



A
MODERN APPRENTICESHIP
IN THE
GAS INDUSTRY
FRAMEWORK DOCUMENT
FOR
SCOTLAND

Energy & Utility Skills

April 2006

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The logo for Energy & Utility Skills, featuring the text "energy&utilityskills" in a white, lowercase, sans-serif font on a purple rectangular background.

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Modern Apprenticeship

In the

Gas Industry

Framework Document for Scotland

***Re-approved for use within Skillseekers in Scotland by the
Modern Apprenticeship Implementation Group on
20 April 2006***



***John Cunningham
(Chairman of the Modern Apprenticeship Implementation Group)***



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1 Modern Apprenticeships in Scotland

What are Modern Apprenticeships?

Modern Apprenticeships offer those aged over 16 paid employment combined with the opportunity to train for jobs at craft, technician and management level.

Who develops them?

Modern Apprenticeships are developed by Sector Skills Councils (SSCs) and Sector Skills Bodies (SSBs). SSCs and SSBs consult with employers and key partners in their sector to produce a training programme, which meets the needs of employers.

Who are they for?

Modern Apprenticeships are available to employees aged 16 or over. Employees need to demonstrate to their employer that they have the potential to complete the programme.

What's in a Modern Apprenticeship?

In Scotland, there are more than 80 different Modern Apprenticeship Frameworks and they all contain the same 3 basic ingredients:

- S/NVQ level 3
- Core Skills
- Industry specific training

Details of the content of this specific Modern Apprenticeship are given in the next section.

2 Modern Apprenticeships in Gas Industry

Around 7500 people are employed in the Gas Industry in Scotland and approximately 500 apprentices per year would benefit from the Gas Industry Modern Apprenticeship, although it is unlikely there will be large numbers of apprentices in the Highlands and Islands regions as the dominant energy source is not gas, although there is the potential for more apprentices in the larger towns such as Peterhead.

The larger employers in Scotland already value the Gas Industry Modern Apprenticeship route as the preferred route for their employees and, in the main the Gas Industry employees tend to be in the 16-19 age range. The consultation sought to gain feedback also from SMEs, such as domestic heating engineers and suppliers. Traditionally, these SMEs have used the plumbing Modern Apprenticeship with add-on gas units. This is not totally satisfactory and there are now skills gaps and shortages which can only be addressed through the specific gas route. Energy & Utility Skills are keen to engage with these employers and have been actively contacted all SMEs within Scotland.

There has been a certain amount of success through the consultation process in that some SMEs who have not previously engaged with the Gas Industry Modern Apprenticeship are now interested in the revised framework and are looking to employ an apprentice each in the coming year. This may be directly linked to the Scottish Executive's Central Heating Programme and the Transco Affordable Warmth Programme where employees at Clydesdale Shipbuilders retrained for the Gas Industry.

Energy & Utility Skills is the licensed Sector Skills Council for Water, Waste, Electricity and the Gas Industry and, as such, is responsible for developing and maintaining the Gas Industry Modern Apprenticeship framework in Scotland.

The gas industry has a long tradition of using Modern Apprenticeships as a major route way for the introduction and development of new entrants into the sector.

All those engaged in domestic, commercial and industrial gas activities must, under statute, be registered by the Council for Registered Gas Installers (CORGI). To achieve this, a new entrant must demonstrate a wide range of knowledge, skills and experience before undertaking the assessments necessary for CORGI registration. The S/NVQs used within the Modern Apprenticeship are linked to the Accredited Certification Scheme (ACS) which is the mechanism used to register and re-register existing gas industry employees on a five year cycle.

Two of the S/NVQs within this framework are aligned directly to ACS and therefore achievement of the S/NVQ enables CORGI requirements to be met without additional ACS assessments being required.

Scottish Executive's Central Heating Programme, Transco's Affordable Warmth and the Ambition Energy Programme have all played a part in the expansion of the domestic gas industry. As a result, more providers are approved to deliver the S/NVQs and Modern Apprenticeship and it is expected this trend will continue.

3 Summary of Framework

Diagram showing the contents of the Modern Apprenticeship in the Gas Industry

Mandatory outcomes

SNVQ Level 3

ONE of the following SNVQs must be achieved:

- | | |
|---|--------------|
| • Domestic Natural Gas Installation and Maintenance (ACS) | G6PR 23* |
| • Domestic Natural Gas Emergency Service Operations (ACS) | G6PT 23* |
| • Domestic Natural Gas Maintenance | G6PM 23* |
| • Domestic Natural Gas Installation | G6PJ 23* |
| • Gas Network Operations - Craft | 100/2045/7*+ |

*Equivalent SNVQs from other awarding bodies may also be used.

