

Names entities

From summer 2016 the names CAH Vilentum University, Stoas Vilentum University, Groenhorst en PTC+ will gradually change to Aeres. To prevent any confusion we are using the present or former names of the legal entities.

Ref	Project title: B	TEC Gardening					
Name of legal entity	Country	Client	Budget, €	Starting date	End date		
AERES MBO (In	China	Jurong and	€ 50.000	01-09-2018	01-08-2019		
cooperation		Suzhou					
with Lentiz)							
Project description							
A full BTEC diploma awa	ard education ir	n Gardening and La	andscaping.				
Services rendered							
3 courses in China with a duration of 2 weeks each							
3 months training, education and practice in The Netherlands							

	Project title: Production	Capacity Buildin	g for Blende	d Learning	in Poultry
Name of legal entity	Country	Client	Budget, €	Starting date	End date
AERES MBO	Indonesia	Nuffic (Innocap)	€ 250.000	01-10-2017	30-09-2019
Project description					
The project focuses on teacher education, dida delivery method to build The second aim is to in adding data acquisitio smartphones. This aim Dutch private parties. Services rendered The project has a du oriented curricula in po factories by data collect introducing effective for access to relevant cont and industry experts. Ac Updated curricula with a better poultry productior food security and food s	actics and curr a blended lear crease the effe n and data is supportive of al aim: develo ultry production ion and data pr ms of e-learnin ents, even off- ddition of exerc added effective n, thus contribu	iculum adaptation ning system. ectiveness of practic processing options of the first aim, and opping the capacity n, and adding intell rocessing, to be use ng on a smartphone campus, and will be ises will result in a h ness of practical trai ting to regional ecor	and in adding e al training faciliti , and enable enables collabor of the SMK's igence to poultry ad as references e platform studen able to directly ighly effective ble ning will deliver g	e-learning as es for poultry access to the pration with In to build inner y training faction in the updated in the updated communicate ended learning graduates cap	an innovative production by ese data by donesian and ovative praxis- ilities/teaching d curricula. By lates get easy with teachers g system. able of a

Project title: E	BTEC Dairy					
Country	Client	Budget, €	Starting date	End date		
China	Taizhou college	€150.000	01-09-2017	01-08-2018		
ard education i	n Dairy production.					
3 courses in China with a duration of 2 weeks each						
3 months training, education and practice in The Netherlands						
	Country China ard education in a duration of 2	China Taizhou college ard education in Dairy production. a duration of 2 weeks each	CountryClientBudget, €ChinaTaizhou college€150.000ard education in Dairy production.a duration of 2 weeks each	CountryClientBudget, €Starting dateChinaTaizhou college€150.00001-09-2017ard education in Dairy production.a duration of 2 weeks each		



Ref	Project title: B	TEC Gardening			
Name of legal entity	Country	Client	Budget, €	Starting date	End date
AERES MBO (In cooperation with Lentiz)	China	Jurong and Suzhou	€ 50.000	01-09-2017	01-08-2018
Project description					
A full BTEC diploma aw	ard education ir	n Gardening and La	andscaping.		
Services rendered					
3 courses in China with 3 months training, educa			nds		

Ref	Project title:	TMT Indonesia			
Name of legal entity	Country	Client	Budget, €	Starting date	End date
ATCI	Indonesia	IPP Vocational High School, Tasikmalaya and Tanjung Mulya poultry integration	70,000	June 2017	July 2018
Project description	l				
Train the tra	iners program	n (poultry) of the IPP vocation for teaching staff of IPP	2		

• Training for Technicians, responsible for extension towards farmers, of the Tanjung Mulya

Services rendered

Both training programs have been conducted at the premises of IPP High

School, Panjalu, Tasikmalaya, West Java, Indonesia by using the practical training facilities of IPP (practical classrooms and broiler houses) as well as poultry farms and poultry processing plant of Tajung Mulya integration.

