

Addressing the current and Future skill needs for sustainability, digitalization and the bio-Economy in agriculture: European skills agenda and Strategy

D1.7 Survey Analysis

Document description	<p>The report will present the identified outcomes of the web-based questionnaire (survey).</p> <p>It will contain information relating to the demographic profile of participants, organisational insights, stakeholder engagement, identified skills (both current and future skills requirements), training needs and recognition of training and finally business trend analysis.</p>
Work package title	Skills Needs Identification
Task title	Bottom-up Survey's
Status*	F
Partner responsible	ICOS
Author(s)	Billy Goodburn (ICOS), Ana Ramalho (ISEKI), Christoph Knöbl (ISEKI) and Luis Mayor (ISEKI)
Date	29/04/2021

*F: final; D: draft; RD: revised draft



Table of Contents

1	INTRODUCTION.....	4
2	DISSEMINATION CAMPAIGN.....	4
3	HIGHLIGHTS OF THE REPORT	7
3.1	DEMOGRAPHIC PROFILES OF PARTICIPANTS.....	7
3.1.1	<i>Gender Profile</i>	7
3.1.2	<i>Age Profile.....</i>	8
3.1.3	<i>Country Profile</i>	8
3.2	ORGANISATIONAL INSIGHTS.....	9
3.2.1	<i>Sectoral Profile.....</i>	9
3.2.2	<i>Area of Operation</i>	9
3.2.3	<i>Organisation Size</i>	10
3.2.4	<i>Job Profile.....</i>	10
3.3	STAKEHOLDER ENGAGEMENT.....	11
3.4	IDENTIFIED SKILLS (BOTH FUTURE & CURRENT)	13
3.4.1	<i>European Level.....</i>	13
3.4.2	<i>Sectoral Level.....</i>	18
3.4.3	<i>Country Level</i>	31
3.5	TRAINING NEEDS AND THE RECOGNITION OF TRAINING.....	33
3.5.1	<i>European Level.....</i>	33
3.5.2	<i>Country Analysis.....</i>	38
3.6	BUSINESS TREND ANALYSIS	39
3.6.1	<i>European Level.....</i>	39
3.6.2	<i>Country Level</i>	45

4	CLOSING REMARKS	46
5	ANNEX I.....	5-1
	ADDITIONAL ANALYSIS BY COUNTRY	5-1
6	ANNEX II.....	6-1
7	ANNEX III.....	7-1

1 Introduction

The skills survey was a follow on, for further industry engagement, to gain insights into the current and future skills needs across the Agricultural, Forestry and Food Sectors in Europe. The survey was created by ICOS in collaboration with partners who participated in task 1.3 and task 1.4. The survey was run between 30th November 2020 and the 22nd of January 2021.

It will contain information relating to the demographic profile of participants, organisational insights, stakeholder engagement, identified skills (both current and future skills requirements), training needs and recognition of training and finally business trend analysis.

Following significant work on the analysis of survey results, both ICOS and ISEKI as task leaders together with the other task leaders of Work Package 1, identified the core approach to how the results of the analysis would be documented. Insights hereto forth will be highlighted at overall European level, by Sectoral level and finally by Country level, with key focus on the countries where the pilot training sessions will take place.

2 Dissemination Campaign

The web-based questionnaire (Survey) was developed and designed in English, using the online survey monkey tool, which allowed for the survey to also be translated into nine different languages as was identified in task 4.4 of the project. The survey is available in all 10 languages as follows:

1. Dutch
2. English
3. Finnish
4. French
5. German
6. Greek
7. Italian
8. Portuguese
9. Slovenian
10. Spanish

The survey comprises of 10 Sections, 31 Questions and is estimated to take no more than 15 minutes to complete. The survey gives an overall introduction to participants and contact details for the project, and allows for both full or part completion of the survey with an opt out break built in within the survey. Additionally, the survey also allows for participants to sign up to receive further project information and to make contact with project partners.

A stringent dissemination campaign was launched in December 2020 and the survey was shared among all 33 partner organisations, across 12 participating countries. The core platform for dissemination was via direct email contacts with industry stakeholders, as well as through various social media platforms, for not only the project, but also those owned and managed via project partners. Social media platforms included Facebook, Twitter, Instagram and LinkedIn.

ICOS also developed a correspondence email that could be used for dissemination of the survey to key stakeholders, across all participating partner countries and organisations. Additionally, ICOS developed some social media images to promote the survey when promoting via social media or web-based platforms.

The Slogan “Have your Say in the Future Skills Needs of the Agri-Food and Forestry Sectors” was used to engage Stakeholders.



In figure 1 Images for use on Social Media and Web-based platforms for promoting the Survey.

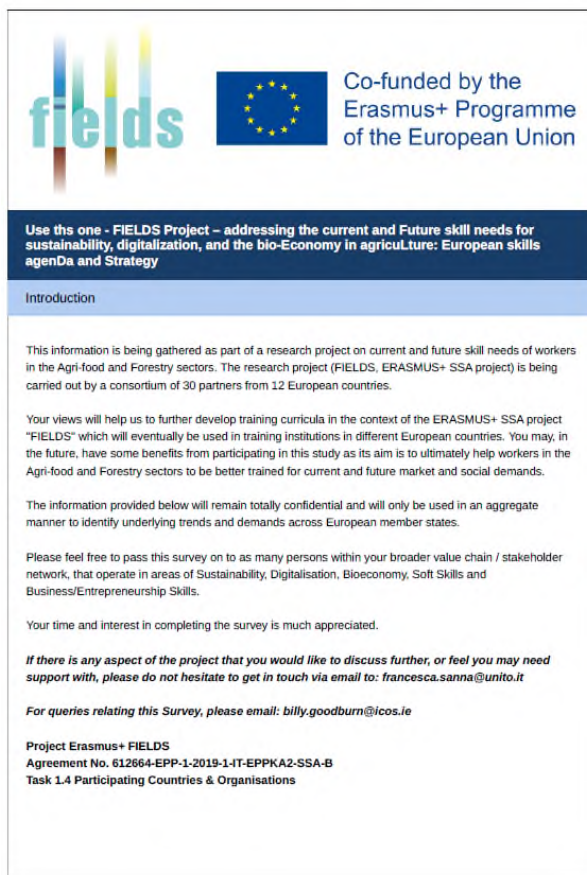
Similarly, dissemination of the survey, was also done via direct (partners) newsletters’ as well as through the web-page of FIELDS project (www.erasmus-fields.eu). Other Erasmus+ and EU projects also shared the dissemination of the survey via their own platforms and social media sections.

The dissemination of the survey was extended to allow for the Christmas break and for those returning late to work in January 2021.

A number of direct contact email reminders were sent out to via the project partners and particular attention was given to countries where it was felt there were insufficient responses captured. As such with the extension of the survey, the survey was closed on the 22nd of January 2021.

Additionally, the survey included insights pertaining to:

- Persons completing the survey, such as country of work, gender and age category and job profiles;
- Sectors the persons were operating in;
- The organisation, such as area of operation and general size of the organisation;
- Education & Training; and
- Business Insights, such as challenges facing business, emerging trends, business models, strategy specific skills, and analytical tools used for analysing and understanding business operating environments.



Left - figure 2 the Introductory landing page for persons completing the survey.

3 Highlights of the Report

Following significant work on the analysis of survey results both ICOS and ISEKI as task leaders together with the other task leaders of Work Package one, identified the core approach to how the results of the analysis would be documented. Insights hereto forth will be highlighted at overall European level, by Sectoral level and finally by Country level, with key focus on the countries where the pilot training sessions will take place.

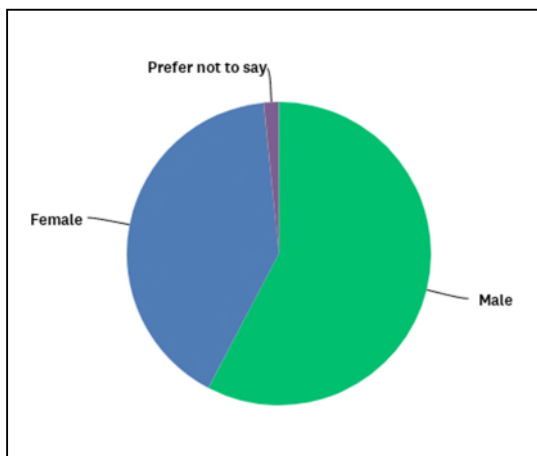
The survey had 517 respondents from across 29 countries within the European Union, as well as countries outside of the European Union, and within the European Economic Area (EEA).

3.1 Demographic Profiles of Participants

This section focusses specifically on the demographic profile of respondents participating in the survey, with particular focus on the Gender, Age and Country demographics. There was a good balance of equality, across both gender and age profiles and the survey responses were fully inclusive and represented a truly Pan-European view.

3.1.1 Gender Profile

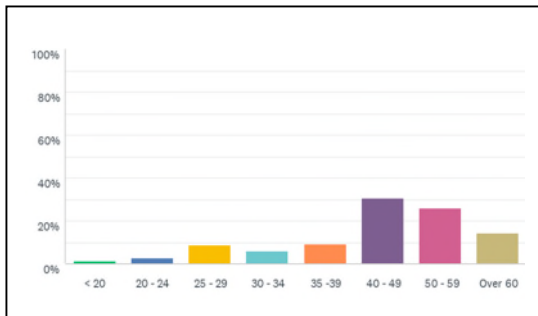
Of the respondents that replied to this question, 57.68% of them were male, 40.75% were female and 1.57% of people preferred not to give their gender. It is clear from these responses that there was a fair balance of gender profile across the overall responses received.



ANSWER CHOICES	RESPONSES	
Male	57.68%	293
Female	40.75%	207
Transgender	0.00%	0
Gender Neutral	0.00%	0
Non-Binary	0.00%	0
Prefer not to say	1.57%	8
TOTAL		508

3.1.2 Age Profile

The survey was complete by a multitude of age ranges with the majority of responses 71.48% over the age of 40 years and 3.9% under the age of 25 years.

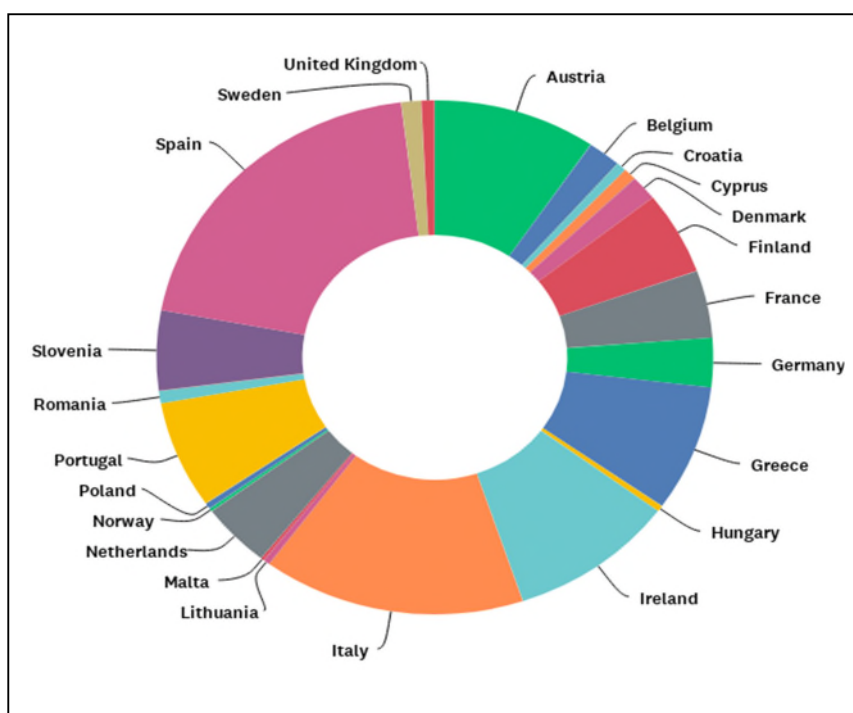


ANSWER CHOICES	RESPONSES	
< 20	1.17%	6
20 - 24	2.73%	14
25 - 29	8.98%	46
30 - 34	6.25%	32
35 - 39	9.38%	48
40 - 49	30.86%	158
50 - 59	26.17%	134
Over 60	14.45%	74
TOTAL		512

3.1.3 Country Profile

The survey was fully inclusive and represented a truly Pan-European response with respondents from 23 countries within the European Union, as well as countries outside of the European Union, and within the European Economic Area (EEA) participating in the survey.

Participating countries included: Austria, Belgium, Croatia, Cyprus, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovenia, Spain, Sweden and the United Kingdom.

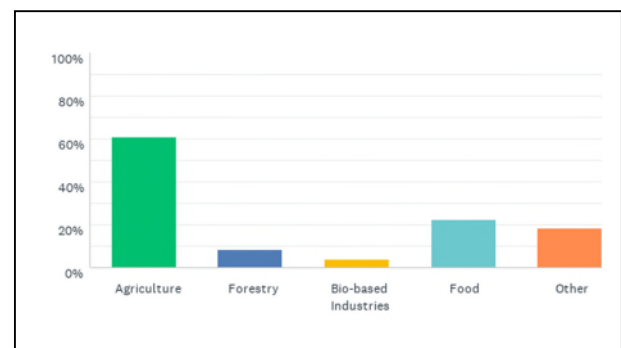


3.2 Organisational Insights

This section focusses specifically on organisational insights pertaining to respondents participating in the survey, with particular focus on the identification of the sectors of industry that respondents are operating in, understanding their respective areas of operation, the sizes of their organisations they are representing and finally the job profiles of respondents themselves. Additionally, we aimed to gather further insights in relation to the job profiles, by understanding the skills levels of various job functions. There was a good balance of equality, across both gender and age profiles and the survey responses were fully inclusive and represented a truly Pan-European view.

3.2.1 Sectoral Profile

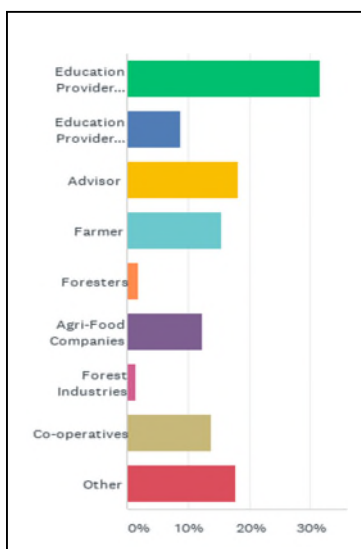
On analysing the results of the responses received, it identified that there was a good mix of sectors represented across the expected project areas. The prominent sector responses were from the agricultural sector with > 60% of respondents representing the broader agricultural sector.



Interestingly, was the fact that bio-based industries were not as responsive, even though one of the core areas relating to the project is around the skills needs pertaining to the bioeconomy. This alone is not a significant item, as the bioeconomy that is accounted for across project stems from not only bio-based industries, but also across the wider agriculture, forestry and the agri-food sectors.

3.2.2 Area of Operation

As part of the project, we needed to understand not only the sectors that respondents were operating in, but to further delve into their primary areas of operation.



The project was expected to engage with stakeholders across a variety of industries and from the responses given, it is clear that this objective has been achieved.

It is clear from the graph (left) that engagement encompassed participation from Educational Providers (both formal & non-formal), Advisors, Farmers, Foresters, Agri-Food Companies, Forest Industries and Co-operatives.

Whilst it appears at first glance that collectively educational providers dominated representation just under 32%, there was a fair level of response from industry as a collective, representing just over 63%.

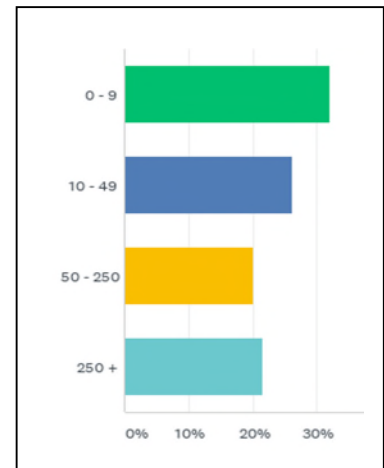
Additional insights into “other”, showed engagement with other interested stakeholders, such as, Social Partners, other Industry Sectors, Regulators, Government Ministerial Offices (policy makers), Trade Associations and Funding Agencies.

3.2.3 Organisation Size

Insights into the sizes of organisations shows a fair balance between micro-enterprises, small to medium sized enterprises and large multi-national organisations being represented.

Where, 32% were micro enterprises, 46% were small to medium sized enterprises and 22% of respondents were representing large enterprises.

This is a direct correlation in respect of the classification of SME’s and what defines a small to medium sized organisation, as outlined in the EU recommendation 2003/361. Further information on the classification of SME’s can be found at: https://ec.europa.eu/growth/smes/sme-definition_en



3.2.4 Job Profile

The survey aimed to gain insights into the job profiles of respondents completing the survey to ensure there was a good mix of roles and levels of responsibility of those being represented across the various categories.

At the same time, we wanted to establish the skills levels required for each of the job profiles. Respondents were asked to consider the skills levels for each job profiles on the basis on low, medium or high skills levels required for that specific job profile.

	HIGH SKILLS LEVEL JOB PROFILE	MEDIUM SKILLS LEVEL JOB PROFILE	LOW BASIC SKILLS JOB PROFILE	TOTAL	WEIGHTED AVERAGE
Owner / Manager	60.49% 49	34.57% 28	4.94% 4	81	1.44
Senior Business Leader	60.00% 39	27.69% 18	12.31% 8	65	1.52
Manager / Supervisor	65.05% 67	28.16% 29	6.80% 7	103	1.42
Professional	62.14% 64	35.92% 37	1.94% 2	103	1.40
Technician / Technical	51.06% 48	44.68% 42	4.26% 4	94	1.53
Semi-Skilled	19.30% 11	56.14% 32	24.56% 14	57	2.05
Skilled Manual	32.20% 19	54.24% 32	13.56% 8	59	1.81
Operative Level	35.71% 25	50.00% 35	14.29% 10	70	1.79

The collective views are demonstrated in the table above, but interesting insights can be drawn as follows:

- Owner / Manager Level – 95% said this job profile needed a medium to high skills level
- Senior Business Leader – 88% said this job profile needed a medium to high skills level
- Manager / Supervisor – 93% said this job profile needed a medium to high skills level
- Professional – 98% said this job profile needed a medium to high skills level
- Technician / Technical – 96% said this job profile needed a medium to high skills level

It should be noted that the weighting of the above-mentioned job profiles leaned more heavily on favour of the high skills levels.

On the other hand, when considering some of the lower categories of roles, such as general operative, semi-skilled persons or skilled manual labour, the skills levels required to perform the jobs changed, in line with perceived responsibilities. These are as follows:

- Semi-Skilled – 81% said this job profile needed a low – medium skills level
- Skilled Manual – 68% said this job profile needed a low – medium skills level
- Operative level – 64% said this job profile needed a low – medium skills level

In the whole, each of the skills levels received a fair balance of recognition from the broader value chain across the overall industry.

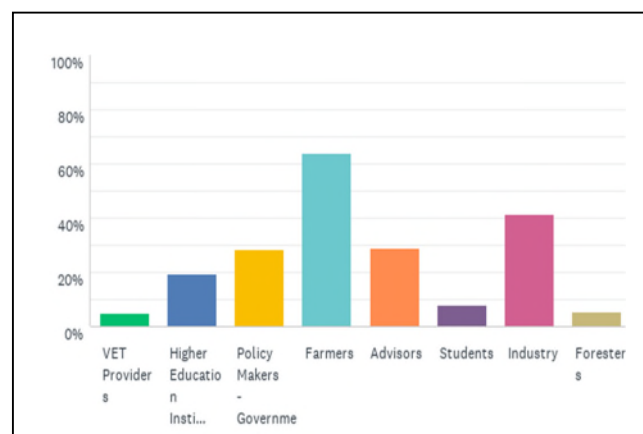
3.3 Stakeholder Engagement

As part of the project, we wanted to confirm the key stakeholder profile of those operating across the industry. As such, respondents were asked to outline who their primary stakeholders were in their day-to-day work.

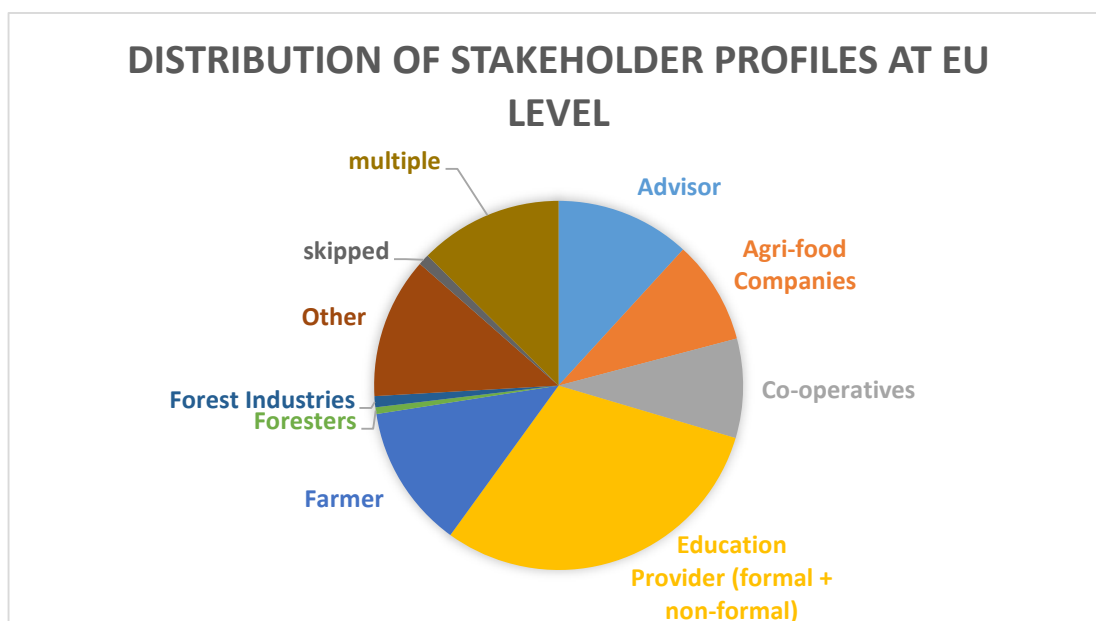
Not surprisingly, farmers seemed to top the stakeholder profiles, followed by industry and then collectively advisors and policy makers. Higher educational providers also fared well in the day-to-day engagement.

Whilst foresters fared the lowest, this is not necessarily a proper reflection, as the analysis is drawn by those engaging in the survey, by both sector and areas of operation, where it is clear there was insufficient participation from foresters and forest industries alike.

However, what the identified stakeholder categories do reflect, is a confirmation of the perceived stakeholders operating across the industry, as was identified in the original project proposals.



A deeper review of the stakeholder profiles was conducted to identify the engagement of stakeholders by their areas of operation across the sector. This analysis revealed that 13 % of stakeholders operated across a number of areas of operation. The exact details of the cross sectoral operation were not clear, however it is speculated that examples of this could be part-time farmers, who also work within a co-operative or who have an involvement in forestry as well as in agri-food companies. Additional examples could include where advisors also work within a co-operative or within the food industry, but also deliver non-formal training.



Further information in relation to the breakdown of stakeholder profiles by country is available in Annex I.

3.4 Identified Skills (both future & current)

Both Current and Future Skills Need results were analysed to ensure consistency between the skills needs identified in the focus groups and also as a check to ensure that no skills needs were overlooked. The analysis of the skills needs was conducted at European level, sectoral level as well as at country levels in order to get a holistic view of skills development and any potential gaps that may exist. The skills assessment was conducted in line with the identified skills categories across the project as follows:

1. Sustainability Skills
2. Digitalisation Skills
3. Bioeconomy Skills (Agriculture)
4. Bioeconomy Skills (Forestry)
5. Bioeconomy Skills (Food Industry)
6. Soft Skills
7. Business and Entrepreneurship Skills.

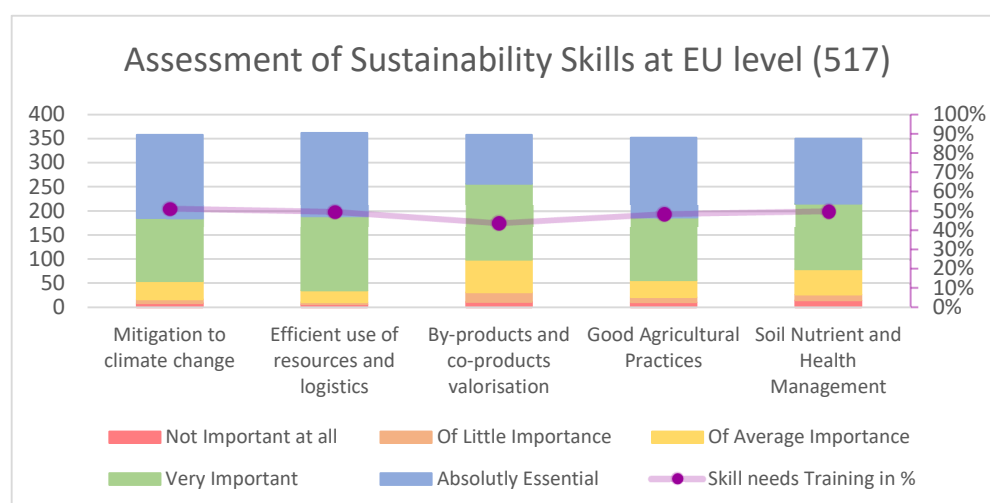
The assessment of skills was conducted firstly on the basis of identifying the importance of a particular skill and secondly whether a particular needed to be trained.

3.4.1 European Level

The initial review of skills was conducted at European level across the afore-said skills categories. The collective results are outlined below:

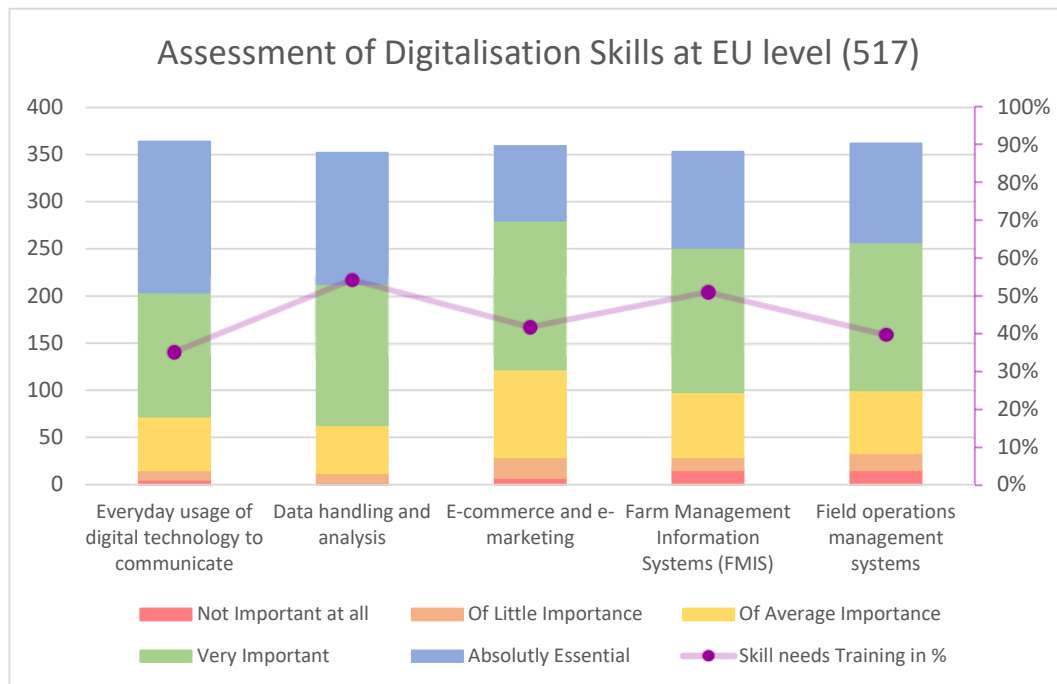
3.4.1.1 Sustainability Skills

Mitigation to climate change, efficient use of resources and logistics and good agricultural practices were identified as the prominent skills requirements within the sustainability arena and were identified as being absolutely essential or very important. Interestingly, it was also clear that these particular skills could be learned through training.



3.4.1.2 Digitalisation Skills

Collective results indicate that digitalisation skills across Europe are fragmented but are either very important or essential in the current environment. There appears to be a high demand for digital technology as a communications tool and for data analytics, followed closely by farm management information systems (FMIS). From a training perspective, it was clear that both data analytics and FMIS required additional training.

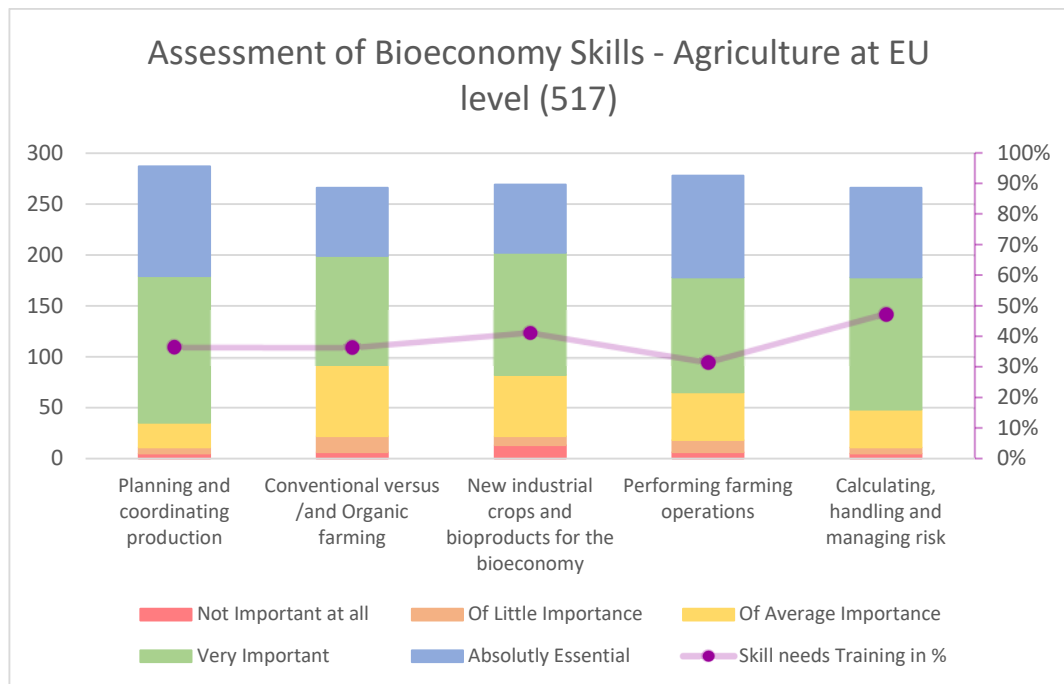


3.4.1.3 Bioeconomy Skills

The bioeconomy sector is vast and there appears to be a lot of uncertainty around practical bioeconomy skills and exactly what is meant by the bioeconomy sector, across agriculture in general. Whilst this is a relatively new sector, it is clear that greater inroads have been made in the bioeconomy sector within the food industry and across the forestry sectors, respectively.

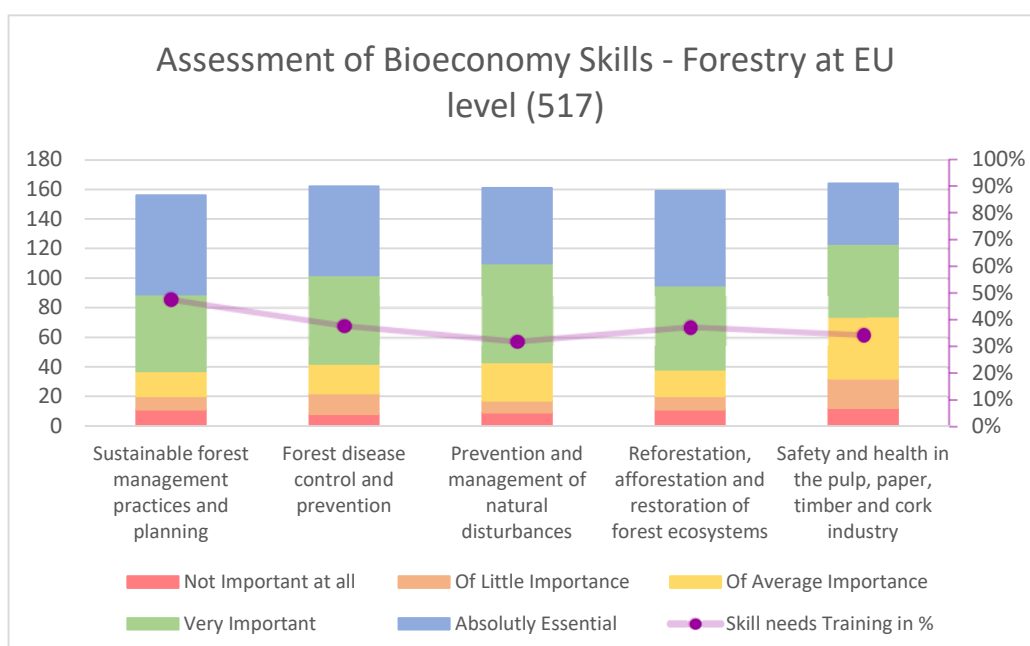
3.4.1.3.1 Bioeconomy Skills – Agriculture

The results of the survey, clearly shows that planning and the coordination of production and performing farm operations is absolutely essential or very important. It should be noted, that when considering if a particular skill required training, the results were more disjointed with almost 50% of respondents saying that calculating, handling and managing risk, was the skill that required the most training.



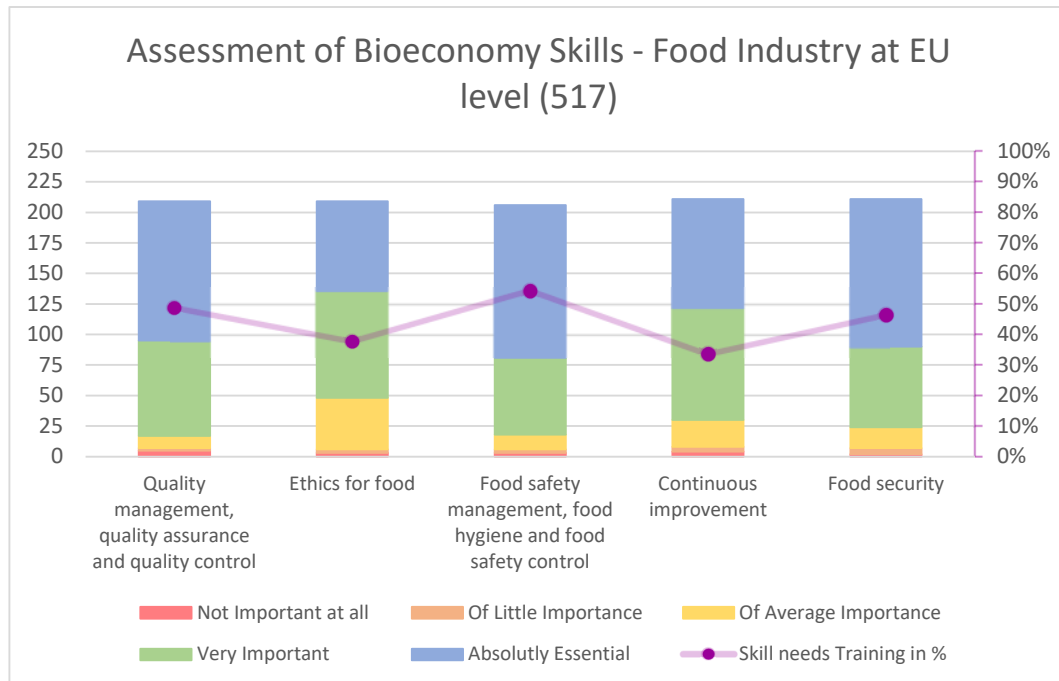
3.4.1.3.2 Bioeconomy Skills – Forestry

Sustainable forest management practices and planning, reforestation, afforestation and the restoration of forest ecosystems and forest disease control and prevention dominated the bioeconomy skills for the collective forestry sector and forest industries. Whilst these skills ranked the highest in terms of importance, the demand for training in the skills was not as high. The skill that required the most training was sustainable forest management practices and planning.



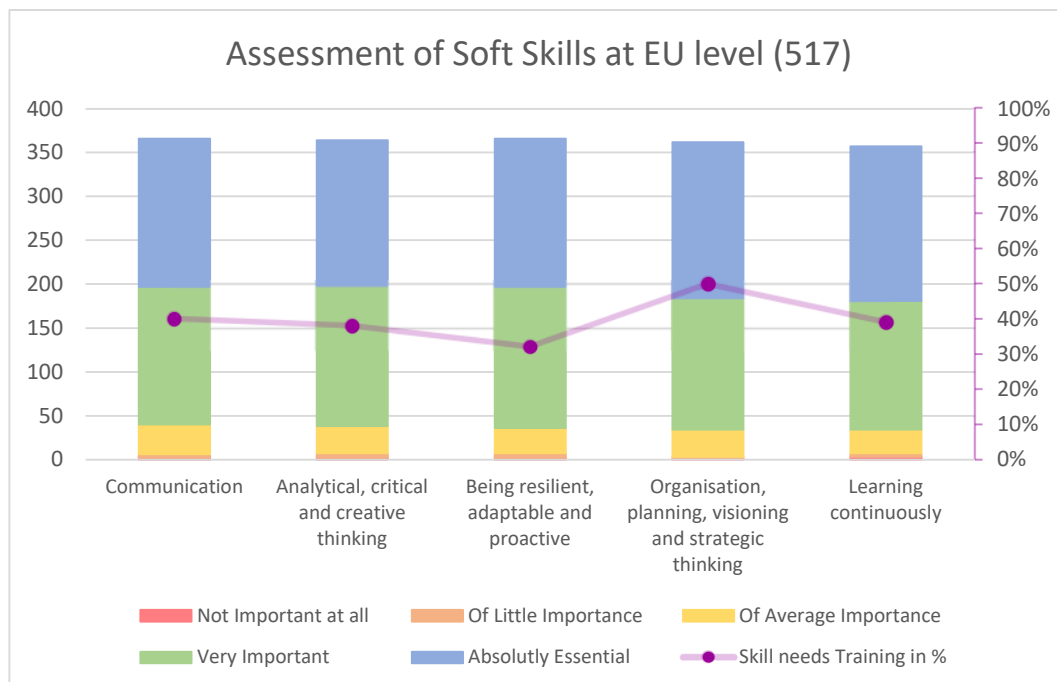
3.4.1.3.3 Bioeconomy Skills – Food Industry

There was a clear catalytic approach to the bioeconomy across the food and co-operative sectors, with a huge focus on quality management, quality assurance and quality control, food safety management, food hygiene and food safety controls. Similarly, food security also ranked high on the skills agenda. It should be noted that this particular industry is very compliance driven, which could attribute the way in which skills were identified. Interestingly, all three these skills could also be learned through training and is required to be trained.



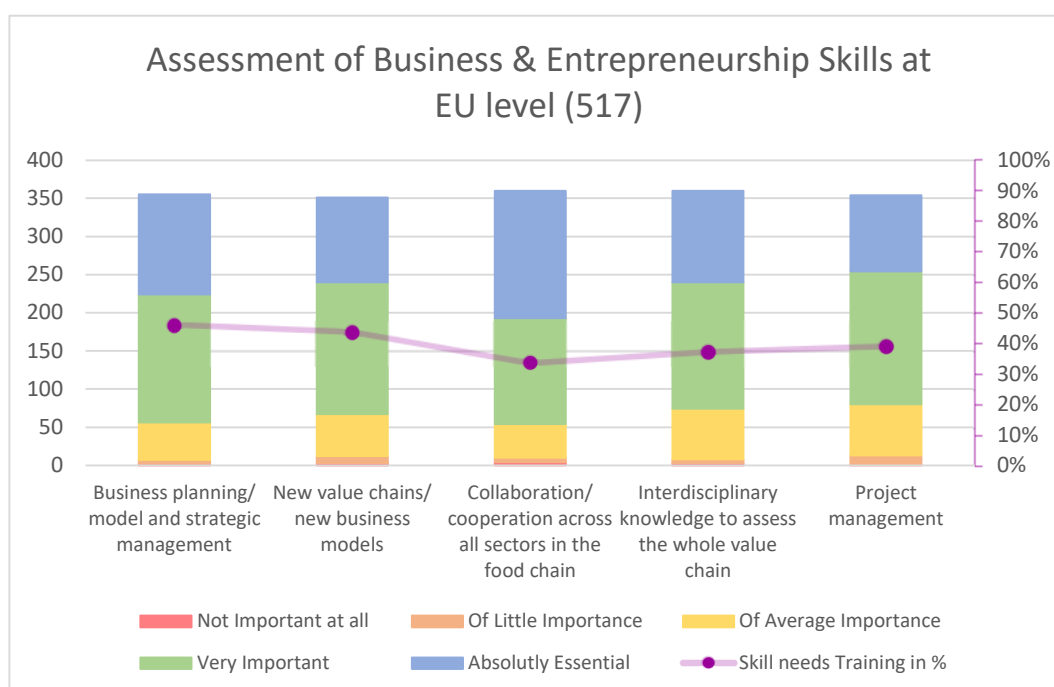
3.4.1.4 Soft Skills

The results of the survey identified soft skills as being essential and very important across the board. From a learning perspective the skill that was identified that mostly needed to be trained, was organisation, planning, visioning and strategic thinking. Soft skills are a collection of positive attributes and competencies that can improve work performance and productivity, enhance relationships, that make individuals and businesses more marketable.



3.4.1.5 Business & Entrepreneurship Skills

Business and entrepreneurship skills ranked high across the identified skills lists, with all skills being ranked as absolutely essential or very important. However, training in these skills ranked of average importance in the overall European framework. What was noticeable is the need for training in relation to business planning/model and strategic business management.



3.4.2 Sectoral Level

Whilst the previous section outlined the overall European skills needs by skills category, we needed to understand what the skills needs might look like, considering the various stakeholder profiles, operating across the various sectors within the overall agricultural sector. Once again, we approached this task by skill category linked to the stakeholder profiles. The profiles considered are as follows:

1. Advisors
2. Agri-Food Companies
3. Co-operatives
4. Education Providers
5. Farmers
6. Foresters & Forest Industries
7. Other
8. Cross Sector Profiles

3.4.2.1 Sustainability Skills

Sustainability appears to be high on the agenda across all stakeholder profiles operating across industry. The top skills across all profiles were the efficient use of resources and logistics and good agricultural practices. Interestingly, all stakeholder profiles felt the top skill that needs to be trained was mitigation to climate change. This closely linked the training needs and skills and competencies, to policy and both EU and National levels across all participating countries.

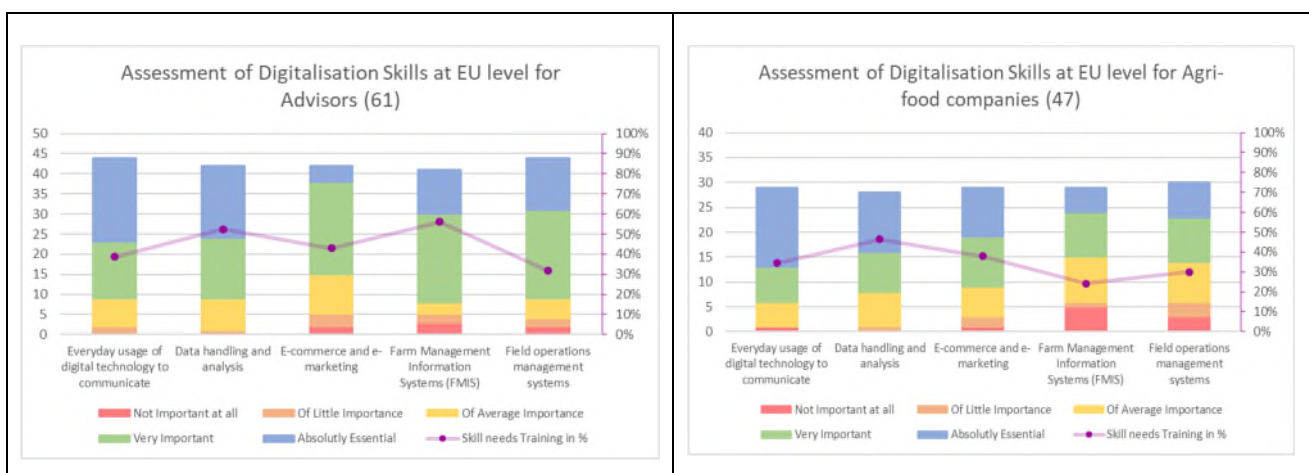


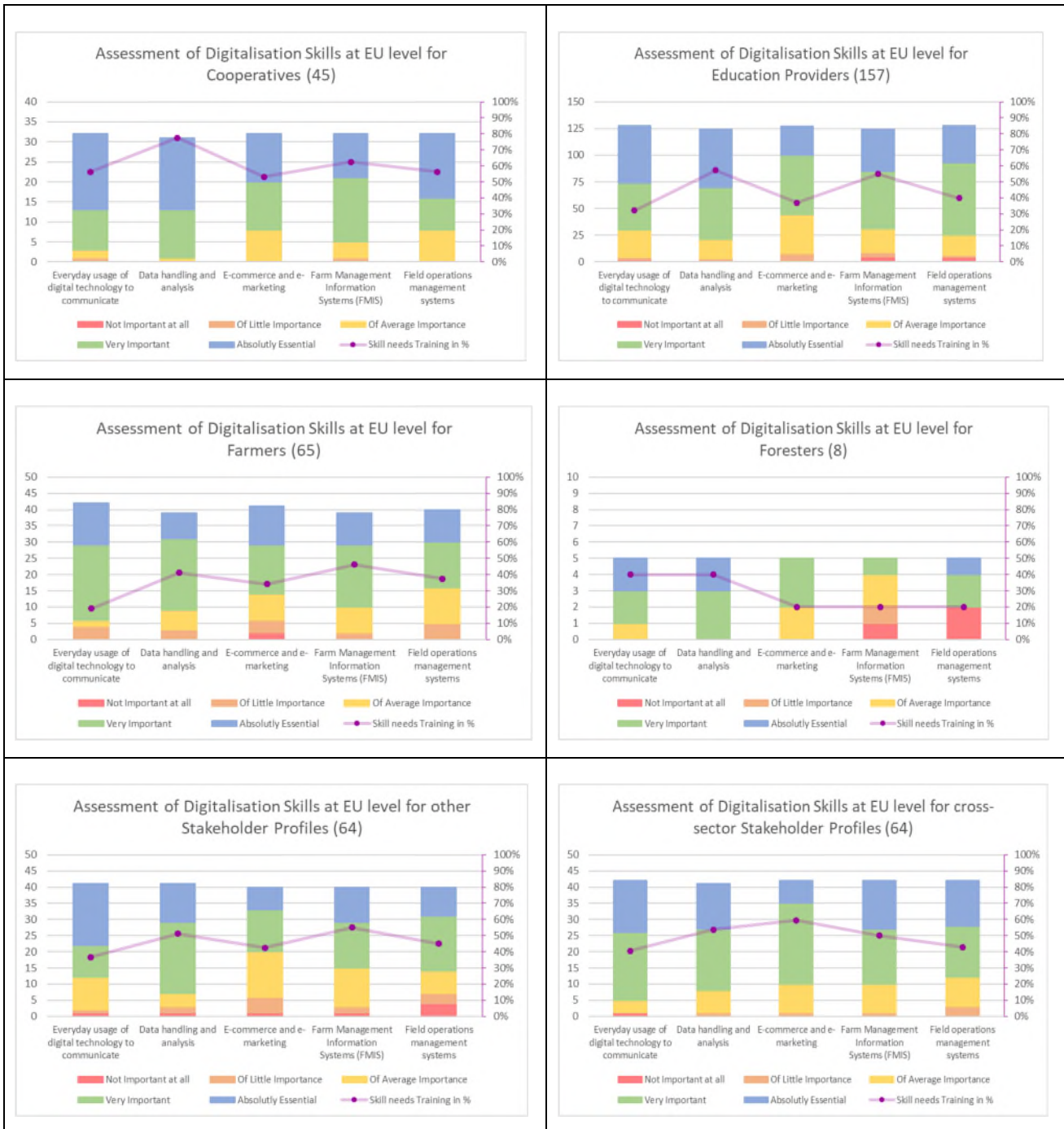


3.4.2.2 Digitalisation Skills

A common theme across all stakeholder profiles was the need for everyday usage of digital technology to communicate and the need for data handling and data analytics, when considering digital skills needs. Overall digital skills needs, were prominent for advisors, agri-food companies, co-operatives, education providers, farmers, some foresters and for cross sector stakeholders. However, co-operatives and education providers topped the list in seeing digital skills as essential and very important.

Respondents from the forestry sector and forest industries, were not as reliant on digital skills within some of the specific skills profiles identified within the digital skills category. The belief that a particular skill needed training was also fragmented across the various stakeholder profiles, however one particular skill stood out above the rest, that was identified that training was required to learn this skill across the majority of profiles. Namely, this was data handling and data analytics.





3.4.2.3 Bioeconomy Skills

The bioeconomy skills categories for stakeholder profiles were broken into three separate sub-categories as follows:

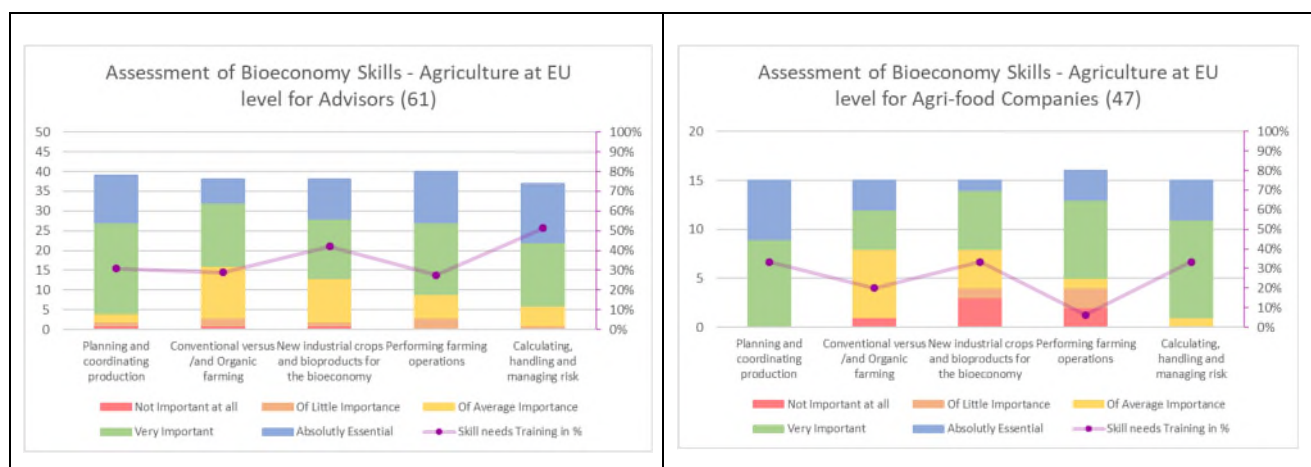
1. Agriculture
2. Forestry
3. Food Industry

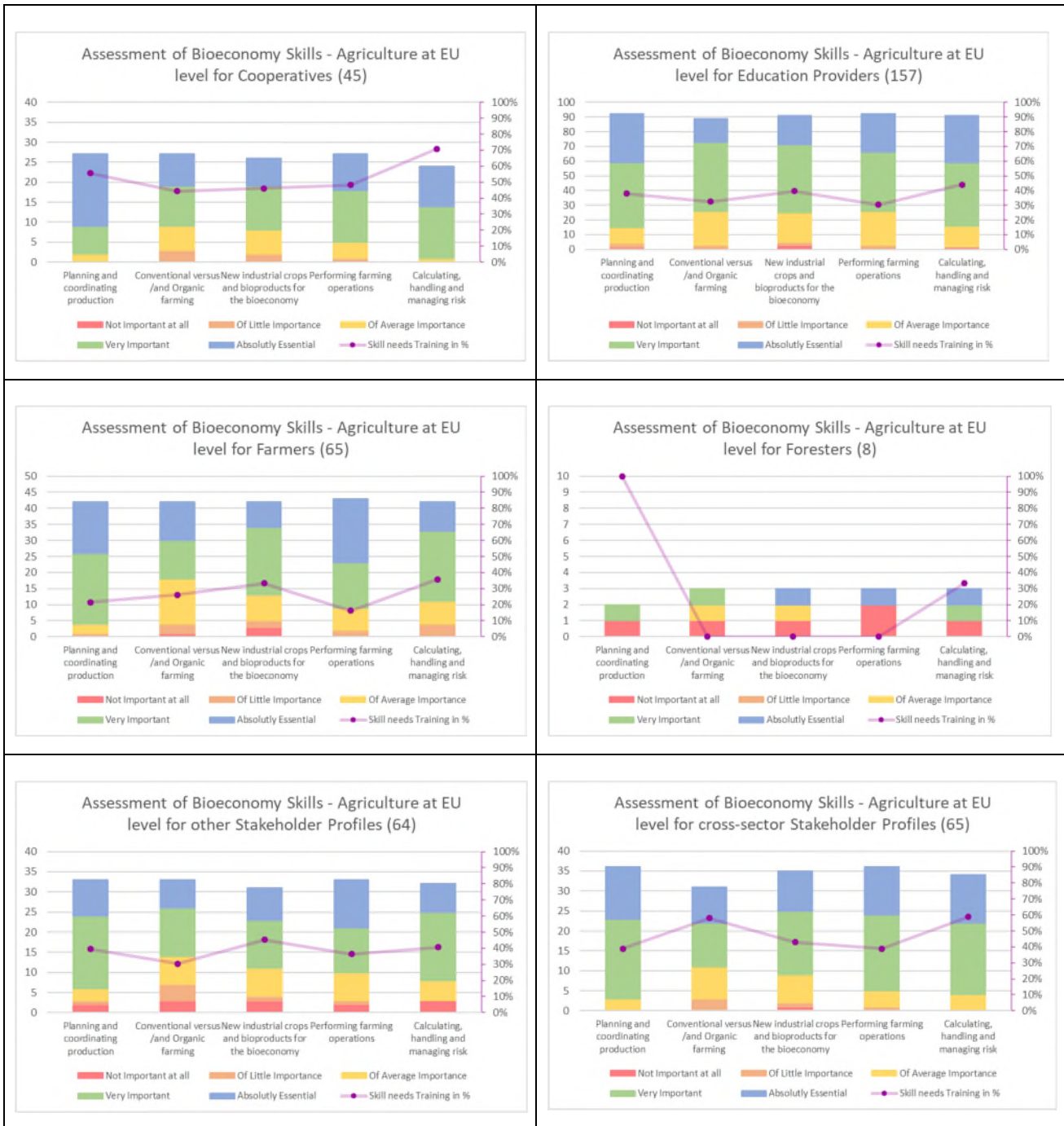
3.4.2.3.1 Bioeconomy Skills - Agriculture

Similar to the European analysis, the bioeconomy stood out as a definitive need in the agricultural sector. However, the understanding of the importance of bioeconomy skills needs varied between the stakeholder profiles. Co-operatives and education providers, appeared to identify the most with the bioeconomy skills in agriculture, with particular focus on planning and coordinating production. Farmers on the other hand had more of a focus on performing farm operations. Advisors, other and cross sector stakeholder profiles had a more balanced approach to bioeconomy skills in agriculture. Foresters and forest industries did not consider bioeconomy skills (agriculture) as being important.