+NVQ only. No SVQs are currently available.

Core Skills

ALL of the following core skills must be achieved. See below for separate certification requirements.

- | | | |
|--------------------------|----------------|----------|
| • Communication | Intermediate 2 | D6C7 04* |
| • Working With Others | Intermediate 1 | D6CK 04* |
| • Problem Solving | Intermediate 1 | D6CE 04* |
| • Information Technology | Intermediate 1 | D6CP 04* |
| • Numeracy | Intermediate 1 | D6CA 04* |

For candidates undertaking SVQs G6PR 23, G6PT 23, G6PM 23 and G6PJ 23, Information Technology, Numeracy and Working with Others core skills must be separately certificated.

For candidates undertaking NVQ 100/2045/7, Communication, Information Technology and Numeracy core skills must be separately certificated.

*Reference numbers are for SQA core skills. Equivalent core skills from other awarding bodies may also be used.

Energy & Utility Skills Gas MA Workbook

ALL candidates must complete the bespoke Gas Modern Apprenticeship Workbook which has been produced to complement this Framework. (More details are given in section 4.)

Optional Outcomes

Energy & Utility Skills recommends the following qualifications as optional outcomes that will enhance the learning and skills development of the Modern Apprentice:

- ECDL
- IOSH or NEBOSH Health and Safety Courses
- Energy Efficiency Courses
- City & Guilds Domestic Natural Gas Installation and Maintenance level 2 VRQ
- City & Guilds Complex Domestic Natural Gas Installation and Maintenance level 3 VRQ
- City & Guilds Emergency Gas Operations level 3 VRQ.

4 The Framework

The mandatory and optional content of the Modern Apprenticeship in the Gas Industry is as follows:

Mandatory Outcomes

1 SNVQ level 3

ONE of the following SWVQs at level 3 must be achieved:

- | | |
|---|--------------|
| • Domestic Natural Gas Installation and Maintenance (ACS) | G6PR 23* |
| • Domestic Natural Gas Emergency Service Operations (ACS) | G6PT 23* |
| • Domestic Natural Gas Maintenance | G6PM 23* |
| • Domestic Natural Gas Installation | G6PJ 23* |
| • Gas Network Operations - Craft | 100/2045/7*+ |

**Equivalent SWVQs from other awarding bodies may also be used.
+NVQ only. No SVQs are currently available.*

Scottish Vocational Qualifications (SVQs) are work-based qualifications, which are based on national occupational standards of competence drawn up by representatives from each industry sector. SVQs are made up of units – normally between six and ten – which break down a job into separate functions reflecting the different kinds of activities of a job. SVQs are available at five levels – although most are at level 2 and level 3. When someone has achieved an SVQ, there is a guarantee that they have the skills and knowledge they need to do their job. All Scottish Modern Apprenticeships must contain an SVQ (or NVQ) at level 3 or above.

2 Core Skills**

ALL of the following core skills must be achieved. See below for separate certification requirements.

- | | | |
|--------------------------|----------------|----------|
| • Communication | Intermediate 2 | D6C7 04* |
| • Working With Others | Intermediate 1 | D6CK 04* |
| • Problem Solving | Intermediate 1 | D6CE 04* |
| • Information Technology | Intermediate 1 | D6CP 04* |
| • Numeracy | Intermediate 1 | D6CA 04* |

For candidates undertaking SVQs G6PR 23, G6PT 23, G6PM 23 and G6PJ 23, Information Technology, Numeracy and Working with Others core skills must be separately certificated.

For candidates undertaking NVQ 100/2045/7, Communication, Information Technology and Numeracy core skills must be separately certificated.

**Reference numbers are for SQA core skills. Equivalent core skills from other awarding bodies may also be used.*

Core Skills are skills and abilities which everyone needs in their work. This is true for every job in every workplace. Core Skills also feature in National Qualifications such as Standard Grades and Highers and from 2000, Scottish candidates have been issued with a core skills profile on their Scottish Qualifications Certificate. Candidates who have already been certificated as achieving core skills at the levels given above – either in the workplace or at school or college - do not need to repeat these core skills as part of the Modern Apprenticeship Framework.

3 Energy & Utility Skills Gas Modern Apprenticeship Workbook

The Workbook has been designed to ensure the Modern Apprentice is knowledgeable about the organisation and industry they are working in, as well as aware of environmental issues and sustainability. Many Modern Apprentices working for the large employers will cover all of this in their induction. The workbook is designed to reinforce the knowledge gained in induction but it is also there for those Modern Apprentices who may not have the same level of induction as others. Copies of the Workbook are available from Energy & Utility Skills.

