



**INSIDE:
CATCH UP –
AN OVERVIEW OF
THE FIRST YEAR**

KEEPING IT LOCAL

**GOING FROM
STRENGTH
TO STRENGTH**



**INSIDE:
ACTING ON AN
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REGIONAL REVIEW

The Newsletter from the Engineering Construction Industry Training Board *Yorkshire & Humberside Region*

November 2007

TAKING THE PLEDGE

The ECITB has changed the way it takes on apprentices in the Yorkshire & Humberside region. This year, 72 new apprentices have been recruited on employed status, which exceeds the original target of 55.

ECITB Senior Account Manager, Jason Riley, is understandably delighted by the increase in the number of apprentices taken on in this way. "It's a win-win situation for the young people, the employers and the ECITB. It means we can afford to get more apprentices into the system which helps address the skills shortage."

Companies which usually recruit this way can attest to the advantages. Grayton Engineering generally employ three apprentices each year. Director Richard Marshall thinks giving apprentices employed status encourages responsibility. "It's important for me to interview the apprentices along with our Managing Director because it clearly indicates the commitment we're giving to them as individuals." Forming a relationship with them at an early

stage also has a motivational effect. "It has the added advantage of letting them know we're watching them, so they understand if they let someone down whilst they're doing the course, it's not just a faceless future boss, it's their actual employer." From the apprentice point of view they get immediate comfort of knowing who their employer will be for the next three years at least, if not the next 40!

Fabricom Suez normally take on eight apprentices every year. Human Resources Manager Yvonne Day said, "These apprentices tend to do a lot better because they're moulded into our way of working from the start." Yvonne also thinks employing young people encourages support from a wider range. "You really get to know the apprentices as well as their families. Getting family buy-in helps encourage and maintain a sense of stability. In fact, we've got people who trained as Fabricom apprentices nearly 20 years ago who are still with us!" Which is good news for everyone!

PICTURED BELOW RIGHT: Apprentice of the Year, Chris King, with his mentor Graham Hodgson

VALUING TALENT

An ECITB apprentice, Immingham-based Plater Chris King, has been named as the Fabricom Suez Apprentice of the Year 2007. Chris won his award because of his enthusiasm, skills, professionalism and exceptional work and was described as a credit to his mentors. He was presented with his award at a ceremony held at the CATCH Facility in September.

The presentation was arranged by Fabricom Suez in order to recognise the achievements of apprentices. The invited audience also included the new intake and their parents in order to give them an idea of how much Fabricom appreciates and values their apprentices.

Yvonne Day, HR Manager said, "Fabricom Suez is keen to invest in young apprentices for the future success of the business. We're pleased at both the quality and dedication of the ECITB apprentices and hope to see them through their apprenticeships into a bright future within the business."

ECITB Senior Account Manager, Jason Riley, added, "Working closely with leading companies such as Fabricom Suez, who are fully committed to training, staff development and recognising success will help the ECITB achieve our goals."



CATCH UP

AN OVERVIEW OF THE FIRST YEAR

More than 65 apprentices – all on pledged employment status – have begun their first year training programme at CATCH, which is nearly double last year's intake. As the CATCH training facility has been up and running for a year, this is a good time to take stock of progress.

Clive Rounce is CATCH General Manager and he's delighted with the way things have gone. "It's part of our fundamental purpose to train apprentices and encourage young people to take part in the engineering construction industry. Last year, 31 ECITB apprentices were trained in mechanical fitting, pipe fitting and plating. The feedback we've had has been excellent, that our apprentices are trained to a high standard and are well prepared for industry. Our training takes place in a realistic environment, so apprentices are more used to the environment, safety procedures and expectations when they join their companies."

In fact, there's already been enough demand for CATCH to have invested in a £400,000 extension to the workshop. It has also doubled the number of trades taught, adding welding, electrotechnical and steel erecting due to demand from the ECITB.

The Grimsby Institute for Further & Higher Education traditionally runs the ECITB courses at their own facilities, but have now moved to CATCH. Gary

Bryson is the Centre Manager. "CATCH gives students the opportunity to learn in a 'real' work environment where they're working on authentic pieces of kit. We've had a lot of positive feedback from the students' new employers, who were very impressed with the high calibre, even at the interview stage. We've heard from our apprentices that their new employers are astounded at their level of knowledge. Some have even been put directly on to real jobs."

ECITB Senior Account Manager Jason Riley said, "I'm extremely happy with the high standard of training provided from GIFHE over the last 12 months and am delighted we've almost doubled our numbers for the 2007 apprentice intake. I have every confidence in GIFHE again successfully delivering our Advanced Apprenticeship Scheme, including the three additional disciplines. It has been a great team effort from all concerned in the region to provide our companies with highly trained apprentices. We're relishing the challenge going forward, working closely with GIFHE and the CATCH team to ensure the quality isn't just maintained, but increased."

PICTURED BELOW:
The 2006 ECITB
apprentice intake at
CATCH



KEEPING IT LOCAL

A Rotherham-based Training Provider has been brought on board to cater for local training needs.

ECITB Senior Account Manager, Jason Riley, needed to train four pipefitters from Sheffield. Rather than go to the expense of sending the apprentices to a different part of the region, he identified a local engineering Training Provider, Brinsworth Training Ltd, in Rotherham.

Mick Crossley is Director of Operations at Brinsworth. "A relationship with the ECITB will be very good for us in the long-term. We're predominately an engineering work-based Training Provider, but mirrored all the criteria for the ECITB training. The Technical Certificate was a bit of a stumbling block, but as we've signed a three year partnership agreement with one of the local Colleges, it's agreed to take the pipefitters on for that component. We're really pleased we can make a difference and look forward to growing our relationship with the ECITB."

CHAIR'S OVERVIEW

Regional Chair Mike Jex provides an update on what's been happening in the region.

"I'm happy with the progress made in the region over the last six months. We've exceeded all targets regarding apprentices, Technical Supervisory and Management Programmes and TECSkills. Customer engagement has increased, new companies have been brought into scope, new assessment centres and Training Providers have been identified and attendance at Regional Forums is on the up!

However we should not underestimate the size of the challenge the region is facing to meet its future skill needs, so I would encourage everybody to review their current training programme with a view to expanding it to the maximum possible. I believe that the future industrial expansion in the region will provide a significant number of opportunities to those companies that have the skilled workforce to compete.

Remember 'you're only as good as the people you employ!'"

YORKSHIRE & HUMBERSIDE REGIONAL FORUM UPDATE

The most recent Regional Forum took place on 25 September at the CATCH Facility, Stallingborough. Please find below the highlights of the Forum:

- Regional Activities
- Apprenticeship Programmes / Project Control Apprenticeship
- Careers / Funding Initiatives
- Technical, Supervisory and Management Programmes
- ACE and TECSkills Update
- Plans for 2008

For more detailed information view the minutes from the Forum at www.ecitb.org.uk/yorkshire&humbersideregion-forum2007

REGIONAL FORUM 2008 DATES*

19 February 2008
3 June 2008
7 October 2008

**Please note these dates may be subject to change.*

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