

Inclusive REskilling and upSkilling Toward competitive Agrifood and veterinary sector: European agenda Strategy

D3.6 Web-based questionnaire	
Document description	Information on the creation, validation, translation, and planned dissemination processes of the I-RESTART skill needs survey. Full questionnaire in the annex.
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***F: final; D: draft; RD: revised draft**



Table of Contents

1. Purpose of the survey	3
2. Design process	3
2.1. Validation	3
2.2. Translation and Dissemination.....	4
3. Annex I: The Questionnaire (PDF-Format, directly loaded from surveymonkey.com)	6
4. Annex II: List of Feedback given in the validation process	18

1. Purpose of the survey

The survey serves to identify skills and training needs in the animal production-, food industry- and veterinary sectors, considering the outcomes of the focus groups. The questionnaire is web-based and will be translated into seven country's languages (Italian, French, German, Portuguese, Spanish, Dutch, and Greek).

2. Design process

The survey was developed on surveymonkey.com. It was designed to confirm the results from the focus groups in a wider audience. With this idea in mind, the outputs of the focus groups were used as answer options in the questionnaire.

Upon providing general information (age, country, employment status, etc.) the participant is asked to choose a sector, which represents them and their occupation the most (food production, animal production- and veterinary sector). Then, they are redirected to the respective sector's questions.

The questions regarding the skills needs are programmed in such a way, as to only allow exactly 3 responses from participants, while having ten to eleven options to choose from.

The options which were transferred from the focus groups, were selected based on how many times they were mentioned in different focus groups across different countries, and their perceived relevance.

The training-centric questions are designed in a similar way, only here, the focus group outputs were sometimes less than ten.

The questions on skill needs focused on the topics of 'one health'- and 'sector specific'-skills for the animal production and food industry sectors, since skill needs on 'digitalization', 'sustainability and bio economy' and 'business-soft skills' were already tackled in a previous survey in the FIELDS Erasmus + project. For the newly introduced veterinary sector, the skill needs questions covered all of the five topics.

2.1.Validation

Validation took place at the first project meeting in Vienna through several attendees giving detailed, handwritten feedback. This feedback was later digitalized, analyzed, and implemented into the final survey. The responses were plotted in a graph (Figure 1). The questions asked can be viewed in table 1.

Table 1: Questions asked in the validation process of the survey

Q1	Did you find the questions and answers easy to understand?
Q2	Would you recommend any changes regarding the questions?
Q3	Would you recommend any changes regarding the structure of the survey?
Q4	Does it successfully achieve to extract important information for I-RESTART?
Q5	Did it feel too short or too long?
Q6	Any other comments/questions?

2.2. Translation and Dissemination

The finished survey will be translated by seven project partners into their local language for extensive dissemination amongst European countries. The translated versions will be widely disseminated through the project partners' networks and channels, the newsletter, social media pages and I-RESTART's website, to gather at least 360 responses. A QR code and a link will be created for these purposes. The questionnaire is set to gather information amongst a wide and diverse population, increasing the scope of the focus groups.

