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

D4.1: Feedbacks from trainers	
Document description	An experiment of the trainers' training will be running under AP coordination to ensure that trainers have all the necessary elements to themselves monitor the training sessions for the trainees. Feedback is expected from this experience in order to implement modifications of the trainers' training where necessary.
Work package title	Implementation
Task title	Setup and running of Train-the-trainer pilot
Status*	F
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*****F: final; D: draft; RD: revised draft**

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1   Introduction

An experiment of the trainers' training was run under AP coordination to ensure that trainers have all the necessary elements to themselves monitor the training sessions for the trainees.

The trainers followed the online content developed in WP3, related to content use and in class activities, and then had a quick look at the online training dedicated to the trainees, provided by task 3.4, in order to have a broad idea about the training content they have to use later. The content providers (INFOR, EFB, UCLM, UNITO, AP, CERTH, PA) provided support on issues related to it. They had 2 weeks to look at the online material.

After the online phase, they participated at the in-class training dedicated to them. It lasted 3 days and took place at AP premises.

Each stakeholder representative of Agriculture, Forestry and Bioeconomy and VET centre (AC3A, ACTIA, AERES, AP, CEPI, CONFAGRI, CONFAGRI PT, UHOH, EFB, GAIA, ICOS, INFOR, LVA, PA, SCOOP, UCLM, UNITO) will provide one trainer and cover its expenses for attending the transnational in-class activity event.

Feedback was expected from this experience in order to implement modifications of the trainers' training were necessary. One satisfaction survey on the activity was prepared by AP with the collaboration of UNITO and the training centres. Feedbacks were collected from this pilot in order to consider modifications of the training content and to help the definition of the country roadmaps in T2.4.

AP collected and organised the feedback of the trainers to be considered while optimising the trainers' training version.

2   Results of the Train the Trainer Session

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. A total of 23 trainers, 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
- UHOH (ICOS): Bioeconomy course

2.1 Results on the evaluation of the Train the Trainer Session

2.1.1 Survey Questionnaires

At the end of the sessions, a survey about the training was carried out. The survey questions were developed by UNITO:

Train the trainer event, FIELDS project, Vienna, 9-11 May 2023

1. Rate what you have learned/ (1 is the lowest e 5 is the highest):
➢ **Presentation "Purpose Train the Trainer event"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

➢ **Presentation "Overview of the content of the FIELDS Train the Trainer"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

➢ **Presentation Soft skills and Entrepreneurship"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

➢ **Presentation "Bioeconomy"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

➢ **Presentation "Digitalisation"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

➢ **Presentation "Sustainability"**

I learned nothing new		I learned something useful		I learned new aspects that I find useful
1	2	3	4	5

1. What did you like the most?

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2. What did you find most useful?

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3. What did you like the least?

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4. What motivated you to participate in the program?

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5. What modules/lessons do you think to use in your training pilot?

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6. Is the structure of the learning material clear?

………

………

7. Other suggestions to the organisers:

………

………

2.1.2 Results of the Survey Questionnaires

22 questionnaires were collected and evaluated by AGRAR Plus, the results are listed below:

Feedback on 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

Feedback on open questions:

- What did you like the most?
- What did you find most useful?
- What did you like the least?
- What motivated you to participate in the program?
- What modules/lessons do you think to use in your training pilot?
- Other suggestions to the organisers:

What did you like the most?

Results description:

- possibility for networking and engagement and learning about new materials
- open discussion, open mindsets, all participants were very constructive, nice ambience, group work, Kahoot quiz
- Bioeconomy presentation
- I preferred the setup of the bioeconomy presentation, also was very specific and showed nicely it potential
- the nice atmosphere between all attendants
- the idea of project integration
- the general content of the train the trainer event, the contents of bioeconomy
- Nice meeting location, it was kept to the times from the agenda, well organised
- Insight in all the different lessons
- open discussions with partners and the supportive atmosphere among participants
- Bioeconomy assessment - game
- To have the opportunity to see all contacts of the FIELDS together
- well organised, relaxed, the venue in Vienna, the sphere of the group
- Very well facilitated/hospitality, meet different persons
- Time for discussion and networking in between
- Bioeconomy presentation (Kahoot), group work for pilots planning, AI Tools and discussion
- Very wide range of topics/contents
- Bioeconomy video
- Bioeconomy and chatGPT

What did you like the least?

lack of group work
could have more trainers

Results description:

- I think we did rule out some important topics, due to the lack of expertise and organisation (module digitalisation)
- when nicely prepared presentations are shortened, commenting on short running YouTube examples
- some presentations related to digitalisation were poorly prepared
- Timeline could have been a little bit streamlined
- there should have been more trainers
- I think at this point the project was not really ready to train the trainer. There was a lot lining up during the program
- lack of group work after each module presentation
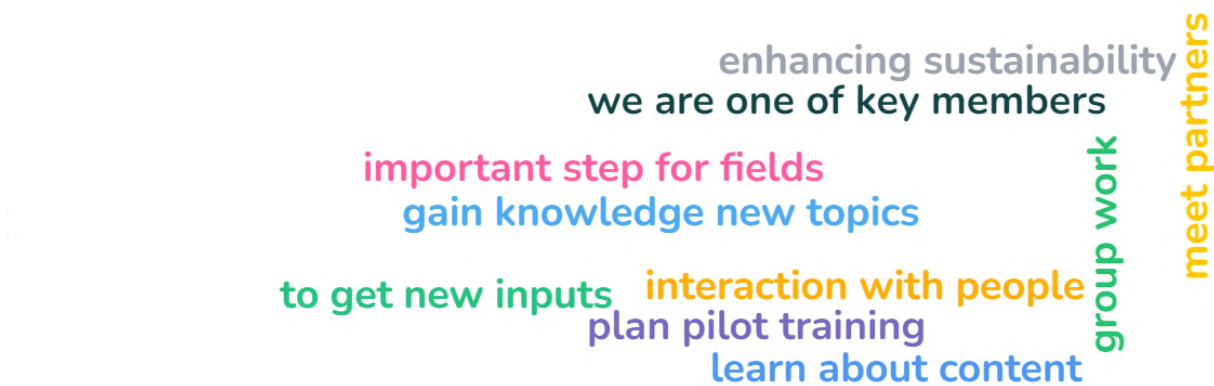- sustainability presentation

