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Get Into the Brecon Beacons



Final Report – January 2020



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Executive summary

Introduction and methodology

This report presents the Get Into the Brecon Beacons partnership project. It was a three-year project supported through the Arwain Powys LEADER programme. The final cohort was also supported by Brecon Beacons National Park Authority's Sustainable Development Fund (SDF). The project provided five cohorts, each with a training and selection fortnight, followed by a paid three month traineeships for a smaller number. All with the aim of providing individuals with training hands-on work experience in the conservation sector. Alongside the practical experience and skills gained, trainees worked towards attaining practical skills certificates such as first aid, manual handling, brushcutter and chainsaw.

1. Get Into the Brecon Beacons was delivered by two partner organisations: Brecon Beacon National Park Authority (BBNPA) (the lead partner) and The Princes Trust Cymru. 26 trainees were supported through a 3 month traineeship, over a series of five cohorts. In addition, a total of 55 young people participated in a two week Get Into Rural Skills training and selection fortnight at the start of each cohort.
2. The project targeted Not in Employment Education or Training (NEET) or near-NEET young people (15 hour limit). The relaxation of strict NEET criteria reflected that in a rural area with low unemployment many young people are able to access some limited part time and/or seasonal work (e.g. in retail, or tourism in season) but have very limited opportunity to develop skills, accredited training and progress.

Project targets and attainment

3. Get Into the Brecon Beacons has been a successful project resulting in positive outcomes for trainees in terms of their skills, experience and qualifications gained. Significantly, the Project has been a springboard for many trainees to gain employment, some in the conservation sector. Below is a summary of achievement.

Target	Progress / Achievement
1. Number of pilot activities undertaken-1	1- Get Into the Brecon Beacons programme is a pilot
2. Number of stakeholders engaged -10	26 external organisations
3. Number of participants supported -24	55 Young people participated in the 2 week programme
4. Number of jobs created - 12	4 FTE jobs created 26 Young people were employed part-time as Trainee Wardens
5. Number of communities benefitting -1	1 Community of NEET & near NEET young people

Overall project outcomes

4. Get Into the Brecon Beacons has served to:
 - enhance the skills and knowledge of participants in land management.
 - provide trainees with accredited qualifications.
 - strengthen a range of wider transferable skills among trainees, serving to enhance trainees' employability and future career prospects.

The Project recruited a diverse range of individuals, in terms of age profiles and previous experience and qualifications demonstrating that individuals from a range of backgrounds can benefit from the traineeships. The Project engaged with people aged 18-30 years. Safeguarding prevented the involvement of 16-18 year-olds, in part as this would have doubled the cost of paid supervision, and presented other logistical challenges. Feedback from a range of stakeholders indicated that if at all possible future programmes should allow for 16-18 year-olds. Trainees reported high levels of satisfaction with the quality of the traineeship.

5. The key outcomes of Get Into are the numbers of trainees who have been supported into employment, and those who have progressed into further training or education having previously been disengaged. In this regard, the programme has been a success.

Management, delivery and structure of the traineeship

6. Project partners took a flexible approach to the management and delivery of Get Into as a pilot project. This enabled the programme to evolve over each cohort, to learn from experience, adapt to changing wider circumstances and best meet the needs of each cohort. Each cohort followed the same basic structure:
 - A Taster Day - an opportunity for young people to find out more about the programme, meet peers and engage with selection of staff from delivery partners.
 - A Get Into Rural Skills Fortnight - for up to 12 participants. This programme included a range of practical experiences, CV and confidence building, a Skills Day, interview practice and a final presentation event in which the achievements of all participants were celebrated with an invited audience including stakeholders, senior partner representatives and celebrities. See Annex A: Example 2 week programme.
 - A three month paid traineeship for up to 5 or 6 trainees (varied by cohort)

The difference made by the traineeship

Progression information collected by project staff suggested the programme led to overall improvements in a range of transferable skills, including communication skills, leadership skills, confidence and initiative, as well as the specific practical skills, many of them through achievement of certificates e.g. Emergency First Aid and Lantra, Safe Use of Brushcutter

Introduction

This is a final report on the Get Into the Brecon Beacons project, by the project manager, BBNPA's Sustainable Development Manager and the project coordinator, BBNPA's Sustainable Communities Officer. The report draws on research with project staff, delivery partners, trainees, stakeholder organisation and employers. The report presents project achievements, including delivery against targets and learning points for future skills-based heritage projects.

