

Women in Agriculture Practical Training Fund (2021-2022) : Evaluation Report

The Practical Training Fund aimed to increase personal development as well as to provide additional skills for career progress and new opportunities for women in Scottish agriculture. This current research aimed to evaluate the success of that fund.

What did we do?

- A short online survey was sent to the 986 women who applied to the fund in the first two rounds, in 2021 and 2022. We received 200 completed surveys, a 20% response rate.
- In-depth interviews were then conducted with a total of eight women at least 6 months after they had commenced their first training course.
- In addition, to consider the impact of the fund on younger participants, interviews were held with a parent farmer and a training coordinator who were instrumental in organising a tractor driving course for a group of girls.

What did we find out?



Recipients of funding had developed skills and confidence to bring to their existing roles as well as the skills and broadened horizons to diversify their careers.



The availability of funding itself was a motivator for women to take up training opportunities.



The social and support networks developed through the training have been invaluable to the women attending the training courses.



On-line courses offered a more flexible training format and allowed access to training for those who would not have been able to attend in person but online learning did not suit everyone.



Consideration should be given as to whether knowledge of the funding is reaching more socially excluded women.



Childcare, work commitments and unavailability of courses in certain locations remain a persistent issue and a number of women do not have the time or resources to find training appropriate to them, or face additional barriers.

What are the next steps?

Based on research evidence, the report recommends continuing the provision of funding in a format which is simple and easy to apply to, supports a wide range of courses and gives women a high degree of control and flexibility in selecting courses that best meet their needs.

We recommend that the next steps are to develop the reach and impact of the Women in Agriculture Practical Training fund further. Greater consideration should be given to whether or not the fund is accessible to all women in agricultural roles in Scotland and if not, how best to reach them and provide additional support with their applications. There is a continued need to offer flexible learning options to extend reach.

The full report can be accessed on the Scottish Government website: Supporting documents - Women in Agriculture Practical Training Fund 2021-2022: Evaluation Report (www.gov.scot)

RESAS

Rural & Environmental Science
and Analytical Services



Scottish Government
Riaghaltas na h-Alba