

March 2010 - Environmental and Land-based Industries

Lantra – Sector Skills Council for the Environmental and Land-based Industries

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UK, England and English Regions

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1 Lantra – Sector Skills Council for the Environmental and Land-based Industries

1.1 Sector information - a brief description of what the sector covers at UK level

The environmental and land-based sector comprises 17 industries distributed across all four countries in the UK. There are approximately 230,000 businesses (comprising 9% of all businesses across the UK) within Lantra's footprint, of which 96% employ fewer than 10 people. Around 1,126,000 people (4% of the UK's workforce) are employed in the sector with as many as 500,000 volunteers also working on a regular basis. Approximately 42% of the workforce are self-employed.

Although the sector directly manages almost 90% of the UK's landmass, the relative importance of the sector to regional and local economies varies significantly across the UK. A recent estimate has put the sector's contribution to UK national GDP at 5.7%.

The sector, in terms of Lantra's footprint, is generally grouped around three broad clusters which comprises the following industries and professions:

Land Management and Production

- Agricultural Crops
- Aquaculture
- Floristry
- Agricultural Livestock
- Trees and Timber
- Land-based Engineering
- Production Horticulture
- Fencing

Animal Health and Welfare

- Animal Care
- Veterinary Nursing and Ancillary Activities
- Animal Technology
- Equine
- Farriery

Environmental Industries

- Environmental Conservation
- Horticulture, Landscaping and Sports Turf
- Game and Wildlife Management
- Fisheries Management

Workforce characteristics and issues:

- 79% of employment within the sector is full time, compared to 75% in the UK economy as a whole
- The sector has an ageing workforce, with an older age profile than that found for any other major industrial sector. One in twelve (8%) of all workers are over 65, compared to 2% across the economy as a whole.
- The sectors workforce is predominantly male (69%) and from a white ethnic group (99%).
- Employment is concentrated in skilled trade occupations (such as farmer, stockman, greenkeeper, groundsman) which account for a third of all employment; and elementary occupations (such as farm worker) which account for a quarter. There is also a significant proportion of people employed as managers.
- Qualification attainment is generally low in the sector. Across the UK 15% of the workforce has no qualification (compared to 8% for all sectors).

Employment trends:

- Employment in the sector has fallen by 24% since 1997, and forecasts suggest overall employment levels will continue to decrease, albeit, at a slower rate.
- Despite the decline in employment levels the sector has a significant future labour requirement, mainly due to the high levels of replacement demand driven by the workforce age profile. The Institute of Employment Research Working Futures projections suggest that the sector will need to attract **110,000 new entrants** over the next ten years. This is likely to be an underestimate, as these projections exclude a number of Lantra's industries.
- The proportion of workers employed in high-skilled occupations has risen from 16% in 1997 to 20% in 2007 and is forecast to rise to 23% by 2017.
- Overall, the proportion of workers employed in low-skilled occupations has decreased from 37% in 1997 to 34% in 2007 and is forecast to decrease further to 31% by 2017.

For further information check out Lantra's [Skills Assessment](#) for the Environmental and Land-based Sector and Labour Market Information (LMI) [factsheets](#) for the sector and England.

Further details of [Lantra's strategic plan](#) and the work being carried out in England (Making the Difference) are available on the Lantra website.

2 Sub-sector - Agricultural Crops

2.1 A brief description of what the sub-sector covers at UK level

Traditionally, the agricultural industry has comprised of small, mixed farming units consisting of both livestock and crop production. During the 70's and early 80's large arable units developed and many specialised in large scale crop production. This resulted in more highly efficient intensive production units, using large tractors and machinery.

The agricultural crops industry includes:

- Combinable grains such as wheat, barley
- Oil seeds such as rape
- Sugar and potatoes
- Agricultural contracting
- Agronomy – field-crop production and soil management
- Crop consultation – advice on the utilisation of land.

Over the last decade major concerns regarding the environment, the global economy and subsidised over-production have led to the mid-term review of the Common Agricultural Policy, resulting in the removal of production based subsidies and greater support for environmental stewardship of the land. This is changing the structure of agricultural businesses and their production activity.

2.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Agricultural Crops include:

- Arable Specialist
- Arable Specialist Manager
- Arable Specialist Trader
- **Farm (assistant) Manager**/Grieve
- **Combine Driver/Vegetable Harvester**
- **Farm Secretary**
- Farm/Company Director
- **Farm Worker/Field Worker**/Harvest Worker
- Head Combine Driver
- **Material Handler Operator**
- **Pack House Worker**
- **Sprayer Operator**
- **Tractor Driver**
- Working Farm Manager/ **Farmer (Operational Farmer)**/Crofter

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (November onwards).

2.3 Information on pay scales in the sector

Pay scales in this industry are dictated by the Agricultural Wages Board (AWB). The AWB is an independent body with a statutory obligation to fix minimum wages for workers employed

in agriculture in England and Wales. The Board also has discretionary powers to decide other terms and conditions of employment, e.g. holidays and sick pay. It produces a legally binding Order which is enforced by Defra. The Agricultural Wages Act 1948 gives the AWB the responsibility for fixing minimum rates of wages and other terms and conditions of employment for workers employed in agriculture. This is done through the Agricultural Wages Order (the Order), which has the force of law and is enforced by the Secretary of State for Environment, Food and Rural Affairs.

The Order applies to all workers employed in agriculture in England and Wales.

Further information can be found on the [Defra](#) website

The following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Managers and Proprietors in Agriculture and Services - £33,650
- Farm Managers - £26,525
- Skilled Agricultural Trades - £16,816
- Farmers - £18,427
- Agricultural Machinery Drivers - £22,123
- Farm Workers - £16,637

Source: [Annual Survey of Hours and Earnings, Office for National Statistics](#)

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

2.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Many roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation/farmer.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Those wishing to start their own businesses are recommended to contact the Fresh Start Initiative and/or the [Business Link](#) or [Princes Trust](#) websites.

The Fresh Start initiative

Fresh Start is an all industry-led initiative to encourage and support new entrants into farming, including those involved in family succession, and to help established farmers think about how they can develop their business in the future in the light of Common Agricultural Policy (CAP) reform.

Mentoring

Mentoring can help both established farmers who are considering their options and young farmers and new entrants. It gives them the chance to talk to business people who have faced similar problems to those they will experience on restructuring their business or starting up. Mentors can offer invaluable guidance and support and can act as role models.

Fresh Start and the academies aim to develop a network of mentors in England who will be able to offer valuable experience and assistance to those developing new farming businesses.

Matching

The matching service aims to match new entrants with farmers who want to retire or who want to diversify into something new, providing new employment or business opportunities for new entrants.

Training academies

The [academies](#) are a ground breaking initiative: helping new entrants to find openings in the farm industry.

For further information visit the Fresh Start pages on the [Defra](#) website.

Apprenticeships in Agriculture:

An Apprenticeship and an Advanced Apprenticeship are available in Agriculture. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

2.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Agriculture, with pathways in crop production and mixed farming. The [apprenticeships](#) include the following basic requirements:

- A Diploma in Work Based Agriculture (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Assessment of a knowledge based element
- Key or functional skills
- Emergency first aid certificate
- A legislative or nationally recognized occupational test relevant to the industry

Further information on apprenticeships in [Agriculture](#) can be found on the Apprenticeship website.

A [FAQ](#) and an Agricultural Crops fact sheet (available shortly) are also available

Further and Higher Education:

Qualifications available including:

- Advanced National Certificate in Agriculture
- BTEC First Diploma in Agriculture
- BSc/BSc (Hons) Agriculture
- BSc (Hons) Agri-Business Management
- Diploma in Work Based Agricultural Management (previously National Vocational Qualification (NVQ))
- Diploma in Work Based Agricultural Crop Production (previously National Vocational Qualification (NVQ))
- Higher National Certificate in Agriculture
- FdSc/HND Agriculture

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Tractor and ATV Driving
- Business and Marketing
- Fork Lift Trucks
- Pesticides and Pest Control
- Boundary and Habitat Management

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

2.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 30,000 agricultural crops businesses, the majority of which are situated in England (27,726), particularly in regions on the eastern side of the country. The industry employs approximately 143,000 people, with 121,895 of those employed within England (see section on regional information for a breakdown).

Source: IDBR 2008 / Defra, Agriculture in the UK, 2008

Business and workforce characteristics

The industry is dominated by small businesses with 26% having no staff and 97% employing less than 10.

Business size	Agric Crops
250+	*
50 – 249	*
10 – 49	3%
5 – 9	8%

0 - 4	89%
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Source: *IDBR 2008* * less than 0.5%

- The workforce is aging with some 41% of people working being aged 50 years or more. The average age of key decision makers on farms is around 55, with half of these not having a successor in place.
- Employment is dominated by men, with 81% of workers being male
- Full time staff account for 83% of total employment (national average 75%)
- A high proportion (56%) of the workforce is self-employed (national average 13%)

Source: *Labour force survey (Jan-Sept 2008)*

Drivers for change in employment

From the change factors identified above, the following will have the largest impact on patterns of employment:

- **Labour supply** - employers experience difficulties in recruiting. Agriculture does not have a progressive image. A study by the Institute for Grocery Distribution (Farmers Skills 2008) highlighted that farming does not typically attract people from a non-farming or rural background. They concluded that the industry has not been well served by careers advisers who often had an outdated view of the industry.

Problems may be exacerbated as in the future the people the sector will require higher level skills and there is a very high proportion of the workforce who are expect to retire over the next 10 years. Migrant workers have provided a short term fix bit there is evidence that it is proving harder to source migrant labour, which is key to the seasonal work.

- **Government Policy** - agriculture has historically been a sector of the economy which has experience high levels of government intervention. At different times government subsidies and other policies have aimed to raise production levels and reduce production levels. Currently the sector is moving towards a more market based approach, with subsidies being progressively withdrawn. Any payments to farmers are in the form of the 'single farm payment' for management of the environment.
- **Common Agricultural Policy (CAP)** - Implementation of Common Agricultural Policy (CAP) reforms, single farm payments and cross compliance. Requirement for greater environmental well-being and management skills to ensure compliance with regulations such as: Nitrate Vulnerable Zones (NVZs), Electronic Identification for livestock (EID)
- **Food security** - Agricultural policy has shifted in recent years in response to rising food prices and concerns about the security of food supply. There is a focus on the UK importing less food. According to Defra the UK is 60% self sufficient for food (down from 71% in 1998) and 73% self sufficient for indigenous food stuffs (down from 83%)
- **Skills** - The Leitch Report recommended increasing adult skills across all levels and enhancing employer investment in staff training. Recent government policy has focused on a demand led approach to skills. Increased funding has been allocated to apprenticeship schemes, and responsive programmes such as Train to Gain.
- **Legislation** – there is legislation relating to health and safety and reducing the environmental impact of the industry.
- **Economic conditions** – demand for food is non-cyclically and the industry has been able to weather the recession easier than most parts of the economy. However, the food market is polarising in the current economic climate. Market placement is key for survival. E.g. 'value' products are good, but some premium ranges are providing successful if marketed correctly at consumers staying in instead of going out.

- **Diversification** - around 50 per cent of farms in the UK supplement traditional incomes through farm diversification (Agriculture in the UK 2008, Defra). This may be into non-farming activities such as accommodation, retail and recreation. Diversification into novel and niche products to develop higher returns is also a growing trend (eg. rare breed meat, venison, vineyards, energy crops).
- **Climate change** – increasingly, businesses within the sector are required to improve sustainability skills to manage climate change, increase accountability (e.g. in lowering carbon emissions and managing chemical usage), to plan longer term to protect surrounding landscapes, scarce water supplies and also to support biodiversity.
- **Energy and fuel security** – In light of recent volatility in fuel prices, and growing awareness of finite fossil fuel stocks; all businesses need to act to minimise energy consumption, maximise energy efficiency (e.g. localise trade and procurement) and protect natural resources.

Source: Lantra

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

2.7 Skill shortages

Modern farming is a skilled operation that requires in equal measure technical proficiency, business acumen and environmental awareness.

The current skill needs which employers feel are current requirements to Agricultural Crops are:

- Environmental Management
- Literacy, Numeracy and Communication
- Technical
- Computing
- Business skills – linked to the high proportion of self-employed workers

Source: Business Survey, Lantra 2005

Other training requirements at different occupational levels within the industry

Semi-skilled staff	Skilled staff	Owner/manager
<ul style="list-style-type: none"> • Health and safety awareness • Basic machinery operation • General animal husbandry skills • Basic skills (numeracy and literacy) 	<ul style="list-style-type: none"> • Health and safety awareness • Safe use of pesticides • Telescopic forklift handler • Computing • Environmental awareness 	<ul style="list-style-type: none"> • Health and safety management • Financial, personnel, risk, business and change management • Computing and ICT • Environmental management

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

2.8 Information on opportunities for adults changing career direction

Potential entrants can gain some experience by finding temporary/seasonal employment or volunteering by contacting a local farm.

It is also advisable to gain a qualification as the work can require specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

2.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry.

2.10 Job profiles

Lantra is currently writing and approving job profiles through industry for the Jobs4U database, these currently include:

- [Agricultural Technical Advisor / Consultant](#)
- [Farm Manager](#)
- [Farm Worker](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles can be found below; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Agricultural Contractor](#)
- [Agricultural Inspector](#)
- [Farm Manager](#)
- [Farm Worker](#)

Prospects:

- [Agricultural Consultant/Adviser](#)
- [Agriculture Research Scientist](#)
- [Farm Manager](#)
- [Field Trials Officer](#)
- [Plant Breeder/Geneticist](#)
- [Soil Scientist](#)

2.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Paul Myhill](#) – Enterprise Manager at Farmcare Limited
- [Gary MacDonald](#) – A young farmer from Caithness & Sutherland

See also the DVD on the day in a life of a [Farm Manager](#)

2.12 FAQs

Q. What's the point of a career in Agriculture it's a dying industry isn't it?

A. Agriculture will never die. There will always be a need to manage the countryside and produce food, and now non food crops for energy. The agricultural industry has been through immense changes which has now lead to a competitive, vibrant, challenging industry, constantly adapting and embracing new technology. With an increasing world population, greater emphasis on food security and food miles, carbon footprint and energy supplies the industry will have exciting new opportunities and need a high caliber workforce to ensure we can meet what is and increasingly will be required from agriculture.

Q. I have heard that agricultural work is not well paid?

A. The Agricultural Wages Board sets a minimum wage. There will be some less well paid roles as in all industries, but due to the demand for high caliber individuals, most farms and companies in the agricultural industry will pay well to keep experienced and productive employees, and often there can be benefits included such as accommodation and transport. As with all industries, if you are prepared to work hard, there are excellent opportunities to progress.

2.13 Sources of additional information, web-links etc

Further information on Agricultural Crops can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry Information

Websites:

- **Lantra**
Telephone: 0845 707 8007 or e-mail: connect@lantra.co.uk
- **National Farmers Union (NFU)**
Tel: 02476 858 500 e-mail: NFU@nfu.org.uk
- **Department of Environment, Farming and Rural Affairs (Defra)**
Tel: 02072 703 300
- **Royal Agricultural Society of England (RASE)**
Tel: 02476 696 696
- **British Institutes of Agricultural Consultants**
Tel: 01795 830100 e-mail: info@biac.co.uk
- **Soil Association**
Tel: 0117 314 5000
- **Country Land and Business Association (CLA)**
Tel: 02072 350 511 e-mail: mail@cla.org.uk
- **Institute of Agricultural Secretaries and Administrators (IAgSA)**
Tel: 02476 696 592 e-mail: IAgSA@IAgSA.co.uk
- **Farming and Wildlife Advisory Group (FWAG)**
Tel: 02476 696 699 e-mail: info@fwag.org.uk
- **Farming & Countryside Education (FACE)**
Tel: 024 7685 8261
- **Landex**

Other publications:

- **A Life on the Land**

Employment opportunities

Websites:

- [Farmers Weekly Jobs](#)
- [Jobs in Agriculture](#)
- [Land Force](#)
- [Shire Consulting](#)
- [National Trust](#)
- [Countryside Job Service](#)

Magazines and Journals:

- [Farmers Weekly](#)

Other:

- Many farms will advertise vacancies in local papers, shops and post offices

2.14 Regional information

East Midlands

	Businesses	Employees
Agricultural Crops	5,131	20,706

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

East of England

	Businesses	Employees
Agricultural Crops	7,486	29,290

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

London

	Businesses	Employees
Agricultural Crops	107	Within SE

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

North East

	Businesses	Employees
Agricultural Crops	1,022	3,641

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

North West

	Businesses	Employees
Agricultural Crops	962	4,325

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

South East

	Businesses	Employees
Agricultural Crops	3,303	19,734

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

South West

	Businesses	Employees
Agricultural Crops	2,998	13,779

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

West Midlands

	Businesses	Employees
Agricultural Crops	2,591	14,028

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

Yorkshire and Humber

	Businesses	Employees
Agricultural Crops	4,127	14,652

Further information on the Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#).

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3 Sub-sector - Agricultural Livestock

3.1 A brief description of what the sub-sector covers at UK level

Traditionally, the agricultural industry comprised of small, mixed farming units consisting of both livestock and crop production. Between the mid 60s and 90s, units grew in size and many specialised in one or two specific areas of production. This resulted in more highly efficient intensive production units.

The agricultural livestock industry includes the farming of:

- Cows
- Sheep
- Dairy
- Pigs
- Poultry and eggs
- Other livestock and related agricultural contracting.

Many farms also produce fodder crops. Others combine livestock production with arable or horticultural crops.

Over the last decade major concerns regarding the environment, the global economy and subsidised over-production have led to the mid-term review of the Common Agricultural Policy, resulting in the removal of production based subsidies and greater support for environmental stewardship of the land. This is changing the structure of agricultural businesses and their production activity.

To improve finances, some companies have increased the size of their farms and streamlined their workforces. Other agricultural businesses are diversifying into bio-fuel crops or non-farming areas to maximise income. Farmers' Markets are increasing, helping to revitalise town centres.

3.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Agricultural Livestock include:

Beef and Dairy Roles:

- **Assistant Stocksman**
- **Assistant Farm Manager/Grieve**
- Beef Contract Rearer
- Beef Technician
- Calf Rearer
- Calf Rearing Unit Manager/ Beef Unit Manager/Beef Finishing Unit Manager/ Beef Suckler Herd Manager
- **Farm Secretary**
- **Farm/Company Director**
- **General Farm Worker/Agricultural Worker**
- **Technical Advisor/Consultant**
- **Working Farm Manager/ Farmer**
- **Assistant Stockperson/Trainee Herdsperson**
- AI Technician
- Assistant Farm Manager/Grieve
- **Contact Milker/Relief Milker/ Relief Dairy Person**
- Contract Calf Rearer/ Contract Youngstock Rearer/Contract Heifer Rearer
- **Foot Trimmer**
- **Head Herdsperson/Herd Manager/ Head Dairyperson/ Dairy Manager**

- [Head Stockman](#)
- [Stockman](#)
- [Herdsman/Dairyperson](#)

Poultry:

- [Assistant Farm Manager / Farm Manager \(Rearing\)](#)
- [Assistant Farm Manager/ Farm Manager \(Breeder\)](#)
- [Assistant Farm Manager/ Farm Manager \(Broiler\)](#)
- [Assistant Manager/ Manager \(Hatchery\)](#)
- [Catcher / Sexer](#)
- [Drivers](#)
- [Egg Collector](#)
- [Farm Secretary](#)
- [Farm / Company Director](#)
- [Hatchery Stockman](#)
- [Hatchery Trainee / Hatchery Assistant](#)
- [Rearing Trainee / Assistant Rearer](#)
- [Stockman \(Breeder\)](#)
- [Stockman \(Broiler\)](#)
- [Stockman \(Rearing\)](#)
- [Technical Advisor/Consultant](#)
- [Trainee Breeder / Assistant Breeder](#)
- [Trainee Broiler / Assistant Broiler](#)

Pigs:

- [Basic Stockperson](#)
- [Contract Breeder](#)
- [Contract Finisher](#)
- [Farm Secretary](#)
- [Fieldsman - Breed](#)
- [Fieldsman - Grow](#)
- [General farm Worker/Agricultural Worker](#)
- [Owner/Company Director](#)
- [Section Head- Farrowing](#)
- [Section head-Grow](#)
- [Section Head-Service](#)
- [Skilled Stockman](#)
- [Technical Advisor/Consultant](#)
- [Unit Manager/ Production Manager](#)
- [Unit Supervisor-Finishing Unit](#)

Sheep:

- [Assistant Shepherd](#)
- [Lambing Assistant](#)
- [Assistant Farm Manager/Grieve](#)
- [Contract Lamber](#)
- [Farm Secretary](#)
- [Farm/Company Director](#)
- [General Farm Worker/Agricultural Worker](#)
- [Head Shepherd](#)
- [Sheep Shearer](#)
- [Sheep Technician](#)
- [Shepherd](#)
- [Technical Advisor/Consultant](#)
- [Working Farm Manager/ Farmer](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

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- Farm Workers - £16,637

Source: [Annual Survey of Hours and Earnings, Office for National Statistics](#)

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

3.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Many roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation/farmer.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Those wishing to start their own businesses are recommended to contact the Fresh Start Initiative and/or the [Business Link](#) or [Princes Trust](#) websites.

The Fresh Start initiative

Fresh Start is an all industry-led initiative to encourage and support new entrants into farming, including those involved in family succession, and to help established farmers think about how they can develop their business in the future in the light of CAP reform.

Mentoring

Mentoring can help both established farmers who are considering their options and young farmers and new entrants. It gives them the chance to talk to business people who have faced similar problems to those they will experience on restructuring their business or starting up. Mentors can offer invaluable guidance and support and can act as role models.

Fresh Start and the academies aim to develop a network of mentors in England who will be able to offer valuable experience and assistance to those developing new farming businesses.

Matching

The matching service aims to match new entrants with farmers who want to retire or who want to diversify into something new, providing new employment or business opportunities for new entrants. The industry is working towards developing matching and mentoring as part of Fresh Start Academy Network.

Training academies

The [academies](#) are a ground breaking initiative: helping new entrants to find openings in the farm industry.

For further information visit the Fresh Start pages on the [Defra](#) website.

Apprenticeships in Agriculture:

An Apprenticeship and an Advanced Apprenticeship are available in Agriculture. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

3.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Agriculture, with pathways in livestock production, poultry production and mixed farming. The [apprenticeships](#) include the following basic requirements:

- A Diploma in Work Based Agriculture (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Assessment of a knowledge based element
- Key or functional skills
- Emergency first aid certificate
- A legislative or nationally recognized occupational test relevant to the industry

Further information on apprenticeships in [Agriculture](#) can be found on the Apprenticeship website.

A [FAQ](#) and an Agricultural Livestock fact sheet (available shortly) are also available

Further and Higher Education:

Qualifications available including:

- Advanced National Certificate in Agriculture
- BTEC First Diploma in Agriculture
- BSc/BSc (Hons) Agriculture
- BSc (Hons) Agri-Business Management
- Diploma in Work Based Agricultural Management (previously National Vocational Qualification (NVQ))
- Higher National Certificate in Agriculture
- FdSc/HND Agriculture

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Tractor and ATV Driving
- Business and Marketing
- Livestock and Dairy Management
- Fork Lift Trucks
- Boundary and Habitat Management

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

3.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 94,000 agricultural livestock businesses, with around 53,800 being situated in England. The industry employs approximately 315,300 people, with 172,682 of those employed within England (see section on regional information for a breakdown).

Agricultural statistics group livestock into 4 main groups, these are:

- **Cattle** - 24,485 businesses in the UK (33% of livestock businesses)
- **Sheep and Lambs** - 44,145 businesses (60% of all livestock businesses)

- **Pigs** - 1,115 business in the UK (2% of livestock businesses)
- **Poultry** - 2,605 business in the UK (4% of livestock businesses)

There are also 27,000 'mixed farms' across the UK who may combine the farming of one or more of the above livestock within other activities.

Source: *IDBR 2008 / Defra, Agriculture in the UK, 2008*

Business and workforce characteristics

The industry is dominated by small businesses with 98% employing less than 10 staff.

Business size	Agric Crops
250+	*
50 – 249	*
10 – 49	2%
5 – 9	6%
0 - 4	92%

Source: *IDBR 2008* * less than 0.5%

- The workforce is aging with some 41% of people working being aged 50 years or more. The average age of key decision makers on farms is around 55, with half of these not having a successor in place.
- Employment is dominated by men, with 81% of workers being male
- Full time staff account for 83% of total employment (national average 75%)
- A high proportion (56%) of the workforce is self-employed (national average 13%)

Source: *Labour force survey (Jan-Sept 2008)*

Drivers for change in employment

From the change factors identified above, the following will have the largest impact on patterns of employment:

- **Labour supply** - employers experience difficulties in recruiting. Agriculture does not have a progressive image. A study by the Institute for Grocery Distribution (Farmers Skills 2008) highlighted that farming does not typically attract people from a non-farming or rural background. They concluded that the industry has not been well served by careers advisers who often had an outdated view of the industry.

Problems may be exacerbated as in the future the people the sector will require higher level skills and there is a very high proportion of the workforce who are expect to retire over the next 10 years. Migrant workers have provided a short term fix bit there is evidence that it is proving harder to source migrant labour, which is key to the seasonal work.

- **Government Policy** - agriculture has historically been a sector of the economy which has experience high levels of government intervention. At different times government subsidies and other policies have aimed to raise production levels and reduce production levels. Currently the sector is moving towards a more market based approach, with subsidies being progressively withdrawn. Any payments to farmers are in the form of the 'single farm payment' for management of the environment.
- **Common Agricultural Policy (CAP)** - Implementation of Common Agricultural Policy (CAP) reforms, single farm payments and cross compliance. Requirement for greater environmental well-being and management skills to ensure compliance with regulations such as: Nitrate Vulnerable Zones (NVZs), Electronic Identification for livestock (EID)

- **Food security** - Agricultural policy has shifted in recent years in response to rising food prices and concerns about the security of food supply. There is a focus on the UK importing less food. According to Defra the UK is 60% self sufficient for food (down from 71% in 1998) and 73% self sufficient for indigenous food stuffs (down from 83%)
- **Skills** - The Leitch Report recommended increasing adult skills across all levels and enhancing employer investment in staff training. Recent government policy has focused on a demand led approach to skills. Increased funding has been allocated to apprenticeship schemes, and responsive programmes such as Train to Gain.
- **Legislation** – there is legislation relating to health and safety and reducing the environmental impact of the industry.
- **Economic conditions** – demand for food is non-cyclically and the industry has been able to weather the recession easier than most parts of the economy. However, the food market is polarising in the current economic climate. Market placement is key for survival. E.g. ‘value’ products are good, but some premium ranges are providing successful if marketed correctly at consumers staying in instead of going out.
- **Diversification** - around 50 per cent of farms in the UK supplement traditional incomes through farm diversification (Agriculture in the UK 2008, Defra). This may be into non-farming activities such as accommodation, retail and recreation. Diversification into novel and niche products to develop higher returns is also a growing trend (eg. rare breed meat, venison, vineyards, energy crops).
- **Climate change** – increasingly, businesses within the sector are required to improve sustainability skills to manage climate change, increase accountability (e.g. in lowering carbon emissions and managing chemical usage), to plan longer term to protect surrounding landscapes, scarce water supplies and also to support biodiversity.
- **Energy and fuel security** – In light of recent volatility in fuel prices, and growing awareness of finite fossil fuel stocks; all businesses need to act to minimise energy consumption, maximise energy efficiency (e.g. localise trade and procurement) and protect natural resources.

