

apprenticeship FRAMEWORK

Construction Civil Engineering (Wales)

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Issue date: 25 June 2019

Published by
CITB

apprenticeship
FRAMEWORKS ONLINE
www.afo.sscalliance.org

Construction Civil Engineering (Wales)

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Framework summary

Construction Civil Engineering

Foundation Apprenticeship in Construction Civil Engineering

Pathways for this framework at level 2 include:

Pathway 1: Construction Operations

Competence qualifications available to this pathway:

- C1 - Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services Construction Operations (Construction)
- C2 - Level 2 NVQ Diploma in Construction and Civil Engineering Operations (Construction)

Knowledge qualifications available to this pathway:

- K1 - Level 2 Diploma in Construction Operations -General Construction
- K2 - Level 2 Diploma in Construction Operations
- K3 - BTEC Level 2 Diploma in Construction Occupations -Construction Operations
- K4 - Level 2 Certificate in Construction Operations - General Construction
- K5 - Level 2 Certificate in Knowledge of Construction Operations (General Construction) (QCF)

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 2: Formwork Occupations

Competence qualifications available to this pathway:

- C1 - Level 2 NVQ Diploma in Formwork Occupations (Construction)

Knowledge qualifications available to this pathway:

- K1 - Level 2 Diploma in Formwork
- K2 - Edexcel BTEC Level 2 Diploma in Construction Occupations -Formworking

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 3: Highways Maintenance

Competence qualifications available to this pathway:

- C1 - Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services-Highways Maintenance
- C2 - Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction)
- C3 - Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement

Knowledge qualifications available to this pathway:

- K1 - Level 2 Diploma in Highways Maintenance Excavation Operations
- K2 - Level 2 Certificate in Highways Maintenance – Excavation and Reinstatement (Construction)
- K3 - Edexcel BTEC Level 2 Diploma in Construction Occupations -Highways Maintenance
- K4 - Level 2 Diploma in Construction Occupations Highways Maintenance (Construction)

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 4: Construction Plant or Machinery Maintenance

Competence qualifications available to this pathway:

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

Knowledge qualifications available to this pathway:

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

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 5: Plant Operations

Competence qualifications available to this pathway:

- C1 - Level 2 NVQ Diploma in Plant Operations (Construction)
- C2 - Level 2 NVQ Certificate in Plant Operations

Knowledge qualifications available to this pathway:

- K1 - Level 2 Certificate in Plant Operations- Groundworks
- K2 - Level 2 Certificate in Plant Operations- Construction Building
- K3 - Level 2 Certificate in Plant Operations Land Based
- K4 - Level 2 Diploma in Plant Operations General (Construction)
- K5 - Edexcel BTEC Level 2 Certificate in Construction Plant Operations

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Pathway 6: Tunneling Operations (Pathway Removed)

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Essential skills

Pathway 7: Specialist Concrete Occupations (Pathway Removed)

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Essential skills

Pathway 8: Roadbuilding (Pathway Removed) Expired Knowledge Qualification

Competence qualifications available to this pathway:

N/A

Knowledge qualifications available to this pathway:

N/A

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Essential skills

Pathway 9: Steelfixing

Competence qualifications available to this pathway:

C1 - Level 2 NVQ Diploma in Steelfixing (Construction)

C2 - Level 2 NVQ Diploma in Steelfixing Occupations (Construction)

Knowledge qualifications available to this pathway:

K1 - Level 2 Diploma in Steelfixing

K2 - Level 2 Diploma in Steelfixing Occupations

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Construction Civil Engineering

Apprenticeship in Plant Maintenance

Pathways for this framework at level 3 include:

Pathway 1: Construction Plant or Machinery Maintenance

Competence qualifications available to this pathway:

C1 - Level 3 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction)

Knowledge qualifications available to this pathway:

K1 - Level 3 Diploma in Construction Plant or Machinery Maintenance

Combined qualifications available to this pathway:

N/A

This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

Framework information

Information on the Publishing Authority for this framework:

CITB

The Apprenticeship sector for occupations in construction.

