Swindon & Wiltshire Local Skills Improvement Plan (LSIP)

Priority Findings – Agriculture, farming, pre-gate food production, Agri-tech and land management

1. Introduction

Agriculture provided 0.5% of the UK's total economy in 2021, employing almost half a million nationally and managing 71% of the UK's land.[1] In 2021, the net contribution to UK GVA was £18.9 billion. Across the UK the top performing 25% of farms is 1.6 times better than the bottom 25% performing farms, indicating potential for increased productivity and efficiency through technological adoption and innovation.

Demographically there is a high, and increasing, dominance of business owners and other staff employed in the sector of advanced age. The average (median) age for the most recent year available (2016) is 60 (up from 58 in 2005). 36% of the sector are aged over 65 – the most populous age category, as compared to 12% aged 44 or under[2].

According to Defra reports, the total farmed area in Swindon & Wiltshire in 2021 was 272,504 hectares, with 2,329 total holdings within this region (of which 118 were in the much more urban Swindon BC area). The proportion of Agriculture businesses within Swindon and Wiltshire's sectoral business composition is almost double that of England, 7% compared to 4%[3], although for the 5 years up to 2021 the number of separate business enterprises has declined markedly by 9%[4]. Wiltshire is slightly above national averages in terms of percentage of land utilised for farming at 72%, with larger than South West average holding size and cattle and arable making up the majority of sectoral delivery. The region has a well-established agricultural, food and drink sector with a growing populace of innovative agri-tech companies.

An EFRA report delivered to the House of Commons in March 2022 suggested that the current shortfall in the labour market for food and farming roles was around half a million vacancies, out of a total workforce of 4.1 million[5], with knock on impacts on food production, hospitality and animal welfare. The sector as a whole has a good history of incorporating technological solutions to labour-intensive practises (such as seen within robotic dairies) and there are some leading regional partner organisations. Operated facilities within the region include Wiltshire College & University Centre's land-based campus, including the cutting edge Agritech Centre and robotics dairy facilities at Lackham Campus. Within the economic geography of the sector and area, but outside of Wiltshire's borders, Gloucestershire hosts the Farm 491 agri-tech accelerator and the Royal Agricultural University (whom

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1 From *DEFRA*, *Agriculture in the UK*, 2021 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1106562/AUK_Evidence_Pack_2021_Sept22.pdf

[2] From *DEFRA, Holdings, areas and make up of UK agriculture by county,* June 2022 23jun22.odshttps://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1094493/Agriculture-in-the-UK-27jul22.pdf

[3] From *Swindon & Wiltshire LEP, Local Economic Assessment,* March 2022, https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/economic-assessment-2022/4-business-and-sectors-march-2022.pdf?sfvrsn=1137b0e5_3lep.co.uk) Page 6

[4] From *Swindon & Wiltshire LEP, Local Economic Assessment,* March 2022, https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/economic-assessment-2022/4-business-and-sectors-march-2022.pdf?sfvrsn=1137b0e5_3lep.co.uk) Page 9

[5] From *House of Commons DEFRA Report, Labour Shortages in the food and farming sector,* March 2022 https://committees.parliament.uk/publications/9580/documents/162177/default/

have recently established a Swindon Cultural Heritage Institute) and Hartpury University & College's Agritech Centre and Digital Innovation Farm.

The skills needs' risk within this sector is to maintain economic competitivity against a significantly reduced available workforce, whilst ensuring the draws to the sector remain and are clearly known to improve recruitment into education and work. The opportunity is improve productivity and the usage of technology and data to make farming more lucrative whilst improving quality of output and work-life balance, including to improve the succession of farming businesses to the next generations and also attract new entrants to consider farming if they have not grown up within farming families.

[The motivations for those working within the sector are mixed, and not always from a business/commercial/profit maximisation standpoint – the intrinsic value of stewarding the land/self determination and rural lifestyle are factors that attract and keep those in the sector.]

