

GTA England

Renewal Newsletter



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If you have any problems registering your attendance on to an event or opening any links please contact

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Introduction from Tom Wilson GTA England independent Chair

We all need help. Especially when times are hard. This year, the range of help provided by GTA England has been greater than ever: Peer Reviews, advice on World Skills, help applying to ROATP, digital learning, professional registration, advice on non-levy contracts, potential extra business or funding - the list goes on. Perhaps our biggest help was negotiating an EPA arrangement saving over £4M. That's a saving of around £130K to the average GTA England member.

It's also been a year to take stock. We produced our 10 year anniversary brochure which celebrated our first decade, growing into a small but highly successful family of not for profit providers, by industry for industry, the national voice for our GTA values.

This newsletter, looks ahead and previews some new developments and services for 2020. Read below to find out how we will be growing our Business Services support, working with even more employers and offering the very highest level of OFSTED advice. All for a subscription price which has been held at the same level for six years.

The skills world will never be easy but GTA England will always be here to help.



Apprentice of the Year Awards Venue

Although further details are to follow, I am delighted to inform that the Apprentice of the Year awards are to be held on 19th February 2020 in the Members Dining Room at the Houses of Parliament from 18.00 to 22.30pm.





Increasing Team capacity - GTA England Team

We are already blessed with a high performing team which supports members including:

Lee Weatherly, Business Development

Rebecca Rhodes, Compliance & Operations

Steph Whalley, Comms and Benchmarking

Lesley Powles, holding it all together comms-wise

Trevor Alley, Quality Improvement

And then there's Mark Maudsley, CEO

Additionally, I am delighted to inform that the team is being strengthened with the addition of **Chris Jones, Ofsted**. Members know Chris from the provision of challenging and supportive inputs at members days and the annual conference.



Subject to official clearance, Chris will join us from 1st April 2020 when he leaves Ofsted. Although leaving the inspectorate, Chris plans to maintain his involvement in inspections ensuring currency with inspection arrangements and practice under the EIF.

Chris said 'I'm delighted to begin a new relationship with GTA England. Since my first presentation at annual conference, I have been impressed with the dedication and commitment that members have to deliver high quality training and apprenticeships. Your enthusiasm, engagement and feedback have enabled Ofsted to test out new approaches to inspection and to developing and introducing the Education Inspection Framework. I am looking forward to working with you when I retire from Ofsted.

Until then, have a prosperous and joyful New Year.'

Following members selection of partner EPAOs, we are working to agree a joint communications strategy with both as follows:

- City and Guilds for the Engineering Operative, Engineering Fitter, MOET and Metal Fabrication standards
- Institution of Engineering & Technology for the Engineering Technician standard



Our joint strategy will focus on roll-out arrangements including:

- Developing EPA arrangements per standard
- Training members staff to be IEPAs working under licence to each EPAO
- CPD for members staff to understand the EPA process
- CPD for members staff to prepare Apprentices for EPA

We are in the process of forming two groups of members to assist in the development and roll-out of arrangements. The first group with the IET comprises members from the following: AMRC, Engineering College, GET, H&WGTA, MGTS, The MTC and T2000. The first meeting is on 15th January 2020.

The second group is forming and will meet with City and Guilds in February 2020.

Please let mark.maudsley@gtaengland.co.uk know if your GTA is interested in getting involved.

Post Annual Conference consultation with Members

Thank you for the excellent feedback following conference. Attached is an extract of the strategic plan in which existing and new services were discussed. Highlights are as follows:

The relevance and importance of the GTA England CEO Forum was reinforced at the recent GTA England conference. Again, the key themes were endorsed by those in attendance. However, to ensure optimum engagement please consider the attached/linked questionnaire and supporting explanation. The additional information will help you better understand which topics interest you most. You will note that a better understanding is being sought regarding how the CEO Forum should be held ever mindful of how busy you are. Once your position is clear about topics and mode of engagement, I will let you know about the next steps. Board member Lee Weatherly is our champion here.

A potential topic for the CEO forum – working with you to identify the best benchmarks to share these could include: examples of management embedded approaches to achieving cost effective staff to learner ratios and associated operational practice; established and efficient staff performance target setting and achievement; control of staff remuneration aligned with performance, and so on .

