



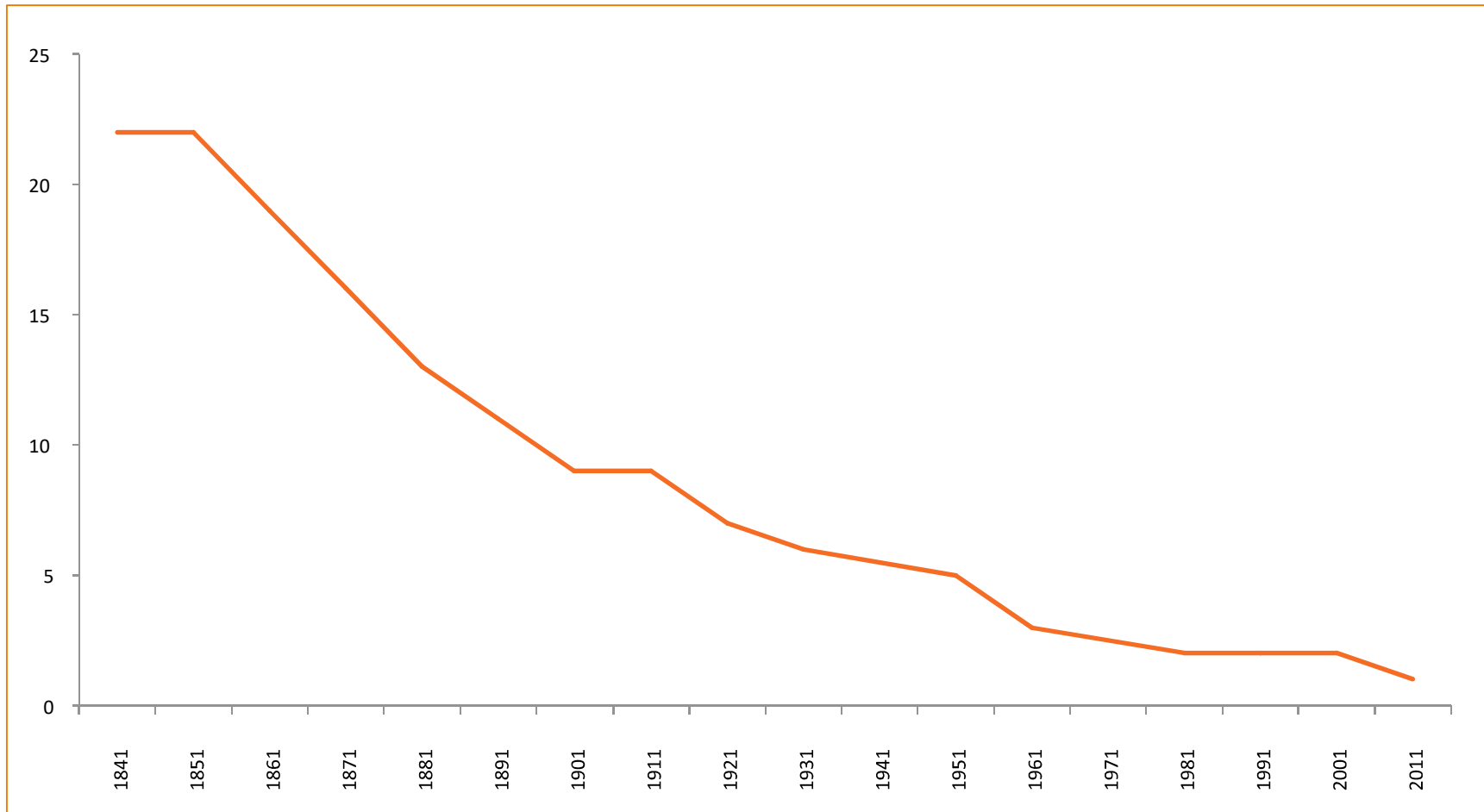
The Challenge
for the Future
Skilling
Agriculture



