

## East Kilbride & District Engineering Group Training Association Ltd.

### Mission Statement

**"EKGTA aims to serve the training needs of employers, whilst offering individuals the chance to develop the knowledge and skills necessary in employment"**

### Editor's comments

*Impact*, the in-house newsletter from EKGTA is intended to keep member companies and other customers informed about the latest innovations and developments being undertaken by the Association.

We hope that the news, views and updates contained herein have real *impact* on our readers and we welcome feedback from you, along with any contributions for future issues.

### Special points of interest

- Open Evening
- EKGTA Satellite Site
- Calling All Members
- Short Course Provision

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### Apprentice Intake 2006

By the end of September 2006 around 65 Apprentices from 18 different companies will have started their foundation training at EKGTA's Training Centre. This is the culmination of 4/5 months work between EKGTA and employers to source and recruit suitable individuals for the apprenticeship vacancies. The apprentices will undertake a minimum 26-week comprehensive training and assessment programme leading to a Scottish Vocational Qualification at level 2 in Performing Engineering Operations.

During their time at the Training Centre the Apprentices, will be trained and assessed on the Mandatory Units of Health & Safety, Developing Themselves and Working with Others plus Using and Communicating Technical Information. They will also undertake General Support Units such as Identifying and selecting Engineering Materials and Applying Quality Control in Engineering. Each individual will focus on their own respective skill area. These could include Maintenance both Electrical and Mechanical, Machining both Conventional and CNC, Fitting again either Mechanical or Electrical and Fabrication/Welding.

An integral part of the training programme is project-based training, which has been designed to consolidate skills, knowledge and understanding, and to develop soft skills such as, Team building, Leadership, Communication and Time management.



### Open Evening

As a part of our commitment to the development of these apprentices EKGTA holds an annual Open evening and we invite the parents of all trainees both employed and non-employed to this event to inform them of the programme being undertaken by the trainees. The event is intended to be informative and fairly informal. It starts with presentations by key members of staff. Stuart Waugh the General Manager will introduce the Association and its standards. Derek Syme the Training Workshop Manager will focus on the Foundation Training programme and the requirements of the awarding bodies. Jim Lewars, one of the Training Advisors, will concentrate on the SVQ Level 3 qualification and the in-company monitoring and assessment of trainees. The presentations will be followed by a short tour of the centre where parents will be able to meet members of the Instructional Team. The evening is concluded by a short question and answer session in which parents are encouraged to ask questions and raise any concerns or issues they might have

The event is also open to representatives of all companies who have apprentices at the Centre and this gives the parents the opportunity to talk directly to the employer. Open Evenings this year will be on the 10<sup>th</sup> and the 24<sup>th</sup> of October and invitations will be sent out shortly. We will extend a warm welcome to all who attend.

Contact Derek Syme 01355 229985 or e-mail [drs@ekgta.com](mailto:drs@ekgta.com)

## Company Spotlight— United Biscuits



UB is a leading European manufacturer of biscuits and snacks and is building on its success with a growth strategy. UB focuses on profitable branded growth through investment in priority brands and key markets. The business is accumulating an unrivalled portfolio of leading biscuit and snacks brands which will create a series of exciting growth opportunities through leveraging UB's natural advantages in scale, innovation and market reach.

### Brands

UB is in a strong position for growth with well-known brands and market leading positions in its chosen markets. UB owns three of the top selling five biscuit brands in the UK. McVitie's is among the best-known brands in the UK and McVitie's biscuits are purchased by 85% of UK households. The addition of Jacob's brands increases UK biscuit market share to 33%.

UB also owns seven of the top ten selling biscuit brands in Spain and UB brands are bought by over 97% of the Spanish population. The acquisition of Triunfo gives UB 39% of the Portuguese biscuit market. These proven brands with potential for further development in their existing and UB's other core markets will supplement UB's growth strategy.

The UB plant at Tollcross in Glasgow has a long and productive relationship with EKGTA. Over the years the development of the in-house has proved very successful with several former Apprentices now holding strategic Managerial positions within the company.

