

GTA England news

October 2018

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Conference Edition - "Stronger Together"

Annual Conference 7th November 2018



Our annual conference is fast approaching and the fact that it seems like only yesterday since we were at the TUC in November last year, is indicative of the pace of change and challenge in our turbulent sector. We have a strong line up of influential conference speakers who will update you on current topical developments in the sector. We are also planning to share progress and outcomes from the many activities currently in train. As ever, listening to last year's evaluation, we have allocated more time to consultation particularly on the strategic plan to ensure we are always actioning the issues and/or developing solutions most important to you.

The theme of this year's conference is **"stronger together"**.

This has been the golden thread of GTA England's mission since its inception and the development and support of a collaborative network has never been more important than now in the face of the challenges and opportunities ahead.

As part of the charter we developed last year, members old and new have embraced this concept and we are pleased with the many examples of network wide and inter GTA partnerships and initiatives which have developed over the last twelve months, bringing synergies and benefits to those involved.

But there is more to do and evidence from members shows that you get back what you put in. Our successes and reputation with stakeholders and within the sector are gathering pace and as a result we are welcoming new GTAs and other like-minded organisations into our membership which is also enabling us to widen our services and the scope of our influence on your behalf.

The conference is a good opportunity to reflect on these successes and to plan the actions that collaboratively we need to take to secure the future of the GTA movement.

We know that the sector is in the midst of the most turbulent change in our history and hope that the line-up of high profile speakers from our key stakeholders the IFA, ESFA & the Department for Education will present an opportunity for them to update us on the policy changes to come. The IFA in particular is still a fledgling organisation finding its feet and not without significant political pressures to perform, we look forward to Sir Gerry Berragan, now CEO, outlining how he sees his organisation developing. A senior ESFA Director will update us on the developments and timescales for full roll out of the apprenticeship service and developments with T levels. We will also get the chance to debate and articulate current barriers and solutions to some of the issues we collectively face. We are also anticipating a ministerial address.

Building on your feedback at previous conferences we have built in time for networking and understand that many of you find it very valuable to discuss topical issues with peers. The Board is very keen to ensure that the membership plays a key part in the shaping of GTA England's future priorities and resource allocation. Following member feedback last year, new membership services have been developed which some GTAs have found invaluable. We aim to do more and again want to involve you in setting the strategy for 2019 and beyond as we move towards our 10th year of operation.

16th November 2018





Chris Jones - Ofsted and the Annual Conference

We are delighted to welcome Chris Jones back to the conference and know that his Ofsted update is always particularly welcomed. GTA England members have hugely benefitted from the partnership with Ofsted over the past 12 months which has culminated in member participation in pilot inspections and significant opportunities to share experience and learning. We are delighted to be involved in Ofsted’s consultation process which is testament to the strong relationship we have developed with the inspectorate and the esteem with which the GTA network is held. I am sure that Chris will unpick the changes planned for the new Common Inspection Framework and in his inimitable pragmatic fashion will tell us what they mean for GTAs. [Link to register.](#)

Time	Content	Duration	Lead
10.00am – 10.30am	Registration and Coffee	30 mins	
10.30am	Welcome and introduction Overview of the day: “Stronger Together”	5 mins	Tom Wilson – Chair GTA England
10.35am	Institute for Apprenticeships Theme needed	25 mins	Sir Gerry Berragan – CEO IFA
11.00am	OFSTED Common Inspection Framework changes Member Consultation for 20 minutes Including Q&A’s	50 mins	Chris Jones - OFSTED
11.50	Minister Anne Milton addresses conference (tbc)	10 mins	Secretary of State Anne Milton MP
12.00pm	ESFA briefing including progress on T Levels and employer participation	20 mins	Keith Smith Director for Apprenticeships Department for Education
12.20pm	Interactive networking lunch	50 mins	
13.10pm	Membership developments: UFI ILT project video and call for extending participation Resources for introducing and assessing Behaviours in Standards Data benchmarking tool Business Support service impact Developing markets abroad	20 mins 15 mins 15 mins 15 mins 10 mins	Gavin Smith / Sally Betts Trevor Alley RCU Lee Weatherly GTA England Steve Grant - TTE
14.25pm	GTA England update (EPA; HADA etc)	15 mins	Mark Maudsley
14.40m	Strategic Plan consultation with Members (NEED to establish if TUC have interactive voting capability)	20 mins 20 mins feedback	Board rep
15.30pm	Event Close		Tom Wilson