During the training attention was paid to:

- Quality aspects of day-old chicks
- Brooding management
- Applied broiler farm management
- · Ventilation systems
- Recording and analyses of production results
- Food safety-, environmental-, and animal welfare issues
- Carcass quality aspects

Ref	Project title: B	TEC Poultry			
Name of legal entity	Country	Client	Budget, €	Starting date	End date
AERES MBO	South Korea	South Korean Ministry	€ 85.000	01-09-2017	31-12-2017
Project description					
A full BTEC certificate a	ward in educati	on in Poultry produ	ction.		
Services rendered					
A 3 months training in t Poultry business and P			ed learning appr	oach in Poultry	[,] Health,



Ref	Project title: Strengthening of Vocational Education and Training for food security; Nuffic Niche MMR 277							
Name of legal entity	Country	Client	Budget, €	Starting date	End date			
Aeres (lead) In cooperation with WUR, MDF Asia, Lentiz and Wellant	MyanmarMinistry of Agriculture Livestock and Irrigation (MoALI) / Nuffic Niche€ 2.126.534,=21 Nov 201620 Nov 2020							
Project description								
Enhanced capacity at the implement the key transf State Agricultural Institut market oriented) region s and knowledge.	formations in the	e agricultural TVET aduates that posses	system. Enhanced s adequate (comp	d capacity at th betency based	ne selected and labour			
Services rendered								
To facilitate developmen Occupational standards Linkages with relevant si Staff of MoALI and th competency based currin New curricula and progra An Educational Support ICT is used for learning I	(Extension work takeholders and ne TVET scho cula and Teach ams for ATVET Team is establi	ker, small holder ent d establishment of re ols are capacitated ing and Learning Ma (State Agricultural II shed and capacitate	repreneur) gional and nationa d to develop lab aterials. nstitutes) ed.	oour market				

Ref	Project title: Public Private Partnership 'Netherlands Myanmar Poultry Cooperation'						
Name of legal entity	Country	Client	Budget	Starting date	End date		
Aeres	Myanmar	Ministry of Economic Affairs, (RVO) Larive	Tog@there project(s) Total budget (training and equipment): € 500.000	September 2016	September 2018		
Project description							



The programme consists of development of the poultry chain in Myanmar, investments in equipment (hatchery, farm management and slaughtery equipment) and a training programme. AERES will be involved in curriculum development, training and education in the following issues:

- 1. Public level: Poultry health & disease control.
- 2. Farmer level: Poultry health & disease control.
- 3. Feed formulation & feed mill efficiency.
- 4. Poultry farm management.
- 5. Breeder & hatchery management.
- 6. Food safety (Public): Institutional change.
- 7. Food safety (Private): Demonstration slaughterhouse(s).
- Target groups: poultry farmers, (para)veterinarians, managers and operators of feed mills.

Services rendered

Curriculum development, training programmes on poultry, consultancy on implementation of small scale equipment

Ref	Project title: Sustainable and Affordable Poultry for All (SAPA)							
Name of legal entity	Country	Client	Budget	Starting date	End date			
Aeres	Myanmar	Ministry of Economic Affairs, (RVO) De Heus & Belga broed Myanmar Fresh Studio, Vietnam. Yezin University and Myanmar livestock federation	Sustainable Entrepreneurship and Food Security Facility (FDOV) project(s) Total budget (training and equipment): € 5.000.000	April 2015	April 2020			
Project descrip	tion		·					



Improve food security and rural incomes of smallholders in Myanmar, through the introduction of more productive and sustainable farming practices for poultry and corn production. This will result in lower cost prices and productivity gains, making poultry more affordable, and as the major source of animal protein in Myanmar, contribute to food security.

The project targets the most important source of animal protein in Myanmar: poultry. Besides its crucial role in food security, poultry production requires little land and is labour intensive. More productive, profitable and sustainable smallholder broiler farms can play a key role to create jobs in the rural areas and produce more affordable protein. To achieve this, the following interventions will be executed:

• To reduce the current unstable supply of Day Old Chicks (Doc) and provide farmers more possibilities to independently choose which Doc's and feed they want to buy, a professional hatchery which will be setup to provide more than 7 million Doc's per year.

• Enhance the capacity of 250 broiler farmers to professionally manage their farm: reduce chicken mortality, reduce the use of antibiotics and increase the efficiency of feed. <u>This will be done by</u> setting up a poultry training centre which will offer a professional broiler farm management training courses and Training of trainers (ToT).

• This will increase the domestic supply of chicken meat with 18 million kg per year, which will be equivalent to the annual consumption of 1 million people.

• Improve the productivity and sustainability of corn production, as corn is the main cost element of poultry feed. <u>This will be done by developing a team or farmer corn advisors, running training programs and demonstration trials in the corn areas to train 2,500 corn farmers</u>, from whom the project will buy the corn.

