

SCOTTISH HIGHER LEVEL APPRENTICESHIPS

A

TECHNICAL APPRENTICESHIP

IN

Life Science and Related Science Industries

At SCQF Level 8

**FRAMEWORK DOCUMENT
FOR SCOTLAND**

Cogent Sector Skills Council

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Technical and Professional Apprenticeships in Scotland

What are Technical and Professional Apprenticeships?

Technical and Professional Apprenticeships offer those aged over 16 paid employment combined with the opportunity to train for jobs at senior supervisory and management level.

Who develops them?

Technical and Professional 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?

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

What's in a Technical and Professional Apprenticeship?

In Scotland, there are more than 70 different 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: Modern Apprenticeships at SCQF 5 (SVQ 2) and SCQF 6/7 (SVQ 3), Technical Apprenticeships at SCQF 8/9 (SVQ 4) and Professional Apprenticeships at SCQF 10 (SVQ 5). They all contain the same 3 basic criteria:

- A relevant SVQ (or alternative competency based qualification), HN Qualification, Professional Qualification or other qualification at SCQF level 8 and above
- Career Skills (known as core skills for Frameworks at SCQF Levels 5, 6 and 7)
- Industry specific training

Details of the content of this specific Technical/ Professional Apprenticeship are given in the next section.

Technical Apprenticeship in (Life Science and Related Science Industries)

The Life Sciences and the Related Science Industries are high-tech, innovative and highly diverse, spanning pharmaceuticals, medical technology, biotechnology, and industrial biotechnology and has applications across many other sectors. Through the development of innovative medicines, medical technologies and services, its businesses contribute to a stronger and fairer society, helping people enjoy better health, well-being and quality of life. Scotland has a thriving Life Sciences and the Related Science Industry Sector which consists of just over 630 organisations. It has an established network of over 40 pharmaceutical clinical trial support and contract research organisations. These organisations employ approximately 32,000 people across the entire main Life Sciences and Related Science sector. These organisations contribute over £2.8 billion to the Scottish Economy annually, with a projected GVA growth rate of 8% which is four times the average rate for Scotland. Life Sciences and the Related Science Industries has been identified as a key sector in the Scottish Governments economic strategy in recognition of its international comparative advantage, high growth potential and capacity to boost productivity – with an aspirational GVA of 3bn by 2020.

Scotland has internationally recognised capabilities across Life Sciences and the Related Science Industries including:

- Drug discovery and development
- Contract Research
- Medical Technologies
- Stem Cell Research
- Specialised Biomanufacturing
- Bioinformatics

Scotland is home to one of the largest concentrations of Pharmaceutical support networks in Europe, with more than 40 organisations working on clinical and non-clinical research. Historically, Life Sciences Scotland has focussed mainly on the healthcare aspect but increasingly there are opportunities for the capacity and capability to be expanded to industrial, marine, plant, environmental and veterinary biotechnology (hence the term Related Science Industries).

Scotland also has a particularly strong reputation in the medical arena. For example:

- Cancer and cardiovascular research
- Neuroscience
- Genomics
- Proteomics and Bioinformatics
- Stem cell research and regenerative technology
- Virology and immunology

The Scottish Life Sciences and the Related Science Industries is not only highly innovative and dynamic but it is also one of the most highly regulated sectors and faces increased scrutiny from regulators and increasing pricing pressures. The shape and size of industry has been changing over the last few years with large pharmaceutical companies becoming fewer and with Clinical Research Organisations, SMEs and microbusinesses forming the larger part of the Sector. Since 2010 there have been over 100 new regulations implements or amended. NHS and industry are increasing aligning to each other and need to understand each others key challenges. For the life science industries and the related science industries to be sustainable it is more important than ever to increase profit margins, keep up to date with the latest technologies, deliver products that are value for money and having a flexible work force that can adapt and learn new skills, whilst maintaining standards and adhering to regulations. The larger organisations are re-structuring to mirror the successful SME structures. This type of set-up requires a different skill set, which includes broader and more innovative skill set than traditionally required.

