

# Addressing the current and Future skill needs for sustainability, digitalization and the bio-Economy in agriculture: European skills agenda and Strategy

<b>D3.5: User guide for trainers and train the trainers' session material</b>	
<b>Document description</b>	The user guide will consist of the train the trainers' session content.
<b>Work package title</b>	New tools and training design
<b>Task title</b>	Train the trainers materials and tools
<b>Status*</b>	F
<b>Partner responsible</b>	AP
<b>Author(s)</b>	Josef Petschko
<b>Date</b>	2023-07-21

*\*F: final; D: draft; RD: revised draft*



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## 1 Task description

It is foreseen that the trainers will acquire the basic academic knowledge of the subject -if not yet acquired- by following the standard online content developed for trainees, and by following the online material developed for them in task 3.4.

However, they will have to follow the Train the Trainer Session to learn how to 1) use the training material and 2) get an overview about the available training material. Moreover, this training session will be the occasion for them to ask for precisions and details on the created learning content.

The content of the train the trainers session will be developed during this task. This educational material will be accessible only to trainers that will be involved in train-the-trainers sessions and upon request to the consortium members.

## 2 Organisation of the Train the Trainer Session

Preliminary to the train-the-trainer session, the training content for the training programme was prepared and uploaded to the shared google drive. The contents were available in English for the trainer session. In order to give a complete overview of the training content the project consortium agreed to use two full days from Tuesday afternoon to Thursday morning.

The invitation and agenda were developed by AGRAR Plus and adjusted during several online meetings with project partners and lead partner UNITO. After finalisation of the agenda, it was send out to the trainers that were identified and invited by the project partners AC3A, ACTIA, AERES, AP, CEPI, CONFAGRI, CONFAGRI PT, UHOH, EFB, GAIA, ICOS, INFOR, LVA, PA, SCOOP, UCLM, UNITO.

By an online form, developed by UNITO, the trainers registered for the training session and input their contact data. This was used to inform the trainers about the training session and they were supplied by a login for the training material platform to get familiar with the platform and the material in advance of the training.

## 3 Development of training material for the Train the Trainer Session

In preparation of the train-the-trainer session the training material for the training programme were developed and compiled. The training programme consists of different training material that allows interactive learning. To organise the training material for each objective / training day, a manual was written to declare how the different material and in which order it has to be handled. In addition to the manuals for the training days, the developed presentations were completed by notes for each slide where it was necessary to give additional information to the trainers about the content.

The training material presented at the Train the Trainers session is available in the Annex II. The list of the contents presented by the FIELDS partners at the session follow:

### Day 1 (afternoon):

- Welcome and instruction for the Train the Training Session by AP and LVA
- Train the Trainer Session get together, know each other by AC3A
- Purpose of training of soft skills, sustainability, digitalisation, bioeconomy, student engagement and Questions and Answers by AERES
- Overview about the structure and content of the FIELDS training programme and Questions and Answers by UNITO
- Presentation of Soft skills Entrepreneurship and group work by INFOR and Partners
- Discussion about Soft skills module by all Participants

### Day 2:

- Presentation of Bioeconomy training content and group work by UHOH, ICOS and Partners
- Discussion about bioeconomy module, by all Participants
- Presentation of Digitalisation training content and group work by CERTH and Partners
- Discussion about Digitalisation module, by all Participants
- Presentation of Sustainability training content and group work by UCLM and Partners
- Discussion about Sustainability module, by all Participants
- Input for the development of training sessions by AERES and INFOR
- Brainstorming about pilot training, application of trainings by all Participants

### Day 3 (morning):

- Planning of training pilots by AERES and Partners
- Presentation of planned training pilots by AERES and Partners
- Survey about the Train the Trainer Event by AP
- Recap of the Train the Trainer Session and Closing

## 4 Results

The Train the Trainer Sessions were arranged according to the agenda. According to the registrations and attendance lists, up to 22 trainers followed the training per day. In total, 23 trainers, coming from 11 European Countries (Austria, Belgium, Finland, France, Germany, Greece, Ireland, Italy, Netherlands, Portugal, Spain) have attended the training session.



Due to the design of the agenda each Trainer got familiar with the training content and the use of it. The practical orientation allowed each Trainer to leave the training session with a draft to a training pilot, the first step to a future training and the sustainable use of FIELDS training material.

Following training pilot drafts were developed:

- NL (AERES): Poultry breeding, full course for agricultural students
- A (AP, BLT, LVA): Sustainability - biomass heating plant operation, HACCP in food industry, digitalisation - operation of digital hardware
- I (CONFAGRI, INFOR-ELEA): full course
- ESP, PT, I (UCLM, Confagri PT, CONFAGRI): Irrigation
- FR (AC3A): Conservation farming, Organisation/Planning/SMART objectives, Organisation, Planning, Prioritisation of Work
- FI (ProAgria): Basic training for advisors and trainers, Introduction to entrepreneurship, understanding the bioeconomy, sustainability, what is digitalisation, lifelong learning and continuous learning CPD
- IRE (ICOS): Bioeconomy course

## 5 Conclusion

The train-the-trainers session was successful, many people from different EU countries participated, , even from outside the project.

