



A

MODERN APPRENTICESHIP

IN

Aquaculture

at

SCQF 5

**FRAMEWORK DOCUMENT
FOR
SCOTLAND**

Lantra

January 2016

Lantra
Lantra House
Stoneleigh Park
Coventry
CV8 2LG



Contents

Modern Apprenticeships in Scotland	3
Modern Apprenticeships in Aquaculture at SCQF 5	4
Summary of Framework	7
The Framework	9
Registration and certification	11
Recruitment and selection	12
Equal opportunities	13
Health and safety	13
Contracts	13
Employment status of Modern Apprentices	13
Terms and conditions of employment	13
Training and development	14
Consultation	17
Career progression	20

Appendices

Appendix 1	Stakeholder Responsibilities	21
Appendix 2	Modern Apprenticeship Centres (MACs)	24
Appendix 3	Training Agreement and Training Plan	25

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). SSCs 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. All Modern Apprentices must have a demonstrable need to acquire significant new knowledge and skills to fulfil their job role. The modern apprenticeship framework selected for the employee must be the most appropriate learning programme generally available to that individual, providing such knowledge and skills.

What's in a Modern Apprenticeship?

In Scotland, there are more than 70 different Modern Apprenticeship Frameworks and they are all designed to deliver a training package around a minimum standard of competence defined by employers through SSCs. There are four different levels of Apprenticeship in Scotland: SCQF 5 (SVQ 2), SCQF 6/7 (SVQ 3), SCQF 8/9 (SVQ 4) and SCQF 10 (SVQ 5). They all contain the same 3 basic criteria:

- A relevant SVQ (or alternative competency based qualifications)
- Core Skills
- Industry specific training

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

Modern Apprenticeships in Aquaculture at SCQF 5

Overview of the sector

Aquaculture is a small but very important industry for Scotland providing valuable jobs and income for the economy. In 2012 there were around 280 businesses employing 2,700 people. (Lantra Aquaculture factsheet). Many of the employers are multinational companies but there are also small independent companies. Businesses include both fin fish and shellfish production including salmon, trout, halibut, mussels, scallops and oysters. Production includes sea and fresh water facilities which can be found all over Scotland but particularly along the west coast.

The aquaculture sector in the UK is currently better qualified at level 2 (SCQF Level 5) and level 3 (SCQF Level 7) in comparison to other industry sectors in the UK, with 37% of people qualified at level 2 (SCQF Level 5) (compared to 21% for other sectors) and 28% qualified at level 3 (SCQF Level 7) (compared to 19% for other sectors). This trend needs to continue due to the predicted growth of the sector, continuous advances in technology and tighter legislation. At level 4 (SCQF Level 9) however those qualified are just 7% (compared to 36% for other sectors) so it is hoped that the level 4 (SCQF Level 9) Technical Apprenticeship in Aquaculture Management will help to address this. (Lantra Aquaculture factsheet).

Often when qualified, workers are called upon to work in remote locations on site or from boats. This requires good knowledge of the equipment being used, health and safety legislation and working alone policies. This type of work requires specific skills and knowledge which learners will gain from completing a Modern Apprenticeship in Aquaculture.

Contribution to the Scottish economy

Scotland is currently the largest producer of Atlantic salmon in the EU and the third largest globally. 2013 was another record year with exports of fresh Scottish salmon worth £454 million. An independent report published in May 2014 stated that including added income across the country the industry is currently estimated to contribute a turn-over of £1.4 billion and 8,000 jobs in Scotland and if the 2020 industry production target of 223,000 tonnes is met it could have a turn-over value of £2 billion to the Scottish economy and support 10,000 jobs. (The Scottish Government website).

Existing qualifications in the sector

Existing qualifications in aquaculture in Scotland include the stand alone SVQs in Aquaculture at level 2 (SCQF Level 5) and level 3 (SCQF Level 7) offered by SQA. Qualification awards have been increasing since 2010 as shown on the table below, though there has been no take up of the shellfish pathways.

