

# seta news

## Spring/Summer 2009

SOUTHAMPTON ENGINEERING TRAINING ASSOCIATION

# SETA CELEBRATES FORTY YEARS

**SETA, the Southampton Engineering Training Association, marks its 40th birthday in 2009. The Association, established as a collaboration of local industries in the late 1960s, opened its doors to the first trainee apprentices in September 1969. The Training Centre itself was officially opened by Earl Mountbatten of Burma on 6th April 1970.**

Some of the first Apprentice employers marked the occasion by ceremonially planting trees and many of them have associations with SETA even 40 years later, including WH Rowe, Pirelli (now Prysman), Dowding & Mills and GW Martin.

SETA was established under the EITB (Engineering Industry Training Board) Group Training Association Scheme, which created engineering training centres to feed young people into local businesses. Typically, a trainee would spend a full year at SETA, rotating around the different engineering disciplines, before being found work with a local employer; local young people learning real engineering skills taught by professional engineers. Essentially, a SETA Apprenticeship

today remains true to this principle, except that the recruitment of the young person to the employer comes first and the training given at SETA is therefore matched closely to the employers' particular needs.

Over the intervening years, SETA has weathered many changes: a training 'annex' at Eastleigh railway works; the demise of the EITB; the rise (and fall!) of the YTS scheme; the marked decline in Apprenticeship numbers in the 1990s; and only six Chief Executives!

SETA's current (and second longest serving) Chief Executive, Richard Heighington, believes the key to SETA's longevity has been in holding true to its engineering roots. "Since our creation, SETA has believed in strong relationships with our customers combined with quality engineering training. Being smaller than a traditional college gives us the flexibility to respond to our customers' needs and every Apprentice is an individual, not a number. We have also built on these skills to offer a range of commercial engineering courses too."

John Denham MP, Secretary of State for Innovation, Universities and Skills, speaking at a recent Apprenticeships event in Southampton, suggested that the current Government push on Apprenticeships means that SETA and other training associations will see a resurgence in demand for what they can offer. "Group Training Associations have probably felt ignored, compared to colleges, over the last twenty years but I think they will now begin to find they are coming back into fashion," he said. "The reason is that they can offer the skills training that industry wants. Indeed, I think it's important that new training associations are established to meet identified industry needs."

*article continues on page 2*



*A model Apprentice – see page 5*

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### The way we were...

*Class of '69 - SETA's first graduating Apprentices are probably looking forward to retirement by now!*

A measure of SETA's success is the number of former trainees who are still in engineering and enjoying their jobs. SETA Marketing Manager, Claire Sutton, oversees the recruitment of apprentices, "It's really encouraging how many ex-SETA apprentices I meet who speak so fondly of their time here. What is even better is the number who now run their own business or are

senior managers who are recruiting the next generation of apprentices themselves! I have a number of 'role models' who I frequently use when talking in schools to illustrate just what a jump start an Apprenticeship can give to a career. Of course, I suppose it's also telling that there are a number of ex-SETA Apprentices who

have come back to SETA as Instructors – they clearly can't keep away!"

To celebrate forty years, SETA intends to hold a reunion event for Apprentices, past and present, on Friday 24th July. If you are an ex-SETA trainee who would like to attend, or if you know one, please contact Claire Sutton for more details.

There are two other SETAs in Stockport and in Sunderland. Fortunately, they are both far enough away that we don't get each other's mail!! Also in 1969 a Man walked on the moon and Concorde had it's maiden flight.

