ROUTES OF ENTRY IN SCOTLAND



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Courtesy of Mace

BUILD SCOTLAND

Leading the Construction Industry in Scotland

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INTRODUCTION

The Scottish construction sector needs to recruit 12,950 extra workers by 2030 to maintain output, and employers across the supply chain are keen to support young people to choose a career in construction. However, the routes of entry into the industry can be complex and confusing.

Not all occupations have an apprenticeship and not every business is ready to take on an apprentice, but there are many other ways to reach out to the next generation.

Every employer can play their part by supporting a school-based programme or providing a work placement, sponsorship or employment to those still in education or looking to secure their first job.

Employers that understand the different routes of entry into construction are well placed to offer opportunities and recruit their future pipeline of skills.

This guide sets out the most common **Routes of Entry into construction for young people in Scotland attending or leaving school** and how they might suit different employers.



Courtesy of Berkeley Group

The Journey from Education to Employment

To increase the number of new entrants, we must improve the Journey from Education to Employment in construction and Build UK has identified the first steps on this journey as follows:

- **Clear Routes of Entry** - Both employers and those joining the industry understand the different routes of entry and which one is appropriate for them and their occupation
- **Increase in Apprenticeship Numbers** - Effective systems to match potential apprentices with suitable employers
- **Sufficient Training Capacity** - Appropriate resources to deliver the number of new entrants the sector requires

BUILDUK Leading the Construction Industry

BUILD SCOTLAND Leading the Construction Industry in Scotland

citb

scqf scottish credit and qualifications framework

Skills Development Scotland

Scottish Funding Council Comhairle Maoineachaidh na h-Alba

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SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK (SCQF)

The Scottish Credit and Qualifications Framework (SCQF) is Scotland's national qualifications framework and provides a way of identifying and comparing a wide range of qualifications and learning programmes.

In addition to mainstream qualifications which many employers will be aware of - Nationals, Highers, SVQs and Degrees - the SCQF also recognises apprenticeships and other qualifications, such as Skills for Work and National Progression Awards, as well as those created by private organisations and employers.

SCQF 'Levels' help to identify the difficulty of the qualification, while 'Credit Points' indicate the amount of learning involved (i.e. how long it would take on average for a learner to complete).

SCQF helps people of all ages and circumstances to access the education and training that is appropriate for them over their lifetime. It enables young people to plan their learning and develop progression routes to follow, whatever their situation may be.



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APPRENTICESHIP - FOUNDATION

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Great for employers that:



- ✔ are based near a school or college delivering Foundation Apprenticeships
- ✔ can offer approximately a week's work placement
- ✔ employ apprentices
- ✔ are keen to engage with education

Suitable for young people who:



- ✔ are in school and want to gain vocational qualifications
- ✔ are practically-minded
- ✔ want to get work experience
- ✔ have an interest in construction and want to try it out

Foundation Apprenticeships are available at SCQF Levels 4 to 6 and delivered as part of the school curriculum in either school or college over one or two years for students in Year S3 and above.

Aimed at preparing students for further training or employment, programmes at Levels 4 and 5 provide an introduction to the industry and include project-based learning within the school or college led by employers. Level 6 programmes include a short work placement alongside practical and theory aspects.

There are two construction-related Foundation Apprenticeships:

- Construction (SCQF Level 4 & 5)
- Civil Engineering (SCQF Level 6)

On completing a Foundation Apprenticeship, students will get a nationally-recognised qualification along with practical skills, giving them a wide range of options, including a modern, technical, graduate or professional apprenticeship, university, or employment.

There are no salary or direct training cost requirements for employers but they are asked to provide in-kind support for the delivery of Foundation Apprenticeships, for example project-based learning, and contribute towards travel and other expenses for students on work placements.

For Foundation Apprenticeship students, a CSCS card is neither available nor required.

Get Involved

- ✔ Read the Scottish Government's Employer Welcome Pack for Foundation Apprenticeships
- ✔ Contact Apprenticeships Scotland for support with offering Foundation Apprenticeships
- ✔ Partner with a local school or college
- ✔ Post your Foundation Apprenticeship work placement opportunities on Go Construct Careers

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APPRENTICESHIP - MODERN, TECHNICAL, GRADUATE OR PROFESSIONAL

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Great for employers that:

- ✔ are in a sector with apprenticeships
- ✔ want to train new entrants in specific trade, manager or professional roles
- ✔ can offer employment for the duration of an apprenticeship



Suitable for young people who:

- ✔ want to get a job and start earning
- ✔ are practically-minded
- ✔ are interested in gaining vocational qualifications
- ✔ have a local employer offering apprenticeships
- ✔ know the construction occupation they want to work in



A Modern, Technical, Graduate or Professional Apprenticeship is paid employment with a structured programme of learning for those aged 16 and over. The different levels of apprenticeships can be found on page 5 and existing education and qualifications will usually determine the appropriate level for a young person.

