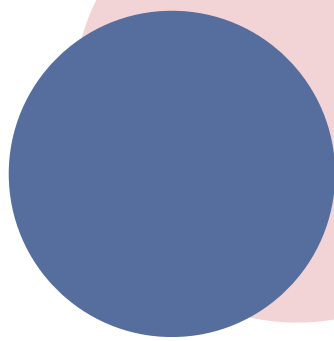




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# create

Women co-create  
sustainable fashion garments

## EDUCATOR'S HANDBOOK





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# THE CREATE program's key elements



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# About this Manual and the Other Resources

The present handbook illustrates the competences and the abilities the educators should possess to run the CREATE program.

## **The Educators' Handbook offers:**

- Guidance how to organize the workshops that will teach participants the necessary skills.
- Clarification of the skills needed to run the program,
- Clarification of the skills, competences and attitudes the participants are going to develop in order to be able to manage the most common barriers and difficulties women face in the industry.

This handbook covers all the topics and knowledge areas that the educators must be able to run the program independently. The above intends to foster transferability and the replication of the program in the future as well as the partners' in-house updates and improvements.

The handbook is divided into 3 sections, corresponding to the program areas:

- PERSONAL GROWTH
- CO-DESIGN
- PRODUCE CAPSULE

Since the 3 areas of the program require rather different competences and technical backgrounds, the program is better managed by 3 different experts/educators/facilitators. The handbook clearly explains all the tasks and responsibilities related to each area enabling the educators, to understand their roles and the overall scope and the elements of innovation.

Each area of specialty is underpinned with different types of learning such as text, videos, quizzes, games, tasks to be completed in a time-sensitive manner, alone or in groups, online, etc.- that offer knowledge, challenges, and work related situations aimed at fostering participants ability to work together. The program can be tailored to the general needs of the participants as well as to their need for self-reflection in order to enable them to work in teams and manage others.

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# The CREATE program, overview

The program is designed to support women of different age groups, from different cultural and education backgrounds and walks-of-life to participate as equals in the creation of a sustainable garments' capsule.

The program teaches the participants about circular fashion techniques, sustainable materials, new consumption models, as well as entrepreneurial skills, communication skills and the ability to work in teams, and soft skills such as problem solving and having a critical mind-set. The distinguishing element of the program is that the participants are meant to use the symbols of their own cultural heritage in a 'politically correct way'. They also learn about others' cultural heritage and make them part of their own design. They are instructed how to use traditional techniques in order to make their products unique that creates a competitive advantage and helps their products sell more easily.

The CREATE program is divided into three main areas

**PERSONAL GROWTH** processes intend to support the participants to develop soft skills, using collaborative techniques, communication skills, problem solving skills and other competences that enable greater employability.

**CO-DESIGN** is about creativity, co-designing and working together with the intention to create a sustainable collection of garments using circular economy and circular fashion techniques. Participants learn how to co-design as sustainable capsule collections; learn about circular fashion; fashion; how to recycle, refashion, and reuse; and finally, how to use recycled waste and textiles. They are introduced how to be inspired by the symbols of their heritage.

**PRODUCE A SUSTAINABLE CAPSULE** is about learning new techniques of producing a sustainable and ecological garments capsule, and understating how to showcase it to sponsors or to sell it.

Each area can be clearly tied with specific skills and competences, and each will be provided with specific skills assessment tool, so that the participants can use their final evaluation to enrich their curriculum and increase their possibility for employment, increase their skills or use the program certification to boost the interest of their sponsors' interest in their work.

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# The CREATE program, overview

The aim is to offer results that can be used in different way thus fostering sustainability and transferability, based on the needs of the users or the aim of the program where they are inserted.

The program can be used as a unique learning path (to have women co-create produce together a sustainable garment capsule) or split to foster the skills and competences associated with each area. The education toolkit will make it easy to associate the propose contents with any other training program in the fashion industry, or in association design courses, woman empowerment courses, upskilling for tailors, update to VET students to learn circular economy with a focus on circular fashion, to name some.

The topics covered by the CREATE program are the following:

- How to empower women and migrant women
- Most recurring barriers to inclusion
- how to foster intercultural dialogue among the participants
- Techniques and collaborative model
- How to foster informal mentoring possibility, and peer-to-peer support among participants
- What is circular economy & circular fashion
- Use of cultural heritage and symbols of their local heritage to get creative and allow women to work together on their garments
- how to co-design and co-own the design
- strategies, solutions and product briefings on how to design circular fashion
- how to re-cycle, re-fashion, re-use
- how to motivate others to use circular/sustainable fashion

For collaborative learning and innovative and effective collaboration to take place, participants need to understand and practise the following ideas: communication and active listening empowerment; creativity and innovation; and personal accountability. One of the key elements of the program is empowerment via collaboration and co-creating. Empowerment by definition is authority or power given to someone to do something and the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights.

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# The CREATE program, overview

Many of the participants may have experienced times in their lives when they felt alone and powerless in the face of challenges. The intention of the program is to enable participants to make a positive social and economic impact in their immediate environment and beyond via taking an active part in circular economy and enforcing necessary changes.

In order to do that, however, participants must recognize the importance of self-empowerment and empowering each other positively. Self-empowerment means making a conscious decision to take charge of your destiny. It involves making positive choices, taking action to advance, and being confident in your ability to make and execute decisions. Self-empowered people understand their strengths and weaknesses and are motivated to learn and achieve.

## Who is this program for

The intended target group of the activities and of the CREATE program is women of different age, education, background, culture and nationality. During the program they learn how to work together while developing the necessary skills to co- create sustainable fashion garments and accessories.

In particular the program has been created to involve two different and specific groups of participants:

- **Female designer.** professionals are taught how to select and use recycled waste and textiles to design a sustainable capsule collection, particularly a prototype of their collection, to be showcased to sponsors and tested with potential buyers.
- **Woman of any age,** with a background in tailoring or in need for a second chance in life, as long term unemployed women, migrants, refugee, victims of trafficking and other human right violations.

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# The CREATE program, overview

The overall purpose of the program is to foster women's ability to deal with change, act with a critical and responsible stance and motivate them to take part in lifelong learning possibilities. Without these skills offered in this program, female participants are at a higher risk of unemployment, poverty and social exclusion. (Source Employment, Social Affairs & Inclusion, European commission website). The project contributes directly to one of the ILO recommendation listed in the report on the Latest labour market developments, published on January 2021, such as "[...] (c) ensuring that hard-hit groups (notably young people, women, the low-paid and low-skilled workers) are supported in finding decent work opportunities and that they do not suffer any long-term scarring effects".

The learning program can be summarised as:

- how co-design the sustainable capsules garments (putting ideas, cultural and heritage diversity together) to re-fashion or use recycled textile
- how to produce the sustainable capsules garments
- how to communicate and promote the new collection, how to pitch it
- how to promote it to sponsors and producers

The program offers basic skills in tailoring making the participants the producers of the prototype as of the co-designed products. On the other hand, the acquiring specific "designer" skills is outside the scope of the program.

The women selected to take part in the training program will be involved in the following activities – over the course of 2 or 3 months, they will learn how to work together and learn from each other. They will receive support to increase a set of skills that every citizen needs to be socially included and aware of their rights. They will also be motivated to share their expertise and experience, to offer their talent to the group, to create something sustainable and unique that can be appealing to the market.



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