GTA England News - MTC and HADA update

The MTC believe in “Stronger together” The Manufacturing Technology Centre (MTC) was established in 2010 and represents one of the largest public sector investments in UK manufacturing and, after four years of planning and a 16 month build, the facility opened at Ansty Park in Coventry at the end of 2011. During this time we have helped hundreds of companies across a range of industries and over 100 of them have become members of the MTC, making us eligible to be a GTA England member

The work we do can only be successful by using a highly collaborative approach. We work with partners and stakeholders in both industry and academia to ensure that the services we offer are at the cutting-edge of technology. Based at the Lloyds Bank Advanced Manufacturing Training Centre, MTC Training has developed a suite of Face-To-Face and online courses based around the technological capabilities of the MTC to support the development of skills within our customers businesses and the wider business community.

The courses are designed and delivered in collaboration with industry experts to ensure that learners receive the most up-to-date knowledge and skills across our current key areas of focus; Additive Manufacturing (3D Printing), Automation and Robotics, and Digital Manufacturing.

We are delighted to be able to offer GTA members free access to our suite of online learning courses across both Additive Manufacturing, Digital Manufacturing, and Automation and Robotics*.

The courses available are:

Implementing Automation & Robotics

Developed by the MTC's Robotics and Automation experts, this eLearning course will provide you with the skills and knowledge to help you make informed decisions concerning the introduction of automation and robotics to your business.

Additive Manufacture: A Guide for Decision-Makers Parts 1 & 2

This highly interactive eLearning course will provide you with an insight into each of the seven Additive Manufacturing (AM) processes and their associated materials, helping you make an informed decision about whether AM can be adopted by your business.

Digital Manufacturing (available from November 2018)

This course is for Design Engineers, Manufacturing Engineers, Product Designers, Research Engineers, or Technical Managers with an interest of integrating digital tools into manufacturing.

To access these courses please email training@the-mtc.org with the course(s) you are interested in and the GTA member organisation you belong to.

*Limited to 5 licenses per member

Higher and Degree Apprenticeship Steering Group - Rebecca Rhodes

Next meeting 25th October

9.30—11am

The first meeting of the Higher and Degree Apprenticeship Steering Group took place on Monday 14 September to consider first steps towards a common GTA approach. As a starting point, we are developing a summary of the possible options for members who want to move or consider moving into higher levels of delivery. The first of these is to look at how we might convert existing GTA HNC and HND stand-alone delivery (either in full or in part) into a full apprenticeship.

The group discussed the issues and challenges that this might present, not least the additional step for employers progressing to a second apprenticeship vs a qualification that employees study in their own time, and of course the fact that currently we do not have a suitable level for level 4 or 5 progression point Standard.

We know however that there are discussions taking place on this point in the wider engineering sector, particularly in aerospace. We also know from members that a high level technician role is very much a feature of many employer's businesses and that this would provide a strong case for creating an apprenticeship to support this next stepping point in a career structure.

MEMBERS ACTION : if you have any job descriptions for high-level technicians to which your delivering stand-alone HNC's or HND's we would really like copies of those and or your views on whether an apprenticeship for this role would be useful addition to what we can offer employers

ACTIONS ARISING / NEXT STEPS - As a result, steering group members will be collating job descriptions and structure charts from their employers for this role, and Mark will be looking to discuss the possibility of a L4 or L5 standard like this with the Institute for Apprenticeships. We will also be preparing a list of options for implementing this model after the October meeting to share with members for views.

