



Training of advisors



Business Advisors in Estonia

- Business and Development Centres of the Enterprise Estonia (in 15 Counties)
- Rural Advisory Centres of the Estonian Agricultural Registers and Information Board (in 15 Counties)
- Advisors of the FEM Project
- Private companies



Business and Development Centres of the Enterprise Estonia

- The Enterprise Estonia is a public organisation; the Centres are either NGOs or private organisations providing services to the Enterprise Estonia
- No advising related training is provided to the personnel of the Centres by the Enterprise Estonia
- The training of personnel is provided by the Centres; the training is not centralised



Rural Advisory Centres of the Estonian Agricultural Registers and Information Board (ARIB)

- The ARIB is a public organisation; the Centres are either NGOs or private organisations providing services to the ARIB
- No advising related training is provided to the personnel of the Centres by the ARIB
- The training of personnel is provided by the Centres; the training is not centralised



Qualification System for Agricultural Advisors

- Established in 2005
- For advisors in rural development and/or agriculture



Requirements for Agricultural Advisors - 1

- General skills: Legal questions (agriculture, labour, agreements); Client servicing; Management of work groups; Negotiations; Labour safety; Computer literacy; Languages; Etiquette
- Main skills: Intercourse and psychology; Co-operation; Imposing behaviour; Expression skills; Basic skills for adult training; Counselling methods; Planning and management of advising



Requirements for Agricultural Advisors - 2

- Specific skills: Financial questions; Fishery; Environment; Stock-farming; Veterinary; Rural entrepreneurship; Rural tourism; Forestry; Agricultural building; Agricultural technologies; Diversifying of production; Crop farming; Farming



Advisors of the FEM Project

- FEM NETs (i.e. resource centres) (various organisations in 5 Counties providing services to the ETNA in Estonia - the FEM Project lead partner in Estonia)
- Mentors
- Leaders of the Network Credit Groups
- Support persons
- Advisors



Training of the Advisors

- Basic Training Program for Advisors
- Additional Training Programs for Advisors



Basic Training Program for Advisors

- Training from May 2006 to January 2007
- Consists in 5 modules
- Aimed for:
 - Co-ordinators of FEM NETs
 - Support persons
 - Mentors
 - Leaders of the Network Credit Groups
 - Advisors



Modules of the Basic Training Program for Advisors

1. Psychology of counselling; Roles of Advisor; Client-Advisor relationship; Problem solution;
2. Individual counselling; Group counselling;
3. Intercourse training; Stress management;
4. Strategic analysis of enterprise; Moderation techniques; Presentation techniques;
5. Accounting of SMEs; Reorganisation of enterprise and accounting



Additional Training Programs for Advisors

- IT;
 - Project Management;
 - Image of enterprise (incl. visual identity);
 - Product development;
 - Marketing;
 - Advising of women;
 - Training of trainers
- (still in the phase of planning)



What about other countries?

- What have you done?
 - Finland
 - Sweden
 - Norway
 - Latvia
 - Lithuania
 - Poland
- What are your plans for the future?



Thank you !

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