Issue number: 33	This framework includes:
Framework ID: FR04442	Level 2 Level 3
Date this framework is to be reviewed by: 24/09/2018	This framework is for use in: Wales

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, Tunneling and Steelfixing

Contact information

Proposer of this framework

This framework is published by ConstructionSkills 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): Cskills Awards, IMIAL, SQA Awarding Body, Pearson Education Ltd, Lantra Awards, EDI, NOCN, GQA, City & Guilds and ProQual. ConstructionSkills' 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 ConstructionSkills 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 of the proposers of the framework have completed the mandatory AO Qualification Support Application Section 3 (supplied by ConstructionSkills) 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 of this information is then considered by ConstructionSkills Apprenticeship Group 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

ConstructionSkills' Standards and Qualifications Validation Group, which consists of employers, union representatives, education representatives, industry councils and associations/federations, also review any new Apprenticeship pathways, at all levels when required, to ensure that the proposal is beneficial to the construction industry and its employees.

Details of the AO Qualification Support Application and Section 3 can be requested at standards.qualifications@cskills.org

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Revising a framework

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Why this framework is being revised

Correction of award code

Summary of changes made to this framework

Foundation (Level 2)

Correction of Award code for BTEC Level 2 Certificate in Construction Plant Operations
600/4084/1

Qualifications removed

(No requirement specified)

Qualifications added

(No requirement specified)

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-ConstructionSkills Apprenticeship Definition as defined by the Construction Industry

Definition

An apprenticeship in construction is a form of vocational training whereby the apprentice follows a ConstructionSkills' 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 88,700 employees in construction in Wales, and by the year 2015, it is estimated to increase to 107,500, a further 4,680 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 2011 to 2015.

- Civil Engineering Operatives 230
- Plant Operatives 50
- Plant Maintenance 50

The priorities for the sector for 2010 to 2014 are to:

- improve productivity
- attract, retain and develop talent
- increase diversity
- improve supervisory, management and leadership skills
- collaborate with employers and stakeholders.

An apprenticeship in construction follows a pattern of vocational training to meet the requirements of a ConstructionSkills' 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)
- Steelfixing

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 in order 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 in order 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, including the Principal Learning qualification in Construction and the Built Environment at Foundation, Intermediate and Advanced.
- 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
- Young Recruits Programme

RULES TO AVOID REPEATING QUALIFICATIONS

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:

There are no relaxations or proxies for any qualifications specified in a framework in SASW, 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. Knowledge qualifications. If applicants already have one of the Level 2 Knowledge qualifications before they started their Apprenticeship, (see knowledge qualifications page in this framework) they can count this and do not have to redo the qualification, providing that they have achieved this qualification within 3 years of applying for the apprenticeship certificate. For example they may have already achieved the knowledge element as part of the Welsh Baccalaureate. The hours they spent gaining this qualification will also count towards

the minimum hours required for this framework.

3. Competence qualifications. If applicants already have the Level 2 Competence qualification for the Apprenticeship they do not have to repeat this qualification, however, this qualification must have been achieved within 1 year of applying for the apprenticeship certificate and they will still have to demonstrate competence in the workplace.

4. 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.

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 skills 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 this 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:	Tunneling Operations (Pathway Removed)
Pathway 7:	Specialist Concrete Occupations (Pathway Removed)
Pathway 8:	Roadbuilding (Pathway Removed) Expired Knowledge Qualification
Pathway 9:	Steelfixing

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: 82 credits

34 credits for competence

36 credits for knowledge

12 credits for Essential Skills

Construction and Civil Engineering Operations (Construction) (Certificate)

Total minimum credit value for this pathway is: 87 credits

40 credits for competence

35 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)
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

C1 - Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services Construction Operations (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C1a	600/9087/x	Pearson Edexcel	41	137	
C1b	600/9087/x	Pearson Edexcel	41	137	
C1c	603/2578/1	SQA	34	183	
C1d	600/6515/1	GQA	37	124	
C1e	601/4293/5	Pearson Edexcel	41	137	
C2 - Level 2 NVQ Diploma in Construction and Civil Engineering Operations (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C2a	603/3611/0	NOCN/CSkills Awards	40	182	
C2b	603/3657/2	City & Guilds	43	228	

