



SEEDing Successful young female entrepreneurs for a green world by regenerative agriculture – SEEDS

Project 101052106 - SEEDS

D3.1 Methodological Guide for Youth Trainers

TRAINING WORKBOOK

Partners

#SELFHOOD, #PAMEA, #CTNC, #EMED-TN, #SYL



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YOUTH

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Welcome!

This guide has been produced as part of the SEEDS project D 3.1 Methodological Guide for Youth Trainers, to provide useful, practical information for trainers participating in the training programme and to guide them for organising the learning process. In the following chapters you will find out a brief about the types of training, learning styles, the range of methods for project success and the process of knowledge sharing, the topics being more developed in the Study Book.

Our project, supported by the EU Erasmus+ programme, aims to increase and strengthen the educational and vocational training capacity of organisations in MENA countries, to increase the employment and job quality of young people in green agriculture, following the principles of regenerative agriculture, and to increase the mobility of young workers in the project partner countries.

The primary objective of SEEDS is to train young people, with a focus on young women with fewer opportunities, to increase their level of competences and promote their active participation in society. The impact will be multiplied if the trained young people will teach other young people from their own communities how to prepare and start GREEN small businesses and REGENERATIVE economies to boost existing ones.

SEEDS believes that girls, young women and ultimately women at home and in society should benefit from empowerment and freedom of choice.

The methodology has been defined based on participating MENA countries Analysis of Needs reports and several good practices that are already accepted among young people in Europe.

Given the nature of the topic, it is not so much a matter of transferring knowledge or sharing knowledge, but rather of co-creation. The target groups age is specific in that they want immediate results, so we preferred a learning by doing approach, which we planned to implement in the local community.

The target group is made up of young people who have motivation, energy, a desire for independence and self-fulfilment, and are open and receptive to changes in the world.

There is no just a single good method, so trainers need to be creative and always adapt, combine and possibly develop the options presented here to the specificities and expectations of the target group.

Authors



INTRODUCTION

Education is facing major changes emerging and growing need for flexibility and creative usage of our knowledge. To face these challenges successfully and get the most out of the almost infinite possibilities, it is important to be able to flexibly adapt to the new circumstances and use the available information skilfully, according to the established goals and potential.

Most people think of education just as formal education, which takes place in schools and universities and gives formal qualifications. However, knowledge transfer can take place in both informal and non-formal contexts.

The SEEDs project is considered to offer a „non-formal” education program, as it is based on a training programme but does not provide a formal, internationally recognised professional qualification.

What is really important in designing the training programme, is that we have taken into account information from informal training and to combine it, which can be very relevant in the agricultural sector.

We have thought to select and combine methods that, in addition to transferring knowledge, highlight the need for a change of perspective. This is necessary to fulfil the actual challenges (climate change, digitalisation, etc).



1. TRAINING METHODS

The first step we made to achieve the project's objective (Training of Trainers), was to organise a Summer School in Spain, where each partner country will be represented by at least two participants, who will be able to use received methodological knowledge further and to organise after, in the MENA countries innovative and useful trainings in a professional way, at their turns.

To achieve this, the future trainers are expected to be committed to the success of the programme, communicative, flexible, able to collaborate, creative, free of prejudices.

The subject areas of the training materials were defined after the Kick off meeting held in Austria. The expectation was that the learning materials would be easily digestible for participants, being developed for all the three categories of learning groups, visual, auditory and kinaesthetic.

The development of e-learning materials for the SEEDs platform is still ongoing, combining basic principles and learn-by-doing techniques, and will be finalised before the first mobility which will take place on April 2023 in Tunisia, this including also the Trainers module.





2. PARTICIPANTS

Each of the participating countries, each partner has taken on coordinating, contributing and organising tasks according to its own capacities, the status of which is kept up to date through regular online meetings. As the partners come from different professional organisations and countries with different cultures, we consider it important to have regular and open supportive communication to help ensure a high-quality project implementation.



