

15/10/2019

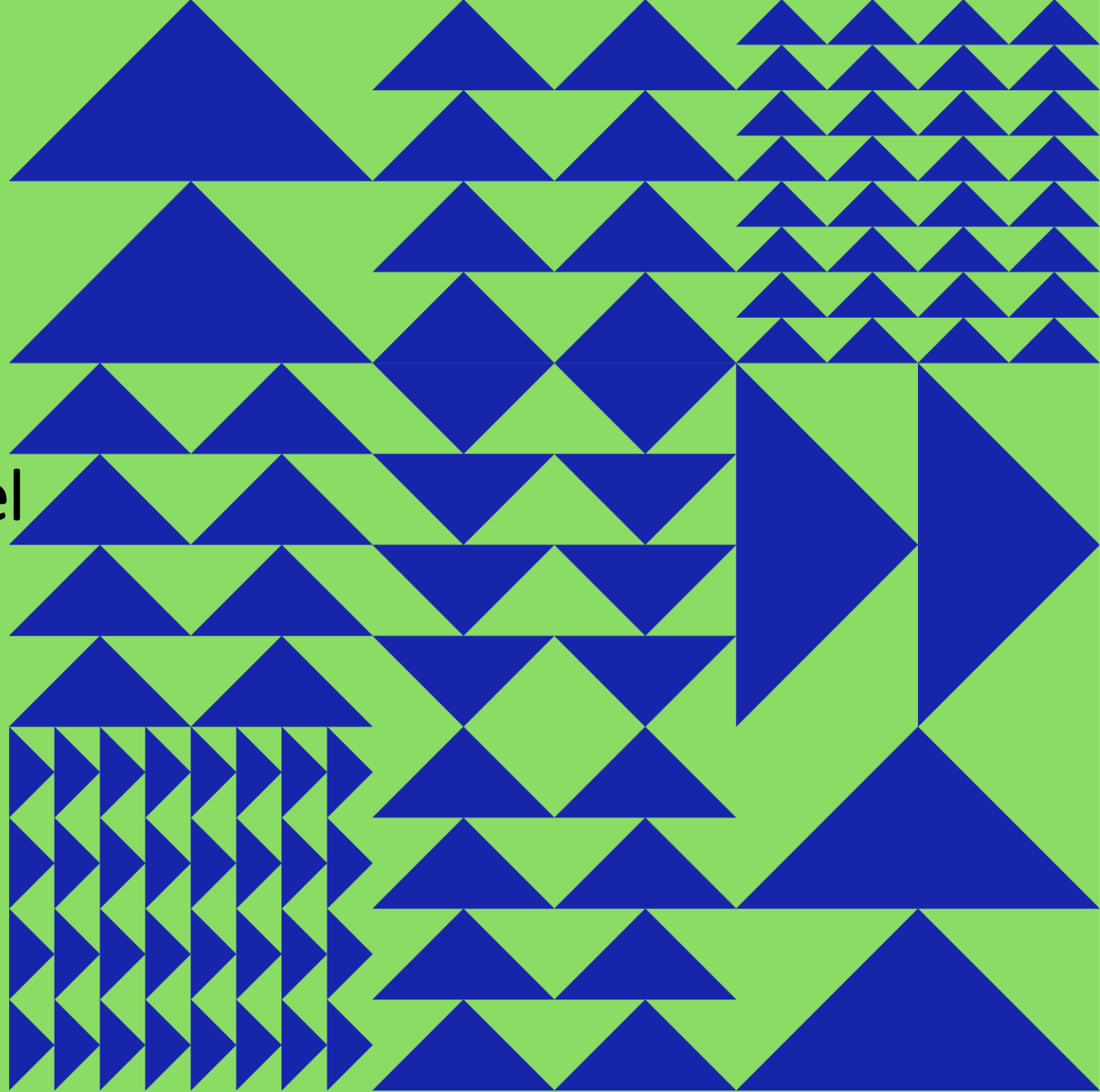
Mark Tomlinson – Senior Lecturer

# Developments in Forestry Education Inc. Higher Level Apprenticeships

ICF

North of England Regional Group

2019 Professional Development Day



Will cover the following -

- National School of Forestry
- Further Education
- Higher Education
- Forestry Skills Forum
- Skills Action Plan
- Apprenticeships

