



TRANSEUROPEAN EDUCATIONAL INITIATIVE IN ORGAN DONATION AND TRANSPLANTATION

Modular multilevel blended training curriculum



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1. INTRODUCTION

This training program on organ donation and transplantation has been developed as part of the TEODOR (Trans-European Educational Initiative in Organ Donation and Transplantation) project. TEODOR is a 36-month initiative funded by the European Commission under Erasmus+, led by Pauls Stradiņš Clinical University Hospital and University of Latvia in collaboration with prestigious institutions such as the University of Barcelona and DTI Donation & Transplantation Institute from Spain, the National Transplant Office of the Ministry of Health from Lithuania, Kralovske Vinohrady University Hospital from the Czech Republic, and Karolinska University Hospital (Region Stockholm) from Sweden.

The TEODOR project aims to design and pilot a new and innovative training program on organ donation and transplantation, specifically tailored for physicians and relevant healthcare personnel from Latvia, Czech Republic, and Lithuania. This comprehensive curriculum aims to enhance both technical and non-technical competencies necessary for organ donation and transplantation, ultimately leading to improved clinical performance and better patient outcomes.

The primary goal of the TEODOR project is to foster the exchange of best practices among participating countries, promoting collaboration and cooperation in the field of organ donation and transplantation. The success of transplantation relies heavily on a well-coordinated and efficient organ donation and transplantation system. The TEODOR training program aims to equip healthcare professionals with the necessary skills, knowledge, and practical insights to contribute effectively to this critical process.

To ensure practical application, we provide opportunities for face-to-face workshops, local seminars, and hospital visits. These activities will allow the participants to interact with experts, engage in discussions on clinical cases and share best practices.

By promoting knowledge sharing and international perspectives, we aim to create a network of professionals who can learn from one another, exchange experiences, and contribute to the advancement of the field globally.

Moreover, the TEODOR project emphasizes the importance of ethical and legal considerations in organ and tissue donation, encouraging participants to become advocates and leaders in driving positive change in their respective healthcare systems.

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2. OBJECTIVES

The main goal of the TEODOR training is to bring together the knowledge, skills, and best practices which benefits healthcare professionals working as donor-transplant coordinators by developing an updated educational program. The specific objectives of this intellectual output are outlined below:

- To train a minimum of 30 organ transplantation trainees and 45 organ donation trainees from beneficiary countries.
- To enhance the knowledge and competencies of Key Donation Professionals (KDPs) and Key Transplantation Professionals (KTPs) in the field of organ and tissue donation and transplantation.
- To provide a comprehensive overview of organ donation and transplantation programs, including both theoretical and practical aspects.
- To foster collaboration and knowledge sharing among healthcare professionals from different countries and specialties, promoting an international perspective on organ donation and transplantation.
- To facilitate the exchange of experiences and knowledge among different healthcare systems and organizations involved in organ donation and transplantation, including transnational transplant networks.
- To strengthen the overall competence and capacity of healthcare professionals to contribute effectively to the improvement of organ and tissue donation and transplantation programs in their respective countries.
- To promote continuous professional development and lifelong learning among healthcare professionals engaged in organ and tissue donation and transplantation.
- To facilitate the switch from theoretical knowledge into the practice, through a critical reflection about their own experience.
- To boost the increase in the donation rates and, consequently, in the transplantation rates among the countries represented by participants.
- To support countries with less developed donation systems to have a more explicit role.
- To build upon the power of mutual learning and knowledge exchange.

3. COMPETENCES

Through this training program, participants will gain a deep understanding of the organ and tissue donation process, acquire essential skills in donor management, organ recovery, and preservation techniques, develop proficiency in postoperative care and immunosuppression and will understand specifics of organ transplantation and surgery. They will also enhance their communication and collaboration abilities to engage effectively with donor families, transplant recipients, and multidisciplinary healthcare teams.

