

GTA England



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Please contact Lesley Powles if you have any problems registering on to an event or accessing the Members area of the GTA England website



Mark Your Calendars

INTRODUCTION

What makes these webinars so successful is Members willingness to share information; challenges; plans; and proposed solutions.

Times are extremely busy and challenging and I'm immensely grateful to this weeks contributors for making time to prepare inputs and share with the network. I know delegates appreciated this too as many plan to get involved in the programme as a key contributor to the post covid-19 response to support companies, learners and boosting cohort sizes delivering high quality, employer valued training.

Key contributors this week include inputs on the successful Traineeship models of delivery by: Sharon Williams at Training 2000; Terry Weston CEO the Engineering College; and Matt Gardner from HETA.

Thank you!



What follows is a high level summary of today's inputs; please remember that the recording and the PowerPoints can be found in the members area of the website.

Filepath — Membersarea>MembersResources>Library>Covid19>29thJuly2020

If you don't have a password don't hesitate to get in touch with Lesley lesley.powles@gtaengland.co.uk

Colleagues from the Department and ESFA couldn't join us this week as touches to the roll-out of Traineeships procurement are being finalised. We expect the roll-out of the procurement imminently which we hope is "appropriate-touch" and succinct in order to support a process able to recruit starts to complement the typical recruitment pattern. It may be unrealistic to expect such in early September but we need to be able to support motivated learners to join in late September or early October at the latest.

Traineeships successful models of delivery

We learned of the vital importance of work experience being a key outcome from the programme and how the funding differs from the Apprenticeship programme.

Success seems to be achieved in providing a broad range of introductions to occupational settings without drilling down to focus in a discrete job role to avoid narrowing down options for progression.

Durations seem to be best considered around the six-month duration although recognising that a 12 months period can be utilised. Equally, we noted that a 6 month duration would also hopefully enable graduates of the Traineeship be marketed to employers along with the cash incentives currently understood to be available to the end of January 2021.

Traineeships successful models of delivery

Training 2000

TRAINING 2000

Training 2000 – delivery model

- Currently deliver Traineeships in Engineering, Dental Nursing, Business & Administration, Automotive and General.
- Initial 4 weeks delivery of Employability Skills/Work preparation includes:
 - British Values and Prevent
 - What is a CV?
 - What is a Cover Letter?
 - Teamwork Activity
 - Interview Etiquette
 - Presentation Skills Activity
 - Mock Interviews
 - Time Management
 - Volunteering
 - Job Descriptions
 - Person Specifications
 - FS Maths & English to all
- Week 5 to 20/24 vocational delivery and external work experience.
- Staff delivery model – Tutors, Engagement Advisors, Placement Officers

Sharon expertly took us through the experience at T2000 and helpfully peppered the presentation identifying in red the “thou must do” elements from funding guidance.

Early attempts to deliver the Study Programme met with critical feedback by OFSTED, however, the revised approach to Traineeships has resulted in the most recent Ofsted visitor in March 2020 concluding: ‘Leaders have carefully crafted aspirational career plans for traineeship learners’.

Sharon helpfully advised about the “hidden” rule that work experience having to be in place at the 4 weeks stages indicated in the following extract of para 705.

T2 explained how a period of team working with volunteering with a local community charity helps learners.

705. The employer for work experience should be identified before the learner starts a traineeship or within four weeks of starting. A learner can be recording on the ILR as having started a traineeship even if the work experience and the employer are not yet finalised.

Source: Provider Support Manual 2019-2020

We have reached out to experts subsequently to confirm if this requires the physical delivery of work experience or the confirmation of details.

The Engineering College

Terry took us through the programme in place and what was evident is the use of a multi-skilling approach in content producing experiences which are “**occupationally appropriate**” rather than being aimed at producing the occupational competence which will inevitably be achieved on progressing to the Apprenticeship as seen here:



Traineeships

Content – occupationally appropriate

Programmes are planned to coincide with the main SME apprenticeship vacancy recruitment, providing a selection of productive and safety conscious ‘employees’.

We have run sponsored cohorts aimed specifically at volume vacancies (eg, composites, ship building, etc), provide the pool of ‘employer conditioned’ applicants.

It is also used as a ‘holding’ programme to keep good apprenticeship applicants engaged where they may have fallen short of employers requirements at selection.

A programme for the ‘un-decided engineer’ who has potential but is not particularly clear on the trade they want, multi skilling helps clarify things for them.

A progression ‘bridge’ for under-performing school leavers from our vocational schools programme.

Traineeships successful models of delivery continued

Terry finds it useful to remind delivery staff that Trainees are the high achieving Apprentices of future intakes to keep forefront the model of progression. He also shared the delivery programme of which the following is an overview.

