

BRITISH
GROWERS
CONFERENCE
ASSOCIATION
TOMATO

Training and skills in horticulture: building a resilient future

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Sponsored by:





THE INSTITUTE FOR
AGRICULTURE AND
HORTICULTURE

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Who is TIAH?

- We are agriculture and horticulture's **professional body**, preparing for full launch in 2023
- As the **home of skills and careers support**, we will help people and businesses fulfil their potential and the industry thrive
- For those working in, or who own, an agriculture or horticulture business, **we will provide all the tailored advice and practical tools you will need** on skills and lifelong learning
- For those who want to work in farming TIAH will be the **gateway to all the advice, support and training** they will need to pursue a rewarding career





Progress to date

- Secured Charity Status
- Recruited full board and full complement of staff
- Careers research completed, launched on July 4th
- University of Exeter Labour Market review, received nearly 700 responses, results out later this year
- Completion of the Competency framework, including independent review.
- Development of three new essential skills online training modules.
- Partnership agreements in development with existing bodies including the CIH
- Launch of the TIAH Cultivator Scheme
- Updated website
- Beta platform developed and just launched for testing

What will TIAH provide?



Linking with CIH



Careers Inspiration



Careers in Agriculture & Horticulture

We've created a resource hub with job profiles and video providing careers guidance and showcasing some of the exciting careers in agriculture and horticulture.



Not sure what job profile suits you?

Try starting with your interests and things you enjoy doing in every day life.

I want to work...

Grid of interest-based filters:

- in a team
- on my own
- with animals
- with plants & crops
- indoors
- in engineering & machinery
- in science & technology
- to help the environment

Filter by Sector Filter by Level

Showing 8 job profiles

Grid of job profiles:

- Farm Manager (Livestock)
- Growing Manager
- Breeding Operative
- Harvest Operations Manager



Learning Platform



Search eLearning

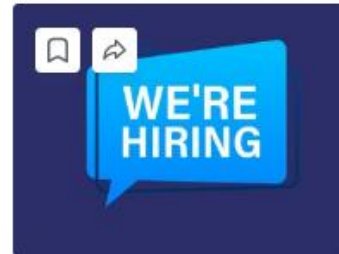


- Home
- Recommendations
- Learning resources
- Events
- Learning Record
- External learning
- Give us feedback
- Back to TIAH.org
- TIAH

Most popular



RESOURCE
Five Steps to Effective Recruiting: Introduction



RESOURCE
Five Steps to Effective Recruiting: Step 3 - Advertise



RESOURCE
Five Steps to Effective Recruiting: Step 1 - Plan



RESOURCE
Staying Safe on the Farm - Farm Safety Foundation



RESOURCE
The Motivational Superhero - AHDB



RESOURCE
Essential Skills: Introduction to Farm Vehicle Safety

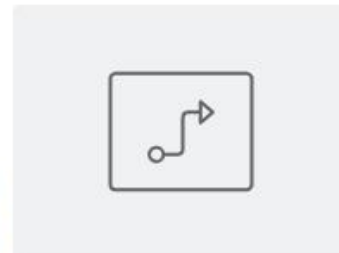


RESOURCE
Technology

Structured learning paths for you



LEARNING PATH
Essential Skills: Animal Health & Welfare (Operators)



