

Alan Wemyss

Project Manager – NSAC SAT

National Specialists Team



S A P s

Specialist Apprentice Programmes

- Meet the family:
 - Drilling & Sawing
 - Road Safety Marking
 - Façade Preservation
 - Resin Flooring application
 - Surface Preparation
 - Joint Sealant Application
 - Land Drilling

S A P s

Specialist Apprentice Programmes

- Collectively these programmes represent
 - 159 apprentices in training
 - 91 NVQ 2 achievements to date
- They all follow the same format – a mix of ‘off job’ best practice modules, exposure to all aspects of the occupation and 24 month duration
- They are all delivered by trade associations
- Designed by, delivered by and administered by the sector for the sector - OWNERSHIP

S A P s

Specialist Apprentice Programmes

- All sectors share same reasons for the demand for this type of specialist training:
 - No formal Training available via traditional routes
 - No route of entry to specialists' VQs, so no career opportunities, no inducement to join the sectors
 - Ageing workforce in sectors
 - To improve grant availability to specialist sectors
 - To capitalise on any training resources available within the specialist sectors

S A P s

Specialist Apprentice Programmes

- More programmes are to follow, all commencing by mid July 2009:
 - Lead Roofing
 - Hire Desk Rental Operations
 - Passive Fire
 - Piling Operations
 - Hard Landscaping
 - Hand Demolition Operations
 - In Situ Concrete Flooring
 - Chimney Engineering
 - Drylining
- By year end 2009, est. 390 apprentices in training

S A P s

Specialist Apprentice Programmes

- More programmes are already in pipeline for development and launch late 2009 or in 2010
 - 4 specialist roofing occupations
 - A range of Heritage Level 3
 - Flat Glass Glazing
 - Tunelling
 - Pre Cast Concrete Erection
 - Load bearing Stud Walls
- Level 3?

S A P s

Specialist Apprentice Programmes

– Benefits to Trade Associations

- Seen as taking lead in training as well as advice for sector and membership
- Income stream
- Additional membership benefits
- Source of new members?

S A P s

Specialist Apprentice Programmes

– Benefits to Manufacturers/suppliers

- Positive link to ‘official’ training programme
- Marketing tool
 - Better use of tools – improved durability & product image
 - Apprentices may influence purchase decision

S A P s

Specialist Apprentice Programmes

– Benefits to Employers

- Quality training provision replacing ‘sitting with Nelly’
- Employee retention
- Recruitment tool
- Bottom line improvement
 - Better use of tools, equipment
 - Less snagging
 - Upward training – other employees adopting best practice being used by apprentice

S A P s

Specialist Apprentice Programmes

– Benefits to Apprentice

- A career opportunity, access to quality training
- Learning with their peer group from across sector
- Security of employment during training period
- Future personal development opportunities after completion of programme

S A P s

Specialist Apprentice Programmes

– Benefits to Construction Skills

- Opportunity to generate non Levy Income
- Cementing partnerships with Specialists' Trade Associations
- Strengthens trade associations, assisting CITB consensus %
- Fulfils SSA to provide training for sectors and qualifying the workforce

S A P s

Specialist Apprenticeship Programmes

LSC funding

- Will provide opportunity to fund out of scope employers' apprentices – i.e. possible reduction in cost of training

New Occupations

- Identify need
- Identify Trade Association
- Design and deliver course (approx 9 months from start to pilot commence)

Questions?

National Specialists Team