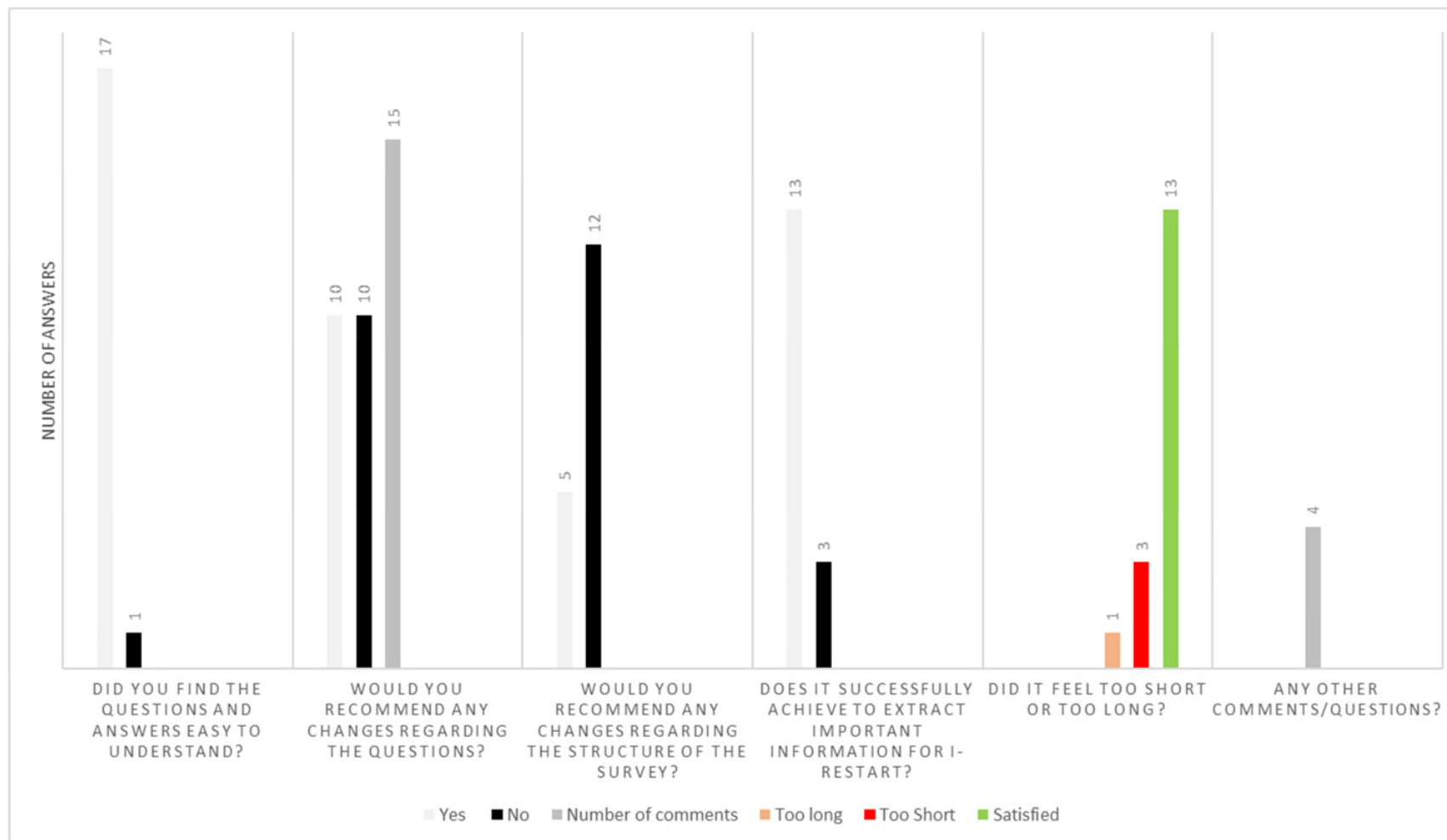


Figure 1: A graph visualizing the feedback gathered at the I-RESTART Project Meeting in Vienna on September 14, 2023.

3. Annex I: The Questionnaire (PDF in JPG-Format, directly loaded from surveymonkey.com)



I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina activity sectors

Welcome

Dear participant,

Welcome to I-RESTART's survey on skill needs in the food industry-, animal
production- and veterinary sectors!

This survey serves as a means to gauge relevant actor's assessments of the
current education system, and determine relevant topics for new open access
training courses, funded by the European Union's Erasmus+ program.

This survey is anonymous and all information will be handled confidentially.



I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina activity sectors

Confidentiality Agreement

All information that is collected in this survey will be treated confidentially and
processed anonymously. While results will be made available, it is guaranteed that
neither you, your organisation, nor any organisation personnel, will be identified
in any report of the results of the study. Thus, we guarantee that all personal data
will be handled with care and in full compliance with General Data Protection
Regulation (EU) 2016/679.

* 1. Privacy notice

☐ I have read the privacy notice and agree to the terms



I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina activity sectors

General Information

* 2. Please select your age category

* 3. Select your **gender**

* 4. In which **country** do you currently **work**?

Other

I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina activity sectors

Sector selection

* 5. Which **sector** applies to you **the MOST**? (Note: You can only choose one option, but if you wish to answer for more sectors, you can fill out the survey a second/third time)

- ☐ Food industry
- ☐ Animal production
- ☐ Veterinary activities

I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina activity sectors

Food Industry

* 6. Size of **your organisation** in number of employees

- ☐ <10
- ☐ 10-49
- ☐ 50-249
- ☐ 250+

* 7. Select according to your **job position**

- ☐ In charge of a **company/cooperative**
- ☐ In charge of a **departement** or group of persons
- ☐ In charge of a set of **tasks/activities**
- ☐ Teacher/Trainer working in an **education/training** institution
- ☐ Other (**specify**)

* 8. Choose the **three** most crucial **sector specific skill needs** from this list, considering **your specific sector**.

