

MODERN
➔ APPRENTICESHIPS

bulletin



News and Information about Scottish Modern Apprenticeships

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Modern Apprenticeship Awards 2002



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Modern Apprenticeship Bulletin



November 2002



March 2002

MA Bulletin is sponsored by Highlands and Island Enterprise and has a print run of 3,000 copies. It is circulated – free of charge – to all organisations with an interest in Scottish Modern Apprenticeships, including Sector Skills Councils, Local Enterprise Companies, Careers Companies, Colleges, Universities, Training Providers, employers and other bodies. Letters and articles for publication are welcomed.

If you would like to be added to the mailing list to receive future issues, please contact the Editor.

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Next issue: January 2003

Front cover picture.

Everyone's a winner! Iain Gray, Minister for Enterprise, Transport and Lifelong Learning, congratulates winners at the Scottish Modern Apprenticeship Awards 2002.

Several important developments with Modern Apprenticeships have occurred over the last few months.

In October, the Scottish Modern Apprenticeship Awards 2002 were held in Edinburgh's Caledonian Hotel. Over 120 invited guests - including Iain Gray, Minister for Enterprise, Transport and Lifelong Learning - enjoyed a splendid event at which the winners were announced. The purpose of the Awards was to showcase best practice and recognise excellence in the Modern Apprenticeship programme - and the high standard of finalists demonstrated that this objective had been achieved.

Plans for the 2003 Awards are already underway and we hope to make it a larger event to give more guests the opportunity to attend. Photographs from this year's ceremony are on pages 6 and 7 of this issue of MA Bulletin.

In mid-September, the Scottish Executive set a new target for the Modern Apprenticeship programme in Scotland - 25,000 Apprentices in training by 2005-06. It also announced an additional £25 million over the next 3 years to help achieve this target. This is welcome news for all those involved with Modern Apprenticeships and demonstrates the Executive's commitment to the programme.

Following on from this, the Scottish Parliament Enterprise and Lifelong Learning Committee Report was finally published in late October and gave very positive feedback about Modern Apprenticeships.

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The Report concluded that employers and apprentices were happy with the programme - and stated that there was potential for further development. The Scottish Executive will give its response to the Report early in 2003.

More details about these developments are given in the pages of this issue. You will also find the latest information on new and revised frameworks, including a complete list of all the different types of Modern Apprenticeships available in Scotland.

I hope you enjoy reading this issue.

John Cunningham

John Cunningham
Chairman
Modern Apprenticeship Implementation Group

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New Target for Modern Apprenticeships

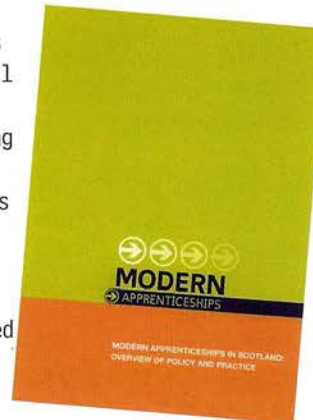


The Scottish Executive has announced a new target of over 25,000 Modern Apprentices in training by 2006. The announcement was made in mid-September as part of the Executive's Spending Review 'Building a Better Scotland'. The budget for Modern Apprenticeships will increase by £25 million over the next three years - and measures will be introduced to target groups that are currently under-represented on the programme. The Executive is also keen to improve completion rates for apprenticeships and to address the issue of gender imbalance with some frameworks. More details on 'Building a Better Scotland' are available at: www.scotland.gov.uk/library5/government/babs-09.asp

New policy document issued

The Scottish Executive has issued a new policy document 'Modern Apprenticeships in Scotland: Overview of policy and practice' which clarifies the roles and responsibilities of stakeholders and sets out the required content of Scottish MA frameworks. The document is aimed at organisations involved in the development of Modern Apprenticeship frameworks in Scotland.

A new minimum level for core skills has been introduced - Intermediate 1 - and organisations developing or reviewing frameworks are now being encouraged to include language qualifications. Technical Certificates - which have been introduced as a mandatory outcome in England and Wales - are NOT mandatory in Scotland. The document can be viewed on the SSAScot web site at: www.sconto.org.uk/manews.htm



Scottish Parliament report praises Modern Apprenticeships

The long awaited Scottish Parliament Enterprise and Lifelong Learning Committee Report was published in late October. The Committee Report - which made a number of recommendations to enhance the provision of lifelong learning in Scotland - praised Modern Apprenticeships and stated that there was scope to further develop the programme.

