

MODERN
➔ **APPRENTICESHIPS**

bulletin



News and Information about Scottish Modern Apprenticeships

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Career building!



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Modern Apprenticeship Bulletin



November 2004



July 2004

MA Bulletin is sponsored by Highlands and Islands Enterprise and has a print run of 3,500 copies. It is circulated – free of charge – to all organisations with an interest in Scottish Modern Apprenticeships. 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: July 2005

Front cover picture.

Building careers! Lauren McIntyre – a Modern Apprentice with CAD for Construction Services in Dumbarton- was a finalist in the 2004 Scottish Modern Apprenticeship Awards.

In Pursuit of Excellence

The Modern Apprenticeship Implementation Group – the group which is responsible for approving and monitoring MA Frameworks in Scotland – has reviewed the way in which it manages Frameworks and engages with stakeholders. As a result, a number of changes have been made and MAIG is confident that these will improve the quality of the MA Programme in Scotland and assist in improving completion rates.

As part of the review, two important new documents have been produced – a New Standard Framework Template and a Proposal Template – and these will assist Sector Skills Bodies and Sector Skills Councils in the review of their MA Frameworks.

We have also taken an internal look at how MAIG conducts its business and in consequence there has been some changes in the membership of the group to ensure it is more generally representative of key stakeholders. More information about all the changes is given on page 7.

Also in this issue, you can find articles about Modern Apprentices who have excelled in their chosen field, including a group from Dumfries and Galloway who received their MA Certificates of Completion from a trio of Ministers at the new Scottish Parliament Building in Edinburgh.

In addition, the Modern Apprenticeship initiative is never short on firsts and you can read about the first Modern Apprentices in Scotland to successfully complete the Dental Nursing and Aquaculture Frameworks.

I hope you enjoy reading this issue.

John Cunningham, Chairman,
Modern Apprenticeship Implementation Group



Inside this issue

Page
3



News Update
Including details of a change for the Early Years MA Framework

Page
6



Parliament call for Minerva
Details of a special award ceremony at the Scottish Parliament.

Page
4



Framework Developments
Including details of changes to the Health and Social Care MA Framework.

Page
9



Success Stories
Including details of Scotland's first Dental Nurse MA.

Page
5



Top 30 Frameworks
Details of the most popular MAs in Scotland

Page
12



MA Frameworks
A full list of all available MA Frameworks

Move for Early Years MA Framework



Management of the Scottish Modern Apprenticeship in Early Years Care and Education will transfer to Sector Skills Alliance Scotland (SSAScot) from 1 April 2005. The Framework is currently managed by the Early Years NTO (EYNT0).

A database of registration and certification information currently held by EYNT0 will be handed over to SSAScot on 1 April 2005. Both organisations are currently working closely to ensure a seamless transfer that will not impact on organisations and Modern Apprentices involved in the programme.

SSAScot is undertaking the management of this Modern Apprenticeship on behalf of the Scottish Social Services Council. More details about the transfer are available from Stuart McKenna at SSAScot on email: stuart.mckenna@ssascot.org.uk

MA Success at SECC Careers Fair

More than 2,000 people visited the Modern Apprenticeship stand at Scotland's largest Careers Fair recently in the Scottish Exhibition and Conference Centre in Glasgow.

The stand provided information about the variety of opportunities available through the MA Programme in Scotland and was busy throughout the three day event.

Many organisations were represented at the event, including CITB ConstructionSkills, Improve, SEMTA and Careers Scotland.



Mappit project Underway



MappIT is a new two year ESF project to develop a unique and innovative web-enabled program which will promote Modern Apprenticeships in Scotland. The project is being managed by Glasgow City Council's Gateway with the support of a range of key organisations including Scottish Enterprise, Careers Scotland, SQA, SSAScot and the Scottish Further Education Unit

One of its key features will be an online application system which will allow potential Modern Apprentices to apply for vacancies. CITB-ConstructionSkills has already signed up to the program and it is hoped that other Sector Skills Councils will join in due course. The site can be viewed at: www.mappit.org.uk

Launch for Supply Chain Management MA



On 23rd February 2005, Skills for Logistics launched its new Modern Apprenticeship in Supply Chain Management at an event attended by 70 senior staff from companies from all the major supply chains. This new Modern Apprenticeship will prepare new and existing staff to be the supply chain managers of the future.

The Modern Apprenticeship forms part of the Pathway of supply chain qualifications in Scotland, through which employees can gain relevant qualifications ranging from introductory level (the Passport), through the apprenticeship and the associated Higher National Certificate and Diploma up to a Masters degree.

Speakers at the launch included Yvonne Finlayson (Scottish Development International), Sheila McCullough (Skills for Logistics), Ken White (Glenrothes College), Alan McKinnon (Heriot Watt University, pictured above left) and James Tully (Raytheon Systems).

New Member for MAIG



Philip Jones – Senior Marketing Executive – has joined the Modern Apprenticeship Implementation Group as the marketing representative for Scottish Enterprise.

