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PROGRESS RECOMMENDATIONS

Introduction

PROGRESS is an Erasmus+ project in which agricultural green VET schools collect good practices regarding the renewal of schools towards a sustainable school to attract more students and new types of target groups. The good practices are collected in the different partner countries of the project itself and within EUROPEA, a network of agricultural schools in Europe.

The good practices are presented and discussed during the four Transnational Project Meetings with representatives of the partners (management, teachers and students) and external stakeholders. As a result of these sessions, recommendations are drawn up for each other and the agricultural schools elsewhere in Europe.

This is a dynamic document with the collection of recommendations. It will be updated by INTREEGUE after every TPM. The recommendations are also published on the website greenprogress.eu

This document is classified according to the WSA-model to Sustainable development. Beside this classification, two extra subjects are added: Students & Target groups and Communication & Marketing. These subjects are very central issues in the project.

1. Prepare a proper need analysis

It is important to start with a proper need analysis, based on the WSA to Sustainable development. Which school problems arise and need to be worked on? What are the gaps between the different areas of the WSA to Sustainable development? Who is responsible?

Good Practice

- All partners See: <https://greenprogress.eu/progress-need-analysis/>)
- Challenges within the VET-system of Denmark: <https://greenprogress.eu/vet-system-in-danmark/>

2. Take action and responsibility

The EU states that green education is important. Learners of all ages need to be able to develop the knowledge, skills and attitudes to live more sustainable, change patterns of consumption and to contribute to a greener future. Education and training have a key role to play in supporting people to move from awareness about the environment to individual and collective action.

Good Practices

- EU – Why is green education important: <https://greenprogress.eu/why-is-green-education-important/>
- CIFE de Molina SP - Important questions to ask: <https://greenprogress.eu/important-questions-to-ask-regarding-the-renewal-of-the-job-market-and-the-effect-on-school-programs/>

3. Make sustainability part of your mission statement and vision

Make sustainability values and ambitions part of your vision and mission statement to make sure that it is taken seriously and guides all your school policy, plans and decisions.

Good practice

- Yuverta – NL: Home in the future : <https://greenprogress.eu/mission-and-vision-of-yuverta/>
- CIFE de Molina – SP: Our school <https://greenprogress.eu/towards-a-sustainable-school/> - -
- Savonia university of Applied Science – FI: <https://greenprogress.eu/savonia-university-and-climate-security/>
- Green Academy Aarhus – DK: <https://greenprogress.eu/key-facts-and-strategies-of-aarhus-green-academy/>

4. Let students participate

Let students participate in generating and also realizing ideas to improve the sustainability and attractiveness of your school. Organize meetings to discuss it with them.

Connect to current activities

Find activities and initiatives that are already going on within your school. They might be a good starting point for your innovations. Starting of something that is already going on will help to get

a good support base for your vision and plans.

Curriculum – What do we teach?

1. Incorporate new competences

Acquiring sustainability competences, can help children, young people and adults to understand challenges related to climate change and the environment, reflect on their behaviour and engage action for a sustainable future.

Good practice

- EU - European competence framework on sustainability: <https://greenprogress.eu/sustainable-competences-for-learners-of-all-ages/>
- The Inner Development Goals framework with 53 skills to in order for us to increase our chances of reaching the SDGs: <https://greenprogress.eu/inner-development-goals/>
- Savonia University - FI: Anchoring Social Circular Economy Attitudes in VET: <https://greenprogress.eu/anchoring-social-circulareconomy-attitudes-in-vetsce-vet/>

2. Renew your programs and courses to adapt to certain target groups and/or actual developments in your region

Sustainability can be implemented in regular programs but in certain areas and/or for specific target groups, completely new programs and courses are needed.

