



**AgriSkills**

Innovative Skills Transfer for the Development of Agricultural Entrepreneurs  
Project N°: 2018-1-DE02-KA204-005173



Innovative Skills Transfer for the Development of Agricultural Entrepreneurs

Project N°: 2018-1-DE02-KA204-005173

# EU Report

## Online survey results – all partners

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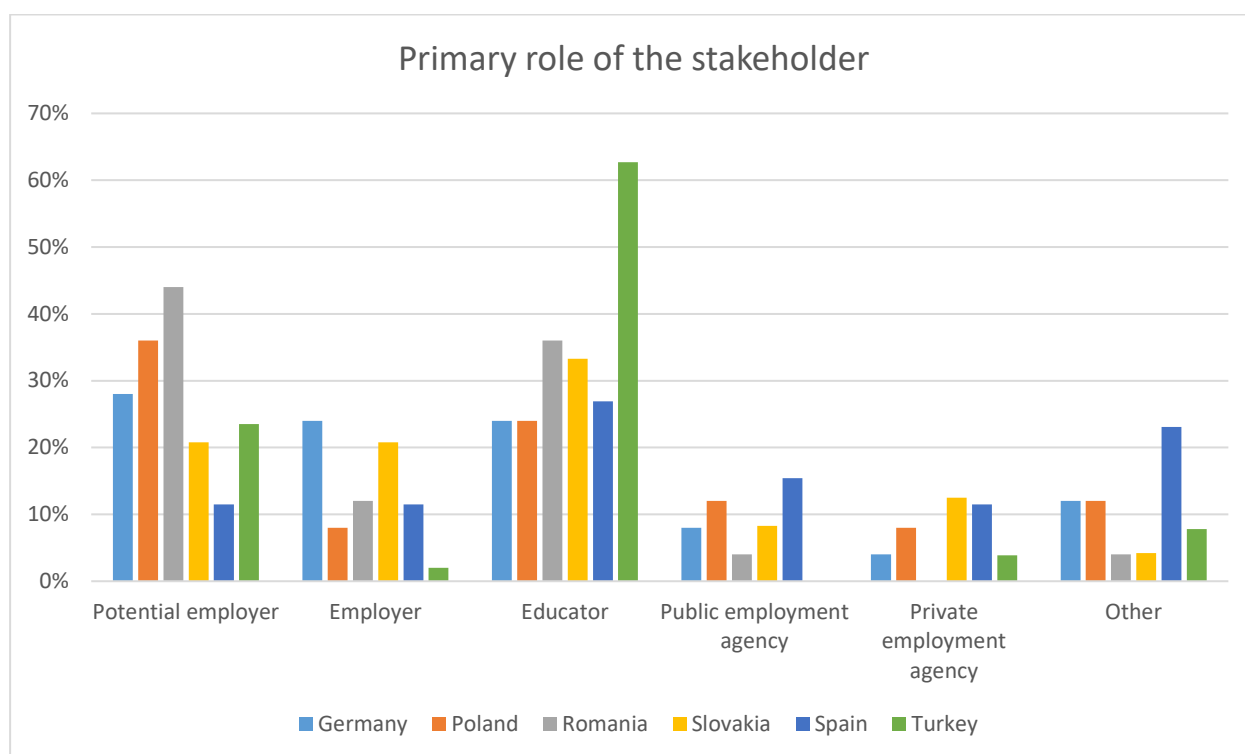


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## 1 Agriskills online survey results – All partners

Clearly, there are wide differences in the current situation for agricultural employment in the countries in which the AgriSkills project is active. In accordance with the AgriSkills project goals of identifying training needs for unemployed people in the age group from 15-24 years to support employment and business establishment in agriculture, an online stakeholder survey was conducted. The overall results for all countries are presented in this section, while the results for the individual partner countries have been summarized and interpreted by the Agriskills partner in each country and are presented in individual country reports. .

**Figure 1. What is your primary role in dealing with unemployed or otherwise disadvantaged people age 15-29 in rural areas?**



**Table 1. . What are the biggest barriers you face in reaching unemployed or otherwise disadvantaged people age 15-29 in rural areas (members of target group)? Please rate from 1 (least important) to 5 (very important)**

Biggest barriers you face in reaching unemployed or otherwise disadvantaged people age 15-29 in rural areas	Mean					
	DE	PL	RO	SK	ES	TR
Alcohol or other substance abuse issues among members of the target group	3.1	3.5	2.0	2.9	2.3	2.5

Fewer work opportunities in rural areas than in urban areas	2.2	<b>4.0</b>	4.0	<b>4.2</b>	3.4	3.9
Ignorance of members of target group with regard to potential aid/support from government	3.0	3.7	<b>4.2</b>	3.7	3.6	<b>4.0</b>
Lack of basic work ethic among members of the target group	<b>3.8</b>	3.5	3.2	<b>4.2</b>	2.5	0
Lack of databases (or access to databases) containing information about the target group	2.5	3.4	3.1	2.2	2.0	3.8
Lack of knowledge/skills with regarding to applying for a new job	3.6	<b>4.0</b>	4.0	3.8	3.4	3.6
Lack of papers/proper documents among members of target group	3.0	3.2	3.3	2.6	<b>4.0</b>	3.8
Mental barriers among the target group to applying for work	3.6	3.5	4.0	3.1	3.5	2.7
Mental or physical health problems among members of the target group	3.4	3,3	2.0	2.5	2.2	2.4
Social exclusion of members of the target group	2.6	3.7	3.9	2.8	3.2	3.3
Unwillingness of potential employers to hire members of target groups	3.1	3.1	3.8	3.4	3.5	3.9

