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Organic
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EPOS - Innovative Education towards the Needs of the Organic Sector

**Labour market needs:
EPOS survey results – report from
Poland**

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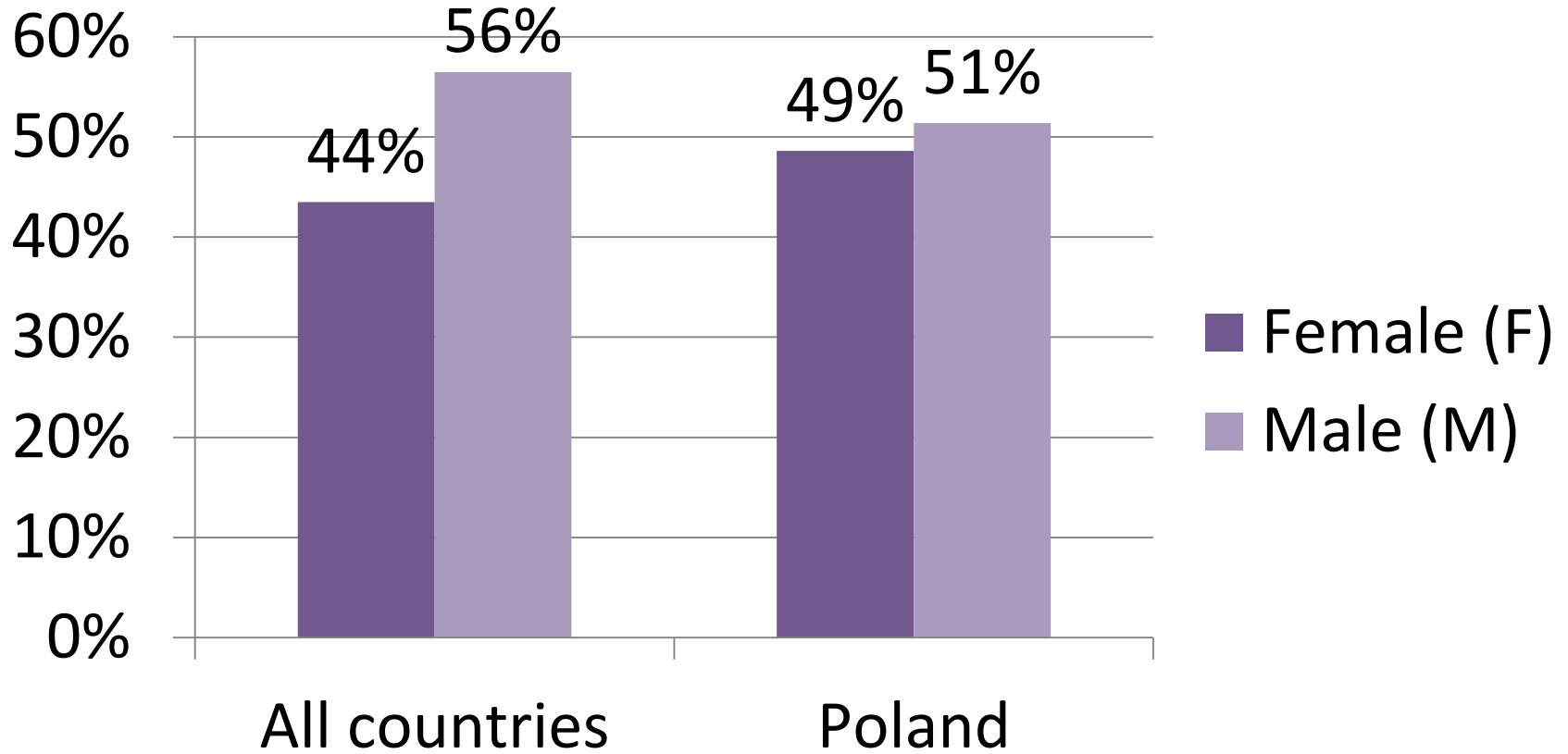
Subject of the survey

- Survey with stakeholders representing organic sector in participating countries
- **55-100 respondents from each of the participating countries (Poland: 72)**
- General characteristics of stakeholders and their expectations towards university graduates

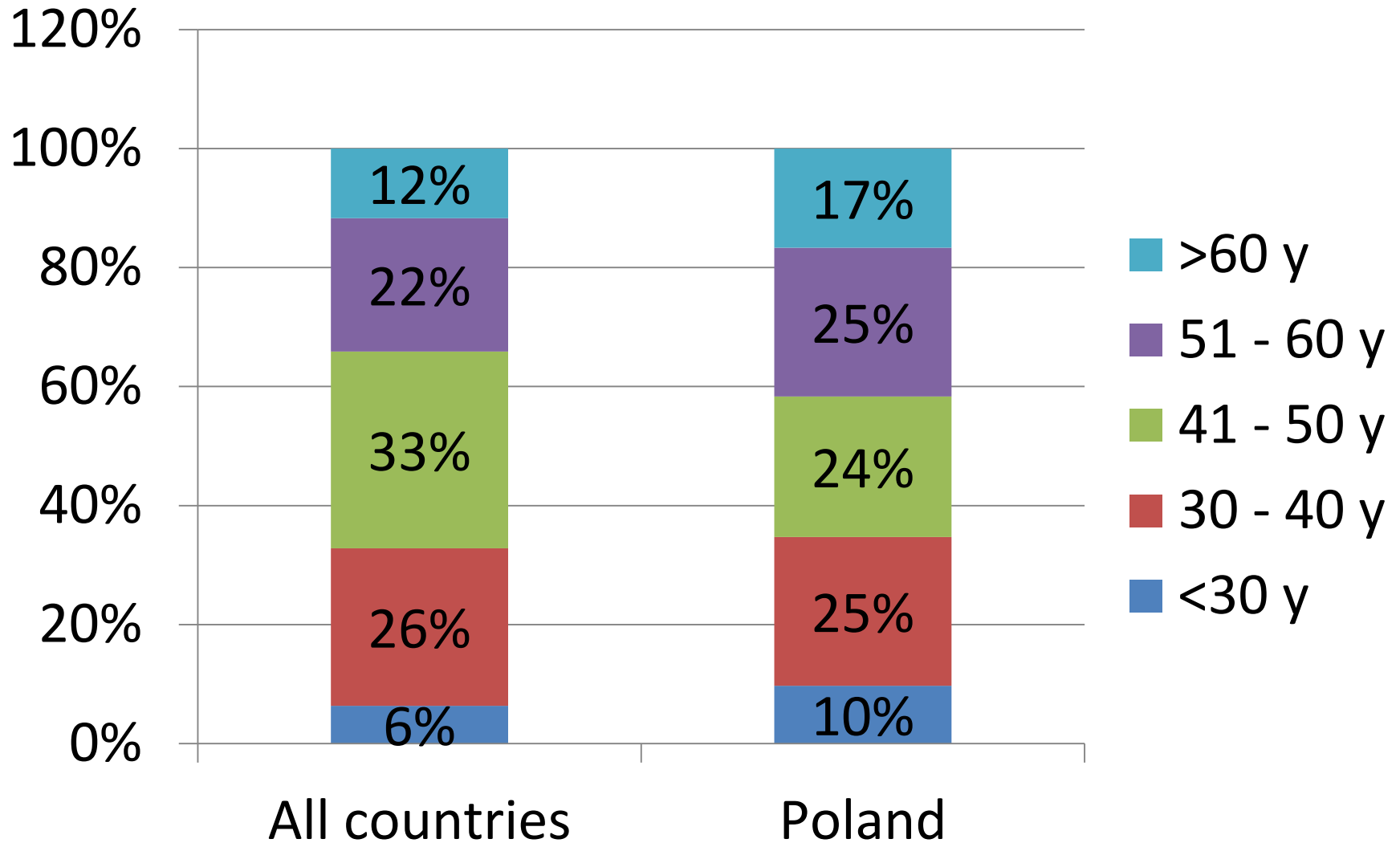
Polish case

- Limesurvey on-line questionnaire
- Paper questionnaire (during different meetings with stakeholders, Forum of Organic Agriculture meetings etc.)

