HANDS-ON TRAINING TARGETED TO FARMERS AND VETERINARIANS WORKING WITH FOOD-PRODUCING ANIMALS TO SUPPORT THE "F2F" STRATEGY TARGET AND AN EFFICIENT IMPLEMENTATION ON THE GROUND OF THE NEW MEASURES TO FIGHT ANTIMICROBIAL RESISTANCE (AMR) UNDER THE NEW EU REGULATIONS ON VETERINARY MEDICINAL PRODUCTS AND MEDICATED FEED

HADEA/2023/OP/0009

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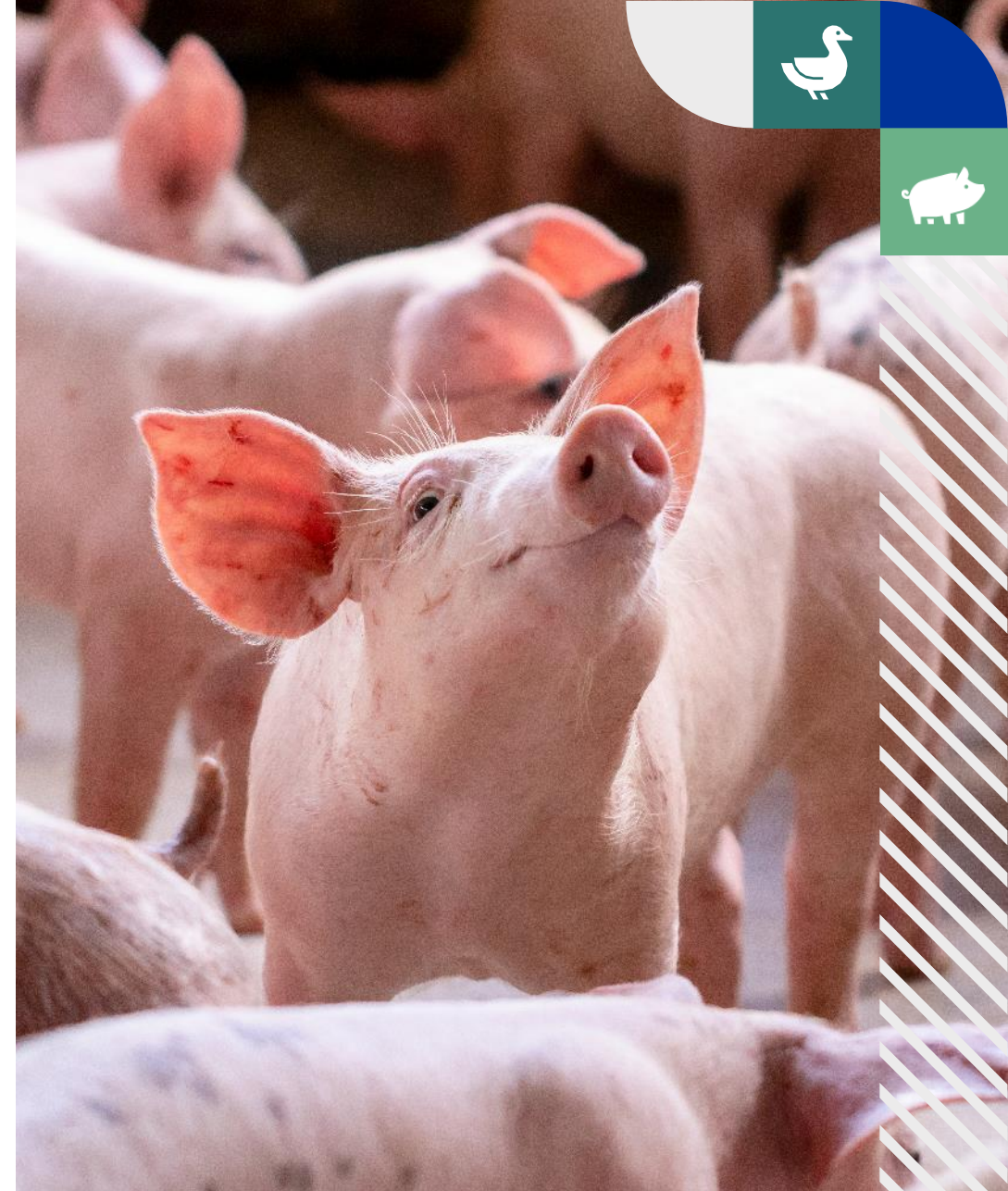# 1. What is "Hands-on Training against AMR for Farmers and Veterinarians"

Objective: Provide **practical** training to EU farmers and veterinarians to implement EU Regulations on **veterinary medicines and medicated feed**, aiding against AMR.

