WORK-BASED LEARNING GUIDE
SCOTLAND’S RURAL COLLEGE
Introduction to work-based learning

SRUC runs Modern Apprenticeships (MAs) in coordination with a number of partners. Funded by Skills Development Scotland (SDS), we offer individuals and employers packages of vocational training that is designed to meet the demands of today’s land-based industries.

A combination of specialist ‘on the job’ training and high quality college-based learning ensures our modern apprentices gain the skills and knowledge they need to be successful.

Our programmes are a partnership between the apprentice, the employer and SRUC, each with their own responsibilities, further information on this partnership can be found on page 19.

Contents

Agriculture 3  Forestry & Arboriculture 11
Animal Care 6  Golf 12
Countryside & Environment 7  Horse Care 14
Engineering 9  Horticulture & Landscaping 15
Hospitality 17

Agriculture

The agricultural industry contributed £29bn in revenues to the UK economy in 2018 and 475,000 are directly employed in the sector. Agriculture focuses on the production of basic food stuffs on farms but is also involved with the supply industry for farming, such as fertilisers, seeds, animal feed and machinery. Agriculture and poultry courses at SRUC consider the wider agri-food industry, and focus on production agriculture along with related issues such as environmental sustainability and animal welfare.
**SVQ Agriculture at SCQF Level 6:**

**Crops or Mixed Farming**

**CAMPUS:** Oatridge  
**SCQF LEVEL:** 6  
**COURSE DURATION:** 1 year work-based learning

**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Successful completion of SVQ SCQF Level 5 Agriculture or NC or equivalent qualifications. Satisfactory standard of literacy and numeracy is required.

**COURSE OVERVIEW**

This is an on-farm work-based programme which enhances your production and management skills to meet industry requirements.

Crops strand: specialist units will teach you how to prepare planting equipment and plant crops, monitor and maintain the provision of nutrients to crops and plan and manage the harvesting of crops.

Mixed Farming strand: the course units will cover both knowledge and practical skills in the areas of health and safety, management of soils and grassland, monitoring and maintaining the health and welfare of livestock and estate maintenance. Additional specialised units will be on offer at each campus. A Modern Apprenticeship for this level can be achieved by completing this course and two other industrial awards.

**ACADEMIC PROGRESSION**

There are opportunities for those who successfully complete the course to progress onto the Higher National Certificate (HNC) Agriculture course.

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**SVQ Agriculture at SCQF Level 6:**

**Livestock**

**CAMPUS:** Barony, Oatridge  
**SCQF LEVEL:** 6  
**COURSE DURATION:** Oatridge: 1 year work-based learning  
**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Successful completion of SVQ in Agriculture at SCQF Level 5 or NC or equivalent qualifications. Satisfactory standard of literacy and numeracy is required.

**COURSE OVERVIEW**

This is an on-farm work-based programme which enhances your production and management skills to meet industry requirements.

A range of topics will be covered during the course including health and safety, management of soils and crops, monitoring and maintaining the health and welfare of livestock and estate maintenance. Additional specialised units will also be on offer at each campus. A Modern Apprenticeship for this level can be achieved by completing this course and two other industrial awards.

**ACADEMIC PROGRESSION**

There are opportunities for those who successfully complete the course to progress onto the HNC Agriculture course.

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**SVQ Poultry Production at SCQF Level 6**

**CAMPUS:** Barony, Oatridge  
**SCQF LEVEL:** 5  
**COURSE DURATION:** Oatridge: 1 year work-based learning  
**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required.

**COURSE OVERVIEW**

This is an on-farm work-based programme which develops your agriculture skills and knowledge. A range of topics will be covered during the course including health and safety, management of soils and crops, monitoring and maintaining the health and welfare of livestock and estate maintenance. Additional specialised units will be on offer at each campus. A Modern Apprenticeship for this level can be achieved by completing this course and two other industrial awards.

**ACADEMIC PROGRESSION**

There are opportunities for those who successfully complete the course to remain in employment, to progress onto an SVQ at SCQF Level 6 / Modern Apprenticeship programme or undertake the full-time National Certificate (NC) Agriculture course.
The ability to care for animals is a skill required in a wide range of organisations and nationally recognised qualifications are now required by the majority of employers.

