

# apprenticeship FRAMEWORK

## Game and Wildlife (Wales)

### IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the Essential Skills and Employer Rights and Responsibilities requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

### Latest framework version?

For any previous versions of this framework: [www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)

Issue date: 11/03/2016

Published By

Lantra

Apprenticeship Certification  
Wales

<https://acwcerts.co.uk/web/>



# Game and Wildlife Management (Wales)

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# Framework information

## Information on the Issuing Authority for this framework:

Lantra

The Apprenticeship sector for occupations in environmental and land-based

Issue number: 2	<b>This framework includes:</b>
Framework ID: FR03808	Level 2 <input checked="" type="checkbox"/> Level 3 <input checked="" type="checkbox"/> Level 4-7 <input type="checkbox"/>
Date this framework is to be reviewed by: 31/08/2017	<b>This framework is for use in: Wales</b>

## Short description

The game and wildlife industry involves the maintenance and management of upland, lowland, woodland and wetland game and wildlife species. There is a Level 2 and Level 3 Apprenticeship, providing skills and knowledge to carry out the job role and support the future of the industry.

Jobs within the industry range from working on an estate as a gamekeeper (either 'single handed' or within a small team) to more specific roles including game farmer, deer stalker or pest controller.

Following successful completion of the Advanced Apprenticeship, apprentices can progress within game and wildlife in further/higher education or through other vocational courses.

# Contact information

## Proposer of this framework

The Game and Wildlife Industry Group which includes employers and trade associations such as: British Deer Society, National Gamekeepers' Organisation, Game and Wildlife Conservation Trust, Countryside Alliance, Royal Society for the Protection of Birds, British Association for Shooting and Conservation (BASC) and a number of independent businesses.

## Developer of this framework

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Your organisation |Lantra|

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# Revising a framework

## Why this framework is being revised

- |Extended framework to 31/08/2017
- |Removed "non-statutory" from the framework

## Summary of changes made to this framework

- |Extended framework to 31/08/2017
- |Removed "non-statutory" from the framework

## Qualifications removed

|N/A|

## Qualifications added

|N/A|

## Qualifications that have been extended

|N/A|

# Purpose of this framework

## Summary of the purpose of the framework

The game and wildlife industry involves the management of upland, lowland, woodland and wetland game and wildlife species, including partridge, grouse, pheasant and deer. One of the primary purposes of the game and wildlife industry is to protect habitats and promote biodiversity. The industry also supports tourism and recreation and can provide a source of high quality meat.

Game and wildlife management is a significant industry for the land-based and environmental sector in Wales representing 7% of the businesses and 1% of employment. Many of the people working in the industry are volunteers or employed on a part-time/seasonal basis and when converted to full-time equivalents, this equates to 700 members of staff within Wales.

In the UK today, 480,000 people shoot live quarry and shooters spend £2 billion each year on goods and services. The game and wildlife industry is worth £1.6 billion to the UK economy.

Gamekeepers manage both upland and lowland areas for the benefit of game (e.g. pheasant, partridge, grouse, duck and deer) both reared (approximately 40 million game birds are released each year) or wild (e.g. grouse). They also control pests and predators.

In total, gamekeepers manage around 7.3 million hectares of countryside in the United Kingdom. They maintain and create woodlands, hedgerows, heather moorland, ponds and wetlands for quarry species and it is acknowledged that these provide habitats and eco-systems for many other kinds of wildlife and help to ensure the biodiversity of the UK countryside.

Many areas which are legally protected for wildlife, such as Sites for Special Scientific Interest (SSSI) and the game industry work in close co-operation with the Government's conservation agencies - English Nature, Scottish Natural Heritage and the Countryside Council for Wales.

As well as wide, complex and changing legislation, game and wildlife managers are required to adhere to a number of Codes of Practice, ranging from avian and mammalian trapping to good shooting and game rearing practice.

