



NFEC REGIONAL SEMINAR – South West FRIDAY 17th October 2014

South Devon College, Paignton

There is a separate attendance list available.

1) Welcome and Introduction to the seminar

Steve Caunter welcomed everyone to the seminar on behalf of South Devon College with an insight into the College and its provision. Robert Coombes, as acting Chair, welcomed everyone on behalf of NFEC. Introductions were made around the room.

Bob Millington and Bob Clarke will be retiring from the NFEC Board at National Conference in December. Warwick Hall now looks after the business affairs of NFEC. Bob will remain part of NFEC in an advisory capacity and will continue to sit on various committees and trailblazer panels. Mike Bristow has been employed to set up the National Conference and Jill Mustard to run the seminars with the co-ordinators. There is now “new blood” on the Board of Directors and anyone interested in joining at this level is welcomed, please contact Bob Millington.

Bob Millington stated that NFEC are addressing membership equity with being, or not being a member, at National Conference and the regional seminars. From now on new exhibitors /delegates may attend one seminar for free and get a month’s free trial on the website to see what happens and then make decision if they want to become a member and be able to attend all seminars for free. If not, after that a charge of £200 for a delegate or £365 for an exhibitor will be charged per attendance.

The National Conference will take place on 4th and 5th December at the East Midlands Conference Centre, Nottingham University. The full programme has been published and is available on the NFEC website. The programme is taking on new initiatives, with no breakouts, but a more focussed programme such as the training of apprentices on undergraduate and teaching technicians’ routes at university level and Richard Hamer will update on trailblazers and SFA funding.

2) Current matters of concern

Study programmes and traineeships are causing a lot of debate. Work experience in college based businesses does not count anymore. South Devon College talked about their example LEAP, which is a cross college initiative. Master classes have been arranged on employers’ premises with guest speakers from that company as work experience activities. Employers are involved to take someone on for short trial and South Devon are finding that learners are being taken on during this time. Yet colleges are finding that they often end up using the same employers. Study programmes should

give the freedom to do what's right with qualifications whilst including Maths, English and work experience so employability should follow having been captured during the programme. According to the HMI there should be the elimination of tokenness.

3) Qualifications/Awarding bodies

Bill Lockyer - EAL There is a lot of activity going on reworking many VRQs. Some packages have been grouped together to make 15 credits. New qualifications and developments are available (at different levels) in motorsport, welding, preparing to work, rail pathways/frameworks, building services such as gas, plumbing and H&S. Schools qualifications are also available as well as qualifications suitable for Traineeships and their induction programmes. There was a discussion on mapping from schools level 2 to SFA level 2, as a schools level 2 may not be a full SFA qualification. This may be disheartening for the learner when they need to top up to fill in gaps. In the future this may be just requiring the practical competence but at the moment it was felt that schools should tell people that it is not a full level 2 as those delivered in colleges. The Webinars and on line system has been improved to make the online system easier to use. EAL are working with the Trailblazers, with pilot qualifications starting in 2 months with JLR on Automotive.

Bridget Stait – Pearson Sample assessments and specifications should be available by September 2015 for the revised level 3 Nationals. These will be NQF and will meet league table requirements and have external assessment included. If you would like to be involved in any consultations please contact Adam Barrigan on adam.barrigan@pearson.com. If there is anything else please contact Bridget on bridget.stait@pearson.com

Darren Quinn – C&G The Level 3 Tech Bac offer (C&G 5702 Engineering version) was launched on Monday for Engineering. The New Engineering Foundation have helped develop this and includes the technical qualification (C&G 1145), an extended project (C&G2395) and a work placement. You can use these numbers on the website or contact Darren on darren.quinn@cityandguilds.com for any further information on this or any trailblazer development.

4) Heart of the South West LEP

Stephen Criddle, Principal of South Devon College and Board member of the HotSW LEP, explained the structure of the Heart of South West LEP, showing how it is comprised of a mixture of public, private and educationally funded bodies such as Augusta Westland, SW Water, Westward Housing, County Councils and training providers in Dorset and Devon. There is a strategic plan based on place, people and business i.e. the infrastructure and connectivity of the area, supporting business to grow and the initiative of new skills to meet business needs. There is a series of sub groups which then work to achieve a balance between capital funding requests, aligning the local enterprise agency plans with government requirements for projects. Stephen heads up the People's Group with representatives from the Employment and Skills Board, SFA, Devon County Council and a Dorset and a Somerset training provider. The money is essentially for funding growth such as capital funding through European Union Structural and Investment fund and through local government funds. The key themes are driving innovation through SMART specialisms e.g Hinckley Point, advanced engineering at Augusta Westland and Exeter Science park and hence unlocking and raising productivity and employment whilst working with various employers and other partners.

