

VET4Change Erasmus + project. October 11. - 15. 2021.

Notes from training in the Grand Est regions of France. Headquarters in Ramonchamp

Staying at the **MFR school in Ramonchamp.**

<http://www.mfr4vents.com/>

<https://www.vosges4vents.com/>

Monday October 11. 2021

The morning began with introductions of the people and the MFR in the region.

Attending.

Olivier Gineste MFR France. Project leader - coordinator

<https://www.mfr.fr/>

Alissone Frandemiche International Coordinator

Lejla Talic Bosnia and Herzegovina / France. Interpreter

Olivier ??? media expert videotaped the week.

Claire Dupont MFR Grand Est France. President of an MFR in Saulxures and the vice president of the whole region Grand Est.

<https://www.mfr-grandest.fr/>

Daniel Gillet. Regional director of the MFR in the region. 17 MFR and one training center.

Triin Kallas Estonia. Manager of a national association of leaders of local action groups in rural areas. <https://leaderliit.eu/>

Endla Mitt Manager of a local action group.

Ivana Sibalic from Osijek Croatia She's the project coordinator of Breza.

<https://breza.hr/>

Franja Gavrosek Schmidt from Slovenia, Gorenjska regional development authority. BSC

<https://www.bsc-kranj.si/>

Iulia Gordon from Gal NAPOCA, in Romania.

Mocan Alexia Vanessa Rebeca works for the Gal NAPOCA. Studying for her MA.

The local action group is in a rural mountain area.

<https://napocaporolissum.ro/>

Jóhannes Árnason VMA (vocational college 900 students). Akureyri, Iceland.

(Elva Gunnlaugsdóttir from SSNE (Association of municipalities in North East Iceland) unfortunately was not able to participate because of a COVID situation in her family.)

<https://www.vma.is/> <https://www.ssne.is/>

A few points on MFR in Grand Est.

2200 youngsters for training each year. Also 300 - 500 adults.

Around 310 employees.

Half of the members of the boards are parents.

Olivier Gineste from the MFR national union, works with international relations.

Used to go to other countries to develop MFR schools in for example in Africa and Asia.

Now he is focused on European development of the MFR network. To go further in the MFR in Europe.

VET4Change is the third project in a series. The aim is to explore rural territories and vocational education and training, of course from an MFR perspective but including the whole picture.

Olivier asked if the MFR in Grand Est would take part and perhaps take over running projects. Olivier wants to empower the MFR regions to work on projects by themselves.

Starting at 9.30 in a meeting room at the Ramonchamp MFR

Olivier started with formalities, signing attendance sheets and registration and authorisation for appearing on video.

Two representatives from the MFR in Ramonchamp talked to the group.

Professional school. Vacancy village creates income revenue for the school.

Horse training school. Students learn to care for horses and also ride them and train the horses.

The students are trained both in school and as apprentices in workplaces.

Alternance means Intermittent training, students are 1 - 2 weeks in school full time both doing general subjects and also theory and practical training for their programme. Then for 1 - 3 weeks they are placed in workplaces, working and learning but do not get paid. In some programmes the students move into apprenticeships after a basic training and then they will mostly stay at the workplace for a specific time and get paid.

260 students, students from 14 years old up to adults.

Focus is in horses and riding and in agriculture.

The youngest students have an orientation for vocational training.

CAP for two years in agriculture.

Health of the feet of horses.

Bac is a high school degree for students becoming managers in the horse trade.

Also for for taking care of animals.

Agriculture training is mostly for local students.

The horse program and the tourism programme is on a national level.

Ivana asked about job possibilities The programme is about getting students interested, 25% find a job in this sector but the others find strength in realising that they are interested and they become stronger and more determined in what they do next, either more school or work.

The diplomas are recognised in France.

Asking about the time for training.

20 - 25 weeks a year, it is 50% of the time.

They organize international mobilities for example with Germany.

They are linked with 14 countries. They also support an orphanage in Benin.

The association is composed of parents and masters of training.

The son of the president of the Ramonchamp MFR was in the training but she wanted to take part longer.

We all told a bit about what we wanted to see in the project, mostly different sides of connecting and seeing the big picture.

Presentation of the MFR Grand Est.

Claire is a representative for the people

Nadine is the president of the regional MFR but she is stuck away.

We want to explain and share what we do.

Daniel will introduce the network.

Claire's daughter was mentioned a few times. Claire did not know what the daughter wanted to do. Her daughter got a good experience from the MFR school and Claire wants to work to support the organisation.

The motivation for becoming the president of the local MFR is because she believes in a community and wants to support it.

She is planning a new training and wants to include international mobilities in the training. Hopes for a good week.

Some key words from her presentation:

Opportunity. Local solution with general support. Life experience. Responsibility. Parents know their kids and they are influential in the local setting, they are experts in the territory and do have an opinion on the education. Families are in the heart of government. Local interest, Create / support the community. Personal touch.

Daniel GILLET is pleased with the points made, you said almost everything.

Claire Dupont, thank you for being here, MFR would be nothing without the families.

MFR was not created by the government but the people. They wanted to solve problems.

The people started this 85 years ago.

People want to transform their community with the training.

In a theoretical way we have a lot of freedom but we do not use it all.

When things seem to be OK we do not evolve, when there is a crisis we do evolve.

The Grand Est region is big, it has a lot of assets. The region seems to have been in crisis for 40 years. Losing people from the region.

Industry has been big in many sectors. Since 1970 many of the companies have been moved. The population is still decreasing in this region. You are privileged to see us as a disappearing species. Both the people moved out and we have less children.

Perhaps you would expect the MFR to get smaller, they are not, they stay original, they are important for the region.

The central question is what is their role? If there is no role they are in danger.

What do you do to attract youth to MFR?

The main reason we are attracting students is alternance, having students in the workplace. They discover their environment and themselves.

Our pedagogy is to have half of the students in school at the same time.

The students are empowered as humans.

Claire says that the students see a profession and come back to school to learn more.

Yesterday evening Daniel was harvesting, we were 12 of us, 9 of them have attended MFR.

They are entrepreneurs.

