

# Growing Agricultural Talent

Dumfries and Galloway

Pathways into Agriculture



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# Supporting pathways into Agriculture in Dumfries and Galloway



NFUS, SRUC Barony, DG Councils' Employability & Skills and local farmers have developed a range of pathways into the agriculture sector in Dumfries and Galloway, enabling young people to gain relevant experience and be aware of opportunities for progressive and well paid careers in the industry.

## Current Provision in schools:

Skills for Work Rural Skills (SCQF4) and National Progression Award in Rural Skills are delivered in some schools (SCQF5)

Over the last three years we have introduced a Land based Employability award in Dumfries and Galloway, which is proving to be a successful pathway onto a Modern Apprenticeship in Agriculture. This allows young people still at school studying for National 5 / Higher Qualifications to complete a work based qualification giving them experience of the industry and helping them and their parents to understand the opportunities within the sector.

## Pilot Modern Apprenticeship specialising in Dairy Farming

SDS approached NFUS to pilot a specialist MA, offered in partnership with SRUC Barony as the training provider. Working in partnership, we have initiated a Dairy specific work based training and employment pilot to increase the uptake and effectiveness of training and career opportunities for young people in the dairy sector. We will work with the apprentices, farmers and training provider to develop and support the specialised MA with the aim of alleviating the shortage of skilled staff on dairy farms. The ambition was to have at least 12 Dairy Apprenticeships starting in 2018, the broader aim is to learn from pilot and expand from this to other regions and other sectors.

## Sector working group

Discussion with industry leads on pathways has provided the catalyst for establishing a group to work together to facilitate the sharing of good practice in supporting a successful partnerships between industry and education. The sector group will also be a forum for discussion to plan a collaborative, consistent approach to providing input to curricular pathways in schools from early years through to careers in the industry.

Year	Numbers	Outcomes
2016/17	6 students from 3/16 schools	All in sustained positive destinations 4/6 in Agriculture or related.
2017/18	8 students from 8/16 schools	All in sustained positive destinations 6/8 in Agriculture or related.
2018/19	18 students from 8 /16 schools started with around 50% of those without a family background in farming	

## Pre Apprenticeship

This is a structured, 26-week, fully paid placement, giving young people the opportunity to sample different aspects of the industry and 'earn whilst they learn'. Working in partnership with SRUC Barony, young people will have induction, training and gain certificated skills. Farmers provide mentoring and a planned range of opportunities and experiences to allow the young person to understand the roles and responsibilities of a full time employee.

## Progress so far

In early 2019 an event was held for farmers, teachers, young people and parents/carers to explain the different routes in the pathway, increase understanding of the prospects and opportunities in Agriculture and support young people to choose the right pathway for them.

The new pre apprenticeship was launched and a specific workshop for farmers captured feedback which will help the partnership continue to meet the needs of the sector.

The event was supported by Lantra, NFUS, SRUC, Tarff and DG Council which exemplifies the partnership working approach that has allowed us to make such good progress.

As of 2019, we have 8 undertaking the specialist Modern Apprenticeship in Dairy, all on local farms and working in partnership with SRUC Barony as the training provider. In total there are around 34 young people in the pipeline either in school completing the land based award, on a Modern Apprenticeship or at SRUC Barony completing a national Certificate in Agriculture.

## Case Study

### Leonie - Modern Apprenticeship

Leonie left school at 16 and felt she wasn't ready to study fulltime at college. Leonie has a passion for animals and had used her own initiative handing her C.V. to local employers and farms in her area. Fortunately, the farmer was aware of our pilot and interviewed Leonie with this in mind. She was successfully employed to be a Modern apprentice on the Dairy Pilot. Leonie attends SRUC Barony for a week every 6 weeks and feels this is the right pathway for her as she wouldn't want to be away from home more as she has her horses to tend too. Leonie has found her niche and is flourishing in the workplace and within her studies. The employer has on more than one occasion given positive feedback and is delighted that Leonie is role modelling for females in the industry.

