

GTA England news

Conference Edition - November 2020

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Plus a new area of the website

M2M Shop window

Thank you to all who attended our twelfth, yes twelfth, Annual Conference on the 11th November 2020.

I'd like to take this opportunity to express our appreciation to all partners who took the time to provide an input including:

- Paul Joyce, Deputy Director further Education & Skills OFSTED
- David Phillips, Managing Director City & Guilds
- Mark Donnelley, Chair Aerospace/Airworthiness Employers Trailblazer Group & BAE
- Jennifer Coupland, CEO Institute of Apprenticeships and Technical Education

Additionally, to our very own Linsey Temple, GET and Vice Chair, GTA England taking us through the member consultation section.

And, thanks to Tom Wilson, Chair for steering us through proceedings.

What a year, so far and despite feeling like the character in Munch's painting "the Scream"



and yet



Our members are still very much open for business despite all the challenges.

We made reference to the Survey outcomes on the impact of Covid-19 and the report will be available shortly once we incorporate some national statistics and the conference Poll around the government measures to support recruitment.

As ever the recording of the entire conference can be found in the members area of the GTA England website plus the PowerPoint slides.

Filepath — [Membersarea](#)>[MembersResources](#)>[Library](#)>[AnnualConference2020](#)

[LINK](#) to Annual Conference folder

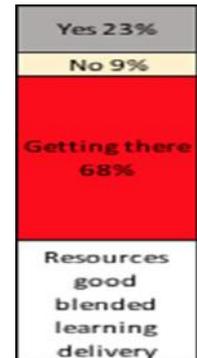
Please don't forget to provide feedback, please click image



Focus on.....On-line delivery blended learning resources



We have made a great start in adopting on-line methodologies including Teams, Zoom, GoTo and VLE's however, it is not seen as a panacea in itself if the learning resources used are those from last year. We completely understood an observation made by Paul Joyce from OFSTED in that merely popping a PowerPoint into an on-line delivery environment doesn't in itself create good on-line digital learning for Apprentices.



Our own research showed that, when asked if members have good resources for on-line delivery, only 23% confirmed with over two-thirds preferring to select the "getting there" option. We have a major focus in this area to support members in the immediate and medium term future.

A) Course in a box

Many contributors made mention of the challenges of moving to on-line learning.

Ever grateful for the advice and support from the UFI, we have completed the first phase of our on-lining project. Collecting on-line resources; supporting members staff with CPD including the establishment of a Practitioners Group which has now "met" twice.

Based on the resources collected we have an excellent starting point to develop appropriately designed on-line resources to support the delivery of under pinning knowledge in STEM standards, particularly for the Engineering Technician standard which has extremely useful basis for other STEM standards too. We are now launching the establishment of a **content creation group**.

Formed with members staff who will be supported with appropriate CPD we will agree the minimum standard which constitutes good on-line learning resources and support to produce a guidance manual and the resources themselves.

Further information about our plans can be seen here [<link to video clip "Course in a box">](#) stored in the Members area

Anyone interested in finding out more please register an interest with Scott Rorrison at HETA scott.orrison@heta.co.uk

B) Evaluation of on-line learning delivery

We explained how the UFI funded project has enabled us to establish a developmental framework to classify the planning, delivery and impact of on-line blended learning following OFSTED EIF categorisations of Intent, Implementation and Impact.

Chris Jones will be piloting this approach shortly and following a review with appropriate adjustments we plan to roll-out to members.

If you're interested in getting involved, just let us know.

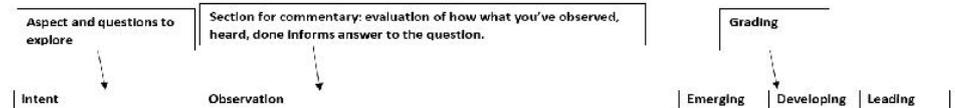
Finally,

We also made reference to other areas where support exists for members and I hope the attached information sheet is helpful in identifying topics and contacts:

**** The Practitioner Group **The Techie Group – help with augmented reality and so on **Engineers Mate App**

Developmental by design:

The tables include the key questions that analyse the effectiveness of what leaders, managers and teachers have put in place.



Grading

The grades are intended to be developmental.

- **Emerging** indicates that practice in this area has just begun and needs further development.
- **Developing** shows elements of high quality: leaders, managers and teachers can articulate clearly what it is they are doing and can explain the impact on the progress that learners are making.
- **Leading** means that provision in this area is worthy of sharing with other leaders, managers and teachers across and outside the organisation.

