

DEESME 2050

Developing Energy Efficiency Projects in SMEs for European 2050 targets

D2.3

Deliverable 2.3 Report from the implemented trainings

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1. Context and Objectives

The **DEESME 2050 project** aims to support Small and Medium-sized Enterprises (SMEs) in meeting the European Union's ambitious energy efficiency and sustainability targets for 2050. The basic training sessions, designed under this project, introduce a comprehensive methodology to facilitate SMEs in overcoming challenges related to energy efficiency implementation. The introductory training sessions are designed as a crucial step in presenting the project's vision, methodology, and tools as an initial part of the **walk-through audits** with participating companies. The trainings were carried out in 4 European countries namely Bulgaria, Poland, Italy and France.

1. Scope of the Training

The **introductory training** serves as a foundation for building awareness among SME managers and staff about the significance of energy efficiency. The sessions cover:

- **Project Overview:** Introduction to DEESME 2050's goals, focusing on the integration of energy efficiency as a competitive advantage.
- **Methodological Framework:** A structured approach involving business and energy analysis, carbon footprint assessment, and identification of additional benefits.
- **Practical Tools:** Guidance on the systematic adoption of energy efficiency measures through audits, feasibility studies, and financial mechanisms.

2. Training Objectives

1. **Capacity Building:** Enhance the skills of company staff at all levels to adopt energy-efficient practices.
2. **Strategic Integration:** Equip businesses with the ability to link energy efficiency measures to broader operational and strategic goals.
3. **Sustainability Promotion:** Provide frameworks for long-term sustainability through energy management systems, policy support, and financing solutions.

3. Outcomes

The trainings aimed to achieve:

- An increase in the conversion rate of energy audits into actionable measures.
- Fostering development of a skilled workforce capable of implementing energy efficiency initiatives.
- Strengthening SMEs' competitiveness through energy savings and reduced carbon emissions.

2. Description of the contents of the basic training

The DEESME 2050 Basic Training was designed to provide participating companies with a clear understanding of the DEESME 2050 methodology, focusing on the practical implementation of energy efficiency measures in SMEs. The training content was structured into key areas to ensure a comprehensive approach to energy management and was presented to the companies in PowerPoint format.

1. Introduction to DEESME 2050 and Project Objectives

- Supporting SMEs in achieving the EU's 2050 energy efficiency targets by integrating sustainable practices into business operations.
- Enhancing the competitiveness of SMEs through reduced energy consumption, lower carbon emissions, and sustainable business models.

2. DEESME Methodological Framework

The training presented a four-phase approach involving seven key steps:

- Understanding the company's operational structure and cost factors (Business Analysis).
- Conducting energy audits and carbon footprint assessments to identify potential efficiency improvements (Energy Analysis).
- Identifying and evaluating non-energy benefits such as cost reductions, health and safety improvements, and enhanced resource management.
- Implementing improvements and innovations to make the business model more sustainable.

3. Tools and Techniques for Energy Efficiency

- **Energy Audits:** Based on the European standard DIN EN 16247-1, emphasizing a systematic process including data collection, fieldwork, and final reporting.
- **Carbon Footprint Calculation:** Optional but encouraged, focusing on direct and indirect emissions (Scope 1, 2, and 3), with a goal to align organizational activities with emission reduction targets.
- **Cost Structure Analysis:** Identifying energy-related costs and potential savings to enhance resource efficiency and overall business performance.

4. Overcoming Common Challenges in SMEs

- Strategies for accessing funding and investment opportunities.
- Raising awareness of energy efficiency as a strategic business advantage.
- Training staff to become proficient in energy management practices.

5. Practical Implementation and Case Studies

The training included practical examples and case studies to illustrate further the:

- Successful integration of energy efficiency measures.
- Role of energy audits in identifying both immediate and long-term solutions.
- Real-life applications of business model innovations driven by energy efficiency improvements.

6. Expected Impact and Monitoring

- **Quantitative Goals:** Increasing the number of SMEs implementing energy efficiency measures, enhancing the skills of employees, and promoting investment in sustainable energy.
- **Qualitative Impact:** Strengthening the overall sustainability and competitiveness of SMEs in the market by incorporating energy efficiency into their strategic planning.

This comprehensive training aimed to not only educate the employees and owners of the companies, but also inspire proactive energy management and continuous improvement within the SMEs, ensuring alignment with broader EU energy and sustainability policies.

3. Summary of the Basic Training results

A total of 66 training sessions were carried out along with the planned WTAs in the 4 partner countries with duration of each session between 1 and 2 hours. The proof for the carried-out training activities is presented via signed presence lists, pictures taken in establishments, WTA reports and filled out by the audited companies feedback questionnaires.

The feedback questionnaire utilized for the evaluation of the WTAs was designed to include a section on feedback from the basic trainings. The mentioned section will be evaluated first country by country and then altogether for the consortium as a whole in order to gain close-up as well as broad view of the trainings' impact. The common sections on establishments' size, sector of operations, management system implemented and the knowledge sharing section will also be evaluated in order to effectively report companies' profiles.

A total of 66 companies from various sectors participated in the training sessions. 29 companies took part in Bulgaria, 5 in Poland, 21 in France and 11 in Italy. Across the four countries, micro enterprises are predominantly represented in Bulgaria (14) and Italy (5), with minimal representation in France (2) and none in Poland. Small Enterprises have a consistent participant base across Bulgaria (14), while for Italy (2), France (9), and Poland (2). Medium Enterprises have presence in France (9), Poland (3), Italy (3) and Bulgaria (1). Large enterprises are represented only by Italy (1) and France (1).

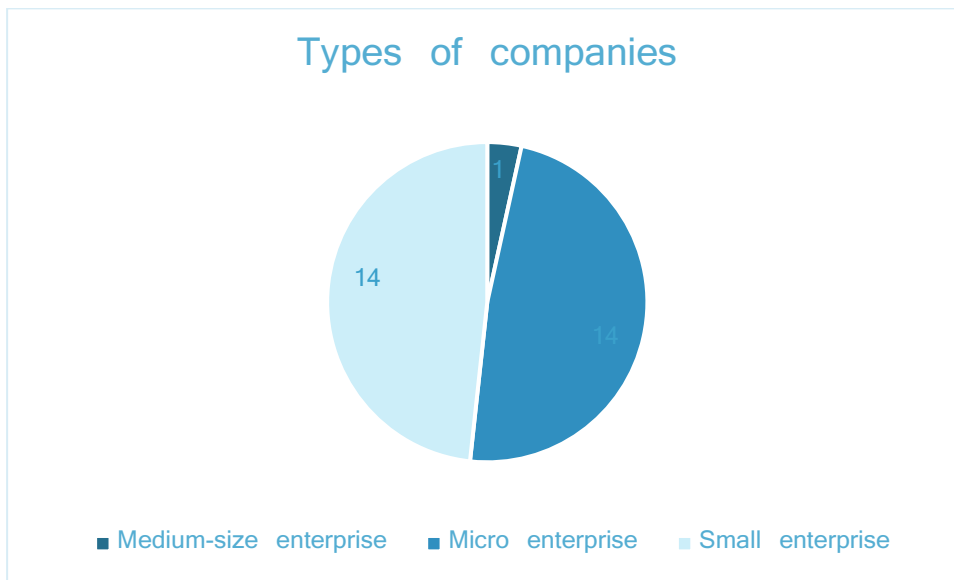
With regards to sector of operations, the furniture production was the most common across all four countries, making up a significant portion of participating companies- Bulgaria: (25), Italy (8), France (15), Poland (5).

Additionally, sectors such as wooden structures, packaging, semi-finished products, and solar shading were present in Italy, France, and Poland, highlighting the versatility of the DEESME2050 approach across various branches of furniture manufacturing. In Bulgaria, operations such as office furniture and furniture for buildings were noted in addition to pure furniture manufacturing.

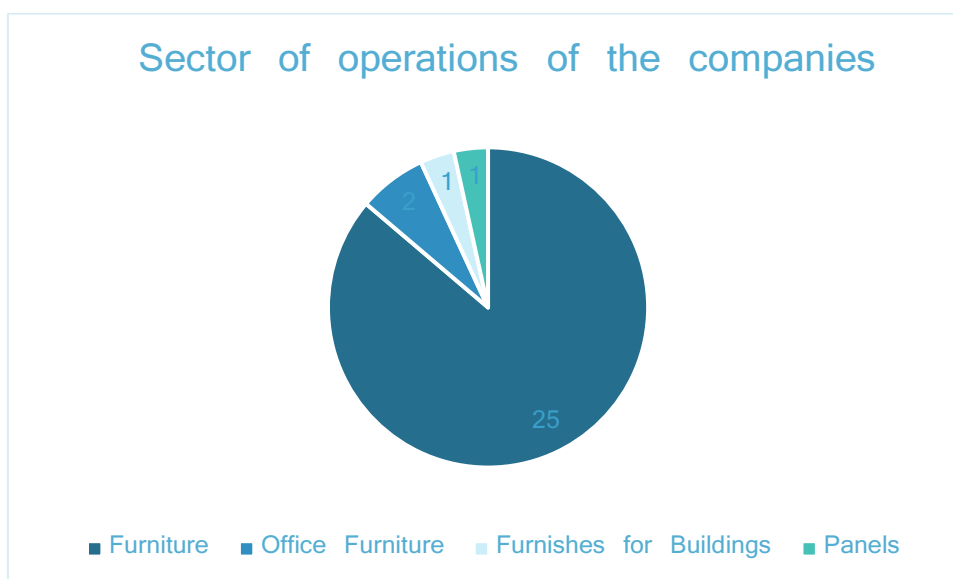
4. Response analysis by country: Bulgaria

1. Company Profile

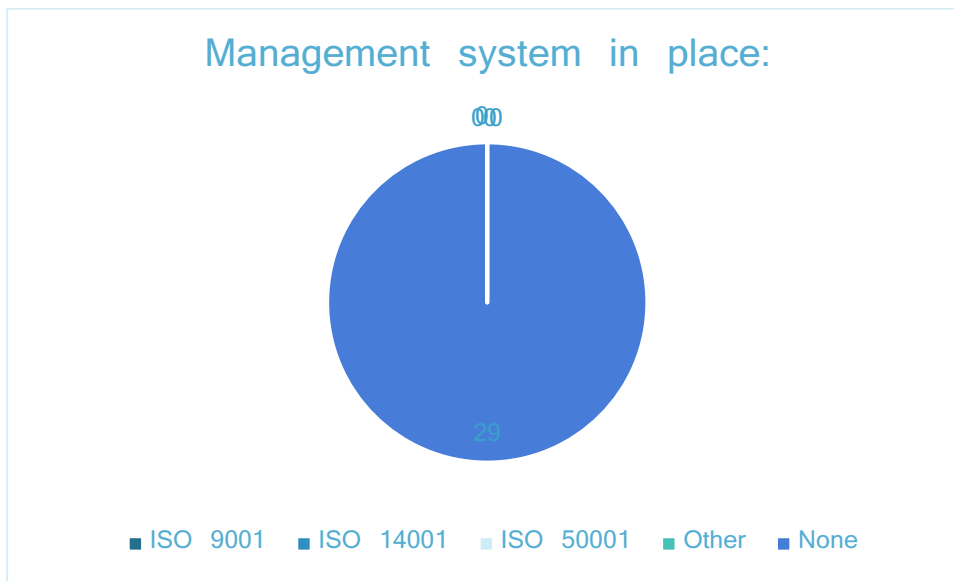
- Type of Companies: 48% of the companies are small enterprises, another 48% are micro enterprises, while the remaining 4% are medium-sized enterprises.



- Sector of Activity: 86% of the companies operate in the furniture industry, there are two companies within the office furniture sector, as well as another two companies within the furnishes for building and panels sectors respectively.



- Management Systems: The analysis shows that none of the companies have implemented management systems.



Observations:

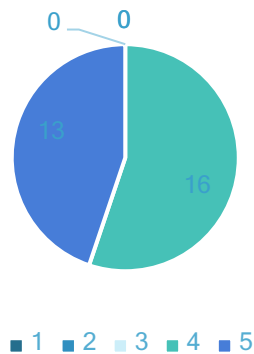
The companies included in the analysis are primarily small and micro-sized enterprises, which aligns with the target group of the DEESME2050 project. The lack of implemented management systems in the companies suggests potential for significant improvement through training and the application of the energy efficiency approach.

2. Training Evaluation (Questions 3.1 - 3.11)

3.1 Relevance of Training to Company Needs

- Results: 55% of the companies assigned it a score of 5, whereas 45% gave it a score of 4.
- Analysis: The results clearly show that the training content was highly relevant for the majority of the participants. The companies were able to identify the connection between the training and their business needs, indicating an appropriate program structure.

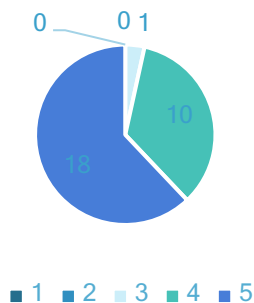
The DEESME2050 training session was relevant to our organization's needs and scope of work.



3.2 Opportunity to Learn about the Benefits of Energy Efficiency

- Results: 62% of the companies gave the highest rating of 5, while 34% gave a rating of 4. One company remained neutral on the topic.
- Analysis: The result indicates that the training was effective in highlighting the importance of energy efficiency and there was a practical value for the companies.

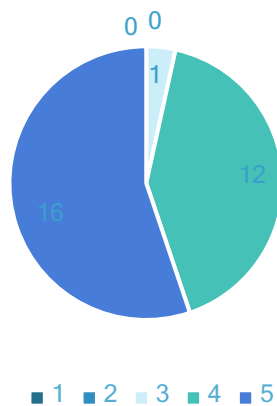
The DEESME2050 training provided a good opportunity to learn more about the multiple benefits of energy efficiency.



3.3 Organization and Detail of Training

- Results: A rating of 5 was given by 55% of the companies, 41% assigned a rating of 4, and 4% remained neutral, assigning a rating of 3.
- Analysis: The vast majority of companies rated the training as well-structured and easy to understand. This suggests that the program successfully presents complex information in a clear and accessible manner.

