# TRAINING PLAN FOR GLOBAL GRANTS

Grant number: Enter text here

Improving people's knowledge and skills is a key component of every global grant. Examples include teacher training, hygiene education, professional training, natural resource management workshops, or skill development. For each training activity included in the project, answer the following questions. Add additional training topics as needed. Share any documents that give details such as the training content or the trainer's qualifications.

## TRAINING 1

What is the title of the training?

Fundamentals of Syntropic Agroforestry and Soil Restoration

What is the purpose or goal of the training?

This training module introduces participants to the foundational principles and practices of syntropic agroforestry, focusing on ecological succession and soil health restoration. The goal is to equip farmers with the necessary knowledge to design and implement regenerative systems that mimic natural forest dynamics, enhance biodiversity, and improve soil structure and fertility.

What knowledge and skills will trainees learn from the training?

Here is a draft of a potential curriculum:

**Module 1: Introduction, Syntropic Design, Solid Preparation, Seed Collection, Planting Techniques**

**Day 1: Introduction to Principles of Natural Succession and Syntropic Design**

-Understand ecological succession in natural forests

- Learn how syntropic systems mimic natural succession

- Identify plant strata and succession dynamics

- Understand stratification: emergent, canopy, understory, groundcover

- Role of biodiversity in system stability

- Learn principles of syntropy and life proliferation

- Benefits of succession-based planting vs. monoculture

**Deep Soil Preparation Methods (Tractor & Hand Tools)**

- Identify compacted soils and their limitations

- Use of subsoilers or chisels for mechanical deep tillage

- Hand tools for double digging and soil loosening

- Site assessment for water flow and infiltration

- Role of soil structure in root development
- Best timing for soil preparation before rains
- Organic amendments to add during soil prep
- Preparing rows for syntropic planting beds
- Study case examples of syntropic system success

**Module 1 Day 2: Seed Collection and Species Identification**

- Recognize key agroforestry species for each strata
- Seed collection timing and methods
- Evaluating species for fast growth and pruning resilience
- Selecting plants with high biomass, food, or timber yield
- Avoiding invasive or unsuitable species
- Germination and storage practices for seeds
- Learning from local ecological indicators
- Creating localized species reference guides

**Planting Techniques (Trees, Seeds, Bananas, Stakes)**

- Proper spacing based on system design
- Techniques for direct seeding
- Transplanting saplings without root shock
- Planting bananas and plantains for water cycling
- Using live stakes: selection and planting
- Planting orientation relative to slope and sun
- Timing of planting relative to rains and moon cycles
- Marking and mapping planting rows

How did you choose this training?

The training was designed based on over a decade of experience working in the region and a detailed community assessment involving interviews, focus groups, and participatory rural appraisals. Key farmer-identified needs, such as declining soil fertility, lack of market access, crop vulnerability, and a need for ecological and economic resilience, directly shaped the training content.

How will it address any gaps in the knowledge and skills of the beneficiaries that were identified during the community assessment?

Most local farmers have limited exposure to ecological farming systems and often rely on conventional monoculture methods that degrade soil and limit resilience. This training bridges that gap by providing a hands-on, science-backed introduction to regenerative agriculture.

Is this new training as a result of this grant?

Yes. While a pilot program began in 2025 with 25 farmers, this grant enables the formal expansion of the training to 60 new farmers and three local farmer-trainers, along with improved curricula, facilities, and

follow-up systems

What methods (such as presentations, discussion groups, hands-on activities, or case studies) will be used to conduct the training?

- Interactive workshops and farm-based demonstrations
- Group discussion, peer-led planning
- Hands-on soil prep, seeding, and mapping
- Community gathering

How many hours of training will each trainee receive? (Training duration must address the topic adequately.)

8 hours over 2 days

How many times will this training be offered to each trainee? (Follow-up training is required for most project types.)

In addition to the core training sessions, our field technicians will visit each farm monthly to provide technical guidance, assess implementation progress, and troubleshoot challenges. We will also organize quarterly Community Development Days at the demonstration plots, which will serve as hands-on group learning opportunities to reinforce and deepen the content of each module.

Who will conduct the training? What are the trainer's qualifications? (Trainers must have professional expertise in the topic.)

**Lucas Oshun**, Director, Regeneration Field Institute – 17+ years in ecological restoration and agroecology, UCSC graduate

**Field technicians and local agroforestry experts** – Trained in syntropic system implementation, pruning, composting, and biodiversity management

**2025 cohort farmers** – 3 high-performing alumni who will become peer trainers and host model plots

Who will receive the training? How many men? How many women?

In 2025, we trained 25 farmers, including 17 men and 8 women. For the upcoming 2026 cohort, we plan to expand the program to 60 farmers. Based on our previous experience and current gender distribution, we expect to select approximately 41 men and 19 women.