Becoming a trainer needs knowledge of the subject matter, skills to deliver and appropriate attitudes to manage the training. In this regard, SEEDS Training of Trainers summer school aims to equip the participants with the knowledge and skills to effectively train other people using the participatory learning approach where the participants are considered partners in the learning process building on their knowledge, skills and experiences. The training covers the major areas of training - participatory learning approach and related techniques, planning and designing a needs-based training, implementing the training and monitoring the training delivery and evaluation of the training workshop. Being a hands-on course, it will require you to develop, deliver, and receive feedback on a training session as part of the workshop.

As key benefits at the end of the training, participants will be able to:

- Explain the basics of non-formal learning and youth training and make use of it for their own trainings
- Design future training sessions in their countries based on the participants' needs and develop the training session's plan with its learning objectives and content, training techniques and tools, and means of its evaluation
- Deliver culturally appropriate participatory courses confidently in person or by remote channels
- Analyse and evaluate the training session proceedings and use the results to improve future sessions
- Use effective communications skills and strategies to manage sessions and deal with different personalities with a positive approach.

3. FACE-TO-FACE PROGRAMMES

The SEEDS project stages of the in-person programmes are: Kick-off Meeting, the summer school - training of trainers, professional presentations, trainings in MENA countries, Living - Labs, other community events organised inside the Regional Strategy Platforms and the Final Conference event at the end of the project. It is hoped that neither the pandemic nor the Russian-Ukrainian war will be an obstacle to the in-person events.

Face to face programmes are just one of the two delivery methods available for the SEEDS training and learning processes, The





benefits of face-to-face environment means participants have the opportunity to connect with, problem-solve, and network with other participants from a wide range of backgrounds.

For various reasons, face-to-face, facilitator-led skills development is still the preferred solution to the learning needs. In our busy working days, offering training-learning interventions away from desks where participants have fewer distractions and can fully focus on the live training presents a really valuable experience with high impact outcomes.

As benefits Face to Face Learning, we can highlight:

- **Learning on Location** - promotes collaborative learning for all. Face to face learning encourages individuals to become more self-aware about how they learn as well as others
- **Engagement and Focus** - Learning in the presences of their expert tutors allows you to remain stimulated through engaging and interactive activities, such as breakout room groups, and group discussions, interact with one another in a professional, productive and collaborative way
- **Safe Space** - Participants are removed from the noise and pressures of their regular work environment, and learn in a safe space
- **Larger Groups** - All group sizes can be accommodated, however most of our workshops will have between 10-20 participants
- **Adaptable** - Facilitators can adapt and follow the interest of the participants to find ways to discuss topics relevant to their agenda and context
- Discussion with Peers - Participating in group discussions allows to share experiences and hear from others, which can often form a fundamental part of the training-learning process.

4. ONLINE SPACE

Using the online space (the huge virtual space) offer the opportunity not only to have a larger audience , but to be more transparent.

On the project's website, you can keep track of current events, and after registration, e-learning materials will be available free of charge. The project is constantly present on social networking sites and video-sharing networks (Facebook, LinkedIn, Instagram, YouTube, Tik-Tok).



5. FORMS OF EDUCATION

At the beginning of the project, we defined that we needed to know the forms of education in the MENA partner countries, which are:

Formal learning is always organised and structured, and has learning objectives. From the learner’s standpoint, it is always intentional: i.e. the learner’s explicit objective is to gain knowledge, skills and/or competences. Typical examples are learning that takes place within the initial education and training system. From the viewpoint of the

Learning		
Formal	Non-Formal	Informal
Full-time educational pathway	Complementary learning activities	Deliberate, self-directed learning
Structured, planned, facilitated	Structured, planned, facilitated	Unstructured, spontaneous, self-motivated
Schools, colleges, universities	Courses, workshops, seminars, training	Anywhere
Diplomas & degrees	Skills & capabilities	Personal development and self-fulfillment



education: formal education is organized, guided by a formal curriculum, leads to a formally recognized credential such as a high school completion, vocational certificate, diploma or a degree, and is often guided and recognized by government at some level.

Formal training will not be provided during the project, but we felt it was important to assess what opportunities are available in the countries concerned so that we could offer them to participants who might want to continue their education.

