

Framework No: FR05070
Issue No: 2 **Issue Date:** 1 May 2023
Review by Date: March 2025
Last Updated: 3/5/23
Issuing Authority: Welsh Government



Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Framework

In

Construction

2022

PLEASE SUBMIT all queries to Welsh Government:

DfES-ApprenticeshipUnit@gov.wales

Contents

[Framework Overview](#)

[Entry and Progression](#)

[Pathways](#)

[Equality and Diversity](#)

[Specification of Apprenticeship Standards in Wales
\(SASW\)](#)

[Revisions to the Framework](#)

[Summary of changes made to this Framework](#)

Framework Overview

This Framework is designed to develop the knowledge and skills and to provide the occupational competence for people who work within the **Construction** sector. This Framework includes apprenticeships

Entry and Progression

For Entry and progression conditions - see individual Pathways

Pathways

Pathway	Level
Site Carpentry	3
Solid Plastering	3
Roof Slating & Tiling	3
Timber Frame Erecting	3
Wall & Floor Tiling	3
Dry Lining	3
Architectural Joinery	3
Bricklaying	3
Painting & Decorating	3
Plant Operations	3
Civil Operations -Groundwork	3

Equality & Diversity

The delivery of this framework needs to be in accordance with the relevant laws in Wales, as applicable to equality and diversity.

Specification of Apprenticeship Standards for Wales (SASW)

This Framework has been developed to comply with the Specification of Apprenticeship Standards for Wales (SASW), for the latest version see the link below:

<https://gov.wales/sites/default/files/publications/2018-03/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf>

Revisions to the Framework

Date:	BY:

Summary of changes made to this Framework

Date:	BY:

Welsh Apprenticeship Pathway

in

Site Carpentry

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathway in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Site Carpentry](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Site Carpentry) is 86 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken?²
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering.
- Level 2 or 3 Diploma in the Construction Trade in which the apprenticeship is to be undertaken.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC Level 1/2 Vocational Award in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

² From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core Construction and Building Services Engineering Qualification.

All learners will need to have achieved at least one of the requirements from list b for entry.

Level 3: Site Carpentry

Qualifications

Level 3 – Site Carpentry					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4283/1	86	863	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Site Carpentry	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](#)

See note a below regarding transition arrangements for essential skills.

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Site Carpentry	2786	521

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Site Carpentry	2786	775

The anticipated duration of the Construction Site Carpentry Apprenticeship will be between 2 years (Post Foundation Construction and Building Services Engineering Qualification) and 3 years (Including the Foundation Core Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level

1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Site Carpentry. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Site Carpenter within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Site Carpentry

Working on a construction site or in domestic and commercial premises to given specifications carrying out First and Second Fixing, erect complex structural carcassing components (trussed rafter roofs, traditional cut roof).

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Site Carpentry work in commercial, industrial, and residential buildings including all relevant duties.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Site Carpentry in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support.
- Challenge unsafe behaviors/activities.
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions.
- Identify and manage risks to self and others.
- Keep work area clean and tidy.
- Manage own time effectively.
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions.
- Work effectively individually and in a team.
- Work in accordance with quality requirements.
- Work productively.
- Work safely and ensure the safety of others.
- Work within own level of competence and know when to seek advice from others.

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

1. Assertive
2. Confident
3. Dressed appropriately
4. Empathetic
5. Fair
6. Honest
7. Proactive
8. Productive
9. Punctual
10. Reliable
11. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate

- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Site Carpentry an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- [What Is A Carpenter? How To Become A Carpenter | Go Construct](#)
- [Carpenter/Joiner \(gov.wales\)](#)

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Solid Plastering

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Solid Plastering](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Solid Plastering) is 118 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken?²
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering.
- Level 2 or Diploma in the Construction Trade in which the apprenticeship is to be undertaken.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Solid Plastering

Qualifications

Level 3 – Solid Plastering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/7	118	1179	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Solid Plastering	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Solid Plastering	3482	680

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Solid Plastering	3482	933

The anticipated duration of the Construction Solid Plastering Apprenticeship will be between 2.5 years (Post Foundation in Construction and Building Services Engineering Qualification) and 3.5 years (Including the Foundation Core in Construction and Building Services Engineering Qualification Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Solid Plastering. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Solid Plasterer within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Solid Plastering

