

Construction Civil Engineering

IMPORTANT NOTIFICATION FOR ALL APPRENTICESHIP STARTS FROM 14 OCTOBER 2016

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

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

Latest framework version?

For any previous versions of this framework: www.acwcerts.co.uk/framework_library

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Apprenticeship Certification
Wales

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Construction Civil Engineering

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Framework information

Information on the Issuing Authority for this framework:

CITB

The Apprenticeship sector for occupations in construction.

Issue number: 37	This framework includes:
Framework ID: FR05068	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 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 Formwork, Highways Maintenance, Plant Maintenance and Plant Operations, Steel fixing.

Contact information

Proposer of this framework

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

Proposer of this framework.

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

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

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

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

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

Developer of this framework

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Revising a framework

Why this framework is being revised

Removal of qualifications

Summary of changes made to this framework

Qualifications removed

Level 2

Pathway Construction operations removed

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

600/9087/x Pearson Edexcel

603/2578/1 SQA

600/6515/1 GQA

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

603/3611/0 NOCN/CSkills Awards

603/3657/2 City & Guilds

603/4226/2 Pearson Edexcel

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

603/3549/x NOCN/CSkills Awards

603/4225/0 Pearson Edexcel

Level 2 Diploma in Construction Operations -General Construction

600/8620/8 Cskills Awards

Level 2 Diploma in Construction Operations

600/2838/5 SQA

BTEC Level 2 Diploma in Construction Occupations -Construction Operations

600/3254/6 Pearson Education Ltd

Level 2 Certificate in Construction Operations - General Construction

600/8054/1 City & Guilds

Level 2 Certificate in Knowledge of Construction Operations (General Construction) (QCF)

601/1339/X GQA

Pathway 1 formwork removed

Level 2 NVQ Diploma in Formwork Occupations (Construction)
600/9088/1 Pearson Edexcel
Edexcel BTEC Level 2 Diploma in Construction Occupations -Form working
600/3254/6 Pearson Education Ltd

Pathway 3 Highway maintenance removed

level 2 NVQ Diploma in Construction Operations and Civil Engineering Services1Highways Maintenance
600/7863/7 City & Guilds
K3 – Edexcel BTEC Level 2 Diploma in Construction Occupations -Highways Maintenance
600/3254/6 Pearson Education Ltd
K4 – Level 2 Diploma in Construction Occupations Highways Maintenance (Construction)
601/2446/5 City and Guilds

Pathway 4 plant operations removed

Level 2 NVQ Diploma in Plant Operations (Construction)
600/4492/5 EDI
Level 2 NVQ Certificate in Plant Operations
600/4493/7 EDI
600/4275/8 ProQual
600/7853/4 City & Guilds
Level 2 Certificate in Plant Operations- Construction Building
500/6421/6 Cskills Awards
Level 2 Certificate in Plant Operations Land Based
500/6420/4 Cskills Awards
Level 2 Diploma in Plant Operations General (Construction)
600/2679/0 SQA

Pathway 5 steel fixing removed

Level 2 NVQ Diploma in Steel fixing (Construction)
600/3515/8 Cskills Awards
Level 2 Diploma in Steel fixing
600/8789/4 Cskills Awards

Qualifications added

Pathway 4 plant operations

Level 2 Certificate in Plant Operations- Groundworks
601/5841/4 City and Guilds

Qualifications that have been extended

N/A

Purpose of this framework

Summary of the purpose of the framework

Summary of the purpose of the framework

CITB- Apprenticeship Definition as defined by the Construction Industry

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

Stakeholders

The core participants involved in a Construction Apprenticeship are:

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

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

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

There are 112, 500 employees in construction in Wales, and by the year 2026, it is estimated to increase to 116, 000 a further 2300 per year of new recruits will be needed to fill the posts of those that retire or leave the industry. The following is the annual recruitment for Construction

Civil Engineering for the period 2021 to 2025.

- Formworkers
- Highway Maintenance
- Plant Operatives +500
- Construction Plant or Machinery Maintenance -100
- Steel Fixing +100

The Wales Plan outlines the key priorities in Wales as.