In Scotland there are over 7,500 roles at the Laboratory Assistant/ Technician trainee/ Trainee Scientist/Technician/Scientist/Technologist level within Life Sciences related operations. These roles span across, industry, universities, schools, further education colleges and NHS. There are many different types of work employees in these roles carry out from sampling and preparing samples through to testing. When taking into account market growth and retirements in the sector, there will be a significant net requirement within each of these areas. Additionally there are currently challenges in getting the right people with the right skills.

Traditionally the majority of these roles are filled by tapping into the extensive graduate pool to fulfil vacancies. However industry is not getting the right people with the right skills. Employers are having to supplement graduates to make up for their lack of skills and knowledge through up-skilling – which takes considerable resources and time – this is far from ideal in a highly competitive global market. This reduces the employers productivity by staff spending time up-skilling the graduate and the new employee is not generating any revenue. It is also particularly challenging when companies are focusing on delivering quality products which are value for money and aligning them within an ever increasingly regulated environment. The additional challenge is the low retention rates with graduates, this is due to a range of factors including:

- Low company loyalty
- Wanting a stamp on their CV – with any job
- Becoming bored of the role – very quickly
- Not really wanting a practical role
- Wanting to work at a higher level – very quickly
- Frustration from not having the right knowledge and skills in the first place and having to retrain

Currently in Scotland there are a few competency based qualifications (Laboratory Science, Scientific Manufacturing, Laboratory and Associated Technical Activities). However the landscape for these competencies based qualifications is not very clear. Some employers want a mixture of the qualifications and are not sure which to select. The qualifications are not easily identified by Life Sciences industries and the Related Science Industries and the qualifications do not meet industry requirements. By having new Life Sciences SVQ's at level 2, 3 and 4 supported by the current Laboratory and Associated Technical Activities at level 2 and level 3 and the Scientific Manufacture at level 4 it will enable the employers to have the opportunity to gain a real alternative pathway to the graduate entry. Having a higher qualification will bridge the gap from Level 3 to degree level – enabling the option of the learner being able to top up their qualifications to gain a degree – which is a highly attractive proposition.

Summary of Framework

Diagram showing the contents of the Technical Apprenticeship in Life Science and Related Science Industries

Mandatory outcomes

The following must be achieved:

- SVQ in Laboratory Skills (Life Science) SCQF Level 8 GP4V 24 SQA

Plus one of the following:

- HND in Applied Sciences GK6F 16 SQA
- HND in Applied Biological Sciences GK6G 16 SQA
- HND in Applied Chemical Sciences GK6H 16 SQA
- HND in Industrial Biotechnology GK70 16 SQA

Career Skills *(see Appendix 4 for full list)*

The decision on which Career Skills the apprentices will undertake will be decided by the employer, training provider and the apprentices as long as they meet the following requirements:

Two to five units should be selected from any categories, to meet the following threshold:

Technical Apprenticeships must include Career Skills Units at SCQF 7 or above and achieve a minimum threshold of 15 credits

Enhancements

None

Optional Outcomes

Additional SVQ Units/Qualifications/Training

None

The Framework

The mandatory and optional content of the Professional Apprenticeship is as follows:

Mandatory Outcomes

SVQ(s)/ CBQs/ Other Qualifications

Each apprentice is required to achieve the following Qualification:

The following must be achieved:

- SVQ in Laboratory Skills (Life Science) SCQF Level 8 GP4V 24 SQA

Plus one of the following:

- HND in Applied Sciences GK6F 16
- HND in Applied Biological Sciences GK6G 16
- HND in Applied Chemical Sciences GK6H 16
- HND in Industrial Biotechnology GK70 16

Scottish Vocational Qualifications (SVQs) are work-based qualifications, which are based on National Occupational Standards of competence drawn up by representatives from each industry sector. SVQs are made up of units – normally between six and ten – which break a job down into separate functions reflecting the different kinds of activities of a job. When someone has achieved an SVQ, there is a guarantee that they have the skills and knowledge needed to do their job. Technical and Professional Apprenticeships involve either SVQs, alternative competency based qualifications or appropriate Higher National or Professional qualifications. All Scottish Technical and Professional Apprenticeships must contain a relevant SVQ, equivalent competency based qualifications, HN qualification or Professional qualification.