It is therefore vital for entrants into the industry to have the right skills and knowledge required to work within the industry. There is also an increase in the demand for the upskilling of existing staff, and industry has highlighted some vital skill areas that they feel are going to become increasingly important over the next few years:

- Business and management skills including those such as game stocking, shoot budgeting and risk assessment, event and people management

- Technical and job specific, which may include firearms use, predator control methods and legalities, game rearing welfare, deer stalking, game and meat handling and processing.

Therefore, because of the nature of the game and wildlife businesses, work-based learning through Apprenticeships is a good way for those entering the sector to learn the necessary skills and knowledge incorporating those specifically described above by the industry.

The figures for completion are currently relatively low compared with other industries in the sector, but as stated above, the industry now requires highly skilled employees and recognises and values the Apprenticeship as a preferred entry route.

It is expected that take-up of this framework will increase considerably once delivery and course management systems can be fully developed via partnerships between industry bodies, employers and assessment centres.

The framework will also contribute to meeting the skills priorities in Wales by:

- Providing flexible access to a high quality (Level 2 and Level 3) skills programme for game and wildlife management
- Incorporating skills to improve the levels of general literacy and numeracy in Wales
- Using technical and competence qualifications, valued by employers, to help their businesses grow
- Developing apprentices' employability skills, making them more attractive to all employers whatever career they choose
- Providing a career pathway into jobs and training at intermediate and higher levels, to provide the skills that the economy needs to grow.

During the review of this Apprenticeship, Lantra involved the English members of its industry and virtual group such as: British Deer Society, National Gamekeepers' Organisation, Game and Wildlife Conservation Trust, Countryside Alliance, Royal Society for the Protection of Birds, British Association for Shooting and Conservation (BASC) and a number of independent businesses/sporting estates.

The Game and Wildlife framework at both Level 2 and 3 reflect the job roles within the industries and allow apprentices to take units in Upland/Grouse, Lowland, Deer or Game Rearing depending on the type of business/environment they are working in. The types of jobs available include:

- Level 2 may include: under-keeper/beat keeper, assistant game and farm worker, under stalker/ghillie, assistant ranger or gun dog handler
- Level 3 may include: single handed gamekeeper, head keeper, game farm manager or stalker.

## Aims and objectives of this framework (Wales)

The aim of the Level 2 and 3 Game and Wildlife Management Apprenticeships is to encourage new entrants into the industry by a work-based route and ensuring they meet the skill needs of employers.

### The objectives are to:

1. Increase the uptake of both the Foundation Apprenticeship and Apprenticeship in Game and Wildlife Management by attracting new apprentices into the sector, to meet the changing skills needs of employers
2. Upskill those working in game and wildlife jobs to ensure that they attain the skills required to be competent in their profession
3. Increase awareness and benefits of the two levels of Apprenticeships with employers, young people and career changers
4. Provide clear progression and information to higher level jobs, via Further Education and Higher Education where appropriate.

# Entry conditions for this framework

If you are interested in working outdoors with wildlife, biodiversity and people, game and wildlife management may be the career for you. There are many different types of jobs, for example you can work on lowland and/or moorland as a gamekeeper, ensuring that there are sustainable levels of game for shooting operations by creating and maintaining habitats and/or rearing and releasing game stocks; or perhaps as a stalker, managing deer populations and looking after deer stalking clients.

## Entry requirements for the Foundation Apprenticeship

There are no specific entry requirements for the Level 2 Foundation Apprenticeship in Game and Wildlife Management, however, there are qualifications and courses that will help learners understand the sector prior to starting:

- Level 1 Certificate in Land-based Studies
- Level 1 Certificate in Land-based Activities
- Level 1 Award/Certificate/Diploma in Practical Countryside Skills
- GCSEs /A Levels
- Have previously worked in, or are working within, the industry.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Foundation Apprenticeship, this will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

Progression opportunities onto the Game and Wildlife Management Foundation Apprenticeship also exist for adult learners who have experience within the game and wildlife industry or who are looking for a career change.