Source: Lantra

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

3.7 Skill shortages

Modern farming is a skilled operation that requires in equal measure technical proficiency, business acumen and environmental awareness.

The current skill needs which employers feel are current requirements to Agricultural Livestock are:

- Environmental Management
- Literacy, Numeracy and Communication
- Technical
- Computing
- Business skills – linked to the high proportion of self-employed workers

Source: Business Survey, Lantra 2005

Other training requirements at different occupational levels within the industry

Semi-skilled staff	Skilled staff	Owner/manager
• Health and safety	• Health and safety	• Health and safety

<ul style="list-style-type: none"> • awareness • Basic machinery operation • General animal husbandry • skills • Basic skills (numeracy and literacy) 	<ul style="list-style-type: none"> • awareness • Pesticides • Telescopic forklift handler • Computing • Animal husbandry • Environmental awareness 	<ul style="list-style-type: none"> • management • Financial, personnel, risk, • business and change management • Computing and ICT • Environmental management
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The industry is becoming increasingly technical and there is a need for sophisticated knowledge transfer systems to ensure that employers are up to date and can maximise returns by employing the latest techniques and technology. To enable the workforce to harness technological advances there needs to be a good grasp of basic skills. It has been highlighted that numeracy and literacy are currently cited by business as the main skills issues within the workforce, closely followed by technical, environmental management and planning and organisational skills.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

3.8 Information on opportunities for adults changing career direction

Potential entrants can gain some experience by finding temporary/seasonal employment or by volunteering by contacting a local farm.

It is also advisable to gain a qualification as the work can require specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

3.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry.

3.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Farm Manager](#)
- [Farm Worker \(Livestock\)](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Farm Manager](#)
- [Farm Worker](#)

Prospects:

- [Agricultural Consultant/Adviser](#)
- [Farm Manager](#)
- [Animal Breeder](#)
- [Animal Nutritionist](#)

3.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Leroy Burrell](#) – Veterinary Administration Officer, Bernard Matthews Ltd
- [Matthew Vaughan](#) - Farming Entrepreneur

See also the DVD on the day in a life of a [Farm Manager](#)

3.12 FAQs

Q. What's the point of a career in Agriculture it's a dying industry isn't it?

A. Agriculture will never die. There will always be a need to manage the countryside and produce food, and now non food crops for energy. The agricultural industry has been through immense changes which has now lead to a competitive, vibrant, challenging industry, constantly adapting and embracing new technology. With an increasing world population, greater emphasis on food security and food miles, carbon footprint and energy supplies the industry will have exciting new opportunities and need a high caliber workforce to ensure we can meet what is and increasingly will be required from agriculture.

Q. I have heard that agricultural work is not well paid?

A. The Agricultural Wages Board sets a minimum wage. There will be some less well paid roles as in all industries, but due to the demand for high caliber individuals, most farms and companies in the agricultural industry will pay well to keep experienced and productive employees, and often there can be benefits included such as accommodation and transport. As with all industries, if you are prepared to work hard, there are excellent opportunities to progress.

3.13 Sources of additional information, web-links etc

Further information on Agricultural Livestock can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry Information

Websites:

- [Lantra](#)
Telephone: 0845 707 8007 or e-mail: connect@lantra.co.uk
- [National Farmers Union](#) (NFU)
Tel: 02476 858 500 e-mail: NFU@nfu.org.uk

- **Department of Environment, Farming and Rural Affairs** (Defra)
Tel: 02072 703 300
- **British Poultry Council**
Tel: 020 7202 4760 e-mail: bpc@poultry.uk.com
- **National Beef Association**
Tel: 01434 601005 e-mail: info@nationalbeefassociation.com
- **Royal Association of British Dairy Farmers**
Tel: 0845 458 2711 e-mail: office@rabdf.co.uk
- **National Pig Association**
- **National Sheep Association**
Tel: 01684 892 661
- **Institute of Agricultural Secretaries and Administrators** (IAgSA)
Tel: 02476 696 592 e-mail: IAgSA@IAgSA.co.uk
- **Royal Agricultural Society of England** (RASE)
Tel: 02476 696 696
- **Farming and Wildlife Advisory Group** (FWAG)
Tel: 02476 696 699 e-mail: info@fwag.org.uk
- **Farming & Countryside Education** (FACE)
Tel: 024 7685 8261
- **Landex**

Other publications:

- **A Life on the Land**

Employment opportunities

Websites:

- **Farmers Weekly Jobs**
- **Jobs in Agriculture**
- **Land Force**
- **Shire Consulting**
- **National Trust**
- **Countryside Job Service**

Magazines and Journals:

- **Farmers Weekly**

Other:

- Many farms will advertise vacancies in local papers, shops and post offices

3.14 Regional information

East Midlands

	Businesses	Employees
Agricultural Livestock	4,394	13,976

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
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Agricultural Livestock	2,484	8,453
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Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Agricultural Livestock	128	Within SE

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Agricultural Livestock	2,348	7,283

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Agricultural Livestock	8,988	27,942

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Agricultural Livestock	5,077	18,643

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Agricultural Livestock	16,717	53,280

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Agricultural Livestock	7,734	24,565

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Agricultural Livestock	5,923	18,879

Further information on the Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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4 Sub-sector – Animal Care

4.1 A brief description of what the sub-sector covers at UK level

The Animal Care industry is perhaps one of the most fulfilling roles within the land-based sector offering opportunities to work in kennels or catteries for example, through to animal charities and zoo and wildlife parks. The work in this industry generally covers the health, welfare, handling supervision and husbandry of animals.

Whether an animal is being kept as a pet or forms part of a collection in a zoo, they all need the skilled attention of devoted and well trained people to ensure their wellbeing. There has been an increase in interest in various forms of animal care, with increased attention on animal welfare organisations by the media. Work with animals is very much seen as a dedicated profession as they have to be looked after 365 days a year.

Animal Care encompasses:

- Pet shops
- Animal boarding establishments
- Animal breeding
- Dog training (including animals in entertainment and education as well as working animals such as uniformed/security dogs)
- Pet styling and grooming
- Animal welfare charities
- Animal care services (for example animal hydrotherapy, dog walkers/sitters)
- Zoos and wildlife parks (including wildlife rehabilitation)
- Animal visitor attractions
- Animal related public services (for example dog/animal wardens)

4.2 Information on careers available and new emerging jobs, transferability of skills, career paths and opportunities for progression

Jobs available in Animal Care include:

- [Animal Trainer \(Audio Visual\)](#)
- [Assistance Dog Trainer](#)
- [Dog Trainer- Racing Greyhounds](#)
- [Dog Trainer- Uniformed Forces](#)
- [Animal Care Assistant](#)
- [Animal Clinic Assistant](#)
- Animal Collection Officers/Field Officers
- Animal Technician (College)
- [Animal Welfare Supervisors](#)
- Assistant Animal Trainer
- [Assistant Dog Groomer](#)
- Establishment Centre -Deputy Manager
- [Dog Groomer](#)
- [Dog Warden](#)
- Establishment/Centre Manager
- [Head of Education/ Education Coordinator](#)
- [Head Zoo Keeper](#)
- [Inspector](#)
- [Livestock Manager](#)
- [Manager - Pet Shop](#)
- Manager Dog Groomer
- [Manager/Director All Establishments](#)
- [Manager/Zoos and Wildlife Establishments](#)
- [Pet Shop Assistant/Retail Assistant](#)
- [Safari Park Ranger](#)
- [Supervised Animal Care Assistant](#)
- [Supervised Assistant Keeper](#)
- [Zoo Education Officers](#)
- [Zoo/Animal Keeper](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

It should be noted that people wishing to work in the animal care industry do need to be realistic about the work and what it involves; areas such as the feeding of dead chicks or mice to reptiles and birds of prey or euthanasia may be of concern to some.

Career / progression pathways for the industries in Animal Care and Welfare are available on the Lantra website (April onwards).

4.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. However it should be stated that there are some positions that are lower paid when compared to other employment sectors.

The following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Animal Care Services - £13,489
- Animal Care Occupations - £12,737

Source: [Annual Survey of Hours and Earnings, Office for National Statistics](#)

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

4.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, people and communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Animal Care. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above

16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

4.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Animal Care. The following pathways are available:

Apprenticeship pathways:

- animal care and welfare
- zoo's and wildlife establishments
- dog grooming
- pet care and retail
- animal training.

Advanced Apprenticeship pathways:

- animal care and welfare
- zoo's and wildlife establishments
- dog grooming
- pet care and retail
- animal training
- animal welfare enforcement
- dog/animal wardens
- animals in education and entertainment

The [apprenticeships](#) include the following basic qualifications:

- A Diploma in Work Based Animal Care (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- A knowledge based element
- Key or functional skills
- Emergency First Aid

Further information on apprenticeships in [Animal Care](#) can be found on the Apprenticeship website.

A [FAQ](#) and an Animal Care fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- BTEC First Diploma in Animal Care
- BTEC National Diploma in Animal Management
- BSc (Hons) Animal Science (Behaviour and Welfare)
- BSc (Hons) Animal Behaviour and Welfare
- Diploma in Work Based Animal Care (previously National Vocational Qualification (NVQ)) Levels 2-4
- BTEC First Certificate in Animal care
- FdSc Animal Science
- BSc (Hons) Animal Science

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate for Animal Nursing Assistants
- Intermediate Certificate in Dog Grooming

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

4.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 12,650 animal care businesses, with around 10,700 being situated in England. The industry employs approximately 78,000 people, with 66,600 of those employed within England (see section on regional information for a breakdown).

Source: Experian

Business and workforce characteristics

Almost three quarters of the animal care industry accounts for pet shops and pet supplies, boarding establishments, and dog clipping and grooming businesses.

Business size	Animal Care
100+	3%
26 - 100	2%
6 - 25	9%
1 - 5	86%

Source: Experian

- Just over two fifths (43%) of business owners/managers are aged 35-44 years and one third (33%) of employees are aged 25-34
- Women account for 71% of employment
- 87% of the workforce are employed full-time and 13% part-time
- Those from a white ethnic group make up 99% of employees and 100% of employers
- 3% of employees and less than 1% of employers consider themselves to have a disability

- Volunteers are a significant part of the workforce within the animal care industry. The Lantra animal care survey of employees revealed that just over one-fifth of paid employees had entered the animal care industry by a voluntary work placement. A report by the Cabinet Office found that 10% of *all* volunteers in England during 2006/07 participated in animal care activity; this represents a 7% increase since 1997. Volunteering to work with animals tends to involve either the practical, hands-on role (for example dog walking, re-homing animals, mucking out) or the 'back-room' duties such as fundraising, administration or helping in charity shops
- According to the Lantra animal care survey, the most common gross annual salary of business owners was £20,000-£24,999 (18%), and employees £10,000-£14,999 (37%).

Sources: [Volunteers Skills Research, Lantra 2008](#)
[UK Wide Animal Care Survey, Lantra 2005](#)

[Cabinet Office, Helping Out: 'A national survey of volunteering and charitable giving', September 2007](#)

Drivers for change in employment

The sector has undergone great change in recent years, which has led to an increasing demand for high skilled workers. Key drivers include:

- Ongoing animal health and welfare legislation - animal health and welfare has become increasingly important to owners, veterinary professionals, para-professionals and animal carers, occupations involved in the livestock industry, consumers, members of the public and governments. The Animal Welfare Act and the Animal Welfare Act Scotland is the most comprehensive modernisation of laws on domestic and captive animals for a century. A new duty of care, together with the consolidation and review of over 20 pieces of animal welfare legislation relating to farmed and non-farmed animals has provided these industries with an array of factors affecting business performance and professional development. Owners and businesses need to comply with the codes of practice driving up standards in respect of duty of care and the transporting of animals, EU legislation outlining standards of practice and the updating of the Veterinary Surgeons Act.
- In terms of what this means for skills and business requirements, continuous professional development in animal husbandry, health and welfare (including ethical working / duty of care) is a must and this is required as 'bite-sized learning'. Those in advisory positions will need to ensure they have good influencing skills. Considering higher level skills, there is a requirement for common European standards and competence checks and accessible 'up-skilling' training courses for EU workers coming into the UK in addition to specialisation training for all.
- Climate change is having an effect on the processes and operations of the sector. This affects water supplies; crop/animal feed development and animal and land management. The sector has a positive input into this agenda with the ability to not only produce non-fossil fuels but to produce sustainable alternatives and so contribute to the overall reduction in greenhouse gasses. Many zoos have also taken to recycling as part of their ongoing commitment to conservation which in turn generates income towards the care and conservation of animals and endangered species.
- Land and animal owners and businesses will need to consider for example, the management of animals and the land in the event of flooding or drought, bio-diversity and bio-security, the use of landscapes to survive changes 20 years ahead and the consequences involved from the reduction in the amount of land available for equine, livestock and animal feed production due to increased land use for alternative fuel production.
- The implications of these factors on skills and business requirements means that people will need to assess risks. They will require knowledge and skills to ensure careful transportation of animals and to manage the land, particularly all weather surfaces (e.g. for race courses) and genetically modified grasses and/or crops as well as higher level knowledge and skills required to ensure bio-diversity (e.g. knowledge of habitats, new species, diseases). There is also a need for higher level skills for the research and

development of new vaccines and technologies to cope with potential new diseases as well as all round skills to ensure sustainability.

- Economic factors have had a pronounced effect on the behaviour of pet/animal owners. For example, the showing of animals has reduced due to the costs associated with the necessary documentation/licences required and the travel expenses due to the increase in fuel costs. There has also been a general reduction in pet ownership in the last 2 years and consumers are swaying towards keeping exotic pets as many perceive them to be easier and cheaper to keep. An increasing number of elderly animals, particularly horses are being sent to animal sanctuaries, and costly vet bills/routine veterinary expenses coupled with less disposable income are leading to decreased welfare standards. Due to the increase in the cost of meeting legislation, entrance fees for zoos and wildlife parks are increasing and as a result, consumers are spending less money whilst in the parks. The knock-on effects are that zoos and wildlife parks are generating less income which in turn may cause threats to employment, and animal sanctuaries are also facing difficulties with high fuel/energy costs. However, these issues are likely to be a short term problem with the financial situation – the recession.
- In terms of skills and business requirements, influencing skills are required, particularly for local authority inspection staff but also for others providing advice and guidance on what is best for the animal. Skills and knowledge in responsible pet ownership/care including feed and nutritional information need to be widely promoted (how to look after your animal, especially for those keeping exotic pets). Those working within sanctuaries will also need the relevant skills for the management of elderly animals.
- Litigation/product insurance - to keep up to date with current legislation and consumer rights, businesses will require good knowledge and understanding of legal obligations and should consider undertaking risk assessments as well as holding professional indemnity insurance. Assessments on health and safety should also be made to reduce the number of accidents in the workplace which has become common place especially with volunteers. In addition, the workforce will require good customer care and communication skills to ensure they understand customer expectations.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

4.7 Skill shortages

On a job-specific level the most common skills that employers required their employees to have were animal health and welfare, providing information and advice to customers and identifying diseases. On a more generic level, common skills needs were literacy and customer relations.

22% of employers reported skills gaps amongst their staff. The most common skills that employees were lacking were providing information and advice to customers, animal health and welfare, handling animals, communication, customer relations and planning and organisation.

The following tables relate to the most popular current and future skills required by employers at particular levels.

Employers' most popular job-specific skills required by level:

	Basic	Intermediate	Advanced	High
Current	<ul style="list-style-type: none"> • Stock control • Basic animal first aid • Transporting animals 	<ul style="list-style-type: none"> • Identifying diseases • Sale/knowledge of animal related products • Animal 	<ul style="list-style-type: none"> • Providing information and advice to customers • Animal nutrition/exercise 	

		<ul style="list-style-type: none"> • nutrition/exercise • Restraining animals • Handling animals • Animal health and welfare 	<ul style="list-style-type: none"> • Preparing and maintaining animal accommodation 	
Future		<ul style="list-style-type: none"> • Transporting animals 	<ul style="list-style-type: none"> • Sale/knowledge of animal related products 	
Current and future	<ul style="list-style-type: none"> • Knowledge of how animals will perform on film set • Sale/knowledge of animal related products • Releasing animals into the wild • Preparing and grooming animals 	<ul style="list-style-type: none"> • Basic animal first aid • Stock control 	<ul style="list-style-type: none"> • Basic animal first aid • Identifying diseases • Restraining Animals 	<ul style="list-style-type: none"> • Animal health and welfare • Handling animals • Providing information and advice to customers

Employers' most popular generic skills required by level:

	Basic	Intermediate	Advanced	High
Current	<ul style="list-style-type: none"> • Marketing or sales 	<ul style="list-style-type: none"> • Finance or accounts 	<ul style="list-style-type: none"> • Health and safety • Communications • Improving own learning • Customer relations • Planning and organisation 	
Future	<ul style="list-style-type: none"> • Literacy, numeracy 		<ul style="list-style-type: none"> • Literacy, computing or IT 	
Current and future	<ul style="list-style-type: none"> • ICT 	<ul style="list-style-type: none"> • Literacy, numeracy, computing or IT • Marketing or sales 	<ul style="list-style-type: none"> • Basic animal first aid • Identifying diseases • Restraining animals 	<ul style="list-style-type: none"> • Customer relations • Health and safety • Communication skills • Planning and organisation • Improving own learning and performance

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

4.8 Information on opportunities for adults changing career direction

Animal Care is a popular choice for individuals wishing to change career direction and therefore it can initially be difficult to gain entry. To enhance opportunities it is advised that potential entrants at least gain some experience by volunteering. Many animal care organisations have volunteering opportunities available either on their websites or by contacting the local branch / organisation (see the Sources of Additional Information section).

It is also advisable to gain a qualification as the work can require a high level of specialist knowledge. However any qualification should **not** be done in isolation as most employers may also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification rather than one of the short courses that are available. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

4.9 Information on points of entry or transfer into a sector from another area sector.

Further to the information in the previous section many organisations may employ individuals with financial, IT, administrative and marketing backgrounds as well as those from retail and customer service.

4.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Assistance Dog Trainer](#)
- [Animal Groomer](#)
- [Animal Trainer](#)
- [Animal Boarding Worker](#)
- [RSPCA Inspector](#)
- [Zoo Keeper](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Animal Care Worker](#)
- [Assistance Dog Trainer](#)
- [Dog Groomer](#)
- [Dog Handler](#)
- [Kennel Worker](#)
- [Pet Behaviour Counsellor](#)
- [Pet Shop Assistant](#)
- [RSPCA/SSPCA Inspector](#)
- [Zookeeper](#)
- [Zoologist](#)

Prospects:

- [Zookeeper](#)

4.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Jo Harris](#) - Canine Carer and Dog Trainer, Dogs Trust
- [James Clifford](#) - Assistant Pet Store Manager, Coventry
- [Claire Hyde](#) - Dog Groomer and Business Owner, Classic Canine Cuts
- [Tracey Evans](#) - Manager, Daisy Bank Kennels

See also the DVD on the day in a life of a [Zoo Keeper](#)

4.12 FAQs

Q. I want to change career to work with animals. What should I do?

A. What you do will be dependant on your circumstances. If you are unemployed then it would benefit you to gain an appropriate qualification (funding may be available for this) and some work experience, preferably by volunteering with a local organisation.

If you are already in employment then this may be difficult. Gaining experience by volunteering, whenever possible, will still be your best option so that you gain some of the skills required and show any potential employers that you are committed and reliable. You will also be able to show any transferable skills you may have. You may also consider undertaking a home-study course.

Another option is to gain employment in another part of the organisation (i.e. reception, finance departments) and then try to become involved in the type of work that you are interested in.

See the next section for potential volunteering and employment opportunities

Q. What is it like to work with animals?

A. This will be dependant on the type of work you choose. Although the work can be enormously rewarding it must be noted that initially working with animals can be routine and physically demanding. This will include aspects of husbandry work which will involve the cleaning & shoveling of muck and which is a vital part of the work. Working hours can vary considerably and can be quite unsociable as the animals will need to be looked after 24/7. Therefore this may involve working weekends and Bank holidays.

You will also need to ensure you don't have any allergies to animals/fur/feathers as this could affect your health and your job if you are working in close proximity to animals.

Working with animals also involves a great deal of interaction with the public, so you must be able to communicate to a wide section of people.

Q. What do employers look for when employing someone to work with animals?

A. Employers need people they can rely on as the animals are unable to feed, clean and exercise without help. Therefore some employers may take on an individual, without a qualification, if they feel they are reliable and trustworthy. Many will then invest in the individuals training to gain the necessary skills.

Q. Once I gain employment what are the opportunities for progression?

A. Initially the work may be more on the manual side; however there are opportunities to progress to a supervisory or management level, which will require not only people but also team management and leadership skills. The industry is mainly made up of small organisations, so there will potentially be opportunities to start up your own business, although this is likely to mean less 'hands-on' time with the animals.

4.13 Sources of additional information, web-links etc

Further information on Animal Care can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Cave**
- **College of Animal Welfare**
Tel: 0844 372 9410 e-mail: admin@caw.ac.uk
- **Hearing Dogs for Deaf People**
Tel: 01844 348 100 e-mail: info@hearingdogs.org.uk
- **Guide Dogs for the Blind**
Tel: 01189 835 555 e-mail: guidedogs@guidedogs.org.uk
- **Pet Care Trust**
Tel: 01234 273 933
- **Animal Health Trust**
Tel: 01638 751000
- **National Dog Warden Association**
- **PDSA**
Tel: 0800 917 2509 e-mail: pr@pdsa.org.uk
- **RSPCA**
Tel: 08703 335 999 e-mail: engserv@rspca.org.uk
- **Association of British Wild Animal Keepers**
e-mail: abwak-enquiries@live.co.uk
- **British and Irish Association of Zoos and Aquariums**
Tel: 020 7449 6351
- **Zoological Society of London**
Tel: 02077 223 333

Publications:

- **Cage and Aviary Birds**

Employment & Volunteering Opportunities

Websites:

- **Animal Health Trust**
- **Pet Care Trust**
- **RSPCA**
- **Land Force**
- **Vetclick**
- **Animal Jobs Direct**
- **PDSA**
- **Association of British Wild Animal Keepers**
- **British and Irish Association of Zoos and Aquariums**
Volunteering
- **Zoological Society of London**
Volunteering

Magazines & Journals:

- **Cage and Aviary Birds**

4.14 Regional Information

East Midlands

	Businesses	Employees
Animal Care	1,100	6,750

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Animal Care	1,450	9,300

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Animal Care	1,000	8,750

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Animal Care	450	2,100

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Animal Care	1,300	6,100

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Animal Care	1,850	11,200

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Animal Care	1,450	9,400

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Animal Care	1,050	7,300

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire & Humber

	Businesses	Employees
Animal Care	1,050	5,700

Further information on the Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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5 Sub-sector – Animal Technology

5.1 A brief description of what the sub-sector covers at UK level

The animal technology industry involves the husbandry, care and welfare of animals bred to be used in scientific research and the carrying out of authorised procedures. Research using animals in the UK comes under the Animal (Scientific Procedures) Act 1986 and each year in Britain three million animals are used in scientific procedures. Over 80% of the animals used are rats or mice. Dogs account for 0.25% and cats for 0.14% of the total.

The industry is often portrayed in a negative light; however, animal research provides many benefits to society and to animals themselves. For example, 80% of the animals are used for medical, dental and veterinary research, which in turn informs the development of new drugs and vaccines to improve health and quality of life. The others are used for the protection of people e.g. workers in industry.

Animal Technologists/Technicians work in a variety of areas; universities, pharmaceutical companies, medical or veterinary colleges, teaching hospitals, research institutes, government departments (e.g. Defra), or for special laboratory animal breeders.

Sources: *Institute of Animal Technology (IAT)*, *ABPI survey of in vivo employers (2007)*, *A synopsis of the issues within Animal Technology, Lantra (July 2008)*

5.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Animal Technology include:

- Trainee Animal Technician/ Technologist
- Team Leader
- Study Director
- Senior Licensed Animal Technician/ Technologist
- Operational Manager
- Licensed Animal Technician/ Technologist
- Director of Biological Services
- Deputy Unit Manager/ Section Head/ Principal Team Leader
- Animal Technician/ Technologist
- Animal Facility Manager
- Animal Auxiliary

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). For further details contact Lantra. Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Animal Care and Welfare are available on the Lantra website (October onwards). A [pathway](#) is also available on the Institute of Animal Technologies (IAT) website.

5.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. There are no national scales, variations exist between employers. An example of midrange scales is given below:

- Trainee Technician - £12,000 - £15,000

- Technician - £15,000 - £20,000
- Senior Technician - £20,000 - £28,000
- Chief Technician - £28,000 - £35,000
- Manager - £35,000 - £40,000 +

Source: [Institute of Animal Technology \(IAT\)](#)

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

5.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Animal technologists can enter the profession at any point from post-16 onwards. Although there are no strict entry requirements employers will generally look for GCSE maths, English and one or more science subject (grade C and above). Post 'AS', 'A2', graduate and post-graduate entry is common. However, graduates from pharmacology, physiology, toxicology and pathology courses tend to fill animal technology positions.

Anyone wishing to be an animal technologist must convince a potential employer of their genuine and committed interest in animal care and welfare. Applicants will be at an advantage if they can demonstrate direct experience of looking after animals (pets, dog walking, kennel work, school clubs, etc.).

Further information on specific job entry requirements can be found in the Job Profile section.

5.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

Please note there are no Apprenticeships available in Animal Technology at present.

Further and Higher Education:

Animal Technician training is mainly on-the-job. Trainees work towards the Institute of Animal Technology (IAT) certificate/diploma, a relevant Edexcel national/higher national certificate leading to a day-release course for the BSc (Hons) in Laboratory Animal Science or an SVQ or NVQ in Animal Technology.

Qualifications available including:

- First Certificate in Animal Husbandry
- BTEC First Diploma in Animal Technology
- NVQ in Animal Technology (previous NVQ title)
- BSc in Animal Technology

Other courses are available which are associated to this industry or include Fisheries Management as part of the syllabus. For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

5.6 Data on employment and labour market trends and forecasts

In the UK there are currently:

- 232 Home Office approved research establishments
- An estimated 4,000 – 5,000 Animal Technologists
- Around 30 Named Animal Care and Welfare Officers
- Approx 14,500 Home Office personal license holders

Workforce characteristics

- Males account for just over half of the workforce at 56%
- Only 7% of employers work part time
- 33% of businesses reported employing casual staff
- 31% of the workforce are aged between 25-34 years
- Only 8% are estimated to be over 55 years of age.

Source: [Lantra Sector Skills Agreement](#)

There are currently 232 Home Office approved research establishments in the UK. In England employers are mostly based in the South East, the East, and London, though there are some major *in vivo* employers in the North West, North East and Yorkshire and Humberside.