Code	Title	2011/12		2012/13		2013/14		2014/15	
		Entries	Awards	Entries	Awards	Entries	Awards	Entries	Awards
GE77	SVQ 2 (SCQF Level 5) Aquaculture: Fin Fish	7	0	74	13	36	36	43	45
GE78	SVQ 3 (SCQF Level 7) Aquaculture: Fin Fish	6	0	11	3	33	8	22	56
GE79	SVQ 2 (SCQF Level 5) Aquaculture: Shellfish	0	0	0	0	0	0	0	0
FE7A	SVQ 3 (SCQF Level 7) Aquaculture: Shellfish	0	0	0	0	0	0	0	0

The industry has identified three key areas where people are employed which are fin fish, shellfish and hatcheries. Previously there were separate pathways for fin fish and shellfish at SVQ levels 2 (SCQF Level 5) and 3 (SCQF Level 7) but no pathway for hatcheries. During the consultation the industry felt it would be more appropriate to do away with the pathways and keep the structure open to allow candidates and their employers to select the most appropriate units for the job role. The new SVQ level 4 (SCQF Level 9) Aquaculture Management also has an open structure with no pathways to suit the needs of the industry. The revised SVQ level 2 (SCQF Level 5), SVQ level 3 (SCQF Level 7) and the new SVQ level 4 (SCQF Level 9) are contained within the apprenticeships.

Apprenticeship framework – evidence of demand

Modern apprenticeships continue to be a popular way with employers in the aquaculture industry to train and qualify those entering the industry as they provide the added value of combining on the job practical experience with off-the-job technical training. The apprentices have the opportunity to work alongside qualified, experienced colleagues carrying out real work with all of the issues that go with this. This experience, combined with off-the-job training to undertake the SVQ, provides the ideal combination for both the apprentice and the employer and provides the industry with the skilled, knowledgeable workers required for the industry to grow.

Achievement of the MA has shown a steady increase over the last three years and a revised and more flexible apprenticeship should ensure that this trend continues. Take up and achievement of the level 2 (SCQF Level 5) and level 3 (SCQF Level 7) apprenticeships over the last 3 years is shown on the table below:

(* Figures for 2015/16 are not yet complete but look set to exceed 2014/2015).

	2012/2013		2013/2014		2014/2015		2015/2016*	
	Registered	Awarded	Registered	Awarded	Registered	Awarded	Registered	Awarded
Aquaculture MA 2 (SCQF 5) - fin fish	8	0	48	15	43	39	25	25
Aquaculture MA 2 (SCQF 5) - shellfish	0	0	0	0	0	0	0	0
Aquaculture MA 3 (SCQF 7) - fin fish	12	4	36	4	25	24	28	32
Aquaculture MA 3 (SCQF 7) - shellfish	0	0	0	0	0	0	0	0

Indications are that more companies want to build the level 2 SVQ (SCQF Level 5) qualification into their training framework in the future, making it a basic requirement for a farm technician. It is expected that with the improvements made to the SVQs and MAs to make them more flexible and relevant to the industry the achievement rate will increase. Predicted take up over the next three years is shown below:

	2016/2017	2017/2018	2018/2019
	Registered	Registered	Registered
Aquaculture MA at SCQF 5	50	65	80
Aquaculture MA at SCQF 7	32	48	60
Aquaculture TA at SCQF 9	10	15	20

The revised SVQ at level 2 (SCQF Level 5) now includes a unit on fish health and welfare, which was not previously included and which employers felt was important. There is also more flexibility now in the choice of units at both level 2 (SCQF Level 5) and level 3 (SCQF Level 7).

Employers also felt that it was important at level 2 (SCQF Level 5) to undertake some training in soft skills such as communication and working with others so candidates are now required to take one soft skill unit out of a choice of two.

The level 4 (SCQF Level 9) Technical Apprenticeship has been developed with industry to reflect the requirements of those moving from the level 3 (SCQF Level 7) on to the level 4 (SCQF Level 9) and also for existing managers who have

received no formal management training. The two Mandatory units are both aquaculture specific but the options include both aquaculture specific and general management to allow a wide choice of units to suit the candidate and their employer while retaining an aquaculture focus. The addition of career skills also allows for further general management units to be undertaken.

The revised MA at SCQF 5 also includes additional enhancement choices. Previously it was just Emergency First Aid but following feedback from industry now includes ‘one or more industry-specific courses/qualifications appropriate to the apprentice and the business in which he/she works’. Suitable courses/qualifications have been suggested as health and safety, hygiene, powerboat, emergency first aid, sea survival, and manual handling. This will ensure that the apprentice undertakes training that is appropriate to employer requirements. The MA at SCQF 7 remains unchanged at ‘two or more industry-specific certificates appropriate to the apprentice and the business in which he/she works’. The TA at SCQF 9 has no enhancements as it was felt that there was sufficient choice between the optional units and additional career units to cover requirements.

