

seta news

Winter 2009/10

SOUTHAMPTON ENGINEERING TRAINING ASSOCIATION

SETA CELEBRATES FORTY YEARS

There was a party atmosphere for this year's annual prize night when SETA marked its 40th birthday.

The event – in July – brought together some of SETA's employers as well as first year apprentices and there was a reunion of others who had passed through our workshops over the four decades.

The evening's special guest was Tony Anthistle, the General Manager of Engineering Service Delivery for air traffic control company NATS. He gave a lively speech outlining some of the engineering challenges he has faced in his career – starting in the army and then in managing bus companies before joining NATS.

It was the apprentices who were centre of attention, particularly the special prize winners on the night, including Thomas King, from Selex, who was the winner of the Stainer Student of the Year in Engineering.

The other prize winners were:

- The Welding Institute Prize - Nathan Perrin (Puma)
- The Mountbatten Award for Most Improved Apprentice - Chris Summers (Summers Electrical)
- Best Key Skills student -

Kim Donaldson (Gravatom)

- Technical Certificate course, highly commended - Chris Ledbetter (PTF)
- Technical Certificate course, winner - Dan Hemming (SEC) - prize sponsored by City Electrical Factors (Southampton branch)
- Young Apprentice, highly commended - Jesse Wing (Quilley School)
- Young Apprentice of the Year - Alex Kimber (Quilley School) - prize sponsored by npower (Fawley Power station)
- Engineering Construction, highly commended - Martyn Orr (PTF)
- Engineering Construction Apprentice of the Year - Tom Callaway (Jordan)
- Engineering, highly commended - George Thorp (SpieMatthewHall)

The Sheriff of Southampton Councillor Carol Cunio presented out the certificates to the apprentices who had completed their courses. SETA's Chief Executive Richard Heighington gave a speech looking back over the 40 years of apprenticeship training at SETA.

At the end of the formalities there was a chance for the friends and relatives of those at the awards ceremony to have a more in-depth look round the SETA facilities and workshops.

There was also a band – local boys 'Six Bearded Fish' - and a hog roast supper to ensure the event carried on well into the evening.



Tom Callaway is presented with the Engineering Apprentice of the Year Award by special guest Tony Anthistle.



Jessie Wing, Highly Commended: Young Apprentice of the Year helps Mr George Day, long standing Trustee, cut SETA's 40th birthday cake

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OfSTED – the Inspectors cometh!



At the time this newsletter goes to print, SETA awaits expectantly the formal report from our recent OfSTED Inspection. We anticipate the report before Christmas and are 'quietly confident' it will reflect our own Self-Assessment.



OfSTED – the Office for Standards in Education – is more usually associated with traditional school or college education but it has also been responsible for training providers and adult learning for the last few years. The focus of an OfSTED inspection today is very much about the outcomes and experiences of the learner and how the provider supports them; this is something that SETA hopes to demonstrate through our excellent Apprenticeship and Technical Certificate results!

Schools now get about 48 hours notice of an imminent inspection but SETA were lucky enough to have three weeks warning. This gave us time to circulate the employer and learner surveys the Inspection team asked us to send out and to arrange company visits for the Inspectors.

The morning of Tuesday 3rd November saw Lead Inspector, Bob Cowdrey, and his team move in to SETA for the four day inspection process, coordinated on SETA's behalf by Martin Hinder. Bob had been an engineer and an engineering instructor in a 'previous life' so was reportedly looking forward to coming to see how SETA is doing!

At the end of the four days, Bob and the team shared with SETA Management their 'headline' findings. SETA are not allowed to publicise these findings until the official written report is published, but we would like to share the feedback that our customers and learners offered in response to the OfSTED survey.

Firstly, it is worth noting that the Inspectors seemed impressed with the number of responses to both surveys, so SETA owes a big THANK YOU to all our customers and learners who did take the time to complete it!