An apprenticeship can last between six months and four years. Apprentices generally spend the majority of their time in the workplace and the rest in formal training with a training provider.

There are currently the following construction-related apprenticeships:

- Modern Apprenticeships (SCQF Levels 6 & 7)
- Technical Apprenticeships in Construction (SCQF Level 9)
- Graduate Apprenticeships (SCQF Level 10) in Construction and the Built Environment and Civil Engineering
- Professional Apprenticeships in Construction at SCQF Level 10 and Level 11

Not all construction occupations have an apprenticeship; however, some specialist trades have Specialist Applied-Skills Programmes which are considered 'sector apprenticeships'.

There are no minimum requirements for English and maths; however, relevant qualifications at SCQF Level 5 show a base level of skills has been achieved. Each Modern Apprenticeship framework will include 'core skills', whilst Technical and Professional Apprenticeships will include 'career skills'.

Apprentices are paid a salary:

- Those aged between 16 and 18, or 19 and over and in the first year of an apprenticeship are entitled to the apprentice rate
- Those aged 19 and over who have completed the first year of the apprenticeship are entitled to the National Minimum Wage

After completing an apprenticeship, the young person should be ready for employment or can progress to a higher-level apprenticeship or university.

Funding is available to employers via the Scottish Government and CITB grants (if in-scope).

For apprentices, the relevant CSCS card is the Apprentice Card which is free of charge.

Get Involved

- ✔ Contact your trade association or refer to the Apprenticeships Scotland website to confirm there is an apprenticeship framework and suitable training provision in place
- ✔ Partner with a local college, university or training provider
- ✔ Advertise your apprenticeship opportunities to local colleges and on Go Construct Careers and the Apprenticeships Scotland website

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APPRENTICESHIP LEVELS

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Apprenticeship	Description	SCQF Level	Equivalent Education Level
Modern Apprenticeship	Entry level for most trade occupations Advanced level for some trade occupations Supervisory level	6-7	Highers / National Progression Awards
Technical Apprenticeship	Management level	8 9 9-10	Higher National Diploma / Advanced Diploma Diploma of Higher Education / Bachelor's Degree Graduate Diploma / Graduate Certificate
Graduate Apprenticeship	Management level	9 9-10 10 11	Bachelor's Degree Graduate Diploma / Graduate Certificate Honours Degree Master's Degree Integrated Masters Degree Post Graduate Diploma Post Graduate Certificate
Professional Apprenticeship	Management level	9-10 10 11 12	Graduate Diploma / Graduate Certificate Honours Degree Master's Degree Integrated Masters Degree Post Graduate Diploma Post Graduate Certificate Doctoral Degree

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COLLEGE

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Great for employers that:
- ✔ are based near a college delivering construction qualifications
- ✔ are keen to engage with education
- ✔ offer work experience
- ✔ employ apprentices

Suitable for young people who:
- ✔ want to stay in education
- ✔ are practically-minded
- ✔ are interested in gaining technical qualifications
- ✔ are keen to get ready for work
- ✔ want to work in construction

Further Education at a college is an alternative to school for students that have generally completed their Nationals in Year S6.

Learning takes place in both a classroom and a more practical environment and there may be a requirement for a work placement with an employer.

Some courses will have an entry requirement which is likely to include English and maths Nationals at SCQF Level 5. Students that have not achieved these qualifications will usually be expected to undertake additional learning at college and obtain a minimum standard of 'core skills'.

There is an extensive range of construction-related qualifications available, examples of which can be found on page 7, and students will leave with a variety of options from an apprenticeship or university to employment.

Qualifications that are college-based with no on-site experience are Occupation-Related Non-Competence Qualifications, and on entering employment an individual's first role in construction should provide further training and/or work experience as required. Qualifications that include on-site experience are Occupational Competence Qualifications and require a student to demonstrate competence in the workplace.

For students on a work placement lasting a minimum of three weeks, the relevant CSCS card is the Industry Placement Card. For students in employment and registered for a recognised construction-related Occupational Competence Qualification or an academic qualification, the relevant CSCS card is the Trainee Card. For students registered for an Occupation-Related Non-Competence Qualification, a CSCS card is **not** required as they will not be on site.



