

Our journey developing standards

Metal Fabrication Standard

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GROUP TRAINING
ASSOCIATIONS

Outstanding Training for Industry by Industry

The journey so far

- Original EOI = January 2017
- Agreeing standard = July 2018 with caveats
- Agreeing Assessment Plan = close but ?
- Indicative Funding band = May 2018
- Agreeing funding band = 8th November 18

Included period of transition from Department responsibility to creation of IFA and then Faster Better process

GTA?

- Characteristics and relevance
 - GTAs are employer co-operatives – employer governed and directed and therefore representative of employers demand
 - GTAs are not for profit, limited by guarantee organisations
 - Provision predominantly available at GTAs is at level 3 and learners have employed status from commencement
 - Commission considered criteria for future
 - Employer members
 - University members

GTA locations



GROUP TRAINING ASSOCIATIONS

Outstanding Training for Industry *by Industry*

Valued by Employers and Government

- GTA England has 31 GTA members
- They engage with over 24,000 employers collectively, over 90% of which are SMEs
- 12,500 Apprentices are currently engaged in learning within the GTA England network

Relevance

- GTAE involvement in Automotive; Aerospace; Marine Trailblazer groups pretty much from inception
- Invited & active member of the cross-sector employer TB group
- Lead on Metal Fabrication L3; Engineering Operative L2. Hopefully L4 AME
- Member of the Manufacturing and Process T- level panel
- PRG and other groups

Apprenticeship Standards Steering group

- Led by GTA England
- Chaired by Severfield
- Other employers regular attenders include:
 - William Hares - MoD - Royal Armoured Corps
 - KMF - JCB - Roquette

Participation / consultation including SMEs:

- Ritherdon - Intech - Bootle Containers
- Doity Engineering - PKD - Cybox

- Other group members include:
 - ECITB
 - SEMTA
 - EAL
 - Pearson
 - City & Guilds
 - GTAs
 - IFA Relationship Manager

Metal Fabrication Standard update

Background

Existing Standards	Fabricator Level 3 Distinctiveness
Welder level 2	Fabrication is 80% of standard with joining skills not to L2 Welding std
Welder level 3 (coded)	Fabrication is 80% of standard with joining skills not to the level of coded
Structural Steelwork Fabricator Level 2	Support from guardians of the SSF Standard as Fabricator is at L3
Maritime Fabricator Level 3	Fabricator L3 is not restricted to maritime vessels but aimed at multitude of other occupations/company sizes

Metal Fabrication Standard

- Three specialist roles:
 - Option 1: Sheet-Metal workers
 - Option 2: Plater/Fabricator
 - Option 3: Fabricator joiners
- Employers extremely keen on a robust Foundation stage
- Letters of support from 37 companies ranging from 7 to 23,000 employees

Metal Fabrication Standard

- Final draft of the 2 page standard planned for submission by April 2018 deadline
- However, change to IFA requirements meant FUNDAMENTAL amendments principally around Qualifications
 - Still hugely valued and insisted by employers
 - Highly Desired versus Mandated
 - Maintained reference to knowledge qualifications

Resulted in stalemate for 2 submission dates

Metal Fabrication Standard

- Plan to submit the Assessment Plan with the 2 Page Standard/on-line template by April deadline

(following on from IFA approval to submit Engineering Operative Assessment Plan in February 2018 – similar principles featured in plan will be followed)

Fast Forward to November 2018

- Since April - Move to Duties underpinned by KSB (went from 4 pages to 80+)
- Removed 3 pathways but covers all contexts including plate and sheet
- Example of 16 duties

<https://www.instituteforapprenticeships.org/apprenticeship-standards/metal-fabricator/>

Duty 1	Work safely at all times complying with health and safety legislation
Duty 2	Plan and prepare for the metal fabrication activities
Duty 3	Check materials conform to the specified grades, dimensions and thicknesses identified on detailed engineering drawings.
Duty 4	Use the correct methods for the moving and handling resources and materials
Duty 5	Set up, check and adjust the equipment for use in the safe and reliable fabrication of metal products
Duty 6	Interpret technical drawings, patterns, templates and specifications to mark out, produce and assemble complex fabricated products
Duty 7	Use appropriate tools, equipment and techniques to shape and form (hot or cold) metal materials...
Duty 8	Monitor resources and activities throughout the fabrication of products or components, identifying areas for improving the production process

Duty 9	Cutting, drilling, shaping and preparing METAL materials during fabrication activities using manual and power tools, thermal and laser cutting
Duty 10	Operate appropriate tools and equipment to join metal parts using a range of mechanical fasteners and fixing techniques required by the specifications appropriate to the fabrication
Duty 11	Operate thermal joining equipment to join metal parts using a range of appropriate techniques
Duty 12	Inspect and test joins for security against required standard
Duty 13	Carry out quality checks on component parts and completed assemblies
Duty 14	Deal with problems that occur within the fabrication activity
Duty 15	Restore the work area and equipment to a safe and reliable condition
Duty 16	Complete documentation at the appropriate stages of the work activity

Assessment Plan

Still working on the Assessment Plan with IFA but very close to full agreement

Features: 2 assessment methodologies

- Skills observation in workplace or simulated environment reflecting workplace conditions
- Professional discussion

Points for agreement:

- skills observation advised to move from 3 to 6 hours duration (employers leading the process?)
- other points

Establishing Funding

- Contrast approach with Engineering Operative – £14k v £6k
- Metal Fabrication: 3 independent quotes – average £28k (£26k - £31k)
- 2 further FE quotes requested.....
- New methodology with 9 touch points – still not transparent
- Final funding band recommend £27k

Learning Lessons

- Needs to be a genuine partnership approach



- Faster; Better needs to be



Learning Lessons 2

- Stamina required



- Well briefed and totally engaged employers – a lot is asked of them