Good Practice

- Savonia US FI - Multipro Module: <https://greenprogress.eu/multipro-module-in-finland/>
- Terra NL - Sustainable Food: <https://greenprogress.eu/terra-mbo-students-win-the-impact-price-for-green-education/>
- Curriculum & Didactics at Cifea Lorca in Spain: See our Videoseries Episode 7 on the homepage of the website <https://greenprogress.eu/>

3. Set up a continuous evaluation system

Be sure to evaluate your programs and training on a regular basis to be sure that your goals are met. Make it a group activity with your teachers and students so it will be a continuous process of learning and improvement. Self-reflection may also be part of it.

Good Practice

- CIFEA de Molina SP – Continuous evaluation system for students: <https://greenprogress.eu/what-do-students-think/>

4. Develop practical activities for potential students

The Green academy in Aarhus Denmark cooperates with different partners (from the municipality to businesses and primary schools) to develop and organise practical activities for youngster from 8th and 9th grade and for primary school children. There bsci rule for the upcoming years: Throughout school students must experience teaching that is – in various ways

– based on authentic problems, shows the school’s subjects in real life and provides knowledge about working life and education’

Good Practice

- Green Academy Aarhus – Pedagogical and didactics of Green Academy
<https://greenprogress.eu/key-facts-and-strategies-of-aarhus-green-academy/>
- Green Academy Aarhus – Eday : See our video series Episode 1 on the website
<https://greenprogress.eu/>

Pedagogy and Didactics – How do we learn?

1. Vary your teaching methodologies

Covid had a big impact on our teaching methodologies; even practical lessons were online and with low interactive levels! Make sure that lessons vary and are not set up the same way every time. Interaction with and between students is important. It makes the lessons for students more attractive and therefore they will be more active and alert.

2. Invest in practical lessons outside the classroom

Students, and especially VET students, need to do practical activities and be active. Learning from practice is more important than learning from books, especially after COVID. Use your partnership with your stakeholders for it.

3. Fit theoretical training into your practical training

To make sure that students are active learners, be sure to organise theoretical training into practical situations.

Good Practices

- Savonia University – Practical training: <https://greenprogress.eu/practical-training-at-savonia/>
- Demark Nature school: <https://greenprogress.eu/nature-school-in-denmark/>

School environment – Who do we learn with?

1. Set up partnerships with local and regional partners

By setting up partnership with innovative and sustainable partners, students and teachers are informed and learn about the latest developments in the sector and society. Not just small and medium enterprises but also social companies and the local/regional government and high schools and universities. Through this partnerships, programs and courses can be adapted to the needs of the labour market more effective and quicker.

Good Practices

- CIFE de Molina SP – Zero Food Miles: <https://greenprogress.eu/good-practice-la-moraleja-spain/>
- CIFE de Molina SP – School network and associates: <https://greenprogress.eu/school-network-and-associates-cifea-of-molina/>
- Municipality and Green Academy Aarhus – Collaboration as integral approach:

<https://greenprogress.eu/working-as-a-municipality-to-make-more-young-peoplechoose-vocational-education/>

2. Analyse the regional job market

To adapt your programs to the regional labour market, it is necessary to have knowledge of the latest developments and trends in this market. Therefore, you should perform a regional job market analysis on a regular basis to define important trends and developments.

Good Practices

- CIFEA de Molina SP – The renewal of the job market in Spain:

<https://greenprogress.eu/renewal-of-the-job-market/>

3. Cooperate with public administration

Encourage public administration to demand graduates in vocational training for certain positions. This would attract a lot of students.

For example in CIFEA Molina de Segura it would be very interesting if students of education and environmental control could access a position in the administration similar to the environmental agent.

4. Cooperate with universities

Promote cooperation between the vocational training and university. A wide scope of collaboration is possible: from knowledge sharing to working together in project and it would also be very interesting to validate modules for credits.

Good Practice

- Savonia university FI – SCE-VET: <https://greenprogress.eu/anchoring-social-circulareconomy-attitudes-in-vetsce-vet/>

Professional Development – Who do we learn from?

1. Professional career plan for teachers

Develop and organise a professional career plan for teachers that includes continuous training based on good practices, such as participation in innovation projects, attend pedagogy courses, active collaboration between colleagues, management and e-learning platform, etc.

