



EU CAP Network Seminar 'Skills and lifelong learning for agricultural advisory and training service providers'

Vienna, Austria
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Inspiring examples from Member States

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EU CAP NETWORK SEMINAR
'SKILLS AND LIFELONG LEARNING FOR AGRICULTURAL
ADVISORY AND TRAINING SERVICE PROVIDERS'

INTERACTIVE SESSION I:
EXISTING AND NEW METHODS AND TOOLS FOR
EFFECTIVE TRAINING AND PROVISION OF SKILLS
Example from AUSTRIA

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ADVISORY & TRAINING SERVICES OF THE AUSTRIAN CHAMBERS OF AGRICULTURE

CHAMBERS = PUBLIC BODIES ESTABLISHED BY STATE LAWS; ALL FARMERS AND FORESTERS ARE COMPULSORY MEMBERS

- Provision of further **training** through the chambers own **Rural Further Training Institute** (www.lfi.at)
 - >150.000 participants/yr in on- and offline training activities seminars, webinars, courses, e-learning, ...
- **Advisory Services:** Provide legal, economic, technical and social advice to those involved in agriculture and forestry
 - official extension service, institutionalized by federal law
 - 800+ Advisors in 70+ regional offices
 - All topics, incl. areas of public interest and supporting policy priorities & initiatives

Main Tasks (by law):

- *Legal Interest Representation*
- *Services (delegated by gov.)*
- *Training & Advisory Services for our members*

EFFECTIVENESS OF OUR SERVICES AND IMPORTANCE OF TRAINING AND FURTHER EDUCATION FOR ADVISORS AND TRAINERS

- Measuring the impact of RAS and knowledge transfer activities difficult → indirect via wide reach and customer satisfaction
 - **High customer reach:** 88% of farmers are reached with advisory services in 2 yrs. + yearly 150k+ participants with training services
 - **Highly satisfied clients:** Customer survey: Ø grade 1.4; Always Best rated: staff competence

CONTINUOUS IMPROVEMENT OF OUR SERVICES AND TRAINING AND CONTINUOUS PROFESSIONAL DEVELOPMENT OF OUR STAFF HAS TOP PRIORITY

→ anchored in the Chamber's **mission statement** and **quality management system**

ENSURING THE REQUIRED COMPETENCIES AND SKILLS OF ADVISORS AND TRAINERS

REQUIREMENTS FOR EDUCATION AND CONTINUOUS TRAINING ARE SET OUT IN OUR ISO9001-CERTIFIED QUALITY MANAGEMENT SYSTEM

Continuous Training and Life-Long-Learning:

- Binding requirement of at least 25 hours of further training per year and advisor
 - Specific requirements for basic education and further training are defined at product level (product manager plays crucial role)
 - Systematized survey of further training requirements and needs:
 - on individual level as part of annual target setting meetings
 - Annual survey at federal level on further training needs in the topical areas
- Binding requirements and standardized processes create commitment and provide verifiability

General requirements for advisors education are defined in job and function descriptions:

- *technical training: at least completion of a vocational school, master craftsman training or a relevant course of study*
- *methodological training: 60 ECTS*

ENSURING THE REQUIRED COMPETENCIES AND SKILLS OF ADVISORS AND TRAINERS

COVERING THE TRAINING AND FURTHER EDUCATION NEEDS OF ADVISORS

- Further training takes place internally and externally at state and federal level, using different methods and formats (online, physical, e-learning, field trips, exchange visits, workshops, ...)
- **Continuing Training plan for agricultural advisors, trainers and teachers** ([Link](#)) nationwide implemented by the University College of Agricultural and Environmental Pedagogy
 - implementation is supported with national funds by the ministry of agriculture; Personnel costs for participation in further training for advisors are subsidized by CSP advisory services funding
 - ~150 technical and methodological trainings/seminars with ~ 4,500 participants each year

Areas of trainings:

- *Education and advice in general*
- *Digitalization and new media*
- *Business management and innovation*
- *Plant production*
- *Animal husbandry*
- *Organic farming*
- *Environment, sustainability, energy and climate protection*
- *Legal, tax and social security issues*
- *Diversification - new income opportunities and value creation models*
- *Forestry*
- *Construction of farm buildings and structures, agricultural technology*

ENSURING THE REQUIRED COMPETENCIES AND SKILLS OF ADVISORS AND TRAINERS

CONTINUING TRAINING PLAN FOR AGRICULTURAL ADVISORS, TRAINERS AND TEACHERS ([LINK](#)) – HOW IS IT PUT TOGETHER?

- Annual Training program is **co-created** by representatives of
 - advisory services and continuing education (based on actual knowledge and skills needs)
 - research institution (based on availability and dissemination needs of new knowledge)
 - administration (ministry) (based on policy priorities and initiatives)
- And implemented in cooperation with experts in the specific fields

Key tool anchored in the Austrian AKIS to support:

- *Meeting Advisors and Trainers current knowledge/skills needs*
- *Fast and targeted dissemination of current / new knowledge;*
- *lifelong learning and integration in AKIS of trainers and advisors*

BLEIBEN WIR IN KONTAKT



AUSTRIAN CHAMBER OF AGRICULTURE – UNIT “KNOWLEDGE TRANSFER AND INNOVATION”

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EU CAP Network seminar

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Vienna, Austria

All information on the seminar is available on the event webpage:

<https://eu-cap-network.ec.europa.eu/events/eu-cap-network-seminar-skills-and-lifelong-learning-agricultural-advisory-and-training>