Once again, the skill that stood out across most stakeholder profiles, that needs to be trained was calculating, handing and managing risk.

The differences in the recognition of bioeconomy skills in agriculture, can potentially be attributed to the wide range of operational areas across the sector.



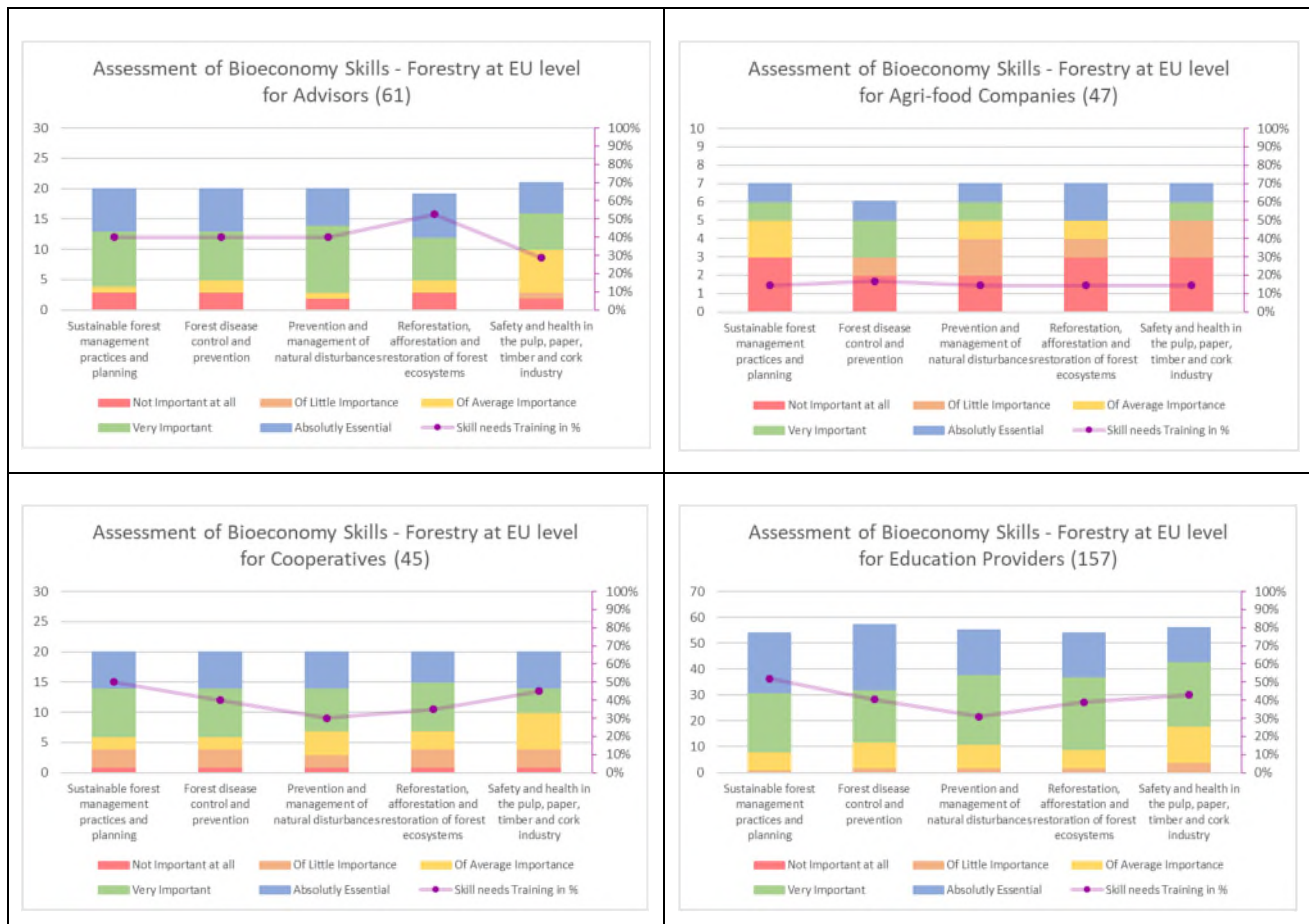


3.4.2.3.2 Bioeconomy Skills - Forestry

When considering the bioeconomy skills for the forestry sector, it was clear that these were not as relevant to the agri-food companies, although there was a fair balance across the remaining stakeholder profiles. There was some disparity across the profiles as to the importance of a particular skill and the majority of the responses, indicating bioeconomy skills were very important or of some importance. There was a vested interest from advisors, co-operatives, education providers and cross sector stakeholder profiles in the bioeconomy skills for forestry, balanced across all five skills identified.

For foresters and forest industries, sustainable forest management practices and planning and the reforestation, afforestation and the restoration of forest ecosystems topped the table.

The importance of training was also divided across all the stakeholder profiles, with sustainable forest management practices and planning being identified as the skill that needs the most training, followed by reforestation, afforestation and the restoration of forest ecosystems.



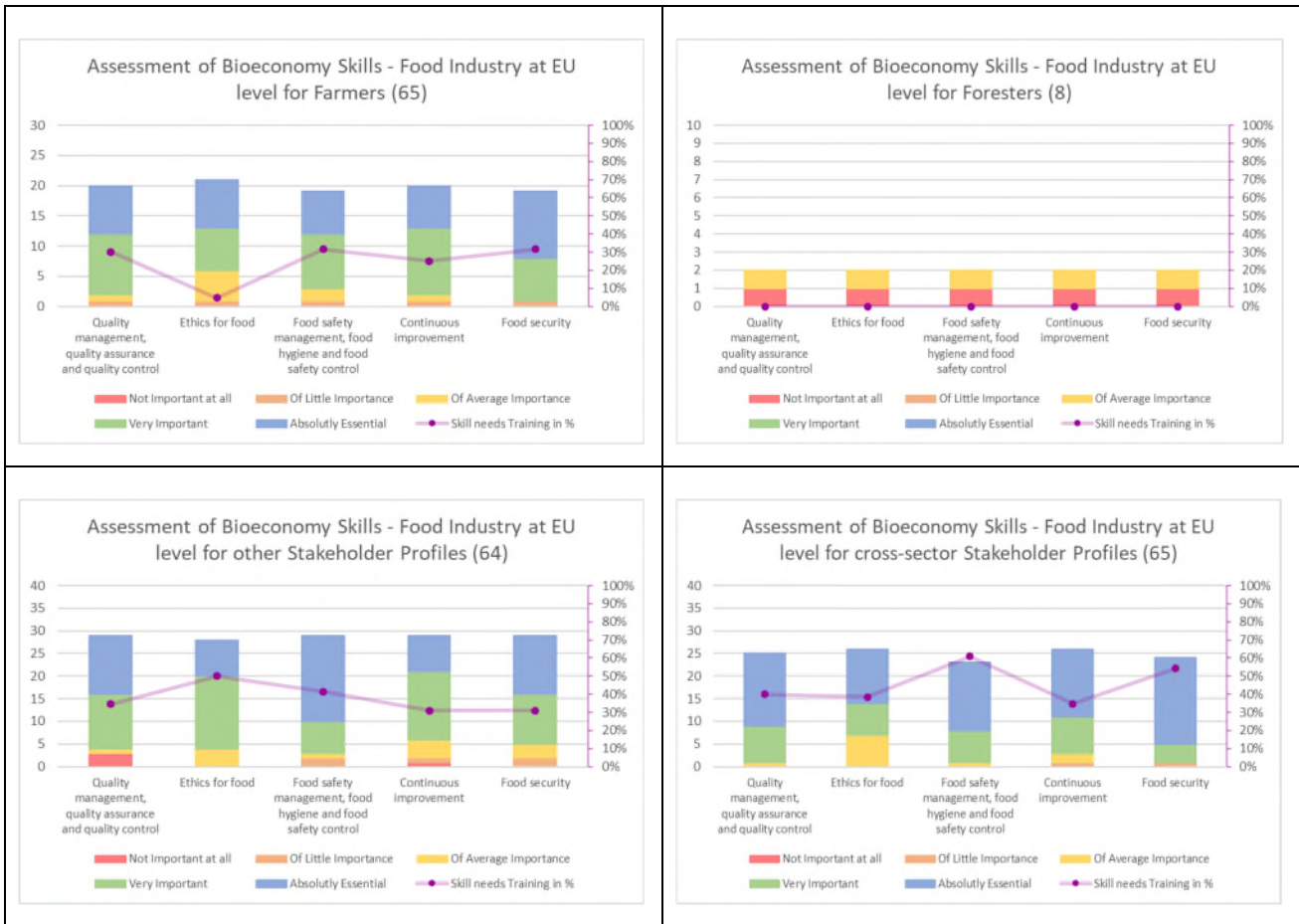


3.4.2.3.3 Bioeconomy Skills – Food Industry

The bioeconomy across the food industry was unanimously overriding across all stakeholder profiles, with the exception of foresters and forest industries, which is understandable. Considering the skills across this category, the skills that presented as the most sought after, were food safety management, food hygiene and food safety controls, food security, quality management, quality assurance and quality control. Once again this was not surprising, considering the high demand of compliance across the food sector.

The demand for training across all of the identified skills was viewed differently by each of the stakeholder profiles, although the demand for each of the learned skills was relatively moderate across each profile.

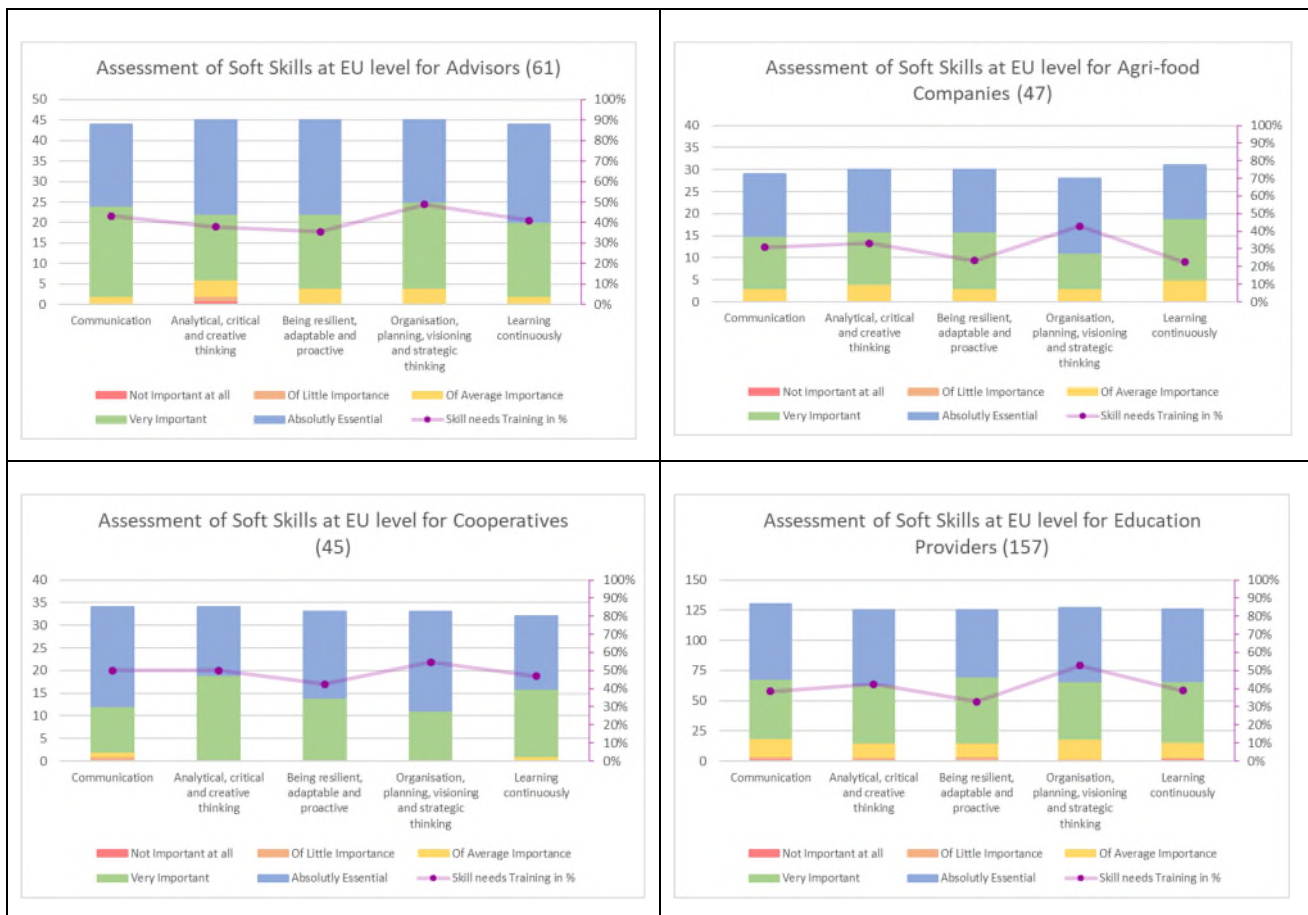




3.4.2.4 Soft Skills

Interestingly, there was no differentiation between stakeholder profiles, when considering the importance of soft skills. All profiles identified soft skills as being absolutely essential or very important, across their areas of operation. This further supported the findings identified at both European levels and country levels and reaffirmed the attributes and competencies needed to improve work performance and productivity, enhance relationships, to make individuals and businesses more marketable.

All profiles identified that all the skills could be learned through training, and once again the skill that stood out the most in relation to training, was organisation, planning, visioning and strategic thinking, followed by communication and the need for continuous learning.

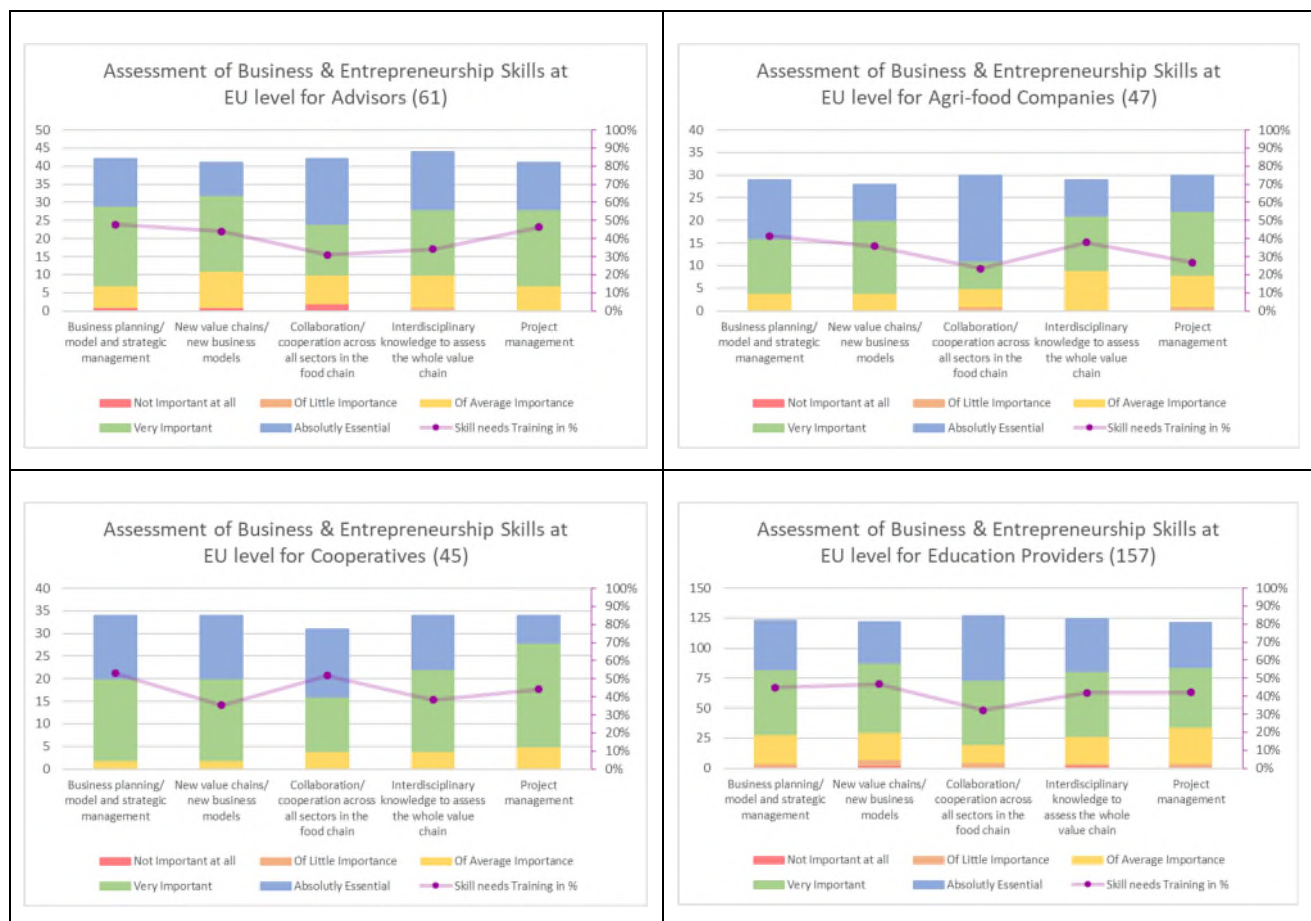




3.4.2.5 Business & Entrepreneurship Skills

All stakeholder profiles recognised the need for business and entrepreneurship skills across all five identified skill-sets. Equally, all skills-sets were seen as being absolutely essential or very important across all of the skills profiles. The skill that featured with the highest demand across the food chain, was the need for collaboration and cooperation across all sectors of the food chain. This was followed by interdisciplinary knowledge to access the whole value chain and business planning/model and strategic management.

The skill that commanded the most training, to be learned, was business planning/model and strategic management. No one stakeholder profile stood out as requiring more training in business and entrepreneurship skills above another.





3.4.3 Country Level

Additional analysis of skills needs was conducted at country level to benchmark the skills requirements and a full breakdown of the results at country level is available in Annex I. Below is a high-level outline of the findings for each of the skills categories across the following countries:

1. Austria
2. France
3. Finland
4. Ireland
5. Italy
6. Netherlands
7. Spain

3.4.3.1 Sustainability Skills

There is a high need for sustainability skills as identified across all the relevant countries, although there are unique nuances pertaining to specific skillsets within each country. Training across the sustainability skills category was also fragmented as was the classification of whether a particular skill could be learned through training.

3.4.3.2 Digitalisation Skills

Everyday usage of digital technology to communicate was ranked as one of the most sought-after skills in the digitalisation category, although the levels of importance varied from country to country. Training and the relevance of whether a skill could be learned through training was also incoherent across countries, however, the majority of countries felt that data handling and analytics could be a learned skill.

3.4.3.3 Bioeconomy Skills

Planning and coordinating production was the most ranked skill in the bioeconomy (agriculture) skills category. Sustainable forest management practices and planning was the most ranked skill in the bioeconomy (forestry) category and food safety management, food hygiene and food safety controls was the most ranked skill in the bioeconomy (food industry) skills category.

The idea that a skill could be learned was very dispersed across the countries, across all bioeconomy skills categories.

3.4.3.4 Soft Skills

In the soft skills category, the most identified skills were communications and organisation, planning, visioning and strategic thinking. It was noticeable that soft skills are a definite need in the people development landscape and that the learning of these skills was once again fragmented across countries.

3.4.3.5 Business & Entrepreneurship Skills

Business planning, modelling and strategic management, as well as collaborating and cooperation across industry sectors in the food chain were the skills that dominated the business and entrepreneurship skills category. Training in business skills was diverse from country to country with no one particular skill leading the way.

3.5 Training Needs and the Recognition of Training

The analysis of training and the recognition of training was conducted at both European and country levels. Consideration was given with regards to:

1. Future Skills Needs
2. Suitability of the existing Training System
3. Training Recognition vs the Skills to Perform the Task
4. Gaps in Training Provision.

3.5.1 European Level

Considering the training needs at European level, it was clear that the focus was very much aligned with policy initiatives around digitalisation, sustainability and business and entrepreneurship skills, including the need for skills development in the arena of bio-industries. There was also a focus on the need for soft skills development into the future.

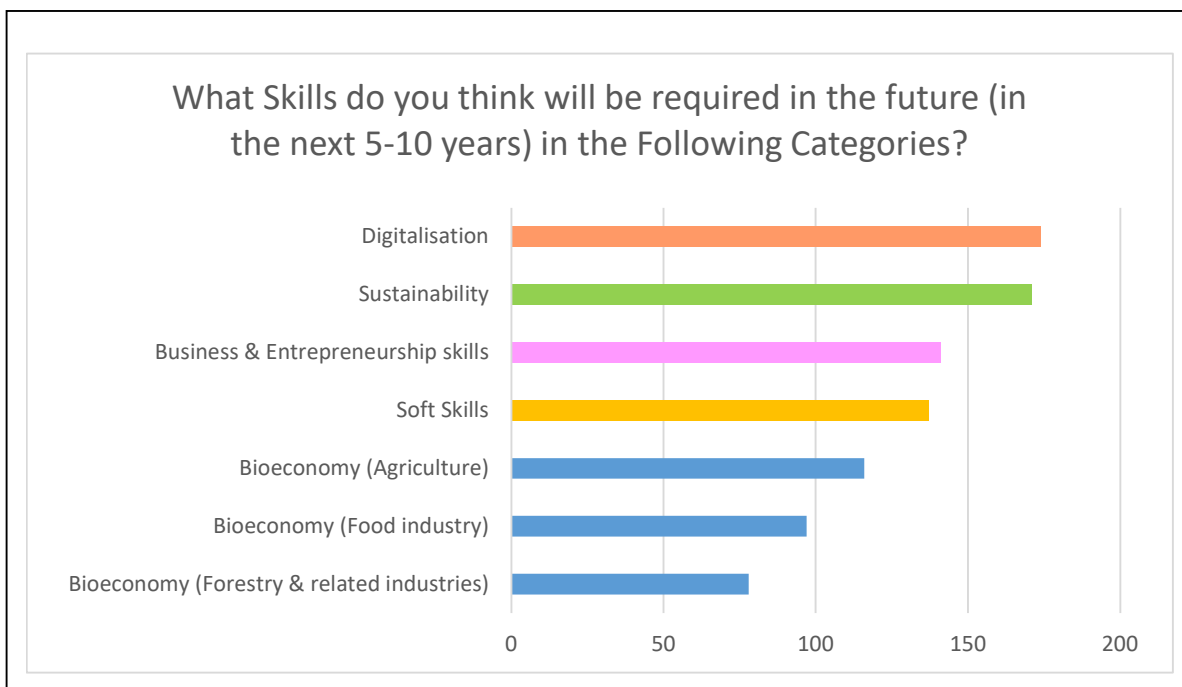
There was a general consensus that the existing training provision was suitable for both formal and non-formal education across Europe when considering the skills categories.

3.5.1.1 Future Skills Requirements

A collective view identified that the demand for future skills over the next 5-10 years will be predominantly focused in areas such as digitalisation, sustainability and business and entrepreneurship skills.

The table below shows a ranking of skills based on the demand identified by stakeholders. It is clear that bio-industries are still a relatively new sector and this could be a contributing factor when considering the demand for future skills. It is also important to recognise the relationship between bio-industries and sustainability and the identified skill-set of by-products and co-products under the sustainability skills category.

Bioeconomy (Forestry & related industries)	Bioeconomy (Food industry)	Bioeconomy (Agriculture)	Soft Skills	Business & Entrepreneurship skills	Sustainability	Digitalisation
78	97	116	137	141	171	174



Future Skills Needs



Sustainability



Sustainability



Digitalisation



Business
& Entrepreneurship



Bioeconomy – Forestry
& related Industries



Soft Skills



Bioeconomy – Food Industry



Bioeconomy -
Agriculture

3.5.1.2 Existing Training Suitability

At an overall European level there was a heavier weighting that indicated that the existing “Formal” training was suitable to address the future skills needs identified in 3.5.1.1 above with 52% of respondents feeling existing “Formal” training was suitable, 36% of respondents saying it was not suitable and 12% of respondents who were unsure.

In relation to “Non-Formal” training, there appeared to be a more balanced view, with 35% of respondents feeling existing “Non-Formal” training was suitable, 35% of respondents saying it was not suitable and 30% of respondents who were unsure.

It is alarming that overall, that there is such a high level of respondents that were totally unaware of what formal or non-formal training is available.

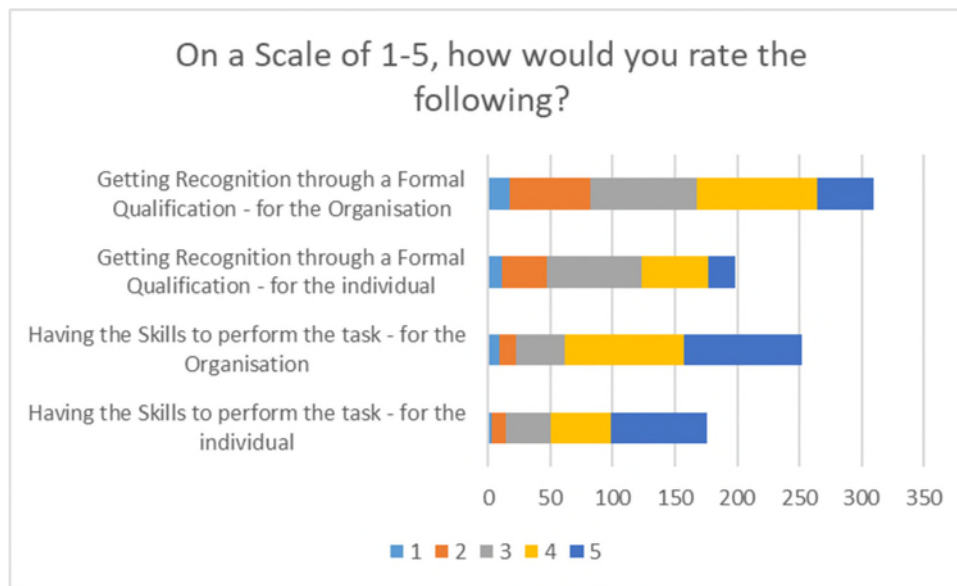
	Non-Formal Training	Formal Training
I Don't Know	104	43
No	121	129
Yes	123	188



3.5.1.3 Training Recognition vs Skills to Perform the Task

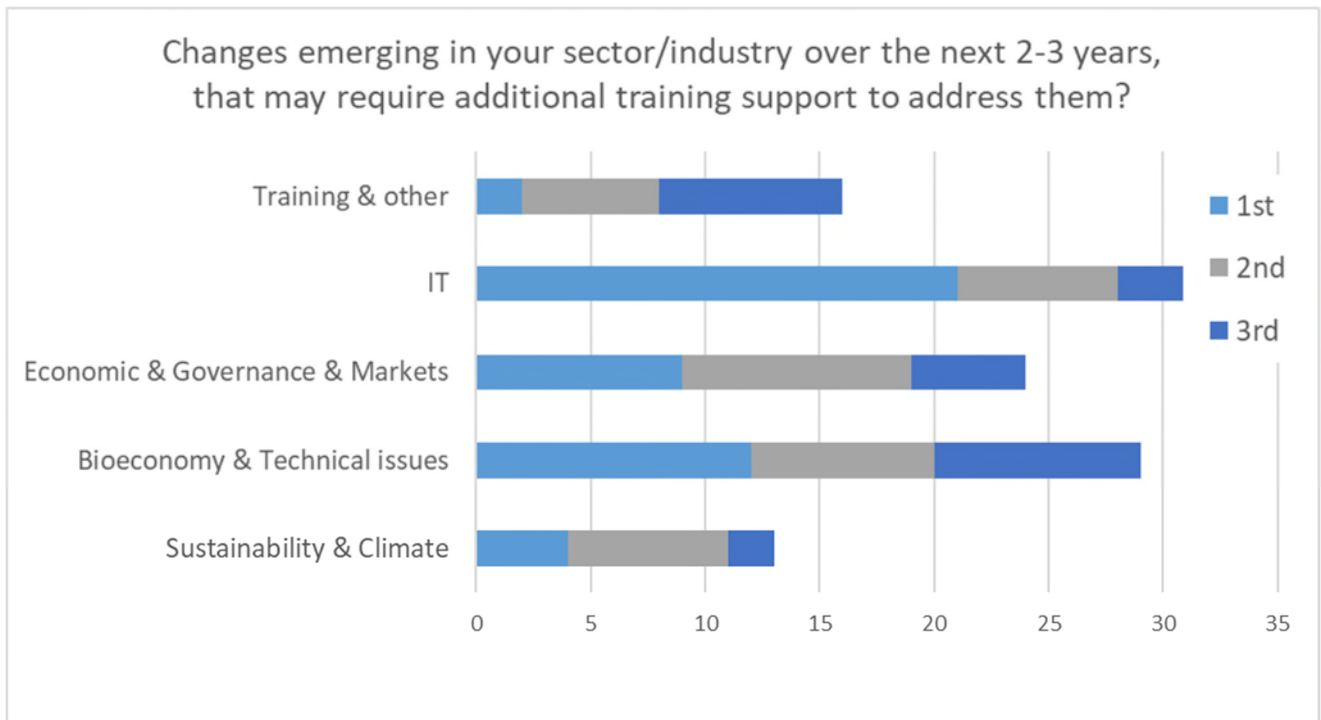
When reviewing the recognition of training and the skills to perform the task, consideration was given at both organisation level as well as at individual levels. Interestingly, in both cases, organisations appeared to have more of an interest, in whether the training held a formal qualification and ensuring people have the skills to perform the task.

However, at individual level, individuals value the recognition of training through formal qualifications, more so than having the skill to perform the task.



3.6.1.2 Emerging Trends

The top three emerging trends that required training supports were Information Technology (ICT Tools) Bioeconomy and Technical issues, Economic sustainability, Governance & Future Markets (trade).

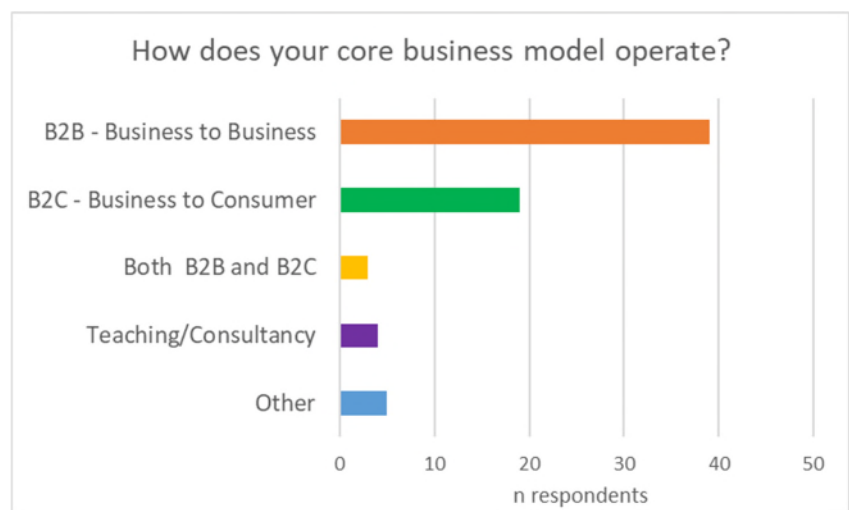


3.6.1.3 Business Strategy

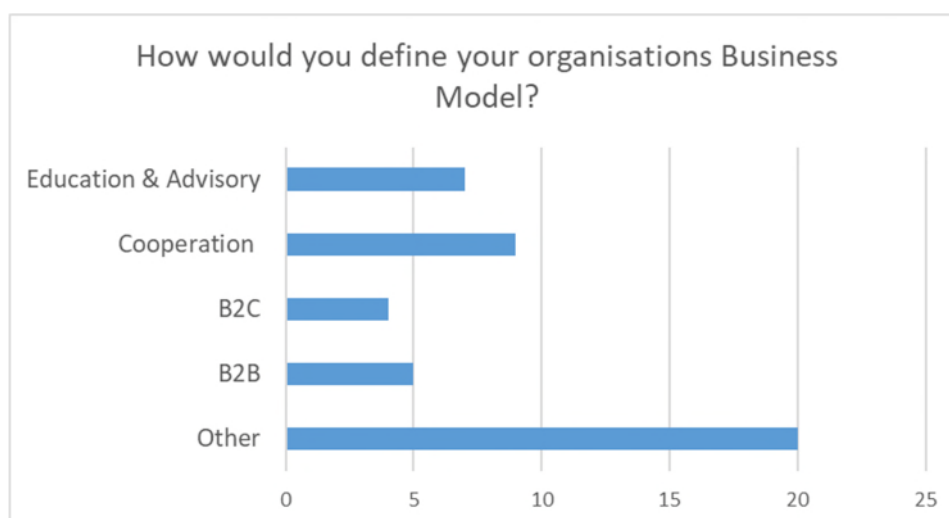
Within the business strategy sphere, consideration was given to understanding business operating models, strategic business focus, required business strategy skills and what types of analytical tools were being used by businesses.

3.6.1.3.1 Business Operating Model

When looking at the business operating models it is clear that the majority of respondents business model is based on business-to-business engagement, with some operating business-to-consumer direct and some a combination of the two.



Additional insights provided identified Education & Advisory, Co-operation and Consultancy Models of operation.

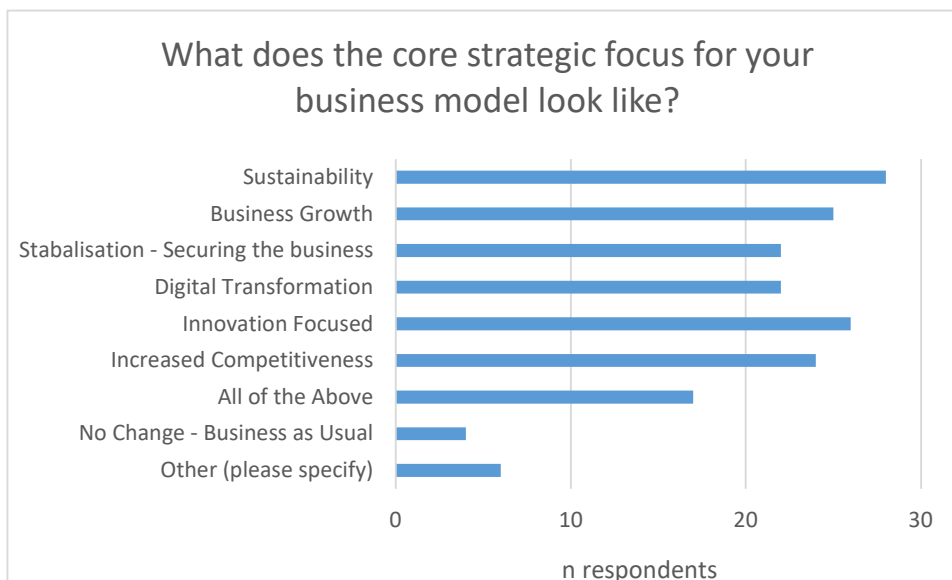


“Other” business models have been described using the below word-cloud.



3.6.1.3.2 Strategic Focus

When assessing the strategic focus of business, the core focus appears to be on long-term sustainability, innovation, business growth and increased competitiveness at a European level. Focuses on digital transformation and business stabilisation also featured high on the strategic business focus front.



3.6.1.3.3 Business Strategy Skills

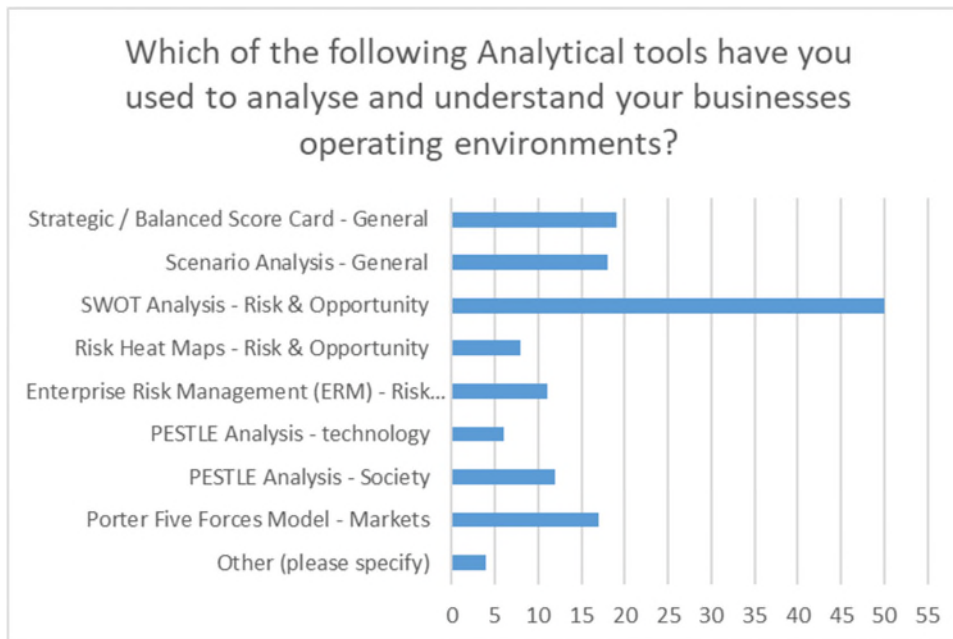
The top 10 strategic business skills that are most relevant to support businesses are as follows:

1. Business Strategy Development, Implementation and Analysis
2. Business Continuity Planning
3. Recognising & Realising Business Opportunities
4. Business Planning / Modelling and Strategic Management
5. Change Management
6. Collaboration and Co-operation across all sectors of the Food Chain
7. Growth Mindset
8. New Value Chains & Business Models
9. Governance
10. Providing Leadership



3.6.1.3.4 Analytical Tools

The most common analytical tool used in businesses across Europe by far is a SWOT Analysis. Other tools include, Porters Five Forces Model (Markets), the Strategic Balanced Score Card, Scenario Analysis and Pestle Analysis. These tools represent the top 5 analytical tools used.



3.6.2 Country Level

Country	Austria	Finland	France	Ireland	Italy	Netherlands	Spain
Emerging Trends	Digitalisation of Procurement & Sales Climate Change Business Stability Integrated Pest Management Financing Models & Subsidies Legal & Regulatory Environment Innovative Sustainable Food Production	Changes in Forestry Technology requiring expertise in Research, Development & Innovation Spatial Data expertise Co-existence with changing EU Policy Consumer Trends & Influence around Livestock Production Business Supports around Collaborative Farming and large-Scale Farming Generational Renewal Profitable Agriculture Labour Practices to support remote working	Circular Economy Transparency in Product Labelling Entomology Evolution of Recipes Agroecology Consumer Trends & Demands	Ecological Sustainability Changes in Animal Legislation Brexit Open Data Transformativ e Change Digitalisation Consumer Trends & Demands	Precision Farming Food Traceability New Technologies & Digitalisation Bioeconomy & Circularity Safety Updates in Legislation and Regulatory Environments Ingredients Added Values Genetics New Sources of Funding	Data Analytics Direct Contact with Consumers Monitoring Systems for Farm Performance Adaption to Change Online Learning Environments Consumer Trends & Demands	Emergence of New Wine Growers New Technologies IoT & Digitalisation Sustainable Crop Management Products Commercialisation Farmer Associations Common Cultivation Data Analytics Circular Economy Health Crisis Management Logistics & Distribution Food Crisis Management Climate Change Bio/Organic Farming/Industries Sustainability
Operating Models	B2B	B2B	B2B B2C	B2B	B2B	B2B B2C	B2B B2C
Strategic Focus	Stabilisation Innovation Competitiveness	Stabilisation Sustainability Competitiveness	Business Growth Innovation Competitiveness	Sustainability Innovation Competitiveness	Business Growth Innovation Digital Transformation	Innovation Digital Transformation	Business Growth Innovation Sustainability
Business Strategy Skills	Business Strategy Development, Implementation and Analysis Collaboration & Cooperation across all sectors of the Food Chain Governance	Business Planning/Modelling & Strategic Management Recognizing and Realising Business Opportunities Data Analytics	Business Planning/Modelling & Strategic Management Recognizing and Realising Business Opportunities Business Continuity Planning	Providing Leadership Change Management Governance	Business Strategy Development, Implementation and Analysis Growth Mindset Collaboration & Cooperation across all sectors	Recognizing and Realising Business Opportunities Growth Mindset Creativity & innovation	Business Strategy Development, Implementation and Analysis Collaboration & Cooperation across all sectors Planning/Modelling & Strategic Management
Analytical Tools	SWOT Analysis Strategic / Balance Score Card Scenario Analysis	SWOT Analysis Porters Five Forces Model PESTLE Analysis	SWOT Analysis Porters Five Forces Model PESTLE Analysis	SWOT Analysis Strategic / Balance Score Card PESTLE Analysis	SWOT Analysis Scenario Analysis	SWOT Analysis Strategic / Balance Score Risk Heat Maps	SWOT Analysis Strategic / Balance Score Card Porters Five Forces Model

More detailed information and graphic illustrations are available for further analysis in Annex 1.

4 Closing Remarks

The survey analysis encourages a holistic approach in supporting the development of a sector skills alliance across the agricultural sector in Europe.

It gave us greater insights as to the key areas of operation across the sector and helped to identify the various stakeholder profiles operating across industry and outlined the skills needed in the bioeconomy, agricultural and forestry sectors across Europe.

In analysing skills at national levels, we identified that there were unique differences across member states, but that quite a few similarities also existed. A clear pathway of skills development is directly aligned with EU policy and supports initiatives around the digital agenda and the green deal. At a grass roots level, people are aware of the requirements, but skills gaps and shortages in training provision hinder practical implementation.

The review of the training systems across countries, will further enhance the classification of European Skills, Competences, Qualifications and Occupations and will in turn support the development of new occupational profiles, aligned with the ESCO Skills Framework.

We see the emergence of new business trends, that closely follow policy, around areas such a sustainability, the bioeconomy and digitalisation. We also see the emergence of trends, surrounding entrepreneurship and the people development agenda through soft skills development.

The survey also supports the key findings identified in the focus group analysis conducted at country level across nine participating countries, and two Pan-European focus groups aimed at assessing the current and future skills needs across the sector. It also supports the development of a trend analysis and the creation of scenarios around future and present skills needs linked with the main drivers that are influencing change.

5 Annex I

In Annex I you will find additional results of the survey as analysed by country. The overall analysis data has the potential to provide additional insights, should people want to extract other relevant forms of data for their respective countries.

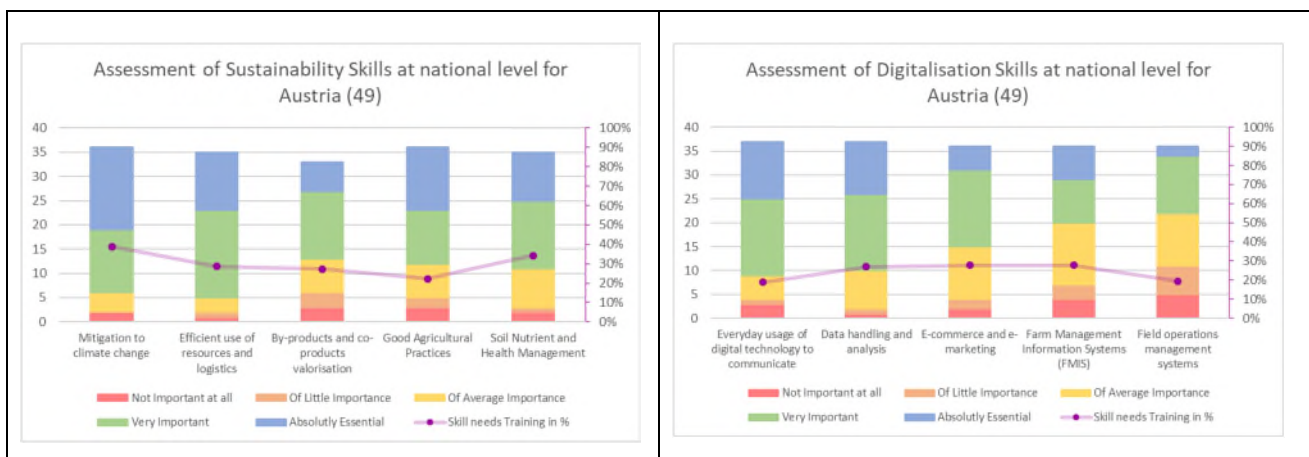
Additional Analysis by Country

Austria:

Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, bioeconomy skills, soft skills and business and entrepreneurship skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The top skill in each skills category are as follows:

1. Mitigation to Climate Change
2. Everyday usage of digital technology to communicate
3. Performing farming operations
4. Reforestation, afforestation and restoration of forest ecosystems
5. Food safety management, food hygiene and food safety controls
6. Continuous Learning
7. Collaboration and cooperation across all sectors of the food chain

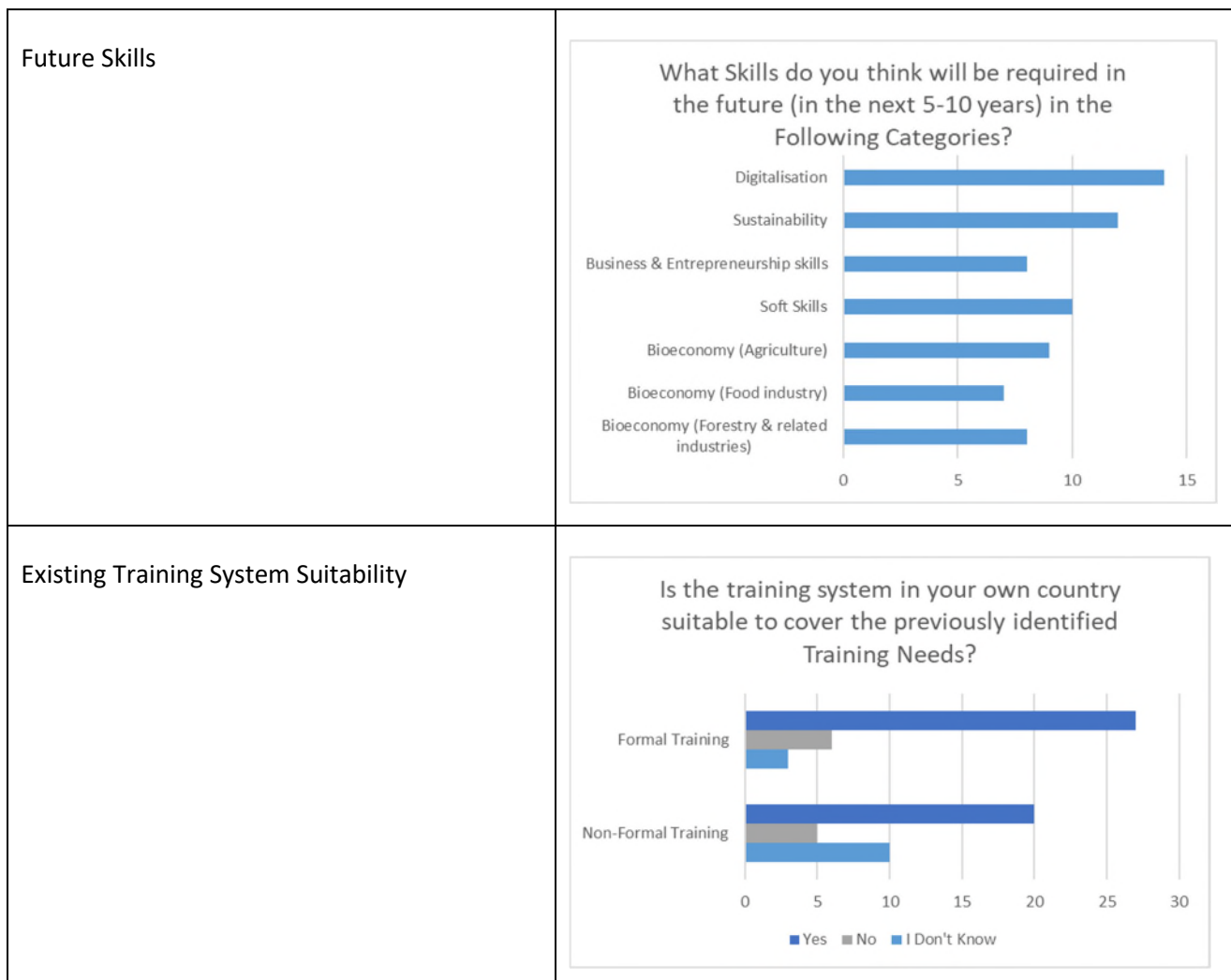




Training:

Training and educational systems in Austria appear to be suitable in both formal and non-formal settings, to develop the skills required across all seven skills categories. A key focus on future skills identified digitalisation and sustainability as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around IT Skills, Risk Analysis, Systems Thinking and Supply Chain Management.

When considering the relevance of recognition of training and education and the attainment of qualifications, the views were a little more mixed. Qualifications were not as high on the skills agenda for organisations but appears to be important to individuals. Whilst having the skills to perform the task was more important for the organisation.



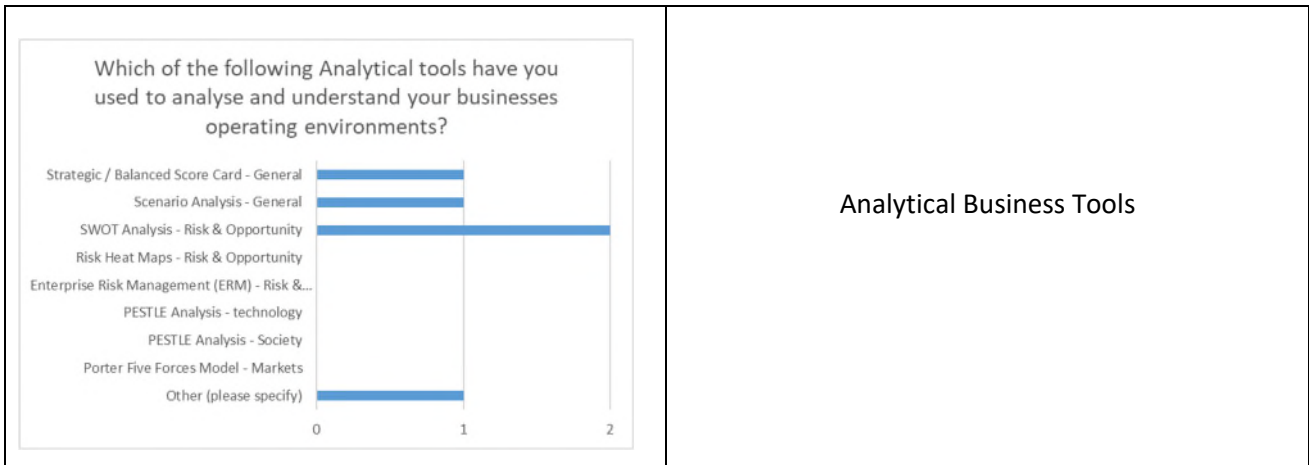
<p>Training Recognition vs Skills to perform the task</p>	<p>On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <caption>Approximate data from the bar chart</caption> <thead> <tr> <th>Category</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>0</td> <td>3</td> <td>12</td> <td>10</td> <td>5</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>0</td> <td>1</td> <td>9</td> <td>6</td> <td>1</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>4</td> <td>3</td> <td>6</td> <td>10</td> <td>5</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>1</td> <td>1</td> <td>4</td> <td>5</td> <td>10</td> </tr> </tbody> </table>	Category	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	0	3	12	10	5	Getting Recognition through a Formal Qualification - for the individual	0	1	9	6	1	Having the Skills to perform the task - for the Organisation	4	3	6	10	5	Having the Skills to perform the task - for the individual	1	1	4	5	10
Category	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	0	3	12	10	5																										
Getting Recognition through a Formal Qualification - for the individual	0	1	9	6	1																										
Having the Skills to perform the task - for the Organisation	4	3	6	10	5																										
Having the Skills to perform the task - for the individual	1	1	4	5	10																										
<p>Gaps in Training Provision</p>																															

Business Trends:

Emerging business trends in Austria are aligned to the future skills needs identified in the skills analysis conducted. The core business operational model is business-to-business and the strategic focus for businesses is on stabilization of the business, focused on innovation, and increasing competitiveness.