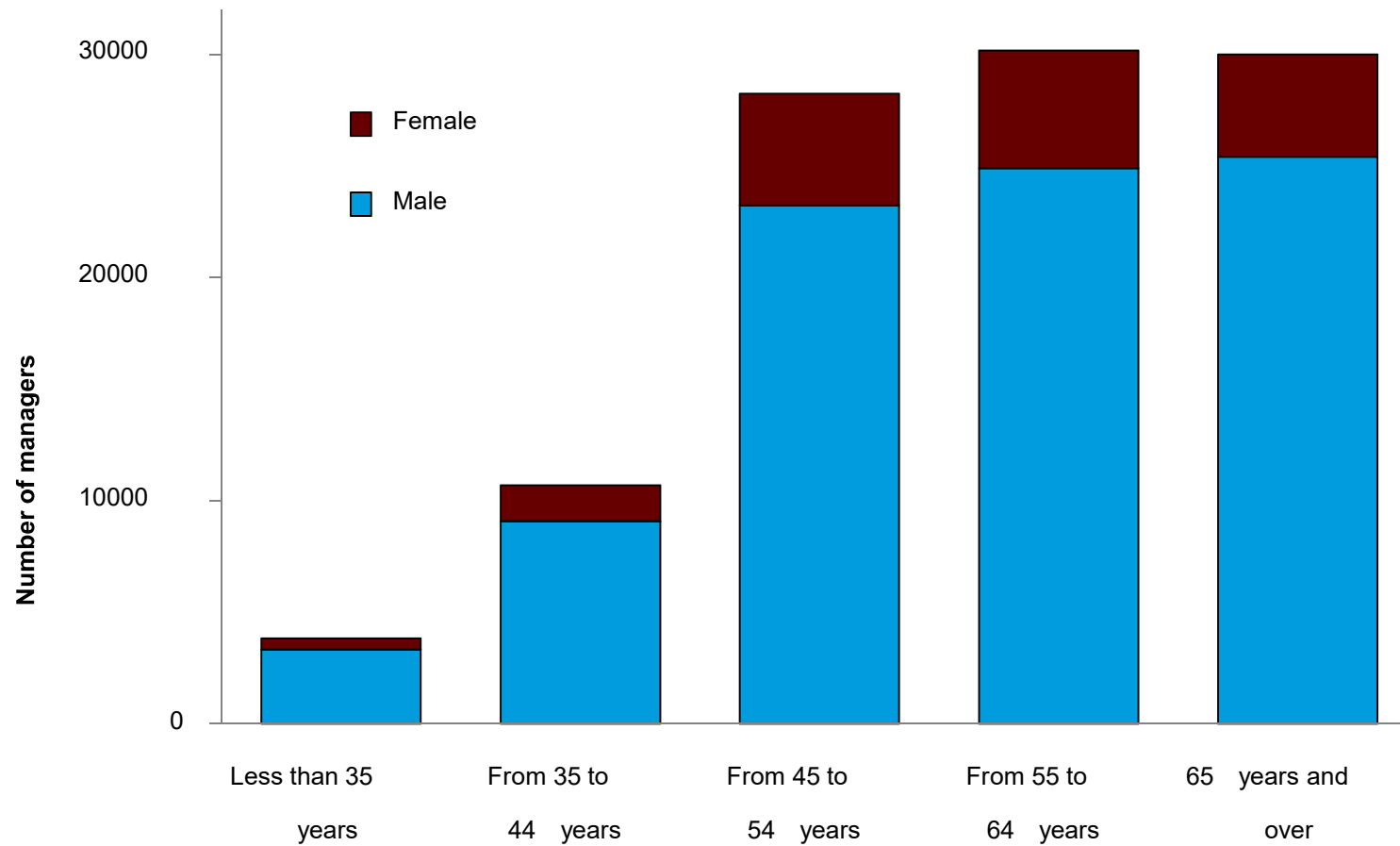
Answering the Question?

- Impact of farming structure
- Where are the skills shortages
- Training and perceptions
- New technology
- Challenges for educationalists and employers
- Supporting the next generation

