

Land-based and environmental industries

Businesses in the land-based and environmental sector enhance the quality of life for everyone in Wales. They improve well-being, supply quality assured food production, ensure the health and welfare of animals, provide leisure activities, enrich the rural environment and urban green space and protect our natural heritage.

Overview

Business figures

- Official statistics estimate that there are 16,040 (14.2%) businesses in the sector in Wales
- As official data excludes many land-based and environmental businesses, Lantra estimates there are about 18,300 businesses in the sector in Wales
- Estimated figures are 14% greater than the figure obtained through official data sources.

Businesses by size¹

- The sector is dominated by micro-businesses
- 98% of businesses in the sector have a workforce of ten staff or fewer, compared with 83% across all sectors in Wales.

Employment figures

- Official statistics estimate that there are 43,310 (3.3%) people employed within the sector in Wales
- As official data excludes many land-based and environmental employees, Lantra estimates there are about 90,750 employees in the sector in Wales
- Estimated figures are 110% greater than the figure obtained through official data sources.



Size of the sector

Industry	Businesses		Employment	
	1,4,5,7,8		2,4,5,7,8,9	
Agricultural crops ³	320	2%	650	1%
Agricultural livestock ³	12,660	69%	54,750	60%
Animal care	1,000	5%	12,900	14%
Animal technology	n/a	n/a	n/a	n/a
Aquaculture	40	<1%	<50	<1%
Environmental conservation	160	1%	5,700	6%
Equine	280	1%	1,550	2%
Farriery	160	1%	150	<1%
Fencing	160	1%	900	1%
Fisheries management	<20	<1%	<50	<1%
Floristry	420	2%	450	<1%
Game and wildlife management	700	4%	700	1%
Horticulture, landscaping and sports turf	1,460	8%	4,900	5%
Land-based engineering	140	1%	900	1%
Production horticulture	280	2%	2,500	3%
Trees and timber	280	2%	1,950	2%
Veterinary activities	260	1%	2,700	3%
Total^{12,13}	18,300	100%	90,750	100%

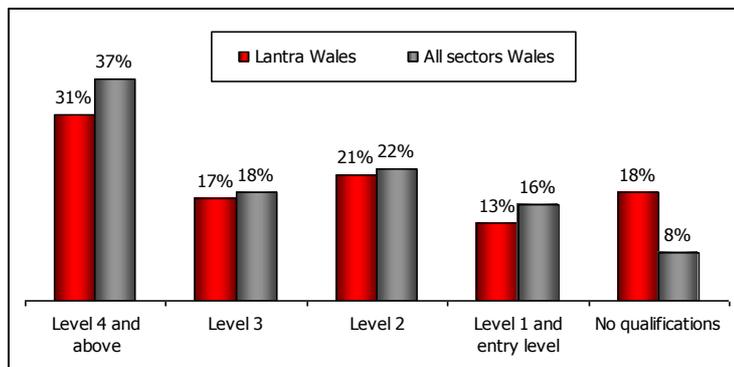
Workforce demographics^{9,12}

Gender			
Male	71%	Female	29%
Age band			
16-24	12%	45-54	24%
25-34	9%	55-64	17%
35-44	25%	65+	13%
Employment			
Full-time	79%	Part-time	21%
Self-employment			
Self-employed	38%	Employee	58%
Unpaid family worker			4%
Occupations			
Managers and senior officials (e.g. farm,			14%
Professional occupations (e.g. veterinary			4%
Associate professional and technical occupations (e.g. community ranger, head green keeper)			1%
Administrative, clerical and secretarial			7%
Skilled trade occupations (e.g. farmer, tree			45%
Personal service occupations (e.g. veterinary			4%
Sales and customer service occupations (e.g.			7%
Transport and machine operatives (e.g.			4%
Elementary occupations (e.g. fruit picker)			15%



Qualifications^{9,12}

- The sector workforce is highly skilled but is often developed through non-accredited training methods, rather than full-accredited qualifications and is frequently not officially recognised
- Official statistics show 31% of the workforce are qualified to Level 4 and above (graduate level) compared to 37% for the national average and 18% have no qualifications (compared to 8% for all sectors).



Learning supply

- The sector is served by eight specialist education FE colleges and six HE institutions
- An estimated 11,450 learners undertook sector qualifications or training courses in 2008/09
- In 2009/10, 1,300 learners received training via the Farming Connect Skills Development Programme.

Employment projections 2010-2020^{10,12}

- In the next ten years (2010 to 2020) the sector will need a minimum of 26,000 more people
- The largest need for people is expected to be for managerial occupations (4,000), sales and customer service occupations (4,000) and skilled trade occupations (4,000)
- Over the period 2010-2020, the following number of people will be needed:
 - 1,000 people at qualification Level 5 (e.g. postgraduate)
 - 5,000 people at Level 4 (e.g. graduate)
 - 5,000 people at Level 3 (e.g. A Level)
 - 7,000 people at Level 2 (e.g. GCSE A-C)
 - 4,000 people at Level 1 (e.g. GCSE D-G)
- Forecasts suggest that 3,000 people without qualifications will also be needed.

Incidence of skills shortage vacancies

- Of the sector employers, 6% had a vacancy at the time they were surveyed. This is compared with 21% for all employers and highlights the low level of vacancies within the sector
- The most common reason for vacancies was due to skills shortages.

