



<b>Level:</b>	Advanced Apprenticeship (Level 3)
<b>Typical Duration:</b>	25 Months
<b>Delivery Model:</b>	Work-based supported by Workshops
<b>Delivery Location:</b>	North West Only
<b>Start Date:</b>	September



## Introduction to the Programme

---

A Horticulture Supervisor can be employed to oversee work in public parks and gardens, green spaces and historic gardens, private gardens and estates or in production nurseries and retail outlets. Many businesses will be specialised in their activities, such as grounds maintenance (soft-landscape). This includes the establishment and maintenance of plants and cultivated areas. Often people new to the industry will start in a 'hands-on' role covering a range of practical tasks, with specialist skills being learnt through progression. A wide range of machinery and tools are used and additional training may be required depending on the nature of the works undertaken. Working and learning in the horticulture industry is rewarding, offers a diverse range of employment opportunities and includes a range of skills that are transferrable into many other industries.



## Duration

---

This apprenticeship will typically take 25 months to complete. The length may be altered if the apprentice has already gained knowledge and skills working in this sector.



## Entry requirements

---

Minimum of 4 GCSEs at grade C/4 including maths and English OR  
a Vocational qualification Level 2, plus GCSE grade C/4 in both maths and English.

NB: English & maths Functional Skills Level 2 will be accepted as an alternative to GCSEs.



## Costs

---

Costs will be dependent on several factors such as age of apprentice and size of employer. The cost may be altered if the apprentice has already gained knowledge and skills working in this sector. Please contact us for more information.



## Delivery Location

---

Delivery is work-based supported by technical training days at Myerscough College, Preston Campus approximately once a month. College attendance will count towards the 20% off the job training requirement. An apprentice will also need to attend college courses to complete the required qualifications.



## Qualifications

---

The following qualifications would be required prior to end point assessment:

- Level 3 award in emergency first aid at work.
- Pesticides: Level 2 Principles of Safe Handling and Application of Pesticides Guidance OR Level 2 Award in the Safe Use of Pesticides

**To comply with legislation / industry standards, individuals who wish to work in some sectors of the industry may have to complete additional certificates of training, statutory licences and health and safety approved competency cards in order to be permitted on to a worksite.**



## Knowledge, Skills & Behaviour gained

---

Throughout the programme, apprentices will work towards gaining the following knowledge, skills & behaviours:

### Knowledge

#### Have a knowledge of:

- **Industry understanding:** the importance and benefits of green-space and different types of horticultural management appropriate to different sites.
- **Business:** project processes, planning work scheduling and requirements to meet specification, working to a budget. Business operations and the impact of decisions, individual and team performance on commercial success. Have an awareness of the commercial environment including competitors and suppliers.
- **Communication:** the importance of clear and unambiguous communication appropriate to different audiences. The application of different forms of communication aids and their use. Customer care; how to identify client and customer, understanding their needs and facilitating relations to progress business success. Managing teams to deliver customer service. The impact of customer care on the organisation.
- **Supervision:** how to communicate with a team and provide work instructions. How to manage a team's performance and provide feedback to team members and managers. Utilising communication and an understanding of people to work collaboratively and increase productivity and safety.



- *Health and safety*: obligations for managing safely; health, safety, quality, environmental (HSQE) and welfare issues within a business and on site. Knowing how to identify potential hazards and manage the risks to fully comply with legislation and industry practice.
- *Environmental*: waste hazards and waste reduction and recycling and environmental best practice. Impact of horticultural management on the environment. Protection of environment in each particular task.
- *Plant growth and development*: plant nutrition and plant requirements. The principles of germination, photosynthesis, respiration and transpiration (the science of growth).
- *Tools, equipment and machinery*: safe and correct operation and maintenance of tools and equipment commonly used in horticulture e.g. hand held, pedestrian and ride on in order to supervise work teams. Knowledge of requirements for purchase, hire or lease of such equipment and appropriate instruction to workers before use.
- *Vegetation control*: vegetation and methods of site clearance and removal of vegetation. Biosecurity; identification, prevention and control measures for pests and diseases on work sites. The identification and control of invasive alien species through supervision work methods. Reporting procedures.
- *Plant identification and classification*: plant identification by scientific names including genus, species and cultivar. Knowing why and how plants are identified. Know if plants are incorrectly labelled and how to use reference material to confirm identification.
- *Soils and growing media*: soils, growing media, compost and mulches and their management and assessment.
- *Plant health*: pest and disease identification and symptoms and control methods required on horticultural sites.
- *Protection of biodiversity and heritage*: habitat and historic value of horticultural sites, awareness of protected species and landscapes and procedures to follow.
- *Assess, repair and maintain hard structures*: daily management of hard structures, hazards associated with failure and damage and maintenance regimes.
- Different plant propagation methods using seed, or vegetative methods e.g. cuttings, division, layering and grafting.
- The range and application of different growing media for plant production. Ornamental aquatic environments e.g. ponds, water courses and features. The risk to aquatic environments from horticultural operations.

