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Project "Integrated Culinary Arts and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross Border Region"  
is co-financed by the European Union through European Regional Development Fund under the Interreg V-A Romania-Bulgaria Programme.  
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# COURSE

# BAKER



The course was developed in the framework of Action 4 under the project "Integrated Culinary Arts and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross Border Region", co-funded by the European Union through the European Regional Development Fund under the Interreg VA Program Romania - Bulgaria. The project is implemented by the Dobrudzha Agrarian and Business School (DABS), Dobrich, Bulgaria in partnership with the "Choose Your Occupation" Association - Center for Vocational Training, Constanta, Romania.



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## 1. Training objective

After the professional training the trainee shall:

- Know the bakery legislation in Romania and Bulgaria;
- Know the rules for healthy and safe working conditions in Romania and Bulgaria and how to control their implementation by the restaurant staff;
- Know the specifics in customers' communication in Romania and Bulgaria while in a restaurant;
- Work in a team with other nationality representatives;
- Know their rights and obligations as a working process member according to Bulgarian and Romanian legislation;
- Know the specifics of the bakery in Romania and Bulgaria, the technology of their making and peculiarity of their serving.

**In particular, the sub-objectives are as follows:**

- Acquiring knowledge on the relevant legislation in bakery in Romania and Bulgaria;
- Acquiring knowledge on provision of safe and healthy working environment both for the staff and the customers of the restaurant;
- Acquiring knowledge and skills related to the specifics of the raw materials and ingredients for bread and bakery making in Romania and Bulgaria;
- Acquiring knowledge and skills on preparation of specific Romanian and Bulgarian cuisine doughs;
- Acquiring knowledge and skills on techniques and technologies for thermal processing of dough for particular kind of bread and bakery in Romania and Bulgaria;
- Acquiring knowledge and skills in applied decoration and design of bakery products in Romania and Bulgaria.

## 2. Target group

Individuals participated in professional training for baker/pastry-maker, or having professional experience in the field.

## 3. Duration of the training:

The training will be provided within 66 classes with the following distribution:

18 theoretical lessons

16 practical training

32 training hours in the neighboring country (Romania/Bulgaria)



#### 4. Content

The topics in the training course “Baker” are oriented toward the specifics of the cross-border region Romania-Bulgaria. It is directed to working individuals, actively searching jobs and/or mobile employees from the both sides of the border craving to succeed in the culinary sector. The training includes the following topics:

1. Legislative basis on bakery in Romania and Bulgaria.
2. Healthy and safe working conditions in Romania and Bulgaria.
3. Raw materials and ingredients for bread and baker products in Romania and Bulgaria.
4. Techniques and technological processes for thermal processing of dough for preparation of specific breads and bakery products in Romania and Bulgaria.
5. Applied decoration and design for the different bakery products in Romania and Bulgaria.

#### 5. Expected outcome:

The training programme provides the trainees with opportunity to:

- Be prepared for work in Romania and Bulgaria according to the relevant sectoral legislation;
- Have basic knowledge on Romanian and Bulgarian cuisine aiming professional realization on the labor market in the neighboring country;
- Acquire practical experience in Romania and Bulgaria.

#### 6. Training plan

<b>Profession</b>	<b>Baker/pastry-maker</b>	<b>Code:</b> <b>541030</b>
<b>Specialty</b>	<b>Production of bread and bakery products</b>	<b>541031</b>

In order to acquire partial professional qualification in Bulgaria or specialization/professional course in Romania.

Total training hours	66 training hours
Theoretical lessons	18
Number of practical lessons in the home country	16
Number of practical lessons in Romania/Bulgaria	32
Training form:	Daily
Organizational form	Qualification course
Minimum required entry education.	Graduated the first high school level or 10 <sup>th</sup> grade.



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## General professional training

<b>Name of the module:</b>	<b>Legislative basis on bakery in Romania and Bulgaria</b>
<b>Training outcome:</b>	Knows the legislative basis on bakery in Romania and Bulgaria
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Knows the legal acts in Romania and Bulgaria related to baker's work</li> <li>• Knows the specific requirements typical for the two countries</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Organizes and monitors the legislation implementation</li> <li>• Applies the legal standards</li> </ul>
<b>Competence:</b>	<ul style="list-style-type: none"> <li>• Follows the requirements of the Bulgarian and Romanian legislation and observes their implementation by the kitchen staff</li> </ul>
<b>Training conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Computer</li> <li>• Multimedia</li> <li>• Training materials</li> </ul>
<b>Assessment tools:</b>	<ul style="list-style-type: none"> <li>• Written exam</li> </ul>
<b>Assessment conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Assessment materials</li> </ul>
<b>Assessment criteria:</b>	<p>For tool 1:</p> <ul style="list-style-type: none"> <li>• Basic theoretical knowledge command on: <ul style="list-style-type: none"> <li>• Legal framework on bakery in Romania/ Bulgaria;</li> <li>• Organization and control of legal requirements implementation in the restaurants in Romania/ Bulgaria</li> </ul> </li> </ul>
<b>Name of the module:</b>	<b>Healthy and safe working conditions in Romania and Bulgaria</b>
<b>Training outcome:</b>	Follows the requirements for healthy and safe working conditions
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Determines the reasons for dangerous situations, working accidents and troubles and undertakes measures for their prevention</li> <li>• Describes the rules and provides first aid in case of emergency</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Uses the fire protection tools as required (fire pump, fire extinguisher, etc.) according to the fire safety and emergency rules</li> </ul>