Core Skills

The MAs at SCQF 5 and SCQF 7 include the required level of Core Skills as detailed below. A Core Skill mapping document has been prepared which shows that the Core Skills are embedded within the MA frameworks as below:

Level 2 MA SCQF level 5		Level 3 MA SCQF level 6	
Core Skill	SCQF level of CS	Core Skill	SCQF level of CS
Numeracy	4	Numeracy	Not fully mapped
Communication	4	Communication	5
Information Technology	4	Information Technology	5
Working with others	Not fully mapped	Working with others	Not fully mapped
Problem Solving	4	Problem Solving	5

The Technical Apprenticeship in Aquaculture Management at SCQF 9 contains the Career Skills which apprentices should complete units at SCQF level 7 or above and achieve a minimum of 15 credits in total.

Summary of Framework

Diagram showing the contents of the Aquaculture Modern Apprenticeship at SCQF 5

Duration

Industry has agreed that the Aquaculture MA at SCQF 5 framework duration is on average between 1 and 2 years depending on the candidate's previous experience.

Mandatory outcomes

SVQ or alternative competency based qualification

- The following must be achieved:

- SVQ2 Aquaculture at SCQF level 5, code GL1T 22 (SQA)

Core Skills

- Communication SCQF level 4
- Working With Others SCQF level 4
- Problem Solving SCQF level 4
- Information and Communication Technology SCQF level 4
- Numeracy SCQF level 4

Core Skills are embedded within the Aquaculture SVQ with the exception of Working With Others.

Enhancements

Industry has agreed that apprentices should complete one or more industry-specific courses/qualifications appropriate to the apprentice and the business in which he/she works.

Suitable courses/qualifications include:

Ref. no.	Awarding Body	Title
GG24 45	SQA	Emergency First Aid at Work at SCQF Level 5
R266 04	Lantra Awards	Emergency First Aid at Work at SCQF Level 5
R268 04	FAQ	Emergency First Aid at Work at SCQF Level 5
R263 04	ITC	ITC Certificate in Emergency First Aid at Work at SCQF Level 5
R270 04	FAAL	Award in Emergency First Aid at Work at SCQF Level 5
R272 04	STA	STA Award in Emergency First Aid at Work at SCQF Level 5
R282 04	HABC	HABC Award in Emergency First Aid at Work at SCQF Level 5

NOTES:

The SSC should include a relevant VQ and Core Skills dependant on the MA level. The following provides a guide against each MA.

MA level	VQ level	Core Skills level
2	2	SCQF 4
3	3	SCQF 5
4	4	SCQF 6
5	5	SCQF 6

Please remove any boxes that are not required within the mandatory component.

All Scottish MA Frameworks must contain a relevant SVQ or equivalent competency based qualification.

All Scottish MA Frameworks must contain all 5 Core Skills. Where these can be demonstrated (via a detailed mapping at performance criteria to performance criteria level) to be embedded within the mandatory units of the SVQ/ CBQ, they should NOT require to be separately certificated.

Please make it clear in this section which Core Skills need to be separately certificated and which do not. You should also provide a Core Skills signposting for all Core Skills that are not embedded.

The Scottish Government is keen to see language qualifications included in all MA Frameworks and SSCs are encouraged to include these where appropriate.

If no 'enhancements' are required, remove this box.

All sectors should encourage the achievement of additional awards, qualifications and training.

R309 04	SafeCert	SafeCert SCQF level 5 Award in Emergency First Aid at Work
R320 04	IQ	IQ Emergency First Aid at Work at SCQF Level 5
R263 04	ITC	ITC Certificate in Emergency First Aid at Work at SCQF Level 5
R270 04	FAAL	Award in Emergency First Aid at Work at SCQF Level 5
R272 04	STA	STA Award in Emergency First Aid at Work at SCQF Level 5
R282 04	HABC	HABC Award in Emergency First Aid at Work at SCQF Level 5
R309 04	SafeCert	SafeCert SCQF level 5 Award in Emergency First Aid at Work
R320 04	IQ	IQ Emergency First Aid at Work at SCQF Level 5
R204 04	NEBOSH	Award in Health and safety at work at SCQF Level 5
R449 04	ITC	Award in Health and safety in the workplace at SCQF Level 5
H8NK 45	SQA	Pen farmed fin fish containment
D0PJ 12	SQA	Fish farming: floating cage operations
R306 04	FAAL	Award in manual handling principles and practice at SCQF 5
R450 04	Safe Cert	Award in manual handling principles and practice at SCQF 5
Training course		Food hygiene
Training course		RYA Powerboat
Training course		Sea survival techniques
Training course		COSHH training
Training course		Abrasive wheels
Training course		Feeding course
Training Course		MCA Medical First Aid on board Ship
Training course		Fish Health

Where a certificate has an expiry date, it must be current at the time of completion of the apprenticeship.

