

A person wearing a red helmet, a red life vest, and green patterned pants is captured mid-air, jumping into a body of water. The background shows a rocky cliff and a clear blue sky.

APPRENTICE 2026 INFORMATION PACK

Dates

Start Date: January 2026

End date: November 2026

Application Deadlines: 28/11/25

Selection / interview days: TBC



Aim

Building on the success of previous years of apprenticeships, BF Adventure aim to train and inspire young people to work, and possibly gain a career, in the outdoor industry. The overarching aims are to:

1. Provide candidates with transferable skills though 10 months of training and engaging work
2. Provide a pathway for those that choose a career in either the outdoor industry or youth work
3. Allow for a progression into further employment at BF Adventure

Objectives

The programme will look to develop individuals and maximise experience, skills and qualifications by

- a. Providing a dedicated period of three months with a minimum of 21 hours a week for training
- b. Provide a supported framework to enable real work experience of the delivery of activities to appropriate groups from April to September
- c. Engaging trainees to experience a range of other essential site duties including site support, equipment checks, core charity work, maintenance and ground keeping and administration to develop a full range of skills

Our training partners

Our delivery partners are Cornwall Marine Network, it's their job to support and guide apprentices through the Outdoor Activity Instructor standard. This apprenticeship is pitched at a level 3 and this is reflected in the course work expected from successful candidates. More details can be found on [this link](#).



Progression

Progression from the apprenticeship depends on the individual and how well they engage in the programme. In the past six years these are some typical progressions:

- Direct employment in the Group Delivery part of the charity as a seasonal instructor
- Following this, progression into the core of the charity for full time work
- Employment into other outdoor centres across the world
- Entry level skills and experience to become a freelance Instructor
- Possible pathway to higher level apprenticeships

Outcomes

Hard outcomes will include:

- i. Paddle UK Explore Awards (Canoe, SUP, Sea)
- ii. BC PSRC
- iii. BC Paddle Sport Instructor
- iv. Emergency First Aid at work
- i. MLTA Climbing Wall Instructor Award Training
- ii. MLTA Climbing Wall Instructor Assessment*
- iii. Archery GB Instructor
- iv. BF adventure internal qualifications including:
 - a. Archery
 - b. Climbing
 - c. Zip wire
 - d. Adventure Quarry
 - e. Low Ropes
 - f. Orienteering
 - g. Level 1 Certificate in Safeguarding training
 - h. Via Ferrata & Zip Wire Instructor



** This will only be possible if staff make a personal commitment outside of work with their own training*

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Hard outcomes may include*:

- v. Paddle UK Coastal Award
 - vi. Paddle UK Touring Leader
 - vii. Level 2 Certificate in Safeguarding training

Other outcomes will include

- 10 months of employment
- A minimum six month of activity delivery experience
- Working with a wide range of groups including school groups, adult groups, group with disabilities and groups from the core of the charity

* Additional costs may be applied and courses may need to be undertaken in apprentice's spare time

Pay

This is linked to the National Framework as advertised on the [.gov website](#). Pay varies depending on your age.

What stuff do you need for an apprenticeship?

BF Adventure will provide PPE suitable for your work and uniform so there is no need to rush out and purchase £1000's worth of equipment.

Learners will need to provide the following things on a daily basis:

- Good outdoor footwear – sturdy trainers or hiking boots are perfect
- Welly boots – simple but cost effective
- Old trainers for watersports
- Waterproof coat and trousers
- Plain dark clothes for working
- Spare clothes each day





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- Hat and gloves
- Water and packed lunch
- Working personal mobile phone



Our training will start in January so conditions are very cold for learning watersports and learners will benefit hugely from having equipment of a higher quality than the provided standard issue. BF Adventure can provide access to our trade accounts for equipment purchases which will make the training more comfortable and promote quicker learning. Equipment available is:

Equipment	RRP £	Estimate cost purchasing though BF Adventure £
Drysuit	400	200
Waterproof coat and trousers	300	150
Wetsuit boots	30	20
Wetsuit gloves	30	20
Wetsuit hood	30	20

BF Adventure will be able to support with equipment purchase by making a bulk purchase at the start of the apprenticeship and deducting the cost over a period of 9 months. For example, if you purchased £450 of equipment, £50 will be deducted every month from January to September.

Transport

Learners will need to be able to travel independently to and from BF Adventure on a daily basis

Time table

This will change to make the best use of facilities, equipment and the groups but the general picture will look something like this:

Month	Overview	Working patterns	Typical time table
Jan, Feb and March	A mini of 4/5 days will be spent training	Monday to Friday 0830-1630	Training is in blocks to maximise learning
April, May, June, July, August, September	5 days a week delivery, delivery support and site maintenance	Flexible 5 x 7 hour days a week. May include the occasional weekend and evening	A typical day could include working with one or several group, either supporting other staff or independently as your confidence and skill grows
October, November	Preparation for EPA and Portfolio Work. October Half Term Delivery. Light maintenance / site repairs duties preparing for next season	Monday to Friday 0830-1630	Delivery on session for October half term and corporate groups. These days may include grounds work, simple construction, cleaning, decorating etc.

How to apply

The deadline to apply is 28th November 2025.

- You can apply via the [government portal](#)
- Alternatively you can apply by scanning the below QR codes for an online application form and our Equal Opportunities form. Both forms can also be found on our website.

