

# apprenticeship FRAMEWORK

## Construction Civil Engineering

### IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

Modifications to SASW came into effect on 14 October 2016. These changes relate to the **Essential Skills and Employer Rights and Responsibilities** requirements of a framework and they **ONLY** apply to new Apprenticeship starts on, or after, 14th October. Apprenticeship starts before this date must continue to meet the 2013 SASW requirements for Essential Skills and Employer Rights and Responsibilities.

For more details of the changes and how they will affect new apprenticeship starts, please read the following preface page to the framework document. NB: Please check the "Revising a Framework" section for information on any additional changes that may have been made to this framework.

### Latest framework version?

For any previous versions of this framework: [www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)

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# Construction Civil Engineering

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# Framework information

## Information on the Issuing Authority for this framework:

CITB

The Apprenticeship sector for occupations in construction.

Issue number: 36	<b>This framework includes:</b>
Framework ID: FR05010	Level 2 <input checked="" type="checkbox"/> Level 3 <input checked="" type="checkbox"/> Level 4-7 <input type="checkbox"/>
Date this framework is to be reviewed by: 24/09/2020	<b>This framework is for use in: Wales</b>

## Short description

### Short Description

The construction industry has had for many years a traditional Apprenticeship programme covering the Civil Engineering occupations. This framework will help to attract, retain, and develop talent into a range of Civil Engineering occupations at Foundation (Level 2), Apprenticeship (level 3) in Construction Civil Engineering and provide progression to supervisory and management level, in order to provide the industry with a well-trained productive workforce. Construction Civil Engineering framework occupations are Construction Operations, Formwork, Highways Maintenance, Plant Maintenance and Plant Operations, Tunnelling and Steel fixing.

# Contact information

## Proposer of this framework

This framework is published by CITB on a non-statutory basis prior to the designation of issuing Authorities for Wales

Proposer of this framework.

The proposers for the pathways within the Construction Civil Engineering Apprenticeship Framework are the following Awarding Organisations (AO): NOCN/Cskills Awards, IMIAL, SQA Awarding Body, Pearson Education Ltd and City & Guilds CITB's policy is to work with all proposers of the apprenticeship framework to ensure that the qualifications included in the frameworks meet both employer and SASW requirements.

The guidelines produced by CITB have identified that to gain support for their Apprenticeship Frameworks proposers must provide the following information: rationale, support from the sector employers, take-up figures and operational dates.

All the proposers of the framework have completed the mandatory AO Qualification Support Application Section 3 (supplied by CITB) which requires the proposer to provide a summary of their overall approach to employer engagement, names of employers, industry representatives or Associations/Federations that have been consulted in the development of the current framework.

All this information is then considered by CITB to ascertain whether the qualifications are suitable for inclusion/revision before entry onto the AFO. The proposer will then be informed of the outcome and whether further information is required, if compliant the details will be included into the draft framework prior to uploading to the AFO.

Details of the AO Qualification Support Application and Section 3 can be requested at [standards.qualifications@cskills.org](mailto:standards.qualifications@cskills.org)

## Developer of this framework

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# Revising a framework

## Why this framework is being revised

Removal of a qualifications

## Summary of changes made to this framework

### Qualifications removed

Foundation (Level 2)

Pathway 1

Pearson Edexcel Level 2 NVQ Diploma in Construction and Civil Engineering Services Construction Operations (Construction)

SQA Level 2 NVQ Diploma in Construction and Civil Engineering Services Construction Operations (Construction)

GQA Level 2 NVQ Diploma in Construction and Civil Engineering Services Construction Operations (Construction)

GQA Level 2 certificate in Knowledge of Construction Operations (General Construction)

Pathway 3

City and Guilds Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services – Highway Maintenance

Pearson Edexcel Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction)

NOCN/Cskills Awards Level 2 Diploma in Highways Maintenance Excavation Operations

SQA Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction)

City and Guilds Level 2 Diploma in Construction Occupations Highway Maintenance (Construction)

Pathway 5

- Pearson’s Level 2 NVQ Diploma in Plant Operations (Construction)
- City and Guilds Level 2 NVQ Diploma in Plant Operations (Construction)
- EDI Level 2 NVQ Diploma in Plant Operations (Construction)
- SQA Diploma in Plant Operations General (Construction)
- City and Guilds Level 2 NVQ Certificate in Plant Operations
- SQA Level 2 Diploma in Plant Operations General (Construction)
- Edexcel BTEC Level 2 Certificate in Construction Plant Operations
- Pathway 9
- Cskills Awards Level 2 NVQ in Steel fixing (Construction)
- Cskills Awards Level 2 Diploma in Steel fixing
- Apprenticeship (Level 3)

**Qualifications added**

**Qualifications that have been extended**

N/A

# Purpose of this framework

## Summary of the purpose of the framework

Summary of the purpose of the framework

### **CITB- Apprenticeship Definition as defined by the Construction Industry**

An apprenticeship in construction is a form of vocational training whereby the apprentice follows a CITB' approved framework to develop skills and knowledge and who would then demonstrate and evidence their application in a construction environment. In order to complete a Construction Apprenticeship, the apprentice must have been employed during the apprenticeship, have evidenced competence in the specified range of vocational skills and have an employed status at the time of completion.

### **Stakeholders**

The core participants involved in a Construction Apprenticeship are:

- Employer – the primary provider of learning in the workplace, and supports the apprentice through mentoring, learning and payment of wages
- Apprentice – contributes to the productivity of the employer and undertakes the requisite learning
- Training provider – provides off-site tuition and administrative support to both the employer and apprentice. (Training providers can include colleges, training centres, manufacturers, suppliers, and some employers.)
- Government – provides a financial contribution to the training costs of the apprenticeship
- Managing agent – sets up and monitors the apprenticeship and obtains and distributes the government funding. The managing agent can also be the training provider or the employer. (Apprentices can choose not to have a managing agent.)

Construction Civil Engineering framework has a role in supplying a qualified workforce to small and medium enterprises (SME). The vast majority of companies in the sector are small, with approximately 93% employing less than 10 employees. Less than 1% of sector businesses are large (employing more than 250 people), although these firms carry out a disproportionate share of the work by value.

In Wales, 31,800 people working within the sector are self-employed. Whilst the numbers of self-employed within the sector has declined slightly over recent years, they still represent well over a third (37% v 39% UK) of the available labour in the contracting sector.

