13. Appendix

13.1 Farmer Survey
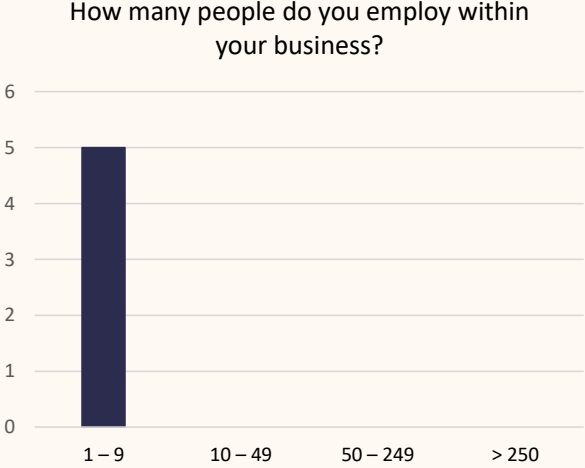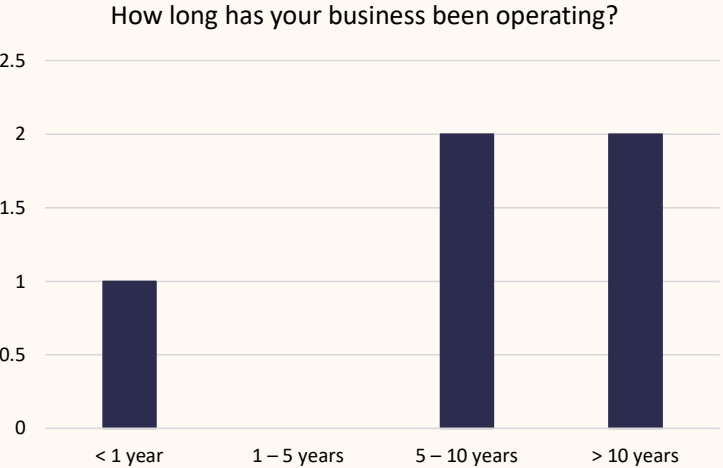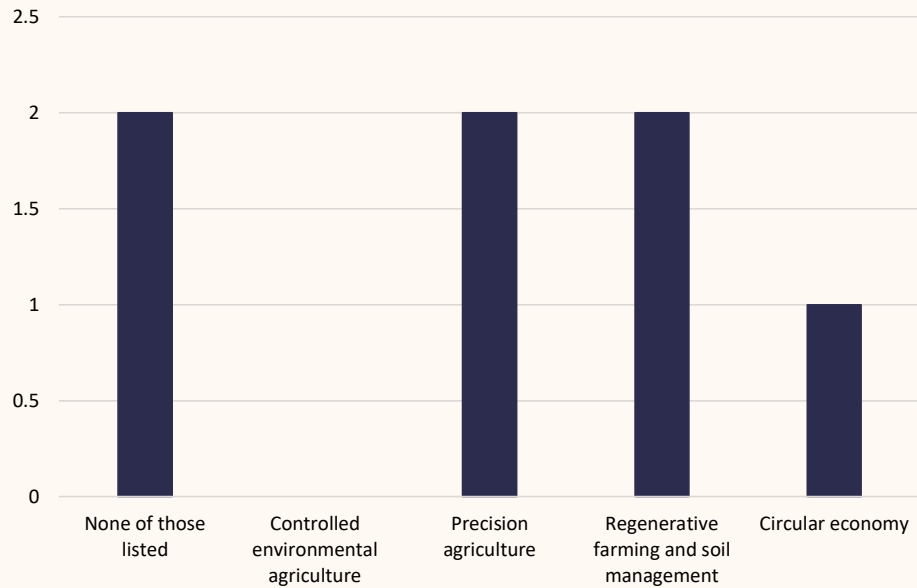
A survey was circulated via the Grow Yorkshire stakeholder newsletter, which questioned farmers current and future skills, particularly related to agri-tech. <u>However, due to the limited responses, some caution must be taken with these findings and should not be generalised.</u>

How long has your business been operating?

Category	Value
< 1 year	1
1 – 5 years	0
5 – 10 years	2
> 10 years	2

How many people do you employ within your business?

Category	Value
1 – 9	5
10 – 49	0
50 – 249	0
> 250	0

Do you have a training budget?

Category	Value
Yes	1
No	4

Do you use of any of these methods on your farm?

What are the key skills that your business currently requires within these identified themes? (Tick all that apply)

For those respondents not using these methods, this was due feeling their current system work fine, within this system they 'recycle manures and look after the soil and try different production techniques'. Some felt that this list was 'too prescriptive' and that 'farms aren't one or the others and it's almost impossible to label exactly'. It was also noted that there aren't defined and clear standards for examples such as regenerative farming, unlike organic farming.

