

# **Courses & Qualifications used for Continuing Professional Development in the Land-based sector**

**A project to map the scope and uptake of non-NQF provision in the Environmental & Land-based sector**

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Prepared for Lantra Sector Skills Council

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## Acknowledgements

This project captured the views of senior figures within many land-based organisations across all seventeen of Lantra's industry sectors. The considered opinions of respondents to the survey and of interviewees form the basis of this report. The author is most thankful for their shared experience and for their intellectual contribution.

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**Prepared for Lantra Sector Skills Council by Dr Steve Webster, Delta-innovation, April 2005**

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## 1. Introduction

Previous research has indicated that qualifications outside of the National Qualifications Framework (NQF) may form a significant part of land-based provision. However, there has been little hard evidence to date of the extent to which this is the case. The majority of research into land-based provision has by default focused on 'known' courses and qualifications sitting within the NQF, or a very few courses which are routinely delivered through the college sector but which are sited outside of the NQF.

Whilst funding is preferentially given to accredited courses, the analysis of supply-side data may provide a biased picture of courses and qualifications in use, since those sitting outside of funded-education will not be recorded. Similarly, assessments of courses and qualifications at Levels 1 to 3 will predominantly record those which are delivered by the FE colleges and which are therefore likely to sit within the NQF.

The Centre for Education & Industry report to QCA, 'Establishing qualification requirements environmental and land-based sector' (2003) [CEI, 2003] recorded a number of non-NQF qualifications in use by the seventeen land-based industries. The CEI study was based on interviews with schools, specialist colleges, trainers, awarding bodies, employers and industry organisations. Nine of the seventeen land-based industries were found to have non-NQF qualifications available at Level 1, seven at Level 2 and seven at level 3. Of the 69 non-NQF qualifications identified within the CEI study, 33 of these (just under 50%) were for Horse Care, and 12 (17%) were within Amenity Horticulture / Landscaping. All of the other industries had only 1, 2 or 3 non-NQF qualifications available to them. Fencing, Land-based engineering and Production Horticulture were not found to have non-NQF qualifications available to them.

The RCU report to the Learning & Skills Council, 'Review of the land-based sector report on supply side data analysis' (2004) [RCU, 2004] shows that 16% of FE land-based learning volumes are in Horse Care and 21% in Amenity Horticulture / Landscaping. That is, the areas with the highest levels of non-NQF provision are those which are also the most popular within LSC-funded institutions. Furthermore, the RCU report bases its estimate of volume of activity in terms of full-time equivalent learners. Non-NQF courses and qualifications, which may fall predominantly outside of full time provision, would by this means be underestimated.

To investigate the use of non-NQF provision further it was considered necessary to search specifically for the use of non-NQF courses and qualifications and to do this within the context of Continuous Professional Development (CPD). By framing the search for courses and qualifications within the context of CPD, the focus on qualifications *necessary to enter each industry* (typically accredited courses delivered, for example, through the network of land-based colleges) is shifted to qualifications *necessary to develop the people already in that industry*. Whilst it is known that a much greater proportion of training in this area is outside of that delivered by the land-based colleges, it is more likely that non-NQF courses will be identified. Additionally, respondents will be less likely to base their assessment of courses used by their industry on volume of provision alone, for which college based, predominantly NQF provision will normally be most dominant; but will be more likely to consider those courses outside of the NQF.

*This project was designed to be a short, focused study providing a snapshot of the use of non-NQF courses and qualifications through postal survey, telephone-interview and internet search. It should be noted that many areas of non-NQF provision were deliberately excluded (e.g. college-certificated courses) and that within the timeframe of the project none of the seventeen land-based industry sectors could be examined in great depth. Therefore, whilst the project demonstrates current activity across the sectors, it does not necessarily reflect the skills development needs, training resources or training and education infrastructure demanded by any one of those sectors.*

## 2. Methods

Three separate routes to sourcing information were used and the results for each sector, together with the findings relating to the accreditation of courses, represent the synthesis of these data.

### Survey

An initial mail-shot was sent to 33 organisations across the land-based industries. This included a simple survey form and stamped addressed return envelope, which requested information on the most commonly used developmental activities, training courses and qualifications within the sector and on factors which encourage participation in training courses and other developmental activities. Details of those organisations responding to this survey are included in Appendix 1.

### Telephone interviews

A range of organisations (38 in total) were contacted by telephone to ascertain their views on the courses and qualifications commonly used as part of the Continuing Professional Development of the sector's workforce, whether or not these courses and qualifications fell within the National Qualifications Framework (NQF) and to find (were available) estimates of the numbers of people undertaking these.

In those cases where respondents were involved in decisions as to whether or not courses should be accredited, they were also asked of their reasons for/against accreditation. Similarly, attempts were also made to assess the attitude of those taking courses as to whether or not they sat within the NQF. For some organisations, involved in training that was clearly outside the NQF, interviews were held for the sole purpose of gaining estimates of the numbers of people involved in training and other development activities.

Whilst the majority of people contacted were from trade organisations there were notable exceptions to this, particularly in those sectors where large volumes of professional development activity were tied in with particular training establishments. Therefore, Sparsholt College, the College of Animal Welfare and Losehill Hall (Peak District National Park Training Centre) were each contacted regarding the training that they provided for Aquaculture, Animal Care/Veterinary Nursing and Environmental Conservation respectively.

For Environmental Conservation there was no clear trade organisation and instead two separate organisations employing staff with a specific Environmental Conservation remit were contacted, these being the National Trust and the Farming & Wildlife Advisory Group.

### Internet searches

In order to support the data collected from telephone interviews and to build a wider picture of the courses and qualifications promoted within the context of CPD, relevant websites were reviewed during the course of this research. Details of relevant websites are given alongside organisations' contact details within each of the sector pages.

*There was one area of provision which this research did not address, and which would require a separate programme of work if it were to be investigated, which was college-certificated courses. The degree to which this contributes to the total volume of non-NQF provision, within and without the context of Continuing Professional Development remains to be assessed.*

### 3. Factors impacting upon the accreditation of courses and qualifications

There is an overall trend towards the use of qualifications sitting within the NQF, although this runs alongside some considerable exceptions. Those organisations and individuals providing reasons for and against accreditation have raised a series of themes, as follows;

1. **Restrictions of man-power cause delays in accreditation.**  
The cost, in particular in terms of *man-power*, of re-developing qualifications for submission to QCA for NQF accreditation has been prohibitive for those organisations with a limited staff-base, and has caused *delays* in submission. A number of respondents indicated that they were in the process of submitting qualifications to QCA and that this would be done on a sequential, qualification by qualification basis.
2. **Timeframe for accreditation: the need for the right training, right now.**  
The perceived timeframe for accreditation (of any sort, not only that required by QCA for the NQF) has detracted some organisations and industries from using formal courses or qualifications, and has persuaded them to follow a route of less formal, more immediate, bespoke training and development activity.
3. **Accreditation is not always good value for money.**  
For smaller industry sectors the cost-benefit assessment of accreditation is weighted heavily towards costs. Accreditation is unlikely to happen in these sectors without significant input to redress this assessment in favour of benefits. Interestingly, this includes sectors using college-based provision. For qualifications which are owned by small and/or voluntary organisations, or for organisations covering only a small base of employees, there is not the *man-power* or the *financial resource* to justify NQF accreditation. The burden of accreditation has led to some courses, in particular those with a relatively low throughput, remaining unaccredited, with no alternative (accredited) provision in place. Respondents to this survey expressed concern that in some such cases the standards of provision may slip.
4. **Ownership of the training and education agenda.**  
For some sectors there is an apparent lack of ownership of the education and training agenda and/or distortions in the market caused by external funding, leading to an absence of relevant accredited courses and qualifications, or to a lack of their use within training and development activities.
5. **Monopoly awarding bodies.**  
Where an awarding body has a virtual monopoly within a specific area of training (e.g. BASIS or Wild Deer Management Qualifications Ltd) the benefits to that awarding body of progressing down the route of NQF accreditation are not explicitly clear. Whilst there are benefits in terms of encouraging the uptake of qualifications through the college system, these are not necessarily conveyed to the awarding bodies. Further, some such bodies utilise, in the main, independent trainers to whom the Further Education Colleges may appear to be a threat. In these cases it may be necessary to work closely with the awarding bodies, accredited awarding bodies, relevant colleges, independent training providers and Learning & Skills Councils to make clear the benefits to all sides of working towards NQF accreditation. Whilst this may require additional external funding to reach a successful conclusion, it would demonstrate the value of the NQF in general and in thorough accreditation processes in particular to a broad and significant proportion of the land-based industries.
6. **Monopoly providers.**  
Similarly, some training organisations exert a powerful position within particular industries, being well regarded and the 'trainers of choice' for their industry. For these, offering NQF accredited courses in effect places them on a level with, rather than above, all other trainers. Further to this, training in NQF accredited courses requires higher or additional standards to be proven and maintained and therefore introduces an additional level of bureaucracy and cost to private training providers. Whilst this cost burden is already in existence within the college sector, the move from non-NQF to NQF does not impact upon college provision in this way.

7. **Demonstration of good practice.**  
A large amount of training sits outside of formally accredited courses or qualifications (e.g. the bespoke training offered within Farriery). Modularisation should allow for this to be incorporated, over time, into the NQF (e.g. through the development of the Foundation Degree). At the same time there are already colleges offering bespoke training based upon NVQ modules, and these routes might be used to demonstrate the way forward in bringing the needs of industry and those of the funding and awarding bodies together.
8. **Gaps in provision**  
Some respondents expressed concern that changes in qualifications on the introduction of the NQF had led to inappropriate provision (specifically with regard to National Vocational Qualifications in sectors where employment was predominantly as sole-operators or micro-businesses), and that the subsequent reliance on Further Education Colleges had led to a diminution of training provision.
9. **Benefits of accreditation: funding**  
The principal driver given by respondents for achieving NQF accreditation was that it allowed funding to be drawn down by those delivering the courses, and therefore placed these at a competitive advantage over courses which were not accredited.
10. **Benefits of accreditation: status**  
A secondary (although nevertheless significant) driver was that NQF accreditation was seen as giving/maintaining the status of qualifications, in particular with educational establishments. Conversely, a number of respondents implied that 'people do not know (or care) about the NQF – it is not relevant to the end user'. Whilst this may be true for those enrolling on courses for 'recreational' purposes, it is clearly not the case for employers or employees within the land-based sector, for whom the Framework provides a clear guide to the level and status of qualifications.
11. **Difficulties in estimating provision and uptake of non-NQF courses and qualifications.**  
For some areas an accurate estimation of the volume of non-NQF training activity was not possible within the scope of this project, due to the dispersed nature of trainers and training activity (e.g. Agricultural Livestock, Trees and Timber). In other areas (e.g. Environmental Conservation) an accurate estimation of the volume of training activity will require tighter specification of sectors.
12. **Knowledge of the NQF**  
Within the majority of respondents there was a good working knowledge of the NQF. However, there were significant exceptions to this, in particular amongst smaller trade organisations not directly involved in training or accreditation. Very few respondents thought that employers or employees would be fully aware of the NQF, or that they necessarily should be.
13. **Level 4 & above**  
There were very few organisations stating specific qualifications at Level 4 or above as part of CPD. In general, professions for which a degree level qualification was prerequisite did not use NQF accredited qualifications for professional development but instead used bespoke training packages together with seminars, conferences and a range of participatory activities such as writing for journals, presenting technical papers, editing and so on.

