



Education, Audiovisual and Culture Executive Agency
Erasmus +



Progress report

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Erasmus + Sector Skills Alliances

Project Title:

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

Project Reference:

Blueprint SSA Lot 3 Erasmus+ FIELDS

Grant Agreement:

612664-EPP-1-2019-1-IT-EPPKA2-SSA-B

Reporting period:

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Coordinator Institution:

UNITO

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Education, Audiovisual and Culture Executive Agency
Erasmus + Action with multiple beneficiaries Sector Skills Alliances
Grant Agreement number 612644-EPP-1-2019 –1-IT-EPPKA2-SSA-B

Overview

This document comprises the following sections:

- 1 Relevance**
- 2 Quality of the project design and implementation**
- 3 Quality of the project team and the cooperation arrangements**
- 4 Impact and dissemination**

It is mandatory to complete all sections in full.

Guidance notes on completion of the sections are found within the sections themselves.



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1. Relevance

1.1 Executive summary. Include an overview of the project implementation towards the objective of the project. Clearly identify main objectives and outputs and how they address issues relevant to the participating organisations and the thematic field in which your project operates. Briefly describe the overall work performed from the beginning of the project to the end of the period covered by the report and the main results achieved during the implementation.

Notwithstanding the Consortium's complexity, which includes 30 Partners and one Affiliated Entity, the Coordinator, in concert with the other WP leaders, ensures that all activities are completed correctly while also monitoring and managing risks. It also ensures that all financial issues are properly addressed following Erasmus guidelines and the best value for money principle. One of the most important goals is to guarantee that the project is managed efficiently, smoothly, and consistently. To achieve these objectives, tools and mechanisms (such as a management platform) have been established.

The emergence of the COVID-19 pandemic in early the spring of 2020 reduced the in-person meetings and interpersonal exchanges, essential for a constant updating of activities and a more fruitful exchange of ideas and opinions. It also slowed down some activities (e.g. conduction of Focus groups). Despite this, the coordinator, the project manager and all partners made an enormous effort to ensure that the planned activities were carried out profitably and were delivered on time.

WP1 established a general overview of the labour market in agriculture, forestry and related sectors (including the bio-economy) to define the present and future skills needs, accomplished through:

Analysis of state of the art, both on content and EU instruments for skills transferability (ESCO, ECVET, ECTS), with a database incorporated in the webpage of the project; Mobilization of all relevant stakeholders following a multi-actor approach; Participation of stakeholders to focus groups on defining future trends and skills needs; Multiplication of the focus groups outputs through bottom-up surveys; Analysis of the future trends and scenarios in the topics of the call: Sustainability, Digitalisation and Bioeconomy through scenarios. The analysis carried out pointed out that more than 50% of the skills needs are related to horizontal skills (Digitalisation, soft skills, communication, entrepreneurship, basic ICT skills) while the other 50% is specific (Sustainability, and Bioeconomy for agriculture, food industry and forestry).

Within WP2 the partners created ten new occupational profiles compared and prioritized the skills in these domains. Prioritization was ineffective at the EU level since there are huge country differences in terms of skills and occupational profiles. The partners developed a complete EU strategy to overcome the skill gaps and to transfer these skills to agriculture and related sectors. Its national implementation roadmap is created in the coming months through the action of National Working Groups for all pilot countries. To provide the transferability of the skills and knowledge depicted in the European and national strategy, a working group provides links with the ESCO database. Action with ESCO includes inserting new skills and knowledge that were not considered yet by the classification.

WP3 partners performed an analysed the training methodologies and the Learning Manager System to be used during the training, the learning and apprenticeship scheme and the training content and new tools both for trainers and trainees. The training content is divided into four modules, each part being dedicated to one domain (sustainability, bioeconomy and digitalisation) and one module for common skills. The training content coordinators of each field are collaborating to provide an efficient framework for implementing the content. Focus is on the development of the training on innovative skills and knowledge that characterize the Sustainability, Bioeconomy, Digitalization and Soft Skills

All training material will be available in English, and the one used at the country level for the seven pilot training (IT, ES, FR, AT, IE, FI, NL) will be customised and translated to fit the country's needs.

WP4, partners responsible implemented the platform created in WP1 able to display all projects outputs in a friendly manner for future use and uptake at the EU level. The WP created seven databases mostly linked to the public website. This WP also contains the translation of all relevant materials that need to be used



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nationally. The open-source Learning Management System is under construction and will host the training material.

Within WP5 the meetings and discussion focused on: provision of national and EU regulatory frameworks for training and innovation opportunities; provision of national and EU funding opportunities; design of sustainability plan and future use of the platform, with the exploitation of project results and actions to have the partners of FIELDS signing the Agri-food Pact for Skills. Two databases on Regulatory Framework and Funding Opportunities were developed and made visible to the general public.

In WP6, The Consortium ensures the quality of the project's outputs by providing a quality plan and risk management plan. An assessment grid was prepared and compiled at each deliverable submission by the High Steering Committee members.

Within WP7, in order to reach the largest possible target audience while advertising the project results, a public website has been created, press release and a newsletter issued, leaflet and poster prepared, printed and presented in public events, as well as presentation of the project in workshops, conferences and other events. Moreover, a Dissemination Plan was prepared with target numbers and followed by the partners, that were invited and participated in many EU level events and workshops.

In WP8, the Consortium agreement was agreed and signed by all partners; the private and public website was implemented, continuous communications (emails and meeting, communication tools) guaranteeing an overview and monitoring of all activities. Bi-weekly meetings within each active WP provide the necessary engagement of the partners. The coordinator submitted the flash reports on the current and ongoing activities every three months. The High Steering Committee meets every two months to discuss ongoing activities, issues, following actions, and potential risks during the implementation. Despite problems related to face-to-face communication due to the COVID-19 pandemic, partners worked smoothly to complete the project's activities. Some delays implied rescheduling the activities for the second period of the project under evaluation of the High Steering Committee.

1.2 Objectives of your Sector Skills Alliance. Please explain whether your project activities and results are in coherence with the aims of the Sector Skills Alliances according to your project findings during the implementation. How were the project objectives and/or methodology adjusted to respond to the actual needs of the target groups?

The purpose of FIELDS is to develop an Agriculture and Forestry Sector Skill Alliance to give human capital solutions to supply food systems and bioeconomy chains (SSA). The activities include a study of skill gaps in the bioeconomy, digitalization, and sustainability, as well as EU and national strategies and national roadmaps, curricula, apprenticeship schemes, modular training material, and chances to continue using the skills once the project is completed.

During the project, in February 2021, the Pact for Skills initiative was launched, and since then, Food Drink Europe (partner of the project) and Copa-Cogeca initiated the Pact for Skills in the Agri-food sector. FIELDS partners saw this as an opportunity to engage activities within the pact for skills rather than develop a separate SSA for the sector. FIELDS project signed the Pact, and the partners were actively involved in the design and discussion of the first draft of the MOU. Nine out of 30 partners already signed the Agri-food Pact before its official launch. The idea is to involve all FIELDS partners in this initiative, and we planned an official meeting where people from DG GROW, DG EMPL and DG AGRI will participate. Before the project concludes, the first round of involvement will be sought through the partners' network, signing it among 50 partners to collaborate and maximize resource utilization. The aim is also that FIELDS outcomes will be usable by all the partners and members signing the Pact.



1.2.1 Please describe your project results achieved during the reporting period.

WP 1 Skills needs identification

Task 1.1 State of the art. D1.1 - Stakeholder strategic plan and analysis report: Virtual meetings were made with the interested partners to discuss the content of the report. The draft was circulated among the partners and sent to the High Steering Committee (HSC) for the final evaluation before the submission, available in the management portal. D1.2: UNITO created five databases storing all relevant research, in the form of curricula available, best practices, relevant projects, VET providers and stakeholders, policy and advocacy (<http://www.erasmus-fields.eu/management/?q=node/871>). Virtual meetings were made with the interested partners to discuss the use of the databases, and a guideline was prepared and submitted. All partners participated and provided information related to their domains.

Task 1.2 Stakeholders strategic mapping and mobilization, D1.3: LLL-P and EfVET aggregated agriculture, forestry and bio-economy education and VET providers' list, submitted and available in the management portal. Partners participated in providing a list of VETs provided of their Countries. A target of 30 institutes to populate the platform has been reached.

Task 1.3. Focus groups (FG). The FG aims to identify skill needs and future trends in agriculture, forestry and related sectors by collecting information and qualitative data. FG guideline (D1.4) was prepared by ISEKI (WP leader) and circulated among partners involved in the organization of FGs, which sent their topic proposal to be included. The FGs was conducted online, with relevant stakeholders such as cooperatives, agri-food companies, education providers, advisors, and governmental organizations, in Austria and Ireland in May 2020, in Belgium (EU Policy), Italy, Germany, France, Nederland, Spain and Greece in June 2020, in Slovenia and Greece (EU forestry) in July 2020. ISEKI analysed the outcomes and prepared a report (D1.5) with annexes corresponding to the results of the national FGs, uploaded in the management portal.

Task 1.4: Bottom-up surveys. ICOS created a survey to assess skills needs, skills gaps, training needs, and training gaps in agriculture, forestry, and the bio-economy (D1.6 - Web-based questionnaire), including green and digital skills needs considering the outcomes of the FG (T1.3). A dissemination campaign was put in place to spread better the survey among the partners' networks (newsletters, website, mailing campaign, social media, meetings, etc.). The survey received more than 500 answers (more than expected) and the Survey analysis (D1.7) required a longer time for the preparation. The revised draft received comments from all involved partners for improvement while the final version was sent to the HSC that approved after small revision and it was submitted at the beginning of April 2021.

Task 1.5: Future trends analysis: This deliverable presents the scenarios on the present and future skills needs in the agriculture, forestry and bio-economy sector, their hypothesis and justification and their consequences. It contains an executive summary presenting the main trends, their impact and skill needs.

Meetings have been conducted every two weeks since September 2020 to better plan the activities and give instruction on preparing the trends and scenarios at national levels. After several discussions, WUR performed extensive literature studies and analysis of policy reports on trends in sustainability, bio-economy, digitalisation and business models in agriculture, the food industry and forestry sectors in Europe.

Also, the involved partners have foreseen seven trends and scenarios at countries level. The final version of the report (D1.8) was sent to the HSC for the Quality assessment that was approved after a small revision and submitted at the end of April 2021.

WP2 Priorities and strategy design

The WP1 outputs were analysed in Tasks 2.1 and 2.2 in order to determine the skill gaps in agriculture and related sectors, which were related to three areas.

For the D2.1 - Detailed baseline of occupational profiles, the involved partners formed Working Groups dedicated to the different skill categories (Sustainability, Digitalisation, Bioeconomy, Forestry and Soft



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Skills/Business Entrepreneurship) conducted the analysis to identify skill gaps and knowledge gaps, to define and select the most important (missing) skills in order to create Occupational Profiles (OP) and met regularly since May 2021 to make a total of ten OP: three for sustainability, three for bioeconomy, and three for digitalisation (each sector composed by one Technician for Agriculture EQF level 5, one Technician for Food Industry EQF level 5 and one Expert on agriculture and food industry EQF level 4), plus one for forestry (EQF level 5). These OP have been proofread by the partners and are available as Annexes to the report of Task 2.1, then served as a basis for task 2.2 Profiles Prioritization. These profiles are ready to be matched with ESCO criteria in order to identify existing curricula and target the different teaching materials to be created. Due to the importance of this task, several revisions occurred with continued discussion to optimize the profiles and the final report was sent to the HSC for the quality evaluation in October 2021.

D2.2 Prioritized occupational profiles The objective of this task was to choose ten profiles from those created in task 2.1 for further use in the context of this project.

A first effort was made to provide specifications on the four criteria to be used in the prioritization process: criticality, impact, time and volume. These criteria were already defined in the “project description of work”, but was necessary to provide more details about their use. In a second step, partners worked on the ranking procedure and contributed significantly to the deliverable report.

Since in task 2.1 only ten profiles were created, it became apparent which profiles were required to be further developed in order to address the current and future skill needs for sustainability, digitalization and the bio-Economy in agriculture, so there was no longer a need to prioritise the profiles among themselves. Nevertheless, a methodology to rank the skills/knowledge in each profile was developed in later stages of the FIELDS project, such as in the project curricula development, to decide the relevance of the skills to be trained.

Task 2.3 European Strategy formulation, WUR prepared and sent a survey to investigate a key starting point for developing a European Strategy on agri-food and forestry skills. The survey took place in 2 weekly discussion meetings with the FIELDS partners in March-September 2021. A questionnaire on key topics was distributed to the involved partners at the beginning of October, receiving 27 feedbacks. WUR wrote the first version of the Strategy (Draft document) in collaboration with UNITO and CONFAGRI, considering Partners input and external Stakeholders. The Strategy report was circulated among partners for revision in December 2021.

Task 2.4 Roadmap. The main aim will be to adapt the EU strategy (Task 2.3) to the needs of the seven target countries and develop it into specific Action Plans. The seven countries are the ones where the training pilot will be implemented in Austria, France, Finland, Italy, The Netherland, Spain, Ireland. The Responsible partners engage relevant stakeholders of the target countries and establish National Working Groups (NWG). A letter of Invitation, which will indicate the meeting's main objectives, opportunities, and modality to guarantee fruitful participation of outside stakeholders, was sent shortly.

Task 2.5 Transferability framework. A considerable effort was made to match where possible the ESCO Skills and Knowledge with the topics of the profiles created in T2.1.

LLL-P shares their presentation during the WP2 working meetings on the Matching of the Profiles with ESCO. Digitalisation, Bioeconomy and Forestry profiles are completed. Partners are welcome to provide comments to organize a meeting with ESCO and get meaningful insight for the Framework and Curricula design. This is to make sure that the work that LLLP has put into comparing Fields skill design and adjusting it to ESCO standards gets approved by Partners with expertise on the matter for each of the sectors taken into consideration (Digitalisation, Sustainability, Bioeconomy, Forestry).



WP 3 New tools and training design

Task 3.1 Training methodologies - This deliverable started after the completion of the WP1 and improved after WP2 activities with the consideration of several methodologies: online learning, microlearning, gamification, flipped classroom, blended learning, peer learning, on-farm demonstration activities, Action-based and participatory learning. Considering the target groups and their different needs (farmers, students and farmers advisors), the types of learning (initial or continuous learning) and the topics, units and learning outcomes that will be developed in the curricula design, the involved partners preferred not to select a single methodology but a combination of those analysed here will be used, considering case by case the one that suits the needs of the topic. Regarding the Learning Management Systems, the open-source Moodle platform was chosen to be used to create the FIELDS training course.

Task 3.2. Curricula design Some discussion and brainstorming sessions were held to shape an efficient way to design the curricula, considering learning objectives for each topic decided for the occupational profiles. Training content coordinators worked to provide a framework for innovative content preparation in the domains of the project. It was also decided that the learning scheme for farmers, foresters and agri-food people will be included in this deliverable and the criteria to select trainers and trainees.