New Induction Factsheet



A new Induction Factsheet has been produced which explains to Modern Apprentices what is expected of them and of those they come into contact with. The Factsheet has been distributed to a variety of MA stakeholders. Additional copies are available from Philip Jones at Scottish Enterprise on email: philip.jones@scotent.co.uk

MA Awards 2005



Application forms for the Scottish Modern Apprenticeship Awards 2005 will be available in the next few weeks. A new 'MA Awards' section has been added to the SSAScot web site (www.ssascot.org.uk) and this will carry up to date news on this year's contest. The section also gives details about the winners and finalists from the previous three years of the competition.

Housing Management



The Modern Apprenticeship in Housing Management has been reviewed and an updated version has been approved by MAIG.

The mandatory outcomes of the Framework are:

- S\NVQ level 3 in Housing
- 5 core skills all separately certificated (Communication at Higher level; Problem Solving and Working with Others at Intermediate 2 level; Numeracy and Information Technology at Intermediate 1 level.)

The Housing Management MA is managed by Asset Skills. Enquiries about the new Framework should be made to Steven Proudfoot on email:

sproudfoot@assetskills.org

or telephone: 01887 829171.

New Framework in Supply Chain Management

A New Scottish MA Framework in Supply Chain Management was approved by MAIG in November 2004. The Framework is managed by Skills for Logistics and forms part of a 'Pathway' of supply chain qualifications in Scotland.

The mandatory outcomes of the Framework are:

- S\NVQ level 3 in Procurement OR Management OR Storage and Warehousing
- 5 core skills at Intermediate 2 level (all separately certificated)
- 6 additional SVQ or HNC units.

A copy of the Framework document is available on the SSAScot web site at: www.ssascot.org.uk. Enquiries about this Modern Apprenticeship should be made to: Rachel Taylor at Skills for Logistics on email: rachel.taylor@skillsforlogistics.org or telephone: 01908 313360.



Change to Health & Social Care MA

The content of the Scottish Modern Apprenticeship in Health and Social Care changed from 1 February 2005 due to the introduction of new SVQs in the sector.

The S\NVQs in the Framework are:

- Health and Social Care (Adults), level 3
- Health and Social Care (Adults), level 4
- Health and Social Care (Children and Young People), level 3
- Health and Social Care (Children and Young People), level 4
- Dialysis Support, level 3
- Diagnostic and Therapeutic Support, level 3
- Registered Manager in Health and Social Care, level 4.

Core skills

No core skills need to be separately certificated for candidates undertaking Health and Social Care (Adults), levels 3 and 4. Numeracy and Information Technology (both at Intermediate 1) must be separately certificated for candidates undertaking Health and Social Care (Children and Young People), levels 3 and 4. However, a core skills mapping is currently being produced for these SVQs and this may result in a change to the core skills requirements. Centres approved to deliver the Modern Apprenticeship will be advised by letter of any changes in due course.

Problem Solving (at Intermediate 1) must be separately certificated for candidates undertaking Dialysis Support, level 3.

Numeracy and Problem Solving (at Intermediate 1) must be separately certificated for candidates undertaking Diagnostic and Therapeutic Support, level 3.

Numeracy and Information Technology (at Intermediate 1) must be separately certificated for candidates undertaking Registered Manager in Health and Social Care, level 4.

Existing candidates

Candidates registered on the existing Framework are required to complete the mandatory outcomes that were in place at the time of registration. Those candidates undertaking a route which includes SVQ level 3 will have up to three years to complete the Modern Apprenticeship. Candidates undertaking a route which includes SVQ level 4 will have up to four years to complete the Modern Apprenticeship.

More information about this Modern Apprenticeship is available from Stuart McKenna at SSAScot on email: stuart.mckenna@ssascot.org.uk or telephone: 0141 338 6091.

Business & Administration

The Scottish Modern Apprenticeship in Business & Administration has been re-approved by MAIG. The new Framework – which is managed by the Council for Administration (CfA) – is one of Scotland's most popular Modern Apprenticeships. The mandatory outcomes are:

- S\NVQ Administration, level 3
- 5 core skills at Intermediate 1 level (All except Communication must be separately certificated)
- 2 Enhancements (from a list given in the Framework document).

It is expected that around 1,300 new candidates will be registered on the programme in the next 12 months. Around 4,000 candidates have been registered and 2,500 candidates certificated for this Modern Apprenticeship since April 2000.



A copy of the new Framework document is available on the SSAScot web site. Enquiries about the Business & Administration Modern Apprenticeship should be made to Kelly Saliba at the CfA on email: kellys@cfa.uk.com or telephone: 020 7627 9876.

Top 30 Modern Apprenticeship Frameworks in Scotland

Scottish Enterprise Area

28 February 2005

All ages

Ranking	Framework	Apprentices in training
1	Construction	6116
2	Management	3187
3	Health and Social Care	2713
4	Motor Vehicle	2639
5	Electrotechnical	2157
6	Engineering	2026
7	Hospitality	1877
8	Customer Service	1564
9	Business Administration	1564
10	Plumbing	1419
11	Early Years Care & Education	1106
12	Hairdressing	514
13	Heating and Ventilating	327
14	Dental Nursing	322
15	Information Technology	299
16	Accounting	299
17	Travel Services	277
18	Amenity Horticulture	248
19	Health and Safety	235
20	Call Handling	212
21	Engineering Construction	206
22	Retail	185
23	Gas	161
24	Sport & Recreation	154
25	Chemical Manufacturing	135
26	Engineering (OPITO)	135
27	Vehicle Parts Operations	131
28	Security	92
29	Distribution and Warehousing	90
30	Learning and Development	77

Scottish Enterprise Area

28 February 2005

Age 25 and over

Ranking	Framework	Apprentices in training
1	Management	2683
2	Health and Social Care	2181
3	Hospitality	644
4	Construction	530
5	Early Years Care and Education	306
6	Health & Safety	195
7	Information Technology	193
8	Motor Vehicle	157
9	Business Administration	151
10	Electrotechnical	124

Analysis

The latest take-up statistics from Scottish Enterprise and Highlands & Islands Enterprise show that there are over 34,000 Modern Apprentices currently in training in Scotland.