According to the surveys, this is what you said about us:

What learners like about SETA:

- Learning a lot of new skills
- Know how they are progressing
- Lots of practical training
- Gaining qualifications
- Good support from SETA staff

What employers like about SETA:

- Level of practical skills learners achieve
- Apprentices are work ready
- Good and regular communication
- Good help with recruitment process
- Excellent support for finding and vetting learners accommodation

What learners think should improve:

- More practical work
- Not enough assessor visits
- Better range of job opportunities at work

What employers think should be improved:

- The reports on learners could be more specific and relevant
- Communication with SETA has improved but could be further improved

We are delighted that you had so many positive things to say about us and look forward to working with you on the 'improvements' you raised!

Young Apprenticeships – the movie!

SETA students have taken a step towards movie stardom in a short film to tell other young people just how good the Young Apprenticeship programme is! The Young Apprenticeship scheme allows pupils in Years 10 and 11 to undertake an NVO part-time at SETA alongside their GCSEs. SETA was asked to pilot the scheme in Hampshire when it was first introduced back in 2004 and has been involved ever since. The Young Apprenticeship is specifically targeted at higher achievers, unlike previous vocationally based programmes, and the youngsters who are selected seem to really thrive on the opportunity to do some learning outside of the classroom for a change!



The Young Apprenticeship is now a national programme, operated by other providers and in other vocational areas across the country, but only recruits about 9000 pupils every year. With so much national publicity about the new Diploma programmes, SETA was encountering confusion from teachers and pupils who don't understand the difference between the two.

To address this problem, SETA asked their current Young Apprentices to explain the difference in their own words and hired a camera man to document the results. The pupils, from Wildern, Crestwood, Quilley and Bitterne Park Schools, rose to the challenge and even gave up a day in their summer holidays to come back to SETA to do some filming!

Work experience is an important element of the Young Apprenticeship so one Apprentice went back to PTF Engineering in Chandler's Ford, where she had spent two weeks earlier in the year, to recreate her experiences for the camera. PTF were kind enough to let filming disrupt their workshops for most of the day, and even went on the record to endorse the quality of Young Apprentice pupils, compared to other work experience students they have had in the past.

The resulting five minute film was premiered early in November at Wildern School's prestigious 'The Wave' centre. It has now been distributed to schools participating in the SETA Young Apprenticeship programme to help show future Young Apprentices what it's all about.

SETA are very grateful to all our Young Apprentices for their participation; to Pete Hannam, Mike Worley and all the staff at PTF (Chandler's Ford) for letting us shoot there; and to our camera man, editor and producer, Nick Curtis of New Forest Post Production (www.nfpp.com), for his patience!

Watch the film on the SETA website:

www.seta-training.co.uk and follow the link to 'Videos'.

Apprenticeships Week 2010: 1st-5th February

The third annual National Apprenticeships week will take place during the first week of February. The event is an opportunity to showcase the best of Apprenticeships in the media and in schools and colleges.

Last year's event coincided with the phenomenally successful Sir Alan Sugar TV adverts and succeeded in raising the national profile of Apprenticeships, particularly amongst employers.

Apprenticeship Week 2009 brought local MP and then Secretary of State for Innovation, Universities and Skills, John Denham, to ABP's City Cruise Terminal where he met employers, training providers and young people to talk about the importance of Apprenticeships. He is pictured here with employer and former SETA Apprentice Gary Crouch of SELEX Galileo Sensors.

Again in 2010, national and regional advertising campaigns are planned, supported by the new National Apprenticeships Service (NAS). Locally, ALPHI, the Hampshire providers network, are also planning events to capitalise on this good publicity. If you would like to get involved in local plans to support and publicise Apprenticeships, to young people and employers, please contact Claire at SETA to find out more.



Careers advice for Careers teachers!

It has long been SETA's experience that knowledge of engineering Apprenticeships amongst Careers advisors is patchy at best so we have regularly sought out opportunities to address this. However, it seems we are not the only Apprenticeship provider to find this a problem, as became apparent earlier this year at a meeting of ALPHI, the Association of Learning Providers for Hampshire and the Isle of Wight. From this, an idea started to take shape; what could we do, as a provider network, to advise the Advisors?



