

Wakefield Transport Apprenticeship & Career Development Scheme

Brendan McNamara, Transport Operations Manager

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Dale Hick, Supervising Technician

Ian Hault, Supervising Technician

Wakefield Services

- 315,400 Domestic & Business Pop
- 135 sq. mile area
- 20 Depots (+ Schools)
- 13 registered Operating Centres
- 9 Tachograph users

Wakefield's Fleet

- 700 registered vehicles plus trailers etc.
- 300 vehicles from other fleets.
- Hire vehicles (mainly light).
- 149 'O' Licence Vehicles
- 600 Plant
- £18 Million replacement value.
- Replacement age 5 to 7 years.
- 5M miles a year = Fuel bill over £1.5M

Transport Services

- Maintenance 54,000 hours (not incl. NFWT)
- 1200 taxi tests per year
- 230 MOT's for our own fleet
 - 600+ for the public and employee's.
- Integrated Passenger Transport
- Drivers CPC Training School (JAUPT)

It's What We Do...

- Benefits and successes of the Apprenticeship program
- Case study – from apprentice to Supervising Technician; the journey...
- Career development at Wakefield Transport Services

Benefits & Successes

It's What We Do...

- Wakefield's Transport Services have achieved a number of nationally recognised award's:
 - Finalist in APSE's Service Awards nine times in the last eleven years
 - Winner's 2009 and 2010.
 - Winners of Most Improved Performer 2013.



It's What We Do...

- Transport Service's Apprentices
 - Finalists; Apprentice of the Year awards for each of the last 11 years
 - Winners, 2003, 2004 & 2006.



Pride Awards = Service Profile

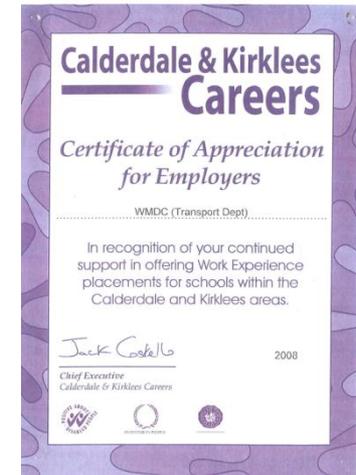
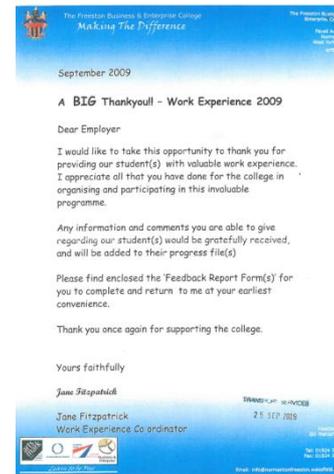


How Can Work Based Learning Help the Employer?

- Cost Effective Recruitment
- Development of well trained, well motivated worker
- Help in meeting the cost of learning
- Increased productivity through better trained staff
- Improved team performance
- Demonstrates your commitment to staff development
- Rewards in seeing learners grow and develop

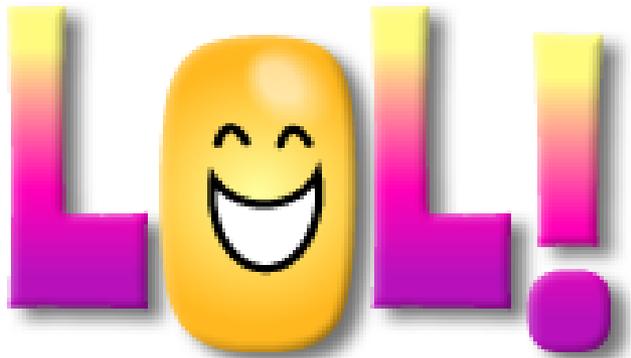
WORK EXPERIENCE

- Strong links with schools
- Workshop Mentors
- Kinetic learners
- Motivator
- Raise Aspirations
- Meets corporate goals



Taking Back Control

- New blood = fresh approach
- Emerging Technologies
- IT Skills at entry level



Hold on a Minute...

- £££££
- Safe / Safety
- Keep it interesting
- Diverse tasks
- CPD – 2 way investment
- A job or a career path?



A Time Travellers Tale

THE JOINT NEGOTIATING COMMITTEE FOR LOCAL
AUTHORITIES' SERVICES (Engineering Craftsmen)

This deed of Apprenticeship made

the nineteenth day of August 1985

between West Yorkshire Metropolitan County Council

County Hall, Bond Street, Wakefield

(hereinafter called "the Employer") of the first part

Mr Thomas McManara

of 9 Henson Grove, Airedale, Castleford

(hereinafter called "the Guardian") of the second part

and Mr Brendan McManara

of 9 Henson Grove, Airedale, Castleford

(hereinafter called "the Apprentice") of the third part

Whereas

the Apprentice has attained the age of sixteen years, has completed a period of probationary service and is accepted by the Employer as a suitable person to be taught and instructed as an apprentice to the craft of motor vehicle repairing.

