



# SHEA Power

## Scheme Specification



# Introduction

## SHEA POWER

The Safety, Health and Environmental Awareness (SHEA), Power scheme is designed for all persons who require access to operational sites within the power industry, both permanent and temporary, including all levels of operatives, supervisors and management.

The SHEA Power scheme comprises eight modules. The six core modules are common to all utility industries and form the basis of health, safety and environmental law and workplace practice. A further two modules provide the industry specific content. It is designed to provide evidence that an individual has demonstrated an appropriate level of knowledge, understanding and behavioural awareness. It is a passport scheme and does

not indicate any level of technical competence or skilled expertise.

The scheme is affiliated with the Construction Skills Certification Scheme (CSCS) allowing utility workers access to CSCS controlled sites for purposes of utilities work without the need to hold a separate card. The utilities industry shares a common goal and commitment to robust mechanisms that enable all workers to demonstrate health and safety awareness and relevant skills and competences. CSCS affiliated cards carry the CSCS hologram in the top left corner. A coloured bar may also appear under this hologram denoting the level that the operative has achieved in line with the CSCS card colour scheme.



# Scheme Structure

The scheme consists of 8 modules covering the following core health, safety and environment content:

**Module 1:** Power generation and distribution (Scheme specific module)

**Module 2:** Understanding our workplace responsibilities

**Module 3:** Understanding the effects of our work on the environment

**Module 4:** Identifying and controlling risks

**Module 5:** Common hazards in the workplace

**Module 6:** Occupational health hazards

**Module 7:** Power industry hazards (Scheme specific module)

**Module 8:** Responding to emergencies

## Scheme specification

This section identifies the required learning and assessment for each module. It specifies this through identifying both overarching learning outcomes and associated, specific knowledge requirements.

The assessment criteria for each learning outcome are also identified alongside the associated learning. This ensures that, in addition to delivery requirements, trainers and individuals know exactly how they will be assessed in relation to each learning outcome.

All aspects of learning content have an associated assessment criterion. Each assessment criterion will be assessed as a part of programme delivery through an end of module multiple choice test.



## Module 1: Power generation and distribution

This module provides an awareness of how power is generated and distributed across the network through substations, overhead lines and underground cables and provides an introduction to network components and different voltages.

There are 3 learning outcomes for this module:

**LO1:** Understanding the various forms and benefits of power generation

**LO2:** Understanding how electricity is generated, transmitted and distributed

**LO3:** Identifying network components and different voltages

LO1: Understanding the various forms and benefits of power generation	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>How power is generated and the various forms, including fossil fuels, renewable energy: solar, tidal, bio/anaerobic digestion; nuclear, geothermal and other forms including importing from other countries, non-biodegradable wastes and combustion of waste</li> <li>Benefits and cost to the environment of various forms of power generation</li> </ul>	1) State the various forms and benefits/costs of power generation
LO2: Understanding how electricity is generated, transmitted and distributed	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Generation and transmission of electricity</li> <li>Distribution of electricity across the network to homes in the UK</li> <li>Voltages at various stages of transmission and distribution across the UK network.</li> </ul>	2) Describe how electricity is generated, transmitted and distributed  3) State network voltages at various stages of transmission and distribution across the UK network
LO3: Identifying network components and different voltages	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Network components in urban, semi-rural and rural settings, including transformer, bus bar, pylon/tower, cable tough/duct, LV/HV jointing, sealing end and insulators</li> <li>High voltage/low voltage definitions</li> </ul>	4) Identify network components



## Module 2: Understanding our workplace responsibilities

This module aims to familiarise the individual with the underpinning legal frameworks, definitions and their application in the workplace setting, including the responsibilities for both the individual (as employee) and their employer.