## Open Evenings

**Once again, SETA held two very successful Open Evenings, in January and February, for potential Apprentices to come and look round the centre.**

We are very grateful to the employers who gave up their time to come along and support these evenings:

<i>DP World Southampton</i>	<i>Gravatom</i>	<i>Selwood</i>
<i>ECITB</i>	<i>npower</i>	<i>SEC</i>
<i>ExxonMobil</i>	<i>Roke Manor Research</i>	<i>Siemens</i>

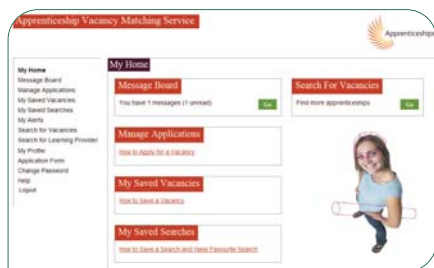
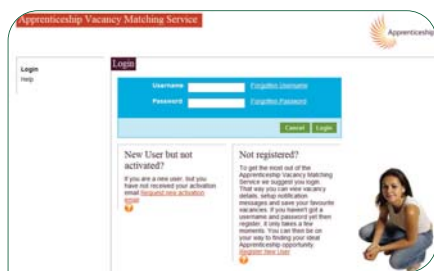
The dates of our 2010 Open Evenings are not yet confirmed but we would welcome any other employers who wish to come along and 'jump start' their Apprentice recruitment.

Please contact Claire Sutton at SETA for more details. (Contact details on the back of this newsletter).

## New website for Apprentice recruitment

January 2009 saw the launch of a new national website that allows young people to search for and apply to Apprenticeship opportunities online. The jauntily-titled 'Apprenticeships Vacancy Matching Service' – or AVMS for short! – is being heavily promoted in schools and colleges and by the careers service as the best way to get a feel for what vacancies are out there.

# ExxonMobil



Accessed via the national Apprenticeships website at [www.apprenticeships.org.uk](http://www.apprenticeships.org.uk), young people can register and input their CV details once and apply for up to ten vacancies at any one time. The website has been designed to reflect social-networking sites, like Facebook or Bibbo, that young people are familiar with already.

Searches can be done on several categories including by postcode, by vocational area or by specific key word or company name. The young person can then read full details about the Apprenticeship offered and training available before deciding whether to apply. As with all software launches, upgrades are already being planned to further extend the functionality of the site; a future release, for example, will send young people a text message or e-mail if a new vacancy appears that matches criteria they have previously searched on.

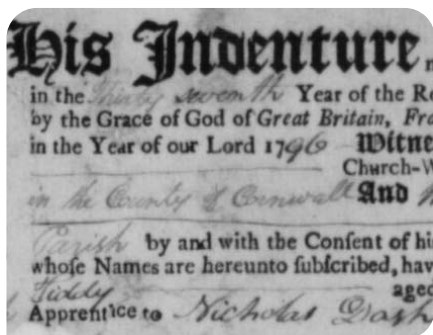
As a training provider, SETA has access to the 'back end' of the system to upload vacancies and then manage applications on behalf of employers. The first vacancy posted – and a thorough test of the new system! – was for the Maintenance Apprenticeship at ExxonMobil, Fawley. Esso are recruiting 15 Apprentices to start at SETA in September 2009 and made the decision for the first time to abandon paper applications and recruit entirely via AVMS. From the system going live on 12th January to applications closing on 13th March, the Esso vacancy attracted 366 applications – a staggering 90% increase on last year.

The jury is still out on whether the increase in quantity has also meant an increase in the quality of applications, but early signs are promising, as Lucinda Ingram, Esso's Maintenance Apprenticeships Supervisor explains, "Applications to our Maintenance Apprenticeships have been steadily increasing over the last six years or so anyway but this is really an unprecedented rise! Having a tool like AVMS has meant we can get more details in front of more young people than ever before, and clearly this is the result. Having SETA to help manage applications for us is always a boon although we have both had to put a little more effort in this year to set this up as a new process. However, so far, it seems to have paid off; all we have to do now is find the time to do all the interviews!!"

Training Providers in Hampshire and the Isle of Wight have had an online process for a number of years but the new national system will have the advantage that SETA can now provide better recruitment support to its employers outside of the county. For a young person who is moving house, for example, they will be accessing the same website wherever they are in the country.