#### 4. Comparisons to previous findings and methodologies

The results of this study indicate that the majority of non-NQF provision found within CEI (2003) has since been, is being, or is planned to be submitted to QCA for accreditation and incorporation into the NQF. Action taken in particular by the British Horse Society and the Royal Horticultural Society has reduced the numbers of qualifications sitting outside of the NQF and, importantly, these have been relatively high-volume qualifications in which a large number of people continue to participate. However, for Agricultural Crops, qualifications awarded by BASIS, a non-accredited awarding body, form the major part of CPD for the industry and these remain outside of the NQF. There is a similar situation within Game and Wildlife Management, wherein the DMQ Deer Stalking Certificates remain outside the NQF despite being relatively high-volume qualifications.

Other than CEI (2003), which used interviews across colleges, private training providers, industry bodies and others to collect data on qualification provision, much of the previous research has used supply side data (e.g. RCU (2004)) which of itself does not take into account private training provision and which by default collects data on predominantly NQF qualifications.

Clearly, different qualifications and courses will be reported dependant upon lines of questioning. In the current study there were respondents who did not wish to discuss 'courses' since they felt that only 'qualifications' were of note; requiring the interviewer to break down preconceptions of what qualified as 'Continuous Professional Development'. The current study may also have taken certain routes of investigation further than in previous work; interrogating sources of information through a number of different means, thereby identifying non-NQF provision to a greater extent than previously.

However, the principle reason for the greater number of non-NQF qualifications identified in this study is considered to be, quite simply, that non-NQF provision was made the focus of the research rather than an adjunct to it. This focus affected the choice of interviewees, the line of questioning and the types of data collected. Given the sense from those interviewed that non-NQF means non-funded, future enquiries into this provision will need to continue to look outside of college-based and towards private training providers, and to look in more detail at those people using qualifications as employers and employees.

The current study also identified a number of courses and qualifications which are outside of the NQF and which had not been recognised in previous studies. Whilst submission to the NQF is planned for a large proportion of these, many are small-volume qualifications for which QCA accreditation cannot be justified. Comparisons with previous data are given for each industry below;

##### **Agriculture**

The Level 1 non-NQF qualifications identified by CEI (2003) were at that time being withdrawn. BASIS qualifications were not recorded in previous studies; these sit at Levels 3/4 and are probably the most recognised and demanded qualifications used for agricultural crops. The BWMB shearing qualifications together with short certificated courses, for example, on dairy/beef DIY AI were also not picked up in previous research. In all of these cases the principal mode of delivery is through private training providers, with the majority of those taking the courses/qualifications being aged 19+ and working within the industry. Funding for these courses is currently supported through EU Objective 1, Defra VTS and other non-LSC routes, as well as being provided at full-cost by participants.

##### **Aquaculture**

The IFM fish farming course was identified by CEI (2003), in addition to a SAC correspondence course. The former was also identified in the current study, although participation was at a level too low to be regarded as significant. The latter was not identified in the current study and indeed where Scottish provision was identified this was based at Barony College in Dumfries or on the Shetland Islands and not at the SAC (although uptake of correspondence courses would only be measured in a study such as this by direct interview with course suppliers, and this was not done). Whilst CEI (2003) identified gaps in provision at every level, the current study found that comprehensive industry training is available through bespoke courses, particularly at higher levels, but that these are unlikely to be submitted to QCA for accreditation.

### **Fencing**

Qualifications for the Fencing industry sitting outside of the NQF were not identified in previous studies or in this one.

### **Floristry**

CEI (2003) identified the Society of Floristry (SoF) qualifications (Intermediate Certificate and Diploma) as Level 1 and Level 2 Qualifications respectively. However, reports for the SoF place these at levels 4 and 4/5 respectively. Both of these qualifications are being considered for submission to QCA for accreditation.

### **Land based Engineering**

There were no non-NQF courses for Land-based Engineering directly identified either in previous studies or in the current study. However, in this study it was reported that non-NQF provision forms a major part of CPD for the industry and further work may be required to ascertain the scope of this. Whereas the CEI (2003) found that 'training tends to be by specialist colleges that have good relationships with manufacturers' this finding may only relate to those working within dealer franchises. For many others, it appears, college based training is overlooked as there is a significant preference for privately provided, bespoke training.

### **Production Horticulture**

Previous work identified no non-NQF courses as being used within Production Horticulture whereas the current study indicates that the HTA awards in Plant Care and Shop care and the HTA Supervisory Award, all of which are non-NQF, are the preferred qualifications for the horticultural trade industries. Submission to QCA for accreditation is planned.

### **Trees and timber**

CEI (2003) identified two Level 3 qualifications as being used within Trees and Timber; the RHS One Year Specialist Option Certificate and the RFS Professional Diploma in Arboriculture. No indication was found in this study of the RHS certificate being used, although the non-NQF RFS Professional Diploma remains in use. Overall, there were a great many bespoke, locally provided courses offered for Trees and Timber, in addition to NPTC certificates offered through VTS funding and a selection of locally developed courses which were being put forward for accreditation at a national level (e.g. Northwood's IGNITE course). It is noted that Trees & Timber is a relatively dispersed industry and will require further research work to clarify the extent and level of training that is undertaken.

### **Animal Care**

The two qualifications identified in this study as most important for the animal care industry, the City & Guilds (C&G) Dog Grooming and the C&G Pet Store Management Certificates, were not identified in previous studies, although both of these have now been submitted to QCA for accreditation.

### **Animal Technology**

Previous studies have noted the IAT qualifications but have not included them as non-NQF qualifications. Submission to QCA for accreditation is under consideration for these qualifications.

### **Equine**

Whilst CEI (2003) reported the major industry use of non-NQF qualifications as being horse care, this situation has been changed markedly with the action of the BHS to gain accreditation for their qualifications.

### **Farriery**

Army Bill Farriery, identified in previous studies, was not identified through the current research. However, the Diploma of the WCF was identified in both, as the means to recognition as a farrier within England. The higher level 'Associate' and 'Fellow' of the WCF were not identified in previous studies, although these are the recognised routes for CPD within the profession and are supported by a rigorous programme of training events.

### **Veterinary Nursing**

Previous work only identified one Level 3 non-NQF qualification for Veterinary Nursing, the Animal Care College VN Correspondence Course. That course was not identified in this study, but five separate non-NQF qualifications were identified by respondents as being used within the Veterinary

Nursing profession, including the RCVS Diploma in Advanced Veterinary Nursing, the BVNA Certificates in Dentistry and in Pharmacy Management for Veterinary Nurses and the VPMA Certificate in Veterinary Practice Management and Veterinary Practice Administration Certificate.

### **Environmental Conservation**

Previous reports identified for only a single non-NQF qualification for Environmental Conservation, at Entry Level. The current study found only BASIS qualifications (see Agricultural Crops) being of use. NQF qualifications were not included in the responses for those involved in Environmental Conservation and further to this, there were very few 'qualifications' which were seen as relevant but many bespoke courses which were. Not only is the majority of provision non-NQF, but it is not associated with any form of qualifications.

### **Fisheries Management**

This and previous studies have identified the IFM Certificate and Diploma in Fisheries Management as being used as non-NQF qualifications. The CEI (2003) additionally identified the SAC distance learning course (see aquaculture, above). The current study also identified a range of college-based non-NQF provision in the form of short, bespoke courses for industry (as for Aquaculture) and the BASIS Aquatics course. None of the accredited courses found in previous studies were identified by respondents as being used within CPD.

### **Game & Wildlife Management**

The Deer Stalking Certificates identified by CEI (2003) remain outside of the NQF and continue to be relatively high-volume courses. The BDS Deer Management Course was additionally identified herein.

### **Landscaping**

Non-NQF qualifications in amenity horticulture / landscaping identified in the CEI (2003) report were awarded through the Institute of Groundsmanship (IoG), including two in collaboration with BHTB and the Jockey Club, and by the RHS. Two of the IoG qualifications have now been dropped. The three which are jointly offered through the IoG, BHTB and the Jockey Club remain (Foundation, Intermediate and Advanced courses for Racecourse Groundsmen) and these and the IoG National Practical Certificate continue to sit outside of the NQF. Of the RHS qualifications, the three of these which account for the vast majority of the volume of participants are now either QCA accredited and sitting within the NQF, or submission to QCA for accreditation is planned for them.

It was clear that for a number of industries, including Trees and Timber and Environmental Conservation, a tighter definition of the industry together with a clearer description of the people and the skills involved in it would be of use in putting together a picture of courses and qualifications used within CPD. This is particularly the case for those industries wherein many of the entrants to the sector are qualified to Level 4 and above, and courses for CPD may be situated from Level 1 upwards.

Farriery was an industry which highlighted the benefits of recognised professional bodies which hold responsibility or ownership of the skills levels of its members. Whilst the bulk of professional development following entry to the industry sits outside of the NQF, it appears to be coherent and structured, well managed and promoted both by the WCF and the FTC. It is interesting to compare this industry to, for example, Agricultural Livestock, for which there is no one organisation taking full ownership of the skills levels of its members and in which we see a disparate mix of courses and qualifications, at a range of levels, with no coherent structure. It should be noted that many of these courses are very high quality ~ it is the overall structure which is lacking for this and other land-based industries. Farriery has the benefit of a legal structure regulating skills levels at entry, but lessons may nevertheless be learned from the voluntary, though high quality, structure of its CPD system.

**Table 1. Qualifications & courses highlighted by industry bodies as used for Continuing Professional Development**

Note: where Industry Bodies stated general course types (e.g. 'NPTC for practical work') these are not listed here and the use of NVQs, Apprenticeships and Advanced Apprenticeships for those *entering* the each of the industries is omitted. Bespoke courses have been omitted except for where these form the predominant means of professional development and are situated within an identifiable institution. General statements such as 'Health & Safety training' together with 'training to meet statutory requirements' and 'NPTC Certificates of Competence' were made by more than one organisation and must be assumed to be a major form of training and development across the land-based industries.

Land Management & Production	Course / qualification	NQF?	Annual uptake of non-NQF qualifications (where known)
Agricultural crops	BASIS Certificate in Crop Protection BASIS/NPTC Protection of Water, the Environment & Recommendations (POWER) BASIS Plant Protection Award BASIS Soil & Water Management Certificate BASIS Biodiversity & Environment Training for Advisors BASIS/LEAF Certificate in Integrated Farm Management FACTS Certificate of Competence in Fertiliser Advice TAG courses (various)	non-NQF to be put forward to QCA for accreditation non-NQF non-NQF non-NQF non-NQF non-NQF non-NQF	3,000 on the BASIS register
Agricultural Livestock	Dairy: RABDF Director Training (course) Sheep: EBLEX Better Returns Programme (course) Sheep: BWMB Shearing Pig: BPEX / NPTC (in development at Levels 2 & 3) Beef: No specific training courses or qualifications Dairy/Beef DIY AI	non-NQF non-NQF to be put forward to QCA for accreditation to be put forward to QCA for accreditation  to be put forward to QCA for accreditation	120 /year approx. 5,000* 450+/year n/a n/a unknown *since Spring '04
Aquaculture	National Certificate in Fisheries Management Various bespoke, college based courses**	NQF non-NQF	--- 140+/year
Fencing	Health & Safety Awareness [Lantra CLSA34X] Basic Boundary Fencing Training Course Vehicle Safety Fencing Training Course		--- --- ---
Floristry	Society of Floristry Intermediate Certificate Society of Floristry National Diploma	submission to QCA for accreditation planned submission to QCA for accreditation planned	50 >15
Land-based engineering	NQF courses promoted through BAGMA Various bespoke, private-provider courses	NQF Non-NQF	--- unknown
Production Horticulture	HTA Plant Care Award HTA Shop Care Award HTA Supervisory Award	submission to QCA for accreditation planned submission to QCA for accreditation planned submission to QCA for accreditation planned	300+ 300+ 50+