### Gary Mitchell - Employer

*"It has been great to make the connection with young enthusiastic students from the local school in their senior phase to make them aware of the opportunities /Careers available within the industry".*

## Next steps

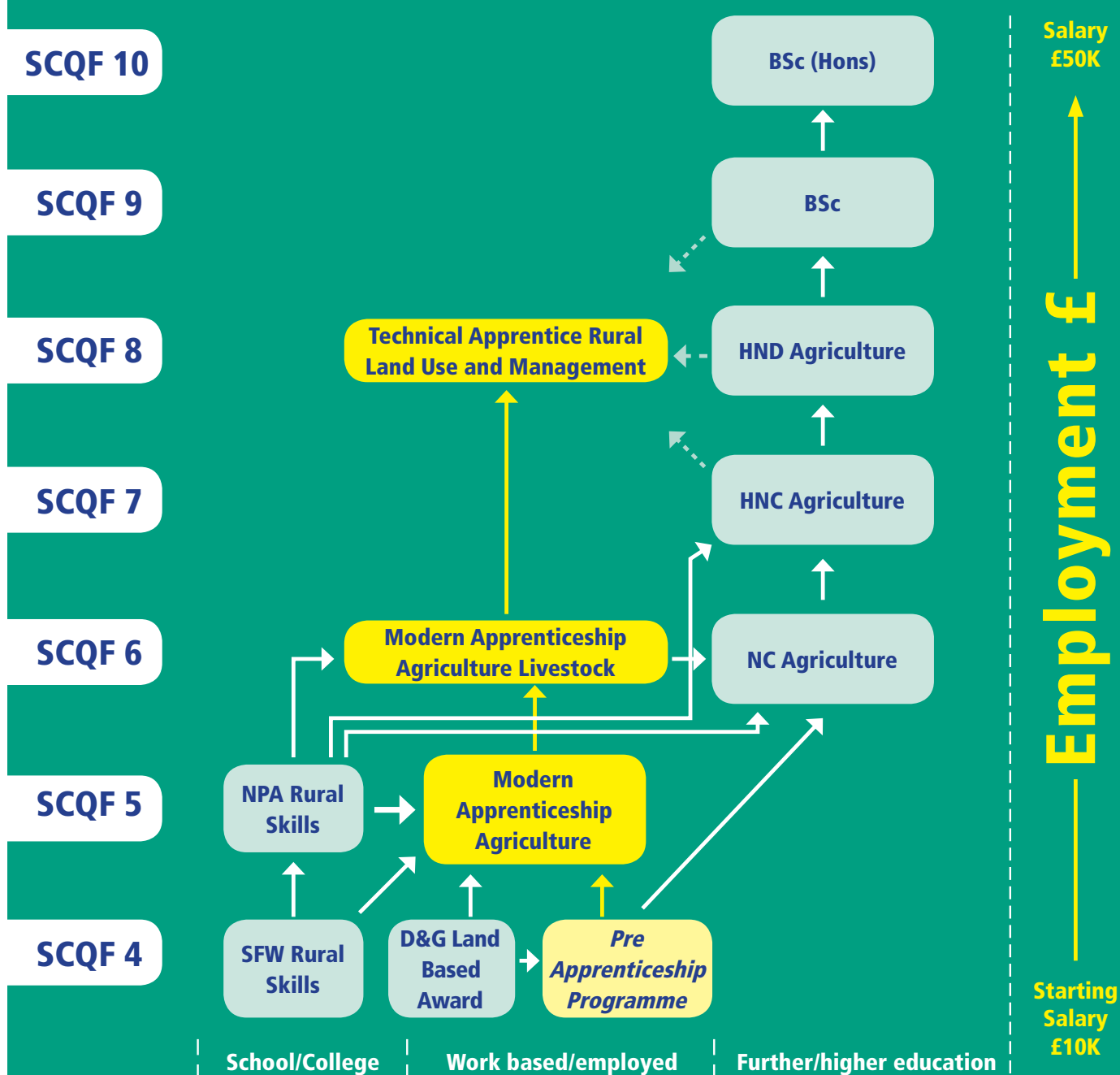
Formalise a sector working group to ensure regular constructive working between industry and training providers, influencing curriculum content, skill development and raising awareness work.

Develop a coherent mentoring support programme for farmers offering work placements, pre apprenticeship or apprenticeship opportunities.

Gain expression of interest from farmers willing to host a work placement or offer a pre apprenticeship or apprenticeship opportunity.

Follow up with all young people currently in the pipeline to help them make an informed choice about next steps.

