

# GTA England news

June 2018

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## Tom Wilson update Skills Minister endorses GTA model

As readers of this newsletter may know, Mark Maudsley and I (as CEO and Chair) recently met Anne Milton, the Skills Minister. We discussed the GTA model which she warmly endorsed as an excellent way to achieve high quality Apprenticeships. The Minister has now followed up with a formal written endorsement, see below. Feel free to use this in your marketing or media work.



*"I was delighted to meet GTA and hear about their model of training provision to deliver high quality employer-led apprenticeships and other training."* Anne Milton

## Using Levy Funds

While on the topic of working with government, along with other employers and regional agencies, Mark was invited to attend a meeting with Rory Kennedy, Director of Apprenticeships at the Department for Education and other senior officials. The meeting looked at how employers might work together to manage their unused levy funds through collaborative actions, that pool funds for local, regional and/or sectoral use.

Recognising flexibilities which currently exist, discussions of course touched upon existing policy around the 10% annual cap on transfers, time horizons, and being allowed to invest in only one employer.

Proposals discussed included the development of policy on transferring of funds so multiple employers can transfer to a single employer; the creation of a 'pooled' fund to support specific policy objectives that other employers can draw on; and the use of an 'agent' to receive funds from some employers and act as a channel to connect to other employers.

It is encouraging that the Department is actively seeking and engaging in dialogue, including through GTA England and our strong connections with employers large and small. Of course we offered the network to pilot any solutions.

## GTA England *News cont'd* — Mark Maudsley attends Parliamentary Skills Commission session at Portcullis House



### **Women In Engineering – thanks to members**

Mark Maudsley was invited to attend a Parliamentary Skills Commission session, an evidence giving event shining a spotlight on women entering engineering via the skills system. Alongside the EEF, The Manufactures Organisation and an academic New Model in Technology and Engineering (NMiTE), there were presentations and discussions around the issues and solutions to attract more women into engineering. Thanks to members answering the call, Mark was able to give examples of positive action which puts those members at 15% of entrants to STEM related Apprentices compared to the national average of 8%.

Clearly some way to go, however solutions put forward include a plea for a sustained focus and support on the topic over units of years not in-year; better IAG; sustained funding for positive action; and imaginative use of levy and co-funding; output related funding based on demonstrable impact via Equality & Diversity Impact measures (EDIMS).

Overall, GTA England continues to punch above our weight in Whitehall. We give honest advice based on factual evidence – **thanks to your support.**

**Engineering Operative L2** - The standard and the Assessment Plan are now fully approved and can be found in the Members area of the GTA England [website](#).

At the time of writing, it is understood that the final funding band is being considered internally at the IFA; we hope to be informed in June 2018. The average of three independent quotes for delivery comes in around the £16k mark. We hope that all will be finalised for delivery, certainly for September 2018 starts. Indeed, qualifications underpinning the standard are now available via EAL (with other AO's in the process of development). **Click relevant Link : for All EAL Level 2 Engineering Operations [Certificate \(Knowledge\)](#), [Diploma \(knowledge\)](#) or [Diploma \(Skills\)](#) .**

**Fabrication L3** - The GTA England Apprenticeship Standard Steering Group has worked hard to meet the May submission deadline. Proving quite a task to compile to the new requirements, **a real team-work effort** ensured the deadline was met: the duties and underpinning Knowledge & Skills drafted by our employers: Hares; KMF and Severfield; Behaviours by EAL; performance measures by the Engineering College; occupational profile by the ECITB; qualification confirmation by EAL & Pearson; letters of support from PEIs including IMechE and Royal Aero's.



**My thanks goes out to all of the team!**

We hope to be submitting the Assessment Plan by the next deadline date in early July.

