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Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Pathway

in

Energy Management

The content of this Pathway has been agreed by Energy & Utility Skills. This is the only Apprenticeship Pathway in the Energy & Utilities sector approved for use in Wales that is eligible for Welsh Government funding.

More Information can be obtained from:

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DfES-ApprenticeshipUnit@gov.wales
Gwefan • website: www.llyw.cymru
www.gov.wales

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

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

The total minimum credit value required for the Level 3 Pathway Energy Management is 80 credits.

This comprises of:

Combined qualification = 62 credits

Essential Skills Wales = 18 credits

The duration of this apprenticeship is typically 18 months depending on experience at entry.

ENTRY REQUIREMENTS

For the Level 3 Pathway in Energy Management, there are no entry requirements other than the employer's and training provider's confidence in the candidate's ability to achieve their potential within the Apprenticeship. Qualifications which could provide a useful grounding for the Apprenticeship may include:

- Qualifications in the Welsh Baccalaureate
- Essential Skills Wales
- GCSEs, A Levels or National Diplomas in related subjects
- Direct progression and credit transfer opportunities from particular
- Vocational qualifications, such as: level 2 Award in Understanding Carbon Awareness and Energy management.
- Foundation Apprenticeships

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Energy Management

Qualifications

Participants must achieve the *combined* qualification below.

Level 3 Diploma in Energy and Carbon Management					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored Cymru	C00/4749/2	62	620	Combined	English or Welsh

Please see [Annex 1](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Energy Management	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

The duration of the apprenticeship is typically 18 months, and it is recommended that the apprentice undertakes a minimum of 20% of their contracted employment hours across the duration of their apprenticeship as off the job training. The off the job training must be relevant to the Apprenticeship and allow the apprentice time to focus and develop their knowledge and skills to ensure they are occupationally competent upon completion of their Apprenticeship. The off the job hours may vary depending on previous experience and attainment of the apprentice, and time taken to complete the apprenticeship programme.

On/Off the Job Qualification details (Minimum Credit & Hours)

Total on and off training hours – which includes both on and off-the-job learning for the Pathway is 62 credits / 620 hours.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 60 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 60 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 60 GLH Level 2 Essential Skills Wales Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

None required.

JOB ROLES

The UK is set to be one of the most competitive marketplaces for energy management skills over the next 5 to 7 years. The role is essential in supporting organisations to meet energy and cost reduction objectives and targets within the context of wider sustainability commitments such as carbon and water management and corporate social responsibility. You will be working with a range of individuals, such as customers and suppliers, to access, analyse and understand the organisations energy and water usage. This will also include reviewing the supply chain requirements and how waste is managed. You will be able to recognise opportunities to save money and understand the key challenges associated with Transport efficiencies and emissions. You will recognise opportunities to save money and reduce carbon emissions and how this relates to the organisation's energy management strategy, regulatory and legal compliance and reporting status.

Typical job roles for this Level 3 Energy Management pathway are as follows:

- Junior Energy Manager
- Energy Analysts
- Facilities Managers
- Finance teams involved in Energy budgets
- Lifecycle/Maintenance Engineers
- New Energy Manager
- Up-Skilling Energy Specialists
- Energy/Net Zero/Carbon Champion
- Building Energy Supervisor

PROGRESSION

Level 3 Energy Management

Progression routes into: The fundamental entry condition is the employer's and training provider's confidence in the candidate's ability to thrive and achieve their potential within the Apprenticeship.

Progression from: Completing this apprenticeship programme with its transferable skills will enable progression into roles such as Energy Manager, Senior Energy Manager, Chartered Energy Manger, or specialised as Energy Procurement Manager, Energy Efficiency Manager, Facilities Managers with Energy Management focus etc. across a wide range of sectors.

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. 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 energy profession offers flexible working opportunities and a great career pathway. There are no actual barriers to recruitment into the industry, although there may be some physical restrictions particularly when accessing plant facilities for readings and data. This should not rule anyone out as there may be remote access opportunities.

Additional information is available: <https://www.euskills.co.uk/the-sectors-inclusion-commitment/>

CEOs from the sector's leading businesses have committed to proactively changing diversity statistics and promoting their businesses to under-represented talent. They are committed to working across all sectors to recruit and attract a workforce that mirrors and speaks to the communities they serve. They will highlight the great work already being done by the sector as well as continuing to drive change through a commitment to inclusive attraction, recruitment, and development of its workforce.

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

Annex 1

Level 3: Diploma in Energy and Carbon Management

[link to Qualification Wales]

GLH = 335

TQT = 620

This combined qualification includes both competence and knowledge units and contains mandatory and optional units.

Candidates are required to achieve a minimum of **62 credits** from the units listed. The minimum credit to be achieved at the level of the qualification or above is 55 credits.

47 credits to be achieved from the mandatory units and a minimum of 15 credits to be achieved from the optional units.

Unit title	Level	Credit	Credit for Competence	Credit for Knowledge
Principles of Energy and Carbon Management (M)	3	15	0	15
Analysis of Energy Consumption and Carbon Emissions (M)	3	15	8	7
Behavioural Change within the Workplace (M)	3	5	3	2
Professional Networking for Energy and Carbon Management (M)	3	3	2	1
Health and Safety in an Energy Management Environment (M)	3	3	1	2
Improving Quality Within Own Area of Work in Carbon and Energy Management (M)	3	3	2	1
Develop Working Relationships with Colleagues (M)	2	3	2	1
Energy Procurement (O)	3	4	2	2
Energy and Carbon Project Management (O)	3	7	5	2
Transport Carbon Management (O)	3	8	3	5
Waste Management (O)	3	7	4	3
Community Engagement(O)	3	2	1	1
Spreadsheet Software (O)	2	4	4	0
Spreadsheet Software (O)	3	6	5	1