Trees & Timber	RFS Certificate in Arboriculture Arboriculture Association Technical Certificate RFS Professional Diploma in Arboriculture ICF Professional Membership Examination	NQF NQF non-NQF non-NQF	--- --- 40 unknown
<b>Animal Health &amp; Welfare</b>			
Animal Care	C&G 7750 Dog Grooming Certificate C&G 7760 Pet Store Management Certificate British Dog Grooming Association Advanced Diploma	submitted to QCA for accreditation submitted to QCA for accreditation non-NQF	80 550 unknown
Animal Technology	Certificate in Animal Technology Membership of the Institute of Animal Technology Fellowship of the Institute of Animal Technology	submission to QCA under consideration submission to QCA under consideration submission to QCA under consideration	150 80 >15
Equine	BHS Qualifications BHTB Qualifications	NQF, submitted to QCA, or submission under consideration NQF	Approx 3000 (BHS Stage I) Approx 2000 (BHS Stage II) Approx 1,000 (BHS Stage III)
Farriery	Associate of the Worshipful Company of Farriers Fellow of the Worshipful Company of Farriers	non-NQF non-NQF	>15 >15
Veterinary Nursing	Level 2 Certificate Animal Nursing Assistant RCVS Level 3 Certificate in Equine Veterinary Nursing Theory RCVS Diploma in Advanced Veterinary Nursing Certificate in Dentistry Pharmacy Management for Veterinary Nurses Certificate in Veterinary Practice Management Veterinary Practice Administration Certificate	NQF NQF non-NQF non-NQF non-NQF non-NQF non-NQF	--- --- 80 25 160 unknown unknown
<b>Environmental Industries</b>			
Environmental Conservation	'Cranfield Soil Management Course' (BASIS Soil & Water Management Certificate)	non-NQF	unknown
Fisheries Management	Certificate in Fisheries Management Diploma in Fisheries Management	non-NQF non-NQF	60 >15
Game & Wildlife Management	Deer Stalking Certificate 1 Deer Stalking Certificate 2 BDS Deer Management Course	non-NQF non-NQF non-NQF	1,200 2,500 (since '98) 60

Landscaping	IoG National Practical certificate	non-NQF	unknown
Groundsmanship:	Various	principally NQF	---
Greenkeeping:	RHS Level 2 Certificate in Horticulture	NQF	---
Professional Gardening:	RHS Level 3 Advanced Certificate in Horticulture	submission to QCA for accreditation planned	2,500
	RHS Level 3 Diploma in Horticulture	submission to QCA for accreditation planned	2,000

**Table 2a. References to education and training and to CPD within industry websites: Land Management & Production**

Land Management & Production	Organisation	Website	Details of education / qualifications used for professional development
Agricultural crops	Association of Independent Crop Consultants	www.aicc.org.uk	No
	British Institute of Agricultural Consultants	www.biac.co.uk	No, but CPD through attendance at seminars and events is embedded in BIAC membership
	Home Grown Cereals Authority	www.hgca.com	Yes (education). Also events listed on the site.
	BASIS Registration Limited	www.basis-reg.com	Yes, BASIS qualifications and courses listed.
	The Arable Group	www.thearablegroup.com	Yes, TAG courses listed.
	The Voluntary Initiative	www.voluntaryinitiative.org.uk	Yes, courses relevant to the VI listed.
<b>Agricultural Livestock</b>			
Agricultural Livestock	National Beef Association	www.nationalbeefassociation.co.uk	Site unavailable when last checked
	National Sheep Association	www.nationalsheep.org.uk	No
	British Wool marketing Board	www.britishwool.org.uk	Yes, BWMB Sheep Shearing Courses listed
	National Pig Association	www.npa-uk.net	No- but events listed on the site and note BPEX's drive to an industry training package.
	Royal Association of British Dairy Farmers	www.rabdf.co.uk	Yes, RABDF / Plunkett Farm Director Training Programme
	Bpex	www.bpex.org.uk	No
	Eblex	www.eblex.org.uk	Yes, Better Returns Programme. Also other events listed on the site.
<b>Aquaculture</b>			
Aquaculture	British Trout Association	www.britishtROUT.co.uk	Yes – Universities and colleges offering fish farming courses and qualifications listed.
<b>Fencing</b>			
Fencing	Fencing Contractors Association	www.fencingcontractors.org	No
<b>Floristry</b>			
Floristry	Society of Floristry	www.societyoffloristry.org	Yes, SoF qualifications listed
<b>Land-based engineering</b>			
Land-based engineering	Institute of Agricultural Engineers	www.iagre.org	No, but CPD through attendance at seminars and events is embedded in IAGRE membership
	British Agricultural & Garden Machinery Association	www.bagma.com	Yes – NQF qualifications at Levels 2, 3 and 4 listed under the <a href="http://www.careertrack.info">www.careertrack.info</a> section of the site.

Production Horticulture	Horticultural Trades Association	<a href="http://www.the-hta.org.uk">www.the-hta.org.uk</a>	HTA Retail Plant Care Award HTA Retail Shop Care Award
	Institute of Horticulture	<a href="http://www.horticulture.org.uk">www.horticulture.org.uk</a>	Yes – comprehensive list of NQF qualifications, together with Botanic Gardens Diploma (Kew) and Wisely diploma.
Trees & Timber	Forestry Contracting Association	<a href="http://www.fcauk.com">www.fcauk.com</a>	No
	Forestry & Timber Association	<a href="http://www.forestryandtimber.org">www.forestryandtimber.org</a>	No
	Confederation of Forest Industries	<a href="http://www.confor.org.uk">www.confor.org.uk</a>	<i>No, but stated aim 'to foster the development of human resource'.</i>
	Arboricultural Association	<a href="http://www.trees.org.uk">www.trees.org.uk</a>	RFS Certificate in Arb Technician's Certificate in Arboriculture RFS Diploma in Arboriculture ISA Certified Arborist EAC European Tree Worker
	Royal Forestry Society	<a href="http://www.rfs.org.uk">www.rfs.org.uk</a>	Yes – comprehensive list of NQF qualifications
	Institute of Chartered Foresters	<a href="http://www.charteredforesters.org">www.charteredforesters.org</a>	Yes – NQF qualifications plus Professional Membership Examination and the ICF CPD scheme
	Small Woods Association	<a href="http://www.smallwoods.org.uk">www.smallwoods.org.uk</a>	Yes - NQF plus non-formal qualifications listed
	The Green Wood centre	<a href="http://www.greenwoodtrust.org.uk">www.greenwoodtrust.org.uk</a>	Yes- Green Wood Centre courses listed
	Northwoods	<a href="http://www.northwoods.org.uk">www.northwoods.org.uk</a>	Yes – Ignite (woodfuel training course) plus various LSC (ESF) funded courses for forestry workers.

**Table 2b. References to education and training and to CPD within industry websites: Animal Health & Welfare**

<b>Animal Health &amp; Welfare</b>			
Animal Care	Pet Care Trust	www.petcare.org.uk	C&G Pet Store Management C&G Dog Grooming Advanced Grooming Diploma
	National Dog Warden Association	www.ndwa.co.uk	No
	College of Animal Welfare	www.caw.ac.uk	Yes – extensive listing of CAW courses within website and within VN newsletter, downloadable from the site.
Animal Technology	Institute of Animal Technology	www.iat.org.uk	Certificate in Laboratory Animal Technology Certificate in Laboratory Animal Husbandry The Membership Diploma The Fellowship Diploma MSc Postgraduate Diploma
Equine	British Horse Society	www.bhs.org.uk	Yes – BHS examinations listed
	British Equestrian Trade Association	www.beta-uk.org	No
	British Horseracing Education & Standards Trust	www.bhest.co.uk	Yes – BHEST examinations listed
Farriery	Worshipful Company of Farriers	www.wcf.org.uk	Associate WCF Fellow WCF
	Blacksmiths & Agricultural Engineers	www.nafbae.org	No
Veterinary Nursing	Royal College of Veterinary Nursing	www.rcvs.org.uk	Diploma in Advanced Veterinary Nursing RCVS Certificate in Equine Veterinary Nursing
	British Veterinary Nursing Association	www.bvna.org.uk	Diploma in Advanced Veterinary Nursing Certificate in Dentistry Pharmacy Management for Veterinary Nurses
	Veterinary Practice Management Association	www.vpma.co.uk	Certificate in Veterinary Practice Management Veterinary Practice Administration Certificate

**Table 2c. References to education and training and to CPD within industry websites: Environmental industries**

<b>Environmental Industries</b>			
Environmental Conservation	Field Studies Council	<a href="http://www.field-studies-council.org">www.field-studies-council.org</a>	Yes- Field Studies Council courses listed
	Peak District National Park Training Centre	<a href="http://www.losehill-training.org.uk">www.losehill-training.org.uk</a>	Yes – Losehill Hall courses listed
	Society for the Environment	<a href="http://www.socenv.org.uk">www.socenv.org.uk</a>	No
<b>Fisheries Management</b>			
Fisheries Management	Institute of Fisheries Management	<a href="http://www.ifm.org.uk">www.ifm.org.uk</a>	IFM Diploma in Fisheries Management IFM Certificate in Fisheries Management
<b>Game &amp; Wildlife Management</b>			
Game & Wildlife Management	National Gamekeepers Organisation	<a href="http://www.nationalgamekeepers.org.uk">www.nationalgamekeepers.org.uk</a>	No
	British Deer Society	<a href="http://www.bds.org.uk">www.bds.org.uk</a>	Deer Stalking Certificate Level 1 Deer Stalking Certificate Level 2 BDS Deer Management Certificate
<b>Landscaping</b>			
Landscaping	British Association of Landscape Industries	<a href="http://www.bali.co.uk">www.bali.co.uk</a>	Yes - ROLO card detailed
	Institute of Groundsmanship	<a href="http://www.iog.org">www.iog.org</a>	Yes – NQF qualifications listed
	The Greenkeepers Training Committee	<a href="http://www.the-gtc.co.uk">www.the-gtc.co.uk</a>	Yes – NVQs plus the GTC Training Manual plus STRI Training Theory notes.

## 5.1 Agricultural Crops

There is no formal entry route to working with agricultural crops although there is a well established network of land-based colleges which continues to deliver the NVQ (Agriculture / Agricultural Crop Production) within the Apprenticeship and Modern Apprenticeship frameworks as well as the National Diploma in Agriculture. Others enter the sector through Higher Education, and others still enter from outside of the sector with no relevant qualifications.

The provision of training and development activities for the agricultural crops sector is covered by a wide range of organisations and has relied on a range of funding sources for delivery, including Defra's Vocational Training Scheme (VTS), European Union (EU) funded activities and full-cost-recovery.

Regionally, ADER (Agricultural Development in the Eastern Region) have been proactive in promoting courses and qualifications to arable farmers, as well as developing informal training opportunities, e.g. a one day course for water abstractors, and working in partnership with other organisations to offer seminars and workshops. ADER doesn't offer any courses leading to qualifications, but signposts interested farmers to these at the regions land-based colleges. However, it has worked with over 3,000 farmers in the region on a variety of 'development' projects including, for example, a VTS/East of England Development Agency funded computer course which was developed with agricultural crops industries and which was delivered to 2,000 people in the Eastern counties. Interestingly, follow-up work showed that 30% of participants in this course returned to take an in-college course within the following year. Similarly, Bishop Burton College in the Yorks and Humber region has received funding from Defra (Rural Development Service) to deliver on-farm developmental activities and benchmarking groups to arable farmers, and Duchy College in the South West have used EU and Defra funding to support programmes of activity for arable farmers.