1.1 Background: Get Into the Brecon Beacons

In 2016 BBNPA was part way through a four-year Skills in Action partnership project supported through the Heritage Lottery Fund's Skills for the Future programme. The focus of the project was on creating paid, high quality opportunities for new entrants to the heritage sector and thereby helping to sustain the heritage sector in the longer term. Alongside the practical experience and skills gained, trainees worked towards attaining a Level 2 City and Guilds qualification in Environmental Conservation management. The scheme was hugely oversubscribed and had very high levels of progression into employment in the sector. Recruitment to the scheme was based on basic practical aptitude and enthusiasm. BBNPA were, however, aware there was a need for a training scheme offering a higher level of support for individuals; particularly for young people facing multiple or significant challenges who were not quite ready and often lacking confidence; for the Level 2 programme.

BBNPA discussed with The Princes Trust Cymru, who have wide and extensive experience of providing this type of support to NEET and near NEET young people, including through their Get Into programmes with a range of employment sectors and employers. A successful partnership application, led by BBNPA, was made to Arwain, the Powys LEADER fund, for a project worth £141,000. 80% funded by Arwain with the match from the two partner organisations. The project piloted rural skills training for NEET young people, introducing The Princes Trust Cymru Get Into approach for the first time to rural skills in a rural area.

In summer 2019 the principle funder Arwain agreed that savings accrued through the programme could be used to fund an additional fifth cohort. An application was made to BBNPA's Sustainable Development Fund for the shortfall, which was successful, allowing a fifth cohort to be delivered September to December. The total project budget rose to £151,000.

1.1.1 Project targets

The specific targets for Get Into the Brecon Beacons are set out below. Progress and delivery against these targets are set out in the following sections of the report and a summary of the achievements is presented in the Executive Summary above.

Target
1. Number of pilot activities undertaken -1
2. Number of stakeholders engaged -10
3. Number of participants supported -24
4. Number of jobs created -12
5. Number of communities benefitting -1

1.2 Evaluation of project

The evaluation consisted of:

- Mid-term evaluation. The first tranche of trainees completed the traineeship in August 2017. A mid-term evaluation with report was undertaken
- End of project evaluation. The end of project evaluation was originally due to be completed in summer 2019. This was extended following an extension to allow a fifth cohort which finished mid-December 2019,

A mixed method approach was adopted for the evaluation, including the collection of data, structured discussion with BBNPA and The Princes Trust staff and focus group discussions with trainees. Feedback was also sought from several stakeholder organisations and employers.

Profile of trainees and promotion

Trainees were drawn from as far south as the Ystradgynlais area and as far north as Llandrindod Wells. Many were managing significant or multiple challenges including homelessness, caring roles, and health and learning difficulties. Being small cohorts, by the three-month employment stage, it was found by staff that each cohort was quite different to previous ones. With a large group, say 20, it might be expected that a typical cohort profile would emerge, but not so with such a small number. Group dynamics also varied considerably. By necessity the Cohorts were small as it is difficult to find many conservation tasks suited to large groups, and a breadth of experiences was important to achieve. The benefit of small groups was that organisers were able to develop a programme for each cohort to provide realistic but manageable challenge for all, including variations within the group.

Some of the trainees were employed in part-time or temporary employment prior to the beginning of the traineeship in low-paid positions. This is indicative of the fact that, while unemployment rates are low in rural parts of Wales, many people are employed in low-paid and temporary and/or part-time positions, often seasonal or zero contract hours.

Promotion of the traineeship opportunity


Significant effort was put into promotion of each of the five Taster Days. This was to enable reach to those most likely to benefit from the traineeship and in some cases those unlikely to be motivated to self-select attendance at such an event. Princes Trust staff engaged with a wide range of stakeholders working with young people, including Job Centre Plus who hosted some on-site open sessions enabling immediate and direct referral. A project flyer was widely circulated across south Powys, in hard copy and online including through several social media platforms.

