



HLF Programme Objectives			
Objective	Outcomes	Main Objective (tick <b>one</b> box only)	Links to other areas
1	The heritage will be better managed		
2	The heritage will be in better condition		✓
3	The heritage will be identified/recorded		
4	People will have developed skills	✓	
5	People will have learnt about heritage		
6	People will have volunteered time		✓
7	Negative environmental impacts will have been reduced		✓
8	More people and a wider range of people will have engaged with heritage		✓
9	The local area/community will be a better place to live, work or visit		✓

**Objective 10: Engage with more difficult to reach individuals and provide training skills and opportunities which will build confidence, a sense of achievement and a sense of the natural environment**

## 10a: Investing in Elan – Training in the Natural Environment courses



### Summary

*“When we have inner peace we can be at peace with those around us, when our community is in a state of peace, it can share that peace with neighbouring communities” The Dalai Lama*

	<p>The <b>Investing In Elan</b> project will bring real improvements to the lives of people most in need by supporting the re-engagement and reintegration of those furthest from the training and job market back into employment, education and training; promoting self-confidence, and self-worth, enabling reconnection with families and communities and developing transferrable skills to allow repositioning within their locale in a place of value to themselves and others.</p> <p>Tir Coed will bring their specialist expertise to Elan, taking the lead on the delivery and development of the Investing in Elan project. Their past experience shows that often they can engage participants who experience major emotional and social barriers, often deeply personal, crippling and debilitating levels of anxiety, stress and low self-worth. The vehicle for their development is an immersion within woodlands and the natural environment, having time to reflect and gain a new perspective on life, whilst learning to be a sensitive caretaker for the land and having a positive impact on this important natural resource.</p> <p>The relationship that participants have with the tutors, project officers and mentors is also of major significance. They support and help to dissipate the social/emotional barriers to engagement that many potential volunteers display. It is through the artful facilitation of these sensitive, therapeutic relationships that initial engagement and then re-engagement can occur, boosting self-esteem and nurturing aspirations. From enriching woodland experiences, individuals can build confidence and skills to aid progress into related employment fields.</p> <p>Working closely with the Lead and other partners, Tir Coed will bring positive long-lasting impacts across the Elan links area both physically, culturally, and to their participants. The <b>Investing In Elan</b> project has <b>long-term and lasting change at its core</b>, a deep impact made through a person-centred and progression-enabled approach that will offer those participating, the skills to support themselves into the future.</p> <p><b><i>‘Give a man a fish and he’ll feed for a day, teach him how to fish and he’ll feed for a life-time’.</i></b></p>
<p><b>Project Description</b></p>	<p>Investing in Elan will provide wider benefit to Elan through being tied into Tir Coed’s wider project LEAF – Learning and Enabling Achievement and Fulfilment. This will be a series of activities over the next two to five years across the heart of mid and West Wales, providing a mix of introductory and progression opportunities to learn in woodland to the harder-to-reach.</p> <p><b>Two Training Courses will be held per year.</b> These will be 3 month long courses where participants can gain Agored Cymru accreditation (level 1-2).</p> <p><i>Groups benefiting: Young people Not in Education, Employment or Training (NEET), young offenders, under-employed (due to seasonal and low-skilled work available in rural areas), young self-employed start-ups needing</i></p>

*further skills. Unemployed and under-employed adults, people on Employment Support Allowance (ESA).*

Two, 3-month training courses per year will be delivered across the Elan Valley. The Volunteering and Training Officer will liaise with referral organisations such as the Job Centre, Careers Wales the Local Education Authority and Dyfed Powys Police to recruit trainees onto each course. Trainees can self-refer through the Tir Coed website or by phone. A referral form will be filled out and submitted before the course begins so that all support mechanisms necessary are in place before the training sessions start.

Courses will run over two consecutive days per week, from 10am to 4pm, with 24 training days in total. Volunteers will meet at the Elan Visitor Centre on most days, giving them a chance to meet and interact with staff and get an insight into other projects happening on site.

The Volunteer and Training Officer, Tir Coed Accreditation Manager and Tir Coed tutor (chosen from the Tir Coed database for their skill-set and experience with the clients) will meet two weeks prior to the course starting to confirm the course content and logistics, ensuring all risk assessments and health and safety procedures are in place, Agored Cymru units and participant's needs. Any Elan specific needs will be brought to this meeting by the Volunteer and Training Officer with invitations extended to partners as necessary.

The first 4 training days will be utilised as 'taster sessions' where trainees can 'test the waters' without being obliged to commit to the full course. Accreditation workbooks will then be distributed to participants committed to completing the course and wishing to gain recognised certification.

Internal verification will occur during the course and completed workbooks will be collected on the final day for assessment, processing and claim of credits. A date will be set, four weeks ahead for the presentation of certificates and workbooks.

For those not wishing to undertake the accreditation a Millennium Volunteers programme will be readily available, whereby the participants can get certificated for the number of voluntary hours they have completed.

Tir Coed has a number of workbooks readily available that it has developed over the past 10 years:

Unit Title	Level	Credits	Approved
Construction of a Basic Wooden Shelter	1	3	2007
Construction of a Basic Wooden Shelter	2	3	2008
Sustainable Woodland Management 1:	1	1	2009

Introduction to Woodlands for Wildlife & People			
Sustainable Woodland Management 2: Introduction to Woodland Management	1	1	2009
Sustainable Woodland Management 3: Introduction to Wood Processing	1	1	2009
Practical Skills in the Natural Environment	2	3	2009/10
Planning and Delivery of an Outdoor Programme	2	3	2009/10
Construct Ancillary Structures to Access Routes	2	3	2011
Understanding Traditional Timber Frame Construction	3	3	2012
Practical Timber Frame Construction	3	6	2012

As part of the **Investing In Elan** project Tir Coed will develop new site specific workbooks that will support the ongoing development of the beneficiaries and the organisation.

All of the work being undertaken during these training courses will actively improve the natural environment of Elan and people's access to it, for example, the one year pilot which is currently taking place at Elan has already installed new hand-made, Rhayader style gates, cleared vegetation around pill boxes to improve visibility for visitors, and installed fences and steps to enhance the visitor experience.

**Two focused Progression Opportunities per year:**  
**5-day intensive training courses, offering experiences in different woodland career strands, for those wishing to progress from the Elan Links introductory training courses.**

**People benefiting:** Elan links participants who wish to gain further skills, self-employed start-ups in need of training, Tir Coed beneficiaries from previous projects identifying a skills-gap in their career plan, Elan tenants needing to improve / update their skills.

