

**MODERN**  
➔ APPRENTICESHIPS

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# bulletin

News and Information about Scottish Modern Apprenticeships

ISSUE 43: MARCH 2006

## Top Joiner!



[www.modernapprenticeships.com](http://www.modernapprenticeships.com)

## Modern Apprenticeship Bulletin



November 2005



July 2005

MA Bulletin is sponsored by Highlands & Islands Enterprise and has a print run of 3,500 copies. It is circulated – free of charge – to all organisations and individuals 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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### Front cover picture.

Kevin Wallace – a Modern Apprentice with Fife Council – was one of the finalists in the Scottish MA Awards 2005. More details on page 6.

## Keeping it in the Family!

They're from different generations – and they work in different industry sectors – but mother and son Anne and David Forrester – have both completed the same skills programme – a Modern Apprenticeship!

The Mother: Anne Forrester has recently completed the Modern Apprenticeship in Health and Social Care. She has worked in Braid House in Livingston – a day care centre for the elderly – for the last 10 years. When she began the Modern Apprenticeship she was employed as assistant co-ordinator – but on completion of the award she became the manager of the centre – a big promotion!

Anne worked hard to gain her Modern Apprenticeship – even using her annual leave to complete work on her portfolio. And she was the first person from Stevenson College in Edinburgh to complete the Modern Apprenticeship in Health and Social Care.



The Son: David Forrester (21) has recently completed the Modern Apprenticeship in Engineering. From age 17 he has worked for Broxburn engineering company, Gordon Bow. David undertook his Modern Apprenticeship through Edinburgh's Telford College – and has secured a permanent job with the company.

Stevenson College MA Officer, Aileen Cunningham, said: "Anne and David are an inspiration. They're real stars!"

## Downing Street Date for Top Apprentice Kenny



One of Scotland's top Modern Apprentices is set to meet Prime Minister Tony Blair at a reception in Downing Street in late April.

Kenny McGinty – who was the winner of the 'Contribution to others' category in the Scottish MA Awards 2005 – has been nominated to attend the event by the Department for Education and Skills in recognition of his 'contribution to further education and skills'.

Kenny recently completed his Modern Apprenticeship in Management with the help of Hillington-based training company Training Matters – and support from Scottish Enterprise Renfrewshire.

More details about Kenny's trip to Downing Street will appear in the July issue of MA Bulletin.

## Are you Career Driven?

The latest edition of Automotive Skills Career Driven magazine hit the school and college careers library shelves in late November 2005. 22,000 copies were distributed to schools, careers services, colleges and universities throughout the UK, in order to encourage more young people to consider a career in the motor industry.

Packed with all the latest on the sector Career Driven has become the leading motor industry careers and lifestyle magazine for young people. Feature careers articles cover trucks, motorbikes and motorsport, as well as the low-down on the latest training facilities and the Roadside Assistance sector.



If you're interested in receiving a copy, simply email [careers@automotiveskills.org.uk](mailto:careers@automotiveskills.org.uk) The magazine can be viewed on the Automotive Skills website, [www.automotiveskills.org.uk/careers](http://www.automotiveskills.org.uk/careers)

## Scottish Modern Apprenticeship Awards 2006



Application forms for the Scottish Modern Apprenticeship Awards 2006 will be available in early April 2006. Electronic versions of the form will be available to download from the Scottish Enterprise and Highlands & Islands Enterprise web sites – and a special online application form will also be available on both sites for those who want to apply instantly!

The award ceremony will be held in the Sheraton Grand Hotel and Spa in Edinburgh on Thursday 12 October 2006. The application categories will remain the same as in 2005. More details about the awards are available from [Philip.jones@scotent.co.uk](mailto:Philip.jones@scotent.co.uk)

## Make-over for MASCOT?

A survey of users of the MASCOT web site will be undertaken shortly to establish ways in which the site can be made more attractive and user-friendly. The site – which gives a summary of every Modern Apprenticeship Framework available in Scotland – was introduced five years ago and is particularly popular with training providers. MASCOT can be viewed at: [www.mascot.uk.com](http://www.mascot.uk.com)



## Scotland's Largest Careers Fair

Scotland's largest careers fair was held in the Scottish Exhibition and Conference Centre in Glasgow in late February – and for the fifth year in a row the Modern Apprenticeship stand was present in a central location providing information and support to visitors – and providing an excellent branding presence.