# Agriculture Pathways





SCQF Level	Qualification Title	Entry Criteria	Delivery Method	Course Summary	Progression Opportunities
12	Doctorate in Agriculture				
11	Masters of Science Degree in Agriculture				
10	Batchelor of Science Honours Degree in Agriculture	Applicants must hold a minimum of 4 Scottish Highers (BBCC) or equivalent qualification to include a science subject or geography	Over an academic year, delivered over a range of week days to include self study, farm visits and theory sessions	The aim of the degree course is to develop your general and specialist knowledge, understanding, and skills in agriculture to allow you to aspire to a leadership role within the agricultural industry.	To MSc Agriculture <u>or</u> Employment
9	Batchelor of Science Degree in Agriculture	Applicants must hold a minimum of 4 Scottish Highers (BBCC) or equivalent qualification to include a science subject or geography	Over an academic year, delivered over a range of week days to include self study, farm visits and theory sessions	The aim of the degree course is to develop your general and specialist knowledge, understanding, and skills in agriculture to allow you to aspire to a leadership role within the agricultural industry.	To BSc Honours Agriculture <u>or</u> Employment
8	SQA Higher National Diploma in Agriculture	Applicants must hold a minimum of 2 Scottish Highers (CC) <u>or</u> Higher National Certificate in a relevant subject <u>or</u> alternative qualification to include a science subject or geography.	Over an academic year, delivered over a range of week days to include self study, farm visits and theory sessions	The aim of the HND Agriculture course is to provide you with a vocational programme based on the skills and knowledge required for employment at supervisory/junior managerial level within the agricultural industry and for self-employment in farming or other land-based sectors.	To SVQ Rural Land Use and Management <u>or</u> BSc Agriculture <u>or</u> Employment
8	SQA Scottish Vocational Qualification Rural Land Use and Management	<b>New qualification autumn 2018</b>			
7	SQA Higher National Certificate in Agriculture	Applicants must hold a minimum of 2 Highers (CC) <u>or</u> a National Certificate in a relevant subject <u>or</u> equivalent qualification to include geography or a science subject.	Academic year at Barony, delivered Monday to Wednesday, predominately theory with farm based visits and practicals	The aim of the HNC course is to provide you with a husbandry-based programme in production agriculture which, in combination with practical experience and guidance from a manager, will enable you to undertake the running of a farm enterprise.	To HND <u>or</u> SVQ Agriculture Livestock <u>or</u> BSc Agriculture <u>or</u> Employment
6	SQA National Certificate in Agriculture	Applicants are normally expected to have a minimum of 2 National 4s and 2 National 5s including English, Maths, Geography or a science. English, Maths or a science subject must be at National 5.	Academic year at Barony, delivered Monday to Thursday, 50% theory and 50% practical	Provides a strong foundation in agriculture in terms of knowledge and skills development. Covers all aspects of agriculture from soils to records, machinery to livestock.	To HNC/HND <u>or</u> SVQ Agriculture <u>or</u> SVQ Agriculture Livestock <u>or</u> Employment
6	SQA Scottish Vocational Qualification in Agriculture Livestock (Modern Apprenticeship)	Applicants must be employed within the industry or have an employer who would be willing to employ them. Successful completion of SVQ in Agriculture at SCQF Level 5 or NC or equivalent qualifications.	Four x 1 week block release at Barony between August and February, 60% theory and 40% practical sessions	This is an on-farm work-based programme which reinforces production and management skills to meet industry requirements	To SVQ Rural Land Use and Management <u>or</u> HNC/HND <u>or</u> Employment
5	SQA National Progression Award Rural Skills (Agriculture)	Applicants may have already achieved Rural Skills at SCQF Level 4 or have a good level academic ability and interest in land-based industries / rural Scotland	Over an academic year, delivered in school, combining classroom session with external speakers, practical on-farm tasks and farm visits as well as individual research skills	Targeted at able school candidates, this qualification is suitable for those who wish to consider a career in agriculture and want to learn more before committing to a specialist qualification	To SVQ Agriculture <u>or</u> SVQ Agriculture Livestock <u>or</u> National Certificate in Agriculture <u>or</u> Employment
5	SQA Scottish Vocational Qualification in Agriculture	Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required	Five x 1 week block release at Barony between August and February, 50% theory and 50% practical sessions	This is an on-farm work-based programme which develops your skills and knowledge in agriculture	To SVQ Agriculture Livestock <u>or</u> National Certificate in Agriculture <u>or</u> Employment
4	SQA Dumfries and Galloway Employability Land Based Award	Applicants who have an interest in agriculture and are studying towards national 4 and 5 in other subjects	Timetabled curriculum in school with 1 day per week on farm for the academic session, supported by occasional attendance at SRUC Barony	This qualification allows candidates the opportunity to undertake extended farm experience with a view to following a more specialist agricultural qualification	To NPA Rural Skills <u>or</u> SVQ Agriculture <u>or</u> National Certificate in Agriculture <u>or</u> Employment
4	SQA Skills for Work: Rural Skills	Applicants who have an interest in rural land based industries and vocational orientated learning	Over an academic year, delivered in school, combining classroom session with external speakers, practical on-farm / estate tasks and farm visits	This course allows candidates to begin to develop some of the basic practical skills necessary to work in most of the land-based areas such as agricultural livestock and crops	To NPA Rural Skills <u>or</u> SVQ Agriculture <u>or</u> National Certificate in Agriculture <u>or</u> D&G Employability Award
4	Agriculture Pre Apprenticeship in development	Applicants must be in a position to be employed and be considering an apprenticeship or other course in Agriculture, preferably after completing DG Landbased Award	3- 6 months depending on previous experience and planned progression route	This is an on-farm work-based programme which develops your skills and knowledge in agriculture while gaining specific certification required to work in Agriculture	To SVQ Agriculture or National Certificate in Agriculture / Dairy or employment

