

Learning Manual / eBook

Educational youth meetings for social talent and green transition



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ROUTE

The learning journey is a mapping of sequential (linear or non-linear) learning milestones towards a goal. Normally the aim is not only to reach the objective but to do so with mastery. It is like a training path.

Who are we?

A few words beforehand

Entrepreneurship means learning

**Methodological
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and Self-Management**

**Sustainable Project Planning
& Management**

Here we go →

Who are we?

A few words beforehand

At Asociación Molino Maestrices, our commitment to a sustainable and equitable future is reflected in one of our fundamental objectives: the largest international action plan based on the development of projects and programs that advance towards a world focused on the care and protection of people, living beings and nature.

Guided by our vision, we seek to empower young people to become conscious leaders committed to the environment and society. Through education and the promotion of entrepreneurship, we will discover how to transform ideas into concrete actions that generate a positive and lasting impact on our environment, building a path towards a more resilient world and in harmony with the vision of Asociación Molino Maestrices.

As a result of this, we presented and created this collaborative project called Teens4Green: "Educational youth meetings for social talent and green transition". An ambitious project in favor of environmental education towards the Green Transition, worthy of the improvements proposed at European and global level.

In the first phases, our project consists of a cycle of theoretical-practical meetings linked to the green transition and sustainable development; aimed at several secondary schools or educational centers near our facilities in Molino Maestrices, located in the town of Seisón de la Vega (León).

Through these activities, we want to promote coexistence meetings, exchange of knowledge, workshops and group dynamics where we will promote the importance of social, entrepreneurial and environmental actions through an education to awaken and enhance the value of emerging young talent, revealing areas of interest in the participating students.

Our educational innovation project is committed to a series of didactic and pedagogical activities based on real life education, thus developing a theoretical-practical methodology around their experience and participation. In addition, we will promote educational processes that make the Green Transition an ever closer reality, and nurture the idea of education as part of the solution and not the problem.

We would like to thank with great pleasure that these initiatives allow us to create a community based on the impact of active youth, where they can participate in the construction of an entrepreneurial reality in a context where the family, the countryside and the local converge. A reality that makes the Green Transition closer and has a more plausible framework for action.



Entrepreneurship means learning



Welcome to this exciting journey into learning and innovation. In this eBook, we explore the exciting world of entrepreneurship and how it becomes a unique opportunity for young people to develop their skills, awaken their creativity and contribute to positive change in society.

Under our European project called "Educational youth meetings for social talent and green transition" we dive into Green Transition and innovation, where sustainability and environmental responsibility take center stage.

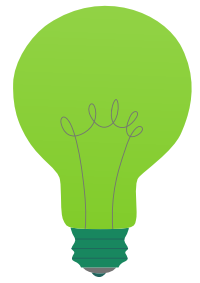
In a world in constant transformation, young people play a crucial role in building a more sustainable and equitable future. From recognizing and managing their own emotions, to planning and executing sustainable projects, these young entrepreneurs are called to be leaders and agents of change in their communities.

Throughout these pages, we will discover the importance of emotional intelligence, creative thinking and innovation to face the challenges of the Green Transition. We will learn how to turn ideas into viable projects, designed to generate a positive impact on the environment and society.

Undoubtedly this eBook of learning, collects the most outstanding and important, and for the promoter, dynamizer and facilitator team, to say that it has been an inspiring and transformative project, where young people, and even us as a team, have found a space within the Molino with which we are collaborating, to grow, learn and make a difference in the world.

Get ready to embark on this exciting journey, where education, sustainability and creativity come together to forge conscious leaders committed to a greener and more prosperous future for all!

Methodological proposal



Within the project "Educational youth meetings for social talent and green transition", we have to understand that it has been executed under an innovative methodological proposal. We have to understand that it has been executed under an innovative methodological proposal, where the fundamental pillars of the learning manual have been the development of projects through a proposal of learning and entrepreneurship, integrating permaculture, emotional intelligence, leadership and teamwork as essential parts of an efficient and sustainable project.

Therefore, below, we make a brief review of what has involved the methodological development in each of the phases of the project implementation process and what has led our young people to do it this way.

1st Phase: "Awakening Curiosity to Investigate"

*Project Development: Curiosity is the starting point for any project. It stems from the desire to explore, learn and understand new ideas or situations.

*Youth Employability: Curiosity drives young people to explore different career options and acquire diverse skills to improve their job prospects.

*Permaculture: Curiosity in permaculture leads to researching sustainable systems, natural patterns and ecological solutions for space and crop design.