Many different types of visitor attended during the three days of the event – school pupils, parents, graduates, unemployed and career changers of all ages. Manning the Modern Apprenticeship stand were representatives from a number of the organisations involved in the MA programme in Scotland – including Scottish Enterprise, Scottish Executive, Sector Skills Alliance Scotland and Local Enterprise Companies – a real partnership effort!

Stand representatives reported more detailed and sophisticated questions about the MA programme than in previous years. The most popular questions related to potential age limits and where vacancies can be found. More information about the event is available from Philip Jones on email:

[Philip.jones@scotent.co.uk](mailto:Philip.jones@scotent.co.uk)



## Online and on Time!



A project aimed at introducing an online registration and certification service for Modern Apprenticeships is expected to be completed in the next few months.

The project is expected to increase the speed with which requests for registration and certification of Modern Apprentices are processed – and also allow more sophisticated comparison of statistics across different sectors.

More details will follow in the July 2006 issue of MA Bulletin.

## SBATC Report Apprentice Registrations Up 16.75%



SCOTTISH BUILDING APPRENTICESHIP  
AND TRAINING COUNCIL

At the recent AGM of the Scottish Building Apprenticeship & Training Council (SBATC) it was announced that 2685 apprenticeships had been registered in 2005 – an increase of 16.75% on the same period in 2004.

SBATC was founded in 1934 and its main purpose is to regulate the working conditions, wages, recruitment and training of apprenticeships within the Building Industry

throughout Scotland. It works in partnership with the Construction Industry Training Board (CITB) Construction Skills and the Scottish Qualifications Authority (SQA).

Alyson Morrow, SBATC Registrar commented, "2005 was a busy year for the Council and saw us being involved with more pilot training schemes than ever before. The Council is keen to explore new methods and ideas when it comes to training, whether it be new entrants to the industry or developing and up-skilling our existing work force."

SBATC works closely with partner organisations to ensure that there is enough college provision to cope with the increased demand for construction places.

## Just a Minute!

What do members of the Modern Apprenticeship Implementation Group (MAIG) discuss at their monthly meetings? It's easy to find out – just visit the MAIG section of the SSAScot website [www.ssascot.org.uk](http://www.ssascot.org.uk) and download the minutes from previous meetings. It's a good read!

## New Training Plan for Early Years MA



A new Training Plan has been issued for the Modern Apprenticeship in Early Years Care and Education. The Training Plan - which is used to register candidates - has been updated following the accreditation of new SVQs in Child Care Learning and Development. Copies of the Training Plan are available from the SSAScot web site at: [www.ssascot.org.uk](http://www.ssascot.org.uk)

## Framework Transfers



The management of three Scottish MA Frameworks is set to change in the next six months.

The Health and Social Care and Early Years Care and Education Frameworks – currently managed by SSAScot – will transfer to Skills for Care and Development on 1 October 2006.

The Dental Nursing Framework – also currently managed by SSAScot – will transfer to Skills for Health in the next few months (date to be confirmed).

Modern Apprenticeship Centres approved to deliver these Frameworks will be advised of the changes in more detail shortly.

## Beauty Therapy Framework revised

A revised MA Framework for Beauty Therapy has been approved. Full details are available on MASCOT at: [www.mascot.uk.com](http://www.mascot.uk.com)

## Management Framework

Approval of a revised Management Framework has been deferred by MAIG. Until a new Framework is approved – which is likely to take several months - the current Framework (and the mandatory outcomes detailed in this) will continue in operation.

## New Spa Therapy Framework

A new Modern Apprenticeship in Spa Therapy was approved by MAIG in December 2005. The new Framework is managed by Habia (Hairdressing and Beauty Industry Authority) and has been approved for three years.

The mandatory outcomes are:

- S\NVQ level 2, Beauty Therapy OR S\NVQ level 2 Nail Services
- S\NVQ level 3, Spa Services
- All five core skills to be separately certificated (all at Intermediate 1 level, except IT and Numeracy which are at Access 3 level).



Exemption from S\NVQ level 2 may be possible where applicants have equivalent alternative qualifications. More details about the Framework are available from: [julie.carpenter@habia.org](mailto:julie.carpenter@habia.org)

## Change to Construction Framework



An amendment to the Construction Framework was approved by MAIG in February 2006.

The Construction MA Framework – which is managed by CITB ConstructionSkills - currently has a total of 31 S\NVQs at levels 3, 4 and 5. The approved amendment only affects one of these: S\NVQ Construction: accessing operations and rigging, level 3.

