



A

# MODERN APPRENTICESHIP

IN

Maritime Occupations

FRAMEWORK DOCUMENT  
FOR  
SCOTLAND

Level 2

November 2012



Skills for  
Logistics

## Contents

Modern Apprenticeships in Scotland	3
Modern Apprenticeships in <i>Maritime Occupations</i>	4
Summary of Framework	5
The Framework	6
Registration and certification	7
Recruitment and selection	8
Equal opportunities	8
Health and safety	9
Contracts	9
Employment status of Modern Apprentices	9
Terms and conditions of employment	9
Training and development	10
Consultation	11
Career progression	12

## Appendices

Appendix 1	Stakeholder Responsibilities	13
Appendix 2	Modern Apprenticeship Centres (MACs)	16
Appendix 3	Training Agreement and Training Plan	17

## Modern Apprenticeships in Scotland

### What are Modern Apprenticeships?

Modern Apprenticeships offer those aged over 16 paid employment combined with the opportunity to train for jobs at craft, technician and management level.

### Who develops them?

Modern 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?

Modern 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 Modern Apprenticeship?

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

- A relevant SVQ (or alternative competency based qualifications)
- Core Skills
- Industry specific training

Details of the content of the pathways within this Maritime specific Modern Apprenticeship are given in the next section.

## Modern Apprenticeship in Maritime Occupations

The maritime sector comprises the following main sub-sectors (in alphabetical order):

- fishing;
- leisure marine (excluding boat building);
- Marine search and rescue;
- Merchant Navy;
- ports;
- Royal Navy;
- Tugs and workboats.
- Vessels operating in restricted waters (Rivers, inland waterways and limited distances to sea)

The Maritime sector plays a significant role in the Scottish economy. In particular it provides:

- Relative environmental benefits of moving goods by sea compared with other forms of transport
- Employment (direct and indirect)
- Skilled people for shore-based jobs, shipbuilding and repair
- Wider, societal benefits by enabling the movement of people, goods and services to and from island communities and providing access to education, healthcare and social activities
- Provision of infrastructure for offshore industries
- 

The estimated GVA (2009 prices) and number of jobs for sea and coastal water transport and supporting activities within Scotland was £432M and 4,700, employed.

“The Glasgow area remains a leading world centre for commercial ship management. Scotland has a long tradition in the industry and contributes over 50% of the annual cadet officer intake to the Merchant Navy. Former merchant navy officers are the backbone of the shore-based maritime sector in Scotland.” (Scottish Enterprise)

