



Apprenticeships at FLS

This powerpoint is to inform the Confor group of the recent and current apprenticeships that are being hosted by FLS in the South, North, East and West Regions.



From the beginning...

- 2018 8 Trees and Timber apprentices employed in the South region. Supported by SURC Barony college for SVQ Trees and Timber at SCQF Level 5 in year one and supported by UHI Scottish School of Forestry to complete a Professional Development Award in Forestry (PDA) in year 2.
- 2019 8 Trees and Timber apprentices employed, 4 in the North region, 2 in the East Region and 2 in the West Region. Supported by UHI Scottish School of Forestry for SVQ in Trees and Timber at SCQF Level 5 in year 1 and SCQF Level 6 in year 2.
- 2019 4 Forest Machine Operator (FMO) apprentices employed in the South Region. Supported by SRUC Barony college for SVQ in Trees and Timber at SCQF Level 3 in year 1.
- 2020 3 Mechanical Engineering Apprentice, 1 employed in the South Region supported by Dumfries & Galloway College and 2 in the North Region supported by Inverness College for a 4 year apprenticeship covering an NC, PEO and SVQ 3. 5 Trees and Timber and 1 FMO continue to complete their apprenticeship programme. 10 T&T and 2 FMO apprentices in full time employment in the forest industry.



How was this set up and who was involved?

- Opportunity identified by Regional Managers and supported by FLS Land Management.
- Learning and Development made links with local training providers – SRUC Barony to cover the Southern area of Scotland and UHI SSF to cover the Northern area of Scotland.
- Apprentices Support Managers employed to provide support for the Regions, Apprentices and Training providers over the 2 years to ensure successful completion of the programme.
- FMO – initial set up came from the South Region and included involvement from John Deer to provide machines and equipment, and Elliot Henderson and Treetop Forestry assisted with recruitment of the apprentices as there was the agreement that after completion of their first year, 2 of the cohort would move to these two companies to complete their apprenticeship with them and 2 would remain with FLS. SRUC Barony were identified as the training provider.
- MES – L&D department supported our MES department in the research, recruitment and set up of a 4 year Mechanical Apprenticeship programme in the North and South of Scotland, with Inverness college and Dumfries and Galloway college identified as the training provider.



What the apprenticeships cover....

- Real life work experience covering a number of forestry related land management areas
- City and Guilds NPTC training and tickets
- SVQ qualifications at SCQF levels 2 & 3 covering a variety of relevant industry related topics
- Representation of FLS at various industry events such as Lantra and RHS
- Real life job prospects at the end of programme





Benefits to FLS

- Extra workforce to meet increasing demands on the current and aging workforce
- Potential to develop an increased skilled workforce for FLS
- Increased outputs in work being completed
- Increased motivation in existing teams
- Inputs of new knowledge and sharing among teams
- Training our future workforce in the region means easier induction when they are employed with FLS

Benefits to apprentices

- Real world experience
- Forestry knowledge and start career.
- Secure a job with good wages and pension.
- Gain qualifications & tickets and safely use them.
- Certified for wider access to industry jobs
- Increased confidence & meeting new people.
- Good work life balance with low stress
- Outdoor practical working



Success and Current situation...

South T&T – 7 fully completed the apprenticeship programme gaining SVQ certification, industry tickets, PDA

4 employed by FLS as Craftsperson

1 employed by FLS as a Visitor Services Assistant

2 employed by SF as Assistant Woodland Officers

1 employed by a private contractor in the Forestry industry

North T&T – 7 remain in their 2nd year of T&T apprenticeship, gaining SVQ certification and industry tickets

2 employed by FLS as Craftpsersons and are continuing with SVQ certification

1 left the programme in 2019



South FMO - 4 apprentices gained their SVQ certification and industry tickets in their first year

1 remains as an FLS apprentices

1 is employed by Treetop Forestry

1 is employed by Elliot Henderson

1 left the apprenticeship programme after completing their first year.

MES – 3 apprentices started on October 1st 2020

Business Admin FA – 1 Foundation Apprentice in the North

FLS are exploring options with Regions to increase Work Based Learning opportunities to fulfil the recent Governments programme to expand Green Jobs and the requests currently include; MES, Wildlife Rangers, Craftsperson's, FMO, Procurement, Planning, Data Science.