

WP2: Qualification matrix

EQF5-G | Gardener

Descriptors on level 5:

K: Comprehensive, specialised, factual and theoretical knowledge within a field of work or study and an awareness of the boundaries of that knowledge

S: A comprehensive range of cognitive and practical skills required to develop creative solutions to abstract problems

R/A: Exercise management and supervision in contexts of work or study activities where there is unpredictable change; review and develop performance of self and others

Unit	Unit title	
0	Key competences and basic skills	R
0.A	Adaptability <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	
0.C	Creativity <i>is about problem solving, idea development, innovation etc.</i> - has an open and curious mind and uses it to develop new ideas - puts new ideas into action to solve issues/problems or develop new services/products	
0.S	Sustainability is about waste, water, energy, - knows the basics of ecological processes in natural systems - plans and carries out work tasks in an environmentally sustainable way	EQF5-F EQF5-L

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	<ul style="list-style-type: none"> - 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 				
0.T	Technology <i>is about basic digital tools (ITC, mobile phone, photo)</i> <ul style="list-style-type: none"> - carries out work tasks using digital tools - knows relevant equipment and machinery - knows basic legislation concerning reproduction of digital resources for private and commercial purpose- understands the risks of web-based communication i.e., virus, malware - evaluates web pages for relevance and reliability of content - participates in evaluating the use of technology in a work task 				EQF5-F EQF5-L
1	Sector core competence	Knowledge	Skills	Responsibility and autonomy	R
1.1	Production (sector related) <i>Relevant themes:</i> <ul style="list-style-type: none"> - workplace, tools, working procedures, botany (plant classification, botanical names, growing conditions) 	<ul style="list-style-type: none"> - has comprehensive knowledge of how to organize effective workflows to optimize production - has comprehensive knowledge of the tools, equipment and machines in the sector - has specialized botanical knowledge, classification, advanced knowledge of botanical names and varieties - knows about cultivation management with 	<ul style="list-style-type: none"> - sets up the workplace according to ergonomic and effective aspects - adapts and explains the process planning - recognizes and names a comprehensive number of plants and their parts - provides optimal conditions for plant growth - recognizes plant diseases and pests and implements measures 	<ul style="list-style-type: none"> - reacts to new requirements and changes processes, -exercises management and supervision in the green sector - derives detailed care requirements from the external appearance of a plant - selects the right crop protection product and successfully changes the growing conditions - uses pesticides, and considers the costs, risks, and benefits 	EQF5-F EQF5-L

		optimized plant cultivation conditions for many plants			
1.2	Product development (sector related) <i>is about supply, partners/network, marketing, develop products (mapping needs, plan, work in a creative process, creative tools...)</i>	<ul style="list-style-type: none"> - knows sources of supply and partners in the industry regionally and internationally - knows marketing opportunities 	<ul style="list-style-type: none"> - cooperates with various partners, builds networks and builds sales markets - finds creative solutions in product development, including mapping needs, working with creative methods and tools 	<ul style="list-style-type: none"> - observes the market, draws conclusions and reacts independently and reflectively to current trends 	EQF5-F EQF5-L
1.3	Communication and company (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"> - has a comprehensive knowledge of company forms and start-ups, requirements and regulations for companies - knows a variety of marketing measures, legal guidelines, business models, applicable insurances - knows of relevant government agencies 	<ul style="list-style-type: none"> - overviews of legal and tax requirements when founding and running a company - cooperates with employees and business partners, finding solutions to complex business and marketing issues - communicates with customers in comprehensive processes for promotion and sales 	<ul style="list-style-type: none"> - implements comprehensive guidelines and guides employees according to the company's business plan and routines - uses new marketing and communication measures to attract customers and open up new sales opportunities 	EQF5-F EQF5-L

1.4	Health and Safety (sector related) <i>is about health precautions, safe working methods, cleanliness/hygiene, equipment, pesticides, botany, working environment</i>	<ul style="list-style-type: none"> - has comprehensive knowledge of health and safety in the field - knows how to develop HES-routines and can execute them/implement the routines as a leader - knows the regulations in health protection and safety when transporting heavy loads, handling tools, cleaning and pesticides - knows the requirements for health and safety clothing in the industry 	<ul style="list-style-type: none"> - takes adequate health and safety action, and combines protective measures to achieve this - teaches employees and controls health-conscious actions - is aware the importance of HES as a leader - applies ethical principles when managing and working in the field - reviews and develops self-performance and the performance of others in the working environment <p>Applies health and safety by using safe working analyses and working instructions</p> <ul style="list-style-type: none"> - applies HES by using safe working analysis (SWA) and working instructions 	<ul style="list-style-type: none"> - develops and follows various and verified work processes according to the principles of health and safety in the sector and can check the behaviour of employees - develops routines regarding handling flowers with pesticides - manages and supervises work with flowers in a HES context that continuously changes <p>Is conscious of quality and environment, and accountability in company and human resource management</p>	EQF5-F EQF5-L
1.5	Sustainability (sector related) <i>is about sustainable use of resources, ecological footprint, fair trade, protection of</i>	<ul style="list-style-type: none"> - knows the criteria for environmental and species protection 	<ul style="list-style-type: none"> - works according to the applicable regulations and can explain the approach 	<ul style="list-style-type: none"> - works sustainably, rethinks work steps and adapt to the circumstances 	EQF5-F EQF5-L