From February 16 2006 all Modern Apprentices undertaking S\NVQ level 3 Construction: accessing operations and rigging must also complete ALL of the following:

- CITB ConstructionSkills Basic Scaffolder (Part 1) Course
- CITB ConstructionSkills Basic Scaffolder (Part 2) Course
- CITB ConstructionSkills Advanced Scaffolder Course.

The change to the Framework follows consultation with employers and stakeholders in the sector.

## Hospitality Framework Updated

A revised Modern Apprenticeship Framework in Hospitality was approved by MAIG in December 2005. The Framework – which is managed by People 1st – has been approved for a further three years by MAIG.

The mandatory outcomes of the revised Framework are:

- One S\NVQ at level 2 (from 9 options)
- One S\NVQ at level 3 or 4 (from 6 options)
- All five core skills must be separately certificated (All at Intermediate 1 level, except IT which is at Access 3 level)
- Hygiene, Customer Care and Health & Safety certificates (within the first 24 weeks).

Exemption from S\NVQ level 2 may be granted. More details about this Framework are available from: [lorraine.birrell@people1st.co.uk](mailto:lorraine.birrell@people1st.co.uk)



## New Nail Services Framework

A new Modern Apprenticeship Framework in Nail Services was approved by MAIG in December 2005. The mandatory outcomes of the new Framework are:

- S\NVQ level 2, Nail Services
- S\NVQ level 3, Nail Services
- All five core skills separately certificated at Intermediate 1 level, except IT and Numeracy which are at Access 3 level).



The Nail Services Framework is managed by Habia. More details are available from: [julie.carpenter@habia.org](mailto:julie.carpenter@habia.org)

# Top 30 Modern Apprenticeship Frameworks in Scotland

## Scottish Enterprise Area

31 December 2005

All ages

Ranking	Framework	Apprentices in training
1	Construction	6740
2	Management	3071
3	Motor Vehicle	2750
4	Health and Social Care	2695
5	Electrotechnical	2372
6	Engineering	2130
7	Hospitality	1842
8	Business & Administration	1647
9	Plumbing	1610
10	Customer Service	1334
11	Early Years Care & Education	1305
12	Hairdressing	480
13	Dental Nursing	399
14	Heating and Ventilation	396
15	Accounting	286
16	Amenity Horticulture	263
17	Health and Safety	259
18	Travel Services	248
19	Engineering Construction	235
20	Retail	223
21	Gas	221
22	Information Technology	168
23	Vehicle Parts Operations	146
24	Learning and Development	136
25	Engineering (OPITO)	129
26	IT User	126
27	Sport and Recreation	125
28	Printing	102
29	Chemical Manufacturing	94
30	Call Handling	86

Male 67.1%  
Female 32.9%

## Scottish Enterprise Area

31 December 2005

Age 25 and over

Ranking	Framework	Apprentices in training
1	Management	2500
2	Health and Social Care	2138
3	Construction	632
4	Hospitality	602
5	Early Years Care and Education	349
6	Health and Safety	205
7	Motor Vehicle	147
8	Electrotechnical	137
9	Customer Service	136
10	Accounting	124

Male 42.5%  
Female 57.5%

### Analysis

The latest take-up statistics from Scottish Enterprise and Highlands & Islands Enterprise show that there are just over 34,000 Modern Apprentices currently in training in Scotland. This figure has remained fairly static for the last 12 months.

In the Scottish Enterprise area there have been increases in the number of apprentices registered on the Plumbing, Business & Administration and Engineering Construction Frameworks with figures rising by 180, 75 and 55 respectively. Modest increases have also been recorded for the Travel Services and IT User Frameworks.

At the same time, the Health and Social Care Framework has seen a decrease of 150 in the last month and moves from third place to fourth place in the rankings.

In the Highlands & Islands Enterprise area, increases in the number of apprentices registered on the Construction, Electrotechnical, Plumbing and Vehicle Maintenance and Repair Frameworks have been recorded, with rises of 70, 22, 19 and 18 respectively.

The percentage of males engaged on the programme has risen from 80.4% to 82.3% in the last three months – whilst the percentage of females has reduced from 19.6% to 17.7%.

In the 25 plus category the percentage of males engaged on the programme has increased from 46.2% to 51.3% - whilst the percentage of females has reduced from 53.8% to 48.7%.

This trend is also evident in the Scottish Enterprise area statistics – although the increases are much less significant.