Optional Outcomes

Energy & Utility Skills recommends the following qualifications as optional outcomes that will enhance the learning and skills development of the Modern Apprentice:

- ECDL
- IOSH or NEBOSH Health and Safety Courses
- Energy Efficiency Courses
- City & Guilds Domestic Natural Gas Installation and Maintenance level 2 VRQ
- City & Guilds Complex Domestic Natural Gas Installation and Maintenance level 3 VRQ
- City & Guilds Emergency Gas Operations level 3 VRQ.

5 Registration and certification

This Scottish Modern Apprenticeship is managed by Energy & Utility Skills. Energy & Utility Skills is the first point of contact for any enquiries in relation to the Framework. Contact details:

Helen White
Energy & Utility Skills Ltd
Friars Gate Two
1011 Stratford Road
Shirley
Solihull
B90 4BN

Tel: 0845 077 99 22

Email: helen.white@euskills.co.uk

Web: www.euskills.co.uk

Energy & Utility Skills will register all Scottish Modern Apprentices undertaking this Framework. **All Modern Apprentices must be registered with Energy & Utility Skills within 8 weeks of starting their apprenticeship.** Registration can be made by completing the Training Plan and Training Agreement in Appendix 3 and sending these to the above address. In the case of MAs which receive funding from LECs it is acceptable for the LEC Training Plan to be used on the condition that it includes all relevant information as set out in the MA Training Plan.

Energy & Utility Skills will issue a Modern Apprenticeship Certificate of Completion to those Modern Apprentices who have completed the mandatory outcomes of the Framework. Before a certificate is issued, Modern Apprenticeship Centres must submit evidence to the Energy & Utility Skills that the mandatory outcomes have been achieved. This will normally be in the form of photocopies of certificates from awarding bodies.

Requests for registration and certification should be made to the Energy & Utility Skills at the address above.

SSC Service level

Energy & Utility Skills undertakes to confirm the registration of candidates in writing within 8 weeks of receipt of the relevant Training Plan and Training Agreement. Each candidate will be issued with a unique registration number.

Energy & Utility Skills also undertakes to issue Certificates of Completion within 4 weeks of receipt of the appropriate evidence that a candidate has completed the outcomes as stated in the Training Plan.

6 Recruitment and selection

The recruitment and selection of Modern Apprentices is primarily the responsibility of the employer. However, the following guidance is given:

- Employees may enter a Modern Apprenticeship from the age of 16. There is no upper age limit.
- The Modern Apprenticeship is designed to attract high quality people to the industry. Achievement of academic qualifications is one way of assessing the suitability of applicants. However it should be stressed that no persons should be deterred from applying for a Modern Apprenticeship because of a lack of formal educational qualifications. As well as traditional qualifications such as Standard and Highers employers should also be aware of newer vocational qualifications or vocational activity undertaken outwith an academic institutions such as volunteering activity.
- The following factors may also influence the selection process:
 - performance during a formal interview process
 - references
 - relevant work experience
 - trial observation period.
- Employers should be aware of the nature, relevance and quality of foreign qualifications and make appropriate allowances concerning entry requirements.
- In order to promote and maintain the high status of the Modern Apprenticeship within the industry all literature distributed for recruitment purposes should emphasise the high standards of achievement expected of the candidate.
- Employers may wish to contact Careers Scotland and the SSB for advice and guidance on recruitment and selection. The Careers Scotland web site is at: www.careers-scotland.org.uk

There are no specific entry requirements for this Framework. However, the apprentice MUST be in a job role that supports the completion of the S/NVQ and should be assessed to have the ability to complete all components of the framework prior to registration. Employers and providers are encouraged to aid achievement of the framework and may find the following useful:

- Using a robust selection process
- Using recognised initial assessment tools
- Ensuring the Modern Apprentice's job role supports the completion of the S\NVQ
- Making the learning relevant and interesting.

7 Equal opportunities

Modern Apprenticeships should ensure that there is equality of opportunity for all and any barriers (real or perceived) are addressed to support anyone seeking to enter employment and undertaking the Modern Apprenticeship.

All MAs supported by the Enterprise Networks must conform to Local Enterprise Companies (LECs) contractual requirements on equal opportunities. All employers of Modern Apprentices should have an Equal Opportunities policy statement.

8 Health and safety

All aspects of health and safety at work must be recognised within the delivery of this Modern Apprenticeship Framework and all statutory requirements be adhered to.

It is a key aspect of the induction period of the Modern Apprenticeship that apprentices are fully informed both of the regulations and that they and their employers are bound by these regulations. Modern Apprentices should be made aware of their rights and duties with regard to health and safety.

All Modern Apprentices supported by the Enterprise Networks will be required to satisfy the LEC as to the adequacy of its Health and Safety policy and systems.