Knowledge qualifications available to this pathway

K1 - Level 2 Diploma in Construction Operations -General Construction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K1a	600/8620/8	Cskills Awards	64	517	
K2 - Level 2 Diploma in Construction Operations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K2a	600/2838/5	SQA	38	380	
K3 - BTEC Level 2 Diploma in Construction Occupations -Construction Operations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K3a	600/3254/6	Pearson Education Ltd	55	330	
K4 - Level 2 Certificate in Construction Operations - General Construction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K4a	600/8054/1	City & Guilds	35	314	

Knowledge qualifications available to this pathway (cont.)

K5 - Level 2 Certificate in Knowledge of Construction Operations (General Construction) (QCF)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K5a	601/1339/X	GQA	36	360	

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

C1 Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services

–Construction Operations Credit 34-41 GLH 124 - 183 is underpinned by:

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

or

Level 2 Diploma in Construction Operations Credit 38 GLH 380

or

BTEC Level 2 Diploma in Construction Occupations –Construction Operations Credit 55 GLH 330

or

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

or

Level 2 Certificate in Knowledge of Construction Operations (General Construction) Credit 36
GLH 360

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

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

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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 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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

Level 2, Pathway 2: Formwork Occupations

Description of this pathway

Construction Civil Engineering: Formwork (Construction)

Total minimum credit value for this pathway is: 95 credits

43 credits for competence

40 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)
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	Total Qualification Time
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	Total qualification time
K1a	600/6309/9	Cskills Awards	77	751	

K2 - Edexcel BTEC Level 2 Diploma in Construction Occupations -Formworking					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K2a	600/3254/6	Perason Education Ltd	40	240	

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

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

Level 2 Diploma in Formwork Credit 77 GLH 751

or

BTEC Level 2 Diploma in Construction Occupations Formworking Credit 40 GLH 240

Description of this pathway

Cskills Awards

Construction Civil Engineering: Formwork = 130 credits

Credit breakdown is Competence Qualification 43, Knowledge Qualification 77, Functional/Key Skills 10 = 130 credits

Pearson Education Ltd

Construction Civil Engineering: Formwork = 93 credits

Credit breakdown is Competence Qualification 43, Knowledge Qualification 40, Functional/Key Skills 10 = 93 credits

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

Level 2, Pathway 3: Highways Maintenance

Description of this pathway

Description of this pathway

Construction Civil Engineering: Highways Maintenance (Diploma) (Construction)

Total minimum credit value for this pathway is: 81 credits

41 credits for competence

28 credits for knowledge

12 credits for Essential Skills

Certificate in Roadbuilding and Maintenance

Total minimum credit value for this pathway is 58 Credits

18 credits for competence (TQT 180)

28 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)
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

C1 - Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services-Highways Maintenance					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C1a	600/7863/7	City & Guilds	41	130	
C1b	601/6179/6	Pearson Edexcel	41	137	
C2 - Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C2a	603/2936/1	SQA	18	105	
C3 - Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C3a	603/3517/8	NOCN/CSkills Awards	28	154	

Knowledge qualifications available to this pathway

K1 - Level 2 Diploma in Highways Maintenance Excavation Operations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K1a	600/8628/2	Cskills Awards	73	589	
K2 - Level 2 Certificate in Highways Maintenance - Excavation and Reinstatement (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K2a	600/2727/7	SQA	28	280	
K3 - Edexcel BTEC Level 2 Diploma in Construction Occupations -Highways Maintenance					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K3a	600/3254/6	Pearson Education Ltd	40	240	
K4 - Level 2 Diploma in Construction Occupations Highways Maintenance (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K4a	601/2446/5	City and Guilds	43	305	

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

C1 Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services-Highways Maintenance Credit 31 GLH 130 - 137 is underpinned by:

