

# GTA England *news*

## November

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## All Change - Again

Tuesday 25 October finally saw the long-awaited publication of the full government set of documents on the proposed future apprenticeship programme. Links to the full set of documents were circulated by email on 26th October. This latest set of guidance confirmed positive news in the announcement of the 20% uplift for providers delivering apprenticeship frameworks to 16-18 year olds (although we are still considering with feedback to this) and the removal of the requirement for 50% delivery by the prime contractor. Less positive news though is the confirmation that the 20% of the cap held until the end of the apprenticeship will be retained. The apprenticeship and the rates for both frameworks and standards from 2016 were also published.

To support members, we will be continuing our schedule of webinars and events over November and December. Our priority for this month is to help members with their RoATP and ITT applications and we have scheduled four webinars and additional 1-1s clinics – all set out in the events calendar at the end of this newsletter. As we reach the end of the year, in addition to the scheduled Peer Review and Training Officer sessions we will be expanding in to new areas of support for GTA staff on the Digital Apprenticeship Service and to help business development teams explain the levy to employers. We would encourage all members to use the services on offer

and tell us what new services you think you need going forward as part of our Member Services review, soon to be launched. We hope that your experience of the support you receive at any event you attend in the next few months is as positive as those included below.

**Nikki Jones Head of Training, University of Sheffield - the AMRC**

*"The Members Day on the Levy and funding changes was excellent and being part of GTA England is the most effective group I have been a member of in my 20 years in FE and training"*

**Mike Smith OBE, CEO Gen 2**

*"I highly recommend to members GTAE's apprenticeship reform webinars as they provide an authoritative and invaluable source of up-to-date information on the latest changes affecting GTAs"*



*Natasha Pitts of Dale Power Solutions. Winner of the National Apprenticeship Service (NAS) Regional Apprentice of the Year in the Higher/Degree Apprentice category*

## GTA England Board Review

Continuing the theme of change, the Board of GTA England has recently undertaken a review of its governance arrangements and we now have a vacancy for a GTA member. I'd like to invite all members to consider joining.

The Board has 6 GTA members, 2 members from representative organisations and 2 members from employers, and in line with good governance principles the Board has agreed that three core principles; in general, membership should be limited to 6 years, efforts should be made to improve the gender balance and therefore the number of women Board members, and to further our USP of being an employer led network, the 2 employer representatives should be taken from the newly established Employer Advisory Group (EAG).

We enjoy excellent support from our Board and I would like to thank all our Board members, past and present, for their commitment and contribution to our work. The formal process for Board appointments and elections is now open and senior representatives from all members welcome to consider standing for election to the Board. The role profile can be found alongside the self-nomination form. It is likely that we will need to hold an election, so the nomination needs to include a personal statement/ biography, not exceeding 200 words, to provide information for members. Completed nominations and statements need to be returned to Steph Whalley, GTA England Company Secretary [Stephanie.whalley@t2000.co.uk](mailto:Stephanie.whalley@t2000.co.uk) by 5pm on the 10th November 2016.

This vacancy has been created by Nigel Donohue from WATA, who is stepping down as one of the 6 GTA reps. Nigel has been a much-valued member and will be missed. Following the board review, Graham Schuhmacher and Andrew Denford, the current employer representatives, will also step down to make way for the two EAG Reps. One position will be filled by Martin Hottass from Siemens who is the Chair of the EAG. Both Graham and Andrew have been extremely valuable Board members who have contributed a great deal and deserve our thanks.

Looking ahead to next year, it is likely that there will be two further vacancies as longstanding members will be eligible to step down. If you are interested in the immediate vacancy or future opportunities, please don't hesitate to get in touch with Mark or myself if you would like to discuss what is involved.



**Malcolm Rae C.I. Leader and Training Manager at McBraid Plc**

*"It's really comforting to know that my provider is a part of a national network that keeps it up to date and provides such professional support. In these times of uncertainty, it's reassuring that GTA England are representing employers' interests to ensure that we continue to have a quality Apprenticeship programme. The meeting about the Levy and funding was well worth attending and very informative and I will definitely attend the next one"*

## Workstream Update

Finance - Chair; Alan Smith, CEO NITAL

To date 3 meetings have taken place with the work stream and the following work is being progressed:

- Development of a financial template which members can adapt as needed.
- The work stream has compiled a list of suggested headings for a contractual agreement between employer and provider which can be adapted to suit.

The work stream received an overview of the DAS employer forecasting tool and are currently communicating with BIS/SFA for access to the forecasting tool for GTA England. The work stream is also in communication with BIS/SFA to establish a contact to address outstanding Q&A in relation to financial implications to our members about funding changes.

End-Point Assessment – Chair; Linsey Temple, CEO Gloucester Engineering Training

The EPA workstream have met to agree the objectives and purpose of the group and agreed the following:

- The basis of our work will be to provide a platform which enables GTA's to provide EPA services to each other in order to keep the funding of same within the network. First actions will be to identify which GTA's have a desire to become an EPA Organisation and provide a list to members of where EPA centres within the network can be found and which standards or specialisms they will be providing EPA for.
- Interpretation of EPA criteria. EPA criteria is open to a lot of misinterpretation so the work stream have agreed to review a standard every 4-6 weeks and generate a consistent interpretation of the requirements – this information will then be shared with the network to support them in either conducting EPA or at least understanding what the requirements the EPA organisation will be assessing against.
- Providing assistance and support to those organisation who wish to become an EPA organisation – helping with the completion and submission of the application.

There are still a number of questions that need to be answered such as who will quality assure EPA activities, what triggers completion of the apprenticeship etc. The workstream will be working to get as many of these questions answered and share the feedback.

## SHOWCASE



### WNT UK

WNT (UK) supports the education and training sector, helping training centres, colleges and schools to benefit from the latest in cutting tool and workholding technology, offering a significant cost advantage with a special 50% discount across the entire catalogue range. All WNTs Technical Sales Engineers have been encouraged to become STEM Ambassadors and they undertake regular visits to local training centres, schools and colleges to work alongside students and lecturers. This supports the next generation of engineers, for example through using the recently introduced WNT Circularline CCR milling cutters, making use of trochoidal machining strategies to improve productivity.



When this experience and knowledge is combined with the affordability and availability of WNT's state-of-the-art cutting tool and workholding systems students can develop their skills and use equipment that will be familiar to them when they return to their employer.

*"We feel that it is a vital ingredient to the success of UK manufacturing as a whole that engineering trainees benefit from being able to use the best available equipment, whether that be machine tools or cutting tools. Our support of the training sector is driven by the belief that we need to provide this group of future engineers with the best possible opportunity both in terms of experience and knowledge of what is possible by applying the correct tools under optimum circumstances,"*

**says Tony Pennington, Managing Director, WNT (UK).**

## Support for education and training is second nature for XYZ Machine Tools

To deliver what training and industry needs XYZ Machine Tools constantly reviews its range and, in Spring 2017, it will unveil a high-tech, dedicated, five-axis machining centre. Coinciding with that launch it will host a seminar entitled 'Making the move into five-axis machining'. Simultaneously, it will also unveil a range of lower cost vertical machining centres (VMC's). These will all benefit from use of the Siemens control system, which will be familiar to existing users of XYZ VMC and turning centres. The launch date is yet to be confirmed, but all GTA England members will be invited and those members attending will get the opportunity to benefit from a six-month loan of a ProtoTRAK mill or lathe.

XYZ Machine Tools is a great believer in developing skills through the education system; this is highlighted by the fact that more than 200 universities, colleges and training establishments across the UK are using XYZ equipment. Through its educational partnerships many of these establishments receive enhanced support with those involved in teaching the next generation of engineers gaining a greater understanding of the benefits that quality training on a wide range of machines from manual through to CNC can bring.

The XYZ range includes manual milling, turning and grinding, through to CNC via the unique ProtoTRAK controlled mills and lathes, and machining centres and turning centres. XYZ's Educational Sales Director John Aspinall says: ***"We recognise the importance of training and developing skills, which is why we are happy to invest our time and resources working with training establishments and associations such as GTA England. Through our partnerships we are seeing training organisations making significant steps to change the way in which engineering skills are being transferred to a new generation and ensuring that students are prepared for life back at their employer."***



The new XYZ UMC-5X Challenger five-axis machining centre which will be officially unveiled in Spring 2017.

## Business Development - Chair; Mike Smith, CEO Gen II

To date the group has met twice and has been concentrating on developing tools to aid GTA staff to help employers understand the future apprenticeship programme. Our initial priority was to respond to the list of questions that employers always ask, and for this purpose we have produced two simple leaflets; one for levy paying employers and one for non-levy paying employers. Both include a simple explanation of how apprenticeship funding will work from April/May; GTAs USP's; and have space for each GTA to customise the leaflets. They can be printed on any standard printer and will be available shortly for GTA members to use.

**The Subgroup are also scheduled to deliver three other support elements between now and the end of the calendar year:**

- Standard presentations to support on the levy for levy and non-levy employers, for GTA business

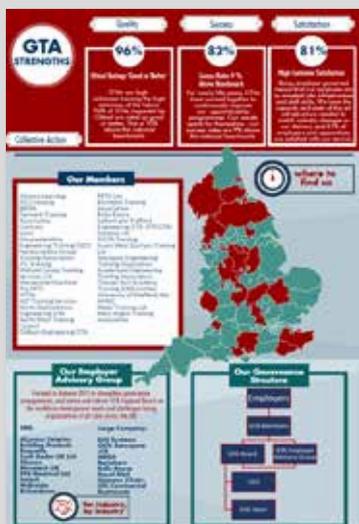


development staff to use with employers. Each slide deck will be supported by full notes and guidance and teams will also have the opportunity to listen to the presentation being run as intended and to offer feedback to improve it. The slides and the live run-through will be ready later in November.

- A leaflet setting out the apprenticeship funding model in more detail, with additional information for employer finance and HR teams. (November)
- Support including webinars for staff to understand the Digital Apprenticeships Service and what this means for employers (December/ January)

## 14/15 Success Measure Data

Following release of the 2014\2015 data we have begun to analyse comparisons for GTAs as a network and the results are largely very positive. Overall the GTA network is 15% higher than the national benchmark for Ofsted grades at 'Good' or better, and 9% higher for overall success rates. You can compare your own results, including equality and diversity, against the national benchmarks using the data available on the GTA website in mid-November. The release of 15/16 data is due in March 2017 but in the meantime, we are using the statistics as part of our new GTA leaflet for stakeholders. This will be available on the website shortly.



## Conference News

We are delighted to confirm that we will be joined at our annual conference on Tuesday 6th December by David Hill, Director of Apprenticeships at the Department for Education. David was appointed Director of Apprenticeships at the Department for Education in October 2015, where he is responsible for leading the Government's Apprenticeship Programme. We have been liaising with David over recent weeks regarding the impact of the proposed frameworks rates, and it is a positive that he is joining us for further debate on the programme and the challenges facing provider and employer as we move towards the implementation date.

The Schedule for the Conference, including the first national final of the GTA England F1 in Apprenticeships class and, of course the GTA England Apprentice of the Year Awards, will be available later in November. Hurry by contacting Kelly ([kelly.white@gtaengland.co.uk](mailto:kelly.white@gtaengland.co.uk)) if you have yet to book your places.



## Update on the Digital Apprenticeship Service provider trial

We are working closely with the SFA on the development of the new Digital Apprenticeship Service and we now have four GTA England members who have been selected by the SFA to participate in the DAS provider trials - T2000, Alliance, GET and MGTS. More information about the DAS will follow in future newsletters and member days.

## Quality Update

*Continuing the theme of feedback from members on the support they receive from the GTA England team, Martin Hottass explains what happened when their Ofsted review was announced: Ofsted here, we will inspect you next week – it will be a full inspection visiting 7 sites over 4 days...*

*We automatically deployed our Ofsted Readiness Plan and went to full preparation mode – one of the first calls I made that morning was to GTA England, asking for support for the inspection, and I am glad I did.*

*GTA England dispatched one of their experts to go through all the inspection items and angles the inspectors might take with our team – this provided very useful insight into*

*what we as an employer are sometimes not well prepared enough to handle. When Trevor left, my team had all the reassurances that our quality management system would be “fit for inspection” and it proved to be the case.*