Working on a construction site, commercial or domestic areas applying wet finishes to walls, ceilings, and floors. Carrying out complex work to given specification.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Solid Plastering work in commercial, industrial, and residential buildings including all relevant duties.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Solid Plastering in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively

- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others.
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

1. Assertive
2. Confident
3. Dressed appropriately
4. Empathetic
5. Fair
6. Honest
7. Proactive
8. Productive
9. Punctual
10. Reliable
11. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate

- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher-Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Solid Plastering an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- [Plasterer \(gov.wales\)](http://gov.wales)

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Roof Slating and Tiling

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Roof Slating and Tiling](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Roof Slating and Tiling) is 69 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken?
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering.
- Level 2 or 3 Diploma in a Construction Trade.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Roof Slating and Tiling

Qualifications

Level 3 – Roof Slating and Tiling					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/1	69	693	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Roof Slating and Tiling	Level	Minimum Credit Value
----------------------------------	-------	----------------------

Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Roof Slating and Tiling	2089	437

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Roof Slating and Tiling	2089	690

The anticipated duration of the Construction Roof Slating and Tiling Apprenticeship will be between 1.5 years (Post Foundation in Construction and Building Services Engineering Qualification) and 2.5 years (Including Foundation Core in Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be

required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Roof Slating and Tiling. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Roof Slater and Tiler within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Skilled Worker Card.

This Framework has a single pathway:

- Roof Slating and Tiling

Working on a construction site, commercial or domestic area applying slates or tiles to roofs on new builds or repairing older property roofs.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out the Roof Slating and Tiling in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Roof Slating and Tiling in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others.
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

12. Assertive
13. Confident
14. Dressed appropriately
15. Empathetic
16. Fair
17. Honest
18. Proactive
19. Productive

20. Punctual
21. Reliable
22. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Roof Slating and Tiling an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Skilled Worker card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/roofing-operative/>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that

employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Timber Frame Erecting

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Timber Frame Erecting](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training
-)

The total minimum credit value required for the Level 3 Pathway (Timber Frame Erecting) is 84 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken²:
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering.
- Level 2 or 3 Diploma a Construction Trade.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Timber Frame Erecting

Qualifications

Level 3 – Timber Frame Erection					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/4	84	841	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Timber Frame Erecting	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Timber Frame Erecting	2786	511

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Timber Frame Erecting	2786	764

The anticipated duration of the Construction Timber Frame Erecting Apprenticeship will be between 2 years (Post Foundation in Construction and Building Services Engineering Qualification) and 3 years (Including Foundation Core in Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Timber Frame Erecting. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Timber Frame Erector within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Skilled Worker Card.

This Framework has a single pathway:

- Timber Frame Erecting

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Timber Frame Erecting in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Timber Frame Erecting in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

23. Assertive

24. Confident
25. Dressed appropriately
26. Empathetic
27. Fair
28. Honest
29. Proactive
30. Productive
31. Punctual
32. Reliable
33. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence.
- Job related skills that will be used in the working environment.
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations.
- Transferable and Core Skills.
- The basis for career progression.

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Timber Frame Erecting an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Skilled Worker card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/dryliner/>
- <https://careerswales.gov.wales/job-information/ceiling-fixer>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The Construction Industry has not, historically, been a traditional career choice for women. However, women do qualify and work successfully in the industry and this is encouraged.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Wall and Floor Tiling

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Wall and Floor Tiling](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training
- Additional Employer requirements? (digital Skills)

The total minimum credit value required for the Level 3 Pathway (Wall and Floor Tiling) is 118 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification?²
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering.
- Level 2 or 3 Diploma in a Construction Trade.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Wall and Floor Tiling

Qualifications

Level 3 – Wall and Floor Tiling					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/8	85	851	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Wall and Floor Tiling	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Wall and Floor Tiling	2786	516

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Wall and Floor Tiling	2786	769

The anticipated duration of the Construction Wall and Floor Tiling Apprenticeship will be between 2 years (Post Foundation in Construction and Building Services Qualification) and 3 years (Including Foundation Core in Construction and Building Services Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Qualification, Foundation Core in Construction and Building Services Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Qualification, Foundation Core in Construction and Building Services Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**
-

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Wall and Floor Tiling. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Wall and Floor Tiler within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Wall and Floor Tiling

