



**EUFOOD-STA: EUROPEAN FOOD STUDIES & TRAINING ALLIANCE**

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<b>Dissemination Level</b>		
<b>PU</b>	Public	<b>X</b>
<b>PP</b>	Restricted to other programme participants (including Commission services and projects reviewers)	
<b>CO</b>	Confidential, only for members of the consortium (including EACEA and Commission services and projects reviewers)	

**Summary:**

This deliverable describes all identified opportunities and ways of how to support training of Professors and other University staff from food science and technology, as well as industry staff related to the food sector.



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## 1 Introduction

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Several studies have shown the increasing importance of the lifelong learning for professional development of university and industry staff, being identified as the key to a successful food sector. This document collects information on implementation of training activities for HE teachers and industry professionals related to the food sector. The aims of these trainings are to improve:

1. Industry-related and practical aspects of Food Science & Technology/Engineering (FS&T/E) related knowledge for higher education teachers and trainers
2. Scientific and technical skills of industry professionals including non-degreed front-line employees

## 2 Lifelong learning opportunities

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Within this document, all identified opportunities and ways of how to support training of Professors and other University staff from food science and technology, as well as industry staff, are presented. While there are well established training opportunities for exchange of University and education institutional staff, the options for training between HE institutions and industry are not so common.

### **A) Job shadowing**

Job shadowing is a type of on-the-job employee job training in which a new employee or an employee desiring to become familiar with a different job, follows and observes a trained and experienced employee.

It involves working with another person who might have a different job in hand, might have something to teach, or can help the person shadowing him or her to learn new aspects related to the job, organization, certain behaviors or competencies.

Job shadowing allows an industry or university employee to gain comprehensive knowledge about what a different person who holds a particular job does every day. Job shadowing provides a far richer experience than reading a job description or doing an informational interview during which an employee describes his or her work.



Job shadowing allows the observer to see and understand the nuances of a particular job. The job shadowing employee is able to observe how the employee does the job, the key deliverables expected from the job, and the employees with whom the job interacts. He or she can attend employee meetings, visit customers, attend conference or training events, and become completely familiar with the job.

Job shadowing is an effective tool for learning:

- New job training
- Career development
- Developing expertise
- Leadership development

### **B) ERASMUS Staff Mobility:**

In the year 2007, with the launch of the Life-long Learning Programme (LLP), the European Commission started a new activity under the Erasmus programme: Erasmus staff trainings. Within the Erasmus staff trainings, training opportunities are available to staff working in education, both in teaching and non-teaching capacities. Training periods abroad can consist of job shadowing, observation periods, professional development courses or specific competence-building events. Erasmus+ supports training both at education institutions and at relevant organisations operating outside the sector. Opportunities to take part in professional development activities are available to staff working at all levels of education.

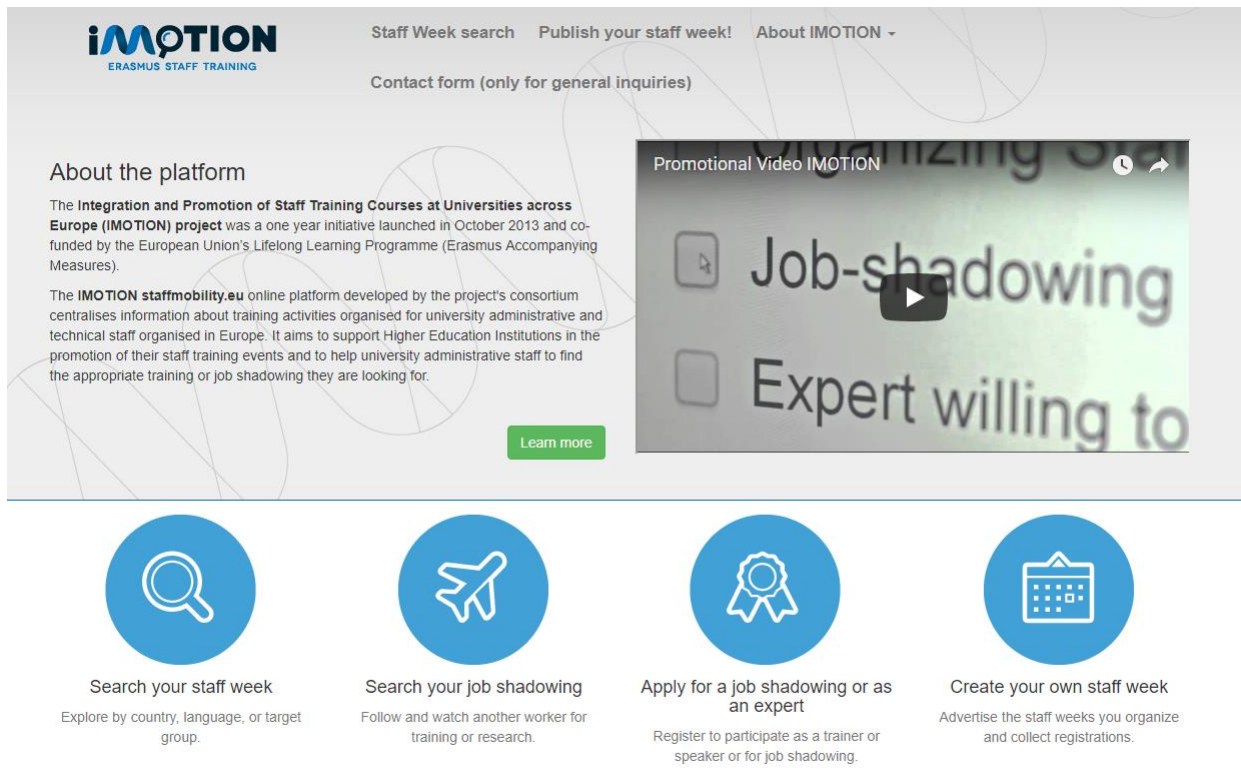
Erasmus+ supports training periods for staff working in higher education institutions. With Erasmus+, staff working in higher education institutions can train at a different higher education institution in an Erasmus+ Programme or Partner country. If you are working in a higher education institution in a Programme Country, you can also train at an organisation outside the sector in a Programme country. Examples of such organisations include businesses, public bodies, social partners, research institutes and non-governmental organisations.