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	<ul style="list-style-type: none"> <li>• Uses working clothes and personal protection means for implementation their professional tasks, following the regulations and instructions</li> <li>• Keeps their working place clean according to the applicable instructions and schedule</li> </ul>
<b>Competence:</b>	<ul style="list-style-type: none"> <li>• Follows and applies the healthy and safe working conditions and environment protection rules</li> </ul>
<b>Training conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Computer</li> <li>• Multimedia</li> <li>• Training materials</li> </ul>
<b>Assessment tools:</b>	<p>Tool 1:</p> <ul style="list-style-type: none"> <li>• Written exam</li> </ul> <p>or</p> <p>Tool 2:</p> <ul style="list-style-type: none"> <li>• Problem solving scenario</li> </ul>
<b>Assessment conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Assessment materials</li> </ul>
<b>Assessment criteria:</b>	<p>For tool 1:</p> <ul style="list-style-type: none"> <li>• Basic theoretical knowledge fluency on healthy and safe working place conditions.</li> </ul> <p>For tool 2:</p> <ul style="list-style-type: none"> <li>• Choses the most appropriate behavior in the particular risky situation;</li> <li>• Knows the legal requirements of the Law on safe and healthy working conditions in Romania and Bulgaria.</li> </ul>
<b>Name of the module:</b>	<b>Raw materials and ingredients for bread and bakery making in Romania and Bulgaria.</b>
<b>Training outcome:</b>	Knows the specifics or the raw materials and ingredients in bakery specific for the Romanian and Bulgarian national cuisine
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Knowledge on the basic characteristics of the national cuisine in both countries</li> <li>• Knowledge on traditional bakery products prepared on different occasions and holidays in both countries</li> <li>• Knowledge on the basic raw materials and ingredients for bread- and bakery-making in both countries</li> <li>• Knowledge on quality requirements for every raw material, semi-manufacture or final production of bread and bakery in both countries</li> </ul>



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<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Assesses the quality requirements, which every raw material, semi-manufacture or final production has to meet</li> <li>• Collects information about the specific raw materials and where they could be found for preparation of Romanian and Bulgarian breads and bakery</li> <li>• Organizes the introduction of new processing methods of the food products</li> <li>• Organizes staff training for implementation of new recipes</li> </ul>
<b>Competence:</b>	<ul style="list-style-type: none"> <li>• Organizes the introduction of new types of bread and bakery products and use of new ingredients for better cross-border adaptiveness</li> </ul>
<b>Training conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Computer</li> <li>• Multimedia</li> <li>• Training materials</li> <li>• Training kitchen</li> </ul>
<b>Assessment tools</b>	<p>Tool 1:</p> <ul style="list-style-type: none"> <li>• Written exam</li> </ul> <p>Tool 2:</p> <ul style="list-style-type: none"> <li>• Including in the menu specific types of bread and bakery products made of different ingredients on set requirements</li> </ul>
<b>Assessment conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Assessment materials</li> <li>• Training kitchen</li> </ul>
<b>Assessment criteria:</b>	<p>For tool 1:</p> <ul style="list-style-type: none"> <li>• Basic theoretical knowledge on the specifics of Romanian and Bulgarian national cuisine</li> <li>• Basic theoretical knowledge on traditional bakery products for different occasions and holidays in both countries</li> </ul> <p>For tool 2:</p> <ul style="list-style-type: none"> <li>• Includes most appropriate bread and bakery types in a set menu and determines the ingredients</li> </ul>
<b>Name of the module:</b>	<b>Techniques and technologies for thermal processing of dough for making specific types of bread and bakery products in Romania and Bulgaria</b>
<b>Training outcome:</b>	Knows and applies different techniques and technologies for thermal processing of dough in



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	Romanian and Bulgarian national cuisine and foods design.
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Knows the specifics of the different types of dough used in Romanian and Bulgarian cuisine</li> <li>• Acquired is with the dough thermal processing techniques applicable in Romanian and Bulgarian cuisine</li> <li>• Knows modern and specific techniques for thermal processing of bread and bakery dough</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Prepares different types of dough and uses appropriate thermal processing</li> <li>• Uses thermal processing techniques for making specific breads for Bulgarian and Romanian meals</li> <li>• Applies modern dough processing techniques from the Romanian and Bulgarian cuisine</li> </ul>
<b>Competence:</b>	<ul style="list-style-type: none"> <li>• Organizes the different dough types processing specific for the Romanian-Bulgarian cross-border region</li> </ul>
<b>Training conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Computer</li> <li>• Multimedia</li> <li>• Training materials</li> <li>• Training kitchen</li> <li>• Practical materials</li> </ul>
<b>Assessment tools</b>	<p>Tool 1:</p> <ul style="list-style-type: none"> <li>• Written exam</li> </ul> <p>Tool 2:</p> <ul style="list-style-type: none"> <li>• Preparation of specific bakery product with the necessary ingredients;</li> </ul>
<b>Assessment conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Assessment materials</li> <li>• Training kitchen</li> </ul>
<b>Assessment criteria:</b>	<p>For tool 1:</p> <ul style="list-style-type: none"> <li>• Basic theoretical knowledge on the specifics dough types used in Romanian and Bulgarian cuisine</li> <li>• Basic theoretical knowledge on the processing techniques and preparation of different types of breads from Romanian and Bulgarian cuisine</li> </ul> <p>For tool 2:</p>