## Entry requirements for the Apprenticeship

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

- Level 2 Diploma in Work-based Game and Wildlife
- Level 2 Award in Game Meat Hygiene
- Level 2 Certificate/Extended Certificate/Diploma in Countryside and Environment
- Practical experience within the game and wildlife management industry
- 3 GCSEs (A\*-C)/A Levels.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Foundation Apprenticeship, this will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

## **RULES TO AVOID REPEATING QUALIFICATIONS**

Processes exist to make sure that applicants with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers and awarding organisations will be able to advise on the current rules for accrediting prior learning and recognising prior experience. Refer to the on and off the job training section for guidance about prior attainment and achievement.

There are no relaxations or proxies for any qualifications specified in a framework in SASW, however, providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace.

### **Essential Skills Wales**

If applicants already have GCSEs in English and Maths they still have to do the Essential Skills Wales at the relevant level as these are new qualifications and proxies do not exist.

Up to the 31 August 2011, if applicants already have achieved key skills at the relevant level, they will not have to do the relevant Essential Skills Wales, however, apprentices can be encouraged to complete ESW at a higher level if appropriate.

### **Competence qualifications**

If applicants already have the Level 2/3 competence qualifications for the Apprenticeship they do not have to repeat this qualification, however, this qualification must have been achieved within five years of applying for the apprenticeship certificate and they will still have to demonstrate competence in the workplace.

### **Prior experience**

Applicants already working in the sector will be able to have their prior experience recognised by the awarding organisation and this will count towards the competence and the knowledge qualifications in this framework.

### **Initial Assessment**

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Processes exist to make sure that applicants with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers and awarding organisations will be able to advise on the current rules for accrediting prior learning and recognising prior experience.

# Level 2

Title for this framework at level 2

## Game and Wildlife Management

Pathways for the framework at level 2:

Pathway 1:           Game and Wildlife Management

# Level 2, Pathway 1: Game and Wildlife Management

## Description of this pathway

Maintaining and managing game and wildlife species for sport and recreation. A minimum of 49 credits.

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

There are no additional pathway entry requirements

Job title(s)	Job role(s)
Under-keeper/beat keeper	Will work under the direction of a head keeper, but generally have their own areas and its dependent game populations to look after. They will also work as part of a team on all general game and wildlife management tasks and duties and take some responsibility to organise and run shooting operations
Game farm worker	Will work under the direction of a game farm manager and carry out all practical tasks involved in the operation and management of laying stock, incubation and hatching, rearing and delivery of game birds reared for release into the wild.
Under-stalker/ Ghillie	Under-stalkers work under the direction of a head stalker, but generally have their own responsibilities too. They will also work as part of a team on all general deer management tasks and duties and may take some responsibility to organise and operate commercial stalking operations.

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 – Level 2 Diploma in Work-based Game and Wildlife Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	501/0406/8	C&G/NPTC	37	300	N/A

## Relationship between competence and knowledge qualifications

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

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

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

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

### **Knowledge units**

- Monitor game populations and habitat (5 credits)
- Assist with the management of public relations and access to a sporting estate (2 credits)
- Assist with the production of game bird chicks (6 credits)
- Monitoring and maintaining health and safety (3 credits)
- Control pests and predators by shooting (6 credits).

# Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

## Communication

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

**Does this framework require Communication achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

[Enter alternative grade/level requirements and reasons here.]

## Application of Number

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

**Does this framework require Application of Number achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

### Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** ☐ **NO** ☒

# Progression routes into and from this pathway

The Level 2 Foundation Apprenticeship in Game and Wildlife Management is valued by industry as an entry route into the sector.

## Progression onto the Level 2 Foundation Apprenticeship in Game and Wildlife Management

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

- Level 1 Certificate in Land-based Studies
- Level 2 Certificate in Land based Activities
- Level 1 Award/Certificate/Diploma in Practical Countryside Skills
- GCSEs/A Levels
- Have previously worked in, or are currently working within, the industry.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Foundation Apprenticeship. This will be assessed during an initial assessment allowing RPL where appropriate.

Progression opportunities onto the Game and Wildlife Management Foundation Apprenticeship also exist for adult learners who have experience within the game and wildlife industry or who are looking for a career change.

