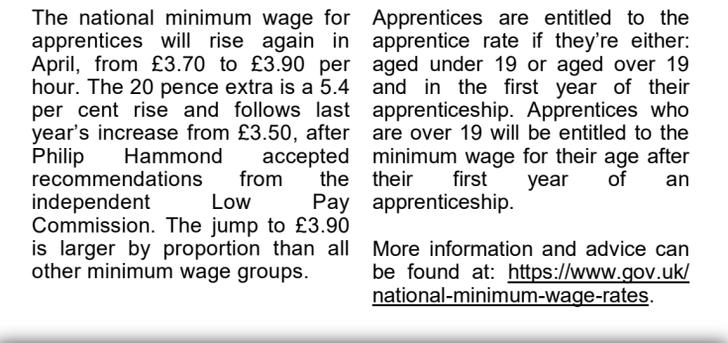




KEITS Spring Newsletter 2019

Welcome to the KEITS Spring edition newsletter. It's a new year, with new stories and information!



Increase in Apprenticeship Wage

The national minimum wage for apprentices will rise again in April, from £3.70 to £3.90 per hour. The 20 pence extra is a 5.4 per cent rise and follows last year's increase from £3.50, after Philip Hammond accepted recommendations from the independent Low Pay Commission. The jump to £3.90 is larger by proportion than all other minimum wage groups.

Apprentices are entitled to the apprentice rate if they're either: aged under 19 or aged over 19 and in the first year of their apprenticeship. Apprentices who are over 19 will be entitled to the minimum wage for their age after their first year of an apprenticeship.

More information and advice can be found at: <https://www.gov.uk/national-minimum-wage-rates>.



Apprentice of the Month

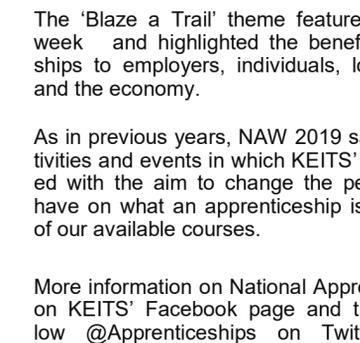
KEITS' Apprentice of the Month Scheme continues to recognise and congratulate our hard working apprentices. It has been extremely well received and it has been a lot of fun seeing what all our apprentices are up to. Apprentices can be nominated by either their assessor or employer and are featured on our social media platforms before receiving a certificate. Here are some of the latest apprentices who have been nominated:



Carol
January 2019
The Dog Trust Basildon
Level 3 Customer Service



Nicola
February 2019
Bauer Dressage Ltd
Level 3 Horse Care



Clare
March 2019
The Blue Cross Burford
Level 3 Team Leader



National Apprenticeship Week 2019

The 12th annual National Apprenticeship Week, which ran from the 4th to 8th March 2019, was a great chance to highlight the fantastic opportunities that an apprenticeship brings to employers, individuals and the economy.

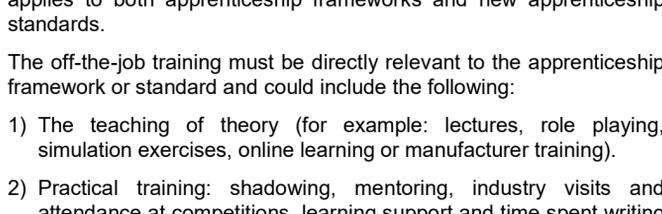
The 'Blaze a Trail' theme featured throughout the week and highlighted the benefits of apprenticeships to employers, individuals, local communities and the economy.



As in previous years, NAW 2019 saw a range of activities and events in which KEITS' BD Team attended with the aim to change the perceptions people have on what an apprenticeship is and promote all of our available courses.

More information on National Apprenticeship Week 2019 is available on KEITS' Facebook page and the gov site, or alternatively Follow @Apprenticeships on Twitter, Fire it up on Facebook and National Apprenticeship Service on LinkedIn,

During this week, KEITS asked some of our apprentices (past and present) and employers on how the apprenticeship scheme has benefited them, and here are just a few:



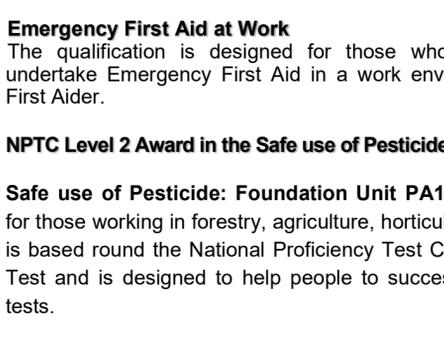
Stag Lodge Stables

"Having apprentices with KEITS has strongly benefited our business as not only have KEITS helped us find hard working, young people that have a real passion for horses, but they have also helped them gain the vital skills to be great to help a busy riding school like us. Our apprentices allow us to make each day run smoothly as well as train our staff in a way that benefits us."



