



A

# MODERN APPRENTICESHIP

IN

## Management at SCQF Level 7

FRAMEWORK DOCUMENT  
FOR  
SCOTLAND

INSTRUCTUS SKILLS

February 2018

Instructus Skills  
Unit 3 Cherry Hall Road  
North Kettering Business Park  
Kettering  
Northamptonshire  
NN14 1UE



## Contents

|   |    |
|---|----|
| Modern Apprenticeships in Scotland      | 3  |
| Modern Apprenticeships in Management    | 4  |
| Summary of Framework                    | 6  |
| The Framework                           | 7  |
| Registration and certification          | 8  |
| Recruitment and selection               | 10 |
| Equal opportunities                     | 10 |
| Health and safety                       | 10 |
| Contracts                               | 11 |
| Employment status of Modern Apprentices | 11 |
| Terms and conditions of employment      | 11 |
| Training and development                | 11 |
| Consultation                            | 16 |
| Career progression                      | 16 |

## Appendices

|            |                                      |    |
|------------|--------------------------------------|----|
| Appendix 1 | Stakeholder Responsibilities         | 18 |
| Appendix 2 | Modern Apprenticeship Centres (MACs) | 21 |
| Appendix 3 | Training Agreement and Training Plan | 22 |

## 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 Management at SCQF Level 7

Currently there are three Modern Apprenticeship frameworks in Management approved for use in Scotland. These frameworks are at SCQF Level 7, SCQF Level 9 and SCQF Level 11. The Management Apprenticeships are pan sector frameworks which are relevant to micro, small, medium and large organisations working within the public, private and voluntary (charity) sector, across all industry sectors.

The current Management Modern Apprenticeship frameworks help to develop the skills, knowledge and competencies required to be effective Managers and Leaders. Management & Leadership skills have a major impact on the development, productivity and performance of organisations of all sizes and across all sectors of the economy. Many leaders and managers are innovative, creative, visionary and inspirational. In today's fast-moving competitive environment there is a need to continuously develop Management & Leadership skills.

The Management Apprenticeship frameworks were last reviewed in 2011. The Management SVQ structures have recently been updated which resulted in updates to the mandatory units and more optional units being added to the Management SVQ qualification structures. New Management SVQ qualifications have recently been accredited. The Management SVQs have been designed to provide flexible qualifications, with a wide range of units based on the Management National Occupational Standards (NOS) covering the following themes:

- Managing self
- Providing direction
- Facilitating innovation and change
- Working with people
- Using resources
- Achieving results

Given the reasons above it is important that Management Apprenticeships are reviewed to ensure they remain current and up-to-date and reflect the current requirements of Modern, Technical and Professional Apprenticeships in Scotland.

The main objectives of the Management Apprenticeships are to:

- support the development of a highly skilled Management workforce in Scotland
- equip individuals with the skills, knowledge and experience needed to undertake Management roles in a range of sectors, organisations and business settings
- provide a flexible entry route into a career in Management
- provide apprentices with an opportunity to raise their skill levels and develop the skills, knowledge and experience they need to progress to higher level Management job roles with additional responsibilities
- Give apprentices the opportunity to develop their core skills in communication, numeracy, ICT, working with others and problem solving or career skills if they are undertaking a Management Technical (at SCQF Level 8 and 9) or Professional Apprenticeship (at SCQF Level 10 and 11)

### Overview of Management Occupations

Management occupations involves jobs at a variety of different levels in all types of industry sectors. This means there are many different roles and work environments to choose from. The Management occupation also offers a range of jobs with different levels of responsibilities and salaries. Therefore, there is a variety of progression and Continuous Professional Development (CPD) opportunities available for Managers and Leaders.

**Labour Market Information (LMI) for the Management Workforce**

**UK Employment by Occupation (July 2016 – June 2017)<sup>1</sup>**

|   | Scotland           | England              | Wales             | Northern Ireland | UK                   |
|---|--------------------|----------------------|-------------------|------------------|----------------------|
| SOC 2010 Major Group 1<br>Managers, Directors and Senior Officials<br>(All in employment) | 222,600<br>(8.6%)  | 2,945,400<br>(11%)   | 134,600<br>(9.5%) | 66,100<br>(7.9%) | 3,368,700<br>(10.6%) |
| SOC 2010 Major Group 1<br>Managers, Directors and Senior Officials<br>(Male)              | 138,500<br>(10.4%) | 1,924,500<br>(13.4%) | 82,400<br>(11.2%) | 42,500<br>(9.6%) | 2,187,900<br>(13%)   |
| SOC 2010 Major Group 1<br>Managers, Directors and Senior Officials<br>(Female)            | 84,100<br>(6.7%)   | 1,020,900<br>(8.2%)  | 52,200<br>(7.7%)  | 23,600<br>(6%)   | 1,180,700<br>(8%)    |
| All SOC Groups  | 2,591,700          | 26,818,200           | 1,415,500         | 837,600          | 31,663,000           |

