

GTA England *news*

September

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GTA England Conference - Chair's Update

It's fast approaching almost twelve months since last year's conference. I'm delighted to announce that the 2017 Annual Conference is taking place on Wednesday 8th November at the TUC, Great Russell Street, London from 10.30am – 3.30pm.

So much change is around us, the impact of the Levy, bedding in of the Apprenticeship Standards and we still await the outcomes of the key policy topics including the development of the technical level qualifications. There will be eagerly awaited inputs from colleagues, including from OFSTED and the Institute

for Apprenticeships and we hope that the Skills Minister, Anne Milton, in line with her predecessors, accepts our invitation to speak at the conference.



Tom Wilson
Chair

Members can see the full message from Tom in the Members area of the website by clicking [here](#)

GTA Awards

GTA England 2017-2018 Apprentice of the Year Awards

We are delighted to announce that the GTA England Apprentice of the Year Awards for 2017-2018 are in partnership with Semta, as a feature of the growing collaboration between our two organisations. The Semta Skills Awards on 1st March 2018 will stage and announce the winners of the GTA England Apprentices of the Year; entry is exclusive to GTA members. Entries from the GTA England Apprentice of the Year

will also gain entry into the overall Semta Skills Awards too. The prestigious Awards celebrate the talents of individuals and organisations that make the advanced manufacturing and engineering sector one of the highest skilled sectors in the UK. The Award presentation will also celebrate GTA England's Business Services category.

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Adam Sharp, Engineering Construction
Apprentice of the Year 2016



Carla Heaney, Business Services
Apprentice of the Year 2016

GTA Awards (Continued)

The GTA England Apprentice of the Year Awards criteria will also feature a 'Best Newcomer' Award following members' evaluation of the 2016 conference. We hope to showcase videos of the 8 finalists at the GTA England Annual Conference which takes place at the TUC, Great Russell Street in London on 8th November 2017.

GTA England will not only be funding the cost of attendance at the Semta Skills Awards prestigious gala dinner for the eight Apprentice finalists; but also one place for each GTA England member.

Further details of the Awards, application forms and guidance notes can be found in the member's area of the GTA England website.

Applications are invited from 1st September 2017 with a closing date of 16th October 2017 to lauren.heslington@gtaengland.co.uk.

The Semta Skills Awards provide an opportunity to showcase: the benefits of apprenticeships to a wider range of SME employers; to increase the profile and customer base of members of GTA England and reinforce the GTA England brand of quality and responsiveness.

For Further Information

To find out more visit the Semta Skills website [here](#)
The video from last year can also be viewed [here](#)

Policy and Special Features - Inspecting Apprenticeship Standards

I once read that 'change is the only constant.' In apprenticeships, change is certain. That being so, the transition from apprenticeship frameworks to standards is slow. In July 2017, there were over 880,000 apprentices working to complete an apprenticeship framework. At the same time, there are around 11,000 apprentices working to an apprenticeship standard.

As standards replace frameworks, apprenticeships will have no comparable historic data for some years. Our imperative to judge the progress that apprentices make from their starting points will need to focus much more closely on the systems that providers and employers have to measure the knowledge, skills and behaviours that apprentices bring with them. We then need to judge how effectively providers and employers evaluate the development of new knowledge, new

and enhanced skills and improved workplace behaviours over time.

One thing is certain: we need to learn from change, and we need help from partners like GTA England to help the learning process. We are consulting with GTA England to review models, processes and documentation in advance of some focused pilot inspections with members. GTA England are a natural partner in that GTAs are employer focused and provide high quality training.



Chris Jones

Chris Jones HMI, OFSTED Specialist Adviser Apprenticeships

Member Services Update - Transition to Standards - Professional Registration

As all GTAs know, the ENG TECH standard is a feature of end-point assessment for engineering apprenticeships.

