and guide for Learning Outcomes-based modules implementation: use and application; Valuation of the use of personalized training pathways

“Increase of public awareness in enforcement of adult education opportunities in innovative ecofriendly technologies”

- **Country:** Spain
- **Organized by:** FYG Consultores
- **Potential participants:** End-users of the project activities and deliverables; Decision-makers at local scale; Lecturers in HEI and colleges; R&D personnel; Representatives of NGOs and civil society
- **IOs covered:** all
- **Main topics:** Spreading projects' results and fostering communication with the target audiences to raise awareness about innovative eco-friendly technologies; Exploitation of project achievements as a process of promoting individual end-users to adopt and/or apply them into practical use;

“ECO-Train project: forcing the practical application of knowledge to elicit ecological improvements”

- **Country:** Greece
- **Organized by:** Biognosis
- **Potential participants:** Formal education units; Settings, providing adult education; Business representatives whose activities involve development of innovative eco-friendly technologies; Education policy-makers and social partners
- **IOs covered:** all
- **Main topics:** Information about the project achievements; Studying the ICT-based training potential to enforce innovative fundamental approaches in applied research, technology development and business initiatives;

application of the produced technical manuals for operation of the b-training program and making Learning Outcomes

“Innovative eco-friendly technologies training subject - an innovation of green economy”

- **Country:** Bulgaria
- **Organized by:** SID-97 Ltd.
- **Potential participants:** Green technologies application and use branches; Professionals from adult learning responsible institutions; Representatives of Eco-oriented NGOs; Green business representatives.
- **IOs covered:** all
- **Main topics:** discussions on the opportunities and challenges for learning providers related to the use of innovative learning approaches will be discussed. In this way, an active connection between research and the use of formal and non-formal learning methodologies will be established from eco-friendly perspective of economy and society.

“Training with ICT - from computer literacy to computer competency”

- **Country:** Israel
- **Organized by:** C.F. Perach Holdings Ltd.
- **Potential participants:** ICT application and use branches; Managers and employees from SMEs that provide training to adults Eco-friendly business representatives
- **IOs covered:** all
- **Main topics:** Demonstration of the asic features of ECO-Train project and its Intellectual Outputs;

Practical instructions to adult educators for ICT implementation for educational purposes; Structure and functioning of ECO-Train Web 2.0 platform; Structure and flexibility of operation of ECO-Train e-training model

ECO-Train from innovation to exploitation

Innovation

- **The subject** of innovative eco-friendly technologies for sustainable development exploited by ECO-Train project to develop a training model. It introduces key considerations in use of biotechnologies, health technologies, nanotechnologies and ICT for more sustainable economy and society; promotes the worldwide impact of key eco-friendly technologies in solving global problems; and transfers knowledge and skills in the ECO-Train field, which can change the economic success of society, in particular through ICT-based training.
- **The concept** of the Learning Outcomes based e-training, structured and exploited following the EC CVET instruments EQF and ECVET, is implemented by ECO-Train project in a way to provide awareness through transnational strategic partnership in order to reinforce adult education in innovative eco-friendly technologies.
- **The processing of Internet-based tools** available through both fixed and mobile appliances allows an innovation-driven

web-based application making possible the operation of a depot of learning objects, and allowing the provision of personalized learning. As a result, the trainees gain new skills in innovative eco-friendly technologies for sustainable development and their application in practice.

All these create a value for innovation of competences in project field and improves the business opportunities in the sector.

Dissemination & Use

Dissemination & Use Plan

The ECO-Train consortium mission towards D&U is to establish an effective cooperation between professionals, organizations, stakeholders in order to promote knowledge and skills development in project field. Since the project focuses on development of training opportunities for adults' educators, its Dissemination & Use Plan (D&UP) defines the activities effecting the gaining, providing and evaluating of Learning Outcomes in the training modules. Various types of dissemination measures together with suitable channels and appropriate agenda for broadcasting are planned inside and outside project partnership.

Dissemination targets

Within the partner organizations, national units for internal dissemination are constituted supported by experts (associated partners) in content provision with the potential to create and set conditions for results' implementation.

The D&U measures outside the ECO-Train partnership are mainstreamed to adult professionals, educational community, local education authorities, teaching associations, teaching reviewers, on-line professional groups, regional/national events creators, etc. The activities planned for sharing of project results beyond ECO-Train partnership are focused on raising public awareness: spreading of information about the ECO-Train project to wide public to offer prospects for further exploitation of the results or a possible transfer of the training modules. They will take place throughout the project.