## Highlands & Islands Enterprise Area

31 December 2005

All ages

Ranking	Framework	Apprentices in training
1	Construction	1109
2	Electrotechnical	300
3	Engineering	208
4	Plumbing	193
5	Hospitality	161
6	Vehicle Maintenance and Repair	132
7	Motor Vehicle	116
8	Management	108
9	Health and Social Care	107
10	Business & Administration	83
11	Customer Service	74
12	Early Years Care and Education	34
13	Accounting	28
14	Sport and Recreation	28
15	Engineering Construction	28
16	Retail	28
17	Hairdressing	27
18	Agriculture and Commercial Horticulture	27
19	Heating and Ventilation	19
20	Electricity	11
21	Marine Engineering	17
22	Meat	17
23	Vehicle Body and Paint Operations	14
24	Warehousing and Distribution	13
25	Aquaculture	13
26	Electronic Servicing	10
27	Learning and Development	9
28	Animal Care	6
29	Information Technology	6
30	Aviation	6

Male 82.3%  
Female 17.7%

## Highlands & Islands Enterprise Area

31 December 2005

Age 25 and over

Ranking	Framework	Apprentices in training
1	Management	87
2	Health and Social Care	84
3	Construction	54
4	Hospitality	52
5	Customer Service	28
6	Business & Administration	26
7	Electrotechnical	26
8	Plumbing	21
9	Accounting	19
10	Early Years Care and Education	18

Male 51.3%  
Female 48.7%

# Kevin Wallace Modern Apprenticeship Case Study



A willingness to learn and drive to progress have been the hallmarks of joiner Kevin Wallace's time as a Modern Apprentice with Fife Council. Throughout his apprenticeship Kevin has undertaken a comprehensive range of joinery activities. His first year saw him gain valuable experience in the Council's Maintenance section while during second year he carried out tasks such as pre-painting repairs, timber/UPVC door/window installations and kitchen replacement.

Further time was spent in the Council's main Joinery Fabrication Unit where he was involved in a variety of joinery manufacturing ranging from hardwood door sets, timber windows and fixed furniture as well as smaller jobs such as plywood shelving, solid core door and Formica work.

Kevin adapted quickly to the workshop environment, demonstrating a keen interest in the manufacturing process and displaying an ability to take information on board and carry out instructions with a high level of

understanding. He also showed his appreciation of the need for quality workmanship and the requirement for tasks to be completed to the highest possible standards.

These capabilities were further enhanced by his friendly and approachable nature and his ability to work well as a member of a team, bringing praise from his colleagues, with one supervisor commenting that it was clear that Kevin had the desire to learn new skills and continue his development.

Aware of Kevin's potential, management at the Council were keen to offer him further opportunity for development by seconding him to a New Project Team involved in intricate and complex renovations and adaptations involving contact with often vulnerable and elderly clients. This was a challenge accepted enthusiastically by Kevin and one which helped to rapidly increase his technical knowledge, expertise and workmanship.

Currently in his fourth year of the course Kevin has continued to be a valued member of the project team, gaining praise for his work from supervisors, client officers and customers. In addition to continually improving his skills, he has also demonstrated a maturity and confidence beyond his years and an ability to communicate well and build strong relationships with colleagues and customers.

Kevin's ongoing progress has deservedly attracted much recognition. In the face of stiff competition, he was named Fife Council's Apprentice of the Year 2003/2004 and received the Scottish Association of Public Excellence (APSE) Apprentice of the Year trophy 2004 with the judges praising not just his technical abilities but also his social skills. He also makes a valuable contribution to the Programme Review Team which undertakes work on developing and evaluating the Council's training syllabus. Kevin was also a finalist in the Scottish MA Awards 2005.

# Roddy Deans Modern Apprenticeship Case Study



Roddy Deans has worked as a rugby development officer in Edinburgh since August 2003. His post is jointly funded by Edinburgh City Council and the Scottish Rugby Union (SRU) and involves the provision of rugby union coaching to children in 103 primary schools, 23 secondary schools and 20 rugby clubs.

Roddy is in regular contact with nine Edinburgh-based community coaches, who are currently working towards their two year vocational qualification and Modern Apprenticeship (MA) with the SRU.

Roddy has provided the community coaches with an invaluable, educational and proactive programme of activities and coaching duties. The coaches report to Roddy on a weekly basis and regular update meetings are held at Murrayfield to allow the sharing and dissemination of information to all parties.

