

## WP2: Qualification matrix

# EQF3-G | Gardener

### Descriptors on level 3:

**K:** knowledge of facts, principles, processes and general concepts, in a field of work or study

**S:** A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information

**R/A:** Take responsibility for completion of tasks in work or study; adapt own behaviour to circumstances in solving problems

Unit	Unit title	
<b>0</b>	<b>Key competences and basic skills</b>	<b>R</b>
<b>0.A</b>	<b>Adaptability</b> <i>is about intrapreneurship, innovation, communication, analysing, critical thinking, cooperation etc.</i> - can investigate, learn, explore and innovate - thinks and analyses critically and solves issues - knows the value of other ideas, concerns and motives	EQF3-F EQF3-L
<b>0.C</b>	<b>Creativity</b> <i>is about problem solving, idea development, innovation etc.</i> - has an open and curious mindset in order to develop new ideas - puts new ideas into action to solve issues/problems	EQF3-F EQF3-L
<b>0.S</b>	<b>Sustainability</b> <i>is about pollution, waste, water, energy</i> - knows the basics of ecological processes in natural systems - plans and carries out work tasks in an environmentally sustainable way - adjusts working processes within a set of guidelines, in order to maintain sustainability in a changing environment - assesses the environmental impact of a work process	EQF3-F EQF3-L

European Green Mastery (Erasmus+ KA2 Sector Skills Alliance - 601226-EPP-1-2018-1-NO-EPPKA2-SSA)

This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

<b>0.T</b>	<p><b>Technology</b> <i>is about basic digital tools (ITC, mobile phone, photo)</i></p> <ul style="list-style-type: none"> <li>- carries out work tasks using digital tools</li> <li>- knows relevant equipment and machinery</li> <li>- knows basic legislation concerning reproduction of digital resources for private and commercial purpose</li> <li>- understands the risks of web-based communication i.e. virus, malware</li> <li>- evaluates web pages for relevance and reliability of content</li> <li>- participates in evaluating the use of technology in a work task</li> </ul>				EQF3-F EQF3-L
<b>1</b>	<b>Sector core competence</b>	<b>Knowledge</b>	<b>Skills</b>	<b>Responsibility and autonomy</b>	<b>R</b>
<b>1.1</b>	<p><b>Production</b> (sector related) <i>is about workplace, tools, working procedures, botany (plant classification, botanical names, growing conditions)</i></p>	<ul style="list-style-type: none"> <li>- knows workplace organization and effective work processes</li> <li>- knows most common tools, materials and techniques</li> <li>- knows basic botanical principles</li> <li>- knows the quality characteristics of flowers and plants</li> <li>- knows basic plant protection</li> </ul>	<ul style="list-style-type: none"> <li>- organises their own workplace according to ergonomic and effective aspects</li> <li>- names plants and their parts, recognizes different soils</li> <li>- carries out fertilisation procedures</li> </ul>	<ul style="list-style-type: none"> <li>- reacts to new requirements and changes processes accordingly</li> <li>- determines general care requirements from the external appearance of a plant</li> <li>- improves growing conditions</li> <li>- works with some autonomy</li> </ul>	EQF3-L
<b>1.2</b>	<p><b>Product development</b> (sector related) <i>is about supply, partners/network, marketing, develop products (mapping needs, plan, work</i></p>	<ul style="list-style-type: none"> <li>- knows sources of supply and partners in the industry</li> </ul>	<ul style="list-style-type: none"> <li>- assists with collaboration between different partners to</li> </ul>	<ul style="list-style-type: none"> <li>- monitors the market, draws conclusions and responds to trends under instruction</li> </ul>	EQF3-L