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	<ul style="list-style-type: none"> <li>• Prepares the most appropriate bakery product for set menu with particular ingredients according to the state and region</li> </ul>
<b>Name of the module:</b>	<b>Applicable decoration and design of the different bakery products in Romania and Bulgaria</b>
<b>Training outcome:</b>	Knows the specifics of Romanian and Bulgarian traditional elements used for different bread types' decoration. Skillful in breads design according to the other meals and occasions, typical for Romania and Bulgaria.
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Knows different bread decoration techniques, typical for both countries</li> <li>• Knows the rules for bread and bakery serving in both countries</li> <li>• Knows the typical design of bread and bakery according to the occasion and purpose</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Identifies the different bread and bakery types indigenous for Romania and Bulgaria</li> <li>• Correctly uses the specific terminology according to the language</li> <li>• Determines the necessary time for preparation the particular bread and its decoration</li> <li>• Able to decorate different breads and bakery on set requirements</li> </ul>
<b>Competence:</b>	<ul style="list-style-type: none"> <li>• Organizes and prepares different kinds of bread and bakery typical for the cross-border region Romania-Bulgaria</li> </ul>
<b>Training conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Computer</li> <li>• Multimedia</li> <li>• Training materials</li> <li>• Commercial hall</li> <li>• Practical materials</li> </ul>
<b>Assessment tools</b>	<p>Tool 1:</p> <ul style="list-style-type: none"> <li>• Written exam</li> </ul> <p>Tool 2:</p> <ul style="list-style-type: none"> <li>• Decoration and design of bread and bakery on set conditions typical for Romania and Bulgaria</li> </ul>
<b>Assessment conditions:</b>	<ul style="list-style-type: none"> <li>• Classroom</li> <li>• Assessment materials</li> <li>• Training kitchen</li> </ul>





	<ul style="list-style-type: none"> <li>• Practical exam materials</li> </ul>
<b>Assessment criteria:</b>	<p>For tool 1:</p> <ul style="list-style-type: none"> <li>• Knows different bread and bakery decoration techniques typical for both countries</li> <li>• Theoretical knowledge on bakery design from Romanian and Bulgarian tradition</li> </ul> <p>For tool 2:</p> <ul style="list-style-type: none"> <li>• Prepares and decorates bread according to particular occasion</li> <li>• Selects appropriate bread and bakery design of Romanian and Bulgarian cuisine</li> </ul>

#### Distribution according to type of training, classes and number of lessons

No	Types of professional training, classes	Number of lessons
I.	Legal background on bakery in Romania and Bulgaria	1
II.	Healthy and safe working conditions in Romania and Bulgaria	1
III.	Raw materials and ingredients for preparation of bread and bakery in Romania and Bulgaria	5
IV.	Techniques and technologies for thermal processing of dough for indigenous bread and bakery products in Romania and Bulgaria	5
V.	Applied decoration and design of different bakery products in Romania and Bulgaria	6
VI.	Practical training in the home country	16
VII.	Practical training in Romania/Bulgaria	32
Theoretical lessons total		18
Practical lessons total		48
Total lessons		66

## 7. Training programme

#### Distribution according to type of training, classes and number of lessons

No	Subjects	Брой учебни часове
	<b>Theoretical training</b>	
I.	Legal background on bakery in Romania and Bulgaria	1



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	<u>For Bulgarians</u>	
1.	Legal background on bakery in Romania: - Legislation on public catering - Legislative documents - structure and scope	1
	<u>For Romanians</u>	
1.	Legal background on bakery in Bulgaria: Legislation on public catering Legislative documents - structure and scope -	1
II.	<b>Healthy and safe working conditions in Romania and Bulgaria</b>	1
	<u>For Bulgarians</u>	
1.	Healthy and safe working conditions in Romania: - State policy concerning health and working safety - Labor medicine service - in employers' assistance - Employees participation in the healthy and safe working conditions provision - Professional risks - Labor traumatism	1
	<u>For Romanians</u>	
1.	Healthy and safe working conditions in Romania: - State policy concerning health and working safety - Labor medicine service - in employers' assistance - Employees participation in the healthy and safe working conditions provision - Professional risks - Labor traumatism	1
III.	<b>Raw materials and ingredients for preparation of bread and bakery in Romania and Bulgaria</b>	5
	<u>For Bulgarians</u>	
1.	Specifics of the bakery raw materials and ingredients in Romanian national cuisine	1
2.	Romanian cuisine - holidays, traditions and customs: - Typical breads - Typical round breads and loafs - Typical bakery products - Typical raw material and ingredients	2
3.	Romanian regional cuisine - specifics of Romanian cuisine in the different regions: - Regional breads and bakery - Typical products and ingredients	1
4.	Northern Dobrudzha cuisine: - Specific breads and bakery	1



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	- Typical raw material and ingredients	
	<u>за румънци</u>	
1.	Specifics of the bakery raw materials and ingredients in Bulgarian national cuisine	1
2.	Bulgarian cuisine - holidays, traditions and customs: - Typical breads - Typical round breads and loafs - Typical bakery products - Typical raw material and ingredients	2
3.	Bulgarian regional cuisine - specifics of Romanian cuisine in the different regions: - Regional breads and bakery - Typical products and ingredients	1
4.	Southern Dobrudzha cuisine: - Specific breads and bakery - Typical raw material and ingredients	1
IV.	<b>Techniques and technologies for thermal processing of dough for indigenous bread and bakery products in Romania and Bulgaria</b>	<b>5</b>
	<u>For Bulgarians</u>	
1.	Combination of typical ingredients for different kinds of bread in Romanian cuisine	1
2.	Combination of typical raw materials and ingredients for bakery products of Romanian cuisine, colors matching and healthy catering rules	1
3.	Typical techniques and technologies for thermal processing of bread and bakery, modern techniques in Romanian cuisine, combination of techniques	2
4.	Spices used Romanian cuisine. Combination of spices in typical Romanian bakery. Color and taste matching	1
	<u>For Romanians</u>	
1.	Combination of typical ingredients for different kinds of bread in Bulgarian cuisine	1
2.	Combination of typical raw materials and ingredients for bakery products of Bulgarian cuisine, colors matching and healthy catering rules	1
3.	Typical techniques and technologies for thermal processing of bread and bakery, modern techniques in Bulgarian cuisine, combination of techniques	2
4.	Spices used Bulgarian cuisine. Combination of spices in typical Bulgarian bakery. Color and taste matching	1



