

Welsh Apprenticeship Pathway

in

Building Services Management

The content of this Pathway has been agreed by *Medr Steering Group*. This is the only Building Services Management Apprenticeship Pathway in the Construction and Building Services sector that is eligible for Medr funding.

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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 4 Pathway in Construction Site Supervision) is 182 credits.

ENTRY REQUIREMENTS

Candidates need to be of employed status and working within a supervisory capacity within the industry to meet the requirement of this pathway. The Higher Level Apprenticeship in Construction Site Supervision (Construction) – Level 4 (HNC) has been developed to meet the need of the following sectors, Building and Civil Engineering, Highways and Maintenance Repairs, Residential Development, Conservation, Demolition and Tunnelling, this broad range of occupational areas is designed to assess occupational competence in the workplace and demonstrate knowledge and understanding through the technical certificate for candidates with appropriate prior experience of work in the sectors identified. As a consequence the qualification is not suitable for younger (pre18+) learners. The introduction of the Higher Level 4 Apprenticeship will address the following:

- Provide progression from Occupational Work Supervision
- Provide progression onto Level 5 Construction apprenticeships and above
- Allow entry onto degree programmes
- Assist retention and provide a pathway for experienced workers
- Improving supervisory, management and leadership skills

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 4: Construction Site Supervision

Qualifications

Participants must achieve one of the following *competence and knowledge*

Level 4 – Level 4 NVQ Diploma in Construction Site Supervision					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson – Pearson Education Ltd	C00/4627/5 610/0970/2	62	612	Competence	English Only
City & Guilds	C00/3789/1 601/1899/4	87	390	Competence	English Only

Level 4 – Pearson BTEC Level 4 Higher National Certificate in Building Services Engineering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Pearson – Pearson Education Ltd	C00/4702/6 610/0940/4	120	1200	Knowledge	English-Welsh

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh (see example below)

Level 4: Construction Site Supervision	Level	Minimum Credit Value
Communication	2	6

Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: <i>(insert Pathway title)</i>	390	1200

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

Competence qualification - 63 credits & Knowledge qualification -120 credits

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 1590 training hours.

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

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

none

JOB ROLES

Site Manager- Working on built environment projects assisting the Site Manager to, manage staff and budgets, ensuring contract is delivered on time and to programme, responsible for hiring staff, deliveries and quality management and costs.

Project Manager- Working on built environment projects assisting the Project Manager to operate the site in a safe and secure manner, providing management information for reports, assists in client liaison meetings and sub contractor meetings.

Site Engineer- Working on built environment projects assisting the Site Engineer to survey and level sites, checking of drawings and quantities to ensure accuracy, organizes site facilities, monitors work of sub-contractors and attends site meetings

PROGRESSION

Progression routes into:

This will be from a variety of routes, including: The Higher Apprenticeship - Level 4 is specifically designed to meet the needs of candidates who have gained Level 3 qualifications including Apprenticeship (Level 3) or those with appropriate prior experience of work in the sector. Appropriate prior experience is deemed as: at least two years site experience. As a consequence the qualification is not suitable for younger (pre 18+) learners. Candidates need to be of employed status and working within a supervisory capacity within the industry to meet the requirement of this pathway. The following lists the requirement: Accepted entry requirements:

- Apprenticeship (Level 3) in Construction Building Services sector
- Apprenticeship (Level 3) NVQ in Occupational Work Supervision
- NVQ in Occupational Work Supervision

The above accepted entry requirements require candidates to be on programme for a minimum of 12 months before a completion certificate can be claimed At the end of the apprenticeship the employer will be required to sign off the apprenticeship

Progression from:

There will be a wide range of opportunities that apprentices can be involved with in a structured career path, such as building, civil engineering and specialist occupations. After gaining work experience in the chosen occupational area this apprenticeship will enable progression to: Level 5 in Construction Site Management and degree Apprenticeship in Constructions

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.

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/Medr Apprenticeships Guidance.

Further information may be obtained from: Medr