AgriCom conference,

Viterbo Italy,

September 19, 2013

The education of agriculture competencies

IFSAT Foundation

Bas Timmers presentation

Charlie Wannop

Philip Broomhead

In 20 minutes:

- 4 slides about IFSAT foundation
- 6 slides about competences
- 10 about agriculture competences
- 5 on conclusion

IFSAT Foundation

International Foundation for Sustainable Agriculture Training

In bullet points:

- Initiated Budapest 1990, established in 1995 in NL
- Goal: “Education and training support for a sustainable rural environment”
- Organic Agriculture education levels 2 - 5
- Involvement in > 20 European projects
- Involved in some 24 EU countries
- Real international network

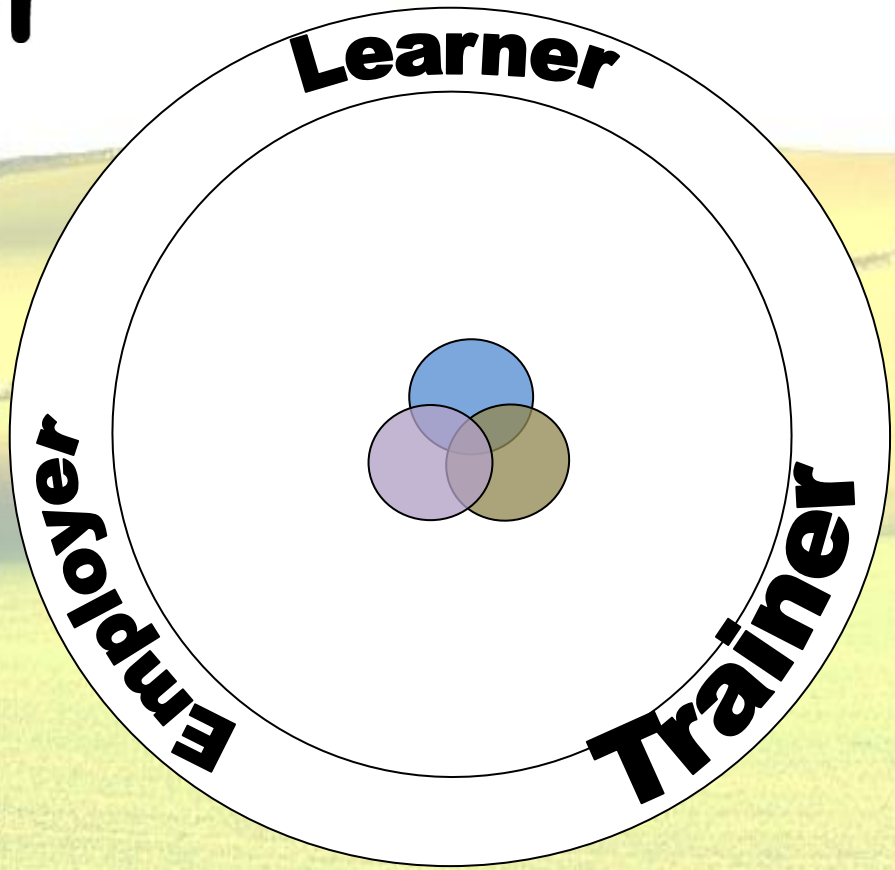
IFSAT last projects

- **EcoJob-AP**, BG project for OA education
- **FINESSA,** organic agriculture blended learning
- **Organic MedNet**, Set up of a Mediterranean Organic Education Network
- **BEES**, training sustainable beekeeping in Turkey
- **WorkMentor,** development of training package for mentoring learners in the workplace
- **AgriCom,** AGRIculture COMpetences model.
- **GreenBlend** blended learning OA in Greece and Bulgaria, [never started]
- **ACT**, Agricultural Alliance for Competence and Skills based Training [Jan.2014]

WorkMentor

http://workmentor.vma.is

Training course



AgriCom

demonstrates the importance of describing competences for agriculture professional and eduation purposes.

Question:

how to educate agricultural competences?

How to design a curriculum

20th century: break down a job in **knowledge and skills** and build an education program on this.

21th century: break down a job in **knowledge, skills and 'behaviour'** and build an education program on this.

Competence

Workshop of the POÈTE project in Nantes 2009 defined competence as:

“The ability to demonstrate theoretic and practical skills in performing routine and complex tasks under a range of circumstances that meet industry standards.”

But there are many definitions.

