...closer to industry

How is ERR achieved?

In place of classroom learning, the EAL qualification is designed to help Centres guide learners to act on their own initiative. By visiting relevant departments and experiencing the work environment around them, learners can meet the national ERR requirements.

Company inductions can be used to help apprentices complete the qualification, and Centres will also need to provide:

- support, advice and feedback on learners' progress and development needs
- advice and guidance on how to complete the internal questions in the self study guide
- additional support for apprentices with special needs – EAL's expert External Verifiers will be able to advise on this subject.

How is the qualification supported by EAL's self-study guide?

EAL has developed a self-study guide to complement learner support and mentoring activities. The guide helps to minimise preparation time for Centres and offers:

- a flexible means of completing the learning outcomes to suit the varying needs of apprentices and employers
- the freedom for apprentices to work through the material at their own pace, with 'knowledge checks' to test them on the information they have covered.

EAL is the specialist awarding organisation for industry qualifications...

...closer to industry

EAL®

To find out more about EAL qualifications and services please contact our customer services team on:

Telephone: +44 (0)1923 652400
Fax: +44 (0)1923 652401
Email: customercare@eal.org.uk

www.eal.org.uk

EAL®

Employment rights and responsibilities (ERR)

- What do apprentices need to know?
- How is this knowledge delivered and assessed?
- What support is available from EAL?

What is meant by employment rights and responsibilities (ERR)?

Every learner involved in an Apprenticeship in England and Wales must provide evidence that they know and understand their key rights and responsibilities as an employee within their chosen industry.

This aspect of learning helps to prepare apprentices for a career in industry, easing their transition to the workplace and providing an important opportunity for personal and professional development.

What options are available for ERR?

For engineering and manufacturing, there is a new alternative to the standard ERR workbook that Semta produces for apprentices to complete before it is countersigned and submitted when claiming their final Apprenticeship certificate.

The **EAL Level 2 Award in Employment Rights and Responsibilities for New Entrants into the Science, Engineering and Manufacturing Sectors (QCF) – 600/0290/6** is a unique qualification available as part of Apprenticeships for the sector.

Offering this route can help motivate apprentices to use their initiative and reward their efforts with a nationally recognised qualification. It also removes the need to submit the completed workbook as part of certification claims.

Successful learners will gain a full understanding of ERR in industry, including the legal and organisational procedures to support their wellbeing.

What knowledge will apprentices gain?

ERR covers nine national outcomes that ensure apprentices are aware of and understand the relevant aspects of employment law, as well as health and safety. As a result of ERR, apprentices will understand:

- the range of employer and employee statutory rights and responsibilities, and how these can be affected by other legislation in areas such as equality and diversity, and health and safety
- procedures and documentation which recognises and protects their relationship with their employer
- the range of further sources of information and advice available to apprentices on ERR, including Access to Work and Additional Learning Support
- the role played by their occupation in their organisation and industry
- the types of career pathways open to them
- the types of representative bodies and their relevance to the apprentices' employer and industry
- where and how to get information and advice on their industry, occupation, training and career
- how to describe and work within their organisation's principles and codes of practice
- issues of public concern that affect their organisation and industry.

Within the ERR qualification, there is also the chance for learners to gain an understanding and awareness of wider skills, including an appreciation of social and cultural issues.

How is ERR assessed?

Assessment and feedback records should be kept for each learner so that they can be reviewed by EAL's External Verifier to ensure they have met all the learning outcomes.

These records should include the completed self-study guide and can also encompass other forms of evidence from related qualifications.

At a glance …

EAL Level 2 Award in Employment Rights and Responsibilities for New Entrants into the Science, Engineering and Manufacturing Sectors (QCF)

- Qualification code: 600/0290/6
- Credit value: 5
- Guided Learning Hours: 41

EAL recognised Centres can add this qualification to their remit using the normal process. Find out more about becoming an EAL recognised Centre from our website.

This qualification is available free of charge as part of our Apprenticeship packages for engineering and manufacturing – for more information please visit **www.eal.org.uk/apprenticeships**