Dissemination activities

- At project feasibility stage:
- Shaping the D&U actions for sharing of project results

beyond ECO-Train partnership

- Along project advancement:
 - Exploiting appropriate local/regional media (project website; articles in popular journals, press releases, etc.)
 - Presentations of general character at local and international meetings, events, happenings, organized by educational settings, job fairs
 - Consistent contact to communities using informative material for external communication (flysheets, leaflets, placards, etc.) through predefined communication channels
 - Performance of regular information sessions, training, demonstrations
 - Flexible involvement of other stakeholders for results transferring to new end-users/areas/policies
 - Organization of E1-E6 connected to the demonstration of ECO-Train on-/off-line training modules to expert and non-expert public, policy-makers, and teaching/training professionals.
- AT the final report stage:
 - Uploading the final project results on Erasmus+ Project Results Platform
- After project expiration:
 - Outlining prospects for future cooperation.

Impact

Impact on participants/participating organizations

The project will strengthen the teamwork between partners and partner institutions - educational settings, NOGs and SMEs whose scope of activity tackles the area of innovative eco-friendly technologies application for societal well-being. In particular,

- The training modules expand the current educational opportunities for adult educators.
- The developed system for educational transfer will influence the future investments in educational infrastructure: the

novel blended training resource aims at changing the tutor-led training to a learner-centred one.

- The implementation of new practices in the training initiatives in participating institutions will contribute to improvement of the professional image at a local and international level and will be strongly influenced in respect to adult's educational system.
- The entailment of teachers/trainers to stand open to society, create training content and cooperate with trainees, (re)develop their knowledge and skills impact the process of teaching itself.

Impact on relevant stakeholders and sectors

This impact is based on the established interrelations between stakeholders and sectors that promote the sector-oriented adults' education in the ECO-Train field. The networking between stakeholders and sectors in that field will equip them with innovative ways to increase the integration of adults' education internationally. The main expected results by these clustering activities are related to:

- Transfer of ECO-Train results and use of the LOs-based project outcomes; adjusting resources and database to meet the training needs in the sector(s).
- Performance of Multiplier Events for popularization/guidance of the staff development in the sectoral partners.
- Expanding the adult education and improving its quality in respect to the sectoral/national needs.
- Involvement of related sectors in long-term ECO-Train activities to improve the employment and ICT-based training.

Impact at local/regional level

The project will support the promotion of the organization's capacity to network with adult learning providing institutions at local/regional levels. ECO-Train is also expected to increase the

awareness for adult training in related industrial organizations or groups. The project also urges the stakeholders related to it to seek financial support for educational purposes in order to rise interest in adult training. The ECO-Train web-based training platform will rise the users' chance for such training; it encourages sustainability of ECO-Train results; and enlarges the local/regional economy.

Impact at national/European level

The adult training organizations explore national/EU standards for lifelong professional development with a focus on developing effective open and innovative education through the use of ICT. The national policy in Bulgaria and the project partner countries is in agreement with this European policy as set out in the European Agenda and accentuates the quality of education. The successful performance of the project and in particular, the production of Intellectual Outputs embedding NQF/EQF systems will affect the national adult learning systems. Such considerable positive impact will influence the training capacity of the partnership at a national/EU level and their ability to transfer subject-specific information to related organizations. ECO-Train will also improve the connection between training settings for formal, non-formal and informal education using ECVET system and EQF as common transparent tools for assessment/validation of knowledge.

Impact on International level

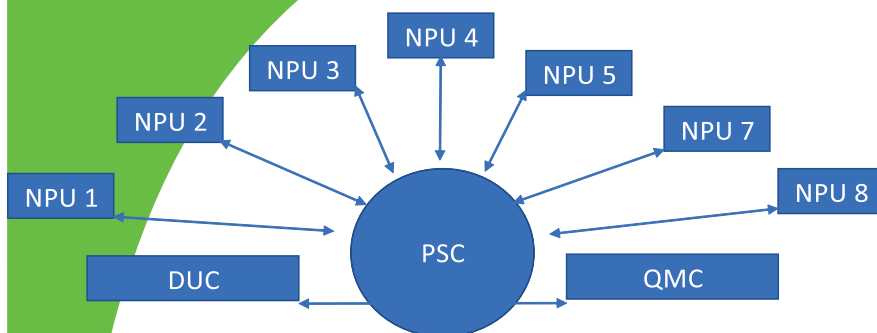
The ECO-Train project unifies the background, knowledge and innovative trends in the national/EU adult education policy and introduces it in a smart mode. The project strategy assures the internationally acknowledged mechanisms for creation of qualifications framework, applying tools for validation and recognition of non-formal and informal learning and a credit system (ECVET) for assessment purposes. These instruments are intended to boost the ongoing trans-European process for smooth transition from education to work and/or progression to further education.

