



SOUTH WEST PEAK
LANDSCAPE AT A CROSSROADS



SOUTH WEST PEAK LANDSCAPE PARTNERSHIP

FINAL PROJECT REPORT

Name of Project	Future Custodians
Delivery Partner	Peak District National Park Authority (PDNPA)
Name of Person Completing Report	Helen Betts
Start Date of Project	September 2017
End Date of Project	October 2021
Date of Report	September 2021



Aims and Objectives of the Project

Future Custodians aimed to inspire young people to make a commitment to the South West Peak through training and work experience. This project offered two kinds of apprenticeship: Countryside Worker and Livestock Farming. These two apprenticeships were designed to run in parallel and be integrated with shared work and training between the two cohorts making this a novel approach. We hoped to instil a deeper sense of shared understanding about landscape management from both viewpoints.

The South West Peak Landscape Partnership sought to address some of the issues of this landscape at a crossroads by working together to develop the landscape custodians of the future. By training young people to protect, enhance and care for the landscape we aimed to support representatives of the next workforce both for the farming and conservation sectors. Opportunities to learn from each other and exchange ideas would be provided throughout. Each apprentice would be offered a mentor who would be trained to offer the best professional support possible to apprentices.

Two waves of apprenticeships would be delivered, with each apprenticeship lasting up to 18 months. Each wave would have three countryside apprentices and three farming apprentices. By delivering the apprenticeships in tandem, this project aimed to encourage the young people from both sectors to better understand each other through opportunities to interact.

Project Delivery

The countryside worker apprentices were employed by the Peak District National Park Authority. They gained experience of countryside work by working with the variety of partners in the area and with a number of the South West Peak LPS projects, enabling them to learn and engage first-hand with heritage and landscape management.

The Livestock Farmer Apprentices were employed by local farms and an agreement was made between the farmer, apprentice and SWPLPS to share work and training opportunities.

We contracted DART Training to be the training provider for both groups. Using the same provider allowed for better integration of the two apprenticeship groups. In the final year, there were no level 2 farm apprenticeships with DART so we then also worked with Reaseheath College (who had bought DART Training) as the training provider.

Staff resource

One full-time Vocational Training Officer (VTO) was employed for four years and two cohorts of three apprentices were employed for up to 18 months each.

Budget resource

The initial planned project budget for Better Outside was £109,100 which was subdivided as follows, showing planned and actual costs incurred against each NLHF budget heading:

NLHF Budget Heading	Example items	Intended cost	Actual cost
Purchase price of items or property	Purchase of 4WD Vehicle and Trailer plus furniture purchase, IT computers & phones	£45,100	£28,174
New staff costs	Vocational Training Officer Sept 2017-Oct 2021	£127,005	£127,311
Training for staff		£0	£45

Paid training placements	Countryside Worker apprentice salary x 6 plus Farm apprentice salary x 6. Training costs. Equipment, tools & materials & PPE. Fuel costs for vehicle. Heating lighting etc in office space	£232,888	£234,664
Travel for staff	VTO travel costs	£400	£816
Equipment and materials (activity)		£0	£10
Other costs (activity)	Expenses for farmers and mentors	£5,900	£1,950
Recruitment	VVTO & apprentices	£2,500	£1,248
Contingency		£6,750	£0
TOTAL		£420,543	£394,218

In addition, the project benefitted from non-cash contributions of £60,920 and volunteer time valued at £5,181.

The budget was generally a good forecast of how much was needed to run this project. We managed to buy a vehicle and trailer cheaper than predicted, which was a notable saving, and £13,000 was moved to another project with agreement from NLHF. The countryside worker apprenticeship was more expensive than planned due to the initial delays in establishing the apprenticeship standards. The old Framework only allowed us to claim £1,500 per candidate from the government levy and DART charged an extra £1,000 per person for the first cohort and £2,500 each for the second. The Standard would have allowed us to claim £4,000 from the levy (for more information see below under Challenges). The stockperson apprenticeship was, however, cheaper than expected so the two balanced out. We spent less on tools than expected and more on PPE so again this balanced the spending within the paid training placement budget.

Partnership working – team involvement, steering group etc

Countryside worker apprentices were involved with Glorious Grasslands, Slowing the Flow and Small Heritage adoption projects in particular.

Partners we worked with included Severn Trent Water, Staffordshire Wildlife Trust, Peak District National Park Authority, Cheshire Wildlife Trust, United Utilities, RSPB, and also National Trust.

