

Project aims and activities



Skills Coaches will encourage and support over 900 women to take advantage of funded training, ultimately leading to career development and progression.

The training programme will provide female learners with the opportunity to undertake both formal and informal learning, with a specific focus on leadership, supervisory, management and specialist skills training.

The project will implement effective skills analysis by assessing women's current skills against careers they would like to progress to in the future. For example, an individual wishing to progress to management or supervisory level.

Using the Lantra Online Competence Framework (a facility to record skills and track development), Skills Coaches will deliver over 900 skill checks and face to face career assessments, helping to develop a personal training plan. Skills Coaches will provide ongoing mentoring support throughout the programme.

Lantra, the Sector Skills Council for environmental and land-based industries, is licensed by the UK government to drive forward the skills, training and business development agenda for the sector.

Lantra represents the interests of over 230,000 businesses and 1.5 million workers and volunteers in England, Wales, Scotland and Northern Ireland. The sector covers 17 industries which can be clustered around:

- Land management and production
- Animal health and welfare
- Environmental industries.

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Women and Work



Raising skills and unlocking potential Sector Pathways Initiative Phase 2

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Funding for training



Women and Work offers funding for training to help women progress into occupations where women are significantly under-represented.

Due to the success of Women and Work in 2007/2008 the project has been extended and funding is now available until February 2009.

It is widely recognised that very few women work in industries such as agriculture, land-based engineering, horticulture or environmental conservation. By supporting over 900 women to advance their careers, the new Women and Work project aims to improve the gender imbalance.

Women and Work supports women in England with funded training and a career development plan. Training will be aimed towards supervisory or management positions and those areas requiring technical skills.

Eligibility

To be eligible for funded training you should be self-employed or employed in a full-time or part-time position, within one of the following industries:

- agriculture
- environmental conservation
- fencing
- game and wildlife management
- horticulture
- land-based engineering
- landscape
- trees and timber

Project benefits

- To empower and motivate women to progress where they are under-represented within certain industries or occupations.
- To increase female participation in training. This will be aided through developing personal training plans to meet individual needs.
- To develop an employer mentoring scheme to underpin the knowledge gained during the training programme and to ensure that training is aligned with employer needs.

The Women and Work: Sector Pathways Initiative

aims to raise recruitment levels in sectors where women are under-represented; increasing earning potential and aiding career progression. The initiative is in response to recommendations by the Women and Work Commission's report 'Shaping a Fairer Future' and receives government funding, matched by employer contributions.

Employer involvement



In return for up to £1000 worth of support and training, it is anticipated that employers should commit to:

- Being enthusiastic! Employers will need to motivate and support staff in career progression and development
- Working in co-operation with Skills Coaches to achieve employee skills targets
- Implementing training and supporting an employee's development programme
- A financial contribution of £250. The project will allow employers to make staged payments, with the balance being paid prior to staff undertaking training
- Providing your employee with two days of mentoring time, in the workplace, implementing the new skills they have attained. This will be to a total "in kind" value of £750, calculated from both mentor and employee time.