See Annex B. for example flyer.

Word of mouth proved useful, including with a range of stakeholders who had previously engaged with BBNPA inclusion programmes. Social media was an excellent promotional platform. E.g. for cohort 5 with the project achieved 91 shares with 25 comments on a single post and 339 likes on the Clarence House tweet after the project received a visit from HRH The Prince of Wales.

 **Prince's Trust Cymru**
 5.3K like this · Charitable organisation

13 Aug 2019 · 🌟 · ...to work in the great outdoors? 🌟 Get into Rural Skills with Brecon Beacons National Park is back to offer 18-30 year olds valuable experience as a National Park Warden in the heart of Wales! 🇬🇧 We'll be hosting a Taster Day on 3rd September, so get involved! If you're...



 You and 39 others  25 comments  91 shares

 **Clarence House** ✓ @ClarenceHouse · Jul 4, 2018

In the Brecon Beacons, The Prince of Wales meets young people taking part in the @PrincesTrust 'Get into Rural Skills' programme.

The programme aims to prepare young people for employment in the many **rural** industries locally.



 10  58  339 



Example Taster Day - Evolution ice breaker!

Delivery

At the end of each Taster Day the range of staff involved (typically five or six) followed a formal assessment to collectively identify up to twelve young people likely to be able to complete and benefit from the Get Into fortnight of activities. For those not selected PT staff provided additional support and signposting. It is important to note that at this point likely benefit from the fortnight, and ability to complete it, were the key criteria. Consideration of suitability for a three-month paid traineeship was not made until later in the 'Get Into' fortnight.

1.2.1 Get Into Rural Skills Training and Selection fortnight

The fortnight involved project staff and many others including Princes Trust Mentors and a range of BBNPA staff. A typical programme is at Annex A. All participants were offered the Lantra Level 2 Brushcutter course, delivered by Lantra accredited Instructors, and the great majority achieved this.

The detail of the fortnight evolved over time. A particularly successful innovation early in the programme was a mock interview exercise lead by PT, and involving PT Mentors, volunteers and project staff. Trainees circulated to a series of interview tables, and carried out the same interview several times, with feedback at the end of each interview from the interviewer. The improvement in Trainee interview performance and confidence moving around the room was notable. Feedback from the trainees indicated it was the most effective interview technique training that they had experienced.

The practical tasks in the field were understandably popular, particularly any giving opportunity to practice newly acquired power tool skills.

The success of all Trainees completing the fortnight was celebrated at an end of the second week event. It was made clear to all that completing the fortnight was an achievement.

Following the event those selected for the three months traineeship were notified separately, keeping this apart from the celebration for all in the fortnight.



Cohort 4 - end of fortnight celebration event

A range of staff involved in the fortnight all contributed to assessment to identify those young people likely to be able to complete and benefit from the three month traineeship. For those not selected PT staff provided additional support and signposting. Project staff helped with identifying transport and BBNPA made available a hardship funding to help any trainees struggling with the upfront cost of bus fares.

1.2.2 The three month Traineeships

The trainees worked their 3 month paid traineeship alongside the project Supervisor as part of the warden teams. During this period they learnt and assisting with practical works across a wide range of estate, woodland, rights of way and countryside management tasks.

Working within the warden team they learnt to ensure safe working practices by implementing and adhering to health and safety legislation and taking responsibility for the care and maintenance of vehicles, plant, tools, equipment and personal protective clothing.

The Trainee position was practically based. The majority of time was outdoor active work and many tasks were physically demanding and undertaken in challenging environments such as mountainous (altitude) or remote sites often without phone signal, wet and muddy or vehicle inaccessible areas. Work was carried out in all weather conditions and tasks included lifting and carrying heavy objects, using a variety of hand and power tools and machinery.

