The utility and use of tailored performance assessment
tool of advisory services

RAMONES-PL project experience

Rural Advisory Monitoring and Evaluation System linked to Precision Learning (RAMONES-PL)

gLOCAL Evaluation Week 2022

Project information

* Number: 2020-1-HU01-KA202-078738
Timeline: 1 September 2020 – February 28 2023
Programme:
Erasmus+ Call 2020 Round 1 KA2
Cooperation for innovation and the exchange of good practices
KA202 - Strategic Partnerships for vocational education and training
* **Partners:**
GAK, Hungary (coordinator) | CREA, Italy | FACE, North Macedonia | Gazdakontroll, Hungary | LLKC, Latvia | SUA, Slovakia | SS Arboretum Opeca, Croatia

Project objective

* To strengthen rural advisory services, by improving their standards through a monitoring and evaluation system that can simultaneously support
  * the development of a **targeted, personalized,** work based, vocational **training** programme and
  * the establishment of a **quality certification** scheme.
* **https://www.ramones.eu/**

Connected RAMONES-PL output

* Following competency framework development (IO1)
* Evaluation methodology (led by CREA) (under IO2)
* Advisory performance assessment tool
  * questionnaire for the self-assessment of the advisory performance
  * Content: Guiding questions for advisory services assessment
  * User: Individual advisor
  * Timing for collection of information via questionnaires: Yearly

IO2 A2 Deliverable

ADVISORY PERFORMANCE ASSESSMENT TOOL

QUESTIONNAIRE FOR THE SELF-ASSESSMENT OF THE ADVISORY PERFORMANCE

RAMONES-PL

O2 RAS Monitoring and Evaluation methodology

Content: *Guiding questions for advisory services assessment*
User: *Individual advisor*
Timing for collection of information via questionnaires: *Yearly*

Dear Partner!

We are constantly improving our services and contacts in order to ensure that our adult education partners are sufficiently mature . Please help us by filling in the questionnaire.

Thank you in advance for your help!

Area of Performance	Assessment criterion	Question		Answer
1 *Relevance of the advisory services*	*Contents are Relevant for farmers/clients (Advisory Contents are need and opportunities driven)*	**Q1.1**	How frequently do you put in use surveying tools/procedures and methods to assess the needs for advisory services of your clients?	☐ Almost always (after every service) ☐ Often ☐ Sometimes ☐ Seldom ☐ Never
2 *Effectiveness and advisory contents*	*Effective in practical terms, for solving problems or reaching specific objectives*	**Q2.1**	How do you rate your effectiveness and advisory contents on **support for decision making**?	☐ Very Good ☐ Good ☐ Acceptable ☐ Poor ☐ Very Poor
		Q2.2	How do you rate your effectiveness and advisory contents on **Transfer of knowledge?**	☐ Very Good ☐ Good ☐ Acceptable ☐ Poor ☐ Very Poor

RAMONES-PL

Rural Advisory

Monitoring and Evaluation System

linked to Precision Learning

Methodology of evaluation

RAS Monitoring and evaluation framework

Output O2/A2 RAMONES-PL project (2020-1-HU01-KA202-078738)

Leading organization: CREA

Authors: Simona Cristiano, Valentina Carta, Alberto Sturla, Patrizia Proietti

https://www.ramones.eu/en/results

Using the tool in next projects steps

* Preparing localized versions of the questionnaire (HU, MK, SK)
* Filling it out by field advisors https://www.ramones.eu/en/node/44
* Analysing the results, identifying personal capacity / knowledge gaps of advisors,
* especially where perceived importance is 2+ points higher than proficiency, and
* connecting them with suggested– personalized - modules training (under development until project end adding + modules, additional useful „by product" of the project

Advisory forms filled out in Febr. 2022 in HU

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Importance / proficiency results
Technical, professional skills