Furthermore, participants will gain experience, and best practice examples from international partners. Here we list some of the competences that we expect the participants to gain during this training:

3.1. Specific Competences

Organ donation:

- ✓ to facilitate the understanding of expanded criteria donors
- ✓ to understand who can become a potential donor
- ✓ to be aware of who is responsible for donor detection and identification
- ✓ to get familiar with the different methods of donor detection and identification
- ✓ to know how to perform an adequate and exhaustive clinical evaluation of the potential donor
- ✓ to demonstrate knowledge on absolute and relative contraindications for donation
- ✓ to understand the “expanded criteria donors”, their recognition and acceptance as viable sources of organs
- ✓ to improve knowledge on BD
- ✓ to give accurate information concerning BD to the relatives of potential donors
- ✓ to learn how to perform the clinical examination of a brain-dead patient
- ✓ to know how to interpret the complementary tests
- ✓ to treat complications associated with the onset of brain death
- ✓ to optimize the quality of organs
- ✓ to assess organ function
- ✓ to seek and confirm the absence of contraindications to donation

Organ transplantation:

- ✓ Understand the principles of immunosuppression as a key element of transplantation treatment and its related complications.
- ✓ Demonstrate knowledge on how to efficiently assess patients referred for transplantation.
- ✓ Select the optimal candidate for the graft according to clinical and laboratory criteria in place.
- ✓ Adequately manage the waiting list for transplant candidates
- ✓ Demonstrate knowledge of the recipient pre-op preparation and bench bank work for the different transplantation procedures (organ specific)
- ✓ Understand the particularities of the surgical procedure for transplantation (organ specific) as well as their variations and possible intra-operative complications.
- ✓ Demonstrate appropriate knowledge on the principles of immediate post-operative care of transplanted patients as well as of the management of post-surgical complications (organ specific)
- ✓ Perform an adequate follow-up of transplanted recipients as well as to identify complications related to the procedure, treatment, or rejection (organ specific)
- ✓ Apply efficiently the surgical procedures (organ specific) and post-operative care of living donors.
- ✓ Proceed appropriately with the short- and long-term follow-up of the living donor with attention to physical and psycho-social well being
- ✓ Understand the utility of living donor registries.

4. PARTICIPANTS

Target Groups: TEODOR addresses Key Professionals from two different but complementary target groups in order to tackle all the main healthcare stakeholders involved in the process of Donation and Transplantation. Choosing the correct target groups is critical to ensure the empowerment of the different stakeholders that can contribute to the efficient integration of the specialized training programme and ensure the transference of competencies from the academic setting to the clinical environment.

- For organ and tissue donation, the **Key Donation Professionals (KDPs)** will include healthcare personnel from:
 - Intensive Care Units (ICUs)
 - Emergency ward
 - Neuro-critical wards
 - Organ donor/transplant coordinators
- For organ transplantation, the **Key Transplantation Professionals (KTPs)** will include:
 - Immunologists
 - Transplant surgeons
 - Internal medicine specialists managing the transplant patient before and after the surgical procedure such as nephrologists, hepatologists, cardiologists, pneumonologists, gastroenterologists, anaesthesiologists, etc.

The KDPs and KTPs will be trained by experts and trainers selected especially for TEODOR. The TEODOR experts and trainers will be involved in creating the curriculum and will be partaking in the education of the trainees throughout the project. These experts and trainers have diverse backgrounds in the fields of organ donation and transplantation, including:

- | | |
|---------------------------|--------------------------|
| ● Transplant coordinators | ● Hepatologists |
| ● Cardiologists | ● Clinical psychologists |
| ● Anaesthesiologists | ● Nurses |
| ● Urologists | ● Nephrologists |
| ● Pancreatic surgeons | ● Intensivists |

5. METHODOLOGY

The TEODOR training program is designed to meet the expectations and needs of the participants, ensuring an engaging and effective learning experience. The program utilizes an innovative modular multi-level methodology that incorporates blended learning. Both the donation and transplantation modules are structured as follows:

- **LEVEL I (Awareness):** This level serves as the foundation for both KDPs and KTPs. Its purpose is to engage and motivate learners through Microlearning Capsules, which provide concise and visually engaging motion graph videos on key concepts. Additionally, a webinar will be conducted to reinforce the knowledge gained from the capsules.
- **LEVEL II (Intermediate):** Building upon the foundational knowledge acquired in Level I, Level II aims to enhance learners' existing competencies and equip them with new skills relevant to the field of donation and transplantation. This level focuses on the practical aspects of "what to do" and "how to do it," offering self-learning online modules.
- **LEVEL III (Advanced):** As the final level of the program, Level III aims to consolidate the knowledge and skills acquired in the previous levels. It introduces additional content and facilitates its application in a clinical setting through face-to-face workshops and local seminars. These interactive sessions provide opportunities for hands-on learning, discussions, and case studies.

