

GLASS INDUSTRY OCCUPATIONS MA PROGRAMME – AN EMPLOYERS GUIDE



Building skilled operatives for the future

Introduction: Why Apprenticeships Matter in Glass & Glazing

The Glass & Glazing industry is facing increasing pressure from skills shortages, an ageing workforce, and growing compliance requirements.

Many employers tell us they are:

- Struggling to find skilled, reliable operatives
- Relying heavily on agency or subcontract labour
- Concerned about factory or site safety and CSCS compliance
- Finding it harder to plan for future workloads

Apprenticeships provide a **long-term, practical solution** — allowing employers to train people on the job, build skills to their own standards, and ensure operatives are **qualified**.

What Is a Glass & Glazing Apprenticeship?

A Glass & Glazing apprenticeship is a **paid job with structured, industry-specific training**.

Apprentices are employed by you and trained while working. Learning takes place while **at work**, supported by off-the-job training that reflects real industry requirements.

Apprenticeships focus on:

- Practical skills
- Safe working methods
- Work awareness and compliance
- Building long-term trade competence

This is not classroom-based learning — training is built around your business and the work you do.

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Range of Qualifications:

Glass Processing SCQF Level 5 & 6

This qualification is aimed at those who undertake work to produce products from glass and related materials in the glass processing sector. This covers the handling of products throughout the process.

Fabrication of Glass Supporting Systems Level 5 & 6

This qualification is aimed at those who undertake work to produce fabricated products such as door and window frames and units, conservatories, and glazing systems used in curtain walling etc.

Fenestration Installation Level 5

This qualification is aimed at those who work as installers of glass supporting systems, which include window and door units, and basic curtain walling systems etc.

Glazing Level 5 & 6

This qualification is aimed at those who work as glaziers, installing glass into frames (e.g. windows, doors), and those who work to maintain glazing installation (usually windows and doors).

Fenestration Installation & Surveying Level 6

This qualification is aimed at those who work as Installers and Surveyors of windows and doors, or conservatories or curtain walling, and is available with 2 pathways to achievement, Installer and Surveyor.

Remember that you can contact us and we can discuss your employees job role and advise the qualification and level that is best suited to them.

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Why Apprenticeships Work in the Glazing Industry

Glass & Glazing apprenticeships work particularly well because they:

- Develop skills in **real working environments**
- Allow employers to train staff to **their own systems and standards**
- Build safe habits from day one
- Support long-term workforce stability
- Reduce reliance on short-term labour solutions

Many employers find apprenticeships help improve:

- Retention
- Work behaviour
- Quality and consistency of work
- Supervisor confidence

CSCS Cards and Site Readiness

For most glazing employers, **CSCS cards and site compliance** are essential.

Apprenticeships support CSCS requirements by embedding:

- Health & safety knowledge
- Evidence of competence
- Understanding of site rules and responsibilities
- Safer working practices

Apprentices are trained with **construction-site expectations in mind**, making it easier for employers to place them on live sites with confidence.

This reduces risk and helps employers meet main-contractor requirements.

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The assessors are brilliant. They are not only helpful but push our staff to ensure they are completing the work timeously. RT Resources have always been our first choice for training and will continue to be so.

Ricky Shields, Director
Avtek Solutions



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What Can a Glass & Glazing Apprentice Do?

Tasks will vary depending on the business, but apprentices can support with:

- Assisting with glass and glazing installations
- Safe handling, transportation, and preparation of materials
- Working alongside experienced operatives
- Measuring, marking, and checking work
- Supporting fitting, sealing, and finishing tasks
- Maintaining tools, equipment, and site areas

As skills develop, apprentices progress to completing tasks more independently, under normal site supervision.

Health & Safety: Built In, Not Added On

Health and safety is central to glass and glazing work — and it is **built into the apprenticeship**.

Training covers:

- Safe handling of glass and glazing units
- Use of tools and equipment
- Manual handling
- Site awareness and hazard identification
- Working at height (where appropriate and supervised)
- PPE and site rules

This helps apprentices develop safe working habits early, improving confidence for supervisors and site managers.

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The qualifications provide new skill levels and challenges their current belief in themselves. Candidates take enormous pride in their achievement & as an employer, that can only be a good thing!

Andy Robertson
Linn-Tech Scotland Ltd



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Funding and Costs (Explained Clearly)

Apprenticeships are more affordable than many employers expect.

For most employers:

- The majority of training costs are government funded
- There are no recruitment agency fees
- Employers set the apprentice's wage

Employers typically contribute:

- The apprentice's wage
- Normal workplace supervision

We explain funding clearly, in plain English, before anything is agreed.

Employer Responsibilities and Support

Employers are responsible for:

- Providing a real Glass Industry role
- Day-to-day supervision
- Opportunities for the apprentice to learn safely

We support employers with:

- Training delivery and planning
- Progress reviews and assessment
- Health & safety and CSCS guidance
- Problem-solving and ongoing advice

You are not expected to manage the apprenticeship alone.

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The training provided is very beneficial to the young apprentices coming through and giving them a better understanding of the job and production processes, and its great that the assessors can work around times that will suit the factory.

Alistair Patrick, Operations Director
Net Zero Facades



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Time Commitment for Employers

Many employers worry apprenticeships will take too much time.
In reality:

- Initial setup is straightforward
- Ongoing support is similar to any new starter
- Time invested early often leads to **time saved later**

Apprentices are trained to become productive members of the team — reducing pressure on supervisors and skilled operatives over time.

How Long Does a Glass & Glazing Apprenticeship Last?

Glass & Glazing apprenticeships typically last:
9-12 months, depending on the programme and starting point

This allows time for:

- Skill development
- Work experience
- Competency evidence

Many employers retain apprentices long-term as skilled operatives once they complete.

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RT Resources have been excellent and have made my experience a good one gaining another qualification whilst also working full time.

It was great to work with the same assessor I had when I completed another qualification back in 2017.

He was professional, thorough and very helpful which made the process seamless and manageable. I wouldn't hesitate to choose RT Resources in the future.

Michael Deacon, Completed Modern Apprentice
Glass Industry Occupations



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What If Something Doesn't Go to Plan?

We understand construction environments change.
If challenges arise:

- Support and reviews are built in
- Training can adapt to reflect site work
- Additional support is available where needed

Our role is to support both the employer and apprentice throughout the programme.

Who Should Consider a Glass & Glazing Apprentice?

Apprenticeships are ideal if you:

- Work regularly on construction sites
- Want to build skilled operatives in-house
- Need CSCS-ready staff
- Are concerned about future skills shortages
- Want a long-term solution, not just short-term labour

Both small and larger glazing firms can benefit.

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With the professional support and guidance received from all at RT Resources, being able to offer and encourage the opportunity for personal improvement through these Modern Apprenticeship qualifications is invaluable to individuals, to the business, and to the wider Fenestration industry. I take personal pride in every colleague who achieves their chosen qualification.

Martin Woods, Newbuild Operations Director
Scotia



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How to Get Started

Getting started is simple:

1. Initial conversation to discuss your business and site setup
2. Suitability and funding guidance
3. Recruitment or upskilling of existing staff
4. Apprentice onboarding and training begins

There is **no obligation** at the enquiry stage — just clear advice.

Key Benefits Summary

- Build skilled glass & glazing operatives
- Improve site safety and compliance
- Support CSCS card requirements
- Reduce future skills shortages
- Grow loyal, trained employees
- Train people your way

If you're considering how to strengthen your workforce, a Glass & Glazing apprenticeship could be a practical, supported option.

Call us on 01292 290029 or email ma@rtresources.co.uk to find out more.