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<b>V.</b>	<b>Applied decoration and design of different bakery products in Romania and Bulgaria</b>	<b>6</b>
	<u>For Bulgarians</u>	
1.	Bread and bakery decoration techniques in Romania	2
2.	Combination and serving of typical Romanian bread and bakery	2
3.	Design of bakery according to occasion and purpose: - everyday - festive - ritual	2
	<u>For Romanians</u>	
1.	Bread and bakery decoration techniques in Bulgaria	2
2.	Combination and serving of typical Bulgarian bread and bakery	2
3.	Design of bakery according to occasion and purpose: - everyday - festive - ritual	2
	<b>Total lessons</b>	<b>18</b>
	<b>Practical training in the home country</b>	
	Practical training	
<b>I.</b>	<b>Raw materials and ingredients for preparation of bread and bakery in Romania and Bulgaria</b>	<b>6</b>
	<u>For Bulgarians</u>	
1.	Preparation of traditional Romanian bread with particular products and ingredients	6
	<u>For Romanians</u>	
1.	Preparation of traditional Bulgarian bread with particular products and ingredients	6
<b>II.</b>	<b>Applied decoration and design of different bakery products in Romania and Bulgaria</b>	<b>2</b>
	<u>For Bulgarians</u>	
	Bread design and decoration	2
	<u>For Romanians</u>	
	Bread design and decoration	2
<b>III.</b>	<b>Techniques and technologies for thermal processing of dough for indigenous bread and bakery products in Romania and Bulgaria</b>	<b>6</b>
	<u>For Bulgarians</u>	
1.	Preparation of bakery product of Romanian cuisine with particular dough processing technology	6
	<u>за румънци</u>	
1.	Preparation of bakery product of Bulgarian cuisine with particular dough processing technology	6



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IV.	<b>Applied decoration and design of different bakery products in Romania and Bulgaria</b>	2
	<u>For Bulgarians</u>	
1.	Bakery product design and decoration	2
	<u>For Romanians</u>	
1.	Bakery product design and decoration	2
	<b>Total lessons</b>	<b>16</b>
	<b>Practical training in Romania/Bulgaria</b>	
	Practical training	
I.	<b>Traditional breads making</b> - necessary ingredients - providers' inquiry - pricing - product preparation - decoration and serving	8
II.	<b>Making of one typical bakery product in Northern/Southern Dobrudza:</b> - ingredients processing - application of typical processing techniques - use of appropriate spices - ingredients color matching - product design - serving and presentation	8
III.	<b>Making of one festive bakery product typical for the particular national cuisine</b> - appropriate flours selection - necessary ingredients selection - ingredients pre-processing - preparation of the product - serving and presentation	8
IV.	<b>Making one regional for the particular country bakery product (from different region):</b> - appropriate flours selection - necessary ingredients selection - ingredients pre-processing - preparation of the product - serving and presentation	8
	<b>Total lessons</b>	<b>32</b>
	<b>Total theoretical lessons</b>	<b>18</b>
	<b>Total practical training in the home country</b>	<b>16</b>
	<b>Total practical training in Romania/Bulgaria</b>	<b>32</b>
	<b>Total lessons</b>	<b>66</b>



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## 8. Job description of baker/pastry-maker

The baker/pastry maker can prepare hand-made or machine-made bread, bakery and pastry products according to the technological instructions for every particular product. Main responsibilities:

- accepts, qualifies and stores raw materials and semi-processed products providing appropriate conditions for their storage according to the regulations and instructions;
- maintains optimal storage availability observing the expiry date and the sequence of their use in production;
- selects, processes and measures raw materials and ingredients for every product according to quality characteristics and technological requirements of the final product;
- prepares bakery and pastry doughs and semi-processed products (creams, syrups, glazing, garnishes, decorative elements, etc.);
- slices, rounds, rolls out and models bread doughs and pastry semi-processed products;
- sets appropriate conditions - temperature, humidity, timing, etc. of the fermentation and thermal processing equipment according to technological requirements for every product and puts in the fermentation chamber or thermal processing equipment, observes the processes and determines the readiness of the final or semi-processed product;
- prepares and combines different pastry semi-processed products for the pastry base following the instructions for their combination, proportions, taste, color and shape compatibility, operations' sequence etc.;
- designs the product appearance;
- qualifies the final product's organoleptic and physicochemical characteristics;
- packages, labels, stores and dispatches the final products;
- recognizes and uses technological documentation, recipe books, handbooks and guidebooks;
- follows the requirements for technological and production discipline and the regulations for foods quality and safety;
- is responsible for appropriate and effective utilization of raw materials, ingredients and equipment, for quality and in-time implementation of the tasks.

*(The descriptions are cited from State Educational Requirements for baker/pastry-maker profession)*

## 9. Facilities and equipment requirements

The theoretical classes take place in classrooms and the practical training in training kitchens, waiting and barkeeping rooms, training restaurants, hotels, catering and entertainment facilities. The trainees are divided in groups. Providing the specific



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state requirements for neighboring country training (Romania/Bulgaria) the practical training will take place only in the training kitchen and restaurant when there are no visitors. Practical production is not included in the training.

- Classroom equipment - working tables, chairs, white board, technical and audio-visual equipment. Training appliances - auxiliary materials, movies about technological sequence of different breads making, a set of training handbooks.
- Practical training premises equipment - training kitchen/restaurant shall be equipped with tables and chairs for the trainees, working place for the teacher, sink, refrigerator, scales, separate group working places according to the number of trainees (maximum 3-4 trainees per working place), including stove with appropriate ventilation, sink, working surface, kitchen cabinet, kitchen utensils, serving dishes and utensils, guest-hall furnishing. For proper and safe practical training are required changing room and raw materials and foods storage.