Each of the following strands will be offered once each year on a rotation; as with the longer-term training courses the delivery of each course will reflect wider Elan priorities.

**Mechanised Forestry** (developed and delivered in partnership with MWMAC)

✂ An opportunity for individuals who are keen to follow a career path leading into the forestry sector, and need to gain more experience, knowledge and understanding of the roles and responsibilities of a

forest worker.

- ✘ Participants will be given a comprehensive introduction to the whole industry standard approach by practically covering the following:
- ✘ H&S regulations/ Risk zones
- ✘ Discipline & Responsibilities
- ✘ Machinery & maintenance
- ✘ Good practice
- ✘ These essential practices will be delivered through an end to end experience; the whole process from felling through to end product (Felling, Extraction and Production of Firewood, Fencing stakes, Chips/ Logs and Sawn products), on a small scale.
- ✘ Through a series of Focus on Forestry First (FFF) (or similar) workshops participants will gain experience in a number of forestry disciplines. These will develop theoretical knowledge, practical demonstration and observational skills.
- ✘ Specific content and direction for the training course will remain flexible in order to accommodate the individual training needs of participants. Individual progress will be assessed, analysed and monitored throughout to ensure that activities remain appropriate.
- ✘ Given the additional Health and Safety considerations around introducing participants to chainsaws etc., should safe delivery of this course not be possible at the Elan site, some aspects may need to be delivered off-site. However, learning from the course will be invaluable to participants in future activity at Elan.
- ✘ Mentoring will be available, particularly for those with more prior experience, to encourage individual professional development towards specific job related outcomes.
- ✘ A natural progression to 'industry-standard tickets' is provided, where formal training courses can be accessed (anything from chainsaw to forest machines) for participants who may need a 'License to Practice' and are deemed to have the necessary skills and experience.
- ✘ Integrated Training & Assessment (Lantra) or Integrated Assessment (City & Guilds) of activities can be incorporated to fulfil any quality standard requirements.
- ✘ Participants will receive accredited certificates for any relevant 'tickets' gained during the course.

**Social Forestry** (developed and delivered in partnership with Hiraeth Institute)

- ✘ A progression opportunity for Tir Coed graduates & mentors or individuals who are looking for a chance to develop skills and experience for tutoring or support work with groups in the woodland environment.
- ✘ Participants will use a range of practical activities to ground their

understanding of theoretical principles; developing a kinaesthetic and hands-on approach to training to reflect the active learning style and practical basis of the work of Tir Coed and Hiraeth Institute.

- ✘ Participants will be invited to contribute to this experiential training by sharing their own knowledge, thoughts, feelings, understanding and individual practice, so as to gain a deeper understanding of individual facilitation styles.
- ✘ Through a range of woodland-based management, traditional and creative arts activities, participants will experience and learn various facilitation techniques to use with different groups; sensitively diffusing barriers to engagement; significantly affecting learning and development; building valuable relationships and effectively instigating change, in order to promote positive social, emotional and ecological development.
- ✘ As future practitioners, participants will be encouraged to keep a personal reflective diary throughout the course and beyond; an essential tool for recording personal feelings, thoughts, opinions and factual descriptions individuals will begin to understand how a balanced perspective can help to build on experiences and ultimately improve individual practice.
- ✘ Participants will be expected, towards the end of the week, to work with other group members on 'real' scenarios utilising skills learnt and presenting the practical application of all aspects of delivery.

#### **Ecology** (developed and delivered in partnership with Vital Ecology)

- ✘ An innovative opportunity for individuals with a keen interest in wildlife monitoring; a chance to discover more and gain hands-on experience of a variety of surveying, identification and recording techniques.
- ✘ Participants, guided by a local expert ecologist, will be given a taster of this vast environmental sector through a mixture of theory, practical and field-based activities; a totally immersive ecological experience.
- ✘ During the course participants will survey up to 12 different habitat sites and locations around the Elan valley..
- ✘ Participants will have opportunities to begin working towards industry-standard evidencing, needed for Wildlife Licenses, by using the Chartered Institute for Ecology and Environmental Management (CIEEM) competency-based evidence log book. Potential membership of CIEEM for participants, if required criteria are met.
- ✘ To establish a realistic 'work ethic', participants will be expected, by the end of the week, to work as a team to complete a group assignment, gathering and interpreting survey data, producing a report and presenting findings.
- ✘ Where possible, the course will include night-time surveys by use of residential facilities in the area. This will also give participants 'down-

time' for informal discussion and reflection.

**Traditional Crafts** (developed and delivered in partnership with Ceredigion Museum, National Trust & CARAD)

- ✘ A chance for the rising stars of the future to develop their skills and be given a platform from which to launch a career in the field of heritage crafts.
- ✘ Open to individuals who have progressed through Tir Coed training courses or those with previous experience in traditional crafts living in Powys.
- ✘ Participants will have access to Museums in each county with wide ranging Heritage collections, with woodlands at their core, as a source of inspiration and the foundation for research, design, development and planning, two-four weeks prior to a 5-day intensive practical course.
- ✘ Expert knowledge and understanding of the historical and cultural significance of collections will be shared by Museum staff along with technical expertise from local traditional craft practitioners.
- ✘ Participants will be expected to develop their own creative responses to the source materials, investigate and research further to generate ideas, drawings, and a detailed plan of action, ready for the intensive practical sessions.
- ✘ At the end of the intensive week participants should have produced at least one item which will then be displayed in the museum, under the '*Hadau*' brand, for a period of two months.
- ✘ Opportunities for additional crafted items to be offered for sale in the museum shops will be negotiated separately between the museums and the craftspeople.

**Timber-Frame Construction** (developed and delivered in partnership with Tŷ Pren)

- ✘ An exciting venture for craftspeople and budding traditional builders, to develop and hone timber-framing techniques and skills.
- ✘ Aimed at individuals with some prior experience, participants will be expected to become part of a work-crew to complete a specific construction package.
- ✘ Participants will have the opportunity to build a traditional timber-frame from either roundwood or square-cut timber (dependant on site needs or availability of materials).
- ✘ Square-cut timber frames will be created as kits for sale, ready for cladding whilst roundwood constructions will provide a more permanent and aesthetic option.

