

# GTA England news

August 2018

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We are always keen to explain one of the key differentiating factors of the GTA model which is employer governance – the very customers each GTA serves comprise the largest constituency of their board. Unlike other delivery organisations, GTAs are therefore, demonstrably integrated into their customer requirements across the full range of workforce development needs. So it gives me great pleasure to introduce an article by Alex Kitchen Chair from Velden Engineering who is a trustee on the board of Alliance Learning.

Around us change is happening resulting in some models of collaboration where other organisations merge with GTAs, yet maintain the distinctive employer led governance characteristic. This crucial distinguishing feature of a GTA will be prominent in our coming years work to support members to aim at the highest levels of employer led governance.

The Board recently approved a major new development in the suite of services which GTA England offer members. An Investment Fund has been established to enable a business support service “for members, by members”. This new service will help members to consider their offer; review competition; and consider action. This new offer, responding to members requests, will build upon existing services for quality and network development.

I'm also delighted to share two examples of how a couple of members are thriving in the current uncertain times: Gen2 and TTE.

Members will recall that the GTA England charter includes an aspiration to deliver the highest possible quality service to employers and Apprentices. Accordingly, led by Rebecca, in a new activity, members will be encouraged and supported to embrace world skills competitions.

Not only does pursuit of world skills standards enhance Apprentices competence; it also tells employers that GTAs are world class organisations differentiating them in the marketplace.

**Mark and I wish you every success through the summer.**



### A GTA Trustee perspective by Alex Kitchen Chair—

Velden Engineering and Alliance Learning Trustee. Which shows the tradition and history of a GTA in being heavily linked to industry ensuring that the training meets their exact demands.

Almost **50 years ago to the day** I was an Apprentice at Bolton Training Group – now known of course at Alliance Learning, a GTA England member.

In my first year, found myself attending their first ever awards ceremony, a simple 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> event announced Miss World style in reverse order. I did not get a mention ... Of the 3 trainees that won an award that day one went on to become MD of Chloride Lorival another became MD of Bolton Plastics and the 3<sup>rd</sup> went on to do very well with British Telecoms. There were no losers in that year's group only winners . Almost everyone of the 96 went on to complete their apprenticeships and became excellent tradesmen. Even though I was not considered for an award Alliance must have done something right because at 22 years old and not long out of my time I was confident enough to help start my own company, Velden Engineering.

Velden established in 1973. Almost 45 years of British Manufacturing, from prototypes to volume production in a 100,000 square foot factory. We are 100% family owned with an annual turnover approaching £10M, employing 80 employees including 7 apprentices plus 2 recently completed, with 2 more due to start in September.

Velden is as near as you get to a 'One Stop Shop' with everything from design and development, a complete range of conventional and advanced multi axis CNC machines, welding and fabrication, waterjet, laser, 3D printing, assembly and test services.

Back to 1973 ... the 3-day week and a really difficult time for British manufacturing. Just about the worst possible time to start a business.

We took on our first employee an apprentice called Simon Nightingale and sent him to Alliance for his 12 months off the job training. Apprentices are the life blood of any company and since then we have had over 100 more successfully follow him in fact the nucleus of the current Velden workforce started in a similar way. I've been attached to Alliance Learning by an invisible umbilical cord from the day I was interviewed for my Apprenticeship in the Mechanics Institute some 51 years ago.

Alliance like Velden have won numerous business awards over the years and it has been an honour and a privilege for me to serve on their board.

**Success breeds success.**

Amidst all the changes and challenges in the market TTE have adopted a growth strategy to take forward the GTA model to expand its offer. The TTE Technical Training Group acquires ILD.

The TTE Technical Training Group are proud to announce that on the 12th of July 2018 they have acquired Peterlee based Training Business Infinite Learning & Development (ILD) Ltd.

THE TTE TECHNICAL  
TRAINING GROUP  
ACQUIRES ILD



Steve Grant, Managing Director said:

“Today we take another major step forward in delivering our strategy and we are thrilled to welcome ILD into the TTE family”. “The acquisition of ILD supports our vision to be the instinctive first choice for business and people transformation by delivering training that improves industry’s performance and enhances lives.

