



# Forestry Skills Plan

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# Agenda

- Case for action
- Evidence base
- Action plan (so far)
- Next steps



# Case for action

## Opportunity:

- More woods into management
- More woods created
- Pest, disease and climate change
- Profitability
- Technology

## Assertion:

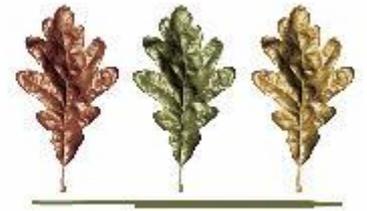
- Ageing workforce
- Skills shortages
- Image problem



# A Forestry Skills Study for England and Wales

Forestry Skills Forum

December 2017



University of  
Cumbria 



NATIONAL SCHOOL OF  
FORESTRY



WOODLAND  
HERITAGE  
for the future of British woods

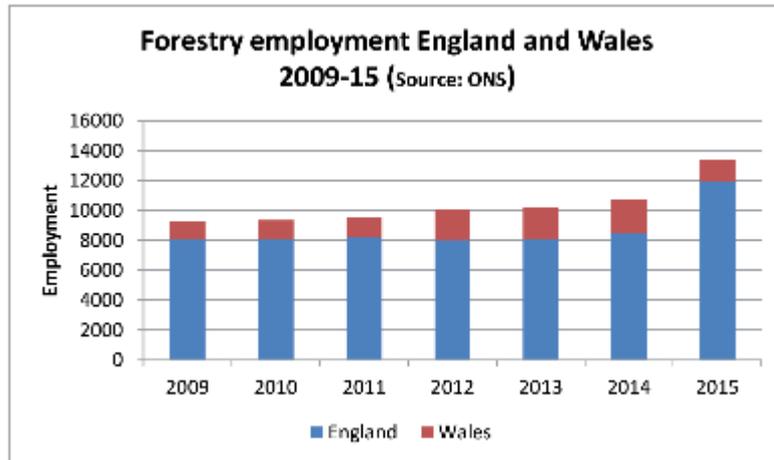
# Purpose, Objectives and Scope



1. assess the current **profile of the forestry sector** in terms of employment, skills, age, gender, diversity and business area.
2. investigate current **training provision** by all providers
3. assess appropriateness of training provision against needs - **skills gap analysis**
4. identify **routes to employment and career progression** at all levels, and barriers.
5. recommendations to support the development of an **action plan**

# Evidence: the data

## Employment



## Age

- No evidence of ageing workforce
- Increasing numbers of young people
- Shortage of mid-career people
- Geographic variance

## Diversity

- Low gender and ethnic diversity

## Skills

- Availability and quality improved

Level of highest qualification held	ONS 2014 – 16	Lantra 2009 – 10
1 NQF Level 4 and above	28%	33%
2 NQF Level 3	22%	20%
3 Trade apprenticeships	0%	n/a
4 NQF Level 2	9%	21%
5 Below NQF Level 2	12%	20%
6 Other qualifications	4%	n/a
7 No qualifications	0%	6%

