

GTA England news

March issue

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GTA Members Day



The next Members Day is set to take place on **9 April 2014 10.00am to 3.30pm** at Aston UTC, Members will receive a more detailed agenda and address details soon. We have a packed agenda and as you'll see in this month's newsletter lots of new members to welcome. We have also already confirmed a few core items from last month's newsletter:

Following our participation in the Trailblazer groups for Aerospace and Automotive, I'm delighted to report the chairs from each group are attending Members Day. **Richard Hamer**, BAE Systems and **Ian Eva**, JLR are also providing an input on developments to date. So if you want to know about; grading, phases in the programme and end assessment, make sure that you have registered to attend.

I'm delighted to welcome **Craig Crowther**, who was a key contributor to our success in securing resources in the Skills Infrastructure and Capital Fund for 6 GTA England members

(the only "private" organisations successful in the round). Content will include an evaluation of the capital round, lessons learned and next steps for GTAs.

For those GTAs interested in receiving the free Autodesk software package (value at £50k), there is a requirement to support the F1 in Schools programme in your local schools – a genuine win:win scenario as the programme is very popular and will assist in your 14-16 recruitment activities. Help is on hand from **Andrew Denford**, F1 in Schools founder and GTA England Board member. Andrew will be presenting the programme and will hopefully be able to show you one of the models in action.

Both Prospects and MGTS, fresh from their inspections, will be disseminating their experiences which include a keen focus on English and Maths delivery. Additionally we are lucky enough to have a practicing OFSTED Inspector to input on the topic, and better still **Trevor Alley** is also the CEO of South West Durham Training. The focus on English and Maths is believed to have even more prominent importance. Get your thinking caps on for volunteering to participate in a working group on this.

We will also bring you up to date with developments in the GTA England Board governance arrangements and "hot off the press" the new SFA/BIS funding principles for Apprenticeships.

Introducing
NITAL
Est. 1989

We are delighted to welcome NITAL and JTL into membership of GTA England.. more on page 2

Introducing

NITAL

Est. 1969

We are delighted to welcome NITAL into membership of GTA England. Established as a GTA in 1969, NITAL delivers apprenticeships and other employer-led training across Northamptonshire and the Midlands region.

NITAL delivers training in engineering and manufacturing, business and logistics, serving over 300 member companies,

and offering 100s of employment opportunities in key industry sectors in the Midlands. True to the GTA ethos, NITAL works closely with its employer partners to deliver bespoke training, tailored to their business needs and those of their people.

The close links with employers have supported NITAL's 91% success rate across apprenticeship programmes. Employers return to NITAL year on year due to the successful matching of young people to the needs of the business which was highlighted in the December 2012 Ofsted report;

"The process of matching employers, vacancies and learners is outstanding."

NITAL Chief Executive, Alan Smith, said "It is absolutely fantastic to have been accepted as a member of GTA England. I have met with a small number of existing members and I have been delighted to have viewed some excellent organisations. Their values align with our own - to support employers and learners with high quality training. I am looking forward to meeting other members and working together in the future".



And welcome also to...

JTL was established in 1990 by the Electrical Contractors' Association and the Trade Union, EETPU (now Unite) to provide electrical installation engineering apprenticeship training.

JTL's byword is quality – the organisation's aim has always been to provide the highest standard of training for the industries it serves. After ten years, JTL took the decision to become a charity and, in response to demand from the sector, to diversify into plumbing, heating and ventilation and, more recently, into facilities management and leadership and management. JTL now serves around 6,000 apprentices and 3,500 employers across England and Wales, with offices in Kent, Wrexham, Yorkshire and a new Centre of Excellence in Birmingham, which you can see by clicking on this link:

<http://apprenticeships.jtltraining.com/jtl/news/west-midlands/jtl-birmingham-flagship-centre.aspx>.

In addition to its core apprenticeship provision, Traineeships and full-time courses,

JTL also offers a wide range of externally accredited commercial training and specialist consultancy services as well as an assessment service for the electrical and plumbing sectors. JTL is also the UKAS accredited Certification Body for CompEx, the global solution for validating core competency of employees and contract staff of major users in the gas, oil & chemical sectors, both with offshore and onshore activities.

JTL has been working with other GTAs NETA and Gen2 in a peer review partnership for some years, and we are pleased to announce that it has taken the decision to become a member of GTA England.

JTL Director of Operations, **Caroline Turner**, said "We are delighted to have become a member of GTA England which is something we have been considering for some time.

We believe that we share many similar views and outlooks on many key issues affecting the training sector today and that, by becoming a member, we can share and contribute to the important work done by the organisation."

We look forward to working with JTL, and welcoming them to our Members' Day in April.



New reviewers welcomed into the GTA England team...

Our Peer Review training and assessment event in January this year has boosted the numbers in our peer review cohort. We now have a new band of excellently qualified and experienced training and quality managers to add to our 'core' team of loyal and experienced reviewers. All they need now is some work to do.... so if you were thinking you might have a peer review sometime, why not get it in the diary now?



During the last two years, we have completed peer reviews for around half the GTA England membership. And in addition, we have provided targeted peer support for a number of other GTAs. Below are some examples:

- North West Training Council: support with post-inspection action planning
- Prospects Learning Foundation: support with preparation for inspection
- Oldham Training Centre (OTC): support with membership and trustee review
- Rochdale: support with developing excellence in teaching, learning and assessment
- SETA Stockport: support with developing a new membership strategy

What might we help you with? Contact us to get access to the wealth of skills and experience within the team.