The 3 month traineeships combined a range of work experiences, training and a significant number of accredited training courses which are listed below:

External Training Courses

Emergency First Aid at Work (+ Forestry element)

Level 2 Working at Heights

Level 2 Manual Handling

Lantra Level 2 - Safe Operation of Brushcutter/Trimmer

Lantra Level 2 - Ride on Mower

Introduction to Dry Stone Walling

National Botanic Garden of Wales - Sustainable Garden Design – an introduction to techniques and methods.

Lantra Chainsaw Maintenance and Cross Cut

Lantra Hedge cutter.



Mower training - Penybont

The trainees worked alongside the warden team developing the skills and techniques required for conservation projects, heritage conservation, rights of way and public access, receiving tuition and practical training in the following areas:

- Controlled burning techniques
- Bridge building
- Coppice wood hedge laying course
- Rights of way improvements (installation of stiles, gates, finger-posts, way-marking, vegetation clearance etc.)
- Heritage conservation techniques (lime mortar pointing/ gorse)
- Woodland management (planting/ coppicing and clearing)
- Moorland management - heather and controlled grass fire
- Heather assessment survey
- Ecological surveys - grouse count.
- Drystone walling
- Conservation courses - tree/grass id
- Ecological rare breed licences
- Access and recreation - airlifts – transporting material to construct upland paths

For some Trainees, the early weeks included building physical fitness for the job. Initially, it was not uncommon for some Trainees' enthusiasm to wane after lunch, and the Supervisor played a key role in maintaining enthusiasm and developing a full work day ethic. While the weather was sometimes poor, fully equipped with waterproofs the Trainees invariably kept going.



Tasks involving the wider community were also popular. A project in the grounds of Sennybridge school was delivered successfully, and the link with Sennybridge School and with Balfour Beatty, who provided skills and materials, was hugely valued by Cohort 5.



1.2.3 Employability support provided by project staff to trainees

Employability was a key feature of the 2-week programme. See Annex A for course details
For 3 month employed Trainees, project staff also offered

- Support to create portfolios that capture evidence of skills, experience, qualifications
- One-to-one support, including advice on how to search for jobs, CV writing.
- Sessions providing advice on interview techniques
- References for trainees gaining employment or applying for further education

BBNPA also circulated updates on relevant projects, and job opportunities, volunteering placements and courses. A resource folder of sample job descriptions and person specification was also made available for trainees to access. Support continued after individuals completed their traineeship.

3.2 Management and delivery of traineeships

The Project was managed by BBNPA, with a Coordinator delivered day to day support and liaison with Princes Trust, Stakeholders, providers (e.g. accredited skills trainers) and within BBNPA for example to identify a programme of practical work experience with the warden team. A BBNPA employed Supervisor provided day to day supervision, support and transport for trainees. Princes Trust Cymru staff contributed primarily to recruitment, the design and delivery of the Taster Days and Get Into programme fortnights, which were delivered in partnership with BBNPA staff.

Periodic informal review discussions enabled reflection between the key partners and suitable amendments to the format of the programme, both within cohort and in preparation for each next cohort. The most significant amendment followed a review during Cohort 1 which had by chance coincided with the local introduction of Universal Credit - at different times in the Ystradgynlais and Brecon areas. A high level of trainees receiving benefits had accessed the programme and through a review with Job Centre Plus, it was concluded that future Cohorts' access to the programme would be best facilitated by limiting the paid employment element to 15 hours. This would enable participants to continue to receive benefits without the barrier of needing to stop and start their benefits. The revised model provided opportunities for voluntary attendance at paid for training on non-workdays. This model worked well for the remainder of the programme.

In Cohort 2 a slight underspend enabled the extension of the traineeship for 2 months for 4 trainees. This proved a successful move, with the individuals gaining a significant amount of extra experience on this time. Project work examples are at Annex C.

