

Industriegewerkschaft
Bauen-Agrar-Umwelt



**Project AGRI-TRANS:
Transparency in agricultural vocational training**

European Standards using the example of livestock farming (pig farming)
29.09.2008 – 30.09.2010

National report on general and agricultural vocational training system

Netherlands (FNV Bondgenoten)

Presented at the
regional conference in Amsterdam



GD Bildung und Kultur

Programm für lebenslanges Lernen

Netherlands

Pig breeding in the Netherlands

- 2007: 10 000 pig farms , 11 700 000 pigs (70-80% to the export)
 - ➔ Farms getting lesser but pig farms are getting bigger, 2150 pigs per farm on average
 - ➔ Growing tendency to farms with employees – growing employees
 - 10%: family-companies
 - 80%: family companies with ca. 1 labourer
 - 10%: companies with more than 1 labourer
- Concentration of intensive animal production in the south east
- Forecast for the development of agriculture in 2020:
 - System innovation, Cleaning by robots, Mechanisation, Farm with more locations, Cooperation between farms, Specialisation for special products (niches)
 - ➔ Need for managers (level IV), Need for skilled workers (level III), Low skilled work

Qualification system

Aequor = The centre of expertise for the sector food & environment (agriculture)

- Communication- and Knowledge centre
- Domain of Food and living environment
- Exchange and discussion with social dialogue partners (employers organizations and Unions) and interviews with experts
- Responsibilities: Qualification profiles, Quality assurance company placements (Inspection of training facilities and its qualifications)

Professional profiles of what skills farmers and labors need in future.

- Description of sectoral activities and needs including future developments
 - Tasks
 - Working processes
 - Competences
 - Skills = what you are doing
 - Knowledge = what you know
 - Attitudes = how you are and behave
 - Characteristics = values in work and for the workers own future (important to hold workers and increase their satisfaction)
- Professional profiles are an agreement between:
 - Sector committee
 - Dialogue between
 - Employers organizations (LTO, NVV)
 - Unions (FNV Bondgenoten)
 - Representatives of the agricultural colleges
 - Board of Aequor
 - Ministry of LNV
- Responsibilities:

- **Social partners:** responsible even if Aequor provides the services and works out the profiles and standards
 - **Aequor:** Qualification profiles, Quality assurance company placements (accreditation of companies for practical experiences), Inspection if standards are fulfilled
 - **Agricultural Colleges:** Vocational education and training programmes, Intake, Guiding, Practical vocational training (approved training companies), Exams, Quality management, Cooperation with regional industry
- National Funding:
 - National funding of education and colleges that implement the qualification profiles
 - Funds (collective labor agreement) for education by employers pay up to 3000 Euros for students, but employer decides if the employee attends further training
 - Extra funding to colleges to fund education programs to increase the number of students who want to specialize into pig industry

Vocational training for pig husbandry in the Netherlands

Adriaan Vernooij, Wagening University

- Primary educational training: 4 years, from 16 to 21 year old adults in the Netherlands
- Green knowledge system :
 - combination of 13 secondary vocational training institute, 5 higher vocational training institutes and an agricultural university
 - Umbrella under which all secondary vocation training takes place
- Tendencies in the educational system of pig industries
 - Reduction in work force in primary production
 - 85% of people employed in pig husbandry have no qualification in pig husbandry at all
 - Do these 85% of the labor force had any former training? What is their background? Why are they not qualified?
- Practical training centers offer training and practical experiences for
 - Students
 - Experts
 - Hobbyists
- 4 Levels in Qualifications
 - 1 assistant craftsman
 - 2 junior craftsman
 - 3 independent craftsman (3 years)
 - 4 executive foreman (four years)
 - linkages between qualification and raising wage does not exist, getting a qualification does not mean automatically that you can get work on this level in Netherlands
 - no financial incentive for qualification

- GKC (Green Knowledge cooperation) organized seminar on training primary production sectors
 - o Due to the decrease in student numbers education bodies cannot offer courses specialized on pig husbandry any more
 - Reassembly of students of regional schools to pig husbandry day once a week in Regional teams and seminars specialized on training for pig production instead of individual teachers on single schools and colleges (Implementation in South on Research Center Pig Husbandry Wageningen University, Implementation in East on different locations)
 - o Cooperation with Farmer Unions
- Contents of training
 - o Theoretical part in the morning, practical in the afternoon
 - o Input of external experts
- Dis(ad)vantages of this kind of organization:
 - o Pro: Improvement quality, combined teachers' team, enthusiasm students, better option for cooperation with pig producers, research, services, options for improving on-farm training (85%)
 - o Con: Not yet reached the 85% not skilled workers in the production system, Travel distances and travel costs, cost effectiveness
- Future projects
 - o More practically oriented training systems on VTC
 - o Stronger focus on training workforce (85%)
 - o Improved cooperation with pig sector, on-farm training and education
 - o Further cooperation between Schools on education for other productive sectors