Three of the farms were also involved with SWPLP projects: Slowing the Flow, Crayfish and the author of the SWPLP produced book “The Land That Made Us” owns one of the farms who employed an apprentice.

Volunteers

We did not plan to work with volunteers but found the opportunity for apprentices to lead volunteers on five occasions and welcomed volunteers to complete Himalayan balsam removal and gate installation for the last four months after the apprentices had left for employment.

Consultants and contractors

DART Training were selected by tender to be the training provider for both types of apprentices because they:

- were set up to work in rural areas;
- recorded over 90% retention, pass and satisfaction rates for their courses (5% to 10% higher than other colleges);
- could visit work places as well as having a central training venue;
- offered both Agricultural and Countryside Worker apprenticeships;
- where possible could provide one trainer for all our apprentices;
- apprentices could attend off job training days for both courses;
- VTO could help choose additional units with DART.

Community involvement

We worked with eight farms within South West Peak and also approximately 20 other private landowners and farmers when repairing and installing new gates.

What Has (and has not) Been Achieved

Outputs

	Intended Output	Delivered Output
1	6 'countryside worker' apprentices will receive work experience and training in order to successfully complete their apprenticeship.	Achieved
2	6 'livestock farmer' apprentices will receive work experience and training in order to successfully complete their apprenticeship.	*7 livestock apprentices completed apprenticeship. One level 4 apprentice dropped out.
3	At least 10 out of 12 apprentices under the age of 25 recruited	12 out of 14 were under 25
4	At least 6 of 12 apprentices recruited from the SWP area	5 farm apprentices live in the SWP. All apprentices from counties in the SWP area
5	70 'projects' delivered by apprentices	More than 115 different projects were worked on by the apprentices
6	12 mentors/coaches trained to provide support to apprentices	10 trained. Mentors were not needed for farm apprentices

* For the first 2 years of the apprenticeship delivery livestock apprentices were in short supply. Initially we only worked with DART apprentices inside the South West Peak then after year 1 of only attracting two livestock apprentices we expanded our search and took on two livestock apprentices just outside the area. In the third year we worked with four livestock apprentices for 8 months, each living and working inside the SWP. Three of these were training with Reaseheath and one with DART Training.

Key Outputs

The greatest achievement is that all six countryside worker apprentices completed their apprenticeships and went on to paid employment. All but one of the farm apprentices are still working on their farms. The apprentices had training and work experience with many of the partners on over 100 projects. The work the apprentices did for Severn Trent Water, National Trust at Lyme Park, United Utilities, Staffordshire rights of way team and Staffordshire Wildlife Trust was very much appreciated and in some cases completed work that would not otherwise have been addressed.

The farm apprentices achieved many qualifications that they would not have been able to afford without the Future Custodians project. The SWPLPS training organised for all the apprentices was very useful in the completion of their apprenticeship as 'off the job' training days (as each apprentice needs to show they have trained for 20% of their work time away from their usual employment). Overall the apprentices passed 107 nationally recognised qualifications.

Qualifications Completed

Course	Number of apprentices
Apprenticeship	10
Business Award	8
Level 2 Diploma	10
Maths	1
Artificial Insemination	3
Brushcutting	5
Chainsaw 201 and 203	8
Riverfly Training	1
Drystone Walling	3
First Aid	6
John Muir	3
Medicine admin	2
Off Road	6
PA1	9
PA6	8
PA2	2
All Terrain Vehicle	4
Sheep shearing	1
Trailer test	7
Foot trimming	7
Tele-handler	3

It is these qualifications and experience in using the skills that has given these young people a great step forward in their careers.

The VTO also arranged in-house training to encourage the farm and countryside workers to discuss land management issues, more on this under the heading Outcomes.

Summary of Countryside Workers Progress

Name	Home town	Apprenticeship		Work		
		From	To	Before	After	After 2
Rob	Chinley	07/2018	12/2019	Landscaping work with Father and builder's labourer	Landscaping work for Father, self-employed hedgelaying and walling	
Emily	Matlock	07/2018	10/2019	Gulliver's Kingdom, ride attendant	National Trust Shugborough	National Trust Hardwick Hall
Lloyd	Macclesfield	07/2018	11/2019	PDNPA Volunteer Ranger	Severn Trent Ranger	
Daniel	Buxworth	01/2020	05/2021	Chatsworth catering	Severn Trent part-time ranger and National Trust part-time ranger	Natural England, Life in the Ravines project
Matt	Sheffield	01/2020	05/2021	Specsavers assistant	Countryside Maintenance Projects Team with PDNPA	
Jasmin	Ashbourne	01/2020	07/2021	Chatsworth farm	Dalton's Dairy, milking and access work	

