

# Education and Training in CAP AKIS Plans Italy

Simona Cristiano, CREA Policies and Bioeconomy

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# HOW to make educational systems and training more attractive to farmers?

- New CAP Plan: Vocational training is **complementary to other types of CAP interventions: Integrated approach**
  - In the past ... Vocational training as a condition to access to CAP support is often considered by farmers an additional work commitment and not a real need - **side effect.**
- Guiding questions for vocational training planners:
  - Is content adequate and does it meet the real or latent farmers' needs on training? **Needs assessment**
  - Does the organizational setting **allow participation** from remote workplaces and is it compatible with agricultural activities? **Differentiation of tools & channels**
  - Are **customized support services and material** available during the learning paths?

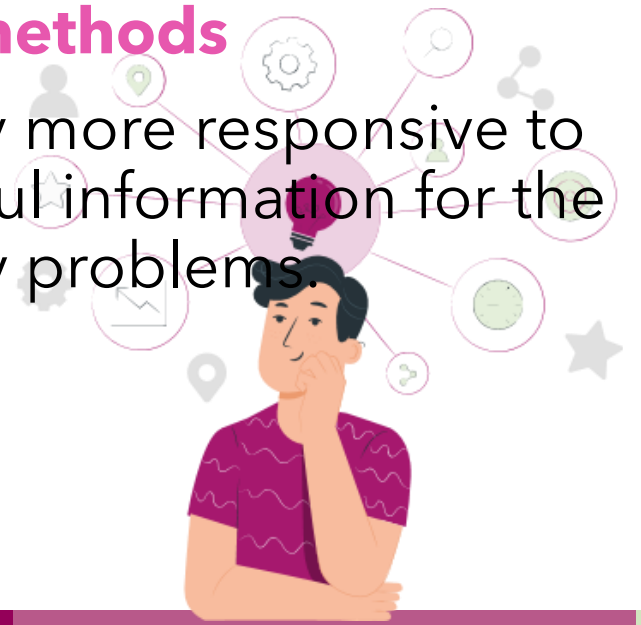
# HOW to make educational systems and training more attractive to farmers?

- Training actions should therefore consider the farmer as an entrepreneur and not only as an actor: the training objectives must clearly define the knowledge and skills acquired and their effects on business management.

## Precision learning

- ICT technologies are greatly favoring the accessibility of actions and training contents, but face-to-face activities are irreplaceable for the interaction between learners and teachers. **Mix of methods**
- The presence of tutoring can make a training activity more responsive to the needs of farmers, providing the trainer with useful information for the refinement of information content and reporting any problems.

## Responsive training



# Can advisors play a role? How to engage them?

- Advisors are a **key device of farmers needs' assessment** for training: closeness, continuous support, deep knowledge of the specific farming context at farm level.
- Advisors can play different roles in training farmers, such as:
  - Assessing/stimulating** the emersion of training needs in relation of (innovative) investments and farming practices
  - Facilitating the in-group/on farm** training activities
  - Contributing to **define more tailored training offers** for farmers
- Acting as promoters/facilitators of "**common spaces/moments of learning**" where advisors, trainers, farmers and other AKIS actors exchange knowledge on topical issues of common interest.
- Partnering in operational groups** since the very beginning , to better target the innovations to practical results on farms



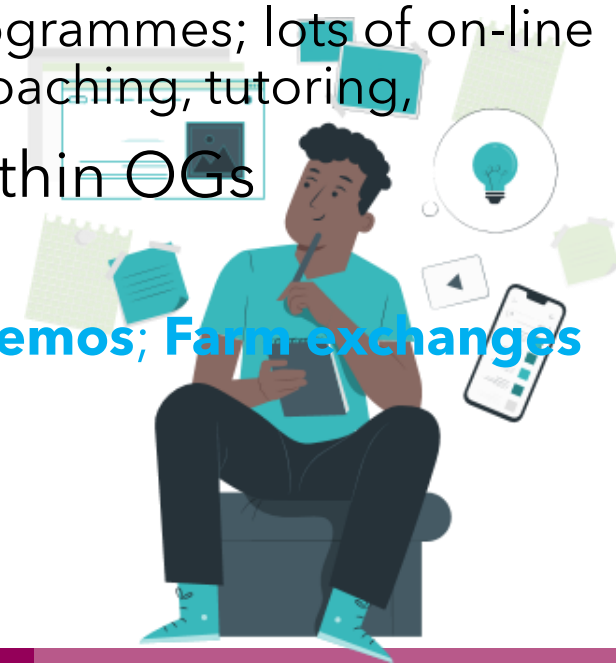
# HOW to motivate education/training participants (farmers, farmworkers, advisors, students...)?