9 Contracts

The following three contracts are essential to the successful outcome of the Modern Apprenticeship programme:

- 1 Contract of employment signed by the employer and the Modern Apprentice
- 2 Energy & Utility Skills Training Agreement - this agreement outlines the basis of the modern apprenticeship, refers to the contract of employment and includes Health and Safety responsibilities.
- 3 Energy & Utility Skills Training Plan - this plan outlines the selected outcomes and the expected duration of the apprenticeship. In cases where funding is offered by a LEC, the LEC Training Plan will be sufficient on condition that it contains all relevant information as set out in the MA Training Plan at Appendix 2. Training Plans may be modified to reflect changing circumstances; however it is essential that Energy & Utility Skills is notified of any changes.

10 Employment status of Modern Apprentices

It is important that the sector offers genuine employment and career prospects to those people it wishes to attract through Modern Apprenticeships. Accordingly, **all apprentices must be employed for the duration of the apprenticeship.**

11 Terms and conditions of employment

In order to compete with other sectors offering Modern Apprenticeships, attractive packages will need to be developed by employers in the sector. The terms and conditions of employment for individual Modern

Apprentices will be agreed between the employer and the apprentice and should form the contract of employment.

12 Training and development

Delivery

Training delivery can take many forms under the Modern Apprenticeship system. Some organisations may become approved S/NVQ Assessment Centres; others may join consortia or use peripatetic assessors. Some large employers will be able to complete all the training and development in-house, but most employers will find that some of the training and development will have to take place away from the normal work-site. In particular the underpinning knowledge requirements are often more suited to delivery by outside training providers which might include:

- private training organisations
- colleges / universities
- other employers

Such knowledge could be delivered through training courses or through open/distance learning packages.

The option of sharing training and assessment resources amongst a cluster of employers (or across the divisions of a larger employer) will be particularly appealing to those firms which do not have the resources to provide all of the training and development. Assessment can be provided by these bodies, but the assessors and the training centre must be approved by the awarding bodies for the S/NVQ and core skills where appropriate.

Approved Modern Apprenticeship Centres

The following centres are approved by Energy & Utility Skills to deliver the Gas Modern Apprenticeship:

- Aberdeen College
- Cardonald College
- Claverhouse Group
- Dumfries & Galloway College
- Edinburgh's Telford College
- Forth Valley College
- Glasgow City Council
- Glasgow Metropolitan College
- Lauder College
- Reid Kerr College
- Scottish Gas Engineering Academy
- Tullos Training
- UHI Millennium Institute
- University of Glasgow.

Please contact Energy & Utility Skills for an up to date list of approved centres.

The SSB training plan

The plan is required to identify:

- 1 The selected Framework outcomes, specifying whether or not separate certification of the Core Skills is being sought.
- 2 Any credit to be applied for by Accreditation of Prior Learning by the Modern Apprentice.

- 3 A timetable for achievement of the selected Framework outcomes, linked to regular progress reviews.

The Training Plan should take into account any relevant previous training and development, education or work experience. Not all Modern Apprentices need have different plans, but many will vary. Moreover as reviews take place and circumstances change so the plan itself can be modified.

However any changes must:

- be subject to the quality provisions of the LEC (if the MA is being financially supported by SE or HIE)
- comply with the stipulations of this Framework
- meet the needs of the employer and apprentice.

A sample Training Plan is provided at Appendix 3 of this document, however, for those Modern Apprentices funded by LECs it is sufficient to submit the LEC Training Plan on condition that it covers the same information required in the MA Training Plan.

13 Consultation Process

Energy and Utility Skills hosted a series of consultation events throughout Scotland in winter 2005. The consultation events were followed by a wider email consultation, sent to employers already using the Framework, a sample of employers in the Scottish Enterprise and Highlands and Islands Enterprise areas not currently using the framework, all approved providers, awarding bodies and Government Agencies (including Scottish Executive, Funding Bodies, Careers Scotland and others). The main trade unions were also consulted.