The above list is not exhaustive. There is flexibility to allow for additions to the list by agreement between the employer, the training provider and the learner at the beginning of the apprenticeship, which must then be agreed with Lantra.

Optional Outcomes

Additional SVQ Units/Qualifications/Training

(Detail other awards, qualifications or training programmes which are relevant and desirable.)

N/A

The Framework

Duration

It is expected that apprentices following this framework will take on average between 1 and 2 years to complete depending on previous experience. This includes 192 hours for off-the-job training.

Mandatory Outcomes

SVQ(s)/ CBQs

Each apprentice is required to achieve the following Qualification:

GL1T 22 SQA SVQ 2 Aquaculture at SCQF Level 5

All Scottish Modern Apprenticeships must contain a relevant Scottish Vocational Qualifications (SVQs) or Competency Based Qualifications (CBQs). SVQs and CBQs are work-based qualifications based on National Occupational Standards of competence drawn up by representatives from each industry sector. They are made up of units – normally between six and ten – which break a job down into separate functions reflecting the different kind of activities of a job. SVQs and CBQs are available at a range of levels – although most are at SCQF Levels 5, 6 and 7 (SVQ Level 2 and 3). When someone has achieved an SVQ or CBQ, there is a guarantee that they have the skills and knowledge needed to do their job.

Core Skills

Each apprentice is required to achieve the following core skills:

- Communication SCQF level 4 - F426 04 (6 credits)
- Working with others SCQF level 4 - F42N 04 (6 credits)
- Problem Solving SCQF level 4 - F42J 04 (6 credits)
- Information Technology SCQF level 4 - F42E 04 (6 credits)
- Numeracy SCQF level 4 - F42A 04 (6 credits)

The above core skills are embedded within the SVQ with the exception of Working With Others which will require separate certification. See Core skills mapping document for details.

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.

Enhancements

Industry has agreed that apprentices should complete one or more industry-specific courses/qualifications appropriate to the apprentice and the business in which he/she works.

Suitable courses/qualifications include:

Ref. no.	Awarding Body	Title
GG24 45	SQA	Emergency First Aid at Work at SCQF Level 5

R266 04	Lantra Awards	Emergency First Aid at Work at SCQF Level 5
R268 04	FAQ	Emergency First Aid at Work at SCQF Level 5
R263 04	ITC	ITC Certificate in Emergency First Aid at Work at SCQF Level 5
R270 04	FAAL	Award in Emergency First Aid at Work at SCQF Level 5
R272 04	STA	STA Award in Emergency First Aid at Work at SCQF Level 5
R282 04	HABC	HABC Award in Emergency First Aid at Work at SCQF Level 5
R309 04	SafeCert	SafeCert SCQF level 5 Award in Emergency First Aid at Work
R320 04	IQ	IQ Emergency First Aid at Work at SCQF Level 5
R204 04	NEBOSH	Award in Health and safety at work at SCQF Level 5
R449 04	ITC	Award in Health and safety in the workplace at SCQF Level 5
H8NK 45	SQA	Pen farmed fin fish containment
D0PJ 12	SQA	Fish farming: floating cage operations
R306 04	FAAL	Award in manual handling principles and practice at SCQF Level 5
R450 04	Safe Cert	Award in manual handling principles and practice at SCQF Level 5
Training course		Food hygiene
Training course		RYA Powerboat
Training course		Sea survival techniques
Training course		COSHH training
Training course		Abrasive wheels
Training course		Feeding course
Training Course		MCA Medical First Aid on board Ship
Training Course		Fish Health

Where a certificate has an expiry date, it must be current at the time of completion of the apprenticeship.

The above list is not exhaustive. There is flexibility to allow for additions to the list by agreement between the employer, the training provider and the learner at the beginning of the apprenticeship, which must then be agreed with Lantra.

Optional Outcomes

Not applicable

Registration and certification

This Scottish Modern Apprenticeship is managed by Lantra. The SSC is the first point of contact in Scotland for any enquiries in relation to the Framework. Contact details:

Lantra
Lantra House
Stoneleigh Park
Coventry
Warwickshire
CV8 2LG

Telephone: 02476 696996

The SSC will register all Scottish Modern Apprentices undertaking this Framework. **All Modern Apprentices must be registered with the SSC within 4 weeks of starting their apprenticeship.**

Candidates must be registered online using www.modernapprenticeship.org by setting up a record. Lantra request that the MA Agreement is uploaded to MA online before registration.

In the case of MAs which receive funding it is acceptable for the Skills Development Scotland Training Plan to be used on the condition that it includes all relevant information as set out in the MA Training Plan.