If you are looking to recruit an Apprentice and are interested in finding out more about advertising your vacancy on AVMS, please contact Claire Sutton at SETA on 023 8087 8309 or email [csutton@seta-training.co.uk](mailto:csutton@seta-training.co.uk)

## An Apprentice isn't just for Christmas



Few apprentices see a set of Indentures today!

Many of you will have noticed that employment law can get a little confusing over the legal status of an Apprentice. Apprentices are treated like any other employee in almost every way, except when it comes to redundancy. SETA, like other training providers, are often asked by employers to help clarify this point.

The Association of Learning Providers for Hampshire and the Isle of Wight (ALPHI) has commissioned a leading law firm to draw up an example Apprentice Contract of Employment and guidance notes to support employers with the completion of this document.

# alphi

SETA's Chief Executive, Richard Heighington, has been working with Jo Sellars of Aspire Learning and Development Limited, who are the ALPHI network managers and employment-law specialists at Paris Smith solicitors to draft this contract.

Copies of the contract and notes are available to ALPHI members and their employers free of charge. It can either be adopted in its entirety, if desired or used as a benchmark for an employer's existing Apprentice contracts.

Please contact Richard Heighington or Claire Sutton at SETA for more details.

## National Apprenticeships Week 2009



*Tim Campbell (centre) meets SETA trained Apprentices Jordan McCourt (left) and Steve Sait (right) on a visit to DP World Southampton (Photo credit: the Learning & Skills Council)*



*Gillian Doel of ExxonMobil and Steve Doyle of PTF Engineering meeting John Denham*

The last week of February was National Apprenticeships Week and SETA lead other Hampshire providers in the celebrations. The 'Apprenticeships Extravaganza' on Friday 27th invited local schools to ABP's City Cruise Terminal to find out how Apprentices 'make things happen' – as Sir Alan Sugar says in the current TV ads. The focus was on skills with many providers bringing a hands-on activity for visitors to try, including plumbing, bricklaying, a chocolate fountain, electrical wiring boards, a gas services simulation, even a boat and mini-golf!

John Denham MP found time to support the event; as he said, having started National Apprenticeships Week with a Cabinet meeting at ABP Southampton on Monday, it seemed appropriate to finish with the Apprenticeships Extravaganza at ABP Southampton on Friday! As Secretary of State for Innovation, Universities and Skills, Apprenticeships are high on Mr Denham's agenda and he was pleased to come along and see how Apprentices in his own constituency are getting on.

Event organiser, SETA's Claire Sutton, explained why the event was so well-timed. "As providers, we wanted to use National Apprenticeships Week as an opportunity to show young people just what a range of careers can begin with an Apprenticeship. It's not often that you get such a collection of providers together under one roof at an event we have organised ourselves! Now is the right time of year for school and college leavers to start thinking about their next steps, so this opportunity came at a great time for us all. Having the support of ABP in holding the event at such a show-piece venue as the City Cruise Terminal was fantastic and really gave a 'wow' factor to the day!"

Doug Morrison, Port Director, ABP Southampton said, "We have three engineering apprentices working at the Port and so we were more than happy to lend our support to the event and offer the City Cruise Terminal free of charge. We saw this as a brilliant opportunity to encourage more people in Southampton to take up apprenticeship schemes and learn a valuable trade."

Sir Alan Sugar, the inspiration and protagonist of TV's 'The Apprentice', is currently appearing in some national advertising to promote the importance of Apprenticeships. As Sir Alan says, "There are over 200,000 Apprentices in England, and they 'are all do-ers', they make things happen!" One of Sir Alan's protégés and winner of the first series of 'The Apprentice', Tim Campbell, recently visited Southampton to meet some apprentices himself. On his visit to DP World Southampton, the container terminal, Tim met both current trainees and former apprentices and was impressed by the range of skills they have learnt – and where an Apprenticeship can lead.