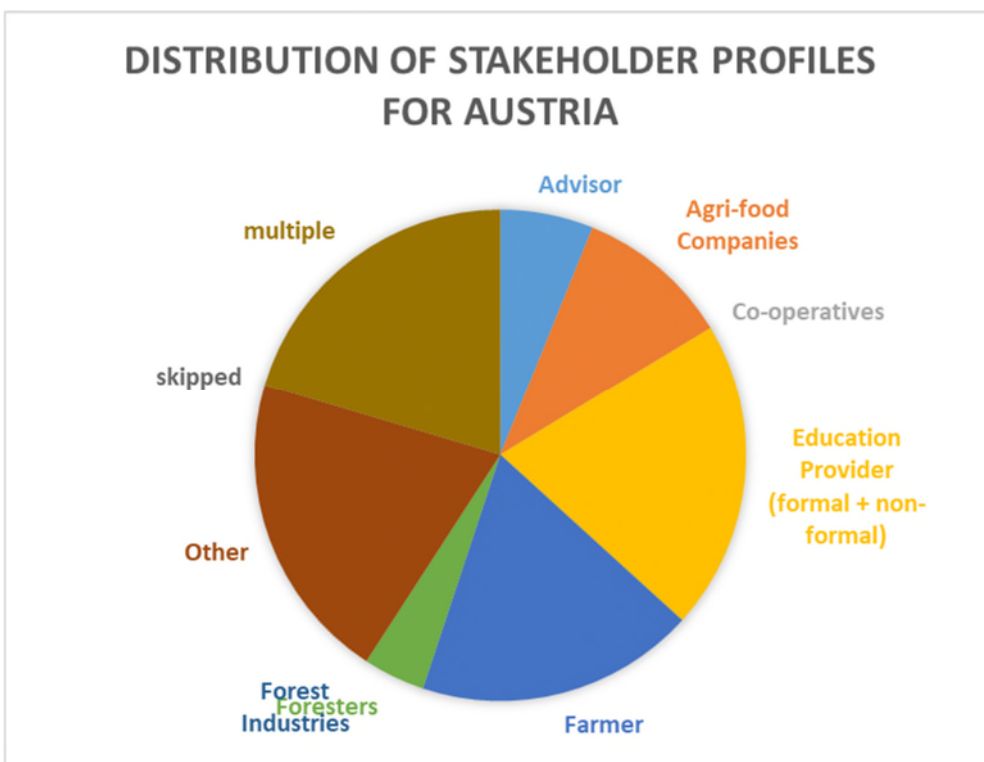
Essential strategic business skills include, strategy development, implementation and analysis, collaboration and co-operation across all sectors of the food chain and good governance. The most common analytical tools to support business strategy are SWOT Analysis, Strategic/Balanced Score Card and Scenario Analysis.

<ul style="list-style-type: none"> • Digitalisation of Procurement & Sales • Climate Change • Business Stability • Integrated Pest Management • Financing Models & Subsidies • Legal & Regulatory Environment • Innovative Sustainable Food Production 	<p style="text-align: center;">Emerging Trends</p>																																																								
<p style="text-align: center;">Business Operating Models</p>	<p style="text-align: center;">How does your core business model operate?</p> <table border="1"> <caption>Business Model Operating Data</caption> <thead> <tr> <th>Model Type</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>5</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>1</td> </tr> <tr> <td>Other</td> <td>1</td> </tr> </tbody> </table>	Model Type	n respondents	B2B - Business to Business	5	B2C - Business to Consumer	1	Other	1																																																
Model Type	n respondents																																																								
B2B - Business to Business	5																																																								
B2C - Business to Consumer	1																																																								
Other	1																																																								
<p style="text-align: center;">What does the core strategic focus for your business model look like?</p> <table border="1"> <caption>Strategic Business Focus Data</caption> <thead> <tr> <th>Focus Area</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>Sustainability</td> <td>2</td> </tr> <tr> <td>Business Growth</td> <td>1</td> </tr> <tr> <td>Stabalisation - Securing the business</td> <td>3</td> </tr> <tr> <td>Digital Transformation</td> <td>1</td> </tr> <tr> <td>Innovation Focused</td> <td>3</td> </tr> <tr> <td>Increased Competitiveness</td> <td>3</td> </tr> <tr> <td>All of the Above</td> <td>1</td> </tr> <tr> <td>No Change - Business as Usual</td> <td>1</td> </tr> <tr> <td>Other (please specify)</td> <td>1</td> </tr> </tbody> </table>	Focus Area	n respondents	Sustainability	2	Business Growth	1	Stabalisation - Securing the business	3	Digital Transformation	1	Innovation Focused	3	Increased Competitiveness	3	All of the Above	1	No Change - Business as Usual	1	Other (please specify)	1	<p style="text-align: center;">Strategic Business Focus</p>																																				
Focus Area	n respondents																																																								
Sustainability	2																																																								
Business Growth	1																																																								
Stabalisation - Securing the business	3																																																								
Digital Transformation	1																																																								
Innovation Focused	3																																																								
Increased Competitiveness	3																																																								
All of the Above	1																																																								
No Change - Business as Usual	1																																																								
Other (please specify)	1																																																								
<p style="text-align: center;">Business Strategy Skills</p>	<p style="text-align: center;">How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?</p> <table border="1"> <caption>Business Strategy Skills Relevance Data</caption> <thead> <tr> <th>Skill</th> <th>Not Relevant</th> <th>Somewhat Relevant</th> <th>Very Relevant</th> </tr> </thead> <tbody> <tr> <td>Providing Leadership</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Change Management</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Data Analytics</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Collaboration & Co-operation across all sectors of the food chain</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>New value Chains & Business Models to incl. value-based supply chains &</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Commercial Creativity & Innovation</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Global Curiosity</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Growth Mindset</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Recognising & Realising Business Opportunities</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Business Planning / Modelling and Strategic Management</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Business Continuity Planning</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Governance</td> <td>1</td> <td>1</td> <td>4</td> </tr> <tr> <td>Business Strategy, Development, Implementation and Analysis</td> <td>1</td> <td>1</td> <td>4</td> </tr> </tbody> </table>	Skill	Not Relevant	Somewhat Relevant	Very Relevant	Providing Leadership	1	1	4	Change Management	1	1	4	Data Analytics	1	1	4	Collaboration & Co-operation across all sectors of the food chain	1	1	4	New value Chains & Business Models to incl. value-based supply chains &	1	1	4	Commercial Creativity & Innovation	1	1	4	Global Curiosity	1	1	4	Growth Mindset	1	1	4	Recognising & Realising Business Opportunities	1	1	4	Business Planning / Modelling and Strategic Management	1	1	4	Business Continuity Planning	1	1	4	Governance	1	1	4	Business Strategy, Development, Implementation and Analysis	1	1	4
Skill	Not Relevant	Somewhat Relevant	Very Relevant																																																						
Providing Leadership	1	1	4																																																						
Change Management	1	1	4																																																						
Data Analytics	1	1	4																																																						
Collaboration & Co-operation across all sectors of the food chain	1	1	4																																																						
New value Chains & Business Models to incl. value-based supply chains &	1	1	4																																																						
Commercial Creativity & Innovation	1	1	4																																																						
Global Curiosity	1	1	4																																																						
Growth Mindset	1	1	4																																																						
Recognising & Realising Business Opportunities	1	1	4																																																						
Business Planning / Modelling and Strategic Management	1	1	4																																																						
Business Continuity Planning	1	1	4																																																						
Governance	1	1	4																																																						
Business Strategy, Development, Implementation and Analysis	1	1	4																																																						



Stakeholder Profiles for Business Trends:

There was an equal balance of stakeholder representation across industry.

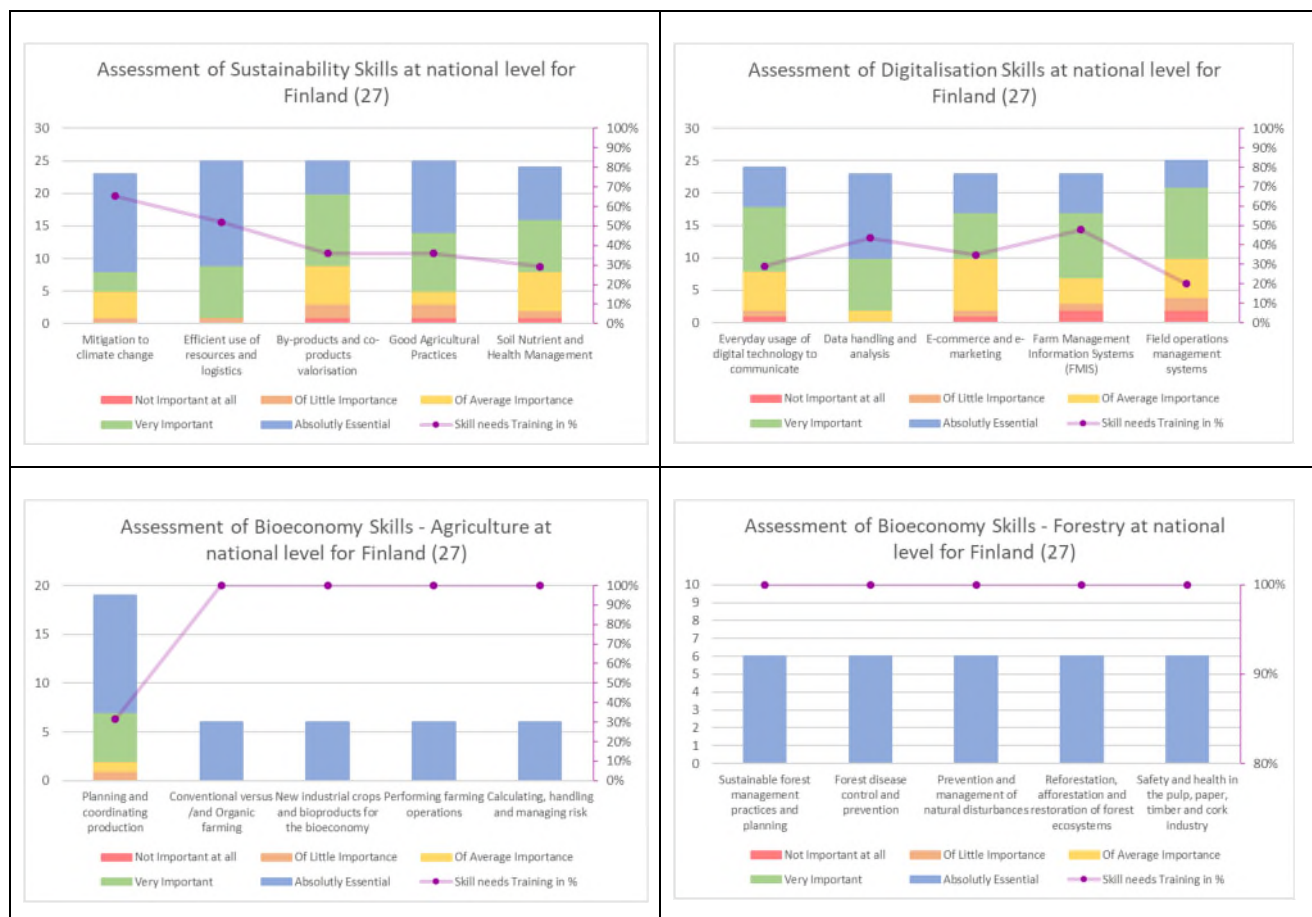


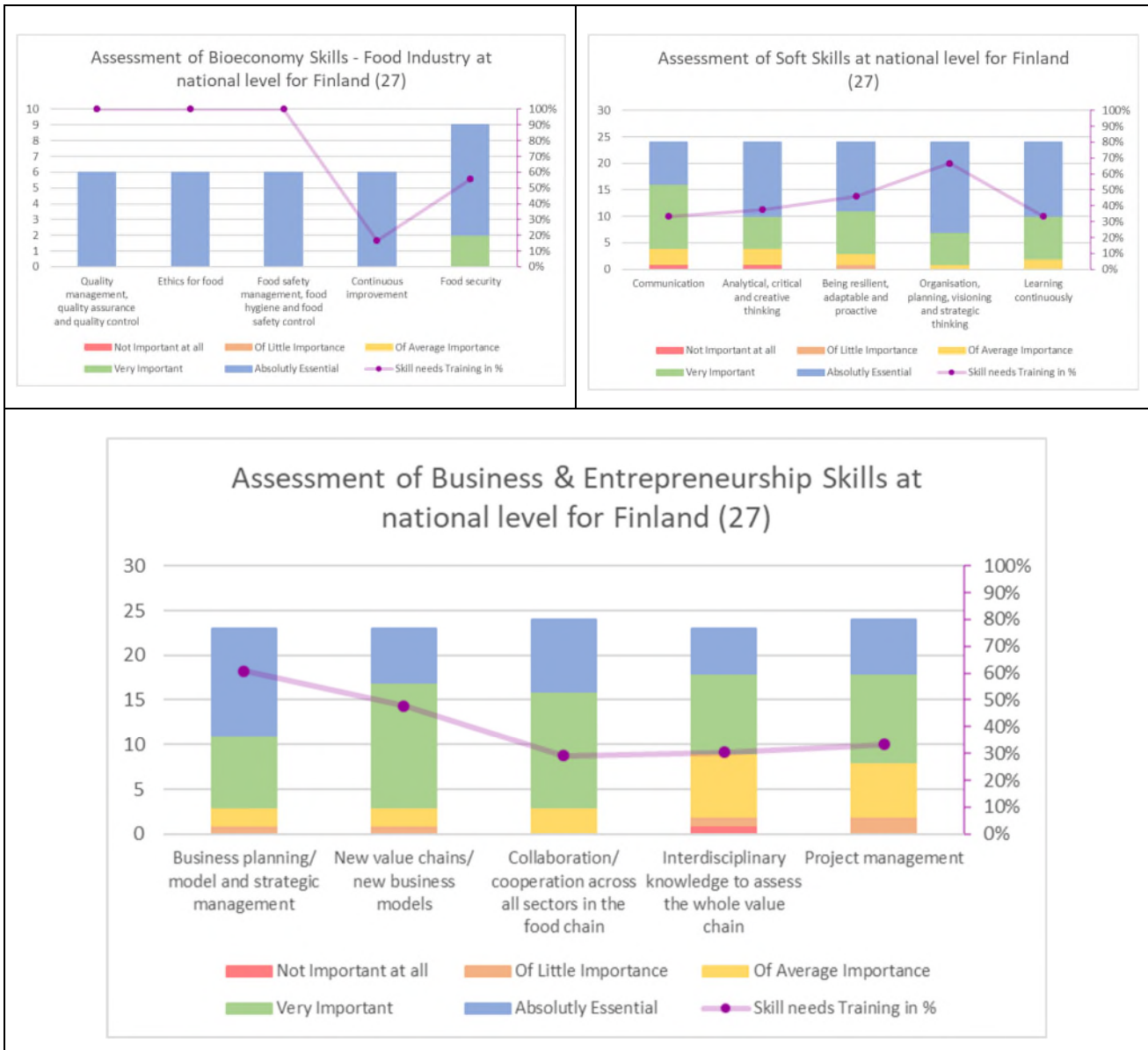
Finland

Skills:

The majority of skills in Finland have been identified as being absolutely essential or very important across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, bioeconomy skills and soft skills. Within each category of skills most of the skills have been identified as being absolutely important across the five identified skillsets. The top skill in each skills category are as follows:

1. Efficient use of resources and logistics
2. Data handling and analysis
3. Planning and coordinating production
4. All skills in bioeconomy (forestry) were of equal importance (absolutely essential)
5. Food security
6. Organisation, planning, visioning and strategic thinking
7. Business planning / modelling and strategic management

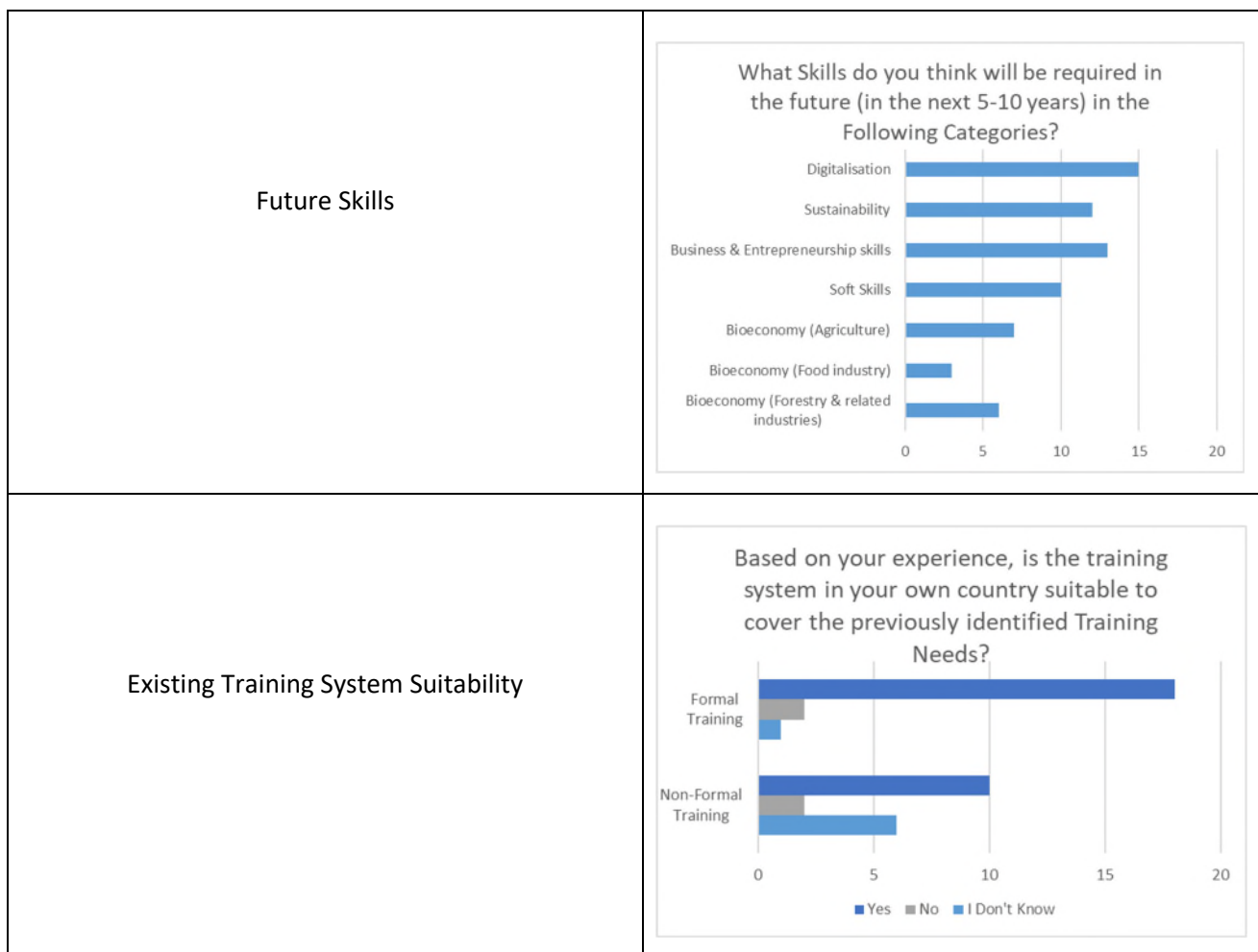




Training:

Training and educational systems in Finland appear to be suitable in both formal and non-formal settings, to develop the skills required across all seven skills categories. A key focus on future skills identified digitalisation, business and entrepreneurship and sustainability as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around STEM subjects, Finance, International Trade, Leadership & Management, Automation and Robotics and the Management of Carbon Farming. Additionally, there is a deficit of collaboration among stakeholders in relation to Joint Curricular Design.

When considering the relevance of recognition of training and education and the attainment of qualifications, organisations valued the idea of achievement of qualifications, more so than individuals. Equally, on the skills front, whilst individuals valued having the skills to perform the task, this appeared to be most critical at organisational level.



<p>Training Recognition vs Skills to perform the task</p>	<p>On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <caption>Stacked Bar Chart Data (Approximate)</caption> <thead> <tr> <th>Category</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Category	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	0	0	0	0	0	Getting Recognition through a Formal Qualification - for the individual	0	0	0	0	0	Having the Skills to perform the task - for the Organisation	0	0	0	0	0	Having the Skills to perform the task - for the individual	0	0	0	0	0
Category	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	0	0	0	0	0																										
Getting Recognition through a Formal Qualification - for the individual	0	0	0	0	0																										
Having the Skills to perform the task - for the Organisation	0	0	0	0	0																										
Having the Skills to perform the task - for the individual	0	0	0	0	0																										
<p>Gaps in Training Provision</p>																															

Business Trends:

Emerging business trends in Finland are not fully aligned to the future skills needs identified in the skills analysis conducted. The core business operational model is business-to-business and the strategic focus for businesses is on stabilization of the business, sustainability, and increasing competitiveness.

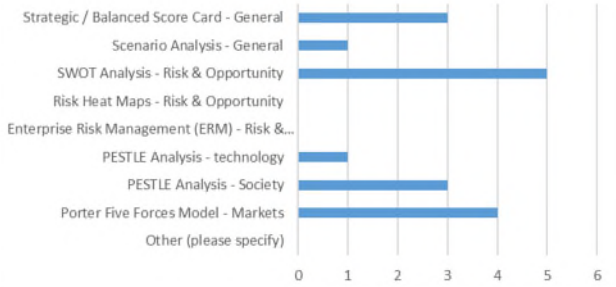
Essential strategic business skills include, business planning/modelling and strategic management, recognizing and realising business opportunities and data analytics. The most common analytical tools to support business strategy are SWOT Analysis, Porters Five Forces Model and PESTLE Analysis.

<ul style="list-style-type: none"> • Changes in Forestry Technology requiring expertise in Research, Development & Innovation • Spatial Data expertise • Co-existence with changing EU Policy • Consumer Trends & Influence around Livestock Production • Business Supports around Collaborative Farming and large-Scale Farming • Generational Renewal • Profitable Agriculture • Labour Practices to support remote working 	<p style="text-align: center;">Emerging Trends</p>																				
<p style="text-align: center;">Business Operating Models</p>	<p style="text-align: center;">How does your core business model operate?</p> <table border="1"> <caption>How does your core business model operate?</caption> <thead> <tr> <th>Model</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>5</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>2</td> </tr> <tr> <td>Other</td> <td>2</td> </tr> </tbody> </table>	Model	n respondents	B2B - Business to Business	5	B2C - Business to Consumer	2	Other	2												
Model	n respondents																				
B2B - Business to Business	5																				
B2C - Business to Consumer	2																				
Other	2																				
<p style="text-align: center;">What does the core strategic focus for your business model look like?</p> <table border="1"> <caption>What does the core strategic focus for your business model look like?</caption> <thead> <tr> <th>Focus</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>Sustainability</td> <td>4</td> </tr> <tr> <td>Business Growth</td> <td>2</td> </tr> <tr> <td>Stabalisation - Securing the business</td> <td>5</td> </tr> <tr> <td>Digital Transformation</td> <td>2</td> </tr> <tr> <td>Innovation Focused</td> <td>1</td> </tr> <tr> <td>Increased Competitiveness</td> <td>3</td> </tr> <tr> <td>All of the Above</td> <td>2</td> </tr> <tr> <td>No Change - Business as Usual</td> <td>1</td> </tr> <tr> <td>Other (please specify)</td> <td>1</td> </tr> </tbody> </table>	Focus	n respondents	Sustainability	4	Business Growth	2	Stabalisation - Securing the business	5	Digital Transformation	2	Innovation Focused	1	Increased Competitiveness	3	All of the Above	2	No Change - Business as Usual	1	Other (please specify)	1	<p style="text-align: center;">Strategic Business Focus</p>
Focus	n respondents																				
Sustainability	4																				
Business Growth	2																				
Stabalisation - Securing the business	5																				
Digital Transformation	2																				
Innovation Focused	1																				
Increased Competitiveness	3																				
All of the Above	2																				
No Change - Business as Usual	1																				
Other (please specify)	1																				

Business Strategy Skills



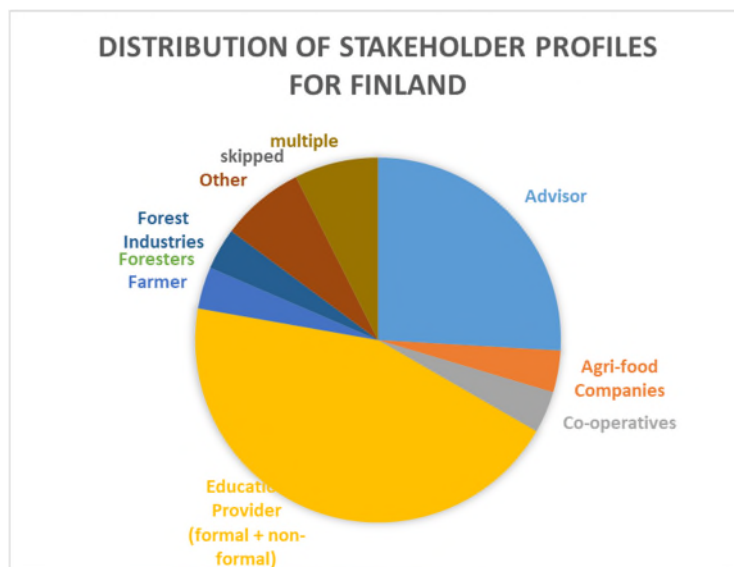
Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?



Analytical Business Tools

Stakeholder Profiles for Business Trends:

There was a clear imbalance in stakeholder representation, dominated by educational providers and advisors and insufficient representation by industry.



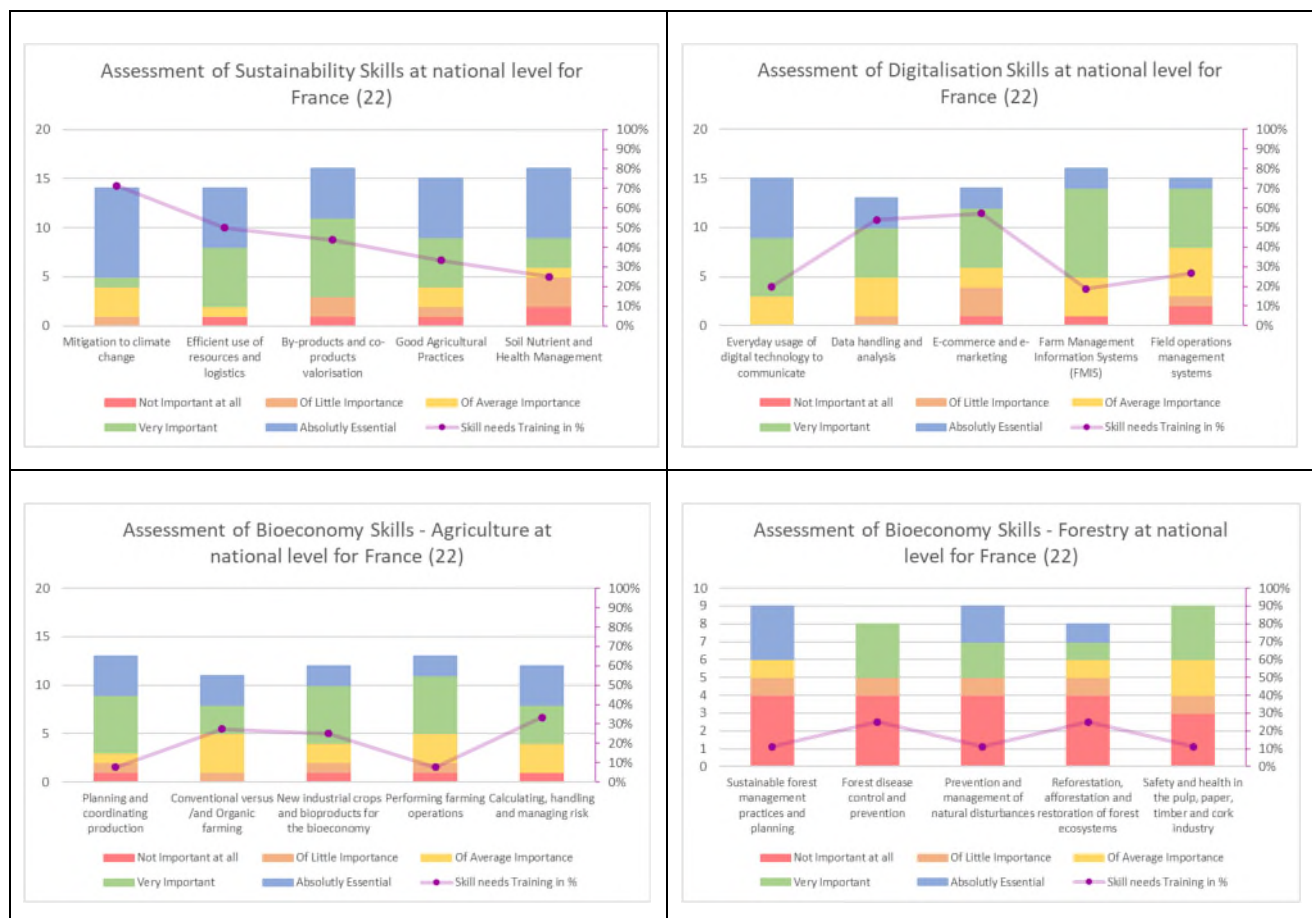
France

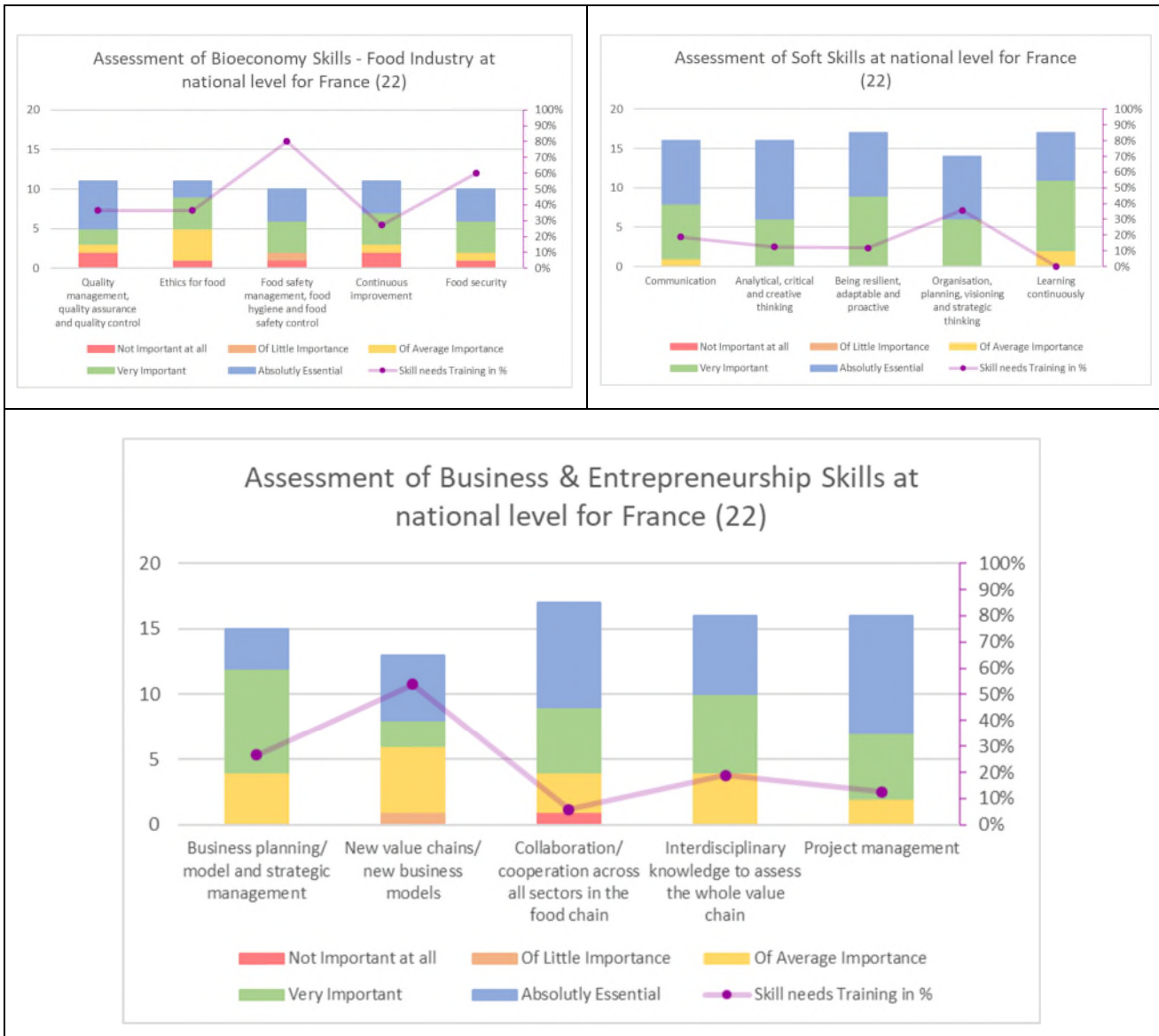
Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, digitalisation, soft skills and business and entrepreneurship skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The bioeconomy (forestry) skills category was identified as being least important, although this can be attributed to a lack of representation in foresters and forest industries.

The top skill in each skills category are as follows:

1. Soil nutrients and health management
2. Everyday usage of digital technology to communicate
3. Planning and coordinating production
4. Prevention and management of natural disturbances
5. Continuous Improvement
6. Being resilient, adaptable and proactive
7. Collaboration and cooperation across all sectors of the food chain





Training:

Training and educational systems in France appear to suitable in formal settings, to develop the skills required across all seven skills categories. Informal education and training appear to more dispersed and there is a level of uncertainty as to what training is available.

A key focus on future skills identified sustainability and soft skills as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around Sustainability, Soft Skills, Digitalisation, Entomology, E-commerce and Entrepreneurship.

When considering the relevance of recognition of training and education and the attainment of qualifications, organisations valued the idea of achievement of qualifications, more so than individuals. Equally, on the skills front, whilst individuals valued having the skills to perform the task, this appeared to be most critical at organisational level.

<p style="text-align: center;">Future Skills</p>	<p>What Skills do you think will be required in the future (in the next 5-10 years) in the Following Categories?</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Digitalisation</td> <td>6</td> </tr> <tr> <td>Sustainability</td> <td>9</td> </tr> <tr> <td>Business & Entrepreneurship skills</td> <td>6</td> </tr> <tr> <td>Soft Skills</td> <td>7</td> </tr> <tr> <td>Bioeconomy (Agriculture)</td> <td>6</td> </tr> <tr> <td>Bioeconomy (Food industry)</td> <td>6</td> </tr> <tr> <td>Bioeconomy (Forestry & related industries)</td> <td>5</td> </tr> </tbody> </table>	Category	Count	Digitalisation	6	Sustainability	9	Business & Entrepreneurship skills	6	Soft Skills	7	Bioeconomy (Agriculture)	6	Bioeconomy (Food industry)	6	Bioeconomy (Forestry & related industries)	5
Category	Count																
Digitalisation	6																
Sustainability	9																
Business & Entrepreneurship skills	6																
Soft Skills	7																
Bioeconomy (Agriculture)	6																
Bioeconomy (Food industry)	6																
Bioeconomy (Forestry & related industries)	5																
<p style="text-align: center;">Existing Training System Suitability</p>	<p>Based on your experience, is the training system in your own country suitable to cover the previously identified Training Needs?</p> <table border="1"> <thead> <tr> <th>Training Type</th> <th>Yes</th> <th>No</th> <th>I Don't Know</th> </tr> </thead> <tbody> <tr> <td>Formal Training</td> <td>11</td> <td>3</td> <td>2</td> </tr> <tr> <td>Non-Formal Training</td> <td>6</td> <td>4</td> <td>6</td> </tr> </tbody> </table>	Training Type	Yes	No	I Don't Know	Formal Training	11	3	2	Non-Formal Training	6	4	6				
Training Type	Yes	No	I Don't Know														
Formal Training	11	3	2														
Non-Formal Training	6	4	6														

<p>Training Recognition vs Skills to perform the task</p>	<p>On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <thead> <tr> <th>Category</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>1</td> <td>1</td> <td>2</td> <td>3</td> <td>3</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>1</td> <td>1</td> <td>2</td> <td>3</td> <td>1</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>1</td> <td>1</td> <td>2</td> <td>4</td> <td>2</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>1</td> <td>1</td> <td>2</td> <td>2</td> <td>2</td> </tr> </tbody> </table>	Category	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	1	1	2	3	3	Getting Recognition through a Formal Qualification - for the individual	1	1	2	3	1	Having the Skills to perform the task - for the Organisation	1	1	2	4	2	Having the Skills to perform the task - for the individual	1	1	2	2	2
Category	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	1	1	2	3	3																										
Getting Recognition through a Formal Qualification - for the individual	1	1	2	3	1																										
Having the Skills to perform the task - for the Organisation	1	1	2	4	2																										
Having the Skills to perform the task - for the individual	1	1	2	2	2																										
<p>Gaps in Training Provision</p>																															

Business Trends:

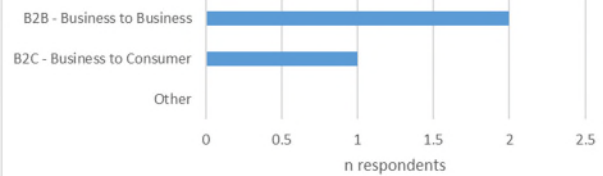
Emerging business trends in France are aligned to the future skills needs identified in the skills analysis conducted. The core business operational model is business-to-business although there is also a high level of business-to-consumer operations. The strategic focus for businesses is on business growth, innovation, and increasing competitiveness.

Essential strategic business skills include, business planning / modelling and strategic management, recognizing and realising business opportunities and continuity planning. The most common analytical tools to support business strategy are SWOT Analysis, Porters Five Forces Model and PESTLE Analysis.

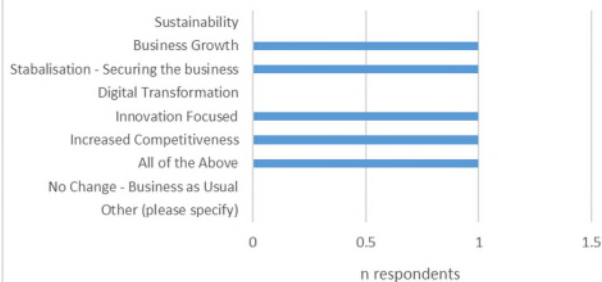
<ul style="list-style-type: none"> • Circular Economy • Transparency in Product Labelling • Entomology • Evolution of Recipes • Agroecology • Consumer Trends & Demands 	<p>Emerging Trends</p>
---	------------------------

Business Operating Models

How does your core business model operate?



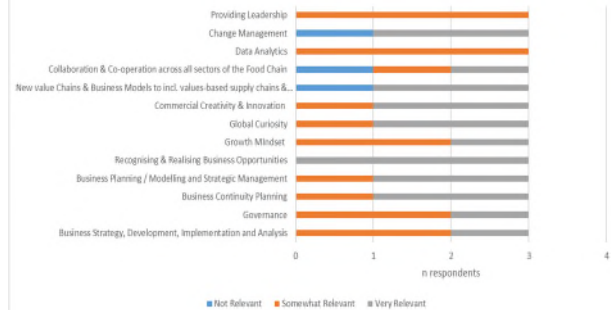
What does the core strategic focus for your business model look like?



Strategic Business Focus

Business Strategy Skills

How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?



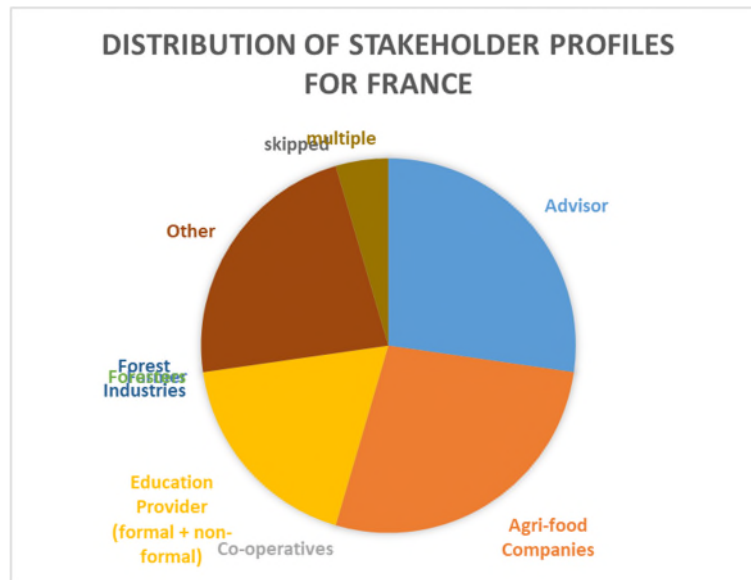
Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?



Analytical Business Tools

Stakeholder Profiles for Business Trends:

There appeared to be a good balance of stakeholder engagement across most stakeholder profiles, although there was poor representation of foresters and forest industries, in participation in the survey.



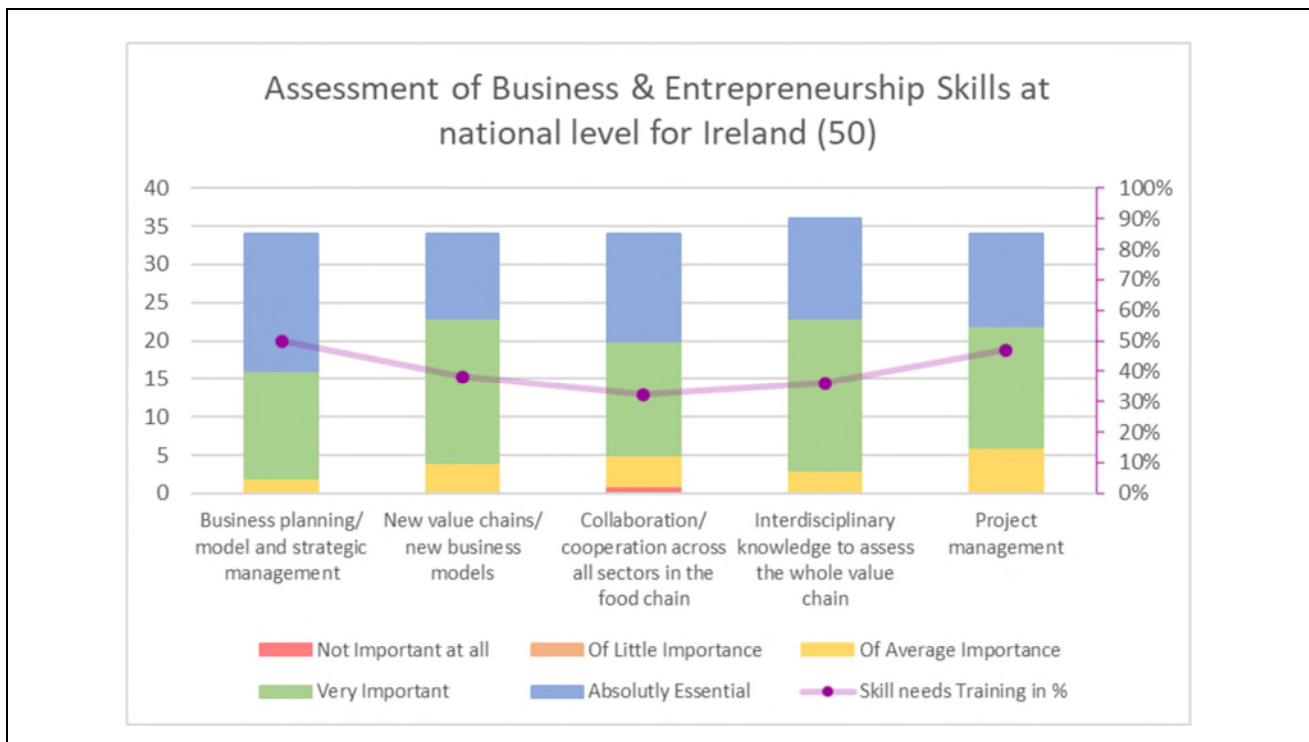
Ireland

Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, digitalisation, soft skills and business and entrepreneurship skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The top skill in each skills category are as follows:

1. Good agricultural practices
2. E-commerce and e-marketing
3. Planning and coordinating production
4. Sustainable forest management practices and planning
5. Food security
6. Analytical, critical and creative thinking
7. Interdisciplinary knowledge to assess the whole value chain





Training:

Training and educational systems in Ireland appear to be suitable in formal settings, to develop the skills required across all seven skills categories. Informal education and training appear to be more dispersed and there is a level of uncertainty around the accessibility of informal training.

A key focus on future skills identified digitalisation, sustainability and business and entrepreneurship skills as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around New Technologies, Digitalisation, Sustainability, Climate Neutrality, Renewable Options, Food Supply Chain, Soft Skills Development and Dynamic Data Analytics.

When considering the relevance of recognition of training and education and the attainment of qualifications, organisations valued the idea of achievement of qualifications, more so than individuals. Equally, on the skills front, whilst individuals valued having the skills to perform the task, this appeared to be significantly more critical at organisational level.

<p style="text-align: center;">Future Skills</p>	<p style="text-align: center;">What Skills do you think will be required in the future (in the next 5-10 years) in the Following Categories?</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Digitalisation</td> <td>19</td> </tr> <tr> <td>Sustainability</td> <td>19</td> </tr> <tr> <td>Business & Entrepreneurship skills</td> <td>17</td> </tr> <tr> <td>Soft Skills</td> <td>16</td> </tr> <tr> <td>Bioeconomy (Agriculture)</td> <td>11</td> </tr> <tr> <td>Bioeconomy (Food industry)</td> <td>13</td> </tr> <tr> <td>Bioeconomy (Forestry & related industries)</td> <td>7</td> </tr> </tbody> </table>	Category	Count	Digitalisation	19	Sustainability	19	Business & Entrepreneurship skills	17	Soft Skills	16	Bioeconomy (Agriculture)	11	Bioeconomy (Food industry)	13	Bioeconomy (Forestry & related industries)	7														
Category	Count																														
Digitalisation	19																														
Sustainability	19																														
Business & Entrepreneurship skills	17																														
Soft Skills	16																														
Bioeconomy (Agriculture)	11																														
Bioeconomy (Food industry)	13																														
Bioeconomy (Forestry & related industries)	7																														
<p style="text-align: center;">Existing Training System Suitability</p>	<p style="text-align: center;">Based on your experience, is the training system in your own country suitable to cover the previously identified Training Needs?</p> <table border="1"> <thead> <tr> <th>Training Type</th> <th>Yes</th> <th>No</th> <th>I Don't Know</th> </tr> </thead> <tbody> <tr> <td>Formal Training</td> <td>22</td> <td>11</td> <td>2</td> </tr> <tr> <td>Non-Formal Training</td> <td>13</td> <td>11</td> <td>8</td> </tr> </tbody> </table>	Training Type	Yes	No	I Don't Know	Formal Training	22	11	2	Non-Formal Training	13	11	8																		
Training Type	Yes	No	I Don't Know																												
Formal Training	22	11	2																												
Non-Formal Training	13	11	8																												
<p style="text-align: center;">Training Recognition vs Skills to perform the task</p>	<p style="text-align: center;">On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <thead> <tr> <th>Item</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>1</td> <td>1</td> <td>10</td> <td>10</td> <td>8</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>1</td> <td>4</td> <td>5</td> <td>5</td> <td>5</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>1</td> <td>4</td> <td>5</td> <td>10</td> <td>10</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>1</td> <td>4</td> <td>5</td> <td>5</td> <td>5</td> </tr> </tbody> </table>	Item	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	1	1	10	10	8	Getting Recognition through a Formal Qualification - for the individual	1	4	5	5	5	Having the Skills to perform the task - for the Organisation	1	4	5	10	10	Having the Skills to perform the task - for the individual	1	4	5	5	5
Item	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	1	1	10	10	8																										
Getting Recognition through a Formal Qualification - for the individual	1	4	5	5	5																										
Having the Skills to perform the task - for the Organisation	1	4	5	10	10																										
Having the Skills to perform the task - for the individual	1	4	5	5	5																										

<p>Gaps in Training Provision</p>	
-----------------------------------	--

Business Trends:

Emerging business trends in Ireland are aligned to the future skills needs identified in the skills analysis conducted. The core business operational model is business-to-business and the strategic focus for businesses is on sustainability, innovation, and increasing competitiveness.

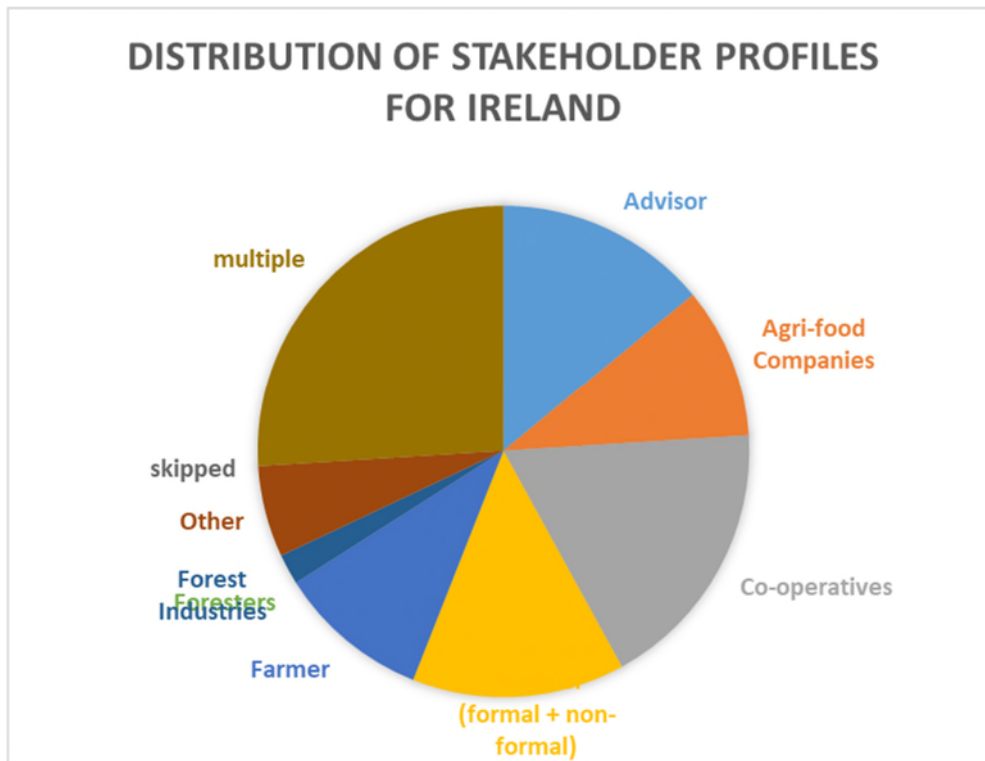
Essential strategic business skills include, providing leadership, change management and good governance. The most common analytical tools to support business strategy are SWOT Analysis, Strategic/Balanced Score Card and PESTLE Analysis.

