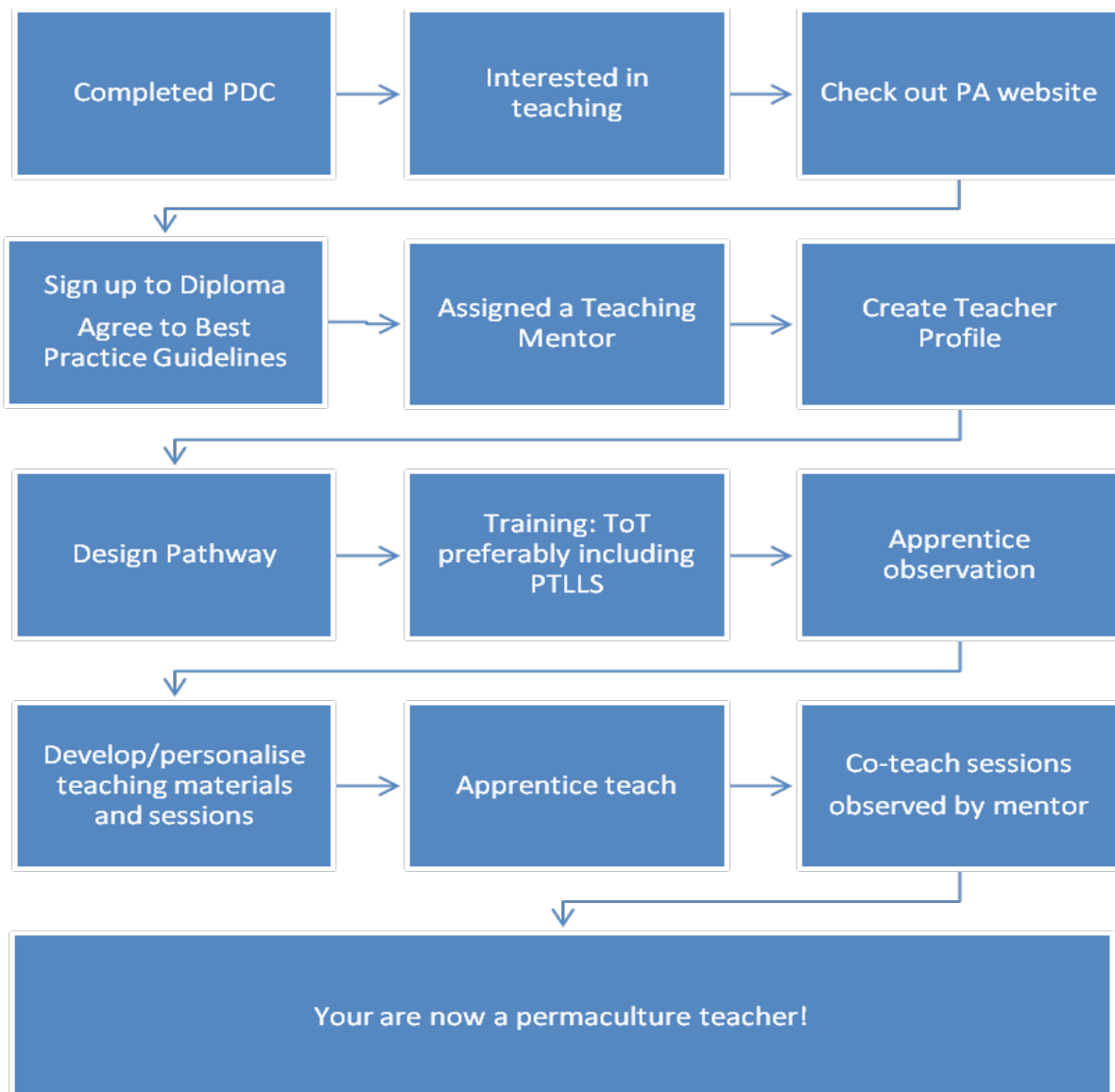


Apprentice Pathway Proposal

Aims:

- Communicate process clearly- signpost
- Be more transparent and accessible
- Structured but flexible route
- Communicate opportunities
- Provide support for apprentices



Elements

PA website has info about:

- Association requirements/attitudes, learning so for
- Legal requirements
- Case studies

Register

- More info about teaching and pathways,
- Assigned to mentor
- Create own pathway with guidance from mentor- could count as diploma project
- Create Teacher Profile (a means of surveying for others)
- Access to back pages on website
 - o Links to possible funding to support apprenticeship (shadowing costs)
 - o Links to session plans
 - o Link to shadowing opportunities (including info about expectations, specialisations)
 - o Links to ToTs

Teaching Mentor

- Person that is interested to support people to teach more
- Help with survey and assessing to create profile and pathway
- Advise about teaching opportunities, people, organisations

Profile

- On website
- Details about permaculture experience/knowledge
- Details about teaching experience/knowledge
- Areas of interest/specialism
- Acts as a means for other teachers to survey teachers when approached by apprentices they don't know.

Shadowing

- approach people/organisations with link to your PAB profile
- discuss how their course works, what the expectations are, create clear roles for apprentice (tea making, teaching, all day, prep before hand... figure out next steps
- discuss costs (travel, accommodation, food)

- recommend shadowing different people, organisations

Pathway to Include

- aims and objectives
- people and courses to shadow
- courses to attend
- materials to produce
- sessions to take on

ToT

- recognised Teaching Qualification

Apprentice

- observe sessions/courses again with the view of developing own materials and sessions

Develop/personalise teaching material

- create own session plans and teaching materials
- discuss with teaching mentor
- discuss with teacher

Teach session

- send session plans, if necessary
- teach session
- receive feedback on session

Teachers

- Update info about apprenticeship opportunities

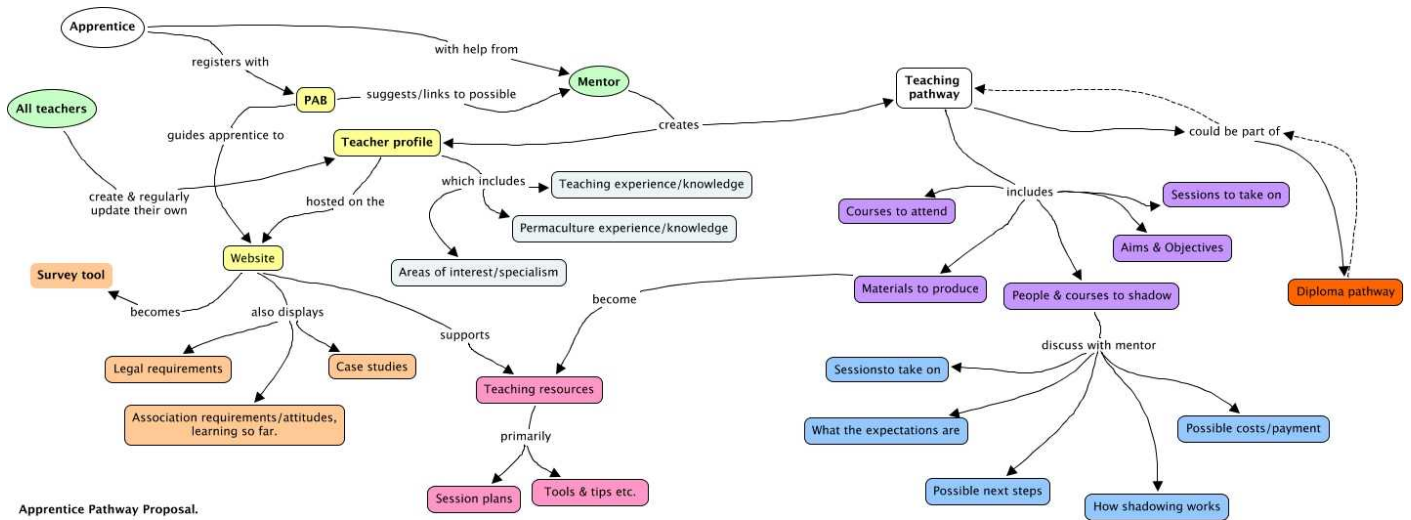
Questions

Does register mean paying? Should we provide potential funding for (apprentice) teachers?

