Projects and Products Portal for Leonardo da Vinci

AGRO-JRP : Piloting Job Rotation Programme for Employment Development in Agriculture Sector

2013-1-TR1-LEO05-47600

http://www.adam-europe.eu/adam/project/view.htm?prj=11216

Project Information

Title:	AGRO-JRP : Piloting Job Rotation Programme for Employment Development in Agriculture Sector
Project Number:	2013-1-TR1-LEO05-47600
Year:	2013
Project Type:	Transfer of Innovation
Status:	completed
Country:	TR-Turkey
Marketing Text:	Job rotation is a special form of combining further training for company employees and unemployed persons whereby the vacated workplaces are filled by unemployed substitutes during the further training period. Agro- JRP aim is to improve international competitiveness of SMEs and cooperatives in agriculture sector and to promote the job rotation e-service by giving the ability to firms to educate their employees life long, replacing them with suitable trained unemployed.
Summary:	In the frame of fighting unemployment and enhancing life-long learning in the pilot implementation countries Turkey and Italy. Agro-JRP can offer an effective solution giving the opportunity to firms of the primary sector and unemployed as well, to satisfy their needs in the most effective way. In regard to the agriculture firms the job rotation enhances on one hand the upgrade of their existing human resources, under the goal of improvement in quality and greater productivity and on the other, as far as unemployed are concerned, they give them the opportunity to advance their existing knowledge and skills or obtain new, having access at the same time at the labour market and obtaining real working experience. Project objectives is to use the Job-rotation e-service in order: • To give the ability to agriculture firms and cooperatives to educate their employees lifelong, replacing them with suitable trained unemployed. • To give the time margin and the means to agriculture firm's employees to educate without their personal lives and work relations being disturbed. • To fight long-term unemployment by training unemployed in real production procedures. • To provide e-learning services for emplyoees and unemployed person in agricultural sector. • To boost the productivity of agriculture firms and cooperatives by the adoption of new business models and organizational structures. • To reduce the gap between demanded and offered qualifications • To increase the availability of e-learning services for unemployed and agriculture firms' staff. The Project will be implemented by Ministry of Agriculture International Training Centre. The partners will be from different sectors such as University, Public Instutions and Private Sector. Agricultural Credit Cooperatives Union of Antalya, Pi consultancy, Republic of Turkey Ministry of Food, Agriculture and Animal Husbandry Department of Strategy Development, akdeniz University Akdeniz Administration Faculty, Suleyman Demirel University agriculture Faculty, IBIMET Research Centre (Italy), Tecnopolis SME(GR) and Omega (GR)
Description:	Agro_JRP aims to identify the skills missing from agriculture firms and cooperatives with purpose to integrate them with vocational training provision in the framework of job rotations that will be taking place during the pilot implementation. The sustainability of the project will be realised in two dime promotes integration of learning with working for unemployed and firms' employees. The subproject will bring together all the relevant stakeholders in the pilot implementation areas matching firms' needs with unemployed qualifications and training offered with main goal the development of vocational skills relevant to the agricultural market needs. The primary goal of the Agro-JRP project is to validate more markets for the possibility of making the job-rotation prototype as a standalone e-service. The consortium will focus on the validation of the business model, the acceptance of the service and its viability under the different legal systems and employment and training policies applied for the governments of the participating European Countries. For this reason, assumptions about operating costs and potential

Project Information

revenues, savings and public benefits such as re-skilling, lifelong learning, fighting unemployment, access to e-learning and legislation issues will be put into test. For the market validation of the Job-Rotation e-service ISO/IEC TR 9126-4:2004 (E) will be used. The ISO defines quality in Use Metrics which will help the consortium measure whether the e-service meets the needs of agriculture firms, unemployed and VET in terms of effectiveness, productivity, safety and satisfaction.

Themes:
* Utilization and distribution of results
* Labor market
* Sustainability
* Others
* Lifelong learning
* Social dialog
* Open and distance learning
* Vocational guidance
* Enterprise, SME
* Equal opportunities
* Continuous training

Sectors:
* Education
* Agriculture, Forestry and Fishing

Product Types:
others
teaching material
material for open learning
open and distance learning
website

Product information:
The educational products / materials that will be used in the training of the job-rotation schemes will be based on the specific needs and particularities of agricultural products and sector. More specifically, the content of the courses will be customized to each pilot site's needs (Turkey,Italy) based on a methodogical approach and a needs identification model aiming to link the training process with the organisational model, strategy, goals and special characteristics and real needs of the agriculture firms.
The methodology is based on a needs identification model aiming to trace the real needs and goals of the company and employees / unemployed and develop a tailored training process addressing these. The methodology includes the following core stages:
1. Analysis of the strategic direction and objectives of the company, cooperatives
2. Environmental Scan – Analysis of the sector the company is active, main characteristics, prospects and current developments, competition etc
3. Identification of the needed competencies at organizational level
4. Identification of current workforce profile (educational level, age, sex, etc)
5. Determination of needed skills for the workforce in order for the company to achieve its goals and address the challenges and demands of its external environment (new production and distribution techniques, new products, legislations and standardization developments etc)
6. Determination of existing skills that the workforce possess
7. Gap analysis, for the determination of the knowledge and skills that the workforce has to acquire
8. Development of the appropriate Human Resources Practices and more specifically of the training required for the employees to acquire the skills and knowledge needed
9. Implementation of Job rotations
10. Evaluation & Revision
Through this model, the needs of the agricultural firms , cooperatives will be detected, and the appropriate training material will be developed to meet them. This process will be undertaken in this current project in the second work package, with the talien and Turkish agricultural firms that will participate in order for the training material to be adapted to their specific needs.

