

THE EARWIG

UPDATES FROM WEST BERKSHIRE TRAINING CONSORTIUM

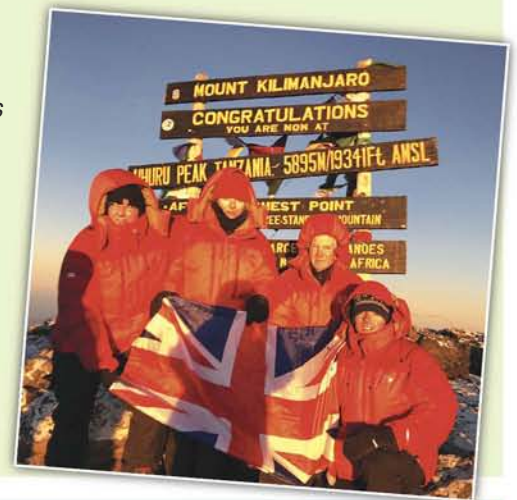


Dear Members

I recently completed the strenuous 8 day hike of Mt Kilimanjaro in Tanzania. Standing at nearly 5900m above sea level, there's just 50% of the oxygen at the peak compared to the bottom along with freezing temperatures, exhaustion and altitude sickness. It is an incredibly physical, as well as mental, challenge. There came a point on summit day when it was too far to turn back and yet there was still many hours of strenuous hiking to go. It got me thinking of apprentices in the same position who find themselves encountering obstacles mid way through their programme. While some succumb, many dig deep and find the fortitude to complete their apprenticeship and in this edition we feature some of those who have been judged as finalists in our Rising Stars Awards 2019.

Also in this edition is an analysis of apprenticeship achievement rates for 2017-18 and what this means for employers and apprentices. We also hear from our friends at Time to Talk on their recent editorial around support for mental health.

Matt Garvey, Managing Director



GRADUATION AND AWARDS CEREMONY GUEST OF HONOUR



On 15th May WBTC will host its 5th annual Apprentice Graduation ceremony at Arlington Arts Centre near Newbury. This year we're delighted to reveal that our guest of honour giving the 'Graduate Address' is the Principal of Basingstoke College of Technology, Anthony Bravo.

We want our graduating apprentices to feel excited not just for what they have achieved but for their career journey ahead. So each year we

carefully select our Guest of Honour to ensure that they have either a history of service to the local area and/or a commitment to young people and learning. Anthony Bravo has dedicated his professional life to post 16 education and apprenticeships. As well as being Principal at BCoT he is also Chair of the WBTC Board of Trustees and so we're delighted that he will be our Guest of Honour this year.

Anthony is the Chief Executive of the BCoT Group which has a presence across the Thames Valley and Hampshire. He initially qualified as a teacher at Newcastle University, after gaining a degree in Agriculture and Environmental Science. Whilst education has always been his passion, he also loved working in the private sector and became the first graduate management trainee at Marks & Spencer's flagship Marble Arch store.

Since re-entering the education sector some 20 years ago, Anthony has served as Vice Principal at City and Islington College and was appointed to set up Crossways Academy in Lewisham - which became a CISCO world reference site for use of ICT in education.

In 2009, Anthony was named as Principal of BCoT. Anthony is also pleased to serve as a Governor for Hampshire Hospitals NHS Foundation Trust, representing North Hampshire and West Berkshire.

Anthony was also national kickboxing champion six times!

All of us at WBTC look forward to welcoming our guests to a joyful occasion where we can celebrate the achievements of employers and apprentices in West Berkshire and beyond.

APPRENTICE GETS 'HANDS ON' FOR THE LAUNCH OF SUTHERLAND ANTI-BACTERIAL HAND GEL

Sutherland Health Ltd has been a leading supplier to the NHS and medical sector for over 25 years. It is a trusted British manufacturer and supplier of maternity, personal care, infection control, nutrition and moving and handling products. Sutherland Health were delighted last year to win the Micro Employer of the Year and Mentor of the Year awards.

