

GTA England news

September 2019

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GTA England - 10 year Celebrations



Did you know it is the tenth anniversary of GTA England?

That's why the 2019 conference is starting with a sumptuous evening Dinner in the Baker Tilly suite at the MTC in Ansty, Coventry on the **19th November 2019**. We hope to see all members in attendance to help us collectively celebrate.

The focus of the event is, "GTAs, the best of the past and for the future" recognising our roots since the Industrial Training Act in the 1960s. The development journey has encountered many governments; regimes of funding; economic up turns and recessions which is testimony of the structure and spirit of GTAs in responding to employer needs.

Additionally, its equally about the future.

Our celebratory publication will show case members ideas for growth and development to demonstrate the growing capacity and capability of GTAs

Accordingly, we have a key input from Alan Norbury, Siemens on how Industry 4.0 and digitalisation is touching all in the technical skills sector. Also an inspirational message of personal strength and determination in the face of adversity from our friend, Emma Wiggs MBE British Paracanoeist Olympic Gold medal winner

After a good sleep in the local hotel organised (unfortunately not funded!) by GTA England we will commence the annual conference. With confirmed inputs from Rob Nitsch, COO at the IFATE and the ever supportive Chris Jones from OFSTED we will also have our annual consultation with members on the priorities for the future.

Mindful of the future, we will conclude the conference with a tour of the state of the art facilities at the Advanced Manufacturing showcasing how advanced industrial digital technologies can benefit manufacturers and their supply chains.

Please hurry and reserve your place today - links to [Evening Dinner](#) and [Annual Conference](#)



Thank you to the 10 GTAs who provided some brilliant stories which illustrate the quality, diversity and growth of the GTA model.

Activate Learning Engineering College GET Training 2000

Hereford & Worcester GTA JTL MGTS The MTC Rochdale Training Siemens

We are now working on pulling information together to develop a range of media to present at the conference in November, to include on the website and for use with stakeholders.

I know through communications that others were intending to submit stories **so if you missed the deadline and still want to send me something please let me know** – however I will be starting to finalise things in the next few days. Email Stephanie.whalley@gtaengland.co.uk

Its coming.....Apprentice of the year awards



“Very important celebration of the apprentices achievements and a great advertisement for the work of GTAs and GTA England.”

“I think the event should definitely be run again. It was great to hear about the work of GTA and even better to be recognised for our work as trainees. I also particularly enjoyed the motivational speaker; it was very inspiring.”

A timely reminder that the deadline for submissions is 25th September 2019. Members can submit one application for each of the following categories:

- 1 Application for Engineering /Construction sector,
 - 1 Application from Business Services sector,
- 1 Application for Best Newcomer in Engineering /Construction sector
- 1 Application for Best Newcomer in Business Services sector

We hope to be showing video clips of each finalist at annual conference in November 2019 and looking forward to the awards Evening celebration on 19th February 2020.





End Point Assessment update

Activities in train at the moment include:

**Engineering Fitter; Engineering Operative; MOET; Metal Fabrication
with City & Guilds**

The contract has been finalised and following consultation with members has been amended to include:

- cost of travel above 100 miles round trip and accommodation where appropriate if required to ensure national coverage
 - Break clause now included for both parties
 - “environment” for MOET EPA being discussed (including IFA)

Members are strongly encouraged to get staff involved in becoming assessors under the aegis of C&G (and other selected partners). The first workshop for Assessors training is for the MOET standard and is being piloted on 10th and 11th September for staff at HETA and NITAL. As we have at least 12 members offering this standard there is a need to offer further sessions.

The on-going development of resources for the other standards by C&G including the planning of Assessor training is currently being planned.

Also, colleagues at C&G have confirmed they will meet the IFATE deadline for registering an intent to submit applications to the register of APAOs for Engineering Fitter; Engineering Operative; Metal Fabrication. This will mean starts beyond October 2019 can continue. **(see full briefing note in the [Members area of website on this : \(Members Resources>Library>End Point Assessment>Leaflets and Guidance folder\)](#)**

Finally, members were invited to consider staff to be released to apply for the Lead EPA for the MOET standard. The Job role and description has been circulated in which a commitment for 25 days per annum was informed.

Although we need to think through Conflicts of Interest and so on, this is a real vote of confidence in the network by the Guilds.

Engineering Technician standard

We have circulated the offers of EPA for the Engineering Technician standard from both EAL and the IET.

Members are politely reminded of the deadline for returns on **13th September 2019**. **As part of their offer the IET are keen to meet with members to explain their EPA process. A workshop has been arranged at JCB on the 17th October 2019 – to reserve your place please book asap. [LINK](#)**

Non Levy resources

We are all extremely challenged with the prospects around the lack of non-levy funding for our SME employers.