### Best rankings:

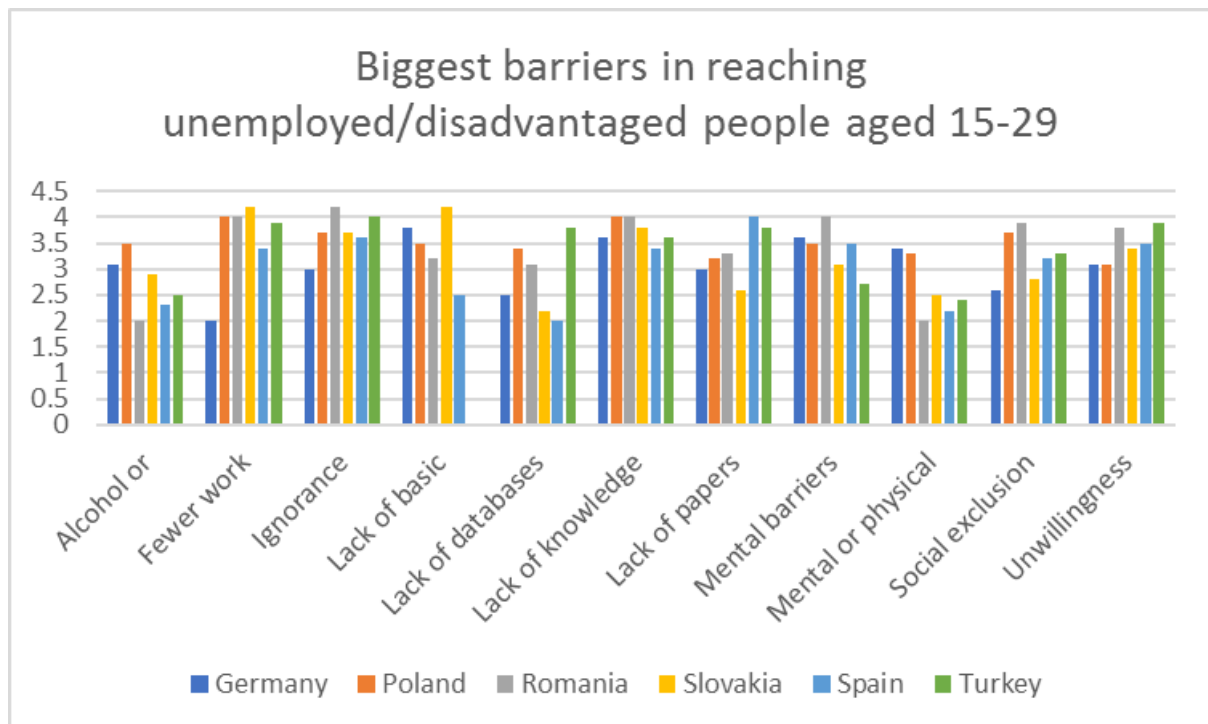
- “Fewer work opportunities in rural areas than in urban areas” ranked first in Slovakia (4.2) and **Poland** (4.0) (**because of the bad infrastructure**);
- “Ignorance of members of target group with regard to potential aid/support from government” ranked first in **Romania** (4.2) (in general, Romanians do not pay proper attention to what the Government does or says unless it is about wages or pensions) and **Turkey** (4.0) (**a significant number of Turkish farmers are not able to use communication technologies properly, whereas government supports their support for farmers by using ICT more: this is an important handicap for the Turkish farmers to reach the supports, Turkish farmers learn about this subject especially from their colleagues**);
- “Lack of basic work ethic among members of the target group” ranked first in **Slovakia** (4.2) (**probably because they are people from minorities and low-skilled people, which the social system does not push to work and, after years, they lose their jobs or they never work so they cannot get the necessary work skills**) and **Germany** (3.8) (**which reflects the ample work opportunities that exist in Germany – as evidenced by the overall low unemployment rates – as well as the well-developed infrastructure for finding training and work in Germany**);
- “Lack of knowledge/skills with regarding to applying for a new job” ranked first in **Poland** (4.0) (**which is not surprising because the biggest barrier to set new enterprise or apply for a new job is lack of knowledge and skills**);

- “Lack of papers/proper documents among members of target group” ranked first in **Spain** (4.0) (**Spain is a country that regularly receives illegal immigrants from different countries; although many immigrants from the African continent usually come to this country, they see Spain as a gateway to Europe; many of them already work in professions that are related to agriculture**).

### Worst rankings:

- There was no option for “Lack of basic work ethic among members of the target group” in Turkey;
- “Alcohol or other substance abuse issues among members of the target group” got 2.0 in Romania;
- “Lack of databases (or access to databases) containing information about the target group” got 2.0 in Spain;
- “Mental or physical health problems among members of the target group” got 2.0 in Romania;
- “Fewer work opportunities in rural areas than in urban areas” got 2.2 in Germany;
- “Lack of databases (or access to databases) containing information about the target group” got 2.2 in Slovakia;
- “Unwillingness of potential employers to hire members of target groups” got 3.1 in Poland.