This year with the help of Archie Dyson our Business Administration Apprentice we are proud to launch our own Sutherland Anti-bacterial Hand Gel. The product is already widely used in schools, offices, GP Practices, leisure centres and any areas where hand hygiene is important. Archie has been involved in bringing the product to market, under the guidance of last year's Mentor of the Year, Sheena Sukumaran. This includes liaising with the UK factory, researching ingredients, compiling the technical data and helping with the overall design of the product. The final result is:

- A high quality unperfumed hand gel with moisturiser
- Sanitises skin without the need for water
- Effective against Listeria, Salmonella, E-coli and MRSA
- Kills 99.999% of germs in 30 seconds
- Triclosan Free
- A Hand Gel proudly made in the UK

Archie has also been instrumental in developing the sales strategy and his latest initiative is to offer Sutherland Anti-bacterial Hand Gel to all Earwig readers for a discounted price, enabling local businesses to benefit from potential cost savings.

Sutherland Anti-bacterial Hand Gel

500ml	x 1 normal price: £5.99	Earwig Reader price: £4.99
	x 3 normal price: £12.99	Earwig Reader price: £10.99
	x 6 normal price: £20.99	Earwig Reader price: £17.99

If you are interested in using this product or would like further information and want to support a local business, then please call Archie on 01635 874488 or send an e-mail to: marketing@sutherlandhealth.com quoting 'EARWIG OFFER' and **you will be able to save at least 15% on the standard price and, as an additional offer, get free delivery.**



Archie Dyson at Sutherland Health Ltd

For further information contact:

Sheena Sukumaran
Marketing Director

Tel: 01635 874488.

E-mail: Sheena@sutherlandhealth.com

For information on the Company visit:
www.sutherlandhealth.com

Or visit their on-line shop:
<https://shop.sutherlandhealth.com/>



WANT TO PROMOTE YOUR ORGANISATION THROUGH THE EARWIG?

Please feel free to send any promotions or good news about your organisation to The Earwig and it will get a feature for free. It could be a new service you are offering, great work with your employees or a charity event you are hosting. Email me via matt@wbtc-uk.com



APPRENTICE ACHIEVEMENT RATES FOR 2017-18 PUBLISHED



National Apprenticeship Rates for 2017-18 have recently been published. These figures are probably the final set where the majority of apprentices were undertaking frameworks as opposed to their successor standards.

The national achievement rate fell from 67.7% in 2016 - 17 to 67.3% in 2017- 18. The rate has been stuck at 66 - 67% for several years indicating that the government is better at talking about quality than delivering it. There are still too many apprentices enrolled with colleges/providers who have achievement rates below 50%. It is difficult to see what the Department for Education is actually doing about poor provision in which a bums on seats attitude trumps any sense of quality outcomes.

Conversely there are many good colleges and providers where apprentices have a high chance of completing their programmes. It is up to employers to do their research and shop around to ensure that their investment is well placed. The full tables can be viewed [here](#).

Locally, WBTC has done well in terms of apprentice achievement rates. Below is an analysis of locally active college and providers along with their respective apprentice achievement rates 2017-18 as published by the government.

Institution Name	Institution Type	Overall Cohort	Overall Achievement Rate
Basingstoke ITEC Ltd	Private Sector Public Funded	60	90.0
West Berkshire Training Consortium	Private Sector Public Funded	730	80.3
Abingdon & Witney College	General FE and Tertiary College	250	78.0
Berkshire College of Agriculture	Specialist College	60	75.8
CITB	Other Public Funded	6,540	71.0
Key Training Ltd	Private Sector Public Funded	1,470	70.8
Newbury College	General FE and Tertiary College	70	70.8
The Windsor Forest Colleges Group	General FE and Tertiary College	270	70.3
Basingstoke College of Technology	General FE and Tertiary College	1,010	69.5
QA Ltd	Private Sector Public Funded	1,630	65.1
Qube Qualifications & Development	Private Sector Public Funded	3,830	62.0
Activate Learning	General FE and Tertiary College	750	61.1
Bracknell & Wokingham College	General FE and Tertiary College	350	49.9

LOOKING BEYOND...