In the Scottish Enterprise area, the Top 10 Frameworks remain static with a slight increase in the numbers undertaking Hospitality and Plumbing, and corresponding decreases in the numbers undertaking Customer Service and Business Administration.

In fact, the Top 10 Frameworks have remained remarkably consistent for the last few years. A look at the take-up statistics for the same period in 2004 and 2003 shows the same 10 Frameworks featured – albeit with slightly different rankings. In general terms, the last two years has seen a growth in the number of Management and Health and Social Care Modern Apprentices – and a reduction in the number of Customer Service and Business Administration Modern Apprentices.

The only new entry to the Top 30 this month is Learning and Development with 77 Modern Apprentices in training. Although this Framework has been available for over two years, this is its first appearance in the Top 30. It is interesting to note that 69 of the 77 Modern Apprentices in training are in the 25 and over age group.

Two Frameworks which were developed in the last year – Classroom Assistants and Youth Worker – have still to generate any registrations.

In the Highlands & Islands Enterprise area there are significant increases for the Motor Vehicle and Electronic Servicing Frameworks. And – in common with Scottish Enterprise – the number of Modern Apprentices in training for Customer Service and Business Administration has significantly decreased.

Highlands & Islands Enterprise Area

11 March 2005

All ages

Ranking	Framework	Apprentices in training
1	Construction	974
2	Motor Vehicle	240
3	Electrotechnical	231
4	Business Administration	202
5	Engineering	200
6	Management	172
7	Hospitality	156
8	Plumbing	156
9	Customer Service	154
10	Health and Social Care	123
11	Electronic Servicing	62
12	Early Years Care and Education	58
13	Accounting	52
14	Retail	44
15	Marine Engineering	36
16	Information Technology	34
17	Engineering Construction	34
18	Hairdressing	30
19	Sport and Recreation	29
20	Agriculture and Commercial Horticulture	29
21	Meat	19
22	Food and Drink	16
23	Electricity	15
24	Sea Fishing	14
25	Heating and Ventilating	12
26	Road Haulage	9
27	Travel Services	7
28	Horse Industry	6
29	Aviation	6
30	Agriculture and Garden Machinery	5

Highlands & Islands Enterprise Area

11 March 2005

Age 25 and over

Ranking	Framework	Apprentices in training
1	Management	143
2	Business Administration	117
3	Health and Social Care	92
4	Customer Service	63
5	Hospitality	46
6	Early Years Care and Education	35
7	Accounting	35
8	Construction	35
9	Electrical Installation	26
10	Information Technology	24

Parliament call for Minerva Modern Apprentices



Steps to Success! Dr Elaine Murray MSP (Front, centre) congratulates Minerva learners on their achievements on the steps leading to the Scottish Parliament debating chamber.

Dumfries and Galloway learners from Minerva Training were among those receiving their qualifications recently at a very special awards ceremony in the New Scottish Parliament building in Edinburgh.

They were some of the 45 achievers who received qualifications this year from Minerva through the Skillseekers and Modern Apprenticeship programmes. The awards were presented by Dr Elaine Murray, MSP along with a number of other ministers.

Dr Murray said 'I was delighted to be able to host the Minerva awards ceremony at our new Scottish Parliament building. This was a chance to celebrate the achievements of the individuals who had completed their programmes, and also to celebrate the success of Minerva Training over the past six years.'



Happy days! Minerva partners and staff celebrate reaching the finals of the Scottish Modern Apprenticeship Awards 2004.

She added 'The company, their trainees and the participating companies have really put Dumfries and Galloway on the map for lifelong learning. I was pleased that the Deputy Minister for Enterprise and Lifelong Learning, Allan Wilson MSP, the Convener of the Enterprise and Culture Committee, Alex Neil MSP and Galloway and Upper Nithsdale MSP Alex Fergusson were also able to attend and to present some of the awards'.

The new Scottish Parliament building was an excellent venue for the presentation ceremony and gave an opportunity to showcase and celebrate achievement. All achievers, from across a wide variety of

businesses in the region, and guests were given a tour of the impressive buildings, visited the MSP's office and had the opportunity to sit in the Chamber and observe live proceedings.

Partner of Minerva Training, Rosemary Slack, said 'These events are the highlights for Minerva. We introduced presentation ceremonies some years ago, not only to celebrate success, but also to identify role models who inspire and motivate other trainees and businesses in the region to undertake training and development. The venue this year will certainly be difficult to emulate in the future.'

