

GTA England news

September 2018

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Tom Wilson - Governance

Disasters very often result from poor governance. Kids Company, Oxfam, Carillion, Carter and Carter, London Met, a series of FE Colleges, the list goes on. Very often the failures stem from basic failures in governance: poorly trained governors, little turnover, lack of transparency or challenge. I am glad to say that GTA England is not like that and nor are the vast majority of GTAs. Governance in GTAs is of course not perfect, good governance requires constant attention, but it is strong.



How do we know? The GTA England Board discussed the recent draft governance code from the AELP at our August Awayday. It is a helpful guide and sets out good standards. We met the suggested criteria for good governance: 3 plus 3 year terms, open elections, published minutes, systematic self assessment, a clear strategic plan and published finances. Of course there may be some GTAs who don't meet all these criteria but the vast majority do, it is part of the GTA value system to aim for the high standards, in governance as in everything else.

As you are aware we currently have a number of vacancies and we're hoping for another healthy application round as in the last election.

Our thanks, of course go out to former Board colleagues retiring from posts: **Steve Gray and Lee Weatherly (being founder Directors!) and John Brockett.**

We will also shortly be announcing an employer Board member from our Employer Advisory Group to accompany Neil Fowkes from JCB.

And for those GTAs which would like to review their governance, our developing business support service will help members to run an audit and consider any necessary action. Good management and leadership is of course an Ofsted requirement so this is already within the peer review process. Where governance could perhaps be stronger, the new support service will be able to help. And ensure that the list of failures never includes a GTA.

This Newsletter edition provides a focus on developments in progress and a rally call to action to all members to get involved.



Strategic Plan 2018 - 2021

A good plan begins by surveying the landscape. Looking at the current skills landscape, GTAs are well positioned. Government funding and policy prioritise employer ownership, STEM subjects and the need for higher quality. Those are GTA strong points, more so than for many other providers. Of course the Levy, EPAs and new standards are challenging - but GTAs are meeting those challenges. We are well placed to meet the employer driven, digital future in the changing world of work.

As a small but strong and growing body, it would be good to have a higher profile. We will continue to promote GTAs and GTA England but not just seek publicity for its own sake. Our reputation is for quiet but influential lobbying based on hard evidence from members and employers. Maintaining our reputation for quality is more important than seeking headlines or a big following on Twitter. Maintaining our strong links, formal and informal, with e.g. the IFA, Ofsted or ESFA is crucial.

Our core should remain STEM but we should expand where sensible as industry changes. We should be open to new members provided they support the GTA ethos which is: not for profit, high quality, run by and for industry. Membership is not just about expecting a service, it must also mean working together as part of the GTA family. We must continue to put learners and their learning experience centre stage, help more women and minority ethnic learners, champion GTAs which go the extra mile to support learners personal growth as well as deliver world class technical skills.

Services to members will grow. The current range of e.g. webinars and members days on a wide range of specialist topics including EPA, Ofsted, Standards, and ICT are rated highly. Responding to demand, these services will include more advice and support on business development. More support will also be provided to help members grow level 4 and HE provision, in partnership with universities where that makes sense. We need to help members keep close to employers including on developments such as Industry 4.0, AI, cyber, digital and robotics.

GTA England finances are healthy but prudently managed. We have had substantial income from e.g. Gatsby or Ufi; and sponsorship from partners such as City and Guilds & SEMTA. This income has funded services to members. Such external funding will continue alongside member subscriptions and paid for services. We have a sound financial base to innovate and deliver more support to members, including some free initial consultancy and support.

And finally there is good governance. GTA England must meet, and show it meets, the highest standards of transparency and probity. Members are elected, serve for 3 years (or exceptionally 6) and accountable; decisions and minutes are published. As well as the 6 core GTA members representatives of employers currently JCB as well as 2 representatives of partner organisations currently SEMTA. The Board aims to have more women members, and a range of others representing large and small GTAs, from across the country.

