IO2 – Induction to Pedagogy for NGO staff

Prepared by UPB

NGEnvironment

Foster European Active Citizenship and Sustainability
Through Ecological Thinking by NGO's

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Project Nummer: 2018-1-DE02-KA204-005014
IO2 - Induction to Pedagogy for NGO staff

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Contributors

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Change log

Name	Date	Description
Marc	01/04/2019	Deliver of the 1st draft of the document.

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Table of Contents

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1.   Introductional Hint

This Information on the structure of IO2 and the ´Induction to Pedagogy for NGO staff´ are developed in the framework of the Erasmus+ project "Foster European Active Citizenship and Sustainability Through Ecological Thinking by NGOs [NGEnvironment]" (ref. no. 2018-1-DE02-KA204-005014). The project is financed by the European Commission under ERASMUS+ and it will be implemented by a consortium of 8 organisations from EU countries – Germany, Portugal, Greece, Malta, Ireland, Spain, Italy and Romania.

2.   Aim of the Induction Programme

The aim of the NGEnvironment project is the quality development for NGOs. There is the need to train capable leaders able to express their willingness to engage in the issues and challenges they see around them. NGEnvironment will train such leaders, helping to develop the skills needed to find creative solutions to local/regional problems, though associativism, recognising potential leadership and harnessing such qualities for the benefit of the environment and of others, through job creation, social inclusion and active citizenship, sharing benefits with all – as the true objective and building block of NGO democratic and open participation and of sustainability. The project will demonstrate, as intended by the European Commission, that green entrepreneurship is an effective means to boost employment and the efficient use of natural and social capital. There are different target groups within NGEnvironment qand the NGO staff members are one of those:

Target groups of NGEnvironment

(1) adults citizens
    willing to become NGO leaders/entrepreneurs,
(2) existing NGO staff
    who are to receive updated training in a
    perspective of lifelong learning,
(3) existing NGO staff
    willing to share their expertise and to support the
    new leaders by participating in the immersion
    process.

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In NGEnvironment the ´Induction to pedagogy for NGO staff´ is crucial. It is the part of the NGEnvironment project which addresses the needs of NGO trainers.

Existing NGO staff members will have a key role to play if the innovative immersion and mentoring framework proposed is to be successful. It is anticipated that these staff members will not have any training in pedagogical approaches and will need to complete an appropriate induction training process if the quality of learning is to be safeguarded. Within this induction training, which will mostly be in a format of e-learning, based on electronic resources, existing NGO staff members will improve their pedagogical skills regarding communication, openness to answer questions, pedagogical methods, risk management and conflict resolution, among others.

The proposed immersion model, where new NGO leaders/staff members can develop their entrepreneurship ideas in a real working environment, is potentially challenging and rewarding. Through the NGEnvironment immersion model, new NGO leaders will be provided with a short-term opportunity to experience NGO 'ownership' first hand. Being immersed in this environment will support them in gaining an understanding of the many facets and challenges of running an NGO; the multiple skill-sets required; and the different roles that NGO leaders need to play on a daily basis. The immersion programme will also help them identify the personal and inter-personal skills that they need if they are to acquire an understanding of life as a green or social entrepreneur in n NGO.

Taking part in the immersion programme will elucidate potential new leaders in many aspects of managing an NGO, and this real-life experience will boost the understanding and perception this new leaders will have when attended the training course.

This model is easily replicated in many other fields of knowledge, entrepreneurship or businesses.

This Information on the Induction programme provides the idea of the modules as well as deadlines. All partners will take part in the IO 2. Some partners are actively involved in the development process and some are focussing on feedback and translation into the partner languages.

The induction programme will be available in all partner languages. The modules will be provided on the NGEnvironment project website (www.ngenvironment-project.eu). Also the versions of this file will be available as PDF files for download.

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3.   The modules within the Induction Programme

The table below outlines a set of initial thoughts around the draft content to underpin the development of the induction programme. It proposes:

- A number of modules or 'units'
- A set of learning outcomes for each module
- The indicative content for each module.

The proposed modules or units seek to develop both:

- Provide basic pedagogic skills
- Basic information on NGOs and running NGOs
- The skills, behaviours and competencies related to starting a new venture and managing its early stages of development.