At the ceremony, Tricia Hunter of Minerva went on to acknowledge the support government had made in funding training initiatives and Scottish Enterprise in administering the programmes such as Skillseekers and Modern Apprenticeships which now includes adults. Whilst financial support from government is extremely important, equally valuable is the fact that learners commit their time and businesses give opportunities for experience to be gained and accredited in the workplace through Vocational Qualifications.



Winning smiles. Successful candidates and colleagues are pictured in a committee room in the Scottish Parliament. (Front row, 1-r) Rosemary Slack and Tricia Hunter Partners of Minerva Training, Dr Elaine Murray MSP, Mr Alex Fergusson MSP and Deputy Minister for Enterprise and Lifelong Learning Mr Allan Wilson MSP.

For more information please contact Tricia Hunter of Minerva Training on 01387 248244 or email tricia@minervapeople.co.uk

MAIG Review of MA Framework approval process

The Modern Apprenticeship Implementation Group (MAIG) has recently undertaken a review of its Framework approval process to establish ways in which this can be improved to produce more robust Framework documents which will in turn contribute to improving Modern Apprenticeship completion rates.

The review has now been completed and a new Framework approval process was introduced on 1 January 2005. The key points of the new process are:

- MAIG will adopt a more robust evidence based approach to consideration and approval of Modern Apprenticeship Frameworks.
- MAIG will engage more closely with Sector Skills Bodies and Sector Skills Councils (SSBs\SSCs) in this process. One key aspect of this will be that representatives from SSBs\SSCs will be invited to attend meetings of the group to discuss draft Framework submissions.
- The period for which Frameworks are approved by MAIG will be more flexible. For sectors demonstrating extensive and robust evidence of employer consultation for example, the approval period could be as much as 5 years.
- A new Standard Framework Template and Proposal Template have been produced to support these changes.



MAIG is confident that these improvements will improve the quality of the Modern Apprenticeship programme in Scotland and assist in improving completion rates.

More details are available from Stuart McKenna on email: stuart.mckenna@ssascot.org.uk

MAIG membership is reviewed

The membership of MAIG has been reviewed to make it more representative. A list of members is given below.

Anneliese Archibald	Sector Skills Alliance Scotland
George Brown	Scottish Qualifications Authority
John Cunningham (Chair)	Scottish Enterprise
Yvonne Edmond	Careers Scotland
Susan English	Inverness & Nairn Enterprise
Derek Grieve	Scottish Executive
Philip Jones	Scottish Enterprise
Stuart McKenna (Secretariat)	Sector Skills Alliance Scotland
Aileen Ponton	Sector Skills Development Agency
Penny Sim	Scottish Further Education Unit
Dougie Somner	Scottish Enterprise
Adam Weir	Scottish Training Federation

A representative for Highlands & Islands Enterprise will be appointed shortly. MAIG publishes the minutes from its meetings in a special section of the SSAScot web site at:

www.ssascot.org.uk

New Framework and Proposal

A New Standard Framework Template and Proposal Template are now available for use by SSBs\SSCs in the MA approval process.



Standard Framework Template

This document is for use by SSBs\SSCs when revising an existing Modern Apprenticeship Framework - or developing a Framework for the first time. The Template was reviewed and updated in January 2005.

Proposal Template

This document outlines the information that SSBs\SSCs are required to provide to MAIG for the approval or re-approval of a Scottish Modern Apprenticeship Framework. It also gives details on the role and responsibility of the Modern Apprenticeship Implementation Group (MAIG) and provides general guidance on the approval and re-approval process.

Both documents can be downloaded from the SSAScot web site at: www.ssascot.org.uk.



What is MAIG?

The Modern Apprenticeship Implementation Group (MAIG) is the key Group for MAs in Scotland. Its main role is to authorise all new and revised Frameworks. It seeks to monitor the effectiveness of the MA programme in Scotland, promote best practice, and provide information to assist in policy development.

MAIG undertakes the following activities:

- Approval and re-approval of Scottish Modern Apprenticeship Framework documents
- Ongoing review of the approval process to ensure that it is effective and meets the needs of stakeholders

- Statistical analysis of Framework take-up to monitor and review performance of individual sectors
- Overseeing the generic marketing thrust of the MA programme in Scotland
- Promotion of best practice through specific projects. Only MAIG approved Frameworks qualify for LEC funding. All changes to Frameworks must be approved by MAIG. The Group also co-ordinates the annual Scottish Modern Apprenticeship Awards. More details on the work of the group is available on the SSAScot web site at: www.ssascot.org.uk.

MA Publications

Modern Apprenticeships in Scotland: Overview of Policy and Practice.



This document provides an overview of the policies and practices underpinning effective management and delivery of Modern Apprenticeships in Scotland. It clarifies the roles and responsibilities of a large number of stakeholders and sets out the minimum content of training and funding mechanisms that are in place to ensure effective delivery.

Available at: www.ssascot.org.uk

A Rough Guide to highly qualified careers



This booklet gives basic information about Scottish Modern Apprenticeships – what they are, who they are for, what they offer etc. It includes two short case studies and a useful list of contacts for further information. It is ideal for both employers and potential Modern Apprentices with little or no knowledge of the MA programme.