**Wood Fuel** (developed and delivered in partnership with MWMAC and IGNITE)

- ✘ An introduction into the complexities of producing woodfuel, for individuals who are keen to understand more about the process.
- ✘ Pitched at a level to bridge Tir Coed training courses or novice woodland owners and the full 3-day Lantra IGNITE course, participants will gain useful hands-on experiences whilst boosting knowledge and understanding of industry standards.
- ✘ Covering elements of content from two of the four modules of the Lantra IGNITE course, participants will be given an extended period of time to familiarise themselves with processes, through a mixture of theory and practical activities, allowing participants to really digest and interpret the information and skills.
- ✘ Focusing on firewood rather than woodchip production, the practical sessions will give an intensive but well-rounded experience and help boost knowledge and confidence.
- ✘ Inclusion of traditional and mechanised methods of felling, extraction and processing will give participants opportunities to experience, observe, demonstrate and consolidate new skills.
- ✘ Participants who cover sufficient material to complete the IGNITE module, will receive the appropriate Lantra certificate of achievement.
- ✘ All participants will receive a MWMAC certificate for completion of the course.
- ✘ For participants who are serious about going into business commercially, the natural progression would be to enrol on any missing modules to gain the full IGNITE status (Climate Change, Quality Standards, Woodchip production & supply). This can be offered by MWMAC.

### **Social Science Research Project:**

#### ***“Analysis and development of a successful model of supported training and social engagement in Welsh woodlands.”***

Funding has been secured through KESS to enable a PhD placement to work in partnership with Aberystwyth University, Tir Coed and the Elan links project. This PhD will investigate woodland spaces as sites of therapeutic encounter and social re-engagement. It will undertake qualitative and quantitative analysis of the activities of Tir Coed and the volunteers engaged in improvements during the Elan Links project.

The PhD will draw together long established and newly developing geographical literatures on social use of woodland and forestry to situate the work of Tir Coed (at Elan and elsewhere) within the context of an emerging woodland therapy and arboreal-inclined education movement. The experience of volunteers in the Investing in Elan project will be a key source of data for the PhD.

	<p>In addition, the outputs of the PhD will be able to inform and feed into Elan links goals to improve the collection of data about the site and ensure it is properly recorded in a meaningful manner. The long-term goal will be to get the most valuable data from the training courses for improving their delivery and outcomes for participants. The knowledge gained from the PhD study will feed into the Elan Links goals of engaging a wider section of the population in Elan and will also provide opportunities to be a demonstration project for communities around the globe seeking to engage volunteers in woodland should the research be published in any peer reviewed journals.</p>
<b>Need and Opportunity</b>	<p>This project has been developed to mitigate the threats and opportunities identified in chapter three of the LCAP, namely:</p> <p>4.2.7 A challenging economic and policy environment for Elan and the surrounding area</p> <p>4.3.3.2 The opportunity to develop Elan as a resource for training and education</p>
<b>Project Management</b>	Volunteering and Training Officer
<b>Project Partners</b>	<p>Lead partner: Tir Coed</p> <p>Other partners: DCWW, EVT, Partner Client Referral Organisations in the local area e.g. Youth Justice Service, Powys Young Carers</p>
<b>Project Development</b>	<p>A year prior to the first stage application submission Tir Coed were invited to present to the Elan Valley Trust on their engagement model. Impressed by the impact of Tir Coed's work and the experience of the organisation Tir Coed were invited to become a partner of the Elan Links Project, leading on the social outreach and training elements of the cross-sector project.</p> <p>Tir Coed's director worked closely with the Elan Links project manager over the following year to develop a bespoke package for the Elan Links project that would outreach to local disadvantaged people and a new audience for Tir Coed; disadvantaged groups from the urban environment of Birmingham.</p> <p>Since the first-stage decision Tir Coed has spent the development year undertaking comprehensive consultation with referral organisations across Powys and in Birmingham, researching national priorities, policies and research papers, and consulting with beneficiaries. This has led to some small changes in the Investing in Elan project, primarily inclusion of a progression route identified by beneficiaries as incredibly important as a support mechanism in career-development.</p> <p>Tir Coed supported the project 'in kind' with a pilot training course that lasted 3 months and improved the site 'Pen y Garreg' at the Elan Valley with new gates, improved footpaths and some management. In total 12 participants took part in the pilot training course with 9 of those gaining accreditation in 'An Introduction to Estate Management'. In total 1,461 hours of volunteering were undertaken at the site with all enjoying their experience. This gave Tir Coed and the Elan Links management team an opportunity to identify the challenges and opportunities afforded by the site</p>

	<p>and to develop the provision accordingly.</p> <p>A further pilot provision has been secured between December 2016-October 2017. This has safeguarded the project co-ordinators role and continued to support the Elan Links project through delivery piloting. 10 bespoke activity days will take place, two training courses, one progression training week and one weekend retreat in partnership with St Basils (a Birmingham charity). This pilot project will also support the ongoing development of the Birmingham steering group ensuring that the project does not lose momentum during the review stage.</p> <p>The one year pilot of volunteer opportunities at Elan is currently underway and while concrete outcomes are not yet available, initial feedback from participants and referral organisations is hugely positive. Local demand continues to grow in response to the pilot; and the positive impact of the pilot on Elan heritage is also already having an impact on accessibility for visitors. Examples of outcomes are regularly recorded on the Tir Coed blog.</p> <p>During all of this the Tir Coed finance and development staff have been fundraising for further projects to secure the charity and bring added value to the Elan Links project through its new project - Investing In Elan.</p> <p><b>What Investing in Elan combined with LEAF brings to Elan Links:</b></p> <ul style="list-style-type: none"> <li>✘ LEAF increases the opportunities for progression, further training and bespoke mentoring that will add value to the <b>'Investing in Elan'</b> provision, being delivered by Tir Coed;</li> <li>✘ Additional intensive training courses, marketing support, work placements and business incubation are financed by Investing in Elan;</li> <li>✘ Wider opportunities across other Tir Coed areas in Wales and cross-over with the other Tir Coed sites is also possible;</li> <li>✘ It also supports the Elan Links project by securing the core roles within Tir Coed needed to fully deliver the <b>Investing in Elan</b> / Powys LEAF strands, including the Tir Coed Director, the Accreditation Manager, and the Finance and administration team.</li> </ul>	
<p><b>Key Audiences</b> (Please see Audience Development Plan, appendix LCAP3, for more details about Elan Links audiences.)</p>	<p>Audiences that will be primarily targeted through this project:</p> <ul style="list-style-type: none"> <li>✘ Organisations working with harder to reach individuals locally;</li> <li>✘ Land managers including landowners, tenants and commoners.</li> </ul>	<p>Secondary audiences who will also benefit as a result of the project:</p> <ul style="list-style-type: none"> <li>✘ Visitors coming for a specific activity;</li> <li>✘ Visitors who are within 1 hour's drive away;</li> <li>✘ Visitors from Birmingham (Birmingham resident);</li> <li>✘ All other visitors;</li> <li>✘ Residents of Elan and Rhayader;</li> <li>✘ Volunteers.</li> </ul>
<p><b>Activities and</b></p>	<p>January- March 2018- Training Course 1</p>	