QUERIES If you would like to discuss any aspect of the project or the outcomes of this meeting please contact:

rebecca.rhodes@gtaengland.co.uk or any of our members: Tom Wilson GTA England, Robin Lockwood SETA, Roland Fletcher Gen2, Nikki Jones AMRC, Steve Whitehead T2000, Linsey Temple GET, Neil Fowkes JCB, Mark Maudsley GTA England or Andrew Szczelkun

ILT Project - *GTA England News*



One of the sessions at conference will introduce you to the Engineers Mate with video footage of the proof of concept and how it is currently working.

The Engineering Apprentices' Mate is a point and play learning experience app. By pointing the app, on a tablet, at a piece of machinery/equipment in the workshop the engineering apprentice will have immediate access to independent learning, support and assessment activities mapped to the new engineering apprenticeship standards.

Away from workshop areas the app can be used with photographs of the machinery, as well as accessing the non-augmented reality aspects of the app (the gallery, information about the provider and contact information).

This walkthrough outlines how an engineering apprentice would use the app before, after or during a practical session in a workshop area.

Hotspots appear on the screen on top of the machinery they're viewing. The hotspots highlight key areas and act as trigger points to allow the apprentice to access a variety of resources relating to the equipment including:

- information about that section of the equipment
- videos showing how to perform skills based tasks
- underpinning maths support
- quizzes (including video quizzes) to self- assess understanding and progress
- video (and other resources) detailing similar
- equipment used in the workplace



The main purpose of the app is to provide step-by-step learning on how to use the equipment; offering video instruction. Not just for the machinery they have access to in their workshops but for alternative equipment used in industry.

The app provides activities enabling apprentices to self-assess their learning.

Early participants in the activity include, in alphabetical order: BEMA, PETA, Rochdale Training, STEGTA (thanks for co-ordinating the content) pledges from the AMRC and NITAL.

And we have recently been joined by employers including Rolls-Royce, Siemens and JCB.

We would like to invite members to get involved in this activity.

We are hoping to also be announcing some good and exciting news at conference too!



Kath Soliman OTC - Obituary



Kath joined OTC in 2004 as Contract Manager responsible for control of the Learning and Skills Council Contract and for sourcing and writing bids for European Funding. A somewhat reluctant appointee, Kath became OTC's Chief Executive in 2012 taking over the reins at a difficult time for the business. Kath rose to the task, got stuck in and with her combined qualities of kindness and compassion supported by strong leadership skills, she was able to drive through improvements and ultimately build a solid platform for success. She also served as a GMLPN Advisory Board member for a number of years. In the last few years, Kath continued to steer the business through the various challenges which the industry (and the funding) presents, remained totally committed to OTC and believed strongly in delivering high quality focused training whether that be to apprentices or commercial clients. She leaves behind a legacy at OTC which the Board of Trustees are keen to maintain.

Kath also leaves behind husband, Mo, son and daughter, Sharif and Katie, and grandchildren, Theo and Mia. Kath will be hugely missed by friends and colleagues within the GTA England network

WorldSkills Reminder

This invitation is open to CEOs, plus key members of their training and ops teams

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.

GTA England News - Apprenticeship Standards

Apprenticeship Standards:

What follows is a summary report on standards. A more detailed version is available for members in the members area of the website. Once again, a considerable amount of time in the period has been devoted to this element of activity:

End Point Assessment

Members Day held on 26th September considered the proposal to move to a “commissioning” model to select an EPAO partner(s)– this was unanimously supported. Members shared delivery solutions in place in Food & Drink; AME standards Foundation programmes; and Mechatronics. We agreed that a programme of visits or "learning raids" would follow. I'm delighted to announce the first at NWTC on Mechatronics on 7th December 2018 (see final page).

Initially cutting our teeth on the Engineering Technician and MOET standard, we wish to also embrace Engineering Fitter, Engineering Operative, Design Draught, and metal Fabrication.

A specification is constructed to circulate to EPAOs It is expected that we will be able to offer around 5k starts in the STEM area to organisation(s) who would wish to work in partnership to rapidly develop a high quality, national arrangement “by members, for members” in EPA.