Projecthomepage: http://www.agro-jrp.eu

Project Contractor

Name:	INTERNATIONAL AGRICULTURAL TRANING CENTER
City:	ANKARA
Country/Region:	Ankara
Country:	TR-Turkey
Organization Type:	public institution
Homepage:	http://www.utem.gov.tr

Contact Person

Name:	Mustafa Yaar
Address:	Gayret Mahallesi Faith Sultan Mehmet Bulvari no:36 Yenimahalle/ANKARA
City:	ANKARA
Country:	TR-Turkey
Telephone:	+90 312 315 61 04
Fax:	+90 312 343 30 77
E-mail:	mustafa.yasar@yandex.com
Homepage:	http://www.utem.gov.tr

Coordinator

Name:	INTERNATIONAL AGRICULTURAL TRANING CENTER
City:	ANKARA
Country/Region:	Ankara
Country:	TR-Turkey
Organization Type:	public institution
Homepage:	http://www.utem.gov.tr

Contact Person

Name:	Mustafa Yaar
Address:	Gayret Mahallesi Fatih Sultan Mehmet Bulvar No: 36/A Yenimahalle
City:	ANKARA
Country:	TR-Turkey
Telephone:	+90 312 315 61 04
Fax:	+90 312 343 30 77
E-mail:	mustafa.yasar@yandex.com
Homepage:	http://www.utem.gov.tr

Partner

Partner 1

Name: Technopolis Ekpaideutiki SA
City: Athens
Country/Region: Attiki
Country: EL-Greece
Organization Type: continuing training institution
Homepage: http://www.kektechnopolis.gr

Partner 2

Name: Karar Engineering Association
City: ANKARA
Country/Region: Ankara
Country: TR-Turkey
Organization Type: association/non-governmental organisation
Homepage: http://www.karar.org

Partner 3

Name: International Agricultural Training Center
City: Ankara
Country/Region: Ankara
Country: TR-Turkey
Organization Type: public institution
Homepage: http://www.utem.gov.tr

Partner 4

Name: Akdeniz University of Alanya Faculty of Bussiness
City: ANTALYA
Country/Region: Antalya
Country: TR-Turkey
Organization Type: university/Fachhochschule/academy
Homepage: http://alanya.akdeniz.edu.tr

Partner

Partner 5

Name: Pi Positive Consulting
City: ANKARA
Country/Region: Ankara
Country: TR-Turkey
Organization Type: others
Homepage: http://www.pi-danismanlik.com

Partner 6

Name: S.S. Antalya Agricultural Cooperatives Union
City: ANTALYA
Country/Region: Antalya
Country: TR-Turkey
Organization Type: association/non-governmental organisation
Homepage: http://www.tarimkoop.com

Partner 7

Name: Suleyman Demirel University of Faculty of Agriculture
City: ISPARTA
Country/Region: Antalya
Country: TR-Turkey
Organization Type: university/Fachhochschule/academy
Homepage: http://ziraat.sdu.edu.tr/

Partner 8

Name: CNR-Institute of Biometeorology National Research Council
City: Florence
Country/Region: Toscana
Country: IT-Italy
Organization Type: public institution
Homepage: http://www.ibimet.cnr

Partner

Partner 9

Name:	T.Alexandridis and CO(Omega Technology)
City:	Attiki
Country/Region:	Attiki
Country:	EL-Greece
Organization Type:	others
Homepage:	http://www.omegatech.gr

Project Files

agro-jrp brouchure.jpg

http://www.adam-europe.eu/prj/11216/prj/agro-jrp%20brouchure.jpg

AGRO-JRP Brouchure

AGRO-JRP_business_plan__ING.pdf

http://www.adam-europe.eu/prj/11216/prj/AGRO-JRP_business_plan__ING.pdf

Bussiness Plan

AGRO-JRP-HANDBOOK NG_01.pdf

http://www.adam-europe.eu/prj/11216/prj/AGRO-JRP-HANDBOOK%20%C4%B0NG_01.pdf

Piloting Job Rotation Programme for Employement Development in Agriculture Sector Handbook

AGRO-JRP SWOT and Needs Analysis Report B5 format.pdf

http://www.adam-europe.eu/prj/11216/prj/AGRO-JRP%20SWOT%20and%20Needs%20Analysis%20Report%20B5%20format%C4%B1.pdf

Since a considerable part of the workforce employed in industry and service sectors work at agriculture based and/or related industries and services, diversification of employment and availability of training in agriculture will be a great step for overall increase in efficient and quality production across sectors. Designed to meet this necessity and bring about an organized structure, the project Job Rotation Program for Developing Employment in Agriculture (AGRO-JRP) aims to include national and international entrepreneurs and various practices in agriculture-based industry through Job Rotation and necessary adjustments. AGRO-JRP plans to prevent unemployment and prepare training programs in line with the necessities and demands of employers; thereby, AGRO-JRP aims to create qualified and trained workforce for agriculture. Moreover, it is expected to help raise eco-sensitive approaches, bring a wider sense to increasing agricultural product quality, diversify agricultural products, strengthen employment and fight against unemployment.

AGRO-JRR Market Validation Report.pdf

http://www.adam-europe.eu/prj/11216/prj/AGRO-JRR%20Market%20Validation%20Report.pdf

This process provided the required feedback from farmers and unemployed, which on the one hand helped the consortium, realize the efficiency and effectiveness of the platform and on the other hand provided some useful information for the development of the business plan.

