

1. Context

This paper is one of a series that outline workforce dynamics and skills and training issues in key sectors in Kent and Medway and across the South East as a whole. The series sets out:

- The demographic and skill profile of the workforce in each sector
- The likely demand for and supply of new skills and workers, now and in the future
- The current and potential offer to the sector from the Learning and Skills Council

In addition, an overview paper provides a review of skills needs and intelligence across the whole of the economy, including cross-sector skills issues.

For the purposes of this paper, the land based and food sector includes farm based agriculture, agriculture, hunting and related services, forestry, logging and related services, fish farming and related services, wholesale of agricultural machinery and accessories and implements, veterinary activities, manufacture of food and beverages, and wholesale of other food including fish, crustaceans and molluscs (see Appendix I).

Where appropriate, analysis in the paper distinguishes between the two broad industry groups of land based industries and food manufacturing. These analytical groups are broadly reflective of the types of employers represented by two Sector Skills Councils (*Lantra* and *Improve*):

Land Based Industries (*Lantra*) - farm based agriculture, agriculture, hunting and related services, forestry, logging and related services, veterinary activities, fish farming and related services, and wholesale of agricultural machinery and accessories and implements.

Food Manufacturing (*Improve*) - manufacture of food and beverages, and wholesale of other food including fish, crustaceans and molluscs.

The data presented in this paper is for Kent and Medway unless otherwise indicated.

Economic context

The land based and food sector is an important element of the Kent and Medway economy. Whilst the sector is relatively small (1% of the sub-region's total GVA output) it has a significant impact on tourism, the environment and social inclusion in rural areas.¹

The sector directly employs around 14,000 people in Kent and Medway. The sector has a relatively high proportion of self-employed workers (around 5,900 or 30% of the workforce) taking the total land based and food workforce in Kent and Medway to around 20,000 (see Section 2).

Key drivers of change in the land based and food sector include government regulation, consumer behaviour, technological developments and environmental pressures.

The land based and food sector is subject to a substantial volume of **legislation and regulation** from both the UK government and the European Union.

For example, reform of the Common Agricultural Policy (CAP) has introduced agricultural subsidy payments that are separated from production (known as 'decoupling'). It is intended that this will remove some of the incentives for over production that existed previously, and encourage greater use of land for agri-environmental schemes, on the principle of land being kept in "good agricultural and environmental condition" (GAEC). Environmentally friendly farming practices are to be better acknowledged and rewarded under the new CAP payments system², in conjunction with rural development funding to boost quality production, environmental protection, food safety and animal welfare.³

This is likely to accelerate the existing trend of **farm diversification**, where farms are seeking to maintain and grow their income through tapping into niche markets, or combining agricultural income with income from other activities including supporting tourism and hospitality and/or a range of business and personal services.⁴

The food manufacturing sub-sector is also subject to substantial regulation, including those produced by the UK's Food Standards Agency (FSA) and the European Food Safety Authority. It is estimated that the UK government passed over 190 new regulations concerning food and drink between 1998 and 2004.⁵ Many of these regulations have directly or indirectly required staff to undertake new training. *Improve* believe that provision has failed to keep pace with demand. They note in particular that there has been insufficient provision to meet the 2006 requirements of the consolidated Food Hygiene Regulations.⁶

In recent years, the land based and food sector has become increasingly driven by the **changing structure of retailing**. Supermarket chains hold an ever growing market share of food retail and are increasing pressure for flexibility and value for money from both farmers and food processing businesses. **Consumer tastes** meanwhile are increasing demand for a more nutritious and diverse range of foods. Technological developments and the changing trading environment have led to changes on production methods. In particular the sector is increasingly moving towards more technological, knowledge-intensive and automated production methods which minimise costs.⁷

Policy Context

The sector is represented nationally by two Sector Skills Councils: *Lantra* and *Improve*. Sector Skills Councils (SSCs) are responsible for articulating the demand for skills from employers and helping to broker appropriate solutions, including the design of new qualifications and standards where appropriate. Recently, SSCs have been asked to broker Sector Skills Agreements (SSAs) with learning providers and funding bodies to ensure that the supply of skills meets employer needs.

² <http://www.defra.gov.uk>

³ Sustainable Agriculture and the Global Food Economy in the United Kingdom: Going Against the Grain? <http://casestudies.lead.org> (accessed 30/11/2005).

⁴ ESAN Partnership (2005) 'Skills for the rural economy in the Transmanche Euroregion'. Step Ahead Research Ltd.

⁵ *Improve* (2004) Market Assessment.

⁶ *Improve* (2004) *Ibid.*

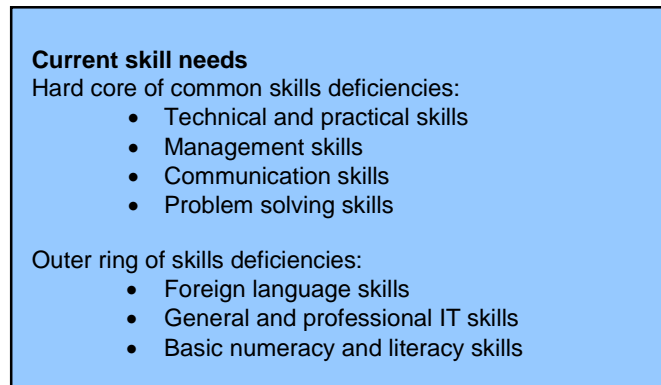
⁷ *Improve* (2004) and *Lantra* (2005) The Key Drivers of Skills Demand in the Environmental and Land based Sector.

¹ National Statistics 2005 Region in Figures (GVA 2002). Second Edition 2006

Both *Improve* and *Lantra* are in the process of developing their Sector Skills Agreements (see Section 5 for more detail). Figures 1.1 and 1.2 highlight the priority skill issues they have identified in the early stage of the process.

The key objectives for the SSC for food manufacturing are outlined in Figure 1.1.

Figure 1.1 Key Skills Needs in Food Manufacture



Source: www.improveltd.co.uk

Figure 1.2 Key Skills Needs in Land Based Industries



Source: Lantra (2004) Lantra Strategic Plan April 2004 – March 2009.

Improve have also committed themselves to establishing and running a national skills academy for their sector, to build on best practice and form a hub of specialist training expertise and resources for providers at all levels.

2. Sector Profile

Regional Overview

There are around 94,600 land based and food workers in the South East of England. Around 66,500 people are directly employed by one of the region's 25,400 land based and food business establishments and a further 28,100 workers are estimated to be self-employed (30% of the overall workforce).

The sector accounts for around 2% of all employees in the South East. Across the region the highest concentrations of land based and food employment can be found in Sussex and Kent and Medway.

More than three quarters (78%) of land based and food business establishments in the region are micro-businesses, employing between 1-10 people. However, micro-businesses account for a significantly lower proportion of employees with only 18% of land based and food employees working in establishments of this type. The food manufacturing sub-sector in particular, is characterised by relatively large businesses.

Employment in the sector is predominantly on a full-time basis (80%) and males account for a higher proportion of land based and food employees than females (61% and 39% respectively).

Land based and food in Kent and Medway

There are around 5,500 land based and food business establishments in Kent and Medway, accounting for around 8% of the total business base in the area. This is slightly higher than the proportion found regionally (7%) but slightly lower than that found nationally (9%).

The sector is characterised by a large proportion of small businesses with micro-businesses employing 1-10 staff accounting for more than three quarters of land based and food establishments (76%). However, it should be noted that the proportion of micro-businesses in the sector is lower than the all industry average in Kent and Medway (85%).

Due to data limitations it is not possible to analyse land based and food business establishments across the four LSC partnership planning areas in Kent and Medway.

Figure 2.1 shows that there are many more business establishments in the land based industries (*Lantra*) sub-sector than in the food manufacturing (*Improve*) sub-sector. However, the average size of establishment in the food manufacturing sub-sector is much larger. The sub-sector accounts for just 4% of land based and food business establishments but 33% of employment (see Figure 2.2).

Figure 2.1: Establishments by sub-sector

	% of Total business establishments		
	Kent and Medway	South East	England
Land based industries (<i>Lantra</i>)	8	6	8
Food manufacturing (<i>Improve</i>)	<1	<1	<1

Source: ONS Annual Business Inquiry 2004. Note figures do not include the self-employed.