“It will enable us to develop and grow our products and services across new industry sectors and geographically across the globe.”

### A Great Fit

ILD was founded in 2010, employs 8 staff and has an annual turnover of approx. £500,000. The company specialises in Fabrication & Welding, Business Improvement Techniques and Simulated Working Environments to businesses across the UK including Caterpillar, Asda and Warburton's.

The TTE Technical Training Group is a registered charity based in Middlesbrough, with an annual turnover in excess of £10 million. Recognised as a world leader in technical training, with a proven track record in the oil & gas, process, manufacturing, engineering and utility sectors, TTE develop people and programmes that consistently exceed expectations.

### ILD Methods and Approaches Will Continue

TTE is committed to helping the ILD team to remain focused on building its business as its operations become stronger and more efficient.

The move will safe guard jobs at ILD and creates opportunities to develop and invest in our people further.

We welcome ILD into the TTE family and look forward to reporting on our progress.

Kind regards

*Steve Grant*

## UPDATE

Following the release of the Salary Benchmarking exercise, Alderwood will be arranging a Webinar for GTA England members to discuss findings, review the format for next years publication; consider the issues facing talent attraction and a Q&A.

This webinar invite will be sent out to the CEO mailing list for members to arrange the most appropriate persons to attend the webinar.

We have now had time to digest the impact of the 2018 to 2019 funding rules, and the table below indicates that the impact of the rules is not so much about new policies or even new rule changes, but much more about the impact of the 53 'clarifications' that were built into this version of the rules. These, alongside the 29 restructured sections mean that this document is substantially different from previous sets of funding rules. In fact, it is so different that you really need to forget everything you knew before and start again. If you are really used to the old format you will drive yourself mad trying to map one document to the other so I suggest that you just don't try. Its a much clearer document and merits the time to read it through .

Funding Rules - whats new ..?	No.
NEW Policies	3
NEW Rules/Changes	15
NEW Evidence	11
Rule Removal	2
Clarifications	53
Restructured Sections	29

Aside from the Bursary and ESF, the key focus of the rules seems to be about transparency-setting out in the evidence pack via key documents like the commitment statement how you have arrived at the price and journey for this apprenticeship. And, that this is based on a thorough assessments and rationale for the decisions you have made. If you haven't started already a review of your initial needs assessment and your commitment statement are a priority due to the following:

### 1. Off the job training evidence

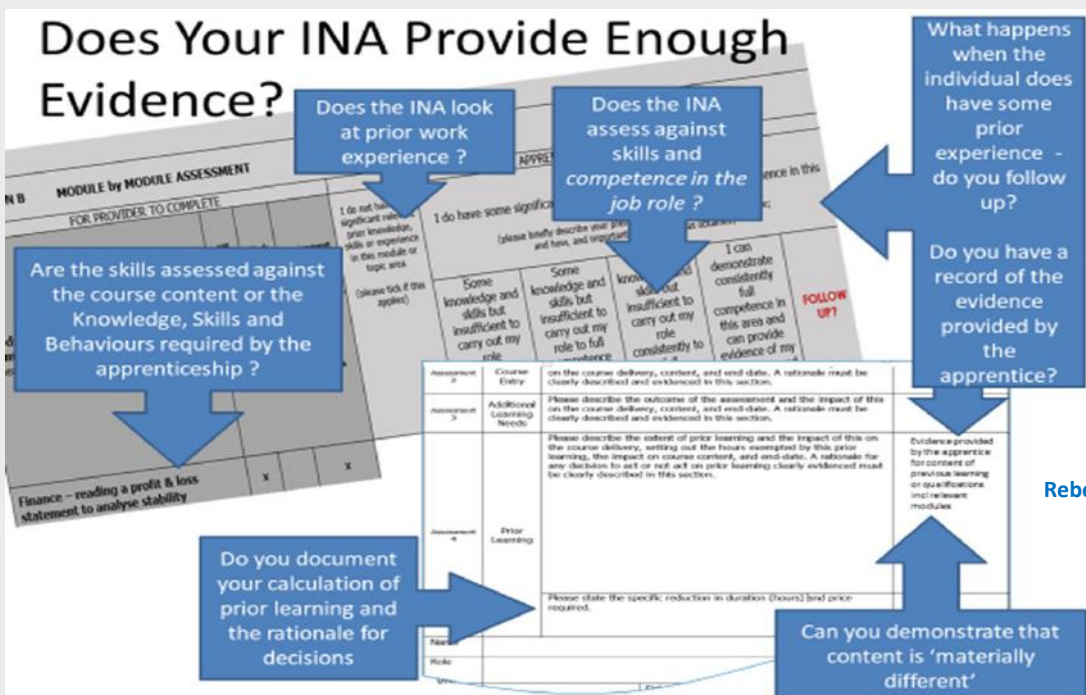
The changes to the requirements for off the job training mean that we have to clearly set out a plan for how each apprentice will achieve their off the job learning. Aside from showing that we have deducted their statutory leave from their contracted hours and demonstrating how we arrived at their 20% calculation, the components of the planned off the job training that make up to 20% must be clearly identified in the apprentices commitment statement.