- ✦ **Orientation to business processes:** participants responds to different stimuli according to their professional role:
  - farmers are more sensitive to the achievement of results that produce positive effects on farm management
  - consultants are interested in increasing their ability to respond to requests from their customers
- ✦ The more the **training course/contents is customized to a specific profile**, the more the recipients are interested in participating and if the course is effective, it will attract further participants in subsequent editions
- ✦ **Orientation to the CAP topics:** being compliant/in time with the CAP is worthy (!) even if it does not help acquiring propensity to learning paths.
- ✦ **Knowledge exchange:** Participatory techniques (e.g. Group educational games) can also be adopted which not only stimulate active participation and discussion but also facilitate individual relationships

# WHO & WHERE : How to organize the education/training?

## Practical aspects? **For farmers**

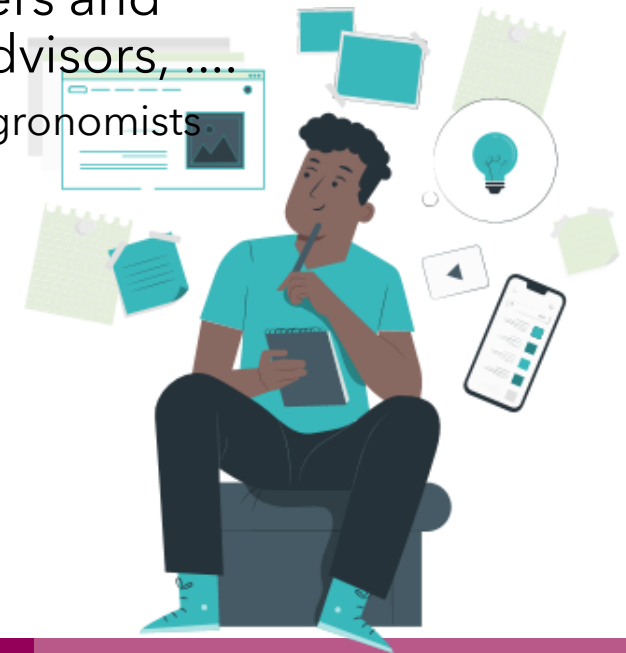
- ✦ **Timing of training**: the right time for training depends and differs depending to the farming systems/production periods.:
  - Farmers' participation during on-site activities is made difficult by their commitments to the farm
  - Avoid: certain periods of the year and the end of a working day !
- ✦ **Balanced** combination of **face-to-face and on-line** (blended) lessons to favor continuous participation.
- ✦ **Combination of learning solutions**: tailored and general programmes; lots of on-line webinars and material, on-line tools and learning platforms, coaching, tutoring,
- ✦ **Innovative inspirational solutions** experienced within OGs
  - NRN Learning platform
- ✦ Farmers and Advisors **Peer-to-Peer** are very effective: **Farm-demos; Farm exchanges visits ...**



# WHO & WHERE : How to organize the education/training?

## Practical aspects? **For advisors**

- ✦ In Italy, National orders of professional advisors (agronomists, foresters, agrotechnicians, vets, ...) must attend **vocational training on regular basis by law** (use of training credits)
- ✦ Combination of **different learning solutions** and providers:
  - “Structured” training programmes and ... communities of practices, study visits, webinars, demonstration sessions, newsletters, advisory tools, ...
- ✦ **Plurality of training providers**: vocational bodies, researchers and universities, advisors, NRN, National orders of professional advisors, ....
  - Exemple: MoU among CREA and the National orders of professional agronomists
- ✦ **Backoffice services**
- ✦ Targetting the **plurality of CAP topics**
- ✦ Targetting the **different professional profiles** of advisors



# Thank you for your attention

Andrea Arzeni, Valentina Carta, Simona Cristiano,  
Mara Lai, Anna Vagnozzi

Questions?

We will answer  
them!



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