Now this deed witnesseth as follows:

1. The Apprentice of his own free will and with the consent of the Guardian (testified by his execution of this Deed) hereby binds himself as Apprentice in the craft of motor vehicle repairing for the period and upon the terms and conditions hereinafter mentioned and contained.

2. The Employer hereby covenants with the Guardian and the Apprentice

(a) To accept the Apprentice as their Apprentice for the term of four years to be computed

from the nineteenth day of August 1985, being the

commencement of this indenture and during the said term to the best of their knowledge power and ability to teach and instruct the Apprentice or cause him to be taught and instructed in the craft of motor vehicle repairing so far as practised by the Employer and so far as the Apprentice is capable of learning the same and in all things incidental or relating thereto.

(b) To allow the Apprentice such leave of absence during normal working hours as will permit him to attend and to require the Apprentice to attend a suitable course of technical and general education at such Schools, Colleges or other Institutions as may be approved for the purpose by the Joint Negotiating Committee for Local Authorities' Services (Engineering Craftsmen) (hereinafter called "the Joint Committee") having regard to the best interest of the Apprentice.

Transport Services Manager *1

Transport Operations Manager *1

Transport Logistics Manager *1

Fleet Enforcement and Training Manager *1

Workshop Manager *1

Contract & Procurement Manager *1

Business Manager *1

Passenger Services Manager *1

Logistics Commissioning Manager *1

Fleet Enforcement / Training Officer *4

Safety & Fuel Logistics Officer *1

Contracts Officer *1

Procurement Officer *1

Workshop Administration Team Leader *1

Asset Management Officer *1

Senior Driver Wakefield *1

Senior Driver Normanton *1

Commissioning Officer *2

Commissioning Assistant *1

Supervising Technician *1

Craftsperson (mobiles) *3

Craftsperson *4

Craftsperson *4

Craftsperson *4

Craftsperson *4

Craftsperson *4

Craftsperson *4

Labourer Driver *4

Apprentice *1

Apprentice *1

Apprentice *1

Apprentice *1

Driver Pool *X

Driver Wakefield *5

Escorts Wakefield *2

Driver Normanton *5

Escorts Normanton *1

Me in 1985

Why Bother?

- Costs too much £..£..£..? = Investment
- Movers & leavers? Q1. Why..?
- Better Workforce Demographics
- Meets Diversity of LA Fleets
- New Blood, New Approach
- Harness Enthusiasm



Can you afford not to!

The Journey
Apprentice
to
Supervising Technician

Learning & Development

- Apprenticeship Team
- Inductions very thorough
- Reviews
- Support
- Employers Handbook

WAKEFIELD METROPOLITAN DISTRICT COUNCIL

Learning & Development
Developing Capacity

Employer Handbook
Apprenticeship Scheme



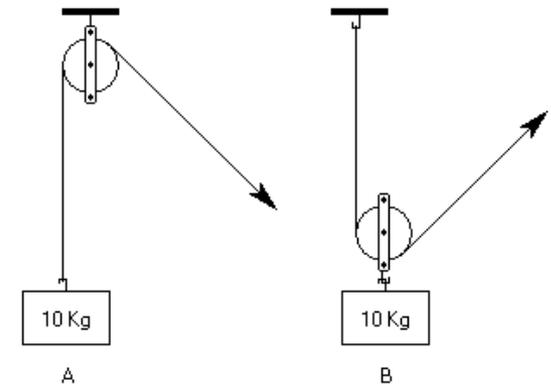
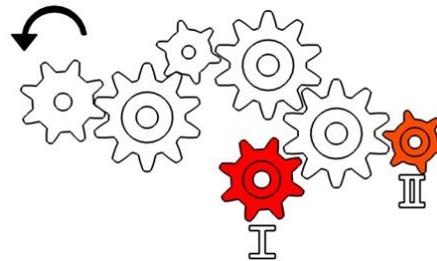
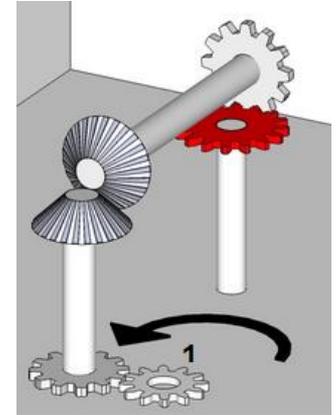
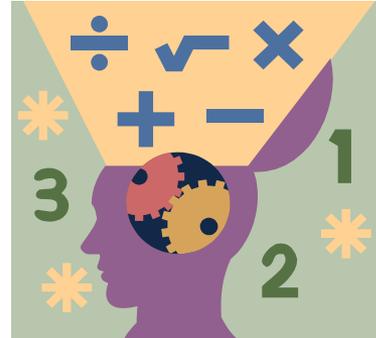
Simply the Best

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City of Wakefield Metropolitan District Council

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Application Process

- Key skills testing
 - Maths
 - English
- Mechanical Reasoning
- Aptitude
- Comprehension



The Interview

- What's the Question?
 - How does an alternator work?
 - My reply: it's a key component of the charging system, its used to generate electricity through copper windings and regulates the voltage supplied to the battery.