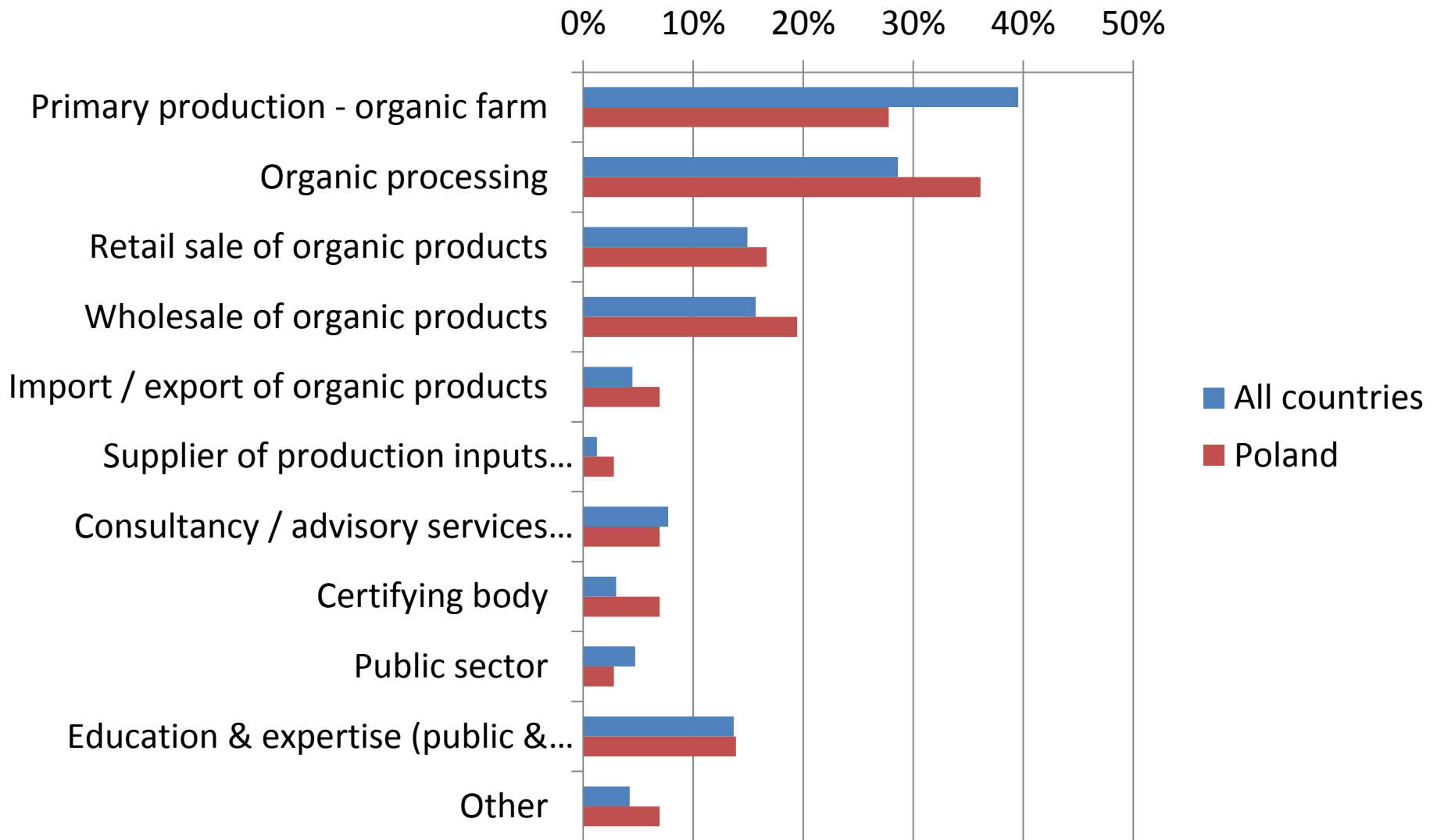
Gender of respondents



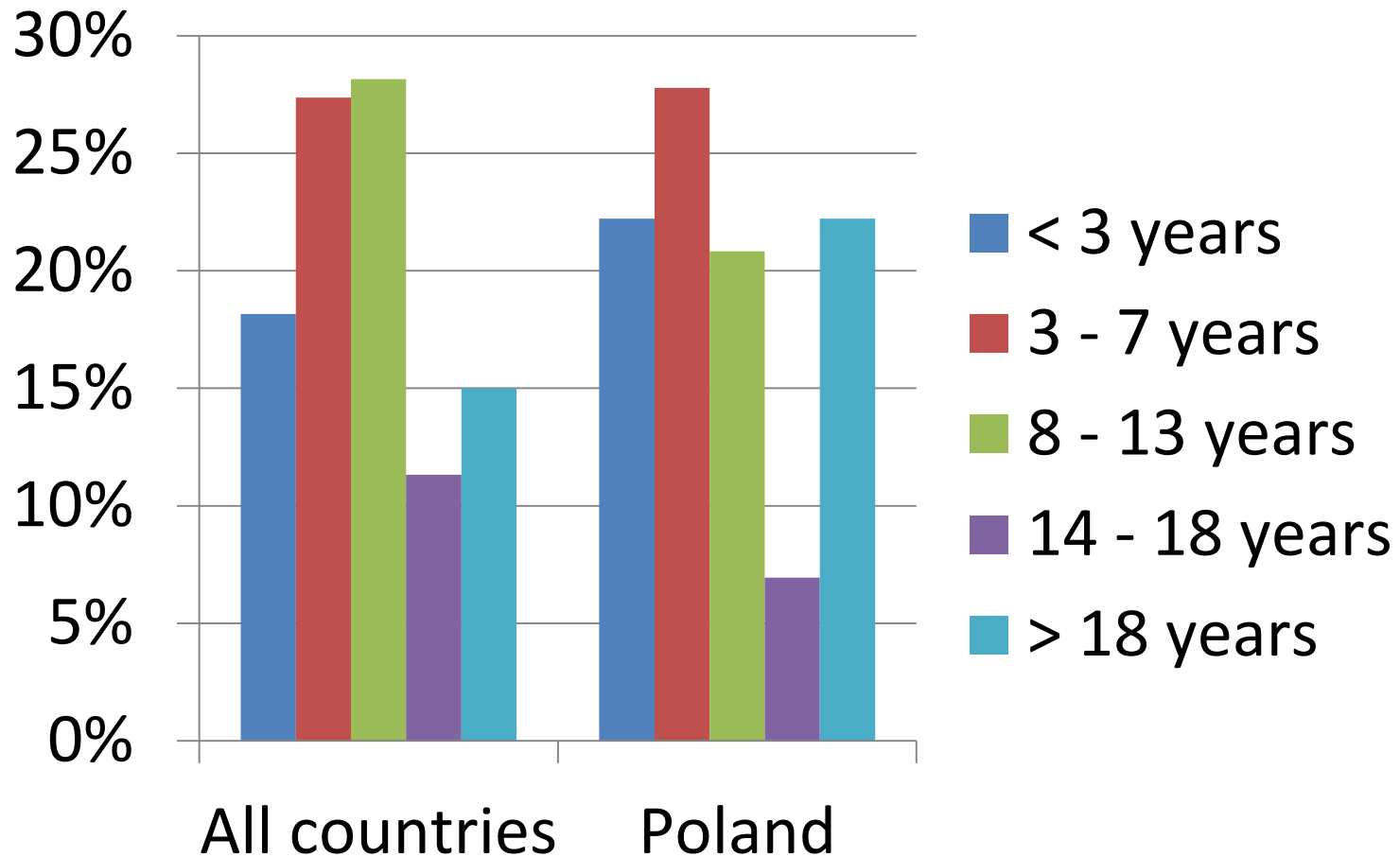
Age of respondents



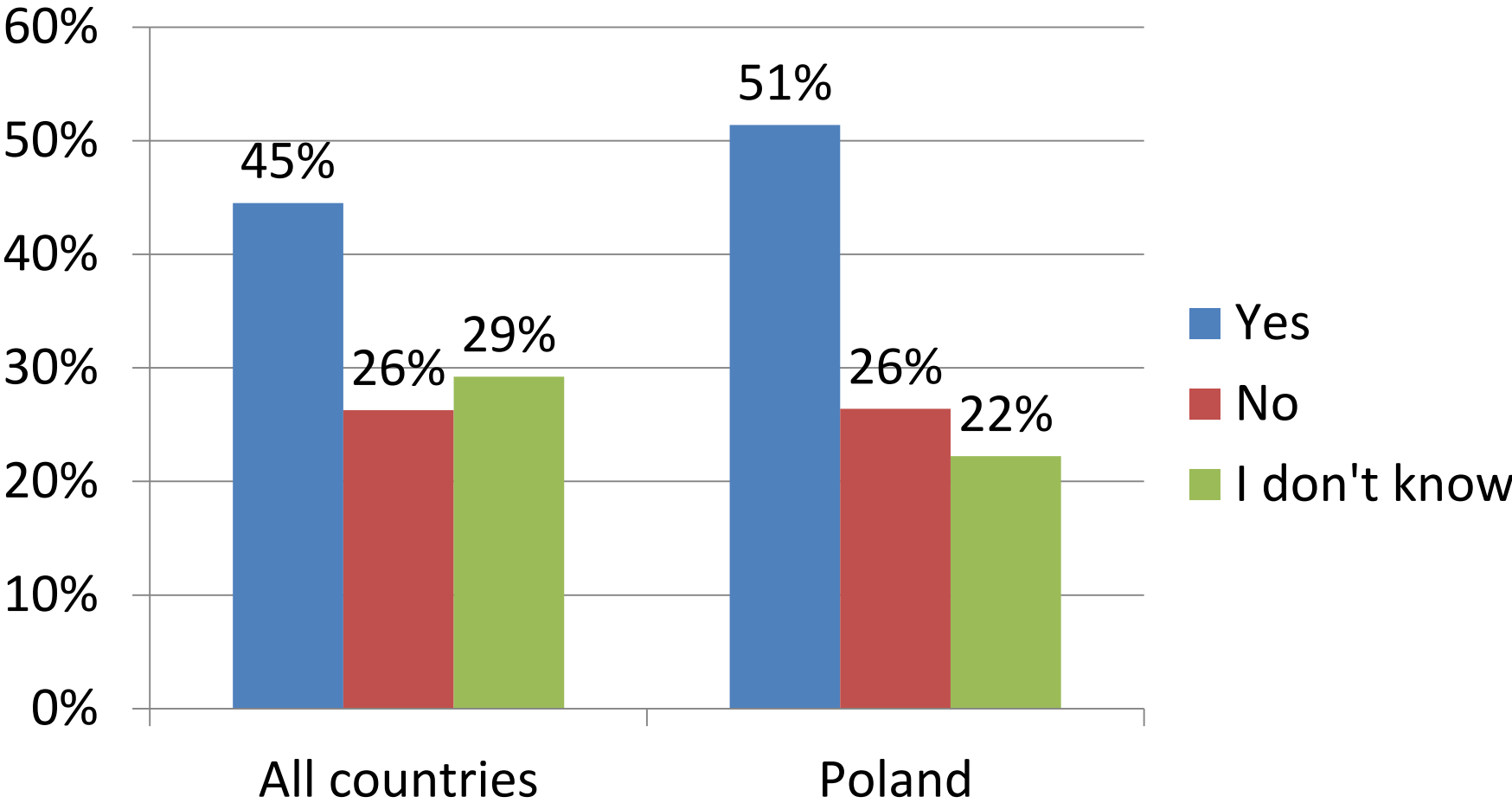
Type of enterprise



