

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

- Recruitment 2007
- Awards Ceremony
- Continuous Professional Development

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Apprenticeships – Recruitment 2007

As most of our regular readers will be aware East Kilbride Group Training Association (EKGTA) has been providing training and assessment to local employers for over forty years particularly in relation to Modern Apprenticeships in:

- Engineering (production, maintenance, mechanical, electrical, fabrication, etc)
- Polymer Processing and Related Operations
- Management
- Distribution & Warehousing

Modern Apprenticeships are nationally recognised training pathways designed to attract bright, able young people to industry and provide them with the high level of work based skills required by many employers and with a wide range of available qualifications.

2006 was a particularly successful year which resulted in a total of 86 apprentices from 35 different companies commencing their training through EKGTA.



Throughout 2007 EKGTA will be supporting companies in a variety of locations to source and recruit apprentices with the main drive beginning early spring of 2007. The Association is already in consultation with some companies regarding their recruitment needs and we can help in the following aspects:

1. Contacting all local Careers Office to inform them of vacancies and to encourage them to promote the vacancies throughout their Career Office network and co-ordinating advertising if needed.
2. Accepting letters of application; responding with application forms and issuing test interview date.
3. Conducting relevant tests at EKGTA for applicants: (Numeracy / Mechanical Ability / IT Skills).
4. Conducting first 'screening interview' at EKGTA with each applicant and completing a feedback sheet for each company.
5. Providing the company with short list for interview in their premises.
6. Assisting with in-company interview, if required.
7. When the applicant has been selected by company assist with relevant paperwork if required.
8. Source grant funding from Scottish Enterprise to help offset the cost of an apprenticeship training programme.

If you are an Employer who is considering offering apprenticeship opportunities throughout 2006 and are interested in finding out more about how EKGTA can help you in this process, contact the under named for further information on Recruitment

Contact Brian Boyle 01355 229985 or e-mail bb@ekgta.com.

Company Spotlight— Converteam The power conversion company



Converteam is an uncontested leader on its core markets, with orders totalling over €750 million.

In the Marine and Offshore sector, Converteam is number-one worldwide for electrical propulsion and on-board power generation systems and dynamic positioning systems used for cruise liners and merchant shipping, in particular oil tankers, offshore platforms and cable ships, semi-submersible platforms, etc. and naval applications.

Converteam is the number-three supplier worldwide for process industries such as metals and the Oil and Gas sector, where we offer complete electrical solutions including high-speed drives, motors, compressors, pumps and more.



We also serve customers in specialized sectors such as renewables, onshore and offshore wind generation, power generation (electrical systems for large turbines, auxiliary plant systems), materials handling (in particular cranes) and test benches for the automotive sector.

Our equipment solutions are backed up with full services matching the needs of customers operating on both national and international markets. Through our Regional Business Centres they have ready access to advanced equipment expertise for maintenance, technical support and training.

For more information on Converteam and its services Call us today on 0141 621 4100, fax 0141 621 4152 or visit our Website www.converteam.com

Ripe for the Picking

16 Non-Employed Apprentices started a foundation training course in engineering at EKGTA's Centre on the 26th Feb 2007. They will undertake a minimum 16-week comprehensive training programme based on the 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 a General Support Unit such as Identifying and Selecting Engineering Materials and 2 Technical Units, Machining Engineering Materials and Fitting Using Hand Skills.

All the trainees have grades from school, which are appropriate for a Modern Apprenticeship, and already a couple have been selected by one of our client companies as new Apprentice Employees .



2007 Non-Employed Apprentices



Christopher learning to use a Conventional Lathe

Although only a few weeks into their training the trainees are already demonstrating positive attitudes, good aptitude and are developing new skills. They are ripe for the picking and are sure to be snapped up soon by other companies.

Christopher McKee, the trainee pictured, had this to say about his experience at EKGTA so far "This is a really great opportunity for people around my age group to get into engineering and I think there should be more places like it" "The training so far has been interesting and I am looking forward to starting an apprenticeship with a company soon"

If you are interested in these trainees and would like to participate in our work placement scheme please contact Drew Alexander, Training Advisor or Derek Syme, Training Manager on 01355 229985

EKGTA Training Awards Ceremony 2007

EKGTA's Annual award ceremony is considered to be a very special occasion in the calendar of events each year. It's main purpose is to recognise formally the achievements of the individuals who have undergone training as engineering apprentices at our Training Centre and in their workplace with their employers. Those selected for awards reflect the high standard of performance attained by all trainees throughout all aspects of their individual training programmes.



Mr David Ayton addressing the audience

This year's awards ceremony was held on the 15th February 2007. The event was very well attended by member company representatives and the principle speaker was Mr David Ayton, Head of Production (Repair & Overhaul), Rolls-Royce plc, East Kilbride. Mr Ayton who gave an interesting and enthusiastic talk on the importance of apprenticeships to Rolls-Royce and the wider business community in Scotland. His address indicated that he was indeed speaking from personal experience having commenced his working life and training with EKGTA in 1981 as a Non-Employed trainee. He emphasised how the encouragement and support from the staff at the time culminated in him applying for and being successful in gaining a place on the Rolls-Royce Craft Apprenticeship programme. He commented on the importance of young people continually striving to achieve their ambitions. He also added a note of caution for the industry by commenting that "We must continue to recognise that high technology products and processes

require a constant stream of highly skilled people and that is where young people like yourselves and facilities like EKGTA come in.

This will be critical in addressing the skills gap we face in Engineering today".

His speech was warmly received and he congratulated not only the winners but all who have chosen a "very exciting, challenging and rewarding career in engineering".

