

apprenticeship FRAMEWORK

Agriculture (England)

IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 21 SEPTEMBER 2018

Modifications to SASE came into effect on 21 September 2018. Accordingly, SASE publication DFE-00236-2018 applies **both** to new Apprenticeship starts from 21 September 2018 **and** all Apprenticeships commenced before and not completed by 21 September 2018.

Latest framework version?

For any previous versions of this framework: https://acecerts.co.uk/framework_library

Issue date: Click here to enter text.

Issued By:
Lantra

Apprenticeship Certificates
England

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Agriculture (England)

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Framework information

Information on the Issuing Authority for this framework:

Lantra

The Apprenticeship sector for [Click here to enter text.](#)

Issue number: 7	This framework includes:
Framework ID: FR02698	Level 2 <input checked="" type="checkbox"/> Level 3 <input checked="" type="checkbox"/>
Date this framework is to be reviewed by: 29/09/2017	This framework is for use in: England

Short description

The Agriculture Intermediate and Advanced Apprenticeship frameworks are designed to provide apprentices with the skills and knowledge required to carry out their job role and support future progression within the sector.

This Apprenticeship framework reflects the range of jobs within Agriculture, covering both arable and livestock enterprises. It provides an entry route into the sector as a general farm worker and provides progression through to an assistant herds person/assistant arable manager.

This apprenticeship framework provides progression opportunities through to the Higher Apprenticeship in Agriculture, leading to jobs such as Unit Manager or Assistant Farm Manager.

The minimum duration of the Intermediate Apprenticeship is 15 months and the Advanced Apprenticeship is 18 months.

Contact information

Proposer of this framework

Lantra has developed this framework using a number of mechanisms for engaging with its employers through Lantra's Agriculture industry contacts including employers and associations such as: National Farmers' Union, British Institution of Agricultural Consultants, National Sheep Association, British Dairy Farmers and a number of independent farmers.

Developer of this framework

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Revising a framework

Why this framework is being revised

The work-based qualifications within the Intermediate and Advanced Apprenticeships have been updated to reflect the recently revised National Occupational Standards.

Following the changes to the Specification of Apprenticeship Standards for England, the Higher Apprenticeship in Agriculture pathways have been removed from this framework and developed as a standalone higher apprenticeship framework.

Summary of changes made to this framework

Updated Level 2 and 3 work-based diplomas.

Removal of the Higher Apprenticeship in Agriculture pathways.

Qualifications removed

City & Guilds Level 2 Diploma in Work-based Agriculture (QCF) - 500/6231/1

City & Guilds Level 4 Certificate in Work-based Agricultural Management (QCF) - 600/2788/5

City & Guilds Level 4 Diploma in Work-based Agricultural Business Management (QCF) - 600/2842/7

Edexcel BTEC Level 4 Certificate in Project Management for Land-based Industries (QCF) - 600/6840/1

Qualifications added

City & Guilds Level 2 Diploma in Work-based Agriculture (QCF) - 601/2653/X

Qualifications that have been extended

None

Purpose of this framework

Summary of the purpose of the framework

Defining Apprenticeships

An Apprenticeship is a job with an accompanying skills development programme under an Apprenticeship Agreement designed by employers in the sector. It allows the apprentice to gain technical knowledge and real practical experience, along with functional and personal skills, required for their immediate job and future career. These are acquired through a mix of learning in the workplace, formal off the job training and the opportunity to practice and embed new skills in a real work context. This broader mix differentiates the Apprenticeship experience from training delivered to meet narrowly focused job needs.

All apprentices commencing their Apprenticeship must have an Apprenticeship Agreement between the employer and the apprentice. This can be used to reinforce the understanding of the requirements of the Apprenticeship.

On completion of the Apprenticeship the apprentice must be able to undertake the full range of duties, in the range of circumstances appropriate to the job, confidently and competently to the standard set by the industry.

The Agriculture Industry

Agriculture includes the production of primary food and managing the land for environmental and sustainable development. The Agriculture sector can be divided into a number of sub-sectors or industries:

- Agricultural crops, which involves arable production including grains, seeds, sugar and potatoes. Some businesses have diversified into bio-fuels, trees and
- short term coppice Agricultural livestock, which involves the production of beef, sheep, pigs, poultry, dairy and other non mainstream livestock
- Agricultural contracting which involves services provided to farmers such as crop spraying, grain drying, foot trimming, sheep shearing and animal and plant breeding and research
- Production Horticulture which involves the growing of fruit and vegetables. However many employers see production horticulture as separate from

agriculture and therefore this part of the industry is included in the Horticulture Apprenticeship.

The main production enterprise of a farm will vary according to geographical location, which is often determined by the soil type, climate and market, all of which are important factors in animal and plant production. There have been many significant changes in recent years with new technology, farming methods and legislation resulting in changes to practices and the skills required to meet future challenges.

The Agriculture and Production Horticulture industries produced a Skills Strategy to promote the professional, highly technical and innovative nature of the sector, which requires those working in it to update and increase their skill levels to meet the challenges of the 21st Century. This work has moved on since the Agriculture apprenticeship was developed and is now the Agri Tech and Skills Strategy led by AHDB which builds on the Agri Skills Forum and aims to provide a common vision and pathway which many existing skills initiatives can rally behind. The focus of the strategy is workforce development and retention.