We will revisit the use of the levy and non-levy leaflets established some time ago. Importantly, we will work with specialists from the network to decide how best to capitalise on social media and other forms of promotion. Board member Iain Elliott, HETA is our champion

We have been approached by a few GTAs requesting information on salary benchmarking in use at members. After a short consultation with the Board and valued members, we have decided to undertake the exercise. This activity links into the above finance benchmarking. We will be supported by our recruitment partners, Alderwood who will be able to provide typical salary benchmarks noting job roles, geography and provider types including colleges and ITPs.

In order to benefit from this publication, members are requested to complete and return the attached simple spreadsheet **by 30th January 2020**.

Following the support provided by Rebecca in preparing members for successful submissions to the RoATP, we have decided to establish a document repository to house policy documents typically requested by members. Although, the register is now, well, registered, we often receive requests for examples of policies, processes, procedures, whether these be employer contracts; governance mems and arts, business continuity policy, SARs. Board member, Robin Lockwood, Sunderland Engineering Training Association, has kindly volunteered and established a SharePoint for members use. Only one rule: you have to upload your document before you can download other members. We hope that this will provide a rich range of resources .

You told us we need to understand what digitalisation, Industry 4.0, Factory of the Future and so on means for us. Also plotting how best to secure CPD for staff; enhancing provision and support for Apprentices in this revolutionary, ever evolving subject. Board member Nikki Jones, AMRC is our champion.

We're looking for 3-4 SARs for evaluation by 10th January to see how members have responded to the EIF requirements. Feedback will be provided and a webinar on 11th February to disseminate. Let me know if you're interested asap.

We will explore the best ways to support members in preparing for ESFA audits. This may be linking into existing services available in the market and achieving some procurement discounts or developing our own.



GTA England News - Levy Transfers

ESFA has confirmed they will extend the use of levy transfers to cover the full cost of training for those apprenticeships that would normally be eligible for full government funding, this will commence from 2 January 2020.

The extension now applies to 16 to 18-year old's as well as eligible 19 to 24-year old's, and where the receiving employer has fewer than 50 employees.

ESFA took on board feedback from ourselves, the West Midlands Combined Authority, employers and providers who had advised that the 16-18 restriction had been a barrier for those levy paying employers who wanted to support smaller employers in providing apprenticeship opportunities for younger people. You may recall our liaison with Gordon Marsden, shadow Secretary of State for Apprenticeship and Skills on this matter

This is also a timely reminder for the service we have created for members. This service facilitates access to up to 25% of employer partners levy who have committed to invest in the companies of GTA England members.

To date we have facilitated access from Siemens levy to a number of companies.

Here are quotes from the first Levy transfers.

“

Andy Liles FCA, Operations Director at Avanti says,

We are delighted to receive this resource from Siemens. It means we can now continue to train and invest in Cameron and Alex in the Engineering Fitter and Metal Fabrication standards required to increase the skills, productivity and efficiency within our business. This support also allows us to look at expanding our apprenticeship programme, which we see as one of the key aspects of growing Avanti, in partnership with investing in young people.

”

“

Mark Field, Finance Director at Stockport Engineering Training Association says,

This is great news, one of the many benefits of being a GTA England member. The process was so efficient and it was an invaluable contribution in helping one of our valued employers in securing the employment of two apprentices.

”

“

Joanne Gogerly, Head of Siemens Professional Education UK and North West Europe said,

Siemens is delighted to be investing in employers in the GTA England network. It has been made so easy with the cooperation of SETA and GTA England.

”

Members are invited to contact Mark.Maudsley@gtaengland.co.uk to register your companies requiring levy transfer resources.

GTA ENGLAND MEMBER SERVICES 2020

for our training provider and employer provider members

GTA England now supports a network of 24,500 employers, employer providers and training providers delivering apprenticeships and skills programmes in England. Our 22,000 learners and their employers are predominantly, but not exclusively, in engineering and manufacturing, alongside the care and healthcare, administration and professional sectors. We have invested in over £200k in the past two years into member services. Our skills offer continues to grow; encompassing the latest apprenticeships in cross cutting skills including IT, leadership & management and functional skills, alongside our core expertise in STEM skills and job specific vocational delivery.

