

# Growing Agricultural Talent

## Dumfries and Galloway

## Pathways into Agriculture

Information for Farmers



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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

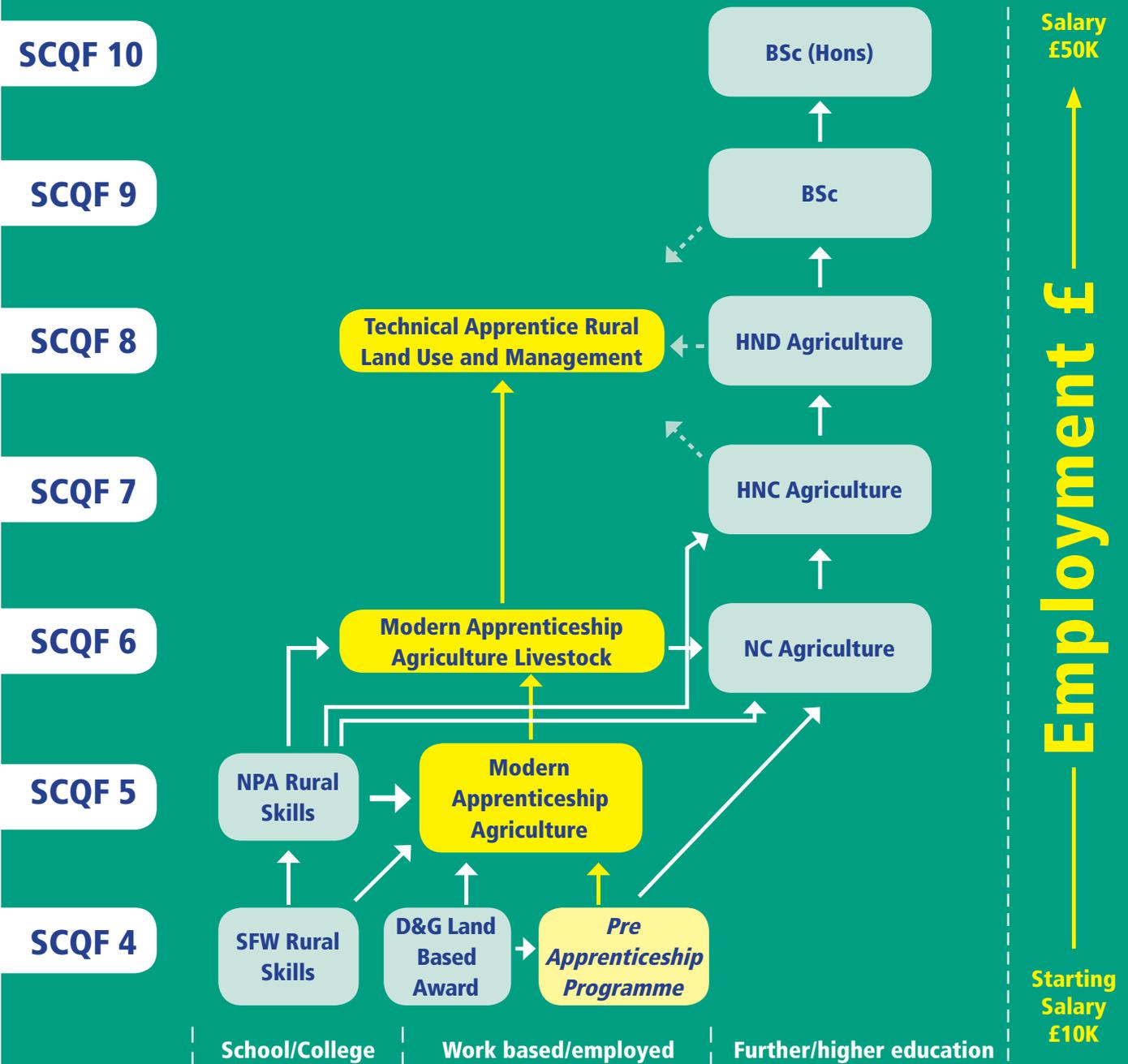
Formalise a sector working group to ensure regular constructive working between industry and training providers, influencing curriculum content, skill development and raising awareness work.

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



Over the past 4 years a number of partners have been working together to establish a pathway into agriculture for young people. There are a growing number of young people interested in a career in agriculture and the following table explains the different opportunities farmers can provide to grow a talented workforce in Dumfries and Galloway.