### SVQ Animal Care at SCQF Level 5

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<tr>
<th>CAMPUS:</th>
<th>Oatridge</th>
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<tbody>
<tr>
<td>SCQF LEVEL:</td>
<td>5</td>
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<tr>
<td>COURSE DURATION:</td>
<td>12 months work-based learning</td>
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**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required. Applicants are normally expected to have a National 4 pass in English and Maths, or be able to demonstrate equivalent experience.

**COURSE OVERVIEW**
This qualification is a work-based qualification for those employed in an animal care industry such as a boarding kennel, cattery, dog grooming parlour or animal welfare centre. It is aimed at those who are new to the industry. A range of topics will be covered during the course including providing feed and water to animals, exercise opportunities for animals, preparing and bathing dogs, establishing and maintaining animals within their accommodation, controlling and restraining animals and promoting and maintaining the health and well-being of animals.

**ACADEMIC PROGRESSION**
In some cases progression to an HNC depending on existing qualifications may be possible.

### SVQ Gamekeeping & Wildlife Management at SCQF Level 5

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<th>CAMPUS:</th>
<th>Elmwood</th>
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<td>SCQF LEVEL:</td>
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<tr>
<td>COURSE DURATION:</td>
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**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required. Applicants are normally expected to have a National 4 pass in English and Maths, or be able to demonstrate equivalent experience.

**COURSE OVERVIEW**
This course is designed for those beginning their career in the area of field sports and wildlife management. The course will cover practical aspects of game and habitat management, along with the running of field sport activities, such as shoot management. The course will reference a variety of game and wildlife such as grouse and deer. A Modern Apprenticeship for this level can be achieved by completing this course and two other industrial awards.

**ACADEMIC PROGRESSION**
On successful completion of this course students may continue in employment or apply to progress onto the NC Gamekeeping course.

### Countryside & Environment

The courses in this section share a common goal of the responsible management of our natural resources and environment. The importance of the environment is increasingly recognised in society and includes issues such as climate change, land management, habitat loss, pollution control, sustainable development and energy conservation.
SVQ Environmental Conservation at SCQF Level 5

**Toni Lamont | MA Rural Skills – SVQ at SCQF Level 5 Environmental Conservation**

Toni has had an interest in the environment from a very young age, spending much of her childhood in the great outdoors.

“Throughout this apprenticeship I have been given the opportunity to go through lots of training. I completed my brush cutting and strimming qualification which has allowed me to complete necessary work in a variety of locations. I am now also certified in emergency first aid at work which is critical to have as it increases my confidence in assisting in emergency situations. My professional development during my time on this course speaks volumes of the variety of paths available to those in this industry.”

My current job is to assist the rangers in their duty to educate, conserve and protect biodiversity, support volunteer groups, engage with the public and manage habitats. At the start of my apprenticeship I shadowed them as I learned how they completed these tasks. As the year went on I took more of a leadership role and gained confidence that allowed me to lead my own volunteer activities and conservation tasks.”

Professionally, I plan to complete a degree in countryside management whilst volunteering in lots of different organisations. My future ambition is to get a wide range of experiences in the outdoor sector and build up my skill set.

**Course Overview**
The course provides the opportunity to obtain recognition of the skills essential for the Countryside Management industry. A range of topics will be covered including how to monitor and maintain health, safety and security, establish and maintain working relationships with others and develop awareness of environmental good practice. A Modern Apprenticeship for this level can be achieved by completing this course and two other industrial awards.

**Academic Progression**
On successful completion of the course students may apply to progress onto the SVQ at SCQF Level 7 Environmental Conservation.

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SVQ Land-based Engineering (Agriculture, Forestry or Ground Care) at SCQF Level 5

**Course Overview**
This course can be undertaken as a stand alone course or as a progression from the NC Land-based Engineering by gaining extra practical experience at a dealership or repair workshop. A range of topics will be covered including health and safety, mechanical principles, shaping and assembling, servicing and maintenance, thermal joining processes, cooling and lubrication, repairing electrical systems on land-based equipment, braking steering and transmission systems, and establishing and maintaining working relationships with others.

