fields

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Deliverable (Title):	D1.7 Survey Analysis		Date:	23/08/2022
Work package:	Skills Needs Identification			
External evaluator (Name):	Dimitrios Vlachos			

1. Please provide a general evaluation of the deliverable in terms of:*

a) structure and content	Score: 85/100

- In general, the deliverable provides comprehensive information about the demographics, organisational insights, stakeholder engagement, identified skills, training needs, and business trends.
- The introduction could contain some more information about the methodology used to conduct the survey and to process the results.
- The final remarks section should provide a more extended summary of key results and recommendations based on the survey and the (preliminary) correlation between the results.

b) length	Score: 85/100

Extended length, however taking into consideration the amount and diversity of information processed, as well as the number of graphs inserted in the document to provide a comprehensive overview of the results in each section, the length seems to be reasonable.

c) format	Score: 80/100

- The document provides a remarkable number of graphs; however, they are not numbered, and they do not provide the necessary, explanatory information about their components.
- Given the large number of graphs, a list of figures/graphs should be provided, hyperlinked with each figure/graph throughout the document.

d) English language use	Score: 95/100

*Please check the grades' table at the end of this file. Reviewers' comments must be accurate, comprehensive, and fully articulated.

Excellent use of English language.

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2. Please evaluate the overall quality of the deliverable in terms of:

a) relevance (e.g., does the information address all key issues compared to the objectives of the project?)	**Score**: 85/100

The deliverable does address the key issues in relation to the objectives of the project, providing insights into the current and future skills needs across the agricultural, forestry and food sectors in Europe. The analysis of the skills needs was conducted at European, sectoral, and country level to provide an overview of skills development and to highlight any potential gaps that may exist. The skills assessment was conducted in line with the identified skills categories across the project, i.e., sustainability skills, digitalisation skills, bioeconomy skills (agriculture, forestry, food industry), soft skills, business & entrepreneurship skills.

b) comprehensiveness (e.g., is there any missing information?)	**Score**: 80/100

The information provided is abundant, however a smarter way of presenting the results might have helped to get easier the outcomes of the survey. For example, the use of graphs comparing the results between the European countries could be useful to highlight the differences between them in European level. Also, a preliminary correlation between the results would be very useful in order to consolidate the outcomes and better understand the perspectives and future aspects of training/skill needs.

c) reliability (e.g., is the information based on literature/field research?)	**Score**: 90/100

In the survey participated more than 500 persons from 29 countries in Europe. This sample is considered as reliable reflecting the current situation in Europe. The information is based on research. However, a connection with literature and global trends (when possible) could enhance the reliability of the analysis. As an example, all profiles identified soft skills as being essential or very important, across their areas of operation enabling the improvement of work performance and productivity to make individuals and businesses more marketable. This is in line with the global trends, assessing soft skills as an essential part

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of the hiring process for potential employees and contractors. Based on global surveys, soft skill-intensive occupations will account for two-thirds of all jobs by 2030 (Deloitte 2017, Forbes 2021).

d) usefulness (e.g., are the outcomes/proposals applicable?)	Score: 90/100

The outcomes are very useful and applicable providing important feedback for European entities and policy makers across the agricultural, forestry and food sectors. It is important that the survey highlights potential gaps in country and European level enabling the correlation of the information to receive important results for future skills needs.

3. a) Has Sustainability domain of the project been adequately covered in the deliverable? *only for Sustainability External Expert*	Score: /100

Comments:

b) Has Digitalization domain of the project been adequately covered in the deliverable? *only for Digitalization External Expert*	Score: 90/100

The area of digitization has been sufficiently covered and analysed for each country. Trends have been identified such as that there is a high demand in Europe for digital technology as a tool to communicate and to analyse data as well as to manage farm operations through FMIS. Furthermore, data analytics and FMIS require additional training.

The results highlight the future skills needs. Further processing and correlation of the results would enable the implementation of policies and educational programs in country level that will improve the digital skills of employees and employers and the cost-efficiency of products and services.

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c) Has Bio-economy & Forestry domain of the project been adequately covered in the deliverable? *only for Bio-economy & Forestry External Expert*	**Score**: /100
Comments:	

4. **Have the opinions of all responsible stakeholders been adequately reflected on the deliverable?**	**Score**: 90/100
Based on the information provided the opinions of all responsible stakeholders have been adequately reflected in the document.	

5. **Has the methodology of the deliverable been described in a clear and adequate manner?**	**Score**: 80/100
The introduction could contain some more information about the methodology used to conduct the survey and to process the results.	

6. **Have the conclusions been clearly supported by the evidence presented in the deliverable?**	**Score**: 75/100

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The final remarks section should provide a more extended summary of key results and recommendations based on the survey and the (preliminary) correlation between the results.

7. Are the recommendations of the deliverable relevant, feasible, and/or useful?	**Score**: 75/100

Although the results along the document highlight the future skills needs, further correlation of the results is needed to provide more concrete and useful recommendations.

Overall satisfaction about the deliverable:	**Overall Score**: 80/100

Very good work and very interesting results. An updated version of the document could certainly contribute to the implementation of new policies and educational programs in country and European level that will improve the skills of employees (and employers) and the cost-efficiency of products and services.

Date of external evaluation review:	23/08/2022

Signature/Name: Dimitrios Vlachos

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Maximum number of points for a criterion	Range of scores			
	Very good	**Good**	**Fair**	**Weak**
100	76-100	51-75	26-50	0-25

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