Nationally, The Arable Group (TAG) have been running agronomy training courses for farmers for the past eleven years and currently offers seventy-nine half-day training courses across the country.

The Home Grown Cereals Authority (HGCA) organises and funds a wide range of activities aimed at developing the skills and expertise of those involved with the husbandry of agricultural crops, with headline figures for the year 2003/04 including 1,155 people attending the 23 soil2crop events, 585 attending conferences and 237 attending the 11 Options courses. In addition, the HGCA organised/was involved with 54 Grain Storage workshops, 10 Grain Management Roadshows, 7 Disease & Weed Management Roadshows and 16 Topic Breakfasts.

For those using or involved with agrochemicals the BASIS Professional Register was established in 1992. Membership requires either the BASIS Field Sales & Technical Staff qualification or FACTS qualification, together with an annual commitment to continual professional development, which is monitored and recorded by BASIS. There are currently 3,000 on the Register.

Additional qualifications and courses have been established by BASIS, including the BASIS Soil & Water Management Certificate (see 'Environmental Conservation', below). Other courses have been developed in combination with a variety of industry organisation, such as the BASIS/LEAF\* Certificate in Integrated Farm Management and the BASIS/NPTC Protection of Water, the Environment & Recommendations (POWER) Certificate.

Training and development activities are further stimulated through the Voluntary Initiative (VI), and in particular through the CPD requirements of the National Register of Sprayer Operators which now has over 20,000 members. It is as part of the Voluntary Initiative that the POWER Certificate is being submitted to QCA for accreditation. The VI website states that training is key to the Initiative and in addition to providing information on relevant training for farmers and advisers, also provides an on-line training course in Avoiding Water Pollution.

\*LEAF; Linking Environment & Farming, Stoneleigh Park, Warwickshire

### Websites / organisations consulted: Agricultural Crops

#### ADER (Agricultural Development in the Eastern Region)

Agriculture House, Willie Snaith Road, Newmarket, Suffolk, CB8 7SN  
Email: [cknock@nascr.net](mailto:cknock@nascr.net) Website: [www.ader.org.uk](http://www.ader.org.uk) Tel: 01638 672120

#### BASIS Registration Limited

BASIS Registration Ltd, 34 St. John Street, Ashbourne, Derbyshire, DE6 1GH  
Website: [www.basis-reg.com](http://www.basis-reg.com) Tel: 01335 343945

**Home Grown Cereals Authority**

223 Pentonville Road, London, N1 9HY

Email: [alan.almond@hgca.com](mailto:alan.almond@hgca.com) Website: [www.hgca.com](http://www.hgca.com) Tel: 020 7520 3920

**The Arable Group**

Manor Farm, Lower End, Daglingworth, Nr Cirencester, Gloucestershire GL7 7AH

Website: [www.thearablegroup.com](http://www.thearablegroup.com) Tel: 01285 652184

**The Voluntary Initiative**

[www.voluntaryinitiative.org.uk](http://www.voluntaryinitiative.org.uk)

## 5.2 Agricultural Livestock

There is no formal entry route to working with agricultural livestock although, as for Agricultural Crops, there is a well established network of land-based colleges which continues to deliver the NVQ (Agriculture / Agricultural Livestock Production) within the Apprentice and Modern Apprentice frameworks as well as the National Diploma in Agriculture, others enter the sector through Higher Education, and others still enter from outside of the sector with no relevant qualifications.

The provision of training and development activities for the agricultural livestock sector is covered by a wide range of organisations and has relied on a range of funding sources for delivery, including Defra's Vocational Training Scheme and financing through the Sheep 'National Envelope', Objective 1 (European Union) funding and full-cost-recovery. Duchy College in the South West have utilised Objective 1, Defra VTS and Learning & Skills Council funding for livestock training, whilst Myerscough College in the North West has used Defra's Rural Development Service (RDS) funding to deliver on-farm development activities. Of particular note is Duchy's use of components of the NVQ to deliver Herd Health training programmes for livestock farmers. The information below provides a snapshot of some of the activities which are going on in each of the major livestock sectors.

- Royal Association of British Dairy Farmers' Director Training, which has been funded through the VTS (Defra) and additionally through the Farmers Fund (a charitable fund established during the Foot & Mouth outbreak), delivers bespoke training to dairy farmers in order that they are better able to operate as company directors within large dairy enterprises. The course was delivered to over 120 dairy farmers in 2002/03. The route to delivery is through farmer cooperatives and further courses are planned for 2005.
- Eblex (English Beef & Lamb Executive) 'Better Returns' project, which is funded through Defra, aims to teach farmers the skills of handling and selection of sheep for slaughter, better ways of accessing and comparing pricing information and a better understanding of the use of Estimated Breeding Values. Since its launch in early 2004 almost 5,000 farmers have participated in the programme. Training in the project is delivered on-farm, at abattoirs and in workshops.
- British Wool Marketing Board (BWMB) sheep shearing courses are held at four levels (Blue, Bronze, Silver & Gold) for those who are involved sheep shearing. Crutching courses are offered for 'complete beginners' as well as courses on the care and maintenance and use of shearing equipment. Funding is sourced from the EU (European Social Fund, EAGGF) and others to support training across Wales, the South West and South Yorks. In 2004 there were over 450 shearing qualifications awarded by the BWMB, which now working with the NPTC to gain QCA accreditation for these courses.
- BPEX (the British Pig Executive) is currently developing, with the NPTC, core competences designed specifically for the pig sector, with the intention that these shall be submitted to QCA for approval. This is part of a wider development involving BPEX, Lantra, Defra, the National Pig Association and Agskills to develop a strategy for training and career progression for the pig sector.
- Courses in DIY AI for beef and for dairy cattle are currently regulated through Defra. Approved courses are delivered by veterinarians who may issue a certificate of competence on completion, either at full-cost recovery or utilising VTS support. The NPTC have developed certification for Do-It-Yourself Artificial Insemination for cattle which will be submitted for accreditation in the near future.

It must be noted that a great number of courses within agricultural livestock are provided by industry (e.g. through vets and consultants) and are by nature short and bespoke, and not within the NQF. However, work at Duchy College, for example, would indicate that modules from within NQF accredited courses can be used successfully within the professional development of the sector. For some smaller livestock sectors, such as deer farming, there is currently no provision available in England either within or outside of the NQF.

### Websites / organisations consulted: Agricultural Livestock

#### Royal Association of British Dairy Farmers

Dairy House, 60 Kenilworth Road, Leamington Spa, Warwickshire, CV32 6JX  
 Email: [office@rabdf.co.uk](mailto:office@rabdf.co.uk) Website: [www.rabdf.co.uk](http://www.rabdf.co.uk) Tel: 01926 887477

#### British Wool Marketing Board

Wool House, Roydsdale Way, Euroway Trading Estate, Bradford, West Yorks, BD4 6SE  
 Website: [www.britishwool.org.uk](http://www.britishwool.org.uk) Tel: 01274 688666

#### National Sheep Association

The Sheep Centre, Malvern, Worcestershire, WR13 6PH  
 Website: [www.nationalsheep.org.uk](http://www.nationalsheep.org.uk) Tel: 01684 892661

**Bpex**

Winterhill House, Snowdon Drive, Milton Keynes, MK6 1AX  
Website: [www.bpex.org.uk](http://www.bpex.org.uk)

Tel: 01908 677577

**Eblex**

Graphic House, Ferrars Road, Huntingdon, Cambs. PE29 3EE  
Website: [www.eblex.org.uk](http://www.eblex.org.uk)

Tel: 0870 2421394

### 5.3 Aquaculture

Four courses sit within the NQF which are of relevance to aquaculture; the EDEXCEL BTEC First Diploma in Fish Husbandry and the Level 3 National Award, Diploma & Certificates in Fish Management. Degree courses are also common routes into the industry and there are good links between the principal college and university bases for training and education and the sector as a whole.

The British Trout Association (BTA) recently introduced 'Quality Trout UK', an assurance scheme covering all areas from hatcheries to processors. Integral to these is the requirement that staff should be 'trained in the standards'. Training courses were run last spring at Barony College (Dumfries, Scotland) and at Sparsholt College (Hampshire, England), with approximately 70 attending each of these, covering 'best practice', the use of technology and details of standards. It is likely that this course will run again later this year or early in 2006.

There is also a course in Fish Health Training, held at Sparsholt College, run by Skretting (the fish food company), which includes for example elements of disease diagnosis & the use of microscopes. The BTA report that farm managers rely heavily upon this highly regarded course. The course sits at level 3/4 and is attended by around 20 / year. Similar bespoke courses are run for other companies, as well as open-access courses, still outside of the NQF, in Aquatics and Fish Health & Biology.

The College is renowned for the quality of its output and this is reflected in the aquatics industries' demand for college-labelled and college-based courses. The prospect of gaining accreditation for these short courses has in fact been considered by the College but the benefits to College and to industry clients were seen to be small in comparison to the complications and the paper-work burden associated with the accreditation process.

It was also noted within discussions with the BTA, with regard to the accreditation of courses, that 'this may be a laborious, time consuming process; training is needed now, to satisfy industry needs.'

*Note: for salmon farming the majority of the industry, and the majority of industry training, lies in Scotland and is therefore outside of the scope of this review.*

#### Websites / organisations consulted: Aquaculture

##### British Trout Association

The Rural Centre, West Mains, Inghliston, Edinburgh, EH8 8NZ  
 Email: [office@britishtrout.co.uk](mailto:office@britishtrout.co.uk) Website: [www.britishtrout.co.uk](http://www.britishtrout.co.uk)

##### Sparsholt College Hampshire

Sparsholt, Winchester, Hampshire, SO21 2NF  
 Email: [mburdass@sparsholt.ac.uk](mailto:mburdass@sparsholt.ac.uk) Website: [www.sparsholt.ac.uk](http://www.sparsholt.ac.uk) Tel: 01962 776441

## 5.4 Fencing

A card system introduced by the Fencing Industry Group is a requirement for all work done for members of the Major Contractors Group. The Fencing Industry Skills Scheme / Construction Skills Certification Scheme (FISS/CSCS) joint scheme is linked to the NVQ II and III in Fencing (general or vehicle safety) offered through Lantra Awards and sitting within the NQF. The scheme does require at entry level that participants pass the Lantra Health, Safety & Environmental Awareness (Fencing) course, which sits outside the NQF, as well as the Construction Industry Training Board Health & Safety test.

### Websites / organisations consulted: Fencing

**Lantra Awards**

Website: [www.lantra-awards.co.uk](http://www.lantra-awards.co.uk)

**Fencing Contractors Association**

Warren Road, Trellech, Monmouthshire, NP25 4PQ

Website: [www.fencingcontractors.org](http://www.fencingcontractors.org)

## 5.5 Floristry

Discussions with representatives from the floristry sector revealed that the Floristry NVQ was not perceived by as being an effective qualification for the industry. Floristry 'requires courses which impart skills and make their staff more useful in the workplace' and the NVQ was not seen as delivering floristry, customer care or paper-work skills. Further, the support necessary to guide candidates through the process of completing a portfolio has made the qualification commercially unviable through college-based funding routes.

The National Certificate and Advanced National Certificate, and the National Diploma in Design & Craft Floristry are now the most commonly taken qualifications, providing courses at levels 2 and 3 within the NQF.

There are two specific qualifications sitting outside the NQF which are of relevance to the industry, these being the Society of Floristry Intermediate Certificate and National Diploma.

- Society of Floristry Intermediate Certificate, is identified as nominally Level 4. The qualification currently recruits approximately 50 entrants per year.
- Society of Floristry National Diploma, is identified as nominally Level 4/5. The qualification currently recruits approximately 12 entrants per year.