Employment

The Annual Business Inquiry (ABI) suggests there are around 14,000 sector employees in Kent and Medway, accounting for 2% of total employment. This is in line with the proportion employed in the sector regionally (2%) and is marginally lower than the national average (3%).

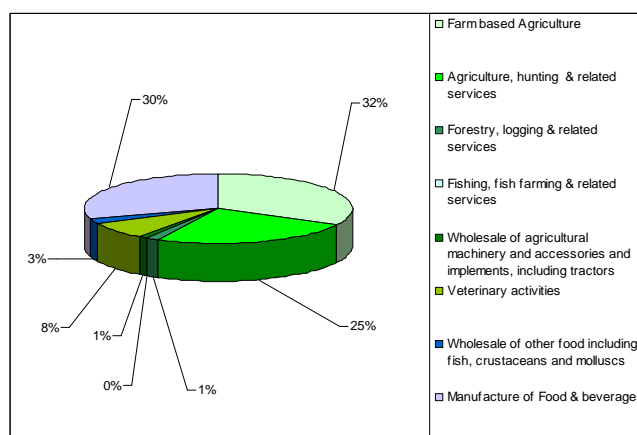
It should be noted that the ABI does not include self-employed people. The Labour Force Survey (LFS), which does include the self-employed but cannot provide detailed local data, suggests that there may be an additional 5,900 self-employed people working in the land based and food sector in Kent and Medway.

Due to data limitations it is not possible to analyse land based and food employment across the four LSC partnership planning areas in Kent and Medway⁸.

Figure 2.2 shows that approximately 68% or 9,500 land based and food employees work within the land based industries (*Lantra*) sub-sector.

Farm based agriculture is the largest of the land based and food sub-sectors with around a third of all employees working in this area (32% or approximately 4,600 people). The manufacture of food and beverages also accounts for a significant proportion of employment (30% or around 4,200 people), followed by agriculture, hunting and related services (25% or 3,400 people).

Figure 2.2: Employment by sub-sector



Source: ONS Annual Business Inquiry 2004. Note figures do not include the self-employed or Saw milling and planing of wood and botanical and zoological gardens.

Due to small sample sizes in official statistics it is not possible to analyse employment in the land based and food sector at minor sub-sector level.

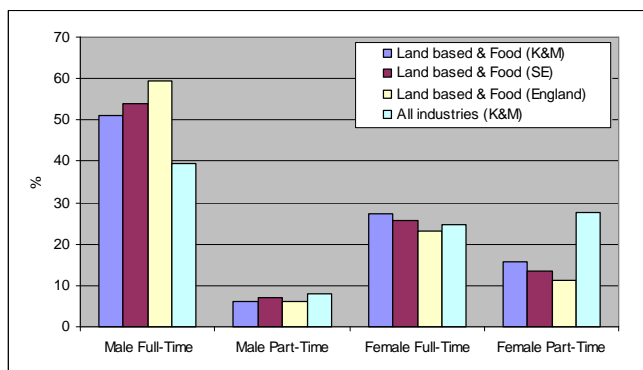
The current workforce

Males account for a larger proportion of employment in the land based and food sector than females (57% and 43% respectively).

Part-time working is less common in the land based and food sector than across all industries in Kent and Medway with 22% of employees in the sector employed on a part-time basis compared with 36% across all industries (Figure 2.3).

⁸ East Kent (Canterbury, Swale and Thanet); South East Kent (Ashford, Dover and Shepway); Kent Thameside and Medway (Dartford, Gravesham and Medway); West and Mid-Kent (Maidstone, Sevenoaks, Tonbridge and Malling and Tunbridge Wells)

Figure 2.3: Gender and employment status



Source: ONS Annual Business Inquiry 2004. Note figures do not include the self-employed.

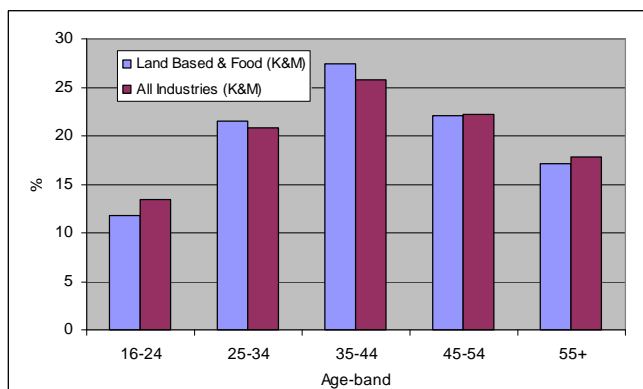
Analysis by sub-sector reveals that male employment is more prevalent in the food manufacturing (*Improve*) sub-sector where two thirds (66%) of employees are male compared with 53% in the land based (*Lantra*) sub-sector.

At a national level, ethnic minority communities account for around 10% of the sector’s workforce, compared with 13% across all industries. Census 2001 data reveals that there are a smaller proportion of people from ethnic minority backgrounds in Kent and Medway than in England as a whole (6% compared with 13%). We estimate that there are around 1,000 people from ethnic minority backgrounds working in the land based and food sector in Kent and Medway (around 5% of the workforce).

Anecdotal evidence suggests that the land based and food sector is employing significant numbers of foreign workers, including those from EU accession countries in Eastern Europe. However, there are no reliable figures available for Kent and Medway.

The land based and food workforce has slightly fewer 16 to 24 year olds and slightly more 25-44 year olds than the all industry average (Figure 2.4). The sector’s age profile in Kent and Medway is similar to that at a national (England) and regional level.

Figure 2.4: Workforce Age Profile



Source: Labour Force Survey Spring 2005. Inferred data. Note figures include the self-employed.

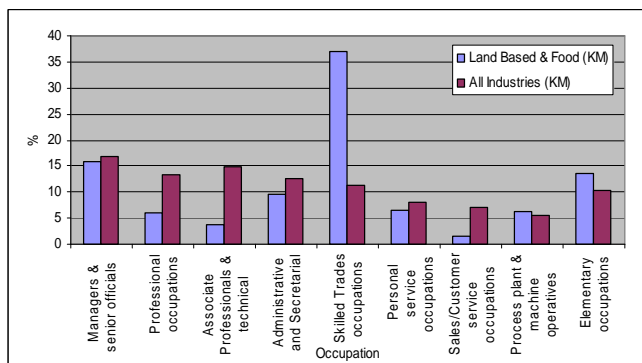
At a sub-sector level older workers are more prevalent within the land based industries (*Lantra*) sub-sector, with more than a quarter of the workforce aged 55 or over compared with 14% within the food manufacturing (*Improve*) sub-sector. The recruitment of young people therefore appears to be a particular issue for land based industries.

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Occupational profile

The broad occupational breakdown of the land based and food sector workforce is shown in Figure 2.5. Skilled trade occupations account for a substantial proportion of jobs in the land based and food sector (37% or 7,400 people compared with only 11% across all industries). The skilled trade group includes farmers and gardeners.

Figure 2.5: Broad occupational breakdown



Source: Labour Force Survey Spring 2005. Inferred data. Note figures include the self-employed.

Managerial occupations are the second largest broad occupational group in the sector with around 3,200 people (16% of the workforce). Elementary occupations also account for a relatively significant proportion of employment (14% of the workforce or 2,700 people).

Figure 2.6 shows that around 41% of those working within the land based and food sector work in ‘sector specific’ occupations (more than 8,400 jobs). These are occupations where over two thirds of employment is within the land based and food sector and where sector based initiatives to workforce development might be particularly appropriate.

Figure 2.6: Specialist land based and food occupations

Occupation	Est. jobs in LANTRA SSC	Est. jobs in Improve SSC	% of land based and food jobs*
Food, drink and tobacco process operatives	100	2,600	13
Farmers	1,500	-	7
Farm workers	1,100	<100	6
Agriculture and fishing trades n.e.c.	600	-	3
Farm managers	600	-	3
Horticultural trades	500	-	2
Veterinary nurses and assistants	400	-	2
Manager animal husbandry, forestry, fish nec.	300	-	2
Veterinarians	300	<100	1
Agricultural machinery drivers	200	-	1
Forestry workers	200	-	1
Total sector specific	5,800	2,600	41%
	53%	28%	

Source: LFS Spring 2005. Note: Figures include the self employed. *Percentages are from National Level due to small sample sizes. Sector specific occupations are of particular significance within the land based industries (*Lantra*) sub-sector where they account for more than half of all jobs (53%), compared

with around 28% of jobs in the food manufacturing (*Improve*) sub-sector.