# National School of Forestry

- Established in the mid 1960s
- First degrees offered in 1996
- University of Cumbria established 2007
- Moved To Ambleside campus in 2014

# Further Education in Forestry

## Level 2

Usually completed 1 year

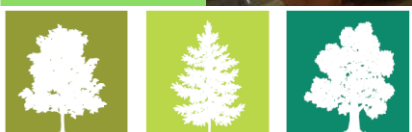
- Certificate
- Extended Certificate
- Diploma

## Level 3

- Extended Diploma (2 year)
- Diploma
- Certificate
- Subsidiary Diploma &
- 90 Credit Diploma (1 year)



# Future Foresters Skills Day



# Higher Education (Undergraduate)

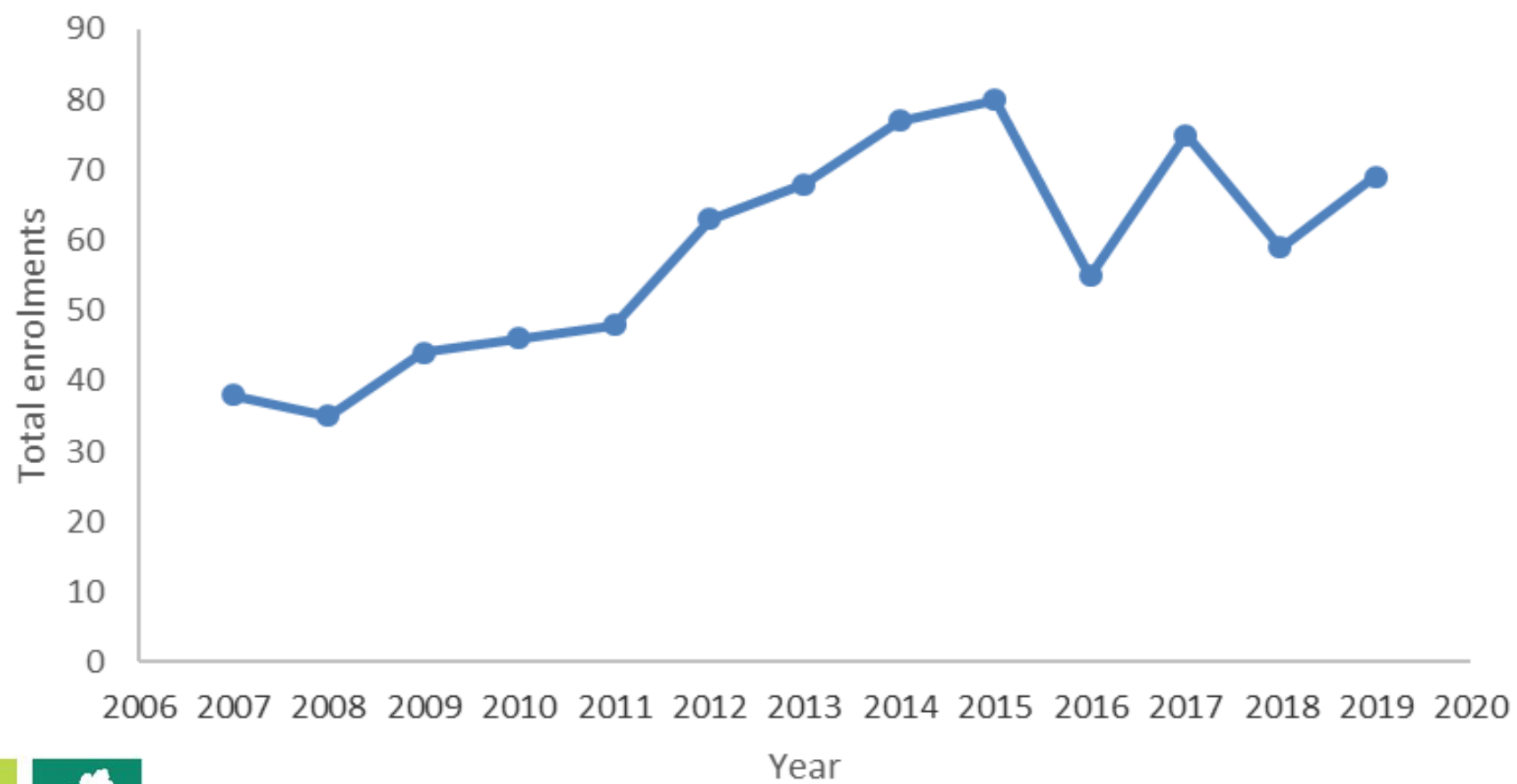
- BANGOR
  - BSc (Hons) Forestry
  - BSc (Hons) Conservation with Forestry
  - BSc (Hons) Geography with Environmental Forestry
- NSF
  - BSc (Hons) Forest Management
  - BSc (Hons) Woodland Ecology and Conservation
  - FdSc Forestry + BSc (Hons) Forestry Top-Up
- SSF
  - BSc (Hons) Forest Management
  - HND Forestry



