

Green Futures Rural Trainees Outline Information

Yorkshire Dales Millennium Trust (YDMT) is organising several Rural Apprenticeships in 2025 based mainly in the Yorkshire Dales, but also in surrounding areas in partnership with a number of local organisations and businesses.

The apprenticeships will start in October 2025 and will last for eighteen months. They will provide work-based training with the employing organisations and trainees will study for a Level 2 Countryside Worker qualification at Craven College. Apprentices will also gain a range of certificated skills which are vital in land-based industries and will be assisted with the costs of transport to training. They will also have the opportunity to join the Green Futures Youth Forum and to take part in other YDMT projects.

The scheme is for local young people who do not already have a qualification in a similar field. Please ask us or Craven College if you are unsure.

Employers

In the past we have worked with many varying employers including National Parks, Wildlife Trusts, Rivers Trusts and local contractors and estates. We are still finalising details for this year, please check our website for places available and job descriptions.

When applying please state which position(s) you are interested in. **Please do read the job descriptions for each carefully**, or call for more information, as the jobs do vary considerably although all under a “rural landscape” heading. As well as being able to get to work each day you will need to get to Skipton for college every fortnight, but we can help to arrange transport to college and training if necessary

Work-based training and experience

The apprenticeships will all include experience of countryside skills but will vary according to the nature of the employing organisation - see individual job descriptions for more details. Examples of practical activities could include:

- signposting, waymarking and maintenance of footpaths and bridleway surfaces
- vegetation control and management
- moorland management
- construction and repair of footbridges, stiles, gates, fences and signs
- dry stone walling, laying cobbles, paved ways and concreting
- fencing, hedging, ditching and drainage maintenance
- tree planting, grass cutting and weed control
- horticultural work
- use of powered tools and equipment including chainsaws
- GIS mapping
- Species monitoring

Certificated Skills Training

In addition to the Level 2 Diploma apprentices will attend certificated short courses (up to a total value of £3500) relevant to the job, these could include:

- Chainsaw Maintenance: Cross Cutting & Felling Small Trees
- Brushcutter Use
- Drystone Walling
- All-terrain vehicle driving
- Trailer training
- Manual Handling and Health and Safety
- ID skills

And many more! The exact courses taken will be discussed with and agreed by the employer and apprentice, but all apprentices will undertake Outdoor First Aid

Project Delivery

The vocational qualification will be assessed at work and at college. Attendance at college will be an average of two days a month for the first year of the scheme. A timetable will be set before the start of the course and may vary seasonally.

Trainee progress will be monitored on a three-monthly basis by college staff, employer and YDMT staff. They will visit the workplace and talk to apprentices and supervisors. This meeting will give the opportunity to discuss the training and any concerns.

Salary

Apprentices will be paid a minimum of £7.55 per hour to start, although many employers pay a little more, and in Year 2, if 19 or over, will be paid the National Minimum Wage for their age. Hours will vary by employer (see job descriptions), but will normally be between 30 and 40 hours per week. (time spent at college or training is included in these hours – not extra) The cost of transport to training can be claimed from YDMT (up to a maximum of £1000) and there is an allowance towards specialist personal protective equipment.

Application process

You will be interviewed by the employer, Craven College and usually a representative of YDMT. Interview dates are available on the vacancy webpage.

Please do call and ask for any further information you might need, and keep checking our website for vacancies - <https://www.ydmt.org/jobs>.

Fiona Busfield – Green Futures Manager or Shona Barnes – HR Manager
Yorkshire Dales Millennium Trust
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Clapham
North Yorkshire
LA2 8DP
Tel: 015242 51002 Email: info@ydmt.org

Full job descriptions for each role will be available for download along with the application form

GENERAL PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications		
Minimum Grade 4 English and Maths		✓
Willingness to train and study for Level 2 Diploma and additional training opportunities provided	✓	
Experience		
No previous work experience necessary but an aptitude for practical work and an enjoyment of the outdoors essential		
Personal qualities		
Self motivation, commitment and initiative	✓	
Good interpersonal skills and the ability to get on well with other members of the team.	✓	
Able to communicate well with other staff and the general public.		✓
Strong interest in learning practical conservation/field skills	✓	
Capable of demonstrating initiative in dealing with unforeseen circumstances		✓
Willingness to work hard to complete the practical parts of the traineeship	✓	
A level of physical fitness appropriate to the post	✓	
A keen interest in and a firm commitment to, countryside conservation and the aims of the organisations	✓	
Driving licence		✓

Please refer to the individual job descriptions on the vacancy website.