**Figure 2. What are the biggest barriers you face in reaching unemployed or otherwise disadvantaged people age 15-29 in rural areas (members of target group)? Please rate from 1 (least important) to 5 (very important)**



**Table 2. Which three agricultural topics do you think are the most relevant in your area for providing training to unemployed or otherwise disadvantaged people age 15-29 in rural areas? (A maximum of three answers can be selected)**

Three agricultural topics most relevant in our area for providing training to unemployed or otherwise disadvantaged people aged 15-29 in rural areas	Percentage					
	DE	PL	RO	SK	ES	TR
Agritourism	12.0	<b>72.0</b>	48.0	61.5	38.5	51.0
Apiculture	0	32.0	<b>72.0</b>	38.5	7.7	<b>62.7</b>
Fish farming	8.0	12.0	20.0	3.8	3.8	15.7
Horticulture	80.0	36.0	64.0	<b>73.1</b>	19.2	43.1
Organic agriculture	<b>84.0</b>	52.0	60.0	42.3	<b>61.5</b>	43.1
Social farming	40.0	52.0	24.0	23.1	0	37.3
Solidarity agriculture	20.0	28.0	12.0	15.4	3.8	27.5

### Best rankings:

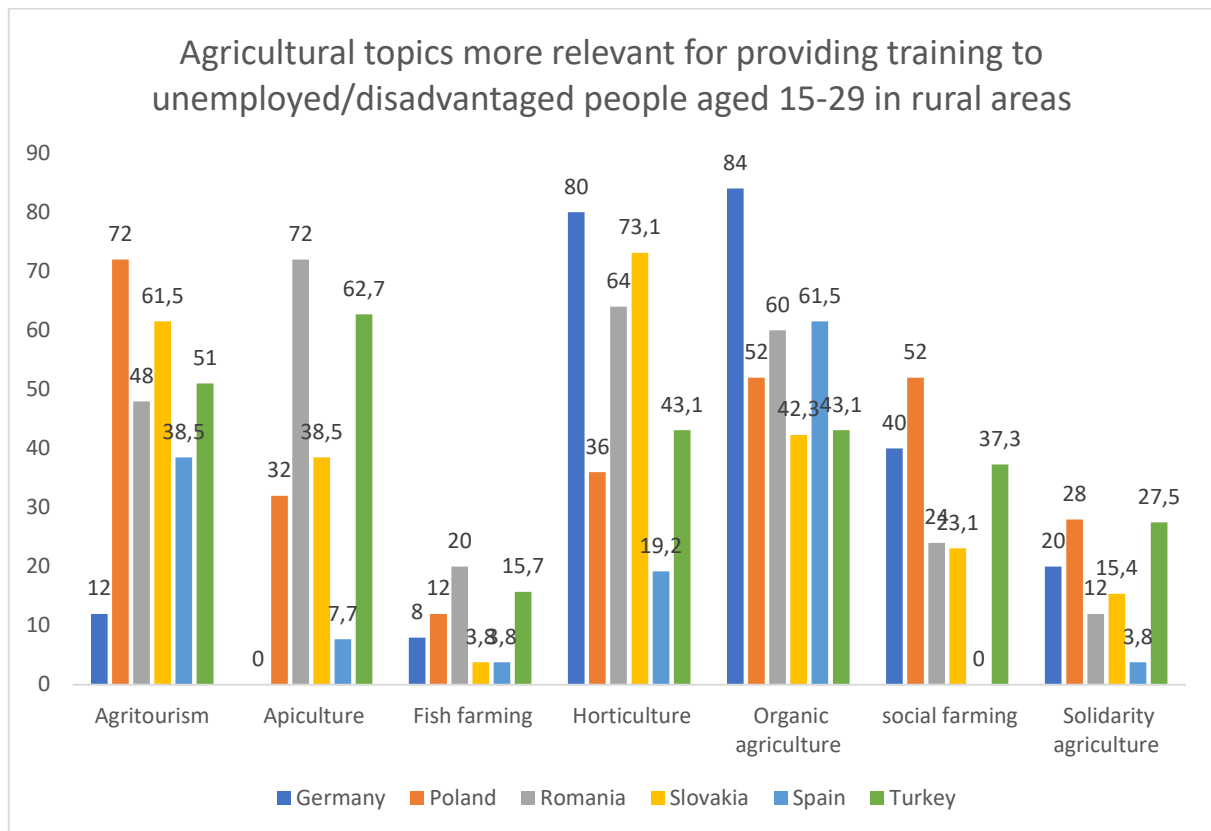
- “Organic Agriculture” ranked first in Germany (84.0%) (which reflects the increasing importance of organic food in the German market, as well as the stated goals of the German agricultural ministry to increase the area of agricultural land cultivated using organic methods) and Spain (61.5%) (Spain now exceeds two million ha dedicated to organic farming (2,018,802 ha); today, it is the country of the EU with most area devoted to organic production, with 17% of the total EU (12.1 million ha), followed by Italy with 17.9 million ha, France (15.3), Germany (11.3) and Austria (5.7); worldwide, organic agriculture reaches 57.8 million hectares);
- “Horticulture” ranked first in Slovakia (73.1%) (this could be a trend: people are interested about their gardens and want to learn something useful that will help them to caring about the gardens);
- “Apiculture” ranked first in Romania (72.0%) (because it is a high-income, trendy (consumers are increasingly aware of the benefits of using honey and other beehive products), traditional agricultural practice (the Dacians, our ancestors, practiced it more than 2,000 years ago) that can benefit from the relief and climate conditions of our rural area (plains and hills in a temperate-continental climate with Mediterranean influences) where they grow cereals, vegetables and fruit-trees; according to the National Rural Development Programme for the 2014-2020 period, beekeeping is a priority sector; there is also a National Beekeeping Programme 2014-2016 - technical assistance services for bee-keepers and beekeepers’ groups, prophylactic activities and activities for combating the varroosis, beehive purchasing, transhumance rationalization, assistance measures for laboratories analyzing the physical and chemical characteristics of honey and assistance measures for increasing the number of bees on the national territory) and Turkey (62.7%) (beekeeping is very popular in Turkey);

