



MOBILISE country coordinators designing the talent development programme

# MOBILISE: Climate-smart careers in bloom

**Growing populations and food shortages are increasing the need for trained workers in smart farming techniques in Europe and Africa.** These technologies enhance agricultural productivity, protect the environment, and support sustainable food systems. Modern farming requires specialised training in Climate-Smart Agriculture (CSA) for those managing advanced systems, but there is a shortage of skilled professionals.

“MOBILISE: Circular Talent Development for Climate-Smart Agriculture” addresses this by **offering CSA training in the Netherlands in a circular migration framework for individuals from partner countries** (Tunisia, Egypt, and Ethiopia), focusing on sustainable practices and internships in horticulture.

# New skills and opportunities



Sowing seeds for  
Climate-Smart  
Agriculture

The mobility programme provides participants with skills relevant to their future careers through hands-on experience in Dutch companies. They gain a deeper understanding of business development and entrepreneurship, while also developing soft skills such as communication and teamwork. The experience promotes personal growth and intercultural exchange.

*"[Since the programme,] I'm very responsible. I can direct things on my own, according to the supervision we had during the internship. **It helps you to know how to direct your own work or your own project one day.**" Participating student*

# Integrating into the community

**The focus on students' integration in the Netherlands was key to building networks that enriched their learning experience.** It created an international network of trainees and connected participants with host community actors. Integration was especially meaningful for female participants. The opportunity to live and work abroad enabled them to gain new skills that improved personal well being, **while also contributing to broader cultural shifts.**

*"The integration component is really important, in terms of nourishing and supporting the establishment of these networks and ties, the possible return to Europe, but also in terms of ensuring a good experience for the beneficiaries while they are in Europe." DG HOME*



Agriculture still relies on manual labour

# Learning from challenges

**A key factor in participants' growth was the Dutch work culture, which actively encourages students to learn by doing through trial and error.** Through the traineeships in Dutch companies, the project fosters resilience and self-confidence by allowing students to take on responsibilities and develop problem-solving skills in real-world settings. A participant mentioned, *"[My first time driving a tractor, I made mistakes and damaged one line of onions. [My supervisor] told me, we need to celebrate the biggest problem when there is no problem. Now you can learn from your mistakes. I think that experience gives me the courage to work and have confidence in myself."*





MOBILISE participants at a student experience sharing event in Tunisia and Egypt

# Circular talent development

**MOBILISE is a pilot for a scalable, circular talent development model that supports European climate-smart agriculture.** It addresses training gaps in home countries, enabling better reintegration upon return, and explores legal migration pathways through public-private partnerships, connecting education institutions and companies to align skills with labour market needs.

## About the MPF

This project is part of the EU-funded Migration Partnership Facility (MPF), managed by the International Centre for Migration Policy Development (ICMPD) to support the external dimension of the EU's migration policy. MPF funds projects that promote dialogue and cooperation on migration and mobility between EU Member States and partner countries outside the EU.

## About the project

MOBILISE is one of several examples of EU cooperation with partner countries to build climate-smart agriculture systems through skills development, mobility opportunities, and institutional partnerships. Led by Maastricht School of Management and Aeres Green Group, the MOBILISE project connects agricultural training institutions and Dutch companies with aspiring professionals from Tunisia, Egypt, and Ethiopia.

## About the evaluation

The testimonies used in this document were gathered as part of the mid-term evaluation of the project MOBILISE: Circular Talent Development for Climate-Smart Agriculture, conducted between December 2024 and April 2025. Samuel Hall led the evaluation, which was conducted by a consortium of six consultancies and NGOs: Samuel Hall is leading the evaluation as part of a consortium that includes Blomeyer & Sanz, Diversity Development Group, Migration Policy Group, Policy Impact Lab, and Tandans.



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