Those are our strategic aims. They are backed up by a more detailed operational plan with milestones and KPIs. Both the strategic and operational plan will be published on the GTA England website and discussed at our annual conference on **7th November**.

Good planning, with the full involvement of members, is the foundation of our continuing growth and success.

Engineering Standards update

GTA England News

It continues to be a very busy time regarding our work in the development of standards.

The GTA England Standards Steering Group have met with success in receiving conformation from the IFA that the Metal Fabricator standard has been fully approved. The group has since submitted the assessment plan and expect feedback by mid-October.

In terms of funding:

The funding band for the Engineering Fitter is confirmed at £21k and although there are some minor tweaks required in the assessment plan, we expect ministerial approval in late September/ early October. This represents good news as it is possible to on board 2018 Apprentices to this standard where it is appropriate. I'm sure you'll join me in congratulating colleagues at Siemens who led this work.

Less positive news concerns the Engineering Operative standard. Although we have had the standard and assessment plan approved in a relatively short timescale (!); the funding band has been confirmed as £6k as our appeal did not meet with success. The TB group are currently considering options here. Along with the above, ministerial approval is expected within weeks.

In the submission of the Metal Fabricator assessment plan, some 5 quotes for delivery, all £30k or above, were included. This compares to the initial funding band allocated by the IFA of £9k. Coincidentally, the initial funding band of the Engineering Fitter stood at the same rate of £9K giving us hope that the approval process can uplift the final funding band.

We continue to be active contributors in the Aerospace and Automotive trailblazer groups. We have supported by providing quotes in the review of the Engineering Technician standard. We expect the outcome sometime in October. Therefore, in a worst case scenario, should the funding band be reduced; GTAs will have a further 6-8 weeks from notification to complete all the starts notification documentation to secure the current level of funding. Clearly, it is imperative that on-boarding processes are ready to be completed efficiently and effectively.

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Mechatronics revisions to provide notional pathways

The amendments accepted by the Automotive group to change the structure of the level 3 development Skills qualification to accommodate "notional pathways" and see the introduction of a medical pathway have now been actioned. The new qualification is hoped to be available for October (members see Members area of website for L3 Development Competence AME issue 11 July 2018) and therefore be available for 2017 starts to enter the development skills phase

The Machining pathway in the Engineering Technician standard has had many additional units included. This incorporates Spring making and should also be available late October (members see Members area of website for L3 Development Competence AME issue 11 July 2018)

Unit	Unit Title	Credits
MECH101	Compiling with Safety Regulations and Organizational Safety Requirements	10
MECH102	Using and Interpreting Engineering Data and Documentation	10
MECH103	Identifying the Safety of a System, Assessing the Engineering Impact of a Fault, and Identifying the Consequences of a Failure	10
MECH104	Identifying the Safety of a System, Assessing the Engineering Impact of a Fault, and Identifying the Consequences of a Failure	10
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Members will find the latest updated position on the availability and development of qualifications which underpin standards from C&G, EAL; and Pearson in the members area of the website.

[Link](#) If you have any questions relating to documents please email:

Lesley.Powles@gtaengland.co.uk

Business Support - *GTA England News*

During the last 18 months the GTA England focus has been on the here and now. Concerned with the new apprenticeship reforms significant achievements have been made in leading on the adoption of apprenticeship new standards whilst maintaining member support in Ofsted development and peer reviews, challenging funding decisions, building employer networks and developing high level links with Government. The work with the IFA and ESFA continues. This focus has been on short-term business horizons mitigating risks and immediate challenges.

GTA England will continue with the well-established member support as well as seeking to extend business horizons and look to the future. Surveys completed by GTA CEOs have helped to clarify the issues facing GTAs. The issues identified span both short and long-term ambitions. The survey analysis was accompanied by a series of CEO interviews seeking opinion from a range of GTAs. The emerging picture highlights that successful GTAs have morphed into a GTA plus status. In these instances, the core GTA developed an additional dimension which added value and made the difference between success or failure. GTA England believes that it is important to share the added dimensions with all GTA CEOs. GTA England will ensure that all are aware of the options undertaken enabling these to be shared and considered as options for GTA business development.