There are 222,600 people employed as Managers, Directors and Senior Officials in Scotland, which represents 8.6% of the Scottish workforce. This demonstrates that Managers, Directors and Senior Officials represent a significant percentage of the Scottish workforce and makes a significant contribution to the Scottish economy.

**Management Job Roles**

Managers play an integral role in developing and supporting organisational objectives through a wide range of functions such as planning, leading and managing teams, allocating and monitoring the work of a team, supporting team members, managing team dynamic, delegation, managing conflict, managing performance, implementing change, managing project, managing budgets, managing resources.

Job titles for Management apprentices could include:

| Example Job Titles for Management Occupations |                    |                    |
|---|--------------------|--------------------|
| SCQF Level 7                                  | SCQF Level 9       | SCQF Level 11      |
| Assistant Manager                             | Area Manager       | Director           |
| First Line Manager                            | Department Manager | Head of Department |
| Section Manager                               | Manager            | Manager            |
| Senior Supervisor                             | Operations Manager | Regional Manager   |
| Shift Manager                                 | Specialist Manager | Senior Manager     |
| Trainee Manager                               |                    |                    |

<sup>1</sup> Official Labour Market Statistics - Nomisweb.co.uk, Employment by Occupation, Search 31 October 2017, Annual population survey

## Summary of Framework

Diagram showing the contents of the Modern Apprenticeship in Management at SCQF Level 7

### Duration

The average duration of the apprenticeship is 18 - 24 months.

### Mandatory outcomes

#### SVQ or alternative competency based qualification

- One of the following must be achieved:

- SVQ in Management at SCQF Level 7, GN1E 47 (City and Guilds)
- SVQ in Management at SCQF Level 7, GM6P 47 (CMI)
- SVQ in Management at SCQF Level 7, GM26 23 (SQA/CMI)

#### Core Skills

- Communication (SCQF Level 5)
- Working with Others (SCQF Level 5)
- Problem Solving (SCQF Level 5)
- Information and Communication Technology (SCQF Level 5)
- Numeracy (SCQF Level 5)

The Communication, Working with Others and Problem Solving Core Skills are fully embedded within the Management SVQ at SCQF Level 7 mandatory units and do not require separate certification. The Information and Communication Technology and Numeracy Core Skills must be separately assessed and certificated.

#### Enhancements

ONE mandatory enhancement must be achieved. This is either:

- One core skill at a higher level
- OR
- One unit from an SVQ at SCQF Level 6 or above relevant to the apprentice's job role
- OR
- One additional unit from the Management SVQ at SCQF Level 7

### Optional Outcomes

#### Additional SVQ Units/Qualifications/Training

Instructus Skills encourages the achievement of additional awards, qualifications and training, where relevant.

## The Framework

### Duration

It is expected that apprentices following this framework will take 18-24 months to complete.

### Mandatory Outcomes

#### SVQ(s)/ CBQs

Each apprentice is required to achieve one of the following Qualifications:

- SVQ in Management at SCQF Level 7, GN1E 47 (City and Guilds)
- OR
- SVQ in Management at SCQF Level 7, GM6P 47 (CMI)
- OR
- SVQ in Management at SCQF Level 7, GM26 23 (SQA/CMI)

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 5 |
| Working with others                      | SCQF Level 5 |
| Problem Solving                          | SCQF Level 5 |
| Information and Communication Technology | SCQF Level 5 |
| Numeracy                                 | SCQF Level 5 |

The Communication, Working with Others and Problem Solving Core Skills are fully embedded within the Management SVQ at SCQF Level 7 mandatory units and do not require separate certification. The Information and Communication Technology and Numeracy Core Skills must be separately assessed and certificated.

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

ONE mandatory enhancement must be achieved. This is either:

- One core skill at a higher level
- OR
- One unit from an SVQ at SCQF Level 6 or above relevant to the apprentice's job role
- OR
- One additional unit from the Management SVQ at SCQF Level 7

## Optional Outcomes

Instructus Skills encourages the achievement of additional awards, qualifications and training, where relevant.