Having had experience of working with and managing rugby playing apprentices in his

previous job as an academy manager with Hawick Rugby Club, Roddy fully appreciated the importance of professional youth coaching.

In taking up his new post at the SRU, he was keen to utilise the resources at his disposal and maximise the skills of the SRU community coach apprentices. He appreciated the important role his new 'team' could play in supporting and implementing the provision of rugby to all children within the Edinburgh city catchment area.

Roddy and his team of MAs have been actively involved in the planning, management, control and evaluation of 20 rugby events this season. The MAs themselves have been solely responsible for three recent events and their direct input resulted in the recent success of the S2 'Tesco 7s Festival' at Murrayfield.

In recognition of his contribution to the development of the coaching team, the SRU

recently provided Roddy with sponsorship enabling him to work towards gaining his trainer assessor units, for which he will be shortly certified. On completion Roddy will then be in a position to formally assess and credit the work being undertaken by the MA community coaches in future years.



## MA Web Sites

### MASCOT



The MASCOT web site database provides a two-page summary of the content of each Scottish Modern Apprenticeship framework document and is updated monthly following MAIG meetings to ensure that it is accurate.

The database has a variety of search facilities allowing searches under sector organisation name, industry sector, SVQ title/reference number and career opportunity. This enables users to utilise the most relevant framework for a particular purpose. Summaries can be printed or downloaded from the site

The MASCOT database can be found at [www.mascot.uk.com](http://www.mascot.uk.com)

### The Official MA Web Site



[www.modernapprenticeships.com](http://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.

### SSAScot Web Site



[www.ssascot.org.uk](http://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.

## Awards Record for 'Cream of the Crop' Apprentices



A record number of apprentices at CCG, one of Scotland's most dynamic construction companies, have scooped training awards at their colleges – validating the firm's long-term policy of building and maintaining skills levels in the industry.

The exceptional abilities of the four young CCG employees stood out among the year groups in a number of educational establishments, and were recognised at ceremonies in the college and posted on their college web sites.

The winners include:

**Gary Noon**, who won the Brickwork Excellence Award for 2nd Year at South Lanarkshire College. He was sponsored by Raeburn Brick.

**Kenny Fenton**, who was Best 1st Year Apprentice at South Lanarkshire College. He was sponsored by Glasgow Brickyard.

**Mark Hendry**, who won the Guild Award for Advanced Level at the Guild of Bricklayers, which also sponsored him.

**John Forrest**, who was the Best Pre-Vocational Building Student at Cardonald College. He was sponsored by the John Mather Charitable Trust.

Lynn Stodart (pictured above), CCG's Training & Personnel Manager, said: "We are absolutely delighted with this high number of awards for apprentices within the company and we are particularly pleased for the individuals who have worked so hard to achieve them.

"It is always our aim to bring on the cream of the crop. We do a considerable amount of research before taking people on to our apprenticeship programme and look for people who complete their pre-vocational training and CITB test with flying colours. Above all, they must be keen and committed to sustain a four-year course, and we are pleased that, once again, they have shown that they are the best of the bunch."

Glasgow-based CCG, in keeping with its valuable tradition of helping people into lifetime trades, took on 16 apprentices this summer, including three adult apprentices. Of its existing 490 employees, 78 are apprentices at the moment – a remarkable 16% of its workforce. It is the biggest creator of apprenticeship opportunities in the city outside Glasgow City Council.

## Scotsman Apprentices Make the News!



Hold the front page! Eight Modern Apprentices at the Scotsman newspaper proudly display their MA Certificates of Completion. Back Row (L-R); Angela Meikle; James Mitchell and Linsey Toland. Front row (L-R); Janice McEwan; Grainne Byrne; Michelle Harvey; Heather Butchart and Frances Evans.

Eight employees at The Scotsman newspaper hit the headlines recently – by completing Modern Apprenticeships in Sales & Telesales and in Management.

The employees received their MA training from Edinburgh-based training company, Direct Partners

## Best in UK for Second Time in Two Years!

For the second time in three years, South Lanarkshire College has been awarded the Harmer Trophy by the Worshipful Company of Plasterers in conjunction with the Federation of Plastering and Drywall Contractors.

The trophy is presented to the leading colleges and training establishments based on success achieved at S/NVQ levels 2 and 3. The runner-up in 2005 was another Scottish College – Edinburgh's Telford College.