Last year's peer reviews increasingly focused on raising the quality of teaching, learning and assessment, following the introduction of the revised Common Inspection Framework. A high number of GTAs have been inspected against the new framework now, with some excellent outcomes, and an average well above the national rate. Compare our Peer Review Summary Report with the findings of the Chief Inspector and see the common threads.

The Peer Review Summary Report is available on our website, click on this link:

<http://www.gta-england.co.uk/members/members-resources/>

navigate to the Quality Peer Review folder and click on Peer Review Summary Report.

This year will see an even greater focus on teaching, learning and assessment. SETA in Stockport, and GET in Gloucestershire, have already invited us back to do 'focused' peer reviews for them, to help them in their drive towards a consistently excellent performance. We will be conducting focused peer reviews on teaching, learning and assessment for them this spring. And MGTS in Coventry has made a commitment to annual reviews – also with a focus on raising the quality of all its teaching, learning and assessment to a consistently excellent standard. We will be visiting them again in June.

We still have room in the diary for more... so if you are new to the network and want to find out more, or you have been thinking about having a peer review, get in touch and discuss your plans with us. We will contact you and come and visit. We look forward to hearing from you.

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Minister visits Gloucestershire Engineering Training (GET)



Matthew Hancock, Parliamentary Under-Secretary of State for Education, Skills and Lifelong Learning, showed a great deal of interest and support for GTAs in a recent visit to GET.

The Minister watched Apprentices undertake engineering activities in a workshop, before spending time with employers in the boardroom.

The Minister also re-stated his support for the GTA model and acknowledged there are areas of challenge for GTAs. During a Q&A session GTA England raised questions regarding both the amount of funding available to respond to new employer driven standards, (if accepted), and the proposed routing of funding directly to employers. Mr Hancock responded by saying he was acutely aware of the potential problems of SMEs being discouraged to participate and wants to ensure that doesn't happen.

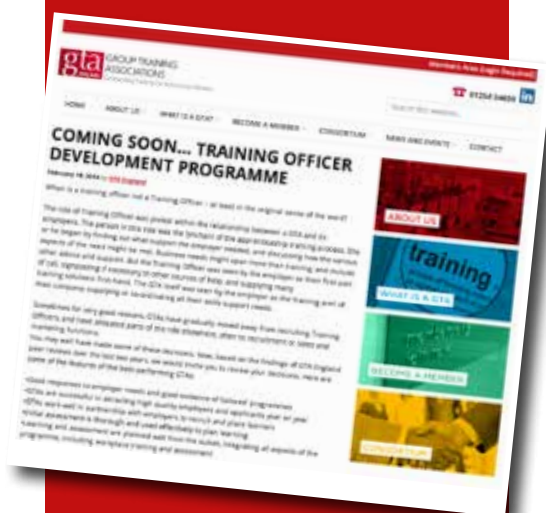
We'll keep you posted on any further developments or if any opportunities arise to participate in discussions considering plans for implementation.

The Funding Reform Technical Consultation is now available.

Please encourage your employers, especially SME's, to complete the Questionnaire. Further information will follow via email on how we can construct a GTA England response.

Training Officer desktop review ...

YOUR CHANCE TO GET INVOLVED



You will remember from our last newsletter that we are about to pilot a development programme for Training Officers. Dates for the pilot are not yet finalised, but are likely to be late April. In the meantime, our 'desktop review' of the pilot course materials is taking place at MGTS in Coventry, on 21 March. We have had a couple of volunteers, but there is room for a few more, if anyone would like to get involved. In return we can offer places on the pilot course for those who offer their help. Please get in touch if you want to attend.

A copy of the course outline is on the [website](#) if you want to take a look.

Join us on our journey to outstanding teaching

We launched the GTA England Journey to Grade One group last April, with an event hosted by Ofsted, which left us in no doubt about what inspectors were looking for with the launch of the new Common Inspection Framework. We invited attendees to form a network of teaching practitioners, to explore how we might support each other to achieve a sustainable good performance, and work towards achieving an outstanding grade at inspection.

Around half the GTAs in the network are involved in the Journey to Grade One group, which has elected to meet three times a year. Some of the topics covered in the first meetings have been:

- A review of factors that contribute to excellence in teaching, learning and assessment
- Identification of common challenges that organisations encounter
- Achieving a grade 1 for teaching, learning and assessment - presentation
- Using technology in learning - presentation
- Individualising learning – planning learning that meets individual needs and offers appropriate stretch, challenge and support
- Improving English and mathematics, expectations and how to work towards best practice: presentation
- Collaborative working/exchange visits and future plans: feedback on what works
- Developing observation of teaching, learning and assessment (OTLA) for taught sessions, reviews, and information, advice and guidance sessions; moderation of judgments, staff development following observation

As promised, Ofsted returned in September, collaborating with us in a session looking at how to use observation to generate sustainable improvements in teaching, learning and assessment practice. This session was very well-received by the network, and led to some ideas for collaboration among teaching practitioners.

As a result, several GTAs have arranged 'exchange' visits to compare practice in OTLA, and to work on staff development. Some of us were inspired by the potential of video as a development tool for teachers and trainers, alongside its potential as a learning tool. Two GTAs so far are pioneering this work, and have some good results to report back at the next meeting. We hope more will follow.

Next time we meet, on 30 April at MGTS (more information to come on the website on this), we plan to do some further group moderation and work on evaluation and feedback, and we hope to have at least one video to observe together. We will also be reporting on some of the detailed findings of peer review, including how we went about our first 'focused peer review' purely on teaching, learning and assessment, and how we think this could help in the journey to grade one.

We would love to see you there ... please get in touch if you want to find out more.

Have a look on the website for the Ofsted slides from our September event, and other resources that can help you

Date for your diary: Journey to Grade One Group meeting MGTS on 30 April

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