Another suggested that these terms are sometimes used incorrectly and 'elements of farming are misunderstood'.
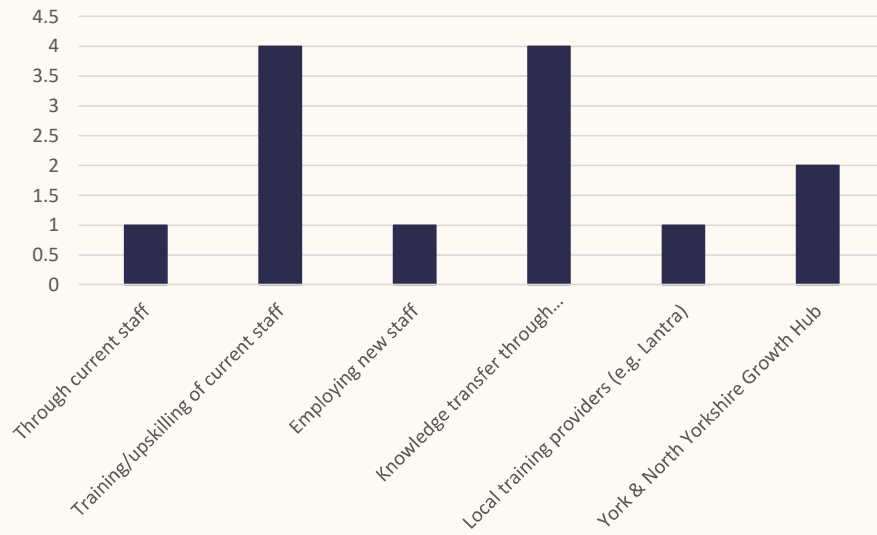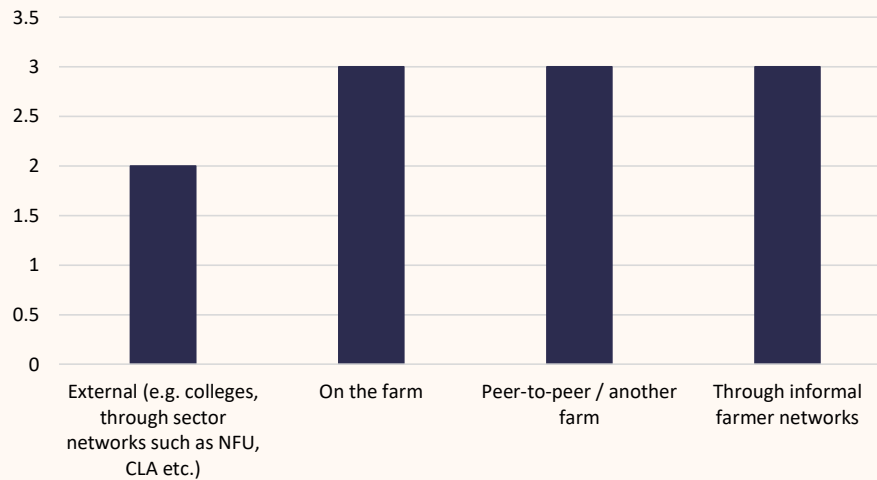
Other skills needs identified including the following:
- 'I would say ecosystem services understanding and how this translates to the elements of Sustainable Farming Incentive standards and how this would not only bring in income but also allow better results within our core enterprises.'
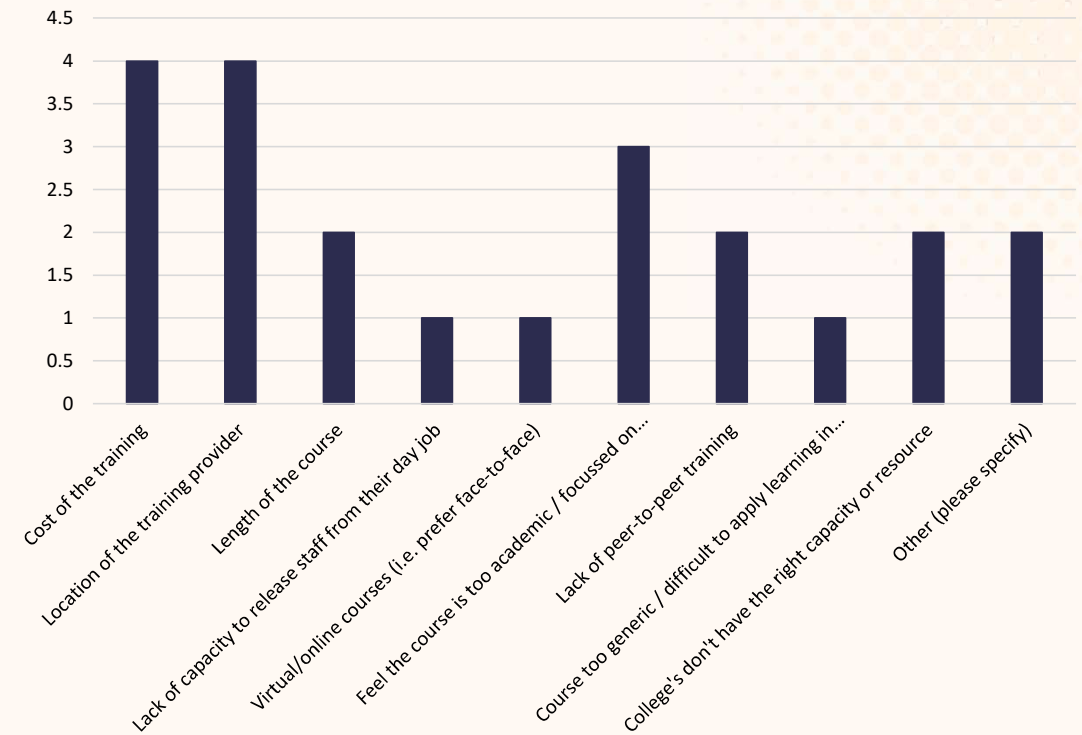- 'Assessing best use of land'