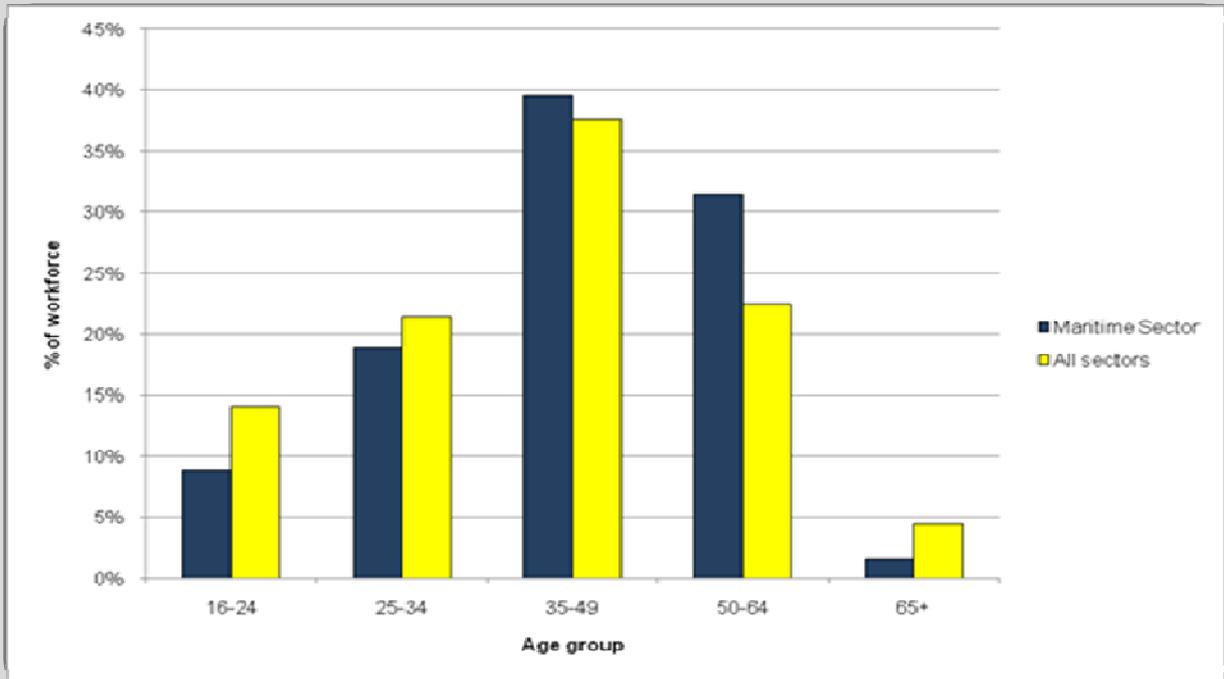
Of particular importance are key international and coastal shipping routes including ferry services to the Scottish islands. In 2010 279,000 passengers and 5000 vehicles were carried on vessels leaving/entering Scottish ports. In addition 84,000 tons of cargo was handled. A few ports specialise in specific cargos, but the majority are multi-purpose even if they are well known for one particular commodity, e.g. Peterhead for fish. Other ports play an important role for a particular industry such as Aberdeen in supporting North Sea oil and now for the developing offshore renewable energy industry.

The Scottish Fishing Industry also makes a significant contribution to the Scottish Economy. The value of the catch landed at Scottish ports amounted to £435 million in 2010 or 283,000 tons, which amounts to 70% of the total UK catch and a significant proportion of the shellfish caught, are exported. In 2010 the Scottish Fishing fleet consisted of 2,000 vessels with 5,000 people engaged in sea fishing activities. It is an important provider of employment in the Highlands and Islands and the more remote parts of the Country and when those working on shore in the fish markets, fish processing and other support activities are taken into account, the fishing industry becomes a key contributor in small fragile local economies.

There is a pressing need to attract new young entrants to the sector. The age profile of the maritime workforce is shown below (source Maritime Sector Skills Needs Assessment 2009). Whilst the figures shown are U.K. wide there is no reason to think that the position in Scotland is significantly different. It shows an aging workforce, with a lower proportion of young people than the national average. The development of modern apprenticeships with a number of pathways is a key initiative to encourage more young people into maritime occupations and to provide opportunities for progression and movement between the subsectors