After training, how many are staying in the territory? We do not have the exact number. Around 75% of students are staying by choice, they have opportunities, not only because they have to stay or they are stuck.

Some of the students become leaders of their communities.

Ivana: Can you state the strengths and weaknesses?

The difficulties: to preserve an organisation with fighting spirit it needs to defend itself.

Today, we talk about the financial difficulties but this is sometimes a result or a consequence of what they do.

We all have challenges but we have a good relation and confidence between an elected president and the hired director.

How is MFR financed? Creativity and importance of MFR has been recognised by the government all the time. We have a special amount for each student. It is not even 60% of the needed budget. Parents finance some of the training, bringing it up to 75 - 80% of the budget. The rest comes from revenue from what they do in services to generate income. MFR are autonomous but not independent.

Either we do something and we reflect or we close.

Tourism is important in getting revenue. Horses for example.

Training is the reason for getting money.

We are not producing, our pedagogy is to send students out to work on the production but they learn theory in school.

Lunch at the canteen at the school in Ramonchamp.

After lunch we had a session in a distance meeting with other partners.

Daniel described a few axes they are using to observe the relation between MFR and the region.

There was discussion through the distance meeting about the approach MFR has used to work on their strategy and management of change.

Olivier: What can we say to Erasmus plus about what we are learning? What can we say after the meetings today?

Olivier: He has interesting talks to the Erasmus plus system on how to report the advances / changes the project has led to. They even do not know themselves how to evaluate this.

Philippe de Leener. In Brussels. InterMonde Belgique. Showed us slides about culture. They want to look at change and work on support for development.

Intercultural skills.

How can we interact with people living in a different culture?

Developing one's intercultural skills in the course of action.

Culture: Interculture Practical indications in view of the visits.

Culture: Differences and implicitness.

Differences, they can be in the trap of sameness, things seem to look the same but they are not.

Everything happens in a specific place and context.

You do things without thinking about them. Culture is a tapestry for normality.

Culture is about rules and norms, what do I have to do, what can I do and what not.

Any group can be characterized by a particular culture.

In the field of culture the dice is never cast once and for all.

In a particular culture you do things without thinking and you behave in different ways in different groups.

Inter - culture. This is about the encounter of several cultures and about how each of them can benefit from this encounter. Looking at the same things from different angles.

Differences are resources for change.

Misunderstandings, a key word as far as interculturality is concerned.

How to make the best use of misunderstanding. How can we realise that we see and understand things differently?

The invisible part.

Critical incidents. What happens that makes it possible to see differences that were invisible. Sometimes only one of the group is seeing the differences.

Resource questions: Survival kit

First proposed area of investigation. How do the actors we meet perceive and manage the interculturality?

Second: What are the practices tools frameworks to transform differences into advantages.

Third: About the tensions and the potential of disagreement, opposition, contradiction or conflict.

Fourth: Empathy, can we put ourselves into other people's shoes.

Significant narratives. Besides raising questions, narratives provide a second entry-point to addressing intercultural issues.

Make people you meet tell you their intercultural stories.

OliviaMorel at IFOCAP. Leadership.

Conditions and how we contribute.

What is the significance of leaders.

Olivia asked about the characteristics of leaders. The group answered with various characteristics.

The leader emerges because the other people in the group have enabled and brought you out.

The time, the period, the situation. Leader is the person of this time.

Some big leaders would not be the suitable leader in another time.

Leader is in the same community so if the community changes the leader must change or stop and have another leader.

The leader must have a soul, a strong personality. Is able to manage the documents and be able to find solutions.

Olivier: Two assignments this week.

Look at Grand Est through the things we have heard?

How can we mirror our own region in what we see here?

Triangle: Knowing how to act, be willing to act, have an opportunity to act.

Often the leader is the charismatic person, is loud but perhaps not a good leader, Some good leaders are quiet and can surround themselves with good people at the right time.

Three dimensions of leadership: Gives impulses, animates, decides.

How to implement and explain a vision.

Provide an image to bring it to reality.

Knows how to give a framework and give a sense of direction

Mobilises the people around.

To accompany people, to construct, to delegate, makes connections and relates to people.

Not having all on their shoulders,

Systemic approach.

Evaluates the risks and differentiates between important and less important things.

Not only building a framework but a strategy and a tactic.

We finished the meeting at ????

After the meeting we drove to the Home of Brigit Gehin the office director of the MFR union in Paris. She lives in the next valley to Ramonchamp.

Tuesday October 12th 2021.

We had breakfast at MFR Ramonchamp and into the van with Olivier and drove through Munster to Molsheim, near Strasbourg. The drive was two hours.

Visit to SOLIVERS in Molsheim.....

<http://www.solivers.eu/beneficiaries/detail/1>

<https://www.unea.fr/quest-ce-quune-entreprise-adaptee>

Pierre Hoerter greeted us in the car park and explained that Molsheim was a stop on the walk from Stasbourg to another place frequented by clergy in earlier centuries. They made Molsheim a popular stop and created a market for wine. Molsheim became a big wine producer.

Pierre explained that he wanted to hire people into agriculture related jobs jobs.

Now 75% of the staff is disabled.

They take in people with handicaps and train them in work, and they get a certificate equivalent to a certain level in the VET qualification system. Depending on the person and the characteristics of the person some of them go to work in different places and some of them will go on working in the place they were trained.

They have created enterprises in many places. We have managed to create a structure enabling research on didactics. Mostly around hard and soft skills.

They are linked to MFR. they deal with the issues of the systemic approach of the territory.

They are looking at 40 different programs / professions. Asking for production of cotton masks, insurance companies, elderly care in their homes.

We would stop when we lack the need for this.

Wine. We did not get people to work for us and we began thinking about how to get people, this was in the 1990s At this time the level of unemployment was 2%.

At the moment we are at 4%.

We still are having problems finding people to work for us.

We have this low employment rate and agriculture sector does not attract people anymore.

We went to see the agriculture, people only got work for five months per year and another three months for beer. He proposed contracts with people for the rest of the year to fill the year for the people. This allowed us to propose contracts for not only short time but long time. They reach out a 20 km radius. They got 10 people from this.