## Skills

### Have the ability to:

- *Business*: supervise a project including project processes, planning and specification. Proactively solve practical problems by using experience and judgement to make decisions. Be adaptable to different priorities, environments, conditions and technologies. Communication; facilitating effective communication with others, including clients, the public and colleagues, this will require IT systems use.



- Customer care: manage client's expectations and requirements. Customers might include the public, commercial clients or private homeowners.
- Team working: apply effective time management, resource management and support effective team working.
- People management: undertake team management and motivation, work prioritisation, problem-solving and resource deployment within a team.
- Health and safety: implement and maintain a positive safety culture within a team, understand and implement safe systems of work and comply with relevant legislation. Environmental; implement environmental protection requirements in each particular task e.g. supplying spill kits and ensuring use.
- Plant growth and development: care for plants correctly in different environments, including irrigation, nutrition, pruning and identifying plant deficiencies. Troubleshoot problems and implement corrective management regimes.
- Tools, equipment and machinery: carry out selection appraisals. Ability to instruct operatives on correct techniques and tool use. Responsibility for tools, equipment and machinery on site.
- Vegetation control: supervise processes and methods of site clearance, tools and machinery for pruning and vegetation control. Undertake weed control methods and correct pruning practice for a range of trees, shrubs and perennials.
- Soils: cultivate and improve soils by mechanical methods and by hand. Analyse soil- related problems and implement corrective management regimes.
- Plant health: identify and respond to threats to plant health.
- Assess and maintain hard structures: supervise the maintenance of structures relevant to the business activities and context of the site e.g. historic or environmental designations. Understand manufacturers recommended inspection regimes.
- Site presentation: develop a work plan to achieve a specified finish.
- Tree safety: identify basic tree health threats and hazards.
- Apply the correct pruning and training techniques for a range of plants. Choose appropriate growing media e.g. compost, soil.
- Plan and implement propagation using a variety of methods e.g. cuttings, seed, division Supervise the maintenance, renovation and installation of ornamental turf areas.
- Supervise the cultivation and maintenance of soft landscape elements e.g. trees, shrubs, herbaceous and bedding.
- Develop maintenance programmes for horticultural sites.
- Schedule work to protect features present such as irrigation, turf and aquatic environments.
- Using and maintaining a range of irrigation systems e.g. drip, sprinkler and rotary systems to ensure accurate and timely water application.

## Behaviours

Have the required behaviours including:

- Health and safety: leadership of proactive health and safety culture by personal example and supervision of teams and work sites.
- Work ethic: have a positive and motivated attitude towards work, including having pride in one's work. Committed to self-development through continuing professional development. Be a conscientious, dependable, flexible staff member with a can-do attitude.
- Change: be adaptable to different environments, conditions and technologies. Apprenticeship duration; the typical duration for this apprenticeship is 36 months



### End Point Assessment

---

At a point where employer, tutor and apprentice feel is appropriate, apprentices will undertake an end point assessment, which is carried out by a separate approved organisation, independent from Myerscough College.

The end point assessment will contain 4 components:

- A synoptic practical assessment containing a range of practical activities
- Professional discussion
- On line knowledge assessment meeting the knowledge requirements of the standard
- Supervisory Studies Project

There will be 2 levels of achievement: Pass & Distinction

In the unlikely event of an apprentice needing to resit an End Point Assessment (or elements of the End Point Assessment), then the employer will be responsible for funding these additional costs.



### How to apply

---

In order to start the enrolment process we need an **Online Application Form** to be completed & submitted. You can do this by contacting the Employer Services Team.

Telephone: 01995 642255, Email: [employerenquiries@myerscough.ac.uk](mailto:employerenquiries@myerscough.ac.uk)

Website: [www.myerscough.ac.uk](http://www.myerscough.ac.uk)