Both, the home higher education institution and the organisation at which the person will train must be part of an Erasmus+ National Mobility Consortium.

A training period between two Programme countries must last a minimum of 2 days and cannot last more than 2 months. A training period between a Programme country and a Partner country must last a minimum of 5 days and cannot last more than 2 months. In both cases, travelling time is excluded.

Related to Erasmus staff training, the Integration and Promotion of Staff Training Courses at Universities across Europe (IMOTION, <http://staffmobility.eu/>) project was co-funded within the European Union's Lifelong Learning Programme which started in October 2013.

This one year initiative was co-ordinated by the Network of the Universities from the Capitals of Europe (UNICA) and included a consortium of European Universities and networks including the Sapienza University of Rome (Italy), Ghent University (Belgium), SGroup European Universities' Network (SGroup), Compostela Group of Universities (CGU) and the European Association of ERASMUS Coordinators (EAEC). **Figure 1** shows the IMOTION homepage.



**Figure 1.** IMOTION website

The general objectives of the IMOTION project were:

- to increase the quality Erasmus staff training events,
- to involve administrative and technical staff members of different units, including international relations officers, centres for doctoral education, welcome and support services, press and communication, libraries, ICT, career guidance centres,
- to internationalise universities through the organisation of training activities with foreign experts and participants coming from different HEIs (internationalisation at home).

An online platform (**Figure 2**) was developed in the framework of the IMOTION project centralising information about staff training events for university administrative and technical staff organised in Europe. The still running platform aims to support Higher Education Institutions in the promotion of staff training events and to help university administrative and technical staff to find the appropriate training or job shadowing they are looking for.

**IMOTION**  
ERASMUS STAFF TRAINING

Staff Week search Publish your staff week! About IMOTION ▾

Contact form (only for general inquiries)

TARGET GROUP:

International relations	62
Academic and students affairs	46
Other	34
Research and development	29
Placements and careers guidance	25
Libraries and learning centres	23
PR and communication	16
Finance and accounting	15
ICT	12
Doctoral education	11
Human resources	11

COUNTRY:

Spain	11
Finland	9
Belgium	7
Czech Republic	7
Poland	6

Staff weeks search

	Name	Hosting HEI	Country	Language	Start Date	Application Deadline
	1st International Staff Training Week - Teacher Training	Ludwigsburg University of Education	Germany	English	4 December, 2017	15 October, 2017
	Erasmus+ Staff Exchange Week	University of Jyväskylä	Finland	English	15 January, 2018	26 November, 2017
	International Week at KAMK	Kajaani University of Applied Sciences	Finland	English	19 February, 2018	15 December, 2017
	The Only Constant is Change	University of Kent	United Kingdom	English	27 February, 2018	15 December, 2017
	7th IRO VALENCIA: COACHING & JOB SHADOWING FOR INTERNATIONAL OFFICERS	UNIVERSITAT POLITÈCNICA DE VALENCIA	Spain	English	5 March, 2018	9 February, 2018
	King's College London Staff Week: Innovation in Mobility	King's College London	United Kingdom	English	5 March, 2018	7 January, 2018
	Université de Liège - OPEN ACCESS	Université de Liège	Belgium	English	12 March, 2018	4 February, 2018
	Université de Liège - HRS4R Assessment	Université de Liège	Belgium	English	12 March, 2018	4 February, 2018
	International Staff Week in Aarhus	VIA University College, Department of Teacher Education	Denmark	English	12 March, 2018	17 January, 2018

Figure 2. IMOTION staff training database

### 3 Conclusion

For the preparation of this deliverable, an extensive study of existing initiatives/opportunities of the lifelong learning for professional development of university and industry staff had been carried out. As it was previously shown, there are well established and known training opportunities for exchange of University and education institution staff, however any initiative for training between HE institutions and food industry has been identified.

More than 98% of all food European enterprises are in fact SMEs, and that could be a key reason for the low cooperation of academia and the food industry concerning the lifelong learning for their respective staffs. The most common potential obstacles are: (1) lack of well-established initiatives/platform to facilitate the exchange of personnel, (2) lack of time and willingness to accept trainers, (3) mistrust, and (4) assumption of no benefit.