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Llywodraeth Cymru  
Welsh Government

# Welsh Apprenticeship Pathway

in

## Bricklaying

The content of this Pathway has been agreed by the expert Steering Group facilitated by CITB. These Construction Apprenticeship Pathways in the Construction sector are approved for use in Wales and are eligible for Welsh Government funding.

More Information can be obtained from:

FEAD DfES • Ty Afon  
Bedwas Rd • Bedwas  
Cf838WT

DfES-ApprenticeshipUnit@gov.wales  
Gwefan • website: [www.llyw.cymru](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

# Contents

[Learning Programme Content](#)

[Entry Requirements](#)

[Apprenticeship Pathway Learning Programme](#)

- [Level 3 – Bricklaying](#)

[Other Additional Requirements](#)

[Job Roles](#)

[Progression](#)

[Equality & Diversity](#)

[Employment Responsibilities and Rights](#)

[Responsibilities](#)

## LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of four mandatory elements:

- Qualifications
- Essential Skills
- On/off the job training
- Additional Employer requirements? (digital Skills)

The total minimum credit value required for the Level 3 Pathway (Bricklaying) is 118 credits.

## ENTRY REQUIREMENTS

List a This Apprenticeship is suitable for learners who:

- are aged 16+ currently working in the trade area and have achieved one or more of the following:
- the Foundation in Construction and the Built Environment qualification.
- the Progression in Construction Level 2 in which the apprenticeship is to be undertaken.
- [Level 2 or 3 Certificate or Diploma in the trade in which the apprenticeship is to be undertaken achieved within the last 3 years.](#)
- [Verifiable 3 years or more employment in the trade in which the apprenticeship is to be undertaken.](#)

List b, and one or more of the following

- Welsh Baccalaureate National Diploma
- Essential Skills Wales or Key Skills in Communication and Application of Number at level 1 or above.
- GCSE grade A\*-D in any two of the following: - a communication subject, maths and either a science or technical-based subject
- A\*- D grade in The WJEC Built Environment GCSE.
- Level 2 Merit WJEC Level 1/2 Vocational Award in Designing the Built Environment.
- WJEC A/AS Built Environment GCE.
- Merit, Pearson BTEC Level 1/Level 2 Tech Award in Construction and the Built Environment

## APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

### Apprenticeship Core

| Level 2 – Construction Pathway |                   |              |                          |           |                                      |
|--------------------------------|-------------------|--------------|--------------------------|-----------|--------------------------------------|
| Awarding Body                  | Qualification No. | Credit Value | Total Qualification Time | Knowledge | Qualification Assessment Language(s) |
| C&G                            | C00/4414/4        | 41           | 414                      | Knowledge | English or Welsh                     |

Where learners have achieved one of the entry requirements in list a, they will not need to undertake the Construction Core Qualification.

All learners will need to have achieved at least one of the requirements from list b for entry.

### Level 3: Bricklaying

#### Qualifications

| Level 3 – Construction Pathway |                   |              |                          |                                   |                                      |
|--------------------------------|-------------------|--------------|--------------------------|-----------------------------------|--------------------------------------|
| Awarding Body                  | Qualification No. | Credit Value | Total Qualification Time | Competence / Knowledge / Combined | Qualification Assessment Language(s) |
| C&G                            | C00/4169/3        | 118          | 1184                     | Combined                          | English or Welsh                     |

#### Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh.

| Level 3: Bricklaying  | Level | Minimum Credit Value |
|-----------------------|-------|----------------------|
| Communication         | 2     | 6                    |
| Application of Number | 2     | 6                    |

See note a regarding transition arrangements for essential skills.

#### Additional Employer Requirements

| Level 3: Bricklaying            | Level | Minimum Credit Value |
|---------------------------------|-------|----------------------|
| Digital Skills for Construction | 2     | 3                    |

## On/Off the Job Training

| Pathway              | Minimum On the Job Training Hours | Minimum Off the Job Training Hours |
|----------------------|-----------------------------------|------------------------------------|
| Level 3: Bricklaying | 3482                              | 682                                |

## On/Off the Job Training with Construction Core

| Pathway              | Minimum On the Job Training Hours | Minimum Off the Job Training Hours |
|----------------------|-----------------------------------|------------------------------------|
| Level 3: Bricklaying | 3482                              | 935                                |

The anticipated duration of the Construction Bricklaying Apprenticeship will be between 2.5 years (Post Foundation Qualification) and 3.5 years (Including Foundation Core Pathway).

The above figures are **for guidance only** and may be different for experienced/older workers depending on the amount/nature of relevant experience, and significantly reduced for those progressing from related qualifications such as the Progression Qualification.

## Note a Transition arrangements for Essential Skills

Learners who will start their Foundation, Foundation Core or Progression Qualification in 2022 will be required to work towards level 2 Essential Skills in both Application of Number and Communication during their apprenticeship.

On completion of their apprenticeship learner will aim to have achieved level 2 Essential skills in both subjects but will be deemed to have completed their apprenticeship if one of the essential skills is passed at level 2 and the other at level 1. This as above will allow an adequate and fair period of transition for these learners.

From August 2023 any new learner who starts their Foundation, Foundation Core or Progression Qualification will be required to pass both Essential Skills at level 2 as part of their apprenticeship.