Of the sector specific occupations, food, drink and tobacco process operatives account for the largest proportion of the sector's total workforce (13% or around 2,700 workers). Unsurprisingly these occupations are particularly significant in the food manufacturing (*Improve*) sub-sector. Other significant occupations which are of particular relevance to the land based industries (*Lantra*) sub-sector include farmers (7% of the sector workforce or 1,500 workers) and farm workers (6% of the workforce or around 1,100 -1,200 workers).

Figure 2.7 shows occupations which are not specific to the land based and food sector and where cross sector initiatives to support workforce development may be more appropriate.

Figure 2.7: Employment in other occupations

Occupation	Est. jobs in LANTRA SSC	Est. jobs in Improve SSC	% of land based and food jobs*
Gardeners and grounds(wo)men	1,600	-	8
Packers, bottlers, canners, fillers	<100	700	4
Prod. works and maintenance managers	<100	500	3
Animal care occupations n.e.c.	600	-	3
Marketing and sales managers	100	300	2
Heavy goods vehicle drivers	100	300	2
Accounts wages clerk, bookkeeper	200	200	2
Receptionists	200	100	1
Other good handling and storage occupation nec	-	300	1
General office assistants or clerks	100	200	1
Metal working prod and maintenance fitter	<100	200	1
Fishing and agric reltd occupatns nec.	300	-	1
Fork-lift truck drivers	<100	200	1
Personal assistants and other secretaries	200	100	1
Sales and retail assistants	<100	200	1
Other non sector specific	1,500	3,600	26
Total non sector specific	4,900	6,900	59%
	47%	72%	

Source: Labour Force Survey Spring 2005. Inferred data. Note figures include the self-employed. Totals may not sum due to rounding. * Not elsewhere classified.

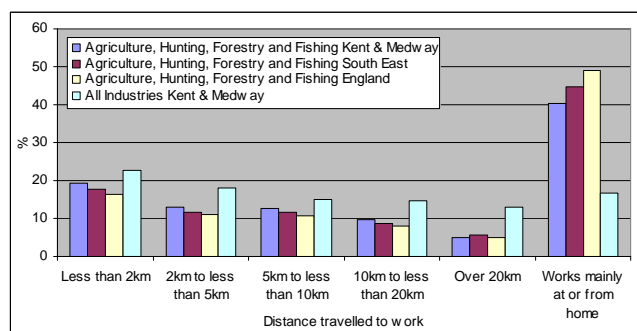
Gardeners and grounds (wo)men are the largest non-sector specific occupation within the land based and food sector with around 8% of the workforce employed in such occupations (around 1,600 people). Packers, bottlers, canners and fillers are another significant occupational group within the food manufacturing sub-sector (4% or around 700-800 workers).

Commuting

Analysis of the 2001 Census reveals that currently around 97% of those working in the land based and food⁹ sector in Kent and Medway also live in the area. The proportion of workers living and working in the same area is highest within the East Kent and South East Kent areas (86%) and lowest in Kent Thameside and Medway (73%).

Generally, commuting is more common amongst higher paid occupations (i.e. managerial and professional occupations) with lower skilled workers are more likely to live and work in the same area.

Figure 2.8: Distance travelled to work



Source: ONS Census 2001, Standard Tables, Workplace population.

A substantial proportion of land based and food workers in Kent and Medway, regionally and nationally report that they work from home (40%, 45% and 49% respectively). It is likely that this reflects the significance of farm based agriculture and agriculture, hunting and related activities within Kent and Medway.

⁹ Census 2001 data only allows for analysis of the 'land based and food sector' in the broadest term and therefore should only be used as a guideline to the situation in sector.

3. Sector Skills Issues

Regional Overview

Although employment within the sector is forecast to decline across the South East, a constant supply of skills is required to address issues of natural labour turnover and additional provision may be required to meet current skill shortages and future developments.

The National Employer Skills Survey (NESS) offers some insight into sector **skill shortages** (a lack of suitably skilled people in the labour market) and **skill gaps** (skill deficiencies in the existing workforce)¹⁰.

Whilst the proportion of business establishments with vacancies is below the all industry average, land based and food sector vacancies are more common in the South East than across England as a whole. Furthermore, nearly half of all establishments with vacancies report finding them hard to fill.

Approximately 15% of the sector’s employers report skill gaps amongst their existing workforce. A lack of experience on the job is the cause of skill gaps most often highlighted by employers.

The workforce is dominated by intermediate qualifications (53% have Level 2 or 3 qualifications), approximately a quarter are highly skilled (25%) and 22% have low level skills.

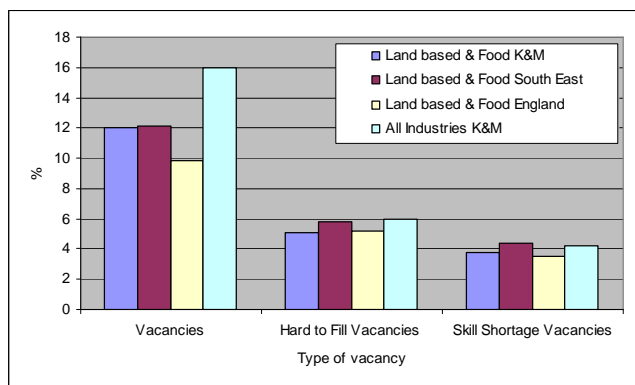
Around two thirds of the land based and food employers report funding or arranging training for their staff over the previous 12 months. As is the case within many industries, high skilled workers are most likely to report having recently undertaken training.

Skill needs in Kent and Medway

Employers in the land based and food sector are less likely to report unfilled vacancies than employers across all industries in Kent and Medway (12% and 16% respectively). Hard to fill vacancies are reported by around 5% of land based and food employers in Kent and Medway, a proportion slightly lower than the all industries average in the sub-region and the sector regionally (6%) and in-line with the sector nationally.

However, despite having lower proportions of unfilled and hard to fill vacancies land based and food employers in Kent and Medway are as likely to report skill shortage vacancies as employers in all industries (4%). This is in line with the proportion of employers in the sector reporting skill shortage vacancies regionally and nationally.

Figure 3.1: Skill Shortages



Source: NESS 2005. Note figures do not include the self-employed or businesses with only one employee.

Hard to fill and skill shortage vacancies are more common within the food manufacturing (*Improve*) sub-sector than the land based industries (*Lantra*) sub-sector. Research conducted on behalf of *Improve* identifies particular skill shortages for food technologists, engineers and HGV drivers.¹¹

A similar level of skill gaps are reported in the land based and food sector as in the economy as a whole (16% and 17% of employers respectively). However, the proportion of land based and food employers identifying skill gaps among their existing workforce is higher in Kent and Medway than at a national level (12%).

At both a regional and national (England) level, skill gaps are more often reported by employers in the food manufacturing (*Improve*) sub-sector than in the land based industries (*Lantra*) sub-sector (Figure 3.2).

Figure 3.2: Skill Gaps (% of employers)

	Kent and Medway	South East	England
LANTRA	-	14	11
Improve	-	25	21
Land based and Food	16	15	12
All Industries	17	18	16

Source: NESS 2005. Note figures do not include the self-employed or businesses with only one employee. Sample size too small for sub-sector analysis at Kent and Medway level.

Land based and food sector employers across the South East are most likely to report that the impact of skill gaps is to increase the workload for other staff (67%). Employers in the sector are more likely than employers across all industries to report that skill gaps also increase operating costs (44% compared to 36%), difficulties introducing new working practices (31% compared with 30%) and delays developing new products or services (30% compared with 23%).