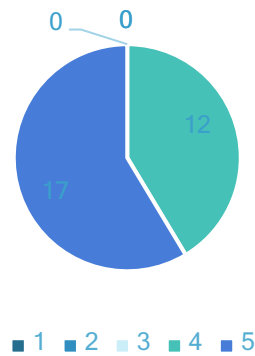
3.3 The training content was well-organized, detailed and easy to follow.



3.4 Addressing Specific Challenges

- Results: 59% of the companies assigned a score of 5, whereas 41% gave a score of 4.
- Analysis: The results show that all companies found the content adequate and sufficient for addressing their specific challenges or issues.

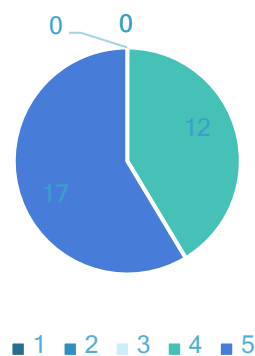
The training addressed specific challenges or issues that we are facing as organization.



3.5 Practical Exercises and Application of Knowledge

- Results: 59% of the companies gave a score of 5, 41% rated it as 4.
- Analysis: The result shows that the companies greatly appreciated the practical part of the training and they were happy with the balance between practicality and application of the concepts learned.

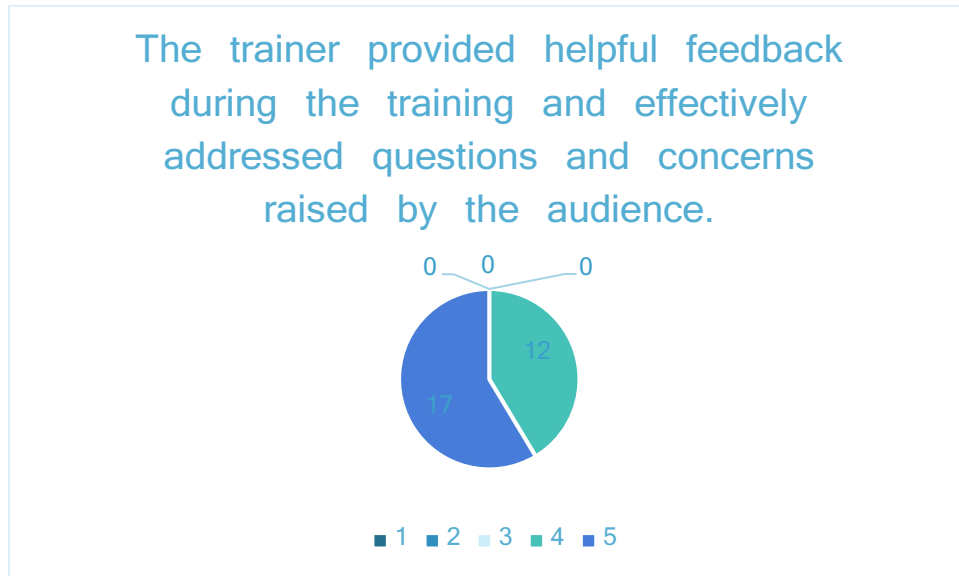
The training provided opportunities for hands-on practice and application of the concepts learned.



3.6 Feedback from Trainers

- Results: 59% of the companies gave a score of 5, 41% rated it as 4.

- Analysis: Trainers were highly rated for their ability to provide useful feedback. Virtually all companies are satisfied with the effectiveness of the trainer's responses to questions and addressed concerns.



3.7 Reflection on Energy Saving Opportunities

- Results: 100% of the participating companies agreed that the training helped them reflect on the possibility of generating energy savings. 50% of the participants gave this aspect a rating of 5, and the other 50% gave a rating of 4

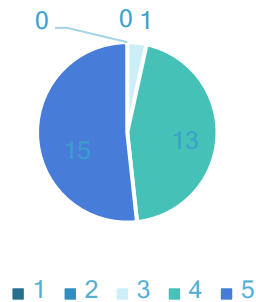
Analysis: This shows that the training successfully stimulated reflection on the potential for energy savings in all of the participating companies.



3.8 Added Value of the DEESME2050 Approach

- Results: 52% of the companies gave maximum score, while 45% rated it with 4 and 3% remained neutral.
- Analysis: As 97% of the companies rate the DEESME approach highly, we can conclude that it did provide new perspectives for them with regard to energy efficiency within their organizations.

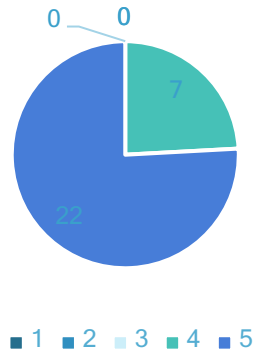
The use of the DEESME2050 approach would add value to advancing the energy efficiency performance in my organization.



3.9 Overall Satisfaction with the Materials

- Results: The majority of the responding companies (76%) evaluated it with 5, while 24% rated it with 4
- Analysis: This shows that the materials were well-received and suitable for the training needs of the audited companies.

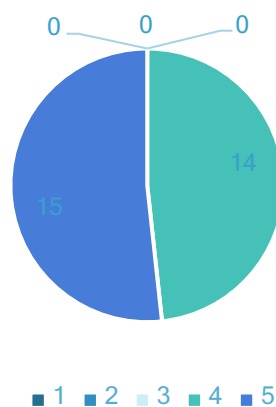
Overall, I am very satisfied with the quality of the training material (presentations) and discussions.



3.10 Confidence in Applying What Was Learned

- Results: The evaluation results show that 52% gave a score of 5, whereas 48% gave one of 4.
- Analysis: This immensely positive result indicates high confidence in applying what was learned during the basic training.

I feel confident applying what I learned from the training.



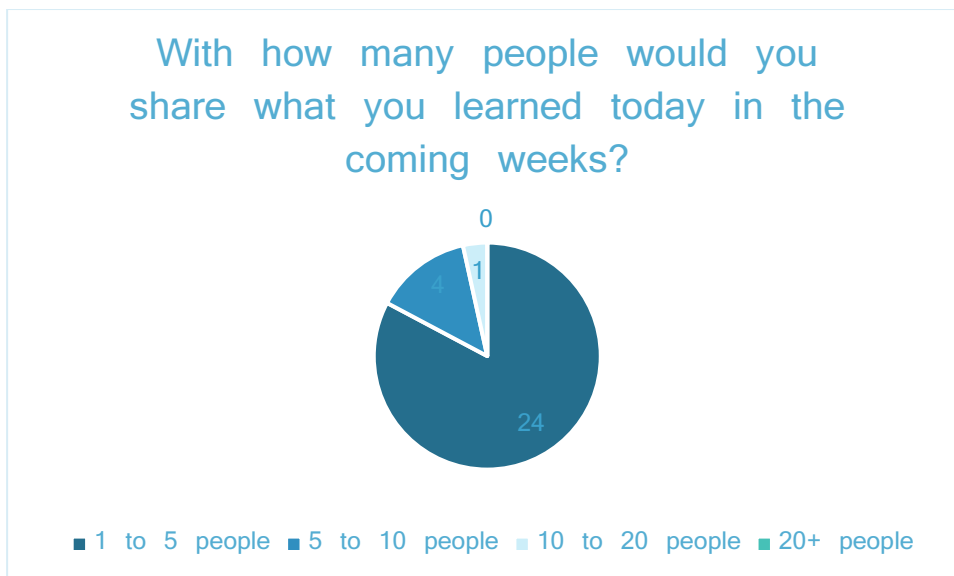
3.11 Suggestions for Improvement

- Results: No specific suggestions were provided.
- Analysis: The absence of suggestions can be interpreted as satisfaction with the training.

3. Recommendations and Dissemination of Knowledge (Questions 5.1 - 5.2)

5.1 Sharing What Was Learned

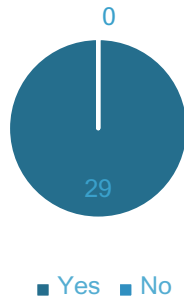
- Results: 100% of the companies stated that they would share what was learned - 84% would share it with 1 to 5 people, while 14% with 5 to 10 people, 1 off the companies stated they would share it with 10 to 20 people.
- Analysis: The willingness of the participating companies to share the information from the basic training and the DEESME approach indicate that the impact was solid and lasting. Including mechanisms for follow-up and dissemination could increase the scope of sharing.



5.2 Recommendation for DEESME2050

- Results: 100% of the companies stated that they would recommend the project.
- Analysis: The unanimous consensus in recommending DEESME2050 shows high level of trust in the program and its effectiveness.

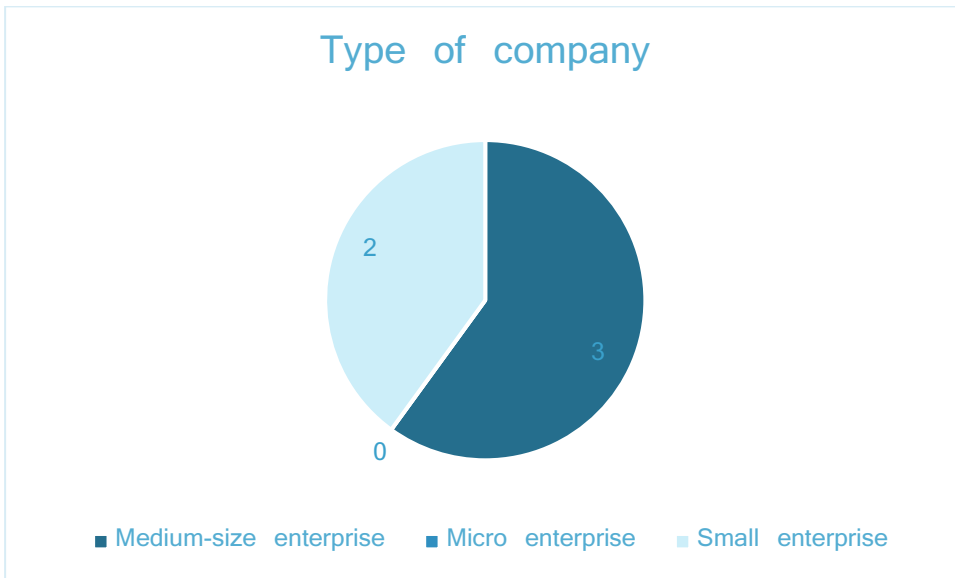
Would you recommend other companies and interested parties to apply the DEESME2050 approach in their energy efficiency practices?



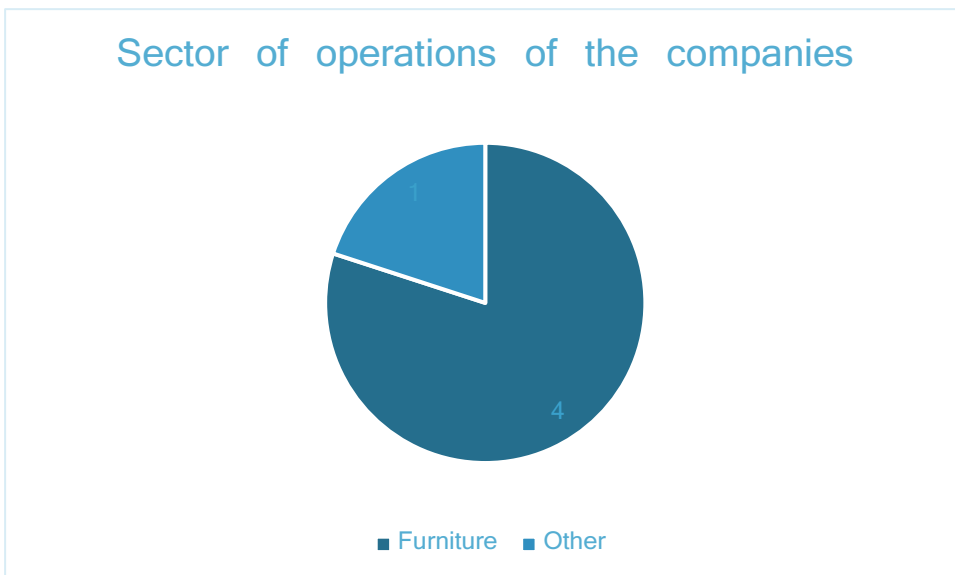
5. Response analysis by country: Poland

1. Company Profile

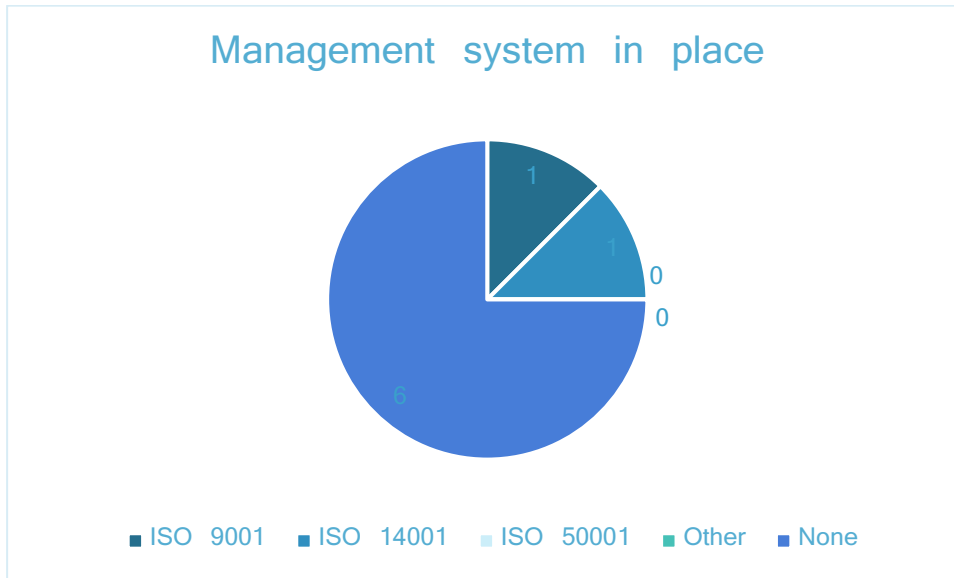
- Type of Companies: 40% of the companies are small enterprises, while the remaining 60% are medium-sized enterprises.