The providers represented at the Extravaganza were British Gas, Catch 22, City Training, Eastleigh College, ECITB, ExxonMobil, HTP, SETA, Southampton City College, Skandia, Sparsholt College and VT Training. There is already suggestion that there will be another 'Extravaganza' for National Apprenticeships Week 2010!

## ECITB Apprentices

Some ECITB apprentices celebrate their last day at SETA last June. The photo is taken on SETA's new steelwork structure, made possible by an ECITB discretionary grant. The apprentices – welders, pipe fitters and steel-erectors – had spent part of their year at SETA helping to design and construct the site as part of their training.



## A model Apprentice?

SETA trained Apprentice, Holly Morgan, has been one of the stars of a recent ECITB publicity campaign. The ECITB (Engineering Construction Industry Training Board) has launched a campaign to encourage women to join the industry which has included editorial and advertising in numerous national publications, from 'Cosmopolitan' magazine to The Sunday Telegraph. It is hoped that Holly's enthusiasm will prove an inspiration to others.



Holly works as a Rigger for Jordan Engineering Services and is currently based on ExxonMobil's Fawley refinery. She spent the first year of her three year Apprenticeship at SETA so has been on site since about May 2008. And she loves it!

Holly says, "My job is not the most normal job for a woman but what's normal?! I love my job and I love the challenge. I couldn't imagine ever

working in an office and being stuck indoors. My job could take me round the world if I wanted it to."

And how does she find the working environment? "Noisy, smelly, dangerous but I love it! We wear anti-static, fire retardant overalls, steel toe-caps, hard hats, high-vis jacket, ear defenders, goggles, gloves and sometimes even a harness or respirator, so we have all the right equipment. Every day is challenging, working at heights or in difficult spaces, but that's why I like the job! I am treated just like everyone else here; I wouldn't change it!"

Is there anything she would change? "The rain – but unfortunately that's out of my hands!"

Holly is now working towards her NVQ 3 in Moving Loads and is likely to have completed it within a year of being on site – a really fantastic effort! Once she has completed her Apprenticeship, she is keen to gain more experience and 'work my way to the top!'

## npower hosts aspiring young engineers

RWE npower's Fawley Power Station was the setting for a Taster Day on 3rd March for Year 9 pupils wishing to join SETA's Young Apprenticeship scheme. A total of 24 pupils, aged 13 and 14, from five local schools spent the day at npower as part of the selection process. During the day, the pupils were given a team bridge building exercise, some assessment tests and a tour of the power station.



Former Young Apprentice of the Year Amy Chandler, pictured here with Lawrie McMenemy at SETA's 2008 prize night, is now a first year apprentice with npower



SETA's Claire Sutton explained the reasons behind this day out. "The Young Apprentice scheme allows Year 10 and 11 pupils to spend time at SETA to work towards an NVQ 2 alongside their GCSEs. This requires some enthusiasm, organisation and independent thinking from the young people, so our day at npower was designed to explore this. As well as the chance to see some real engineering in action, we wanted them to have the opportunity to ask us questions and find out more about the scheme, as much as us learning more about them. npower are great believers in Apprenticeships – and recruited a former SETA Young Apprentice last year – so we were thrilled when they agreed to host this day for us."

After the Taster Day, pupils will be short-listed to come to SETA for an informal interview with Mike Lord and Pete Hurlstone, SETA's schools Instructors. After that, about twelve will be offered places on the scheme to start in September.

The group will be the sixth intake of this kind, since SETA were asked to run the Hampshire pilot Young Apprenticeships in 2003. Since then, SETA have achieved around a 90% success rate with the scheme, with many former Young Apprentices taking up employed Apprenticeships on leaving school.

## SETA doubles AM2 test capacity



*Alan Whitehead MP helps SETA Chief Executive Richard Heighington throw the switch on the new AM2 facility*

**Apprentices approaching the end of their training for the JIB Apprentice Training Scheme and the Electrical Installation Apprenticeship, or others wishing to accredit practical experience, must take the Achievement Measurement 2 (AM2) Skill Test. SETA has been an approved AM2 Test Centre for many years and is one of only 33 centres in the UK.**

The rigours of the scheme mean that only a limited number of candidates can be accommodated at any one time and SETA, like most other centres, was booked up to six months ahead.