Structured discussion with BBNPA and PT staff agreed the following points on Delivery:

What went well

- Recruitment- for the fortnight and for the 3 months traineeships was thorough and effective- evidenced by very low level of drop-off across the programme

- Taster Day- a presentation introducing the National Park was useful for context setting
- Taster Day- group work encouraged young people to work together and start to form the bonds that proved so important both to the fortnights and 3-month traineeships.
- Good to have some flexibility regarding the numbers of participants on the fortnight- not obliged to have 12 - if only 10 or 11 seem likely to benefit and be able to complete the full two weeks.
- The Supervisor is a crucial element for the programme, not only for practical and logistical elements (and driving) but also for managing occasionally challenging group dynamics and encouraging trainees when work or non-work issues present them with a challenge. In practice only one group had significant group dynamic issues, an achievement given some of the challenging circumstances presented.
- The chance to reapply if unsuccessful on a previous programme is good.

Not so Well

- Sometimes potential referral agencies advised PT that they were too busy to refer
- Brecon is relatively new area for PT so engagement with the wider community through other PT programmes is less developed than in more urban areas.
- Inevitably some young people do not hear about the Taster Day until after the event, or cannot make the date
- Some times of year are not good for certain groups of young people i.e. farming families at lambing time.
- Low response from employers to participating in Employability Day. Perhaps as many in the sector are self-employed and SMEs so cannot afford the time

Things to do differently in future

- Taster Days- inevitably not everyone who wants to can make the date, and some people always hear about it too late. For the future run two Taster Days per Cohort
- After the fortnight some young people felt they lacked contact if they had not been selected for the trainee placement - for the future PT to formalise regular contact with young people e.g. fortnightly for a period
- Princes Trust could invest more time if they had more programmes running in the area

Impact and learning

The impact of trainees was assessed in three ways: staff views and trainees views, in structured interviews, presented below, and progression information, presented in 5. Some additional perspective was presented by Employers. In these discussions a range of lessons learnt emerged that could develop future trainee programme delivery.

1.3 Impact and learning: project staff perspectives

Structured discussion with BBNPA and PT staff identified the following widely agreed points on impact:

- Confidence was hugely boosted, particularly for those starting least confident. This applied both to the participants in the fortnight programme, who were sometime “transformed” by the time they made their Presentation day presentations to any audience. This was particularly evident in trainees working on the 3-month placement.
- In the fortnight the mock interviews were transformative for some young people as they moved around the room hugely improving their interview responses , building on feedback from interviewers
- 2 paid days best suited the majority of young people- either so as not to face the barrier of coming off benefits for 3 months or to enable them to keep going with part-time jobs.
- Contact with potential employers was hugely valued when it occurred in the programme as was community networking.

Learning: some aspects staff could be built on or improved in future programmes:

- 16 to 18 year-olds inclusion
- Fortnight: continue to include a Challenging Activity (like the very successful caving) – it helps boost confidence and is team building
- Include a Warden presentation (as well as working alongside) in the fortnight, to ensure a good understanding of work, including the mundane parts as a part of real life work.
- Consider paying a sector employer to contribute to the Employability Days to give face to face input on what an employer is looking for and opportunities
- Traineeship: Maintain 2 paid day model with voluntary attendance including training on the other days.
- Consider a longer traineeship, if possible 6 months or more to offer a wider breadth of experience - longer work experience is also more appealing to future employers. Trainees and teams felt 3 months was a bit squeezed.

Finally, re-timing of 3-month traineeships, there were mixed views from staff, and an understanding that different start times worked for different groups of young people. An early spring start was felt to disadvantage those from farming families, who might be required for lambing. However this timing could potentially benefit others as they would complete in late spring at the onset of growing season when many ground care companies recruit extra staff.

The first 4 cohorts avoided winter, to mitigate against the possibility of losing weeks of experience to snowy or poor weather. Cohort 5 extended to mid-December, and whilst experiencing some very wet conditions was fully delivered with trainees commenting it provided a realistic work experience.

A general view was that if 16-18 year olds were included in a future programme then a start date in early autumn would work well.

