

# Producing Better Recruits

How the Welsh Baccalaureate  
Qualification prepares young people for work



CYMHWYSTER  
**BAGLORIAETH  
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**WELSH  
BACCALAUREATE  
QUALIFICATION**



Llywodraeth Cymru  
Welsh Assembly Government

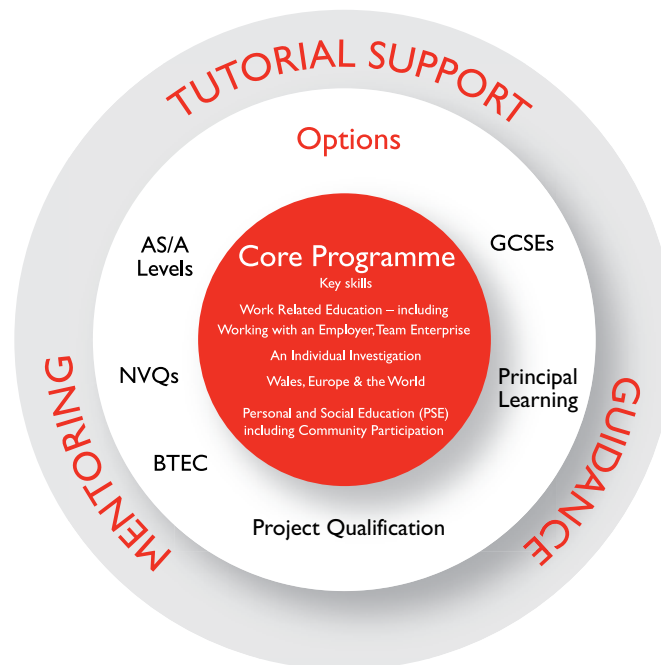
[www.welshbaccalaureate.org.uk](http://www.welshbaccalaureate.org.uk)



## What is the Welsh Baccalaureate Qualification?

The Welsh Baccalaureate is an exciting qualification for students in Wales that adds a valuable new dimension to the subjects and courses already available for 14 to 19 year old students.

The qualification combines personal development with existing qualifications like A Levels, Principal Learning, GCSEs, BTEC, NVQs, etc. to make one wider award that develops workbased competencies and helps to make a new recruit more effective. The diagram below shows how it combines a 'Core' of personal development with standard 'Options' qualifications.



The curriculum was designed to give wider experiences than the traditional learning programmes, underpinned by the skills that you value. It can be followed in English or Welsh.



“We do presentations and communications – skills that help you in the rest of your life.”  
Camilla, Student

# How the Welsh Bacallaureate adds to existing qualifications and makes young people better employees

The Welsh Bacallaureate complements traditional academic and vocational qualifications. It develops applied skills and gives students valuable experience in business and industry situations. Welsh Bacallaureate students get experience of the real world. They get involved in teamwork, go on placements and have to use their own initiative – just as a prospective employee should.

A Welsh Bacallaureate Qualification is proof that a student has developed important Key Skills. Key Skills\* are the six skills needed in the world of work: they are Communication, ICT, Application of Number, Working With Others, Problem Solving and Improving Own Learning and Performance.

To achieve the qualification, the student must complete a Core Programme of personal development studies which includes the Key Skills mentioned above, along with:

- **Work experience** – spending time in a work situation
- **Team enterprise** – where they experience what it means to run a ‘business’
- **Community work** – spending time helping the community
- **An individual investigation** – a research project of their choice
- **Wales, Europe and the World** – putting Wales in context
- **Personal skills** – such as planning and time-management

This is in addition to their choices from established academic or vocational qualifications. As such, the Welsh Bacallaureate adds to the value of established qualifications, but does not replace them.

To see how the Welsh Bacallaureate works in detail, ask for our general leaflet ‘Be Informed’ or visit **[www.welshbacallaureate.org.uk](http://www.welshbacallaureate.org.uk)**

\*Key Skills Support Programme Cymru **[www.wales.gov.uk/educationandskills](http://www.wales.gov.uk/educationandskills)**



## Principal Learning and Project Qualifications within the Welsh Baccalaureate Qualification

Elements of the 14-19 Diplomas that are being developed in England will be available in Wales, from 2009, within the Welsh Baccalaureate framework. The following elements may be incorporated within the Welsh Baccalaureate Qualification:

- **Principal Learning** – these qualifications are being developed by employers in 14 different occupational areas (lines of learning) with an emphasis on practical activities. These could be used together with or instead of other approved qualifications as part of the Welsh Baccalaureate Qualification Options requirements.
- **Project** – this offers students the opportunity to carry out an individual project related to their studies, or an area of interest, which providing it meets the specific requirements, could be an alternative for the Individual Investigation within the Core of the Welsh Baccalaureate Qualification.

From September 2009, Principal Learning and Project Qualifications in the following four occupational areas will be offered in Wales:

- **Construction and the Built Environment**
- **Creative & Media**
- **Engineering**
- **Information Technology**

A further six occupational areas (lines of learning) are expected to be offered from 2010 and a further four from 2011.

