

GTA England



December 2018 Renewal Edition

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Tom Wilson - Chairman



I'm often asked, What's different about GTAs? And I reply that it's simple really; there are three features that make GTAs stand out: not for profit, high quality, and a very close relationship with employers. Not many providers fit that bill, that's why we deliberately stay quite small - but it's also why we punch above our weight.

"In this difficult year all three features have proved their worth. We may be small but we are in high demand. The IFA, The ESFA, The Conservatives and Labour, Ofsted, employers large and small, City and Guilds, and many others all want to work with us. As everyone knows, low productivity is the UK's Achilles heel. Raising skills is a big part of the answer.

Quality is paramount. It is not an accident that GTAs are almost all Ofsted Grade one or two. If there was a "Russell Group" for private providers, it would look like us; productivity.

"there are three features that make GTAs stand out: not for profit, high quality, and a very close relationship with employers."

That's why employers turn to GTAs - even more so when it's their own levy money at stake. That's why our core ethos - **training by employers for employers** - is so precious. It is the key to raising UK

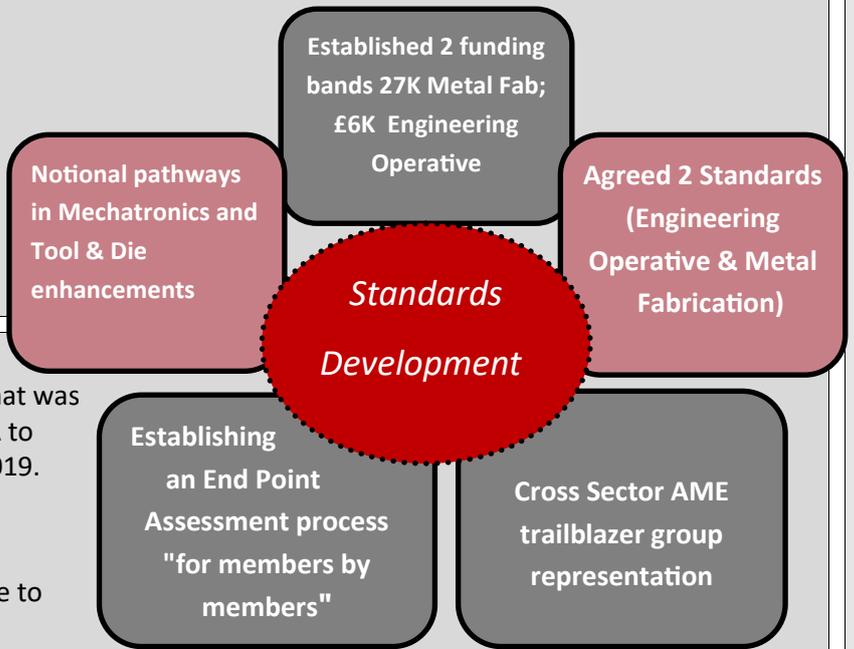
That's also why the GTA England Board introduced our 10 point Charter. This year's renewal reminds all members that membership brings with it an obligation to meet the Charter aims. The Charter helps GTAs stand out. It is a key differentiator in the eyes of employers.

There is one other way that GTAs are different. We work together. Of course there is sometime healthy competition but we aspire to be much more like a family, helping each other. GTA England provides the services you know well such as webinars, advice, information, lobbying and consultancy (all rated very highly by members) but, equally important, we also help members to help each other. So over the next year (likely to be equally difficult) don't just ask what GTA England can do for you, ask what you can do for GTA England network too."