ECO-Train sustainability

A substantial task of the ECO-Train project is for the project results to remain further available and better used by current and further beneficiaries. ECO-Train training model will be promoted the training organizations beyond the ones that participate in the final roll-out and evaluation phase. The lessons learned through the experience of ECO-Train will contribute to more effective training process design and practice.

- Post-project dissemination/use of ECO-Train results will be realized through:
- The Erasmus+ Project Results Platform, EPALE and project web platform/participants institutions' websites
- Meetings and visits to key stakeholders
- Opportunities for dedicated discussions organized by project partners
- Targeted written materials issued by the ECO-Train consortium
- Tracing of areas for future development and use of the project results by others

ECO-Train partnership



Legend: NPU – National Partner Unit: (1: ROMB Ltd., BG; 2: Intellect Foundation, BG; 3: Sofia University, BG; 4: FYG Consultores, ES; 5: Biognosis, GR; NPU 7: C.F.Perach Holdings Ltd., IL; 8: SID-97, BG); PSC - Project Steering Committee; DUC - Dissemination & Use Council; QMC - Quality Management Council

Research Organization and Manufacture of Bioproducts (ROMB) Ltd. – project coordinator is an SME with main activities focused on research in the field of biotechnology and production of biologically active substances of microbial and plant origin. Its business interests encompass green technologies/services market at national and international level. The company main mission is to support the development of positive business activities providing its customers with the very best in cutting-edge solutions, the most innovative technologies, expertise and information, with first rate coordination skills and global-support systems, while creating sustainable value. The company has a research center on the territory of the Institute of Plant Physiology and Genetics at the Bulgarian Academy of

Sciences that includes agronomic, agrochemical, microbiological, biochemical, cell and tissue cultures, phytopathology and pest control laboratories. It possesses as well a national production base. ROMB Ltd. has built strong relationships with customers by providing cost-effective technically superior environmental-friendly goods and services, including management solutions. One of its leading directions is dedicated on supporting the life science knowledge management. Its convinced commitment is to provide a safe environment for its employees, contractors and the general public in the communities where the company operates. ROMB Ltd. is focused on enabling life science companies to improve their productivity through integrative solutions that cover the complete research and development value chain. <http://romb.bio/>

Intellect Foundation – project participant is created with the core role to unify the efforts of people, professionally occupied with tuition, R & D and popularization activities in the field of biology and chemistry, ecology and their economic, societal, and legal aspects as well as application of ICT. Its mission is focused on education and training using digital technology to realize programmes for governmental and private companies in the areas of workforce development, business start-up and management, marketing, grant-writing, commercial and residential development. The Foundation is realizing its mission by bringing together experts in that field from Bulgarian and European Universities, research organizations, industry, and decision policy making institutions. Intellect possesses scientific and research expertise in production, application and economic planning in the field of green biotechnology, eco-friendly food processing, ecology and bio-economics. It coordinates the activities of its members for targeted application of research achievements in practice; for integration of people who need updating/upgrading of their professional knowledge and skills in the corresponding educational structures; for creation of interest in young people towards professional career in the above mentioned areas. The Foundation team is deeply committed in undertaking research that asks big questions about what kind of teaching,

learning and leadership promotes opportunity, achievement and social justice in the 21st century. <https://intellect-foundation.org/en/>

