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**Welsh Apprenticeship Pathway**

**in**

**Church Ministry**

The content of this Pathway has been agreed by *[insert Sector Skills Council] or [the Steering Group] (delete as required)*. This is the only Apprenticeship Pathway in the [*insert framework*] sector approved for use in Wales that is eligible for Welsh Government funding.

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More Information can be obtained from: Cf838WT

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# SECTOR INTRODUCTION

There are approximately 3,500 church congregations across Wales[[1]](#footnote-1) with an average attendance of 120-150,000 people. Of those, 28,000 are Roman Catholic[[2]](#footnote-2) [[3]](#footnote-3), 45,000 are Anglican (Church in Wales) [[4]](#footnote-4) , 11,000 are Baptist[[5]](#footnote-5) and the remaining 66,500 are split between Methodist, Presbyterian, Pentecostal and Independents. These churches are served by approximately by over 1,000 paid ministers with extensive networks of volunteers. However, to measure Sunday attendance only is to miss the level of community impact churches achieve, the 2,500 ministers of religion from numerous denominations oversee and coordinate tens of thousands of volunteers from every ethnicity, socio economic group, age profile and gender. The profile of the minister of religion themselves has changed over recent years, they now are truly representative of the people of Wales, themselves coming from every socio-economic grouping with ethnicity reflecting the Welsh demographic and for the first time in history the genders are equally divided[[6]](#footnote-6). Thanks to Welsh Government initiatives, there are also an increasing number of Welsh Speakers.

These church led initiatives constitute countless community transformation projects, for example:

* The majority of foodbanks across Wales are run by churches.
* The majority of parents/carers and toddlers groups across Wales are run by churches.
* The majority of youth and children’s clubs across Wales are run by churches

Ministers of Religion and the volunteers they coordinate also run dementia cafes, support groups for single parents, through Christians Against Poverty they also help with debt management and help people to budget well. They run pre-school groups, after schools clubs, holiday play schemes, give tens of thousand of Christmas Hampers to some of the neediest families in Wales. Throughout the pandemic have visited the vulnerable and supported the needy, they are in many ways part of the cohesive glue that hold Welsh communities together.

And these are the overt activities. Through active encouragement from churches that members should serve their communities, ministers of religion and congregational members sit on school governing bodies (both Church Schools and Other), act as Parish Councillors and members of Senedd. They run Scouts and Guides Associations and are represented on most sports associations. Making a positive contribution throughout the country.

Ministers of Religion are community leaders, providing the support structures around the edges of life in Baptisms, Weddings and Funerals, but also being the focal point of communities in times of great sadness and distress.

# Support

The following denominations met at St Padarn’s Cardiff site on the 20th December 2021. A wide range of initiatives were already being explored on a voluntary basis, but the concept of doing something centralised, together and formally under a Welsh Government Framework was well received. Therefore, the gathered denominations endorsed both the need and the development of an apprenticeship framework in Christian Ministry[[7]](#footnote-7). They all also expressed the large number of retirements that are due to take place over the next decade and the difficulty in finding suitable replacements.

|  |  |
| --- | --- |
| * Anglican Theological College (St Padarn’s Institute)
* Apostolic Church (UK)
* Baptist Theological College (SWBC)
* Baptist Union of Wales
* Church in Wales – Anglican (Dioceses of Bangor, Llandaff, Monmouth, St Asaph, St Davids, Swansea & Brecon)
* CYTUN (Churches Together in Wales)
* Congregational Federation in Wales
* Elim Pentecostal Churches
* Evangelical Alliance (representing 30 different denominations across Wales)
* Independent Evangelicals
 | * New Frontiers International
* New Testament Church of God
* Message Trust Wales
* Methodist Churches of Wales
* Redeemed Christian Church of God
* Scripture Union Cymru
* United Reform Church (Wales)
* Presbyterian church in Wales[[8]](#footnote-8)
* Salvation Army8

This group have been updated on progress throughout the process |

As a result of the interdenominational gathering the following expressions of interest in Church Leadership Apprenticeship have already been expressed.