Products

1 AGRO-JRP SWOT and Needs Analysis Report

2 Bussiness Plan

3 INTRODUCTION TO AGRIBUSINESS MANAGEMENT

4 AGRICULTURAL MARKETING

5 PLANNING IN AGRICULTURAL PRODUCTION

6 HUMAN RELATIONS AND EFFECTIVE COMMUNICATION

7 JOB SECURITY

8 ORGANIC AGRICULTURAL PRODUCTION

9 POST-HARVESTING TECHNOLOGIES

10 PROJECT MANAGEMENT

11 AGRITOURISM

12 CERTIFICATION – LABELLING OF ORGANIC PRODUCTS

13 ECONOMIC ANALYSIS OF THE AGRICULTURAL OPERATION AND AGRICULTURAL PRODUCT

14 HYGIENE AND SAFETY OF AGRO-ALIMENTARY PRODUCTS

15 INTEGRATED MANAGEMENT OF AGRICULTURAL PRODUCTION

16 INTRODUCTION BUSINESS MANAGEMENT

17 ORGANIC FARMING

18 PRINCIPLES AND APPLICATIONS OF AGRICULTURAL ACCOUNTING

19 PROGRAMMING IN AGRICULTURAL PRODUCTION

20 PROTECTION OF NATURAL RESOURCES

21 MARKET VALIDATION REPORT

Product 'AGRO-JRP SWOT and Needs Analysis Report'

Title: AGRO-JRP SWOT and Needs Analysis Report

Product Type: procedure for the analysis and prognosis of the vocational training requirement

Marketing Text: Effective organization of producers is one of the most important ways of increasing agricultural production, obtaining good quality products and raising life standards of agriculture professionals. The experience of developed countries shows that there is a correlation between industrialization of agriculture and level of organization among workers. This is because setting agriculture policies, determining the conditions for their implementation, thereby influencing political mechanisms, being effective in the market and realizing rural development by increasing efficiency through use of modern methods is possible by organized power – organized producers (nan et al., 2000). As most agricultural enterprises in Turkey are neither big enough nor capable of accumulating capital; enterprises lack adequate investment, use of agricultural input subsidies remains limited and modern agricultural technology is not being used. Agriculture organizations enable the agriculture producers living in rural areas to use their existing products more efficiently, to obtain agricultural input subsidies in favourable conditions, use modern agriculture technology, to market their products in the best way and benefit from public services (Karl, 2000). Agriculture remains important for Turkey, where 30 percent of the population lives in rural areas (Anonymous, 2011), the agricultural sector employs 23 percent of the active population and creates 9 percent of the GNP (TURKSAT, 2014).

Description: The contribution of agriculture to employment is related to the state and quality of workforce; which means effective use of country's resources – inclusion of existing resources in the economy in the most effective way. From this perspective, unemployment continues to be a crucial problem for all the countries (Anonymous, 2002). One of the methods for fighting unemployment is to identify professional and technical personnel that the country needs and train them. Policies for raising quality of workforce such as short trainings and consultancy services are frequently used in employment policies (Anonymous, 2012).

Target group: Agriculture Employement, technical staff

Result: During surveys, both unemployed interviewees and authorities at employer enterprises (SMEs/Cooperative) were asked questions about their opinions on training topics for Management–Marketing–Management personnel and managers. The unemployed indicated "Business Management", "R&D Projects and "Food Safety" as top three necessary training topics for managerial positions and "Agricultural Marketing", "Product Differentiation" and "Communication Techniques" as crucial training topics for the personnel (Table 16).

Area of application: Agriculture,Employement, Vocatinal trainig

Homepage: www.agro-jrp.eu

Product Languages: English

product files

Needs Analysis

AGRO-JRP SWOT and Needs Analysis Report B5 format.pdf

http://www.adam-europe.eu/prj/11216/prd/1/2/AGRO-JRP%20SWOT%20and%20Needs%20Analysis%20Report%20B5%20format%C4%B1.pdf
This study Agro-Industry Sector to realize a pilot program for use of Job Rotation Model in agro-industry sector. For this purpose, SWOT (Strength and Weakness; Opportunity and Threat) analyses for privately held small and medium-sized enterprises (SMEs) and

product files

organized structures, such as cooperatives and associations in Antalya and Isparta provinces were performed. In addition, Training Needs Analyses for target groups currently employed or with potential of future employment in agro-industry was performed. Analyses on the sector will bring great benefit to identifying training topics and material for formation of a well-educated workforce.

Product 'Bussiness Plan'

Title: Bussiness Plan

Product Type: teaching material

Marketing Text: 1.1. Business Plan Preparation Reason
To set up a business should be our particular point of view. it is essential that we can see our possibilities and our market, our plans and our goals and our business targets can be realized.
This perspective can be achieved by developing systematic data and expectations as well as on the knee them in the event of a business plan.
Consultants who work on establishing new, they stressed the importance of business planning.
Not because they were aimed at the failure of businesses failing, it is clear that in this situation because they fail to plan.

Description: BUSINESS PLAN: The need to define the work, market potential and identify opportunities, to identify their potential and capabilities, target acquisition, feasibility study (feasibility), follow-up contacts, to develop new perspectives opportunities, credit institutions, to introduce us and our work for contacts and cooperation with private and public organizationsIt can be seen as an intermediary.
To denote the value of a business plan, should cover all business-related areas such as production, marketing and finance. A business plan is to prepare the draft gives us the information needed to make important decisions and allows us to ensure success.
Business Plan, the commercial potential of our initiative you have proposed, and our ability as a business owner, as well as provide convenience in terms of both financial and other risks associated with our initiative to show.
When traveling to another point from one place to advance how by following the main road on the map if it helps us to see the big picture, the business plan of a company will help us see
the stage we now reached the target from the current point. The business plan is not static contrast dynamic, living, work needs to be considered as a continuously renewed according to
the conditions.

Target group: Agricultural Enterpries

Result: 2nd and 3rd year for the number of personnel and research and development (training modules to prepare) increase to be attended in the area also have the capacity to do that the production capacity and technical equipment investments aims to increase to 100% each year.
Also it envisages the production capacity utilization rate would be around 80% this year.
AGROWEB encounters with orders in excess of capacity with certain stages of hours of service of the employee freelancer working principle aims to realize by means of employees.

