

# Interreg



## North-West Europe

# IMAGINE

European Regional Development Fund

THEMATIC PRIORITY



INNOVATION



## TECHNICAL REQUIREMENTS REGARDING THE MINIMAL EQUIPMENT NEEDED TO TRAIN NEETS DIRECTLY ON GROUND INSTEAD OF IN TRADITIONAL TRAINING CENTERS



Lycée Technique  
Agricole



Forum  
pour l'emploi.



phoodfarm

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# INTRODUCTION

## *A. Technical requirements and needed equipment to train NEETs within the IMAGINE project*

IMAGINE is a social innovation project part-funded by the EU InterregNorth West Europe. It will last for 45 months from January 2019. It comprises a transnational delivery team of ten partners and sub-partners from Belgium, France, Luxembourg, the Netherlands and the United Kingdom, under the leadership of the Bureau Economique de la Province de Namur (Belgium).

IMAGINE aims to tackle unemployment by creating sustainable job prospects in the horticultural sector for people aged 18-34 with low-skills who are not in education, employment or training (NEET). The Project is being delivered by partners in areas of North West Europe where many young people face barriers in obtaining employment. Our ambition is to develop, test and implement a series of innovative new models to support our target group into sustainable jobs, sharing the learning from the project so that our work might be replicated across North West Europe over time.

To do this, this roadmap on the technical requirements regarding the minimal equipment needed to train NEETs directly on ground instead of in traditional training centers was established. It is a tool for local authorities, small to medium sized enterprises (SMEs) and other involved parties to start up practical and theoretical trainings of NEETs in market gardening. It includes the minimal equipment to cultivate the ground but as well teaching materials and basic set of clothes and tools each individual NEET needs.