How are you looking to access these skills?

Bar chart with values:
- Through current staff: 1
- Training/upskilling of current staff: 4
- Employing new staff: 1
- Knowledge transfer through…: 4
- Local training providers (e.g. Lantra): 1
- York & North Yorkshire Growth Hub: 2

If you're looking to train current staff, where would you prefer the training is held?

Bar chart with values:
- External (e.g. colleges, through sector networks such as NFU, CLA etc.): 2
- On the farm: 3
- Peer-to-peer / another farm: 3
- Through informal farmer networks: 3

Do any of the following factors limit you from accessing external training support? (Tick all that apply)

Bar chart with values:
- Cost of the training: 4
- Location of the training provider: 4
- Length of the course: 2
- Lack of capacity to release staff from their day job: 1
- Virtual/online courses (i.e. prefer face-to-face): 1
- Feel the course is too academic / focussed on…: 3
- Lack of peer-to-peer training: 2
- Course too generic / difficult to apply learning in…: 1
- College's don't have the right capacity or resource: 2
- Other (please specify): 2

Other blockages for training including:
- 'Time of year'
- 'Lack of time. When there are so many daily jobs to be done it's hard to get off the farm'

What are the future skills that your business requires? (Tick all that apply)
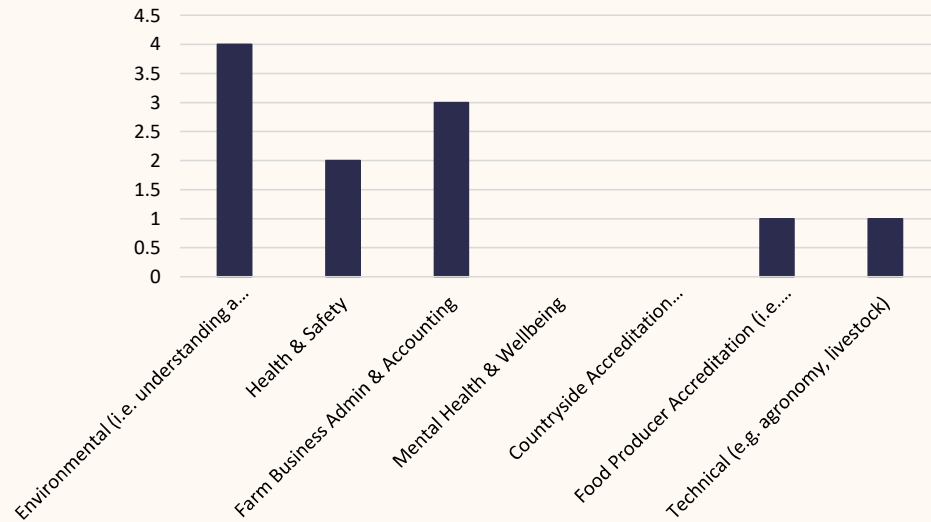

The biggest drivers for needing these skills included:
- 'Keeping safe and keeping profitable' and, similarly, 'To enable a more profitable farming system that utilises/harnesses natural processes; boosts biodiversity, doesn't pollute water or air'
- 'Adapting to new challenges within the sector'
- 'Policy changes'
- 'Newly acquired land: want to make it work for us'