For further information please go to [www.welshbaccalaureate.org.uk](http://www.welshbaccalaureate.org.uk)



# Recognising the value of a Welsh Bacallaureate Qualification on an application form

The Welsh Bacallaureate has three levels. Students choose which to study based on the level of the standard qualifications they are studying in their Options.

The **Advanced Diploma Core** is studied alongside A Levels, or equivalent Level 3 qualifications such as NVQs or Principal Learning Level 3 and the Extended Project or the BTEC National Diploma. The practical tasks and projects undertaken are appropriate to students at this level. The Advanced Diploma is accepted by UK universities as equivalent to an extra 'A' at A Level and is usually included in their offers for places.

The **Intermediate Diploma Core** is studied alongside GCSEs or equivalent level 2 qualifications such as NVQs or Principal Learning Level 2 and Higher Project Qualification or BTECs. The practical tasks and projects undertaken are appropriate to students with the ability to get grades A\* – C at GCSE.

The **Foundation Diploma Core** is studied alongside GCSEs or equivalent level 1 qualifications such as NVQs or Principal Learning Level 1 and Foundation Project Qualification, or BTECs. The practical tasks and projects undertaken are appropriate to students with the ability to get grades D – G at GCSE.

“I’m very excited about this qualification. The combination of real world skills and experience is just what we need – we are now recruiting young people once again.”

**Karen Murray**, Manager, East Park Centre

“You get life skills from the Welsh Bac. It makes you more confident as a person.”

**Tim**, Undergraduate Student

## What part can you play?

Look for the Welsh Baccalaureate on the application forms and CVs of young people who apply to work for you. They might have just the skills and attitudes you are looking for. You could also include or consider the Welsh Baccalaureate in any 'desired qualifications' for a job.

You are also crucial in providing the quality, work-focused experience for young people studying the Welsh Baccalaureate, and we encourage you to offer work placements for these young people. By doing so, your organisation will influence the way these future employees are trained and developed.

The Welsh Baccalaureate is currently available at schools, colleges and work-based training providers (centres) throughout Wales. Every local education authority area now has at least one centre. Whilst it is offered as an option in some schools and colleges, it is the automatic route in others. From September 2009 it will also be available for 14-19 year olds, following a successful pilot.

The number of centres offering the Welsh Baccalaureate will increase each year, with the intention that at least 40% of learners aged 16 or over in Wales will participate in the Welsh Baccalaureate by 2010.

If you can offer a structured work place experience for those studying the qualification, please contact your local centre. A list of approved Welsh Baccalaureate Centres can be found at **[www.welshbaccalaureate.org.uk](http://www.welshbaccalaureate.org.uk)**

“The Welsh Baccalaureate at last seems to offer the right mix that employers have been waiting for – developing ‘ready made employees’ with the appropriate knowledge, skills and attitude to make an immediate difference on entering the workplace.”

**Roger Evans**, Plant Director, INA Bearings, Schaeffler UK

“The Welsh Baccalaureate bridges the gap between education and the world of work; it’s great to see young people developing more practical skills along with the theoretical skills. This will enable new employees to hit the ground running.”

**Grant Jones**, Head of Human Resources, Perkin Elmer Ltd.

“This is a breath of fresh air. We’ll be giving Welsh Baccalaureate students work experiences – and ultimately jobs. All employers should get involved.”

**Karen Murray**, Manager, East Park Centre

**David Rosser**, Director of the CBI in Wales said, following a visit to a Welsh Baccalaureate centre: “I saw evidence of a number of the employability skills that employers have asked for being developed through the Welsh Baccalaureate Qualification. Finding time in the curriculum to provide a wider course of study and develop research and presentation skills has to be a good thing, and it is right that this is accredited and a qualification awarded.”



# Let us have your comments on the Welsh Bacallaureate Qualification

If you have any comments regarding Welsh Bacallaureate Qualification we'd be delighted to hear from you. Please contact us by e-mailing [info@welshbacallaureate.org.uk](mailto:info@welshbacallaureate.org.uk) or [wbq-cbc@wales.gsi.gov.uk](mailto:wbq-cbc@wales.gsi.gov.uk)

## Contact / Further information

You can find out more by logging onto the Welsh Bacallaureate website  
[www.welshbacallaureate.org.uk](http://www.welshbacallaureate.org.uk)

Or by e-mailing [info@welshbacallaureate.org.uk](mailto:info@welshbacallaureate.org.uk) or [wbq-cbc@wales.gsi.gov.uk](mailto:wbq-cbc@wales.gsi.gov.uk)  
Alternatively call 029 2026 5010.

Welsh Bacallaureate Qualification, WJEC, 245 Western Avenue, Cardiff CF5 2YX  
Tel: 02920 265010. Fax: 02920 575995.

Welsh Assembly Government would like to thank Welsh Bacallaureate students, Higher Education Institutions and employers from across Wales who have been photographed for and quoted in these materials.



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