WP 4 Implementation

Task 4.3. To make the project outputs visible, usable and easily accessible during and after the project, a geographical map linked to the Organizations database, created to collect resources in T1.1 has been created by UNITO and uploaded both in the management portal and in the public website (D4.3 – Open public platform and map). It will be kept updated during the project lifetime and maintained afterwards.

Task 4.4. The translation of the dissemination material is ongoing. Partners translated the website main content, the leaflets and the posters (outlining the project's objectives and overview, including partners, work plan and packages), VET list and classification, the bottom-up survey and the first issue of the newsletter (also disseminated through the social media) in 9 languages.

WP 5 Long term action plan

Involved partners started to have regular email exchanges and virtual meetings related to Task 5.1 - National and EU regulatory frameworks and Task 5.2 - Funding opportunities to better organize and plan future activities.

In order to create long-lasting tools, a database of EU regulations regarding training frameworks has been established. It will serve as a reference both within the project as well as for outside stakeholders during and after the duration of the project

As far as task 5.2 is concerned, a database has been created providing an overview over past, current and future skill and training related funding opportunities. This database is a crucial tool for partners to identify further funding opportunities allowing to extend and expand on the outcomes of the FIELDS project. It will also facilitate the cooperation of partners in future funding applications.

The main structure of the Regulatory framework list (D5.1) and the Funding opportunities list (D5.2) were sent to the coordinator for the creation of the databases to be uploaded in the platform.

The Regulatory databases framework received more than 150 records, while the funding opportunity ones received about 120 records from all the involved partners. For this latest deliverable, a survey was circulated in October related to the future exploitation of the project's results.

These two additional databases were also linked to the public website and their description will be translated in all consortium languages in the next period.



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Concerning to the planned Sector Skill Alliance establishment, there are ongoing activities to rather join the Pact for Skills in the Agri-food sector instead of making a separate alliance. Already 9 out of 31 partners signed the pact and UNITO and CONFAGRI were heavily involved in the activities and meeting that occurred in the year before the official launch of the Pact for Skills that occurred in February 2022.

WP 6 Quality assurance

Task 6.1. The Quality Plan (D6.1) set the rules for the control and the monitoring of project activities. The Risk Management Plan, based on reports and comments sent by all partners regarding the work program and the Evaluation grid (D6.2), useful for the deliverables assessment, were completed and uploaded in the management portal.

Task 6.2 Quality assessment: this is an ongoing activity. Involved partners (High Steering Committee members) are receiving the deliverables outcomes and deliverable evaluation grids fulfilled by the HSC.

Task 6.3 External Evaluation. An external review will be performed at mid-term and before the end of the project. External evaluators (EE) will perform quality control of the deliverables up to M30. Task leader and the involved partners (UCLM, CEPI, EFB with the support of UNITO) started to meet to discuss recruitment, costs, methodologies for the evaluation. UCLM suggested an EE for sustainability aspects, CEPI suggested an EE for bio-economy and forestry aspects and EFB suggested an EE for digitalization aspects.

Several selected experts in the field of agri-food and forestry-related Vocational Training have been contacted to evaluate the outputs of the FIELDS project until M30.

WP 7 Dissemination and communication

Task 7.1: The Dissemination Plan (D7.1), containing the definition of the target groups and tailored actions toward each of the target groups, was revised and sent to the HSC. Submitted on time

Task 7.2 Communication and dissemination campaign:

Partners have continuous communication with interested parties on the national and EU level exchange project finding; articles in national food magazines. Also, partners regularly disseminated the project's outputs, newsletters and available dissemination material through its social media and webpage.

FIELDS events are disseminated through social media, including pictures. FIAB created social network accounts: Twitter account (@SprojectField). At the moment, 170 users follow it and it is following 312 users; Account LinkedIn <https://www.linkedin.com/company/fields-project-erasmus/> has 65 followers; Account Facebook <https://www.facebook.com/fieldsproject.erasmus.1> has 23 followers; YouTube channel https://www.youtube.com/channel/UcKFCxHAMrDRLF9_axPy-eNg has 9 subscribers and 8 videos uploaded; it will be updated during the creation of training material and interviews with the trainers and trainees.

The first newsletter is focused on partner's presentation, overall Project goals and national focus groups with pictures. It has been uploaded on the website and shared through social media.

The press release was done 24 times, at the national and international level, reaching a target audience of 250000 people.

The public website (D7.2) (<http://www.erasmus-fields.eu/>) went online in July 2020. The first layout was presented during the 29/06/2020 online meeting to receive comments and feedback from partners.

Five out of seven databases were linked on the website to be more helpful to the general public. In addition, the bottom-up survey (T1.4) has been uploaded to have more visibility.

All the public documents are uploaded to a dedicated page.

A file called FIELDS global dissemination overview was created and uploaded in the shared folder containing relevant information about project participation and organisation of events, press releases, publications, dissemination through social media. This file is constantly updated.



D7.3 Leaflets and posters has been prepared by UNITO, it circulated among partners for receiving suggestions and comments. CONFAGRI handles the translation in 9 languages (all received).

WP 8 Project Management

Task 8.1 - Decision making and internal communication: D8.1. All partners sent their signed copy to the coordinator. The last version of the Consortium agreement was sent back to the partners and uploaded in the internal portal. Deliverable completed. D8.2 Intranet management portal report was sent to the HSC for the evaluation and submitted, deliverable completed.

Task 8.2 Administrative and financial management: The project manager continuously supports through email exchanges and one-by-one virtual meetings concerning economic issues and advice. UNITO developed a dedicated tool in the intranet created in T8.1, to help partners in financial management.

Partners managed to support the efficient administrative, legal and financial management of the project by providing the requested information on its periodic financial report on time and participating in all online meetings organized.

Task 8.3: Progress monitoring and risk management. Virtual meetings were done bi-weekly every other Thursday (except during summertime), to discuss the ongoing WPs activities and submit them in the management portal in due time. On 15/12/2021, a webinar was held online to explain financial reporting issues. The task leaders contributed to the organisation, conduction, and minutes writing of WPs meetings, in monitoring the adequate completion of the activities and deliverables, contacting partners by email, and having partner-to-partner meetings when necessary.

Partners managed to carry out all requested activities and to upload information about dissemination action outcomes of the project. Some delays occurred and are thoroughly explained in the report. Reschedule of the remaining activities to complete the project in due time is under discussion and will be approved by the High Steering Committee at the next meeting in April 2022.

For Blueprint projects: 1.2.2 Sectoral Skills Strategy. Please describe your work and current achievements related to the development of Sectoral Skills Strategy. How the Skills Strategy is linked with next project activities? Please mention the specific number of the Sectoral Skills Strategy deliverable and insert a link to the document.

The sectoral skills strategy was based on work carried out in WP1. We have a draft in D2.3, the European strategy, that will be following rolled out in 7 different national roadmaps, to account for the specificity in training needs at the country level. Interview of the stakeholders and whole search of documents identified three patterns to be considered in the EU strategy. These patterns are the baseline scenario, with development as usual of businesses in agriculture, forestry and agri-food sector, with the actual trends, the sustainability trend where the industry aims at sustainable patterns, and the technological trend where technology will be more and more critical. The key principles for the formulation of a European agri-food and forestry skills strategy are related to the following categories: Harmonisation of VET systems, Monitoring of the skills agri-food and forestry ecosystem, Key performance indicators, Partnership and governance, learning content and structure, Training modules, Modules as composed by respondents, Management/ entrepreneurship and soft skills, Training in practice, Online training, Target groups, Resources and Resilience. The D2.3 illustrates in details the EU strategy. The training preparation, implementation and national roadmap will adhere to the EU strategy just completed in a draft form. The final, refined version of the EU strategy will be available by the end of the project.



1.3 Innovation. Please describe the innovative and added value for the sector addressed deriving from the project during the implementation.

FIELDs took an innovative approach to analyse the skill needs through scenarios analysis, focus groups, innovative curricula, including state of the art or new training methodologies. The project drafted strategies to provide knowledge transfer through training at the EU and country level to reach both people in initial training farmers and agri-food workers.

Existing certification schemes of training at the national level foreseen and certify only long courses that could be taken only by students or non-employed people because they required 680 hours of training, apprenticeship tasks and assessment. However, we need to upskill and reskill the employed people in the sectors to maintain the actual employed level and also possibly increase the workforce for these sectors that are growing in the EU, with a steady increase in employed people (FDE, 2020). However, these employed people could only participate to short classes that address specific needs.

During the discussion of the appropriate Sectoral Skills Strategy partners, especially VET providers identified micro-credentials as a significant element in the European Union's European Education Area. So, this aspect will be considered as well for the preparation of the training content in WP3.

Learners will be engaged with modular, innovative training, flexible schedule, and the possibility to take only the skills they need.

Besides this aspect, the innovation also relies in the availability of a sectorial skills strategy, written with the support of major players in the sector in Europe, along with training content available in 7 languages for free by training centre interested to provide the training in the four domains locally: bio-economy, sustainability, digitalization and soft skills/entrepreneurship, for agriculture, forestry and agri-food sector.

The framework used to build the strategy could also benefit other productive sectors in the EU.

1.4 EU policy. Please explain how your project is contributing to relevant EU policies indicated in your project proposal (if relevant at this stage).

The skills need analysis in WP1 contributed to a state-of-the-art analysis of the sector's need, while the scenarios analysed (sustainability, business as usual and high-tech development) are the most suitable of implementation in the EU agri-food sector. These results were the pillar on which was based the formulation of the draft of the EU strategy (D2.3).

Future roadmaps at the national level will help to decline this strategy considering the Country needs. The structure of the framework could also be promoted for other sectors and domains within the EU.

The FIELDs project is heavily involved in implementing the Pact for Skills for the agri-food sector. The idea is to promote the signing of the Pact for Skills by the project partners instead of establishing a Sector Skill Alliance as it was initially foreseen in the proposal. A critical discussion is also about the opportunity of having a structure, an observatory to permanently monitor the Pact implementation. The training content and all outcomes developed within FIELDs will also be available within the Pact for Skills partnership.

1.5 Outcomes / Results / Products

1.5.1 List of ALL deliverables. Provide a list of all deliverables included in your project application and realised so far using the table below.



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Number of Work package (1)	Deliverable's title (2)	% Achieved	Delivery date	Nature (3)	Dissemination level (4)	Language versions (5)	Was this deliverable already submitted with previous report(s) YES/NO
1	D1.1 - Stakeholders strategic plans and analysis report	100	18/12/2020	R	PU	English	YES
1	D1.2 - Repository of previous projects and best practices	100	30/06/2020	P	PP	English	YES
1	D1.3 - VET and stakeholders lists and classification	100	25/06/2020	P	PP	English	YES
1	D1.4 - Focus group guideline	100	23/07/2020	O	CO	English	YES
1	D1.5 - Focus group analysis	100	12/01/2021	R	PP	English	YES
1	D1.6 - Web-based questionnaire	100	21/12/2020	O	PU	EN, DE FR, GR, IT, NL, ES, SI, FI	YES
1	D1.7 - Survey analysis	100	29/04/2021	R	CO	English	NO
1	D1.8 - Scenario's analysis	40	30/04/2021	R	PU	English	NO
2	D2.1 - List of occupational profile	100	25/11/2021	R	CO	English	NO
2	D2.2 - Prioritized occupational profiles	100	06/12/2021	R	PU	English	NO
2	D2.3a - European strategy	100	22/12/2021	R	CO	EN,	NO
2	D2.3b - European strategy	-	-	R	PU	EN, DE FR, GR, IT, NL, ES, SI, FI	
2	D2.4 - National Roadmaps	20	-	O	PU	EN, DE FR, GR, IT, NL, ES, SI, FI	
2	D2.5 - Open transferability framework	80	-	R	PP	EN, DE FR, GR, IT, NL, ES, SI, FI	
3	D3.1 - Training methodologies	100	25/02/2022	R	PU	English	NO
3	D3.2 – Curricula design	20	-	R	PU	EN, DE FR, GR, IT, NL, ES, SI, FI	
3	D3.3 - Apprenticeship scheme report	-	-	R	PU	English	
3	D3.4 - Online training materials	-	-	R	PP	EN, DE FR, GR, IT, NL, ES, SI, FI	
3	D3.5 - User guide for trainers and train the trainers' session material	-	-	O	PP	English	
4	D4.1 - Train the trainer report	-	-	O	PP	English	



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Number of Work package (1)	Deliverable's title (2)	% Achieved	Delivery date	Nature (3)	Dissemination level (4)	Language versions (5)	Was this deliverable already submitted with previous report(s) YES/NO
4	D4.2 - Report and analysis of the full training experimentation	-	-	R	PP	English	
4	D4.3 - Online public platform and map	100	31/12/2020	R	PP	English	YES
5	D5.1 - Regulatory framework list	100	24/01/2022	R	PU	English	NO
5	D5.2 - Funding opportunity list	100	31/12/2021	R	PU	English	NO
5	D5.3 - Governance and Exploitation Plan	-	-	R	PP	English	
5	D5.4 - Future engagement plan and Memorandum of understanding	-	-	O	CO	English	
6	D6.1 - Quality Plan	100	30/06/2020	O	CO	English	YES
6	D6.2 - Evaluation grids	100	30/06/2020	O	CO	English	YES
6	D6.3 - Internal and external quality assessment reports	30	-	R	CO	English	
6	D6.4 - EE quality assessment	-	-	R	CO	English	
6	D6.5 - ECVET accreditation report	-	-	R	CO	English	
7	D7.1 - Dissemination Plan	100	29/09/2020	O	CO	English	YES
7	D7.2 - Public Website	100	29/06/2020	I	PU	English	YES
7	D7.3 - Project leaflet and poster	100	30/06/2020	P	PU	English	YES
7	D7.4 - Report on dissemination action	20	-	O	CO	English	
8	D8.1 - Consortium Agreement	100	30/06/2020	O	CO	English	YES
8	D8.2 - Private area of the website	100	26/03/2020	I	CO	English	YES
8	D8.3 - Progress reports	40	*	R – I	CO	English	*

*First progress report (M1) finalized date: 14/03/2020; Second progress report (M13) finalized date 06/02/2021

All the files listed in the above table are available at the FIELDS management portal:

Link: <http://www.erasmus-fields.eu/management/?q=deliverables>

Username/Login: Fields_PO.

Password: fieldsproject

(3) Please indicate the **nature** of the deliverable using one of the following codes:
R – Report



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- P** – Product
- I** – Interim product that will be developed further
- E** – Event
- O**– Other (please insert comment in the last column to explain the type of the Outcome..)

- (4) Please indicate the **dissemination level** using one of the following codes:
- PU** = Public
 - PP** = Restricted to other programme participants (including Commission services and project reviewers).
 - CO** = Confidential, only for members of the consortium (including Agency and Commission services and project reviewers).

1.5.2 List of deliverables submitted with the Progress Report **ONLY** for the current reporting period

Please use the space below to list **all deliverables/products** that have to be evaluated as part of the report.

