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Glass and Glazing Federation

GGF Skilled Pathways Scheme

A Time Served Trade For Life



Introduction

The GGF Skilled Pathways Scheme has been set up to help Member companies recruit, train and attract the next generation to the industry.

In the current landscape for skills and labour, all companies are struggling to recruit new people into the industry. Currently apprenticeships are not working effectively for the glazing sector. The GGF Skilled Pathways Scheme will encourage GGF Members to take on trainees and to ensure they are trained and qualified to a level of competence that makes trainees a valuable asset to a business..

The Government's strategies and targets for Net Zero between now and 2050, will require an estimated 500,000 additional skilled workers for the Construction Sector, the figure includes the Glass, Glazing and Fenestration Industries need for more skilled workers. Recognising this need and potential, the GGF Skilled Pathways Scheme will be of real benefit to its Members.



How the Scheme works

Working in partnership with training experts, Total Support Training and the industry awarding body, GQA Qualifications, the GGF Skilled Pathways Scheme aims to create a career for new recruits and fund training for trainees of up to £4000 per GGF Member Company as part of the pilot scheme.

The GGF Skilled Pathways Scheme will set a clear career trajectory that will attract new people into the sector including those leaving school and college. The training funding will be based around the GGF Glazing Manual which contains the industry's most accurate and up to date technical information and guidance.

The GGF has set the following criteria for companies taking part in the Skilled Pathways Scheme.

- Each GGF Member will need to appoint a dedicated mentor for the trainee to help steer them through training and qualifications
- Funding will apply to trainees who are employed by a GGF Member
- Employers must agree to the GGF vetting criteria
- Employers receiving GGF funding must fund the balance of the training costs

- All funding payments will be linked to milestone achievements.
- Funding for training and qualifications will cover two years of the Skilled Pathways Scheme.

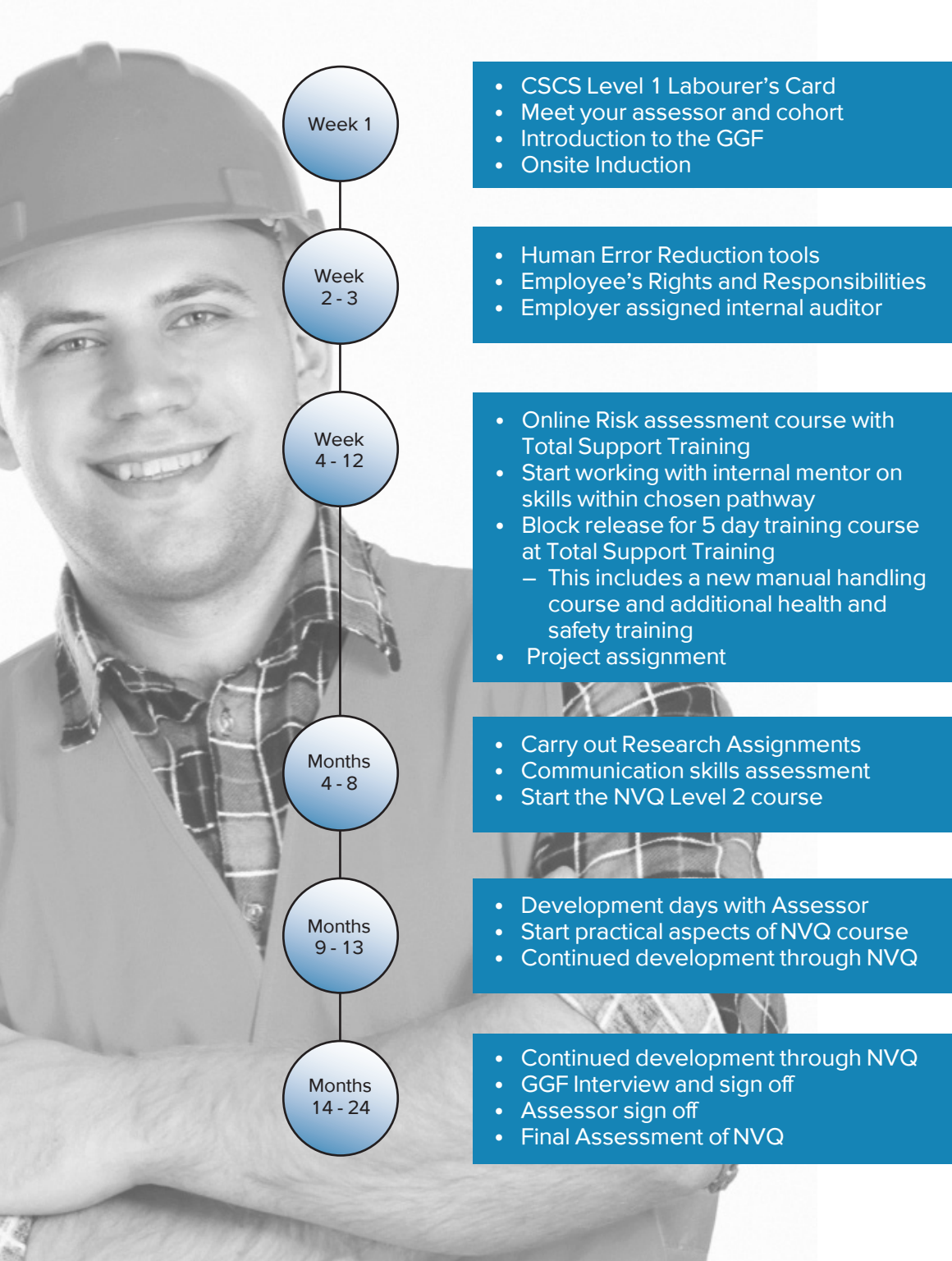
The GGF Skilled Pathways Scheme will start with a pilot in January 2022, with up to 20 trainees in the following disciplines:

- [Glazing \(available from April 2022\)](#)
- [Glass Processing \(available from April 2022\)](#)
- [Fenestration \(in development for 2022\)](#)
- [Fire resistant glazing \(in development for 2022\)](#)
- [Window Film Application \(in development for 2022\)](#)

The above is not an exhaustive list and will be added to over time.



Training Milestones



Your Role

To apply to the scheme you must be a GGF Member and committed to the Skilled Pathways Scheme in the following ways;

- Commitment to bring new people into the industry e.g. School & College leavers and people from different sectors
- Commitment to support the trainee with a Mentor
- Commitment to allow the trainee time off work to attend off site training courses
- Commitment to pay the training costs that are not funded by the GGF
- Commitment to pay the trainee for the term of their employment
- Commitment to allow the trainee time to be trained

The GGF Skilled Pathways Scheme is running a Pilot Scheme from January 2022 and members participating will be expected to pay fifty percent of the training cost of £8,000.

When applying to the scheme, you will need the following documentation to support your application.

- A summary of why you want to take on a trainee
- An up to date set of audited and management accounts
- Information on any employee training you have undertaken in the last twelve months
- A copy of your contract of employment with your trainee that shows he/she will be part of your company for 18-24 months to complete the training

Once your application has been received, the GGF and Total Support Training will then make an assessment and contact you regarding the progress of your application. If successful, the GGF will then send you full details of how to move your trainee through the scheme which lasts 18-24 months.



Training – Courses and Qualifications

The training in the GGF Skilled Pathways Scheme is a mixture of physical and remote learning taking place on your company's premises, however your trainee will need to attend off site training.

The GGF Skilled Pathways Scheme has been supported by GQA the awarding body for the glass sector and all those who complete the course will receive a certificate and also NVQ Level 2 qualification.

Your trainee will be on the scheme for 18-24 months and during that time the following 'off the job' learning will be required:

- 5 Day Introduction Course Including
 - Essential key industry knowledge
 - Manual handling and storage of glass
 - Health and safety knowledge based training
- 1 day CSCS course
- 3 hour error reduction tools course
- 3 hour risk assessing course
- Alternate 6 weekly digital calls – 3 hours
- Alternate 6 weekly face to face sessions with their assessor – 1 day

Each trainee will also require time to study and complete assignments for their NVQ and Employee Rights & Responsibilities course. The time this will take will depend on the trainee.



Next Steps

The GGF Skilled Pathways Scheme is a new and exciting initiative and one that GGF Members will welcome. Using the GGF's Technical and Health, Safety & Environment experts' knowledge the Skilled Pathways Scheme is the first of many developments the GGF is working on to tackle the skills shortage issues and ensure our industry can continue to deliver its outstanding products and services.

If you would like to know more on the Skilled Pathways Scheme and express an interest in being one of the first companies to benefit then please fill out the [GGF Skilled Pathways Scheme Enquiry Form](#) and send it to the GGF team, who will contact you on the next steps.



Contact us

To apply for the scheme, Members are invited to contact your GGF Regional Manager or email membership@ggf.org.uk or complete the [GGF Skilled Pathways Scheme Enquiry Form](#) and we'll contact you with more details of the application.

To find out more about the GGF Skilled Pathways Scheme please contact training@ggf.org.uk

To see the GGF Skilled Pathways Scheme promotional video please [click here](#)

To find out more about the courses and qualifications available from GGF Training, please visit <https://ggf.totalsupport.org.uk/>

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