Outcomes

Intended Outcome		Delivered Outcome
1	By running the two different apprentice schemes side by side and integrating the training and the work, we will begin to engender a better understanding of conservation and farming issues amongst individuals from each different background/sphere of interest.	We were able to deliver the two kinds of apprenticeship together but it proved challenging to integrate training opportunities particularly with the farm apprentices being needed to work on their farms for as much time as possible.
2	Apprentices will work alongside scheme staff on Working for Waders, Crayfish in Crisis, Glorious Grasslands, Slowing the Flow, Small Heritage Adoption, Better Outside, Bigger Better More Connected to gain a wide range of skills and experience to support habitats, species, heritage and access.	The Countryside Worker apprentices had experience of working with Crayfish in Crisis, Glorious Grasslands, Slowing the Flow, Small Heritage Adoption and Better Outside as well as many additional projects with partners, gaining a range of skills, that they have been able to take forward into employment opportunities.

3	The range of work which the apprentices are involved in will support the habitat mosaics of the South West Peak during the lifetime of this project and, it is hoped, in their future careers.	As above
4	Apprentices will have been trained in land management and farming, whilst also being encouraged to better understand the challenges facing both sectors. Mentors will have received training and coaching to be able to support apprentices through their training and on into higher education/employment.	Several attempts were made to provide integrated work and training opportunities, see below for more details.
5	Young people will be trained to care for the heritage of the South West Peak, some in farming. The provision of apprenticeships will help improve the area and the community, by providing a reason for young people to stay/come to the area. In particular the farm apprenticeship curriculum will help strengthen the local community by opening up a wider range of options through farm diversification, greater commerciality and access to funding.	All apprentices are in related work in and around the area following their apprenticeship. Farm apprentices were given access to a range of training opportunities that they otherwise could not afford, and which will assist them to continue to work on farms in the area.
6	Apprentices will be more willing to work on conservation projects on farms, estates, with conservation organisations or contractors	Conservation workers: 4 had an increased interest in farming 2 did not. Farm workers: 4 out of 8 said their interest in conservation had increased

Key Outcomes

Off-the-job training: The first joint day for both cohorts looked at possible conflicts and understanding between farmers and conservation workers. We looked at both the history of farming and conservation practices and discovered there was a lot of disagreement within farm and conservation groups and a lot of overlap and agreement between the two groups.

During one Covid lockdown an online discussion was organised to discuss bovine Tb, which included biosecurity and badger control. A vet working with the NFU gave a very interesting talk and both farm and countryside apprentices learnt more about the issue. One farm apprentice commented *“That was a very interesting meeting today. It would be very handy if I could have the slides that we looked at for me to read through again. This should happen again sometime about TB we can have our say and provide more information so more can be done to stop the spread.”*

A Small Field Trials training day looked at possible pasture management that could be funded by the Environmental Land Management funding that will replace Countryside Stewardship. *“A really interesting day, great to see what kind of work is going into establishing the new Govt. scheme”* said one farmer. Two of the farm apprentices were working on two of the three farms we visited that day and they were able to give additional information about managing the pasture and whether the cows liked having more variety in their diets.



Discussing small field trials in the field

A Conservation Grazing day was run for both cohorts but was poorly attended by the second cohort of farm apprentices. This looked at how grazing can be used to enhance the biodiversity of grasslands. The countryside apprentices found this useful:

“A really interesting day hearing about environmentally sensitive farming methods. The maths was complicated, but understanding LUs and how much stock you can put on an area to have it as a conservation grazing project would be useful. Frances is very knowledgeable and it is interesting talking to someone who is able to make a business out of farming in conservation.”

However the farm apprentice that did attend this day stated *“you can’t feed on cow on this”* when looking at a biodiverse hay meadow, showing how much more needs to be done to bridge the understanding of conservation and farm ideas.



Conservation grazing and hay meadow management

Cheshire Police ran a wildlife and rural crime training day to which we invited all apprentices and volunteer rangers within the South West Peak area. Twenty people attended altogether and was very well received. Cheshire police would like to run the course again and the rangers also found it useful *“Excellent course well worth attending. Understand more how the Rural Crime Unit works. Role plays good as examples.”* The police had set up a number of scenarios around a farm to get people to think about what is suspicious and what needs reporting.