The outline is presented as 'thinking in progress' so comments and thoughts are welcome, particularly in terms of:

- Coverage of the modules and units
- Any additional learning outcomes or duplication amongst the draft learning outcomes
- The appropriateness of the indicative content to the learning outcomes

In terms of next steps, once this outline has been agreed by all partners, Society for Environmental Education in Corinthia will lead the development of the induction to pedagogy training programme and will be supported by Rightchallenge and University of Paderborn as well as Across Limits. They will work to develop a detailed mapping of the scale and scope of each module including overall learning aims, specific learning outcomes, content and the nature of any pedagogical supports.

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Induction Programme Outline

The five proposed modules or units are:

- Understanding the Non-Governmental Organisations
- Improving your pedagogical skills, communication skills and pedagogical methods
- Ways to develop entrepreneurial ideas
- Blended Learning in NGEnvironment
- The NGEnvironment immersion programme

Within the following table each module/unit is described by learning outcomes and indicative content.

	Module/Unit	Learning Outcomes – The learner will:	Indicative Content
1	Understanding the Non-Governmental Organisations	• Understand the driving forces and structures within the NGOs • Understand how the current business environment may impact on NGOs • Understand the characteristics of the green NGOs	• Megatrends and driving forces • Drivers of ecological thinking in NGOs • Technology and technical issues in NGOs • Benefits of the NGOs • Structures of NGOs
2	Improving your pedagogical skills, communication skills and pedagogical methods	• Understand pedagogical skills • Understand and use the different types of communication • Be able to make educational decisions • Be able to communicate effectively	• Pedagogical methods • Course creation an didactics • Communication models • The development of • Support for NGO staff in starting and developing a business
3	Ways to develop entrepreneurial ideas	• Understand entrepreneurial competences	• Ideation

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		• Understand what is meant by creativity • Understand what is meant by innovation in starting a new business • Be able to review innovative activity in a new business • Understand the mindset and skills required to be a successful entrepreneur	• Sources of creativity • Sources of innovation • Indicators of innovation and creativity • EntreComp model • Entrepreneurial skills
4	Blended Learning in NGEnvironment	• Understand what is meant by blended learning • Understand the benefits and challenges of blended learning for teachers and adult learners • Be able to provide feedback in blended learning courses • Be able to provide online tests and tasks	• Benefits of combining face-to-face learning with online learning • The NGEnvironment Online Course platform • Feedback structures • Feedback rules • Test creation • Online tasks versus classroom tasks
5	The NGEnvironment immersion programme	• Recognise the importance of Business models and value propositions • Be able to reflect on their own resilience and its value in starting a business • Understand the chances of being an entrepreneur with an own NGO • Be able to develop a structured business plan • Be able to pitch for approval of a business idea	• Business models • Value propositions • Creation of own entrepreneurship ideas • Case Study on NGO development • Opportunity recognition and selection • Business plans and planning • Pitching business ideas

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4. Deadlines concerning the construction of the Induction Programme

Due to some delays at the beginning of the project and a wrong data for the end date in the application according to the needs of creating a solid basis for the project the working period on this IO shifted a bit. Here are the current dates for IO 2:

IO2: *Induction to Pedagogy for NGO staff*		
What?	*Who?*	*When?*
Basic information about the need for IO2 and the Induction programme	All partners	KO meeting
Preparing the structure of IO2	SOCIETY for ENVIRONMENTAL EDUCATION of KORINTHIA in cooperation with UPB	31st of March 2019
Providing the structure of IO2 to the partners	UPB	18th of April 2019
Creation of the English version: Module 1	UPB	Until 22nd of May 2019
Creation of the English version: Module 2	UPB	Until 22nd of May 2019
Creation of the English version: Module 3	Society for Environmental Education in Corinthia	Until 22nd of May 2019
Creation of the English version: Module 4	Rightchallenge	Until 22nd of May 2019
Creation of the English version: Module 5	Society for Environmental Education in Corinthia / Across Limits	Until 22nd of May 2019
Discussion and Sign-off of the modules of the Induction Programme by partners at the 2nd partner meeting in Spain.	All partners	22nd of May 2019
Video-Development	Society for Environmental	May to October 2019

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IO2: *Induction to Pedagogy for NGO staff*		
What?	***Who?***	***When?***
	Education in Corinthia / Future in Perspective	
First Iteration of the Induction Programme at the LTTA in Italy	All partner	October 2019
Translation in all partner languages	All partners	Until 31.01.2020
Video translation	All partners	Until 31.01.2020
Running the induction programmes in the partner countries	All partners	January to April 2020
Evaluation of the induction programmes in the partner countries	All partners	January to April 2020