



Volunteering for a Sustainable World

VOW

**R2 – Monitoring of
experimental paths, with
observations on comparison of
targets, operators and services –
A11**

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1. Monitoring of experimental paths, with observations on comparison of targets, operators and services

Introduction

As indicated by the Vow project, WP4 included testing and validation of courses for volunteers on sustainable economies, Central WP to test the validity of the training paths set up with trainers and verify the methods and results working directly with volunteers.

The partners AM and OMM had to propose the direct participation of different volunteers (for age and personal characteristics, for roles held, for possible less opportunities) to better test the validity of the output.

This was the A10: experimentation of training models and transition of practices: local implementation of pathways for volunteers of the sustainable economy the partners mentioned above activate courses for volunteers at local level, in several national locations to expand testing and educational products.

The following is the collection of the results of these trials.

Methodology

The trial was carried out between September and December 2023. To monitor the Realized activities the involved partners had in hand two tools.

A. Activity report form (in appendix); documentation of activities composed by:

1. a brief record of the activities carried out,
2. the trainer's report on how the activity took place.

B. Participant Feedback and Evaluation Questionnaire, to collect feedback from course participants

1.1 Synoptic Tables Activity Report

TABLE 1

Partner	Title	Place	Name of trainer	Date	Overall duration	N participants	Average Age	Gender
Oxfam-Intermón	National volunteers meeting	Madrid	Claudia Carrasco	24/09/2023	45'	34	49	28 M 6 F
	3.1 Fair Trade	Madrid	Claudia Carrasco	21, 22/06/2023	9 hours	13	60	3 M 10 F
Oxfam – Magasins du Monde	Proforal - program "Elio"	Bruxelles	Louise Godard	13/09/2023	2 hours	13	25	3 M 10 F
	Discover OMM 1	Wavre, OMM's offices Belgium	Louise Godard	21/09/2023	2 hours	17	55 – 60	3 M 14 F
	HE Condorcet FT principles	Charleroi, Belgium	Louise Godard	23/10/2023	1h 30	20	20	5 M 11 F 4 n/a
	Discover OMM 2	Marche-en-Famenne (Belgium)	Louise Godard	7/11/2023	2 hours	8	65	1 M 7 F
	Understand FT	Bruxelles Bureaux du CNCD 11.11.11	Louise Godard	28/11/2023	6 hours	13	45 very mixed from 24 to 65+	3 M 9 F 1 n/a
Altromercato	FT principles Ex Aequo	Ex Aequo FT shop Bologna	Chiara Castellana	23/10/2023	2 hours	5	Very mixed: 20, 23, 27, 47, 66	1 M 4 F
	FT principles Bottega Solidale	Bottega Solidale Office, Genova - Piazza Embriaci	Federica Rolandi	9/11/2023	3 hours	6	40	0 M 5 F 1 n/a

	Samarcanda 3.1 FT	Istituto Superiore di Feltre	Piero Sbrovazzo	2/12/2023 4/12/2023 7/12/2023 20/12/2023	2 hours each training	73	16	73 n/a
Total	12 training, 1 meeting			3		36h 15	202	32
								47 M 76 F 79 n/a

TABLE 2

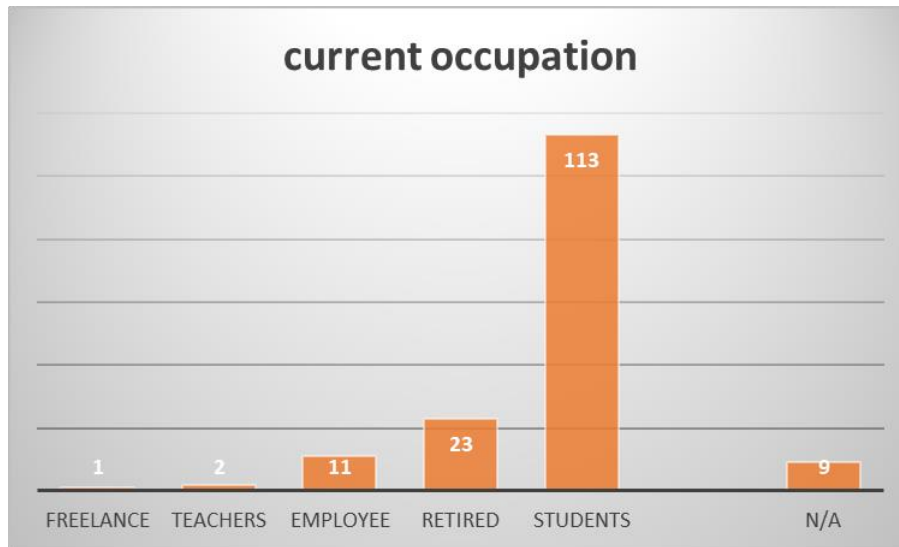
Partner	Title	Participants' background	Training recruiting	Did you ever volunteer?	Less opportunity
Oxfam-Intermón	National volunteers meeting	volunteers from various cities from Oxfam Intermón	All participants were inside volunteers	Y 34 N 0	no
	3.1 Fair Trade	FOI volunteers who needed an update on the topics	All participants were inside volunteers	Y 13 N 0	no
Oxfam – Magasins du Monde	Proforal - program "Elio"	Newcomers, that have been in Belgium for less than 3 years. International background (no Belgian people)	Participants are not volunteers. They take part in the program "Eilo" lead by Proforal. The training was part of their learning about volunteering in Belgium.	Y 0 N 13	13 newcomers trying to integrate into their new community
	Discover OMM 1	No informations	Training for new volunteer in Oxfam-Magasins du monde. They were recruited through e-mail sent with our training agenda	Y 8 N 6 n/a 3	No information
	HE Condorcet FT principles	All 3-year students in international business	HE Condorcet contacted OMM to have a workshop about FT. The activity was part of one of an English class.	Y 2 N 14 n/a 4	No informations