Career Skills

Career Skills for Technical and Professional Apprenticeships were developed in response to employer demand that “core skills” at a higher level must reflect the work-based requirements of jobs within the workplace. A ‘pick and mix’ approach has been introduced to ensure that candidates gain the right mix of Career Skills (see Appendix 4).

A wide range of pan-sector SVQ units at SCQF 7 and above has been identified and these have been listed in Appendix 4 of the Guidance document). Candidates and employers should select between two and five of the units from the Career Skills list (from any section), within the following parameters:

- A threshold of 15 SCQF credits for Technical Apprenticeships and 20 SCQF credits for Professional Apprenticeships must be achieved
- Technical Apprenticeships must include Career Skills Units at SCQF 7 or above and Professional Apprenticeships must include Career Skills Units at SCQF 8 or above.

Note: The Career Skills units selected should NOT be the same as any of the mandatory components.

Enhancements

None

Optional Outcomes

None

Registration and certification

This Scottish Technical/ Professional Apprenticeship is managed by (Name of SSC). The SSC is the first point of contact in Scotland for any enquiries in relation to the Framework. Contact details:

Ian Lockhart
 Apprenticeship Manager
 Cogent Sector Skills Council
 Unit 5 Mandarin Court
 Centre Park
 Warrington
 WA1 1GG

E – Mail ian.lockhart@cogentskills.com Telephone 01925 515223

The SSC will register all Scottish Technical and Professional Apprentices undertaking this Framework. **All Apprentices must be registered with the SSC within 8 weeks of starting their apprenticeship.** Registration can be made by completing the Sample Training Plan and Sample Training Agreement in Appendix 3 and sending these to the above address or completing the online registration system (MA Online, <https://modernapprenticeships.org>). In the case of Technical and Professional Apprenticeships 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 Training Plan.

The SSC will issue an Apprenticeship Certificate of Completion to those Technical and Professional 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 8 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 Technical and Professional Apprentices is primarily the responsibility of the employer. However, the following guidance is given:

- Employees may enter a Technical and Professional Apprenticeship from the age of 16. There is no upper age limit.
- The Technical and Professional 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 Technical and Professional Apprenticeship because of a lack of formal educational qualifications. As well as traditional qualifications such as National 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 Apprenticeship Programme 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.

None

Equal opportunities

Technical and Professional 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 Technical and Professional Apprenticeship.

All Modern, Technical or Professional Apprentices supported by Skills Development Scotland must conform to any contractual requirements on equal opportunities. All employers of Modern, Technical or Professional 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 Technical and Professional Apprenticeship Framework and all statutory requirements be adhered to.

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

All Technical and Professional 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 Technical and Professional Apprenticeship programme:

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

Employment status of Technical and Professional Apprentices

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

Terms and conditions of employment

In order to compete with other sectors offering Technical and Professional Apprenticeships, attractive packages will need to be developed by employers in the sector. The terms and conditions of employment for individual Technical and Professional 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 Technical and Professional Apprenticeship system. Some organisations may become approved 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 Career Skills where appropriate.

The following organisations have shown an interest in the delivering this Technical Apprenticeship.

Forth Valley College

Dundee College

Adam Smith College

Stow College

NHS Scotland in conjunction with Adam Smith College

Inverness College (University of Highlands & Islands)

A number of other training providers have shown an interest in delivering the new and revised Modern Apprenticeships in the future. Cogent will provide help and support to these providers to establish Modern Apprenticeships with their local employers.

The SSC training plan

The plan is required to identify:

- 1 The selected Framework outcomes
- 2 The selected Career Skills units
- 3 A summary of the Technical or Professional Apprentices' accredited prior learning
- 4 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 Technical and Professional 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 apprenticeship 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 Technical and Professional Apprentices funded by SDS it is sufficient to submit the SDS Training Plan on condition that it covers the same information required in the Training Plan.

Consultation Process

Cogent has undertaken consultations in a number of ways including:

- Desktop research.
- One to one interviews with employers and training providers.
- Telephone interviews with employers.
- Attendance at a number of Life Science and Related Science events to promote and consult around the review and development of the modern apprenticeships.

After completing this research the following employers have indicated their support for the SCQF level 5, 6, 8 Modern Apprenticeships in Life Science and Related Science Industries.