- Sector of Activity: 80% of the companies operate in the furniture industry, while 20% in other sectors.



- **Management Systems:** The analysis shows that only one of the companies has implemented management systems (ISO 9001, ISO 14001), whereas 90% of companies indicated that they do not have management systems in place.



Observations:

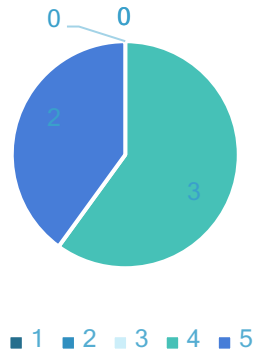
The companies included in the analysis are primarily small and medium-sized enterprises, which aligns with the target group of the DEESME2050 project. The lack of implemented management systems in most companies suggests potential for significant improvement through training and the application of the energy efficiency approach.

2. Training Evaluation (Questions 3.1 - 3.11)

3.1 Relevance of Training to Company Needs

- **Results:** 60% of the companies assigned it a score of 4, whereas 40% gave it a score of 5.
- **Analysis:** The results show that the training content was relevant for the majority participants. The companies were able to identify the connection between the training and their business needs, indicating an appropriate program structure.

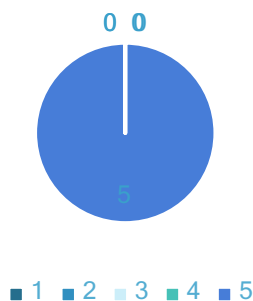
The DEESME2050 training session was relevant to our organization's needs and scope of work.



3.2 Opportunity to Learn about the Benefits of Energy Efficiency

- Results: 100% of the companies gave the highest rating of 5.
- Analysis: This perfect result indicates that the training was extremely effective in highlighting the importance of energy efficiency. The companies were able to derive practical value and clearly realize the potential of energy savings to improve their competitiveness. This shows that the program is exceptionally well-designed in this regard.

The DEESME2050 training provided a good opportunity to learn more about the multiple benefits of energy efficiency.



3.3 Organization and Detail of Training

- Results: A rating of 5 was given by 60% of the companies, while 40% assigned a rating of 4.
- Analysis: The vast majority of companies rated the training con as well-structured and easy to understand. This suggests that the program successfully presents complex information in a clear and accessible manner.



3.4 Addressing Specific Challenges

- Results: 80% of the companies assigned a score of 4, whereas 20% gave a score of 5.
- Analysis: The results show that all companies found the content adequate in addressing their specific needs.



3.5 Practical Exercises and Application of Knowledge

- Results: The companies rated it as follows: 50% gave a score of 5, 38% rated it as 4, and 13% assigned a rating of 3.
- Analysis: The five companies appreciated the practical part of the training, as indicated by the results. However, the neutral rating (3) from one participant suggests there may still be room for improvement in providing opportunities to apply what was learned.



3.6 Feedback from Trainers

- Results: 60% rated it with 4, while 40% rated it with 5.
- Analysis: Trainers were highly rated for their ability to provide useful feedback.

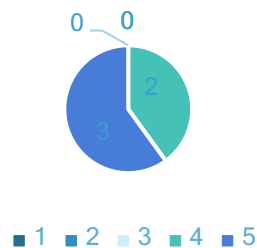


3.7 Reflection on Energy Saving Opportunities

- Results: 60% of the participants gave this aspect a rating of 5, while 40% - rating of 4

Analysis: This shows that the training successfully stimulated reflection on the potential for energy savings.

The training helped me reflect on the possibility to generate energy savings using the DEESME2050 approach.

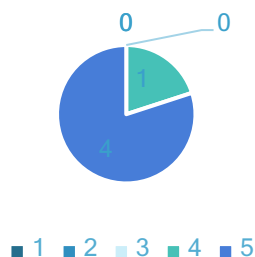


3.8 Added Value of the DEESME2050 Approach

- Results: 80% of the companies rated it with the maximal score, while 20% rated it with 4.

Analysis: The high percentage of maximum ratings emphasizes that companies see the added value of the approach. The small proportion of lower ratings may indicate the need for a more in-depth explanation of how to implement specific measures.

The use of the DEESME2050 approach would add value to advancing the energy efficiency performance in my organization.



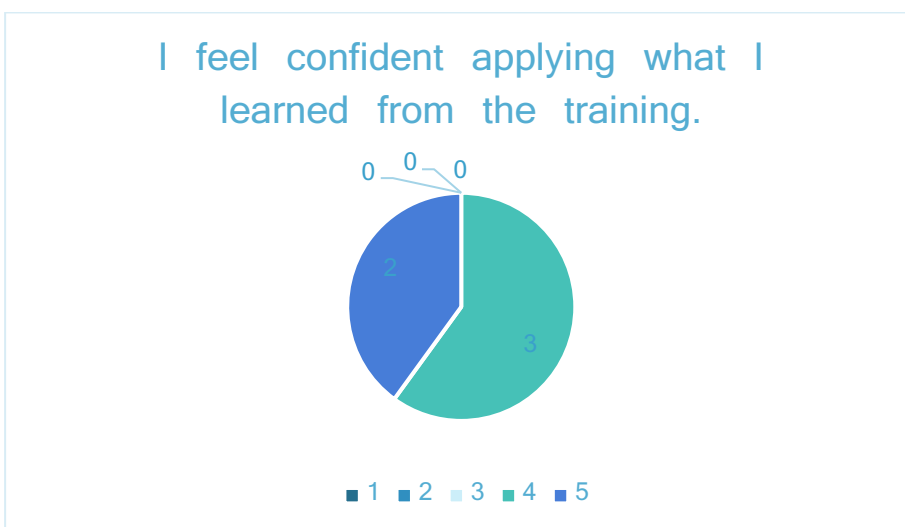
3.9 Overall Satisfaction with the Materials

- Results: The majority of participants (80%) evaluated it with 5, with 20% rated it with 4
- Analysis: The analysis shows that the materials were well-received and suitable for the training needs.



3.10 Confidence in Applying What Was Learned

- Results: The evaluation results show that 60% awarded a score of 4, whereas 40% gave it a rating of 5.
- Analysis: The results clearly indicate confidence in applying what was learned, highlighting the high value and practical applicability of the training provided.



3.11 Suggestions for Improvement

- Results: No specific suggestions were provided.
- Analysis: The absence of suggestions can be interpreted as satisfaction with the training.

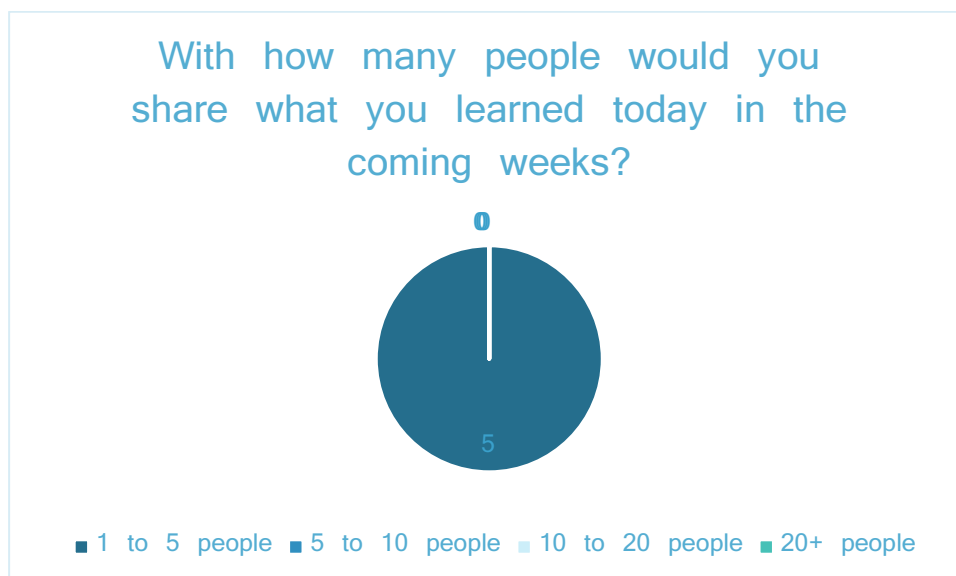
Observations:

The training was rated as extremely useful and relevant to the needs of the participants, with the highest rating given for the opportunity to learn about the benefits of energy efficiency (100% rating of 5). The practical focus and feedback from trainers were highly valued.

3. Recommendations and Dissemination of Knowledge (Questions 5.1 - 5.2)

5.1 Sharing What Was Learned

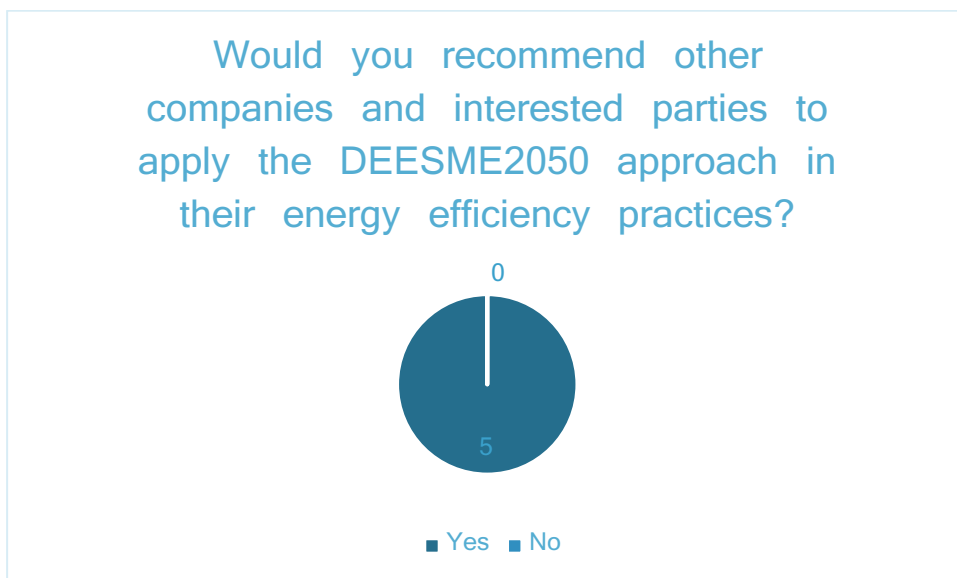
- Results: 100% of the companies stated that they would share what was learned with 1 to 5 people.
- Analysis: This indicates that the training had an immediate impact on the organizations. Including mechanisms for follow-up support could increase the scope of sharing.



5.2 Recommendation for DEESME2050

- Results: 100% of the companies stated that they would recommend the project.
- Analysis: The unanimous consensus in recommending DEESME2050 shows an exceptionally high level of trust in the program and its effectiveness.

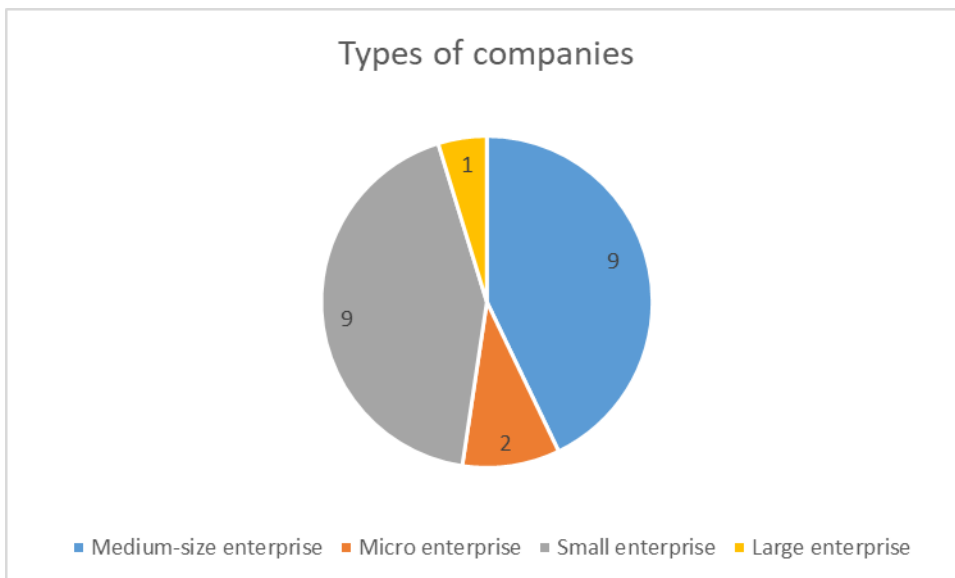
These results demonstrate the strong positive impact of the DEESME2050 project on participants, who are willing to disseminate what they have learned within their organizations and recommend the approach to other companies.



6. Response analysis by country: France

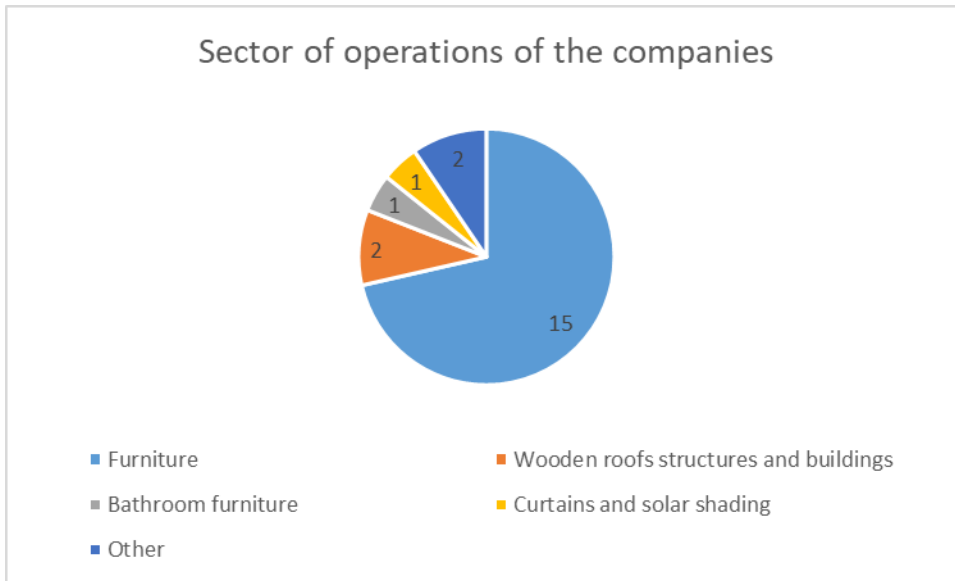
1. Company Profile

- Results: 43% of the companies taking part in the WTA training are classified as medium-sized enterprises, while another 43% are categorized as small enterprises. Micro-enterprises account for 10% of the total, with large enterprises representing the remaining 4%.
- Analysis: The participant composition reflects a strong representation of small and medium-sized enterprises, aligning with the target group of the DEESME2050 project.