Jodi Fair of the National apprenticeships Service briefing delegates at the Portsmouth event.

The marketing teams of the more pro-active providers, large and small, from across the county, including SETA's Claire Sutton, began working on a plan to get as many Connexions careers advisors and school careers teachers in a room as possible. 'Operation Speed-networking' developed into a series of three afternoon events across Hampshire with similar agendas: a number of short presentations including an employer talking about their experience of Apprenticeships; an opportunity to talk to the providers and pick up information; and some real Apprentices on hand to share their experiences.

The first event was hosted by PETA at their new premises in Portsmouth on 6th October. The Southampton event on 14th October was hosted at Southampton Solent University and Farnborough College hosted the final event on 22nd October. Representatives of all the secondary schools across the county were invited, along with as many Connexions staff as could be tracked down. In total, 124 people booked to attend one of these events.

SETA, of course, had a particular interest in the Southampton event and were pleased to provide the guest employer to speak. Russ Broughton, workshop manager for DP World (Southampton) was a SETA Apprentice himself - a few years ago! - and is passionate about recruiting enthusiastic young people, so he seemed an obvious choice! Russ brought with him 21 year old Luke Oates, who has just completed his Apprenticeship at DP World and is being sponsored to start his engineering degree. Luke was awarded the prize for Best trainee in mechanical discipline after his first year at SETA in 2004/05. Both Russ and especially Luke held the audience fascinated and ensured that everyone present will hold Apprenticeships in far higher esteem from now on!

With the dust settled and the evaluation forms in, the ALPHI network can conclude that these events were useful and well received; even those careers advisors who felt they know all about Apprenticeships found something new and everyone seemed to enjoy hearing about the real experiences of the employers and Apprentices. In fact, many commented that they would like to hear from more employers!

The team who worked on the events on behalf of ALPHI are now considering how best to keep up this momentum to ensure that Apprenticeships are given the parity they deserve in schools.

If you would like to share your experience of the benefits of Apprenticeships, and perhaps are prepared to support the many careers events that SETA takes part in, please contact Claire Sutton at SETA on 023 8087 8309 or csutton@seta-training.co.uk



City & Guilds pass rate 90%

SETA is pleased to have maintained its average pass rate for City & Guilds exams at 90% over the 08/09 academic year, despite a 25% increase in the number of exams taken at SETA during the year.

For both shorter courses and Apprentice Technical Certificates (listed below), 90% of those sitting an exam at SETA will pass at the first attempt.

Amongst the Apprentice Technical Certificates, where Credits and Distinctions are also possible, a staggering 64% of Apprentices will achieve better than a Pass grade. The City & Guilds 2456 (ECITB) course leads the way with more than half of the candidates achieving a Distinction first time. SETA attributes at least part of this success to the fact that this course is usually taught to Apprentices who spend their first year of training full time in our Training Centre, enabling them to focus better on their work.

Of course, candidates who don't pass first time have the option to re-sit, which means SETAs pass rate is usually 100% eventually!

SETA teach the following City & Guilds courses:

Short courses:

- City & Guilds 2377:**
Portable Appliance Testing (PAT)
- City & Guilds 2382:**
17th Edition Wiring Regulations
- City & Guilds 2391:** Inspect & Test

Technical Certificates (as part of an Apprenticeship):

- City & Guilds 2330:** Electrical Installation
- City & Guilds 2456:**
Engineering Construction routes
- City & Guilds 2800:**
Installation, Commissioning & Maintenance



2010 recruitment underway!

The ground work for 2010 recruitment began a couple of months ago with schools visits, careers evenings and other events.



Tracy and DP World Apprentice, Ed Penn, representing SETA at the Skills Festival in November.

So far, SETA staff have represented engineering employers at over thirty careers events, with more still in the diary. Recruitment Administrator, Tracy Simper, coordinated these and attended most of them but, with four events sometimes falling on the same evening, our Instructors and Assessors are also called in to help out too.

We are always in very close contact with local schools and colleges and often support their in-house events such as interview skills days and career planning workshops.