How will trainees continue to use the knowledge and skills they learned from the training after the grant activities are completed?

Graduates will apply the techniques on their own land, participate in subregional learning groups, and engage in cooperative marketing and ongoing training activities. Demonstration plots will serve as learning centers for future cohorts.

How will this training be evaluated to determine its effectiveness and improve future training?

- Quarterly data collection on soil health, crop yields, and income

- Feedback from participants during follow-up visits
- Structured evaluation after each course
- Community-led monitoring and peer group reports
- Comparison of pilot vs. new cohort performance indicators

## TRAINING 2

What is the title of the training?

Practical Agroforestry System Installation and Early Maintenance

What is the purpose or goal of the training?

This module provides technical training in the physical installation and early-stage care of a syntropic agroforestry plot. The aim is to enable farmers to confidently implement their system layout, execute best-practice planting strategies, and manage young crops to ensure strong early development.

What knowledge and skills will trainees learn from the training?

Here is a draft of a potential curriculum:

**Module 2: Soil Preparation and Planting Practice, Management of 1-Year System**

**Day 3: Practice: Soil Preparation and Planting**

- Hands-on deep digging techniques
- Using hoes, broadforks, or hand subsoilers
- Planting saplings and seeds in real plots
- Following spacing and sequencing protocols
- Mulching immediately after planting
- Establishing tree rows with contour awareness
- Participants rotate roles for each task
- Using flags or markers for tree species

**Management of 1-Year System**

- Biomass pruning of pioneer species
- Maintaining spacing and airflow
- Applying organic matter to the soil surface
- Evaluating tree vigor and form
- Observing light dynamics and competition
- Selective thinning or coppicing techniques
- Using chop-and-drop for nutrient cycling
- Hands-on practice managing 1-year-old plot

How did you choose this training?

The training was designed based on over a decade of experience working in the region and a detailed

community assessment involving interviews, focus groups, and participatory rural appraisals. Key farmer-identified needs, such as declining soil fertility, lack of market access, crop vulnerability, and a need for ecological and economic resilience, directly shaped the training content.

How will it address any gaps in the knowledge and skills of the beneficiaries that were identified during the community assessment?

While some farmers understand planting, few are aware of how species interactions and early interventions like pruning and mulching contribute to long-term productivity. This training fills that gap with immersive, guided experiences.

Is this new training as a result of this grant?

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What methods (such as presentations, discussion groups, hands on activities, or case studies) will be used to conduct the training?

The 2025 training program included presentations, group discussions, hands-on activities at the Los Arboleros farm, and case study analysis. For 2026, we will continue using these methods, but the training sessions will take place directly in each farmer's local hub. Activities will be held at the 1-hectare plot of the lead farmer selected in each hub to scale up their 2025 plot.

Training methods will include:
- Interactive workshops and farm-based demonstrations.
- Peer-led group work and cooperative planning.
- Hands-on agroforestry system installation and pruning sessions.
- Guided group design and planting.
- Ongoing follow-up visits and technical mentoring.
- Community work gathering.

How many hours of training will each trainee receive? (Training duration must address the topic adequately.)

4 hours in one day

How many times will this training be offered to each trainee? (Follow-up training is required for most project types.)

In addition to the core training sessions, our field technicians will visit each farm monthly to provide technical guidance, assess implementation progress, and troubleshoot challenges. We will also organize quarterly Community Development Days at the demonstration plots, which will serve as hands-on group learning opportunities to reinforce and deepen the content of each module.

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How will this training be evaluated to determine its effectiveness and improve future training?

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- Feedback from participants during follow-up visits
- Structured evaluation after each course
- Community-led monitoring and peer group reports
- Comparison of pilot vs. new cohort performance indicators

## TRAINING 3

What is the title of the training?

Multi-Year Syntropic System Management & Community Network Building

What is the purpose or goal of the training?

To support farmers through years 2–4 of system development, focusing on succession management, tree canopy structure, fertility islands, and cooperative infrastructure. This module also aims to build stronger social networks among farmers for learning and resilience.

What knowledge and skills will trainees learn from the training?

Here is a draft of a potential curriculum:

**Module 3: Multi-Year Management of Syntropic Agroforesty System Course**

**Day 4: Management of 2-Year System (Field Visit to Los Arboleros)**

-Understanding secondary succession dynamics

- Larger biomass pruning techniques
- Maintaining canopy structure for light management
- Redistributing organic matter from pruned trees
- Identifying productive vs. weak trees

- Pruning strategies for cacao and fruit trees
- Safety techniques for managing taller trees
- On-site group work at Los Arboleros farm

**Management of 3-Year System (Advanced Techniques)**

- Pruning of mature overstory trees
- Managing canopy stratification and succession
- Fertilization using biofertilizers and compost
- Observing changes in microclimate over time
- Creating gaps to insert new species
- Assessing tree health and productivity
- Building fertility islands with biomass layers
- Hands-on management in a 3-year plot