Micro-businesses dominate the environment and land-based sector with 97% of Agricultural businesses in the sector employing fewer than ten members of staff (Lantra's UK Landbased and Environment Sector - Labour Market and Skills Summary update 2013). Agriculture is the most significant industry for the environment and land-based sector in England representing 64% of the businesses and 63% of employment. Having said this, many Agricultural businesses employ casual and seasonal workers to help throughout busy periods increasing the employment levels within the industry. In particular, migrant workers make up a significant part of the workforce and with the numbers likely to decrease the industry will need to look to recruit more school leavers.

Despite the previous Agriculture Apprenticeship framework being successful, 24% of the workforce have no qualifications although, they are usually very skilled. Employers also report a skills gap when recruiting, particularly in technical, environmental, literacy, numeracy and business skills. Therefore, because of the nature of Agricultural businesses, work-based learning through Apprenticeships is a good way for those entering the sector to learn the necessary skills and knowledge.

Agriculture in particular has an ageing workforce with 41% of people aged 50 or over with the key decision maker generally around the age of 55. Therefore the Agricultural Skills Strategy has tasked the industry with developing the workforce to increase retention.

The Agricultural industry values the Apprenticeship as an entry route into the sector,

which is evidenced by the growth in the completions of the Apprenticeship in England over the last two years as indicated below:

2012-2013

- Level 2 - 407
- Level 3 - 195
- Total - 602

2011/2012

- Level 2 – 368
- Level 3 – 114
- Total - 482

During the review of this Apprenticeship, Lantra involved the industry and members from the Agricultural Skills Strategy, such as National Farmers' Union, British Institute of Agricultural Consultants, National Sheep Association, British Dairy Farmers and a number of independent farmers.

The Intermediate and Advanced Agriculture framework reflect the job roles within the industries and allows apprentices to take units in crop production, livestock production, mixed farming or poultry production depending on the type of farm they are working on. The types of jobs available include:

- Intermediate Apprenticeship: General Farm Worker (Livestock, Crop or Mixed Farm), Tractor Driver, Stock person, Pig Technician and Hatchery Staff
- Advanced Apprenticeship: Livestock Technician, Shepherd, Hatchery Supervisor/Charge-hand

Further information on the Agriculture industry can be found at: www.lantra.co.uk.

Aims and objectives of this framework (England)

The aim of the Intermediate and Advanced Apprenticeship in Agriculture is to build on the predecessor by including updated qualifications that are flexible and reflective of the skills needs of the industry, attract new entrants into Agriculture and provide progression opportunities to move towards higher level jobs.

The objectives are to:

1. To attract new entrants into the industry providing up-to-date industry specific training, especially those from under-represented groups.
2. Increase the professionalism of the industry.
3. Upskill those currently working in Agriculture to ensure they have the skills

required to be competent in their profession.

4. Increase awareness and benefits of the Intermediate and Advanced Apprenticeship with employers and young people.
5. Provide a clear progression route for those wanting to develop their skills and career within agriculture.

Career information within the Agriculture industry is available on Lantra's website www.lantra.co.uk/careers.

Entry conditions for this framework

The entry conditions for the framework is the employer's and training provider's confidence in your ability to develop the skills and knowledge required to work within the Agriculture industry. Employers are encouraged to get involved in the recruitment and selection stages, to ensure they get to know the apprentices before their employment.

If you are interested in working outdoors and with animals and/or crops, a job in Agriculture may be the career for you. There are many different types of jobs, for example you can work on an arable and/or livestock farm as a farm worker, looking after sheep, cows and pigs, and/or growing crops and longer term progress to managing.

As an apprentice, you will need to be employed for a minimum of 30 hours per week and have an Apprenticeship Agreement which is signed by yourself and your employer.

Duration of the Apprenticeship

Through the development of the Agriculture Apprenticeship it has been agreed with the industry that the minimum duration of the Intermediate Apprenticeship is 15 months and the Advanced Apprenticeship is 18 months.

Requirements for the Intermediate Apprenticeship

There are no specific entry requirements to enter the Agriculture Intermediate Apprenticeship, however, there are qualifications or experience that will help learners prior to starting:

- Level 1 Award/Certificate/Diploma in Work-based
- Agriculture Level 1 Certificate in Land-based Operations
- Level 1 Certificate in Practical Agriculture

... Agriculture (England)

- Agriculture units taken as part of Foundation Learning
- Have previously worked in, or are currently working within the
- industry Voluntary work within the Agricultural industry
- GCSEs

Requirements for the Advanced Apprenticeship

The Agriculture industry want the entry requirements for the Advanced Apprenticeship to be flexible, so therefore has suggested that one of the following should be completed:

- Intermediate Apprenticeship in Agriculture
- Level 2 Certificate or Diploma in Work-based
- Agriculture Level 2 Award, Certificate or Diploma in
- Agriculture Level 2 Certificate in Pig Husbandry Skills
- Level 2 Certificate in Land-based
- Activities Level 2 NVQ in Agriculture Crops/Livestock
- Practical experience within the Agricultural
- industry Voluntary work within the Agricultural industry
- 3 GCSEs (A*-C)
- AS/A levels.

Progression opportunities onto the Agriculture Intermediate and Advanced Apprenticeship also exist for adult learners who have experience within the Agriculture industry who are looking for a career change.

