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Llywodraeth Cymru
Welsh Government

0210 Welsh Apprenticeship Pathways

in

Fencing

The content of these Pathways has been agreed by Lantra. These are the only apprenticeship Pathways in the Agriculture & Environment sector approved for use in Wales that are eligible for Welsh Government funding.

More Information can be obtained from:

FEAD DfES • Ty Afon
Bedwas Rd • Bedwas
Cf838WT

DfES-ApprenticeshipUnit@gov.wales
Gwefan • website: www.llyw.cymru
www.gov.wales

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the **Level 2 Fencing** (including qualifications and Essential Skills) is: **62 credits**

The total minimum credit value required for the **Level 3 Fencing** (including qualifications and Essential Skills) is:

- Fencing Supervision: 80 credits

The credit values provided in this document are minimum credits, however, there may be a range of credits above this minimum available, depending on qualification and optional units/routes chosen in line with the relevant awarding organisation's guidance.

DURATION

Level 2:

12-24 months (flex.)

Level 3:

12-18 months (flex.)

ENTRY REQUIREMENTS

Level 2: Fencing

There are no specific entry requirements to start the Foundation Apprenticeship, however, there are qualifications and/or experience that will help learners prior to starting:

- Level 1 Certificate in Land-based Operations
- Level 1 Certificate/Diploma in Land-based Studies
- Level 1 Award/Certificate/Diploma in Work-based Land-based Operations
- Have previously worked in, or are currently working within the fencing industry
- Voluntary work within the fencing industry
- GCSEs.

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Foundation Apprenticeship, this will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

Progression opportunities onto the Foundation Apprenticeship also exist for adult learners who have experience within the Fencing industry or who are looking for a career change.

Level 3: Fencing

The Fencing industry want the entry requirements for the Level 3 Apprenticeship to be flexible, so has suggested that one of the following should be completed:

- Foundation Apprenticeship in Fencing
- Level 2 Diploma in Work-based Fencing
- Practical experience within the Fencing industry
- Voluntary work within the fencing industry
- Supervisory experience within another industry
- 3 GCSEs (A*-C / 9-4)
- AS/A levels.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

The credit values provided in this document are minimum credits, however, there may be a range of credits above this minimum available, depending on qualification and optional units/routes chosen in line with the relevant awarding organisation's guidance.

Level 2: Fencing

Qualifications

Participants must achieve **one of the combined** qualification(s) below.

Combined

Lantra Awards Level 2 Diploma in Work-based Fencing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time (TQT)	Combined / Competence / Knowledge	Qualification Assessment Language(s)
Lantra Awards	600/6521/7	44	444	Combined	English only

Please see [Annex 1](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Level 2: Fencing	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	1	6

WEST (Wales Essential Skills Toolkit) is compulsory and training providers may be able to create their own sector specific questions using guidance provided by Welsh Government.

<https://www.tribalgroupp.com/software-and-services/student-information-systems/wales-essential-skills-toolkit>

On/Off the Job Training

As the duration of the Foundation Apprenticeship is flexible (12-24 months), the total amount of learning hours, which includes both on and off the job training, will also vary. Based on annual full-time working hours, this will be 1615 hours for 12 months, for any other duration pro rata.

Suitable mix / flexible - recommended as minimum at around 20% off the job. Depending on duration of apprenticeship, this will be 323 hours per year off the job training.

These hours may vary depending on previous experience and attainment of the apprentice, and the time taken to complete the apprenticeship programme.

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Fencing	Based on annual full-time working hours 1292 per year	20% recommended, based on annual full-time working hours: 323 hours per year

On/Off the Job Qualification details (Minimum Credit & Hours)

44 credits/444 hours TQT for Lantra Awards Level 2 Diploma in Work-based Fencing

On/Off the Job Essential Skills details (Minimum Credit & Hours)

6 credits/60 hours TQT for Level 1 Essential Skills Wales Communication
 6 credits/60 hours TQT for Level 1 Essential Skills Wales Application of Number
 6 credits/60 hours TQT for Level 1 Essential Skills Wales Digital Literacy

Level 3: Fencing Supervision

Qualifications

Participants must achieve **one of the combined** qualification(s) below.

Lantra Awards Level 3 Diploma in Work-based Fencing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time (TQT)	Combined / Competence / Knowledge	Qualification Assessment Language(s)
Lantra Awards	600/6640/4	66	661	Combined	English only

Please see [Annex 2](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Level 3: Fencing Supervision	Level	Minimum Credit Value
Communication	2	7
Application of Number	2	7

WEST (Wales Essential Skills Toolkit) is compulsory and training providers may be able to create their own sector specific questions using guidance provided by Welsh Government.

