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1. Welcome

The BINGN Apprenticeship Program warmly welcomes you. We hope you will find your time spent studying with us both a rewarding and satisfying but also always heart-fulfilling experience.

The purpose of this handbook is to inform you about the program and to give you a guideline through the program. It contains information about the background of BINGN and this education. It also contains a description of the structure of the program, the content of the seminars and the guidelines for a logbook and the program-portfolio.

We hope you will find it to be a useful reference and we are open for any comment, suggestion or correction.

For your benefit we recommend that you familiarize yourself with the contents. A mentor will always provide assistance and answer any questions you might have about the training.

2. Mission Statement

The Mission of the BINGN Apprenticeship Program is to:

- Enable the apprentices to acquire the skills, knowledge and understanding to work as a confident and independent worker within an organic or biodynamic farm.
- Create a foundation for developing an independent understanding of the role of agriculture for earth, nature and the human society.

3. History and Background of the BINGN Apprenticeship Program

During the Nordic biodynamic forum in Norway 2012 some enthusiastic women raised a few questions about the future of the biodynamic movement in Northern-Europe:

“Where are the future farmers? Who will carry the bio-dynamic impulse into the future? Who will take over the bio-dynamic farms in Finland, Sweden, Norway and Denmark?”

These questions engaged them to start up the bio-dynamic initiative for the next generation Nordic – **BINGN**, namely inspired by its already existing sister-initiative **BING** in the US.

In the Nordic countries (except of Denmark) the number of bio-dynamic farms was stuck or decreasing. There are a few good examples of mainly theoretical schools for organic horticulture and agriculture. But in addition to these educations there is missing an education for practical biodynamic agriculture. That is why the new initiative BINGN decided to start building up a new practical education for biodynamic agriculture in Finland, Sweden, Norway and Denmark.

Together with the biodynamic associations of those four countries BINGN started up its new Apprenticeship Program in February 2014 (www.bingn.org). BINGN is legally embedded into the biodynamic association of Norway.

4. Anthroposophical Background and History of Anthroposophy

The BINGN Apprenticeship Program is inspired out of the biodynamic movement and therefore out of an anthroposophical impulse. All the people working within BINGN are consciously working out of their individual perspectives on the anthroposophical impulse. The BINGN Apprenticeship Program understands itself not as an anthroposophical education, but claims to work explicitly out of the anthroposophical background. To avoid any misconception about this fact there will be given a short outline of the history of anthroposophy below.

Anthroposophy was founded and developed by the Austrian philosopher and polymath Rudolf Steiner (1861-1925). Anthroposophy aims to extend the intelligibility and methodological approach of the recently developed natural sciences into the phenomena of the subtle realms of nature, along with the realms of soul and spirit. As such it is a spiritual philosophy and path of practice that embraces a profound and multi-leveled understanding of the human being, society, the natural world and the wider cosmos.

Through the development of methodologies founded on Goethe's work, Rudolf Steiner conducted ongoing research into the spiritual world. In presenting the results of his research, Steiner sought to awaken individuals to their own spiritual experiences and life questions and to encourage attentiveness to the expression of spirit in daily life. Steiner studied science, edited Goethe's scientific writings and cultivated an extensive range of interests. Along with his spiritual research this led him to innovate in many fields including the philosophical, educational, medical and cultural. He worked with the Theosophical Society from 1902-1911 as the head of its German department and founded the Anthroposophical Society in 1912, making headquarters in Dornach, Switzerland. Today the principles of Anthroposophy inspire the work in many fields and institutions including schools, homes for children and adults with special needs, biodynamic farms, medical practices and educational centers for the visual and performing arts.

5. History of Biodynamic Agriculture

Biodynamic agriculture has its origin in a conference organized by a group of farmers in 1924 in Breslau (Poland). At this conference Rudolf Steiner gave eight lectures out of his spiritual and scientific perspective regarding questions he received from young farmers who were concerned about the future of agriculture. This "Agricultural Course" is seen as the main starting impulse of the biodynamic movement. During this conference the inspired farmers initiated a research group called the "Versuchsring anthroposophischer Landwirte". Together with the "Reform" movement the biodynamic impulse forms the very first impulse of organic agriculture in general.