Product 'Bussiness Plan'

Area of application: Small and Medium agricultural Enterpries

Homepage:

Product Languages: English

product files

AGRO-JRP_business_plan__ING.pdf

http://www.adam-europe.eu/prj/11216/prd/2/1/AGRO-JRP_business_plan__ING.pdf

Product 'INTRODUCTION TO AGRIBUSINESS MANAGEMENT'

Title: INTRODUCTION TO AGRIBUSINESS MANAGEMENT

Product Type: material for open learning

Marketing Text: Agricultural enterprises, thus contributing to the country's economy is well managed businesses to fulfill that function, internal and external recognition of the environment, to make analysis, the solutions to these problems and help to get healthy decisions.

Description: This study consists of 8 segments;
1st section; The definition and properties of the enterprise, business objectives, functions, principles, economic operation and basic concepts of management processes and economic systems, management and organizational relationship, the basic characteristics and basic management functions management
In chapter 2 the basic functions of management; planning, organizing, directing, coordinating and controlling examined by taking the stage.
In chapter 3; Human Resources Management,
In chapter 4; Managing the production process and marketing activities,
In chapter 5; Production processes and marketing activities,
In chapter 6; Business financial management,
In chapter 7; The general structure of agricultural holdings
In chapter 8; Management and organization of agricultural enterprises.

Target group: Agricultural Technical Staff

Result: 1) Know the concepts related to business and management.
2) Know the components of business management and organizational structure.
3) Know the functional structure of agricultural holdings.
4) To know how to do the analysis for the identification of internal and external environment for agricultural enterprises.

Area of application: Agricultural

Homepage:

Product Languages: English

product files

INTRODUCTION TO AGRIBUSINESS MANAGEMENT.pdf

http://www.adam-europe.eu/prj/11216/prd/3/1/INTRODUCTION%20TO%20AGRIBUSINESS%20MANAGEMENT.pdf
Agricultural Enterprises Staff

Product 'AGRICULTURAL MARKETING'

Title: AGRICULTURAL MARKETING

Product Type: material for open learning

Marketing Text: Using of the term marketing is very broad and according to the marketing specialists it is used wrongly most of the time.
One of the common mistakes is that to use “marketing” in a meaning of selling a product of a company to consumers through advertisements etc.
A summary definition of marketing is that style of a company or person to combine consumer needs and their (his/her) competencies.
According to another definition, marketing is defining and meeting of consumers’ requests and needs in order to reach companies’ target.
In a broad definition, marketing is a science which investigates supply, demand, price and costs in various times, places and shapes during transportation of goods and services from producers to consumers.

Description: -To meet training needs in order to complete missing in agricultural marketing caused by insufficient knowledge and/or training karlamak
-To teach the basic principles of agricultural marketing to candidates and workers at agricultural cooperatives and agro-industry enterprises and ensure their prodcution to reach to final consumers under the best conditions.

Target group: Agricultural Enterprises Staff

Result: OUTPUTS
1. They know the importance of agricultural marketing.
2. They know that right post production procedures increase value of production and they are more careful about.
3. They attach importance to communication between producers and consumers.

Area of application: Agricultural

Homepage:

Product Languages: English

product files

ENG-04 Agricultural Marketing.pdf

http://www.adam-europe.eu/prj/11216/prd/4/1/ENG-04%20Agricultural%20Marketing.pdf
e-learning document for agricultural sector staff

Product 'PLANNING IN AGRICULTURAL PRODUCTION'

Title: PLANNING IN AGRICULTURAL PRODUCTION

Product Type: material for open learning

Marketing Text: All businesses carry out their activities within the framework of the various general rules and assumptions. If the company's goods or services produced is requested and needed product by target group, company will be successful on conducted activity, otherwise, failure is inevitable. Acceptance of the product by society is a phenomenon that may change over time and depends on many different factors. These are the factors named that make up the multi-purpose and can be illustrated as follows:
Ensuring customer satisfaction and trust,
Providing satisfaction of employees,
To meet the changing demand,
Applying job-safety rules throughout production,
Adopting environmental-friendly production methods.

Description: -Upskilling of making decision for achieving best economic result under conditions which limited production factor is used.
-The objective of this unit is to ensure participant’s understanding on; production planning principles, fundamentals, applied common approaches. Therefore, particularly linear programming models, which are commonly used in various sectors, are considered.

Target group: Agricultural Enterprise Staff

Result: After completion of this unit, participants;
1- Apprehends importance of programming in agricultural production,
2- Understands the meaning of production factors and their constraints, and learns modeling approach of scarce resource problem,
3- Gains knowledge on how linear programming methods are applied.

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

agro-jrp-planning in agricultural production.pdf

http://www.adam-europe.eu/prj/11216/prd/5/1/agro-jrp-planning%20in%20agricultural%20production.pdf
Agricultural Enterprise Staff

Product 'HUMAN RELATIONS AND EFFECTIVE COMMUNICATION'

Title: HUMAN RELATIONS AND EFFECTIVE COMMUNICATION

Product Type: material for open learning

Marketing Text: One of the most important problems of the human in the contemporary era is communication. When we go to streets and asked people around "what was their problems" which bother them most; it is revealed that they mostly refer complaints as an answer such as loneliness, emptiness, not to be understood, and depression etc. It is probably certain that there are reasons such as inability to establish healthy communication and lack of satisfactory healthy relationships.
It is beneficent thing to provide treatment to a sick person and to enable him like a normal person, to continue social relationships appropriately, to perform production at the workplace; but, they are required to be founded on more persistent, more real thing instead of transitory superficial elements of life.
It is a deliberate fact that we need healthy communication to be healthy, effective, productive and to live more happily in family, on the street, at the workplace, and at the school.

Description: -To create awareness of interpersonal relationships with individuals and to improve building skills of healthy communication and relationship with the environment.
-To create awareness establishing healthy communication within the immediate surroundings and families of individuals as social assets and solving communication conflicts.
To improve healthy communication skills in the daily lives of individuals in relation to the environment.