OUR NETWORK IN 2019:

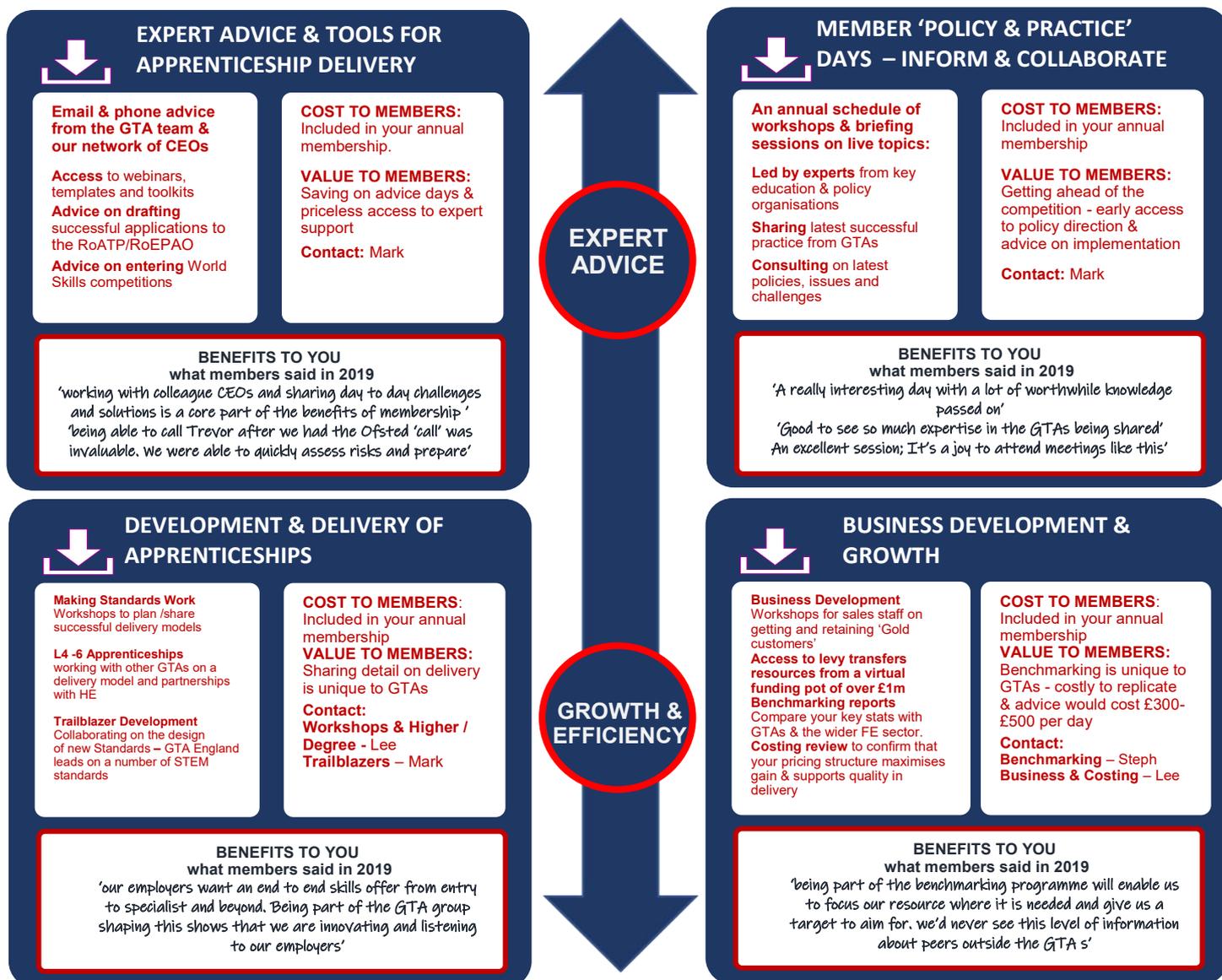
Over the last 12 months we delivered nearly 9k apprenticeships; delivering 30% STEM Standards in England

In 2019 our member Ofsted Grades were 96% Good or Outstanding, 18% above the FE provider cohort.

This year our average success rates were 79%, 12% above the national quality benchmarks, again.