**Academic Progression**
Successful learners may progress to the SVQ Land-based Engineering at SCQF Level 6 / Modern Apprenticeship in related subjects.
SVQ Land-based Engineering Operations (Agriculture, Forestry or Ground Care) at SCQF Level 6

CAMPUS: Barony, Oatridge
SCQF LEVEL: 6
COURSE DURATION: 1 academic year. Block release
ENTRY REQUIREMENTS: Applicants must be employed within the industry or have an employer who would be willing to employ them. Applicants are normally expected to have an SVQ in Land-based Engineering at SCQF Level 5, NC Land-based Engineering (SCQF 6) or an Extended Diploma in Land-based Technology. More information about the requirement for the SCQF Level 6 can be found in the course overview.

COURSE OVERVIEW
This course is for those with practical experience within the land-based industry. A range of topics will be covered including how to improve your own performance in a business environment, recognising and reducing hazards in the work area, customer care, engineering principles, calculations, electronic control and monitoring systems on land-based equipment, hydraulic systems and components, refrigerant handling, and servicing and repairing engines of land-based equipment.

ACADEMIC PROGRESSION
On successful completion of the course, students can progress within their existing place of employment or onto the Land-based Technician Accreditation (LTA) scheme.

SVQs in Trees and Timber at SCQF levels 5 & 6

CAMPUS: Barony
SCQF LEVEL: 5/6
COURSE DURATION: 12-18 months block release
ENTRY REQUIREMENTS: Applicants must be employed within the industry or have an employer who would be willing to employ them. For SCQF Level 5, applicants are normally expected to have a National 4 pass in English and Maths, or be able to demonstrate equivalent experience. For SCQF Level 6, applicants are normally expected to have a National 5 (A-C) in English and Maths, or be able to demonstrate equivalent experience.

COURSE OVERVIEW
These qualifications are work-based courses designed to equip students with the basic skills of a craftsman forestry worker. Students will demonstrate competence in chainsaw maintenance and operations, use of chippers, tree identification, health and safety and team working in the workplace. A Modern Apprenticeship can be achieved by completing this course plus another industry specific award.

ACADEMIC PROGRESSION
On successful completion of the SCQF Level 5, students may be able to progress to the SCQF Level 6, which builds on the practical work of the SCQF Level 5 by developing higher order skills and competencies required to develop squad / team leaders and supervisors. These include more technical training with an emphasis on developing leadership and management skills.

Forestry involves sustainably managing trees and woodlands in rural areas for commercial, social or other benefits. Arboriculture is usually associated with the management of individual trees or groups of trees in more urban areas.

Specialist Areas
There are three pathways to choose from depending on the area of the sector you are employed in; agricultural machinery, ground care machinery or arboriculture/forestry machinery. The content of the selected course will reflect the machinery that you are most likely to be servicing or repairing within the workplace.

AGRICULTURE
The Agriculture specialism is offered at both Barony and Oatridge campuses, and will involve working with a range of land-based machinery.

FORESTRY
Only offered at the Barony campus, the arboriculture/forestry specialism will focus on the service and repair of harvesting and processing equipment.

GROUND CARE
Only offered at the Oatridge campus, the ground care specialism will focus on the service and repair of cutting and mowing equipment.

A Modern Apprenticeship can be achieved by completing this course plus:
- For SCQF Level 5: an Emergency First Aid at Work qualification and an Abrasive Wheels course.
- For SCQF Level 6: a Fork Lift Truck Certificate or a Trailer Towing Certificate, and a legislative Refrigerant Handling Certificate or a legislative Portable Appliance Testing (PAT) Certificate.

"The exciting thing about my time at Oatridge has been having the chance to actually use the theoretical and practical skills in my every day work- having learnt the different methods of going about tasks during my time at Oatridge, I feel much more confident in my ability".

"I jumped at the chance to attend an open day and was extremely impressed by the staff and the campus, but especially the workshops."

NATHAN ALLARDYCE | NC LAND-BASED ENGINEERING
Scotland’s status as the “Home of Golf” affords graduates from a Scottish institution a unique perspective for employers around the globe. Golf continues to drive one of the most important tourism sectors in Scotland and offers exciting careers that can reach around the world.

