

GTA England news

July issue

What's in this issue?

Page 1

Graham Schuhmacher
board appointment

Page 2

Annual conference
announcement

All Party Group on
Apprenticeships

Page 3

Board vacancy
Girls Allowed

GTA England Apprentice
Extra Card

Page 4

Trailblazer funding
NLT CEO vacancy

Annual Conference 2014 announcement:

14th October 2014

12.00 noon – 6.00pm

... more on page 2

A warm welcome to our new Board member... Graham Schuhmacher MBE – Head of Learning Services, Rolls-Royce.

Graham joined Rolls-Royce in 1972 and worked within the Experimental and Development Department before moving into the Training function in 1979.

From the mid 1980s he held a wide range of management and leadership roles within the Training and Development function, working in Glasgow and Coventry as well as the Derby sites. His current global role involves leading the Learning and Development delivery function across the company.

In 2013 Graham was Vice Chairman of the Commission on Adult Vocational Teaching and Learning. The commission was tasked to identify and promote outstanding practice which was reported in **it's about work...**

Graham has been involved in the development of Apprenticeships for the Engineering Sector since the early 1990s and is now chair of the East Midlands Apprenticeship Ambassadors Network committee.

Graham is also Chairman of a project to build and create a new Manufacturing UTC in Derby which is planned to open in September 2015.



In agreeing to become a Board Member, Graham informs, *"In 2012/13 I was a member of the Commission on Adult Vocational Teaching and Learning which recommended 10 things we should do to strengthen the 'skills system', one of which was to Reinstate employers' presence and influence across VET providers...";* this I believe strongly will help develop the nations approach to vocational training and therefore influenced me to become a member of GTA England Board.

We look forward to working with Graham.

Annual Conference 2014 announcement: 14th October 2014 12.00 noon – 6.00pm



I am delighted to announce the venue for 2014 annual conference is the Houses of Parliament. The conference will take place from 12noon at Portcullis House for which we already have confirmed speakers including Matthew Hancock, Minister of State for Educations and Skills.

Recent articles recounting on the needs for Industrial Training Boards have commented that poor training has often been identified as an important cause of Britain's relatively lacklustre post-war economic performance. Fears that Britain's training was inadequate arose as early as the 1950s and led the government to implement the Industrial Training Act in 1964. The act had three objectives: to enable decisions on the scale of training, to be better related to economic needs and technological developments; to improve the overall quality of industrial training and to establish minimum standards; and to spread the cost more fairly.

Sound familiar? You could be forgiven for asking yourself how far we have really moved on since then. And certainly for drawing parallels with the current debate on funding. The Inland Revenue, for example, viewed the proposed levy as a tax and was reluctant to administer it because it was to be collected and then paid out in support for apprentices, an unnecessary expense, as tax collectors saw it. **Interesting, isn't it?**

Towards the end of the 1950s, the perception grew that the post-war return to laissez faire in the labour market had produced a decline in training and a shortage of skilled labour. Many firms were not training at all, 'poaching' seemed rampant, and the apprenticeship system did not seem to be delivering the skills required by industry. It was also clear the training problem could only become more acute when the children of the post-war baby boom left school in the early-1960s.

So in 1964 the Industrial Training Act was born, and Group Training Associations were set up on the strength of the levy paid by employers to train their apprentices. 50 years on, some of us are still there, and some of us are right at the forefront of current discussions about apprenticeship reform.



To celebrate the enduring qualities of GTAs, and to tell the world why their ethos and values are more relevant to today's world than ever, GTA England is holding a celebratory element to share with your MP as part of the annual conference. This will involve Afternoon Tea served in Members dining room where we will hold the first GTA England Apprentice of the Year Award

(further details of eligibility; process and timescales for members to submit applications will follow shortly).

All Party Parliamentary Group on Apprenticeships



GTA England invited to attend cross party group for the improvement of apprenticeship provision in the UK

This is the first All Party Parliamentary Group (APPG) dedicated to the advancement of apprenticeships.

The APPG is chaired by MP Gordon Birtwistle, the Government's Apprenticeship ambassador for business. Mr Birtwistle began his career as a craft apprentice for a textile manufacturer, and has over 50 years' experience as an engineer and employer in industry.

The group has spent the last 12 months contacting politicians, employers and training providers to gain understanding of the best routes for promoting apprenticeship to employers across sectors. The effect of emerging industries on existing apprenticeship frameworks is also being considered.

At the group's first meeting at the House of Commons, Mr Birtwistle said: *"As someone who started their career as an engineering apprentice, I know the value of the vocational training. But too often they are seen as a route only for those who have failed academically and are unable to go to university. I want to see these perceptions change and for Apprenticeships to be widely recognised as a route into highly skilled occupations."*

GTA England Board members met with Gordon Birtwistle and Andrew Stephenson MP in May, which led to an invitation to join the all-party group with a brief to contribute to the debate about ways of working on apprenticeships with SME employers.

Get involved ... get elected!

We were delighted to see so many people and so much collaboration and discussion at our Members' Day in April and June. We think there will be lots of interest from our members in our current GTA England Board vacancy.

Following the resignation of founder Board member Neil Bates, we have a vacancy for a GTA Board member from a CEO within the GTA England membership network. **Interested? A role description and nomination form are available from Mark Maudsley, mark.maudsley@gtaengland.co.uk.**

Please prepare a short 'pen picture' biography to support your nomination. In the event of an election, these biographies will be circulated to members to inform their voting choices.