There are 114,400 employees in construction in Wales, and by the year 2025, it is estimated to increase to 118,500, a further 1850 per year of new recruits will be needed to fill the posts of those that retire or leave the industry. The following is the annual recruitment for Construction



Civil Engineering for the period 2021 to 2025.

- Civil Engineering Operatives +200
- Plant Operatives +200
- General Operatives +200
- Civil Engineers +400

The Wales Plan outlines the key priorities in Wales as.

- Careers / Future Talent Pipeline
- Increase Support to Smaller Employers
- Retrofit / Decarbonisation Agenda

An apprenticeship in construction follows a pattern of vocational training to meet the requirements of a CITB' approved framework. This enables them to develop skills and knowledge which they can then demonstrate and evidence in a real construction environment.

The Foundation (Level 2) and Apprenticeship (level 3) in Civil Engineering occupations have been meeting the needs of employers since the mid 1990's.

This apprenticeship has been developed to help meet the skills priorities of the industry and for Wales by:

- continuing to provide qualifications required by employers to help their business grow
- introducing a Higher Apprenticeship (Level 4 and above) to provide a career pathway to supervisory and management levels
- meeting the requirements of the Specification of Apprenticeship Standards for Wales (SASW)
- by incorporating Essential Skills Wales at levels 1 and 2 thereby improving the levels of basic literacy and numeracy skills in the workforce
- wider Key Skills
- providing qualifications for competence and knowledge, approved by employers to meet the skills mix they require
- incorporating employment rights and responsibilities, recommending a minimum number of hours for induction, and mentoring to develop employability and learning skills
- providing progress pathways from Foundation (level 2), Apprenticeship (level 3) and Higher (level 4 and above)
- addressing skills gaps and shortages in priority sectors in Wales such as the under representation of women and ethnic minorities.

This framework includes the following occupations at Foundation (Level 2), Apprenticeship (Level 3) in Construction Civil Engineering as follows.

## Foundation (Level 2)

- Construction Operations
- Formwork
- Highways Maintenance
- Plant Maintenance
- Plant Operations
- Tunnelling Operations (Pathway Removed)
- Specialist Concrete Occupations (Pathway removed)
- Roadbuilding (Pathway Removed)
- Steel fixing

## Apprenticeship (Level 3)

### Plant Maintenance

## Aims and objectives of this framework (Wales)

### Aims and objectives of this framework (Wales)

The aim of this framework is to attract, retain and develop talent into a range of Civil Engineering occupations at Foundation (Level 2), and Apprenticeship (level 3) in Construction Civil Engineering and provide progression to supervisory and management level to provide the industry with a well-trained productive workforce.

1. Attract new people from a range of diverse backgrounds into construction building to broaden the industry talent pool in Wales.
2. To provide broad-based training for a range of craft occupations in construction building to retain staff and increase productivity.
3. To provide a structured career path for craft occupations to progress to higher level jobs using further and higher education.

# Entry conditions for this framework

## Entry Conditions for this framework

There are a variety of ways to enter an apprenticeship in construction civil engineering, for example:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning

## RULES TO AVOID REPEATING QUALIFICATIONS

**Foundation** (Level 2): Where Essential Skills qualifications are specified in an apprenticeship framework at (Level 2), the apprenticeship framework must specify as a Welsh certificate requirement, the acceptance of one of the following recognised proxy qualifications.

### For Communication:

- GCSE or iGCSE qualification in English/Welsh language or literature to at least grade G (Level 1 equivalent); or
- O Level qualification in English/Welsh language or literature to at least grade E; or
- A/AS Level qualification in English/Welsh language or literature to at least grade E; or
- SCQF Level 4 – Communication Core Skills (Oral communication and written communication); or
- SQA National 4 English; or
- Functional Skills or Key Skills literacy qualifications in English provided the proxy qualification(s) attained are at Level 1 or above.

### For Application of Number:

- GCSE or iGCSE qualification in Mathematics to at least grade G (Level 1 equivalent); or
- O Level qualification in Mathematics to at least grade E; or
- A/AS Level qualification in Mathematics to at least grade E; or
- SCQF Level 4 – Numeracy Core Skill (Graphical Information and using number); or
- SQA National 4 Mathematics; or
- Functional Skills or Key Skills numeracy qualifications in Mathematics provided the proxy qualification(s) attained are at Level 1 or above

**Apprenticeship** (Level 3): Where Essential Skills qualifications are specified in an apprenticeship framework at (Level 3), the apprenticeship framework must specify as a Welsh certificate requirement, the acceptance of one of the following recognised proxy qualifications.

### **For Communication:**

- GCSE or iGCSE qualification in English/Welsh language or literature to at least grade C (Level2 equivalent); or
- Level Qualification in English/Welsh language or literature to at least grade C; or
- A/AS Level qualification in English/Welsh or literature to at least grade E; or
- SCQF Level 5 – Communication Core Skills (Oral communication and written communication); or
- SQA National 5 English; or
- Functional Skills or Key Skills literacy qualifications in English provided the proxy qualification(s) attained is at Level 2 or above.

## **For Application of Number:**

- GCSE or iGCSE qualification in Mathematics to at least grade C (Level 2 equivalent); or
- Level Qualification in Mathematics to at least grade C; or
- A/AS Level qualification in Mathematics to at least grade E; or
- SCQF Level 5 – Numeracy Core Skill (Graphical information and using number); or
- SQA National 5 Mathematics; or Functional Skills or Key Skills numeracy qualifications in Mathematics provided the proxy qualification(s) attained are at Level 2 or above

### **Initial Assessment**

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Entry to an apprenticeship scheme will usually involve a skill learning exercise. This exercise is not a barrier to entry to the apprenticeship but has been put in place to gauge the candidate's ability for the apprenticeship and provide extra support and guidance for the candidate if required.

Apprentices following this framework can expect to be continually assessed to gauge their suitability for progression to an Apprenticeship (Level 3) or Higher Apprenticeship (Level 4 or above). In some occupational areas apprentices would be expected to work at height and outside in all weather conditions. They could also be expected to travel to sites, or in some cases, stay in lodgings whilst working away from home.