POETE meeting:Charlie, Brigita, Jens-Ole, Philip, Jūratė, Bas, Luminata

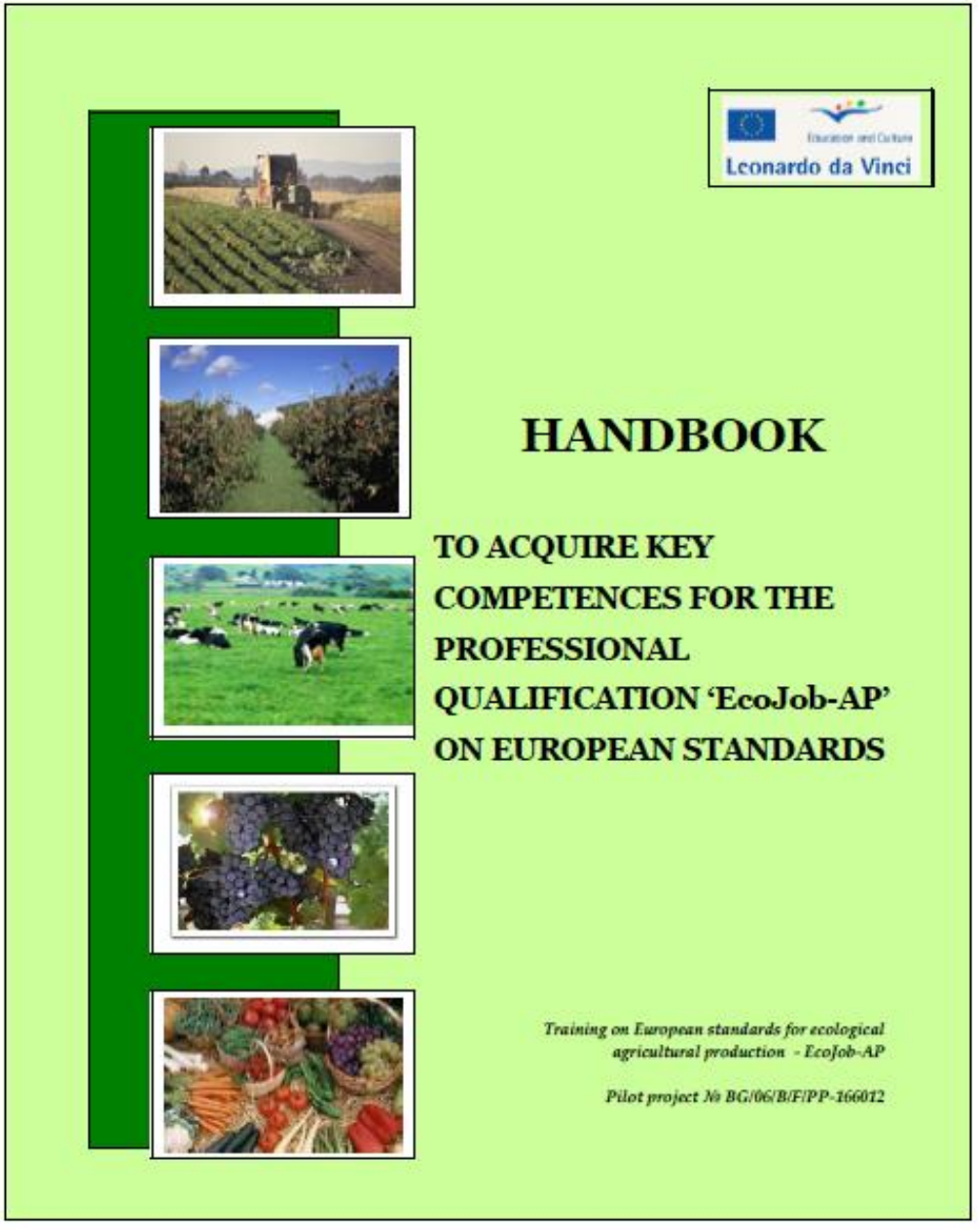
Elements of competence

Knowledge

Skills

Behaviour (occupational or professional)

EcoJob-AP project



HANDBOOK

available still at:

http://www.ecojob-ap.org/products.php

IFSAT re-wrote the level 3 competences:

EcoJob-AP

FINESSA

Organic-Mednet

The Organic-Mednet project classified professional competences of the Organic Farmer in 3 groups:

- ***Managerial competences***
- ***Production competences***
- ***ICT Competences***

Managerial competences

- *Successful work planning;*
- *Knowing and understanding legislations;*
- *Persistency in the maintenance of all documentation both physical and financial;*
- *Is familiar with market trends and market prices;*
- *Flexibility in use of financial resources, planning;*
- *Strictly respecting the income – expenditure financial plan;*
- *Flexible management of human resources.*

