

Developing people and their capabilities

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Based Services**

How is expertise acquired

The motivation and commercial case for expertise

What is driving skill needs for the future

What skills are needed for the future

Unravelling the education and funding systems

What happens to skills development post formal education

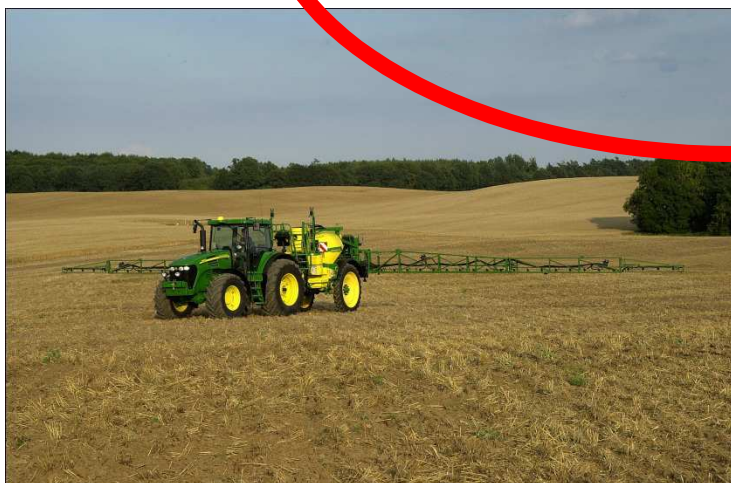
What do we take away from this

How can the AFCP help

Ingredients for a successful farming business