Initial Assessment

Training providers and employers should use an initial assessment process which is fit for purpose. This will ensure that applicants starting on the Apprenticeship and Advanced Apprenticeship have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Recognition of Prior Learning (RPL)

If applicants have units towards the level 2 and/or 3 work-based qualifications, these will be reviewed during an initial assessment to see if Recognition of Prior Learning can be claimed.

Learners who have completed the 14-19 Diploma may have completed units or short

courses which will provide underpinning knowledge towards the Intermediate Apprenticeship, this will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

All apprentices must achieve the required Functional Skills. Applicants may already hold the equivalent qualifications. Refer to Transferable Skills section for more details.

Level 2

Title for this framework at level 2

Agriculture

Pathways for the framework at level 2:

Pathway 1: Agriculture

Level 2, Pathway 1: Agriculture

Description of this pathway

- Combined competence/knowledge qualification - 37 credits (competence 27 credits and knowledge 10 credits)
- Level 1 Functional Skills in English - 5 credits
- Level 1 Functional Skills in Mathematics - 5 credits

Entry requirements for this pathway in addition to the framework entry requirements

No additional pathway entry requirements.

Job title(s)	Job role(s)
Farm Worker	Farm workers are employed to carry out work on arable and/or livestock farms, such as sheep, dairy or beef farms. The type of work they do varies from season to season and involves planting, tending and harvesting a range of crops and may involve maintaining the health and welfare of livestock.
Tractor Driver	A tractor driver will undertake a variety of different jobs including ploughing, drilling, harvesting silage or cleaning out cattle sheds. They may work on an individual arable/livestock farm or for an agricultural contractor.
Stock person	A stock person is responsible for the livestock on a farm. This will include ensuring they are fed and watered and looked after to meet health and welfare requirements as well as growth targets.
Pig Technician	A pig technician will have skills in carrying out specialist services on the pig farm. These may include applying treatments and vaccinations, detecting and identifying pigs on heat, artificial insemination of sows and gilts (female pigs), and pregnancy diagnosis through scanning.
Hatchery Staff	Hatchery staff may work with various types of poultry, such as chickens, turkeys, ducks and geese. They will deal with areas such as animal welfare, egg quality and handling and machine operation ensuring aspects such as the incubation needs are met.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - City & Guilds Level 2 Diploma in Work-based Agriculture (QCF)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1 a	601/2653/X	City & Guilds	37	252	

Relationship between competence and knowledge qualifications

There is one qualification, Level 2 Diploma in Work-based Agriculture, which includes both competence and knowledge.

The competence and knowledge elements will be achieved through completion of the mandatory and optional units listed within the awarding organisation's (C&G) guidance and will total a minimum of 37 credits. At least 10 credits must be achieved through the knowledge units and be assessed via independent methods.

The competence units will be separately assessed to the knowledge units listed below.

The choice of knowledge units will depend on the role and workplace the apprentice is working in and will need to be agreed with the apprentice, employer and provider at the start of the programme.

Knowledge units (minimum of 10 credits must be achieved)

- Monitoring and maintaining health and safety (2 credits knowledge)
- Maintain and develop personal performance (1 credit knowledge)
- Establish and maintain effective working relationships with others (1 credit knowledge)
- Maintain the healthy growth of crops (4 credits knowledge)
- Establish and maintain conditions appropriate to the welfare of animals (2 credits knowledge)

knowledge)

- Maintain site bio-security and personal hygiene (1 credit knowledge)
- Prepare feed and water supplies for livestock (1 credit knowledge)
- Monitor and maintain the supply of feed and water to livestock (1 credit knowledge)
- Prepare and monitor a mechanically controlled livestock production environment (2 credits knowledge)
- Load and unload physical resources within the work area (1 credit knowledge)
- Transport physical resources within the work area (1 credit knowledge)
- Prepare and operate a tractor with attachments (3 credits knowledge)
- Maintain equipment and machines (2 credits knowledge).

Transferable skills (England)

Apprentices must complete, or have completed, one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications in order to successfully complete their Apprenticeship.

The list of acceptable qualifications may vary depending on the Apprentice's completion date of their Apprenticeship. Please check the qualifications that are acceptable for each Apprentice.

If Apprentices do not have acceptable evidence of the achievement of these mandatory qualifications, at the required grade/level, an Apprenticeship certificate cannot be awarded.

ENGLISH

For the current list of acceptable English qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require English achievement above the minimum SASE requirement?

YES

NO

If YES, please state the grade/level required for English:

Click here to enter text.

MATHS

For the current list of acceptable Maths qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require Maths achievement above the minimum SASE requirement?

YES

NO

If YES, please state the grade/level required for Maths:

Click here to enter text.

Inclusion of Information and Communications Technology (ICT)

Is ICT a framework requirement? **YES** **NO**

ICT

For the current list of acceptable ICT qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require ICT achievement above the minimum SASE requirement

YES

NO

If YES, please state the grade/level required for ICT:

Click here to enter text.

Progression routes into and from this pathway

The Intermediate Apprenticeship in Agriculture is valued by the Agricultural industry as an entry route into the sector.

Progression onto the Intermediate Apprenticeship in Agriculture

There are no specific entry requirements to progress onto the Intermediate Apprenticeship, however, there are qualifications and experience listed below which will help learners prior to starting.