Production competences

- *Cultural practices in agricultural production: soil cultivation, fertilizing, sowing, irrigation, pruning, pest management, tractor driving and mechanization of agricultural production, etc.;*
- *Animal care with hygiene & health observation, feeding, cleaning, milking, etc.;*
- *Adherence to the sanitary-hygiene requirements in the work activities;*
- *Natural resources preservation: land, water, air, beneficial fauna and flora, etc.;*
- *Human health protection.*

ICT Competences

- *To feel confidence in use of ICTs (Internet, different software programmes, etc.);*
- *To understand and use different information resources about organic agriculture;*
- *To follow the news related to agriculture in media, newspapers, on TV, etc.*

Breakdown [3 selected aspects]:

Knowledge

To know, understand and use different information resources about OA

Skills

Cultural practices in agricultural production: tractor driving, soil cultivation, ... etc.

Behaviour

Successful work planning

Knowledge elements

Knowledge

Competency	Main elements
To understand and use different information resources about organic agriculture	Collect production information
	Be informed about regulation and certification
	Access to market information
	Information from research

Knowledge acquisition

Knowledge

Competency	Main elements	Acquired by
To understand and use different information resources about organic agriculture	Collect production information	Internet research, fairs and shows, study clubs and advisory services
	Be informed about regulation and certification	Internet data, news, information by professional organizations and advisory services
	Access to market information	Internet, farmers co-operatives and advisory services
	Information from research	Internet and advisory services

Skills elements

Skills

Competency	Main elements
Cultural practices in agricultural production: sowing, soil cultivation, fertilizing, irrigation, pruning, pest management, mechanization of agricultural production, etc.	Knowledge of soil management
	Practical soil management
	Driving tractors
	Selection of machinery needed [for tillage, seeding, weeding, harvesting, storaging]
	Calibrating machinery
	Operating machinery
	Calculate seed needs
	Calculate fertilizer needs
	Pest, Weeds and Disease [PWD] management: PWD occurrence PWD identification PWD damage estimates PWD control
	Pruning Fruit trees Hedges and wind shields

Skills acquisition

Skills

Competency	Main elements	Acquired by
Cultural practices in agricultural production: sowing, soil cultivation, fertilizing, irrigation, pruning, pest management, mechanization of agricultural production, etc.	Knowledge of soil management	Internet and field trips
	Practical soil management	Internet, training and experience
	Driving tractors	Practical training, building experience
	Selection of machinery needed [for tillage, seeding, weeding, harvesting, storaging]	Internet surveys, study clubs, product information, demonstrations, shows and fairs
	Calibrating machinery	Manuals and instruction
	Operating machinery	Practical training
	Calculate seed needs	Internet, product data, production planning, experience
	Calculate fertilizer needs	Internet, product data, production planning, experience
	Pest, Weeds and Disease [PWD] management: PWD occurrence PWD identification PWD damage estimates PWD control	• Internet and field trips for occurrence and identification • Internet data on damage assessment and control options • Training in control measures
	Pruning Fruit trees Hedges and wind shields	• Internet data search • Knowledge of trees and plants • Training in use of pruning equipment

Behaviour elements

Behaviour.

Competency	Main elements
Successful work planning	Time management
	Productivity of men and machinery.
	Cost awareness
	Self discipline
	Work Overview and being able to structure work [Understanding logical work progression and cohesion]
	HRM and assigning [dividing] tasks.

Behaviour acquisition

Behaviour.

Competency	Main elements	Acquired by
Successful work planning	Time management	Training and experience
	Productivity of men and machinery.	Observation, data collection, product information, demonstrations,
	Cost awareness	Knowledge of cost factors
	Self discipline	Professional attitude
	Work Overview and being able to structure work [Understanding logical work progression and cohesion]	Experience [over a number of years]
	HRM and assigning [dividing] tasks.	Study, building good working relations, observation, knowing staff competencies.

Conclusion:

Education in professional competences to become an Organic Farmer should include:

- ***Lectures on Theory [class room or internet or mix of these]***
- ***Skills training [on a dedicated training facility]***
- ***Experience [monitored and supported during practise placement]***

In short:

Blended learning

AgriCom

The results of the AgriCom project, the competence inventory and list can be used effectively to help designing an education curriculum.

