

GTA England *news*

January

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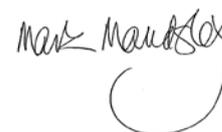
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Event Calendar

2016 Conference

The last significant event in the GTA England calendar for 2016 was our Annual Conference. Whilst feedback from the day was positive from both members and apprentices, and 86% of members responding to the annual survey think that the conference is 'more valuable' or 'most valuable' we know that we need to make two big changes for 2017.

Firstly, we need to put the Apprenticeship of the Year award at the heart of the programme. We need to ensure that this fully recognises and gives time to our apprentices and creates an

experience that they feel reflects the importance of the awards. Secondly, we need a venue and time in the programme that allows for discussions and networking. I know this was difficult this year and we will address this for November 2017. To help with both points a member has volunteered to hold a conference review, and we will be inviting this year's apprenticeship winners and finalists to help us shape this part of the day. We will report back on plans later in 2017.




New Board Member - John Brockett
"As a small but growing provider with under 200 Apprentices on programme, I want to represent the smaller and rural GTA's, and those who do not have their own contract. As 85% of our employers have less than 50 staff we are also a voice for SME's and micro businesses."

More Inside



New Member - The University of Sheffield Advanced Manufacturing Research Centre (AMRC)

*'Kerry Featherstone, Director of Training for the AMRC Training centre said:
"As a new member to the GTA network we are already seeing benefits of shared best practice the opportunity not only for us as a centre to collaborate with other training organisations, but ensure our employers have a voice through the changing landscape of apprenticeships through GTA England'*

More Inside

GTA All Stars

STOP THE PRESS!

Adam Sharp, our own GTA England Engineering Apprentice of the Year has won the EAL Award for Advanced Apprentice of The Year at the National Apprenticeship Awards. This is one of the top three national awards so congratulations to Adam and Gen 2 for this outstanding achievement.

Skills and Apprenticeships Minister Robert Halfon said:

'The National Apprenticeship Awards ensure apprenticeships get the prestige they deserve, while shining a light on the fantastic work that both apprentices and their employers do.'

Congratulations to all the winners - they are champions showcasing how apprenticeships to give everyone the chance to get on.'

Closer to home, our congratulations go to all our finalists in the GTA England Apprentice of the Year, and a huge thank you to their employers and their GTA for supporting the award and making this possible. Awards were presented at the GTA conference in December by David Hill, Director of Apprenticeships at the Department for Education, after a tough assessment panel process during November.

Category	Winner	Employer	Runner Up	Employer	Finalists	Employer	Finalists	Employer
Engineering / Construction	Adam Sharp	Sellafield	Neal Wareing	Kerax Ltd	Jake Edwards	JD Norman Industries	Sophie Judge	Royal Mail
GTA	Gen 2		Alliance Learning		GET		T2000	
Business Services	Carla Heaney	TBA Protective Technologies	Elenor Stavert	Lancashire Teaching NHS Foundation Trust	Mark Smith	Alliance Learning	Nathan Finn	Rochdale Training Association
GTA	Rochdale Training Association		T2000		Alliance Learning		Rochdale Training Association	



Engineering / Construction

Pictured here is Adam Sharp, winner of the Engineering Construction Apprentice of the Year being presented with his award by David Hill. Adam works at Sellafield as an advanced engineering design apprentice and is supported by GEN 2. Adam showed outstanding determination and ability and his team leader described Adam as a natural leader who supported other learners as well as giving a lot of his own time to support STEM events in the community and described Adam as:

"an outstanding apprentice; truly an asset to his company. We could not think of a better candidate."

Adams wants to go on to take an engineering degree and his ambition one day is to be Sellafield's Chief Mechanical Engineer.



Business Services

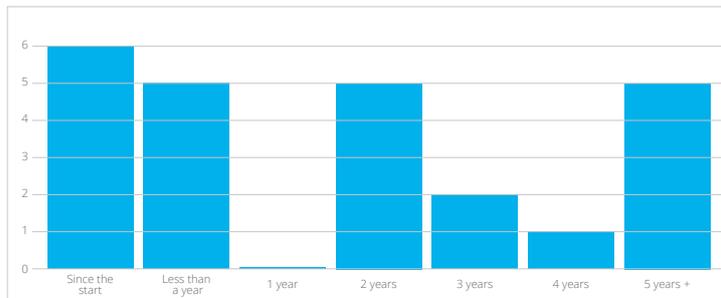
Winner of the Business Services Apprentice of the Year is Carla Heaney from TBA Protective Technologies, supported by the Rochdale Training Association. Carla now looks after European customers and an Australian account for TBA's Thermal and HPT Departments. Since working full time in a sales role, she has demonstrated real acumen for this, winning sales orders. TBA said:

"Carla's character allows her to deal effectively not only with satisfied customers, but also those disgruntled and difficult. Carla has made herself a valuable member of staff who has earned the respect of her colleagues."

2016 Membership Survey

At survey close 75% of GTA England members completed the 2016 survey, offering us decisive feedback on what is important to you and where you think the GTA England team need to focus in 2017. Headlines from the survey are set out below, and a more comprehensive analysis and proposed actions will be circulated and discussed later in February.

Fig 1: How long have you been part of the GTA network?



As we start 2017, the survey highlighted that we are a membership group split equally between those of very long standing including those there at the start of the network; and those very new or with less than 2 years membership.

Advantages of belonging to GTA England during 2016

Of all the advantages highlighted by members looking back at 2016, the most cited was being part of a network of high quality training providers who share good practice. Alongside this, members identified keeping up to date with levy and other changes as a critical benefit. Making opportunities for this to continue will remain a key priority for 2017, and we have published the initial 3 month event calendar back page of the newsletter letter.

You Said:

"Sharing information about changes to apprenticeship funding and introduction of standards. As a small organisation it is difficult to find time to do this. The work that GTA England has done has been of a high standard and really saved us time."

"Sharing of good practice with like minded organisations [and being] able to pick up the phone to other GTA's without feeling a burden knowing they are part of a group."

Value for money

Overall you told us that you feel you are getting value for money from your membership. The chart opposite indicates that 79% of members feel they are getting value for money most or all of the time. For those getting value for money some of the time the main theme emerging is that smaller GTAs sometimes struggle to find the time and staff resource to take advantage of all the services.

Where we identify themes like this we will follow up with members to discuss options to improve the GTA services.

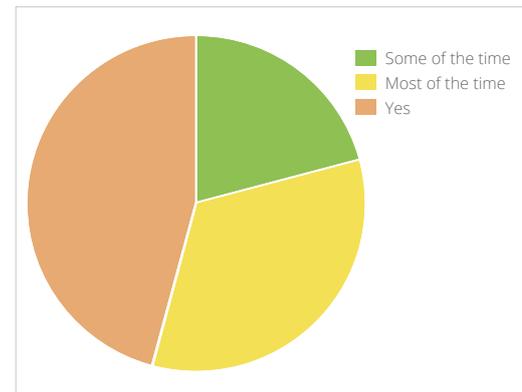


Fig 2: Are you getting value for money from GTA membership? **Most valuable' services**

The survey has also identified some clear themes for those services that you have valued most in 2016. The top most valued services were the levy webinars, (Funding/Levy, ITT and RoATP each scored highly) followed by Lobbying/GTA work with government (DfE/SFA) e.g. lobbying for increase in framework funding and GTA England representation on behalf of members

You Said:

"Lobbying at government level is paramount on behalf of GTA's."

on government and stakeholder groups. Each of these scored between 50% and 67%.

In 2017 you have said that your most valuable services, in addition to lobbying and representation, are advice and support to understand and implement policy changes. This specifically includes an End Point Assessment, DAS, funding rules and converting from frameworks to standards. All of these have been built in to our event planner for 2017.

It is clear, from your responses throughout the survey, that the webinar approach that we have been trialling in 2016 is popular, effective and efficient. We will use the webinar approach where we can and explore how we can use this for more regular updates/information sessions, in addition to the webinars listed above, and the list of new topics that have been suggested in the survey.

Next steps

During the next few weeks we will be reviewing the data in more detail and talking to members to understand what action we can take to improve your membership services, and what we need to repeat in 2017. We will also investigate and discuss your suggestions for how we might improve your membership experience. We will circulate a full report to members later in February, and would like to thank members for taking the time to complete the survey, and for the positive and constructive comments made.

Quality review

Current themes during Inspections

1. Safeguarding, Prevent & Channel

This seems to have become a key focus in recent inspections. It is difficult to know whether focus on this area has been increased, or that some providers have failed to provide sufficient evidence that learners are safe. It is important because it is, effectively, a limiting grade. Very recently, a large college in the South East have been graded inadequate due in part, to concerns over the safeguarding of learners following a major incident which occurred during a lesson observation.

Quotes from Ofsted are:

“The level of aggressive behaviour exhibited by a significant minority of learners during a large-scale incident was of concern and presented a threat to the safety of others,” the report said.

“After a significant length of time, which impacted negatively on lessons, leaders dealt with the incident effectively”.

“They have plans in place to increase the capacity of the security team to deal more promptly with any future repeat of such poor behaviour, but actions are yet to be implemented.”

“leaders have not considered the safety of learners aged 14 to 16 sufficiently, some of whom are vulnerable due to behavioural issues or who speak English as an additional language”.

So, clearly there is a need to ensure that learners are safe. Link to full article: [Inadequate college](#) And to the full inspection report: [Epping Forest College](#)

2. Meeting SASE requirements

Ofsted seem to have increased their focus on ensuring that providers fully meet the SASE requirements. I have spoken to several providers recently who have experienced discomfort whilst trying to provide the evidence to satisfy Ofsted inspectors that the requirements are being met.

It seems that the focus is on providing evidence that sufficient off the job training hours are given in each year of the apprenticeship. This is covered on page 59 of the current version of the current FE and Skills inspection handbook:

Apprenticeships

Inspectors will consider how well:

- apprenticeships are planned and managed and fully meet the principles and requirements of an apprenticeship

Link to the handbook is provided below:

[Handbook for inspection from September 2016](#)

The SFA have recently published a statement regarding expectations of learning providers, which makes interesting reading. This guidance and the SASE requirements documents will be posted on the GTA England website shortly.

Short notice help

We have tried this year to be responsive to members' needs. Two providers have contacted us following “the call”. On both occasions, we were able to offer support that proved useful in securing the outcomes. Please don't hesitate to contact us if you need urgent assistance.

F1 in Schools 'Apprentice Class' competition.



Apprentices from South West Durham Training and The Manufacturing Technology Centre attended the GTA England conference at the MTC Coventry as part of the launch of a pilot for an F1 in Schools 'Apprentice Class' competition.

The Apprentices did an amazing job in designing, developing, racing, and presenting their first ever F1 in Schools race car. They also had an opportunity to make a short verbal presentation to conference delegates. Each team presented their thoughts and ideas on what each team member did, what went well, what didn't go so well, and what they would they would do differently if they did this again? In addition they also had the opportunity to race their cars along the purpose built F1 in Schools Race Track.

Apprentices received excellent feedback from conference delegates, and as a result we look forward to seeing them compete against 33 other teams at the UK National Final at Silverstone on 29th/30th March, where they will also enjoy a day out during the build up to the British Grand Prix at Silverstone in July.

Further details of how your GTA can get involved in the Formula 1 STEM Challenge will be announced soon, as will local taster events for you to see what all the excitement is about.

Policy, Apprenticeships and Levy Latest

A quick round up of latest information and future milestones

Government's Industrial Strategy

Government has now published its Industrial Strategy Green Paper setting out both the strategy to address long-term challenges to the UK economy and inviting responses to a formal consultation. There are ten 'pillars' underpinning the strategy and the green paper sets out the proposed approach and some early actions which government is committed to take. Proposals include

- £170 million of new capital funding to establish prestigious Institutes of Technology
- Plans to use the successful free school model to expand the provision of specialist maths education across the country
- Action to tackle shortages of STEM skills
- Testing ambitious new approaches to encourage lifelong learning

The consultation closes on 17 April. Proposals for how our network can respond in will follow in February.

Find out more: The industrial Strategy on GOV. UK. at

<https://www.gov.uk/government/consultations/building-our-industrial-strategy>

Green Paper Consultation Response

https://beisgovuk.citizenspace.com/strategy/industrial-strategy/?utm_campaign=gov&utm_source=gov.uk&utm_medium=referral&utm_content=cons-page

Institute of Technology - technical education at heart of modern Industrial Strategy

As part of the industrial Strategy, on 23rd January the Prime Minister announced a £170M programme to build prestigious new Institutes of Technology. We warmly this move and will want to bid for GTA England to become an Institute of Technology, able to offer high quality apprenticeships and other training across the country, geared to employer needs.

Find out more: on GOV.UK. at

<https://www.gov.uk/government/news/technical-education-at-heart-of-modern-industrial-strategy-for-post-brexit-success>

DfE call for applications for industry professionals to lead and join technical education panels - The closing date for applications is 13 February 2017.

The Department for Education has launched the application process for the industry panel chairs and members who will help shape the future technical education system in England. The application requires a short statement (maximum 500 words), explaining why you want to be involved in one of the panels and your suitability for the role, an expression of interest form with 600 words against criteria, and your CV. You may then be interviewed.

- This is an opportunity for practising industry professionals or representatives of an industry through a recognised professional body or trade association. The DfE is looking for:
 - panel members to develop the standards for specific technical occupations by determining the key skills, knowledge and behaviours that individuals should meet
 - panel chairs to lead the overall panel for a technical route and facilitate the active participation of all panel members
- We are exploring the opportunity of GTA England participation with the Department

DfE Call for Evidence on sustainable skilled employment and work placements

Find out more: on GOV.UK. at

<https://publicappointments.cabinetoffice.gov.uk/appointment/technical-education-panels-of-professionals/>

Fair Train are working with the Learning and Work Institute, jointly commissioned by DfE, on a "Call For Evidence" project. It's a really important survey relating to the Government's recent announcement of plans to reform technical education in England and a series of workshops in very early February to gather evidence, good practice and views. As we know the Post-16 Skills Plan outlines the Government's intentions to develop a framework to help support young people and adults into sustainable skilled employment, and the availability of work placements lasting 1-3 months for learners on college-based technical routes will be central to the successful delivery of the reforms. Employers will be at the heart of this working. GTAs are strongly encouraged to participate in the survey – your views as employer led organisations are very much welcomed.

Find out more: at

<http://www.fairtrain.org/latest-news/call-for-evidence---work-placements-in-technical-education.aspx>

Institute for Apprenticeships (IfA) strategy consultation – deadline for responses is 31st January

The proposed GTA England response to the IfA strategy was circulated to members by Mark on Monday 16th January at approx.4pm for return to rebecca.rhodes@gtaengland.co.uk by the close of play on 24th January. We have made a suggested response to most of the principles outlined and whilst we support some, we particularly want to ensure that small employers are represented on the employer groups and that the Institute retains a flexible approach to what employers view as necessary for a 'quality apprenticeship'

Find out more:

<https://consult.education.gov.uk/apprenticeships/government-s-draft-strategic-guidance-to-the-insti/>

Employer registration on the apprenticeship service (DAS) live for most employers in February 2017

SFA has announced that they will be selectively inviting some employers to set up their account on the service over coming weeks, but not opening the service for all levy employers to register until February 2017. This phased implementation is to enable continued testing and improvements to take place.

SFA Funding Rules publication due end January

Find out more: GTAE webinar in February

The SFA will shortly publish the Skills Funding Agency's 2017 Funding Rules at the end of January, setting out the final for providers, employer providers and subcontractors delivering apprenticeships to levy and non levy paying employers. We are expecting some changes in the rules following feedback on the earlier draft, particularly in the employer provider rules.

Find out more: GTAE webinar in February

Introducing new members and partners

New Board Member – John Brockett, Derwent Training Association (DTA)



John Brockett, General Manager of Derwent Training Association (DTA) is the newest member of the GTA England Board, joining his first board meeting on December 21st.

John completed his apprenticeship in the seventies, following this with roles in the UK and abroad, including skilled machinist, installation and commissioning engineer, designer, Quality Manager and Managing Director. John was DTA's Chairman for 3 years and became General Manager in January 2014 just before DTA joined the GTA England network. The DTA team have used a range of member services since 2014 including a Peer Review.

John has two key ambitions for the GTA England network. He said

"My youngest daughter is a medical engineer. DTA have triple the national average of female engineering apprentices and I am very keen to encourage more women into engineering."

"Therefore, DTA are keen to deliver the GTA England Women Engineer programme to local schools in 2017"

He also believes that small and micro businesses need a stronger voice.

At DTA we are excited at the prospect of regaining direct funding and the increased funding that will be available for the Standards. We also have to continue to develop the progression for apprentices from Advanced to Higher Apprenticeships, which seems to be demand in region. One of our biggest issues is the falling numbers of school leavers which will continue for another 3 years, set against an increasing demand for apprentices. We are investing a lot of time and effort in getting into schools a lot more to engage with students as early as possible so they understand the massive variety of careers we have to offer.

GTA Member Profile - the University of Sheffield - The AMRC



The AMRC Training Centre is part of the University of Sheffield and opened its doors in October 2013 on the Advanced Manufacturing Park in Sheffield. The centre delivers engineering apprenticeships from level 2 through to level 6, and as part of the University of Sheffield is able to accredit and deliver the academic side of the apprenticeships and is intending to offer up to and including level 8.

Along with apprenticeships we offer a wide range of workforce development training, including Metallurgy, Leadership, Lean Manufacturing.

The AMRC Training Centre joined the GTA network as through discussions with employers and members of the network we could see the benefits we would get as a member but also what we could bring to the membership as a University.

Having a number of staff attend events organised by GTA England including the annual conference all feedback has been positive to the extent that one of our staff has quoted "this is this best network I have been involved with in terms of accurate data flow to the members"

Kerry Featherstone, Director of the AMRC Training Centre is clear on the Centre's priorities for 2017:

'We have industry leading facilities, the widest range of equipment and enthusiastic and experienced trainers and assessors all supported by the best engineering companies within the Sheffield City Region. Our priorities for this year will be moving from frameworks to standards, and developing further our HE offering'.

Matrix Technology Solutions Ltd



Matrix are a global provider of Science, Engineering and Technology equipment for education and training providers with a suite of portable, high quality and industrial standard solutions in disciplines from pneumatics and automation to electrical installation, motor vehicle electrics, aviation, electrical machines, CNC and more.

Matrix have recently been welcomed on board as the latest sponsors of GTA England and supplied a number of our members with training equipment in the past few months.

Liam Walton, Managing Director of Matrix TSL said;

"As an established technical education supplier for 24 years, we have recently worked with many of the UK's leading manufacturers. Providing effective, affordable and durable training kit which allows apprentices to learn key industrial techniques and principles is our specialism and we are proud to be supporting the GTA England movement in what promises to be a long-term relationship from 2017. Our team of experienced engineers and trainers deliver training solutions, including courseware, to further and higher education as well as training providers not just in the UK, but around the world."

You can find out more about the Matrix product range at www.matrixtsl.com or get in touch with Liam and the team on liam.walton@matrixtsl.com. They would be more than happy to arrange a visit to your GTA.

Event Calendar

To book on any of the events below please email Kelly email: Kelly.white@gtaengland.co.uk

DATE	VENUE AND TIMES	EVENT TITLE
8th February	Venue: JTL, Birmingham 10.30 - 4.00	Video Learning Course workshop
10th February	10.00 - 11.30	2017 Funding Rules Webinar
14th February	Venue: MGTS, Coventry 10.00 - 2.30	Quality Improvement Event
15th February	10.30 - 12.00	Business Development Webinar Apprenticeship Levy (using the GTA England Standard Presentation and Leaflets)
27th February – 3rd March	Nominations welcome	Peer Review assessment opportunity
9th March	Rochdale Training, Rochdale 10.00 - 2.30	Members day Transition from Frameworks to Standard
16th March	9.30 - 11.00	Webinar Training for Governance roles in quality / OFSTED requirements (Trustees and Snr Management teams)
24th – 28th April	Nominations welcome	Peer Review assessment opportunity
16th May	Venue: MGTS, Coventry 10.00 - 4.00	Training Officer Course Day 2
18th May	Venue: JTL, Birmingham 10.30 - 3.30	Members day Becoming an End-Point Assessment Organisation



Contacts

Rebecca Rhodes
Network Development Manager
rebecca.rhodes@gtaengland.co.uk
Tel: 07720 888149

Trevor Alley
Quality Co-ordinator
trevor.alley@gtaengland.co.uk
Tel: 07403 149224

Mark Maudsley,
GTA England CEO
mark.maudsley@gtaengland.co.uk
Tel: 07837 832 996

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