



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.

Apprenticeship Recruitment 2016

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

- Engineering (production, maintenance, mechanical, electrical, fabrication, etc)
- Signmaking
- 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.

2015 was again a successful year which resulted in a total of 109 apprentices from over 61 different companies commencing their training through EKGTA.

Throughout 2016 EKGTA will be supporting companies in a variety of locations to source and recruit apprentices with the main drive already commenced for 2016 Intake. The Association is already in consultation with some companies and has surveyed over 120 companies regarding their apprenticeship recruitment needs.

As part of the recruitment process EKGTA will be attending events for schools Career and Guidance staff to brief them on the opportunities available for school leavers.

The Association can and does, help in the following aspects:

1. Contacting all local Careers Offices 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. Placing an electronic application form on the EKGTA website and accept letters of application; responding with paper based application forms and issuing test interview dates.
3. Conducting relevant tests at EKGTA for applicants: (Numeracy/Perception/Mechanical & Electrical reasoning).



2015 Apprentice Intake

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 assisting with relevant paperwork if required.
8. Sourcing grant funding from Skills Development Scotland to help offset the cost of an apprenticeship training programme.

At this point we would like to remind our companies that all the above services are totally free to member companies. If your organisation is not currently a member, then we would urge you to strongly consider joining. For a notional fee not only do you get this fantastic recruitment support, but you also have a say in how the Association is run, through its 'Council of Representative' meeting and the Board of Directors.

If you are an Employer who is considering offering apprenticeship opportunities throughout 2016 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 / Training of Apprentices.

For more information on any of the above Contact Brian Boyle 01355 229985 or e-mail bb@ekgta.com.

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Scottish Apprenticeship Week 2016



For the Sixth year in a row Skills Development Scotland held its annual Scottish Apprenticeship Week. The aim was to make 2016 the biggest yet.

Scottish Apprenticeship Week took place from February 29th to 4th March 2016. Its aim was

to show the benefits apprenticeships bring to businesses, individuals and the wider Scottish economy. It also showcases the successes of apprentices who have chosen to work, learn and earn to develop their careers.

To celebrate Scottish Apprenticeship Week 2016, East Kilbride Group Training Association hosted a full week of events at its Engineering Training Centre in Law Place, Nerston Industrial Estate, East Kilbride.

The schools invited to attend the event included Calderglen High East Kilbride, Dalziel High Motherwell, Calderside Academy Blantyre, Duncanrig Secondary East Kilbride, Hamilton Grammar, Hamilton, Holy Cross High Hamilton, St John Ogilvie High Blantyre, Our Ladies High Motherwell, St Andrews and St Brides High East Kilbride and Stonelaw High Rutherglen.

Each day a group of 20 school pupils were invited to attend the centre. The event took the form of a taster day, and the aim was to make it as practical and as interactive as possible. The visiting students were given a presentation by staff and former Apprentices, a full tour of various sections in the engineering

workshop. During the day they were each given a number of hands-on practical exercises and small projects to complete.

Tom McBrearty, General Manager of East Kilbride Group Training Association said: "I am delighted to say that Scottish Apprenticeship Week 2016 has proved to be our boldest and biggest yet. Our school partners, have been fully supportive, and over the week we played host to almost 100 pupils,

During Scottish Apprenticeship Week "Over 200 events took place - from the Borders to the Highlands - giving people the chance to hear first-hand the benefits of apprenticeships, and thousands of people are talking online about the value the programme brings to employers, individuals and the economy.

Local MSP Linda Fabiani who attended the centre on Friday 4th March said "I hope this week has inspired more employers to take on a Modern Apprentice and play a key role in the development of their future workforce, and also encouraged more young people to consider undertaking an apprenticeship".



MSP Linda Fabiani with some of the pupils

For more information on the above Contact Brian Boyle 01355 229985 or e-mail bb@ekgta.com

Retirement

It is with some sadness that EKGTA announces the retirement of two key members of staff. Derek Syme the Training Workshop Manager retired on the 5th February 2016. After completing an apprenticeship in electronic engineering with Ferranti Defence Systems, Derek worked in production, testing and quality control on both civil and defence contracts. After a period of approximately ten years he became Technical Instructor (Electronics) responsible for the instruction and supervision of apprentice training, as well as devising, developing, implementing and reviewing training and personal development material.