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

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

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

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

- continuing to provide qualifications required by employers to help their business grow
- introducing a Higher Apprenticeship (Level 4 and above) to provide a career pathway to supervisory and management levels
- meeting the requirements of the Specification of Apprenticeship Standards for Wales (SASW)
- by incorporating Essential Skills Wales at levels 1 and 2 thereby improving the levels of basic literacy and numeracy skills in the workforce
- wider Key Skills
- providing qualifications for competence and knowledge, approved by employers to meet the skills mix they require
- 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)

- Formwork
- Highways Maintenance
- Plant Maintenance
- Plant Operations
- Steel fixing

Apprenticeship (Level 3)

Plant Maintenance

Aims and objectives of this framework (Wales)

Aims and objectives of this framework (Wales)

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

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

Entry conditions for this framework

Entry Conditions for this framework

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

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

RULES TO AVOID REPEATING QUALIFICATIONS

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

For Communication:

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

For Application of Number:

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

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

For Communication:

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

For Application of Number:

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

Initial Assessment

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

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

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

Level 2

Title for this framework at level 2

Foundation Apprenticeship in Construction Civil Engineering

Pathways for the framework at level 2

Pathway 1	Formwork
Pathway 2:	Highways Maintenance
Pathway 3:	Construction Plant or Machinery Maintenance
Pathway 4	Plant Operations
Pathway 5:	Steel fixing

Level 2, Pathway 1 Formwork Occupations

Description of this pathway

Construction Civil Engineering: Formwork (Construction)

Total minimum credit value for this pathway is: 130 credits

43 credits for competence

77 credits for knowledge

10 credits for Essential Skills

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

There are no additional requirements other than the general entry conditions

Job title(s)	Job role(s)
Formworker	Working on construction sites moving and handling resources to fabricate and repair forms, erecting formwork prior to concrete pours and striking formwork after pours.

Qualifications

Competence qualifications available to this pathway

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

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

Knowledge qualifications available to this pathway

K1 – Level 2 Diploma in Formwork

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	600/6309/9	Cskills Awards	77	751	X

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 2 NVQ Diploma in Formwork Occupations (Construction) Credit 43 GLH 144 is underpinned by:

K1a – CSkills Award Level 2 Diploma in Formwork Credit 77 GLH 751

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

Form working 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 major projects such as sports and football stadia and office blocks. After gaining work experience this apprenticeship will enable progression to 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 Highways Maintenance

Description of this pathway

Construction Civil Engineering: Highways Maintenance (Construction) (Certificate) Excavations and Reinstatement

Total minimum credit value for this pathway is: 56 credits

18 credits for competence

28 credits for knowledge

10 credits for Essential Skills

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

there are no additional requirements other than the general entry conditions

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

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 NVQ Certificate in Roadbuilding and Maintenance (construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	603/4369/2	Pearson Edexcel	18	180	X
C1b	603/2585/9	SQA	18	105	X
C1c	603/4368/0	Pearson Edexcel	18	75	X

C2 – Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	603/3517/8	NOCN/Cskills Awards	28	154	X

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	UCAS points value
K1a	600/8628/2	NOCN Cskills Awards	73	589	X

K2 – Level 2 Certificate in Highway Maintenance Excavation Operations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/2727/7	SQA	28	280	X

C2 – Level 2 NVQ Certificate in Roadbuilding and Maintenance (Construction): Excavation and Reinstatement

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	603/3517/8	NOCN/Cskills Awards	28	154	X

C1a Pearsons Edexcel Level 2 NVQ Certificate in Road Building and Maintenance (Construction) 18 credits GLH 180 and

C1b SQA Level 2 NVQ Certificate in Road Building and Maintenance (Construction) 18 credits GLH 105 and

C1c Pearson Edexcel Level 2 NVQ Certificate in Road Building and Maintenance (Construction) 18 credits GLH 75 are underpinned by

K1a – CSkills Award Level 2 Diploma in Highway Maintenance Excavation Operations 73 credits GLH 589 and

K2a - SQA Certificate in Highway Maintenance Excavation Operations (Construction) 28 Credits GLH 280

C2a NOCN/CSkills Awards Level 2 NVQ Certificate in Road Building and Maintenance (Construction) Excavation and Reinstatement Credits 28 GLH 154 is underpinned by

K1a – CSkills Award Level 2 Diploma in Highway Maintenance Excavation Operations 73 credits GLH 589 and

K2a - SQA Certificate in Highway Maintenance Excavation Operations (Construction) 28 Credits GLH 280

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

Highway Maintenance has a wide range of opportunities that apprentices can be involved with in a structured career path, such as building new roads, refurbishments existing Highways and designer work. Apprentices could be involved in small Local projects or major national infrastructure projects.

After gaining work experience this apprenticeship will enable progression to 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 3

Construction Plant or Machinery Maintenance

Description of this pathway

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

Total minimum credit value for this pathway is: 291 credits

190 credits for competence

91 credits for knowledge

10 credits for Essential Skills

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

There are no additional requirements other than the general entry conditions

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

Qualifications

Competence qualifications available to this pathway

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

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

Knowledge qualifications available to this pathway

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

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

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 190 GLH 641 and
C1b IMIAL Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 192 GLH 641 and are underpinned by:

K1a – CSkills Award Level 2 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 91 GLH 894 and
K2a IMIAL Level 2 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 91 GLH 894

Essential Skills

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

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

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

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

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

Construction Plant or Machinery Maintenance has a wide range of opportunities that apprentices can be involved with in a structured career path.