<ul style="list-style-type: none"> • Ecological Sustainability • Changes in Animal Legislation • Brexit • Open Data • Transformative Change • Digitalisation • Consumer Trends & Demands 	<p>Emerging Trends</p>								
<p>Business Operating Models</p>	<table border="1"> <caption>How does your core business model operate?</caption> <thead> <tr> <th>Business Model</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>4</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>2</td> </tr> <tr> <td>Other</td> <td>2</td> </tr> </tbody> </table>	Business Model	n respondents	B2B - Business to Business	4	B2C - Business to Consumer	2	Other	2
Business Model	n respondents								
B2B - Business to Business	4								
B2C - Business to Consumer	2								
Other	2								

<p>What does the core strategic focus for your business model look like?</p> <table border="1"> <thead> <tr> <th>Strategic Focus</th> <th>n respondents</th> </tr> </thead> <tbody> <tr><td>Sustainability</td><td>4</td></tr> <tr><td>Business Growth</td><td>4</td></tr> <tr><td>Stabalisation - Securing the business</td><td>4</td></tr> <tr><td>Digital Transformation</td><td>3</td></tr> <tr><td>Innovation Focused</td><td>4</td></tr> <tr><td>Increased Competitiveness</td><td>4</td></tr> <tr><td>All of the Above</td><td>3</td></tr> <tr><td>No Change - Business as Usual</td><td>1</td></tr> <tr><td>Other (please specify)</td><td>1</td></tr> </tbody> </table>	Strategic Focus	n respondents	Sustainability	4	Business Growth	4	Stabalisation - Securing the business	4	Digital Transformation	3	Innovation Focused	4	Increased Competitiveness	4	All of the Above	3	No Change - Business as Usual	1	Other (please specify)	1	<h3>Strategic Business Focus</h3>																																				
Strategic Focus	n respondents																																																								
Sustainability	4																																																								
Business Growth	4																																																								
Stabalisation - Securing the business	4																																																								
Digital Transformation	3																																																								
Innovation Focused	4																																																								
Increased Competitiveness	4																																																								
All of the Above	3																																																								
No Change - Business as Usual	1																																																								
Other (please specify)	1																																																								
<h3>Business Strategy Skills</h3>	<p>How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?</p> <table border="1"> <thead> <tr> <th>Skill</th> <th>Not Relevant</th> <th>Somewhat Relevant</th> <th>Very Relevant</th> </tr> </thead> <tbody> <tr><td>Providing Leadership</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Change Management</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Data Analytics</td><td>1</td><td>3</td><td>3</td></tr> <tr><td>Collaboration & Co-operation across all sectors of the Food Chain</td><td>1</td><td>3</td><td>3</td></tr> <tr><td>New value Chains & Business Models to incl. value-based supply chains</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Commercial Creativity & Innovation</td><td>1</td><td>2</td><td>4</td></tr> <tr><td>Global Curiosity</td><td>1</td><td>2</td><td>4</td></tr> <tr><td>Growth Mindset</td><td>1</td><td>2</td><td>4</td></tr> <tr><td>Recognising & Realising Business Opportunities</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Business Planning / Modelling and Strategic Management</td><td>1</td><td>3</td><td>3</td></tr> <tr><td>Business Continuity Planning</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Governance</td><td>1</td><td>1</td><td>5</td></tr> <tr><td>Business Strategy, Development, Implementation and Analysis</td><td>1</td><td>2</td><td>4</td></tr> </tbody> </table>	Skill	Not Relevant	Somewhat Relevant	Very Relevant	Providing Leadership	1	1	5	Change Management	1	1	5	Data Analytics	1	3	3	Collaboration & Co-operation across all sectors of the Food Chain	1	3	3	New value Chains & Business Models to incl. value-based supply chains	1	1	5	Commercial Creativity & Innovation	1	2	4	Global Curiosity	1	2	4	Growth Mindset	1	2	4	Recognising & Realising Business Opportunities	1	1	5	Business Planning / Modelling and Strategic Management	1	3	3	Business Continuity Planning	1	1	5	Governance	1	1	5	Business Strategy, Development, Implementation and Analysis	1	2	4
Skill	Not Relevant	Somewhat Relevant	Very Relevant																																																						
Providing Leadership	1	1	5																																																						
Change Management	1	1	5																																																						
Data Analytics	1	3	3																																																						
Collaboration & Co-operation across all sectors of the Food Chain	1	3	3																																																						
New value Chains & Business Models to incl. value-based supply chains	1	1	5																																																						
Commercial Creativity & Innovation	1	2	4																																																						
Global Curiosity	1	2	4																																																						
Growth Mindset	1	2	4																																																						
Recognising & Realising Business Opportunities	1	1	5																																																						
Business Planning / Modelling and Strategic Management	1	3	3																																																						
Business Continuity Planning	1	1	5																																																						
Governance	1	1	5																																																						
Business Strategy, Development, Implementation and Analysis	1	2	4																																																						
<p>Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?</p> <table border="1"> <thead> <tr> <th>Analytical Tool</th> <th>n respondents</th> </tr> </thead> <tbody> <tr><td>Strategic / Balanced Score Card - General</td><td>3</td></tr> <tr><td>Scenario Analysis - General</td><td>1</td></tr> <tr><td>SWOT Analysis - Risk & Opportunity</td><td>7</td></tr> <tr><td>Risk Heat Maps - Risk & Opportunity</td><td>1</td></tr> <tr><td>Enterprise Risk Management (ERM) - Risk &...</td><td>1</td></tr> <tr><td>PESTLE Analysis - technology</td><td>2</td></tr> <tr><td>PESTLE Analysis - Society</td><td>4</td></tr> <tr><td>Porter Five Forces Model - Markets</td><td>2</td></tr> <tr><td>Other (please specify)</td><td>1</td></tr> </tbody> </table>	Analytical Tool	n respondents	Strategic / Balanced Score Card - General	3	Scenario Analysis - General	1	SWOT Analysis - Risk & Opportunity	7	Risk Heat Maps - Risk & Opportunity	1	Enterprise Risk Management (ERM) - Risk &...	1	PESTLE Analysis - technology	2	PESTLE Analysis - Society	4	Porter Five Forces Model - Markets	2	Other (please specify)	1	<h3>Analytical Business Tools</h3>																																				
Analytical Tool	n respondents																																																								
Strategic / Balanced Score Card - General	3																																																								
Scenario Analysis - General	1																																																								
SWOT Analysis - Risk & Opportunity	7																																																								
Risk Heat Maps - Risk & Opportunity	1																																																								
Enterprise Risk Management (ERM) - Risk &...	1																																																								
PESTLE Analysis - technology	2																																																								
PESTLE Analysis - Society	4																																																								
Porter Five Forces Model - Markets	2																																																								
Other (please specify)	1																																																								

Stakeholder Profiles for Business Trends:

There was an equal balance of stakeholder representation across industry, although foresters and forest industries could have been better represented.



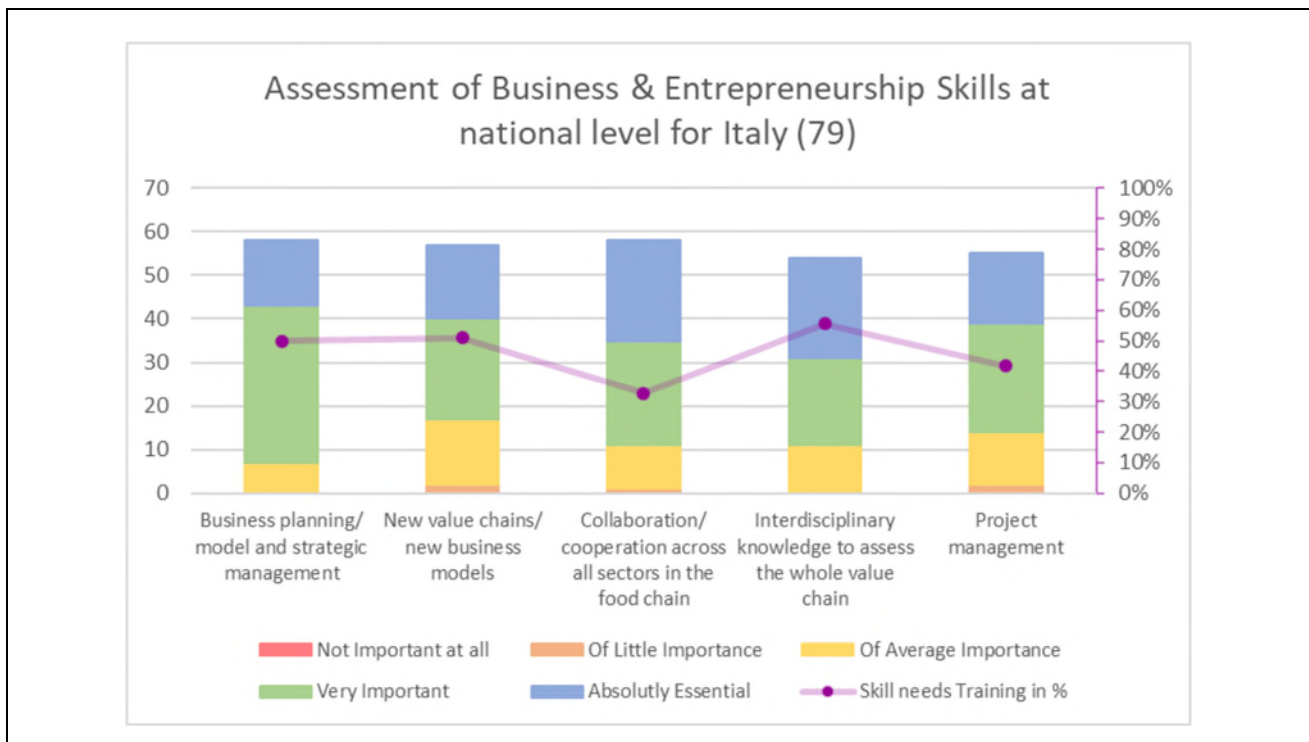
Italy

Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, bioeconomy and soft skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The top skill in each skills category are as follows:

1. Efficient use of resources and logistics
2. Everyday usage of digital technology to communicate
3. Calculating, handling and managing risk
4. Forest disease control and prevention
5. Food safety management, food hygiene and food safety controls
6. Analytical, critical and creative thinking
7. Business planning, modelling and strategic management





Training:

Whilst training and educational systems in Italy appear to suitable in formal settings, to develop the skills required across all seven skills categories, it appears that informal education and training is not. The specific reasoning around this is not known but may be linked to a level of uncertainty around the accessibility of informal training and what is on offer.

A key focus on future skills identified sustainability, digitalisation, and bioeconomy skills as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around Sustainability, Bioeconomy, Genetics, Global Warming Mitigation, Lifelong Learning, Agricultural Systems and Resources and Sustainable Development.

When considering the relevance of recognition of training and education and the attainment of qualifications, the views were a little more mixed. Qualifications were not as high on the skills agenda for organisations but appears to be important to individuals. Whilst having the skills to perform the task was more important for the organisation.

<p style="text-align: center;">Future Skills</p>	<p style="text-align: center;">What Skills do you think will be required in the future (in the next 5-10 years) in the Following Categories?</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Digitalisation</td> <td>~28</td> </tr> <tr> <td>Sustainability</td> <td>~35</td> </tr> <tr> <td>Business & Entrepreneurship skills</td> <td>~25</td> </tr> <tr> <td>Soft Skills</td> <td>~25</td> </tr> <tr> <td>Bioeconomy (Agriculture)</td> <td>~25</td> </tr> <tr> <td>Bioeconomy (Food industry)</td> <td>~18</td> </tr> <tr> <td>Bioeconomy (Forestry & related industries)</td> <td>~15</td> </tr> </tbody> </table>	Category	Percentage	Digitalisation	~28	Sustainability	~35	Business & Entrepreneurship skills	~25	Soft Skills	~25	Bioeconomy (Agriculture)	~25	Bioeconomy (Food industry)	~18	Bioeconomy (Forestry & related industries)	~15														
Category	Percentage																														
Digitalisation	~28																														
Sustainability	~35																														
Business & Entrepreneurship skills	~25																														
Soft Skills	~25																														
Bioeconomy (Agriculture)	~25																														
Bioeconomy (Food industry)	~18																														
Bioeconomy (Forestry & related industries)	~15																														
<p style="text-align: center;">Existing Training System Suitability</p>	<p style="text-align: center;">Based on your experience, is the training system in your own country suitable to cover the previously identified Training Needs?</p> <table border="1"> <thead> <tr> <th>Training Type</th> <th>Yes</th> <th>No</th> <th>I Don't Know</th> </tr> </thead> <tbody> <tr> <td>Formal Training</td> <td>~32</td> <td>~23</td> <td>~5</td> </tr> <tr> <td>Non-Formal Training</td> <td>~14</td> <td>~21</td> <td>~20</td> </tr> </tbody> </table>	Training Type	Yes	No	I Don't Know	Formal Training	~32	~23	~5	Non-Formal Training	~14	~21	~20																		
Training Type	Yes	No	I Don't Know																												
Formal Training	~32	~23	~5																												
Non-Formal Training	~14	~21	~20																												
<p style="text-align: center;">Training Recognition vs Skills to perform the task</p>	<p style="text-align: center;">On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <thead> <tr> <th>Category</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>~5</td> <td>~5</td> <td>~10</td> <td>~10</td> <td>~10</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>~5</td> <td>~5</td> <td>~10</td> <td>~10</td> <td>~5</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>~5</td> <td>~5</td> <td>~10</td> <td>~10</td> <td>~10</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>~5</td> <td>~5</td> <td>~10</td> <td>~10</td> <td>~5</td> </tr> </tbody> </table>	Category	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	~5	~5	~10	~10	~10	Getting Recognition through a Formal Qualification - for the individual	~5	~5	~10	~10	~5	Having the Skills to perform the task - for the Organisation	~5	~5	~10	~10	~10	Having the Skills to perform the task - for the individual	~5	~5	~10	~10	~5
Category	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	~5	~5	~10	~10	~10																										
Getting Recognition through a Formal Qualification - for the individual	~5	~5	~10	~10	~5																										
Having the Skills to perform the task - for the Organisation	~5	~5	~10	~10	~10																										
Having the Skills to perform the task - for the individual	~5	~5	~10	~10	~5																										

<p>Gaps in Training Provision</p>	
-----------------------------------	--

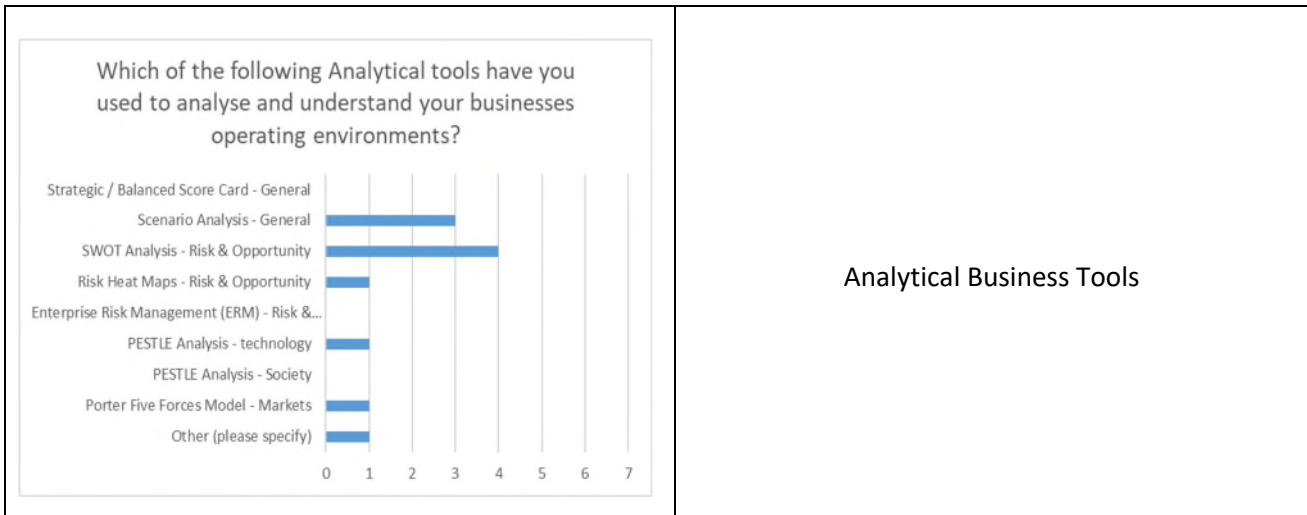
Business Trends:

Emerging business trends in Italy are directly aligned with the future skills needs and skills gaps identified in the skills analysis conducted. The core business operational model is business-to-business and the strategic focus for businesses is on business growth, innovation, and digital transformation.

Essential strategic business skills include, strategy development, implementation and analysis, growth mindset and collaboration and co-operation across all sectors of the food chain. The most common analytical tools to support business strategy are SWOT Analysis, and Scenario Analysis.

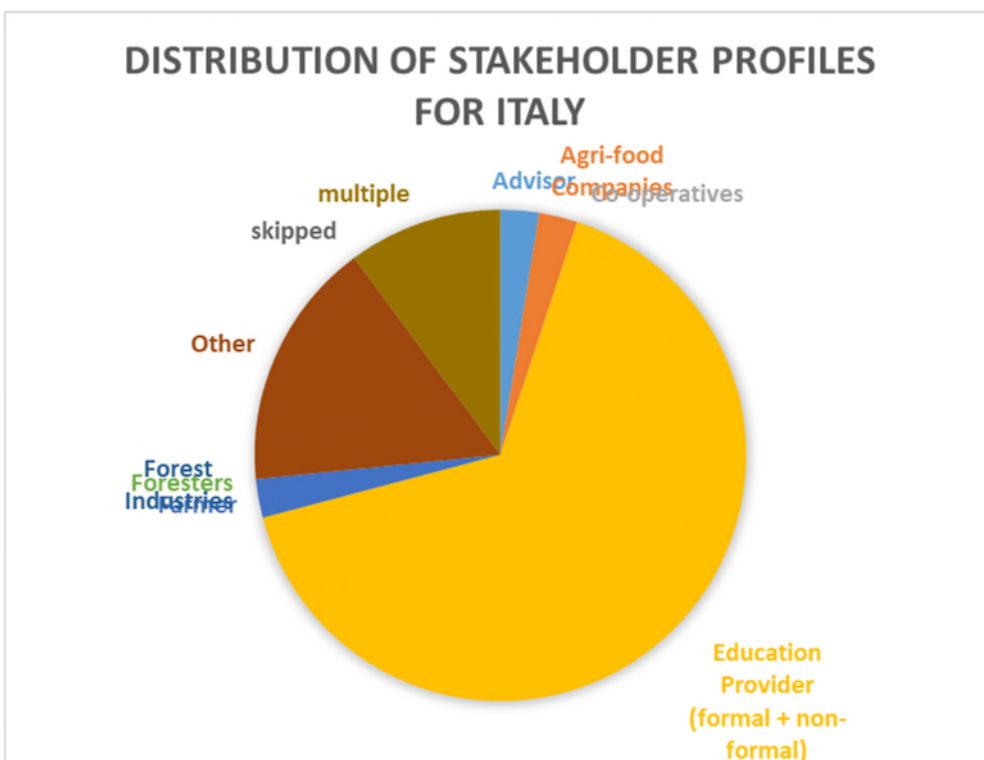
<ul style="list-style-type: none"> ● Precision Farming ● Food Traceability ● New Technologies & Digitalisation ● Bioeconomy & Circularity ● Safety ● Updates in Legislation and Regulatory Environments ● Ingredients Added Values ● Genetics ● New Sources of Funding 	<p>Emerging Trends</p>
---	------------------------

<p style="text-align: center;">Business Operating Models</p>	<p style="text-align: center;">How does your core business model operate?</p> <table border="1"> <thead> <tr> <th>Model Type</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>3</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>2</td> </tr> <tr> <td>Other</td> <td>2</td> </tr> </tbody> </table>	Model Type	n respondents	B2B - Business to Business	3	B2C - Business to Consumer	2	Other	2																																																
Model Type	n respondents																																																								
B2B - Business to Business	3																																																								
B2C - Business to Consumer	2																																																								
Other	2																																																								
<p style="text-align: center;">What does the core strategic focus for your business model look like?</p> <table border="1"> <thead> <tr> <th>Strategic Focus</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>Sustainability</td> <td>2</td> </tr> <tr> <td>Business Growth</td> <td>3</td> </tr> <tr> <td>Stabalisation - Securing the business</td> <td>2</td> </tr> <tr> <td>Digital Transformation</td> <td>3</td> </tr> <tr> <td>Innovation Focused</td> <td>3</td> </tr> <tr> <td>Increased Competitiveness</td> <td>2</td> </tr> <tr> <td>All of the Above</td> <td>2</td> </tr> <tr> <td>No Change - Business as Usual</td> <td>1</td> </tr> <tr> <td>Other (please specify)</td> <td>1</td> </tr> </tbody> </table>	Strategic Focus	n respondents	Sustainability	2	Business Growth	3	Stabalisation - Securing the business	2	Digital Transformation	3	Innovation Focused	3	Increased Competitiveness	2	All of the Above	2	No Change - Business as Usual	1	Other (please specify)	1	<p style="text-align: center;">Strategic Business Focus</p>																																				
Strategic Focus	n respondents																																																								
Sustainability	2																																																								
Business Growth	3																																																								
Stabalisation - Securing the business	2																																																								
Digital Transformation	3																																																								
Innovation Focused	3																																																								
Increased Competitiveness	2																																																								
All of the Above	2																																																								
No Change - Business as Usual	1																																																								
Other (please specify)	1																																																								
<p style="text-align: center;">Business Strategy Skills</p>	<p style="text-align: center;">How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?</p> <table border="1"> <thead> <tr> <th>Skill</th> <th>Not Relevant</th> <th>Somewhat Relevant</th> <th>Very Relevant</th> </tr> </thead> <tbody> <tr> <td>Providing Leadership</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Change Management</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Data Analytics</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Collaboration & Co-operation across all sectors of the Food Chain</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>New value Chains & Business Models to incl. value-based supply chains</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>Commercial Creativity & Innovation</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Global Curiosity</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Growth Mindset</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>Recognising & Realising Business Opportunities</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Business Planning / Modelling and Strategic Management</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Business Continuity Planning</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Governance</td> <td>1</td> <td>2</td> <td>1</td> </tr> <tr> <td>Business Strategy, Development, Implementation and Analysis</td> <td>1</td> <td>2</td> <td>1</td> </tr> </tbody> </table>	Skill	Not Relevant	Somewhat Relevant	Very Relevant	Providing Leadership	1	2	1	Change Management	1	2	1	Data Analytics	1	2	1	Collaboration & Co-operation across all sectors of the Food Chain	1	2	3	New value Chains & Business Models to incl. value-based supply chains	1	2	3	Commercial Creativity & Innovation	1	2	1	Global Curiosity	1	2	1	Growth Mindset	1	2	3	Recognising & Realising Business Opportunities	1	2	1	Business Planning / Modelling and Strategic Management	1	2	1	Business Continuity Planning	1	2	1	Governance	1	2	1	Business Strategy, Development, Implementation and Analysis	1	2	1
Skill	Not Relevant	Somewhat Relevant	Very Relevant																																																						
Providing Leadership	1	2	1																																																						
Change Management	1	2	1																																																						
Data Analytics	1	2	1																																																						
Collaboration & Co-operation across all sectors of the Food Chain	1	2	3																																																						
New value Chains & Business Models to incl. value-based supply chains	1	2	3																																																						
Commercial Creativity & Innovation	1	2	1																																																						
Global Curiosity	1	2	1																																																						
Growth Mindset	1	2	3																																																						
Recognising & Realising Business Opportunities	1	2	1																																																						
Business Planning / Modelling and Strategic Management	1	2	1																																																						
Business Continuity Planning	1	2	1																																																						
Governance	1	2	1																																																						
Business Strategy, Development, Implementation and Analysis	1	2	1																																																						



Stakeholder Profiles for Business Trends:

There was a clear imbalance in stakeholder representation which was dominated by educational providers and there appeared to be an insufficient representation by industry stakeholders.



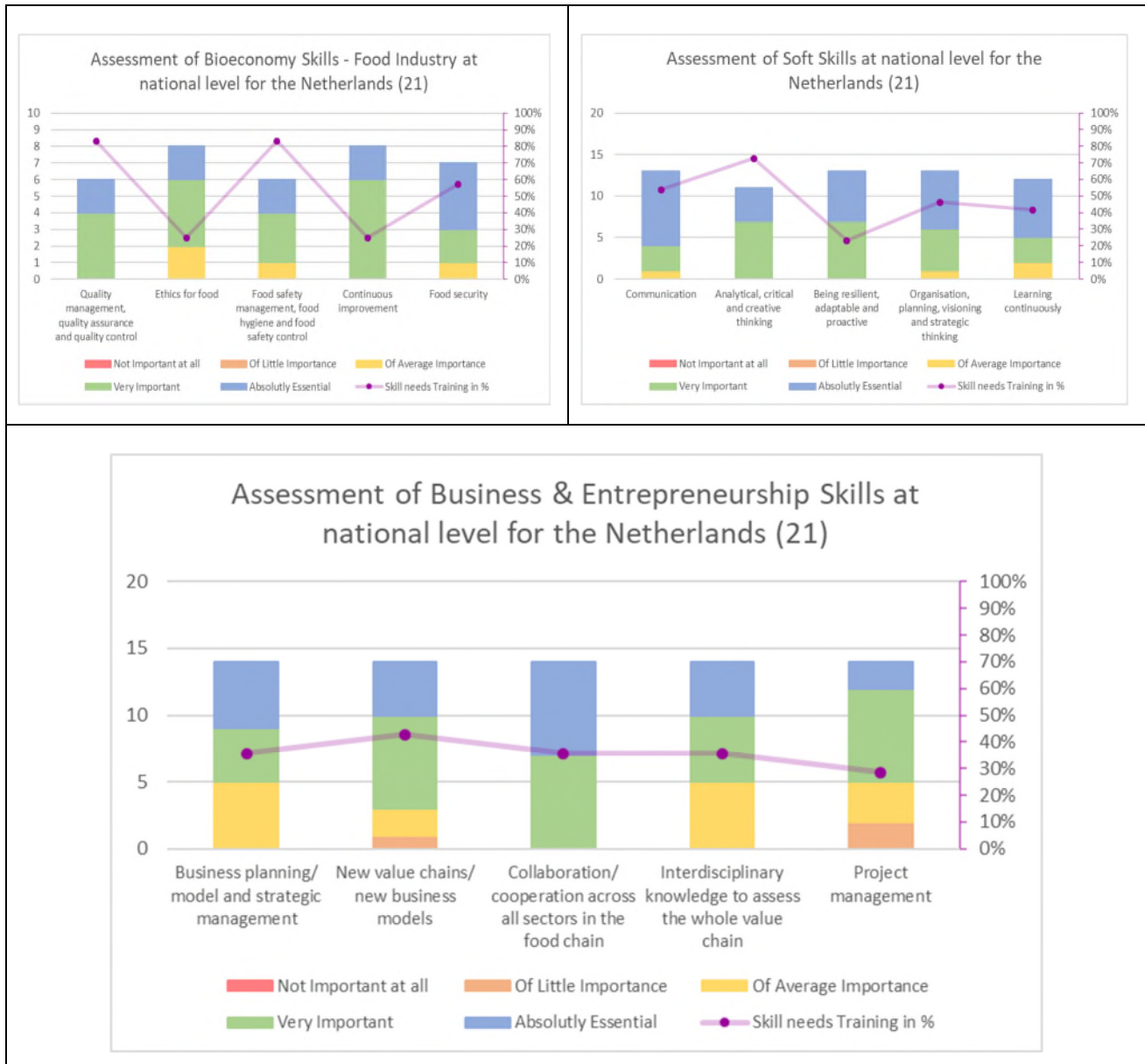
Netherlands

Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to digitalisation, bioeconomy skills, soft skills and business and entrepreneurship skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The top skill in each skills category are as follows:

1. Soil nutrients and health management
2. Everyday usage of digital technology to communicate
3. Planning and coordinating production
4. Sustainable forest management practices and planning
5. Continuous Improvement
6. Being resilient, adaptable and proactive
7. Collaboration and cooperation across all sectors of the food chain



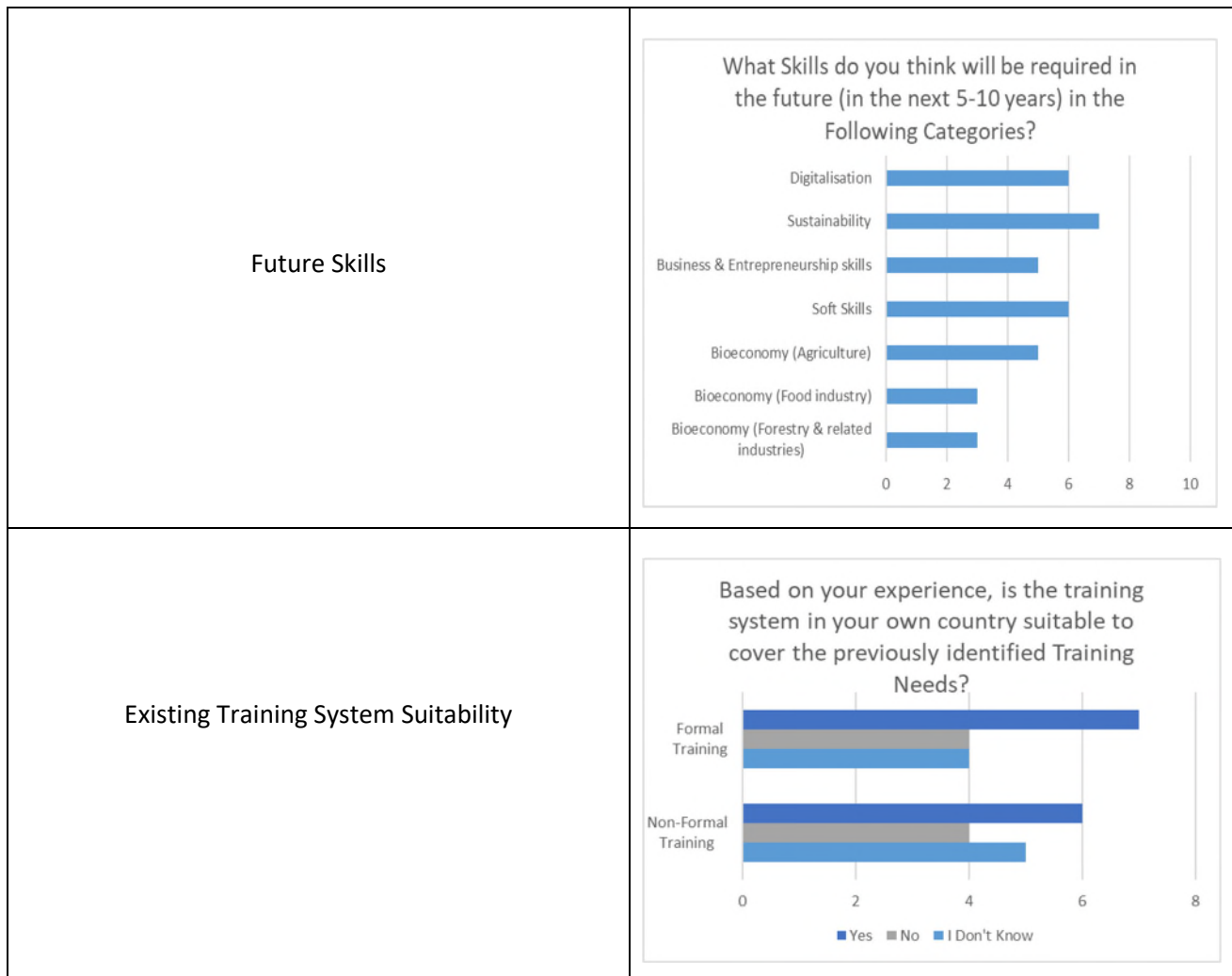


Training:

Training and educational systems in the Netherlands appear to be suitable in both formal and non-formal settings, to develop the skills required across all seven skills categories. Although there also appears to be some level of uncertainty around what informal training is available and how to access it.

A key focus on future skills identified sustainability, digitalisation and soft skills development as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around Practical Skills, Biogases, Agroecology, Systems Engineering, Wind Energy and Emerging Bio-Technologies.

When considering the relevance of recognition of training and education and the attainment of qualifications, organisations valued the idea of achievement of qualifications, more so than individuals. Equally, on the skills front, whilst individuals valued having the skills to perform the task, this appeared to be significantly more critical at organisational level.



<p>Training Recognition vs Skills to perform the task</p>	<p>On a Scale of 1-5, how would you rate the following?</p> <table border="1"> <caption>Chart Data: On a Scale of 1-5, how would you rate the following?</caption> <thead> <tr> <th>Category</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>Getting Recognition through a Formal Qualification - for the Organisation</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>14</td> </tr> <tr> <td>Getting Recognition through a Formal Qualification - for the individual</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>6</td> </tr> <tr> <td>Having the Skills to perform the task - for the Organisation</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>12</td> </tr> <tr> <td>Having the Skills to perform the task - for the individual</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>6</td> </tr> </tbody> </table>	Category	1	2	3	4	5	Getting Recognition through a Formal Qualification - for the Organisation	0	0	0	0	14	Getting Recognition through a Formal Qualification - for the individual	0	0	0	0	6	Having the Skills to perform the task - for the Organisation	0	0	0	0	12	Having the Skills to perform the task - for the individual	0	0	0	0	6
Category	1	2	3	4	5																										
Getting Recognition through a Formal Qualification - for the Organisation	0	0	0	0	14																										
Getting Recognition through a Formal Qualification - for the individual	0	0	0	0	6																										
Having the Skills to perform the task - for the Organisation	0	0	0	0	12																										
Having the Skills to perform the task - for the individual	0	0	0	0	6																										
<p>Gaps in Training Provision</p>																															

Business Trends:

Emerging business trends in the Netherlands are aligned to the future skills needs and skills gaps identified in the skills analysis conducted. The core business operational model is business-to-business although there is also a high level of business-to-consumer operations. The strategic focus for businesses is on innovation and digital transformation.

Essential strategic business skills include, recognizing and realising business opportunities, growth mindset and creativity and innovation. The most common analytical tools to support business strategy are SWOT Analysis, Strategic/Balanced Score Card and the use of Risk Heat Maps.

<ul style="list-style-type: none"> • Data Analytics • Direct Contact with Consumers • Monitoring Systems for Farm Performance • Adaption to Change • Online Learning Environments • Consumer Trends & Demands 	<p style="text-align: center;">Emerging Trends</p>																				
<p style="text-align: center;">Business Operating Models</p>	<p style="text-align: center;">How does your core business model operate?</p> <table border="1"> <thead> <tr> <th>Business Model</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>3</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>2</td> </tr> <tr> <td>Other</td> <td>0</td> </tr> </tbody> </table>	Business Model	n respondents	B2B - Business to Business	3	B2C - Business to Consumer	2	Other	0												
Business Model	n respondents																				
B2B - Business to Business	3																				
B2C - Business to Consumer	2																				
Other	0																				
<p style="text-align: center;">What does the core strategic focus for your business model look like?</p> <table border="1"> <thead> <tr> <th>Strategic Focus</th> <th>n respondents</th> </tr> </thead> <tbody> <tr> <td>Sustainability</td> <td>0</td> </tr> <tr> <td>Business Growth</td> <td>0</td> </tr> <tr> <td>Stabalisation - Securing the business</td> <td>0</td> </tr> <tr> <td>Digital Transformation</td> <td>1</td> </tr> <tr> <td>Innovation Focused</td> <td>1</td> </tr> <tr> <td>Increased Competitiveness</td> <td>0</td> </tr> <tr> <td>All of the Above</td> <td>3</td> </tr> <tr> <td>No Change - Business as Usual</td> <td>0</td> </tr> <tr> <td>Other (please specify)</td> <td>0</td> </tr> </tbody> </table>	Strategic Focus	n respondents	Sustainability	0	Business Growth	0	Stabalisation - Securing the business	0	Digital Transformation	1	Innovation Focused	1	Increased Competitiveness	0	All of the Above	3	No Change - Business as Usual	0	Other (please specify)	0	<p style="text-align: center;">Strategic Business Focus</p>
Strategic Focus	n respondents																				
Sustainability	0																				
Business Growth	0																				
Stabalisation - Securing the business	0																				
Digital Transformation	1																				
Innovation Focused	1																				
Increased Competitiveness	0																				
All of the Above	3																				
No Change - Business as Usual	0																				
Other (please specify)	0																				

Business Strategy Skills



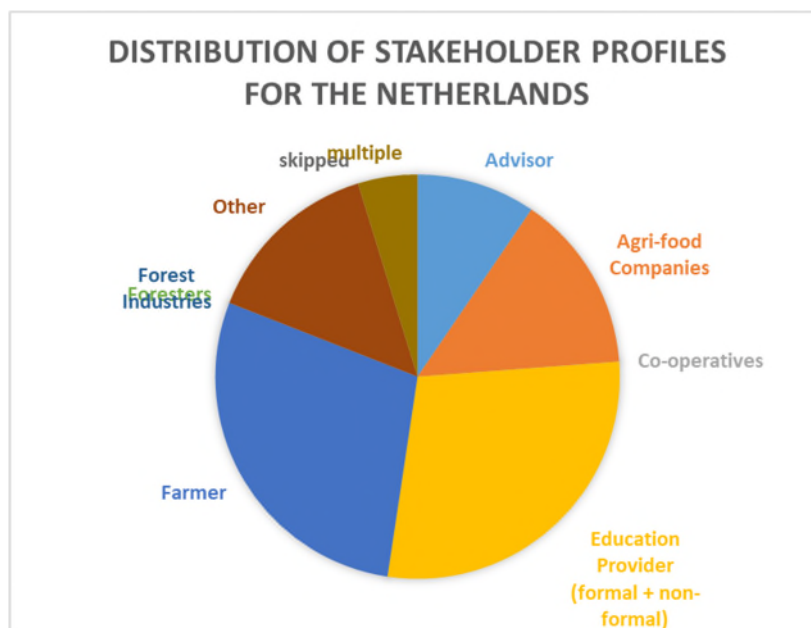
Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?



Analytical Business Tools

Stakeholder Profiles for Business Trends:

There was an equal balance of stakeholder representation across all areas of industry.



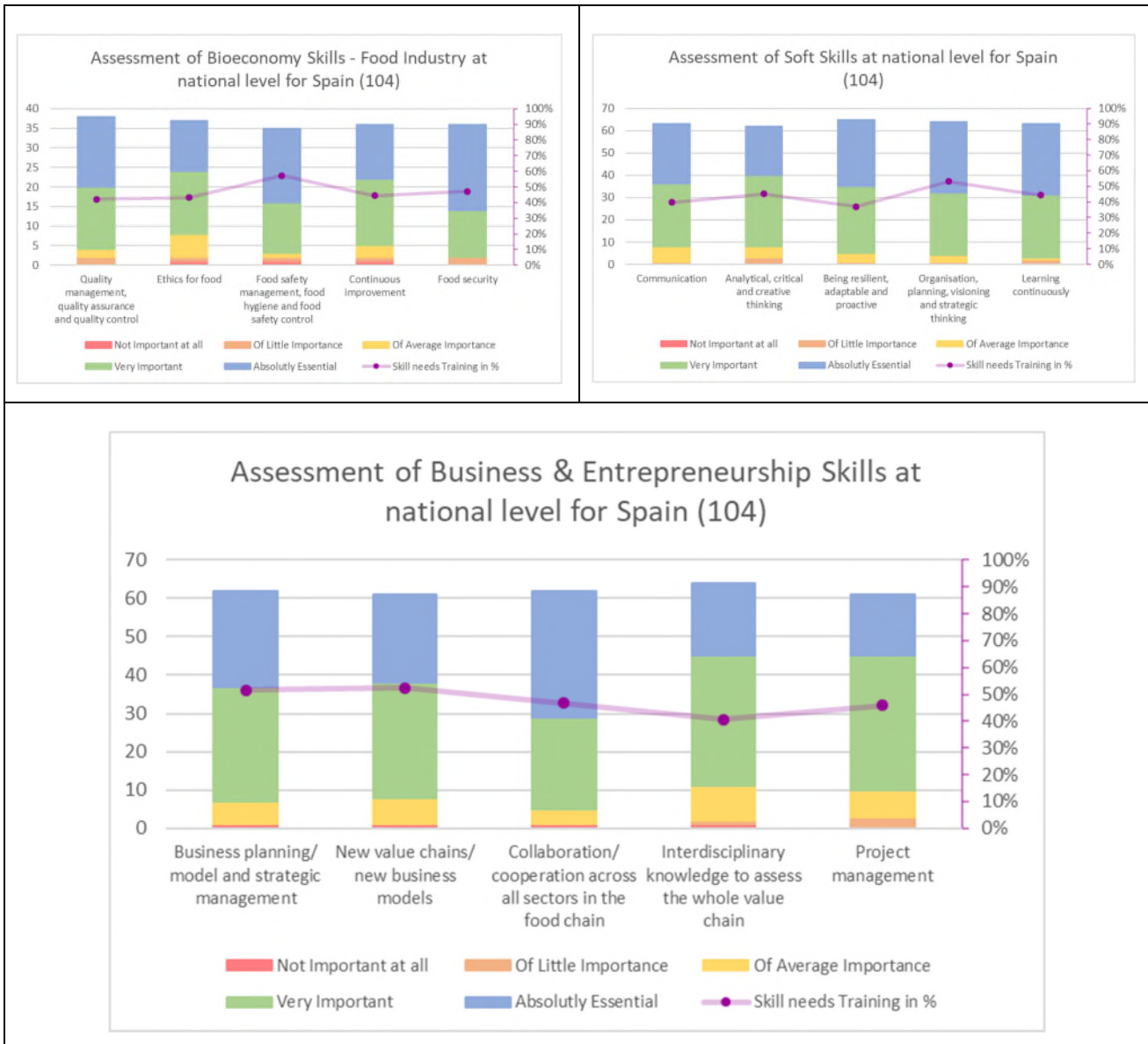
Spain

Skills:

There are clear differences of the levels of importance across the seven skills categories. The skills that appear to be in the highest demand, relate to sustainability, bioeconomy skills, soft skills and business and entrepreneurship skills. Within each category of skills there are varying levels of importance across the five identified skillsets. The top skill in each skills category are as follows:

1. Good agricultural practices
2. Everyday usage of digital technology to communicate
3. Planning and coordinating production
4. Forest disease control and prevention
5. Quality management, quality assurance and quality control
6. Being resilient, adaptable and proactive
7. New value chains and new business models



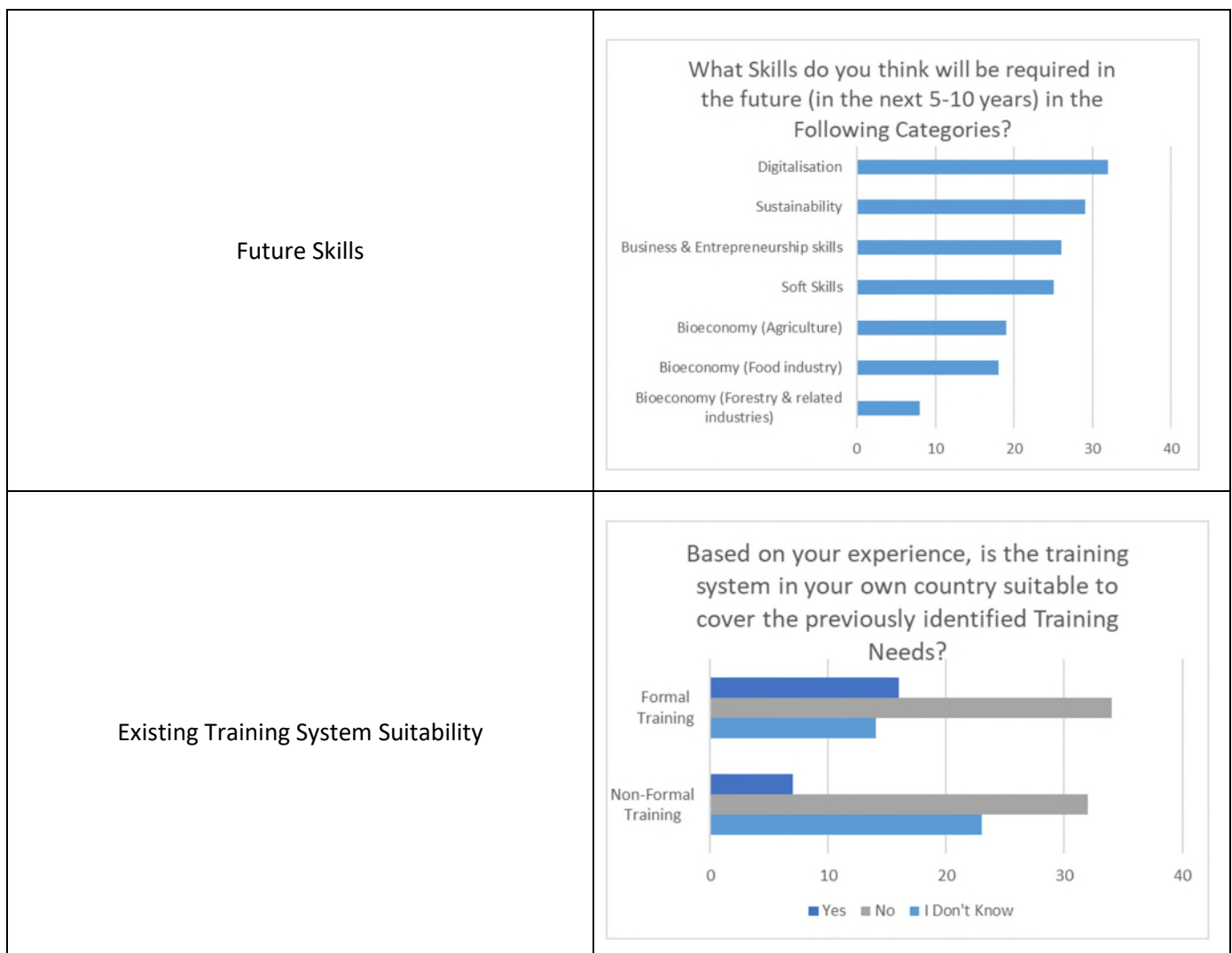


Training:

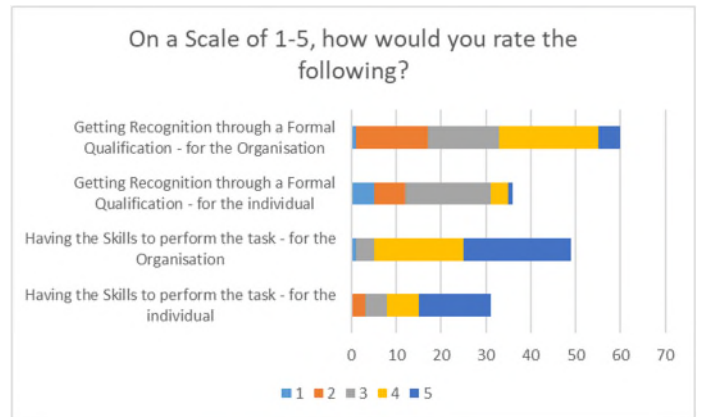
Training and educational systems in Spain appear to be unsuitable in both formal and non-formal settings, in relation to the development of skills as identified across all seven skills categories.

A key focus on future skills identified digitalisation, sustainability, soft skills and business and entrepreneurship skills as being the core focus over the next 5-10 years, although some gaps in training provision have been identified, specifically around Social Equality, Training Needs Analysis, practical Management Skills, Business Management, Adaption to Change and Transitioning to Digital.

When considering the relevance of recognition of training and education and the attainment of qualifications, organisations valued the idea of achievement of qualifications, more so than individuals. Equally, on the skills front, whilst individuals valued having the skills to perform the task, this appeared to be significantly more critical at organisational level.



Training Recognition vs Skills to perform the task



Gaps in Training Provision

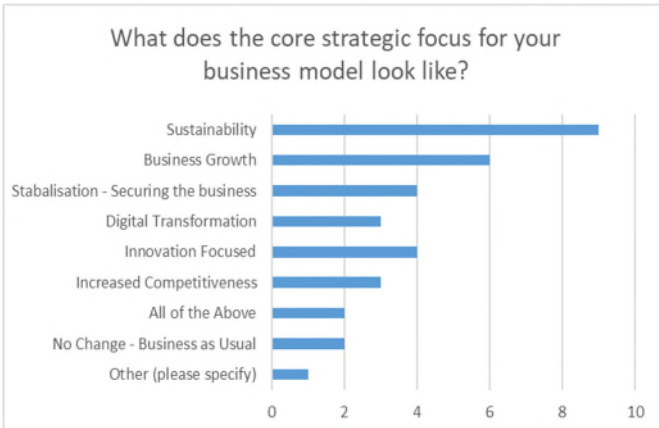


Business Trends:

Emerging business trends in Spain are aligned to the future skills needs and the skills gaps identified in the skills analysis process. The core business operational model is business-to-business although there is also a high level of business-to-consumer operations. The strategic focus for businesses is on business growth, innovation and sustainability.

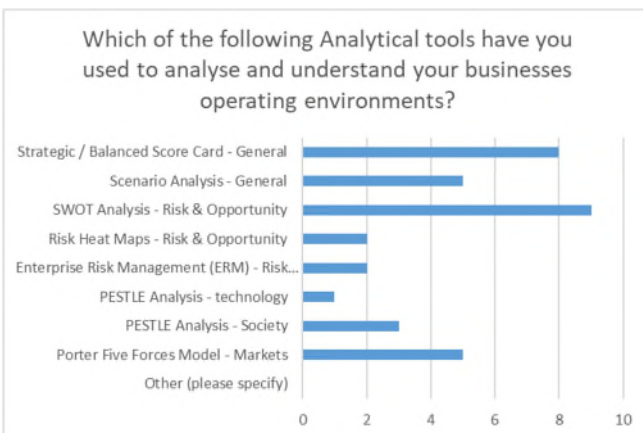
Essential strategic business skills include, strategy development, implementation and analysis, collaboration and co-operation across all sectors of the food chain and planning, modelling and strategic management. The most common analytical tools to support business strategy are SWOT Analysis, Strategic/Balanced Score Card and Porters Five Forces Model.

<ul style="list-style-type: none"> • Emergence of New Wine Growers • New Technologies IoT & Digitalisation • Sustainable Crop Management • Products Commercialisation • Farmer Associations • Common Cultivation • Data Analytics • Circular Economy • Health Crisis Management • Logistics & Distribution • Food Crisis Management • Climate Change • Bio/Organic Farming/Industries • Sustainability 	<p style="text-align: center;">Emerging Trends</p>								
<p style="text-align: center;">Business Operating Models</p>	<table border="1"> <caption>How does your core business model operate?</caption> <thead> <tr> <th>Business Model</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>B2B - Business to Business</td> <td>9</td> </tr> <tr> <td>B2C - Business to Consumer</td> <td>4</td> </tr> <tr> <td>Other</td> <td>4</td> </tr> </tbody> </table>	Business Model	Count	B2B - Business to Business	9	B2C - Business to Consumer	4	Other	4
Business Model	Count								
B2B - Business to Business	9								
B2C - Business to Consumer	4								
Other	4								



Strategic Business Focus

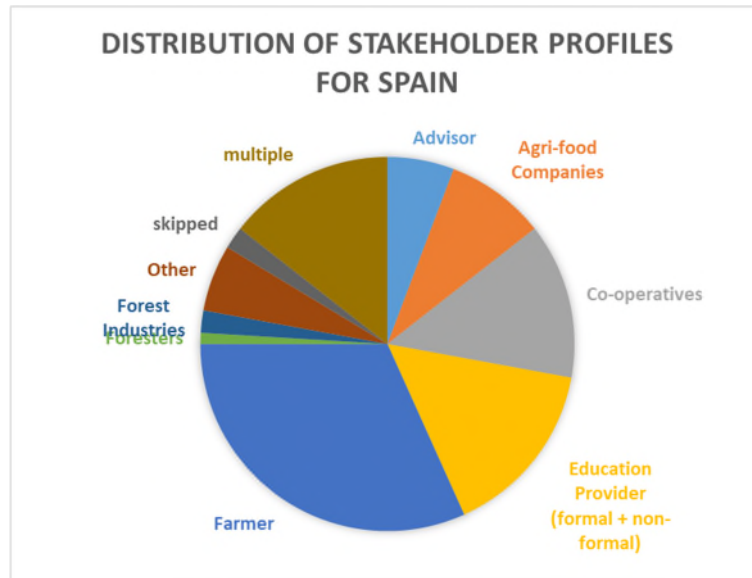
Business Strategy Skills



Analytical Business Tools

Stakeholder Profiles for Business Trends:

There was a good balance of stakeholder representation across sectors of industry.



6 Annex II

Annex II contains the full set of survey questions.

7 Annex III

Annex III contains the full results of the survey as extracted by the survey monkey tool. The overall analysis data has the potential to provide additional insights, should people want to extract other relevant forms of data for their respective countries.



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Introduction

This information is being gathered as part of a research project on current and future skill needs of workers in the Agri-food and Forestry sectors. The research project (FIELDS, ERASMUS+ SSA project) is being carried out by a consortium of 30 partners from 12 European countries.

Your views will help us to further develop training curricula in the context of the ERASMUS+ SSA project "FIELDS" which will eventually be used in training institutions in different European countries. You may, in the future, have some benefits from participating in this study as its aim is to ultimately help workers in the Agri-food and Forestry sectors to be better trained for current and future market and social demands.

The information provided below will remain totally confidential and will only be used in an aggregate manner to identify underlying trends and demands across European member states.

Please feel free to pass this survey on to as many persons within your broader value chain / stakeholder network, that operate in areas of Sustainability, Digitalisation, Bioeconomy, Soft Skills and Business/Entrepreneurship Skills.

Your time and interest in completing the survey is much appreciated.

If there is any aspect of the project that you would like to discuss further, or feel you may need support with, please do not hesitate to get in touch via email to: francesca.sanna@unito.it

For queries relating this Survey, please email: billy.goodburn@icos.ie

**Project Erasmus+ FIELDS
Agreement No. 612664-EPP-1-2019-1-IT-EPPKA2-SSA-B
Task 1.4 Participating Countries & Organisations**

Confidentiality Agreement

All information that is collected in this survey will be treated confidentially and processed anonymously. While results will be made available, it is guaranteed that neither you, your organisation, nor any organisation personnel will be identified in any report of the results of the study. Thus, we guarantee that all personal data will be handled with care and in full compliance with General Data Protection Regulation (EU) 2016/679.

1. Data Protection Agreement

Privacy Notice

I have read the privacy notice and agree to the terms



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

General Information

This section looks to capture general information

* 2. Country Details

In Which Country do you Currently Work? Please Specify.

3. What is your Gender?

4. What is your Age Category?

- < 20
- 20 - 24
- 25 - 29
- 30 - 34
- 35 -39
- 40 - 49
- 50 - 59
- Over 60

5. Which of the following, is your Primary Sector of Operation?

- Agriculture
- Forestry
- Bio-based Industries
- Food
- Other

Other (please specify)

6. What is your primary area of operation?

- Education Provider (Formal)
- Education Provider (non-formal)
- Advisor
- Farmer
- Foresters
- Agri-Food Companies
- Forest Industries
- Co-operatives
- Other

Other (please specify)



Co-funded by the Erasmus+ Programme of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Organisational Information

*** 7. What is the average size of your organisation?**

- 0 - 9
- 10 - 49
- 50 - 250
- 250 +

8. Please select your Job Profile and identify the skills level required for that specific job.

	High Skills Level Job Profile	Medium Skills Level Job Profile	Low Basic Skills Job Profile
Owner / Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Business Leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manager / Supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technician / Technical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Semi-Skilled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled Manual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operative Level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Who are your primary Stakeholders in your daily work?

- VET Providers
- Higher Education Institutions (Universities / Technical Universities / Similar)
- Policy Makers - Governmental Representatives
- Farmers
- Advisors
- Students
- Industry
- Foresters

10. If you operate in the Agricultural Sector, what is your area of specialisation? You may list up to three.

(The purpose of this question is to identify the breakdown as to what is meant by the agricultural sector?)