It makes sense to me to include their contracted hours, plus the 20% calculation alongside the list of modules or content in the Commitment Statement . Each module/assignment / learning activity needs to show whether it contributes wards the 20% off the job - and presumably that the total does actually reach the listed 20 % hours total. The commitment statement is the only document that we have which both employers and apprentices sign and see – putting it here makes it visible for all.

### 2. Prior learning evidence

I am hoping that the new evidence requirements that the process by which prior learning is assessed and the assessment outcome must be included in the evidence pack are not a surprise. We know that audit repeatedly identify that the INA prior learning processes are paid lip service, and with the increasing focus on what how much things cost, this move was not a surprise.

The rules now set out what an initial assessments actually need to comprise of and its basically to make every part of the impact of the prior learning visible in the price and duration calculations - a thorough appraisal of the apprentices existing knowledge skills and behaviours against those required to achieve occupational competence, the calculation underpinning the outcome of the assessment and its impact on the proportion of prior learning to be exempted, plus the proportion of off the job training that will not be covered and finally how this relates to the amount that the funding will be reduced by.



### 3. Diagram 1 -

sets out some of the questions that we need to ask about our current INA. If you would like some help to review your documents email

[Rebecca.Rhodes@taengland.co.uk](mailto:Rebecca.Rhodes@taengland.co.uk)



Ofsted Outstanding training provider and GTA England member, Gen2 was formed in June 2000 and is one of the Cumbria's leading vocational and higher education training providers. The company currently has over 300 learners on degree and higher education programmes, over 1,350 apprentices in learning and delivers over 10,000 days of commercial short course per annum.

The company has five training centres including their Head Office and state of the art training facility based in Lillyhall, Workington which was opened in August 2017. The Centre for Advanced Manufacturing and Nuclear Skills (CAMNS) was formerly a fabric mill and saw a multi-million pound investment to allow substantial expansion of the company's training and educational services.

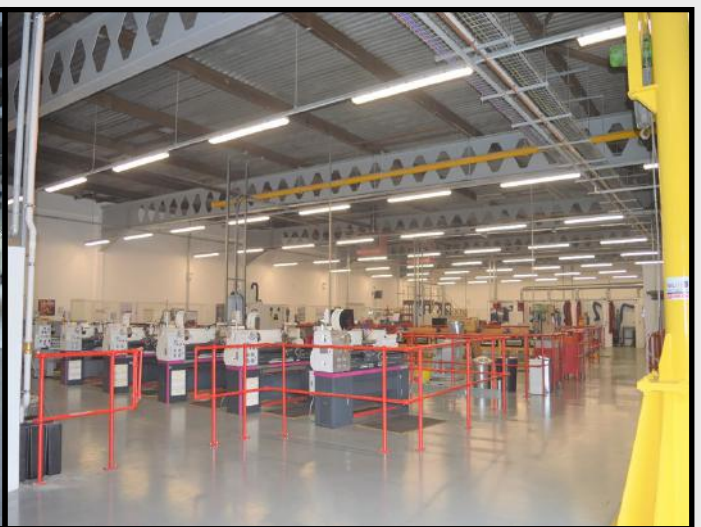
The centre is 7,000 sq metres and includes 3,000 sq metres of cutting-edge engineering training workshops equipped with the latest specialist equipment and machinery. In addition, CAMNS boasts 21 fully equipped training rooms, 2 IT suites and canteen facilities. The engineering workshops include, laboratories, full equipped welding bays, electrical bays and training rigs, machining area and 3D printing facilities. For commercial short courses the facility provides a Fork Lift Truck area, electrical inspection and testing rigs, welding bays and air plasma cutting, scaffolding and working at heights area and overhead crane.