<b>Timescale</b>	<p>May- July 2018- Training Course 2  July-September- progression training 1  July-September- progression training 2</p> <p>January- March 2019- Training Course 1  May-July- 2019- Training Course 2  March-September- progression training 1  July-September- progression training 2</p> <p>January- March 2020- Training Course 1  May- July 2020- Training Course 2  March-September- progression training 1  July-September- progression training 2</p> <p>January- March 2021- Training Course 1  May-July 2021- Training Course 2  March-September- progression training 1  July-September- progression training 2</p> <p>January- March 2022- Training Course 2  May- July 2022- Training Course 2  March-September- progression training 1  July-September- progression training 2</p>
<b>Outputs</b>	<ul style="list-style-type: none"> <li>👤 10 x 24 day training course over five year period;</li> <li>👤 10 x 5 day progression training courses over five year period;</li> <li>👤 80 people attending a 24 day training course which impacts positively on their lives;</li> <li>👤 80 people attending a 5 day training course to support their progression and development;</li> <li>👤 160 people gaining experience and training;</li> <li>👤 80 people gaining Level 1-2 Agored Cymru Accreditation;</li> <li>👤 80 People gaining certificate of achievement;</li> <li>👤 1 social science research project.</li> </ul>

<b>Output indicators and targets</b>	<ul style="list-style-type: none"> <li>✎ The number of people attending a training course – 20 attendees per year. A total of 100 by year 5.</li> <li>✎ The number of people gaining accreditation level 1 – 2 – 16 people per year. A total of 80 by year 5.</li> <li>✎ The percentage of people that feel more confident as a result of the project – 70% by the end of the project.</li> <li>✎ The number of people attending progression training. – 16 people per year. A total of 80 people by 80.</li> <li>✎ The number of trainees progressing into further education, employment or training. – 75% per year.</li> <li>✎ Number of acres brought into management. – 0.5 per year. A total of 2.5 acres by year 5.</li> <li>✎ Number of installations (<i>pathways, benches, signs, facilities</i>). – 2 installations per year. A total of 10 installations by year 5.</li> <li>✎ Number of locations improved. – 8 different sites improved by the end of the project.</li> </ul>
<b>Outcomes</b>	<p>Heritage Outcomes:</p> <ul style="list-style-type: none"> <li>✎ Natural heritage will be in better condition</li> </ul> <p>People Outcomes:</p> <ul style="list-style-type: none"> <li>✎ Young people, particularly NEETS and young offenders as well as unemployed and those receiving ESA, will have had a life-changing experience and training course;</li> <li>✎ People have volunteered time, learned skills, and learned about heritage;</li> <li>✎ People will have benefited from improved self-confidence, social and transferable skills.</li> </ul> <p>Community Outcomes:</p> <ul style="list-style-type: none"> <li>✎ Communities will benefit from having improved social outcomes from young people with better outcomes and large cost savings over traditional interventions;</li> <li>✎ During the duration of the Scheme, local communities and regular visitors will notice a step change in the quality of woodland and other habitat as a result of the project activity;</li> <li>✎ Better, transferable interventions for young NEETs and offenders will be developed with the help of a sound science base;</li> <li>✎ Elan will become known as an exemplar destination for generating improved social outcomes for disadvantaged and hard-to-reach groups.</li> </ul>
<b>Monitoring and Evaluation</b>	<p style="text-align: center;"><b>Investing in Elan – Monitoring and Evaluation</b></p> <p><b>Introductory Training courses:</b></p> <ul style="list-style-type: none"> <li>✎ At the beginning and end of every training course the Volunteering and Training Officer will sit down with each participant individually and run through the monitoring questionnaire. This has a self-reflective tone and is a good opportunity for beneficiaries to take some time out and consider their mental well-being as well as their aspirations and goals;</li> </ul>

- ✘ Questions are designed to cover both soft outcomes, such as increased confidence and ability to take on more responsibility, as well as hard outcomes, such as what they have learnt and whether they are taking steps to get a job or further training;
- ✘ The questionnaire also helps the Volunteering and Training Officer, mentor, support and lead tutor to understand what the participant wants to get out of the course and helps identify the support they will need;
- ✘ Questions such as *'how do you feel this project has helped you'* and *'can you suggest any improvements'*, help Tir Coed build up an understanding of what has worked and what needs improving;
- ✘ The questionnaires are purposefully asked at the beginning and end of the project to help track the changes in:
  - **personal and social well-being;**
  - **attitude to work, training and education;**
  - **vocational skills;**
  - **awareness of the environmental value of woodlands.**
- ✘ This questionnaire is completed away from the group, in a quiet part of the woodland, to promote reflection and openness.

#### **Tir Coed Database:**

- ✘ All of the information collated from the training course questionnaires are entered onto a dedicated database developed by *Wavehill Consultancy*;
- ✘ Data has been recorded over the past 6 years, and it enables Tir Coed to retrieve statistics from specific projects, time-frames or over a number of years.
- ✘ Outcomes will be shared with the wider Elan partnership to feed into Monitoring and Recording outcomes.

#### **Photographs and Film:**

- ✘ Support leaders and Volunteering and Training Officers will be expected to take photographs of all **Investing in Elan** activities so that these can be used to evidence the woodland improvements being carried out, the number of people engaged, the range of people and to capture the atmosphere of the project activities;
- ✘ These photographs will be used for monitoring purposes as well as for the blog, social media and reports;
- ✘ Short films may also be shot and uploaded to the Tir Coed YouTube channel, the link to which can then be sent to funders and partnership organisations.
- ✘ Permissions will be sought from all participants for use of photo evidence and appropriate action taken if no permission is given.