Last year SETA received 656 applications from young people interested in an Engineering Apprenticeship. With the recent push on apprenticeships in the media and "Apprenticeship Vacancies Online" we expect this year to be just as eventful!

Important dates for your diary

SETA's Open Evenings will be held at their Training Centre in Millbrook on Thursday 14th January and Tuesday 2nd March 2010, from 4.45pm to 7.30pm. As in previous years, we hope that many of our Engineering employers will be there to meet potential candidates. Last year proved extremely successful with over 200 people through the door!

Qualified Teacher Learning and Skills: QTLS

From September 2007, a new award was announced for teachers in the learning and skills sector: Qualified Teacher, Learning and Skills – or QTLS! This qualification mirrors the Qualified Teacher status which has been applied to traditional education for some years, giving SETA's Instructors an opportunity to get the credit they deserve as individuals, whilst ensuring that the quality of teaching delivered at SETA continues to hold its own against traditional learning establishments.



Pete, Owen, Mike: SETA Instructors, Pete Hurlstone, Owen Hansford & Mike Lord; amongst the first QTLS holders in the country!

Since September 2007, new and unqualified teachers, trainers and tutors in post-compulsory education and training have been required to achieve QTLS status within five years. Existing teachers have the opportunity to gain QTLS status through professional recognition of their prior qualifications and experience. Those who were employed in the sector before September 2007 are not required to achieve QTLS but are encouraged to do so as a demonstration of the currency of their teaching practice.

SETA has therefore been proactively supporting its trainers in working towards QTLS status, to provide high quality teaching staff for its customers and their apprentices. As early as February 2004, SETA, in association with Totton College, delivered an on site 'Delivering Learning' course for its instructors. SETA has continued to support instructors in progressing through the Stage 2 course in 'Further Education Teaching' and on to the level 5 'Certificate in Education'; this 'Certificate in Education' is the qualification which realises QTLS status.

Once achieved, every teacher (or SETA Instructor!) has to complete a minimum of thirty hours CPD

(Continuous Professional Development) activity in order to retain their QTLS status.

SETA is very pleased to have had three members of staff qualify to QTLS status already, part of only the second batch accredited nationally so amongst less than 1000 in the country. We are also delighted to support the efforts of many of our other Instructors, who are progressing towards the qualifications too.

Congratulations to all our staff who have achieved or are working towards this:

Charles Dionysiou	Cris Squibbs
Geoff Goff	Chris Walker
Owen Hansford	Gordon Wallace
Peter Hurlstone	Bryan Warner
Mike Lord	Keith Warwick
Danny Patrick	

Read more about QTLS at the Institute for Learning website: www.ifl.ac.uk

Do you have your ACE card yet?



Photo credit - ACE website

Increasingly, construction and industrial sites are asking their staff and contractors to prove their competence before allowing them on site. For many workers, this means applying for either an ACE or a CSCS card (the schemes of the Engineering Construction and Construction industries respectively).

To qualify to either of these, trades persons must usually be qualified to NVQ 3 level in the vocational area in which they work. Many time-served workers are therefore finding, after so many years in industry, that they now need a qualification other than their Apprenticeship to work on some sites.

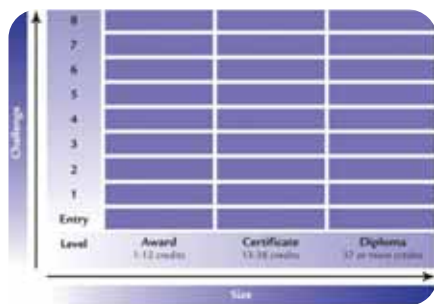
Fortunately, an NVQ 'on-the-job' can take as little as three months to complete for an adult trainee and SETA are already working with many engineers in local industries who are well on the way to completion.

If you or your staff need more information about the options for achieving an NVQ at work, please talk to Chris Page or Claire Sutton at SETA.