Working on a construction site, commercial or domestic site using coloured and textured tiles to decorate the inside of buildings, kitchens, bathrooms or working on large floors in factories, shopping centres and airports to complex specifications

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out wall and floor Tiling work in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Wall and Floor Tiling in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support.
- Challenge unsafe behaviors/activities.
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions.
- Identify and manage risks to self and others.
- Keep work area clean and tidy.
- Manage own time effectively.
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions.
- Work effectively individually and in a team.
- Work in accordance with quality requirements.
- Work productively.
- Work safely and ensure the safety of others.
- Work within own level of competence and know when to seek advice from others.
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

34. Assertive
35. Confident
36. Dressed appropriately
37. Empathetic
38. Fair
39. Honest
40. Proactive
41. Productive
42. Punctual
43. Reliable
44. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Wall and Floor Tiling an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/wall-and-floor-tiler/>
- <https://careerswales.gov.wales/job-information/wall-and-floor-tiler>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The Construction Industry has not, historically, been a traditional career choice for women. However, women do qualify and work successfully in the industry and this is encouraged.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Dry Lining-Fixing

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Dry Lining-Fixing](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Dry Lining-Fixing) is 78 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved Progression in Construction Qualification in which the apprenticeship is to be undertaken²:
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below⁴:

- Welsh Baccalaureate National Diploma
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in a Construction Trade.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

- Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Dry Lining-Fixing

Qualifications

Level 3 – Dry Lining					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/0	78	777	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Dry Lining-Fixing	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Dry Lining-Fixing	2786	479

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Dry Lining-Fixing	2786	732

The anticipated duration of the Construction Dry Lining-Fixing Apprenticeship will be between 2 years (Post Foundation in Construction and Building Services Engineering Qualification) and 3 years (Including the Foundation Core in Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Dry Lining-Fixing. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Dry Liner-Fixer within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Skilled Worker Card.

This Framework has a single pathway:

- Dry Lining-Fixing

Working on a construction site or commercial area, putting in place dry finishes such as plasterboard and wall board that are fixed up and joined together ready to receive decorative finishes.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Dry Lining-Fixing work in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out the Dry Lining-Fixing in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.

- Establish and maintain relationships in the Construction

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

45. Assertive
46. Confident
47. Dressed appropriately
48. Empathetic
49. Fair
50. Honest
51. Proactive
52. Productive
53. Punctual
54. Reliable
55. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence.
- Job related skills that will be used in the working environment.
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations.
- Transferable and Core Skills.
- The basis for career progression.

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Dry Lining-Fixing an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Skilled Worker card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship

- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/dryliner/>
- <https://careerswales.gov.wales/job-information/ceiling-fixer>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Architectural Joinery

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathway in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Architectural Joinery](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Architectural Joinery) is 115 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved Progression in Construction Qualification in which the apprenticeship is to be undertaken²:
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in the Construction Trade in which the apprenticeship is to be undertaken.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC Level 1/2 Vocational Award in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

² From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Architectural Joinery

Qualifications

Level 3 – Architectural Joinery					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/5	115	1153	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Architectural Joinery	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](#)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Architectural Joinery	3482	667

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Architectural Joinery	3482	920

The anticipated duration of the Construction Architectural Joinery Apprenticeship will be between 2.5 years (Post Foundation Construction and Building Services Engineering Qualification) and 3.5 years (Including the Foundation Core in Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Construction Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification, or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification, or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Architectural Joinery. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Architectural Joiner within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Architectural Joinery

Working in a joiner's shop using drawings to produce complex woodproducts to specification such as doors, frames, linings, staircases, and handrails.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out the installation and/or maintenance of Architectural Joinery work in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Architectural Joinery in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements

- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others.
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

56. Assertive
57. Confident
58. Dressed appropriately
59. Empathetic
60. Fair
61. Honest
62. Proactive
63. Productive
64. Punctual
65. Reliable
66. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Architectural Joinery an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/bench-joiner/>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Bricklaying

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Bricklaying](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Bricklaying) is 118 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken²:
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below⁴:

- Welsh Baccalaureate National Diploma
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in the Construction Trade in which the apprenticeship is to be undertaken.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

² From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Construction Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved at least one of the requirements from list b for entry.

