

# Horticulture and Landscape Operative

## Level 2

### Overview of the role

Overseeing work in public parks and gardens, green spaces and historic gardens, private gardens and estates or in production nurseries and retail outlets.

Horticulture and Landscape Operatives can be employed to 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) or landscape construction (hard-landscape). Soft-landscaping includes the establishment and maintenance of plants and cultivated areas. Hard-landscaping includes establishment of hard surfaces and structures in addition to the establishment of plants in cultivated areas.

The distinct nature of these two specialisms means very few businesses can offer the full breadth of skills and therefore two options are available for this occupation; horticulture and landscape construction. The employment area will dictate the option pursued. The horticulture option focuses on plant propagation and plant growth. The landscape construction option focuses on the installation of features and structures; application of landscape materials as well as supporting site management.

Work is generally based outside and undertaken throughout the year, so apprentices will frequently work outside in all weathers. 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 and landscape industries is rewarding, offers a diverse range of employment opportunities and includes a range of skills that are transferrable into many other industries.

### Entry Requirements

Individual employers will set their own selection criteria.

Apprentices should have Level 1 Maths and English equivalent to GCSE Grade 2 (old GCSE Grade E) or above, plus suitable and relevant employment. Apprentices will be expected to work towards Level 2 Maths and English where this has not been achieved.

### Duration

The duration of the apprenticeship is based on a skills analysis and development opportunities within the business. The typical duration for this apprenticeship is 24 months, however this would be reduced where an apprentice holds previous experience.



L2 Apprenticeship Horticulture and Landscape Operative Information



# Apprenticeship Content

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## Knowledge

- **Industry understanding:** The importance and benefits of green-space and the types of horticultural skills appropriate to different businesses and cultural sites.
- **Business:** Business policies, vision and values. Workers' contribution to earning profit and awareness of commercial pressure.
- **Communication:** The importance of clear communication. Knowledge of different forms of communication aids and their use. The value of effective and timely communication in customer care.
- **Health and safety:** Health and safety regulation, legislation, policy and procedure and the responsibility of workers. Knowledge of hazards and working to strict health, safety, quality and environmental (HSQE) processes particularly appropriate to horticultural sites.
- **Environmental:** Waste and waste reduction/recycling and environmental best practice. Prevention and control of local pollution incidents.
- **Plant growth and development:** Plant nutrition and requirements. The principles of germination, photosynthesis, respiration and transpiration and caring for plants correctly in different environments.
- **Tools, equipment and machinery:** Correct tools, equipment and machinery required for the job and the importance of maintenance of these items to ensure they remain in good working order.
- **Vegetation control:** How to control vegetation and methods of site clearance and removal of vegetation.
- **Biosecurity:** Biosecurity and phytosanitary measures for pests and diseases and how these apply to work sites. Awareness of invasive alien species that may impact work methods.
- **Plant identification:** Plant identification by scientific names including genus, species and cultivar.
- **Soil science:** Why, when and how to cultivate soils for differing purposes. Different growing media and mulches. How to modify soils for plant growth and understand the reasons for cultivation and drainage.
- **Plant health:** Basic pest and disease identification/symptoms and control methods.

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## Skills

- **Communication:** Communicate with others, including clients, the public and colleagues.
- **Team working:** Work alone and as part of a team effectively and recognise how all staff are dependent on each other to meet business objectives.
- **Health and safety:** Apply relevant health and safety processes and procedures. Implement specific industry information on hazards relevant to horticultural environments. Follow safe systems of work and safety information provided by employer. Implement environmental protection policies and procedures.
- **Environmental:** Prevent and control local pollution incidents.
- **Planting, plant growth and development:** Care for plants correctly in different environments, including basic irrigation methods, planting methods and identifying plant deficiencies. Install various soft-landscape materials.
- **Soil cultivation:** Cultivate and improve soils by mechanical methods and by hand, making and amelioration of growing media and soils.
- **Tools, equipment and machinery:** Safely use tools and machinery.
- **Vegetation control:** Follow processes and methods of site clearance, using tools and machinery for pruning and vegetation control, including basic turf management. Follow weed control methods.
- **Maintain hard structures:** maintain structures relevant to the business activities.
- **Site presentation:** work to a specified finish.