### **Gen2 Centre for Advanced Manufacturing and Nuclear Skills (CAMNS)**

Since opening in 2017 the centre has played a vital role in the growth of new apprenticeship programmes in areas such as civil engineering, project management and non-destructive testing, providing more job opportunities for young people through apprenticeships, access programmes and higher education programmes.

The facility has provided Gen2 with the ability to continue to grow and develop the essential skills training for Cumbria and beyond.



# GTA England Apprentice of the Year 2018/19 application forms to be issued on the 25th July 2018

A reminder of what a great success the previous awards were and why your apprentices should enter this year



We were delighted to host the GTA England Apprentice of the year awards as part of the prestigious SEMTA skills awards on the 1st March 2018. It was a prestigious evening and a great success. For those of you who were unable to attend the photographs from the evening can be downloaded [here](#). The filming we did on the evening with our winners is now on our You tube channel [here](#).

All three GTA England Apprentice of the year winners were thrilled to receive recognition as part of the prestigious SEMTA Skills awards.

GTA England is a national network of high quality, employer governed delivery organisations consisting of over 33 members.

All eight finalists faced intense competition from over 12,500 potential nominees across England, however, the three winners took the titles thanks to a strongly written application, and followed by an equally impressive video. The awards were presented by Mark Maudsley – Chief Executive of GTA England. Mark commented, “We were delighted to hold our awards at such a prestigious event, this allowed us to showcase the work of Group Training Associations; if employers and our members are the crown of GTA England; then the Apprentices are our jewels.”

## Quotes from the Winners

**Alliance Learning** apprentice Daniel Blake, who is employed by TrakRap Ltd based in Skelmersdale, was named **GTA England Engineering Apprentice of the Year**. Receiving the award, Daniel said “I would like to take the opportunity to thank Alliance Learning for supporting me throughout my apprenticeship. Through their support, I was able to walk away with the GTA England Engineering Apprentice of the Year, after being put forward by Alliance when I won their Engineering and Overall Apprentice of the Year Awards. Their passion for giving learners the best apprenticeship experience possible has helped me to be in the position I am today.”

**PETA** Apprentice Gemma Loader, who is employed at Material Things received the Business Services Apprentice of the year award. Gemma said, “To be a finalist in the awards was such a great opportunity. Winning an award was wonderful and something I will never forget. The awards have made me realise that the opportunities provided by apprenticeships are endless. I hope I can become an ambassador for the National Apprenticeship Service to inspire other young adults.”

**The Engineering College** Wirral based A1 CBISS apprentice Mary Sheriff won the Best Newcomer Award and was highly delighted to receive the recognition in the presence of her father Gary and her manager Joe Ellerington. Her father said “Mary is a martial artist and has a black belt in karate. Growing up she has won many sporting awards but this means so much to her as it's in the career she has chosen for herself and, in many ways against the odds given the overwhelming number of males in the industry”.

