

GTA England *news*

April

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GTA England Policy and Lobbying in Action

Is it really nearly three months since Christmas? I'm delighted to report that our work on developing Apprenticeship Standards for Fabrication/Welding at level 3; Engineering Operative at level 2 continues to build momentum. I remain very grateful to the employers involved in this work.

It feels like we are also close to a solution with the apprenticeship standard for Maintenance single skills at level 3 for AME sector roles following a positive partnership with our colleagues at EU Skills.

I'm delighted to also confirm that the Battersea model for level 3 technician roles in the AME sector has now been supported by Minister Robert Halfon; subject to addressing some final points of feedback on the assessment plan. This is a great tribute to the partnership, of which we are active members, including employers, PEIs, sector bodies and awarding organisations involved in developing standards for the AME sector. This heralds an important milestone in the endorsement of the design principles employed in

developing standards which include mandated qualifications and the model for End Point Assessment.

A more detailed account can be accessed in the members area of the GTA England website including underpinning documents.

Recent times have also been focused on lobbying activity with meetings having already taken place:

- A roundtable with the Minister for Skills concerning social mobility (some great ideas that will hopefully see their way to fruition)
- Mike Keoghan, Deputy CEO in the Institute for Apprenticeships.
- Of course we look forward to meeting with the Minister for Skills, Robert Halfon later in March also; and also the Institutes of Technology team in the Department.

Mark Mansley

Members Profiles see page 7



You Said, We did - 2016 Member Survey OUTCOMES

Following the 2016 survey, the 2016 Survey Summary Report is now available in the Members Resources library in a folder called Member Surveys. There are 14 actions that we have identified are needed to respond to the points raised in the survey set out below and we will continue during 2017 to deliver these.



In progress










Completed

For further information:

We will update members on progress in every newsletter and if you would like to comment on the action plan now please email Rebecca at rebecca.rhodes@gtaengland.co.uk

The report can be found in the members area of the website www.gta-england.co.uk

You Said 			We Did 
1	You asked us to hold meetings in locations other than Coventry		We have delivered our most recent members' day in the NW and will continue to rotate these around convenient geographical areas for members during the year.
2	You asked us to help smaller/newer members to: 1. be aware of all member benefits 2. be able to use the full range of resources available		We will create an induction pack for new members to include all services and how to access them. This will be supported by a webinar or meeting for all new members to set out our services, confirm and explain the website and check logins are working plus providing an overview of the event calendar and other services
3			We will contact and work with smaller members to discuss and explore what else the GTA England team can do to ensure services can be used by, and are useful to, all members.
4	You asked us to respond to specific member requests for additional activities and services		We will roll out a quarterly webinar programme and use webinars for other communications. We have already published the event calendar for the first quarter and we will explore how we can introduce web meetings for all regular updates/information sessions.
5			We are working with members to implement new suggestions raised in the survey. We will follow up with members and explore how specific requests made might be incorporated into the member portfolio over the next few months. We have already included some in the workplan e.g. the creation of a Higher and Degree Apprenticeship Group.
6	You asked for rapid dissemination of policy updates		Starting with the January newsletter, the format now includes updates on key policy changes, consultations and other wider government activity, with links to the relevant documents and advice on the impact on GTAs. We will also run webinars on hot topics as they arise. We have already run a webinar on the 2017 funding rules - earlier than FE Week!
7	You asked us to respond to specific member requests events or information topics proposed by members as priority for 2017		Members Days will cover member priority topics in depth. We have already scheduled two listed by members as important in the survey - transition to standards and EPA - as the first two days in March and May 2017.

