

## **Regional and Local (Re.A.L.) Diploma Model**

**Information for new permaculture colleges and apprentices.**

*The Re.A.L model is an add-on to the existing diploma delivered by the Permaculture Association of Britain (PAB).*

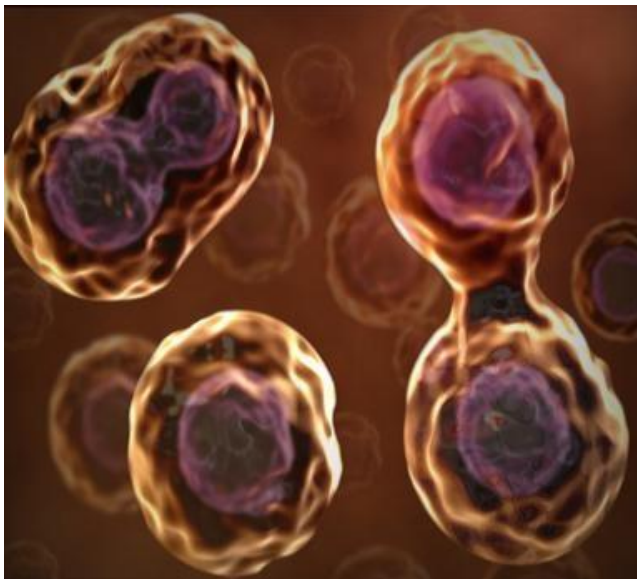
### **Aims of the college model**

To create a light, nimble and dynamic diploma system that encourages diversity, growth, engagement and fun.

The long term goal for this system is to have diploma colleges in every postcode throughout Britain and beyond. This model therefore encourages the creation of new diploma colleges.

### **Inspiration for the college model.**

- 1) As we're looking to grow the number of colleges, we've taken inspiration from a natural growth pattern. Cells demonstrate a strong growth pattern.



Stage 1 : single cell

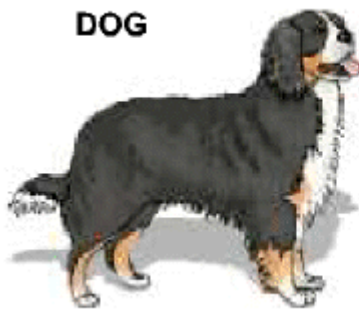
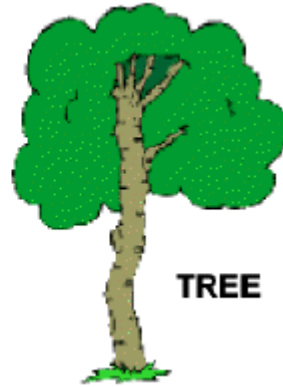
Stage 2 : cell starts to divide

Stage 3 : cell becomes 2 distinct creations

- 2) Diversity

This model also encourages diversity. We'd love to see colleges focusing on practical work, education, research, farming etc as well as those with a geographic theme.

If you list the number of organisms on our planet which use water, you get many different life forms.



If you list all of the organisms that use water, are over 2 tonnes in weight, have 4 legs which all have knees, have large ears, produce milk for their young and have a long nose you only got 1 solution – an elephant.



As one of the aims of this system is to increase diversity we need to make it as simple as possible to form a new college.

### **How to form a new college**

New colleges can be formed by a minimum of 3 existing diplomates.

They can also be formed by an existing college splitting into smaller ones. (Like the cell growth pattern).



It is also possible for a diplomate to be a member of more than one college. This could be useful to help form a new college in an area with low diplomate numbers.

One tutor in each college must have completed PAB diploma tutor training to registration level. Contracts remain between individual tutor and PAB.

A college may be based in a particular region

Or

A college can also form around particular a particular theme or special interest eg. Agroforestry or community gardens, according to the particular experience and specialisations of tutors and apprentices.

To form a new college, the three diplomates must contact the member of staff at PAB responsible for the Diploma (At time of writing, this is Cath, [diploma@permaculture.org.uk](mailto:diploma@permaculture.org.uk)). You must name your region or theme and provide evidence of registration level training.

Regionalisation of the college system will facilitate the arrangement of local diploma training and gatherings, though everyone will also be encouraged to attend national gatherings.

Through time it will become apparent that it would be advantageous for a new college to form - based on a region or theme - and a new college will form.