Engineering Operative

The last report confirmed that standard has been fully approved without caveats, along with the assessment plan thanks to some sterling work by colleagues at SEMTA.

We received confirmation of the final funding band at £6k (including EPA funding costs) against the initial allocation of £4k. The quotes submitted as part of the unsuccessful Appeal process showed delivery costs ranging from £14k to £19k with an average of £16k.

The Engineering Operative standard, expected to be appropriate for up to 2k Apprentices per annum, is feared not to sustain this number. Therefore, we will continue to work with the IFA and suggest a review in six month's time to consider take up against the aspirations of the original volumes.

Metal Fabrication submission

We have received confirmation of approval for the standard by the IFA. We have also received approval with conditions for the assessment plan. The significant condition is to increase the duration of the skills observation, which has been accepted by the TB group.

The re-submission of the plan has resulted in a further quote being requested from the IFA from a second FE College (the original 3 contained two GTAs and one college).

The final quotes submitted which cost out delivery were in a range from £26k to £31k. Ever optimistic (!), I'm hoping that the final funding will be in excess of the initially allocated £9k. This is supported by the fact that the standard to which our assessment plan was compared has been allocated £24k

Mechatronics revisions:

We previously reported that the Automotive TB group have accepted that the Mechatronics standard level 3 competence qualification be amended to include “notional pathways”. This was also to create a notional medical pathway also. It is understood the required amendments to the level 3 Competence qualification are going through the approval process at the AO concerned. This should mean that the revised qualification ought to be available by December/January 2019.

Cross AME TB considerations

Engineering Technician funding band

We were an active contributing participant in the review of the Engineering Technician funding band. The review resulted in only a £1k reduction from the existing £27k. Additionally, the standard remains as a whole without the IFA insisting it be broken into constituent parts of relative values.

Higher and Degree Apprenticeship standards

Our HADA Steering Group commend the development of a standard at level 4 to meet the needs of highly skilled technical roles. We have made contact with Aerospace Trailblazer sub-group formed to develop such a standard and have pledged our support for its development.

Business Support Services

GTA England Business Support Services

GTA England maintains the ambition to provide members with business support based on sound basics and proven practice. Recent developments have further crystallised the service ensuring that members share and engage in the expertise to develop EPA approaches, apprenticeship standards, IFA funding rates and employer engagement. In parallel there has been vital work of understanding ESFA developments and contracting challenges and opportunities. Equally, the support provided to develop Ofsted inspection plans linked to peer reviews and governance support has been invaluable.

The work to extend this support further has been aided by the application and analysis of a range of questionnaires and member visits. Results have been used to shape the further development of members' business support service. Outcomes have been used to reinforce the GTA England sharing agenda whilst adding the opportunity to bring options undertaken by GTA's to develop their business to the attention of the wider membership. A third strand of support is to ensure that members who are facing the same challenges and have common questions are identified enabling GTA England to facilitate appropriate resources to engage and deliver solutions aligned with the range of current issues being faced by members. We are confident that the answers to these questions are to be found within the membership and the GTA England network of resources including the growing team of associates. While GTA England is primarily facilitating the development and improvement process direct intervention has supported members with regard to quality or contractual issues. Recently direct intervention has supported a member to navigate a challenging transition providing support in governance and strategic planning related to marketplace positioning.

Three important themes have emerged:

1. The Sharing Agenda

Events will be organised to enable member's staff to meet others facing the same issues who will share their experiences and challenges. Bite size events will focus on what is working well and areas where ideas and help would be welcomed. In addition to the current programme, topics to be included be:

- **Business Development –**
Getting New Business
- **Operations –**
Getting the Job Done More Effectively
- **Finance –** More Effective Control and Financial Benchmarking

Explore the options member CEO's have taken to develop the GTA into new areas to achieve growth and profitability. The ambition is that CEO's will step forward to lead on specific options. Steve Grant of TTE will lead this initiative by introducing the work his GTA has done to successfully engage in national markets.

2. The Options Agenda

Explore the options member CEO's have taken to develop the GTA into new areas to achieve growth and profitability. The ambition is that CEO's will step forward to lead on specific options. Steve Grant of TTE will lead this initiative by introducing the work his GTA has done to successfully engage in national markets.