# Skills gaps

## Machine Operators

- better than it was
- need higher skills
- behind European productivity levels

## Motor Manual

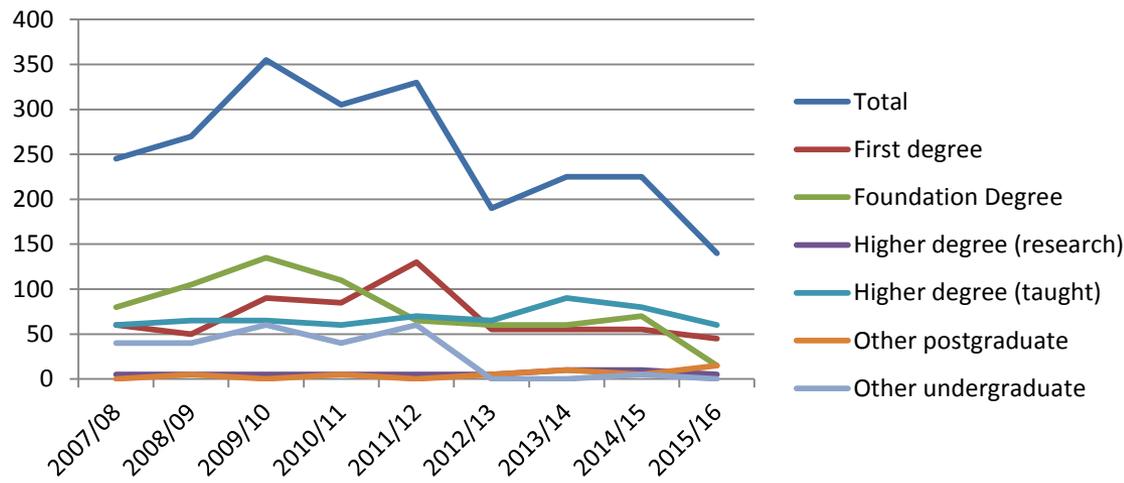
- ongoing shortage of chainsaw operators
- few people to do all the planting .....

## Supervisors & Managers

- employers want graduates with more practical and applied skills
- management and business skills in short supply
- leadership and innovation
- limited applications for some vacancies
- recruiting from a wider base

