



REACT4women On-site Training

MODULE 1: INTRODUCTION



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2022-3-CY02-KA210-YOU-000093826



REVISION HISTORY

Version	Date	Author	Description	Action	Pages
1.0	5/12/2023	INSPIRE	Creation	C	7
2.0	21/12/2023	Mind the Game	Update	U	9
3.0	15/01/2024	INSPIRE	Update	U	17
4.0	19/04.2024	Inspire	Update	U	17
5.0	30/04/2024	LEARNING SEED	Update	U	12

(*) Action: C = Creation, I = Insert, U = Update, R = Replace, D = Delete

REFERENCED DOCUMENTS

ID	Reference	Title
1	2022-3-CY02-KA210-YOU-000093826	Proposal document
2	Focus group analysis	

APPLICABLE DOCUMENTS

ID	Reference	Title
1		
2		





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Introduction

Module I - Training





Module I Introduction	
Learning Objectives	<p>The introduction Module is going to clearly set the Modules' Goals and objectives of the whole training. Also, it's going to describe the expectations and expected results after the completion of the training in synchronous/asynchronous learning, the methodology and general guidelines for effective learning experience.</p> <p>This Introductory module also will provide you with essential knowledge related to environmental sustainability, tourism, and community participation and to understand Rural Challenges and Opportunities.</p>
Method(s)	synchronous learning / asynchronous learning
Training Content	<p style="text-align: center;">1. Introduction</p> <p>Welcome to our Training program! The overarching goals of this training program are multifaceted, aiming to equip you with comprehensive knowledge spanning entrepreneurship, the digital landscape, social awareness, environmental sustainability, and tourism. Through this on-site training, the program seeks to elevate your social, business, digital, and green skills, fostering your holistic development. By enhancing your understanding and proficiency in these key areas, the training endeavours to elevate your preparedness for meaningful engagement in the burgeoning eco-tourism labour market.</p> <p>Life skills include a range of skills and actions that empower individuals to cope effectively with the demands and tasks of everyday life. These skills include a range of areas such as communication, problem solving, decision making, time management, digital skills and business skills. More than simple practical skills, life skills are fundamental to personal progress and holistic well-being. They enable individuals to skillfully manage life challenges, make informed decisions and cultivate a satisfying and prosperous existence.</p> <p style="text-align: center;">2. Rural Areas</p> <p>The breadth and importance of rural areas in the European Union is undeniable. Covering more than 80% of the territory, these areas are an essential part of the European landscape. However, their diversity is evident, with some thriving and others facing challenges.</p> <p>It is necessary to focus on research and innovation initiatives that will support the sustainable development of these regions, taking into account their specificities. Innovation must be equitable and open to all, with an emphasis on identifying solutions that will strengthen rural communities and make them more resilient.</p> <p>Research programs such as Horizon 2020 and Horizon Europe offer the opportunity to implement such initiatives. By strengthening research and innovation, we can create a more dynamic and human approach to rural development. Only in this way can we ensure a future that is prosperous and prosperous for all the inhabitants of Europe's rural areas. Europe's rural areas face significant challenges in creating sustainable</p>





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employment opportunities, resulting in a widening gap between urban and rural areas.

Skill levels are lower in rural areas, with skilled people often migrating to urban centers for better employment opportunities. Lack of training infrastructure and childcare services hinder labor market entry and skills upgrading, especially for women and young people. Common Agricultural Policy reform and rural development policies aim to improve competitiveness, environmental sustainability and job creation, but challenges remain in providing the necessary skills for innovation and diversification.

Despite some success in creating jobs through farm investment and rural development policies, labor outflows from the agricultural sector remain stable. Closing the jobs gap in rural areas requires addressing several challenges, including low-income levels, high unemployment rates and limited opportunities for women and young people. Realizing the potential of rural areas in tourism, natural resources and agricultural products is vital for their development.

3. Ecotourism

The recent definition of ecotourism describes it as trips undertaken responsibly in natural environments with the aim of conserving nature, supporting local well-being and providing educational experiences. In this context, ecotourism involves both visitors and employees.