3. The Questions Agenda

Share the questions that are uppermost in your mind to enable GTA England to focus resources and capability to facilitate solutions. GTA England will engage with CEO's to ensure that alignment is maintained between the immediate needs of members and the work of GTA England to find solutions.

We hope this gives the rationale for the activity and hope to explore these points at conference.

The new Ofsted Common Inspection Framework et al - Trevor Alley

Members can find a full and detailed report within the Members area of the GTA England website. [Link:](#)



Amanda Spielman visited the North East last week to talk to schools about the proposed changes to the common inspection framework.

She highlighted 3 main proposed changes:

- The first change is losing outcomes as a standalone judgement.
- The second change is broadening the existing quality of teaching, learning and assessment judgement into a quality of education judgement. This one should include curriculum alongside teaching, learning and assessment, and will also reflect outcomes.
- Then third, we propose splitting the current judgement of personal development, behaviour and welfare into 2 separate judgements: one for behaviour and attitudes and the other for personal development.

In other articles in the press this week

“Major subcontractor heavily criticised in ‘insufficient’ Ofsted monitoring visit report”

Some of the key findings were:

- Apprentices were not being recruited to programmes that “help them to develop new knowledge, skills and behaviours, or support their career advancement”
- “Too many apprentices reported to inspectors that they had been in their job roles for a number of years and that they were not learning anything new,” the report said.
- Some were found to be “completing a second apprenticeship at a lower level than the first”.
- Most apprentices – “particularly the most able” – were making “slow progress”, the report said.
- Many were not receiving their full entitlement to off-the-job training, and “in a few instances” did not even know what it was.

At one of our meetings recently a senior Ofsted HMI told us that we should be clear that we are able to demonstrate that the progress that our learners make is good.

He said that Ofsted often discuss this with providers who offer as evidence high overall and timely achievement rates and that this is not sufficient.

So how do you measure your learners progress?

Initial assessment

It is essential, I believe that initial assessment is made and that it is comprehensive and thorough. It should certainly include assessment of English and maths skills (many organisations use BKS tests for this purpose). Learners pre-entry qualifications should be established

Group profiles and Risk Registers

The information gathered during the recruitment and induction processes are often used to create group profiles which are supplied to tutors at the start (hopefully!) of their programmes

Tracking Progress and individual targets

The best evidence to demonstrate that learners make good progress from their start points can be seen when the learners are set individual targets which build on their existing qualifications and experiences.

GTA England News, Training Events & Webinars

Date Time	Topic	Venue	Title	To Register click on Link
7 th November	Annual Conference	TUC, Congress Centre 28 Great Russell Street London WC1B 3LS	GTA England Annual Conference Agenda TBC	https://www.eventbrite.co.uk/e/gta-england-conference-tickets-45641319415
16th November	WorldSkills	NEC Birmingham	WorldSkills Induction	https://www.eventbrite.co.uk/e/world-skills-induction-tickets-50065281605
23rd November 12-1pm		Webinar	Setting the starting point for apprentices and creating a good practice Initial Needs Assessment	https://attendee.gotowebinar.com/register/3322576099259040780
30th November 12-1pm		Webinar	Planning, tracking and implementing 20% off the Job Learning	https://attendee.gotowebinar.com/register/6335136804295642124
7 th December 10am—12pm	Review of Mechatronics Standards delivery	NWTC Bootle Visit Work- shop	To learn how NWTC have delivered the Mechatronics programme from inception to EPA.	https://www.eventbrite.co.uk/e/review-of-mechatronics-standards-delivery-tickets-51582836653
14th December 12-1pm		Webinar	Monitoring and Recording Learning in Work based Reviews	https://attendee.gotowebinar.com/register/3584369817832675084

**Reminder - GTA England Apprentice of the Year 2018/19
completed application forms to be returned by October 26th to:
Lesley.Powles@gtaengland.co.uk - If you have any question please call Lesley on:
07772276608**

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