Staff lacking experience and/or having been recently recruited is the most commonly highlighted cause of skill gaps among the land based and food sector workforce (cited by 71% of employers). Other significant causes of skill gaps in the sector include a lack of motivation among staff (cited

¹⁰ The NESS does not include the self-employed or businesses with only one employee. Second Edition 2006

¹¹ NEXUS (2003) Research among Food and Drink Manufacturers Concerning Training and Recruitment.

by 26% of employers) and a failure to train or develop staff (21%).

Figure 3.3: Skill gaps by occupation

	Skilled trades	Managers and Senior Officials	Elementary occupations
% of workforce with skills gap in occupation	11	8	53
% of workforce in occupation	35	16	12

Source: NESS 2005. Note figures do not include the self-employed or businesses with only one employee. Figures are for the South East rather than Kent and Medway.

Figure 3.3 shows the incidence of skill gaps in the three largest occupational groups in the land based and food sector compared with the proportion of the workforce found in each occupation. Elementary occupations account for a disproportionately large percentage of skill gaps (53%) considering they only represent 12% of the workforce.

By comparison the proportion of the workforce employed in skilled trades and managerial occupations (35% and 16% respectively) is much higher than the proportion of total workforce skill gaps in each occupation (11% and 8% respectively).

Vocational and soft skills appear to be issues within the sector with 54% of employers identifying technical and practical skills as an area requiring particular improvement among the workforce, 46% highlighting oral communication skills and 43% highlighting team working skills.

Diversification is having a significant impact on skill needs within the sector, with *Lantra* identifying a subsequent demand for enhanced management skills and a multi-skilled workforce to support such activities¹². In addition the increasing shift towards local food preparation and farm-based retail indicates there will be an increased need for related skill sets.

Changing legislation and regulatory requirements are also affecting the skills and knowledge requirements for the sector. Recent regulations and strategies that require workers to improve their knowledge and skills include:

- Common Agricultural Policy Reform¹³
- 2006 Consolidated Food Hygiene Legislation¹⁴
- The GB Animal Health and Welfare Strategy¹⁵
- The EU Water Framework Directive¹⁶

Employment Change

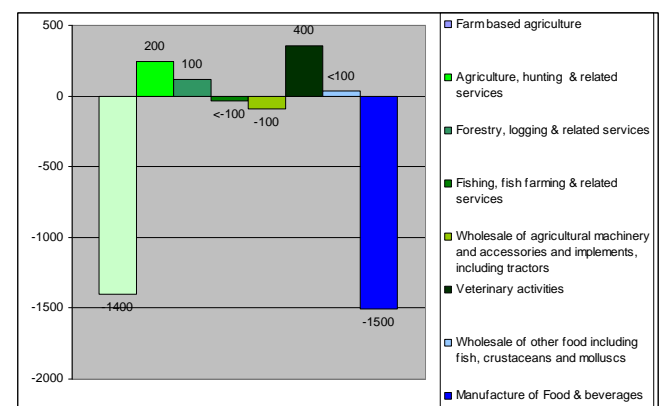
Employment in Kent and Medway’s land based and food sector declined by around 14% between 1999 and 2004 with a loss of around 2,300 jobs. This is broadly in line with regional and national trends (employment decline of around 15% and 14% respectively). Both sub-sectors experienced declines in employment over this period with employment levels in the food manufacturing (*Improve*) sub-sector decreasing by around 25% (around 1,500 fewer jobs) and land based industries (*Lantra*) sub-sector employment declining by 8% (loss of around 800 employees).

¹² Lantra (2003) Environmental and Land-based Market Assessment.
¹³ www.defra.gov.uk/farm/capreform/index.htm
¹⁴ www.food.gov.uk/foodindustry/regulation/europeleg/eufoodhygieneleg/
¹⁵ <http://www.scotland.gov.uk/library5/environment/ahwsqb-00.asp> (accessed on 24/02/06).
¹⁶ <http://www.sepa.org.uk/wfd/> (accessed on 24/2/06).
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Within the food manufacturing (*Improve*) sub-sector employment in the manufacturing of food and beverages decreased significantly over this period with 1,500 (27%) fewer jobs in 2004 than in 1999 (see Figure 3.4).

Despite employment growth in the veterinary activities, agriculture, hunting and related services and forestry, logging and related services minor sub-sectors, overall land based and food employment declined due to substantial job losses in the farm based agriculture sector (-24% or 1,400 fewer jobs)

Figure 3.4: Employment change 1999-2004 by sub-sector

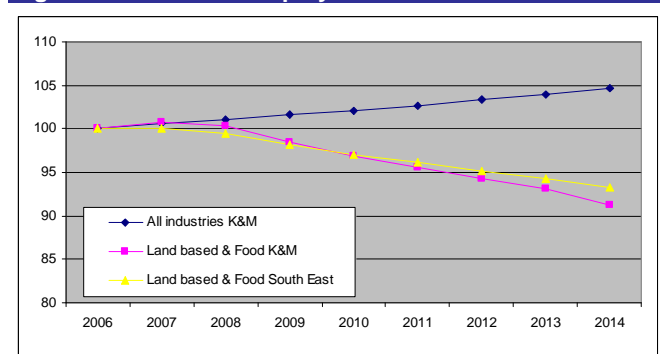


Source: ABI 1999 and 2004. Note: Figures do not include the self-employed or employment within saw milling and planing of wood and botanical and zoological gardens.

It should be noted that the substantial growth rates for veterinary activities could relate to inaccuracies in National Statistics data due to relatively small sample sizes.

Forecast data from Working Futures 2 suggests that land based and food employment in Kent and Medway will decline by a further 9% between 2006 and 2014, a larger decline than is expected regionally (7%).

Figure 3.5: Forecast employment 2006-2014



Source: IER/Warwick, Working Futures 2.

Overall forecast employment change masks variations across occupational groups. Figure 3.6 (overleaf) shows that while a decline in employment levels is expected in a number of occupations, others are expected to grow.

Elementary occupations are forecast to experience the most rapid decline in employment levels (-46%) with a loss of around 2,000 jobs. Relatively significant job losses are also expected in machine operative, administrative and secretarial and personal service occupations.

Figure 3.6: Forecast employment by occupation

Occupation	% change in employment 2006-2014	Estimated Job Change in K&M
Managers and Senior Officials	8	100
Professional occupations	-11	<100
Associate Professional and Technical	-8	-100
Administrative and Secretarial	-25	-300
Skilled Trades Occupations	15	1,200
Personal Service Occupations	-17	-200
Sales and Customer Service Occupations	-13	-100
Machine and Transport Operatives	-21	-400
Elementary Occupations	-46	-2,000

Source: IER/Warwick University, Working Futures 2.

Despite forecasts suggesting overall land based and food employment will decline between 2006 and 2014, employment in skilled trade occupations is expected to experience significant growth of around 15% (or an additional 1,200 jobs) over this period.

Lantra, suggests that some employment gains will occur as a result of the diversification of business activities in farming and food creating a demand for different skills and related training.¹⁷

While overall land based and food employment is forecast to decline in Kent and Medway, it should be noted that the majority of annual demand for new staff is to address natural turnover in the labour market, where people leave their current job through retirement, sickness and job changes for example.

Skills and qualification issues

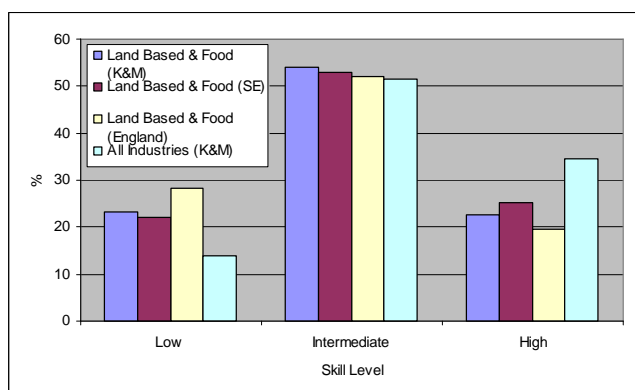
The analysis of skills in this paper uses qualifications as a proxy measure for skill level. Whilst this is not ideal, qualifications are the best measure available. Three broad skill levels are used:

Low skill (NVQ 1 or less including those with no qualifications). Common skills requirements for these jobs at this level include basic literacy, numeracy and IT skills and a range of generic skills.