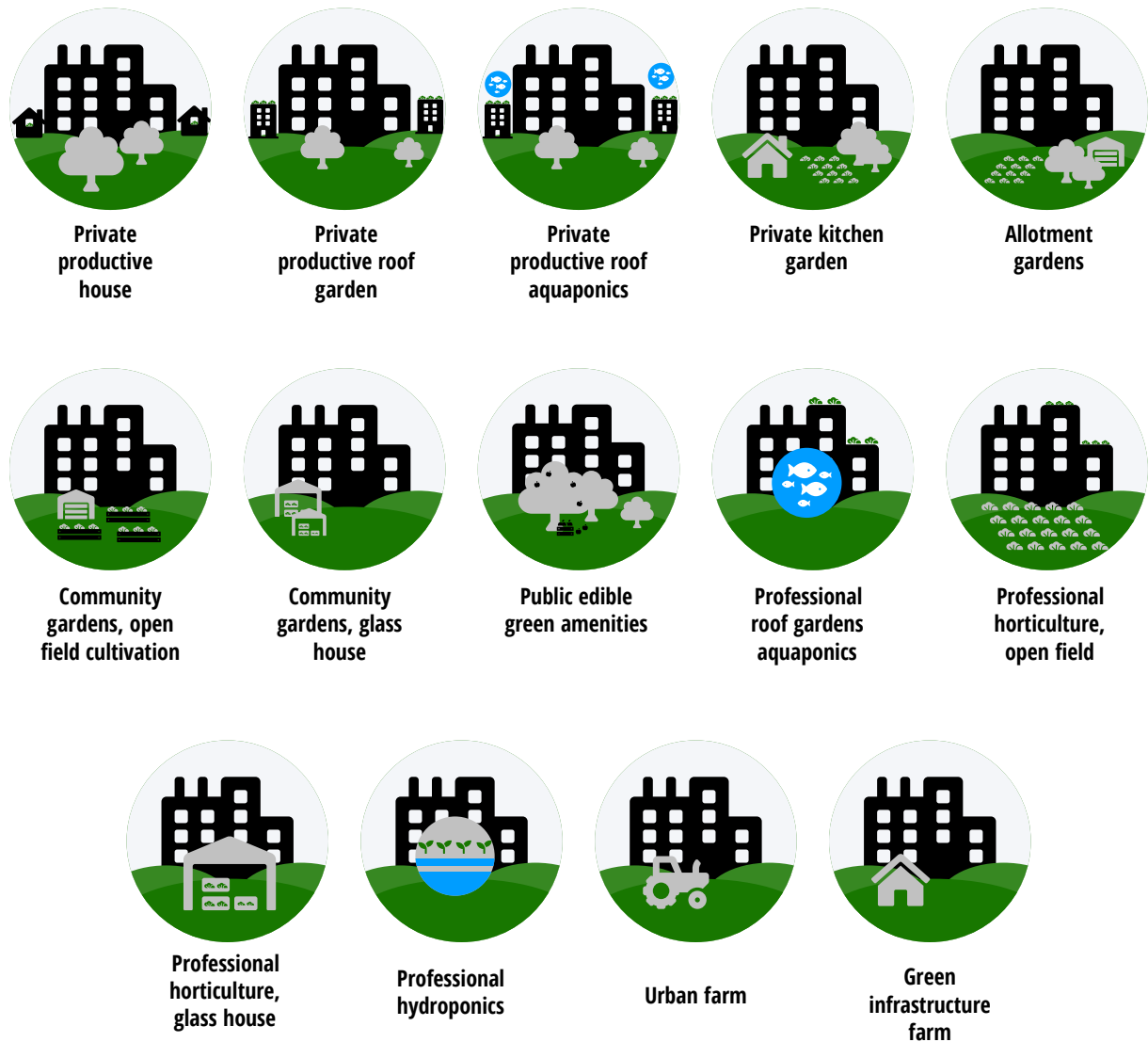


## B. Typology of urban farms

As the equipment needed in market gardening largely depends on the cultivation system used, we focus in this guideline only on urban gardening in the peri-urban areas. Further, we distinguished many different types of urban gardens. In the literature, several factors such as the production systems (open field, aquaponics, glass house, build-up structures,...) the organisation (individual production, collective production,

squatter gardens,...), the functions (e.g. leisure, education, therapeutic, social, cultural heritage, experimental,...), the consumers, the products and many more classify urban gardens. However, the most used classification of urban gardens is by its location (e.g. households, schools, community gardens, rooftop, vertical and indoor farms,...).

Figure 1 : Example of a spatial typology of urban farm systems (Vries et al. 2015)



## C. Organization of urban gardening farms

Depending on the size of the farm, different models are possible. Independent from the organization model however, the following tasks have to be assured :

### 1. COACHING AND TRAINING

- ▶ Supervision and training of NEETs
- ▶ Technical accompaniment of NEET's
- ▶ Report any absence and misconduct to NEET's internal rules
- ▶ Ensure the application of the instructions and the internal regulations of the Employment Forum

### 2. PLANNING, ORGANIZATION AND EXECUTION

- ▶ Execution of the production schedule of plants, vegetables, potted herbs, fruits and flowers
- ▶ Perform the work within a reasonable period of time
- ▶ Organize daily work such as field preparation, sowing, planting and crop maintenance
- ▶ Prepare harvests for sale
- ▶ Keep the site in good condition (cleanliness, safety, health at work ...)
- ▶ Maintain crops
- ▶ Apply production and harvesting techniques adapted to crops and weather conditions
- ▶ Respect the laws and standards in force for organic production and in accordance with the bio-label status
- ▶ Check the crates

### 3. REPRESENTATION TOWARDS THE GENERAL PUBLIC

- ▶ Customer contact, complaint handling, order picking.

### 4. SOCIO-EDUCATIONAL FRAMEWORK

- ▶ Respect job seekers in their personality
- ▶ Accept the problem of jobseekers
- ▶ Ensure good supervision of each jobseeker

## ***D. Job description of the market gardener***

The fields of activity of the Market gardener are independent from the typology of the farm, however the main focus may vary, depending on the farm type

- ▶ installation of planting material (plastic films, nets, retaining clips, ...)
- ▶ crop maintenance work (cleaning the rows, repotting, weeding, ...)
- ▶ harvesting vegetables (endives, mushrooms, ...) or plants (cereals, tobacco, flowers, ...) in accordance with the requirements of production (yield, delay, ..), standards related to the environment and the rules of hygiene
- ▶ selects, calibrates harvested products and prepares them for packing operations (stocking, stripping, drying, ...)
- ▶ conditioning products according to their specificities, their mode of transport and the orders
- ▶ preparing orders
- ▶ maintenance of equipment or facilities and cleans the harvesting equipment

