

DETAILED PROJECT PLAN

HLF Programme Area			
Area	Programme Title	Main Area (tick one box only)	Links to Other Areas
A	Conserving or restoring the built and natural features that create the historic landscape character.		✓
B	Increasing community participation in local heritage		✓
C	Increasing access to and learning about the landscape and its heritage		✓
D	Increasing training opportunities in local heritage skills	✓	
E	Scheme staffing, overheads and running costs		

PD2

EcoSkills

At East Dartmoor NNR



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Heading	Content
Summary	Natural England (NE) will host a roving team of trainees who will help deliver key elements of the whole MTMTE scheme and also learn from scheme partners to broaden their experience and understanding of landscape scale heritage conservation. The Woodland Centre will also be made available as a venue to facilitate other local rural skills training requirements for the life of the MTMTE scheme and beyond.
Project description	<p>East Dartmoor NNR has a 60-year history of scientific study and exemplary conservation management. As the Government nature conservation body, NE has a key role to play in investing in environmental skills for the future.</p> <p>East Dartmoor NNR is well-suited to provide training opportunities for a range of people in land-based skills. NE has recently converted a former storage building to create an all-purpose facility known as the Woodland Centre. The building comfortably caters for 25-30 people, has kitchen and</p>

	<p>toilet facilities and parking for 20 cars.</p> <p>The project has three main elements:</p> <ol style="list-style-type: none"> 1. A training programme for new graduates (or industrial placement students) to develop their vocational experience. Trainees would be offered a year's tailored formal training that includes key vocational qualifications (e.g. for chainsaw and pesticides application) as well as the opportunity to obtain a Dartmoor Diploma in Landscape Conservation level II or III. Although the traineeships will be on a voluntary basis, a small bursary will be awarded to help with travel and subsistence costs. <p>Demand for vocational experience for new graduates in the environment sector is very high, with many voluntary and training opportunities massively oversubscribed. Competition for 'new entrant' posts is extremely strong but although academically well-qualified, younger applicants lack any depth of applied and field skills. And NE has a key role nationally in helping plug the skills gap in this sector.</p> <p>Supervision and co-ordination of the programme is essential to assure its success. However, NE resources do not allow for this to be done in house. So it will be crucial that a part-time supervisor is contracted to provide the necessary planning, co-ordination and linkage of the programme.</p> <p>Therefore, it is proposed that NE hosts a high quality trainee programme to give graduates the practical experience necessary to obtain employment as well as increase the quality of inducted staff entering the environment sector. Moreover, it is envisaged that the trainees will be a major delivery vehicle for many aspects of the wider MTMTE scheme.</p> <ol style="list-style-type: none"> 2. The Woodland Centre at East Dartmoor NNR is a highly suitable location to host a whole range of rural skills training events. Through proactive promotion and links with scheme partners, it is intended that the Centre becomes a key training venue for the MTMTE scheme as well as valuable resource for wider sector and community use. <p>It is planned to enhance these facilities and create a small workshop to store and maintain all the necessary tools and larger equipment for the management the 400Ha NNR and the 3 other Dartmoor NNRs.</p> <ol style="list-style-type: none"> 3. Underpinning and supporting this programme will be the creation a new "Science Centre" at the NNR office. This new facility will provide the practical wherewithal for educational groups and establishments as well as for individual students and researchers to engage more deeply in scientific study and heritage research.
Beneficiaries and communication	<p>Who or what will benefit?</p> <ul style="list-style-type: none"> • Projects within the MTMTE scheme, • graduates seeking to enter environmental sector • Wildlife heritage of Dartmoor

	<p>Key messages</p> <p>This project is about helping young people find employment by helping to equip them with the appropriate practical and vocational skills to work in the environmental sector.</p> <p>This project will promote the Woodland Centre as a training venue.</p> <p>This project will convert existing office space into a Science Centre to provide facilities for education and Citizen Science.</p> <p>Communications</p> <p>The project will be supported by the MTMTE website. People will be able to find out more about this project and how to get involved.</p>
Project buy-in	This project has been developed in consultation with the wider community through the development phase of the scheme. It is based on the experience of working with graduate volunteers who are keen to develop vocational skills in order to gain employment.
Project lead	<p>Simon Lee</p> <p>Natural England office, Yarner Wood, Bovey Tracey, TQ13 9LJ</p> <p>Simon.lee@naturalengland.org.uk</p> <p>Tel: 01626 831580</p> <p>Mobile: 07825 904742</p>
Partners / contractors etc.	Duchy College, WT and other MTMTE partners, local communities, land owners
Project development	<p>Testing of the Wildlife Hit Squad concept over last 3 years</p> <p>Supply of mains services to the Woodland Centre in early 2014</p> <p>Planning application for provision of additional workshop at Woodland Centre in 2013</p>
Activities and Timetable	See table overleaf

Activity Timeline	Y1												Y2				Y3				Y4				Y5			
	7	8	9	10	11	12	1	2	3	4	5	6	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
PD2 EcoSkills																												
a. Appointment of Contract Supervisor																												
b. Recruit annual compliment of trainees																												
c. Operate training programme																												
d. Finalise Diploma and other qualifications																												
e. Woodland Centre workshop construction																												
f. Science Centre development																												

