

Pathway Apprenticeships Phase 1B PA Framework Information Appendix 1

Version History

Version	Revision(s)	Approved By	Date
1	First Publication for PCS		03/12/2020
2	Update to Framework Qualification table		25/02/2020
3	Reference to Skills for Work changed to PEO/FA		11/03/2021

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1. Qualification

Pathway Apprenticeships (PA) are currently available at SCQF Level 5 and SCQF Level 6. The qualification structure is based on the Foundation Apprenticeship, with the exception of the Engineering pathway. The Foundation Apprenticeships utilised within the Pathway apprenticeship programmes incorporate recent adaptations that have been made to enhance flexibility around work placements to support providers to deliver them – either physically or through remote working. Pathway Apprenticeships therefore also incorporate a Work-based Challenge unit. This unit adds to the existing industry engagement elements of the qualification and supports the theoretical aspect of work-based learning and development of meta-skills.

The adaptations provide more flexibility in delivery so that participants can achieve the same high quality work-based learning qualification at SCQF Level 5 and Level 6 and enable progression routes.

The specifications are set out below and must be delivered in conjunction with the Work Based Challenge unit.

Pathway Apprenticeship: Social Services and Healthcare (Customised Route)

GR84 46 Foundation Apprenticeship in Social Services and Healthcare (Customised Route)			
Group Award Title	Unit Title	SCQF level	SCQF Credits
GL3W 46 National Progression Award (NPA) in Social Services and Healthcare at SCQF level 6	HD6J 46 Social Services in Scotland	6	6
	HD6V 46 Safeguarding People	6	6
	HD6T 46 Communication in Care Relationships	6	6
	HD6W 46 Safe Practice and Wellbeing in Social Services	6	3
	HD6X 46 Human Development and Social Influences	6	3
Work Based Learning	Customised Unit J55F 04 Support effective communication	6	10
	Customised Unit J55D 04 Support the health and safety of yourself and individuals	6	10
	Customised Unit J55C 04 Develop your own knowledge and practice	6	8
	Customised Unit J55E 04 Support the safeguarding of individuals	6	9
Foundation Apprenticeship Certification Unit	HE6E 04 Foundation Apprenticeship Certification Unit	-	0
TOTAL SCQF CREDIT POINTS			61
+			
Work Based Challenge Unit*	J4YL 04 WBCU with Metaskills	6	6

- * *the project incorporated within the WBCU should be designed to contextualise the knowledge and skills within the NPA units*

Work based challenge unit

The Work-based Challenge unit has been developed to enable an authentic work-based learning experience and to support the Participant to develop and reflect on the meta-skills needed to apply technical abilities in authentic work-based contexts.

It should be delivered in association with an employer and takes the form of a project relating to real work activity. Participants will be given a project brief and practical tasks to plan, complete and review the skills and processes required to carry it out.

For the purpose of the Pathway Apprenticeship, the Work-based Challenge unit will be delivered in parallel with a linked Foundation Apprenticeship/PEO course in the listed frameworks.

It will enable the development of meta-skills through project experience and the application of the technical skills from the linked course. It will normally be carried out by a group of Participants within the context of their chosen course and in work-based settings. The challenge will be of value to the Participant, and ideally to an employer and the wider community.

The specification for the work-based challenge, together with the selected linked course will form the full award.

The Work Based Challenge unit specification can be accessed through SQA systems.

2. Meta-skills

In response to the concept of 'Industry 4.0', or 'the fourth industrial revolution', the work-based challenge has been developed with the concepts of meta-skills at its foundation. Meta-skills have been identified as skills that will help learners adapt to and embrace the inevitable changes to industry, job roles and society, expected as a result of continuing technological advance.

In the work-based skills challenge, meta-skills are positioned as tools that enable learners to apply and adapt technical skills in response to real world challenges and opportunities, with emphasis on their development via the practical, work-based project. The project has been designed to encourage the acquisition of new skills through extensive engagement in collaborative and/or group working, problem solving activities and reflective practice.

A key requirement for centres delivering the work-based challenge is that they are able to assume roles of coach/mentor/facilitator to help learners understand, develop and reflect on their own meta-skills as well as those central to the project or skills sector.

The development of these meta-skills will support learners as they prepare themselves for this uncertain and constantly evolving future. It will also help centres to develop innovative delivery and assessment methods that maximise the opportunities for skills development to be integrated throughout delivery and assessment.

The meta-skills have been grouped into broad categories as follows:

Self management	Social intelligence	Innovation
Focussing	Communicating	Curiosity
Integrity	Feeling	Creativity
Adapting	Collaborating	Sense making
Initiative	Leading	Critical thinking

(Adapted from: *Skills 4.0: a skills model to drive Scotland's future*, Centre for Work-based Learning in Scotland, (2018). This is available at https://www.skillsdevelopmentscotland.co.uk/media/44684/skills-40_a-skills-model.pdf)

Further information on meta-skills will be provided in the support materials for the work-based challenge.

Project-based assessment

The project-based approach provides alignment between assessment practice and the way learning takes place in industry, providing an authentic context to develop meta-skills and apply the technical skills gained from the linked Foundation Apprenticeship/PEO programme. Learners will have opportunities to experience end-to-end projects as they might occur in industry, and can use processes, tools and ways of working they might find there. The project approach supports individualistic and self-directed learning where the focus is on personal skills and development, as well as experience of collaborative working practices.

Learners will be given a project brief to produce a product, event, service or something else relevant to the sector. This will be agreed by the centre/employer partnership, and will be appropriate to the resources, time and ability level of the learners. Learners will complete three outcomes in relation to the iterative development of and reflection on meta-skills and the process to complete the project brief.

The specification for the work-based challenge will include evidence requirements, support notes for teaching and learning, employer involvement and a candidate guide. Opportunities for identifying, developing and reflecting on meta-skills will be indicated, as will those for combining assessment of the work-based challenge outcomes with those from some of the technical skills units in the linked Foundation Apprenticeship/PEO programme.

Industry partnership

A key feature of the Work-based Challenge is that it includes employer involvement, arranged in advance of delivery. The involvement of an industry partner or employer in setting and evaluating the work-based challenge is essential and will ensure that delivery and assessment are reflective of real, work-based situations. The work-based challenge will therefore be of value to the learner and ideally to the employer and the wider community.