*Emotional Intelligence: Emotional curiosity involves exploring and understanding our emotions and those of others to foster greater self-awareness and empathy.

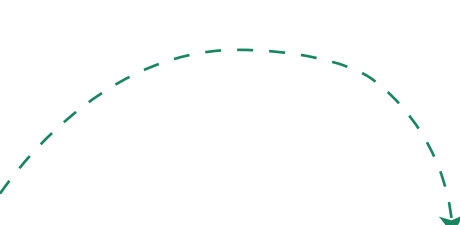
2nd Phase: "What are the needs of the project?"

*Project Development: Identifying an unfilled need is the first step in creating a project that addresses real problems and provides meaningful solutions.

*Youth Employability: Young people must recognize the needs of the labor market and acquire skills and competencies that are in demand by employers, in this case adapted to the local area of intervention.

*Permaculture: Permaculture is based on the principle of meeting human needs in a sustainable manner and in harmony with the natural environment.

*Emotional Intelligence: Recognizing and attending to one's own and others' emotional needs is essential for a healthy emotional management, for the personal and professional development of our young people.



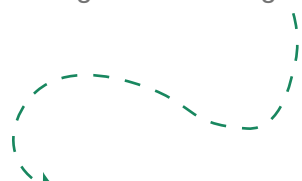
3rd Phase: "Where there is a problem, there is an Opportunity"

*Project Development: Identifying potential opportunities in the area of development and execution is crucial to focus the project towards areas with potential for impact and success.

*Youth Employability: Recognizing opportunities for employment, internships or training is key to professional growth and employability of young people.

*Permaculture: Permaculture finds opportunities to design resilient and sustainable ecosystems, taking advantage of available resources, as well as the understanding that these elements are interconnected.

*Emotional Intelligence: Emotional intelligence offers the opportunity to improve interpersonal relationships, emotional self-management and psychological well-being.



4th Phase: We start the creation and ideation of our project

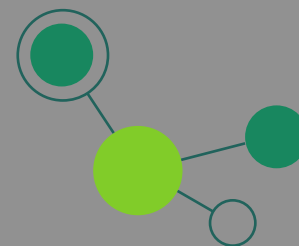
*Project Development: The ideation phase involves generating creative and viable ideas to address the identified need and develop a value proposition.

*Youth Employability: Young people must devise strategies to stand out in the job market, improve their skills and build a strong personal brand, or their business idea.

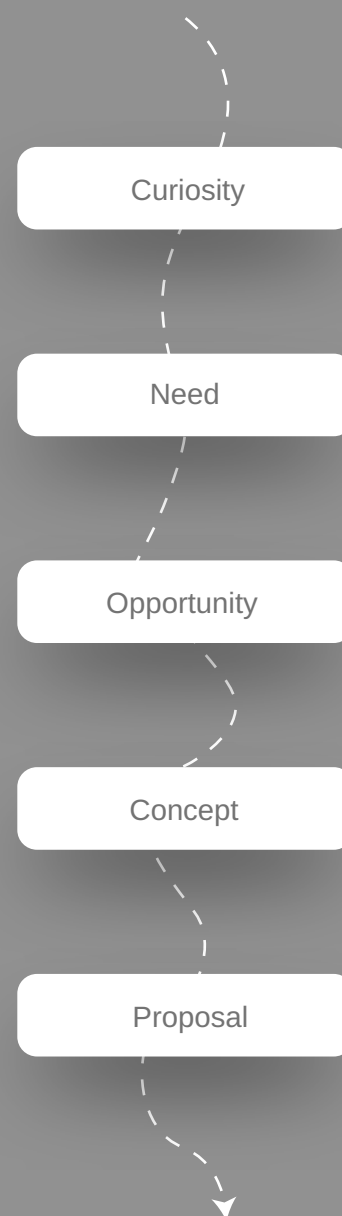
*Permaculture: In permaculture ideation, they creatively and realistically design ecological and innovative systems that take advantage of the synergy between the elements of the environment.

*Emotional Intelligence: In emotional ideation, solutions are sought to better manage emotions, resolve conflicts, improve communication and build good personal relationships.

In conclusion, all these concepts and phases are interconnected and feed back into project development, youth employability, permaculture and emotional intelligence. Fostering curiosity, identifying needs and opportunities, and promoting creativity in ideation are key elements for personal and professional growth.