# Level 2

Title for this framework at level 2

## Foundation Apprenticeship in Construction Civil Engineering

### Pathways for the framework at level 2

Pathway 1:	Construction Operations
Pathway 2:	Formwork Occupations
Pathway 3:	Highways Maintenance
Pathway 4:	Construction Plant or Machinery Maintenance
Pathway 5:	Plant Operations
Pathway 6:	Tunnelling Operations (Pathway Removed)
Pathway 7:	Specialist Concrete Occupations (Pathway Removed)
Pathway 8:	Roadbuilding (Pathway Removed) Expired Knowledge Qualification
Pathway 9:	Steel fixing

# Level 2, Pathway 1: Construction Operations

## Description of this pathway

### Description of this pathway

Construction Operations and Civil Engineering Services (Construction) (Diploma)

Total minimum credit value for this pathway is: 88 credits

40 credits for competence

38 credits for knowledge

10 credits for Essential Skills

Construction and Civil Engineering Operations (Construction) (Certificate)

Total minimum credit value for this pathway is: 79 credits

34 credits for competence

35 credits for knowledge

10 credits for Essential Skills

## 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)
Construction operative	Working on a construction site or in a public place, to given specifications, laying drainage, placing street iron works, laying pavements, and excavating holes and trenches.



# Qualifications

## Competence qualifications available to this pathway

### C2 – Level 2 NVQ Diploma in Construction and Civil Engineering Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	603/3611/0	NOCN/CSkills Awards	40	182	X
C2b	603/3657/2	City & Guilds	43	228	
C2c	603/4226/2	Pearson Edexcel	40	182	

### C3 – Level 2 NVQ Certificate in Construction and Civil Engineering Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C3a	603/3549/x	NOCN/CSkills Awards	34	138	X
C3b	603/4225/0	Pearson Edexcel	34	172	

### K1 – Level 2 Diploma in Construction Operations -General Construction

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/8620/8	Cskills Awards	64	517	X

### K2 – Level 2 Diploma in Construction Operations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/2838/5	SQA	38	380	X
K3a	600/3254/6	Pearsons BTEC	40	328	X

### K4 – Level 2 Certificate in Construction Operations - General Construction

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/8054/1	City & Guilds	35	314	X

## Relationship between competence and knowledge qualifications

C2 Level 2 NVQ Diploma in Construction and Civil Engineering Operations (Construction) Credit 40-43 GLH 182-228 is underpinned by:

Cskills Awards Level 2 Diploma in Construction Operations – General Construction Credit 64 GLH 517

Or

SQA Level 2 Diploma in Construction Operations –General Construction Credit 38 GLH 380

Or

Pearsons BTEC Level 2 Diploma in Construction Operations Credit 40 GLH 328

C3 Level 2 NVQ Certificate in Construction and Civil Engineering Operations (Construction) Credit 34 GLH 138-172 is underpinned by:

City & Guilds Level 2 Certificate in Construction Operations –General Construction Credit 35 GLH 314

# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g., as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning

Progression from this pathway

There is not an Apprenticeship (Level 3) for Construction Operations as requirements of the occupational area are covered at this level. However, after gaining work experience there are opportunities to progress into Plant Operations related to Construction Operations and also opportunities to progress into occupational work supervision, management, or technical support areas.

### UCAS points for this pathway:

Framework Developer to complete with relevant info

## 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**   ☒

# Level 2, Pathway 2: Formwork Occupations

## Description of this pathway

Construction Civil Engineering: Formwork (Construction)

Total minimum credit value for this pathway is: 83 credits

43 credits for competence

40 credits for knowledge

10 credits for Essential Skills

## 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)
Formworker	Working on construction sites moving and handling resources to fabricate and repair forms, erecting formwork prior to concrete pours and striking formwork after pours.



# Qualifications

## Competence qualifications available to this pathway

### C1 – Level 2 NVQ Diploma in Formwork Occupations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	600/3510/9	Cskills Awards	43	144	
C1b	600/9088/1	Pearson Edexcel	43	144	

## Knowledge qualifications available to this pathway

### K1 – Level 2 Diploma in Formwork

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/6309/9	Cskills Awards	77	751	X
K2a	600/3254/6	Pearsons BTEC	40	328	x

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

Description of this pathway

C1 Level 2 NVQ Diploma in Formwork Occupations Credit 43 GLH 144 is underpinned by:

Cskills Awards Level 2 Diploma in Formwork Credit 77 GLH 751

And

Pearsons BTEC Diploma in Construction Operations -Formwork Credit 40 328 GLH

# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning
- Pathway to Apprenticeships and 14-19

Learning Progression from this pathway

There is not an Apprenticeship (Level 3) for Formwork Occupations as requirements of the occupational area are covered at this level. However, after gaining work experience there are opportunities to progress into occupational work supervision, management or technical support areas.

### 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**   ☒

# Level 2, Pathway 3: Highways Maintenance

## Description of this pathway

Description of this pathway

Construction Civil Engineering: Highways Maintenance (Construction)

(Certificate) Excavations and Reinstatement

Total minimum credit value for this pathway is: 66 credits

28 credits for competence

28 credits for knowledge

10 credits for Essential Skills

## 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)
Highways maintenance operative	Working in a public place or highway repairing surfaces, laying drainage, placing street iron works, kerbs, and pavements, installing vehicle safety fencing on highways, excavating, and repairing, to given specifications.

# Qualifications

## Competence qualifications available to this pathway

### C3 – Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C3a	603/3517/8	NOCN/Cskills Awards	28	154	X

## Knowledge qualifications available to this pathway

### K2 – Level 2 Certificate in Highways Maintenance – Excavation and Reinstatement (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/2727/7	SQA	28	280	X
K2a	600/3254/6	Pearsons BTEC	40	328	X

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

C3 Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction) Excavations and Maintenance Credit 28 GLH 154 TQT 180 is underpinned by;

K1a – Level 2 Certificate in Highways Maintenance – Excavation and Reinstatement (*Construction*) credit 28 GLH 280

And

K2a – Level 2 Diploma in Construction Operations -Highway's credit 40 328 GLH



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# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate,
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning

## Progression from this pathway

There is not an Apprenticeship (Level 3) for Highways Maintenance as requirements of the occupational area are covered at this level. However, after gaining work experience there are opportunities to progress into a Level 3 NVQ Diploma in Construction Site Supervision.