For more information about the competency schemes themselves, please visit their websites at: www.ace.uk.net and www.cscs.uk.com

Changes in the way qualifications are recognised

A new body has been created to standardise the way in which vocational qualifications are accredited. The QCF – Qualifications and Credit Framework – will provide the framework for recognising vocational qualifications in England, Wales and Northern Ireland. The transition to QCF is already underway, with the aim of all provision moving across to QCF by the end of 2010.



Why do we need a new system? At present, it can be hard to understand all the different types of qualification that learners hold - what level they are, how long they take to complete, what content they cover, and how they compare to other qualifications. The Leitch report of 2006, which looked at ways to improve UK productivity and competitiveness, recommended – amongst other things - a "simplified qualifications system" to deliver "economically valuable skills".

The QCF is therefore at the heart of a major reform of the vocational qualifications system, which should become simpler to understand and use, more accessible to a wider range of learners, and more relevant to learners' and employers' needs. The new framework will help present qualifications in a way that is easy to understand and measure.

The QCF is currently working with Sector Skills Councils and qualification Awarding Bodies, such as EAL and ECITB, to standardise things like levels of difficulty and terminology of qualification titles, so that, for example, a Diploma from one Awarding Body will be at a similar depth of study to a Diploma from another Awarding Body. Qualifications will be defined in terms of a number of units and will standardise the number of units required at each level of study, something already familiar to people working with NVQs.

Candidates will also be issued with a Unique Learner Number, which will follow them throughout their learning, rather like a National Insurance or NHS number. An online system will allow learners to track their progress and demonstrate their achievements to

employers. The ULN will also be linked to qualification funding.

There has been some speculation about the demise of NVQs under QCF but it does not appear that they are about to 'throw the baby out with the bath water'. In sectors where NVQs are strong, such as engineering, QCF guidelines allow for the term 'NVQ' to exist within standardised qualification titles. 'NVQ' will continue to refer to qualifications that are based entirely on National Occupational Standards and show competence in an occupational role. Awarding Bodies/Sector Skills Councils will still have the flexibility to decide what they want for these qualifications in terms of assessment requirements.

Awarding Bodies are currently working with QCF to transfer existing qualifications over to the new framework. There is still much work to do but, for example, existing approval and monitoring processes for EAL NVQ and VRO/knowledge based qualifications have already been deemed fit for purpose. Registrations to QCF qualifications will begin in earnest from August 2010, with the biggest impact likely to be on learners starting qualifications after that.

As providers and employers, it is still too early to tell exactly what impact QCF will have on the qualifications we deliver. However, in most cases, we anticipate it might mean an extra NVQ unit here or a slight change of qualification title there, with the learning outcomes remaining the same. SETA remains in contact with our Awarding Bodies in order to keep up to date with any changes and will pass on any more information to our employers as we digest it.

SETA comings & goings

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

Michael Needle joins us as an NVQ Assessor, chiefly working with electrical trainees. Michael has years of experience with Apprentices at Fords so was able to 'hit the ground running'.

We also welcome **Roger Ford** who joins as a Steel Erecting Assessor, and who has seen many of our engineering construction trainees already.

And we are pleased to now have the services of **Phill Scullard** on a more formal basis. We have used Phill as an associate trainer for several years and he has now become an NVQ Assessor for us for rigging/moving loads.

We also had a member of the team move on to pastures new:

Keith Trott, who we are still delighted to see as a regular visitor to SETA, left us at the end of May, after four years to manage the apprenticeship programme at Scottish & Southern Energy.

And a couple of retirements – well, semi-retirements!

Alan Broadhurst, who has been an electrical instructor and assessor at SETA for 18 years, decided to retire to spend more time with his constituents (for those who are not aware, Alan is both an Eastleigh Borough and Hampshire County councillor; it's a wonder he had time to work at SETA at all!). Alan will be doing a little part-time assessing for us, just to keep his hand in.

Allan Moody, another SETA stalwart, has also decided to spend more time with his tomatoes, but will continue to work as a part-time assessor for another 18 months or so.

We wish them all the very best.

Do you employ a future Gold medal winner?

