



What is WSP's Land Academy?



WHO ARE WE?

WSP is a global consultancy assisting public and private clients to plan, develop, design, construct, operate and maintain infrastructure and development projects around the world. Our integrated planning, environmental, land and engagement team secure consents to deliver infrastructure. Our Land team has experts in:

- Land mapping and site identification
- Land referencing
- Land surveying
- Landowner engagement and agricultural liaison
- Land access and compensation
- Land acquisition, valuation and negotiation
- Consents and statutory processes

Our 380+ strong Land team is the largest of its kind in the UK and our staff have an excellent working knowledge of best practice to deliver renewable projects.

WHAT IS THE LAND ACADEMY?

WSP's Land Academy is a tailored programme to support the career development, chartership and upskilling of our Land team.

We also offer it to our clients, to support their staff with technical training, knowledge sharing and continual professional development.

It has been designed to provide a menu of technical training for knowledge and learning opportunities to **upskill and succeed** in technical delivery, support to enable career progression as a professional expert in land and the infrastructure industry through **continual professional development** and mentoring to support and encourage **chartership**.



PEOPLE FOCUS

At WSP we are in the unique position of being able to assist delivery of land services throughout all stages of the project life cycle from inception route/site selection and pre-entry referencing, securing access, land rights and other agreements, right through to settlement of land damage, crop loss claims and registration of land at handover for construction and operation.

Our team has capability across the following core land skills, and the Land Academy supports our staff and clients to upskill across these. As trusted advisors, we develop staff to have a broad holistic perspective across all, and a deep expertise in one or more of these areas based on their project needs, interests, strengths and career progression.

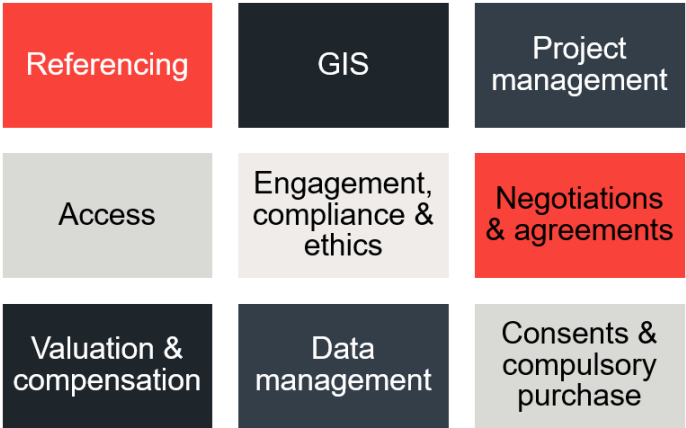
HOW WILL THE LAND ACADEMY SUPPORT YOU TO SUCCEED?

Land and property experts are pivotal to the delivery of infrastructure in the UK to meet our net zero targets and energy, transport and housing needs. The industry is calling for us to deliver faster, cheaper, greener and fairer.

Every one of us therefore has the challenge, but also the opportunity to deliver better, and the Land Academy is here to support this.

Our accredited bespoke technical training modules are available to all staff within the WSP Land team alongside on the job training and continual professional development opportunities. Our clients can also select from the menu as a tailored programme for continual professional development of their staff, or work with us to create bespoke options using our resources and expertise.