The company hires the people for the whole year. 11. November - March they work in the vineyards. March - may is work on beer for barley / hop.

Then they return to the vineyards to clean up for two weeks. They go into vegetable production.

Pierre. Started from a problematic situation and are creating opportunities.

They are giving hope to a group of people and helped the wine industry also.

The point was to find the workforce to work in vineyards and for the beer.

It was not possible to find these people from the agricultural schools, not even MFR. He could not find people able to work in wine and vegetable.

What remains when everything changes? A lot has changed.

The levels for operators and certificates for the people is level 3. We linked it not to the process but transversal competences. It is vital for us that the staff has competences.

You can not work all the work on one culture but they have to be able to do similar things in all the cultures.

They asked a school nearby for training for multi valid workers in agriculture. Level 3 and leading to level 4. The school offers this and they send out polyvalent graduates each year.

The work is difficult and partly monotonous / boring. We say to all our future workers what we do and how the work is, if they do not know they will begin and then quit.

This is not only important for agriculture but also for other sectors.

The most beautiful part comes now. We needed 10 persons for the team. The ideal world is a training and employment for people, like a lottery win for the people.

32 years we did and we are waiting for the first person to apply.

Then they started to reflect, which people / who would be the person to want this training and work. He visited a place taking care of disabled people. Adaptées it is found in all regions. They wanted people to get into the world of work, earning a living. 50 people needed training.

He said to the association, I have opportunity for 10 of your people

They created the Green Hand. It is a symbiosis in the territory and alignment of interest. We are interconnected.

This story is important in many ways. They have given more value to the competences and the possibilities.

We have learned to create the climate of confidence. The Green Hand has 30 years of experience. Learning by work leads to certification so the skills are recognised. Both theory and practice. This is a bit different from MFR but here we hire people full time and they learn during work.

Do you keep the contact with the high school? People from there are a part of the board of the company. They represent 30% of the leadership for the company, 30% are parents and 30% is the agriculture sector.

Voges rurality services opened two weeks ago.

We have key factors we can call them factors of success. Activity was a source of economy and employment. The activity can be made accessible to a large number of people.

The activity is not only work but also a contribution to your territory.

This can fulfill a person so he/ she can blossom. Reality is complex and we can not deal with it alone. Pierre has used the method of contacting people and mobilising others to get things done.

This mentality to have symbiosis.

Key factors, activities 12 times in France and ?? times in Germany.

We have not created, but accompanied local actors to work successfully.

They are in 13 places. It takes 2 - 4 years to do this project but in Vosges it took longer. It takes time, time of maturity for this to get started. Sometimes it is a success but in other places it is a catastrophe. This relates to cultural and leadership issues. Sometimes a leader is prepared for this type of activity.

Why has it worked in Avignon but not the next place? Same conditions, parents associations, high schools and students, everything was in both places. They opened at the same time and quickly we saw that in one place it worked, the climate was supportive. The other place not. A short term vision was ruling, not the long term vision. The leaders seemed not to believe that disabled persons could be competent. Looking for low cost and economy, hiring French workers was too expensive. The idea fell apart. We closed it. We have to analyse the situation, the profession itself, position????? and the vision and commitment..

We need the commitment from the start and if not we should not start.

Pierre is concerned with a social enterprise.

We have to be clear with the leadership. It should be applicable to any sector. Agriculture or not. Here is the Green Hand, Castle restaurant, Snacks called vert and many other workplaces based on the Enterprise Adaptée.

We have 4,5 million EUR turnover per year.

Money comes from sales and services rendered but 10% is compensation for heavy handicapped people. They have received awards for their work. An example of recognition is the night we were there dinner was delivered to an embassy in Strasbourg 170 EUR per person.

People coming here for services look for professional services.

An example of an MFR for learning to make Champagne but it did not succeed, they did not have the right circumstances. We need to look for a match.

Lunch at. Le Bistrot du Barbu in Molsheim

<https://www.lebistrotdubarbu.com/>

After lunch:

Celine Armspach Grand'Est celine.armspach@grandest.fr works for the regional council for the region of Grand Est. Working on the youth.

She wants to present the region and then the situation for young people in the region.

France 18 regions. Formerly there were three regions Alsace, Champagne-Ardenne and Lorraine and they were combined into one Grand Est

5.553.600 inhabitants. 57.433 km² borders with Germany, Switzerland, Belgium and Luxembourg.

There are many competences / resources in the region. Youth, agriculture, forest, environment, transport, sport, superior education and research, VET, transborder relations, apprenticeships.

In the region 15 - 29 olds. 985 120 individuals

217 00 high school students

5 universities 170 000 students

38.500 apprentices.

Four challenges. priorities.

Insertion, mobility, entrepreneurship, engagement and citizenship.

DEFI 1. Facilitation of the young people and the promotion of possible jobs.

Orient´EST is a digital platform to list offers for training and education.

Where do we live? Possible places to live. Do schools and universities have places for students to live, how can we assist them so that they do not give up their ambitions?

Some discussion from other places, almost like a special rural tax in the form of high rent for apartment or dormitory in the big city.

Ivana: In Croatia something totally new, authorities are supplementing transport between places in trains, students travel for free in trains and in buses lower price. Families in rural areas sometimes do not afford the travel to school so this is important.

In France youth has lower fares on trains.

The region does not have money for supporting youth in finding homes / accommodation. Information for young people.

DEFI 2 We help young people to broaden their horizon and increase their mobility.

The region is more focussed on mobilities for vocational and professional schools.

They can do training and work abroad. Erasmus plus is important and the region is involved. Regional committee on mobilities.

In the MFR network we have 380 students on mobilities per year. The young person goes alone and faces all the problems and challenges. They come back changed persons. The parents also change.

Other partners mentioned that sometimes it is difficult to get young people to go and train in another place. They are afraid of the language barrier. Yes, sometimes mobilities are more complex for people from rural areas. In Romania young people can do work and travel in USA.

Something similar from Grand Est. France and Quebec have had an exchange for example one semester.

Language barriers for rural youth, they can have help in overcoming these internal difficulties.

A new platform to learn foreign languages.