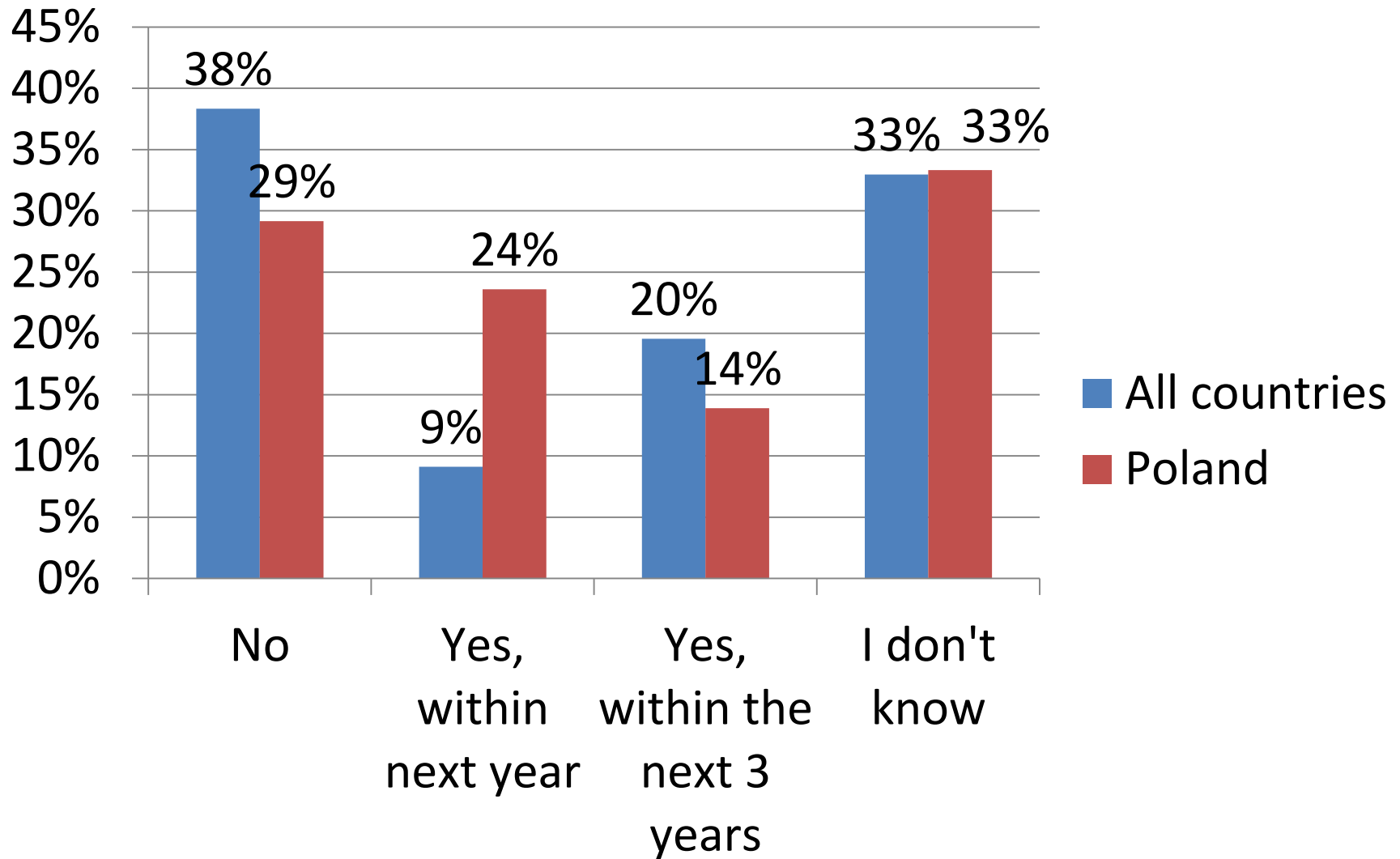
Years in organic sector



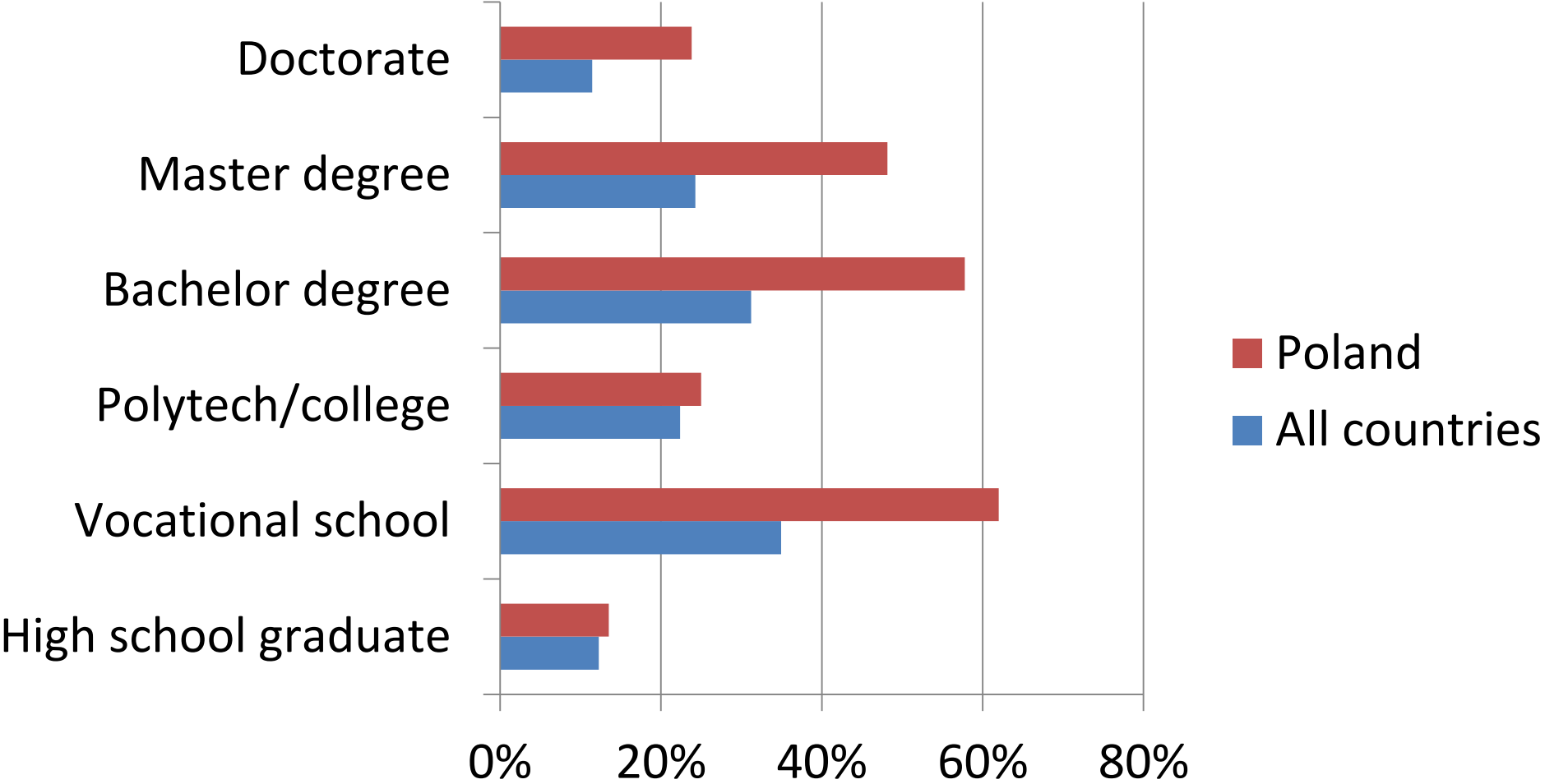
Would you like to employ a graduate educated in the topic of organic food and farming?