## Progression from the Level 2 Foundation Apprenticeship in Game and Wildlife Management

Apprentices successfully completing the Foundation Apprenticeship have opportunities to progress within the industry by progressing onto the Level 3 Advanced Apprenticeship in Game and Wildlife or to Further Education courses such as:

- Level 3 Diploma in Work-based Game and Wildlife Management
- Level 3 Certificate/Subsidiary Diploma/Diploma/Extended Diploma in Countryside Management.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing RPL where appropriate.

Typical jobs learners completing the Level 2 Foundation Apprenticeship will be able to progress to are listed in the section on job opportunities e.g. under-keeper/beat-keeper, single handed gamekeeper/head keeper, game farm worker, under-stalker/ghillie, stalker.

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

### UCAS points for this pathway:

N/A

# Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?    **YES**    ☒    **NO**    ☐

## Delivery and assessment

Within the Foundation Apprenticeship in Game and Wildlife Management learners need to achieve the ERR element of this framework. Lantra's Animal Care ERR workbook contains a number of tasks with shortanswer questions covering the nine outcomes listed below, which learners can complete at their own pace. The workbook can be found on Lantra's website <https://www.frameworksandnos.lantra.co.uk/err-workbooks>.

Apprentices who have undertaken a Foundation Apprenticeship at Level 2 may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section.

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

1. Knows and understands the range of employer and employee statutory rights and responsibilities under employment law. This should cover the apprentice's rights and responsibilities under the Employment Rights Act 1996, Equality Act 2010 and health & safety legislation, together with the responsibilities and duties of employers
2. Knows and understands the procedures and documentation in their organisation which recognise and protect their relationship with their employer. Health and safety and equality and diversity training must be an integral part of the apprentice's learning programme
3. Knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included in the programme
4. Understands the role played by their occupation within their organisation and industry
5. Has an informed view of the types of career pathways that are open to them
6. Knows the types of representative bodies and understands their relevance to their skill, trade or

occupation, and their main roles and responsibilities

7. Knows where and how to get information and advice on their industry, occupation, training and career
8. Can describe and work within their organisation's principles of conduct and codes of practice
9. Recognises and can form a view on issues of public concern that affect their organisation and industry.

# Level 3

Title for this framework at level 3

## Game and Wildlife Management

Pathways for the framework at level 3:

Pathway 1:            Game and Wildlife Management

# Level 3, Pathway 1: Game and Wildlife Management

## Description of this pathway

Maintaining and managing game and wildlife species for sport and recreation. A minimum of 69 credits.

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

There are no additional pathway entry requirements.

Job title(s)	Job role(s)
Single handed gamekeeper/head keeper	May take responsibility for and carry out the complete range of game and wildlife management duties on a sporting estate or shoot by themselves, or they may manage and organise a team of under-keepers. Will also have to organise and run shoot operations and may take responsibility for budgets
Game farm manager	Will be responsible for and carry out the range of jobs involved in the operation and management of laying stock, incubation, hatching, rearing and delivery of game birds reared for release into the wild. Will also take responsibility for budgets, commercial operations, risk assessment and welfare.
Head stalker	May take responsibility for and carry out the range of deer management jobs and duties on a sporting estate by themselves, or manage a team of assistants and stalkers. Will also have to organise and run all stalking operations, and may take responsibility for budgets and commercial operations

# Qualifications

## Competence qualifications available to this pathway

N/A

## Knowledge qualifications available to this pathway

N/A

## Combined qualifications available to this pathway

B1 – Level 3 Diploma in Work-based Game and Wildlife Management					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	501/0400/7	C&G/NPTC	57	410	N/A

## Relationship between competence and knowledge qualifications

Framework Developer to complete with relevant info

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

The competence and knowledge elements will be achieved through completion of the mandatory and optional units listed within the awarding organisation's (C&G/NPTC) guidance and will total a minimum of **57 credits**, 10 of which will form the knowledge element and be

assessed via independent methods.

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

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

### **Knowledge units**

- Develop good public relations for a sporting estate (4 credits)
- Manage the production of game meat for human consumption (7 credits)
- Promote, monitor and maintain health, safety and security of the workplace (6 credits)
- Plan the construction and maintenance of structures and surfaces (4 credits).

# Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

## Communication

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

**Does this framework require Communication achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

## Application of Number

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

**Does this framework require Application of Number achievement above the minimum SASW requirement?**    **YES**    ☐ **NO** ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

## Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework? **YES** ☐ **NO** ☒

# Progression routes into and from this pathway

The game and wildlife industry values the Level 3 Apprenticeship as an entry or progression route into the industry. From the Level 2 Foundation Apprenticeship there is direct progression onto the Level 3, or learners may enter straight onto the Apprenticeship from another programme.

## Progression onto the Apprenticeship in Game and Wildlife Management

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

- Level 2 Diploma in Work-based Game and Wildlife
- Level 2 Award in Game Meat Hygiene
- Level 2 Certificate/Extended Certificate/Diploma in Countryside and Environment
- 3 GCSEs/A Levels
- Practical experience within the game & wildlife management industry

Learners who have completed the Welsh Baccalaureate may have completed units or short course which will provide underpinning knowledge towards the Apprenticeship, this will be assessed during an initial assessment allowing RPL where appropriate.

Progression opportunities onto the Game and Wildlife Management Apprenticeship also exist for adult learners who have experience within the game and wildlife management industry who are looking for a career change.

### **Progression from the Game and Wildlife Management Apprenticeship**

Apprentices successfully completing the Apprenticeship have opportunities to progress within the industry by progressing to other Higher Education courses such as a HNC/D, Foundation Degree (Fdg/FdSc) or Degree (BSc). For those wanting to progress to Higher Education additional bridging courses may need to be undertaken dependent upon the university and the learner's previous experience and qualifications. Examples of courses available across the UK include:

- BSc Environmental Conservation
- BSc Conservation Biology
- BSc Wildlife Management.

For apprentices who wish to continue their development of skills and qualifications beyond Degree level, opportunities exist to progress further into Higher Education with courses such as a Postgraduate Diploma (PGDip) or Master's Degree (MSc/MRes), including:

- MRes Ecology
- PGDip/MSc Conservation and Land Management.

Some useful websites to visit regarding Higher Education are [www.ucas.co.uk](http://www.ucas.co.uk) or <https://www.prospects.ac.uk> , both of these have information about courses and providers along with specific information on entry requirements.

Apprentices looking to progress in their employment from the Apprenticeship may be able to work towards managerial positions such as estates manager or senior ranger. Progression will be dependent on the qualification and experience an individual possesses, as achievement alone of the Level 3 Apprenticeship does not guarantee entry to these opportunities.

### **UCAS points for this pathway:**

N/A

# Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?    **YES**    ☒    **NO**    ☐

## Delivery and assessment

Within the Apprenticeship in Game and Wildlife Management learners need to achieve the ERR element of this framework. Lantra's Animal Care ERR workbook contains a number of tasks with shortanswer questions covering the nine outcomes listed below, which learners can complete at their own pace. The workbook can be found on Lantra's website <https://www.frameworksandnos.lantra.co.uk/err-workbooks>.

Apprentices who have undertaken a Foundation Apprenticeship at Level 2 may have already completed the ERR workbook or they may have undertaken an accredited unit. These apprentices will not be required to repeat this section.

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

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

9. Recognises and can form a view on issues of public concern that affect their organisation and industry

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# How equality and diversity will be met

## Game and Wildlife industry

The game and wildlife industry employees are a relatively even split with 52% females and 48% males, which is a more even split than the sector average of 68% male employees and Wales' average at 79%. Industry wants to maintain this even gender split and It is interesting to note that further education enrolments onto game and wildlife management related learning programmes are also mainly male at an average of 73%.

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

There are plenty of diverse opportunities in game and wildlife management, such as managing wild populations of birds and animals such as grouse and deer. The work of a gamekeeper also includes the maintenance of buildings and equipment, pest control and the management of access to sporting estates. Employers are looking for employees who show enthusiasm and have basic employability skills, such as team working and communication skills.