Would you recruit new people for these skills or retrain current staff?
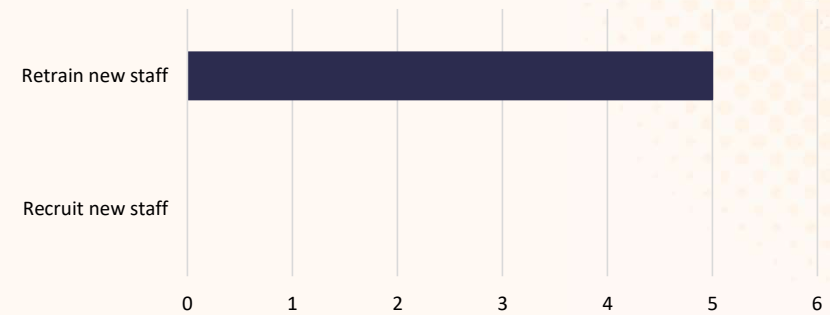
The funding landscape can be very confusing and difficult to navigate right now. Is this an area where you require further skills or support?
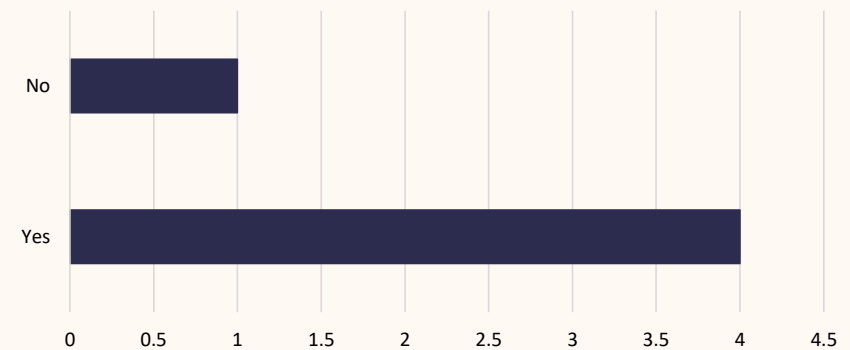
One respondent noted 'Grant opportunities are overwhelming, hard to see wood from trees. Had good training from Future Farmers Yorkshire'

13.2 Training Provision

Agri-tech – Current Provision	
Provider	Course
Askham Bryan College	A range of courses from pre-entry to masters level in agriculture, horticulture and animal management. T Levels from September 2023. Askham Bryan College (askham-bryan.ac.uk)
Bishop Burton College	Level 3 BTEC Diploma in Agriculture, HNC Agriculture FdSc Agriculture, FdSC Agriculture (Precision Crop Technology), FdSc Ecology and Environmental Management, BSc (Hons) Ecology and Environmental Management, BSc (Hons) Precision Agriculture, BSc Bioveterinary Science. Home	Bishop Burton College
Craven College	Vocational courses in levels 1-3 Countryside Management. Also run courses in agriculture, environmental & animal care area (from L1 to L6) such as Land based technology, Wildlife management, animal studies & equine management. Will be running T Levels in Habitat Management, Tree & Woodland Management & Maintenance. Home - Craven College (craven-college.ac.uk)
Barclays Eagle Labs	Barclays Eagle Labs and University of Lincoln provides a 10 week Accelerator programme supporting the growth of agri-tech businesses through mentoring and skills support based on specific business needs. Agri-Tech Accelerator 2023 - 10x10 Business Accelerator (10by10.co.uk)
Bespoke Skills Programme	Bespoke Skills Programme offers a range of rural and farming based qualifications and training for businesses. Some training through is funded through ESF and can provide up to 60% funding. Training Courses	PA1 PA2 PA4 PA6 Spraying	Vicky Anderson Training (va-training.co.uk)
Range of providers	Apprenticeships include: Crop Technician, Livestock Unit Technician, Land Based Service Engineering Technician. Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
Range of providers	T Levels: Agriculture, Land Management and Production Find a T Level	T Levels
Skills Bootcamps	