1.

2.

3.



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

SKILLS LISTS

Next you will find a set of skills lists, relating to (1) Sustainability, (2) Digitalisation, (3) the Bio-economy, (4) Soft Skills and (5) Business and Entrepreneurship Skills. You will be asked to rank these in order of priority, relating specifically to the Sector you Represent.

11. SUSTAINABILITY SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training.

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training
Mitigation and adaptation to climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Efficient use of resources and logistics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
By-products and co-products valorisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good Agricultural Practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Soil Nutrient and Health Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. DIGITALISATION SKILLS - please rank the following Digitalisation skills as per their levels of importance and let us know if a skill requires training.

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training?
Everyday usage of digital technology to communicate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data handling and analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-commerce and e-marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Farm Management Information Systems (FMIS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Field operations management systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. BIOECONOMY (AGRICULTURE) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. Only Complete this Question if you operate within the Agriculture Sector

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training?
Planning and coordinating production	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conventional versus /and Organic farming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
New industrial crops and bioproducts for the bioeconomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performing farming operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Calculating, handling and managing risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. BIOECONOMY (FORESTRY) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. *Only Complete this Question if you operate within the Forestry Sector*

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training
Sustainable forest management practices and planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forest disease control and prevention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prevention and management of natural disturbances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reforestation, afforestation and restoration of forest ecosystems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety and health in the pulp, paper, timber and cork industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. BIOECONOMY (FOOD INDUSTRY) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. *Only Complete this Question if you operate within the Food Industry Sector*

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training
Quality management, quality assurance and quality control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics for food	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food safety management, food hygiene and food safety control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Continuous improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Food security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. SOFT SKILLS - please rank the following Soft Skills as per their levels of importance and let us know if a skill requires training.

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training
Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Analytical, critical and creative thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being resilient, adaptable and proactive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation, planning, visioning and strategic thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning continuously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. BUSINESS & ENTREPRENEURSHIP SKILLS - please rank the following Business and Entrepreneurship skills as per their levels of importance and let us know if a skill requires training.

	Not Important at all	Of Little Importance	Of Average Importance	Very Important	Absolutely Essential	This Skill Requires Training
Business planning/model and strategic management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
New value chains / new business models	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaboration/cooperation across all sectors in the food chain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interdisciplinary knowledge to assess the whole value chain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Project management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. What Skills do you think will be required in the future (in the next 5-10 years) in the Following Categories? You can add new skills if you see these as being a future requirement.

Sustainability

Digitalisation

Bioeconomy
(Agriculture)

Bioeconomy (Forestry
& related industries)

Bioeconomy (Food
industry)

Soft Skills

Business &
Entrepreneurship skills



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Education & Training

19. Based on your experience, is the training system in your own country suitable to cover the previously identified Training Needs?

	Yes	No	I Don't Know
Formal Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Formal Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Considering the training that is available in your country, please let us know what training is not available that we should be considering?

21. On a Scale of 1-5, how would you rate the following? (where 1 is the least important and 5 is the most important)

1 2 3 4 5

Having the Skills to perform the task - for the individual

Getting Recognition through a Formal Qualification (for example a certificate, a diploma or a degree, which is recognised on your country's qualifications framework) - *for the individual*

Having the Skills to perform the task - for the Organisation

Getting Recognition through a Formal Qualification (for example a certificate, a diploma or a degree, which is recognised on your country's qualifications framework) - *for the Organisation*



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Almost Done

The Final Section aims to support us in better understanding Strategic business related topics

*** 22. Please Confirm what you would like to do?**

- Save the Data I submitted and ***Finish the Survey Now***
- Continue providing Business Insights



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Business Insights

23. What do you see as the top three challenges facing your business over the next 2-3 years? (these are challenges specific to your business)

1.

2.

3.

24. Do you see any changes emerging in your sector/industry over the next 2-3 years, that may require additional training support to address them?

1.

2.

3.

25. How does your core business model operate?

- B2B - Business to Business
- B2C - Business to Consumer
- Other (please specify)

26. How would you define your organisations Business Model?

27. What does the core strategic focus for your business model look like?

- Business Growth
- Sustainability
- Increased Competitiveness
- Innovation Focused
- Digital Transformation
- Stabalisation - Securing the business
- All of the Above
- No Change - Business as Usual
- Other (please specify)

28. How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?

	Not Relevant	Somewhat Relevant	Very Relevant
Business Strategy, Development, Implementation and Analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Continuity Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business Planning / Modelling and Strategic Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognising & Realising Business Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growth Mindset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Global Curiosity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commercial Creativity & Innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New value Chains & Business Models to incl. values-based supply chains & Short-Food Supply chains	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration & Co-operation across all sectors of the Food Chain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data Analytics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Change Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?

- Porter Five Forces Model - Markets
- PESTLE Analysis - Society
- PESTLE Analysis - technology
- Enterprise Risk Management (ERM) - Risk & opportunity
- Risk Heat Maps - Risk & Opportunity
- SWOT Analysis - Risk & Opportunity
- Scenario Analysis - General
- Strategic / Balanced Score Card - General
- Other (please specify)



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Additional Project Information

This is the Final Question

30. Would you like to Receive updates on our project?

- Yes
- No



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

Contact Details

*** 31. What is your email address?**



Co-funded by the
Erasmus+ Programme
of the European Union

Use this one - FIELDS Project – addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

END

Thank you very much for taking the time to complete our Skills & Industry Analysis Survey.

If there is any aspect of the project that you would like to discuss further, or feel you may need support with, please do not hesitate to get in touch via email to: francesca.sanna@unito.it

or visit our project webpage: www.erasmus-fields.eu

For queries relating this Survey, please email: billy.goodburn@icos.ie

Project Erasmus+ FIELDS

Agreement No. 612664-EPP-1-2019-1-IT-EPPKA2-SSA-B

Task 1.4 Participating Countries & Organisations



Erasmus+

7 Annex III

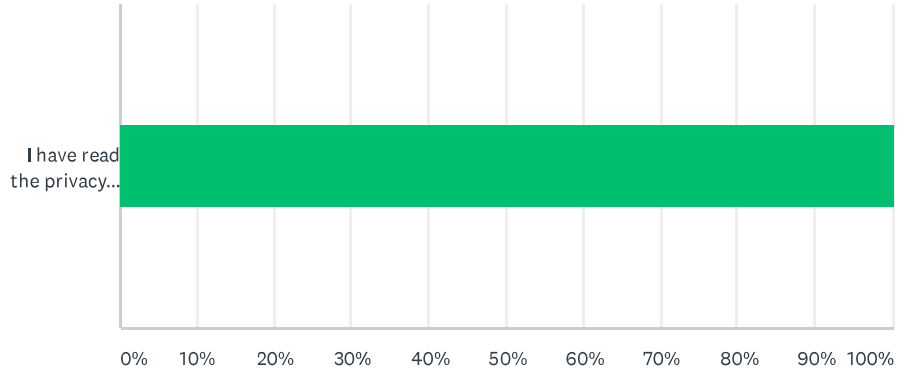
Annex III contains the full results of the survey as extracted by the survey monkey tool. The overall analysis data has the potential to provide additional insights, should people want to extract other relevant forms of data for their respective countries.

7 Annex III

Annex III contains the full results of the survey as extracted by the survey monkey tool. The overall analysis data has the potential to provide additional insights, should people want to extract other relevant forms of data for their respective countries.

Q1 Data Protection Agreement Privacy Notice

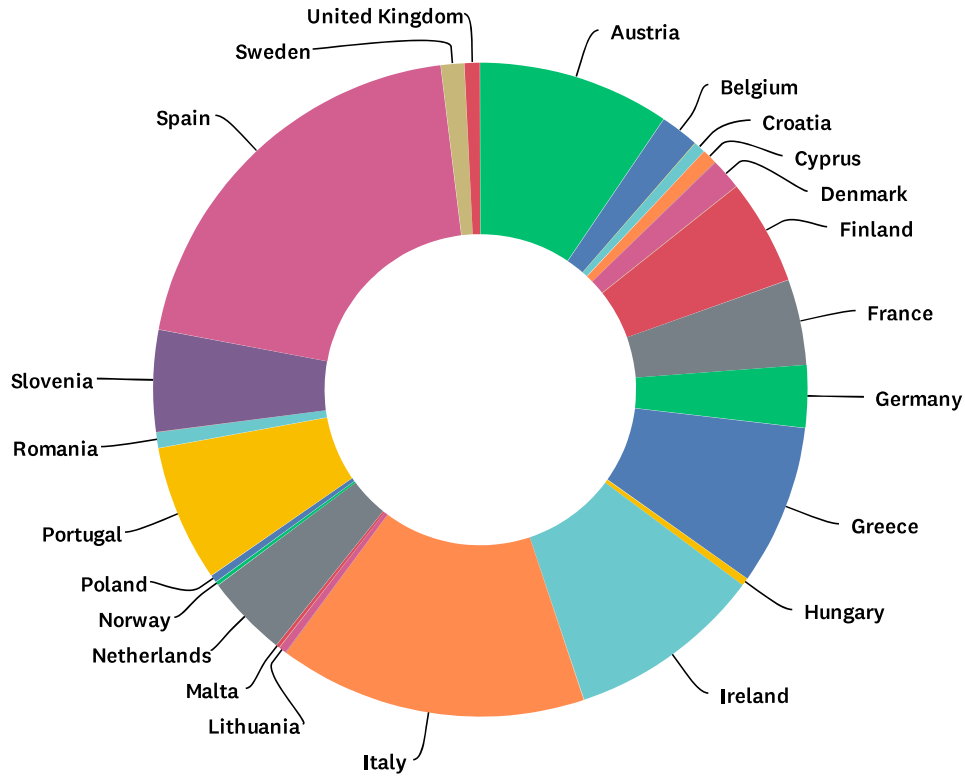
Answered: 494 Skipped: 23



ANSWER CHOICES	RESPONSES	
I have read the privacy notice and agree to the terms	100.00%	494
Total Respondents: 494		

Q2 Country Details In Which Country do you Currently Work? Please Specify.

Answered: 517 Skipped: 0

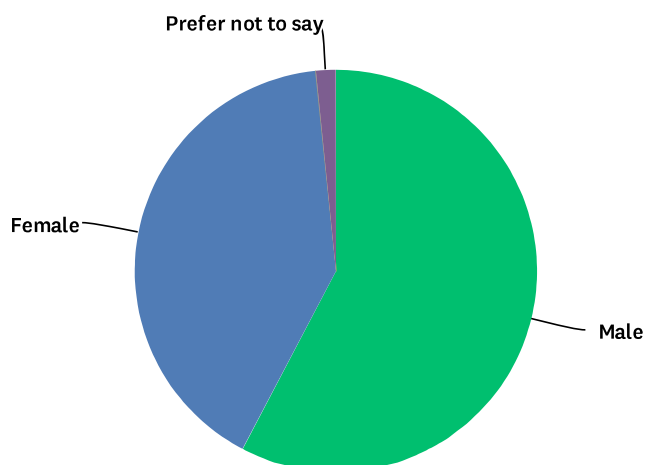


Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

ANSWER CHOICES	RESPONSES	
Austria	9.48%	49
Belgium	1.93%	10
Bulgaria	0.00%	0
Croatia	0.58%	3
Cyprus	0.77%	4
Czechia	0.00%	0
Denmark	1.55%	8
Estonia	0.00%	0
Finland	5.22%	27
France	4.26%	22
Germany	3.09%	16
Greece	7.93%	41
Hungary	0.39%	2
Ireland	9.67%	50
Italy	15.28%	79
Latvia	0.00%	0
Lithuania	0.39%	2
Luxembourg	0.00%	0
Malta	0.19%	1
Netherlands	4.06%	21
Norway	0.19%	1
Poland	0.39%	2
Portugal	6.77%	35
Romania	0.77%	4
Slovakia	0.00%	0
Slovenia	5.03%	26
Spain	20.12%	104
Sweden	1.16%	6
United Kingdom	0.77%	4
TOTAL		517

Q3 What is your Gender?

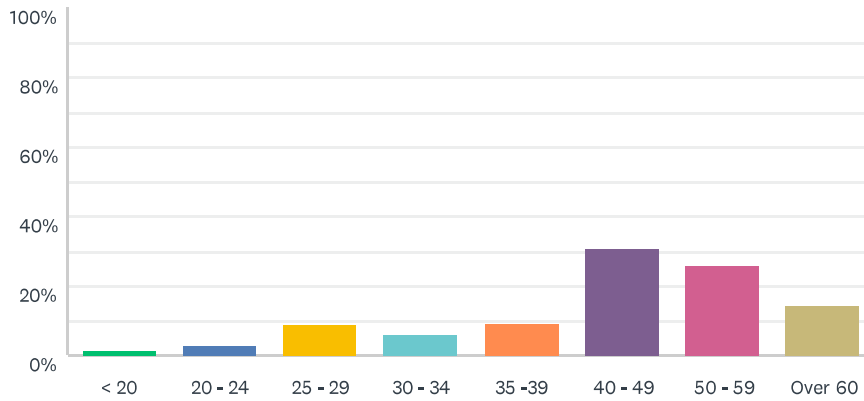
Answered: 508 Skipped: 9



ANSWER CHOICES	RESPONSES	
Male	57.68%	293
Female	40.75%	207
Transgender	0.00%	0
Gender Neutral	0.00%	0
Non-Binary	0.00%	0
Prefer not to say	1.57%	8
TOTAL		508

Q4 What is your Age Category?

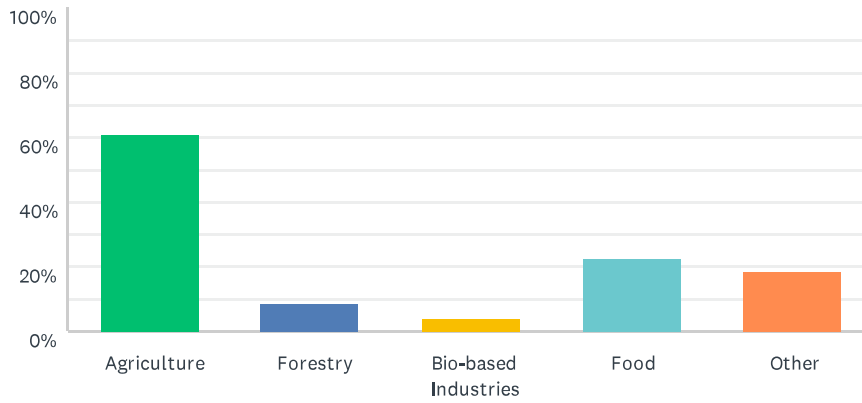
Answered: 512 Skipped: 5



ANSWER CHOICES	RESPONSES	
< 20	1.17%	6
20 - 24	2.73%	14
25 - 29	8.98%	46
30 - 34	6.25%	32
35 - 39	9.38%	48
40 - 49	30.86%	158
50 - 59	26.17%	134
Over 60	14.45%	74
TOTAL		512

Q5 Which of the following, is your Primary Sector of Operation?

Answered: 500 Skipped: 17



ANSWER CHOICES	RESPONSES	
Agriculture	60.80%	304
Forestry	8.40%	42
Bio-based Industries	4.00%	20
Food	22.40%	112
Other	18.60%	93
Total Respondents: 500		

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	OTHER (PLEASE SPECIFY)	DATE
1	Business Training	1/22/2021 3:09 PM
2	Security	1/22/2021 2:45 PM
3	Security Training	1/22/2021 2:29 PM
4	Ζωολογία	1/22/2021 1:37 PM
5	ΤΠΕ για αγροτικές εφαρμογές	1/22/2021 11:42 AM
6	Services	1/14/2021 8:44 PM
7	Ευφυής Γεωργία	1/14/2021 12:29 PM
8	Government	1/14/2021 11:09 AM
9	Επιχειρήσεις	1/14/2021 5:09 AM
10	Department of Environment Protection in a Municipality	1/14/2021 2:46 AM
11	c	1/13/2021 5:11 PM
12	comunidad de regantes	1/13/2021 3:23 PM
13	tecnico all'università di Bologna	1/12/2021 10:16 AM
14	tecnologo alimentare alla ricerca di nuovi percorsi	1/12/2021 8:32 AM
15	ristorazione	1/11/2021 7:33 PM
16	Profesora Universidad/Investigadora	1/10/2021 2:53 PM
17	formazione professionale	1/9/2021 8:31 AM
18	Gestión agua riego	1/8/2021 12:40 PM
19	GESTION DE AGUA	1/8/2021 12:07 PM
20	Landscape Design	1/8/2021 11:20 AM
21	Enseñanza	1/8/2021 10:40 AM
22	Machinery	1/8/2021 10:16 AM
23	Ingenieria	1/8/2021 2:16 AM
24	Agricultural Engineering	1/7/2021 3:26 PM
25	Engineering	1/7/2021 2:02 PM
26	Technik und Energie	1/7/2021 1:57 PM
27	groenvoorziening	1/7/2021 1:20 PM
28	Ingegneria Agraria	1/7/2021 12:56 PM
29	Schlossmuseum, Ferienwohnungen	1/7/2021 12:02 PM
30	Bioenergy	1/7/2021 12:02 PM
31	Regional development and planning	1/7/2021 10:18 AM
32	Education	1/7/2021 10:12 AM
33	Scientific research	1/7/2021 9:38 AM
34	Landscape analysis and planning	1/7/2021 8:36 AM
35	forest industry	1/7/2021 8:14 AM
36	Istruzione	1/7/2021 7:30 AM
37	Progettazione del verde	1/7/2021 6:48 AM
38	Ricerca universitaria	1/6/2021 10:14 PM
39	Ingegneria dell'industria Alimentare	1/6/2021 9:34 PM
40	Educación universitaria	1/5/2021 4:41 PM
41	educación	1/4/2021 6:35 PM
42	medio ambiente	1/4/2021 4:09 PM
43	Education	1/4/2021 12:09 PM
44	Docencia-Investigación	12/29/2020 3:58 PM
45	natuurbescherming	12/29/2020 10:32 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

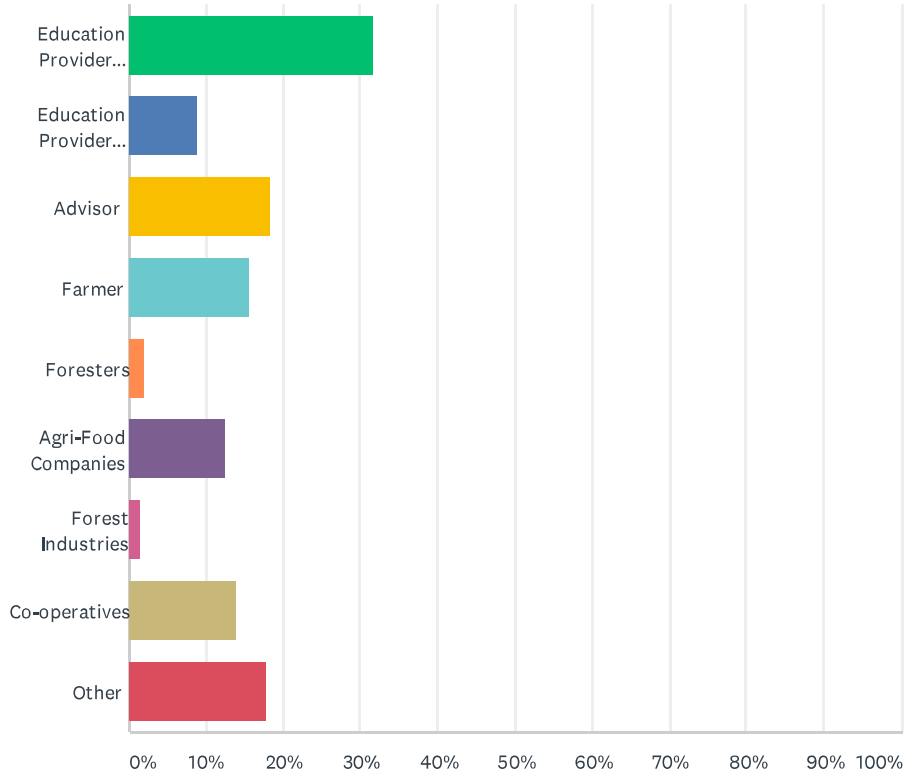
46	Ganaderia	12/29/2020 6:02 AM
47	Turismo, Formação Profissional	12/28/2020 2:26 PM
48	Chemistry	12/22/2020 2:49 PM
49	Servicios agrarios y ganaderos	12/22/2020 12:09 PM
50	Comercialização de produtos agroalimentares de origem biológica	12/22/2020 11:09 AM
51	Ausbildung (Education)	12/21/2020 10:31 AM
52	Papierindustrie	12/21/2020 7:52 AM
53	Lebensmittelproduktion	12/21/2020 6:55 AM
54	Formación agroforestal	12/19/2020 6:15 PM
55	Academia, University	12/19/2020 9:12 AM
56	Vitivinicultura	12/18/2020 7:33 PM
57	Ventas	12/18/2020 1:41 PM
58	Comunicación sobre agroalimentario	12/18/2020 12:48 PM
59	Erzeugung elektrischer Energie durch Wasserkraft	12/18/2020 10:11 AM
60	soutien aux jeunes chercheurs débutants, domaine des ressources biologiques et en eaux	12/18/2020 9:23 AM
61	Fisheries and Aquaculture	12/17/2020 9:04 PM
62	Richtlinienbetreiber	12/17/2020 8:57 PM
63	Medicine	12/17/2020 4:27 PM
64	Hochschule	12/17/2020 1:13 PM
65	Bildung	12/17/2020 8:58 AM
66	Ganadería (sector lácteo)	12/16/2020 7:05 PM
67	Administracion	12/16/2020 6:29 PM
68	Lebensmittelverarbeiter	12/16/2020 1:52 PM
69	Lebensmittelverarbeitung	12/16/2020 1:48 PM
70	Government Agency	12/16/2020 12:22 PM
71	maatalous, eläintenhoito ja hevostalous	12/16/2020 11:42 AM
72	Education	12/16/2020 8:44 AM
73	Health sector, business administration	12/16/2020 8:40 AM
74	Έρευνα στον τομέα της Αγροτεχνολογίας	12/16/2020 8:22 AM
75	Recrutement, insertion soci-professionnel, MIRELUX.	12/16/2020 8:06 AM
76	Educación y control ambiental	12/16/2020 8:06 AM
77	Metal, construction, IT, Electrician/Automation, Service	12/16/2020 7:06 AM
78	Training	12/15/2020 9:45 PM
79	Education	12/15/2020 7:54 PM
80	education	12/15/2020 7:18 PM
81	technical education	12/15/2020 4:24 PM
82	Europrogettazione in un'associazione di opere educative (scuole, cfp ecc.)	12/15/2020 3:18 PM
83	Développement rural	12/15/2020 3:03 PM
84	Agricultura de autoconsumo para familia y gente del pueblo , a cambio de una simple sonrisa	12/15/2020 2:32 PM
85	ingineering	12/15/2020 1:53 PM
86	Berufsbildung	12/15/2020 1:17 PM
87	Ganadería	12/15/2020 12:18 PM
88	business	12/15/2020 11:38 AM
89	Vocational education and training in different sectors	12/15/2020 10:51 AM
90	monialainen koulutuksen järjestäjä, kuntayhtymän johtaja	12/15/2020 9:22 AM
91	Koulutussektori, mukaan kuuluu maatalous, metsätalous ja ruoka	12/15/2020 9:19 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

92	Εφοδιαστική αλυσίδα τροφίμων	12/14/2020 4:25 PM
93	Energie & Bioökonomie	12/14/2020 10:53 AM
94	veehouderij	12/11/2020 9:11 AM
95	Investigación, control biológico aplicado a la agricultura, silvicultura y jardinería.	12/11/2020 7:10 AM
96	Enseñanza superior en agricultura, en la Universidad de Castilla-La Mancha	12/11/2020 6:52 AM
97	Asiantuntijapalvelut	12/10/2020 5:24 PM
98	Wertschöpfungskette	12/10/2020 4:22 PM
99	Educación	12/10/2020 2:21 PM
100	Asociación profesional / Universidad	12/10/2020 2:15 PM
101	Innovación	12/10/2020 12:57 PM
102	Industrie agro-alimentaire	12/9/2020 5:34 PM
103	Research	12/9/2020 12:57 PM
104	Economics	12/8/2020 6:18 AM
105	IT Solutions for the Dairy Processing Industry	12/4/2020 11:27 AM
106	Business Services, all sectors	12/4/2020 8:46 AM
107	Yliopisto, sovellutusalueet laajat, mutta biomassat ja maanviljely isoimpia aloja	12/3/2020 11:57 AM
108	Education	12/3/2020 7:54 AM

Q6 What is your primary area of operation?

Answered: 495 Skipped: 22



ANSWER CHOICES	RESPONSES	
Education Provider (Formal)	31.52%	156
Education Provider (non-formal)	8.69%	43
Advisor	18.18%	90
Farmer	15.56%	77
Foresters	1.82%	9
Agri-Food Companies	12.32%	61
Forest Industries	1.41%	7
Co-operatives	13.74%	68
Other	17.78%	88
Total Respondents: 495		

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	OTHER (PLEASE SPECIFY)	DATE
1	Research	1/19/2021 6:09 PM
2	research	1/17/2021 5:46 PM
3	Government	1/15/2021 3:38 PM
4	Bioeconomy and AKIS Policy	1/14/2021 11:09 AM
5	Food Industry	1/14/2021 11:06 AM
6	Manager	1/14/2021 5:09 AM
7	Engineer of Environment	1/14/2021 2:46 AM
8	Distribución de agua de riego	1/13/2021 5:11 PM
9	Βιομηχανία τροφίμων	1/13/2021 3:39 PM
10	Associations	1/13/2021 12:56 PM
11	Student	1/12/2021 8:30 PM
12	Comunidad de Regantes	1/12/2021 6:03 PM
13	Public Research Board	1/12/2021 1:20 PM
14	Comunidades de Regantes	1/12/2021 10:04 AM
15	tecnologo alimentare alla ricerca di nuovi percorsi	1/12/2021 8:32 AM
16	COMUNIDAD DE REGANTES	1/12/2021 7:18 AM
17	ristorazione	1/11/2021 7:33 PM
18	Studente	1/11/2021 7:23 PM
19	ricerca e sviluppo	1/11/2021 3:35 PM
20	COMUNIDAD DE REGANTES	1/11/2021 10:57 AM
21	Collaboro gestione Azienda Agricola	1/11/2021 8:22 AM
22	COMUNIDAD DE REGANTES	1/11/2021 7:43 AM
23	Ricerca	1/11/2021 7:27 AM
24	Agricoltore	1/8/2021 5:10 PM
25	COMUNIDAD DE REGANTES	1/8/2021 4:50 PM
26	COMUNIDAD DE REGANTES	1/8/2021 4:42 PM
27	Ricercatore-docente	1/8/2021 2:47 PM
28	GESTION DE AGUA	1/8/2021 12:07 PM
29	Gestión del agua	1/8/2021 12:00 PM
30	Comunidad de regantes	1/8/2021 11:52 AM
31	Professor in Agricultural Mechanics and Mechanisation - Researcher	1/8/2021 11:48 AM
32	Ricerca	1/8/2021 11:25 AM
33	Ingenieria	1/8/2021 2:16 AM
34	RICERCATRICE	1/7/2021 4:41 PM
35	Ricercatore	1/7/2021 3:41 PM
36	Academic Research	1/7/2021 3:26 PM
37	University	1/7/2021 2:02 PM
38	Research	1/7/2021 1:06 PM
39	Public administrations	1/7/2021 10:18 AM
40	Research	1/7/2021 10:12 AM
41	Scientific research	1/7/2021 9:38 AM
42	Central Union of farmers and forest owners	1/5/2021 1:52 PM
43	Local Authorities	1/4/2021 12:09 PM
44	Manufacturer of Biomass-heating systems	1/4/2021 7:06 AM
45	Industry federation	12/29/2020 12:50 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

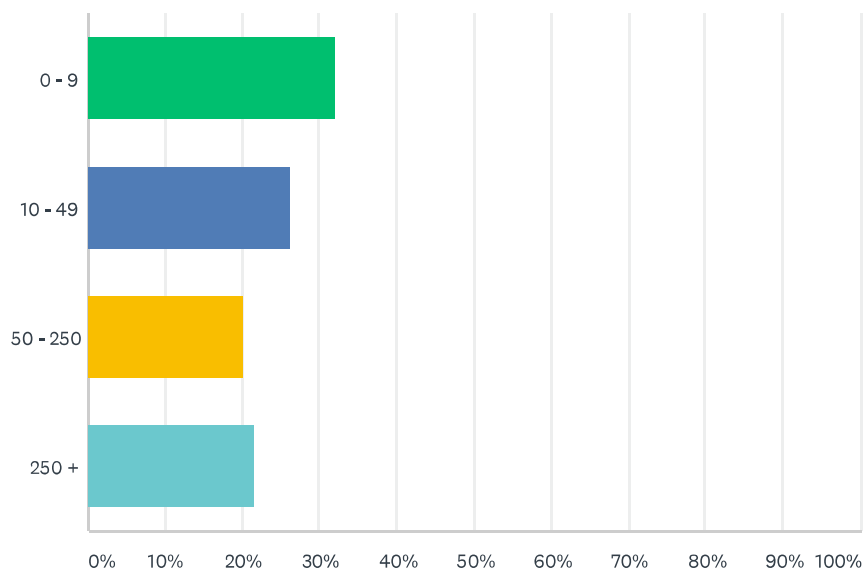
46	gepensioneerd	12/29/2020 10:32 AM
47	ASSOCIAÇÃO	12/22/2020 5:41 PM
48	Associação	12/21/2020 10:48 PM
49	Verbandstätigkeit, Tarifsozialpartner	12/21/2020 7:52 AM
50	Food safety regulations	12/19/2020 10:43 AM
51	Research	12/19/2020 9:12 AM
52	confederação de cooperativas agrícolas e do crédito agrícola	12/18/2020 6:53 PM
53	Research assistant	12/18/2020 2:04 PM
54	MSc Student	12/18/2020 12:05 PM
55	financement de la recherche en sciences agroalimentaires, nutrition et aussi les aspects en sciences sociales de la gestion des ressources biologiques	12/18/2020 9:23 AM
56	Forschung	12/18/2020 6:16 AM
57	Richtlinienbetreiber	12/17/2020 8:57 PM
58	Academia	12/17/2020 8:18 PM
59	Food & Beverage Industry	12/17/2020 4:35 PM
60	Cámara	12/17/2020 4:21 PM
61	Nebenerwerb Landwirtschaft	12/17/2020 2:01 PM
62	Community, Food business incubation space providers	12/17/2020 10:24 AM
63	Gärtner	12/17/2020 9:04 AM
64	Administration	12/17/2020 8:58 AM
65	Forschung	12/17/2020 8:23 AM
66	Policy	12/17/2020 7:50 AM
67	Forschung	12/17/2020 7:31 AM
68	Research and Development	12/16/2020 10:37 AM
69	Ερευνητής	12/16/2020 8:46 AM
70	Chargée de relations entreprises, définition du profil recherché et démarches recrutement pour et avec l'employeur.	12/16/2020 8:06 AM
71	Palveluajon koulutuspäällikkö	12/16/2020 7:35 AM
72	Asociación de técnicos de cereales y leguminosas	12/15/2020 7:39 PM
73	progettista	12/15/2020 3:18 PM
74	raziskavec	12/15/2020 8:36 AM
75	Bauernverband/Berufsstand + Landwirtschaftskammer-Organisation	12/14/2020 11:42 AM
76	Interessenvertretung	12/14/2020 10:53 AM
77	Employers organisation	12/14/2020 10:26 AM
78	Investigación	12/11/2020 7:51 AM
79	Control biológico aplicado a la agricultura, silvicultura y jardinería.	12/11/2020 7:10 AM
80	Experte und Interessenvertretung	12/10/2020 4:22 PM
81	Investigación y desarrollo de proyectos en el ámbito alimentario	12/10/2020 12:57 PM
82	loonwerk	12/10/2020 11:40 AM
83	Catering	12/10/2020 10:59 AM
84	Confederação de Associações de Agricultores	12/10/2020 9:59 AM
85	Raziskovalni inštitut	12/8/2020 3:56 PM
86	Researcher	12/8/2020 3:21 PM
87	raziskovalec	12/8/2020 12:43 PM
88	Raziskovalec	12/8/2020 12:32 PM
89	Raziskovalec	12/8/2020 12:32 PM
90	Syndicat	12/8/2020 8:55 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

91	Food industries representation	12/8/2020 8:26 AM
92	Agriculture organization	12/8/2020 8:21 AM
93	Υποστήριξη και Εκπαίδευση Εφαρμογών Αγροτικού Τομέα	12/8/2020 7:36 AM
94	Recherche appliquée agroalimentaire	12/7/2020 1:30 PM
95	Innovation Recherche Développement	12/7/2020 10:13 AM
96	Plant cluster	12/7/2020 8:48 AM
97	Providing services and advise to farmer- AI, Herd Management, decision support	12/4/2020 2:52 PM
98	IT Solutions for the Dairy Processing Industry	12/4/2020 11:27 AM
99	Human Resources	12/4/2020 10:01 AM
100	CHARGE DE MISSION	12/3/2020 3:51 PM
101	Formation	12/3/2020 2:31 PM
102	Tutkija	12/3/2020 11:57 AM
103	Organización no gubernamental	11/30/2020 1:43 PM

Q7 What is the average size of your organisation?

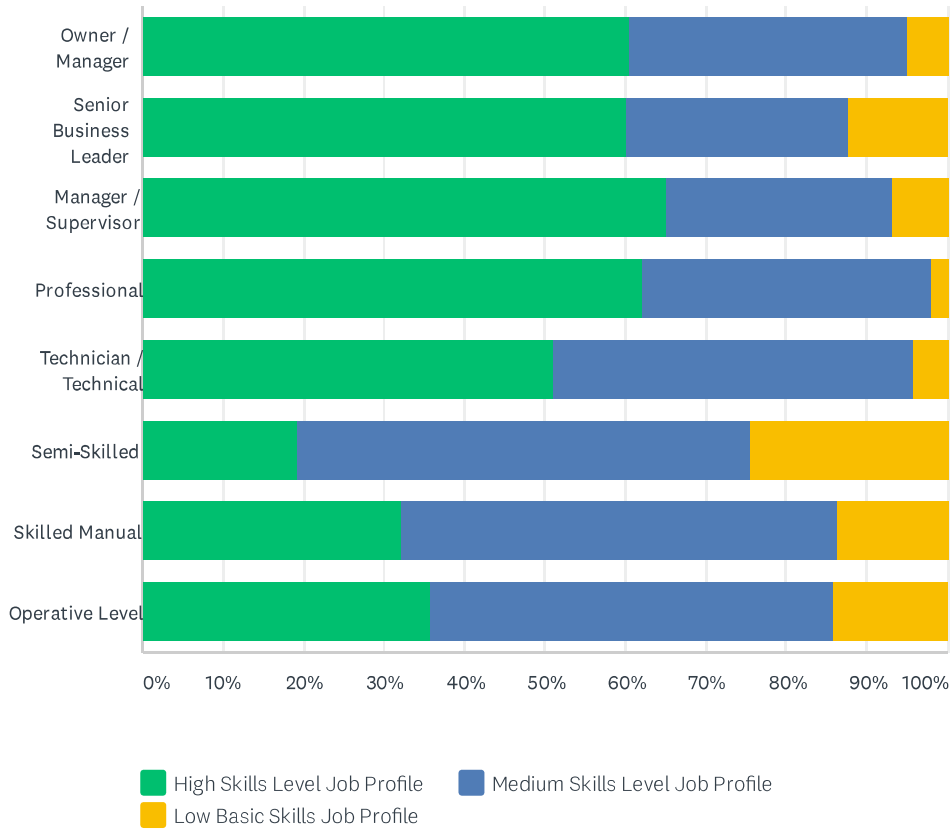
Answered: 218 Skipped: 299



ANSWER CHOICES	RESPONSES
0 - 9	32.11% 70
10 - 49	26.15% 57
50 - 250	20.18% 44
250 +	21.56% 47
Total Respondents: 218	

Q8 Please select your Job Profile and identify the skills level required for that specific job.

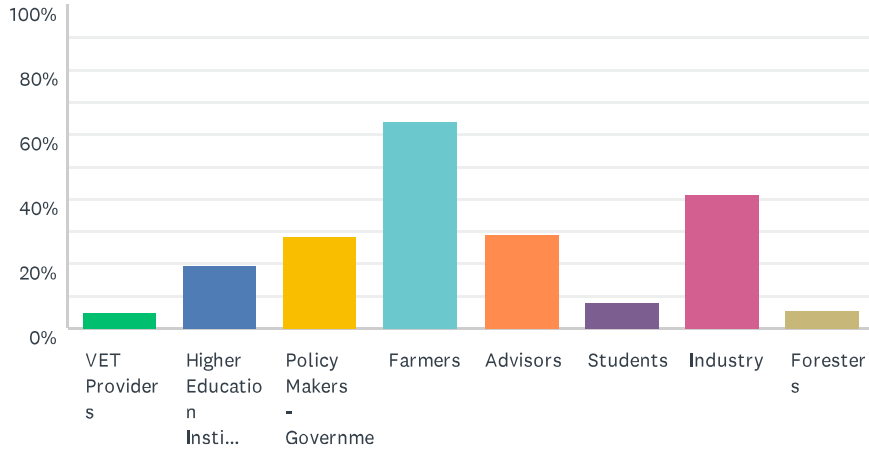
Answered: 212 Skipped: 305



	HIGH SKILLS LEVEL JOB PROFILE	MEDIUM SKILLS LEVEL JOB PROFILE	LOW BASIC SKILLS JOB PROFILE	TOTAL	WEIGHTED AVERAGE
Owner / Manager	60.49% 49	34.57% 28	4.94% 4	81	1.44
Senior Business Leader	60.00% 39	27.69% 18	12.31% 8	65	1.52
Manager / Supervisor	65.05% 67	28.16% 29	6.80% 7	103	1.42
Professional	62.14% 64	35.92% 37	1.94% 2	103	1.40
Technician / Technical	51.06% 48	44.68% 42	4.26% 4	94	1.53
Semi-Skilled	19.30% 11	56.14% 32	24.56% 14	57	2.05
Skilled Manual	32.20% 19	54.24% 32	13.56% 8	59	1.81
Operative Level	35.71% 25	50.00% 35	14.29% 10	70	1.79

Q9 Who are your primary Stakeholders in your daily work?

Answered: 209 Skipped: 308



ANSWER CHOICES	RESPONSES	
VET Providers	4.78%	10
Higher Education Institutions (Universities / Technical Universities / Similar)	19.62%	41
Policy Makers - Governmental Representatives	28.71%	60
Farmers	64.11%	134
Advisors	29.19%	61
Students	8.13%	17
Industry	41.63%	87
Foresters	5.74%	12
Total Respondents: 209		

Q10 If you operate in the Agricultural Sector, what is your area of specialisation? You may list up to three. (The purpose of this question is to identify the breakdown as to what is meant by the agricultural sector?)

Answered: 146 Skipped: 371

ANSWER CHOICES	RESPONSES	
1.	100.00%	146
2.	68.49%	100
3.	49.32%	72

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

#	1.	DATE
1	Dairy	1/22/2021 2:53 PM
2	Εδαφολογία	1/22/2021 12:41 PM
3	ΤΠΕ	1/22/2021 11:45 AM
4	Plant breeding	1/20/2021 7:46 AM
5	Smart Farming	1/19/2021 6:17 PM
6	Olive oil	1/18/2021 10:10 AM
7	Field surveys	1/16/2021 1:23 PM
8	Arroz	1/14/2021 10:14 AM
9	Γαλακτοκομικά προϊόντα	1/13/2021 9:21 PM
10	Viticultura	1/13/2021 3:36 PM
11	comunidad de regantes	1/13/2021 3:24 PM
12	Elaboración y comercialización de vinos	1/13/2021 10:55 AM
13	Agroecology	1/13/2021 8:49 AM
14	Riegos optimización	1/12/2021 6:06 PM
15	trasformazione dei prodotti agricoli	1/11/2021 9:23 PM
16	coltivazione agrumi	1/8/2021 5:14 PM
17	Captación y distribución agua riego	1/8/2021 2:59 PM
18	Productor	1/8/2021 1:18 PM
19	Derecho de aguas	1/8/2021 12:43 PM
20	GESTION DE AGUA	1/8/2021 12:08 PM
21	teaching	1/8/2021 11:51 AM
22	Ingegneria Agraria	1/8/2021 11:28 AM
23	Agricultural Engineering	1/7/2021 3:42 PM
24	Erneuerbare Energien	1/7/2021 1:58 PM
25	kmetijsko svetovanje	1/7/2021 11:30 AM
26	Producción lechera	1/7/2021 10:02 AM
27	Machinery design and validation	1/7/2021 9:40 AM
28	kwaliteitsmanagement	1/6/2021 10:34 PM
29	olive trees to growth	1/6/2021 3:04 PM
30	Beef	1/5/2021 7:00 PM
31	Farm Services	1/5/2021 5:35 PM
32	Forschung und Entwicklung	1/5/2021 2:46 PM
33	evaluacion proyectos agroindustriales	12/29/2020 11:24 PM
34	Getreidebau	12/26/2020 12:46 PM
35	Ελαιοκομία	12/25/2020 6:53 PM
36	Aconselhamento Agrícola	12/24/2020 1:06 PM
37	Tierhaltung	12/23/2020 7:51 AM
38	VITICULTURA	12/22/2020 3:41 PM
39	Farming	12/22/2020 3:05 PM
40	.	12/22/2020 12:58 PM
41	Planificación	12/22/2020 12:12 PM
42	Dairy	12/22/2020 9:18 AM
43	Setor leiteiro	12/22/2020 9:06 AM
44	Frutas y verduras	12/22/2020 7:10 AM
45	Representación y defensa del sector Coop. agroalimentario	12/22/2020 7:01 AM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

46	Formación	12/21/2020 7:05 PM
47	Sustainability (Environment)	12/21/2020 11:40 AM
48	PRÉMIOS E AJUDAS PAC	12/21/2020 8:29 AM
49	Forstwirtschaft, Forstliche Dienstleistungen	12/21/2020 7:47 AM
50	Precision Farming	12/21/2020 6:38 AM
51	Dairy	12/20/2020 10:39 PM
52	Bovinos Leite	12/20/2020 3:02 PM
53	Seguridad Alimentaria	12/19/2020 5:33 PM
54	food process and product development	12/19/2020 3:41 PM
55	Regulations	12/19/2020 10:45 AM
56	Research in agriculture for sustainability	12/19/2020 9:12 AM
57	Cría de ganado	12/18/2020 10:01 PM
58	Fruits	12/18/2020 8:07 PM
59	Asesoramiento técnico a agricultores	12/18/2020 5:40 PM
60	Dairy	12/18/2020 2:46 PM
61	Apoio a certificação	12/18/2020 2:09 PM
62	Comunicación	12/18/2020 12:48 PM
63	Asesoramiento tecnico produccion	12/18/2020 11:50 AM
64	Agrícola	12/18/2020 9:44 AM
65	Naturverjüngung im Forst	12/17/2020 8:50 PM
66	finance	12/17/2020 8:06 PM
67	advisory services	12/17/2020 4:25 PM
68	farm and livestock precision	12/17/2020 3:45 PM
69	Ackerbau	12/17/2020 2:03 PM
70	Hortaliza	12/17/2020 11:57 AM
71	Support to local business start ups	12/17/2020 10:26 AM
72	Aprovechamientos forestal (madera, biomasa)	12/17/2020 9:51 AM
73	Landmaschinen	12/17/2020 8:58 AM
74	Tierzucht	12/17/2020 8:45 AM
75	coordination of agri-food Co-operatives	12/17/2020 8:00 AM
76	Biologische Produktion	12/17/2020 7:36 AM
77	Qualitätskontrolle	12/17/2020 7:33 AM
78	Cereales	12/16/2020 9:26 PM
79	Avicultura	12/16/2020 8:25 PM
80	Operario de maquinaria	12/16/2020 8:03 PM
81	Agricultura de precisión	12/16/2020 7:30 PM
82	Formación	12/16/2020 7:07 PM
83	Cereal, trigo, maiz, cebada	12/16/2020 6:13 PM
84	Viticultura	12/16/2020 5:51 PM
85	Cereales	12/16/2020 5:44 PM
86	Γεωπόνος Σύμβουλος	12/16/2020 5:19 PM
87	I am a HR Business Partner, I partner with senior leaders across five sites/businesses	12/16/2020 4:40 PM
88	Formación agraria	12/16/2020 3:33 PM
89	Asesoramiento	12/16/2020 2:22 PM
90	Finance	12/16/2020 2:21 PM
91	Hygiene	12/16/2020 1:50 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

92	Αμπελουργία	12/16/2020 1:10 PM
93	Dairy	12/16/2020 11:23 AM
94	Καινοτόμες αγροτεχνολογίες ρομποτικής	12/16/2020 8:25 AM
95	Agri schemes	12/16/2020 7:32 AM
96	Fruticultura	12/15/2020 6:42 PM
97	Quality	12/15/2020 5:08 PM
98	COOPERATIVA AGROALIMENTARIA	12/15/2020 3:28 PM
99	ekološko kmetovanje	12/15/2020 12:14 PM
100	Sustainability	12/15/2020 9:33 AM
101	IT support	12/15/2020 9:12 AM
102	poljedelstvo	12/15/2020 7:33 AM
103	vinogradništvo	12/15/2020 7:21 AM
104	Viticulture	12/15/2020 7:07 AM
105	legislação	12/14/2020 10:44 PM
106	predelava mesa	12/14/2020 11:49 AM
107	Berufsausbildung	12/14/2020 11:44 AM
108	pridelava hrane	12/14/2020 7:41 AM
109	energy efficiency	12/11/2020 8:42 AM
110	maatalouspolitiikka	12/10/2020 5:25 PM
111	Agri ecologie	12/10/2020 5:09 PM
112	Transformation des produits agricoles	12/10/2020 1:55 PM
113	Qualité de l'eau	12/10/2020 1:48 PM
114	Légumes	12/10/2020 1:30 PM
115	melkvee	12/10/2020 11:48 AM
116	melkvee	12/10/2020 11:28 AM
117	Voer	12/10/2020 11:13 AM
118	melkvee	12/10/2020 11:06 AM
119	Werken bij melkveebedrijven	12/10/2020 11:01 AM
120	Regadio	12/10/2020 10:13 AM
121	Human Resources	12/10/2020 9:48 AM
122	Breeding	12/9/2020 6:07 PM
123	dairy co-op	12/9/2020 8:18 AM
124	vinarstvo	12/9/2020 6:34 AM
125	arboriculture	12/9/2020 5:43 AM
126	Vzreja in selekcija	12/8/2020 3:57 PM
127	VRTNARSTVO	12/8/2020 1:36 PM
128	Health and Safety	12/8/2020 10:12 AM
129	Παροχή Συμβουλών στον αγροτικό τομέα	12/8/2020 8:27 AM
130	Ευφυής γεωργία	12/8/2020 8:17 AM
131	επιτραπέζια σταφύλια	12/7/2020 3:14 PM
132	Horticulture fruit and vegetables	12/7/2020 1:30 PM
133	production végétale	12/7/2020 11:30 AM
134	Siipikarjatuotanto	12/7/2020 9:05 AM
135	Dairy farming	12/4/2020 7:56 PM
136	Milk Advisor	12/4/2020 3:26 PM
137	Artificial Insemination	12/4/2020 2:54 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

138	Viljanviljely	12/4/2020 2:48 PM
139	Dairy	12/4/2020 10:42 AM
140	Health & Safety	12/4/2020 9:51 AM
141	Dairy Farming	12/4/2020 9:23 AM
142	Lammastuotanto	12/4/2020 7:11 AM
143	tuotantoeläinlääkintä	12/4/2020 5:22 AM
144	Matières fertilisantes	12/3/2020 7:20 PM
145	enseignement supérieur	12/3/2020 2:33 PM
146	Economie et gestion des exploitations	12/3/2020 10:31 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	2.	DATE
1	Φυτική παραγωγή	1/22/2021 12:41 PM
2	Technology development	1/20/2021 7:46 AM
3	digitale Projekte	1/19/2021 6:17 PM
4	Vegetable oils & fats	1/18/2021 10:10 AM
5	Gis expert	1/16/2021 1:23 PM
6	Citricos	1/14/2021 10:14 AM
7	Innovación	1/13/2021 3:36 PM
8	Organic agriculture	1/13/2021 8:49 AM
9	fertirrigación	1/12/2021 6:06 PM
10	coltivazione di seminativi (principalmente grano duro)	1/8/2021 5:14 PM
11	Producción agroalimentaria	1/8/2021 2:59 PM
12	Recaudacion	1/8/2021 12:43 PM
13	research	1/8/2021 11:51 AM
14	Sicurezza macchine agricole	1/8/2021 11:28 AM
15	Crop protection	1/7/2021 3:42 PM
16	vodenje kmetijskega svetovanja	1/7/2021 11:30 AM
17	Energy and transport management	1/7/2021 9:40 AM
18	efficiente productie keten (value chain management)	1/6/2021 10:34 PM
19	olive oil to sell	1/6/2021 3:04 PM
20	Wissensintensive Dienstleistungen	1/5/2021 2:46 PM
21	asesoria ayudas publicas pac, fse, otras	12/29/2020 11:24 PM
22	Weinbau	12/26/2020 12:46 PM
23	Δενδροκομία	12/25/2020 6:53 PM
24	Apoio administrativo tecnico	12/24/2020 1:06 PM
25	Ackerbau	12/23/2020 7:51 AM
26	ELABORACIÓN DE VINOS	12/22/2020 3:41 PM
27	.	12/22/2020 12:58 PM
28	Organización y actividades formativas	12/22/2020 12:12 PM
29	Animal Feed	12/22/2020 9:18 AM
30	Formação profissional	12/22/2020 9:06 AM
31	Innovación	12/21/2020 7:05 PM
32	Energy	12/21/2020 11:40 AM
33	Jagd, Fischerei, Naturschutz	12/21/2020 7:47 AM
34	Beef	12/20/2020 10:39 PM
35	Bienestar Animal	12/19/2020 5:33 PM
36	Education	12/19/2020 10:45 AM
37	Análisis agrícolas	12/18/2020 5:40 PM
38	Apoio técnico	12/18/2020 2:09 PM
39	Prensa	12/18/2020 12:48 PM
40	Asesoramiento tecnico empresa cooperativa	12/18/2020 11:50 AM
41	Öffentlichkeitsarbeit	12/17/2020 8:50 PM
42	management of staff	12/17/2020 8:06 PM
43	common agricultural policy	12/17/2020 4:25 PM
44	byproducts valorization	12/17/2020 3:45 PM
45	Biomasse	12/17/2020 2:03 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	Frutos secos	12/17/2020 11:57 AM
47	Servicios gestión del territorio (inventarios, proyectos de ordenación)	12/17/2020 9:51 AM
48	Grünland	12/17/2020 8:45 AM
49	training of farmers and employees	12/17/2020 8:00 AM
50	Heumilch Produktion	12/17/2020 7:36 AM
51	Forschung	12/17/2020 7:33 AM
52	Esparrago	12/16/2020 9:26 PM
53	Gestión agronómica	12/16/2020 8:03 PM
54	RR.HH.	12/16/2020 7:07 PM
55	Vid	12/16/2020 6:13 PM
56	Cerealista	12/16/2020 5:51 PM
57	Información	12/16/2020 2:22 PM
58	Educatin	12/16/2020 2:21 PM
59	Forschung und Entwicklung	12/16/2020 1:50 PM
60	Δενδροκομία	12/16/2020 1:10 PM
61	Agribusiness	12/16/2020 11:23 AM
62	Διαχείριση αγροτικών εκμεταλλεύσεων	12/16/2020 8:25 AM
63	technical advice	12/16/2020 7:32 AM
64	Formação	12/15/2020 6:42 PM
65	Technical	12/15/2020 5:08 PM
66	živinoreja	12/15/2020 12:14 PM
67	Fruits & vegetable production for Dutch retail	12/15/2020 9:33 AM
68	business analysis	12/15/2020 9:12 AM
69	zelenjadarstvo	12/15/2020 7:33 AM
70	ekološka pridelava	12/15/2020 7:21 AM
71	Enology	12/15/2020 7:07 AM
72	fitossanidade	12/14/2020 10:44 PM
73	Berufliche Fort-und Weiterbildung (staatlich geregelt)	12/14/2020 11:44 AM
74	kmetijska politika	12/14/2020 7:41 AM
75	renewable energy	12/11/2020 8:42 AM
76	maaseutupolitiikka	12/10/2020 5:25 PM
77	Natuurbeheer	12/10/2020 5:09 PM
78	Agroalimentaire	12/10/2020 1:55 PM
79	Gestion des espaces agricoles	12/10/2020 1:48 PM
80	Produits laitiers	12/10/2020 1:30 PM
81	loonwerk	12/10/2020 11:48 AM
82	Goede productie	12/10/2020 11:13 AM
83	opfok jongvee	12/10/2020 11:06 AM
84	Employee Development	12/10/2020 9:48 AM
85	Research	12/9/2020 6:07 PM
86	vinogradništvo	12/9/2020 6:34 AM
87	Raziskave v čebelarstvu	12/8/2020 3:57 PM
88	Γεωπονικές υπηρεσίες	12/8/2020 8:27 AM
89	σιτηρα κριθαρι	12/7/2020 3:14 PM
90	Research	12/7/2020 1:30 PM
91	santé de la plante	12/7/2020 11:30 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

92	Breeding Advice	12/4/2020 2:54 PM
93	Retail	12/4/2020 10:42 AM
94	Environment	12/4/2020 9:51 AM
95	Animal Health	12/4/2020 9:23 AM
96	vuohien jalostus	12/4/2020 7:11 AM
97	maatilojen palvelut	12/4/2020 5:22 AM
98	R&D Innovation	12/3/2020 7:20 PM
99	formation ingénieur	12/3/2020 2:33 PM
100	Politique agricole commune	12/3/2020 10:31 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

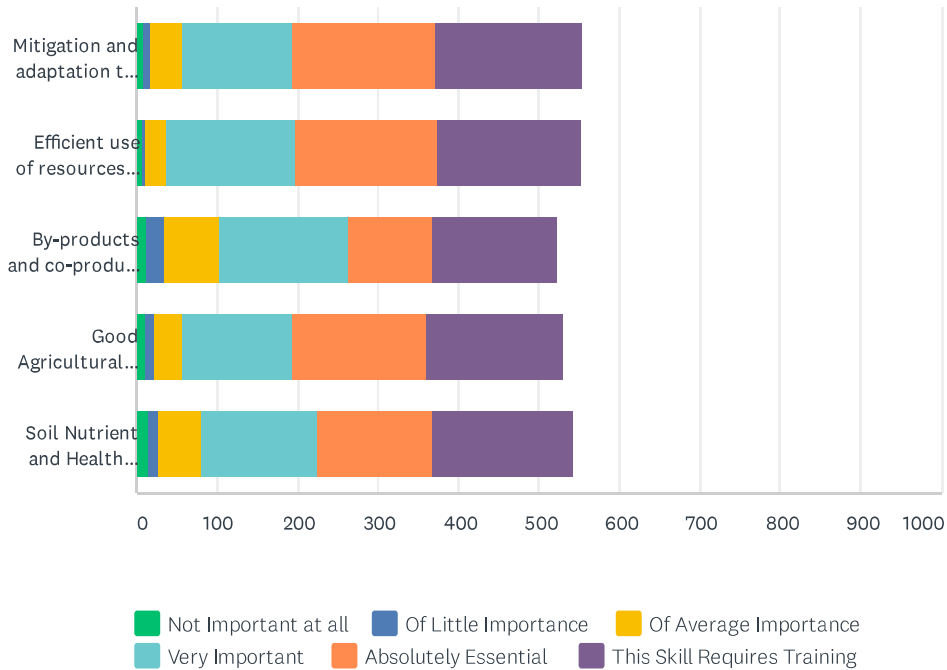
#	3.	DATE
1	Trait development	1/20/2021 7:46 AM
2	digitale Demofarm	1/19/2021 6:17 PM
3	Olivos	1/14/2021 10:14 AM
4	Sostenibilidad	1/13/2021 3:36 PM
5	gestión energética	1/12/2021 6:06 PM
6	coltivazione di fruttiferi	1/8/2021 5:14 PM
7	Producción animal	1/8/2021 2:59 PM
8	Asesoría legal	1/8/2021 12:43 PM
9	organisational and human factors	1/8/2021 11:51 AM
10	Impatto ambientale	1/8/2021 11:28 AM
11	Urban forestry	1/7/2021 3:42 PM
12	Sustainable development	1/7/2021 9:40 AM
13	duurzame voedselketen	1/6/2021 10:34 PM
14	soil and water management	1/6/2021 3:04 PM
15	Zertifizierung von Personen	1/5/2021 2:46 PM
16	Zuckerrübe	12/26/2020 12:46 PM
17	Κηπευτικά	12/25/2020 6:53 PM
18	Fatores de produção Agro pecuária	12/24/2020 1:06 PM
19	Forstwirtschaft	12/23/2020 7:51 AM
20	.	12/22/2020 12:58 PM
21	Control, evaluación e información	12/22/2020 12:12 PM
22	Agri input retailer	12/22/2020 9:18 AM
23	Candidaturas ayudas agricultores	12/22/2020 9:06 AM
24	Ayudas	12/21/2020 7:05 PM
25	Climate Change	12/21/2020 11:40 AM
26	Forestry	12/20/2020 10:39 PM
27	Medio Ambiente	12/19/2020 5:33 PM
28	Information	12/19/2020 10:45 AM
29	Asesoramiento a Comunidades de Regantes	12/18/2020 5:40 PM
30	Elaboração de candidaturas (apoios diretos)	12/18/2020 2:09 PM
31	Desarrollo rural	12/18/2020 11:50 AM
32	auditing the accounts	12/17/2020 8:06 PM
33	AKIS	12/17/2020 4:25 PM
34	healthy ingredients	12/17/2020 3:45 PM
35	Ganaderia	12/17/2020 11:57 AM
36	Incendios forestales	12/17/2020 9:51 AM
37	Ackerbau	12/17/2020 8:45 AM
38	Nachhaltige Wirtschaftsweise	12/17/2020 7:36 AM
39	Ausbildung	12/17/2020 7:33 AM
40	Gestión empresarial	12/16/2020 8:03 PM
41	Proyectos	12/16/2020 7:07 PM
42	Hortícola	12/16/2020 5:51 PM
43	Produktsicherheit	12/16/2020 1:50 PM
44	Livestock Marts	12/16/2020 11:23 AM
45	Apoio Técnico	12/15/2020 6:42 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	Regulatory	12/15/2020 5:08 PM
47	training management	12/15/2020 9:12 AM
48	varstvo okolja	12/15/2020 7:33 AM
49	tehnološki razvoj -nove tehnologije	12/15/2020 7:21 AM
50	Promotion	12/15/2020 7:07 AM
51	compra e venda	12/14/2020 10:44 PM
52	Weiterbildung (nicht staatlich geregelt)	12/14/2020 11:44 AM
53	razvoj podeželja	12/14/2020 7:41 AM
54	sustainable agriculture	12/11/2020 8:42 AM
55	Melkveehouderij	12/10/2020 5:09 PM
56	Vente	12/10/2020 1:55 PM
57	landbouw	12/10/2020 11:48 AM
58	Kostprijs	12/10/2020 11:13 AM
59	land bewerken	12/10/2020 11:06 AM
60	Communication	12/10/2020 9:48 AM
61	Managment	12/9/2020 6:07 PM
62	marketing - digitalizacija	12/9/2020 6:34 AM
63	Εφαρμογή Συστημάτων Ποιότητας στην αγροτική παραγωγή	12/8/2020 8:27 AM
64	Sustainability	12/7/2020 1:30 PM
65	alimentation humaine et animale	12/7/2020 11:30 AM
66	Herd Management Services	12/4/2020 2:54 PM
67	Animal Feed	12/4/2020 10:42 AM
68	Utilities	12/4/2020 9:51 AM
69	Animal welfare	12/4/2020 9:23 AM
70	jalostus	12/4/2020 7:11 AM
71	Ressource sol	12/3/2020 7:20 PM
72	Dynamique des territoires ruraux	12/3/2020 10:31 AM

Q11 SUSTAINABILITY SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training.