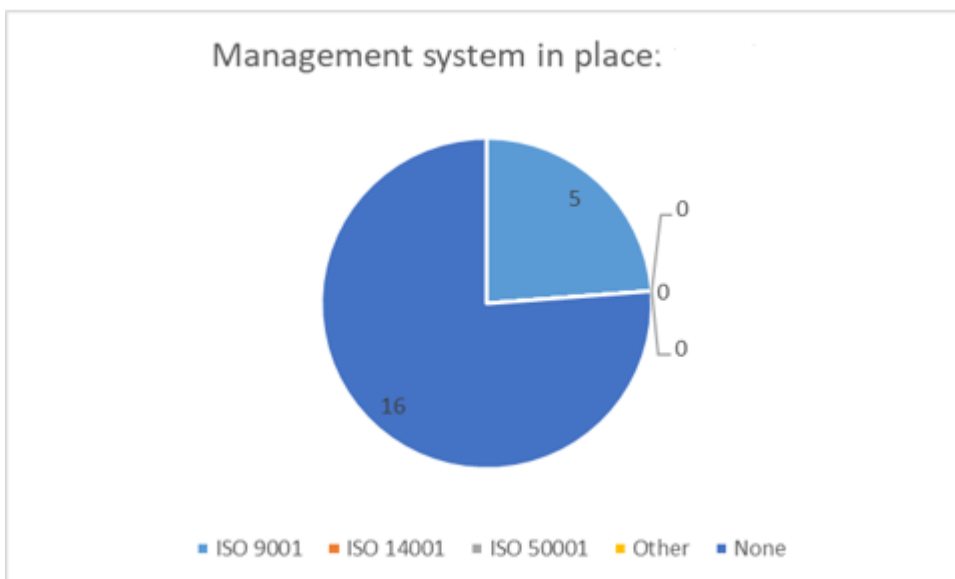
- Sector of Activity: A total of 70% of the surveyed companies operate within the furniture sector, while the remaining 30% represent other industries, including wooden structures, curtains, and bathroom furnishings.

The prominence of the furniture sector underscores the critical importance of developing training materials specifically tailored to the needs of this industry. Simultaneously, the representation of diverse sectors indicates the flexibility and broader applicability of the DEESME2050 approach across various domains.



- **Management Systems:** The analysis shows that some of the companies have implemented ISO 9001 management system.
 - ISO 9001: 5 companies have implemented the system (24% of respondents).
 - 76% of companies indicated that they don't have any management systems in place.

The absence of established management systems highlights a significant opportunity for the DEESME2050 approach to facilitate the adoption of structured energy efficiency practices within organizations.



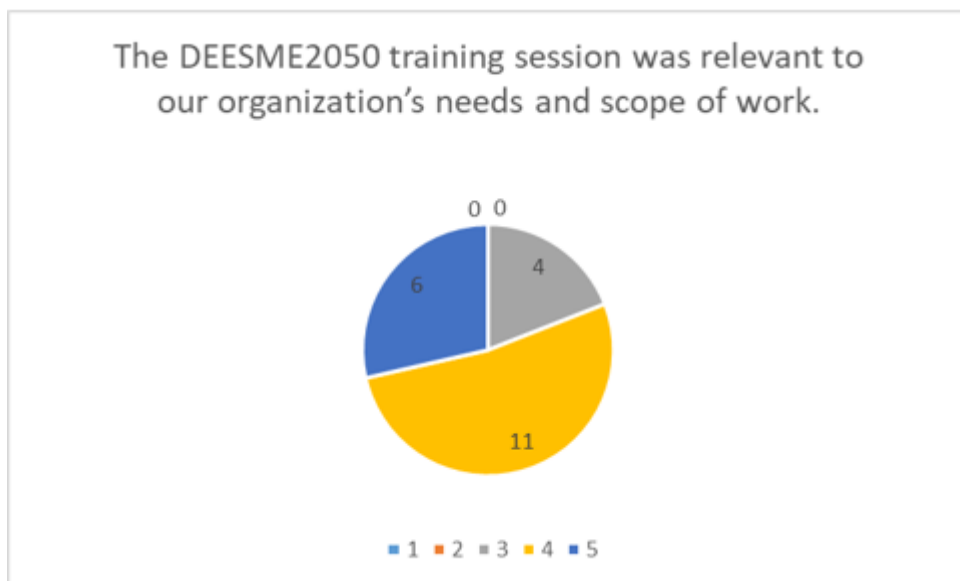
Observations:

The analysis reveals that most of the participating companies lack formal management systems, presenting a significant opportunity for the DEESME2050 project to introduce structured energy efficiency practices. Small and medium-sized enterprises (SMEs) comprise a significant part of the participants, aligning closely with the project's target audience. Additionally, 70% of companies operate in the furniture sector, emphasizing the need for industry-specific training materials, while the inclusion of other sectors demonstrates the approach's adaptability. Only 24% of companies have adopted ISO 9001, underscoring the need for broader implementation of management standards.

2. Training Evaluation (Questions 3.1 - 3.11)

3.1 Relevance of Training to Company Needs

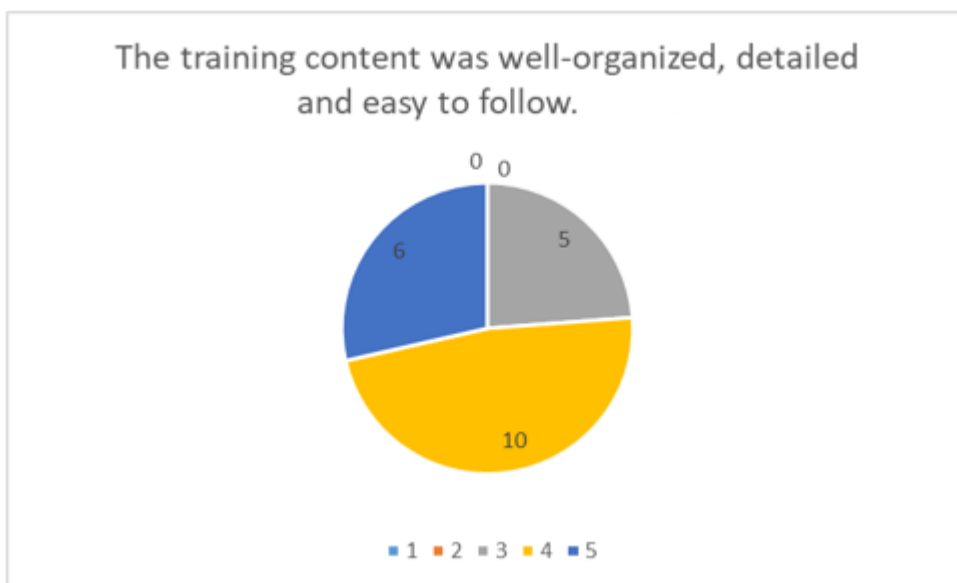
- **Results:** A majority of participants rated the training as highly relevant, with 29% assigning a score of 5, 52% a score of 4, and 19% a score of 3.
- **Analysis:** The training effectively addressed the needs of the majority of companies, demonstrating its relevance and applicability. The companies were able to identify the connection between the training and their business needs, indicating an appropriate program structure.



3.3 Organization and Detail of Training

- Results: A rating of 5 was given by 29% of the companies, while 48% assigned a rating of 4 and 23% a rating of 3.

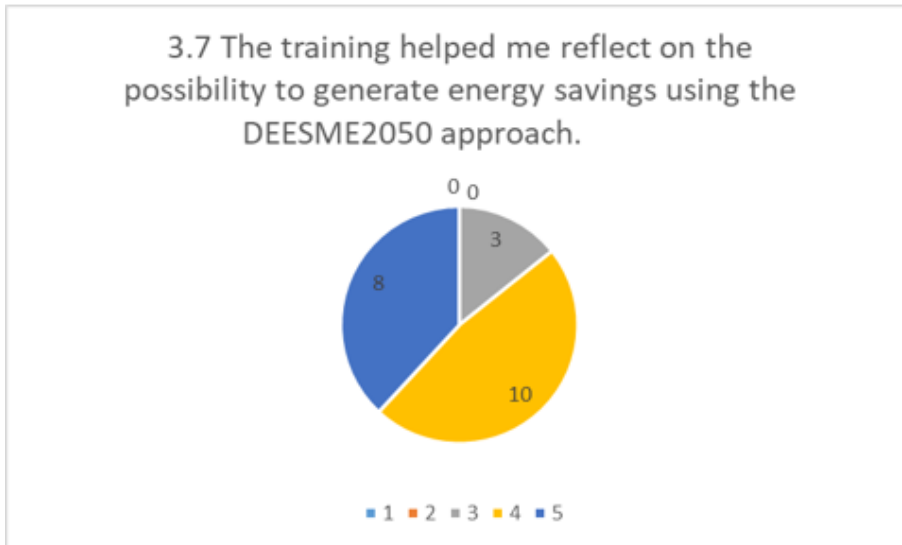
Analysis: The majority of companies rated the training as well-structured and easy to follow. This indicates that the program effectively conveys complex concepts in a straightforward and comprehensible way.



3.7 Reflection on Energy Saving Opportunities

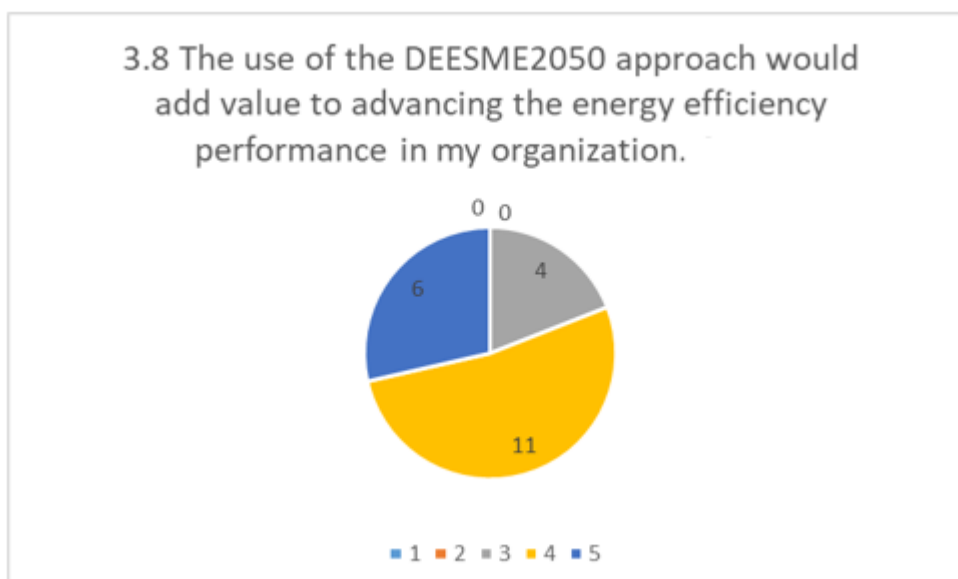
- Results: A total of 38% of participants awarded the highest rating of 5, indicating strong agreement that the training encouraged them to reflect on energy savings using the DEESME2050 approach. An additional 48% rated it with a 4. Meanwhile, 14% of respondents provided a score of 3, reflecting more neutral feedback. This distribution highlights an overall positive reception, with some room for improvement.

Analysis: The data indicates that the majority of participants found the training effective in promoting reflections on the potential for energy savings within their organizations.



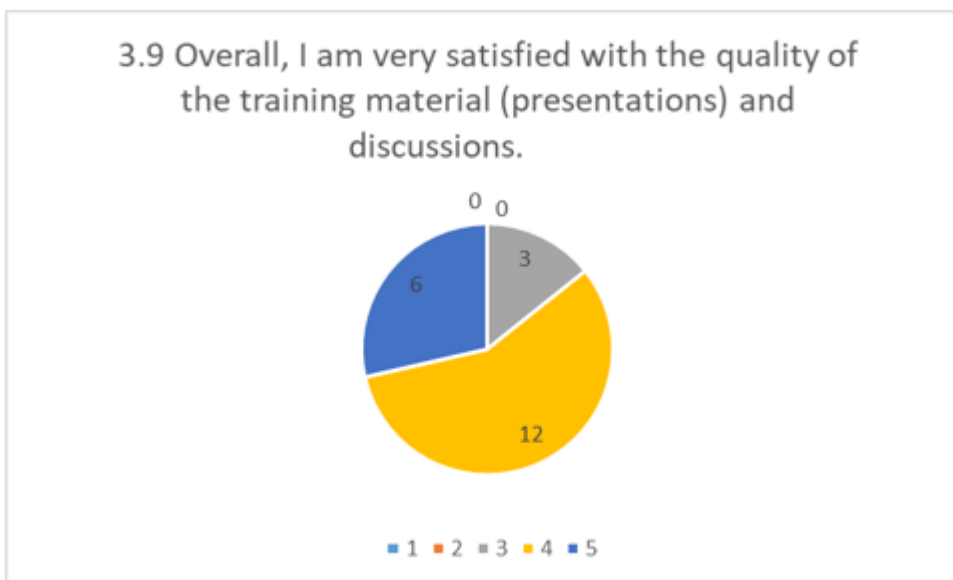
3.8 Added Value of the DEESME2050 Approach

- **Results:** The majority of participants provided high ratings, with 29% assigning a score of 5 and 52% assigning a score of 4, indicating a strong appreciation for the value of the DEESME2050 approach in enhancing energy efficiency. However, a minority of 19% rated it 3, suggesting a less favorable perception. This trend underlines the approach's overall effectiveness while pointing to specific challenges in its immediate applicability for some companies.
- **Analysis:** Respondents largely recognized the DEESME2050 approach as a valuable framework for improving energy efficiency within their organizations. The lower ratings could indicate difficulties faced by some companies in envisioning or implementing the approach due to sector-specific limitations, resource constraints, or differing operational priorities.