• Overall direct created value by the project: US\$ 40 million per year, or US\$ 160 million over the total project period.

• Directly generated income: 6,700 people per year• The project will institutionalize those broiler farmers who are dedicated to produce in a safe and sustainable way, by forming a farmer club. The farmer club will act as a platform for knowledge sharing among farmers, linking farmers to buyers, and undertake joint sales and marketing activities.

Services rendered

Curriculum development, training programmes on poultry (broilers and hatchery), setting up practical training centres and Training of Trainers (ToT)

Ref	Project title: Broiler farm management West Java and Sulawesi Indonesia						
Name of legal entity	Country	Client	Budget	Starting date	End date		
Aeres - PTC+	Indonesia	Ministry of Economic Affairs, (RVO) Larive (lood tech Indonesia, Ministry of Agriculture in Indonesia	K2K project € 150.000	January 2015	January 2017		

Project description

With selective training and relatively small scale investments in stall equipment (closed water and ventilation systems), open house farmers can be learned and shown how to improve their activities and realise better (financial) results. AERES (in cooperation with van Eck Industrial hygiene) executes a training programme for open house broiler farmers in West java and Sulawesi. Small scale stall equipment will be implemented upon the needs of local farmers. Main iss ues of the training are:

Stall equipment (poultry house design, water supply, housing & ventilation) Applied management (monitoring of flock, litter management)



Services rendered

Curriculum development, training programmes on poultry, consultancy on implementation of small scale equipment

Ref	Project Title : Myanmar Potato Value Chain – capacity building						
Name of legal entity	Country	Client	Budget €	Starting date	End date		
Vilentum applied University , Dronten	Myanmar	Ministry of Economic Affairs	50 %	01-12-2015	31-12-2016		

Description of the project

The development of a more sustainable potato value chain in Myanmar. This project focusses on the potato production itself by enforcing the expertise of professionals active in and around the potato production and by training farmers. This professionalization will be supported by making pertinent knowledge available as well through internet as in written forms in the Myanmar language. The professionals will also be trained to train farmers thus ensuring that the acquired knowledge will be transferred to farmers.

By investing in the professional network and through that in the training of large group of famers it is the crop production methods in practice will improve quickly, as basis for a substantial improvement in productivity and product quality. Increased productivity and rational inputs will lead to a lower cost prize.

Building up capacity in the professional networks is also an investment in the future, this network can contribute greatly to further sustainable development of the potato chain. A core team so to speak

Services rendered

To execute the capacity building training program for the potato value chain professionals, the following activities are foreseen:

Select key area geographical where to work,

Select professionals to be trained,

Implement demo fields with lead farms,

Design content and set up of course,

Implement training course,

Evaluate training course,

Make available knowledge and training material accessible in an electronic library.



Ref	Project title: Advice and training AKIS Private potato partnership Myanmar, 1300019787								
Name of legal entity	Country	Client	Budget	Starting date	End date				
Aeres (Project leader)	Myanmar	Directorate General Agro, Netherlands Ministry of Economic Affairs	€ 50.000,-	2015	2016				
Project descripti	on								
		ning at transition of Agr and approach of Agricu							
Services rendere	d								
 a. Understanding b. More in depth u (sectors kills and l oriented learning a c. Insight in existin 2. Formulation of a Agricultural Institution 3. Advice on how education and training 	Services rendered Fact Finding and Training of staff of State Agricultural Institutes (TVET) contributing to: a. Understanding of Myanmar partners of various education and training approaches. b. More in depth understanding of capacity and demands for further training of teachers (sectors kills and knowledge; pedagogical didactical skills; development of industry oriented learning arrangements and teaching and learning materials (TTLM) c. Insight in existing facilities for learning and training (school firms; lab's; ICT facilities) 2. Formulation of options to improve the training/ competencies of students of the State Agricultural Institutes. 3. Advice on how for the Netherlands agricultural education can contribute to the development of education and training by the SAI 4. Developing a common ground, vision on pathways towards a 'future proof' AKIS.								