Traineeships

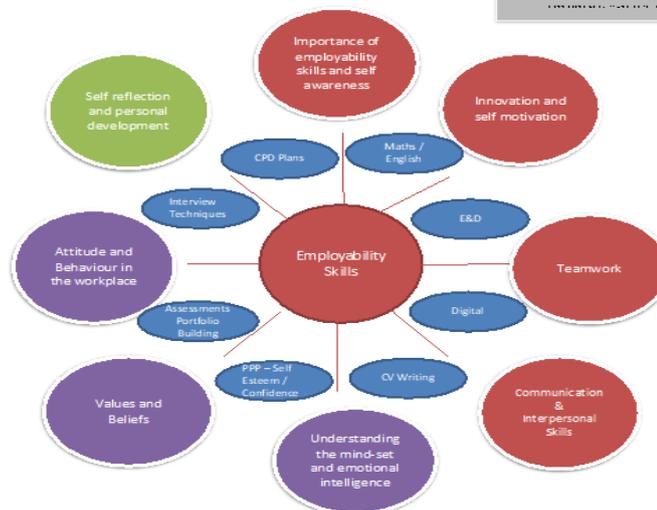
Content Employability:

Learners have the opportunity to explore a range of topics that will heighten awareness and develop skills and capabilities. A range of self-assessment tools are provided to identify potential, strengths, and areas for improvement.

Stage 1: Focuses on employability skills and the importance of these skills in the workplace and identifying the individuals skill set.

Stage 2: Helps learners to understand how the mind-set is developed and how attitudes and behaviour is linked.

Stage 3: Encourages learners to reflect, identify improvements and develop skill set moving forward.



Humberside Engineering Training Association

Matt shared the key reasons for delivering traineeships as follows:

- Without this program we would be disadvantaging a high number of young people that aspire to enter our sector,
- as well as hampering many of our clients in being able to recruit young people into their talent pool.
- We do it to deliver wider participation for learners and employers in our region as it sits well with our values as a charity.

Similar to other contributors, the programme is designed around a 6 months delivery plan, although those who do not progress at that point are retained and further supported to progress into Apprenticeships.

Success Rates



From the last year, 2018/19

- 92% of our Traineeship starts successfully achieved completion of the program
- 89% went on to start a L3 apprenticeship with HETA
- 82% are still in training (as current 2nd year apprentices with HETA)

Joanne explained the success rates as indicated opposite:

Traineeships successful models of delivery continued

We then discussed **next steps in supporting members** recalling our previous approach adopted successfully in responding to tenders including RoATP. As indicated in the webinar, the timing over summer is a challenge in securing experts to help.

Traineeship support – thoughts

- Webinar dedicated to Traineeships Procurement process being explored
 - however.....time lag and impact on starting trainees
- Slides and Recordings in Members area
- Sure contributors open to email
 - Not about procurement process of course

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However, I have reached out to colleagues at the Strategic Development Network and we have discussed a range of options for members which could include:

- Webinar around explaining the procurement process including understanding the requirements; hints and tips.
- Evaluation of bids prior to submission – however, we believe that the tight timescales will mitigate against this being a realistic option.
 - Further “problem shooting” webinar once first drafts have been attempted.

Although the first element may be free to members, subsequent activities may be chargeable but subject to member discount. Its too soon to establish this programme without understanding the procurement timetable and content.

However, we are in contact with Tim Chewter at SDN and you will receive further information shortly
tim@strategicdevelopmentnetwork.co.uk

And finallySnippets included the following

HR Salary Benchmarks

Although we await the final report from Alderwood Recruitment which will include salary benchmarks by geography; against FE and other ITP benchmarks, we will be sharing the GTA England salary benchmarks this week.

These spreadsheets show the GTA England salary benchmark against key common roles. There are two benchmarks: one including our employer members information ; in

the other excluding. This information will only be shared with members who submitted returns of course.

EAL contracts which include the minimum 10% discount

These will be extended to the end of December 2020 in order to coincide with the GTA England membership year after which a further 3 years contract will be considered.

Events Calendar

Is updated with further CV-19 keeping in touch webinars which includes a focus on EPA in which there is good news to be shared by C&G.

Further events are currently also being planned for Quality Improvement and to support those members signing up to both share and create on-line resources for knowledge requirements in Standards – this includes, “so what does Good look like in delivering blended learning”.

Snippets

- HR Salary benchmarking
- EAL contracts 10% discount – extension
- Profitable Delivery Models –Engineering Fitter 6th August 2020
- Engineers Mate App – free Samsung tablet; creating learning resources
- Lobbying
 - Ministers; Officials; Education Select Committee; TB Employer groups letter to Minister on our behalf
- Events Calendar
 - Further CV-19 K.I.T to be put in place fortnightly
 - What good looks like in delivering on-line learning

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GTA England Events & Webinars



Mark Your Calendars

Date /Time	Mode	Venue	Title	
06/08/20 10am-11.30	Webinar	Online	Profitable Delivery Models – Engineering Fitter Part of our Making Standards Work series of webinars. Learn how members are streamlining delivering in the light of operational experience to achieve high quality programmes	<u>LINK</u>
26/08/20 10am – 11.30am	Webinar	Online	Covid19 fortnightly briefing	<u>LINK</u>
08/09/20 10am – 11.30am	Webinar	Online	Covid19 fortnightly briefing	<u>LINK</u>
11/11/20 10am-1pm	Online	Virtual Conference	GTA England Annual Conference	<u>LINK</u>



SHOULD YOU HAVE ANY PROBLEMS ACCESSING THE MEMBERS AREA OR REGISTERING ON TO ANY EVENT PLEASE CONTACT:

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