United Utilities joined with the RSPB and planned a training day at Dovestones Reservoir to show management around the reservoir and the moorlands above. One farm apprentice was dismayed at money being spent on rewetting moorland when so much had been spent in the past on drainage for farming. It was good for the conservation apprentices to compare tree felling and planting to create different habitats and sphagnum planting in different areas.

Two farmers in the South West Peak agreed to show us around their land to demonstrate how they included conservation areas on their farms and the grants that were available to help. The Countryside Apprentices found this to be a useful day but the Farm Apprentices only visited one of the two farms with us and did not find it as useful except to meet up with the farmer.

What Made The Difference

The South West Peak offers a great deal of variety in landscape and habitat and therefore a wide variety of opportunity to gain skills and experience. From footpath works and sphagnum planting on the Roaches to tree work around the Goyt and Macclesfield Forest, hedgelaying on farmland and slowing the flow in streams, learning to identify river insects and wildflowers it has been an amazing journey for both supervisor and apprentices to gain knowledge of the South West Peak.

The people involved in the apprenticeship have been amazing; the commitment to land and visitor management and their patience and skills with coaching and training the apprentices have made an enjoyable project for all.

United Utilities statement regarding the Vocational Training Officer:

"Helen was supportive, helpful and enthusiastic at all times and this transferred to the wider apprentice team, who seems to thrive and develop under her supervision."

Slowing the Flow Officer praising one apprentice:

"Lloyd again, the same applies, your work ethic of late is always of the highest quality and your desire to learn will propel you far. I'm always astounded by your drive and stamina to continue to work hard and give it your all throughout the day. You've shown fantastic willing (and I certainly take my hat off to you with the chainsaw, it's not easy wearing the PPE on summer days, in water courses, but you relish the opportunity to cement your learning and consolidate your skills so thank you for doing this much needed (albeit) small bits of cross cutting I've been able to offer you during the nesting season). Can I also add, that your botany skills in grass ID genuinely impressed me- that is not an easy group to conquer and you reeled names of grasses off (correctly) in the field like it was second nature!!"

The first cohort of apprentices valued the input from partners and mentors considerably. One PDNPA mentor spent half an hour with an apprentice just to instil the correct way of attaching a trailer to a vehicle. Another National Trust mentor spent time repeating chainsaw coaching and a third from Severn Trent Water continually provided work and daily reviews.

Challenges

The most significant initial challenge for this project was the changeover by the Institute for Apprenticeships (IfA) from the apprenticeship Framework to the new Standard approach. It was expected that this process, begun in 2016, would be completed by the start of this project in time for recruiting our first cohort of apprentices. However, there were numerous delays and obstacles to overcome, in October 2017 the IfA identified that there was significant overlap between the Countryside Worker and the Horticultural Landscape operative Level 2 Standard, and that the two occupations were not distinct. There was further deliberation over the appropriate funding band and end point assessment which took several months work, led by the North York Moors National Park with input from the SWPLP Scheme Manager and Vocational Training Officer. The new Standard was finally approved in February 2020 with the apprentice levy funding band set at £4,000.

Providing work every day for three years was a challenge especially when relying on partners and also when attempting to work on land not owned by the delivery partner. The end result was an amazing variety of work that was achieved with persistence, collaboration and continually planning and rescheduling work. This was only possible because of the flexibility and commitment of both partners and countryside apprentices. The VTO successfully met this challenge even though it was frequent to resort to following a plan B and on two occasions, a plan D was necessary!

Arranging work with partners involved much discussion over policies and risk assessments. The most difficult were the differing policies over chainsaw use and we thank both the National Trust and Severn Trent Water for persistence for not giving up when it seemed at first that their organisations insurance policies would not allow apprentices to use chainsaws on their land. It was of benefit to both partners and apprentices that they were able to fell with these companies and was achieved by

changing wording from training to coaching and by the apprentices signing up as volunteers of other organisations.

Recruiting farm apprentices proved difficult and was only overcome by looking outside the South West Peak boundaries (by 1 mile) and working with Reaseheath College as well as Dart Training. The VTO and SWPLP Scheme Manager carried out a tender to work with DART but for two years in a row Dart Training had no apprentices in the South West Peak. One year there were no young farmers starting in our area and in the second year three young farmers chose to go to Reaseheath College rather than DART. The Future Custodians project team did not manage to recruit any new young people to farming, all but two of the farm apprentices were employed by their own parents on farms where they had grown up. One apprentice worked on a farm where he had completed work experience from school but returned to his own farm after the apprenticeship. Only one apprentice was not from a farming family and although he completed his apprenticeship he did leave farm employment after one year to follow his father in quarry work. All the farm apprentices were planning on doing the farm apprenticeship before signing up to work with the South West Peak LPS.