Highways and Maintenance Repair or occupational work supervision, management or technical support areas.

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**   ☒

# Level 2, Pathway 4: Construction Plant or Machinery Maintenance

## Description of this pathway

Construction Civil Engineering: Construction Plant or Machinery Maintenance (Construction)

Total minimum credit value for this pathway is: 291 credits

190 credits for competence

91 credits for knowledge

10 credits for Essential Skills

## 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)
Plant mechanic	Working on a construction site or in a workshop, to given specifications, repairing/servicing vehicles/machines for various construction operations, such as excavators, earth movers, forklifts, telescopic handlers, dumper trucks.

# Qualifications

## Competence qualifications available to this pathway

### C1 – Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/5491/3	Cskills Awards	190	641	
C1b	601/3307/7	IMIAL	192	641	

## Knowledge qualifications available to this pathway

### K1 – Level 2 Diploma in Construction Plant or Machinery Maintenance (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	601/3114/7	Cskills Awards	91	894	
K1b	601/3091/X	IMIAL	91	894	

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

C1 Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance Credit 190- 192 GLH 641 is underpinned by:

Level 2 Diploma Construction Plant or Machinery Maintenance Credit 91 GLH 894

# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning

## Progression from this pathway

Plant Maintenance (Plant Mechanic) has a wide range of opportunities that apprentices can be involved with in a structured career path, working on a construction site or workshop repairing machinery that is vital to the construction programme of work. This apprenticeship will enable progression to:

- Apprenticeship (Level 3) Apprenticeship in Construction Plant or Machinery Maintenance

After gaining work experience in the chosen occupational area there are also opportunities to progress into occupational work supervision, management or technical support areas.

## 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**   ☒

# Level 2, Pathway 5: Plant Operations

## Description of this pathway

Description of this pathway

Construction Civil Engineering: Plant Operations (Diploma) (Construction)

Total minimum credit value for this pathway is: 76 credits

45 credits for competence

19 credits for knowledge

10 credits for Essential Skills

Construction Civil Engineering: Plant Operations (Certificate) (Construction)

Total minimum credit value for this pathway is: 47 credits

16 credits for competence

19 credits for knowledge

12 credits for Essential Skills

## 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)
Plant operator	Working on a construction site, in a public place or on the highway operating plant/machinery to transfer loads, excavate, lift and move materials to given specifications.

# Qualifications

## Competence qualifications available to this pathway

### C1 – Level 2 NVQ Diploma in Plant Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	600/3638/2	Cskills Awards	45	150	
C1f	601/8964/2	SQA	45	205	

### C2 – Level 2 NVQ Certificate in Plant Operations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	601/4999/1	Cskills Awards	16	54	
C2f	603/2585/9	SQA	16	84	
C2g	603/4325/4	Pearson Edexcel	16	84	

## Knowledge qualifications available to this pathway

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	500/6364/9	Cskills Awards	25	199	X

K2 – Level 2 Certificate in Plant Operations- Construction Building					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/6421/6	Cskills Awards	19	129	X

K3 – Level 2 Certificate in Plant Operations Land Based					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	500/6420/4	Cskills Awards	20	140	X

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

C1. Level 2 NVQ Diploma in Plant Operations Credit 45 GLH 150-205 is underpinned by:  
Level 2 Certificate in Plant Operations (Various pathways) Credit 19-38 GLH 129-380

C2. Level 2 NVQ Certificate in Plant Operations Credit 17 GLH 57 is underpinned by:  
Level 2 Certificate in Plant Operations (Various pathways) Credit 19-38 GLH 129-380

The competence qualification Diploma or Certificate is determined by the category of plant equipment that is selected to achieve the competence. This is identified by the employer and training provider to ensure that an apprentice will be able to provide work-based evidence on the selected plant equipment. Plant equipment used in training is listed within the 'How this requirement will be met' section of 'On- and off-the-job guided learning'.



# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning
- Pathway to Apprenticeships and 14-19 Learning

## Progression from this pathway

There is not an Apprenticeship (Level 3) for Plant Operations as requirements of the occupational area (the competent operating of machinery is paramount) which are covered at this level. However after gaining work experience there are opportunities to progress onto occupational work supervision, management or technical support areas.

## UCAS points for this pathway:

Framework Developer to complete with relevant info

# 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**   ☒

## Level 2, Pathway 6: Tunneling Operations (Pathway Removed)

Description of this pathway

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

# Level 2, Pathway 7: Specialist Concrete Occupations (Pathway Removed)

## Description of this pathway

*(No requirement specified)*

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

Job title(s)	Job role(s)
<i>(No requirement specified)</i>	<i>(No requirement specified)</i>

# Level 2, Pathway 8: Roadbuilding (Pathway Removed) Expired Knowledge Qualification

Description of this pathway

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

Job title(s)	Job role(s)
(No requirement specified)	(No requirement specified)

# Level 2, Pathway 9: Steelfixing

## Description of this pathway

Description of this pathway

Construction Civil Engineering: Steelfixing (Construction)

Total minimum credit value for this pathway is: 170 credits

46 credits for competence

114 credits for knowledge

10 credits for Essential Skills

## 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)
Steel fixer	Following engineering drawings that detail type of steel bar and spacing used and setting out work when positioning and securing steel reinforcing bars,(rebar), steel mesh used in reinforced concrete on construction projects.



# Qualifications

## Competence qualifications available to this pathway

### C2 – Level 2 NVQ Diploma in Steelfixing Occupations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	601/0953/1	NOCN	46	160	X

## Knowledge qualifications available to this pathway

### K2 – Level 2 Diploma in Steelfixing Occupations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	601/2022/8	NOCN	114	846	X

## Combined qualifications available to this pathway

N/A

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## Relationship between competence and knowledge qualifications

C2 NOCN Level 2 NVQ Diploma in Steelfixing Occupations Credit 46 GLH 160 is underpinned by:

NOCN Level 2 Diploma in Steelfixing Occupations Credit 114 GLH 846

C2 is a new pathway designed for large Civil Engineering projects such as nuclear build, training providers of this pathway must demonstrate that they have the infrastructure and resources and knowledge to deliver Steelfixing to the AO specification and methodology.

# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Pre-Apprenticeship Learning
- Pathway to Apprenticeships and 14-19 Learning

## Progression from this pathway

There is not an apprenticeship (Level 3) in Steel fixing as requirements of the occupational pathway taken are covered at this level. However, after gaining work experience, there are opportunities to progress into occupational work supervision, management, or technical support areas.

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

Framework Developer to complete with relevant info

# Level 3

Title for this framework at level 3

## Apprenticeship in Plant Maintenance

Pathways for the framework at level 3:

Pathway 1: Construction Plant or Machinery Maintenance

# Level 3, Pathway 1: Construction Plant or Machinery Maintenance

## Description of this pathway

Description of this pathway

Construction Civil Engineering: Construction Plant or Machinery Maintenance (Construction)

Total minimum credit value for this pathway is: 245 credits

167 credits for competence

68 credits for knowledge

10 credits for Essential Skills

## 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)
Plant mechanic	Working on a construction site or in a workshop carrying out maintenance and repairs to excavators, cranes, trucks and other machinery associated with plant to given specifications and specialising in hydraulics and electrical components.

# Qualifications

## Competence qualifications available to this pathway

C1 – Level 3 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/1974/3	Cskills Awards	167	555	
C1b	601/3308/9	IMIAL	167	555	

## Knowledge qualifications available to this pathway

K1 – Level 3 Diploma in Construction Plant or Machinery Maintenance					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	601/3115/9	Cskills Awards	68	680	
K1b	601/3092/1	IMIAL	68	680	

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

C1. Level 3 NVQ Diploma in Construction Plant or Machinery Maintenance Credit 167 GLH 555 is underpinned by:

Level 3 Diploma in Construction Plant or Machinery Maintenance Credit 68 GLH 680 (K1)

# 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 this pathway

This will be from a variety of routes, including:

- previously worked in construction e.g. as a labourer
- Welsh Baccalaureate
- Essential Skills Wales Application of Number and Communication or any of the wider Key Skills
- NVQ Level 1 in a construction occupation
- A Levels and GCSEs
- work experience and a positive attitude
- Foundation Apprenticeship (Level 2) in Plant

Operations Progression from this pathway

Plant Mechanic has a wide range of opportunities that apprentices can be involved with in a structured career path. After gaining work experience in the chosen occupational area there are also opportunities to progress into occupational work supervision, management, or technical support areas.

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**    ☒

# How equality and diversity will be met

How Equality and Diversity will be met:

The under-representation of women and ethnic minorities remains a priority issue for the industry. Labour force statistics show that when compared with the workforce, the sector remains amongst the most gender imbalanced in the economy.

Whilst the proportion of Black and Minority Ethnic (BME) workers in construction employment has gradually risen over the past decade to represent 5% of the construction workforce in England, this compares poorly with the wider working population.

CITB responsibility as an industry leader

We live in a diverse society that is multi-cultural and multi-lingual, where everyone is different and has something different to bring to society and the workplace. Construction is an industry which requires a variety of different skills and abilities and it is important that people from different backgrounds, life experiences and abilities are employed within the sector to enable us to achieve the high skill levels needed to be world leaders in the industry.

CITB is working to attract and support the best qualified people to work in the sector.

As the Sector Skills Council for the construction industry and an Industry Training Board we encourage construction companies to employ the best qualified person for the job regardless of age, disability, gender-reassignment, marriage or civil partnership, pregnancy and maternity, race, religion and belief, sex (gender), sexual orientation or socio-economic background. We will also challenge out-of-date practices and promote equality and the business case for diversity to construction companies by working with our partners and government.

In Wales, CITB will meet the requirements of the Welsh Language Act and provide services explained in the CITB-Welsh Language Scheme.

Good Practice for Learning Providers – Learner Monitoring

Equality and diversity includes social and educational inclusion and tackles equality of opportunity. This goes further than providing 'equal access' to participation. In practice this means all learning.



Providers should

- actively promote positive relationships and respect for both staff and learners
- understand and respect differences between people
- take positive action to tackle unlawful and unfair discrimination, inequality and unfairness
- adopt practices that make the best use of the differing skills and talents of individuals
- focus on improving outcomes that raise standards and improve lives.

The two operating principles for inspection and regulation activity relating to equality and diversity are:

- how effectively a provider is narrowing the achievement gap between different groups of people
- how effectively a provider actively promotes equality and diversity and tackles discrimination.

This will be measured against how effectively:

- the provider assesses the impact of its work in relation to equality and diversity and has taken appropriate action in response to its findings
- the provider ensures the effectiveness of training in equality and diversity so that leaders, managers, governors or supervisory bodies, staff and learners understand their roles in relation to equality and diversity.

The minimum expected key evidence will be:

- evidence of actions and impact relating to the two operating principles, giving due regard to all equality strands (protected characteristics)
- the effectiveness of staff training in equality and diversity (assessed through staff awareness and evidence in their work)
- how effectively the provider manages learner complaints
- the progress, development, and performance of different groups of learners
- arrangements for consulting with users and stakeholders
- how outcomes of impact assessment have led to improvement.

External 'Fairness, Respect and Inclusion'

Leadership Strategy Aim

To lead the construction and built environment sector in improving its performance around Fairness, Respect and Inclusion so that the sector can actively promote equality of opportunity for everyone and attract and retain the quality people it needs from a diversity of backgrounds.

## Objectives

- To challenge the sector as to how it can embrace fairness, respect and inclusion
- To lead the fairness respect and inclusion agenda in the sector.
- To make the business case that fairness, respect and inclusion is good for business in terms of improving performance and saving costs.
- To help and support the sector in meeting the current and emerging legislation around Equality and Diversity.
- To identify, initiate and promote best practice across the sector.
- To provide accurate and authoritative LMI for the sector on equality and diversity and the protected characteristics.
  - To ensure that fairness, respect, and inclusion are integrated into the CITB- IAG strategy, action plans, policies and procedures.
  - To ensure that fairness respect and inclusion are integrated into the CITB- Qualification strategy, action plans, policies and procedures.
  - To work in partnership with external groups.
  - To develop products and services that will support the Fairness, respect, and Inclusion agenda in industry.
  - To launch an equality standard for the sector.

### CITB requirements of WBLP as stipulated by CITB's Welsh Language Scheme

Services provided in English or Welsh will be of an equally high standard and equally prompt. When assessing and measuring the standards and effectiveness of its service in Welsh, CITB will employ exactly the same "performance indicators" as those utilised with regard to its services in English.