By progressing through these three levels, participants will not only deepen their understanding of donation and transplantation but also gain the necessary competencies to excel in their professional roles.

5.1 Level I - Microlearning capsules

The training program includes seven microlearning capsules that feature motion graph videos. These videos present an engaging story where a family of characters invites learners to accompany them. Alongside the videos, theoretical content is provided, offering a comprehensive analysis of the concepts depicted in the storyline. This component is applicable to both KDPs and KTPs and covers the following topics:

1. Organ Donation Programmes
2. Deceased Organ Donation
3. Uncontrolled Donation After Cardio-Circulatory Death (uDCD)
4. Controlled Donation After Cardio-Circulatory Death (cDCD)
5. Family Approach in case of deceased organ donation
6. Living Organ Donation
7. Tissue and Cell Donation

A webinar will be organized to provide valuable insights and foster discussions on key topics related to the organ donation and transplantation programs. The webinar agenda includes the following engaging sessions:

Topic	Duration, min
Roundtable on the overview of the organ donation and transplantation programs of the TEODOR consortium (Latvia, Lithuania, Czech Republic, Spain, Sweden)	60 min
Roundtable on transnational transplant networks organizations and experiences (Scandia Transplant, Eurotransplant, South Alliance)	60 min

5.2 Level II – Self-study Online Courses on Organ Donation and Organ Transplantation

Level II of the TEODOR training program offers comprehensive self-study online courses focused on organ donation and organ transplantation. The content in Level II is divided into different topics, ensuring a structured and organized learning experience. Each topic provides learners with comprehensive materials to read, study, and explore. These materials include informative texts, reference materials. It is expected that these self-study online courses will require an average of 75 hours of learning.

Self-study module on *donation* for KDPs and on *transplantation* for KTPs includes the following topics:

Donation Module

TOPIC 1. Donor Detection System	1.1 The Donation Process
	1.2 Donor Detection and Evaluation
TOPIC 2. Brain Death	2.1 Brain Death: Concepts & Definitions
	2.2 The Diagnosis of Brain Death
TOPIC 3. Donor Management	3.1 Donor Management
TOPIC 4. Organ Viability	4.1 Organ Viability
TOPIC 5. Family Approach in Organ Donation	5.1 Breaking Bad News
	5.2 Request for Organ Donation
TOPIC 6. Organ Recovery and Preservation	6.1 Organ Recovery and Preservation
TOPIC 7. Organ Allocation Criteria	7.1 Organ Allocation Criteria
TOPIC 8. Uncontrolled Donation after Circulatory Death	8.1 Uncontrolled DCD

TOPIC 9. Controlled Donation after Circulatory Death	9.1 Controlled DCD
TOPIC 10. Living Donation	10.1 General aspects in living Donation
	10.2 Kidney and liver living donation

Transplantation Module

TOPIC 1. General Aspects	1.1 Immunology Basics & Immunosuppression
	1.2 Infections & Malignancies
	1.3 Anaesthesiology in Transplantation
TOPIC 2. Kidney	2.1 Indications and Waiting List
	2.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	2.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 3. Liver	3.1 Indications and Waiting List
	3.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	3.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 4. Pancreas	4.1 Indications and Waiting List
	4.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	4.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 5. Heart	5.1 Indications and Waiting List
	5.2 Organ evaluation and surgical procedure (techniques and surgical complications)
	5.3 Postoperative management and medical follow up
TOPIC 6. Lungs	6.1 Indications and Waiting List
	6.2 Organ evaluation and surgical procedure (techniques and surgical complications)

	6.3 Postoperative management and medical follow up (early/late & histopathology/radiology)
TOPIC 7. Living Donor	7.1 General aspects in living donation
	7.2 kidney and liver living donation

5.3 Level III – Face-to-Face Learning

Level III of the TEODOR training program offers a unique opportunity for face-to-face learning and interaction among trainees, trainers, and experts. This event serves as a platform for participants to gain an international perspective on organ donation and transplantation while exchanging knowledge and best practices.