	Discover OMM 2	All participants retired	Training for new volunteer in OMM. They were recruited through e-mail sent with our training agenda	Y 5 N 1 n/a 2	No information
	Understand FT	4 retired 1 Incapacity for long-term work 4 Employees 2 students	Emails to our volunteers and colleagues and a post on our website.	Y 8 N 4 n/a 1	1 (probably)
Altromercato	FT principles Ex Aequo	Student (2) retired freelancer employee	old and new volunteers: some already knew a lot about FT, some knew very little	Y 5 N 0	no
	FT principles Bottega Solidale	teachers, university students, retired	All aspiring volunteers in the trial period	Y 0 N 6	no
	Samarcanda 3.1 FT 3.2 SDGs 2.2 FT Shops	Students	Hopefully aspiring volunteers	Y 0 N 73	3
Total				Yes 75 No 117 n/a 10	17

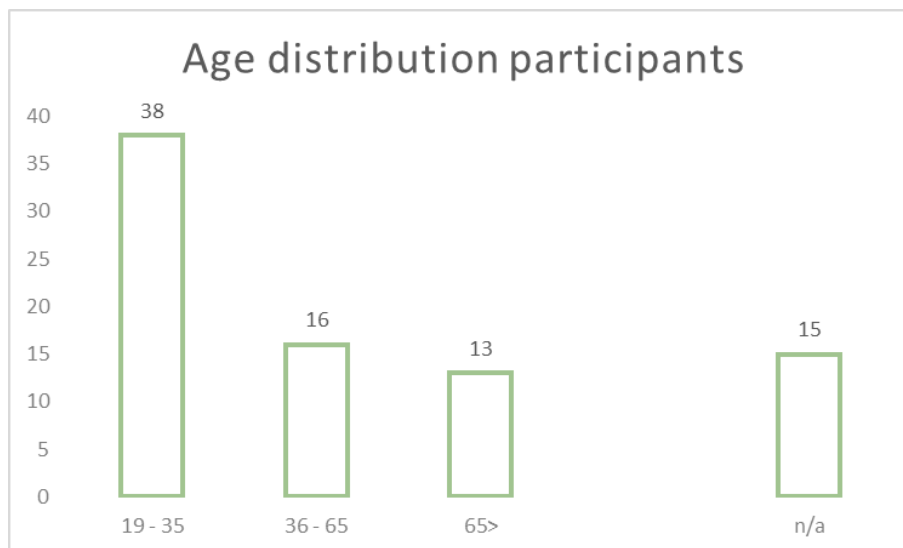
NOTES ON TABLES 1 & 2

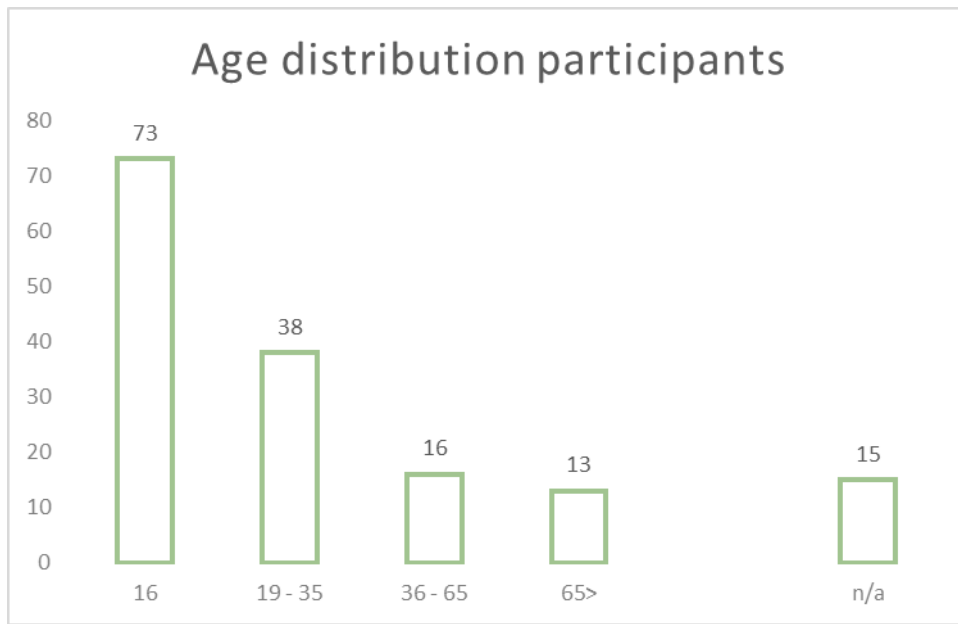
- 12 educational activities were carried out, reaching 202 people: 76 females, 47 males (79 n/a), among whom 75 had already volunteered and 117 no.
- 17 of them were participants with less opportunities (1,2% of total)
- 5 trainers, from different partners, were responsible for the implementation of the activities
- 4 of these activities addressed within the organization: updating volunteers, training for new volunteers (Oxfam Intermón meeting, Discover OMM 1 and 2, FT principles BS) thus reaching 64 people.
- 2 of these activities addressed both within and outside the organisation (Understand FT, FT principles Ex Aequo, 18 participants in total).
- 6 courses were carried out on request within external educational programs (HE Condorcet, Proforal, Istituto Superiore di Feltre: 106 participants in total).

