



The Sector Skills Council for  
environmental and land-based industries

## Trees and Timber

### Apprenticeship review - consultation January 2010

This document describes the findings from a consultation exercise to review the Apprenticeships framework for the Trees and Timber industry structured by Lantra. A self completion questionnaire was developed in order to capture employer and provider views on the current frameworks. Findings will be used to support the development of the frameworks.

Reponses for each question have been set out below. Generally the responses are too small to present as a percentage, however where percentages have been included, they have been calculated using a base which excludes “don’t know “or not responded.

### Provider Responses

**Q1** 11 providers completed apprenticeship review questionnaires, 5 of which delivered the Trees and Timber Apprenticeship.

Q2 Where are you based?	Framework providing feedback on?	
	Level 2	Level 3
England	6	N/a
Northern Ireland	-	N/a
Wales	-	N/a

<b>Q3 Are you satisfied with the following elements that make up a Lantra Apprenticeship in Trees and Timber?</b>	Yes	No	Don't Know/ No Answer
Competence based element (e.g. NVQ)	3	3	5
Knowledge based element (e.g. Technical Certificate)	2	3	6
Key/Functional/Essential Skills	3	3	5
Employer Enhancements (e.g. Rights and Responsibilities)	4	2	5
The Lantra apprenticeship overall	2	4	5

**Q4** How can the Apprenticeship be improved? Provider responses included:

- *“The NVQ needs to include much more about; Trees & Law Tree Hazard Analysis & Rating Systems Tree/Plant Biology Dendrology Woodland Management These would benefit from being a complete unit. The framework has PA1/6 which is useful to many employee”*
- *“I think we should have climbing and rescue NPTC as part of the apprenticeship as this is needed by groundsmen as well as climbers. I also think we would get more learners if we had this in place. This could take the place of the spraying units”*
- *“Funding to include financing towards competency units.”*
- *“Less Key Skills More relevant additionalities Better funding, clearer guidance on the need for certificates of competence when undertaking arboricultural works, better unit choice aimed at the what the employer wants”*
- *“The apprenticeship needs to be flexible in its approach to both candidates and employers in choosing units. Industry qualifications such as NPTC or LANTRA certificates should be core elements to the nvq as it makes the qualification relevant to the employers. Key skills should be relevant to the industry that the candidates are working in”*
- *“1) Remove mandatory element of PA1/PA6 2) Allow more flexibility in the CS tickets they take 3) Reduce number of key skills 4) Improve level of First Aid certificate.”*

**Q5** 6 providers think that there is a need for a level 3 Advanced Apprenticeship in Trees and Timber as a progression route for the level 2 Apprenticeship.

**Q6** Reasons why providers thought that there is a need for an Advanced Apprenticeship included:

- *“Currently have 30 learners doing NVQ L2 would say about 70% of these would like to go onto a NVQ L3 Apprenticeship. Also have many mature learners that would like to undertake NVQ L3 Arbor Apprenticeship. At present we are able to offer NVQ L 3 Arbor as a stand alone qualification. We do not have any funding from the LSC. Learners and Employment re reluctant to pay the full price for the qualification. This is putting learners and employers off. Currently have 10 learners that would enrol if funding was available. An Advanced Apprenticeship is most definitely needed”*
- *“We need something for the team leaders to help them to understand how to run a safe site. A lot of my learners want to go on to run teams and would be very interested in a level 3”*
- *“To further broaden skills & encourage students to progress.”*
- *“Progression”*
- *“Improves the candidates managerial and technical skills”*
- *“Many apprentices would like to progress to the next level and employers would like to continue their training commitment.”*

**Q7** 2 providers had difficulty locating employers for the Lantra apprenticeship and 4 providers said that they did not have any difficulty.

**Q8** To the question, if “yes” what would you like Lantra to do, providers responded:

- *“Sometimes. It depends on the economic climate”*
- *“Have working relationships with the industry organisations to make the nvq credible in the working environment. Use the Arboriculture Association, Forestry Contractors Association and the Forestry Commission to help promote the nvq.”*

**Q9** 2 providers thought that the apprenticeship framework was meeting the needs of employers, and 4 thought that it did not.

**Q10** Reasons why providers thought that the framework isn't meeting the needs of the employers are listed below.:

- *"The climbing unit is far too involved for Level 2 and most employers are unhappy for apprentices to carry out rigging operations during the apprenticeship. This is the same for the felling unit. Medium Tree Felling is seen by most employers as advanced treework. There is too much advanced treework requiring certification in Level 2"*
- *"Industry qualifications (NPTC/ LANTRA) need to be core to the nvq. This makes candidates employable, productive, insured and allows them to develop their skills in the workplace. Units choice needs to be flexible in today's working environment"*
- *"It does not make C538 mandatory which for Arb firms is a requirement to undertake their work."*

**Q11** 3 providers thought that the current Lantra Apprenticeships did not meet the needs of apprentices.

**Q12** Reasons stated why apprenticeships did not meet the needs of apprentices included:

- *"Some Yes if they already have experience but for those new to the industry it can be overwhelming what they need to achieve to complete a relevant industry based apprenticeship"*
- *"Units choice needs to be flexible in today's working environment. Key skills need to be relevant to the qualification undertaken. (eg arb students don't use computers at work at level 2)"*
- *"Apprentices would like CS38 included in the framework and some in addition CS39."*

**Q13/14** Parts which providers said that apprentices did not complete include:

- *"T26 (The climbing Unit) It can be too advanced for some and the unit needs replacing"*
- *"Completing all six key skills is a challenge." "Candidates struggle to see the relevance between these and the working environment when they have come to train as tree surgeons"*
- *"Some struggle to complete PA10 PA6: Lack enthusiasm to study for this as not relevant to their current work."*

**Q15 Are there any factors which may stop you from offering apprenticeship places on the Lantra framework in the next 12 months?**

A lack of demand by employers	1
Lack of funding	0
Too bureaucratic	6
Lack of suitable candidates	0
No in-house capacity to deliver them	1
The apprenticeship is not suitable	3
Lack of qualified assessors	0
Other ( <i>Please specify below</i> )	2
<p><i>"We are not yet accredited as a training provider. The accreditation process is very complicated"</i></p> <p><i>"The apprenticeship needs development to ensure it is fit for purpose. Also employers need more guidance"</i></p>	

**Q16 Number of providers who offer Lantra apprenticeships by framework:**

Industry	Number of Providers	Industry	Number of Providers
Agriculture	2	Trees and Timber	5
Production Horticulture	1	Fencing	0
Animal Care	1	Floristry	1
Equine	1	Land-based Engineering	2
Environmental Conservation	1	Farriery	0
Game and Wildlife Management	1	Veterinary Nursing	0
Amenity Horticulture	3	Dry Stone Walling	0

**Q17** 5 of the providers surveyed, said that they would be interested in joining a group to help shape Lantra apprenticeships of the future.