Green Construction – Current Provision

Provider	Course
Heart of Yorkshire Education Group	Level 3 Green Skills Fundamentals of Building Information Modelling Level 3 Green Skills Implementation of Building Information Modelling. Heart of Yorkshire Education Group - Stronger Together... Home page	Selby College
Harrogate College	Two-day introduction to retrofit. Harrogate College (harrogate-college.ac.uk) Tradesperson Passive House Acreditation Retrofit – Passivhaus Institute certified – Pure Haus
Craven College	Sustainable Energy & Properties Training workshop; Sustainable Hearing Training; Retrofit and Zerofit Carbon Construction (L2); Solar Photovoltaic course (L2 non-accredited); Air & ground heat source pump course (L2 non-accredited). Home - Craven College (craven-college.ac.uk)
Retrofit academy	BEIS funded Level 2 Understanding domestic retrofit, level 3 retrofit advice, level 4 retrofit assessment, level 5 retrofit coordination and risk management. Part Funded PASS 2035 qualifications Retrofit Academy	Retrofit Coordinator & PAS 2035 Training
WARM	Range of Passivhaus online training including bitesized, self study or specific to a business. Includes designer and contractor courses. Warm	Services Homepage (peterwarm.co.uk)
Pure Haus	Provides a range of courses:Retrofit course approved by NOCN, for those with some industry experience, equivalent to level 2, 8 day delivery. Passivhaus training for senior leaders/project managers, equivalent to level ¾, technical course. Also, offer a 1 day retrofit course. Minimum cohort required and costs involved. Passivhaus Training – Training in low energy building design and practice
A range of providers	Apprenticeships Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
Green Building Store	CPD courses delivered online or in person at business premises. Free sessions available and include: intro to Passivehaus, heat recovery and ventilation. FREE CPDs - Green Building Store
BRE	Online courses ranging from introduction to retrofit to level 4 and 5 technical courses.
CITB	CITB provide a list of retrofit qualifications available for members and offer grants to support businesses to train employees. Funding streams to support members in completing short courses including those in retrofit. https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/qualification-grants/short-qualification-grant/short-qualifications-we-pay-grant-for/#retrofit

Provider	Course
Supply Chain Sustainability School	Free training in sustainability for those in construction. Resources and courses ranging from beginner to intermediate include: Retrofit the Scale of the opportunity and a case study in green retrofit Retrofit - Supply Chain Sustainability School (supplychainschool.co.uk)
Business Scale Up Programme	Part funded courses in construction including site supervisor training. Courses range from 1 day courses to full qualifications to level 7. Also includes change management, project management, leadership and management- one industry expert mentioned project management skills as a skills gap in their businesses. Other industry experts agree that a whole organisation approach to embedding sustainability and so effective leadership and management is key. Sustainability workshops for business leaders and L3 Design thinking for Innovation & Change which includes innovating for sustainability. Business Scale Up Programme
Construction Skills Village	The Construction Skills Village is an independent training provider offering apprenticeships in traditional construction. They offer 5 level 2 courses in traditional trades including bricklaying, plastering, ground works and 2 level 3 courses in plumbing and electrics. Construction Skills Village - Hands on Learning (skills-village.co.uk)
York College	Construction Design, Surveying & Planning T Level, full time, 2 years, 16-19 funding,. A range of apprenticeships and C&G courses in a range of construction trades. Home	York College
York St John University	Project Manager Degree Apprenticeship (Level 6): 36 months (and 2 year accredited entry route) developing stakeholder engagement and communication, responsible business practices, project fundamentals, practitioner development, risk management, planning and control, governance, finance, negotiation and influencing, procurement and supply chain, contractual and legal considerations, strategy and decision making, leadership innovation and change. Study	York St John University (yorksj.ac.uk)
Skills Bootcamps	Construction skills, plant skills, green construction skills Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff	York & North Yorkshire	Y&NY Growth Hub (ynygrowthhub.com)
Home Decarbonisation Skills Training Competition: successful projects - GOV.UK (www.gov.uk)-	List of free/part funded courses across UK for heat pumps/retrofit etc

Digital Training – Current Provision

Provider	Course
Provider	Course
York St John	Data Science Degree Apprenticeship - Level 6. 36 months. Statistics and data analysis, computer science, modelling and systems, visualisation and communication, AI and advanced data applications. Study	York St John University (yorksj.ac.uk)
York College	Digital Technologies Diploma level 1, apprenticeships, T Levels, Computer Games Development Diplomas Home	York College
Apprenticeships	Wide range of apprenticeships in ICT Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
Bootcamps	A range of digital bootcamps at level 3 e.g AI, Coding and Programming, data analyst, Software Development. Further courses proposed for Wave 4 in YNY area. Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff	York & North Yorkshire	Y&NY Growth Hub (ynygrowthhub.com)
Harrogate College	T Level in Digital and IT Harrogate College (harrogate-college.ac.uk)
Sunderland University	Courses focussed on digital and leadership. Graduate courses, free tasters, CPD. University of Sunderland - Campus@Northallerton (campusatnorthallerton.co.uk)
Business Scale-Up	Range of digital courses including leadership training, advanced Excel Business Scale Up Programme
Scarborough TEC	Free short courses intro to digital skills Scarborough TEC	Quality Training, Education, and Careers.
WAE	Community digital skills courses from pre-entry level upwards WEA National homepage	WEA
The Skills toolkit	Skills for life- Digital essential skills, free courses for jobs- level 3 includes digital. e.g Diploma for IT Users through ITPs and NYCC adult learning- BSC level 3 certificate in IT user skills. Diploma in ICT Systems for IT Professionals- aimed at individuals seeking employment or progressing in IT roles. ICDL (ECDL) level 3 life time skills guarantee. Results	Find a course	National Careers Service

