apprenticeship FRAMEWORK

Jewellery Manufacturing, Silversmithing and Allied Trades (Wales)

Latest framework version?

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Prentisiaethau Apprenticeships

Jewellery Manufacturing, Silversmithing and Allied Trades (Wales)

Contents

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Framework information

Information on the Issuing Authority for this framework:

Creative and Cultural Skills

The Apprenticeship sector for occupations in arts, cultural heritage, craft and design (also includes music, literature, performing arts and visual arts).

Issue number: 6	**This framework includes:**
Framework ID: FR03089	Level 2 ☒ Level 3 ☒ Level 4-7 ☐
Date this framework is to be reviewed by: 01/08/2014	**This framework is for use in: Wales**

Short description

This apprenticeship has been designed with the help of employers to create a non-graduate entry route into jewellery, silversmithing and allied trades. Its aim is to increase the range of work-based learning and provide a supply of new entrants to the sector who are technically proficient in these areas.

Foundation Apprentices will train as specialists in one of the following at Level 2, and have knowledge of some of the other key areas: Goldsmith/Jeweller, Silversmith, Enameller, Engraver, Gem Setter, CAD/CAM worker, Polisher & Finisher, Jobbing Jeweller/Jewellery Technician.

Apprentices will train as specialists in one of the following at Level 3; Goldsmith/Jeweller, Silversmith, Enameller, Engraver, Gem Setter, CAD/CAM worker, Polisher & Finisher, Jobbing Jeweller/Jewellery Technician, Modelmaker, Patternmaker, Precious Metal Caser, Diamond Mounter, Smallworker, Silver Spinner, Chaser, Caster, CAD Technician, CAD Designer, Hand / Machine Engraver, Polisher / Finisher, Diamond / Precious Stone Setter.

Contact information

Proposer of this framework

Creative and Cultural Skills

Developer of this framework

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Issuing Authority's contact details

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Who is making this revision	Name
Your organisation	Creative & Cultural Skills
Your email address:	Email address

Revising a framework

Why this framework is being revised

This framework has been revised for the following reasons:

- to incorporate the new version of the combined qualifications which cover more than one occupational area this also means a reduction in pathways through the framework at Level 3.
- Updating of contact details
- The removal of ESW in ICT

Summary of changes made to this framework

Framework Developer to complete with relevant info

Qualifications removed

Removal of old qualifications and inclusion of new qualifications

Qualifications added

Level 2 Diploma in Jewellery Manufacturing
600/0644/4 AIM Awards
600/1625/5 City and Guilds
600/0641/9 SQA

Level 3 Diploma in Jewellery Manufacturing
600/2749/6 City & Guilds
600/2520/7 SQA
600/3127/X AIM Awards

Level 3 Diploma in Silversmithing

600/2750/2 City & Guilds
600/3023/9 SQA
600/3084/7 AIM Awards

Level 3 Diploma in Precious Metal CAD/CAM

600/2754/X City & Guilds
600/2519/0 SQA
600/3062/8 AIM Awards

Level 3 Diploma in Precious Metal Enamelling

600/3065/3 AIM Awards
600/2976/6 SQA
600/2927/4 City & Guilds

Level 3 Diploma in Precious Metal Engraving

600/2930/4 City & Guilds
600/2977/8 SQA
600/3063/X AIM Awards

Level 3 Diploma in Precious Metal Polishing and Finishing

600/2751/4 City & Guilds
600/3041/0 SQA
600/3064/1 AIM Awards

Level 3 Diploma in Gem Setting

600/2929/8 City & Guilds
600/3022/7 SQA
600/3078/1 AIM Awards

Qualifications that have been extended

N/A

Purpose of this framework

Summary of the purpose of the framework

There are over 9,000 individuals working in the UK's 1,445 jewellery businesses, including sole traders as well as those in retail. There are many more individuals working in this sector if you include the very large large numbers of those in wholesale jewellery manufacture and distribution. The jewellery sector therefore makes a significant contribution to the UK economy. Creative & Cultural Skills is supporting this growing sector by working with employers to create apprenticeship opportunities to fill the gap that exists in training and development.

The sector consists of many designer-makers and although these roles are important, what is lacking are young individuals entering the sector in manufacturing and technical areas. This apprenticeship will address the balance.

Through Creative & Cultural Skills' Labour Market Intelligence (LMI) and employer engagement activities, including our sector-specific Blueprint reports written with industry, we have identified skills gaps in specialist areas (such as jewellery manufacturing), alongside generic skills (such as digital skills) and business skills (such as business development skills). The key to resolving these skills shortages is ensuring that the right set of vocational qualifications (including Apprenticeships and Higher Apprenticeships) are in place so that the right supply of skilled individuals can enter the sector.

Specific characteristics of the jewellery sector and issues which this apprenticeship framework will help to address include:

• 65% of the workforce is between 45 and 65 years old. The Apprenticeship in Jewellery, Silversmithing and Allied Trades will help generate a younger workforce.
• 87.2% of the Jewellery workforce is white. This apprenticeship will help attract individuals to the sector who would not usually access this area of work.
• Only 17.7% of people working in jewellery occupations are qualified to level 4 and above. 23.8% of people in jewellery occupations have no qualifications at all. This apprenticeship will address this gap.