3.9 Overall Satisfaction with the Materials

- Results: 29% of the respondents gave the highest score of 5, signifying a high level of satisfaction with the training materials and discussions. An additional 57% rated this aspect with a 4, indicating that the materials met their expectations. Meanwhile, 14% provided a score of 3, suggesting a moderate level of satisfaction. This distribution underscores the overall quality of the training resources while highlighting opportunities for refinement.
- Analysis: The feedback demonstrates that the majority of participants found the training materials and discussions engaging and relevant to their needs. The lower scores, however, may suggest a desire for more interactive content or greater alignment with specific industry contexts.



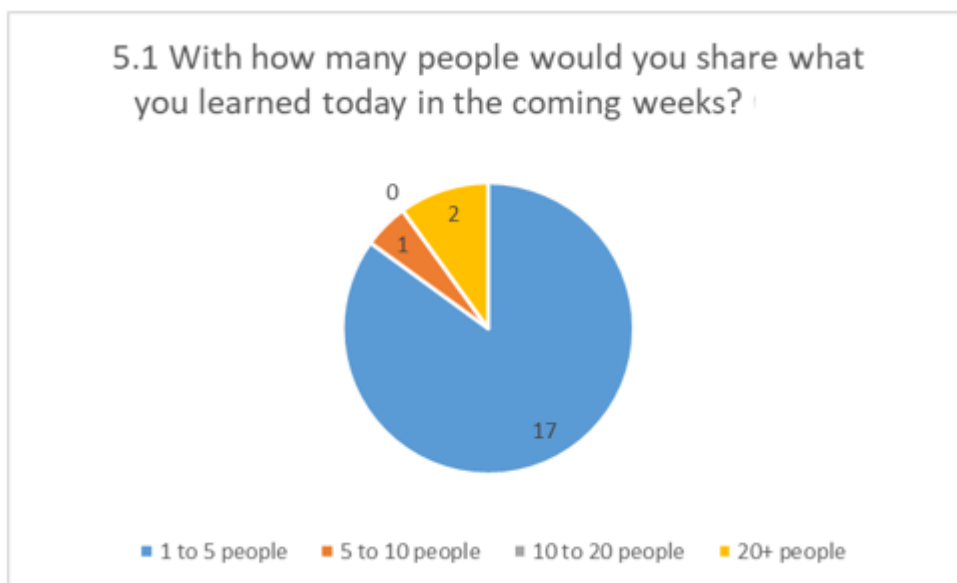
Observations:

The evaluation demonstrates that the training was highly effective in addressing the majority of participants' needs, with strong ratings across most aspects. Participants appreciated the relevance, organization, and practical focus of the training, particularly its emphasis on energy efficiency and the DEESME2050 approach. Overall, the training successfully enhanced participants' confidence and awareness, but further refinement in addressing niche challenges and diversifying content delivery could amplify its impact.

3. Recommendations and Dissemination of Knowledge (Questions 5.1 - 5.2)

5.1 Sharing What Was Learned

- **Results:** All participating companies confirmed their intent to disseminate the knowledge acquired during the training. Specifically, 85% reported plans to share the outcomes with 1-5 individuals within their networks, 5% indicated they would share with 5-10 individuals, and 10% stated they would disseminate the information to over 20 individuals. This reflects a strong commitment to knowledge transfer and broader organizational engagement.
- **Analysis:** This indicates that the training had an immediate impact on the organizations. Including mechanisms for follow-up support could increase the scope of sharing.

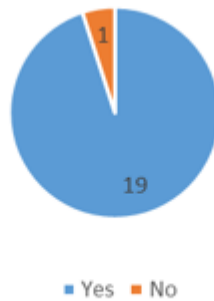


5.2 Recommendation for DEESME2050

- **Results:** An overwhelming majority of 95% of respondents expressed a willingness to recommend the DEESME2050 approach to other companies and stakeholders. However, 5% of participants indicated that they would not recommend it. This suggests strong overall endorsement while highlighting a minority with reservations about the approach.
- **Analysis:** The high percentage of positive responses demonstrates widespread confidence in the DEESME2050 approach and its potential benefits for energy efficiency practices. The small group of dissenting respondents may represent companies with unique operational challenges, limited resources, or

industries where the approach is perceived as less relevant. To address these concerns, the program could conduct follow-up interviews with this group to identify specific barriers to adoption. Customizing the approach or providing sector-specific adaptations might help to mitigate these challenges and improve overall acceptance in the future.

5.2 Would you recommend other companies and interested parties to apply the DEESME2050 approach in their energy efficiency practices?

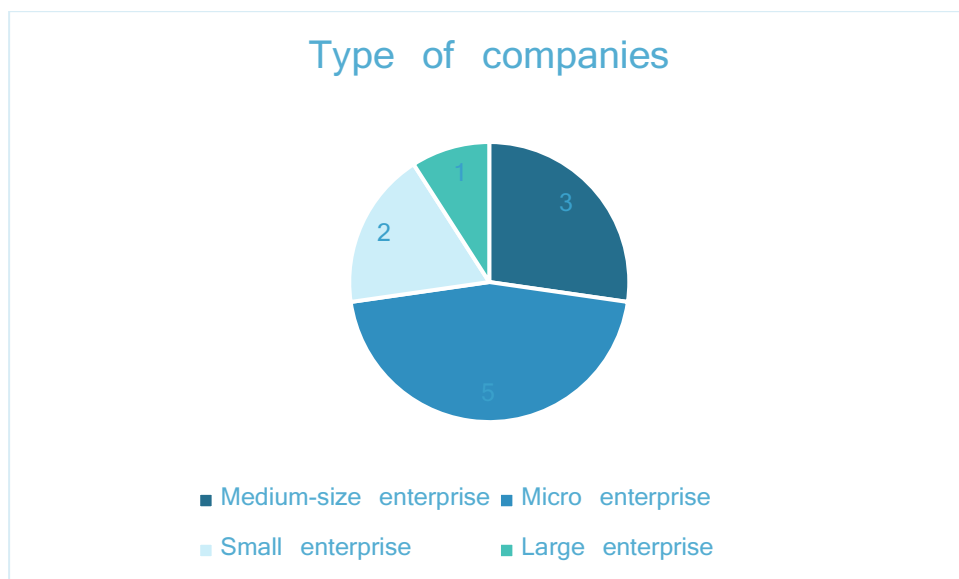


7. Response analysis by country: Italy

1. Company Profile

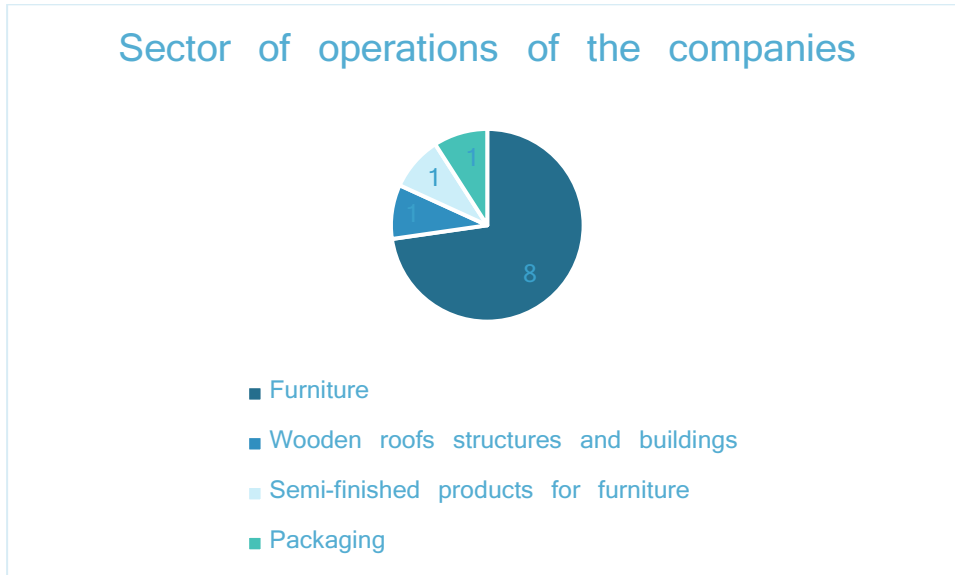
The participants included a diverse mix of enterprises, ensuring a broad perspective on the training's impact.

- 45% of the companies are micro-enterprises, reflecting the program's ability to meet the needs of very small organizations.
- 18% are small enterprises, indicating the program's accessibility to companies striving for growth.
- 27% are medium-sized enterprises, demonstrating the program's alignment with companies in the growth phase of their lifecycle.
- 10% are large enterprises, highlighting the adaptability of the training to different organizational scales.

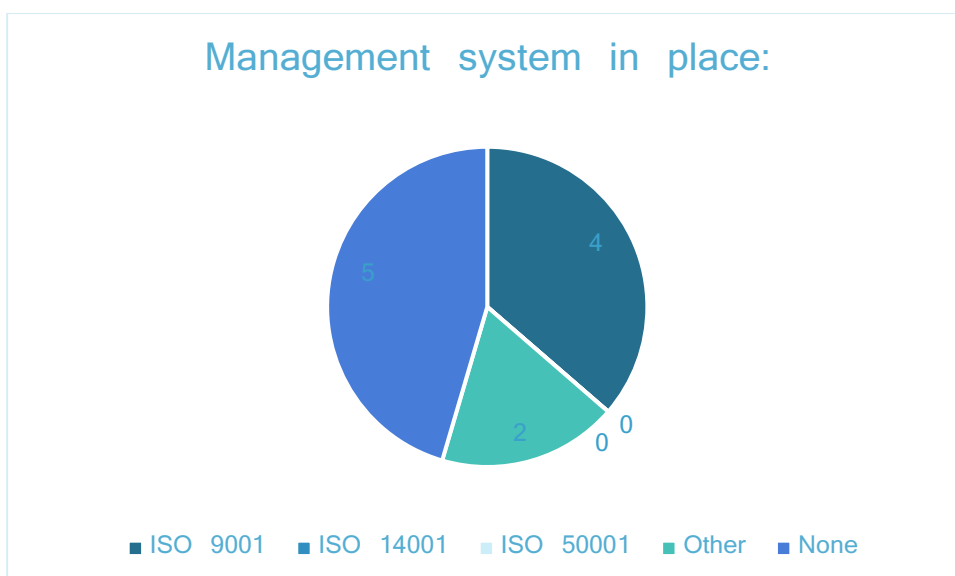


- Sector of Activity:
 - A significant 72% of participating companies operate within the furniture industry, highlighting the project target groups and the sector's strong inclination toward adopting sustainable practices.
 - An additional 9% are engaged in packaging, demonstrating the program's ability to extend its influence beyond its primary focus area.
 - Another 9% are involved in the production of semi-finished goods.

- The remaining 9% specialize in wooden structures, underscoring the program's adaptability to meet the diverse needs of various industries.



- Management Systems:
 - 36% of companies reported implementing ISO 9001, demonstrating a commitment to quality management.
 - 19% have other management systems, indicating awareness of structured operational practices.
 - 45% do not currently have management systems, presenting a significant opportunity for the DEESME2050 approach to instill the best practices.



Observations:

The diverse range of company sizes and sectors underscores the training's relevance and inclusivity. While many companies are already engaged in structured practices, the program holds immense potential to drive improvements in companies without established management systems.

2. Training Evaluation (Questions 3.1 - 3.11)

3.1 Relevance of Training to Company Needs

- Results:

A majority of participants (64%) evaluated the training with a rating of 4, suggesting it was perceived as highly relevant. Meanwhile, 18% assigned a rating of 3, and another 18% rated it with 2, indicating potential areas for improvement in addressing specific needs.

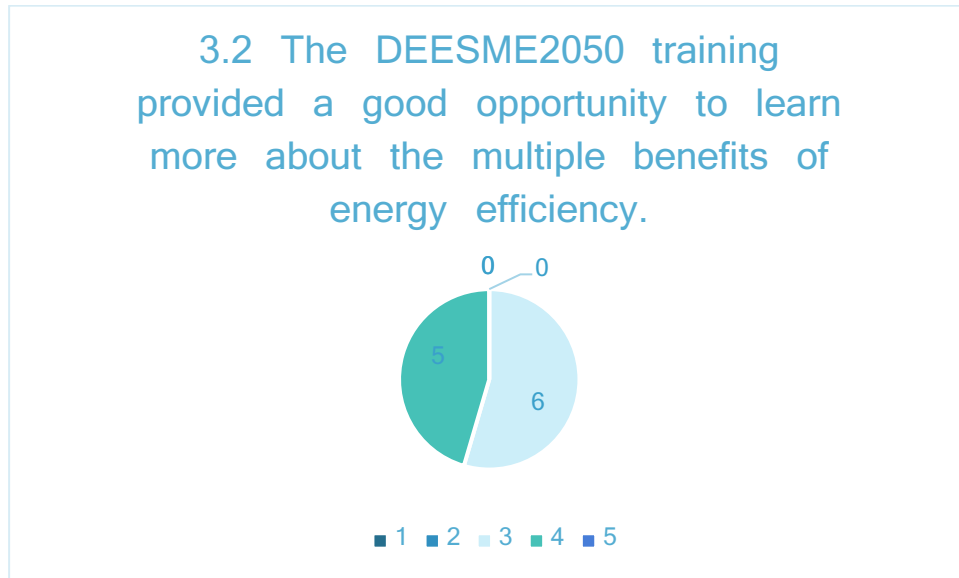
- Analysis: Most of the participants found the training to be a meaningful addition to their operational capabilities. This demonstrates the program's ability to address broad organizational challenges effectively. For those with lower ratings, incorporating pre-training consultations to customize content may enhance relevance.