- ☐ New ingredients, novel foods and nutraceuticals
- ☐ Smart Packaging and food contact materials
- ☐ Efficient management of the supply chain (resources and logistics)
- ☐ Emerging technologies and concepts (including Industry 4.0)
- ☐ Food safety and quality control (including legislation and good practices)
- ☐ Agri-food policy knowledge
- ☐ Certifications - Quality, Environmental, Social, Fair Trade... (demands and legislation)
- ☐ Innovation in product development
- ☐ Labelling policy & information for consumers
- ☐ Process optimization and flexibility in food production lines (including cleaning, converting machines and restarting processes)
- ☐ Raw material supply management and security

9. Indicate **ONE additional sector specific skill** (not listed above) that is important for your sector (optional)

* 10. Select the **three** most important **one-health skills needs** from this list, considering the **food production sector**.

- ☐ Basic knowledge on food, nutrition and health (including nutraceuticals and gut microbiome)
- ☐ Food safety awareness and emerging food safety topics related to new consumer trends
- ☐ Food and feed security
- ☐ Food fraud
- ☐ One health related policy and legislation
- ☐ Animal health, wellbeing and their assessment
- ☐ Awareness of the One Health concept
- ☐ Health and safety at work
- ☐ Healthy, sustainable and personalised diets
- ☐ Risk management in food production
- ☐ Use of additives and ingredients (incl. protective cultures) in food and feed production and their impact on food safety and health

11. Indicate ONE additional one-health skill (not listed above) that is important for your sector (optional)

* 12. Considering **your experience**, select **three** options from this list of current **training trends** in the food industry that you believe **enhance effectiveness in training**.

- ☐ Relevant practical training
- ☐ Online learning
- ☐ Specific training
- ☐ Life-long learning
- ☐ Training provided by public administration, companies or suppliers
- ☐ Training supported by multimedia content
- ☐ Simple language and little prior knowledge
- ☐ Work-based learning (apprenticeships, internships, mentoring...)
- ☐ Use of gamification strategies

* 13. Click the **three** most **significant challenges** that you encounter when organising or participating in a training activity.

- ☐ Lack of precise, target-oriented training
- ☐ Lack of (qualified/motivated) trainers
- ☐ Lack of practical relevance
- ☐ Lack of workers' motivation
- ☐ Language barriers
- ☐ Obsolescence of training material and methods
- ☐ Training costs
- ☐ Bureaucracy
- ☐ Difficulties to get to the training place
- ☐ Difficulties to recruit staff (and then trainees)

14. Any other **challenges**, that you commonly encounter (not mentioned above)?
(optional)

I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterinary activity sectors

Animal Production

* 15. Size of your **organisation** in number of employees

- ☐ <10
- ☐ 10-49
- ☐ 50-249
- ☐ 250+

* 16. Select according to your **job position**

- ☐ In charge of a **company/farm/cooperative**
- ☐ In charge of a **department** or **group** of persons
- ☐ In charge of a set of **tasks/activities**
- ☐ Teacher, trainer working in an **education/training institution**
- ☐ Other (specify)

* 17. Choose the **three** most crucial **sector specific skill needs** from this list, considering **your specific sector**.

- ☐ Emerging technologies for farming the future
- ☐ Efficient management of the supply chain (resources and logistics)
- ☐ Knowledge of food and agricultural systems (sustainability and security)
- ☐ Process optimization
- ☐ Agricultural policy knowledge
- ☐ Novel foods and new ingredient sources for animal feed or other industries
- ☐ Smart Packaging and food contact materials
- ☐ Technical skills for food processing
- ☐ Insect husbandry
- ☐ Changes in production models influenced by new social movements (deforestation, environmental protection, ...)

18. Indicate ONE **additional sector specific skill** (not listed above) that is important for your sector (optional)

* 19. Select the **three** most important **one-health skill needs** from this list, considering **your specific sector**.