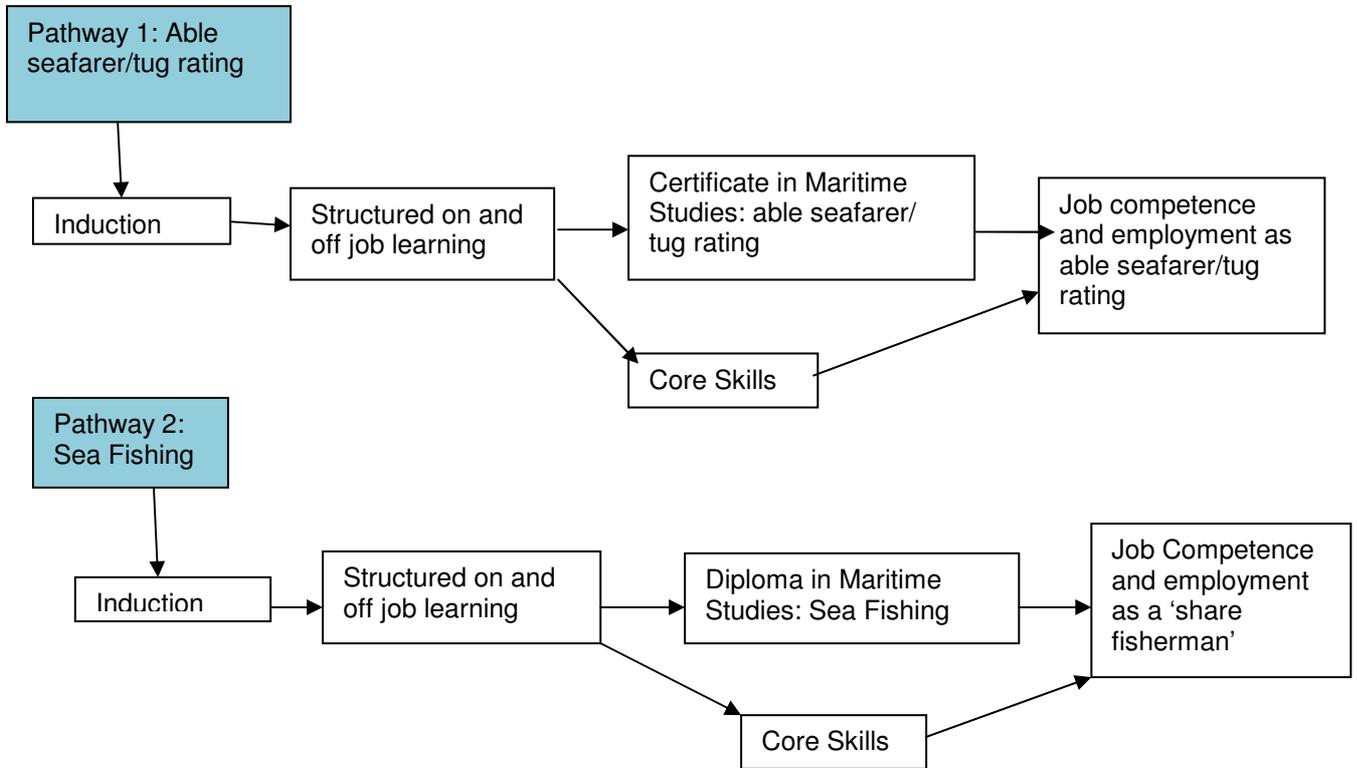
Modern Apprenticeship pathways will only be developed for those subsectors where a demand has been identified. This is likely to include the Merchant Navy including tugs, Sea Fishing, vessels operating in restricted waters, which include a number of the ferries operating across and around Scotland and ports.

### Age distribution of the maritime workforce:



## Summary of Framework

Diagram showing the contents of the Modern Apprenticeship in Maritime Occupations



## Mandatory outcomes

### SVQ or alternative competency based qualification

- One of the following must be achieved (depending on the pathway followed)

#### PATHWAY ONE; Able seafarer/tug rating:

- Certificate in Maritime Studies: Able seafarer/tug rating (deck) at SCQF Level 5. Ref: GE87 45
- SCQF Credit Points: 45

#### PATHWAY TWO: Sea Fishing:

- Diploma in Maritime Studies: Sea fishing at SCQF Level 5. Ref: GG10 45
- SCQF Credit Points: Min - 52 Max - 56

### Core Skills

- Communication (SCQF 4)
- Working With Others (SCQF 4)
- Problem Solving (SCQF 4)
- Information and Communication Technology (SCQF 4)
- Numeracy (SCQF 4)

## The Framework

The mandatory and optional content of the Modern Apprenticeship in Maritime Occupations is as follows:

### Mandatory Outcomes

#### SVQ(s) or alternative competency based qualification

Each apprentice is required to achieve the one of following Qualifications dependent on which pathway is followed:

PATHWAY ONE; Able seafarer/tug rating:

- Certificate in Maritime Studies: Able seafarer/tug rating (deck) at SCQF Level 5. Ref: GE87 45
- SCQF Credit Points: 45

PATHWAY TWO: Sea Fishing:

- Diploma in Maritime Studies: Sea fishing at SCQF Level 5. Ref: GG10 45
- SCQF Credit Points: Min - 52 Max - 56

Scottish Vocational Qualifications (SVQs) and competency based qualifications (CBQs) 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. SVQs are available at five levels – although most are at level 2 and level 3. When someone has achieved an SVQ, there is a guarantee that they have the skills and knowledge needed to do their job. All Scottish Modern Apprenticeships must contain a relevant SVQ or equivalent competency based qualification.