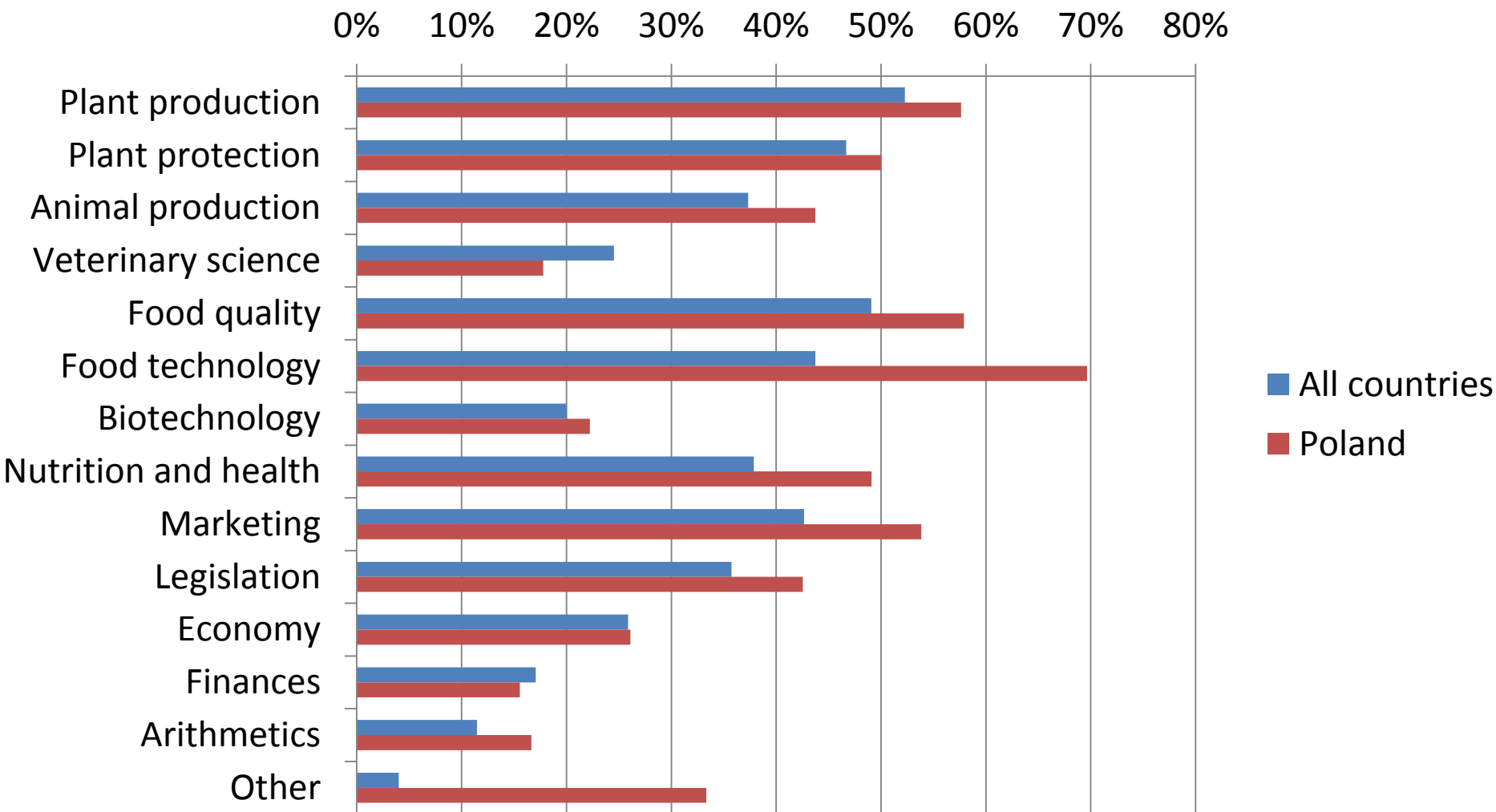
Are you planning to employ such graduates?



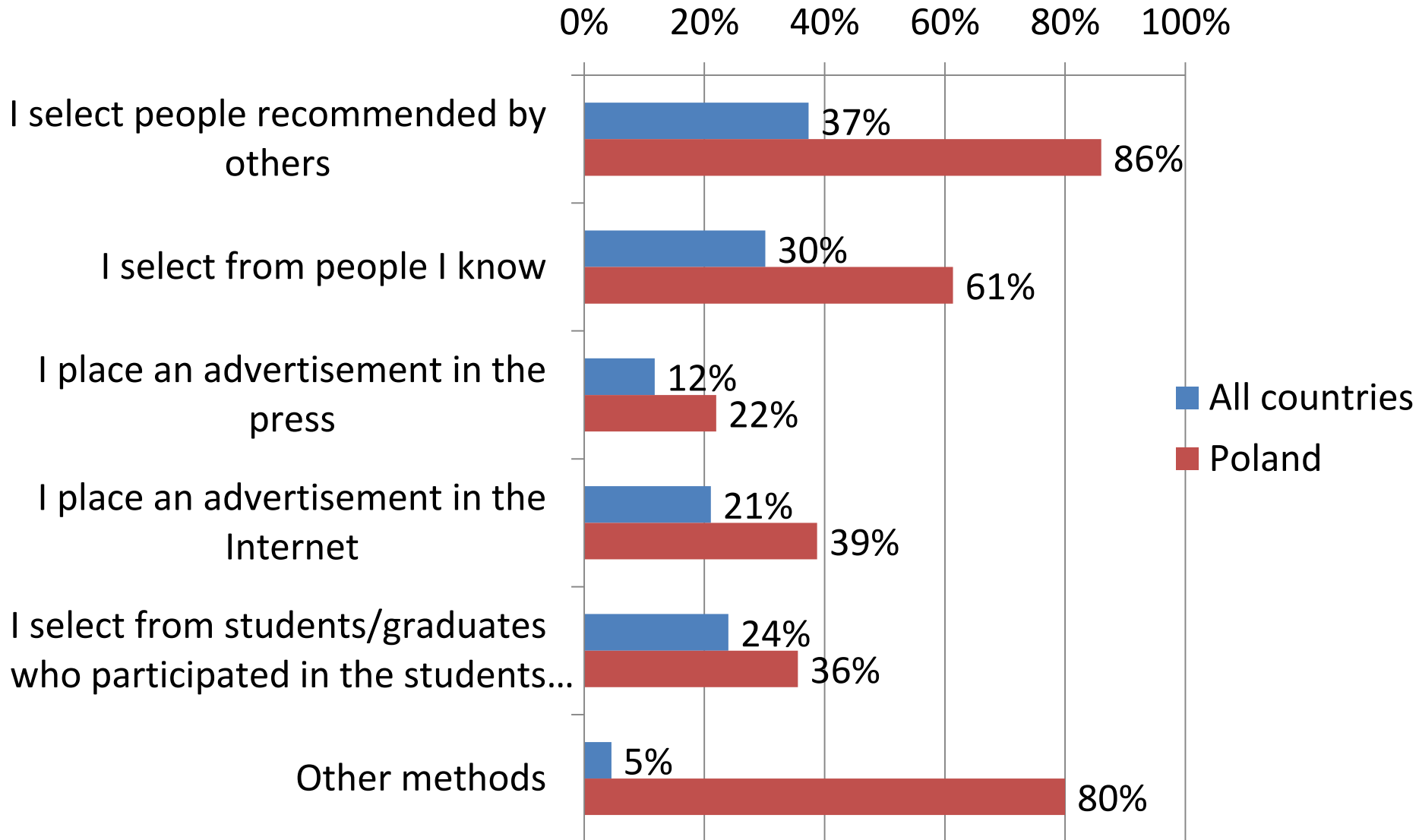
Which graduate would you employ?



What kind of theoretical knowledge in the field of organic food and farming do you expect from graduates?