1.4 Impact and learning: Trainee perspectives

Trainees hugely valued a “foot in the door” to a land management sector job and having their eyes opened to this as a possible career path. They also valued the wide range of practical training certificates and work experience. The social element and being part of a team was frequently mentioned, as was the support from project staff to take the next step. Other benefits mentioned included:

- The chance to gain accredited training without the cost and challenge of FE or university was appreciated by some
- The opportunity to access training close to home for those without the resources to reach FE colleges (Gelli Aur, Coleg Gwent, Usk campus) offering land management training- neither of which is accessible by public transport from the Brecon area
- Taking part in projects such as the Geopark project at Craig y Nos which they now felt part of and would be able to revisit in future,
- Chance to contribute to projects which would be appreciated by other users.
- Getting out of their “comfort zone”- varying from person to person, for example in one case after “several years stuck in my room”, for another undertaking a personally challenging activity (caving)
- Having a regular supply of energy boosting Clif Bars – feeding our adventures.
- Re-engaging with the outdoors after moving or returning to Powys from a city
- The detailed experience of different land management e.g. Woodlands, access paths, and upland vegetation

Learning: some aspects trainees felt could be improved:

- The weather!
- The week off (proportional to annual leave allowance), as with part time positions this meant a long wait for the next session

- For some, part time was not ideal and they suggested more voluntary days / options to enable them to attend 5 days if wanted, but allowing those with other commitments /work to still take part two days a week
- Extend the training placement to 6 months or more to allow for wider range of work experience – the 3 months felt quite crammed.
- Provision for 16-18 year olds to participate

Finally, re timing of 3 month traineeships, there were mixed views from Trainees, even within a given Cohort who all had the same timing experience.

SAMPLE FEEDBACK FROM TRAINEES:

“I’m re-inspired for my love of the outdoors and work I want to do.”

William (23 years)

“What else are you going to do in 3 months?

I’ve got 3 licences and much more”

Sean (19 years)

“Doesn’t matter what age you are you’ve always got potential”

Michael (29 years)

“This has shown me something I can do which doesn’t include being in an office- which I don’t want to do”

Anthony (28 years)

“I would like to do more Volunteering- its more than just work you don’t get paid for”

Trainee -Cohort 5

1.5 Impact and learning: Employer perspectives

The project received many compliments from our business partners and other invested stakeholders. This independent feedback offers further qualitative evidence of the projects positive impact - including a poignant letter from a serving officer at Dyfed Powys Police:

'My office sits directly next to the entrance of the National Parks building. I watched the dynamics of the young people starting the Get into programme all standing alone, in the corners of the room, with no real communication with each other.

Time passed over the next two weeks and would see the dynamics of the group of young people changing daily. They became more interactive with each other, with staff, organising the loading and unloading of the buses and carrying out duties off their own back showing independence and development.

From worried faces initially, came glowing, smiling and positive interactions. Any scheme that can develop young people like this is a must for any community. The one pupil on the course who I know from seeing them in school was ecstatic with the course he had been on, and so grateful for the opportunity. It's developed a skill set that will hugely assist in the young people going forward.

Well done - you must be very proud of the young persons'. *PC 224 Dyfed Powys Police*

'Elite have been very much involved with The Princes Trust training scheme over the last 2 years – guiding our younger job seekers through the selection programmes. 2 of our participants were successful in securing places in the 3 months trainee warden programmes.

At Elite, we were so pleased with the enhanced individual self-confidence and abilities which were evident following their training particularly concerning one gentleman, who, prior to the course, struggled with social interaction which made it very difficult for him to find paid employment. He is currently in a paid job of his choice and is independent in his work.

We have seen giant steps being taken, not only with Elite participants but with all of the trainees involved in the scheme.' *MD Elite Employment*

'We wish this scheme had of been available when we left college. Practical industry skills as well as qualifications are so valuable for employers. The Young people we have met, who have taken part in the programme have been keen, engaged and ready to take on employment and that is lovely to see. It is great that there are programmes like this available to young people.' *JHS Ltd, Penpont*

Progression

Trainees from some cohorts were contacted and interviewed to find out what they had been doing since completing their traineeship, where they are now and whether the traineeship had helped them to progress. Detail in table below for Cohort 1 to 3. Cohort 5 finished mid December 2019. Experience has shown it can take a month or two for young people to secure employment or further training, so at time of writing December 2019 it is not possible to properly track progression for this cohort