## Registration and certification

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

Instructus Skills  
Unit 3 Cherry Hall Road  
North Kettering Business Park  
Kettering  
Northamptonshire  
NN14 1UE  
Email: [skills@instructus.org](mailto:skills@instructus.org)  
Telephone: 01536 738 631

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.**

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 specific sectoral or cross sector requirements for entry on to the Management Modern Apprenticeship Framework at SCQF Level 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 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

Aberdeen & Grampian Chamber of Commerce  
AD Services Scotland Ltd  
Borders College  
BT Group PLC  
Capita Talent Partnerships  
CBT Ltd  
Competence Matters  
Crawley Consultants  
Direct Partners Ltd  
Dundee and Angus College  
EKGTA  
Fife College  
Forth Valley College  
Genius People  
Go@I Training Ltd  
GTG Training Ltd  
Impact Results Ltd  
Intec Business Colleges  
Intraining Group Ltd  
JB Management Ltd  
Kwik Fit Financial Services  
Learndirect (JHP)  
Limelight Careers Ltd  
MetTECH UK  
MGT Training Ltd  
Microcom Training  
Minerva People Limited  
Muir Slicer Associates Ltd  
New College Lanarkshire  
Oaks Training & Development Ltd  
Pentland Assessment Centres Ltd  
pitchblue LLP  
Recruitment Training (Edinburgh) Ltd  
Rewards Training - Glasgow  
Rhino Training Limited  
Robson Associates Ltd  
RT Resources Ltd  
Safety Training Solutions Ltd  
SDConsultancy  
Skillnet Limited  
Strathearn Training  
The Tell Organisation Ltd  
Train'd Up  
Training Academy Ltd  
Training Direct Ltd  
Training Matters  
Virtual Learning Academy  
West College Scotland (Clydebank)  
West College Scotland (Reid Kerr)  
West Lothian College  
XL Training  
You Train Ltd

## Delivery of Training for the Modern Apprenticeship in Management

### Work-based training

#### Delivery and assessment method

Evidence of occupational competence of all management SVQ units at any level, should be generated and collected through performance under workplace conditions. This includes the knowledge-based learning outcomes and assessment criteria of the (SVQ) competence units.

These conditions would be those typical to the learner's normal place of work. The evidence collected under these conditions should also be as naturally occurring as possible. It is accepted that not all employees have identical workplace conditions and therefore there cannot be assessment conditions that are identical for all learners. However, assessors must ensure that, as far as possible, the conditions for assessment should be those under which the learner usually works.

Please see the Management Assessment strategy for more information.

#### Skills required by training providers delivering the training

##### Assessors

The primary responsibility of an Assessor is to assess learners' performance in a range of tasks and to ensure the evidence submitted by the learner meets the requirements of the assessment criteria.

It is important that an assessor can recognise occupational competence as specified by the national standard. Assessors therefore need to have a thorough understanding of assessment and quality assurance practices, as well as have in-depth technical understanding related to the qualifications for which they are assessing learners.

##### To be able to assess learners, Assessors must:

- be "occupationally competent". Assessors must provide current evidence of competence, knowledge and understanding in the areas to be assessed. This will normally be achieved through demonstrating competence in the roles which are to be assessed or demonstrated by relevant experience and continuing professional development (CPD) which may include the achievement of qualifications relevant to the areas being assessed.

##### AND ONE OF EITHER OF THE FOLLOWING

- hold an appropriate qualification, as specified by SQA Accreditation regulatory authority, confirming their competence to assess learners undertaking SVQs in Team Leading and Management. Assessors holding older qualifications must be able to demonstrate that they are assessing to the current standards.

##### OR

- be working toward an appropriate qualification, as specified by SQA Accreditation regulatory authority. Any Assessors working towards an appropriate qualification must ensure their decisions are countersigned by a suitably-qualified assessor/verifier and should be supported by a qualified assessor throughout their training period.

##### AND

- have a full and current understanding of the units and requirements of the qualifications being assessed, including the quality of assessment and the assessment process.

It is the responsibility of approved centres to select and appoint assessors.

##### Internal Verifiers (IV)

A primary responsibility of IVs is to assure the quality and consistency of assessments by the assessors for whom they are responsible. IVs therefore need to have a thorough understanding of quality assurance and assessment practices, as well as sufficient technical understanding related to the qualifications that they are internally verifying. It will be the responsibility of the approved centre to select and appoint IVs.