Please note that this sectoral statement looks at wide needs within agriculture and farming, including horticulture, pre-gate food production, agri-tech, professional services to the sector and land management. As such some of the roles associated with this sector are difficult to delineate in terms of ultimate needs and roles. We envision further sub-sectoral delineation of needs appropriate to the sector in the region during Phase 2 delivery.

Delivery within FE provision towards agricultural and horticultural needs primarily comes from Wiltshire College & University Centre, an over 1000 acre land-based campus and home to two working farms. Wiltshire College & University Centre across its campuses caters to over 3,300 FT and 6,000 PT students, including for Higher Level qualifications, across over 1000 courses. 38 courses are currently provided at Lackham, from short and part time through to degree level.

2. Labour market intelligence trends for the Swindon & Wiltshire region

Swindon and Wiltshire as a region employs around 354,000 people and has an employment rate of approximately 79%, showing little change overall since 2018[6]. LEP analysis via Lightcast suggests a total working population within agriculture, forestry and fishing of 4,251 - around 1.2% of the total employment opportunities, 18% below the national average rate.

The NFU President Minette Batters reported in April 2022 an 'estimated 500,000 vacancies left unfilled across the food and farming industry', with NFU seeking a review of both the Shortage Occupations List and the Seasonal Workers Scheme[7]. If the county is in line with national labour market challenges for this sector, this would indicate a shortfall of around 300-350 unfilled vacancies. Projections about employment rates within the sector vary, but analysis conducted by Warwick Institute for Employment Research & Cambridge Econometrics suggest an annual growth rate for the agriculture sector of 0.7% between 2020 and 2025, a net addition of 248 roles[8] on top of current vacant positions, although disaggregation into job roles is difficult to estimate more precisely due to the majority of employment in the sector via owners and manager family units. Defining the impact of the rural economy within farming is particularly difficult due to increasing diversification of traditional farming models.

[6] From *NOMIS Annual Population Review,* Sept 2022, https://www.nomisweb.co.uk/datasets/apsnew
[7] From *NFU Online Article,* April 2022 https://www.nfuonline.com/updates-and-information/efra-labour-shortages-report-warns-of-shrinking-sector/
[8] From *Department for Education,* 2023 Labour market and skills projections: 2020 to 2035 - GOV.UK (www.gov.uk)

Swindon & Wiltshire LEP Labour Market analysis[9] suggests that farming and food have experienced declines in terms of employment and GVA over 2021/22, partially explained by the pandemic restrictions, and recognises that farming in the region is one of the areas of economic activity that new green skills will be needed for (S&W LEP Green Skills and Jobs report), alongside engineering, which will also have significance for the agricultural sector.

3. **Job postings and forecasts to meet replacement and expansion need (existing staff leaving the sector's workforce either into different sectors or retirements and new employment generation against expected sectoral growth)[10].**

Publicly available data about replacement and expansionary labour needs either on current or forecast basis has been lacking. The sector is characterised by small family owned businesses, informality of job opportunities (where roles aren't often advertised and often filled by personal contacts of the business owner/manager), self-employment and use of casual labour.

Lightcast trends provided for the region by the LEP in March 2023 for 2021 suggest that the agricultural workforce will remain reasonably static in the near future, and provide this breakdown of primary roles within the sector;

Occupations Employed by this Industry	Employed in Industry	% of Total Jobs in Industry
Farmers	1,275	30.0%
Farm Workers	787	18.5%
Managers and Proprietors in Agriculture and Horticulture	269	6.3%
Horticultural Trades	141	3.3%
Fishing and Other Elementary Agriculture Occupations n.e.c.	126	3.0%

This breakdown of course does not provide intelligence on professionals and service providers operating towards the agricultural or agri-tech sector, and therefore we have attempted to incorporate general trends in roles for the sector but not classified via standard SIC analysis as within the sector. Some of the FE (and to a lesser extent HE) provision is of value to categories of learners who have on the job experience or who have been brought up on farms but seek formal technical qualifications either to consider diversification opportunities for their farm, or to benefit from up to date learning about regulatory changes, technological updates, ecology and biodiversity developments affecting the sector. This would particularly suit modular provision and flexible/hybrid delivery around other work commitments.

