

WP2: Qualification matrix

EQF6-G | Gardener

Descriptors on level 6:

K: Advanced knowledge of a field of work or study, involving a critical understanding of theories and principles

S: Advanced skills, demonstrating mastery and innovation, required to solve complex and unpredictable problems in a specialised field of work or study

R/A: Manage complex technical or professional activities or projects, taking responsibility for decision-making in unpredictable work or study contexts; take responsibility for managing professional development of individuals and groups

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> - is able to investigate, learn, explore and innovate - thinks and analyses critically and solves issues - knows the value of other ideas, concerns and motives	EQF6-F EQF6-L
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	EQF6-F EQF6-L
0.S	Sustainability <i>is about 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	EQF6-F EQF6-L

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	- assesses the environmental impact of a work process				
0.T	Technology <i>is about basic digital tools (ITC, mobile phone, photo)</i> - 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				EQF6-F EQF6-L
1	Sector core competence	Knowledge	Skills	Responsibility and autonomy	R
1.1	Production (sector related) <i>is about workplace, tools, working procedures, botany (plant classification, botanical names, growing conditions)</i>	- has extensive knowledge about plant nutrition, soil science and plant protection - knows how to protect species - knows how to manufacture a wide range of different products, with a critical understanding of the theories and principles for the sector - has advanced knowledge of technologies and processes	- has extensive skills on the availability, deliverability and care of plants and plant parts according to their requirements - names and justifies care instructions - plans, explains and guides all production steps	- independently draws conclusions in the work preparation and organization of materials, tools and equipment, as well as aspects of implementation	
1.2	Product development (sector related) <i>is about supply, partners/network, marketing, develop products (mapping</i>	- has extensive knowledge of sales and supply chains	- develops the range and sales and undertakes long-term range planning	- organizes, controls and changes all processes in the business process	

	<i>needs, plan, work in a creative process, creative tools...)</i>	<ul style="list-style-type: none"> - knows the importance of assortment planning and risk assessment - knows how to map trends - has extensive knowledge of raw materials science 	<ul style="list-style-type: none"> - develops according to trends and innovations - makes changes in the short and long term - explains and justifies decisions 	- works in adapted short and long-term cycles	
1.3	Communication and company (sector related) <i>is about start-up/entrepreneurship, marketing, laws and regulations, communicate with customers verbal and visual, sales and services</i>	<ul style="list-style-type: none"> - knows the economic system and relevant government agencies - knows all relevant legal requirements - knows of relevant insurance companies - has extensive knowledge of sales, dealing with customers, colleagues and superiors - knows employee planning 	<ul style="list-style-type: none"> - assesses all liabilities and intersections of business with the economic system - plans employees according to work process and qualification 	- works within the legal limits of the business cycle and applies the laws of the market in society	
1.4	Safety and health (sector related) <i>is about health precautions, safe working methods, cleanliness/hygiene, equipment, pesticides, botany, working environment</i>	<ul style="list-style-type: none"> - knows laws and regulations in the employment of personnel and the training of young people 	<ul style="list-style-type: none"> - draws up plans in accordance with legal requirements for maintaining the health of employees in line with their own business 	- evaluates, respects and integrates the needs and requirements of the individual in the workflow	

		<ul style="list-style-type: none"> - has extensive knowledge about healthy and safe working environments 	<ul style="list-style-type: none"> - organizes the work for the company and employees, considering ergonomic conditions, efficiency and safety - organizes the work for the company and employees, considering ergonomic conditions, efficiency and safety 	<ul style="list-style-type: none"> - develops and evaluates health and safety systems on an organisational level 	
1.S	Sustainability (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 your green supply chain Cradle to cradle, circular-economic</i>	<ul style="list-style-type: none"> - knows the principles of circular economy and how it affects the sector - has extensive knowledge of sustainable work, sustainable products and manufacturing processes 	<ul style="list-style-type: none"> - works within the framework of sustainability and ecology - develops innovative and sustainable solutions related to the industry 	<ul style="list-style-type: none"> - integrates the principles of sustainability and environmentally conscious behaviour into the company - gains new knowledge within this field and act accordingly 	
1.T	Technology (sector related) <i>is about digital tools (for payment, communication, in the production) - technological tools (VR..)</i>	<ul style="list-style-type: none"> - has extensive knowledge about digital tools - knows digital media and forms of presentation - knows the possibilities of VR / AR - knows data processing 	<ul style="list-style-type: none"> - works with digital display functions - develops advertising concepts and advertising materials - plans, evaluates and coordinates advertising activities - uses ICT in a critical way as an instrument in budgeting, communication with customers, for strategic planning and for 	<ul style="list-style-type: none"> - selects and uses the appropriate technical solution for the respective task - tests new approaches related to new technologies - uses and chooses relevant digital tools in an autonomous and ethical 	

		<ul style="list-style-type: none"> -has extensive knowledge in digital control systems of production - has extensive knowledge of online marketing and networking with industry-related companies 	information and inspiration purposes	way in all parts of the business	
2	Occupational core competence	Knowledge	Skills	Responsibility and autonomy	R
2.1	Gardener production <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 extensive knowledge of breeding, propagation and production, new methods, varieties and materials and machines, - knows different production cycles and processes 	-Performs comprehensive production planning and procures materials, machines and personnel	- plans and prepares cultural plans, instructs, controls and is responsible for the quality of the results	
2.2	Gardener product development <i>is about analysing trends, develop (design)products and concepts, work in a creative process (?), visualize/draw, use creative tools, tools and techniques in horticulture, presentation, make model/prototype, calculate</i>	Has extensive knowledge in the visualization of concepts and design plans	-Independently develops concepts tailored to regional peculiarities and visualizes them with suitable presentation aids,	-Implements innovative projects on their own in the interests of sustainability, prepares planning of construction costs and can react adequately to new circumstances	
2.3	Communication and company <i>is about laws and regulations, guidelines, entrepreneurship</i>	- knows all related areas and legal regulations around the specialized	communicates with employees, customers, suppliers and companies in the industry,	- applies and controls applicable legislation to local circumstances	

	<ul style="list-style-type: none"> - sales and services in garden centre? - economics and management - marketing (web, social medias...) 	garden centre/gardening company	government agencies on national and international level	- manages and guides the work of others and are responsible for the result	
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, harvest materials, taking care of materials</i></p>	<ul style="list-style-type: none"> - knows the importance of biodiversity - knows the risks of long transport routes - knows the risks of chemically treated goods 	<ul style="list-style-type: none"> - works with regional producers - puts the offer in a seasonal context - works in cost-risk-benefit balance 	- questions and adapts the assortment of the store in the context of the environment	

R = Relation to other matrixes