

Group Training Associations Criteria and Application 2015

It is clear from the evidence presented to the Commission that GTAs can legitimately be regarded as distinctive because:

- First and foremost, GTAs have evolved in response to the needs of and strategic leadership from local employers who are directly involved in their governance, and in the development of training curricula and approaches to teaching and learning. They understand the pressures under which businesses operate and how to support them through a highly responsive holistic and long-term service covering all aspects of workforce development.
- Second, they operate as not-for-profit organizations that invest any surplus in the continuous improvement of their services.
- Third, GTAs deliver employment led Intermediate (Level 2) and Advanced Apprenticeships (Level 3) with a high level of technical content, typically lasting from 2 to 4 years and involving substantial off-the-job training. The GTA England strategy is that the service should incorporate 14-16 via provision such as University Technical Colleges through to and including level 4 and 5.
- Fourth, through economies of scale and high quality training centres, GTAs provide specific support to SMEs to enable them to meet the costs of running high quality apprenticeships.

These characteristics form the basis of a framework of criteria against which any organisation wishing to be recognized as a GTA, is to be assessed.

Name of Organisation applying for membership	
Address including postcode	
Annual Turnover	
Contact details Name Position Email Phone	

Summary rationale for application	
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Membership is based on turnover as follows

Turnover	2015
< £1m	£2116
Between £1m-£3m	£3986 - £5315
Over £3m	£8386 - £9850

GTA Framework	
Criteria	Evidence / Comments
Not for profit including limited by guarantee; CIC; registered charities (although charity status is not mandatory requirement)	
A majority Employer-led Board of Trustees/Directors, including SME representation drawn from local employers who have a sense of 'ownership' of the GTA and determine strategic direction for training, quality and content	
GTA underpinned by a membership scheme	
Pursues Ethical code of conduct (below)	
Provides an holistic workforce development service including but not limited to government sponsored provision	
Expertise and capacity in meeting advanced/technician and higher level skills needs of a specific sector (or sectors)	
Has physical premises including a Training Centre which offer industry standard training (small GTAs should be affiliated to a larger GTA to share a Training Centre, or have facilities co-located with an employer)	
Engages in 'peer review' and shares best practice/expertise with other GTAs	
Engages with schools, colleges, higher education institutions, specialist private training providers, and the wider community to influence provision to meet learner and industry needs	
Organisation can demonstrate sustainability / viability	
Must have mechanisms to collect and use feedback to develop services and provision	
Any other comments in support	

GTA Code of Ethics

GTAs must set an example through their professional approach to business and to the treatment of their own workforces.

Criteria	Evidence / Comments
GTAs must promote equal opportunities and respond to diversity in all aspects of their work	
GTAs must act in the best interests of their employers and learners.	
GTAs must ensure their assets and funds are not subject to maladministration or used for purposes other than the sustainability of the GTA	
GTAs should work together to maximize their collaborative advantage to support the diverse needs of their employers and to expand into new sectors.	
GTAs should only provide services in sectors in which they have the necessary levels of expertise and capacity to properly support both employers and learners	
GTAs must be prepared to turn down business opportunities that conflict with this code	
GTAs must contribute to the collective well-being of the GTA community.	
GTAs must engage in critical peer review to ensure the highest standards of ethical behaviour and leadership are maintained.	
GTAs must safeguard the trust that employers, learners and communities place in them	
Any other comments in support	