Level 2 Diploma in Highways Maintenance Excavation Operations Credit 73 GLH 589

BTEC Level 2 Diploma in Construction Occupations –Highways Maintenance Credit 40 GLH 240

Level 2 Certificate in Highways Maintenance – Excavation and Reinstatement Credit 28 GLH 280

Level 2 Diploma in Construction Occupations- Highways Maintenance Credit 43 GLH 305

C2 Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction) Credit 18 GLH 105 TQT 180 is underpinned by;

K3 – Level 2 Certificate in Highways Maintenance – Excavation and Reinstatement (Construction) credit 28 GLH 280

C3 Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement Credit 28 GLH 154 is underpinned by:

Level 2 Diploma in Highways Maintenance Excavation Operations Credit 73 GLH 589

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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 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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

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: 293 credits

190 credits for competence

91 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 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	Total Qualification Time
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	Total qualification time
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

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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

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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

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

12 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	Total Qualification Time
C1a	600/3638/2	Cskills Awards	45	150	
C1b	601/6019/6	Pearson Education Ltd	45	150	
C1c	600/4012/9	Lantra Awards	45	150	
C1d	600/4492/5	EDI	45	150	
C1e	600/7854/6	City & Guilds	45	150	
C1f	601/8964/2	SQA	45	205	

Competence qualifications available to this pathway (cont.)

C2 - Level 2 NVQ Certificate in Plant Operations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C2a	601/4999/1	Cskills Awards	16	54	
C2b	601/6018/4	Pearson Education Ltd	16	54	
C2c	600/3757/X	Lantra Awards	17	57	
C2d	600/4493/7	EDI	17	57	
C2e	600/4275/8	ProQual	17	57	
C2f	600/7853/4	City & Guilds	17	100	
C2g	603/2585/9	SQA	16	84	

Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Plant Operations- Groundworks					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K1a	500/6364/9	Cskills Awards	25	199	

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

K3 - Level 2 Certificate in Plant Operations Land Based

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K3a	500/6420/4	Cskills Awards	20	140	

Knowledge qualifications available to this pathway (cont.)

K4 - Level 2 Diploma in Plant Operations General (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K4a	600/2679/0	SQA	38	380	

K5 - Edexcel BTEC Level 2 Certificate in Construction Plant Operations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K5a	600/4084/1	Pearson Education Ltd	30	180	TotalQualificationTime

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
or

BTEC Level 2 Certificate in Construction Plant Operations Credit 30 GLH 180 (K14)

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'.

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

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

Description of this pathway

(No requirement specified)

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

(No requirement specified)

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

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

Progression routes into and from this pathway

(No requirement specified)

Employee rights and responsibilities

(No requirement specified)

Additional employer requirements

(No requirement specified)

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)
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(No requirement specified)

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

(No requirement specified)

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

Progression routes into and from this pathway

(No requirement specified)

Employee rights and responsibilities

(No requirement specified)

Additional employer requirements

(No requirement specified)

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

Description of this pathway

(No requirement specified)

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

(No requirement specified)

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

Qualifications

Competence qualifications available to this pathway

N/A

Knowledge qualifications available to this pathway

N/A

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

(No requirement specified)

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

Progression routes into and from this pathway

(No requirement specified)

Employee rights and responsibilities

(No requirement specified)

Additional employer requirements

(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: 118 credits

46 credits for competence

60 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)
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

C1 - Level 2 NVQ Diploma in Steelfixing (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C1a	600/3515/8	Cskills Awards	48	160	

C2 - Level 2 NVQ Diploma in Steelfixing Occupations (Construction)					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total Qualification Time
C2a	601/0953/1	NOCN	46	160	

Knowledge qualifications available to this pathway

K1 - Level 2 Diploma in Steelfixing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K1a	600/8789/4	Cskills Awards	60	485	

Knowledge qualifications available to this pathway (cont.)