The SSC 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, training providers must submit evidence to the SSC 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 SSC at the address above.

SSC Service level

The SSC undertakes to confirm the registration of candidates in writing within 4 weeks of receipt of the relevant Training Plan and Training Agreement. Each candidate will be issued with a unique registration number.

The SSC 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.

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 Grades 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 the SSC for advice and guidance on recruitment and selection.

There are no formal entry requirements; however the learner must be employed in a suitable job role in order to gain the experience and knowledge required for the SVQ 2 Aquaculture at SCQF Level 5 and Aquaculture Modern Apprenticeship at SCQF 5.

In addition an apprentice should:

- Be prepared to attend off-the-job training
- Be able to acquire the broad range of skills, knowledge and understanding required in the apprenticeship
- Be competent to complete the level 2 SVQ (SCQF Level 5)
- Enjoy working with machinery
- Have a positive attitude towards learning

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 to undertake the Modern Apprenticeship.

All MAs supported by Skills Development Scotland must conform to any contractual requirements on equal opportunities. All employers of Modern Apprentices should have an Equal Opportunities policy statement.

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 Skills Development Scotland will be required to satisfy the adequacy of SDS's Health and Safety policy and systems.

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. SSC Training Agreement - this agreement outlines the basis of the modern apprenticeship, refers to the contract of employment and includes Health and Safety responsibilities. A sample SSC Training Agreement is set out in Appendix 3.
3. SSC Training Plan - this plan outlines the selected outcomes and the expected duration of the apprenticeship. In cases where funding is offered by SDS, the SDS Training Plan will be sufficient on condition that it contains all relevant information as set out in the Sample Training Plan at Appendix 3. Training Plans may be modified to reflect changing circumstances; however it is essential that the SSC is notified of any changes.

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.**

All Modern Apprentices must have a demonstrable need to acquire **significant new knowledge and skills** to fulfil their job role. The modern apprenticeship framework selected for the employee must be the most appropriate learning programme generally available to that individual, providing such knowledge and skills.

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.

Training and development

Delivery

Training delivery can take many forms under the Modern Apprenticeship system. Some organisations may become approved SVQ Assessment Centres; others may join a consortium 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 workplace. 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 SVQ and Core Skills where appropriate.

List of Training Providers

This list below shows the providers who are currently delivering the SVQ and Modern Apprenticeship and have confirmed they will continue to do so.

- UHI Inverness
- UHI NAFC Marine Centre
- Polaris Learning

This is a working list – please contact Lantra for up to date information.

Delivery of Training for the Modern Apprenticeship in [name of framework]

Work-based training

Delivery and assessment method

Work-based or on-the-job training is defined as skills, knowledge and competence gained within normal work duties.

On-the-job training will:

- Be planned, reviewed and evaluated jointly with the training provider, the apprentice and their employer
- Achieve clear and specific outcomes which contribute directly to the successful achievement of the MA framework and may include accredited and non-accredited elements
- Allow access as and when required by the modern apprentice to a tutor, assessor, mentor or manager
- Be delivered during contracted working hours
- Be delivered through one or more of the following methods: individual and group instruction, practical experience, coaching, mentoring, shadowing, feedback and assessment, collaborative/networked learning with peers

Assessment is generally carried out in the learner's place of work but where this is not possible assessment can be carried out in a training environment, but the situation should reflect a real work environment as far as possible. Lantra provides a guidance document for those delivering and assessing SVQs which provides clarification on delivery and assessment and sets out where simulation is allowed. Simulation must be agreed with the External Verifier first.

Regular reviews take place with the apprentice as well as their employer/mentor/supervisor (whichever is appropriate) to discuss progress. Apprentices collect evidence and get witness testimonies as well as observational evidence.

Skills required by training providers delivering the training

Appropriate qualifications from the following list should be held by those undertaking delivery and assessment depending on whether they are delivering or just assessing in the workplace:

L&D9D or L&D9DI
 A1 or A2 plus CPD (in line with the current L&D9 Standard)
 TQFE plus CPD (in line with the current L&D9 Standard)
 D32 and/or D33 plus CPD (in line with current L&D9 Standard)
 QCF Level 3 Award in Assessing
 Competence in the Work Environment
 QCF Level 3 Certificate in Assessing Vocational Achievement
 PTLLS/AET
 CTLLS/CET
 DTLLS/DET
 Cert Ed

Those involved in delivery and assessment of SVQs are advised to check with the SQA guidance on assessor and verifier competence requirements issued September 2015 which can be found at the following link:

http://www.sqa.org.uk/sqa/files_ccc/Choosing_Appropriate_Assessor_and_Verifier_Qualifications.pdf

Assessors and verifiers who currently hold D or A and V Units are still considered to be qualified assessors and internal verifiers/external verifiers and are not required to undertake the new Units. However, they must be working to the current NOS and undertaking appropriate continuous professional development. Any new assessors and verifiers, who do not currently hold any of these qualifications, should undertake the qualifications based on the current Learning and Development (L&D) NOS.