* Chaplaincy at Swansea and Lampeter Universities
* Chaplaincy at various secondary schools
* Apprentices involved in starting new churches in Cardiff and Wrexham
* Working in the Church Family Centre in Gorslas
* Working in existing churches (numerous expressions of interest in this)
* Working across multiple Churches in Ynys Mon
* Growing community projects in a church in St Thomas Swansea (although similar expressions from all corners of Wales)
* Developing the Churches bi-lingual work on the Llyn Peninsula
* The ecumenical group have been kept updated of progress throughout.

# LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

* Qualification
* Essential Skills
* On/off the job training

The total minimum credit value required for the Level 4 Church Minister is 120 credits.

# ENTRY REQUIREMENTS

There are no formal entry requirements for this pathway. However many employers will expect a high standard of literacy and numeracy e.g. GCSE grades A\*-D, A Levels or a proven ability to work at this level, such as experience gained through employment or voluntary work.

* Trust, integrity and honesty are all characteristics valued by employers in the Church/Ministry services sector.
* DBS checks are essential as employees may well find themselves working with vulnerable adults and children.
* At least 12months experience of a Church Community

# APPRENTICESHIP PATHWAY LEARNING PROGRAMME

Participants must achieve the combined qualification below:

|  |
| --- |
| Level 4: **Certificate of Higher Education in Workplace Mission & Ministry (Apprenticeship)** |
| **Awarding Body** | **Qualification no.’** | **Credit Value** | **Total Qualification Time** | **Competence / Knowledge** | **Qualification Assessment Language** |
| UWTSD | n/a | 120 | 720 | Combined | Welsh and English |

Modules:

* Using Christian Doctrine
* Reflecting Theologically in a Workplace Context
* Using Biblical Studies: Old Testament
* Using Biblical Studies: New Testament
* Using Christian Mission
* Using Practical Theology

# Essential Skills

|  |  |  |
| --- | --- | --- |
| **Level 4 Apprenticeship in Church Leadership** | **Level** | **Minimum Credit Value** |
| Communication / Literacy | 2 | 6 |
| Application of Number | 2 | 6 |
| Digital Literacy | 2 | 6 |
| Welsh Language | Mynediad | 6 |

# On/Off the Job Training

|  |  |  |
| --- | --- | --- |
| Pathway | Minimum On the Job Training Hours | Minimum Off the Job Training Hours |
| Qualification | 900 | 720 |

# On/Off the Job Qualification details (Minimum Credit & Hours)

|  |
| --- |
| Competence / qualification - 120 creditsThe total amount of training hours - which includes both on and off-the-job learning for this Pathway is 1620 training hours. |

**OTHER ADDITIONAL REQUIREMENTS**

|  |
| --- |
| Learners will be asked to complete an Advanced DBS at the time of registration. |

**JOB ROLES**

The latest version of the job roles and job descriptions for this Pathway can be found here (link not yet available)

# PROGRESSION

Entry into this pathway may be:

* Via direct entry from school or college
* From a Welsh Baccalaureate
* Via direct entry for those already familiar with the sector

# JOB DESCRIPTION & PERSON SPECIFICATION

**Overview**

The Ministry Apprentice position constitutes 12-18 months employment with a local church, cluster of churches or para church organisation. It is aimed at those primarily wanting to explore a calling into full-time Christian ministry. It will ensure you have the necessary experience and qualification (Theology - Level 4) for Christian Ministry in the local church, chaplaincy programmes, youth and children’s work and a range of other areas.

You will be working as part of a team whilst obtaining in-house theological and ministry training. And being released to gain an off the job qualification in theology. The words “off the job” and “in house” are used, but, much of the “off the job” qualification requires “in house” work, such as preparation for bible studies, developing publicity, engaging with social action initiatives, etc and the whole time learning to reflect on your practice. The two elements work together and often simultaneously.

The programme is flexible enough for it to be tailor made to your ministry area of choice whether that be in student ministry, children’s ministry, youth ministry, chaplaincy to schools, pastoral care, justice programmes, street pastors, etc.

**Entry Requirements**

There are no formal entry requirements for this pathway. However many employers will expect a high standard of literacy and numeracy e.g. GCSE grades A\*-D, A Levels or a proven ability to work at this level, such as experience gained through employment or voluntary work.