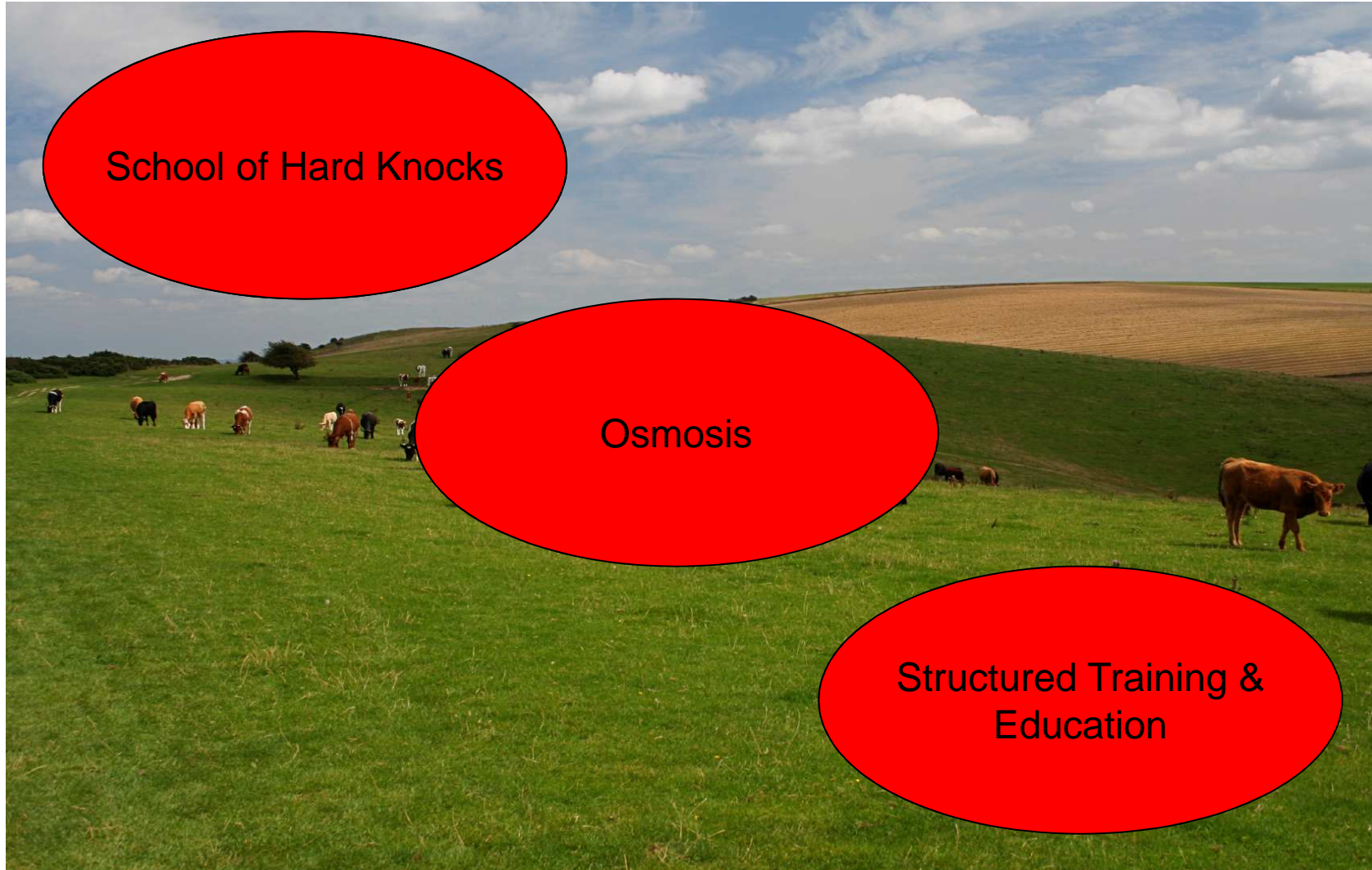


Expertise



Skills & Knowledge

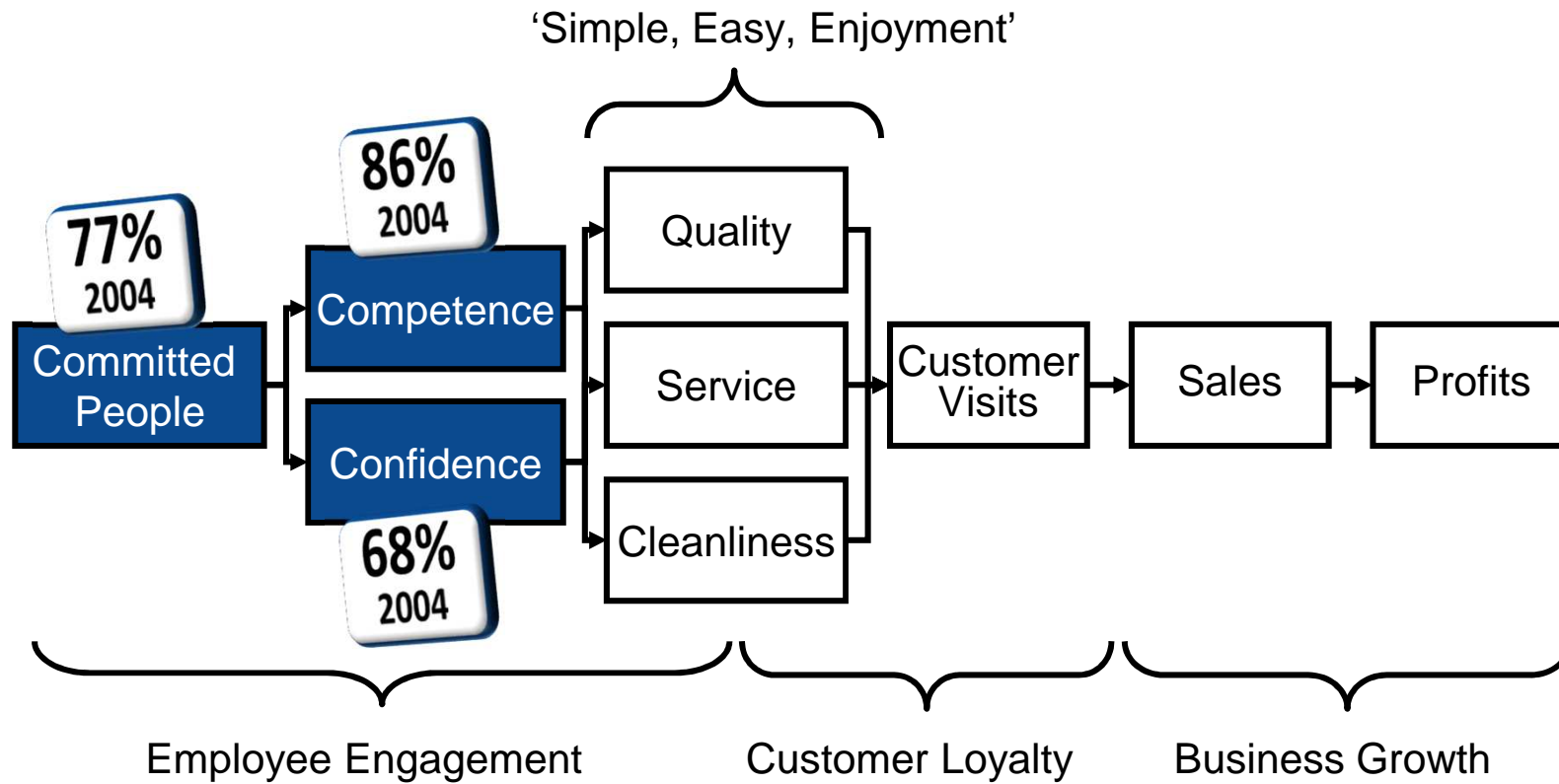
Acquiring skills and knowledge



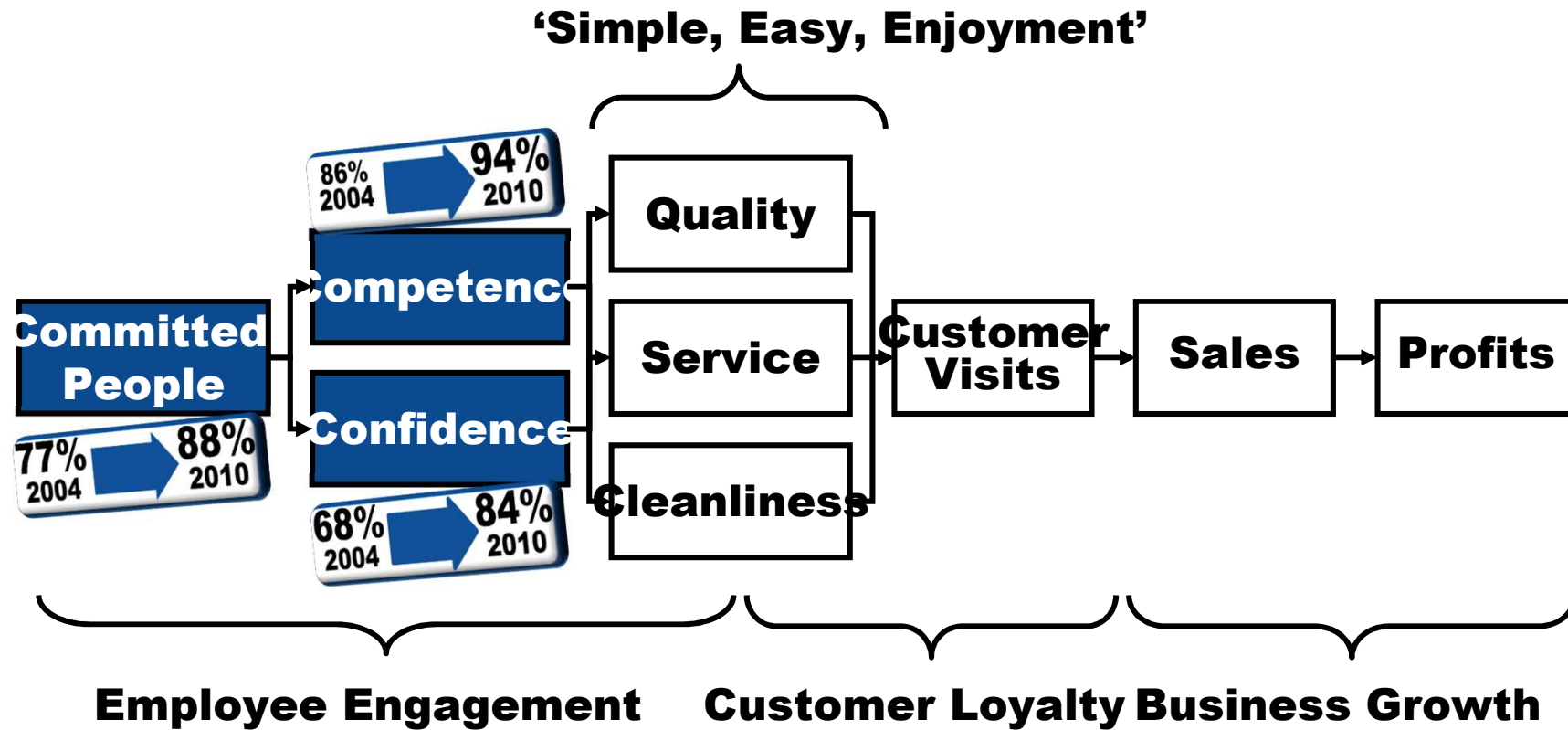
How do we know that structured training pays off