Out of this "Versuchsring" many people were inspired and founded later the so called *biodynamic associations* and *Demeter* organizations in different countries. Through the umbrella organization *Demeter-International* and through the national biodynamic and Demeter associations the farms, gardens, food processors, packers, importers and distributors of biodynamic food can guarantee via the Demeter trademark that they follow the rigorous Demeter Production and Demeter Processing Standards. In some countries even the designations *biodynamic* and *Demeter* are licensed through those standards (i.a. use of specific preparations, no use of hormones and pesticides, restricted use of natural flavors and additives in food, etc.).

6. Entry Requirements

General guidelines for accepting applications:

- **Age**
The applicant should be over the age of twenty-one. However, if all the other criteria are met, the individual farm where the applicant will live and work on, together with BINGN may make a decision that someone under this age is eligible for the BINGN Apprenticeship Program.
- **Physically able**
The applicant should be physical able with the potential of carrying out such tasks as are demanded by the nature of the work at the particular farms where the applicant will live and work on.
- **Interest and Motivation**
The person applying should have the interest and motivation to work with the different aspects of organic and biodynamic agriculture like soil, plants, animals and machinery. This requirement may differ from farm to farm. The applicant should also carry a serious interest in farming as a profession and in an education based on creative initiative and independent activity.
- **Language**
The person applying should be able to speak Danish, Swedish or Norwegian. If that is not the case the applicant should be able to speak and understand English and be willingly to learn one of those three Scandinavian languages. The applicant should be aware that the program is a multilingual program, mainly using Norwegian and English.
- **Experience**
The applicant should already have made certain experiences regarding practical agriculture like small internships. This requirement is to be consulted with BINGN.
- **Attitude**
The person applying should be able to work practical as well as independently and as part of a team.

Due to the diverse nature of organic and biodynamic farms, each farm may stipulate variations in those requirements. For example some farms will require apprentices to hold a valid and current driving license. Others will require of apprentices to work and live with people with special needs. Potential apprentices are asked to approach individual farms to find out the detailed criteria. Should it be that the apprentice has special needs (disability, dietary, or living needs) these are to be negotiated with the individual farms in question.

7. Application Process

To apply for the BINGN Apprenticeship Program you need to fill out the BINGN application. You will find this form either on the internet (www.bingn.org) or via the BINGN mentors. This application form can be handed in to the BINGN mentors (for contact see below).

For the application to the BINGN Apprenticeship Program it is obligatory that you find a farm for to live and work on. You should approach to the farm of your choice (in Denmark, Sweden, Norway or Finland) either in writing, by email or by a phone call, giving details of your interests and experiences. The BINGN mentors will provide you with addresses and support in finding a suitable farm if needed. You need to inform the BINGN mentors about what farm you want to live and work on. A preliminary visit is recommended.

It is possible that the BINGN mentors will deny your choice and advise you to search for a different farm together with them. The BINGN mentors will need to argue their decision comprehensible. Together with the farm of your choice you need to sign a working contract (see BINGN Apprenticeship Working Agreement). This working agreement needs to be countersigned by BINGN.

Once you have a countersigned working contract, BINGN accepted your application and BINGN received the first part of the fee for the first year, you are a registered BINGN apprentice.

Conditions

As an apprentice you are expected to participate fully in the work of the farm and the household where you are living in return for food, accommodation and educational guidance. You may receive a small wage for your work force (see BINGN Apprenticeship Working Agreement). Individual variations can be discussed with the BINGN mentors and the responsible persons at the farm.

8. Fees

The fee for the program is 15.000 NOK each year. Fees can be paid at the beginning of each year (**1st day of the first seminar**). Optionally you can pay in four steps during the year, beginning with 25% at the first day of the first Seminar.

The fees include personal mentoring through the three years, costs for the seminars and food and accommodation during the seminars. The fees do not include travel costs to the seminars. You can ask BINGN for travel support during the seminars. Fees are payable to the BD Forening (see below).