There is 1 learning outcome for this module:

**LO1:** Understanding our workplace responsibilities

LO1: Understanding our workplace responsibilities	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>• Why it is important to manage health, safety and the environment at work, e.g. moral, financial, legal reasons</li> <li>• Health &amp; Safety at Work Act (1974)</li> <li>• Principles of Construction Design Management (2015), including the duties of workers, the need for welfare facilities and a safety plan</li> <li>• Environmental legislation and what's protected</li> <li>• Duties of your employer, e.g. provide a safe place of work, workplace safety policy, safety management system, training, welfare facilities</li> <li>• Duties of employees, e.g. comply with safe systems of work, behave appropriately</li> <li>• Consequences of getting it wrong</li> <li>• Enforcement and regulators, e.g. HSE and environment agencies</li> </ul>	<p>5) Explain why it is important to manage health, safety and the environment at work</p> <p>6) Explain the duties of employer and employee under health, safety and environment legislation</p> <p>7) Explain the consequences of getting health and safety wrong</p> <p>8) Outline the role of health and safety regulation</p>



## Module 3: Understanding the effects of our work on the environment

This module aims to develop an individual's understanding of the key environmental considerations in the workplace, and their impact, as an employee, on the sustainability of their environment.

There are 3 learning outcomes for this module:

**LO1:** Understanding our workplace environment

**LO2:** Managing waste

**LO3:** Sustaining our workplace environment

LO1: Understanding our workplace environment	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>• Awareness of those aspects of the environment that might be subject to damage by our actions</li> <li>• Potential causes of environmental damage, e.g. noise, smoke, energy use etc.</li> <li>• Impact of employee and employer activities on others and the environment</li> <li>• The approach to take to avoid harm</li> </ul>	9) Explain causes and effects of environmental damage  10) Describe the approach to take to minimise the risk of environmental damage
LO2: Managing waste	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>• Waste hierarchy and how to store and dispose of waste safely</li> <li>• Different types of waste, what they are and how we manage them, e.g. inert, non-hazardous and hazardous</li> <li>• Environmental Protection Act (1990) and its purpose</li> <li>• High risk areas for hazardous materials and substances</li> </ul>	<b>11)</b> Explain safe storage and disposal of waste and hazardous materials
LO3: Sustaining our workplace environment	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>• Good and poor environmental management and the impact on the wider environment</li> <li>• The importance of sustainable approaches, e.g. reputational value, and the consequences of getting it wrong, e.g. pollution</li> </ul>	<b>12)</b> Explain the importance of environmental sustainability and the consequences of environmental damage



## Module 4: Identifying and controlling risks

This module helps the individual to identify and control risks and hazards, and understand their role in preventing them through a range of positive and proactive health and safety behaviours.

There are 2 learning outcomes for this module:

**LO1:** Identifying risks

**LO2:** Controlling risks

LO1: Identifying risks	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Definitions of key terms, i.e. hazard, risk, 'near miss', accident and other relevant safety terms: method statement, dynamic risk assessment</li> <li>Hazard identification associated with resources, behaviours, equipment, materials, working environment, natural environment</li> <li>Principles behind risk control methods, i.e. likelihood, frequency, outcome</li> <li>The 5-step approach to risk assessment and management of systems</li> <li>The hierarchy of control</li> </ul>	13) Define key terms associated with risk and its management  14) Identify hazards associated with resources, equipment, materials, working and natural environment  15) Explain the 5 step approach to risk assessment  16) Explain the elements of the hierarchy of control
LO2: Controlling risks	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Safe systems of work, i.e. risk assessment, method statement and permits to work</li> <li>Reasons for and features of good housekeeping</li> <li>Signage used in the working environment, e.g. prohibition, mandatory, warning etc.</li> <li>Employer and Employee responsibilities relating to Personal Protective Equipment (PPE) i.e. providing wearing, maintaining and storing PPE</li> </ul>	17) Describe good housekeeping behaviours to reduce risk  18) Explain the responsibilities for the employer and employee for PPE



## Module 5: Common hazards in the workplace

This module develops the individual's ability to both identify a range of common physical hazards and minimise their impact in the workplace, in line with CSCS requirements.