Why do we want succession? How do you/we encourage succession? Succession is whose interest/responsibility? Who pays and what for?

Should the [apprentice rate of £2.50](#) be paid? Does taking on an apprentice form part of teacher's C.P.D? Should teachers be want to be paid to do this?

How supportive are we of the Maverick route ? How engage with the maverick teachers? What are the challenges? Control...reputation...impression...quality...



Apprentice Pathway Proposal.

- Aims:**
- Communication process clearly signposted
 - Be transparent and accessible
 - Structured but flexible route
 - Communicate opportunities
 - Provide support for apprentices

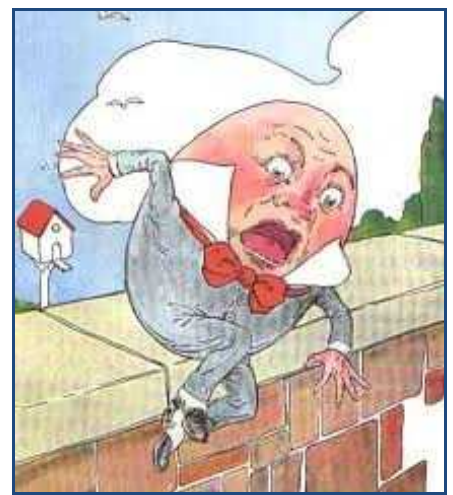
Context
 - Our recommendation is that anyone that wants to teach permaculture should have done their PDC and be on their diploma pathway

Profile

Name	Humpty Dumpty
Contact details	Nearest nursery rhyme shop
Intro when where	York so long ago
PDC when where	York just after the introductions
Specialism	Falling off walls
Teaching experience	One short rhyme
Qualifications	Climbing onto the wall
Aims	To be put back together

Humpty Dumpty- the maverick route

How did you get into teaching permaculture?



I lost a bet and had to climb onto a wall or lose my shirt. I sort of... fell into it. Then I was just in pieces and had to sort of pull myself together. No one else was going to help me. The bloody King's Horses and King's men didn't. That is sort of the way it was with permaculture back in the good old days, you had to do it for yourself.

I totally didn't have a plan... who do you think I am? A designer?!!

Did you do any observation or training before you started?

No. It was quite a steep learning curve. I just taught an intro- hadn't even done an intro. Do you need to know your stuff... do training... to be able to teach? Couldn't shell out for the PDC. So taught a few PDCs. Could never be bothered with the diploma.

Profile

Name Hermione Granger

Contact details Dept of Magical Law Enforcement, Ministry of Magic.
London

Intro: when where Spring 1971 Hogwarts School of Witchcraft & Wizardry.
Scotland

PDC when where Summer of 1971. Hagrids Garden

Specialism Arithmetic & Divination

Teaching experience Youngest Teacher at Hogwarts, 1971-1986, Head of Department and lecturing University of Magic. Principle Succession Mentor for Apprentice Teachers.

Qualifications PGCE, B. Ed (1st with distinction), M. Ed (1st with distinction), PhD *The Magical and Life-changing Potential of Learning and Practicing Permaculture* published.

Please see attached sheet for further subsequent qualifications and awards.

Aims To educate Muggles into understanding & appreciating the magical arts of Permaculture, in order to further spread Permaculture's reach.

Hermione Granger- the careful route

How did you get into teaching permaculture?

After being petrified I felt that there had to be more to life, so via PAB, I researched the possibilities of becoming a permaculture teacher and this particular route appealed to me. I had a very good grounding in the principles and ethics behind permaculture from the design course and followed this through by engaging in the diploma.

Did you do any observation or training before you started?

During my diploma I took every opportunity to question everything that I discovered, shadowed every permaculture teacher on 22 pdc's and 14 intro's before I felt able to take on this task by myself. I'm sure that some of my mentors thought that I had learned enough, but I wanted to be sure that the example I set would stand up to scrutiny.

My notes from these early teaching days have been translated into every language. The part of my work that was presented at my diploma accreditation was just a small fraction of the resource that I had been building. I've since followed the diploma pathway two more times. I feel that I give people a good service. My courses always run at full capacity, all my pdc graduates enrol on the diploma and most become teachers themselves. That's what I call succession.