9. Contact

BINGN
c/o Biologisk-Dynamisk Forening,
Oscarsgate 10,
NO-0352 Oslo,

Email: elizabethwirsching@gmail.com
clemens@bingn.org
Internet: www.bingn.org

Account Number:	1254 05 04251
IBAN:	NO6712540504251
BIC/SWIFT:	CULTNOK1
ROUTING BIC:	DNBANOKK
Reference:	BINGN-[YOUR NAME]

10. Structure of the Program

The BINGN Apprenticeship Program started in 2014 and is coordinated by BINGN, based in Norway. As a young initiative BINGN is inspired by the different international biodynamic educations. Still its structure is created out of BINGN, trying to meet the needs of the biodynamic movement in Denmark, Finland, Norway and Sweden. The BINGN Apprenticeship Program consists of four main parts. Those will be described below.

1. Learning at farms

The main part of the BINGN Apprenticeship Program is based on farm work. The apprentices are each living and working for at least one year at a farm and ideally on at least two different farms during the three years.

The farmer or the person that is responsible for the apprentice at the farm is actively guiding the apprentice through the work he/she is supposed to do in a way, that after three years of such training the apprentice is enabled to do all the practical work that is to be done on an organic or biodynamic farm on his own.

Therefore the farmer and the apprentice are each in close contact with a BINGN mentor. Those three parties will work out, follow up and adept an individual development plan for the apprentice through the three years of training.

2. Learning at the seminars

The apprentices that are each working on a farm under practical and personal guidance will come together six times per year for 7-10 days in a row. The locations are shifting with the meetings.

At those seminars the apprentices will be receive tuition in different theoretical subjects regarding organic and biodynamic agriculture, as well as social science, spiritual science and arts. Besides this tuition the apprentices will go out on field- and farm-trips to witness different methods in practice and to collect diverse and theoretically guided experiences and impressions.

3. Project based and home-studies

During these seminars the apprentices will receive guidelines and a follow up coaching for to work out practical and theoretical research projects and for to document and reflect their practical experience at the farms.

4. Personal Development

Through personal conversations with the BINGN mentors during the seminars and through a close follow up between the apprentice, the farmer and the BINGN mentor through the year, the apprentices will also be given the opportunity to follow up an individual program to guide their personal and biographical development – in close connection with the content of the education.

11. The BINGN Portfolio

The BINGN Apprenticeship Program consists of four main parts (see above). It's the apprentice's obligation to work out a portfolio/book for each of them. BINGN will provide the apprentice with guidelines for to work out these portfolios/books and with individual guidance/mentoring.

These portfolios together will form the main **evidence of learning** for the BINGN Apprenticeship Program. It shows the learning process, learning progress and the learning results and they will form together the *BINGN Portfolio*. Besides being the main *evidence of learning* these portfolios together will form your personal **book of reference** for your possible future as a farmer. That is why they should contain every information and thoughts you will collect and develop during your education as a farmer.

The guidelines for the different portfolios/books are each worked out in separate documents. The four required portfolios/books are:

A. The Logbook

The *Logbook* is meant to draw a detailed picture of the farms the apprentice is working and living on. This will be done by a daily record keeping and a number of tasks the apprentice will be given by BINGN through the year, such as mapping the farm in different terms (social, technical, geographical), documenting different aspects of the practical work on a farm as well as observing and documenting different phenomena (weather, astronomy, animals, plants, ...).

B. The Seminar portfolio

The *Seminar Portfolio* is meant to document the content of the seminars, especially the specific lessons, the different tasks (given by the teachers) and their elaboration, as well as any assessments.

C. The Project Portfolio

The *Project Portfolio* is meant to contain a description of the decision process, the detailed task-setting and the final elaboration of each project as well as an integral reflection on each project.

D. The Personal Development Portfolio

The *Personal Development Portfolio* is a documentation of and reflection on the personal development of the apprentice. This includes a general documentation of the learning process and progress as well as a detailed *personal development plan* (state of art, aims, outcomes, biographical situation) that is to be worked out together with and followed up by the BINGN Mentors.