## Dumfries and Galloway Land based Award



**An opportunity to develop relevant skills and knowledge of the agriculture sector while still at school by undertaking an accredited work placement, combined with relevant SQA unit qualifications. This work based learning provides a preparation for apprenticeships, employment or further study in farming and related sectors.**

### Core Units

The course runs from June through to April and includes:

Extended Work Experience (DG Employability Award (SCQF 4)

Work based Core Skills in Numeracy, Communication and ICT ( SCQF 4)

SQA in Animal Care Farm Livestock and Livestock Production (SCQF 5)

### Assessment

Under the guidance and supervision of the farmer, you will undertake a range of work experience. You will be observed on farm and the farmer will provide feedback on performance. A combination of classroom and practical session delivered at the Barony or on farm will ensure that you cover all the requirements of the units including any assessment evidence.

It is likely that you will be tasked with some project work, land based research activity and self-study work. This will be on-going and contribute to course achievement.

### Roles and Responsibilities of the young person:

- Attend work placement one day a week at a suitable farm on agreed day
- Keep a record of skills developed and provide evidence from the work place
- Attend termly sessions at SRUC Barony to complete SQA Agriculture Units
- Provide times for the employability assessor to observe you in the workplace
- Arrange transport to and from work experience

### How will I know it is right for me?

A two day induction will take place at the Barony College to prepare you for the workplace and explain the course. Pre placement checks will be carried by DG Council on all farms before you go out on work placement.

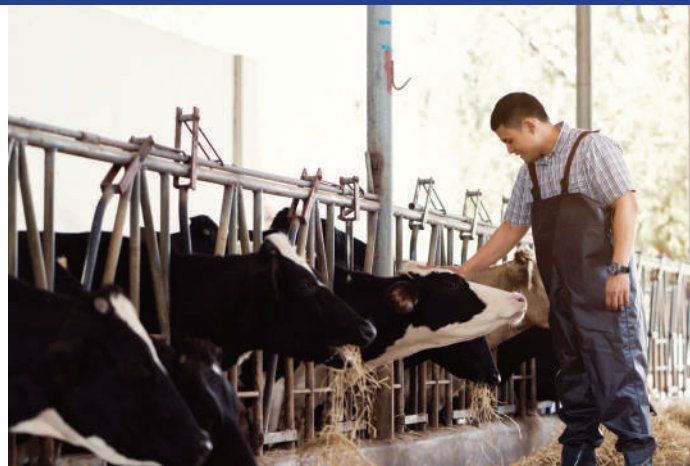
### What future options are available to me if I am successful on this course?

- 26 week paid pre- apprenticeship course (SCQF 4)
- Modern Apprenticeship in Agriculture SCQF 6 (earn while you learn)
- Specialist dairy Apprenticeship SCQF 6 (earn while you learn)
- Taking up paid employment
- Continuing to study at school
- Progressing on to college to study at college e.g. SRUC Barony ( SCQF 6+)

### How do I apply?

Let your school know and see contact details page for how to register interest.

## Pre-Apprenticeship Programme



**The Pre-Apprenticeship Programme is a 26-week, fully paid, work placement. Throughout the placement, your pre-determined mentor will support you and provide you with an opportunity to commence your career within the land-based industry. The mentor will prepare you for work and help set clear guidelines as to how you should behave and perform at work.**

Once you have completed your 26-week placement, there will be a graduation ceremony where you will receive a certificate of completion awarded by Tarff.