Ref 1	Project title: Capacity Building in Animal Logistics of Poultry and Livestock, Indonesia (NICHE/IDN/223)								
Name of legal entity	Country	Client	Budget, €	Starting date	End date				
AERES (CAH Vilentum, Groenhorst, PTC+)	Indonesia	Nuffic (Ministry of Econnomic affairs, Maastricht School of Management IPB University Bogor	€ 1.3000.000 total budget € 110.000 budget Aeres part	11-2014	11-2018				
Project description	on				•				
 An institutional development project "Capacity Building in Animal Logistics of Poultry and Livestock" (NICHE/IDN/223) for the Faculty of Animal Science, Bogor Agricultural University, in Indonesia. Targets of the project are: To develop gender sensitive education and training in animal logistics of poultry and livestock, based on competencies needed by the labour market. Carry out gender sensitive research in animal logistics of poultry and livestock, relevant to needs of the sector To actively promote the importance of animal logistics in poultry and livestock including gender dimensions involving private and public stakeholders of the labour market and alumni. 									
Services rendere	d								

- Redefinition and development of new curricula on animal logistics based on description of competences in cooperation with IPB Bogor based on labour market needs
- Training and education on animal logistics

Ref	Project title: Establishing a practical innovation & training centre (PITC) in the field of Horticulture and Animal Husbandry									
Name of legal entity	Country	CountryClientBudget, €Starting dateEnd date								
Aeres - PTC+	India	Government of Meghalaya	€ 825.000,-	2014	present					
Project descripti	on				•					
(PITC) headquart programmes can Horticulture and A extension and priv	ered in Tura, Mo be delivered in Animal Husband vate people, adv	eghalaya. And to h various locations th ry. This PITC will s visors of the horticu	hing a practical innova- elp realising that the p proughout the state of erve the farmers in Me ilture and other agricul sulture and other agricul	rovided trainin Meghalaya in t eghalaya, gove Itural processir	g the field of ernmental ng industries,					



Services rendered

Preparing a Masterplan for the establishment of a Practical Innovation and Training Centre. Providing technical assistance in order to achieve above mentioned ambition.

	Project title: Capacity Building in Animal Logistics of Poultry and Livestock, Indonesia (NICHE/IDN/223)								
Name of legal entity	Country	Client	Budget, €	Starting date	End date				
Aeres (CAH Vilentum, Groenhorst, PTC+)	Indonesia	Nuffic (Ministry of Econnomic affairs, Maastricht School of Management IPB University Bogor	€ 1.3000.000 total budget € 110.000 budget Aeres part	11-2014	11-2018				
Project description	on								
(NICHE/IDN/223) Indonesia.Targets - To develo livestock, - Carry out needs of t - To activel	 An institutional development project "Capacity Building in Animal Logistics of Poultry and Livestock" (NICHE/IDN/223) for the Faculty of Animal Science, Bogor Agricultural University, in Indonesia. Targets of of the project are: To develop gender sensitive education and training in animal logistics of poultry and livestock, based on competencies needed by the labour market. Carry out gender sensitive research in animal logistics of poultry and livestock, relevant to needs of the sector To actively promote the importance of animal logistics in poultry and livestock including gender dimensions involving private and public stakeholders of the labour market and 								
Sonvisoo rondoro									
	Services rendered								
	 Redefinition and development of new curricula on animal logistics based on description of competences in cooperation with IPB Bogor based on labour market needs 								
- Training a	nd education of	n animal logistics							



Ref	Project title: BTEC Dairy							
Name of legal entity	Country	Client	Budget, €	Starting date	End date			
AERES MBO	China	Taizhou college	€150.000	01-09-2017	01-08-2018			
Project description								
A full BTEC diploma awa	ard education in	Dairy production.						
Services rendered								
3 courses in China with a 3 months training, educa			s					

Ref	Project title: BTEC Gardening							
Name of legal entity	Country	Client	Budget, €	Starting date	End date			
AERES MBO (In cooperation with Lentiz)	China	Jurong and Suzhou	€ 50.000	01-09-2017	01-08-2018			
Project description				-				
A full BTEC diploma awa	ard education in	Gardening and Lan	dscaping.					
Services rendered								
3 courses in China with a duration of 2 weeks each 3 months training, education and practice in The Netherlands								



Ref	Project title Production	: Capacity Build	ing for Blende	ed Learning	in Poultry
Name of legal entity	Country	Client	Budget, €	Starting date	End date
AERES MBO	Indonesia	Nuffic (Innocap)	€ 250.000	01-10-2017	30-09-2019
Project description	•				

The project focuses on the first priority area (staff development) and will spend most resources in teacher education, didactics and curriculum adaptation and in adding e-learning as an innovative delivery method to build a blended learning system.