Employers are also keen to increase the level of work-based learning in order to change the culture of an over reliance on graduate recruitment to this industry. They have helped to design the qualifications in this apprenticeship framework. This ensures that it meets their current and future skills needs and at the same time, meet the requirements of the Specification of Apprenticeship Standards for Wales (SASW).

This Level 2 Foundation and Level 3 Apprenticeship Framework will also contribute to meeting

the skills priorities for Wales by:

- providing flexible access to high quality Level 2 and 3 skills programmes, as a real alternative to academic qualifications, for those who prefer this style of learning and achievement;
- incorporating skills to improve the levels of general literacy and numeracy in Wales;
- using technical and competence qualifications, valued by employers, to help their businesses grow;
- developing the apprentice's employability skills, making them more attractive to all employers whichever career they choose;
- providing a career pathway into jobs and training at intermediate and higher level, to provide the skills which the economy needs to grow;
- building on the existing quality learning provision for the creative and cultural sector in Wales;
- developing on from the DCELLS Apprenticeships pilot project in Wales as part of the Sector Priorities Fund;
- responding to the prioritisation of the creative industries in Wales as part of the Economic Renewal Programme. Creative Industries are one of six identified priority sectors.

Aims and objectives of this framework (Wales)

The aim of this framework is to attract new entrants into jewellery, silversmithing and allied trades from a wide range of backgrounds, equip them with the skills employers need to replace those who leave and provide clear career development pathways for those progressing within the sector.

Objectives of this framework are to:

- Provide a flexible entry route to attract a wider range of individuals into jewellery, silversmithing and allied trades at Levels 2 and 3.
- Increase and strengthen the technical and specialist knowledge base and skills within the sector;
- Provide SMEs and micro-businesses with access to a quality work-based training and development programme to increase business productivity and efficiency;
- Provide opportunities for career progression within jewellery, silversmithing and allied trades for those new to the sector into more skilled positions through further training and development, FE and HE programmes.

Entry conditions for this framework

There is a shortage of young people entering this sector with an interest in and aptitude for technical skills which are in line with manufacturing and the engineering industry. Employers are seeking to widen the pool of potential new recruits into jewellery, silversmithing and allied trades, and to create an alternative route of entry to the sector.

Employers are particularly interested in those who:

- show a keen interest in working in the sector and have an interest in the engineering, making, producing and design process
- have technical and creative skills, and/or strong hand-eye coordination

Applicants may have prior experience or qualifications in any of the creative industries that demonstrates the above. However, prior experience or qualifications is not mandatory as training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate any interests or abilities. Programmes will then be tailored to meet individual needs, recognising any prior qualifications and experience.

Proxies and relaxations

Processes exist to make sure that applicants with prior knowledge, qualifications and experience are not disadvantaged by having to repeat learning. Training providers and awarding organisations will be able to advise on the current rules for accrediting prior learning and recognising prior experience.

Refer to the 'on-and-off the job' training section for guidance about prior attainment and achievement. In the meantime, this is a short summary:

The SASW does not specify relaxations or proxies for qualifications however, providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace.

1. Essential Skills Wales

- If applicants already have GCSEs in English, Maths and/or Information and Communications Technology (ICT) they still have to do the Essential Skills Wales at the relevant level as these are new qualifications and proxies do not exist.
- If applicants already have achieved Key Skills at the relevant level, they will not have to do the relevant Essential Skills Wales ESW, however, apprentices can be encouraged to complete ESW at a higher level if appropriate.

2. Integrated qualification

- If applicants for the Foundation Apprenticeship already have the Level 2 combined qualification before they started their apprenticeship,   this can be accepted and they would not have to redo the qualification, providing that they have achieved this qualification within 5 years of applying for the apprenticeship certificate. The hours they spent gaining this qualification will also count towards the minimum hours required for this framework. For the competence aspect of the qualification the apprentice will still have to demonstrate competence in the workplace.

- If applicants for the Apprenticeship already have the Level 3 combined qualification before they started their apprenticeship, this can be accepted and they would not have to redo the qualification, providing that they have achieved this qualification within 5 years of applying for the apprenticeship certificate. The hours they spent gaining this qualification will also count towards the minimum hours required for this framework. For the competence aspect of the qualification the apprentice will still have to demonstrate competence in the workplace.

3. Prior experience

- Applicants already working in the sector will be able to have their prior experience recognised by the Awarding Organisation and this will count towards the competence and the knowledge qualifications in this framework.

Level 2

Title for this framework at level 2

Jewellery, Silversmithing & Allied Trades

Pathways for the framework at level 2:

Pathway 1: Jewellery Manufacturing, Silversmithing and Allied Trades

Level 2, Pathway 1: Jewellery Manufacturing, Silversmithing and Allied Trades

Description of this pathway

Pathway 1: Jewellery, Silversmithing and Allied Trades -   Credit: 72

Entry requirements for this pathway in addition to the framework entry requirements

There are no additional requirements other than the general entry conditions.