Percentage of Working People Employed in Agriculture



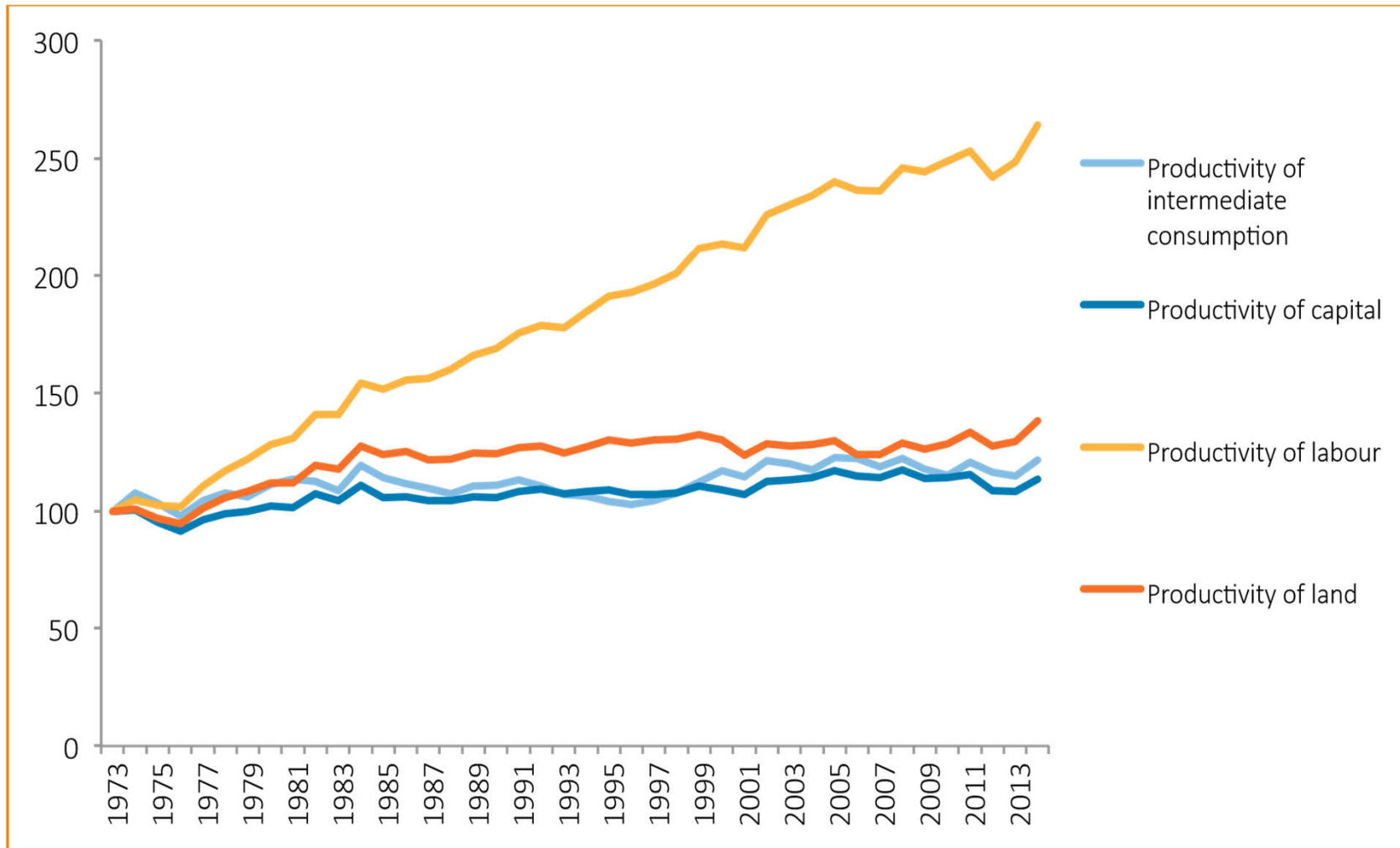
Business Managers are Old and Male



The Future – Post Brexit?