[9] From *Swindon & Wiltshire LEP Economic Assessment Summary,* March 2022 https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/economic-assessment-2022/1-executive-summary-march-2022.pdf?sfvrsn=1b1b5129_3

[10] https://www.hrmagazine.co.uk/content/news/businesses-face-record-recruitment-difficulties/

4. **Occupational shortages (within existing roles/pathways)**

Due to the nature of employment within this sector and the current majority of owner/occupiers and familial units, it is significantly difficult to analyse existing shortages and needs within roles. We are colloquially aware of needs for engineers, Labourers, technician and Maintenance, Repair and Operations (MRO) roles, with additional need in farm management, data, scientific and professional roles.

Utilising prior research into digital transformation and the Agricultural Knowledge and Innovation System (AKIS) such as the report in the Land Use Policy Journal[11] sharing the work of J.Ingram and others, we have attempted to divide up shortages and opportunities into different acting groups within the farming landscape – farmers, advisors and professional service providers, researchers, and suppliers & third party support, for their incorporation in the supply chain needs and equipment, platform and service provision into the sector. The best existing delineation of sector specific agriculture, environmental and animal care pathways is available via the Institute for Apprenticeship in their occupational maps[12].

Agriculture, Land Management and Production Pathway		
Technical (L2-3)	**Higher (L4 -5)**	**Professional (L6-7)**
Agricultural Engineering Operative/Technician	Agricultural Engineering Manager	Agricultural Engineering Professional
Agricultural Operative/Technician	Agricultural Manager	Agricultural Professional
Arboriculture and Forestry Operative	Arboriculture and Forestry Supervisor	Arboriculture Professional
Environment Technician	Environment Specialist	Environment Professional
Landscape Horticulture Operative/Technician	Landscape Horticulture Manager	
Production Horticulture Operative/Technican	Production Horticulture Manager	Production Horticulture Professional
Animal Care and Management Pathway		
Technical	**Higher Technical**	**Professional**
Animal Care and Welfare Assistant	Animal Care Specialist	
Equine Groom/Farrier	Equine Specialist	

We have attempted below to show some of the existing roles' needs and requirements to indicate where sectoral needs may be met via existing courses, with or without micro-interventions, but we faced significant issues with division of the existing agri-food labour market due to the factors discussed above. Below we align some suggested roles and FE pathways via potential training needs rather than shortages. We have not as yet looked at these shortages in relation to current supply volumes from colleges and ITPs, therefore these priorities are here for discussion with providers at this stage. We have attempted to RAG rate needs (Red, Amber, Green, with Red being highest) to highlight to most pressing existing role shortages within this sector, but this is partially based on wider speculative analyses of the changing agri-food landscape rather than specific data sets and we therefore welcome further suggestions in delineation attempts.

[11] From *Land Use Policy, What are the Priority Research Questions for Digital Agriculture*, March 2022 https://www.sciencedirect.com/science/article/pii/S0264837721006852

[12] *Institute for Apprenticeship and Technical Education*, accessed February 2023, https://www.instituteforapprenticeships.org/occupational-maps/

Role	Potential Occupational pathway	R	A	G
General farm roles	L2 and 3 technical qualification routes L4 and 5 specialist and managerial routes	x		
Equipment farm roles (internal and external) Support and suppliers	L2 and 3 technical qualification routes L4 and 5 specialist and managerial routes Agricultural Engineers Vehicle/mechanical/electrical maintenance qualifications MRO and land based service engineer/technician (L2/3)	x		
Roles attached to livestock	L2 and 3 technical qualification routes L4 and 5 specialist and managerial routes		x	
Roles attached to arable and crop production	L2 and 3 technical qualification routes L4 and 5 specialist and managerial routes		x	
Professional and advisory roles Research, scientific, academic and R&D roles (inc. agri-tech, data and technological advancements)	L6 and 7 Professional and higher technical routes Other Professional and skilled supporting roles including agronomists (L5-7)			x
Data and analysis consultancy	Various routes both sector specific (L3-7) and via computing, business, scientific and data pathways		x	

5. Occupational Opportunities – Skills for new technologies

Whilst we can identify with more certainty some of the more imminent technological needs within this sector, we have not attempted to outline too explicitly the roles that these will fit into, due to the rapid and sometimes unexpected changes under which economic and other factors are impacting this sector. We have therefore broken down technological and expected sectoral needs into broad areas or specific to a technology, alongside some forecasting of expected demand (extrapolated to a regional level where possible or pre-existing).