Scope: 1-day sessions in each EU Member State over 36 months (2023-2026), totalling 30 sessions & 27 countries.

Audience: EU **farmers, veterinarians**, related stakeholders.
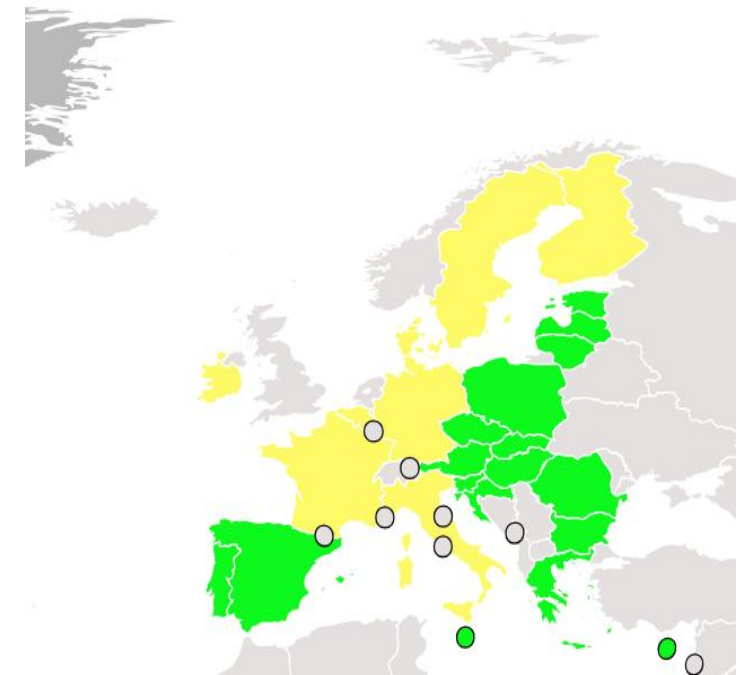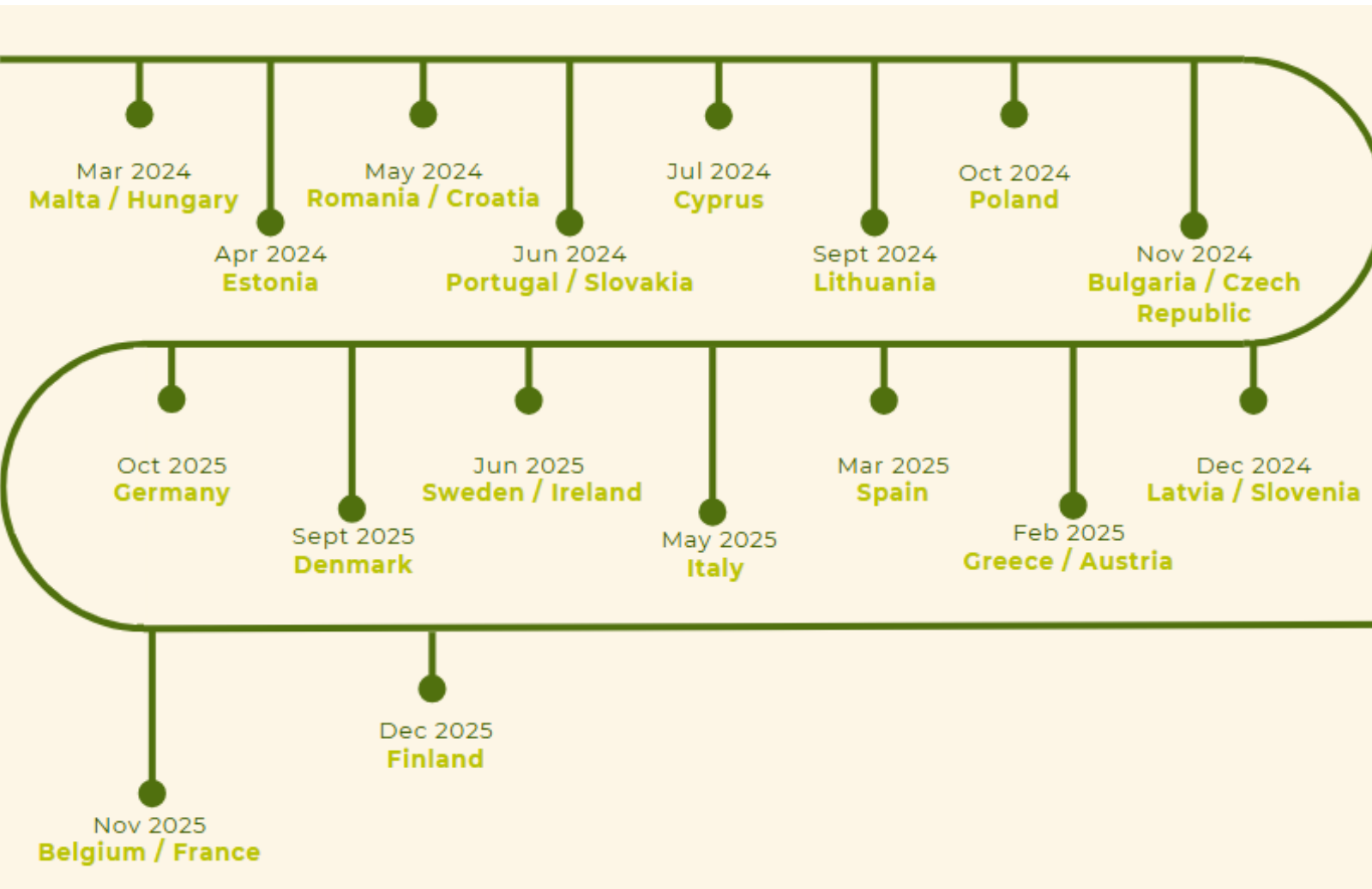
Partners: HaDEA/DG SANTE , AENOR, FVE, AEMPS.