Intermediate skill (NVQ 2-3). Skill requirements in these occupations are often vocational or technical in nature. They may also require higher level generic skills including analytical and problem solving abilities.

High skill (NVQ 4+). These skills are important in managerial and professional and associate professional roles. They are sometimes technical in nature but usually require high level analytical, communication and people management skills.

More than half (54% or 10,800 workers) of the land based and food workforce in Kent and Medway possess intermediate level skills, a slightly higher proportion than the average across all industries (52%) and around 23% of the sector workforce have high level skills (Figure 3.7).

Figure 3.7: Skill Levels – Broad Analysis

Source: LFS Spring 2005. Inferred data. Note: Figures include the self-employed.

Low level skills are more common in the sector than in all industries (23% compared with 14%). However, low level skills are even more prevalent in the sector nationally (28%) than in Kent and Medway or the South East.

Around 13% of those working in the sector within Kent and Medway hold no formal qualifications (approximately 2,700 people) compared with 8% across all industries and 17% in the sector nationally. Nationally, workers in the land based industries (*Lantra*) sub-sector are more likely to have no qualifications than those in the food manufacturing (*Improve*) sub-sector.

The proportion of workers with no formal qualifications gives an indication of the likely basic skills needs within a sector, and suggests **basic literacy and numeracy skills may be an issue within the land based industries (*Lantra*) sub-sector.**

Nationally, high level skills are more common within the food manufacturing (*Improve*) sub-sector, with 29% of the workforce possessing skills at this level compared with 18% in the land based industries (*Lantra*) sub-sector.

Learning Provision

The predominance of intermediate level skills in the sector means that Further Education (FE) and Work Based Learning (WBL) courses are particularly important sources of newly qualified staff. However, it should be noted that not all those completing courses of relevance to the sector proceed to work in the sector and that new entrants can come from a range of different backgrounds.

In 2004/05 around **3,300 learners** were undertaking **Further Education courses** in areas related to the land based and food sector in Kent and Medway (Figure 3.8 overleaf).

¹⁷ Lantra (2003) Environmental and Land-based Market Assessment. Second Edition 2006

Figure 3.8: FE Provision 2004/05

Area of Learning	Number of Learners	Level 1 and entry level	Level 2	Level 3	Level 4+	Other
Agriculture, horticulture and animal care (unclassified)	858	14%	84%	0%	0%	1%
Agriculture	120	42%	12%	47%	0%	0%
Horticulture and Forestry	719	10%	43%	45%	0%	2%
Animal Care and Veterinary Science	567	9%	33%	56%	0%	2%
Environmental Conservation	9	0%	0%	100%	0%	0%
Manufacturing technologies	1,035	4%	77%	4%	4%	11%
Total Sector	3,308	10%	61%	23%	1%	4%
All Industries	-	39%	27%	17%	2%	15%

Source: LSC – Kent and Medway ILR.

Around 61% of all learners studying land based and food related courses were studying at Level 2, a proportion significantly higher than the average found across all areas of learning (27%). Courses involving study at intermediate level (Level 2 and 3) collectively accounted for 84% of learning in relevant subject areas compared to 44% across all areas of learning.

Overall 65% of learners undertaking land based and food related qualifications were female compared with 57% of all FE learners.

Figure 3.9 shows that around 240 learners were enrolled on land based and food related **Work Based Learning** qualifications in 2004/05¹⁸ (around 4% of all learners).

Of these learners, around 72% were studying at Level 2 (e.g. Foundation Apprenticeships) and an additional 23% were enrolled on Level 3 courses. The high proportion of FE and WBL learners enrolled on intermediate level courses reflects the significance of skills at this level within the land based and food sector workforce. As with FE, females accounted for a higher proportion (60%) of WBL learners.

Figure 3.9: WBL Provision 2004/05

Area of Learning	No Learners	Level 1 and entry level	Level 2	Level 3	Level 4+	Other
Land Based Provision	239	0%	72%	23%	0%	0%
All Industries	-	4%	58%	24%	1%	14%

Source: LSC – Kent and Medway ILR. Note: Figures are a snapshot of learners as of January 2005 to take account of the fact that WBL provision is not governed by term dates.

¹⁸ Figures are for January 2005 (Period 6 of the academic year) and provide a 'snapshot' of those in learning to take account of the fact that WBL does not follow term times. The number of learners has then been identified based on the highest qualification level of the learner. Where a learner's highest level of learning is in land based and food related provision, the learner has been included.

Another route for workforce development within Kent and Medway is the *Profit from Learning* (PfL) initiative. This Government backed training initiative allows employers to access funded training as well as claim compensation for the time staff spend on the training¹⁹. Profit from Learning statistics for Kent and Medway reveal that 35 land based and food businesses participated in the PfL initiative.

Overall around 300 employees undertook training as part of the programme. Around 78% of learners undertook NVQ Level 2 qualifications and a further 12% undertook basic skills training.

Figure 3.10 shows that around 460 learners were undertaking land based and food related courses with **Adult and Community Learning (ACL)** providers in Kent and Medway during 2004/05. As with ACL more generally, the majority of learners undertaking land based and food related courses were following entry or Level 1 qualifications (83%).

Figure 3.10: ACL Provision 2004/05

Area of Learning	No of Learners	Level 1 and entry level	Level 2	Level 3	Level 4+	Other
Land Based Provision	455	98%	2%	-	-	-
All Industries	-	83%	13%	3%	<1%	<1%

Source: LSC – Kent and Medway ILR.

Females accounted for more than nine out of ten (92%) of learners undertaking land based and food related ACL courses.

An important priority in current government policy is developing a "**vocational ladder**" into employment for young people from the age of 14, from vocational GCSEs and Young Apprenticeships through Foundation and Advanced Apprenticeships to Foundation Degrees.²⁰

Foundation Degrees are vocational Higher Education qualifications at Level 3-4. They aim to integrate academic and work based learning through close collaboration between employers, universities and FE colleges. Since 2003, the government has been working to expand the number and range of Foundation Degrees available. Some examples of Foundation Degrees on offer at Further Education and Higher Education institutions in Kent and Medway with relevance to the land based and food sector include:

- Fisheries Management
- Land and Leisure (Equine Management)
- Land and Leisure (Animal Behaviour)

Most of the above Foundation Degrees can be studied as either full-time courses lasting two years, or part-time, over 3 years²¹.

Current Training Levels

Around 20% of the land based and food sector workforce report having undertaken job related training in the previous three months, compared with an all industries average of

¹⁹ The Profit from Learning initiative was launched in Kent and Medway in September 2003 as a pilot scheme. The programme was available to companies in the area up until 31st March 2006. Train 2 Gain has now replaced Profit from Learning.

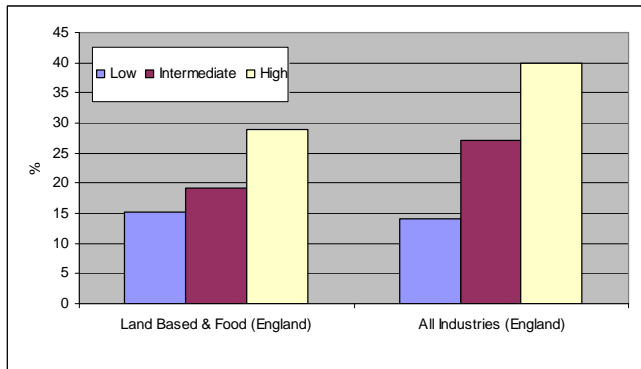
²⁰ Department for Education and Skills website – www.dfes.gov.uk

²¹ UCAS website – www.ucas.ac.uk

around 29%. The level of job-related training undertaken at all skill levels is lower in the sector than the all industries averages (see Figure 3.11).

slightly lower than average proportion of employers in the sector report having a training budget (27% compared with 30% across all industries).

Figure 3.11: Job-related training in previous 13 weeks



Source: LFS Spring 2005. Inferred data. Note: Figures include the self-employed.