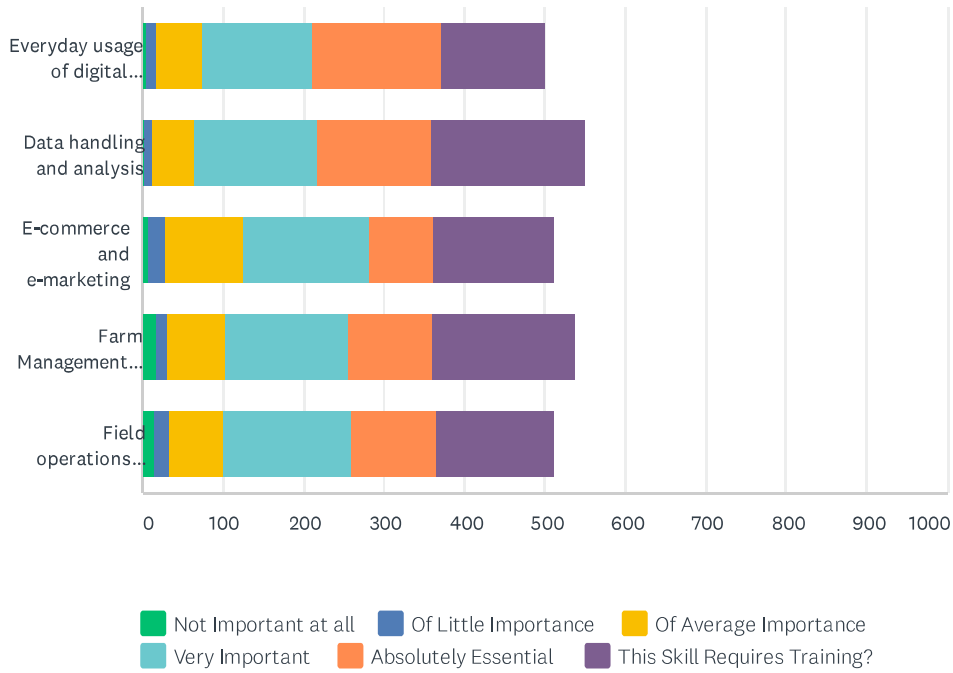
Answered: 394 Skipped: 123



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONDENTS
Mitigation and adaptation to climate change	2.05% 8	2.30% 9	9.97% 39	35.04% 137	45.52% 178	47.06% 184	391
Efficient use of resources and logistics	1.53% 6	1.28% 5	6.63% 26	40.82% 160	44.90% 176	45.66% 179	392
By-products and co-products valorisation	3.08% 12	5.66% 22	17.74% 69	41.13% 160	26.74% 104	40.10% 156	389
Good Agricultural Practices	2.81% 11	2.81% 11	8.93% 35	34.44% 135	42.86% 168	43.37% 170	392
Soil Nutrient and Health Management	3.59% 14	3.33% 13	13.85% 54	36.92% 144	36.67% 143	44.62% 174	390

Q12 DIGITALISATION SKILLS - please rank the following Digitalisation skills as per their levels of importance and let us know if a skill requires training.

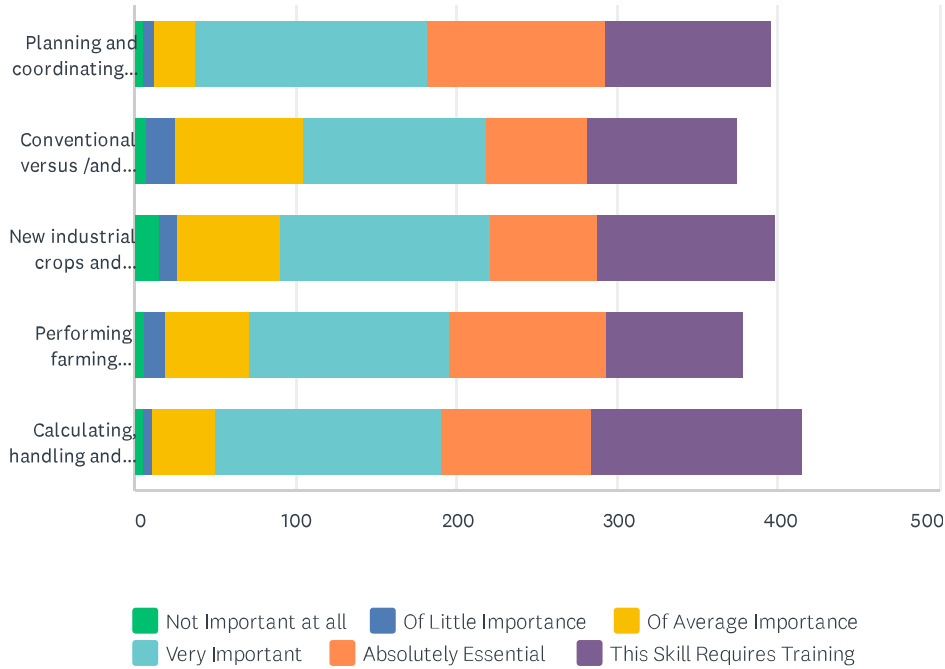
Answered: 391 Skipped: 126



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING?	TOTAL RESPONDENTS
Everyday usage of digital technology to communicate	1.28% 5	2.81% 11	14.83% 58	34.78% 136	41.43% 162	32.74% 128	391
Data handling and analysis	0.51% 2	2.56% 10	13.33% 52	39.23% 153	36.41% 142	49.23% 192	390
E-commerce and e-marketing	1.80% 7	5.67% 22	24.48% 95	40.72% 158	20.62% 80	38.66% 150	388
Farm Management Information Systems (FMIS)	4.37% 17	3.60% 14	18.25% 71	39.59% 154	26.48% 103	46.27% 180	389
Field operations management systems	3.87% 15	4.64% 18	17.53% 68	40.72% 158	27.58% 107	37.63% 146	388

Q13 BIOECONOMY (AGRICULTURE) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. Only Complete this Question if you operate within the Agriculture Sector

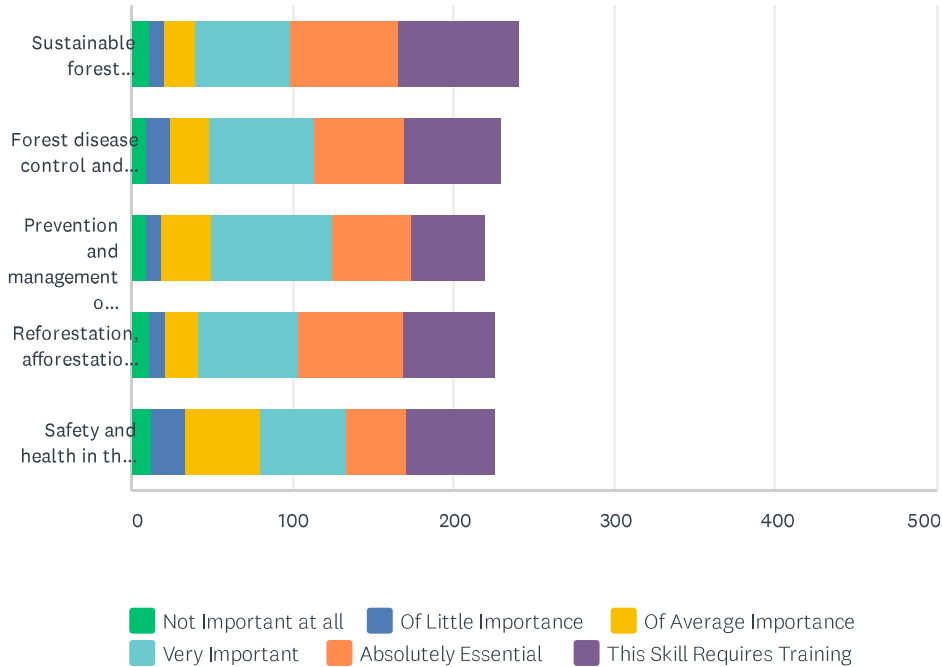
Answered: 306 Skipped: 211



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONDENTS
Planning and coordinating production	1.64% 5	2.30% 7	8.20% 25	47.54% 145	36.07% 110	34.10% 104	305
Conventional versus /and Organic farming	2.31% 7	5.94% 18	26.07% 79	37.95% 115	20.46% 62	31.02% 94	303
New industrial crops and bioproducts for the bioeconomy	4.95% 15	3.63% 11	21.12% 64	43.23% 131	21.78% 66	36.96% 112	303
Performing farming operations	1.97% 6	4.26% 13	17.05% 52	40.98% 125	31.80% 97	28.20% 86	305
Calculating, handling and managing risk	1.64% 5	1.97% 6	12.83% 39	46.38% 141	30.59% 93	43.09% 131	304

Q14 BIOECONOMY (FORESTRY) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. Only Complete this Question if you operate within the Forestry Sector

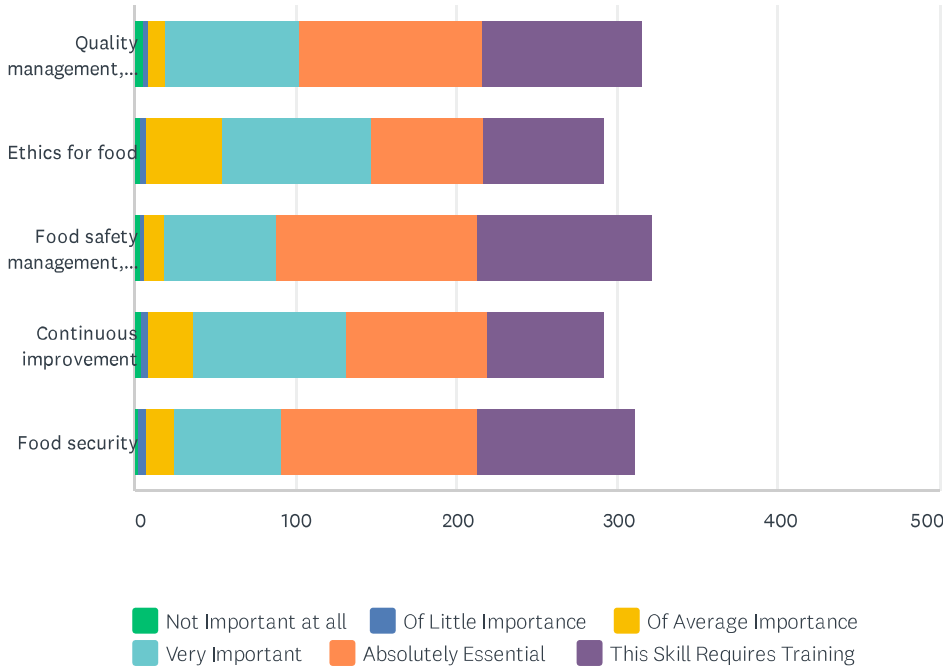
Answered: 181 Skipped: 336



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONDENTS
Sustainable forest management practices and planning	6.11% 11	5.00% 9	10.56% 19	32.78% 59	37.78% 68	41.67% 75	180
Forest disease control and prevention	5.03% 9	8.38% 15	13.41% 24	36.31% 65	31.84% 57	33.52% 60	179
Prevention and management of natural disturbances	5.08% 9	5.08% 9	17.51% 31	42.37% 75	28.25% 50	25.99% 46	177
Reforestation, afforestation and restoration of forest ecosystems	6.15% 11	5.59% 10	11.17% 20	34.64% 62	36.87% 66	31.84% 57	179
Safety and health in the pulp, paper, timber and cork industry	6.70% 12	11.73% 21	25.70% 46	30.73% 55	20.67% 37	30.73% 55	179

Q15 BIOECONOMY (FOOD INDUSTRY) SKILLS - please rank the following sustainability skills as per their levels of importance and let us know if a skill requires training. Only Complete this Question if you operate within the Food Industry Sector

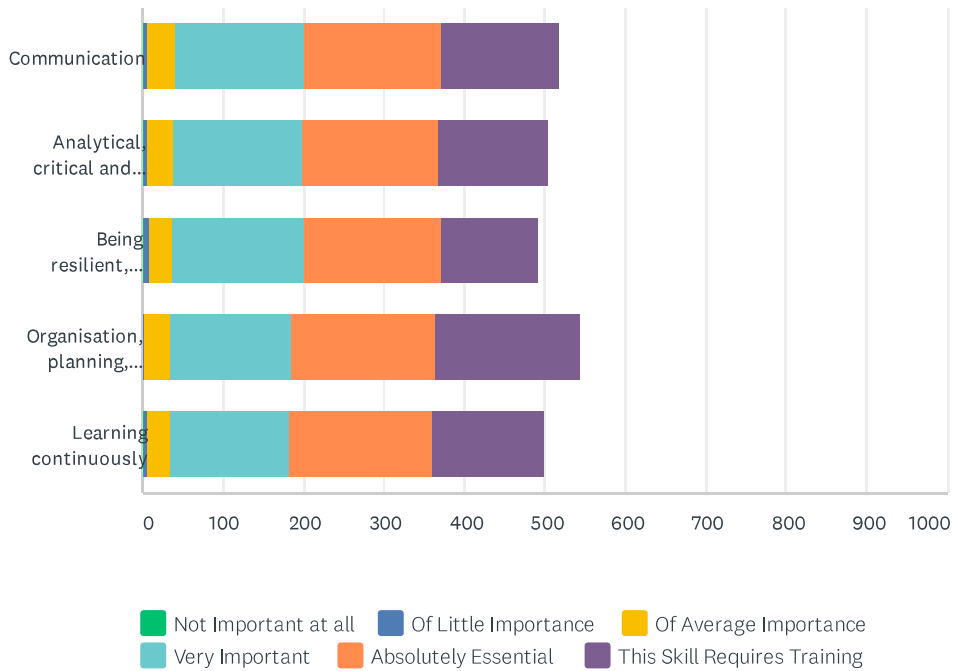
Answered: 235 Skipped: 282



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONDENTS
Quality management, quality assurance and quality control	2.14% 5	1.28% 3	4.70% 11	35.47% 83	48.72% 114	42.31% 99	234
Ethics for food	1.30% 3	1.73% 4	20.35% 47	40.26% 93	30.30% 70	32.47% 75	231
Food safety management, food hygiene and food safety control	1.28% 3	1.28% 3	5.13% 12	29.49% 69	53.85% 126	46.15% 108	234
Continuous improvement	1.71% 4	1.71% 4	11.97% 28	41.03% 96	37.18% 87	31.20% 73	234
Food security	0.86% 2	2.15% 5	7.30% 17	28.76% 67	52.36% 122	42.06% 98	233

Q16 SOFT SKILLS - please rank the following Soft Skills as per their levels of importance and let us know if a skill requires training.

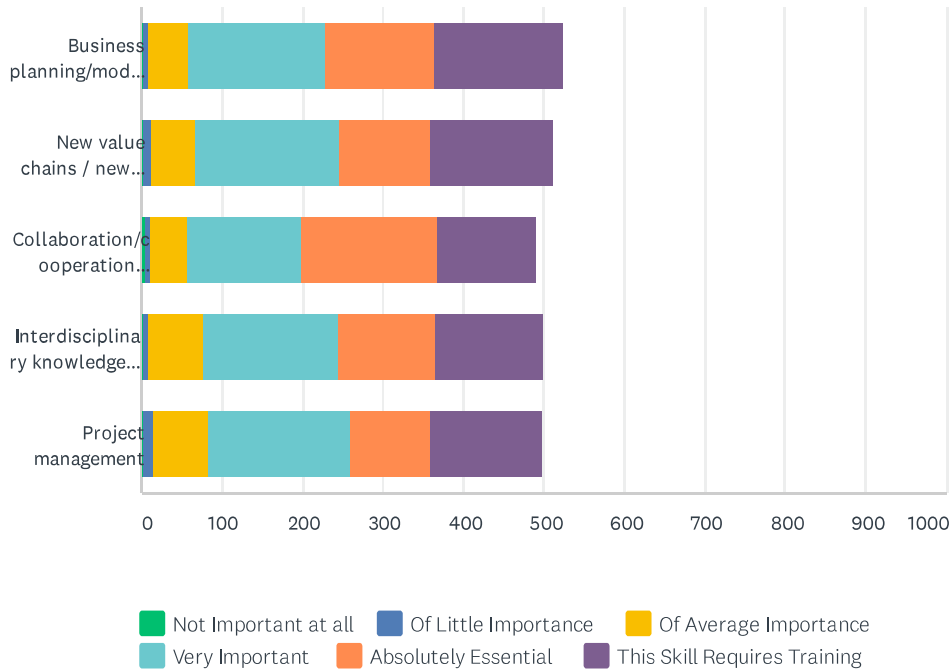
Answered: 388 Skipped: 129



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONDENTS
Communication	0.52% 2	1.03% 4	9.04% 35	41.09% 159	44.44% 172	37.73% 146	387
Analytical, critical and creative thinking	0.52% 2	1.30% 5	8.31% 32	41.56% 160	43.64% 168	35.84% 138	385
Being resilient, adaptable and proactive	0.52% 2	1.57% 6	7.31% 28	42.82% 164	44.91% 172	31.07% 119	383
Organisation, planning, visioning and strategic thinking	0.26% 1	0.52% 2	8.01% 31	39.02% 151	46.25% 179	46.77% 181	387
Learning continuously	0.78% 3	1.03% 4	6.98% 27	38.24% 148	45.74% 177	36.18% 140	387

Q17 BUSINESS & ENTREPRENEURSHIP SKILLS - please rank the following Business and Entrepreneurship skills as per their levels of importance and let us know if a skill requires training.

Answered: 387 Skipped: 130



	NOT IMPORTANT AT ALL	OF LITTLE IMPORTANCE	OF AVERAGE IMPORTANCE	VERY IMPORTANT	ABSOLUTELY ESSENTIAL	THIS SKILL REQUIRES TRAINING	TOTAL RESPONSE
Business planning/model and strategic management	0.52% 2	1.55% 6	13.21% 51	44.04% 170	34.72% 134	41.97% 162	
New value chains / new business models	0.78% 3	2.34% 9	14.29% 55	46.23% 178	29.61% 114	39.74% 153	
Collaboration/cooperation across all sectors in the food chain	1.04% 4	1.82% 7	11.98% 46	36.72% 141	44.27% 170	31.51% 121	
Interdisciplinary knowledge to assess the whole value chain	0.78% 3	1.56% 6	17.45% 67	44.01% 169	31.51% 121	35.16% 135	
Project management	0.52% 2	3.13% 12	17.97% 69	45.83% 176	26.30% 101	35.94% 138	

Q18 What Skills do you think will be required in the future (in the next 5-10 years) in the Following Categories? You can add new skills if you see these as being a future requirement.

Answered: 193 Skipped: 324

ANSWER CHOICES	RESPONSES	
Sustainability	88.60%	171
Digitalisation	90.67%	175
Bioeconomy (Agriculture)	60.10%	116
Bioeconomy (Forestry & related industries)	39.38%	76
Bioeconomy (Food industry)	50.26%	97
Soft Skills	70.98%	137
Business & Entrepreneurship skills	73.06%	141

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	SUSTAINABILITY	DATE
1	Mitigation and adaption to climate change	1/22/2021 3:17 PM
2	Ναι	1/22/2021 1:43 PM
3	Αμβλυνση και προσαρμογή στην κλιματική αλλαγή	1/22/2021 12:51 PM
4	Υιοθέτηση κυκλικής γεωργίας και οικονομίας	1/22/2021 11:51 AM
5	Mitigation and adaptation to climate change	1/19/2021 6:21 PM
6	Efficient use of resources and logistics	1/18/2021 10:21 AM
7	Systemic approach	1/14/2021 8:52 PM
8	Carbon Neutral Farming	1/14/2021 11:15 AM
9	Azioni di mitigazione e adattamento ai cambiamenti climatici	1/14/2021 8:42 AM
10	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
11	Αποτελεσματική χρήση των πόρων και της εφοδιαστικής αλυσίδας	1/13/2021 9:21 PM
12	Estrategias de mitigación y adaptación CC, Eficiencia energética, Sostenibilidad ambiental	1/13/2021 3:44 PM
13	Optimización en el uso de los recursos naturales	1/13/2021 10:55 AM
14	Social and economical sustainability.	1/13/2021 9:04 AM
15	x	1/12/2021 6:13 PM
16	Buenas prácticas agrícolas	1/12/2021 10:12 AM
17	molto importante	1/12/2021 8:36 AM
18	PLANIFICACION, SEGUIMIENTO Y CONTROL	1/12/2021 7:35 AM
19	innovazione	1/11/2021 9:29 PM
20	assolutamente	1/11/2021 7:37 PM
21	rispetto delle norme	1/11/2021 3:42 PM
22	energie rinnovabili	1/10/2021 11:19 PM
23	Mejor gestión y aprovechamiento de residuos, economía circular	1/10/2021 3:01 PM
24	x	1/9/2021 8:39 AM
25	xx	1/8/2021 10:53 PM
26	ESPECIALIZACION DE CULTIVOS	1/8/2021 4:59 PM
27	Metodi di gestione sostenibile dei rifiuti	1/8/2021 3:05 PM
28	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
29	Imprescindible	1/8/2021 11:56 AM
30	xxx	1/8/2021 11:55 AM
31	Gestione delle informazioni	1/8/2021 11:36 AM
32	capacità di gestione nell'ottica della sostenibilità	1/8/2021 10:25 AM
33	Distribuzione fitofarmaci più efficiente	1/8/2021 9:11 AM
34	si	1/7/2021 7:47 PM
35	Alterações climáticas que levam a novas doenças e pragas na Agricultura.	1/7/2021 7:05 PM
36	visione resiliente rispetto ai cambiamenti	1/7/2021 4:59 PM
37	Technical skills	1/7/2021 2:15 PM
38	economical skills (understanding the economical value of sustainability)	1/7/2021 1:10 PM
39	si	1/7/2021 1:04 PM
40	da	1/7/2021 11:33 AM
41	The ability to accurate assess / monitor sustainability	1/7/2021 11:05 AM
42	heritage; organization; SUST. nat. res. manag.; self-organized	1/7/2021 10:18 AM
43	Circular economy	1/7/2021 9:49 AM
44	uso efficiente delle risorse	1/7/2021 9:18 AM
45	maggiore consapevolezza a capacità di analisi	1/7/2021 8:50 AM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

46	1	1/7/2021 8:41 AM
47	social responsibility	1/7/2021 8:25 AM
48	Conservazione e recupero del suolo. Risparmio idrico.	1/7/2021 8:08 AM
49	Sarà richiesta	1/6/2021 10:29 PM
50	and resilience	1/6/2021 3:09 PM
51	Systems design and engineering	1/5/2021 6:25 PM
52	Economía circular	1/5/2021 4:44 PM
53	Sozial- und Kommunikationskompetenz	1/5/2021 3:02 PM
54	Hiiliviljelyn taidot ja kaupallistaminen, Maan kasvukunnon hoito	1/5/2021 2:02 PM
55	economia circular	12/29/2020 11:38 PM
56	Gestión de co-productos	12/29/2020 4:03 PM
57	Biodiversity in sustainable economic use of forests	12/29/2020 1:22 PM
58	ja	12/29/2020 10:37 AM
59	boas praticas agricolas	12/28/2020 2:31 PM
60	Circularity, a systemic approach staqrting in each household anfd thru the valuechain	12/23/2020 12:19 PM
61	Sí	12/22/2020 3:44 PM
62	Climate Change and Green Deal	12/22/2020 3:09 PM
63	Ressourcenmanagement	12/22/2020 1:00 PM
64	Economía Circular y sus derivadas	12/22/2020 12:27 PM
65	X	12/22/2020 11:19 AM
66	Necesario	12/21/2020 7:09 PM
67	Bewertung (Berechnung) von Indizes	12/21/2020 10:34 AM
68	tools for agriculture to stop climate change	12/21/2020 9:22 AM
69	Multiple use knowlwdge	12/21/2020 8:05 AM
70	Umgang mit Risiko & Unsicherheit, Resilienz	12/21/2020 7:54 AM
71	Ressourcenmanagement, Nebenprodukte	12/21/2020 7:21 AM
72	Ökosystemmanagement	12/21/2020 7:16 AM
73	Business & Entrepreneurship skills	12/20/2020 10:58 PM
74	Uso eficiente de recursos naturais.	12/20/2020 9:00 PM
75	Si	12/19/2020 9:20 AM
76	Holistic view of all aspects of sustainability, environment, social, economy	12/19/2020 9:17 AM
77	Desenvolvimento varietal / Gestão dos recursos	12/18/2020 8:18 PM
78	economia circula	12/18/2020 2:15 PM
79	gestión de residuos	12/18/2020 12:48 PM
80	Indeed	12/18/2020 11:47 AM
81	all	12/18/2020 10:22 AM
82	1	12/18/2020 8:31 AM
83	Nutzung von Maßnahmen, die Nachhaltigkeit fördern	12/17/2020 9:17 PM
84	Denken in Generationen	12/17/2020 8:56 PM
85	essential	12/17/2020 8:21 PM
86	1	12/17/2020 8:14 PM
87	OneHealth, Safety Culture	12/17/2020 4:47 PM
88	yes	12/17/2020 2:20 PM
89	effizienter Ressourceneinsatz	12/17/2020 1:40 PM
90	neue Primärrohstoffe und effizientere Wertschöpfungsketten	12/17/2020 12:30 PM
91	Eco	12/17/2020 12:00 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

92	Work life balance	12/17/2020 10:33 AM
93	8	12/17/2020 9:41 AM
94	Sustainable production. Enviroment protection.	12/17/2020 8:27 AM
95	combining economic, social and ecological sustainability	12/17/2020 7:59 AM
96	Si	12/16/2020 9:32 PM
97	Si	12/16/2020 8:14 PM
98	Agricultura de precidion	12/16/2020 7:34 PM
99	económica, social y ambiental	12/16/2020 7:13 PM
100	1	12/16/2020 6:04 PM
101	Καλές γεωργικές πρακτικές	12/16/2020 5:27 PM
102	Mitigation and adaptation to climate change	12/16/2020 4:46 PM
103	unbedingt erforderlich	12/16/2020 2:05 PM
104	X	12/16/2020 1:53 PM
105	YES	12/16/2020 12:27 PM
106	Innovative and Creative Thinking	12/16/2020 12:17 PM
107	Clearer understanding of what sustainability is	12/16/2020 10:46 AM
108	taking care of the the environment	12/16/2020 8:50 AM
109	Human Health & Wellbeing, Natural Resource Management	12/16/2020 8:18 AM
110	x	12/16/2020 8:09 AM
111	efficient use of resources	12/16/2020 7:38 AM
112	Hopefully, a framework needs to be set up for a raise the sustainability understanding	12/16/2020 7:14 AM
113	none sustainability is sustaining a broken model its about regenerating	12/15/2020 10:24 PM
114	X	12/15/2020 7:57 PM
115	Formação/informação/inovação	12/15/2020 6:46 PM
116	Reuse of resources to minimise waste sourcing alternate resources	12/15/2020 5:15 PM
117	vision	12/15/2020 4:26 PM
118	Humusaufbau	12/15/2020 3:55 PM
119	respect du vivant	12/15/2020 3:07 PM
120	Mitigation and adaptation to climate change	12/15/2020 2:00 PM
121	Arbeit in interdizipinären Netzwerken	12/15/2020 1:28 PM
122	yes	12/15/2020 11:41 AM
123	Environmental knowledge, knowledge in chemistry	12/15/2020 10:55 AM
124	investigative demand from industries	12/15/2020 9:58 AM
125	Yes	12/15/2020 9:13 AM
126	ohranjanje biotske pestrosti, ohranjanje proizvodnje	12/15/2020 8:48 AM
127	zelo potrebna	12/15/2020 7:42 AM
128	da	12/15/2020 7:30 AM
129	certificação	12/14/2020 10:46 PM
130	Überblick, Strategische Planung, Innovation	12/14/2020 11:50 AM
131	Gestão eficiente da água	12/14/2020 10:54 AM
132	Cross disciplinary sustainability focus	12/14/2020 8:40 AM
133	odpornost, prilagodljivost	12/14/2020 7:53 AM
134	understanding the whole picture	12/11/2020 8:50 AM
135	Creo que será necesaria en un futuro muy próximo.	12/11/2020 7:28 AM
136	Economía circular	12/10/2020 7:54 PM
137	Communicatie	12/10/2020 5:15 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

138	gesamthafes Denken	12/10/2020 4:28 PM
139	1	12/10/2020 2:32 PM
140	Circuits courts, protéines végétales	12/10/2020 2:00 PM
141	tissu socio-territorial	12/10/2020 1:51 PM
142	Stikstof	12/10/2020 11:20 AM
143	wind energie \ zonnepanelen	12/10/2020 11:11 AM
144	Uso eficiente de recursos e logística, Boas Práticas Agrícolas, Mitigação e adaptação às mudanças climáticas,	12/10/2020 10:15 AM
145	Planning, innovation, community relations, recruitment: attraction and retention, training and development, career development, psychometrics	12/10/2020 9:48 AM
146	mitigation and adaptation to climate change	12/9/2020 6:19 PM
147	Empreinte environnementale des produits et des services	12/9/2020 5:40 PM
148	Calculation of Carbon Footprint, LCA	12/9/2020 3:50 PM
149	Kennis van duurzaamheid in de praktijk, zonne energie, biogas op bedrijven als vervanging van huidige electra, vooral ook opslag van duurzame energie.	12/9/2020 3:08 PM
150	Kykyä arvioida kestävyyttä taloudellisesti, ekologisesti sekä sosiaalisesti	12/9/2020 7:14 AM
151	Climate change and environmental	12/8/2020 11:45 PM
152	da	12/8/2020 11:20 AM
153	Measuring environmental parameters	12/8/2020 8:35 AM
154	Biodiversity, Nutrition,	12/8/2020 8:29 AM
155	ilmastonmuutos, taloudellinen kestävyys	12/8/2020 7:19 AM
156	5	12/8/2020 6:21 AM
157	van	12/7/2020 3:18 PM
158	Gestion durable de la ressource en eau	12/7/2020 1:34 PM
159	agroécologie	12/7/2020 11:44 AM
160	Adaptation to climate change	12/4/2020 5:32 PM
161	Muutoksen nopeus kasvaa, pitää pysyä mukana kehityksessä	12/4/2020 3:00 PM
162	Circular economy, food security/ food sovereignty, resilience	12/4/2020 11:38 AM
163	Yes	12/4/2020 9:56 AM
164	Continuous learning in all areas	12/4/2020 8:51 AM
165	sopeutumiskyky	12/4/2020 7:16 AM
166	kokonaisuuksien hallinta, elinkaariarviointi	12/3/2020 1:28 PM
167	Eri viljelytapojen ja kasvien vaikutus kestävyteen	12/3/2020 12:17 PM
168	economic sustainability	12/3/2020 11:35 AM
169	liens entre social eco et environnement	12/3/2020 10:21 AM
170	Formation à l'ACV	12/3/2020 8:52 AM
171	Cambio climático	11/30/2020 1:48 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	DIGITALISATION	DATE
1	Digital communication technology	1/22/2021 3:17 PM
2	Ναι	1/22/2021 1:43 PM
3	Διαχείριση και ανάλυση δεδομένων	1/22/2021 12:51 PM
4	Διαχείριση δεδομένων	1/22/2021 11:51 AM
5	E-commerce and e-marketing	1/19/2021 6:21 PM
6	E-commerce and e-marketing	1/18/2021 10:21 AM
7	Internet of Things, Block Chains, Big Data	1/14/2021 11:17 AM
8	Farm Management Systems incorporating sustainability measurements	1/14/2021 11:15 AM
9	Gestione e analisi dei dati	1/14/2021 8:42 AM
10	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
11	Καθημερινή χρήση ψηφιακής τεχνολογίας για επικοινωνία	1/13/2021 9:21 PM
12	Transición del sector hacia la digitalización, Toma de decisiones y Analisis de datos para una mejor gestión (mediante la digitlaización)	1/13/2021 3:44 PM
13	Uso de programas en tabletas y móviles	1/13/2021 10:55 AM
14	Basic graphic design for communication (es. infographics)	1/13/2021 9:04 AM
15	x	1/12/2021 6:13 PM
16	Sistemas de gestión de operaciones de campo	1/12/2021 10:12 AM
17	importante	1/12/2021 8:36 AM
18	FORMACION CONTINUA	1/12/2021 7:35 AM
19	perfezione	1/11/2021 9:29 PM
20	si	1/11/2021 7:37 PM
21	multidisciplinarietà	1/11/2021 3:42 PM
22	IOT applicazioni e sistemi di supporto alle decisioni	1/10/2021 11:19 PM
23	Manejo de tecnologías	1/10/2021 3:01 PM
24	x	1/9/2021 8:39 AM
25	x	1/8/2021 10:53 PM
26	IMPLANTACION DE SISTEMAS DE CONTROL DE RIEGO	1/8/2021 4:59 PM
27	Elettronica applicata ai settori agricolo, agro-alimentare e forestale	1/8/2021 3:05 PM
28	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
29	Muy importante	1/8/2021 11:56 AM
30	xxx	1/8/2021 11:55 AM
31	Nuove piattaforme	1/8/2021 11:36 AM
32	capacità informatiche adeguate	1/8/2021 10:25 AM
33	Conoscenza nel campo dell'agricoltura di precisione	1/8/2021 9:11 AM
34	si	1/7/2021 7:47 PM
35	capacità di raccolta dati in campo e utilizzo integrato di dati per gestione processo produttivo	1/7/2021 4:59 PM
36	Basing skills	1/7/2021 2:15 PM
37	statistics (big data analysis and interpretation)	1/7/2021 1:10 PM
38	si	1/7/2021 1:04 PM
39	da	1/7/2021 11:33 AM
40	Needs to become an everyday tool	1/7/2021 11:05 AM
41	adaptation to always new applications	1/7/2021 10:18 AM
42	Data analysis	1/7/2021 9:49 AM
43	coding	1/7/2021 9:45 AM
44	agricoltura di precisione	1/7/2021 9:18 AM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

45	di assoluta necessità: pensare, comunicare, analizzare in digitale	1/7/2021 8:50 AM
46	1	1/7/2021 8:41 AM
47	AI	1/7/2021 8:25 AM
48	Uso di software per agricoltura di precisione.	1/7/2021 8:08 AM
49	Deze is erg belangrijk. Zowel als toepassing binnen organisatie maar ook als service naar klanten	1/6/2021 10:38 PM
50	big data	1/6/2021 3:09 PM
51	Handling Big Data	1/5/2021 6:25 PM
52	Problemlösungsfähigkeit	1/5/2021 3:02 PM
53	Maatilla tarvittavien laitteiden tiedonkeruun hallinta ja hyödyntäminen liiketoiminnassa, automaation ja teknologian yhteensovittaminen = eri applikaatioiden yhteensovittaminen	1/5/2021 2:02 PM
54	Understanding of AI	1/5/2021 1:34 PM
55	analisis datos	12/29/2020 11:38 PM
56	Análisis crítico de datos	12/29/2020 4:03 PM
57	Connectivity and IoT, digital twins of biosystems, digital integration of bio- and business ecosystems, autonomous harvesting and logistics technology, predictive algorithm -based optimization of forest management practices	12/29/2020 1:22 PM
58	ja	12/29/2020 10:37 AM
59	FMIS	12/28/2020 2:31 PM
60	Data scientist, analyst and data management	12/23/2020 12:19 PM
61	Sí	12/22/2020 3:44 PM
62	Use of Data to help on farm decisions	12/22/2020 3:09 PM
63	Blockchain	12/22/2020 1:00 PM
64	Big Data	12/22/2020 12:27 PM
65	X	12/22/2020 11:19 AM
66	detección de necesidades a aplicar en el sector, con su implementación	12/22/2020 7:10 AM
67	Muy Necesario	12/21/2020 7:09 PM
68	Kenntnisse in Cloud-Lösungen, Netzwerktechnik	12/21/2020 10:34 AM
69	use of digital material fluently	12/21/2020 9:22 AM
70	Use of date in total value chane	12/21/2020 8:05 AM
71	Zweckmäßigkeit von Werkzeugen beurteilen	12/21/2020 7:54 AM
72	Zentralisierung	12/21/2020 7:21 AM
73	Datenmanagement	12/21/2020 7:16 AM
74	Advance soft wear on farm and forestry systems	12/20/2020 10:58 PM
75	Uso diário da tecnologia para comunicação.	12/20/2020 9:00 PM
76	Si	12/19/2020 9:20 AM
77	how to exploit the technologies for precision agriculture	12/19/2020 9:17 AM
78	Sistemas de apoio à decisão	12/18/2020 8:18 PM
79	resíduos zero	12/18/2020 2:15 PM
80	implantación nuevas tecnologías	12/18/2020 12:48 PM
81	Indeed	12/18/2020 11:47 AM
82	2	12/18/2020 8:31 AM
83	teillflächenspezifische Bewirtschaftung	12/18/2020 6:19 AM
84	Umgang mit EDV	12/17/2020 9:17 PM
85	Landwirtschaft nicht zum Hobby machen	12/17/2020 8:56 PM
86	essential	12/17/2020 8:21 PM
87	virtual reality, augmented reality applications, ML, AI, bioinformatics tools applied in sustainability	12/17/2020 4:47 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

88	knowladge transfer	12/17/2020 4:34 PM
89	data analytics and management, new business model to sell datas	12/17/2020 3:51 PM
90	yes	12/17/2020 2:20 PM
91	Farmmanagementsysteme	12/17/2020 1:40 PM
92	Robótica	12/17/2020 12:47 PM
93	Res sociales	12/17/2020 12:00 PM
94	up skilling of IT skills	12/17/2020 10:33 AM
95	10	12/17/2020 9:41 AM
96	Good internet connections in rural areas. Use of communication and management tools	12/17/2020 8:27 AM
97	Handling of big data	12/17/2020 7:59 AM
98	Si	12/16/2020 9:32 PM
99	Si	12/16/2020 8:14 PM
100	Conectividad	12/16/2020 7:34 PM
101	seguramente cosas que hoy desconocemos	12/16/2020 7:13 PM
102	Συστήματα διαχείρισης λειτουργιών πεδίου	12/16/2020 5:27 PM
103	E commerce, e marketing	12/16/2020 4:46 PM
104	bedingt	12/16/2020 2:05 PM
105	X	12/16/2020 1:53 PM
106	YES	12/16/2020 12:27 PM
107	Social Intelligence	12/16/2020 12:17 PM
108	Important for production, marketing and sales	12/16/2020 10:46 AM
109	whats behind the pc/tablet - how does it actually work	12/16/2020 8:50 AM
110	Drones and Crop Monitoring, farming and robotics	12/16/2020 8:18 AM
111	x	12/16/2020 8:09 AM
112	data collection and analysis of same	12/16/2020 7:38 AM
113	Life Long Learning	12/16/2020 7:14 AM
114	online systems that allow food producers to reduce labour costs	12/15/2020 10:24 PM
115	X	12/15/2020 7:57 PM
116	Imprescindível	12/15/2020 6:46 PM
117	Data Analytics, Process Optimisation through algorithym analysis.	12/15/2020 5:15 PM
118	skills	12/15/2020 4:26 PM
119	Identifikation von nützlichen Anwendungen für meinen Betrieb	12/15/2020 3:55 PM
120	compétences informatiques	12/15/2020 3:07 PM
121	Data handling and analysis	12/15/2020 2:00 PM
122	Stärkung der digitalen Kommunikationsfähigkeit	12/15/2020 1:28 PM
123	yes	12/15/2020 11:41 AM
124	analytical thinking	12/15/2020 10:55 AM
125	Uudet pedagogiset taidot	12/15/2020 9:29 AM
126	Yes	12/15/2020 9:13 AM
127	izobraževanje, financiranje	12/15/2020 8:48 AM
128	potrebna	12/15/2020 7:42 AM
129	da	12/15/2020 7:30 AM
130	na optica do utilizador	12/14/2020 10:46 PM
131	Operative Kompetenzen, Information + Kommunikation	12/14/2020 11:50 AM
132	Eigentum an Daten	12/14/2020 10:58 AM
133	Operacionalizar sistema de gestão da atividade agrícola, melhorando a produtividade e reduzir os custo de produção	12/14/2020 10:54 AM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

134	Digitilisation in farm management systems	12/14/2020 8:40 AM
135	natančnost, urejenost	12/14/2020 7:53 AM
136	customer understanding	12/11/2020 8:50 AM
137	Más a largo plazo, se tienen conocimientos básicos que pueden servir por el momento	12/11/2020 7:28 AM
138	Manejo de datos	12/10/2020 7:54 PM
139	jene Spezialbereiche identifizieren, die wirklich Nutzen bringen	12/10/2020 4:28 PM
140	3	12/10/2020 2:32 PM
141	Blockchain, IoT	12/10/2020 2:19 PM
142	Réseaux sociaux & blockchain	12/10/2020 2:00 PM
143	verzamelen van data	12/10/2020 11:20 AM
144	computers	12/10/2020 11:11 AM
145	Sistemas de informação para a gestão agrícola (FMIS), Sistemas de gestão de operações de campo, Tratamento e análise de dados	12/10/2020 10:15 AM
146	The use of new communications technology	12/10/2020 9:48 AM
147	data handling and analysis	12/9/2020 6:19 PM
148	réseaux sociaux, communication & marketing, blockchain	12/9/2020 5:40 PM
149	FMIS, Big data	12/9/2020 3:50 PM
150	jaarlijkse cursus en update van kennis	12/9/2020 3:08 PM
151	Johtaminen ja toimiminen digitaalisen, tarkentuvan tiedon avulla	12/9/2020 7:14 AM
152	socialna omrežja	12/9/2020 6:40 AM
153	Data analytics	12/8/2020 11:45 PM
154	Understanding and using possibilities portable devices offers	12/8/2020 3:29 PM
155	da	12/8/2020 11:20 AM
156	Adaptation to the new digital tools in each sector (mainly current workforce)	12/8/2020 8:35 AM
157	AI	12/8/2020 8:29 AM
158	etätyö	12/8/2020 7:19 AM
159	5	12/8/2020 6:21 AM
160	ναι	12/7/2020 3:18 PM
161	Big Data	12/7/2020 11:44 AM
162	Εκπαίδευση σε νέα τεχνολογικά εργαλεία	12/7/2020 11:22 AM
163	tietojärjestelmien käyttöönotto ja käyttö, tiedon analysointi	12/7/2020 9:08 AM
164	Digitalisation in agricultural mechanization	12/4/2020 5:32 PM
165	Sähköiset palvelut ja asiointi	12/4/2020 3:00 PM
166	Open source, digital marketplaces, aggregating value	12/4/2020 11:38 AM
167	Yes	12/4/2020 9:56 AM
168	Digitaalisten ympäristöjen hyödyntäminen työn tuottavuuden kehittämiseksi	12/4/2020 9:18 AM
169	Continuous learning. Address rapidly changing tech	12/4/2020 8:51 AM
170	datan analysointi yhdistettynä tavoitteisiin ja päätöksentekoon	12/3/2020 1:28 PM
171	Kriittinen palvelujen ja laitteiden arviointi	12/3/2020 12:17 PM
172	GIS	12/3/2020 11:35 AM
173	pilotage...	12/3/2020 10:21 AM
174	obligation pour les fabricants de software et les distributeurs de former leurs clients	12/3/2020 8:52 AM
175	tecnología de drones	11/30/2020 1:48 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	BIOECONOMY (AGRICULTURE)	DATE
1	Risk management	1/22/2021 3:17 PM
2	Ναι	1/22/2021 1:43 PM
3	Υπολογισμός/διαχείριση κινδύνου	1/22/2021 12:51 PM
4	New industrial crops and bioproducts for the bioeconomy	1/19/2021 6:21 PM
5	Calculating, handling and managing risk	1/18/2021 10:21 AM
6	One Health approach	1/14/2021 11:15 AM
7	Gestione della sicurezza alimentare, igiene alimentare e controllo della sicurezza alimentare	1/14/2021 8:42 AM
8	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
9	Valorización de subproductos como insumos en la agricultura	1/13/2021 3:44 PM
10	Gestión económica de las explotaciones	1/13/2021 10:55 AM
11	Use of assessment and performance farming tool, carbon footprint farm balance,	1/13/2021 9:04 AM
12	x	1/12/2021 6:13 PM
13	Agricultura ecológica	1/12/2021 10:12 AM
14	importante	1/12/2021 8:36 AM
15	PLANES PARA NUEVOS EMPRENDEDORES	1/12/2021 7:35 AM
16	visione generale	1/11/2021 9:29 PM
17	si	1/11/2021 7:37 PM
18	visione strategica	1/11/2021 3:42 PM
19	modelli di meccanizzazione per i PVS	1/10/2021 11:19 PM
20	Integración de las nuevas tecnologías en el mundo agrario	1/10/2021 3:01 PM
21	x	1/9/2021 8:39 AM
22	xx	1/8/2021 10:53 PM
23	Valorizzazione dei residui colturali	1/8/2021 3:05 PM
24	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
25	xx	1/8/2021 11:55 AM
26	Conoscenza della rete	1/8/2021 11:36 AM
27	capacità di gestione in un'ottica di multidisciplinarietà	1/8/2021 10:25 AM
28	si	1/7/2021 7:47 PM
29	capacità sviluppo di progetti aziendali o sovra aziendali per servizi ecosistemici e innovazione tecniche di produzione	1/7/2021 4:59 PM
30	Precision farming and 4.0 Agriculture	1/7/2021 2:15 PM
31	si	1/7/2021 1:04 PM
32	da	1/7/2021 11:33 AM
33	Raw material exploitation	1/7/2021 9:49 AM
34	agricoltura biologica	1/7/2021 9:18 AM
35	importante per il recupero della visione olistica dell'agricoltura. Ciò che è l'essenza della sgricoltura di precisione sostenibile	1/7/2021 8:50 AM
36	1	1/7/2021 8:41 AM
37	Diffusione di tecniche di precisione.	1/7/2021 8:08 AM
38	circularity	1/6/2021 3:09 PM
39	Soil physics	1/5/2021 6:25 PM
40	Fach- und Methodenkompetenz	1/5/2021 3:02 PM
41	Maatilan tuotannon sivuvirtojen hyödyntäminen energian tuotannossa, maatilan kokonaisenergiavirtojen hallinta ja hyödyntäminen maatilalla ja lisäarvon tuottaminen (esim sähkö)	1/5/2021 2:02 PM
42	biorefinerías	12/29/2020 11:38 PM
43	Economía circular	12/29/2020 4:03 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