Cyber Security – Current Provision

Provider	Course
Scarborough TEC	FdSC Cyber security course in collaboration with Y&H IoT for 1year at level 4 or 2y level 5 (foundation degree). Scarborough TEC | Quality Training, Education, and Careers.
Scarborough CU	BSc Cyber security full time with the option of a year in industry. CU Scarborough | Coventry University
York College	Foundation degree Digital Tech (cyber security), provides a focus on problem solving, application of digital technologies and industry standard technologies and approaches. Home | York College
Free online training (central Government)	• Top Tips for Staff- understanding of the importance of cyber security and practical steps to protect against fraud and cyber crime. 3o minutes • Cyber Security e-learning for procurement professionals- CIPS free online training to explain the relevance of cyber security in the procurement and supply chain function. • Exercise in a Box- new online tool from NCSC to help organisations test and practise their response to a cyber attack. Cyber security training for business - GOV.UK (www.gov.uk)
Bootcamps	Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff | York & North Yorkshire | Y&NY Growth Hub (ynygrowthhub.com)
Apprenticeships	Cyber Security Technician, cyber Security Technologist, Cyber Security Technical Professional Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
National Cyber Security Centre	Certification through Government backed scheme to help guard organisations against cyber attacks. About Cyber Essentials - NCSC.GOV.UK
Business Scale Up Programme	This ESF funded programme offers support to move businesses online. This includes an initial review identifying key areas of development including cyber security. Flexible offer either face to face or online, takes 3 hrs. Potential for 40% funding for eligible businesses. Business Scale Up Programme

Rail Innovation – Current Provision

Provider	Course
York College	York College provides engineering and manufacturing courses that offer skills transferable into the rail industry. Home	York College Higher National Certificate (HNC) Engineering (Two Pathways) -Electrical, Multi-skill General Engineering, Higher National Diploma (HND) Engineering (Two Pathways) -Electrical, Multi-skill General Engineering, Advanced Manufacturing Engineering Certificate (Multiskill), Advanced Manufacturing Engineering Extended Diploma (Multiskill), Engineering & Manufacturing: Design & Development T Level, Engineering & Technology Diploma Level 3, Engineering Certificate/Extended Certificate Level 3.
Apprenticeships	York College provides a range of apprenticeships linked to the rail industry: Engineering Manufacturing Technician (Electrical or Mechanical) Apprenticeship Level 4, Engineering Design Draughtsperson Apprenticeship Level 3, Engineering Technician Apprenticeship Level 3, Maintenance and Operations Engineering Technician Apprenticeship Level 3. Home	York College Other apprenticeships- installation electrician and maintenance electrician, metal fabricator, engineering technician Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
University of York	A range of digital courses (MSC Digital Systems Engineering; TFTI expertise in human-computer interaction modules) that would provide transferable skills, alongside wider business management (MSc Sustainable Business: Leadership, Innovation & Management). University of York
York St John University	Digital provision (BSc Computer Science, BSc Software Engineering, BSc Cyber Security, Data Science degree apprenticeship) and management provision (Chartered Manager Degree Apprenticeship, Project Manager Degree Apprenticeship, Various Business and Project Management, Senior Leaders Apprenticeship, Entrepreneurship and Innovation MSc). Study	York St John University (yorksj.ac.uk)
NCATI	https://www.ncati.ac.uk/
Skills Bootcamps	Rail engineering Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff	York & North Yorkshire	Y&NY Growth Hub (ynygrowthhub.com)

Film/TV – Current Provision

Provider	Course
York College	Film Studies at AS & A Level. BA (Hons) Film Production and Professional Practice Home	York College
Harrogate College	Level 2 and 3 Digital Creative Media Production, MA in Creative Practice Harrogate College (harrogate-college.ac.uk)
Craven College	A range of IT/Media quals at level 1 to level 3 - running T level in Digital Production, Design & Development and also Content Creation & Production, through their vocational course range Home - Craven College (craven-college.ac.uk)
University of York	BSc (Hons) Film and Television Production, BA (Hons) Business of the Creative Industries, University of York
York St John University	BSc (Hons) Film and Television Production, BA (Hons) Media Production, MA Media Production Study	York St John University (yorksj.ac.uk)
Screen Yorkshire	Range of training support, https://www.screenyorkshire.co.uk/skills-and-talent/
Apprenticeships	Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)