Please note that the closing date for receipt of completed applications is Friday 1st August 2014.

Trailblazer funding for approved standards in AY 2014-15

We have all by now seen the structure of funding for BIS approved Trailblazer standards for the 2014-15 year. Although the model has been developed with "steady state" in mind, it may need revising in subsequent years in light of testing it on Trailblazer-developed standards.

BIS/DfE are currently allocating the agreed employer standards into one of the five funding bands. One of the key criteria under consideration is the contribution made to the UK economy. It has been confirmed that both the Automotive Mechatronics and Aerospace Manufacturing Fitter standards have been allocated to the highest band of funding. This means the core government funding cap that applies is £18,000, coupled with the employer contribution of £9000, these figures alone total £27,000. A further £2,700 is then available on achievement.

Additional funding may also be applicable as indicated below.

Funding for starts in AY 2014-15 on approved standards

Core Govt funding cap (67%)	£2,000	£3,000	£6,000	£8,000	£18,000
Employer contribution (33%)	£1,000	£1,500	£3,000	£4,000	£9,000
Additional Funding					
Recruiting a 16-18 year old:	£600	£900	£1,800	£2,400	£5,400
For a small business (<50):	£500	£500	£900	£1,200	£2,700
Completion:	£500	£500	£900	£1,200	£2,700
Maximum Govt contribution	£3,600	£4,900	£9,600	£12,800	£28,800

Clarification has also been provided on the incentive payments relating to completion, Apprentice age and size of company.

This confirms these amounts are constant and not affected by the results of any negotiation with Providers, of the core government and employer financial contributions.

We are very grateful to BIS for the opportunity to provide feedback on the funding as it was shared with Trailblazer groups in its iteration towards policy.



A Year's Worth of Savings for £11: can they afford not to?

You can find the latest leaflet to give to your apprentices this year on our website.

There are more discounts available than ever before. What's more, it is actually becoming cool to be an apprentice. GTAs are experiencing a healthy rise in demand for apprenticeship places, as more young people choose to train while they work. It's considered a timely reminder given that peak recruitment activities are well underway – is the card embedded in your IAG activities?

So let's give them a helping hand by making the Apprentice Extra Card available to them – and maybe even giving the cards to them free when they join you ... can you afford not to?

Latest new discounts – ASOS, car insurance deals.

Coming soon – banking and finance.



Girls Allowed in Engineering

Who is this woman? Mathematics and Computer Pioneer?

Facts About Ada Lovelace:

Known for: creating the concept of an operating system or software

Dates: December 10, 1815 - November 27, 1852

Occupation: mathematician, computer pioneer

Also known as: Augusta Ada Byron, Countess of Lovelace; Ada King Lovelace

More Facts About Ada Lovelace:

Daughter of the Romantic poet George Gordon, Lord Byron, Ada Byron, Countess of Lovelace, studied mathematics with Charles Babbage whose Difference Engine and Analytical Engines were precursors of the modern computer.

Her own contribution was to determine how such an engine could work to calculate Bernoulli numbers.

Education: University of London

Who's talking about her?

We are! Monday 23 June was Women in Engineering Day. To mark the occasion of the first Women in Engineering Conference, GTA England is launching its on-line discussion forum as informed at Members' Day on 25 June.

We would like the GTA network to join in the drive to get young women interested in careers in engineering. Although we are starting small, with a Forum on our website, (finishing touches being made as we speak!), we hope this

will be the launch of a movement that will grow and grow. To create a country-wide group of women who can act as role models and champions for young women engineers, we need volunteers from GTAs. **We invite you to nominate someone from your GTA to be your representative. This could be a female engineer** employed in your GTA, **or a manager** within the organisation who is prepared for their name to go on our website as your 'Girls Allowed' champion.

I'm delighted to inform that colleagues at Training 2000 are helping us co-ordinate this activity (thanks to Marilyn Pilkington and Mick Beason). Watch out for emails giving further information and how to nominate.



Chief Executive Officer

NLT Training Services is a well-established, successful Group Training Association (GTA) based in Chesterfield with an additional site in Scunthorpe. NLT specialises in the delivery of engineering and manufacturing Apprenticeships, together with business development programmes.

NLT has recently undergone a successful Ofsted inspection achieving a grade 2 (good).

We are looking to recruit a Chief Executive Officer based in Chesterfield who will report to the Chairman and Board of Trustees/Directors and who will be responsible for developing and implementing our strategy for future growth and through the management group delivering the training provision.

The ideal candidate should possess a strong desire to develop and create a team to serve the needs of our learners and member companies. They should demonstrate excellent leadership qualities and an ability to make things happen.

It is important that candidates will be able to create strong community links with trade organisations including LEPs, Chambers of Commerce, schools, UTCs and colleges.

To apply for an application pack and interview, please forward a covering letter and CV addressed strictly private and confidential to Chairman, NLT Training Services, Devonshire House, Station Road, Brimington, Chesterfield, S43 1JU. Closing date for applications is Friday 29 August 2014.

Please note, the successful applicant will be appointed subject to a disclosure from the Disclosure and Barring Service.

Contacts

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For latest news and information visit: www.gta-england.co.uk