## An Apprentice Story – Richard MacLellan

Richard MacLellan was referred to JHP Training, Edinburgh in August 2004 by his local Careers Scotland office in Musselburgh. After an initial interview with Carol-Anne Bomford – JHPs Development Advisor, it was decided the most suitable position for Richard was as an in-centre candidate were Richard would work towards an SVQ in Business & Administration at Level 2. This would allow him to update his IT skills and carry out various administrative tasks within an office environment. Richard's communication skills improved dramatically and he became more confident showing commitment and enthusiasm, whilst carrying out all tasks given to a very high standard.

A placement became available to work within a recruitment agency and Richard was given the chance to attend an interview along with five other suitable candidates. Richard was successful and started his work placement almost immediately. He continued to work towards his SVQ qualification providing excellent evidence for his portfolio. The nature of the business helped Richard to work well under pressure and build up strong interpersonal skills. Richard's work placement came to an end, due to no fault of his own and he returned to J.H.P Training to continue working towards his qualification. Richard was now available for any suitable vacancies and within a week was out again for another interview with Campbell Smith Solicitors. Again Richard was successful in securing the position of an

Administration Assistant on a permanent basis. This allowed Richard to progress to a Modern Apprenticeship in Business & Administration.

Richard has now completed his Modern Apprenticeship with 100% support from his Employer Campbell Smith and Assessor Marion Denholm, and he was recently presented with his certificates, at an open day within the centre from JHP Training Chairman Hugh Pitman. Richard has now progressed within the company to a Court Runner. Campbell Smith has taken on a further Administration Assistant from JHP training who is working very well, with continued support from all involved.



## 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](http://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](http://www.hie.co.uk) and [www.scottish-enterprise.com](http://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 a PowerPoint presentation, cd-rom and cue cards.

Available at: [www.hie.co.uk](http://www.hie.co.uk) and [www.scottish-enterprise.com](http://www.scottish-enterprise.com)



## Farrier Nails Top Spot

The achievements of Scotland's land-based learners were recognised at the third annual Lantra Land-based Learner of the Year Awards. Apprentice farrier, Sarah Mary Brown from Giffnock, was the overall winner. The Peter Alexander Perpetual Trophy and £800 in prize money were presented to her by last year's winner Colin Inglis. She was also awarded the prize for the Scottish Enterprise Area.

The awards dinner organised by Lantra, the Sector Skills Council for the environmental and land-based sector, was held at the Huntingtower Hotel in Perthshire. It was well

supported by sponsorship from local businesses, government bodies and training and education providers.

Lantra Chairman, Gordon McGlone, said: The number of nominations has increased three-fold on last year's competition. This increase is a testament to the growing numbers of successful land-based learners. This is wonderful news for us all.

Sarah Mary, who is in her penultimate year of a four-year Modern Apprenticeship at Oatridge College, is looking forward to becoming fully qualified and using her talent

and expertise. She hopes it will be her passport to working abroad in North America where she will further develop her skills. Eventually she plans to return to Scotland to start her own business.

Hilary Morton, Oatridge College spokesperson who nominated Sarah Mary for the award, said: "Sarah Mary is demonstrating that skill is far more important than brute strength in this ancient craft. Her example will help the Farriery Training Service to address the chronic gender imbalance in the industry."

## IOSH Certificates for Successful Apprentices

It was congratulations all round at the November meeting of The Edinburgh Branch of the Institute of Safety and Health (IOSH) when 5 new members were presented with their IOSH Member Certificates by Andy Sharman Vice Chair of the branch.

The candidates had achieved their membership aided by achievement of L4 NVQs in OHSP and successfully completing a Modern Apprenticeship. The proud new members were all candidates of Bo'ness based Central Training Services who have candidates spread throughout Scotland.

Allan Thomson of Central Training Services said "All candidates worked hard to complete their NVQ and each one of them produced a very high standard of portfolio of which

they should be proud. The fact that all candidates have chosen to join, and been accepted by IOSH, shows the value placed by professional bodies on NVQs and MAs and can only lead to a safer workplace.

Although we have had a number of candidates achieve their NVQ/MA and go on to be members of IOSH, this was the first occasion where we had so many presented at one meeting.



# Gena is an Inspiration!

A graduate of the Health and Social Care Modern Apprenticeship was presented with her Certificate of Completion at a ceremony in Edinburgh recently.

Gena Reilly – who works for Community Integrated Care in Mill Road Armadale was presented with the certificate by her assessor Dorothy Nimmo and Aileen Cunningham, both from Stevenson College.