#### Welsh language provision and the Welsh dimension, Estyn requirement 2.1.3

There will be considerable variation in the expectation of providers to meet learners' Welsh language needs. Providers should consider how well they meets the needs of learners who have Welsh as their first language and/or undertaken their training either through the medium of Welsh or bilingually.

Providers should judge the extent to which they promote the development of learners' knowledge and understanding of the cultural, economic, environmental, historical, and linguistic characteristics of Wales.

#### Welsh language, Estyn requirement 1.1.5

In coming to an overall judgement on learners' Welsh language skills, providers should consider what it is reasonable to expect taking account of the linguistic background of learners, employers, and context of the area they serve.

Providers will need to consider the learner's starting point; and the progress that they make in relation to this, and learners in the context of the aims and policy of the provider in relation to its Welsh Language Scheme.

Consideration should be made to the proportion of learners who obtain qualifications through the medium of Welsh, where appropriate.

With regards to Welsh Language provision providers should strive to attain at least a good standard of provision through the Medium of Welsh as defined by Estyn

## **On and off the job training**

### **Summary of on- and off-the-job training**

The total amount of on and off the job training hours for each pathway also includes 100 training hours for Essential Skills and ERR

#### **Foundation (Level 2)**

#### **NOCN/Cskills Awards**

Construction and Civil Engineering Operations (Diploma) 799 GLH over a minimum period of 18 months

Formwork 995 training hours over a minimum period of 18 months

Roadbuilding and Maintenance Excavation and Reinstatement (Certificate) 534 GLH over a minimum period of 18 months

Construction Plant or Machinery Maintenance 1635 training hours over a minimum period of 18 months

Plant Operations Groundworks (Diploma) 449 training hours over a minimum period of 18 months

Plant Operations Groundworks (Certificate) 353 training hours over 15 months

Plant Operations Building Construction (Diploma) 379 training hours over a minimum period of 16 months Plant Operations Building Construction (Certificate) 283 training hours over a minimum period of 12 months

Plant Operations Land Based (Diploma) 390 training hours over a minimum period of 16 months Plant Operations Land Based (Certificate) 294 training hours over a minimum period of 12 months Steelfixing 745 GLH over a minimum period of 18 months

#### **SQA**

Construction and Civil Engineering Operations 663 training hours over a minimum period of 12 months

Certificate in Road Building and Maintenance 485 training hours over a minimum period of 12 months Certificate in Plant Operations 564 training hours over a minimum period of 12 months

Diploma in Plant Operations 685 training hours over a minimum period of 12 months

#### **Pearson Education Ltd**

Construction Operations (Diploma) 567 training hours over a minimum period of 18 months Construction Operations (Diploma) 612 training hours over a minimum period of 18 months Construction Operations (Certificate) 602 training hours over a minimum period of 14 months

Formwork 574 GLH over a minimum period of 18 months

Plant Operations (Certificate) (BTEC Level 2) 383 training hours over a minimum period of 14 months

#### **City & Guilds**

Construction and Civil Engineering Operations (Construction) (Diploma) 642 training hours over a minimum period of 18 months

Highways Maintenance (Diploma)-Excavation Operations 843 hours over a minimum period of 18 months using Cskills Awards Knowledge qualification

.  
**IMIAL**

. Construction Plant or Machinery Maintenance 1635 hours over a minimum period of 18 months

.  
**NOCN**

. Steelfixing Occupations 1106 GLH over a minimum period of 18 months

.  
**Apprenticeship (Level 3)**

.  
**Cskills Awards**

Construction Plant or Machinery Maintenance 1335 hours over a minimum period of 30 months

.  
**IMIAL**

Construction Plant or Machinery Maintenance 1335 hours over a minimum period of 30 months |

**Off-the-job training**

Off-the-job training is defined as time for learning activities away from normal work duties. For this framework the amount of off-the-job training also includes 100 training hours for Essential Skills and ERR as follows:

.  
**Foundation (Level 2)**

.  
**NOCN/Cskills Awards**

Construction and Civil Engineering Operations 617 GLH off the job

Construction Plant or Machinery Maintenance 994 hours off the job Plant Operations (Groundworks) 299 off the job

Plant Operations (Building Construction) 229 off the job

Plant Operations (Land Based) 240 off the job Steel

fixing 585 off the job

.  
**SQA**

Construction Civil Engineering Operations –Construction Operations 480 training hours off the job

Highways Maintenance (Excavation and Reinstatement) 380 training hours off the job

**City & Guilds**

Certificate in Construction Operations General Construction 414 training hours off the job

Construction and Civil Engineering Operations (Construction) (Diploma) 414 training hours off the job

Level 2 Diploma in Construction Occupations Highways Maintenance 405 training hours off the job

.  
**IMIAL**

Construction Plant or Machinery Maintenance 994 off the job

.  
**NOCN**

Steelfixing Occupations 946 training hours off the job

## **Apprenticeship (Level 3)**

### **Cskills Awards**

Construction Plant or Machinery Maintenance 780 off the job

### **IMIAL**

Construction Plant or Machinery Maintenance 780 off the job

### **How this requirement will be met**

Training hours delivered under an apprenticeship agreement may vary depending on the previous experience and attainment of the apprentice. The amount of off-the-job training required to complete the apprenticeship under the apprenticeship agreement may then be reduced accordingly, provided the total number of off-the-job hours for this framework can be verified for apprenticeship certification.

### **Previous attainment**

Where a learner enters an apprenticeship agreement having previously attained parts or all of the relevant qualifications, this prior learning needs to be recognised using either QCF credit transfer for achievements within the QCF; or through recording of exemptions for certificated learning outside of the QCF, for example Principal Learning qualifications. For apprentices who have already achieved the relevant qualifications, they must have been certificated within one year of applying for the Foundation Apprenticeship Certificate.

### **Previous experience**

Where a learner enters an apprenticeship agreement with previous work-related experience, this prior learning needs to be recognised [see QCF Guidance on Claiming Credit for further details]. To count towards apprenticeship certification, previous experience must be recorded using the appropriate Awarding Organisation's QCF „Recognition of Prior Learning? procedures and the hours recorded may then count towards the off-the-job hours required to complete the apprenticeship.