In the end of the education you will receive back all your portfolios after they have been seen, checked and assessed by BINGN.

12. Course Aims and Objectives

Aims of the BINGN Apprenticeship Program

The BINGN Apprenticeship Program enables the apprentices to acquire the skills, knowledge and understanding to work as a confident, independent worker within an organic or biodynamic farming enterprise.

This means that the apprentice:

- Can perform the main regular work on an organic and biodynamic farm independently, without close control of management and on his/her own initiative.
- Is able to find and consult resources to find solutions to unknown situations
- Can plan, coordinate and monitor specific practical farming activities and can organize and instruct co-workers.
- Can take responsibility for his/her labor, tools, machines and the health of people he/she works with.
- Understands and can work with health and safety requirements
- Possesses good communication skills and is able to improve his/her own learning performance and problem solving.
- Has a conscious, critical and self-aware approach to anthroposophy and biodynamic agriculture.

The BINGN Apprenticeship Program aims to prepare the apprentices for the vocation of the biodynamic farmer/gardener.

This means that he/she:

- Learns to develop and organize themselves in such a way, that soil, plant, animals and the wholeness of nature becomes his/her teacher.
- Takes up and understands the vocation of the farmer as one that is born out of love and commitment to take care of and develop the soil, plant, animal and human being.
- Acquires the necessary skills, knowledge and understanding to develop, design, plan and implement with confidence an organic or biodynamic enterprise.
- Understands the world around us as both, a material and spiritual reality.

The BINGN Apprenticeship Program also aims to:

- Achieve a mutual beneficial relationship between farmer and the apprentice. The farmer provides learning conditions for the apprentice and the apprentice contributes to the work needs of the enterprise.
- Create a foundation for developing an independent understanding of earth, nature, life and human beings from a spiritual perspective.
- Offer a teaching climate in which the apprentice can become familiar with the inner attitude and perspective required for biodynamic farming.

Units

The BINGN Apprenticeship Program offers the following courses, themes and units to the student:

1. Agriculture and Sociology

Content: History of Agriculture, World Task of Agriculture, Agricultural Policies.

Aims: Give the student knowledge and understanding of:

- Where agriculture comes from and what it meant for the history of mankind.
- What it means to work within agriculture in today's society and how that could change in the nearby future.
- The organic and biodynamic movement in Scandinavia and Europe.

2. Soil

Content: Soil Science, Soil Formation, Soil Nutrition, Soil Evaluation, Composting.

Aims: Give the student knowledge and understanding of:

- The physical, chemical and biological basic principles in and around the soil.
- The soil as a living organism and the different effects of manuring.
- The different types of farmland and their special needs and benefits.
- Different ways of agricultural soil cultivation.
- The soils intrinsic importance for every kind of agriculture.

3. Plant

Content: Plant Science and Phenomenology, Agricultural Botany, Crop Rotation, Plant Health and Nutrition, The Cropping Plan and Seed Order, The growing Crops, Crop Harvest, Seed Saving and Breeding, Arable Cropping, Grassland and Fodder.

Aims: Give the student knowledge and understanding of:

- The individual plant as a growing, living and dying organism between soil and sky.
- The different Plants of agricultural importance and the organic and biodynamic way of cultivating them.
- Plants as food for soil, animals and humans - and therefore of the crop rotation.

4. Animal

Content: Animal Anatomy and Phenomenology, Farm Animals, organic and biodynamic Milk-, Meat- and Egg-Production, organic and biodynamic Bee Keeping.

Aims: Give the student knowledge and understanding of:

- The individual animal as a growing, living, dying and soul inherited organism.
- The different types of farm animals and the different ways of “keeping” them inside of an organic and biodynamic farm – of animal husbandry.
- The importance of the farm animals as the link between nature and mankind through their enrichment of the soil and their production of food for humans.
- The importance of the honey bee and other insects for the plant at all and the agricultural cultivation of plants in special.

5. Weather & Astronomy

Content: Meteorology, Agricultural Astronomy.

Aims: Give the student knowledge and understanding of:

- Different kind of weather phenomena’s and their influence on and importance for agriculture.
- Different kind of cosmic phenomena’s and their influence on and importance for agriculture.