Job title(s)	Job role(s)
Junior Jewellery technician	Maintenance of tools, machinery and equipment within the workshop; knowledge of how to use the equipment and basic jewellery techniques.
Junior Silversmith	Designs and making a wide range of objects, including flatware (spoons and forks), cutlery (knives), pots, bowls, tankards, boxes, trophies and badges working with hollowware, box making/small work.
Junior Engraver	Hand engraving, decorative, lettering or seal work on jewellery, silverware or other allied trades.
Junior Gem Setter	This can involve a range of hand and machine setting techniques predominately on jewellery.
Junior Polisher/Finisher	Polishes and finishes a wide range of items and can cover both jewellery and silverware. It can also include plated finishes in a variety of metals.
Junior Enameller	This involves the vitreous and non-vitreous enamelling of jewellery, silversmithing and objet d'art.
Junior Goldsmith/ Jeweller	This involves working in gold and silver producing jewellery, silversmithing and objet d'art.
Junior CAD/CAM Designer	Produces computer aided design models of jewellery and silversmithing items for production using rapid prototyping and manufacturing.
Junior Jobbing jeweller	This involves the repair, renovation and alteration of jewellery.

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway
1

B1 – Level 2 Diploma in Jewellery Manufacturing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	601/3129/9	City & Guilds	60	433	N/A
B1b	601/2932/3	SQA	69	433	N/A

Relationship between competence and knowledge qualifications

All units for the Level 2 Diploma in Jewellery Manufacturing are mandatory. These units have been developed in response to employer demand for a qualification which gives a strong grounding in jewellery, silversmithing and allied trades from which learners can progress and specialise.

The units within the qualification include 10 credits worth of knowledge coverage. The competence and technical knowledge will be assessed seperately.

Total credit value of mandatory knowledge units is 13

Total credit value of mandatory competency units is 45

Total credit value of

These units are based on National Occupational Standards in jewellery manufacturing, silversmithing and allied trades developed by Creative & Cultural Skills in 2010.

Unit Titles and Credit Values:

Interpret jewellery manufacture or silversmithing drawings -2 credits
Contribute to keeping the workshop tidy and safe in jewellery,silversmithing and allied trades - 3 credits
Mark out and measure materials for jewellery and silverware components - 2 credits
Know the properties of common precious metals and alloys used in jewellery manufacture or silversmithing
- 4 credits
Use tools to cut and pierce jewellery or silverware components - 5 credits
Use tools to file jewellery or silverware components - 3 credits

Use hand and mechanical techniques to polish and finish jewellery or silverware components - 3 credits
Use equipment to permanently join jewellery or silverware components - 4 credits
Use tools to produce formed jewellery or formed silverware components - 6 credits
Use tools to produce hand engraving on jewellery or silverware products - 4 credits
Use techniques to identify and secure stones in settings in jewellery or silverware products - 4 credits
Identify and explain methods and tools used in vitreous enamelling to produce jewellery or silverware products
- 3 credits
Identify how new and emerging technologies may impact on working practices in the jewellery industry - 2 credits

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Communication achievement <u>above</u> the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Application of Number achievement <u>above</u> the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?   **YES** ☐   **NO** ☒

Progression routes into and from this pathway

Progression into the Level 2 Foundation Apprenticeship in Jewellery, Silversmithing and Allied Trades may be from a variety of routes including:

- Welsh Baccalaureate including Principle Learning Qualifications in Creative and Media Diploma or Manufacturing and Product Design
- work or work experience - including a portfolio of evidence
- general or vocational qualifications related to or relevant for the creative and cultural industries
- studies that have included art and design, engineering or manufacture
- short courses and non accredited training in jewellery, for general interest and skills development

(It is envisaged that many learners may come to the Apprenticeship straight from school, therefore work experience, short courses etc are preferred but not mandatory)

Progression from the Level 2 Foundation Apprenticeship in Jewellery, Silversmithing and Allied Trades may include a variety of routes, for example:

Education: FE/HE

- Level 3 (Advanced) Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 3 Diploma in Jewellery and Silverware Manufacturing
- Level 3 Diploma in Jewellery Allied Trades
- Level 3 Diploma in Jewellery Manufacturing CAD/CAM
- Other vocational qualifications related to or relevant for the creative and / or manufacturing industries

Jobs

Specific roles which would lead on from completion of this framework include:

• Junior Goldsmith/Jeweller
• Junior Silversmith
• junior Enameller
• Junior Engraver
• Junior Gem Setter
• Junior CAD / CAM designer
• Junior Polisher & Finisher
• Junior Jobbing Jewellers/Jewellery Technicians

For further information about careers in the creative and cultural industries visit: http://www.creative-choices.co.uk/

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UCAS points for this pathway:

N/A

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?   **YES**   ☐   **NO**   ☒

Delivery and assessment

All apprentices MUST receive an induction to the workplace and to the apprenticeship programme.

ERR will be covered through an ERR workbook and relevant induction activity, or the achievement of an appropriate qualification (e.g. Agored Cymru Level 2 Award In Employment Rights and Responsibilities (QCF ref : 600/7776/1) to ensure that the apprentice knows and understands each of the nine national outcomes for ERR as follows:

1. the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Equality Act 2010, other relevant equalities legislation and health and safety, together with the duties of employers.
2. procedures and documentation which recognises and protects their relationship with their employer, including health and safety and equality and diversity training as part of the apprenticeship
3. the range of sources and information and advice available to them on their employment rights and responsibilities, including Access to Work and Additional Learning Support
4. the role played by their occupation in their organisation and industry
5. has an informed view of the types of career pathways that are open to them
6. the types of representative bodies and understands their relevance to their industry and organisation and the main roles and responsibilities
7. where and how to get information and advice on their industry, occupation, training and career
8. can describe and work within their organisation's principles and codes of practice
9. can recognise and form a view on issues of public concern that affect their organisation and industry

The ERR workbook can be downloaded from http://ccskills.org.uk/supporters/employer-advice/article/employment-rights-and-responsibilities-apprenticeships-handbook

Education providers should ensure that evidence of achievement of either the ERR workbook sign off sheet or a certificate for a relevant qualification are maintained for audit purposes.