Purpose: Inform stakeholders on new veterinary medicine **rules**, share AMU reduction **practices**, and discuss infection **prevention measures**. Includes session on behavioural change managment

2. Number of Sessions

By the 20th March 2025, the **17 AMR workshops were done**.

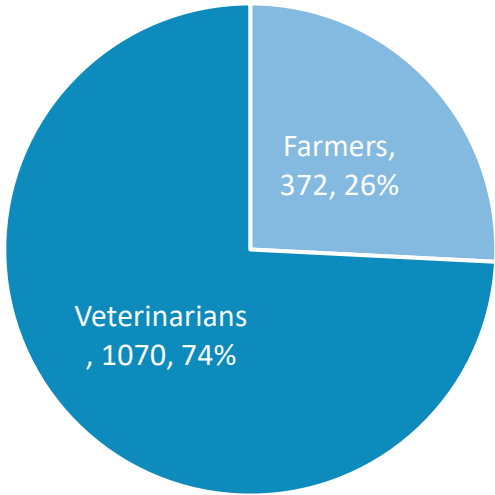|				
Mar 2024 **Malta / Hungary**	May 2024 **Romania / Croatia**	Jul 2024 **Cyprus**	Oct 2024 **Poland**	
Apr 2024 **Estonia**	Jun 2024 **Portugal / Slovakia**	Sept 2024 **Lithuania**	Nov 2024 **Bulgaria / Czech Republic**	
Oct 2025 **Germany**	Jun 2025 **Sweden / Ireland**	Mar 2025 **Spain**	Dec 2024 **Latvia / Slovenia**	
Sept 2025 **Denmark**	May 2025 **Italy**	Feb 2025 **Greece / Austria**		
Nov 2025 **Belgium / France**	Dec 2025 **Finland**			

Past sessions
Planned sessions
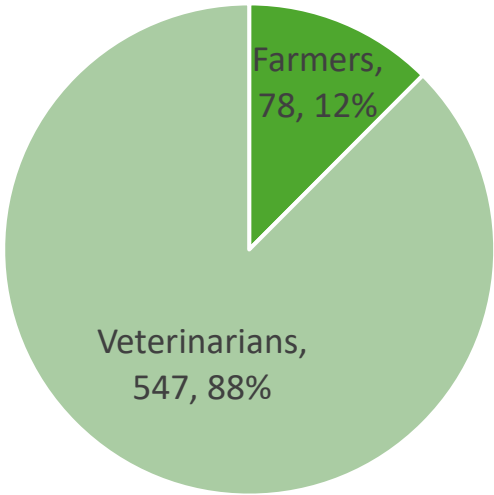
3. Number of Participants

By the 20th March 2025, across the 17 sessions,
the average number of **onsite participants is 85**.