Available at: www.hie.co.uk and
www.scottish-enterprise.com

MA Toolkit



This pack is aimed at helping college and training provider staff to promote the benefits of Modern Apprenticeships to employers. It includes PowerPoint presentation, cd-rom and cue cards.

Available at: www.hie.co.uk and
www.scottish-enterprise.com

Scottish first in Dental Nursing

Jacqueline McBain from Glasgow is the first person in Scotland to complete the Modern Apprenticeship in Dental Nursing.

Jacqueline undertook her Modern Apprenticeship with McCallum and Logue Dental Practice in Drumchapel. Since completing the programme, she has moved to Craig & Craig Dental Practice in Glasgow.

'I really enjoyed this. I have learned a great deal about my job and I feel so much more confident. I can't believe I'm the first person in Scotland to achieve this!' she said.

Training and assessment for Jacqueline's MA was provided by Mentor Training Centre Ltd in Glasgow.

The organisation provides Modern Apprentices with the flexibility of learning within their own workplace and the facility of an 'apprentice helpline' which is staffed during normal working hours. One-to-one meetings are also available during the day or evening for additional tuition. Mentor Training Centre Ltd is one of only ten organisations (details given in the table below)



Molar magic! Jacqueline McBain is the first person in Scotland to complete the Modern Apprenticeship in Dental Nursing.

in Scotland approved to deliver the Dental Nursing Modern Apprenticeship. It currently has more than 150 candidates registered on the programme. More information about Mentor Training Centre Ltd is available from:

annmentor.ltd@btconnect.com Organisations seeking to deliver this Modern Apprenticeship should contact Stuart McKenna at SSAScot on 0141 338 6091 or email: stuart.mckenna@ssascot.org.uk

ORGANISATION	LOCATION
Ayrshire & Arran Primary Care NHS Trust	Irvine
Bayhead Dental Practice	Stornoway
Dundee College	Dundee
Forth Valley Primary Care NHS Trust	Falkirk
Inverness College	Inverness
James Watt College	Greenock
Lothian Primary Care NHS Trust	Edinburgh
Mentor Training Centre Ltd	Glasgow
Reid Kerr College	Paisley
Tell Training	Dumbarton

It's Childsplay

BC Consultants celebrated the success of Early Years Care and Education Modern Apprentices at an award ceremony held in its Edinburgh Training Centre recently.

Lindsay Hewitt - Skills & Learning Manager at Scottish Enterprise Borders - attended the event to present the MA completion certificates. She said 'It's great to have the opportunity to reward Modern Apprentices by holding a 'celebration' like this. I am impressed with the level of commitment and amount of hard work that has been demonstrated by these candidates.'

BC Consultants – a wholly owned subsidiary of Borders College - works extensively with the Early Years Care and Education sector in Edinburgh and the Scottish Borders. More information about its MA programme and other activities is available at: www.bccconsultants.co.uk.



Young at heart! Lindsay Hewitt from Scottish Enterprise (right) congratulates Early Years Care and Education Modern Apprentices from BC Consultants on their achievements.

Organisations seeking to deliver the Early Years Care and Education Modern Apprenticeship should contact Stuart McKenna at SSAScot on 0141 338 6091 or email: stuart.mckenna@ssascot.org.uk

Colin is top Scottish Land-based Apprentice



Farming a future! Colin Inglis has been named as Lantra's top Scottish Land-based MA for 2004.

Colin Inglis has been named as the Scottish Land-based Modern Apprentice for 2004 by Lantra Sector Skills Council.

To his tutors at Oatridge College, Colin epitomises 'all that is hoped for in the best Modern Apprentice'. According to Hilary Morton - the Commercial Training Services Manager at Ecclesmachan - the 18 year old from Aberdour in Fife is 'hard working, enthusiastic, committed and determined to develop his own career plan, yet remains quiet, helpful and courteous'.

Colin left school aged 16 with a clutch of fairly average Standard Grades having, he says, 'spent most the time gazing out of the classroom window at what was happening in the countryside'.

But after a year of working on Longloch Farm near his home, he enrolled at Oatridge College and - over the next year while holding down a full-time job - achieved a Modern Apprenticeship in Agriculture, including certificates in Fork Lift handling and in Veterinary Medicine. 'I can listen to teaching about agriculture all day long. Farming is all I have ever wanted to do', he says.

Now a fulltime student at Oatridge, Colin plans to complete his HNC, and then travel to Australia and New Zealand to learn something of farming there. After a year he will return to Longloch Farm, where his job will be held open. Eventually he hopes to take over the family farm, Dalachy, when his father and uncle retire.



The fruits of success! Colin Inglis (centre) receives his award from Peter Scott, Director of Farms at Oatridge College (left), with his father Tom Inglis looking on.

Excellence Medal for Health and Safety Apprentice



Safety first! Dick Morrison (centre) is presented with an excellence medal from Adam Weir (left), with Bill Ure looking on.

Dick Morrison - who recently completed a Modern Apprenticeship in Occupational Health and Safety Practice - has been presented with a Medal of Excellence by City & Guilds. The presentation was made by the Chair of City & Guilds Scotland, Adam Weir, at Murrayshall Country Hotel in Scone. Mr Weir also presented a certificate to Bill Ure, Director of JB Management (Scotland) Ltd, the organisation that provided the training for Dick's Modern Apprenticeship, in recognition of the company's high quality teaching and training.