There are 6 learning outcomes for this module:

**LO1:** Understanding transport risks

**LO2:** Understanding the Provision and Use of Work Equipment Regulations 1998 (PUWER)

**LO3:** Avoiding other services

**LO4:** Undertaking excavations

**LO5:** Working at height

**LO6:** Understanding the Lifting Operations Lifting Equipment Regulations 1998 (LOLER)

LO1: Understanding transport risks	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Using a vehicle and knowing your company policy</li> <li>The importance of regular vehicle checks prior to travelling</li> <li>Risks from transport both to, from and whilst at worksite; as driver and employee, e.g. schools on route, low bridges, traffic congestion</li> <li>The meaning and importance of safe, courteous driving and parking; reversing</li> </ul>	19) Describe the hazards in relation to transport and relevant control measure(s)
LO2: Understanding the Provision and Use of Work Equipment Regulations 1998 (PUWER)	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Definition of PUWER and responsibilities of employers and employees</li> <li>Control measures, e.g. the role of method statements</li> <li>Hazards associated with the use of work equipment, e.g. defective equipment, misuse of equipment, equipment not fit for purpose.</li> <li>Basic checks required prior to operating portable electrical tools, e.g. visual and formal inspection</li> </ul>	20) Describe the requirements for PUWER and relevant control measure(s)
LO3: Avoiding other services	
Knowledge and understanding	Assessment criteria



<ul style="list-style-type: none"> <li>• Types of underground services, gas pipelines, electricity cables, water mains etc.</li> <li>• How to locate underground services safely</li> <li>• Working with gas, water and electricity services and possible hazards</li> <li>• Hazard of markers being used as an indicator of the position of underground services</li> <li>• Safely moving mobile plant around site in the vicinity of overhead lines</li> <li>• Areas of special risk, e.g. railways; arranged in accordance with 3<sup>rd</sup> party operators</li> </ul>	21) Describe the hazards in relation to the avoidance of other services and relevant control measure(s)
<b>LO4: Undertaking excavations</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Hazards associated with excavations and control measures, including making them safe from collapse</li> <li>• Confined spaces definition: what is it, who can enter and potential hazards</li> </ul>	22) Describe the hazards in relation to excavations and relevant control measure(s)
<b>LO5: Working at height</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Definition of working at height</li> <li>• Basic principles applied within working at height regulations, e.g. Work at Height Regulations 2005</li> <li>• Hazards associated with working at height, e.g. dropping tools/debris, ladder use and stability, poor housekeeping, fragile roofs etc.</li> <li>• Controlling hazards associated with working at height, e.g. safe use of ladders, need for specified distances from overhead services at which vehicle, plant and equipment can be used safely, and any requirements, if necessary, to work more closely than guideline distances</li> </ul>	23) Describe the hazards in relation to working at height and relevant control measure(s)
<b>LO6: Understanding the Lifting Operations Lifting Equipment Regulations 1998 (LOLER)</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Basic conditions to comply with LOLER</li> <li>• Control measures, employer and employee responsibilities</li> <li>• Hazards associated with lifting/moving equipment, e.g. crushing, collapsing structures, falling from vehicles/platforms etc.</li> </ul>	24) Describe the requirements for LOLER and relevant control measure(s)



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| <ul style="list-style-type: none"><li>• Operating mobile plant safely and need for specific training and inspections</li></ul> |  |
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## Module 6: Occupational health hazards

This module aims to explain the meaning of the term ‘occupational health’ and develop the individual’s understanding of a range of occupational health hazards and their requirements. It helps the individual identify, mitigate for and minimise occupational health hazards in the workplace.

There are 5 learning outcomes for this module:

**LO1:** Understanding the meaning of occupational health in the workplace

**LO2:** Understanding physical health hazards

**LO3:** Understanding chemical health hazards

**LO4:** Understanding biological health hazards

**LO5:** Understanding psychosocial health hazards

LO1: Understanding the meaning of occupational health in the workplace	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>The meaning and purpose of occupational health</li> <li>Examples of physical, chemical, biological and psychosocial hazards that can affect health and safety</li> <li>Role and responsibilities of an occupational health officer/team in the workplace</li> <li>Role and responsibilities of the employer in relation to occupational health</li> <li>Personal responsibilities of the employee to maintain own physical and emotional health and safety</li> </ul>	<p>25) Explain the term occupational health and identify occupational health hazards</p> <p>26) Explain the roles and responsibilities of employer, employee and occupational health in identifying and managing the occupational hazards</p>
LO2: Understanding physical health hazards	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Manual handling as a hazard, potential injuries/ill health, e.g. cuts, fractures, musculoskeletal disorders/low back pain; current legislation/guidelines, e.g. LOLER, importance of site safety equipment, aids available to assist manual handling, e.g. hoists, cranes, power shovels, and considerations for effective manual handling practice</li> </ul>	<p>27) Describe physical health hazards and how to identify and minimise the hazard</p>