They have most recently been working on a review of the qualifications of their staff. Through the internal appraisal system and a process of Training Needs Analysis identified potential qualifications and training for many members of staff.

Currently there are 15 Managers from all areas of the business at the Tollcross factory working towards a Modern Apprenticeship in Management.

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McVities Management Candidates

## Modern Apprenticeship Awards



The Scottish Modern Apprenticeship Awards are a celebration of the high standards now being reached by apprentices, training providers, colleges and employers, all of whom contribute significantly to the development and delivery of the Modern Apprenticeship Programme in Scotland.

Apprenticeships demonstrate initiative, enterprise and outstanding commitment to the improvement of Skills Development for the Scottish economy.

This year East Kilbride Group Training Association Ltd (EKGTA) has been selected as one of the finalists in the 'Training Provider' category, which recognises significant contribution made to supporting and delivering MA's in Scotland.

The award ceremony will be held in Edinburgh on Thursday 12<sup>th</sup> October 2006, when the category winners will be announced.

It is a considerable achievement for EKGTA to have reached this stage. Well done to all concerned and involved with us in the MA programmes.

We look forward to the 12<sup>th</sup> with anticipation.



## Scotland not at World Cup (So Germans visit us)

EKGTA played host in June 2006 to a group of Apprentices from Germany. The Association has for the past twenty years forged close links with the Handelskammer from Cologne in the Nordrhein Westfalen region of Germany.

The Handelskammer which is similar to our British Chamber of Commerce co-ordinates all apprentice training within the region.

It is funded by a grant levy scheme in which companies pay according to their turnover and number of employees.

Every second year EKGTA arranges a 5-day programme of events for the Apprentices from Germany and the events are designed to give them an understanding of the working practices in Britain and in particular how Apprenticeships are organised. There is also the opportunity to experience some of the social and cultural delights of Scotland.

The Apprentices on this years programme came from a wide variety of backgrounds and trades. In the group we had Hairdressers, Vehicle Technicians, Glaziers, Textile Technicians to name but a few.

B.Boyle describes the programme of events.

“The party arrived at Edinburgh Airport on the morning of Friday 16<sup>th</sup> June. They were transported by coach to their accommodation at Strathclyde University halls of residence and after a welcome and introduction session the group were escorted to an exhibition of Germanic Culture held at the Central College of Commerce in Glasgow. On Saturday the group visited the impressive Falkirk Wheel and commented on the aesthetics and engineering concept of the wheel.

Later that day their programme included a Scottish Ceilidh night held at the Riverside club in Glasgow. Traditional Scottish hospitality was on show and we were made to feel most welcome by everyone. A great night was had by all, and the enthusiasm of the Apprentices was very refreshing.

On Sunday the 18<sup>th</sup> we were up bright and early and with only a few sore heads we headed off to Glenkinchie distillery in East Lothian. The Apprentices again showed great interest in the history (and taste) of whisky. When we eventually dragged them away from sampling the different types of Malts, we proceeded to Edinburgh and a visit to the castle then some free time in the shops on Princes Street.



Queue at the Sampling Bar

On Monday it was down to the business side of the programme, with a visit to our premises in East Kilbride where Jim Holmes gave a presentation on Apprenticeships in Scotland. A tour of the facility enabled them to get a clearer understanding of EKGTA's commitment to developing people. This was also an opportunity for the group to discuss the differences between the German and British approach to Apprenticeships. In the afternoon we had an arranged visit to the Goethe Institute Glasgow which promotes Germanic culture & language in Scotland. This gave the party a chance to hear from their fellow countrymen about what it is like for a German to live and work in Scotland.

On Tuesday morning we were guests of Weir Pumps Ltd Cathcart, Glasgow and their presentation gave an insight into their own Apprenticeship programme and its benefits to the company. The visit gave the opportunity for some staff of Weirs to practice their German. A visit to Glasgow City Council's Apprentice training facility in Queenslie Industrial Estate followed in the afternoon. Again a presentation by the staff explained the Council's need for apprentices and the importance of "Growing your own Craftsmen".