Simon Friend, Head of Technology and the South West Energy Centre at South Devon College then explained how the SW Energy Centre was initiated. It is a new facility, the original idea based on the Climate Change Act 2008 and trying to future proof the curriculum with low carbon sector technologies. Funding came from South Devon College, SFA, private sector, European Regional Development Fund (ERDF) and the regional growth fund. It is an energy hub for business and the community and a training for not just PV, but renewable and clean energy generation, building treatments, energy management control and automation, electric/hybrid vehicles. It has courses to meet the needs of full time 14-18 year olds as well as up to catering for degree level students with FDs in Engineering Technologies and Sustainable Construction. The ERDF project allows the Centre to support local business with up to 12 hours of free advice using a specialist team of experts trained in energy technology.

A tour of the facilities at South West Energy Centre took place.

5) Trailblazer

Bob Millington gave an update on his involvement with the Aerospace and Automotive mechatronics panels:

- Any points NFEC give are based on the NFEC response to the Richard Review.
- Funding is up to £24 000 for advanced Engineering apprentices. Engineering has the maximum funding contribution from Government. £2 from Government for every £1 from employers. There are incentive payments available such as for SMEs £2700, taking on 16-18 apprentices £5400 and £2700 for completion.
- Employers can ask for bids from providers and contracts will be set up.
- Money will go to employers, who will then pay the training providers. The administration of money for employers is a worry especially for small companies.
- There is a suggestion for SMEs to use training provider/GTA to do all of the administration for them. Government is taking SME as 50 or less not European standard of 250. There are no decisions yet if this situation may occur.
- There may be more money during the Foundation phase, as the training is more extensive at this stage. There are 11 mandatory units and a minimum of 2 optional units.
- There are 2 phases, foundation and development. Assessment at the end of the foundation phase will be different between sectors. Automotive are planning a 3 day assessment session with simulated and integrated practical and theory tests. These gateways to development must be passed, although they can be retaken if needed.
- During the development stage, there will be NVQ formative assessment.
- The apprentice will be in the position to register for Eng Tech after the development stage.
- C&G, EAL and Pearson are working together to develop the qualifications.
- Industry are standing up to BIS to get what industry want in the detail especially in teaching and assessment matters.
- Transferability between apprenticeships is a worry as apprenticeships are very focussed on a pathway or even a company.
- Warwick Hall will represent NFEC members on the Electrotechnical Trailblazer panel, Automotive and Digital industries are just starting work now.
- Apprenticeships will be reviewed every 3 years.

Paul Ashbee is involved with the training of 121 apprentices at GKN Bristol and he presented information on his involvement as an employer with the Aerospace trailblazer, which is due to start in 2015. They worked initially to set the standard for an Aerospace manufacturing/mechanical fitter. It is based on someone starting at 4 GCSEs C grade or above. The Employer Units of Competence (EUC) were developed at level 2, including 7 units, 5 of which are mandatory (maths, materials, human factors, aerodynamics, BIT) and 2 options (such as propulsion, electric systems, CNC). The PEO will have 8 units, 4 mandatory and 4 options. It will take 40 to 43 weeks delivery and only available in an apprenticeship. It has been based on costing and having a realistic delivery not on GLH. 3 models given to BIS on funding to settle the funding requirements but it will be £2 government funding for every £1 employer funded at the moment. Any competence will be given a pass/fail result whilst the academic side will be graded. The trailblazer panel had hoped that good practise would have been shared with other trailblazers but this doesn't seem to be happening and goal posts do keep changing.

It is hoped that the level 2 qualification units will be available by March, including any grading requirements, to allow providers time to prepare. Level 3 qualifications will be available later. There is little involvement/input at the moment from SMEs.

The Automotive trailblazer is piloting now with a larger programme than the Aerospace trailblazer. It will have a GLH of 1400 and more mandatory and optional units in the associated PEO. Different industries will have differences in timings and structure to their apprenticeship routes.

With the removal of SSCs, SEMTA is taking on commercial activities so are not so involved. It is currently not known who will now take on this role, looking after standards and rigour over the various apprenticeships. A regulatory body is being looked at which industry will fund.

Further standards now being developed including:

- Electrical/Mechanical and Systems fitter L3
- Aerospace engineer L4+
- Aerospace Manufacturing engineer L4+
- Aerospace software developer L4
- Aircraft certifying engineer
- Airworthiness planning, quality and safety technician

It is now hoped to share the development for a Machinist standard which can be cross sector (e.g. high value, auto and aero) and the first meeting is at the beginning of November.

There are no functional skills, but behaviour and obtaining Eng Tech Now will play a large part instead. It will be possible for a company to employ someone without 4 GCSEs but the apprentice must obtain this by the end of the apprenticeship. The foundation phase will be around 40-43 weeks delivery, followed by 48 months of further training to level 3 and then the apprentice must pass an interview from their business and be signed off by their employer as completed.