#### **Workshops and discussions:**

- ✘ At the end of each training course a group workshop/discussion will be held by the Activity leader, Volunteering and Training Officer and with the trainees to discuss what they enjoyed about the course, what could be improved, how best they can be supported moving forward;
- ✘ It will provide a chance to direct more questions at the professional activity leaders, relating to information about the woodland sector;

	<ul style="list-style-type: none"> <li>✎ This will help Tir Coed track the success of the courses and gain valuable information in how best to support individuals going forward.</li> </ul> <p><b>Testimonials:</b></p> <ul style="list-style-type: none"> <li>✎ Volunteering and Training Officers will be responsible for collating testimonials from referral organisations engaging with <b>Investing in Elan</b>. This will help Tir Coed monitor if the <b>Investing in Elan</b> provision is working to its full potential and will evidence the impact the referral organisations have seen with their clients.</li> </ul> <p><b>Registers:</b></p> <ul style="list-style-type: none"> <li>✎ Each day a register will be filled out, this will help monitor the commitment and drop-out on courses and activities and will monitor the number of people engaged by the <b>Investing in Elan</b> project;</li> <li>✎ Volunteering and Training Officers will create a register for each session and give that to the activity leader prior to the sessions starting.</li> </ul> <p><b>Accreditation:</b></p> <ul style="list-style-type: none"> <li>✎ The number of people registering for and succeeding in gaining accreditation level 1-3 will help Tir Coed monitor the project as this shows commitment and passion in the subjects being learnt, whilst evidencing the skills participants are learning;</li> <li>✎ An indication of other accreditation needs can also be gained; units can then be specifically designed to accommodate individual learning needs as well as the developing needs and directions of work at sites.</li> </ul> <p><b>Case Studies:</b></p> <ul style="list-style-type: none"> <li>✎ Case studies will regularly be collated by the Volunteering and Training Officers with those that are happy to share their story;</li> <li>✎ This is an incredibly powerful way of monitoring the impact of the project to individual lives and helps Tir Coed convey the positive knock-on effects that are initiated by projects.</li> </ul> <p><b>Team Meetings:</b></p> <ul style="list-style-type: none"> <li>✎ Regular collation of feedback will be reported back to the management team during bi-monthly team meetings;</li> <li>✎ Ensuring the strategic developments of the project are being steered by the beneficiaries;</li> <li>✎ Problems or challenges are brought to light, discussed and solutions implemented.</li> </ul> <p>This will feed into board room discussions and this model enables the charity to continually develop person-centred projects with a clear impact.</p>
<b>Evidence</b>	<p>Consultation has been carried out by Tir Coed into the needs of people in Powys and the possible demand both for the Investing in Elan project and the Empowering and Enabling Elan project and LEAF. This is in addition to the consultation completed into the opportunities and threats at Elan by the Elan Valley Trust and other partners which have identified opportunities to improve the site through greater volunteer engagement and better management of the deciduous woodland on site.</p>

### **Powys consultation:**

#### **Referral Organisations:**

Tir Coed consulted **65** Powys organisations about training and engagement provision via phone interviews, meetings and e-mails. These included:

PaCE (Parents Childcare and Employment), Tyfu Training Ltd, Powys Carers Service, Powys Young Carers, Severn Valley Effect, Mid Wales Culture Coop, MWMAC, Open University, Dyfed-Powys Probation Service, PAVO, The Arches – Rhayader voluntary bureau, Careers Wales – Mid Glamorgan and Powys, Powys Mental Health Team, CAIS, Age Cymru Powys, Rhayader Youth Club, CARAD, Llandrindod Wells Youth Centre, Builth Wells Youth Club, Radnor Federation of Young Farmers, Powys Youth and Family Information Service, Dyfodol Powys Futures, Tros Gynnal Plant, Hope Again - Young People Living after Loss, Siawns Teg Limited, Action for Children, HAFAL in Powys, Cymryd Rhan: Learning and Physical disability support, Jobcentre Plus, Kaleidoscope Drug and Alcohol Service, Ponthafren, Powys Youth Intervention Service, Wallich, Symud Ymlaen, Small Steps, Rhayader County Councillors, Radnorshire Wildlife Trust, RSPB, Plantlife Cymru, Lifehouse alternative education, Representatives of Schools across Powys, Family Crisis Centre (MFCC), Severn Rivers Trust, Powys MIND

**14 Letters of Support:** from referral organisations accompany this bid (appendix PP24)

For a document identifying the consultation process with each organisation see- Powys '**Organisation Scoping**' (appendix PP25).

#### **Need consultations highlighted:**

- ✘ No woodland skills provision in the county, but desperately needed
- ✘ Access to outdoor activities and rural skills training would really benefit service users from a wide range of organisations
- ✘ Progression routes into practical and rural work in the area needed
- ✘ Practical training is scarce & valuable to a large number who struggle with a formal learning system
- ✘ People have witnessed the positive impact of engagement with natural environment first hand
- ✘ Transport is difficult and a barrier to accessing training opportunities within the county

#### **Consultation Event and Presentations:**

**65** organisations were invited to this event (6 July 2016) and **25** people attended with a wide representation of organisations. A presentation with questions & answers about the Tir Coed engagement model and the Elan Links project was followed by networking and a workshop focusing on the challenges of engaging groups across such a large county as Powys, and how best the **Investing In Elan** project can provide for different needs.

*"It was a pleasure to meet such a constructive, organised and well planned group of people and the round table discussion certainly brought out*

*numerous helpful suggestions in regard the project” Kevin Etheridge, South Powys Kaleidoscope*

*“Tyfu like to promote the advantages of learning to help with: Mental Health, Wellbeing, Confidence, Self-Efficacy and Physical Health, to learners from all backgrounds, different circumstances and personal barriers. We know from experience that not enough training is based on kinaesthetic training and learning outdoors. Anybody working with Tir Coed is not only helping to build a sustainable country through skills but through confidence, social inclusion and development. We believe that Tir Coed have and want to pass their enthusiasm on for learning and growing the future of rural Wales.” Toni Hughes, Tyfi Training Ltd.*

*“Siawns Teg works with disaffected and disengaged young people, seeking solutions to the many and compounding issues that affect their daily lives. As most of our support work is classroom based we are always seeking organisations that can provide safe and person centred outdoor activities, that promote engagement and nurture life and work skills. During evaluation our client base consistently feedback how team working on outdoor activities provides underpinning skills and confidence, which can be life changing and long lasting.*

*We therefore recognise the need for the Elan project and aim to work closely with the Tir Coed team during delivery.” Tony, Siawns Teg*

#### **Community Consultation and Surveys:**

The community consultation for Powys took place in Rhayader (26 May 2016), Elan Valley visitor centre (26 May 2016), Newtown (31 May 2016) and Llanidloes (2 June 2016), all in close proximity to the site at the Elan Valley.

Due to high tourism in these areas, a number of tourists were questioned in the Elan Valley and Rhayader, which affected the results a little. For instance,

-  **80%** of respondents said there was a lack of good work opportunities in the area, whilst 20% said they didn't know. (This 20% was almost entirely visitors to the area, and elderly people who had no need to search for jobs).

-  **75%** thought there was a lack of training opportunities and 25% didn't know.

For full results see the '**Community Consultation Results**' document (appendix PP27).