Johnson & Johnson-Life Scan

Quintiles

GSK

Roslin Cells

MacFarlin Smith

Devro

Charles River

Ingenza

Glasgow City Council

Glasgow University

Vitrology

University of the West of Scotland

NHS Lothian

Edinburgh University

Open University

Forth Valley College

Stow College

Adam Smith College

Dundee College

GE Health Care

The following organisations have also been part of the consultations.

Skills Development Scotland

Scottish Trade Union Congress

Scottish Qualification Authority

Career progression

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

Progression from this pathway: Technical Apprenticeship SCQF Level 8

Following completion of this Modern Apprenticeship there are several options open to the successful candidate who wishes to continue their development in order to progress their career. There are opportunities to continue to undertake further vocational training or academic qualifications. These may include (but are not exclusive to) the following:

- Degrees in Chemistry, Science or a related discipline
- Developing a career in coaching through Assessor and Verifier Awards
- Qualifications in a related area, including (but not limited to) Health & Safety, Training & Development, Business Improvement Techniques and Supervisory Management.
- Membership of a professional institution at Technician level (Further information available at www.rsc.org)
- Cogent Gold Standard qualifications contained within the Gold Standard frameworks (www.cogentskills.com)

Successful completion of the Modern Apprenticeship could lead to one of the following job roles:

- Technical Supervisor
- Advanced Technician

Appendices

APPENDIX 1

Stakeholder Responsibilities

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

- Awarding Bodies
- Employers
- Modern/ Technical/ Professional 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, Technical and Professional 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 <https://fiss.org>

Role of Skills Development Scotland (SDS)

Modern, Technical and Professional Apprenticeship 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 Modern, Technical and Professional Apprenticeship Frameworks will be eligible for funding support from SDS who should be contacted to establish the availability and level of support for each Framework.

Skills Development Scotland provides advice and guidance to individuals on the range of Modern, Technical and Professional Apprenticeships and training providers available. Individuals are signposted to opportunity providers who offer training in the vocational areas of interest.

Responsibilities include:

- Supporting the Apprentice with ongoing Career Planning advice
- Signposting candidates to suitable vacancies
- Promoting Modern, Technical and Professional Apprenticeship routes on the Skills Development Scotland website

Further information is available from: <https://www.skillsdevelopmentscotland.co.uk>

Role of the Awarding Bodies

A significant proportion of the Technical and Professional Apprenticeship is based on the assessment of the apprentice against SVQs/ CBQs/ HN Units or SVQ units. These qualifications are accredited by the SQA Accreditation 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 qualifications and qualification units are fully met.

Role of the Training Provider

The role of the training provider is important to the success of the Modern, Technical or Professional 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 Modern, Technical or Professional Apprenticeship 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, Technical or Professional Apprentices and employers fully understand the principles and processes of competence-based assessment
- Registering of Apprenticeship 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, Technical or Professional Apprentice who to approach for support, advice, encouragement and in case of complaint

Role of 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, Technical and Professional Apprenticeship Frameworks
- De-approval of Modern, Technical and Professional Apprenticeship Frameworks
- Encouraging best practice across Modern, Technical and Professional Apprenticeship Frameworks and sectors

Role of the Employer

Employers' responsibilities include:

- Paying all Modern, Technical or Professional 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, Technical or Professional Apprentice to demonstrate competence
- Meeting with Trainers, Assessors, Verifiers and the Modern, Technical or Professional Apprentices to review progress
- Witnessing candidate performance and verifying evidence
- Releasing Modern, Technical or Professional 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 Professional Apprentices and rewarding achievement
- Taking responsibility for the Health & Safety of Modern, Technical or Professional Apprentices.

Role of the Modern, Technical or Professional Apprentice

Modern, Technical or Professional 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, Technical or Professional 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, Technical and Professional 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 qualification and Career Skills Units

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, Technical or Professional 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 Apprentice
- Registering Modern, Technical and Professional Apprentices as candidates for the relevant qualification and other selected units with the appropriate Awarding Body
- Registering Modern, Technical and Professional Apprentices with the SSC
- Applying for the final 'Certificate of Completion' on behalf of Modern, Technical and Professional Apprentices
- Informing the SSC of any material alterations to Modern, Technical and Professional Apprentices' training plans or desired changes to the selected Framework outcomes.