Informal learning is never organised, has no set objective in terms of learning outcomes and is never intentional from the learner’s standpoint. Often it is referred to as learning by experience or just as experience. In case of informal learning there is no formal curriculum and no credits earned. The teacher is simply a person with more experience such as a parent, grandparent or a friend. Informal training is very important in agriculture.



“My father is a farmer and I will be one too. I learn everything from him”. That’s why sociologists say that farmers are very traditional. This has its advantages and unfortunately also its disadvantages when a change of attitude is needed.

Non-formal learning is a term covering various structured learning situations have the level of curriculum. Even it doesn’t result in a formal degree or diploma, non-formal education is highly enriching and builds an individual’s skills and capacities. Non-formal learning it is often considered more engaging, as the learner’s interest is a driving force behind their participation.



Examples for non-formal learning can be, community gardening programs or conference style seminars., professional conferences and continuing professional development. The learner’s objectives may be to increase skills and knowledge, as well as to experience the emotional rewards associated with increased love for a subject or increased passion for learning. In some countries, the entire sector of adult learning falls under non-formal learning. This type of education may be led by a qualified teacher, advisor or by a leader with more experience.

During the entire SEEDS project, participants will benefit of non-formal training. Trainers, researchers and advisors have written the individual training materials, but experienced actors from the regenerative agriculture environment will also be involved in knowledge sharing.

The project focused most important skills required for 21st century education: critical thinking, communication, collaboration, and creativity. To help participants to develop creativity and critical thinking it is vital to give them activities where they have to use these types of skills.

Given the learning styles, the materials were designed to be easy to process for both visual and auditory as well as kinaesthetic types. Thus, we make the written text, videos, podcasts, farm visits, and exercises in community spaces engaging.

6. TRAINING OF THE TRAINERS

The Summer School will be held in Spain, where the topics will be covered through experiential learning, farm visits and group methods, including presentations and teamwork. The focus of the training is the **co-creating method**, which the trainers adapted after the I2connect project, an interactive innovation



project funded under Horizon program. The co-creation method replaces totally the one-way knowledge transfer and multi-directional knowledge sharing and is more adapted to the needs of the participants.

The trainers, often in a facilitative role, keep the group active to maintain the energy level. The training topic areas are listed below with a description of the corresponding exercises and the evaluation methodology available on the e-learning platform after registration.

The face-to-face event method will be used when personal participation is needed to develop/maintain motivation during the training period, and to acquire skills more effectively by practice (new approaches).

The training participants received the Methodological Guide for Youth Trainers - **STUDY BOOK** and the actual **TRAINING WORKBOOK** with one week before the in order to have enough time to study them, remaining that the Paper Brochures containing specific related exercises will be handled to each participant in person at the beginning of the training.

During face-to-face workshops following methods/approaches will be used and explained how to be used further in the future trainings:

- non-formal learning
- peer to peer learning (in this case pair mentoring)
- inter-generation learning
- problem-based learning
- differentiated teaching
- blended learning (in pairs during a field activity)
- microlearning.

Methods used during collaboration exercises:

- microlearning
- peer to peer learning
- e-learning

The training topic areas are listed below, the corresponding tasks and the evaluation methodology will be available on the e-learning platform inside the Trainer module, after registration.

7. TOPICS OF THE TRAINING

Day 1

- Brief introduction to the method
- Creating rules together
- Using the Ice-break method to develop and raise the confidence level (Paper Brochure exercise 3)
- Exploring the factors of cooperation, acceptance within the group.

Day 2

- Focus on target group-based communication (Paper Brochure exercises 4 - 8)
- Forms of education: formal, non-formal, informal (Paper Brochure exercise 9)
- Learning in focus - VAK system-based teaching programmes - Walking and talking (Paper Brochure exercise 10) The need for critical thinking

Day 3

- Visit to demonstration plants - identification of the used training methods, adapting the training according to participants learning style



Day 4

- Visit to demonstration plants - identification of parts which can be adapted and replicated

Day 5

- Knowledge transfer, knowledge exchange, methodology of co-creation.
- AKIS role in information dissemination

Day 6

- Promoting the adoption of new approaches, consolidating co-creation
- Presentation of e-learning platform the need for community programmes

Participants evaluate the training online at the end of each day. Based on the following main criteria: how well it was organised, how useful it was, the trainer's work, how helpful it is for future work, etc.