Warmonderhof Training Centre, NL

Learning

Working

Living

Thank you

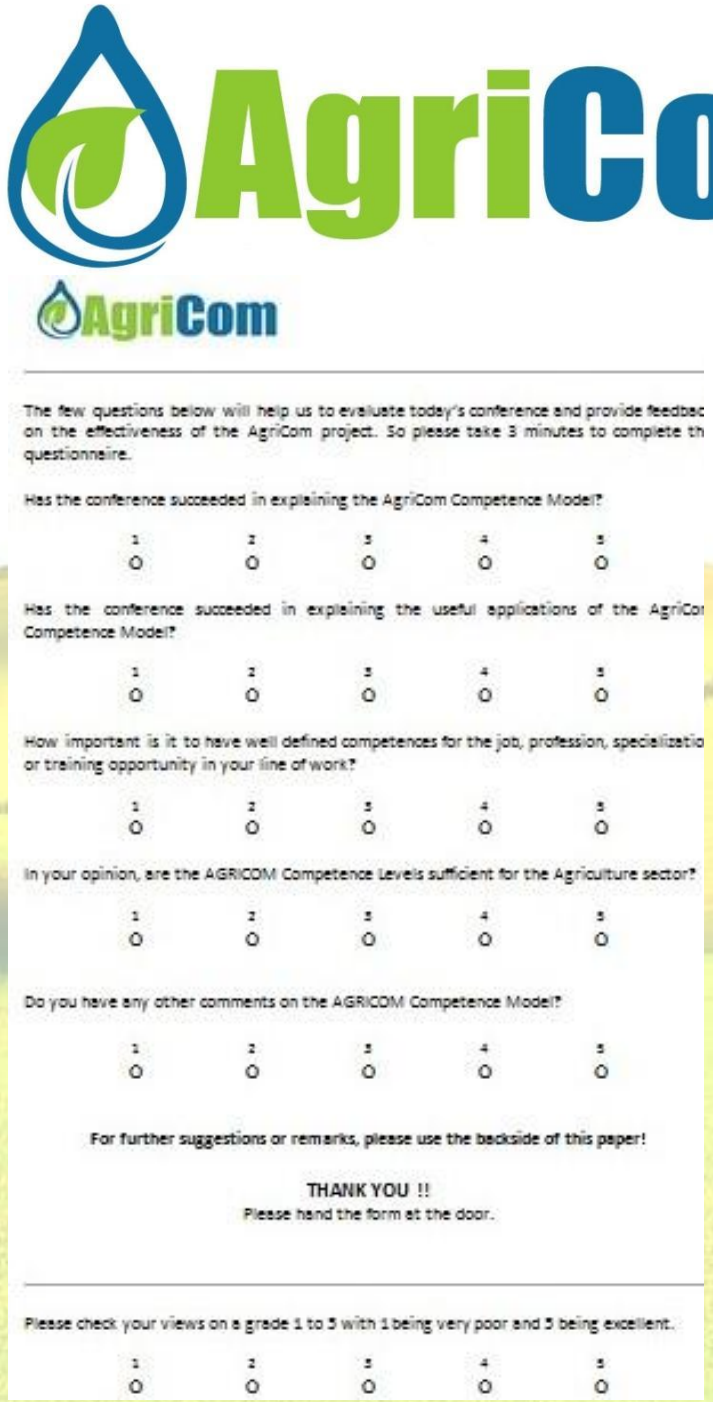
www.ifsat.eu

bastimmers@online.nl

Son of an arable farmer in Wieringermeer, NL

Before you go:

Please take 3 minutes for evaluation



AgriCom

The few questions below will help us to evaluate today's conference and provide feedbac on the effectiveness of the AgriCom project. So please take 3 minutes to complete th questionnaire.

Has the conference succeeded in explaining the AgriCom Competence Model?

1 O 2 O 3 O 4 O 5 O

Has the conference succeeded in explaining the useful applications of the AgriCo Competence Model?

1 O 2 O 3 O 4 O 5 O

How important is it to have well defined competences for the job, profession, specializatio or training opportunity in your line of work?

1 O 2 O 3 O 4 O 5 O

In your opinion, are the AGRICOM Competence Levels sufficient for the Agriculture sector?

1 O 2 O 3 O 4 O 5 O

Do you have any other comments on the AGRICOM Competence Model?

1 O 2 O 3 O 4 O 5 O

For further suggestions or remarks, please use the backside of this paper!

THANK YOU !!

Please hand the form at the door.

Please check your views on a grade 1 to 5 with 1 being very poor and 5 being excellent.

1 O 2 O 3 O 4 O 5 O

Thank you again