The key principles of ecotourism focus on linking conservation, community participation and sustainable travel practices. Those involved in ecotourism are required to adhere to the following principles:

First, they should reduce negative impacts on the environment and local communities, whether physical or psychological. Secondly, it is important to promote understanding and respect for environmental and cultural diversity. Finally, they must create positive experiences for both visitors and local hosts.

In addition, it is important for ecotourism initiatives to contribute directly to conservation through financial support and to generate economic benefits for both local communities and the private sectors involved. Educational experiences offered to visitors should also aim to raise awareness of political, environmental and social issues in the destination countries.

Finally, the development and operation of infrastructure should give priority to low-impact facilities, and the rights and spiritual beliefs of indigenous peoples should be recognised and respected. Cooperation with indigenous communities should focus on empowering them and promoting mutual respect and understanding.

!!! What Is Ecotourism & Why Should We Be Ecotourists?:

<https://www.youtube.com/watch?v=K48IsUdUKUs>





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4. Overview of the Training Modules:

- The development of personal and interpersonal skills is crucial for effective communication and building stronger relationships. These skills include empathy, active listening, conflict analysis and resolution, adaptability, positivity, openness, boundary setting and personal identity development. These skills are essential both on a personal and professional level, enhancing teamwork, leadership and customer service, while helping to create improved career prospects. During a job search, these skills can set a candidate apart, enhancing the impression they leave and creating positive interactions with potential employers. Investing in the development of these skills is critical to success and personal well-being in every aspect of life.

The “Personal and Interpersonal Skills” module delves into self-awareness and self-discovery, emphasising the importance of understanding one's identity, culture and emotions in order to develop personal growth and increase feelings of self-esteem and self-improvement. It also covers the critical thinking and problem-solving techniques necessary to meet challenges during recovery and in daily life, even when you intend to help others overcome life obstacles. There is an emphasis on resilience and coping skills to deal with challenges and difficulties, as well as strategies for enhancing self-esteem, building healthy boundaries and practicing etiquette. Finally, this module will clarify the importance of social awareness of collective issues and strategies you can develop to achieve social change and become or lead a pressure group.

!!! You can be a hero too:

<https://www.youtube.com/watch?v=I5UBikauQM>

- In today's professional sphere, digital competence is a necessity as technology plays an increasingly important role. The demand for employees with advanced digital skills reflects the importance of technology across all sectors, with employers recognising the contribution of these skills to performance and organisational effectiveness. At the same time, the development of digital skills is a key factor in the competitiveness of businesses in a digital world. However, despite the growing demand for digital skills, there is a lack of training in this area, creating a gap between the demand and supply of digitally skilled workers. To address this challenge, businesses need to invest in training and education programmes, and partnering with educational institutions can provide additional opportunities to acquire these critical skills.





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In the "Digital Skills" module, you will learn how to use modern tools and resources to improve your reintegration prospects, both in the labour market and in your everyday life, as modern times demand that you have at least basic skills. This includes job search resources and online personal outreach techniques, along with effective online communication and collaboration strategies. Digital content creation and information/data literacy are also addressed, alongside critical topics such as online safety and compliance. These critical issues and these specific strengths will equip you with knowledge that will act as a force to cope with demanding working conditions and give you the tools to discover new personal potential and succeed in finding the job of your dreams.

- The development of business skills is a key factor for the success and efficient operation of an organisation. These skills enable professionals to adapt to internal and external parameters that affect business performance and meet business objectives effectively. In today's job market, possession of these skills is a critical advantage for effective performance in any role. From leadership positions to entry-level positions, a solid foundation in core business skills is highly valued. Moreover, the importance of these skills is evident across various sectors and industries as they are a critical element in every aspect of organizational functioning. From managing finances to leading teams and making data-driven decisions, business skills are an integral part of success in any business endeavor. Therefore, developing these skills through tools such as on-the-job training, degrees such as MBAs or business management courses is a vital investment in individual success and the development of organizational effectiveness.