Research undertaken by ABPI found there are approximately 2,700 animal technologists in the UK. The Institute of Animal Technology (IAT) has since estimated the number may be somewhere between 4,000 and 5,000. This figure could be inflated further depending on the criteria on what is indeed an animal technologist, the definition of which varies considerably between different groups of employers, for example, academia, pharmaceuticals, contract research organisations, animal breeders etc.

In 1985 The IAT established a Register of Animal Technicians. There are currently 276 registered animal technologists (RAnTech) in the UK. Not *all* animal technologists are registered as there is no legal requirement for this, however, the aim of the register was to emphasise the institute's position regarding the ethical and legal aspects of care of laboratory animals. Those on the register hold either the Membership or Fellowship Diploma of the Institute of Animal Technology or equivalent and have a minimum of five years relevant experience, including two years post qualification experience.

There are around 30 Named Animal Care and Welfare Officers (NACWO) nominated from the Register of Animal Technicians. Their role is to make (mostly) unannounced visits to research establishments and inspect research projects to ensure the use of animals is justified and that the number of animals and any suffering is minimised.

In total there are approximately 14,500 Home Office personal licence holders in the UK who are legally permitted to conduct regulated procedures under the Act. It should be noted that not all personal licence holders are qualified animal technologists; they may be, for example, students.

Sources: [Institute of Animal Technology \(IAT\)](#), [ABPI survey of in vivo employers \(2007\)](#), [The Home Office Animals \(Scientific Procedures\) Inspectorate Annual Report \(2005 and 2007\)](#)

Employment trends

Turnover in animal technology roles is typically around 5-10%. In recent years, employers have had an increased demand for animal technologists and about 70% of employers expect their *in vivo* workforce will either increase by at least 5% or remain stable over the next five to ten years. Industrial employers believe that they will need to recruit between 140 and 280 animal technologists annually. Many of those working in the education sector are also close to retirement age so a higher staff turnover is likely in the coming years as these staff are replaced.

25% of employers report a lack of applicants for animal technology roles, particularly contract research organisations and educational employers. The factors affecting the attractiveness of these roles include the physical nature of animal technology and the starting pay. As a result, many employers are recruiting increasing numbers of applicants from Poland and other new EU accession countries.

71% of employers find it difficult or very difficult to hire animal technologists. The main reasons for this include a lack of suitable applicants, lack of basic skills and the lack of research animal experience.

Source: [ABPI survey of in vivo employers \(2007\)](#)

Animal technology is suffering from a serious shortage of skilled labour. In many cases this is due to the public perception of animal testing and also the fear of reprisals from animal rights organisations. There is a reducing interest in 'care' professions which is leading to pressures on recruitment.

Wider skills issues arise due to the reduced uptake of science subjects within secondary education, resulting in fewer entrants to biological research. Increased competition from other areas of further education and animal studies is affecting the number of potential entrants to animal technology.

Expansion of genome research and research centre parks has created an industry wide shortage of animal technologists.

There is an extreme shortage of animal technologists within the South East due to low pay conditions and issues such as unaffordable housing. There is a perceived lack of career paths within the industry which is not conducive for new entrants.

Inadequate information, advice and guidance about the opportunities within animal technology also play a part in limiting the number of both young and mature individuals entering the sector.

Source: [Lantra Sector Skills Agreement](#)

Productivity and skills

The UK has a high reputation in the research and development of new drugs and hence finds itself in a competitive position in relation to other countries. There is therefore a demand for the services of animal breeders and technologists.

Within animal technology the business of scientific research is not always about productivity. Ethical considerations such as the need to minimise pain and distress to animals and the need to reduce the dependency on animal experimentation are foremost.

In the commercial sector, animal use has almost halved since 1987, even though investment in research and development has increased significantly. The use of animals is costly and time consuming and industry has invested many millions of pounds in the development of alternatives.

New molecular biology techniques are opening up fresh areas of research, which will lead to an increase in the use of genetically modified animals. Further, new regulatory proposals set out in the European Union Chemicals Strategy White Paper will, if agreed and implemented, lead to increased use of animals for human health and safety purposes.

It has been argued by some that strict government regulations on animal use are needed in order to keep control of a sensitive industry. However, it has been further argued that bureaucracy makes it difficult to compete scientifically with other overseas research groups who can operate in a less restrictive environment.

Within animal technology, external forces, such as government policy has meant that enterprise has been thwarted to some extent. Indeed, the UK's licensing system is the tightest in the world and permits only essential research with clear medical benefits.

It can also be argued that the tight government regulations outlined above are just one constraint upon the possible entrepreneurial activity of a research business.

Source: [Lantra Sector Skills Agreement](#)

Further information is available in the Skills Assessment for the Environmental and Land-based sector (Availability TBC) and Lantra's [Sector Skills Agreement](#).

5.7 Skill shortages

Skills in whole animal research (*in vivo* skills) are becoming increasingly important, not only to ensure compliance with the Animal (Scientific Procedures) Act 1986 but also for future advances in developing and implementing further alternatives to animals for pharmacological and toxicological screening of new chemicals and drugs. Skills to design, manage and interpret preclinical safety and efficacy research on animals are also of high importance.

Source: [ABPI survey of in vivo employers \(2007\)](#)

Some of the core technical / practical skills needed by animal technologists are as follows:

- Preparing environments for scientific procedures
- Preparing and maintaining animal accommodation
- Preparing animals and equipment for general, non-surgical, or regulated surgical procedures.
- Caring for animals (e.g. feeding, watering, specifying diets, including during pregnancy, parturition and post-operative care)
- Administering substances to animals
- Delivering basic treatments to animals
- Collecting samples from animals
- Ensuring successful mating
- Preparing and carrying out euthanasia
- Handling animals
- Restraining animals

Source: [Lantra Sector Approved Profile for Animal Technician / Technologist \(2008\)](#)

Further information is available in the Skills Assessment for the Environmental and Land-based sector (Availability TBC) and Lantra's [Sector Skills Agreement](#).

5.8 Information on opportunities for adults changing career direction

Anyone wishing to be an animal technologist must convince a potential employer of their genuine and committed interest in animal care and welfare. Applicants will be at an advantage if they can demonstrate direct experience of looking after animals (pets, dog walking, kennel work, school clubs, etc.).

5.9 Information on points of entry or transfer into a sector from another area sector.

See previous section

5.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Animal Technician](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Animal Technician](#)

5.11 Case studies

Due to the sensitive nature of this industry no case studies are available at this time.

5.12 FAQs

TBA

5.13 Sources of additional information, web-links etc

Further information on Animal Technology can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Institute of Animal Technology**
e-mail: Careers@iat.org.uk
- **Association of the British Pharmaceutical Industry (ABPI)**
- **Medical Mouse**

Publications:

- **[A Career as an Animal Technologist](#)**

Employment & Volunteering Opportunities

Websites:

- **[Lab Animal](#)**
- **[Institute of Animal Technology Job Service](#)**

Magazines & Journals:

- **Animal Technology and Welfare Journal**
- **Nature**
- **New Scientist**

5.14 Regional information

East Midlands

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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6 Sub-sector - Aquaculture

6.1 A brief description of what the sub-sector covers at UK level

Aquaculture is defined as: “the farming of aquatic organisms in inland and coastal areas, involving intervention in the rearing process to enhance production and the individual or corporate ownership of the stock being cultivated. The intervention may include strategies such as regular stocking, feeding and individual or corporate stock ownership”.

(Source: [Aquaculture Information Bureau](#))

In the UK, types of aquaculture range from intensive farming, where fish are held at relatively high density and all feed is provided by the farmer (including salmon, trout, turbot and pilot volumes of halibut and cod) to extensive farming of shellfish, where the intervention is limited to the supply and redistribution of juveniles either from hatcheries or the wild (including some scallop, mussel and cockle production).

6.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Aquaculture include:

- [Fish Farm Worker](#)
- [Fish Farm Senior Management / Owner / Director](#)
- [Fish Farm Manager](#)
- [Fish Farm Supervisor](#)

(NB – These titles have yet to be approved by the industry. The links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (2010 onwards).

6.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

6.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may/will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for

employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

Further information on specific job entry requirements can be found in the Job Profile section.

6.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

Please note there are no Apprenticeships available in Aquaculture at present.

Further and Higher Education:

Qualifications available including:

- BTEC National Diploma in Fish Management
- BTEC National Award in Fish Management
- BTEC First Diploma in Fish Husbandry
- BTEC National Certificate in Fish Management

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Health and Safety Certificate

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

6.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 530 aquaculture businesses, with around 220 being situated in England. The industry employs approximately 3,150 people, with only around 800 of those being employed within England (see section on regional information for a breakdown).

Source: [IDBR 2008 / Labour force survey \(jan-sept 2008\)](#)

Business and workforce characteristics

In 2006, the farm gate value of Aquaculture in England and Wales was estimated to be £43 million, of which:

- £20 million was attributable to shellfish production
- £13 million to salmonids
- £10 million coarse fish for re-stocking of fisheries and ornamental purposes.

Business size	Aquaculture
250+	*
50-249	1%
10-49	9%
5-9	20%
0-4	70%

*Figure equals less than 0.5% Source: [IDBR 2008](#)

The aquaculture industry comprises the production of finfish that includes salmon, brown and rainbow trout, bream, carp, sturgeon, barramundi, tilapia, turbot and recently, pilot volumes of halibut and cod. The shellfish sector comprises of mussels, oysters and scallops. In England and Wales farming and cropping from the wild of coarse fish is carried out on a similar scale to trout farming. (The definition for aquaculture does not include offshore sea fishing or rivers fisheries management)

Initially the aquaculture sector consisted of small businesses often operating as a cottage industry consisting of finfish and shellfish production. Aquaculture is a relatively new industry in the UK and there has been a rapid evolution of the finfish industry since the 1980's and shellfish since the 1990's. The finfish industry initially attracted investment in the 1980's by multi nationals such as Marine Harvest that were owned by Unilever at that time. The speed of development within the sector indicates how progressive aquaculture is as an industry.

Aquaculture, in terms of modern intensive culture of finfish and shellfish, is carried out across the UK. However, the majority of activities, by volume and value, are concentrated in the Highlands and Islands of Scotland. In England and Wales, the primary species farmed is rainbow trout, followed by mussels and oysters. However, although there are more trout farms in England there is a higher tonnage of production in Scotland.

Within England the enterprises are spread across the country. Trout farming is the dominant finfish activity in England and many farms are part of general estate operations, so employees are not specifically identified as trout farm staff. A large number of estates sub-lease their sites to private individuals.

Source: [Lantra's Sector Skills Agreement \(2005\)](#)

Recruitment

Most companies reported hard-to-fill-vacancies across their job roles; reasons given for these included:

- Lack of (suitable) applicants
- Competition from other sectors
- Site remoteness
- Lack of affordable housing.

Companies expected employment demand to increase during 2009 due, in the most part, to increased production

Drivers for change

- **Economic changes** – aquaculture is reported to be one of the world's fastest growing food-producing sectors. However, financial investment is required especially for new

businesses and small scale producers if UK aquaculture is to make the most of this growth. Market competition is increasing on a global level but also species level. The popularisation of alternative species entering the market such as farmed sea bass and cod, but also 'sustainable' varieties including pollock and hoki puts pressure on the traditional species. Rising costs of fish feed and volatility in fuel prices present another concern.

- **Customer demand** – negative publicity has damaged the reputation of the aquaculture industry in recent times. Therefore, in order to remain competitive the industry has been forced to work harder and to tighter profit margins in order to produce the lower priced quality assured (e.g. tartan quality mark) and traceable fish/seafood products that customers now expect. The loss of the minimum import price has further increased the likelihood of UK aquaculture businesses being undercut by their global competitors.
- **Environmental and bio-diversity issues** – conservation interventions have particularly focused upon species, habitats, landscapes and ecosystems. Sustainable development is required in order to meet conservation principles and maintain the quality of both product and environment (e.g. water carrying capacity needs to be respected). Fish escapes and waste management practices have the potential to harm local indigenous species and water courses.
- **Food security** - worldwide fish stocks are currently in a precarious state, declining year-on-year. Increasing consumer demand however, requires aquaculture production to supplement, even replenish, the wild reserves in order to satisfy this demand. There is an ongoing fish health/disease agenda within the industry with concerns about outbreaks of sea lice, a particularly damaging issue to fish production and reputation.
- **Technological advances** – the industry has experienced an increased necessity to incorporate ICT skills and acquire technical knowledge in order to utilise monitoring techniques and equipment. Research and development within the industry is vital to improving working practices, such as containment netting, fight against parasites and disease.
- **Labour** – the industry needs to work hard to attract new entrants and to retain current staff, the provision of clear progression and development opportunities would certainly be of benefit. Up-skilling
- **Policy and legislation**
- **Education** – keeping the workforce up to date through schemes such as 'Train to Gain' in England and creating flexible, bite-sized learning opportunities that reflect industry needs is key in this industry.
- **Health and safety legislation** - is required to enhance safety of working environment, to reduce accidents and ill health of staff and clients.
- **Authorisation** – new Aquatic Animal Health (England and Wales) Regulations 2009 require all aquaculture production businesses to be authorised by the Fish Health Inspectorate. There is a Code of Good Practice for Scotland Finfish Aquaculture (incl. 300 separate points of compliance). Regulations are in place to standardise and facilitate commercial-environmental business objectives such as Marine (Scotland) Bill, 2009; 'A Fresh Start – Strategic Framework' (Scotland); forthcoming Marine and Coastal Access Bill, 2009; and 'A Strategy for the sustainable development of European Aquaculture' (EU, 2009)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

6.7 Skill shortages

The sector has undergone great change in recent years, which has led to an increasing demand for high skill staff. The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills
- Technical/job specific skills
- Key skills (e.g. literacy, numeracy, communication and customer relations).

Current and future skills needs

- With food hygiene and traceability being a key factor in primary food production, there is a requirement for auditing, hazard analysis and critical control point (HACCP) training, marketing and the skills necessary to be able to communicate with the processing factory, or indeed the end customer that may be a multi grocery, hotel, restaurant or domestic purchaser.
- With concerns regarding legislation, animal welfare and environmental issues there is a high requirement for environmental management and communications to promote the industry and overcome negative perceptions of the sector.
- There is a high requirement for business planning, business development, financial planning and risk assessment, and general management ability is becoming increasingly important to maintaining viability and competitiveness, particularly among owner-managers and employed managers in larger operations.
- Disease control and hygiene are becoming increasingly critical in most parts of the industry, creating a need for heightened scientific, husbandry and quality assurance skills.
- Automation in larger fish farms is pointing towards fewer but more highly skilled staff, with high levels of technical knowledge and skills.
- Computers are increasingly being used particularly by larger operations, creating a need for IT skills. Within the industry computer-related skills are not currently regarded as particularly important, but there is recognition that they will increase in importance in the future, particularly among managers.
- Overall, the level of skill needed by aquaculture workers is expected to increase, and 20% of employers are identifying skills gaps among their staff, with job-specific skills, communication and problem solving heading the list.
- Job-specific skills are regarded as increasing in importance, and there is an increasing demand for multi-skilled staff who can work across the range of operations involved in fish production. Flexibility, initiative and willingness to learn are also seen as increasingly important, as are communication, team working, problem solving and following instructions.

Source: Lantra's [Sector Skills Agreement \(2005\)](#)

New recruits

For new entrants there will always be the current requirement for health and safety, first aid, boat handling, food safety, depuration of shellfish, harvesting of shell and finfish, forklift truck driving and primary grading.

The majority of businesses reported that it is important for new recruits to come to the business with the right skills, and over 60% of establishments identified that experience is important. In comparison, qualifications are not considered important when recruiting new workers, with less than a quarter reporting that they are important, compared to over three quarters reporting that they are not.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

6.8 Information on opportunities for adults changing career direction

To enhance opportunities it is advised that potential entrants have a general interest in fishing and at least gain some experience by volunteering. Most organisations have volunteering opportunities available either on their websites or by contacting a local organisation (see additional information section). It is also advisable to gain a qualification, if possible, although this is not a pre-requisite. Transferable skills will be valued and may be taken into consideration on application.

6.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry.

6.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Fish Farmer](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Fish Farmer](#)

Prospects:

- [Fish farm manager](#)

6.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Joel Lodge](#) – Assistant Manager
- [Calum Buchanan](#) – Senior Farm Assistant, Marine Harvest

6.12 FAQs

TBA

6.13 Sources of additional information, web-links etc

Further information on Aquaculture can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Department of Environment, Farming and Rural Affairs** (Defra)
Tel: 02072 703 300
- **Aquaculture Information Bureau**
Tel: 01738 587 001 e-mail: enquiries@aquaculture.org.uk
- **Marine Harvest**
Tel: 01313 445 772 e-mail: corporate@marineharvest.com
- **Shetland Aquaculture**
Tel: 01595 695579 e-mail: info@shetlandaquaculture.com
- **Seafood Shetland**
Tel: 01595 693 644 e-mail: sfpa@fishuk.net

Publications:

TBA

Employment Opportunities

Websites:

- **Pisces Jobs**
- **Institute of Fisheries Management**
- **Land Force**
- **Marine Harvest**
- **Countryside Job Service**

Magazines & Journals:

TBA

6.14 Regional information

East Midlands

	Businesses
Aquaculture	25

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses
Aquaculture	20

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses
Aquaculture	15

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses
Aquaculture	5

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses
Aquaculture	25

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses
Aquaculture	40

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses
Aquaculture	55

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses
Aquaculture	30

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses
Aquaculture	5

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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7 Sub-sector - Equine

7.1 A brief description of what the sub-sector covers at UK level

Equine is a diverse industry, offering opportunities ranging from livery operations to thoroughbred racehorse training. Work in the industry covers the welfare, husbandry, supervision and riding of horses. Employers in the industry include riding schools, livery yards, racing yards, breeders, trainers and those involved in various other equine-related activities such as coaches and rehabilitation. Horses are a major asset for their owners, which need the skilled attention of devoted and well-trained staff.

Equine encompasses:

- Riding schools and livery yards
- Competition yards
- Racing yards
- Studs
- Instructors
- Working horses
- Clubs and hunts
- Diversified equine activities
- Equine paraprofessionals (e.g. Equine Dental Technicians, Barefoot Trimmers)

7.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Equine include:

- [Apprentice Jockey](#)
- [Assistant Yard Manager](#)
- BHSI Assistant Instructor
- [BHSI Horse Riding Instructor](#)
- BHSII Intermediate Instructor
- Business Manager
- Coach Level 1
- Coach Level 2
- Coach Level 3
- [Foaling Specialist](#)
- Groom
- [Head Girl / Lad](#)
- [Horse Transporter or Driver](#)
- [Jockey](#)
- [Performance Groom](#)
- [PTT Instructor](#)
- [Stable Lad / Lass](#)
- [Stallion Handler](#)
- [Stud Groom](#)
- [Stud Manager](#)
- [Stud Yard Supervisor](#)
- [Stud-hand](#)
- [Supervised / Assistant Groom](#)
- [Trek Assistant](#)
- [Trek Leader or Centre Operator](#)
- [Yard Manager](#)
- Yearling Manager

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the Job Profile section.

Career / progression pathways for the industries in Animal Health and Welfare are available on the Lantra's website (April onwards).

7.3 Information on pay scales in the sector

Pay scales in this industry are variable, apart from [racing](#) (which has its own wage structures), and therefore care should be taken when advising on this area. Some job roles include accommodation which can vary from shared hostel rooms, to luxury cottages. Food, free livery for your own horse, riding lessons and the chance to compete are also sometimes included as part payment.

Horses used in the farming of the land are covered by the Agricultural Wages Board's rates and conditions (See wages section in the Agricultural Livestock section).

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

7.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Equine. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

7.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT.

Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Equine. The [apprenticeships](#) include the following basic qualifications:

Apprenticeship:

- An appropriate National Vocational Qualification (NVQ) at Level 2
- Key Skills
- Intermediate Certificate in Horse Care or Level 2 Certificate in Health and Safety for those working in the Equine Industry
- Emergency First Aid Certificate

Advanced Apprenticeship:

- An appropriate National Vocational Qualification (NVQ) at Level 3
- Key Skills
- Advanced Certificate in Horse Care or Level 3 Certificate in Horse Management or Level 3 Certificate in Horse Knowledge and Care
- Emergency First Aid Certificate

Further information on apprenticeships in [Equine](#) can be found on the Apprenticeship website.

A [FAQ](#) and Environmental fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- BTEC National Diploma in Horse Management
- BTEC First Diploma in Horse Care
- BTEC National Award in Horse Management
- BSc (Hons) Equine Sports Science
- Diploma in Work Based Horse Care (previously National Vocational Qualification (NVQ))
- Diploma in Work Based Horse Care and Management (previously National Vocational Qualification (NVQ))
- BSc (Hons) Equine Science
- BA (Hons) Equine Business Management

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Stage 1 Horse Care, Knowledge and Riding
- Certificate in Stage 2 Horse Care, Knowledge and Riding
- Certificate in Health and Safety for Those Working in the Equine Industry
- Advanced Certificate in Equine Transport

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

7.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 3,450 equine businesses, with around 2,950 being situated in England. The industry employs approximately 20,700 people, with only around 18,700 of those being employed within England (see section on regional information for a breakdown).

Source: *National Surveys Database(2008), Experian*

Business characteristics

The industry is dominated by micro-businesses with over half of businesses (53%) employ between 1 and 9 staff and 44.4% do not employ any staff.

Source: [Lantra SSA \(2005\)](#)

Business size	Equine
26 - 100	2%
6 - 25	18%
1 - 5	80%

Source: *Experian*

The following provides information on the key organizations within the industry:

British Show Jumping Association (BJSA)

The BJSA has 17,691 members and 18,962 registered horses and ponies.

Racing Industry

The core British racing industry supports over 22,000 full-time and part-time jobs with significant additional staff employed on race days. Further activity as a result of the racing industry sustains another 25,200 jobs, of which 2,300 are in activities directly related to the racing industry such as vets, farriers and drivers. There were 569 licensed trainers in Britain with horses in training in 2005.

Source: [BETA National Equestrian Survey, 2006](#)

British Horse Society (BHS)

BHS have 69,899 members and 979 approved centres. They also have 34,000 riding club members across 430 riding clubs. Additionally there are 13,005 volunteers, an estimated 50% of which volunteer regularly (at least a fortnightly or monthly commitment).

Source: [The British Horse Society, 2009](#)

Riding for the Disabled Association (RDA)

RDA is a federation of 500 'member groups' all of which are registered charities and who have approximately 24,000 participants and 18,000 volunteers between them. An estimated 3,150 horses are used across these businesses; these are a mixture of owned, loaned and borrowed.

British Dressage

British Dressage has 14,000 individual members. Membership covers them to compete in affiliated competitions and to register horses alongside a range of member benefits including regional training and an ability to become a judge.

National Equine Welfare Council (NEWC)

NEWC member organisations are responsible for approx 11,558 horses. 5467 of these are kept on NEWC members premises. This year 6,091 horses are currently out on loan, this represents 53% of the total number of horses under the care/ownership of NEWC members.

The British Grooms Association (BGA)

BGA has over 750 members and each member cares for approximately 4 - 6 horses. Therefore across the membership there are an estimated 3750 horses cared for by BGA members.

Equine paraprofessionals

Lantra estimates that there are approximately 100 barefoot trimmers and 200 equine dental technicians in the UK. However it is difficult to gain an accurate workforce figure for these sub-industries. Both these industries are concentrated in the South of England.

Source: [An Investigative Study of Barefoot Trimmers and Equine Dental Technicians Lantra, 2008](#)

Workforce characteristics

- The most common age band is 45 to 54 years for proprietors and 20 to 24 years for staff
- Overall, women account for 54.5% of proprietors and 66.8% of staff in the industry; however, there are exceptions and Lantra's research has shown that Equine Dental Technicians are mostly male.

Sources: [Lantra SSA \(2005\); An Investigative Study of Barefoot Trimmers and Equine Dental Technicians, July 2008.](#)

Volunteers

Small businesses (especially riding stables) depend on a high degree of voluntary labour and payment in kind. There is a lack of skilled staff at certain levels, and across the industry (generally viewed as very low paid), problems with recruitment and retention. A qualification structure exists and has developed significantly in recent years. Many businesses, however, still place a lot of emphasis on experience and natural ability.

Source: [Henley Report, 2003](#)

Drivers for change

The sector has undergone great change in recent years which has led to an increasing demand for high skilled workers. Key drivers include:

Ongoing animal health and welfare legislation - animal health and welfare has become increasingly important to owners, veterinary surgeons, para-professionals and animal carers, occupations involved in the livestock industry, consumers, members of the public and governments.

The Animal Welfare Bill is the most comprehensive modernisation of laws on domestic and captive animals for a century. A new duty of care, together with the consolidation and review of over 20 pieces of animal welfare legislation relating to farmed and non-farmed animals has provided these industries with an array of factors affecting business performance and professional development.

As a result of animal health and welfare legislation, businesses in the sector are having to adjust to the following influences:

- Codes of practice driving up standards in respect of duty of care and the transporting of animals
- EU legislation outlining standards of practice
- Updating of the Veterinary Surgeons Act.

On the animal health legislation, there has been considerable lobbying at UK and European level on behalf of breeders on a range of subjects including transport, disease control and land management issues. The industry is affected by Defra activity when the lines between thoroughbred breeding and agricultural activities blend together.

Economic - economic factors have had a pronounced effect on the behaviour of pet/animal owners. For example, the showing of animals has reduced due to the costs associated with the necessary documentation/ licences required and the travel expenses due to the increase in fuel costs. Generally there has been a reduction in pet ownership in the last 2 years.

As a result of economic drivers businesses in the sector are having to adjust to the following influences:

- Costly vet bills and less disposable income are leading to decreased welfare standards
- An increasing number of elderly animals, particularly horses are being sent to animal sanctuaries. In turn sanctuaries are facing difficulties with high fuel/ energy costs.

The global nature of breeding racehorses has a big impact on how small businesses operate in the UK, as the product is an international one. The UK sales season has just begun – currently it is holding its own but the latter half of the year will give a better picture. Part of the problem is that sales are down, but, horses sold at the sales this year will have been planned for 2 years before this economic crisis hit. The breeding industry supplies horses for racing, and if racing decides to cut its output then that will affect equine financially. Additionally, there is the effect on welfare issues to consider although currently there is no evidence to suggest that there is a problem at the moment.

Demographic change - an ageing workforce exists within many establishments. This is due to the majority of young people who want to work with horses going to college and, on completion of their courses, having a salary expectancy that is higher than that of a groom/ instructor. Equine businesses in return tend to favour industry experience as apposed to college qualifications.

Trends in competition and sport - there is an increase in involvement in equestrian sport at all levels and also an increase in horse ownership. The 2012 'Olympic factor' is one possible reason for this.

The Henley Report estimates that 2.4 million people in Britain ride. According to the BETA National Equestrian Survey (2006), 7% of the total UK population is estimated to have ridden at least once in the last year. Some 49% of those riding in the last 12 months either ride or drive regularly. One million UK households (4%) contain at least one person who is responsible for the daily upkeep of a horse, be that in a professional capacity or not.

Furthermore, In 2005 there were a record 9,400 racehorse owners in Britain. Owners had an average of 14,658 horses in training in 2005, with up to 25,000 horses in training at some point in the year.