# Training provision

## Higher education

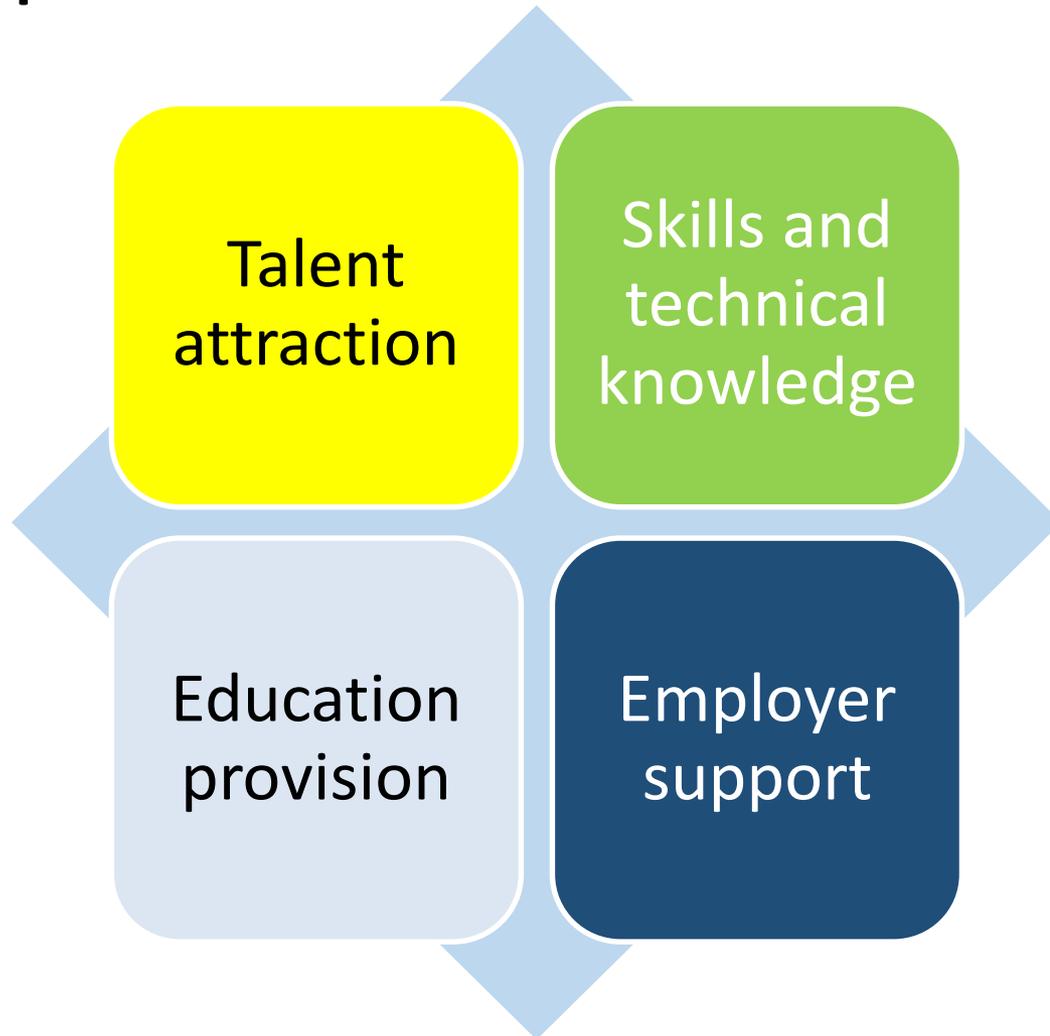


## Further education

- plethora of FE provision
- quality variable
- Apprenticeships supported but not widely taken up or understood by employers

New entrants and students view their career choice and futures positively

# Recommendations: action plan themes



# Talent attraction actions

No	Action	Lead	Priority	Impact	Deliverability	Partners
1	Promote forestry careers to a diverse audience	RFS	High	High	Easy	HoEF, Tir Coed, FSA, Forestry Commission, ICF, Slyva
2	Promote forestry in Schools	Sylva	High	Very high	difficult	HoEF, Tir Coed, RFS, FSA, ICF

# Skills and technical knowledge actions

No	Action	Lead	Priority	Impact	deliverability	Partners
7	Machine operator training	Confor	High	Medium	Medium	Forestry Commission, Tir Coed, RFS – consider FISA
9	Technical skills of new entrants & mid career managers	RFS	High	High	easy	ICF, Forest Enterprise, forestry commission
10	More skilled planting contractors	RFS	High	High	easy	HoEF, Confor, Tir Coed, woodland trust
	Promote forestry skills in other sectors e.g. planting & establishment	RFS	High	High	Easy	HoEF, CLA, Tir Coed