Integrating the farm and countryside apprentices was the largest challenge and was only partly overcome. The plan was to share work and training of the two groups of apprentices in several areas: one unit of their apprenticeship, work on the farm involved, national training qualifications and SWPLPS training.

DART agreed with us that we would be able to choose one unit of study for the farm apprentices that would also be covered by the countryside apprentices. There were two possible units: the Business Award in the Environment and Land Based Sector, and Field Boundaries. All five of the first cohort of farm and countryside apprentices did complete the Business Award but the countryside apprentices completed most of this unit before the farm apprentices started with us, and the farm trainer wanted the farm apprentices to complete their essential units before completing the optional one, so studied and completed this unit almost a year after the countryside apprentices. We were not expecting the second cohort of apprentices to be studying the Business Award because it was not included in the new apprenticeship standard so we did not arrange for the second cohorts of apprentices to study this unit together. The field boundaries unit also was not possible as the units for the farm apprentices had already been decided before they joined the Future Custodian project. The apprenticeship system does not make it easy to change units after they have signed up and the farm trainer had never taught this unit before. Instead, the farm trainer from DART invited the countryside apprentices to farm training days when they were covering topics that would be interesting to them including field preparation, soils and grass identification, environmental laws and a farm visit.

“Although they sounded as though they would be beneficial, the agriculture training days had little relevance to our jobs, were frequently disrupted and it proved to be a very difficult learning environment”

The two farm apprentices from our first cohort were not regular attendees of this training so the countryside apprentices were always meeting other apprentices that were not part of the project. The second cohort of apprentices did not meet for any units because of the covid pandemic and three

of the apprentices were training with Reaseheath College with whom we had been unable to sign an agreement of shared training.

Providing opportunities for the countryside workers to work on farms did not happen, also for several different reasons. Farmers were nervous about insurance despite reassurance that the apprentices would be covered by PDNPA insurance. There was a plan to do some hedgelaying on one farm but the farm employer was not keen on the style of the hedge laid by Severn Trent with which the apprentices had assisted, also he did not want to supervise the apprentices himself but was not keen on the VTO supervising on his land either. On another farm we had planned to do some drystone walling but the apprentice on that farm was not interested in walling. No work on farms was planned with the second cohort because of the covid pandemic.

The farm and countryside apprentices were able to share some national qualification training. The first cohort completed chainsaw and pesticide training together but there was little interaction between the two groups. With the second cohort there was little overlap between the courses the apprentices needed. The farm apprentices did foot trimming and artificial insemination while the countryside apprentices did brush cutter, chainsaw and pesticides. The farm apprenticeship included the pesticide training and it did not prove possible to do this training together. One farm apprentice did want to do the chainsaw course but it clashed with the foot trimming (courses were hard to book after lockdown ended as many companies were coping with staff coming back from furlough and a backlog of people wanting training). A farmer and countryside apprentice did attend a quad bike training day together but there was little chance of interaction as they took turns on the quad bike. One farm apprentice joined two countryside apprentices and the VTO on a walling course. This proved very useful for both walling and being able to chat whilst working and many topics of joint interest came up in conversation.

The farm and countryside apprentices were reliable attendees of training organised by the VTO during the first cohort. The most useful sessions were the conservation grazing day and the SWP tour organised and led by the countryside apprentices. The farm apprentices asked questions about Lyme park and leaky dams with one of the farmers also working with the Slowing the Flow project it was an area of common ground.



First cohort of Countryside Apprentices talking to Farm Apprentices about the Slowing the Flow project. Left to right Rob, Lloyd, Karen (SWPLPS Scheme Manager), Joe, Josh and Emily

Case Studies

Two case studies about the apprentices and the work are provided separately.

Legacy

The apprentices were a great help to the South West Peak LPS and the apprenticeship has enabled five out of six to get good jobs in the countryside sector in and around the Peak District, and the sixth to continue outdoor work with the family business. All but one of the farm apprentices continue to work on their family farms and one is now working in a local limestone quarry.