- “Agritourism” ranked first in Poland (72.0%) (because this kind of activity is well known and well developed in Poland so to start this business is relatively easy for young people).

**Worst rankings:**

- There was no vote for **Apiculture** in Germany;
- There was no vote for **Social farming** in Spain;
- **Fish farming** got the lowest percentage in Slovakia (3.8%), Poland (12.0%), and Turkey (15.7%) – **which lead to the exclusion of this topic from the list and to its replacement with Traditional products;**
- **Solidarity agriculture** scored only 12.0% in Romania: **this topic was also excluded from the topic list.**

**Figure 3. Which three agricultural topics do you think are the most relevant in your area for providing training to unemployed or otherwise disadvantaged people age 15-29 in rural areas? (A maximum of three answers can be selected)**





**Table 3. What would you say are the most important groups among unemployed or otherwise disadvantaged people age 15-29 in rural areas that could benefit from training materials developed by our project within the area where you work? Please rate from 1 (least i**

Most important groups among unemployed or disadvantaged people aged 15-29 in rural areas that could benefit from our training materials	Mean					
	DE	PL	RO	SK	ES	TR
Former prison inmates	2.5	3.4	2.5	2.0	2.1	3.4
Individuals with a history of substance abuse	3.0	3.1	2.0	1.7	2.1	3.0
Individuals with disabilities	3.0	<b>3.7</b>	2.3	3.0	2.9	3.3
People over the compulsory age for formal education not currently employed still enrolled in formal education programs	3.1	3.6	3.4	3.4	3.4	3.5
Recent migrants from outside the EU	<b>3.9</b>	<b>3.7</b>	1.8	1.8	3.9	3.2
Recent migrants from within the EU	3.6	3.1	1.8	1.8	3.8	2.9
Young employees in agricultural related occupations who are no longer enrolled in formal educational programs	3.3	<b>3.7</b>	<b>4.2</b>	<b>4.3</b>	3.6	4.2
Young employees in non-agricultural related occupations who are no longer enrolled in formal educational programs	3.2	3.4	4.1	3.8	3.4	3.1
Young farmers (rent or own agricultural land or operations and currently involved in production)	2.7	<b>3.7</b>	4.0	<b>4.3</b>	3.9	<b>4.6</b>
Young people neither in employment nor in education and training (NEETs)	3.6	3.6	<b>4.2</b>	3.9	<b>4.4</b>	3.7