At the two Members' days in July we heard about the wider benefits of professional registration from the three-key engineering professional bodies, IMechE, IET and Royal Aeronautical and the process that apprentices will need to work through at End Point in order to meet the EPA standard. This has raised the following as actions for GTAs :

Getting Ready for Standards End-Point Assessment - GTA PROFESSIONAL BODY REGISTRATION CHECKLIST

1. To be involved in the actual end-point assessment service for GTAs, GTA staff **MUST** be professionally registered.
2. The final element of the EPA is the assessment by one of the Professional Bodies to ENG TECH Standards. To fully prepare apprentices for their EPA, tutors and trainers **MUST** therefore be able to help Apprentices prepare their portfolio and evidence to meet Professional Body ENG TECH Standards.
3. The obvious route to support successful EPA is:
 - for tutors and trainers to be professionally ENG TECH registered themselves.
 - for apprentices to join a professional body at the start of their apprenticeship and use the resources available to them to prepare a comprehensive portfolio of evidence.



NEXT STEPS:

Do you know which of your GTA training and tutor team already hold ENG TECH? If not:

- take a staff census
- use the webinars below to get your team and apprentices ready

Member Services Update - Transition to Standards - Professional Registration Webinars

HELP FOR ENG TECH REGISTRATION: GTA Trainers

To help your trainers with their own professional registration applications, IMechE are running a webinar session specifically for GTA trainer teams to work through the application form, look at examples of evidence and identify how to prepare their application. This session is open to all GTA staff and we will hear from a GTA trainer about their own experience.

We'd like to get as many apprentices as we can to join this webinar - just dialling in from training rooms or GTA facilities

For Further Information

To book on **ENG TECH** Registration Webinar for trainers & tutors on **17 OCTOBER** click [here](#)

To book on **ENG TECH** Registration Webinar for apprentices on **31 OCTOBER** click [here](#)

HELP FOR ENG TECH REGISTRATION: GTA Apprentices

To help your apprentice take the step to join as an apprentice and then progress to full membership at the end of their apprenticeship, IMechE are running a webinar session specifically for apprentices. GTA trainer teams are to work through the application form, look at examples of evidence and identify how to prepare for the application. We'll also hear from an apprentice about their experience.

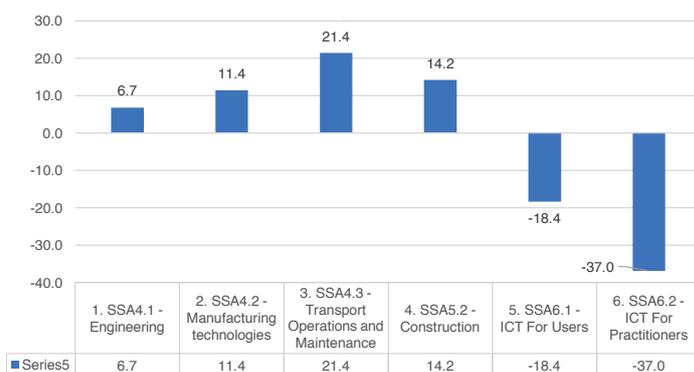
GTA Network Starts and Employer Engagement at July 2017

Starts

Following a review of members' starts data in our main STEM SSAs we can now see the emerging picture for 2017 delivery. In what appears to be a contrast to main apprenticeship returns, our starts and employer numbers are growing. Our starts profile has grown significantly since April. What was a small under delivery compared to 2016 then, is now growth of 7.8%. We recorded 6,363 starts by July 2017 – a huge achievement in this turbulent year.

The starts and employer data do indicate two significant shifts in delivery. Table 1 opposite highlights the current shift in STEM SSA from 2016 to 2017 away from ICT.

Table 1: Percentage change 2016 to 2017 Starts at July 2017



Employer Engagement

Our apprenticeship employer base is growing by 1.5% but the mix of employer size bands has changed in the last year. As Table 2 indicates, the most significant increase between 2016 and 2017 is in our small and medium sized SMEs – a 6.6% increase in the 50-249 medium size band and a 4.8% increase in small size band 10-49. Overall, as highlighted in Table 23 SMEs continue to be our main customers and account for 93% of our employers. Most importantly, employers with less than 50 employees are three quarters of our employer base.