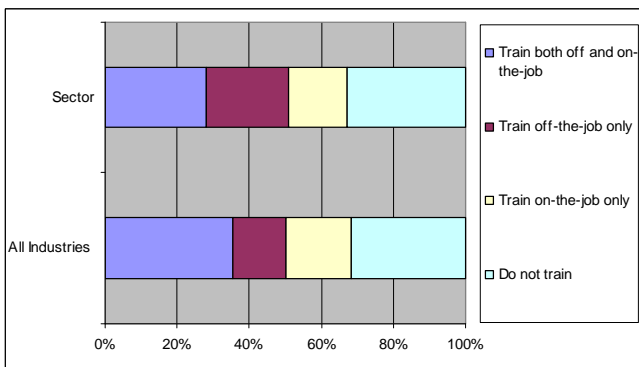
As in many sectors, highly skilled land based and food workers are more likely to receive job related training than workers at other skill levels.

Around two thirds (67%) of land based and food employers in Kent and Medway report having funded or arranged training for their staff in the last 12 months. This is broadly in line with the all industries average (68%), and the sector regionally (65%) but higher than in the sector nationally (52%).

Employers in the food manufacturing (*Improve*) sub-sector are more likely to have funded or arranged training for their staff than employers in the land based industries (*Lantra*) sub-sector both regionally (74% and 65% respectively) and nationally (63% and 50% respectively).

Figure 3.12 shows the breakdown of training either funded or arranged by employers in Kent and Medway. Training that is both off and on-the-job is most common in both the sector and across all industries (reported by 26% and 35% of employers respectively). However, land based and food employers more commonly fund or arrange off-the-job training than employers across all industries (23% compared with 15%).

Figure 3.12: Type of training funded or arranged



Source: NESS 2005. Note figures do not include the self-employed or businesses with only one employee.

Around 35% of land based and food employers in Kent and Medway have a training plan which specifies the level and type of training required by employees over the coming year, a proportion lower than the all industries average (41%). A Second Edition 2006

4. Sector Prioritisation

In recent years the LSC has introduced a wide range of initiatives to improve the responsiveness of vocational learning provision to the needs of employers from all sectors. Nevertheless, the LSC has also sought to identify key industries and occupations where the allocation of additional resources and the development of a more bespoke 'employer offer' could make most impact.

In 2005, the LSC, in conjunction with SEEDA, undertook an exercise to formalise and update its process for identifying priority sectors in South East England. **The sector prioritisation balanced scorecard should not be used in isolation from other evidence and from taking a broad view of the data.**

The Framework sector which matches the land based and food sector most closely is the agriculture, forestry and mining sector (which does not include food manufacture) – see Methodology box overleaf. The agriculture, forestry and mining sector was not identified as a regional priority within the exercise, principally as a result of its relatively small size and expectations of employment decline.

The sum of the scores across each indicator gives the sector an overall score of 5 in the South East (see Figure 4.1). Two of the three skills needs measures on the scorecard are highlighted as contributing to the score with the sector gaining maximum points for the proportion of the workforce with sub-Level 2 qualifications. These indicators suggest the sector is heavily reliant on low level and intermediate level skills where LSC funded provision could have an impact.

The overall score for the agriculture, forestry and mining sector is the joint seventh highest of the 13 broad sectors in the South East. The sector receives the same score in Kent and Medway and is also placed in joint seventh within the sub-regional rankings (see Figure 4.2).

Figure 4.1: Sector Scorecard – Agriculture, forestry and mining sector SE

Indicator	Measure	Agriculture, forestry, mining	13 Industry Average
Economic Scale	Output (GVA) Share	1%	7.7%
	Employment share	1%	7.7%
	Relative empl. concentration (SE-UK)	1.04	1
Growth Potential	Productivity (GVA per employee)	£27,706	£37,932
	Forecast empl. growth 2004-2014	-5%	7%
Skill needs	% of employees with sub-level 2 qualifications	34%	20%
	% employees with level 2 or 3 qualifications	50%	48%
	Hard to Fill vacancies as % total employment	0.1%	1.3%
Score		5	6.4

Source: South East Sector Prioritisation Framework 2006
Note on scoring: Unshaded=0; Light green=1; Darker green=3

Figure 4.2: Sector Scorecard – Agriculture, forestry and mining KM

Indicator	Measure	Agriculture, forestry, mining	13 Industry Average
Economic Scale	Output (GVA) Share	2%	7.7%
	Employment share	2%	7.7%
	Relative empl. concentration (SE-UK)	1.31	1
Growth Potential	Productivity (GVA per employee)	£29,701	£32,523
	Forecast empl. growth 2004-2014	-5%	6%
Skill needs	% of employees with sub-level 2 qualifications	34%	20%
	% employees with level 2 or 3 qualifications	50%	48%
	Hard to Fill vacancies as % total employment	0.1%	1.3%
Score		5	6.4

Source: South East Sector Prioritisation Framework 2006
Notes: On scoring, Unshaded=0; Light green=1; Darker green=3. *Skill needs figures are regional due to small local sample size

The South East Sector Prioritisation Framework project also created regional skills needs indicators for individual Sector Skills Councils.

Figure 4.3 shows that both the land based industries (*Lantra*) and the food manufacturing (*Improve*) sub-sectors score on this indicator, suggesting they are both of direct relevance to LSC policy and programmes. *Lantra* is the joint highest scoring SSC on the sub-Level 2 qualifications indicator suggesting that the land based industries represents a significant demand for qualifications at this level.

Figure 4.3 Skills needs indicator for SSCs

Indicator	Measure	LANTRA	Improve
Skill needs	% of employees with sub-level 2 qualifications	35%	29%
	% employees with level 3 qualifications*	22%	23%
	% Businesses with Hard to Fill vacancies*	1.50%	8.00%
Score		3	2

Source: South East Sector Prioritisation Framework 2006
Notes: On scoring, Unshaded=0; Light green=1; Darker green=3. *indicates slightly different measure from main scorecards.

Methodology

The revised **South East Sector Prioritisation Framework** scores broad industrial sectors and occupations on a range of economic indicators that measure relative importance to the LSC and partners in terms of three dimensions:

1. **Economic scale:** The indicators prioritise larger sectors which are more likely to require significant resource allocations
2. **Growth potential:** The indicators highlight growing sectors as more likely to support future regional competitiveness
3. **Skills and learning needs:** The indicators identify sectors with unmet skills needs and/or intermediate level skills needs where LSC provision can make most difference

For each dimension there are several measures, each given equal weight. Each indicator has been given a score as follows:

0	significantly below the average,
1	at or above the average,
3	significantly above average (1.5 times the mean)

For more details on the South East Sector Prioritisation Framework, please see the Overview paper.

5. The LSC Offer

The core offer

The LSC will continue to provide a wide range of learning opportunities for young people (aged 14-19) wishing to enter the sector. This will give employers access to Level 2 and Skills for Life training for staff who do not hold qualifications at Level 2 or above (equivalent to 4 GCSEs A*- C). This training is fully funded for eligible individuals. A number of Further Education colleges offer a range of provision to the sector and a range of LSC funded Apprenticeships will continue to be available through colleges and private training providers.

Following a series of Employer Training Pilots (e.g. Profit from Learning) the LSC is also introducing a National Employer Training Programme (Train 2 Gain). This will give employers across all sectors access to free Level 2 training for staff who do not hold qualifications at Level 2 or above. The government has also pledged to match the offer for those who want to study full-time at college in order to gain equivalent qualifications.²²

The LSC is also developing a national quality kitemark to recognise colleges that are responsive to local employer needs, building on standards such as Action for Business Colleges (A4BC) in the South East. Three colleges in Kent and Medway are accredited A4BC colleges (Canterbury, West Kent and Mid-Kent College).²³

Beyond the core

Specialist expertise and capacity in land based and food skills provision will continue to be developed through Centres of Vocational Excellence (CoVEs). Hadlow College is the only college in Kent and Medway that is a recognised CoVE for the land based and food sector. The college is also involved in delivering land based and food related Foundation Degrees.

Sector Skills Agreements

Ensuring that employers are able to access provision that addresses their needs is one of the key priorities of the LSC. As a consequence the LSC has a clear role to play in the development and subsequent delivery of Sector Skills Agreements. Sector Skills Agreements are being developed to act as a compact or "deal" that will align training providers, employers, funders and the government around a common set of goals aimed at addressing skills needs and the planning of current and future training provision.