2. Train digital and technological skills

It is important to train teachers with a sustainable mindset and train them in the most current digital and technological skills that makes them well prepared for the challenges of the future.

Good Practice

- Savonia university – FI: E-learning at Savonia <https://greenprogress.eu/e-learning-at-savonia-in-finland/>

3. Organise your own Teacher Academy

You can set up a teachers academy with external instructors, but you can also inspire teachers to

set up their own training and inspire each other through lunch session presentations or online 'TED' talks.

Good Practice

- Yuverta – NL: Green talks: <https://greenprogress.eu/sustainability-at-everyones-calendar-at-yuverta/>

4. Professional development is much more than just a training

You can think of all kinds of activities to inspire teachers to develop themselves as lifelong learners. This is a short inventory of activities that is set up by VET-schools in The Netherlands.

Good Practice

-NL inventory of activities: <https://greenprogress.eu/professional-development-of-teachers/>

5. Make teacher training mandatory

Teachers in Albania need to take training every year to keep their teachers qualification. During these trainings, teachers are educated every year about newest developments in the sector, tools and pedagogy/didactics.

Good Practice

- University Albania: Episode 3 Video series on our website <https://greenprogress.eu/>

Building management & Operations – Where do we learn?

1. Redesign your school building into a sustainable building

To make sure that the learning environment is also sustainable, it is important to redesign your school building into a sustainable learning environment.

Good Practice

- Yuverta – NL: Sustainable renewal of your school building:
<https://greenprogress.eu/sustainable-building-renewal-of-a-school/>

2. Develop a sustainable garden or a green paradise, surrounding your school.

A garden, surrounding the school, is attractive for all kinds of students and has a positive effect on students' learning. It also gives teachers the opportunity to do all kinds of practical assignments nearby school. Let students participate in the development and management of the school garden!

Good Practice

-Yuverta NL – Green paradise to attract students: <https://greenprogress.eu/a-green-paradise-to-attract-students/>

3. Circular waste collection and use

Waste should be collected and reused even within your own school building and lessons.

Good Practice

-Terra NL – Collection of waste <https://greenprogress.eu/terra-is-going-to-collect-circular-waste/>

Communication & Marketing

Communication and marketing is not a separate part of the WSA model to sustainable development. For the project, communication and marketing is an important issue and therefore it is also a separate subject, added to this recommendation list.

1. Work by example

Not only tell the positive story of your school but most of all, show it!

Good Practice

- CIFEA de Molina SP - Cultural week To your health: <https://greenprogress.eu/cultural-week-to-your-health/>

- Green Academy DK - EDay to recruit more students from urban areas: Video series episode 1 <https://youtu.be/X5hLc1Ggfgk>

- Technical College Agricultural Gilsdorf LU – Show yourself as active school : Podcast series episode 2 <https://greenprogress.eu/>

2. Worlds of green

Research the ‘worlds’ in which your potential students are interested in and adapt your images and stories in your marketing related to these worlds.

Good Practice

- Katapult / Groenpact NL= Green worlds: <https://greenprogress.eu/the-worlds-of-green/>

3. Organise ambassadors

Make students proud of their studies and future work. Ambassadors tell positive stories about the agricultural sector and your school and these are very important to attract new students to your school. Your teachers, students and parents of the student should be satisfied.

Good Practice

- Saint Jozef BE : <https://greenprogress.eu/a-get-together-with-a-belgian-green-school/>

- Vonk College NL: <https://greenprogress.eu/it-doesn-t-have-to-be-that-complicated/>

4. Be sure that your programs and courses are not too small or too much split up

From the communication and marketing point of view, it is much more difficult to bring different small programs to the market and for students it gets more and more difficult to choose. It seems to be much better to bring overall programs, aiming at general competences, to the market and give students the possibility to follow a tailor made route through the program that is connected to their needs and preferences.

Good Practice

- Sint Jozef BE : <https://greenprogress.eu/a-get-together-with-a-belgian-green-school/>

5. Setup a greening campaign



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If you want to attract more students, you might set up a communication and marketing campaigns that tells your greening story in more detail about the degrees with emphasis on (future) employability. But be sure that the campaign represents the 'real' world. Do not make promises or show imagery that does not match the real situation.