### Best rankings:

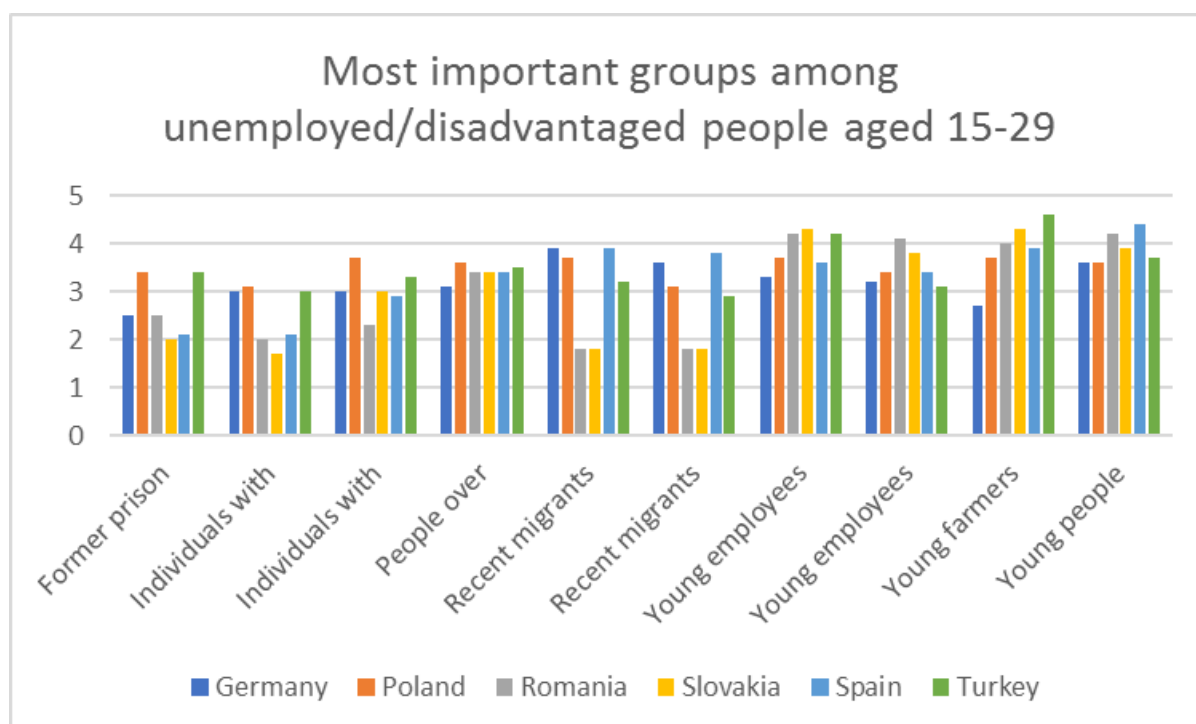
- “Young farmers (rent or own agricultural land or operations and currently involved in production)” ranked first in Turkey (4.6) (most Turkish youth are skilled and knowledgeable about the use of ICT, especially those who are skilled in smartphone applications, and can demonstrate the same skill in agricultural practices in rural areas – especially in greenhouse cultivation, small and medium-sized livestock enterprises, feed, milking automation; in this respect, it is obvious that young people are different from ordinary Turkish farmers in this area), Slovakia (4.3) and Poland (3.7) (young farmers lack time so this kind of courses is the best opportunity for them);
- “Young people neither in employment nor in education and training (NEETs)” ranked first in Spain (4.4) (Spain today is one of the countries in Europe with the most youth unemployment, which shows how important it is to take into account this subgroup of the target group) and Romania (4.2) (maybe because this category is, unfortunately, well represented in Romania);

- “Young employees in agricultural related occupations who are no longer enrolled in formal educational programs” ranked first in Slovakia (4.3) (unemployment rate of young people after finishing formal education is the biggest problem at the job market in Slovakia: this target group does not have working experiences and that’s why are not interesting for the potential employers), Romania (4.2) (maybe because this category is, unfortunately, well represented in Romania) and Poland (3.7) (a predictable situation as the majority of the unemployed young people in rural areas are people who finished their formal education; however, this formal education was not enough to get good jobs or set the new activity so they need additional courses; on the other hand, such courses are relatively expensive or demand to participate in the classes so the option to get new knowledge from e-learning courses is the best for this group of people)
- “Recent migrants from outside the EU” ranked first in Germany (3.9) and Poland (3.7) (we have in mind migrants from Ukraine);
- “Individuals with disabilities” ranked first in Poland (3.7) (because there is limited access to special-education institutions in the rural area).

### **Worst rankings:**

- “Individuals with a history of substance abuse” scored 1.7 in Slovakia, 2.1 in Spain and 3.1 in Poland;
- “Recent migrants from outside the EU” scored 1.8 in Romania;
- “Recent migrants from within the EU” scored 1.8 in Romania, 2.9 in Turkey and 3.1 in Poland;
- “Former prison inmates” scored 2.1 in Spain and 2.5 in Germany.

**Figure 4. What would you say are the most important groups among unemployed or otherwise disadvantaged people age 15-29 in rural areas that could benefit from training materials developed by our project within the area where you work? Please rate from 1 (least important) to 5 (very important)**



**Table 4. What are the three most important soft skills that are lacking among unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? (A maximum of three answers can be selected)**

<i>Three most important soft skills that are lacking among unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country</i>	Percentage					
	DE	PL	RO	SK	ES	TR
Communication, e.g., with relevant stakeholders	<b>84.0</b>	<b>56.0</b>	<b>76.0</b>	42.3	34.6	56.9
Conflict resolution skills	32.0	36.0	48.0	26.9	34.6	<b>60.8</b>
Cooperation with others	32.0	16.0	12.0	53.8	0.0	9.8
Critical thinking skills	36.0	52.0	64.0	<b>61.5</b>	11.5	43.1
Negotiation skills	16.0	32.0	64.0	11.5	7.7	27.5
Teamwork	44.0	40.0	44.0	61.5	<b>46.2</b>	49.0
Time management skills	52.0	56.0	36.0	34.6	30.8	41.2