In 1990 Derek moved to become Senior Training Officer at Marconi Avionics Limited, with responsibility for ensuring that the training needs of the company's business units were met effectively and efficiently, before moving on to become a Training & Development Executive in Edinburgh.

Derek also established and managed his own company for a period of time operating in the training and development field and managed the training delivery for a number of key clients Derek specialises in the provision of training the trainer and supervisory/management courses.

Derek Joined the Association in 2001 and was appointed Training Manager in December 2003 after spending 2 years as a Training Advisor.

Mary Cunningham Admin Officer retired on the 18th March 2016. Following a period in training to learn comptometer skills, Mary worked for a local employer in the main administration office, and in keeping



with most apprenticeships, moved through a range of departments to build her experience. This included wages, time planning & review, purchasing, and quality control.

Having built this experience Mary began to specialise in the finance department, and worked in the purchasing and ledger departments of a major company, where training in word processing was also undertaken, before going to college to undertake an HNC.

Since joining EKGTA in 1997 Mary was part of the Association's Administration Unit, and was responsible for financial/credit control & book-keeping on an ongoing basis, as well as general administration and reception duties.

To show their appreciation to both, the staff at EKGTA joined Derek and his wife Elizabeth, Mary and her husband Hughie at a celebration presentations to mark their retirement. Hugh McKinnon, Chairman of the Board of Directors, presented them with memento's to mark the significant contribution both made to the Association during their combined 34 years service and we would all like to wish them both a long and happy retirement.

Annual Awards 2016

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 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 and with over 100 apprentices in the Centre this year the judging was very difficult.



Skills Awards

These awards are given in recognition of the trainees, who attained a high standard of performance throughout the Foundation phase of their training; who excelled in a particular technical skill area; and who achieved the highest aggregate points score across the criteria applied by our staff in terms of Knowledge/Technical Skills, Practical Ability, Timekeeping & Attendance, Behaviour & Attitude, and Vocational Assessment. The winners were;

Presenting these awards were Bill Hawthorn, Works Manager of Weir Power & Industrial, Donnie Alexander, Training Officer Walker Precision Ltd, Hugh McKinnon the EKGTA Chairman and Owner/Managing Director of Anderside Tools Ltd, Jim Lewars Training Advisor EKGTA, Barry Gibson Defence Munitions, David Rooney Training Manager EKGTA, Alan Fergusson Sales Manager Scotland Lincoln Electric, David Innes Glasgow Clyde College and Robert Bruce, Sector Skills Specialist SEMTA

Skill Area	Winner	Sponsored By
FITTING:	Rory Wright of Caledonian Cheese Ltd	Weir Power & Industrial
MACHINING (Turning):	Liam Barclay of VCL	Walker Precision Ltd
MACHINING (Milling):	Aaron McMath of Swissmatic Ltd	Anderside Tools
CNC MACHINING:	Ramon Salva of Caledonian Industries Ltd	SPX ClydeUnion Pumps
IT:	Andrew Macready of Torishima (Dubai)	Calum McKenzie & Co
ELECTRICAL:	Sophie Mann of Caledonian Cheese Ltd	GE Power Conversion
WELDING:	Thomas McKean of Lindvale Plastics Ltd	Lincoln Electric
National Certificate in Manufacturing Engineering	Katie Lyon Jacobs Engineering	Glasgow Clyde College
National Certificate in Electrical Engineering	Ryan Cook of Scottish Water	Glasgow Clyde College
Best 1 st Year Apprentice	Connor McCole of Viridor Ltd	Cromwell Tools

This year's awards ceremony was held on the 12th May 2016. The event proved very popular and was well attended by member company representatives and the principal speaker was Mr Graham Brown Head of Site Operations Glasgow, Optronics & Business Integration – Thales UK Ltd

Apprentice of the Year

Marc Daly of Oil States Industries (UK) Ltd won the most prestigious award "Apprentice of the Year". Nominations are sought from companies that have apprentices who have just completed or are in the process of completing their apprenticeship. Reports are submitted by their Manager, the Training Advisor and the apprentice. These reports are considered by a judging panel which this year comprised of Dave Rooney the Training Workshop Manager and Brian Boyle the Association's Quality Assurance Manager. The panel then invite each nominated apprentice to attend a short interview at the centre and the outcome of this along with all the other information available is considered in reaching a decision on the award winner.