In addition, the report recommends that the Enterprise Networks ensure that adequate funding - and if necessary new funding - is made available for Modern Apprenticeships in the over 25 age group. The Committee also recommends that the Scottish Executive continue to recruit more women onto Modern Apprenticeships in general, and encourage both men and women to participate in the full range of opportunities.

The Committee Report also recommends the abolition of the existing Skillseekers Programme and suggests



that it be replaced with new routes, which cover a greater range of qualifications (rather than simply vocational qualifications), and are more relevant to the needs of employers.

The Scottish Executive's interim response to the report can be viewed at: www.scotland.gov.uk/library5/lifelong/elli-00.asp A fuller response and the Executive's new lifelong learning strategy is expected to be published early in 2003.

New name for SCONTO



In early November, SCONTO (Scottish Council of National Training Organisations) changed its name to SSAScot (Sector Skills Alliance

Scotland). The re-branding of the organisation has taken place to reflect the government de-recognition of National Training Organisations and the development of a new network of Sector Skills Councils. An official launch will take place in January 2003.

MA Awards 2002 a success



The Scottish Modern Apprenticeship Awards 2002 were held in Edinburgh in late October in the presence of Iain Gray, Minister for Enterprise, Transport and Lifelong Learning. Plans for the 2003 event are already underway.

William Boyter from the Balathie Hotel in Kinclaven was the winner of the Outstanding Achievement Award. Full details of the event are given on pages 6 and 7.

MAIG in Scotland



A new monthly email newsletter - MAIG in Scotland - which gives details of changes to Scottish

Modern Apprenticeship frameworks, is now available.

The newsletter is aimed at training providers and Local Enterprise Company staff. To be added to the free mailing list, please contact stuart.mckenna@ssascot.org.uk

Registered Manager SVQ included in framework

A new route has been added to the Health and Social Care framework. The route – aimed at care managers – comprises SVQ level 4, Registered Manager in Health and Social Care, plus separate certification of all 5 core skills. Centres wishing to deliver the new route should contact

stuart.mckenna@ssascot.org.uk

New Standard MA Framework Document agreed



The Modern Apprenticeship Implementation Group (MAIG) – the group that approves all Scottish Modern Apprenticeship Frameworks – has now agreed the content and format of a new Standard MA Framework document which sector skills bodies will be required to use when submitting their frameworks for re-endorsement.

The document has been written in straightforward language to make it easily accessible to training providers and employers. All new or revised MA Frameworks from November 2002 will use the new document. Before introducing the Standard Framework, MAIG consulted with sector skills bodies and other key stakeholders to ensure that it met their needs. An electronic copy of the new document can be obtained from stuart.mckenna@ssascot.org.uk

New route added in Hospitality framework



A new customer service focused route has been added to the Hospitality Modern Apprenticeship framework. The new route comprises of a sector-specific S\NVQ at level 2, followed by Customer Service S\NVQ at level 3 and separate certification of all 5 core skills. The route has been added at the request of employers in the sector. More details are available from Marc Robertson at HTF – MRobertson@htf.org.uk

Change to Security MA Framework

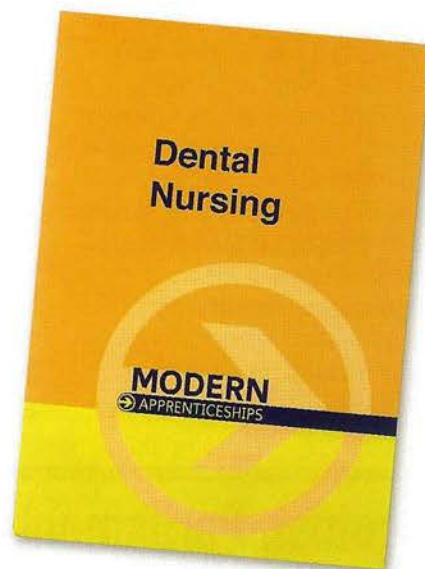
A significant change has been made to the mandatory outcomes of the Security Modern Apprenticeship Framework. With immediate effect, the need for apprentices to achieve S\NVQ Security, level 2 has been removed. Further details are available from n.sargent@sito.co.uk

New Dental Nursing Framework available

A new Scottish Modern Apprenticeship in Dental Nursing is now available. The mandatory outcomes of the framework are:

- S/NVQ Oral Health Care: Dental Nursing, Level 3
- Separate certification of 3 Core Skills - Numeracy, Working with Others and Information Technology, all at Intermediate 1 level

