GTAs are changing

At a time of great change all around, transforming the skills landscape, it would plainly be strange not to change. All around the country we can see GTAs updating and modernising. In a fascinating presentation to June’s Board meeting, we saw the results of a recent GTA survey revealing that almost half our members now have a substantial HE offer.

At the same time GTAs are radically reorganising. For example the new partnership between Gen2 and City and Guilds; or ATG going into the Activate Learning Group. Those are sensible responses which take advantage of size and financial clout while, essentially, preserving core GTA identity.

Of course GTA values should never change. Members of GTA England are not for profit; they are owned and overseen by employers; they exist solely to provide a high quality service to employers and learners. It is no accident that almost every member of the network is a Grade 1 or 2.

The Board of GTA England is also changing, to reflect this change among members and in the wider skills landscape. Those employers who are setting up internal training organisations meeting our criteria are welcome to join our newly established employer advisory group. Members recently approved by over 75% a package of measures to update Board structures including regular annual elections and the aim of increasing representation from women. Watch out for vacancies in the near future.

Tom Wilson
Chair

Members can see the full message from Tom in the Members area of the website by clicking here.
Professional Body Accreditation and Registration

Following the launch of the GTA England Survey on Professional Body Accreditation we have now compiled the interim summary. In total, 107 people completed the survey broken down between CEOs on behalf of the GTA, trainers and assessors and apprentices as set out below in diagram 1.

The starting assumption is that membership of professional bodies offers GTAs, GTA staff and our apprentices significant business and personal benefits, not least because the professional body standard is the end point assessment test for many of the engineering standards. This means that reaching individual registration for apprentices or staff, and achieving schema accreditation for our programmes will directly benefit our success rates. Our broad aim as a network of high quality providers is:

1. To reach a level where all tutors and assessors that choose to are members of their professional body (and to use this more widely as a professional CPD / benchmark, for example).

2. For all GTA England apprentices to be informed and encouraged to join their relevant professional body at the start of their programme (to widen access to other materials and support, for example) and to encourage apprentices to retain their membership after they complete.

3. To reach professional body approval/recognition for every GTA apprenticeship programme, which means apprentices who achieve our apprenticeships would automatically meet requirements for professional body membership, for example.

We will use the survey research conclusions to help inform discussions with professional bodies and develop support services for GTA members, their staff and apprentices.

Join us for a briefing day on 26th July run with the engineering professional bodies which will cover the benefits, messages to employers and process for personal and scheme accreditation. See the event page for further details on how to book.

For Further Information

Queries about the questionnaire or on professional accreditation can be directed to rebecca.rhodes@gtaengland.co.uk.

The Summary Report from the 107 responses received for the professional body survey can be found in the Member Resources Library PROFESSIONAL BODY ACCREDITATION FOLDER.

Member Services Update

Second Quarter review

In the last three months over 50 people have participated in the Member’s Days and webinars run as part of the GTA England events Q2 calendar:

1. Members Day - Transition from Frameworks to Standards Day 2

2. New Apprenticeship Documentation (run twice)

New Apprenticeship Documentation Webinar

The webinars covered the structure of a contract, relevant funding rules and key terms, and included an overview of the of employer services contract templates from AOC, AELP plus examples of three from GTAs – T2000, GET and Webs. Combined, these covered a range of different options for GTAs.

All attendees said that the webinar was either useful or very useful with typical comments:

‘It was very detailed and informative, including a lot of crucial points to be considered’.

Jennie @ STEGTA

‘The webinar was very informative and covered all the key points’.

Adrian @ MGTS

For Further Information

The slides, webcast and template documents can all be found in the Member Resources Library in the APPRENTICESHIP DOCUMENTATION folder or by clicking on this link here.
Member Services Update (Continued)

Feedback on improvements proposed that we include sessions at the end of webinars for a live online Q and A and member discussion which we will implement. We were also asked to consider timings of ‘technical webinars’ so that they can take place as early as possible after any changes are announced or information becomes available, which we will also try to implement.

Members’ Days - Transition from Frameworks to Standards

82% of GTAs attending these days said that they found them very useful. Feedback on improvements were that more information was needed on content in advance of the day and in particular who the event was aimed at. This has been developed into an event briefing document for the Members’ Days, and implemented for the next sessions in July and August on Professional Registration and End Point Assessment.

Members’ Day March and May 2017

The two Members’ Days on transition to standards have included a detailed overview of content on the new standards and advice from three members on how delivering standards might affect you, amongst other sessions from partners and discussions with members on next steps. All slides from both days have been uploaded to the Members’ Resources Library to a folder titled ‘Transition to Standards’. This folder contains a summary of the advice to members making the transition in 2017.

Quality Review

May review of the most recently published inspection reports of independent learning providers.

I believe that a very worthwhile exercise is to take time to review the most recently published reports in the sector that is most pertinent to the provision that you run.

Doing this, I feel, is the best way to begin to understand current themes and trends, including the time between inspections.

I’m sure that you all know that you can search Ofsted reports by date and provision type and I have done this for the last month.

Summary analysis is:

- There were 8 reports of independent learning providers published
- 7 of the 8 were full inspections, though 3 were previously graded as good
- 2 providers improved their grade from RI to good
- 2 maintained their grade (1 still requires improvement)
- 3 providers saw their provision decline by 1 grade (2 from good, 1 from RI)

As I have previously said, training providers are extremely likely to be able to demonstrate that they are meeting SASE requirements, so this issue should be added to your list of priorities. One of the providers, Training Synergy, was judged to be outstanding for PD, B&W. The judgments are included in a summary report which has been added to the members area for you to peruse. and a summary of the most common areas for improvement are set out below:

For Further Information

All of the slides and documents from both Members days can be found in the Members Resources Library in the TRANSITION TO STANDARDS folder or by clicking on this link here.

Inspection Review at May 2017
Most Frequent Areas for Improvement

1. The development of English and maths is insufficient (4/8)
2. Leaders’ and managers’ actions to improve the weaknesses identified at previous inspections were ineffective in driving improvements
3. E & D, Safeguarding, British Values
4. Radicalisation and extremism (Prevent & Channel)

Regards

Trevor

[trevor.alley@gtaengland.co.uk]

For Further Information

You can access the full analysis report from recent Inspections from the OFSTED folder in the Member Resources Library or by clicking here: Inspection Outcome Summary
Member Update

Brathay Triumph - Second win for Gen 2 apprentices and Derwent team achieve 5th.

Nine apprentices from GSK Ulverston trained by GEN 2 have been named the apprentice team of the year, following a testing five month Challenge that saw them compete against teams from the country’s leading apprentice employers and their own fellow GTA Apprentices from Derwent Training.

The GSK apprentices battled off tough competition from seven other National Finalist teams after proving their logistical, team building and communications skills. Gen2 apprentices also achieved first place last year. The team from Derwent were the smallest organisation and the only training provider in the finals and came 5th overall; a fantastic achievement.

The eight National Finalists were selected from 75 teams and 650 apprentices who entered the Challenge. Since January, the teams have worked hard to spread the word about apprenticeships and have visited more than 555 schools, careers fairs and youth groups to encourage young people to consider an apprenticeship. In 2017, teams reached over 70,000 young people to raise awareness of the benefits of apprenticeships and recruited over 500 new employers interested in offering apprenticeships.

The team member and Gen 2 engineering apprentice, Joseph Hambley said on winning the Challenge:

“I am happy for me, happy for my team and happy for my employer. It is a great honour for all of us to have won the title apprentice team of the year and have our hard work recognised.

Bob Watmore, Training and Assessment Manager at Derwent Training Association added:

“This is our fourth year of involvement in the Challenge and we fully intend to continue, as the individual behavioural development is perfectly aligned to the new Standards and raising awareness activities are one of the best methods for this. The collective involvement of employers, the LEP, local Politicians and the local media and press is highly beneficial. I would strongly recommend to all employers and Training Providers that taking part in the Challenge at the Regional level is worthwhile, and if reaching the Finals a fantastic opportunity. Since returning from the fantastic Brathay Apprentice Challenge Finals last week, we have had time to reflect on the whole achievement since January of the Team of 9 apprentices that attend with us at DTA. Their achievement in placing 5th against some of the largest employers in the country is a tremendous success, wildly outside our expectations back in January.”

Phil Wilson, Site Director at GSK Ulverston, congratulated their apprentices and said:

“What an amazing achievement. I am so very proud of the full team. We have watched them be stretched and grow throughout the Challenge.”
**Member Update**

**Alliance Learning Limited Support Girls Into Engineering**

As part of their commitment to the Girls into Engineering programme, Alliance have been working with local schools to promote the programme.

A group of 10 Year 10 pupils from Smithills High School visited Alliance Learning’s training centre for a day of vocational related activities to gain an insight into engineering and the different opportunities that this area could lead onto.

The taster day, held on the 25th May, combined both classroom and practical activities that took the pupils through realistic experiences of becoming a qualified Engineer run by Alliance Learning Engineering Tutors, Andrew Crawford and David Hilton.

The pupils each made a fidget spinner, they used a range of engineering equipment such as reamers, surface tables, angle plates as well as using a vernier height gauge which enabled accurate marking out, they learnt techniques such as product design, hacksawing, filing, reaming and in addition to this they were also taught how to calculate the correct speed of the drilling machine to carry out the drilling process.

Julie Robinson, CEO of Alliance Learning commented:

“We view our partnerships with local schools an essential development tool in local learning. Alliance know how important it is for young adults to be exposed to as many career avenues as possible, in order to give them a clearer direction in later education.

Well done to the pupils of Smithills High School, who showed great understanding and initiative in all areas of the different engineering activities.”

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**NUS Apprentice extra**

The NUS Apprentice extra discount card has been developed by the National Union of Students (NUS) and provides apprentices with discounts from more than 140 top high street brands including Amazon, PizzaExpress, Jack Wills, 16-25 Railcard, The Co-op and more!

For only £11, apprentices receive a whole year of savings on a variety of essentials such as travel, fitness, music and technology, as well as fashion, beauty, eating out and entertainment.

**Get Involved!**

The Apprentice extra team have created a range of FREE marketing materials to help you promote the card to your apprentices - simply contact us to request your order!

**Incentives for your apprentices...**

And... If you’re looking for a way to incentivise your apprentices – why not give away an apprentice extra card as a free benefit?

Cards can also be bought in bulk directly from NUS at a discounted rate. For more information, contact the Apprentice extra team!

Need more information? Got a question about Apprentice extra? Don’t hesitate to call or email our dedicated team. We’re happy to help with all things Apprentice extra!

**Telephone:** 0300 303 8602  
**Email:** ApprenticeCard@nus.org.uk

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Future Event Calendar

The focus of the June – August calendar will be on the two significant Members' Day events on End Point Assessment and Professional Body registration. Any GTA delivering the engineering standards will benefit from attending to understand how the EPA links to the professional body standards and how to apply for programme or professional registration.

We are also planning webinars and Members' Days later in the summer or early Autumn on the following topics:

- Behaviours development and assessment in Standards
- Progression to Higher Apprenticeships
- Data Protection
- Audit requirements

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| July 26 2017      | Venue: JTL, Birmingham | **Members' Day Professional Body Registration & End Point Assessment**  
This event is aimed at CEOs and their training teams who want to know more about EPA principles and how professional body programme accreditation and personal registration benefits GTA staff and apprentices. The session will also cover how to make an application to a professional body for schema or personal registration. | For full details on the content, intended audience, and booking please read the event brief - [click here](#) |
| August 1 2017     | Venue: JTL, Birmingham | **Becoming an End Point Assessment Organisation**  
This event is aimed at CEOs who are considering becoming an EPA organisation and want to know more about the process, impact on finances and resources and how to make an application. | For full details on the content, intended audience, and booking please read the event brief - [click here](#) |

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

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