	<i>in a creative process, creative tools...</i>	<ul style="list-style-type: none"> <li>- knows basic marketing possibilities</li> </ul>	build networks and develop markets		
<b>1.3</b>	<b>Communication and company</b> (sector related) <i>is about start-up/entrepreneurship, marketing, law and regulations, communicate with customers verbal and visual, sales and services</i>	<ul style="list-style-type: none"> <li>- knows basic start-up requirements and regulations for companies</li> <li>- knows marketing measures</li> <li>- knows legal guidelines</li> <li>- knows business models, relevant laws and authorities</li> <li>- knows the applicable insurance companies</li> </ul>	<ul style="list-style-type: none"> <li>- implements legal and tax requirements when establishing and running a company</li> </ul>	<ul style="list-style-type: none"> <li>- trains themselves to implement new guidelines with some autonomy</li> </ul>	<b>EQF3-L</b>
<b>1.4</b>	<b>Health and Safety</b> (sector related) <i>is about health precautions, safe working methods, cleanliness/hygiene, equipment, pesticides, poisonous and allergenic plants, working environment</i>	<ul style="list-style-type: none"> <li>- knows health and safety regulations for basic work processes in the industry</li> <li>- knows basic requirements for health and safety clothing in the industry</li> <li>- knows basic risk management procedures for handling common toxic or allergenic plants</li> </ul>	<ul style="list-style-type: none"> <li>- plans and performs work tasks and activities in accordance with health and safety regulations</li> <li>- uses correct working techniques and protection</li> <li>- performs work in an ergonomically correct manner</li> <li>- works within the framework of legislation dealing with pesticides and plant material treated with pesticides</li> </ul>	<ul style="list-style-type: none"> <li>- chooses equipment and protective clothing that is adapted to the weather and climate conditions and the task at hand</li> <li>- takes responsibility for the health and safety of a work process</li> </ul>	<b>EQF3-L</b>

			<ul style="list-style-type: none"> <li>- assists handling toxic or allergenic plants</li> <li>- provides fire protection and firefighting measures</li> <li>- provides first aid</li> </ul>		
<b>1.S</b>	<p><b>Sustainability</b> (sector related) <i>is about sustainable use of resources, ecological footprint, fair trade, protection of the environment and species, UNs Sustainable Development Goals, knowledge of green supply chains, cradle-to-cradle thinking, circular-economy principles</i></p>	<ul style="list-style-type: none"> <li>- knows concepts of ecology and explains the cycles of nature</li> <li>- knows the basic principles of ecological footprints generated by company activities</li> <li>- knows the links between environmental, economic and social sustainability</li> </ul>	<ul style="list-style-type: none"> <li>- suggests ways to reuse and recycle material</li> <li>- suggests ways to minimize waste</li> <li>- applies principles of sustainability to make work tasks more environmentally friendly</li> </ul>	<ul style="list-style-type: none"> <li>- contributes to the creation of activities in the business field</li> <li>- updates themselves on ecological, social and economic knowledge connected to the business field</li> <li>- learns independently</li> </ul>	<b>EQF3-L</b>
<b>1.T</b>	<p><b>Technology</b> (sector related) <i>is about machinery, equipment, instruments, digital tools (for payment, communication, in the production), technological tools (VR..)</i></p>	<ul style="list-style-type: none"> <li>- knows the most common machines, tools, equipment and instruments used in the company</li> <li>- knows a range of relevant digital tools for the company</li> </ul>	<ul style="list-style-type: none"> <li>- performs simple tool maintenance</li> <li>- follows consumer manuals for instruments and digital devices</li> <li>- chooses the right tool for a task</li> <li>- uses basic digital tools for communication, calculation and information gathering</li> </ul>	<ul style="list-style-type: none"> <li>- takes responsibility for the use and maintenance of buildings and equipment</li> <li>- participates in assessing the use of technology</li> <li>- carries out work tasks involving relevant digital tools with some autonomy</li> </ul>	<b>EQF3-L</b>