Level 3: Bricklaying

Qualifications

Level 3 – Bricklaying					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4169/3	118	1184	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Bricklaying	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Bricklaying	3482	682

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Bricklaying	3482	935

The anticipated duration of the Construction Bricklaying Apprenticeship will be between 2.5 years (Post Foundation Construction and Building Services Engineering Qualification) and 3.5 years (Including the Foundation Core Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Bricklaying. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Bricklayer within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Bricklaying

Working on a construction site, to given specifications, setting out basic and complex building structures including building brick and block walling, laying domestic drainage, placing, and finishing concrete and render surfaces.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Bricklaying work in commercial, industrial, and residential buildings including all relevant duties.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Bricklaying in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

67. Assertive
68. Confident
69. Dressed appropriately
70. Empathetic
71. Fair
72. Honest
73. Proactive
74. Productive
75. Punctual
76. Reliable
77. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gains:

- The Skills and Knowledge required by the industry to achieve competence.
- Job related skills that will be used in the working environment.
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations.
- Transferable and Core Skills.
- The basis for career progression.

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Bricklaying an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship

- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- [Bricklayer Job Description \(How to Become?\) | Go Construct](#)
- [Bricklayer \(gov.wales\)](#)

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Painting and Decorating

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Painting and Decorating](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Painting and Decorating) is 78 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken?²
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in the Construction Trade in which the apprenticeship is to be undertaken.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A* - D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

²From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Foundation Core Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Painting and Decorating

Qualifications

Level 3 – Painting and Decorating					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/6	78	775	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Painting and Decorating	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Painting and Decorating	4221	478

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Painting and Decorating	4221	731

The anticipated duration of the Construction Painting and Decorating Apprenticeship will be between 2 years (Post Foundation Construction and Building Services Engineering Qualification) and 3 years (Including Foundation Core Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation Construction and Building Services Engineering Qualification, Foundation Core Construction and Building Services Engineering Qualification or Progression Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- This qualification is required for new starts from 1 May 2023

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Painting and Decorating. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Painting and Decorator within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Advanced Craft Card.

This Framework has a single pathway:

- Painting and Decorating

Working on a construction site or in domestic and commercial premises to given specifications preparing background surfaces for painting and decorating, applying paint to complex surfaces by brush and roller. Hanging wall coverings to complex surfaces.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Painting and Decorating work in commercial, industrial, and residential buildings.

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Painting and Decorating in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others.
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

78. Assertive
79. Confident
80. Dressed appropriately
81. Empathetic
82. Fair
83. Honest
84. Proactive
85. Productive
86. Punctual
87. Reliable
88. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Painting and Decorating an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Advanced Craft card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/painter-and-decorator/>
- <https://careerswales.gov.wales/job-information/painter-and-decorator>.

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Plant Operations

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Plant Operations](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Plant Operations) is 80 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering
- or
- achieved Progression in Construction:²
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
- or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma.
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in a Construction Trade
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC **Level 1/2 Vocational Award** in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

² From 2023 onwards the Progression Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Construction Core Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Plant Operations

Qualifications

Level 3 – Plant Operations					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4491/9	80	802	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Plant Operations	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

See note a regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Plant Operations	2768	491

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Plant Operations	2768	744

The anticipated duration of the Plant Operations Apprenticeship will be between 2 years (Post Foundation Qualification) and 3 years (Including Foundation Core in Construction and Building Services Engineering).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications.

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering, Foundation Core in Construction and Building Services Engineering, or Progression in Construction Qualification in 2022 will be required to work towards

level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering, Foundation Core in Construction and Building Services Engineering, or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Plant Operations. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Plant Operator within the sector. The Award of this Qualifications will enable the learner to apply for a Competent Operator Card.

This Framework has a single pathway:

- Plant Operations

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.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out the work of a plant operator using the following items of plant.

- Forward Tipping Dumper
- Telescopic Handler
- Ride on Roller
- 180-degree or 360-degree excavator

On completion of the requirements in this Framework the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Plant Operation in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others.
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

89. Assertive
90. Confident
91. Dressed appropriately
92. Empathetic
93. Fair
94. Honest
95. Proactive
96. Productive
97. Punctual
98. Reliable
99. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Plant Operations an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for a Competent Operator Card. Further information and options can be obtained at www.cscs.uk.com/about/plant-partner-card-schemes/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/plant-operator/
- www.careerswales.gov.wales/job-information/construction-plant-operator

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Welsh Apprenticeship Pathway

in

Civil Operations-Groundwork

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathway in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Civil Operations-Groundwork](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway (Civil Ops-Groundwork) is 93 credits.

ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have¹ :
- achieved the Foundation in Construction and Building Services Engineering Qualification.
or
- achieved the Progression in Construction Qualification in which the apprenticeship is to be undertaken²:
or
- achieved a Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken.
or
- Verifiable³ 3 years or more employment in the trade in which the apprenticeship is to be undertaken.

List b, and one or more of the following, or equivalent qualifications, at or above level of the list below ⁴:

- Welsh Baccalaureate National Diploma
- Foundation Qualification in Construction and Building Services Engineering
- Level 2 or 3 Diploma in a Construction Trade.
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC Level 1/2 Vocational Award in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

¹ Direct entrant onto the Construction Core in Construction and Building Services Engineering pathway will only have to have achieved one of the entry requirements from list b.

² From 2023 onwards the Progression in Construction Qualification will not be eligible as an entry requirement option.

³ Will require verification from the employer that the learner has the necessary trade employment experience.

⁴ Experienced learners as defined in list a may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the qualifications in list b.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Apprenticeship Core

Level 2 – Core in Construction and Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Knowledge	Qualification Assessment Language(s)
C&G	C00/4414/0	41	414	Knowledge	English or Welsh

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Construction Core in Construction and Building Services Engineering Qualification.

All learners will need to have achieved one of the requirements from list b for entry.

Level 3: Civil Operations-Groundwork

Qualifications

Level 3 – Civil Operations Groundwork					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/4327/2	93	927	Combined	English or Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

Level 3: Civil Operations-Groundwork	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6

Proxies for Essential Skills Wales can be found on the SASW framework document point 24.

[the-specification-of-apprenticeship-standards-for-wales-sasw.pdf \(gov.wales\)](https://gov.wales/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf)

See note a below regarding transition arrangements for essential skills.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Civil Operations-Groundwork	2786	554

On/Off the Job Training with Construction Core

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Civil Operations-Groundwork	2786	807

The anticipated duration of the Civil Engineering Groundworks apprenticeships will be between 2 years (Post Foundation in Construction and Building Services Engineering Qualification) and 3 years (Including Foundation Core in Construction and Building Services Engineering Qualification).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression in Construction Qualification).

Note a Transition arrangements for Essential Skills

Learners who will start their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level

1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation in Construction and Building Services Engineering Qualification, Foundation Core in Construction and Building Services Engineering Qualification or Progression in Construction Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

OTHER ADDITIONAL REQUIREMENTS

Additional Requirement Detail (Minimum Credit & Hours)

Additional Employer Requirements

Level 3: Site Carpentry	Level	Minimum Credit Value
Digital Skills for Construction	2	3

- **This qualification is required for new starts from 1 May 2023**

JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Civil Operations-Groundwork. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Civil Operations-Groundworker within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Skilled Worker Card.

This Framework has a single pathway:

- Civil Operations-Groundwork

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

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Civil Operations-Groundworks in commercial and industrial settings.

On completion of the requirements in this Framework, the Apprentice should, as a minimum, have the core skills and core knowledge required to carry out Civil Operations-Groundworks in a safe, sustainable, and competent manner. Details of skills to be developed are outlined in the qualification specifications and employer confirmation handbooks.

In addition, the Apprentice should also be able to:

- Apply professional judgement and support

- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others.
- Work within own level of competence and know when to seek advice from others
- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Understand Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

- 100. Assertive
- 101. Confident
- 102. Dressed appropriately
- 103. Empathetic
- 104. Fair
- 105. Honest
- 106. Proactive
- 107. Productive
- 108. Punctual
- 109. Reliable
- 110. Respectful (in terms of equality, diversity and inclusion)

PROGRESSION

The aim of this Framework is to ensure that the successful learners gain:

- The Skills and Knowledge required by the industry to achieve competence
- Job related skills that will be used in the working environment
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations
- Transferable and Core Skills
- The basis for career progression

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Civil Operations-Groundwork an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Skilled Worker card via CSCS at www.cscs.uk.com/
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- <https://www.goconstruct.org/construction-careers/what-jobs-are-right-for-me/groundworker/>
- <https://careerswales.gov.wales/job-information/ground-worker>

It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Although the construction industry has not, historically, been a traditional career choice for women. This has now changed, and women are better supported and work successfully in the industry.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