Progress Cohort 1-3 December 2018

Trainee	position /employment	employed
Cohort 1	Completed traineeship 30 Nov 2017	
1	Self-employed landscaping	Y
2	Powys County Council Highways Department	Y
3	Landscaping, at holiday centre, Brecon	Y
4	Retail work Brecon	Y
5	not working	N
6	Mechanical Apprenticeship	Y
Cohort 2	Completed traineeship 30 Sept 2018	
7	Not known – left programme early	unknown
8	Not known – moved out of area	unknown
9	NRW 2 year warden apprentice	Y
10	Full time at Freedom Leisure centre	Y
11	Seeking work	N
12	Youth Hostel Association	Y
Cohort 3	Completed traineeship 30 Oct 2018	
13	Landscaping	Y
14	Part time job	Y
15	Catering job	Y
16	Waitrose	Y
Cohort 4	Completed Traineeship 25th July 2019	
17	Full time in retail and volunteering mid wales	Y
18	Returned to full time education	N
19	Self-employed gardening and part time carer	Y
20	Part time retail and volunteering	Y
21	Not known	N
Cohort 5	Completed traineeship 12th December 2019	
22	Employed with Tree Surgeon	Y
23	Volunteering and seeking work	N
24	Employed with carpentry company	Y
25	Employed with groundwork company	Y
26	Part-time work and accepted on Environmental Conservation Degree course at UWIE	Y

Sharing Best practice

This report will be widely shared to enable learning from this pilot project. During project delivery information on content and learning from the programme have been shared with interested parties including: The Arwain Local Action Group, the Regional Learning and Skills Partnership for South West and Mid Wales, Job Centre Plus (Brecon) and BBNPA Members.

A series of films have been made highlighting the project and trainees experiences.

<https://www.youtube.com/watch?v=IjGu3KTacKo&feature=youtu.be>



2. Conclusions and Recommendations

- i. Get Into the Brecon Beacons has been a successful project that has resulted in positive outcomes for trainees in terms of the experience they have gained, the skills developed, qualifications gained and, most importantly in supporting trainees into employment. These points are set out in greater detail below. The project has also attained its targets, as summarised in the Executive Summary.

Overall project outcomes

- ii. The partnership achieved and exceeded the primary target of delivering traineeships to four cohorts of trainees, over 24 individuals over a three-year period. The profile of trainees engaged was diverse in terms of the age profile, home location and also the range of specific and often multiple socioeconomic, learning difficulty and health challenges faced by participants. The Project recruited individuals aged from 18 to 29 and included significant numbers with no previous qualifications.
- iii. Trainees reported high levels of satisfaction with the quality of the traineeship. Trainees valued the practical experience and skills they were able to develop.

Management, delivery and structure of the traineeship

- iv. Project partners took a flexible approach to the management and delivery of Get Into, amending between cohorts, and even during, to better deliver for participants
- v. Trainees reported that they benefitted significantly from the experience of working for a National Park Authority alongside Wardens and other staff.
- vi. Almost all participants achieved the Lantra accredited brushcutter qualification during the fortnight. It proved a suitable level of challenge, particularly valued by those who had not previously succeeded in education or training and provided something tangible to take away even for those who were not selected for the paid traineeship.

The difference made by the programme

The Project was viewed by trainees as being crucial to them securing work or further training opportunities. The value of National Park Authority employment on a CV was widely acknowledged, alongside the valuable practical skills qualifications.

The trainees were inevitably split on the issue of part time employment in the scheme. Some, Cohort 2 onwards, appreciated that it was possible to retain their benefits and

participate. Others valued being able to keep their existing part time work while still participating. A smaller number were clear that they would have preferred to be employed fulltime, even if only for a few months. Some typical feedback from trainees is given below. The progression table in 5. above clarifies that the majority of young people, previously NEET or near NEET, progress into employment, apprenticeship or higher education as a result of participating. The Get Into the Brecon Beacons has directly enabled some to move into employment in the land management sector, inspired others to gain qualifications in countryside management and opened up a wider number to a range of employment opportunities and experiences. E.g. Filming with ITV Wales, Meeting HRH The Prince Of Wales and an Arctic Expedition.