The decision was therefore taken to expand the AM2 facilities at SETA, in order to try to shorten the waiting lists – and help more Apprentices become accredited more quickly!

The new facility was built largely during SETA's quieter summer period, when the Apprentices are back in company, ready to take its first candidates in the autumn. Course Coordinator, Honor Bates, says customers are really noticing the difference, "Our customers are pleasantly surprised at the reduced waiting time, as we can now accommodate most people within three months."

The AM2 is a rigorous skill test, which comprises four sections including composite installation, inspection and testing, safe isolation and fault diagnosis.

The sections must be completed within specified target times and work must comply with the requirements of the current IEE Wiring and Health and Safety Regulations. Candidates work on a standard test unit, using drawings, block and circuit diagrams and written instructions.

For more details on the test itself, visit the NET website at [www.net-works.org.uk](http://www.net-works.org.uk) or contact Honor Bates on 023 8077 1908 or e-mail [hbates@seta-training.co.uk](mailto:hbates@seta-training.co.uk) to book a place.

## CompEx – are you up to date?

**CompEx is the ONLY nationally recognised course and qualification for electrical installation and inspection in potentially explosive atmospheres. It provides competence based training and assessment for electrical and instrumentation technicians working in hazardous areas in offshore and onshore industrial environments, from petrol forecourts to refineries, to chemical plants or even some food manufacturing sites. It is a nationally recognised qualification supported by the HSE, NIC and EEMUA and increasingly becoming a mandatory requirement on many plants.**



When the scheme started, a CompEx Certificate was awarded 'for life'. However, since 2007 and in order to ensure that working practices remain current, ALL CERTIFICATES must be renewed after five years.

Everyone who took the course must attend the two day Refresher course within five years of the date of their certificate or they will need to complete the full, five day course again.

So, if you took your CompEx course in 2004 – or before – and want to stay up to date, you need to think about booking a course to renew it. SETA run refreshers and the full course regularly through out the year so please contact us for more details. If you don't remember when you did your course, whether you took it at SETA or not, we can find out for you, so please contact us!

SETA run the units that cover working in gas and petro-chemical industries but other units are available for those working with dust, on fuel forecourts or in the water industry.

For more details on these, visit the CompEx website at [www.compex.org.uk](http://www.compex.org.uk)



JTL, the scheme licensing and administration authority, are looking at extending the range of courses available to cover non-electrical personnel, including a design course. These courses are still in the planning stages but SETA will watch how they develop to see how they will apply to our customers.

For all questions or bookings relating to CompEx, please contact Julie Gough at SETA on 023 8077 1908 or email [jgough@seta-training.co.uk](mailto:jgough@seta-training.co.uk)

## NIC EIC Registered Training Provider

SETA is proud to announce that it has become one of a very select group, an NIC EIC Registered Training Provider.



NIC EIC is the electrical contracting industry's independent voluntary body for electrical installation matters throughout the UK. Over 20,000 contractors are registered with them and they offer industry-leading certification services, Building Regulations Schemes, products and support to electrical contractors and many other trades within the construction industry. It is the most recognised 'approved electrician' body in the UK.

NIC EIC have recently reviewed their approved training centres policy, reducing the number of centres down from hundreds previously to only a few. This adds even more cache to the fact that SETA has become one of these few approved centres, and one of only two centres in Hampshire. Thanks are due to SETA's electrical team for their efforts in seeing this approval through.

SETA already offer a range of electrical courses run to very high standards, which are now running with the approval of the NIC EIC. These include the 17th Edition Wiring Regulations (City & Guilds 2382) and PAT Testing (City & Guilds 2377). The NIC EIC Approved status means that course attendees can be doubly sure of the standard of teaching they will receive. Of course, approved status also means access to other NIC EIC courses such as Part P... watch this space!