## ***E. Skills related to the job market gardening***

- ▶ Characteristics of plants
- ▶ Gestures and postures handling
- ▶ Handling of cleaning and maintenance products
- ▶ Quality standards
- ▶ Health and safety rules
- ▶ Cultivation techniques
- ▶ Packaging and packaging techniques
- ▶ Use of agricultural machinery
- ▶ Use of cutting tools (shears, chainsaws, ...)
- ▶ Use of agricultural hand tools
- ▶ Varieties of fruits and vegetables

# GARDENING TOOLS

The garden tools needed in urban gardening vary with the cultivation system (on-ground, on-water), the terrain (flat area, hilly area), the infrastructure (tunnel, glasshouse, water supply), the choice of crops and the size of land. As the list of all the equipment needed for all type of urban gardening is exhaustive, we propose a selection of equipment that are more or less applicable in most on-ground cultivation systems smaller than 5 ha (further reading Hendrickson 2005).

## A. General gardening tools

### PULLING DEVICE



Tiller (<0.5h)



Tractor (30 – 60 PS) (0.5-5 ha)

### SURFACE TREATMENT



Rotary hoe/tiller



Spading fork

## SOIL LOOSENING



Hand cultivator



Hard rake



Leaf rake



Garden hoe

## SOWING



Sowing boxes



Seeding tray



Groove puller



Folding rule



Yarn



Plant seed label



Dial seed sower



Hand seed drill

## PLANTING



Garden trowel



Spade



Dibber



## WEEDING



Light hoe



Planting weeding trowel

## IRRIGATION



Watering can



Hose

## HARVESTING



Pruner scissor



Cabbage knife



Cuttling knife

## OTHER MUST HAVES



Wheelbarrow



Bucket



Spade shovel

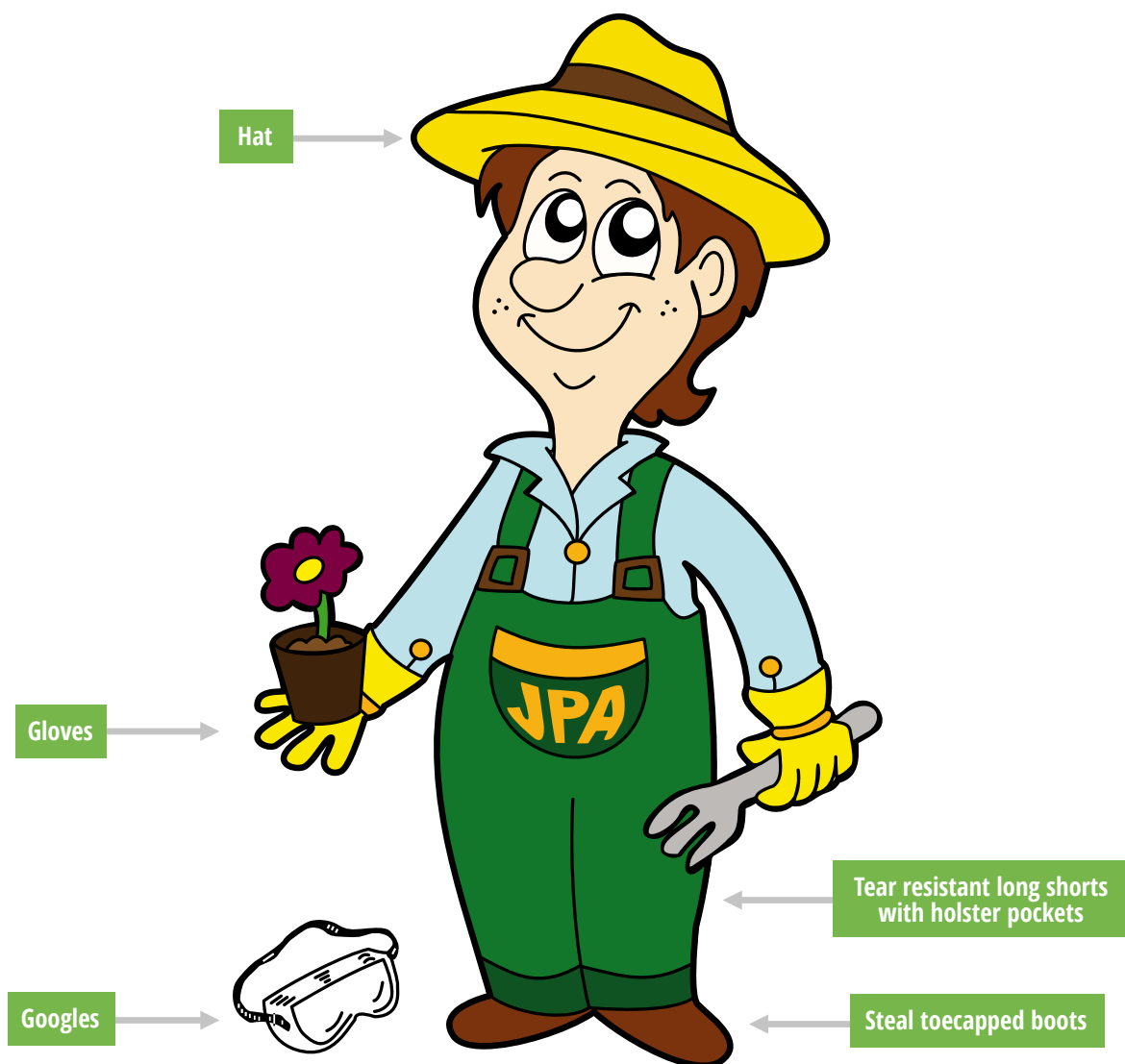
## B. Personal equipment for NEETs

### TOOLS :

Tools that are very often used in market gardening are a hand trowel, a knife, yarn and a folding rule. For safety reasons, we, however, suggest that NEETs are not equipped with a knife at first.

### CLOTHES :

Each market gardener needs specific clothes. These clothes are mainly important due to safety reasons. Thus each NEET has to have a hat (protection from sun), gloves (protection from scratches), goggles (to protect the eyes), tear resistant long shorts (protect against cutting, when working with brush cutters and grass trimmers) and steel toecapped boots (protection against heavy stuff, especially needed when working with heavy machinery).