#### **Tir Coed Statistics from the VINE database:**

(For full Tir Coed **database statistics** see appendix PP28)

Throughout the 3 year VINE Project (Tir Coed's most recent initiative), Tir Coed has collated statistics from monitoring questionnaires completed by participants during and on completion of training courses. The results are as follows:

-  **88%** of respondents felt they had learnt job specific skills

-  **87%** learnt new skills

-  **100%** said that the activities were enjoyable

-  **97%** felt the tutors were inspiring

- 🌿 **95%** made new friends as a result
- 🌿 **61%** were satisfied with their neighbourhood as a place to live
- 🌿 **75%** helped or attended organised activities in their community
- 🌿 **69%** felt they were more able to take on responsibility

A copy of the database statistics including graphs and questions is available.

### **National Priorities and Policies:**

During the development of the **Investing In Elan** project, thorough research has been undertaken into sector-based legislation, national and regional policies, and other relevant studies.

#### 1. The Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 sets out seven well-being goals that have been taken into consideration during the development of the **Investing In Elan** Project.

#### 2. The Welsh Government Environment (Wales) Act 2016

This act positions Wales as a low carbon, green economy, ready to adapt to the impacts of climate change.

The act will mean significant economic, social and environmental benefits for Wales. There are seven parts to the Act, but the most relevant to Elan Links is part 1 as detailed below:

- 🌿 *Part 1: Sustainable management of natural resources – enables Wales’ resources to be managed in a more proactive, sustainable and joined-up way. It also helps to tackle the challenges we face and is focused on the opportunities our resources provide.*

#### 3. Wales Spatial Plan 2004 – People, Places, Futures\*updated in 2008

The broad 20 year vision and role, purpose and principles of the Wales Spatial Plan remain unchanged and are relevant to Elan Links.

#### 4. The Woodland for Wales Action Plan

The UK Government aims to bring two thirds of woodland into active management by 2018.

*The Woodland for Wales Action Plan also advocates*

*“A thriving, skilled workforce in the forestry sector, employing more people with the right skills, offering robust and reliable career paths and providing more opportunities for local people to be involved with woodlands”.*

#### 5. Rural Development Plan for Wales Priorities

- 🌿 Encourage Enterprise and Entrepreneurship
- 🌿 Capitalise on our natural and human resources
- 🌿 Optimise collective strengths and assets to develop community solutions
- 🌿 Build and broker skills
- 🌿 Collaborate, co-operate, communicate and co-produce

### **Research, Papers and Statistics**

1. Wales Rural Observatory, Deep Rural Areas, Research Paper, 2009: Powys is classed as a deep rural area, which is an area where there are fewer than 1000 houses located 30 minutes from a population centre with a population of more than 10,000 and have therefore even more exasperated needs than rural areas.

2. Rural Poverty in Wales: Existing Research and Evidence Gaps, Emyr Williams and Rosaleen Doyle Public Policy Institute for Wales, May 2016 : Looks at the complexities surrounding rural poverty and lists a number of the barriers which the Investing in Elan project addresses.

3. Welsh Index of Deprivation 2011 & Powys, Ceredigion & Pembrokeshire: The Welsh Index of Deprivation is a method that measures the level of deprivation within communities by measuring employment, income, health, education, housing, access to services and safety. When looking into this a number of statistics were found relevant to Powys where Elan Links will operate.

4. Ceredigion's Combating Poverty Strategy 2016-18

5. Joseph Rowntree Foundation Report 2010, 'A Minimum Income for Rural Households'

6. Ceredigion for All: Our Livelihoods: Economic Regeneration Strategy 2014

### **Headline statistics which demonstrate need for the Investing In Elan project:**

Poverty, unemployment and under-employment:

- ✘ More than one in five people live in poverty in Wales.
- ✘ 23 per cent of people in Wales are living in poverty with working families and young people in Wales at greater risk of poverty now than they were a decade ago
- ✘ Unemployment – currently at 100,000 in Wales, which is 7% of working age population
- ✘ 25 per cent of jobs in Wales are low paid, rising to 45 per cent of all part time jobs
- ✘ There has been no reduction in the extent of low pay in Wales for a decade –270,000 jobs, mainly held by women, are paid below two-thirds of the UK median hourly wage
- ✘ 20% of households in Ceredigion, Powys & Pembrokeshire have an average household income of less than £10k per year

Supported provision:

The Bevan Foundation emphasised the importance of providing appropriate, “*good quality*” support to help people into work, particularly those “*who are hardest to reach and who are quite some way from the labour market*”, for example ex-offenders or ex-substance misusers.

#### Training within the forestry sector:

- ✘ 53% of the forestry sector workforce is over 40 years old, indicating worse skills shortages in future if the number of new entrants does not increase
- ✘ 43% of vacancies in the sector classed as 'hard to fill', attributed to crucial 'skills shortages'
- ✘ 66% of businesses employ 4 or less, so entrants need skills to function

#### Access into green spaces:

In 2013, the RSPB published a three-year study, which concluded that four out of five children in the UK were not adequately "connected to nature".

In 2012, a National Trust report called *Natural Childhood* revealed the growing gap between children and nature. Less than one in ten children regularly played in wild spaces, it said, compared to half of children a generation ago.

#### Woodland Trust policy paper, 2015

*"Everyone benefits from trees, woods and forests- even if they never see or touch a tree, or walk in a wood. We all rely on the natural world to supply us with the essentials of life, such as clean air, water, food and fuel. Trees offer other riches too: our lives would be far poorer without their place in our landscapes, literature, language and livelihoods. Our spiritual and practical connections with trees and woods go back thousands of years but, for many people are now lost. It's time to build a new cultural connection with trees and woods to bring them back into all our lives."*

#### NEETS & Young Offender Statistics:

Since the onset of recession in 2008, the number of young people (16-24) Not in Education, Employment or Training (NEET) in rural areas has increased from 84,000 to 123,000, or 9.4% to 12.9% of all young people living in rural areas. Young people are:

- ✘ 3 x more likely to suffer from depression, leading to increased costs to the NHS.
- ✘ 4 x more likely to become long term unemployed, leading to an increased cost in benefits, and loss of NI contributions.
- ✘ 5 x more likely to have a criminal record, leading to an increased cost to the criminal justice system.
- ✘ 6 x less likely to have qualifications, leading to a loss of tax earnings, and a lower potential to earn.

It is vastly more cost effective to invest in targeted training of young people who are Not in Employment, Education or Training (NEET), between the ages of 16 and 18, than to allow them to rely on the welfare system.