* Trust, integrity and honesty are all characteristics valued by employers in the Church/Ministry services sector.
* DBS checks are essential as employees may well find themselves working with vulnerable adults and children.
* At least 12months experience of a Church Community

**This employment includes:**

* Working in your chosen area of ministry, undertaking general church administration.
* Level 4 Theology Training \*undertaken by St Padarns Institute and accredited by University of Wales Trinity Saint David).

**You will**

* be assigned a ministry mentor who will support you in your work.
* have the opportunity to work alongside Leaders within the church, who will provide you with invaluable teaching and practical support to help discover and develop skills and experience.
* assist in the delivery of weekly ministry activities, as well as the pastoral care for volunteers and participants within your chosen ministry.
* help organise and deliver church wide events, such as a church day away and evangelistic events.
* be involved in Justice Projects such as Foodbanks and CAP Money Courses.
* prepare and deliver talks and Bible studies.
* serve in the life of the local church where required.

**Salary:**

* At agreed apprenticeship rate
* The teaching for the Level 4 Theology qualification is free to the apprentice

# JobS / OPPORTUNITIES

* Opportunities to entering ministry in most mainline denominations[[9]](#footnote-9).
* Chaplaincy roles – schools, prisons, hospitals, care homes, etc.
* Move into Further Education to study Theology at Level 5 and 6 and work towards a degree qualification (BTh).

# EQUALITY & DIVERSITY

It is the policy of the Church to promote a culture of dignity, respect and fairness for all its members. The Church in Wales recognises the gifts, talents and vocations of its lay and clergy members. However, there are clearly underrepresented groups – In its own work the Church has recognised that it does not have diversity in its ministers in three distinct areas:

* Welsh speakers (particularly first language Welsh speakers)
* Those from lower socio-economic areas of Wales
* Those aged 18-25

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

Training providers and employers will comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon protected characteristics.

For some time the Church had a gender misbalance. This has been addressed in recent decades with many denominations reflecting a move to more than 60% of their employed staff (including senior leaders) being female. The church is hopeful that it can address other diversity issues equally successfully, as it Encourage all its members, employees and others acting on its behalf to work towards the elimination of practices and attitudes which may be considered discriminatory.

# EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

All apprentices will receive a full induction programme.

# RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships

**Framework Development Team**

|  |  |
| --- | --- |
| Wayne Scoberg | Welsh Government – Qualifications and Learning Division |
| Naldo Diana | Business Engagement and Innovation (Coleg Sir Gar) |
| Mark Griffiths | St Padarn’s Institute (Delivering Level 4 in Theology) |
| Nathan Sadler | Public Policy Officer (Evangelical Alliance) |
| Chloe Swart | Director of Alpha Cymru, Board of Directors (Evangelical Alliance) |
| Mark Simpson | Citizen Church Cardiff and Potential Employer |
| Mones Farah | Archdeacon, Church in Wales, Diocese of St Davids |

1. https://stateofwales.com/ - the report also said there were just over 4,000 actual churches in Wales.. The report is slightly out of date now, and there are an estimated 20 churches a year being closed, however, new churches being established balance this figure, and new church plants tend to be larger than churches that close. For example, the new church planted into the old St Teilo’s building in Cardiff went from a handful to 400 in 2021. [↑](#footnote-ref-1)
2. As deemed necessary after initial assessment. [↑](#footnote-ref-2)
3. <http://www.brin.ac.uk/wp-content/uploads/2016/06/Estimated-Church-Attendance-1980-2015-Brierley.xlsx> [↑](#footnote-ref-3)
4. Church in Wales Membership & Finance Report 2018 [↑](#footnote-ref-4)
5. <http://www.brin.ac.uk/wp-content/uploads/2016/06/Estimated-Church-Attendance-1980-2015-Brierley.xlsx> [↑](#footnote-ref-5)
6. In fact, the Church in Wales has recently moved to the point where there are slightly more female priests than male. Undoubtedly because half of its Bishops are now female. [↑](#footnote-ref-6)
7. *The following denominations were not able to attend in December 2021 for Covid specific reasons, but nonetheless endorse the proposals.*

	* *Salvation Army*
	* *Presbyterian Churches*
	* *New Wine Cymru* [↑](#footnote-ref-7)
8. Invited but unable to attend due to Covid [↑](#footnote-ref-8)
9. Almost certainly after a further stage of interviews with senior staff within those denomination. [↑](#footnote-ref-9)