What did you find most useful?

getting real examples
preparing pilot training
first draft trainingpilot all modules are useful
clear structured program
new idea ai to training movies available
idea to active assessment active assignment aeres
inspiring discussion

Results description:

- The experience and sharing among all participants and partners
- Bioeconomy engaging … to be exploited in the pilot training
- clarification of availability of content, introduction/overview of every module, inputs on creating content with AI
- use of AI tools - digitalisation of training
- all modules are useful, but especially the ones which updated some content (Innovations) the one which served the purpose of building bridges between research and employees
- getting real examples and ideas for educational purposes
- the applicability of the contents in the productive scale
- nothing to underline on this issue, all the content presented were useful, depending on the training you want to present
- Inspiring discussions and good tips + ideas also the personal contact and time to deepens contacts and content
- online platform for teaching material
- preparing the pilot training plan
- presentation on Moodle platform
- exactly outcomes of questions
- active assignment given by the Dutch people, so that everybody worked on this lessons/country
- to hear the vision/aim of the project, the movies that are available
- that we made a first draft for the pilot trainings
- discussions and tips for teaching, ideas for active assessments, AI, pilot training presentation (they can be inspirational)
- new ideas in AI for Training
- the clear structure of the program

What motivated you to participate in the program?

enhancing sustainability
we are one of key members
important step for fields
gain knowledge new topics
meet partners
group work
to get new inputs
interaction with people
plan pilot training
learn about content

Results description:

- I am a trainer and I wanted to gain knowledge and experience in new topics
- interaction with other people
- group work, to see the project progress
- to learn about the material available
- I am part of the WP3.4 content creation it was essential, to have an overview of the content created by my other colleagues
- FIELDS Partners, personal meeting
- take the opportunity to transfer and demonstrate tools and models to help decision making in agriculture
- this is a very important step of the FIELDS project, we have to be part of this training
- Meeting the people in person and interact with them
- improve available training materials
- the need to plan the pilot training
- especially the developments of tools for training of sustainability and learning from partners
- we are one of the key members
- to participate in a project that is aimed to make the world more sustainable
- learn about the training content, get an overview over the material and what is useful for pilots
- meet everybody, plan the pilot training
- to get new input/ideas from other partners, to see the training content live
- the opportunity to exchange ideas with other partners
- exchange the ideas how to use the material

What modules/lessons you think to use in your training pilot?

soft skills
selected lessons
s400 s410 s420 s430 s440
especially digitalisation
digitalisation
sustainability bioeconomy
sustainability soft skill
sustainability forestry
entrepreneurship water energy fertilizer

Results description:

- agricultural policy (sustainability) and Bioeconomy (full course)
- sustainability and soft skills

- especially digitalisation
- sustainability - soft skills
- Module of Digitalisation, Sustainability (part of forestry), Bioeconomy
- Selected lessons from all modules, depending on the target group
- see this related to the optimisation of use of water, energy, fertilisers and good agricultural practices
- Digitalisation is the issue that we can use, even if we do not have it implemented
- introduction to entrepreneurship, understanding bioeconomy, sustainability, what is digitalisation, lifelong learning
- soft skills, entrepreneurship
- most of the contents developed in the sustainability module in different courses, not only in the pilot
- S400, S410, S420, S430, S440, B010, B015, B040, B060, B084, S150, S160, S170
- B010, B015, B060, B084,...
- sustainability in parts
- K062, K063, S350
- digitalisation/Bioeconomy
- Bioeconomy, sustainability, digitalisation, soft skills entrepreneurship
- digitalisation
- sustainable, GAP, biodiversity, digitalisation in agriculture

Other suggestions to the organisers:

really felt comfortable
material dissemination
interaction among partner
more activies engagement
organisation well done
content update for 10y
no further comments
all well organised

Results description:

- more activities and engagement practical exercises
- interaction among partners and trainers, facilitate communication about the material to entities outside the consortium
- everything very well organised, thank you
- dissemination of the material

- There are no further comments
- organisation well done! Thanks for the dinner invitation
- make sure that for each presentation the responsible partner shows entirely one lesson and make the participants take the rest
- I really felt comfortable with this activity
- Any conference, make it always interactive, each member has to provide something, which makes the conference very good
- make sure that the content will be updated the next 10 years, include good/great activating lessons material in the content
- everything regarding logistics was perfect

3 Conclusion

The Train the Trainers Session was successful, many people participated, from different EU countries, even from outside the project. 23 trainers of the project consortium and beyond from the countries Austria, Belgium, Finland, France, Germany, Greece, Ireland, Italy, Netherlands, Portugal, Spain were trained.

Even the results of the survey (22 survey questionnaires were submitted and analysed) shows that the presentations of the different tasks and the organisation of the Train the Trainer Session were mostly graded as good or very good. The total average of the points for the presentations were 4,4 from 5 points.

The open question feedback reflects the results of the graded results about the presentation. The feedback is in general very positive, and mirrors the atmosphere during the Train the Trainer Session.

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