We are currently in the year 2018-2019 and achievement rates will start to reflect a greater number of apprentices on Apprenticeship Standards. These require apprentices to pass their End Point Assessment and so consequently add a further element of stretch and challenge.

At the same time around 1000 new providers have entered the market with mixed results. While some are very well meaning and committed, there are many who are just 'having a go' at apprenticeships resulting in very low achievement rates. It is therefore likely that the national average will begin a downward slant as the sector adjusts to the new demands of Apprenticeship Standards.

SAFEGUARDING & PREVENT DUTY MENTAL HEALTH

There is a lot in the media at the moment about mental health, especially that of children and young people. While opinion is divided as to whether we are actually facing a new crisis or if it is more that people are now talking about a previously hidden problem, it cannot be denied that more and more young people are coming forward to ask for help with their mental health. However, it is not always clear what help is available.

Time to Talk are an independent charity established in 1986. The charity aims to promote the emotional and mental well-being of children and young people aged 11-25 in West Berkshire. We do this primarily through our free, at the point of delivery, counselling services at Broadway House and in local schools and GP surgeries.

We also develop and deliver talks, seminars and courses and work very closely with relevant local organisations in order to signpost people to other services, information and support where appropriate. We currently have over 30 qualified counsellors experienced in working with children and young people and last year supported 450 young people in West Berkshire with around 4500 sessions offered. Our high ethical standards are recognized in our accreditation by the British Association of Counsellors and Psychotherapists meaning that we put the wellbeing of the young person at the forefront of our service.

Our counselling service is free at the point of delivery and is open to all children and young people aged 11-25 who either live, work, attend a GP surgery or are educated within West Berkshire.

Counselling is an opportunity to explore any issue that is causing concern in a safe and confidential environment. The counsellors will not judge or offer advice but instead allow you to process your own thoughts and feelings in such a way to empower you to find your personal strengths and the way through your issues that is right for you. We offer up to 12 one hour sessions that will take place at the same time every week for the duration of your counselling. There is no limit on the number of times you can come to counselling as we are aware that some issues may take more than one set of sessions to work through.



If you would like further information, please call our office manager, Luisa, on 01635 760331 or email hello@t2twb.org.uk.

If you would like counselling you will then be asked for a small amount of personal information (name, age etc) in order to go onto our waiting list. You will not be asked about the reason you want counselling at this stage. Instead, you will be invited to an assessment session with a counsellor to discuss what you are hoping to get from counselling and for you to decide if we are the right service for you.

If you would like further advice and guidance, feel free to contact Martyn Staines, martyn@wbtc-uk.com



HEALTH & SAFETY NEWS HAND WASHING IN THE WORKPLACE



In the UK, 62% of men and 40% of women do not wash their hands after going to the toilet. Furthermore, according to The Times, the figures for teenagers are even higher. Consequently, there are shocking statistics for the amount of faecal matter on hands (26%) and everyday items such as bank notes (14%).

This unhygienic behaviour is unsanitary and unhealthy and can have drastic consequences in the workplace. Needless to say, working in the food industry it is vital that a hand washing culture is present to prevent making customers ill. Similarly it is vital in the care sectors, health and retail where workers and clients come into close proximity.

Within an office, when unwashed hands pick up telephones, open doors and pick up stationary they'll leave harmful germs for colleagues. In short one person who habitually fails to wash their hands can easily pass on harmful bugs to others.

As an employer you should provide adequate washing facilities which includes warm/hot water and detergent suitable for skin. Drying hands is as important and so adequate drying facilities are also necessary. It is also sound advice to provide sanitising gel as an accompaniment to handwashing. (Sterile gels aren't a substitute for soap and water when it comes to hygiene). **Click here for a pdf from the HSE which summarises the obligations of an employer.**

At the same time, it should be common sense for staff to wash their hands after visiting the toilet. It takes a few seconds and is good for everyone. We're not talking a quick rinse under a tepid tap, but proper washing. **Click here for a guide from the Health & Safety Executive which explains it in more detail.**



RISING STARS 2019 THE FINALISTS

After a gruelling search and judging process we're delighted to announce the finalists of our Rising Stars Awards.