Health – Current Provision

Provider	Course
York College	York College: Health & Social Care Certificate/Extended Diploma (VRQ) Level 3, full time, 1 year, 16-19 funding. Health & Social Care Extended Diploma Level 2, full time, Level 2, 16-19 funding. Health T Level (level 3, full time) Access to Higher Education Diploma: Health Science Professions (Adult provision, 1 year) Home	York College
Harrogate College	T Level Health Harrogate College (harrogate-college.ac.uk)
Craven College	L3 Applied Science courses including the Biomedical Science course, Access to HE in Health (for 19+ learners) Home - Craven College (craven-college.ac.uk)
University of York	BSc Hons Biomedical Science, BSc Biochemistry-option to add a year in industry, BSc Biotechnology, BSc Genetics. University of York
York St John University	Laboratory Science and Healthcare Science Practitioner, Data Science Degree Apprenticeship Study	York St John University (yorksj.ac.uk)
Apprenticeships	A range of apprenticeships in traditional health roles, science and maths Provider Search - Apprenticeship Hub (apprenticeship-hub.co.uk)
Business Scale Up Programme	Business Scale Up Programme offer a range of courses for new managers which includes coaching skills and bespoke training packages Business Scale Up Programme
Skills Bootcamps	Digital core subjects include data analysis and data technician at level 3. . Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff	York & North Yorkshire	Y&NY Growth Hub (ynygrowthhub.com)
University of Sunderland	Academic Recognition of CPD, Getting ahead- Study a Professional Programme, ECG Interpretation for Beginners and Advanced Practitioners Subject areas and courses	The University of Sunderland

Sustainability – Current Provision

Provider	Course
Heart of Yorkshire Education Group	Principles of Carbon Capture and Storage (developed and piloted with Drax 30 employees - now available as a Skills Bootcamp. Level 3 Green Skills Rainwater Harvesting & Greywater Recycling Systems. Home page	Selby College
WAE	How to be Sustainable, Managing rainwater, circular food system WEA National homepage	WEA
Craven College	Solar Photovoltaic course (L2 non-accredited); Installation of EV charging points (L3) Home - Craven College (craven-college.ac.uk)
Azesta	City and Guilds Level 2 Award in Sustainability and the Green Environment Carbon Literacy for Training Providers Azesta - The Experiential Learning Company
Business Scale Up Programme	offers Sustainability workshops for business leaders and L3 Design thinking for Innovation & Change which includes innovating for sustainability. Business Scale Up Programme
Harrogate College	offer EV network installation and maintenance, which is across 4 days, upskilling experienced staff. Solar and Wind installation and maintenance is also available, but full time for 16-18 and adult upskilling, from 4 days to 1 year. L2 and L3 Maintenance of EV vehicles for school leavers, and adult upskilling opportunities. Harrogate College (harrogate-college.ac.uk)
Skills Bootcamps	Skills Bootcamps training providers - GOV.UK (www.gov.uk) Help with recruiting and retaining staff	York & North Yorkshire	Y&NY Growth Hub (ynygrowthhub.com)
Bishop Burton College	Short courses in Green Energy to include, solar, wind and anaerobic digestion. Home	Bishop Burton College

13.3 Provider Survey

A survey was completed by 14 providers across YNY area. The majority of responders were from FE and HE but there was some response from independent training providers.
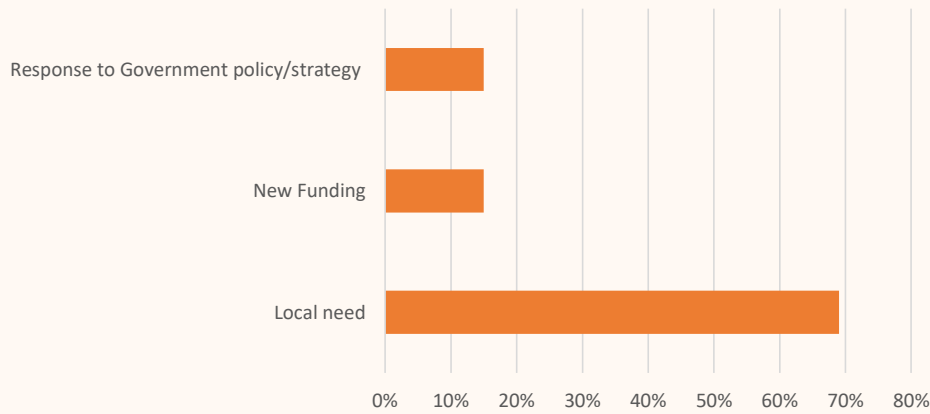
Survey Questions

1. What courses do you provide that support the growth sectors and net zero agenda?
2. What are your future delivery plans?
3. What is influencing these delivery plans?
4. What are the barriers to future delivery/delivering courses in growth sectors/low carbon?