The Society of Floristry (SoF) qualifications are widely regarded as benchmarks for demonstrators and teachers of floristry. The Association of Floristry Teachers has merged with the Society of Floristry and the SoF is now in discussion with the NPTC regarding the accreditation of its two qualifications. It is expected that, should they be placed on the NQF, colleges able to draw down funding will do so and the numbers achieving the qualifications will increase.

The SoF initially aimed to gain accreditation for the qualifications in its own right, but found that they could not meet the criteria to serve as an awarding body. As a voluntary organisation, with limited resources, the time and cost implications of gaining accreditation for QCA are considerable. Removal of the qualifications from the funding framework has left a void in the delivery of higher level skills recognition for floristry, and the sector is keen to regain this and in so doing to help improve the status of the profession.

Foundation Degrees offered at the same level do not require the higher level skills which the SoF qualifications do, and the latter therefore remain in demand.

Teachers of floristry rarely have degrees so most take teaching qualifications as City & Guilds 7307 or 7407, followed by a top-up to Certificate of Education.

### Websites / organisations consulted: Floristry

#### Society of Floristry

Deborah Richardson, (Director of Education, Society of Floristry), Head of Department of Business Enterprise, Writtle College, Chelmsford, Essex, CM1 3RR  
 Email: [deborah.richardson@writtle.ac.uk](mailto:deborah.richardson@writtle.ac.uk) Website: [www.societyoffloristry.org](http://www.societyoffloristry.org) Tel: 01245 424200

#### Association of Floristry Teachers

(now merged with the Society of Floristry)

## 5.6 Landbased Engineering

The British Agricultural & Garden Machinery Association (BAGMA) have devised a framework of qualifications from within the NQF, matched to the various career and employment routes within the agricultural and grassland machinery industries. Interestingly, the implementation of this by the machinery trades has been delayed due to the difficulties in engaging employers and trainees in the benefits of using NQF qualifications, as opposed to the courses and qualifications already used within the sector. In particular, the necessity of recruiting, developing and supporting Assessors and Verifiers in order to implement an industry-wide NVQ scheme has slowed up the implementation of the scheme, as those Assessors and Verifiers must first be convinced of the value of using NQF qualifications.

The pace at which the qualifications can be initiated is seen as critical in gaining industry-uptake and there is thought to be a real risk that the current industry enthusiasm, built upon the back of the Careers Project may be lost if 'bureaucratic' hitches cannot be more swiftly overcome. In particular, it is believed that that if the bureaucracy in introducing NQF qualifications can be broken down and made easily digestible, then private sector training providers will more easily come into the market. Until that point the colleges will retain their position as the providers of funded training, and industry sees the colleges as frequently being out of date.

The largest provider of training (a private provider) in the sector has opted not to progress down the External & Internal Verifier route and will not therefore progress down the NVQ route. Further, the majority of training in the sector is provided to people aged 25+ years, and there is therefore little incentive to progress with funded NVQs for purely financial reasons.

The Institute of Agricultural Engineers (IAgrE) highlights Further and Higher Education Institutions offering relevant agricultural engineering qualifications within the pages of its website. CPD is promoted through IAgrE's own scheme, which provides the means of recording CPD activities. Compliance with IAgrE's CPD requirements is implicit in continued membership of the Institute. The Institute may be seen to be promoting higher-levels of learning and development. In addition to education and training courses as a means of CPD, conferences and seminars and activities such as 'professional updating by private study and reading', 'secondments' and 'distance and open learning' are included within the IAgrE schedule of activities.

### Websites / organisations consulted: Landbased Engineering

#### BAGMA

British Agricultural & Garden Machinery Association, Level 1, Entrance B, Salamander Quay West, Park Lane, Harefield, Middlesex, UB9 6NZ  
 Email: [ianjones@bagma.com](mailto:ianjones@bagma.com) Website: [www.bagma.com](http://www.bagma.com) Tel: 0870 2052834

#### Institute of Agricultural Engineers

IAgrE, West End Road, Silsoe, Bedfordshire, MK45 4DU  
 Website: [www.iagre.org](http://www.iagre.org)

### 5.7 Production Horticulture

The Horticultural Trades Association (HTA) highlighted three of their own qualifications as being of particular use to the sector, in addition to the Pet Care Trust course in Pet Retail (see Animal Care, below).

- Horticulture Trades Association Plant Care Award, was introduced eight years ago. Three hundred have now completed the Award (50 in the last year). A significant drop out rate was associated with the unlimited time given for the completion of the Award and a new requirement that it should be completed within eighteen months (with an option to extend for six months) has now been introduced to overcome this.
- Horticulture Trades Association Shop Care Award, was introduced in 2001. Over three hundred are registered and working through the qualification, over sixty have completed (20 in the last twelve months).
- Horticulture Trades Association Supervisory Award, was introduced in 2003 and there are over 50 people currently registered and working towards the Award

The Horticulture Trades Association Landscape Award is currently under development and the HTA is in discussion with Lantra regarding accreditation with QCA for inclusion within the National Qualifications Framework. Should the submission of the Landscape Award for accreditation be successful then it is the intention of the HTA to submit the existing Plant Care, Shop Care and Supervisory Awards for accreditation also.

Accreditation is seen as increasing the chances of funding and, given that the standards and procedures for quality assurance and assessment are in place, accreditation may be seen a natural progression for the Awards. However, other than the ability to draw down funding for the delivery of awards within NQF, there is little perceived benefit to members of accreditation. The NVQ is not seen as providing the necessary plant/horticultural knowledge and so the need and demand for the HTA awards remains. Further, the HTA Awards are seen as being developed by the sector, for the sector, and they retain a strong industry buy-in, perhaps demonstrating that they are the right product in the right place. Barriers to accreditation therefore include the possibility of putting in place too many rigorous procedures and systems, including off-site assessment, and the possibility of raising the cost of the qualifications above that acceptable in the market.

The HTA also organises bespoke training in response to industry demands. For example a recent course in Poly Tunnel Cladding Safety Training was introduced in response to a safety code introduced by the Health & Safety Executive.

The Institute of Horticulture promote a wide range of training and development activities and themselves promote a system of CPD within the Horticultural professions, which is driven by a combination of 'Mentors' and 'Review & Action Plans' (personal/professional development plans). The Institute also promote, through their website, a variety of development routes through courses and qualifications suitable for those in the horticultural sector. These include predominantly qualifications within the NQF but also the RHS qualifications (see Landscape, below) and the Wisely Diploma in Practical Horticulture.

### Websites / organisations consulted: Production Horticulture

#### Horticultural Trades Association

Horticulture House, 19 High Street, Theale, Berkshire, RG7 5AH  
Email: [info@the-hta.org.uk](mailto:info@the-hta.org.uk) Website: [www.the-hta.org.uk](http://www.the-hta.org.uk) Tel:

#### Institute of Horticulture

Website: [www.horticulture.org.uk](http://www.horticulture.org.uk)

## 5.8 Trees & Timber

The Arboriculture Association (AA) refers to a number of college-based courses (i.e. courses accredited through the NPTC, plus National Diplomas and Higher National Diplomas within the National Qualifications Framework) as being used within the professional development of the sector, in addition to the Royal Forestry Society (RFS) Certificate in Arboriculture, the AA Technical Certificate and the RFS Professional Diploma.

- RFS Certificate in Arboriculture is accredited through ABC Centra (this is the ABC Level 2 Certificate in Arboriculture) and is within the NQF
- AA Technical Certificate is accredited through ABC Centra (this is the ABC Level 3 Technician's Certificate in Arboriculture (Theory)). and is within the NQF
- RFS Professional Diploma in Arboriculture is run by the Royal Forestry Society; it is aimed at degree-level consultants working in arboriculture, and includes both theory and management exercises. The Professional Diploma in Arboriculture is taken by approximately 40 people per year. This qualification is not within the National Qualifications Framework.

In addition to the above courses, CPD is supported through seminars (e.g. jointly between the Royal Forestry Society, the Woodland Trust and Royal Agricultural Society of England). The Forestry & Timber Association reports a great deal of training and development activity within the sector, but the majority of this falls outside the NQF as bespoke one and two-day courses.

The Institute of Chartered Foresters (ICF) stipulates a commitment to CPD as part of membership of the organisation, and to gain Chartered (cf Associate) status, members must pass the Professional Membership Examination. This is the structured training and assessment period, carried out by Associate Members who wish to achieve promotion to Chartered Status and who have commenced employment. Candidates have to record, and have verified, a minimum of two years of experience, submit written work and attend a professional interview in front of a panel of assessors. Vocational Training is promoted by the ICF through NVQ and SVQ routes.

Initiatives such as Northwoods, Cumbria Woodlands and Yorwoods (not-for-profit development programmes for the forestry sector receiving funding from the Forestry Commission, the European Union, charitable bodies and other sources) have developed and delivered training programmes with many of the English regions. For example, Northwoods have developed a course in Renewable Energy (woodfuel), which is being accredited through Lantra Awards, and a Health & Safety Executive (HSE)-approved course in 'Forestry / Arboriculture Appointed Person First Aid'. Northwoods works with the Learning & Skills Council to draw down European Social Fund funding to deliver training programmes. Information from the Small Woods Association indicates that there is a small but significant volume of training which is developed and implemented by such woodland initiatives on a regional and local basis across the country.

Further examples include the Green Wood Centre (a part of the Small Woods Association), which has worked through the Open College Network to gain accreditation for Level 1 and Level 2 Coppicing qualification, and a Level 1 Coppice Crafts qualification. Three pilot courses have been run since February 2005, to a total of around 50 people. Following these it is hoped that the course can be offered on a wider basis. Funding for development and accreditation has been achieved through Forestry Commission and charitable donations. A further three to four hundred individuals attend the Centre's non-accredited courses which are targeted to gain 'industry' rather than 'lifestyle' uptake, with a particular emphasis on managing and adding value to farm woodland. The Oxfordshire Woodland Project organises half-day workshops on early woodland management for owners of small-scale broadleaved woodland and runs between eight and nine of these per year. VTS funding has been considered for this but deemed to be too costly in terms of time and effort for application in relation to the benefits it would give. Instead, independent charitable funding has been used to subsidise training programmes in order that they can be offered for little or no charge.

### Websites / organisations consulted: Trees & Timber

#### Arboricultural Association

Ampfield House, Romsey, Hampshire, SO51 9PA  
Email: Website: [www.trees.org.uk](http://www.trees.org.uk)

#### Royal Forestry Society

102 High Street, Tring, Herts, HP23 4AF  
Email: [rfsHQ@rfs.org.uk](mailto:rfsHQ@rfs.org.uk) Website: [www.rfs.org.uk](http://www.rfs.org.uk) Tel: 01422 822028

#### Institute of Chartered Foresters

7A St Colme Street, Edinburgh, EH3 6AA

Email: [icf@charteredforesters.org](mailto:icf@charteredforesters.org)

Website: [www.charteredforesters.org](http://www.charteredforesters.org)

**Forestry & Timber Association**

5 Dublin Street Lane South, Edinburgh, EH1 3PX

Email: [info@forestryandtimber.org](mailto:info@forestryandtimber.org)

Website: [www.forestryandtimber.org](http://www.forestryandtimber.org) Tel: 0131 538 7111

**Small Woods Association**

The Old Bakery, Pontesbury, Shropshire, SY5 0RR

Email: [angelapollard@smallwoods.org.uk](mailto:angelapollard@smallwoods.org.uk)

Website: [www.smallwoods.org.uk](http://www.smallwoods.org.uk) Tel: 01743 792644

**The Green Wood Centre**

The Green Wood Centre, Station Road, Coalbrookdale, Telford, Shropshire, United Kingdom TF8 7DR

Website: [www.greenwood.org.uk](http://www.greenwood.org.uk) Tel: 01952 432769

**Northwoods**

1 Walby Hill, Rothbury, Morpeth, Northumberland, NE65 7NT

Email: [enquiries@northwoods.org.uk](mailto:enquiries@northwoods.org.uk)

Website: [www.northwoods.org.uk](http://www.northwoods.org.uk) Tel: 01669 621 489

**Oxfordshire Woodland Project**

Fletcher's House, Park Street, Woodstock, Oxfordshire, OX20 1SN

Email: [owp@oxfordshire.gov.uk](mailto:owp@oxfordshire.gov.uk)

Tel: 01993 814140

## 5.9 Animal Care

There is no formal entry route to the profession.