McDonald's People-Profit Chain



McDonald's People-Profit Chain



What will drive skills needs in the future

1

Global food security

2

Sustainable intensification

3

Environmental drivers

4

Climate change mitigation

5

CAP reform

6

Energy considerations and renewable technologies

7

Market volatility

8

Changing perceptions about the role of farmers

What kind of skills do we need for the future

1

Technical Skills

2

Leadership skills

3

Business planning
Project management

4

Knowledge and appreciation of the sciences

5

Communication skills

6

IT skills

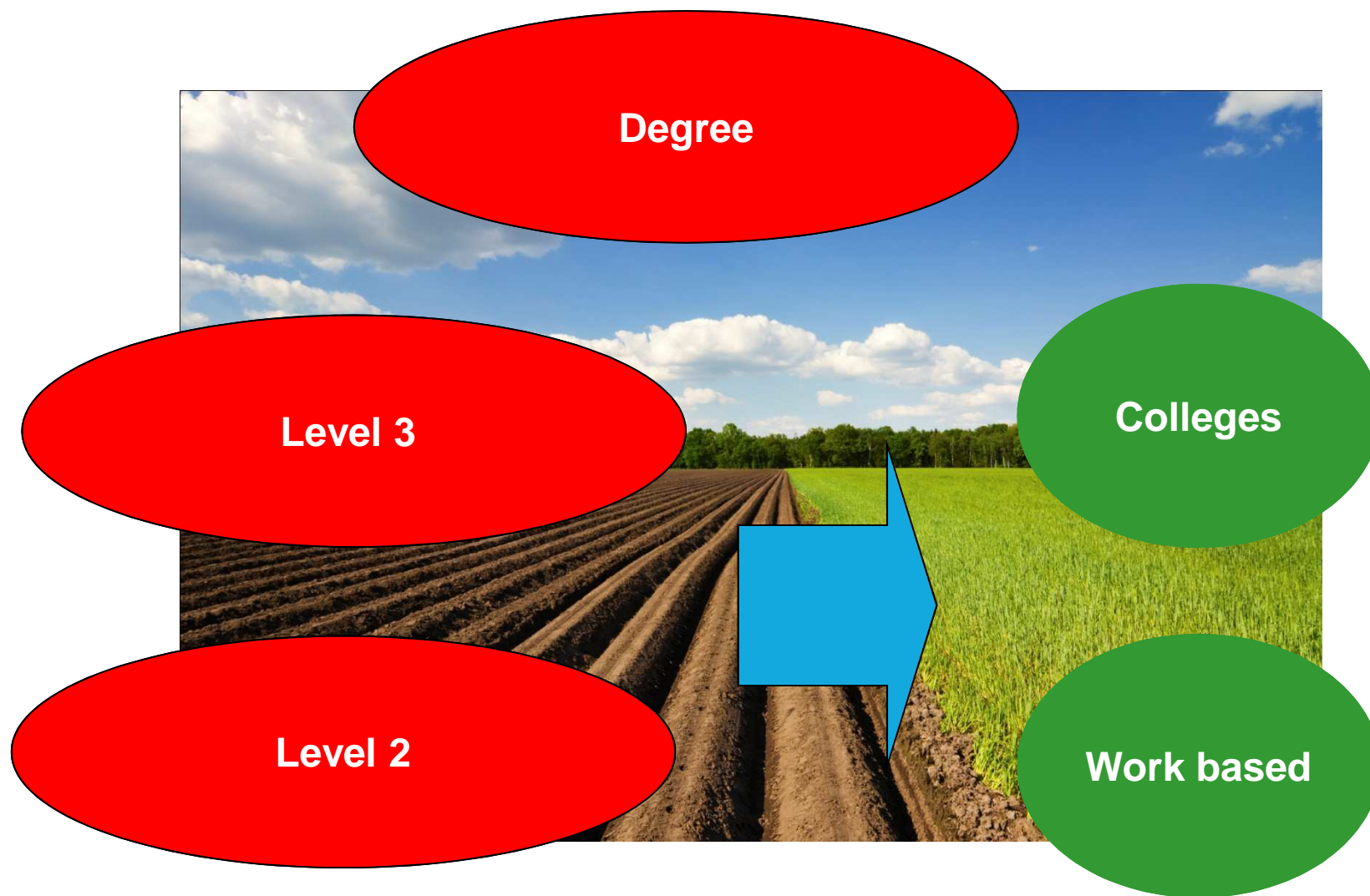
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Financial skills