3.2 Opportunity to Learn about the Benefits of Energy Efficiency

- Results: The evaluation results indicate that 45% of respondents assigned a rating of 4 and 55% assigned a rating of 3.

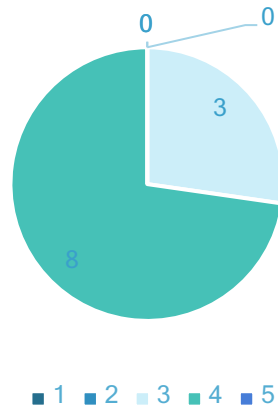
- **Analysis:** The evaluation results suggest that the training received moderate to high levels of approval. However, the largest proportion, 55%, rated it a 3, indicating that while the content was somewhat satisfactory, it may not have fully met participants' expectations.



3.3 Organization and Detail of Training

- **Results:** A rating of 4 was given by 73% of the companies, while 27% assigned a rating of 3.
- **Analysis:** The high percentage of 4 ratings (73%) indicates strong satisfaction with the evaluated aspect, suggesting that most companies found it effective or valuable. The 27% of companies rating it a 3 reflects a relatively positive response, though it implies room for improvement. Addressing the concerns of this smaller group could further elevate overall satisfaction.

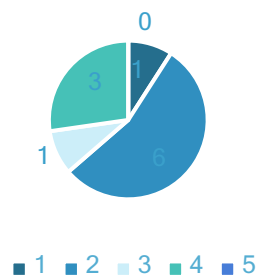
3.3 The training content was well-organized, detailed and easy to follow.



3.4 Addressing Specific Challenges

- Results: 27% of the companies assigned a score of 4, whereas 9% gave a score of 3, 55% rated it 2 and 9% assigned a score of 1.
- Analysis: The distribution of ratings indicates a significant level of dissatisfaction, as 55% of companies gave a score of 2, suggesting that a majority found the aspect in question to be only moderately or poorly aligned with their expectations. The 27% of companies awarding a score of 4 shows that a smaller portion had a positive experience, but this was not widespread. The low ratings highlight a critical need for improvement to better address the concerns of the majority and ensure more consistent satisfaction across all participants.

3.4 The training addressed specific challenges or issues that we are facing as organization.



3.5 Practical Exercises and Application of Knowledge

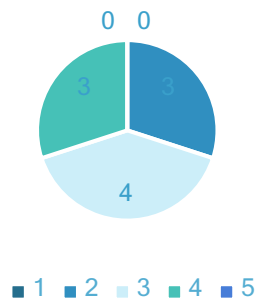
- Results: The companies rated it as follows: 27% gave a score of 4, 27% rated it as 3, and 27% assigned a rating of 3 and 19 a rating of 1.
- Analysis: The distribution of ratings shows a mixed response, with 27% of companies giving a high rating of 4, indicating a solid level of satisfaction. However, a combined 46% of companies rated it as 2 or 1, highlighting a significant portion of dissatisfaction or underperformance. The equal distribution between scores of 3 and 4 suggests that while some found the aspect satisfactory, improvements are needed to address the concerns of the more critical respondents and increase overall satisfaction.



3.6 Feedback from Trainers

- Results: 30% rated it with 4, while 40% rated it with 3 and 30% rated it 2.
- Analysis: The majority of respondents rated it as 3, indicating a generally positive but not exceptional experience. While 30% gave a higher rating of 4, showing that some participants were highly satisfied, an equal percentage rated it with a 2, pointing to some dissatisfaction or areas needing improvement. The overall feedback suggests that while the aspect in question is perceived as adequate by most, there is room for enhancement to elevate the experience for a broader audience.

3.6 The trainer provided helpful feedback during the training and effectively addressed questions and concerns raised by the audience.

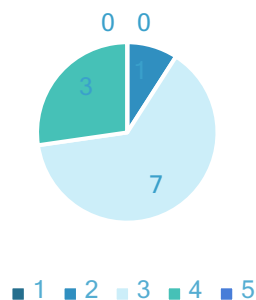


3.7 Reflection on Energy Saving Opportunities

- Results: 27% of the participants gave this aspect a rating of 4, while 64% - rating of 3 and 9 % - rating of 2.

Analysis: The majority of participants provided a neutral to positive assessment with a rating of 3, suggesting that the aspect met their expectations but did not exceed them. The 27% who rated it a 4 indicate a solid level of satisfaction, pointing to successful elements. However, the 9% rating it as 2 suggests that some participants felt the aspect fell short of expectations, indicating potential areas for improvement to better address the needs of all participants.

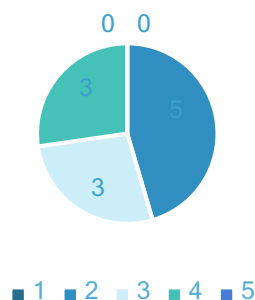
3.7 The training helped me reflect on the possibility to generate energy savings using the DEESME2050 approach.



3.8 Added Value of the DEESME2050 Approach

- Results: 27% of the companies rated it with 4, another 27% with 3 and 46% with 2
- Analysis: The distribution of ratings suggests a polarized response, with a significant portion (46%) of companies expressing dissatisfaction, as indicated by the rating of 2. However, 27% of companies rated it highly (4), signaling that some found value in the aspect. The remaining 27% assigned a rating of 3, suggesting a neutral or average response. The overall feedback highlights the need for improvements to address the concerns of the majority and to enhance the satisfaction of a larger

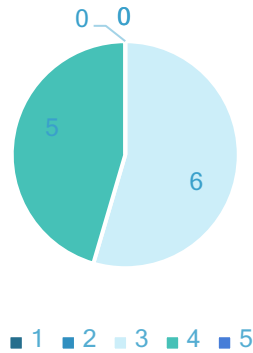
3.8 The use of the DEESME2050 approach would add value to advancing the energy efficiency performance in my organization.



3.9 Overall Satisfaction with the Materials

- Results: The majority of participants (55%) rated it with a 3, while 25% gave it a rating of 4.
- Analysis: The fact that 55% of participants assigned a neutral score of 3 suggests that the aspect met expectations to some degree, but did not exceed them. A smaller portion (25%) expressed satisfaction by rating it with a 4, indicating that there was a significant minority who felt positive about the aspect. However, the relatively low percentage of high ratings (4) suggests there is room for improvement in order to increase the overall satisfaction level among participants.

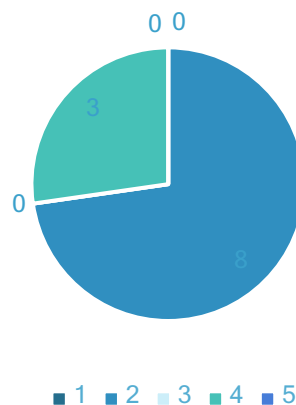
3.9 Overall, I am very satisfied with the quality of the training material (presentations) and discussions.



3.10 Confidence in Applying What Was Learned

- Results: The evaluation results show that 27% awarded a score of 4, whereas 73% gave it a rating of 2.
- Analysis: The fact that 73% of participants rated it with a 2 suggests that the aspect did not meet the expectations of most respondents. This could indicate areas for improvement in the content, delivery, or relevance of the aspect evaluated. The smaller percentage (27%) that awarded a score of 4 reflects that a few participants were satisfied, but the overwhelming majority's dissatisfaction highlights the need for significant adjustments to better align with participant expectations.

3.10 I feel confident applying what I learned from the training.



3.11 Suggestions for Improvement

- Results: No specific suggestions were provided. Despite the relatively low ratings, none of the participants offered concrete ideas or recommendations for improvement.

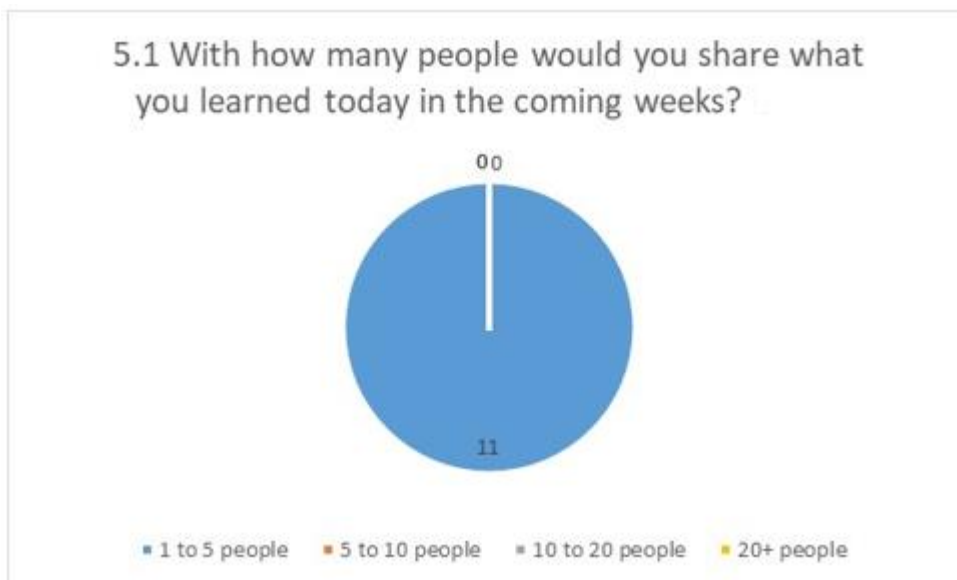
Observations:

The training program received a generally positive evaluation, with participants recognizing its relevance and value in improving energy efficiency. However, there were opportunities for improvement.

3. Recommendations and Dissemination of Knowledge (Questions 5.1 - 5.2)

5.1 Sharing What Was Learned

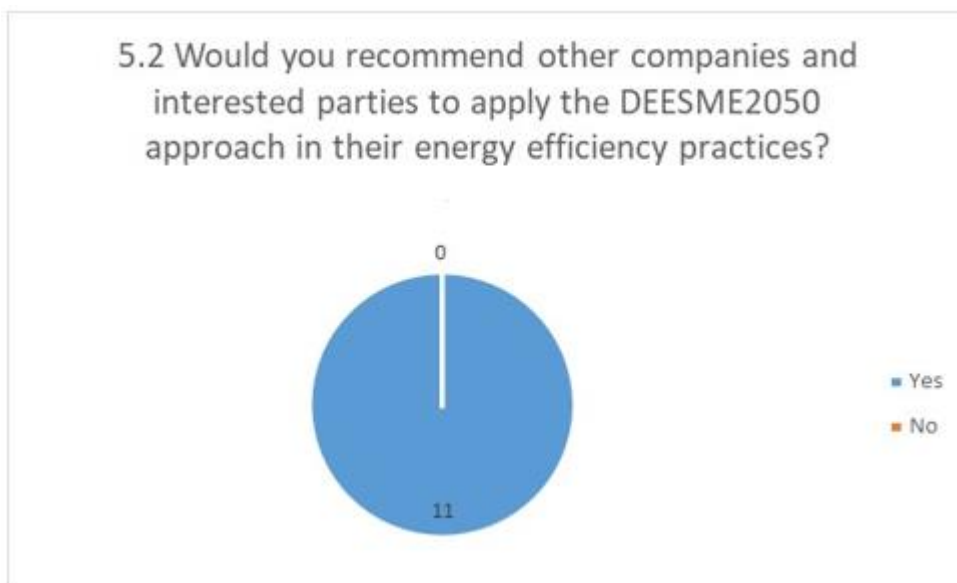
- Results: 100% of the companies stated that they would share what was learned.
- Analysis: This indicates that the training had an immediate impact on the organizations. Including mechanisms for follow-up support could increase the scope of sharing.



5.2 Recommendation for DEESME2050

- Results: 100% of the companies stated that they would recommend the project.
- Analysis: The unanimous consensus in recommending DEESME2050 shows an exceptionally high level of trust in the program and its effectiveness.

These results demonstrate the strong positive impact of the DEESME2050 project on participants, who are willing to disseminate what they have learned within their organizations and recommend the approach to other companies.



8. Combined data for all countries

1. Company Profiles and Participation

The DEESME 2050 project engaged a diverse group of companies from Bulgaria, Poland, Italy, and France, emphasizing small and medium enterprises (SMEs). The majority of participating companies fell into the micro and small enterprise categories, aligning with the project's goal of supporting businesses with limited energy management resources.

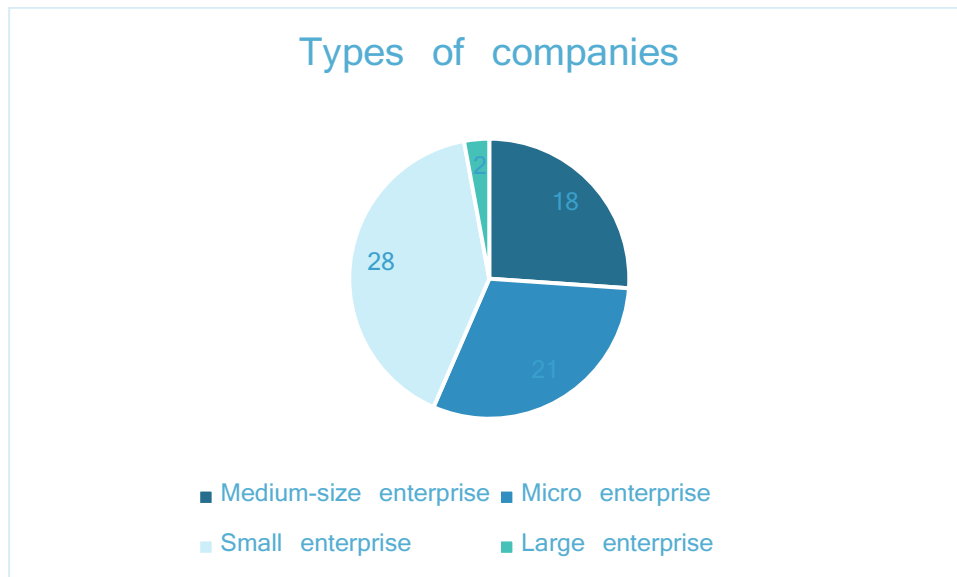
Company Size:

Small Enterprises (41%): 28 companies, representing the largest share of participants. These businesses are typically more adaptable to training interventions but often lack dedicated resources for energy management.