LEARNING PATH
Storyline template test

Based on your activity



RESOURCE
Staying Safe on the Farm - Farm Safety



RESOURCE
Five Steps to Effective Recruiting: Step 3 - Advertise



LEARNING PATH
Essential Skills: Animal Health & Welfare



RESOURCE
People planning: a strategy for success -



RESOURCE
Essential Skills: introduction to animal



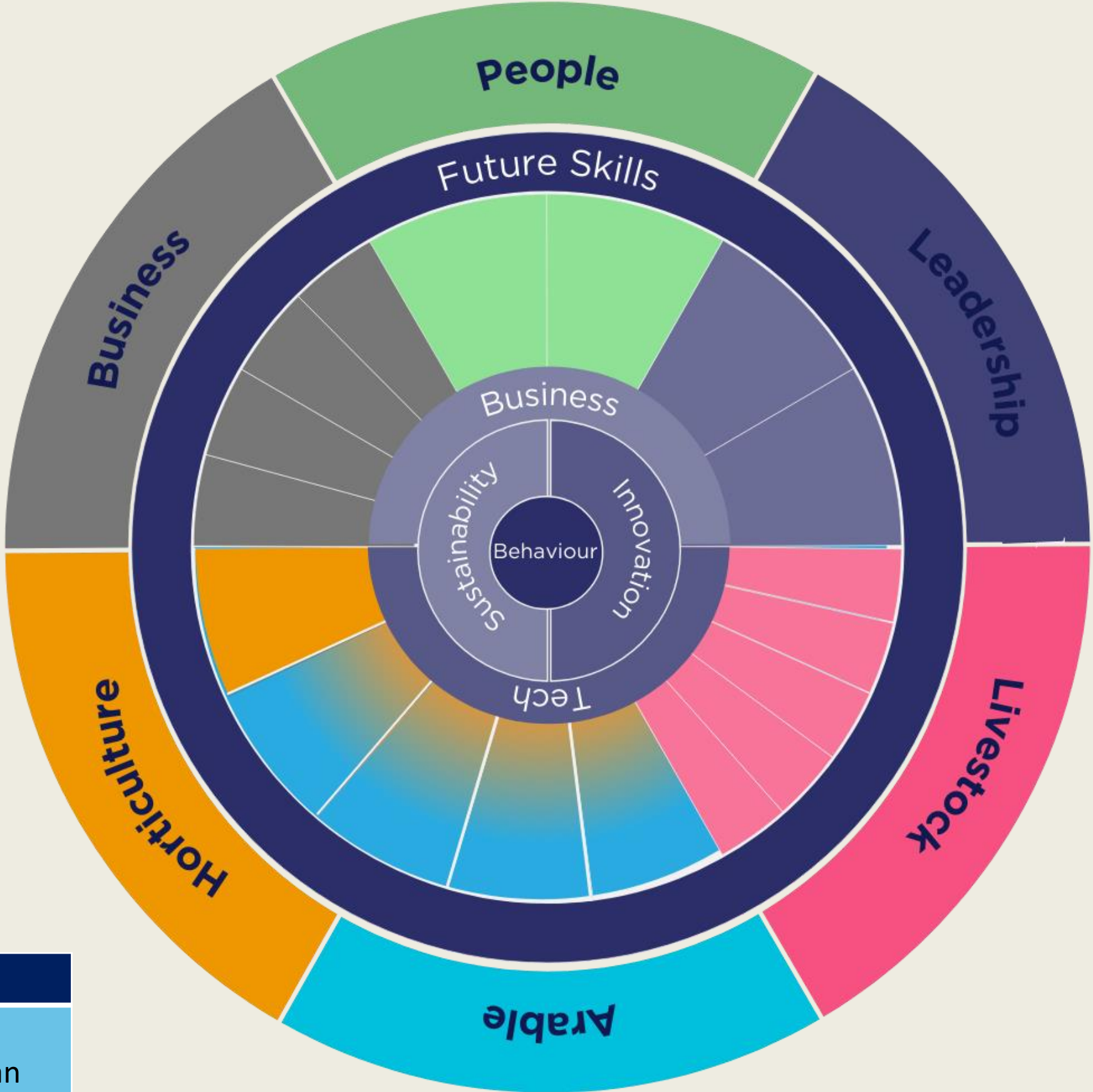
RESOURCE
Body condition scoring for tupping & why it is



RESOURCE
Condition Scoring with Adam Henson



Competency Framework



Operator	Supervisor	Manager
Know, understand, assist, carries out	Monitor, Assess, Supervise, Implements	Manage, Review, Enforce, Review, Plan



Competency Framework



Leadership	Leadership Strategy and Operations
Livestock	Species Specific
	Breeding
	Husbandry
	Nutrition
	Waste Management
Horticulture and Arable	Plant Health and Productivity
	Crop Production
	Harvest
	Environment and Soil
	Horticulture Specific
Business	Financial Management
	Business Sustainability
	Quality Control
	Environmental Management
People	Health and Safety
	Recruitment and Retention



Labour Issues



Recruit and Retain

Who

Why

When

How

What

Where





Succession – People

- Identify critical roles
- Create role profiles
- Assess current staff
- Create development plans
- Develop (or recruit and retain) successors
- Successors ready
- Review and adapt as required

Succession -Business

- Manage the risk, minimise tax, maximise value
- Every business is unique, utilising proven experts will be beneficial
 - Plan
 - Communicate
 - Review
 - Revise





Succession – Family

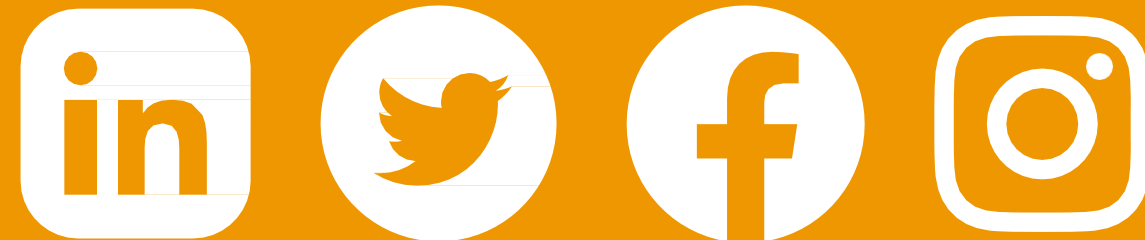
Considerations in advance of family succession talks:

- Business goals
- Personal goals
- The strengths, weaknesses, opportunities and threats of your current business and personal life.
- Have you got a Plan B?

Thank you

For more information visit

www.tiah.org



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Morning
refreshment break

Please visit our Expo booths!