	<p><i>the environment and species, UNs Sustainable Development Goals Knowledge of your green supply chain Cradle to cradle, circular-economic</i></p>	<ul style="list-style-type: none"> - knows how the 17 UN Sustainable Development Goals are relevant for the field 	<p>finding solutions for complex sustainability issues</p>	<ul style="list-style-type: none"> - acts so not to affect the environment through production measures - trains employees to work sustainably 	
<p>1.T</p>	<p>Technology (sector related) <i>is about digital tools (for payment, communication, in the production) - technological tools (VR..)</i></p>	<ul style="list-style-type: none"> has a comprehensive knowledge of the application possibilities of digital devices - has comprehensive knowledge of the use of digital tools in planning, marketing and e-commerce 	<ul style="list-style-type: none"> - uses digital tools and technology to find creative solutions in production, product development and marketing, that are efficient, profitable and increases quality - develops digital sketches - uses various digital components in production, consulting, and sales - uses web-based sales and ordering tools to become more efficient and strategic in the long term 	<ul style="list-style-type: none"> - assumes responsibility for the use of digital media and VR resources for visualization in customer service - independently develops new digital and technological solutions - exercises management and supervision by using digital tools, to develop more efficient working methods - is aware of the ethical issues of using digital tools and technology in communication, and the importance of critical thinking 	<p>EQF5-F EQF5-L</p>

2	Occupational core competence (MMD)	Knowledge	Skills	Responsibility and autonomy	R
2.1	Gardener production Horticulture related activities <i>is about design theory (principles of composition) materials, remedies, tools, colour theory, styles, techniques, disciplines in gardening</i>	<ul style="list-style-type: none"> - has extended knowledge about methods, techniques and principles of designing and planning of outdoor areas. - knows how to perform maintenance by application of adapted and facilitated maintenance plans. - knows about plants and their requirements to climate and local growth conditions in outdoor areas. - has sectoral knowledge of the history of garden styles, planting, construction and maintenance of outdoor green areas 	<ul style="list-style-type: none"> -applies gardening expertise to identify challenges and possibilities in design and management of green areas, and use this to work out functional design- and maintenance plans. -finds relevant information in reports, professional literature and other sources of information - uses the information to work out solutions to specific challenges, and to stay professionally updated -charts a situation and identifies relevant technical and leadership problem points - identifies the need to take a specific action in the management of green areas 	<ul style="list-style-type: none"> - designs a small or medium-sized outdoor area for a defined target group, with a focus on recreation, environment, and universal accessibility. - creates maintenance plans for these areas and can plan and supervise maintenance 	
2.2	Gardener product development Horticultural product development <i>is about analysing trends, develop products</i>	<ul style="list-style-type: none"> - understands the factors and principles that enhance quality and 	<ul style="list-style-type: none"> - updates their knowledge of gardening and management of outdoor areas using 	<ul style="list-style-type: none"> - cooperates with relevant stakeholders to develop a green area 	

	<p><i>and concepts, work in a creative process in gardening, visualize/draw, use creative tools, tools and techniques in gardening, presentation, make model/prototype, calculate</i></p> <p><i>(this category is included in production)</i></p>	<p>functionality through the process from rough draft to completed plan and description of an outdoor area</p> <ul style="list-style-type: none"> - understands the need to create outdoor areas that meet the demands of recreation, and designed for universal accessibility - understands the demands society puts to a business in the green area sector - knows about concepts and digital planning tools used in design and maintenance of outdoor areas 	<p>digital sources and technical literature.</p>		
2.3	<p>Communication and company</p> <p><i>is about laws and regulations, guidelines, entrepreneurship</i></p> <ul style="list-style-type: none"> - <i>sales and services in floristry, garden design and maintenance</i> - <i>economics and management</i> - <i>marketing (web, social medias...)</i> 	<ul style="list-style-type: none"> - knows about relevant legislation, standards and contracts associated with design, construction and maintenance of outdoor areas. - knows how to establish, manage, and liquidate a business. 	<ul style="list-style-type: none"> - establishes a company associated with design and maintenance of a small or medium sized outdoor area - supervises staff in the green area sector by planning, informing, guiding and instructing in an expedient way. 	<ul style="list-style-type: none"> - has accumulated a general competence of leadership that can be applied in leading a company, or as an employee in the green area sector - develops, manages and runs their own projects, departments, or businesses 	

				<p>associated with design and maintenance of green areas.</p> <ul style="list-style-type: none"> - handles confidentiality of information obtained in contact with a customer - assesses and develop business opportunities in an area of nature or cultivated land - assess opportunities for starting up new nature-based businesses - participates in the initiation and financial/staff management of a nature-based business - plans work tasks involving several people, supervises and evaluates the task - evaluates opportunities to start new, nature-based / sustainable companies 	
2.S	<p>Sustainability <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>	<p>- understands the importance of biodiversity, sustainable solutions and choice of material in design and maintenance</p>	<p>- evaluates the usage of an area based on principles of sustainability in resource management</p>	<p>- assesses the potential environmental impact of a green area project</p>	

R = Relation to other matrices