Level 3

Title for this framework at level 3

Jewellery Manufacturing, Silversmithing & Allied Trades

Pathways for the framework at level 3:

Pathway 1:	Jewellery Allied Trades
Pathway 2:	Jewellery and Silverware Manufacturing
Pathway 3:	Jewellery Manufacturing CAD/CAM

Level 3, Pathway 1: Jewellery Allied Trades

Description of this pathway

Pathway 1: Jewellery Allied Trades Minimum Credit Value 58

Entry requirements for this pathway in addition to the framework entry requirements

There are no additional requirements other than the general entry conditions.

Job title(s)	Job role(s)
Enameller	This involves the vitreous enamelling of jewellery, silversmithing and objet d'art
Engraver	Hand engraving, decorative, lettering or seal work on jewellery or silverware
Gem Setter	This can involve a range of hand or machine setting techniques predominantly on jewellery though may be on silverware
Polisher and Finisher	Polishes and finishes a wide range of items and can cover both jewellery and silverware. It can also include plated finishes in a variety of metals

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 – Level 3 Diploma in Precious Metal Enamelling (QCF)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	601/3127/5	SQA	46	314	N/A
B1b	601/3311/9	City & Guilds	46	314	N/A

Relationship between competence and knowledge qualifications

This is a combined qualification encompassing both the competence and knowledge elements of this framework.

The minimum requirement of at least 10 credits of knowledge will be achieved through the mandatory units for each pathway within the qualification as follows:

Jewellery Allied Trades - Enamelling
Maintain and prepare the workshop for work with precious metal objects - 2 credits

Produce enamelled surfaces for precious metal objects - 8 credits

Understand how to produce engraved surfaces for precious metal objects - 13 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

Jewellery Allied Trades - Engraving

Maintain and prepare the workshop for work with precious metal objects - 2 credits

Produce precious metal objects from detailed drawings and specifications - 2 credits

Mark out and measure materials for the manufacture of precious metal objects - 2 credits

Understand how to produce engraved surfaces for precious metal objects - 13 credits

Jewellery Allied Trades - Polishing and Finishing

Maintain and prepare the workshop for work with precious metal objects - 2 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

Implement electro-deposition on precious metal components - 5 credits

Jewellery Allied Trades -Gem setting

Maintain and prepare the workshop for work with precious metal objects - 2 credits

Mark out and measure materials for the manufacture of precious metal objects - 2 credits

Set gemstones by hand in the manufacture of jewellery items - 6 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

The credits for competence will be achieved through the mandatory units for each pathway within the qualification as follows:

Jewellery Allied Trades - Enamelling

Maintain and prepare the workshop for work with precious metal objects - 1 credits

Produce enamelled surfaces for precious metal objects - 18 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

Jewellery Allied Trades - Engraving

Maintain and prepare the workshop for work with precious metal objects - 1 credits

Produce precious metal objects from detailed drawings and specifications - 4 credits

Mark out and measure materials for the manufacture of precious metal objects - 4 credits

Produce engraved surfaces for precious metal objects 20 credits

Jewellery Allied Trades - Polishing and Finishing

Maintain and prepare the workshop for work with precious metal objects - 1 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

Implement electro-deposition on precious metal components - 6 credits

Jewellery Allied Trades -Gem setting

Maintain and prepare the workshop for work with precious metal objects - 1 credits

Mark out and measure materials for the manufacture of precious metal objects - 4 credits

Set gemstones by hand in the manufacture of jewellery items - 15 credits

Maintain knowledge of the jewellery industry, allied trades and related technologies - 3 credits

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Communication achievement <u>above</u> the minimum SASW requirement?　YES　☐ NO ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Application of Number achievement <u>above</u> the minimum SASW requirement?　YES　☐　NO　☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

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Enter alternative grade/level requirements and reasons here.



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Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?   **YES**   ☐   **NO**   ☒

Progression routes into and from this pathway

Progression into this pathway of the Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades may be from a variety of routes including:

- Level 2 Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 2 Diploma in Jewellery Manufacturing
- work or work experience - including a portfolio of evidence
- general or vocational qualification related to or relevant to this type of work

Progression from this pathway of the Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades includes:

- Level 4 Higher Level Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 4 Diploma in Jewellery Allied Trades
- Other vocational qualification related to or relevant to the jewellery industry
- Non accredited programmes and continuing professional development or training

Jobs

Specific roles which would lead on from completion of this framework include:

- Diamond and precious stone setter
- Enameller
- Engraver
- Polisher and Finisher

For those who wish to continue their development of skills and qualifications beyond level 3,

other opportunities may exist to undertake higher level qualifications such as:

- Degrees in jewellery, silversmithing or associated areas like design
- Other qualifications relevant to jewellery e.g. art and design
- Foundation degrees in art and design
- General or vocational qualifications relating to or relevant to the creative industries

For further information about careers in the creative and cultural industries visit:

www.creative-choices.co.uk/

Show tip

UCAS points for this pathway:

N/A

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?   **YES**   ☐   **NO**   ☒

Delivery and assessment

All apprentices MUST receive an induction to the workplace and to the apprenticeship programme.

