**FIELDS WP2 meeting**

**Date:** 19th November 2020, 14:30 CET

**Subject:**  WP2 - Priorities and Strategy design start and management

**Participants**: Daniele Rossi (CONFAGRI), Camilla Tomao (CONFAGRI); Francesca Sanna (UNITO); Jacques H. Trienekens (WUR); Luis Mayor, Christoph Knöbl (ISEKI); Billy Goodburn (ICOS); Domingos Godinho, Débora Lucero (Confagri PT); Pauline Boivin (LLL-P); Pascal Dagron (AC3A)

**Excused attendance:** Remigio Berruto (UNITO)

**Summary:**

* Daniel Rossi (CONFAGRI WP2 Leader) greets all the participants and shares the WorkPackage 2 [Presentation](WP2%20Introduction.pptx). Daniel shows to the Partners all the **Tasks and tasks’ deliverables, indicating the responsible Partner for each one and briefly explaining how the WP2 Team could achieve their goals.**
* Since the first deliverable of the WP is **D2.1** -List of occupational profiles. Due Date M15-, he goes on presenting two **Occupational Profiles** that CONFAGRI has started working on as to give a draft document which can serve as a model for all the Partners.

An extract from the Project Proposal for reference*: ‘’TASK 2.1 Following the completion of WP1 activities, a detailed baseline of occupational profiles and skills needed in the bio-economy, agriculture and forestry sectors will be established in cooperation with partners.’’*

* The 2 new and innovative Occupational Profiles presented, available in the WP2 Presentation, are: PRECISION FARMING AND SUSTAINABLE MANAGEMENT OF CROP TECHNICIAN and SOCIAL MEDIA MARKETING AND E-COMMERCE MANAGER IN THE AGRI-FOOD SECTOR . They were developed following the inputs of WP1 activities with the help of Luca Sonaglia, using **several Skills Classification Systems and Standard Systems shared at national level in Italy and in Europe** (ISCO, ISTAT, ATECO, INAPP) and **they define which are the STANDARDIZED PROCESSES and RELATED AREA OF ACTIVITIES in which each figure can work**; which makes them easier to transfer into Training.

There is a standard way to define professional figures because they must be recognized. The approach to work, skills and knowledge of a professional figure must correspond to what is defined in the standards. In the PROFILE, for each system, we defined the identification numbers of the figures applicable to our new Occupational Profiles. The first number corresponds to a macro sector, the more you go to the right, the more you specialize.

As far as standardized processes and related activities go, in the case of the Technician, the processes and related areas of activity mainly affect one area while for other profiles they could be transversal. These areas are then transformed into training. For each PROFILE we then identified the minimum necessary skills (security) and the so-called Citizenship skills which are those that are considered essential at different levels of training (at European level).

* Billy says that he approves of the design and structure of the Occupational Profiles presented. He thinks that there are **too many classification system**s taken into consideration and that it would be better if we could identify one or two so that we could be more impactful.
* Jacques expresses some concerns about the actual accessibility and interest that these Profiles might have among Farmers. He wonders if Farmers would be attracted to these sort of job profiles. He thinks that we should **focus more on technician type of roles** and not so much on Marketing and Ecommerce specialists.
* Pascal (AC3A), Leader of Task 2.1 says that he has not prepared any presentation as he wanted to discuss with all WP2 Leader how to implement Ac3A’s work first.
* Daniel (CONFAGRI), Billy (ICOS) and Luis (ISEKI) understand and share his concerns and state that they are definitely going to support AC3A and work together. Meetings will be arranged very shortly.
* Domingos e Deborah form CONFAGRI PT show their [presentation](Apresenta%C3%A7%C3%A3o_T2.2_Confagri_19112020.pptx) on **task 2.2** - *Profile prioritisation (M14-M18)*. They show a chart which can be used for **Ranking the Profiles** with different Criteria (using the inputs found in the project Proposal) Their questions were: the list of profiles (and Skills) to rank will be the results of task 2.1? What will be the base to evaluate the profiles? The ranking of the skills?
* Billy says that **most of the Prioritization of the skills has already been done in WP1** as a result of the Focus Group and that he would be happy to provide all the details to CONFAGRI PT. Billy also states that, regarding the criteria of skill ranking, categorization of job profiles and training, **he would not take into consideration ‘Time’ and ‘Value’** because at this point in the project the two variables are very hard to define. Luis suggests to add ‘Focus group ranking’ to the criteria.
* Further explanation on the Prioritization system from Daniel, answering questions from Partners: ‘We need to **combine** and categorize the **prioritized skills** **with the Occupational profiles’**
* Luis (ISEKI) shows his [presentation](FIELDS%20WP2%20meeting%20-%20Skill%20needs%20-%202020-11-18.pptx) on WP1 results and Skill Needs. He presents **Task 1.3 . Focus group Skill needs Assessment- and says that it is also part of Deliverable 1.5 which is available on the Management Portal.** About Skill Ranking, ISEKI can provide data from different levels of analysis: Most important skills at European and National level, Most important skills by skill category, Most important skills by working sector. Overall, the most important skills identified were from the Business and entrepreneurship, Soft skills (Communication) and Sustainability Sectors. In the future there will be a particular attention to digitalisation and sustainability skills and, in the Forestry sector, to technical, sustainability and social skills. For Skills that need more training, there were some indications on specific skill needs in D 1.5 (including table in Annex XIV).

