

Plain Guide to Agriculture and Environmental Conservation

This guide covers jobs in the farming of crops and animals, land management and environmental conservation in Yorkshire and the Humber. Over 39,000 people are employed in this sector in the region. The sector is affected by changing markets and consumer demand, new technology, Government policy and EU regulations, the economy, climate change, and the drive towards greener alternatives to carbon fuels. You may also be interested in the separate Plain Guide to Horticulture, Landscaping and Trees and Timber.

Farming jobs in Yorkshire and the Humber 2013

	2010	2013
East Riding and Hull	5,945	5,924
N and NE Lincolnshire	1,617	1,664
York	572	518
North Yorkshire	16,560	16,800
Barnsley, Doncaster and Rotherham	1,968	1,964
Sheffield	499	426
Bradford	821	980
Leeds	1,120	1,109
Calderdale, Kirklees and Wakefield	2,400	2,327
Yorkshire and the Humber	31,501	31,711

Business Register Employment Survey 2015



**Over
four out of five
businesses employ
fewer than five
staff**

**54% of
staff are 45
years old or over,
meaning that there
will be a considerable
'replacment' demand
when they retire**

Typical job titles include:

Agricultural inspector	Estate manager
Agricultural scientist	Farm manager
Agricultural technician	Farm worker
Conservation technician	Shepherd
Countryside ranger	Stock person
Ecologist	

Where are the jobs?

- Farms
- Self employment or working for contractors
- Local authorities, Environment Agency, DEFRA, Natural English, Forestry Commission
- Private and public estates, The National Trust
- Voluntary organisations, eg BTCV, the Wildlife Trust, the Woodland Trust
- Large commercial companies, eg engineering

Examples of pay range

	Average	Range
Conservation and environment professional	£33,990	£21,339-£39,447+
Estate worker	£19,747	£14,165-£22,557+
Farmer	£27,538	not given
Farm manager	£32,963	not given
Farm worker	£20,931	£13,940-£25,884+
Veterinary surgeon	£38,844	£31,347-£43,408+

ASHE 2013, full-time employees

DEFRA sets minimum wage rates for agricultural workers, ranging from grade 1 at £6.21 per hour (overtime £9.32) to grade 6 at £9.40 (overtime £14.10).

For more details on jobs go to <https://nationalcareersservice.direct.gov.uk> and select 'Job Profiles'.

71% of workers are full-time. 49% of the workforce is self-employed. Seasonal working and temporary contract labour are also common.

Education and Training

Many workers in farming and estate work have few or no formal qualifications, but are highly skilled and knowledgeable through experience. However qualifications are increasingly required, and increasingly at high levels, especially in STEM subjects and management skills.

Courses range from work-based apprenticeships to degrees and post-graduate level.

A range of specialised full and part-time course are offered by the specialist colleges in this region:

www.askham-bryan.ac.uk and www.bishopburton.ac.uk

There are also short courses to gain specific skills such as tractor driving and pest control.

See www.lantra-awards.co.uk and www.nptc.org.uk.

For conservation and ecology jobs a degree is often essential, and post-graduate qualifications may be beneficial.

To search for courses at further or higher education level see www.ucas.com

For more information see <https://nationalcareersservice.direct.gov.uk>, **Job Profiles**.

74% of people employed in environmental conservation are educated to degree level.

In environmental conservation, Yorkshire and the Humber had 180 businesses, employing 7,550 people. 73% were male, and 87% were full-time employees.
LANTRA 2011



Males significantly outnumber females in land-based industries. 99% of the workforce is white.



Nearly half of all workers in the sector are employed in skilled trades such as farmer or stockperson, and a fifth are farm workers and seasonal workers.

Skill shortages in environmental conservation:

LANTRA has reported the following specialised skills shortages in environmental conservation:

- Computer modelling
- Data management
- Numeracy
- Translating research for wider understanding
- Fieldwork
- Risk and uncertainty
- Soil science
- Microbiology
- Food supply
- Energy supply
- Freshwater science

Skills

- Numeracy
- Project and general management skills
- Ability to combine practical and technical skills and knowledge
- ICT skills
- Knowledge of health and safety regulations
- Accurate record-keeping
- Marketing
- For some jobs, particular scientific and technical skills are required
- Increasingly farmers need to be aware of developments in bio-technology.

People who like:

- Plants, animals and the environment
- Practical work
- Working outdoors in all weathers
- Using tools and machinery
- Planning and organising
- Working alone or in a small team



Skill shortages in farming:

- Marketing, market analysis and business planning skills
- Risk management
- Knowledge and appreciation of the sciences and ICT applications
- Crop agronomy (the science of soil management and crop production)
- Pest and disease identification and control

Predicted job vacancies in Yorkshire and the Humber, 2012 to 2022

There is expected to be a total requirement for 7,000 workers in agriculture, in particular for skilled trades, according to the Working Futures forecast. However, this may well be a considerable underestimate, because the sector is now expected to grow in numbers rather than shrink, according to the LANTRA forecast.

Working Futures, UK CES 2012, Skills Assessment Update Spring 2014, LANTRA

Forecasts have suggested that at least 36,000 more people will be needed nationwide (roughly 3,000 in Yorkshire and the Humber) in environmental conservation (figures for 2010-2020), although that could be an underestimate due to increasing focus on climate change and sustainable development.

LANTRA factsheet, 2010.

Future trends

The sector will need to be increasingly science and technology-driven to make productivity gains and help to mitigate against climate change and other challenges.

Management skills are increasingly important. The workforce is generally moving towards higher level skills.

Precision agriculture requires significant capital investment as well as high level scientific and technical skills. The growth of ethical consumerism requires farmers to become more ethical in their business practices. It also presents opportunities for provision of locally sourced food. The viability of GM food is uncertain but attitudes may change in response to food security and demography issues.

Farming Futures speculates that the following specialisms will be wide-spread by 2030:

- Geo-engineering (carbon capture and storage)
- Energy farming (renewable energy production and management)
- Animal psychology (to enhance animal welfare)
- Insect farming (for pest management and possibly food)
- Pharmer (growing and harvesting genetically engineered plants)
- Web 3.0 farm host (enabling customers to see the source of food products)

More information at www.farmingfutures.org.uk

Job vacancies – where to look

Job pages in newspapers such as the Yorkshire Post
Journals such as Farmers Weekly, Farmers Guardian
Jobcentre Plus www.direct.gov.uk/jobsearch

Search recruitment consultants on www.yell.com, or
do an Internet search on 'farming jobs' or 'conservation
jobs'.

Social media channels such as LinkedIn

Local authority jobs: www.lgjobs.com

www.fwi.co.uk (Farmers Weekly)

www.nationaltrustjobs.org.uk

www.wildlifetrusts.org

www.jobs-in-agriculture.co.uk

www.environmentjobs.co.uk

www.naturalengland.org.uk

www.countryside-jobs.com

More information...

Lantra (Sector Skills Council)
www.lantra.co.uk

DEFRA (Department for Environment, Food and
Rural Affairs)
www.defra.gov.uk

British Trust for Conservation Volunteers
www.btcv.org.uk

National Careers Service
<https://nationalcareersservice.direct.gov.uk>
See 'job profiles' for information on different
jobs in the construction industry



Further help...

National Careers Service advisers are
available in your local area to provide
information, advice and guidance on
learning and work. See the website or call
0800 100 900.