Micro Enterprises (30%): 21 companies, indicating significant engagement from businesses with fewer than 10 employees.

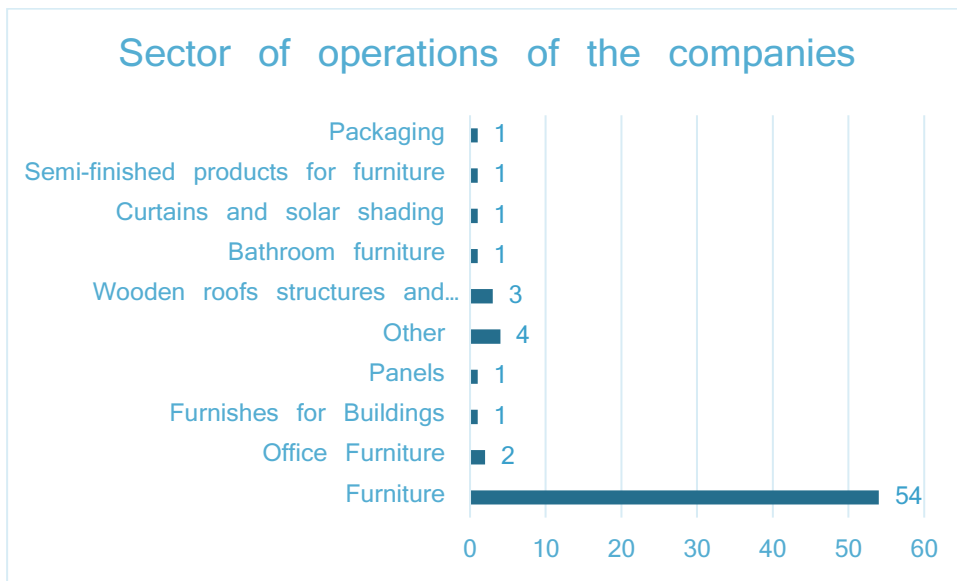
Medium Enterprises (26%): 18 companies. Medium-sized businesses are more likely to possess basic organizational frameworks, making them strong candidates for adopting formal energy systems.

Large Enterprises (3%): Only 2 companies, suggesting that larger organizations may already have internal energy strategies, hence less participation in introductory-level training.



Sector of Operations:

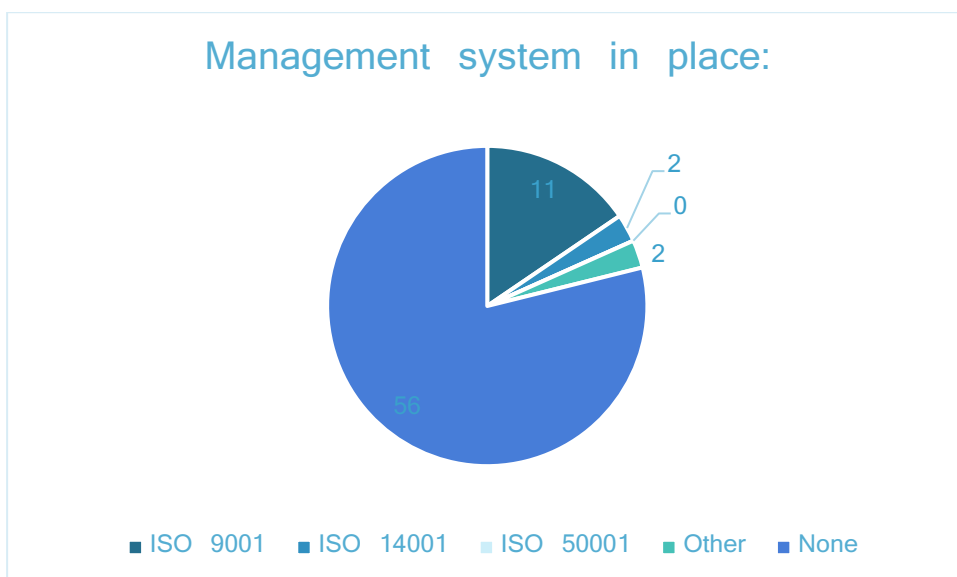
The general furniture production accounted for 78% of participating companies, while other furniture subsectors included packaging, wooden structures, bathroom furniture, wooden panel production, etc. This diverse participation highlights the value of the approach for all furniture operations and subsectors for the achievement of tailored energy solutions.



Management Systems and Readiness for Energy Efficiency

Current Adoption of Standards:

- ISO 9001 (15%): Companies with ISO 9001 certifications demonstrated an awareness of structured management but lacked integration with energy-specific systems.
- ISO 14001 (3%): Very few companies had environmental management systems, indicating a gap in environmental and energy consciousness.
- ISO 50001 (0%): The complete absence of ISO 50001 certification points to an untapped potential for energy-specific management system adoption.
- No Management System (79%): A large majority of participants operate without formal management systems, making them prime candidates for introductory and foundational energy efficiency training.



2. Training Evaluation and Feedback Analysis

The DEESME 2050 training sessions aimed to enhance awareness and practical knowledge of energy efficiency among companies across various industries. The primary objectives were to introduce participants to the multiple benefits of energy efficiency, equip them with actionable strategies using the DEESME approach, and encourage the adoption of energy management systems. Participants were also guided on addressing organizational challenges, applying energy-saving measures, and enhancing overall energy performance.

The feedback collected from participants through a comprehensive evaluation process assessed the relevance, effectiveness, and practical application of the training. The following analysis provides insights into participant satisfaction, the perceived impact of the training on their organizations, and their readiness to implement energy efficiency measures. The responses were rated on a 5-point Likert scale, where 1 represents the lowest and 5 the highest level of agreement.

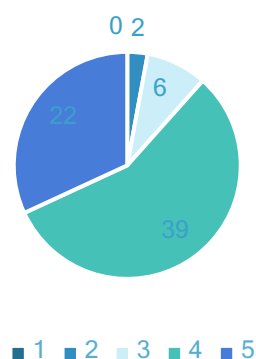
Question 3.1: Relevance to Organizational Needs

High Ratings (4 or 5): 89% of respondents agreed that the training was relevant to their organization's needs.

Mid-Low Ratings (1 to 3): 11% indicated some level of misalignment.

The high relevance score demonstrates that the training resonated with most participants, addressing common business challenges. However, the 11% giving lower ratings suggests that more pre-training assessments could be conducted to tailor the content further to diverse organizational contexts, ensuring broader applicability.

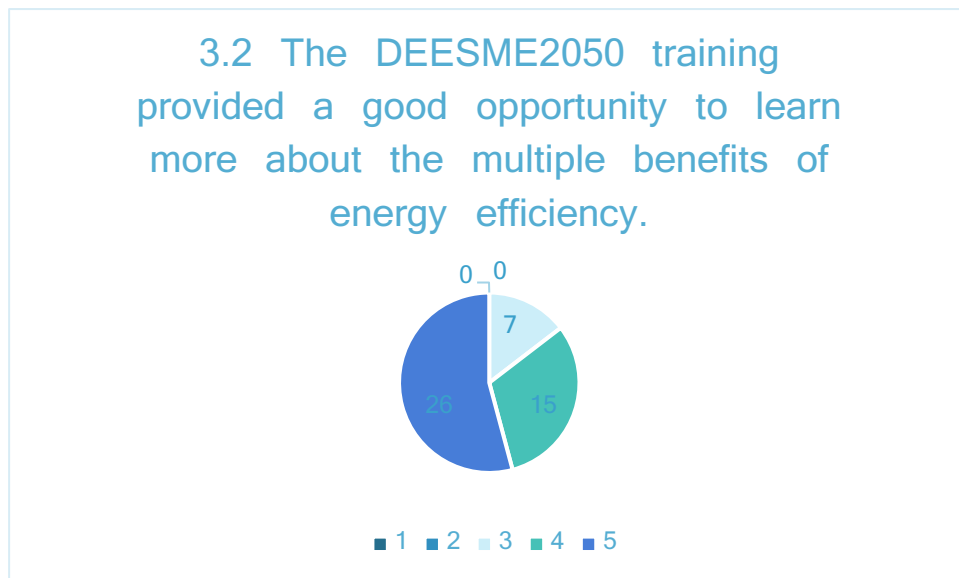
3.1 The DEESME2050 training session was relevant to our organization's needs and scope of work.



Question 3.2: Learning Opportunity for Energy Efficiency

- **High Ratings (4 or 5): 85%** found the training to be an excellent opportunity to learn about the multiple benefits of energy efficiency.
- **Mid Rating (3): 15%** rated it moderately.

This overwhelmingly positive response highlights the training's ability to convey both direct and indirect benefits of energy efficiency. Those who gave moderate ratings may have found certain concepts complex or not fully aligned with their operational realities, pointing to a potential need for more subsector-specific examples.

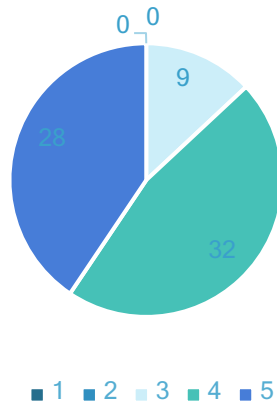


Question 3.3: Content Organization and Clarity

- High Ratings (4 or 5): 87% praised the clarity and structure of the content.
- Mid Rating (3): 13% gave moderate scores.

Well-organized content is crucial for technical subjects like energy efficiency. The consistently high ratings indicate that the training materials were accessible and logically presented, but further simplification or additional explanatory resources might help engage those who found the content only moderately clear.

3.3 The training content was well-organized, detailed and easy to follow.

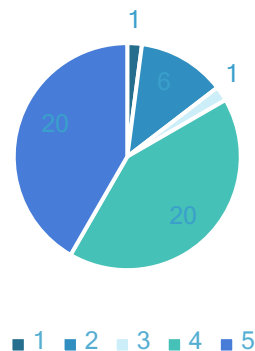


Question 3.4: Addressing Organizational Challenges

- **High Ratings (4 or 5): 84%** felt their specific challenges were addressed.
- **Low Ratings (1 or 2): 16%** disagreed or remained neutral.

While the majority were satisfied, the lower ratings suggest that a more personalized approach to problem-solving, perhaps through industry-specific breakout sessions, could enhance relevance and applicability for all participants.

3.4 The training addressed specific challenges or issues that we are facing as organization.

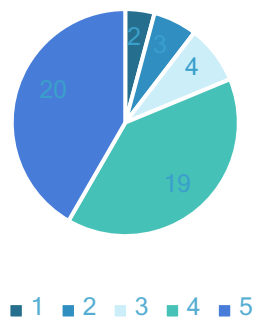


Question 3.5: Hands-On Practice

- **High Ratings (4 or 5): 82%** appreciated the practical application opportunities.
- **Low Ratings (1 or 2): 10%** were dissatisfied.

The practical elements were generally well-received, but there's a clear indication that more interactive, real-world case studies or hands-on projects could further engage participants and enhance learning retention.

3.5 The training provided opportunities for hands-on practice and application of the concepts learned.

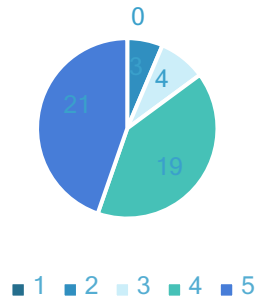


Question 3.6: Trainer's Feedback and Responsiveness

- **High Ratings (4 or 5): 85%** were satisfied with the trainer's engagement.
- **Low Ratings (1): 6%** were less impressed.
- **Mid Rating (4): 9%** gave moderate scores.

This suggests that while most participants found the trainers helpful, there may have been instances where feedback was either delayed or not sufficiently detailed. Enhancing trainer-to-participant interaction, perhaps through smaller group discussions, could resolve this.

3.6 The trainer provided helpful feedback during the training and effectively addressed questions and concerns raised by the audience.

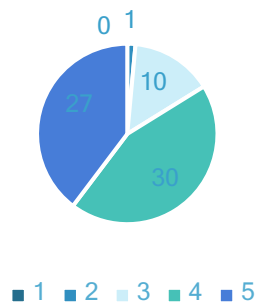


Question 3.7: Reflection on Energy Savings

- **High Ratings (4 or 5): 84%** were encouraged to reflect on potential energy savings.
- **Mid Rating (3): 15%** gave moderate scores on their reflection for energy savings inspired by the training.

These results indicate that the training was effective in inspiring practical energy-saving considerations. However, a small proportion may benefit from clearer cost-benefit analysis models or sector-specific energy-saving case studies.

3.7 The training helped me reflect on the possibility to generate energy savings using the DEESME2050 approach.

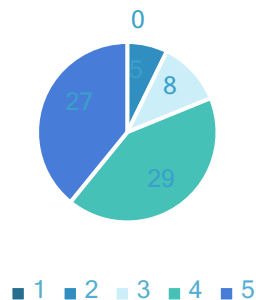


Question 3.8: Value Addition to Energy Efficiency Performance

- **High Ratings (4 or 5):** 81% agreed the DEESME approach would add value.
- **Low Ratings (1 or 2):** 7% expressed skepticism.
- **Mid Rating (3):** 12% gave moderate scores on their reflection for energy savings inspired by the training.

The high ratings show that most participants recognized the potential for performance improvement. Addressing the concerns of those who rated lower could involve demonstrating more real-life success stories or providing clearer implementation pathways.

3.8 The use of the DEESME2050 approach would add value to advancing the energy efficiency performance in my organization.

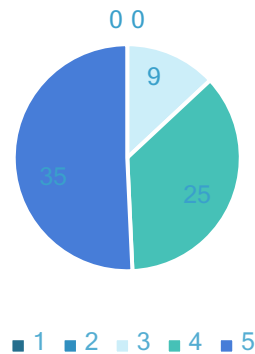


Question 3.9: Satisfaction with Training Materials

- **High Ratings (4 or 5):** 87% were very satisfied.
- **Mid Rating (3):** 13% gave moderate scores.