**Engineering Fitter L3** - Led by our colleagues from Siemens, the Engineering Fitter has the following occupational profile and is thought to be of great use to GTAs:

Engineering Fitter description: This occupation is found in a wide range of industries of national importance including power (coal, gas, nuclear, wind and other renewables), oil and gas, advanced manufacturing engineering, pharmaceutical and engineering construction. The broad purpose of the occupation is to fit, manufacture or assemble component parts to meet the requirements of industry. In their daily work, an employee in this occupation interacts with a variety of areas in the engineering sector where they carry out fitting activities for example assembly, installation and maintenance, testing, commissioning and repairing of systems and producing component parts used in Mechanical, Electrical, Electronic, Optical, Instrumentation, Plant, Equipment or Integrated Systems.

The standard defined in duties of the Fitter has been approved and is on the IFA website (and the members area of the GTA England website).

The Assessment Plan has been submitted in May and we await the outcome.

Underpinned by a knowledge qualification, it is hoped that the standard will be available for September 2018 starts.

**Learn more about all of the above; and an EPA update at the Transition to standards day on 20<sup>th</sup> June 2018 - <https://www.eventbrite.co.uk/e/transition-to-standards-epa-members-day-tickets-45681380238>**

A busy month or two in the world of data protection and the GTA.

As of 25th May 2018, GDPR is now in full effect. UK legislation the Data Protection Act 2018 is also now in force having achieved royal assent on 23rd May 2018. AS you know meeting GDPR obligations is and ongoing process and not simply a single event.

ESFA have not as yet updated their contracts to bring them into line with GDPR and the existing government procurement guidance (Crown Commercial Services Action Note PPN 03/17), however ESFA inform us that the updated documentation is on the way shortly and there will likely be some flow down of terms into GTA documentation with Employers and course attendees, this is being monitored carefully and the templates prepared as part of the pack prepared by Shulmans, will be updated if required.

Webinars have been held which have been helpful in identifying practical steps to take to move towards GDPR compliance and they are available on the members area of the website.

Work on core documents, policies and guidance has continued as part of the service supported by Shulmans solicitors for GTA members. The pack of documents and related guidance together with an hour or so of support is available for members to take up at the price of £1,250 plus VAT, simply email **Mark Lumley at Shulmans (mlumley@shulmans.co.uk)** for further information as to how to access the pack and related support.

As part of the GDPR work, further questions and documentary requirements have been identified as useful for GTA Members, and this has led to further documents being created which will be added to the pack, for example training slides and a note on how to handle images/photo use and related authority for use in a post GDPR world.

Shulmans are committed to providing ongoing support and to adding to the pack over the next few months to support GTA members implementation as a part of the process. It has been a very busy period in the lead up to the 25<sup>th</sup> May 2018, however, time and resource to provide support and to finalise GDPR related documentation and processes is now more easily accessible.

Mark and the Shulmans team look forward to providing further support to GTA Members.

## Peer Review update

A highly successful Peer review training session was held in April at the MTC Coventry  
(**thanks for the hospitality!**).

As a result, we now have a dozen or more people who are very competent and who are willing to give up their time to engage in peer review activities.

So we would like to encourage our members to contact us if you feel that you would benefit from a review.

A summary report of our quality improvement activities, including those at Peer Reviews, has been added to the website to provide a flavour of what has been done previously – but please don't hesitate to contact us to discuss your thoughts.

We have set aside a couple of dates for peer reviews:

**17<sup>th</sup> – 19<sup>th</sup> July 2018 or 18<sup>th</sup> – 20<sup>th</sup> September 2018**

If either of these dates are suitable for you, please contact me as soon as possible to discuss.

It is also likely that we will be able to accommodate you at other times, so again, please contact me if you would like to discuss how we could assist you. Contact: [Trevor.Alley@gtaengland.co.uk](mailto:Trevor.Alley@gtaengland.co.uk)

# GTA England Quality Improvement News - Trevor Alley

Thanks to members of the North west group for passing details of a recent meeting with Ofsted.

Two articles of note have been posted onto the [website](#).

**Preparing for inspection of careers** - Since January 2018, Ofsted are required to write a paragraph on careers and progression of learners.