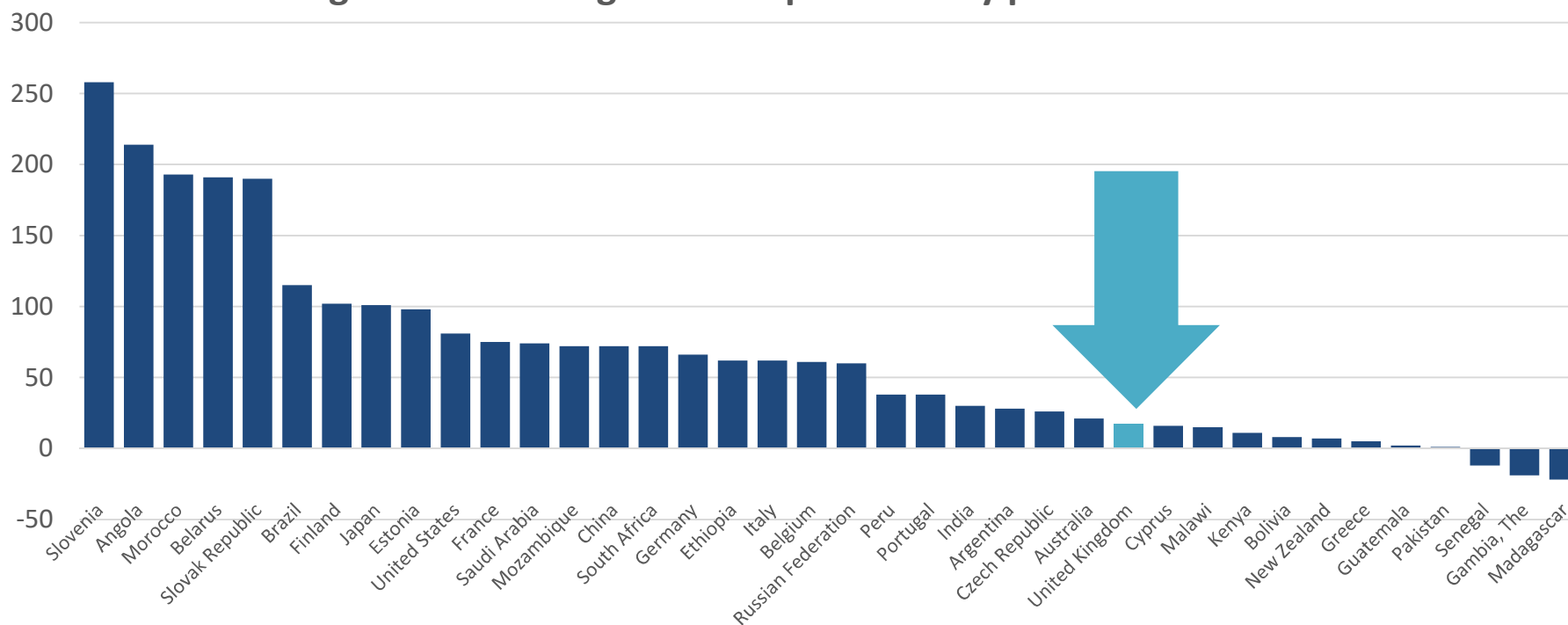
- More competitive
- More innovative
- More accepting of change
- More resilient
- More concerned about the environment

Productivity Indicators for UK Agriculture







UK Agriculture value added per worker productivity lags behind our major global competitors

