**Highways Maintenance Skilled Operative – Level 2**

**Role Overview**

Highways Maintenance Skilled Operatives maintain rural and urban roads, performing tasks such as excavating, reinstating highways, and repairing potholes, pavements, and kerbs. Operatives use hand tools, machinery, and traffic management systems, often working in challenging conditions. Safety awareness, understanding of health and environmental regulations, and the ability to interpret drawings are essential. They may work independently or as part of a team, sometimes in adverse weather or at unusual hours.

**Entry Requirements**

All applicants must hold a GCSE Grade 3 or higher in Maths and English.

Functional Skills in Maths and English at Level 1 are acceptable if GCSE grades were not obtained.

If a candidate does not meet these requirements but you feel they would be able to then please contact us to discuss further.

**During their apprenticeship, highways maintenance skilled operative apprentices will learn to:**

* Understand and apply health, safety, and welfare principles.
* Know their responsibilities under relevant legislation and regulations.
* Work according to industry standards and guidelines.
* Understand highway structure, construction technology, and materials.
* Identify, locate, and excavate around underground services.
* Perform highway excavation, reinstatement, and repairs.
* Operate powered tools, pedestrian plant, and machinery.
* Prepare and set up Temporary Traffic Management systems.
* Understand traffic management on rural and urban roads.
* Follow procedures for road clearance and maintenance.
* Plan and execute productive road repair practices.
* Read and interpret drawings, specifications, and highways information.
* Apply safe practices for handling, moving, and storing resources.
* Install street ironworks such as drain covers and gully gates.
* Work independently, taking responsibility for tasks.
* Demonstrate effective communication and teamwork.
* Use logical reasoning for decision-making.
* Adapt to changes in work instructions.
* Show assertiveness and confidence in following safe practices.
* Commit to equality, diversity, inclusion, and safe working practices.

The programme takes place over up to 18 months, followed by the End Point Assessment.

Practical experience is integral to our learning approach, fully utilizing our state-of-the-art facilities at Bircham Newton. With extensive land designated as a construction site and ample indoor spaces, we ensure learners can engage hands-on in their practice every step of the way.

All our apprenticeships are residential. With an on-site restaurant, social hub, gym, and welfare facilities we ensure that pastoral care is prioritised as much as learning.

**End Point Assessment**

The independent end point assessment typically lasts for 4 months after the end of the programme.

Assessment Methods:

* Knowledge Test, consisting of 50 multiple choice questions.
* Practical Skills Assessment, made up of two parts.

**Funding Information**

* ESFA Funding Value of £9000
* CITB Registered Companies can apply for:
	+ [£2500 Attendance Grant per year](https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/apprenticeship-grants/england-apprenticeship-grants/)
	+ [£3500 Completion Grant, on achievement](https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/apprenticeship-grants/england-apprenticeship-grants/)
	+ [Reimbursement of all travel costs above £20](https://www.citb.co.uk/levy-grants-and-funding/grants-and-funding/apprenticeship-travel-and-accommodation-funding-travel-to-train/)

**What to expect from us**

* Help to decide if an apprentice is right for your business, signposting you to other options where it isn’t.
* Support, advice, and encouragement, every step of the apprenticeship journey.
* Dedicated account management, completing any necessary paperwork and helping you access government and CITB funding for apprenticeships.
* Industry expert trainers, delivering immersive training to help apprentices gain new skills quickly and efficiently.
* Visits every 10 weeks from our Skills Coaches to help you and your apprentice put their new skills into practice in the workplace.

For further information, contact your dedicated Account Manager, **George Gooderson**:

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