Legislation - threat of legislation and consumer rights has a big impact on the sector. Changing legislation affects small businesses, in particular employment legislation and health and safety along with other legislation when it occurs. This additionally has an effect on the employment of volunteers and young people. Other legislation when it occurs, also has an impact on small businesses. In particular, employment legislation and health and safety

legislation have a big impact. The increasing global nature of the industry, including more travel increases the risk of new diseases and a speedier spread of disease. This is tied into the European legislation, but the equine industry is also affected by what happens internationally.

Climate change - climate change is having an effect on the processes and operations of the sector. This affects water supplies, crop/animal feed development and animal and land management. The sector has a positive input into this agenda with the ability to not only produce non-fossil fuels but to produce sustainable alternatives and so contribute to the overall reduction in greenhouse gasses. As a result of climate change businesses in the sector are having to adjust to the following influences:

- Management of animals in the event of flooding
- Management of the land in the event of drought or flooding
- The need to plan the use of landscapes to survive changes 20 years ahead
- Reduction in the amount of land available for equine/livestock/animal feed production due to increased land use for alternative fuel production
- Bio-diversity and bio-security.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

7.7 Skill shortages

Skills needs which employers felt are important are:

- Essential skills (literacy, communication and numeracy)
- Health and safety and risk assessment skills
- Customer relations
- Planning and organisation
- Environmental management
- Business management, business change and financial awareness skills
- Computing/IT
- Technical/practical (horse management / handling, operating machinery, horse knowledge)
- Leisure skills, such as catering and tourism skills may also be required in the longer-term future.

Source: [Lantra SSA \(2005\)](#)

Health and safety skills were identified as being the most important skills as they affect the whole image of the business.

A lack of teaching staff, especially at PTT (Preliminary Teaching Test) and AI (Assistant Instructor) levels were identified as skills gaps.

Source: [Lantra SSA Annex 2007](#)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

7.8 Information on opportunities for adults changing career direction

Equine is a popular choice for individuals wishing to change career direction and therefore it can initially be difficult to gain entry. To enhance opportunities it is advised that potential entrants at least gain some experience by volunteering. Many Equine organisations have

volunteering opportunities available either on their websites or by contacting a local stables / organisation (see the Sources of Additional Information section).

It is also advisable to gain a qualification as the work can require a high level of specialist knowledge. However any qualification should **not** be done in isolation as most employers may also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to gain advice from either the [Business Link](#) or [Princes Trust](#) websites.

7.9 Information on points of entry or transfer into a sector from another area sector.

Further to the information in the previous section many organisations may employ individuals with business/financial, IT, administrative and marketing backgrounds as well as those from retail and customer service.

7.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Horse Groom](#)
- [Horse Instructor / Coach](#)
- [Horse Riding Holiday Centre Manager](#)
- [Horse Trainer](#)
- [Professional Jockey](#)
- [Horse Riding Holiday Centre Ride Leader](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Horse Groom](#)
- [Horse Riding Instructor](#)
- [Jockey](#)
- [Riding Holiday Centre Manager](#)
- [Riding Holiday Leader](#)

7.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Eric Smiley](#) – Event Rider and Fellow of the British Horse Society
- [Joanne Richardson](#) – Equine Student
- [Anne Hayward](#) – Employee, Lostford Manor Stud Farm
- [Alisha Lamb](#) – Stud Farm Owner
- [Catriona Stevens](#) - Coach, Gleneagles Equestrian Centre

See also the DVD on the day in a life of an [Equine Stud Hand](#)

7.12 FAQs

Q. I want to change career to work with horses. What should I do?

A. What you do will be dependant on your circumstances. If you are unemployed then it would benefit you to gain an appropriate qualification (funding may be available for this) and some work experience, preferably by volunteering with a local stables.

If you are already in employment then this may be difficult. Gaining experience by volunteering, whenever possible, will still be your best option so that you gain some of the skills required and show any potential employers that you are committed and reliable. You will also be able to show any transferable skills you may have. You may also consider undertaking a home-study course.

Another option is to gain employment in another part of the organisation (i.e. reception, finance departments) and then try to become involved in the type of work that you are interested in.

See the next section for potential volunteering and employment opportunities

Q. What is it like to work with horses?

A. This will be dependant on the type of work you choose. Although the work can be enormously rewarding it must be noted that initially working with horses can be routine and physically demanding. Working hours can vary considerably and can be quite unsociable as the animals will need to be looked after 24/7. Therefore this may involve working weekends and Bank holidays. Check out the DVD on the day in a life of an [Equine Stud Hand](#) for further details

Q. What do employers look for when employing someone to work with horses?

A. Employers need people they can rely on as stabled horses are unable to feed, clean and exercise without help. Therefore some employers may take on an individual, without a qualification, if they feel they are reliable and trustworthy. Many will then invest in the individuals training to gain the necessary skills.

Q. Once I gain employment what are the opportunities for progression?

A. Initially the work may be more on the manual side; however there are opportunities to progress to a supervisory or management level, which will require team management and leadership skills. The industry is mainly made up of small organisations, so there will potentially be opportunities to start up your own business.

7.13 Sources of additional information, web-links etc

Further information on Equine can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- [Lantra](#)
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- [British Equestrian Trade Association](#)
- Tel: 01937 587 062 e-mail: info@beta-uk.org

- **British Horse Society** (BHS)
Tel: 01926 707 700 e-mail: enquiry@bhs.org.uk
- **British Horseracing Education & Standards Trust**
Tel: 01638 560 743 e-mail: education@bhest.co.uk
- **National Trainers' Federation**
Tel: 01488 717 19 e-mail: info@racehorsetrainers.org
- **British Horseracing Board**
Tel: 02073 960 011 e-mail: info@bhb.co.uk
- **National Pony Society**
Tel: 01420 883 33 e-mail: info@nationalponysociety.org.uk
- **Association of British Riding Schools**
Tel: 01736 369 440 e-mail: office@abrs.org
- **Careers in Racing**
Tel: 02071 520 000 e-mail: info@careersinracing.com
- **Riding for the Disabled Association** (RDA)
Tel: 0845 658 1082
- **British Dressage**
Tel: 024 76 698830 e-mail: office@britishdressage.co.uk
- **National Equine Welfare Council** (NEWC)

Publications:

- **Horse and Hounds**

Employment & Volunteering Opportunities

Websites:

- **British Horse Society**
Volunteering
- **Careers in Racing**
- **Land Force**
- **Equine Tourism**
- **Horse and Hound**
- **Equine World**
- **Equine Classified**

Magazines & Journals:

- **Horse and Hounds**

7.14 Regional information

East Midlands

	Businesses	Employees
Equine	300	1,900

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Equine	450	3,250

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Equine	250	1,000

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Equine	100	500

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Equine	250	1,850

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Equine	600	3,550

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Equine	400	2,700

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Equine	300	2,450

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Equine	300	1,550

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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8 Sub-sector – Environmental Conservation

8.1 A brief description of what the sub-sector covers at UK level

Environmental conservation is a wide ranging industry that encompasses the conservation of landscapes, habitats and species alongside the management of public access, recreation and interpretation to promote awareness, understanding and enjoyment of the countryside.

The industry also covers associated landscape management skills, at policy, planning and technical levels, together with the maintenance of rivers and waterways. Large organisations such as Natural England, Scottish Natural Heritage, BTCV, the Royal Society for the Protection of Birds, the National Trust, the National Trust for Scotland, National Parks Authorities, Wildlife Trusts and the Woodland Trust amongst others are involved in this industry.

Environmental conservation skills are also required by many who work in other land-based industries, including agricultural crops and livestock, fisheries management and trees and timber. Environmentalists also provide advice and guidance to farmers, land managers and undertake impact assessments on potential industry/building developments.

There are also many other organisations, such as Local Authority Environment Directorates and land-based businesses, that are involved in environmental conservation to some extent, although this may not form the majority of their business operations (therefore these are not currently included in the business numbers in sections 8.6 and 8.14).

Environmental conservation includes:

- Rural and urban conservation
- Countryside recreation
- Rivers, coasts and waterways
- Heritage conservation
- Urban regeneration
- Environmental management.

8.2 Information on careers available and new emerging jobs, transferability of skills, career paths and opportunities for progression

Jobs available in Environmental Conservation include:

- [Access & Recreation Officer](#)
- [Volunteer Coordinator/Manager](#)
- [Activities/Events Organiser](#)
- [Conservation Officer](#) - Landscape/Habitat (e.g. woodland, marine, coastal)
- [Head of Conservation](#) / Environment
- [Education / Interpretation Officer](#)
- [Environmental Management Officer](#)
- [Estate Worker](#)
- [Property / Estate Manager](#)
- [Ranger](#) / Countryside Officer
- [Recycling / Waste Management Officer](#)
- [Senior Conservation](#) / Biodiversity Officer - Landscape/Habitat (e.g. woodland, marine, coastal)
- Senior Access & Recreation Officer
- [Senior Ecologist](#)
- Senior Environmental Management Officer
- [Senior Ranger / Countryside Manager](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate generic, or 'umbrella', job profile by industry representatives, although many variations of the same job will be available in the work place. Each has had an approved representative profile written, listing the relevant job competencies (including transferable skills). Other more traditional profiles are available in job profile section.

Career / progression pathways for the industries in Conservation and Management of the Natural Environment are available on the Lantra's website (April onwards).

8.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. However the following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Natural Environment and Conservation Managers - £40,845
- Conservation and Environmental Management Officers - £29,035
- Countryside and Park Rangers - £22,180

Further information can be found in job profile section and by checking the vacancy websites listed in additional information section

8.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Some organisations have their own entry and training / bursary schemes, such as the [Lemur](#) project or the National Trust [Careership](#) scheme or . These are often publicised in the vacancy publications listed in additional information section.

Further information on specific job entry requirements can be found in the job profile section.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are currently available in Environmental Conservation. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

8.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Environmental Conservation. An Apprenticeship is also available in Dry Stone Walling (although this may be incorporated as a 'pathway' the Environmental Conservation Apprenticeship when this is reviewed in 2010). The [apprenticeships](#) include the following basic qualifications:

- An appropriate NVQ in Environmental Conservation at either Level 2 or 3
- Key Skills
- Level 3 Certificate in Environmental Conservation (Advanced only)
- Emergency First Aid / Risk Assessment (Advanced only) and one occupational qualification

Further information on apprenticeships in [Environmental Conservation](#) and [Dry Stone Walling](#) can be found on the Apprenticeship website.

A [FAQ](#) and Environmental fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- National Diploma in Countryside Management
- National Certificate in Countryside Management
- FdSc Countryside Management
- BSc / BSc (Hons) Countryside and Environmental Management
- Diploma in Work Based Environmental Conservation (previously National Vocational Qualification (NVQ)) Levels 2-4
- BSc (Hons) Wildlife Conservation
- BSc (Hons) Environmental Conservation
- FdSc Animal Conservation and Biodiversity

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate of Competence in the Safe Use of Pesticides
- Certificate in All Terrain Vehicles
- Chainsaw Certificate
- Trailer Handling Certificate

Having a full driving license will improve employment opportunities.

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

8.6 Data on employment and labour market trends and forecasts

In the UK there are approximately 3,250 environmental conservation businesses, with around 2,400 being situated in England. The industry employs approximately 23,000 people, with approximately 17,000 of those being employed within England (see section on regional information for a breakdown). There are also around a further 200,000 volunteers working in the industry.

Source: Experian data (figs rounded to nearest 50) / Labour Force Survey (LFS, 2008) for SOC codes 3551 and 3552. Businesses have been classified based on their main activity – some businesses may operate across the sub-sectors or be classified within other sectors whilst undertaking some environmental and land-based activities. Please note, the employment figures are likely to underestimate the true figures, as they focus on two specific job roles.

Business and workforce characteristics

Around 27% of businesses within environmental conservation employ more than 10 people. This is greater than the overall proportion for the environmental and land-based sector. 4% employ 10 or more staff compared to the UK average of 17%, which employ 10 or more staff.

Business size	Environmental Conservation
250+	5%
50 - 249	
10 - 49	22%
5 - 9	73%
0 - 4	

Source: Lantra Environmental Conservation Sector Skills Agreement 2005 / IDBR (2008) – UK Businesses 2008

The large number of businesses with employment over 10 is likely due to the number of large trusts and government funded public bodies operating within the industry.

The sector's workforce is dominated by:

- 49% of adults are aged between 25 to 40 years; 24% of these people are over 50 years old
- Men account for 60% of employment compared to 54% across all sectors within UK
- Those from a white ethnic group make up 97% of the workforce compared to 91% across all sectors within UK.

Source: LFS (2008)

Employment status within sector

- Full-time staff account for 84% of total employment, compared to the national average of 75%
- Part-time staff account for 16% of total employment, compared to the national average of 25%.

Volunteer workers are a vital labour resource within the environmental conservation industry. Voluntary activity pertaining to environmental conservation accounted for 8% of all voluntary activity in England during 2006/07.

An estimated 200,000 volunteers work for varying periods of time, either for personal reasons or to gain relevant skills and work experience prior to entering permanent employment.

Source: *Volunteers Skills Research* (Lantra, 2008)

Drivers for change

Climate change – Businesses within environmental conservation are well-placed and have appropriate expertise to help address climate change through improving sustainability skills, increasing accountability (e.g. 'carbon capture' and lower carbon emissions, manage chemical usage), planning longer term business strategies, protecting surrounding landscapes and scarce water supplies, and supporting biodiversity. Climate change is also likely to impact upon pest numbers/types and disease rates.

Rural and urban regeneration – Legislation such as the Countryside and Rights Of Way Act 2000 has improved accessibility to the countryside, in turn potentially impacting on land management (e.g. access provision, habitats/nesting). Recent child obesity issues have generated a strong need to upgrade available sport and leisure amenities. From a community perspective, the industry is central to improving social cohesion through its influence on physical and mental well-being.

Labour supply – There is already a lack of appropriately skilled staff in the industry; however the industry finds it increasingly difficult to attract suitable staff in some areas. There is also a heavy reliance on volunteer workers. The sector needs to raise its profile in order to attract young people, career changers and non-traditional groups. On the upside, a recent image shift (due in part to 'carbon footprint' preoccupations) has seen environmental conservation businesses develop a more positive reputation. Vocational entry routes are increasingly being valued by employers.

Economic change – The economic recession may have a negative impact upon the availability of consultancy work in and around environmental conservation organisations. The potential future reductions in public sector money through central government cutbacks will require businesses to adopt increasingly more innovative approaches to generate external funding. On the upside, the shift of emphasis in agricultural practice from food production with no environmental damage and towards food production with environmental enhancements presents an opportunity to broaden the influence of conservation.

Health and safety – Given the size of the industry, including the activity of volunteers, problems invariably lie in managing, standardising and enforcing health and safety policies and practices. Requirements seem to change on a weekly basis; this makes it difficult for businesses and organisations to stay up-to-date.

Globalisation – Affects the daily performance of businesses primarily through changes in global economic and social conditions (e.g. oil prices, carbon footprint, market recession). Multinationals increasingly adopt their own training programmes, which are not necessarily in line with mainstream activities. Some positive impacts have occurred in that basic ICT proficiency levels have increased. A number of environmental conservation organisations are well-placed to influence, and are actively involved in, international environmental initiatives.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

8.7 Skill shortages

The sector has undergone great change in recent years which has led to an increasing demand for high skill staff. The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills
- Technical/job specific skills for example species identification, environmental/habitat management, operating of machinery, wider land-based industry knowledge
- Essential skills for example literacy, numeracy, basic ICT, communications and customer relations.

Research has shown that employers require a diverse mix of conservation, generic and specialist skills. There is also a high demand for relevant practical experience. Conservation skills include practical estate skills, habitat management, and surveying and identification skills. Generic skills include project management, financial and budget management and interpersonal skills (including effective community engagement). A number of conservation jobs also require specialist skills that are very specific to the context of the work itself.

Skill shortages and skill gaps

Trainee conservation workers and volunteers require the following skills and knowledge: practical estate and habitat management skills, wildlife monitoring and survey skills and also generic skills including communication, interpersonal, and IT skills.

Conservation officers require, in addition to the skills for trainees and volunteers, the following: species identification skills, supervision and management skills and also the generic skills including project management and financial and budgetary skills.

Senior conservation officers require the skills listed in the job roles above but also the following: policy, planning and legislation, wildlife and conservation impact awareness and also the generic skills including negotiation, staff management and leadership skills.

Further anecdotal evidence suggests that the most common skill gaps are for field interpretation and species identification skills, heritage management, chainsaw training, first aid refresher courses, minibus driving and trailer towing. Also, the softer skills such as interpersonal skills, coaching skills, team working and communication skills were also identified.

Source: [Environmental Conservation Sector Skills Agreement](#) (Lantra, 2006)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

8.8 Information on opportunities for adults changing career direction

Environmental Conservation is a popular choice for individuals wishing to change career direction and therefore it can initially be difficult to gain entry. To enhance opportunities it is advised that potential entrants at least gain some experience by volunteering. Most Conservation organisations have volunteering opportunities available either on their websites or by contacting the local branch / organisation, and these opportunities are becoming increasingly flexible in terms of focus of work, day of the week and duration (see additional information section).

It may also be advisable to gain a qualification (be aware that many employed in the sector will be at degree level) as the work can require a high level of specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector (by volunteering).

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

8.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry. For example those who have an engineering background may be able to find employment in areas relating to renewable energies or river catchment management.

Further to this many organisations are in the voluntary/charitable sector and therefore opportunities are often available for those with financial, IT, administrative and marketing backgrounds.

8.10 Job profiles

Lantra is currently writing and approving job profiles through industry for the Jobs4U database, these currently include:

- [Countryside Officer/Ranger](#)
- [Ecologist](#)
- [Access & Recreation Officer \(coming soon\)](#)
- [Volunteer Manager](#)
- [Environmental Scientist](#)
- [Estate Worker](#)
- [Education & Interpretation Officer \(coming soon\)](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Countryside Ranger](#)
- [Ecologist](#)
- [Countryside/ Conservation Officer](#)
- [Ornithologist](#)

Prospects:

- [Countryside Manager](#)
- [Ecologist](#)
- [Marine Scientist](#)
- [Nature Conservation Adviser](#)
- [Nature Conservation Officer](#)
- [Water Conservation Officer](#)

8.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Norman Georgeson](#) - Trained Assessor, British Trust for Conservation Volunteers (BTCV)
- [Steven Long](#) – Park Ranger, London Borough of Southwark
- [Joe Taylor](#) – Head Ranger, Coombe Country Park

See also the DVD on the day in a life of a [Nature Reserve Warden](#)

8.12 FAQs

Q. I am a graduate with a relevant environmental qualification, but am unable to get employment. What should I do?

A. Most Conservation organisations like to employ someone who has some experience. Therefore you will need to gain some by volunteering with a local organisation or further afield if you have transport or are willing to move. This will enable you to gain the skills you will require, improve your CV and provide an opportunity to network with potential employers. One key 'skills gap' identified by employers is field natural history (species identification) skills. You may also wish to supplement your qualification with a relevant certificated course and it always helps if you have a full clean driving license.

Once you gain the necessary experience do not restrict your options, as to the type of work you want to do or your geographic location, being open and flexible will enhance your chances.

Q. I want to work in conservation, but I have no qualifications or experience. What should I do?

A. Initially gain some experience by volunteering with a local conservation group/organisation. This will show a potential employer your desire to work in the industry as well as gaining some of the required skills. You should also consider gaining a qualification, either academic or vocational, however do **not** do this in isolation, you should always mix any study with practical experience. Some employers will train their volunteers so research the organisations in your local area or further afield if you have transport or are willing to move, to see what they have to offer. Alternately if you have other skills/experiences i.e. administration, finance etc. then you could apply for a similar post in an environmental organisation and use the opportunity to fulfill your career change once employed in the sector.

Q. Once I gain employment what are the opportunities for progression?

A. The most difficult part is to gain your first post. Once employed most employees in the industry seldom become unemployed, as employers are always looking for experienced, knowledgeable staff. Progression will obviously be dependant on the ambition and ability of the individual and the area of work they decide to undertake. However it is possible to progress through project manager's positions to senior positions in local government, government departments, as well as directorships of Wildlife Trusts etc.

Q. I have heard that conservation work is not well paid?

A. Like most industries there are positions that are not well paid and some that are. Historically some jobs have been low paid but most organisations are now trying to align jobs with similar private sector roles, also many environmental conservation roles are managed by local authorities, and the salary scales will reflect nationally agreed levels.

8.13 Sources of additional information, web-links etc

Further information on Environmental Conservation can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk

- **Natural England**
Tel: 0845 600 3078 e-mail: enquiries@naturalengland.org.uk
- **The Wildlife Trusts**
Tel: 01636 677711 e-mail: enquiry@wildlifetrusts.org
- **BTCV**
Tel: 01302 388 883 e-mail: information@btcv.org.uk
- **National Trust**
Tel: 0844 800 1895 e-mail: enquiries@thenationaltrust.org.uk
- **RSPB**
Tel: 01767 680 551 e-mail: bird@rspb.demon.co.uk
- **The Environment Agency**
Tel: 01904 692 296 e-mail: enquiries@environment-agency.gov.uk
- **Institute of Ecology and Environmental Management (IEEM)**
Tel: 01962 868626 e-mail: enquiries@ieem.net
- **Environment Careers**
- **Naturenet**

Publications:

- **Environmental Careers Handbook** - Institute of Environmental Sciences (available from The Trotman Group, 2 The Green, Richmond, Surrey, TW9 1P11 Tel: 0870 900 2665 e-mail: mail@trotman.co.uk)
- **Rooting for a Career in Ecology or Environmental Management?** - IEEM

Employment & Volunteering Opportunities

Websites:

- **Countryside Job Service***
- **National Trust**
- **BTCV**
Volunteering
- **Environment Job**
- **Environment Jobs**
- **Land Force**
- **Friends of the Earth**
- **The Wildlife Trusts**
Volunteering
- **Environment Agency**
- **Earthworks Jobs**
- **Groundwork**
Volunteering
- **IEEM**
- **Community Service Volunteers**

* - The Countryside Jobs Service can be viewed on-line, however it is recommended that you use the subscription service for a full list of employment opportunities

Magazines & Journals:

- **Environment Post**
- **The Guardian (Wednesday)**
- **New Scientist**

8.14 Regional information

East Midlands

	Businesses	Employees
Environmental Conservation	200	1,250

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Environmental Conservation	250	1,650

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Environmental Conservation	350	2,400

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Environmental Conservation	150	900

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Environmental Conservation	300	2,100

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Environmental Conservation	350	2,550

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Environmental Conservation	400	1,250

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Environmental Conservation	300	1,950

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire & Humber

	Businesses	Employees
Environmental Conservation	200	1,450

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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9 Sub-sector - Farriery

9.1 A brief description of what the sub-sector covers at UK level

Farriery is defined in the Farriers (Registration) Act 1975 as 'any work in connection with the preparation or treatment of the foot of a horse for the immediate reception of a shoe thereon, the fitting by nailing or otherwise of a shoe to the foot or the finishing off of such work to the foot'. A farrier is a skilled craftsman with a sound knowledge of both theory and practice of the craft, capable of shoeing all types of feet, whether normal or defective, of making shoes to suit all types of work and working conditions, and of devising corrective measures to compensate for faulty limb action. It is an offence for any person to engage in any act of farriery who is not registered on the Register of Farriers nor employed under Articles of Apprenticeship. This is stipulated by the Farriers (Registration) Act.

There are estimated to be a million horses in the UK

9.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Farriery include:

- Approved Training Farrier
- Apprentice Farrier
- College Tutor Assessor
- Farriery Supply Business Proprietor
- Field Officer
- Registered Farrier

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Animal Care and Welfare are available on the Lantra website (April onwards).

9.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

9.4 Information on entry requirements, application processes (e.g. Apprenticeships)

To become a farrier it is necessary to qualify for entry into the Register of Farriers. To achieve this requires completion of a course of training and a minimum period of experience approved by the Farriers Registration Council (FRC). The course currently approved is an Advanced Apprenticeship, including an NVQ Level 3 in Farriery and a Technical Certificate which is the Diploma of the Worshipful Company of Farriers. The prescribed period of experience is 4 years and 2 months.

Apprenticeships:

The minimum educational entry requirements are either four GCSE passes at Grade C or above, which must include English Language and Mathematics (Scottish, Northern Ireland, and EU equivalents will apply) or an NVQ Level 2 and the Level 2 Key Skills of Communication and Application of Number, or a BTEC First Diploma and the Key Skills.

Please note that it is the responsibility of each applicant to provide proof that any qualifications held are equivalent to or higher than the specified minimum educational entry requirements.

A mandatory element of the entry criteria is that you complete a practical test. This consists of making fifteen forging exercises, as detailed in the Forging Exercise Booklet for Farriery Apprentices, in your own time and then make 2 of those pieces again during a timed assessment. There is also an online test with questions relating to the subject that must be completed. The Forging Certificate must be obtained no more than three years before the start of your apprenticeship. NPTC is a division of City and Guilds and awards the Forging Certificate to prospective candidates. For information relating to the forging exam please see the NPTC website at www.nptc.org.uk

An Access to Farriery Course is available for anyone not in possession of the academic and/or practical entry requirements.

You will have to submit all of your **original** educational certificates and forging certificate to the FTA at the time you are entered for an apprenticeship, as proof of qualifications achieved. Your original birth certificate will also be required.

Candidates for an Advanced Apprenticeship must be proposed by an Approved Training Farrier (ATF). You must be at least sixteen years of age before you can start an apprenticeship, although you can begin looking for an ATF before then.

1. Check you have the minimum academic entry requirements. If you are unsure as to whether your qualifications would make you eligible, you should contact the FTA, who will be able to advise as to your eligibility.

2. Write to ATFs from the list published by the FTA to find one to propose you as a candidate and who is willing to employ you for the period of apprenticeship. It may be necessary to look outside your local area for such an ATF. Demand is high for training places and you could seriously restrict your chances of finding an apprenticeship if you don't consider ATFs from other regions. You may need to be prepared to live away from home during the apprenticeship period.

3. Gain your Forging Certificate by attending an Access to Farriery Course, a short course at an approved college, or by working with a competent person and taking the exam at an approved college.

All aspects of the Farriery Apprenticeship Scheme are subject to amendment from time to time so you should contact the Farriery Training Agency prior to your proposal as a candidate in order to ensure you are in possession of the most up to date information.

MEDICAL REQUIREMENTS

Before starting their apprenticeship all candidates are required to undergo, at their own expense, a medical examination which must be recorded on the form provided by the FTA. The approximate cost of such a medical is £75. The medical is intended to ensure that you are physically fit to undertake the training and must include an eyesight test including a test for colour blindness, though colour blindness will not exclude you from an apprenticeship

If you have any medical condition or disability that may affect you becoming an apprentice you are advised to discuss this with your GP prior to application. The training is hard on backs and joints and any pre-existing problems in this area should be given particular attention. You are also encouraged to have an up to date tetanus injection.

