

apprenticeship FRAMEWORK

Construction Building

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

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Construction Building

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Framework information

Information on the Issuing Authority for this framework:

CITB

The apprenticeship sector for occupations in construction.

Issue number: 32	This framework includes:
Framework ID: FR05025	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:	This framework is for use in: Wales

Short description

Short Description

The construction industry has had for many years a traditional Apprenticeship programme covering Construction Building occupations. This framework will help to attract, retain, and develop talent into a range of Construction Building occupations at Foundation (Level 2), Apprenticeship (level 3) in ConstructionBuilding and provide progression to supervisory and management level, in order to provide the industry with a well-trained productive workforce.

Construction Building framework occupations are Painting and Decorating (Industrial Painting), Maintenance Occupations, Wood Occupations (Shopfitting- Bench Work).

Contact information

Proposer of this framework

This framework is published by Welsh Government as the issuing Authority for Wales.

Proposer of this framework.

The proposers for the pathways within the Construction Building Apprenticeship Framework are the following Awarding Organisations (AO): NOCN/Cskills Awards and City & Guilds. CITB' 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@citb.co.uk

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Definition

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 Building craft occupations has a traditional role in supplying a qualified workforce to small and medium enterprises (SME). Most 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 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 112,500 employees in construction in Wales, and by the year 2026, it is estimated to increase to 116,300 a further 2,300 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 Building for the period 2021 to 2026.

- Bricklayers +400
- Wood Trades and Interior Fit outs -200
- Painters and Decorators
- Maintenance sector will also see growth, but no figures are available.
- Construction professional and technical staff +3800

The priorities for the sector for 2021 to 2026 are to: 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 craft 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
 - providing qualifications for competence and knowledge, approved by employers to meet the skills mix they require.
-
- 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 Levels 2 and 3 in construction building as follows.

Foundation (Level 2)

- Decorative Finishing (Industrial Painting).
- Maintenance Operations.
- Wood Occupations (Shopfitting Bench Work)

. Apprenticeship (level 3)

- Wood Occupations (Shopfitting Bench Work)

Aims and objectives of this framework (Wales) The aim of this framework is to attract, retain and develop talent into a range of craft occupations at Foundation (Level 2), Apprenticeship (level 3) in Construction Building 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.

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

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

Foundation (Level 2)

- 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

Apprenticeship (Level 3)

Candidates can be direct entrants onto a Apprenticeship Qualification (Level 3)

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.

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.
2. 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 11
- 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 (Level 2 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.

1. 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.

2. Competence qualifications: If applicants already have the Foundation (Level 2) and Apprenticeship (Level 3) Competence qualification for this framework they cannot use the competence qualification as a component part of this framework competence qualifications must be achieved as part of the framework.

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

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 a Level 3 apprenticeship. In some occupational area's 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.

Revising a framework

Why this framework is being revised

Removal of qualifications and development of new apprenticeship qualifications in Wales

Summary of changes made to this framework

Qualifications removed

Level 2

Pathway 3 Trowel occupations removed

Level 2 NVQ Diploma in Trowel Occupations (Construction)

603/5460/4 NOCN Cskills Awards

600/9096/0 Pearson Edexcel

600/7857/1 City & Guilds

603/5922/5 City & Guilds

Level 2 Diploma in Bricklaying

600/8606/3 Cskills Awards

600/7913/7 City & Guilds

Level 2 Diploma in Craft Masonry

601/3191/3 City & Guilds

BTEC Level 2 Diploma in Construction Occupations- Trowel Occupations

600/3254/6 Edexcel

Level 2 Extended Diploma in Bricklaying

600/9509/x City & Guilds

Pathway 5 Woodmachining removed

Level 2 NVQ Diploma in Woodmachining

600/3665/5 Cskills Awards

600/4169/9 Pearson Education Ltd

Level 2 Diploma in Woodmachining

600/8629/4 Cskills Awards

Pathway 6 Timber frame erection removed

Level 2 NVQ Diploma in Wood Occupations – Timber Frame Erection (Construction)

600/3633/3 NOCN Cskills Awards

Level 2 Diploma in Timber Frame Erection

603/4846/x NOCN Cskills Awards

Level 3

Pathway 1 Trowel occupations removed

Level 3 NVQ Diploma in Trowel Occupations (Construction)

603/5461/6 NOCN Cskills Awards

600/7858/3 City & Guilds

603/5923/7 City & Guilds

Level 3 Diploma in Bricklaying

600/8607/5 Cskills Awards

600/8083/8 City & Guilds

Edexcel BTEC Level 3 Diploma in Construction Occupations -Bricklaying

600/3582/1 Pearson Education Ltd

Pathway 3 Decorative finishing removed

Level 3 NVQ Diploma in Decorative Finishing Painting and Decorating (Construction)