The framework was developed jointly by Skills for Health and SSAScot (formerly SCONTO) and will be managed at present by SSAScot. Organisations wishing to seek approval to deliver this framework should contact stuart.mckenna@ssascot.org.uk



Change to Oil and Gas Extraction framework

MAIG has approved a minor change to the Oil and Gas Modern Apprenticeship framework. Until recently, all apprentices were required to achieve S/NVQ Processing Operations: Hydrocarbons Level 1. However, from 17 October 2002, trainees using the Engineering Maintenance Level 3 route will NOT have to achieve this qualification. For apprentices using the Process Operations Level 3 route, there is no change. More details are available from Gordon McNeil at Cogent SSC –

Email: Gordon.McNeil@COGENT-SSC.COM



Gordon McNeil

TOP 20 Frameworks

25 October 2002

Ranking*	Framework	Apprentices in training
1 (1)	Construction	4587
2 (2)	Electrotechnical	2215
3 (4)	Motor Vehicle	2107
4 (3)	Engineering	1868
5 (5)	Customer Service	1802
6 (6)	Business Administration	1697
7 (8)	Management	1458
8 (7)	Hospitality	1356
9 (11)	Health and Social Care	1094
10 (9)	Information Technology	979
11 (10)	Plumbing	872
12 (12)	Early Years Care and Education	630
13 (13)	Hairdressing	510
14 (14)	Engineering Services	453
15 (15)	Travel Services	435
16 (16)	Retail Distribution	288
17 (17)	Amenity Horticulture	211
18 (19)	Engineering Construction	200
19 (New)	Sport & Recreation	185
20 (New)	Health and Safety	174

* Figures in brackets show the ranking of each framework at 31 March 2002.
Figures do not include Highland and Islands Enterprise area.

The top twenty Modern Apprenticeship frameworks in Scotland (in terms of take-up) are shown above.

The frameworks with the biggest growth in the last 6 months are **Management** and **Health and Social Care**. Both of these frameworks had a relatively modest take-up until the introduction of pilot projects to make funding available for the 25 plus age group. Another beneficiary of the extension to funding is the **Occupational Health and Safety Practice** framework, which enters the chart at number 20. All of these frameworks are better suited to more mature employees with several years relevant work experience.

The **Construction** framework continues to top the chart, adding a further 700 to its total in the last 6 months. Dropping out of the top 20 this time around are **Accounting** and **Chemical Industries** frameworks. Figures for the Highlands and Islands area will appear in the next issue of MA Bulletin.

Two new frameworks for Motor Vehicle



The Motor Industry Training Council (MITC) has introduced two new Modern Apprenticeship frameworks in Scotland.

- **Vehicle Parts Operations:** comprising S\NVQ levels 2 and 3 in Vehicle Parts Operations plus separate certification of all 5 core skills at Intermediate 1 level
- **Vehicle Sales:** comprising S\NVQ levels 2 and 3 in Vehicle Sales plus separate certification of all 5 core skills at Intermediate 1 level.

Both new frameworks also encourage the achievement of technical qualifications.

The **Vehicle Parts Distribution and Supply** route within the existing Motor Vehicle Engineering framework has been removed and candidates will now follow the new **Vehicle Parts Operations** framework. For more information, contact Jim Brown at MITC - Email: jim@mitc.co.uk

New framework for Learning and Development



A new Scottish Modern Apprenticeship in Learning and Development is now available for implementation in Scotland. The framework was developed jointly by the Employment NTO and SSAScot (formerly SCOTO). The mandatory outcomes of the new framework are:

- S\NVQ Learning and Development, Level 3 OR S\NVQ Direct Training and Support, Level 3
- Separate certification of 5 core skills (Numeracy, Working with Others, Information Technology and Problem Solving at Intermediate 1 - and Communication at Intermediate 2)
- One additional - job specific - S\NVQ unit at level 3 or above.

The new framework will be managed in Scotland by SSAScot on behalf of the Employment NTO. Organisations wishing to seek approval to deliver the framework should contact stuart.mckenna@ssascot.org.uk

MASCOT web site



The MASCOT site - which gives details of the content of all Scottish Modern Apprenticeships - has been updated and re-branded with the familiar orange and green colours used in other MA promotional materials. The site can be viewed at www.mascot.uk.com

Framework Downloads

Five Modern Apprenticeship framework documents are now available to download from the SSAScot web site:

- Advice and Guidance
- Dental Nursing
- Insurance
- Learning and Development
- Operating Department Practice.

