

## CAREER STRUCTURE - CRAFTSMAN

The Craftsman has the option to follow various career routes, including 'Engineering', 'Management' or 'Project Management'.

The 'Engineering' career route recognises a career path for those individuals in a skill area with a deep and thorough knowledge of their speciality, enabling them to get to the top of the structure. This contrasts with past perceptions where the only perceived way to improve career prospects was by moving into a generic management role. Career structures should offer the same opportunities for technical capabilities as those of generic management.

### Career Entry Points

- Recruitment of school/college leaver or employee to serve Advanced Apprenticeship
- External recruitment of skilled Craftsmen
- Advancement from the Apprenticeship

### Craftsmen Job Role

- Competent in a broad range of work activities, mainly complex and non-routine in a wide variety of situations, including the interpretation complex drawings and solving problems to ensure smooth workflow and operation.
- Capable of producing products and/or services in accordance with design and drawing specification, whilst working with minimum supervision, often involving the guidance and supervision of others.
- Able to solve and convey non-routine problems to senior engineering staff.

### Qualification and Competence

- Academic - relevant Technical Certificate or equivalent at National Qualification Framework (NQF) levels 3 or 4
- Work-based competence - N/SVQ Level 3
- Generic skills - Key Skills Level 2

### Personal Development

- Short course attendance - skills, technical and safety updates to meet personal and business needs.