## OTHER ADDITIONAL REQUIREMENTS

### Additional Requirement Detail (Minimum Credit & Hours)

### Additional Employer Requirements

| Level 3: Bricklaying            | Level | Minimum Credit Value |
|---------------------------------|-------|----------------------|
| Digital Skills for Construction | 2     | 3                    |

- **This qualification is under development and will be a requirement when approved by the Regulator in Wales.**

## JOB ROLES

This Framework specifies the standards and criteria for the Level 3 Apprenticeship in Bricklaying. Successful achievement of all the components of this Framework will lead to the award of a Level 3 qualification and recognition as a qualified Bricklayer within the sector. The Award of this Qualifications will enable the learner to apply for a Gold CSCS Card.

This Framework has a single pathway:

- Bricklaying

Working on a construction site, to given specifications, setting out basic and complex building structures including building brick and block walling, laying domestic drainage, placing and finishing concrete and render surfaces.

This Apprenticeship is designed to provide individuals with the opportunity to develop the skills and knowledge that are needed to carry out Bricklaying work in commercial, industrial, and residential buildings including all relevant duties.

On completion of the requirements in this Framework the Bricklaying Apprentice should, as a minimum, have the core skills and core knowledge required to carry out the following in a safe and competent manner including:

- Laying bricks
- Applying or removing mortar with a trowel
- Working accurately from detailed plans and specifications
- Sealing foundations with damp-resistant materials
- Using spirit levels and plumb lines to check building alignment
- Using hand tools, power tools and brick-cutting machines
- Constructing arches and ornamental brickwork
- Repairing and maintaining building blocks
- Measuring out build areas and setting out the first rows of bricks and damp course
- Working outdoors on construction sites, in all weathers and at height.
  
- Apply health and safety and environmental legislation in the Construction sector.
- Establish and maintain relationships in the Construction sector

In addition, the Apprentice should also be able to:

- Apply professional judgement and support
- Challenge unsafe behaviors/activities
- Demonstrate innovation through the identification of areas for improvement and suggestion and/or development of innovative solutions
- Identify and manage risks to self and others
- Keep work area clean and tidy
- Manage own time effectively
- Think logically and accordance with the demands of the situation using clear and valid reasoning when making decisions to undertake the work instructions
- Work effectively individually and in a team
- Work in accordance with quality requirements
- Work productively
- Work safely and ensure the safety of others
- Work within own level of competence and know when to seek advice from others

- Understand Technological requirements and changes
- Understand Statutory and Non- Statutory Regulations & Requirements
- Working practices in accordance with Health and Safety requirements
- Understand Inspection, testing and commissioning procedures

Throughout the Apprenticeship process the Apprentice should, as a minimum, develop and display the behaviours that show them to be consistently:

1. Assertive
2. Confident
3. Dressed appropriately
4. Empathetic
5. Fair
6. Honest
7. Proactive
8. Productive
9. Punctual
10. Reliable
11. Respectful (in terms of equality, diversity and inclusion)

## **PROGRESSION**

The aim of this Framework is to ensure that the successful learners gains:

- The Skills and Knowledge required by the industry to achieve competence.
- Job related skills that will be used in the working environment.
- Knowledge and skills aligned to working practices, relevant statutory and non-statutory regulations.
- Transferable and Core Skills.
- The basis for career progression.

When apprentices have completed this Framework, they have a number of progression options to them including:

- Vocational: develop self in the role and seek promotion
- Academic: use the qualifications gained as the basis for further study and entry to Further or Higher Education as appropriate
- Combination of Vocational and Academic: undertake part time study while still working. This may be as part of a structured Higher Level Apprenticeship (HLA) if this is relevant/available.

More specifically, on successful completion of this Apprenticeship in Bricklaying an apprentice will be furnished with the skills and knowledge, and have the qualifications to:

- Apply for the CSCS Gold card via CSCS at [www.cscs.uk.com/](http://www.cscs.uk.com/)
- Progress onto a relevant Higher-Level Apprenticeship
- Progress in their career with further training into such job roles as, Site/Workshop Supervisor/ Manager etc.

Further career guidance can be found at:

- [Bricklayer Job Description \(How to Become?\) | Go Construct](#)
- [Bricklayer \(gov.wales\)](#)



It is anticipated that successful candidates will progress within the Construction industry in qualified positions such as employed or self-employed, supervisors, managers.

Continuous learning will be expected of the qualified candidates in order to maintain awareness of the regulations impacting on the industry and technological changes/advances.

## EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The Construction Industry has not, historically, been a traditional career choice for women. However, women do qualify and work successfully in the industry and this is encouraged.

The sectoral bodies work at local, regional and national levels to identify and address issues around equality and diversity. This work is supported by local/national government, non-governmental bodies/agencies and relevant Unions.

It is a requirement that apprentice recruitment is open and fair to all who meet the selection criteria, regardless of gender, ethnic origin, religion/belief, sexual orientation or disability.

All partners involved in the delivery of the apprenticeship and employers must be committed to a policy of equal opportunities and must have a formal equal opportunities policy and procedure in place.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection and employment. All promotional, selection and training activities must comply with relevant legislation such as the Equality Act 2010.

Providers will monitor equality of opportunity practice and procedures within their own organisation and take positive action when necessary. It is also recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion.

## **EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)**

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

### **RESPONSIBILITIES**

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

#### **Further information may be obtained from:**

Welsh Government

**[DfES-ApprenticeshipUnit@gov.wales](mailto:DfES-ApprenticeshipUnit@gov.wales)**