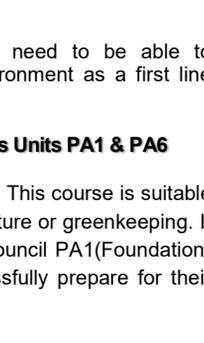
Holly Colgate-Hardaway

"I would highly recommend KEITS apprenticeships to anyone with a dream of working with horses! I completed my level 3 in Working Care and received amazing one on one support from my assessor. This was brilliant for me as I am dyslexic and really find it hard to study from text and write lengthy pieces of work. I excelled in the practical elements of my apprenticeship and my assessor would always find fun and unique ways to help me with any knowledge units. My apprenticeship with KEITS helped build my confidence and gave me the vital skills in which I now use to run a competition livery yard."



Clare

"I am really enjoying my apprenticeship with KEITS and the whole learning experience it brings. All the skills that I am learning from my employer and my assessor are proving really useful in my day to day job and are important in the development of myself and the team that I manage. I have a good working relationship with my assessor and feel very supported on my journey."



Rebecca

"My apprenticeship with KEITS allowed my dream job to become a reality! My apprenticeship not only allowed me to get involved with the company I had aspired to work for, but also provided me with the knowledge, confidence and the opportunity to demonstrate my skills to the Dogs Trust. This apprenticeship then led to my success in gaining a permanent position with the Dogs Trust at the end of my course. KEITS provided me with full support and encouragement throughout my apprenticeship and I would highly recommend them."



New Sign Up Paperwork

As on the job training for apprenticeship is so vital to their skill development, 20% of their apprenticeship time is now allocated to ensuring that this training is provided.

The 20% threshold is the minimum amount of time that should be spent doing off-the-job training during an apprenticeship and this applies to both apprenticeship frameworks and new apprenticeship standards.

The off-the-job training must be directly relevant to the apprenticeship framework or standard and could include the following:

- 1) The teaching of theory (for example: lectures, role playing, simulation exercises, online learning or manufacturer training).
- 2) Practical training: shadowing, mentoring, industry visits and attendance at competitions, learning support and time spent writing assessments/assignments.

KEITS will now be giving the following two new documents to all employers at sign up to help them better understand and prepare for this required training, and also bust a few myths around the subject:

- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/769721/Off-the-job_training_FLOWCHART.pdf
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/769720/Off-the-job_training_TOP_5_MYTHS.pdf



Training Courses at KEITS

KEITS continue to run several awards/courses at our head office in the new year including:

City & Guilds Award in Education and Training

This course is designed to give people the knowledge and confidence to teach in post 16 education.

Assessment and Quality Assurance

The City & Guilds 6317 Award in Assessment and Quality Assurance is a qualification open to people carrying out assessments and quality assurance in most learning environments.

Emergency First Aid at Work

The qualification is designed for those who need to be able to undertake Emergency First Aid in a work environment as a first line First Aider.

NPTC Level 2 Award in the Safe use of Pesticides Units PA1 & PA6

Safe use of Pesticide: Foundation Unit PA1. This course is suitable for those working in forestry, agriculture, horticulture or greenkeeping. It is based round the National Proficiency Test Council PA1(Foundation) Test and is designed to help people to successfully prepare for their tests.

Safe use of Pesticide: Unit PA6 – Hand Held Applicators This course is suitable for those working in forestry, agriculture, horticulture or greenkeeping where spraying pesticide is required. It is based around the National Proficiency Test Council PA6 (Hand Held Applicators) Test and is designed to help people to successfully prepare for their tests.

For more information about any of these courses please visit: <https://www.keits.co.uk/keits-short-courses.php>

Follow KEITS on Social Media

KEITS enjoy seeing what our employers and learners are up to when our assessors aren't on site and we ask you to continue to share and tag us in these achievements and photographs of your apprentices. We love to celebrate our apprentices and businesses on our social media platforms and show future applicants what they can expect from an industry placed apprenticeship.

If you have any news, big or small, that you would like KEITS to share on social media then please share either tag us or send any photos/evidence, along with a brief description to Bethany.wylie@keits.co.uk.

Please follow these links to our social media accounts and make sure you are following us to be notified with new updates!

A note to finish...

With Winter now behind us and Spring well establishing itself, the political turmoil and uncertainty continues. On another front the apprenticeship reforms that took place in April'17 are still having a negative impact, with apprenticeship starts down nationally by a quarter.

Despite this, KEITS are starting to see an increase in demand for apprenticeships, from both levy and non levy businesses, with vacancies numbers being advertised on the rise. Due to this demand, KEITS are recruiting additional members or staff and expanding both our Business Development and Assessor Teams.

Hopefully common sense will soon prevail in bringing a successful outcome to this stage of the Brexit negotiations, this in turn will no doubt help boost confidence for both consumers and businesses alike.

So on that positive note, I wish you a very enjoyable Easter and a successful Summer.

David Rose

David Rose
Chief Executive