For apprentices with prior un-certificated learning experience, the off-the-job learning must have been acquired within one year of application for the Foundation Apprenticeship Certificate or have been continuously employed in the relevant job role within the industry for three years.

Off the job training needs to:

- 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 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 and induction.

Off-the-job training must be formally recorded, either in a diary, workbook, portfolio, or be verified by attendance records. This evidence needs to be checked and signed by the assessor and the employer.

Additional guidance – for each pathway also includes 100 training hours for Essential Skills and ERR

## **Foundation Apprenticeship (Level 2)**

Mentoring and appraisals are built into the training hours in each training qualification.

### **NOCN/Cskills Awards**

182 GLH – Construction and Civil Engineering Operations apprentices will attend a training centre (on block or day release) to learn how to lay drainage, street iron works, lay structural concrete, lay pavements and excavate holes and trenches in a training environment.

851 GLH – Formwork apprentices will attend a training centre (on block or day release) to learn aspects of how to fabricate forms, erecting forms for concrete pours and striking forms after concrete forms in a training environment.

689 GLH – Roadbuilding and Maintenance – Excavation and Reinstatement apprentices will attend a training centre (on block or day release) to learn how to repair surfaces, lay drainage, lay kerbs, pavements and install street iron works in a training environment.

994 training hours – Construction Plant or Machinery Maintenance apprentices will attend a training centre (on block or day release) to learn how to repair vehicles, excavators, earth movers, forklifts and other related equipment in a training environment.

299 training hours – Plant Operations (Groundworks) apprentices will attend a training centre (on block or day release) to train on four items of plant machinery from forward tipping dumper, excavator above/below 5 tonnes, ride on roller or excavator 360 above/below 10 tonnes in a training environment.

229 training hours – Plant Operations (Building Construction) apprentices will attend a training centre (on block or day release) to train on four items of plant machinery from forward tipping dumper, excavator 180 above 5 tonnes, rough terrain masted forklift, telescopic handler, ride on roller or 360 excavator above/below 10 tonnes in a training environment.

240 training hours – Plant Operations (Land Based) apprentices will attend a training centre (on block or day release) to train on four items of plant machinery from excavator 180 above/below 5 tonnes, rough terrain masted forklift, telescopic handler, wheeled shovel, skid steer, agricultural tractor or excavator 360 above/below 10 tonnes in a training environment.

585 training hours – Steel Fixer apprentices will attend a training centre (on block or day release) to learn how to handle and store Steelfixing components, how to cut and bend reinforcement steel to British Standard shape codes, how to position and fix steel in situ and prefabricate off site in a training environment. As a secondary role they will also be trained in slinging and signalling.

### **SQA**

480 GLH – Construction Operations apprentices will attend a training centre (on block or day release) to learn how to lay drainage, street iron works, lay pavements and excavate holes and trenches in a training environment.

380 GLH – Highways Maintenance (Excavation and Reinstatement) apprentices will attend a training centre (on block or day release) to learn how to repair surfaces, lay drainage, lay kerbs, pavements and install street iron works in a training environment.

480 GLH – Plant Operations (General) apprentices will attend a training centre (on block or day release) to train on four items of plant machinery in a training environment from telescopic handlers (industrial, up to 9 meters and including 360) lorry loader, crawler cranes (trolley jib, luffing jib, up to 10 tonnes) mobile cranes (blocked duties, pick and carry, all duties), excavator 180 crawler and wheeled (above/below 5 tonne), excavator 360 crawlers (tracked/wheeled above/below 10 tonne), loading shovel (wheeled/tracked), skid steer loader, loader compressor, forward tipping dumper (wheeled/tracked), dump truck (articulated chassis all sizes or up to 15 tonnes, rigid chassis all sizes wheeled/tracked, up to 15/50 tonnes), MEWP (scissor/boom), MEWP (vehicle mounted/self-propelled), crawler tractor/dozer, knuckle boom crane, ride on roller.

### **Pearson Education Ltd**

430 training hours – Construction Occupations – Construction Operations apprentices will attend a training centre (on block or day release) to learn how to lay drainage, street iron works, lay pavements and excavate holes and trenches in a training environment.

340 training hours – Formwork apprentices will attend a training centre (on block or day release) to

learn aspects of how to fabricate forms, erecting forms for concrete pours and striking forms after concrete pours in a training environment.

340 training hours – Highways Maintenance apprentices will attend a training centre (on block or day release) to learn how to repair surfaces, lay drainage, lay kerbs, pavements and install street iron works in a training environment.

280 training hours – Plant Operations apprentices will attend a training centre (on block or day release) to train on the following three items of plant machinery that are listed in the qualification and agreed with the employer.

### **City & Guilds**

414 training hours – Construction Operations (General Construction) apprentices will attend a training centre (on block or day release) to learn how to lay domestic drainage, slabs and paths in concrete, construction foundations, set-up site protection and health and safety in the workplace.

405 training hours – Highways Maintenance apprentices will attend a training centre (on block or day release) to learn how to repair surfaces, lay drainage, lay kerbs, pavements and install street iron works in a training environment..

### **IMIAL**

994 training hours – Construction Plant or Machinery Maintenance apprentices will attend a training centre (on block or day release) to learn how to repair vehicles, excavators, earth movers, forklifts and other related equipment in a training environment.

### **NOCN**

946 training hours – Steel Fixer apprentices will attend an approved training centre by NOCN (on block or day release) to learn how to handle and store Steelfixing components, how to cut and bend reinforcement steel to British Standard shape codes, how to position and fix steel in situ and prefabricate off site in a training environment. Learn how to use 3D drawings, fix steel modules to industry provided specifications. As a secondary role they may also be trained in slinging and signalling.

### **Evidence of off-the-job training hours Foundation (Level 2)**

Level 2 Diploma/Certificate in the training qualification issued by an Awarding Organisation.

Level 1 Certificates or alternative qualification Certificates for Functional Skills in Maths and English.

Level 1 Certificates or alternative qualification Certificates for Key Skills Application of Number and Communication.

ERR certificate that meets the requirements as listed in this framework.

### **Apprenticeship (Level 3) off-the-job learning will be comprised of:**

Mentoring and appraisals are built into the training GLH in each training qualification.