ERR will be covered through an ERR workbook and relevant induction activity, or the achievement of an appropriate qualification (e.g. Agored Cymru Level 2 Award In Employment Rights and Responsibilities (QCF ref : 600/7776/1) to ensure that the apprentice knows and understands each of the nine national outcomes for ERR as follows:

1. the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Equality Act 2010, other relevant equalities legislation and health and safety, together with the duties of employers.
2. procedures and documentation which recognises and protects their relationship with their employer, including health and safety and equality and diversity training as part of the apprenticeship
3. the range of sources and information and advice available to them on their employment rights and responsibilities, including Access to Work and Additional Learning Support
4. the role played by their occupation in their organisation and industry
5. has an informed view of the types of career pathways that are open to them
6. the types of representative bodies and understands their relevance to their industry and organisation and the main roles and responsibilities
7. where and how to get information and advice on their industry, occupation, training and career
8. can describe and work within their organisation's principles and codes of practice
9. can recognise and form a view on issues of public concern that affect their organisation and industry

The ERR workbook can be downloaded from http://ccskills.org.uk/supporters/employer-advice/article/employment-rights-and-responsibilities-apprenticeships-handbook

Education providers should ensure that evidence of achievement of either the ERR workbook sign off sheet or a certificate for a relevant qualification are maintained for audit purposes.

Level 3, Jewellery and Silverware Manufacturing

Description of this pathway

Pathway 2 Jewellery and Silverware Manufacturing Minimum 93 credits

Entry requirements for this pathway in addition to the framework entry requirements

There are no additional requirements other than the general entry conditions.

Job title(s)	Job role(s)
Manufacturing Jeweller	Involves production of precious metal items by mass production for the commerical market.
Jeweller	This involves designing and making a limited series of artifacts often by hand.
Mounter	Creates precise items for expensive precious stones often in traditional styles.
Goldsmith	Works in gold or silver producing jewellery, hollow forms and objet d'art.
Precious Metal Caster	Uses the technique of mass producing replicas of an original pattern in precious metals.
Modelmaker	Makes accurate small scale models from precious metals.
Patternmaker	Patternmaker
Silversmith	Designs and makes a wide range of functional objects, including flatware, cutlery, hollowware (pots, bowls), boxes and trophies in silver
Smallworker	Designs and makes a range of objects, that often include moving parts, box making and watch/clock cases
Silverspinner	Produces metal spinnings/hollow forms in various material to a given design or specification

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 – Level 3 Diploma in Jewellery Manufacturing (QCF)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	601/3128/7	City & Guilds	81	565	N/A
B1b	601/3128/7	SQA	81	565	N/A

Relationship between competence and knowledge qualifications

The minimum required knowledge credits can be achieved through the units that are mandatory to both pathways as follows:

Mandatory to both Jewellery Manufacture and Silversmithing
Maintain and prepare the workshop for work with precious metal objects - 2 credits

Produce precious metal objects from detailed drawings and specifications - 2 credits
Mark out and measure materials for the manufacture of precious metal objects - 2 credits
Use mechanical methods to join precious metal components - 2 credits
Produce tools and jigs for use in the manufacture of precious metal objects - 2 credits
Apply concepts of metallurgy to the production of precious metal objects - 7 credits

The minimum required competence credits can be achieved through the units that are mandatory to both pathways as follows:

Mandatory to both Jewellery Manufacture and Silversmithing
Maintain and prepare the workshop for work with precious metal objects - 1 credits
Produce precious metal objects from detailed drawings and specifications - 4 credits
Mark out and measure materials for the manufacture of precious metal objects - 4 credits
Use mechanical methods to join precious metal components - 6 credits
Produce tools and jigs for use in the manufacture of precious metal objects - 6 credits
Apply concepts of metallurgy to the production of precious metal objects - 3 credits

Show tip

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Communication achievement <u>above</u> the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Application of Number achievement <u>above</u> the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

> Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?   **YES** ☐   **NO** ☒

Progression routes into and from this pathway

Progression into this pathway of the Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades may be from a variety of routes including:

- Level 2 Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 2 Diploma in Jewellery Manufacturing
- work or work experience - including a portfolio of evidence
- general or vocational qualification related to or relevant to this type of work

Progression from this pathway of the Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades (Jewellery and Silverware Manufacturing) includes:

- Level 4 Higher Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 4 Diploma in Jewellery and Silverware Manufacturing
- Other vocational qualification related to or relevant to the jewellery industry
- Non accredited programmes and continuing professional development or training

Jobs

Specific roles which would lead on from completion of this framework include:

- Manufacturing jeweller
- Jeweller
- Patternmaker
- Goldsmith
- Silversmith
- Precious metal caster
- Diamond and precious stone setter
- Silver spinner
- Smallworker
- Mounter

For those who wish to continue their development of skills and qualifications beyond level 3, other opportunities may exist to undertake higher level qualifications such as:

- Degrees in jewellery, silversmithing or associated areas like design
- Foundation degrees in art and design
- General or vocational qualifications relating to or relevant to the creative industries

For further information about careers in the creative and cultural industries visit:
www.creative-choices.co.uk/

UCAS points for this pathway:

N/A

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?   **YES**   ☐   **NO**   ☒

Delivery and assessment

All apprentices MUST receive an induction to the workplace and to the apprenticeship programme.