<ul style="list-style-type: none"> <li>• Noise as a hazard, its impact and the role of hearing protection in minimizing the risks associated with noise</li> <li>• Signs and effects of hand arm and whole body vibration and how these can be prevented and minimized</li> <li>• Working in direct sunlight, risks and controls associated with heat exhaustion and sun stroke.</li> <li>• Display Screen Equipment (DSE) and consideration for effective practices</li> </ul>	
<b>LO3: Understanding chemical health hazards</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Risk assessments through Control of Substances Hazardous to Health (COSHH)</li> <li>• Identification of and effects on health of hazardous substances, e.g. solvents, dust, process fumes; e.g. burns, infections, occupational cancers: asbestosis, silica</li> </ul>	28) Describe chemical health hazards and how to identify and minimise the hazard
<b>LO4: Understanding biological health hazards</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Types of biohazard (e.g. disease: Leptospirosis, Hepatitis, Typhoid, Tetanus, Weil's Disease; discarded sharps, human waste) and risk areas</li> <li>• The importance of personal hygiene including clothes, vehicles, and hand cleaning</li> <li>• Routes of entry for illness and infection</li> </ul>	29) Describe biological health hazards and how to identify and minimise the hazard
<b>LO5: Understanding psychosocial health hazards</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Stress, mental health, emotional wellbeing, alcohol/drugs, Working Time Directive, work/life balance and welfare provision</li> </ul>	30) Describe psychosocial health hazards and how to identify and minimise the hazard



## Module 7: Power industry hazards

This module aims to provide safety awareness of electricity systems and develop an individual's understanding of electrical safety rules, the purpose of authorisations and the hazards associated with electricity including shocks, burns, arcing and impressed voltage.

There are 4 learning outcomes for this module:

**LO1:** Understanding the purpose of electrical safety rules

**LO2:** Understanding the hazards associated with electricity

**LO3:** Understanding the purpose of written authorisations

**LO4:** Exploring the control measures when working with electricity

LO1: Understanding the purpose of electrical safety rules	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Moral, legal and financial reasons why we manage health and safety</li> <li>Legislation including the Electricity Act (1989), The Electricity at Work Regulations (1989), The Electricity Safety Quality &amp; Continuity Regulations (2002)</li> <li>Approved Codes of Practice/Guidance Notes</li> <li>The importance of adhering to Safety Management Systems</li> </ul>	31) Describe the purpose of electrical safety rules
LO2: Understanding the hazards associated with electricity	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Definition of Live, Charged and Not Live when working with electricity</li> <li>Hazards when working with electricity including live working, arcing, impressed voltage, working outside of limitations of work</li> <li>Elements needed for impressed voltage</li> </ul>	32) Explain the hazards associated with electricity
LO3: Understanding the purpose of written authorisations	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Hierarchy of control</li> <li>What is a 'written authorisation'?</li> </ul>	33) Describe the hierarchy of control and individual roles



<ul style="list-style-type: none"> <li>• Written authorisations specific to Asset Owners and what this means for Contractors</li> <li>• Definition of Competent Person (CP), Authorised Person (AP) and Senior Person (SP)</li> </ul>	34) Describe the purpose of written authorisations
<b>LO4: Exploring the control measures when working with electricity</b>	
<b>Knowledge and understanding</b>	<b>Assessment criteria</b>
<ul style="list-style-type: none"> <li>• Regulation 16 definition and implications in determining competence to prevent danger and injury</li> <li>• Control measures when working with electricity including risk assessment, Safe System of Work, compliance with safety rules and procedures, treat as Live unless proven 'not Live', demarcation/safe working area/exclusion zones, supervision, isolation of equipment, earthing of equipment and PPE</li> </ul>	35) Describe the purpose of Regulation 16 and its implication for employers and employees when working with electricity  36) Describe the control measures when working with electricity