Interested in piloting?.....

Members consultation

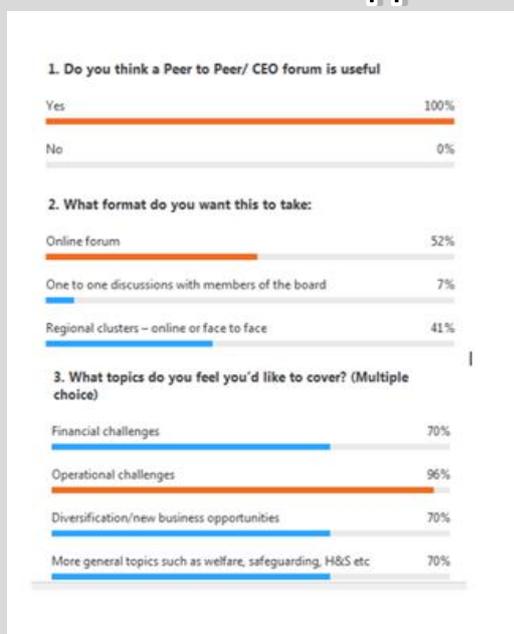
Many thanks for the positive feedback via the Polls on how we take forward the support in the strategic plan around communications. Look out for the Events calendar. Regarding the appointment of a **GTA England Ambassador** do get in touch if you have someone in mind who may be interested and meets the following criteria:

Criteria:

- >>Active with stakeholders and politicians
- >>Reinforces our employers credentials and
- >>has a passion for the development of young people

We thought that you'd like to see the poll outcomes:

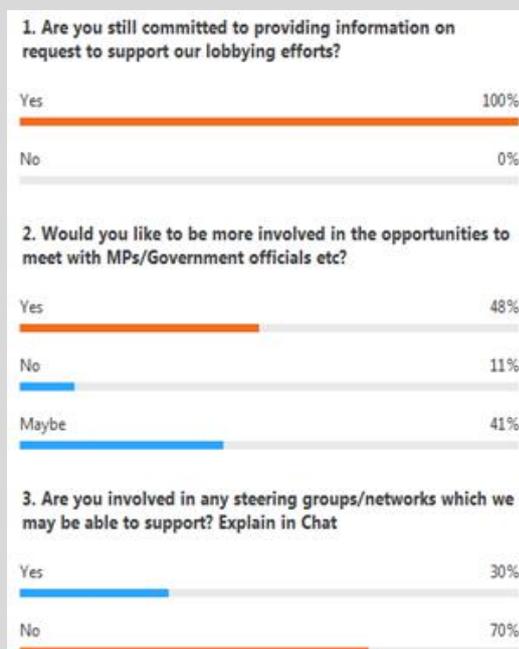
Peer 2 Peer support



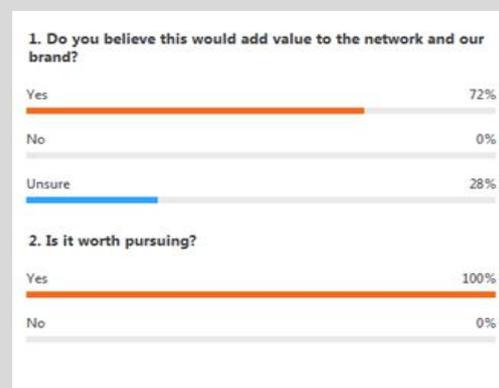
Covid briefings



Lobbying



GTAE Ambassador



We look forward to configuring the service following your feedback.

Partners corner



It was great to have an input and attendance by a number of colleagues from the City & Guilds. We look forward to continued partnership in the EPA for Engineering Fitter; Engineering Operative; MOET: & Metal Fabrication. In support of this, watch out for the Members Covid briefing on 2nd December in which the Guilds new EPA platform is being explained. Also, you'll learn how the experience of an OFSTED review went at the Engineering College.

Additionally, we are excited to learn about the offer to members of free learning resources currently being formulated.



Alderwood, the GTA England Recruitment Partner, are part of Gattaca PLC – one of the UK's largest STEM Staffing businesses.

