

## Appendix D: Analysis of Reports' Aims and Recommendations

Strategy/Report	Lead Body	Partners	Aims/Recommendations
<p>Business Case for AgriSkills Progress Developing People and Businesses – July 2017</p> <p>Based on:</p> <p>AgriSkills Progress Workshop Report 10 March 2017</p>	AHDB	<p>AgriSkills Forum, Bright Crop, Lantra, NLBC</p> <p>Endorsement: Agri-tech leadership St Georges House Defra 25-year Food and Farming plan Industry</p>	<p><b>Aims:</b> Create a more highly skilled, competent and motivated professional world-class workforce that delivers as a consequence a resilient and sustainable food and farming industry</p> <p><b>Recommends:</b> A website and online tool (app) to access information and advice and alerts to support skills development and lifelong learning and support to all producers to inspire and upskill their own businesses – professional standards and behaviours, to include:</p> <ul style="list-style-type: none"> <li>• Professional registers</li> <li>• Careers information</li> <li>• Job roles</li> <li>• Skills</li> </ul> <p><b>Business support information</b></p> <p><b>Access to HR support, training needs, demonstration of professional standards</b></p>
<p>AgriSkills Strategy Professionalism in Agriculture: People, Progression and Profit November 2013</p>	<p>AHDB, following stakeholder consultation on behalf of the AgriSkills Forum</p>		<p><b>Aims:</b></p> <ol style="list-style-type: none"> <li>1. A more profitable, sustainable and adaptable industry capable of meeting the future demands and challenges of agriculture and land management</li> <li>2. An industry that recognises skills development and continual professional development is fundamental and integral to all businesses</li> <li>3. An industry that has clear paths of progression for staff and simple access to demand-led provision, regardless of sector or location</li> <li>4. A world-class, competent, innovative and highly skilled workforce, at every level, whose professionalism is recognised and rewarded</li> <li>5. An industry that forms a robust skills development partnership with the wider food chain. This will allow supply-chain leverage and joint working with government so there is a maximum integration of policies and practice, with reduced repetition</li> </ol> <p><b>Includes:</b> Definition of future skills needs</p> <p><b>Recommends:</b> Call for co-ordination of activity – an overarching but non-specific, voluntary strategy</p>

AHDB Skills Strategy – 2016–2021	AHDB	Supports the AgriSkills Forum Professionalism in Agriculture	<p>Overall objective: To take a leadership role, to work with industry and relevant stakeholders to develop a framework which will recognise and secure a professional and confident workforce for the agricultural and horticultural industry which is constantly learning and adapting, acquiring new skills, taking up technologies and innovating</p> <p>Specific objectives:</p> <ol style="list-style-type: none"> <li>1. Work with industry to identify and address the gaps in specialist skills and to provide opportunities to increase the knowledge of key external stakeholders</li> <li>2. Invest, and encourage investment by others, in collating ongoing information and evidence to inform direction and progress of skills work.</li> <li>3. Support the delivery of an independent professional framework that: captures career pathways and CPD records, training and accreditation opportunities, signposts to recognised providers and is free at the point of use for industry members</li> <li>4. Support the development of apprenticeships to ensure the standards are industry-focused, raise awareness of approved apprenticeships and encourage their uptake</li> <li>5. Identify and support the development of accredited qualifications and an appropriate assessor base where there is market failure</li> <li>6. Promote the business benefits of investing (time and finance) in skills development activities across the business, with particular focus on business skills</li> <li>7. Increase wider understanding that the industry is highly skilled, professional and offers a breadth of challenging opportunities to all levels of staff, including improving the professionalism of the industry via uptake of continuous professional development schemes</li> <li>8. Deliver greater value for our levy payers by maximising collaborative skills opportunities, leveraging funds and building AHDB's reputation with stakeholders.</li> </ol>
A UK Vision and Strategy for Skills and Training for the Agri-Food Sector, 2016	Agri-food Technology Council (AFTC)		Objective: Create an Agri-Food system with skills and capacity that are fit for the future

			<p>Actions: build the appropriate skills solutions at a scale that ensures the sector is enabled and ready for future challenges:</p> <ul style="list-style-type: none"> <li>• Define future needs, while understanding that these will evolve</li> <li>• Set quality standards for skills and learning within a national framework and governance structure which will encompass a professional framework, including Trailblazer standards and the new Institute for Apprenticeships and the Science Council and link into the Government's skills reforms</li> <li>• Map the current skills landscape provision from both a quality and value perspective</li> <li>• Assess the current position against the future requirements, benchmarking to understand what existing provision fit for purpose is and where gaps exist</li> <li>• Develop a proposal for a 'one-stop shop' for all skills and training needs at a national level for the Agri-Food Sector</li> <li>• Engage through the DfE to harness programmes, including apprenticeships and the apprenticeship levy. Work through the Science Industry partnership and organisations such as AHDB to harness provision of appropriate training and development throughout the training</li> <li>• Develop a sustainable funding model to underpin the governance requirements, national/professional framework and the web-based one-stop shop</li> </ul>
Talent and Technology – Championing Skills Development for Land Based Industries – NLBC Strategy 2017–2022	NLBC	Land Based Colleges	<ol style="list-style-type: none"> <li>1. Strengthening and supporting advice networks</li> <li>2. Champion land-based as a professional and progressive career</li> <li>3. Increase industry engagement in the skills agenda</li> <li>4. Develop qualifications to deliver the skills employers need</li> <li>5. Maximise digital and flexible learning opportunities</li> </ol>
Harvesting the future for young farmers: How we enable them to thrive, February 2017	NatWest – research	Number of organisations consulted including NFU and	<p>Key themes from the research:</p> <p>Barriers to entry</p> <p>Productivity</p> <p>Funding availability and business skills</p> <p>Opportunities were identified to invest in new technologies and skills</p>

		National Federation of Young Farmers' Clubs	<p>Recommends:</p> <p>Business planning to become part of core curriculum and available online for existing farmers</p> <p>Improving the availability of apprenticeships</p>
--	--	---	--