- Thanks to the training conducted in schools by Samarcanda (AM) for students aged 16 on average, the overall average of the sample is much lower (32)
- About the *current occupation* of participants, please note that this question was not present in the questionnaires for the Proforal and Discover OMM 1 courses. Results obtained from this question in the following graph:



- The number of students prevails mainly thanks to the course in the schools, and the national meeting of Oxfam Intermón, follow the pensioners.
- Compared to the age distribution of the participants, more detailed information was obtained from the feedback questionnaire, the following data were collected:





- Very positive that many of the people reached by the experiments are from 19 to 35.
- Among the participants the number of students prevails mainly thanks to the course in the schools IS Feltre and HE Condorcet, and the national meeting of Oxfam Intermón.
- It is interesting to note that there are no participants from 34 to 41 years old in the sample examined.

TABLE 3

Partner	Title	Activity carried out	Durations	Observations, criticality, proposals	Trainer evaluation
Oxfam-Intermón	National volunteers meeting	Presentation of the Project (VoW).	20 minutes	The session took place on Sunday 24 September, as part of an organisational event for volunteers from across the organisation from all over Spain.	The session went as expected, being focused on raising awareness of the project among the organisation's volunteers and encouraging them to participate in the online

	Explanation of the C4 in Madrid,	25 minutes	With a resume of the activity and a proposal to transmit it in their teams. Show of the products of the training (Videos, pictures, training materials)	part of the project once it is finalised and translated. The reception was very good, with a special attention to the division of the three modules and the focus given to the online course. The conclusion is that they want more, and to go deeper into each topic.	
Oxfam – Magasins du Monde	Proforal - program "Elio"	Presentation of Oxfam-Magasins du monde	20 minutes	The participants seemed interested and had questions.	The training went very well. The participants seemed interested and asked a lot of questions about Oxfam-Magasins du monde and the mechanisms of Fair Trade. For Oxfam-Magasins du monde, it is a new type of target group that we do not often reach (newcomers, young people, that have zero knowledge of Fair Trade, etc.). The dynamic of the group was positive.
		Presentation of the 10 principles of Fair Trade (Module 3 – Unit 1 about Fair Trade)	1 hour and 10 mins	Too many videos, it distracted the participants. The trainer did not show all the videos and will modify the content for the next training.	Room for improvements: The number of videos shown should be reduced to keep the participants' concentration the whole duration of the training. The presentation was not very participative but more a top-down type of training.
		Presentation of our volunteering offers	20 mins	No comment (not many questions)	
		Conclusion and feedback questionnaire	10 mins	They all answered the questionnaire. However, the analysis of their answers should take into account their level of French (they did not elaborate a lot in the open questions).	
	Discover OMM 1	Presentation of the VOW project	5'	/	This training was part of a one-day training organized for our new volunteers. The part dedicated to the VOW project was during the afternoon after a morning full of information about Oxfam-Magasins du monde and the functioning of the second-hand clothes sorting. This day was very
		The Fair Trade Times up	15'	This activity may not have allowed enough discussion about their representation of what Fair Trade is.	
		Each person received a small piece of paper. On this paper, participants had to put a word that completes the sentence: "For me, fair trade is...".			