Figure 1: Core Land skills



BESPOKE TRAINING PROGRAMME

Core modules:		LS6	Implementing compulsory powers
LC1	Welcome to WSP Land	LS7	Checking land deliverables
LC2/3	Data Management	Referencing	
LC4/5	Site safety and avoiding conflict	LS8a	What is Land Referencing?
LC6	Consents	LS8b	What is diligent inquiry?
LC7	Information Security and Data Protection	LS9a	England & Wales' HM Land Registry
Specialist modules:		LS9b	Northern Ireland's Land Registry
Industries		LS9c	Republic of Ireland's Land Registry
LS1a	Transport: Road and rail	LS9d	Registers of Scotland
LS1b	Renewables: Wind and Solar	LS9e	Sasines
LS1c	Grid: Wayleaves and Electricity Act powers	LS10a	Desktop sources
LS1d	Water: Pipelines and WIA powers	LS10b	Rights of Way
Consents & Compulsory purchase		LS10c	Major Land Owners and Statutory Undertakers
LS2a	Hybrid Bills	LS10d	Special category and Crown land
LS2b	Development Consent Orders	LS11	Land Interest Questionnaires
LS2c	Transport & Works Act Orders	LS12	Non-contact site
LS2d	Compulsory Purchase Orders	Engagement, compliance and ethics	
LS2e	Northern Ireland Vesting Orders	LS13	Duty of care, safeguarding and communicating with vulnerable people
LS2f	Northern Ireland Direction Orders and other Orders	LS14	Following up and chasing landowners
LS2g	Republic of Ireland Compulsory Purchase Orders and Orders	LS15	Building relationships, meetings, liaison and engagement
LS2h	Scottish Compulsory Purchase Orders	LS16	Consultation and meaningful engagement
LS2i	Welsh Infrastructure Consent Orders	Access	
LS3	Side roads orders	LS17	Farming and farm safety
LS4a	Statements of Reasons & Negotiation Tracker	LS18a	Agricultural / Crop / Sporting Calendar / Crop rotation
LS4b	Books of Reference	LS18b	Forestry
LS4c	Statutory plans	LS19a	Gaining access to land for surveys
LS5a	Compulsory purchase and compensation	LS19b	Survey access coordination

LS20	Environmental and Ground Investigation surveys
GIS	
LS21	The Lifecycle of a Parcel
LS22	Parcelling and amends
LS23a	Using GIS – technical skills
LS23b	Using GIS - project deliveries and plans
Data management	
LS24	Information security risk assessment
LS25	Using PinPoint
LS26	Managing data on site
LS27	Automated data extraction/import
LS28	Dashboards and reports
LS29	Notice and document runs
LS30	Microsoft Excel skills for Land
LS31	Using PinPoint for acquisition
Negotiations & Agreements	
LS32	Electricity Uprate projects
LS33	Wayleaves
LS34	Heads of Terms, exclusivity, options and agreements
LS35a	Negotiating with landowners
LS35b	Landowner Payments
Valuation & compensation	
LS36	Land Valuation Principles
LS37	Property Cost Estimates
LS38	Section 10 and Part 1 claims
LS39	Heads of Claim and blight
LS40a	Damage & compensation
LS40b	Schedules of Condition
LS40c	Dispute resolution

LS41	Accommodation works
LS42	Subsidies and obligations
Project Management	
LS43	Project management
LS44	Managing land projects
LS45	Costing land projects
LS46	Lessons learnt in land deliverables
LS47	Technical reviews
LS48	Report writing
LS49	Client centricity
LS50	Writing winning proposals
LS51	Networking
LS52	Training trainers

CONTINUOUS PROFESSIONAL DEVELOPMENT & CHARTERSHIP

Our Land Academy supports continuous improvement of staff with a technical network and access to experts across the land discipline and 2500+ experts across WSP's wider infrastructure business units.

We engage with industry bodies, including [NIPA](#), [SoLR](#) and [CPA](#) and encourage participation in these groups.

We support chartership. All chartership routes are supported and encouraged. [RICS](#), [RGS](#) and [APM](#) are the three most popular chartership routes for our Land Team and are therefore the main focus of the Land Academy.



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WSP is one of the world's leading engineering professional services consulting firms. We are dedicated to our local communities and propelled by international brainpower. We are technical experts and strategic advisors including engineers, technicians, scientists, architects, planners, surveyors and environmental specialists, as well as other design, program and construction management professionals. We design lasting solutions in the Property & Buildings, Transportation & Infrastructure, Environment, Industry, Resources (including Mining and Oil & Gas) and Power & Energy sectors as well as project delivery and strategic consulting services.

With 9,000 talented people in the UK and almost 70,000 globally, we engineer projects that will help societies grow for lifetimes to come. WSP has been involved in many high profile UK projects including the Shard, Crossrail, Tideway, HS2, Queen Elizabeth University Hospital, Manchester Metrolink, M1 Smart Motorway, the re-development of London Bridge Station, and the London Olympic & Paralympic Route Network.

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