### **What will I gain from a Pre-Apprenticeship?**

Three-week induction period starting in June involving a range of activities including training and industry related visits.

Placement with a predetermined mentor working on a farm or suitable rural business until January, fully paid, 40 hrs per week. You will achieve:

- Industry certificates i.e tractor driving, telehandler operating, health and safety award
- Certificate of Work Readiness
- Extra funding available if additional training courses are required.
- Land Based Pre-Apprenticeship Award (SCQF Level 4) accredited by SRUC.

### **Roles and Responsibilities of the young person:**

- Attend a three-week training induction at the Barony College, Parkgate.
- Work 40 hrs a week and overtime (if required).
- Keep a record of skills developed and provide evidence to demonstrate specified skills in the work place.
- Listen carefully to your mentor and get the most out of your placement!

### **How will I know it is right for me?**

Throughout the three-week training, you will get a taste for what the placement will entail.

### **What future options are available to me if I am successful on this course?**

- Modern Apprenticeship in Agriculture SCQF 6 (earn while you learn)
- Specialist Dairy Apprenticeship SCQF 6 (earn while you learn)
- Taking up paid employment
- Progressing on to college to study at college e.g. SRUC Barony (SCQF 6+)

### **How do I apply?**

Fill out an application form and Tarff will get back to you!



# Work based Agriculture Courses at Barony Campus



The Barony Campus offer two work based courses in Agriculture. These are delivered on a block release basis at the Barony to people in full time employment on local farms. This provides an opportunity to upskill and continue learning, gaining a qualification equivalent to a National Certificate, earning and learning at the same time.

## SVQ Level 2 – Modern Apprenticeship in Agriculture

This course commences with an Induction block in August. Apprentices then attend a further four weeks of block release spaced at regular intervals from October to February.

The course is comprised of 12 units (subjects) of which five are core

### Core Units

- Health & Safety
- Personal Performance and Development
- Environmental Awareness
- Prepare and operate a tractor
- Animal Health and Welfare

### Further units are chosen from the following

- Animal Health
- Livestock Feeding
- Milking
- Livestock Breeding
- Care of Livestock at grass
- Shearing
- Care of animals at calving/lambing and care of newborn
- Livestock Housing Preparation
- Feed Preparation
- Care of stock at Housing
- Farm Estate skills

Knowledge in these areas is taught at college and students will gain practical skills on their farms.

### Assessment

This can take place on the college farm or on the student's farm when a college assessor visits. Students will also undertake short written and oral tests to prove knowledge and competence in their chosen units. Employers will also provide important feedback of student performance on farm which will be included in their portfolio (this is a folder containing results of written and practical tests).

### Enhancements

In addition to their SVQ qualification students will also complete an approved First Aid Course and one other short course.

### Core Skills

Students are also expected to have achieved or be capable of achieving core skills in the following areas, communications, numeracy, information technology, working with others and problem solving all at SCQF Level 4.

These are skills considered vital in all areas of employment.

### Apprenticeship Length

It is normally expected that it will take a student approximately 12 months to complete their training but this will vary dependant on experience and ability.

### Requirements for Entry to Apprenticeship

Apprentices must be 16 and in full-time paid employment to gain a place on the apprenticeship and have achieved or be capable of achieving the required core skills at SCQF Level 4.

## **Modern Apprenticeship SVQ Livestock Production Level 3**

Apprentices who are successful at Level 2 Agriculture may progress to the SVQ Level 3 in Livestock Production.

This course is composed of 14 units of which 5 are core and a further nine chosen from optional groups.

### **Core Units**

Health and Safety  
Transmitting and Storing information at work  
Farm Bio-security  
Farm Business Communication  
Health and Welfare of Livestock

### **Further units chosen from the following options**

Livestock Breeding  
Livestock Feeding  
Milking  
Maintain and Manage Grassland and Forage Crops  
Shearing  
Soil Nutrition  
Livestock Health Tasks  
Delivering AI to Livestock  
Grassland and Forage Crop Conservation  
Livestock Housing

In all Level 3 units apprentices are expected to have a greater knowledge of the areas involved and take much more responsibility on farm for the day to day management of enterprises than at Level 2. Underpinning knowledge in each unit will be taught on block release at college and it is envisaged students will gain practical skills and further knowledge on their farms.