There are no actual barriers to recruitment into the industry. There may be some physical restrictions in parts of the game and wildlife industry especially while working with especially whilst working within the environment and across variable terrain. This should not rule anyone out as there may be opportunities elsewhere in the industry.

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

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

1. Age
2. Disability

3. Gender
4. Gender reassignment
5. Marriage and civil partnerships
6. Pregnancy and maternity
7. Race
8. Religion and Belief
9. Sexual orientation

## **Resolutions and further work**

The units within the Diploma in Work-based Game and Wildlife Management have been written in collaboration with partner awarding organisations to ensure that they are free from bias, accessible to all apprentices and are applicable to a wide range of roles and businesses within game and wildlife. Because of the diverse nature of the game and wildlife sector the Diploma in Work-based Game and Wildlife Management has been developed from these units to allow maximum flexibility and choice within the rules of combination.

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

- Increasing the awareness of the Game and Wildlife Level 2 and 3 Apprenticeship with specific promotions, in particular focusing on under-represented groups
- Increasing marketing and communications highlighting the opportunities to a wide range of careers within and related to the sector

Using Lantra's careers web pages to inform careers advisors and apprentices of the opportunities available in the industry.

# On and off the job training

## Summary of on- and off-the-job training

On-the-job training is defined as skills, knowledge and competence gained within normal work duties.

Off-the-job training is defined as time for learning activities away from normal work duties.

### Total learning hours

#### Foundation Apprenticeship (Level 2)

The total amount of learning hours which includes both on and off the job training for the Game and Wildlife Foundation Apprenticeship is 555 over a 18 month period.

#### Apprenticeship (Level 3)

The total amount of learning hours which includes both on and off the job training for the Game and Wildlife Apprenticeship is 655 over a 24 month period.

## Off-the-job training

The amount of off-the-job training is shown below:

### Foundation Apprenticeship (Level 2)

Game and Wildlife Management Foundation Apprenticeship - a minimum of 200 off-the-job training hours must be delivered throughout the 18 month duration of the programme.

### Apprenticeship (Level 3)

Game and Wildlife Management Apprenticeship - a minimum of 240 off-the-job training hours must be delivered throughout the 24 month duration of the programme.

## How this requirement will be met

Training hours delivered under an Apprenticeship agreement may vary depending on the previous experience and attainment of the apprentice.

The amount of off-the-job training required to complete the Apprenticeship under the Apprenticeship agreement may then be reduced accordingly, provided the total number of off-the-job hours for this framework can be verified for Apprenticeship certification.

### Previous attainment

Where a learner enters an Apprenticeship agreement having previously attained parts or all of the relevant qualifications, this prior learning needs to be recognised using either the Qualifications and Credit Framework (QCF) credit transfer for achievements within the QCF, or through recording of

exemptions for certificated learning outside of the QCF, for example Principal Learning Qualifications.

For learners who have already achieved the relevant qualifications, they must have been certificated within five years of applying for the Apprenticeship Certificate.

### **Previous experience**

Where a learner enters an Apprenticeship agreement with previous work-related experience, this prior learning needs to be recognised (see QCF guidance on Claiming Credit for further details). To count towards Apprenticeship certification, previous experience must be recorded using the appropriate awarding organisation's QCF Recognition of Prior Learning procedures and the hours recorded may then count towards the off-the-job hours required to complete the Apprenticeship.

For learners with prior uncertificated learning experience, the off-the-job learning must have been acquired within five years of application for the Apprenticeship Certificate or have been continuously employed in the relevant job role in the industry for five years.

### **Off-the-job training needs to:**

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

### **Examples of off-the-job training for the Game and Wildlife Management Apprenticeship are:**

- Knowledge of different game species, habitat management and bio-diversity
- Understanding health and safety requirements with regards to working with equipment/shotguns and lone working
- Essential skills in Communication and Application of Number
- Taught sessions contributing to Employee Rights and Responsibilities knowledge
- Induction where activities are covered away from normal work duties.

### **Evidence of off-the-job training**

- Level 2/3 Knowledge based units
- Level 1/2 Essential Skills
- Employee Rights and Responsibilities
- Induction.