In order to overcome the obstacles we have to use pedagogy. To the young, parents and the workplaces. They are encouraged to change their places of practice. We push themselves to go away from their secure cosy environment and they will have a victory when they can change. It is possible we have fears and prejudice about mobilities.

No more financial challenges but then it is about parents and personal character.

Jeun´Est new digital platform, from there you can among other things access the language platform.

190 000 youth are subscribed All high school students get a computer provided. Always start at the web page Jeune Est

They all should have the same access to the digital opportunities.

818 partners.

DEFi 3 Favorise engagement and citizenship of youth.

The regional Youth council: 72 individual are in the roles of elected persons. In the cities we have municipal youth councils. Are they elected or selected how?

How we select them is not related to political parties. They can apply, there is an open call.

Several hundred apply. To make equal changes and they are picked randomly. We have

quotas for each territory. Why the lottery, the people that have been there earlier are perhaps likely to be selected again. How long do they stay? They stay for two years and then is a new call. One person in our services is dedicated to this youth regional council. The members of the youth council are directly linked to their peers. They hear their worries and they are linked to the real regional council. In Croatia most of the young people come through political parties. However they are not free in their activities of the youth council. In Romania they have not such councils but in universities they have student associations. The principal aim is to improve everyday life for young people and transfer the ideas to the regional council.

Experiences de jeunesse. This framework helps and provides possibilities for young people to get financial help for some project. Is there a deadline for these calls? It is possible to apply anytime. There are two dimensions, a personal one, one single person can apply for money. Second dimension is on citizenships and they need to form a group to apply. She gets the applications and sends them further. Sometimes we need revisions of the proposals. First it is the youth council that evaluates the projects but the regional council awards the money. Many projects are approved. Now we get to the question if there is some results. They created love at first sight, when someone from the youth council falls in love with a project they follow the project.

DEFI 4 Encourage and support entrepreneurship of young people.

Two main platforms to encourage youth for entrepreneurship. Mini Enterprises. Provides counseling for youth wanting to go into entrepreneurship. Second is created by the region. Entrepreneurship of the youth. Helps youth from Grand Est that have a new enterprise or want to join one. Support up to 5000 EUR.

Several juries each year select.

This is for all youth, not only for rural youth. They work with MFR and they favorise enterprises that have been founded through this. They have a web series showing young entrepreneurs. Some of the ones shown in the videos have been supported by this plan. Franja. Do they have to have a business plan and do you follow them?

Yes, they have to have a business plan. They have to report the first year but after that they do not have to report. They use the platform to be visible and take part in some events.

MFR should be happy to work in the region if you look at what is being done.

MFR should bring dynamic to the territory, we have to report how it works, if it works well and if it provides value to the region. We work with 5000 workplaces. We do not only have to be consumers of the services provided but we can also elevate it and interact with elected people.

Mathilde is a volunteer in the civic services. We welcome volunteers in the civic services.

They also support things in rural areas that welcome volunteers. Civic services are working well in France but more emphasis is on those in the cities.

Doing two years in the youth council is what motivates them? They want to advocate for young people. They also want to be useful around topics that are important to them, gender equality. They do not think this is a gateway to further political work, they are just interested. Matilde said she want to engage young people from the rural area to meet. She will see what they do and promote their ideas to the regional council. Talking about decisions and to invite them to meet. To create links between volunteers and youth in rural areas.

Youth council has already worked on some of the topics on men and women. Women in schools should have free access to hygiene products for women. This is in place in some communities.

After the session in the restaurant the group drove ahead to Colmar and we stopped in the center of Colmar enjoying the old buildings.

Back to dinner in MFR Ramonchamp.

Wednesday 13.10.2021.

8.00 drive - 10.20 arriving in Vigneulles-lès-Hattonchâtel in the region around Verdun.

Christophe Adnet is the director of MFR Vigneulles-lès-Hattonchâtel

<https://sites.google.com/mfr-vigneulles.com/lecfa-mfrdevigneulles-ls-hatto/accueil?authuser=0>

A lady from a local media. Chounlamountry www.estrepublicain.fr

We had coffee and Olivier introduced the people that were there.

Christophe is the director of this MFR with 230 students in the school. Taking in students from 14 years, 7. grade up to 21 years old, at different levels, basics up to the level of professional certification.

They train students in four sectors: agriculture, repairing and maintaining equipment for agriculture, conductors and mechanics, agricultural materials and green spaces.

Started in 1965. 27 staff. Big guidelines and we will see more when we have visited the facilities.

Partners in ????? 3,5 hectares. 90% of the students are local. They have a dormitory for 140. CFA is a system of Alternance type of training with paid apprenticeship but MFR does not include salary.

15 days at school and 15 at the workplace. 18 weeks at school during the year. one week at school and one week at work.

Visiting the teacher's room. English, French, math and practic.

Class of theatre from Amazonia. The actor is narrating the trip along a river in Amazonia.

Native people know the streams but it is not passable by boat unless you know the river very well. It also an English class.

An older English class going to Barcelona in a few weeks.

A practical class in maintaining farming equipment. The goal is to train them to repair and maintain machines. Some of the machines older and some new, on loan from companies that sell the tractors and other machines. Another training is for driving the machines.

A young man Maxime, presented. Also a girl presented herself from Lorraine.

There is a lot of demand for people in repairing machines. 10% of the students are females.

A physics class. divided into three groups. Hydraulics.

The students here get their laptops through the regional incentive we heard about yesterday.

Christophe showed us slides about the MFR Vigneulles-lès-Hattonchâtel

We have had a lot of construction and building.

Created in 1965 by local people from the agri sector. Wanted to be able to train their children in the sector.

24 members, in the board, parents, older students, masters of training.

26 staff equivalent to full time job.

232 alternants, students.

Region along the Meuse, low population density, diverse agriculture, few industries. Lucky to in a rural area but close to big cities. Metz, Nancy, 200 - 300 thousand inhabitants. Good to have the proximity to these cities. We have tourism. We develop our cooperation, discuss the curriculum and we can easily respond to their needs.

Nature is the attraction as well as history, many graveyards from first world war.

Wine, milk, meat and other products.

