

Background Paper Presentation

1st TG meeting – 09 October 2023

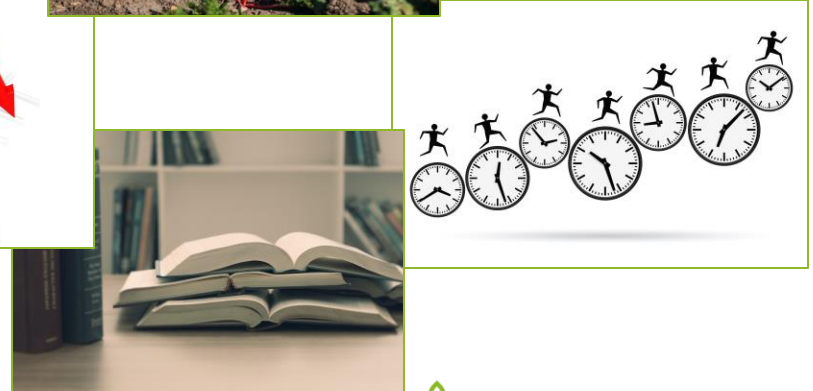
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(UK)**



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Farming tasks and skills



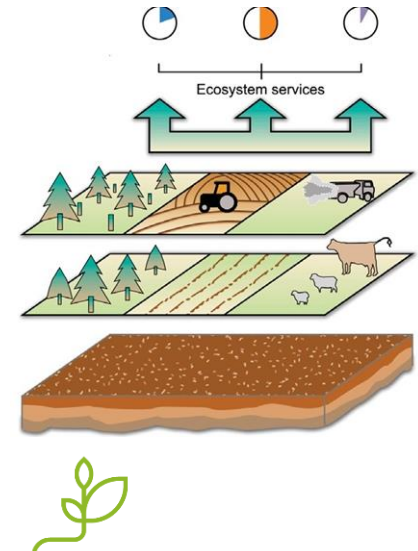
Doing things right & doing the right things

Efficiency ←————→ Effectiveness		
Technical	Organisational	Strategic
Operating machinery	Time-management	Selecting business enterprises
Handling livestock	People management/team-working	Selecting marketing channels
Growing and harvesting crops	Communication	Financial and risk management
Pest and disease control	Adaptive flexibility	Horizon scanning
Record keeping	Adhering to regulations	Life-long learning



Changing context

- Agriculture 4.0 – digital tech, smart farming
- Evolving societal demands – animal welfare, ecosystem services
- New ways of doing things and new things to do
- Required skills are changing





EU farming workforce (lots of variation, but)

- Headcount of 17m, 8.6m Full Time Equivalents
- 86% are family members, 68% are male
- 70% of farm managers have no formal training; 58% older than 55
- Mean per head productivity of €22.5k, but < €10k on half of all of farms
- Identified labour shortages and skills gaps





The Nature of the Farm

- › Biological processes and cycles require labour flexibility
- › Inter-generational tacit knowledge
- › Family farms are a resilient business model!
- › Habits reinforced by lack of time and trust plus risk averseness
- › Slow career development



Skills Development, demand and supply

- › Needs vs. wants – farmer perceptions
- › Accessibility – provision, cost, mode
- › Credibility and relevance – trust, acceptability
- › Formal and informal – multiple sources
- › Career development – staff investment and responsibilities



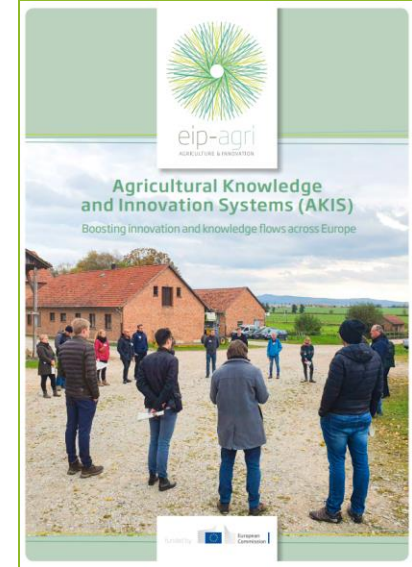
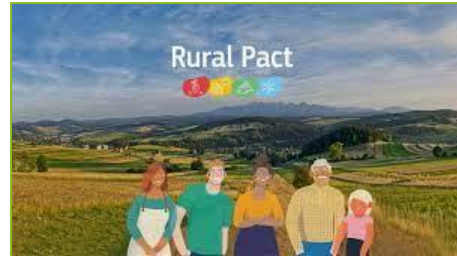
Example Challenges and Opportunities

Challenges	Opportunities
Under-appreciation of specific skill needs	Clear policy messages highlighting needs
Under-appreciation of life-long learning benefits	Endorsement by industry leaders/peer groups
Lack of physical accessibility to advice etc.	Improved rural connectivity
Lack of financial accessibility to advice etc.	Recruitment of more networks/facilitators/advisers
Low trust in credibility/relevance of off-farm sources	Strengthening extension and innovation systems
Over-reliance on family workforce	Improve attractiveness of sector to external recruits
Low educational attainment	Promotion of formal education
Lack of career pathways	Strategic repositioning of agri-food within economy
Lack of career development	Earlier delegation of decision-making responsibilities





EU Policy Context (examples of)



Some points for discussion:

- › How should we define skill needs? Life-long learning?
- › What determines farmers' demand for new skills?
- › How to arrange the provision of information, advice and training?
- › Prioritisation and targeting?



Time for questions!



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