## Module 8: Responding to emergencies

This module develops an individual's understanding of emergency response behaviours, the role of reporting, inspection and enforcement of health & safety in the workplace. It also develops an individual's understanding of the impact on employee and employer of both poor/improving health and safety in the workplace.

There are 3 learning outcomes for this module:

**LO1:** Practising emergency response procedures and reporting

**LO2:** Understanding roles and responsibilities within investigation and enforcement

**LO3:** Exploring impact on employee and employer

LO1: Practising emergency response procedures and reporting	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Revisit terms and definitions from Module 4 – e.g., near-miss, accident</li> <li>Reporting processes, who is responsible for making accident reports, why everything should be reported and required processes including: Reporting of Injuries, Diseases and Dangerous Occurrences (RIDDOR)</li> <li>General emergency procedures, e.g. fire evacuation and first aid, recognising extinguisher types and their correct use</li> <li>Procedure for dealing with emergency situations e.g. spillage and reporting requirements for environmental incidents</li> </ul>	37) Explain required reporting processes for near-miss, accident, work-related illness, dangerous occurrence and an environmental incident  38) State emergency procedures for fire, first aid and spillages
LO2: Understanding roles and responsibilities within investigation and enforcement	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Role and powers of enforcement authorities, HSE inspectors, Environmental Agency and Scottish Environmental Agency</li> <li>The need to assist in all investigations</li> </ul>	39) Explain the role and powers of the enforcement authorities
LO3: Exploring impact on employee and employer	
Knowledge and understanding	Assessment criteria
<ul style="list-style-type: none"> <li>Costs of poor health and safety and environmental management</li> <li>Outcomes that flow from improved health and safety for individual and employer – enhanced</li> </ul>	40) Explain the costs and benefits associated with both good and poor health and safety/environmental management



team morale, more productive workforce, more employment etc.	
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# Assessment Methodology

Each module is assessed through a multiple choice test, set by EU Skills and marked by the Trainer during the day of the programme.

In order to effectively progress and complete the programme, individuals will be required to have knowledge and understanding relevant to all assessment criteria within each module.

Individuals are assessed at the end of each module through a series of multiple choice questions. Depending on the size of the module, each module test will consist of either 4, 5 or 6 questions. Smaller module tests consist of 4 questions, average sized module tests consist of 5 questions and larger module tests consist of 6 questions.

Each test will normally take between 5 – 10 minutes to deliver and the total number of questions across the entire Power programme is 40 questions. Trainers will read each of the questions to individuals who are required to indicate their answers by placing a mark in the correct box on an answer sheet.

Individuals must pass each module in order to pass the programme. Individuals are permitted to only get one question incorrect in each module. This means that individuals are required to score 80% of questions correct overall in order to Pass the test. Individuals achieving more correct answers in one module are not permitted to offset achievement in another module where they may have failed more than one question. Where individuals get two or more questions wrong in a module, then they have failed the module.

Where an individual does not pass a module test at the first attempt, they are permitted a second attempt.

For SHEA Power, the following number of questions will be taken at the end of each module:

Module title	Question in post-module test
Module 1: Power generation and distribution	4
Module 2: Understanding our workplace responsibilities	4
Module 3: Understanding the effects of our work on the environment	4
Module 4: Identifying and controlling risks	6
Module 5: Common hazards in the workplace	6
Module 6: Occupational health hazards	6
Module 7: Power industry hazards	6
Module 8: Responding to emergencies	4
<b>Total no of questions in SHEA Power test</b>	<b>40</b>



# Programme Format

## Duration

The programme should be delivered effectively within a typical working day and has an expected duration of approximately 7 hours and 40 minutes (including assessment time). The Programme Leader's Guide (PLG) addresses this in more detail and provides a breakdown of this duration.