- Level 1 Award/Certificate/Diploma in Work-based
- Agriculture Level 1 Certificate in Land-based Operations
- Level 1 Certificate in Practical Agriculture
- Agriculture units taken as part of Foundation Learning
- Have previously worked in, or are currently working within the
- industry Voluntary work within the Agricultural industry
- GCSEs.

Learners who have completed the 14-19 Diploma may have completed units or short courses which will provide underpinning knowledge towards the Intermediate Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

Progression opportunities onto the Agriculture Intermediate Apprenticeship also exist for adult learners who have experience within the Agriculture industry or who are looking for a career change.

Progression from the Intermediate Apprenticeship in Agriculture:

Apprentices successfully completing the Intermediate Apprenticeship have opportunities to progress within the industry by progressing onto the Advanced Apprenticeship in Agriculture or to Further Education courses such as:

- Level 3 Award, Certificate or Diploma in Agriculture
- Level 3 Certificate or Diploma in Work-based
- Agriculture Level 3 Certificate in Pig Husbandry

Skills.

Typical jobs learners completing the Intermediate Apprenticeship will be able to progress to are listed in the section on job opportunities e.g. Livestock Technician, Shepherd or Assistant Herds Person.

For apprentices who wish to continue their development of skills and qualifications beyond Level 3, opportunities exist to progress further into Higher Education with Foundation Degrees/ Degrees. These are explained in the progression from the Advanced Apprenticeship section.

Further information on careers in the Agriculture industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers.

Employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Intermediate Apprenticeship in Agriculture

Within the Intermediate Apprenticeship in Agriculture apprentices need to complete the ERR workbook. Lantra's Agriculture ERR workbook contains a number of tasks with short answer questions covering the nine outcomes listed below, which learners can complete at their own pace. The workbook can be found on Lantra's website www.lantra.co.uk/ERR

There are nine national outcomes/standards that all learners must know and/or understand:

1. Knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers
2. Knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health & Safety and Equality & Diversity training must be an integral part of the apprentice's learning programme
3. Knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work

and Additional Learning Support must be included in the programme

4. Understands the role played by their occupation within their organisation and industry
5. Has an informed view of the types of career pathways that are open to them
6. Knows the types of representative bodies and understands their relevance to their skill, trade or occupation, and their main roles and responsibilities
7. Knows where and how to get information and advice on their industry, occupation, training and career
8. Can describe and work within their organisation's principles of conduct and codes of practice
9. Recognises and can form a view on issues of public concern that affect their organisation and industry.

Certification Requirements for ERR

All providers and apprentices must complete the Apprenticeship Consent Form when claiming for the Apprentice's apprenticeship certificate. The universal form covers declarations for the apprentice to:

- confirm the existence of an Apprenticeship Agreement between themselves and their employer;
- confirm their achievement of all ERR requirements;
- confirm their achievement of all 6 PLTS;
- confirm that they have received at least the minimum levels of GLH set out in their framework and have undertaken training both on and off the job.

All apprentices must sign this form at the end of programme to give their authority for the claimant, named on the form, to make a claim, on their behalf, for their Apprenticeship completion certificate.

Level 3, Pathway 1: Agriculture

Description of this pathway

Working with crops, livestock, poultry or on a mixed farm. A minimum of 67 credits which is made up as follows:

- Combined competence/knowledge qualification - 57 credits - (competence 47 credits and knowledge 10 credits)
- Level 2 Functional Skills in English - 5 credits
- Level 2 Functional Skills in Mathematics - 5 credits

Entry requirements for this pathway in addition to the framework entry requirements

No additional pathway entry requirements.

Job title(s)	Job role(s)
Agricultural Machinery Operator	An Agricultural Machinery Operator is involved with the harvesting of crops on a farm, which could be cereals, grass or vegetables as well as the operation of other agricultural machinery. The role will include the operation, maintenance and cleaning of the combine or machinery and basic repairs.
Assistant Herds Person	An assistant herds person is expected to monitor livestock during lactation and assist in the planning of the unit. It will also include ensuring livestock are maintained in line with health and welfare requirements and are meeting production targets.
Livestock Technician	There are many variations of a livestock technician, but most offer specialist services to the dairy and beef farms, as well as sheep farms. These may include cattle foot trimming, artificial insemination of female cattle and ewes, and pregnancy diagnosis through scanning.
Hatchery Supervisor/Charge Hand (Poultry)	Hatchery supervisors lead a team of staff working with various types of poultry, such as chickens, turkeys, ducks and geese. They ensure that the team deal with areas such as animal welfare, egg quality, handling and machine operation ensuring aspects such as the incubation parameters are adhered to.
Shepherd	A shepherd is responsible for the management of the sheep on a farm. This will mean responsibility for health, welfare, and the performance of the sheep flock. Depending on the size of the enterprise, they may also have responsibility for staff, such as farm workers, lambers and lambing assistants.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 - City & Guilds Level 3 Diploma in Work-based Agriculture (QCF)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1 a	500/6224/4	City & Guilds	57	400	N/A

Relationship between competence and knowledge qualifications

There is one qualification, Level 3 Diploma in Work-based Agriculture, which includes both competence and knowledge.

The competence and knowledge elements will be achieved through completion of the mandatory and optional units listed within the awarding organisation's (C&G) guidance and will total a minimum of 57 credits. At least 10 credits must be achieved through the choice of knowledge units and be assessed via independent methods.