The web document provides a list of points to consider regarding careers guidance.

It includes questions such as

“Does the organisation have a careers guidance programme”

“How effective is it? “How well is it recorded?”

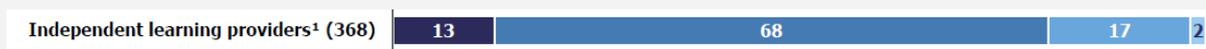
It also deals with the training given to staff, what guidance is given to learners who do not want to progress etc.

It is recommended that providers self assess their careers provision against the questions provided, so that an action plan can be put together to ensure a satisfactory outcome.

**Ofsted update** - This resource covers updates on outcomes, inspection policies and reporting on careers.

Headlines are:

## As at January 31<sup>st</sup> 2018



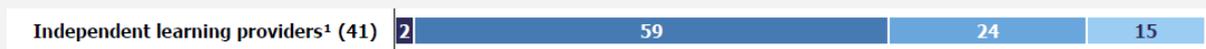
13% of Independent learner’s providers are graded outstanding

68% good (so 81% good or better)

17% require improvement

2% are inadequate

**In the period from September 2017 to January 2018** inspection outcomes have generally declined.



41 ILPs have been inspected in the period. Of these:

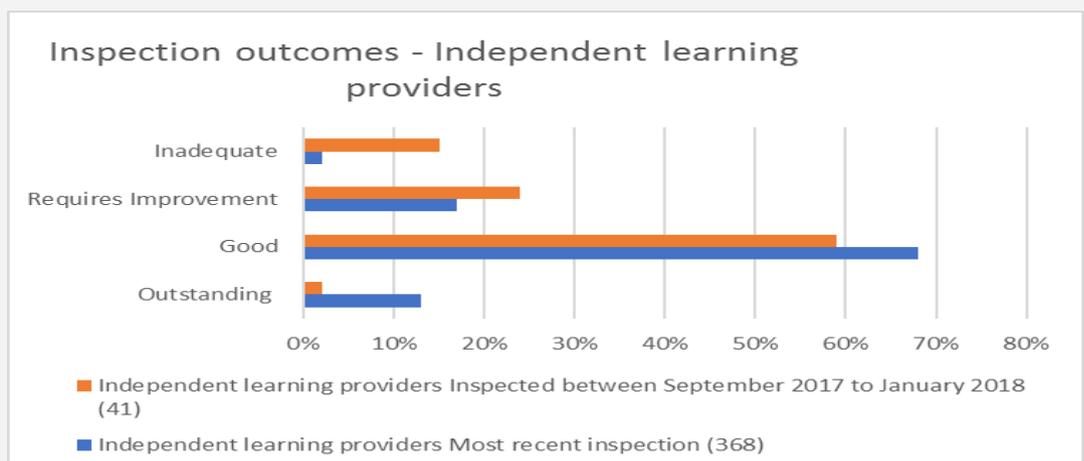
2% (1) was judged to be outstanding

59% (24) were graded good (so 61% good or better)

24%(10) were graded requires improvement

15% (6) were judged to be inadequate

**So as can be seen in this chart the recent trend shows a worrying decline in inspection outcomes of ILPs.**



## Some other headlines include:

- 60% of the 48 providers of apprenticeship training who were inspected were graded good or outstanding in this period 73% of the 40 providers of study programmes were judged to be good or better.

Key issues were (full inspections)

- Study programmes: English and mathematics; levels of challenge; work experience; progression and destination.
- Apprenticeships: off-the job training; the development of new skills and knowledge.
- Focus on teaching, learning and assessment over time rather than (graded) lesson observations.
- Balancing what historic data shows against current learners' progress.
- Evaluating learners'/apprentices' current progress: what evidence can you provide – at all levels of study?
- Implementation of the 'Prevent' duty: what do learners/apprentices know and understand?