Well done to all the finalists because it is an achievement in itself to make it so far. Winners will be announced at our Rising Stars 2019 event. You can find more about the awards [here](#). For more information on the event email karenf@wbtc-uk.com.

EMPLOYER CATEGORIES

Large Employer of the Year (250+ employees)
(Sponsored by Newbury Weekly News)

- Kennet School
- Morgan Sindall Investments
- Newbury Building Society

Medium Employer of the Year (50 - 249 employees)
(Sponsored by EJBC Chartered Accountants)

- James Cowper Kreston
- Priors Court School
- SPX Flow

Small Employer of the Year (10 - 49 employees)
(Sponsored by Boomerang Creative)

- EJBC Chartered Accountants
- Royale Refrigeration
- Vectorworks

Micro Employer of the Year (9 or fewer employees)
(Sponsored by Vectorworks)

- Nustream Ltd
- RSK Heating & Plumbing
- Sutherland Health Ltd

INDIVIDUAL CATEGORIES

Workplace Mentor of the Year
(Sponsored by Benchmark Furniture)

- Mel Hind - Sovereign
- Ian Patterson - Sovereign
- Melissa Strong - Bayer Plc

Great Start Learner of the Year
(Sponsored by James Cowper Kreston)

- Ella Cox
- Thomas Ventham
- Leo Williams

Apprentice of the Year (19+)
(Sponsored by SPX Flow)

- Rushton Gaymes - ATB Accounting
- Danielle Harris - Sovereign
- Alex Teixeira - West Berkshire Council

Apprentice of the Year (16-18)
(Sponsored by Sovereign)

- Charlie Bint - SPX Flow
- Josh Langford - Berkshire Labels
- Alex Painter - Intelligent Retail

2018 EVENT PHOTOS

2018 proved a great success. In front of 250 guests, guest speaker Mark Dawe, the CEO of AELP (Association of Employment & Learning Providers), gave our Apprentice Graduates their Diplomas and congratulated our finalists and winners in the ever popular awards ceremony.



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 other 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 by emailing karenf@wbtc-uk.com

We operate a £50 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 **call** you 2-3 days prior to the event.

Remember, if you are an employer that has an apprentice or hosts a work experience student, then you are a WBTC member. This will entitle you to subsidised, or free, access to our one-day workshops and enrichment activities. To book please email karenf@wbtc-uk.com If you are unsure if a course is right for you, then please ask. You can email claire@wbtc-uk.com who'll be happy to provide more information on content and structure.



MAY

APPRENTICE GRADUATION & RISING STARS AWARDS

This is our 5th event where apprentices will graduate in front of family, friends and their employers. Afterwards we'll move to our Rising Stars Awards to celebrate the best employers, mentors and learners for 2019.

Venue: Arlington Arts Centre near Newbury
 Date: 15th May 14:00 - 16:00
 Contact: karenf@wbtc-uk.com
 Cost: **By invite only**



HEALTH AND SAFETY IN THE WORKPLACE

This popular one day course is ideal for health and safety purposes, and equips delegates with the skills and confidence in the workplace. **Full details are on this link.**

Venue: WBTC
 Date: Friday 17th May 09:30 - 16:00
 Contact: karenf@wbtc-uk.com
 Cost: **FREE for WBTC members** £199 for non members



JUNE

PRESENTATION SKILLS

This popular workshop is aimed at anyone who needs to present information in a formal setting. It could be used by sales people giving presentations, for those who run staff training events, for employees presenting ideas to colleagues or just those who wish to be more confident.

Venue: WBTC
 Date: Friday 7th June 09:30 - 16:00
 Contact: karenf@wbtc-uk.com
 Cost: **FREE for WBTC members** £199 for non members



FIRST AID CERTIFICATE

This level 3 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 from accidents to illness. It is a very popular course so early booking is essential.

Venue: WBTC
 Date: Friday 21st June 09:30 - 16:00
 Contact: karenf@wbtc-uk.com
 Cost: **FREE for WBTC members** £199 for non members



WBTC

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