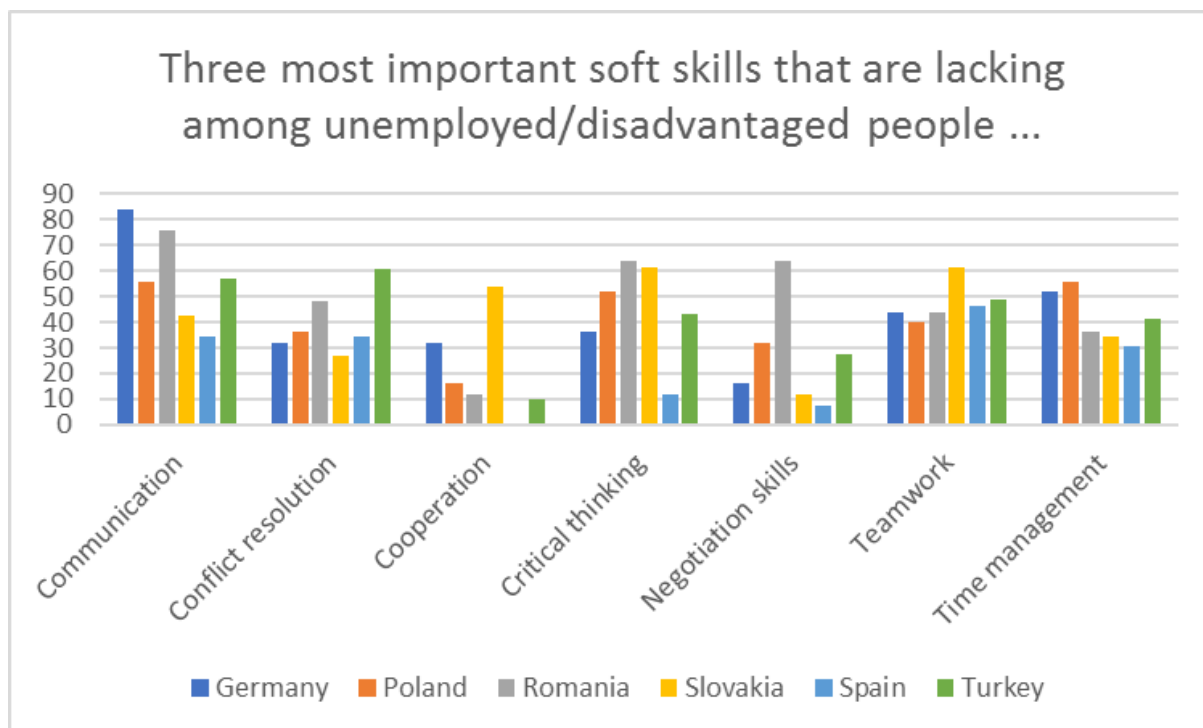
**Best rankings:**

- “Communication, e.g., with relevant stakeholders” ranked first in Germany (84.0%), Romania (76.0%) (good communication is still an issue in Romania: even the Government, when in difficulty, says “it is a matter of communication”) and Poland (56.0%) (this skill, in fact, is the most important skill to start any activity in business or to search for job: young people in Poland realize that they have not enough skills of communication because no school in Poland is teaching these skills and the only source to get communication or other soft skills is informal education or self-learning);
- “Critical thinking skills” ranked first in Slovakia (61.5%);
- “Conflict resolution skills” ranked first in Turkey (60.8%) (this is very normal, especially considering that people with disabilities have difficulties in communicating);
- “Teamwork” ranked first in Spain (46.2%) (the ability to work in group in a business environment is essential).

### Worst rankings:

- “Cooperation with others” got no vote from Spain and it scored 9.8% in Turkey, 12.0% in Romania, and 16.0% in Poland;
- “Negotiation skills” scored 11.5 in Slovakia and 16.0% in Germany.

**Figure 5. What are the three most important soft skills that are lacking among unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? (A maximum of three answers can be selected)**



**Table 5. What is the most important technological training needed by unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country?**

Most important technological training needed by unemployed or disadvantaged people aged 15-29 in rural areas in your country	Percentage					
	DE	PL	RO	SK	ES	TR
Basic computing skills	<b>78.3</b>	<b>52.0</b>	<b>70.8</b>	<b>62.5</b>	38.5	<b>58.8</b>
E-mail list-serve creation and maintenance	8.7	16.0	0.0	4.2	0.0	11.8
Use of social media	4.3	24.0	20.8	25.0	11.5	21.6
Website creation	8.7	8.0	8.3	8.3	<b>50.0</b>	7.8