Where common interest is identified GTA England will facilitate collective work to further develop options and enable GTA CEOs to share experience and expertise to the benefit of the GTA and the continuing health of the GTA family.

All GTA CEOs are asking questions of themselves. Questions are about growth, margins, efficiencies, market opportunities and developing contractual and quality performance. By sharing these questions, GTA England will be able to identify common ground and bring CEOs together. Equally, the questions will provide clear line of development for GTA England seeking to look to the future.

Therefore, CEOs are invited to complete the below short questionnaire . Equally, mindful that solutions exist within the network, CEOs are invited to volunteer their expertise and listening ears to others to share common challenges and explore solutions....

The logo for kwiksurvey, featuring the word "kwiksurvey" in a white, lowercase, sans-serif font on a dark teal rectangular background.

<https://kwiksveys.com/s/cXWxjR5F> - If you have any problems logging on to survey please contact Lesley.Powles@gtaengland.co.uk

Interested? Further information/chat: GTA England contact Lee Weatherly

lee.weatherly@gtaengland.co.uk **07801 275477**



WorldSkills



CALL TO ACTION – participating in WorldSkills; a unique GTA England and WorldSkills UK event – Friday 16th November, Birmingham NEC 10.00 – 2.00 pm

We have recently written to all CEOs to announce our partnership with WorldSkills UK and inviting CEOs and key staff to an induction session at the WorldSkills competition on the 16th of November from 10am - 2pm.

This event will provide a unique insight for GTA's about the steps needed to prepare themselves and their apprentices for participation in the world skills programme. On the day, we will have a VIP tour of the engineering competitions and hear from employers and sponsors about what being part of WorldSkills actually involves and why they come back year after year. We will also hear from our own GTAs about the operational resourcing and requirements needed to be a competitor provider. and around GTA's This invitation is open to CEOs, plus key members of their training and ops teams. Participating in the world skills programme is a key part of the GTA Charter-it's your commitments to constantly innovating and ensuring that we can evidence that we deliver the best. If you'd like to book onto the day please [click HERE](#). Places are limited initially, to 3 per GTA.

If you require further details please email : Lesley.powles@gtaengland.co.uk

£8,000 Funding to Improve Functional Skills Delivery

The Education and Training Foundation are announcing a [new funding opportunity](#): providing £8,000 to 15 partnerships of post-16 providers to deliver innovative projects that improve the quality of Functional Skills delivery.

What you decide to focus your project on is completely up to you. They will be looking specifically for projects with a clear focus on Functional Skills delivery that are innovative, evidence-based, sustainable and transferrable.

Participation in the programme will entitle you to a significant amount of extra support. The partnership will receive £6,000 in funding alongside £2,000 in-kind support including an assigned project mentor and a range of support workshops.

Make sure you don't miss out – [register your interest](#) by 30th September to find out more and book a place on one of the Proposal Development Workshops.

If you have any queries about any of the above, please contact Machel Bagues at Creative Education who are managing this opportunity on behalf of the Education and Training Foundation. His email address is Machel.bagues@creativeeducation.co.uk and can be reached by telephone on 020 8680 4077.

Higher and Degree Apprenticeship Steering Group

Rebecca Rhodes



Now that the Autumn is almost here we are moving forward with our project to expand network delivery into Higher And Degree Apprenticeships. The HADA Steering group will meet for the first time in September and then monthly until January, and we will provide regular updates in the newsletter. If you'd like to receive papers just let Rebecca know – 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.