Source FTA

9.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Advanced Apprenticeship is available in Farriery. The [apprenticeships](#) include the following basic qualifications:

- An Diploma in Work Based Farriery (previously National Vocational Qualification (NVQ))
- Key Skills
- Technical Certificate (The Diploma of the Worshipful Company of Farriers)

Further information on apprenticeships in [Farriery](#) can be found on the Apprenticeship website.

A [FAQ](#) and an Farriery fact sheet (available shortly) are also available

Further and Higher Education:

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Diploma of the Worshipful Company of Farriers

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

9.6 Data on employment and labour market trends and forecasts

According to the Farriers Registration Council, there are currently 2,143 registered farriers and apprentices in England. The majority of Farriers run their own businesses or work within

a small company; therefore the number of businesses in the UK is estimated to be almost equal to the number of Farriers.

Age and gender

The majority of farriers and student farriers are male, white and British. The Farriery Training Agency (FTA) has done research on equal opportunities and how to attract a more diverse workforce. Students are of all ages, from young school leavers to people who are looking for a career change.

Recruitment and retention

A report by the Farriers Registration Council investigated how many farriery apprentices will be needed each year to maintain a suitable ratio of horses to farriers. The study found that each year (from 2006) 293 apprentices will need to start training in order to keep the number of horses per farrier constant. Approximately 100 people undertook apprenticeships in the UK in 2006/07 (LCS 2007). Therefore, this would mean tripling the number of apprentices starting an apprenticeship each year. If this fails to happen, there may be significant welfare problems for horses (e.g. they may have to go longer between shoeing). Alternatively, there are ways that could potentially reduce the associated welfare problems that may arise:

- Increase the efficiency of current farriers by allowing them to employ assistants
- Increase the number of horses going barefoot
- Encourage farriers from overseas to move to the UK.

*Source: **Numbers of Farriers Requiring Training Each Year to Match Changes in the Horse Population of Great Britain, Farriers Registration Council (2006)***

- In farriery, business is not just about productivity, it is also about attention to detail, quality and more importantly the welfare of the animal being shod. The customer has to be totally confident in the farrier, and rely on them to do their job properly.
- Capital investment for farriers can be high. Farriers have to ensure that their equipment is in the best working order, both for static or mobile forges, and in many cases need additional technical skills to maintain this equipment.
- Farriers often have to innovate when dealing with shoeing problems. It may be that in the future, if the horse population decreases, farriers will have to have to adopt innovative business practices to generate new sources of income.
- There is a future for a greater use of partnerships or practices as used by vets or accountants, to offer better emergency and sickness cover, while reducing back-office overheads.
- If the hunting ban reduces the amount of work available for farriers, it will prompt greater competition on the quality of business service offered to horse owners, who frequently complain about lack of response to telephone calls and poor punctuality.
- Farriers are highly skilled, and have to keep their skills up to date in order to continue practising. The UK is the only country with regulation, and leads the world in the basic standards of farriery. However, this does not necessarily carry through to research and development of new techniques. As other countries introduce legislation this may alter the relative position of the UK.

*Source: Lantra's **Sector Skills Agreement***

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

9.7 Skill shortages

Skills needed to become a farrier include:

- Horse handling
- Technical skills (e.g. blacksmithing, operating machinery)

- Customer care
- Business skills
- Essential skills (literacy, numeracy and communication).

As the majority of Farriers are self-employed, heavy emphasis needs to be placed upon business skill and technical skills.

Continuous Professional Development and future skills needs

The increasingly technical nature of farriery and the need to keep abreast of both new treatments and legislative requirements creates a clear need for effective job-specific training to ensure up to the minute industry experience and continuing professional development (CPD). Arising from this is the need for greater acknowledgement of the skills, knowledge and experience of farriers gained throughout their professional life.

Many within the farriery profession are self-employed and therefore need to be able to have the skills to run a small business. Many farriers have recognised the need for higher level business management skills to remain competitive.

Future skills needs identified include:

- Specific skills in the use of new technology
- Higher level business planning skills
- Marketing and communication skills
- Higher level customer service skills
- Higher level understanding of legislation in respect to animal welfare
- Higher level ICT skills.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

9.8 Information on opportunities for adults changing career direction

All applicants must abide by the requirements as stated in the entry requirements

9.9 Information on points of entry or transfer into a sector from another area sector.

All applicants must abide by the requirements as stated in the entry requirements

9.10 Job Profiles

Lantra is currently writing and approving job profiles through industry for the Jobs4U database, these currently include:

- [Farrier](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Farrier](#)

9.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [David Seal](#) – Farriery apprentice
- [Kevin Willard](#) - Registered Approved Training Farrier

9.12 FAQs

[FAQ's](#) are available on the Farriery Training Agency Website.

9.13 Sources of additional information, web-links etc

Further information on Farriery can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- [Lantra](#)
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- [National Association of Farriers, Blacksmiths and Agricultural Engineers \(NAFBAE\)](#)
Tel: 024-7669-6595 e-mail: nafbaehq@nafbae.org
- [The Farriers Registration Council](#)
Tel: 01733 319 910 e-mail: frc@farrier-reg.gov.uk
- [The Farriery Training Service](#)
Tel: 01733 319 770 e-mail: fts@farrierytraining.co.uk

Publications:

TBA

Employment Opportunities

Websites:

TBA

Magazines & Journals:

TBA

9.14 Regional information

East Midlands

	Employees
Farriery	214

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Employees
Farriery	312

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Employees
Farriery	79

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Employees
Farriery	76

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Employees
Farriery	205

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Employees
Farriery	409

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Employees
Farriery	439

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Employees
Farriery	238

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Employees
Farriery	171

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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10 Sub-sector - Fencing

10.1 A brief description of what the sub-sector covers at UK level

The fencing industry covers a number of sub sectors including:

- Agricultural
- High Security
- Electrical
- Environmental
- Vehicle Restraint Systems
- Residential
- Automatic gates
- Access barriers

It is made up of a variety of operators including specialist contractors and erectors, safety fencing contractors and multi-skilled operators. Usage includes:

- Motorway barriers
- Prison perimeter fencing
- Zoo and animal sanctuary enclosures
- Agriculture and forestry
- Garden boundary fences
- Public safety fencing

10.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Fencing include:

- [Basic Operative / Labourer](#)
- [Buyer](#)
- [Contracts Manager](#)
- [Contracts Supervisor](#)
- [Designer](#)
- [Electric Fence Installer](#)
- [Environmental Manager](#)
- [Estimator](#)
- [General Fence Installer](#)
- [Health and Safety Manager](#)
- [Health and Safety Supervisor](#)
- [Lead Installer](#)
- [Lorry / Van Driver](#)
- [Manager](#)
- [Parapet Installer](#)
- [Plant and Machinery Operator](#)
- [Proprietor / Managing Director](#)
- [Quality Manager](#)
- [Quantity Surveyor](#)
- [Sales Manager/ Marketing Manager](#)
- [Vehicle Safety Fence Installer](#)
- [VRS Installer](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (April onwards).

10.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

10.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

Entry may be enhanced by obtaining Fencing Industry Skills Scheme/ Construction Skills Certification (FISS/CSCS) card (see qualifications section), which is used as a quality control mechanism and is recognised throughout the UK. However, many organisations may be willing to train potential entrants who have not yet obtained the award.

Much of the work is likely to be physical so a certain level of fitness will be required for those positions.

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeship is available in Fence Installation. There are no set entry requirements for this Apprenticeship. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

10.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeship is available in Fence Installation. The [apprenticeships](#) include the following basic qualifications:

- An Diploma in Work Based Fence Erection (previously National Vocational Qualification (NVQ)) in at Level 2
- Key Skills
- Emergency First Aid training
- An appropriate certificate that meets the Abrasive Wheels Regulations

Further information on apprenticeships in [Fencing](#) can be found on the Apprenticeship website.

A [FAQ](#) and an Fencing fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- Diploma in Work Based Fencing (previously National Vocational Qualification (NVQ))
- Diploma in Fencing L2 - 3
- Diploma in Work Based Fencing Business Management (previously National Vocational Qualification (NVQ))

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- CPCS Plant and Equipment
- Health and Safety Environmental Awareness (Fencing)

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

Fencing Industry Skills Scheme/ Construction Skills Certification Scheme (FISS/CSCS):

FISS/CSCS was developed by a working party reporting to the Sector Scheme Committee which represents the interests of everyone working in the industry. Administered by Lantra Awards, the scheme is supported by key industry organisations - employers, manufacturers and contractors. FISS/CSCS jointly operate the scheme. The FISS/CSCS cards are recognised by all Major Contractor Groups. The FISS/CSCS card ensures that every fencing operative has, as a minimum, received approved health and safety training and passed a health and safety test. The scheme provides a framework to encourage operatives to develop their skills and achieve recognised levels of competence within the fencing industry. The National and Scottish Vocational Qualifications (NVQ/SVQs) in Fencing are central to the scheme, as an essential qualification for lead installers and skilled fence installers.

The scheme:

- Provides a development route for fence installers in all sectors of the fencing industry
- Recognises the competence of operatives at each level they achieve
- Raises standards of health and safety awareness

- Promotes the use of skilled fence installers
- Is recognised by the Major Contractors Group
- Is an essential requirement of tenders for major contracts by infrastructure providers such as the Highways Agency, Local Authority and Railtrack.

How the FISS/CSCS scheme works:

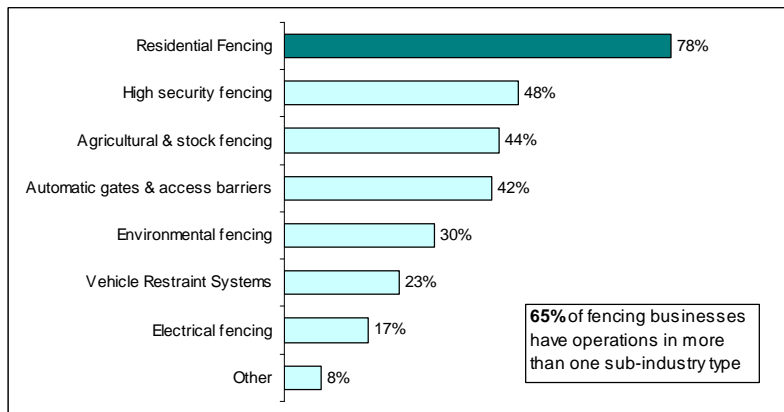
Fence installers who meet the requirements of FISS/CSCS will receive a FISS card showing their category of registration. All cards are valid for 5 years. To renew cards, installers must complete either the General or Managers health and safety and environmental awareness course and pass the Construction Industry health and safety test. The Training Board (CITB) health and safety test is available. It is a multiple choice test and is answered by the candidate touching the screen on the correct answer. Alternative arrangements can be made if the touch screen test is unsuitable for candidates with special needs.

For details of the health safety and environmental awareness course and the NVQ/SVQs in Fencing, contact [Lantra Awards](#). For details regarding the touch screen test telephone: 0870 600 4020.

10.6 Data on employment and labour market trends and forecasts

There are approximately 3,150 businesses in the UK, with 2,750 of those in England. The industry employs around 27,000 people in the UK (24,350 in England).

Breakdown of UK fencing industry by sub-industry operations:



Business and workforce characteristics

The composition of the UK fencing industry is dominated by micro businesses, specifically by businesses employing fewer than 10 members of staff (84% are accounted for in this band). At the opposing end of the scale, around 2% of businesses employ 50 or more members of staff.

Business size	Fencing
100+	*
50 - 99	2%
10 - 49	13.6%
5 - 9	17.6%
0 - 4	66.8%

*Figure less than 0.5

Source: **UK Fencing Industry: LMI Research Lantra 2010**

- The fencing industry employs a younger workforce than that of the Environmental and Land-based sector as a whole. Three in ten workers are over the age of 45, compared to nearer five in ten across the sector.
- The industry's workforce is predominantly in full time employment (92%), male (83%) and identify themselves as from a white ethnic group (97%).
- Employment is concentrated in *skilled trade* and *fence installer* occupations; the two account for 45% of all employment. Workers within manager (18%) and elementary occupation (16%) levels also figure largely.

Source: *UK Fencing Industry: LMI Research Lantra 2010*

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

10.7 Skill shortages

- Workforce numbers have declined in past 12 months; decrease of around 5 percentage points on current numbers.
- Businesses reported to have employment vacancies are low; only 2% of businesses report having a vacancy. Around half of the vacancies that do exist are reported to be hard-to-fill; this is largely due to a lack of interest from prospective applicants.
- Around 6 in 10 employers reported that when looking for new recruits they found problems identifying people with the right skills.
- Around 34% of businesses reported that staff were not all fully proficient in their job roles; skills found to be lacking most often were *technical* and *job-specific* skills.
- One quarter of businesses reported a lack of employee experience as the main cause underlying skill gaps.

Source: *UK Fencing Industry: LMI Research Lantra 2010*

Drivers for change

Economic change – there is a changing consumer demand with people trading down due to tighter budgets. The recession has impacted strongly in the short term; demands in parts of the fencing industry are often linked to demand across other sectors (e.g. the construction sector) that have suffered. The level and scale of impact is expected to vary across different areas of the fencing industry. The price of fencing materials such as timber and steel, as well as fuel prices, are likely to affect profit margins and charges.

Legislation and regulations – many parts of fencing industry have to comply with ongoing legislation designed to drive up standards and improve health and safety within the construction sector. Examples of this include:

Fencing Industry Skills Scheme (FISS)/ Construction Skills Certification Scheme (CSCS) - ensures that every fencing operative has, as a minimum, received approved health and safety training and passed a health and safety test.

The scheme provides a framework to encourage operatives to develop their skills and achieve recognised levels of competence within the fencing industry. Businesses have to take part within this scheme if working on Highways Agency, Local Authority and Network Rail contracts.

Labour supply – fencing businesses are currently finding it harder to source skilled migrant labour; the quality of these workers appears to have declined recently. Therefore, this labour source cannot be relied upon long term. The sector needs to raise its profile in order to attract

young people, career changers and non-traditional groups. In order to do this; clear career progression routes and development opportunities would be beneficial.

Climate change – businesses within the sector and across the economy need to respond to climate change by reducing their environmental impacts. This can be acted on by improving sustainability skills/thinking, increasing accountability (e.g. lower carbon emissions, manage chemical usage), planning longer term, implementing natural resource management, protecting surrounding landscapes and scarce water supplies, and supporting bio-diversity.

Health and safety – given the size of the industry problems will invariably lie in managing, standardising and enforcing health and safety policies and practices across the entire industry. Provision problems have become apparent. The card schemes noted above contain significant health and safety components as well as quickly becoming the recognised quality hallmarks. In the long term, the card systems are expected to lessen the burden on small businesses.

Land management – the ‘right to roam’ legislation, which has increased public access to the countryside, affects many land management decisions (e.g. footpath provision, habitats/nesting, fencing of boundaries). This issue is particularly applicable to agricultural related fencing and other businesses operating in rural settings. Fencing businesses in urban areas are likely instead to be effected by housing development plans and road network expansion.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

10.8 Information on opportunities for adults changing career direction

As stated previously many positions within the fencing industry do not require any formal entry requirements. However transferable and especially the basic employability skills (time keeping, team working, reliance) are valued and may be taken into consideration on application.

10.9 Information on points of entry or transfer into a sector from another area sector.

Certain applicants with knowledge and experience in associated industrial areas, such as construction, may find it easier to enter the industry. Leadership and management skills as well as financial, project management and planning skills are also seen as desirable.

10.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Fence Installer](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra’s Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra’s 400+ SAPs will become available over time on Lantra’s [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Fence Installer](#)

10.11 Case studies

A range of **case studies** are available on Lantra's careers website including:

- **Peter Stone** – Sales Manager, JB Corrie
- **Ian Frost** – Managing Director, Newton and Frost Fencing Ltd
- **Wendy Baker** – Director, Baker Fencing

10.12 FAQs

Q. Do I need a FISS/CSCS card before I can work in the fencing industry?

A. No, but it may enhance your employment opportunities. If you are thinking of self-employment you are unlikely to get any major publically funded contracts without it.

Q. What skills would be beneficial to gain employment?

A. Somebody coming into this industry would benefit from:

- An ability to understand and work to plans
- An understanding of the application of all types of fencing and materials
- Knowledge and understanding of health and safety policy and practice
- Organisation and time management skills
- Ability to operate machinery and work with your hands

10.13 Sources of additional information, web-links etc

Further information on Fencing can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Fencing Contractors Association**
Tel: 07000 560722 e-mail: info@fencingcontractors.org
- **European Fencing Industry Association**
Tel: 0182 771 8081 e-mail: generalsecretary@fences.org.uk
- **Electric Fencing Association**
e-mail: efa@fences.org

Publications:

- TBA

Employment Opportunities

Websites:

- **Fencing Contractors Association**

- [Land Force](#)

Magazines & Journals:

- Local Newspapers

10.14 Regional information

East Midlands

	Businesses	Employees
Fencing	250	2,400

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Fencing	350	4,100

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Fencing	200	3,300

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Fencing	100	1,000

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Fencing	300	2,200

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Fencing	600	4,000

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Fencing	300	1,700

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Fencing	300	1,700

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Fencing	300	4,000

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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11 Sub-sector – Fisheries Management

11.1 A brief description of what the sub-sector covers at UK level

The fisheries management industry includes activities within freshwater locations (i.e. rivers and reservoirs). Such activities include those having a major involvement in the provision of angling, conserving and enhancing freshwater fish and habitats, and securing sustainable fisheries.

The industry encompasses, for example, government funded research institutes, the Environment Agency, fisheries trusts, commercial fisheries, district salmon fishery boards, angling clubs and learning providers.

11.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Fisheries Management include:

- [Fisheries Worker](#)
- [Ghillie](#)
- [Water Bailiff](#)
- [Fisheries Assistant Biologist](#)
- [Environmental Analyst](#)
- [Fisheries Biologist](#)
- [Fisheries Development Officer](#)
- [Head Bailiff](#)
- [Fisheries Superintendent](#)
- [Hatchery Manager](#)
- [Angling Guide](#)
- [Research Assistant](#)
- [Ecologist](#)
- [Fisheries Biologist](#)
- [Fisheries Manager](#)
- [Fundraising Officer](#)
- [Director](#)
- [Senior Manager](#)
- [Owner](#)
- [Senior Fisheries Biologist](#)

(NB – These titles have yet to be approved by the industry. The links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (April onwards).

11.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

11.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may/will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

11.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

Please note there are no Apprenticeships available in Fisheries Management at present.

Further and Higher Education:

Qualifications available including:

- BTEC National Diploma in Fish Management
- BTEC National Award in Fish Management
- BTEC First Diploma in Fish Husbandry
- BTEC National Certificate in Fish Management

Other courses are available which are associated to this industry or include Fisheries Management as part of the syllabus i.e. Environmental Conservation. For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Health and Safety Certificate

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

11.6 Data on employment and labour market trends and forecasts

In England there are approximately 528 businesses, in the Fisheries Management industry. The industry directly employs around 1,755 people. 66% of businesses and clubs also make use of volunteers to sustain their activities.

It should be noted that the majority of employers within fisheries management have other business activities outside of fisheries management itself, as part of their portfolio (e.g. large estates).

Business and workforce characteristics

Business size	Fisheries Management
26 - 100	2%
6 - 25	12%
1 - 5	86%

Source: **Experian Data**

The sector's workforce is comprised of:

- Adults between 35-44 years of age (33%); the average age is 40 whilst only 9% are aged between 16-24 years.
- 80% of the workforce are male.

Source: [Lantra Skills and Labour Market Information for Fisheries Management Scotland \(2004\)](#)

- Full-time staff account for only 59% of total employment
- Part-time staff account for 21% of total employment
- Seasonal workers account for 20% of total employment
- Volunteers were used by 66% of businesses within the industry.

Source: [Lantra Skills and Labour Market Information for Fisheries Management Scotland \(2004\)](#)

The Environment Agency (EA) is the largest single employer of people in freshwater fisheries work in Britain. Other employers include the privatised water companies, the Department of the Environment (Defra) and individual private commercial fisheries.

Drivers for change

Customer demand – the industry's customers require certified angling coaches, angling guides and quality standards and COP.

Environmental issues:

- protect natural resources and where possible improve habitats
- Monitoring and control strategies – need appropriate management so that businesses can remain responsive to various risks (e.g. sea lice, agricultural pollution, and acidification)
- Bio-security – the control of pests and alien species (e.g. American signal crayfish) is a critical issue effecting freshwater fish stocks. The effect of climate change is likely to increase spread and incidence of pests and biological contaminants.

Policy and legislation:

- Education – keeping the workforce up to date (e.g. ‘Train to Gain’ in England); creating flexible, bite-sized learning opportunities that reflect industry needs (e.g. risk assessment, child protection)
- Health and safety – first aid is recognised as a key element
- Environmental sustainability – water Environment and Water Services Act; Water Framework Directive; Fisheries Bill 2006/07; Fisheries Registration Scheme.

Resource management – in recent years the trend for fisheries has been to over-stock fish in order to attract anglers; the Fisheries Accreditation Scheme aimed to counter this with a number of quality benchmarks. Techniques of husbandry for wild fish hatcheries, monitoring of fish stocks, developing fisheries for non-salmonid species are strategies that have all been identified as important areas for improvement and resource management.

Technological advances – the industry has experienced an increased necessity to incorporate ICT skills and acquire technical knowledge in order to utilise monitoring techniques and equipment. Research and development strategies are also being encouraged.

Social Agenda – the industry is a magnet for tourism (internal and external) but also has a role to play in local community through social inclusion schemes (e.g. fishing schemes for children and young offenders) and the voluntary sector.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

11.7 Skill shortages

The sector has undergone great changes in recent years, which has led to an increasing demand for high skill staff.

The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills
- Technical/job specific skills
- Essential skills (e.g. literacy, numeracy, I.T, communication and customer relations).

Given the high proportion of self-employed workers within the sector, heavy emphasis needs to be placed upon business skill and technical skills.

The following were identified as skill gaps affecting current staff:

- For managers – IT, technical/specific, environmental knowledge, HR skills, communication and financial management
- For other occupational levels – customer service, coaching certificates in angling, project management and technical/specific skills.

Source: Industry focus group conducted in Scotland (as reported in Fisheries Management SSA, Lantra 2007)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

11.8 Information on opportunities for adults changing career direction

To enhance opportunities it is advised that potential entrants have a general interest in fishing and at least gain some experience by volunteering. Most organisations have volunteering opportunities available either on their websites or by contacting the local branch / organisation (see additional information section). It is also advisable to gain a qualification, if possible, although this is not a pre-requisite. Transferable skills will be valued and may be taken into consideration on application.

11.9 Information on points of entry or transfer into a sector from another area sector.

Certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry. For example those who have background in biology may find work within the area of research.

11.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Water Bailiff/Fisheries Officer](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

11.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Sheila Roderick](#) - Productions Systems Administrator

11.12 FAQs

Q. Do I need any formal qualifications to enter this industry?

A. This will depend on the type of work you hope to do. Research jobs will need a qualification at degree level or above. However a job as a Water Bailiff does not necessarily require any qualifications.

11.13 Sources of additional information, web-links etc

Further information on Fisheries Management can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- [Lantra](#)
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- [Department of Environment, Farming and Rural Affairs](#) (Defra)
Tel: 02072 703 300
- [Institute of Fisheries Management](#)
Tel: 01159 822 317 e-mail: info@ifm.org.uk
- [Association of River Trusts](#)
Tel: 01579 372 142 e-mail: info@associationofrivertrusts.org.uk
- [British Water](#)
Tel: 02079 574 554 e-mail: info@britishwater.co.uk

Publications:

TBA

Employment Opportunities

Websites:

- [Pisces Jobs](#)
- [Institute of Fisheries Management](#)
- [Land Force](#)
- [Countryside Job Service](#)

Magazines & Journals:

TBA

11.14 Regional information

East Midlands

	Businesses	Employees
Fisheries Management	59	137

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Fisheries Management	64	154

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Fisheries Management	30	146

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Fisheries Management	21	49

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Fisheries Management	65	234

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Fisheries Management	91	346

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Fisheries Management	93	276

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Fisheries Management	50	166

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Fisheries Management	65	250

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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12 Sub-sector - Floristry

12.1 A brief description of what the sub-sector covers at UK level

The floristry industry covers:

- Floristry design and creation
- Retailing
- Delivery

The majority of floristry businesses are small-to-medium sized enterprises – independent shops and flower-arranging services. The florist business is a combination of retailer, manufacturer and deliverer all in one.

Flowers and plants are now much more accessible to the consumer. Therefore, independent florists have to compete with multi-nationals, supermarkets and mass produced products.

Generally, florists are small independent businesses. However, the majority are also part of one of the relay membership networks, such as Teleflora, Interflora and Flowergram, which provide marketing and sales support, product and design development and have international links.

Florists have to know their customers and their changing fashions and tastes. They must individualise their service and find their own niche in which to compete.

Up to 70% of sales are still done via telephone. Internet sales are increasing, as are the number of florists who have web sites.

The industry needs to present a professional image and sell their skills. The shop often reflects part of a 'lifestyle' which requires special thought to interior design. Customers buy into this professional approach.

As non-essential consumer spending drives floristry, it will depend on levels of disposable income within the retail sector, the state of the economy and interest rates.

12.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Floristry include:

- [Business Owner](#)
- [Demonstrator](#)
- [Florist](#)
- [Floristry Manager/Shop Manager](#)
- [Judge / Examiner](#)
- [Sales / Telesales and Administration Staff](#)
- [Trainer/Lecturer](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (April onwards).

12.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

12.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may/will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking week-end, seasonal or temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Floristry. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

These apprenticeships are currently under review and are expected to be available May 2010.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

12.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Floristry. The [apprenticeships](#) include the following basic qualifications:

- An appropriate Diploma in Work Based Floristry (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Key Skills
- Level 3 Certificate in Floristry (Advanced only)
- Emergency First Aid, additional optional unit from the NVQ and floristry skills competition work (Apprenticeship)
- Emergency First Aid, 2 additional optional units from the NVQ or legislative or occupational qualification as appropriate (Advanced only)

Further information on apprenticeships in [Floristry](#) can be found on the Apprenticeship website.

A [FAQ](#) and a Floristry fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- Advanced National Certificate in Floristry
- BTEC First Diploma in Floristry
- BTEC National Certificate in Floristry
- BTEC National Diploma in Floristry
- Diploma in Work Based Floristry (previous NVQ title)
- Diploma in Work Based Floristry Business Management
- BTEC National Award in Floristry

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses), [UCAS](#) or [fdf](#) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Floristry
- Certificate in Skills for Working Life (Floristry) Entry 2 and 3

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

12.6 Data on employment and labour market trends and forecasts

In England there are approximately 7,050 businesses in the Floristry industry employing around 14,400 people. 26% of businesses have very few staff and 94% employing less than 10 staff (compared to 17% for the UK as a whole).

Business and workforce characteristics

Business size	Floristry
250+	*
50 - 249	*
10 - 49	6%
5 - 9	94%
0 - 4	

*Figure less than 0.5

Source: [1] [Lantra Sector Skills Agreement 2005](#)
[2] [IDBR \(2008\) – UK Businesses 2008](#)

The industries workforce:

- Has a younger age profile than the sector as a whole, with 23% of florists under 25 years of age (compared to 14% across all sectors, only 16% are over 55)
- Women account for 91% of employment, far higher than the sector equivalent of 46%.

