

<b>Y/618/0745</b>	<b>Employment in the Construction Industry</b>
<b>Title:</b>	
<b>Aim:</b>	The aim of this unit is to provide the learner with an understanding of the different ways they can be employed within construction, how they access the different routes and what employers expect.
<b>Level:</b>	1
<b>Credit Value:</b>	1
<b>GLH</b>	9
<b>Unique Reference Number:</b>	Y/618/0745
<b>Assessment</b>	This unit is internally assessed through the completion of the NOCN assessment booklet and internally and externally quality assured. The NOCN assessment booklet has been produced and should be used to evidence all learning outcomes.
<b>Learning outcomes</b> <i>The learner will:</i>	
1. Know about the routes into employment in construction.	
<b>Delivery Content:</b> The aim of this learning outcome is to provide the learner with an overview of the different routes they can follow for employment within the construction industry.  The learner must identify: <ul style="list-style-type: none"> <li>• the main <b>routes</b> into employment within construction.</li> <li>• the most appropriate route for short and long-term career aims.</li> <li>• reasons for their choice.</li> <li>• current pathways.</li> </ul>	
2. Know about direct employment within construction.	
<b>Delivery Content:</b> The aim of this learning outcome is to provide the learner with an overview of direct employment within construction:  The learner must: <ul style="list-style-type: none"> <li>• describe what is meant by direct employment.</li> <li>• identify the <b>benefits</b> offered by direct employment.</li> <li>• identify <b>limitations</b> to direct employment.</li> <li>• describe routes into direct employment.</li> <li>• describe own and employers' <b>responsibilities</b> with direct employment.</li> </ul>	
3. Know about apprenticeships within construction.	
<b>Delivery Content:</b> The aim of this learning outcome is to provide the learner with an understanding of how apprenticeship standards work and how they can support their progress within the industry.  The learner must: <ul style="list-style-type: none"> <li>• identify how to access <b>information</b> on apprenticeship standards.</li> <li>• identify <b>entry requirements</b> for apprenticeships that meet career aims.</li> <li>• describe how to apply for an apprenticeship.</li> </ul>	

<ul style="list-style-type: none"> <li>• describe the end point assessment <b>process</b> for different apprenticeships.</li> <li>• identify benefits offered by an apprenticeship.</li> <li>• identify limitations and risks of an apprenticeship.</li> </ul>
4. Know about self-employment within construction.
<p><b>Delivery Content:</b></p> <p>The aim of this learning outcome is to provide the learner with an understanding of self-employment within construction</p> <p>The learner must:</p> <ul style="list-style-type: none"> <li>• define self-employment.</li> <li>• identify <b>benefits</b> offered by self-employment.</li> <li>• identify <b>limitations</b> and risks of self-employment.</li> <li>• describe <b>legal requirements</b> when self-employed.</li> <li>• describe <b>financial responsibilities</b> when self-employed.</li> </ul>
5. Know about labour hire agencies.
<p><b>Delivery Content:</b></p> <p>The aim of this learning outcome is to provide the learners with a knowledge of working for labour hire agencies.</p> <p>The learner must:</p> <ul style="list-style-type: none"> <li>• describe what is meant by the term labour hire agencies.</li> <li>• identify the <b>benefits</b> of working for a labour hire agency.</li> <li>• identify the <b>limitations</b> of working for a labour hire agency.</li> <li>• detail the <b>information</b> that would be required by a labour hire agency in order to employ the learner.</li> </ul>
6. Know about the expectations of employers within construction.
<p><b>Delivery Content:</b></p> <p>The aim of this learning outcome is to provide the learner with an understanding of the expectation's employers have of employees.</p> <p>The learner must:</p> <ul style="list-style-type: none"> <li>• understand why employers have minimum expectations of employees.</li> <li>• identify <b>expectations</b> employers may have for employees.</li> <li>• identify how to evidence own abilities to meet employer expectations.</li> <li>• identify actions that can support the development of personal skills to meet employer expectations.</li> </ul>
7. Know how to produce a personal career plan.
<p><b>Delivery Content:</b></p> <p>The aim of this learning outcome is to provide the learner with a knowledge to be able to produce a personal career plan.</p> <p>The learner must identify:</p> <ul style="list-style-type: none"> <li>• short, medium, and long-term career goals.</li> <li>• current position in terms of knowledge, skills and experience.</li> <li>• actions required to progress from current position to achieve short, medium, and long-term goals.</li> </ul>

**Scope of Training**

The Scope of Training identifies areas that must be covered during the delivery of this unit. This is the minimum that is required but tutors are expected to include other areas, knowledge of which will benefit their learners, based on location, types of work available and from the tutors own professional experience.

**Assessment:**

The Assessment Workbook is available from NOCN.

	<b>Requirements</b>		
<b>Routes</b>	<b>Direct employment</b>	<b>Self-employment</b>	<b>Labour hire agencies</b>
<b>Benefits</b>	<b>Regular work Progression</b>	<b>Regular pay</b>	<b>Support from employer</b>
<b>Limitations</b>	<b>Work location</b>	Employer ceases trading	
<b>Responsibilities</b>	<b>Health and safety</b>	<b>Policies and procedures</b>	Financial
<b>Information</b>	<b>Institute for Apprenticeships Company websites</b>	<b>Apprenticeship Service Training providers</b>	Go Construct
<b>Entry requirements</b>	<b>Qualifications</b>	<b>Experience</b>	
<b>Process</b>	Off-the-job training Mandated qualifications <b>Professional discussion</b>	<b>Apprenticeship Gateway Knowledge testing</b>	Portfolio of evidence <b>Practical testing</b>
<b>Benefits</b>	<b>Types of work undertaken Flexible hours</b>	Rates of pay	
<b>Limitations</b>	<b>Looking for work</b>	<b>No work no pay</b>	
<b>Legal requirements</b>	<b>Insurances Company registration</b>	Professional Registrations (if required)	
<b>Financial responsibilities</b>	<b>Invoicing Value Added Tax</b>	<b>Financial accounts</b>	<b>Income tax</b>
<b>Benefits</b>	<b>Provide work</b>	<b>Introductions to employers</b>	Manage pay
<b>Limitations</b>	<b>Irregular work Issues with pay</b>	<b>Little/no employment rights</b>	
<b>Information</b>	<b>Qualifications Skills</b>	<b>Previous employment</b>	
<b>Expectations</b>	<b>Reliability Team worker Safe working</b>	<b>Flexibility Communication skills</b>	<b>Willingness to learn</b>