APPENDIX 3: TECHNICAL/ PROFESSIONAL SAMPLE TRAINING AGREEMENT



This Training Agreement is entered into by:

Name of Employer:	
Name of Technical/ Professional Apprentice:	
Name of Modern Apprenticeship Centre:	

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

- 1 employ the apprentice subject to the employer’s usual terms and conditions of employment;
- 2 provide the 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 apprentice an agreed salary which meets National Minimum Wage criteria, reflects the obligations of the employer and the opportunities for the apprentice;
- 4 in the event of the employer becoming unable to retain the 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 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 apprentice; and
- 7 operate an Equal Opportunities policy which meets all legal requirements.

The **Technical/ Professional 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 apprentice’s personal training plan as confirming that the selected Framework outcomes and training plans meet the criteria of this apprenticeship
- 2 contract with the employer to provide the training and assessment necessary to enable the 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 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:
Technical/ Professional Apprentice <i>(or Parent/Guardian, if under 18)</i>		Date:
Modern Apprenticeship Centre		Date:



TECHNICAL/ PROFESSIONAL APPRENTICESHIP TRAINING PLAN

The Modern Apprenticeship Centre

Name:
Address:
Telephone:
Contact:

The Technical or Professional 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

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

Career Skills <i>(Include details of the minimum level required)</i>		Tick units being undertaken	SCQF Level	SCQF Credit Points
1	(full name and code)			
2	(full name and code)			
3	(full name and code)			
4	(full name and code)			
5	(full name and code)			

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 Technical/ Professional Apprentice’s accredited prior learning:

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

Ian Lockhart
Apprenticeship Manager
Cogent Sector Skills Council
Unit 5 Mandarin Court
Centre Park
Warrington
WA1 1GG

E – Mail ian.lockhart@cogentskills.com

Telephone 01925 515223

APPENDIX 4: Career Skills Units for Technical and Professional Apprenticeships

Technical Apprentices should complete Career Skills units at SCQF Level 7 or above and achieve a minimum of 15 Credits in total. Professional Apprenticeships should complete Career Skills units at SCQF Level 8 or above and achieve a minimum of 20 Credits in total. The units have been grouped under four headings:

- Business Administration
- Management, including Business Continuity Management and Governance
- Enterprise
- Customer Service

Unit Title	SCQF Level	SCQF Credit	SSC/B NOS Code
Business Administration			
Implement, monitor and review change	9	6	CFABAA116
Plan change across teams	9	6	CFABAA115
Chair meetings	8	4	CFABAA413
Evaluate and solve business problems	8	6	CFABAG128
Implement and evaluate innovation in a business environment	8	6	CFABAA113
Manage and evaluate information systems	8	6	CFABAD122
Monitor and evaluate contracts	8	6	CFABAF121
Negotiate in a business environment	8	7	CFABAG123
Plan, run and evaluate projects	8	10	CFABAA152
Prepare, co-ordinate and monitor operational plans	8	6	CFABAA1110
Manage an office facility	7	6	CFABAA118
Manage budgets	7	5	CFABAA532
Manage communications in a business environment	7	3	CFABAA616
Supervise a team in a business environment	7	6	CFABAG1212
Management			
Build and sustain collaborative relationships with other organisations	11	6	CFAMLD17
Develop a strategic business plan for your organisation	11	14	CFAMLB3
Ensure an effective organisational approach to health and safety	11	12	CFAMLE7
Improve organisational performance	11	11	CFAMLF12
Manage risk	11	12	CFAMLB10
Promote equality of opportunity, diversity and inclusion in your organisation	11	12	CFAMLB12
Promote knowledge management in your organisation	11	7	CFAMLE13
Promote the use of technology within your organisation	11	12	CFAMLE4
Provide leadership for your organisation	11	13	CFAMLB7
Manage the development and marketing of products/services in your area of responsibility	10	9	CFAMLF16
Put the strategic business plan into action	10	9	CFAMLB4