 Apprenticeships



**The landscape construction role includes:**

**Knowledge:**

- Methods used to measure and set out a site and the principles in defining site levels using manual or electrical equipment.
- Marking out hazards, interpretation of construction drawings and specifications. The safe use of abrasive wheels during construction.
- Water feature construction methods e.g. linings, pumps, water courses.

**Skills:**

- Install various hard-landscape construction features and structures.
- Free hand cutting and bench cutting of hard landscape materials during construction using abrasive wheels.
- Assess and repair hard structures; evaluate hazards and damage and if appropriate carry out repair or report.

**The horticulture role includes:**

**Knowledge:**

- The range and application of different growing media for plant production and propagation. The principles and methods of watering techniques.
- Ornamental turf management through basic maintenance and how to monitor for issues.
- Ornamental aquatic environments including organic matter control inside and around the feature, monitoring for any maintenance or safety issues.

**Skills:**

- Undertake correct pruning techniques for a range of plants.
- Cultivate and maintain soft-landscape elements.
- Assist the establishment of an area of turf through laying, irrigation, maintenance, and allowing appropriate establishment time before use.
- Undertake basic propagation skills including division, cuttings, seed sowing and seed collection.
- Work without causing damage to features present such as irrigation, turf and aquatic environments.

**Behaviours**

- Health and safety
- Customer care
- Wants to learn
- Positive attitude
- Decision making

**Qualifications**

**\*The following qualifications will be required prior to taking the End Point Assessment.**

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

**Employer Involvement**

Your employer must enable you to spend a minimum of 20% of your usual work hours undertaking off-job learning. This is defined as learning which is undertaken outside of the normal day-to-day working environment and leads towards the achievement of the apprenticeship. This can include training that is delivered at your normal place of work but must not be delivered as part of your normal working duties, and must be directly relevant to the apprenticeship standard.

Off-job learning could include the following:

- Teaching of theory such as lectures, role playing, simulation exercises, online learning or manufacturer training
- Practical training such as shadowing experienced staff or mentoring, industry visits and attendance at competitions
- Study support and time spent writing assessments/assignments



Your employer must commit to supporting you in the workplace, participating in progress review meetings, providing use of ICT facilities so you can access your e-portfolio and agreeing/ensuring your readiness for the End Point Assessment. They may be required to provide further supporting evidence/endorsements about your performance, which form part of the End Point Assessment.

Further details of the End Point Assessment will be made available to you during your induction.

## **Funding**

The way Apprenticeships are funded has changed – employers now pay for apprenticeship training, where fees are applicable. We will discuss this with your employer when we complete a set-up with them.

The fees charged for the apprenticeship include any awarding body registration costs, all on-programme teaching, assessment and support delivered by the college, support materials, access to college facilities such as the Learning Resource Centre, Student Moodle, and access to wider college student support services where required.

Employers must pay apprentices at least the minimum rate set out by current National Minimum Wage Legislation. This includes payment for all off-job learning and any associated costs such as travel and accommodation.

Information about the National Minimum Wage can be found at:

<https://www.gov.uk/national-minimum-wage-rates>

## **College Input**

We will support you through regular Apprenticeship Progress Review meetings with you and your manager, provide well planned vocational training and theory delivery by block release model and support your theory learning in the workplace with a range of learning materials.

This programme is offered at both the York and Penrith campuses.

## **How to Apply**

Applications should be made using the college application form or via the college website. This form can be found at: <https://www.askham-bryan.ac.uk/application/register>. Upon receipt of your application you will have an interview with the Course Manager.

## **Further information is available at:**

<https://www.instituteforapprenticeships.org/apprenticeship-standards/horticulture-and-landscape-operative/>

Or, for more information, contact the College Course Manager on:

### **York**

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