Assessment will be independent. It may be external through Awarding bodies with IV and EV taking place to ensure parity of standards and rigour. Automotive assessment will be based on the Toyota model of 3 day practical/theory assessment whilst Aerospace will use what the apprentices have

already completed with a practical externally marked assessment as well as their technical certificate. Automotive trailblazer is currently investigating now to measure/quantify behaviour and attitude and will share this with the Aerospace trailblazer.

There was a discussion reference to the statement from Nick Boles not wanting to discourage SMEs by making them pay too much money as there are lots of hidden costs already involved for employers. If there is a reduction, then it is currently not known where that shortfall will be made up. Also a training provider may not acquire any Government funding until the employer has paid some; so if an employer has a 90 day payment period through their invoice system, a provider may have 3 months of no money coming in so cash flow may be a problem.

The Government wanted all apprenticeships to be Trailblazer standard by 2017, but this is not likely to happen. Any higher apprenticeship will be based on advanced programmes. There will be higher levels for both Aerospace and Automotive. Funding will be channelled through the SFA to fund Foundation Degrees and other higher qualifications.

There needs to be stronger engagement with providers because so far involvement has only really come from Midland Group Training Services, Birmingham Metropolitan, BMW, NW Training Council and JLR. NFEC is going to work with GTA England to host 3 information events, including as broadly as possible all Engineering sectors, covering quality, provision and funding across the country. These will take place at BAE Systems in Preston, Toyota Manufacturing, Derbyshire and an employers' premises in the South, still to be confirmed. The sessions will be run by the same team to ensure parity and will take place around March/April 2015 to ensure that draft specifications are available and that information is not changing as quickly as it is at the moment.

If you have comments or anything else, as a provider, you want covered please let NFEC and Bob Millington know.

6) New Forum on NFEC website

Bob Coombes talked about the NFEC website developments with the forum now set up. This is to try to get providers talking to each other in different regions. Members have automatic access to this, non members may request a months' free trial by logging onto Join NFEC tab on the website and registering their email address.

7) Items for NFEC

Jill Mustard explained that Phil Horsham from Eng Tech Now had attended other seminars but was unable to make this date. Due to interest from the other seminars, it had been decided that rather than wait until the next seminar, Jill would raise the item on the behalf of Eng Tech.

There is a target of having 100 000 registered Engineering technicians by 2020, whilst currently it is just 14 000 current registrations out of 1.2 million working Engineering technicians. They are looking for employers and training providers to work together for apprentices and workers to gain registration to Eng Tech, recognising and enhancing their careers and by embedding the Eng Tech into their programme. There may need to be an additional qualification based on what they have already or experience already gained. So the time needed by an individual may vary. It is being built into trailblazer apprenticeships.

Jill Mustard will work to organise a meeting of interested colleges so Phil Horsham can give guidance of what is actually needed now, and in preparation for Trailblazer apprenticeships, for colleges to work with employers to offer Eng Tech within their provision. A date and place will be arranged with Phil and the interested colleges.

Topics for next seminar

Potential topics were discussed:

- Trailblazer updates, with employers views again and Paul Ashbee, GKN, agreed to take part
- Traineeships discussion
- Work experience, potentially using Fairtrain who are currently working on a quality standard for this as well as seeing what others are doing and what seems to be working
- Working with GCSEs, helping apprentices and those on study programmes to achieve grade C, maybe City of Plymouth College to lead.
- Bids writing, potentially Simon Friend, South Devon College

Venue

Friday 24th April has been suggested and thanks to Richard Walker for offering to host the seminar at City of Bristol College.

Please remember the National Conference, 4th and 5th December at the East Midlands Conference Centre, Nottingham University.

Bob Coombes and Lloyd Heavens thanked everyone for attending and thanks were given to Steve, Lloyd and South Devon College for hosting this seminar.

ATTENDANCE LIST

Name	Organisation	Other info
Richard Walker	City of Bristol College	
Richard Hyde	City of Bristol College	
Garry Brown	Petroc	
Andrew Wood	Cussons	
Paul Saleh	Bridgwater College	
Dr Tan Haq	Strode College	

Jill Mustard	NFEC	
Chris Miller	City College Plymouth	
Jim Dickson	Yeovil College	
Charles Gibson	Yeovil College	
Dave Porter	Boxford	
Paul Goss	Bridgwater College	
Lloyd Heavens	South Devon College	
Robert Coombes	NFEC South West Regional Coordinator	
Bob Millington	NFEC Director for Regional Coordinator and National Liaison	
Bill Lockyear	EAL	
Bridget Stait	Pearson	
Darren Quinn	City and Guilds	
Simon Mills	South Devon College	
Stephen Criddle	Principal of South Devon College and Board member of HotSW LEP	
Simon Friend	Head of Technology and the South West Energy Centre, South Devon College	
Steve Caunter	South Devon College	
Paul Ashbee	GKN	
Anthony Sutton	South Devon College	