Skills/knowledge/experience

Apprentices have gained a great deal of skills, knowledge and experience that has enabled them to continue working in conservation or farming. Together they achieved 107 different qualifications. Even if the farm apprentices have not generally increased their understanding of conservation practices, they are more aware of the issues and know that there are farmers who do a great deal for conservation on their farms in the Peak District.

Habitat/species improvements

The countryside apprentices achieved an enormous amount of work over the three years. All the work contributes to improved habitats and access for people. For habitat in particular the first cohort completed moorland restoration of small and hard to get to areas of bare peat on Combes Moss and the second cohort assisted with planting 50,000 sphagnum on the Roaches. On one day two apprentices planted 2000 sphagnum plugs, which is more than 6 volunteers could plant in one day. Both cohorts assisted with Glorious Grasslands ground preparation, using their brushcutter training, and plug planting. Tree felling for conservation was also a successful activity.

Capital Works

Much of the work carried out by apprentices was vegetation and habitat management. However, over the three years the teams installed approximately 25 gates on rights of way for Staffordshire County Council significantly increasing the number of gates installed in this part of the South West Peak.

The table below shows the variety of work they carried out.

Work Type	Days worked	
	2018/19	2020/21
Assignment work	65	124.5
Endangered species	4	6
Dam building	30.5	3
Data entry	0	5
Fencing	39	44
Footpath repair	4	26
Gate installation	12	55.5
Habitat restoration	5	42
Hedge laying	71.5	12
Induction	25	16
Litter picking	0	16.5
Planting	28	46.5
Rights of Way furniture	22	24
Signs	0	2
Site maintenance	103.5	17.5
Site visit	32	50
Staff meeting	18	34
Surveys	46	47
SWPLP office work	57.5	105
Tools maintenance	43	2.5
Training	155.5	93
Tree felling	78.5	39.5
Vegetation management	68	101
Visitor management	69	0
Walling	23	38.5
Helicopter drop	10	0
Total	1010	951

Data

The two cohorts assisted with surveying with Glorious Grasslands, Slowing the Flow, RSPB, riverfly surveys and cultural heritage surveys but did not collect data for the Future Custodians project other than recording when and where the apprentices were working and the work undertaken.

Equipment

During the course of the project a wide range of tools and equipment were purchased to enable the apprentices to complete a range of work. At the end of the project colleagues and partners were offered all of these. Initially the vehicle was lent to Peak Park Conservation Volunteers (PPCV) to support ongoing work with volunteers, then ultimately sold as it was no longer needed as part of the vehicle fleet. Power tools were donated to the Generation Green project, Countryside Maintenance and Projects Team, engagement rangers and Warslow Moors Estate staff. Hand tools were donated to Generation Green, Beyond the Classroom and engagement rangers.

Dave Cramp from PPCV commented, *"It is great to have these additional tools, we will base them at Pump Farm. I am sure that they will be much appreciated by the volunteer teams that we have out across the South West Peak and hopefully encompass the whole of the National Park."*

Connections/collaboration

It was a joy to work with so many different partners. Particular thanks to National Trust at Lyme Park, Severn Trent Water at Tittesworth Reservoir and Staffordshire Wildlife Trust at Marsh Farm. These partners provided much support, training and work opportunities for the apprentices.

Farmers who were particularly helpful were at Wallacre Farm, High Ash, Onecote Grange and Clough Head. On Wallacre, their son completed a farm apprenticeship, showed us the Slowing the Flow work carried out on the farm, and were very helpful in ascertaining ownership of gates and stiles in the area for our rights of way work. At Clough Head the Grandfather was very enthusiastic about all the training that Future Custodians had to offer, *"Please carry on these courses for the sake of our young farmers on farms who have little else to fall back on."*

High Ash Farm showed apprentices around the meadows and stream and talked about grant finance on his land. Onecote Grange demonstrated a more intensive farm with areas for conservation. Waterhouses Farm were helpful in locating and reporting on gates and gaining permission to remove Himalayan balsam throughout their land.

Educational Resources/Other Resources

A range of training materials was produced, including presentations on the history of on-farm grants, and countryside protection laws.

Lessons Learned

Much more work is needed within the apprenticeship providers with regard better integration of complementary apprenticeships and building greater understanding of different views and approaches to land management for production and land management for conservation. The timing of the changeover from Framework to Standard made this task almost impossible for this project to achieve.

The Big Headline

A successful project providing practical work experience and training for 14 young people supporting them into continuing and new roles in the countryside and land management sector.

Appendix 1. Map of apprentice project work