The frameworks can be viewed at: www.sconto.org.uk/masub/maframe.htm

Broadcasting MAs!



The latest issue of the SFEU magazine, Broadcast, carries an article about the Scottish Modern Apprenticeship Awards 2002. The 2-page article looks at the award finalists from further education colleges. Broadcast can be viewed at: www.sfeu.ac.uk/informati on.asp?pageID=4.6

Scottish Modern Apprenticeship Awards 2002

Employers

Finalists



NHS Lothian Pharmacy Services, Edinburgh



United Kingdom Atomic Energy Authority, Dounraey



ibm.com, Greenock

Winners



E & L Sales Rental, Dyce



Giles Insurance Brokers, Irvine



Standard Life Assurance, Edinburgh

The Scottish Modern Apprenticeship Awards 2002 were held at a prestigious ceremony in the Caledonian Hotel, Edinburgh on 30 October 2002. Iain Gray MSP, Minister for Enterprise, Transport and Lifelong Learning attended the event, giving the keynote speech and meeting with all the finalists.

Television news presenter, Stephen Jardine, introduced the finalists in each category and congratulated each of the winners.

All finalists received a framed certificate signed by Iain Gray MSP in recognition of their achievement in reaching the final. The winners of each category also received a bespoke glass trophy.

Nine award categories were contested:

- Apprentice (personal development)
- Apprentice (outstanding contribution)
- Apprentice (overcoming the odds)
- Employer (small)
- Employer (medium)
- Employer (large)
- Training Provider
- Partnership
- Outstanding Achievement Award.

The Awards were organised by Scottish Enterprise and Highlands & Islands Enterprise, and sponsored by the Daily Record and Sunday Mail.

More details about some of the winning entries will be featured in the next issue of MA Bulletin.

Training Providers

Finalist



Support Training, Edinburgh

Finalist



Glenrothes College, Glenrothes

Winner



Goal Training, Perth

Partnerships

Finalist



Institute of Applied Technology, Kirkcaldy

Finalist



East Kilbride Group Training Association & Weir Pumps

Winner



Caithness Engineering Apprentice Consortium, Halkirk

Apprentices

Finalists



Sheena Booth, Cancer Research UK, Peterhead



Catriona MacLeod, Wonderland Nursery, Arbroath



Helen Sutherland, Standard Life, Edinburgh



Grant Coull, Balfour Kilpatrick, Renfrew

Winners



Laura Felstead, Derwent Motors, Bellshill



Kevin Ross, Sanmina-SCI, Irvine



Laura Kerr, Motorola, East Kilbride

Diane Fairgrieve from the Garvock House Hotel in Dunfermline and William Boyter from the Balathie House Hotel were also finalists in the Apprentice categories.

Outstanding Achievement Award

Winner



William Boyter, Balathie House Hotel, Kinclaven

The Scottish
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AWARDS**

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THE JUDGING PANEL



Over 100 applications from all over Scotland were received for the Scottish Modern Apprenticeship Awards 2002. These were assessed by a Judging Panel comprised of the key stakeholders involved in the Modern Apprenticeship programme in Scotland:

- Harry Donaldson, GMB (Chair)
- John Cunningham, Scottish Enterprise
- Anneliese Archibald, SSAScot
- Rosemary Whelan, Scottish Executive
- Douglas MacDougall, Highlands & Islands Enterprise
- Adam Weir, Scottish Training Federation

Plans for the 2003 Awards are already underway and application forms are expected to be circulated in the next few months. Further details are available from Mark Newlands at Scottish Enterprise on Email mark.newlands@scotnet.co.uk

Owner managers benefit from new initiative

Owner Managers living in Dumfries and Galloway could benefit from a new Modern Apprenticeship initiative designed to aid business start-ups in the region.

Scottish Enterprise Dumfries and Galloway has teamed up with Prince's Scottish Youth Business Trust, Small Business Gateway and leading training provider, Minerva Training, to offer an exclusive tuition programme that supports business plan development whilst gaining a recognised qualification.

The Owner Manager Business Start Up Programme is available to individuals aged from 16 to 60 who are responsible for running their own business. Already five participants with diverse business backgrounds in web design, catering, beauty therapy, fashion design and music events organisation have enrolled in the year long programme.



Owning up! Billy Bentley from SE Dumfries and Galloway meets staff at Minerva Training

For further information about the programme, please contact Minerva Training on 01387 248244.