6. Farm Economics

Content: Applied Mathematics, Enterprise Management, Gross Margins and Farm Economics, Marketing, National Economy, Regulatory Requirements and Legal Structures/Bodies.

Aims: Give the student knowledge and understanding of:

- The use of mathematics in the daily agricultural routine.
- How to start up an agricultural enterprise.
- How to calculate the different production processes.
- How to place their enterprise in and how to react on the changing market.

Aims: Give the student an introduction into:

- Enterprise management.
- How to budgetize a whole farm.
- The importance and the task of agriculture inside of the national economy.

7. Farm Organism

Content: The Mixed Farm, Organism-Thinking, Biodynamic Farming.

Aims: Give the student knowledge and understanding of:

- The farm as a living organism.
- The consequences of “Organism-Thinking” for a farm and their benefits out of it.
- Different methods and “tools” for strengthening the farm as an organism.
- Biodynamic farming and its specific methods (such as the BD-compost, - spraying and ash-preparations).

8. Machinery

Content: Farm Machinery, Workshop Tools, Safety and Health Requirements.

Aims: Give the student knowledge and understanding of:

- The different kinds of farm machinery and workshop tools.
- How to use them appropriate.
- How to fix them and/or how to analyze disturbing factors.
- Safety and health requirements and how to react in first aid situations.

9. Food Processing

Content: Butchering & Meat Processing, Milk Processing and Cheese Making, Food Preserving, Baking.

Aim: Bring the student in touch with different ways of food processing and preserving, directly connected to the agricultural production.

Throughout the whole education the different seminars will contain a broad variation of topics, but there will be a certain structure as follows:

In the first year of the program, “Agricultural & Sociology”, “Soil” and “Weather & Astronomy” will be mainly focused on, together with an introduction into many different subjects.

In the second year (while deepening first year’s topics) the focus will turn on “Plants” and “Animals”.

In the third year “Farm Economics” and “Farm Organism” will complete the curriculum and by this relate the different aspects that occurred during the whole education to each other.

Subjects as “Tools & Machinery”, “Food Processing” et al. will occur throughout the whole Program.

13. Teaching Schedule

The apprentices will be given an outlined learning schedule and timetable for the seminars arranged during the year. It is BINGN's obligation to alter the timetable, location and methods of delivery of your program, provided such alterations are reasonable and pronounced as soon as possible.

Assessment of Subject Lessons

During the program the apprentices will be assessed at some points. It is their responsibility to collect all the evidence of their achievements in their portfolio. Any evidence of assessment is very important and should not be lost, damaged or destroyed. It is a main part of the *evidence of learning*.

14. Attendance

Your attendance at the seminars will be monitored throughout the year and used in the overall assessment. An attendance level below 80% is considered insufficient to meet the requirements. BINGN will take into account extenuating circumstances. A doctor's note should be included.

Examples of extenuating circumstances that may be considered are:

- Long-term illness or chronic conditions
- Severe mental or emotional problems during the training
- Special Kind of family circumstances.

Upon the written statement of extenuating circumstances the BINGN mentors may wish to meet with you. Together with you they will decide about your progress to the next year. In some cases certain conditions may be stipulated. These may include extra coursework or attendance. It will be in the mentor's best interest to help you with your progress.

15. Apprentice Support and Guidance

The first point of contact is your BINGN mentor. You can always call or write to him. He/she will be available to answer your questions about your education but also about your personal development. You will receive his/her contacts during your first seminar.

Since your training is primarily practical and situated on a farm, most of your learning will take place while working with, or being guided by a farmer. He or she will be available for answering the questions you may have on your journey into organic and biodynamic agriculture, practical, theoretical and personal.

Living on the farm and with the family is usually a warm and social experience. Most apprentices make lots of friends during their stay. If human difficulties do arise it is always best to speak directly with the person concerned. The same is true for any other questions you may have about your training. If the situation cannot be solved through good communication, you should contact your BINGN-mentor

Please provide your mentor with an emergency contact person (name, number, address and kind of connection to you) that your mentor may use at its discretion!