From September 2017, we will be receiving a data update on starts and engagement for apprenticeships every quarter. Supplemented with other information on network delivery, we will use this to update and refresh our GTA England factoid document and for other publicity and promotion opportunities.

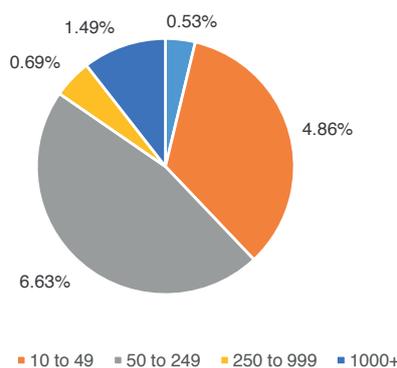


Table 2: Percentage change in apprenticeship employer size between 2016/2017

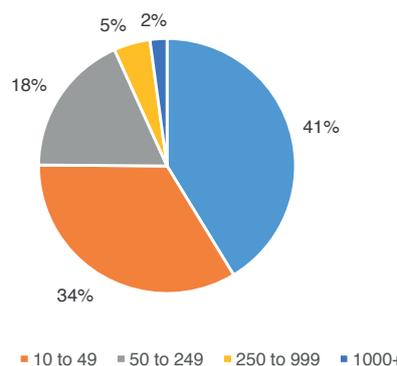


Table 3: Percentage employers by Size Band in 2017

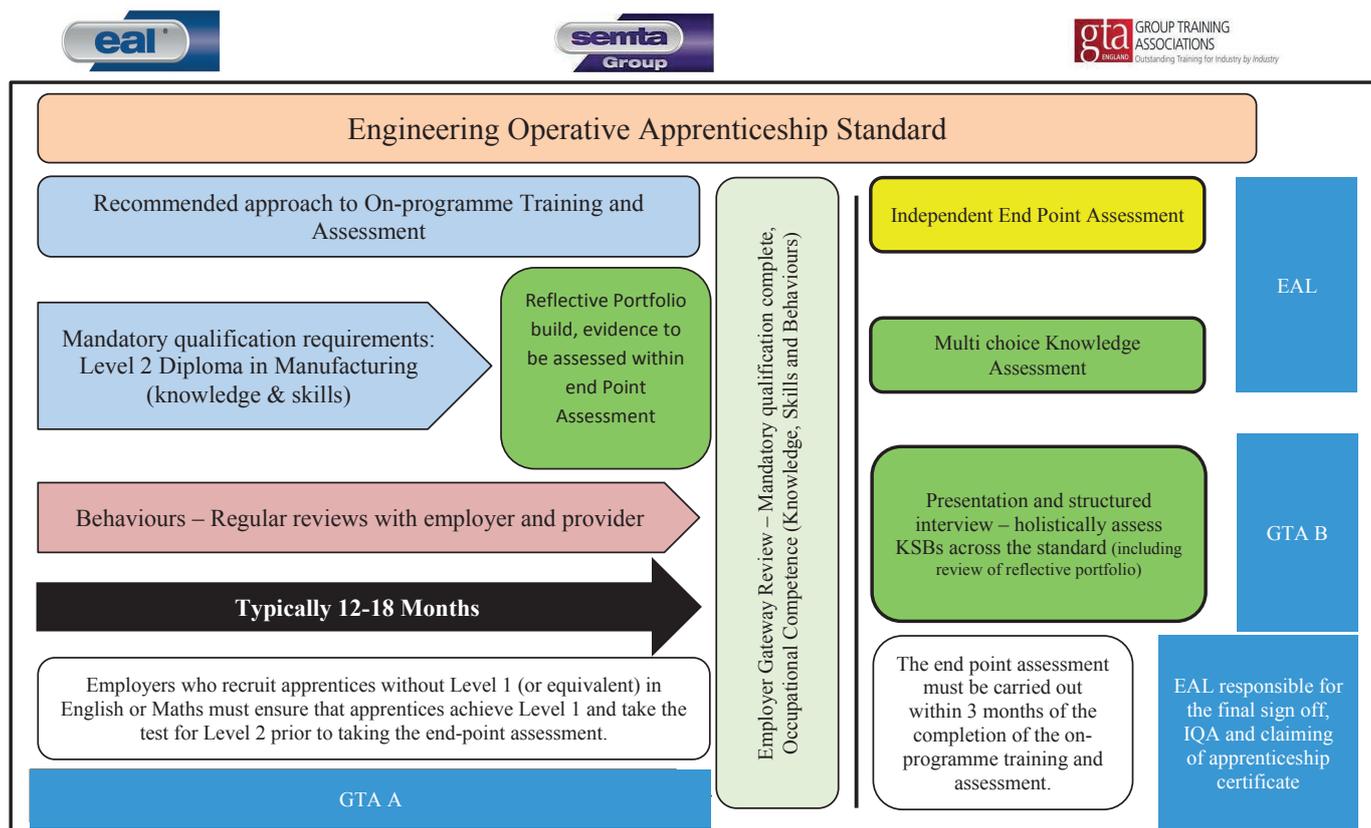
Apprenticeships and Levy Latest - EAL Partnership

Members attending the workshops on the value of professional registration and End Point Assessment (EPA), will recall that we are currently scoping out various models of how this could work in practice with EAL and Semta Group.

The principle plays to the strengths of the respective organisations: EAL as a specialist awarding organisation; and GTAs high quality and competence providing national coverage. Under licence to EAL, it also meets our objective of an EPA service "for members by members".

A working group including EAL/Semta Group and members in the GTA England Apprenticeship Standards Steering group will be established which will define the models including: design principles, assessment methodologies; roles & responsibilities; service levels agreements; costings etc.

The working group aims to meet to scope out the above in September in order to develop a firm proposal which could then be presented subsequently to respective Executive teams and Boards for approval.



Apprenticeship Standards Update

The GTA England Apprenticeship Standards Steering Group, ever growing, has been busy over summer.

A detailed account of progress (including roles, funding) can be accessed by members on the website but a summary includes:

- **Engineering Operative L2** – Covering 6 roles it has been approved to move to the next stage to develop the assessment plan
- **Fabrication L3** – Encouraged to submit the EOL again after much liaison with other sector organisations. As a reminder, this standard, covering 3 roles, is mainly constructed of a majority coverage (some 80%) around fabrication activities across engineering, manufacturing and engineering

construction sectors. The remaining content covers welding and joining techniques which are essential to the role but which fall significantly below coded welder content of the level 2 and 3 welding standards.

- **Singe Skills Maintenance L3** – We will be presenting a paper to the Automotive Trailblazer employer group to review the current structure of the Mechatronics standard following feedback from smaller companies that there may be a configuration to meet their needs.

It is possible that the format of the Mechatronics Standard can be amended to include a different unit structure that creates pathways for Mechanical, Electrical/Electronic and Medical in addition to the existing Mechatronics role.

Quality Review - Prevent and Channel Resources

The Education and Training Foundation (ETF) have recently published a new set of resources on Prevent and Channel that are excellent. There are four modules that can be studied online and each takes around 1-2 hours to complete. Following the study there is a multi-choice assessment that accompanies each module, and, if the learner correctly answers 7 or more questions from the 10 available they are issued with a certificate to print off.

The modules are:

- **Radicalisation and Extremism**
- **Staying safe online**
- **What can you trust?**
- **British Values**

For Further Information

Learner resources can be found by clicking [here](#)
Employer resources can be found by clicking [here](#)

Member Focus

All at GTA would like to wish Bob Hiskey at PETA the very best on his approaching retirement. In Member Focus this issue we asked Bob a few questions about his 40-year career at PETA.

What is your role at PETA?

I am currently Director and CEO but I've held most positions within the organisation since joining.

How long have you worked at PETA?

I have been at PETA over 40 years; I joined the company in 1975 where my first role was to monitor apprentices.

How did you originally get into your role?

Having completed a Mechanical Engineering Apprenticeship myself, I moved into supervision and then onto production engineering where in addition to my daily duties I was also charged with responsibility for running the company's apprenticeship scheme. During this time I used the services of PETA to run the apprenticeship programme and I was keen to ensure that it was more structured and better organised than what I had experienced as an apprentice. Subsequent to this, a vacancy occurred at PETA and I was fortunate to be successful in my application and became their third member of staff – we now have 69.

What 3 things do you feel have been your biggest accomplishments at PETA?

This is very difficult as I wouldn't wish to take credit for one particular thing as the company's best accomplishments have been team efforts. However, on reflection three things that come to mind are: 1. When I took over as Director in 1997 the company was in significant financial difficulty, so transforming this into a state of financial well-being with a strong bank balance is very rewarding indeed. 2. The purchase of a large and dedicated Management Training and Conference Centre using our own funds was a key milestone. 3. Ensuring the company has a diverse product range and balanced income from commercial (45%) and government funded programmes (55%) to help business ride the peaks and troughs of different economic trading conditions.

"Working for a GTA has been stimulating, fun and rewarding and I have no hesitation in recommending it to anyone".



Bob Hiskey

What has been your favourite thing about working at PETA?

My favourite thing about working at PETA and why I have stayed so long is the job enrichment aspects of the role. As I am sure colleagues will appreciate there is always something to challenge us and stimulate our minds. More importantly, it is very rewarding to see our apprentices develop into chiefs of industry. Several MDs in our member companies are ex-PETA apprentices.

What will you miss the most?

Over the years the company has become my family and therefore the thing that scares me the most about retirement is the loss of the daily camaraderie with my friends and colleagues both at PETA and with our 330 member companies.

What things are you looking forward to most about retiring?

As with most people there are jobs in the house and garden that I've been promising to get round to for many years – having the time to do this will be a blessing. Also, living close to the sea I will be able to resurrect my interest in fishing and who knows I might even be able to purchase a small fishing boat. However, what appeals to me the most is taking back control of my own time and to do as I please and not be tied to a diary of appointments, meetings and all the other things that seem to run our lives for us. I will of course be very sad to leave PETA but at the same time, I am looking forward to a little less challenge in my everyday life and as one chapter closes another one opens. Working for a GTA has been stimulating, fun and rewarding and I have no hesitation in recommending it to anyone.

Future Event Calendar

The focus of the October - December calendar two members' days will be the behavioural framework in the engineering standards and on PREVENT.

For more detail on the content of each event please see the main event calendar in the [Members Library folder](#)

DATE / TIME	TOPIC	TITLE	REGISTRATION
3rd October 10:30am – 14:30am	Quality and Inspection	Ofsted Inspection, Prevent and Channel and Gamification	To Register, CLICK HERE
13th October 11:30am – 12:30pm	Delivery	ESFA Mystery Shopper Survey Finding and Recommendations	To Register, CLICK HERE
17th October 12:30pm – 14:00pm	Professional Registration	GTA TRAINER & TUTOR Registration – How to successfully achieve professional EngTech registration with IMechE	To Register, CLICK HERE
25th October 10:00am – 11:30am	EPA	EPA – Update and Progress – where we are now	To Register, CLICK HERE
31st October 12:30pm – 13:30pm	Professional Registration	APPRENTICES – How to successfully achieve professional EngTech registration with the IMechE	To Register, CLICK HERE
8th November 10.30am – 15.30pm		GTA England Annual Conference	To Register, CLICK HERE
13th November 15:00pm – 16:00pm	Delivery	Effective Reviews in the Workplace	To Register, CLICK HERE
28th November 14:00pm – 15:00pm	Delivery	Apprenticeship Documentation	To Register, CLICK HERE
4th December 10:00am – 11:00am	Delivery	Audit and Evidence Pack	To Register, CLICK HERE
6th December 10:30am – 14:00pm	Standards	Understanding Behaviours Assessments	To Register, CLICK HERE
TBC	RoATP	RoATP re-accreditation / refresh Update	TBC
TBC	Funding and Performance rules	ESFA Performance Management and Funding Rules & Technical Funding Guidance – 2018-2019	TBC

All slides, webcasts and documents used and distributed at 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. Each event has a separate folder containing the webcast and other documentation.



Supported by



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