8. AGENDA

SEEDing Successful young female entrepreneurs for a green world by regenerative agriculture – SEEDS

Summer School Agenda Spain 18-25 September 2022

Arrival of Participants and Team Building

Date: Sunday, 18th of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:00	15:00	Arrival of Participants	All Participants
15:00	18:00	Team building - introduction of the future Youth Trainers	All Participants

Summer School Agenda - Day 1

Date: Monday, 19th of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:30	08:45	Participants Registration	All Participants
08:45	09:00	Opening speech	CTNC
Methodological Guide for Youth Trainers Interactive Training - Part 1. Different types of learning			
09:00	09:30	Formal and informal learning	Selfhood, PAMEA
09:30	10:30	Non-formal learning and validation	Selfhood, PAMEA
10:30	11:00	Coffee break	All Participants
11:00	12:00	Community-based learning for sustainable development, Role of local communities	Selfhood, PAMEA
12:00	13:00	Active learning, Education for Sustainable Development	Selfhood, PAMEA
13:00	14:00	Lunch break (Hotel Playas de Guardamar)	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 2. Presentation of the Training Manual			
14:00	14:45	Aims and Scope	Selfhood, PAMEA
14:45	15:30	Structure	Selfhood, PAMEA
15:30	16:00	Coffee break	All Participants
16:00	17:30	Steps for Preparing Training Courses (the 4 steps)	Selfhood, PAMEA
17:30	18:00	Questions and Answers - Closure of the First Day	All Participants
19:30	21:00	Networking dinner	All Participants



Summer School Agenda - Day 2

Date: Tuesday, 20th of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:45	09:00	Participants Registration	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 3. Organizing Training Courses			
09:00	09:30	Developing a Training Schedule	Selfhood, PAMEA
09:30	10:30	What Trainers Should Know About Training, Tips for Youth teaching	Selfhood, PAMEA
10:30	11:00	Coffee break	All Participants
11:00	12:00	The Importance of Motivation	Selfhood, PAMEA
12:00	13:00	Teaching or Facilitating? Part 1	Selfhood, PAMEA
13:00	14:00	Lunch break (Hotel Playas de Guardamar)	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 4. SEEDS Open Educational Platform			
14:00	14:20	Regenerative Organic Farming module	CTNC
14:20	14:40	Innovations in Healthy Food and Food Production module	IBA
14:40	15:00	Healthy Farming module	Selfhood
15:00	15:20	SMART RES low-cost Solutions for small and medium Farms module	IBA
15:20	15:50	Coffee break	All Participants
15:50	16:20	Entrepreneurship and Business Plan module	EMED-TN, PAMEA
16:20	17:30	Youth Trainers module	EMED-TN, Selfhood
17:30	18:00	Questions and Answers - Closure of the Second Day	All Participants
19:30	21:00	Networking dinner	All Participants

Summer School Agenda - Day 3

Date: Wednesday, 21st of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:00	08:15	Participants Registration	All Participants
Interactive Training - Applied Non-formal Learning - Part 5. Study Tour I			
08:15	09:30	Transfer to Av. D. Gerardo Molina, 20, 30700 Torre-Pacheco, Murcia, Spain	All Participants
09:30	11:00	Study tour at Integrated Centre of Training and Agricultural Experiences CIFEA	CTNC, IBA
11:00	11:30	Transfer to POLIGONO INDUSTRIAL DE LA PALMA, C. Marcona, 30593 Cartagena, Murcia, Spain	All Participants
11:30	13:00	Study tour at CERATONIA PLUS, Natural carob sweeteners	CTNC, IBA
13:00	14:00	Lunch break (Torre Pacheco)	All Participants



14:00	14:45	Transfer to C. La Parpallota, 13, 30007 Murcia, Spain	All Participants
14:45	16:30	Study tour at Association of Young Farmers ASAJA La Palma	CTNC, Selfhood
16:30	17:30	Transfer to Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain	All Participants
19:30	21:00	Networking dinner	All Participants