# TEACHING AND COACHING

Next to theoretical knowledge, which is taught in class, NEETs need to have on-the-job training to gain practical work experience and to improve their social interactions with job colleagues (head, hand and heart). For each type of training tailor-made school materials is needed but as well the right choice of personal assistance.

## A. Aids and materials

The choice of aids and materials will strongly depend on the nature of the class (inside/outside, within a classroom, during practical training) and the preferences of the teacher/coach. We distinguish between teaching aids (used by the teacher) and teaching materials (used by students).

### AIDS :

The teacher may use :

- ▶ **Classical presentation aids** : blackboard, flannel board, video projector, computer, tape recorders
- ▶ **Assessment tool** : tool to assess technical skills/other competencies acquired during training (i.e. assessment form/evaluation form)
- ▶ **Logbook** : The supervisor (team leader / advisor / guardian) should have a "logbook" that collects daily statistics and documents the daily activities of the NEETs. This logbook (interactive ?) will also allow to collect and share data with the NEETs.

### MATERIALS :

The following materials may be provided :

- ▶ **Classical materials** : books, textbooks, sliders, transparent slides, application materials, schemes, film-strips, tapes, records, sound film loops, sound films, television programs, video fragments, objects, pictures, toys, flashcards, wallcharts, grids, maps, models.
- ▶ **Application (APP) for mobile devices** : Application (APP) for smartphone, where NEETs will be able to :
  - ▶ learn about the market gardening themes and communicate.
  - ▶ download clip / videos on gardening tasks, vegetables, machines (QR code development ?)
  - ▶ exchange with the team leader / advisor / tutor during the work in progress.
- ▶ **Handout / booklet** : The following main themes need to be covered :
  - ▶ Safety => Tools and machines.
  - ▶ Preparation and verification of land.
  - ▶ Knowledge of plants, Culture, Vegetable growing, harvesting, processing and packaging, schedule (possibly cooking).