			- applies basic digital tools in planning, implementation and documentation		
<b>2</b>	<b>Occupational core competence</b> <b>Gardener (plant production and gardening services)</b>	<b>Knowledge</b>	<b>Skills</b>	<b>Responsibility and autonomy</b>	<b>R</b>
<b>2.1</b>	<b>Gardener production</b> <i>is about plant production in different growing systems, plant life processes and growth conditions, plant protection, growth media, growth regulation, optimizing yield, buildings, technical installations, machinery and equipment, plant identification and classification, use of plants, growth requirements, quality parameters, indoor and outdoor plant maintenance, storage, packaging, transport.</i>	<ul style="list-style-type: none"> <li>- knows a range of nature-based products and services</li> <li>- knows a variety of simple plant production systems</li> <li>- knows a range of plant species and varieties used in different horticultural fields: indoor decoration, landscaping, and production of vegetables, fruit and berries</li> <li>- knows the principal differences between organic and conventional horticulture</li> </ul>	<ul style="list-style-type: none"> <li>- carries out work tasks in plant production and gardening</li> <li>- carries out production in accordance with current legislation</li> <li>- performs basic maintenance of buildings and technical installations</li> <li>- utilises information from textbooks, media and public administration</li> <li>- adapts outdoor activities to various weather and climate conditions</li> </ul>	<ul style="list-style-type: none"> <li>- plans and executes work tasks in plant production and gardening</li> <li>- adapts work processes to the task at hand and to plant material involved</li> </ul>	
<b>2.2</b>	<b>Gardener product development</b> is about developing products and concepts, work in a creative process in gardening, visualize/draw, use creative tools, tools and techniques in gardening, presentation, make	<ul style="list-style-type: none"> <li>- knows methods and principles of product development</li> <li>- knows different types of nature and assess</li> </ul>	<ul style="list-style-type: none"> <li>- suggests new products based on local natural resources</li> </ul>	<ul style="list-style-type: none"> <li>- develops products and services in gardening-based production and activities, with some autonomy</li> </ul>	

	model/prototype, calculate	opportunities for business operations based on local natural resources	- assesses opportunities for starting up new commercial activities		
<b>2.3</b>	<b>Communication and company</b> <i>is about retail, framework conditions in the gardening sector</i> <ul style="list-style-type: none"> <li>- documentation</li> <li>- laws and regulations, guidelines, entrepreneurship</li> <li>- sales and services in gardening</li> <li>- economics and management</li> <li>- marketing (web, social medias...)</li> </ul>	<ul style="list-style-type: none"> <li>- knows legislation, regulations, standards and ethical principles relevant to commercial activity and production</li> <li>- knows gardening traditions associated with plant production, and their role in the local community</li> <li>- knows professional customer care</li> <li>- knows forms of ownership and types of company organisation</li> <li>- knows the purpose and content of a business plan</li> <li>- knows sales channels in horticulture</li> </ul>	<ul style="list-style-type: none"> <li>- prepares products for sale</li> <li>- documents the quality of processes and products in accordance with current certification schemes</li> <li>- prepares accounting documents</li> <li>- practices customer care</li> </ul>	<ul style="list-style-type: none"> <li>- takes responsibility of working within a legal and ethical framework while executing work tasks</li> <li>- evaluates own workmanship, product quality and production profitability</li> </ul>	

<p><b>2.S</b></p>	<p><b>Sustainability</b> <i>is about waste prevention, reduce wastage, sustainable methods (re-use, recycle) and techniques, environmentally friendly materials and techniques, managing stock, using local products</i></p>	<ul style="list-style-type: none"> <li>- knows how business practises in the sector affect local communities, environment and biodiversity</li> <li>- knows how nature-based products and services can be developed within the framework of sustainable development and resource management</li> </ul>	<ul style="list-style-type: none"> <li>- plans and carries out working processes with a focus on sustainability</li> <li>- suggests ways to reuse resources in nature-based productions</li> <li>- suggests ways of reducing the impact of agriculture and horticulture on the natural environment</li> </ul>	<ul style="list-style-type: none"> <li>- assists with reducing the environmental impact of activities in plant production and gardening</li> </ul>	
-------------------	--	--	---	--	--