K2 - Level 2 Diploma in Steelfixing Occupations					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	Total qualification time
K2a	601/2022/8	NOCN	114	846	

Combined qualifications available to this pathway

N/A

Relationship between competence and knowledge qualifications

C1. Cskills Awards Level 2 NVQ Diploma in Steelfixing Credit 48 GLH 160 is underpinned by:

Cskills Awards Level 2 Diploma in Steelfixing Credit 60 GLH 485

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.

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 24 of the current [SASW](#).

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, including the Principle Learning qualification in Construction and the Built Environment
- 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 Steelfixing 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.

Employee rights and responsibilities

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

Level 3

Title for this framework at level 3

Apprenticeship in Plant Maintenance

Pathways for this 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: 247 credits

167 credits for competence

68 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 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	Total Qualification Time
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	Total qualification time
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)

Transferable skills (Wales)

Essential skills (Wales)

Subject	Minimum Level
Communication	N/A
Application of numbers	N/A
ICT/Digital literacy	N/A

For a full list of available proxies for starts on or after 14th October 2016 please see section 35 of the current [SASW](#).

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, including the Principal Learning qualification in Construction and the Built
- Environment at Foundation, Intermediate and Advanced.
- 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 and Pathway to Apprenticeships and 14-19 learning
- Young Recruits Programme
- 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

There is no requirement to achieve ERR in this framework pathway.

Additional employer requirements

(No requirement specified)

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

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 as a whole, 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-ConstructionSkills 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-ConstructionSkills is working to attract and support the best qualified people to work in the sector.

As a partner organisation of 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-ConstructionSkills will meet the requirements of the Welsh Language Act and provide services explained in the CITB-ConstructionSkills' 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-ConstructionSkills IAG strategy, action plans, policies and procedures.
- To ensure that fairness respect and inclusion are integrated into the CITB-ConstructionSkills Qualifications 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.

ConstructionSkills requirements of WBLP as stipulated by ConstructionSkills 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, ConstructionSkills 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 promotes 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 learners’ 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 (Wales)

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) 843 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 hours over a minimum period of 18 months

Formwork 484 hours over a minimum period of 18 months

Highways Maintenance (Diploma) (BTEC Level 2 Diploma) 477 hours over a minimum period of 18 months

Plant Operations (Diploma) (BTEC Level 2) 430 hours over a minimum period of 18 months

Plant Operations (Certificate) (BTEC Level 2) 334 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

GQA

Construction Operations and Civil Engineering Services Construction Operations 584 hours over a minimum period of 12 months

IMIAL

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

NOCN

Steelfixing Occupations 745 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 Operations –Structural Concreting 617 GLH off the job
Formwork 851 GLH off the job
Roadbuilding and Maintenance 689 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
Steelfixing 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
Plant Operations (General) 480 training hours off the job

Pearson Education Ltd

Edexcel BTEC Level 2 Construction Occupations - Construction Operations 430 off the job
Edexcel BTEC Level 2 Construction Occupations - Formwork 340 off the job
Edexcel BTEC Level 2 Construction Occupations – Highways Maintenance 4340 off the job
Edexcel BTEC Level 2 Certificate in Plant Operations 280 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

GQA

Construction Operations and Civil Engineering Services Construction Operations 460 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 masthead 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 masthead 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.

GQA
460 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.

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

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

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

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

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

SQA

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

105 GLH on-the-job over a minimum period of 18 months for a Level 2 NVQ Certificate in Roadbuilding and Maintenance

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

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

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

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

150 hours on-the-job over a minimum period of 22 months for a Level 2 NVQ Diploma in Plant Operations

54 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Certificate in plant operations

City & Guilds

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

130 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Construction Operations and Civil Engineering Services –Highways Maintenance.

150 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Diploma in Plant Operations.

100 hours on-the-job over a minimum period of 18 months for a Level 2 NVQ Certificate in Plant Operations

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

GQA

124 hours on-the-job over a minimum period of 12 months for a level 2 NVQ Diploma in Construction Operations and Civil Engineering Services –Construction Operations

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)

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

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).

Essential employability skills (Wales)

Essential employability skills

(No requirement specified)

apprenticeship
FRAMEWORKS ONLINE

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