

## Application Process:

- Application forms are available at: [www.ringlinkscotland.co.uk](http://www.ringlinkscotland.co.uk) or by emailing: [gail@ringlinkscotland.co.uk](mailto:gail@ringlinkscotland.co.uk)
- All applicants will receive a brief telephone interview, as a means to shortlist candidates for face-to-face interviews.
- Shortlisted candidates will be invited to attend a face-to-face interview at a relevant local office at either: Laurencekirk, Elgin, Oldmeldrum or Coupar Angus'.
- Summer Intake commences in June and Winter Intake commences in January.



Full details and promotional video available at:

[www.ringlinkscotland.co.uk/pre-apprenticeship](http://www.ringlinkscotland.co.uk/pre-apprenticeship)  
[www.hbsring.co.uk](http://www.hbsring.co.uk)

## Benefits for Employers/Mentors:

- Ringlink Services Ltd employ the pre-apprentices, taking responsibility for all administration and payment of wages.
- Interview and selection process carried out by Ringlink Services Ltd.
- Ringlink host a Mentor Workshop to prepare the Mentor for a young person entering the workplace, advising responsibilities and discussing expectations. Attendance at the Workshop is mandatory (ie. owner, supervisor or representative from the business).
- 3 week induction for pre-apprentices prior to arrival at the mentor business.
- H&S risk assessment carried out on farm.

Interested in becoming a Mentor?...  
please call to discuss further.

"We decided to become a Mentor as we believed we could offer opportunities to a young person, keen and willing to learn about the agricultural industry. Essentially, we offered guidance through a structured scheme, with the support of Ringlink providing additional training certifications. I would definitely recommend the programme to other businesses."  
Scott Mather (MENTOR 2016)

"I volunteered as the scheme is a good way to bring people through the business, train them up and hopefully retain them in the longer term. The programme takes care of the mandatory and legal necessities, overall helping the business."  
Gordon Whiteford (MENTOR 2016)

# Land-based Pre-Apprenticeship...



## Earn while you learn in the rural sector.



Find us on: [@preapprenticeship](https://www.facebook.com/preapprenticeship)



[@ringlinkscotlandltd](https://www.instagram.com/ringlinkscotlandltd)

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Previously known as the 'Ringlink Internship', the programme has evolved to become accredited by the Scottish Rural College (SRUC) in 2017 as the Land-Based Pre-Apprenticeship (SCQF level 4). HBS Ring are delighted to work with Ringlink Scotland to develop the programme in the Highlands.

The programme is an industry recognised progression route into the land-based sector and continues to prove highly successful in attracting young people into the sector, whether from an agricultural or non-agricultural background alike.

The pre-apprenticeship provides a meaningful introduction into practical working environments, giving young people an insight into the range of vocational opportunities that the sector can offer through a structured programme of work-based learning and mentoring.

#### Pre-apprenticeship Format:



#### MENTORING

26 weeks full-time work experience, typically working 40hrs per week on a farm or suitable rural business.



#### TRAINING COURSES

Up to £1500 of training offered to each pre-apprentice, an element which is tailored to individual needs.



#### DEVELOPMENT

Summer Intake starts mid-June with a 3 week residential induction at SRUC, Aberdeen.  
Winter Intake starts mid-January.



#### HANDS ON APPROACH

Earn while you learn in the rural sector. Payment for time worked is in accordance with Scottish Agricultural Wages Board (SAWB).



## GIVING YOUNG PEOPLE THE TOOLS TO BUILD THEIR FUTURE

The Outcomes achieved by our participants, after five highly successful years of the programme are:

57%

OFFERED JOBS  
BY MENTORS ON  
COMPLETION OF  
PROGRAMME.

83%

COMPLETION  
OVER 5 YEARS OF  
TRAINING PROGRAMME

27%

PROGRESSED WITH FURTHER  
EDUCATION FOLLOWING  
COMPLETION OF  
PROGRAMME EG. MA'S,  
NC'S & UNIVERSITY

16%

SECURED OTHER FULL-TIME JOBS.  
VALUABLE WORK EXPERIENCE &  
PRACTICAL TRAINING MAKE THEM  
DESIRABLE TO  
PROSPECTIVE EMPLOYERS.

1074hrs

OF TRAINING  
COMBINED PRACTICAL  
TRAINING HOURS DELIVERED  
TO OUR CLASS OF 2017

learn  
grow  
SUCCEED

#### 3 Week Induction:

Working in collaboration with SRUC, the successful applicants undertake a 3 week residential induction that involves a range of activities and certificated training:



- Certificate of Work Readiness (CWR).
- Tractor Driving (3 days) + on the road tractor driving.
- Rough Terrain Telescopic Forklift (3 days)
- Emergency First Aid.
- Manual Handling Awareness.
- Health & Safety Risk Assessment
- Crop production/Livestock production
- Industry visits + Royal Highland Show.



"Really good experience, I've learnt a lot and it's a good way to get into a different sector within Agriculture"  
(Kate Sellar, 2017)

"The programme has given me an opportunity to learn new skills that couldn't be taught in a classroom. There's a lot more technology involved in farming than I first thought."  
(William King, 2017)