<https://www.tribalgrou.com/software-and-services/student-information-systems/wales-essential-skills-toolkit>

On/Off the Job Training

As the duration of the Apprenticeship is flexible (12-18 months), the total amount of learning hours, which includes both on and off the job training, will also vary. Based on annual full-time working hours, this will be 1615 hours for 12 months, for any other duration pro rata.

Suitable mix / flexible - recommended as minimum at around 20% off the job. Depending on duration of apprenticeship, this will be 323 hours per year off the job training.

These hours may vary depending on previous experience and attainment of the apprentice, and the time taken to complete the apprenticeship programme.

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Fencing Supervision	Based on annual full-time working hours 1292 per year	20% recommended, based on annual full-time working hours: 323 hours per year

On/Off the Job Qualification details (Minimum Credit & Hours)

66 credits/661 hours TQT for Lantra Awards Level 3 Diploma in Work-based Fencing

On/Off the Job Essential Skills details (Minimum Credit & Hours)

7 credits/70 hours TQT for Level 2 Essential Skills Wales Communication
7 credits/70 hours TQT for Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

Level 2

Mandatory:

- **Level 1 Award in Health and Safety in Construction or Fencing Environment** (required for FIS card)
- **Emergency First Aid**

(one-day course approved by Health and Safety Executive HSE)

Recommended:

- Safeguarding

Learners should be encouraged to take additional courses relevant to their field of work and supporting their training to increase employability.

Level 3

Mandatory:

- **Site supervisor's safety training scheme**
- **Emergency First Aid**

(one-day course approved by Health and Safety Executive HSE)

Recommended:

- Safeguarding

Learners should be encouraged to take additional courses relevant to their field of work and supporting their training to increase employability.

JOB ROLES

Level 2: Fencing

Job roles at Level 2 (Foundation Apprenticeship) may include:

Fence Installer	Responsible for the installation of a wide range of different types of fences, working to specifications and standards ensuring the correct installation. The work may involve a wide range of materials including timber, steel and concrete and operating a range of powered hand tools. Types of fences may include the installation of environmental noise barriers, agriculture fence, high security fence, any other temporary and permanent fence systems.
Vehicle Safety Fence Installer	Responsible for the installation of vehicle safety barriers on highways. Work to detailed drawings, specifications and install these safety systems to a very high standard. Mainly working with steel and concrete products and operating a range of powered hand tools.

Level 3: Fencing Supervision

Job roles at Level 3 (Apprenticeship) may include:

Fencing Supervisor	Leads a team of installers/labourers in the day-to-day operations on site, working under the direction of the Site Manager, focusing on all aspects of successful fence
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	planning and installation. This role may include meeting with planning and site managers, recording, reporting and decision making.
Contracts Supervisor	Manages contracts/teams across a number of sites, working with Site Managers. Needs to be highly motivated with communication & planning skills. The role requires responsibility & flexibility in terms of hours worked to meet the demands of the role in the office & on site, managing jobs & installers

PROGRESSION

Level 2: Fencing

Apprentices successfully completing the Foundation Apprenticeship have opportunities to progress within the industry by progressing onto the Level 3 Apprenticeship in Fencing or to Further Education courses such as:

- Level 3 Diploma in Work-based Fencing
- Level 3 Award/Certificate/Diploma in Agriculture, Environmental Conservation or Construction.
- FISS/CSCS Card Scheme (progression through different levels, i.e., from Blue Card for Skilled Installer to Gold Card for Supervisory Level)

Level 3: Fencing Supervision

Apprentices successfully completing the Apprenticeship have opportunities to progress within the industry by progressing to other Further Education or Higher Education Courses such as:

- Level 5 Diploma in Principles of Leadership and Management in Land-based Settings
- Foundation Degree in Construction Site Management (FdSc)
- Site Manager Safety training scheme
- FISS/CSCS Card Scheme (progression through different levels, i.e., from Gold Card for Supervisory Level to Black Card for Management Level)
- Planning design management
- For apprentices who wish to continue their development of skills and qualifications beyond Degree level, opportunities exist to progress further in Higher Education with courses such as a Master's Degree, including Construction Management.

Apprentices looking to progress within their employment from the Apprenticeship may be able to work towards managerial positions.

Progression will be dependent on the qualifications and experience an individual possesses, as achievement alone of the Apprenticeship does not guarantee entry to these opportunities.

Some useful websites to visit regarding Higher Education are www.ucas.co.uk or <https://www.prospects.ac.uk> - both of these have information about courses and providers along with specific information on entry requirements.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Fencing industry

The Fencing industry employees are mainly males (83%), which is significantly higher than the percentage of male employees of the UK labour market (53%), as well as the land-based sector average of 68% (UK) male employees and Wales' average at 71%. Whilst the industry doesn't preclude females from working in the sector, it is suggested that the imbalance is due to an out-dated perception of fencing employment as traditionally a male dominated industry despite many roles in fencing being carried out by females.