Methodological, procedural and scientific development of the project



Employability in a changing world

The importance of youth employability

In an increasingly globalized and constantly changing world, **employability has become a crucial factor for young people** entering the labor market. On this occasion, we focus on employability as an individual's or collective's capacity to adapt and grow professionally in a changing environment. In the current context, **where sustainability and Green Transition are priority issues**, employability takes on an even more relevant dimension.

The labor market has evolved significantly in recent decades. Therefore, young people **must be prepared to face uncertainty and acquire skills that are relevant in this era of rapid change**. As society becomes more aware of environmental and social challenges, companies are **adopting more sustainable and environmentally friendly practices**. This has generated a growing demand for professionals with expertise in green issues, innovation and sustainability.

“Young people preparing to work in these emerging fields have a competitive advantage in the job market”



The impact of Green Transition on society

The Green and Ecological Transition involves a shift towards more sustainable and environmentally friendly practices **in all sectors that make up a society**. This has given rise to new employment opportunities and has transformed the way in which work is conceived.

From this project, **we highlight the importance of some concepts that are fundamental**, which have served us as a guide and orientation, not only for the development of workshops and activities, but also to defend that the Green Transition is necessary and requires professional experimentation for it.

Firstly, **the generation and creation of new professional profiles**. The adoption of green technologies and the implementation of sustainable practices have given rise to new professional profiles, which is why young people should be attentive to these trends and seek training in areas related to sustainability.

On the other hand, **the Green Transition has led to significant changes in business structures** and has driven the creation of innovative proposals and projects. Young people must be willing to be flexible and adapt to changing work environments, taking on cross-functional roles and constantly learning.

On the other hand, we highlight the perception of Sustainable Youth Entrepreneurship. **Environmental awareness has led to an increase in the number of entrepreneurs seeking to develop sustainable and innovative solutions**. Young entrepreneurs have the opportunity to lead transformative projects that address environmental and social challenges, contributing to a more prosperous future, taking advantage of the resources and experiences of their formative and evolutionary present.

In short, employability in a changing world has become essential for young people to build successful and meaningful careers. **Acquiring skills relevant to the Green Transition and developing a proactive and adaptive mindset are critical** to take advantage of emerging opportunities in an ever-changing job market. In the following sections, we will explain specific workshops and tools that can help young people strengthen their employability and lead the transition to a more sustainable future.



Encouraging Teamwork and the Importance of Leadership

Teamwork is a fundamental pillar for success in any area of life, including the workplace. In the context of employability and the Green Transition, promoting a collaborative and effective environment becomes essential to achieve common goals and face current challenges. In this section, we will explain the importance of teamwork and the fundamental role of leadership in the development of sustainable and innovative projects, as well as the applicability to young people and entrepreneurs.

The Importance of Teamwork

Teamwork goes beyond simple cooperation between individuals. It implies the union of diverse skills, experiences and knowledge to achieve goals that would be more difficult to achieve individually. It implies a talent management of which roles are necessary for its optimal development.

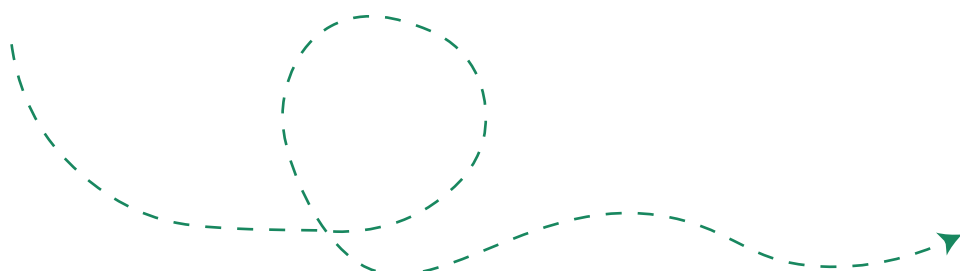
One of the most important is the complementarity of skills, that is, each member of a team brings unique skills and knowledge. The complementarity of these skills allows challenges to be approached from different perspectives, leading to more complete and creative solutions.

Solving complex problems, providing options and other opportunities, leads us to see how we can **address the challenges associated with sustainability and Green Transition are often complex and multifaceted.** Working as a team facilitates a holistic analysis of the problems and allows us to identify more effective solutions with a greater positive impact.

This is why motivation and mutual support will lead to **teamwork that creates an environment where members support and motivate each other.** This favors a safe, positive climate and greater productivity, in addition to increasing overall well-being.



The organization of the classroom in the form of a horseshoe helps to improve group communication, as well as the definition of tasks, explanations and the distribution of roles.