Source: [Labour Force Survey, 2008 4 quarter average](#)

Drivers for change

Economic change – during the economic downturn the UK is witnessing a decline in discretionary spending by households. This has significantly affected floristry businesses, due to the luxury nature of the products traded and the lack of household disposable income. Anecdotal evidence suggests that as many as 1 in 8 floristry businesses units have closed down over the past year.

Climate change – businesses within the sector need to respond to climate change through improving sustainability skills, increasing accountability (e.g. lower carbon emissions, manage chemical usage, reducing waste, recycling), planning longer term, protecting surrounding landscapes and scarce water supplies, and supporting biodiversity.

Climate change is also likely to impact upon pest numbers/types and disease rates as well as on skill requirements in staff. Awareness of air miles and fair-trade products is also effecting changes.

Globalisation – affects the daily performance of businesses primarily through changes in global economic and social conditions (e.g. oil prices, fluctuating exchange rates, carbon footprint). Multinationals increasingly adopt their own training programmes which are not necessarily in line with mainstream activities. Overall this acts to deskill the workforce as everyone is working to company-specific demands, not a standardised educational level.

Competition – small businesses in particular are under threat from severe competition generated by flower sellers including supermarket chains with in store floristry products but also from services available via the internet. Given the bulk in which these supermarkets purchase, they can easily undercut the traditional retail flower seller.

Health and safety – given its sheer mass problems, health and safety issues invariably lie in managing, standardising and enforcing health and safety policies and practices in micro-businesses.

Labour supply – the expansion of the EU has meant freer population movement and an increasingly accessible source of migrant labour. This labour cannot be relied upon long term, so the sector needs to raise its profile in order to attract young people, career changers and non-traditional groups. This is especially so as replacement demand is not being met; there are fewer younger people entering the industry than older people leaving it.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

12.7 Skill shortages

The sector has undergone great change in recent years, which has led to an increasing demand for highly skilled staff.

The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills (e.g. marketing and sales, planning and organising)
- Technical/job specific skills (e.g. art and design)
- Essential skills (e.g. literacy, numeracy, I.T, communication and customer relations).

Given the high proportion of self-employed workers within the sector, heavy emphasis needs to be placed upon business skill and technical floristry skills.

Skills shortages and recruitment

When florists have come across recruitment difficulties they have tended to report a lack of 'practical floristry skills' as the main barrier.

Florists often have to look for potential or experience rather than qualifications, and have to take the responsibility to train their new starters.

Floristry businesses need multi-skilled recruits as employment numbers are typically low.

A number of career changers have come into the industry in recent years.

Source: [SSA for Floristry \(Lantra 2006\)](#)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

12.8 Information on opportunities for adults changing career direction

To enhance opportunities it is advised that potential entrants at least gain some experience by finding week-end, temporary employment or by volunteering. Contact a local florist or one of the trading/professional bodies listed in the additional information section.

It is also advisable to gain a qualification as the work can require specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

12.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with an artistic background may find it easier to gain entry. Applicants who have a background in retail or customer service may initially be able to gain employment in a more traditional sense. Once employed an employer may be willing to invest in training.

12.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Florist](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Florist](#)

12.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Tanya Atherton](#) – Florist
- [Debbie Hughes](#) - Senior Florist and Acting Manager
- [Catherine Date](#) - Florist, Flowers International
- [Bob Betts](#) – Field Officer, Teleflorist
- [Lorna Davies](#) – Floristry Shop Owner

See also the DVD on the day in a life of a [Florist](#)

12.12 FAQs

Q. I want to work as a florist but I do not have any qualifications or experience. What should I do?

A. Initially contact a local florist to see what their expectations are. Some florists will take on people if they show an aptitude to the work (generally an artistic flair) and then invest in their development.

There are also a number of part- and full-time courses available. However, make sure you enroll on the right course as many are aimed at the hobby flower arranging market. Any course would benefit from some form of experience, so if you can try and gain some part-time work at the same time.

12.13 Sources of additional information, web-links etc

Further information on Floristry can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Society of Floristry**
Tel: 08702 410 432 e-mail: info@societyoffloristry.org
- **The Flowers and Plants Association**
Tel: 02077 388 044 e-mail: info@flowers.org.uk
- **Growing Careers**
Tel: 01245 424 200
- **British Florists Association**
Tel: 08702 403 208 e-mail: info@britishfloristassociation.org

Publications:

- **Opening a Florist Business** (British Florist Association)

Employment Opportunities

Websites:

- **Blooming Good Jobs**
- **Flowers and Plants Association**

12.14 Regional information

East Midlands

	Businesses	Employees
Floristry	500	1,000

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Floristry	800	1,600

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Floristry	1,150	2,300

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Floristry	350	700

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Floristry	1,000	2,050

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Floristry	1,100	2,200

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Floristry	650	1,350

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Floristry	800	1,650

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Floristry	700	1,650

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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13 Sub-sector – Game and Wildlife Management

13.1 A brief description of what the sub-sector covers at UK level

Game and wildlife management involves the management of upland, lowland, woodland and wetland game and wildlife species, including partridge, grouse, pheasant and deer. Basically the sector manages game populations to maintain shooting based field sports.

The game and wildlife industry is common in all rural areas. Sporting estates are being found across the whole of the UK. These estates vary in size and sporting activity.

13.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Game and Wildlife include:

- [Estate/Land Manager](#)
- [Conservation Wildlife Manager](#)
- [Fisheries Manager](#)
- [Beater](#)
- [Trainee Fishing Ghillie](#)
- [Gun Dog Handler](#)
- [Pony Person/Stalking Ghillie](#)
- [Under keeper/Under stalker/ Assistant Keeper/Stalker/Ranger \(Trainees\)](#)
- [Game Keeper](#)
- [Fishing Ghillie](#)
- [Ranger](#)
- [Head Ranger / Wildlife Ranger Manager](#)
- [Game Rearer/Game Farm Manager](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Conservation and Management of the Natural Environment are available on the Lantra website (April onwards).

13.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

13.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience

will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles may require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal/temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the job profile section.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Game and Wildlife Management. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

13.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Gamekeeping and Wildlife Management. The [apprenticeships](#) include the following basic qualifications:

- An Diploma in Work Based Gamekeeping and Wildlife Management (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Key Skills
- Emergency First Aid / Certificate of Competence in All Terrain Vehicle Handling / One other occupational or legislative qualification or industry recognised training course (Apprenticeship only)

- Emergency First Aid training / Manual handling & safe-lifting training / One other occupational or legislative qualification or industry-recognised training course (Advanced Apprenticeship only)

This apprenticeship is currently being reviewed

Further information on apprenticeships in [Game and Wildlife Management](#) can be found on the Apprenticeship website.

A [FAQ](#) and Game and Wildlife Management fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- National Certificate in Gamekeeping
- Diploma in Work Based Gamekeeping and Wildlife Management (previously National Vocational Qualification (NVQ))

The following qualifications are also relevant to this industry:

- National Diploma in Countryside Management
- BSc (Hons) Wildlife Conservation
- FdSc Countryside Management
- BSc (Hons) Environmental Conservation
- BSc / BSc (Hons) Countryside and Environmental Management

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses), [UCAS](#) or [fdf](#) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Gamekeeping and Wildlife Management
- Certificate in Wild Game Meat Hygiene
- Certificate in All Terrain Vehicles
- Trailer Handling Certificate

Having a full driving license will improve employment opportunities.

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

13.6 Data on employment and labour market trends and forecasts

In England there are approximately 11,450 businesses in the Game and Wildlife industry. Many of the people working in the industry are volunteers or employed on a part-time/seasonal basis. When converted to full-time equivalents, there are 24,000 FTE employment in the industry in England.

it is difficult to provide clear statistics on business size. However it is clear that most businesses in the sector are small. The British Association for Shooting and Conservation research estimates that the average provider organisation has 19 paid workers (or 3.2 FTEs) and 3 volunteers/unpaid workers (or 0.4 FTEs).

Drivers for change

Climate change – In the long term businesses within game and wildlife management will need to respond to climate change through improving sustainability skills, increasing accountability (e.g. lower carbon emissions, manage chemical usage), planning longer term, protecting surrounding landscapes and scarce water supplies, and supporting bio-diversity. Climate change is also likely to impact upon pest numbers/types and disease rates as well as animal breeding cycles.

'Right to Roam' has increased accessibility to the countryside affecting land management decisions (e.g. footpath provision, habitats/nesting). The increased accessibility will likely generate an increase in leisure and tourism opportunities; especially in light of the current government promotion of healthy living.

Economic change – Economic changes affecting shoot management in particular and countryside management in general are wide ranging. Consumer demand also has an impact – with many supermarkets now selling game such as venison or pheasant.

Globalisation – Affects the daily performance of businesses primarily through changes in global economic and social conditions (e.g. oil prices, carbon footprint, market recession).

Food safety – Consumers within the UK continually require that food products carry respected quality standards. The influence of game meat and hygiene legislation and increased concern over food traceability issues will be an increased requirement for qualified persons/specialists to advise and deal with such issues.

Health and safety – Given its sheer mass problems invariably lie in managing, standardising and enforcing health and safety policies and practices.

Labour supply – Full-time jobs are being shed in favour of short term contract based employment. Self employment is becoming a key factor. An aging workforce is also causing concern for long term stability. The sector needs to raise its profile in order to attract young people, career changers and non-traditional groups. Skills intensification has also led to skill gaps/shortages within the active workforce

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

13.7 Skill shortages

The sector has undergone great change in recent years which has led to an increasing demand for high skill staff. The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills such as animal/budget/event management
- Technical/job specific skills such as deer stalking and carcass handling
- Essential skills such as literacy, numeracy, I.T, communications and customer relations.

Given the high proportion of self-employed workers within the sector, heavy emphasis needs to be placed upon business skill and technical skills.

Skills needs

Level 2 job roles - for example Beater and dog handler, require skills such as: estate maintenance, habitat management, pest and predator control, weapon safety and shooting, carcass handling and preparation, customer care, map reading, and basic first aid.

Level 3 job roles - for example game keeper, beat keeper and stalker, require skills such as: people management, health and safety management, game population assessments, shoot day organisation and control, communication, intermediate first aid, and budget control.

Level 4 job roles - for example head stalker and land manager, require skills such as: managing game populations, managing weapon safety and shooting, managing deer, managing resources, managing people, managing security.

Source: [Game and Wildlife Management SSA \(Lantra, 2007\)](#)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

13.8 Information on opportunities for adults changing career direction

Game and Wildlife is a popular choice for individuals wishing to change career direction and therefore it can initially be difficult to gain entry. To enhance opportunities it is advised that potential entrants at least gain some experience by volunteering. Most Game organisations have volunteering opportunities available either on their websites or by contacting the local branch / organisation (see the additional information section).

It is also advisable to gain a qualification as the work can require a high level of specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector (by volunteering).

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

13.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry.

13.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Gamekeeper](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Gamekeeper](#)

13.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Ewan Mcleod](#) – Gamekeeping Student
- [Andrew Oliver](#) – Gamekeeper
- [Tony Rolfe](#) – Gamekeeper

13.12 FAQs

Q. I am a graduate with a relevant qualification, but am unable to get employment. What should I do?

A. Most Game organisations like to employ someone who has some experience. Therefore you will need to gain some by volunteering with a local organisation or further afield if you have transport or are willing to move. This will enable you to gain the skills you will require, improve your CV and provide an opportunity to network with potential employers. You may also wish to supplement your qualification with a relevant certificated course and it always helps if you have a full clean driving license.

Once you gain the necessary experience do not restrict your options, as to the type of work you want to do or your geographic location, being open and flexible will enhance your chances.

Q. I want to work with Game, but I have no qualifications or experience. What should I do?

A. Initially gain some experience by volunteering with a local game group/organisation. This will show a potential employer your desire to work in the industry as well as gaining some of the required skills. You should also consider gaining a qualification, either academic or vocational, however do **not** do this in isolation, you should always mix any study with practical experience. Some employers will train their volunteers so research the organisations in your local area or further afield if you have transport or are willing to move, to see what they have to offer.

Q. Once I gain employment what are the opportunities for progression?

A. The most difficult part is to gain your first post. Once employed most employees in the industry seldom become unemployed, as employers are always looking for experienced, knowledgeable staff. Progression will obviously be dependant on the ambition and ability of the individual and the area of work they decide to undertake. However it is possible to progress from a Beater to a Land Manager.

Q. I am unaware of any large estates near to where I live what are my opportunities of gaining local employment?

A. Not all game activities take place on large estates. Many farms have diversified to include game activities such as shoots. Consider contacting local farms in the area to see if they have any volunteering opportunities that may lead to employment.

13.13 Sources of additional information, web-links etc

Further information on Game and Wildlife can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Game & Wildlife Conservancy Trust**
Tel: 01425 652 381 e-mail: info@gct.org.uk
- **British Association for Shooting and Conservation (BASC)**
Tel: 01244 573 000 e-mail: mem-eng@basc.org.uk
- **The National Gamekeepers' Organisation Charitable Trust**
e-mail: ngo.charitabletrust@talk21.com

Publications:

Employment Opportunities

Websites:

- [Countryside Job Service](#)
- [Game Conservancy Trust](#)
- [Farmers Weekly](#)

Magazines & Journals:

- [Farmers Weekly](#)

13.14 Regional information

East Midlands

	Businesses	Employees
Game and Wildlife	1,250	2,000

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Game and Wildlife	2,600	3,900

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Game and Wildlife	150	80

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Game and Wildlife	800	1,500

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Game and Wildlife	750	2,700

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Game and Wildlife	1,600	5,100

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Game and Wildlife	2,600	5,100

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Game and Wildlife	900	1,700

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Game and Wildlife	700	1,600

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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14 Sub-sector – Land-based Engineering

14.1 A brief description of what the sub-sector covers at UK level

The land-based engineering industry includes the following groups:

- Agricultural machinery (includes tractors, combine harvesters, cultivation and crop protection machinery)
- Ground care machinery (includes garden, sports turf and local grounds maintenance machinery. Sometimes called 'outdoor power equipment')
- Forestry machinery (includes chainsaws, chippers and harvesters)
- Fixed machinery (includes grain/crop processing and milking equipment)
- Construction machinery (there is some cross over between agricultural and construction machinery such as lift trucks and mini diggers).

Companies that work in land-based engineering include:

- Manufacturers, some internationally based with UK importers; who design, test and manufacture machinery
- Dealerships, who sell and provide after sales support in term of spares, service and repair
- Golf courses, sports fields, grounds maintenance contractors, farms, and mobile engineers, who provide daily maintenance service and repair to machinery in the workplace
- Machinery hire companies, who hire and sell ground care and both large and small plant machinery including tractors
- Independent mechanics, who are mobile and repair machinery from a van.

14.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Land-based Engineering include:

- [Apprentice Trainee Technician](#)
- [Apprentice/ Trainee Parts Person](#)
- [Delivery/Lorry Driver](#)
- [Demonstrator](#)
- [Diagnostic Technician](#)
- [Director/Managing Director/Dealer Principal](#)
- [Farm-based or independent /non-franchised engineer or technician](#)
- [Finance Controller](#)
- [Group After Sales/Service Manager](#)
- [Group Manager/ Branch Manager](#)
- [Group Sales Manager/ Sales Manager](#)
- [Lorry Driver/Crane Operator](#)
- [Manager Manufacturing](#)
- [Manager Parts/Stores](#)
- [Manager Workshop/Service](#)
- [Manufacturing Service Engineer](#)
- [Master Technician](#)
- [Owner](#)
- [Parts/Stores person](#)
- [Sales Person](#)
- [Senior Parts Person \(Technician\)](#)
- [Service Technician](#)
- [Workshop Supervisor/ Foreman](#)
- [Yardman](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra (April onwards) website.

14.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area.

No official information is currently available on average salaries; however information can be obtained for specific job roles in the job profile section or from job advertisements in the additional information section.

14.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles may require no formal qualifications; however many do require a relevant qualification. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.)

Apprenticeships:

There are no entry requirements for Apprentices in Land-based Service Engineering. Advanced Apprentices who have not already achieved NVQ level 2, and do not intend to do so during the training programme, need to hold an equivalent qualification or need to have had substantial relevant occupational experience. This will be assessed by the training provider and will be subject to accreditation of prior learning.

Potential apprentices are expected to demonstrate that they are:

- Committed to a career in the land-based engineering industry
- Able to take responsibility for their own learning and development
- Prepared to attend off the job training
- Able to acquire the broad range of skills, knowledge and understanding required in the Apprenticeship

14.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Land-based Engineering. The [apprenticeships](#) include the following basic qualifications:

Apprenticeship	Modern Apprenticeship
NVQ level 2 in Land-based Service Engineering	Diploma in Work Based Land-based Service Engineering (previously National Vocational Qualification (NVQ)) level 2 plus Diploma in Work Based Land-based Service Engineering (previously National Vocational Qualification (NVQ)) level 3 Advanced Apprentices who have not already achieved NVQ level 2, and do not intend to do so during the training programme, need to hold an equivalent qualification or need to have substantial relevant occupational experience.
Technical Certificate: Level 2 Certificate in Land-based Service Engineering	Technical Certificate: Level 3 Certificate in Land-based Service Engineering
Key Skills in: <ul style="list-style-type: none"> • Communication level 1 • Application of Number level 1 • Information Technology level 1 	Key Skills in: <ul style="list-style-type: none"> • Communication level 2 • Application of Number level 2 • Information Technology level 2
Additional Employer Requirements: <ul style="list-style-type: none"> • Emergency First Aid • Basic Tractor Driving Plus one other occupational or legislative qualification	Additional Employer Requirements: <ul style="list-style-type: none"> • Emergency First Aid • Abrasive Wheels Plus two other occupational or legislative qualifications
Employment Responsibilities and Rights This will be covered within the technical certificate.	Employment Responsibilities and Rights This will be covered within the technical certificate.

Further information on apprenticeships in [Land-based Engineering](#) can be found on the Apprenticeship website.

A [FAQ](#) and a Land-based Engineering fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- BTEC first Certificate in Land-based Technology
- BTEC First Diploma in Land-based Technology
- Diploma in Work Based Land-based Service Engineering (previous NVQ title)
- Higher National Certificate in Land-based Technology

- Higher National Diploma in Land-based Technology
- National Award in Land-based Technology

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses) or [UCAS](#) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Land-based Service Engineering
- Certificate in Land-based Studies
- Certificate of Competence in Land-based Machine Maintenance

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

14.6 Data on employment and labour market trends and forecasts

In England there are approximately 2,515 businesses in the Land-based Engineering industry employing around 16,465 people.

Business and workforce characteristics

Business size	L-b Engineering
250+	*
50 - 249	1.6%
10 - 49	18%
5 - 9	16%
0 - 4	64%

**Figure less than 0.5*

Source: [1] [Lantra Sector Skills Agreement 2005](#)
[2] [IDBR \(2008\) – UK Businesses 2008](#)

The industry's workforce has proportionally more people over the age of 40 than under. The industry is largely made up of full-time employees, up to 80% work full time; this compares positively to the national workforce average of 75%.

Technicians are a key occupational role within the industry. The majority of businesses within the survey reported that this role accounted for, on average, between 25-50% of their respective workforce.

Drivers for change

Labour supply – demand for land-based service engineering is strongly linked to the seasonal activity of the agricultural sector. The seasonal labour requirements, which include working long unsociable hours during harvests, are further compounded by the highly technical role and competence required. This results in a shortfall in both numbers and skills. Migrant labour could be used to supplement the UK workforce in the short term. However, this labour should not be relied upon in the long term. The sector needs to raise its profile in order to attract young people, career changers and non-traditional groups.

Climate change – businesses within the sector need to respond to climate change through improving sustainability skills, increasing accountability (e.g. lower carbon emissions, manage chemical usage), planning longer term, protecting surrounding landscapes and scarce water supplies, and supporting biodiversity. Waste management is another key priority where land-based engineering is concerned.

Economic change – globalisation of the marketplace has altered daily business practice in land-based industries. Machinery is often exported, rather than sold on within the UK, leading to a reduced need for service contracts with dealers. Cheap imports are also available to domestic businesses, which increases the need to be competitive. Sustainability, fuel pricing/taxation (e.g. red diesel), and ongoing technological changes are also influential economic factors. Structural changes in agriculture such as the increase in farm size but decrease in farm numbers have facilitated similar changes in machinery demand. Whilst the quantity of machinery required has decreased; the actual size of machinery has increased.

Health and safety – given the nature of the business problems invariably lie in managing, standardising and enforcing health and safety policies and practices.

Legislation and regulations – devolution has manifested fragmented policy and strategies across the UK; one-size regulations no longer fit all.

Rural and urban regeneration – opportunities are presented to the industry through social policy. Legislation such as ‘right to roam’ has increased accessibility to the countryside, which has affected land management decisions and uses (e.g. footpath provision, habitats/nesting). Recent child obesity issues have generated a strong need to upgrade available sport and leisure facilities.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

14.7 Skill shortages

The sector has undergone great change in recent years, which has led to an increasing demand for high skill staff. The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills (e.g. planning and organising, financial accounting)
- Technical/job specific skills
- Essential skills (e.g. literacy, numeracy, I.T, communication and customer relations).

Skill gaps

The land-based engineering industry is one which requires often a highly skilled workforce. However, a third of employers reported that members of their workforce are not ‘proficient at their job due to lack of skills’. When probed further on this:

- 68% of employers stated ‘specialist technical skills’ as the skill being most required by their staff
- 48% reported computer literacy
- 46% reported customer care
- 46% reported basic technical skills.

Skills shortages

Around 45% of businesses stated that they suffer from skill shortages. When probed for reason attributing to this skill shortage all employers reported at least one of the following themes:

- Lack of people interested in the industry
- Industry does not have enough money to pay competitive salaries
- A real lack of relevantly skilled individuals (who will work for uncompetitive pay)
- The image of the industry deters young people.

Source: [A Synopsis of the Skills Issues Facing Land-Based Engineering \(Lantra 2008\)](#)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

14.8 Information on opportunities for adults changing career direction

It is also advisable to gain a qualification as the work will require specialist knowledge. However some employers may train suitable candidates. Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

14.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry. For example those who have an engineering background may be able to find employment.

14.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Land-based Engineer](#)
- [Land-based Service Technician](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Agricultural Engineer](#)
- [Agricultural Engineering Technician](#)

Prospects:

- [Land-based engineer](#)

14.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Darrell Collins](#) – NVQ student, Warwickshire College
- [Tom Saunders](#) - Area Sales Manager, McCormick Tractors

See also the DVD on the day in a life of an [Agricultural Engineer](#)

14.12 FAQs

TBA

14.13 Sources of additional information, web-links etc

Further information on Land-based Engineering can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **British Agricultural & Garden Machinery Association (BAGMA)**
Tel: 08702 052 834 e-mail: info@bagma.com
- **Institute of Agricultural Engineers**
Tel: 01525 861 096 e-mail: secretary@iagre.org
- **Agricultural Engineers Association**
Tel: 01733 362 925 e-mail: dg@aea.uk.com
- **Careertrack**

Publications:

- **A World of Opportunity** (Careertrack)

Employment Opportunities

Websites:

- **Land Force**
- **lgrE**
- **Careertrack**

Magazines & Journals:

14.14 Regional information

East Midlands

	Businesses	Employees
Land-based Engineering	350	4,266

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Land-based Engineering	415	1,238

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Land-based Engineering	95	462

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Land-based Engineering	75	514

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Land-based Engineering	260	1,490

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Land-based Engineering	335	2,353

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Land-based Engineering	390	3,264

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Land-based Engineering	300	1,980

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Land-based Engineering	295	898

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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15 Sub-sector – Horticulture, Landscape and Sports Turf

15.1 A brief description of what the sub-sector covers at UK level

The horticulture, landscaping and sports turf industry performs a crucial role in the design, construction, management and maintenance of the UK. The industry encompasses:

- Hard, soft and interior landscaping
- Sports turf maintenance and greenkeeping
- Private, heritage and botanic gardens
- Commercial grounds
- Public parks and green spaces.

The industry comprise many different types of business, including public and private sector workers involved in:

- Local authority green space management
- All forms of sports turf management and maintenance
- State owned and private historic and heritage gardens.
- They range from small contracting firms to large integrated and multi-national companies like Sodexo and Cleanaway.

15.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Horticulture and Landscape include:

- Allotment Officer
- **Arboretum Supervisor**
- **Arboricultural Officer/Woodland Officer**
- **Assistant Arboretum Worker**
- **Assistant Arboriculturalist**
- Assistant Botanical Gardener
- **Assistant Gardener**
- Assistant Interior Landscaper
- **Assistant Machine Plant Operator**
- **Assistant Nursery Worker**
- Botanic Gardener
- Botanist/Botanical Research Manager
- **Chargehand Arborist/Arboriculturalist**
- **Contracts Manager**
- Curator/ Head Gardener/ Head of Collections
- Director of Gardens
- Director of Parks and Open Spaces
- Garden Designer
- **Gardener**
- Glasshouse Manager
- **Grounds Maintenance Manager**
- Head Gardener
- Head Park Ranger
- Interior Landscape Designer
- Interior Landscaper
- Landscape Architect
- **Machine Plant Operator**
- Machine Plant Supervisor
- Manager/ Head Botanic Gardener
- **Manager/Estates Manager/Park Manager**
- **Manager/Head Arboriculturalist**
- **Manager/Head Landscaper**
- **Nursery Worker**
- **Park/Countryside Keeper/Ranger**
- **Parks Officer**
- Senior Gardener/Horticultural Technician
- **Skilled Spray Operative**
- **Team Leader/Foreman/Chargehand Gardener**
- **Tree Officer/Inspector**
- **Tree Surgeon**

- [Grave Digger](#)

Jobs available in Sports Turf include:

- [Assistant Greenkeeper/Groundsman](#)
- [Greenkeeper/Groundsman](#)
- [Deputy Head/Supervisor Greenkeeper/Groundsman](#)
- [Head Greenkeeper/Groundsman Manager](#)
- [Mechanic](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Conservation and Management of the Natural Environment are available on the Lantra website (April onwards). A career path for [Greenkeepers](#) is also available on the Golf Training Committee website

15.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. However the following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Horticulture Managers - £29,861
- Horticultural Trades - £14,318
- Gardeners and Groundsmen - £16,764

Source: Annual Survey of Hours and Earnings, Office for National Statistics

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

15.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal or temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Horticulture. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

15.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Horticulture. The Apprenticeships have various pathways available to follow:

- | Apprenticeship | Advanced Apprenticeship |
|---|--|
| <ul style="list-style-type: none">• Horticulture• Sports Turf• Landscaping• Parks, Gardens and Green Space• Parks, Gardens and Green Space (Cemeteries) | <ul style="list-style-type: none">• Sports Turf• Landscaping• Parks, Gardens and Green Space |

The [apprenticeships](#) include the following basic qualifications:

- A Diploma in Work Based Horticulture (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Assessment of a knowledge based element
- Key or Functional skills
- Emergency first aid certificate
- A legislative or nationally recognised occupational test relevant to the industry

Further information on apprenticeships in [Horticulture](#) can be found on the Apprenticeship website.