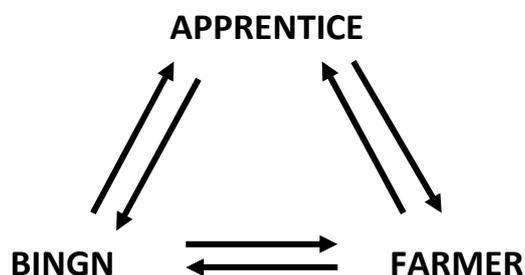
16. Diploma

The BINGN Apprenticeship Program will not provide you with an officially accredited diploma. Together with the biodynamic association of Norway, BINGN will hand out a private certificate. This certificate will proof your practical, theoretical and personal achievements during the BINGN Apprenticeship Program and by this will proof your skillfulness and capability of becoming a biodynamic farmer.

17. Learning Agreements

The BINGN Apprenticeship Program is a private educational program and by this based on private agreements. Those agreements shall not be used as finally defined rules and therefore can always be discussed involving all the persons concerned. The quality of communication as a worthwhile value and the condition of the individual situation is always placed above the adherence to the written agreements.

The learning agreements set out the terms and conditions that will form the basis of the relationship between BINGN, the FARMER and the APPRENTICE and which start when all the three parties have signed the “BINGN Statement of Understanding” (see below).



Definitions

“We/us/our” means BINGN as the provider of the Apprenticeship Program.

“You/your” means a registered BINGN Apprentice

“Program” means the BINGN Apprenticeship Program

“FARMER” means the person that is responsible for the practical training of the apprentice.

The following agreements are related to:

BINGN and APPRENTICE

PROGRAMME OF STUDY AND THEORETICAL LEARNING ENVIRONMENT	
You can expect us to:	We can expect you to:
Provide you with tuition and learning support associated with the course’s aims and objectives and with a handbook that contains guidelines for working out the logbook and project portfolios.	Take responsibility for your own learning, working in partnership with us and the guest teachers and farmers to become a self-reliant, independent learner during the seminars and during the time spent on the farms.
Provide clear information about the program and units, and about our expectations of what you need to achieve to complete the program successfully.	Be aware of the information provided to you about the program and know where to look for reference to detailed information and guidance, whether electronic or paper based.
Let you know as soon as possible if we need to alter anything related to the program, such as change of timetable, location, type of class, assessment or syllabus.	Attend formal teaching and learning events such as the seminars associated with the program, subject to absence for medical or other agreed reasons.
Carry out regular monitoring of the quality of learning and teaching as well as the accessible environment offered as part of the program.	Make appropriate use of all the human and non-human resources available.
Encourage a professional and responsible learning environment in the program in which, as a learner, you are integrated, and suitably support you, vocationally, academically and pastorally.	Not hinder the studies of others and pursue your studies diligently, contributing effectively to the program.
Create the possibility for you to address all your concerns, requests and complaints related to the program and about matters that affect you and allow you to appeal decisions made about you.	Be aware that your mentor is the first person you should talk to if you have concerns, requests and complaints associated with the program and to address and pronounce them clearly, factual and in time.
Provide you with a personal mentor that you can at least always call in case of social or private urgency and that will always try to mediate between you and other persons participating in and affected by the program.	Be aware of your commitment to a fulltime three years education (subject to individual variations) and try to let nothing like private relationships or inappropriate use of drugs (etc.) loosen your focus on the aims of the education.
Carry out regular monitoring about your personal learning progress and warn you if we think that you are walking behind the schedule.	Be aware of your responsibility in pronouncing your <i>desired</i> learning progress towards us and reflecting your <i>real</i> learning progress.
Not use any of your personal data without your agreement for other purposes than for intern use associated with the program.	Provide us with the necessary personal information and data and update about the changes as long as that will not hurt your sense of privacy.
Provide you with food and accommodation during the seminars and offer financial travel support.	Encourage yourself and your fellow apprentices to organize the travelling to the seminars as reasonable as possible.
Provide you with all the names, addresses and outline-data of farms regarding the program and support you within the process of decision which farm you will choose for your practical learning.	Search on your own motivation/initiative for a farm as a practical learning place and decide whether to change the farm or not at least 3 month from before and/or in alignment with us.

