

Environmental industries

As the Sector Skills Council for environmental and land-based industries, Lantra supports businesses in developing a highly skilled workforce capable of competing in today's local and global economy while helping to drive sustainable development, address climate change and maintain biodiversity. Leading the drive to boost skills and workforce development, Lantra aims to improve productivity, business performance and reduce skills gaps across the sector by continuously enhancing the quality and availability of training.

Lantra improves access to learning and development through a range of solutions that are designed specifically for industry.

- Women and Work Sector Pathway initiative has seen more than 2,400 women undertake bespoke training, to a value of £3 million, in industries where they are under-represented.
- Lantra's Greenskills work with the London Development Agency, Learning and Skills Council and Olympic Development Authority has created opportunities for more than 300 individuals, many from under represented groups such as people with disabilities, black, Asian and minority communities, to develop skills linked to managing the legacy of the Olympic Park beyond the 2012 Olympic Games.
- In its first year Business Forward*, sector specific support in Cornwall and the Isles of Scilly, has helped more than 600 individuals and businesses receive skills analyses and bespoke training.
- Lantra has developed greenSKILL, an online tool based on Lantra's Skills Manager that recognises and records existing skills and helps identify skills gaps. Endorsed by CABE Space, greenSKILL is being promoted to local authority parks and green space organisations. After a successful 12 month pilot Gloucestershire Wildlife Trust has also adopted a variation of Skills Manager to support the Trust in its appraisal and review process.
- The National Student Database is designed to help ensure students at land-based colleges are work-ready. More than 1000 students at four colleges in England are using the system.
- Lantra CourseFinder is an online database, offering easy access to over 8500 courses from over 880 providers. During the last year, pages of Lantra CourseFinder were viewed over 160,000 times.
- Lantra has supported a Prospect Union Learning Fund programme to develop Union Learning Representatives for the sector in partnership with the National Trust, English Heritage and the Open University across southern England.

* Funded by the European Social Fund



Madge Moore, Lantra's
National Director England

Environmental industries

Environmental conservation

Fisheries management

Game and wildlife
management

Horticulture, landscaping
and sports turf

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Courtesy of LEMUR Project at Herefordshire Nature Trust



Lantra continues to influence government and agencies by:

- Launching Lantra’s unique research work such as A Skills Assessment for the Environmental and Land-based sector, setting out the key facts and skills data to inform the sector.
- Recruiting a training and development officer to increase contact with the Heritage Garden sector and to conduct bespoke research.
- Contributing to the development of the CABE Space green skills strategy ‘Skills to grow’ to address the challenges facing local authority parks departments and private sector contractors. Lantra is a key partner in implementing its action plan.
- Appointing the Chair for the new Council for England to lead the development of Lantra’s work in the nation.
- Leading on migrant worker issues using Lantra’s labour market information to influence the Migration Advisory Committee.
- Completing discussions with the Learning and Skills Council to ensure that smaller full Level 2 qualifications are recognised.
- Recognising the importance of the work done by volunteers across the UK, Lantra is pleased to be delivering against a Memorandum of Understanding with BTCV, a leading environmental volunteer charity.

Developing appropriate qualifications and learning frameworks...

- Lantra, along with employers and employees, regularly review apprenticeship frameworks. During 2009 the amenity and production horticulture apprenticeships were revised, bringing them into one apprenticeship.
- An Advanced Apprenticeship in Horticulture was launched in 2009 enabling specialist learning to be undertaken, with units of learning available in botanic and historic horticulture, visitor management and interpretation.
- Lantra has worked with industry to develop more than 390 sector job role profiles across all the industries. These show job descriptions and highlight the competencies people need in a particular role. Job role profiles can help to identify an employee’s skills gaps, highlight suitable training and help new entrants identify career opportunities.
- It is important for National Occupational Standards to reflect latest working practices as these are the building blocks of future qualifications. In 2009 Lantra, with industry support, completed the amendments to six of the 40 standards to bring them up-to-date. On request from Defra and the Environment Agency, Lantra is also developing a new Standard to cover flood management.
- Responding to industry feedback that whole qualifications are often too time consuming to achieve, units of learning have been constructed into modules for “bite-sized” qualifications as part of the Qualification and Credit Framework. To date approximately 120 qualifications have been developed across a range of industries.

Supporting new entrants into the sector...

- Lantra led on the development of the new Diploma in Environmental and Land-based Studies, which is now part of the national curriculum.
- In the last year Lantra, with employers, has attended nine careers events reaching more than 180,000 school children and adults. 700 careers packs have been distributed to teachers and careers practitioners.
- Two websites have been developed to promote careers information - the London based Growingawareness.co.uk and Growcareers.info for all horticultural careers. More than 6000 Growcareers packs were distributed to secondary schools in England.
- Lantra has produced and distributed over 600 copies of a DVD featuring ten careers in the sector, including a nature reserve warden.
- Lantra continues to support the WorldSkills UK Landscape Gardening competition and the development of the environmental science competition to raise skills and awareness in the science and engineering disciplines required to solve complex issues such as climate change and the shortage of resources such as water and energy.

England facts and figures

179,600 approx. businesses in the environmental and land-based sector, 97% employing less than ten people.*

28,800 of these businesses are in environmental conservation, fisheries management, game and wildlife, and horticulture, landscaping and sports turf, employing an estimated 197,250 people.*

47% of sector vacancies are hard-to-fill. Employers say they cause ‘increased workload for other staff’ and ‘increased operational costs’.**

29% of sector vacancies, compared to 21% across all sectors, are due to skills shortages.**

In 2006/07, 18% of the total volunteers within England participated within the environmental conservation and animal care industries.***

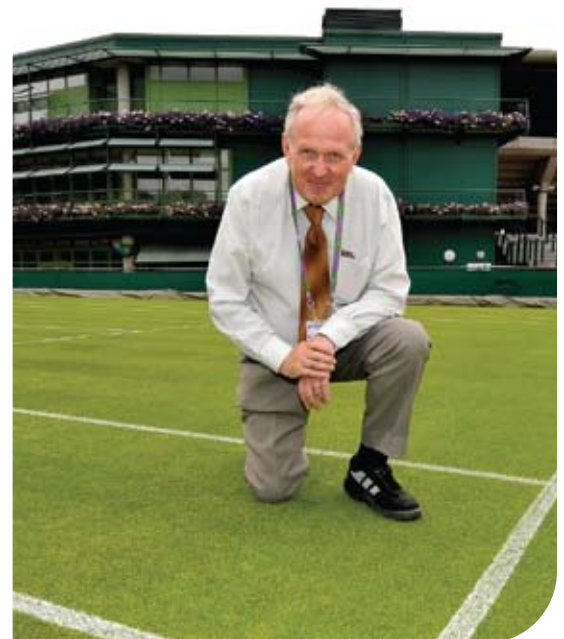
* Source: Lantra ‘Skills Assessment’ 2009 with equine figures from Experian research commissioned by Lantra 2010

** Source: LSC ‘National Employer Skills Survey’ 2007

*** Source: Lantra ‘Volunteer Skills Research’ 2008

Eddie Seaward, Head Groundsman for the All England Lawn Tennis Club

“Training is important for our industry because it won’t move forward without it. There is more and more demand on everybody to produce good pitches and good greens and you can’t do that without good understanding and training.”



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