# Higher Education (Postgraduate)

- Bangor University
  - MFor Forestry
  - MSc Agroforestry
  - MSc Environmental Forestry
  - MSc Forestry (Distance Learning)
  - MSc Tropical Forestry (Distance Learning)
  - Plus 2 others
- Harper Adams University
  - MSc Forestry Management
  - MSc Conservation and Forest Protection









# Forestry Skills Forum

- Agree actions across the forestry sector on priority skills and education issues;
- Share information and resources among members of the Forestry Skills Forum;
- Advocate and promote education, learning and development in British forestry.



# Forestry Skills Study 2017





# Skills Action Plan

A primary Objective of the FSF:

- Support the development and delivery of a Skills Action Plan

## FORESTRY SKILLS PLAN 2019-2024



## Forestry Skills Forum

A PLAN FOR ENGLAND & WALES

FEBRUARY 2019



# Skills Action Plan

- 1.1 Promote forestry careers to a diverse audience
- 1.2 Increase forestry in schools

## 1 Talent attraction

## 2 Skills and technical knowledge

- 2.1 Machine operator training
- 2.2 Technical skills of new entrants and mid-career managers
- 2.3 More skilled planting contractors
- 2.4 Promote forestry skills in other sectors e.g. planting/establishment

## 3 Education provision

- 3.1 Improve further education provision
- 3.2 Engage with Government reforms
- 3.3 Liaise with higher education providers
- 3.4 Support the delivery of apprenticeships
- 3.5 New higher/degree apprenticeship
- 3.6 Support PhD provision

## 4 Employer support

- 4.1 Promote informal professional development within & between organisations
- 4.2 Improve employers' understanding of education
- 4.3 Influence funding for skills

# Addressing some key perceptions



Employers report graduates lack business skills and practical technical skills in key areas such as:



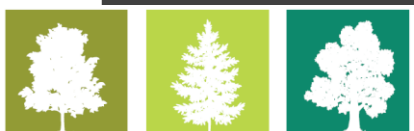
*silviculture, forest mensuration, forest soils and GIS*



keen to work with colleges...offer field trips and 'guest lectures', and to identify opportunities for work placements.



Few employers had direct experience of Apprenticeships, although most expressed support in principle for them and a need for higher skills levels within the workforce.