As usual for this award the calibre of candidates was extremely high. All finalists acquitted themselves well and were a credit to themselves and their respective companies. Unfortunately there can only be one winner and Marc was chosen from this elite group. The award was presented by Mr Graham Brown.



Chairman's Award

This year there were 14 teams competing for the Chairman's Award, which is awarded to the best project team of those in foundation training. The winning team was "Recovery +" which consisted of: Robbie McLean of Allied Bakeries, Rhys McMillan of Albert Bartlett, Sophie Mann of Caledonian Cheese (Lactalis), Gavin Hamilton of Defence Munitions, Taylor Stevenson of Martin Aerospace Ltd, Haydyn Potter of Texas Instruments Inc and Nathan Hill of Walker Precision Engineering. Throughout the project they were ably supported by their 'Team Mentor' who was the Association's CNC Instructor Jim Gillan.

General Manager Tom McBrearty commented that the Association would like to take this time to congratulate all the winners and wish them well in their future ventures.

EKGTA – Short Course Provision

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Presently EKGTA can offer the following open courses, which have been scheduled for May—Aug 2016 and are therefore recommended for your attention:

<u>Course Title</u>	<u>Dates</u>	<u>Duration</u>	<u>Course Title</u>	<u>Dates</u>	<u>Duration</u>
<u>Code of Practice for In-Service Inspection and Testing of Electrical Equipment (PAT)</u>	12/05/2016	2 Days	<u>Basic Electrical Skills for non-electrical personnel</u>	06/06/2016	5 Days
<u>Basic Electrical Skills for non-electrical personnel</u>	16/05/2016	5 Days	<u>IOSH 'Managing Safely</u>	14/06/2016	3 Days
<u>Forklift Operator (Open Course)</u>	16/05/2016	5 Days	<u>AutoCAD Essentials</u>	05/07/2016	3 Days
			<u>Abrasive Wheel Course</u>	20/07/2016	1 Day
			<u>Basic Electrical Skills for non-electrical personnel</u>	08/08/2016	5 Days Split 3+2
			<u>IOSH Working Safely</u>	16/08/2016	1 Day

(For full details of the above courses and to view our full prospectus please visit our web site www.ekgta.com)

Places are available on most courses; call Dave Rooney, Training Manager, on 01355 229985 or e-mail dr@ekgta.com

Steel Industry Up-skilling Programme



Most readers will be aware of the recent uncertainty surrounding the Tata Steel plants in Motherwell and Cambuslang. This looks to becoming a satisfactory conclusion with the recent takeover by Liberty House.



A total of 19 members of staff were trained on 3-day Hydraulics and 3-day Pneumatics course. This was run over several weeks and all participants completed successfully and received an EKGTA certificate.

During the interim period the task force set up by the Scottish Government managed to engage and retain key staff to keep the plant viable and operational.

On the 29th March and 4th—6th April the team undertook the popular IOSH Working Safely and IOSH Managing Safely courses. It is a credit to all the participants that despite all the numerous changes and the initial uncertainty over the future of the plants that all 19 completed successfully both courses. All will be awarded their IOSH Certificates over the next month.

EKGTA was pleased to play a small part in during this transition period by supporting the Retention Team in a series of up-skilling courses. We were approached by the task force and asked to create specific training to specifically meet the needs of this team.

EKGTA would like to wish all the team at Liberty House all the success in the future, and we hope to be able to continue to provide a range of training services to the company.

“Your Association needs you”



Over the past 5 years the Association has gone from ‘strength to strength’ The number of member companies last year was the highest ever on record, with a total of 71 companies joining / re-joining. Without the continued support of our members the Association would cease to exist.

With this in mind it is almost 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 coffee and biscuits 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 will 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.

If you are interested in or would like further information on the benefits of Membership of the Association contact Brian Boyle 01355 229985 or e-mail bb@ekgta.com