## Update on inspection of apprenticeships

- Levy-funded apprenticeship provision will be inspected in the same way as ESFA-funded provision.
- Apprenticeship standards are inspected in the same way as frameworks.
- New apprenticeship providers will normally have a full inspection within three years with monitoring visits to a sample of new providers.
- Strong focus on ensuring that all apprentices are acquiring new occupational skills and knowledge and benefitting from off-the-job training, especially against individual starting points established against the Standard.

## Policy updates

### **Monitoring of a sample of new apprenticeship providers –**

this has started with focus on:

- How much progress have leaders made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision (standards or frameworks)?
- What progress have leaders and managers made in ensuring that apprentices benefit from high-quality training that leads to good or better outcomes for apprentices?
- How much progress have leaders and managers made in ensuring that safeguarding arrangements are effective?

### **Increased focus on subcontracting**

- Extra resource on some inspections, with an inspector focused on the management and quality of subcontracted provision.
- Subcontractors may be identified by name (for good or bad) in inspection reports.
- Pilot monitoring visits to a sample of main providers, focusing solely on one or more subcontractors.

**Consultation on support and challenge visits to grade 3 providers** refer to online materials for details The resource also covers further information regarding careers advice, including a summary of the 8 Gatsby careers benchmarks.

**Members will be keen to attend the workshop on 6th August 2018 ([Registration link](#)) where we will hear how GTAs (and another organisation) establish Apprentices starting points against Standards following pilot inspections. Also to hear from OFSTED about good practice in sub contracting as well as the latest in the reviewed CIF.**

## GTA's Video Resource Bank and Engineering Apprentice's Mate App

Following the webinar: (<https://1drv.ms/u/s!AjhU0lpGTgdujCzMwAal0HmWpp6H>) in April, outlining our two ILT projects and the process for GTAs to create videos, we're really pleased that even more of you have signed up and are in the process of planning and recording short videos to support the new machining standards. In addition, two employers, Siemens and Rolls Royce have joined us and will be contributing videos too.

We now have twelve videos ready for immediate use by any GTA that wants to be involved. The latest video was contributed by Training 2000, **How to load a CNC programme**, it can be viewed here <https://1drv.ms/v/s!AjhU0lpGTgdujDQF7ZRkKCrGT2Wc>

When asked what tips they'd give other GTAs who were about to start videoing, Steve Blackshaw gave the following tip:

“We found that breaking the recording of the video down into steps worked well as we avoided having to start again with our recording, then it was also simple to add the subtitles and put the smaller clips together into one video.”

It's not too late to join and start making videos, and although we do have an initial focus on machining we don't want that to stop videos being made in other areas of engineering or even to support other apprenticeships. Email [sallybetts@ideas4learning.co.uk](mailto:sallybetts@ideas4learning.co.uk) to sign up and get access to the videos, CPD materials, guidelines and templates.

Portsmouth University, have a Masters student who will be joining the project over the summer months to continue the development of the Engineering Apprentices' Mate app and its augmented reality features. The next round of Ufi funding, VocTech Impact 2018 opens June 13th and we plan to apply to extend the work we've done on the app to-date and will be holding an online meeting in the third week of June to pool ideas from interested GTAs.

## Higher And Degree Apprenticeships Update

Following our recent call for engagement in higher and degree apprenticeships, we now have a core of 6-8 GTAs who are going to spearhead the network's expansion into delivery. From the initial consultation we have a good mix across all of the levels from Level five up to and including degrees. We also have a mix of delivery models, from getting involved in delivering these new areas ourselves, but also delivering in a new partnership with HE. We are currently just finalising our target list and have about a dozen standards and frameworks that we will be pursuing over the summer for delivery in 2019. Cohorts .