In addition to the face-to-face meeting in Barcelona, local seminars will be organized in the beneficiary countries. These seminars aim to provide a local perspective on the contents covered in Level II and address the specific challenges and improvement measures relevant to each country.

5.3.1 Face-to-face event in Barcelona

The University of Barcelona and DTI Foundation will be in charge of co-organizing a TEODOR face-to-face meeting in Barcelona. In this meeting, all the trainees, trainers and experts from each country will have a chance to meet and interact in person. This will allow the participants to see the international perspective on organ donation and transplantation, and transfer knowledge and best practices. The meeting will include workshops, discussion of clinical cases in each country, video discussions and interactive sessions.

Furthermore, the participants will have the opportunity to visit Hospital Clínic and Vall d’Hebron hospitals. Participants will be divided in according to their specialties to visit a specific area of the hospital. During these visits, they will be able to meet the professionals who take part of the organ donation and organ transplantation process in these hospitals. These hospital visits will allow participants to observe the Spanish donation and transplantation system in practice.

There will be workshop sessions in which all the participants will be together, and other sessions in which they will be divided in groups by their specialty such as:

1. Donation group
2. Transplantation group (all together)
3. Transplantation kidney group
4. Transplantation liver and pancreas group
5. Transplantation thoracic group

The decision to divide participants into specialized groups comes from the valuable feedback received during level II. Recognizing the importance of more comprehensive training in their respective specialties in transplantation, the program will be intentionally structured to facilitate in-depth lectures and discussions tailored to each participant's area of expertise. The topics and their respective duration will be:

Donation and Transplantation common workshops:

Topic	Duration, min
DCD Type II	30 min
DCD Types III & IV	30 min
Anaesthesia in donation and transplantation	30 min
Expanding donor pool: Donor surgery (video from DCD procedure)	30 min
Expanding donor pool: Euthanasia	30 min
Expanding donor pool: Catalan and Swedish experience	60 min
Round table about Donation and Transplantation activities from Latvia, Lithuania, Czech Republic, Spain, and Sweden	120 min
Round table on multidisciplinary teams in organ donation and transplantation	120 min

Donation group:

Topic	Duration, min
Round table on donation practices and clinical cases in Latvia, Lithuania, and Czech Republic	210 min
ICOD – Role of intensivist in organ donation process	60 min
Multiorgan donation management challenges	60 min
Donation Family Approach	90 min

Transplantation group (all groups):

Topic	Duration, min
Kidney transplant surgical techniques	30 min
Minimally invasive living donor nephrectomy video and robotic kidney transplant video	150 min

Transplantation kidney group:

Topic	Duration, min
Round table about kidney transplantation program in Latvia and Sweden	120 min
Evaluation over kidney transplant recipient (indications, how to select the patients and protocols)	60 min
Postoperative care, treatment of complications, follow up and rejection of kidney transplantation	60 min
Desensibilisation protocols and humoral rejection of kidney transplantation	45 min
Transnational pair exchange program in living donation for kidney transplantation	45 min

Transplantation liver and pancreas group:

Topic	Duration, min
Round table about liver and pancreas transplantation program in Latvia and Sweden	120 min
Evaluation of potential liver recipient	30 min
Evaluation of liver donor and allocation	30 min
Surgical techniques donor, split, recipient, DCD (liver)	60 min
Pancreas transplantation lecture	30 min

Transplantation thoracic group:

Topic	Duration, min
Round table about thoracic transplantation program in Latvia and Sweden	120 min
Pre-heart transplantation patient management	30 min
Postoperative care, treatment of complications, follow up and rejection of heart transplantation	30 min
Tips and updates in the surgical part of heart transplantation	60 min
Pre-lung transplantation patient management	30 min
Postoperative care, treatment of complications, follow up and rejection of lung transplantation	30 min
Tips and updates in the surgical part of lung transplantation	60 min

The teaching staff leading the sessions will be composed of trainers trained in the project and experts from the University of Barcelona (Spain) and the Karolinska University Hospital (Sweden).