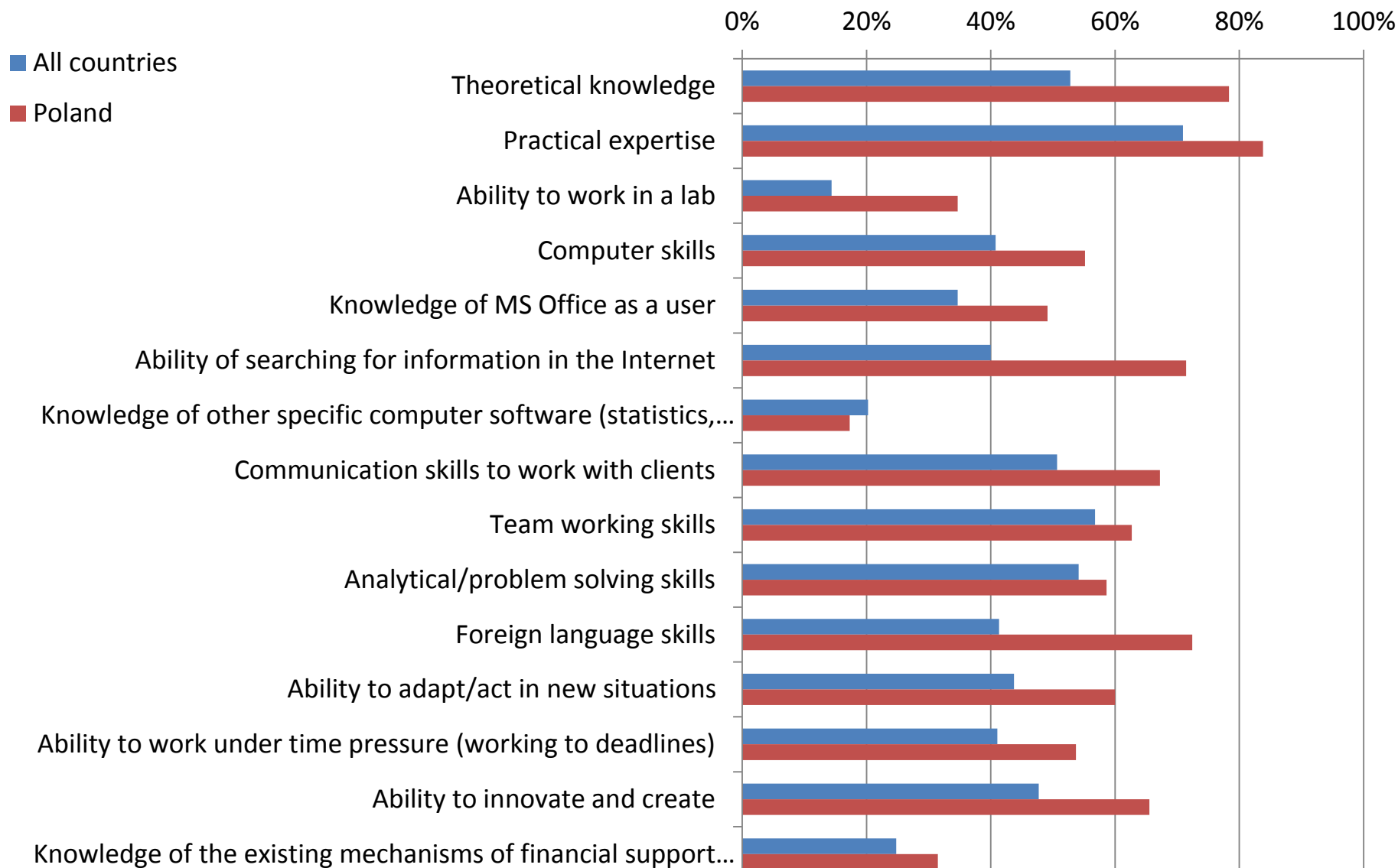
How do you recruit new employees?



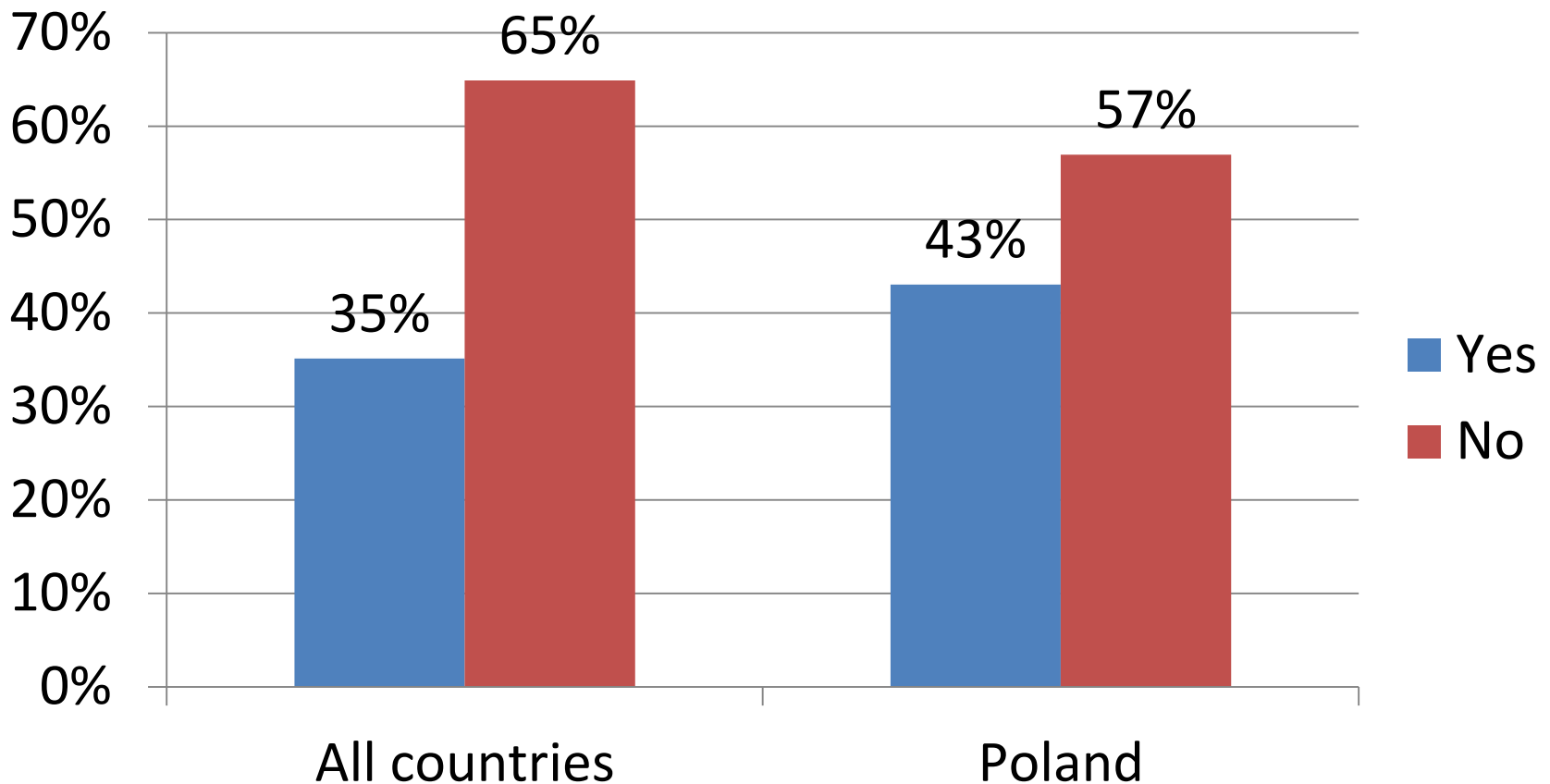
Other methods to recruit new employees in Poland

- announcement in the company / on the company website [1]
- volunteer programme [1]
- among PhD graduates [1]
- among those who ask for a job [1]

What kind of skills do you expect from your employees?



Are you satisfied with the current level of knowledge and skills of university graduates in the field of organic production?