	<p>After this, one person took the words and makes the others guess by describing them (like the “Times up” game).</p> <p>A fair trade story</p> <p>The story created by Oxfam Intermon was translated into French.</p> <p>They were asked to listen to the story and try to guess the 10 FT principles. They had a moment in little groups after the story to discuss their ideas together.</p> <p>The 10 FT principles</p> <p>After discussing in groups about what they thought were the FT principles, we discussed it in plenary. One group after another proposed an element they thought was a FT principle. When they guessed one principle, the trainer explained it a bit more and showed a video or another media to illustrate it.</p> <p>Conclusion and feedback forms</p>	<p>30’</p> <p>1h00</p> <p>10’</p>	<p>This activity seemed to worked quite well. Asking them to search for the 10 FT principles in the story made them more concentrated to listen to the story. Having the participants discussing it in groups made the activity more dynamic than the rest of the training.</p> <p>The activity as it was given did not really worked well. Their was some technical issues to show the videos + people struggled to stay concentrated. The way this activity is carried out should be changed for the next training.</p> <p>They all answered to the feedback form. However, some of them have commented on the whole day-training day so some comments are not applied to the VOW activities (the VOW activities were carried out only in the afternoon).</p>	<p>heavy in terms of information given and participants struggled to stay concentrated during the activities carried out in the afternoon. The activity about the FT principle was too long and not enough dynamic for the participants. The trainer decided to cut short the activity about the FT principles as she could feel that participants were not focused anymore. There were also some technical issues to show the videos that should be solved for the next training session. The same kind of training will be given in the beginning of November. The trainer will work on the format and content of the activities to have it more participative and dynamic for the next time.</p>
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HE Condorcet FT principles	Presentation of Oxfam-Magasins du Monde Introduction of the trainer and presentation of Oxfam-Magasins du monde's history and mission.	10 mins	Trainees seemed interested in the organization's missions.	The educational device worked well. The trainees stayed concentrated and really dove into the game very fast. This kind of activity is relevant as we are raising awareness to students in international business. These students will work in the field of business and/or trade so it is even more important that they know the reality of the current system and how Fair Trade counteracts the unequal mechanisms that exist.
	Pedagogical tool "Changeons les règles du jus" (unlock game). The pedagogical tool was used as an introduction of the Fair Trade principles. In the tool, they had quizzes or little games that included information about Fair Trade.	50 mins	The class was divided into 4 groups of 4/5 people playing at the same time. 3 groups out of 4 were very motivated towards the game, and 1 group did not really follow the rules. They all discovered the concept of Unlock games.	
	Debriefing and explication of the Fair Trade principles A little discussion between the trainer and the trainees to define the Fair Trade principles. The trainer then showed a slide with the Fair Trade principles to explain them.	20 mins	Trainees understood well the concepts of Fair Trade. They did not have many questions.	
	Conclusion and Feedback forms	10 mins	Only 16 out of 20 participants responded to the Feedback form.	

Discover OMM 2	Presentation of myself and the vow project	5'	/	The framework of the training was adapted considering the evaluations of the participants of the same training we did in September. In September, the activities were not participative enough and we were losing the concentration of the trainees. The adaptation we did worked well. The rhythm of the day was more respectful to the concentration of the trainees, and they stayed focused until the end. They seemed to have appreciated all the activities as the evaluations were very positive. The dynamic of the group was very nice: they were asking lots of questions and tried to invest themselves the fullest during the whole time of the training. The trainer was very satisfied of this training session.
	What is Fair Trade ?	15'	The activity went smoothly.	
	A brainstorming activity to undersant their representation of Fair Trade. To do so, we used the platform Mentimeter .			
	A fair trade story	45'	This activity seemed to work quite well. Asking the participants to search for the 10 FT principles in the story made them more concentrated to listen to the story.	
	“Selling” Oxfam-Magasins du monde	30'	This activity seemed to work quite well. They were invested in the creation of their Domino and putting efforts in finding the right words to write their arguments.	
	The last activity was a conclusion of the whole day. Individually, they had to find 2 arguments to convince people to buy at Oxfam-Magasins du monde instead of elsewhere. They had to put this 2 arguments on a “Domino” paper, by writing or drawing. Then, we got back all together. One person			

Understand FT	<p>started saying her/his arguments. Then another person had to find a link between one argument of the other person with hers/his... And we repeated this for all the participants.</p>			
	<p>Conclusion & Feedback</p>	10'	They all answered to the feedback forms.	
	<p>Introduction</p> <p>There was a presentation of Oxfam-Magasins du monde and of the VoW project. The trainer also presented the program of the day. This presentation was followed by a round table to get to know the participants (name, background, etc.).</p>	20 mins	<i>No specific comments.</i>	<p>This training day was a success. Participants were dynamic and were diving directly into the different activities proposed. They seemed to already know quite a lot about Fair Trade and following this training seemed to be a way for them to be reassured with what they knew. The heterogeneity of the group (volunteers, employees, students,...) was not an obstacle. It would be interesting to organize again this kind of training in the future.</p>
	<p>What is Fair Trade ?</p> <p>A brainstorming activity to undersant their representation of Fair Trade. To do so, we used the platform Mentimeter.</p>	15'	The activity went smoothly.	
<p>What are the 10 principles of Fair Trade ?</p> <p>They were asked to watch a video made by Artisans du monde and try to guess the 10 FT principles. After this, the trainer asked them to get together in three groups. They all received a part of an article and had to identify the main</p>	1 hour	The group seemed to know already quite well the 10 Fair Trade principles. To form the groups, they had to mix employees, volunteers and external participants. The dynamic of the activity was good.		

ideas related to Fair Trade. In groups, they had to discuss then what were the 10 principles of Fair Trade (based on the video and the article).

After discussing all together, the trainer showed a slide with the 10 FT principles and explained them briefly.

Elevator pitch

30 mins

The activity was nice but did not take enough time. It seems for the trainer that something was a bit missing to give information to the participants (maybe more explanation on how to develop a compelling argument, or a deeper conclusion...).