The accessibility needs of individuals must always be taken into consideration and this could extend the time needed to deliver the course. Programme duration of less than 5 hours is not considered possible, given the need for knowledge assimilation and module assessments. Breaks should also be taken into account when delivering the programme.

## Group Size

This is set at a maximum of 12 participants, to ensure each individual has sufficient opportunity to ask questions and receive appropriate trainer input and attention.

The programme should be delivered by one Trainer for all group sizes, up to the maximum of 12 participants. Please note: the availability of 2 or more Trainers does not allow the group size to be increased beyond the maximum of 12.

## Joining Instructions

Once the programme has been booked the Trainer must send the individuals joining instructions for the course. This can be done via email, post or telephone. There is an example joining instructions form located in the documents folder of the Trainer device which the trainer can use. Alternatively, the Trainer can create their own to send to the individuals.

The Trainer should let the individuals know all the specific details relating to the programme. This should include date, time, location, directions to the venue and what the individual should bring with them. The individual will need to bring identification, and a passport sized photograph with them on the day of the programme. This is because if they are successful, their details and a record of their achievement will be recorded on the industry skills platform: EUSR.

The Trainer will need to request information from the individual too, specifically, if the individual has any special needs or disabilities so that the Trainer can tailor the training session and materials to meet the learners needs. This will also allow the Trainer to make the appropriate and necessary arrangements to the training facilities.

If refreshments and lunch are being provided the Trainer will also need to request whether the individual has any dietary requirements or allergies.

The joining instructions must state that the programme and assessment is taken in English. If the Trainer would like to use a translator when conducting the programme, the Trainer must first contact EUSR who will then organise for the recommended translator to sign the relevant terms and conditions. It is also the Trainer's responsibility that when using a translator, all rules are adhered to.



## Facilities

There must be a room designated for the training of sufficient size to seat all participants comfortably, allowing enough space to allow for module tests to be completed independently. Facilities on site should also include toilets and an area for consumption of drinks and food. These must comply with the current legislation and good practice.

## Equipment

The SHEA Programme is issued to Approved Trainers via a USB trainer device or through the EUSR Installation to Hard-drive tool. It should, therefore, be delivered using a laptop and linked projector. The screen used must be of sufficient size to enable clear viewing by all participants. The presentation and PLG must not be modified or added to in any way.

The following equipment and support materials should be available to support the programme delivery:

- Room laid out in a U shape
- Laptop
- Projector
- Flipchart and flipchart pens
- Whiteboard
- Participant nameplates - optional
- Pens and blank A4 paper
- PowerPoint presentation
- Blu-tack
- Sticky notes – a mix of colours
- Selection of coloured pens
- Internet access for optional videos only
- Speakers required for video audio
- Batch form
- Registration Form
- Operative Cover Note
- EUSR Register
- Your own register
- Answer Sheets
- Evaluation Forms



Organisation Accident Report

Blank Fire Risk Assessment

Filled in Fire Risk Assessment

## Programme content

The programme consists of a series of slides to be administered in conjunction with the knowledge and activities contained within the Programme Leader's Guide (PLG). The PLG itself contains delivery guidance specifically focussed upon advising trainers in relation to best practice delivery. It is recommended that Trainers study all the materials prior to delivering the course in order to familiarise themselves with the content and to determine their approach in relation to delivery (for example, which 'Did you know?' will be used and which, if any, optional activities will be delivered to individuals).

All the modules and slides must be covered in the sequence that they appear. All mandatory content of the PLG must be delivered in the order specified in the PLG.

Whilst the materials prepared by EU Skills for Trainers are intended to comprise a comprehensive delivery method, it is still expected that Trainers will deliver their programmes with an emphasis on the background of their cohort (sector-specific, organisation-specific) and utilising their own experience and knowledge of the requirements.

The learning materials (slides, PLG) must not be altered in any way, nor may they be edited, shortened or lengthened. Personalisation of the materials, such as adding the Company logo is also forbidden. The use of additional materials or visuals can only be used outside of any interference with the presentation. Copyright and intellectual rights are held by Energy & Utility Skills on behalf of the industry.