44	ja	12/29/2020 10:37 AM
45	Planeamento e coordenação da produção	12/28/2020 2:31 PM
46	Sí	12/22/2020 3:44 PM
47	.	12/22/2020 1:00 PM
48	Genómica	12/22/2020 12:27 PM
49	X	12/22/2020 11:19 AM
50	Muy necesaria	12/21/2020 7:09 PM
51	Thema Agroforst	12/21/2020 7:54 AM
52	Planning and economic return	12/20/2020 10:58 PM
53	Agricultura convencional vs orgânica vs permacultura	12/20/2020 9:00 PM
54	Si	12/19/2020 9:20 AM
55	end of waste approach	12/19/2020 9:17 AM
56	Valorização energética	12/18/2020 8:18 PM
57	residuos zero	12/18/2020 2:15 PM
58	Indeed	12/18/2020 11:47 AM
59	3	12/18/2020 8:31 AM
60	Wissen über alte Praktiken, Sorten	12/17/2020 9:17 PM
61	Finanzen Sichern = Überleben	12/17/2020 8:56 PM
62	essential	12/17/2020 8:21 PM
63	Risikomanagement	12/17/2020 1:40 PM
64	Ganzheitlichere Wertschöpfungsketten mit besserer Valorisierung	12/17/2020 12:30 PM
65	Esencial	12/17/2020 12:00 PM
66	Farming in harmony with nature	12/17/2020 10:33 AM
67	Diversification and complementary productions. Efficient use of resources and logistic.	12/17/2020 8:27 AM
68	market of by-products and side streams	12/17/2020 7:59 AM
69	Si	12/16/2020 9:32 PM
70	Υπολογισμός, διαχείριση κινδύνου	12/16/2020 5:27 PM
71	Managing & Handling Ris	12/16/2020 4:46 PM
72	unbedingt erforderlich	12/16/2020 2:05 PM
73	YES	12/16/2020 12:27 PM
74	Natural resource management	12/16/2020 10:46 AM
75	how to reduce environmental impact of food production	12/16/2020 8:18 AM
76	Specialists needed within the sector, securement of broader knowledge in society	12/16/2020 7:14 AM
77	farmer need to be at the focus of food production and need better income and its all about soil management	12/15/2020 10:24 PM
78	a valorizar	12/15/2020 6:46 PM
79	skills	12/15/2020 4:26 PM
80	Marktkentnisse	12/15/2020 3:55 PM
81	connaissances des processus	12/15/2020 3:07 PM
82	yes	12/15/2020 11:41 AM
83	IT skills	12/15/2020 10:55 AM
84	Yes	12/15/2020 9:13 AM
85	potrebna	12/15/2020 7:42 AM
86	da	12/15/2020 7:30 AM
87	Regenerative Energien produzieren, Produktabsatz organisieren	12/14/2020 11:50 AM
88	Schließen von Kreisläufen	12/14/2020 10:58 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

89	Aquisição de conhecimentos teóricos e práticos para desenvolver a actividade agrícola cada vez mais amiga do ambiente	12/14/2020 10:54 AM
90	prilagodljivost, uvajanje sprememb, načrtovanje in organizacija	12/14/2020 7:53 AM
91	long term thinking and calculation	12/11/2020 8:50 AM
92	Creo que es muy necesaria a muy corto plazo, los agricultores tienen poca formación en este aspecto. Incluyo también aquí la sanidad vegetal, no tienen conocimientos al respecto y sus prescriptores son los comerciales de productos fitosanitarios.	12/11/2020 7:28 AM
93	Agri ecologie	12/10/2020 5:15 PM
94	Wirtschaftlichkeit	12/10/2020 4:28 PM
95	5	12/10/2020 2:32 PM
96	Agriculture durable // besoin d'une production accrue	12/10/2020 2:00 PM
97	minder spuiten	12/10/2020 11:11 AM
98	Agricultura convencional versus / e orgânica, Novas culturas industriais e bioprodutos para a bioeconomia, Planeamento e coordenação da produção	12/10/2020 10:15 AM
99	planning and coordination production and managing risk	12/9/2020 6:19 PM
100	gestion de la production, agriculture durable	12/9/2020 5:40 PM
101	heel belangrijk om meer kennis van de krijgen.	12/9/2020 3:08 PM
102	Suunnitelmallinen toiminta ja riskien hallinta	12/9/2020 7:14 AM
103	Bio-based energies	12/8/2020 11:45 PM
104	Side streams	12/8/2020 8:29 AM
105	10	12/8/2020 6:21 AM
106	Economie circulaire	12/7/2020 11:44 AM
107	Διασφάλιση ποιότητας παραγόμενων προϊόντων	12/7/2020 11:22 AM
108	Efficient use of resources	12/4/2020 5:32 PM
109	Ekologisuus	12/4/2020 3:00 PM
110	Circular economy, sustainability, local supply chains, food webs	12/4/2020 11:38 AM
111	yes	12/4/2020 9:56 AM
112	markkina lähtöinen tuotanto	12/3/2020 1:28 PM
113	Tiedon tulvassa mukana pysyminen	12/3/2020 12:17 PM
114	lien avec les startup et transfo en formations	12/3/2020 10:21 AM
115	Formation de formateurs	12/3/2020 8:52 AM
116	agrocultura ecológica	11/30/2020 1:48 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

#	BIOECONOMY (FORESTRY & RELATED INDUSTRIES)	DATE
1	Sustainability	1/22/2021 3:17 PM
2	Βιώσιμες πρακτικές διαχείρισης και σχεδιασμού	1/22/2021 12:51 PM
3	Sustainable forest management practices and planning	1/18/2021 10:21 AM
4	Forest management, mobilisation of biomass and value chain development	1/14/2021 11:15 AM
5	Competenze nel rimboschimento, imboschimento e ripristino degli ecosistemi forestali	1/14/2021 8:42 AM
6	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
7	x	1/12/2021 6:13 PM
8	importante	1/12/2021 8:36 AM
9	completezza	1/11/2021 9:29 PM
10	si	1/11/2021 7:37 PM
11	Mejorar el aprovechamiento de los recursos	1/10/2021 3:01 PM
12	xxx	1/8/2021 10:53 PM
13	Valorizzazione dei sottoprodotti della silvicoltura	1/8/2021 3:05 PM
14	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
15	xx	1/8/2021 11:55 AM
16	Technical skills	1/7/2021 2:15 PM
17	si	1/7/2021 1:04 PM
18	Lernen durch beobachten des Waldes	1/7/2021 12:10 PM
19	da	1/7/2021 11:33 AM
20	Not yet sure - very much a 'buzz' word lately	1/7/2021 11:05 AM
21	adattamento al cambiamento climatico	1/7/2021 9:45 AM
22	1	1/7/2021 8:41 AM
23	Aktivitäts- und Umsetzungskompetenz	1/5/2021 3:02 PM
24	mantenimiento forestal	12/29/2020 4:03 PM
25	Bio-based material technologies, new functionalities for forest-based biomass as raw material for future sustainable material solutions	12/29/2020 1:22 PM
26	ja	12/29/2020 10:37 AM
27	Práticas de gestão florestal sustentável e planeamento	12/28/2020 2:31 PM
28	All the bi product options available, comercialise these	12/23/2020 12:19 PM
29	Sí	12/22/2020 3:44 PM
30	.	12/22/2020 1:00 PM
31	Pastoreo y silvicultura	12/22/2020 12:27 PM
32	X	12/22/2020 11:19 AM
33	Necesario	12/21/2020 7:09 PM
34	Use of bi products	12/21/2020 8:05 AM
35	zusätzliche stoffliche Verwendungen von Waldprodukten	12/21/2020 7:54 AM
36	Nachhaltige Bewirtschaftung mit Zukunftsorientierung	12/21/2020 7:16 AM
37	long term investment	12/20/2020 10:58 PM
38	Práticas de gestão florestal sustentável.	12/20/2020 9:00 PM
39	end of waste approach	12/19/2020 9:17 AM
40	residuos zero	12/18/2020 2:15 PM
41	Sparsamer Umgang mit Ressourcen	12/17/2020 9:17 PM
42	essential	12/17/2020 8:21 PM
43	Αναδάσωση, δενδροφύτευση και αποκατάσταση δασικών οικοσυστημάτων	12/16/2020 5:27 PM
44	undbedingt erforderlich	12/16/2020 2:05 PM
45	YES	12/16/2020 12:27 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	Natural resource management	12/16/2020 10:46 AM
47	Specialists needed within the sector, securement of broader knowledge in society	12/16/2020 7:14 AM
48	A valorizar	12/15/2020 6:46 PM
49	skills	12/15/2020 4:26 PM
50	Möglichkeiten	12/15/2020 3:55 PM
51	connaissance des cycles de vie	12/15/2020 3:07 PM
52	yes	12/15/2020 11:41 AM
53	IT skills	12/15/2020 10:55 AM
54	Yes	12/15/2020 9:13 AM
55	da	12/15/2020 7:30 AM
56	Nachwachsende Rohstoffe produzieren, Ökosysteme gestalten, Landschaft pflegen	12/14/2020 11:50 AM
57	Operacionalizar sistema de prevenção e gestão de distúrbios naturais	12/14/2020 10:54 AM
58	načrtovanje in organizacija	12/14/2020 7:53 AM
59	Creo que es muy necesaria a muy corto plazo, los pequeños productores (y algunos grandes) tienen poca formación en este aspecto. Incluyo también aquí la sanidad vegetal, no tienen conocimientos al respecto y les aconsejan sobre la forma de tratar los comerciales de productos fitosanitarios.	12/11/2020 7:28 AM
60	Wirtschaftlichkeit	12/10/2020 4:28 PM
61	6	12/10/2020 2:32 PM
62	-	12/10/2020 11:11 AM
63	Práticas de gestão florestal sustentável e planeamento, Prevenção e gestão de distúrbios naturais, Reflorestação, florestação e restauração de ecossistemas florestais	12/10/2020 10:15 AM
64	N/A	12/9/2020 5:40 PM
65	-	12/9/2020 3:08 PM
66	da	12/8/2020 11:20 AM
67	innovaatiot, investoinnit	12/8/2020 7:19 AM
68	10	12/8/2020 6:21 AM
69	Economie circulaire	12/7/2020 11:44 AM
70	Implementing agroforestry models	12/4/2020 5:32 PM
71	Hilidioksidinilut, luonnon monimuotoisuus	12/4/2020 3:00 PM
72	Circular economy, sustainability,	12/4/2020 11:38 AM
73	Sivuvirtojen, luontoarvojen ja virkistyskäytössä hyödyntäminen	12/3/2020 12:17 PM
74	forest related services	12/3/2020 11:35 AM
75	liens en filières et création Valeurs ajoutées	12/3/2020 10:21 AM
76	Formation de formateurs	12/3/2020 8:52 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	BIOECONOMY (FOOD INDUSTRY)	DATE
1	Food safety management	1/22/2021 3:17 PM
2	Ηθική για τρόφιμα	1/22/2021 12:51 PM
3	Food security	1/18/2021 10:21 AM
4	Zero waste approach	1/14/2021 11:15 AM
5	Gestione qualità e sicurezza alimentare	1/14/2021 8:42 AM
6	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
7	Συνεχής βελτίωση	1/13/2021 9:21 PM
8	Nuevos ingredientes funcionales, valorización de subproductos	1/13/2021 3:44 PM
9	Productos más saludables	1/13/2021 10:55 AM
10	knowledge about farmers platforms (es, biodistricts, CSAs, ect...)	1/13/2021 9:04 AM
11	x	1/12/2021 6:13 PM
12	importante	1/12/2021 8:36 AM
13	rigidità	1/11/2021 9:29 PM
14	si	1/11/2021 7:37 PM
15	Mejorar el aprovechamiento de los recursos	1/10/2021 3:01 PM
16	x	1/9/2021 8:39 AM
17	x	1/8/2021 10:53 PM
18	Valorizzazione dei sottoprodotti agro-industriali	1/8/2021 3:05 PM
19	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
20	xx	1/8/2021 11:55 AM
21	si	1/7/2021 7:47 PM
22	4.0 and 5.0 Industry	1/7/2021 2:15 PM
23	si	1/7/2021 1:04 PM
24	da	1/7/2021 11:33 AM
25	sSicurezza	1/7/2021 9:18 AM
26	1	1/7/2021 8:41 AM
27	food loss and waste	1/6/2021 3:09 PM
28	Fach- und Methodenkompetenz	1/5/2021 3:02 PM
29	gestion cadena alimentaria	12/29/2020 11:38 PM
30	Economía circular	12/29/2020 4:03 PM
31	ja	12/29/2020 10:37 AM
32	Gestão de segurança alimentar, higiene alimentar e controle de segurança alimentar	12/28/2020 2:31 PM
33	Sí	12/22/2020 3:44 PM
34	s.o.	12/22/2020 1:00 PM
35	Control de calidad	12/22/2020 12:27 PM
36	X	12/22/2020 11:19 AM
37	Necesario	12/21/2020 7:09 PM
38	Rückverfolgbarkeit, Herkunftsnachweis	12/21/2020 10:34 AM
39	Quality safety and sustainability	12/20/2020 10:58 PM
40	end of waste approach	12/19/2020 9:17 AM
41	residuos zero	12/18/2020 2:15 PM
42	4	12/18/2020 8:31 AM
43	Innovativität	12/17/2020 9:17 PM
44	essential	12/17/2020 8:21 PM
45	interdisciplinary knowledge	12/17/2020 3:51 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

46	yes	12/17/2020 2:20 PM
47	Understanding food miles	12/17/2020 10:33 AM
48	8	12/17/2020 9:41 AM
49	Sustainable production. Enviroment protection.	12/17/2020 8:27 AM
50	market of by-products and side streams	12/17/2020 7:59 AM
51	Διαχείριση ασφάλειας τροφίμων, υγιεινή τροφίμων και έλεγχος ασφάλειας τροφίμων	12/16/2020 5:27 PM
52	Ethics for Food	12/16/2020 4:46 PM
53	undbedingt erforderlich	12/16/2020 2:05 PM
54	X	12/16/2020 1:53 PM
55	YES	12/16/2020 12:27 PM
56	Carbon footprint of food from farm to fork	12/16/2020 10:46 AM
57	Specialists needed within the sector, securement of broader knowledge in society	12/16/2020 7:14 AM
58	its about nutrient density	12/15/2020 10:24 PM
59	A valorizar	12/15/2020 6:46 PM
60	Alternate food sourcing,personalisation of food as medicine, targeted bioengineering of plant based protein to increase supply	12/15/2020 5:15 PM
61	skills	12/15/2020 4:26 PM
62	k.A.	12/15/2020 3:55 PM
63	sécurité	12/15/2020 3:07 PM
64	yes	12/15/2020 11:41 AM
65	IT skills	12/15/2020 10:55 AM
66	Yes	12/15/2020 9:13 AM
67	potrebna	12/15/2020 7:42 AM
68	da	12/15/2020 7:30 AM
69	Produkthygiene und Produktqualität optimieren,	12/14/2020 11:50 AM
70	Desenvolver os procedimentos adequados para as boas práticas de higiene na produção de alimentos.	12/14/2020 10:54 AM
71	Sustaining local food systems	12/14/2020 8:40 AM
72	uvajanje sprememb	12/14/2020 7:53 AM
73	Creo que es necesaria a corto plazo pero tienen más conocimientos que los dos sectores anteriores.	12/11/2020 7:28 AM
74	Economía circular	12/10/2020 7:54 PM
75	Wirtschaftlichkeit	12/10/2020 4:28 PM
76	4	12/10/2020 2:32 PM
77	economía circular	12/10/2020 2:19 PM
78	Besoin de transparence, qualité & sécurité	12/10/2020 2:00 PM
79	Seguridad alimentaria	12/10/2020 1:02 PM
80	goede prijs	12/10/2020 11:11 AM
81	Gestão de qualidade, garantia de qualidade e controle de qualidade,Gestão de segurança alimentar, higiene alimentar e controle de segurança alimentar	12/10/2020 10:15 AM
82	Innovation, working with suppliers	12/10/2020 9:48 AM
83	Gestion de l'approvisionnement, traçabilité	12/9/2020 5:40 PM
84	-	12/9/2020 3:08 PM
85	Continous improvement / Innovation mentality	12/8/2020 8:35 AM
86	Ingredients	12/8/2020 8:29 AM
87	5	12/8/2020 6:21 AM
88	Alicament	12/7/2020 11:44 AM
89	Επιχειρηματικά μοντέλα με ενσωμάτωση της κυκλικής οικονομίας	12/7/2020 11:22 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

90	Food safety and traceability	12/4/2020 5:32 PM
91	Laadukkaat kuluttajatuotteet	12/4/2020 3:00 PM
92	Circular economy, sustainability	12/4/2020 11:38 AM
93	Yes	12/4/2020 9:56 AM
94	Terveysvaikutteiset elintarvikkeet	12/3/2020 12:17 PM
95	management innovation forunisseurs	12/3/2020 10:21 AM
96	Impliquer les acteurs de la chaîne alimentaire au impacts	12/3/2020 8:52 AM
97	Disponibilidad alimentaria	11/30/2020 1:48 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	SOFT SKILLS	DATE
1	Communication	1/22/2021 3:17 PM
2	Αναλυτική, κριτική και δημιουργική σκέψη	1/22/2021 12:51 PM
3	Υπευθυνότητα, αποφασιστικότητα, προσαρμοστικότητα, ψηφιακές δεξιότητες	1/22/2021 11:51 AM
4	Being resilient, adaptable and proactive	1/18/2021 10:21 AM
5	Analytical, critical and creative thinking	1/14/2021 11:15 AM
6	Analitiche, critiche , creative	1/14/2021 8:42 AM
7	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
8	Οργάνωση, σχεδιασμός, οραματισμός και στρατηγική σκέψη	1/13/2021 9:21 PM
9	Identificación de oportunidades de innovación	1/13/2021 3:44 PM
10	Hablar inglés	1/13/2021 10:55 AM
11	Facilitation of meetings	1/13/2021 9:04 AM
12	x	1/12/2021 6:13 PM
13	Aprendizaje continuo. Resiliencia	1/12/2021 10:12 AM
14	molto importante	1/12/2021 8:36 AM
15	INCRPORACION DE JOVENES AL SECTOR	1/12/2021 7:35 AM
16	comunicazione	1/11/2021 9:29 PM
17	assolutamente	1/11/2021 7:37 PM
18	Pianificazione	1/11/2021 3:42 PM
19	Utilizar los registros adecuados según el grupo de población al que se dirige la información	1/10/2021 3:01 PM
20	CAPACIDAD DE ASOCIACION Y COOPERACION	1/8/2021 4:59 PM
21	Conoscenze linguistiche (inglese ed almeno un'altra lingua straniera)	1/8/2021 3:05 PM
22	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
23	Muy importante	1/8/2021 11:56 AM
24	xx	1/8/2021 11:55 AM
25	Flessibilità di pensiero	1/8/2021 11:36 AM
26	capacità di elaborazione e analisi di dati	1/8/2021 10:25 AM
27	Communication	1/8/2021 8:36 AM
28	si	1/7/2021 7:47 PM
29	capacità di lavoro in gruppo	1/7/2021 4:59 PM
30	Analytical, critical and creative thinking	1/7/2021 2:15 PM
31	si	1/7/2021 1:04 PM
32	da	1/7/2021 11:33 AM
33	Needs more emphasis & stronger recognition in academic setting	1/7/2021 11:05 AM
34	critical thinking and its application in daily practices	1/7/2021 10:18 AM
35	Creative thinking	1/7/2021 9:49 AM
36	comunicazione	1/7/2021 9:45 AM
37	organizzazione	1/7/2021 9:18 AM
38	agroelettronici, agroinformatici, agroanalisti	1/7/2021 8:50 AM
39	1	1/7/2021 8:41 AM
40	Sicurezza e salute sul lavoro.	1/7/2021 8:08 AM
41	communication	1/6/2021 3:09 PM
42	Interkulturelle Kompetenz	1/5/2021 3:02 PM
43	luovuus, yhteistyötaidot, kestävä kehitys	1/5/2021 2:02 PM
44	adaptabilidad, comunicacion	12/29/2020 11:38 PM
45	Ser adaptable	12/29/2020 4:03 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

46	ja	12/29/2020 10:37 AM
47	Organização, planeamento, visão e pensamento estratégico	12/28/2020 2:31 PM
48	Leadership, culture, learning and change	12/23/2020 12:19 PM
49	Sí	12/22/2020 3:44 PM
50	s.o.	12/22/2020 1:00 PM
51	Comunicación	12/22/2020 12:27 PM
52	Comunicación y transferir nuevas y buenas prácticas	12/22/2020 7:10 AM
53	Muy necesaria	12/21/2020 7:09 PM
54	social skills	12/21/2020 9:22 AM
55	Wertschätzender Umgang, Kooperation statt Konkurrenz	12/21/2020 7:54 AM
56	Kommunikation, Abstimmung und bereichsübergreifende Zusammenarbeit	12/21/2020 7:21 AM
57	Sprachkompetenz	12/21/2020 7:16 AM
58	Advance thinking	12/20/2020 10:58 PM
59	Formação contínua.	12/20/2020 9:00 PM
60	how to find and recognise reliable information	12/19/2020 9:17 AM
61	residuos zero	12/18/2020 2:15 PM
62	Führungsqualitäten	12/17/2020 9:17 PM
63	essential	12/17/2020 8:21 PM
64	motivación	12/17/2020 4:34 PM
65	yes	12/17/2020 2:20 PM
66	Kontinuierliches Lernen, proaktiv sein	12/17/2020 1:40 PM
67	Kommunikation	12/17/2020 12:30 PM
68	people management, remote working	12/17/2020 10:33 AM
69	10	12/17/2020 9:41 AM
70	Social abilities. Empowerment of women. Continuous learning.	12/17/2020 8:27 AM
71	being pro-active	12/17/2020 7:59 AM
72	Mas o menos	12/16/2020 9:32 PM
73	manejo de la incertidumbre y resiliencia	12/16/2020 7:13 PM
74	Αναλυτική, κριτική και δημιουργική σκέψη	12/16/2020 5:27 PM
75	Organisation, Planning Visioning & Strategic Thinking	12/16/2020 4:46 PM
76	bedingt	12/16/2020 2:05 PM
77	X	12/16/2020 1:53 PM
78	YES	12/16/2020 12:27 PM
79	Improved consumer focused communications	12/16/2020 10:46 AM
80	communication, respect for eachothers competences	12/16/2020 8:50 AM
81	Adaptability, Time management and organisation skills,; Resourcefulness	12/16/2020 8:18 AM
82	x	12/16/2020 8:09 AM
83	Life long Learning	12/16/2020 7:14 AM
84	a full layer of management / advisory that should be removed	12/15/2020 10:24 PM
85	X	12/15/2020 7:57 PM
86	Interação	12/15/2020 6:46 PM
87	acquisition	12/15/2020 4:26 PM
88	digitale Kommunikation	12/15/2020 3:55 PM
89	rigueur et humanité	12/15/2020 3:07 PM
90	Organisation, planning, visioning and strategic thinking	12/15/2020 2:00 PM
91	Kreativität, Flexibilität, Kooperativität, Empathie	12/15/2020 1:28 PM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

92	yes	12/15/2020 11:41 AM
93	communication and interaction with people	12/15/2020 10:55 AM
94	it's important	12/15/2020 9:58 AM
95	Stakeholder management	12/15/2020 9:38 AM
96	luovuus, uudet ratkaisut	12/15/2020 9:29 AM
97	Yes	12/15/2020 9:13 AM
98	potrebna	12/15/2020 7:42 AM
99	da	12/15/2020 7:30 AM
100	Kommunikation, Vernetzung von Akteuren,	12/14/2020 11:50 AM
101	Executar atividade agricuLtura com base numa correta organização de trabalho, planeamento, visão e pensamento estratégico	12/14/2020 10:54 AM
102	Whole area of Transversal skills particularly Communications and Team development	12/14/2020 8:40 AM
103	timsko delo, vodenje, mreženje	12/14/2020 7:53 AM
104	cooperation	12/11/2020 8:50 AM
105	A más largo plazo.	12/11/2020 7:28 AM
106	Comunicación en diferentes medios, formatos	12/10/2020 7:54 PM
107	Gedprekstechniek en communicatie	12/10/2020 5:15 PM
108	gesamthafte Denken, Querdenken	12/10/2020 4:28 PM
109	7	12/10/2020 2:32 PM
110	Travail en équipe, travail à distance	12/10/2020 2:00 PM
111	Relationnel entre individus, partage de connaissance	12/10/2020 1:51 PM
112	Pensamiento crítico , analítico y creativo	12/10/2020 1:02 PM
113	jaa	12/10/2020 11:11 AM
114	Organização, planeamento, visão e pensamento estratégico, Comunicação Ser resiliente, adaptável e proativo, Pensamento analítico, crítico e criativo,	12/10/2020 10:15 AM
115	resilience, communication, coaching, mentoring, facilitation, delegation	12/10/2020 9:48 AM
116	organisation, planning, creative and strategic thinking	12/9/2020 6:19 PM
117	Créativité, Teamwork, apprentissage par l'expérience	12/9/2020 5:40 PM
118	Negotiations	12/9/2020 3:50 PM
119	-	12/9/2020 3:08 PM
120	Ihmisten ja asioiden johtamisen taidot	12/9/2020 7:14 AM
121	People skills	12/8/2020 11:45 PM
122	Leadership,	12/8/2020 3:29 PM
123	da	12/8/2020 11:20 AM
124	Communication	12/8/2020 8:35 AM
125	5	12/8/2020 6:21 AM
126	Résilience	12/7/2020 11:44 AM
127	Continous learning	12/4/2020 5:32 PM
128	Kuluttajien toiveiden huomioon ottaminen	12/4/2020 3:00 PM
129	leadership, collaboration,	12/4/2020 11:38 AM
130	Yes	12/4/2020 9:56 AM
131	Yhteistyöverkostojen rakentaminen ja ylläpitäminen	12/4/2020 9:18 AM
132	Comms, empathy	12/4/2020 8:51 AM
133	yhteistyökyky	12/3/2020 1:28 PM
134	Englanninkielen taito, työjohtotaidot	12/3/2020 12:17 PM
135	Soft skills et management inno	12/3/2020 10:21 AM
136	Développer les activités de formation à la stratégie d'entreprise	12/3/2020 8:52 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	BUSINESS & ENTREPRENEURSHIP SKILLS	DATE
1	Strategic business planning	1/22/2021 3:17 PM
2	Ναι	1/22/2021 1:43 PM
3	Συνεργασία/συμμετοχή σε όλους τους τομείς της τροφικής αλυσίδας	1/22/2021 12:51 PM
4	Επιχειρηματικές συνεργασίες, business models	1/22/2021 11:51 AM
5	New value chains / new business models	1/19/2021 6:21 PM
6	New value chains / new business models	1/18/2021 10:21 AM
7	E-commerce	1/14/2021 8:52 PM
8	Value chain development	1/14/2021 11:15 AM
9	Individuazione nuovi modelli di business	1/14/2021 8:42 AM
10	collaboration, organisation, planning visioning	1/14/2021 2:55 AM
11	Επιχειρηματικός σχεδιασμός / μοντέλο και στρατηγική διαχείριση	1/13/2021 9:21 PM
12	Planificación estratégica	1/13/2021 3:44 PM
13	Agrupación de productores para tener más peso en el mercado, contratación de técnicos en el medio rural	1/13/2021 10:55 AM
14	x	1/12/2021 6:13 PM
15	Colaboración de todos los sectores	1/12/2021 10:12 AM
16	molto importante	1/12/2021 8:36 AM
17	essere squali	1/11/2021 9:29 PM
18	assolutamente	1/11/2021 7:37 PM
19	Cooperazione	1/11/2021 3:42 PM
20	Conectar el mundo empresarial con la investigación	1/10/2021 3:01 PM
21	x	1/9/2021 8:39 AM
22	x	1/8/2021 10:53 PM
23	E-commerce	1/8/2021 3:05 PM
24	Conocimiento y aplicación práctica	1/8/2021 12:52 PM
25	xx	1/8/2021 11:55 AM
26	Lungimiranza	1/8/2021 11:36 AM
27	Data analysis	1/8/2021 8:36 AM
28	si	1/7/2021 7:47 PM
29	capacità progettuale	1/7/2021 4:59 PM
30	Interdisciplinary knowledge	1/7/2021 2:15 PM
31	si	1/7/2021 1:04 PM
32	da	1/7/2021 11:33 AM
33	Ability to adapt, create and innovate	1/7/2021 11:05 AM
34	avoiding free riding	1/7/2021 10:18 AM
35	Interdisciplinarity	1/7/2021 9:49 AM
36	avvio start-up	1/7/2021 9:45 AM
37	trasversalità	1/7/2021 9:18 AM
38	sostenere il passaggio da agricoltore a imprenditore agricolo	1/7/2021 8:50 AM
39	1	1/7/2021 8:41 AM
40	E-commerce	1/7/2021 8:08 AM
41	Moet een bewuste keuze zijn en niet vanuit er is "niets anders".	1/6/2021 10:38 PM
42	Sarà richiesta	1/6/2021 10:29 PM
43	new business models	1/6/2021 3:09 PM
44	Teamfähigkeit	1/5/2021 3:02 PM
45	Joustavuus, kokonaissuunnittelu, mukautumiskyky, muuntautumiskyky, työnantajana	1/5/2021 2:02 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

toimiminen monikulttuurisessa ympäristössä, kansainvälinen kauppa, riskien hallinta

46	colaboración, cadenas valor	12/29/2020 11:38 PM
47	Espíritu crítico	12/29/2020 4:03 PM
48	Value chain and value capture strategies in new, emerging business ecosystems (e.g. biochemicals, wood-based textiles, biofuels, plastics substitution, bio-based component manufacturing), strategic foresight, future design, design thinking, co-creation	12/29/2020 1:22 PM
49	ja	12/29/2020 10:37 AM
50	Gestão de Projetos	12/28/2020 2:31 PM
51	New business models that are scalable	12/23/2020 12:19 PM
52	Sí	12/22/2020 3:44 PM
53	Brexit Readiness	12/22/2020 3:09 PM
54	s.o	12/22/2020 1:00 PM
55	Aceptación y gestión del riesgo	12/22/2020 12:27 PM
56	mostrar casos de éxito	12/22/2020 7:10 AM
57	Muy necesaria	12/21/2020 7:09 PM
58	thinking in euros	12/21/2020 9:22 AM
59	langfristiges Denken & Nachhaltigkeit	12/21/2020 7:54 AM
60	strategisches Management	12/21/2020 7:16 AM
61	Industry knowledge	12/20/2020 10:58 PM
62	Colaboração e Cooperação em toda a cadeia alimentar. Rastreabilidade do produto.	12/20/2020 9:00 PM
63	Si	12/19/2020 9:20 AM
64	building networks	12/19/2020 9:17 AM
65	residuos zero	12/18/2020 2:15 PM
66	comercio digital	12/18/2020 12:48 PM
67	Erkennen von Chancen	12/17/2020 9:17 PM
68	essential	12/17/2020 8:21 PM
69	hackathon ideas, bootcamp, accelerators	12/17/2020 4:47 PM
70	new fundings model	12/17/2020 3:51 PM
71	yes	12/17/2020 2:20 PM
72	vernetztes strategisches Denken	12/17/2020 1:40 PM
73	Emprendimiento e innovación social	12/17/2020 12:47 PM
74	Unternehmerisches Handeln schulen	12/17/2020 12:30 PM
75	Business development	12/17/2020 10:33 AM
76	10	12/17/2020 9:41 AM
77	Management skills. Management improvement	12/17/2020 8:27 AM
78	farm management	12/17/2020 7:59 AM
79	Si	12/16/2020 9:32 PM
80	Si	12/16/2020 8:14 PM
81	Habilidades relacionadas con la gestión de personas	12/16/2020 7:13 PM
82	Συνεργασία/συμμετοχή σε όλους τους τομείς της τροφικής αλυσίδας	12/16/2020 5:27 PM
83	New value chains/business models	12/16/2020 4:46 PM
84	X	12/16/2020 1:53 PM
85	YES	12/16/2020 12:27 PM
86	Project management and marketing	12/16/2020 10:46 AM
87	how to make your own business and make it big enough to hire your former classmates	12/16/2020 8:50 AM
88	Innovativeness, diversification, growth orientation	12/16/2020 8:18 AM
89	Is already present on many educational levels	12/16/2020 7:14 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

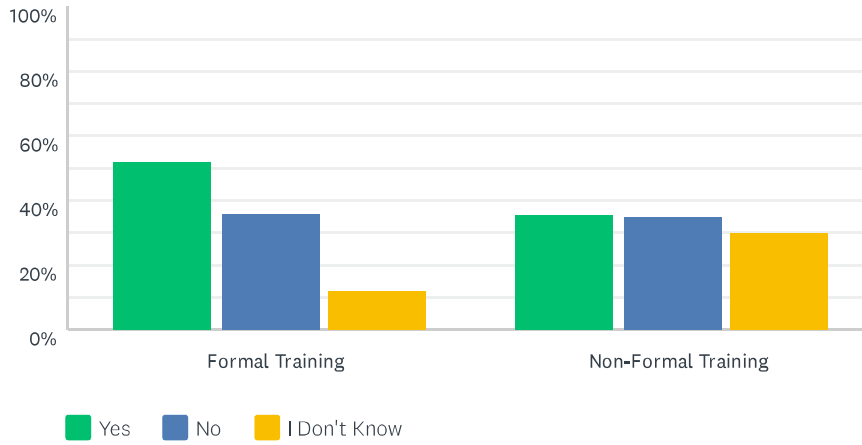
90	Entrepreneurs are Entrepreneurial and don't require training	12/15/2020 10:24 PM
91	X	12/15/2020 7:57 PM
92	formação	12/15/2020 6:46 PM
93	skills	12/15/2020 4:26 PM
94	Buchführung	12/15/2020 3:55 PM
95	respect de l'autre	12/15/2020 3:07 PM
96	Project management	12/15/2020 2:00 PM
97	yes	12/15/2020 11:41 AM
98	out of box thinking	12/15/2020 10:55 AM
99	Yes	12/15/2020 9:13 AM
100	izobraževanje	12/15/2020 8:48 AM
101	zelo potrebna	12/15/2020 7:42 AM
102	da	12/15/2020 7:30 AM
103	Kreativität, Flexibilität, Lernbereitschaft, Kooperation	12/14/2020 11:50 AM
104	Criar uma estratégia de negócios	12/14/2020 10:54 AM
105	Creativity and Innovation	12/14/2020 8:40 AM
106	samozavest, načrtovanje in organizacija	12/14/2020 7:53 AM
107	Lo considero muy importante, en agricultura principalmente a nivel de productor primario.	12/11/2020 7:28 AM
108	Planificación, creación de proyectos	12/10/2020 7:54 PM
109	Einschätzung von gesellschaftlichen Entwicklungen	12/10/2020 4:28 PM
110	2	12/10/2020 2:32 PM
111	Adaptabilité	12/10/2020 2:00 PM
112	Colaboración de todos los sectores de la cadena	12/10/2020 1:02 PM
113	moet goed gebeuren	12/10/2020 11:11 AM
114	Planeamento / modelo de negócios e gestão estratégica, Gestão de Projetos, Conhecimento interdisciplinar para avaliar toda a cadeia de valor, Novas cadeias de valor / novos modelos de negócios, Colaboração / cooperação em todos os setores da cadeia alimentar	12/10/2020 10:15 AM
115	awareness, forward thinking, strategy, finance	12/10/2020 9:48 AM
116	collaboration across all sectors and interdisciplinary knowledge	12/9/2020 6:19 PM
117	Stratégie Business	12/9/2020 5:40 PM
118	Marketing	12/9/2020 3:50 PM
119	-	12/9/2020 3:08 PM
120	Strategisen ajattelun ja ennakkoinnin taidot, kysy toimeen panna strategiat	12/9/2020 7:14 AM
121	Strategic planning	12/8/2020 11:45 PM
122	New models of organisation structure (more horizontal)	12/8/2020 3:29 PM
123	da	12/8/2020 11:20 AM
124	New business models	12/8/2020 8:35 AM
125	taloustaidot	12/8/2020 7:19 AM
126	5	12/8/2020 6:21 AM
127	Economie de la fonctionnalité et de la coopération	12/7/2020 11:44 AM
128	Kilpailukyky, talousosaaminen, strateginen ajattelu	12/7/2020 9:08 AM
129	Kokonaisvaltainen johtaminen ja yritystoimintaosaaminen	12/6/2020 11:00 AM
130	Access to the market and economic opportunities	12/4/2020 5:32 PM
131	Liikkeenjohtamistaidot, hinta- ja kustannustietoisuus	12/4/2020 3:00 PM
132	leadership, collaboration, sustainability,	12/4/2020 11:38 AM
133	Yes	12/4/2020 9:56 AM
134	Uusien liiketoimintamahdollisuuksien tunnistaminen ja kokeilut	12/4/2020 9:18 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

135	Complex problem solving	12/4/2020 8:51 AM
136	kustannustietoisuus, johtamistaidot	12/3/2020 1:28 PM
137	Kustannuslaskenta	12/3/2020 12:17 PM
138	business models	12/3/2020 11:35 AM
139	Developpement de l'entrepreneuriat en général	12/3/2020 10:21 AM
140	impliquer les organismes publics	12/3/2020 8:52 AM
141	cadena cortas	11/30/2020 1:48 PM

Q19 Based on your experience, is the training system in your own country suitable to cover the previously identified Training Needs?

Answered: 365 Skipped: 152



	YES	NO	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Formal Training	52.22% 188	35.83% 129	11.94% 43	360	1.60
Non-Formal Training	35.34% 123	34.77% 121	29.89% 104	348	1.95

Q20 Considering the training that is available in your country, please let us know what training is not available that we should be considering?

Answered: 133 Skipped: 384

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	RESPONSES	DATE
1	Further upskilling after college / university in terms of continuous development of skills and introduction of new technologies.	1/22/2021 3:18 PM
2	Τεχνική εκπαίδευση υψηλού επιπέδου (επιπέδου 5 βάσει εθνικού και ευρωπαϊκού πλαισίου προσόντων) που εκτός των τεχνικών γνώσεων θα παρέχει στον εκπαιδευόμενο τις απαραίτητες ψηφιακές και ήπιες δεξιότητες που θα του επιτρέψουν την ενίσχυση της ανταγωνιστικότητάς του στην παγκόσμια αγορά εργασίας και την διεύρυνση των οριζόντων του όσον αφορά την υιοθέτηση νέων τεχνικών και τεχνολογιών βιώσιμης παραγωγής καθώς και νέων μοντέλων συνεργασίας και επιχειρηματικής ανάπτυξης.	1/22/2021 12:02 PM
3	emprendimiento, economia circular	1/17/2021 7:19 PM
4	Formal training	1/14/2021 8:54 PM
5	Digitalisation	1/14/2021 11:19 AM
6	Training from Teagasc, SkillNet, Solas, Further & Higher Education. However all training needs to have a high focus on achievement of climate neutrality.	1/14/2021 11:17 AM
7	Βιωσιμότητα	1/13/2021 9:21 PM
8	Formación continua a agricultores en general Sensibilización ambiental y transición a la digitalización para los agricultores Contenidos específicos adaptados a las necesidades reales de los agricultores	1/13/2021 3:48 PM
9	gestion empresarial	1/13/2021 3:28 PM
10	La formación requerida se logra a través de la experiencia de profesionales que no dan cursos. La universidad da una formación generalista que permite aprender dichas habilidades pero no las enseña en toda su magnitud. Es difícil conocer que cursos no reglados son buenos y cuales una pérdida de tiempo.	1/13/2021 11:00 AM
11	Teaching how to work in groups - communication - facilitation and other	1/13/2021 9:06 AM
12	sostenibilità, risorse e sviluppo sostenibile in tutta Italia	1/12/2021 8:38 AM
13	bioetica	1/11/2021 7:38 PM
14	Formazione non formale effettuata dai fornitori di beni e servizi: spesso basata su approcci orientati al mercato, al business e poco aggiornati	1/11/2021 3:43 PM
15	MAS EXPERIENCIA APORTADA POR PROFESIONALES	1/11/2021 11:07 AM
16	accesso alla formazione per i lavoratori 40-50enni	1/10/2021 11:23 PM
17	Relacionar mejor el mundo empresarial con la investigación científica	1/10/2021 3:04 PM
18	FORMACION DE JOVENES PARA EL SECTOR SERVICIOS	1/8/2021 5:01 PM
19	Mitigazione dei cambiamenti climatici	1/8/2021 3:08 PM
20	Profesional Práctica Gestión Nuevas tecnologías	1/8/2021 12:54 PM
21	Una formación más enfocada a las necesidades prácticas requeridas en los diferentes sectores.	1/8/2021 12:05 PM
22	sviluppo della capacità di analisi e gestione dei sistemi agricoli in un'ottica di sostenibilità e interdisciplinarietà	1/8/2021 10:26 AM
23	Formação	1/7/2021 7:37 PM
24	sviluppo di progetto, lavoro in gruppo, problem solving	1/7/2021 5:01 PM
25	formazione digitale e progettuale	1/7/2021 4:02 PM
26	Practical skills	1/7/2021 2:18 PM
27	met name de soft skills en rond klimaat en duurzaamheid	1/7/2021 1:37 PM
28	Big data analysis	1/7/2021 1:12 PM
29	Formazione continua	1/7/2021 1:08 PM
30	e-learning	1/7/2021 11:34 AM
31	Soft skills, digitisation, monitoring - all of these could be better addressed or at least given more emphasis	1/7/2021 11:09 AM
32	selfo-organized groups	1/7/2021 10:18 AM
33	Precision farming and IoT in agriculture	1/7/2021 9:20 AM
34	I do not know specifically.	1/7/2021 8:54 AM
35	è necessario un aggiornamento su principi di comprensione e gestione di un sistema produttivo (educazione) e non solo sull'uso di tecnologie particolari (istruzione)	1/7/2021 8:52 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

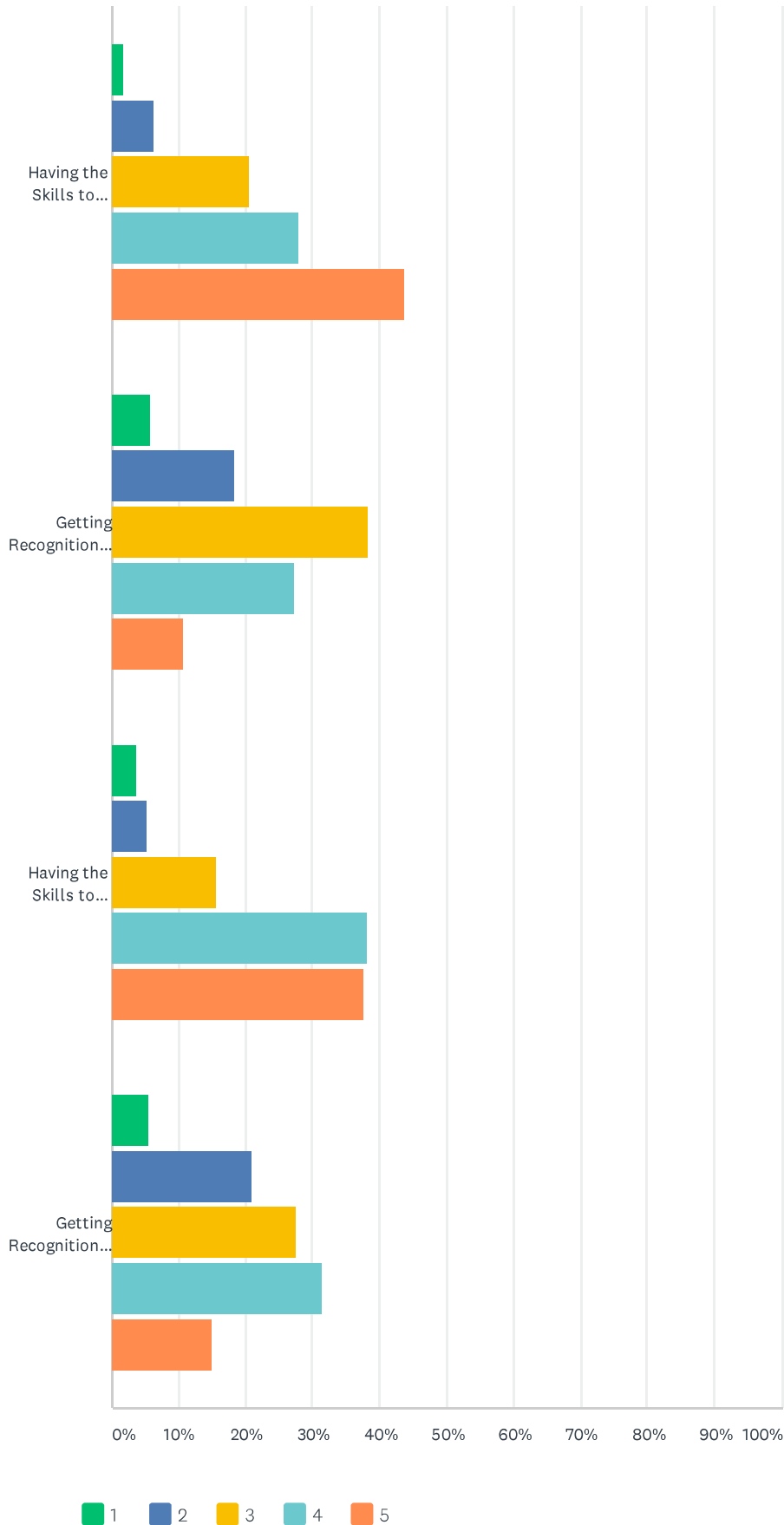
36	Tutta la formazione sulla digitalizzazione aziendale e sulla smart farming.	1/7/2021 8:10 AM
37	Er is zoveel aanbod in NL. Heel veel aanbieders. Veel gevallen te academisch, te ver van de praktijk.	1/6/2021 10:40 PM
38	bioeconomy, genetics, natural resources management, business models	1/6/2021 3:10 PM
39	Mindfulness on the farm	1/5/2021 7:07 PM
40	Systems engineering	1/5/2021 6:28 PM
41	Schulungen zur Verbesserung der Kommunikations- und Koordinationsfähigkeit	1/5/2021 3:09 PM
42	Hiiliviljeilyn kokonaisvaltainen hallinta maa- ja metsätaloudessa, maatilamittakaavan energiaratkaisut	1/5/2021 2:04 PM
43	International collaboration and networking at all levels and fields. FAO, WHO, EU policy making process and outcomes	1/5/2021 1:36 PM
44	Pensamiento crítico y adaptación	12/29/2020 4:04 PM
45	To expand on my answers to Q19: While the training SYSTEM (i.e. infrastructure, resources, adaptability etc.) in Finland would be able to cope with the needs, the real problem is a lack of joint curricula design efforts between academia and industry. Joint, co-creative strategic foresight efforts are needed to match current curriculum design and future industry needs today. The forest industries also suffer from a lack of attractiveness vis-a-vis students that look for opportunities in the industries of the future. The impending, high-tech biomass revolution is difficult to communicate to today's students for the lack of perceivable examples in the marketplace.	12/29/2020 1:31 PM
46	Δια βίου Μάθηση με απλό και οικονομικό τρόπο	12/25/2020 7:01 PM
47	LA FORMACIÓN ESTÁ DISPONIBLE. MUCHAS VECES NO HAY PERSONAL FORMADO O CON LA FORMACIÓN ADECUADA EN CIERTOS PUESTOS	12/22/2020 3:45 PM
48	Deberíamos acercar la agricultura y ganadería, del mismo modo deberíamos abordar de manera más directa la desigualdades sociales, con especial atención al ODS 5.	12/22/2020 1:43 PM
49	Supply chain management Risikoanalyse	12/22/2020 1:01 PM
50	Buenas formación profesional	12/22/2020 12:29 PM
51	Sustentabilidade, Gestão técnico- económica da exploração agrícola, técnicas de Marketing, Empreendedorismo, Bioeconomia	12/22/2020 9:35 AM
52	Especialización agricultura	12/21/2020 7:10 PM
53	Vermittlung grundlegender IT-Kenntnisse	12/21/2020 10:36 AM
54	More life long learning	12/21/2020 8:06 AM
55	Umgang mit Risiko & Unsicherheit langfristig & in übergreifenden Zusammenhängen Denken (Ökosysteme & sozio-ökonomische Systeme)	12/21/2020 7:56 AM
56	Zu gering: Sprachkompetenz zu gering: strategisches Management	12/21/2020 7:17 AM
57	more advanced diditational	12/20/2020 11:00 PM
58	Permacultura. Pequena agricultura - cadeias curtas. Classificação de produtos agrícolas e agro-alimentares - DOC, IGP, etc.	12/20/2020 9:03 PM
59	Gestión y trabajo en equipo - actualización tecnológica- facilitación de procesos comunicativos y de liderazgo- creatividad orientada al emprendimiento	12/19/2020 6:26 PM
60	I believe there is no training for the new bioeconomy in view of the EU policies	12/19/2020 9:19 AM
61	Non c'è sufficiente orientamento verso questi settori nella formazione di base e quindi la fascia di età (14-19 anni) si rivolge ad istituti tecnici.	12/18/2020 3:42 PM
62	HACCP	12/18/2020 2:17 PM
63	Planning, soft skills to farmers and all food sector Technology	12/18/2020 10:25 AM
64	Traditionelle Praktiken. Altes Wissen.	12/17/2020 9:22 PM
65	Kleinbetriebe: Wie überleben oder teures Hobby	12/17/2020 8:59 PM
66	Sustainability	12/17/2020 8:23 PM
67	financial skills & understanding the benefits of sustainability. Accepting the facts as presented we have to embrace change	12/17/2020 8:14 PM
68	Safety culture	12/17/2020 4:49 PM
69	Non formal short training (ca. 1 month-3 months) activities specifically directed to different areas of the food industry (e.g. dairy industry, meat industry).	12/17/2020 2:24 PM
70	Digital skills	12/17/2020 2:00 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

71	Formación relacionada con las nuevas necesidades del mercado (sobre todo TICs) y para enfrentar la pandemia. Además, es casi imposible encontrar formación de ALTA CUALIFICACIÓN y ESPECIALIZADA de CALIDAD y ASEQUIBLE de forma ONLINE: internacionalización de ventas a través de plataformas online; marketing digital; emprendimiento social e innovación social; etc.	12/17/2020 12:58 PM
72	Bessere Bildung im Bereich der Digitalisierung und des wirtschaftlichen Denkens sowie Handelns	12/17/2020 12:32 PM
73	Intercambio agricultores	12/17/2020 12:01 PM
74	We have a general need of more training on all levels, and especially for management, knowledge on digitalisation, AI etc.	12/17/2020 11:31 AM
75	Work life balance in agriculture Understanding e commerce	12/17/2020 10:34 AM
76	En general, creo que deberían de actualizar todo tipo de informacion.	12/17/2020 9:43 AM
77	Entrepreneurship	12/17/2020 8:51 AM
78	Management skills. Sustainable production. Complementary agri-food productions. Farm management. Co-operativism.	12/17/2020 8:32 AM
79	ΑΓΡΟΤΙΚΗ ΕΚΠΑΙΔΥΣΗ	12/17/2020 6:14 AM
80	Nuevas tecnologías	12/16/2020 9:34 PM
81	No se tiene realizado un buen diagnóstico de necesidades, la formación tiene que ser un continuo, tiene que ser un instrumento ágil para adaptarse a los cambios. Se hace lo mismo, por inercia. lo que conlleva a un impacto muy pobre de la formación, cuando esta debería ser un motor de cambio	12/16/2020 7:16 PM
82	Toda	12/16/2020 3:38 PM
83	besserer Austausch mit anderen Ländern mehr forcieren	12/16/2020 2:07 PM
84	horizontale Betrachtung der Wertschöpfungskette, Resilienz	12/16/2020 1:56 PM
85	Επίσημη εκπαίδευση	12/16/2020 1:14 PM
86	Entrepreneurial Training. Business Modelling, Data Analytics for Agri-sector. New Technology Transition. Change of Farming Working Practice aligned to Digital	12/16/2020 12:29 PM
87	There has been a lack of focus on developing capacity at different levels in the food supply chain for example.	12/16/2020 10:47 AM
88	technology in agriculture	12/16/2020 8:21 AM
89	i dont see any gaps except for post brexit market development within Europe	12/15/2020 10:25 PM
90	Inovação/agricultura de precisão/sustentabilidade	12/15/2020 6:48 PM
91	not applicable	12/15/2020 4:27 PM
92	Es sind viele Schulungen verfügbar, es mangelt eher an der Schulungsbereitschaft der LandwirtInnen.	12/15/2020 3:57 PM
93	Des formations polyvalentes et non pas hyper spécialisées	12/15/2020 3:09 PM
94	Die Rahmenbedingungen zur Schulung von Soft Skills sind nicht weitgehend genug. Die Möglichkeiten zur Schulung digitaler Kompetenzen sind erst am Anfang	12/15/2020 1:31 PM
95	ok	12/15/2020 11:43 AM
96	more practical-based training rather than theoretical training	12/15/2020 10:57 AM
97	ekonomsko izobraževanje nosilcev kmetijskih gospodarstev in trženje	12/15/2020 7:46 AM
98	več kreativnega in ciljno usmerjenega strokovnega izobraževanja	12/15/2020 7:36 AM
99	tradicionalni postopki predelave	12/14/2020 11:53 AM
100	Formação ao nível do empreendedorismo/gestão de negócios direccionada ao setor primário/agrícola	12/14/2020 11:10 AM
101	Training in the area of Transversal skills/soft skills	12/14/2020 8:40 AM
102	Izobraževanja, ki bi spodbujala zavedanje, da je uspeh posameznika na dolgi rok odvisen od uspeha družbe. Dvig nivoja moralnih in etičnih vrednost posameznika.	12/14/2020 8:00 AM
103	überdisziplinäres Denken, verlinken der Wertschöpfungskette, ganzheitliches Denken	12/11/2020 10:59 AM
104	Creo que el problema no es solo su disponibilidad, sino hacerlo llegar a los alumnos de la forma adecuada. De todas formas, creo que hay que hacer muchísimo incapié en la sanidad vegetal, que sepan que los productos fitosanitarios son como productos farmaceuticos y que no deberían "recetarselos" los comerciales de productos fitosanitarios; en análisis económico de sus producciones, que sepan lo que pueden permitirse y no gastar y como llevar sus producciones de forma adecuada; y en conocimientos básicos de	12/11/2020 7:39 AM

Q21 On a Scale of 1-5, how would you rate the following? (where 1 is the least important and 5 is the most important)

Answered: 360 Skipped: 157

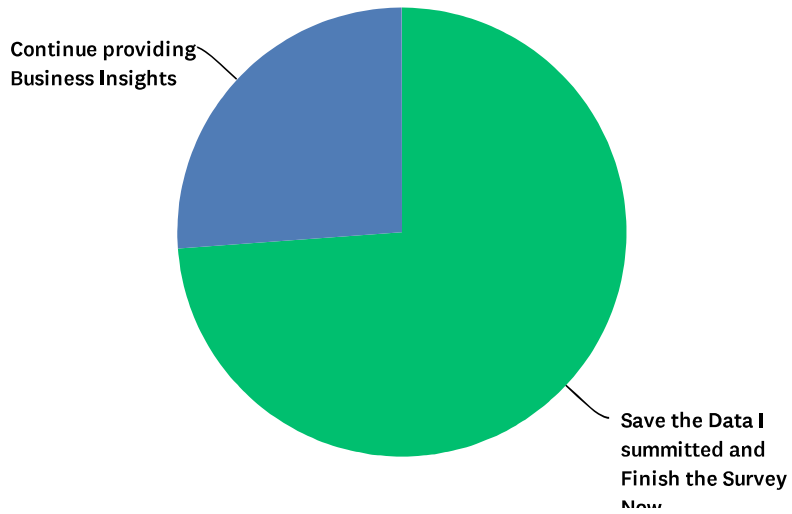


Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Having the Skills to perform the task - for the individual	1.70% 3	6.25% 11	20.45% 36	27.84% 49	43.75% 77	176	4.06
Getting Recognition through a Formal Qualification (for example a certificate, a diploma or a degree, which is recognised on your country's qualifications framework) - for the individual	5.56% 11	18.18% 36	38.38% 76	27.27% 54	10.61% 21	198	3.19
Having the Skills to perform the task - for the Organisation	3.57% 9	5.16% 13	15.48% 39	38.10% 96	37.70% 95	252	4.01
Getting Recognition through a Formal Qualification (for example a certificate, a diploma or a degree, which is recognised on your country's qualifications framework) - for the Organisation	5.48% 17	20.97% 65	27.42% 85	31.29% 97	14.84% 46	310	3.29

Q22 Please Confirm what you would like to do?