Opportunity	DG Land based Award	Pre Apprenticeship	Modern Apprenticeship
Target age	School ( S4/5/6)	Post school (min age 16)	Post school (min age 16)
Commitment	One day per week for an academic year	Full Time (up to 6 month placement)	Full Time (12 – 18 months depending on level)
Paid/unpaid	Unpaid	Paid	Paid
Financial commitment from farmer	nil	*Min wage £5.30 per hour. *Paid back to Tarff as 'host employer'.	Min wage of £5.30 per hour. This is a minimum and can be more if desired.
Role of farmer	Provide a suitable mentor Provide a range of opportunities and experiences to allow the young person to gain general employability skills and, within health and safety guidelines gain a basic understanding of the roles and employment opportunities in farming.	Provide a suitable mentor Provide a planned range of opportunities and experiences to allow the young person to understand the roles and responsibilities of a full time employee. Release the young person for induction and training by SRUC Barony as required and provide suitable tasks and opportunities on farm to apply that learning.	Provide a paid job for the apprentice. Provide a suitable mentor Release apprentice for training by SRUC Barony as required (normally paid block release). Work with SRUC Barony staff to make sure training reflects the needs of your industry. Provide suitable tasks and opportunities on farm as part of paid work to apply learning and develop industry specific skills directed by MA course requirements.
Outcomes for young person	Mentored support SQA qualification Skills Knowledge	Mentored support First full time paid work experience Certificated Skills SQA qualification Practical Experience Industry Knowledge	Mentored support SVQ qualification Fulltime job Practical Experience Relevant Knowledge Certificated Skills
Outcomes for farmer / industry	More young people aware of agriculture as a career	Development of mentoring skills Upskilled young people entering industry Opportunity for industry to influence training provision	Opportunity to train and develop young people for your farm / industry Opportunity to influence training provision and course content to match employer need

# What is a Specialist Dairy Apprenticeship?



Dumfries and Galloway is piloting a specialist Modern Apprenticeship in Dairy Farming, based on existing standards of a Modern Apprenticeship but working with SRUC and farmers to ensure training is relevant and current and the apprentice is receiving the best education and training to be of value in their future career and to their employer. Dairy farmers employ and train a young person, with training on farm supported by training by SRUC, which will be practical, technical and academic, offering the Dairy Apprentice the opportunity to gain skills specific to dairy.

## The roles and responsibilities of the farmer:

- employ the young person,
- take responsibility for the day to day work and training, in line with the Dairy MA course and the needs of the farm
- work with SRUC to ensure training and work are appropriate for developing a skilled and able dairy technician, while accepting that the apprentice has responsibility to work as a team player on farm and at college.
- supporting, encourage and mentor the apprentice to develop life skills such as good time keeping, communication and personal responsibility.

## 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).

How long will it take?

The current programme (level 2 and 3) will take 2 to 2.5 years, (depending on induction requirements) 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 farm suit farmer, apprentice and college.

Apprentices and farmers will be supported throughout the programme.

## What are the hours and rate of pay?

Work is full time (39 hours) apart from when being released for training. There is no cost for training to the farmer and 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.

## When does it start?

The first intake of apprenticeships started in August 2018. There is an option to offer more new starts January 2019 and an intake again in August 2019.

## What are the benefits to you?

The Dairy Apprentice qualification and the experience and skills gained will provide dairy farmers with higher skilled staff who will be able to take more responsibility, increase farm productivity and take pressure of farmers on a day to day basis. The lack of skilled and reliable staff is affecting all industries and agriculture has to compete. This initiative hopes to increase the attractiveness of the sector and provide, in time, a regular intake of trained and able young people.

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

It is understandable that taking on a Modern Apprentice is not for everyone or appropriate for any farm situation. However, if you believe that you or your staff can support and encourage a young person, help them learn about dairy and the basic requirements of working on a farm, then the rewards are there.

There will be a need to accept the value of off farm training, and SRUC will try to fit with your needs. The initial 'cost' in the time investment may not cover the salary, but in the longer term this investment will be repaid as the apprentice builds knowledge and confidence.

## How can I be assured that 'my' apprentice is right for me?

An induction period will introduce potential apprentices to employment on a dairy farm and begin some of the course material to prepare for the apprenticeship. Existing school students in S4,5,6 may use an induction to consider whether this is the right route for them, and if they are suited to the farmer before committing to leaving school. An interview process will ensure that all potential apprentices are appropriate for the course and employment on a dairy farm.

### Contact details:

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

Adam Wardrop  
Agriculture Programme and Team Leader  
SRUC Barony Campus  
Tel: 01387 860251  
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#### 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,  
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#### General Contacts

NFU Scotland  
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Director of Regions/Regional Manager Dumfries and Galloway  
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#### How do I find out more and offer an employment opportunity for an apprentice?

Stuart Martin  
Scottish Dairy Hub  
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