### SVQ Sports Turf Greenkeeping at SCQF Level 5

**Campus:** Elmwood  
**SCQF Level:** 5  
**Course Duration:** 1 year full time, 2 years block release/work-based learning  
**Entry Requirements:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required. Applicants are normally expected to have a National 4 pass in English and Maths, or be able to demonstrate equivalent experience.

**Course Overview**
The course provides the opportunity to obtain recognition of the skills essential for the greenkeeping and sports turf industry. A range of topics will be covered during the course including how to monitor and maintain health, safety and security, establish and maintain effective working relationships with others, agree how to manage and improve your own performance in the business environment; establish crops or plants, prepare and use equipment and machines, maintain the health of sports turf, maintain the condition of sport turf surfaces, renovate and repair sport turf surfaces plus the required optional units.

A Modern Apprenticeship can be achieved by students completing the SVQ qualification plus 2 additional industry specific certificates.

**Academic Progression**
On successful completion students can apply to progress to the SVQ Sports Turf Maintenance at SCQF Level 6 or the HNC Golf Course Management.

### SVQ Sports Turf at SCQF Level 6

**Campus:** Elmwood  
**SCQF Level:** 6  
**Course Duration:** 2 years block release/1 year work-based learning  
**Entry Requirements:** Successful completion of SVQ Greenkeeping at SCQF Level 5 or NC or equivalent qualifications. Applicants must be employed within the industry or have an employer who would be willing to employ them. Applicants are normally expected to have a National 5 (A-C) in English and Maths, or be able to demonstrate equivalent experience.

**Course Overview**
The course provides the opportunity to develop skills in the golf industry and progress to employment in managerial posts. A range of topics will be covered during the course including how to promote, monitor and maintain health, safety and security, estimate resources requirements and programme of work, manage your own resources, co-ordinate the planting of crops or plants, implement plans for the management of sport turf areas, plan and set out sports areas, maintain the land drainage systems, maintain irrigation systems, lead a team or communicate information and knowledge plus the required optional units.

A Modern Apprenticeship can be achieved by students completing the SVQ qualification plus 2 additional industry specific certificates.

**Academic Progression**
On successful completion students can apply to progress to the HNC Golf Course Management.

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**Daniel Murdoch** | SVQ Sports Turf Greenkeeping

“I decided to do the Modern Apprenticeship course rather than a full-time course as I was gaining experience whilst working, as well as undertaking the college work,” said Daniel. “It has helped me in my career because I have gained the qualifications but have also gained valuable experience in a working environment. This has given me a far wider understanding of greenkeeping, rather than just completing a full-time course at college.”
The equine industry is extremely diverse, with growth in the sector hitting new heights. The knowledge and skills gained on one of our horse care courses can open doors to many employment opportunities in a variety of equine-related areas. Our courses blend practical and theoretical areas of horse care, giving you a more thorough understanding of the subject.

### Horse Care

| Campus: | Elmwood, Oatridge |
| SCQF Level: | 5 |
| Course Duration: | 12 months work-based learning |

**Entry Requirements:** Applicants must be employed within the industry or have an employer who would be willing to employ them. A satisfactory standard of literacy and numeracy is required. Applicants are normally expected to have a National 4 pass in English, as evidence of literacy skills, and Maths or equivalent as evidence of numeracy skills, or be able to demonstrate equivalent experience.

**Course Overview**
This qualification is a work-based qualification for those employed in the equine sector. It is aimed at those who are new to the sector. A range of topics will be covered during the course including cleaning, preparing and maintaining stables for horses, providing feed and water to horses, carrying out routine care, monitoring the health and welfare of horses, restraining horses using specified methods, fitting and removing horse clothing, plaiting and trimming horses’ manes and trimming tails.

A Modern Apprenticeship for SVQ SCQF Level 5 can be achieved by completing this course plus a short Emergency First Aid course and one other industry specific award.

**Academic Progression**
Progression to SVQ Horse Care at SCQF Level 6 may be possible on satisfactory achievement of the course.