Submitting the deliverables for evaluation:

1. The project results and outcomes should be put in secure place on the project website/online platform which will be used for evaluation by EACEA. Please provide the Agency with the link, login and password and make sure the numbers attributed to your products/outputs match with the numbers of the items listed in below table.
 2. For storing your deliverables at the EACEA, please send by post a USB drive with all results submitted for evaluation and all supporting documents to your project officer: Education, Audiovisual and Culture Executive Agency, Unit A2, Avenue du Bourget 1 (SPA2 03/085), B-1049 Brussels. The USB drive should be posted at the time of submission of your Report.

3. The main project deliverables that have to be publicly available have to be uploaded in Erasmus+ platform for dissemination and exploitation of project results in your project section <http://ec.europa.eu/programmes/erasmus-plus/projects/> . The products available there will be analysed only during the Final Report evaluation stage but you may decide to upload finalised results already at the Progress Report stage.

Number of product /outcome	Title of products/outcomes/deliverables	Comments related to deliverables already submitted with previous report(s): If YES, please indicate changes implemented in accordance to EACEA request
1	File D1.1_Stakeholder strategic plan and analysis report_final.pdf	YES, No changes
1	File D1.2_Repository_databases_final.pdf	YES, Implemented during the current reporting period
1	File D1.3_VET list and classification_final.pdf	YES, No changes
1	File D1.4_FG guideline revised_final.pdf	YES, No changes
1	File Deliverable 1.5 - Focus Group Analysis - final.pdf	YES, No changes
1	File D1.6_Task 1.4 - Web-Based Survey's	YES, No changes
1	File D1.7_Task1.4-Survey Results_Report_final_annex.pdf	NO
1	File D1.8_T1.5_FIELDS_Trend and scenario analysis_final_0.pdf	NO
1	File FIELDS_Task_2.1_Report occupational profiles_final.pdf	NO
1	File FIELDS_Task_2.2_Report_final.pdf	NO
1	File FIELDS WP2.3 European Strategy WUR- private draft_final.pdf	NO
1	File D3.1_FIELDS_Training methodology_final.pdf	NO



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1	File D4.3_Task4.3_Online public platform and map_revised_final.pdf	YES, Implemented during the current reporting period
1	File FIELDS_Task_5.1_Regulatory framework_final.pdf	NO
1	File Task 5.2 – Funding opportunities-final.pdf	NO
1	File FIELDS_D6.1_Quality_plan_final.pdf	YES, No changes
1	File FIELDS_D6.2 Assessment Grid_final.pdf	YES, No changes
1	File FIELDS_D7.1_Task 7.1 - Dissemination_plan_final.pdf	YES, No changes
1	File D7.2_Task 7.2 - Public website_final.pdf	YES, Implemented during the current reporting period
1	File D7.3_Task 7.2 - Project leaflet and poster_final.pdf	YES, Printed and disseminated
1	File FIELDS_Consortium_Agreement_final.pdf	YES, No changes
1	File WP8.2_Intranet_management portal_final.pdf	YES, Implemented during the current reporting period

All the files listed in the above table are available at the FIELDS management portal:

Link: <http://www.erasmus-fields.eu/management/?q=deliverables>

Username/Login: Fields_PO.

Password: fieldsproject

1.5.3 List of supporting documents submitted with the Progress Report

Please use the space below to list **all supporting documents** that have to be evaluated together with the report.

Submitting the deliverables for evaluation:

1. The project supporting documents should be put in secure place on the project website/working platform. Please provide the Agency with the link, login and password and make sure the numbers attributed to your supporting documents match with the numbers of the items listed below.

For storing your supporting documents at EACEA, please kindly include the supporting documents together with deliverables on the USB drive sent to the EACEA (see the address in 1.5.2) at the time of submission of your eReport.

Number of supporting document	Title of supporting documents	
1	D1.1 Task1.1_assessment Grid_all.pdf	Quality assessment of the HSC' members for D1.1 Task1.1
1	D1.2 Task1.1_assessment Grid - UNITO.pdf	Quality assessment of the HSC' members for D1.2 Task1.1 Task1.1
1	D1.3_Assessment Grid_All.pdf	Quality assessment of the HSC' members for D1.3 Task1.2
1	D1.4_Assessment Grid_All.pdf	Quality assessment of the HSC' members for D1.1 Task1.3
1	D1.5 Task1.3 assessment Grid_All.pdf	Quality assessment of the HSC' members for D1.1 Task1.3
1	D1.6_task_1.4_Assessment grid_All.pdf	Quality assessment of the HSC' members for D1.1 Task1.4
1	D1.7_task_1.4_FIELDS_Assessment grid_all.pdf	Quality assessment of the HSC' members for D1.1 Task1.4
1	D1.8_task_1.5_FIELDS_Assessment grid_all.pdf	Quality assessment of the HSC' members for D1.1 Task1.5



1	D2.1 Task2.1_assessment Grid_All.pdf	Quality assessment of the HSC' members for D2.1 Task2.1
1	D2.2_T2.2_FIELDS_assessment Grid_All.pdf	Quality assessment of the HSC' members for D2.2 Task2.2
1	D3.1 Assessment grid_ALL.pdf	Quality assessment of the HSC' members for D3.1 Task3.1
1	D4.3_T4.3_deliverable assessment Grid_all.pdf	Quality assessment of the HSC' members for D4.3 Task4.3
1	D5.1_Task5.1_assessment Grid_All.pdf	Quality assessment of the HSC' members for D5.1 Task5.1
1	D5.2_Task5.2_assessment Grid_All.pdf	Quality assessment of the HSC' members for D5.2 Task5.2
1	D6.1 Task6.1_Assessment Grid_all.pdf	Quality assessment of the HSC' members for D6.1 Task6.1
1	D6.2 Task6.1_Assessment Grid_all.pdf	Quality assessment of the HSC' members for D6.2 Task6.2
1	D7.1 Task7.1_assessment Grid_all.pdf	Quality assessment of the HSC' members for D7.1 Task7.1
1	D7.2 Task7.2_assessment Grid_all.pdf,	Quality assessment of the HSC' members for D7.2 Task7.2
1	D7.3 Task7.2_assessment Grid_all.pdf,	Quality assessment of the HSC' members for D7.3 Task7.2
10	Folder D1.3 VET list and classification_translated	List of VET providers translated in 9 languages
2	Fields Global dissemination Report – Indicator overview	List of dissemination activities (Press release, links, events, leaflets and posters, video, social media)
80	Folder WP8 Management - All meetings' agendas and minutes	Consortium / HSC / working meetings
10	Folder #1_Newsletter_translated	Newsletter in all Consortium languages
20	Folder Leaflets&Posters_translated	Leaflets & Posters in all Consortium languages
24	Folder Press release	Press releases issued by Consortium partners

All the files listed in the above table are available at the FIELDS gDrive shared folder:
<https://drive.google.com/drive/folders/1t-VGKlqGyUhYqayQnnV7SefhVds38kP?usp=sharing>

2. Quality of the project design and implementation

2.1. Implementation of the work plan / tasks

2.1.1 Deviation from the work plan

In case of deviation or changes, please explain clearly which project activity was not implemented in line with the initial project, which activity foreseen in the description of the project has been modified. You are also invited to provide here details of problems encountered and the solutions that have either been implemented or are proposed. Please use the work package titles, types and references that you used in annex I of your grant agreement. (Max. 500 characters)

* Specify whether, in case of an amendment, you notified and received the approval from EACEA or not.



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Workpackage Title	Workpackage Type and Reference	Planned Starting Date	Actual Starting Date	Planned duration	Actual duration
WP2 - Task 2.1 List of occupational profile	Implementation	01/12/2020	01/12/2020	M12-M15	M12-M23
<p>Deviation and the reason for it The long process was due to the methodology of designing the occupational profiles that engaged all partners in the co-creation process to promote a sense of ownership among all partners. Also the submission off the focus group analysis and the trends and scenarios required more time than expected, that included relevant information for the creation of the occupational profiles</p>					
<p>Proposed or Implemented Solution To provide frequent meetings and creations of working groups for each domain. Partners used mind-mapper tools (Miro-board) for share ideas and facilitate the design process.</p>					
WP2 - Task 2.2 profiles prioritisation	Implementation	01/02/2021	01/05/2021	M14-M18	M17-M23
<p>Deviation and the reason for it The long process was due to the proof of concept and the criteria for the prioritisation process. Discussion among partners pointed out the methodology of the prioritisation in one side and the uselessness of the entire process at the European scale. At the same time, some exercises in this would be helpful at the national level.</p>					
<p>Proposed or Implemented Solution Frequent meetings and discussions.</p>					
WP3 - Task 3.1 - Methodology definition	Implementation	01/04/2020	01/07/2020	M4-M9	M19-M26
<p>Deviation and the reason for it Task 3.1 objective is to define the pedagogical approach to be used in the training program to enhance farmer learning of technological and soft skills. WP3 aims are creating relevant educational contents and curricula to answer the skill gap identified in WP1 and WP2. The Consortium considered essential to wait for the outcomes of tasks 1.4 (Bottom-up survey), 1.5 (Future trend analysis) and in particular of 2.1 (Analysis of skill gaps and new profiles creation), part of the WP2 (Priorities and strategy design to achieve more effective implementation of the task itself and have a broader and more in-depth view of the topic, a fundamental part of the entire project.</p>					
<p>Proposed or Implemented Solution Submission of task 1.4, 1.5 and 2.1, analysis of these results, delays of task 3.1 until M26. This delay will slightly affect the task 3.2 – Curricula design that will start and will end in: M24-M28 but no other task since will begin after this required new deadline.</p>					
WP3 - Task 3.2 – Curricula design	Implementation	01/05/2021	01/12/2021	M4-M21	M24-M30
<p>Deviation and the reason for it</p>					



Workpackage Title	Workpackage Type and Reference	Planned Starting Date	Actual Starting Date	Planned duration	Actual duration
Submission of task 1.4, 1.5 and 2.1, analysis of these results, delays of task 3.2 until M30. This delay will affect other tasks since will begin after this required new deadline (i.e. Task 3.4 - Training content creation and new tools). The Consortium considered essential to wait for the outcomes of WP1 and WP2 results and the completion of the training methodology definition.					
Proposed or Implemented Solution Include the ESCO skills and knowledges definition. Translations of the topics of the occupational profiles using the ESCO framework. This helps to full clarify the training material to be developed and the schedules of the courses.					
WP3 – Task 3.4 - Training content creation and new tools	Implementation	01/08/2021	01/12/2021	M20-M32	M24-M38
Deviation and the reason for it We are waiting for the draft of the D3.2 Curricula design and D3.3 Apprenticeship scheme.					
Proposed or Implemented Solution Provide a monitor scheme of the activities to be carried out for the creation of the training material.					

2.2 The work plan overview for the next period. Please indicate separately if you foresee any modifications of the work programme. Please note that all changes have to be communicated to EACEA by submitting an amendment request.

Please provide an overview of planned activities until the end of the project. Please highlight separately any foreseen changes for each work package compared to the work plan of the application. (Max. 3000 characters)

<p>WP 1 Skills needs identification All tasks and deliverables are completed and submitted.</p> <p>WP 2 Priorities and strategy design The 10 Detailed baselines of <u>occupational profiles (T2.1)</u> and <u>profiles prioritisation (T2.2)</u>, were completed in mid-October and sent to the involved partner for the revision before being sent to the HSC for the quality evaluation.</p> <p><u>Task 2.3 - European Strategy formulation:</u> the D2.3 (European Strategy), which includes a draft version in M22 (first confidential draft), was qualitatively analysed and included in the intermediate report for D2.3 European Strategy: “Survey report WP2.3: principles of a European strategy on agri-food-forestry skills”.</p> <p>Based on this first step a European Strategy will be further drafted until Month 45 of the FIELDS project (for deliverable D2.3). The EU strategy will include the key aspects and general guidelines that the roadmap will further complete at a national level</p>



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Task 2.4 Roadmap formulation and refining: The Responsible partners (CONFAGRI, AERES, AC3A, LVA, UCLM, PA, ICOS) will engage relevant stakeholders of the target countries and establish National Working Groups (NWG). At least 5 members, also people outside the Consortium.

Annex I of deliverable 2.4 will be a Letter of Invitation, which will indicate main objectives, opportunities and modality of the Meeting as to guarantee fruitful participation of outside stakeholders.

The questionnaire and the Occupational Profiles are also going to be provided to the participants before the NWG meeting. The 7-target country will write the Action Plan which will include: Main challenges, National Focus on skill needs and Occupational profiles, The proposal and commitment, Key performance indicators.

VET providers, HEI and Training Centres will define indicators in order to monitor the implementation of the Nation Action Plans during and after the project.

Task 2.5 Transferability framework.

The skills not yet in ESCO will be requested to be inserted as essential skills or optional. Optional knowledge, skills and competencies are significant for job matching because they reflect the diversity of jobs within the same occupation. In addition to the ESCO database, LLL-P, EfVET, INFOR and AERES will create an open framework to accommodate all relevant existing transferability frameworks like ECVET accreditation on the VET side, or ECTS recognition system on the universities side, along with the EQAVET quality assessment.

WP 3 New tools and training design

Task 3.1 Methodology definition: The deliverable (D3.1) was completed in mid-December and sent to the ICOS and AERES for revision. . All partners were then requested to comment on the deliverable, and, after this round of comments, the HSC finally approved it.

Task 3.2 Curricula design: Partners under the responsibility of ICOS will develop the outline of 7/10 occupational profiles (at least one per country participating in the training)) corresponding to job profiles identified in T2.1 and T2.4, at least one per topic: sustainability, digitalisation, bioeconomy, one for EQF level 4 (farmers, foresters and SMEs) and one for EQF level 5 (students) in line with the sector changing needs in the short to longer term. UNITO, in collaboration with AERES, ICOS and INFOR will define the pedagogical approach that will be used to develop the training programme to enhance farmer learning of technological and soft skills. With the lead of INFOR in this task, the criteria to select trainers and trainees will be decided by the partners as well as the EQAVET indicators to be monitored during the training.

Task 3.3 Apprenticeship scheme: The apprenticeship scheme will be designed using the COM (2017) 563 recommendations for a European Framework for Quality and Effective Apprenticeships. The recommendation includes seven learning and working conditions requirements and seven criteria for assisting in the establishment and operation of quality and effective apprenticeships. VET providers will establish these apprenticeship plans, which will incorporate some days of work-based learning on the farm and some days/visits in the food and bio-based products industry. This will include work placements in forestry-related companies.

Task 3.4 Training content creation and new tools: This task, led by UCLM aims at developing the training content for trainees based on the methodological approach defined in Task 3.1 and the curricula designed in Task 3.2. The training programme will be divided into four modules, each part being dedicated to one domain (sustainability, bioeconomy and digitalisation) and one module for common skills, related to worker safety, gender issues, soft skills that are mandatory for achieving the ECVET and EQAVET certification. Modules will be developed thanks to partners' expertise on the subject and existing training material also gathered from Task 1.1



WP 4 Implementation

Task 4.1: Setup and running of Train-the-trainer pilot: The trainers' training will be running under AP coordination to ensure that trainers have all the necessary elements to monitor themselves the training sessions for the trainees. The trainers will follow the online content developed in WP3, related to content use and in class activities, and then will follow at the online training dedicated to the trainees, provided by task 3.4. The training material for trainers will be on the open-source Learning management system chosen in T3.1

Task 4.2: Setup and running of Training pilot: The implementation of the training pilots will be running under AERES coordination to ensure the proper functioning of the training. Partners of the country where training is offered will select a small number of trainees in initial and continuing training following the criteria established in T3.2. For learners in initial training, the training will be followed by a stage/apprenticeship to complete the occupational profile requirement. For learners in continuing training, the offer will be modular, so they can study only the content they need and skip a work-based period.