*(The descriptions are cited from State Educational Requirements for baker/pastry-maker profession)*

## 10. Requirements to theoretical and practical training providers

The professional education for baker/pastry-maker profession shall be provided by experts with master degree, bachelor degree in “Food technologies” from university education department “Technical sciences” and specialties from “Fine Arts” professional field from university education department “Arts” as listed in the Classifier of the university education departments and professional fields, accepted with CMD №125/2002 (State Gazette 64/2002), matching the professional training classes (modules)..

It is recommendable that the trainers shall pass a professional knowledge, skills and competence update courses triennially.

*(The descriptions are cited from State Educational Requirements for „baker“ profession)*

## 11. Training methods

The methods that will be applied in the training process are oriented toward achievement of maximum results within the short course and are most appropriate for the specific programme topics. In general, the methods to be applied are as follows:

- Lecture or discourse - theoretical training
- Discussion - theoretical training
- Cases solving - practical training
- Презентране - theoretical and practical training
- Learning through making - practical training





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The present programme includes mainly practical classes and will apply the “learning-through-making”, presentation and cases solving methods. Providing the cross-border character of the programme applying the practical training methods may lead to better results to be implemented in real working environment.

Along with the traditional methods it is recommendable application of modern techniques and new technologies uniform for the culinary sector and are mandatory part of the work in public catering establishments. Due to the Romanian and Bulgarian cuisine similarities it is difficult to discriminate the meals, products, their processing and preparation techniques. Unifying aspect is the application of modern and innovative methods for food preparation and presentation.

## 12. Soft skills necessary for the baker/pastry-maker

According to culinary business representatives who took part in an IKAR project study on the soft skills that must be obtained by individuals working as bakers or pastry-makers, the following skills were determined: team work, food presentation skills, organization and prioritization of tasks, time management, ability to work under pressure.

On one hand the brief “Baker” course lecturer shall direct the professional skills of the trainees toward the regional specifics of Romania-Bulgaria cross-border area. On other hand, in order to succeed in another country, the employee must possess a number of non-professional skills that will help them in the work in unfamiliar environment. The soft skills are the skills we carry everywhere we go, we use them and develop them throughout our whole life. A positive outcome from this project would be simultaneous teaching on the programmed subjects in combination with the soft skills would be useful to succeed outside the home country. The trainer could include the soft skills along with the main topics.

### Preferable baker’s profession soft skills

- Team work - this skill is important for every culinary profession including baker’s since they are working with all kitchen staff and cooperation with the personnel reflects on the final product. The trainer shall apply team work during the practical training when the learning process is bound with particular results. The team working skills of every trainee can be tested and corrected through appropriate tasks;
- Food presentation skills - the look of their final product is important for a baker and pastry-maker in order to be buyable. Usually customers select bread, bakery products, cakes and sweets from the show-case. The good appearance sells so it is very important bakers and pastry-makers to be aesthetes, to be creative and artistic, to search and apply new tendencies. This skill is of great significance in preparation of festive or ritual bakery or pastry product. The latter becomes a part of the common mood of the occasion and carries its specifics. During the



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practical training shall be paid special attention to the products' design and presentation according to the occasion and the place they will be presented;

- Tasks organization and prioritization - this skill could be considered also a hard one since the baker must be able to organize strictly the kitchen work in order to have a quality final product. His level of self-organization determines the working process in the kitchen because it is related to the other bakers' and pastry-makers' work. The prioritization of the tasks, their distribution and implementation control are basic skills he shall possess and apply. During the training process shall be solved cases provoking and developing these skills and freely discussed afterwards;
- Time management - this skill is related to the tasks organization and prioritization. The manner the baker or pastry-maker distributes the different workers' tasks and prioritizes them according to their significance and completion time determines how good they manage their own time and the time of the staff they are responsible for. During the practical training the trainer may pay attention to this skill setting tasks to be implemented within particular time-frame and with particular quality;
- Ability to work under pressure - the baker and pastry-maker work is mostly creative and requires tranquility and nice atmosphere. Despite necessity to train their ability to work under pressure, it is recommendable that people trained for baker's and pastry-maker's profession shall be prepared to prevent and avoid tension. This can be achieved through appropriate tasks planning and realistic timing. The practical training could be set situations for daily tasks' planning and time.

### Training methods

The training methods that could be applied are:

- discussion - theoretical training
- presentation - theoretical and practical training
- cases solving - practical training
- learning through making - practical training

Since it is most appropriate these skills to be obtained during practical training classes through cases solving and particular tasks, the third and fourth methods are most relevant. Thus it will not be necessary the trainer to spare special time during classes to work on particular soft skill but could do that along with the hard skill development process.



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## 13. Applications

### *Romania*

#### 1. For the practical training in Romania

##### PLAIN RURAL BREAD

This kind of bread has been prepared in the Bulgarian village bakeries and is a basic food on Bulgarians' table.

Ingredients:

800-900 gr flour

1 pack of live yeast 42 gr (or 2 packs dry yeast 14 gr)

About 450 ml warm water

1 tablespoon salt

1. Dissolve the yeast in the warm water with 2 tablespoons of flour and a teaspoon of sugar.
2. Mix it into a mash, cover and leave until it ferment.
3. Pour the sifted flour in a broad utensil and make a dent in the middle. Pour the fermented yeast and make soft dough.
4. Leave dough to ferment additional until it doubles its size and forms threads or bubbles. It must be soft and airy.
5. Pour flour on the working table and knead the dough again.
6. Make a round or an oval form.
7. Put it in an oily and floured pan and leave it to ferment again.
8. Flour it and cover with a cotton towel.
9. Ferments in a warm room for about 45 minutes. The dough shall not fulfill the whole pan.
10. Powder it with flour and make a few deep cuts (5-6 mm depth) with a sharp knife.
11. Bake the bread in a pre-heated to 240 degrees oven.
12. Before you put the dough in the oven, throw 7-8 ice cubes in it.
13. When you put the dough in the oven reduce the temperature to 200 degrees.
14. Bake it for 40-45 minutes and watch it over.
15. When the bread is ready, turn off the oven, open slightly the door but leave the bread in for another 20 minutes.