Assessors should also check the Lantra Assessment Strategy for guidance.

Appropriate occupational competence is also required for the specified qualifications and staff involved in delivery and assessment should:

- Maintain their industry knowledge through CPD activities
- Participate in in-house or awarding body training and workshops / standardisation sessions.

Delivery of underpinning knowledge (if no formal off-the job requirement)

Not applicable

Off-the-job training

Details of off-the-job training (please state if not applicable)

Off-the-job training is defined as time for learning activities away from normal work duties. Off-the-job training will:

- Be planned, reviewed and evaluated jointly between the apprentice and a tutor, teacher, mentor or manager
- Be delivered during contracted working hours
- Be delivered through one or more of the following methods: individual and group teaching, e-learning, distance learning, coaching, mentoring, feedback and assessment, collaborative/networked learning with peers, guided study and induction.
- Lead to the achievement of the SVQ and enhancements.

For completion of the Modern Apprenticeship framework at SCQF 5, this includes 192 hours of off-the-job training.

Delivery and assessment method

Depending on the training provider delivery of the training may include:

- Attending day/block release
- Distance learning
- Using on line tutorials
- Completion of work based projects

Underpinning knowledge is delivered as an integral part of the SVQ and will be delivered by the training provider as part of off-the-job training as well as informally as part of on-the-job training with their employer. Modern apprentices may also be required to prepare for lessons by carrying out self-study.

Underpinning knowledge will be assessed through methods such as:

- Questioning during observation
- Structured oral and written questioning
- On-line questioning
- Set tasks and scenarios
- Task based work activity

Assessment is generally carried out in the learner's place of work but where this is not possible assessment can be carried out in a training environment but the situation should reflect a real work environment as far as possible. Lantra provides a guidance document for those delivering and assessing SVQs which provides clarification on delivery and assessment and sets out where simulation is allowed. Simulation must be agreed with the External Verifier first.

It takes modern apprentices on average between 1 and 2 years to achieve the SVQ 2 in Aquaculture at SCQF Level 5 and complete the framework.

Exemptions

Not applicable

The SSC 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 A summary of the Modern Apprentices accredited prior learning
- 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 Skills Development Scotland (if the MA is being financially supported)
- 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 SDS area office it is sufficient to submit the Skills Development Scotland Training Plan on condition that it covers the same information required in the MA Training Plan.

Consultation Process

During 2015 consultation took place with SQA Accreditation, SQA Awarding Body, training providers, employers and trade bodies using meetings and electronic communication.

Four meetings were held in Scotland and two consultations. A meeting was held on the 7th May 2015 in Perth which was attended by 15 people, including both employers and providers. Two meetings of just providers were held in Inverness on the 9th June and the 28th August 2015 which were attended by a total of 11 people either in person or via video or audio link. A final meeting of employers was held in Stirling on the 8th September 2015 which was attended by 5 employers plus one training provider and SQA Awarding Body.

The meetings were used to discuss and agree changes required to the content and structure of the existing level 2 (SCQF Level 5) and level 3 SVQ (SCQF Level 7) and MA frameworks and the requirements for the new level 4 SVQ and Technical Apprenticeship. The two consultations were held electronically to allow input from employers who may not be able to spare the time to attend a meeting and allow for a wider geographical spread. The first consultation was specifically for the SVQ content and was open from 17th August – 1st September 2015 and the second one focussed on the MA revisions and proposed TA and was open from 14th October – 14th November 2015.

The first consultation focussed on the content of the SVQs and included sending out copies of the proposed SVQ structures for levels 2 (SCQF Level 5), 3 (SCQF Level 7) and 4 (SCQF Level 9) with a request to consider whether we have the right balance between mandatory and optional units and whether the mandatory units were the right ones. Copies of the revised NOS were also included. The consultation was posted on our online consultation tool and also emailed to all our contacts. People were also invited to attend the meetings on the 28th August and the 8th September 2015 to contribute their comments.