**Day 5: Management of 4-Year System (Moisture & Fertility Focus)**

- Using banana trunks for moisture retention
- Nutrient cycling strategies in mature systems
- Biofertilizer application methods
- Advanced pruning and coppicing
- Shade management for cacao and fruit crops
- Composting within the system using green waste
- Monitoring soil moisture and organic matter
- Hands-on work in 4-year old syntropic system

**Adapting Techniques to Different Land Conditions**

- Recognizing highly compacted or degraded lands
- Understanding delayed response patterns
- Strategies to accelerate recovery (e.g. legumes)
- Adjusting species selection to site conditions
- Mulching and composting for fertility building
- Water retention techniques for poor soils
- Identifying indicator plants for soil health
- Planning expectations based on soil baseline

**Day 6: Community Organizing and Network Development**

- Creating a farmer-led agroforestry network
- Sharing roles and logistics among participants

- Organizing seed and tool exchanges
- Setting up communication channels (WhatsApp, meetings)
- Planning cooperative harvesting or maintenance days
- Developing local leadership among trainees

How did you choose this training?

The training was designed based on over a decade of experience working in the region and a detailed community assessment involving interviews, focus groups, and participatory rural appraisals. Key farmer-identified needs, such as declining soil fertility, lack of market access, crop vulnerability, and a need for ecological and economic resilience, directly shaped the training content.

How will it address any gaps in the knowledge and skills of the beneficiaries that were identified during the community assessment?

Most farmers lack multi-year planning tools and face isolation. This module builds both technical and social capacity.

Is this new training as a result of this grant?

Yes. While a pilot program began in 2025 with 25 farmers, this grant enables the formal expansion of the training to 60 new farmers and three local farmer-trainers, along with improved curricula, facilities, and follow-up systems

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- Peer-led group work and cooperative planning.
- Hands-on agroforestry system installation and pruning sessions.
- Guided group design and planting.
- Ongoing follow-up visits and technical mentoring.
- Community work gathering.

How many hours of training will each trainee receive? (Training duration must address the topic adequately.)

12 hours over three days

How many times will this training be offered to each trainee? (Follow-up training is required for most project types.)

In addition to the core training sessions, our field technicians will visit each farm monthly to provide technical guidance, assess implementation progress, and troubleshoot challenges. We will also organize quarterly Community Development Days at the demonstration plots, which will serve as hands-on group

learning opportunities to reinforce and deepen the content of each module.

Who will conduct the training? What are the trainer's qualifications? (Trainers must have professional expertise in the topic.)

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How will this training be evaluated to determine its effectiveness and improve future training?

- Quarterly data collection on soil health, crop yields, and income
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- Community-led monitoring and peer group reports
- Comparison of pilot vs. new cohort performance indicators

## TRAINING 4

What is the title of the training?

Plot Implementation: Demonstration Parcel Expansion and Livelihood Integration

What is the purpose or goal of the training?

To train lead farmers in the establishment of 40x40m demonstration plots that integrate bamboo, livestock, and biodiversity restoration. This module also explores new market channels and long-term land stewardship.

What knowledge and skills will trainees learn from the training?

Here is a draft of a potential curriculum:

**Module 4: Plot Implementation**

**Day 6.5: Plot Implementation - 40x40m Demonstration Parcels**

- Bamboo grove management
- Bamboo grove practices and planting
- Market connection workshop

**Day 7: Plot Implementation - 40x40m Demonstration Parcels**

- Bamboo grove management
- Bamboo grove practices and planting
- Market connection workshop

**Day 8: Plot Implementation - 40x40m Demonstration Parcels**

- Bamboo grove management
- Bamboo grove practices and planting
- Market connection workshop

**Day 9: Plot Implementation - 40x40m Demonstration Parcels**

- Bamboo grove management
- Bamboo grove practices and planting
- Market connection workshop

**Follow Up Monthly Technical Visits & Trainigs**

- Troubleshoot challenges, provide technical support and feedback on farmers' plots
- Facilitate group learning and support between the farmers involved in the training
- Take data and assessment throughout the year to measure impact of training

How did you choose this training?

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How will it address any gaps in the knowledge and skills of the beneficiaries that were identified during the community assessment?

Most farmers have never integrated multiple subsystems (bamboo, livestock, forest restoration) or connected ecological health with financial planning. This module introduces both.

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- Ongoing follow-up visits and technical mentoring.
- Community work gathering.

How many hours of training will each trainee receive? (Training duration must address the topic adequately.)

16 hours over 4 days; nursery setup; rotational grazing demos; forest mapping; community-led biodiversity monitoring.

How many times will this training be offered to each trainee? (Follow-up training is required for most project types.)

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