In addition a publicity note regarding the consultation was posted on the Energy and Utility Skills web site and the SfBN Involve briefing and the MA Briefing distributed by SSASCOT. The companies involved in the consultation process ranged from large (Scottish and British Gas) to SMEs ranging in size from three employees upwards

A steering group of key stakeholders was formed and two consultation events were held in the Highlands and Islands Enterprise and Scottish Enterprise regions, and a wider postal and e-mail consultation followed the events. The following employers, providers and other stakeholders took part in the consultation process:

Name	Organisation
Colin McDermid	British Gas Engineering Academy
Robert Falconer	Renfrewshire Council
Stuart Rattray	Scottish Gas
Pauline Burns	Scottish Enterprise Lanarkshire
Charlie King	GMB
John Moist	GMB
John Robertson	City & Guilds
Ian Morrison	Forth Valley College
Jim Booth	Tullos Training
David Tracy	Glasgow City Council
Robert Bothwell	Glasgow Metropolitan College
Gus McCulley	Glasgow City Council
Tom Inglis	Edinburgh's Telford College
Stephen Wilson	Vokera Ltd
Andrew Morison	Cardonald College
Ian Parker	Edinburgh's Telford College
Stuart McKenna	MAIG
Tommy Cameron	Inverness College
Bill Baxter	EUS
Carol Adams	EUS Associate
Helen White	EUS

John Quinn	EUS
Steve Gillies	Gillies Gas Services Ltd
John Timlin	Howie Gas Ltd
John Apperson	Vokera Ltd
Tom Maitland	Gascall Services Ltd
Charlie King	GMB Union
Keith McDowell	Scottish Executive
Neil Snell	Scotia Gas Networks
Douglas Graham	Interg
Willie Nicholl	British Gas
Stuart Hay	Renfrewshire Council

14 Career progression

Following completion of the Gas Industry Modern Apprenticeship Framework, apprentices can expect to achieve positions in those areas as indicated on the Career Progression routes at Appendix 4.

The Career Progression route shows progression in the Gas Industry from S/NVQ level 1 through to Degree level.

Progression from Modern Apprenticeship

Following completion of the level 3 S/NVQ candidates can progress on to the level 4 NVQs in Gas Network Engineering Management OR Engineering Technology Management level 4 NVQ, Engineering Surveying of Equipment, Systems or Services level 4 NVQ.

Other progression opportunities are available to Gas Industry Modern Apprentices and the diagram at Appendix 4 indicates opportunities available.

Appendices

Appendix 1

Stakeholder Responsibilities

Many organisations and individuals share the responsibility for ensuring that the Modern Apprenticeship programme is implemented to the highest possible standard. They include:

- Sector Skills Bodies (SSBs)
- Enterprise Networks and Local Enterprise Companies (LECs)
- Awarding bodies
- Training Providers
- Modern Apprentice Implementation Group (MAIG)
- Careers Scotland
- Employers
- Modern Apprentices

Role of the Sector Skills Bodies

SSBs are responsible for developing Modern Apprenticeship Frameworks and are required to work with employers in their sectors to ensure that all Frameworks meet the needs of employers in their sectors.

For details on your sector's SSB visit www.ssascot.org.uk

Role of the Enterprise Networks and Local Enterprise Companies (LECs)

Financial support to assist with the training of Modern Apprenticeships in Scotland is administered in each area by the appropriate Local Enterprise Company (LEC). Organisations should contact their LEC to discuss financial support.

Further information is available from www.modernapprenticeships.com

Role of the awarding bodies

A significant proportion of the Modern Apprenticeship is based on the assessment of the apprentice against S/NVQs or S/NVQ units. These qualifications are accredited by the Scottish Qualifications Authority (SQA) and the Qualifications and Curriculum Authority and are offered by Awarding Bodies.

It is the responsibility of the Awarding Bodies to ensure that centres are approved, that assessors and verifiers are suitably qualified, trained and monitored, and that all of the assessment criteria of the S/NVQs and S/NVQ units are fully met.

Role of the Training Provider

The role of the training provider is important to the success of the Modern Apprenticeship. A training provider can be a further education college, a private or voluntary training company or in some cases the employer themselves or employer partnerships.

Training Providers are responsible for:

- Confirming an appropriate MA programme for candidates
- Agreeing the training needs of the candidates
- Agreeing roles and responsibilities for on the job training

- Agreeing where off the job training will be required and defining roles and responsibilities for this with relevant parties
- Ensuring trainee/candidate has access to the best quality training opportunities available
- Ensuring that the Modern Apprentices and employers fully understands the principles and processes of competence-based assessment
- Registering of MA candidates with the relevant SSB (and LEC if appropriate).
- Compiling and agreeing assessment schedules/assessment plans
- Judging performance evidence
- Completing assessment records
- Reviewing candidates progress at regular intervals
- Submitting records and evidence for moderation
- Advising the Modern Apprentice who to approach for support, advice, encouragement and in case of complaint

Role of MAIG

MAIG is an independent group drawn from key stakeholders involved in the management and delivery of the Modern Apprenticeship programme in Scotland.

MAIG is responsible for:

- Approval and re-approval of MA Frameworks
- De-approval of MA Frameworks
- Overseeing the generic marketing thrust of the MA programme in Scotland
- Encouraging best practice across MA Frameworks and sectors

Role of Careers Scotland

Careers Scotland is the natural point of contact for the recruitment and career-related needs of employers and training providers in Scotland. It provides advice and guidance on the range of Modern Apprenticeships and training providers available.

