

THE FEARWIG

UPDATES FROM WEST BERKSHIRE TRAINING CONSORTIUM

Dear Members

The apprenticeship sector has been rocked by news that national provider Aspire Advance Achieve (colloquially known as 3A), has gone bust and is being subject to a police investigation for fraud. The provider appeared virtually out of nowhere in 2010-11 and went on to become one of England's biggest training providers. They were even lavished with an Outstanding grade from Ofsted. The shock news of alleged fraudulent activity will impact on nearly 5000 apprentices and 100s of employers who will be dismayed and worried. You can read more by [clicking here](#).

Needless to say, WBTC is on hand to offer support to anyone impacted by this devastating news. I hope that Members are not unduly worried about the credibility of apprenticeships in general. There are hundreds of good colleges and providers who do not commit fraud but rather invest their time and money in high quality apprenticeships.

On a more positive note our Halloween edition of The Fearwig features two successful apprentices and shines a spot light on our Great Start programme and the work it does with local young people seeking progression into employment or education.



Matt Garvey, Managing Director



FAREWELL TO COLIN HESLOP, WBTC'S CHAIRMAN 1983-2018

In September WBTC bid farewell to its founding chairman Colin Heslop who retired after 35 years at the helm. Colin helped to found WBTC in the teeth of a deep recession affecting millions of young people across the UK. West Berkshire was not immune to the blight of youth unemployment and the formation of WBTC was one positive step to provide hope to local young people. Colin helped form the organisation with shareholders from Newbury District Council and two Chambers of Commerce, Newbury & Thatcham. Over 35 years of his stewardship WBTC changed, grew and developed into the best apprenticeship provider in Berkshire. Needless to say everyone at WBTC wishes Colin the very best in his retirement and thanks him for his tireless service. Colin, a keen car enthusiast was presented with Handmade by Bounty silver cufflinks to remind him of his friends at WBTC.

Colin was given a great send off by WBTC staff and treated to afternoon tea at The Vineyard (Colin pictured 4th from right). He now passes the baton and responsibility of chairing WBTC to Anthony Bravo, Principal of BCoT who became WBTC Chairman from August 2018.





GREAT START: FOR SKILLS, QUALIFICATIONS AND JOBS, IT'S A GREAT PLACE TO START!

The WBTC Great Start programme is aimed at young people in West Berkshire aged between 16-18 who are looking to enhance their employability. Sometimes, young people need a little extra support getting into work. It could be that they have low confidence, need to work on their English/maths or just don't really know what they want to do.

We seek to overcome these obstacles to give learners focus, ambition and the determination to succeed. Our Great Start programme focuses on improving learners'

- **Work experience through employer placements**
- **English & maths qualifications**
- **Understanding of the world of work**

Our programme not only helps young people achieve their career goals, it also helps to boost their confidence, self-esteem and independent living skills, with the eventual goal being employment or an apprenticeship. Intensive pastoral support, 1-1 help in the classroom and enrichment activities all serve to provide a complete support service.

GETTING INTO APPRENTICESHIPS

Great Start learners undertake a substantial work experience placement. This can last up to 5 months or even longer. Around 40% convert into an apprenticeship while others use their experience to secure work or go into full time education. Each Great Start learner chooses their career route and then WBTC staff seek to engage local employers who can help.

The results speak for themselves. Last year 96% of learners who joined Great Start were NEET (Not in Education, Employment or Training). By July 2018, 81% had progressed from the programme into an apprenticeship, full time employment or full time education. It goes to show what a transformational programme it can be for local young people.

If you think your company could offer a work placement for our young people, please contact Nicola@wbtc-uk.com



BERKSHIRE APPRENTICESHIP AWARDS TIME TO MAKE YOUR NOMINATIONS

BERKSHIRE 
APPRENTICESHIP
AWARDS 2018

The Berkshire Apprenticeship Service has launched the first Berkshire Apprenticeship Awards, which celebrate the difference that apprenticeships are making to businesses across Berkshire. The Awards ceremony takes place on Thursday 22 November 2018 at Legoland, Windsor. Showcasing the achievements of apprentices, employers and training providers across the area, the awards are open for nomination until 31st October 2018 at 5pm.