A [FAQ](#) and a Horticulture, Landscape and Sports Turf fact sheet (available shortly) are also available

Further and Higher Education:

Qualifications available including:

- BA (Hons) Landscape Architecture
- HNC Horticulture
- FDS Sc Sports Turf
- BSc (Hons) Horticulture
- BTEC First Diploma in Horticulture
- Higher National Diploma in Horticulture
- Diploma in Work Based Horticulture (previous NVQ title)
- MA Landscape Architecture
- BSc (Hons) Landscape and Garden Design
- FDS Sc Horticulture
- Higher National Certificate in Horticulture
- National Award in Horticulture

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses), [fdf](#), or [UCAS](#) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Horticulture
- Certificate in Skills for Working Life (Horticulture) Entry 2 and 3
- Certificate in Competence in the Safe Use of Hedge Trimmers
- Certificate in Competence in the Safe Use of Mowers
- Pesticides and Pest Control

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

15.6 Data on employment and labour market trends and forecasts

There are approximately 16,650 horticulture, landscaping and sports turf businesses within the UK. The majority of businesses are in England (14,400), with a high proportion in the South East of England. The industry employs around 172,000 people, with 154,500 of those employed within England.

Business and workforce characteristics

Around 81% of businesses employ fewer than 10 people, with 44% of the workforce being self-employed.

Business size	Horticulture
250+	*
50 – 249	*
10 – 49	18%
5 – 9	81%
0 - 4	

Source: [Lantra SSA \(2005\)](#), [IDBR 2008](#) * less than 0.5%

The sector's workforce is dominated by:

- Adults over the age of 40 (60%); 36% are over 50
- Men account for 88% of employment (54% across all sectors within UK)
- Those from a white ethnic group make up 99% of the workforce (91% across all sectors within UK).

- Full-time staff account for 79% of total employment (the national average is 75%)
- Part-time staff account for 21% of total employment (the national average is 25%)
- 44% of the workforce is self-employed (the national average is 13%).

Source: [Labour force survey \(Jan-Sept 2008\)](#)

Drivers for change in employment

Climate change – businesses within the sector need to respond to climate change through improving sustainability skills, increasing accountability (e.g. lower carbon emissions, manage chemical usage), planning longer term, protecting surrounding landscapes and scarce water supplies, and supporting bio-diversity. Climate change is also likely to impact upon pest numbers/types and disease rates.

Economic change – increased consumer spending has placed greater emphasis on the provision of high quality services in this industry. Sustainability, community inclusion, and ongoing technological changes are also influential economic factors. According to BALI (British Assoc. of Landscape Industries) the market recession has meant fewer requests from local authority, commercial and domestic clients for landscape services; this has meant greater rates of redundancies.

Globalisation - affects the daily performance of businesses primarily through changes in global economic and social conditions (e.g. oil prices, carbon footprint, market recession). Multinational businesses increasingly adopt their own training programmes, which are not necessarily in line with mainstream activities.

Health and safety – given its sheer mass, problems invariably lie in managing, standardising and enforcing health and safety policies and practices.

Labour supply – the expansion of the EU has meant freer population movement and an increasingly accessible source of migrant labour. This labour cannot be relied upon long term, so the industry needs to raise its profile in order to attract young people, career changers and non-traditional groups. Skills intensification has also led to skill gaps/shortages within the active workforce.

Legislation and regulations – businesses within the industry need to stay abreast with changing pesticide legislation, increasingly so, as it becomes progressively monitored and enforced. The industry is also subject to the nationally regulated and popularised Construction Skills Certification Scheme (CSCS) cards.

Rural and urban regeneration – legislation such as ‘right to roam’ has increased accessibility to the countryside affecting land management (e.g. footpath provision, habitats/nesting). Recent child obesity issues have generated a strong need to upgrade available sport and leisure facilities.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra’s [Sector Skills Agreement](#)

15.7 Skill shortages

The sector has undergone great change in recent years which has led to an increasing demand for high skill staff. The current skills which employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills
- Technical/job specific skills (e.g. operating machinery)
- Essential skills (e.g. literacy, numeracy, I.T. and communication/customer relations).

Given the high proportion of self-employed workers within the sector, heavy emphasis needs to be placed upon business skills and technical skills.

Skill shortages and skill gaps

- Anecdotal evidence suggests that employers report applicants having 'practical' skill shortages and a lack of 'plant knowledge'

Source: *'Project to map careers' - English Heritage, 2005*

- Anecdotal evidence suggests that employers report significant skill gaps in terms of the use of new products coming on to the market

Source: *Lantra SSA (2005)*

- The most common skill gap identified was horticulture with 67% of employers recognising this
- IT and fundraising were also reported by 37% of employers

Source: *GreenSpace - Skills survey within England and Wales* (includes responses from 54 local authorities)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

15.8 Information on opportunities for adults changing career direction

Potential entrants can gain some experience by finding temporary/seasonal employment or by volunteering. Contact your local authority or a local gardening contractor listed in the additional information section for seasonal work. Botanic or historic garden are likely to have volunteering opportunities.

It is also advisable to gain a qualification as the work can require specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

15.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry. For example those who have a construction background may be able to find employment in areas relating to hard landscaping.

15.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Arboricultural Worker/Tree Surgeon](#)
- [Arboriculturist](#)
- [Garden Designer](#)
- [Gardener](#)
- [Greenkeeper](#)
- [Groundsperson](#)
- [Landscape Architect](#)
- [Landscape Manager](#)
- [Landscapeper](#)
- [Parks Officer](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Arboricultural Worker](#)
- [Arboriculturist](#)
- [Botanist](#)
- [Gardener](#)
- [Groundsperson](#)
- [Landscape Architect](#)
- [Landscape Manager](#)
- [Landscape Scientist](#)
- [Landscape Architect](#)

Prospects:

- [Horticultural Consultant](#)
- [Horticulturist, Amenity](#)

15.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Fraser Cochrane](#) – Greenkeeper, St Andrews Bay Golf Club and Spa
- [Joe Forster](#) – Head Groundsman, Coventry City Football Club
- [Alison Pringle](#) – Assistant Head Gardener
- [George Mitchell](#) – Greenkeeper, Newmacher Golf Club
- [Kevin Jackson](#) – Greenkeeper, Troon Municipal Golf Course

See also the DVD on the day in a life of a [Garden Designer](#)

15.12 FAQs

Q. I thought a career in Horticulture was for the un- or low skilled?

A. There are some low skilled positions, but there are also many roles that are highly skilled or of a scientific nature. For example positions relating to soil or plant science, Landscape Architects or curators of botanical and historic gardens.

Q. I have heard that work in Horticulture is not well paid?

A. Like most industries there are positions that are not well paid and some that are. Your salary will depend on a number of factor including the role/type of work, the organisation you work for, your position in that organisation, geographic location etc. In fact there are many roles that are paid above the national average.

Q. I really wanted to work in a sports context, but wasn't able to do it as a career. What would Horticulture have to offer me?

A. You may not be able to play, but you could still be involved in sport. For example there are many opportunities for groundsman at football, cricket and rugby stadiums at a local level or even at professional clubs. Alternative there are chances to work as a greenkeeper at one of the many golf courses around the country.

15.13 Sources of additional information, web-links etc

Further information on Horticulture, Landscape and Sports Turf can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the

answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Grow**
Tel: 0845 707 8007
- **Arboriculture Association**
Tel: 01794 368 717 e-mail: admin@trees.org.uk
- **British Association of Landscape Industries** (BALI)
Tel: 08707 704971 e-mail: contact@bali.co.uk
- **Greenkeepers Training Committee** (GTC)
Tel: 01347 838 640 e-mail: golf@the-gtc.co.uk
- **Institute of Groundsmanship** (IOG)
Tel: 01908 312 511 e-mail: iog@iog.org
- **National Trust**
Tel: 08706 095 383 e-mail: volunteers@nationaltrust.org.uk
- **Royal Horticultural Society** (RHS)
Tel: 02078 344 333 e-mail: careersinfo@rhs.org.uk
- **Horticultural Trades Association** (HTA)
Tel: 01189 303 132 e-mail: info@the-hta.org.uk
- **Institute of Horticulture**
Tel: 02079 365 990 e-mail: ioh@horticulture.org.uk
- **The Landscape Institute**
Tel: 02072 994 500 e-mail: mail@landscapeinstitute.org
- **CABE Space**
Tel: 020 7070 6700 e-mail: enquiries@cabe.org.uk
- **Royal Botanic Gardens, Kew**
e-mail: info@kew.org

Publications:

- **Horticulture Week**

Employment Opportunities

Websites:

- **Grow**
- **Countryside Job Service**
- **National Trust**
- **BALI**
- **Land Force**
- **Institute of Groundsmanship**
- **Institute of Horticulture**
- **Landscape Institute**
- **Horticruitment**
- **Hortjobs**
- **Growing Careers**
- **Blooming Good Jobs**

- [Flowers and Plants Association](#)
- [Horticulture Week](#)
- [Local Government](#)
- [Garden Centre Jobs](#)
- [Andersplus](#)

Magazines & Journals:

- Horticulture Week

15.14 Regional information

East Midlands

	Businesses	Employees
Horticulture, Landscape and Sports Turf	300	12,000

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Horticulture, Landscape and Sports Turf	450	19,000

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Horticulture, Landscape and Sports Turf	550	23,300

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Horticulture, Landscape and Sports Turf	50	3,250

Further information on the North East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Horticulture, Landscape and Sports Turf	400	17,550

Further information on the North West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Horticulture, Landscape and Sports Turf	700	30,950

Further information on the South East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Horticulture, Landscape and Sports Turf	450	18,850

Further information on the South West of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Horticulture, Landscape and Sports Turf	350	15,600

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Horticulture, Landscape and Sports Turf	300	13,900

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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16 Sub-sector – Production Horticulture

16.1 A brief description of what the sub-sector covers at UK level

Production horticulture involves the large scale production and selling of fruit, vegetables, plants, flowers and nursery stock. The three primary areas of the industry include:

Ornamental production - ranging from family-run or even sole-trader businesses producing batches of specialist plants, to high-tech automated glasshouse nurseries providing plants for retailers.

Production of edible crops - one of the largest areas of horticulture, the industry extends from large glasshouses growing salad crops, to very large farms specialising in field-grown vegetables and fruit growing. Most production horticulture growers rely on agency and immigrant labour for harvesting, but there are still opportunities for a long-term career. The most immediate need is usually for skilled machinery operators and mechanics, especially tractor drivers. There is also need for workers with good managerial and IT skills to programme production and supervise the workforce.

Garden centers (retail horticulture) - Data from the Horticultural Trade Association shows there are close to 1,200 garden centers in the UK. Most garden centres employ from 30 to 200 staff and extensive on-the-job training is standard across the industry. Certain garden centre chains seek a mix of horticultural expertise and retail skills. However attitude and personality are often seen as more important than horticultural qualifications. A degree in horticulture remains the most popular route into garden-centre retailing at supervisory and management positions.

Specialist opportunities in research and innovation using technology and systems such as hydroponics and automatic watering are also available in the industry.

16.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Production Horticulture include:

- **Assistant Garden Centre Worker (Plants)**
- **Assistant Glasshouse Production Worker**
- **Assistant Mushroom Worker**
- **Assistant Plant Nursery Worker**
- **Assistant Plant Propagator**
- **Assistant Production Horticultural Worker/Grower**
- **Assistant Watercress Production Worker**
- **Company Director/Director/ Managing Director/Owner**
- **Fruit Production Technician/Specialist**
- **Fruit/ Vegetable Farm Manager**
- **Garden Centre Manager**
- **Garden Centre Worker (Plants)**
- **Mushroom Production Technician**
- **Nursery Stock Production Technician/Specialist**
- **Packhouse Manager**
- **Packhouse/ Despatch Supervisor**
- **Plant Nursery Manager**
- **Quality Control Assurance Manager**
- **Quality Control Assurance Technician**
- **Skilled Fruit Production Worker/Grower**
- **Skilled Glasshouse Production Worker**
- **Skilled Horticultural Worker/Grower**
- **Skilled Intensive Vegetable Production Worker/Grower**
- **Skilled Mushroom Worker/Grower**

- [Glasshouse Technician/Specialist](#)
- [Horticultural Production Manager](#)
- Horticultural Technician/Specialist
- [Horticulture Production Supervisor](#)
- [Horticulture Sales Manager/ Marketing Manager](#)
- Intensive Vegetable/ Fruit Production Technician/Specialist
- [Skilled Packer/ Despatch Worker](#)
- Skilled Plant Nursery Worker/Grower
- [Skilled Plant Propagator](#)
- [Skilled Tractor/ Machine Operator](#)
- [Skilled Watercress Production Worker](#)
- [Transport Manager](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (April onwards).

16.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. However the following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Horticulture Managers - £29,861
- Horticultural Trades - £14,318

Source: Annual Survey of Hours and Earnings, Office for National Statistics

The Horticultural Trade Association (HTA) undertakes an annual salary survey, which provides a breakdown of average wages in the nursery and garden centre sectors by post and geographical region. This report shows that:

- Plant Area Managers earn between £15000 to £30000 plus with the average being £19568
- The average wage of a Nursery Manager is £24348
- Nursery sales managers can earn up to £46,000 a year at larger nurseries

The HTA 2008 salary survey can be purchased for a cost of £30. Please contact Helena Higley at the HTA on helena.higley@the-hta.org.uk or 0118 9303132.

Some Production Horticulture pay scales are dictated by the Agricultural Wages Board (AWB). The AWB is an independent body with a statutory obligation to fix minimum wages for workers employed in agriculture in England and Wales. The Board also has discretionary powers to decide other terms and conditions of employment, e.g. holidays and sick pay. It produces a legally binding Order which is enforced by Defra. The Agricultural Wages Act 1948 gives the AWB the responsibility for fixing minimum rates of wages and other terms and conditions of employment for workers employed in agriculture. This is done through the Agricultural Wages Order (the Order), which has the force of law and is enforced by the Secretary of State for Environment, Food and Rural Affairs.

The Order applies to all workers employed in agriculture in England and Wales.

Further information can be found on the [Defra](#) website

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

16.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal or temporary work are considered so as to provide potential entrants with an opportunity to:

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- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Horticulture. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

16.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeship and an Advanced Apprenticeship are available in Horticulture, which includes a pathway in production horticulture. The [apprenticeships](#) include the following basic requirements:

- A Diploma in Work Based Horticulture (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Assessment of a knowledge based element
- Key or Functional skills
- Emergency first aid certificate
- A legislative or nationally recognised occupational test relevant to the industry

Further information on apprenticeships in [Horticulture](#) can be found on the Apprenticeship website.

A [FAQ](#) and a Horticulture fact sheet (available shortly) are also available

Further and Higher Education:

Qualifications available including:

- HNC Horticulture
- BSc (Hons) Horticulture
- BTEC First Diploma in Horticulture
- Higher National Diploma in Horticulture
- Diploma in Work Based Horticulture (previous NVQ title)
- FDS Sc Horticulture
- Higher National Certificate in Horticulture
- National Award in Horticulture

For a full list of qualifications available and HE/FE providers check out either the [UCAS](#) or [Landex](#) (Colleges specialising in land-based courses) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Production Horticulture
- Nursery Stock Production
- Pesticides and Pest Control

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

16.6 Data on employment and labour market trends and forecasts

There are 7,745 production horticulture businesses within the UK. The majority of businesses are in England (6,818), particularly in the South East, South West and East of England. The industry employs approximately 83,000 people, with almost 76,000 of those employed within England.

Source: [IDBR 2008 & HTA Membership](#) / [Defra, Agriculture in the UK, 2008](#)

Business and workforce characteristics

Micro businesses, employing less than 9 staff, account for 89% of businesses. This is high in comparison to the average across all sectors of the economy. However, in comparison to the agricultural sector as a whole, production horticulture businesses would tend to be larger than average.

Business size	Prod Hort
250+	*
50 – 249	1%
10 – 49	10%
5 – 9	17%
0 - 4	72%

*Source: [IDBR 2008](#) * less than 0.5%*

- The workforce is aging with some 41% of people working being aged 50 years or more. The average age of key decision makers on farms is around 55, with half of these not having a successor in place.
- Employment is dominated by men, with 81% of workers being male
- Full time staff account for 83% of total employment (national average 75%)
- A high proportion (56%) of the workforce is self-employed (national average 13%)

Source: [Labour force survey \(Jan-Sept 2008\)](#)

Drivers for change in employment

From the change factors identified above, the following will have the largest impact on patterns of employment:

- **Labour supply** - employers experience difficulties in recruiting due to agriculture not having a progressive image. A study by the Institute for Grocery Distribution (Farmers Skills 2008) highlighted that farming does not typically attract people from a non-farming or rural background. They concluded that the industry has not been well served by careers advisers who often had an outdated view of the industry.

Problems may worsen in the future as the sector will require higher skill levels. There is a very high proportion of the workforce that are expected to retire over the next 10 years too. Migrant workers have provided a short term fix but there is evidence showing that it is getting harder to source migrant labour.

- **Government policy** - agriculture has historically been a sector of the economy that has experienced high levels of government intervention. At different times government subsidies and other policies have aimed to raise production levels and reduce production levels. Currently the sector is moving towards a more market based approach, with subsidies being progressively withdrawn. Any payments to farmers are in the form of the 'single farm payment' for management of the environment.
- **Common Agricultural Policy** - implementation of Common Agricultural Policy (CAP) reforms, including the single farm payments and cross compliance. Requirement for greater environmental well-being and management skills to ensure compliance with regulations such as: Nitrate Vulnerable Zones (NVZs), Electronic Identification for livestock (EID).
- **Food security** - agricultural policy has shifted in recent years in response to rising food prices and concerns about the security of food supply. There is a focus on the UK importing less food. According to Defra, the UK is 60% self sufficient for food and 73% self sufficient for indigenous food stuffs.
- **Skills** - the Leitch Report recommended increasing adult skills across all levels and enhancing employer investment in staff training. Recent government policy has focused on a demand led approach to skills. Increased funding has been allocated to apprenticeship schemes and responsive programmes, such as Train to Gain in England.
- **Economic conditions** – demand for food is non-cyclical and the industry has been able to weather the recession easier than most parts of the economy. However, the food market is polarising in the current economic climate, for example, demand for 'value' products has increased, but some premium ranges are proving successful if marketed correctly at consumers who are 'staying in' instead of 'going out'.
- **Diversification** - around 50% of farms in the UK supplement traditional incomes through farm diversification (Agriculture in the UK 2008, Defra). This may be through non-farming activities such as accommodation, retail and recreation. Diversification into novel and niche products to develop higher returns is also a growing trend (e.g. rare breed meat, venison, vineyards and energy crops).

- **Climate change** – increasingly, businesses within the sector are required to improve sustainability skills to manage climate change, increase accountability (e.g. in lowering carbon emissions and managing chemical usage), to plan longer term to protect surrounding landscapes, scarce water supplies and also to support bio-diversity.
- **Energy and fuel security** – in light of recent volatility in fuel prices and growing awareness of finite fossil fuel stocks, all businesses need to act to minimise energy consumption, maximise energy efficiency (e.g. localise trade and procurement) and protect natural resources.
- **Legislation** – there is legislation relating to health and safety and reducing the environmental impact of the industry.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

16.7 Skill shortages

Specific current and future skill needs

Skills currently required	% of businesses citing as current requirement	Current level required	Level required in three years
Communication	88.9	Intermediate	Intermediate
Literacy	79.6	Intermediate	Intermediate
Planning and organisation	69.4	Intermediate	Intermediate
Computing/IT	53.7	Intermediate	Intermediate
Customer relations	86.1	Intermediate/High	High
Numeracy	81.5	Intermediate	Intermediate
Marketing and sales	71.3	Intermediate	Intermediate
Technical	50	Intermediate	Intermediate

Source: Business Survey, Lantra 2005

Current and future skills required

The skills needs of food producers and ornamental producers in horticulture can be summarised as follows:

- Knowledge and awareness of health and safety, risk assessment and management
- Hygiene – personal and food
- Practical skills – basic techniques, planting, re-planting, pruning, thinning, harvesting
- Use of equipment and machinery – sprayers, lift trucks and tractors
- Pest and disease, recognition, pest control, raising awareness and keeping up to date with changes
- Understanding the effects of, for example, the weather on production, and how variations in light, water and energy or the introduction of new technology (technology transfer) can affect the crop
- Business planning – managing accounts, cash flow, reducing costs
- Environmental performance – energy, water and waste efficiency
- Marketing
- IT skills to run the business and for marketing and promotion
- Negotiation
- Understanding the customer
- Communication
- Succession planning and skills transfer
- Benchmarking
- Logistics
- People management and supervisory skills

- English language for foreign workers.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

16.8 Information on opportunities for adults changing career direction

Potential entrants can gain some experience by finding temporary/seasonal employment or by volunteering.

It is also advisable to gain a qualification as the work can require specialist knowledge. However any qualification should **not** be done in isolation as most employers will also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector.

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

Those wishing to start their own businesses are recommended to undertake a recognised qualification. Further information on setting up a business can be found on either the [Business Link](#) or [Princes Trust](#) websites.

16.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry, for example those who have a business or marketing background.

16.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Horticultural/Garden Centre Worker/Manager](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Horticultural Manager](#)
- [Horticultural Therapist](#)
- [Horticultural Worker](#)

Prospects:

- [Garden centre manager](#)
- [Horticulturist, commercial](#)

16.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- **Dr Rosemary Cole** – Head of Research and Development, National Herb Centre
- **John Snowball** - Nursery Foreman, Newcastle City Council
- **Frank Jackson** - Production Manager, Baginton Nursery
- **Jonathan Whittemore** - Retail Operations Manager, Johnsons of Whixley Ltd

See also the DVD on the day in a life of a **Horticultural Production Manager (Food)**

16.12 FAQs

Q. I thought a career in Horticulture was for the un- or low skilled?

A. There are some low skilled positions, but there are also many roles that are highly skilled or of a scientific nature. For example positions relating to soil or plant science.

Q. I have heard that work in Horticulture is not well paid?

A. Like most industries there are positions that are not well paid and some that are. Your salary will depend on a number of factors including the role/type of work, the organisation you work for, your position in that organisation, geographic location etc. In fact there are many roles that are paid above the national average, for example a Nursery Sales Manager can earn up to £46,000.

16.13 Sources of additional information, web-links etc

Further information on Production Horticulture can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Grow**
Tel: 0845 707 8007
- **National Farmers Union (NFU)**
Tel: 02476 858 500 e-mail: NFU@nfu.org.uk
- **Royal Horticultural Society (RHS)**
Tel: 02078 344 333 e-mail: careersinfo@rhs.org.uk
- **Horticultural Trades Association (HTA)**
Tel: 01189 303 132 e-mail: info@the-hta.org.uk
- **Institute of Horticulture**
Tel: 02079 365 990 e-mail: ioh@horticulture.org.uk
- **Landex**

Publications:

- **Horticulture Week**
- **Why Horticulture Matters**

Employment Opportunities

Websites:

- [Grow](#)
- [Land Force](#)
- [Institute of Horticulture](#)
- [Horticruitment](#)
- [Hortjobs](#)
- [Growing Careers](#)
- [Horticulture Week](#)
- [Garden Centre Jobs](#)
- [Andersplus](#)

Magazines & Journals:

- Horticulture Week

16.14 Regional information

East Midlands

	Businesses	Employees
Production Horticulture	674	7,874

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Production Horticulture	1,165	13,154

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Production Horticulture	192	4,886

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Production Horticulture	126	1,318

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Production Horticulture	724	6,499

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Production Horticulture	1,408	14,552

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Production Horticulture	1,268	9,591

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Production Horticulture	769	10,647

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Production Horticulture	499	7,427

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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17 Sub-sector – Trees and Timber

17.1 A brief description of what the sub-sector covers at UK level

The trees and timber industry includes the care and management of trees, woodlands and forests, and the production of wood and timber products.

It comprises many different types of businesses including arboriculture, forestry establishment, forestry harvesting and timber processing. However, many businesses are involved in more than one area. For example, an arboricultural business may also be involved in forestry establishment.

In recent years, there have been national, European and international policy developments, focusing particularly on sustainable management, and climate change. The trees and timber industry is well placed to contribute to such issues. The industry recognises the key role it plays in:

- Sustainable development
- Integration with other land uses
- Enhancement of natural and cultural heritage
- Mitigation of climate change
- Protection of the environment
- Provision of local employment
- Provision of opportunities for recreation
- Supporting rural communities
- Development of new technologies
- Contributing to social justice.

17.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Trees and Timber include:

- [Contracts/ Operations/ District/ Area Manager](#)
- [Forest manager/ Forest Officer/ Forester](#)
- [Forest Machine Operator](#)
- [Forest Worker/ Craftsman/ Woodman](#)
- [Trainee/ Apprentice FM](#)
- [Trainee/ Apprentice H&M](#)
- [Chainsaw Operator](#)
- [Forestry Consultant](#)
- [Education/ Community Manager](#)
- [Education/ Community Ranger](#)
- [Foreman/ Supervisor](#)
- [Harvesting Contractor](#)
- [Establishment/ Maintenance Contractor](#)

(NB – These titles have yet to be approved by the industry. The links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the job profile section.

Career / progression pathways for the industries in Land Management and Production are available on the Lantra website (June onwards).

17.3 Information on pay scales in the sector

Pay scales in this industry are variable and therefore care should be taken when advising on this area. However the following will provide an indication of the **average** Annual Salary paid to some full time positions:

- Forestry Managers - £29,861
- Forestry Workers - £19,535

Source: [Annual Survey of Hours and Earnings, Office for National Statistics](#)

Further information can be found in the Job Profile section and by checking the vacancy websites listed in the Additional Information section

17.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Entry requirements for this industry vary depending on the job role being applied for. Some roles require no formal qualifications; however having relevant qualifications and experience will enhance employment opportunities, especially for higher paid job roles. Technical/specialist roles will require specific qualifications and/or experience; however some employers may invest in training a suitable candidate. Employers are also looking for employees who show enthusiasm and have basic employability skills (team working; turn up on time, communication skills etc.). Application requirements will vary dependant on the organisation.

To improve employment opportunities it is recommended that volunteering or taking seasonal or temporary work are considered so as to provide potential entrants with an opportunity to:

- Gain experience (confirming expectations / ensuring it is what they want to do)
- Gain some of the skill requirements
- Show the employer what they can do
- Show the employer that they have a desire to work in the industry.
- A chance to network with other potential employers

Further information on specific job entry requirements can be found in the Job Profile section.

Apprenticeships:

An Apprenticeships and an Advanced Apprenticeship are available in Amenity Horticulture. There are no set entry requirements for these Apprenticeships. You just need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 16yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

17.5 Qualifications

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT.

Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

An Apprenticeship is available in Trees and Timber. The [apprenticeship](#) includes the following basic qualifications:

- An appropriate Diploma in either Work Based Forestry, Arboriculture or Sawmilling (previously National Vocational Qualification (NVQ)) at Level 2
- Key Skills
- Certificate of Competence in the Safe Use of Pesticides
- Certificate of Competence in Chainsaw and Related Operations
- Emergency First Aid

Further information on apprenticeships in [Trees and Timber](#) can be found on the Apprenticeship website.