The result is rural bread with a hard crust and soft core. It is suitable for every table and menu.

##### TRADITIONAL BANITZA

Banitzia is one of the traditional bakery products in Bulgaria. It is served daily as a breakfast or a starter. It is a part of the New Year's table as a symbol of future prediction since people put the next year's "fortunes" in it. Banitzia is very nutritious due to its basic ingredients - eggs, butter, white cheese, flour, milk. There are many



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varieties of banitza in Bulgarian cuisine under different names but here we present a traditional recipe.

Ingredients:

Banitza crusts - 1 pack

Sunflower oil - 200 ml

Eggs - 4-5

White cheese - 300 gr

Yogurt - 1 pail

Salt - a pinch

1. Oil the pan with butter or sunflower oil.
  2. Whip the eggs with the pinch of salt and add the yogurt.
  3. When you get a smooth mixture add the crushed cheese and mix carefully with a spoon to keep the cheese crumbs.
  4. Take two crusts and lay them in the pan.
  5. Sprinkle some oil.
  6. Cover with a thin layer of filling. Continue with the same order.
  7. Sprinkle the last couple of crusts with oil.
  8. Bake it at 170 degrees until the crust gets golden color.
- Serve it hot with honey, compote or milk.

For the practical training in Bulgaria

### Traditional bread

#### BREAD WITH SOURDOUGH

Ingredients:

450 gr white flour

50 gr rye flour

180 gr sourdough

330 gr warm water

1 tablespoon olive oil

10 gr salt (grinded sea salt)

2 tablespoon sesame

Maize farina (kachamak) for powdering

1 tablespoon olive oil for smearing

1. Mix all ingredients in dough
2. Put the dough in a bowl smeared with olive oil and cover with foil for 4-6 hours to ferment.
3. Put the fermented dough on two silicon pads smeared with olive oil or on baking paper and spread it with oily hands until you get a 40x40 cm square.
4. Fold it like an envelope - 1/3<sup>rd</sup> on the right and 1/3<sup>rd</sup> on the left and then 1/3<sup>rd</sup> on the bottom and 1/3<sup>rd</sup> on the top to get a 15x15 cm square.
5. Put it back in the oily bowl and leave it for 45 minutes covered with foil.
6. Repeat the procedure twice more.



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7. Put the dough formed as loaf in a pan covered with baking paper powder it with maize farina.
8. Smear the dough with cold water and powder it with maize farina.
9. Pre-heat the oven to 250 degrees with ventilator and put a bowl of boiling water at the bottom.
10. When it starts steaming put the dough and bake it for 20 minutes.
11. Reduce the temperature to 230 degrees and bake it for another 20 minutes.
12. Put it on a grid and leave it to cool down. Cut it.

### BREAD PRODUCT FROM SOUTHERN DOBRUJA

#### DOBRUDJA KAVARMA WITH ROLLED OUT CRUSTS

Dobrudja rolled-crusts kavarma is a typical and very tasteful regional banitza. The specific is that it is prepared with home-made and very thin rolled out crusts.

Ingredients:

Water - 600 ml

Salt - 2 teaspoons

Vinegar - 2 teaspoons

Soft lard - 5 tablespoons

Flour - 1 kg

White cheese - 400 gr (home-made)

Eggs - 5, domestic

Yogurt - 1 pail

Fresh milk - 400 ml

1. Pour the water in a deep bowl adding the salt, vinegar and 1 tablespoon of soft lard. Sift the flour. Make a dent in it and pour the water with the dissolved ingredients as described above. Mix and make dough. Leave it to rest for 40 minutes covered with a soft towel.
2. Divide the dough in 4 pieces and round them. Roll out each of them into a separate very thin crust.
3. Crumb the cheese in a bowl. This kind of banitza is made with hard mature white cheese.
4. The lard must be soften, i.e. to be left on room temperature. It is best to be white domestic refined lard as it is made in Dobrudja region and is typical for this variety of banitza.
5. Sprinkle cheese on top of the crust and ruffle it taking the both sides.
6. Smear the pan with lard and lay the crust. Repeat with all crusts.
7. Whip the eggs in a bowl. Add yogurt and fresh milk and mix well.
8. After you lay all ruffled crusts pour the mixture of eggs and dairy on them thoroughly.
9. Pour the rest of the lard.
10. Bake kavarma at 180 degrees in a pre-heated oven to readiness. It shall be soft and fragrant, yellow thanks to the domestic products /eggs, yogurt and milk/.  
Serve it with milk or compote.



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## FESTIVE BREAD PRODUCT

### TODDLER SWEET BREAD

The toddler sweet bread is very symbolic for Bulgarian traditions. It is prepared by child's mother when it makes its first independent steps. The round bread is made with love and care and is decorated with child's name, dough footprints and a message. After the bread is baked, in the different Bulgarian regions there are different serving traditions. In Dobrudja the toddler's mother breaks off pieces of bread and running distributes them to the neighbors until gets back home. According to the belief thus the child will run and nothing will stop its path. In other regions the bread is rolled on a clean white sheet on the floor and the child follows it. Around it are laid different objects. Whatever object the child takes first this will be its profession. The mother breaks the bread and distributes it to the guests.