The categories are:

- Star Achiever Apprentice
- Best Young Ambassador Apprentice
- Best Adult Apprentice
- Best Apprentice Employer (non-levy payer)
- Best Apprentice Employer (levy-payer)
- Star Apprentice Manager
- Best External Training Provider
- Best In-House Training Provider
- Most Innovative Education-Based Apprenticeship Promotion Initiative

Click here for more details and to make your nominations.





INSTITUTE OF LEADERSHIP & MANAGEMENT TRAINING – FULLY FUNDED FOR SMES

WBTC, via the European Social Fund, has received an extension of funding. We want to continue training aspiring or existing managers to achieve their ILM accreditations. We had a great takeup prior to July with many local small-medium enterprises training their supervisory staff.

Companies with 249 or fewer employers who are based in Berkshire are eligible

Our target market are employers linked to design, manufacturing, finance and digital aligned sectors. This could be accountancy, IT/Telecoms, digital marketing, engineering construction and other priority sectors. Furthermore, leadership and management generally is a key priority for the Berkshire Local Enterprise Council.

This funding runs out in 4 months time so don't delay. Please contact Jon Thompson on jon@wbtc-uk.com to benefit from this.

This project is commissioned by TVB LEP, led by The Windsor Forest Group and funded by the European Social fund. The ESF will expire when the UK exits the European Union.



WBTC MERGER WITH BCOT

We're into our 3rd month as part of the **BCoT Group** and naturally everyone is finding their feet in the new and exciting partnership. As part of the merger, WBTC has a new Board of Trustees to govern the charity. It is chaired by Anthony Bravo the Principal of Basingstoke College of Technology and the full list of members can be found on [this link here](#).

As well as the core delivery that we undertake in and around Berkshire, WBTC works with a wider consortium of high quality training providers. They include:

- **Tigers Training Centre.** Perhaps our longest standing partnership is with this childcare provider in Thatcham. They have perfected a highly effective apprenticeship provision offering outstanding opportunities for local young people.
- **Oxford Energy Academy.** Based in Witney this is a specialist provider for Plumbing and Electrical trades. They have amazing facilities and great staff.
- **White Hat Group.** This exciting tech start-up has been doing great work with young people in London securing them apprenticeships in Digital Marketing, Management, Customer Service and Accounting.
- **First Intuition Reading.** We have a longstanding relationship with this excellent accounting provider who deliver our AAT apprenticeships.
- We're just about to commence a relationship with **Thatcham Research**, one of the country's foremost providers of apprenticeships in vehicle repair.
- Along with our new London Team delivering apprenticeships in the capital it means that WBTC manages over 500 apprentices across the south.



Chairman of the WBTC Board of Trustees, Anthony Bravo.



Together with BCoT, WBTC now offers greater opportunities for apprentices.

CONGRATULATIONS TO...



Congratulations to Archie Rouse (right) of Rebound Electronics UK Ltd who has achieved his Advanced Apprenticeship in IT Telecoms.

Archie said "My Apprenticeship gave me employment in a sector that I wanted to work in and kick started my career. I have learned how a business is run and that success is a team effort. It has given me new experiences, opportunities and a chance to widen my social circle and meet new people. Everyone at BITEC and WBTC have been very approachable and helpful. If you are looking to get into a career while working at the same time then do an Apprenticeship. It has been a good experience and well worth it."

Hazel Thomas, Archie's Training Consultant said "Archie has been diligent in his studies and shown exemplary focus in his work. Archie has met all the new challenges with enthusiasm and exemplified what it means to be a hardworking apprentice. I am delighted that Archie has completed his apprenticeship and secured a full time role having completed his Apprenticeship."



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Congratulations to Jack White (left) of Sovereign Housing who has achieved his Intermediate Apprenticeship in Wood Occupations.

Jack said "I am really proud to have achieved my Wood Occupations apprenticeship at Sovereign, through WBTC. Throughout my apprenticeship I have grown as a person and learnt more than I imagined I would have. Before starting this apprenticeship I would give up when things became difficult, but now, I am a much more resilient person and I have improved my communication and my confidence has increased thanks to the experiences I've had the past two years. The most challenging part of the course for me has been completing the NVQ work as I've not always been the best at managing my time. To others thinking of starting an apprenticeship I would want them to know, you can do it, if you put your mind to it, and have a good support network around you. Without the support I've received from WBTC, my college tutor and assessor and Sovereign I would not have achieved my apprenticeship."

Hazel Thomas, Jack's Training Consultant said "I'm so happy that Jack has completed his Intermediate Apprenticeship in Wood Occupations. Jack has occasionally struggled with the written elements required of him during his apprenticeship, but with the right support in allocating time to obtain write-ups he has submitted high quality work. I am very proud of how Jack has progressed through the apprenticeship, especially in the last 3 months as he has put a great deal of effort into getting his qualifications completed. I wish Jack all the best in his future with Sovereign."

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HEALTH & SAFETY NEWS

PORTABLE APPLIANCE TESTING (PAT)

Whether it's a kettle in the office kitchen or a more substantial bit of kit, an employer has the responsibility for testing the safety of portable appliances. No doubt many employers will get calls from PAT contractors suggesting that rigorous/expensive checks are required. The regulations surrounding PAT provide common sense flexibility for employers.

Most electrical safety defects can be found by visual examination but some types of defect can only be found by testing. However, it is essential to understand that visual examination is an essential part of the process because some types of electrical safety defect can't be detected by testing alone.

A relatively brief user check (based upon simple training and perhaps assisted by the use of a brief checklist) can be a very useful part of any electrical maintenance regime. However, more formal visual inspection and testing by a competent person may also be required at appropriate intervals, depending upon the type of equipment and the environment in which it is used.

The frequency of inspection and testing depends upon the type of equipment and the environment it is used in. For example, a power tool used on a construction site should be examined more frequently than a lamp in a hotel bedroom. For guidance on suggested frequencies of inspection and testing, see [this link](#).

For more general information [visit this link](#).

At WBTC we will pay for any risk assessment that is required. For higher risk environments we will send a NEBOSH qualified consultant to support employers. This is our added value service to thank employers for offering work placements.



If you're a WBTC Member doing Movember, then send us your 'Mo Pics' for our next edition of The Earwig, email them to: matt@wbtc-uk.com

SAFEGUARDING & PREVENT DUTY

MOVEMBER'S 'BE A MAN OF MORE WORDS' CAMPAIGN GETS UNDERWAY

The Harlequins rugby team has taken part in the Movember Foundation's 'Be a Man of More Words' campaign to raise awareness for World Suicide Prevention Day. Star players Dave Ward, Danny Care, Joe Marler and Mark Lambert feature in an emotive video encouraging men across the UK to open up and speak more about their mental health. The players talk openly and honestly about their own personal experiences, addressing issues of anger, anxiety, depression and suicide.

Be a Man of More Words kicks off a month long campaign, aimed at encouraging meaningful conversations around men's mental health as a way to ultimately reduce the high rate of male suicide. The Man of More Words campaign builds on Movember's UnMute and Suicide Notes Talk Too Late campaigns of previous years. While Suicide Notes Talk Too Late encouraged men to open up and talk when times are tough, UnMute challenged supporters to really listen when men spoke up. Man of More Words brings the two together, focusing on getting men to talk when times are tough, in the confidence that they will be heard.

Owen Sharp, CEO of the Movember Foundation said: "We are delighted to be announcing this partnership after working closely with Harlequins in an unofficial capacity for many years. In working together, we aim to positively impact the lives of the many men and women that support Harlequins and the wider community." During the partnership the funds raised will be invested into projects aimed at parents, coaches and young men.