Target group: Agricultural Enterprise Staff

Result: Competency in interpersonal relationships and relevant basic concepts.
Comprehending importance and requirement of establishing a healthy communication.
Ability to distinguish and notice the difference between basic communication skills and concepts.
Considering the communication established with other people in daily life and understanding.
Understanding the empathy concept and its content.
Realizing communication conflicts experienced in daily life.
Thinking about alternative solutions for communications conflicts experienced during the daily life.
Realizing the importance of positive communication established among people.
Discussing roles of the mass communication means among people.
Realizing the connection among right to acquire accurate information, freedom to exposing an opinion, and freedom of mass communication.

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

HUMAN RELATIONS AND EFFECTIVE COMMUNICATION.pdf

http://www.adam-europe.eu/prj/11216/prd/6/1/HUMAN%20RELATIONS%20AND%20%20EFFECTIVE%20COMMUNICATION.pdf
For Agricultural Enterprise Staff

Product 'JOB SECURITY'

Title:	JOB SECURITY
Product Type:	material for open learning
Marketing Text:	Ensure job security, working conditions to protect workers from the adverse effects, hazards in the workplace, there are some basic principles in order to minimize safety (Altnel 2011; s74 -75): • To enter dangerous situations and behavior • the work done using appropriate tools and materials, • Automation and go • The use of personal protection.
Description:	-To train health and safety experts who assume responsibility for all information related to occupational health and safety that is needed for SMEs. -To train health and safety experts who can interpret and Health at Work legislation on safety and regulations, knowing the measures to be taken to ensure the safety and can ensure compliance with the regulations of these measures, risk analysis, capable and suitable measurement methods capable necessary risk measurements performed within business use or if the built external source control.
Target group:	Agricultural Enterprise Staff
Result:	1) nterpret labor laws and regulations regarding health and safety. 2) Know the measures to be taken to ensure the occupational safety. 3) Chec the compliance with regulations which measures should be taken to ensure the job security 4) Evaluate risks and make risk analysis 5) Make the necessary risk assessment carried out in business.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

job security and health.pdf

http://www.adam-europe.eu/prj/11216/prd/7/1/job%20security%20and%20health.pdf
For Agricultural Enterprise Staff

Product 'ORGANIC AGRICULTURAL PRODUCTION'

Title:	ORGANIC AGRICULTURAL PRODUCTION
Product Type:	material for open learning
Marketing Text:	Organic agriculture, improper and excessive applications in production systems to re-establish the natural balance is lost, people and contains friendly production systems on the environment and essentially synthetic chemical medicines and fertilizers (commercial medicines and fertilizers) to ban the use of organic and green manure, crop rotation, soil conservation , increase the resistance of plants and animals, making good use of the natural enemies of pests is a production method that aims to improve the quality of the product, not the amount of increase in production.
Description:	-To meet the training needs of businesses and cooperatives on organic agricultural production -To improve the competence of employees and prospective employees in business and cooperatives on organic agricultural production
Target group:	For Agricultural Enterprise Staff
Result:	1) General Organic Agriculture Know the rules. 2) Know the general organic production methods. 3) Know the general organic production standards.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

ENG-02 Organic Agriculture Production.pdf

http://www.adam-europe.eu/prj/11216/prd/8/1/ENG-02%20Organic%20Agriculture%20Production.pdf
For Agricultural Enterprise Staff

Product 'POST-HARVESTING TECHNOLOGIES'

Title:	POST-HARVESTING TECHNOLOGIES
Product Type:	material for open learning
Marketing Text:	Horticultural products (vegetables, fruits, vineyard and ornamental crops), medicinal and aromatic plants (lavender, thyme, bay, sage, linden, etc.) And industrial crops (oil rose, sunflower, corn, cotton, etc.) Is also in the field agricultural produce harvested from the process until it reaches the consumer in all of the studies in order to prevent the protection of the quality and postharvest losses is called technology. Postharvest management, cleaning, washing, selecting, grading, disinfecting, drying, packaging and includes a number of applications such as post-production storage. Postharvest practices, management and control variables such as temperature and relative humidity, packaging / packing selection and use includes the application of fungicides and as complementary treatment (El-Ramady et al., 2015).
Description:	-Meet the need for training on post-harvest operations and business of agricultural cooperatives -To increase the competence of its employees and post-harvest operations running candidates in agricultural cooperatives and agricultural enterprises
Target group:	For Agricultural Enterprise Staff
Result:	1) Harvesting (Harvesting) know the rules to be followed during and after. 2) Understand common methods for preservation of the product. 3) Knows systems and devices used for storage. 4) Know the energy saving potential in the drying system.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

ENG-01 Post-harvesting technologies.pdf

http://www.adam-europe.eu/prj/11216/prd/9/1/ENG-01%20Post-harvesting%20technologies.pdf
For Agricultural Enterprise Staff

Product 'PROJECT MANAGEMENT'

Title:	PROJECT MANAGEMENT
Product Type:	material for open learning
Marketing Text:	In daily life, “project” can mean an activity, a plan, or even something imagined, but here it is used to mean “planned activities with clear beginning and end points, purpose and scope, whose budget is openly identified, and which are carried out one specific time” (Tekir, 2006). Any single activity or regular activities of any institution and without certain duration in other words activities which have no beginning or end, are not projects. A project should have at least one of the following characteristics (Tekir, 2006): It should bring about a change It should be concerned with bringing a strategic plan to life It should secure conformity between sides by agreements It must be effective in solving major problems (Tekir, 2006)
Description:	-To meet the educational needs of agricultural cooperatives and businesses in project management -To provide those working in agricultural cooperatives and agriculture-dependent businesses with the competence to prepare projects and to contribute to the production and management of successful projects
Target group:	For Agricultural Enterprise Staff
Result:	1. They understand the importance of work with projects and watch for opportunities for projects 2. They are more careful whether at the project preparation stage or at the implementation stage because they report the reasons for the failure of a project
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