- ✘ A modest investment in training of £7,000 was shown to turn someone's life around to become a contributing member of society;
- ✘ By contrast, a persistent and serious offender can cost society in excess of £2 million over the course of their lifetime;
- ✘ The cost of educational underachievement is estimated to be £22bn per generation;

- ✘ The cost of youth crime was calculated as £23m a week: £1.2bn per year in the UK in 2011.

### **Powys County Statistics**

- ✘ According to the Welsh Index of Multiple Deprivation, **54%** of residents in Powys live in the worst **10%** areas in Wales for access to services on foot or by bus;
- ✘ The Powys Local Authority area covers a quarter of the area of Wales, but is populated by just 26 persons per square kilometre, making it the most sparsely populated county in England and Wales;
- ✘ **50%** of Powys residents live in villages, hamlets and isolated dwellings (Wales average = **9%**);
- ✘ Gross weekly pay in Powys is around **£50** lower than the Welsh average.
- ✘ Almost **15%** of working age people have no qualifications.

Source - Welsh Index of Deprivation 2011 & Powys, Ceredigion & Pembrokeshire:

### **Inquiry into Poverty and Deprivation in Rural Wales**

#### **Response from Powys County Council:**

Source - [http://www.assembly.wales/en/bus-home/bus-third-assembly/3-committees/3-scrutiny/3-rd/inquiries-3/rdc3\\_inq-pov\\_dep/rdc3\\_povdep\\_written\\_evidence/Pages/pd-27.aspx](http://www.assembly.wales/en/bus-home/bus-third-assembly/3-committees/3-scrutiny/3-rd/inquiries-3/rdc3_inq-pov_dep/rdc3_povdep_written_evidence/Pages/pd-27.aspx)

- ✘ There may be very specific issues of poverty. The most notable is housing. Rural housing is increasingly seen as desirable by people prepared to undertake long commutes in exchange for better "lifestyle", those seeking retirement to a rural area or those seeking second homes. This has the effect of pricing the local population, many of whom are on low incomes, out of the housing market. The standard of private sector housing in rural areas is often worse than urban areas;
- ✘ Communities become unbalanced. Powys has an exodus of well-educated young people to university and employment who, in many cases, do not return. It has an inflow of people retiring to the County and the demographics demonstrate that we will have the highest proportion of older people in Wales. There is a gap in between, often filled by migrant workers employed in agriculture and tourism;
- ✘ Lack of employment opportunities in Powys - employment in agriculture and tourism is often low paid and unattractive. A disproportionate number of people are employed in the public sector, if the public sector is constrained, employment opportunities reduce;
- ✘ Isolation. In particular, the young and the elderly can feel isolated in small communities and in their own homes, without easy access to friends and social activities this, in turn, can contribute to mental health difficulties

	<p>Ensuring people are informed of the services they can get. Providing robust up to date information is more difficult and costly in a rural area. This can, in turn, lead to problems like poor benefit uptake.</p> <p>For full research references see appendix PP29</p>
<p><b>Wider Context</b></p>	<p><b>Introduction:</b></p> <ul style="list-style-type: none"> <li>✘ Tir Coed was formed in 1998 by an alliance of countryside organisations, with representatives from each sitting on the board of Trustees; Forestry Commission Wales, ADAS, Countryside Council for Wales and Environment Agency Wales.</li> <li>✘ It began by undertaking a large-scale community consultation in the Ystwyth Valley (one of the largest of its kind), to ascertain how the community felt about woodlands and whether they wanted more woodlands planted.</li> <li>✘ The outcome of the consultation showed that the community wanted better access to, and management of pre-existing woodlands.</li> <li>✘ For the following 6 years Tir Coed supported hundreds of community groups to access woodland skills training, recreational activities and health and well-being activities in the woodlands by administering Cyd Coed funding and offering support and advice.</li> <li>✘ Groups that Tir Coed worked with include; youth justice service, offenders, community groups, individuals needing access to training for employability, Disability groups, mental health groups and school groups.</li> <li>✘ In 2006 the board of [then] directors made the strategic decision for Tir Coed to become a charity, whereby it could better provide for the needs of the community it was working for by developing engaging charitable projects.</li> <li>✘ Its first charitable project WICKED, began in 2007 working with underachieving school-children (11-16) in need of alternative curriculum provision; young people 16-25 who were Not in Education Employment or Training and young carers.</li> <li>✘ In total 600 young people directly benefitted, with 72% gaining accreditation and 48% of the NEET groups entering further education, employment or training. It is estimated that a further 1200 people indirectly benefitted through the Training Tir Coed was able to give the youth and support workers.</li> <li>✘ This project highlighted to Tir Coed the vast array of benefits projects like this had, which at that time was pioneering, prompting the board and Tir Coed staff to continue to develop innovative projects in support of the hardest to reach within our communities.</li> <li>✘ Tir Coed has continued to do this through a number of projects since including - Branching Out, WiseWoods Wales, Apprenticeship project, Harvesting the Knowledge and most recently VINE.</li> <li>✘ Through these projects Tir Coed has grown a positive reputation for developing and delivering exemplar programmes with a deep impact, continually listening to the people it supports, to ensure development is targeting a real need.</li> <li>✘ Tir Coed became an Agored Cymru centre in <b>2009</b> to further support its beneficiaries and since then has developed several bespoke workbooks</li> </ul>

	and accredited units whilst awarding 1,253 training credits (2009-2015).
<b>Legacy and maintenance of benefits</b>	<p><b>Social Science Research Project:</b> The social science research element will provide a better understanding of how to build projects like this to best generate benefit for people and communities and will quantify these benefits to entice potential future funders for this work from local and national government to have confidence that they will get value for money. This understanding will be transferable to other places and programmes in the UK and hence will have far-reaching benefit well beyond Elan.</p> <p><b>Sustainability of Beneficiaries:</b> The <b>Investing in Elan</b> project has long-term and lasting change at its core, a deep impact made through a person-centred and progression enabled approach that will offer those participating, the skills to support themselves into the future.</p> <p>Should all Tir Coed activity cease after the 5 year programme, the beneficiaries supported during that time will not be left 'high and dry' but will instead be equipped with the skills to support themselves, have a deeper understanding of the natural and rural environment and the confidence and self-worth to follow their dreams.</p> <p><b>Long-term Sustainability of the site:</b></p> <ul style="list-style-type: none"> <li>✎ Tir Coed trainees and volunteers create substantial improvements in the woodland and natural landscape for the wider community. It is difficult to convey on paper the vast improvements to the woodland canopy, ground flora, paths, signs, benches and picnic tables installed.</li> <li>✎ The training courses are so varied and thorough that huge improvements can be made benefitting the wider community into the future, even after Tir Coed projects have ceased.</li> <li>✎ Alongside this, <b>Investing in Elan</b> activities will regularly monitor the biodiversity of the site to present a final biodiversity and management report for the ongoing positive management of the different sites across the Elan Valley. This will ensure the positive management of the woodland after the Tir Coed provision has left the site.</li> <li>✎ Furthermore local people are trained and have a full appreciation of these beautiful natural sites with the knowledge of how to care for them long into the future.</li> </ul> <p><b>Development of projects post Elan Links:</b> With a growing interest in outdoor learning and a financial climate that continues to be difficult, Tir Coed expects demand for its services to remain for the foreseeable future, and it will develop and deliver pertinent projects to react to the needs of individuals, the woodland environment and the forestry industry for as long as that need remains. The partnership approaches being piloted through the innovative Elan Links project will have time to develop and grow over the course of the 5 year project and it is highly likely that legacy projects will be enabled through this process.</p>