### **Cskills Awards**

780 training hours – Plant Maintenance apprentices will attend a training centre (on block or day release) to learn how to carry out maintenance and repairs on excavators and other machinery associated with plant, they will also specialise in hydraulics and electrical components in a training environment.



## IMIAL

780 training hours – Plant Maintenance apprentices will attend a training centre (on block or day release) to learn how to carry out maintenance and repairs on excavators and other machinery associated with plant, they will also specialise in hydraulics and electrical components in a training environment.

### Evidence of off-the-job training hours Apprenticeship (Level 3)

Level 3 Diploma/Certificate in the training qualification issued by an Awarding Organisation.

Level 2 Certificates or alternative qualification Certificates for Functional Skills in Maths and English.

Level 2 Certificates or alternative qualification Certificates for Key Skills Application of Number and Communication.

ERR certificate that meets the requirements as listed in this framework.

### On-the-job training

#### On the Job training

On the job training is defined as skills, knowledge and competence gained within normal working hours. For this framework, the amount of on-the-job is as follows

#### Foundation (Level 2)

##### NOCN/Cskills Awards

182 GLH on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Construction and Civil Engineering Operations

138 GLH on-the-job over a minimum period of 12 months for a Level 2 NVQ Certificate in Construction and Civil Engineering Operations

144 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Formwork

154 GLH on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Roadbuilding and Maintenance Excavation and Reinstatement

641 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance

150 hours on-the-job over a minimum period of 19 months for a Level 2 NVQ Diploma in Plant Operations in Groundworks

54 hours on-the-job over a minimum period of 15 months for a Level 2 NVQ Certificate in Plant Operations in Groundworks

150 hours on-the-job over a minimum period of 16 months for a Level 2 NVQ Diploma in Plant Operations in Building Construction

54 hours on-the-job over a minimum period of 12 months for a Level 2 NVQ Certificate in Plant Operations in Building Construction

160 hours on-the-job over a minimum period of 18 months for a level 2 NVQ Diploma in Steelfixing

SQA

84 GLH on-the-job over a minimum period of 12 months for a Level 2 NVQ Certificate in Plant Operations

205 hours on-the-job over a minimum period of 12 months for a Level 2 NVQ Diploma in Plant Operations

Pearson Education Ltd

182 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Construction and Civil Engineering Operations

172 on-the-job over a minimum period of 18 months for a Level 2 NVQ Certificate in Construction Operations

144 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Formwork

IMIAL

641 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance

NOCN

160 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Steelfixing Occupations

## Apprenticeships (Level 3)

### NOCN

555 hours on-the-job over a minimum of 30 months for a level 3 NVQ Diploma in Construction Plant or Machinery Maintenance

### IMIAL

555 hours on-the-job over a minimum of 30 months for a level 3 NVQ Diploma in Construction Plant or Machinery Maintenance(Construction)

## **How this requirement will be met**

How the on-the-job requirement will be met

These hours may vary depending on previous experience and attainment of the apprentice.

Where a learner enters an apprenticeship agreement, having previously attained or acquired the appropriate competencies or knowledge, this prior learning needs to be recognised and documented using the relevant QCF credit transfer, QCF exemption or recognition of prior learning (RPL) procedures (as off-the-job). The amount of on-the-job training required to complete the apprenticeship under the apprenticeship agreement may then be reduced accordingly, provided the total number of on-the-job hours for this framework can be verified for apprenticeship certification.

Apprentices who commence training under a new apprenticeship agreement with a new employer may bring a range of prior experience with them. When an apprentice can claim 50 hours or more towards the on-the-job framework total through prior learning acquired from previous full-time education, employment or other vocational programmes, then the apprentice's learning programme should include 'customisation'. Training providers are encouraged to identify additional on-the-job training programmes that customise the learning to the new workplace. Customisation programmes may include selecting appropriate additional unit(s) from QCF qualifications, or relevant units recognised as Quality Assured Lifelong Learning [QALL] through a CQFW recognised body or follow Essential Skills at a level higher than that specified in the framework, include one or more Wider Key Skills or other competency-based qualifications/units relevant to the workplace.

For apprentices who have already achieved the relevant qualifications, they must have been certificated within five years from the date of application for the Foundation Apprenticeship Certificate or have been continuously employed in the industry for three years.

Job roles within construction building require a thorough level of technical competence and knowledge, which will be undertaken through work-based training, practice, and experience.

How this will be evidenced:

On-the-job learning must be formally recorded, either in a diary, workbook, portfolio or be verified by attendance records. This evidence needs to be checked and signed by the work based recorder, employer or training provider and quality assured by the Awarding Organisation (assessor/verifier). These records of hours may need to be submitted to the Certifying Authority when applying for an apprenticeship completion certificate.

#### Additional Guidance

All apprentices are required to generate evidence in the workplace to complete the competence qualification over the period of the apprenticeship; this is achieved by the following.

- In the workplace, candidates bring evidence of completed tasks which are supported by a work based recorder; this evidence is discussed and agreed by the assessor (as a contribution to demonstrating competence in the workplace).

- The generation of a work-based portfolio, either paper-based or electronic, can be accepted by the Awarding Organisations. When the apprentice has gathered all of the work-based evidence that meets the requirements the assessor will sign off the competence qualification.
- The use of an onsite diary and site records generated by the candidate is acceptable for candidates undertaking the Level 6 Diploma.
- Evidence is generated throughout the apprenticeship period, allowing the candidate to have mentoring and assessment when tasks have been completed. Only a variety of work will generate enough evidence to support the qualification.  
Evidence for on the Job Training at Level 2 and 3
- NVQ Diploma or Certificate issued by an Awarding Organisation for the given occupational area

A completion certificate will only be issued by Apprenticeship Certification Wales (ACW) when all component parts of the framework have been achieved and the required minimum time has been met and certificates from the Awarding Organisation have been issued and checked by the Certification Body (Sector Skills Council).

## 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
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## Improving own learning and performance

Give examples - signpost to specific units in framework qualifications that would meet these requirements

## Working with others

Give examples - signpost to specific units in framework qualifications that would meet these requirements

## Problem solving

Give examples - signpost to specific units in framework qualifications that would meet these requirements

# apprenticeship FRAMEWORK

For more information visit-  
[www.acwcerts.co.uk/framework\\_library](http://www.acwcerts.co.uk/framework_library)