The competence units will be separately assessed to the knowledge units listed below.

The choice of knowledge units will depend on the role and workplace the apprentice is working in and will need to be agreed with the apprentice, employer and providers at the start of the programme.

Knowledge units (a minimum of 10 credits must be achieved)

- Promote, monitor, and maintain health and safety and security (3 credits knowledge)
- Communicate information within the workplace (1 credit knowledge)
- Maintain and store records within the workplace (1 credit knowledge)
- Prepare, monitor and cultivate sites for planting crops (3 credits knowledge)
- Identify, monitor and maintain the healthy growth of crops (5 credits knowledge)

- Establish, monitor and maintain appropriate conditions for livestock (3 credits knowledge)
- Deliver basic treatments to livestock (2 credits knowledge)
- Establish, monitor and maintain site hygiene and bio-security (2 credits knowledge)
Deliver routine husbandry procedures (2 credits knowledge)
- Maintain, monitor and evaluate the provision of feed and water to livestock (3 credits knowledge)
- Plan the preparation and use of tractors and attachments (3 credits knowledge).

Transferable skills (England)

Apprentices must complete, or have completed, one of the English transferable skills qualifications and one of the Mathematical transferable skills qualifications in order to successfully complete their Apprenticeship.

The list of acceptable qualifications may vary depending on the Apprentice's completion date of their Apprenticeship. Please check the qualifications that are acceptable for each Apprentice.

If Apprentices do not have acceptable evidence of the achievement of these mandatory qualifications, at the required grade/level, an Apprenticeship certificate cannot be awarded.

ENGLISH

For the current list of acceptable English qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require English achievement above the minimum SASE requirement?

YES

NO

If YES, please state the grade/level required for English:

Click here to enter text.

MATHS

For the current list of acceptable Maths qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require Maths achievement above the minimum SASE requirement?

YES

NO

If YES, please state the grade/level required for Maths:

Click here to enter text.

Inclusion of Information and Communications Technology (ICT)

Is ICT a framework requirement? **YES** **NO**

ICT

For the current list of acceptable ICT qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of [SASE](#) on the www.gov.uk website. Additional guidance materials can be found on the [Knowledge Base](#) section of the [ACE](#) website.

Does this framework require ICT achievement above the minimum SASE requirement

YES

NO

If YES, please state the grade/level required for ICT:

Click here to enter text.

Progression routes into and from this pathway

The Agriculture industry values the Advanced Apprenticeship as an entry or progression route into the industry. From the Intermediate Apprenticeship there is direct progression onto the Advanced Apprenticeship, or learners may enter straight onto the Advanced Apprenticeship from another programme.

Progression onto the Advanced Apprenticeship in Agriculture

The Agriculture industry want the entry requirements for the Advanced Apprenticeship to be flexible, so therefore has suggested that one of the following should be completed:

- Intermediate Apprenticeship in Agriculture
- Level 2 Certificate or Diploma in Work-based Agriculture
- Level 2 Award, Certificate or Diploma in Agriculture
- Level 2 Certificate in Pig Husbandry Skills
- Level 2 Certificate in Land-based Activities
- Level 2 NVQ in Agriculture Crops/Livestock
- Practical experience within the Agricultural industry
- Voluntary work within the Agricultural industry
- 3 GCSEs (A*-C)
- AS/A levels

14-19 Diploma learners who have completed the Higher Diploma may have completed units within this, which could provide underpinning knowledge and will be assessed during an initial assessment so that Recognition of Prior Learning (RPL) can be applied if appropriate.

Progression opportunities onto the Agriculture Advanced Apprenticeship also exist for adult learners who have experience within the Agriculture industry who are looking for

a career change.

Progression from the Advanced Apprenticeship in Agriculture

Apprentices successfully completing the Advanced Apprenticeship have opportunities to progress within the industry by progressing onto the Higher Apprenticeship or to Higher Education courses such as a HNC/D, Foundation Degree or Degree (BSc).

Examples of courses available across England and the UK include:

- Agriculture
- Agriculture and Countryside
Conservation Agriculture with Animal
Science
- Agriculture with Business Studies
- Level 4 Certificate in Agricultural Management
- Level 4 Diploma in Agricultural Business Management.

Apprentices looking to progress within their employment from the Advanced Apprenticeship may be able to work towards managerial positions such as Assistant Farm Manager or Unit Manager. Progression will be dependent on the qualifications and experience an individual possesses, as achievement alone of the Advanced Apprenticeship does not guarantee entry to these opportunities.

Further information on careers in the Agriculture industry including job profiles, progression maps and case studies can be found at www.lantra.co.uk/careers;

Employee rights and responsibilities

Employee Rights and Responsibilities (ERR) within the Advanced Apprenticeship in Agriculture

Within the Advanced Apprenticeship in Agriculture apprentices need to complete the ERR workbook. Lantra's Agriculture ERR workbook contains a number of tasks with short answer questions covering the nine outcomes listed below, which learners can complete at their own pace. The workbook can be found on Lantra's website www.lantra.co.uk/ERR

Apprentices who have already undertaken an Intermediate Apprenticeship may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section but they will be required to provide evidence of completion at the time of certification of the Advanced Apprenticeship.

