Moor than meets the eye

Landscape Partnership



DETAILED PROJECT PLAN

HLF P	rogramme 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.		~
В	Increasing community participation in local heritage		~
С	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		

PD5	
Conservation Apprentices	<image/>

Heading	Content
Summary	This project will deliver two 2 year conservation apprentices working alongside the DNPA Conservation Works team and Rangers to deliver practical conservation and access related work on the ground and engage with the public. We will learn from the model so successfully implemented with eco-skills and promote opportunities to work alongside other MTMTE partners. We will be targeting young people who do not want to continue with formal education and are seeking work. This project will deliver additional outcomes for the scheme utilising unspent budget (£66,875) from the original Dartmoor Diploma budget (HLF contribution £20,803). We have an approved change to the Dartmoor Diploma project.
Project description	The Apprentices are being developed to meet the <i>Moor than meets the eye</i> Landscape Partnership's Programme D (Training and Skills) aim to "Offer bespoke training opportunities that will ensure the relevant local heritage

	skills are sustained and used into the future".				
	This will be achieved through:				
	The appointment of two 2year conservation apprenticeships				
	This will help achieve the Moor than meets the eye objective of				
	Increasing training opportunities in local heritage skills D1. Offer bespoke training opportunities that will ensure the relevant local heritage skills are sustained and used into the future.				
Beneficiaries and					
communication	 Key Message This project will help young people develop the skills and experience to start a career in heritage conservation. A rounded experience that combines practical work with community and public engagement. Helping to manage access and recreation to positive effect. 				
	Communications The project will be supported by the MTMTE website and rangers FACEBOOK pages which the apprentices will be encouraged to utilise working alongside our Communication apprentice.				
Project buy-in	This is a new pro-forma following discussion with relevant organisations.				
Project leadDartmoor National Park Authority – the apprentices will be en the Authority and mentored by the Head of Conservation Works					
Project development	We have worked up this project in light of an underspend in the Dartmoor Diploma budget and reflection of new priorities both for national parks and for the HLF. Defra's 8 point plan aims to double the number of apprenticeships in National Park Authorities by 2020, HLF have a new focus on encouraging new entrants into the heritage sector to sustain a dedicated workforce. Although it is an ambition for Dartmoor National Park to attract more apprenticeships, particularly in our field services team (Conservation Work and Rangers) who deliver practical projects on the ground, we are limited by budget and time of existing staff to mentor apprentices.				
	Budget Expenditure 2 x two year apprentices (salary and training costs) * £54,400 Tools/equipment/PPE and uniform £3,000 Additional hours for mentoring apprentices (1/2 day a week) £10,500 TOTAL £67,900 *The budget for apprenticeships is based upon a 19 year old				

	Income					
	HLF grant	£20,803				
	DNPA	£47,097				
	TOTAL £67,900					
	The apprentices will undertake a level 2 apprenticeship in countryside management probably delivered by Taunton College and will include a range of modules which the apprentice can select from alongside the employer.					
	Dartmoor Diploma and gain on DNPA's Ranger and direct we	ey will also be able to attend relevant courses developed through the artmoor Diploma and gain on the job experience working alongside NPA's Ranger and direct works team, Ecologists and Archaeologists d stonemason. They will have the opportunity to get involved in the lowing projects:				
	common land management, v	Management of haymeadows and rhos pasture, woodland management, common land management, visitor management, public rights of way, maintenance of historic buildings, working with volunteers				
Activities and	1. May 2017 – first appre					
Timetable	2. September 2017 – Adv	vertise for second apprentice				
	3. January 2018– Second	d apprenticeship starts				

Budgets	Cost Breakdown			
Estimated Total	Cost: Contingenc		су:	
Cost	£67,900 £0		-	
VAT	a. Is VAT	b. Is VAT reclaimable?		c. VAT amount:
	applicable?			
	YES	Y	ES	£0
Lead Partner Contributions	Туре:	Secured:		Unsecured:
	Cash (source):	£		£47,097
	Staff:	£0 £0		£0
	Volunteers:			£0
	In-kind:	£0		£0
	TOTAL:	£0		£47,097
Other Contributions	Туре:	Secured: £0 . £0 . £0 . £0 £0 £0 £0 £0 £0		Unsecured:
	Cash: PCF			
	Cash: Duchy			£0
	Volunteers (source):			£0
	In-kind (source):			£0
	TOTAL:			£0
Moor than meets			Intervention Rate (%)	
the eye contribution	£20,803		31%	

Outputs	2 two year apprentices
Output indicators and targets	No. of apprentices successfully completing their Level 2 apprenticeship
Outcomes	 2 young People will have developed skills Heritage will be better managed Heritage will be in a better condition Environmental impacts will be reduced
Evidence	 Course attendance sheets and certificates Learning log Regular meetings with mentor
Wider context	The project can add value to the following projects Project links PA2 Haymeadows PA3 Natural Connections PA6 Higher Uppacott PA1 Moorland birds
Legacy and maintenance of benefits	The two apprentices will have learnt skills they can take forward through a career in conservation.

Risks and	Risk Register			
Risk	Risk	Severity	Likelihood	Measures Undertaken
Mitigation	Lack of take up	Μ	L	 Direct approach to previously unsuccessful but potential Apprenticeship applicants Promote opportunities through appropriate channels
	Lack of Mentoring/Support availability	H	L	 ½ day/week allowed for in budget. Head of CWT to arrange for cover during periods of absence (current restructuring may affect this)
	Non-completion of Apprenticeship	H	L	 Robust recruitment process Candidate engagement, mentorship and support Skills gap analysis and tailored development programme
	Candidates leave before completing Apprenticeship (eg. alternative employment)	Н	L	 Salaries in-line with appropriate guidance Candidate engagement, mentorship and support Skills gap analysis and tailored development programme
Background information				