In this activity, there were asked to choose a fair trade products. With these products, they had to find arguments to convince another person to buy this article for the organization of a breakfast/brunch. They were asked to use the 10 Fair Trade principles to formulate their arguments.

Fair Trade issue n°1

45 mins

Participants already knew quite well the answer to this question, but the Oxfam's employee took some time to explain the different elements of the criteria for a WFTO certification/how the partnership works etc.

In the afternoon, participants were put into groups. They had to work together to respond to one question with: 1) what they already knew, and 2) what was still blurry for them.

Then, the groups presented their responses to everyone. An expert (employee of Oxfam-Magasins du monde) then responded to their questions.

<p>The first issue/question was: <i>How does a Fair Trade importing organisation ensure that it is working in accordance with Fair Trade criteria?</i></p>						
<p>Presentation of the diversity of our partner organizations</p> <p>An employee of Oxfam-Magasins du monde presented a few slides to explain the different types of partner organisations that Oxfam-magasins du monde has.</p>		20 mins	<p><i>No specific comments.</i></p>			
<p>Fair Trade issue n°2</p> <p>Same exercise as the FT issue n°1.</p> <p>The second issue was: <i>What is the difference between a fair trade product and an organic product? How can I tell if a product is fair trade AND organic?</i></p>		45 mins	<p>Participants had many questions to know more about the different labels.</p>			
<p>Feedback form</p> <p>The participants were asked to fill in the feedback forms.</p>		10 mins	<p>There is only 12 feedback forms filled in instead of 13. One feedback form must have been lost.</p>			
<p>Altromercato</p>	<p>FT principles Ex Aequo</p>	<p>Module 3 – unit 1</p>	<p>2 hours</p>	<p>everybody participated to the activity with interest</p>	<p>All the volunteers seemed interested, even the ones who already had a previous knowledge about the 10 principles. Starting from the 10 principles and the “fair trade story” everybody added something personal. The exchange between old and new volunteers was very effective</p>	

FT principles Bottega Solidale	Module 3 – unit 1	3 hours	The participants showed a lot of attention and interest despite the somewhat long duration of the meeting. The unit is very rich. We have not shown all the proposed videos	For a group of new volunteers, starting from the principles of FT proved to be useful approach to providing the basic elements of the international movement. The questions asked by the participants demonstrated how important it is not to take knowledge of FT mechanism for granted.
Samarcanda 3.1 FT 3.2 SDGs 2.2 FT Shops	Module 3.1: the 10 FT principles	45 mins	The activities used during the 2 hours of training were very playful and dynamic, according to the standard of 16 years of participants. We had many tools at our disposal depending on the situation and the planned agenda also changed according to the wishes of the group of students. In particular we tried to transfer content mainly through the experience of the exercise or the game rather than with the front lesson. If we have managed to arouse their curiosity the trainees will always be able to deepen with the handouts we have left in the hands of their teachers	Overall the courses have aroused interest and desire to learn more. Perhaps the groups were too numerous to be able to catch the attention of all the participants, and the activities of the module too concentrated: too much content in a short time. Many times we were forced to select what really you were able to do.
	Module 3.2: the SDGs, the commitment of Europe and how you can participate	45 mins		
	Module 2.2: FT shops: The consumer involved in the history of the products he buys	30 mins		

NOTES ON TABLE 3

- Bottega Solidale and Ex Aequo, on behalf of Altromercato have realized the 3.1 module on the FT as indicated by the platform, without further clarification.
- Oxfam Intermón has created a module for the presentation of the Vow project and the experimentation realized in Madrid (C4).
- Oxfam Magasins du Monde, which has carried out 5 training activities, has provided more details on its work:

- In its courses also OMM has presented module 3.1 but with variations due to the training target, the time available, and the intention to improve the intervention. The training schedule included several activities, besides the presentation of the Vow project and its own organization, various activities were used for the presentation of the FT and the 10 principles, first to discover what the FT is and its 10 principles (brainstorming, A FT story, changeons le règles du jus, FT times up), then discuss and present them, with further clarification on the FT criteria the differences between FT and organic product, FT partners, etc.
- In addition to Module 3.1 on the FT, have been tested Module 3.2 on SDGs and Module 2.2 on the organisation of the FT shop and its products (Samarcanda/AM).
- The final evaluation of the trainers shows that overall, the activities have been successful and achieved the intended training objectives. Not only the understanding of the contents but also the ability of the module to arouse participation by the group, dynamism, desire to have more.
- Some problems have been found in the tested module and indicated solutions to overcome them, for example, regarding the selection of videos to present to trainees without exceeding their threshold of attention.
- The group of participants is appreciated especially when it is heterogeneous, bringing together new and old volunteers, people with more experience and knowledge and people who do not.

