

**Huw Mathias**  
**Training Delivery Manager, Tata Steel**



## Tata Steel UK

- Tata Steel is one of Europe's leading steel producers
- Manufactures a diverse product range across its UK Manufacturing operations
- Employs 10000 people, who are central to our success
- Requires full range of engineering, technical, operational and functional skills


# Policy


- ☹ Meeting employer needs, skills shortages
- 😊 Developing higher and degree apprenticeships
- 😊 Increasing quantity of apprenticeships (Young people/ adults)
- 😊 Improved quality/ benefits for business
- ☹ Increasing employer costs to fund Apprenticeships
- 😊 Improving recognition/ Apprenticeship brand
- 😊 Reducing barriers to apprenticeships
- 😊 Improving literacy & numeracy


# Practice

## Overview of Apprentice Frameworks/ Standards

Level \ Category	2	3	4	5	6
Leadership & Management	Team-leader	Team-leader/ Supervisor	Management	Management & Leadership	Chartered Manager Degree Apprenticeship
Manufacturing	Improving Op. Performance	Eng Manufacture/ Science Manufacturing	Advanced Manufacturing Engineering		Manufacturing Engineer
Energy	Power Generation/ Transmission & Distribution	Power Generation/ Transmission & Distribution	Electrical Power Networks Engineer		Power
Engineering	Elec. Mech. Fab/ Weld & NDT	Elec. Mech. Fab/ Weld	Electrical, Mechanical Software, Civil		Elec/ Electronic, PC&A, Civil Tech Support
Project Management			Associate Project Manager	Operations/ Departmental Manager	Project Manager Integrated Degree Apprenticeship
Technical/ Science	Laboratory Technician	Laboratory Technician	Life & Chemical Science	Life & Chemical Science	Laboratory Scientist
Business Improvement	Lean Manufacturing Operative	Improvement Technician	Improvement Practitioner	Improvement Specialist	Improvement Leader

 = Deployed

 = In development

 = Opportunity

# Overview of Apprentice Frameworks (Wales)

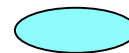
Level	2	3	4	5	6
Category					
Leadership & Management	Team-leading	Management	Management	Management & Leadership	
Manufacturing	Improving Op. Performance	Metal Processing & Allied Operations	Advanced Manufacturing Engineering		
Energy	Power Generation/ Transmission & Distribution	Power Generation/ Transmission & Distribution			
Engineering	Elec, Mech, Fab/ Weld	Elec, Mech, Fab/ Weld	Electrical, Mechanical Software, Civil, Master Craftman		Elec/ Electronic, PC&A, Mech
Project Management			Project Manager		
Technical/ Science	Laboratory Technician	Laboratory Technician	Life & Chemical Science		
Business Improvement	Business Improvement	Business Improvement/ Technician			



= Deployed



= In development



= Opportunity

# Overview of Apprentice Frameworks/ Standards (England)

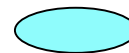
Level	2	3	4	5	6
Category					
Leadership & Management	Team-leader	Team-leader/ Supervisor	Management	Management & Leadership	Chartered Manager Degree Apprenticeship
Manufacturing	Improving Op. Performance	Eng Manufacture/ Science Manufacturing	Advanced Manufacturing Engineering		Manufacturing Engineer
Energy			Electrical Power Networks Engineer		Power
Engineering	Elec, Mech, Fab/ Weld & NDT	Elec, Mech, Fab/ Weld	Electrical, Mechanical Software, Civil		Elec/ Electronic, PC&A, Civil Tech Support
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= Deployed



= In development

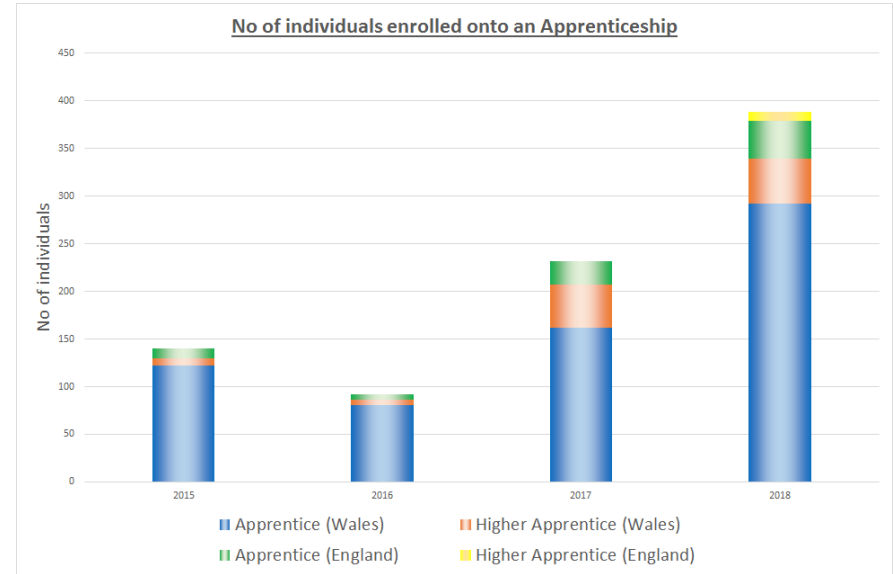


= Opportunity

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## Practice

- Variation in design between England & Wales (Frameworks v Standards)
- Variation in delivery – Nationally & Regionally (Awarding body, Qualification & Unit choices)
- Ownership on employer to deliver knowledge, skills gaps that are not catered within Apprenticeship
- Increased expectations on providers to improve quality

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## Practice

- Employers already fund Apprentice Employment costs
- Employers fund additional training costs
  - Because the framework/ standards don't fully meet our needs
  - Because of funding variances
    - Funding up to £9K (Wal)
    - Funding up to £27K (Eng)
- Businesses are now liable for additional deductions c/o Levy



# Questions ?