		Budget	Cash secured	Cash unsecured	In-kind	Vols	HLF	Total	Contingency	Irrecoverable VAT
PD2 Eco skills (inc workshops)	NE	£199,500	£49,500		£25,000		£125,000	£199,500	£4,500	£8,500

Budgets	Cost Breakdown Graduate training cost £60,000 (4x £3k p/yr @ £1000 training/£1000 bursary) Supervision £75,000 (Part-time contractor, 150 days p/yr @£100 p/day) In Kind Contributions – £25,000 NE/WT staff training/supervision, vehicles, use of buildings @ £5k p/yr Workshop construction £25,000+10% contingency Science Centre- conversion of office space £20,000+10% contingency		
Estimated Total Cost	Cost: £199,500	Contingency: £4,500	
VAT	a. Is VAT applicable? YES	b. Is VAT reclaimable? NO	c. VAT amount: £8,500
Lead Partner Contributions	Type:	Secured:	Unsecured:
	Cash (source):	£49,500	£0
	Staff:	£0	£0
	Volunteers:	£0	£0
	In-kind:	£25,000	£0
	TOTAL:	£74,500	£0
Other Contributions	Type:	Secured:	Unsecured:
	Cash (source):	£0	£0
	Staff (source):	£0	£0
	Volunteers (source):	£0	£0
	In-kind (source):	£0	£0
	TOTAL:	£0	£0
Moor than meets the eye contribution	Contribution: £125,000	Intervention Rate (%) 62%	

Outputs	<p>The following describes the main outputs of this project:</p> <ul style="list-style-type: none"> • A year-long structured programme of training for 4 graduate volunteers to consolidate their skills and knowledge in applied conservation management. • Trainees will gain experience in all aspects of applied land management from traditional rural skills such as stone walling, hedging and swaling through to ecological field skills, environmental education with schools and public events management. • In addition to the above, trainees will have the opportunity to acquire a set of industry standard qualifications such as chainsaw, 4x4 and pesticides application certificates as well as a Level III Diploma in Landscape Conservation (or equivalent). • The trainees will be a major delivery for key components of the MTMTE scheme at both the East Dartmoor NNR and wider scheme area. • Active promotion and enhanced use of the Woodland Centre as a key
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	training venue for the MTMTE scheme and meeting space for local communities and groups.
Output indicators and targets	<p>The following describes the specific project outputs with indicators and/or targets where applicable:</p> <ul style="list-style-type: none"> • 20 graduates successfully completing a full-year training programme • 20 graduates obtaining a Diploma Level II/III and a minimum of 2 certificated courses • 50% of trainees attaining positions in the environment sector • Trainees substantially contributing to the delivery of 20 MTMTE projects per annum • By 2019, 100% increase in local community use of the Woodland Centre compared to the 2013 baseline, with ongoing high use beyond the MTMTE scheme
Outcomes	<ul style="list-style-type: none"> • Heritage will be identified/ recorded • Key species, habitats and historic features will be better understood, recorded and managed. • People will have developed skills • Graduates and local communities will be skilled-up to take a larger, active role in all aspects of management from surveying and monitoring of features through to promotion, education and habitat management. • People will have learnt about heritage • The natural and cultural heritage of the area will be more fully understood and valued by a greater number of people.
Evidence	<p>Evidence of the outcomes above will be demonstrated through these measures:</p> <ul style="list-style-type: none"> • Ongoing survey and monitoring of key heritage features and analysis compared to baseline data (including historic data sets). • Training and qualification records of individual trainees • Record days of use of the Woodland Centre • Feedback from events, activities and community consultation events throughout the MTMTE scheme
Wider context	<p>There are strong delivery connections with the following NNR and wider MTMTE scheme projects:</p> <ul style="list-style-type: none"> • PA4/PB4 Discovering the Nature of the Bovey Valley proposal, covering virtually all individual components • PA2 Hay meadows • PA3 Natural Connections • PA5 Unveiling the heritage of the High Moor and Forests • PA7 Ponies, Pounds and Driftways • PA8 Ancient Boundaries, Modern Farming • PB2 Parishscapes • PC7 Fernworthy Reservoir Improved Access • PD1 The Dartmoor Diploma • PD3 East Shallowford Trust

Legacy and maintenance of benefits	In addition to the long-term security of the heritage features, the real legacy of the project will be the strengthened, ongoing relationships with local people, groups, partners and educational establishments. While the physical maintenance of infrastructure will be primarily the duty of NE and WT, future working will be enshrined in a spirit of shared responsibility with local people and partner organisations.			
Risks and Risk Mitigation	Risk Register			
	Risk	Severity	Likelihood	Measures Undertaken
	Poor recruitment of graduates	H	L	From experience demand for vocational experience from graduates is high
	Lack of co-ordination of delivery and training requirements	H	L	Recognised this as an issue and have budgeted for a training coordinator
	Poor day to day supervision leading to H&S issues	H	L	Training coordinator supplemented by in kind time from NNR staff. Training in H&S important
	Lack of on-site support from MTMTE partners	M	L	Training could be given just on NNR but value to student and scheme much increased if working with partners. LPS fully behind scheme.
Background information	Reports and practical experience of the Wildlife Hit Squad 2010-14 Trial of Diploma Level II/III placements with TCV 2012-14			