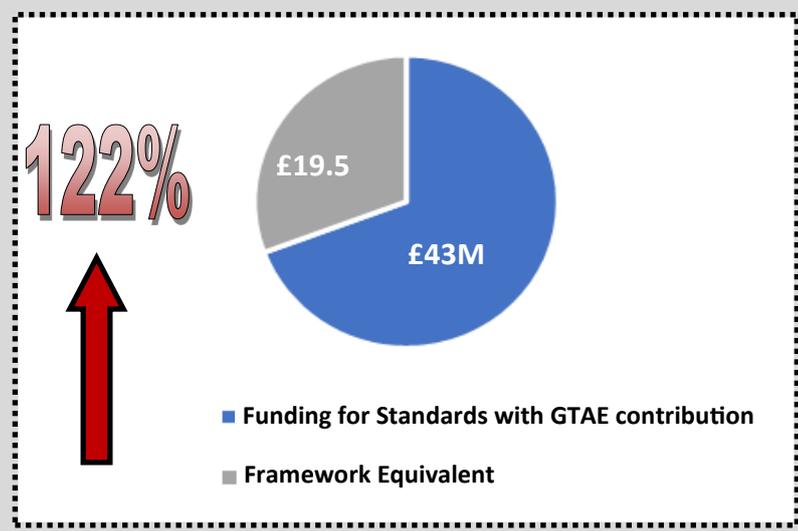
So there goes another year....

I thought it would be useful to outline some of our key work to supplement the other articles in the Newsletter around lobbying & influencing; the development of standards; End point Assessment; and political alignment"



- The **Engineering Operative** standard at level 2. Although the funding band is not what was expected we have commitment from the IFA to review in the light of recruitment levels in 2019.
- The **Metal Fabrication** standard has been allocated a funding band of £27k now confirmed by the minister. We are very close to agreeing the assessment with the IFA.
- Our recommendation to the Auto TB group met with approval to create "notional" pathways at level 3 for the **Mechatronics standard** which will be available in January 2019 for Electrical; Mechanical; Fluid Power and Medical. We are working with Pearson to help them revise qualifications for medical.
- Following our feedback, the **Tool & Die standard** now includes additional knowledge units for Toolmaking/ Presswork/Extrusion Design and Advanced Manufacturing Techniques including CNC in order to respond to our employers needs. With **Higher and Degree Apprenticeships**, linking with other TB groups, we are making significant progress in developing level 4 which could be underpinned qualifications including HNC/D.

We continue to play a role in the **Cross sector AME employer TB group** representing the needs of our employers, particularly SMEs.



In terms of funding, our contribution to the development of standards many members use, has created income to the value of nearly £43m. This compares to the framework equivalent value of just less than £19.5m; an increase of some 122%.

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End Point Assessment

Regarding End Point Assessment (EPA) we are midway through the tendering process working with four organisations: C&G; EAL; EUIAS; NOCN. This will identify a partner(s) to establish a high quality, cost effective EPA process “for members, by members” working under licence to the successful EPAO(s) selected. Initially applying to the standards including: Engineering Technician; MOET; Engineering Fitter; Engineering Operative, we will embrace other standards moving forward. We hope to be concluding this process by the end of January 2019.

Political alignment activity

We continue to be an active member on the T Level panel for manufacturing and process helping to shape content of T Levels. We are hoping to hold focus group of members for the department to gain first hand feedback early in the first quarter of 2019.

- **Skills Commission**
Attendance requested to provide input to Skills Commission on several topics.
- Liaison with **Minister and Department** on issues including the non-levy contracting, policy impacts with transfers of resources from the levy.
- With colleague employers supporting **C&G Industry Skills Board** which included inputs at the annual apprenticeships conference interviewed by Kirsty Wark. Also inputted at our first **international panel** as part of the Global Apprenticeship Network
- **PRG** supporting ESFA in policy development, implication and roll-out.
- **Levy Pooling** on how 10% levy can be used for other companies – work in progress.
- We continue to work positively with **OFSTED** with members days, consulting on the CIF and facilitating pilot inspections to see how standards can be embraced in the process.

The **ILT Project** has seen us secure some **£350k** with our partners in the UFI to develop the Engineers Mate App which is a point and play learning experience App. It also houses other learning resources. Phase 1 successfully proved the concept and now members have the opportunity to participate in its development and spread across machining; product design, electrical and other disciplines.

The year concluded with the Annual Conference - The conference took place at the TUC, Great Russell St, London for the 7th November 2018

Some 80% of members attended with a satisfaction rating of 92% excellent and 8% good. Inciteful inputs delivered by Sir Gerry Berragan, IFA, Chris Jones, OFSTED and the ESFA as well as Board members of course!

Mandates were provided by members to:

Continue to develop Resources for introducing and assessing Behaviours in Standards.

Data intelligence tool to be developed with the RCU needing members to share ILR via a safe and secure portal which will greatly assist members in benchmarking activities not least for SARs. Volunteers are requested for a workshop on 15th January to help ensure the toll delivers maximum intelligence for members.

Re-invigoration of Course ware development for Product Design and Machining (session plans, T&L resources)





On Friday 7th December the Annual SETA Dash got off to a festively fabulous start after a slight delay regarding Santa Suits being locked away and no key! (I think we'll just have to blame naughty elves in the office!).

Once all the apprentices were suitably Santa'd up we gathered at Woodbank Park, Offerton, Stockport, the Home of Stockport Harriers for the race to commence, much to the delight of the CP Wheelers group who were also at the clubhouse. The bad weather had held off perfectly all morning until just before the race began. Our Santa's ran through the puddles, hail and rain all in aid of the wonderful charity which is 'When You Wish Upon A Star' dream making for sick and terminally ill children. Wish are today taking some of the children we have helped to Centre Parcs for a Winter Wonderland Extravaganza where they will get to meet 'The Real Santa' amongst other things.

The finishing line up seen Tyler Arnfield, Engineering Apprentice for Federal Mogul take the 1st place, Jonah Pakpahan, Engineering Apprentice for Swizzels Matlow take the 2nd spot and George Whalley, Engineering Apprentice for Oerlikon take the 3rd place prize.

Congratulations to our winning apprentices but as Dean Shannon (SETA Technical Skills Sales Manager) quite rightly stated, *"You are all winners, each and every one of you. Taking part in this event to help our chosen charity is a great gesture from you and we are grateful to you all"*.

With thanks to all of the apprentices who took part in this years event and a big thank you to all of the companies for your continuous support and charitable donations.



GTA England *News* - Apprentice of the Year



We are looking forward to another annual event in the **Apprentice of the Year awards**



After a successful event in March

2018, we have organised the Apprentice of the year award event **on the 7th February 2019** at the Manufacturing Technology Centre (MTC) Ansty Park, Coventry CV7 9JU. The largest number of entries received have identified our 18 finalists across 14 members who will enjoy an evening including:

- Drinks reception
- An excellent 3 course bistro dinner
- Awards presented by Sir Gerry Berragan, CEO of the Institute for Apprenticeships
 - Keynote from the inspirational Emma Wiggs, British paracanoeist
 - DJ & dancing

Each member is urged to hurry and book your free ticket

As we look forward to continuing our service to members; given our healthy finances; the Board have agreed to an amount from the balance sheet to support members in these challenging times for business support contained in the strategic plan as agreed at conference.

Higher and Degree Apprenticeship Steering Group update - Rebecca Rhodes

The third meeting of the Higher and Degree Apprenticeship Steering Group took place on 20th November, with the main agenda item to consider latest on whether there will be a single Level 4 apprenticeship combining the work of the Aerospace Trailblazer with the need for a wider sector apprenticeship to meet the needs of the full range of roles in the engineering sector. GTA England had, with the support of the Steering Group, formally held the position that we could not support a standalone Aero Sector apprenticeship, when the IFA could not confirm that a second, wider apprenticeship would be possible.

We are now aware that the Aero standard will be developed as a solution to all sectors which means that we will have a L4 progression route for employers sooner than we might have hoped. This, with the longer term work to create a partnership with a small number of HE providers for those needing to progress to L6, is now the core of our higher apprenticeship strategy for 2019.

[The next meeting is planned for January 2019 to progress both elements](#) . We are also producing a briefing note about the emerging higher apprenticeship models for members, and will be asking for your views, and indicative volumes as we seek to develop our positioning paper for prospective HE partners.

Quality improvement update

Review of activities – Trevor Alley



1. Support

One of the key functions is to provide prompt support, often on the day that Ofsted have “made the call”. Amongst those supported this year were:

- **Siemens ,Training 2000, AMRC and Webs Training**

2. Peer Review Activities

Although Peer reviews are offered to members of GTA England and we have completed some 22 with one currently being arranged; we have only conducted one in-year which was at the AMRC.

The approach is to meet with managers of the organisation that requires the review to discuss the scope of the review. Receipt of latest SAR and inspection report allows for lines of enquiry to be developed and agreed. Resourcing of reviewers and the length of the review is also established. Following the review, a comprehensive report is provided, which summarises findings and offers actions.

The approach agreed with the AMRC was a four day review of provision in readiness for anticipated Ofsted visit. Eric Sykes assisted this process. This included a briefing session with the board of governors – to raise their awareness of expected duties of governance and what to expect at inspection.

AMRC managers have provided very positive feedback on the review which was an "excellent & thorough process conducted sensitively which prepares us well"

3. Peer review training programme

This year, the peer review training was delivered at the MTC and included delegates from Web’s Training (3), the Engineering college (2), AMRC(2), Rolls Royce(2), T2000 (1), SETA (Stockport) (1)and SEMTA

Comments included “Trevor made this (data) easy to understand”, “excellent session, very informative”, “great exercise” (Lines of enquiry)” “Brilliant! “Great use of video to put across the subject”

4. Members days - We try to ensure that members days are arranged to meet members emerging needs, so we welcome suggestions for these. This year topics covered have included:

- **Review of Ofsted reports, with analysis of themes**
- **Prevent and Channel**
- **Safeguarding**
- **Equality and Diversity**
- **Gamification – presented by Siemens**
- **Tracking of behaviours – presented by the Engineering college, and Gen2**
- **Ofsted visits – reports on how these went Hereford, MGTS and others**

5. Webinars

This year has seen the delivery of several webinars – all of which are made available to members through the website. A recent trend has been the co-delivery of these by Trevor (Quality) and Rebecca (Compliance) and more of these “Trebinars” are planned. Feedback received from all of these webinars has always been extremely positive

Topics have included: Ofsted and Audit documentation, Initial assessment of learning and support needs

Standards – a framework of resources, Integration and elevation of behaviours

2019 -We hope to be able to continue to offer these services from the new year. In particular, we would encourage you to volunteer for peer reviews – as stated, these can be arranged to suit your individual needs. Please don’t hesitate to contact me if you wish to discuss this further.

We would also like to ensure that we organise webinars, members days etc. to address your emerging needs so please let us know what you would like us to arrange for you.

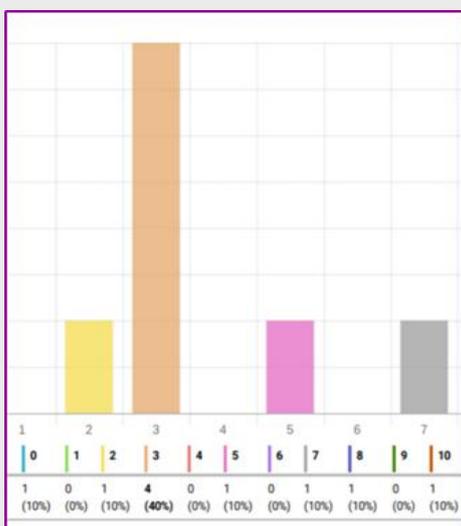
WorldSkills - Rebecca Rhodes

On 16th November 20 GTA Staff joined GTA England and WorldskillsUK for our Skills Competition induction event at the NEC. During our session we heard from one of T2000's employers, FortVale and a former competition apprentice who brought with him some of the pieces he has produced, to help us appreciate the skill level required.

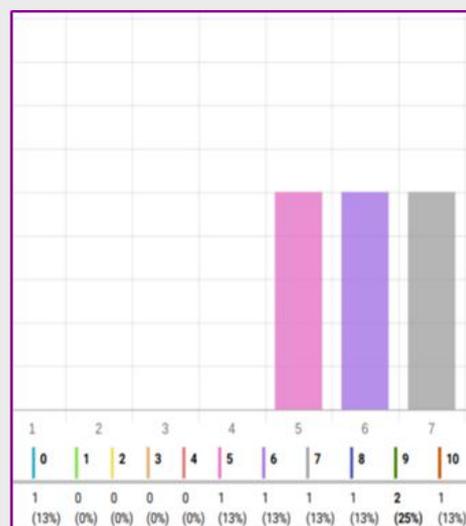
With thanks to T2 and PETA, we also heard from both GTAs about the lessons and tips for setting up competitions and taking part, and the team from WorldSkills completed the input sessions with an explanation about the dates and schedule for the next round of competitions. Our final session was a tour round the engineering competition floor to see the live action. You can find the slides from the entire day in the Worldskills Member Resources Folder.

Feedback from attendees indicates that, as we had hoped, being there on the day has done the trick. 80% said the day was very useful and those that attended are feeling more confident and likely to participate as the graphs below indicate.

Before the Induction Day



After the Induction Day



Not likely ----- very likely

Not likely ----- very likely

What made most impact on attendees elicited a range of views:

‘Great to hear from a participant and his employer about their experiences and involvement. The tour was very good.’

‘greater understanding of our involvement in world skills ‘

‘Opportunity to visit the show’

‘This was a first for me, to see the skills and knowledge from the learners undergoing the Worldskills event was very inspirational. We will most definitely dipping our toe in the water next year and maybe entering a candidate or two

.’The guidance and insight from all aspects. I feel that the use of the competition tasks will challenge and stretch the learners we have in the first years training. This will hopefully lead to us entering some competitors in the near future.’

‘Understanding the process and what's involved’

‘Gaining the understanding of the process for each applicant and seeing the level that is required to have a chance of progressing in the competition’.

It was interesting to hear the employer feedback along with T2 around the standard of delivery. The apprenticeship standards have stretched delivery in a positive way and I feel we should work together as a group approach if this is possible. We could definitely share resources in terms of equipment as a regional hub approach to reduce costs’

‘Listening to other providers situations and misconceptions’.

WorldSkills - Rebecca Rhodes

NEXT STEPS - We know from the session at the end of the day that the GTAs present felt that the most important support needed is:

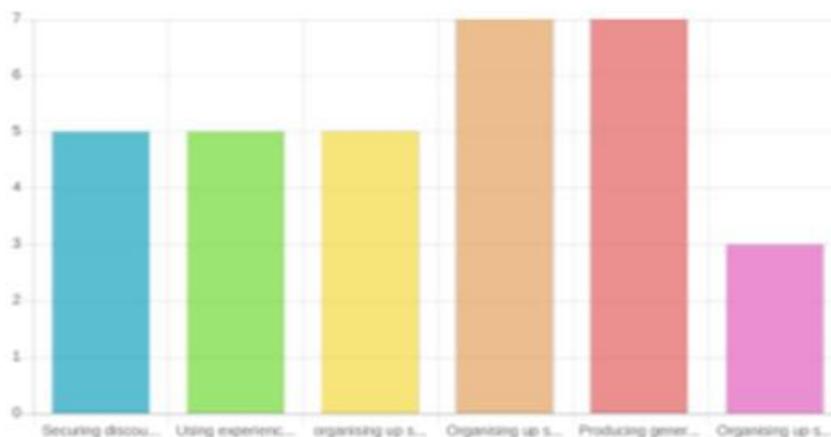
- Organising up skilling workshops or webinars on the competition, the process, selecting and supporting apprentices etc for training staff
- Producing generic overview materials for apprentices and employers

Followed by :

- Securing discounts for machinery and equipment
- Using experienced employers and GTAs to visit and advise new GTAs on what to do
- Organising up skilling workshops on equipment for training staff

GTA England Board are discussing an action plan at the January Board meeting to follow the induction and help members take action in 2019. WE will publish more information about this in the next newsletter.

15 We identified a range of possible support for GTAs, working with WorldSkills UK - which would be your priority TOP 3 :



50% (5)
Securing discounts for machinery and equipment

50% (5)
Using experienced employers and GTAs to visit and advise new GTAs on what to do

50% (5)
organising up skilling workshops on equipment for training staff

70% (7)
Organising up skilling workshops or webinars on the competition, the process, selecting and supporting apprentices etc for training staff

70% (7)
Producing generic overview materials for apprentices and employers

30% (3)
Organising up skilling workshops or webcasts on the competition process, what to expect for apprentices and employers

10 Responses

New & Exclusive Dashboard and Benchmarking Service

GTA England are planning to launch an exciting new service in 2019 which will provide members with free access to in-year performance and benchmarking data. The service will be exclusive to GTA England members and data will be confidential to individual members and not shared with third parties. The outputs will include highly visual charts and tables that will be easy to use and understand and will help members improve their performance and plan future activities. The service is being developed by GTA England in collaboration with RCU Ltd who are data analysis experts and have been supporting the sector for over 25 years. We asked Mark Maudsley about the planned service:

What are the benefits of the service?

Members will receive **free** in-year performance and recruitment reports which will allow them to compare their performance with other GTAs and the sector as a whole – this type of information is not provided currently by the ESFA.

What type of reports am I likely to get?

Reports are currently being developed but are likely to include information on new starts, completers, qualification achievement rates, recruitment trends, employer engagement, employer and learner satisfaction scores amongst others.

How often will the reports be updated?

Customised reports will be produced for each organisation four times a year, corresponding to major ILR census points (we anticipate that this will be January, March, June and October). In addition, a dedicated website will be developed which will provide background information about the service and will allow individual organisations to contact RCU to receive further information and support.

Do I need to supply any data?

GTAs will need to upload their latest ILR to a secure cloud-based server. This is an extremely quick and easy process with just a click of a button from a dedicated secure website (members will have confidential login passwords to the site). Your ILR data will allow us to calculate sector benchmarks that will appear in reports and provide GTA England with aggregate data to support members (minimising additional requests for data).

What about GDPR & Security?

The system will be fully GDPR compliant. Members will be provided with privacy notices and technical documents outlining how the data will be used and the lawful justifications for processing. Prior to the start of the service data sharing agreements with each individual GTA will be issued and agreed outlining the terms and conditions of the service and the responsibilities of each party. Confidentiality of learner and member data is our number one priority. Consequently, RCU is accredited under the international information security standard ISO 27001, have ONS research accreditation, and are company partners of the Market Research Society (MRS) abiding by the MRS Code of Conduct. RCU carries out research for the Department of Education and the Association of Colleges.

Members will receive further information via their renewal emails shortly"

Can I have an input into the type of reports I would like to receive?

Absolutely, we would be delighted to work with you in the design and development of the reports. Member feedback and input will help ensure that the service continues to develop over time in order to meet your needs and requirements.

If interested in attending a workshop to design the reports on 15th January, please let Lesley know asap.

Lesley.powles@gtaengland.co.uk



Julie Robinson retires after serving Alliance Learning for 24 years!

The CEO of Award winning GTA training provider Alliance Learning has recently announced her retirement after serving the company for the last twenty-four years.

Julie Robinson has been CEO of Alliance Learning for the last the last five years and has been a key figure within the business in which she refers to as her 'family'.