600/7237/4 Cskills Awards

600/909/2 Pearson Edexcel

601/1235/9 City & Guilds

Level 3 Diploma in Painting and Decorating

600/8610/5 Cskills Award

600/8592/7 City & Guilds

Pathway 4 Building maintenance multi-trade repair and refurbishment operations

Agored Cymru Level 3 NVQ Diploma in Building Maintenance Multi-trade Repair and Refurbishment Operations (Construction)

601/7083/9 Agored Cymru

601/7085/2 Agored Cymru

601/7087/6 Agored Cymru

601/7088/8 Agored Cymru

601/7084/0 Agored Cymru

601/7086/4 Agored Cymru

Level 2

Pathway 1 Painting and decorating pathway level 2

Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting Occupations

603/2555/0 SQA

Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting-Painter (Construction)

600/9100/9 Pearson Edexcel

Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting –Industrial Painter (Construction)

600/7631/8 Cskills Awards

600/9099/6 Pearson Edexcel

Level 2 Diploma in Painting and Decorating

600/8609/9 Cskills Awards

600/8584/8 City & Guilds

BTEC Level 2 Diploma in Construction Occupations-Painting and Decorating

600/3254/6 Pearson Education Ltd 60 400

SQA Level 2 Diploma in Decorative Finishing (Construction)

600/4552/8 SQA

Pathway 2 Level 2 maintenance operations

Level 2 NVQ Diploma in Maintenance Operations (Construction)

600/9376/6 Pearson Edexcel

Level 2 NVQ Diploma in Building Maintenance Multi-trade Repair and Refurbishment (Construction)

601/2998/0 GQA

603/2837/x Pearson Edexcel

BTEC Level 2 Diploma in Construction Occupations- Maintenance Operations

600/3254/6 Pearson Education Ltd
Level 2 Diploma in Knowledge of Construction Maintenance Operations (Multi1trade Repair and Refurbishment)
601/2859/8 GQA

Pathway 2 Level 2 wood occupations shopfitting bench work
Level 2 NVQ Wood Occupations (Construction)
601/6023/8 Pearson Education Ltd
601/5843/8 City & Guilds
603/5981/x City & Guilds
Level 2 NVQ Certificate in Wood Occupations (Construction)
600/4025/7 Pearson Education Ltd
Level 2 NVQ Diploma in Wood Occupations –Site Carpentry (Construction)
603/5468/9 NOCN Cskills Awards
Level 2 NVQ Certificate in Wood Occupations – Architectural Joinery (Construction)
603/5468/9 NOCN Cskills Awards
Level 2 Diploma in Site Carpentry
600/8603/8 Cskills Awards
600/8047/4 City & Guilds
Level 2 Diploma in Bench Joinery
600/8616/6 Cskills Awards
600/8048/6 City & Guilds
BTEC Level 2 Diploma in Construction Occupations - Site Carpentry
600/3254/6 Pearson Education Ltd
Level 2 Extended Diploma in Site Carpentry
600/9067/4 City & Guilds
City & Guilds Level 2 Diploma in Shopfitting Joinery
601/1285/2 City & Guilds

Level 3
Level 3 Pathway 1 wood occupations shopfitting bench work removed
Level 3 NVQ Diploma in Wood Occupations
601/6021/X Pearson Education Ltd
600/7849/2 City & Guilds
603/5470/7 NOCN Cskills Awards
603/5962/6 City & Guilds
Level 3 NVQ Diploma in Wood Occupations-Site Carpentry (Construction)
600/7849/2 City & Guilds
Level 3 NVQ Diploma in Wood Occupations-Bench Joinery (Construction)
600/7849/2 City & Guilds
Level 3 Diploma in Site Carpentry
600/8604/x Cskills Awards
600/7995/2 City & Guilds
Level 3 Diploma in Bench Joinery
600/8617/8 Cskills Awards
600/8050/4 City & Guilds
Edexcel BTEC Level 3 Diploma in Construction Occupations - Site Carpentry
600/3582/1 Pearson Education
Edexcel BTEC Level 3 Diploma in Construction Occupations - Bench Joinery
600/3582/1 Pearson Education Ltd
City & Guilds Level 3 Diploma in Shopfitting Joinery
601/1284/0 City & Guilds

Level 2

Title for this framework at level 2

Foundation Apprenticeship in Construction Building

Pathways for the framework at level 2:

Pathway 1: Painting and Decorating (Industrial Painting)

Pathway 2: Maintenance Operations

Pathway 3: Wood Occupations (Shopfitting)

Level 2, Pathway 1 Painting and Decorating (Industrial Painting)

Description of this pathway

Description of this pathway

Construction Building: Decorative Finishing (Construction)

Total minimum credit value for this pathway is: 129 credits

67 credits for competence

52 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)

Industrial Painter

Working on a construction site or commercial premises, to given specifications, preparing surfaces by blast method and applying paint by spray or other mechanical methods.