# Apprenticeships in England

- 2012 - Richard Review for apprenticeships published
  - Substantial training
  - Be able to do the job when complete
  - Recognised industry standards
  - Employers take control of funding
  - Innovation in the training
- 2013 – Implementation plan published





# Funding Reform

- 2017 Apprenticeship Levy Introduced
- 0.5% pay bill (through PAYE)
- £15,000 allowance
  - Equivalent to 3M pay bill
- Applies to everyone
- Goes into digital account and can be spent on training and assessment of apprentices
- Removed if not used after 2 years

# Co-investment model

- All businesses and levy payers who have spent their allocation
- Government pays 95% of costs of training and assessment (within funding band).
- Employer pays 5%
- Incentive payments for young people, disadvantaged young people, small employers.
- Additional funding for maths, English and learning support where required



# Content Development

- Groups of employers must come together and develop core transferrable occupations for their industries
- No funding from Government for the development
- Long and complex process to follow



# Time Frames

- All pre-existing 'frameworks' will be decommissioned by 2020
- Funding levels better for 'standards' than 'frameworks'
- Owned by Institute for Apprenticeships and Technical Education
  - Reports to Department for Education

# Developing apprenticeships

- Apprenticeship Standards define:
  - The occupation
  - Skills, knowledge and behaviours required
  - Qualifications that are regulatory or required to gain work
- Assessment Plans
  - Explains how the apprentice will be tested against the standard
  - Assessment is at the **end** of the apprenticeship



# Horticultural Occupations Covered

| Apprenticeship Title                | Level | Duration (months) | Maximum funding per apprentice |
|-------------------------------------|-------|-------------------|--------------------------------|
| Arborist                            | Two   | 24                | £15,000                        |
| Crop Technician                     | Three | 24                | £15,000                        |
| Ecologist (degree)                  | Six   | 36                | £9,000                         |
| Environmental Practitioner (degree) | Six   | 36                | £9,000                         |
| Forest Operative                    | Two   | 24                | £12,000                        |
| Golf Greenkeeper                    | Two   | 24                | £6,000                         |
| Horticulture/Landscape Operative    | Two   | 24                | £5,000                         |
| Landscape/Horticulture Supervisor   | Three | 36                | £8,000                         |
| Sports Turf Operative               | Two   | 18                | £5,000                         |



# Relevant Generic Apprenticeships

| Apprenticeship title                        | Level | Duration (months) | Max funding per apprentice |
|---------------------------------------------|-------|-------------------|----------------------------|
| Associate Project Manager                   | Four  | 24                | £6,000                     |
| Business Administrator                      | Three | 18                | £5,000                     |
| Chartered Manager (degree)                  | Six   | 48                | £22,000                    |
| Operations / departmental manager           | Five  | 30                | £7,000                     |
| Project manager (degree)                    | Six   | 48                | £22,000                    |
| Senior Leader                               | Seven | 24                | £18,000                    |
| Team leader / supervisor                    | Three | 12                | £4,500                     |
| Public service operational delivery officer | Three | 12                | £3,000                     |

# Arborist

- Chainsaw work, aerial tree work, pruning, dismantling and using appropriate machinery
- Undertakes aerial tree work but may also be ground-based
- A range of tree work jobs with indirect supervision
- Supporting the tree work team across a range of basic technical skills







# Arborist

- Level 2 worker
- Two year average duration
- Significant number of qualifications (tickets)
  - Emergency first aid at work
  - Brushwood chipper
  - Traffic management
  - Use of a MEWP & use of a chainsaw from a MEWP
  - Chainsaw crosscutting, maintenance & felling of small trees
  - Climbing, aerial rescue & aerial cutting of trees

# Testing of Arborist

- End point assessment
  - Structured interview based on portfolio
  - Project
  - Multiple choice tests
  - Practical tests
- Pass / Distinction grading





# Forest Operative

- Carry out practical operations required to maintain and harvest forests and woodlands
- Two options
  - Establishment & maintenance
  - Harvesting
- Level 2 worker
- Two year average duration



