



Securing a Future

The Quest for Talent

Gary Swayne Group SHE Manager



The Challenge

“Where are the next generations of Growers coming from?”

Mark Pearson CEO APS March 2017



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The Challenges

- Crop Horticulture is Invisible
- You do not find Talent; Talent finds you
- Training/ Education is Expensive



The Advantages

- Crop Horticulture is Exciting, “on trend”
- Talent loves exciting, loves a challenge
- Lifelong Learning is now the Norm
- Training/ Education is Supported

Our Crop Technician Level 3 Apprentices



Apprenticeships – A quick summary

Levy Payers

- Payroll is levied at 0.5% of payroll each month -payroll > £3m
- Central Government uplifts all levy payments by 10%. - free money
- Additional payments to employers
- Additional payments to training providers
- Don't use it; you lose it. (24 months)
- Can only be used on Apprenticeships through a registered Training Provider

Non-Levy Payers

- Can access Apprenticeships for 10% of the cost
- Some Apprenticeships now 5%

Open to all ages whatever their previous qualifications



Crop Technician Level 3 Apprenticeships

- Did not exist before 2018 when Apprenticeship Standard was approved
- Only Crop Technician Apprenticeship based on Protected Edibles
- Reaseheath Facilities mirror Commercial Crop Production
- Residential Study outside of the main production season
- Can be used as a bridging qualification for qualified talented people
- **Developed with APS but open to all**

Making Us Visible

Work Experience - Opening Doors





Making Us Visible

Chris Baldwin

https://www.youtube.com/watch?v=L45NwU1Wf_s&feature=youtu.be



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The Start

As I am completely new to the industry, everyday there has been something new to learn. The college course has really opened my eyes to plant science, carrying on perfectly from where I finished at school. Being in the workplace and working on the crop has allowed me to apply my new knowledge very effectively helping me understand every job and why we do it. In conclusion, the apprenticeship so far has boosted my confidence in the work place and made going to work a fun experience.

As an apprentice new to the industry, I have worked alongside experienced staff, which has enabled me to build up knowledge, skills and responsibilities whilst gaining a qualification. The apprenticeship has been an excellent way of gaining good general workplace experience, understanding how the business works and ultimately providing me with the skills to be suitable for future opportunities within APS Group.



Sam Lowdell - Europa Nursery



Antony Lee - Europa Nursery