The "Business Skills" module focuses on unlocking professional excellence through leadership development, customer service skills, networking skills, financial literacy and green skills. Emphasis is placed on leadership qualities, team building skills and change management strategies, as well as excellence in customer service and effective networking techniques, which is intended to give you experience and knowledge to effectively find a modern job with long-term benefits. Financial literacy is emphasised to empower individuals with the necessary skills to manage finances effectively, while green skills are introduced to promote sustainability and environmental awareness. These last chapters, have a great potential, as they will equip you with





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knowledge that goes beyond professional skills, as well as help you in your daily empowerment and reintegration as appropriate, in practical issues of great interest.

These modules provide a holistic approach to skills development, covering personal, professional and social needs, with the ultimate aim of equipping individuals with the tools and techniques needed for successful reintegration into the labour market, society and successful social awareness when you choose to become a helper of people in need. paramount to maintaining long-term sobriety.

Each module is designed to be engaging, interactive, and tailored to the specific needs and learning objectives of any individual who decide to make this training journey. By building these diverse skill sets, the training program aims to empower you to lead fulfilling lives, contribute positively to society, and make meaningful contributions to environmental sustainability. The focus is on developing personal and interpersonal skills, digital skills, and entrepreneurial skills to facilitate reintegration into society and the workforce.

5. Trainees

Imagine being able to communicate more effectively, to truly understand and connect with others on a deeper level. This training helps individuals develop critical skills such as empathy, active listening, and conflict resolution for their professional lives and for building stronger, more satisfying relationships in their personal lives.

One of the most important benefits of this program is its ability to enhance career prospects. In today's competitive job market, having strong interpersonal skills can make all the difference. Employers are not just looking for technical knowledge; they want people who can communicate effectively, work well in teams and face challenges with grace. By honing these skills, trainees can stand out during job interviews and leave a lasting positive impression on potential employers.

In today's digital world, digital literacy is no longer optional - it is essential. This education equips individuals with the modern tools and resources they need to navigate the digital landscape with confidence. From online communication skills to cybersecurity, participants gain valuable digital skills that can be applied to both their personal and professional lives.

What's more, the programme doesn't stop there - it also delves into essential business skills. Whether it's leadership, financial literacy or networking, these skills are fundamental to success in any field. By developing a solid foundation in these areas, participants can position themselves as valuable assets in any organization and increase their competitiveness in the job market.

What differentiates this training is its holistic approach. It's not just about acquiring technical skills; it's about becoming a well-rounded individual equipped to thrive in all aspects of life. By addressing personal,





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vocational and social needs, this program prepares participants for successful reintegration into society and the workforce.

Ultimately, this training is about empowerment. It is about providing individuals with the tools they need to live a fulfilling life, contribute positively to society and make a meaningful impact on the world around them. And this is a journey worth embarking on, as it's not just about professional success; this program also focuses on personal growth and self-improvement. This journey can lead to increased confidence, self-esteem and overall well-being.

6. Methodology

This training aims at the process of personal growth and learning with a group of like-minded people, all striving to improve themselves and make a positive impact on the world. This is exactly what the methodology of this training programme offers - a mix of asynchronous and synchronised activities designed to meet the different needs and preferences of the participants.

In terms of asynchronous training, the program allows you to engage with the material at your own pace and on your own schedule. Understanding the demanding circumstances of everyday life, as for a mother, asynchronous learning adapts to your lifestyle. You'll have access to online modules, resources and assignments that you can complete whenever and wherever it suits you. It's a flexible approach that puts you in control of your learning journey.

On the other hand, if you wish to join a peer group and are interested in learning interaction, you can complete the training with a coordinated training group. Periodic live sessions, facilitated by experienced trainers, bring participants together in real-time for discussions, Q&A and group activities. These sessions provide valuable opportunities to connect with other participants, share ideas and experiences, and engage in meaningful dialogue. Modern learning fosters a sense of community and camaraderie that enriches the learning experience.