Name	adv topic1	imp/prof	adv topic2	imp/prof	adv topic3	imp/prof
Nagy Attila	Soil nutrition planning (no module yet)	5_3	Organic farming	3_2		
Csoba Judit	Cross compliance	5_4	Organic farming	4_3	Sustainability assessment	3_1
Doktor Gábor	Soil nutrition planning (no module yet)	5_4	Climate change conscious management	5_3	Sustainability assessment	5_3
Füzi Tamás	Cross compliance	5_3	Interactive innovation	5_3	Organic farming	5_3
Bányai Tibor	Soil nutrition planning (no module yet)	5_4	Project management (no module yet)	5_4		
Rátkai Tamás	Cross compliance	5_4	Soil nutrition planning (no module yet)	5_4		
Rácz Judit	Soil nutrition planning (no module yet)	5_4	Cross compliance	5_4	Plant protection – forecast (no module yet)	5_4

Soft skills

Name	Monit	Eval alone	Serv alone	Need assess satistf	Time management	Conflict	Stress	Cov
Nagy Attila	Crm	No	4	no	often	sometimes	2	No
Csoba Judit	Crm	No	4	yes	often	sometimes	2	No
Doktor Gábor	crm, calendar	No	4	yes	seldom	no	2	No
Füzi Tamás	crm, calendar	No	3	0/no	sometimes	seldom	1	No
Bányai Tibor	various	yes	5	yes	sometimes	seldom	2	No
Rátkai Tamás	no	no	5	yes	seldom	seldom	3	No
Rácz Judit	crm, calendar	No	4	yes	often	seldom	1	No

Learning modules to be assigned to advisors' based on personal profile

* Soft skills
  * Time Management
  * Creativity
  * Effective Communication
  * Leadership Development
  * Teamwork
  * Conflict management
  * Effective listening
  * Customer relations
  * Advisory process, advisory profile
  * Stress management and burnout

* Technical / specific skills:
  * Direct sale of agricultural products
  * Sustainable use of pesticides

* Interactive innovation
* Biomass renewable energy advisor
* Eco-farming (introduction)
* Cross compliance / conditionality
* New CAP
* Climate smart farming
* Farm sustainability assessment
* E-agriculture concepts, EU strategies
* Digital systems within Agriculture 4.0
* Advisory issue tracking monitoring
* Useful mobile apps for advisory work

E-learning system

RAMONES-PL GAK eLearning   English (en) ▾   🔔 💬 Lász

> Interaktív innovació
> Ökogazdálkodás alapjai
> Kölcsönös megfeleltetés
> Területmérés és adatkezelés
> Hasznos mobil applikációk
> Gazdálkodási Napló
> A stressz és a kiégés felismerése, menedzselési le...
∨ **Kreativitás**
  📗 Kreativitás (könyv)
  📄 Kreativitás a szaktanácsadási munkában
  H-P HU Kreatív gondolkodás: Hogyan növelhetjük a ponto...
  H-P Brainstorming technikák: Hogyan innováljunk csopor...
  📄 SCAMPER sablon használata a virtuális ötleteléshez
  📄 További érdekes (hazai) források a kreativitásról
  ✔️ Teszt
> Hatékony kommunikáció
> Vezetői képességek fejlesztése
> RPL_P1_EN

⊕ 📗 Kreativitás (könyv) ✏️

[Mark as done]

⊕ 📄 Kreativitás a szaktanácsadási munkában ✏️

[Mark as done]

⊕ H-P HU Kreatív gondolkodás: Hogyan növelhetjük a pontok összekapcsolását? ✏️

[Mark as done]

⊕ H-P Brainstorming technikák: Hogyan innováljunk csoportokban? ✏️

[Mark as done]

⊕ 📄 SCAMPER sablon használata a virtuális ötleteléshez ✏️

Opened: Sunday, 3 April 2022, 12:00 AM
Due: Sunday, 10 April 2022, 12:00 AM

[Mark as done]

⊕ 📄 További érdekes (hazai) források a kreativitásról ✏️

[Mark as done]

⊕ ✔️ Teszt ✏️

[Mark as done]