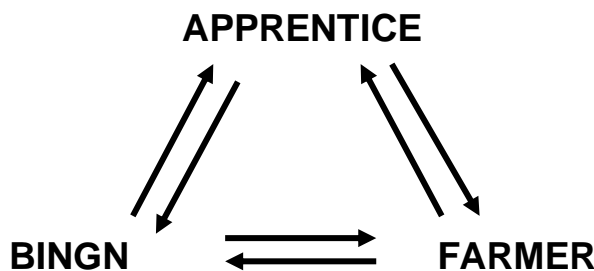


# BINGN APPRENTICESHIP PROGRAM

## THE LEARNING AGREEMENT

The BINGN Apprenticeship program is a private educational program and by this based on private agreements. Those agreements shall not be used as final rules and therefore can always be discussed involving all the persons concerned. The quality of communication as a worthwhile value 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 is signed by the apprentice when entering the program.



The following agreements are related to:

## BINGN and APPRENTICE

| PROGRAM 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 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.  |
| Create the possibility for you to address 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 contact person 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 contact person that you may 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. |
| Support the development of a healthy group dynamic and learning situation within the group.  | Communicate in a responsible way with other apprentices and do your share of common tasks.  |
| 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 us about changes as long as it will not interfere your sense of privacy.   |
| Provide you with food, accommodation and transport to farm visits during the seminars.   | Encourage yourself and your fellow apprentices to organize the travelling to the seminars together if possible.   |
| Provide you with 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 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 on a biodynamic farm.   |
| Not only teach you theoretical and practical knowledge in farming, but also guide you in your personal development, respecting your mental and spiritual needs.   | 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.   |
| Release you for any activity, such as seminars, according to the program and in alignment with us and the "BINGN working contract".   | 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).  |

## 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 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). |

## 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.

## BINGN STATEMENT OF UNDERSTANDING

I have read and understood the contents of the BINGN Apprenticeship Program learning agreement and agree to adhere to the principles and policies as specified here.

Place/Date

Apprentice name/signature