- ☐ Animal handling, welfare and related regulations
- ☐ Responsible use of medicines and antimicrobial resistance
- ☐ Health and safety at the workplace
- ☐ One health related policy and legislation
- ☐ Awareness of the one-health concept
- ☐ Food, feed and water safety
- ☐ Prevention and treatment of livestock infectious diseases
- ☐ Principles of epidemiology and surveillance
- ☐ Public Health
- ☐ Opportunities offered by AI for risk reduction

20. Indicate ONE **additional one-health skill** (not listed above) that is important for your sector (optional)

* 21. Considering your experience, select **three** options from this list of current **training trends** in your industry that you believe **enhance effectiveness in training**.

- ☐ Practical, target-oriented training
- ☐ Online/on-site **balanced blended learning**
- ☐ Training supported with **multimedia** content
- ☐ **Work-based learning** (apprenticeships, internships, mentoring...)
- ☐ Cooperative and student-centred training
- ☐ Life-long learning
- ☐ Online learning
- ☐ Positive approach to work and problem solving
- ☐ Training of trainers
- ☐ Virtual reality

* 22. Click the **three** most **significant challenges** that you encounter when organising or participating in a training activity.

- ☐ Availability of time
- ☐ Lack of precise, target-oriented training
- ☐ Lack of workers' motivation
- ☐ Different **knowledge/skills** background level of trainees
- ☐ Lack of practical relevance
- ☐ Language barriers
- ☐ Obsolescence of training material and methods
- ☐ Training costs
- ☐ Lack of awareness of the sector in the youngest generation
- ☐ Age (older people have fewer **digital competences**)

23. Any other **challenges**, that you commonly encounter (not mentioned above)?
(optional)

* 24. Size of your **organisation** in number of employees

- ☐ <10
- ☐ 10-49
- ☐ 50-249
- ☐ 250+

* 25. Select according to your **job position**

- ☐ Working for a public health institution or governmental body (e.g. health inspector)
- ☐ Companion animal veterinarian
- ☐ Production animal veterinarian
- ☐ Equine veterinarian
- ☐ Laboratory animal veterinarian
- ☐ Clinical veterinarian working in diagnostic services (e.g. imaging, pathology, etc)
- ☐ Clinical veterinarian working in other area
- ☐ Education
- ☐ Other (specify)

* 26. Choose the **three** most crucial sustainability and bioeconomy skill needs from this list, considering your specific sector.

- ☐ Awareness of the sustainability and bioeconomy concepts
- ☐ Livestock waste management and valorisation
- ☐ Environmental footprint of agri-food products
- ☐ Adaptation of farm activities to climate change
- ☐ Biodiversity in rural, peri urban and urban areas: knowledge, control and protection
- ☐ Drug waste management
- ☐ Green agricultural and manufacturing practices
- ☐ Soil function and condition
- ☐ Organic Livestock requirements
- ☐ Circular economy in farming and food processing activities

27. Indicate ONE additional **sustainability** and **bioeconomy** skill (not listed above) that is important for your sector (optional)

* 28. Select the **three** most important **business-entrepreneurship** and **soft skill** needs, considering your specific sector.

- ☐ Team work, negotiation and conflict management
- ☐ Communication
- ☐ Entrepreneurial thinking and acting
- ☐ Human resource management
- ☐ Business management, strategy and planning
- ☐ Lifelong learning and professional development
- ☐ Product life cycles, added value and marketing
- ☐ Emotional Intelligence
- ☐ Conscious decision making
- ☐ Preparation of technical and legal reports

29. Indicate ONE **additional business-entrepreneurship and soft-skills** skill (not listed above) that is important for your sector (optional)

* 30. Choose the **three** most crucial **digitalisation skill** needs, considering the veterinary sector.

- ☐ Data management (collection, handling, analysis)
- ☐ Integration of datasets from different actors of the food value chain
- ☐ Sector specific digitalization skills (software, equipment, robots, machinery)
- ☐ Use of sensors for data collection to improve precision livestock farming
- ☐ Basic IT skills
- ☐ Digital tools for business management and innovation
- ☐ Digital tools for traceability
- ☐ Artificial Intelligence (knowledge and opportunities)
- ☐ Telemedicine
- ☐ Cybersecurity and related legal aspects

31. Indicate ONE **additional digitalisation** skill (not listed above) that is important for your sector (optional)

* 32. Choose the **three** most crucial **sector specific skill needs** from this list, considering the veterinary sector.