Good Practice

Terra NL – Make tomorrow green: <https://greenprogress.eu/make-tomorrow-green/>

6. Open days and/or summer camp

Prepare open days to show your school to potential stakeholders, even organize a rural campus for two or three days where teachers can explain more in detail about the degrees and the theoretical and practical classes.

Good Practice

- Open day Green Academy DK – Eday See Episode 1 Video series <https://greenprogress.eu/>
- Greening Academy DK – Summer Camp See Episode 4 Video series <https://greenprogress.eu/>
- Green Academy Nature School : <https://greenprogress.eu/nature-school-in-denmark/>

7. Advertisement by teachers

Advertise yourself as teachers through social media.

Good Practice

- Terra NL – Marjan Neijenbanning-Pot, teacher at Terra and sustainable teacher of the year in 2020. She promotes her work and the school through inspiring stories on Facebook. <https://www.facebook.com/marjan.nijenbanning.52>

8. Free marketing

Use possibilities that come naturally.

Good Practice

- Yuverta NL – Graduation flags as free marketing: <https://greenprogress.eu/graduation-flags-as-free-advertising/>

9. Mismatches

Focus on the mismatch between your student expectations and what the school and the labour market can offer. This might resolve a lot disappointment and frustration. You may use career choice test or vocational test before entering the school.

10. Imaging

Be sure to show in your own school what you stand for. If you want to be a sustainable or SDG school then show throughout your school. Make it vivid that you are working on it. There are all kinds of materials available that you might use . For example in Dutch: <https://www.sdgnerland.nl/communicatiemateriaal/>

11. Involvement of students

Involve students in your marketing and reward them if they are active during marketing activities such as open days, markets and events or presentations at primary schools. You might give them study points or pay them for the time they spend.

12. Small steps count

Development towards a sustainable school takes a lot of time and effort. Be sure not to forget to communicate small steps through mailings and social media.

13. Every month a SDG

Connect your communication and marketing to another SDG every month: make articles, lessons, presentations etc of it to inform your public.

Students & Target groups

1. Research the trends of your target groups

Collect data of your target groups during recent years and research the trends regarding the characteristics and entering numbers of your target group. Also include the dropouts and collect the reasons why they leave the school. Don't forget to do research on the reasons students are not entering your school.

Good Practice

- Young works Youngster interested in green sector – NL → [Presentation of Groene Werelden - YouTube](#)
- Terra NL - Student research non-starters: <https://greenprogress.eu/no-deal/>
- CIFEA de Molina SP – Student trends CIFEA of Molina: <https://greenprogress.eu/presenting-our-school-cifea-de-molina/>

2. Invest in students from urban areas

More and more student live in urban areas and these target groups get more and more important for agricultural schools. Therefore it is important to invest in them.

Good Practice

- Green Academy DK - EDay to recruit more students from urban areas: Video series episode 1 <https://greenprogress.eu/>

3. Invest in young students outside the agricultural sector

It is not so difficult to attract students from families with an agricultural sector from the country side. It is more challenging to attract young people with another background by promoting other innovative views in the agricultural sector for example from the technology point of view or the practical point of view.

Good Practice

- Winegrowing school Krems in Austria - See our Podcast Series episode 1 st our website <https://greenprogress.eu/>

4. Invest in lifelong learners

Lifelong learners are more interested in a short course of about 30 hours. Therefore, provide these short courses.

Good Practice

- Savonia Finland – Video series Episode 6 Virtual tour to YSAO school in Finland. See our website <https://greenprogress.eu/>

5. Invest in women

Improve your efforts to attract more women

Good Practice

- CEFIA de Molina SP – Empowering of women in Spanish VET school Extremadura _ See our Video series Episode 5 at the website <https://greenprogress.eu/>

6. Invest in newcomers

Improve your efforts to attract newcomers and refugees such as people from Ukraine.