Task 4.3 The geographical map, linked to the Organisations database will be kept updated during the project lifetime and maintained afterwards. Two new databases (task 5.1 and 5.2) have been received recently from the partners and will be uploaded in the map in the following weeks.

Task 4.4. Newsletter, documents to be uploaded in the public website and training material will be translated in the Consortium languages. This is a continuous, ongoing process during the project implementation.

WP 5 Long term action plan

The reports of the tasks 5.1 - National and EU regulatory frameworks and 5.2 - Funding opportunities, were sent to the HSC for the quality assessment and submitted in due time. The two additional databases created were also linked to the public website, and their explanation will be translated into all consortium languages in the following weeks.

Task 5.3: Platform governance: In order to keep the platform online and updated after the project duration, PA will prepare a governance scheme. The governance body will include VET providers that will further update, disseminate and promote the use of the platform and UNITO will be in charge of maintaining it. CONFAGRI will also write an exploitation plan with the help of ISEKI. It will expose the rules for further exploitation of the training content, strategy, curricula, job descriptions, skills sets, and project outputs. This task will consider the engagement of FIELDS partners

Task 5.4: Stakeholders' future engagement: this task is ongoing with signing the Pact for skills by the partners. Nine out of 31 partners signed the Pact for Skills, and we expect to enrol at least 40 more members instead of making a separate sector skill alliance for the agri-food sector.

WP 6 Quality assurance

Task 6.1: Quality plan: Deliverable completed.

Task 6.2: Quality assessment will continue throughout the lifetime of the project. The work packages leaders are receiving the deliverables outcomes and the evaluation grids are filled by the HSC members.

Task 6.3: HAB and External Expert review: in the next HSC meeting, the EE suggested by the partners in charge of the recruitment will be appointed, and the EE will perform quality control of the deliverables up to M30. Their checking will be referred to the English version of the outcomes and deliverables



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The task leader (EFB) is working on keeping updated the quality assessment KPIs ensuring the efficient quality assessment of the FIELDS deliverables and outcomes, and on the definition of the evaluation methodology for external assessment and the plan for the implementation of the quality checks by the external evaluators.

In addition, during the second round of external assessment, the HAB will suggest an external evaluator for the checking of all the final deliverables at M47 before the end of the project. He will do a cross check on the deliverables already checked by other EE and will look also at all new deliverables made after M30.

WP 7 Dissemination and communication

The dissemination plan (D7.1) was developed and completed

Partners will continue communicate with interested parties on national and EU level, exchange of project findings and communiques; articles in national food magazines; disseminated project's outputs, newsletters and available dissemination material through its social media and webpage, in order to ensure broad awareness rising of the project outcomes to the target groups

Task 7.2 Communication and dissemination campaign: FIELDS events will be disseminated through social media including pictures. The second newsletter, focused on WP1 outputs and early results of WP2, will be released and disseminate through the social media and websites.

In the second period of the project, the focus will be on recruiting trainees for the pilot and communicating about the availability of other outcomes to the stakeholders. The file "FIELDS global dissemination overview" will be constantly updated.

Scientific articles: ISEKI is currently preparing two scientific articles based on WP1 results to be submitted in the special issue "Sustainable Food System in the European Union" of the journal "Sustainability" (MDPI editor).

The titles of the articles are:

1. Skill needs for sustainable agri-food and forestry sectors (I): assessment through European and National Focus Groups;
2. Skill needs for sustainable agri-food and forestry sectors (II): insights of a European Survey.

WP 8 Project Management

The coordinator and the project manager will continue giving support by email and one-by-one virtual meeting concerning financial issues and advises on the ongoing deliverables. Virtual meetings will be done bi-weekly every other Thursday to discuss the ongoing WPs activities.

The previous High Steering Committee meetings discussed the need to adjust the schedule of the remaining activities, and the partners provided a mandate to the coordinator to provide a revised Gantt chart.

In the next HSC meeting planned to be held online the 4th of April, among other items, the revised schedule of the activities will be presented for approval. Following the meeting, an amendment will be requested to the EACEA.



2.3 Project methodology/approach. Please present the methodology/approach for achieving the objectives, including major milestones, measurable indicators.

The involved partners of a specific task or deliverable have constant communication by email exchanges and virtual meetings, in which preliminary results are presented and discussed, highlighting the potential issue. WP Leaders coordinate the meetings and prepare the minutes, which circulate among the partners for revision and to continue the discussion.

WP1 Skills needs identification

Partners supported the implementation of the project by managing to respond on time to any request, such as the provision of the required object and active participation in relevant meetings.

For example, LLLP worked together with EfVET supported UNITO in the collection of information about the state of art. LLLP collected relevant policy-makers and decision-makers contacts at EU level (European Parliament, DG EAC, DG EMPL, DG AGRI, CHAFEA, EACEA, etc.) involved in the main fields of the project to support the advocacy actions and initiative of the consortium. These contacts were identified through desk research, and the continuous networking activities carried out by LLLP in Brussels.

A mapping of the most relevant European frameworks used to support, guide and promote VET Systems in Europe was carried out with the aims i) to help harmonise the exchanges among the partnership and understand how different requirements related to qualifications, quality and mobility would look like in different countries; ii) to identify potential stakeholders interested in the project; iii) to ensure a further classification of stakeholders in specific target groups.

Due to the COVID-19 situation in the spring of 2020, the coordinator and all task partners decided at a relatively early point to conduct all focus groups online and meet using online web-conferencing tools. This meant that the initial Guidelines, prepared by task leaders, were adapted to the online format providing specific online set-up recommendations.

The first milestone (Future trends analysis performed) was achieved in time (M15) with the aim to create scenarios for EU agriculture, food industry and forestry sectors.

The methodology/approach has been:

- Design and discussion of the trend and scenario analysis during two-weekly WP1project meetings in the period September 2020 – December 2020
- Performing extensive literature studies and analysis of policy reports on trends in sustainability, bio-economy, digitalisation and business models in agriculture, the food industry and forestry sectors in Europe. A total of 63 scenarios at EU and National level were defined.

WP2 Priorities and strategy design

The task leader created working groups with specialists in each skill category. Partners used mind-mapper tools (Miro-Board®) for share ideas and facilitate the design process and participated in contributing to bi-weekly discussion meetings with the objective to define and select the most important (missing) skills in order to create 10 Occupational Profiles (OP) in the areas of sustainability, bioeconomy, digitalization, forestry as well as soft skills/business entrepreneurship for EQF levels 4 and 5.

The EU strategy was written within this WP and is in the D2.3. Partners supported the lead task partner by providing feedback to the preliminary strategy report during WP2 meetings. The questionnaire focused on capturing the multiple stakeholder views on the strategy and having bilateral meetings with the lead task partner.



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Task leader prepared guidelines and references to allow transferability of curricula within Europe by linking profiles, strategies and curriculum with EQAVET, ESCO, ECVET, ECTS. LLLP has set meetings with other partners involved in the task to determine the best strategy for the task implementation.

WP 3 New tools and training design

The partners carried out an extensive literature study and analysis of nine training methodologies and five learning management systems. Exchanges of email, meetings, and feedback were made among the involved partners; the draft report was circulated for revision and improvements.

Some discussion and brainstorming sessions were held to shape an efficient way to design the curricula, considering learning objectives for each topic decided for the occupational profiles.

WP 4 Implementation

In order to make the project outputs visible, usable and easily accessible during and after the project, a set of databases with a geographical map was created, by project coordinator UNITO, to collect the information about state of the art. UNITO designed online databases storing all relevant information related to the organisations/stakeholders, curricula available, best practises, policy and advocacy, projects, regulatory framework and funding opportunities.

More than 720 records have been inserted in the databases that are also linked in the public website.

They will be kept updated during all lifetime of the project and until 4 years after the end of the project.

The platform to host the training content is under development.

WP 5 Long term action plan

Task leader provided guidelines for partners' contributions; The contributions were divided into general education and training policies as well as specific ones connected to VETs. Moreover, relevant policies related to the main themes of the project digitalisation, agriculture, forestry, (soft) skills, business/entrepreneurship, sustainability) were collected and shared with the task leader.

After the meetings with the WP lead partners, LLLP proceeded to develop the structure of the funding opportunities platform so that it can be implemented by the web designer (coordinated by UNITO). The database consists of a table that includes thirteen columns for collecting basic information related to each specific funding opportunity. The criteria for selecting the funding opportunities were determined by LLLP after receiving feedback from partners and preparing a guideline.

WP 6 Quality assurance

To ensure the quality of the outputs of the project, be it the skills profiles, trend scenarios, job description, curricula, training material, the in-class training pilots, the strategy or the roadmaps, a Quality Plan were prepared by the task leader with the contribution of the Quality Committee. Also, a Risk management plan was prepared by UNITO after receiving feedback from all partners and included in the Quality Plan. An evaluation grid was prepared and shared to the HSC member for the quality assessment of each deliverable. They used it to check the deliverables before the final submission.

For the recruitment of the External Evaluators, were established criteria of selection such as: experience in the reference sector, duration of experience, methodology for evaluating the deliverables and total cost of the evaluation. Candidates were also asked to submit a proposal developing the above criteria.

Discussion started for the training certification process among involved partners from Italy and Nederland.

WP 7 Dissemination and communication



The task leader prepared and implemented a Dissemination Plan to define the overall communication and dissemination plan including a common goal for communicating and disseminating the project's objectives outputs, interim and final results.

These are the KPI reached so far: Links at the web platform 25; Videos on the website and on YouTube dedicated channel: 8; Participation in professional events and conferences: 32; Press releases at national or international level: 24; Leaflets distributed: 200; Newsletters: 1 (translated in 9 languages). Twitter activity: 47 posts with a total impression of 41000 and about 850 engagements.

WP8 Project Management

This part of the Work Programme is dealing with the methodology adopted to achieve the expected objectives. UNITO will lead this WP. The frequent meetings planned for each WP and the HCS committee meetings helped stream the information and decisions among partners. The use of Discord® messaging platform speed up the outreach of the interested partners. The coordinator set up a specific mailing list to avoid sending too many emails to all partners. Lessons learned: although online meetings were becoming traditional way of communication during the pandemic, partners still demand full meetings face-to-face to have the opportunity to speak to all the audience and meet a single partner to discuss a specific issue. Face-to-face meetings are also necessary to feel the different partners of the project that meet only once in presence in Turin in early February 2020. There will be a face-to-face plenary meeting in May 2022.

2.4 ECVET and EQAVET. Please explain how you are applying ECVET principles and EQAVET (if applicable) recommendations if planned in the application. What measures and steps are planned/done for validation, certification and recognition of the acquired knowledge, skills and competencies?

This activity is in early stage. Partners involved in the EQAVET assessment started to map out the process of certification for educational courses in the Netherlands and Italy. They also are organizing virtual meetings to compare the process in the two countries and decided the following steps.
Most of this activity will be carried out in the second period.

2.5 Occupational profiles addressed and ESCO. Please list all occupational profiles your proposal is developing/revising/updating. How do you take on board the information available in ESCO for your work. Please mention about the outcome of your meeting(s) with ESCO team in case any meetings were organised. Indicate whether your project results were considered for updating/revising/creating new occupational profiles in ESCO (please list the profiles that were/will be affected).

During the 07/10/2020 FIELDS meeting, the EMPL ESCO Secretariat c/o European Commission - ESCO-E2 Unit: Skills and Qualifications presented the ESCO platform. He talked about updating the content of the classification, in view of the publication of the next version of the ESCO database.

Subsequently, emails were exchanged related to the updated soft skill list in agriculture and focus group analysis.

In order to provide the transferability of the skills and knowledge depicted in the European and national strategy, the 2.5 task leader (LLL-P) are preparing four documents (one for each sector: bioeconomy, sustainability, digitalisation and soft skills/Entrepreneurship) where the skills and knowledge included in the occupational profiles defined in task 2.1 are compared with ESCO

Since the domain is quite innovative (sustainability, bioeconomy, digitalisation), the partner responsible for this task (LLL-P) will communicate with the ESCO representative if essential skills are not available in the database.



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The skills not yet in ESCO will be requested to be inserted as essential skills or optional. Optional knowledge, skills and competencies are very important for job matching because they reflect the diversity of jobs within the same occupation.

The final documents should be ready by M27 to present ESCO the new profiles and new skills, competencies and knowledge to be added to the ESCO database.

2.6 EU Skills Panorama. Please describe whether your the research results could be published on the EU Skills Panorama. Please mention the results of any communication with the EU Skills Panorama team at Cedefop.

The following documents and results could be published in the EU Skills Panorama, while more will be available by the end of the project:

1) Stakeholder strategic plan and analysis report. The sector's growth strategy is summarized in a comprehensive report, through the available material and directives from the EU, producers associations, and industries.

2) Trend and scenario analysis. This deliverable presents the scenarios, their hypothesis and justification and their consequences. It will contain an executive summary explaining the main trends, their impact and skill needs at the national and European levels.

3) Profiles prioritisation. A framework for prioritisation system and classification of all training needs obtained in the different scenarios of the foresight exercise completed in T1.5 and of the occupational profiles and skills needs defined in T2.1 is available. However, the prioritisation should be carried at the Country level.

4) Methodology definition. With the ultimate objective to support innovation and sustainable development in the agricultural, forestry and bio-economy sector, a variety of methods for teaching content and processes that enhance farmer learning of technological and soft skills may be applied. This report defined the pedagogical approach that will be used to develop the training programme in order to enhance farmer learning of technological and soft skills.

5) National and EU regulatory frameworks. This report aims at preparing the roll-out of project deliverables at national and regional levels with the relevant governmental and sectoral authorities. The partners provided information on the regulatory frameworks in place in each country.

6) In this task partners studied and listed the funding opportunities available to support the skills strategies and the future use of FIELDS' outputs. Two levels were studied (regional/national and EU levels), each partner will list the regional and national funding opportunities using the EU tender portal and the local authorities' materials.

2.7 Quality assurance measures. Please describe the quality measures that have been introduced and the organisation of the evaluation process.

CERTH produced a Quality Plan at the start of the project, which included a summary of the expected results and deliverables achieved to track and regulate project operations. The HSC, which is made up of a contact person from each WP Leader organization, is in charge of its proper implementation, monitoring, and planning of activities.

Each partner wrote a report outlining his concerns about the work program, and UNITO redacted a risk management plan as part of the quality plan.