5.3.2 Local seminars organized in the beneficiary countries

The objective of those local seminars is to give the local perspective of the contents that the students have already been working on during level II and to understand the local challenges and propose the improvement measures. The sessions will be run by local trainers of each country. Experts from other TEODOR partners can be invited for specific lectures, but it is not recommended because the focus should be the local situation.

The idea is for the trainers to give lectures on and discuss:

- Expanded level II content (as outlined in section 5.2)
- Local challenges in organ donation and transplantation workshops

These seminars have a free methodology format, which means it can be face to face, online or hybrid. The minimum number of participants should be 15 per country and per module.

Contents covered in the local seminars:

Czech Republic

Four local seminars will take place in Czech Republic. The content covered will include:

Workshop 1:

Topic	Duration, min
Specifics of organ donation in CR: legislative, logistics, organisation	45 min
Organ donation in clinical practice – diagnosis of death, palliative care, timing, logistics, death proclamation protocol	30 min
Interview to relatives of donors	30 min
Practical training in groups <ul style="list-style-type: none"> ● Hands on training on simulator (diagnostic of DBD, DCD procedures) ● Communication with relatives, case reports, coordination with Transplant Center, soft-skills training 	240 min

Workshop 2:

Topic	Duration, min
Block of interactive lectures: <ul style="list-style-type: none"> ● Diagnosis of the death according Transplant law and its traps ● DCD in Clinical practice ● Communication of compassionate information 	180 min
Practical workshop in small groups	210 min

<ul style="list-style-type: none"> • Hands on training on simulator (diagnostic of DBD, DCD procedures) • Communication with relatives, soft-skills training • Coordination with Transplant Center, Case-reports 	
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Workshop 3: Communication of compassionate information, soft-skills training

- Three days lasting intensive training of communications skills and psychology during the work with donor relatives.

Workshop 4: Open door meeting with possibility to try the role of trainer for trainees

Topic	Duration, min
Block of interactive lectures: <ul style="list-style-type: none"> • Diagnosis of the death according Transplant law and its traps • DCD in Clinical practice • Communication of compassionate information 	180 min
Practical workshop in small groups <ul style="list-style-type: none"> • Hands on training on simulator (diagnostic of DBD, DCD procedures), • Communication with relatives, soft-skills training • Coordination with Transplant Center, Case-reports 	210 min

Latvia

Four local seminars will take place in Latvia. The official program will be mostly the same in each seminar with small adaptations for local situation. The covered content will include:

Topic	Duration, min
Introduction on organ transplantation	30 min
Legal aspects of organ donation. LV system, binding documents.	30 min
Identification and notification of potential organ donors to the organ procurement organization.	30 min
Managing potential organ donors – what a coordinator does	30 min
Brain death concept, diagnosis. Brain death protocol.	30 min
How to properly communicate bad news? Conducting discussions with the donor family.	30 min
From cerebroprotective to organ protective: management of organ donors at the Intensive Therapy Unit after completion of the brain death protocol and	60 min

in the operating room for organ removal. Situation tasks and their discussion with experts.	
Organ donor and recipient – privacy or relationship?	20 min
Heart failure patients – the next step heart transplantation?	30 min
Heart transplantation in Latvia	30 min
Abdominal organs transplantation - how far we are?	40 min
Basic principles of immunosuppressive therapy in kidney transplant recipients	30 min
Heart transplantation and post tx ITN	30 min
Brain death concept – challenges	30 min

Lithuania

One online local seminar will take place in Lithuania. The covered content will include:

Topic	Duration, min
Introduction	30 min
Heart transplantation: today's view and future perspectives	30 min
A new approach to “contraindications” to donation	30 min
Liver transplantation	30 min
Wrap up	5 min

6. PLANNING

The execution of the TEODOR curriculum will happen as seen in the following schedule:

		2022												2023							
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
LEVEL I (Basic)	Microlearning capsules	from 10 Jan to 30 March 2023																			
	Webinar		Feb 25																		
LEVEL II (Intermediate)	Online module			from 1 March to 23 April																	
LEVEL III (Advanced)	Local seminars																				
	FINAL MEETING - BARCELONA																24-28 Apr				
	EVALUATION																				
	RE-EVALUATION																	1 May - 30 June			
CERTIFICATION																					

Participants will have to successfully complete each level to advance to the next level. The period of enrolment for Level I will stay open until March 2023 to give a chance for new participants to enrol in the project and achieve the desired number of enrolled participants.

7. EVALUATION

Final grade = average level I grade + average level II grade + average level III grade

Level 1 = 50% final test + 50% av. microcapsules grade, min. 8

Level 2 = 50% final test + 50% av. Topic grade, min. 7,5

Level 3 = 20% local seminars attendance + 80%Final Test, F2F min. 7

The evaluation guarantees that the participant has gained the required level of contents' understanding. The evaluation system considers the results obtained in:

- Continuous Evaluation
- Re-evaluation

Continuous Evaluation

Assessment will be integrated in the participants' learning process. All activities proposed in the current curriculum promote the achievement of the learning objectives set and the acquisition of the competencies foreseen by the project. The program quality will be assessed both in the online and face to face components. Each component includes a knowledge evaluation test and a satisfaction questionnaire.

Re-evaluation

Continuous monitoring will be carried out and re-evaluation will be conducted, when necessary, in each of the three levels. This will be considered on a case-by case situation.

7.1 Evaluation in Level I

The **Level I** phase will be assessed as a continuous evaluation. The participants will be asked to complete tests after each microlearning capsule about its respective content. The activity will consist of 10 or 15 multiple choice questions (depending on the microcapsule) with one correct answer per question. The participants will have a maximum of 1 hour to complete the test and will be given two attempts. To pass successfully, they will have to get a final score of at least an 8 out of 10.

7.2 Evaluation in Level II

The **Level II** phase will be assessed as a continuous evaluation. There will be a pre-evaluation during Level II which aims to assess participants' knowledge before level II. Thus, we will be able to assess the impact of the training program on participants' knowledge. Furthermore, the participants will have to complete a final evaluation test, which will consist of 70 multiple choice questions with one correct answer per question. The test will contain content from the modules,

and they will have a maximum of 3 hours to complete the test. Participants will be given two attempts at completing the test and they will have to get a final score of at least a 7,5 out of 10 to pass.

7.3 Evaluation in Level III

The Level III will be evaluated based on the participants' attendance to local seminars being held in their respective countries and a final face-to-face test:

Attendance in local seminars and face-to-face Barcelona

Participants are required to attend at least one local seminar and the face-to-face event in Barcelona (either online or in person). Attendance will be recorded, and this attendance will affect the final grade each participant receives.

Face-to-Face Test

There will be a final evaluation test that must be completed after the face-to-face event. This test will aboard content learnt in the lectures from the Organ Donation and Organ Transplantation all together workshop sessions, and they will have a maximum of one hour to complete the test. All TEODOR participants must complete this test. Those participants that did not attend the event virtually nor in person will have the opportunity to watch all the required recordings and complete the test. Participants will be given two attempts at completing the test and they will have to get a final score of at least a 7 out of 10 to pass.

CERTIFICATION

Throughout the execution of TEODOR, two types of certificates will be issued:

1. **Certificate of attendance to the TEODOR Face-to-Face event in Barcelona:** provided to participants that attend the event either in person or online. The method of attendance will be outlined in their certificate.
2. **Certificate of completion of the TEODOR program:** a certificate of achievement will be issued upon the successful completion of the TEODOR program. To receive this certificate, participants must successfully complete and pass all three levels of TEODOR.