Animal care is served by a wide range of qualifications sitting within the NQF, and many Further Education Colleges and Institutions such as the College of Animal Welfare offer a range of these to industry. However, the Pet Care Trust, which is used by many retailers within the industry, cites two qualifications sitting outside of the NQF as being the *preferred* courses / qualifications within the sector. These are the City & Guilds (C&G) 7760 Pet Store Management Certificate (taken by approximately 550 people during 2003/04) and the C&G 7750 Dog Grooming Certificate (taken by approximately 80 people during 2003/04).

The Pet Care Trust has submitted both of these qualifications for National Accreditation, in order that those delivering them might draw down funding.

The College of Animal Welfare (CAW) also delivers a wide range of professional development courses for the Animal Care and Veterinary Nursing industries, offering approximately 300 training events during the course of a year. The College is beginning the process of accreditation of courses which are run with open access, citing as the principle reason for this that accreditation should ensure that courses of a given title are run to a minimum standard – in effect defining the quality standard across all providers. Training offered to industry organisations (animal welfare charities for example) by the CAW tends to be bespoke, designed to fulfil a specific training need of the organisation.

### Websites / organisations consulted: Animal Care

#### Pet Care Trust

Bedford Business Centre, 170 Mile Road, Bedford, MK42 9TW

Email: [meriel.france@petcare.org.uk](mailto:meriel.france@petcare.org.uk)

Website: [www.petcare.org.uk](http://www.petcare.org.uk)

Tel: 08700 624400

#### College of Animal Welfare

London Road, Godmanchester, Cambridgeshire, PE29 2LJ

Website: [www.caw.ac.uk](http://www.caw.ac.uk) Tel: 0870 062 1122

### 5.10 Animal Technology

There is no formal entry route to the industry.

Within the NQF the C&G Levels 2 and 3 NVQ in Animal Technology are available for those working within the industry. The Institute of Animal Technology (IAT) is the professional body representing animal technicians and technologists. In order to take IAT examinations, candidates must be members of the Institute, employed in the field of animal technology and completed the requirements for work experience.

Three courses are provided through the Institute of Animal Technology, none of which fall within the National Qualifications Framework (*although the IAT is looking into QCA approval*). These examinations are set and marked by The Institute Examinations Board.

- Certificate in Animal Technology. An individual must have been in employment in an approved establishment for nine months before taking the Certificate examination. Approximately 150 people take the Certificate annually.
- Membership of the Institute of Animal Technology, - Approximately 80 people take the membership examinations annually.
- Fellowship of the Institute of Animal Technology, Approximately 10 people take the Fellowship examinations annually.

In addition to the above courses, it should be noted that Home Office Licensing for those working with laboratory animals is only given to individuals when they have undertaken an approved training course. From the Home Office website the following point should be noted;

'Personal licence holders are responsible for the welfare of animals on which they carry out regulated procedures. Applicants will be granted licences only if they are adequately trained to take on this responsibility. Initially work will normally be carried out under supervision.

'All training programmes for applicants for personal and project licences should be accredited under a scheme recognised by the Home Office. Accreditation seeks to achieve common and high standards for licensee training which will facilitate free movement of licensees within UK and Europe as well as ensuring high standards in the use of animals for scientific procedures.'

The Accreditations Schemes for training programmes for personnel working under the Animals (Scientific Procedures) Act 1986, operated by the Institute of Biology, and by the Universities' Accreditation Scheme are currently recognised for this purpose.

#### Websites / organisations consulted: Animal Technology

##### Institute of Animal Technology

5 South Parade, Summertown, Oxford, OX2 7JL

Email: [education@iat.org.uk](mailto:education@iat.org.uk)

Website: [www.iat.org.uk](http://www.iat.org.uk)

##### Home Office

Website: [www.homeoffice.gov.uk](http://www.homeoffice.gov.uk)

## 5.11 Equine

Of the 69 non-NQF qualifications identified within the CEI study (2003), 33 of these (just under 50%) were for Horse Care. The majority of these were British Horse Society (BHS) qualifications.

Considerable numbers go through the BHS examinations. In 2004 approximately 3,000 took each of the Stage I Horse Knowledge & Care and Riding Certificates, with around 2,000 taking each of the Stage II Certificates and 1,000 taking the Stage III Certificate. A further 1,000 took the BHS Preliminary Teaching Test. The BHS Stage examinations, together with the Preliminary Teaching Test, are now accredited.

Of the remaining BHS qualifications, that for Assistant Instructor has been accredited (with the components thereof). This accounts for the main bulk of candidates for the BHS Instructors examinations. The Intermediate Instructors Certificate is in the process of accreditation and the approvals office is intent on gaining accreditation for all qualifications including, eventually, owners-certificates.

The British Horse Industry Training Board promotes courses and qualifications for stable and stud yards, jockey training, and training for potential racehorse trainers. Stable and stud training is based upon NVQs, accredited through the British Horseracing Education & Standards Trust (BHEST). Once employed by a racehorse trainer, those who show riding potential may have the opportunity to train towards becoming a jockey, either as an Apprentice Jockey (flat) or Conditional Jockey (jumps). A joint application is made by the trainer and the potential jockey to The Jockey Club for a license to ride.

Prior to the granting of a license attendance on a Conditional/Apprentice Licence Course at either the British Racing School or the Northern Racing College is mandatory. Further intermediate and continuation training courses at the British Racing School are compulsory as a jockey's career progresses towards riding under a full professional license.

For Racehorse Trainers, a license from the Jockey Club is conditional upon attendance at three one-week training modules at the British Racing School. The three modules are:

1. Racehorse Management (achievement of NVQ Level 3 in Racehorse Care and Management prior to attendance on this module is compulsory).
2. Business Skills for Racehorse Trainers.
3. Staff Management.

There are no non-NQF qualifications used within the horseracing industry.

### Websites / organisations consulted: Equine

#### British Horseracing Education & Standards Trust

Suite 16, Unit 8, Kings Court, Willie Snaith Road, Newmarket, Suffolk, CB8 7SG

Website: [www.bhest.co.uk](http://www.bhest.co.uk)

Tel: 01638 560743

#### British Horse Society

Stoneleigh Park, Stareton Lane, Kenilworth, Warwickshire, CV8 2XZ

Website: [www.bhs.org.uk](http://www.bhs.org.uk)

Tel: 08701 202244

## 5.12 Farriery

Entry to the profession is through the Diploma of the Worshipful Company of Farriers (WCF) [Accredited by QCA 100/2488/8 WCF Level 3 Diploma in Farriery], with standards of competence set by the Worshipful Company of Farriers, plus NVQ III within Modern Apprenticeship framework. There is an active drive for CPD through post-entry qualifications and courses.

Registered farriers are issued with a card for recording CPD activities, although there is no mandatory requirement to do so. For Approved Training Farriers there is a series of courses which are run through the Farriery Registration Council and a course is now under development for Farriers registered through grandfather rights.

Registered Farriers may apply to become an Associate WCF or Fellow WCF. These qualifications are not accredited by QCA but depend upon a structure within which there is a great emphasis on CPD and on bespoke training courses. The WCF website details courses which are available for CPD - see below.

Discussion with the WCF reveals that there are between 12 & 15 such courses are run per year, with each of these attracting between 10 and 12 attendees. Attendees include apprentice farriers, farriers in preparation for Associate and Fellowship examinations and farriers who simply wish to develop themselves in particular areas. The numbers gaining Associate or Fellowship of the Worshipful Company of Farriers vary year by year, but will peak at around 12 and 4 respectively.

Other CPD activities for farriers include a major biannual conference, which typically attracts 300+ attendees from the farriery and veterinary professions.

Funding through the DfES's Centre of Vocational Excellence (CoVE) at the Farriery Training Service has supported research into training and development activities undertaken by farriers and has revealed that there are a number of supplier-led courses offered regionally. The FTS is also considering the development of a WCF training course to allow farriers who are registered through 'grandfather rights', those who have worked outside of the jurisdiction of the Act and those entering the UK from within the EU to work towards an industry recognised qualification. Research into a Foundation Degree which would be modular and amenable to use within a CPD framework is also underway.

### Box 1. Courses and seminars promoted through the Worshipful Company of Farriers' website [www.wcf.org.uk](http://www.wcf.org.uk)

The WCF will be running the following courses and seminars during the first half of 2005. Designed to improve the knowledge and skills of registered Farriers, develop the skills of apprentices, revision for those taking higher examinations and means of enlightening the veterinary profession.

<b>12th March</b>	<b>Advanced Shoemaking</b>	<b>Moreton Morrell</b>	<b>£130</b>
The seminar will concentrate on bar shoes, lateral extensions and other remedial variations. There will be demonstrations and considerable 'hands on' practise. Delegates will receive as much individual attention as possible.			
<b>20th March</b>	<b>Modern Materials</b>	<b>Moreton Morrell</b>	<b>£160</b>
Designed to bring delegates fully up to date on the use of polymers, acrylics and thermoplastics for remedial and general use. A must for potential Associates and Fellowship candidates, valuable to all others.			
<b>4th - 8th April</b>	<b>AWCF Brush-up Course</b>	<b>Myerscough College</b>	<b>£110/day</b>
This course is essential for aspiring Associates. The course will cover all aspects of the examination, including practise under examination conditions - this involves the written as well as the practical part of , horse assessment, use of radiographs, and modern farriery methods. It will in addition be of great value to potential Fellowship candidates.			
<b>8th April</b>	<b>AWCF Assessment Day</b>	<b>Myerscough College</b>	<b>£130</b>
This day is aimed at those planning to take higher examinations within the next two years. Delegates have the opportunity to have their practical work and knowledge of theory assessed so that they can find out of any weaknesses or misunderstandings of the syllabus.			
<b>9th April</b>	<b>Lecture Preparation 1</b>	<b>Moreton Morrell</b>	<b>£200</b>
<b>16th April</b>	<b>Lecture Preparation 2</b>	<b>Moreton Morrell</b>	
Basic lecturing techniques and how to prepare a lecture are given by highly knowledgeable and experienced instructors on the subject. At the end of two days, delegates will have gained in confidence and developed lecturing skills of a high standard. Essential for potential Fellowship candidates and those wishing to be involved in tutoring.			
<b>7th May</b>	<b>Radiography and Radiology for Farriers</b>	<b>Moreton Morrell</b>	<b>£170</b>
This seminar will include tutoring by highly qualified veterinary surgeons. It will be of immense value to delegates planning to take higher examinations showing what radiography involves, and how to read a radiograph. It will explain how to tell if an x-ray is good or bad, and what preparation is needed before taking x-rays.			