ERR will be covered through an ERR workbook and relevant induction activity, or the achievement of an appropriate qualification (e.g. Agored Cymru Level 2 Award In Employment Rights and Responsibilities (QCF ref : 600/7776/1) to ensure that the apprentice knows and understands each of the nine national outcomes for ERR as follows:

1. the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Equality Act 2010, other relevant equalities legislation and health and safety, together with the duties of employers.
2. procedures and documentation which recognises and protects their relationship with their employer, including health and safety and equality and diversity training as part of the apprenticeship
3. the range of sources and information and advice available to them on their employment rights and responsibilities, including Access to Work and Additional Learning Support
4. the role played by their occupation in their organisation and industry
5. has an informed view of the types of career pathways that are open to them
6. the types of representative bodies and understands their relevance to their industry and organisation and the main roles and responsibilities
7. where and how to get information and advice on their industry, occupation, training and career
8. can describe and work within their organisation's principles and codes of practice
9. can recognise and form a view on issues of public concern that affect their organisation and industry

The ERR workbook can be downloaded from
http://ccskills.org.uk/supporters/employer-advice/article/employment-rights-and-respo

nsibilities-apprenticeships-handbook

Education providers should ensure that evidence of achievement of either the ERR workbook sign off sheet or a certificate for a relevant qualification are maintained for audit purposes.

Level 3, Pathway 3: Jewellery Manufacturing CAD/CAM

Description of this pathway

Pathway 3 Jewellery Manufacturing CAD/CAM 83 Credits

Entry requirements for this pathway in addition to the framework entry requirements

There are no additional requirements other than the general entry conditions.

Job title(s)	Job role(s)
Jewellery CAD/CAM Designer	Use CAD (computer-aided design) to produce precious metal object designs and CAM (computer-aided manufacture) to create a precious metal object

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

B1 – Level 3 Diploma in Precious Metal CAD/CAM (QCF)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
B1a	601/3126/3	City & Guilds	71	615	N/A
B1b	601/3306/5	SQA	71	615	N/A

Relationship between competence and knowledge qualifications

This is a combined qualification containing both the knowledge and competence elements of the framework.

The minimum required knowledge credits will be achieved through the mandatory units follows:

Mandatory units

Produce precious metal objects from detailed drawings and specifications 2 credits
Mark out and measure materials for the manufacture of precious metal objects 2 credits
Produce jewellery components using wax casting 3 credits

Produce CAD designs for precious metal objects 7 credits
Produce CAM designs and prototypes for precious metal objects 7 credits

The minimum required competence credits will be achieved through the mandatory units follows:

Mandatory units

Produce precious metal objects from detailed drawings and specifications 4 credits
Mark out and measure materials for the manufacture of precious metal objects 4 credits
Produce jewellery components using wax casting 8 credits
Produce CAD designs for precious metal objects 12 credits
Produce CAM designs and prototypes for precious metal objects 5 credits

Essential Skills

An apprenticeship framework must specify as a Welsh certificate requirement the expected achievement levels of Essential Skills in Communication and the Application of Number.

Where Essential Skills qualifications are specified in an apprenticeship framework, the apprenticeship framework must specify the acceptance of a recognised proxy qualification for Communication and Application of Number.

Communication

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Communication achievement above the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for English and give a brief **REASON** as to why this is required:

> Enter alternative grade/level requirements and reasons here.

Application of Number

For the current list of acceptable proxy qualifications and appropriate **minimum** grade/level requirements, please refer to the most recent version of SASW on the gov.wales website. Additional guidance materials can be found on the Knowledge Base section of the ACW website.

Does this framework require Application of Number achievement above the minimum SASW requirement?   YES   ☐   NO   ☒

If YES, please state the grade/level required for Maths and give a brief **REASON** as to why this is required:

Enter alternative grade/level requirements and reasons here.

Inclusion of Digital Literacy (ICT)

Digital Literacy (ICT) is an **optional** framework requirement.

Is Digital Literacy a requirement in this framework?   **YES**   ☐   **NO**   ☒

Progression routes into and from this pathway

Progression into the Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades will be from a variety of routes including:

- Level 2 Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Level 2 Diploma in Jewellery Manufacturing
- work or work experience - including a portfolio of evidence
- general or vocational qualification related to or relevant to this type of work

Progression from this pathway of Level 3 Advanced Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades includes:

- Level 4 Higher Apprenticeship in Jewellery Manufacturing, Silversmithing and Allied Trades
- Other vocational qualification related to or relevant the creative and manufacturing industries
- Non accredited programmes and continuing professional development or training

Jobs

Specific roles which would lead on from completion of this framework include:

-

Jewellery CAD/CAM Designer

For further careers information visit www.creative-choices.co.uk/

UCAS points for this pathway:

N/A

Employee rights and responsibilities

Please note that for Apprenticeship starts from 14/10/2016 onwards ERR is no longer a **mandatory** requirement in all frameworks.

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes.

Is ERR a requirement for this framework?   **YES**   ☐   **NO**   ☒

Delivery and assessment

All apprentices MUST receive an induction to the workplace
and to the apprenticeship programme.