The training was a good and important opportunity to disseminate the training programme in the countries of the project consortium and beyond. By the end of the session, 23 trainers of the project consortium and beyond from the countries of Austria, Belgium, Finland, France, Germany, Greece, Ireland, Italy, Netherlands, Portugal, Spain were trained. A total of 23 trainers were trained, see Annex II participation lists.

Therefore, the foundation for the achievement of sustainable training contents was prepared.

Due to the setup of the Train the Trainer Session, the participants are able to visualise the assemblage of a pilot training in their country. This assures the sustainable use of FIELDS training material in the near future.

The results of the feedback survey show that the presentations of the different tasks were mostly graded as good or very good (Annex III).

## 6 Annexes

### 6.1 Annex I

The following Annex I is the invitation for Trainers to the Train the Trainer Session in Vienna. The invitation includes the agenda for Tuesday afternoon, Wednesday and Thursday morning respectively two full days of training.

# Addressing the current and Future skill needs for sustainability, digitalization and the bio-Economy in agricuLture: European skills agenDa and Strategy

## Train the Trainer Session 9-11 May 2023

Organized by **AGRAR Plus**

*Fachverband der Lebensmittelindustrie/Food Industries Association Austria*

*Room Mezzanin/Mezzanine*

*Zaunergasse 1-3 (Palais Fanto)*

*1030 Vienna*

**Vienna, Austria**



## Day 1 - Tuesday, May 9<sup>th</sup> 2023 Soft Skills Entrepreneurship

Agenda		Contributors
14:00	<b>Arrival and welcome coffee</b>	<b>AP</b>
14:15	Welcome and Instruction for the Train the Trainer Session	AP
14:30	Purpose of training of soft skills, sustainability, digitalisation, bioeconomy, student engagement / QA	AERES
15:15	Overview about the structure and content of the FIELDS training programme / QA	UNITO
16:00	<b>Coffee break</b>	
16:30	Presentation of Soft skills Entrepreneurship and group work	INFOR and Partners
17:30	Discussion about Soft skills module	all
18:00	<b>Closing of day 1</b>	
20:00	<b>Dinner offered by AP</b>	

## Day 2 - Wednesday, May 10<sup>th</sup> 2023 Bioeconomy, Digitalisation and Sustainability

Day 2	Agenda	Contributors
9:00	<b>Welcome coffee</b>	
9:15	Presentation of Bioeconomy training content and group work	UHOH, ICOS and Partners
10:15	Discussion about bioeconomy module	All
10:45	<b>Coffee break</b>	



11:15	Presentation of Digitalisation training content and group work	CERTH and Partners
12:15	Discussion about Digitalisation module	All
12:45	<b>Lunch</b>	
14:00	Presentation of Sustainability training content and group work	UCLM and Partners
15:00	Discussion about Sustainability module	All
15:30	<b>Coffee break</b>	
16:30	Input for the development of training sessions	AERES and INFOR
17:00	Brainstorming about pilot training, application of training	All
18:00	<b>Closing of 2<sup>nd</sup> Day</b>	

### Day 3 -Thursday, May 11<sup>th</sup> 2023 planning of training pilot

Agenda		Contributors
9:00	<b>Welcome coffee</b>	
9:15	Planning of the training pilots	AERES and Partners
10:30	<b>Coffee break</b>	
11:00	Presentation of planned training pilots	AERES and Partners
12:45	Survey about Train the Trainer Event	AP
13:00	<b>Recap of Train the Trainer Session and Closing</b>	AP

## 6.2 Annex II

### Train the Trainer Session 9-11 May 2023

#### Attendance List

Name and surname	Organisation
Krista Mikkonen	Association of ProAgria Centers
Domingos Godinho	CONFAGRI PT
Pauline Gillar	AC3A
Carlo Colomba	INFOR ELEA
Billy Goodburn	ICOS
Lisa Kretschmann	Cepi
Remigio Berruto	University of Turin
Patrizia Busato	Polytechnic of Turin
Katharina Stollewerk	LVA
Daniel Rossi	Confederation of Farmers - CONFAGRICOLTURA
Jan Gundelach	Aeres
Irma van den Tweel	Aeres
Robert Peterman	Aeres
José M <sup>a</sup> Tarjuelo	UCLM
Efthymios Rodias	CERTH
Bernhard Froschauer	Land Niederösterreich, LFS Gießhübl

Naoum Tsolakis	EFB
Michael Bregler	UHOH
Josef Rathbauer	FJ-BLT
Daniel Fenrich	UHOH
Camilla Tomao	CONFAGRI
Petschko Josef	AGRAR PLUS GmbH
Albert Heger	Agrar Plus
Kirtz Manfred	Biowärmeverband NÖ

## 6.3 Annex III

Annex III shows the results of the feedback survey of the train the trainer session about the presentations

Presentations (Scale 1 – 5, 1 not interesting, 5 very interesting)	Av. Points
Purpose of train the training event	4,6
General content train the trainer event	4,5
Soft skills	4,3
Bioeconomy	4,9
Digitalisation	3,9
Sustainability	4,1
Structure of the learning material is clear to me	4,5