The Fundamental Role of Team Leadership



Classic dynamics of the knot to analyze the organization and resolution of conflicts. How do we communicate to untie ourselves?



On this occasion we can put clapping on the table to improve coordination and group attention among equals.

Leadership is an essential skill for channeling the potential of teamwork towards significant results. An effective leader is one who inspires and guides team members, promoting cohesion and maximizing group performance. Some key aspects of the importance of leadership in the context of Green Transition and employability are:

1. **Direction and focus:** A leader has the ability to **establish a clear and shared vision**, defining achievable goals and objectives for the team. This ensures that all efforts are directed towards a common purpose and aligned with sustainability.

2. **Collaboration facilitator:** The leader must foster an open environment where the participation of all team members is valued and encouraged. Active listening and empathy are key skills to ensure effective communication and fruitful collaboration.

3. **Motivation and recognition:** An inspiring leader is able to motivate and empower team members, **recognizing their achievements and efforts**. This increases job satisfaction and commitment to work, driving the desire to contribute to collective success.

4. **Delegation of responsibilities:** Leadership involves the ability to **assign appropriate responsibilities to each team member according to his or her skills and experience**. Delegating tasks intelligently increases efficiency and strengthens trust in the group.

In conclusion, fostering collaboration, diversity of skills and empowerment of team members is essential to address the environmental and social challenges facing society today. In the following section, we will explain techniques and dynamics to enhance teamwork and leadership development in a sustainable context.

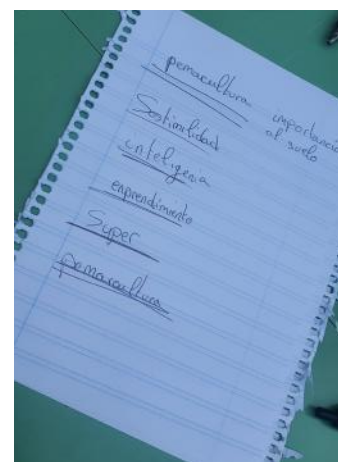
"Teamwork and leadership are crucial elements in the development of sustainable and innovative projects in the context of the Green Transition"

Approach to Permaculture as a tool for the Green Transition

Green Transition and Permaculture are two interconnected concepts that play a vital role in building a sustainable future. In this part of the eBook, we will explain in detail what Green Transition entails, how it affects various sectors and how Permaculture can be a powerful tool to address environmental challenges and promote sustainability in everyday life, as well as being an opportunity for local employability, extrapolable to other fields of action.

Understanding sustainability and the ecological transition

Within the project, we highlight not only the **generation of project ideas in sustainable and sustainable thinking** in a creative and dynamic way, but also include **Emotional Intelligence as a fundamental competence** in the jobs of the present and future, and **Permaculture as a tool for intervention and design of spaces, in an integral way**, that breaks with the linear model of production and consumption (extract, manufacture, use and discard), promoting circular strategies that promote the reuse, recycling and regeneration of materials, closing the life cycles of products, taking advantage of environmental resources, adding value to biodiversity and enriching the soil that nourishes the gardens..



*Inquiry on the key concepts related to the project.
Brainstorming never hurts*

Job opportunities in the green and environmentally friendly sector

The Green Transition is creating new employment opportunities in various fields related to sustainability. Some of these emerging areas were analyzed and investigated as opportunities to be seized, so that young people themselves awaken their sensitivity and awareness for employment opportunities in these sectors.

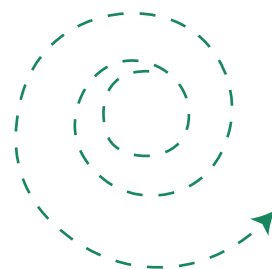
For example, renewable energies are experiencing a boom and growing demand for professionals specialized in the installation, maintenance and management of solar, wind, biomass and other clean energy sources, as well as use in rural and countryside areas.

On the other hand, we find the utilization, waste management and recycling. Efficient waste management leads to the creation of job opportunities in the field of waste management and the design of effective recycling systems, in addition to contemplating that these waste materials can be used as biomass, compost, organic matter, etc.

Sustainable Agriculture and Production plays a fundamental role in these areas. The demand for sustainable food and products has driven the development of environmentally friendly agricultural and production practices, which has generated job opportunities in the organic agriculture and production sector.

Another key concept is Training and Education, that is, as the world faces environmental challenges and seeks innovative solutions, it becomes necessary to equip young people with knowledge in sustainability, renewable energy, permaculture and green practices enabling them to embrace emerging job opportunities and lead transformative initiatives.