APPRENTICE and FARMER

EMPLOYMENT AND PRACTICAL LEARNING ENVIRONMENT	
You can expect the FARMER to:	The FARMER can expect you to:
Make the whole farm and its processes accessible and transparent and including you according to your learning progress and in alignment with us; meaning all practical working areas as well as the farm-office and social processes in consideration of the FARMERS privacy.	Make appropriate use of all the resources provided by the FARMER and use them only within the framework of the program or in alignment with the FARMER; meaning all the information you gather about the farm and all the technical and natural resources (soil, plants, animals, energy, tools, etc.)
Assign you with tasks and levels of responsibilities according to and serving your learning progress and in alignment with us.	Fulfill the given tasks within your possibilities by highest motivation, appealing against them only in alignment with us or according to your personal rights.
Act in the understanding of the best way of learning as to provide you with the possibility to find answers and solutions to a problem on your own.	Show the motivation for developing yourself, under the guidance of the FARMER and the program to a self-reliant coworker or area-manager on a biodynamic farm.
Not only teach you theoretical and practical knowledge in farming, but also guide you on your way in your personal development.	Show interest in the FARMERS individual approach on farming and on organizing a farm and its social life, willingly to learn from it despite potential personal disagreements.
Dedicate part of his/her working time for guiding you in your practical and theoretical learning progress within the positive motivation and awareness that you could be his/her successor.	Respect the fact that the responsible FARMER needs to take care of the farm in first place to be able to guide you in your learning progress on this farm in second place.
Awarding your work fairly and in alignment with us and the "BINGN Apprentice Agreement".	Realize that you are an apprentice serving not only with workforce but also gaining learning guidance by the farmer.
Release you for any activity according to the program and in alignment with us and the "BINGN Apprenticeship Working Agreement".	Serve with flexible working hours, not being bound to weekends and holidays but to the special needs of the specific farm (for example work on two weekends per month).
Provide you with a "soft landing" after the seminars (f.ex. half a day), to reflect on the seminar content, to do some homework and to reconnect with the farm.	Give an appropriate update about the content at the seminar and the development of your learning and to refocus on the farm work as soon as possible.

FARMER and BINGN

We can expect the FARMER to:	The FARMER can expect us to:
Keep us updated about the practical learning progress of the APPRENTICE and his/her personal and social development.	Keep the FARMER updated about the theoretical learning progress and the personal development of the APPRENTICE.
Refer his/her methods and schedules of practical learning to the content of the seminars.	Inform the FARMER about the content and aims of the theoretical seminars as early as possible
Show the motivation for developing himself/herself further in being a good practical trainer and personal guide for the APPRENTICE and be willingly to share his/her on-field experience in practical teaching with other FARMERS.	Provide the possibility of further education and guidance in being and becoming a good practical teacher and personal guide, as well as apply ourselves in enlivening an exchange-network between FARMERS in the same position.
Release the APPRENTICE for any activity according to the program and in alignment with us and the “BINGN working contract”, assuming that the dates are announced as early as possible. (obligatorily about 3 months from before)	Respect the needs of a farm for an – according to the specifications of the farm – versatile worker and therefore release the dates of any activity according to the program and their alteration as early as possible. (obligatorily about 3 months from before)

18. The BINGN Apprenticeship Program's Liabilities

The BINGN Apprenticeship Program cannot accept responsibility and expressly excludes liability for:

- Any loss or damage to your property, including damage to any motor vehicle or cycle, while on BINGN Apprenticeship Program seminars, unless caused by the negligence of the BINGN Apprenticeship Program or its trainers.
- Death or any personal injury suffered by you, unless caused by the negligence of the BINGN Apprenticeship Program or its trainers.

19. BINGN Statement of Understanding

I have read and understood the contents of the BINGN Apprenticeship Program handbook and agree to adhere to the principles and policies as specified herein.

Date:
Name of Apprentice:
Signature: