

GTA England news

Issue 12
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GTA England saves £100,000s for its members



Effective lobbying from GTA England

GTA England has alerted the Skills Funding Agency to an issue in the introduction of the new simplified funding system from 2013-14. We have been working with Keith Smith, Executive Director of Funding and Programmes and John Perks, Head of Funding Systems and Information at the SFA seeking dispensation for long duration programmes in the introduction of the ORF element of 20% being put in place for Technical Certificates from 2013-14

Without intervention this would mean that 20% of the value of a Technical Certificate, irrespective of the year of achievement, would be retained until completion of the full framework.

This will have immense impact on cash flow as evidenced by the below cases:

Training 2000 estimate some £140k will be retained from 2013-14; MGTS £50k; and Alliance £38k. Tell us more ...

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The solution ...

We are delighted to report that the SFA has taken this issue on board and has issued the following statement:

'Under the new funding system for 2013/14, payment for the achievement of the knowledge component of an Apprenticeship, on frameworks delivered over a period longer than 2 years, will be earned when the Apprenticeship framework has been achieved.

Where providers can prove that payment on achievement for the knowledge component will cause financial difficulties which could jeopardise the on going delivery of Apprenticeship provision, we will consider options on a case by case basis. This may include the option of making payments to the value of the achievement element for the knowledge component prior to the achievement of the framework. Any such arrangement would be limited to one year to ensure the Apprenticeship programme continues to deliver to the needs of learners and employers.'

Our interpretation of this situation is that:

- This would be for long duration frameworks such as those in engineering; manufacturing; construction etc. that typically take 3-4 years
- 20% ORP for level 2 Technical Certificates (where these exist) achieved en route to L3 and/or a level 3 certificate could be claimed on achievement where the final Apprenticeship completion is not due until a future year
- It is likely to be in place for a limited time period until the outcomes of the Richard Review are agreed (perhaps 12-18 months)

GTAs would need to compile an individual case to be considered by the SFA. Clearly each case would be unique to the GTA and delivery models in place. However, in addition to these factors, cases should be strengthened with the inclusion of points such as:

- The percentage of provision that long duration programmes represent overall
- GTAs status being limited by guarantee not-for-profit and registered charities organisations
- That margins expected to be generated within GTAs are in the region of percentages of less than 3% which have to be met in order to re-invest into the programmes for the benefits of learners and employers

We have been invited to continue dialogue with the SFA, and we are pleased that your membership of GTA England, and the funding that this brings the organisation, enables us to effect such changes for the benefit of all our members.

GTA England National Conference—date for your diary

We are delighted to announce that Jaguar Land Rover has agreed to sponsor this year's GTA England Annual Conference, to be held on **Thursday 24 October at the Heritage Motor Centre, Banbury Road, Gaydon, Warwickshire**

The theme of the conference is Responding to Employer Needs and maintaining them as centre stage customers, which has long been the GTA way.

Employer speakers will include Jaguar Land Rover, addressing key questions like:

- What do the training needs of the future look like?
- What are the key changes to the structure of the sector?
- What do GTAs need to supply?
- How do we create jobs in the market to address skills shortages?

We have also secured sponsorship from EAL, with others to follow. Watch this space for more news



More on peer support—and more events to join in.....

GTA England's Peer Support and Training Programme is gathering pace. From its launch with Ofsted support in April, the two key strands of the programme have moved on, with the first meetings in place, and a healthy interest from member GTAs.

16 GTA teaching practitioners signed up to join the 'Journey to Grade One' Teaching Practitioners' network, and the group met for the first time in Coventry on 19 July. Feedback was excellent, and networking is already getting going, with group members exchanging teaching materials and methods, and visiting each other's sites.

The next event, at Training 2000 in Blackburn on 19 September, will enable practitioners to join Ofsted HMI in paired observations, to compare evaluative judgments and receive mentoring and support in observation practice. Significant initial interest has unfortunately not yet generated a full house of attendees, and we do have places left. Please do get in touch as soon as possible if you want to attend. Email jane.nutting@gtaengland.co.uk to secure your place, or to check or amend your original booking.

The group will next meet in October, to put in place peer observation 'exchange visits', and to agree on best practice examples for sharing on the GTA England website—due to launch very shortly.

The Operations and Quality Managers' Forum is due to meet for the first time on **Wednesday 21 August. See below for the agenda:**

- ◆ Using self-assessment to drive quality improvement: Harry Tallon, Accrington and Rossendale College (a Grade 1 College)
- ◆ GTA England Self-assessment Scoring Criteria: Jane Nutting, GTA England
- ◆ Preparation for Short Notice Inspection: discussion
- ◆ SFA Audit experience and what you need to know: Lynne Clough, LSIS practitioner and adviser to GTAE consortium
- ◆ OTL: where are we now and where do we need to get to? Paul Wicks and Carol Richardson, NETA
- ◆ Conclusions from the day and next steps for the Forum

A hefty agenda! But we think managers will find all elements useful, and we will emerge from the day with items for our next agenda. If your organisation hasn't signed up, please get your names down by emailing jane.nutting@gtaengland.co.uk. The next meeting is planned for **3 October**, when we plan to review how we have got on with implementing the new self-assessment methodology.

Ideas for more events are always welcome, as are requests for **peer review**. **We have two in the diary for the autumn**, but with some new peer reviewers ready to go, we should be well-placed to accommodate more. **So please do get in touch if a peer review is right for you right now.**

Open consultation: Apprenticeships funding reform in England

Please take the time to add your voice to the many in response to the final stage of the post-Richard Review consultation. See below for the text from GOV.UK:

This consultation is published in response to [Doug Richard's independent 'Review of Apprenticeships'](#), which looked at how apprenticeships in England can meet the needs of the changing economy. It addresses Doug Richard's recommendations for reforming the way Apprenticeships are funded. The government has already endorsed the review recommendations, which aim to give employers more control over apprenticeships, and ensure that all apprenticeships are rigorous and responsive to employers' needs. We previously consulted on the '[Future of Apprenticeships in England](#)' to encourage feedback on the practical steps needed to turn this vision into reality. That consultation closed on 22 May 2013; we are currently considering the responses and will confirm our future approach and implementation plan in autumn 2013.

We intentionally did not address apprenticeship funding reform in the previous consultation. This consultation seeks your views on 3 ways of delivering funding reforms put forward by Doug Richard:

- a new online system for apprenticeships with payments to employers made directly from the system
- utilising the PAYE system
- reforming the existing provider funding infrastructure

this consultation closes on 1 October 2013

Download the [response form](#) and return it using the details provided below.

Write to us:

Email:

apprenticeships.consultation@his.gcl.ac.uk

Business opportunity...

Rolls-Royce pilot mentor training

Following a successful first pilot course, Rolls-Royce want to roll out mentor training for their workforce. A further pilot is planned, with the intention of rolling out the training across all sites from autumn 2013. GTA England has been invited to provide the training.

We asked GTAs to nominate mentor trainers from their organisations who could help to deliver this national programme. Three have sent in nominations, but more will be needed.

We are running a training and assessment centre at Rolls-Royce in Derby on Thursday 15 August. Please do get in touch if you would like to nominate someone for training and take advantage of this business opportunity.

Some GTAs who came to our Ofsted event in April expressed an interest in training workplace mentors, to better support apprentices in the workplace. You may remember that we had already offered this programme! GTA England developed this as part of its collaboration with

Semta on Higher Apprenticeships. Of course, the programme is suitable for those who support any apprentice at any level.

Interest in the programme has been patchy, but it seems the idea is beginning to catch on. Other large employers, in addition to Rolls-Royce, have expressed interest in mentor training. MGTS in Coventry are running the training for their employers, who are enthusiastic about the results.

We want to gauge interest in the GTA network for running further mentor training during 2013-14. Your SFA manager, like ours, may be asking you to make more use of Innovation Code funding. This may well be a case of 'use it or lose it'—who knows? Why not use it to fund mentor training, and help us to seek accreditation for the programme?

Get in touch if you want us to run another course. Email Jane or Mark using the links below

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