Gena confesses that she is no longer in the first flush of youth – and therefore had reservations about undertaking the Modern Apprenticeship. However, now that she's completed it she is firmly of the opinion that it was worth all the hard work and effort.

Aileen Cunningham commented "Gena is an inspiration for those who think they are too old to undertake a Modern Apprenticeship."



Age is a state of mind! Gena Reilly (centre) has been an inspiration to colleagues at Stevenson College.

## Scottish Colleges work together to promote Modern Apprenticeships



The Scottish Further Education Unit (SFEU) Work Based Learning Network was set up in 2001 in order to support college staff dedicated to this specialist area and is managed by a steering group of volunteers, consisting of managers and practitioners from a range of Scotland's colleges and key partner agencies.

The Work Based Learning Network Steering Group is chaired by SFEU officer, Angela Kershaw (pictured above): From April 2005, membership has increased from 7 to 30 of the 43 Scottish colleges (and Angela is working on the rest!). The Steering Group has channeled its energies into creating an action plan of support for Scotland's colleges in relation to the work based learning agenda (which includes Modern Apprenticeships).

The Steering Group aims to support the wider College Network in relation to Work Based Learning in the following ways:

- Development of an enhanced communication strategy with a view to:
  - (1) Sharing ideas and best practice
  - (2) Widening geographical and knowledge based spread of Network and Steering Group members.
- Development of an improving performance strategy for MA/Skillseeker work based learning activity in Scotland's colleges
- Facilitating the sharing of current and emerging policies and information in relation to work-based training
- Supporting work-based learning curriculum development in Scotland's colleges.

If you are involved in work-based learning, then network membership will be of value to you, and your experience and knowledge of work based training will be of value to the wider further education sector.

More information about the work of the Group is available at: [www.sfeu.ac.uk](http://www.sfeu.ac.uk) or from Angela Kershaw on 01786 892113, e-mail [angela.kershaw@sfeu.ac.uk](mailto:angela.kershaw@sfeu.ac.uk)

## Scots Greenkeepers a Hit on US Courses



Danny Murray

Stewart Macfarlane

Two young Scottish-trained greenkeepers will soon find themselves at the heart of meticulous preparations for the 2006 US Open golf championship at New York's famous Winged Foot club.

Stewart Macfarlane and Danny Murray are part of a growing "Grain Drain" which has so far seen a total of ten former greenkeeping students of Oatridge College in West Lothian travel to the States to gain invaluable experience on some of the country's and the world's best courses.

Both are part of a programme run by Ohio State University, which sends young American greenkeepers all over the world to develop their skills and understanding and offers "internships" to young men and women from Europe and elsewhere, seeking to broaden their experience.

Twenty-five year old Stewart - who is originally from Winchburgh in West Lothian - worked at Dundas Park Golf Club in South Queensferry and Harburn Golf Club in West Lothian, while studying for his Modern Apprenticeship at

Oatridge. When he first moved to the States he was at the Winged Foot club and during the winter, switched to the Riviera Country Club in Los Angeles where he was part of the preparations for this year's Nissan Open.

Danny Murray did his apprenticeship at the Marriott Dalmahoy Golf and Country Club in Midlothian and worked on the 12-hole Gogarburn course in Edinburgh and Archerfield Links in East Lothian. He was plucked from his home turf less than 18 months after completing his Modern Apprenticeship, when he moved to the eight-course Pinehurst complex – "The cradle of American golf" in North Carolina – in time for the 2005 US Open. Now he will transfer to Winged Foot to join Stewart there in plenty of time to ready the course for one of the biggest events in the world golfing calendar.

Michael O'Keeffe, the Irishman who manages The Ohio Program, says: "The course superintendent at Winged Foot has been really impressed with Stewart and when I mentioned to him that Danny is from the same college, he had no hesitation in offering him the chance of a move. "Oatridge trainees have been models on our programme. Course superintendents love their ability to 'get stuck in' and their solid and confident knowledge of the fundamentals of greenkeeping."

Unlike the "Brain drain" which once had politicians seething about the loss of our brightest boffins abroad, the "Grain drain" frequently sees young greenkeepers returning home to Scotland, bringing with them new knowledge and expertise.