The second consultation focussed on the content of the revised MAs and the new TA and included sending out the suggested changes to the MA framework and asking people to let us know if they agreed with the changes or had any other suggestions or comments. The list included the changes to the enhancements at level 2 and wording of

the entry requirements for the TA. Questions were also asked about the duration, on and off-job training, job opportunities, progression and barriers to take-up.

After checking with the HR departments of a couple of the larger companies it was understood that the fish farming industry in general was not heavily unionised (mostly on the fish processing side covered by Unite the Union and the GMB). These two unions were then contacted by email and telephone with details of the MA revisions to check whether they had any members on the fish farming side that could comment. The GMB confirmed that they found the documents 'interesting and informative' and while they had no immediate comments they would 'create a file to ensure Officers who if and when require an understanding of the sector'.

Unite confirmed that they do have some union membership in fish farming and sent a request out to members to ask for 'any members/activists/stewards who could liaise with Lantra with regards to the (MA) proposals'. Unfortunately they did not receive any responses to this request.

Over 50 people were contacted about the consultation and asked to pass the message on to their colleagues and 33 people took part, (response rate of 58%), either by attending a meeting or providing feedback electronically. The table below shows the organisations who contributed with their size and location:

Organisation	Type of organisation	Size	Location
The Scottish Salmon Co	Employer	460	Edinburgh, Argyll, Stornaway
Scottish Seafarms	Employer	Over 400	17 farms located all over the Scottish mainland and islands
Dawnfresh	Employer	500	Uddington, Arbroath, Grantown-on-Spey. Several farms located in north Scotland.
Kames Fisheries	Employer	51 - 250	Oban
Marine Harvest	Employer	680	Fort William and several farms in the west of Scotland and Western Isles
FAI Aquaculture Ltd, Ardtoe Marine Research Facility	Research		Argyll
Loch Fyne Oysters	Employer	120	Cairndow
Cooke Aquaculture	Employer	300	Several farms located in Orkney, Shetland and the Scottish mainland
Torhouse Trout	Employer	51 - 250	Newton Stewart
Scottish Aquaculture Innovation Centre	Industry body		Stirling
Scottish Salmon Producers Organisation	Trade Body	150 members in Scotland	Scotland wide
Stirling University	Training provider		Stirling
UHI Inverness	Training provider		Inverness
UHI Argyll	Training provider		Argyll
UHI NAFC	Training provider		Shetland
Pisces Learning Innovations Ltd	Training Provider		Dumfries
Polaris Learning	Training provider		Oldmeldrum, Aberdeenshire
Skillfish	Training Provider		UK wide

SRUC	Training provider		Dumfries, Edinburgh
SQA Accreditation	Accreditation body		Scotland wide
SQA Awarding Body	Awarding body		Scotland wide

The results of the consultation exercises resulted in the following:

- Current Aqu12 and Aqu13 units were merged
- New unit for fish health and welfare was developed
- Mandatory units at SVQ level 2 (SCQF Level 5) were reduced from 6 to 4, total units required reduced from 10 to 9
- Importance should be given at level 2 (SCQF Level 5) to soft skills such as communication and working with others. It was therefore agreed that the Options be split into two groups, one containing the soft skills and one containing the other units and candidates should be required to achieve one of the soft skills.
- Fin fish and shellfish routes removed at SVQ 2 (SCQF Level 5) and SVQ 3 (SCQF Level 7) to allow candidates and their employers more flexibility in selecting suitable optional units
- Control of pests and predators moved from the level 2 SVQ (SCQF Level 5) to the level 3 SVQ (SCQF Level 7)
- SCQF credit and levelling was carried out for all of the new units and those with significant changes and some others were checked
- Additional enhancement choices in the MA at SCQF 5 changed to ‘one or more industry-specific courses/qualifications appropriate to the apprentice and the business in which he/she works’. Suitable courses/qualifications have been suggested as health and safety, hygiene, powerboat, emergency first aid, sea survival, and manual handling.

Career progression

Following completion of the Modern Apprenticeship, candidates should be able to achieve positions in areas such as:

Modern Apprenticeships provide those entering the industry with a sound foundation for career development and further learning. Following a career path leads to higher levels of technical expertise and professionalism and can lead to careers in management.

Modern Apprentices will learn the skills and knowledge that they require to work in the sector, through both off- and on-the-job training and are able to take units relevant to their job allowing them to tailor their programme to meet their needs.

New entrants to the sector will undertake the MA at SCQF 5 which will develop a knowledge and understanding of the principles of aquaculture plus basic practical skills. Learners can progress straight from school onto the MA at SCQF 5 and achievement will allow them to work in the sector as a qualified farm worker/assistant/technician/fish husbandry person.