As suggestions to WP2 Leaders: In general, most important skills are also skills that need training. A baseline has been set on skills and training needs. There is a lot of information from the huge data set, additional questions can be answered, other analysis can be carried out. Task 1.4 (European survey) and Task 1.5 (Future trends analysis) are still ongoing and will provide input for WP2.

* Daniel congratulates Luis for all the work he has done and suggests Luis to send all his findings directly to WP2 first two Tasks’ Leaders AC3A and CONFAGRI PT. He goes on commenting on the skill needs results saying that Business skills have proven to be the most important so our effort will be **to find, among the Business skills, which one are still not prioritized**.
* Jacques (WUR) share his presentation on *task 2.3 European Strategy Formulation.*

Define the EU Action Plan to overcome the skill gaps related to agriculture and forestry, in the three areas of Sustainability, Digitalisation and Bioeconomy, soft skills for the implementation of these concepts in agriculture and forestry. The aim is to create a Baseline on a European level which will be then adapted into 7 National Roadmaps (Task 2.4.CONFAGRI). Jacques(WUR) asks for clarification on some aspects of the proposal to Daniel (CONFAGRI) who states that the **European Strategy has to be a report on how we intend to reach our goals as FIELDS Consortium. It will include analysis of European institutions who can help, European Competences (Esco, Certified Systems, Curricula exchanges, Euopean Agency, classification and standards, bilateral exchanges…).** Luis suggests to take some data from deliverable 1.1.

Daniel says that FIELDS has the job to **provide European Institutions with Practical solutions on the Bio-economy and Agri-food sector. We must answer to the question: Which kind of tools should we use at European level to help National Roadmaps and to help a European Strategy? The National Strategy has to use European Criteria so task 2.3 EU Strategy’s aim is to provide criteria.**

**Actions:**

* ***Task 2.1*** *Analysis of skill gaps and new profiles creation (M12-M15),* Camilla and Daniel (**CONFAGRI) will modify the Occupational profiles according to ICOS’ feedback**, with the supervision and support of WP1 leaders.
* When talking about T2.1,Task 1.5 leader Jacques (WUR) states that since both tasks are supposed to finish in the same month, **we should work together closely** and WP1 leaders need to pass on all inputs and findings to the WP2 team.
* **Task 2.2** - *Profile prioritisation (M14-M18)* Billy says that **most of the Prioritization of the skills has already been done in WP1** as a result of the Focus Group and that he would be happy to provide all the details to CONFAGRI PT.
* Luis (ISEKI), Billy(ICOS), Daniel and Camilla (CONFAGRI) and UNITO are all willing to answer any further questions about the skills gap prioritization and assist both Pascal (AC3A task 2.1 leader) and Domingos and Deborah (CONFAGRI PT task 2.2 leader) in their work.
* Daniel congratulates Luis for all the work he has done and suggests **Luis to send all his findings directly to WP2 first two Tasks’ Leaders AC3A and CONFAGRI PT.**
* Considering the great output from Task 1.3 and everything collected in WP1 so far, Luis suggests that it could be a great chance for a **Dissemination Activity** involving **all the Partners** on **EU and national level**.

In order to add value to the work and share with the public the Focus group results, ISEKI will prepare an article at European Level and all other Partners could use the data to prepare some **notes, Technical article, Press release at National Level.** All the Participant agree and asks Camilla to share an internal newsletter about this with the FIELDS Consortium.

* Daniel (CONFAGRI) says that the first thing to do is to develop a **procedure on how to translate the skill needs into Occupational Profiles**. We will do that arranging meetings among CONFAGRI (with the help of Enapra’s Luca Sonaglia), ISEKI, ICOS, AC3A and CONFAGRI PT.
* ***Task 2.3 European Strategy Formulation****,* Luis suggests that D1.1 deliverable and the partner EFVet (Maria João Proença) would be very helpful in the making of the document. Daniel provided insights (summary for reference).
* Next WP2 meeting: In a month. CONFAGRI will send a **Doodle** to set a date. Approximately it would be 16-18 of December 2020.

Agenda will be sent some days before.