Work a lot with professional people in our programmes. We take part in steering committees between the members and the enterprises

We had problems in 2021. Professional sectors were changing, the agriculture faced a challenge by having to produce but we had to respect nature. We needed to respond to transforms in production, local / direct selling, mechanisation. Agriculture materials, more new technology, electronics. All this makes the profession more complex, you become more reliant on being able to repair machines.

We also needed to provide qualified workforce in the things the companies needed.

We had problems in our facilities. We did not have a capacity to offer more students to come, we needed more dormitories. Security issues. We needed rooms for classes and workshops.

2014 the government / state ?? launched a call for projects in training centers with alternance work based learning. We were doing that. We needed money to invest. We had money to run things but not for construction. This offer was a big opportunity for us to build and get equipment for the buildings. We answered and in two years we presented an idea that we needed to develop and got the support.

We wanted to use the alternance and apprenticeships., meet the demand for the professionals.

As we lacked staff for training, this was also a way to promote ourselves to recruit professionals. We want to train youngsters but also to offer a higher level of training.

Students had been dropping out and we wanted to address that.

We wanted to give youngsters here the same opportunities of training as in cities. Attract a more diverse group, handicapped and feminine students. Mobilities to other countries. We work on culture (theatre) among other things to provide broad education as well as training for jobs.

We are a part of the territory, we want to provide training to the territory, invite the locals into our facilities, using the rooms for meetings and cooperate.

Propose training to local enterprises, cheese factories, even language for workers in companies, accommodation for people doing courses. They offer accommodation for trainees from other systems.

The place Madine is a touristic attraction, people come here to work during the season they can sleep here.

The MFR really wants to take part in the development of the region / territory.

Christophe is a member of a development committee for this place. The place is a region of neighbors with a common culture and interests. Developing through a common understanding.

To respond to the needs we had investments, building for the dorms, cantine, extensions of classroom buildings. Budget was 4.2 million EUR financed by the regional council, the department and commune and community members. No international money.

The conditions to be approved and political support and professionals, they had to have a project that was relevant and comprehensive, taking into account all aspects.

Opening the trainings. Professional licence, opening of two new trainings, practical competences.

We work with the professionals to meet their needs.

Increasing the number of students. Normally there is a decrease of students but not here.

They improved their methods of welcoming students, better conditions. They can offer companies to come here to host seminars. Often students can participate and learn more. Whole classes and teachers can benefit so if some of the students are absent from classes when they attend seminars it is not doing damage to the program but strengthening it.

In experimenting with they work with institution that wants to grow urtica / nettle. Medicinal plants etc.

This project has changed the reputation of the school.

Was it difficult to get the approval of this project? It was hard, it took two years. We had a chance to have a representative for the region from here. Mostly two people. From financial side of the region and one that was ??

We had an understanding among people that make decisions.

We were in a distance meeting with people in Paris and other authorities and they were cutting us down. We started again and listened to what the people from Paris had said.

At first we focussed on the buildings but not the project as a whole adding value to the project.

Olivia: It is common to see a presentation for a project that only looks at a limited part of the picture.

Did they see all the possibilities when they started, not all but we still have many things to do and make more connections to the territory.

Did you measure the benefit - evaluate the benefits?

We do that through trainings. We follow the changes in agriculture.

Iulia. Was the local authority involved? Yes, we presented the project to different levels of local authorities.

160 EUR per month for training, food and accommodation. For adults unemployed people they can find money for this from companies and CPF and a common rule in that all employees have access to financing training so when you work you earn points to be able to get training.

Is it possible to know how the proportions of the financing for the buildings were?

2.000.000 EUR the state. The region 1.200.000 EUR Commune 10.000 EUR

From the school 800.000 EUR.

The ministry of Agriculture is approving the certificates. What about the ministry of Education? Is that involved?

In France the system is that most certificates is from the Education ministry but in agriculture it is the ministry of Agriculture giving the certificates. They are 2% of students in France.

One of the fears of agriculture schools, MFR and public Agric schools is to disappear in numbers and be engulfed into the conventional education system.

You need to attract students. Do they participate in career seminars or shows? We try to advocate, in the press, be visible, in the fair, host nights of admissions. We are not always welcome to the elementary schools to present the studies to the students. A common image is that if you go to the MFR you are destroying your future.

We have good results 89% pass and we can show this. 90% of students that graduate find a job. 5000 enterprises are partners with MFR Grand Est.

What about leadership, did some leaders emerge through this project work? Not so much but more collective vision.

We were four of us, Christophe and people from the region. It was a way to make our school more recognised. The people working on the project also learned a lot. We tried to involve the paid people and the board members.

How did you prepare this? We had to meet professionals they focussed on the professional aspects.

13.25 Lunch at the MFR school canteine. First mixing Vin Fou with strawberry liqueur.

14.40.

Meeting about territorial matters.

Alexis Jacquot

He is a the leader of an enterprise in communication.

2017 we were around 10 persons that formed Carémeuse. Club of affairs and a network of enterprises.

Wanted to get the directors to know each other better and the activities they do.

Progressively this club has opened itself to other actors. We are now working on the territory.

Today there are 40 members of this association and more are supporting us and involved. Carémeuse. Meuse region is 186.000 inhabitants.

Three axes of work.

All related to inclusion,

Digital part.

Environment

Inclusion by activities and employment.

They do events to gather crowds, regular meetings, visits to the enterprises.

Next week 26 october.

A forum of professions. We want to give a voice so they can talk about the territory to young people.

Eight poles of professions. 17 professionals, 350 students from 7 - 8 grade 13-14 years old. First comes from the fact that young people do not know a lot about the professions.

Bigger need for workforce, we need more workers. Relating to training in our territory, the young people are led to other regions to get training.

Why going ot other places for training? First the training offers are limited. Second It is also good to go away and learn more. A lack of information about possibilities here.

Even if the young people go away to get a university degree they should realise they have opportunities here.

The reason for founding the forum is to fight the lack of information.

Many persons in the association are quite young. The professionals themselves are well placed to connect to people about the professions. The meetings are to understand the companies and how they work. We want to create possibilities for encounter.