They have set up a Insights Centre for clients & candidates with an objective of helping share best practice amongst their client communities. You'll find events (webinars), Talent Acquisition health checks & market reports that may provide value. To explore the Gattaca Insights Centre, please follow

<https://www.gattacaplc.com/insights-and-resources>

IMechE

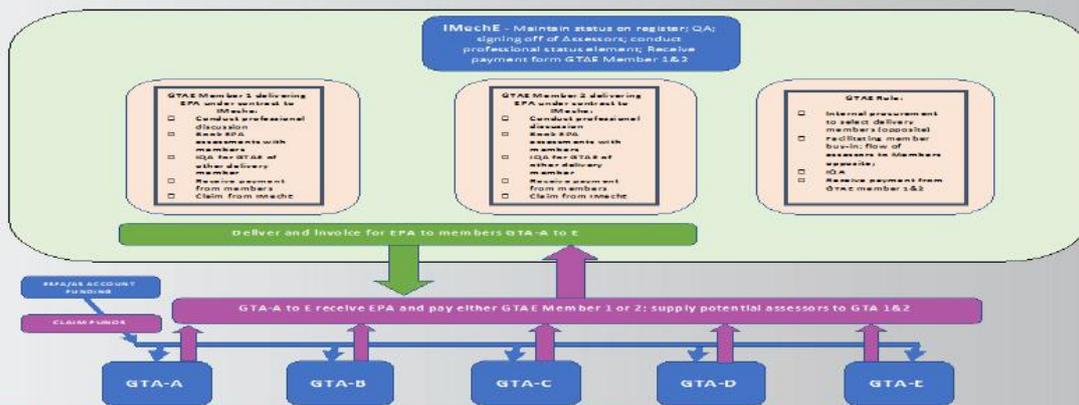


Following a members poll in September mandating the identification of a partner for EPA for the Engineering Technician standard, we are delighted to confirm that the Boards of IMechE and GTA England have agreed to rapidly explore such an arrangement.

New Partners:

» **IMechE**

To explore an arrangement for EPA for the Engineering Technician



1. Have you or will you benefit from Covid-19 EPA flexibilities?



We will shortly be issuing a confidential survey to each member to gauge commitment and seek volumes by Pathway on such an arrangement.

Another interesting Poll had us **discussing the value of the flexibilities in EPA** with the opposite outcome:



RSM



- » Sector leaders for financial assurance
- » Exclusive model to GTA England members developed with a few members
- » Involving analysis and review of ILR, PDSAT and evidence
- » Highly competitive fee for GTA England members



GROUP TRAINING ASSOCIATIONS
Outstanding Training for Industry by Industry

We were delighted to confirm a new service established with market leaders in financial assurance, RSM.

The high-level financial assurance health check will be available exclusively to GTA England members. Based around the four areas typically causing most challenges, it focusses in 4 key question areas including:

- Eligibility
- Initial assessment
- Apprenticeship Agreement
- Off the job requirement

It will result in a Feedback will be provided via a verbal debrief at the end of the review,

together with a short summary report

This activity would normally cost in the region of £6-£7k but with a more focussed review it can be offered exclusively to GTA England members for just less than £3k.

As one of our polls showed on the shrinking occupancy of Apprentices, best to have all the correct and robust evidence in place:

1. Has occupancy of existing Apprentices been effected negatively by Covid-19



2. To what extent are the government measures effective in stimulating recruitment



Key notes



OFSTED

As our first key note speaker, we were delighted to welcome back, Paul Joyce, Deputy Director Further Education & Skills.

Paul clarified the purpose of interim visits which are taking place rather than the normal inspection cycle.

Further education and skills interim visits

What we will do – we will:

- give up to **two days notice** of a visit
- have a series of **professional conversations** with senior and middle leaders, and possibly staff and some learners
- **listen carefully** to what you say
- endeavour to **work on site** at the provider's premises whenever possible – it may be necessary to carry out some meetings, discussions or aspects of the visit remotely (**during 'lockdown' all interim visits will be conducted remotely**)
- **observe social distancing** and take account of any remote or online education taking place.

Key notes continued

It was also helpful to have myths-busted about what the visits will not do as contained in the slide:



Further education and skills interim visits

What we will not do – we will not:

- **evaluate measures** put in place at the point of or during lockdown
- **judge providers** on their response to COVID-19 during the spring and summer terms 2020
- use the EIF and further education and skills inspection handbook to **make any graded or progress judgements**.