The development of a Sector Skills Agreement is a five stage process involving;

1. Assessment of current and future skills needs
2. Assessment of current provision
3. Analysis of gaps and weaknesses
4. Assessment of the scope for collaborative action
5. Development of an action plan

The two SSCs which represent the interests of employers within the land based and food sector are at differing stages in the development of their SSA. *Lantra* is the furthest along the SSA development process having completed stages 1-3 and currently undertaking stage 4 with the aim of completing

the whole process in summer 2006. Having completed stages 1 to 3, *Lantra* published a document for consultation in the South East, which highlighted emerging themes and proposed a regional partnership to address these themes. Figure 5.1 shows *Lantra*'s initial proposals for local LSCs within the South East.

Figure 5.1: Lantra SSA - Proposed Role for LLSCs in the South East Regional Partnership

- Realignment of funding to meet needs of the sector as evidenced through SSA.
- Provide an Employer Training Pilot that meets the needs of micro-businesses and is not primarily driven by Level 2 and Skills4Life outputs.
- Financial support for adults working towards the achievement of competence frameworks as a proxy for Level 2/3 qualifications.
- Enhanced support for skills development for migrant workers
- Liaise with the Action for Business College network in order to develop links with employer groups.

Source: Lantra (2005) Sector Skills Agreement Stages 1-3 Report – South East Region Consultation Document.

Having completed stage 1 of the SSA process, *Improve* are currently undertaking stage 2 and propose a December 2006 launch for their completed SSA.

²² DFES 2005. 'Skills: Getting on in Business, Getting on at Work' White Paper available at www.dfes.gov.uk/publications

²³ LSC 2006 'Regional Statement of Priorities: South East Region.'

www.lsc.gov.uk

Second Edition 2006

Appendix I. Sector Description

Land Based and Food Sector: SIC2003 Definition

Lantra SSC (land based industries)

01 Agriculture, Hunting and Related Service Activities

Include: DEFRA Executive Agricultural Data, growing of crops, market gardening, horticulture, farming of animals, growing of crops combined with farming of animals (mixed farming), agricultural and animal husbandry service activities, except veterinary activities; landscape gardening, hunting, trapping and game propagation and related service activities.

02 Forestry, logging and related service activities

05 Fishing, fish farming and related service activities

2010 Saw milling and planing of wood, impregnation of wood

5188 Wholesale of agricultural machinery and accessories and implements

8520 Veterinary activities

9253 Botanical and zoological gardens and nature reserve activities

Includes: operation of botanical and zoological gardens including children's zoos and operation of nature reserves, including wildlife preservation, etc.

Improve SSC (food manufacturing)

15 Manufacture of Food Products and Beverages

Includes: production, processing and preserving of meat and meat products, processing and preserving of fish and fish products, processing and preserving of fruit and vegetables, manufacture of vegetable and animal oils and fats, manufacture of dairy products, manufacture of grain mill products, starches and starch products, manufacture of prepared animal feeds, manufacture of other food products and manufacture of beverages.

5138 Resale of other food including fish, crustaceans and molluscs

Appendix II: Land Based and Food Specialist Occupations

8111 FOOD, DRINK AND TOBACCO PROCESS OPERATIVES

Set, operate and attend machinery to bake, freeze, heat, crush, mix, blend and otherwise process foodstuffs, beverages and tobacco leaves.

There are no formal academic entry requirements, though some GCSEs/S grades can be an advantage. Off- and on-the-job training is available.

TASKS

- sets, operates, attends machinery to mix, bake, prepare bread and flour confectionery products;
- operates machinery to crush, mix, malt, cook and ferment grains and fruits
- attends equipment to make products such as jam, toffee, cheese, margarine, pasta, ice-cream, sausages, chocolate
- operates equipment to cool, heat, dry, roast, blanch, pasteurise, smoke, sterilise, freeze, evaporate and concentrate foodstuffs and liquids used in food processing;
- mixes, pulps, grinds, blends and separates foodstuffs and liquids with churning, pressing, sieving, grinding and filtering equipment;
- processes tobacco leaves by hand or machine to make cigarettes, cigars, pipe and other tobacco products.

5111 FARMERS

Farmers and related occupations cultivate arable crops, fruits and trees, and raise cattle, sheep, pigs, poultry and other livestock for consumption.

No formal academic qualifications are required. Training is typically received on-the-job. A variety of vocational qualifications in agriculture are available, including NVQs/SVQs at Levels 1 to 4.

TASKS

- feeds and waters animals, supervises births, treats minor ailments and calls vet if necessary;
- plants, propagates, sprays, fertilises and harvests field crops and horticultural produce;
- undertakes farm maintenance tasks such as fencing, hedging, cleaning and building maintenance;
- operates and maintains farm machinery such as combine harvesters, straw balers, milking machines and tractors;
- arranges for the sale of crops, livestock and other farm produce;
- maintains records of production, finance and breeding.

9111 FARM WORKERS

Farm workers perform a variety of tasks, by hand and machine, to produce and harvest crops and to breed and rear cattle, sheep, pigs and poultry.

There are no minimum academic entry requirements. Training is typically received on-the-job, supplemented by vocational training at an agricultural college. A variety of NVQs/SVQs in Agriculture are available at Levels 1 and 2.

TASKS

- operates farm machinery to prepare soil, fertilise and treat crops;
- cultivates growing crops by hoeing, spraying and thinning as necessary;
- weighs and measures foodstuffs, feeds animals and checks them for any signs of disease;
- cleans barns, sheds, pens, yards, incubators and breeding units and sterilises milking and other equipment as necessary;
- treats minor ailments and assists veterinary surgeon as required; tends flock of sheep and is responsible for their welfare;
- implements breeding policy, mates animals and tends them during birth of young.

5119 AGRICULTURAL AND FISHING TRADES NEC

Workers in this unit group perform a variety of agricultural and fishing occupations not elsewhere classified in MINOR GROUP 511: Agricultural Trades.

No formal academic qualifications are required. Training is typically received on-the-job. A variety of vocational and academic qualifications in fish farming, forestry, horse and other animal care are available. Professional qualifications are also available and may be mandatory in some areas.

TASKS

- nets river fish and feeds and maintains them in spawning pens, cultivates and harvests oysters, mussels and clams on natural and artificial beds, treats water and diseased fish, and empties and cleans outdoor tanks;
- commands, navigates and maintains shipping vessels, assists with the shooting, hauling and repairing of nets, prepares, lays and empties baited pots, and guts, sorts and stows fish;
- establishes and maintains forest nurseries, forestry and woodland, and diagnoses and treats diseased trees;
- houses, feeds, exercises, trains and grooms horses and dogs in preparation for entry to shows and races;
- monitors and maintains the level of wildfowl on public and private estates.

1211 FARM MANAGERS

Managers in this unit group plan, organise and coordinate the activities and resources of farming establishments cultivating arable crops, fruits, trees and shrubs and/or raising cattle, sheep, pigs and poultry. Most farm and horticultural managers have a vocational agricultural qualification. These range from BTEC/SQA awards to postgraduate qualifications in farm business organisation and management. Candidates must normally have had practical agricultural experience before starting a course. NVQs/SVQs in Agriculture are available at Level 4.

TASKS

- determines financial, staffing and other short and long term needs;
- produces and maintains records of production, finance and breeding;
- decides or advises on the types of crops to be grown or livestock raised;
- plans intensity and sequence of farm operations and orders seed, fertiliser, farming equipment and other supplies;
- markets and arranges for the sale of crops, livestock and other farm produce.

5112 HORTICULTURAL TRADES

Horticultural trades workers intensively cultivate vegetables, plants, fruit, shrubs, trees and flowers in greenhouses, market gardens, nurseries and orchards. There are no formal academic entry requirements. NVQs/SVQs in Horticulture are available at Levels 1, 2 and 3. Professional qualifications from the Royal Horticultural Society are also available.

TASKS

- prepares soil in field, bed or pot by hand or machine;
- mixes soil, composts, fertilisers and/or organic matter and spreads fertiliser and manure;
- sows seeds and bulbs and transplants seedlings;
- propagates plants by taking cuttings and by grafting and budding, applies weed-killer, fungicide and insecticide to control pests and diseases;
- prunes and thins trees and shrubs;
- supports trees by staking and wiring.