### Core Skills

Each apprentice is required to achieve the following core skills:

- Communication (SCQF level 4)
- Working with others (SCQF level 4)
- Problem Solving (SCQF level 4)
- Information and Communication Technology (SCQF level 4)
- Numeracy (SCQF level 4)

All core skills in all pathways needs to be separately certificated: The following table indicates the SQA references (core skills from other awarding bodies are available:

Core skill	SCQF Level	Reference Code
Communication	4	F426 04
Information and communication technology	4	F42E 04
Numeracy	4	F42A 04
Problem solving	4	F42J 04
Working with others	4	F42N 04

Core Skills are skills and abilities which everyone needs in their work. This is true for every job in every workplace. Core Skills also feature in National Qualifications such as Standard Grades and Highers and from 2000. Scottish candidates have been issued with a Core Skills profile on their Scottish Qualifications Certificate. Candidates who have already been certificated as achieving Core Skills at the levels given above – either in the workplace or at school or college - do not need to repeat these Core Skills as part of the Modern Apprenticeship Framework.

### Enhancements

For the Sea Fishing pathway apprentices will be required to undertake the Seafish approved 'Introduction to commercial fishing course' (3 weeks duration) prior to commencement of their Modern Apprenticeship. There will be no cost to the apprentice for this pre-apprenticeship training

## Optional Outcomes

On completion of the able seafarer/tug rating pathway, and the necessary sea time, apprentices will be eligible to receive the Maritime and Coastguard Agency STCW Reg. II/5 certification.

## Registration and certification

This Scottish Modern Apprenticeship is jointly managed by Skills for Logistics and Maritime Skills Alliance. The SSC is the first point of contact in Scotland for any enquiries in relation to the Framework. Contact details:

Skills for Logistics  
12 Warren Yard  
Warren Farm Office Village  
Milton Keynes  
MK12 5NW  
01908 313360  
[www.skillsforlogistics.org](http://www.skillsforlogistics.org)

Maritime Skills Alliance  
1 Hillside  
Beckingham  
Lincoln  
LN5 0rq  
01636 629115  
[www.maritimeskills.org](http://www.maritimeskills.org)

The SSC will register all Scottish Modern Apprentices undertaking this Framework. **All Modern Apprentices must be registered with the SSC within 4 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, [www.maonline.org.uk](http://www.maonline.org.uk)). In the case of MAs 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 MA Training Plan.

The SSC will issue a Modern Apprenticeship Certificate of Completion to those Modern 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 4 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 Modern Apprentices is primarily the responsibility of the employer. However, the following guidance is given:

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

For the Sea Fishing pathway apprentices will be required to undertake the Seafish approved 'Introduction to commercial fishing course' (3 weeks duration) prior to commencement of their Modern Apprenticeship. There will be no cost to the apprentice for this pre-apprenticeship training

## Equal opportunities

Modern 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 Modern Apprenticeship.

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

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

All Modern 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 Modern Apprenticeship programme:

1. Contract of employment signed by the employer and the Modern Apprentice.
2. SSC Training Agreement - this agreement outlines the basis of the modern 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 SDS, the SDS Training Plan will be sufficient on condition that it contains all relevant information as set out in the MA 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 Modern Apprentices

It is important that the sector offers genuine employment and career prospects to those people it wishes to attract through Modern 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 Modern Apprenticeships, attractive packages will need to be developed by employers in the sector. The terms and conditions of employment for individual Modern 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 Modern Apprenticeship system. Some organisations may become approved SVQ/ CBQ 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/ CBQ and Core Skills where appropriate.