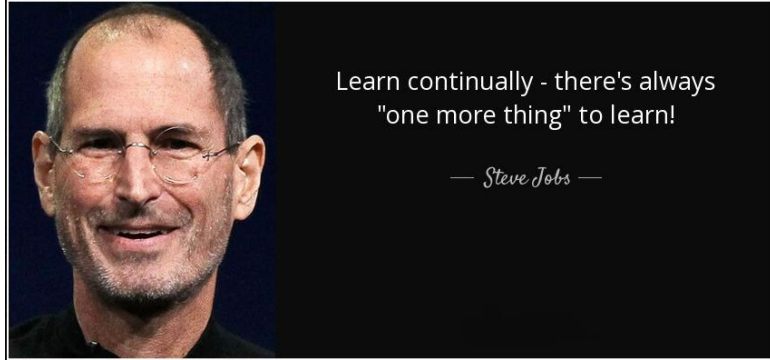
At the heart of this methodology is the belief that learning is not just a solitary pursuit - it is a shared journey enriched by collaboration, communication and community. Whether you engage with course material asynchronously, participate in live synchronous sessions, or interact with your team physically, you are part of a vibrant learning community dedicated to personal growth, professional development and positive impact on the world.

At the end of every unit, you need to answer three questions to evaluate your achievements!!





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!!!! One of the Greatest Speeches Ever | Steve Jobs:

<https://www.youtube.com/watch?v=Tuw8hxrFBH8>

7. Guidelines for participants

- Before starting the training, it is important to familiarize yourself with the online platform used. This will help you to easily navigate the environment during the sessions and gain more benefit from the learning experience.
- Before starting the training, make sure your internet connection, microphone and camera are working properly. This is important especially if the training is concurrent to ensure your seamless participation.
- Create a quiet and comfortable workspace where you can concentrate without unnecessary restrictions. Avoid noise and interruptions that may affect your concentration.
- Stick to the schedule of meetings, whether they are synchronous or asynchronous. This shows respect for your colleagues and ensures that you do not miss important information.
- Actively participate in activities and discussions during training meetings. Share your views, ask questions and contribute to the discussion to get the most out of the experience.
- Take time to review any materials or resources provided by the trainer. This will help you to better understand the material and apply your knowledge.
- Finally, provide feedback to the instructor on your experience and suggest ways to improve for future training sessions. Your feedback is valuable for continuous improvement of the learning process.

8. Evaluate your achievements

After completing each unit, engage in self-reflection by answering questions that gauge your understanding of the material. Consider





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	<p>whether you've grasped the main concepts and can apply them effectively. If you encounter areas of uncertainty or difficulty, utilize the available resources to revisit the information and seek clarification. Moreover, acknowledge your achievements along the way. If you find that you've mastered the content, take a moment to appreciate your hard work and dedication. Recognizing your progress is essential for maintaining motivation and staying focused on your learning goals.</p> <p style="text-align: center;"> “The natural response to evaluation is to feel judged. We have to mature to a place where we respond to it with gratitude, and love feedback.” -Henry Cloud </p>
References/ Resources	<ul style="list-style-type: none"> • Golden Gate Recovery. (n.d.). Life skills in recovery. Retrieved from https://goldengaterecovery.com/life-skills-in-recovery/ • Zoe Talent Solutions. (n.d.). Why personal interpersonal skills are important. Retrieved from https://zoetalentsolutions.com/why-personal-interpersonal-skills-are-important/ • MGCG Middle East. (2023, May 1). The Importance of Digital Skills in the Modern-Day Workplace. LinkedIn. [https://www.linkedin.com/pulse/importance-digital-skills-modern-day-workplace-mgcg-middle-east] • Reynolds, M. (2019, April 16). The Importance of Business Skills. Harvard Business School. [https://online.hbs.edu/blog/post/importance-of-business-skills] • European Commission. (2023, June). Factsheet on AgriResearch in Rural Areas and Communities. Retrieved from [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://agriculture.ec.europa.eu/system/files/2023-06/factsheet-agriresearch-rural-areas-communities_en.pdf] • EUR-Lex. (n.d.). Employment in Rural Areas: Closing the Jobs Gap. Retrieved from https://eur-lex.europa.eu/EN/legal-content/summary/employment-in-rural-areas-closing-the-jobs-gap.html • Oregon Department of Human Services. (n.d.). Virtual training expectations [PDF file]. Retrieved from https://www.oregon.gov/odhs/providers-partners/foster-care/Documents/virtual-training-expectations-en.pdf