### Horticulture & Landscaping

A highly practical and industry approved course, a qualification in Horticulture and Landscaping will allow you to enter one of the fastest growing and largest employment sectors in the UK and beyond.

| Campus: | Elmwood, Oatridge |
| SCQF Level: | 5 |
| Course Duration: | Elmwood: 1 year Full-time or 2 year’s day/block release, work-based learning, Oatridge: 2 years day release. |

**Entry Requirements:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Satisfactory standard of literacy and numeracy is required. Applicants are normally expected to have a National 4 pass in English and Maths, or be able to demonstrate equivalent experience.

**Course Overview**
A range of topics will be covered during the course including how to monitor and maintain health, safety and security, establish and maintain effective working relationships with others, agree how to manage and improve own performance in the business environment, establish crops or plants and prepare growing media. Additional specific units will be on offer at each campus.

A Modern Apprenticeship for SVQ SCQF Level 5 can be achieved by completing this course plus an emergency First Aid course and one other industry specific certificate.

**Academic Progression**
On successful completion of the SVQ, students may progress to the SVQ Parks, Gardens and Green Spaces at SCQF Level 6.
**SVQ Parks, Gardens & Green Spaces at SCQF Level 6**

**CAMPUS:** Elmwood, Oatridge  
**SCQF LEVEL:** 6  
**COURSE DURATION:** Elmwood: 1 year full-time or 2 years day/block release, work-based learning. Oatridge: 2 years day release.

**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. Successful completion of SVQ at SCQF 5 Horticulture, Production Horticulture or NC or equivalent Qualifications. Applicants are normally expected to have a National 5 (A-C) in English and Maths or be able to demonstrate equivalent experience.

**COURSE OVERVIEW**  
This qualification is designed to provide you with the knowledge and practical skills to become a technician or supervisor within the horticulture sector. A range of topics will be covered during the course including how to promote, monitor and maintain health, safety and security, estimate resource requirements and programme work, manage your own resources, coordinate the planting of crops and plants, management of planted area, and plant protection. A Modern Apprenticeship for SVQ SCQF Level 6 can be achieved by completing this course plus a one day Emergency First Aid course and one other industry specific certificate.

**ACADEMIC PROGRESSION**  
Students may apply to progress to HNC Horticulture or HNC Landscape Management.

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**SVQ Landscaping at SCQF Level 5 and SCQF Level 6**

**CAMPUS:** Oatridge  
**SCQF LEVEL:** 5-6  
**COURSE DURATION:** 2 years day release

**ENTRY REQUIREMENTS:** Applicants must be employed within the industry or have an employer who would be willing to employ them. For the SVQ at SCQF Level 5, a satisfactory standard of literacy and numeracy is required. For the SVQ at SCQF Level 6, applicants should have completed the Level 5 course or an equivalent qualification. Applicants are normally expected to have a National 5 (A-C) pass in English, as evidence of literacy skills, and Maths or equivalent as evidence of numeracy skills, or be able to demonstrate equivalent experience.

**COURSE OVERVIEW**  
A range of topics are covered in both courses including health and safety, growing and establishing plants, and plant identification. Additional optional units will be on offer. The SCQF Level 5 course provides essential industry and transferable skills such as establishing and maintaining working relationships, preparing growing media, preparing and using equipment and machines, construction, and creating plant displays. The SCQF Level 6 course develops these skills and prepares students for supervisory roles. A range of topics will be covered including estimating resource requirements, the planting of crops and plants, management of planted area, and plant protection. A Modern Apprenticeship for SVQ SCQF Level 6 can be achieved by completing this course plus an HNC Certificate or HNC courses, such as HNC Horticulture or HNC Landscape Management.

**ACADEMIC PROGRESSION**  
Students may apply to progress to National Certificate, or HNC courses, such as HNC Horticulture or HNC Landscape Management.

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**SVQ Professional Cookery at SCQF Level 5**

**CAMPUS:** Elmwood  
**SCQF LEVEL:** 5  
**COURSE DURATION:** 2 years day release

**ENTRY REQUIREMENTS:** Applicants are normally expected to have a minimum of 2 national 4s and 2 National 5s including English and Maths, or have completed the Level 1 Diploma in Professional Cookery.