Finally, contemplating that the Green Transition not only empowers young people with technical and scientific skills, but also fosters awareness of their traditions and commitment to cultural and local development, creating generations committed to building a more equitable and healthy planet, highlighting traditional trades such as mechanics, woodworking, cooking, art, among others.

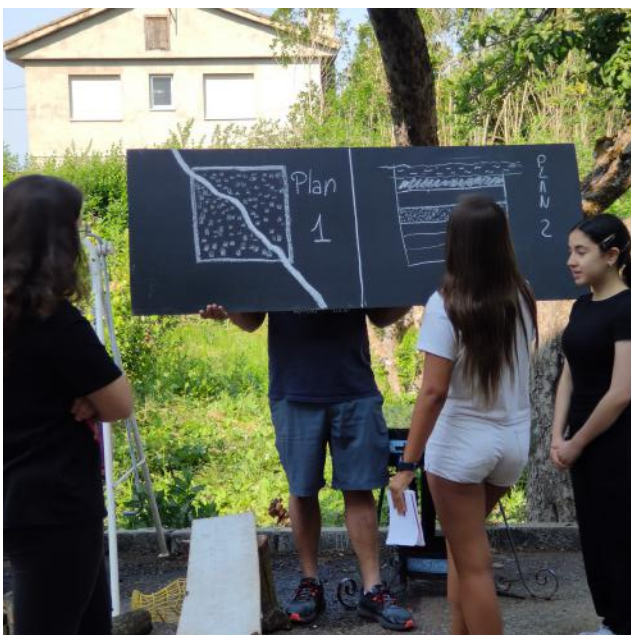




*Search for organic resources in the edible forest.
What is part of the soil? Let's explore!*



Seasonal planting: What better way to learn from the vegetable garden than to get involved in it! Let's get to work!



The young people provide great value through a theater where they explain the most important areas of Permaculture. On this occasion, a plan for the use of water resources in the area.

Let's talk about Growth, Emotional Intelligence and Self-Management

Emotional Intelligence is an essential skill in the workplace, especially in the context of the Green Transition and the challenges it implies. **Recognizing and properly managing one's own and others' emotions is crucial to establish harmonious and productive working relationships.** Young people who develop this ability can face difficult situations with greater empathy and understanding, fostering a more collaborative and respectful work environment

The Importance of Emotional Intelligence

In the context of the Green Transition and the changes it implies, emotional resilience and self-confidence play a key role in success and well-being at work. Resilience allows facing challenges and failures with flexibility and determination, learning from experiences and adapting positively to changing circumstances. Self-confidence, on the other hand, **strengthens young people's ability to make informed decisions and assume leadership roles, which contributes to personal and professional fulfillment.**

Recognizing and managing our own emotions allows us to develop greater self-awareness. **By understanding how we feel and how our emotions influence our actions and decisions,** we can make more informed decisions and be more effective problem solvers. In addition, this helps us to maintain greater emotional balance in stressful or pressured situations, which improves our productivity and work performance.

In the context of the Green Transition and the environmental and social challenges we face, recognizing and managing our emotions becomes even more relevant. Fighting climate change, promoting sustainable practices and building a more equitable society can generate intense emotions, such as anxiety, fear or frustration. However, if we know how to **recognize and manage these emotions in a healthy way,** we can transform them into positive actions and constructive solutions.

We cannot forget that in a world in constant transformation, efficient time and stress management becomes essential to maintain a balance between personal and work life. Young people must **learn to prioritize tasks, set achievable goals and use planning techniques** that allow them to optimize their productivity.



Explanation of the Wheel of Emotions as a tool for identifying emotions.



Work on fellowship, identification of emotions and group perception. We all, at some point or another, need to go to a psychologist!



*"More to the left! Noooo! listen to me, you can do better. Now upwards."
Do we find it difficult to guide each other? Do we listen to others?"*

Fostering emotional well-being in work and daily life

Promoting emotional well-being at work and in everyday life is essential for optimal performance and a balanced life. **Encouraging open communication and support among colleagues, as well as creating space for emotional expression, contributes to a healthy and motivating work environment.** Also, spending time on activities that generate joy and personal satisfaction, such as contact with nature or participating in sustainable projects, strengthens the connection to purpose and the Green Transition in everyday life.