Thursday 21st March 2019  
The Park Plaza, Westminster Bridge, London

## SAVE THE DATE!

Contact us today to find out more about the sponsorship opportunities available or to reserve your table

25th July - Apprentice of the year application forms issued to GTA's

Completed applications returned to

**Lesley.powles@gtaengland.co.uk**  
by the 17th September

# NW FES Reference Group update Trevor Alley

Below is a synopsis of the useful notes discussed at the NW FES reference group – thanks to Steph Whalley for forwarding these. The full presentation has been posted onto the website within the [Members area](#):

## Updates 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; we are keeping under review the most effective way to inspect standards-based apprenticeships. **Please reserve your place on the workshop with OFSTED on 6th August. Gen2, Rolls-Royce and Babcock will be showing how they've responded to the pilot inspections in establishing individual Apprentice starting points against Standards.** [Link](#)
- New apprenticeship providers will normally have a full inspection within three years; in the meantime, we are conducting monitoring visits to a sample of new providers.
- Strong focus on ensuring that all apprentices are acquiring new occupational skills, knowledge and benefitting from off-the-job training.

## Monitoring visits to new providers have started. Themes include:

- How much progress has been made?
- Is the provider delivering all elements of the apprenticeship?
- Is safeguarding effective?

## Inspecting governance – some key messages

### Typical strengths

- Mix of skills and experiences of governing body.
- Have access to management information and data – and can use it to challenge leaders.
- Robust challenge to SAR process.
- Ensure the performance management of all staff is effective.
- In depth understanding of safeguarding, including Prevent and Channel.
- Receive appropriate training.

### And areas for improvement:

- Do not have sufficient expertise in specific areas – usually on teaching and/or educational performance data.
- Receive information, especially on educational performance and teaching, that is selective and/or has a positive 'spin'.
- Accept information given to them by leaders unquestioningly.
- Do not identify slippages in performance until it is too late.

**What do governors need to know?** - This section is provided on the website version

### Myth busting

Several slides discuss popular myths - these are mostly known to our members, but include the over reliance on success rates, grading of teaching and learning approaches, English and maths are limiting grades (they're not!!), differentiation in every lesson?, Equality and diversity in every lesson? Etc.

**Please contact Trevor Alley with any questions**

**Trevor.Alley@gtaengland.co.uk**

## WorldSkills



The GTA England Board support a programme of activity to encourage members to become involved in WorldSkills. We are keen to move into a more structured approach to meeting the Charter commitment and will be taking the following early steps over the next few months:

- It is a consensus view that until you have been to the Skill Show, you do not appreciate the benefits and opportunities that the event and the competitions offer apprentice and their employers – and the training providers who support them.
- We would encourage GTA CEOs and their training teams and other key staff, plus their most promising apprentices need to experience the event. If there is interest, which we will gauge from a planned survey to take place shortly, we will work with WorldSkills UK to plan a GTA session, VIP Tour etc at the show in November 2018. This has already been agreed by WorldSkills UK.
- We are currently developing case studies with GTAs who have participated. These will set out the benefits, costs and resource implications and to establish a realistic timescale for GTAs wanting to enter into the competitions in future years. This will provide a realistic blueprint for GTAs to assess the implications for their own organisations and plan their engagement. We hope to develop the support offered into to a peer-to-peer mentoring programme, with experienced GTAs supporting those new to the competitions.

We will include WorldSkills and preparing to compete as part of a member's day, setting out how to use the competency frameworks and showcasing member experiences, explaining how to use the blueprint developed from our engagement to date.

# Alliance Learning Celebrates 26th Annual Awards Evening

Apprentices and employers from across the North West had cause for celebration when they attended the 26th Annual Alliance Learning Awards Evening on Thursday 21st June 2018.

The Awards Evening was attended by local businesses, learners and their families as well as members of the Alliance Learning Board of Trustees, the Deputy Mayor of Horwich, local MP Chris Green, representatives from the Lancashire, Manchester, GTA England and the event sponsors for the sixth year running MBDA UK Ltd.

Alliance Learning Marketing Manager, Chloe Ramsden, hosted the ceremony this year and Acting Chief Executive, Kelly Perkin, presented the awards for each of the 17 categories on the night. The evening also consisted of two guest speakers, Pete Conor of Pure Companies and Alex Kitchen of Velden Engineering who both shared their own experiences of being apprentices.

The highlight of the awards evening is the much coveted overall '**Apprentice of the Year**' award. This recognises the person who has shown exceptional commitment to their training programme throughout the last year from the Apprentice of the Year winners.

This year the award was won by **David Thomas of William Hare Group**.

During the ceremony David was described as a learner ahead of his years in both maturity and ability and is a credit to both William Hare and Alliance Learning. He was also described as the ideal role model for any future apprentices, someone who will go the extra mile to help and develop the younger people within the business.

**There were many other winners recognised during the evening.**

Acting Chief Executive of Alliance Learning, Kelly Perkin, had the following comments:

"2017 – 2018 has been yet another truly fantastic year for the organisation. We have successfully retained our Matrix Standard following a 3 day inspection. This demonstrates the very good Information Advice and guidance we give to our Learners, employers and customers. We became one of only 715 providers in the country to obtain a contract to deliver apprenticeships to Non-Levy employers, including SME's that are vital to our economy. From this we have started delivering new Apprenticeship Standards in Engineering, Business and Business Management at Level 5. We were also highly commended as Learning Provider of the Year at The Greater Manchester Business awards and our winner of last year's Apprentice of the Year, Daniel Blake, was also recognised at the National GTA Apprenticeship Awards to win Engineering Apprentice of the Year.

"Thank you to everyone who has supported us – our Board of Trustees, the businesses we work with and the learners we support through their training. I'd also like to thank all this evening's winners for their hard work. Without them this evening would not be possible."



## Encourage apprentices to have their say to shape future apprenticeship policy

The Industry Apprentice Council (IAC) facilitated by Semta, is a group of apprentices who act on behalf of apprentices in the advanced manufacturing and engineering sector.

Each year they conduct a survey to find out how apprentices rate their apprenticeships, how they could be improved and what sources of support and guidance helped to inform their career choice. The results help shape future apprenticeship policy.

The survey only takes **10 minutes** to complete, so please share it with your apprentices and encourage them to have their say today. For taking part they will also be entered into our prize draw for the chance to win a £250 voucher of their choice!

Click [here](#) and share the apprentice survey today.

**Help shape the future of apprenticeships**

**Share your views with us about your apprenticeship and have the chance to win a £250 voucher**

**iac** | Industry Apprentice Council  
the voice of industry apprentices

We also want to hear from parents to find out what their views on apprenticeships are, please share our [parents' survey](#) too.

To find out more about the IAC click [here](#) or contact [marketing@semta.org.uk](mailto:marketing@semta.org.uk).

Open to apprentices working in the UK's manufacturing and engineering sector and related industries.

w: [semta.org.uk/iac](http://semta.org.uk/iac) t: @IAC\_Apprentices #IACsurvey

## GTA England Training Events & Webinars

Date Time	Topic	Venue	Title	To Register click on Link
3 <sup>rd</sup> August 9.30 – 10.30	Delivery	Webinar	<b>Funding rules 18/19</b> This webinar is tentative, based on the assumption that the ESFA will publish the	<a href="https://attendee.gotowebinar.com/register/2796287158209346817">https://attendee.gotowebinar.com/register/2796287158209346817</a>
6th August 10.30 - 2.30	Workshop	MGTS	<b>OFSTED</b>	<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 9.30 – 10.30	Delivery	Webinar	<b>RoATP</b> 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		<b>Peer Review Opportunities</b>	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, Congress Centre 28 Great Russell Street London WC1B 3LS	<b>GTA England Annual Conference</b> Agenda TBC	<a href="https://www.eventbrite.co.uk/o/gta-england-14048637867">https://www.eventbrite.co.uk/o/gta-england-14048637867</a>

## Audit and Ofsted webinars

As part of the summer webinar programme GTA England team have run two webinars combining quality and funding audit regimes:

- Documentation for Audit and Ofsted - looking at how audit and Ofsted use the most common apprenticeship Standards Documents
- Audit and the Evidence Pack - looking at the key evidence sources and documentation in preparation for Audit

Both slides and the webcasts can be found in the **members resources area library folder 'Audit Webinars'**.

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