There are nine national outcomes/standards that all learners must know and/or understand:

1. Knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and Health & Safety legislation, together with the responsibilities and duties of employers
2. Knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health & Safety and Equality & Diversity training must be an integral part of the apprentice's learning programme
3. Knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included in the programme
4. Understands the role played by their occupation within their organisation and industry
5. Has an informed view of the types of career pathways that are open to them
6. Knows the types of representative bodies and understands their relevance to their skill, trade or occupation, and their main roles and responsibilities
7. Knows where and how to get information and advice on their industry, occupation, training and career
8. Can describe and work within their organisation's principles of conduct and codes of practice
9. Recognises and can form a view on issues of public concern that affect their

organisation and industry.

Certification Requirements for ERR

All providers and apprentices must complete the Apprenticeship Consent Form when claiming for the Apprentice's apprenticeship certificate. The universal form covers declarations for the apprentice to:

- confirm the existence of an Apprenticeship Agreement between themselves and their employer;
- confirm their achievement of all ERR requirements;
- confirm their achievement of all 6 PLTS;
- confirm that they have received at least the minimum levels of GLH set out in their framework and have undertaken training both on and off the job.

All apprentices must sign this form at the end of programme to give their authority for the claimant, named on the form, to make a claim, on their behalf, for their Apprenticeship completion certificate.

The remaining sections apply to all levels and pathways within this framework.

How equality and diversity will be met

Agriculture industry

The Agriculture industry (UK) employees are mainly male (77%), which is significantly higher than the sector average of 68% (UK) male employees and England's average at 65%. Whilst the industry doesn't preclude females from working in the sector, it is suggested that the imbalance is due to an out-dated perception of Agriculture employment as traditionally a male dominated industry despite many roles in Agriculture being carried out by females. It is interesting to note that Further Education enrolments onto Agriculture related learning programmes are also mainly male at an average of 81% compared with work-based learning enrolments 94%.

There are wide range of hands-on roles for people of all ages and abilities together with an increasing need for skilled managerial, high-tech and specialist people. Lantra's research predicts that 110,000 people will be needed over the next decade across the land-based sector.

Agriculture is not always seen as a career of choice because of the perceptions that there are no or limited progression opportunities. Equally, misconceptions that all jobs involve working outdoors in all weathers with long and unsociable hours and that much of the employment is in family business handed down through the generations magnify recruitment barriers in the wider competitive labour market.

However, these are identified as trends which are specific to the nature of the Agriculture sector and there are no actual barriers to recruitment into the industry. There may be some physical restrictions in parts of the Agriculture industry especially whilst working with heavy equipment and machines or with large livestock. This should not rule anyone out as there may be opportunities elsewhere in the industry.

Care should be taken by providers and employers that unfair discrimination does not occur.

Apprenticeships are seen as an important route to encourage and facilitate a greater diversity of individuals into the industry. Training providers MUST comply with the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry, using the nine legally protected characteristics of:

1. Age

2. Disability
3. Gender
4. Gender reassignment
5. Marriage and civil partnership
6. Pregnancy and maternity
7. Race
8. Religion or belief
9. Sexual orientation.

Resolutions and further work

The units within the Diploma in Work-based Agriculture have been written in collaboration with partner awarding organisations to ensure that they are free from bias, accessible to all apprentices and are applicable to a wide range of roles and businesses within Agriculture.

Because of the diverse nature of the Agriculture sector the Diploma in Work-based Agriculture has been developed from these units to allow maximum flexibility and choice within the rules of combination.

Lantra will work with the Agriculture industry and the Agriculture Skills Forum to promote the need for skilled managerial, high-tech and specialist people. This will also take into account the need to increase female and ethnic participation in the industry. Activities will include:

- Increasing the awareness of the Agriculture Intermediate and Advanced Apprenticeship with specific promotions, in particular focusing on under-represented groups such as females
- Increasing marketing and communications highlighting the opportunities to a wide range of careers within and related to the sector
- Using Lantra's careers web pages to inform careers advisors and apprentices of the opportunities available in the industry.

On and off the job guided learning (England)

Total GLH for each pathway

Total Guided Learning Hours

Intermediate Apprenticeship

The total amount of Guided Learning Hours (GLH) which includes both on and off-the-job guided learning for the Agriculture Intermediate Apprenticeship is 530 GLH.

It is expected that apprentices undertaking this pathway would be able to complete the programme within 15 months. The requirement, therefore, is for an apprentice to undertake a minimum of 424 hours in year 1 and 106 in the remaining 3 months of the programme.

Advanced Apprenticeship

The total amount of Guided Learning Hours (GLH) which includes both on and off-the-job guided learning for the Agriculture Advanced Apprenticeship is 714 GLH.

It is expected that apprentices undertaking this pathway would be able to complete the programme within 18 months. The requirement, therefore, is for an apprentice to undertake a minimum of 476 hours in year 1 and 238 in the remaining 6 months of the programme.

Minimum off-the-job guided learning hours

Off-the-job GLH is defined as time for learning activities away from normal work duties. The amount of off-the-job GLH is shown below:

Intermediate Apprenticeship

- Agriculture Intermediate Apprenticeship - a minimum of 378 off-the-job guided learning hours must be delivered over the 15 month period. 302 off-the-job guided learning hours must be delivered within the first year, followed by 76 hours in the remaining 3 month period. This exceeds the minimum requirement of 30% off-the-job GLH per year.