Steering Group Members are below :

Tom Wilson (Chair) tom.wilson@gtaengland.co.uk
Robin Lockwood SETA robin.lockwood@seta.co.uk ;
Roland Fletcher Gen2 Roland.Fletcher@gen2.ac.uk;
Nikki Jones AMRC n.jones@amrc.co.uk;
Steve Whitehead T2000 steve.whitehead@t2000.co.uk;
Linsey Temple l.temple@get-trained.org;
Neil Fowkes neil.fowkes@jcb.com
Mark Maudsley mark.maudsley@gtaengland.co.uk

Meetings are by telekit on the following dates:

24th September - 3.00 - 4.30pm
25th October
20th November
17th December
21st January
All 09.30 - 11.00 am



Herefordshire and Worcestershire Group Training Association

Herefordshire & Worcestershire Group Training Association is an employer owned and controlled training provider. Founded in 1967 the Association is well established in the two counties as a high performing, multi-award winning Ofsted Grade 1 provider. It offers a range of services in training, work-based qualifications and apprenticeships predominately in Engineering, Business Administration, Accountancy, Management, and Health & Safety.

We are seeking to recruit a Chief Executive. Reporting to the Board of Directors the Chief Executive will be responsible for developing the organisation's strategy and through the management team delivering the training provision.

Candidates must have previous experience of leading an organisation or a significant function and be able to demonstrate a track record of innovation and success.

A strong communicator, you must have the ability to represent the Association at a senior level in the external business environment and understand the changing training environment to position the Association for success. The successful candidate must be an advocate for employer driven training and passionate about the development of people within business and commerce.

The Association offers a competitive salary and benefits package including a pension scheme, life assurance scheme, health care programme and company car.



To apply please request an application pack, from Katie Evans at HGTA, Holmer Road, Hereford, HR4 9SX or by email from Katie.Evans@hgta.org. **Closing date for applications 30th September**



Behaviours Quality Improvement update Trevor Alley

You will probably all be aware that **behaviours** is now a requirement of all new apprenticeships standards.

You may not know that the outcomes of inspections have declined in our sector since September 2017.

Also, a significant contributor to this decline is the lack of acceptable evidence to support the premise that “learners make good progress relative to their starting points”.

Paul Cocker, HMI. spoke at the workshop about behaviours (and progress generally) and commented that providers often present achievement rates (especially timely) as evidence that good progress is being made.

He stated that this is not sufficient evidence that most learners progress from their starting points and that providers should be able to show, on an individual basis, the qualifications and experience that a learner enters an apprenticeship with, and the progress made to enhance their skills, knowledge and behaviours.

At GTA England, we have addressed the behaviours agenda through a members day (in August) .

All documents relating to this event can be found in the [Members area](#) of the GTA England website.

Gen2, Rolls-Royce and Babington presented interesting accounts on their approach to behaviours; during which they spoke of a company that they have recruited to help them to track progress made etc.

A group has now been set up to consider how we might provide this evidence. The group will consider lots of resources to establish the GTA England best practice to make available to members. Amongst such resources are several commercially available products including APTEM for which we may be able to secure discounts. Please see the links in the power point presentations for such information.

1) This group aims to provide a central resource for:

Providing information about behaviours for

- A) Learners
- B) Employers
- C) Teaching and assessing staff

2) Providing templates for recording behaviours progress during review

3) Tracking progress

4) Production of a set of shared resources used to develop behaviours

We will shortly be writing to all providers in the GTA group, to ask them to volunteer to donate any of the above resources that might already exist, and then to develop these resources on an ongoing basis.

Please can I urge you to reply to the survey – and to participate in this collaboration?

**Also don't hesitate to get in touch with Trevor should you wish to join the group
trevor.alley@gtaengland.co.uk or 07403 149224**



GTA England News, Training Events & Webinars

Reminder - GTA England Apprentice of the Year 2018/19 completed application forms to be returned by September 28th to:
Lesley.Powles@gtaengland.co.uk

Date Time	Topic	Venue	Title	To Register click on Link
7 th November	Conference	TUC, Congress Centre 28 Great Russell Street London WC1B 3LS	GTA England Annual Conference Agenda TBC	https://www.eventbrite.co.uk/o/gta-england-14048637867

Latest uploads of documents/webinar recordings

[Link to Members area](#)

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Lesley Powles
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