INFOR created evaluation grids for assessing the quality of deliverables and reports, as well as scheduling the quality assurance operations; the HSC members approved that.

UNITO drafted different contractual documents and project management tools with the help of the engaged partners (e.g. Consortium Agreement, periodic advancement reports, standard templates for both word and power point documents, quality plan, etc.).

Internal quality assurance comprises checking project deliverables and outcomes and is the responsibility of each WP leader for deliverables and outcomes related to WP implementation.

The HSC also serves as a Quality Committee and conducts internal material and content checks as needed. So far all completed deliverables were checked by the members of HSC before the publication/submission to the content management system of the final documents and tools.

2.8 Overall project management. Please explain the overall management of the project, the coordination and monitoring arrangements. Report on any particular difficulty the project encountered related to the management.

The project is coordinated by UNITO. Professor Patrizia Busato was the coordinator of the proposal submission and keep the role for the first year of the project (2020), then replaced by Prof. Remigio Berruto from January 2021, although she continued to work full time for the project implementation. Beside this, UNITO has a specific office to deal with Erasmus+ projects that will help in communication and management issues.

To monitor both technical and financial deliverables, UNITO appointed since May 2020 Dr. Francesca Sanna, PhD, who has excellent skills in monitoring national and EU projects. She was supported by the Dept. office, where payments and money transfer will be made, and the official contract are issued.

In order to monitor the project, UNITO drafted different contractual documents and project management tools with help of the engaged partners (e.g. Consortium Agreement, periodic advancement reports, standard templates, quality plan, etc.).

The coordinator built a specific intranet content management system that is accessible by all partners within the web page of the project. It contains a repository system to collect the deliverables according to the project plan. This way, each partner can monitor its performance and obligation related to project activities online.

As coordinator of the project, UNITO 1) chaired the High Steering Committee, 2) is in charge of the redistribution of the subvention between partners, 3) monitor the technical and financial progress of the project, 4) apply the risk plan management.

The High Steering Committee (HSC) controlled the project's management and quality. It is composed by the WP leaders. It ensures the monitoring of the Work Programme. In case it is necessary, the HSC can modify the Work Programme in order to improve partners' capacity to reach their objectives. Monitoring progress and a Contingency Plan are included in the Quality Plan. The HSC members are responsible of the quality checking of the deliverables. HSC meetings were held online on 25/03/2021, 20/05/2021, 08/10/2021, 06/12/2021, the next one is planned on the 03/02/2022 and then on 04/04/2022.

Project activities are described in detail within the Work Programme. The Work Programme also allocates the different tasks that must be performed to partners and details their duration and the moment at which they will begin. Each task was assigned in the proposal to a specific partner, and so was each deliverable.



No changes occurred in the assignment of tasks/deliverables during the development of the project.

Since 31 partners are in the consortium, the communication among partners and with the coordinator has to be carefully considered. The coordinator and the project manager continuously support by email and one-by-one virtual meeting concerning explanation of the ongoing activities, financial issues, and advice. Virtual meetings were held bi-weekly every other Thursday to discuss the ongoing WPs activities.

The project manager prepared a dedicated mailing list for each WP and Discord® channels configured for a different group of partners (HSC, WGs, All, etc.) to develop and discuss deliverables, new outcomes and action to be done, as well as send reminders on the conduct of the upcoming meetings and updates on dissemination. Also a meeting calendar was prepared and uploaded in the management portal to track future meetings and book the partners' agendas with large advance. A webinar on financial reporting explanation was prepared and conducted on 15/12/2021 to give support and clarifications in view of the followings reporting

Each meeting had a minute distributed to all partners, so those who cannot participate in that meeting could follow the project development. Each minute was sent to partners with seven days to comment on it and then made available on google drive.

Deliverables were checked in comparison with the plan made at the beginning of the project and were rescheduled to cope with the lateness accumulated in some activities during the first reporting period. The HSC Committee members made quality checks.

Due to the Covid-19 situation, third Management Meeting 2 (MM2), will be postponed in M29 to be in person and not online, as requested by most of the partners and to be more effective.

D8.3 progress reports (M24) is in preparation, and it will be sent to the High Steering Committee in the coming weeks. At the meeting of 4th April 2022, HSC will look at the report, and a reschedule of the remaining activities will be presented and discussed within the WP leaders.

3. Quality of the project team and the cooperation arrangements

3.1. Involvement of Partners. Please indicate the actual involvement of each partner by describing his specific tasks in each of the work packages.

In case some partner have included affiliated entities in the application form please insert additional rows under the row of the relevant partner using the same numbering as in the Detailed description of the project of the application form (M1-Mx). Then for each work package concerned, please list the number of days and tasks allocated to each affiliated entity.

No of Work package		Partners involved	Country	Actual tasks carried out in the work package (completed or active)
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1	Skills needs identification			
	Lead partner	ISEKI(P4)	Austria	WP 1 Leader: 45.422 days in category 1 and 55 days in category 2 Task 1.1: 15 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 25 days in category 1 and 35 days in category 2 Task 1.4: 17.81 days in category 2, 20 days in category 3, and 2 days in category 4 Task 1.5: 20.065 days in category 2, 1.125 days in category 3, and 1.183 days in category 4
		UNITO(P1)	Italy	Task 1.1: 25 days in category 1 and 80 days in category 2 Task 1.2: 5 days in category 2 Task 1.3: 20 days in category 2 Task 1.4: 5 days in category 2 Task 1.5: 30 days in category 2
		CONFAGRI(P2)	Italy	Task 1.1: 20 days in category 2 Task 1.2: 25 days in category 2 Task 1.3: 20 days in category 2 Task 1.4: 10 days in category 2 Task 1.5: 10 days in category 2
		WUR(P3)	Netherlands	Task 1.1: 20 days in category 2 Task 1.2: 5 days in category 2 Task 1.3: 18 days in category 2 Task 1.4: 5 days in category 2 Task 1.5: 25 days in category 1 and 27 days in category 2
		ICOS(P5)	Ireland	Task 1.1: 15 days in category 2 Task 1.2: 15 days in category 2 Task 1.3: 30 days in category 2 Task 1.4: 15 days in category 1 and 20 days in category 2 and 10 days in category 3 Task 1.5: 20 days in category 2
		AERES(P6)	Netherlands	Task 1.2: 18 days in category 2 Task 1.3: 5 days in category 2 and 20 days in category 3 Task 1.4: 5 days in category 3 Task 1.5: 5 days in category 2
		AP(P7)	Austria	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 5 days in category 2 Task 1.4: 5 days in category 2 and 5 days in category 3 Task 1.5: 10 days in category 2
		UHOH(P8)	Germany	Task 1.1: 18 days in category 2 Task 1.2: 20 days in category 2 Task 1.3: 38 days in category 2 and 20 days in category 3 Task 1.4: 5 days in category 3 Task 1.5: 10 days in category 2
		CERTH(P9)	Greece	Task 1.1: 15 days in category 2 Task 1.2: 18 days in category 2



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				Task 1.3: 15 days in category 2 Task 1.5: 10 days in category 2
		ACTIA(P10)	France	Task 1.1: 3.625 days in category 2 Task 1.2: 0.25 days in category 2 Task 1.3: 10.625 days in category 2 Task 1.4: 1 days in category 2 Task 1.5: 2.9375 days in category 2
		GAIA(P11)	Greece	Task 1.1: 20 days in category 2 Task 1.2: 20 days in category 2 Task 1.3: 10 days in category 2 Task 1.4: 5 days in category 3 Task 1.5: 10 days in category 2
		Confagri PT(P12)	Portugal	Task 1.1: 10 days in category 2 Task 1.2: 18 days in category 2 Task 1.3: 10 days in category 2 Task 1.4: 4 days in category 3 Task 1.5: 5 days in category 2
		SCOOP(P13)	Spain	Task 1.1: 8.1875 days in category 2 Task 1.2: 15 days in category 2 Task 1.4: 5 days in category 2 and 2.375 days in category 3 Task 1.5: 9.125 days in category 2
		GZS(P14)	Slovenia	Task 1.1: 9.6875 days in category 2 Task 1.2: 8.375 days in category 2 Task 1.3: 18.0625 days in category 2 Task 1.4: 6.8125 days in category 3
		LVA(P15)	Austria	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 10 days in category 2 Task 1.4: 10 days in category 2 and 5 days in category 3
		UCLM(P16)	Spain	Task 1.1: 20 days in category 2 Task 1.2: 15 days in category 2 Task 1.3: 5 days in category 2 Task 1.4: 5 days in category 3 Task 1.5: 5 days in category 2
		AC3A(P17)	France	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 5 days in category 2 Task 1.4: 5 days in category 3 Task 1.5: 5 days in category 2
		FIAB(P18)	Spain	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 20 days in category 2 Task 1.4: 5 days in category 2 and 5 days in category 3 Task 1.5: 5 days in category 2
		FDE(P19)	Belgium	Task 1.1: 6.33 days in category 2 Task 1.2: 6.87 days in category 2 Task 1.3: 10 days in category 1 Task 1.5: 6.27 days in category 2
		FENACORE(P20)	Spain	Task 1.1: 20 days in category 2 Task 1.2: 18 days in category 2 Task 1.3: 5 days in category 2



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				Task 1.4: 3.125 days in category 2 Task 1.5: 2.625 days in category 2
		INFOR(P21)	Italy	Task 1.2: 10 days in category 2 Task 1.4: 5 days in category 3
		SEVT(P22)	Greece	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 15 days in category 2 Task 1.4: 5 days in category 2 Task 1.5: 20 days in category 1
		LLL-P(P23)	Belgium	Task 1.1: 10 days in category 2 Task 1.2: 20 days in category 1 and 40 days in category 2 Task 1.3: 18 days in category 2 Task 1.4: 10 days in category 2 and 5 days in category 3 Task 1.5: 5 days in category 2
		ANIA(P24)	France	Task 1.1: 8.75 days in category 2 Task 1.2: 2.625 days in category 2 Task 1.3: 20 days in category 2 Task 1.4: 5 days in category 2 Task 1.5: 10 days in category 2
		Plant ETP(P25)	Belgium	Task 1.1: 10 days in category 1 Task 1.2: 10 days in category 1 Task 1.3: 10 days in category 1 Task 1.5: 10 days in category 1
		EFB(P26)	Greece	Task 1.1: 10 days in category 2 Task 1.2: 10 days in category 2 Task 1.3: 20 days in category 1 Task 1.4: 10 days in category 2 Task 1.5: 10 days in category 2
		PA(P27)	Finland	Task 1.1: 50 days in category 2 Task 1.2: 15 days in category 2 Task 1.3: 5 days in category 2 Task 1.4: 10 days in category 2 and 4.255 days in category 3 Task 1.5: 30 days in category 2
		FJ-BLT(P28)	Austria	Task 1.1: 15.125 days in category 2 Task 1.2: 3.125 days in category 2 Task 1.3: 10.3125 days in category 2 Task 1.4: 3.906 days in category 1 and 6.6875 days in category 2 Task 1.5: 5.375 days in category 1 and 20 days in category 2
		EFVET(P29)	Belgium	Task 1.1: 18 days in category 2 Task 1.2: 18 days in category 2 Task 1.3: 10 days in category 2 Task 1.4: 5 days in category 2 Task 1.5: 5 days in category 2
		CEPI(P30)	Belgium	Task 1.1: 13.5625 days in category 1 and 14.5 days in category 2 Task 1.2: 1.75 days in category 2 Task 1.3: 2.875 days in category 2 Task 1.4: 3.375 days in category 2 Task 1.5: 7.5 days in category 2



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		Subtotal		WP1 268.26 days in category 1, 1663.58 days in category 2, 138.57 days in category 3, and 3.81 days in category 4
2	Priorities and strategy design			
	Lead partner			
		CONFAGRI(P2)	Italy	WP 2 Leader: 5.0625 days in category 1 and 6.25 days in category 2 Task 2.1: 30 days in category 1 Task 2.2: 50 days in category 2 Task 2.3: 2 days in category 1 and 7.5 days in category 2 and 24.6875 days in category 3 Task 2.4: 11 days in category 2 and 18 days in category 3
		UNITO(P1)	Italy	Task 2.1: 23 days in category 2 Task 2.2: 7 days in category 2 Task 2.3: 8 days in category 2 Task 2.4: 20 days in category 2 Task 2.5: 8 days in category 2
		WUR(P3)	Netherlands	Task 2.2: 5 days in category 2 Task 2.3: 15.625 days in category 1 and 22 days in category 2 Task 2.4: 4.125 days in category 2
		ISEKI(P4)	Austria	Task 2.1: 16.089 days in category 2, 0.625 days in category 3 and 1 day in category 4 Task 2.2: 21 days in category 2, 1.25 days in category 3 Task 2.3: 12.688 days in category 2
		ICOS(P5)	Ireland	Task 2.1: 15.4 days in category 2 Task 2.2: 8.9 days in category 2 Task 2.3: 0.5 days in category 2
		AERES(P6)	Netherlands	Task 2.1: 5 days in category 2 Task 2.2: 15 days in category 2 Task 2.3: 11 days in category 2 Task 2.4: 11 days in category 2 Task 2.5: 2.5 days in category 2
		AP(P7)	Austria	Task 2.1: 18 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 5 days in category 2 Task 2.4: 12 days in category 2 Task 2.5: 19 days in category 2
		UHOH(P8)	Germany	Task 2.1: 27 days in category 2 Task 2.2: 5 days in category 2
		CERTH(P9)	Greece	Task 2.1: 10 days in category 1 and 8 days in category 2 Task 2.3: 3 days in category 2 Task 2.4: 7 days in category 2
		ACTIA(P10)	France	Task 2.3: 0.5 days in category 2
		GAIA(P11)	Greece	Task 2.1: 18 days in category 2 Task 2.3: 4 days in category 2 Task 2.4: 4 days in category 2
		Confagri PT(P12)	Portugal	Task 2.1: 18 days in category 2 Task 2.2: 25 days in category 1 and 48 days in



				category 2 Task 2.3: 1 days in category 2
		SCOOP(P13)	Spain	Task 2.1: 10 days in category 1 and 15.375 days in category 2 Task 2.2: 3.875 days in category 2 Task 2.3: 6.4375 days in category 2
		AGACA(AE-P13)	Spain	Task 2.1: 9.75 days in category 2 Task 2.2: 6.125 days in category 2
		GZS(P14)	Slovenia	Task 2.1: 10 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 1.8125 days in category 2
		LVA(P15)	Austria	Task 2.1: 10 days in category 2 Task 2.3: 2.3125 days in category 2 Task 2.4: 4.7125 days in category 2
		UCLM(P16)	Spain	Task 2.1: 18 days in category 2 Task 2.2: 5 days in category 2 Task 2.3: 18 days in category 2 Task 2.4: 5.2 days in category 2
		AC3A(P17)	France	Task 2.1: 12 days in category 1 and 30.833 days in category 2
		FIAB(P18)	Spain	Task 2.1: 10 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 1.25 days in category 2 Task 2.4: 1.25 days in category 2
		FDE(P19)	Belgium	Task 2.1: 10 days in category 2 Task 2.3: 6.93 days in category 2
		FENACORE(P20)	Spain	Task 2.1: 8.75 days in category 2 Task 2.3: 1.25 days in category 2 Task 2.4: 1.875 days in category 2
		INFOR(P21)	Italy	Task 2.1: 5 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 5 days in category 2 Task 2.4: 10 days in category 2 Task 2.5: 10 days in category 2
		SEVT(P22)	Greece	Task 2.1: 10 days in category 2
		LLL-P(P23)	Belgium	Task 2.1: 5 days in category 2 Task 2.3: 5 days in category 2 Task 2.5: 7 days in category 1 and 15.5 days in category 2
		ANIA(P24)	France	Task 2.1: 10 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 9.625 days in category 2 Task 2.4: 9.25 days in category 2
		Plant ETP(P25)	Belgium	Task 2.1: 10 days in category 1 Task 2.3: 11 days in category 1
		EFB(P26)	Greece	Task 2.1: 10 days in category 1 and 10 days in category 2 Task 2.2: 10 days in category 2 Task 2.3: 5 days in category 2 Task 2.4: 0.57 days in category 2
		PA(P27)	Finland	Task 2.1: 18 days in category 2 Task 2.3: 2.784 days in category 2 Task 2.4: 20.105 days in category 2