However, these are identified as trends which are specific to the nature of the Fencing sector and there are no actual barriers to recruitment into the industry.

Training providers and employers are required to ensure that unfair discrimination does not occur.

Apprenticeships are seen as an important route to encourage and facilitate a greater diversity of individuals into the industry.

Resolutions and further work

The units within the Diplomas in Work-based Fencing (Levels 2/3) have been written in collaboration with partner awarding organisations to ensure that they are free from bias, accessible to all apprentices and are applicable to a wide range of roles and businesses within Fencing. Because of the diverse nature of the fencing sector, the Diplomas in Fencing have been developed from these units to allow maximum flexibility and choice within the rules of combination.

Lantra works with the Fencing industry to promote the need for skilled managerial, high-tech and specialist people. Activities include: Marketing and communications highlighting the opportunities to a wide range of careers and target groups within and related to the sector.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16-18 year group) receive a company induction programme.

ERR should be carried out during induction, revisited briefly on a routine basis, and recorded.

RESPONSIBILITIES

It is the responsibility of the Training Provider / Employer to ensure that the requirements of this Pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

ANNEX 1

Relationship between competence and knowledge qualifications

Level 2 – Fencing

There is one combined qualification, which includes both, competence and knowledge:

Lantra Awards Level 2 Diploma in Work-based Fencing
600/6521/7 44 credits 444 hours TQT 333 GLH

The competence and knowledge elements will be achieved through completion of the mandatory and optional units listed within the awarding organisation's (Lantra Awards) guidance and will total a minimum of 44 credits (depending on the route chosen).

The units will be assessed by the gathering of work-based evidence into a portfolio. The authenticity, sufficiency and validity of the evidence will be judged by the assessor.

The choice of units will - within the requirements of the awarding organisation's (Lantra Awards) guidance - depend on the role and workplace the apprentice is working in and will need to be agreed with the apprentice, employer and provider at the start of the programme.

Knowledge units

- A/504/2461 - Locate and identify services (2 out of 3 credits knowledge)
- Y/501/6353 - Monitoring and maintaining health and safety (2 out of 3 credits knowledge)
- F/504/2462 - Establish lines and levels on-site (2 out of 4 credits knowledge)
- L/504/2464 - Receive handle and store fencing materials on-site (2 out of 4 credits knowledge)
- A/504/2475 - Prepare and operate handheld power tools and attachments (3 out of 5 credits knowledge)
- T/504/2474 - Reinstall defective fencing (3 out of 5 credits knowledge)
- R/504/2465 - Prepare and form foundations for fencing (3 out of 5 credits knowledge)
- Y/504/2466 - Place and fix fence posts (2 out of 3 credits knowledge)
- H/504/2468 - Place and fix fencing components (6 out of 12 credits knowledge)
- A/617/4565 - Prepare and form foundations for vehicle restraint systems (3 out of 5 credits knowledge)
- D/504/2470 - Place and fix vehicle restraint systems (6 out of 12 credits knowledge)
- F/617/4566 - Construct foundation or anchorage for fence installation (5 out of 10 credits knowledge)

ANNEX 2

Relationship between competence and knowledge qualifications

Level 3 – Fencing Supervision

There is one combined qualification, which includes both, competence and knowledge:

Lantra Awards Level 3 Diploma in Work-based Fencing
600/6640/4 66 credits 661 hours TQT 613 GLH

The competence and knowledge elements will be achieved through completion of the mandatory units listed within the awarding organisation's (Lantra Awards) guidance and will total a minimum of 66 credits (depending on the route chosen).

The units will be assessed by the gathering of work-based evidence into a portfolio. The authenticity, sufficiency and validity of the evidence will be judged by the assessor.

Knowledge units

- F/504/2476 - Manage the establishment of lines and levels (4 out of 7 credits knowledge)
- J/504/2477 - Monitor and maintain the installation of fences (5 out of 10 credits knowledge)
- R/504/2479 - Monitoring the quality of fence installation (4 out of 8 credits knowledge)
- J/504/2480 - Organise the fencing site (3 out of 5 credits knowledge)
- L/504/2481 - Control the deployment of materials and components (4 out of 7 credits knowledge)
- R/504/2482 - Control resources in support of fence installation (5 out of 10 credits knowledge)
- M/504/2473 - Inspect fencing to identify defects and repair options (3 out of 5 credits knowledge)
- D/502/1523 - Promote, monitor and maintain health, safety and security of the workplace (4 out of 6 credits knowledge)
- M/501/7055 - Maintain and enhance productive working relationships (4 out of 8 credits knowledge)