

Welsh Apprenticeship Pathway in Bricklaying

Draft version for consultation

The content of this Pathway has been agreed by CITB. This is the only Apprenticeship Pathway in the Construction and Building Services sector approved for use in Wales 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 2 Pathway Bricklaying is 62 credits.

Entry Requirements

This Apprenticeship is suitable for learners who:

- Are aged 16+ and have one or more of the following:
 - Have verifiable 3 years or more employment in the trade in which the apprenticeship is to be undertaken.
 - GCSE grade G or above in any two of the following: - English, maths and either a science or technical-based subject.
 - Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
 - Level 1 Extended Certificate or Diploma in Construction Skills (6219-06 or 6219-07)
 - G grade in The WJEC Built Environment GCSE.
 - City & Guilds Foundation in Construction and Building Services Engineering Level 2
 - City & Guilds Progression in Construction Level 2 (In the trade relevant to the apprenticeship)

Experienced learners as defined above may also have qualities or achievements beyond qualification attainment which should be considered. They will not have to attain one of the other qualifications listed.

Apprenticeship Pathway Learning Programme(s)

Level 2:

Qualifications

Participants must achieve the following competence and knowledge qualification(s) below.

Level 2 Bricklaying					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence/ Knowledge/ Combined	Qualification Assessment Language(s)
City & Guilds	C00/5420/3	62	647	Combined	Welsh & English

Essential Skills Wales (ESW)

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

Level 2: Bricklaying	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6

Proxies for Essential Skills Wales can be found on the [SASW framework document](#), point 24.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Bricklaying	1540	480

The anticipated duration of the Construction Bricklaying Apprenticeship for new entrants will be **2 years**.

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.

The total amount of training hours - which includes both on and off-the-job learning for this Pathway is 2020 training hours.

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

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

Job Roles

This Framework specifies the standards and criteria for the Level 2 Apprenticeship in Bricklaying. Successful achievement of all the components of this Framework will lead to the award of a Level 2 qualification and recognition as a qualified Bricklayer within the sector.

The Award of this Qualifications will enable the learner to apply for a CSCS Blue skilled worker Card.

This Framework has a single pathway:

- **Bricklaying**

The qualification will allow learners to plan and perform bricklaying projects, in line with nationally recognised occupational standards, before reviewing the outputs of their work.

It covers knowledge and understanding of

- working in the construction sector
- relevant legislation
- bricklaying

and skills in

- interpreting information, selecting and using resources
- adopting safe, healthy and environmentally responsible work practices
- setting out to form masonry structures
- erecting masonry structures
- erecting masonry cladding.

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

Successful completion of the Level 2 Apprenticeship in Bricklaying will equip an apprentice with:

- knowledge and understanding of the construction sector in Wales, including relevant environmental principles
- occupational knowledge and understanding of bricklaying, including the tools, techniques, materials and technologies used in the trade
- skills for working safely and productively in the construction sector
- ability to effectively plan work to complete bricklaying tasks in a work environment
- occupational performance in bricklaying
- ability to effectively review the outputs of their completed bricklaying work.

On completion, the qualification, along with employer confirmation of occupational proficiency, will provide learners with the skills and knowledge required for the learner to

be capable of working in Bricklaying across the UK. Learners can also progress onto Level 3 Bricklaying qualification.

Equality and 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/ Medr Apprenticeships Guidance.

Further information may be obtained from: [Medr](#)

Annex 1

Relationship between competence and knowledge qualifications

This is a combined qualification that delivers both the knowledge and competence requirements with minimum of 360 credits as set out in the construction apprenticeship learning and skills pathway outcomes specification.

Medr

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