On Tuesday evening and as the last official event we took the party to a local hostelry to watch the World Cup match between Germany and Ecuador. Fortunately Germany played better than the recent Scottish performances and the 3-0 win for Germany went down extremely well with the party.

We then proceeded to the Golf driving range in Strathclyde Country Park, where a fun event with prizes given for the best (and worst) shots of the night was held.

The next day the party set off on the second leg of the exchange tour, a visit to Liverpool. The programme overall was deemed to be a great success and the party were very complimentary of the time spent in Scotland and in particular the hospitality which they were shown. All commented that they looked forward to returning to Scotland some time in the future.



German apprentices at the Ceilidh



Hiltrud and Julia at Glasgow City Council

## An Injection of New Management Blood



Robert and Kenny with Brian Boyle from EKGTA

As regular readers may be aware, EKGTA has been running for several years a successful training programme for First Line Managers. The latest success story on this front involves Carclo Technical Plastics (CTP) an Injection Moulding company based in Harthill. CTP decided to invest in supporting the managers within their facility by identifying proper training that would enhance their ability to perform as a Manager. After discussions with EKGTA, the Modern Apprenticeship in Management programme was identified as having the right balance of training and work based assessment of their current skills to the Vocational Qualification Level 3 standard.

The first two candidates Kenny Angel and Robert Brown have now completed their programme and were recently presented with their certificates. The achievement of this prestigious award is the culmination of both candidates having attended a series of workshops held at EKGTA on topics such as Team Building, Time and Stress Management, Leadership, Communication Skills, Problem Solving and Managing Change. They were presented for and achieved a certificate in First Line Management from the Institute of Leadership and Management (ILM). Both also completed an EMTA

Awards Ltd SVQ Level 3 in Management. The process sees candidates prove competency in the application of these subjects and other Management skills in the workplace. Much of the evidence gathered is based on the planned development of their day to day work in controlling the production under their responsibility, supervising company apprentices and on any factory improvements/ upgrades they are involved in. After successfully completing both components of the programme candidates become eligible for the certificate of Modern Apprenticeship in Management.

There are currently 30 Management candidates working towards completion of this programme and EKGTA will be accepting nominations shortly for the next programme which is due to commence in October 2006.

If you are interested and would like further information regarding the above Contact Brian Boyle 01355 229985 e-mail [bb@ekgta.com](mailto:bb@ekgta.com)

## Calling all Members



It is that time of year again when all Member Companies of our Association will be receiving a visit from their friendly EKGTA Training Advisor (So get the biscuits and coffee ready). The representatives of member companies should be aware that the continual success and growth of EKGTA is dependant on a strong and active Membership and customer base. We hope that all current Members take the decision to rejoin this year and that other client companies identified as potential members can be encouraged to join the Association as members for the benefit of all concerned.

Membership visits will focus on:- Recruitment, Advice/Guidance,, Training Services, Health & Safety Information and other matters relevant to Member companies.

## Short course provision

Although the training centre at EKGTA is extremely busy with core business of delivering foundation training for our Engineering Modern Apprentices. There are still opportunities available on a day release basis. The following open course diary, which runs from September though to December, is therefore recommended for your attention.

Also if you have a specific training requirement, which could be addressed between March and July 2007, please don't hesitate to call.

Places are available on all courses; call Derek Syme, Training Manager, on 01355 229985 or e-mail [drs@ekgta.com](mailto:drs@ekgta.com). to secure your place.

Date	Duration	Course Title
13-09-2006	3 days	16th Edition IEE Regulations
20-09-2006	Day Release	Basic Electrical Skills for non-electrical personnel
27-09-2006	2 days	Portable Appliance Testing (PAT)
04-10-2006	½ day	Abrasive Wheels - Mounting & Dressing
04-10-2006	½ day	Abrasive Wheel Regulations
04-12-2006	5 days	AutoCAD Level 1 (All Revisions from 14 through to 2007, inc LT Versions)