

D 1.4.1 (Report on the) Trainings executed in 4 countries

The MORE4Sustainability project successfully launched the training programme on Sustainable Asset Management, reaching a broad audience of professionals across Belgium, the Netherlands, France, and Germany. The training rollout included three formats: full-day classroom sessions, short introductory sessions, and e-learning.

1. Introductory Trainings (\pm 1 hour)

Introductory sessions of approximately one hour were primarily delivered online to raise awareness of the Sustainable Asset Management (SAM) concept and to introduce the benchmark and training programme. These webinars targeted professionals in Belgium, the Netherlands, France, and Germany and aimed to encourage participation in the full training or the e-learning module.

On March 27 and April 10 2025, the results of the MORE4Sustainability benchmark study were launched. Antwerp and Rotterdam during the Maintenance Fairs, showcasing the examples from pioneering companies and numerous best practices already implemented to improve energy efficiency and reduce emissions. After this announcement, the report was officially handed over to the European Commission and Interreg NWE representative. The launching session was followed by a live introduction training.

In addition to the online sessions, a few in-person introductory sessions were held during international industry events. These events offered the opportunity to reach a wider European audience and introduce the project to professionals beyond the four partner countries.

- **Total introductory sessions delivered: 14**

- **Total participants in introductory sessions (*): 490**

() Note: For the Maintenance event in Bilbao, no participant scanning or registration was possible, so the number of attendees could not be recorded. For the Maintenance fairs in Belgium and the Netherlands, participants were scanned at the entrance or during the session as accurately as possible, but exact numbers may still be underestimated due to the open nature of the events.*

() Note: On 24 September 2025, Mark Haarman delivered an introductory training session at Equans in Hoboken. As this was an event organised by an external partner, the participant list could not be shared with us in time due to their internal GDPR policy. Therefore, while the session is included in the training overview, the estimated 80 participants have **not** been counted in the official total number of participants.*

() Note: For the following dates of online introduction trainings, it was not possible to add a copy of proof of attendance:*

- 2025-04-29
- 2025-06-05
- 2025-06-12

- **Distribution of participants across countries and partners**

Below you may find an overview of the distribution of participants across countries. This breakdown reflects both online and in-person introductory sessions. The accompanying Excel (1.4.1-2) sheet provides the exact participant counts per session and the responsible partner.

This overview offers additional insight into the outreach efforts in each country and the collective impact of the introductory trainings across the project area.

Type of training	Belgium	The Netherlands	France	Germany	Total N° of participants
M4S Introduction training	124	197	3	69	333
M4S Launch Event + Introduction training	27	130	0	0	157

This overview shows the same total, but divided according to the organizing partners.

Type of training	BEMAS	NVDO	Pole EMC2	FVI	Mainnovation	Total N° of participants
M4S Introduction training	128	182	3	9	11	333
M4S Launch Event + Introduction training	27	130	0	0	0	157

In a separate annexe you may find:

- ☐ 1.4.1-1 Overview of the planning, incl. registration links
- ☐ 1.4.1-2 Overview of the participants' names
- ☐ 1.4.1-3 Copy of the signed attendance sheet per session

2. Full-Day Training Sessions (Pilot + Regular Trainings)

These sessions were designed to provide in-depth knowledge and hands-on tools for implementing Sustainable Asset Management (SAM) practices. The classroom format offered participants direct interaction with trainers, benchmark insights, case discussions, and exercises based on the Roadmap and Self-Assessment Tool.

- **Total full-day training sessions delivered:** 16
- **Total participants in full-day training sessions:** 215
- **Distribution of participants across countries**

Type of training	Belgium	The Netherlands	France	Germany	Total N° of participants
M4S 8h training	91	106	14	4	215

This overview shows the same total, but divided according to the organizing partners:

Type of training	BEMAS	NVDO	Pole EMC2	FVI	Mainnovation	Total N° of participants
M4S 8h training	91	53	14	4	53	215

In a separate annexe you may find:

- ☐ 1.4.1-4 Overview of the planning, incl. registration links
- ☐ 1.4.1-5 Overview of the participants' names
- ☐ 1.4.1-6 Copy of the signed attendance sheet per training session

3. 4-hour training session

In addition to the full-day and introductory training sessions, **two sessions were delivered in a shortened 4-hour format.**

The first was organised as part of a **year-long training programme** for maintenance and asset managers (or young potentials preparing for such roles). The MORE4Sustainability training module was integrated as a **new module within an existing curriculum**, which is structured in half-day lessons. As sustainable asset management is considered an essential topic in modern maintenance practices, the training material developed in the project was ideally suited for inclusion. A condensed version of the full-day training was delivered to fit the fixed schedule while still providing participants with a solid introduction to the key concepts and tools.

The second session was organised as an **internal training for Mainnovation staff**. Due to scheduling constraints and the difficulty of gathering all team members on the same day, a shorter 4-hour version was chosen. This format allowed for an efficient transfer of the most important insights from the roadmap, benchmark results, and best practices developed within the project.

- **Total full-day training sessions delivered: 2**
- **Total participants in full-day training sessions: 46**
- **Distribution of participants across countries**

Type of training	Belgium	The Netherlands	France	Germany	Total N° of participants
M4S 4h training	15	31	0	0	46

This overview shows the same total, but divided according to the organizing partners:

Type of training	BEMAS	NVDO	Pole EMC2	FVI	Mainnovation	Total N° of participants
M4S 4h training	15	0	0	0	31	46

In a separate annexe you may find

- ☐ 1.4.1-7 Overview of the planning
- ☐ 1.4.1-8 Overview of the participants' names
- ☐ 1.4.1-9 Copy of the signed attendance sheet per training session

4. Training Completion and Certification

To be counted as a **fully trained participant** under the Programme's definition of a **joint training scheme**, individuals had to complete a **multi-session learning trajectory**. This required:

1. Participation in one of the physical training sessions (optional), and
2. **Completion of the online e-learning course** (7 modules, available in 4 languages), and
3. **Successful completion of the certification exam** on the e-learning platform.

Participants could follow several learning paths:

- Some followed a **1-hour introduction training** (in-person) and were subsequently invited to continue with the full e-learning and certification. This track was designed to **raise interest and lower entry barriers**, especially for technical professionals with limited time.
- Others attended a **4-hour or 1-day training** session. These longer sessions introduced the full Sustainable Asset Management framework and encouraged immediate enrolment into the e-learning to deepen their knowledge and obtain certification.
- A smaller group opted to complete the **e-learning course and exam without attending a physical session**, thereby also meeting the multi-session requirement via an entirely online path.

Only participants who completed the **online training** and **passed the certification exam** were counted toward the official project result (Output O1.1).

At time of reporting, the number of certified participants — i.e. those who completed the full multi-session trajectory — was:

- **Belgium:** 66
- **The Netherlands:** 83
- **France:** 5
- **Germany:** 0
- **Other countries:** 1 (Ukraine)

Total certified participants: 155

These figures reflect the combined effect of the various entry formats (intro, 4h, 1-day), each supported by follow-up emails and reminders directing participants to the e-learning platform.

In a separate annexe you may find

☐ 1.4.1-10 E-learning certified participants