# Scottish Modern Apprenticeship Frameworks available at 1 MARCH 2006

Framework documents are available at: [www.ssascot.org.uk](http://www.ssascot.org.uk)

Summaries of Frameworks are available at: [www.mascot.uk.com](http://www.mascot.uk.com)

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 2399600
Aquaculture	November 2003	Lantra	02476 858432
Arts and Entertainment	February 1998	Creative and Cultural Industries Sector Skills Council	0113 244 6254
Audio Visual Industries	April 2004	Skillset	020 7520 5785
Aviation	July 1998	GoSkills	0121 635 5542
Barbering	July 2003	Hairdressing and Beauty Industry Authority	0845 230 6080
Beauty Therapy	December 2005	Hairdressing and Beauty Industry Authority	0845 230 6080
Biotechnology	September 2005	SEMTA	0141 847 0977
Business & Administration	March 2005	Council for Administration	020 7091 9620
Chemical Industries	February 2003	Cogent	01224 787823
Classroom Assistants	March 2004	COSLA\Sector Skills Alliance Scotland	0141 338 6091
Cleaning Management	February 1999	AssetSkills	01604 233336
Construction	April 2004	CITB-ConstructionSkills	0141 810 3044
Contact Centres	September 2005	e-skills UK	020 7963 8995
Craft Bakery	September 2003	Improve	01904 685274
Customer Service	June 2000	Institute for Customer Service	0208 336 1686
Dental Nursing	November 2002	Skills for Health\Sector Skills Alliance Scotland	0141 338 6091
Driving Goods Vehicles	September 2005	Skills for Logistics	01908 313360
Early Years Care & Education	July 2001	Skills for Care\Sector Skills Alliance Scotland	0141 338 6091
Electricity Industry	October 2003	Energy & Utility Skills	0845 0779922
Electrotechnical	August 2005	SummitSkills	08000 688 336
Engineering	March 2003	SEMTA	0141 847 0977
Engineering Construction	August 2005	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 & Utility Skills	0845 0779922
Glass Industry	August 1997	Proskills	0114 263 2431
Hairdressing	July 2003	Hairdressing and Beauty Industry Authority	0845 2306080
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	December 2005	People 1st	0131 624 4040
Housing Management	February 2005	Asset Skills	01887 829171
Information and Communication Technologies Professional	September 2005	e-skills UK	0207 963 8995
Insurance	May 1998	Financial Services Skills Council	0207 216 7366
IT Users	July 2004	e-skills UK	0207 963 8995
Jewellery, Silversmithing and Allied Trades	July 1999	SEMTA	0141 847 0977
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 and Poultry Processing	September 2005	Improve	0845 644 0448
Metals Industry	April 2003	MetSkill	0114 244 6833
Museum, Gallery and Heritage	February 2005	CCI/SSAScot	0141 338 6091
Nail Services	December 2005	Hairdressing and Beauty Industry Authority	0845 230 6080
Occupational Health and Safety Practice	January 2001	ENTO\Sector Skills Alliance Scotland	0141 338 6091
Oil and Gas	June 2002	Cogent	01224 787823
Passenger Transport	October 2003	GoSkills	0121 635 5542
Pharmacy Technicians	January 2000	SEMTA	0141 847 0977
Plumbing	July 2004	SummitSkills	08000 688 336
Polymer	October 2003	Cogent	01224 787823
Printing	May 2002	Proskills	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 Skills Council	020 7216 7366
Rail Transport Engineering	October 1999	GoSkills	0121 635 5542
Residential Estate Agency	July 1999	Asset Skills	01604 233336
Retail	February 2002	Skillsmart Retail Ltd	01256 883278
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
Spa Therapy	December 2005	Hairdressing and Beauty Industry Authority	0845 230 6080
Sport and Recreation	June 2003	SkillsActive	0131 226 6618
Storage and Warehousing	September 2005	Skills for Logistics	01908 313360
Supply Chain Management	November 2004	Skills for Logistics	01908 313360
Traffic Office	September 2005	Skills for Logistics	01908 313360
Travel Services	May 2002	People 1st	0870 060 2550
Trees and Timber	October 2004	Lantra	02476 858432
Vehicle Body and Paint Operations	September 2005	Automotive Skills	01738 450430
Vehicle Fitting (Supervisors)	October 2005	Automotive Skills	01738 450430
Vehicle Maintenance and Repair	September 2005	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
Water Industries	July 2004	Energy & Utility Skills\Sector Skills Alliance Scotland	0141 338 6091
Youth Worker	July 2004	Lifelong Learning UK	0870 756 4970