5. Would you/could you consider delivering courses to support the growth sectors and low carbon if funding and resources allow?

6. Do any of your courses support generic transferrable skills needed for low carbon and the growth sector? How are these accounted for?

7. Are there any issues around embedding sustainability into the curriculum?

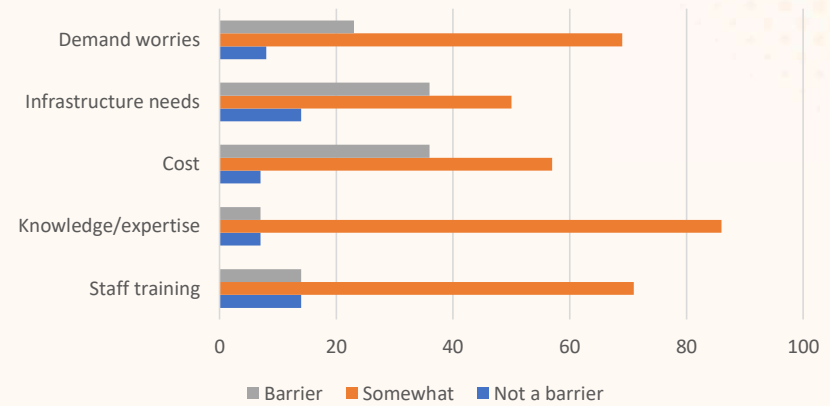8. Who else should we be speaking to regarding this research?

13.3 Provider Survey

A survey was completed by 14 providers across YNY area. The majority of responders were from FE and HE but there was some response from independent training providers.
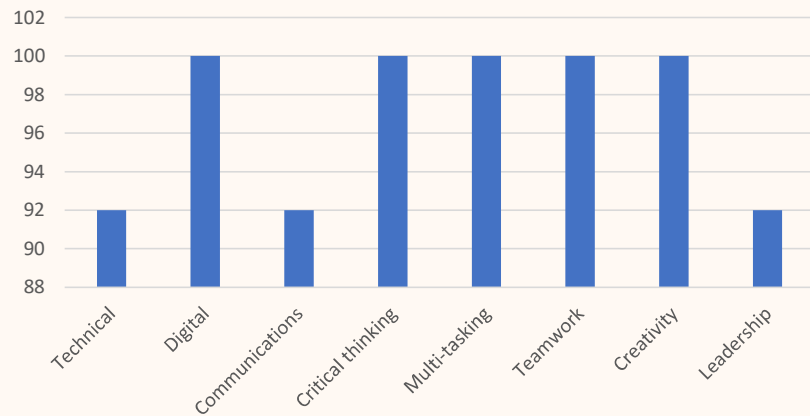
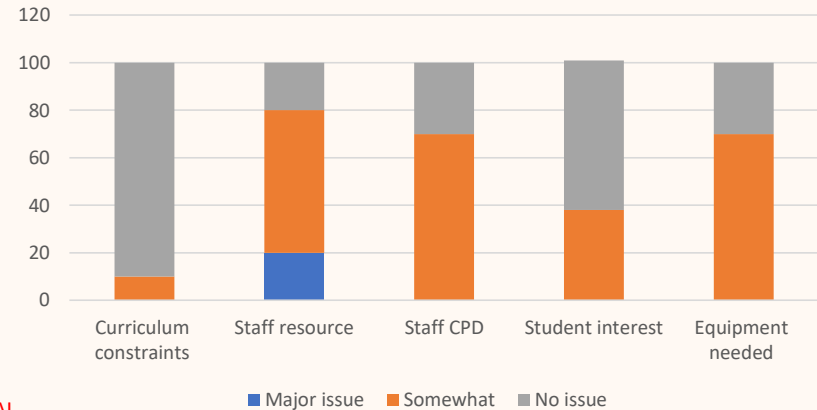## What is influencing future delivery plans? %

- Response to Government policy/strategy
- New Funding
- Local need

What are the barriers to future delivery? (%)

- Demand worries
- Infrastructure needs
- Cost
- Knowledge/expertise
- Staff training

Legend: Barrier, Somewhat, Not a barrier

Transferrable skills embedded in courses (%)

Technical, Digital, Communications, Critical thinking, Multi-tasking, Teamwork, Creativity, Leadership

Issues in embedding sustainability (%)

Curriculum constraints, Staff resource, Staff CPD, Student interest, Equipment needed

Legend: Major issue, Somewhat, No issue