The HADA Steering group will meet for the first time shortly to agree who to contact for possible partners and to assess the next steps to move things forward. We'll write to you with more detail when we have finished compiling the plan. In the meantime, it's not too late if you start to get involved - just email Rebecca. If you'd like to be involved in the steering group or kept more directly up to date then also just let Rebecca know – [rebecca.rhodes@gtaengland.co.uk](mailto:rebecca.rhodes@gtaengland.co.uk). We are keen to keep everybody who thinks that they might want to move into this delivery area as close to the action as possible.

# GTA England Training Events & Webinars

| Date / Time                                   | Topic                         | Venue      | Title   | To Register click on Link   |
|---|-------------------------------|------------|---|---|
| 6 <sup>th</sup> June<br>9.30 – 10.30          | Delivery                      | Webinar    | Audit and HTE Evidence Pack   | <a href="https://attendee.gotowebinar.com/register/707865976317585921">https://attendee.gotowebinar.com/register/707865976317585921</a>             |
| 20 <sup>th</sup> June<br>10.30 – 2.30         | Transition to Standards & EPA | JTL        | Transition to Standards & EPA – Members Day   | <a href="https://www.eventbrite.co.uk/o/gta-england-14048637867">https://www.eventbrite.co.uk/o/gta-england-14048637867</a>                         |
| 27 <sup>th</sup> June<br>9.30 – 11.00         | Delivery                      | Webinar    | Data Dashboard and Quality data analysis  | <a href="https://attendee.gotowebinar.com/register/3000158601092353026">https://attendee.gotowebinar.com/register/3000158601092353026</a>           |
| 11 <sup>th</sup> July<br>9.30 – 11.00         | Delivery                      | Webinar    | Documentation for audit funding rules and Ofsted  | <a href="https://attendee.gotowebinar.com/register/3034843798040933635">https://attendee.gotowebinar.com/register/3034843798040933635</a>           |
| 17 <sup>th</sup> - 19 <sup>th</sup> July      | Quality Improvement           |            | Peer Review Opportunities   | Members are invited to indicate interest in receiving a peer review quality improvement activity for their own organisation.                        |
| 3 <sup>rd</sup> August<br>9.30 – 10.30        | Delivery                      | Webinar    | <b>Funding rules 18/19</b><br>This webinar is tentative, based on the assumption that the ESFA will publish the final Funding Rules   | <a href="https://attendee.gotowebinar.com/register/2796287158209346817">https://attendee.gotowebinar.com/register/2796287158209346817</a>           |
| 6 <sup>th</sup> August<br>10.30 - 2.30        | Workshop                      | MGTS       | Ofsted update on CIF review & sub contracting best practice;<br>Pilot inspection members response to Apprentice starting points on Standards  | <a href="https://www.eventbrite.co.uk/e/ofsted-workshop-tickets-46583129394">https://www.eventbrite.co.uk/e/ofsted-workshop-tickets-46583129394</a> |
| 10 <sup>th</sup> September<br>9.30 – 10.30    | Delivery                      | Webinar    | <b>RoATP</b><br>This webinar is tentative, based on the assumption that the ESFA will publish the new RoATP criteria by/in early September. The webinar will be moved earlier or later to fit the publication date. | <a href="https://attendee.gotowebinar.com/register/5297257197470943491">https://attendee.gotowebinar.com/register/5297257197470943491</a>           |
| 18 <sup>th</sup> – 20 <sup>th</sup> September | Quality Improvement           |            | Peer Review Opportunities   | Members are invited to indicate interest in receiving a peer review quality improvement activity for their own organisation.                        |
| 7 <sup>th</sup> November                      | Conference                    | TUC London | GTA England Annual Conference<br>Agenda TBC   | <a href="https://www.eventbrite.co.uk/o/gta-england-14048637867">https://www.eventbrite.co.uk/o/gta-england-14048637867</a>                         |

**CONTACT BELOW IF YOU HAVE ANY PROBLEMS BOOKING ON TO AN EVENT OR WEBINAR**

**Lesley Powles**

**Digital & Communication Officer**

**lesley.powles@gtaengland.co.uk**

**Tel: 07772276608**

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