

AUGUST 2025

YOUR ANNUAL IMPACT REPORT

Yorkshire Dales
Millennium Trust &
Nineveh Charitable
Trust



Apprentices Saskia and Amelie surveying a peat bog

Thank you

We are delighted to have had the opportunity once again to work with Nineveh Charitable Trust and to continue to develop our partnership. Our sincere thanks for your donation of £2,500 in October 2024 supporting our Rural Apprenticeship Scheme.

Your support has meant we have been able to give more young people the chance to get practical work experience with employers in and around the Yorkshire Dales, as well as investing in their education and personal development.

Our scheme includes: 18 months of hands-on work experience, part-time study for a Level 2 Countryside Worker qualification, a training budget, pastoral support and group training days and activities.

2024 Highlights

Of the 6 apprentices who completed their apprenticeships in March 2025, 4 went straight into jobs, one is going to university and one is looking for work.



10 new apprentices were recruited in October 2024, 4 of these are with new employers to the scheme

The 2 cohorts you have supported over the last year have worked hard and completed a wide range of training courses, including brushcutter, chainsaw and ATV qualifications.



One apprentice said ***“College is going well, I am learning a fair amount. Work is great, getting on well with all the boys and enjoying the work. Thumbs up!”***

Harry started his apprenticeship with our most recent cohort, in October 2024, at PBA Ecology in Settle.

During a recent quarterly review his manager shared - ***“Harry continues to make outstanding progress. He is very keen to learn and quick to apply that learning to unfamiliar tasks. He works safely with minimal supervision and is an absolute delight to work with.”***

Harry said - ***“So far I've been learning lots and have had lots of good experiences. I really enjoy work and it couldn't be better. I am excited to see how my role and apprenticeship develop in the future.”***



Apprenticeships showcase event, June 2025

In June 2025 we celebrated 15 years of our wonderful apprenticeship scheme with a showcase event. Partner organisations, current and ex-apprentices and YDMT staff came together to celebrate all our achievements, share ideas for good practice and plan for the future. We listened to testimonials from apprentices and employers, discussed areas for improvement and development and enjoyed time to make new connections and partnerships.

During the event, two of YDMT's longest-standing apprenticeship employers, the Yorkshire Dales National Park Authority (YDNPA) and Conservefor, spoke about their experiences hosting apprentices over the years and praised the positive attitudes, skills, and dedication that apprentices consistently bring to their teams. Both organisations expressed a strong commitment to supporting the next generation of environmental professionals.

Gareth Evans, Managing Director of Conservefor (the UK's leading rural conservation and recreation specialist), said: "The scheme offers the opportunity for the apprentices to work in real conditions, not the ones you get in training manuals - wind, rain, knee deep in peat, you name it, they do it! But that's where the best learning happens - with support from our team, Craven College tutors, and Jo and the YDMT gang. It's a great scheme and one I'm proud to support."



Amelie, a current apprentice said at the event "It's hard to pick just one skill that's been the most valuable. But more broadly, it's the soft skills - confidence, resilience, teamwork and professionalism. Those are what have really helped me move forward into my next role."

Lucas, who completed his apprenticeship at the Swinton Estate in March 2025, said this - "It gave me a lot of freedom and hands on learning. A massive thank you from me, it's the best two years I've had."

YDMT's Jo Boulter, who manages the scheme said "Our Rural Apprenticeship Scheme is there to help young people find employment, to enable them to stay in the area where they grew up while gaining the skills to enhance, conserve and protect that area. The Apprentice Showcase was a perfect way to celebrate the real, lasting impact these apprenticeships have had across the Yorkshire Dales."

Success stories

Lucas finished his apprenticeship on the Swinton Estate, near Ripon, in March 2025. In his final review Lucas was asked what had gone well - ***“Learning a completely new skillset, including things like ID skills, maintaining and use of tools, and being in a proper work environment. Working with a team and meeting new people. Being in the proper working world meant learning skills like timing, scheduling, budgeting etc as well as the job - I can now run my life better. The apprenticeship sculpted me into a proper adult.”*** His employer said ***“Employing Lucas has been a very enjoyable experience. He has been enthusiastic, positive and hard working, and we are sad to lose him. The support from YDMT is brilliant, in particular the training budget.”***



Lucas has already been offered a new role in the environment sector, taking on a franchise covering Nottinghamshire, Derbyshire and Leicestershire. The Swinton Estate have said they valued him so much that they will use his services in the future!

Oscar finished his apprenticeship with PBA Ecology, in March 2025. PBA Ecology, based in Settle, are one of the UK's most respected specialist ecology practices. At his final review Oscar said: ***“It has improved me as a person and made me more employable. I now have a future working in the countryside locally. It has given me a lot of confidence in the work setting, I have gained lots of skills and knowledge around farming, ecology and forestry. I just want to develop even more now”***

YDMT's Apprenticeship Officer Jo Boulter said: ***“From his start at age 17 Oscar has really developed and matured, and has absorbed a huge amount of knowledge and skills.”***



Although initially an eighteen month placement, Oscar's employers have given him a permanent position as part of the team! He is staying on in a new role as Habitats and Maintenance engineer and is very happy to be doing so. He has also been working quite closely with their new YDMT apprentice, Harry.

Thank you



Your support over the last year has helped to ensure the success of this project, with 6 young people completing their apprenticeships in March 2025, and 10 more beginning their journey last October.

You've made it possible for these young people to gain the knowledge, skills and confidence required to work in the environmental sector.

We've witnessed first-hand the profound, positive impact this apprenticeship scheme has on young people, as well as their employers and wider communities.

We would be delighted if you would consider extending our partnership together as we look to recruit a further 6 apprentices in September. Thank you for your consideration.