Apprentices safety suggestion wins award

A group of Modern Apprentices at Sullom Voe Terminal in Shetland has been awarded £100 for a safety idea they submitted to the site's suggestion scheme. They have donated the money to the Archie Foundation at Aberdeen Royal Children's Hospital.

The teenagers - who are in the second year of a four-year Modern Apprenticeship, are employed by AMEC at the terminal. They came up with the idea to create storage boards for blank flanges to be erected close to pressure safety valves and equipment, which is removed from the plant on a regular basis during routine maintenance.

The apprentices suggested that each storage board could hold a number of blank flanges relevant to a particular area and marked up with the flange size and rating or colour code for easy identification.

Mounting the boards at the appropriate work sites eliminated trip hazards and enabled the flanges to be collected and returned quickly and easily, obviating the need to carry the blanks to and from each job and thereby reducing the risk of injury from additional manual handling.



Cheque this! Apprentices Christopher Dean, Ryan Johnson, Shaun Powell, Richard Robertson, Liam Tait, Lawrence Tulloch, Liam Thomson and Andrew Boyd show off their idea-winning cheque while AMEC construction engineer Brian Gibson (left) and Sullom Voe's HSE team leader Alan McNulty look on.

Disneyland beckons for Gemma!



Taking the Mickey! Gemma Byers celebrates her success. (L-R) Mark Smith, British Airways; Gemma Byers, D&G Travel in Dumfries; Kerry Craigie, Walt Disney Parks & Resorts; George Cavanagh, TTC Training

Gemma Byers, 18, of D&G Travel in Dumfries and Laura Newton, 19, of Thomas Cook, Glasgow, clinched the two top spots when the Travel Training Programme's (TTP) Modern Apprentice of the Year was presented at the annual TTC Training Awards held in London.

Gemma - who fought off competition from over 2000 TTP trainees nationwide - wins a fantastic holiday for two for her achievement. Flying British Airways to Orlando she will spend four nights in a Walt Disney World Resort hotel

combined with a three-night cruise to the Bahamas aboard Disney Cruise Line's Disney Wonder.

Laura - who finished in second place - won a £500 concession towards a European Holiday, courtesy of Thomas Cook Tour Operations.

For further information about the Travel Training Programme, please contact TTC Training on 01483 727321 or e-mail: info@ttctraining.co.uk

Motoring ahead!

Lanarkshire man Robert Napier celebrates a UK first.



Lanarkshire man Robert Napier has become the first person aged over 25 in Britain to achieve a Modern Apprenticeship in the motor vehicle industry.

The 41-year-old owner of Damside Garage in Shotts was presented with his Modern Apprenticeship certificate recently after completing the course with the Scottish Enterprise Lanarkshire approved training provider ReMIT.

The Modern Apprenticeship programme enabled Robert to upgrade his existing skills through a combination of on-site assessment and online testing. He completed his National Vocational Qualification (NVQ) in diagnostic testing at breakneck speed - finishing the course in just nine months when it would normally take several years to finalise.

Director of Learning & Skills at Scottish Enterprise Lanarkshire, John Cunningham, said of Robert's success: 'We are delighted that a Lanarkshire man has become the first person in the UK aged over 25 to attain a Modern Apprenticeship in the motor vehicle industry.'

John - who is also Chairman of the Scottish Modern Apprenticeship Implementation Group - added: 'Robert's achievement will hopefully encourage more people to take up a Modern Apprenticeship programme, enabling them to broaden their skills range and improve their employment opportunities. The Modern Apprenticeship scheme should also help address skill shortages in some industries.'

MA Success in Marks & Spencer

Marks & Spencer have long been known for their commitment to staff and are highly recognised on the High Street for their outstanding levels of customer service. Over the last year, Marks & Spencer in Renfrewshire and Ayrshire have been working with JHP Training, one of the country's largest training providers, in the delivery of Modern Apprenticeships.

The programme has been a huge success and an awards ceremony was held in November to pay tribute to the achievements of apprentices. Hosting the ceremony in Langbank was JHP Training Chairman and Founder, Mr Hugh Pitman, and the presentation of awards was made by Paul McGuinness from Scottish Enterprise Renfrewshire. Certificates were presented to nine candidates who have completed Modern Apprenticeships in various job roles from Warehousing & Distribution right through to Management.



The Mark of success! Modern Apprentices from Marks & Spencer relax after their awards ceremony.



Modern man! Mark Chandler (right) is presented with his MA certificate by the Course Manager at Cowglen Golf Club

MATURE AND MODERN

A pilot programme aimed at giving more mature greenkeepers the chance to achieve a Modern Apprenticeship has proved a big hit with Mark Chandler at Cowglen Golf Club in Glasgow.

