

Landscape/Horticulture Supervisor

Level 3

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 Supervisors 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) 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 site management.

A Horticulture / Landscape Supervisor can manage a site with minimum supervision, supervise a team and maintain the health and safety and security of personnel and resources.

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 transferable into other industries following further studies.

Entry Requirements

Employers set the selection criteria for their apprentices in line with the apprenticeship standards and their business needs. Typically this includes 4 GCSE's at Grade C or equivalent to include English, mathematics and a science subject. In addition it is desirable that the candidate has an understanding of Information and Communication Technology.

We would normally expect applicants to have level 2 English and maths qualifications (GCSE grade 4/C or above or L2 Functional Skills) prior to enrolment.

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 or a level 2 apprenticeship.



L3 Apprenticeship Landscape/Horticulture
 Supervisor Information



Apprenticeships

Apprenticeship Content

Knowledge

- **Industry understanding:** The importance and benefits of green-space and different types of horticultural management appropriate to different sites.
- **Business:** Project processes, work scheduling, requirements to meet specification and working to a budget. Business operations and the impact of decisions, individual and team performance.
- **Communication:** The importance of clear communication appropriate to different audiences. The application of different forms of communication aids and their use.
- **Customer care:** How to identify client/customer, understanding their needs and facilitating relations to progress business success. Managing teams to deliver customer service.
- **Supervision:** How to communicate with a team and provide work instructions and feedback. Utilising communication and working collaboratively to increase productivity and safety.
- **Health and safety:** Obligations for managing safely; health, safety, quality, environmental and welfare issues within a business and on site.
- **Environmental:** Waste hazards and waste reduction/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. How to manage plants correctly in different environments.
- **Tools, equipment and machinery:** Safe and correct operation and maintenance of tools and equipment commonly used in horticulture. Knowledge of purchase, hire or lease of equipment.
- **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.
- **Plant identification and classification:** Plant identification by scientific names.
- **Soils & growing media:** Soils, growing media, compost and mulches and their management and assessment.
- **Plant health:** Pest and disease identification 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.

Skills

- **Business:** Supervise a project including project processes, planning and specification. Solve practical problems, using experience and judgement to make decisions whilst being adaptable.
- **Communication:** Facilitating effective communication with others, including clients, the public and colleagues.
- **Customer care:** Manage client's expectations and requirements.
- **Team working:** Apply effective time / 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.
- **Plant growth and development:** Care for plants correctly in different environments, including irrigation, nutrition, pruning and identifying plant deficiencies.
- **Tools, equipment and machinery:** Carry out selection appraisals. Ability to instruct operatives on correct techniques/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.

 Apprenticeships



- **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. 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.

The landscape construction role includes:

Knowledge:

- Landscape feature construction methods.
- Cable and service avoidance techniques to avoid water, gas and electricity.
- Estimation techniques and information sources.

Skills:

- Supervise and manage the installation of landscape features to specified standard.
- Interpret job specification and construction drawing including planning operations for implementation.
- Supervise the application of a range of landscape construction materials.

The horticulture role includes:

Knowledge:

- Different plant propagation methods using seed, or vegetative methods.
- The range and application of different growing media for plant production. Ornamental aquatic environments. The risk to aquatic environments from horticultural operations.

Skills:

- Apply the correct pruning and training techniques for a range of plants.
- Plan and implement propagation using a variety of methods.
- Develop maintenance programmes for horticultural sites and scheduling.

Behaviours

- Health and safety
- Work ethic
- Able to adapt to change

Qualifications

- Level 2 Award in the Safe Application of Pesticides using Pedestrian Hand Held Equipment
- 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 and agreeing/ensuring your readiness for the End Point Assessment. They may be required to attend the panel presentation and question & answer session, which form part of the End Point Assessment, as well as provide further supporting evidence/endorsements as required.

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/landscapehorticulture-supervisor/>

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

York

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