<p><b>Risks and risk mitigation</b></p>	<p><u>Risk 1:</u> Second stage application is unsuccessful and Investing in Elan cannot happen on the same scale as described. <u>Mitigation:</u> Ensure that the second stage bid is as comprehensive as possible. Have contingency fundraising plan.</p> <p><u>Risk 2:</u> Unable to recruit staff in time for the commencement of Investing in Elan. <u>Mitigation:</u> A number of the Tir Coed staff from the current Pilot project as being moved over to the Investing in Elan project so this risk is minimal and will not affect service delivery and outputs in the short term.</p> <p><u>Risk 3:</u> Failure to secure Elan Links Landscape Partnership Project Site. <u>Mitigation:</u> The funding is in place for Elan Links, currently in its development phase and good progress is being made. It is unlikely therefore that this site will not be secured.</p> <p><u>Risk 4:</u> Start date of Elan Links and LEAF do not coincide as planned. <u>Mitigation:</u> The delivery of both projects can be reprofiled to ensure that there is no change in the services and outcomes of the projects if this does happen.</p> <p><u>Risk 5:</u> Failure to secure Management Agreements for the woodland sites in the Elan Valley. <u>Mitigation:</u> Management agreements are being developed and all partners/landowners are in support of the project.</p> <p><u>Risk 6:</u> Participant outputs not met as stated in application form. <u>Mitigation:</u> We are already working with a number of referral organisations across Powys through the pilot project delivery to ensure that our outputs are met. We know that demand for our services is high and that we have calculated realistic outputs.</p> <p><u>Risk 7:</u> Loss of project staff member resulting in disruption to project / failure to comply with contracted outputs/ loss of information/ deadlines compromised. <u>Mitigation:</u> Competitive salaries with flexible working support provided by Tir Coed Director and Trustees, and all work will be logged on Drive to ensure easy knowledge-sharing and transfer.</p> <p><u>Risk 8:</u> Staff are over capacity and face burnout and are disengaged with the project. Increased risk of staff turnover. Loss of focus on core business. <u>Mitigation:</u> Ensure regular communication and a good management structure. Time has been taken to ensure that the staffing project outputs are accurate.</p> <p><u>Risk 9:</u> Communications: Ensure that clear, consistent and easy to understand information is sent out about the project. <u>Mitigation:</u> Tir Coed has a well-established network of communication channels which will be used to promote and engage people with Investing in Elan.</p> <p><u>Risk 10:</u> Brand. <u>Mitigation:</u> Tir Coed has a well-established brand and an excellent track record.</p>
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	<p><u>Risk 11:</u> Effects of policy changes and funding cuts beyond our control, e.g. Brexit. <u>Mitigation:</u> Tir Coed as risk assessed the current situation, in light of Brexit and has concluded that, although it is likely that demand for our services will increase, our matched funding sources will not be affected.</p> <p><u>Risk 12:</u> An incident occurs during a training course. <u>Mitigation:</u> Full safeguarding and Health and Safety policies and procedures to be in place and followed at all times; Tir Coed has developed and tested policies and procedure can be transferred as needed. Appropriate insurance will also be required by all activity leaders. Activity Leaders will be CRB checked prior to activity sessions.</p>
<p><b>Links to other Elan Links projects</b></p>	<p>Objective 1a, 1b, 1c, 2a &amp; 3b: It is possible that through the training courses, the participants will undertake some of the work required in these objectives. Some of the work that is proposed will give participants a great learning opportunity and the chance to develop new skills in natural heritage.</p> <p>Objective 4 &amp; 5a: Clearing work need to be done at the sites that have been identified in objectives 4 and 5a. Through this project, the participants could undertake some of the work required to further their skills and engage with Elan’s wider heritage.</p> <p>Objective 5b &amp; 5c: Through objective 5b the Engineer’s house will be renovated into accommodation facilities and through objective 5c, Cwm Clyd Farmstead will be renovated into group accommodation. There is a possibility that during the intensive training weeks, that these accommodation facilities will be used for the participants to stay and enjoy Elan’s heritage.</p> <p>Objective 6: Monitoring of the work carried out through this project will be done through objective 6. This will ensure that there is evidence of the work carried out and that the progression of the areas can be used for future exhibition material and archived for the future.</p> <p>Objective 7a: The work carried out through objective 10a will feature in some of the exhibitions in objective 7a. Participants in the training course could also support some of the work proposed for fixed interpretation across Elan.</p> <p>Objective 8: It is possible that the volunteers required for this project could be sourced from the database of volunteers that is collected through objective 8. Volunteers who participate in activities that aren’t already part of Friends of Elan can be referred over and from there they will be offered a wider range of volunteering opportunities.</p>
<p><b>Background information</b></p>	<p>Elan is located in the Cambrian Mountains, Mid Wales, 5 miles to the east of the Market town or Rhyader. Elan’s 20,000 hectares comprises 1% of Wales and is a unique landscape combining remote hill land, isolated farmsteads, steep-sided wooded valleys and the extraordinary feat of Victorian engineering that brought clean water to Birmingham.</p>

The community of farmers, tenants, the town of Rhayader and the village of Elan are the backbone of this vast area, with farming and tourism activities being the most significant economic activity in the area.

Elan Links: People, Nature & Water Landscape Partnership has an ambitious vision: to generate a step-change increase in beneficial outcomes for people, communities and heritage.

Elan Links is a £3.5 million project with a significant £1.8 million secured from the Heritage Lottery Fund Landscape Partnership Scheme.

The Elan Links: People, Nature & Water Landscape Partnership is currently made up of 17 different organisations who aim to deliver 26 projects under 12 strategic objectives over 5 years.