Diversity, we want the person involved to take lead. In a wooden factory the director will lead us and we will hear from an expert who will provide us with a point of view about the profession.

MFR benefits from Carémeuse. The young exchange views with others about the territory Meuse.

We could use the COVID times to have experts join us on different subjects and interests. What is important is to have the entrepreneurship spirit. Our convictions are not always easy to convey to other actors in the territory. The age of the people involved is mostly the same, more diversity would be good.

In the movement of openness we feel strong opposition between different cultures, they need to have more interaction between bigger actors and smaller. They want to mobilise the territory. Normally the people leading think they are competing instead of looking for cooperation, coexisting things.

It is important to symbiosis, working together, living together, in the region.

We have noticed there is a lack of cooperation, this was the first motivation to form the forum.

We have an attractive territory. We have to be aware of the different characteristics of the Grand Est region. Alsace is very different from the Meuse.

When people feel happy in a territory they attract newcomers. Best ambassadors of the territory are the people themselves.

The Meuse, we could have a big thing in a high speed train to Paris in 50 min. (250 km)

This was planned 10 years ago but it did not fulfill our expectations. The train came before the enterprises were prepared. There is quite a lot of people using it but there has not been the development around the station like it has in other regions. Inhabitants in Meuse go work in other places. They use TGV to go to work.

How do we develop the territory? Do we develop activities that are not in other places or do we copy other places. It is important to find the real identity of the territory to develop it.

We have a lot of history of military. We had in mind to help young people to understand the cemeteries and other military related things. Working with schools and other places to take care of these cemeteries and by that learning the history.

Maintaining the cemeteries they see that the different countries have different designs for their cemeteries. We will hopefully see more involvement of the forum with these schools.

We work with youngsters on how they behave so they become aware of their posture and behavior when they approach.

We have different points of view. The important thing is that we all see the same things but we can observe different things even if we visit the same place.

When asking, there do not seem to be the same things as Carémeuse. In Slovenia they have similar forums on human resources and other things. Perhaps this looks as a business club.

This however looks as a territorial club.

It is difficult to imagine how the leadership should look like when we are representing the territory. **We should have more people that want to represent the forum.**

Daniel: On the radio, talking about upcoming elections, they were saying that changes often come from smaller structures but not necessarily the big structures. Bottom up approach. People that have left their territory but they know of it, stories about how their origin has

influenced them, they can come back. Is it secure, are they going to be able to do the things they want? Is the culture so that it is positive?
How are the people in Meuse,? They do things by themselves, independent and are not looking for help from others. Sympathetic environment. One hour from Luxembourg Paris, Strasbourg. Central department in Grand Est. It should be a center in the heart of Europe. We should look for actions.

16.20

Culture of insertion. Cristelle

Three rural areas in Grand Est. Her role is to be in relationship with the territories.

Insertion in the field of organic agriculture. There was a call for projects from the city of Verdun. Looking for producers of organic vegetables for school canteines.

MFR in Brasse and Meuse close to Verdun wanted to answer this call and develop this project. From this point is the idea of insertion of people that were almost not taking part in society, being unemployed and inactive. They were mobilised and now this is very active. During the meetings we have called in different actors from the territory to get information and ideas. We have a new thing. Members of MFR in a zone are the leaders of this thing. Administrators from three MFRs in the region are active and also professionals in the field. Also actors working with the insertion.

Why forming an new association? It has a different role. Those who take part are paid for their work. The persons we wanted to reach are now paid for their work. MFR is more focused on training. The insertion is about employment.

We want to focus on insertion into a professional field and create workshops about biological vegetable production. Also to get good food. Youngsters want to eat healthy and local food. Short chain. One intermediate maximum, from farm to plate.

We want to keep people in the territory. They have employed a person to take care of the administration. Young girl went for university and came back to look for job. It is one person but it attracts one person that did go away to get education and wanted to come back.

One MFR has opened a training in agriculture technician.

Organic vegetables. It is echoing in the region and four women are interested in establishing an MFR training in organic vegetable production. We would like to supply special shops with organic vegetables. One of these is in Verdun. Also have a restaurant connected to this insertion and organic vegetable production.

We want this project to become an initiative for other development in organic vegetable production in the territory. Now the vegetables are used locally. City of Verdun provided the land. One hectare and half. One full time coordinator helping the people with daily life and a technician full time.

Then they employ people from unemployment. 6 - 8 are sent from the unemployment office 25 h per week contract. These people are mainly learning how to work. They need to be taught simple things, wake up, be on time, respect colleagues.

Age of the participants 25 - 50. Some of them are interested in this and want to integrate into the world of work. Some want to keep on with this work.

What is the link between MFR and this? The interest of MFR is to be able to provide short training on security and driving a tractor, ability in sales, maintaining green spaces.

A contract for insertion for four months. In the four months the person can be for a week away in training in some enterprises.

The decisions taken for this project is taken by a board and a part of the board is from MFR. Added value for MFRs is integrating more fields of activity. MFR is being recognised not only as training centers but also for insertion into work. MFR are training centers but also they want to strengthen the territory.

Also another thing MFR is involved with people having benefits for minimum wage.

17.00. Driving back to Ramonchamp.

Thursday 14.oct 2021.

Olivier had the people in the group introduce each others.

Allisson is the one that has been organising the information, we will send articles to her.

We will discuss who does which article and we will share the work.

At the end of the day we will have a map of Grand Est and a guide for us to bring home.

It will have an input into the MFR in the region and Claire views this as an European Class in the MFR and bring the student group to other countries. This class would respond to the needs of the catering and hospitality programs. The students need to improve their linguistic skills. Actually all this is important in all the programs in MFR.

Claire wants to have a stronger European dimension for MFR in the region.

Having these Europe classes is important but also the work on ideas and methods when working on developing these classes.

Olivier suggests. We work on our own for some time. How would we suggest a stronger European dimension within MFR Grand Est?

Johannes asks if it is not a small surprise that the MFR Grand Est is not a bit more Internationally / European connected than other regions within the MFR organization.

Claire tells us that people are not used to international thinking, linking cultures, it is in a way not part of their daily life.

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How would we suggest a stronger European dimension within MFR Grand Est?