Award for Bricklayer Mark

The Scottish Building Apprenticeship & Training Council (SBATC) has named bricklayer Mark Paterson as winner of its James Birnie Apprentice of the Year Award.

Mark - an apprentice at Aberdeen based Chap Construction - was presented with his award at an award ceremony in Garfield House Hotel in Steps before an audience comprising the great and the good of the construction industry.

He said, 'I am absolutely delighted to receive this award and would like to thank SBATC for selecting me. I'm now looking forward to becoming a fully time-served bricklayer.'

Alyson Morrow, SBATC Registrar, said, 'The award selection panel, comprising a trade union official, an employer and the Chairman of SBATC, congratulate Mark on his success and wish him well for the future'.

MA Websites

THE OFFICIAL SITE!



www.modernapprenticeships.com

The official web site for Scottish Modern Apprenticeships gives general information about the programme for both employers and potential Modern Apprentices. It includes case studies, brochures, downloads and contacts for further information.

MASCOT



www.mascot.uk.com

The MASCOT web site database provides a two-page summary of the content of each Scottish MA Framework document.

The database is updated monthly following MAIG meetings to ensure that it is accurate. The database can be searched in various ways - including by sector or by SVQ title - making it easy to use.

SSASCOT



www.ssascot.org.uk

The SSAScot web site carries up to date developments with Scottish Modern Apprenticeship policy and Framework changes. It also includes sections on the Modern Apprenticeship Implementation Group (MAIG) and Re-engineering of Skillseekers Steering Group.

In addition, the site has over 30 full MA Framework documents available for download.

UK first for Aquaculture Modern Apprentices



Four men from Shetland have become the first in the UK to achieve the Modern Apprenticeship in Aquaculture.

Ross Morrison is employed by Hoganess Salmon Ltd, Stephen Hesketh by Lakeland Unst Ltd, Billy Reid and Christopher Kelly work for Scottish Seafarms Ltd.

Train Shetland, North Atlantic Fisheries College (NAFC) and Lantra - the Sector Skills Council for the Aquaculture sector - developed the Aquaculture Modern Apprenticeship in Shetland last year with input from other colleges, Shetland Enterprise and employers.

This Modern Apprenticeship was pioneered in Shetland because both Train Shetland and NAFC were aware of the Aquaculture industry's need for recognised and relevant qualifications for their workforce.

The companies were being asked by buyers and quality control agencies to provide information on the percentages of the workforce with relevant qualifications. Young new entrants were already able to sign up for a SVQ but there was no Modern Apprenticeship for more experienced workers.

The distance learning course was specifically designed by Grant Cumming of NAFC to minimise the disruption to work with the theory part of the qualification set out in specially written work-packs. This qualification is very much related to work practice and all the participants were assessed several times at their place of work.

Who Cares About Good Management?

The Care Sector and BC Consultants – that's who!

Care homes in the Borders are 'signing up' to Management Training via the Modern Apprenticeship in Management in anticipation of forthcoming Care Commission legislative requirements.

Anne Marie Matthews, Manager Matron at The Sheiling Nursing Home located in the scenic town of Coldingham Bay in Eyemouth, has recently achieved a Modern Apprenticeship in Management.

'I undertook the Modern Apprenticeship because I wanted to be a Manager of a Nursing Home and obtaining this helped me gain my promotion last November' said Anne Marie. The Care Commission states that care managers should hold or be working towards a formal management qualification in addition to their vocational skills. As Anne Marie found, even though the Management Modern Apprenticeship Framework is a 'generic' management qualification, it is very relevant to the needs of Care Managers.

BC Consultants - the wholly owned subsidiary company of Borders College - worked with Anne Marie at her workplace. 'The option to evidence my assessments by audio tape really helped me to train whilst effectively managing my workload commitments, and also the excellent tutor who was there for help and advice whenever I needed it' she commented.

Anne Marie now plans to raise the standards of care at The Sheiling through training staff to SVQ Levels 2 & 3 in Care in her new role as an assessor. 'Undertaking this qualification



has been an enlightening experience for me in many ways, not least of which is recognising the benefits of obtaining new skills and accrediting existing skills and how this is fundamental to the development of our business. I would definitely recommend this Modern Apprenticeship to others within the sector.

For further information about BC Consultants Management Training and qualifications are available on email:

bcconsultants@borderscollege.ac.uk or telephone: 01450 365252/ 0131 558 8373.

Further information about the Management Modern Apprenticeship is available from David Weaver at the Management Standards Centre on email: david.weaver@managers.org.uk or telephone: 0207 240 2826.

Climbing the Construction Career Ladder

Students from Reid Kerr College are well on their way up the construction career ladder, following their recent celebrations at the College's Annual Built Environment Awards. Students, family and friends gathered at Paisley Town Hall to honour the cream of construction talent at Reid Kerr. Students received top awards in all disciplines including Brickwork, Roof, Slating & Tiling, Carpentry & Joinery, Painting & Decorating, Electrical and Plumbing.