Julie had the following comments:

"Working for Alliance Learning for the last 24 years has been an Honour and the best of my working life. My passion and belief in Apprenticeships and the skills apprentices gain during their training has truly been fulfilled having seen thousands of youngsters over the years become successful Engineers and business people. I have had so many highlights during my time at Alliance, from winning awards to the recent collaboration Alliance Learning has successfully undertaken with the University of Bolton. However, none more so than working with some amazing business people, particularly every member of staff at Alliance Learning. They are such a dedicated team with the same passion and drive to develop individuals with skills our region needs.

I wish Alliance Learning success for many years to come and I know I will miss them all immensely."

The company have announced Kelly Perkin as their new Chief Executive. Kelly has worked at the organisation for over 16 years and has worked her way up the ladder from starting out as a Childcare Assessor in October 2002.



Department
for Education

Member & Employer consultation on T-Levels 6th February JCB, Rocester, Staffs

We are able to offer a consultation event with colleagues from the Department on the current thinking about the structure and content of the components of T-Levels including the employer placements. This is quite a unique opportunity.

Although the principles and design structure are common to all T levels, the session will be delivered in the context of the Manufacturing and Process pathway.

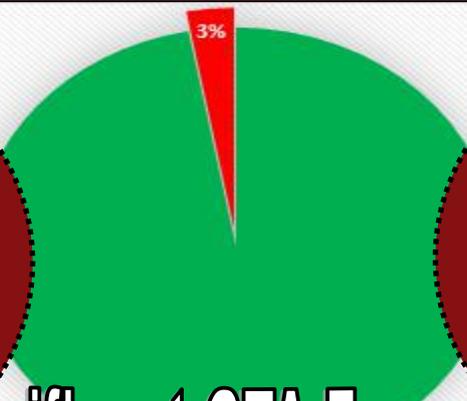
Delegates will be invited to provide **feedback on the proposed structure in terms of relevance and deliverability**. Additionally, feedback is desired on the design of the **employer placements** to maximise engagement and impact for employers.

Delegates will be asked to sign confidentiality agreements which reflect the developmental nature of the topic.

Please click [link](#) to register your attendance

Overview of GTA England Events & Webinars 2018

Over 300 individuals attended Events & Webinars in 2018



24 Events & Webinars

97% Significant GTA Engagement



Excellent Update

Very informative

Events



Useful links provided

Great to share practices and resources

We appreciate feedback and welcome any suggestions for future Events & Webinars for 2019

Expertise



Interesting

GTA England News, Training Events & Webinars

Date/Time	TOPIC	Venue	Title	To register click on link
December 14 th 12.00 – 13.00	Delivery	Online Webinar	Monitoring and Recording Learning in Work based Reviews	https://attendee.gotowebinar.com/register/3584369817832675084
January 10 th 2019 2.00 – 3.30	Delivery	Online Webinar	Making an Application to the RoATP	https://attendee.gotowebinar.com/register/4387959986539099915
January 11 th 2019 12.00 – 13.00	Delivery	Online Webinar	Planning, tracking and implementing 20% off the Job Learning	https://attendee.gotowebinar.com/register/6335136804295642124
15th Jan 2019 10.30am - 2.00pm including tour of T2000 centre	Workshop	T2000 Blackburn	Workshop with RCU for a limited number of CEOs to define the requirements of the data benchmarking reports for members	https://www.eventbrite.co.uk/o/gta-england-14048637867
January 17th 2019 10.30–13.00	Learning Raid	HGTA Worcester site	To allow delegates to understand how H&WGTA have embraced delivery of the Foundation period in strands of the Engineering Technician standard	https://www.eventbrite.co.uk/o/gta-england-14048637867
6th February	Event	JCB Rocester Staffs	Consultation event on emerging structure and content of T Levels including employer placement	https://www.eventbrite.co.uk/o/gta-england-14048637867
7th February 2019	Awards	Event	GTA England Apprentice of the year Awards	Contact Lesley.powles@gtaengland.co.uk

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