Olivier: How to develop life skills for students on territorial attractiveness using the crossborder possibilities, enhancing stakeholders COOP?

Both do this as special projects and events and through regular work in classes.

It is likely that they will begin with projects and mobilities as special events or special / unusual agenda for a group of students and staff. They can have support for this through Erasmus +.

The other aspect is if there is a possibility to link students in different countries through normal classwork. Language classes in English would be a starting point. Joint classwork in an MFR school and some school in an adjacent country. This requires teachers to connect. It is not enough to have the parent groups interested in this but the teachers must have an opportunity to link, to work together and develop common classwork.

A visit of teachers to a school in Germany and vice versa, planning classwork and visits of students not only to school but also to workplaces, providers of technology and materials.

After this the teachers will have an opportunity to develop assignments using eTwinning or other platforms

Olivia proposed:

outside opportunity

wood land

human resources

EU funding

history

threats

French educational system, language

Cultural differences,

miscommunication

Finding different names for same food.

Risk to environment

inside

strengths of the MFR network

Structural network

experience

strategy

practical approach

Experimental learning

weakness

communication

gathering creative pedagogy

support from federation

Claire on the feedback about the MFR GrandEst

It seems that you understand our situation.

To have the European dimension it will be the first obstacle.

Many projects have been initiated but we have had lack of commitment from people to keep on.

We have to work on enhancing the EU culture in the network. How does the culture dimension affect how we respond to different ideas and change.

Olivier. Reunion Island has strong connection with France but perhaps a bit negative in the sense of colonialism. They want to form contact with their neighbor. European space and shared European culture helps us to become friends.

During COVID MFR could work but other schools did not have students at school, the MFR students said their friends had to stay at home but the MFR students could stay at the dormitory and meet at school.

After lunch at 14.00

Truong Giang PHAM.

He knows some of the people, he was working for Sol et Civilization but is now running his own company.

Natalie ??? is working with MFR in Bretagne also visited us.

Giang is looking for partners to work on projects.

Small enterprises in rural areas, these enterprises sometimes are very isolated. The directors are often isolated and not looking out of their own territory. People move to the territories but often have difficulty of finding jobs. The relationship between these people and the enterprises is often not on equal ground. Starting from individual pathways he things

it is possible to explore new pathways. He wants to look into other countries with a partner and focus on good ways of working to explore rural territories. This might lead to new ways of working in our own territories. Such a project focuses on people and competences.

Financial aspect of this project connects with Centers of vocational excellence. Also Interreg Europe.

Giang explains that in this project part it means quite a lot of money for three or four years. Natalie would lead this part.

To be applying we need local stakeholders. They would like a sustainable long term relationship with the partners.

They would like to aim for the center of vocational excellence for the next phase.

Franja. We are open for collaboration for partnerships. They would have to submit application and papers after new year.

It is right Franja, the guide will be ready in January and the call in March and then two months to turn in an application.

Olivier. He talked to Brigit and the idea is to go towards Centers of vocational excellence in two or three years. Using VET4Change to work on this and prepare the CvE.

Interreg Europe came in to the discussion in between.

He wants to mention that perhaps Giang and Natalie want to come into our project. Perhaps rediscover the things that the partners can offer.

Olivier has the contacts so feel free to contact.

The second project is also about looking up from the ground. We have more and more elderly people. In rural areas this is a challenge. It is difficult to recruit people to take care for the elderly. We have three choices. We can have the families deal with this. We could let the state solve this or the territory itself.

How can we get older in rural areas and get good services, stay with our families.

A lot of issues are there. He wants to look at this with partners and look at what is happening in this in different countries.

He wants to report this from many countries.

Territory like Croatia we do not know a lot about that and we can use VET4Change.

Each project in Centers for Excellence category is handling one sector (probably).

Giang says it is possible to look at different levels of Erasmus funding Strategic Partnerships, Interreg or KA3 = Centers of Vocational Excellence.

Natalie. Thanks for the time used for contacting them.

Philippe. Who will be the coordinator of a big project?

Philippe.

We discussed the morning session with Philippe developing life skills for the students and at the same time for the territory. The attractiveness of the region, crossborder possibilities and enhancing stakeholder possibilities.

The group was precise and relevant.

MFR network does a lot of projects but perhaps they lack commitment.

Work on enhancing EU Culture in the network. Unis dans la diversité.

Olivier explained the results from today for Philip.

Claire spoke about what she has found out during the week.

They should be having more external relations.

They seem to keep their good ideas and projects to themselves. Not sharing what they do.

Philip asked if we had encountered examples of conflict or differences in views and if they have been resolved in some way. How can you turn a conflict into a resource?

Claire. We have not seen particular cases of conflict. Pierre has tried to spread his methods and some cases it did not work.

Her personal experience during COVID our MFR had time to settle down and create a trend an increase in recruiting students.

Olivier reminded us of 15 June European Development days and the participation of the project in that. We had problems with being admitted to the online workshops / meetings.

16.30 break

Walk or something else.

18.30 drive to MFR Saulxures and dinner.

Very nice dinner and information about the MFR there.

<https://www.mfrsaulxures.fr/>

100 ++ students Catering / cooking different levels and care for children and the elderly.

8 employees. Very good relations with the town, MFR is providing 250 meals per day for the kindergarten and primary schools in the town and neighboring places.

The food was of course very good and it was very interesting to get to know a bit about what MFR Saulxures is doing.

Coming back to Ramonchamp around 23.00

Friday 15. 10. 2021

At 9.15 starting with the agenda for the project for the next year of the project.

29 Nov - 2 December Brussels. ??? some partners

January 28 - 29 Strasbourg youth conference some partners

week 13 28 - 30 March 2022 Estonia 2 days meeting

Slovenia and Croatia 9 - 13 May 2022. Five days Suggestion from Franja and Ivana

15 - 16 June Brussels ??? some partners European Development days.

Iceland 10 - 14 October 2022. Combination of staff and decision makers, workshops.
Try to connect the project to decision makers in the region both to inform them about what we have done but also to hear what they have to say and how they see the development of the region.

Romania 16 - 18 January 2023 Perhaps December ???