Carpentry and Joinery students David Kerr, 20 & Ross Johnston, 21 both from Paisley

were delighted to be named as the top students for their year and accepted a joint award

for gaining The Award in Advanced Craft certificate. They are pictured being presented with their awards by Margaret Reynolds from CITB ConstructionSkills.



Reid Kerr College Modern Apprentices Graduate

A record number of graduates emerged from this year's Reid Kerr College Graduation Ceremony. Over 600 Students were recognised for their performance and achievements at three individual ceremonies with students graduating in a wide range of subjects from Creative Arts to Computing and Business and Management to Engineering.

Students, family and friends gathered in Paisley Abbey for a prestigious ceremony, where they received their certificates of achievement and celebrated their success. Awards were presented to Higher National Certificate (HNC) and Higher National Diploma (HND) students and there were a number of special award winners at each ceremony.

Candidates were also awarded Modern Apprenticeships (MA) in Customer Service, Business Administration, Management, Health and Social Care, Hairdressing, Computing, Early Years Care and Education, Construction and Motor Vehicle. The graduating trainees came from a variety of local employers that included British Airports Authority (BAA), Invitrogen and the Royal Alexandra Hospital (RAH).

Two employees from British Airport Authority (BAA) Glasgow Airport, were honored at the ceremony held in Paisley Abbey. Susan Galloway



Flying high! (L-R) Maria Roushias (Training Manager) Anita Osborne (Head of Business & Management) Reid Kerr College, Susan Galloway and Laura Snell (Modern Apprentices with BAA Glasgow Airport), Gordon McGuinness (Scottish Enterprise) and Yvonne Ralph (BAA Glasgow Airport)

and Laura Snell graduated after completing a Modern Apprenticeship in Management with BAA. They completed their MA, while working full-time at Glasgow Airport.

Terminal Duty Officer Susan said, 'The MA programme has given me confidence and a background that I can proudly add to my CV. Although working shifts while studying for my SVQ at the same time was challenging, my experience now reflects a hardworking attitude with a recognisable qualification.'

National Recognition for Ross-shire Apprentice

An apprentice joiner from Portmahomack has received recognition in a national competition organised by the Institute of Carpenters (IOC) in conjunction with the Worshipful Company of Carpenters.

Graeme Davis - a third year student at Inverness College and Modern Apprentice with Skinner All Trades Services of Portmahomack - was placed first in Scotland and fourth in the overall competition. He was awarded a Diploma of Merit at a ceremony held at the Carpenters' Hall in London, for his model of a serving hatch.

Hamish Skinner - who has employed Graeme for the past three years - said: 'Graeme has done very well to get this award. It is very good for him, but also for Inverness College and for employees of small businesses like mine to get this type of recognition. Small employers tend not to get as much recognition as the bigger companies, but I do feel that Modern Apprentices working for a small business get a broader experience and more one-to-one training.'



The national craft competition is held annually and is open to all students attending a nationally recognised carpentry or joinery course. The work is firstly judged regionally, with the winning entries then being forwarded for national UK judging.

MATC Open Day Success



Engineering opportunities were revealed recently at the Modern Apprentice Training Centre (MATC) in Kirkcaldy, a joint venture between Glenrothes College and Fife College. The MATC opened its doors to provide visitors with a sneak preview of what a career in engineering could offer.

Located in Evans Business Centre, Mitchelston Industrial Estate, and part of the Institute of Applied Technology, the Centre is one of the most advanced engineering training facilities in Scotland.

The MATC offered guided tours, allowing visitors to explore the workshops and watch the state-of-the-art equipment in action. Current Apprentices were also on hand to answer any questions and give a real insight into 'a day in the life of' the centre.

Gordon McHattie, Training Centre Manager explains, 'it was very encouraging to see such a high level of interest in the training centre throughout the open day. The many visitors included Fife employers, the general public and potential Apprentices interested in an engineering career'.

'Engineering employers continue to encounter recruitment difficulties, mostly due to the current skill shortages. The engineering Modern Apprentice programme offers an effective way of redressing these issues and we will continue to work with all of our partners to facilitate the engineering skills required for the workforce of the future'.