### **Foundation Apprenticeship/Apprenticeship**

Information Communication Technology Essential Skills has not been included within the Foundation Apprenticeship/Apprenticeship. Following consultation with employers in the sector, it has been identified that the qualifications did not fit industry needs for both levels of Apprenticeship because the use of ICT in game and wildlife is limited, although it is recognised that IT systems maybe used in some parts of the industry.

ICT Essential Skills is not mandatory within both levels of apprenticeship, however the apprentice should be encouraged when necessary as they provide valuable skills. This will be monitored and reviewed in the future.

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

A completed sign off sheet from the provider that the appropriate off-the-job training has been completed, which is available on Lantra's website [www.lantra.co.uk/forms](http://www.lantra.co.uk/forms), needs to be sent to Lantra with a completed certification request. |

## On-the-job training

For this framework the amount of on-the-job training is as follows:

- Foundation Apprenticeship (Level 2)

Game and Wildlife Management Foundation Apprenticeship – a minimum of 355 on-the-job training hours must be delivered throughout the 18 month duration of the programme.

### Apprenticeship (Level 3)

- Game and Wildlife Management Foundation Apprenticeship – a minimum of 415 on-the-job training hours must be delivered throughout the 24 month duration of the programme.

## How this requirement will be met

These hours may vary depending on previous experience and attainment of the apprentice. Where a learner enters an Apprenticeship agreement having previously attained or acquired the appropriate competencies or knowledge, this prior learning needs to be recognised and documented using the relevant QCF credit transfer, QCF exemption or RPL procedures (as off-the-job above). The amount of on-the-job training required to complete the Apprenticeship under the Apprenticeship agreement may then be reduced accordingly, provided the total number of on-the-job hours for this framework can be verified for Apprenticeship certification.

Apprentices who commence training under a new Apprenticeship agreement with a new employer may bring a range of prior experience with them. When an apprentice can claim towards the on-the-job framework total through prior learning acquired from previous full-time education, employment or other vocational programmes, then the apprentice's learning programme should include 'customisation' allowing for RPL. Training providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace. Customisation programmes may include selecting appropriate additional or alternative unit(s) from QCF qualifications, or relevant units recognised as Quality Assured Lifelong Learning (QALL) through a Credit and Qualifications Framework Wales (CQFW) recognised body, or follow Essential Skills at a level higher than that specified in the

framework, include one or more Wider Key Skills or other competency-based qualifications/units relevant to the workplace.

For apprentices who have already achieved the relevant qualifications, they must have been certificated within five years from the date of application for the Apprenticeship Certificate or have been continuously employed in the industry for five years.

Job roles within game and wildlife management require a level of technical competence and knowledge, which will be undertaken through work-based training, practice and experience.

Examples of on-the-job activities that a learner will be focusing on within the workplace for the Game and Wildlife Management Apprenticeship are:

- 
- Safe use of equipment and machines
- Environmental awareness  
Employability skills
- Team working and communications
- Task specific workplace instructions or team briefings
- Taught sessions by the workplace line manager/instructor as opposed to formal planned taught sessions off-the-job on Employee Rights and Responsibilities knowledge
- Induction where activities are covered within normal work duties.

Evidence of on-the-job training

- Level 2/3 Diploma in Work-based Game and Wildlife Management
- Level 1/2 Essential Skills in Communication and Application of Number

### **Foundation Apprenticeship/Apprenticeship**

Information Communication Technology Essential Skills has not been included within the Foundation Apprenticeship/Apprenticeship. Following consultation with employers in the sector, it has been identified that the qualifications did not fit industry needs for both levels of Apprenticeship because the use of ICT in game and wildlife is limited, although it is recognised that IT systems maybe used in some parts of the industry.

ICT Essential Skills is not mandatory within both levels of apprenticeship, however the apprentice should be encouraged when necessary as they provide valuable skills. This will be monitored and reviewed in the future.

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



# Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

For this framework, there are natural opportunities for Wider Key Skills to be embedded within the mandatory units of the qualifications listed in this document.