## **Assessment**

As on Level 2 assessment can take place at college or on the student's farm when visited. Apprentices will also undertake written assessment at college. Employers will also provide vital feedback on performance on farm.

## **Enhancements**

Apprentices will complete two short courses of their choice in addition to their SVQ Level 3 Livestock Production ie Telehandler course.

## **Core Skills**

Apprentices will have achieved or be capable of achieving the following core skills, communication, working with others, problem solving, information technology and numeracy all at SCQF Level 5.

## **Apprenticeship Length**

It is estimated that apprentices will normally take 12-18 months to complete the Level 3 Apprenticeship.

## **Requirements for Entry to Level 3 Apprenticeship**

Apprentices will normally have completed the Level 2 MA in Agriculture or a one year full-time NC Agriculture course. They must also be capable of achieving the required core skills at SCQF Level 5. They must also be in full-time paid employment.

# Specialist Dairy Apprenticeship



## **An opportunity to earn as you learn, gain qualifications and build skills for a career in dairy farming.**

Dumfries and Galloway are piloting a specialist Modern Apprenticeship in Dairy Farming providing an opportunity for young people to be employed full time, while undertaking training provided by the Scottish Rural College. This opportunity is now available Scotland wide. The work on farm and training by SRUC will be practical, technical and academic, offering the Dairy Apprentice significant, relevant skills specific to the dairy industry.

## **Roles and responsibilities of the apprentice:**

- attend work on time and carry out duties as required by your employer
- complete day to day work and training, in line with the Dairy MA course and the needs of the farm
- attend SRUC Barony or designated farm for training when required
- provide feedback and contribute to evaluation of the training

## **What level of qualification is this?**

Successful completion would lead to an industry recognised and Scottish Qualification Authority accredited qualification at Modern Apprentice Level 2 /3 (equivalent to SCQF 5-7).

Next steps could be full time employment at enhanced salary reflecting your qualification, a worked based technical specialist apprenticeship at level 4 or full-time education at Certificate, Diploma and Degree.

## **How long will it take?**

The current programme (level 2 and 3) will take 2 to 2.5 years depending on your entry level and include:

- on job training – delivered by a specialist farmer
- off the job training – delivered by SRUC Barony staff as day or block release at Barony College or a strategic to farm suit farmer, apprentice and college.

Apprentices and farmers will be supported throughout the programme.

## **What are the hours and rate of pay?**

The hours are full time (39 hours) on a local dairy farm and off farm training. The minimum wage will be;

- £10,140 per annum (£5 per hour) for the first 12 months
- £15,879 per annum (£7.83 per hour) for second 12 months
- £18,312 per annum (£9.03 per hour) once qualified to level 3.

As a guide to career progression highly skilled and knowledgeable dairy technicians can aspire to head dairy person, or manager with salaries which can reasonably and realistically be more than £50k.

## **When does it start?**

The first intake of apprenticeships started in August 2018. There is an option to start in January 2019 and again in August 2019.



## What are the benefits?

The Dairy Apprentice qualification and the experience and skills gained will provide you with a very strong CV in the dairy sector, offering good employment with enhanced salary, and further learning opportunities (technical and academic) in a modern, highly technical sector where there is significant demand for these skills.

## How will I know it is right for me?

A tailored induction will prepare you for the possibility of employment on a dairy farm and begin some of the course material to prepare for the apprenticeship. Existing senior school students may use the induction to consider whether this is the right route for them. Summer induction could be part time release from school to accommodate other timetabled subjects for 5th or 6th year, in recognition that individuals may decide to stay at school, rather than opt for the apprenticeship

### Contact details:

#### Contact for Modern Apprenticeship ( SRUC Barony)

Adam Wardrop  
Agriculture Programme and Team Leader  
SRUC Barony Campus  
Tel: 01387 860251  
Email: adam.wardrop@sruc.ac.uk

#### Contact for land based award and Specialist Dairy Apprenticeship (DG Council)

Tracey McEwan  
Tutor / Assessor  
Employability and Skills  
Dumfries and Galloway Council  
01387 260600  
Tracey.mcewan@dumgal.gov.uk

#### Contact for Pre Apprenticeship (Tarff)

Rod Sanderson,  
Tarff Valley,  
Ringford, Old Station Yard, Castle Douglas, DG7 2AN  
Tel: 01557 820247  
rod.sanderson@tarffvalley.co.uk