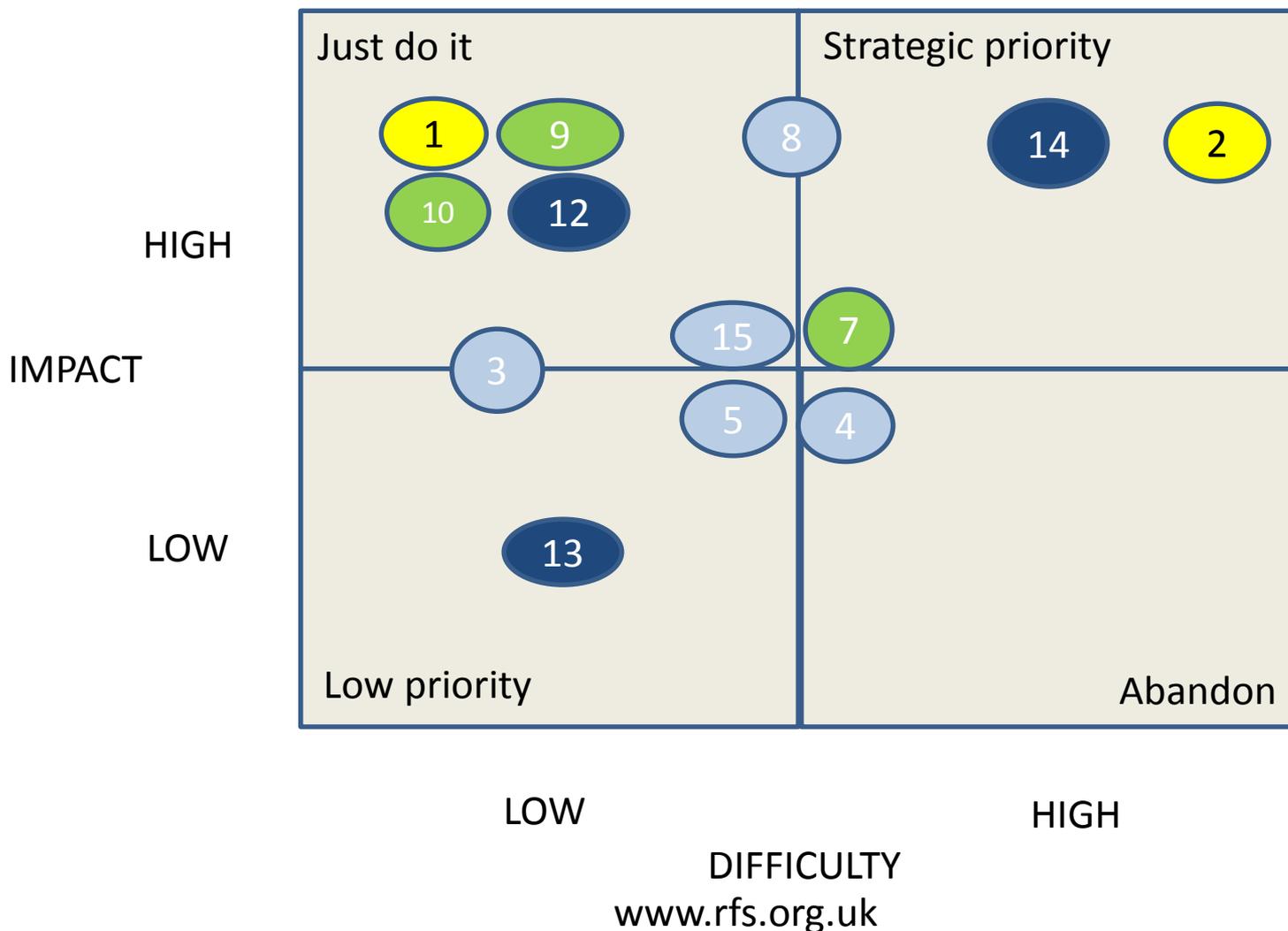
# Employer support actions

No	Action	Lead	Priority	Impact	Deliverability	Partners
12	Promote informal professional development within & between organisations	FSF	High	high	Easy	RFS, Confor, ICF
13	Improve employers understanding of education system	RFS	High	Low	Easy	FSF
14	Influence funding for skills (including post Brexit)	FSF	High	high	Difficult	Forestry Commission, Woodland Trust

# Education provision actions

No	Action	Lead	Priority	Impact	deliverability	Partners
3	Improve further education provision	RFS	Medium	medium	easy	Trailblazer, HIP Partnership, ICF
4	Engage with government reforms e.g. T levels	FC	High	High	Difficult	Trailblazer
4	Improve liaison with higher education provision	ICF	High	Medium	Medium	Trailblazer, HIP Partnership, NSF, HoEF, RFS
5	Support the delivery of existing apprenticeships	Forestry Commission	high	Medium	medium	Trailblazer, HIP Partnership, NSF, RFS, Forest Enterprise, ICF
	Develop new Higher / degree apprenticeship(s)	ICF	High	Medium	Medium	Forestry Commission/ Harper Adams
8	Investigate development of forest technician grade	FC	High	High	Medium	Forest Enterprise, Euroforest, Tilhill, ICF, NSF, RFS
15	Support PhD provision	ICF	Medium	Medium	medium	BiFor, NSF, RFS

# Impact and deliverability



# Next steps

- 26<sup>th</sup> June – ICF Workshop input and discussion
- 10<sup>th</sup> July – Milestones / actions drafted
- 20<sup>th</sup> September – APF Show & potential launch



RFS

ROYAL FORESTRY SOCIETY



Thank you