**To be able to internally verifier IVs must:**

- be “occupationally competent”. IVs must demonstrate sufficient and current understanding of the qualifications to be internally verified, and know how they are applied in business.

**AND ONE OF EITHER OF THE FOLLOWING**

- hold an appropriate qualification, as specified by SQA Accreditation regulatory authority, confirming their competence to internally verify assessments and learners. IVs holding older qualifications must be able to demonstrate that they are verifying to the current standards.

**OR**

- be working toward an appropriate qualification, as specified by SQA Accreditation regulatory authority. If an IV is working towards an appropriate qualification, their decisions must be countersigned by a suitably qualified IV and should be supported by a qualified IV throughout their training period.

**AND**

- demonstrate competent practice in internal verification of assessment, and demonstrate understanding of the principles and practices of internal verification of assessment, including the quality of assessment and the assessment process.

All assessors, moderators and verifiers are required to maintain current Team Leading and Management competence to deliver these functions. Such information must be formally recorded in individual CPD records that maintained in assessment centres.

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

Delivery of underpinning knowledge is through the units that are within the Management SVQ qualification.

**Off-the-job training**

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

Underpinning knowledge is achieved through the units that are within the Management SVQ qualification (mandatory and optional units). This component is not separately certificated, but certificated as a part of the overall SVQs.

**Delivery and assessment method**

The delivery and assessment of off-the-job training is flexible. The method used will be decided by the employer, the training provider and the apprentice, as part of the apprentice’s individual training plan.

**Exemptions**

N/A

## 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

Instructus Skills undertook a consultation with employers, training providers and other key stakeholders to inform the review of the Management Apprenticeship frameworks. In particular, all of the mandatory outcomes of the Management frameworks, apart from the Management SVQs, were reviewed to ensure they continue to meet employer's needs in Scotland, are fit for purpose and offer an up to date and relevant programme of qualifications and training for Scotland.

The Management SVQ structures have recently been updated and new Management SVQ qualifications have recently been accredited. The Management SVQs have been designed to provide flexible qualifications, with a wide range of units based on the management NOS covering the following themes:

- Managing self
- Providing direction
- Facilitating innovation and change
- Working with people
- Using resources
- Achieving results

The consultation gave employers, training providers and other key stakeholders an opportunity to provide their feedback on the review of the Management Apprenticeships.

### Methodology used for Consultation

The methodology used for this consultation needed to be affordable and at the same time as being accessible to employers, training providers and key stakeholders across Scotland. We therefore utilised technology by using an online survey (Zoho) to gather employers, training providers and key stakeholder's views on the Management Apprenticeships. The online survey ran from 10 October to 30 November 2017.

Instructus Skills also completed additional consultation, primarily with registered centres, during January 2018, in the form of one to one telephone consultations.

## Career progression

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

Following completion of the Management Modern Apprenticeship at SCQF Level 7, candidates should be able to achieve positions such as:

- Assistant manager
- First line manager
- Manager
- Section manager
- Shift manager

There are various progression routes from the Management Modern Apprenticeship at SCQF Level 7, including:

- The Technical Apprenticeship in Management at SCQF Level 9
- Other Technical Apprenticeships in related disciplines (at SCQF Level 8 and above)
- Higher level Management and/or Business related qualifications such as SVQs, Higher National Certificates (HNCs)
- Professional development awards
- Professional qualifications

# 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/ CBQs 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:

|  |  |
|--|--|
| <b>Name of Employer:</b>                     |  |
| <b>Name of Modern Apprentice:</b>            |  |
| <b>Name of Modern Apprenticeship Centre:</b> |  |

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:

|                                     |  |              |
|-------------------------------------|--|--------------|
| <b>Employer</b>                     |  | <b>Date:</b> |
| <b>Modern Apprentice</b>            |  | <b>Date:</b> |
| <b>Modern Apprenticeship Centre</b> |  | <b>Date:</b> |



**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**

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

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

**Optional outcomes**

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

**Summary of Modern Apprentice’s accredited prior learning:**

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

Instructus Skills  
Unit 3 Cherry Hall Road  
North Kettering Business Park  
Kettering  
Northamptonshire  
NN14 1UE  
Email: [skills@instructus.org](mailto:skills@instructus.org)  
Telephone: 01536 738 631