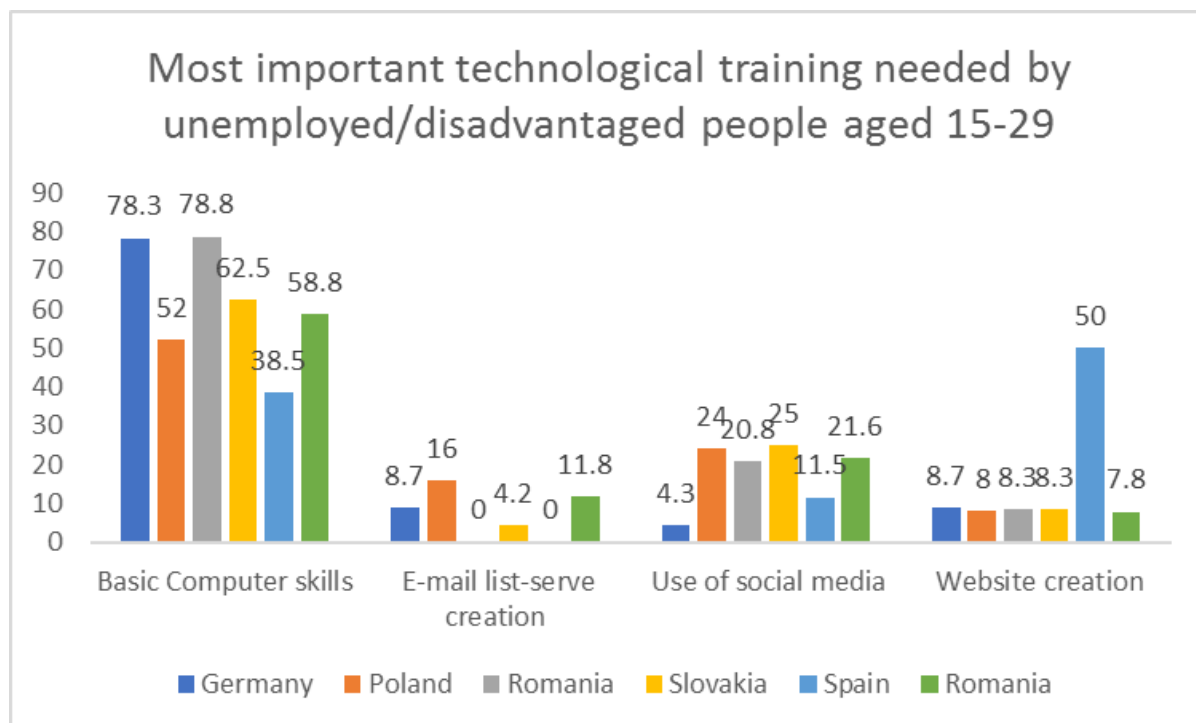
### Best rankings:

- “Basic computing skills” ranked first in Germany (78.3%), Romania (70.8%) (because they cover a wide range of skills: understanding the basic notions of computer manipulation; managing computer files, word processing, using spreadsheets and databases; creating presentations; finding information and communicating using computers; and being aware of social and ethical implications of Internet use), Slovakia (62.5%), Turkey (58.8%) (although the majority of young people living in rural areas are familiar with smartphone applications, they are not good enough in using basic computing skills; however, they are good enough to quickly understand ICT skills, therefore, they need to be trained in basic computer skills to make a difference in agricultural production) and Poland (52.0%) (usually, everybody thinks that young people are well skilled in the computer and digital area; nevertheless, those skills are probably limited to basics like social media or games; however, to start working in a company or establishing one’s own business needs higher skills in the digital area);
- “Website creation” ranked first in Spain (50.0%) (to have an online business, the most basic thing is to have a website to advertise and present the company, and / or an e-commerce with which to distribute your products).

### Worst rankings:

- “E-mail list-serve creation and maintenance” got no vote from Romania and Spain, and it scored only 4.2 in Slovakia;
- “Use of social media” scored only 4.3% in Germany;
- “Website creation” scored 7.8% in Turkey and 8.0% in Poland.

**Figure 6. What is the most important technological training needed by unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country?**



**Table 6. What do you see as the three most important barriers for unemployed or otherwise disadvantaged people age 15-29 in rural areas wishing to start their own agriculture-related business in the area where you work? (A maximum of three answers can be select**

Three most important barriers for unemployed or disadvantaged people aged 15-29 in rural areas wishing to start their own agriculture-related business in our area	Percentage					
	DE	PL	RO	SK	ES	TR
Lack of access to formal education in agriculture-related occupations	28.0	24.0	44.0	26.9	7.7	43.1
Lack of business management skills	<b>72.0</b>	<b>68.0</b>	56.0	<b>84.6</b>	<b>53.8</b>	49.0
Lack of language or literacy skills in local language	28.0	20.0	4.0	11.5	0	3.9
Lack of personal communication skills	40.0	60.0	20.0	26.9	0	23.5
Lack of start-up money or access to credit	56.0	60.0	<b>72.0</b>	<b>84.6</b>	42.3	<b>88.2</b>
Lack of technological skills	20.0	36.0	20.0	11.5	7.7	10.0
Low level of basic education	40.0	16.0	<b>72.0</b>	15.4	42.3	58.8