Develop and implement marketing plans for your area of responsibility	9	5	CFAMLF4
Encourage innovation in your area of responsibility	9	12	CFAMLC2
Lead change	9	15	CFAMLC4
Manage business processes	9	15	CFAMLF3
Manage knowledge in your area of responsibility	9	4	CFAMLE12
Plan change	9	15	CFAMLC5
Recruit, select and keep colleagues	9	12	CFAMLD3
Develop and implement operational plans for your area of responsibility	8	11	CFAMLB1
Implement change	8	11	CFAMLC6
Manage finance for your area of responsibility	8	14	CFAMLE2
Manage physical resources	8	9	CFAMLE8
Manage the environmental impact of your work	8	4	CFAMLE9
Promote equality of opportunity, diversity and inclusion in your area of responsibility	8	10	CFAMLB11
Provide leadership in your area of responsibility	8	9	CFAMLB6
Allocate and monitor the progress and quality of work in your area of responsibility	7	14	CFAMLD6
Build and manage teams	7	8	CFAMLD9
Communicate information and knowledge	7	3	CFAMLE11
Ensure health and safety requirements are met in your area of responsibility	7	11	CFAMLE6
Manage your own resources and professional development	7	8	CFAMLA2
Provide leadership for your team	7	9	CFAMLB5
(Business Continuity Management)			
Develop a Business Continuity Management (BCM) strategy	10	10	CFABCM201
Design Business Continuity Management (BCM) procedures	8	8	CFABCM101
Manage incident response teams	8	5	CFABCM301
Assist in the design of Business Continuity Management (BCM) procedures	7	4	CFABCM102
Assist with the development of an organisational Business Continuity Management (BCM) strategy	7	5	CFABCM202
Lead a response team	7	4	CFABCM302
Operate incident response procedures	7	4	CFABCM303
Communicating during an incident	7	5	CFABCM401
(Governance)			
Define the responsibilities, powers and tasks of the governing body	12	13	CFA 501
Define the organisation’s strategy and structure	12	13	CFA 502
Determine the organisation’s purpose, vision, values and ethical behaviour	12	13	CFA 503
Ensure effective functioning and performance of the governing body	12	14	CFA 504
Ensure effective governing body decision making and delegation	12	14	CFA 505
Evaluate organisational and managerial performance to ensure effective compliance and control systems	12	15	CFA 506

Exercise accountability and engage effectively with key stakeholders	12	12	CFA 507
Customer Service			
Apply technology or other resources to improve customer service	8	11	CFACSD18
Build and maintain effective customer relations	8	8	CFACSB15
Champion customer service	8	10	CFACSA17
Develop a customer service strategy for a part of an organisation	8	11	CFACSD16
Follow organisational rules, legislation and external regulations when managing customer service	8	10	CFACSF6
Plan and organise the development of customer service staff	8	9	CFACSD15
Plan, organise and control customer service operations	8	10	CFACSB13
Review the quality of customer service	8	8	CFACSB14
Apply risk assessment to customer service	7	10	CFACSC6
Build a customer service knowledge set	7	7	CFACSA16
Demonstrate understanding of customer service	7	6	CFACSF3
Gather, analyse and interpret customer feedback	7	10	CFACSD12
Manage customer service performance	7	7	CFACSD20
Promote continuous improvement	7	7	CFACSD9
Use customer service as a competitive tool	7	8	CFACSA14
Enterprise			
Evaluate an existing business opportunity	9	6	CFABD9
Get support for a creative idea	9	9	CFABD10
Explore overseas markets	9	14	CFAWB6
Carry out a review of the business	8	8	CFABD4
Make deals to take your business forward	8	6	CFAEE3
Find innovative ways to improve your business	8	8	CFAEE4
Plan how to let your customers know about your products and services	8	8	CFAWB2
Advertise your products and services	8	5	CFAWB4
Sell your products or services	8	7	CFAWB5
Bid for work	8	5	CFAWB9
Win and keep customers	7	7	CFAEE2
Manage cash flow	7	3	CFAMN4
Review the skills the business needs	7	4	CFAOP1
Check what your customers need from the business	7	5	CFAWB1
Plan how you will sell your products or services	7	4	CFAWB3
Make presentations about your business	7	4	CFAWB10
Delegate work to others	7	4	CFAYS6