ERR will be covered through an ERR workbook and relevant induction activity, or the achievement of an appropriate qualification (e.g. Agored Cymru Level 2 Award In Employment Rights and Responsibilities (QCF ref : 600/7776/1) to ensure that the apprentice knows and understands each of the nine national outcomes for ERR as follows:

1. the range of employer and employee statutory rights and responsibilities under employment law and that employment rights can be affected by other legislation as well. This should cover the apprentice's rights and responsibilities under the Equality Act 2010, other relevant equalities legislation and health and safety, together with the duties of employers.
2. procedures and documentation which recognises and protects their relationship with their employer, including health and safety and equality and diversity training as part of the apprenticeship
3. the range of sources and information and advice available to them on their employment rights and responsibilities, including Access to Work and Additional Learning Support
4. the role played by their occupation in their organisation and industry
5. has an informed view of the types of career pathways that are open to them
6. the types of representative bodies and understands their relevance to their industry and organisation and the main roles and responsibilities
7. where and how to get information and advice on their industry, occupation, training and career

8. can describe and work within their organisation's principles and codes of practice
9. can recognise and form a view on issues of public concern that affect their organisation and industry

The ERR workbook can be downloaded from http://ccskills.org.uk/supporters/employer-advice/article/employment-rights-and-responsibilities-apprenticeships-handbook

Education providers should ensure that evidence of achievement of either the ERR workbook sign off sheet or a certificate for a relevant qualification are maintained for audit purposes.

The remaining sections apply to all levels and pathways within this framework.

How equality and diversity will be met

The jewellery industry exhibits similar characteristics to other creative and cultural sectors in relation to equality and diversity issues.

Although the figures vary by region, overall the creative and cultural sector is predominantly white (93%), nearly half of the workforce is under 40 years of age, male and female representation is 60/40% and around 13% have a disability. Likely reasons for these imbalances are:

- A lack of identifiable career progression routes in the industry to date and a tendency within the sector for new recruits to start on no or low wages for up to two years in some instances means that opportunities for people from disadvantaged socio-economic backgrounds can be limited;
- The industry has a history of graduate entry which might deter those without a degree from applying;
- The history of graduate entry means that those recruiting may automatically seek graduates even for entry level roles and this culture of graduate bias during recruitment we hope will begin to be addressed by this framework

In order to counteract some of these issues, awareness of careers in jewellery and silversmithing and other creative and cultural sectors is being raised through:

- Actively challenging the culture of unpaid work experience which dominates the creative and cultural industries and creating better choices for more people. Creative Apprenticeships were a brand new alternative route into the creative industries, one based on ability and potential rather than academic track record or social background and contacts. We built a ground swell of support through targeted engagement and campaigning activity in order to demonstrate how apprenticeships could work for learners and employers alike;
- Creative Choices careers website offers careers information and advice, listings for training, case studies about working in the industry, access to networks and mentoring http://www.creative-choices.co.uk/;
- Creative & Cultural Skills works with employers to raise awareness of apprenticeships in the creative and cultural sector with the aim of diversifying the types of employers involved by encouraging small and medium businesses therefore extending the reach of the programme.

Apprenticeships are seen as a vital route to encourage and facilitate, a greater diversity of individuals into the industry in order to challenge graduate bias at the point of entry. Entry conditions to this framework, therefore, are extremely flexible and mentoring has been

included to offer additional support and increase the chances of apprentices successfully completing the framework.

Training providers and employers MUST comply with the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to and promotion within, the industry, using the protected characteristics of:

1. Age
2. Disability
3. Gender
4. Gender reassignment
5. Marriage and civil partnerships
6. Pregnancy and maternity
7. Race
8. Religion and Belief
9. Sexual orientation

Download the Guidance on the Equality Act 2010 here:http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance /

Creative & Cultural Skills will monitor take up and achievement of all apprenticeships through its employer led Qualifications and Apprenticeships Group and take steps to address any barriers to take up and achievement.

On and off the job training

Summary of on- and off-the-job training

Total on and off the job Guided learning Hours

LEVEL 2 the average time to complete the Level 2 is 15 months

Total on and off-the-job GLH is 643

LEVEL 3 the average time to complete the Level 3 is 24 months

Pathway 1 Jewellery Allied Trades - Total minimum on and off-the-job GLH is 524

Pathway 2 Jewellery and Silverware Manufacturing - Total minimum on and off-the-job GLH is 775

Pathway 3 Jewellery Manufacturing CAD/CAM - Total minimum on and off-the-job GLH is 825

Training hours are to be delivered during contracted working hours under an Apprenticeship Agreement, or during a qualifying period ending on the date of application for a certificate

On and off the job training hours:

-must be planned, reviewed and evaluated jointly between the apprentice and tutor, teacher, mentor or manager;
-must allow training support via a tutor, teacher, mentor or manager;
must be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring; feedback and assessment; collaborative/networked learning with peers; guided study

Off-the-job training

OFF THE JOB GLH:

LEVEL 2:

Total off the job GLH 397

LEVEL 3:

Pathway 1 Jewellery Allied Trades - Total minimum off-the-job GLH is 337

Pathway 2 Jewellery and Silverware Manufacturing - Total minimum off-the-job GLH is 443

Pathway 3 Jewellery Manufacturing CAD/CAM - Total minimum off-the-job GLH is 435

How this requirement will be met

Off the job GLH should:

-achieve clear and specific outcomes which contribute directly to the successful achievement of the framework and this may include accredited and non-accredited elements of the framework;
-be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager; allow access as and when required by the apprentice either to a tutor, teacher, mentor or manager;
-be delivered during contracted working hours;
-be delivered through a range of delivery models including one or more of the following methods: individual and group teaching; e-learning; distance learning; induction (see ERR section) coaching; mentoring; feedback and assessment; collaborative/networked learning with peers; guided study.
-be focused on outcomes as apprenticeships are not time served, therefore the average length of stay is indicative only.