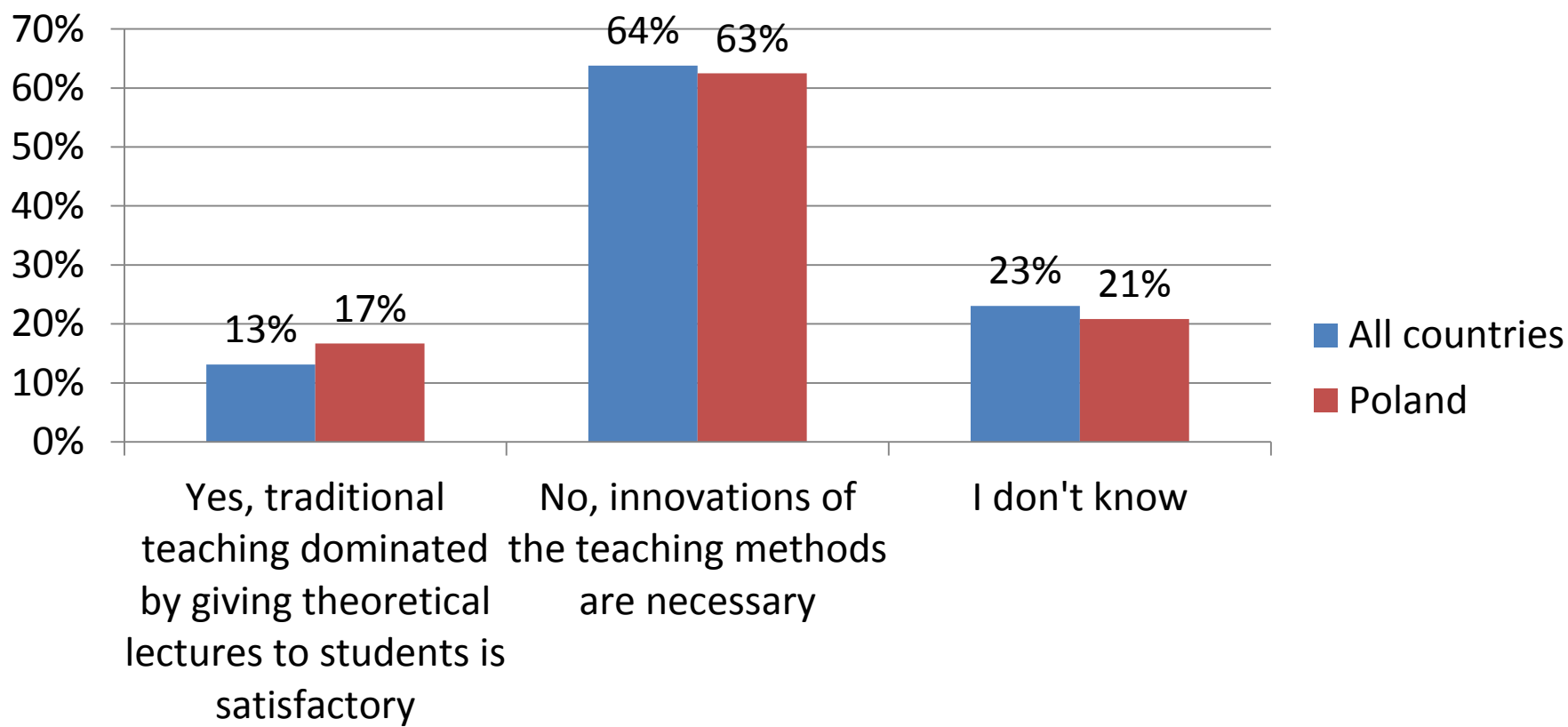


Are you satisfied with the current level of knowledge and skills of university graduates in the field of organic production?

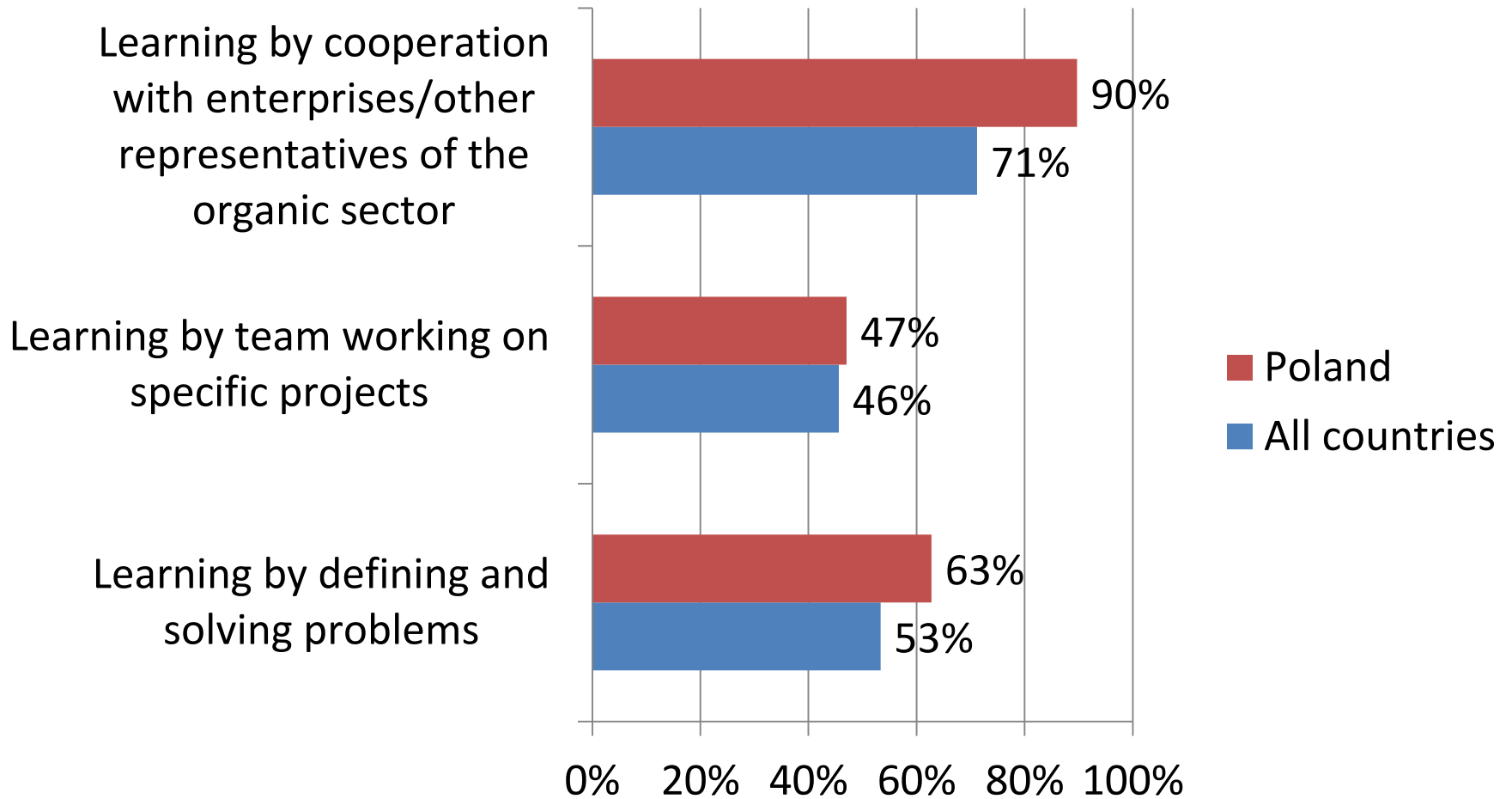
If not satisfied (57%), reasons:

- lack of practical skills [17%]
- low level of theoretical knowledge [5.6%]
- too few people are educated in the organic farming area [5.6%]
- difficult to say [9.7%]

Are traditional teaching methods sufficient to prepare graduate to work in the organic sector?



If you think that innovations in the teaching methods are necessary, what kind of innovations would you recommend?

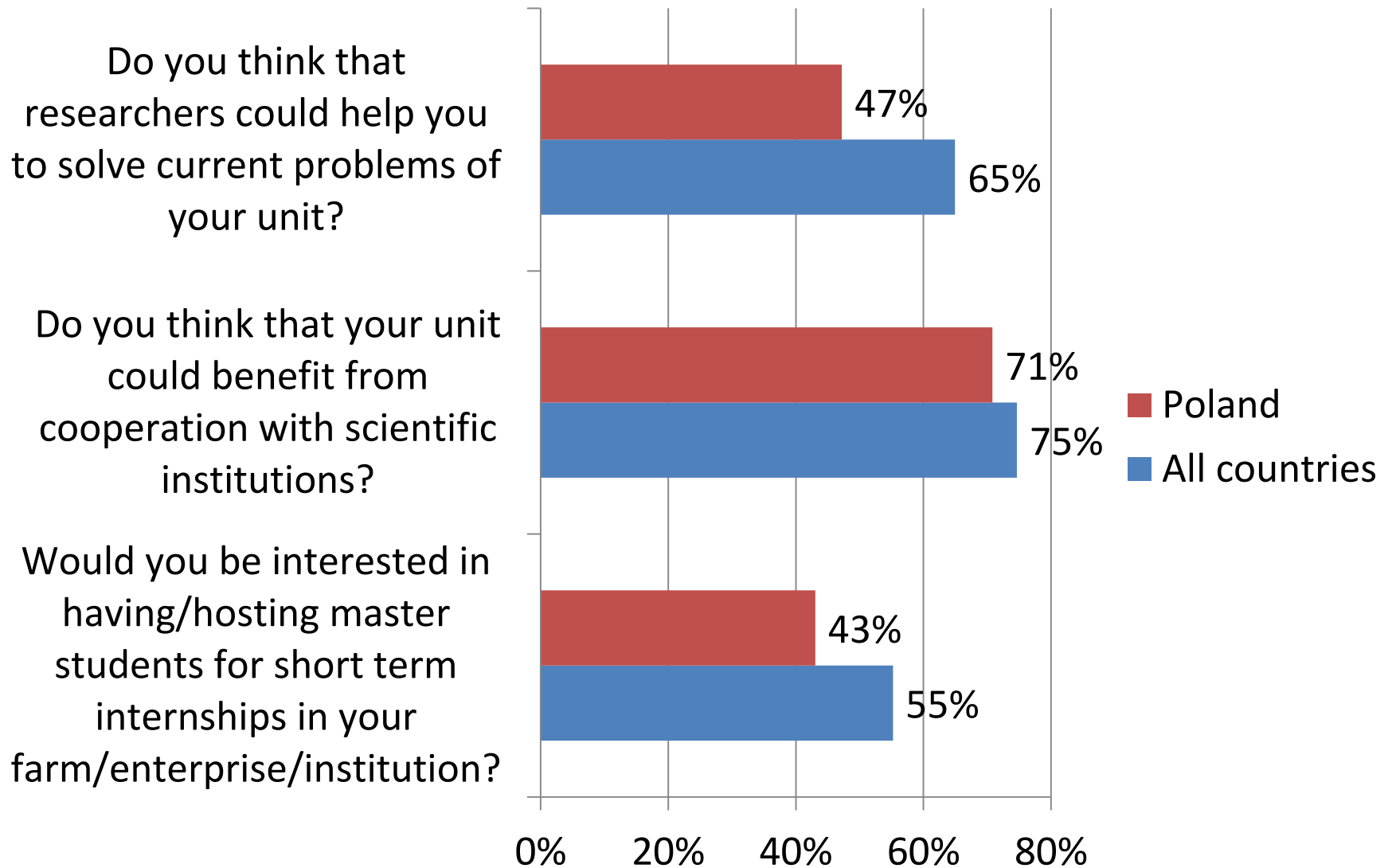


If you think that innovations in the teaching methods are necessary, what kind of innovations would you recommend?