ENG-03 Project Management.pdf

http://www.adam-europe.eu/prj/11216/prd/10/1/ENG-03%20Project%20Management.pdf
For Agricultural Sector staff

Product 'AGRITOURISM'

Title:	AGRITOURISM
Product Type:	material for open learning
Marketing Text:	This work is divided into several sections, in which we will try to outline the different opportunities offered by tourism to the agricultural sector. The first section of the document outlines the existing situation of agritourism in Europe. In the following sections accomodation, food, sport facilities and cultural and recreational activities will be analysed. They represent a key element to extend the range and increase the appeal of agritourism.
Description:	This document aims to be a guide tool for farmers, who see in agritourism and related activities a method to diversify the income of their firm, and to integrate through tourism the income of agricultural activities..
Target group:	For Agricultural Enterprise Staff
Result:	This work is divided into several sections, in which we will try to outline the different opportunities offered by tourism to the agricultural sector. The first section of the document outlines the existing situation of agritourism in Europe. In the following sections accomodation, food, sport facilities and cultural and recreational activities will be analysed. They represent a key element to extend the range and increase the appeal of agritourism.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Agritourism.pdf

http://www.adam-europe.eu/prj/11216/prd/11/1/Agritourism.pdf
For Agricultural Enterprise Staff

Product 'CERTIFICATION – LABELLING OF ORGANIC PRODUCTS'

Title: CERTIFICATION – LABELLING OF ORGANIC PRODUCTS

Product Type: material for open learning

Marketing Text: This section will present the concept and procedures for the certification of organic products, the
certification inspection stages and the conditions for recognizing products as organic.

Description: This labelling regime was designed to inspire trust in consumers of EU Member States regarding the organic production of the products they purchase. The EU logo was designed with the aim of increasing visibility of organic products by consumers and functions in a way similar to other national logos which you may see in your own country. According to the Council Regulation on organic methods of production and labelling of organic products, it is mandatory for products produced according to the EU Regulation on organic farming to have the logo on their label.

Target group: For Agricultural Enterprise Staff

Result: When you have finished this chapter, you will be able:
To accept and understand the necessity for the inspection and certification of organic production and the labelling procedure for organic products.
To understand and describe the main points of regulation No. 2092/91 and its amendments regarding certification of organic production and the procedures for labelling the produced organic products
To understand and be able to implement the required steps – actions for including your farm in the inspection – certification system for organic products and the organic product inspection and certification processes at all stages

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

Certification labelling of organic products.pdf

http://www.adam-europe.eu/prj/11216/prd/12/1/Certification%20labelling%20of%20organic%20products.pdf
For Agricultural Enterprise Staff

Product 'ECONOMIC ANALYSIS OF THE AGRICULTURAL OPERATION AND AGRICULTURAL PRODUCT PRODUCTION'

Title:	ECONOMIC ANALYSIS OF THE AGRICULTURAL OPERATION AND AGRICULTURAL PRODUCT PRODUCTION
Product Type:	material for open learning
Marketing Text:	More specifically, the economics of agricultural product production study the principles of the economics of production, that are connected with making decisions regarding the use of the available factors for the production of crops and livestock. The economics of agricultural product production is the oldest and most extended sector of agricultural economics, since the latter started and continue to develop basically as a study of the economics of the production of crops and livestock.
Description:	Which actions are to our best interest? To produce animal feed on our own or to buy it and grow other plants on our fields, but no animal feed? How many tractors and other machinery do we need to finish the farming works quickly and correctly at the lowest cost? Must we own all the machinery required for the crops and harvest of animal feed or how many more permanent and how many more seasonal workers must we employ to finish in time all the works? The best possible use of the above production factors is, in simpler words, the economics of production.
Target group:	For Agricultural Enterprise Staff
Result:	After completing this unit, the trainees: Will understand the Economics of agricultural product production Well be familiarised with the economic fundamentals and relationships Will understand how economic parameters affect agricultural production
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Economic analysis of the agricultural operation.pdf

http://www.adam-europe.eu/prj/11216/prd/13/1/Economic%20analysis%20of%20the%20agricultural%20operation.pdf
For Agricultural Enterprise Staff

Product 'HYGIENE AND SAFETY OF AGRO-ALIMENTARY PRODUCTS'

Title: HYGIENE AND SAFETY OF AGRO-ALIMENTARY PRODUCTS

Product Type: material for open learning

Marketing Text: Any living organism, including humans, require food for their survival. Food consists of various
Humans, in addition to survival, also seek a quality of life, with good health being its basic requirement. Health is the condition of complete physical, psychological and social wellbeing for
humans. If any of the above is disrupted then a person will become ill. Hygiene is the branch of
Medicine that is involved with the prevention of disease, methods for preserving human health at
high levels and searching ways to promote health1.
Due to the fundamental role of food in life and health, these last years, a new branch of Food Science has made its appearance, Hygiene and Safety of Foodstuffs. The term hygiene of foodstuffs is simply the implementation of the above definition of hygiene to foodstuffs, whereas
the term safety means that foodstuffs contain no substances or objects that may harm humans,
either in the long-term or short-term.

Description: This unit will examine the basic hygiene and safety concepts and practices for agro-alimentary
products, with emphasis on quality systems and the basic principles of the HACCP system.