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		FJ-BLT(P28)	Austria	Task 2.1: 16 days in category 2 Task 2.2: 17.75 days in category 2 Task 2.3: 3 days in category 2
		EFVET(P29)	Belgium	Task 2.1: 5 days in category 2
		CEPI(P30)	Belgium	Task 2.1: 3.75 days in category 1 and 6.4375 days in category 2 Task 2.2: 2 days in category 2 Task 2.3: 1.9375 days in category 1 and 3.3125 days in category 2
			Subtotal	WP2 152.25 days in category 1, 936.79 days in category 2, 44.56 days in category 3, and 1 days in category 4
3	New tools and training design			
	Lead partner			
		UNITO(P1)	Italy	WP 3 Leader: 12 days in category 1 and 19 days in category 2 Task 3.1: 13.3125 days in category 1 and 49.75 days in category 2 Task 3.3: 8 days in category 2 Task 3.4: 26.5 days in category 2 Task 3.5: 14 days in category 2
		CONFAGRI(P2)	Italy	Task 3.2: 1 days in category 2 Task 3.3: 2.5 days in category 2 Task 3.4: 5 days in category 2
		ISEKI(P4)	Austria	Task 3.1: 0.938 days in category 3
		AERES(P6)	Netherlands	Task 3.1: 30 days in category 2 Task 3.2: 25 days in category 2 Task 3.3: 2 days in category 1 and 7 days in category 2
		AP(P7)	Austria	Task 3.1: 27 days in category 2 Task 3.3: 3 days in category 2 Task 3.4: 10 days in category 2 Task 3.5: 19 days in category 1 and 6 days in category 2
		UHOH(P8)	Germany	Task 3.1: 24.114 days in category 2 Task 3.2: 7.81 days in category 2
		CERTH(P9)	Greece	Task 3.2: 20.5 days in category 2
		GAIA(P11)	Greece	Task 3.2: 10 days in category 2
		GZS(P14)	Slovenia	Task 3.2: 10 days in category 2 Task 3.3: 7.25 days in category 2
		LVA(P15)	Austria	Task 3.1: 21.31875 days in category 2 Task 3.2: 7.225 days in category 2 Task 3.3: 5.71875 days in category 2
		UCLM(P16)	Spain	Task 3.1: 27 days in category 2
		FIAB(P18)	Spain	Task 3.2: 20 days in category 2
		FENACORE(P20)	Spain	Task 3.2: 1.5 days in category 1
		INFOR(P21)	Italy	Task 3.1: 10 days in category 2
		SEVT(P22)	Greece	Task 3.2: 1.5 days in category 2



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		EFB(P26)	Greece	Task 3.2: 27 days in category 2 Task 3.4: 5.25 days in category 1 and 1.86 days in category 2 Task 3.5: 7.035 days in category 1 and 1.86 days in category 2
		ANIA(P24)	France	Task 3.3: 2.25 days in category 2
		PA(P27)	Finland	Task 3.3: 0.523 days in category 2 Task 3.4: 2.98 days in category 2 Task 3.5: .327 days in category 2
		FJ-BLT(P28)	Austria	Task 3.4: 0.25 days in category 1 and 0.25 days in category 2
		EFVET(P29)	Belgium	Task 3.2: 20 days in category 2
			Subtotal	WP3 60.35 days in category 1, 458.82 days in category 2, and 0.94 days in category 4
4	Implementation			
	Lead partner			
		AERES(P6)	Netherlands	WP 4 Leader: 4 days in category 1 Task 4.3: 3 days in category 2
		UNITO(P1)	Italy	Task 4.3: 7.75 days in category 1 and 34 days in category 2
		CONFAGRI(P2)	Italy	Task 4.3: 3.75 days in category 2 Task 4.4: 5.25 days in category 1 and 10.75 days in category 2 and 16.5 days in category 3
		WUR(P3)	Netherlands	Task 4.3: 6.5 days in category 2 Task 4.4: 3.375 days in category 2 and 1 days in category 3
		ICOS(P5)	Ireland	Task 4.3: 5.9 days in category 2
		AP(P7)	Austria	Task 4.3: 11 days in category 2 Task 4.4: 4 days in category 2
		UHOH(P8)	Germany	Task 4.4: 6.772 days in category 2
		CERTH(P9)	Greece	Task 4.3: 5 days in category 1 and 6 days in category 2 Task 4.4: 7 days in category 1
		ACTIA(P10)	France	Task 4.3: 0.5 days in category 2
		GAIA(P11)	Greece	Task 4.3: 7 days in category 2
		Confagri PT(P12)	Portugal	Task 4.3: 2 days in category 2 Task 4.4: 6 days in category 3
		SCOOP(P13)	Spain	(AGACA)
		AGACA(AE-P13)	Spain	Task 4.3: 1.75 days in category 2
		GZS(P14)	Slovenia	Task 4.3: 12.75 days in category 2 Task 4.4: 9 days in category 1 and 10 days in category 2
		LVA(P15)	Austria	Task 4.3: 16.73125 days in category 2 Task 4.4: 5 days in category 2 and 10.25625 days in category 3
		UCLM(P16)	Spain	Task 4.3: 4.6 days in category 2
		AC3A(P17)	France	Task 4.4: 15 days in category 3



		FIAB(P18)	Spain	Task 4.3: 2 days in category 2 Task 4.4: 6.375 days in category 2 and 16.25 days in category 3
		FENACORE(P20)	Spain	Task 4.3: 5.5 days in category 2 Task 4.4: 5.25 days in category 2
		SEVT(P22)	Greece	Task 4.3: 5 days in category 2
		LLL-P(P23)	Belgium	Task 4.3: 9 days in category 2
		ANIA(P24)	France	Task 4.3: 3.625 days in category 2 Task 4.4: 3.25 days in category 2
		Plant ETP(P25)	Belgium	Task 4.3: 1 days in category 1
		EFB(P26)	Greece	Task 4.3: 2.01 days in category 2 Task 4.4: 6.948 days in category 1 and 1.68 days in category 2
		PA(P27)	Finland	Task 4.3: 3.111 days in category 2 Task 4.4: 3.176 days in category 2 and 4.608 days in category 3
		EFVET(P29)	Belgium	Task 4.3: 0.8 days in category 2
			Subtotal	WP4 46.95 days in category 1, 206.16 days in category 2 and 69.61 days in category 3
5	Long term action plan			
	Lead partner			WP 5 Leader: 11.6 days in category 1 and 9 days in category 2
		ICOS(P5)	Ireland	Task 5.1: 25 days in category 2 Task 5.2: 27 days in category 2
		UNITO(P1)	Italy	Task 5.1: 4 days in category 2 Task 5.2: 5 days in category 2
		CONFAGRI(P2)	Italy	Task 5.1: 48 days in category 2 Task 5.2: 38 days in category 2
		ISEKI(P4)	Austria	Task 5.4: 0.167 days in category 2
		AERES(P6)	Nederland	Task 5.1: 10 days in category 2 Task 5.2: 5 days in category 2
		AP(P7)	Austria	Task 5.1: 20 days in category 2 Task 5.2: 18 days in category 2
		UHOH(P8)	Germany	Task 5.1: 44 days in category 2 Task 5.2: 27 days in category 2
		CERTH(P9)	Greece	Task 5.1: 15 days in category 2 Task 5.2: 5 days in category 2
		ACTIA(P10)	France	Task 5.2: 10 days in category 2
		GAIA(P11)	Greece	Task 5.1: 35 days in category 2 Task 5.2: 35 days in category 2
		Confagri PT(P12)	Portugal	Task 5.1: 25 days in category 1 and 48 days in category 2 Task 5.2: 27 days in category 2
		SCOOP(P13)	Spain	(AGACA)
		AGACA(AE-P13)	Spain	Task 5.1: 20 days in category 2 Task 5.2: 20 days in category 2
		GZS(P14)	Slovenia	Task 5.1: 15 days in category 2 Task 5.2: 15 days in category 2
		LVA(P15)	Austria	Task 5.2: 5 days in category 2



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		AC3A(P17)	France	Task 5.1: 0.5 days in category 2 Task 5.2: 3.5 days in category 2
		FIAB(P18)	Spain	Task 5.1: 15.25days in category 2 Task 5.2: 3.625 days in category 2
		FDE(P19)	Belgium	Task 5.1: 2.53 days in category 1 Task 5.2: 0.27 days in category 1
		FENACORE(P20)	Spain	Task 5.1: 9.5 days in category 1 and 7.5 days in category 2
		INFOR(P21)	Italy	Task 5.1: 10 days in category 2 Task 5.2: 10 days in category 2
		SEVT(P22)	Greece	Task 5.2: 40 days in category 2
		LLL-P(P23)	Belgium	Task 5.1: 10 days in category 2 Task 5.2: 25 days in category 1 and 46 days in category 2 Task 5.4: 10 days in category 2
		ANIA(P24)	France	Task 5.1: 20 days in category 2
		EFVET(P29)	Belgium	Task 5.1: 20 days in category 2 Task 5.2: 10 days in category 2
		CEPI(P30)	Belgium	Task 5.1: 2.0625 days in category 1 and 1.75 days in category 2 Task 5.2: 1.1875 days in category 1 and 1.25 days in category 2
			Subtotal	WP5 77.18 days in category 1 and 734.82 days in category 2
6	Quality assurance			
	Lead partner			WP 6 Leader: 12.5 days in category 1 and 27 days in category 2 Task 6.1: 25 days in category 1 and 27 days in category 2 Task 6.2: 10 days in category 1
		CERTH(P9)	Greece	Task 6.1: 10 days in category 2 Task 6.2: 8.5 days in category 1 and 18.375 days in category 2 Task 6.3: 9.5 days in category 2
		UNITO(P1)	Italy	Task 6.1: 10 days in category 3 Task 6.2: 4.875 days in category 2
		CONFAGRI(P2)	Italy	Task 6.1: 1.205 days in category 2 Task 6.2: 2.098 days in category 2
		ISEKI(P4)	Austria	Task 6.1: 10 days in category 2 Task 6.2: 4.3 days in category 2
		ICOS(P5)	Ireland	Task 6.1: 10 days in category 2 Task 6.2: 1 days in category 2
		AERES(P6)	Netherlands	Task 6.1: 0.5 days in category 2 Task 6.2: 1.5 days in category 2
		ACTIA(P10)	France	Task 6.3: 6 days in category 1
		UCLM(P16)	Spain	Task 6.1: 20 days in category 2
		INFOR(P21)	Italy	Task 6.2: 14.8525 days in category 1 and 5.61 days in category 2 Task 6.3: 5.0525 days in category 1 and 3.33 days in category 2
		EFB(P26)	Greece	



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		CEPI(P30)	Belgium	Task 6.3: 2.125 days in category 1
			Subtotal	WP6 83.16 days in category 1, 156.99 days in category 2 and 10 days in category 3
7	Dissemination and communication			
	Lead partner			WP 7 Leader: 0.5625 days in category 1 and 4.5625 days in category 2 Task 7.1: 3.0625 days in category 2 Task 7.2: 5.6875 days in category 2
		ACTIA(P10)	France	
		UNITO(P1)	Italy	Task 7.1: 30 days in category 2 Task 7.2: 26 days in category 2
		CONFAGRI(P2)	Italy	Task 7.1: 10 days in category 2 Task 7.2: 17 days in category 2 and 2.75 days in category 3
		WUR(P3)	Netherlands	Task 7.2: 5.375 days in category 2
		ISEKI(P4)	Austria	Task 7.2: 6.551 days in category 2 and 0.375 days in category 3
		ICOS(P5)	Ireland	Task 7.2: 13.3 days in category 2
		AERES(P6)	Netherlands	Task 7.2: 6 days in category 2
		AP(P7)	Austria	Task 7.2: 14.8625 days in category 2
		UHOH(P8)	Germany	Task 7.2: 3.671 days in category 2
		CERTH(P9)	Greece	Task 7.2: 5.5 days in category 1 and 9 days in category 1
		GAIA(P11)	Greece	Task 7.2: 16 days in category 2
		Confagri PT(P12)	Portugal	Task 7.2: 9 days in category 2
		SCOOP(P13)	Spain	Task 7.2: 1.5625 days in category 2
		GZS(P14)	Slovenia	Task 7.2: 32.5 days in category 2
		LVA(P15)	Austria	Task 7.1: 15 days in category 1 and 42.87 days in category 2 Task 7.2: 15.5 days in category 2
		UCLM(P16)	Spain	Task 7.2: 17 days in category 2
		AC3A(P17)	France	Task 7.2: 2 days in category 2
		FIAB(P18)	Spain	Task 7.1: 18 days in category 2 Task 7.2: 1.25 days in category 1 and 79 days in category 2
		FDE(P19)	Belgium	Task 7.2: 3.4 days in category 2
		FENACORE(P20)	Spain	Task 7. 2: 10.25 days in category 2
		SEVT(P22)	Greece	Task 7.2: 11.5 days in category 2
		LLL-P(P23)	Belgium	Task 7.2: 17.28 days in category 2
		ANIA(P24)	France	Task 7.2: 5.25 days in category 2
		Plant ETP(P25)	Belgium	Task 7.2: 10.125 days in category 1
		EFB(P26)	Greece	Task 7.2: 5.28 days in category 2
		PA(P27)	Finland	Task 7.2: 5.425 days in category 2
		FJ-BLT(P28)	Austria	Task 7.2: 2 days in category 2
		EFVET(P29)	Belgium	Task 7.2: 13.6 days in category 2