## Improving own learning and performance

Industry felt that improving own learning and performance is sufficiently covered by the planning, monitoring and evaluating of the apprentice's progress within the review carried out with their supervisor/tutor.

However, providers and apprentices are encouraged to record where and when these wider key skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future. |

## Working with others

Industry felt that working with others is sufficiently covered by the whole Apprenticeship programme as apprentices will often be working as part of a team in their job role.

However, providers and apprentices are encouraged to record where and when these wider key skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future. |

## Problem solving

Industry felt that problem solving is sufficiently covered by the Diploma in Work-based Game and Wildlife Management qualification as apprentices will be resolving problems as part of their learning and work.

However, providers and apprentices are encouraged to record where and when these wider key skills are being used so that evidence can be gathered to allow apprentices to claim RPL for these skills in the future. |

# Additional employer requirements

## Foundation Apprenticeship

All learners are advised to complete the following, although it is not a requirement of the Specification of Apprenticeship Standards for Wales (SASW). The additional employer requirements will enhance and facilitate progression within the game and wildlife management industry.

- Emergency First Aid (one-day course approved by Health and Safety Executive, HSE) which needs to be current when the learner completes the framework
- All terrain vehicle handling

Plus one of the following legislative qualifications or nationally recognised occupational training course from the following list:

- Game Meat Hygiene
- Vertebrate pest control
- Snaring and safe use of snares Assisting Shooting (Loading) – Level II
- Safe Use of Pesticides PA1\* Foundation Module
- Safe Use of Pesticides PA6\* Handheld Applicator
- Brushcutting operations
- Safe use of chainsaws Map reading (sector approved)
- Safe use of rodenticides
- Safe use of aluminium phosphate for the control of rabbits, moles and rats
- Sporting Rimfire Rifle: Safety, Theory and Practice – Level II
- Fox Control Centre Fire Rifle: Safety, Theory and Practice– Level II
- Shotgun Coaching – Level II
- Field Shotgun: Safety, Theory and Practice – Level II
- Shoot Organisation and Management: Risk Assessment and Health & Safety Shotgun Coaching – Level III Award
- Sporting Rifle: Planning and Application – Level III
- Tractor driving Emergency Response & First Aid for Shooting Related Industries - Level II
- Pest Control (Rim Fire Rifle) Safety, Theory and Practice – Level 2.

## Apprenticeship

All learners are advised to complete the following, although it is not a requirement of the Specification of Apprenticeship Standards for Wales (SASW). The additional employer requirements will enhance and facilitate progression within the game and wildlife management industry.

(For those learners who have not completed the Level 2 apprenticeship, they are advised to complete the Level 2 additional employer requirements in addition to one of the legislative

qualification or nationally recognised occupational training course listed below).

One legislative qualification or nationally recognised occupational training course from the following list:

- Game meat hygiene
- Vertebrate pest control
- Snaring and safe use of snares
- Assisting Shooting (Loading) – Level II Award
- Safe Use of Pesticides PA1\* Foundation Module
- Safe Use of Pesticides PA6\* Handheld Applicator
- Certificate of Competence in Brush Cutting Operations
- Certificate of Competence in Safe Use of Chainsaws
- Map reading (sector approved)
- Safe use of rodenticides
- Safe use of aluminium phosphate for the control of rabbits, moles and rats
- Sporting Rim fire Rifle: Safety, Theory and Practice – Level II Award
- Fox Control Centre Fire Rifle: Safety, Theory and Practice – Level II Award
- Shotgun Coaching – Level II Award
- Field Shotgun: Safety, Theory and Practice – Level II Award
- Shoot Organisation and Management: Risk Assessment and Health & Safety Shotgun Coaching – Level III Award
- Sporting Rifle: Planning and Application – Level III Award
- Tractor driving
- Emergency Response and First Aid for Shooting Related Industries - Level II Award
- Pest Control (Rim Fire Rifle) Safety, Theory and Practice – Level 2.

# apprenticeship FRAMEWORK

For more information visit-  
[www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)