- ☐ Legislation and policies (Veterinary, animal production and food industry) legal language and preparation of related reports
- ☐ Role of veterinarians in agri-food industries: health control and food quality and safety control (including good practices)
- ☐ High level of specialization for Future Farming
- ☐ Knowledge and integration of emerging technologies in veterinary activities
- ☐ Basic zootechnic notions and symbiotic animal husbandry
- ☐ Food processing technical skills (including HACCP and health risks)
- ☐ Interprofessional collaboration (veterinarians, human medics, farmers, microbiologists, etc)
- ☐ Basic knowledge on food and agricultural systems (organization and stakeholders)
- ☐ Optimization of processes and interventions in animal husbandry
- ☐ Soil microbiology and fertility for feed production

33. Indicate ONE **additional sector specific skill** (not listed above) that is important for your sector (optional)

* 34. Select the **three** most crucial **one-health skill needs** from this list, considering your specific sector.

- ☐ Common and emerging animal diseases: prevention, treatment and impact on humans
- ☐ Animal welfare and handling
- ☐ Prevention of antimicrobial and antiparasitic resistance and alternatives to these substances
- ☐ Awareness of the one-health concept
- ☐ Risk prevention and management (including crisis and risk communication)
- ☐ Health and safety policy and regulations (incl. one health)
- ☐ Health and safety at the workplace
- ☐ Food and feed safety
- ☐ Principles of epidemiology and surveillance
- ☐ Responsible use of medicines

35. Indicate ONE **additional one-health skill** (not listed above) that is important for your sector (optional)

* 36. Considering your experience, select **three** options from this list of current **training trends** in your industry that you believe **enhance effectiveness in training**.

- ☐ Practical, target-oriented training
- ☐ Work-based learning (residencies, apprenticeships, internships, mentoring...)
- ☐ Online learning
- ☐ Training supported by multimedia content
- ☐ Quality-regulated, certified training
- ☐ Other new training methods

* 37. Click the **three** most **significant challenges** that you encounter when organising or participating in a training activity.

- ☐ Availability of time
- ☐ Lack of awareness about training offer and its value
- ☐ Lack of precise, target-oriented training
- ☐ Training costs
- ☐ Lack of a quality assurance system for the training offer
- ☐ Lack of worker's motivation
- ☐ Lack of practical relevance
- ☐ Language barriers
- ☐ Obsolescence of training material and methods
- ☐ Different knowledge/skills background level of trainees

38. **Any other challenges**, that you commonly encounter (not mentioned above)?
(optional)



I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterinary activity sectors

Additional information/comments?

39. Any **additional information** and/or **comments**? (optional)

40. Do you wish to receive information about I-RESTART project activities and outcomes?

Please provide us with your e-mail address to sign up for the **newsletter**! (optional)



I-Restart Survey for Determination of Skill Needs in the AgriFood and Veterina
activity sectors

Thank you!

Thank you for participating in our survey!

Should you wish to fill in the survey for another sector, in which you are active,
feel free to repeat it and provide us with additional answers from another
viewpoint.

Should you have any questions regarding the project, visit the website erasmus-i-restart.eu, or contact francesca.sanna@unito.it

For queries relating to this survey, please email stefan.ferlin@lva.at

4. Annex II: List of Feedback given in the validation process

Table 2: Comments given on the survey validation questions (Table 1). Note: The survey design allowed for 5 answers at this stage, not for three per question, as in the most recent version.

No.	Question	Answers
Q2	Would you recommend any changes regarding the questions?	<ul style="list-style-type: none"> • 3 answers should be allowed per question (makes analysis easier) • More answer options • Q4 – Option “Other” • What is “sector specific” what is “one health”, what is “sustainability” and “bioeconomy” • Vet: Q13 – Knowledge of food and agri system – what do we mean? • Vet: Q18 – “limited number of trainers should not be in digitalization-bracket • Vet: Q7 and Q9 None of the sustainability/bioeconomy skills are relevant for veterinary field (more for food production) • Change “age” to “digital competencies” • Too much repetitiveness • Does not make much sense, since from focus groups • Too many options (4x) • It works when you choose less than 5 options • Questions should be more oriented towards education providers
Q6	Any other comments/questions?	<ul style="list-style-type: none"> • It is not possible to go back and change answers (x2) • The website is not in English, the buttons (next, previous, etc.) are German • Less than 5 answers are also accepted



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