

Welsh Apprenticeship Pathway in Floorcovering

Draft version for consultation

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 Medr funding.



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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 Level 2)

The total minimum credit value required for the Level 3 Pathway (Floorcovering) is 91credits.

Entry requirements

List a, this Apprenticeship is suitable for learners who:

- are aged 16+
- achieved the City & Guilds Foundation in Construction and Building Services Engineering (Level 2)
- achieved a Level 2 Diploma in floorcovering or related trade area
- have verifiable 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.

- 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: - English, maths and either a science or technical-based subject.
- A*- D grade in The WJEC Built Environment GCSE.
- WJEC Level 1/2 Awards in Constructing the Built Environment
- Level 2 Merit WJEC Level 1/2 Vocational Award in Designing the Built Environment.
- WJEC Level 3 Advanced Subsidiary GCE in Built Environment
- WJEC Level 3 Advanced GCE in Built Environment
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment
- WJEC Foundation/National Skills Challenge Certificate (Welsh Baccalaureate)

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

Experienced learners as defined in list and 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 Programmes (s)

Learners must have achieved one of the entry requirements in list a and will need to have achieved at least one of the requirements from list b for entry.

Level 3: Floorcovering

Qualifications

Construction (Level 3) – Floorcovering					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
C&G	C00/5289/3	73	734	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: Floorcovering	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.

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Floorcoverings	1540	480

The anticipated duration of the Floorcovering Apprenticeship 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.

Other additional requirements

Additional Requirement Detail (Minimum Credit and Hours)

Additional Employer Requirements

Qualification Title	Qualification No	Level	Minimum Credit Value
Digital Skills for Construction	C00/4688/1	2	4

Job roles

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Floorcoverings . Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Floor coverer within the sector. The Award of this Qualifications will enable the learner to apply for a CSCS Gold skilled worker Card.

This Framework has a single pathway:

- **Floorcovering**
Working on a construction site, to given specifications, learn to interpret drawings, install various types of flooring, and work with different materials and designs.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Floorcovering 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 Floorcovering 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 behaviours/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:

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 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 Floorcovering an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Gold 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.

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 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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