Providers can select the best method for recording and evidencing off the job GLH and mentoring which may be done through a log book or reflective diary.

How this requirement will be met:

LEVEL 2 - Pathway 1 Jewellery Manufacturing

-187 GLH of knowledge from the Level 2 Diploma in Jewellery Manufacturing
-120 GLH for the two ESW
-45 GLH/hours for ERR and induction (ERR optional)
-45 GLH/hours for mentoring Apprentices

LEVEL 3:

Pathway 1 Jewellery Allied Trades

-127 GLH for the knowledge element of the Level 3 Diploma in Jewellery Allied Trades
-120 GLH for the two ESW
-45 hours for ERR and induction (ERR optional)
-45 hours for mentoring of apprentices

Pathway 2 Jewellery and Silverware Manufacturing

-233 GLH of knowledge from the Level 3 Diploma in Precious Metal
-120 GLH for the two ESW
-45 GLH/hours for ERR and induction (ERR optional)
-45 GLH/hours for mentoring Apprentices

Pathway 3 Jewellery Manufacturing CAD/CAM

-225 GLH for the knowledge elements of the Level 3 Diploma in Precious Metal CAD/CAM
-120 GLH for the two ESW
-45 hours for ERR and induction (ERR optional)
-45 hours for mentoring

On-the-job training

OFF THE JOB GLH:

LEVEL 2:

Total off the job GLH 397

LEVEL 3:

Pathway 1 Jewellery Allied Trades - Total minimum off-the-job GLH is 337

Pathway 2 Jewellery and Silverware Manufacturing - Total minimum off-the-job GLH is 443

Pathway 3 Jewellery Manufacturing CAD/CAM - Total minimum off-the-job GLH is 435

How this requirement will be met

Off the job GLH should:

- achieve clear and specific outcomes which contribute directly to the successful achievement of the framework and this may include accredited and non-accredited elements of the framework;
- be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager; allow access as and when required by the apprentice either to a tutor, teacher, mentor or manager;
- be delivered during contracted working hours;
- be delivered through a range of delivery models including one or more of the following methods: individual and group teaching; e-learning; distance learning; induction (see ERR section) coaching; mentoring; feedback and assessment; collaborative/networked learning with peers; guided study.
- be focused on outcomes as apprenticeships are not time served, therefore the average length of stay is indicative only.

Providers can select the best method for recording and evidencing off the job GLH and mentoring which may be done through a log book or reflective diary.

How this requirement will be met:

LEVEL 2 - Pathway 1 Jewellery Manufacturing

- 187 GLH of knowledge from the Level 2 Diploma in Jewellery Manufacturing
- 120 GLH for the two ESW
- 45 GLH/hours for ERR and induction (ERR optional)
- 45 GLH/hours for mentoring Apprentices

LEVEL 3:

Pathway 1 Jewellery Allied Trades

- 127 GLH for the knowledge element of the Level 3 Diploma in Jewellery Allied Trades
- 120 GLH for the two ESW
- 45 hours for ERR and induction (ERR optional)

- 45 hours for mentoring of apprentices

Pathway 2 Jewellery and Silverware Manufacturing

- 233 GLH of knowledge from the Level 3 Diploma in Precious Metal
- 120 GLH for the two ESW
- 45 GLH/hours for ERR and induction
- 45 GLH/hours for mentoring Apprentices

Pathway 3 Jewellery Manufacturing CAD/CAM

- 225 GLH for the knowledge elements of the Level 3 Diploma in Precious Metal CAD/CAM
- 120 GLH for the two ESW
- 45 hours for ERR and induction
- (ERR optional)
  45 hours for mentoring

]

Wider key skills assessment and recognition

While Wider Key Skills are not a **mandatory** part of the framework, training providers are encouraged to provide apprentices the opportunity to achieve them.

For this framework, there are natural opportunities for Wider Key Skills to be embedded within the mandatory units of the following qualifications:

Enter Qualification Names

Improving own learning and performance

Whilst employers consulted did not feel that this Wider Key Skill should be mandatory, the evidence for achievement of these Skills would naturally occur as part of the achievement of the competence, knowledge and Essential Skills Wales qualifications. Providers are encouraged to introduce these Wider Key Skills as part of induction so that apprentices learn to recognise when they are achieving these Skills and can claim these at a future date if they wish.

Working with others

Providers are encouraged to introduce these Wider Key Skills as part of induction so that apprentices learn to recognise when they are achieving these Skills and can claim these at a future date if they wish. Working with others whilst employers consulted did not feel that this Wider Key Skill should be mandatory, the evidence for achievement of these Skills would naturally occur as part of the achievement of the competence, knowledge and Essential Skills Wales qualifications. Providers are encouraged to introduce these Wider Key Skills as part of induction so that apprentices learn to recognise when they are achieving these Skills and can claim these at a future date if they wish.

Problem solving

Whilst employers consulted did not feel that this Wider Key Skill should be mandatory, the evidence for achievement of these Skills would naturally occur as part of the achievement of the competence, knowledge and Essential Skills Wales qualifications. Providers are encouraged to introduce these Wider Key Skills as part of induction so that apprentices learn to recognise when they are achieving these Skills and can claim these at a future date if they wish.

For more information visit-
www.acwcerts.co.uk/framework_library