This apprenticeship will enable progression to:

- Apprenticeship (Level 3) in Plant and 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

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

However, it may still be included in some frameworks and where it is not explicitly stated that ERR is not a requirement then confirmation of an Apprentice's ERR achievement will still remain a requirement for Apprenticeship certification purposes. Is ERR a requirement for this framework? YES NO

Level 2, Pathway 4

Plant Operations

Description of this pathway

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

Total minimum credit value for this pathway is: 42 credits

16 credits for competence

16 credits for knowledge

10 credits for Essential Skills

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

There are no additional requirements other than the general entry conditions

Job title(s)	Job role(s)
Plant operator	<p>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.</p> <p>(This Pathway includes all items of plant covered in the NVQ other than Forward Tipping Dumper, Telescopic handler, Ride on Roller, 360^o Digger, 180^o Digger which are covered by the new Apprenticeship Framework in Plant Operations.)</p>

Qualifications

Competence qualifications available to this pathway

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

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	600/3638/2	Cskills Awards	45	150	
C1b	601/6019/6	Pearson Education Ltd	45	150	
C1f	601/8964/2	SQA	45	205	

C2 – Level 2 NVQ Certificate in Plant Operations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C2a	601/4999/1	Cskills Awards	16	54	
C2b	603/2585/9	SQA	16	84	
C2c	603/4325/4	Pearson Edexcel	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	UCAS points value
K1a	500/6364/9	Cskills Awards	25	199	X
K1b	601/5841/4	City and Guilds	16	84	X

K2 – Level 2 Certificate in Plant Operations- Construction Building

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	600/4084/1	Pearsons BTEC	30	180	X

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 150 and C1b Pearsons Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 150 and C1c SQA Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 205 are underpinned by:

K1a – CSkills Award Level 2 Certificate in Plant Operations-Groundworks Credit 25 GLH 199 and K1b - City and Guilds Level 2 Certificate in Plant Operations-Groundworks Credit 16 GLH 84 and K2a - Pearsons Level 2 Certificate in Plant Operations – Construction Building Credit 30 GLH 180

C2a Cskills Awards Level 2 NVQ Certificate in Plant Operations Credit 16 GLH 54 and C2b SQA Level 2 NVQ Certificate in Plant Operations Credit 16 GLH 84 and C2c Pearson Excel Level 2 NVQ Diploma in Plant Operations (Construction) Credit 16 GLH 84 are underpinned by:

K1a – CSkills Award Level 2 Certificate in Plant Operations-Groundworks Credit 25 GLH 199 and K1b - City and Guilds Level 2 Certificate in Plant Operations-Groundworks Credit 16 GLH 84 and K2a - Pearsons Level 2 Certificate in Plant Operations – Construction Building Credit 30 GLH 180

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

Plant Operations 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 Wales Apprenticeship Qualification (Level 3) in Plant Operations

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 5

Steelfixing

Description of this pathway

Construction Civil Engineering: Steelfixing (Construction)

Total minimum credit value for this pathway is: 170 credits

46 credits for competence

114 credits for knowledge

10 credits for Essential Skills

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

There are no additional requirements other than the general entry conditions

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

Qualifications

Competence qualifications available to this pathway

C1 – Level 2 NVQ Diploma in Steelfixing Occupations (Construction)

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/0953/1	NOCN	46	160	X

Knowledge qualifications available to this pathway

K1 – Level 2 Diploma in Steelfixing Occupations

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	601/2022/8	NOCN	114	846	X

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 2 NVQ Diploma in Steel fixing Occupations (Construction) Credit 46 GLH 160 is underpinned by:

K1a – NOCN Level 2 Diploma in Steel fixing Occupations (Construction) Credit 114 GLH 864

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

Steel Fixing 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. After gaining work experience in the chosen occupational area this apprenticeship will enable progression to 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 3

Title for this framework at level 3

Apprenticeship in Plant Maintenance

Pathways for the framework at level 3:

Pathway 1: Construction Plant or Machinery Maintenance

Level 3, Pathway 1

Construction Plant or Machinery Maintenance

Description of this pathway

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

Total minimum credit value for this pathway is: 245 credits

167 credits for competence

68 credits for knowledge

10 credits for Essential Skills

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

There are no additional requirements other than the general entry conditions

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

Qualifications

Competence qualifications available to this pathway

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

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	601/1974/3	Cskills Awards	167	555	
C1b	601/3308/9	IMIAL	167	555	

Knowledge qualifications available to this pathway

K1 – Level 3 Diploma in Construction Plant or Machinery Maintenance

No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	601/3115/9	Cskills Awards	68	680	
K1b	601/3092/1	IMIAL	68	680	

Relationship between competence and knowledge qualifications

C1a Cskills Awards Level 3 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 167 GLH 555 and
C1b IMIAL Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 167 GLH 555 and are underpinned by:

K1a – CSkills Award Level 3 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 68 GLH 680 and
K1B IMIAL Level 3 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 68 GLH 680

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

Construction Plant or Machinery Maintenance has a wide range of opportunities that

apprentices can be involved with in a structured career path.
This apprenticeship will enable progression to:

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 meet the needs of learners who have Welsh as their first language and/or undertaken their training either through the medium of Welsh or bilingually.