The second aim is to increase the effectiveness of practical training facilities for poultry production by adding data acquisition and data processing options, and enable access to these data by smartphones. This aim is supportive of the first aim, and enables collaboration with Indonesian and Dutch private parties.

Services rendered

The project has a dual aim: developing the capacity of the SMK's to build innovative praxis-oriented curricula in poultry production, and adding intelligence to poultry training facilities/teaching factories by data collection and data processing, to be used as references in the updated curricula. By introducing effective forms of e-learning on a smartphone platform students and graduates get easy access to relevant contents, even off-campus, and will be able to directly communicate with teachers and industry experts. Addition of exercises will result in a highly effective blended learning system.

Updated curricula with added effectiveness of practical training will deliver graduates capable of a better poultry production, thus contributing to regional economic development. Added awareness of food security and food safety will contribute to public health.

Ref	Project title: BTEC Poultry							
Name of legal entity	Country	Client	Budget, €	Starting date	End date			
AERES MBO	South Korea	South Korean Ministry	€ 85.000	01-09-2017	31-12-2017			
Project description								
A full BTEC certificate a	ward in educatio	on in Poultry product	ion.					
Services rendered								
	A 3 months training in theory and practice and with Blended learning approach in Poultry Health, Poultry business and Poultry production.							



Ref	Project title:	Project title: TMT Indonesia						
Name of legal entity	Country	Client	Budget, €	Starting date	End date			
ATCI	Indonesia	IPP Vocational High School, Tasikmalaya and Tanjung Mulya poultry integration	70,000	June 2017	July 2018			
Project description								

- Development of curriculum (poultry) of the IPP vocational high school
- Train the trainers program for teaching staff of IPP
- Training for Technicians, responsible for extension towards farmers, of the Tanjung Mulya

Services rendered

Both training programs have been conducted at the premises of IPP High School, Panjalu, Tasikmalaya, West Java, Indonesia by using the practical training facilities of IPP (practical classrooms and broiler houses) as well as poultry farms and poultry processing plant of Tajung Mulya integration. During the training attention was paid to:

- Quality aspects of day-old chicks
- Brooding management
- Applied broiler farm management
- Ventilation systems
- Recording and analyses of production results
- Food safety-, environmental-, and animal welfare issues
- Carcass quality aspects

Ref	Project title : Reforming of the Agricultural Knowledge and Information System in Myanmar								
Name of legal entity	Country	Client	Budget	Starting date	End date				
Aeres (Project leader)	Myanmar	Directorate General Agro, Netherlands Ministry of Economic Affairs	€ 36.000,-	2014	2015				
Project descripti	Project description								
Scan of Agricultural Knowledge and Information System aiming at strengthening the cooperation between the Kingdom of The Netherlands and Myanmar.									
Services rendere	Services rendered								



Ref		Project title: Development of training course and training materials National Agricultural Training Centre (NAEC), Kabul Afghanistan							
Name of legal entity	Country	Client	Budget	Starting date	End date				
Aeres - Vilentum University (Stoas)	Afghanistan	WUR CDI – Dutch Ministry of Economic Affairs	€ 20.000,-	2014	2014				
 Project description Training in development of training course from needs analysis to evaluation and assessment. Training Managerial personal and interpersonal competences. Training Introduction Total Quality Management. Advice on developed teaching and learning materials. The activity is part of a project capacity building Agricultural TVET education in Afghanistan, funded by the Dutch government and executed by WUR-CDI 									

- Training development courses and training materials: beneficiaries 7 managers and coordinators of NAEC.
- Training managerial skills and total quality management (TQM): beneficiaries 4 managers NAEC

Ref	Project title : Food security, food safety and food logistics in the poultry chain of Indonesia							
Name of legal entity	Country	Client	Budget	Starting date	End date			
Aeres - PTC+	Indonesia	Ministry of Economic Affairs, WUR, Larive, Ministry of Agriculture in Indonesia	€ 2.500.000,-	2013	2016			

Project description

Food security, food safety and food logistics in the poultry chain of Indonesia. The main aim of this project is to improve the efficiency of the Indonesian poultry chain from farm level to retail especially in West Java province.