Mark had been working in the industry for nine years, but took a short break. When he returned, he felt he wanted to increase his own skills and knowledge now that he was a little older. When he was offered the chance of a Modern Apprenticeship, he readily agreed and now says that he is more confident in his daily work.

GOSTA Training in Glasgow provided Mark's training. GOSTA has been participating in a pilot programme run by Scottish Enterprise, which provides funding for Modern Apprentices aged 25 and over. Managing Director at GOSTA, Lesley Lowrie, is delighted with the success of the pilot and is hopeful that it can be expanded. 'The availability of funding for more mature greenkeepers is a wonderful opportunity and I am delighted that Mark has benefited from achieving his Modern Apprenticeship' she said. GOSTA can be contacted on 0141 248 2772. Email: training@gostatraining.freemove.co.uk



Prize guys!
Graham
Fletcher, Ian
Currie,
Charles
McGeever and
Gary Carr
scored full
marks in the
construction
industry
skills test

Shining examples of the new generation of entrants to the construction industry are Carpentry and Joinery Modern Apprentices Gary Carr (21), Ian Currie (21), Graham Fletcher (21), and Charles McGeever (20). All four have been awarded craft competition prizes of £250 to recognise their outstanding achievement of full marks in the construction industry skills test.

The awards are issued each year to craftsmen to encourage excellence and are seen as a tribute to the quality of the apprentices and the companies where they have been employed during their training.

Modern Apprentices are employed from day one and are registered with the Scottish Building Apprenticeship Training Council (SBATC) throughout their 4-year apprenticeship to gain a qualification to SVQ level 3 standard. After attaining the SVQ level 3, apprentices are required by SBATC to undertake a practical skills test to ensure they have reached the level of competency which meets industry standards for quality and workmanship.

Organisations Join Forces to Tackle Trade Skills Shortage



On site! Pupils from St Roch's, Royston, and Lochend Community High School, Easterhouse visit a 'live' construction site in Glasgow

A pioneering partnership is building links with the Scottish education system in a bid to address the nation's major shortage of skilled tradesmen.

Dawn Homes is among a group of organisations including Glasgow College of Building and Printing, Glasgow City Council Education Department and the Construction Industry Training Board (CITB), which aims to encourage young people to take Modern Apprenticeships within the construction industry.

According to the Skills Foresight Report 2002-2006 published by CITB this year, approximately 23,000 new recruits will be needed in the Scottish construction industry over the next five years, amounting to 4,600 per year.

The partnership's two year project is seeing Standard Grade secondary pupils from schools in Glasgow attend the Glasgow College of Building and Printing once a week to learn construction-based skills as part of the council's Glasgow Schools Transitional Curriculum.

The project was highlighted during National Construction Week 2002 when a group of third and fourth year pupils from St Roch's, Royston, and Lochend Community High School, Easterhouse, participated in a site visit to Dawn Homes' New Gorbals development, Queen Elizabeth Gardens.

The visit to the 'live' construction site gave pupils an insight into the craft areas they have been learning at the college and the site management/design team structure of a major sized building project.

National Construction Week 2002

national
construction
week

SCOTLAND

Modern Apprenticeships were one of the training programmes highlighted in National Construction Week (NCW), which was held last October. The objective of NCW is to attract talented young people into the construction industry and to engage with industry partners in actively promoting construction as a career choice.

In Scotland alone, 23,000 people will be needed over the next five years to replace existing manpower - mostly because of retirement - and to meet growth in demand due to the large number of major construction projects that are either planned or are now underway.

Over 4,000 school pupils took part in NCW at 142 different events across Scotland.

Foundations for the future at Angus College



Building a future! Gavin Sinclair of Arbroath High School and Alison Maclean, Careers Organiser from the CITB, take part in the activity day at Angus College

Pupils from Angus Secondary schools visited Angus College during National Construction Week for a day of demonstrations and hands-on opportunities in the construction strands of College courses, showcasing the skills and career opportunities available. The College offers a number of construction programmes, including Modern Apprenticeships.

THE GLAMOUR OF CONSTRUCTION CALLS ALL FEMALES



On the road! Alison Smith from Kirriemuir is one of the few females training in construction

According to the Construction Industry Training Board (CITB), only 1% of the trade workforce in Scotland is made up of female craftspeople. CITB is keen to change this and encourage more females into the industry.