In summary, developing emotional intelligence and self-management skills are crucial for the well-being and success of young people in the workplace, especially in the context of the Green Transition. **Recognizing and managing one's own and others' emotions, improving resilience and self-confidence,** as well as applying self-management and stress management techniques, enable them to face challenges with greater balance and empathy.

"By cultivating emotional well-being, young people can contribute significantly to a more sustainable and transformative future in their professional and personal lives"

Sustainable Project Planning & Management

Sustainable Project Planning and Management is a fundamental skill for young people in the context of the Green Transition and the search for innovative solutions. This competence enables them to carry out initiatives with a positive impact on the environment and society, ensuring the efficient use of resources. By acquiring certain skills in this area during the project, young people become agents of change capable of leading transformative projects that promote more equitable and sustainable development.

Creative thinking and innovation are essential skills for the development of sustainable and innovative projects in the context of the Green Transition. Fostering creativity **allows us to find unconventional solutions** and address challenges in original and effective ways.



Creativity plays a fundamental role in the generation of entrepreneurial ideas. On this occasion, the young people present their projects before a panel of expert jurors and something special... And what a jury!

How to turn ideas into feasible projects

Innovation goes beyond having brilliant ideas; it is necessary to turn them into viable and feasible projects. For this, **it is essential to follow a structured process oriented towards the achievement and development of an initial idea**, which is born from an observation and analysis of the needs of the environment.

Therefore, we start with a brief feasibility analysis, where we evaluate the technical, economic and social feasibility of the idea. **Identify possible needs, obstacles and evaluate the resources necessary to carry out the project.**

From there, we go deeper and deeper into the idea through strategic planning, where we define clear objectives, set milestones and create a detailed action plan that guides the implementation of the project in an orderly and efficient manner.

This is why we summarize the following steps for the creation of a project in sustainable criteria. First we talk about the needs, the project, the area or context where we are going to create it, in this way we can say that the needs are those fundamental elements that justify the existence of the project and establish what must be achieved to address a problem or meet a specific demand.

From this first approach to the generation of the business idea, we raise different ideas, that is, we start talking about what are the key concepts, thoughts or notions that arise. Ideas are the basis of innovation and creativity, and are the starting point for the development of projects, inventions, business strategies and more. They can arise from observation, experience, reflection or the combination of different previously known concepts, all based on a previous analysis of the corresponding needs.

We continue moving forward, since within the context of projects, a hypothesis refers to an assumption or provisional proposition that is formulated to guide the research, development or planning of the project. It is a statement that is made based on prior knowledge, previous steps, observations or available evidence, however, it has not yet been conclusively tested or validated.

Hypotheses are fundamental in the planning and execution of projects, since they help to establish a clear direction and to define the objectives and activities necessary to achieve the purpose of the project. Hypotheses are generally formulated as statements that describe a relationship between variables or events, and are expressed in terms of "if... then...", "what if..." and "what would happen if...".

As the last steps of this project generation development, we enter the project development phase, that is, we generate the project proposal, adding objectives, goals, descriptions, answering key questions, and above all focusing on the development and basic planning of tasks and execution of the project.

On this occasion, the team, participation and collaboration will allow us to involve different actors in the process of generating projects for the Green Transition. All this is presented as if they were the promoters and experts of the project, **without forgetting the focus on local communities, thus ensuring that the project is inclusive and responds to real needs.**



Methodology proposal for the generation of entrepreneurship projects in sustainable criteria. A guide that can help us.



When writing projects, it is necessary to take some time to analyze the needs and develop the proposal. And such good projects they were!

Elaboration of action plans for green projects

Sustainable project management involves coordinating work teams, assigning tasks and monitoring project progress. **Effective management ensures that resources are used optimally**, that activities are carried out as planned, and that open and transparent communication is maintained among team members. In addition, management also involves evaluation of project impact and constant feedback to improve project performance.

Planning and managing green projects is critical to meeting the challenges of the Green Transition and building a more sustainable future. By applying creative techniques and appropriate management strategies, young people can lead innovative initiatives that have a positive impact on society and the environment. **The Green Transition represents a unique opportunity to drive transformative projects** that contribute to building a more equitable and sustainable world for future generations.

The importance of sustainable project planning and management lies in its ability to drive the successful implementation of initiatives that promote sustainability and eco-innovation. **Young people who develop these skills are better prepared to address the environmental and social challenges facing the world today**, contributing to the development of a greener and more equitable future.



Searching clues about entrepreneurial projects: groups, maps and let's go hunting for clues!





“It is essential to encourage the development of these skills among young people so that they become active agents in the construction of viable entrepreneurial projects”



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