*remember: ATF's, examiners and apprentices are entitled to pay only half fees-- ask for details*

**Websites / organisations consulted: Farriery**

**Worshipful Company of Farriers**

19, Queen Street, Chipperfield, Kings Langley, Herts, WD4 9BT

Email: [theclerk@wcf.org.uk](mailto:theclerk@wcf.org.uk)

Website: [www.wcf.org.uk](http://www.wcf.org.uk)

Tel: 01923 260747

For CPD course registration: Timothy Wynne, Craft Secretary & Register,  
Crookham House, Brimpton, Reading, RG7 4TD

Tel: 0118 971 0196

**Farriers Registration Council & the Farriery Training Service**

Sefton House, Adam Court, Newark Road, Peterborough PE1 5PP

Email: [ffc@farrier-reg.gov.uk](mailto:ffc@farrier-reg.gov.uk)

Website: [www.farrier-reg.gov.uk](http://www.farrier-reg.gov.uk)

Tel: 01733 319911

**National Association of Farriers, Blacksmiths & Agricultural Engineers**

The Forge, Stoneleigh Park, Warwickshire, CV8 2LG

Email: [nafbaehq@nafbae.org.uk](mailto:nafbaehq@nafbae.org.uk)

Website: [www.nafbae.org.uk](http://www.nafbae.org.uk)

Tel: 024 7669 6595

## 5.13 Veterinary Nursing

Entry to the profession is through the Royal College of Veterinary Surgeons (RCVS) Veterinary Nursing Certificate, awarded on achievement of level 3 and completion of a period of 94 weeks (3290 hours) in training according to the Veterinary Nursing Bye-laws.

In addition to the levels 2 and 3 NVQ the RCVS is the awarding body for four further qualifications sitting within the NQF, of which the RCVS Level 3 Certificate in Equine Veterinary Nursing Theory may be used in particular within CPD. Further to this there is a Level 2 Certificate for Animal Nursing Assistants, accredited through ABC.

Formal CPD is also available through range of courses sitting outside the NQF.

- RCVS Diploma in Advanced Veterinary Nursing, which is examined through the RCVS. Approximately 80 Veterinary Nurses per year enrol on the Diploma, which is split between 'Medical' and 'Surgical'. This is modularised and allows for up to two thirds of the qualification to be awarded through Accredited Prior Learning.
- Certificate in Dentistry, which is not accredited, is awarded by the British Veterinary Nursing Association (BVNA) and attracts around 20 ~ 25 enrolments per year.
- Pharmacy Management for Veterinary Nurses, is a programme run through the BVNA and accredited through the OCN, attracts between 150 and 160 candidates per year.
- Certificate in Veterinary Practice Management is an accreditation of prior learning, examined by a volunteer board from within the Veterinary Practice Management Association (VPMA).
- Veterinary Practice Administration Certificate (VPAC) is accredited through the OCN and was originally delivered through Easton & Moulton Colleges. The VPAC is not now delivered as a stand-alone course but is still included as part of the University of Bristol's Veterinary Nursing degree.

In addition to the above courses, CPD is supported through a wide range of regional, one-day courses as well as the BVNA Congress and the RCVS VN Congress.

A CPD framework for the profession will be in place by next year, having been agreed by the Veterinary Nursing Council. This will be evidence/outcomes based and will set a minimum level of participation of 14 hours per year.

Regarding the difficulties in developing and accrediting courses, the VPMA cite four main barriers;

1. The logistics and costs of accreditation are beyond the means of many small voluntary associations.
2. A small profession.
3. A widely scattered profession.
4. A lack of awareness by practice owners of the need to develop management skills.

### Websites / organisations consulted: Veterinary Nursing

#### British Veterinary Nursing Association

Suite 11, Shenval House, South Road, Harlow, Essex CM20 2BD  
Email: [bvna@bvnaoffice.plus.com](mailto:bvna@bvnaoffice.plus.com) Website: [www.bvna.org.uk](http://www.bvna.org.uk)

Tel: 01279 450567

#### RCVS (Veterinary Nurses)

Belgravia House, 62-64 Horseferry Road, London, SW1P 2AF  
Email: [vetnursing@rcvs.org.uk](mailto:vetnursing@rcvs.org.uk) Website: [www.rcvs.org.uk](http://www.rcvs.org.uk)

Tel: 0207 2020 711

#### Veterinary Practice Management Association

77 St. John's Road, Kettering, Northants  
Email: [secretariat@vpma.co.uk](mailto:secretariat@vpma.co.uk) Website: [www.vpma.co.uk](http://www.vpma.co.uk)

Tel: 07000 782324

## 5.14 Environmental Conservation

There is no formal entry route to the industry.

Two organisations working within environmental conservation were consulted, the Farming and Wildlife Advisory Group and the National Trust. Whilst neither of these operates as a trade organisation they nevertheless employ (directly or indirectly) large numbers of staff providing environmental conservation advice.

No formal qualifications are required for entry to the sector, although the majority of entrants are qualified to Level 4+. A range of views were expressed as to the relative importance of different areas of competence, for example:- specific knowledge for giving advice cf. business skills for putting advice into context cf. softer skills for working as advisors. Both organisations use a mix of off-the-shelf courses (e.g. the BASIS Soil & Water Management Certificate run through Cranfield University) and bespoke courses, with delivery by in-house experts as well as by externally sourced trainers. Both organisations are now looking in detail at the generic skills and competencies necessary for their advisory staff, in order that frameworks for their professional development may be put in place.

Training in and around environmental conservation is offered by a wide variety of organisations, the largest of which is Losehill Training, which is owned and partly funded by the Peak District National Park Authority. A wide range of courses is delivered, with uptake by organisations including FWAG, Government Agencies (e.g. English Nature, Countryside Agency, Defra), Local Government and the voluntary sector. Around 650-700 attend residential courses each year and a further 500 or so attend outreach courses run by Losehill. None of the courses on offer are within the National Qualifications Framework, since they are seen to be highly specific, short courses, not suitable for QCA accreditation. Previously the organisation has considered pulling various aspects of the courses into a single package but this was not deemed to be what customers using the training courses would choose to pay for. A similar organisation, Plas Tan Y Bwlch, exists in Wales, owned and partly funded by the Snowdonia National Park Authority. As part of a separate project these and other organisations have begun to establish a national database of training for the environmental conservation sector.

The Environmental Trainers Network (ETN) was established in 1991 as a network of trainers and training managers in environmental organisations, and is overseen by a Steering Group drawn from Black Environment Network, BTCV, Groundwork, RSPB and The Wildlife Trusts'. The ETN information states that 'training [is] linked to relevant NVQs and standards', indicating that a proportion of their delivery falls within the NQF. However, little of their current provision appears, at present, to be of direct relevance to Environmental Conservation.

Reflecting the diverse range of specialist areas within Environmental Conservation, there are a number of professional bodies for the sector including the Countryside Management Association (CMA) ([countrysideassociation.org.uk](http://countrysideassociation.org.uk)), Institute of Leisure & Amenity Management (ILAM) ([ilam.co.uk](http://ilam.co.uk)), and the Institute of Ecology & Environmental Management (IEEM) ([ieem.org.uk](http://ieem.org.uk)). The CMA promotes accreditation through a 'standards based competence assessment system', and provides a system for CPD. The ILAM runs a professional qualification scheme offering certificates, diplomas and advanced diplomas in leisure management [sitting at the edge of Lantra SSC's remit and therefore not investigated herein]. The IEEM has a membership requirement of '20 hours of CPD per year'. IEEM is a constituent body of the Society for the Environment, an organisation with chartered status which the Farming & Wildlife Advisory Group has chosen as the means of accrediting advisory staff.

### Websites / organisations consulted: Environmental Conservation

#### Farming & Wildlife Advisory Group

Farming & Wildlife Advisory Group, Stoneleigh Park, Warwickshire, CV8 2RX  
Email: [richard.knight@fwag.org.uk](mailto:richard.knight@fwag.org.uk) Website: [www.fwag.org.uk](http://www.fwag.org.uk) Tel: 024 7669 6699

#### National Trust

33 Sheep Street, Cirencester, Gloucestershire, GL7 1RQ  
Email: [dan.houseago@nationaltrust.org.uk](mailto:dan.houseago@nationaltrust.org.uk) Website: [www.nationaltrust.org.uk](http://www.nationaltrust.org.uk)  
Tel: 01285 884746

#### Losehill Training

Peak District National Park Study Centre, Castleton, Hope Valley, Derbyshire, S33 8WB  
Email [training.losehill@peakdistrict-npa.gov.uk](mailto:training.losehill@peakdistrict-npa.gov.uk) Website: [www.losehill-training.org.uk](http://www.losehill-training.org.uk)  
Tel: 01433 620373

#### Environmental Trainers Network

Website: [www.btcv.org/etn](http://www.btcv.org/etn)

### 5.15 Fisheries Management

There is no formal entry route into the industry.

Three courses are provided through the Institute of Fisheries Management (IFM), none of which fall within the National Qualifications Framework.

- Certificate in Fisheries Management, provides knowledge to the level required by persons aspiring to employment as a supervisory water bailiff or fisheries inspector in the water industry, or similar positions in commercially run fisheries. The course takes a year to complete and is organised on a modular basis, with core module exams in January and specific module exams in June. Approximately 60 people enroll on the Certificate each year, with around 20 of these sitting the examinations.
- Certificate in Fish Farming, shares the core module with the Fisheries Management Certificate, but has a second module covering fish farming topics in greater depth. It is aimed principally at people working as fish farm assistants who wish to improve their knowledge and skills with a view to further career progression. The course takes a year to complete and is organised on a modular basis, with core module exams in January and specific module exams in June. Less than 10 people enroll on the course each year.
- Diploma in Fisheries Management, provides the level of knowledge required by persons employed in positions such as area fisheries managers in the water industry. The course extends over two years, including short field courses which are held each year, and completion of a project as well as passes in the exams are required for award of the Diploma. This course has recently been through a credit rating exercise with the Open University Validation Service, and carries points which can be used by successful students to contribute to an Open University degree. There are currently 12 people enrolled on the Diploma.

In addition to the above courses, CPD is supported by the IFM through a three day conference along with branch activities held regionally throughout the year. Provision at Sparsholt College includes a two day Introduction to Fisheries Management course, a one-day Electro-fishing course and the BASIS Aquatics course, all of which sit outside of the NQF. As for Aquaculture, accreditation has been considered by the college but the benefits to the College and to industry clients have been insufficient in comparison to the complications and paper-work burden associated with the accreditation process.

### Websites / organisations consulted: Fisheries Management

#### Institute of Fisheries Management

Steve Jupp, Honorary Training Secretary, IFM, 172 Hawthorn Road, Bognor, West Sussex, PO21 2UY  
Email: Website: [www.ifm.org.uk](http://www.ifm.org.uk)  
Tel: 07713 176212

#### Sparsholt College Hampshire

Sparsholt, Winchester, Hampshire, SO21 2NF  
Email: [mburdass@sparsholt.ac.uk](mailto:mburdass@sparsholt.ac.uk) Website: [www.sparsholt.ac.uk](http://www.sparsholt.ac.uk) Tel: 01962 776441

### 5.16 Game & Wildlife Management

There is no formal entry to the profession although the NVQ/Apprentice route is promoted by the National Gamekeepers Organisation.

Whilst the National Gamekeepers Organisation do not themselves organise formal CPD for their members, there are activities organised at a regional level although no data was available for these. The Gamekeepers Trust's website lists colleges offering training and education for gamekeepers. Linked to Gamekeeping, there are three distinct qualifications relating to wild deer management which are taken in some volume. None of these are part of the NQF.