Following completion of the Modern Apprenticeship at SCQF 5 learners should be able to secure positions such as:

Related jobs at level 2	Brief description of responsibilities
Farm assistant/worker	Work outdoors as part of a team, focusing on all aspects of successful fish production: feeding, grading, harvesting, net changing and other general farm maintenance tasks, including boat handling.
Farm technician	
Fish husbandry person	

From the MA at SCQF 5 learners will be able to progress onto the MA at SCQF 7 which provides much more detail on aquaculture activities and is for those with more responsibility. Achievement at this level will allow them to work in the sector as a senior farm technician or to take on supervisory responsibilities. Further information is also available on the My World of Work website <http://www.myworldofwork.co.uk/>.

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:

- Awarding Bodies
- Employers
- Modern Apprentices
- Modern Apprenticeship Group (MAG)
- Sector Skills Councils (SSCs)
- Skills Development Scotland
- Training Providers

Role of the Sector Skills Councils

SSCs 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 SSC, follow the link to the Federation for Industry Sector Skills and Standards website <http://fisss.org/>.

Role of Skills Development Scotland (SDS)

MA frameworks are used by employers as part of their workforce development to train new employees and up-skill existing members of staff. They can be (and often are) used regardless of whether financial support is available from the delivery body who currently provides a 'contribution' towards the cost of delivery. However, only approved MA Frameworks will be eligible for funding support from Skills Development Scotland who should be contacted to establish the availability and level of support for each MA Framework.

Further information is available from: <http://www.skillsdevelopmentscotland.co.uk/our-services/modern-apprenticeships.aspx>

SDS provides advice and guidance to individuals on the range of Modern Apprenticeships and training providers available. Individuals are signposted to opportunity providers who offer training in the vocational areas of interest.

Responsibilities include:

- Supporting the Modern Apprentice with ongoing Career Planning advice
- Signposting candidates to suitable vacancies
- Promoting the Modern Apprenticeship route on the Skills Development Scotland website
- Facilitating recruitment events that bring together jobseekers and opportunity providers

Role of the Awarding Bodies

A significant proportion of the Modern Apprenticeship is based on the assessment of the apprentice against SVQs/ CBQs or SVQ/ CBQ units. These qualifications are accredited by the SQA Accreditation and the Office of the Qualifications and Examinations Regulator (Ofqual) 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 SVQs/ CBOs and SVQ/CBQ 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 understand the principles and processes of competence-based assessment
- Registering of MA candidates with the relevant SSC (and Skills Development Scotland 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 the Modern Apprenticeship Group (MAG)

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

MAG is responsible for:

- Approval and re-approval of Modern Apprenticeship Frameworks
- De-approval of Modern Apprenticeship Frameworks
- Encouraging best practice across Modern Apprenticeship Frameworks and sectors

Role of the Employer

Employers' responsibilities include:

- Paying all Modern Apprentices in accordance with company 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 verifying evidence

- Releasing Modern Apprentices for college/off-the-job training in line with training plan
- Ensuring 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 SSC 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, further education college, a private or voluntary training company or in some cases the employer themselves or employer partnerships.

In order to be approved, organisations must make a formal application to the SSC, 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 SVQ/ CBQ (and 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

The SSC 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 Skills Development Scotland.

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 SVQ/ CBQ (s) and other selected units with the appropriate Awarding Body
- Registering Modern Apprentices with the SSC
- Applying for the final 'Certificate of Completion' on behalf of Modern Apprentices
- Informing the SSC 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		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:

Skills Development Scotland office

Name:
Address:
Telephone:
Contact:

Framework selected outcomes

Mandatory outcomes

SVQ/ CBQ Level (please identify level) <i>(List mandatory and optional units)</i>		Tick units being undertaken	SCQF Level	SCQF Credit Points
SVQ/ CBQ level (please identify level) <i>(List mandatory and optional units)</i>				
Enhancements				

Core Skills <i>(Include details of the minimum level required)</i>		Tick units being undertaken	SCQF Level	SCQF Credit Points
1	Communication			
2	Working with others			
3	Numeracy			
4	Information and communication technology			
5	Problem Solving			

Optional outcomes

Additional units (if any) <i>These are optional and should reflect the individual training needs of the Apprentice</i>		Tick units being undertaken	SCQF Level	SCQF Credit Points
	(specify unit)			
	(specify unit)			
	(specify unit)			
	(specify unit)			

Summary of Modern Apprentice’s accredited prior learning:

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

Lantra
Lantra House
Stoneleigh Park
Coventry
Warwickshire
CV8 2LG

Telephone: 02476 696996