To contact the MATC, call 01592 657701 or email iatenquiries@fife.ac.uk

Scottish Modern Apprenticeship Frameworks available at 1 March 2005

Framework documents are available at
www.ssascot.org.uk

Summaries of Frameworks are available at
www.mascot.uk.com

FRAMEWORK	LAST UPDATED	SECTOR SKILLS BODY	TELEPHONE
Accounting	November 1996	Sector Skills Alliance Scotland	0141 338 6091
Advice and Guidance	February 2002	ENTO \Sector Skills Alliance Scotland	0141 338 6091
Agricultural Crops and Livestock	October 2004	Lantra	02476 858432
Amenity Horticulture	February 2005	Lantra	02476 858432
Animal Care	August 1998	Lantra	02476 858432
Apparel, Footwear, Textiles and Associated Businesses	November 2004	Skillfast-UK	0113 2399612
Aquaculture	November 2003	Lantra	02476 858432
Arts and Entertainment	February 1998	Creative and Cultural Industries Skills Council	0113 244 6254
Audio Visual Industries	April 2004	Skillset	020 7520 5785
Barbering	July 2003	Consumer Services Industry Authority	01302 380021
Beauty Therapy	September 2001	Consumer Services Industry Authority	01302 380021
Business Administration	March 2005	Council for Administration	020 7627 9876
Call Handling	September 2001	e-skills UK	020 7963 8995
Chemical Industries	February 2003	Cogent	01224 787824
Classroom Assistants	March 2004	COSLA \Sector Skills Alliance Scotland	0141 338 6091
Cleaning Management	February 1999	AssetSkills	01604 233336
Construction	April 2004	ConstructionSkills	0141 810 3044
Craft Bakery	September 2003	Improve	01904 685274
Customer Service	June 2000	Institute for Customer Service	0120 657 1716
Dental Nursing	November 2002	Skills for Health \Sector Skills Alliance Scotland	0141 338 6091
Early Years Care & Education	July 2001	Skills for Care \Sector Skills Alliance Scotland	0141 338 6091
Electricity Supply and Distribution	October 2003	Energy & Utility Skills	0845 0779922
Electrotechnical	February 1999	SummitSkills	08000 688 336
Engineering	March 2003	SEMTA	0141 847 0977
Engineering Construction	January 2002	Engineering Construction Industry Training Board	01923 402113
Environmental Conservation	February 1998	Lantra	02476 858432
Equine	October 2004	Lantra	02476 858432
Floristry	February 2005	Lantra	02476 858432
Food and Drink Manufacture	May 2001	Improve	01904 685274
Furniture Manufacture	November 2000	Furniture, Furnishings and Interiors NTO	0115 922 1200
Gas Industry	January 2000	Energy and Utility Skills	0845 0779922
Glass Industry	August 1997	Glass NTO	0114 266 1494
Hairdressing	July 2003	Consumer Services Industry Authority	01302 380021
Health and Safety	January 2001	ENTO \Sector Skills Alliance Scotland	0141 338 6091
Health and Social Care	May 1998	Sector Skills Alliance Scotland	0141 338 6091
Heating, Ventilating, Air Conditioning and Refrigeration	March 2005	SummitSkills	08000 688 336
Hospitality	April 2002	People 1st	0131 624 4040
Housing Management	February 2005	Asset Skills	01887 829 171
Information Technology	February 2001	e-skills UK	0207 963 8995
Insurance	May 1998	Financial Services SSC	0207 216 7366
IT Users	July 2004	e-skills UK	0207 963 8995
Jewellery, Silversmithing and Allied Trades	July 1999	SEMTA	0121 237 1109
Laboratory Technicians	January 2000	SEMTA	0141 847 0977
Land-Based Service Engineering	October 2004	Lantra	02476 858432
Learning and Development	November 2002	ENTO \Sector Skills Alliance Scotland	0141 338 6091
Management	April 1998	Management Standards Centre	020 7240 2826
Meat Industry	May 1996	Meat Training Council	01908 231062
Metals Industry	April 2003	MetSkill	0114 244 6833
Museum, Gallery and Heritage	February 2005	CHNTO \Sector Skills Alliance Scotland	0141 338 6091
Oil and Gas	June 2002	Cogent	01224 787823
Passenger Transport	October 2003	Transfed	01923 896607
Pharmacy Technicians	January 2000	SEMTA	0141 847 0977
Plumbing	July 2004	SummitSkills	08000 688 336
Polymer	October 2003	Cogent	01224 787823
Printing	May 2002	Printing and Graphic Communication NTO	0131 220 4353
Procurement	September 1998	Management Standards Centre	020 7240 2826
Production Horticulture	October 2004	Lantra	02476 858432
Providing Financial Services	September 2001	Financial Services SSC	020 7216 7366
Rail Transport Engineering	October 1999	Centre for Rail Skills	0845 345 2700
Residential Estate Agency	July 1999	Asset Skills	01604 233336
Retail	February 2002	Skillsmart	01256 883278
Road Haulage and Distribution	September 2001	Skills for Logistics	01908 313360
Sales and Telesales	July 2003	MSSSB \Sector Skills Alliance Scotland	0141 338 6091
Sea Fishing (Catching)	February 2002	Sea Fish Industry Authority	01482 327837
Security	July 1999	Security Industry NTO	01905 20004
Signmaking	September 1998	Cogent	01224 787823
Sport and Recreation	June 2003	SkillsActive	0141 331 8484
Supply Chain Management	November 2004	Skills for Logistics	01908 313360
Telecommunications	May 2001	e-skills UK	0207 963 8920
Travel Services	May 2002	People 1st	0870 060 2550
Trees and Timber	October 2004	Lantra	02476 858432
Vehicle Body and Paint Operations	January 2004	Automotive Skills	01738 450430
Vehicle Maintenance and Repair	January 2004	Automotive Skills	01738 450430
Vehicle Sales	October 2002	Automotive Skills	01738 450430
Vehicle Parts Operations	October 2002	Automotive Skills	01738 450430
Veterinary Nursing	October 2004	Lantra	02476 858432
Warehousing and Distribution	February 2002	Skills for Logistics	01908 313360
Water Industries	July 2004	Energy and Utility Skills \Sector Skills Alliance Scotland	0141 338 6091
Youth Worker	July 2004	PAULO	0116 251 7979