Agritech is a burgeoning sub-sector within agriculture and farming, incorporating technologies such as[13];

- breeding and genomics
- plant, animal, and soil sciences
- remote sensing and monitoring
- crop and livestock data management and modelling
- integration and visualisation of complex data sets
- machine learning and artificial intelligence
- robotics
- precision engineering

[13] Definitions taken from http://www.ifm.eng.cam.ac.uk/resources/government/making-smart-specialisation-smarter-an-industrial-innovation-system-approach-the-case-of-agri-tech-east/

- "smart" management of inputs (nutrients, water, energy and products for plant and animal health)
- communications technologies

An estimated 78% of farmers already incorporate some form of agritech nationally (Agri Epicentre, 2021[14]), with take up highest amongst younger farmers and within the largest holdings. Adoption is highest in technologies including machine guidance systems (40% reported they are using this), soil mapping (35%), livestock growth monitoring (30%) and variable rate application of chemical or biological inputs (28%). Interestingly, only around one-third believe technology will help them reduce carbon emissions.

Wiltshire has leading expertise in agri-tech and significant accelerator and R&D expertise, increasing the potential to improve both domestic and export opportunities in new and existing production, with Sustain's 2021 report[15] suggesting that just expanding local food chains could lead to the creation of 200,00 jobs nationally. These are opportunities Swindon and Wiltshire region is well-placed to capitalise on. But the balance between new technological adoption, focus-shift as required by changes to legislation and the economic marketplace and meeting current demand has the potential to introduce additional friction to employers and producers. Businesses are facing challenges from increasing core costs and difficulties recruiting.

Therefore we are highlighting potential advantageous technologies more than point towards new role creation in the short term. Whilst some of these technologies are becoming acutely more integrated into general practise, such as data management and modelling (often driven by supply chain requirements) and plant, animal and soil sciences (due to necessity and cost reduction such as planning and targeting fertiliser application), others [such as hydroponics and fully remote automation of farm operations] currently are further from commercial uptake across the sector as a whole.

Right now our priority is that Colleges and other providers of training for these occupations, gear up their practical facilities and as far as possible and begin (if not already), to offer the upskilling and awareness needed alongside new occupational programmes where there is local demand or expected imminent local demand. We hope to have discussions with providers and stakeholders about how demand could be stimulated further and timing of growth.

Each new technology for potential adoption has various roles/functions attached to it, which we have here summarised within three categories loosely as assessing/advising, installing and commissioning, and maintenance repair and operation (MRO) and indicated whether these are directly roles within holdings or within wider agricultural support industries.

Occupation	**External- Assessor/Advisory roles**	**External - Installation/ Commissioning**	**Internal/External – Maintenance, Repair and Operation**
Technology			
Smart management technologies, inputs	Suppliers/ independent advisory businesses		Farm manager/owner/ senior, third party contractual See Priority 7 below
Automated farming techniques including roboticised systems, drone surveyance and measurement,	Owner/manager, support requirements	Third party contractors, technologically aligned	Technician, general labourer, third party See Priority 7 below

[14] From *Agri EpiCentre article,* 2021

[15] https://www.sustainweb.org/publications/the-case-for-local-food/

drone/automated delivery systems			
Diversification attached to sustainability	Owner/manager, support requirements	Non-agricultural specific supply & installation companies	Farm manager/owner/ senior, third party contractual See Priority 7 below
Smart technologies for monitoring: Data platforms, sensors, analysis, (AI/ML), visualisation	Suppliers/ independent advisory businesses		Technician, Farm owner/manager/contractor See Priority 7 below
New engineering requirements attached to new hardware/ equipment/ machinery	Suppliers/ independent advisory businesses		Technician/ mechanical/ electrical engineering See Priority 7 below
Communications and connectivity	Owner/manager, support requirements	Non-agricultural specific supply & installation companies	All on-site roles See Priority 7 below

There is some early indication that in particular engineering and data capabilities attached to supply chain requirements are already creating unmet demand in these areas.