OTHER innovations:

- combination of theoretical knowledge with practice [1]
- study visits [1]

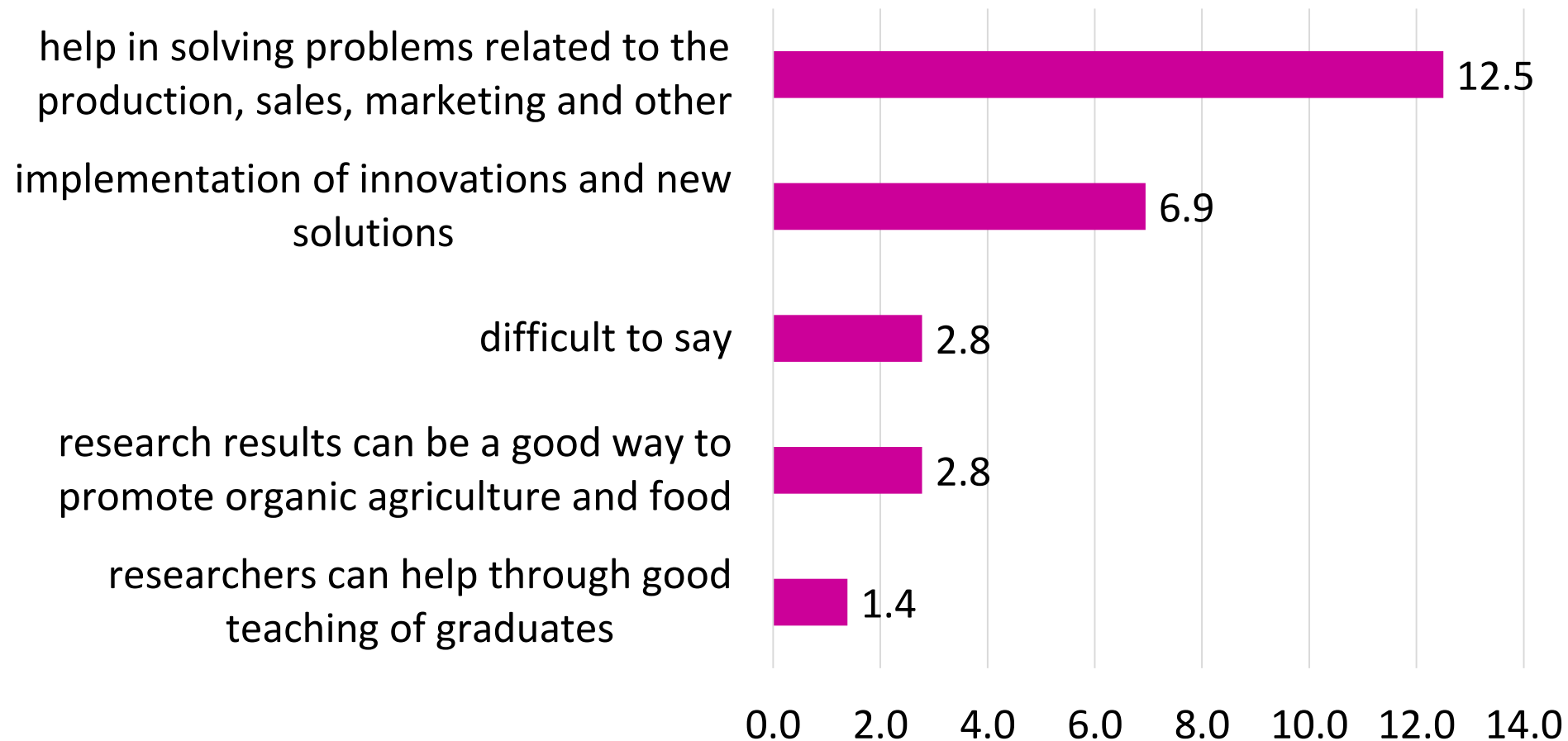
Cooperation stakeholders - researchers



Do you think that researchers could help you to solve current problems of your company/institution?

[%]

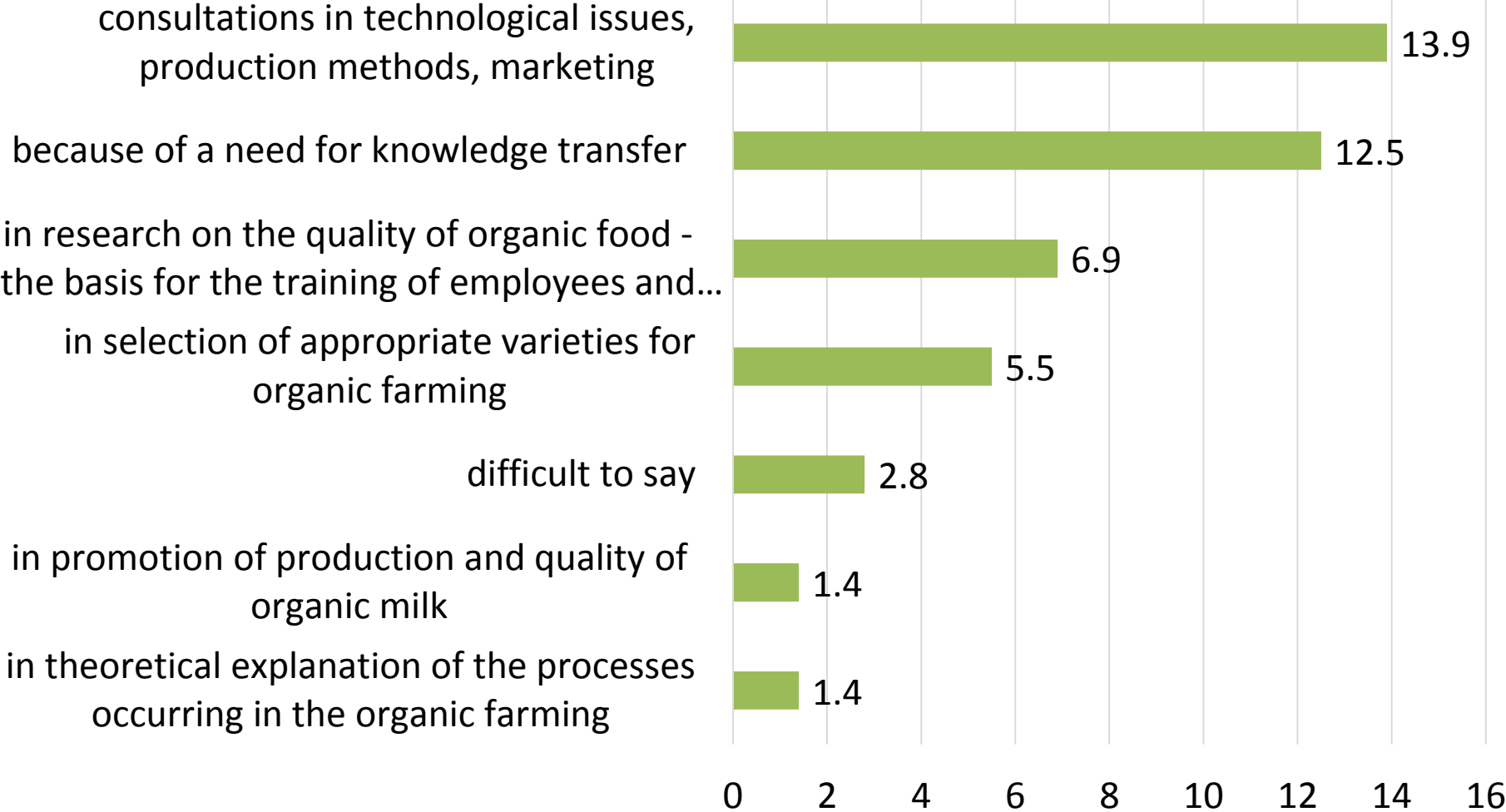
YES (47%):



Do you think that your company/institution could benefit from cooperation with universities/research institutions?

YES (71%):

[%]



Would you be interested in having/hosting master students for short term internships in your farm/enterprise/institution?