You Said, We did









- 2016 Member Survey OUTCOMES



In progress



Completed

You Said 			We Did 
8	You asked us to respond to specific member requests events or information topics proposed by members as priority for 2017		We will schedule webinars for key topics suggested by members later this year in addition to the webinars and published in the January and March newsletters.
9			We will use the 'news' section in the Members section of the website to quickly upload and link to latest announcements and use the webinar programme to cover topics in further detail. Members who register for news update feeds from the member's page will receive these instantly.
10	You asked us to continue to extend our role influencing government		The newsletter future editions will include an opening CEO update on government work and GTA England lobbying activity (e.g. Ministerial meetings) This is now already included in the new GTA newsletter template, and will make current and planned lobbying activity more visible and provide opportunities for members to provide evidence and information to / for these meetings.
11	You asked us to promote the GTA network with government		We will continue to build on relationships with DfE, the Institute, professional bodies and the SFA to support our needs. We are developing a priority stakeholder plan for 2017, targeting specific individuals and organisations where we need collaboration and support.
12			To promote the high quality and successes of the network, we are currently developing and sourcing performance and quality data to provide us with regular information that can be used individually and collectively to promote network quality and our successes.
13	You asked us to review the Apprentice of the Year event format		This was already a commitment made after the 2016 conference, as set out in the January Newsletter. We are already planning to consult apprentice of the year nominees and winners and a GTA CEO will be leading a full review in the summer. We will also change the venue/room to ensure we have space to build in networking and discussions as part of the overall conference.
13	You asked us to ensure that we can resource the 2017 member services portfolio		Starting with the January newsletter, the format now includes updates on key policy changes, consultations and other wider government activity, with links to the relevant documents and advice on the impact on GTAs. We will also run webinars on hot topics as they arise. We have already run a webinar on the 2017 funding rules - earlier than FE Week!.

Member Services Update

First Quarter review

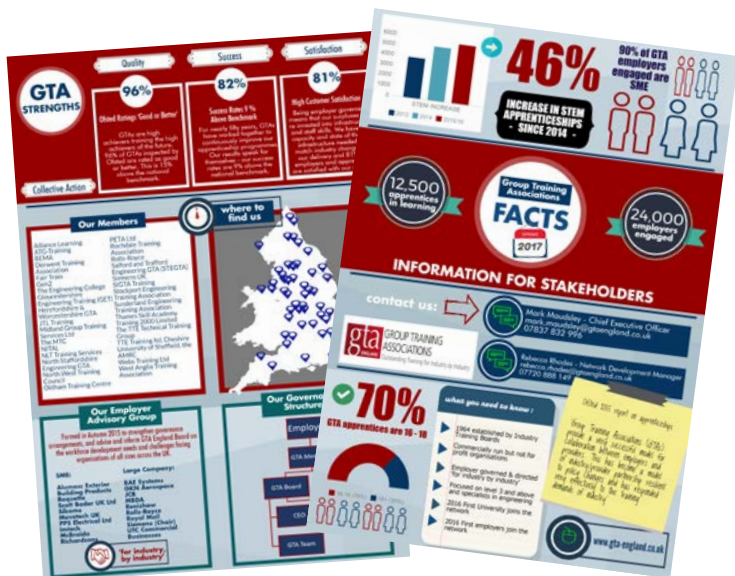
In the last three months over 90 people have participated in one or more of the five events run as part of the GTA England events Q1 calendar:

1. Video Learning Course workshop
2. 2017 Funding Rules Webinar
3. Business Development Webinar (using the GTA Standard Presentation and Leaflets)
4. Members Day - Transition from Frameworks to Standard
5. Training for Governance roles in quality / OFSTED requirements (Trustees and Senior Management teams)

All slides, webcasts and documents used and distributed at our events are stored in the Members Resources library. This can be found in the Members Area of the website. www.gta-england.co.uk Each event has a separate folder containing the webcast and other documentation

Business Development Leaflets

The business development webinar folder includes the two printable GTA leaflets for employers [levy and non levy] and a short webcast on how to customise these for your GTA. If you need help please email rebecca.rhodes@gtaengland.co.uk. The folder also includes a printable version of the GTA England Stakeholder leaflet, for members to use and distribute to their stakeholders.



! GTA England are offering members up to 50 printed Stakeholder leaflets and 50 of the small Z-cards for each member. Please email Kelly.white@gtaengland.co.uk as soon as possible with your order.

Members Day - Transition from Frameworks to Standards

At the Members Day in March we had advice from three members on how delivering standards might affect you, and their advice on how to manage through the transition.

All slides have been uploaded to the Members Resources Library to a folder titled 'Members Day - Transition to Standards'.

This folder contains a summary of the advice to members making the transition in 2017 under the following headings:

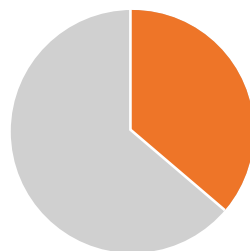
- About the content of standards
- About the wider impact of delivering the standards
- About Maths
- About how employers are behaving
- About GTA resourcing and staffing

Pricing Strategy - Member Survey Outcomes

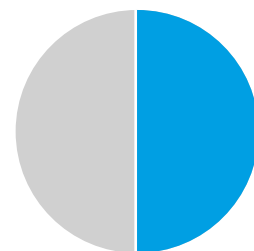
Following our recent call out to members for your approach to pricing after the levy is introduced we have analysed the information and unsurprisingly, everyone who responded is planning to deliver some apprenticeship standards this year, though only 15% are converting to standards completely.

On the recouping of the 10% employer contribution members are divided equally between upfront and over the life of the apprenticeship. For other payments members are typically less bullish, with fewer payments collected upfront and more phased over the first year or over the life of the apprenticeship. Our advice is to collect early.

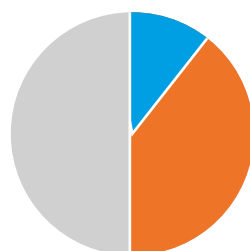
■ Upfront
 ■ Phased over 1 year
 ■ Over life of App



Recouping shortfall of SASE funded delivery



Collecting 10% co-funding



Collecting employer contribution above funding cap



Recouping shortfall for foundation block delivery

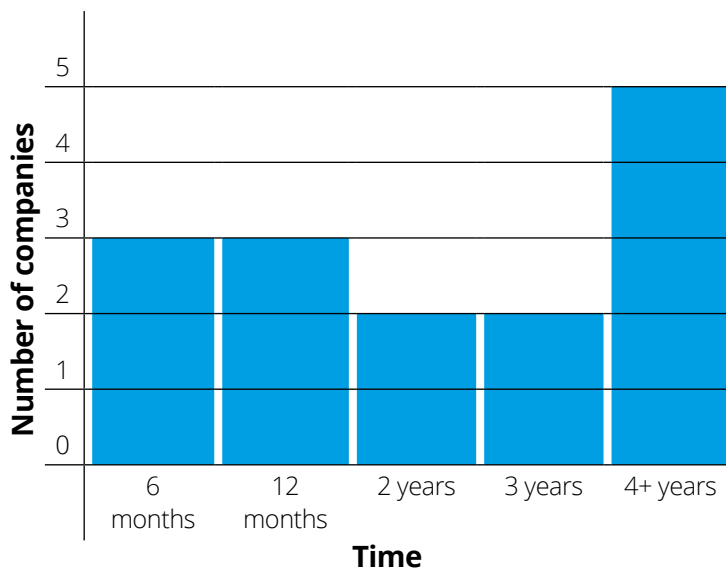
Quality and Performance Data - Members inspection Status



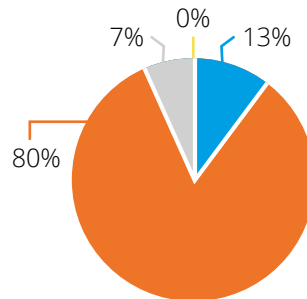
We need your last Inspection Reports – please forward a copy, or the link to a copy, to Trevor at trevor.alley@gtaengland.co.uk

As part of the development of our quality and performance data for the GTA network we are analysing the inspection position of member companies. But we could only find around half of the reports on the Ofsted website and one of those suggested that the provider has not been inspected since 1999! General themes based on the 15 reports we could find are set out below, with more to follow at the next quality day.

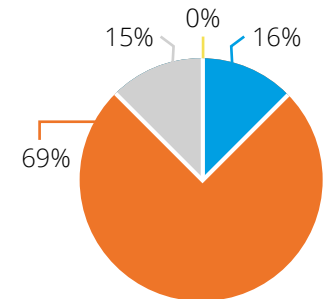
Time since last inspection



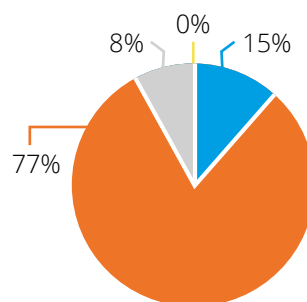
Overall Grades



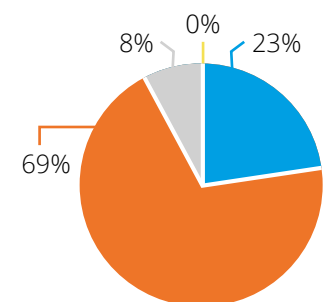
Overall Effectiveness Grades



Outcomes for Learners Grades



Quality of Teaching, Learning & Assessment Grades



Effectiveness of Leadership & Management Grades

Common Key Strengths and Areas for Improvement

STRENGTHS

- Good teaching and learning
- Good progression to higher levels
- High standards of work and attitudes to work
- Very effective in meeting the needs of learners, employers and the region
- Most apprentices complete their apprenticeship successfully in the planned timescale
- Thorough and detailed progress reviews are effective in supporting learner progress. Safeguarding and health and safety are very effectively managed for both staff and learners

AREAS FOR IMPROVEMENT

- Too few teaching, learning and assessment sessions are outstanding
- Some target setting and recording of long-term aims and aspirations lack precision
- Self-assessment activities do not fully support and promote quality improvement across the organisation
- Managers and staff do not ensure that learners develop their skills and knowledge in English well enough
- Written feedback is not used systematically to identify and develop individual improvement
- Work experience for study programme learners is not well planned
- The promotion, and learners' understanding, of equality and diversity are not consistent

Quality Review

Rescheduled Quality Improvement Day

Wednesday April 5th 10.00 – 14.00

AMRC, Sheffield

Government's Industrial Strategy

The next event is planned to take place on the above date. We continue to invite you, as members, to request topics for this and some of you have done this – thanks.

Likely topics will be:

- A review of recent inspections and analysis of themes raised
- Evidencing that SASE requirements are met – a current “hot potato”
- SAR – writing tips
- Governance – increased expectations of governors



To book on the Quality Improvement Day please contact

Kelly.white@gtaengland.co.uk.

If you have any other suggestions for topics at the Quality Improvement Day please contact Trevor at **trevor.alley@gtaengland.co.uk**

Peer reviews

Training 2000 – 24th - 25th April

NLT Training – 26th - 27th April

Webs Training – May 2017

Rolls-Royce – scheduled for June 2017



Please contact Mark or Trevor at **trevor.alley@gtaengland.co.uk** if you are interested in receiving a peer review. As always, we really welcome participation by those of you who have received training.

Quality Webinar – Thursday 16th March 2017

9.30 -11.00am

Our first quality webinar took place on 16th on Governance and covered the ten good governance responsibilities for Principals, Governors roles in the inspection process, the typical questions that Inspectors might ask, and the content of Governor training that you need to put in place.

Short notice help

As we speak, one of our members is undergoing an inspection. We were contacted on Friday last week with the news, and were able to get across to provide support by lunchtime! Good luck guys!

Policy, Apprenticeships and Levy Latest

A quick round up of latest information and future milestones

After the hectic January and February policy continues to move ahead and change with the publication of V2 of the Funding Rules and RoATP announcements. Key Funding Rule changes are set out in the SFA Summary of Changes Document. We are now waiting for the outcomes of the ITT, and for the response to the Institute for Apprenticeships Consultation on their strategy and operational plan.

Funding Rules Summary of Changes Document

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/600853/FR_Summary_Of_Changes_Final.pdf

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. The consultation closes on 17 April and GTA England is developing a draft response to some of the key principles. This will be circulated to Members at the end of March.

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

SFA Apprenticeship Documentation

After the flurry of document releases in February and the updates in March, an Apprenticeship Key Links paper with hyperlinks to each document has been uploaded to the Members Resource Library for you to download.



Member Profiles

GTA Member Profile – WEBS Training Limited



WEBS was established in 1968 to provide training to the furniture industry. It was set up by four major furniture manufacturing companies in Long Eaton, now launched as the UK centre for Quality Upholstery.

Webs operate from one site in Beeston, Nottinghamshire which provides easy access to the local transport infrastructure. The business is led by a Board of Directors with the majority being employers from the furniture sector.

WEBS main role is to offer approved apprenticeships, traineeships and adult training for the furniture industry and promote links with industry & schools. We provide qualifications and apprenticeships in cabinet making, wood machining, cutting, sewing, upholstery, polishing and installation. Currently we are supporting just under 175 apprentices and their employers. Our success rates in 2015/16 were 75.9% higher than the national average with timeliness standing at 75% although we have still plenty more to do. We were subject to Ofsted in March 2015 and graded GOOD.

Our priority moving forward is for a successful implementation of the new Apprenticeship Standards in Furniture and to secure further apprenticeship growth.

Sammy Jones, Managing Director stated

“Delivering quality provision is of paramount importance and being part of the GTA network allows us to keep abreast of changes and to learn from others through the sharing of best practice. It also means that we are part of a bigger voice, one which we do not have as a small independent”.



GTA Member Profile – Thames Skills Academy



The TSA provides high quality and cost-effective marine and port operations skills training. It promotes jobs and careers in the maritime industries – specifically the ports and Inland Waterways sector and is currently developing standards and the associated Inland Waterways competency framework. The organisation was founded and is supported by the Port of London Authority, Transport for London, Tideway and the Company of Watermen. & Lightermen

TSA's vision is to be the first stop for marine employers active on the tidal Thames and the wider Thames Estuary; a resource for advice, quality training, updates on legislation, sharing best practice, networking, and as a forum for discussion. By achieving this, the GTA intend to be an ambassador for promoting a fully skilled, safe and growing Inland Waterways marine industry. The TSA intends to provide Thames operators' with a one-stop-shop for potentially all their marine and support staff training needs

Shipping Minister John Hayes CBE MP, marked National Apprenticeship Week by joining the Thames Skills Academy's (TSA) first event of the year 'Navigating a Career on the River Thames' day at Trinity House. The event attracted over 100 local young people who learnt about maritime job opportunities and met a range of marine employers currently offering apprenticeships working afloat in passenger and freight services in the Port of London.

Chief Executive Julian Parkes said

“The Thames Skills Academy is a newly-formed GTA working in a relatively small sector. As we grow and develop, it's great to be able to draw on the experience, guidance and support of fellow GTAs, some of who have been around for many years. We certainly have to move forward in our own way, but I'm certainly not interested in 're-inventing the wheel'! Those GTA s who we've spoken to, and the GTA England Team have all been very helpful and supportive. It certainly makes our membership worthwhile.”

Premium Partner Profiles

GTA Member Profile – XYZ widens its portfolio



The XYZ 750 LR is expected to be the most popular machine in the LR range due to its versatile capacity



The XYZ UMC-5X The Challenger delivers simultaneous five-axis machining in a compact, high performance, affordable package

XYZ Machine Tools has extended its portfolio with the addition of the LR range of vertical machining centres, which break away from its traditional use of solid box slideway machines; and the UMC-5X gantry-style, simultaneous five-axis machining centre.

The LR range is the perfect introduction to vertical machining centres offering an excellent price/performance ratio with prices starting at just £29,450 +VAT. This has been achieved through the adoption of linear rail technology, which XYZ is confident will complement its existing range of box slideway machines. The LR range come highly specified including a high performance 8000 revs/min (7kW/10hp) BT40 spindle and the Siemens 828D control with optional Advanced Software package, along with exceptional rigidity and performance.

The UMC-5X The Challenger extends the XYZ range at the top end providing a specification expected of machines costing considerably more. The benefits of the gantry-style design also extend the versatility of the UMC-5X and other features/benefits such as the outstanding performance of the B and C axes, through to the innovative control features presented by the Siemens 840DSL Shopmill control (Heidenhain iTNC 640 HSCI option) mean that the UMC-5X is outstanding value for money.

Further information

XYZ is planning open day events for GTA England Apprentices and tutors at which they can witness the ability and performance of both of these new machine ranges. As ever preferential arrangements exist for GTA England members.

GTA Member Profile – WNT = quality and service²



The mix of special pricing, high technology products and technical support is at the heart of WNT's work with the training sector

WNT (UK)'s continued support of the education and training sector means that training centres, colleges and schools benefit from the latest in cutting tool and workholding technology at a significant cost advantage. With all of its Technical Sales Engineers encouraged to become STEM Ambassadors (Science, Technology, Engineering and Mathematics) they are capable of undertaking regular visits to education establishments to work alongside students and lecturers. In this role they can pass on their extensive knowledge and experience to the next generation of engineers, including the latest cutting tool developments and machining strategies. WNT (UK) understands that encouraging new, young engineers is vital to the long-term success of UK manufacturing and the enthusiasm that its Technical Sales Engineers have shown for this project has had a positive effect on its business.

"We feel that engineering trainees benefit from being able to use the best available equipment, whether that be machine tools or cutting tools. Our support 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).