Filming with ITV news



Trainees discussing the project with HRH The Prince of Wales - July 2018

Recommendations for Future programmes

The Get Into Brecon Model as described above and delivered works well and is well worth repeating, taking opportunities to make the following recommended amendments if possible:

Overall

- Offer the opportunity to 16-18-year-olds, as well as other young people

The Get Into Fortnight

- Pay a sector employer to contribute to the Employability day
- Include a Warden presentation on the realities of day to day work as a Warden
- Include a Challenge activity early on

The Paid Traineeships

- Continue the two paid days model, but increase the number of optional voluntary attendance days between for those trainees in a position to make the most of these
- Consider a longer traineeship if possible 6 or more months for a breadth of experience
- Consider 2 Cohorts per year to suit the needs of different groups to start at different time

Annex A: Example 'Get Into' fortnight programme

	Date	Tasks	Venue
	Wed 27 th March	Taster day	BBNPA HQ
2 week Programme			
Day 1	Mon 1 st April	Induction day Introductions. Outline of 2-week programme. Health & Safety talk. PPE and clothing	NPVC and CYNCP
Day 2	Tues 2 nd April	Work party of 12 at Craig y Nos	CYN or Pont Sarn
Day 3	Wed 3 rd April	Work party of 12 - fencing/ dry stone walling	With Wardens
Day 4	Thurs 4 th April	Work party - Cwm Porth	Cwm Porth
Day 5	Fri 5 th April	Brushcutter Training (4) and work party of 8	Talybont on Usk
Day 6	Mon 8 th April	Preparing verges with Brecon Healthy Lives Project Wildflower Community Project	Brecon
Day 7	Tues 9 th April	Brushcutter Training x 4 Work party x 8 with wardens	Talybont & with wardens Llangasty work party
Day 8	Wed 10 th April	Brushcutter Training x 4 & Work party x 8	Talybont & With wardens
Day 9	Thurs 11 th April	Employment day Enterprise session - CV writing/ job options	Job Centre Office Brecon
Day 10	Fri 12 th April	Final presentations/ celebration	National Park Visitor Centre

BRECON BEACONS NATIONAL PARK



Certificate of Attendance

'name of trainee'



has successfully completed the training and work placement

'Get into the Brecon Beacons'



25th September - 13th December 2019

The placement provided training and practical application in the areas of:

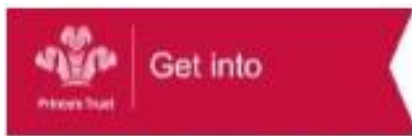
- Estate and woodland management
- Upland management and surveying
- Rights of Way improvements –practical construction skills
- Habitat Improvement and Conservation tasks



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Example 'Get Into' certificate of attendance

Annex B: Promotional flyer



Rural Skills - BBNPA



Are you 18-30? Looking for work?

Get into Rural Skills with Brecon Beacons National Park

2nd July – 13th July 2018, Brecon

Taster/Selection Days: Thursday 28th June 2018

Do you want to experience working as a National Park Warden? Meet new people and learn new skills as well as gaining work experience.

- Experience of practical skills used by National Park Wardens in an outdoor environment.
- Take part in various activities and workshops throughout the programme.
- Improve your teamwork and communication skills.
- Gain a Brush Cutter qualification.
- Travel Expenses paid on programme.

To join this course or find out more:
Search 'Prince's Trust Cymru'
Text or call Fran on 07483 991410
Call for free on 0800 842 842
Email: outreachwales@princes-trust.org.uk



Prince's Trust
Cymru

In partnership with:



Annex C Project work examples

Examples of training and work projects undertaken during Cohort 4



Butterfly Transect Surveys – The Allt, June 2019



Conservation Fencing at Llangasty, SSSI - April 2019



Installing Rights of Way, footpath diversion stile – June 2019



Vegetation Clearance and Path Improvement - Craig Y Nos Country Park - May 2019



Wildflower planting – May 2019



Gate Installation and Vegetation clearance, Cwmyoy - June 2019