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting Occupations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	600/7864/9	City & Guilds	67	224	N/A

C2 – Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting-Painter (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	600/7631/8	Cskills Awards	67	224	N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Diploma in Painting and Decorating

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/8584/8	City & Guilds	52	445	N/A

K2 – Level 2 Extended Diploma in Painting and Decorating

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/9224/5	City & Guilds	86	777	N/A

Combined qualifications available to this pathway N/A

Relationship between competence and knowledge qualifications

C1 Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting Credit 67 GLH 224 is underpinned by:

- City & Guilds Level 2 Diploma in Painting and Decorating Credit 52 GLH 445 (K1a) 20
- City & Guilds Level 2 Extended Diploma in Painting and Decorating Credit 86 GLH 777 (K2a)

C2 Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting-Painter Credit 67 GLH 224 is underpinned by:

- City & Guilds Level 2 Diploma in Painting and Decorating Credit 52 GLH 445 (K1a) 20
- City & Guilds Level 2 Extended Diploma in Painting and Decorating Credit 86 GLH 777 (K2a)

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

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

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

Painting and Decorating (Industrial Painting) has a wide range of opportunities that apprentices can be involved with in a structured career path, such as new builds, refurbishments and designer work. Apprentices could be involved in small domestic projects or major projects such as sports and football stadia and office blocks. This apprenticeship will enable progression to:

- New Apprenticeship Qualification (Level 3) in Decorative Finishing-painting and decorating

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

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: Maintenance Operations

Description of this pathway

Description of this pathway

Construction Building: Maintenance Operations

(Construction) Total minimum credit value for

this pathway is: 112 credits

48 credits for competence

54 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)
Maintenance Operative	Working in domestic and commercial premises to given specifications repairing or renewing wood products, plumbing, wall and floor tiling, decorating, bricklaying and plastering depending upon the route taken in the qualification.

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 NVQ Diploma in Building Maintenance Multi-trade Repair and Refurbishment (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/0486/7	Cskills Awards	62	270	N/A
C1b	601/2468/4	City & Guilds	48	223	N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Diploma in Building Maintenance Multi-trade Repair and Refurbishment Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	601/0487/9	Cskills Awards	84	681	N/A

K2 – Level 2 Diploma in Maintenance Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/8049/8	City & Guilds	54	469	N/A

Combined qualifications available to this pathway N/A

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 2 NVQ Diploma in Building Maintenance Multi Trade Repair and Refurbishment (Construction) Credit 62 GLH 270 and C1b City and Guilds Level 2 NVQ Diploma in Building Maintenance Multi Trade Repair and Refurbishment (Construction) Credit 48 GLH 223 are underpinned by:

K1a – CSkills Award Level 2 Diploma in Building Maintenance Multi-trade Repair and Refurbishment Operations (Construction) Credit 84 GLH 681 and K2a City & Guilds Level 2 Diploma in Maintenance Operations Credit 54 GLH 469

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

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

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 Bacculaureate.
- 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

Repair and Maintenance has a wide range of opportunities that apprentices can be involved with in a structured career path such as refurbishments and designer work. Apprentices could be involved in small domestic projects or major projects such as domestic housing refurbishment or commercial office blocks.

This apprenticeship will enable progression to:

- Apprenticeship (Level 3) in Decorative Finishing-painting and decorating

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

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, Pathway3: Wood Occupations (Shopfitting Bench Work)

Description of this pathway

Description of this pathway

Description of this pathway

Construction Building: Wood Occupations Shopfitting Bench

Work (Construction) Total minimum credit value for this

pathway is: 141 credits

47 credits for competence

84 credits for knowledge

10 credits for Essential Skills

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

N/A

Job title(s)	Job role(s)
Shopfitter Bench Joiner	Working in a joiner's shop producing components to specification for shopfitting, working on site to install products made such as shopfitting frames, shop fronts and shop frames.

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 NVQ Diploma in Wood Occupations –Shopfitting Bench Joinery (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	603/5468/9	NOCN Cskills Awards	47	274	N/A

Knowledge qualifications available to this pathway

K1 – Level 2 Diploma in Shopfitting Bench

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/8618/x	Cskills Awards	84	677	N/A

Combined qualifications available to this pathway n/a

Relationship between competence and knowledge qualifications

C1 NOCN Cskills Awards Level 2 NVQ Diploma is Wood Occupations Credit 47 GLH 274 is underpinned by: K1a Cskills Awards Level 2 Diploma in Shopfitting Bench Credit 84 GLH 677

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

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

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 Bacalaureate.
- 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

Wood Occupations (Shopfitting-Bench Work) has a wide range of opportunities that apprentices can be involved with in a structured career path, such as new builds, refurbishments and designer work. Apprentices could be involved in small domestic projects or major projects such as sports and football stadia and office blocks.