15 - 16 June 2023 European Development days France Assessment meeting

As a whole the project should have enough mobilities for partners to attend the meetings, perhaps not all of them but more than just the workshops.

Olivier will send us a survey to respond to about our experience here. Please fill out before Monday.

At 10.00 we had a guest speaking to us on rural development.

Name **Claude Grivel** www.unandel.org
Citizens and territories. Union Nationale Acteurs Development E Local

Thank you for inviting me to participate in your meeting. I understand that you have been looking at the region. He is a president of the national union and an active member of the regional network. Citizens and actors in Grand Est.

Today he lives in ?? region. A long time he has been an elected representative for a commune close to Nancy. President of an association of communities. Original profession social assistant. Working for centers assisting the people the most in need, insertion of them into society.

Leading a project in the steel industry which did modernise itself and layout many people. Working with European leader program.

He was engaged in improving the territory, elected to do this.

The last 12 years he has not been an elective but working in matters of the territory.

They work on coconstruction of territorial development both by associations and individuals. We want to develop the power to act, both for people and companies / interest groups and associations.

The network is to construct the links between acteurs, citizens and between territories, villages, cities and to the people that are a part of economical life. Also culture and other actors in the territory.

We want a mutual enrichment. We want to become smart together. This is also the role of the Local Action Groups.

Philippe de Leener said that accent has to be put also on the economic development of the territory. This dimension is sometimes ignored and LAGs can work on this. It is not just that you need employment for young people but also that they can themselves find employment and create opportunities.

What is going on is that we have ill economies in regions in Europe, outdated economic systems. We have to reflect on new economic frameworks. Associations of enterprises are forgetting the environmental and societal columns of cost and income.

Claude. He was in a specific region and elevated the discussion into including culture. A national encounter of societal and solidarity economies, a new thing to consider. An outcome of a project on transition of a territory, how to engage in transition, how to work and think of economy in another way. How to integrate agriculture into the economy.

Franja introduced herself as coming from a development agency in Slovenia..

Iulia introduced herself. GAL Napoca financed 41 projects 2014 - 2020. Wants to come as close as possible to her members and partners in developing the region. Youth parliament will hopefully help in mapping the route to the future.

Claude: We also have the rural parliaments for youth. There are new ruralities. We could say that public politics need to take into account the different ruralities, different situations in different territories. The topic was to act and not to accept or undergo.

Triin and Endla represent 20 LAGs in rural areas. Mentions the big difference between the Tallinn area and the rest of the country. Schools in Tallinn are full and overcrowded but schools in rural areas are empty.

In Estonia we have village activists. A rural parliament every two years.

Triin reflects about the comment from Philippe on the economy and change.

They have a strict regulation about environmental impact when constructing a new high speed railway but are not taking into account the impact on people.

Johannes from a Vocational College in Northern Iceland. He is afraid his own territory as perhaps some of the places we have seen are mostly discussing in circles within a group of similar people, tradition and culture. It is important to realise how culture influences our discussion, decision making and how we work and plan our society. Are we challenging our own ideas or are we afraid to do this because we might be wrong or we might have to adjust to other ideas and methods?

Perhaps what I will take from this week are all the things I have seen and heard but also the comment on culture by Philippe.

Ivana from Croatia but not from the coast. Breza means the tree Birch. 20 years old organization and the goal is to develop social services for youth with behavioral problems and not with support from families.

They run social therapeutic centers in a village and also at the coast.

Providing different activities.

After 20 years they still are the only alternative therapeutic center in Croatia.

Claude. Very rarely the discussion on territory is led by different actors. It is important to be aware of diversity, gender, race, background. In MFR you have directors as we do. What Johannes pointed out, we work in our own circles. Perhaps not considering the things that are important to people.

An example. This week Wednesday there was a theatre play. This was created from the words that very poor people use about the food they could just afford. An artist used the words. The actors were the poor people. They could convey the words they use.

Words of Hunger.

The same ideas can be used between rural and cities. Cities were important to rurality. We need a reversion of this. What is the things the rural gives to the cities. Water and food. We can not live without nature and natural resources.

I use to be the mayor and a leader of a community of municipalities. People are sometimes away from society and viewed as problem but we need to look at them as a resource for society and for the discussion.

Two observations, later today I will attend a distance meeting in a pact of empowering of life. We want to propose things to make politics evolve. We at the moment propose 87 suggestions into the discussion of presidential elections in France. We do not want to support a candidate but a project. We want to make sure that poor people or underrepresented people understand our proposals.

Both famous and ordinary people are not aware that we need to connect different groups. I say to the elected people that they are just in meetings but not reflecting about what is needed. Got to fewer meetings and reflect in between.

From all this we can conclude it is socio economy we need to look at.

We have been listening to a pediatric doctor, grandmother follows her grandchildren to the park. They took seeds and planted them in a pot on the balcony. How to attract families, children, to the territories, We need strategies for this. For youth to feel welcome and let our children go, support them with mobilities.

I am here for the reason for local development. Our network was created early 1990s.

Many points of view. We want to reflect all views, companies, all stakeholders. Our role is to listen to what is going on in the territories.

An example of how we listen to the territories. We worked together and focussed on energy and environment. It included authorities in different levels. What was important was how we observed behavior of agriculture and cities in energy use.

We got a deeper insight into a framework into the future.

Lunch at the canteen at the MFR Ramonchamp.

After lunch we worked on connecting to the universe through a Youtube Channel but nobody was listening. We recorded each of the participants saying a bit in their own language about this week to put on YouTube. Unfortunately the sound did not record but we did another try and Olivier (Spielberg) managed the recording. Worked well.

We also did interviews with each participant outside, using English or french to answer some questions from Olivier.

All this is good, both to record what we are doing and to focus ourselves on the things we have been looking at and asking ourselves to try to analyse and understand a bit better what we are thinking about the topics of the project.

Around 15.15 the group said goodbye to Claire and we drove to Strasbourg.

Big thanks to everyone that met us and helped us in so many ways during the stay.

Jóhannes Árnason VMA jarn@vma.is prepared the notes, please contact him for corrections and clarifications.