Courtesy of BAM

Get Involved
- ✔ Partner with a local college
- ✔ Sponsor a student
- ✔ Advertise apprenticeship opportunities to local colleges and on Go Construct Careers and the Apprenticeships Scotland website

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FURTHER EDUCATION QUALIFICATIONS

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Higher National Certificate (HNC)	SCQF Level 7 vocational qualification that takes one year to complete full time or two years part-time
Higher National Diploma (HND)	SCQF Level 8 qualification that takes two years to complete full-time or three to four years part-time
National Progression Award (NPA)	Qualification at SCQF Levels 4 - 6 that usually takes one year to complete full-time depending on size
Skills for Work	Qualification at SCQF Levels 3 - 4 that usually takes one year to complete full-time, alongside the attainment of other qualifications
Scottish Vocational Qualification (SVQ)	Work-based qualification that recognises the skills and knowledge a person needs to do a job

Construction-related HNC and HND courses include:

- Building Services
- Civil Engineering
- Construction Management
- Electrical Engineering
- Engineering
- Mechanical Engineering
- Quantity Surveying

Construction-related National Progression Award courses include:

- Bricklaying
- Building Services Engineering
- Built Environment
- Carpentry and Joinery
- Craft and Technician
- Floorcovering
- Highways Maintenance
- Multi-Trade
- Painting and Decorating
- Plastering
- Roofing
- Wall and Floor Tiling

Construction-related SVQ courses include:

- Construction Management
- Decorative Finishing and Painting
- Plastering
- Site Supervision
- Trowel Occupations (Bricklaying)
- Wood Occupations

Construction-related Skills for Work courses include:

- Building Services Engineering
- Construction and Engineering (Practical Experiences)

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DESIGN, ENGINEER, CONSTRUCT!

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Great for employers that:

- ✔ are based near a school or college delivering DEC or that are open to doing so
- ✔ employ apprentices in technical and professional roles
- ✔ are keen to engage with education

Suitable for young people who:

- ✔ are in education and want to gain vocational qualifications
- ✔ are technically-minded
- ✔ are considering working in construction

Design, Engineer, Construct! (DEC) is a learning programme and qualification at SCQF Levels 5 and 6, delivered at school alongside Nationals choices. DEC provides an introduction to the construction sector and helps students develop the professional, technical and digital knowledge, skills and behaviours for a career in the industry.

There are two DEC The Digital Built Environment programmes available:

- Foundation Certificate (SCQF Level 5)
- Intermediate Certificate (SCQF Level 6)

There are no salary or direct training cost requirements for employers but they are encouraged to 'Adopt a School' to help support the running of a DEC programme, including the development of learning activities and provision of materials.

For DEC students, a CSCS card is neither available nor required.



Courtesy of CITB

Get Involved

- ✔ Contact DEC to help you find a local school to partner with

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EMPLOYMENT

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Great for employers that:

- ✔ want to assess the suitability of a young person before offering formal training
- ✔ want to train new entrants in specific trade, manager or professional job roles
- ✔ can provide suitable supervision



Suitable for young people who:

- ✔ are practically-minded
- ✔ have little or no work experience but are motivated to work
- ✔ want to get a job and start earning
- ✔ have an interest in construction and want to try it out



Until they are 16 years old, a young person must stay in full-time education.

A young person in their first construction job, and not on a formal training programme, is likely to start as a labourer. As well as giving young people experience of working in the industry to see if it suits them, this enables employers to identify potential apprentices and trainees.

Within six months, a suitable occupation is usually identified which will determine the qualifications and training required.

It is essential that an induction, health, safety and other essential training, suitable supervision and Personal Protective Equipment (PPE) are provided.

A young person must be at least school leaving age to get paid the National Minimum Wage and aged 21 to receive the National Living Wage.

For young people in their first construction job and not registered for any qualifications, the relevant CSCS card is the Provisional Card. For those registered for a construction-related Occupational Competence Qualification, the relevant CSCS card is the Trainee Card. For young people that continue to undertake labourer tasks, the appropriate qualification should be obtained and the relevant CSCS card is the Labourer Card.

Get Involved

- ✔ Advertise job vacancies on Go Construct Careers
- ✔ Contact your trade association to understand the formal training and entry routes in your sector

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PRE-APPRENTICESHIP

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Great for employers that:
- ✔ are based near a college delivering Pre-apprenticeships
- ✔ employ apprentices
- ✔ are keen to engage with education

Suitable for young people who:
- ✔ are in education and want to gain vocational qualifications
- ✔ are practically-minded
- ✔ are considering working in construction

A Pre-apprenticeship is a learning programme designed to give young people relevant knowledge and experience of construction which is usually completed in 6 to 12 months.