Apprenticeship Level 3 – Wood Occupations (Shopfitting-Bench Work)

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

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

Pathways for the framework at level 3:

Pathway 1: Wood Occupations-Shopfitting Bench Work

Level 3, Pathway 1: Wood Occupations- (Shopfitting Bench Work)

Description of this pathway

Total minimum credit value for this pathway is: 249 credits

96 credits for competence

143 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

Shopfitter Bench
Joiner

Working in a joiner's shop producing complex shopfitting components such as doors, frames, shopfront sashes, panelling, cladding, wall and floor units. Fitting on site complex components from the joiner's shop.

Qualifications

Competence qualifications available to this pathway

C1 – Level 3 NVQ Diploma in Wood Occupations -Shopfitting Bench Work

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	603/5962/6	City & Guilds	96	321	N/A

Knowledge qualifications available to this pathway.

K1 – Level 3 Diploma in Shopfitting Bench

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	500/4049/2	Cskills Awards	143	1430	N/A

Combined qualifications available to this pathway N/A

Relationship between competence and knowledge qualifications.

C1a City and Guilds Level 3 NVQ Diploma in Wood Occupations Credit 96 GLH 321 is underpinned by K1a Cskills Awards Level 3 Diploma in Shopfitting Bench, Credit 143 GLH 1430

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

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

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

Painting and Decorating (Industrial Painting) has a wide range of opportunities that apprentices can be involved with in a structured career path, such as new builds, refurbishments and designer work. Apprentices could be involved in small domestic projects or major projects such as sports and football stadia and office blocks. This apprenticeship will enable progression to:

- Higher Apprenticeship (Level 4) in Construction Site Supervision

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

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

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

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 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-CITB IAG strategy, action plans, policies and procedures.
- To ensure that fairness respect and inclusion are integrated into the CITB-CITB 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.

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 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

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 ERR induction and Essential Skills.

Foundation Level 2

Pathway 1

Painting and Decorating (Industrial Painting) Total minimum credit value for this pathway is: 129 credits over a minimum period of 18 months.

K1a City & Guilds Level 2 Diploma in Painting and Decorating Credit 52 GLH 445

K2a City & Guilds Level 2 Extended Diploma in Painting and Decorating Credit 86 GLH

Pathway 2

Maintenance Operations (Construction) Total minimum credit value for this pathway is: 112 credits over a minimum period of 18 months.

K1 – CSkills Awards Level 2 Diploma in Building Maintenance Multi-trade Repair and Refurbishment Operations (Construction) Credit 84 GLH 681 and

K2a City & Guilds Level 2 Diploma in Maintenance Operations Credit 54 GLH 469

Pathway 3.

Wood Occupations (Shopfitting-Bench Work) Total minimum credit value for this pathway is: 141 credits over a minimum period of 18 months.

K1a Cskills Awards Level 2 Diploma in Shopfitting Bench Credit 84 GLH 677

Apprenticeship Level 3

Pathway 1.

Wood Occupations (Shopfitting-Bench Work) Total minimum credit value for this pathway is: 249 credits over a minimum period of 12 months.

K1a Cskills Awards Level 3 Diploma in Shopfitting Bench, Credit 143 GLH 1430

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

On the Job Training

Foundation Level 2

Pathway 1

Painting and Decorating (Industrial Painting) Total minimum credit value for this pathway is: 129 credits over a minimum period of 18 months.

C1 Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting Credit 67 GLH 224

C2 Level 2 NVQ Diploma in Decorative Finishing and Industrial Painting-Painter Credit 67 GLH 224 is underpinned by:

Pathway 2

Maintenance Operations (Construction) Total minimum credit value for this pathway is: 112 credits over a minimum period of 18 months.

C1a Cskills Awards Level 2 NVQ Diploma in Building Maintenance Multi Trade Repair and Refurbishment (Construction) Credit 62 GLH 270

C1b City and Guilds Level 2 NVQ Diploma in Building Maintenance Multi Trade Repair and Refurbishment (Construction) Credit 48 GLH 223

Pathway 3.

Wood Occupations (Shopfitting-Bench Work) Total minimum credit value for this pathway is: 141 credits over a minimum period of 18 months.

C1 NOCN Cskills Awards Level 2 NVQ Diploma is Wood Occupations Credit 47 GLH 274

Apprenticeship Level 3

Pathway 1.

Wood Occupations (Shopfitting-Bench Work) Total minimum credit value for this pathway is: 249 credits over a minimum period of 12 months.

C1a City and Guilds Level 3 NVQ Diploma in Wood Occupations Credit 96 GLH 321