Target group: For Agricultural Enterprise Staff

Result: When you have studied this chapter
- you will know the basic principles of the HACCP system
- you will know about hazards in foodstuffs
- you will appreciate the importance of hygiene and safety for the production, standardization, packaging, distribution and consumption of (agricultural) products
- you will know the basic principles of total quality management

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

Hygiene and safety of agro-alimentary products.pdf

http://www.adam-europe.eu/prj/11216/prd/14/1/Hygiene%20and%20safety%20of%20agro-alimentary%20products.pdf
For Agricultural Enterprise Staff

Product 'INTEGRATED MANAGEMENT OF AGRICULTURAL PRODUCTION'

Title: INTEGRATED MANAGEMENT OF AGRICULTURAL PRODUCTION

Product Type: material for open learning

Marketing Text: Following the most recent revision of the Common Agricultural Policy (CAP), the EU is now encouraging farmers to produce agricultural products of high quality, placing emphasis on satisfying the expectations of consumers by adhering to practices that respect the environment.
As a result, the application of alternative and innovative forms of agriculture, such as the production of certified quality products as per the principles of good agricultural practices and integrated crop management, is one of the main goals of the EU in producing competitive products for international markets. The gradual degradation of the environment and the increasing demand for the production of quality and safe foods have led to the need for Systems of Integrated Management of Agricultural Production.

Description: This unit will present the concept and advantages of integrated management of agricultural production, as well as the more important quality standards and their application to farming. Particular emphasis will be placed on techniques of plant protection and the use of fertilisers.

Target group: For Agricultural Enterprise Staff

Result: When you have finished this chapter, you will be able to:
Discern the differences between conventional and integrated farming and their products.
Know the prerequisites for your implementation of an Integrated Management of Agricultural Production model.
Assess and make better use of natural resources at home, in your arable land and its borders.

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

Integrated management of agricultural production.pdf

http://www.adam-europe.eu/prj/11216/prd/15/1/Integrated%20management%20of%20agricultural%20production.pdf
For Agricultural Enterprise Staff

Product 'INTRODUCTION BUSINESS MANAGEMENT'

Title: INTRODUCTION BUSINESS MANAGEMENT

Product Type: material for open learning

Marketing Text: Decentralised / Centralised system: The method by which power is distributed in an organisation.
In a decentralised system, department managers have increased competencies and freedom to
make decisions so that power is shared among more individuals. Conversely, in a centralised system, all the power and responsibility is concentrated in the hands of a few, and often of one
person, the general manager.

Description: This unit presents the principles and ways of organising a business undertaking. Functions are
examined according to department and level. Particular emphasis is placed on the role of management. The concepts and characteristics of farms will be explored, as they are also business
units.

Target group: For Agricultural Enterprise Staff

Result: After completing this unit, the participants will:
Know the ways a business undertaking may be organised.
Understand the usefulness and function of the various departments in a business undertaking.
Understand the role of management and management executives and be in a position to develop appropriate skills to assume executive positions.
Understand agricultural operations as small and medium businesses.

Area of application: Agricultural Sector

Homepage:

Product Languages: English

product files

Introduction to Agricultural Business Management.pdf

http://www.adam-europe.eu/prj/11216/prd/16/1/Introduction%20to%20Agricultural%20Business%20Management.pdf
For Agricultural Enterprise Staff

Product 'ORGANIC FARMING'

Title:	ORGANIC FARMING
Product Type:	material for open learning
Marketing Text:	Organic farming seeks to: maintain a vital, healthy soil to support robust and healthy plants adapted to a particular environment maintain the greatest possible variety of animal and plant organisms in the ecosystem of cultivation ensure maximum stability and control of plant parasites achieve the most intensive recycling of materials possible ban the use of synthetic chemical substances
Description:	This unit will initially present introductory concepts related to Organic Farming and will attempt to define Organic Farming, its potential and challenges in reorienting production methods and the institutional framework that regulates organic production in European Union countries and Czech in particular, and to introduce the principles, cultivation techniques and practices of organic production. The second unit of this chapter will present the main practices and techniques of organic farming in greater detail, with focus on organic cultivation of cereal crops.
Target group:	For Agricultural Enterprise Staff
Result:	When you have finished this chapter, you will be able to: List and describe the main principles and implementation methods of organic farming. To understand and describe the main points of EU regulation regarding organic production. To understand cultivation practices and the tools and materials used in plant protection, fertilisation and other farming techniques and tools permissible in organic farming. To understand and apply the basic principles of organic production when farming in practice; in other words, to effectively apply the appropriate methods of fertilisation, plant protection and other farming techniques. To deal with problems in cultivation according to the principles and practices of organic farming.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Organic Farming.pdf

http://www.adam-europe.eu/prj/11216/prd/17/1/Organic%20Farming.pdf
For Agricultural Enterprise Staff

Product 'PRINCIPLES AND APPLICATIONS OF AGRICULTURAL ACCOUNTING'

Title:	PRINCIPLES AND APPLICATIONS OF AGRICULTURAL ACCOUNTING
Product Type:	material for open learning
Marketing Text:	Capital Structure: the ratio of borrowed capital (loans) and own funds in an enterprise. This ratio shows whether an enterprise is independent from the aspect of capital or requires external loans. Agricultural Operation: an economic unit that has a specific quantity of production factors which it utilizes with certain production sectors for ensuring a satisfactory income.
Description:	This unit presents the main concepts of monitoring the accounts of an agricultural unit. The single-entry, double-entry and improved single-entry bookkeeping system for monitoring accounts are analyzed and the advantages and disadvantages of each one are presented. The three most popular systems of accounting are examined, the cases where each one is used as well as the books that are kept.
Target group:	For Agricultural Enterprise Staff
Result:	After completing this unit, the trainees: Will know the basic concepts and the content of accounting Will realise the value of the correct and systematic monitoring of accounts Will be in a position to select the method for monitoring the accounts of their agricultural operations Will recognize the accounting books and the reason for keeping each one Will know about the three basic accounting systems and based on the size of their agricultural operation they will be able to select which to apply
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Principles and applications of agricultural accounting.pdf

http://www.adam-europe.eu/prj/11216/prd/18/1/Principles%20and%20applications%20of%20agricultural%20accounting.pdf
For Agricultural Enterprise Staff