Although we await the announcements of potential additional funding from the Secretary of State, it seems that resources will continue to be tight.

Our colleagues in the AeLP have published survey findings indicating 33% of 200+ providers responding require an extra 25% funding to meet needs; and 75% cannot meet non-levy demand. In order to help in our communications with government and partners, including the FSB, we have requested information from members an indication of current position regarding ability to deliver non-levy provision.

You may recall that we have agreement in principle to access to over £1m from a handful of employers including City & Guilds; Siemens; TMUK with others undertaking internal consideration at this time.

Just a polite reminder that your returns identifying companies in need of non-levy resources are welcome at your earliest convenience but by 13th September. In the case of colleagues at Siemens, allocating their levy resource has to be completed in September 2019.

We also continue to push for changes to the current policy that Levy Transfers are not available for companies with less than 49 employees and for their 16-18 years old Apprentices, thus allowing levy employers greater choice.

New Board Member



Following the recent election, I am pleased to announce that Iain Elliot, CEO of HETA, will be appointed to the board at its next meeting.

Iain brings a wealth of experience and is a welcome addition to the GTA England board.

Iain commented "I am really pleased to be elected to the board of GTA England and look forward to working with colleagues across the network and being able to contribute to the wider technical skills agenda.

Independent providers play a critical role in helping the UK to 'upskill' and collectively, we need to do everything possible to ensure that we get the recognition and support from all stakeholders and to be able to influence skills policy."



RCU Benchmarking Service

The first set of data reports were made available to participating GTAs in August. A total of 21 GTAs submitted data – only 2 failed to meet the deadline, so we have a substantial data set which is representative of the network. We are still working to find a solution to support subcontracting GTAs who are not in control of their own data. **We hope that members have found the information useful for benchmarking purposes and would appreciate any feedback to support the next round** - email Stephanie.whalley@gtaengland.co.uk.

We are currently working with RCU to produce some aggregated headline GTA facts and figures which we will share in November. Early analysis indicates some very powerful information e.g. GTAs represent approx. 25% of starts across the country on MOET and Eng Tech - which further supports our bargaining position with EPAOs and which firmly positions the GTA network as key players in the STEM agenda.

RCU will be contacting you in the next few days regarding the R13 upload – do please ensure that you send in your returns so that we can aggregate the full year data to support your own benchmarking and to further our lobbying and negotiating position.



Business Development service

GTA England has led on a wide range of initiatives over the last twelve months. Amongst these has been a focus on business development. As a consequence a number of themes have emerged which members consider central to future successful development. In summary, one can slim the key points down to:

“strategy and sales”

The need to engage with more “Gold” customers and achieving cost effective programme delivery were key outcomes from the GTA England 2019 business development workshop programme. It was evident that Gold customers expected Gold conversations from GTA sales staff. These conversations are more likely to be aligned with the customer’s strategic ambition rather than a simple “What type of apprentice do you need?”

Events are being designed, to help sales staff confidently hold “Gold “customer conversations.

coupled with “costs and efficiencies”.

The general consensus is that funding will reduce in value. A significant amount of work was invested in presenting apprenticeship delivery cost to the IFA to secure current levels of apprenticeship funding. It has been considered to be vital that the cost of programme delivery is fully understood. As a consequence apprentice costing templates will be shared and developed to enable all members to drill down on delivery cost, ideally being used to improve efficiency and achieve cost savings. Working groups will be established to facilitate this continuous improvement programme.

This will excellently complement our **Making Standards Work programme** where we are planning to hold workshops allowing members to share current practice on delivery models for standards; perhaps the first of which could be *Engineering Technician; Operative and Fitter*. Are these the right ones? Interested? Get in touch to register your interest in finding out more.

How are you measuring progress in Behaviours?

Just a reminder that the workbooks and associated resources on effectively measuring Behaviours in Engineering standards, are available in the [Members area](#) ([Members Resources](#)>[Library](#)>[Behaviours](#)) of the website.

Based on best practice in place at a few members, the three booklets aim to support three important customers:

Apprentices; work place supervisors in employers ; GTA provider staff undertaking the BARS reviews.

With descriptions; guidance; hints and tips they’re a very useful addition to integrating support to develop and measure progress in Behaviours.





So how is the EIF going; what are OFSTED finding?

Why not register on a workshop being held at Make UK in Aston .

I'm looking forward to introducing Chris Jones, OFSTED HMI and specialise adviser on Apprenticeships, to a quality

improvement Members Day. This will be our third consultation with OFSTED with the focus being how the EIF is being

implemented; what the key findings are; were providers are struggling; and hints and tips.

