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Meeting the needs of apprentices in Science, Engineering & Manufacturing

2nd April 2009

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MetSkill background

MetSkill is a training services organisation with its origins in the Metals Sector

Now with a wider remit as a core element in delivering Semta's offer to employers in MME, Science, Electronics, Marine, Automotive and Aerospace.

MetSkill is a wholly owned subsidiary of Semta and the Managing Director of MetSkill also operates as a Executive Director of the Sector Skills Council.

Both Semta and MetSkill have formal engagement with employers through their Boards which are made up of trustees and non-executive directors.

MetSkill core offer is a comprehensive Training Management Service for SMEs and a Membership Scheme where companies opt to pay a voluntary levy in return for added value services.

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Personal Service

We first meet Apprentices when they are at School

- Aim to talk their language
- Sell careers in Industry honestly
- Know exactly what they are getting into
  - Team Environment
  - H&S expectations
  - Realistic salary progression

High quality matching service of Apprentices with employers

- Assessed thoroughly by MetSkill as being likely to achieve a full framework
- Plus we encourage employers to specify their own recruitment standards or tests

Introduce a young person to a work place where they are enjoy working and are likely to be successful

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Local Training Delivery

Young People don't travel well – easy access to training provision improves retention and success rates

Individually Small Companies have little influence over Local Training Provision

MetSkill acts as a buying group for SMEs employing apprentices

By providing cohorts of learners to training providers MetSkill can influence:

- Technical Certificate availability
- How training programmes are structured
- Manage the performance of the provider
- Provide employers with accurate and timely information about academic progress of their apprentice(s)

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Added Value

MetSkill Academy:

Encourages employers to introduce financial incentive schemes for apprentices e.g. Pay Review at Milestone Achievement

Delivers essential, non-LSC funded, elements of the Apprenticeship Framework
- Introduction to Lean Manufacturing
- Health & Safety Passport

Runs national events with all MetSkill Apprentices invited so that Apprentices working for a small company can feel part of a bigger scheme and wider network

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Career Continuity

MetSkill Academy:

Creates real professional career pathways beyond apprenticeship success
- e.g. I.Mech.E. Eng.Tech professional status

Are often in a position to help when things go wrong
- Redundancy
- Relocations/domestic crises affecting work

Are introducing a 'Programme Led Plus' scheme to enable more employers to say 'yes' to apprenticeship recruitment in 2009
- Employers commit to recruit apprentices in Q1 2010
- Pay a wage supplement to apprentices on MetSkill Academy's Programme Led Plus scheme
- Apprentices attend 1 day a week work experience
- Apprentices have a Level 2 Framework by the time they are employed (hit the shop floor running!)

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