Careers Scotland is responsible for:

- Supporting Modern Apprentices with ongoing Career Planning advice.
- Providing a vacancy handling service to employers and training providers.
- Providing initial assessment of candidates and match to suitable vacancies.
- Promoting vacancies on the Careers Scotland website.

Role of the Employer

Employer's responsibilities include:

- Paying new Modern Apprentices in accordance with the company's policy and in line with current legislation
- Agreeing roles and responsibilities for on the job training
- Agreeing where off the job training will be required and define roles and responsibilities for this with relevant parties
- Highlighting opportunities for the Modern Apprentice to demonstrate competence
- Meeting with Trainers, Assessors, Verifiers and the Modern Apprentices to review progress
- Witnessing candidate performance and verify evidence
- Releasing Modern Apprentices for college/off-the-job training in line with training plan
- Providing the experience, facilities and training necessary to achieve the outcomes of the training plan.
- Supporting and encouraging Modern Apprentices and rewarding achievement
- Taking responsibility for the Health & Safety of Modern Apprentices.

Role of the Modern Apprentice

Modern Apprentices have the same responsibilities to their employer as any other employee. In addition they have a range of commitments to their training programme.

Modern Apprentices' responsibilities include:

- Observing the company's terms and conditions of employment
- Agreeing a training/development plan with all parties involved
- Undertaking development in line with agreed training plan
- Attending meetings with trainers, assessors and verifiers as required
- Attending college/off-the-job training where required
- Providing evidence of competence
- Developing a collection of evidence (portfolio) and retain ownership of this throughout
- Behaving in a professional manner throughout

Appendix 2

Modern Apprenticeship Centres (MACs)

Modern Apprentices may only be registered through organisations approved by the SSB to deliver this Framework. Such approved organisations are called Modern Apprenticeship Centres (MACs)

The MAC may be the employer of the apprentice or a separate organisation such as a training provider, College of FE, or similar.

In order to be approved, organisations must make a formal application to the SSB, seeking approval and establishing that the centre satisfies the following criteria:

Either

1 be approved by an appropriate Awarding Body as a centre for the assessment of the relevant S/NVQ(s) at level 3 (and Scottish Core Skills if these are being separately certificated)

or

2 be capable of demonstrating a contractual relationship with another approved centre for the assessment of those units for which the MAC does not have approval from an appropriate Awarding Body.

In addition

Organisations that have contracts with the Enterprise Networks for the delivery of Modern Apprenticeships must have Scottish Quality Management System (SQMS) accreditation (or be prepared to work towards accreditation) or other quality system accepted by the Enterprise Networks. Organisations that are privately funding their Modern Apprenticeship programme are actively encouraged to seek SQMS accreditation, or other quality assurance system as agreed with the SSB.

The SSB will maintain a database of MACs for the delivery of the Framework within Scotland, which will be available to employers and others.

Organisations wishing to become MACs who have yet to obtain the necessary Awarding Body approval for assessment should first contact the Awarding Body direct.

Organisations wishing to be accredited with SQMS (or other appropriate quality system) should contact their LEC.

In addition to the assessment of the Modern Apprentice against the relevant standards set by the selected Framework outcomes, the MAC has responsibility for:

- Entering into a formal training agreement with the employer and Modern Apprentice
- Registering Modern Apprentices as candidates for the relevant S/NVQ(s) and other selected units with the appropriate Awarding Body
- Registering Modern Apprentices with the SSB
- Applying for the final 'Certificate of Completion' on behalf of Modern Apprentices
- Informing the SSB of any material alterations to Modern Apprentices' training plans or desired changes to the selected Framework outcomes.

Appendix 3



MODERN APPRENTICESHIP SAMPLE TRAINING AGREEMENT

This Training Agreement is entered into by:

Name of Employer:	
Name of Modern Apprentice:	
Name of Modern Apprenticeship Centre:	

The **Employer’s responsibilities** are to:

- 1 employ the modern apprentice subject to the employer’s usual terms and conditions of employment;
- 2 provide the modern apprentice with the facilities, training and work place opportunities necessary to achieve the selected Framework outcomes specified in the apprentice’s personal training plan;
- 3 pay the modern apprentice an agreed salary which reflects the obligations of the employer and the opportunities for the apprentice;
- 4 in the event of the employer becoming unable to retain the modern apprentice after completion of the apprenticeship, to use reasonable endeavours to secure employment elsewhere;
- 5 in the event of the apprenticeship being terminated prematurely by either the employer or modern apprentice for any reason other than dismissal for unsatisfactory performance or misconduct, to use reasonable endeavours to secure employment and continuation of this apprenticeship elsewhere;
- 6 operate a formal Health and Safety policy and undertake the necessary legal and contractual responsibilities for health and safety of the modern apprentice; and
- 7 operate an Equal Opportunities policy which meets all legal requirements.