### Stages of a college

As the college model still recognises assessment and senior level tutors, new colleges made up of newly qualified diplomates will require help. Here's what colleges can and can't do.

| Stage                    | Minimum Requirements  | What you can do in house.                        | External help required    |
|--------------------------|---|--|---------------------------|
| New college              | 3 diploma holders, 1 of which needs to have completed registration level training | CPD. Tutorials. Tutor training *                 | For IPA, FPA 1 and FPA 2. |
| Assessment level college | 3 diploma holders, one of which must have completed assessment level training     | CPD. Tutorials, IPA, FPA1, Tutor Training*       | FPA2                      |
| Senior level college     | 3 diploma holders, 1 x assessment level tutor, 1 x senior level tutor.            | CPD. Tutorials, IPA, FPA1, FPA2, Tutor Training* | none                      |



\*All Tutor Training must be approved by PAB.

### **Linking in with LAND, ScotLAND and iLAND.**

At time of writing, there is a plan for colleges to be able to provide training for new LAND, ScotLAND and iLAND assessors. This has not been finalised at present but is an obvious link to encourage. Finn from Permaculture Scotland is working on this.

### **Training and development of tutors**

New tutors will receive PAB registration training delivered within the college, or by a tutor out with the college.

Each college will be responsible for overseeing its own CPD, which will recognise PAB training courses and events as well as non-permaculture work and activities that are in keeping with permaculture values and principles, and relevant to the themes and/or locality of the college. Online courses, webinars and other collaboration will be recognised.

Local face-to-face and online tutor meetings, including those for standardisation, will be arranged. Tutors will be encouraged to progress to assessment level, and senior tutors.

Progression of tutors, and growth in numbers of tutors, should increase recruitment (of new PDC graduates) to the diploma. It will also promote apprentice progression and recruitment of diplomates to the college, accelerating the growth of both the college, local and national permaculture communities, as well as the number and diversity of colleges.

### **Assessment arrangements**

Assessment will ideally be within the college, along the lines of that described in the Diploma guidebook.

At present, some apprentices are deterred from using a variety of evidence types such as video and audio because they lack easy access to suitable equipment, or confidence in using it. Attendance at local events and sharing of tutor resources within the college can facilitate the use of this type of evidence.

Video - and audio - recordings can also be made of 'professional discussion', between tutor and apprentice, verbally exploring and clarifying the knowledge and understanding underlying the portfolio designs.

Sharing and 'showcasing' of designs can take place both within the peer group and at local permaculture events, raising awareness of the diploma process and integrating diploma work with local projects, current and projected. Such sharing can take place both within,

and between, colleges.

### About the Permaculture College No.1



The first college was formed in January 2019 and is called Permaculture College No.1. The 5 founding members are Ed Tyler, Graham Bell, James Chapman, Jonny Barton, and Judy Martin. Lesley Anderson and possibly 2 or 3 others will also join at some point in the near future.

College aim : To support the development of the diploma  
Region : Scotland and beyond.

We are very keen to encourage a diverse range of assessment styles and to promote practical skills and design over academic standards.

Permaculture College No.1 will work closely with the ScotLAND scheme and with any other interested permaculture groups.

We are already :

- Inspiring tutors and apprentices who felt stuck
- Progressing a tutor towards assessment level



- Promoting a Certificate of Competence ( 5 designs which is equivalent to the first half of a diploma. Apprentices can stop here or complete another 5 to gain their diploma)
- Completing mock assessments between tutors as CPD
- We are looking at ways for prior experience to be recognised and contribute towards a diploma.
- Feeling more engaged and enjoying the diploma process

### **For apprentices**

Apprentices are registered with PAB, with administration, fees and certification arrangements remaining with the PAB office.

Apprentices can transfer to another college or tutor at any time, and can request assessment by tutors from outside the college.

Design work which involves collaboration with local and regional projects will be encouraged. The formation of guilds and the sharing of portfolio work are encouraged by the guidebook. Networking online and through permaculture events and local gatherings is an excellent way to enable this.

### **What differences will you notice?**

Apprentices : A more relevant, engaged network. More flexible assessment methods.

New Diploma Holders : Can join an existing college or create a new one.

Tutors : Control over CPD and accelerated progress to assessment and senior tutor. Easier to respond to local needs. Can make pro-active improvements to their take on the diploma.

Document created by James Chapman and Judy Martin June 2019

Contacts : Cath at Permaculture Association: [diploma@permaculture.org.uk](mailto:diploma@permaculture.org.uk)  
0845 458 1805 or 0113 2307461  
James Chapman [james@nonstuff.co.uk](mailto:james@nonstuff.co.uk)