Answered: 367 Skipped: 150



ANSWER CHOICES	RESPONSES	
Save the Data I submitted and Finish the Survey Now	73.84%	271
Continue providing Business Insights	26.16%	96
TOTAL		367

Q23 What do you see as the top three challenges facing your business over the next 2-3 years? (these are challenges specific to your business)

Answered: 67 Skipped: 450

ANSWER CHOICES	RESPONSES	
1.	100.00%	67
2.	92.54%	62
3.	76.12%	51

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	1.	DATE
1	Poor management foresight	1/22/2021 3:22 PM
2	Ευφυής Γεωργία	1/14/2021 12:52 PM
3	Climate Action	1/14/2021 11:19 AM
4	Sostenibilidad en el sistema de producción	1/13/2021 3:52 PM
5	formazione pratica di agricoltura sostenibile e agroforestazione	1/9/2021 8:48 AM
6	miglioramento qualità (dimensioni dei frutti)	1/8/2021 5:29 PM
7	Rentabilidad	1/8/2021 12:58 PM
8	sostenibilità	1/8/2021 11:43 AM
9	integrazione delle competenze agronomiche, tecnologiche ed economiche	1/8/2021 10:30 AM
10	rinnovamento della didattica	1/7/2021 8:59 AM
11	Aggiornamento (nuove tecnologie)	1/7/2021 8:16 AM
12	sustainability and resources management	1/6/2021 3:15 PM
13	Upskilling in understanding climate threats and coping strategies	1/5/2021 6:36 PM
14	Availability of skilled people	1/5/2021 5:46 PM
15	Harmonisierung von Qualifizierungsmaßnahmen	1/5/2021 3:20 PM
16	Talouden suunnittelu pitkällä aikajänteellä	1/5/2021 2:07 PM
17	Incrementar el espíritu crítico de los estudiantes	12/29/2020 4:08 PM
18	Piloting new biomass-based innovations on global markets	12/29/2020 1:47 PM
19	Formação	12/28/2020 2:35 PM
20	Wirtschaftlichen	12/26/2020 12:56 PM
21	Profitability	12/23/2020 12:26 PM
22	ESCASEZ DE MATERIA PRIMA (UVA)	12/22/2020 3:51 PM
23	Export	12/22/2020 1:07 PM
24	Economía circular en la ganadería y agricultura	12/22/2020 12:34 PM
25	Adaptação das técnicas comerciais a novos modelos de negociação e venda	12/22/2020 11:41 AM
26	ACTUALIZAÇÃO	12/22/2020 12:46 AM
27	Gestion del cambio climático	12/21/2020 7:14 PM
28	Adaptation to Climate Change	12/21/2020 5:44 PM
29	Introdução no sector cooperativo jovens empresários agrícolas	12/20/2020 9:12 PM
30	Envelhecimento dos agricultores	12/18/2020 2:24 PM
31	digital acknowledgement	12/18/2020 10:28 AM
32	Identificar mercados demandantes de producto	12/18/2020 9:51 AM
33	Finanzierung	12/17/2020 9:32 PM
34	Übergeben oder Auflösen	12/17/2020 9:05 PM
35	adjust learning to new reality	12/17/2020 5:38 PM
36	Digitalisierung	12/17/2020 12:35 PM
37	Crecimiento	12/17/2020 12:03 PM
38	Supervivencia económica	12/16/2020 8:23 PM
39	Inversión estratégica	12/16/2020 6:02 PM
40	Cambio de modelo económico y social	12/16/2020 4:42 PM
41	creer	12/16/2020 8:11 AM
42	Demographic changes	12/15/2020 8:02 PM
43	innovar	12/15/2020 6:50 PM
44	Digitalisierung	12/15/2020 4:07 PM
45	Climate change, in relation to uncertain harvests	12/15/2020 9:47 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	digitalizacija	12/15/2020 7:49 AM
47	Desenvolver ações de formação à medida (necessidades de formação/publico-alvo)	12/14/2020 11:28 AM
48	zagotavljanje financ	12/14/2020 8:07 AM
49	Formación y concienciación en los sectores de interés	12/11/2020 7:43 AM
50	Vermarkting	12/10/2020 5:20 PM
51	Renouvellement des générations agricoles	12/10/2020 1:53 PM
52	Recruitment	12/10/2020 9:52 AM
53	digitalisation	12/9/2020 5:46 PM
54	Brexit	12/8/2020 11:52 PM
55	zagotavljanje kadra	12/8/2020 12:10 PM
56	Etätyökäytäntöjen kehittäminen	12/8/2020 7:29 AM
57	The structure of business will be change	12/8/2020 6:29 AM
58	Not enough tools to protect crops / special crops	12/7/2020 1:43 PM
59	changement des métiers	12/7/2020 11:51 AM
60	duurzaamheid	12/6/2020 8:19 PM
61	Yritystoiminta ei kasva	12/4/2020 3:07 PM
62	Climate Change	12/4/2020 11:43 AM
63	Commoditisation	12/4/2020 10:46 AM
64	riittävän kannattavuuden saavuttaminen maataloudessa	12/3/2020 1:40 PM
65	Viljelijöiden ja sitä kautta asiakasmäärän väheneminen	12/3/2020 10:42 AM
66	Ligação aos stakeholders	12/2/2020 5:38 PM
67	cambio climático	11/30/2020 1:54 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	2.	DATE
1	Lack of business planning	1/22/2021 3:22 PM
2	Εμπόριο άνθρακα	1/14/2021 12:52 PM
3	Relevo generacional	1/13/2021 3:52 PM
4	contenimento dei costi	1/8/2021 5:29 PM
5	Innovacion	1/8/2021 12:58 PM
6	valorizzazione produzione agricola	1/8/2021 11:43 AM
7	sviluppo della capacità di analisi di dati	1/8/2021 10:30 AM
8	focalizzazione degli obiettivi formativi e loro declinazione	1/7/2021 8:59 AM
9	Cambiamento modalità comunicative	1/7/2021 8:16 AM
10	new business models	1/6/2021 3:15 PM
11	Upskilling in automation, digitization and A.I.	1/5/2021 6:36 PM
12	Under-performance of the dairy sector	1/5/2021 5:46 PM
13	Personenzertifizierung	1/5/2021 3:20 PM
14	Jaksaminen ja riskien hallinta	1/5/2021 2:07 PM
15	Finding the right business and value chain models to capture the new value add new innovations could provide	12/29/2020 1:47 PM
16	Consultadoria e gestao de projetos	12/28/2020 2:35 PM
17	Veränderung Wetter und Sortenanpassung	12/26/2020 12:56 PM
18	Production efficiency	12/23/2020 12:26 PM
19	MENOR NUMERO DE VITICULTORES	12/22/2020 3:51 PM
20	Innovationen	12/22/2020 1:07 PM
21	Sensórica y digitalización de datos	12/22/2020 12:34 PM
22	INOVAÇÃO	12/22/2020 12:46 AM
23	Gestion de recursos naturales	12/21/2020 7:14 PM
24	Reduction of GHG in the husbandary sector	12/21/2020 5:44 PM
25	Diversificação de áreas de atuação.	12/20/2020 9:12 PM
26	Falta de incentivos para captar novos agricultores	12/18/2020 2:24 PM
27	communication	12/18/2020 10:28 AM
28	Generar red de contactos en la cadena de valor	12/18/2020 9:51 AM
29	Wissensverlust durch Mitarbeiterkündigungen	12/17/2020 9:32 PM
30	Fixeinnahmen für die Festkosten	12/17/2020 9:05 PM
31	food sustainability	12/17/2020 5:38 PM
32	Fachkräftemangel	12/17/2020 12:35 PM
33	Formacion	12/17/2020 12:03 PM
34	Diversificacion	12/16/2020 6:02 PM
35	Prestación de nuevos servicios	12/16/2020 4:42 PM
36	reconocimiento	12/16/2020 8:11 AM
37	Life long learning	12/15/2020 8:02 PM
38	criar	12/15/2020 6:50 PM
39	interne Kommunikation	12/15/2020 4:07 PM
40	Consolidating market with increasingly big suppliers	12/15/2020 9:47 AM
41	razvojna usmeritev	12/15/2020 7:49 AM
42	Promover ações de formação à distância	12/14/2020 11:28 AM
43	nadomeščanje zaposlenih	12/14/2020 8:07 AM
44	Marketing de la empresa	12/11/2020 7:43 AM
45	Ecologieën op peil houden	12/10/2020 5:20 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	Réagir face au changement climatique	12/10/2020 1:53 PM
47	Frontline manager skillset	12/10/2020 9:52 AM
48	Empreinte environnementale	12/9/2020 5:46 PM
49	Supply chain	12/8/2020 11:52 PM
50	izdelki višje dodane vrednosti	12/8/2020 12:10 PM
51	Ketjustrategian lujittaminen	12/8/2020 7:29 AM
52	More industrial sight than family farming	12/8/2020 6:29 AM
53	International trade hampered by trade restrictions	12/7/2020 1:43 PM
54	bouleversement des marchés	12/7/2020 11:51 AM
55	kwaliteit personeel	12/6/2020 8:19 PM
56	Jatkajan puuttuminen	12/4/2020 3:07 PM
57	Biodiversity Loss	12/4/2020 11:43 AM
58	Climate Change	12/4/2020 10:46 AM
59	sääriskien hallinta viljelyssä (kuivuus viime vuosina)	12/3/2020 1:40 PM
60	Osaavan työvoiman saanti	12/3/2020 10:42 AM
61	Capacidade de inovação	12/2/2020 5:38 PM
62	mercados fuera de europa	11/30/2020 1:54 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	3.	DATE
1	Lack of technology development	1/22/2021 3:22 PM
2	Nuevas reglamentaciones en el uso de fitosanitarios	1/13/2021 3:52 PM
3	mantenimento/miglioramento organizzazione aziendale	1/8/2021 5:29 PM
4	Cambios varietales	1/8/2021 12:58 PM
5	sicurezza	1/8/2021 11:43 AM
6	capacità di gestione delle attrezzature necessarie per la gestione ottimale delle risorse idriche	1/8/2021 10:30 AM
7	acquisizione di nuove competenze digitali	1/7/2021 8:59 AM
8	Nuovi target (imprenditori, operatori di filiera...)	1/7/2021 8:16 AM
9	food chain cooperation	1/6/2021 3:15 PM
10	Consumer behaviour change in relation to diets and health	1/5/2021 6:36 PM
11	Industry/Organisation under-prepared for sustainability-related change	1/5/2021 5:46 PM
12	Akkreditierung von Bildungsanbietern	1/5/2021 3:20 PM
13	Uudet liiketoiminta ja maatilanyrittäjyyden muodot	1/5/2021 2:07 PM
14	Justifying the use of forest biomass and making the case for biomass based solutions as the key to a sustainable economy vis-a-vis the enormous pressures and partial misconceptions from the sides of the EU	12/29/2020 1:47 PM
15	Marketing	12/28/2020 2:35 PM
16	Raw material supply	12/23/2020 12:26 PM
17	COMPETITIVIDAD EN EL MERCADO	12/22/2020 3:51 PM
18	Personalkosten	12/22/2020 1:07 PM
19	Organización de empresas	12/22/2020 12:34 PM
20	INVESTIMENTO	12/22/2020 12:46 AM
21	Relevo generacional	12/21/2020 7:14 PM
22	Recolha e valorização da produção agrícola de pequenos agricultores	12/20/2020 9:12 PM
23	Necessidade de certificar as explorações agrícolas	12/18/2020 2:24 PM
24	technology	12/18/2020 10:28 AM
25	Adäquate Umsetzung der Anforderungen im Einklang mit den Stakeholdern	12/17/2020 9:32 PM
26	Preisverfall Lieferstopp	12/17/2020 9:05 PM
27	food and natural resources (e.g. water) crisis, climate change	12/17/2020 5:38 PM
28	Interne Schulungen	12/17/2020 12:35 PM
29	Cooperativismo	12/17/2020 12:03 PM
30	Política Agraria común	12/16/2020 6:02 PM
31	Responsabilidad social empresarial	12/16/2020 4:42 PM
32	aportar valor	12/16/2020 8:11 AM
33	Digitalization	12/15/2020 8:02 PM
34	expandir	12/15/2020 6:50 PM
35	Labour needs at farm level	12/15/2020 9:47 AM
36	tehnološki razvoj	12/15/2020 7:49 AM
37	Desenvolver nº de ações de formação criando um equilíbrio entre a oferta/procura	12/14/2020 11:28 AM
38	digitalizacija	12/14/2020 8:07 AM
39	continuous improvement	12/10/2020 9:52 AM
40	optimizacija procesov	12/8/2020 12:10 PM
41	Kannattavuuden parantaminen	12/8/2020 7:29 AM
42	More business skills is needed for entrepreneurs	12/8/2020 6:29 AM
43	Misinformation of the consumer by ngo' s hidden agenda)	12/7/2020 1:43 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

44	trouver de nouvelles valorisations	12/7/2020 11:51 AM
45	digitalisering	12/6/2020 8:19 PM
46	Byrokratia	12/4/2020 3:07 PM
47	Diversification	12/4/2020 11:43 AM
48	sukupolvenvaihdoksessa onnistuminen	12/3/2020 1:40 PM
49	Uudistuminen - onko riittävän nopeaa?	12/3/2020 10:42 AM
50	Capacidade de obter novas competencias	12/2/2020 5:38 PM
51	digitalización	11/30/2020 1:54 PM

Q24 Do you see any changes emerging in your sector/industry over the next 2-3 years, that may require additional training support to address them?

Answered: 49 Skipped: 468

ANSWER CHOICES	RESPONSES	
1.	100.00%	49
2.	77.55%	38
3.	57.14%	28

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	1.	DATE
1	Migration to an online platform	1/22/2021 3:22 PM
2	Nuevas incorporaciones de viticultores	1/13/2021 3:52 PM
3	agroforestazione	1/9/2021 8:48 AM
4	Comercializacion de productos	1/8/2021 12:58 PM
5	agricoltura di precisione	1/8/2021 11:43 AM
6	NO	1/8/2021 10:30 AM
7	digitalizzazione	1/7/2021 8:59 AM
8	Introduzione nuove tecnologie	1/7/2021 8:16 AM
9	bioeconomy and circularity	1/6/2021 3:15 PM
10	Big data analysis	1/5/2021 6:36 PM
11	Umstellung von Schulungsangeboten auf Elearning	1/5/2021 3:20 PM
12	Nuevas tecnologías IoT	12/29/2020 4:08 PM
13	The technological portfolio in forest management, production and the products domain is rapidly expanding beyond the traditional boundaries in the forest industries. We need skilled people in all three domains (+ the academia for cutting edge research, development and innovation) to further the development and "run the show" in the years to come.	12/29/2020 1:47 PM
14	Gestao de projetos	12/28/2020 2:35 PM
15	Digitalisation	12/23/2020 12:26 PM
16	Digitalisierung Beschaffung Verkauf	12/22/2020 1:07 PM
17	Economía Circular	12/22/2020 12:34 PM
18	Implementação de sistemas de qualidade reconhecidos.	12/22/2020 11:41 AM
19	Gestión de crisis alimentarias	12/21/2020 7:14 PM
20	Adaptation to Climate Change	12/21/2020 5:44 PM
21	Agricultura biológica e sustentável	12/20/2020 9:12 PM
22	informatização do Sistemas Integrado de Gestão	12/18/2020 2:24 PM
23	Digitalización	12/18/2020 9:51 AM
24	Fachliche Weiterbildung	12/17/2020 9:32 PM
25	Familienbetrieb erhalten	12/17/2020 9:05 PM
26	new food packaging/ no packaging;	12/17/2020 5:38 PM
27	Digitalisierung	12/17/2020 12:35 PM
28	Eco	12/17/2020 12:03 PM
29	tic	12/16/2020 8:11 AM
30	Data analytics	12/15/2020 8:02 PM
31	tecnologias digitais	12/15/2020 6:50 PM
32	Klimawandel	12/15/2020 4:07 PM
33	more digitalization and online services	12/15/2020 11:14 AM
34	posodobitev delovanja-digitalizacija	12/15/2020 7:49 AM
35	Adaptação às novas tecnologias	12/14/2020 11:28 AM
36	digitalizacija	12/14/2020 8:07 AM
37	Rechtstreeks contact met de consument	12/10/2020 5:20 PM
38	Brexit	12/10/2020 9:52 AM
39	besoin de transparence dans les étiquetages	12/9/2020 5:46 PM
40	Changes in animal legislation - remedies, movements and handling	12/8/2020 11:52 PM
41	Paikkatieto osaaminen	12/8/2020 7:29 AM
42	Emerging pests and diseases not covered by crop protection tools	12/7/2020 1:43 PM
43	économie circulaire	12/7/2020 11:51 AM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

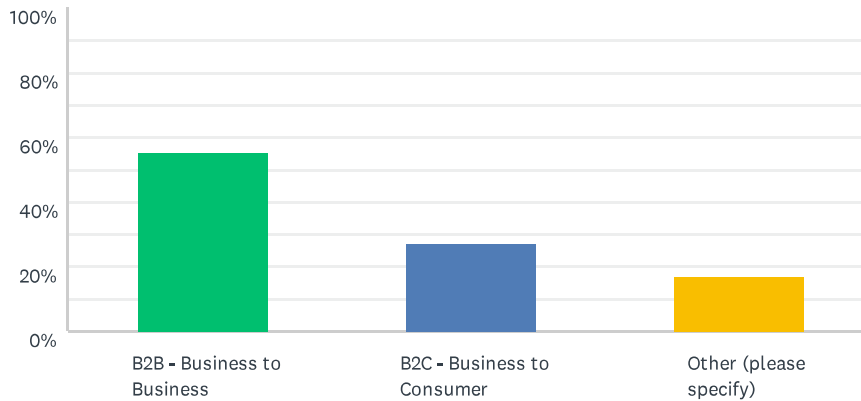
44	EU:n maatalouspolitiikan muutokset	12/4/2020 3:07 PM
45	Ecological sustainability	12/4/2020 11:43 AM
46	kotieläintuotannon hyväksyttävyyys kuluttajien näkökulmasta; imagon kehittäminen	12/3/2020 1:40 PM
47	Suurien ja yritysmäisten tilojen asettamat vaatimukset ammattitaidolle	12/3/2020 10:42 AM
48	smart farming	12/2/2020 5:38 PM
49	hola	11/30/2020 1:54 PM
#	2.	DATE
1	Greater need for learner feedback	1/22/2021 3:22 PM
2	Digitalización	1/13/2021 3:52 PM
3	Asociacionismo agrario	1/8/2021 12:58 PM
4	tracciabilità	1/8/2021 11:43 AM
5	digitalizzazione	1/7/2021 8:59 AM
6	Aggiornamento normativo	1/7/2021 8:16 AM
7	ingredients added values	1/6/2021 3:15 PM
8	Large scale monitoring systems for farm performance	1/5/2021 6:36 PM
9	Internationale Standards im Qualifizierungsbereich	1/5/2021 3:20 PM
10	Sustainability	12/23/2020 12:26 PM
11	Integrated Pest Management	12/22/2020 1:07 PM
12	Big Data	12/22/2020 12:34 PM
13	Gestion de crisis sanitarias	12/21/2020 7:14 PM
14	Reduction of GHG in the husbandary sector	12/21/2020 5:44 PM
15	Produção integrada em pequenos frutos, frutos secos e actinidia.	12/20/2020 9:12 PM
16	Cambio climático	12/18/2020 9:51 AM
17	Finanzierungsmodelle u Förderungen	12/17/2020 9:32 PM
18	Betrieb übergeben und nicht last für die Jugend	12/17/2020 9:05 PM
19	climate change	12/17/2020 5:38 PM
20	Wirtschaftliches Handeln	12/17/2020 12:35 PM
21	Cooperativismo	12/17/2020 12:03 PM
22	On line learning	12/15/2020 8:02 PM
23	biotecnologia	12/15/2020 6:50 PM
24	gesetzliche Anforderungen	12/15/2020 4:07 PM
25	usmeritev v zelene tehnologije kmetijske pridelave	12/15/2020 7:49 AM
26	Aquisição de competências chave para a execução de tarefas	12/14/2020 11:28 AM
27	timsko delo	12/14/2020 8:07 AM
28	Contacten met burgers	12/10/2020 5:20 PM
29	position in community	12/10/2020 9:52 AM
30	évolution des recettes	12/9/2020 5:46 PM
31	Brexit	12/8/2020 11:52 PM
32	Digiosaaminen	12/8/2020 7:29 AM
33	entomologie	12/7/2020 11:51 AM
34	Sukupolvenvaihdos	12/4/2020 3:07 PM
35	Digitisation	12/4/2020 11:43 AM
36	peltoa vapautuu kotieläintuotannosta; mitkä ovat uudet kannattavat peltojen käyttömuodot?	12/3/2020 1:40 PM
37	Etätyöskentely -sujuva työvälineiden käyttö	12/3/2020 10:42 AM
38	hola	11/30/2020 1:54 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	3.	DATE
1	Greater need for organisational feedback	1/22/2021 3:22 PM
2	Gestión sostenible del cultivo	1/13/2021 3:52 PM
3	Cultivo en comun	1/8/2021 12:58 PM
4	sicurezza	1/8/2021 11:43 AM
5	digitalizzazione	1/7/2021 8:59 AM
6	Nuove fonti di finanziamento	1/7/2021 8:16 AM
7	genetics	1/6/2021 3:15 PM
8	Interpretation von Branchenstandards	1/5/2021 3:20 PM
9	Learning	12/23/2020 12:26 PM
10	.	12/22/2020 1:07 PM
11	Logística y distribución	12/21/2020 7:14 PM
12	Bioeconomy - new uses for subproducts and waste	12/21/2020 5:44 PM
13	Raças autóctones (bovinas, ovinas e caprinas)	12/20/2020 9:12 PM
14	Innovative nachhaltige Lebensmittelproduktion	12/17/2020 9:32 PM
15	change consumer behaviour	12/17/2020 5:38 PM
16	Fachkräftemangel	12/17/2020 12:35 PM
17	Intercambio	12/17/2020 12:03 PM
18	Change management	12/15/2020 8:02 PM
19	vlaganja v usposabljanje in sprejem novih kadrov	12/15/2020 7:49 AM
20	odnosi z javnostmi	12/14/2020 8:07 AM
21	Transformative change	12/10/2020 9:52 AM
22	évolution de l'image	12/9/2020 5:46 PM
23	Etätyö- ja koulutuskäytännöt	12/8/2020 7:29 AM
24	agroécologie	12/7/2020 11:51 AM
25	Open Data	12/4/2020 11:43 AM
26	kannattavuuden parantaminen maataloudessa	12/3/2020 1:40 PM
27	Vorovaikutustaidot	12/3/2020 10:42 AM
28	hola	11/30/2020 1:54 PM

Q25 How does your core business model operate?

Answered: 70 Skipped: 447



ANSWER CHOICES	RESPONSES
B2B - Business to Business	55.71% 39
B2C - Business to Consumer	27.14% 19
Other (please specify)	17.14% 12
TOTAL	70

#	OTHER (PLEASE SPECIFY)	DATE
1	A combination of both B2B and B2C.	1/22/2021 3:22 PM
2	Asesoría empresad	1/8/2021 12:58 PM
3	non applicabile	1/8/2021 11:43 AM
4	educare e formare i futuri quadri	1/7/2021 8:59 AM
5	Docencia	12/29/2020 4:08 PM
6	I am working for an industry association and I represent the entire Finnish forest industry with my answers. You could say we run a b2b model but this is not really a pertinent characterization of our "business model"	12/29/2020 1:47 PM
7	Beides: B2B (Richtlinien), B2C (Auslobung, Marketingmaßnahmen)	12/17/2020 9:32 PM
8	Cooperativismos	12/16/2020 8:23 PM
9	somos un centro de investigación universitario	12/16/2020 8:11 AM
10	od zavoda/podjetja do potrošnika/pridelovalca	12/14/2020 8:07 AM
11	Edunvalvonnalta asiakkaille	12/8/2020 7:29 AM
12	Community supported agriculture	12/4/2020 11:43 AM

Q26 How would you define your organisation's Business Model?

Answered: 45 Skipped: 472

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

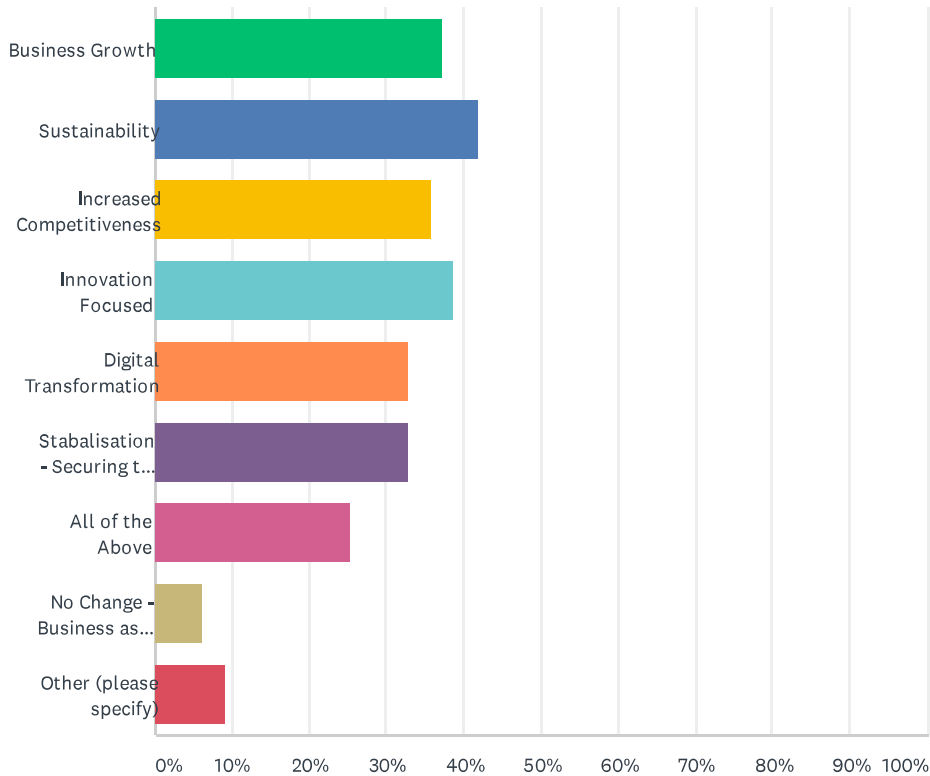
#	RESPONSES	DATE
1	Fluid	1/22/2021 3:22 PM
2	producción agraria, transformación y comercialización	1/13/2021 3:52 PM
3	Personal	1/8/2021 12:58 PM
4	alta formazione	1/7/2021 8:59 AM
5	Formazione ai formatori e ai consulenti	1/7/2021 8:16 AM
6	conventional (b2b)	1/6/2021 3:15 PM
7	Sustainable growth through brands with purpose	1/5/2021 6:36 PM
8	In need of modernising	1/5/2021 5:46 PM
9	Plattformgenossenschaft	1/5/2021 3:20 PM
10	Público	12/29/2020 4:08 PM
11	We represent Finnish forest industry companies towards political and other decision makers in Finland and the EU.	12/29/2020 1:47 PM
12	B2C	12/28/2020 2:35 PM
13	B2B	12/23/2020 12:26 PM
14	COOPERATIVA TRANSFORMADORA Y ELABORADORA Y COMERCIALIZADORA DE PRODUCTO FINAL	12/22/2020 3:51 PM
15	B2B	12/22/2020 1:07 PM
16	Acompañamiento estratégico	12/22/2020 12:34 PM
17	Tradicional: negociação presencial com o cliente	12/22/2020 11:41 AM
18	Cooperativo	12/21/2020 7:14 PM
19	produção-transformação e comercialização	12/18/2020 2:24 PM
20	Bio-sostenible	12/18/2020 9:51 AM
21	Richtlinienbetreiber	12/17/2020 9:32 PM
22	Aussichtslos.....	12/17/2020 9:05 PM
23	Bildung im Agrarsektor	12/17/2020 12:35 PM
24	Venta directa	12/17/2020 12:03 PM
25	Cooperativa	12/16/2020 8:23 PM
26	Tradicional	12/16/2020 6:02 PM
27	Representatividad y prestación de servicios responsable.	12/16/2020 4:42 PM
28	Bildung & Beratung	12/15/2020 4:07 PM
29	Service provider	12/15/2020 9:47 AM
30	stabilno konservativen trajnostno naravn	12/15/2020 7:49 AM
31	kompleksni model - javno zasebni v smislu izvajanja javnih služb in tržne dejavnosti v okviru ene pravne osebe	12/14/2020 8:07 AM
32	Primaire sector	12/10/2020 5:20 PM
33	Group driven with strong site self management	12/10/2020 9:52 AM
34	Business Model classique: vente directe + indirecte aux consommateurs & distributeurs, B2B2C	12/9/2020 5:46 PM
35	Edunvalvonnallista liiketoiminnan kehittämistä ja tukea	12/8/2020 7:29 AM
36	Education in higher level,	12/8/2020 6:29 AM
37	Cooperation	12/7/2020 1:43 PM
38	en questionnaire	12/7/2020 11:51 AM
39	klantgericht	12/6/2020 8:19 PM
40	Perinteinen perheviljelmä	12/4/2020 3:07 PM
41	CLG with Cooperative principles	12/4/2020 11:43 AM
42	Cooperative	12/4/2020 10:46 AM
43	perinteistä raaka-aineen tuotantoa lihanjalostusteollisuudelle	12/3/2020 1:40 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

44	Neuvontapalveluja yritykselle tuotantotoimintaan ja talouden hallintaan.	12/3/2020 10:42 AM
45	empresa a empresa	11/30/2020 1:54 PM

Q27 What does the core strategic focus for your business model look like?

Answered: 67 Skipped: 450

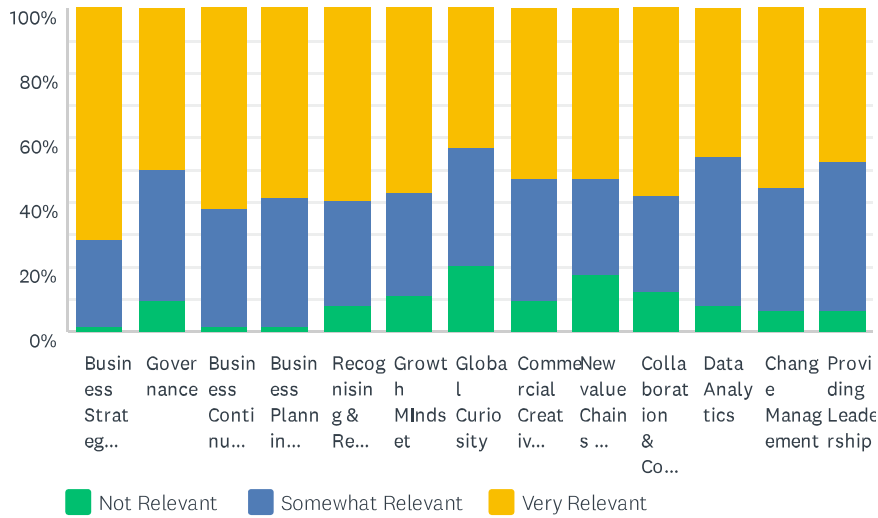


ANSWER CHOICES	RESPONSES
Business Growth	37.31% 25
Sustainability	41.79% 28
Increased Competitiveness	35.82% 24
Innovation Focused	38.81% 26
Digital Transformation	32.84% 22
Stabalisation - Securing the business	32.84% 22
All of the Above	25.37% 17
No Change - Business as Usual	5.97% 4
Other (please specify)	8.96% 6
Total Respondents: 67	

#	OTHER (PLEASE SPECIFY)	DATE
1	ricerca	1/8/2021 11:43 AM
2	Again, as an industry federation we represent the entire Finnish forest industry. We make sure that the policy environment in both Finland and the EU are conducive to improvements in all the domains listed above for our company members.	12/29/2020 1:47 PM
3	Internacionalização	12/22/2020 11:41 AM
4	Qualität, Herkunft, Kontrolle	12/17/2020 9:32 PM
5	Supervivencia	12/16/2020 6:02 PM
6	Regional resilience, food webs, local economy	12/4/2020 11:43 AM

Q28 How relevant are the following BUSINESS STRATEGY SKILLS to your Core Business Model?

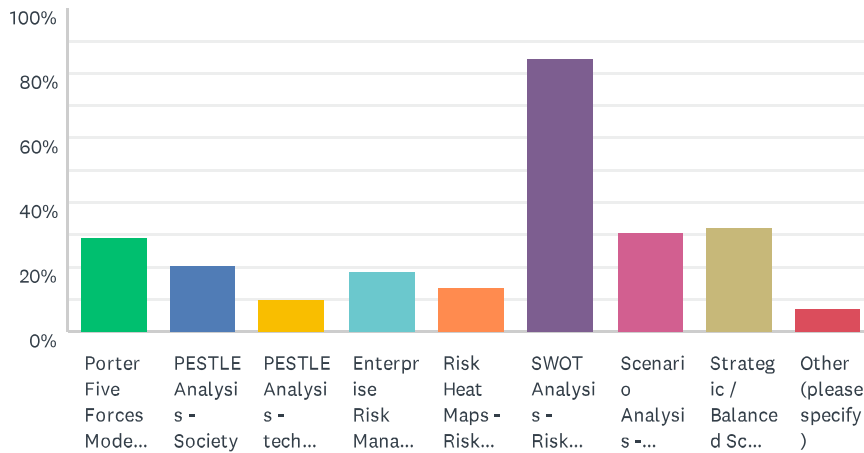
Answered: 64 Skipped: 453



	NOT RELEVANT	SOMEWHAT RELEVANT	VERY RELEVANT	TOTAL	WEIGHTED AVERAGE
Business Strategy, Development, Implementation and Analysis	1.59% 1	26.98% 17	71.43% 45	63	2.70
Governance	9.68% 6	40.32% 25	50.00% 31	62	2.40
Business Continuity Planning	1.59% 1	36.51% 23	61.90% 39	63	2.60
Business Planning / Modelling and Strategic Management	1.59% 1	39.68% 25	58.73% 37	63	2.57
Recognising & Realising Business Opportunities	8.06% 5	32.26% 20	59.68% 37	62	2.52
Growth Mindset	11.11% 7	31.75% 20	57.14% 36	63	2.46
Global Curiosity	20.63% 13	36.51% 23	42.86% 27	63	2.22
Commercial Creativity & Innovation	9.52% 6	38.10% 24	52.38% 33	63	2.43
New value Chains & Business Models to incl. values-based supply chains & Short-Food Supply chains	17.46% 11	30.16% 19	52.38% 33	63	2.35
Collaboration & Co-operation across all sectors of the Food Chain	12.50% 8	29.69% 19	57.81% 37	64	2.45
Data Analytics	7.94% 5	46.03% 29	46.03% 29	63	2.38
Change Management	6.56% 4	37.70% 23	55.74% 34	61	2.49
Providing Leadership	6.56% 4	45.90% 28	47.54% 29	61	2.41

Q29 Which of the following Analytical tools have you used to analyse and understand your businesses operating environments?

Answered: 59 Skipped: 458

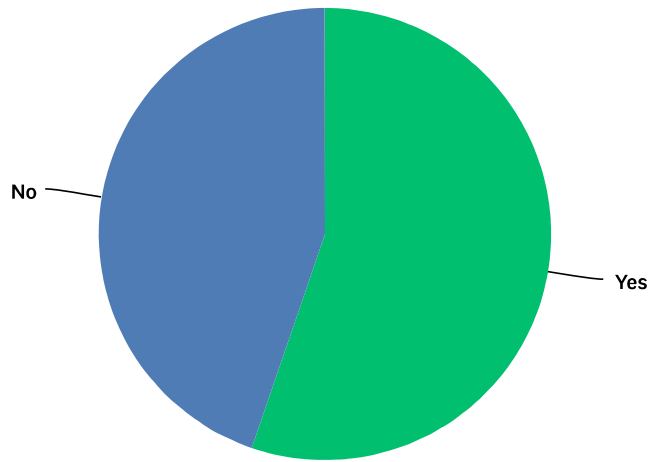


ANSWER CHOICES	RESPONSES
Porter Five Forces Model - Markets	28.81% 17
PESTLE Analysis - Society	20.34% 12
PESTLE Analysis - technology	10.17% 6
Enterprise Risk Management (ERM) - Risk & opportunity	18.64% 11
Risk Heat Maps - Risk & Opportunity	13.56% 8
SWOT Analysis - Risk & Opportunity	84.75% 50
Scenario Analysis - General	30.51% 18
Strategic / Balanced Score Card - General	32.20% 19
Other (please specify)	6.78% 4
Total Respondents: 59	

#	OTHER (PLEASE SPECIFY)	DATE
1	BS =Buon senso	1/8/2021 5:29 PM
2	FMEA Analyse	12/17/2020 9:32 PM
3	existing data/result analysis and comparison	12/15/2020 11:14 AM
4	Viable Systems Model	12/4/2020 11:43 AM

Q30 Would you like to Receive updates on our project?

Answered: 342 Skipped: 175



ANSWER CHOICES	RESPONSES	
Yes	55.26%	189
No	44.74%	153
TOTAL		342

Q31 What is your email address?

Answered: 191 Skipped: 326

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

#	RESPONSES	DATE
1	bronaghm@gmail.com	1/22/2021 2:39 PM
2	dhernandez@fenacore.org	1/22/2021 12:54 PM
3	elio.unito@unito.it	1/19/2021 6:28 PM
4	katerina.meditskou@upfield.com	1/18/2021 10:24 AM
5	iniunce@gmail.com	1/17/2021 7:21 PM
6	evabozou@gmail.com	1/14/2021 12:52 PM
7	jantoniu@jotis.gr	1/14/2021 11:23 AM
8	Patrick.Barrett@agriculture.gov.ie	1/14/2021 11:19 AM
9	mferre@comunitatregants.org	1/14/2021 10:32 AM
10	evangeloschaniadakis@gmail.com	1/14/2021 5:17 AM
11	elsa_raho@yahoo.co.uk	1/14/2021 3:02 AM
12	ekoutsomitropoulou@newmilk.gr	1/13/2021 9:22 PM
13	viticultura4@pacolola.com	1/13/2021 3:53 PM
14	naranjo.alberto@gmail.com	1/13/2021 3:29 PM
15	alfonso.dominguez@uclm.es	1/13/2021 11:00 AM
16	angie.marchetti93@gmail.com	1/13/2021 9:06 AM
17	adam.vicent@gmail.com	1/12/2021 6:17 PM
18	massimo.brambilla@crea.gov.it	1/12/2021 1:23 PM
19	srecs_tavernes@telefonica.net	1/12/2021 10:14 AM
20	gambella@uniss.it	1/11/2021 5:37 PM
21	carlo.bisaglia@crea.gov.it	1/11/2021 3:44 PM
22	roberta.martelli@unibo.it	1/11/2021 8:32 AM
23	secretaria@crpenarroya.org	1/11/2021 7:26 AM
24	monarca@unitus.it	1/10/2021 11:24 PM
25	mariap.manas@uclm.es	1/10/2021 3:04 PM
26	p.rossi@monzaflora.it	1/9/2021 8:48 AM
27	antonio.comparetti@unipa.it	1/8/2021 3:09 PM
28	riegosierraboyera@hotmail.com	1/8/2021 3:07 PM
29	giampaolo.schillaci@unict.it	1/8/2021 2:51 PM
30	imaparici@gmail.com	1/8/2021 1:22 PM
31	jpbroch@gmail.com	1/8/2021 12:58 PM
32	fharo@aguasalmanzora.com	1/8/2021 12:23 PM
33	elio.romano@crea.gov.it	1/8/2021 11:43 AM
34	david.grohmann@unipg.it	1/8/2021 11:29 AM
35	justo.lobato@uclm.es	1/8/2021 10:46 AM
36	gzimbalatti@unirc.it	1/8/2021 9:11 AM
37	maurizia.sigura@gmail.com	1/7/2021 5:03 PM
38	biagio.bianchi@uniba.it	1/7/2021 2:20 PM
39	herbert.haneder@lk-noe.at	1/7/2021 2:05 PM
40	valentijn.decock@vlaanderen.be	1/7/2021 1:38 PM
41	mauro.zaninelli@uniroma5.it	1/7/2021 1:18 PM
42	francesco.marinello@unipd.it	1/7/2021 1:12 PM
43	giacomo.scarasciamugnozza@uniba.it	1/7/2021 1:10 PM
44	sfalla@unict.it	1/7/2021 12:26 PM
45	kuefstein@wavenet.at	1/7/2021 12:12 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

46	anton.jagodac@kgzs.si	1/7/2021 11:37 AM
47	mdoyle@ucd.ie	1/7/2021 11:09 AM
48	daniele.dewrachien@libero.it	1/7/2021 10:25 AM
49	aldo.calcante@unimi.it	1/7/2021 10:22 AM
50	nevenka.bogataj@acs.si	1/7/2021 10:19 AM
51	eugenio.cavallo@cnr.it	1/7/2021 9:55 AM
52	bischetti@unimi.it	1/7/2021 9:47 AM
53	mariangela.vallone@unipa.it	1/7/2021 9:20 AM
54	marco.vieri@unifi.it	1/7/2021 9:00 AM
55	colantoni@unitus.it	1/7/2021 8:40 AM
56	cecchini@unitus.it	1/7/2021 8:16 AM
57	mauro.adobati@hotmail.it	1/7/2021 7:36 AM
58	c.jaspers@q-point-bv.nl	1/6/2021 10:41 PM
59	dario.friso@unipd.it	1/6/2021 9:46 PM
60	daniele.rossi1959@gmail.com	1/6/2021 3:16 PM
61	Robertlally14@gmail.com	1/5/2021 7:07 PM
62	jbrosnan@frsnetwork.ie	1/5/2021 5:46 PM
63	javier.llanos@uclm.es	1/5/2021 4:46 PM
64	b.petersen@eqasce.de	1/5/2021 3:21 PM
65	susanna.aro@mtk.fi	1/5/2021 2:07 PM
66	mjbateira@gmail.com	1/5/2021 10:20 AM
67	mandres.rodriago@gmail.com	1/4/2021 6:40 PM
68	crisrina.saez@uclm.es	1/4/2021 4:15 PM
69	antmario@gmail.com	1/3/2021 10:12 AM
70	montserrat.mor-mur@uab.cat	12/29/2020 4:08 PM
71	antti.tahvanainen@forestindustries.fi	12/29/2020 1:48 PM
72	cofafefloresta@gmail.com	12/28/2020 2:36 PM
73	batikas@live.com	12/25/2020 7:02 PM
74	geral@cooperativaovar.pt	12/24/2020 1:12 PM
75	coopsanfinsfloresta@sapo.pt	12/23/2020 11:15 PM
76	burger@eierhof.at	12/23/2020 7:55 AM
77	sonialeiteoliveira@gmail.com	12/22/2020 5:54 PM
78	calberte@costeira.es	12/22/2020 3:51 PM
79	quintadovale.arifana@gmail.com	12/22/2020 11:41 AM
80	rosacampos@cavc.pt	12/22/2020 9:36 AM
81	mjrjc1965@gmail.com	12/22/2020 12:47 AM
82	maria.tondela@sapo.pt	12/21/2020 11:19 PM
83	psanchez@fecoam.es	12/21/2020 7:15 PM
84	cati2211@yahoo.com.br	12/21/2020 5:44 PM
85	JOESBANZA@GMAIL.COM	12/21/2020 8:34 AM
86	bhb@skogkurs.no	12/21/2020 8:06 AM
87	johann.zoescher@bfw.gv.at	12/21/2020 7:17 AM
88	jgoriordan@gmail.com	12/20/2020 11:02 PM
89	antoniomcalves@gmail.com	12/20/2020 10:13 PM
90	graca.almeida@cooparouca.pt	12/20/2020 9:13 PM
91	assouadstephanie1995@hotmail.com	12/20/2020 1:22 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

92	xacio.calidade@gmail.com	12/19/2020 5:39 PM
93	soniaguillufe@hotmail.com	12/19/2020 9:21 AM
94	elena.maestri@unipr.it	12/19/2020 9:19 AM
95	augustonobreferreira@gmail.com	12/18/2020 8:23 PM
96	andresdelcg@gmail.com	12/18/2020 5:51 PM
97	teresalage@coopfelgueiras.pt	12/18/2020 2:24 PM
98	vasor@chemeng.ntua.gr	12/18/2020 1:59 PM
99	goncalves.melsa@gmail.com	12/18/2020 10:29 AM
100	nathapersson@gmail.com	12/18/2020 9:29 AM
101	elvyra.jariene@vdu.lt	12/18/2020 8:37 AM
102	gre.eich@gmail.com	12/17/2020 9:33 PM
103	a.weissenberger@gmx.at	12/17/2020 9:07 PM
104	anet.rezek.jambrak@pbf.unizg.hr	12/17/2020 8:23 PM
105	maamearkoa@gmail.com	12/17/2020 8:16 PM
106	ballyhandlefarm@gmail.com	12/17/2020 8:15 PM
107	franz.handler@josephinum.at	12/17/2020 6:46 PM
108	ramona.suharoschi@usamvcluj.ro	12/17/2020 5:48 PM
109	michael.walters@rdor.nestle.com	12/17/2020 4:40 PM
110	nathalie.chavier@corporaciontecnologica.com	12/17/2020 3:56 PM
111	r_burlacu@yahoo.co.uk	12/17/2020 3:37 PM
112	anca.nicolau@ugal.ro	12/17/2020 2:04 PM
113	rucirf@gmail.com	12/17/2020 12:59 PM
114	a.salins@hotmail.com	12/17/2020 12:03 PM
115	kjell.ivarsson@lrf.se	12/17/2020 11:33 AM
116	loli@agaca.coop	12/17/2020 8:34 AM
117	papakitsosg@gmail.com	12/17/2020 6:14 AM
118	Mariajesussansebastian@yahoo.es	12/16/2020 8:35 PM
119	pepi385@hotmail.com	12/16/2020 8:23 PM
120	idiaz@asturias.coop	12/16/2020 7:17 PM
121	xabiereraso@hotmail.com	12/16/2020 6:03 PM
122	victorpueyo@gmail.com	12/16/2020 5:56 PM
123	erminapaloma@outlook.com	12/16/2020 5:31 PM
124	asandonis@urcacyl.es	12/16/2020 4:43 PM
125	anthony.mccauley@skillnetireland.ie	12/16/2020 12:31 PM
126	tomas.mchale@aurivo.ie	12/16/2020 12:19 PM
127	jgeraghty@wit.ie	12/16/2020 10:48 AM
128	hardingjo@btc.ac.uk	12/16/2020 9:12 AM
129	ragkos@agreri.gr	12/16/2020 8:50 AM
130	incoming@oneco.org	12/16/2020 8:23 AM
131	paivi.honkanen@ysao.fi	12/16/2020 7:43 AM
132	mcrowe@eircom.net	12/16/2020 7:41 AM
133	vhn@tec.dk	12/16/2020 7:17 AM
134	sean@nots.ie	12/15/2020 10:26 PM
135	m.devries@zadkine.nl	12/15/2020 8:02 PM
136	george@eurosc.eu	12/15/2020 7:21 PM
137	ajcarvalho1969@gmail.com	12/15/2020 6:50 PM

Use this one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agriculture: European skills agenda and Strategy

138	anastasiadis.f@gmail.com	12/15/2020 5:32 PM
139	james.calleja@mcast.edu.mt	12/15/2020 4:28 PM
140	direccion@cooperativaviver.es	12/15/2020 3:36 PM
141	minieri.l@scformazione.org	12/15/2020 2:39 PM
142	Pauliausasmeninis@gmail.com	12/15/2020 2:03 PM
143	tinnemeier@bbssoltau.de	12/15/2020 1:31 PM
144	lha@brock.dk	12/15/2020 11:44 AM
145	info@shipcon.eu.com	12/15/2020 11:15 AM
146	mariaf@gmail.com	12/15/2020 10:00 AM
147	vanderwerff.suzanne@gmail.com	12/15/2020 9:47 AM
148	arja.flinkman@esedu.fi	12/15/2020 9:31 AM
149	sadjarski.center.mb@gmail.com	12/15/2020 8:49 AM
150	roman.stabuc@kmetijski-zavod.si	12/15/2020 7:50 AM
151	draga.zadavec@kmetijski-zavod.si	12/15/2020 7:47 AM
152	luis.calaim@gmail.com	12/14/2020 10:47 PM
153	germann@biomasseverband.at	12/14/2020 3:09 PM
154	irena.kos@ce.kgzs.si	12/14/2020 11:54 AM
155	elisa.ventura@calcob.com	12/14/2020 11:28 AM
156	K.KIRWAN@UCC.IE	12/14/2020 8:40 AM
157	joze.voncina@go.kgzs.si	12/14/2020 8:08 AM
158	ainara@insectaria.com	12/11/2020 7:43 AM
159	jose.tarjuelo@uclm.es	12/11/2020 7:05 AM
160	ablem@gmail.com	12/10/2020 7:58 PM
161	alexandre.pierre@bretagne.chambagri.fr	12/10/2020 1:54 PM
162	alfarobego@gmail.com	12/10/2020 1:04 PM
163	r.groot@aeres.nl	12/10/2020 10:56 AM
164	florbelal@cap.pt	12/10/2020 10:19 AM
165	wayne.green@abpireland.com	12/10/2020 9:52 AM
166	viktor.korzun@t-online.de	12/9/2020 6:23 PM
167	hachillas@gmail.com	12/9/2020 3:52 PM
168	j.gundelach@aeres.nl	12/9/2020 3:11 PM
169	line@iseki-food.net	12/9/2020 1:03 PM
170	darinka.koron@kis.si	12/9/2020 11:05 AM
171	timo.sipilainen@helsinki.fi	12/9/2020 7:19 AM
172	ana.civonjov@gmail.com	12/8/2020 3:32 PM
173	maja.jurc@bf.uni-lj.si	12/8/2020 11:23 AM
174	arthur.hibert@reseaufnsea.fr	12/8/2020 9:00 AM
175	spirosreppas@gmail.com	12/8/2020 8:33 AM
176	paris_xasapis@yahoo.gr	12/8/2020 7:45 AM
177	lemesos@panagrotikos.org.cy	12/7/2020 3:21 PM
178	aurelien.lepennetier@vegepolys-valley.eu	12/7/2020 11:52 AM
179	i_kaliva@c-gaia.gr	12/7/2020 11:25 AM
180	Branwen.Miles@copa-cogeca.eu	12/7/2020 9:18 AM
181	antti.huhtamaki@mela.fi	12/4/2020 3:08 PM
182	davie@cultivate.ie	12/4/2020 11:43 AM
183	marilyn.phillips@aurivo.ie	12/4/2020 10:46 AM

Use ths one - FIELDS Project - addressing the current and Future skill needs for sustainability, digitalization, and the bio-Economy in agricuLture: European skills agenDa and Strategy

184	bdowling@northcorkcreameries.com	12/4/2020 10:00 AM
185	adam@isme.ie	12/4/2020 8:53 AM
186	jean-philippe.bernard@charente-maritime.chambagri.fr	12/3/2020 7:24 PM
187	olivier.perrin@unilasalle.fr	12/3/2020 2:38 PM
188	maria.lazaroy@barilla.com	12/3/2020 12:07 PM
189	tuija.huhtamaki@proagria.fi	12/3/2020 10:43 AM
190	bertrand.dumas@na.chamabagri.fr	12/3/2020 10:36 AM
191	ugo.denis@normandie.chambagri.fr	12/3/2020 10:23 AM