- Deer Stalking Certificate 1, which is managed through Wild Deer Management Qualifications Ltd (WDMQ), is similar to the NVQ in format, and has a steady throughput of between 1,000 and 1,200 per year. A significant proportion of these take their training and/or the assessment through the British Deer Society (BDS). A distance learning option is also available for this and for the Deer Stalking Certificate 2 (below).
- Deer Stalking Certificate 2, which is also managed through WDMQ, is again similar to the NVQ in format, at level 2/3. Around 2,500 have gained the Certificate since its conception in 1998, with approximately 1,000 currently registered and working through the course.
- BDS Deer Management Course, is a week long course for anybody interested in deer management, and specifically at decision makers such as estate managers and foresters. The course is probably at NVQ level 4. On offer since 1992, the course is provided to around 60 people per year.

In addition to the above courses, CPD is supported through a range of courses run on an ad-hoc basis through the BDS, such as one-to-one stalker training, ammunition rebuilding and environmental courses for countryside rangers.

The National Gamekeepers Organisation is currently in consultation with Lantra and other organisations regarding training in food hygiene relating to shot birds entering the food chain.

### Websites / organisations consulted: Game & Wildlife Management

#### National Gamekeepers' Organisation

PO Box 107, Bishop Auckland, DL13 5YU  
Email: Website: [www.nationalgamekeepers.org.uk](http://www.nationalgamekeepers.org.uk)  
Tel: 01388 665899

#### National Gamekeepers' Organisation Charitable Trust

Website: [www.gamekeeperstrust.org.uk](http://www.gamekeeperstrust.org.uk)

#### British Deer Society

Dave Goffin, Training Manager, British Deer Society  
Email: [training@bds.org.uk](mailto:training@bds.org.uk) Website: [www.bds.org.uk](http://www.bds.org.uk)  
Tel: 01507 525519

#### British Association for Shooting & Conservation

Website: [www.basc.org.uk](http://www.basc.org.uk)

## 5.17 Landscaping

Landscaping is a broad term covering a variety of specialist areas, each of which has its own needs (and solutions) with regards to CPD. Apart from traditional 'landscaping' the area also covers Groundsmanship and Greenkeeping, Arboriculture (see Trees & Timber) and Amenity Horticulture.

### Landscaping

Training within landscaping has focused on 'practical courses' e.g. NPTC courses and qualifications (sitting within the NQF), with the ROLO Scheme acting as a spur to further training and development. The ROLO Scheme (Registration of Land based Operatives), which is run by the British Association of Landscape Industries, is open to anyone who works in the Land-based Industry including labour-only, self-employed and employees of companies. On completion of a One day Land-based Health & Safety Course, a card (including photograph) is issued to the individual, similar to a credit card, and this is valid for 5 years. Any other relevant training, e.g. NPTC Pesticide, Chain Saw, Ride on Mowers is also acknowledged on the card.

### Greenkeeping

The Greenkeepers' Training Committee has promoted qualifications from Certificates of Competence through to Level 4 Management Qualifications. Government funding and flexibility of provision are both seen as key to successful uptake by employers – and the Apprenticeship programs (Apprentice & Advanced Apprentice) are both seen as commonly used development activities.

### Groundsmanship

The Institute of Groundsmanship (IoG) promotes education and training as the means to career progression within the sector, placing Groundsmanship very firmly as a profession. All of the qualifications it promotes are within the NQF, including National Certificates, National Diplomas, and NVQs, with the exception of the IoG National Practical Certificate, which is equivalent to the NVQ Amenity Horticulture Level 1.

It was noted by the Institute of Groundsmanship that few in the industry are able to access qualifications. NVQs are seen as inappropriate as the majority of groundsmen work on their own and there is not, therefore, an available structure of assessors and verifiers. Groundsmen must use either an agency or a college in order to progress down the route of NVQs and the number of colleges offering this has decreased – leaving a gap in provision at level 2. This is further exacerbated by the geographical spread of (predominantly land-based) colleges offering qualifications, which sit outside of the major conurbations.

In the past between 400 and 600 took the IoG examinations each year. The National Practical Certificate still exists, taking entrants through level 1, but the National Technical Certificate, National Intermediate Diploma and National Diploma in Turfculture do not. Currently, those in the industry able to access qualifications are 'either following the NVQ route of sports Turf Level 2 & 3 or BTEC NC, HNC and HND in Sports Turf'. The National Technical Certificate was rejected by QCA when first put forward, as the numbers for whom it was seen to be relevant were below the threshold.

The IoG also delivers short courses 'to meet the demands of industry especially in sports turf specific courses', running 1 and 2 day training courses for groundsmen at levels 1, 2 and 3 during the Spring and Autumn months and attracting over 1,000 fee-paying participants per year. Whilst these are not certificated (other than through a certificate of attendance) the figure demonstrates a high commitment to training and development by individual groundsmen within the sector, many of whom are voluntary. Groundsmen also participate in BASIS courses and a number of the IoG courses are registered for BASIS CPD points.

As for any sector, training and education in Groundsmanship is also dependant upon the commitment of senior management within organisations and industries for whom groundsmen work. A significant effort must therefore be made to ensure that SkillsActive (the sector skills council for the sports industries) are also aware of and support the training needs of groundsmen.

### Amenity Horticulture

The Royal Horticultural Society (RHS) promotes four levels of qualification, which are 'aimed primarily at vocational candidates intent on acquiring the necessary skills and knowledge to pursue a career in horticulture'. The RHS Level 2 General Certificate is also promoted towards 'dedicated amateurs who wish to have their horticultural knowledge and skills formally assessed'. This is a non-NQF qualification and is being phased out, to be replaced by the RHS Level 2 Certificate in Horticulture, which sits within the NQF. The examination for the Master of Horticulture comprises assessments in the principles of management and their application to horticulture; horticultural technology papers, and a Managerial and Technical Competence Assessment which comprises technical skills assessment, management case study and a dissertation. The MHort (RHS) is of degree equivalence and normally takes three years of continuous personal study to complete.

The RHS Level 3 Advanced Certificate and Level 3 Diploma are both relatively new qualifications – with the first exams for these taking place in 2001. An estimated 2500 candidates per year enroll for the Certificate and 2000

for the Diploma. The RHS is intending to submit both of these for NQF approval, principally in order that funding may be drawn down by the colleges who the courses are offered through. The burden upon relatively small awarding bodies of revising their courses and qualifications to fit within the NQF was noted in discussion with the RHS, requiring significant qualified-staff hours.

### Websites / organisations consulted: Landscaping

#### **British Association of Landscape Industries**

Landscape House, Stoneleigh Park, Kenilworth, Warwickshire, CV8 2LG

Email: [contact@bali.org.uk](mailto:contact@bali.org.uk)

Website: [www.bali.co.uk](http://www.bali.co.uk)

Tel: 0870 770 4971

#### **Greenkeepers Training Committee**

Aldwark Manor, Aldwark, Alne, York, YO61 1UF

E-mail: [golf@the-gtc.co.uk](mailto:golf@the-gtc.co.uk)

Website: [www.the-gtc.co.uk](http://www.the-gtc.co.uk)

#### **Institute of Groundsmanship**

The Agora, 19-23 Church Street, Wolverton, Milton Keynes, Buckinghamshire, MK12 5LG

Email: [iog@iog.org](mailto:iog@iog.org)

Website: [www.ioq.org](http://www.ioq.org)

Tel: 01908 312511

#### **Arboriculture Association**

Ampfield House, Romsey, Hampshire, SO51 9PA

Website: [www.trees.org.uk](http://www.trees.org.uk)

#### **Royal Horticultural Society**

Education Department, RHS Garden Wisley, Woking, Surrey, GU23 6QB

Email: [exams@rhs.org.uk](mailto:exams@rhs.org.uk)

Website: [www.rhs.org.uk](http://www.rhs.org.uk)

Telephone: 01483 224234

## 5. Conclusions and recommendations for further work

1. There is an overall trend towards the use of qualifications sitting within the NQF, driven principally by the funding possibilities which QCA accreditation bestows. However, there are gaps within two areas; i) medium volume qualifications which are owned and delivered by industry and for which the benefits of QCA accreditation are not understood by that industry and ii) low volume 'new' qualifications.
2. There would be benefit across the land based industries if those medium volume qualifications which remain non-accredited were to be put forward to QCA for accreditation. This would demonstrate the value of the NQF in general and of the accreditation process in particular to a wide sector of the land based industries. To achieve this end will require a significant effort from the SSC, working in partnership with accredited awarding bodies, colleges, training providers and Learning & Skills Councils.
3. For low volume new qualifications development and submission to QCA for accreditation depends to a great extent on external funding and upon industry champions; these do not appear to be distributed evenly through the land based industries or geographically. There was not 'one clear pathway' to the development and accreditation of courses articulated by respondents, nor was there an understanding of the various means by which accreditation may be sought. *More should be done with low-volume 'pilot' qualifications to make the process, the options, funding availability and the costs and the benefits of accreditation more apparent.*
4. Industry decision makers often passed through the education system prior to many of the current qualifications being developed and certainly prior to the NQF & industry considerations of the NQF are not in general based on the transparency of qualifications. *There is an ongoing need to translate the NQF into industry-specific courses and qualifications, and to assess the level of understanding of qualifications by employers and employees.*
5. There is a marked difference between sectors in the extent to which the responsibility for training and skills developments has been taken on by industry bodies. *There is a need to understand what makes industries take ownership of their education/training – particularly in sectors where workforce development must be shared between businesses.*
6. *Work needs to be done in evaluating the extent to which college-certificated courses are contributing to the non-NQF provision in the Land-based sector.* This should be analysed not simply by ILR data, but in more detail through direct information gathering from colleges to gain an idea of the spread across sectors, levels and types of course which are certificated. A subsection of the Napaeo member colleges may provide a useful sample for this work.
7. It is apparent that many working in the land-based industries access training and skills development through consultants and through local projects and initiatives. An accurate estimate of the volume of training in areas for which training and trainers are dispersed requires broader and deeper surveys. *Selected surveys (e.g. for Trees & Timber, for Agricultural Livestock, and for Gamekeeping) to provide baseline data of training activity – who is doing what, for whom, and where, would allow the promotion of accredited qualifications to be accurately targeted.*
8. *In Environmental Conservation, for which the workforce is (more than for other sectors) an emerging and evolving entity, work should be carried out with the sector on its definition and scope, and an assessment of the professional development needs of the component groupings in the workforce should be conducted.*

**Appendix 1. Organisations included in the initial mail-shot.**

<b>Land Management &amp; Production</b>	
Agricultural crops	Association of Independent Crop Consultants British Institute of Agricultural Consultants
Agricultural Livestock	National Beef Association National Sheep Association* National Pig Association Royal Association of British Dairy Farmers*
Aquaculture	British Trout Association*
Fencing	Fencing Contractors Association*
Floristry	British Florists Association Society of Floristry* Association of Floristry Teachers*
Land-based engineering	Institute of Agricultural Engineers British Agricultural & Garden Machinery Association
Production Horticulture	Horticultural Trades Association* Institute of Horticulture
Trees & Timber	Forestry Contracting Association Forestry & Timber Association* Arboricultural Association*
<b>Animal Health &amp; Welfare</b>	
Animal Care	Pet Care Trust* National Dog Warden Association College of Animal Welfare
Animal Technology	Institute of Animal Technology*
Equine	British Horse Society British Equestrian Trade Association British Horseracing Education & Standards Trust
Fariery	National Association of Farriers, Blacksmiths & Agricultural Engineers*
Veterinary Nursing	Royal College of Veterinary Nursing
<b>Environmental Industries</b>	
Environmental Conservation	Field Studies Council Farming & Wildlife Advisory Group
Fisheries Management	Institute of Fisheries Management
Game & Wildlife Management	National Gamekeepers Organisation*
Landscaping	British Association of Landscape Industries* Institute of Groundsmanship* The Greenkeepers Training Committee*

\* Organisations which responded to the initial mail-shot.