6. Businesses Reported Skills Needs - Granular Business Intelligence via LSIP

Please note that the LSIP research will continue until April 2023 in the first phase, with additional needs, refinements, deep dives and any identified new foci to continue longer term until May 2025. These below skills needs findings are based on the initial 3 months of LSIP research and delivery and hopefully indicate (in a no way comprehensive manner) expected 'direction of travel' in the final report. As any additional needs are identified and verified we will share prior to report release with stakeholders in the most appropriate identified means.

The LSIP has worked to gather current in-depth business intelligence on perceived unmet needs, understanding of current delivery and potential economic and technological changes. The intention of the LSIP research methodology is to add current and granular intelligence to existing understanding and not to replace prior research into skills needs, particularly those datasets which could be considered statistically robust.

We have divided these findings into approximated areas of need, and - alongside the sections above on occupational shortages and industrial trends – expect these to form a reasonably comprehensive picture intended to address current and expected unmet needs within the sector, both in terms of interventions in existing provision (micro or modular) and identification of potential new provision (although this falls primarily towards in-work and modular needs due to the methodology utilised in the LSIP primary research phase). The areas these are outlined under are:

- Critical Workplace, Core and Transferable skills
- Core Digital Skills
- Sector Specific Skills, Technological Change and Digitalisation Skills
- Decarbonisation, Sustainability and Alignment to the UK's Net Zero Strategy Skills Needs
- *Systemic/Labour Market/Other reported needs*

We have indicated where we believe businesses have reported these needs most significantly in terms of where they fit within career and occupational progression (from new entrants through to experienced) and believe there are areas of funding and provision that align more or less closely:

Experienced Current Employees (upskilling, modular, CPD)	**Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)**	**Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps**	**Those in both work and formal training e.g. apprentices**	**Younger/New Entrants/non-experienced 16-19 and adults**
In-house, innovation/AEB/ LSIF	In-house/bespoke/ Innovation/AEB/ LSIF	AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF	Apprenticeship	T Levels, other 16 to 19 vocational, Vocational HE and preparatory

We do not intend to be prescriptive in suggestions where FE Providers (and others) may see an ability to respond to LSIP skills needs findings, more to indicate where we see current potential opportunities that align with occupational progression, life stages and current funding mechanisms.

Critical Workplace, Core and Transferable Skills

Need Statement	**PROVISIONAL PRIORITY**	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Greater focus on communication skills, including sales and external stakeholder interaction, including in data and engineering/technician/MOR roles	**1. Explore the introduction of Skillbuilder and work entry skills in pre-16 and post-16 academic education** **2. Integrate Skillbuilder or similar and entry skills into non T Level 16 to 19 voc FE**		x		x	x
Attitudes and work readiness	**As 1 above**				x	X
Understanding of sector, independent work ability, project management principles, decision making and critical thinking	**3. Short course programme for existing staff and build into Apprenticeships, 16 to 19 and AEB programmes**		X	x	x	x
Resilience and anxiety in new entrants	**As 1 above**				x	X
Maths, measurement and analytics across all roles in sector	**As 2 and 3 above**	x	X	x	x	x

New entrants expectations and culture transformation (inc. hybrid work expectations) – senior/managerial/owners	**As 1 above**	x	X			
Extended practical experience (such as in sandwich courses) seen widely as immensely beneficial	**4. Explore the introduction of work placements (Beyond T Levels)into 16 to 19 and HE**			X	x	x
Support for employers/owners to identify/navigate and broker needs attached to upskilling, CPD. Workforce development and reskilling	**5. Establish skills brokerage service for employers**	x	x			
Additional professional upskilling/CPD in management roles: people, project, HR, compliance	**As 3 above**	x	x	X		