Advanced Apprenticeship

- Agriculture Advanced Apprenticeship - a minimum of 462 off-the-job guided learning hours must be delivered over the 18 month period. 308 off-the-job guided learning hours must be delivered within the first year, followed by 154 hours in the remaining 6 month period. This exceeds the minimum requirement of 30% off-the-job GLH per year.

How this requirement will be met

Off-the-job guided learning should be:

- Planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager
- Allowed access as and when required by the apprentice either to a tutor, teacher, mentor or manager
- Delivered during contracted working hours
- Delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study.

Examples of off-the-job training for the Agriculture Apprenticeship are:

- Knowledge of different animal species and requirements throughout their life cycle
- Knowledge of different plant species and their soil/land requirements
- Food types and their quality/purpose
- Basic animal health and welfare
- Functional Skills in English and Mathematics
- First aid training
- Taught sessions contributing to Employee Rights and Responsibilities
- knowledge Induction where activities are covered away from normal work duties.

Evidence of off-the-job GLH

- Level 2/3 Knowledge based units
- Level 1/2 Functional Skills in English and Mathematics - 45 GLH per Functional Skill
- Employee Rights and Responsibilities
- Personal Learning and Thinking
- Skills Induction.

Off-the-job training must be recorded in a diary, workbook, portfolio or attendance records. This evidence needs to be checked and signed by the assessor and employer.

Certification Requirements for GLH as of the 1st January 2014

As of the 1st January 2014 all providers and apprentices must complete the new Apprentice Declaration & Authorisation Form when claiming for the Apprentice's apprenticeship certificate.

The new universal form covers declarations for the apprentice to:

- confirm the existence of an Apprenticeship Agreement between themselves and their employer
- confirm their achievement of all ERR
- requirements confirm their achievement of all 6 PLTS
- confirm that they have received at least the minimum levels of GLH set out in their framework and have undertaken training both on and off the job

All apprentices must sign this form at the end of programme to give their authority for the organisation named on the form, to make a claim, on their behalf, for their Apprenticeship completion certificate. This form should be uploaded onto Apprenticeship Certification England (ACE) when claiming completion of the framework.

Minimum on-the-job guided learning hours

On-the-job guided learning is defined as skills, knowledge and competence gained within normal work duties. The amount of on-the-job GLH is shown below:

Intermediate Apprenticeship

- Agriculture Intermediate Apprenticeship – a minimum of 152 on-the-job guided learning hours must be delivered over the 15 month period. 122 on-the-job guided learning hours must be delivered in year 1 and 30 GLH in the remaining 3 months.

Advanced Apprenticeship

- Agriculture Advanced Apprenticeship – a minimum of 252 on-the-job guided learning hours must be delivered over the 18 month period. 168 on-the-job guided learning hours must be delivered in year 1 and 84 GLH in the remaining 6 months.

How this requirement will be met

Job roles within the Apprenticeships require a high level of competence and knowledge, which will be undertaken through work-based training, practice and experience.

On-the-job guided learning should:

- Achieve clear and specific outcomes which contribute directly to the successful achievement of the framework and this may include accredited and non-accredited elements of the framework
- Be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager
- Allow access as and when required by the apprentice either to a tutor, teacher, mentor or manager
- Be delivered during contracted working hours
- Be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study.

Examples of on-the-job guided learning that a learner will be focusing on within the workplace for the Agriculture Apprenticeship are:

- Safe use of equipment and machines
- Different species' (livestock/crop) requirements to maintain health and welfare
- Vaccination and medication administration/application
- Pesticide/fertiliser application
- Environmental awareness
- Employability skills
- Team working and communications
- Task specific workplace instructions or team briefings
- Taught sessions by the workplace line manager/instructor as opposed to formal, planned taught sessions off-the-job on Employee Rights and Responsibilities knowledge
- Induction where activities are covered within normal work duties.

Evidence of on-the-job guided learning

- Level 2/3 Diploma in Work-based Agriculture
- Level 1/2 Functional Skills in English and Mathematics - 45 GLH per functional skill

On-the-job guided learning must be recorded in either a diary, workbook, portfolio or attendance records. This evidence needs to be checked and signed by the assessor and employer.

Certification Requirements for GLH

All providers and apprentices must complete the Apprenticeship Consent Form when claiming for the apprentice's Apprenticeship certificate. The universal form covers declarations for the apprentice to:

- confirm the existence of an Apprenticeship Agreement between themselves and their employer;
- confirm their achievement of all ERR requirements;
- confirm their achievement of all 6 PLTS;
- confirm that they have received at least the minimum levels of GLH set out in their framework and have undertaken training both on and off the job.

All apprentices must sign this form at the end of programme to give their authority for the claimant, named on the form, to make a claim, on their behalf, for their Apprenticeship completion certificate.

Personal learning and thinking skills assessment and recognition (England)

Summary of Personal Learning and Thinking Skills

This section sets out the requirements for completion of all the Personal Learning and Thinking Skills (PLTS) outcomes and then goes on to give more detailed information about how each one is to be evidenced.

Within the Agriculture Apprenticeship there are many opportunities for learners to demonstrate and collect evidence for each of the PLTS outcomes through the units within the Diploma in Work-based Agriculture. The awarding organisation (C&G) has developed with Lantra a Record of Achievement, which is based on quality assured evidence collected throughout the Apprenticeship. This ensures that the PLTS outcomes are formally assessed.