YES (43%), because:

- to get the benefit from theoretical knowledge and innovations [5.5%]
- a way to educate employees for myself [4.2%]
- practice is needed to complement theory [4.2%]
- to get a fresh look at my enterprise [4.2%]

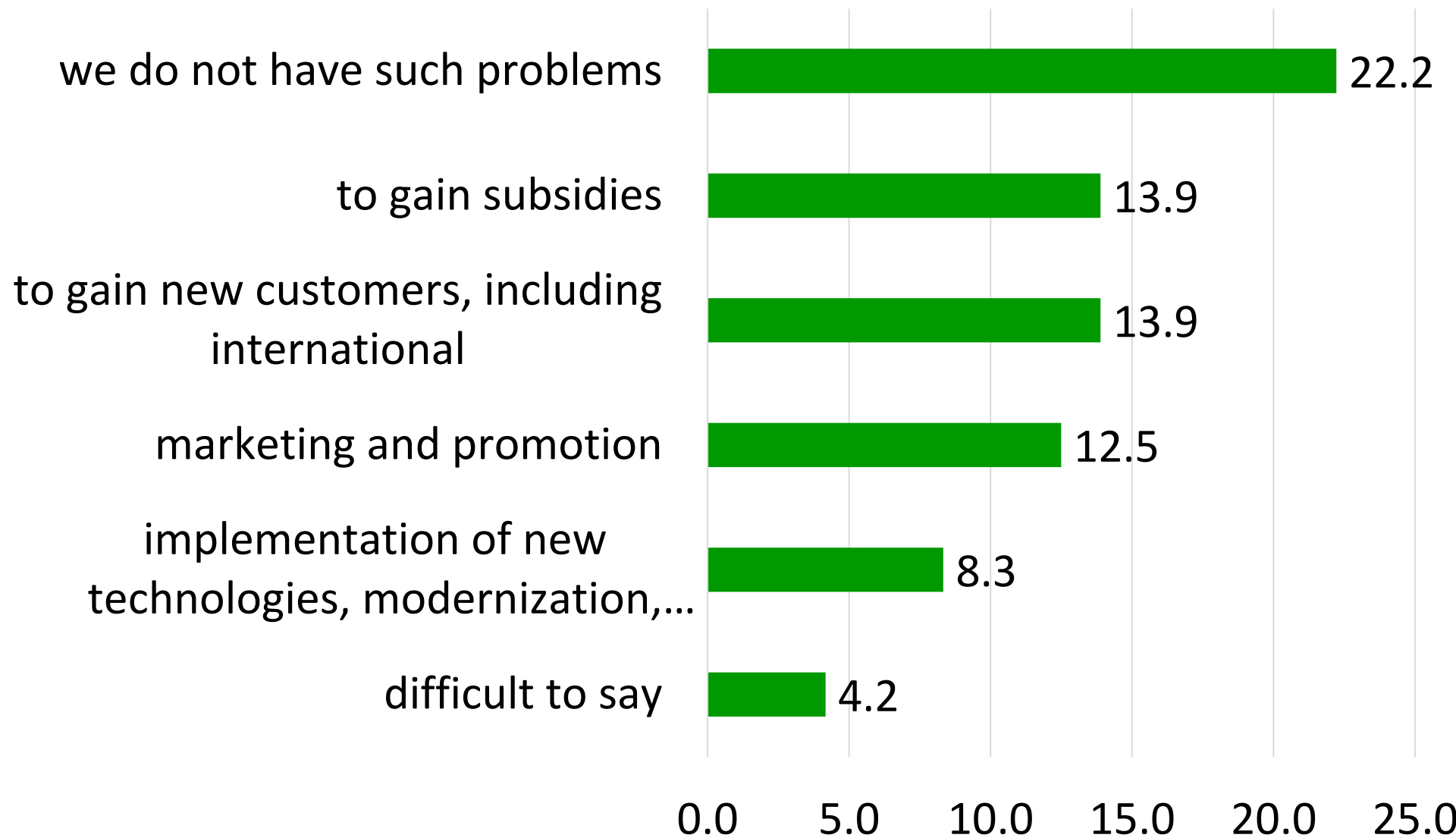
Would you be interested in having/hosting master students for short term internships in your farm/enterprise/institution?

NO (57%), because:

- due to the impossibility [6.9%]
- I need people with practical experience [1.4%]

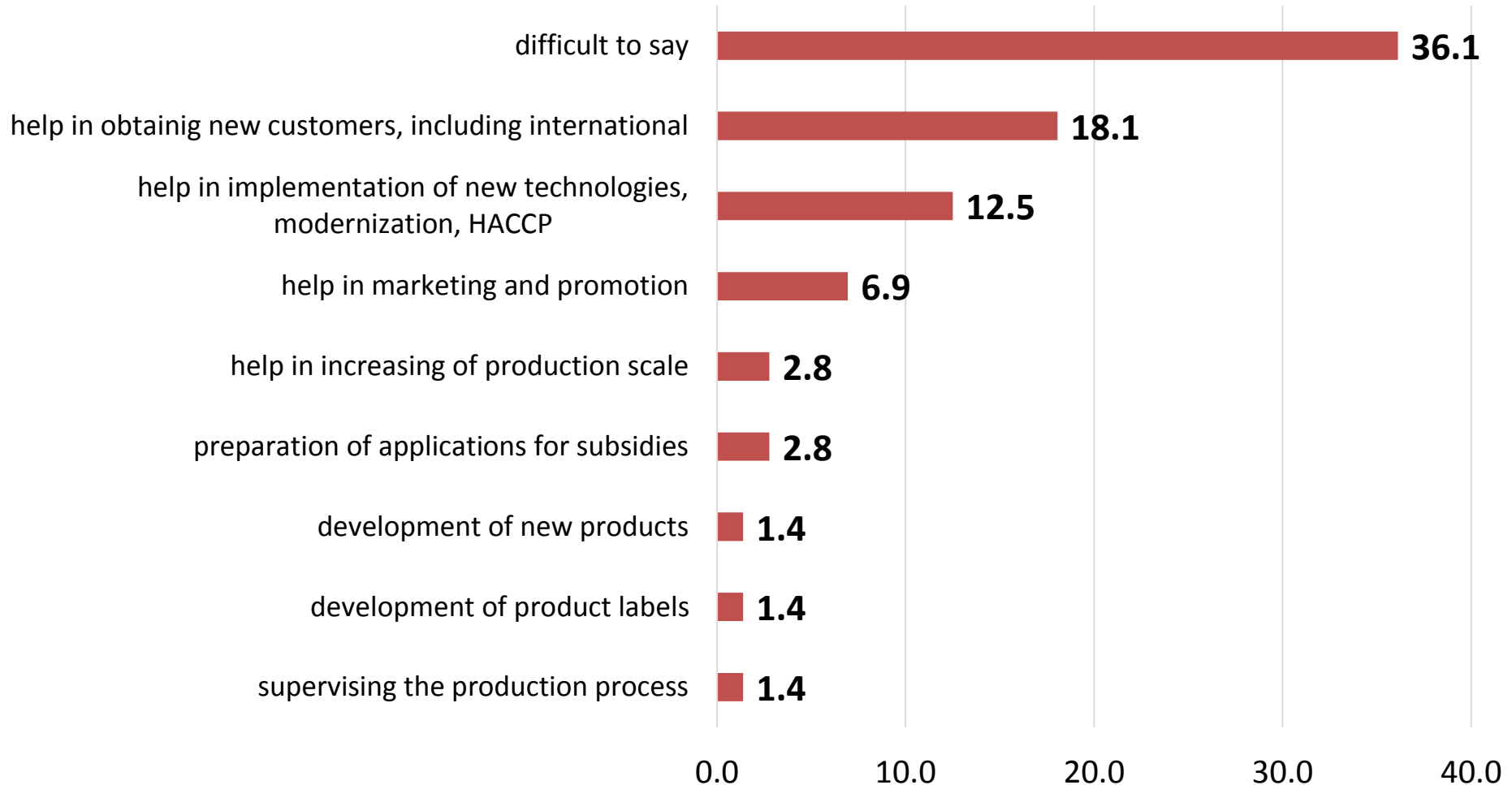
What are the most important/urgent problems to be solved in your company/institution?

[%]



Please specify examples of problems/issues in your company/institution that could be solved/improved by newly employed graduates?

[%]



Summary

- >40% of stakeholders would like to employ graduates educated in the topic of organic food and farming (30% is planning to do it within the next 1-3 years)
- 30-40% would like to employ university graduates (BSc, MSc, PhD)
- There is a high interest in vocational schools graduates

Summary

- 24-36% select employees from students/graduates who participated in the students internships or trainings organized in their enterprise/institution
- 65% are not satisfied with the current level of knowledge and skills of university graduates in the field of organic production
- Similar number (**>60%**) states that traditional teaching methods are not sufficient to prepare graduate to work in the organic sector and innovations are absolutely necessary

Summary

- At least half of the respondents would be interested in hosting master students for short term internships in their enterprises / institutions
- Even more (>70%) think that they could benefit from cooperation with scientific institutions

Additional lessons learnt from the project (methodological issues)

- Innovative tools (electronic survey) are not always effective (tools must be relevant for the target group)
- It appeared to be crucial to choose project Partners who are closely working with the organic sector – even though the electronic survey method failed, most of us gained the required data.