Delivery of the off the job elements of the Modern Apprenticeships in Maritime Occupations can only be undertaken by an approved provider who is able to offer access to the necessary facilities. In particular there is a need for simulated learning under controlled conditions where safety is a paramount issue .e.g. firefighting. The following centres are approved for these purposes:

Banff and Buchan College  
City of Glasgow College  
Lews Castle College  
Mallaig Marine Training Centre  
North Atlantic Fisheries College (Shetland)  
Orkney College

## The SSC training plan

The plan is required to identify:

- 1 The selected Framework outcomes, specifying whether or not separate certification of the Core Skills is being sought.
- 2 A summary of the Modern Apprentices accredited prior learning
- 3 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 Modern 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 MA 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 Modern Apprentices funded by SDS area office it is sufficient to submit the Skills Development Scotland Training Plan on condition that it covers the same information required in the MA Training Plan.

## Consultation Process

The following attended a consultation event in Glasgow, which gave full support for the development of CBQs that mirrored those available elsewhere in Great Britain and the development of a Maritime Modern Apprenticeship with pathways for the various sub sectors;

John Buchan	Banff & Buchan College
Dai Coombes	Svitzer Marine Ltd
Simon Dryden	Marine Scotland
Jim Evans	Scottish Fishing Federation
Janey Floyd	SQA Accreditation
Matt Horton	Clyde Marine
Norman Jones	David MacBrayne Group
Nikki Kuyt	National Workboat Association
Rod MacKenzie	Clyde Marine
Roddy McColl	The Fishermen's Association Ltd (FAL) Aberdeen
Douglas McManus	Svitzer Marine Ltd, Leith
Drew McNeice	SQA Awarding Body
Lachie Paterson	Fish Industry Training Association (Highlands and Islands)
Simon Potten	Seafish, Edinburgh
Rob Reid/Jim Watt	North East (Scotland) Fishing Training Association.
Jan Rigden	Shetland School of Nautical Studies
Roger Towner	MCA

A concurrent web based consultation also indicated support for these developments

In addition there is full support from members of the Maritime Skills Alliance, who fund its core activities, and, with the exception of the Company of Watermen and Lightermen, embrace a UK wide membership. **They are:** British Marine Federation; British Tugowners Association; Company of Watermen and Lightermen; International Jack up Barges Owners Association; International Association of Maritime Institutions; Maritime and Coastguard Agency; Marine Society and Sea Cadets; Merchant Navy Training Board; National Workboat Association; Passenger Boat Association; Port Skills and Safety; Royal National Lifeboat Institution; Royal Navy; Royal Yachting Association; and the Sea Fish Industry Authority.

The Sector's Qualifications Strategy and Action Plan which has the full support of the membership includes the objective to develop a qualifications framework to mirror that available elsewhere in Great Britain and modern apprenticeships for Scotland to meet identified needs.

The Seafarers' trade unions Nautilus International and RMT were both represented on the working group that developed the able seafarer qualifications and fully support their use within a modern apprenticeship.

The Sea fishing industry is not unionised, but consultation included local Fishermen's Federations and Associations who represent local fishers.

## Career progression

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

Upon satisfactory completion of the able seafarer/tug rating modern apprenticeship (pathway one) including the Training Record Book the immediate progression opportunities are to:

- Seaman Grade 1 (Able-bodied Seafarer, A.B)
- A level 3 (SCQF level 6/7) Maritime Modern Apprenticeship (currently under development)
- National Certificate in Shipping and Maritime Studies

Further progression opportunities, which will require a further qualification and time spent at sea in order to qualify for the necessary internationally recognised Certification include:

- Bosun,
- Chief Petty Officer,
- Senior Rating (also on Board large yachts)
- Junior Deck Officer (Merchant Navy)
- Mate (tugs)

Upon satisfactory completion of the Seafishing modern apprenticeship (pathway two) including the training record book. The immediate progression opportunities are to:

- Deckhand/share fisherman
- A level 3 (SCQF level 6/7) Maritime Modern Apprenticeship (currently under development)
- National Certificate in Shipping and Maritime Studies

Further progression opportunities, which will require a further qualification and time spent at sea in order to qualify for the necessary internationally recognised Certification include:

- Skipper Fishing vessel <16.5 metres (sea time only required)
- Mate Fishing vessel >16.5 metres/off shore support vessel
- Fishing vessel Skipper class 2

# Appendices

## APPENDIX 1

### Stakeholder Responsibilities

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

- Awarding Bodies
- Employers
- Modern 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 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 Alliance of Sector Skills Councils' [website](#).

### Role of Skills Development Scotland

MA 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 MA Frameworks will be eligible for funding support from Skills Development Scotland who should be contacted to establish the availability and level of support for each MA Framework.

Further information is available from: <http://www.skillsdevelopmentscotland.co.uk/our-services/modern-apprenticeships.aspx>

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

Responsibilities include:

- Supporting the Modern Apprentice with ongoing Career Planning advice
- Signposting candidates to suitable vacancies
- Promoting the Modern Apprenticeship route on the Skills Development Scotland website
- Facilitating recruitment events that bring together jobseekers and opportunity providers

### Role of the Awarding Bodies

A significant proportion of the Modern Apprenticeship is based on the assessment of the apprentice against SVQ/CBQ and SVQ/CBQ units. These qualifications are accredited by the SQA Accreditation and the Office of the Qualifications and Examinations Regulator (Ofqual) 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 the SVQ/CBQ and SVQ/CBQ units are fully met.

## Role of the Training Provider

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

## Role of the 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 Apprenticeship Frameworks
- De-approval of Modern Apprenticeship Frameworks
- Encouraging best practice across Modern Apprenticeship Frameworks and sectors

## Role of the Employer

Employers' responsibilities include:

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

## Role of the Modern Apprentice

Modern 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 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 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 SVQ/ CBQ(s) (and Core Skills if these are being separately certificated)

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

**APPENDIX 3**



**MODERN APPRENTICESHIP SAMPLE TRAINING AGREEMENT**

This Training Agreement is entered into by:

<b>Name of Employer:</b>	
<b>Name of Modern Apprentice:</b>	
<b>Name of Modern Apprenticeship Centre:</b>	

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

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

The **Modern 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 modern apprentice’s personal training plan as confirming that the selected Framework outcomes and training plans meet the criteria of this modern apprenticeship
- 2 contract with the employer to provide the training and assessment necessary to enable the modern 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 modern 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:

<b>Employer/Fishing vessel Skipper</b>		<b>Date:</b>
<b>Modern Apprentice</b> <i>(or Parent/Guardian, if under 18)</i>		<b>Date:</b>
<b>Modern Apprenticeship Centre</b>		<b>Date:</b>



**MODERN APPRENTICESHIP TRAINING PLAN**

**The Modern Apprenticeship Centre**

Name:
Address:
Telephone:
Contact:

**The Modern 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**

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

<b>Core Skills</b> <i>(Include details of the minimum level required)</i>		Tick units being undertaken	SCQF Level	SCQF Credit Points
1	Communication			
2	Working with others			
3	Numeracy			
4	Information and communication technology			
5	Problem Solving			

**Optional outcomes**

<b>Additional units (if any)</b> <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)			

**Summary of Modern Apprentices accredited prior learning:**

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

<b><i>Rachel Taylor</i></b>	OR	<b><i>Philip Wells</i></b>
Skills for Logistics		Maritime Skills Alliance
12 Warren Yard		1 Hillside
Warren Farm Office Village		Beckingham
Milton Keynes		Lincoln
MK12 5NW		LN 5 0RQ
01908 313360		01636 629 115
<a href="http://www.skillsforlogistics.org">www.skillsforlogistics.org</a>		<a href="http://www.maritimeskills.org">www.maritimeskills.org</a>