Summer School Agenda - Day 4

Date: Thursday, 22nd of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:00	08:15	Participants Registration	All Participants
Interactive Training - Applied Non-formal Learning - Part 5. Study Tour II			
08:15	09:15	Transfer to Av. Ermita, 1, 30164 Cabezo de la Plata, Murcia, Spain	All Participants
09:15	11:00	Study tour at EDAR CABEZO BEAZA. Water treatment plant. Treated water is used for agriculture	CTNC, IBA
11:00	11:50	Transfer to C. Antonio Serrano, 82, 30593 Cartagena, Murcia	All Participants
11:50	15:00	Study tour at Lo FERRO Experimental Station, Polytechnic University of Cartagena	CTNC, IBA
15:00	16:00	Lunch break (Cartagena)	All Participants
16:00	17:00	Transfer to Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain	All Participants
17:00	18:00	Conclusions from Study Tours - Closure of the Fourth Day	All Participants
19:30	21:00	Networking dinner	All Participants

Summer School Agenda - Day 5

Date: Friday, 23rd of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:45	09:00	Participants Registration	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 6. Organizing Training Courses			
09:00	09:30	Teaching or Facilitating? Part 2 - Introduction Round (Objectives and Application, Implementation, Rules)	Selfhood, PAMEA
09:30	10:30	Teaching or Facilitating? Part 2 - Brainstorming, Work Group, Sharing the results of group work, Participant's Contributions	Selfhood, PAMEA
10:30	11:00	Coffee break	All Participants
11:00	13:00	Teaching or Facilitating? Part 2 - Panel Discussion, Lessons to be learnt	Selfhood, PAMEA
13:00	14:00	Lunch break (Hotel Playas de Guardamar)	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 6. Organizing Training Courses			
14:00	15:30	Youth selection procedure. Fair Trade principles	IBA



15:30	16:00	Coffee break	All Participants
16:00	17:30	Team Building - Exercises on the future trainings to be organised	Selfhood, PAMEA
17:30	18:00	Questions and Answers - Closure of the Fifth Day	All Participants
19:30	21:00	Networking dinner	All Participants

Summer School Agenda - Day 6

Date: Saturday, 24th of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:45	09:00	Participants Registration	All Participants
SEEDS Project Meeting			
09:00	10:00	Presentation and analysis of performed activities WP1	IBA
10:00	11:00	Presentation and analysis of performed activities WP2	PAMEA
11:00	11:30	Coffee break	All Participants
11:30	12:30	Presentation and analysis of performed activities WP3	EMED
12:30	13:30	Presentation and analysis of performed activities WP4	Selfhood
13:30	14:30	Lunch break (Hotel Playas de Guardamar)	All Participants
SEEDS Project Meeting			
14:30	15:00	Press Conference about Summer School Spain 2022	All Partners
15:00	16:00	Evaluation of the Summer School Spain 2022	All Partners
16:00	16:30	Conclusions of the Summer School Spain 2022 - Next steps to be followed	All Partners
16:30	17:00	Coffee break	All Participants
17:00	18:00	Steering Group meeting	All Partners
19:30	21:00	Networking dinner	All Participants

Summer School Agenda - Day 7

Date: Sunday, 25th of September 2022

Venue: Hotel Playas de Guardamar, C/ Grecia, 1, Playa del Moncayo, 03140 Guardamar del Segura, Spain

From	To	Activity	Who
08:45	09:00	Participants Registration	All Participants
Methodological Guide for Youth Trainers Interactive Training - Part 7. Organizing Training Courses			
09:00	10:30	Team Building - Exercises on the future trainings to be organised	Selfhood, PAMEA
10:30	11:00	Coffee break	All Participants
11:00	13:00	Team Building - Exercises on the future trainings to be organised	Selfhood, PAMEA
13:00	14:00	Lunch break (Hotel Playas de Guardamar)	All Participants
SEEDS Project Meeting			
14:00	15:00	Closure of the Summer School Spain 2022 - Farewell of Participants	All Participants