Providing an introduction to construction, it may focus on a single trade or cover multiple trades and gives young people the basic knowledge and skills to prepare them for undertaking an apprenticeship and working in the industry.

Pre-apprenticeship programmes are designed flexibly in collaboration with employers and colleges, and there are no prescribed frameworks or learning outcomes.

Pre-apprenticeships can include formal qualifications to provide a quality-assured and SCQF levelled qualification outcome, such as construction-related Skills for Work courses at SCQF Levels 3 and 4, and National Progression Awards (NPAs) at SCQF Levels 5 and 6 (see College for more details on Skills for Work and NPAs in construction).

There are no salary or direct training cost requirements for employers but they are asked to provide in-kind support, including programme design, materials and project work.

For Pre-apprenticeship students, a CSCS card is neither available nor required.



Get Involved
- ✔ Partner with a local college to deliver Pre-apprenticeships

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UNIVERSITY

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Great for employers that:
- ✔ employ construction professionals
- ✔ want to train new entrants in specific professional or managerial roles
- ✔ offer work experience or work placements
- ✔ can offer sponsorship



Suitable for young people who:
- ✔ have completed Further Education
- ✔ want to stay in education
- ✔ want a university experience
- ✔ want to work in construction
- ✔ have an interest in construction and want to try it out



Higher Education at a university is for students who have typically completed Further Education and obtained suitable qualifications, such as Highers, HNCs, HNDs, National Progression Awards or Skills for Work.

With the exception of Graduate Apprenticeships, courses are usually full-time with learning taking place in a classroom, although there may be an option or requirement for a work placement with an employer.

Some construction employers sponsor university students, which may include financial support, work placements and employment at the end of the course.

Each university will determine its entry requirements, which may include particular Higher grades and other qualifications at SCQF Level 6 and above.

There is a range of construction-related courses available, including:

- Architecture
- Architectural Technology
- Building Surveying
- Civil Engineering
- Construction Management
- Quantity Surveying

Students will leave university with a variety of options, from continuing their education to entering employment.

If entering employment, their first role in construction is likely to be a graduate or trainee role which will provide further training and/or work experience as required.

For students who require access to site as part of a construction-related Higher Education course, the relevant CSCS card is the Trainee Card. For students on a Graduate Apprenticeship, the relevant CSCS card is the Apprentice Card which is free of charge.

Get Involved
- ✔ Identify which university courses suit your business
- ✔ Partner with a university
- ✔ Offer work experience or work placements
- ✔ Offer sponsorship opportunities
- ✔ Advertise your graduate opportunities to local universities and on Go Construct Careers

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CSCS CARDS FOR NEW ENTRANTS

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Card	Who	Qualification	Valid	Renewable
Apprentice Card	Modern, Technical, Graduate or Professional Apprentices	Registered on a construction-related apprenticeship	4.5 years	No
Industry Placement Card	Students aged 16 and over	Registered on a Further Education construction-related qualification or training programme which requires the completion of a minimum three week work placement.	2 years	No
Labourer Card	Labourers	• RQF Level 1/SCQF Level 4 Award in Health and Safety in a Construction Environment *(this is a lifetime qualification)* • SCQF Level 5 REHIS Elementary Health and Safety Certificate • NOCN/CSkills Awards Construction Health and Safety (F/618/0738) unit • A CSCS approved alternative qualification *(which needs to be renewed for each new card)*	2 years	Yes – can be renewed for a further 5 years if continuing in a labouring role
Provisional Card	Not registered on a qualification or training programme	None	6 months	No
Trainee Card	Students and trainees	Registered for a recognised construction-related Occupational Competence Qualification or academic qualification	5 years	No
		Achievement of an approved SCQF Level 5 (or higher) construction Occupation-Related Non-Competence Qualification	2 years	Yes – can be renewed for a further 3 years upon evidence of registration onto a recognised construction-related Occupational Competence Qualification or academic qualification

This guide references cards issued by CSCS Cards Limited, which is one of the card schemes that make up the CSCS Alliance. New entrants may need a card from an alternative CSCS Alliance card scheme depending on the occupation.

To apply for a CSCS card, the applicant is required to pass the appropriate level of the CITB Health, Safety & Environment Test within the last two years or an approved alternative.

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