The UK may have won 47 medals in Beijing last year, but have you heard about the 23 we have just won in Calgary?



WorldSkills is the craftspersons equivalent of the Olympics, bringing together over 50 countries to compete in technical skills competitions. The most recent WorldSkills was held in Calgary in October and Team UK came home with an amazing 14 Medallions for Excellence, 6 Bronze and 3 Gold Medals, coming 7th in the world overall. 50% of Team UK that competed in Calgary were either trained apprentices or currently going through their apprenticeship.

WorldSkills happens every two years and the scale of the event is unrivalled with over 800 competitors taking part. Young people are tested against tough international standards over the four day event, whilst their progress is watched by hundreds of thousands of visitors. London won the competition to host the next WorldSkills event in October 2011.

Every year, WorldSkills UK organise the UK's premier skills competitions, open to all ages. Some of these UK competitions lead on to WorldSkills, with outstanding UK national finalists considered for inclusion in the team that will represent the UK.

The UK competitions cover around 70 skills, falling into five main sectors: Built Environment; Cultural and Creative Arts; Engineering; Information Technology & Business Administration and; Professional, Social, Public and Hospitality Services. In 2008/09, over 3,500 people registered to enter a WorldSkills UK competition.

But why would an employer allow a member of staff the time out to take part in the training and competitions involved in WorldSkills? Lesley Upham, Communications Director at Thatcham, Chair of SkillAuto and a supporter of WorldSkills UK, believes that everyone benefits. "Skills competitions are a hugely rewarding way for young technicians to aim for excellence and to benchmark their abilities against others. Their employers gain by having more skillful, highly motivated staff and the industry benefits by being more competitive."

Digging deeper into the competition sectors, SETA Apprentices could be eligible to enter one of the following categories. Within the Engineering sector: CNC Milling & Turning; Industrial Electronics; Mechanical Engineering - CAD; Mechatronics; Welding. Within the Built Environment sector: Electrical Installation; Heating & Ventilation.

2009 is the last year potential competitors can register if they wish to be considered to compete at the next WorldSkills in London 2011. Most categories require registration by early 2010 with regional and national heats taking place from March onwards.

Please see the WorldSkills UK website for more details or to enter.

T 0800 612 0742

E worldskillsuk@ukskills.org.uk

W www.worldskillsuk.org

Short Course Calendar 2010

The Health & Safety (First Aid) Regulations 1981 First Aid At Work

13 – 15 January
10 – 12 March
12 – 14 May
14 – 16 July
22 – 24 September
10 – 12 November

Safety Passport – CCNSG

11 – 12 January
8 – 9 February
8 – 9 March
12 – 13 April
13 – 14 May
14 – 15 June
12 – 13 July
9 – 10 August
20 – 21 September
18 – 19 October
8 – 9 November
6 – 7 December

Abrasive Wheels

29 January
26 February
29 March
23 April
24 May
25 June
30 July
20 August
28 September
29 October
19 November
13 December

The Health & Safety (First Aid) Regulations 1981 First Aid At Work Refresher

11 – 12 February
15 – 16 April
10 – 11 June
7 – 8 October

Safety Passport - CCNSG Update/Renewal

22 January
15 February
19 March
16 April
21 May
18 June
23 July
13 August
27 September
22 October
12 November
10 December

PAT Testing (City & Guilds 2377)

21 – 22 January
Further dates tba

City & Guilds 2382-10, Requirements for Electrical Installations (IEE Wiring Regulations 17th Edition)

25 – 29 January
15 – 19 March
19 – 23 April
7 – 11 June
12 – 16 July

17th Edition Update

14 – 15 January
25 – 26 March
1 – 2 July

Comp'Ex

4 – 8 January
1 – 5 February
1 – 5 March
26 – 30 April
24 – 28 May
14 – 18 June
21 – 25 June
19 – 23 July

Comp'Ex Refresher

7 – 8 January
4 – 5 February
4 – 5 March
29 – 30 April
27 – 28 May
17 – 18 June
24 – 25 June
22 – 23 July

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