

## What are NVQs?

NVQs are National Vocational Qualifications. NVQs are work related competence based qualifications. NVQs are available to anyone at any age or stage of their career. They are very flexible and accessible.



NVQs are the most popular vocational qualifications awarded in England, Northern Ireland and Wales. An NVQ is not a training programme. An NVQ is an assessment of the skills, knowledge and abilities of an individual.

## Benefits

Employers who have used NVQs say they:

- Increase productivity
- Show customers that the workforce is competent
- Help access contracts and deliver a better sales case
- Increase levels of staff motivation
- Provide better structured on-the-job training
- Reduce accidents – all NVQs cover health and safety
- Develop a multi-skilled workforce
- Demonstrate a commitment to quality
- Ensure that employees have the skills to deal with new technologies and working practices.

## How do they work?

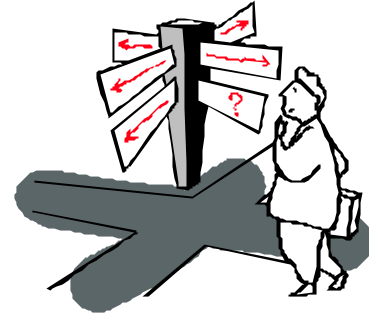
The NVQ candidate must register with the awarding body, the Glass Qualifications Authority (GQA), this can be done through GTL, a training provider, college or by your company becoming a GQA approved centre. The best method to use depends on the requirements of your business please talk to us about your needs.



The candidate then achieves the NVQ by showing a qualified assessor that they can do their job. They must prove that they can perform their work to the required standard consistently and that they have the necessary knowledge and understanding. It is competence in the real work situation which is being assessed not the ability to pass examinations.

## Training Providers/Colleges

A list of Training Providers/Colleges approved to deliver glass related NVQs is available on the GQA website [www.glassqualificationsauthority.co.uk](http://www.glassqualificationsauthority.co.uk) or contact your local LSC or similar office for a copy.



## Which NVQ?

The glass industry is diverse, this is reflected by the wide variety of different jobs people carry out.

Jobs Involved	NVQs to Match
Replacing and repairing damaged windscreens and vehicle glass	Automotive Glazing Level 2 or 3
Installing and/or surveying windows, doors, curtain walling, conservatories,	Fenestration Installation Level 2 Fenestration Installation and Surveying Level 3
Controlling raw materials for glass making, operating glass making equipment and forming glass products	Glass Manufacturing Level 2 or 3
Processing glass – e.g. cutting, machining, blowing, operating machinery to process glass, treating glass, decorating	Glass Processing Level 2 or 3
Glazing – installation and maintenance, construction, emergency, fire-resistant, maintenance	Glazing Installation and Maintenance Level 2 or 3
Making up frames eg window, door, conservatory	Production of Glass Supporting Fabrications Level 2 or 3

Don't worry if you don't see the occupations your interested in listed – it is likely that there is a suitable glass NVQ, please contact GQA for more information.

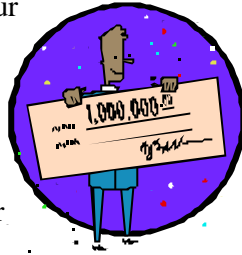
The glass NVQs are available at Level 2 or 3. In the workplace the levels are:

Level 2: Operators, installers, processors, etc

Level 3: Technicians, craft-skilled and supervisory employees.

## What funding is available?

Some funding is available from your local LSC for companies based in England. For companies based in Wales funding is available from ELWa and for companies based in Northern Ireland funding is available from Department for Education Northern Ireland.



## Case Study – Glamalco Limited

Glamalco Limited is a company based in South Wales, which specialises in the design, manufacture and installation of architectural aluminium, curtain walling, windows doors and shop fronts.

Business growth has come from expanding their association with building contractors and architects to create new opportunities. With new opportunities comes new challenges and Glamalco is ensuring that its staff has the appropriate skills and knowledge.

They questioned what the skills needs would be in the future. This has resulted in Glamalco implementing a comprehensive training programme that includes employees working towards NVQ qualifications.

The company sees the benefits of close partnership with suppliers and subcontractors, in order to maintain high standards. Quality is of paramount importance and Glamalco was the first curtain wall company to be registered to ISO 9001 in 1990.

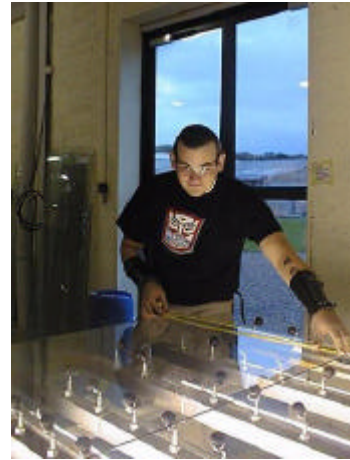
The achievement of training qualifications to meet their customer's needs supports the company's quality objectives.

They have recognised that the Major Contractors Group (MCG) initiative and resulting targets for a fully occupationally competent workforce to be available for work on their sites by December 2003 could affect their business opportunities.

Glamalco management believe: 'The implementation of NVQ's is part of our overall drive to improve the quality of our products and the performance of our business and our recognition as a GQA approved centre has helped in our gaining recognition as a CAB Centre of Excellence.'

## Toughglass

Toughglass took the opportunity to encourage existing workers to take part in the GQA NVQ implementation programme. As a result they now have over 100 employees with full GQA NVQs and some with unit credits.



David Shields, Glass Processor

David Shields was the 100<sup>th</sup> employee to have completed his GQA NVQ Level 2 in Glass Processing. He commenced working at Toughglass in September 2000. David is currently working on the GQA NVQ Level 3 Glass Processing and is progressing well. He is regarded as a very eager, enthusiastic and diligent worker.

Supervisor Colin Stevenson states 'he is a great lad, who is eager to learn and contribute to the future of Toughglass and is very keen to advance within Toughglass'. David Shield achieved the 100<sup>th</sup> GQA NVQ at Toughglass.

Equal opportunities are second nature at Toughglass with special arrangements having been made to assist individual employees to develop to their full potential.

## Next Steps

You need to register your candidates on an NVQ to get started please contact GQA, a training provider or college.

## More Information

You can access more information on the GQA, website or contact your local Learning and Skills Council, ELWa, Department for Education Northern Ireland your Training Provider or college.

