



Women at Work

“Raising Skills and unlocking Potential”

Women at Work is a training scheme funded by Lantra and run in conjunction with Duchy College.

The purpose of the scheme is to promote career progression and new career opportunities to women in under-represented environmental and land-based industries throughout England.

The programme targets employed women (including self employed and those in part time employment) who wish to work or progress in non-traditional occupational areas within agriculture, fencing, environmental conservation, game and wildlife management, horticulture, land-based engineering, landscape and trees and timber industries.

The programme aims to impact positively on the gender balance within the sector, and to increase female participation in training by developing personalised, tailored training plans. The programme is aimed at employers who understand the importance of training and development in the workplace, and who have a strong drive to support and motivate their staff. The programme benefits the participants by assisting with specific career progression, and benefits the employer by providing a better trained workforce, which in turn makes employers more motivated and results in higher productivity and a more profitable business.

The training can be tailored to the individual needs of the participant and can vary from a course in business administration / I.T. training to a course in tractor driving. The programme will be underpinned by employer mentoring and one-to-one support from a Skills Coach.

We are very happy to answer any questions you have, and to discuss with you the best ways of implementing the training in a way that suits your specific needs.

Please contact Tim Prior or Nell Brigham on: 01579 372349

The Programme in Further Detail:

1. Employer, Employee and Skills Coach will formulate a Participant Training Plan for each participant which identifies their training needs.
2. In order to complete the training programme, the female participant will need to receive *either* a minimum of 22.5 hours employer mentoring time *or* 15 hours employer mentoring time plus 15 hours participant time whilst attending training courses.
3. The employer will need to pay a financial contribution of £250 for the employee to participate on the programme.
4. The employer will receive a minimum of £650 per participant, to be spent on training activities. £325 will be paid at the beginning of the course, and a further £325 will be paid on its completion. This will be paid on receipt of auditable evidence of training costs. Travel expenses can also be claimed.
5. The Skills Coach will make contact with the employer, mentor and participant on a monthly basis, to assist with the implementation of the Participant Training Plan and discuss progress.

Eligibility criterion is simple and is as follows:

- The participant must be female
- The participant must be employed in a land based industry
- The participant can work full or part time, and can also be self employed

The implementation of the training courses is flexible. Duchy College is an agricultural college and may be able to facilitate the training, however funding will also be provided for training offered by other providers. Below are some examples of the sorts of courses Duchy can offer:

- Introduction to Livestock Management
- Animal Welfare/Sheep Shearing/Practical Poultry Keeping
- Beef/Lamb/Pork Butchery
- Orchard Pruning/Soil Management and Nitrogen use/Introduction to Rural Skills: Dry Stone Walling
- Introduction to Marketing
- First Aid Training/Health and Safety Training

If a training need is identified but a suitable course cannot be found, Duchy may be able to assist in organising a training day if there is sufficient demand.

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