1.2 Questionnaire summary

Introduction

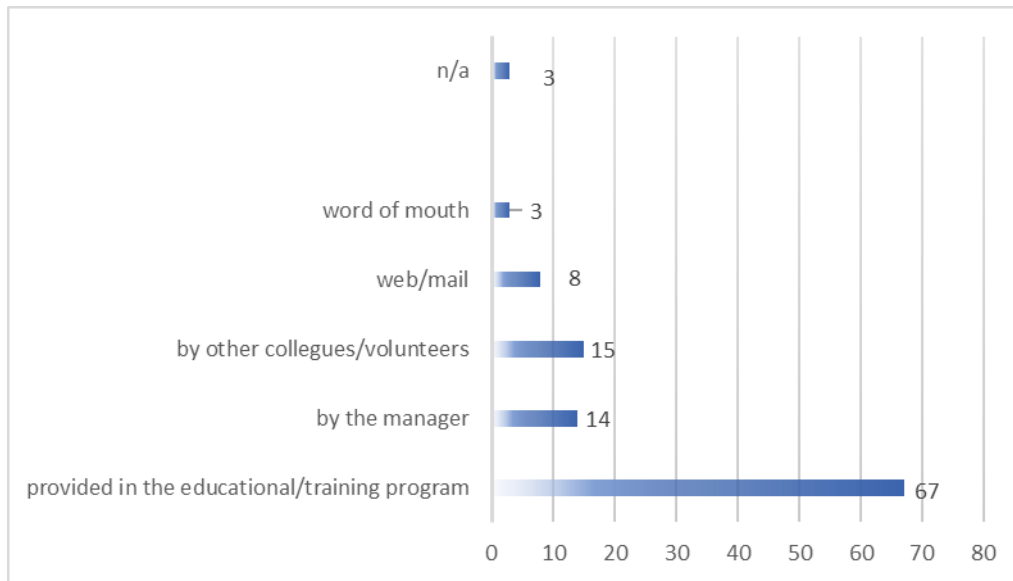
The questionnaire, which will be presented in the appendix, consisted of 10 questions. The first 3 questions were related to the profile of the participant (age, gender, occupation). The next 3 questions were intended to define the motivation to participate in the training activity (previous experiences in volunteering, how had been engaged in the course, motivation of participation). The last 4 questions finally asked for feedback on course approval.

The first 3 questions have already been collected in the previous tables that provided data on the activities carried out.

110 questionnaires were collected.

Samarcanda/AM was unable to administer its questionnaires to students in its courses because they were minors.

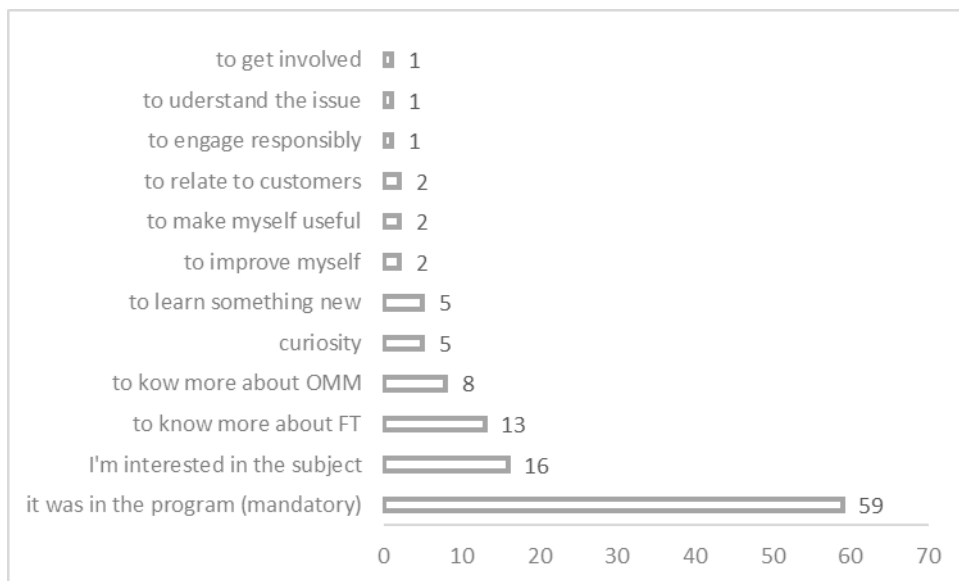
How did you hear about the training, meeting, event?



NOTES

Training recruitment for the vast majority of cases (67) was foreseen in a program that makes participation in that module quite mandatory. Secondly it is an internal recruitment (29), the other contacts (11) were made by word of mouth or through the network.

