



Apprenticeships and Advanced Apprenticeships in Construction Crafts - Employer's Guide

Length: 14 - 17 months (apprenticeship)
Up to 2 years (advanced apprenticeship)

How does the construction apprenticeship partnership work?

The construction crafts apprenticeship programmes offer young people the opportunity to obtain employment whilst working towards a National Vocational Qualification with 'hands-on' training and experience.

To become an apprentice, applicants must have already achieved an Intermediate Construction Award or Diploma Level 2 or have successfully completed the Level 2 Technical Plumbing Certificate. To become an advanced apprentice, applicants must have already completed an NVQ Level 2 and an Advanced Construction Award or Diploma Level 3 or have successfully completed the Level 3 Technical Plumbing Certificate and NVQ Level 2, as well as relevant key skills.

The apprentice will be employed by you whilst the cost of recruitment, NVQ training, assessment and monitoring is funded by South London Learning and Skills Council for 16 to 18 year olds. For anyone over 19 years old, employers are required to make a contribution towards the costs.

The apprentice will need to be assigned a work place supervisor who will be responsible for managing the work-based training programme including ensuring the apprentice's responsibilities and duties are reviewed as his or her skills and abilities are developed. The supervisor will also act as the young person's mentor helping him or her to grow and progress within the company.

Apprentices are assigned a construction assessor (provided by Richmond upon Thames College) to support them with building their NVQ portfolio. They will also be responsible for work place assessment visits (approximately every 3 months).

The construction assessor will support and monitor the apprentice's performance and progress throughout the training period also providing a link between the apprentice, college and work place supervisor.

What are the benefits for the employer?

- The partnership is a means of attracting high quality and motivated young people into your organisation.
- It removes some of the hassle and expense of recruitment - we will screen and select suitable young employees for your company.
- You will have skilled and committed apprentices who are working towards nationally recognised qualifications.
- It provides a training programme for apprentices that will be tailored to meet the needs of your industry and your particular organisation.
- The training will be standardised to improve staff morale, enthusiasm and commitment.
- You will benefit from a partnership with Richmond upon Thames College that will ensure the young apprentice is monitored, encouraged and supported by their college employer construction assessor.

What is the employer commitment?

- To employ the apprentice with a minimum starting salary according to age and experience. The salary should then be reviewed as they progress and gain experience. Some apprentices will be entitled to the minimum wage (depending on their age and length of apprenticeship).
- To release the apprentice for one day a week to attend college
- To work with the assessor to ensure the apprentice is given every opportunity to complete their work-based assessment and achieve their NVQ.

Course content

The apprentice will be expected to provide a portfolio of evidence showing competency in all required units.

Apprenticeship

Mandatory components:

Carpentry, Painting & Decorating, Brickwork:

- NVQ Level 2 in Construction Crafts
- Health & Safety test
- Rights & Responsibilities

Plumbing:

- NVQ Level 2 in Plumbing
- Rights & Responsibilities

Advanced Apprenticeship

Mandatory components:

Carpentry, Painting & Decorating, Brickwork:

- NVQ Level 3 in Construction Crafts
- Technical Certificate Advanced Construction Award or Diploma Level 3 Award
- Health & Safety test (if not completed at intermediate level)
- Rights and Responsibilities

Plumbing

- NVQ Level 3 in Plumbing
- Advanced Technical Certificate
- Rights and Responsibilities

For further information please telephone our Employer Engagement Office on 020 8607 8171.

It may sometimes be necessary to modify the information in this leaflet. 12.08

This PDF can also be provided as a leaflet (large print or audio cassette also available).

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