Among this 1% is eighteen-year-old

Alison Smith, a Modern Apprentice from Kirriemuir. Following in her Grandfather's footsteps, Alison decided to be a Carpenter and Joiner. She is currently serving a CITB apprenticeship at J & J Learmonth, where she practices the practical skills of the joinery trade and attends Angus College to study for her official trade qualifications, SVQs.

Dougray supports college 'Oscars'



You're a star! Dougray Scott (left) presents the Award for Excellence to William Boyter and Scott Lyall.

Internationally acclaimed Scottish Actor, Dougray Scott, made a special visit to his hometown of Glenrothes in November to be the guest of honour at the Glenrothes College 'Oscar' style Annual Awards Dinner, where individual students were recognised for their achievements.

Dougray - who has starred in blockbuster movies such as Enigma and Mission Impossible 2 - was delighted to present the Award for Excellence to Modern Apprentice William Boyter and Chef Lecturer Scott Lyall.

William and Scott received the joint College Award for Excellence for their individual personal achievements. At just 20, William has already won a number of international competitions and is currently the World Junior Culinary Champion - a title he won at the World Championships held in New Zealand in August. He currently works as a Chef at the Balathie House Hotel in Perthshire and is also studying for a Modern Apprenticeship in Catering at the College. William was also the winner of the Outstanding Achievement Award at this year's Scottish Modern Apprenticeship Awards.

Scott is an international award-winning chef in his own right and has played a major role in ensuring that Glenrothes College Hospitality students have won every major culinary competition in the United Kingdom.

'Ayr' - Craft!



Flying high! Aileen Thorpe, CITB Training Adviser, is pictured with some of this year's recruits who attend Ayr College as part of their training to become qualified painters, joiners and bricklayers.

Nearly ninety Construction Craft Apprentices were 'flying high' at Ayr College as they began the first year of their four year Modern Apprenticeship to become the building workforce of the future.

Over 1700 Scottish young people have registered as Construction Modern Apprentices this year and all are employed by local construction employers from day one. These apprentices aim to become part of a skilled workforce to meet the ongoing demand for quality workmanship in the industry.

Scottish Modern Apprenticeship Frameworks available at 30 November 2002.

All Scottish Modern Apprenticeships are endorsed by MAIG (Modern Apprenticeship Implementation Group) which comprises of representatives from Scottish Enterprise, Highlands and Islands Enterprise, Scottish Executive, Sector Skills Alliance Scotland, Local Enterprise Companies, Scottish Qualifications Authority Accreditation Unit, and Careers Scotland.

Framework documents – which explain how each apprenticeship works and the mandatory and optional outcomes which apply – are available directly from the contacts given below.

Up to date information on all Scottish frameworks is available at the MASCOT web site – www.mascot.uk.com