Percentage increase in agricultural productivity per worker 2000-2013

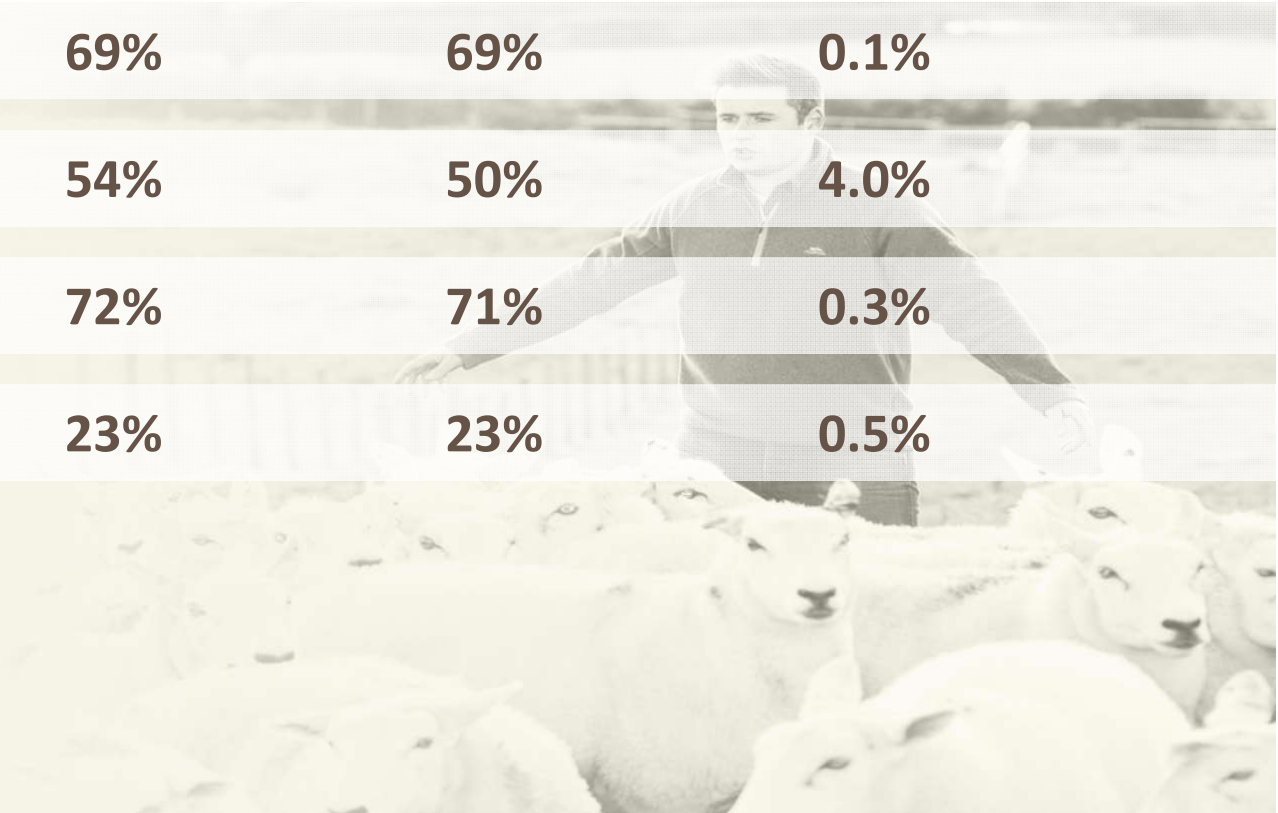


Levels of training and skills in the UK lags behind European competitors

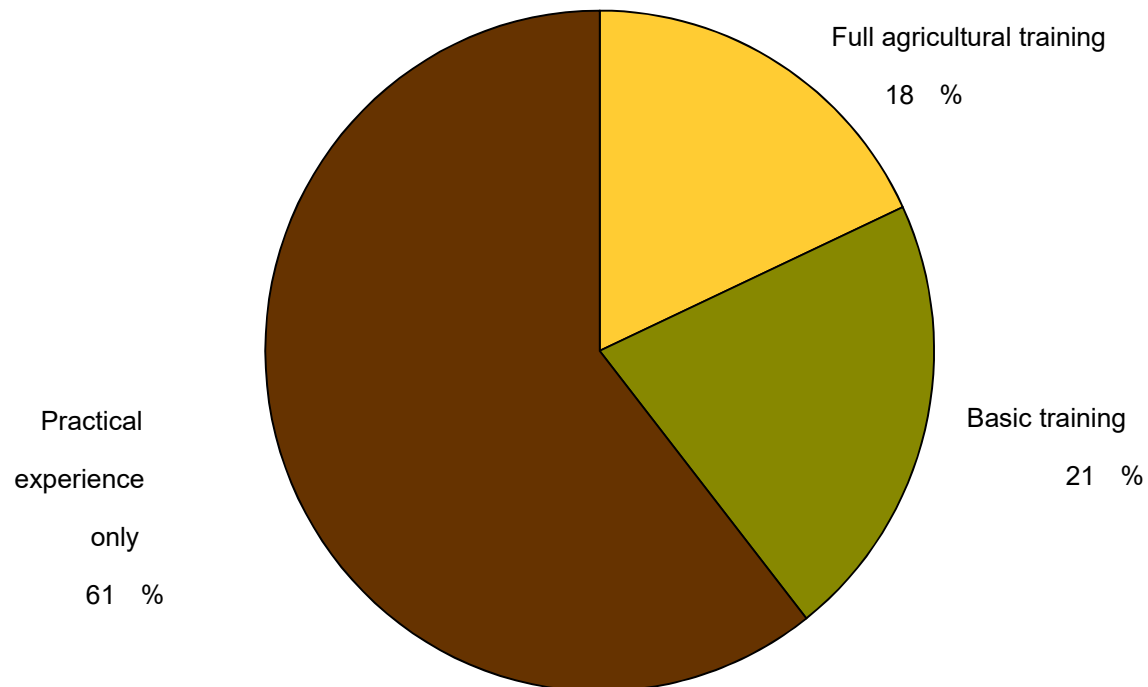
Percentage of Farm Managers with Training

	2005	2010	Change
 Germany	69%	69%	0.1%
 France	54%	50%	4.0%
 Netherlands	72%	71%	0.3%
 UK	23%	23%	0.5%

Source; Eurostat



Management Training in Agriculture



Perception of Farming

- Boring and repetitive
- Low paid
- Entails unsociable hours
- Poor prospects for career development
- An employment option for the less able

Turning Round the Negatives

- Fewer / more flexible hours
- More responsibility
- Opportunity to progress
- Better work / life balance

Advancements in Technology

- Higher skills requirements
- Improved working conditions
- Unskilled labour substituted by mechanisation
- Greater requirement for engineering and computing skills
- Higher intellectual capacity for decision making
- Changing how the industry is perceived

Key Concerns of the Young

- Not being valued
- Poor work / life balance
- Low pay for level of responsibility
- Little support to progress
- Increasing levels of stress

The Future?

- Continuous upskilling of staff
- Improved conditions of employment
- Employers with the right skills to lead, motivate and develop the next generation
- Improved perception of our industry
- Increased opportunities for female staff



Thank You