A [FAQ](#) and a Trees and Timber fact sheet (available shortly) are also available

Please note that these Apprenticeships are currently being reviewed.

Further and Higher Education:

Qualifications available including:

- FDS Sc Arboriculture
- BTEC National Diploma in Forestry and Arboriculture
- Higher National Diploma in Forestry
- Diploma's in Work Based Forestry, Arboriculture or Sawmilling (previous NVQ title)
- BTEC National Award in Forestry and Arboriculture
- BTEC National Certificate in Forestry and Arboriculture

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses), [fdf](#) or [UCAS](#) websites.

Certificated Courses:

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Various Chainsaw Certificates
- Certificate in Arboriculture
- Pesticides and Pest Control
- Certificate of Competence to Climb Trees and Perform Aerial Rescue
- Certificate in Competence in Brushcutting Operations
- Certificate in Competence in Brushwood Chipper Operations

Sector specific training courses can be found in the local area through Lantra [Coursefinder](#).

17.6 Data on employment and labour market trends and forecasts

There are approximately 3,920 trees and timber businesses within the UK. The majority of businesses are in England (3,520). The industry employs around 22,450 people, with 16,084 of those employed within England.

Business and workforce characteristics

The industry is dominated by small businesses; 83% of employers are within the 0-4 employment band (93% with below 10 employment).

Business size	Horticulture
250+	*
50 – 249	1%
10 – 49	6%
5 – 9	10%
0 - 4	83%

Source: [IDBR 2008](#) * less than 0.5%

The sector's workforce is dominated by:

- Adults over the age of 40 years (53%); only 11% of workforce are under 25
- Men account for 80% of employment
- Those from a white ethnic group make up 100% of the workforce.
- 44% of the workforce is self-employed, compared to the national average of 13%.

Source: [Labour force survey \(Jan-Sept 2008\)](#)

Drivers for change in employment

Customer demand – demand for wood fuel is perceived to be on the rise whilst the market for higher valued products is subject to the current global cycle. The danger is that the capacity to produce higher valued products becomes overlooked to the extent that in subsequent periods of economic upturn, where demand increases for these products, the industry will not be in a position to take advantage. An increased customer awareness of product origin has enhanced the need for environmental certification of products, for example Programme for the Endorsement of Forest Certification Schemes.

Climate change – increasingly, businesses within the sector are required to improve sustainability in order to manage effects of climate change (e.g. London's Climate Change Strategy to manage tree cover in Urban areas), increase accountability (e.g. in lowering carbon emissions and managing chemical usage), to plan longer term to protect surrounding landscapes, scarce water supplies and also to support bio-diversity.

Economic change – the current economic downturn has meant that experienced workers are leaving the sector, the research and development investment has dwindled, there are also fewer tree harvesting contractors (this shortage will be felt more when the markets recover and suppliers will not be able to meet demand). The Timber Trades Journal estimates that the UK forest products sector could be down by 25-40%, (primarily in construction products).

Labour supply – The expansion of the EU has meant freer population movement and an increasingly accessible source of migrant labour, a useful if likely short term resource. In the long term, the sector will need to raise its profile in order to retain skilled workers but also attract young people, females, career changers and non-traditional groups.

Policy and legislation –

- Education – keeping the workforce up to date; creating flexible, bite-sized learning opportunities that reflect industry needs
- Health and safety – working at height regulations
- Environmental sustainability – national forest strategies and regional forestry frameworks. Amendments to Habitat Directive (2007) – greater protection of forest species.

Technological advances – increased necessity to incorporate ICT skills, to provide training with new machinery, and to encourage research and development strategies.

Resource management – businesses should act to minimise their energy consumption, maximise energy efficiency (e.g. localise trade and procurement) and protect natural resources. Changes in silvicultural techniques (e.g. thinning/continuous cover forestry), look to enhance sustainability. The Industry is set to experience an increase in wood availability in 2020; this process requires appropriate preparation and management.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

17.7 Skill shortages

The current skills that employers feel will become increasingly important over the next 2-3 years are:

- Business and management skills
- Technical/job specific skills (e.g. operating machinery/chainsaw, tree surgery and tree knowledge)
- Essential skills (e.g. literacy, numeracy, I.T, communication and customer relations).

Given the high proportion of self-employed workers within the sector, heavy emphasis needs to be placed upon business as well as technical skills.

Skill gaps

- Some 15% of establishments within the industry reported skill gaps amongst their staff
- The main causes attributed to the skill gaps were 'lack of experience/staff recently recruited' and a 'failure to train and develop staff'.

Source: National Employer Skills Survey, England (2007)

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

17.8 Information on opportunities for adults changing career direction

To enhance opportunities it is advised that potential entrants at least gain some experience by volunteering or taking seasonal work. Many Tree and Timber organisations have volunteering opportunities available either on their websites or by contacting the Forestry Commission, Local Authority or a local organisation (see the additional information section).

It is also advisable to gain a qualification (be aware that many employed in the sector will be at degree level) as the work can require a high level of specialist knowledge. However any qualification should **not** be done in isolation as some employers may also require some form of experience and a knowledge that the applicant has shown a desire to work in the sector (by volunteering).

Transferable skills will be valued and may be taken into consideration on application, in conjunction with the above.

17.9 Information on points of entry or transfer into a sector from another area sector.

As stated in the previous section. However certain applicants with knowledge and experience in certain technical or associated areas may find it easier to enter the industry. For example those who have a background in the leisure or construction industries may be able to find employment in certain areas of this industry.

Further to this there are organisations in the voluntary/charitable sector and therefore opportunities are often available for those with financial, IT, administrative and marketing backgrounds. Private businesses may look for people with business/marketing/sales or planning skills.

17.10 Job profiles

Job profiles are currently being written and approved, through industry, for the Jobs4U database including:

- [Arboricultural Worker/Tree Surgeon](#)
- [Arboriculturist](#)
- [Forest Officer](#)
- [Forest Worker](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Forest Officer](#)
- [Forest Worker](#)
- [Arboricultural Worker](#)
- [Arboriculturist](#)

Prospects:

- [Arboriculturist](#)
- [Forest Manager/Forester](#)

17.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Iwan Williams](#) – Owner, Iwan Meirion Tree Services
- [John Smith](#) – Design Manager, Stewart Milne Timber Systems
- [James Jackson](#) – Chargehand Sawyer, James Callander and Son Ltd
- [Ivor Davies](#) – Research Fellow, Centre for Timber Engineering at Napier University

See also the DVD on the day in a life of an [Arborist](#)

17.12 FAQs

Q. I thought a career in Forestry was for the un- or low skilled?

A. There are some low skilled positions, but there are also many roles that are highly skilled or can be of a scientific/research nature. For example the harvesting of trees is now highly technical using machinery that is linked to the internet, so that the optimum size is cut to maximize financial returns.

17.13 Sources of additional information, web-links etc

Further information on Trees and Timber can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry and Careers Information

Websites:

- **Lantra**
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- **Arboriculture Association**
Tel: 01794 368 717 e-mail: admin@trees.org.uk
- **National Trust**
Tel: 08706 095 383 e-mail: volunteers@nationaltrust.org.uk
- **Forestry Commission**
Tel: 08453 673 787 e-mail: enquiries@forestry.gsi.gov.uk
- **Forestry Contracting Association** - www.fcauk.com
Tel: 0870 042 7999
- **Confederation of Forest Industries** (ConFor)
Tel: 0131 240 1410
- **Institute of Chartered Foresters**
Tel: 01312 252 705 e-mail: icf@charteredforesters.org
- **Royal Forestry Society of England, Wales & Northern Ireland**
Tel: 01442 822 028 e-mail: rfshq@rfs.org.uk
- **The Tree Council**
Tel: 02078 289 928 e-mail: info@treecouncil.org.uk
- **Woodland Trust**
Tel: 01476 581 111 e-mail: enquiries@woodland-trust.org.uk
- **Global Association of Online Foresters**
- **The Doorway**

Publications:

Employment Opportunities

Websites:

- **Grow**
- **Countryside Job Service**
- **National Trust**
- **Land Force**
- **Growing Careers**
- **Blooming Good Jobs**
- **Horticulture Week**
- **Local Government**
- **The Doorway**
- **Forestry Commission**
- **Environment Job**
- **Environment Jobs**
- **Jobsin**

- [Forestry Journal](#)
- [Global Association of Online Foresters](#)
- [Arbjobs](#)

Magazines & Journals:

- Horticulture Week
- Forestry Journal

17.14 Regional information

East Midlands

	Businesses	Employees
Trees and Timber	275	698

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Trees and Timber	433	2,223

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Trees and Timber	531	1,153

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Trees and Timber	74	1,982

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Trees and Timber	400	1,583

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Trees and Timber	705	3,721

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Trees and Timber	430	2,292

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Trees and Timber	355	1,254

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Trees and Timber	317	1,178

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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18 Sub-sector – Veterinary Nursing and Ancillary Activities

18.1 A brief description of what the sub-sector covers at UK level

Veterinary Nurses work alongside Veterinary Surgeons in the care and treatment of animal patients, within veterinary surgeries or hospitals in both rural and urban areas. They can work with either domestic or exotic animals, as well as with horses and farm animals.

Veterinary Nurses provide skilled supportive care for sick animals as well as undertaking minor surgery, monitoring during anaesthesia, medical treatments and diagnostic tests under veterinary supervision. Alternative treatments and therapies are becoming increasingly popular, leading to a need for veterinary nurses to extend their traditional skill base to cover these areas and nutritional management. Veterinary Nurses also play an important role in the education of owners on good standards of animal care.

18.2 Information on careers available and new emerging jobs, transferability of skills career paths and opportunities for progression

Jobs available in Veterinary Nursing include:

- [Head Nursing Assistant](#)
- [Head/ Senior Veterinary Nurse](#)
- [Nursing Assistant](#)
- [Student Nursing Assistant](#)
- [Student Veterinary Nurse](#)
- [Veterinary Nurse](#)
- [Nurse Assessor](#)

(NB – the links will provide a full list of competencies which should only be used for reference purposes only, as not all competencies will be required for/by every employer/employee).

Each title has been agreed as the most appropriate by industry representatives, although variations of the same job will be available in the work place. Each has had an approved profile written, listing the job competencies (including transferable skills). Other more traditional profiles are available in the Job Profile section.

Other associated roles are available in this industry e.g. Veterinary Receptionist and may be a way of initially entering the industry without having to gain the necessary qualifications.

Veterinary nursing is part of the animal care sector and can provide a career progression for people working within other animal care businesses, providing they have the required entry requirements – see also sections on Animal Care and section Animal Technology.

Career paths for the industries in Animal Care and Welfare are available on the Lantra's website (March onwards).

18.3 Information on pay scales in the sector

The following is the **average** Annual Salary paid to Full Time employees and is based on a 39 hour week:

- Qualified VN - £16,635
- Degree VN - £15,838
- 1st Year Student - £10,516
- 2nd Year Student - £11,574
- ANA/VCA - £10,609

- Other - £13,934 (includes receptionists, office staff, practice managers)

These statistics have been produced by the British Veterinary Nursing Association (BVNA) with support from the Society of Practising Veterinary Surgeons who regularly conduct a [survey](#) on the wages paid throughout the UK to veterinary staff.

See also the Job Profiles section for an indication of salary for specific job roles

18.4 Information on entry requirements, application processes (e.g. Apprenticeships)

Recruitment is not particularly an issue for Veterinary Nursing, being a very popular choice for many school leavers and career changers.

Since the introduction of Royal College of Veterinary Surgeons' Register, qualified Veterinary Nurses must be registered on the list of veterinary nurses. This is optional for those already qualified as a Veterinary Nurse, but those qualifying since 2007 will be automatically added to the Register. Nurses may train and register as either small animal or equine veterinary nurses.

Criteria to enrol as a Student Veterinary Nurse

- You must be employed as a student veterinary nurse at an RCVS-registered training practice (either small animal or equine). For up-to-date details of Training Practices please consult the [Royal College of Veterinary Surgeons](#) website.

- Have 5 GCSE's at grade C or above including English Language, Mathematics and one science subject

Or

- Have passed the Animal Nursing Assistant qualification and Key Skills Level 2 in Application of Number and Communication. Please refer to the information contained within this section and the education section of this website for more information on the ANA qualification. More information on Key Skills can be found on the [BIS](#) website.

Or

- Alternative qualifications of a comparable or higher standard may be accepted in lieu of the usual requirements at the discretion of the RCVS. If you are unsure whether you can meet the entry requirements, please contact the RCVS directly.
- Alternatively, if you wanted to undertake a BSc Honours in Veterinary Nursing degree, the minimum requirements are as above plus at least:- two A Levels, BTEC National Diploma in a science subject or Advanced GNVQs. Equivalent qualifications (including the VN Certificate) will also be considered. If you are over 21 without formal qualifications and can show high levels of ability and experience then you can also apply.

Source [BVNA](#)

Apprenticeships:

Entry to an apprenticeship requires 5 GCSEs at grade C or above and must include English and two Sciences. You also need to be living in England and not taking part in full-time education. Apprenticeships are open to all age groups (above 17yrs) whether you are just leaving school, have been working for years or are seeking to start a new career.

Further information can be found on either the [Lantra](#) or [Apprenticeship](#) websites. Vacancies can also be viewed on the [Apprenticeship](#) website.

18.5 Qualifications

Training to be a Veterinary Nurse

As a Student Veterinary Nurse, you must:-

- Find employment as a student veterinary nurse with an RCVS approved Training Practice
- Contact the Royal College of Veterinary Surgeons to enroll as a Student Veterinary Nurse
- Training to be a Veterinary Nurse usually takes at least two years and leads to a National Vocational Qualification (NVQ) at levels 2 and 3.
- During training, students undertake a broad range of veterinary nursing practice under supervision.
- Practical training will usually be supported by a college-based course on either a day or block release basis. This is arranged through the training centre.
- Students will be assessed in practice and will also undertake RCVS examinations at the end of their first and second years.
- Complete portfolios of evidence
- Alternatively, you can study for a BSc Honours in Veterinary Nursing degree, which consists of four years full-time study. During the degree programme, students will be eligible to take Level 2 (Part 1) and Level 3 (Part 2) of the Royal College of Veterinary Surgeons veterinary nursing examination leading to the professional qualification for veterinary nursing.

Source: [BVNA](#)

Diploma:

The Diploma in Environmental and Land-based Studies is part of a range of new qualifications in England, aimed at young people aged between 14 and 19 years.

They will provide young people with practical skills, knowledge and understanding related to one of fourteen different sectors, combined with essential skills in English, maths and ICT. Available at four levels, they will help learners to progress more effectively into employment, training and further or higher education. Some 51 partnerships of schools, colleges and employers are approved to start teaching in September 2009 to an estimated 3300 learners. By 2013 every young person in England will have the opportunity to study the Diploma in Environmental and Land-based Studies.

Further information can be found on the Diploma in [environmental and land-based studies](#) website.

Apprenticeships:

Apprenticeships and Advanced Apprenticeships are available in Veterinary Nursing. The [apprenticeships](#) include the following basic qualifications:

- An appropriate Diploma in Work Based Veterinary Nursing (previously National Vocational Qualification (NVQ)) at either Level 2 or 3
- Key Skills in Communication and Application of Numbers
- The RCVS Certificate in Veterinary Nursing Theory

Further information on apprenticeships in the industry can be found on the [Apprenticeship](#) website

A [FAQ](#) and Veterinary Nursing fact sheet (available shortly) are also available

Further and Higher Education:

Qualifications available including:

- BSc Veterinary Nursing
- FdSc Veterinary Nursing
- BSc / BSc (Hons) Veterinary Nursing and Practice Management
- Diploma in Work Based Veterinary Nursing (previously National Vocational Qualification (NVQ))

For a full list of qualifications available and HE/FE providers check out either the [Landex](#) (Colleges specialising in land-based courses), [fdf](#) or [UCAS](#) websites.

Certificated Courses:

These are a compulsory part of the VN qualification

Certificated courses are available and in certain circumstances may improve potential employment opportunities. These include:

- Certificate in Veterinary Nursing Theory
- Certificate of Competence in the Safe Use of Veterinary Medicines
- Certificate in Equine Veterinary Nursing Theory
- Certificate in Small Animal Veterinary Nursing Theory

18.6 Data on employment and labour market trends and forecasts

There are approximately 4,545 veterinary and ancillary businesses within the UK. The majority of businesses are in England (3,730). The industry employs around 39,570 people, with 31,573 of those employed within England.

On 1st September 2007 a new non-statutory Register for Veterinary Nurses opened. Veterinary nurses sign up to the register themselves and are known as Registered Veterinary Nurses (RVNs). This gives the RCVS authority to regulate their professional work in accordance with the Guide to Professional Conduct for Veterinary Nurses and demonstrates to employers and the general public that they are keeping their skills up-to-date. RVN's are required to complete an average of 45 hours of continuing professional development (CPD) over a three-year period.

There are currently 4,036 practices and 7,783 Veterinary Nurses on the RCVS List (2008).

Source: [RCVS 2009](#)

Business and workforce characteristics

Business size	Horticulture
250+	*
50 – 249	0.9%
10 – 49	28.9%
5 – 9	27.1%
0 - 4	43.1%

Source: [IDBR 2008](#) * less than 0.5%

- The industry workforce is young, with 25% aged 25-29. Of veterinary nurses, 56% are aged 20-29 years and 31% are aged 30-39. Veterinary Surgeons tend to fall into an older age category with 27% aged 30-39 and 22% aged 40-49 years
- The industry is dominated by female workers who account for 69% of all employees. This rises to 98% of veterinary nurses
- The majority of the industry workforce (86%) are in full-time employment (37.5 hours or more, excluding on-call and overtime). 64% of veterinary nurses work full-time as do the majority of veterinary surgeons
- The industry is dominated by employees (85%), 13% are self-employed, and 2% are on a

- government scheme
- The number of veterinary nurses and veterinary surgeons from an ethnic minority group is low, with 1% and 2% of employees respectively

*Source: The RCVS Survey of the Veterinary Nursing Profession 2008; British Veterinary Nursing Association (BVNS)/ Society of Practising Veterinary Surgeons (SPVS) Wages Survey, 2006; The UK Veterinary Profession 2006; Labour Force Survey 2007 *Official statistics are based on a standard Industrial Classification (SIC) called 'Veterinary Activities'*

Drivers for change in employment

The sector has undergone great change in recent years which has led to an increasing demand for high skilled workers. Key drivers include:

Ongoing animal health and welfare legislation - this has become increasingly important to owners and the veterinary professions. The Animal Welfare Act and The Animal Welfare Act Scotland are the most comprehensive modernisation of laws on domestic and captive animals for a century. A new duty of care, together with the consolidation and review of over 20 pieces of animal welfare legislation relating to farmed and non-farmed animals has provided an array of factors affecting business performance and professional development. Owners and businesses need to comply with the codes of practice driving up standards in respect of duty of care and the transporting of animals, EU legislation outlining standards of practice and the updating of the Veterinary Surgeons Act.

This means continuous professional development in animal husbandry, health and welfare (including ethical working/duty of care) is a must. Those in advisory positions will need to ensure they have good influencing skills. Considering higher level skills, there is a requirement for common European standards and competence checks and accessible 'up-skilling' training courses for EU workers coming into the UK in addition to specialisation training for all.

Climate change - climate change affects water supplies; crop/animal feed development and animal and land management. Land and animal owners and businesses will need to consider for example, the management of animals and the land in the event of flooding or drought, bio-diversity and bio-security.

This means that people will need to assess risks. They will require knowledge and skills to ensure careful transportation of animals.

Economic - economic factors have had a pronounced effect on the behaviour of pet/animal owners. There has also been a general reduction in pet ownership in the last 2 years and consumers are swaying towards keeping exotic pets as many perceive them to be easier and cheaper to keep. An increasing number of elderly animals, particularly horses are being sent to animal sanctuaries, and costly vet bills/routine veterinary expenses coupled with less disposable income are leading to decreased welfare standards. The knock-on effect is that veterinary practices are generating less income which in turn causes threats to employment. Skills and knowledge in responsible pet ownership/care including feed and nutritional information need to be widely promoted.

Litigation/product insurance - to keep up to date with current legislation and consumer rights, businesses will require good knowledge and understanding of legal obligations and should consider undertaking risk assessments as well as holding professional indemnity insurance. In addition, the workforce will require good customer care and communication skills to ensure they understand customer expectations.

Technological change - businesses will require higher technical skills to deal with advanced Veterinary technology such as MRI scanning (during the next 10-15 years) and drop and diagnostic techniques.

Veterinary medicine regulations - the Veterinary Medicines Regulations 2005 has affected the requirements that veterinary practices have to meet in order to dispense veterinary medicines, businesses have to ensure that they are approved to dispense veterinary medicines and additional training to become a Suitably Qualified Person (SQPs) is required to prescribe and supply POM-VPS. For veterinary practices using the skills of their registered veterinary nurses to run nursing clinics allows the SQP to prescribe the products directly.

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

18.7 Skill shortages

Employers identify a range of skills needed including:

- Customer relations
- Essential skills (literacy, numeracy and communication)
- Planning and organisation
- Computing/IT
- Self-improvement
- Supervisory skills
- Technical/job specific skills (anaesthetics, animal handling/management, operating machinery, tool/ equipment operation).

Source: [Lantra SSA \(2005\)](#)

NESS (2007) also investigated these issues and found the following industry specific skills to be important:

- Technical, practical and job-specific skills
- Team-working skills
- Customer handling skills
- Problem solving skills
- Oral communication skills.

In recent years there has been an anecdotal view that there is a shortage of veterinary nurses available for recruitment by veterinary practices and the linked problem faced by veterinary practices wishing to recruit at that level. Research conducted by Lantra did indeed find that the principal difficulty encountered in the recruitment of veterinary nurses was stated to be insufficient veterinary nurse applicants. However, the research also highlighted that the information contained in job adverts is lacking in many of the key points that may influence potential applicants in their decision whether to reply or not.

Sources: [The RCVS Survey of the Veterinary Nursing Profession 2008](#)
[An Investigative Study into Issues Surrounding the Recruitment of Qualified Veterinary Nurses, Lantra \(2008\)](#)

Hard-to-fill vacancies and skills shortage vacancies

- Across the industry as a whole, almost one quarter (24%) of businesses have vacancies
- 36% of all vacancies are hard-to-fill (compared to 30% for all sectors in the UK)
- 23% of all vacancies are skill shortage vacancies (compared to 21% for all sectors in the UK)
- The most common skills that applicants lack are technical, practical or job-specific skills, customer handling, written and oral communication, and problem solving skills
- A recent survey by Lantra found that all veterinary practices reported hard-to-fill vacancies due to skills shortages amongst applicants.

Sources: [National Employer Skills Survey \(2007\)](#)

[An Investigative Study into Issues Surrounding the Recruitment of Qualified Veterinary Nurses, Lantra \(2008\)](#)

Skills gaps

- 19% of businesses report skills gaps amongst their staff, compared to 15% for all sectors in the UK
- Only 7% of the total workforce have skills gaps, compared to 6% for all sectors in the UK
- The most common skills gaps cited are lack of experience, the failure of some staff to train and develop others, and lack of motivation.

Source: *National Employer Skills Survey (2007)*

Further information is available in the [Skills Assessment](#) for the Environmental and Land-based sector and Lantra's [Sector Skills Agreement](#)

18.8 Information on opportunities for adults changing career direction

Entrants looking for a career in Veterinary Nursing will need to undertake the entry requirements as listed previously. Any transferable skills will be valued and may be taken into consideration on application.

A full list of the skills requirements (including transferable skills) can be found in Careers Available section.

18.9 Information on points of entry or transfer into a sector from another area sector.

Applicants will have to fulfill the criteria as stated in the previous section. However potential employees may enter the industry in another capacity (administrative, receptionist, animal care etc.) and then study and take the necessary qualifications.

18.10 Job profiles

Lantra is currently writing and approving job profiles through industry for the Jobs4U database, these currently include:

- [Veterinary Nurse](#)

Please be aware that these titles are currently under review and may be adjusted to reflect Lantra's Sector Approved Profiles (SAPs) in the future. A full set of profiles to reflect Lantra's 400+ SAPs will become available over time on Lantra's [careers website](#).

Other job profiles are available; however these have not been agreed or approved through Lantra at this time:

Careers Advice Service:

- [Veterinary Nurse](#)

Prospects:

- [Veterinary Nurse](#)

18.11 Case studies

A range of [case studies](#) are available on Lantra's careers website including:

- [Sam Godwin](#) - Qualified Veterinary Nurse, Shepton Veterinary Group

- [Louise Brixey](#) - Student Nurse
- [Melanie Simmonds](#) - Head Nurse

See also the DVD on the day in a life of an [equine veterinary nurse](#)

18.12 FAQs

[FAQs](#) for Veterinary Nursing

18.13 Sources of additional information, web-links etc

Further information on Veterinary Nursing can be found on Lantra's careers website www.afuturein.com. However if you have a question you cannot find the answer to then further support and information can be provided through the **Lantra Connect Service**:

Tel: 0845 707 8007 or e-mail connect@lantra.co.uk

Additional information can also be found on the following websites and/or publications:

Industry Information

- [Lantra](#)
Tel: 0845 707 8007 e-mail: connect@lantra.co.uk
- [Royal College of Veterinary Nursing \(RCVS\)](#)
Tel: 020 7222 2001 e-mail: admin@rcvs.org.uk
- [British Veterinary Nursing Association \(BVNA\)](#)
Tel: 01279 450 567 e-mail: bvna@bvna.org.uk
- [British Small Animal Veterinary Association \(BSAVA\)](#)
Tel: 01452 726 700 e-mail: customerservices@bsava.com
- [British Veterinary Association \(BVA\)](#)
Tel: 0207 636 6541 e-mail: bvahg@bva.co.uk

Employment opportunities

Websites:

- [British Veterinary Nursing Association](#)
- [Veterinary Record](#)
- [Animal Health Trust](#)
- [Pet Care Trust](#)
- [RSPCA](#)
- [Land Force](#)
- [Vetclick](#)
- [Gardener and Llewelyn](#)

Magazines & Journals:

- [Veterinary Nursing \(BVNA Journal\)](#)
- [Veterinary Record \(BVA Journal\)](#)

18.14 Regional information

East Midlands

	Businesses	Employees
Veterinary Nursing	275	2,932

Further information on the East Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

East of England

	Businesses	Employees
Veterinary Nursing	500	4,326

Further information on the East of England can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

London

	Businesses	Employees
Veterinary Nursing	360	939

Further information on London can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North East

	Businesses	Employees
Veterinary Nursing	145	1,412

Further information on the North East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

North West

	Businesses	Employees
Veterinary Nursing	420	2,967

Further information on the North West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South East

	Businesses	Employees
Veterinary Nursing	775	7,555

Further information on the South East can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

South West

	Businesses	Employees
Veterinary Nursing	580	4,093

Further information on the South West can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

West Midlands

	Businesses	Employees
Veterinary Nursing	355	3,930

Further information on the West Midlands can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

Yorkshire and Humber

	Businesses	Employees
Veterinary Nursing	320	3,419

Further information on Yorkshire and the Humber can be found on Lantra's LMI [factsheet](#) and in the [Sector Skills Agreement](#)

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