Core Digital Skills

Need Statement	**PROVISIONAL PRIORITY**	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Wide range of needs attached to the digital transformation of the sector: •data ownership and management •data protection, sharing and security •data driven decision making •data analytics and intelligence •supply chain requirements (and potential increasing needs for compliance/ability) •localised intelligence platforms •data as driver efficiency and productivity •CRM and data platforms	**6. Specialist digital /data basic skills programme (as from construction sector) short course programme for the sector** **7. Build content of 6 into Apprenticeship , 16 to 19 and relevant HE**	X	x	x	x	x
Presentation abilities (more particular to data-led/data intelligence/platform organisations)	**As 6 above**	X			x	x

Microsoft platforms	**As 6 above**			x	x	X
Digital communications and social media	**As 6 above**	x	x	x	x	X
Wider understanding of digitalisation and its impacts on industry/sector	**As 6 above**	X			x	x

Sector Specific and Technological Change

Need Statement	**PROVISIONAL PRIORITY**	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Technology adoption and function: Automation/robotics/drones/ sensors (including data/image capture, potentially service improvement or delivery (spraying), CPD approach preferred (modular upskilling)	**7. Technological change short course programme for managers and those involved in engineering**	X	x		x	x
Connectivity/IoT and importance/ impact on technology adoption	**As 7 above**	x			x	x
Reskilling and futureproofing existing workforce, understanding of sectoral change and change management	**As 7 above**	x	x			
Sensors/ ML and data systems	**As 7 above**				x	x
Data within existing technologies and usage – usage, value, adoption, integration	**As 7 above**	x	x		x	X
AR/VR and simulation as both learning methods and tools in sector	**As 7 above and also explore methods with college**	x			x	x
Understanding current and future changes to sectoral drivers/legislation/policy/ economic factors/ area based payments	**8. Short course offer for all key staff re future of the sector, green economy, achieving net zero, administration etc**	x	x		x	x
Engineering in widest sector, but especially prevalent needs for/to technicians, dealerships and MRO, engineering attached to machinery, livestock, data, buildings & systems	**As 7 above**		x		x	x

Agritech principles and progression for wider sectoral impact	**As 8 above**	x			x	x
Farming is a high technology sector, awareness is low in engineering and data progression routes and CAEIG	**As 7 above**					

Net Zero Skills

Need Statement	**PROVISIONAL PRIORITY**	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Energy & efficiency top priorities: • Emissions and scopes • Effective & appropriate measurement • RoI and 'sustainable sustainability'	**As 8 above**	x	x	x	x	x
Validation and standardisation of decarbonisation/ sustainability requirements and standards, mitigation and carbon capture/credits pan-sector	**As 8 above**	x	x		x	X
Fossil fuel usage within agriculture – impact of equipment, alternative and emerging fuels (bio, methane, hydrogen, electrification)	**As 8 above**	x			x	x
Materials, alternatives and wastage/pollution	**As 8 above**	x			x	x
Conservation, biodiversity and stewardship – policy, legislation, practise	**As 8 above**	x	x	X	x	x

Skills & Labour System Feedback

Please note that although these are not explicitly skills needs, these are other issues highlighted by employers and stakeholders that may require addressing alongside interventions in provision directly. We do not suggest that these issues are for FE providers to respond to directly, but these were all raised by enough employers to warrant incorporation

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training eg Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Sector as whole (outside some data platforms) reports lack of entrants and awareness alongside lack of experienced available workforces	**Part C LSIP**					
General populace unaware of lifestyle and worklife balance available in sector	**Part C LSIP**					
Lecturers being lost to industry due to pay inequalities and demand	**9. Programme to attract and retain teaching staff (see also other sectors)**					
Earlier and more in-depth interventions and CAEIG seen as key, assist employers to engage and upskill careers advisors on sector roles, benefits and pathways	**Part C LSIP**					
The country no longer manufactures significant agricultural machinery						
Some concerns about managing hybrid work expectations of future workforce, changing expectations of current learners	**Part. C LSIP**					
Understanding of T Levels is inconsistent, with a number of employers not understanding where these fit within their needs or the requirements attached to them.	**Part. C LSIP**					