# Forest Operative – qualifications (tickets)



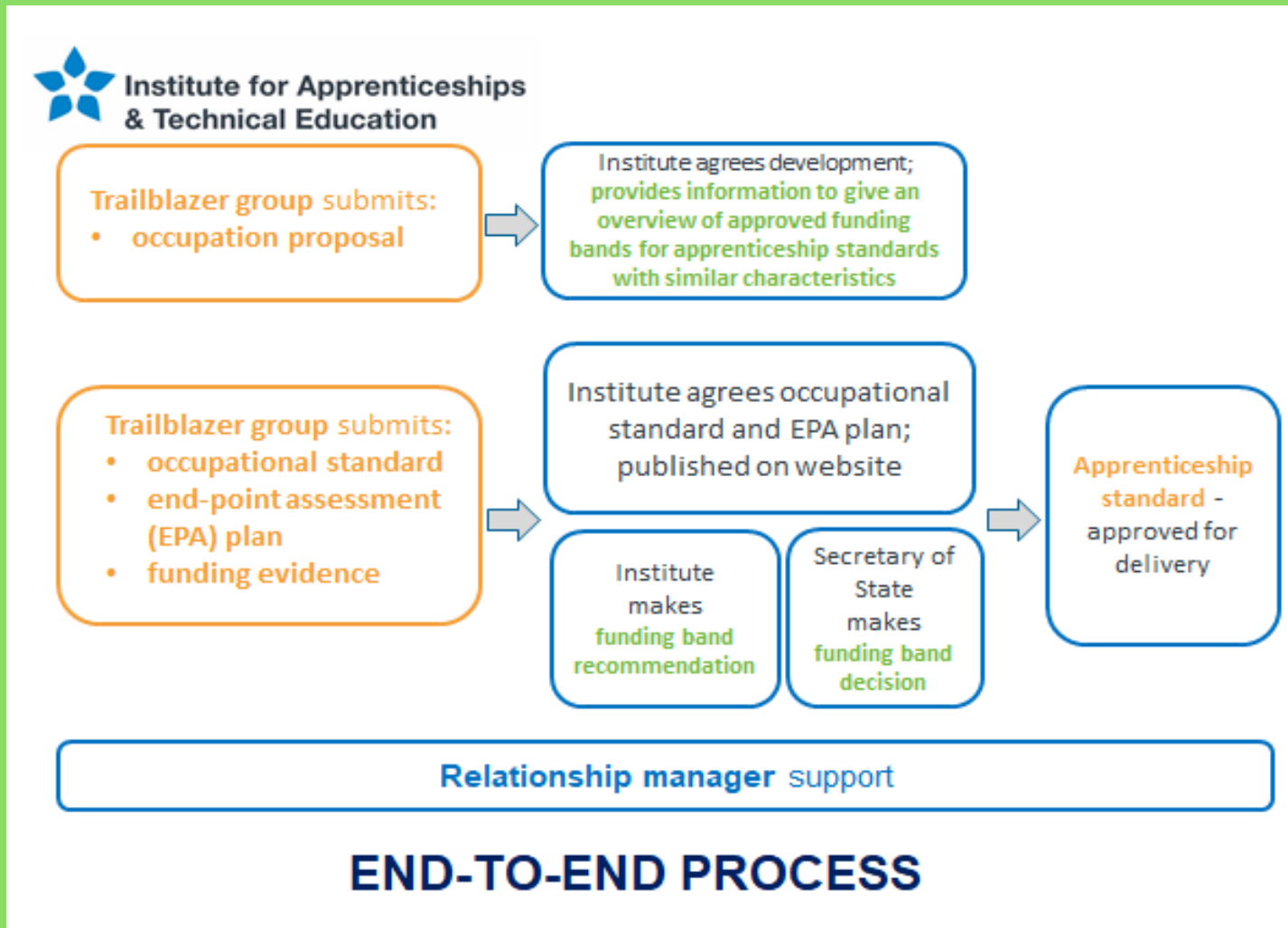
- Everyone
  - Emergency first aid at work
  - Chainsaw crosscutting, maintenance & felling of small trees
- Harvesting
  - Felling trees over 380mm
- Establishment & maintenance
  - Pesticides – PA1 & 6
  - Brush-cutters & trimmers
  - Forestry clearing saws



# Testing of Forest Operative

- End point assessment
  - Multiple choice tests
  - Practical tests
- Pass / Distinction grading

# Where are with the HLDA or Chartered Forestry Apprenticeship?







NATIONAL SCHOOL OF  
**FORESTRY**