Mark Lambert Harlequins player added: "There is a stereotype of rugby players being tough, strong, silent types, and there is now a chance for us to challenge stigma around men sharing their thoughts and being open about their health. All of our players at Harlequins are proud to support this partnership and understand the importance of being a man of more words to become a happier, healthier person." The video can be [watched here](#).

To learn more about the 'Man of More Words' campaign and how you can effectively help the men in your life to open up visit www.movember.com/iwanttoask.

If you would like further advice and guidance then contact me via martybn@wbtc-uk.com





WORKSHOPS, COURSES AND ACTIVITIES

Most of the training workshops below are free of charge to WBTC members which means apprentices, work place mentors or any of your staff can attend. To book, please use the email address against each event. Spaces go fast so please let us know ASAP if you wish to make a reservation.

We operate a £35 no-show fee for anyone who doesn't attend without notice on any 'free of charge' course. This will be invoiced care of the employer. WBTC have enhanced the confirmation process as follows

- We'll confirm your attendance by email and send a meeting request that you can import to your outlook or webmail calendar.
- We'll confirm your space with your employer and remind you prior to the event.



NOVEMBER

FIRST AID CERTIFICATE

This qualifications equips staff with the skills to be a nominated 'First Aider'. This is an incredibly useful skill to help keep customers and staff safe. It is a very popular course so early booking is essential.

Venue: WBTC
Date: Friday 16th November
Time: 09:30 - 16:00
Contact: maria@wbtc-uk.com
Cost: **FREE for WBTC members**
£199 for non members



TEAM DYNAMICS

This workshop examines the ways in which teams operate at work. It will explore what makes for an effective team, how individuals can contribute to team work and what goes wrong leading to teams breaking down. Topics covered include:

- Understanding the concept of team and group formation.
- Understanding group development.
- Understanding the management of remote or displaced teams.
- Making recommendations for creating successful groups and/or teams.



Venue: WBTC
Time: 09:30 - 16:00
Cost: **FREE for WBTC members** £100 for non members

Date: Friday 23rd November
Contact: maria@wbtc-uk.com

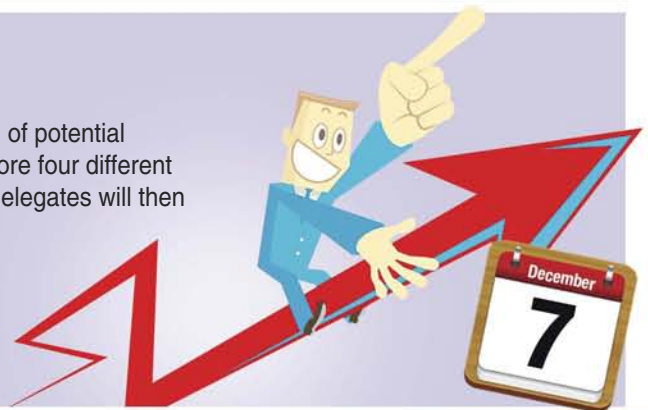
DECEMBER

INTRODUCTION TO SALES

In this session we will explore 'Elevator Pitches' as a way to capture to attention of potential customers. Delegates will prepare and deliver their pitch and then go on to explore four different customer types. Through analysis of how different customers make decisions, delegates will then learn how to adapt their pitch for maximum effect.

Venue: WBTC
Time: 09:30 - 12:30
Cost: **FREE for WBTC members**
£100 for non members

Date: Friday 7th December
Contact: maria@wbtc-uk.com



JANUARY 2019

PRESENTATION SKILLS

Avoid those death-by-PowerPoint sessions where a presenter drones on and learn to wow and engage your audience. This session will equip you with the confidence to create eye catching, ear catching and involving presentations that capture your audience. It will explore audience engagement, projecting your voice and using presentation aids in a sparing but innovative way.

Venue: WBTC
Date: Friday 11th January 2019
Time: 09:30 - 16:00
Contact: maria@wbtc-uk.com
Cost: **FREE for WBTC members**
£149 for non members



WBTC

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