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

Welsh language, Estyn requirement 1.1.5

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

Providers will need to consider the 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

Formwork minimum credit value for this pathway is: 130 credits over a minimum period of 18 months.

K1a – CSkills Award Level 2 Diploma in Formwork Credit 77 GLH 751

Pathway 2

Highway Maintenance: Total minimum credit value for this pathway is: 56 credits over a minimum period of 18 months.

K1a – CSkills Award Level 2 Diploma in Highway Maintenance Excavation Operations 73 credits GLH 589 and

K2a - SQA Certificate in Highway Maintenance Excavation Operations (Construction) 28 Credits GLH 280

Pathway 3.

Construction Plant or Machinery Maintenance: Total minimum credit value for this pathway is: 291 credits over a minimum period of 18 months.

K1a – CSkills Award Level 2 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 91 GLH 894 and

K2a IMIAL Level 2 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 91 GLH 894

Pathway 4.

Plant Operations: Total minimum credit value for this pathway is: 42 credits over a minimum period of 18 months.

K1a – CSkills Award Level 2 Certificate in Plant Operations-Groundworks Credit 25 GLH 199 and
K1b - City and Guilds Level 2 Certificate in Plant Operations-Groundworks Credit 16 GLH 84 and

K2a - Pearsons Level 2 Certificate in Plant Operations – Construction Building Credit 30 GLH 180

Pathway 5.

Steel fixing: Total minimum credit value for this pathway is:
170 credits over a minimum period of 18 months.

K1a – NOCN Level 2 Diploma in Steel fixing Occupations (Construction) Credit 114 GLH 864

Apprenticeship Level 3

Pathway 1.

Construction Plant or Machinery Maintenance: Total minimum credit value for this pathway is:
245 credits over a minimum period of 12 months.

K1a – CSkills Award Level 3 Diploma in Construction Plant or Machinery Maintenance
(Construction) Credit 68 GLH 680 and

K1B IMIAL Level 3 Diploma in Construction Plant or Machinery Maintenance (Construction) Credit
68 GLH 680

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

Formwork minimum credit value for this pathway is: 130 credits over a minimum period of 18 months.

C1a Cskills Awards Level 2 NVQ Diploma in Formwork Occupations (Construction) Credit 43 GLH 144

Pathway 2

Highway Maintenance: Total minimum credit value for this pathway is: 56 credits over a minimum period of 18 months.

C1b SQA Level 2 NVQ Certificate in Road Building and Maintenance (Construction) 18 credits GLH 105 and

C1c Pearson Edexcel Level 2 NVQ Certificate in Road Building and Maintenance (Construction) 18 credits GLH 75

Pathway 3.

C1a Cskills Awards Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 190 GLH 641 and

C1b IMIAL Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction) Credit 192 GLH 641

Pathway 4.

Plant Operations: Total minimum credit value for this pathway is: 42 credits over a minimum period of 18 months.

C1a Cskills Awards Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 150 and
C1b Pearsons Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 150 and
C1c SQA Level 2 NVQ Diploma in Plant Operations (Construction) Credit 45 GLH 205

C2a Cskills Awards Level 2 NVQ Certificate in Plant Operations Credit 16 GLH 54 and
C2b SQA Level 2 NVQ Certificate in Plant Operations Credit 16 GLH 84 and

C2c Pearson Excecl Level 2 NVQ Diploma in Plant Operations (Construction) Credit 16 GLH 84

Pathway 5.

Steel fixing: Total minimum credit value for this pathway is:
170 credits over a minimum period of 18 months.

C1a Cskills Awards Level 2 NVQ Diploma in Steel fixing Occupations (Construction)
Credit 46 GLH 160

Apprenticeship Level 3

Pathway 1.

Construction Plant or Machinery Maintenance: Total minimum credit value for this pathway is:
245 credits over a minimum period of 12 months.

C1a Cskills Awards Level 3 NVQ Diploma in Construction Plant or Machinery Maintenance
(Construction) Credit 167 GLH 555 and

C1b IMIAL Level 2 NVQ Diploma in Construction Plant or Machinery Maintenance (Construction)
Credit 167 GLH 555