Product 'PROGRAMMING IN AGRICULTURAL PRODUCTION'

Title:	PROGRAMMING IN AGRICULTURAL PRODUCTION
Product Type:	material for open learning
Marketing Text:	Marginal cost: the increase of the total cost produced from the increase of production by one unit Marginal product: the increase to the size of production with the addition of an extra production factor
Description:	This unit presents the basic concepts and principles of programming in agricultural production as well as its main methods of application. Particular emphasis is placed on the method of mathematical (linear) programming which is the most widespread in its various versions.
Target group:	For Agricultural Enterprise Staff
Result:	After completing this unit, the trainees: Will recognize the significance of programming in agricultural production Will know about production factors and understand the meaning of their scarcity Will understand the process of modelling of the problem of scarce resources Will have general knowledge about how the linear programming method works
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Programming in agricultural production.pdf

http://www.adam-europe.eu/prj/11216/prd/19/1/Programming%20in%20agricultural%20production.pdf
For Agricultural Enterprise Staff

Product 'PROTECTION OF NATURAL RESOURCES'

Title:	PROTECTION OF NATURAL RESOURCES
Product Type:	material for open learning
Marketing Text:	The Common Agricultural Policy was designed to increase agricultural production and to improve the standard of living of those involved in farming. Initially, the policy did not take into consideration the impacts of intensive agricultural production on the natural environment. In general, CAP had a negative impact on the quantity and quality of water resources, on soil quality and on biodiversity. The CAP has known, over time, five major reforms, the most recent of them in 2003 (mid-term), in 2009 ("assessment of the state of health") and in 2013 (for the financial period 2014-2020)
Description:	As part of this unit, the negative impacts of "classic" (chemical) agriculture on the environment will be examined, along with methods of environmental protection using environmentally friendly farming techniques. The codes of good agricultural practice, which are a number of practices that help the environment, contribute to the protection of healthy products, bolster sustainability and reduce farming costs, will also be reviewed. Particular emphasis will be placed on the implementation and monitoring of compliance with the codes in farming activities.
Target group:	For Agricultural Enterprise Staff
Result:	When you have finished this chapter, you will be able to: Better understand the negative impacts of traditional farming on the environment within your own area. Better manage consumable inputs, such as fertilisers, pesticides and others. Know and implement certain practical methods of farming with respect for the environment.
Area of application:	Agricultural Sector
Homepage:	
Product Languages:	English

product files

Protection of Natural resources.pdf

http://www.adam-europe.eu/prj/11216/prd/20/1/Protection%20of%20Natural%20resources.pdf
For Agricultural Enterprise Staff

Product 'MARKET VALIDATION REPORT'

Title: MARKET VALIDATION REPORT

Product Type: others

Marketing Text: This process provided the required feedback from farmers and unemployed, which on the one hand helped the consortium, realize the efficiency and effectiveness of the platform and on the other hand provided some useful information for the development of the business plan.

Description: In the AGRO-JRP project, the objectives of the market validation phase were to:
ensure that the AGRO-JRP platform works as intended
evaluate AGRO-JRP as a service in terms of functionality, usability and applicability
set up the best possible practice for the deployment of AGRO-JRP
establish the commercial feasibility of AGRO-JRP services
ensure that market entry plan fits the target market
reduce market risk and rollout expense

Target group: Agricultural Enterprises

Result: The Market Validation was conducted in two phases:
In the first phase test administrators observed users using the platform, allowing them to subscribe and follow predefined scenarios. The project team, at this phase, was able to measure whether AGRO-JRP platform meets the needs of its potential users to achieve specified goals in an effective, productive and satisfying manner in a realistic environment.
In the second phase, the users were asked to use AGRO-JRP and in follow – up contacts with them, the test administrators in each country asked them to fill in questionnaires measuring their satisfaction level and their overall impression of the platform.

Area of application: Agricultural Busssines

Homepage:

Product Languages: English

product files

AGRO-JRR Market Validation Report.pdf

http://www.adam-europe.eu/prj/11216/prd/21/1/AGRO-JRR%20Market%20Validation%20Report.pdf
This process provided the required feedback from farmers and unemployed, which on the one hand helped the consortium, realize the efficiency and effectiveness of the platform and on the other hand provided some useful information for the development of the business plan.

Events

Piloting Job Rotation Programme for Employement Development in Agriculture Sector

Date	13.12.2013
Description	Agro_JRP aims to identify the skills missing from agriculture firms and cooperatives with purpose to integrate them with vocational training provision in the framework of job rotations that will be taking place during the pilot implementation. The sustainability of the project will be realised in two dime promotes integration of learning with working for unemployed and firms' employees. The subproject will bring together all the relevant stakeholders in the pilot implementation areas matching firms' needs with unemployed qualifications and training offered with main goal the development of vocational skills relevant to the agricultural market needs. The primary goal of the Agro-JRP project is to validate more markets for the possibility of making the job-rotation prototype as a standalone e-service. The consortium will focus on the validation of the business model, the acceptance of the service and its viability under the different legal systems and employment and training policies applied for the governments of the participating European Countries. For this reason, assumptions about operating costs and potential revenues, savings and public benefits such as re-skilling, lifelong learning, fighting unemployment, access to e-learning and legislation issues will be put into test. For the market validation of the Job-Rotation e-service ISO/IEC TR 9126-4:2004 (E) will be used. The ISO defines quality in Use Metrics which will help the consortium measure whether the e-service meets the needs of agriculture firms, unemployed and VET in terms of effectiveness, productivity, safety and satisfaction.
Target audience	employee and unemployed in agricultural sector technical staff in agricultural sector
Public	Event is open to the public
Contact Information	mustafa.yasar@yandex.com
Time and place	2013-2015 International Agricultural Training Center Ankara/Turkey