The **Modern Apprentice’s responsibilities** are to:

- 1 work for the employer in accordance with the agreed terms and conditions of employment;
- 2 undertake training, attend courses if required, keep records, and take assessments to be determined by the employer and/or Modern Apprenticeship Centre, and carry out such work as may be required in order to achieve the selected Framework outcomes specified in the apprentice’s personal training plan;
- 3 be diligent, punctual, behave in a responsible manner and in accordance with the requirements of Health and Safety legislation relating to the apprentice’s responsibilities as an individual; and
- 4 promote at all times the employer’s best interests.

The **Modern Apprenticeship Centre’s responsibilities** are to:

- 1 agree the content of the modern apprentice’s personal training plan as confirming that the selected Framework outcomes and training plans meet the criteria of this modern apprenticeship
- 2 contract with the employer to provide the training and assessment necessary to enable the modern apprentice to achieve the selected Framework outcomes specified in the apprentice’s personal training plan; and
- 3 use its best endeavours to ensure that the employer provides the modern apprentice with the facilities, training and work place opportunities necessary to achieve the selected Framework outcomes specified in the apprentice’s personal training plan.

This agreement to be signed by all parties:

Employer		Date:
Modern Apprentice <i>(or Parent/Guardian, if under 18)</i>		Date:
Modern Apprenticeship Centre		Date:



MODERN APPRENTICESHIP TRAINING PLAN

The Modern Apprenticeship Centre

Name:
Address:
Telephone:
Contact:

The Modern Apprentice

Full name:
Home address:
Work address:
Date of birth:

The Employer

Name:
Address:
Telephone:
Contact:

The Local Enterprise Company (if applicable)

Name:
Address:
Telephone:
Contact:

Framework selected outcomes

Mandatory outcomes

SVNQ level 3 Domestic Natural Gas Installation		
Mandatory units		
D8D 604	Design natural gas systems	
D8E N04	Specify programmes for working on natural gas systems	
D8E 404	Plan the work activities for natural gas systems and components	
D8D 204	*Commission and decommission natural gas systems	
D8E 304	Maintain a safe working environment for all natural gas related work	
D8D 704	Establish, maintain and develop effective working relationships with others for all natural gas related work	
D8D 504	Contribute to the improvement of business products and services for all natural gas related work	
D8C L04	Apply gas safety measures to natural gas related work activities	
D8D R04	*Install complex natural gas systems and components	
	* To achieve the full SVQ all contexts for Units * must be achieved. It should be noted that Unit certification based on a single context is not available for this qualification	
CONTEXTS		
	Cookers and laundry	
	Space Heating and Leisure	
	Central heating and water heating	
	Warm Air and Water Heating	
	Meters	
	Pipe work	

SVNQ level 3 Domestic Natural Gas Maintenance		
Mandatory units		
D8D 604	Design natural gas systems	
D8E N04	Specify programmes for working on natural gas systems	
D8E 404	Plan the work activities for natural gas systems and components	
D8D 204	*Commission and decommission natural gas systems	
D8E 304	Maintain a safe working environment for all natural gas related work	
D8D 704	Establish, maintain and develop effective working relationships with others for all natural gas related work	
D8D 504	Contribute to the improvement of business products and services for all natural gas related work	
D8C L04	Apply gas safety measures to natural gas related work activities	
D8E C04	*Service and maintain complex natural gas systems and components	
	* To achieve the full SVQ all contexts for Units * must be achieved. It should be noted that Unit certification based on a single context is not available for this qualification	
CONTEXTS		
	Cookers and laundry	
	Space Heating and Leisure	
	Central heating and water heating	
	Warm Air and Water Heating	
	Meters	
	Pipe work	