6131 VETERINARY NURSES AND ASSISTANTS

Veterinary nurses and assistants provide technical assistance to veterinarians in the treatment and care of sick or injured animals.

Entrants require GCSEs/S grades or an equivalent qualification. Entrants must obtain employment at an approved veterinary practice to gain practical experience and tuition with an employer for a minimum duration of two years. Candidates must so pass professional examinations before qualifying as a veterinary nurse.

TASKS

- carries out tests, operates x-ray equipment to aid the diagnosis and treatment of animal injuries and disorders and prepares animals for autopsies;
- prepares operating theatre, sterilises equipment and assists in theatre as required;
- dispenses medicines and applies dressings to animals;
- feeds, waters and exercises animals and keeps their quarters clean and tidy.

1219 MANAGERS IN Animal HUSBANDRY, FORESTRY AND FISHING NEC

Managers in this unit group perform a variety of managerial tasks in farming, horticulture, forestry and fishing not elsewhere classified in MINOR GROUP 121: Managers in Farming, Horticulture, Forestry and Fishing. Entry requirements range from no qualifications to degree level or equivalent awards depending on the occupation. Off- and on-the-job training is provided. Professional qualifications and NVQs/SVQs are available in some areas.

TASKS

- determines staffing, financial and other long and short term needs and keeps records on finance, production and breeding;
- decides, or advises on, type of animal to be bred and/or trained and selects, buys and trains animals accordingly;
- plans and directs the establishment of forest nurseries, assumes responsibility for a particular area of forest/woodland and regularly inspects forest work;
- selects suitable breeding grounds for shellfish, sea and freshwater fish and purchases stock;
- advises farmers and horticulturists on cropping requirements, cultivation problems and gardening and grounds keeping;
- organises, co-ordinates and directs farming, fishing and forestry activities not elsewhere classified, including tree felling, agricultural contracting and offshore fishing.

2216 VETERINARIANS

Veterinarians diagnose and treat animal injuries, diseases and disorders, and advise on preventative action.

Entrants will require a university degree in veterinary science. Pre-entry experience in a veterinary practice may be required for entry to a university veterinary school.

TASKS

- examines animal and arranges or undertakes any necessary x-ray or other tests;
- diagnoses condition and prescribes and administers appropriate drugs, dressings, etc.
- performs routine medical tests and inoculates animals against communicable diseases;
- administers local or general anaesthetics and performs surgery;
- investigates outbreaks of animal diseases and advises owners on feeding, breeding and general care.

8223 AGRICULTURAL MACHINERY DRIVERS

Workers in this unit group operate and drive tractor drawn or other machinery to clear and cultivate land and to sow and harvest plants and crops.

No academic qualifications are required. Candidates will require the relevant driving licence to operate vehicles on public roads. A variety of NVQs/SVQs in Agriculture are available and incorporate the operation of agricultural machinery.

TASKS

- attaches plough, cultivator, distributor, mower, baler or other implement to tractor;
- adjusts depth, speed and height of attached implement according to requirements;
- drives and operates machinery to plough, fertilise, plant, cultivate or harvest crops;
- services and maintains equipment and carries out any minor repairs.

9112 FORESTRY WORKERS

Forestry workers perform a variety of tasks related to the planting, cultivation and protection of trees. There are no minimum academic entry requirements. Training is typically received on-the-job, supplemented by short courses covering specialised skills. NVQs/SVQs in Forestry are available at Levels 1 and 2.

TASKS

- prepares ground for planting by clearing vegetation and other debris;
- drains and ploughs land and erects and maintains fences as necessary;
- collects seeds, plants and prunes trees and selects and marks trees for felling;
- fells trees using axe or power saw and saws wood into required lengths;
- removes tops of standing trees and lops branches as necessary;
- assists in the control of harmful diseases, pests or forms of wildlife;
- maintains watch for fires and operates firefighting equipment.

Appendix III: Glossary

Glossary of Abbreviations

ABI	Annual Business Inquiry
CITB	Construction Industry Trading Board
CoVE	Centres of Vocational Excellence
DfES	Department for Education and Skills
E2E	Entry to Employment
EDIMS	Equality and Diversity Impact Measures England
ESOL	English for Speakers of Other Languages
ETP	Employer Training Pilot
FE	Further Education
GCSE	General Certificate of Secondary Education
GNVQ	General National Vocational Qualifications
GVA	Gross Value Added
HE	Higher Education
HEFCE	Higher Education Funding Council for England
HNC	Higher National Certificate
HND	Higher National Diploma
ICT	Information and Communications Technology
ILR	Individual Learner Records
JSA	Jobseekers Allowance
KCC	Kent County Council
KS3	Key Stage 3
LAD	Local Authority District
LFS	Labour Force Survey
LSC	Learning and Skills Council
LSCKM	Learning and Skills Council Kent and Medway
NEET	Not in Education, Employment or Training
NESS	National Employer Skills Survey
NETP	National Employer Training Pilot
NUTS	Nomenclature of Territorial Units
NVQ	National Vocational Qualification
ODPM	Office of the Deputy Prime Minister
ONS	Office for National Statistics
PfL	Profit from Learning
PLASC	Pupil Level Annual Schools Census
SEEDA	South East England Development Agency
SfL	Skills for Life
SFR	Statistical First Release
SSA	Sector Skills Agreement
SSC	Sector Skills Council
SSDA	Sector Skills Development Agency
StAR	Strategic Area Review Technology
UA	Unitary Authority
WBL	Work Based Learning

Glossary of Terms

Annual Business Inquiry Action for Business Colleges

Annual Survey of businesses undertaken by ONS. Flagship programme supported by the South East region's six LSC's and SEEDA, as part of the Workforce Skills Programme.

Basic Skills CoVE

Numeracy, Literacy and ESOL.
Centres of Vocational Excellence – Colleges with specialist provision and facilities aimed at meeting needs of employers primarily to tackle level 3 skills in technical, craft and supervisory roles.

IER/Warwick University (WF II)

Institute of Employment Research at the University of Warwick employment forecast model (based primarily on LFS and ABI)

Labour Force Survey

Quarterly survey of labour workforce

Level 1

4 - 5 GCSE passes grades D – G or NVQ 1

Level 2

5 GCSE grades A*- C, O-Level or NVQ 2

Level 3

A Level or NVQ 3 equivalent

Level 4

Higher Education: first and sub-degree

HNC, HND, NVQ4

Level 5

Postgraduate degree or NVQ 5

Literacy

Ability to read and write

National Employer Skills Survey

NESS is an annual Survey of Employers that allows comparative data analysis at local, regional and national levels with respect to training activity, vacancies, hard to fill vacancies and skills gaps. The survey is funded by the LSC in partnership with the SSDA and DfES, and includes a sample of around 75, 000 employers nationally with local sample boosts.

Ability to understand and use numbers.

Numeracy

Sector Skills Agreement

An agreement between employers (represented by a Sector Skills Council) and key funding partners (LSC) to meet existing and future training needs. Agreements will enable the government, employers, employee representatives and organisations who plan, fund and support education and training to tackle the provision of skills around a common set of objectives.

Sector Skills Councils

Currently 25 councils representing approximately 85% of the economy.

Skills Gaps

Exist where those in work in an organisation do not have the necessary skills to perform their jobs to a satisfactory standard.

Skills Shortages

Exist where there is insufficient supply of skilled labour among the working population.

Train to Gain

Replaced the Employer Training Pilot (marketed in Kent and Medway as Profit from learning).

Useful Publications

‘Kent Economic Report’, Kent County Council

‘Kent Prospects’, Kent County Council

‘Learning and Skills Assessment’, Learning and Skills Council for Kent and Medway

Useful Links

Learning and Skills Council: www.lsc.gov.uk

Learning and Skills Council for Kent and Medway:
www.lsc.gov.uk/kentandmedway

Department for Education and Skills: www.dfes.gov.uk

South East England Development Agency: www.seeda.co.uk

Sector Skills Development Agency: www.ssda.org.uk

Contact Information

This publication is available from on the Council’s website:

www.lsc.gov.uk/kentandmedway

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