Chris is keen to hold a syndicate exercise with members and, as ever, offers a Q&A session for us to further explore how to respond to the challenges of the EIF and to deepen understanding. This session will be extremely useful to colleagues involved in managing and implementing quality assurance processes. **Please register for this event [here](#)**

Peer Review training workshop

We are delighted to confirm that the rearranged & much-loved peer review workshop is to take place at the MTC, Ansty, Coventry on the 3rd & 4th December 2019.

The workshop is **aimed** at:

- Managers responsible for observations of teaching learning and assessment
- Staff who wish to become involved in these activities (especially) staff who would like to become involved in the external peer reviews carried out by GTA England on member companies
- A summary of the aims of the sessions include:
- To understand aims of quality peer review and the new inspection framework
- To provide a template for the observation of all aspects of delivery of apprenticeships and study programmes.
- To give staff an insight into the peer review process
- To validate staff skills so that they can contribute to peer reviews

Please register for this event [here](#)

SAR and QUIP workshop

A very successful member's day was held at JTL Birmingham recently, to discuss the important topics of writing better Self-Assessment reports and Quality Improvement plans. 16 members from 11 organisations attended.

Evaluation overall at 100% good or better (67% excellent). Three important session were delivered including:

- The SAR process This session discussed reasons for writing a SAR, evidence gathering, making sound judgements etc. and included a template for writing a SAR based on the new EIF.
- Using Data. (6 excellent, 4 good) This session, which looked at analysing trends, identifying achievement gaps
- The QUIP, position statements and case studies This session included a template for writing a QUIP based on the new EIF and incorporating the three I's into the template (Intent, Implementation and Impact). Position statements and case studies were discussed as powerful tools to consider using to highlight points of significant importance.

All materials have been placed onto the [Members area](#). (Members resources>Library>SAR&QUIP Event 28th August 2019) Please don't hesitate to contact me if you wish to discuss any of the contents

Trevor.Alley@gtaengland.co.uk

Facilitating CEO networking

Member CEO's effectively network with other CEO's on many different levels. It is the intention of GTA England to support this activity by facilitating the network by:

- establishing a better understanding of CEO priority lists;
- ensuring that common challenges are shared where both experienced and new CEO's are aided to share experience and expertise.

These themes have been placed at the forefront when planning for 2019/2020 member support.

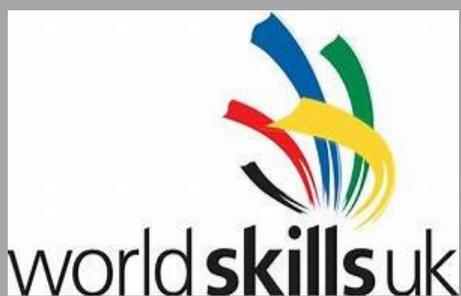
If you would like to learn more or register your interest in these items, please contact Lee

Lee.weatherly@gtaengland.co.uk 07801275477

Higher and Degree Apprenticeships (HADA)

All are waiting for the next stage of development in the Higher Apprenticeship saga. We understand that key developments will be announced at the start of 2020. However, the skills market has moved to achieve alignment with higher qualification levels. Work has recently been presented introducing a range of categories which would align members on the spectrum of non-level 4 programme delivery to full degree provision.

Members will receive a paper introducing the categories as the first step to self-diagnosis leading to the possibility of progressing to achieve higher level qualification delivery.



World Skills update

Aligned with engaging with higher level provision is engagement with World Skills UK. Many members have enjoyed success in this area. The first step is the regional events.

- Are your apprentices at the standard to take this first step?
- Are you keen to further differentiate your GTA in the market place?
- Are your employers keen to differentiate their vacancies in the market place?
- Do you want your customers to recognise your involvement in this world class event?

Information will be made available to ensure that members are aware of the regional entry criteria to enable the first step to be successfully taken.

GTA England News, Training Events & Webinars



Mark Your Calendars

Date Time	Mode	Venue	Title	To register click on Link
17th October 10.30 - 3.30	Event	JCB	Introduction to EPA the IET way	LINK
31st October 10.30 - 14.00	Event	Make UK	OFSTED - How EIF Inspections are going	LINK
19th November	Celebratory meal	The MTC	GTA England 10th Anniversary celebratory Dinner	LINK
20th November	Conference	The MTC	GTA England Annual Conference	LINK
3rd & 4th December Timings 10.00 – 4.00 9.30 – 4.00	Workshop	The MTC	Peer Review Training – Trevor Alley	LINK

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