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		CEPI(P30)	Belgium	Task 7.2: 0.875 days in category 2
			Subtotal	WP7 33.19 days in category 1, 463.38 days in category 2 and 3.13 days in category 3
8	Project Management			
	Lead partner			WP 8 Leader: 13.875 days in category 1 and 63 days in category 2 Task 8.1: 14 days in category 1 and 15 days in category 2 Task 8.2: 16.75 days in category 1 and 76.375 days in category 4 Task 8.3: 27.5 days in category 1 and 55.875 days in category 2
		UNITO(P1)	Italy	
		CONFAGRI(P2)	Italy	Task 8.1: 7.25 days in category 1 Task 8.2: 12.625 days in category 4 Task 8.3: 8.375 days in category 1
		WUR(P3)	Netherlands	Task 8.1: 8.375 days in category 1 Task 8.2: 13.25 days in category 4 Task 8.3: 13.5 days in category 1
		ISEKI(P4)	Austria	Task 8.1: 9.741 days in category 1 Task 8.2: 16.25 days in category 4 Task 8.3: 7.926 days in category 1
		ICOS(P5)	Ireland	Task 8.1: 11.8 days in category 1 Task 8.2: 14.1 days in category 4 Task 8.3: 11.5 days in category 1
		AERES(P6)	Netherlands	Task 8.1: 10 days in category 1 Task 8.2: 12 days in category 4 Task 8.3: 5 days in category 1
		AP(P7)	Austria	Task 8.1: 10.3125 days in category 1 Task 8.2: 18.9125 days in category 4 Task 8.3: 5 days in category 1
		UHOH(P8)	Germany	Task 8.1: 4.177 days in category 1 Task 8.3: 2.152 days in category 1
		CERTH(P9)	Greece	Task 8.1: 10 days in category 1 and 8.5 days in category 2 Task 8.2: 9.5 days in category 2 Task 8.3: 10 days in category 1 and 6.5 days in category 2
		ACTIA(P10)	France	Task 8.1: 8 days in category 1 Task 8.3: 3.6875 days in category 1
		GAIA(P11)	Greece	Task 8.1: 13.25 days in category 1 Task 8.2: 20 days in category 4 Task 8.3: 6.25 days in category 1
		Confagri PT(P12)	Portugal	Task 8.1: 6 days in category 1 Task 8.2: 21 days in category 4 Task 8.3: 5 days in category 1
		SCOOP(P13)	Spain	Task 8.1: 3.4375 days in category 1 Task 8.2: 10.875 days in category 4 Task 8.3: 6.875 days in category 1
		GZS(P14)	Slovenia	Task 8.1: 4.8125 days in category 1 Task 8.2: 13.1875 days in category 4 Task 8.3: 5.125 days in category 1



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		LVA(P15)	Austria	Task 8.1: 9.06875 days in category 1 Task 8.2: 20.35 days in category 4 Task 8.3: 8.0375 days in category 1
		UCLM(P16)	Spain	Task 8.1: 14 days in category 1 Task 8.2: 11.67 days in category 4 Task 8.3: 2 days in category 1
		AC3A(P17)	France	Task 8.1: 4.5 days in category 1 and 11 days in category 2 Task 8.2: 3 days in category 2 Task 8.3: 5.5 days in category 1 and 3 days in category 2
		FIAB(P18)	Spain	Task 8.1: 1.25 days in category 1 Task 8.2: 18.75 days in category 4 Task 8.3: 1.875 days in category 1
		FDE(P19)	Belgium	Task 8.1: 6.8 days in category 1 Task 8.3: 4.33 days in category 1
		FENACORE(P20)	Spain	Task 8.1: 3.5 days in category 1 Task 8.2: 6.5 days in category 1 Task 8.3: 3.5 days in category 1
		INFOR(P21)	Italy	Task 8.1: 2.5 days in category 1 Task 8.2: 18 days in category 4 Task 8.3: 3 days in category 1
		SEVT(P22)	Greece	Task 8.1: 10 days in category 1 Task 8.2: 2.5 days in category 2 Task 8.3: 5 days in category 1
		LLL-P(P23)	Belgium	Task 8.1: 12 days in category 1 Task 8.2: 20 days in category 4 Task 8.3: 2.5 days in category 1
		ANIA(P24)	France	Task 8.1: 7.5 days in category 1 Task 8.2: 11.875 days in category 4 Task 8.3: 2.5 days in category 1
		Plant ETP(P25)	Belgium	Task 8.1: 1.875 days in category 1 Task 8.2: 3 days in category 1
		EFB(P26)	Greece	Task 8.1: 12.35125 days in category 1 Task 8.2: 11.42625 days in category 1 Task 8.3: 8.14625 days in category 1
		PA(P27)	Finland	Task 8.1: 6.765 days in category 1 Task 8.2: 17.346 days in category 4 Task 8.3: 1.556 days in category 1
		FJ-BLT(P28)	Austria	Task 8.1: 9.75 days in category 1 Task 8.2: 0.5 days in category 4 Task 8.3: 6.28125 days in category 1
		EFVET(P29)	Belgium	Task 8.1: 5.3 days in category 1 Task 8.2: 16.4 days in category 4 Task 8.3: 2.3 days in category 1
		CEPI (P30)	Belgium	Task 8.1: 1.25 days in category 1 Task 8.2: 1.125 days in category 2 Task 8.3: 0.1875 days in category 1
			Subtotal	WP8 454.93 days in category 1, 179 days in category 2, and 363.47 days in category 4
			Total	1175.3 days in category 1, 4799.6 days in category 2, 265.9 days in category 3, and 369.2 days in category 4



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3.2. Organisation of meetings. Please provide details of the project meetings organised (partnership meetings, workshops, seminars, events, etc.) and the partners/stakeholders that attended.

Meeting Location	Date	Partners that participated	Purpose of the meeting
Torino, Italy	3-4 February, 2020	All except AP(P7)*, LVA(P15)*, Plant-ETP(P25), FJ-BLT(P28)* and EfVET(P29)	Kick off meeting, with partner's presentation, project presentation, financial issues, establishment of contact points, WP leader persons, etc. Set-up of bi-weekly meeting
Online	07/05/2020	All except CONFAGRI (P2) and GZS(P14)	1 st Consortium virtual meeting. Partner's presentation concerning updates of started activities
Online	28/05/2020	All except LLL-P(P23)	2 nd Consortium virtual meeting. Partner's presentation concerning early results of started activities, project monitoring
Online	29/06/2020	All except AC3A(P17), FENACORE(P20) and EFB(P27)	3 rd Consortium virtual meeting. early results of started activities, project monitoring
Online	17/03/2021	All except AC3A(P17), FENACORE(P20) and EFB(P27), + Project officer and High Advisory Board (HSB)	4 th Project meeting. Partner's presentation concerning updates of ongoing and coming activities
Online	08/04/2021	ConfagriPT, UNITO, ISEKI, SCOOP, FIAB, FENACORE, UCLM	ConfagriPT webinar – FIELDS project Focus groups results on skills in agri-food sector
Online	22/06/2021	All partners	FIELDS Workshop, satellite event at the 6 th ISEKI food conference
Online	From 10/03/2020 to 12/04/2021	See shared folder: https://drive.google.com/drive/folders/1t-VGKlqGyUhYoqayQnnV7SefhVds38kP?usp=sharing	WP1 Working meetings (total meetings: 17)
Online	From 31/03/2021 to 28/05/2021	<i>Idem</i>	WP1/WP2 Working meetings (total meetings: 3)
Online	From 19/11/20 to 11/11/2021	<i>Idem</i>	WP2/WP3 Working meetings (total meetings: 11)
Online	02/06/2021	<i>Idem</i>	WP7 working meeting
Online	04/11/2021	<i>Idem</i>	WP5 working meeting
Online	15/12/2021	All partners	T8.2 webinar on reporting financial explanation

*Due to bank holiday in their countries, these partners attended at a pre-kick off meeting held in Wien on 27/01/2020



3.3. Involvement of Staff per category. Please indicate the involvement of each member of staff on the project per category/ per partner. Copy the table for each partner in the consortium.

Partner name:				
Category	Staff name (Last name, first name)	Type of contract (Internal or recruited for the project)	Period of assignment	
			From	To
	SEE FINANCIAL REPORT ATTACHED (FIELDS_612664_SSA_2019_midterm-progress financial statement)			

3.4 Cooperation arrangements with partners

3.4.1 Please provide a qualitative evaluation of the overall cooperation between the consortium members. Describe the tools and methods put in place to manage the consortium, and to ensure cooperation among partners.

The project gathers 30 partners and one affiliated entity from 12 different countries. This European dimension is really convenient for disseminating the innovation at a European scale, but it could also constitute constraints and needs to be managed by an experienced person.

Regular and frequent virtual meetings were organised to keep the dynamic, to share information and to address complex or risky situations. In total, 40 virtual meetings were organized in the last two years that allowed the implementation of co-creation process on key deliverables. The measures taken by the deliverable coordinators could be synthetized as 1) to reschedule the activities and deliverables late with agreed date among the partners, 2) to follow on with emails/phone calls directed to a single partner and 3) to assess during meetings and virtual meetings the progress made against the deadline.

We noticed excellent cooperation among partners that swift respond upon request of clarification and contribution. Meetings were held every two weeks on Thursday at the same time, listed in a dedicated meeting calendar, with a reminder in the Discord® channels configured for different group of partners (HSC, WGs, All, etc.) were held with the aim to develop and discuss deliverables, new outcomes and action to be done before the next meeting. The use of the Miro-board® tool facilitated the exchanges of ideas, improve the cooperation and the cocreation process.

Details on project meeting minutes and virtual meeting minutes could be find in the google drive folder. All partners collaborate and attend the meetings, as can be seen from the minutes.

Partners participated in the consortium meetings and attended all significant events related to the Pact for Skills for dissemination. Overall, despite the project mainly being conducted during the Covid-19 pandemic, the partners showed deep engagement in pursuing their activities.



3.4.2 Provide details of any changes to the partnership (withdrawals/replacements) and the impact on the work plan if any. (Remember that any change to the partnership is subject to a formal amendment and has to be approved by the Agency.) Report on any particular difficulty the project encountered related to the management of the partnership and the solution provided.

An amendment process started in July 2020 to add a new affiliated entity Asociación Galega de Cooperativas Agroalimentarias – AGACA to SCOOP(P13).

AGACA represents cooperatives committed to their business and social particularities, but also cooperative members, both in its human and professional dimensions. It provides vision, leadership, and value to the Galician agri-food co-operatives, using a collective voice to put the needs of their member co-ops to the forefront, to their strengthening in today's ever-changing and competitive market.

AGACA has a vast experience working in Erasmus+ projects and the involvement of this Organisation will be mainly in the WPs 3 (New tools and training design), 4 (Implementation) and 5 (Long term action plan), and it will be also in charge of task 2.4 (Roadmap formulation and refining).

The new affiliated entity entered into force on 01 June 2021.

No difficulty encountered in the project related to the management of the partnership

4. Impact and dissemination

4.1 Dissemination and exploitation

Describe implementation of dissemination and exploitation strategies in order to assure sustainability of the project. How were different stakeholders involved in the project, thus increasing sustainability of the results? Provide details of confidential results, intellectual property rights issues, copyrights, potential commercialisation (where applicable). **Include login and password details for any confidential areas of the project website/s.)**

Public website: <http://www.erasmus-fields.eu/>

Available in the following languages: English, Dutch, French, Finnish, German, Greek, Italian, Portuguese, Slovenian and Spanish.

Leaflets, posters and newsletter available at the FIELDS management portal:

Link: <http://www.erasmus-fields.eu/management/>

Username/Login: Fields_PO.

Password: fieldsproject

Additional document in the project shared folder on gDrive:

<https://drive.google.com/drive/folders/1t-VGKlqGyUhYoqayQnnV7SefhVds38kP?usp=sharing>

Social media:

Twitter account (@SprojectField). At the moment, 170 users follow it and it is following 312 users;

Account LinkedIn <https://www.linkedin.com/company/fields-project-erasmus/> has 65 followers;

Account Facebook <https://www.facebook.com/fieldsproject.erasmus.1> has 23 followers;

YouTube channel https://www.youtube.com/channel/UcKFCxHAmRdRLF9_axPy-eNg has 9 subscribers and 8 videos uploaded; it will be updated during the creation of training material and interviews with the trainers and trainees.



Events and Press release at national, international and European level, about 250000 people reached, see summary table available in the shared folder:
<https://docs.google.com/spreadsheets/d/14b9k2-4Y8dLpMDcj96kjVGMneQS8Aijm/edit?usp=sharing&oid=115182079012139880159&rtpof=true&sd=true>

Newsletter:

<https://drive.google.com/file/d/1C7EuFCRBIURtfPpazVvqXDHnWJUY18fb/view>

Links with other sectoral initiatives. Please describe how your project is linked with other sectoral initiatives. Have you achieved some synergies?

There are synergies with ASKFOOD project. Members will be involved in National Working Groups to develop National roadmaps. Also FOODLAB project, for innovation in the new product development has some interesting synergies, and some partners of FIELDS were also engaged in this Erasmus+ project. The collaboration will be in the entrepreneurship side of the agri-food sector; however some skills and knowledge could be used in agriculture too.

The sustainability and bio-economy domain will connect to the material developed in the PLANET project, pertaining renewable energy management in Agriculture. Partner from F4G Erasmus+ will provide knowledge on soft skills.

4.2 Impact

Based on the initial indicators described in part IV of the application, please highlight the main impact of project results (outputs and outcomes) for actors, structures, sectors or systems that your project has generated so far. Please also describe what is the impact on the target groups (including participating institutions and stakeholders).