GTA England Annual Conference



Further education and skills interim visits

What we will not do (cont.) – we will not:

- carry out **lesson/workplace observations** or **deep dives**
- **expect leaders to prepare** for anything beyond what is part of normal business
- ask providers for documents or **records in a certain format**
- require staff to prepare any **additional work/lesson plans**, examples of assessment or put up any displays
- **review** self-assessment plans, quality improvement plans, points of improvement from previous inspections or visits or achievement data.

GTA England Annual Conference



As ever, we were delighted to welcome, Jennifer Coupland, IFATE CEO to be our second keynote speaker.

It was heartening to know that our support as a critical friend for the IFATE is welcomed and valued as was Jennifer’s introduction claiming “GTA England is a fantastic organisation”.

It was also very heartening to learn that IFATE will be discussing with the ESFA the issue of certain costs in the inclusion in the funding of Apprenticeship Standards – a great positive move following ours and others feedback that certain essential costs need to be included which are not currently.

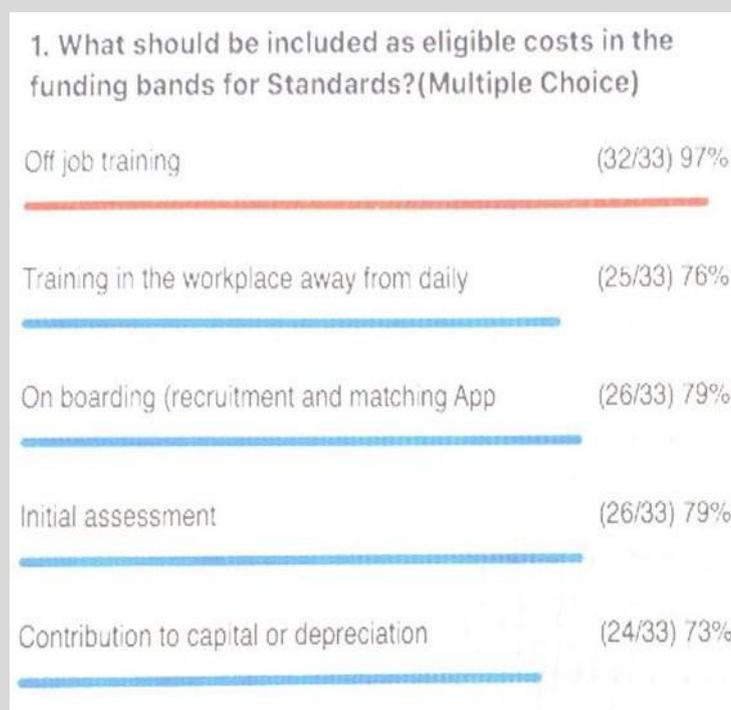
The following poll serves to exemplify the situation. It shows an overwhelming steer that all the costs ought to be included in the calculation of funding for Apprenticeship Standards. At the moment, only the first two from the five: Off the Job Training; and Training in the workplace away from the daily work pressures are included.

Finally, the Institute for Apprenticeships and Technical Education is running an annual stakeholder engagement survey.

If you work with the Institute this is a great opportunity to give feedback and help the Institute to make improvements.

The survey should only take around ten minutes to complete and will be open for four weeks, closing on Wednesday 9 December.

[You can click here to take part in the survey.](#)



GTA England News & Events

Coming up..... M2M shop window

We are in the process of creating a section in the GTA England website to allow members to shop window their services to each other.

The criteria to meet is that members will have access to information about products or services that support the delivery of training. Clearly, we will not be promoting members delivery services to learners or employers which are in direct competition!

By way of examples, so far we have contributions from:

- HETA – offering access to members for their on-line HNC in early 2021.
- RTA – offering access to members for their CPD provision in teaching & learning

| Date /Time | Mode | Venue | Title | LINKS |
|------------------------------|--------------|--------|---|----------------------|
| 02/12/20 10am- 11.30am | Zoom meeting | online | Covid Members briefing including a focus on the C&G new on-line EPA platform: EPA Pro. Also feedback from the Engineering College on how the interim visit by Ofsted went on the day of the Conference! | LINK |
| 15/12/20 10am- 11.30am | Zoom meeting | online | Covid Members briefing—Focus: the findings and operation of Financial Audits by Karl Bentley from RSM | LINK |
| 31/12/20 | | | Renewal of annual membership to GTA England | |

Contact details

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|---|---|
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