#### Ingredients:

Warm fresh milk - 200 ml

Yeast - 1 pack

Yogurt - 5 full tablespoons

Eggs - 3 (separate 1 yolk for smearing)

Salt - 1 full teaspoon

Sugar - 3/4 tea cup

Sunflower oil - 4 tablespoons

Butter/lard - 1 tablespoon

Flour - about 750 - 800 gr

1. Dissolve the yeast in the half of the warm milk and some sugar.
2. Leave it to ferment in a warm place.
3. Sift the flour in a wide pan.
4. Make a dent in the flour and pour the yeast and the eggs.
5. Knead dough adding yogurt, salt, butter and sunflower oil.
6. Dissolve the rest of the sugar in the milk and add to the dough.
7. Knead the dough well, cover it and leave it to ferment in a warm place.
8. It shall double its size.
9. Put it on an oily surface and make equal smaller balls.
10. Roll out the balls into strips and form them as "roses" (snails).
11. Put the "roses" in an oily pan and leave them to ferment again.
12. Smear with the yolk whipped in some milk.
13. Sprinkle it with sesame or poppy seeds (optional).
14. Put it in a pre-heated to 180 degrees oven. The first 10 minutes bake only at the bottom then turn on the top heating.

When ready, sprinkle the sweet bread with water and cover it with cotton towel.

## RREGIONAL BREAD PRODUCT

### DURANKULAK GUNENITZA





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This kind of banitza is typical for Durankulak region. the recipe is old and very specific. It is named „gunenitza“ because the crusts are ruffled.

Ingredients:

Water 300 ml

Olive oil 1 tablespoons

Apple vinegar 2 tablespoons

Butter

Flour

Filling:

1 kg spinach

3 tablespoons lard

3 eggs

1 bunch dill

1 teacup grinded white cheese

Preparation:

1. Sift the flour in a deep bowl. Make a dent in the middle.
2. Pour the water, vinegar and olive oil in it.
3. Knead semihard dough.
4. Leave the dough to rest for 15-20 minutes and then separate in 4 balls.
5. Rollout every ball into a 30 cm wide round crust and smear with melted butter.
6. Make a circle in the middle big as tea saucer, cut the periphery radially in 8-10 parts and ruffle them over the central circle.
7. Knead four crusts with the pan's width, 45-50 cm in diameter.
8. Put the first two crusts smeared with melted butter.
9. Cut the spinach in small pieces and fry it in the lard until the water evaporates.
10. After it cools down add eggs, chopped dill and grinded cheese.
11. Spread the filling on the second crust.
12. Lay the third and the fourth crust smeared with butter.
13. Cut the banitza in squares and sprinkle with melted butter.
14. Bake in a medium heated oven.

Serve it with yogurt.

## Bulgaria

1. For the practical training in Romania

## RAYDUSHE

A variety of bars as known by bishnove, they are part of the unique viganska cuisine.

Ingredients:

Flour 700 gr

3 eggs

Water 250 ml

Sunflower oil 100 ml

Salt





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1. Knead dough of 650 gr flour, eggs, water and 75 ml sunflower oil
  2. Knead it well to smooth consistence
  3. Roll out in a square thin ½ cm crust
  4. Smear with the rest of the oil.
  5. Make a roll
  6. Cut the roll in 4-5 cm thick pieces
  7. Furl the edges from both sides to make a bundle and keep the oil in
  8. Powder the balls with flour and roll out ½ cm thick crusts
  9. fry in hot oil to readiness.
- Serve warm powdered with sugar or with jam.

### MALAY WITH WHITE CHEESE AND OLIVES

Modest romanian meal served frequently on the table.

Ingredients:

Eggs - 2

Yogurt - 300 gr

Baking soda - 1 teaspoon

Salt - 1/2 teaspoon

White cheese - 100 gr

Green olives - 10

Sunflower oil - 4 tablespoons

Flour - 4 tablespoons

Maize flour - 8 tablespoons

1. Whip the eggs in a bowl.
  2. Add the baking soda to the yogurt and carefully whip with the eggs.
  3. Add the oil and salt and mix again.
  4. Pour the flour.
  5. Add the maize flour carefully, spoon by spoon.
  6. The quantity of flour depends on the eggs size.
  7. Add the crushed cheese and mix again.
  8. Pour the mixture in a pan sprinkled with oil and flour.
  9. Cut the green olives and stuff in the dough.
  10. Bake in a pre-heated oven at 180 degrees for 20-25 minutes.
  11. Take out of the oven and cut like a cake.
- Serve with ayran (yogurt).

2. For the practical training in Romania

### TRADITIONAL BAKERY PRODUCT

#### GOGOSHI

Gogoshi are a kind of donuts usually served as dessert. Very popular and favourite in Romania.

Ingredients:



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500 g flour

250 ml water (warm but not mandatory)

25 g fresh yeast

50 ml butter

2-3 tablespoons sugar

2 ampules vanilla

1 tablespoon salt

1. Dissolve yeast in some warm water. If you use dry yeast 10 g are enough.
2. In a big bowl mix salt, yeast mixture, vanilla essence and butter.
3. Gradually pour the rest of the warm water to get smooth and soft dough.
4. Cover the dough with towel and leave it until doubles its size.
5. Knead the dough 2-3 times and spread. Leave it for couple of minutes.
6. heat the butter in a frying pan or a souse pan and fry the donuts.
7. Lay on kitchen paper to absorb the extra butter .
8. Sprinkle with vanilla sugar.

#### BAKERY PRODUCT FROM NORTHERN DOBRUDJA

##### FRIED PAPANASHI WITH JAM AND CREAM

Fried papanashi with jam and cream - a traditional Romanian dessert originating from Moldova and very popular in Northern Dobrudja.