Deliverable /results	Target groups/potential beneficiaries	Impact	Quantitative indicators	Qualitative indicators
D1.1	All stakeholders, farmers and foresters, VET providers, AKIS, representatives	Growth strategies, trends and policies,	List of European and national projects: 33	See Assessment grid as in section 1.5.3 – List of supporting documents
D1.2	To establish a network of VET providers.	Repository of relevant project outputs, best	Organisations/Stakeholders: 208 Curricula/Courses: 156 Best practices: 16 Project: 44	<i>Idem</i>



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Deliverable /results	Target groups/potential beneficiaries	Impact	Quantitative indicators	Qualitative indicators
		practices, policies, initiatives	Policy and Advocacy: 24 Regulatory Frameworks: 152 Funding Opportunities: 122	
D1.3	VET list	Useful to establish networks of VET providers.	Number of items in the list	<i>Idem</i>
D1.4	Focus group	Design of strategies – awareness and interest of main stakeholders to be part of the SSA	Number of people participating in the focus groups (9 at national level)	<i>Idem</i>
D1.5	European focus group	Design of strategies – awareness and interest of main stakeholders to be part of the SSA	Number of people participating in the focus groups (2 at EU level)	<i>Idem</i>
D1.7	Survey	Co-creation of skill needs list encompassing main sectors of bioeconomy and innovation in agriculture.	Number of people participating in the survey (up to now more than 500 skills registered).	<i>Idem</i>
D1.8	Trend analysis	Impacts the scenario to be evaluated later and provides a scientific base on evolution of strategies both at EU level and regional.	Number of scenarios evaluated (63)	<i>Idem</i>
D2.1	VET providers and High Educational institutes.	Potential Upskilling and reskilling students and farmers	10 new occupational profiles	<i>Idem</i>



Deliverable /results	Target groups/potential beneficiaries	Impact	Quantitative indicators	Qualitative indicators
D2.2	VET providers and High Educational institutes.	Establishment of a prioritisation system and classification of all training needs	List of skills for each occupational profile	<i>Idem</i>
D2.3	All stakeholders	Establish a European partnership for development, implementation, dissemination of needed job profiles/skills in agriculture, food Industry, forestry	One EU strategy for upskill and reskill people in the domains: bioeconomy, sustainability, digitalisation and soft skills/entrepreneurship	<i>Idem</i>
D3.1	VET providers and High Educational institutes.	Availability of training methodology for design of new curricula	Training Methodologies evaluated: 10 E-learning platforms evaluated: 5	<i>Idem</i>
D4.3	All stakeholders, farmers and foresters, VET providers, AKIS, representatives and students	Availability of VET, HEI, courses and farmers representatives	Organisations/Stakeholders: 208 Curricula/Courses: 156 Best practices: 16 Project: 44	<i>Idem</i>
D5.1	Farmers and foresters' associations, VET providers, and representatives	Information on the list of regulatory frameworks in place in each country and EU	Regulatory Frameworks list composed of 152 records	<i>Idem</i>
D5.2	International cooperation networks and national networks	All past and in-place funding opportunities to promote the training and skills uptake	Funding Opportunities list composed of 122 records	<i>Idem</i>



Deliverable /results	Target groups/potential beneficiaries	Impact	Quantitative indicators	Qualitative indicators
T7.2	Newsletter: All stakeholders	Early engagement of stakeholders and dissemination of information and evolution about the project knowledge	Developed in all Consortium languages Number of e-mails sent out and promotion in the social media	<i>Idem</i>
T7.2	Leaflet and poster All stakeholders	Useful for dissemination at both online and face-to-face conference	Developed in all Consortium languages Number of copies distributed	<i>Idem</i>
T7.2	Website All stakeholders	Useful for the dissemination of deliverables and other documents	Developed in all Consortium languages Number of visitors	<i>Idem</i>

4.2.1 Impact for the sector concerned. Please describe the short-term impact of the project activities/deliverables for the partnership and organisations active in the sector. How are you ensuring that planned objectives of the project would be fulfilled?

FIELDS goal is to deliver human capital solutions to supply food systems and bioeconomy chains through the establishment of an Agriculture and Forestry Skill Alliance that will naturally converge to the Agri-food Pact for Skills. The activities are structured in a way to achieve FIELDS' main objectives, which are summarized below, with the action undertaken to achieve them.

The skill needs were identified, Target groups and potential beneficiaries are VET providers and HEI. In the short term, they will be able to use the project's outcomes and multiply the impact through their local training efforts to farmers, workers, and advisors of the agriculture, agri-food and forestry sector. An exhaustive VET list was created in a database and in a map and the target user are students, farmers, advisors.

The main objectives of FIELDS (MO) are:

MO1: Development of a sectoral skill strategy. This objective is reached. A draft of the EU strategy is reported in D2.3. The strategy will be accompanied by national roadmaps (under development with National Working Groups) for its implementation and a set of education supports that also the partners started to design. The Strategy will be lately refined, the final version of the deliverable is due by the end of the project. Beneficiaries: VET providers, Agencies, Policymakers.

MO2: Training implementation. The building of training materials followed the strategy development and the curricula design and is being under development. This objective requires heavy efforts by all partners in the 2022-early 2023. A detailed ESCO classification of skills and knowledge was applied to provide a clear and detailed view of the training modules. Efforts target the training on innovative topics that are not taught/offered



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as common material in the curricula in the sectors of agriculture, agri-food and forestry, related to sustainability, bio economy, digitalisation and soft skills/entrepreneurship. Each coordinator and co-coordinator of the development of the material (eight in total) are working to deploy a detailed scheduling for the development of the training material and of the pilots with clear roles for each partner that provide the content. In parallel, VET from Italy and Nederland that are going to achieve courses certificates in their respective countries are making joint efforts to provide suggestions in the training design that will allow to achieve such certification. Bi-weekly meetings are ongoing to fully develop the material before the pilot training activities will start. Beneficiaries: VET providers, HEI, farmers, AKIS, students.

MO3: Sector Skill Alliance implementation. The activities are ongoing. Instead of establishing a separate SSA for the sector, the coordinator, Food Drink Europe and CONFAGRI seen a great opportunity to have FIELDS partners signing the Pact for Skills. Nine out of 30 partners already signed the Pact. The idea is to promote the Pact to have all partners participating as separate entities, although the FIELDS coordinator already signed in. This is necessary for the long-term sustainability of the project outcomes since materials and tools developed will be available to all partners of the Pact, regardless of if they were in the FIELDS consortium or they only joined the Pact. The final structure, the number of partners is targeted to achieve about 50 members in the Agri-food Pact for Skills just launched. Deliverables of WP4 and WP5 will help the Pact for Skill develop and perform new projects and activities to promote upskill and reskill of the sector's employees.

Dissemination actions (WP7) are well aligned to support the achievement of the above-mentioned main objectives.

4.2.2 Reaching outside the partnership and engaging with sectoral stakeholders. Please describe the involvement of relevant stakeholders and specify activities they were contributing. Did you encountered any challenges to involve some stakeholder groups? Please explain which groups were more difficult to engage and the solutions implemented.

Relevant stakeholders were invited in the Focus Groups (Farmers, farm industries representatives, food industries, policy makers and educational providers, umbrella organizations at EU level (COPA-COGECA; FoodDrinkEurope;

These are the following meetings and conferences where we presented the evolution of the project's first year activities:

- Seminar: Blueprint in the Spotlight 2019, Brussels 25/11/2019
- Blue print EACEA kick off meeting, Brussels 22/01/2020
- Workshop on Promoting education, training and skills across the bioeconomy on 15th of October in Brussels 2019
- 14th International European Forum (Iglis-Forum), System Dynamics and Innovation in Food Networks, Garmisch-P, Germany 10-14/02/2020
- ERRIN, Ensuring a sufficient provision of skills for an innovative European forestry sector, Bioeconomy WG, online 10/06/2020
- Bioeconomy WG webinar: Ensuring a sufficient provision of skills for an innovative European forestry sector
- Network of National Technology Platforms "Food for Life" 02/10/2020
- Meeting ESCO 07/10/2020
- Ecomondo, International fair that unites all sectors of the circular economy. Confagricoltura, online 04/11/2020
- Food Authority Conference (CoUk Novel Food) 25/11/2020
- DG GROW meeting, online 14/01/2021
- FoodforLife-Spain platform meeting, Working Group "Training and Technology Transfer" FoodforLife-Spain, online 24/02/2021



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- 15th International European Forum (Iglis-Forum), System Dynamics and Innovation in Food Networks, online 25/02/2021
- COPA-COGECA meeting, online 24/03/2021
- Askfood webinar, Beyond COVID-19 series: "Open Science: challenges and opportunities to promote knowledge-based innovation of the Food System, online 07/04/2021
- - Food Technology International Symposium- Murcia food 2021, Online 17-19/05/2021
- 6th International ISEKI-Food Conference, Sustainable Development Goals in Food Systems – Challenges and Opportunities for the Future, online 23-25/06/2021
- IFAMA yearly conference, presentation on FIELDS trend and scenario study, online 21-25 June 2021
- Agronetwork, and with a thinktank with farmers and agri-food companies. Confagricoltura, presentation of occupational profiles. Rome 13/07/2021
- Promote education, training and skills across the EU bioeconomy First study workshop, online, 08/09/2021
- COPA-COGECA meeting, online 13/10/2021
- Bioeconomy Ireland week, online 18/10/ 2021
- Ecomondo, International fair that unites all sectors of the circular economy. Rimini, 27/10/2021
- DG RTD Bioeconomy meeting, online 26/10/2021
- National Food Technology Platforms – NFTP's meeting Paris, 09/11/2021
- EntreComp meeting, online 23/11/2021

4.2.3 Involvement in Pact for Skills initiative. Please describe involvement of our consortium in activities of the Pact for Skills initiative.

FIELDS was early engaged in the launch of the Pact for Skill in the agri-food sector, since FoodDrinkEurope and Copa-Cogeca were the two umbrella organisations that together launched the Pact for the agri-food ecosystem. The idea is to exploit the Pact for Skills to replace the SSA to avoid duplication of initiative and concentrate effort in this EU initiative. Benefit is foreseen for both FIELDS and the Pact.

So far about 9 FIELDS partners already signed the Pact (Food Drink Europe, UNITO, ANIA, LVA, WUR, ConfagriPT, CONFAGRI, ICOS, AGACA). In the next plenary meeting in May 2022 to make a specific presentation of the Pact that will involve the founders and people from DG GROW, DG AGRI and DG EMPL, with the aim that all FIELDS partners will sign it. We are as a consortium are thinking of a strategy to bring in a sister organisation (not in the pact yet) to double the number of partners within the Pact compared to the ones in FIELDS.

Below a list of events where the coordinator and some key partners of FIELDS were engaged:

- DG EMPL Pact for Skills - participation in the Stakeholders' Survey dedicated to Pact for Skills And its impact, September 2020
- Promoting the survey among FIELDS partners and their networks, September-October 2020
- DG EMPL, FoodDrinkEurope: Pact of Skills high level meeting, online 14/01/2021
- DG EMPL-DG grow roundtable and seminar, online 17/02/2021
- Presentation of the Pact for Skills – DG Employment, Social Affairs & Inclusion, online 18/02/2021
- ISEKI Workshop - Pact for Skills: new tools to boost the upskilling and reskilling of the workforce, online 22/06/2021
- Pact for Skill in the agri-food ecosystem 01/10/2021
- Pact for Skills Partnership for the Agri-Food Sector, webinar 17/10/2021
- Implementation of Pact for Skills statement, internal meeting with FIELDS partners, online 03/09/2021
- Discussion on Pact for Skills governance, internal meeting with FIELDS partners, online 28/09/2021
- Pact for Skill design meeting, 04/10/2021
- Pact for Skills Stakeholder meeting, online 18/10/2021



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- Information session on the Pact for Skills in the retail ecosystem, online 01/12/2021
- Meeting with Copa-Cogeca 10/12/2021

4.2.4 Roll-out at national and regional levels. Please present your action plan for a roll-out at national/regional levels (if it is a specific deliverable please mention the number). Please list and describe the activities taken already for implementing the action plan and the results achieved.

Local/regional scale

The translation of the material in country language will broaden the audience to farmers and professionals in agriculture. All dissemination material is translated in 12 languages, while the training material needed for the 7 pilots in IT, ES, FR, AT, IE, FI, NL will be translated in these languages as well.

Training material will reflect the country needs analysed in the deliverables D1.5 - Focus group analysis, D1.7 - Survey analysis, D1.8 - Scenario's analysis and D2.4 - National Roadmaps

The training pilots will take place in the following 7 countries:

1. Spain, organised by UCLM
2. France, organised by AC3A
3. Italy, organised by INFOR
4. Austria, organised by AP
5. the Netherlands, organised by AERES
6. Finland, organised by PA
7. Ireland, organised by ICOS

The responsible of the training pilot will organise the training and will be responsible to recruit the trainees.

In the short run, we expect that 12 trainers attending the train-the-trainer session at the premises of AP and about more than 70 trainees. The trainees will mostly come from the regions in which the partners are settled. The relay at a local/regional scale will thus be ensured. The project will be disseminated directly towards practitioners and trainees at the local level.

National scale

Most of the partners can rely on strong national networks. Agriculture and Agri-food Stakeholders, for example, helped disseminate the project in their country thanks to its national structure and its numerous links with other organisations and businesses.

HEI will broadcast through their university network the availability of the training content. This will allow other HEI at national level to take advantage of the material and offer the training within their curricula to bachelor students.

National stakeholders were contacted for questionnaires (task 1.4 – bottom-up survey), over 500 responses received divided by countries all over Europe (about 30 countries).

The trends analysis and scenarios were developed at seven national levels for IT, ES, FR, AT, IE, FI, NL.

The national roadmap action plan implies the involvement of stakeholders in National Working Groups (IT, ES, FR, AT, IE, FI, NL) with frequent meetings to come up in a short period of time with the national roadmaps, which derives from the EU strategy. National differences are not only in language but in the relevance of skills demand for each crucial sector.

National aspects are analysed in the deliverables D1.5 - Focus group analysis, D1.7 - Survey analysis, D1.8 - Scenario's analysis and D2.4 - National Roadmaps

Translation of many documents and training material needed for country language training is pursued to be exploited at the national level.

The material is first provided in English, which will allow any other country in Europe to translate it to their own language, multiplying the outreach of other regions/countries in Europe. This will be a valuable asset for other members of the Pact for Skill that was not engaged in FIELDS.



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4.2.5 Open access. Please describe how the results achieved are available to the public. If there are any limitations, please provide more details about them.

The public results or documents have been uploaded to the public website, and the first newsletter disseminated through social media is free available.

A general description of the training content will be available on the project website and on the Moodle platform for the project FIELDS.

Training structure, content description and video teasers will be published online without cost or registration, while the full training could be made accessible under registration. Registration is required to identify the trainees to track their knowledge growth (allocation of test results from the pre-test and final test) and grade them.

This will also guarantee the need to refine personal data management processes to comply with the GDPR fully.

4.2.6 Other information. This point could cover e.g. lessons learned, best practices and success stories identified, measures taken related to the sustainability of the project results and any other information you would like to communicate to the Agency and that was not covered in the previous questions.

Interaction with the EU DG GROW, DG EMPL and DG AGRI helped FIELDS partners be exposed to EU policy and initiatives and is shaping the way we will develop the final version of the EU strategy for skills uptake. This close interaction helps to align goals and outcomes and help partners foresee the importance and the impact of their work.



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Self-control check-list "BENEFICIARY" for completeness of reports

Self-control check-list	Yes	No	N/A
1. The Agency's template for the progress report is respected.	X		
2. The report is written in English, French or German	X		
3. All parts of the report are completed	X		
4. The Financial reporting table in excel format has been completed and is <u>attached to the report</u> .	X		
5. The reported costs are presented against the unmodified contractual budget breakdown.	X		
6. All deliverables/products and supporting documents are submitted via the link to secure online platform with indicated login and password. Please ensure that numbering of the documents would correspond with the numbering used in the tables 1.5.2 and 1.5.3.	X		
7. All deliverables/products and supporting documents are sent to your project officer: Education, Audiovisual and Culture Executive Agency, Unit A2, Avenue du Bourget 1 (SPA2 03/085), B-1049 Brussels. Please ensure that numbering of the documents on USB would correspond with the numbering used in Report tables 1.5.2 and 1.5.3.	X		
7. The main project deliverables that have to be publicly available have to be uploaded in Erasmus+ platform for dissemination and exploitation of project results in your project section <u>at the Final Report stage</u> http://ec.europa.eu/programmes/erasmus-plus/projects/			X
8. The Declaration of honour is signed by the legal representative of the project. If this Declaration has been signed not by the legal representative, then submit an authorisation of signature for the person signing.	X		