



Reporting key messages from the informal TG exchanges

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Reporting key messages from the informal TG exchanges:

1. Informal TG meeting on Societal demands - 08 November 2023 (Elena Ambühl, Agroecology Europe)
2. Informal TG meeting on Knowledge transfer across generations - 13 December 2023 (Billy Goodburn, ICOS)
3. CAP SP Implementation Subgroup - 9 November 2023 (Tom Jones, ERCA)



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Informal TG exchanges

- › Around 20 TG members
- › Open discussions
- › Active participation
- › Online knowledge sharing





Informal TG meeting on 'Societal demands'

The aim was to gain insights and discuss strategies to align skill development with the expectations of society for a more sustainable and productive agricultural sector.



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Key Take-Away's

Current societal demands

- Shift towards environmentally responsible agriculture
 - requests for sustainable farming practices
 - dealing with societal perceptions related to environmental impact of farming practices
 - growing interest in agroforestry practices
- Enabling a transition for a new generation
 - emphasis on farm succession, generational renewal, and the training required to adapt to future challenges





Key Take-Away's

- Labour force concerns and safety in the workplace (especially concerning seasonal and specialised workers, newcomers)
- Consumer demands, policies, and the need to align societal expectations with farmers' remuneration
- Gender balance issues and the concentration of labour in family units on farms
- Addressing the urban-rural gap
- The role of cooperatives and producer organisations in contributing to skills transfer and support for farmers





Key Take-Away's

Key skills needed

- › Adaptability to changing climate conditions
- › Soft skills and interpersonal abilities
- › Importance of learning agility, networking, lobbying skills, creativity, innovation
- › Effective storytelling
- › Succession planning





Informal TG meeting on 'Knowledge transfer across generations'

The aim was to investigate how traditional practices intersect with modern techniques and how expertise is passed down, ensuring the sector's continuity and adaptability.



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Key Take-Away's

Identified Challenges

- Difficulty in involving people, especially younger generations, in agriculture.
- Rural depopulation and the challenge of retaining young people in rural areas.
- Disconnect between families and farmers, leading to a lack of interest in agriculture.





Key Take-Away's

Potential Solutions

- › Education and Lifelong Learning
- › Digital Literacy and Technology Adoption
- › Co-operative Models and Farm Business Efficiencies
- › Succession Planning Programs
- › Awareness and Communication
- › Innovative Engagement and Promotion
- › Flexible Thinking and Adaptability
- › Cross-generational Knowledge Transfer
- › Addressing Urban-Rural Disparities





Key Take-Away's

Skills Requirements

- › Communication & Outreach Skills
- › Digital Literacy & Technology Adoption
- › Co-operation & Collaboration
- › Succession Planning & Emotional Ownership
- › Understanding Markets
- › Innovation & Creative thinking
- › Marketing Skills
- › Flexibility & Adaptability skills
- › Learning Agility





Next Steps

- Develop comprehensive, integrated programs that combine education, technology adoption, cooperative models, and effective succession planning.
- Establish partnerships between educational institutions, agricultural organisations, and businesses to create a supportive ecosystem for the agricultural sector.
- Continuously assess and update knowledge transfer programs to ensure relevance in changing circumstances.
- Advocate for policies that support sustainable agriculture, address land access issues, and promote the economic viability of farming.
- Foster community engagement and participation through open participatory processes.
- Monitor and evaluate the success of implemented solutions, making adjustments as needed to address evolving challenges in the agriculture sector with continued knowledge sharing.





CSP Implementation Subgroup



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Survey on 'How can skills development in agriculture be improved with the CAP Implementation?'

› Trainings

- › Making use of digital tools, online trainings suitable for farmers (working time perspective)
- › Special mentoring support especially for new entrants
- › Improving the quality of training, innovative and new practices
- › Ensuring a planning in due time
- › Long-term programmes, not only one-time events
- › More practical learning - using demonstrations, peer-to-peer, good practice examples





> Emphasis on identifying the **needs**

- > Bottom-up approach - listening to farmer's and practitioner's experiences and needs
- > Targeting and tailor-made skills development programmes
- > Eco schemes and green architecture require reskilling of farmers – a need for new 'green' teachers

> **Networking**

- > Involving agricultural schools
- > Making advantage of National Networks and cooperation tools
- > Cooperation with agricultural NGOs through shared projects



- **Simplification** and flexibility of CPS measures
 - Simplifying paperwork linked to training programmes
 - Short and precise guidance material
 - Coupling interventions with training and advisory services

- **AKIS**
 - National AKIS Coordinators feeding into CAP interventions to ensure they focus on the right areas