There are additional support features built into the materials designed to aid the Trainer and quality of the presentation. The icons used within the Programme Leader's Guide are also used on the slides to indicate, for example, where a mandatory activity must be used. The first slide of each module identifies the overarching learning outcomes of the module, and the last slide of each module is a "Recap" slide, where the Trainer consolidates the module's content. This should also alert the Trainer that the last slide has been reached and indicate that it is time for the module assessment.

Please follow instructions within the testing section regarding access to questions which will be shown on the screen. This allows the questions to be displayed on the screen one at a time. This will aid some who may have difficulties and allow the Trainer to read out the questions.

EU Skills will monitor the course content and will review and amend the scheme as required following consultation with the industry.

## Delivery methodology

SHEA covers a broad range of subject areas; the amount and range of information is large. This results in the programme being a challenging training event, particularly for participants new to the Industry. The Trainer must, therefore, adopt a range of styles to support effective learning and some of these are described below.

Trainers must adopt an inclusive and informal approach to all participants. Pre-course preparation and familiarity with the technical content is essential if the Trainer is to deliver effectively. Reading directly



from the presentation material and/or PLG is discouraged as this reduces eye contact with the participants and will disrupt non-verbal channels of communication. Whilst the PLG initially is intended in the first instance as a close support that will assist with the way in which trainers deliver the programme, it will, inevitably, as trainers become more familiar with the materials, become less of a 'crib' and more of a reference tool.

Professional delivery techniques are important. Most slides are animated with images, lists or a number of paragraphs being built on the screen. Most slides have numerous 'transitions' and trainers should review these transitions, in relation to the content and instruction in the PLG, before they deliver their initial programmes.

Within the Programme Leader's Guide there are numerous mandatory "Activities" and "Optional Activities" to help aid the trainer with delivering the course. The activities which are mandatory should be used within the programme, whilst the optional activities are there to add an extra dimension, where appropriate, to delivery. These optional activities are not intended to rule out trainer-own activities, and if the trainer has their own activities, then they should feel free to use them within the course. All activities (both mandatory and optional) are labelled with an approximate time to help the trainer gauge how long they will take to deliver.

Participative techniques such as questioning (using open style questions) and discussion leading are recommended. Using the experiences of participants in developing examples of both compliance and non-compliance are essential to support effective learning. Seeking the contribution of all throughout the event is required to ensure learning is achieved by all. The scene should be set ensuring all the individuals that make up a group are asked a question during the first module. It is important to ensure that what they see is linked directly to what they hear. This does not indicate the use of the same words or phrases that may be on the slide, but the need to match spoken subject to slide subject using the techniques described.

Research has demonstrated that the spoken word without any other interaction results in, on average, just 7% of the content being remembered. Encouraging the whole group to participate through dialogue can increase this to 50%. Having a range of visual aids such as items of PPE equipment, fire extinguishers, notices and pamphlets available to show to the group can make further improvements in learning effectiveness. The programme does not only support the new entrants into the sector but should be used by the Trainer as a vehicle to challenge those more experienced individuals as to their current level of knowledge and understanding.

The Trainer will need to be aware of the environment in which learning is taking place and the lengths of time attendees are expected to sit and concentrate. It is recommended that short breaks for refreshments etc. are used to punctuate delivery, thereby extending levels of concentration. Procedures must be in place to deal with those attendees who have difficulty in writing or reading.

## EUSR Administration

### Online Programme delivery Requests

All trainers are required to schedule with EU Skills, in advance, the training session they are holding. The application to schedule the programme is located in the authorised user section of the EUSR website. A link to the programme booking area can be found on the menu of the training delivery software. To make programme delivery booking requests, a Trainer must have internet access.



## Registration

The SHEA Power scheme comprises just a single route to registration, achieved through successful completion of all 8 units.

In order to be registered on EUSR and receive the relevant passport card, the individual must complete the appropriate registration form to confirm that the Core scheme has been taken and achieved. The registration period for SHEA Power is 3 years.