National Apprenticeship Week 2017

We asked members to give us a snapshot of activities taking place during NAW, a sample of which are set out below and show the diversity and energy of our network.

Next issue we'll be highlighting the awards and honours that GTAS have won during the last 12 months. If you haven't yet supplied details for your GTA please email text about the award or honours and a photo to Kelly.white@gtaengland.co.uk



Alliance Learning	Apprenticeship open evening 7th March, employers exhibiting and workshop tours. Best of Bolton employer event, inviting employers to do presentations and linking with schools with visits.
BEMA	Dyson apprentice attending House of Commons to meet with ministers. Hosted by the Minister of State for Apprenticeships and Skills
Derwent Training Association	Open evening 7/3/17 - Talk to employers, look round specialist engineering training centre; state of the art Mechatronics Lab, Mechanical Workshop and Welding bays - all with interactive activities!
Gen2	Four challenges will be set across Gen2's training centres. -Engineering sculpture challenge, Entrepreneurial challenge, interactive kit challenge and perpetual motion challenge. Each of the main training centres will be holding an open day for schools and employers to showcase their challenge pieces and provide tours. Each challenge will be showcased and judged by employers in the final on 10th March. Expecting about 250 people to attend including local media and MP's.
Rochdale Training Association	Monday - Future apprentices meet local employer in Health. Pupils given a tour and will meet staff. Tuesday - Open evening 4-8pm. Wednesday - Attending Rochdale Job Centre to meet candidates interested in becoming an apprentice. Thurs - Recruitment team will be attending the local sixth form to discuss next steps for A-level students. Friday - Presentation to year 10 students at Kingsway High School to promote apprenticeships.
Thames Skills Academy Limited	The Thames Skills Academy are hosting a National Apprenticeship Week event, where employers will be talking to more than 100 youngsters, promoting various apprenticeship opportunities 'afloat'. Minister of State at the Department for Transport (John Hayes), Captain Roger Barker MNM FNI - Trinity House and Richard Everitt - Chairman will be talking.
Training 2000 Limited	Current and former video case studies highlighting the career development potential, Top 10 tips on starting an apprenticeship to tie in with celebrating the 10th National Apprenticeship Week, Apprentice twitter takeover, an apprentice will be taking over the training 2000 twitter account for the day, other written case studies and press releases.
Webs Training Ltd	Employer tours for schools, fully booked. Different employers offering tours for schools each day of the week. Tours at Webs Training as well as offering interviews, information and discussion to young people. There will be 50-60 young people, between 14-16 years old, from 5 secondary schools based in Derbyshire and Nottinghamshire.

Apprentices who have received the Apprenticeship Progression Grant

Rochdale Training are celebrating after 17 Apprentices and 11 employers successfully received Apprenticeship grants from Rochdale Council. The leader of the Council recently met several Apprentices at Rochdale Training to give them the good news.

Councillor Richard Farnell, Leader of Rochdale Borough Council said "Not only were they enthusiastic about the training they were doing, they had a clear understanding of their career progression and how to achieve it. Learning while earning is the mantra I heard time and time again and something I hope to hear many times more as we continue on our quest to support our youngsters become

the backbone of Rochdale's economy for years to come. Rochdale Training is our local Jewel in the Crown for Apprenticeship training".



Councillor Richard Farnell, Leader, Rochdale Borough Council with Jill Nagy, Chief Executive, Rochdale Training and Apprentices who have received the Apprenticeship Progression Grant

Event Calendar

The April Newsletter will include the May – August events calendar. To book on any of the events below please email Kelly email: Kelly.white@gtaengland.co.uk.

DATE	VENUE AND TIMES	EVENT TITLE
In line with RoATP window	Individual Clinic & Review Sessions (telekit)	RoATP Clinic
5 April	Venue: AMRC Training Centre, Rotherham 10:30am - 2:30pm	Quality Improvement Event
24th – 28th April		Peer reviews Training 2000 – 24th - 25th April NLT Training – 26th - 27th April
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 & Professional Body Accreditation
May 2017 TBC		Peer reviews Webs Training – May 2017
June 2017 TBC		Peer reviews Rolls-Royce – scheduled for June 2017

All slides, webcasts and documents used and distributed at an our events are stored in the Members Resources library. This can be found in the Members Area of the website. www.gta-england.co.uk Each event has a separate folder containing the webcast and other documentation.



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