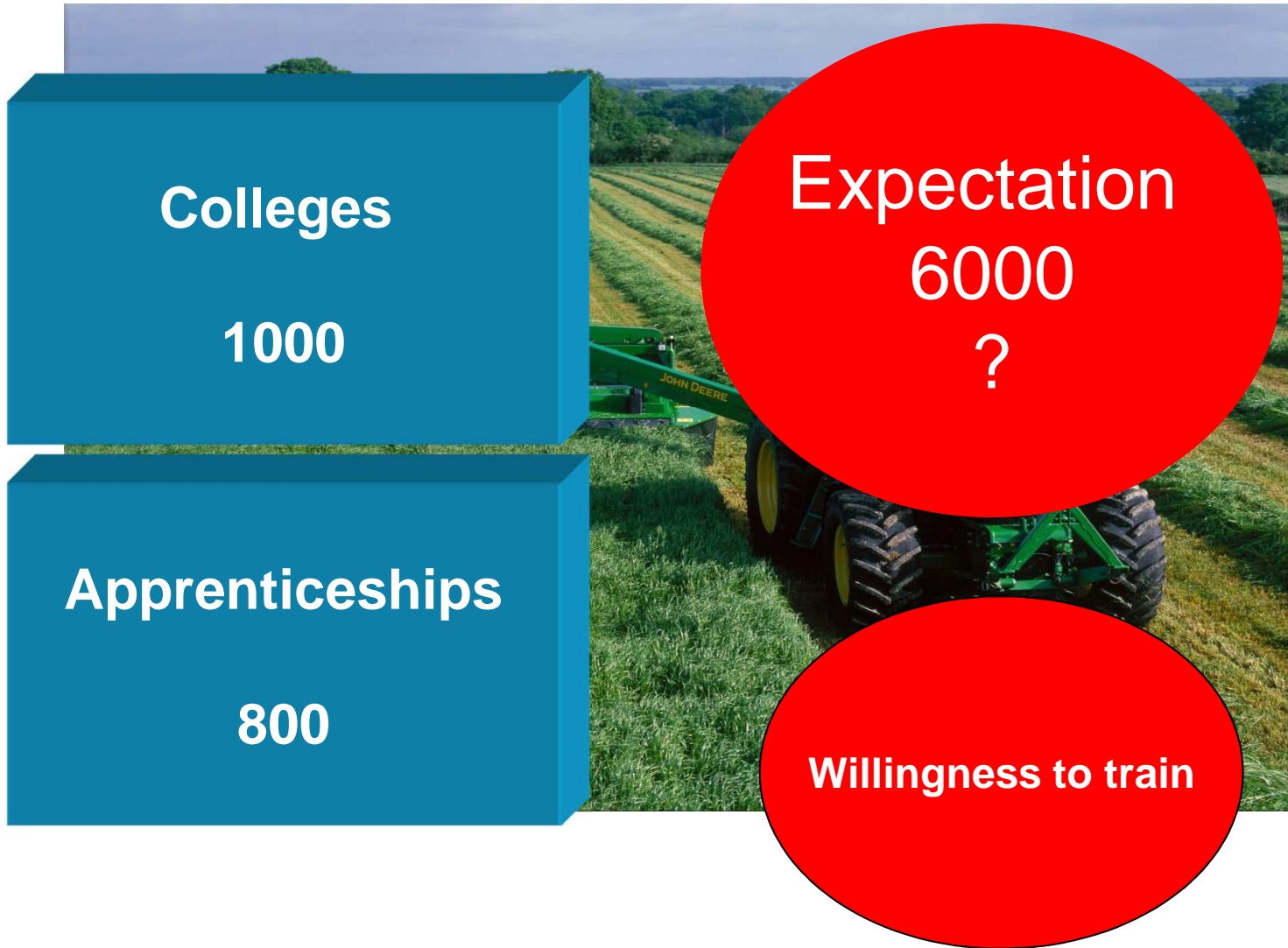
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People skills

Tackling the skills demand



The pipeline



Financing structured FE education

16 – 18 yr olds

Adult

Employer responsive
19+

Which age groups will be most important for the industry

Funding for FE qualifications

Students	Available funding	
16 – 18 yrs	£2920	
19 + yrs		
16 – 18 apprentices		
19 – 24 Apprenticeships		
24+ Apprenticeships	£2092	

**2013 / 14
Student Loans apply to FE
for 24+**

The post university / college gap

Nuffield Scholarships

Fresh Start Academies

W
F
100,000 farming businesses

Dairy C
Funding
Quantity
Sustainability

MDS

Basis and NRoSO

Reednet

BPEX &
Brand value

Conclusions

1

A changing industry will drive the demand for expertise

2

Is the pipeline big enough to satisfy the demand

3

Future funding for FE education in the sector

4

Importance of ongoing development opportunities

5

Promoting a culture of self development

6

Businesses recognising the value of investing in staff

A role for charities in skills development

Delivering education and training in agriculture is expensive

Increasing the FE / Graduate pipeline

Impact of student loans for graduates and FE

Increasing the provision of post FE and Graduate development opportunities

Supporting the organisations which currently fill the post university / College gap.