Sofia University “St. Kliment Ohridski” – project participant is the first institution of higher education in Bulgaria. For more than a century Sofia University has been the national foremost centre for university education and research in both fundamental theoretical and applied areas. Today it is the largest university in the country with 102 degree programmes offered by 16 faculties. The teaching staff includes a significant part of the best specialists in Bulgaria in all major areas of sciences and humanities. Research is an integral part of the teaching process. It is a prerequisite for keeping pace with the most recent developments in the respective areas for both the lecturers and university structures – laboratories, faculties, etc. International relations have a special place in the University's global strategy as they considerably stimulate research, and support and improve the quality of teaching. Sofia University is the leader in the country in terms of the number of participants in the students' and lecturers' mobility and the implementation of the idea of European space in the domain of university education. It is a pioneering institution in a well-planned VET blending in technology, science and business. It provides progressive upward movement to the students in the technical education and VET system, based on their aptitudes and abilities with main aspirations to achieve professional excellence. Sofia University contributes significantly to the Bulgarian participation in the global development of science and education. Its main objective is to provide educational programmes constantly meeting the EU quality standards (ENQA) and transferability schemes (EQF/ECTS/ECVET), thus facilitating planning, delivery, evaluation, recognition and validation of qualifications and students' mobility. <https://www.uni-sofia.bg/eng>

Instalofi Levante S.L. (FyG Consultores) – project participant is a private, high-level training enterprise, pioneers in co-creation with companies, adults and young people in the training on innovative concepts, business creation, employability basic skills, literacy and numeracy skills, entrepreneurship and soft & hard skills training. FyG

acts actively as an education and training company promoting and enhancing the development of adults seeing for new opportunities and helping them to become more employable, facing different factors of exclusion. FyG has experience in running a wide range of training courses and mentoring programs for companies, entrepreneurs, Start-Ups, also with individuals from disadvantage groups. It acts a body providing career guidance, professional counselling and information providing services of job insertion and intermediation on the labor market for unemployed. Currently, it is present on international markets helping companies to define strategies that allow them to grow in foreign markets and international business. Today, FYG collaborates together with a wide range of economic actors, both public and private.

<http://www.fygconsultores.com/>

Biognosis, Greece – project partner is a not for profit organization whose main task is to contribute by any legal means to the protection of public health, natural resources and the environment, as well as to support the expansion of any knowledge related to its tasks. In collaboration with scientific teams of experts it is able to provide specialized training and to communicate the scientific knowledge to public. Biognosis is active in the fields of education and VET, by supporting trainers & trainees aiming to improve their personal and professional development, as well as by introducing new learning and teaching methodologies and approaches, delivering key competences, by focusing on the use of ICT. In addition, Biognosis - focusing on the upscaling of the quality of education in order to facilitate trainees' improvement with new forms of learning, presents strategic use of open learning resources, flexible learning systems, and better exploitation of the ICT potential. Biognosis is participating in national and international programmes; it is capable of furnishing integrated solutions to an increasingly demanding environments and providing innovative solutions in both large and small scales projects in collaboration with international partners, assisting them and helping them to achieve competitive advantage through improved performance of their activities. <http://biognosis.gr/news/?lang=en>

C.F. Perach Holdings Ltd., Israel – project partner with main activities in the infrastructures and real estate development; initiation, promotion, and development of projects associated with renewable energy sources exploitation and eco-friendly approaches for waste minimization and environment maintenance. The company is specialized in the establishment and supply of water, sewage, and wastewater infrastructures, facilities, and system. It is locating, developing, and promoting renewable energy projects overseas – wind farms & solar energy projects, photovoltaic farms, natural gas power plants, and national infrastructures in Europe, including the Balkans by public and private companies. C.F. Perach Holdings Ltd. is specialized in developing of online platforms associated with provision of innovative solutions for modern mobility and transport industry. It is committed to provide the company knowledge and experience to enrich the user experience aspects of the e-platforms, and to foster the knowledge-intensive initiatives at urban level. The company is also active in advising, and supporting of projects at the field of innovation, voluntarism, education and philanthropy. Its staff can offer proficiency in financial, tenders, and investment activities, in managing and handling assistance for maintenance of public housing units.

SID-97 PAVLOV Ltd. – project partner is an engineering company that has been working on the Bulgarian food-processing market since 1997. Its mission is focused on environmentally-friendly activities that support the development of green economy at a national scale. Its main activities are focused in the field of food industry, biotechnology, pharmaceutical industry and chemical industry. The company executes technological projects, supplies equipment and spare parts, assembles automated units, provides full process automation, installation and after-sales service. Its staff comprises qualified engineers, economists, technologists, managers with professional expertise in design and application of new biomedical, electronic, aerospace and information technology devices and systems to construct prototypes of new designs. The company is experienced as well in actions related to dissemination and results exploitation due to its network of business partners, industrial organizations and research units in the project field in Bulgaria and abroad. <https://sid97.com/en/> .