This high satisfaction level reflects the effectiveness of visual aids and presentation materials. To address the needs of the remaining participants, offering supplementary materials such as detailed handouts or follow-up webinars could prove beneficial.

3.9 Overall, I am very satisfied with the quality of the training material (presentations) and discussions.

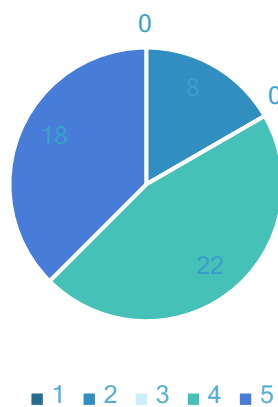


Question 3.10: Confidence in Applying Knowledge

- **High Ratings (4 or 5): 84%** felt confident.
- **Low Ratings (2): 17%** expressed lower confidence.

While a majority felt prepared to implement their new knowledge, those lacking confidence may require post-training support, such as one-on-one consultations or follow-up workshops to solidify their understanding.

3.10 I feel confident applying what I learned from the training.

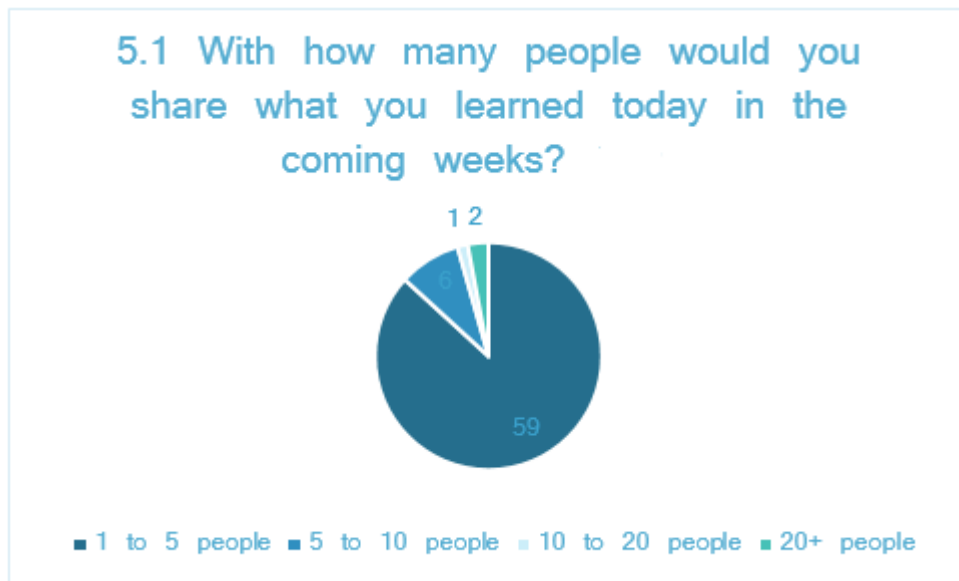


Knowledge Sharing and Impact

Question 5.1: With How Many People Would You Share What You Learned?

- **1 to 5 people:** 87% of participants plan to share their knowledge within small networks.
- **5 to 10 people:** 9% intend to share it with medium-sized groups.
- **10 to 20 people:** 1% anticipate a broader reach.
- **20+ people:** 3% plan to disseminate the information widely.

The majority of participants indicated they would share the training insights with up to five colleagues or peers, showing the training's immediate impact within close professional networks. The smaller percentages for larger groups (10+ people) suggest the potential for broader dissemination, possibly by higher-level managers or trainers within organizations. To maximize this ripple effect, follow-up initiatives like sharing resources or organizing peer-to-peer knowledge-sharing sessions could amplify the reach.



Question 5.2: Would You Recommend the DEESME Approach to Others?

- **Yes: 99%** of participants would recommend the DEESME approach.
- **No: 1%** expressed reservations.

This overwhelming endorsement indicates widespread satisfaction with the training and trust in the DEESME approach. The negligible percentage of dissenters may stem from unique organizational constraints or challenges in applying the approach. Addressing these concerns could involve targeted support or showcasing how the DEESME methodology has been adapted successfully across diverse sectors and company sizes.



3. Conclusions on the Basic Training and Feedback

The overall results from the basic training evaluation attest for the effectiveness of the material delivery and the value of the DEESME approach. There is a high regard for the training's relevance to organizational needs (**84% rated 4 or 5**) and its content quality (**90% rated 4 or 5 for clarity and organization**). These results underscore the successful addressing of core energy efficiency concerns presented in an accessible, well-structured manner.

While **78%** appreciated the hands-on practice opportunities, feedback suggests room for more real-world examples and interactive sessions. The majority of participants (**86%**) reported that the training encouraged reflection on energy-saving potential, yet confidence in applying the knowledge stood at **82%**, indicating

a slight gap in perceived readiness. Participants did value the trainers' feedback and engagement, with **80%** expressing satisfaction and only 20% suggested a need for improved responsiveness or more detailed answers during sessions.

The overwhelmingly positive response to Question 5.2 (**98.5% would recommend the DEESME approach**) reflects strong advocacy potential. The willingness of participants to share insights with colleagues (Question 5.1) suggests an organic dissemination of knowledge within professional networks.

Participants from a wide range of enterprises—micro, small, medium, and large—participated in the training. The broad representation highlights the need for tailored approaches that address the unique challenges faced by different sectors and organizational sizes.

Weaknesses

The trainings exhibited weaknesses with regards to customization, practical engagement and follow-up support. For instance, the moderate scores for addressing organizational challenges (70% rated 4 or 5) suggest that some participants may have found the material less relevant to the furniture manufacturing industry or their operational contexts. While hands-on practice was appreciated, more interactive and sector-specific exercises may boost confidence and readiness to apply the concepts. Participants expressed strong interest in further engagement, with 17 Bulgarian companies requesting additional training sessions (mentioned in the Bulgarian report). This reflects an opportunity to deepen impact through ongoing support beyond the WTAs and basic trainings.

Strengths

The general strengths of the basic training can be summarized as firstly, high participant satisfaction across all key areas including content quality, trainer engagement, and relevance, for which the training consistently received high scores.

Secondly, participants overwhelmingly recognized the importance of energy efficiency and its alignment with their organizational goals, which testifies for raised awareness of energy efficiency benefits within the furniture production sector and some of its subsectors.

Thirdly, there was an apparent willingness to share and recommend the basic training, as well as the DEESME 2050 approach, indicating long-term potential for wider adoption and multiplication.

The DEESME 2050 training has laid a strong foundation for advancing energy efficiency across diverse sectors through building on the positive feedback and addressing the identified gaps. The program has the potential to maximize its long-term impact, driving meaningful changes in organizational practices and contributing to broader sustainability goals and has proved effective in raising awareness.

Annex I: Evaluation questionnaire

WTA Evaluation Form

**The highlighted in yellow sections are the ones utilized for the basic training feedback*

1. Information about the organization

1.1	Name of your company:												
1.2	Type of your company: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><input type="checkbox"/> Micro enterprise (staff <10; turnover < 2 Mio€)</td> <td style="width: 50%; border: none;"><input type="checkbox"/> Medium-sized enterprise (staff < 250; turnover < 50 Mio€)</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Small enterprise (staff < 50; turnover < 10 Mio€)</td> <td style="border: none;"><input type="checkbox"/> Large enterprise (staff >= 250; turnover >= 50 Mio€)</td> </tr> <tr> <td colspan="2" style="border: none;"><input type="checkbox"/> Other, please specify:</td> </tr> </table>	<input type="checkbox"/> Micro enterprise (staff <10; turnover < 2 Mio€)	<input type="checkbox"/> Medium-sized enterprise (staff < 250; turnover < 50 Mio€)	<input type="checkbox"/> Small enterprise (staff < 50; turnover < 10 Mio€)	<input type="checkbox"/> Large enterprise (staff >= 250; turnover >= 50 Mio€)	<input type="checkbox"/> Other, please specify:							
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<input type="checkbox"/> Small enterprise (staff < 50; turnover < 10 Mio€)	<input type="checkbox"/> Large enterprise (staff >= 250; turnover >= 50 Mio€)												
<input type="checkbox"/> Other, please specify:													
1.3	Sector of operations of your company: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><input type="checkbox"/> Furniture</td> <td style="width: 50%; border: none;"><input type="checkbox"/> Panels</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Bathroom furniture</td> <td style="border: none;"><input type="checkbox"/> Semi-finished products for furniture</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Office furniture</td> <td style="border: none;"><input type="checkbox"/> Finishes for buildings</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Lighting</td> <td style="border: none;"><input type="checkbox"/> Wooden roofs, structures, and buildings</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Curtains and solar shading</td> <td style="border: none;"><input type="checkbox"/> Other. Please specify the sector:</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> Packaging</td> <td style="border: none;"></td> </tr> </table>	<input type="checkbox"/> Furniture	<input type="checkbox"/> Panels	<input type="checkbox"/> Bathroom furniture	<input type="checkbox"/> Semi-finished products for furniture	<input type="checkbox"/> Office furniture	<input type="checkbox"/> Finishes for buildings	<input type="checkbox"/> Lighting	<input type="checkbox"/> Wooden roofs, structures, and buildings	<input type="checkbox"/> Curtains and solar shading	<input type="checkbox"/> Other. Please specify the sector:	<input type="checkbox"/> Packaging	
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1.4	Management system/s in place in your company: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><input type="checkbox"/> ISO 9001</td> <td style="width: 50%; border: none;"><input type="checkbox"/> ISO 50001</td> </tr> <tr> <td style="border: none;"><input type="checkbox"/> ISO 14001</td> <td style="border: none;"><input type="checkbox"/> Other, please specify:.....</td> </tr> </table>	<input type="checkbox"/> ISO 9001	<input type="checkbox"/> ISO 50001	<input type="checkbox"/> ISO 14001	<input type="checkbox"/> Other, please specify:.....								
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<input type="checkbox"/> ISO 14001	<input type="checkbox"/> Other, please specify:.....												

2. Preparation of the WTA

Please, indicate to what extent you agree with the following statements (1 - disagree, 5 - agree):

No	Statements	1	2	3	4	5
2.1	The information provided before the WTA was detailed and sufficient.					

2.2	The objectives of the WTA were clear and understandable.					
2.3	Relevant stakeholders within the organization were contacted and informed about the upcoming walk-through audit and its purpose.					
2.4	Clear information about the documentation requested for the audit was provided in advance.					
2.5	Is there anything you would you improve in the preparation phase for the future?					

3. Conduction of the WTA

Please, indicate to what extent you agree with the following statements (1 - disagree, 5 - agree):

No	Statements	1	2	3	4	5
Training						
3.1	The DEESME2050 training session was relevant to our organization's needs and scope of work.					
3.2	The DEESME2050 training provided a good opportunity to learn more about the multiple benefits of energy efficiency.					
3.3	The training content was well-organized, detailed and easy to follow.					
3.4	The training addressed specific challenges or issues that we are facing as organization.					
3.5	The training provided opportunities for hands-on practice and application of the concepts learned.					
3.6	The trainer provided helpful feedback during the training and effectively addressed questions and concerns raised by the audience.					
3.7	The training helped me reflect on the possibility to generate energy savings using the DEESME2050 approach.					
3.8	The use of the DEESME2050 approach would add value to advancing the energy efficiency performance in my organization.					
3.9	Overall, I am very satisfied with the quality of the training material (presentations) and discussions.					
3.10	I feel confident applying what I learned from the training.					
3.11	How would you improve this training for the future?					

Walk-through audit					
3.12	The WTA's scope and objectives were clearly defined.				
3.13	The content of the WTA was suitable for our organization's needs and aligned with our company goals.				
3.14	The programme of the WTA provided a clear structure and workflow.				
3.15	The WTA team understood our company's unique challenges and requirements.				
3.16	The WTA team effectively discussed the multiple benefits associated with each energy efficiency measure during the meeting.				
3.17	The WTA team addressed effectively our company's specific concerns and questions during the meeting.				
3.18	The financing opportunities for energy efficiency measures were adequately explored and discussed during the meeting.				
3.19	How would you improve the WTA in the future?				

4. Follow-up

How would you assess the quality of the following elements of the WTA follow-up (1 - poor; 5 - excellent):

No		1	2	3	4	5
4.1	The provided energy efficiency recommendations are based on sound data and analysis.					
4.2	The proposed energy efficiency measures are financially feasible for our organization.					
4.3	The recommended energy-efficient technologies or practices are technically feasible for our operations.					

4.4	The resource requirements are clearly specified in the WTA report.					
4.5	The action plan outlines the steps, responsibilities, and timelines for implementing the recommendations is detailed and feasible.					
4.6	The energy efficiency recommendations align with our business goals and strategic objectives.					
4.7	The planned energy efficiency measures contribute to our long-term sustainability and competitiveness.					

5. Additional Information

No	Knowledge sharing	1-5	5-10	10-20	20 and more
5.1	With how many people would you share what you learned today in the coming weeks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.2	Would you recommend other companies and interested parties to apply the DEESME2050 approach in their energy efficiency practices? <input type="checkbox"/> Yes <input type="checkbox"/> No				

No	Additional participation interest
5.3	<p>Would you like to take part in the other training sessions and activities of DEESME2050 project?</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
5.4	<p>If yes, please, provide your personal details:</p> <p>Name:</p> <p>E-mail:</p> <p>Phone number:</p>
5.5	<p><i>I agree to have my personal data processed and stored by DEESME2050 partner organizations according to General Data Protection Regulation (EU) 2016/679 and more specifically, articles 6 and 7 and recitals (42) and (43) of the GDPR. I give my agreement voluntarily and for the period essential for the processing of my personal data (at least 5 years after the project ends). I am aware of the fact that I have the right to revoke this agreement at no cost at any time, the right to access to my personal details, the right to their correction or deletion, and the right to block any incorrect personal data.</i></p>
	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

Thank you for your feedback!

a. Example of Signature list

Approach Advanced Training List of Participants

(name of the company)

(date, place)

No	Name & Surname	Contact details (email, phone number)	Signature



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Project partners



- Website:
<https://ieecp.org/projects/deesme2050/>
- Twitter: @DeesmeH2020
- LinkedIn: DEESME H2020
- #DEESME2050



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