	Lantra Wales	All Wales
% with a vacancy	6%	21%
% with a hard-to-fill vacancy (HtFV)	3%	10%
% with a skills shortage vacancy (SSV)	1%	4%
SSVs as a % of vacancies	13%	14%

Incidence of skill gaps

- 8% of businesses in the sector reported a skills gap (i.e. the extent to which employees are work ready) compared to 18% overall in Wales.

	Lantra Wales	All Wales
% of establishments reporting skill gaps	8%	18%
Number of employees with a skill gap	450	63,800
Skill gaps as % of employment	4%	6%

The sector has undergone several changes in recent years which has led to an increase in demand for highly skilled staff. The current skills that employers feel are important to the sector in Wales are:

- Technical skills (e.g. animal handling and care; disease identification and control; implementing new technology including genetic engineering)
- ICT skills (e.g. robotics)
- Leadership/management skills (e.g. succession planning; entrepreneurial skills)
- Essential skills (i.e. literacy, numeracy and communication).

Economic conditions

- Impact of the recession
- Understanding and responding to changing consumer demand
- Urban/rural regeneration
- Sustainability/globalisation of markets.

Impact on skills

- Business advice, guidance and support
- Business management skills
- Sales and marketing
- ICT and commerce.

Labour supply

- Attracting skilled new entrants of all ages
- Succession planning by industry
- Providing opportunities for career progression and development
- Influencing migration policy.

Impact on skills

- Effective marketing of careers
- Better careers advice and guidance for all
- Proper recognition of competence for all
- Integrated frameworks to support lifelong learning and Continued Professional Development (CPD)
- Entrepreneurial education.

Climate change

- Reduction in greenhouse gas (GHG) emissions
- Voluntary action plans to reduce GHG
- Need to adapt to changing climate in the longer term
- Increased incidence of flood events.

Impact on skills

- Adoption of methods to mitigate climate change, such as sustainable business practice
- Businesses having to respond to climate change
- Respond to specific skills/re-skilling issues.

Energy and fuel security

- Cost to business of fuel and energy
- Use of waste as a resource, e.g. anaerobic digestion
- Sector as a supplier of bio-mass and bio-fuel.

Impact on skills

- Research community to provide knowledge
- Knowledge of new agronomy techniques
- Development of bio-mass supply chains.

Food safety and security

- The Wales Food strategy and Food 2030, increased Government interest in food security and continuity of supply
- Food quality, traceability and quality assurance
- Proposals on food information for consumers
- Consumer behaviour with demands for greater convenience and healthy lifestyles
- Developments in trade markets and supply chains
- New approaches to land management i.e. conflicting priorities for land use, water framework directive.

Impact on skills

- Business management skills
- Risk management
- Business advice, guidance and support
- Information and communications technology
- Supply chain management
- Contract management and negotiation
- Production methods and animal welfare
- Sales and marketing
- Catchment sensitive land management.

Animal health and welfare

- Higher standards required of all people handling animals
- Legislation relating to animal transport.

Impact on skills

- Development of integrated CPD across all practitioners
- Recognition of competence
- Skills relating to animal handling and care, disease identification, control and bio-security.

Health and safety

- Legislative requirements
- Safer working environment
- Reduction in occupational hazards to minimise ill health.

Impact on skills

- Awareness raising, knowledge of requirements and how to comply
- Improved learning provision in terms of CPD
- Recognition of health and safety competence.

Technology change and knowledge transfer

- Increasing business efficiency through technology
- Environmentally sustainable businesses
- Better integration of knowledge transfer into skills programmes.

Impact on skills

- Research into new methods and processes, e.g. soil science, animal nutrition, advanced agronomy and pathology
- Technology transfer
- Business development
- New technologies
- Higher level technical skills for new production methods
- More flexible employer focused training.

Sources and information

Sources

- ¹ Inter-Departmental Business Register (IDBR) 2010
- ² June Survey of Agriculture and Horticulture 2009
- ³ Figures for Agriculture Services have been incorporated into these categories
- ⁴ Experian National Database 2010
- ⁵ Institute of Animal Technology (IAT) 2008
- ⁶ Lantra primary research 2010
- ⁷ Farriers Registration Council 2010
- ⁸ The British Association for Shooting and Conservation (BASC) 2006
- ⁹ Labour Force Survey (LFS) 2009-2010
- ¹⁰ Lantra Model for Employment Forecasting 2010. Figures represent estimates of minimum job openings to satisfy replacement and expansionary demand. This may be higher or lower depending on future conditions
- ¹¹ Future Skills Wales Survey 2005
- ¹² Figures and percentages may not add up due to rounding
- ¹³ Percentages are calculated from unrounded figures.

More information about Lantra research can be found at:

www.lantra.co.uk/research



Telephone 02476 69 69 96

www.lantra.co.uk/research

Version 2: revised July 2011. Copyright and disclaimer: This publication (excluding the logo and photographs) may be reproduced free of charge in any format or medium provided that it is reproduced accurately and not used in a misleading context. The material must be acknowledged as Lantra copyright with the title and source of the publication specified. Every reasonable effort is made to ensure the information is accurate and up-to-date.