	Number of onsite participants			Number of online participants			Total onsite & online
	F	V	Total	F	V	Total	
Total number of participants	372	1070	1442	78 (16 sess)	547 (16 sess)	650	2092
Average	22	63	85	5	32	38	123

Onsite participants

Farmers, 372, 26%

Veterinarians, 1070, 74%

Online participants

Farmers, 78, 12%

Veterinarians, 547, 88%

KPI-1 from ToR (expected participants)
100 participants in average

4. Results obtained

Evaluation considering the first 3 levels in Kirkpatrick's model:

1) **Reaction**: satisfaction survey at the end of the training

2) **Learning**: tests at the beginning and at the end of each session

3) **Behaviour**: post-training questionnaires

The feedback provided by the participants in each of these levels is measured in accordance with the internal KPIs

Ind N#	Title	Unit	Disaggregation	Target
	KPIs in Terms of Reference of HADEA 2023 OP 0009			
KPI-1	Number of physical participants in a training	Number	Farmers/vets	100 average
KPI-2	Total number of physical participants in all trainings	Number	country Farmers/vets	2700
	Internal KPIs			
KPI-3	Total number of remote participants in trainings	Number	country Farmers/vets s	n/a
KPI-4	Score of satisfaction surveys in a training session	%	Farmers/vets	70%
KPI-5	Knowledge gained during training (*right answers in final test compared to initial test*)	%	Farmers/vets	20%
KPI-6	Impact of the trainings (*% of participants having benefited from the training*)	%	session country Farmers/vets	70%
KPI-7	Dissemination of the trainings (*% of participants having disseminated training contents*)	%	session country Farmers/vets	70%

5. **Year 1** Results 'Reaction' (= Overall satisfaction)

- The overall number of attendees in the sessions of **Year 1** is 481 participants.

- The number of replies received in total in Year 1 is 454 replies, i.e., **95%** of the participants have **replied** to the survey.

Overall satisfaction per training session	
S01 Malta	4,13/5
S02 Hungary	4,60/5
S03 Estonia	4,30/5
S04 Romania	4,81/5
S05 Croatia	4,45/5
S06 Portugal	4,11/5
S07 Slovakia	4,21/5
S08 Cyprus	4,45/5

The total assessment in Year 1's HOT sessions is **4,39/5**

The **total satisfaction percentage rate is 88%**, which surpasses the 70% target KPI

Learning gained per session:

Session	Percentages of correct answers at the initial test*	Percentages of correct answers at the final test*	Improved success rate between initial and final tests
S04 Romania	51%	73%	22%
S05 Croatia	51%	63%	12%
S06 Portugal	65%	71%	6%
S07 Slovakia	50%	68%	18%
S08 Cyprus	57%	73%	16%
S09 Lithuania	53%	71%	18%
AVERAGE	**55%**	**70%**	**15%**

The sessions 1 to 3 were made with a previous version of the test.

* : in the responses received

7. **Year 1** Results: Impact and dissemination

6 months after the training or more, a survey is distributed to measure impact (implementation measures, quality of work) and dissemination.

In average, the **impact** of the training for farmers is **80%** (internal KPI 70%).
For veterinarians, the impact is **73**% average.

About **dissemination**, **91%** of the participants answered shared the information further**.**

Section 1. Questions for farmers: Changes in your behaviour after the Hands-on training
7. Have you implemented or are you planning **to implement changes in your farm**, in line with the information provided during the hands-on training that could **reduce the need of antimicrobials**? (1=no change; 5= major change)
10. Are you planning to implement measures that could **improve the health of your animals** and therefore, could reduce the need to use antimicrobials?

Section 2. Questions for veterinarians: Changes in your behaviour after the training
16. Has the information received helped you **to improve the quality of your work**? (1=no change; 5= major change)
17. Has the information received helped you **to improve the efficiency of your work**? (1=no change; 5= major change)
18. Have you recommended or planning to **recommend changes to farmers**, in line with the information provided during the hands-on training?

Section 3. Questions for farmers and veterinarians: Dissemination of knowledge
24. Have **you disseminated and shared the knowledge** and information you gained through the Hands-on training?

8. Quoted Feedback

New EU legislation
- Governments must support and adapt legislation (communication with farmers, real implementation, etc…)
- Understanding changes gives them meaning and motivation
- Align EU and local regulations while allowing tailored solutions

Farmers, staff and vets support
- **Education and training** for farmers and staff must be developed and tailored to daily tasks.
- Consider farmers' and veterinarians' already heavy workload.
- Strong cooperation and communication between farmers and vets are essential.
- Need more **respect, value, and recognition** of the work of farmers and vets.

Preventive Measures/Alternatives are necessary, however expensive
- Policies must support **better preventive measures**
- Alternatives should be affordable, funded, or lower imports avoided.
- After implementation support, authorities must ensure control and guidance.

Availability of medicines and diagnostic tests for small markets (country dependant, specie dependant, etc)
- Ensure **equal options for all** (free movement of medicine?).
- Increase availability alternatives to AMR & narrow-spectrum antibiotics.
- Tackle illegal medicine trade.

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