## Train to Gain – the focus shifts

Most businesses now seem familiar with the Train to Gain concept, an 'employer responsive' initiative from the Learning & Skills Council that allows employers to access funding to help pay for workplace qualifications. And we have all seen the adverts with the hands (*see image below!*)

The initiative has been around for several years now and SETA has been involved in delivery since the beginning, initially in partnership with a local college but now with a Train to Gain contract in our own right.

When the scheme started out, the focus was very much on giving recognised qualifications to employees without a current Level 2 qualification (5 GCSEs at A-C grades or the equivalent), part of the Government's push to ensure the working population had good basic skills. The focus was very much on 'up-skilling' the UK workforce.

In times of economic difficulty, however, the language of Train to Gain has started to change and the focus has shifted slightly towards 're-skilling'. In reality, this means that employees who already have a Level 2 or 3 qualification may now be eligible for some funding for a second qualification, provided that qualification is one where there is an identified skills need (as agreed in the Sector Skills Compacts).

For example, whereas previously a candidate with a couple of A levels or an NVQ 2 in Hospitality & Catering who now works in the Engineering Construction Industry would not have been eligible, these flexibilities could now mean that their employer could claim for some funding towards, perhaps, an NVQ 3 in Pipefitting.

Train to Gain took a while to get going, with the LSC concerned that they were offering a source of funding that employers were not taking advantage of. However, everyone now seems to have got the hang of it and, as of February, the South East region was operating at 138% of target for the contract year since August 2008!

If you are looking to qualify your workforce, contact SETA to find out how we can help! (Contact details on the back of this newsletter).



## SETA signs the Skills Pledge



*John Denham MP witnesses SETA Chief Executive, Richard Heighington, sign the Skills Pledge*

SETA took the opportunity of a visit by John Denham MP, Secretary of State for Innovation, Universities and Skills, to make a public commitment to its own staff training. Signing the Skills Pledge is an active commitment by an organisation to nurture the skills and qualifications of its staff, not just for immediate commercial benefit but also for the future employability of those individuals.

The Skills Pledge also asks employers to specifically address any basic literacy and numeracy needs, where they are identified. Employers are supported in this, if they wish, by a Skills Broker, who can undertake a training needs analysis and sign-post appropriate training.

SETA Chief Executive, Richard Heighington, believes that training should start 'at home'. "As a training provider, SETA should practice what we preach so signing the Skills Pledge seemed like a good way to publicly make this commitment. We have had some great success recently with staff completing qualifications and we currently have a number doing Cert'Eds or NVQs. These are not only good for the individual but good for our company too."

Thousands of UK employers have already signed The Skills Pledge. It is designed so that the largest and the smallest organisations can all make the commitment, such as, so far, Andark Diving to Vodafone and Bristol Zoo to Argos. Some of SETA's customers who have already signed include CooperVision, PTF Engineering, Southampton University Hospitals NHS Trust and Trant Construction.

## SETA comings & goings

Since our last newsletter, SETA has recruited a number of new staff members.

In no particular order, we welcome the following people to our team:

**Carley Keevil** joins us as Receptionist;

**Tracy Simper** joins as Recruitment Administrator to support the work of Claire Sutton on Apprentice recruitment and schools activities;

**Keith Warwick** and **Chris Walker** have joined our Instructor teams, mechanical and electrical respectively;

**Ian Dunbar** who has worked with SETA for a number of years already, now supports our welding teams in a more formal capacity;

**Kyriakos Nicolaou** – known as 'Giggysy' – joins to support the work of Owen Hansford in delivering our City & Guilds and classroom-based qualifications.

We would also like to note two notable retirements in the last year.

**Dave Pemberton** a long-time member of our Welding team, retired in July – and apparently now wishes he'd done it sooner!

**June Miller** who had retired on several occasions before, finally retired from SETA altogether at Christmas.

*We wish them both a long and peaceful retirement!*

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