## B. Human assistance

Depending on the size of the farm and the number of NEETs to supervise, it will be necessary to set up a (psycho-) social service, to relieve social work of the team leader. In a certain form, it will be necessary to separate the tasks from a team leader and the social assistance : it is difficult to educate the NEETs for the market gardener job and at the same time to follow and supervise them at the social level.

### PERSON OF REFERENCE :

The supervision and daily monitoring of the NEETs plays an important role and therefore a person of reference is essential for the successful integration of NEETs in general and more specifically to achieve the goals of the IMAGINE-project !

### SOCIO-EDUCATIONAL FRAMEWORK :

- ▶ Give a deep respect to the NEETS, to meet them on an equal footing.
- ▶ Meet NEETS with an open mind, without prejudice to their origins, religion, gender or customs.
- ▶ Motivate NEETS by giving them rewarding work related to their strengths.
- ▶ Do evaluation interviews.
- ▶ Make compliments and support them / help work on the weak spots.
- ▶ Discuss with the NEETS about the future work plan as well as the results of work (turnover, parts sold, customer feedback).

### ADVISOR :

The advisor has the important mission of supervising people temporarily, but also offers different services (training, job coaching, ...) to employees in integration. Social monitoring aims to provide integration to workers with psychological, social, organizational and structural stabilization. The exit from their isolation, the renewal of active life and integration into society are important steps to take.

### TUTOR :

The essential challenge of tutoring is that NEETs learn to orient themselves in a broad sense and learn to understand that it is in their best interest to share their thoughts with someone they trust, in an honest and transparent way.

It is up to NEETs to deliver information, engage in reflections and discussions during tutoring. The first mission of the tutor is to listen to the NEETs. He is not in the offer, but waiting. It should not be tempted to do the work, to lead the reflection, instead of NEET's. Above all, it must show restraint and respect.

### COMMUNICATION :

Clear communication with NEETs is essential. When communication is poor, NEETs feel uninformed, unimportant, and underappreciated. Disorganization and lack of communication will frustrate them, and they will quit.

Here are a few communication tips for working with NEETs :

- ▶ Keep a good record of NEETs with up-to-date contact information. It would be unfortunate to accidentally miss someone.
- ▶ Establish a standard method of communication that is delivered consistently. This may be a weekly e-mail, a monthly newsletter, or a regular website posting.
- ▶ Choose a method that works well for you and your NEETs. By establishing a routine, you remind yourself to communicate with your NEETs, and in turn they have a place to go for the latest information.
- ▶ Create a written schedule of events that is accessible to all NEETs. It can be mailed out or posted on a website.
- ▶ Make sure you have an effective way to notify NEETs if any changes are made (via either e-mail or a phone tree).
- ▶ Hold a regular NEET-meeting either monthly or quarterly. Personal contact allows for more interactive discussions, and it is very important for NEETs to have a chance to provide you with feedback and suggestions for the program. This is also a great time for you to show your appreciation for their work.
- ▶ Provide members of the group with comments about their job performance. Although a formal evaluation may not be possible, NEETs need constructive feedback so they can learn and grow during this experience.

With your busy schedule, it may seem overwhelming to find time for this level of communication. If you feel that you cannot maintain strong communication, seek out a NEET willing to assume this role. Communication is not a task that can be neglected even briefly without negative consequences. It is the key to a successful NEET experience (for the NEETs and for you) !

# LITERATURE

## Chapter 1

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- ▶ Hendrickson, J., (2005), 'Grower to Grower: Creating a Livelihood on a Fresh Market Vegetable Farm', CIAS, University of Wisconsin-Madison, p. 7.



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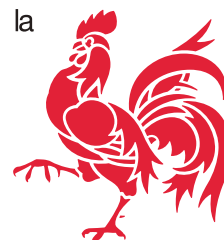
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