For the first time a new award the Hugh Logan Award, donated by former Chairman and Board member Mr Hugh Logan was presented. This prize which recognises candidates achievement in continuing professional development in their employment was awarded to William Brown of Milklink Processing Ltd. Who successfully undertook an MA in Management programme through EKGTA .

Michael Lynn of Weir Pumps Ltd won the prestigious award "Apprentice of the Year" and was presented with his award by Mr. David Ayton - Rolls Royce PLC. Other awards were presented by Mr. Hugh McKinnon Chairman of the Board of Directors of EKGTA, Anne Taylor – Weir Pumps Ltd and Laura MacRae – Convertteam UK Ltd.

Award winners were:

- FITTING Skills. James McCafferty – Convertteam UK Ltd.
- MACHINING Skills. Craig Robertson – Weir Pumps Ltd.
- CNC Skills. Graeme Keenan – Baker Oil Tools Ltd.
- COMPUTING Skills. Calum Warnock - Weir Engineering Services Ltd.
- ELECTRICAL Skills. Stuart Collins – Konecranes Services Ltd.

The Chairman's Award for the best project team was won this year by the team "Jar Heads" which consisted of the following trainees:-

- Paul Higgins – Anderson Precision Gears
- Graeme Keenan – Baker Oil Tools Ltd
- Scott Hayes – Honeywell Building Services
- Derek Hope – Lift Maintenance Ltd
- Christopher Meggs – Rolls-Royce PLC
- Stephen McLaughlin – Machine Tool Engineers
- Stephen Milligan – Star Refrigeration
- Calum Warnock – Weir Engineering Services

EKGTA wishes to congratulate all the winners and wishes them every success in their future career. Also a big thanks goes to all the company representatives who helped make the occasion a highlight of the year.



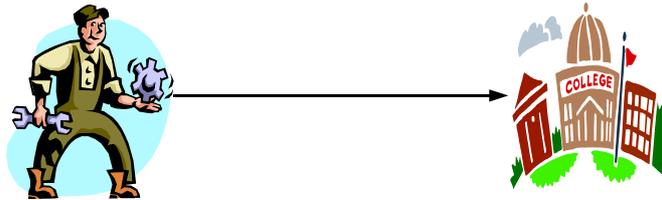
2007 Prize Winners

Continuous Professional Development

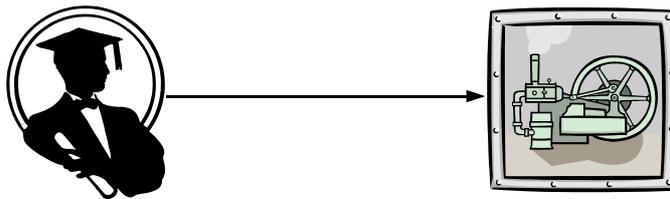
EKGTA is about to launch a new initiative to support member / client companies in continuing staff development. This opportunity is aimed at either furthering the academic achievement of newly qualified apprentices or enhancing practical and management work-related skills of new graduate entrants.

Two pathways are proposed:

- (1) ***For employees who joined their company as an engineering apprentice and trained through EKGTA*** – higher education programme leading to achievement of 1st Degree in Engineering discipline and a Management Skills Development Programme leading to an Introductory Certificate in Management and an SVQ Level 3 in Management. Candidates and their company will need to commit to full time or part time (day release / evening) study at the appropriate H.E. Institution for 2-4 years; and 10 x 3 hour tutor led sessions on management topics; completing a work based assignment; and work place development and assessment up to a maximum of 2 years to cover relevant work based competencies.



- (2) ***For new graduate entrants (engineering) to a company (which also has MA's through EKGTA)*** – practical Engineering Skills Programme which will be project driven and include practical business skills and a Management Skills Development Programme leading to an Introductory Certificate in Management and a SVQ Level 3 in Management. Candidates and their company will need to commit to 4-8 weeks practical engineering skills programme (may be in 2 week blocks) in their first year in employment; and 10 x 3 hour tutor led sessions on management topics; completing a work based assignment; and work place development and assessment up to a maximum of 2 years to cover relevant work based competencies.



The criteria for Individual Participant Selection will be as follows:

- (a) Any company which has its MA's in Engineering trained / assessed / certificated through EKGTA and which also engages individuals through a graduate entry scheme (engineering).
- (b) MA candidates must have successfully completed their programme and be within 3 years of their certificate date.
- (c) Graduate entrants candidates must be in the first year of employment with their company.
- (d) For MA's, there will be 5/6 supported places per year with a company being eligible for 1/2 places. For Graduate Entrants there will be a maximum of 16 supported places per year.
- (e) Support of up to 50% per year of course / tuition fees will be provided by EKGTA for both programmes.
- (f) Company (or individual candidate) to pay other 50% of course / tuition fees.
- (g) Opportunity must be part of company's staff development plan for their candidate.
- (h) Candidates must have demonstrated an interest in and commitment to their company and showed that they have the potential to successfully complete the programme.
- (i) Application for support must be made by a company of behalf of their nominee and with their full support.
- (j) Applications for support will be considered in September - November each year.
- (k) Decision on financial support from EKGTA will be at the sole discretion of EKGTA representative.

Benefits to both Individuals and Companies:

Individuals: extend their knowledge and learn new skills, acquire further qualifications, expand their horizons, build on their experience, enhance their career prospects.

Companies: invest in their staff, commit to continuing professional development of their staff, bridge the gap between qualified MA's and graduate entrants, provide management / supervisory/ work related skills capability.

For more information on the supported learning programmes for Engineering MA's / Graduate Entrants.

Contact Stuart Waugh (General Manager) on 01355 229985 or e-mail sw@ekgta.com