Services rendered

Project management, training in the livestock, project identification and development, training in practical skills, curriculum development, TOT programs.



Ref	Project title: Improving the Capacity in Agricultural Training and Education at Qingdao Xinfutai Industrial Corporation								
Name of legal entity	Country	Client	Budget	Starting date	End date				
Aeres - PTC+ (Project leader)	China	Qingdao Xinfutai Industrials Corporation	€ 15.000	2013	2013				
Project description	on								
Corporation. The	Improving the Capacity in Agricultural Training and Education at Qingdao Xinfutai Industrial Corporation. The project was aimed at strengthening capacity for training in the poultry sector through implementing training programs for (smallholder) farmers in Qingdao, China.								
Services rendered									
Project management, training in the livestock, project identification and development, training in practical skills.									

Ref	Project title : Improving the Capacity in Agricultural Training and Education at MPI and KLDB pig farms, Kerala, India.					
Name of legal entity	Country	Client	Budget	Starting date	End date	
Aeres - PTC+	India	Regional government of Kerala	€ 15.000	2013	2013	
Project description						
Improving the Capacity in Agricultural Training and Education at MPI and KLDB pig farms, Kerala, India. The project was aimed at strengthening capacity for training in the pig sector through implementing practical training programs at MPI and KLDB pig farms in Koothattukulam, Kerala						
Services rendered						
Project management, training in practical skills, training in livestock, project identification and development						

Ref	Project title: BTEC training ND Agriculture level 3 specialisation Dairy				
Name of legal entity	Country	Client	Budget, €	Starting date	End date
Aeres Groenhorst	China	Liaoning Agricultural College	€ 100.000	2011	2020



Project description

Complete course in BTEC education system for students from Liaoning Agricultural college. In total we deliver 18 weeks of education. 6 weeks in China the rest in the Netherlands

Services rendered

market.

Both theoretical and practical lessons are provided. Complete assessment and diploma quality assurance.

Ref	Project title: Restructuring agricultural education and training in the Chinese Democratic Republic/ Inner Mongolia/ Wulanchabu vocational college					
Name of legal entity	Country	Client	Budget	Starting date	End date	
Aeres Vilentum University (CAH) (Project leader)	China	Dutch Ministry of Economic Affairs	€ 150.000,-	2011	2013	
Project description						
Improvement of "potato" education for students and training for agronomes to link this activity to to professional potato sector, in line with the 2g@there project "Orange Potato" and professional university education at bsc-level together with Wulanchabu vocational college in Jining/ Ineer Mongolia						
Services rendered						
Curriculum developm to the private sector - with the project "Orar	 labor market, 	support for labor r	narket needs, trainin	ig of potato gro	owers in line	



Ref	Project title: Orange potato, 2g@there					
Name of legal entity	Country	Client	Budget	Starting date	End date	
Aeres - Vilentum University (CAH)	China	EVD, Agency NL	€ >1.500.000,-	2011	2013	
Project description						
CAH University Dronten is one of the consortium members of the 2g@there project "Orange Potato", having its main task in improvement of training and education activities to assure potato knowledge transfer The consortium exists of more than ten (10) Dutch companies that are interested in expanding their business in China or that already have investments in China. The project in particular aims at post harvest activities in the potato sector.						
Services rendered						
Knowledge transfer						

Project title: Education and training supporting "Orange Potato"					
Country	Client	Budget	Starting date	End date	
China	IPSS-CROSS, EVD, Agency NL	€ 150.000,-	2011	2013	
Project description					
	Country	Country Client China IPSS-CROSS, EVD, Agency	Country Client Budget China IPSS-CROSS, EVD, Agency € 150.000,-	CountryClientBudgetStarting dateChinaIPSS-CROSS, EVD, Agency€ 150.000,- 20112011	

CAH University Dronten, being a member of Aeres group is the lead partner in order to streamline the knowledge transfer activities within the framework of the 2g@there project "Orange Potato". The project aims at short professional training activities and knowledge transfer on the long run by means of education.

Dutch partners: PTC+ and the consortium members of "Orange Potato" Chinese partners: Wulanchabu vocational college

Services rendered

Project management, course development, curriculum development, practical skills training , training of trainers