Lantra requires learners to complete the Agriculture PLTS Record of Achievement and providers/assessors will need to check the evidence provided and complete the sign off sheet that can be found on Lantra's website www.lantra.co.uk/apprenticeships.

Apprentices who have already undertaken an Intermediate Apprenticeship at Level 2 may have already completed PLTS. At Level 3, these apprentices will not be required to repeat this section but they will be required to provide evidence of completion at the time of certification of the Advanced Apprenticeship.

It will be the responsibility of the centre to ensure this information is retained for the internal verifier to ensure quality assurance.

Certification Requirements for PLTS

All providers and apprentices must complete the Apprenticeship Consent Form when claiming for the apprentice's Apprenticeship certificate. The universal form covers declarations for the apprentice to:

- confirm the existence of an Apprenticeship Agreement between themselves and their employer;
- confirm their achievement of all ERR requirements;
- confirm their achievement of all 6 PLTS;
- confirm that they have received at least the minimum levels of GLH set out in their framework and have undertaken training both on and off the job.

All apprentices must sign this form at the end of programme to give their authority for the claimant, named on the form, to make a claim, on their behalf, for their Apprenticeship completion certificate.

Creative thinking

Outcomes to be achieved for creative thinking are:

1. Generate ideas and explore possibilities
2. Ask questions to extend their thinking
3. Connect their own and others' ideas and experiences in inventive ways
4. Question their own and others' assumptions
5. Try out alternatives or new solutions and follow ideas through
6. Adapt ideas as circumstances change.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the creative thinking outcomes listed above when working within the agricultural establishment or through units at Levels 2 and 3 such as prepare and operate a tractor with attachments, establish and maintain effective working relationships with others or communicate information within the workplace.

Creative thinking skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

Independent enquiry

Outcomes to be achieved for independent enquiry are:

1. Identify questions to answer and problems to resolve
2. Plan and carry out research, appreciating the consequences of decisions
3. Explore issues, events or problems from different perspectives
4. Analyse and evaluate information, judging its relevance and value
5. Consider the influence of circumstances, beliefs and feelings on decisions and events
6. Support conclusions, using reasoned arguments and evidence.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the independent enquiry outcomes listed above when completing records for crops grown, or livestock health And welfare or within units at Levels 2 and 3 such as: prepare and cultivate sites ready for planting crops, maintain and develop personal performance or prepare, monitor and cultivate sites for planting crops.

Independent enquiry skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

Reflective learning

Outcomes to be achieved for reflective learning are:

1. Assess themselves and others, identifying opportunities and achievements
2. Set goals with success criteria for their development and review work
3. Review progress, acting on the outcomes
4. Invite feedback and deal positively with praise, setbacks and criticism
5. Evaluate experiences and learning to inform future progress
6. Communicate their learning in relevant ways for different audiences.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the reflective learning outcomes listed above when completing progress logs or within units at Levels 2 and 3 such as maintain the healthy growth of crops, establish and maintain effective working relationships with others or identify, monitor and maintain the healthy growth of crops.

Reflective learning skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

Team working

Outcomes to be achieved for team working are:

1. Collaborate with others to work towards common goals
2. Reach agreements, managing discussions to achieve results

3. Adapt behaviour to suit different roles and situations, including leadership roles
4. Show fairness and consideration to others
5. Take responsibility, showing confidence in themselves and their contribution
6. Provide constructive support and feedback to others.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the team working outcomes listed above through their daily activities or within units at Levels 2 and 3 such as: establish and maintain effective working relationships with others, prepare and cultivate sites ready for planting crops or plan the preparation and use of tractors and attachments.

Team working skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

Self management

Outcomes to be achieved for self management are:

1. Seek out challenges or new responsibilities and show flexibility when priorities change
2. Work towards goals, showing initiative, commitment and perseverance
3. Organise time and resources, prioritising actions
4. Anticipate, take and manage risks
5. Deal with competing pressures, including personal and work-related demands
6. Respond positively to change, seeking advice and support when needed
7. Manage their emotions, and build and maintain relationships.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the self-management outcomes listed above within units at Levels 2 and 3 such as monitoring and maintaining health and safety, prepare and cultivate sites ready for planting crops or establish, monitor and maintain appropriate conditions for livestock.

Self-management skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

Effective participation

Outcomes to be achieved for effective participation are:

1. Discuss issues of concern, seeking resolution where needed
2. Present a persuasive case for action
3. Propose practical ways forward, breaking these down into manageable steps
4. Identify improvements that would benefit others as well as themselves
5. Try to influence others, negotiating the balancing diverse views to reach workable solutions
6. Act as an advocate for views and beliefs that may differ from their own.

In the delivery and assessment of the Diploma in Work-based Agriculture there will be opportunities for apprentices to provide evidence for the achievement of all the effective participation outcomes listed above within units at Levels 2 and 3 such as: maintain and develop personal performance, establish and maintain effective working relationships with others or maintain and store records within the workplace.

Effective participation skills may be covered within other units within the Diploma in Work-based Agriculture and can be recorded within the Record of Achievement. There may also be other areas within the Apprenticeship where evidence can be collected and noted on the Record of Achievement.

apprenticeship FRAMEWORK

For more information visit-
www.acecerts.co.uk/framework_library