Ingredients:

250 g white cheese

3 tablespoons flour

1 egg

1 teaspoon baking soda

1 teaspoon vinegar

1 frying oil

300 ml sour cream

1 cup fruit jam

1. Whip the egg in a bowl.
2. Add baking soda dissolved in vinegar.
3. Add crushed cheese and mix well.
4. Pour the flour gradually kneading by hand.
5. Make donuts and munchkins of the dough.
4. Pre-heat the oil in a deep and wide frying pan.
5. Fry the donuts and munchkins on both sides to readiness.
6. Put on kitchen paper to absorb the extra oil. Decorate with jam and sour cream.

#### FESTIVE BAKERY PRODUCT

##### CHEF KATALYN SKARLATESKU'S EASTER BREAD RECIPE

An interesting fact is that for Christmas Romanians prepare also Easter bread. Despite that it is part of the festive Romanian table the Easter bread is not an easy dessert to prepare. The recipe presented by Chef Katalyn Skarlatesku will help you



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in your first attempt to prepare Easter bread. If you already have some experience then you will have a chance to make different Easter bread. The recipe is special and has an authentic Romanian taste. The airy and tasty Easter bread will have success on your festive table.

Ingredients:

- 1 kg flour
- 250 g sugar
- 450 ml milk
- 5 eggs
- 60 g yeast
- 300 g Belgian butter
- 500 g nuts
- 200 g Turkish delight
- 150 g Belgian chocolate
- 30 g candied oranges
- 30 g lemon peel

1. Mix the yeast with 100 ml milk and 3 tablespoons flour. Leave it to ferment until it doubles its volume.
2. Boil the milk dissolving the sugar in it.
3. Whip the egg yolks with salt.
4. Put the flour and add carefully mixing well the yolk, the milk with the sugar, the butter and the candied oranges. The dough should be smooth, thick and pliable.
5. Leave the dough to ferment for an hour.
6. Take a piece of dough and stretch it. Spread Belgian chocolate, sprinkle Turkish delight and raisins and roll it. Cut the roll in two long parts, braid them and smear with whipped egg.
7. Put the braid in a baking form smeared with oil and sprinkled with flour. And leave it for two hours.
8. When the dough has fermented and increased its size bake it for 45-60 minutes at 160 degrees.

### REGIONAL BAKERY PRODUCT

#### LANGOSHI - TRADITIONAL RECIPE

Tasty donuts stuffed with cheese known as langoshi. The filling could be strawberry jam, chocolate cream, fruits, sweet cheese, ham, etc.

Ingredients:

- 250 g flour
- 150 ml warm water
- 1/2 cube fresh yeast
- 1 pinch salt
- 2 tablespoons sugar
- 2 cups sunflower oil



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For the filling:

200 g cheese or other fillings on your discretion

1. Mix the yeast, water, salt and sugar in a bowl.
  2. Add flour and knead well.
  3. Put the dough in a bowl smeared with oil and cover it with towel.
  4. Leave it in a warm place with permanent temperature to ferment for about 30 minutes.
  5. Pre-heat the oil in a frying pan.
  6. Tear the dough in pieces with a spoon or by hand.
  7. Make equal circles/balls.
  8. You can make them with or without filling.
  9. Put the filling in the middle of the dough piece (cheese, cheese with herbs, raisins, fruits, jam, etc.)
  10. Gather the edges as an envelope and dip in the boiling oil.
  11. Fry for about 2 minutes on each side to readiness.
  12. Put the langoshi on kitchen paper to absorb the extra oil.
- Sprinkle with powdered sugar or cinnamon. Serve them warm.

#### 14. Assessment techniques

Title	Description	Data use
Lesson summary	The last couple of minutes of the class the trainees answer in writing the following questions: "What have I learned today?"; "What is the essence of the learned?"; "What is less clear for me?" The aim is to get feedback on the level of subject understanding.	Marking the useful comments and discuss the problematic answers in the following classes in order to clarify the subjects left unclear.
Chain answers	The trainees get an envelope with only one question. Each trainee gets the envelope, gives a brief answer to the question, puts it in the envelope and gives it to the next participant.	Review of the answers and discussion to clarify the most correct answer. This may lead to better teaching approach.
Comparable list	The trainees fulfill a comparable list of skills (soft and hard) marking on a scale what skill they have been working on most that day and have progress.	Through this technique the trainer can make a precise profile of the soft and hard skills of each trainee and assess on what skill they should work to improve.
Classroom discussions	The trainees are encouraged to share their knowledge and opinions on particular question or case put as a task to be completed.	Assessment of the general knowledge level of the group. Examples may be used for clarification.



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Homework	The trainees receive homework to get prepared for the next class. The assignment includes brief practical researches.	The aim is to increase their awareness and put a ground for the forthcoming subject.
Group work	The trainees are separated in few groups and get a group task they have to solve and then present to the others.	The task requires the acquired knowledge and skills to be applied in the group work, for set period of time and a performance in front of the others.
Debate between trainees	Debates as an assessment technique not only reflect the subjects presented to the trainees but also develop skills like communicativeness, presentation ability and initiative. This is a tool proven to be successful for presenting one situation from different viewpoints. After forming the groups they are given at random the viewpoint they have to defend. A jury observes the presentation, knowledge on the subject, structure of the argument and group coordination.	Assessed is the understanding of the subject and the aim is to develop skills like communicativeness, presentation ability, team work, time management.
Test questions generated by the trainees	The trainees write the test questions themselves and formulate the answers on the grounds of the training topics. This gives them the opportunity to select and assess training topics and test the results.	Questions and answers assessment - relevant or irrelevant, good or not. The good questions could be used for participants' assessment.
Subject summary	The trainees summarize the subject thus testing the knowledge acquired during the class.	Fast assessment of each summary and evaluation whether the trainees understand the basic terms related to the subject.
Cases solving	The trainer gives practical cases aiming to solve many problems during the classes.	Assessment of the subject awareness level and the necessity to work on the weak points of the topic.