If the individual has successfully passed the programme, they will receive from the trainer a signed cover note which can be used for up to 35 days from the date of the assessment, and whilst the individual is awaiting their passport from EUSR.

## Assessment

There is a multiple choice test at the end of each module.

Once a programme module is complete the trainer will need to open the assessment slides. The slides for the assessments are located on the trainer device.

The opening slide will be titled – ‘**Completing the Answer Sheet**’ and will say the following:

- Please read or listen to the following questions.
- Do not make a choice until **ALL** options for the question have been read.
- Make your choice and fill in the appropriate square as shown below.
- **There are 4/5/6 questions in this test.**

Then the next slides will each have test questions for the Module. The questions are multiple choice and there will be 4 answers to choose from per question on each slide. Only one answer will be correct.

The last slide will state:

- Test Assessment Complete.
- Please return your Answer Sheet to the Trainer.

## Testing

All the questions are designed to measure the desired assessment criteria as specified in the course modules. While there is no designated time limit for a module test, it should take approximately 5 – 10 minutes. The Trainer is expected to manage this, taking into account the needs of individual attendees and the group as a whole. You will need to pace question delivery in order to ensure all attendees have sufficient thinking time when making their choice from the options shown.

1. Issue the answer sheet prior to the test. Ensure the individual completes section requiring signature.
2. The answer sheet must be completed independently, and this must be monitored by the Trainer as the EUSR Invigilator.
3. The answer sheets are gathered at the end of the test.
4. All the answer sheets must be marked by the Trainer prior to learners commencing the next module.



5. Answer sheets are marked using a negative marking model; that is, no marks are made on the individual's answer sheet unless the question has been answered incorrectly. Where the question has been answered incorrectly, the question number is highlighted.
6. Retesting should only take place when the learners have got more than one question in a module wrong. The retesting should take place at the end of the module and should only involve the individuals who have not passed. The Trainer should ask the other individuals to leave the room when retesting.
7. When marking the answer sheets, if the Trainer identifies any questions incorrectly answered by the whole group, regardless of whether the individuals have passed or failed, the Trainer should cover the relevant subject area ensuring the group is aware of the right answers before moving onto a retest.

Where an individual fails to achieve the desired pass mark within a test, the following process will apply:

1. New answer sheets are issued and attendees involved should sign the appropriate boxes.
2. Attendees should be briefed to complete all question numbers involved in the module(s) to be re-sat.
3. All questions in the module should be asked using the same techniques.
4. Answer sheets should be marked as per procedure and results shared with attendees.
5. For attendees who fail retesting, Application Forms/Answer Sheets cannot be submitted.

## Recording of test results

The Answer Sheets will need to be submitted to EUSR along with the necessary registration documentation. This will include re-sit documentation – under no circumstances, should a completed and marked answer sheet be used for re-sits; this must be completed on a new answer sheet.

## Post-delivery survey

When the individual has completed and passed the entire programme, the Trainer should request that the individual complete a post-delivery survey (taken from the trainer device) and then forward this with their registration form and answer sheet to EUSR, so they can be registered and receive an EUSR card. EUSR will collate and evaluate the information provided by the individual in the survey and use it to help and maintain our products and services.

## Accessibility

The following guidelines will assist in dealing with the wide range of problems encountered with attendees who have difficulties with either writing or reading:

1. The Trainer should attempt to identify persons with difficulties at the earliest stage.
2. Completion of the Registration Form at the beginning of the course provides the Trainer as deliverer and Invigilator with one such opportunity.
3. It is essential that attendees are not isolated or embarrassed in front of colleagues if any potential difficulties are identified.

The Trainer should establish a process to assist individuals if necessary, such as:



1. Reading the questions to individuals during the test and allowing time for consideration of an answer. All questions should be also shown on the screen. This will aid around 95% of those with difficulties.
2. Asking an individual a particular question and allowing the individual to provide the answer. In this event the Trainer may record the answer on the individual's answer sheet. It is recommended that the individual be tested independently if this method is required.

The Trainer will need to recognise the additional time implications of this approach if it is required.