Framework	Date of most recent framework	Organisation	Telephone
Accounting	November 1996	Sector Skills Alliance Scotland	0131 226 7726
Advice and Guidance	February 2002	Sector Skills Alliance Scotland	0131 226 7726
Agricultural and Commercial Horticulture	June 1998	Lantra SSC	02476 696996
Agricultural and Garden Machinery	February 1996	Lantra SSC	02476 696996
Amenity Horticulture	April 1997	Lantra SSC	02476 696996
Animal Care	August 1998	Lantra SSC	02476 696996
Arts and Entertainment	February 1998	METIER	01274 738800
Aviation	July 1998	Aviation Training Association	01494 445262
Beauty Therapy	September 2001	Consumer Services Industry Authority	01302 380021
Broadcasting and Media	March 2001	Skillset SSC	0207 534 5313
Business Administration	June 2002	Council for Administration	020 7627 9876
Call Handling	September 2001	e-skills UK	020 7963 8995
Chemical Industries	October 1995	Cogent SSC	01224 787824
Cleaning Management	February 1999	Cleaning Industry NTO	01604 645731
Clothing and Apparel Manufacture	October 1996	Skillfast UK	0113 227 3333
Construction	October 1998	Construction Industry Training Board	0141 810 3044
Corrugated Packaging	April 1998	Print & Graphic Communication NTO	0121 789 5100
Craft Bakery	May 1996	Bakery Training Council	0131 229 1401
Customer Service	June 2000	Institute for Customer Service	0120 657 1716
Dental Nursing	November 2002	Skills for Health\Sector Skills Alliance Scotland	0131 226 7726
Early Years Care & Education	July 2001	Early Years NTO	01727 738300
Electricity Supply and Distribution	July 2000	Electricity Training Association	020 7963 5700
Electrotechnical	February 1999	National Electrotechnical Training	0131 445 9225
Engineering	January 2001	Engineering and Marine Training Authority	0141 566 1860
Engineering Construction	January 2002	Engineering Construction Industry Training Board	01923 402113
Environmental Conservation	February 1998	Lantra SSC	02476 696996
Floristry	June 1997	Lantra SSC	02476 696996
Food and Drink Manufacture	May 2001	Food and Drink NTO	0207 420 7165
Forestry and Arboriculture	March 1998	Lantra SSC	02476 696996
Furniture Manufacture	November 2000	Furniture, Furnishings and Interiors NTO	0115 922 1200
Gas Industry	January 2000	Gas and Water Industries NTO	01527 584848
Glass Industry	August 1997	Glass NTO	0114 266 1494
Hairdressing	September 2001	Consumer Services Industry Authority	01302 380021
Health and Safety	January 2001	Employment NTO\Sector Skills Alliance Scotland	0131 226 7726
Health and Social Care	May 1998	Sector Skills Alliance Scotland	0131 226 7726
Heating, Ventilating, Air Conditioning & Refrigeration	June 2002	Engineering Services Training Trust Ltd	0191 490 3306
Horse Industry	May 1997	Lantra SSC	02476 696996
Hospitality	April 2002	Hospitality Training Foundation	0131 624 4040
Housing Management	May 1997	Housing Potential\Sector Skills Alliance Scotland	0131 226 7726
Information Services	November 1998	Information Services NTO\Sector Skills Alliance Scotland	0131 226 7726
Information Technology	February 2001	e-skills UK	0207 963 8995
Insurance	May 1998	Financial Services NTO	0207 216 7366
International Trade	May 1998	Management Standards Centre	020 7240 2826
Jewellery, Silversmithing and Allied Trades	July 1999	Engineering and Marine Training Authority	0121 237 1109
Laboratory Technicians in Education	January 2000	EMTA\Sector Skills Alliance Scotland	0131 226 7726
Learning and Development	November 2002	Employment NTO\Sector Skills Alliance Scotland	0131 226 7726
Management	April 1998	Management Standards Centre	020 7240 2826
Meat Industry	May 1996	Meat Training Council	01908 231062
Motor Vehicle Engineering	November 2000	Motor Industry Training Council	0131 225 3643
Museum, Gallery and Heritage	July 1997	Cultural Heritage NTO\Sector Skills Alliance Scotland	0131 226 7726
Oil and Gas	June 2002	Cogent SSC	01224 787823
Operating Department Practice	September 1998	Skills for Health\Sector Skills Alliance Scotland	0131 226 7726
Paper and Board	February 1996	Paper Education and Training Council	01793 886086
Passenger Transport	July 1999	Transfed	01923 896607
Personnel Support	September 1998	Employment NTO\Sector Skills Alliance Scotland	0131 226 7726
Pharmacy Technicians	January 2000	EMTA\Sector Skills Alliance Scotland	0131 226 7726
Photography and Photographic Processing	April 2001	Photo Imaging NTO	01392 671658
Plumbing	January 1996	British Plumbing Employers Council	0131 225 2255
Polymer Processing	July 2000	Polymer NTO	01952 587020
Printing	May 2002	Printing and Graphic Communication NTO	0131 220 4353
Procurement	September 1998	Management Standards Centre	020 7240 2826
Providing Financial Services	September 2001	Financial Services NTO	020 7216 7366
Rail Transport Engineering	October 1999	Rail Industry Training Council	0207 313 1035
Residential Estate Agency	July 1999	Property Services NTO	01392 423399
Retail Distribution	February 2002	Consumer Services Industry Authority	01302 380021
Road Haulage and Distribution	September 2001	Road Haulage and Distribution Training Council	01908 313360
Sea Fishing (Catching)	February 2002	Sea Fish Industry Authority	01482 327837
Security	July 1999	Security Industry NTO	01905 20004
Signmaking	September 1998	Polymer & Associated Industries NTO	01952 587020
Sport and Recreation	January 1997	SPRITO	0141 331 8484
Telecommunications	May 2001	e-skills UK	0207 963 8920
Textiles	May 2000	Skillfast UK	0113 227 3333
Travel Services	May 2002	Travel, Tourism & Events NTO	01932 345835
Warehousing and Distribution	February 2002	Consumer Services Industry Authority	01302 380021
Water Industries	January 2000	Gas and Water Industries NTO	01527 584848