**COURSE OVERVIEW**  
This programme is designed for people who work in the hospitality industry and assesses students’ competence in a work situation. Students gather evidence of their competence in a portfolio, with assessment taking place in the workplace. There will be a day (day release) when candidates will be expected to attend College to cover practical units. Key practical skills such as butchery, hot and cold desserts, fish, stocks and sauces are included. A range of topics will also be covered during the course including how to maintain a safe, hygienic and secure working environment, maintain, handle and clean knives and work effectively as part of the hospitality team. A Modern Apprenticeship for SVQ SCQF Level 5 can be achieved by completing this course plus two enrichments which could include Elementary Food Hygiene certificate and Health and Safety at work certificate.

**ACADEMIC PROGRESSION**  
On successful completion of the course students can apply to progress to the SVQ in Professional Cookery at SCQF Level 6

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**Hospitality**

Hospitality is among the growth industries across the world. With so many types of careers available in this sector, qualifications can lead to some really exciting employment opportunities including cruise ships, hotels, event management, speciality bars and bistros, just to name a few.
SVQ Professional Cookery at SCQF Level 6

CAMPUS: Elmwood

SCQF LEVEL: 6

COURSE DURATION: 2 academic years, one day per week day release

ENTRY REQUIREMENTS:
- Applicants must be employed within the industry or have an employer who would be willing to employ them. Successful completion of SVQ Professional Cookery at SCQF Level 5 or equivalent qualifications.
- Applicants are normally expected to have a National 5 (A-C) in English and Maths, or be able to demonstrate equivalent experience.

COURSE OVERVIEW
This programme is designed for people who work in the hospitality industry and assesses students’ competence in a work situation. Students gather evidence of their competence in a portfolio, with assessment taking place in the workplace. There will be a day (day release) when candidates will be expected to attend College to cover practical units. Practical skills such as complex butchery, hot and cold desserts, stocks and sauces, fish and shellfish are included. Those who join the course will learn how to contribute to the control of resources, maintain food safety when storing, preparing and cooking food and develop productive working. A Modern Apprenticeship for SVQ Level 6 can be achieved by completing this course plus two enrichments which could include Intermediate Food Hygiene Certificate and Health and Safety at work certificate.

ACADEMIC PROGRESSION
On successful completion of the course students can apply to progress to the HNC or HND Professional Cookery.

Short courses and training
SRUC also offers a variety of short courses and training programmes. These courses help to improve the specific skills of individuals whilst not requiring them to give up lengthy periods of time to study. SRUC offers training courses in subjects such as chainsaws, ground care, pesticide application, food hygiene, and livestock care.

For more information on short courses at SRUC please visit www.sruc.ac.uk/training
training@sruc.ac.uk

Responsibilities in work-based learning
If you require any further information on the responsibilities of the three parties involved, please don’t hesitate to contact SRUC.

MODERN APPRENTICE
Acquire a broad range of skills
Competency in chosen field
Enjoy working in outdoor environment
Positive attitude
Maintain professional manner throughout

EMPLOYER
Payment of salary to apprentice
Agree on roles and responsibilities with apprentice
Training provision
Highlighting opportunities for progression
Ensure the quality of facilities and training activities
Health and safety

SRUC
Management and administration
Delivery of qualifications
Programme confirmation
Quality assurance
Assess performance
Review progress
Provision of industry-specific assessors/supervisors

HOW TO APPLY: Discuss with your employer and contact SRUC via www.sruc.ac.uk/WBL

SRUC also offers a variety of short courses and training programmes. These courses help to improve the specific skills of individuals whilst not requiring them to give up lengthy periods of time to study. SRUC offers training courses in subjects such as chainsaws, ground care, pesticide application, food hygiene, and livestock care.

For more information on short courses at SRUC please visit www.sruc.ac.uk/training
training@sruc.ac.uk
Contact us

Please visit www.sruc.ac.uk/wbl for more information and contact details or email recruitment@sruc.ac.uk

You can also order our 2020 prospectus which contains details of SRUC's full-time and part-time courses