MEMBER SERVICES IN 2020:

We will continue to provide a wide range of support services for members to access during their membership year aimed at increasing delivery growth, efficiency, quality and financial health:



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GROUP TRAINING ASSOCIATIONS
 Outstanding Training for Industry by Industry

GTA ENGLAND MEMBER SERVICES 2020

QUALITY IMPROVEMENT & OFSTED PEER REVIEWS



Commission a pre-ofsted review against the EIF, and update SAR and QIP

A 2-3 day review with experienced staff from other GTAs trained to carry out an assessment

Advice on SAR and QIP

COST TO MEMBERS: Included in your annual membership

VALUE TO MEMBERS: £1500-£2000+ To buy this advice externally at £500 per day
Early warnings—priceless

Contact: Trevor

BENEFITS TO YOU

what members said in 2019

'The peer review showed us where the strengths and weaknesses were in our systems and processes and gave us time to correct these ahead of an inspection – invaluable support for the whole team'

COMPLIANCE, OPERATIONS & PRE-AUDIT REVIEWS



A new service offering an end to end review of ESFA compliance and funding from ILR to evidence pack to funding

Ongoing advice & support for ESFA compliance, including RoATP and the RoEPAO

COST TO MEMBERS: Pilot and introduce 6 in the first year

VALUE TO MEMBERS: £15000 - £6000 To buy externally £500 per day

Early warning – priceless

Contact: Rebecca

BENEFITS TO YOU

what members said in 2019

'Thank you for all of your support with our RoATP. Your knowledge and advice kept us on track and on time! Just wanted to say a huge thank you again for your support with reviewing our application. It was extremely beneficial to us.'

GTA CEO / NEW CEO DEVELOPMENT PROGRAMME



Workshops, small group collaboration and individual sessions for CEOs to share challenges and problem solve financial benchmarking, marketing, peer support and the opportunity to consider future strategy and plans with peers

COST TO MEMBERS: Included in your annual membership

VALUE TO MEMBERS: A unique to GTA service offering personal and business development

Contact: Lee

BENEFITS TO YOU

what members said in 2019

'even as an experienced GTA CEO, the process of reviewing the business has identified areas that we need to focus on, in our short-term and strategic plans'

GTA STAFF TRAINING & DEVELOPMENT PROGRAMME



Ofsted Peer Review
2 day training undertake in-house EIF Ofsted reviews
Ufl learning resources for Engineers Mates App
SAR/QIP Development & other 1 day sessions
Industry 4.0 explore and respond
Adhoc training days e.g. APA/ APL

COST TO MEMBERS: Places are included in your annual membership

VALUE TO MEMBERS: £1500 (for one member of staff on 3 programmes £300-£500 per delegate/ day)

Contact: Trevor

BENEFITS TO YOU

what members said in 2019

*'I've learnt a lot about Ofsted - A great 2 days'
'An excellent summary of how to write a SAR and really useful templates supplied for writing to the new framework'*

REDUCED COST FOR EQUIPMENT & SERVICES



Discount on useful equipment & services

Annual membership of the Association of Adult Learning Providers

Discount staff recruitment service Alderwood

Free & discounted software: Siemens

COST TO MEMBERS: Access included in your annual membership

VALUE TO MEMBERS: AELP membership savings
Alderwood staff recruitment discounts
EAL discount minimum 10% on product range

BENEFITS TO YOU

what members said in 2019

'the equipment discounts offered us significant savings on our workshop refit costs which we used to secure higher specification machines'

REDUCED END POINT ASSESSMENT COSTS



Discount per apprentice on the cost of end-point assessment

For EPA services delivered by City & Guilds and the IET for specific apprenticeships

End Point Assessor Training
Workshops for staff in GTAs to train and deliver / exchange

COST TO MEMBERS: Included in your annual membership

VALUE TO MEMBERS: Savings on Engineering Technician; Engineering Fitter; Engineering Operative; MOET; Metal Fab the network has saved **£4million**

BENEFITS TO YOU

what members said in 2019

'the impact of the % discount in one year means a substantial saving for us. This is a significant and important reduction in costs that benefits us directly on our bottom line'

QUALITY & COMPLIANCE

SKILLS & PERSONAL GROWTH

COST SAVINGS

Free Siemens software for GTA England members

Siemens is passionate about helping and inspiring the next generation of engineers, therefore, supporting GTA England members, provides a comprehensive selection of Digital Twin software for students, completely free. Our software suite offers a complete set of tools designed to help you prepare for Industry 4.0.

The Siemens Digital Industries Software is a global provider of Product Lifecycle Management (PLM) software with 15 million licenses sold worldwide. Siemens DI Software works collaboratively with its customers to provide industry software solutions that help companies everywhere achieve a sustainable competitive advantage by making real the innovations that matter. Siemens software is used by many UK customers, such as the following household names, Rolls-Royce, Dyson, JCB, RedBull F1, Aston Martin, plus many more companies working in many diverse industry sectors.

The student software suite spans Product Design using NX CAD&CAM software, Product Simulation using CAE software called FEMAP, Virtual Human Simulation with Tecnomatix Jack and Factory Simulation with Tecnomatix Plant Simulation. For more information on Siemens PLM Software products visit <https://www.sw.siemens.com/>.

We are so committed to empowering the next generation of digital talent that you can download your copies of our software for free today!

In addition to this Siemens and GTA England are exploring how a more expansive range of software can be distributed to members. This would require members to accept “campus” licenses, which can be seen here

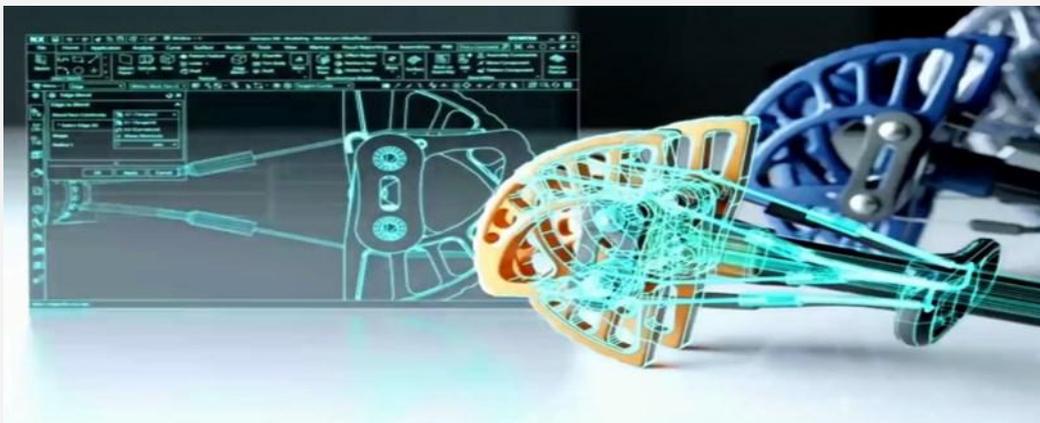
Accept the EULA:

https://www.plm.automation.siemens.com/media/global/en/Academic-ST-V2-0-English_tcm27-39485.pdf

Then secondly the Academic specific terms:

https://www.plm.automation.siemens.com/media/global/en/EULA-V7-0-English_tcm27-41601.pdf

Interested? Get in touch with mark.maudsley@gtaengland.co.uk



GTA England News, Training Events & Webinars



Mark Your Calendars

Date Time	Mode	Venue	Title	To register click on Link
08/01/20	Meeting	The Engineering College	RCU Benchmarking data reports review meeting . Aimed at selected CEOs previously involved	<u>For Information</u>
15/01/20	Meeting	TBC	End Point Assessment meeting with IET aimed at CEO's	<u>For Information</u>
10am 21/01/20	Webinar	Online	Engineers Mate App demonstration by popular demand at conference. Also an opportunity to sign up and get paid to help develop resources	<u>https://zoom.us/j/679234012</u>
To be completed by the 22/01/20	CEO Survey	Online	GTA England CEO Forum Key Topic Areas	<u>LINK</u>
30/01/20 10.00—14.00	Event	JCB	Ofsted Day—this event will be recorded and available on our website	<u>LINK</u>
To be completed and returned by the 30/01/20	Required data	Sheet attached to email	Salary Benchmarking data	
10.00—11.00 11/02/20	Webinar	Online	SAR evaluation and best practice in amending EIF	<u>LINK</u>

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