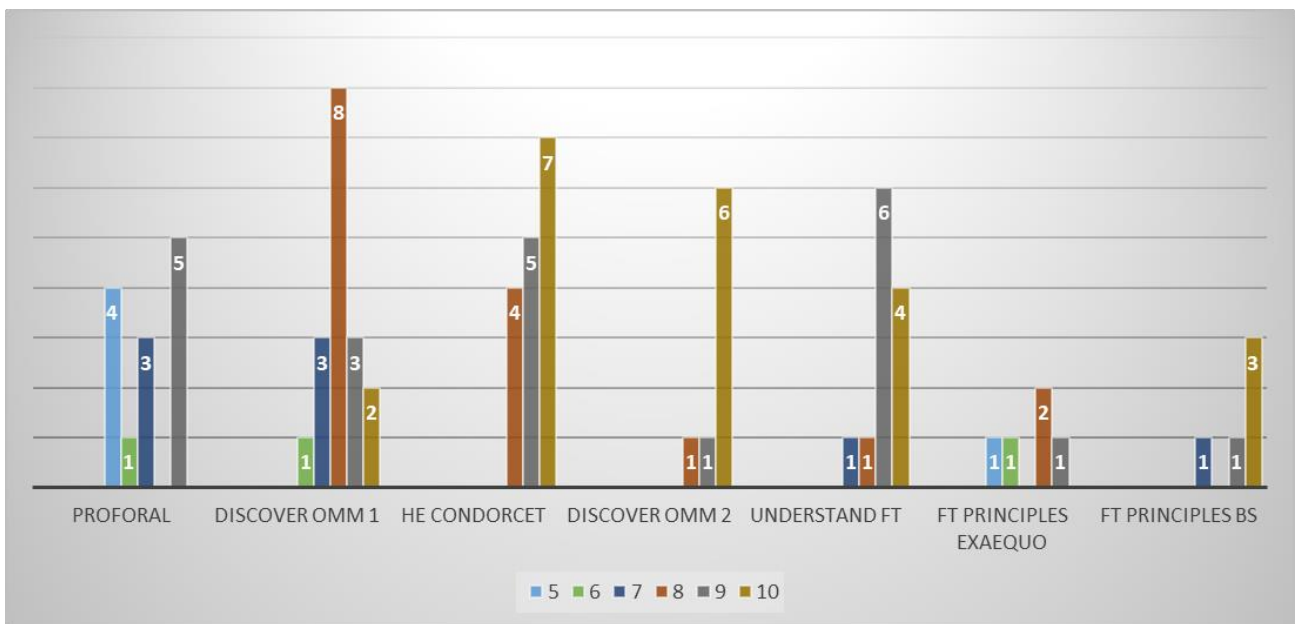
Why did you participate?



NOTES

Most of the answers to this question obviously depend on the initial training engagement (training included in an educational program). The remaining answers concern the interest in the FT and the desire to know it better (29), the intention to improve themselves as volunteers and in general (19), the interest in the functioning of its organisation.

Rate from 1 to 10 your satisfaction with this training you attended: (1 not at all satisfied, 10 completely satisfied)

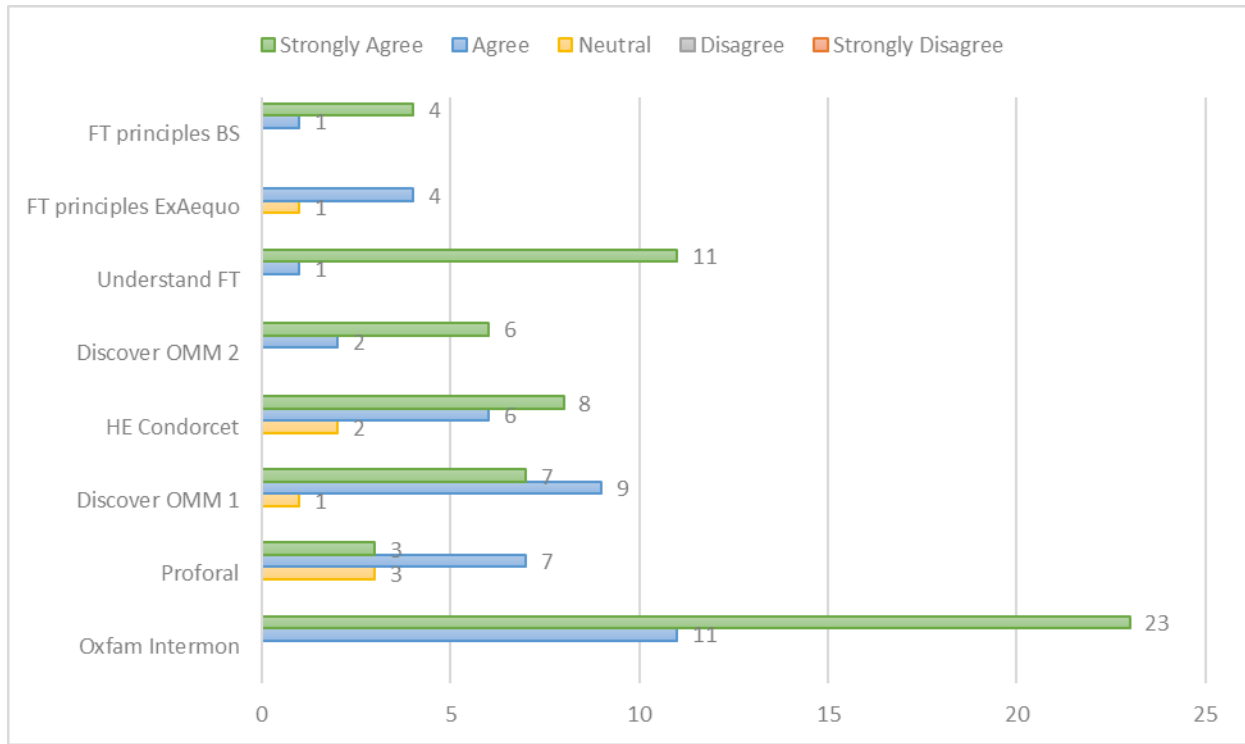


Please Note: Oxfam Intermón did not have this question.