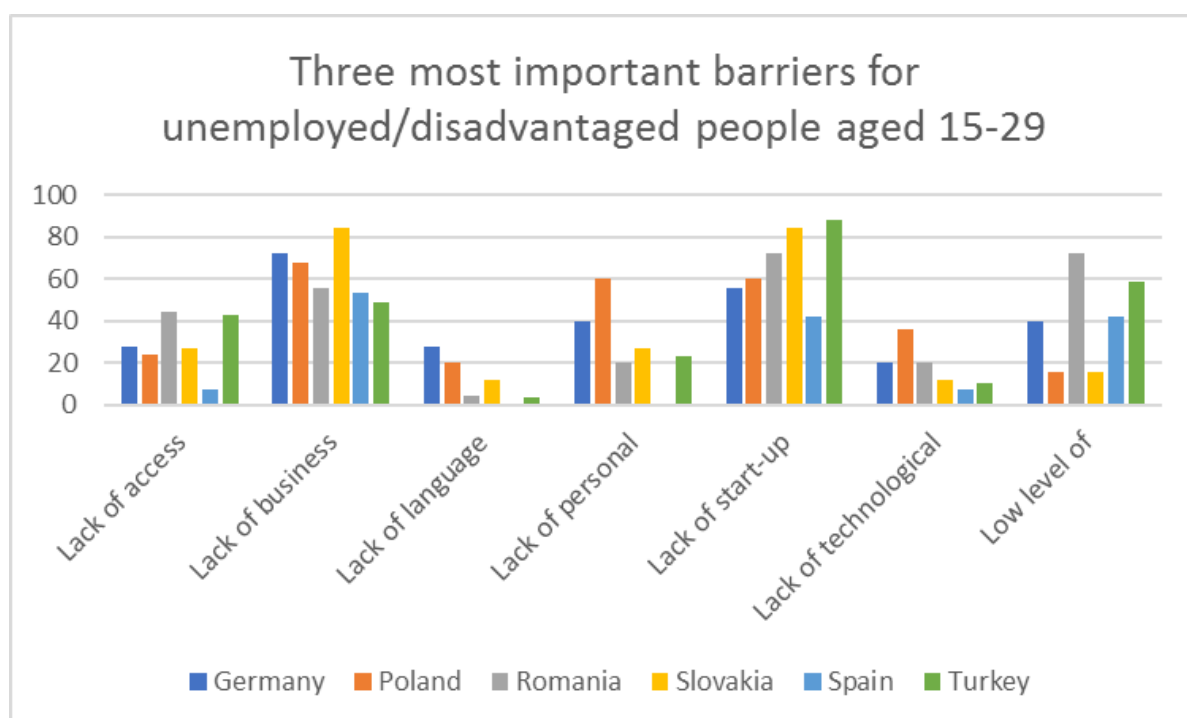
## Best rankings:

- “Lack of start-up money or access to credit” ranked first in Turkey (88.2%) (people with disabilities live in the low-income group and the capital accumulation is not enough to start a business), Slovakia (84.6%) (in Slovakia, in general, there is quite a big information gap between funding opportunities and start-up support) and Romania (72.0%) (which corresponds to the economic status of Romania’s rural population);
- “Lack of business management skills” ranked first in Slovakia (84.6%), Germany (72.0%), Poland (68.0%) (agribusiness is impossible without these skills) and Spain (53.8%) (if someone wants to start a business, without knowledge of business management and money to make an investment It is difficult to convince yourself to take the step);
- “Low level of basic education” ranked first in Romania (72.0%) (which corresponds to the economic and social statuses of Romania’s rural population).

## Worst rankings:

- “Lack of personal communication skills” got no vote in Spain;
- “Lack of language or literacy skills in local language” got no vote in Spain and it scored only 3.9% in Turkey, 4.0% in Romania, and 11.5% in Slovakia;
- “Lack of technological skills” scored 11.5% in Slovakia and 20.0% in Germany;
- “Low level of basic education” scored 16.0% in Poland.

**Figure 7. What do you see as the three most important barriers for unemployed or otherwise disadvantaged people age 15-29 in rural areas wishing to start their own agriculture-related business in the area where you work? (A maximum of three answers can be selected)**



**Table 7. What are the most important business management skill training needs for unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? Please rate from 1 (least important) to 5 (very important)**

Most important business management skill training needs for unemployed or disadvantaged people aged 15-29 in rural areas in your country	Mean					
	DE	PL	RO	SK	ES	TR
Business mission statement development	3.2	3.1	3.7	4.5	4.0	4.2
Business strategy development	4.1	3.4	4.2	4.4	4.0	4.3
Financial plan development	<b>4.3</b>	<b>4.2</b>	<b>4.3</b>	<b>4.6</b>	3.7	4.4
Financial record keeping and reporting	4.0	<b>4.2</b>	3.1	2.9	3.3	4.4
Human resource management	3.2	3.9	3.3	3.4	3.4	3.6
Input inventory and ordering	3.0	3.1	3.0	2.8	4.0	4.2
Marketing plan development	3.6	3.8	3.9	4.3	<b>4.1</b>	4.6
Product inventory	3.0	3.4	3.4	2.7	4.0	4.3
Production plan development	3.8	4.0	4.0	3.6	<b>4.1</b>	<b>4.7</b>
Risk evaluation and management	3.5	3.8	3.6	3.9	<b>4.1</b>	4.3

### Best rankings:

- “Production plan development” ranked first in Turkey (4.7) (for young farmers who cannot go beyond using smartphones on ICT technologies, this is a real problem because ICT technologies for marketing planning should be used even at a minimum level) and Spain (4.1);
- “Financial plan development” ranked first in Slovakia (4.6) (this skill is considered as the most important for any kind of new entrepreneur, so the respondents prefer it because it helps making the new business sustainable), Germany (4.3), Romania (4.3) (managing finances is a real issue for the Romanians) and Poland (4.2) (as funds are important, young people look for knowledge in this field);
- “Financial record keeping and reporting” ranked first in Poland (4.2) (as funds are important, young people look for knowledge in this field);
- “Marketing plan development” ranked first in Spain (4.1);
- “Risk evaluation and management” ranked first in Spain (4.1);

### Worst rankings:

- “Product inventory” scored 2.7 in Slovakia and 3.0 in Germany;
- “Input inventory and ordering” scored 3.0 in Germany and Romania and 3.1 in Poland;
- “Business mission statement development” scored 3.1 in Poland;





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- “Financial record keeping and reporting” scored 3.3 in Spain;
- “Human resource management” scored 3.6 in Turkey.