

Landbased Technician Accreditation Scheme

Keith Christian

General Manager
BAGMA



The Dealer Organisations Role

- BAGMA represents the interests of Agricultural, Groundcare, Franchised & Independent dealers
- BAGMA promotes service through it's members
- Service relies on Technicians
- Technicians are our dealers most valuable asset
- Technician training is vital to our industry
- Technical competence is one of the main services dealers provide to customers
- Retention of a skilled workforce is essential for the security of our future



Dealers cost to support LTA

- Training and accreditation costs to LTA3 (approximate)
 - **Training investment £15,000 to £20,000 (over 3 to 5 years)**
 - **Registration & Accreditation £100 to £200 per year**
 - **Higher wage on achieving higher tier ? £1000 to £5000**
 - **TOTAL maybe £5000 per year**
- Cost of replacing a Technician if not motivated and recognised
 - **£26,000 to £48,000**



How will we pay for it ?

- **Labour efficiency**

higher skilled, trained and motivated technicians can deliver more chargeable work

- Additional income to be earned from motivated, loyal and experienced technician that customers trust:-

- Increase labour efficiency from 70% to 80% 1288 hrs sold to
1472hrs sold = 184hrs @ £45 per hour = £8,288



Labour Rates

Same technicians, same technology, same customer
different expectation of how much they cost to repair

Why is that ? Why should they be different ?



£90/hr

£45/hr



How will we pay for it ?

- Labour rates can be increased for highly qualified and accredited technicians
- Additional income to be earned from a motivated, loyal and experienced technician that customers trust:-
 - **Increase charge out rate to £50 instead of £45, at 80% efficiency**
1472 hrs x £5 = £7,360
- Together with efficiency improvements potential for over **£15,000** per year additional income



The Independent and Non Franchised Dealer

- LTA is primarily focused on the Franchised dealer technicians
- LTA also has a role for the Independent Dealers technicians
- How can an LTA scheme be delivered to the Independent Dealer
- Industry needs to recognise that any scheme involving recruitment, retention and development has to be available to all to encourage the same standards across industry
- Training provision needs to be available on generic technical subjects which are available to both Franchised and Independent Non Franchised Dealer Technicians



Funding for training and LTA

- Manufacturer training is a shared cost with the dealer
- Independent schemes need to be a shared cost with industry.
- Government wants to raise training standards and skills in the UK, are they prepared to fund our industry to this end ?
- Is there funding available from the Land Based Engineering Sector?
- Is funding available from Regional Development Councils ?





BAGMA's Role



- BAGMA will support delivering LTA schemes and associated training modules to Franchised and Independent dealer technicians
- BAGMA is working with Training Standards Groups to develop National Occupational Standards which support LTA
- BAGMA is working with government agencies to help secure funding for training
- BAGMA can offer specialist training schemes in specific areas such as Air Conditioning, Machine Installation and Thorough Examination Schemes
- BAGMA can provide a training platform for the Independent Dealers
- BAGMA can carry out scheme assessments and verification
- The LTA scheme can be delivered to all with our help



Accredited Service Technicians



Our Future