NOTES

As can be seen from the graph, the courses went very well, obtaining from the participants satisfaction certificates ranging from a positive assessment (Proforal 7.1 - general average, FT principles ExAequo 7.2 - general average -) to very positive (Discover OMM 1 8.1, FT principles BS 9.2, HE Condorcet 9.2, Discover OMM 2 9.6).

The training provided me with valuable and useful information. (Please, mark one answer)



NOTES

First of all, it is remarked that the positive trend of the training is underlined by the fact that the vast majority of participants certainly believes that they have received valuable and useful information from the course (no response on disagree and strongly disagree, only 7 neutral). To understand what the information is valid and useful for, it is enough to cross this evaluation to the answers that will be given on the things learned during the course.

What have you learnt in this training, meeting, event?



NOTES

Of course, among the learned things stand out those that were the focus of the training. Interesting, however, from the answers to find that for many participants it was crucial to understand that fair trade and its 10 principles are intrinsically linked to the way the organization works, its practical application (including helping people). Others stressed the training dimension (new training tools, the importance of exchange and comparison).

What would you change or correct in this training?

For this question it is impossible to produce a graph that collects the answers of the various trainings because some corrections and suggestions depend strictly on the type of course you attended.

This means that many are contextual answers and you can't make a general graph by mixing such different courses. In particular, the answers given with respect to the duration of the course (the course is too short, or the course is too long) depend on the following factors:

- The course is too short when you actually put too much emphasis in the time available; it can still be a positive indicator that participants would have liked more training.
- the course is too long when the activities have not allowed participants to cool down, with an audience often little interested in the subject (in particular those participating in compulsory training). These are participants who test you and from whom you learn more.

I still note that the most given answer to this question is "nothing, all perfect" (33).

Below is a list of suggestions for this question that seem useful beyond the context that produced them:



- encourage discussion and exchange of views
- more participation
- revise timing
- many of the symbols used on cards are not intuitive
- reduce, select videos
- always check the technical aspects (computer performance) before the start of the meeting
- avoid training days which are too dense of contents
- more examples of partners our organization works with
- add a follow up meeting to give participants the opportunity to meet in cold, after elaborating what they learned

1.3 Final considerations

- Compared to a fairly substantial total number of subjects reached by the trials (202 people) we can consider the fact that the course realized by Oxfam Intermón was not exactly on one of the modules planned for the trial and this reduces the number of people tested to 168.
- We can value the fact that the search for new volunteers is certainly favored by agreements with other educational institutions, schools, centers that support volunteering or other, but making the engagement by the participants not always easy because they can perceive the training as something desired by others.
This requires training modules to be very engaging.
- The training courses for the new volunteers within the organization touched 35 people, while the courses also aimed at subjects outside the organization reached 18 participants in all.
- Overall, the various experimentations have been able to test people who were at different steps of their path in volunteering, very few external ones, aspiring volunteers.
- 17 of the participants in the trials were identified as people with less opportunities.
- Thanks to the courses in the schools, the target of participants contains a large number of students, young people, which prevails over that of pensioners. This is a fact that makes the results of the experiments even more interesting. In fact, the group that makes up people between 19 and 35 years of age is more numerous than that ranging from 36 and up (29)
- Compared to the specific activities carried out in the trial, it is noted that while Oxfam Intermón has created an extra module to present the Vow project as an update of its volunteers at national level, other 8 courses realized, concern the 3.1 module, on fair trade and Samarkand/AM, finally, produced modules 3.1 (FT principles), 3.4 (SDG), 2.2 (FT Shops) in a rather short form. Unfortunately, he couldn't administer the feedback questionnaire and so we don't have much documentation on this. the 10 principles governing it.
- Samarcanda/AM, finally, produced modules 3.1 (FT principles), 3.4 (SDG), 2.2 (FT Shops) in a rather short form. Unfortunately, he could not administer the feedback questionnaire and so we don't have much documentation on this.
- You can add a 2-hour online meeting created by Bottega Solidale (Altromercato) to compare with other voluntary associations on the issues contained in module 2: recruitment volunteers, good practices for the reception and enhancement of the volunteer, but this module is without any documentation.

All the feedback collected essentially relates to module 3.1

- The trainings have all achieved results between the good and the excellent compared to the satisfaction of the participants and learning. The experimentation has also shown the ability to improve the module correcting their mistakes, the ability to stimulate participants, make them participatory and dynamic, to want more.
- The results seem excellent also because, as we have previously observed, for more than 60 of the participants the training was not a spontaneous choice and 59 of them respond that they participated only because it was provided by the program. Another 37 were motivated by interest in fair trade.
Interest in fair trade doubled at the end of the courses.
- Most of the final tips concern correction, adjustment, timing, activity, mode, even small things, which have been updated from time to time. One proposes something completely new, a follow up of the formation.