*The inspection provided useful challenges and plenty of learning opportunities for Siemens Professional Education – and GTA England played an important part in preparing for it. Thank you to the team in assisting Siemens to be graded as Outstanding”.*

## Event Calendar

To book on any of the events below please email Kelly email: [Kelly.white@gtaengland.co.uk](mailto:Kelly.white@gtaengland.co.uk)

EVENT	NOVEMBER	DECEMBER	JANUARY
<b>RoATP Webinars</b>	Thursday 3rd 2.30 – 4.00 Tuesday 8th 9.30 – 11.00	Monday 7th 1.00 -2.30	
<b>Peer Review Training</b>	Day 1 Tuesday 8th Day 2 Wednesday 9th		
<b>Member Open Consultation Event</b> Mapping the gaps in the coverage of apprenticeship standards	Thursday 10th 10:30 - 13:30		
<b>ITT Webinars</b>	Thursday 3rd 2.30 – 4.00 Tuesday 8th 11.30 – 1.00		
<b>RoATP &amp; ITT individual GTA Q &amp; A Clinic</b> 20 minutes sessions to be pre-booked.	Monday 14th 2.00 - 5.00 Thursday 17th 9.00 -12.00		
<b>Training Officer Training</b>		Day 1 December <b>tbc</b>	Day 2 Tuesday 17th
<b>Support for GTA Staff</b> Explaining the new Apprenticeship Programme and the Levy		<b>tbc</b>	<b>tbc</b>
<b>Support for GTA Staff</b> Explaining The Digital Apprenticeship Service		<b>tbc</b>	<b>tbc</b>
<b>GTA England Annual Conference</b>		Tuesday 6th 10:30-3:30 The MTC, Coventry	

## Successes



### Derwent apprenticeship award winner

In October, Natasha Pitts of Dale Power Solutions became the winner of the National Apprenticeship Service (NAS) Regional Apprentice of the Year in the Higher/Degree Apprentice category, and has now qualified for the national finals which will be held in London in January.

Natasha applied to GTA England member, DTA, back in 2010 and we arranged an interview for her at Dale Power and she was offered an Advanced Apprenticeship in Electrical/Electronic Engineering. She completed her Apprenticeship in a little over two years (usually a 3½ – 4 year programme) and Dale Power recognising her potential, put her on to the Higher Apprenticeship. Having completed her Higher Apprenticeship last summer, Dale Power are now sponsoring her to complete her BEng on a part-time basis at Hull University.

This is the third NAS Regional Award Natasha has won (she was also a National Runner up at Advanced level) and we wish her well for the finals in London.

Natasha's progression from Advanced to Higher and now on to degree level is an example of how individuals with ambition can progress after starting an Engineering Apprenticeship. We are seeing more and more employers looking to recruit, train and retain their staff using Apprenticeships rather than employing graduates.



### Alliance Learning receive MBDA recognition award

GTA England are delighted to announce that Aileen Randhawa, HR Director at MBDA has also become the latest recruit on the Employer Advisory Group. This group was created to advise and inform the GTA England Board on the workforce development needs and challenges facing organisations of all sizes across the UK, so that GTA

England and its member organisations are best able to respond to and address these needs.

MBDA have a longstanding relationship with GTA member Alliance Learning. MBDA's Director of Manufacturing (UK) Bernard Waldron, recently presented Alliance Learning with a unique award in recognition of over '20 years' service as a training provider to MBDA and in particular its apprentices. MBDA is a world leader in specialised, high technology defence solutions based in Bolton.

Alliance Learning have trained over 70 apprentices for MBDA and is actively engaged in the company's annual recruitment drive.

Julie Robinson – Alliance Learning's CEO had the following comments *"We are extremely proud to be associated with such an outstanding organisation that continue to develop and maintain such a high standard of apprentices that are filling the skills gaps for the future."*

Nicki Jay (HR Advisor) from MBDA had the following comments *"Alliance Learning have been working with MBDA for 20 years and they have contributed to our award- winning scheme, a scheme which has being recognised year after year for its excellence. MBDA ensures its apprentices gain the best possible engineering skills to bring forward into their careers and Alliance Learning have been an important partner in achieving that."*



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