SVNQ level 3 Domestic Natural Gas Installation and Maintenance		
Mandatory units		
D8D 604	Design natural gas systems	
D8E N04	Specify programmes for working on natural gas systems	
D8E 404	Plan the work activities for natural gas systems and components	
D8E C04	<p>*Install Complex Natural Gas Systems and Components This unit can be taken in the following units contexts: D8DA 04 Cooking and Laundry D8DL 04 Space Heating & Leisure D8D9 04 Central Heating & Water Heating D8DM 04 Warm Air & Water Heating D8DJ 04 Meters D8DK 04 Pipe work</p>	
D8D 204	<p>*Commission and decommission natural gas systems This unit can be taken in the following unit contexts: D8CV 04 Cooking and Laundry D8D3 04 Space Heating & Leisure D8CR 04 Central Heating & Water Heating D8D4 04 Warm Air & Water Heating D8CY 04 Meters D8D1 04 Pipe work</p>	
D8E C04	<p>*Service and maintain complex natural gas systems and components This unit can be taken in the following contexts: D8E6 04 Cooking and Laundry D8ED 04 Space Heating & Leisure D8E5 04 Central Heating & Water Heating D8EE 04 Warm Air & Water Heating D8E8 04 Meters D8EA 04 Pipe work</p>	
D8E 304	Maintain a safe working environment for all natural gas related work	
D8D 704	Establish, maintain and develop effective working relationships with others for all natural gas related work	
D8D 504	Contribute to the improvement of business products and services for all natural gas related work	
D8C L04	Apply gas safety measures to natural gas related work activities	
	<p>* To achieve the full SVQ all contexts for Units * must be achieved. It is recognised that a candidate may wish to undertake these Units* in only one context. In such cases the context will be clearly noted on the candidate's certificate. For example unit D8DA 04 Install Complex Natural Gas Systems and Components (Cooking & Laundry). However, the candidate will not be certificated for the full SVQ until all contexts have been achieved for Units *.</p>	

SINVQ level 3 Domestic Natural Gas Emergency Services Operations (ACS)		
Mandatory units		
D8D 004	Commission and decommission natural gas systems (meters, pipe work and gas emergency service operations)	
D8E 304	Maintain a safe working environment for all natural gas related work	
D8D 704	Establish, maintain and develop effective working relationships with others for all natural gas related work	
D8C L04	Apply gas safety measures to domestic natural gas related work activities	
AS6 N04	Contribute to the control, rectification and monitoring of gas emergencies	
D8E 204	Liquefied Petroleum Gas changeover unit for gas emergency service operations	
D8C N04	Commercial natural gas changeover unit for gas emergency service operations	
D8D P04	Install complex natural gas systems and components (meters, pipe work and gas emergency service operations)	
D9T 904	Service and maintain complex natural gas systems and components (meters, pipe work, and gas emergency service operations)	
	Candidate can also choose to complete these freestanding units to complement the award, but they do not form part of the qualification	
D8D 604	Design Natural Gas systems	
D8E N04	Specify programmes for Working on Natural Gas systems	
D8E 404	Plan the work activities for Natural Gas systems and components	
D8D 504	Contribute to the improvement of business products and services for Natural Gas related work	

NVQ level 3 Gas Network Operations Mandatory units		
047	Locate and avoid supply apparatus and sub-structure in diverse situations	
048	Excavate holes and trenches in ground and pavement structures in diverse situations	
049	Re-instate excavation and pavement surface in diverse situations	
050	Contribute to an efficient and effective work environment in diverse situations	
051	Contribute to health, safety and environment in the workplace in diverse situations	
052	Operate powered tools and equipment for routine and predictable requirements in diverse situations	
053	Control allocated resource to achieve requirements in diverse situations	
054	Install engineering products or assets in diverse situations	
055	Replace assembly or sub assembly components in diverse situations	
056	Conduct specified testing of engineering products or assets in diverse situations	
057	Prepare work areas and materials for engineering activities in diverse situations	
058	Analyse and interpret the results of engineering activities in diverse situations	
	PLUS ONE UNIT FROM OPTIONAL UNITS A, ONE FROM OPTIONAL UNITS B AND THREE FROM OPTIONAL UNITS C	
Optional Units A (One from)		
059	Prepare resources and segregate the area for highways works in diverse situations	
060	Prepare resources and segregate the area for site works in diverse situations	
Optional Units B (One from)		
061	Join materials by manually controlled thermal processes in diverse situations	
062	Join materials by machine controlled thermal processes in diverse situations	
Optional Units C (Three from)		
063	Restore components to operational condition by repairs in diverse situations	
064	Contribute to the organisation of work activities in diverse situations	
065	Contribute to effective working relationships in diverse situations	
066	Determine technical requirements to achieve objectives in diverse situations	
067	Determine resource requirements to achieve objectives in diverse situations	
068	Plan for engineering activities in diverse situations	

Core Skills <i>(The minimum level required is indicated in brackets)</i>		
1	Communication (Intermediate 2)	
2	Working with others (Intermediate 1)	
3	Numeracy (Intermediate 1)	
4	Information technology (Intermediate 1)	
5	Problem Solving (Intermediate 1)	

If you require assistance in completing this form, please contact:

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Appendix 4

Career Progression Gas Industry