Tool & Parts Test



The Interview

- Not your typical interview
- Be prepared to modify your approach
- Ice breaker
 - Apprentice: got the Tee shirt
- Throw away question; from the hip
- Age and nerves
- Take the time to develop
- Canadian Mounties vs Passion



Were You Nervous?

IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals the day and year hereinbefore written.

The Common Seal of the WEST YORKSHIRE METROPOLITAN COUNTY COUNCIL was hereunto affixed in the presence of

J. L. Coffey

in the presence of

(Witness) Name Ellen McNamara

Address 74 Water Lane

Middlestown, Nr Wakefield

Occupation Prin. Admin Officer (Manual Workers)

Peter B. Seaman
(The Apprentice)

Brendan McNamara

in the presence of

(Witness) Name Ellen McNamara

Address 74 Water Lane

Middlestown, Nr Wakefield

Occupation Prin. Admin Officer (Manual Workers)

Peter B. Seaman
(The Apprentice)

Endorsement of deed of Apprenticeship

I hereby certify that this Deed of Apprenticeship terminated on the 30 June day of _____ 1990 has been faithfully complied with and is hereby endorsed in accordance with the provisions of Clause 2 (g) thereof.

Signed on behalf of the Employer

Date 24th November

1990

James

(Issued by the Joint Negotiating Committee for Local Authorities' Services (Engineering Craftsmen) whose address for purposes of this Deed is 41, Belgrave Square, London, S.W.1. Telephone: 01-235 6081.)

YOUR HIRED!

- The elation running down the stairs on a Saturday morning and opening the letter that said I had got the job.



1st Day on the Job



Wakefield Skills Exchange



Wakefield Skills Exchange



Wakefield Skills Exchange



Wakefield Skills Exchange



Wakefield Skills Exchange



The Apprentice “Highs and Lows”

- The Highs
 - 4 year apprenticeship
 - Distinction in all exams bar one
 - APSE awards runner up in national awards.
 - Completing my apprenticeship
 - Additional training along the way
 - Support from the Team



The Apprentice “Highs and Lows”

- The Lows
 - The pressure to perform following a long line of successful apprentices.
 - The first lone working job.
 - Medical Waste Transit – replaced discs reused old bolts to secure disc, not new ones!
 - Picked up on quality control
 - Steep learning curve



Steps to Career Progression

- Winter Standby
 - Keeping the running fleet out of hours; Gritters
 - Working on own initiative
- Getting that Experience
 - Covering for Super Tech's
- Extra Mile
 - Flexible but assertive



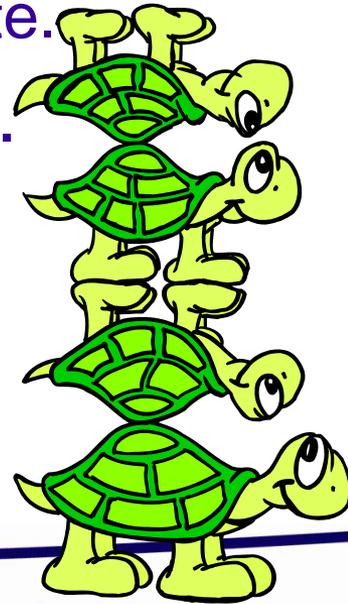
Transformation

- Transformation from mechanic
 - Dealing with the customer
 - Making decisions
- Responsibility
 - Workshop workload
 - Work output
 - Quality



Next Steps (Future)

- Enrolled on ILM Management Apprenticeship
- Success of the program
 - Developing people
 - Specific to the fleet that we maintain & operate.
- Skill Development = Max fleet Availability.
- Allowing new blood into the system
- Keeps the workforce balanced
- Workshop Managers Job???



Career Development at Wakefield Transport Services

Taking Back Control

- Industry – is it really Armageddon?
- Recruitment difficulties?
- “Last of the old apprentices”
- Training; Quality vs Cost
 - Making an industry of it! Argh...
 - Why fix it when its not broken
 - Key skills

QUALIFICATION HANDBOOK

Level 2 Diploma in Heavy
Vehicle Maintenance and
Repair Principles
(4290-22)

May 2011 Version 1.0



City
Guilds



McNamara's Brace of Bantams



McNamara & Co was once one of the best-known hauliers in the United Kingdom.

It had bought these two Karrier Bantams for local collection and delivery work, although their short wheelbase would have made them something of a handful on

slippery roads in winter.

Note the single headlight on the nearside – and this would shortly be dimmed owing to the imminent outbreak of WW1. The vehicles had a capacity of two-tons, a load which most versions of today's Ford Transit could handle without difficulty.

A Time Travellers Tale

Over time I've met and learn't from lots of different people with many different skills



A Time Travellers Tale

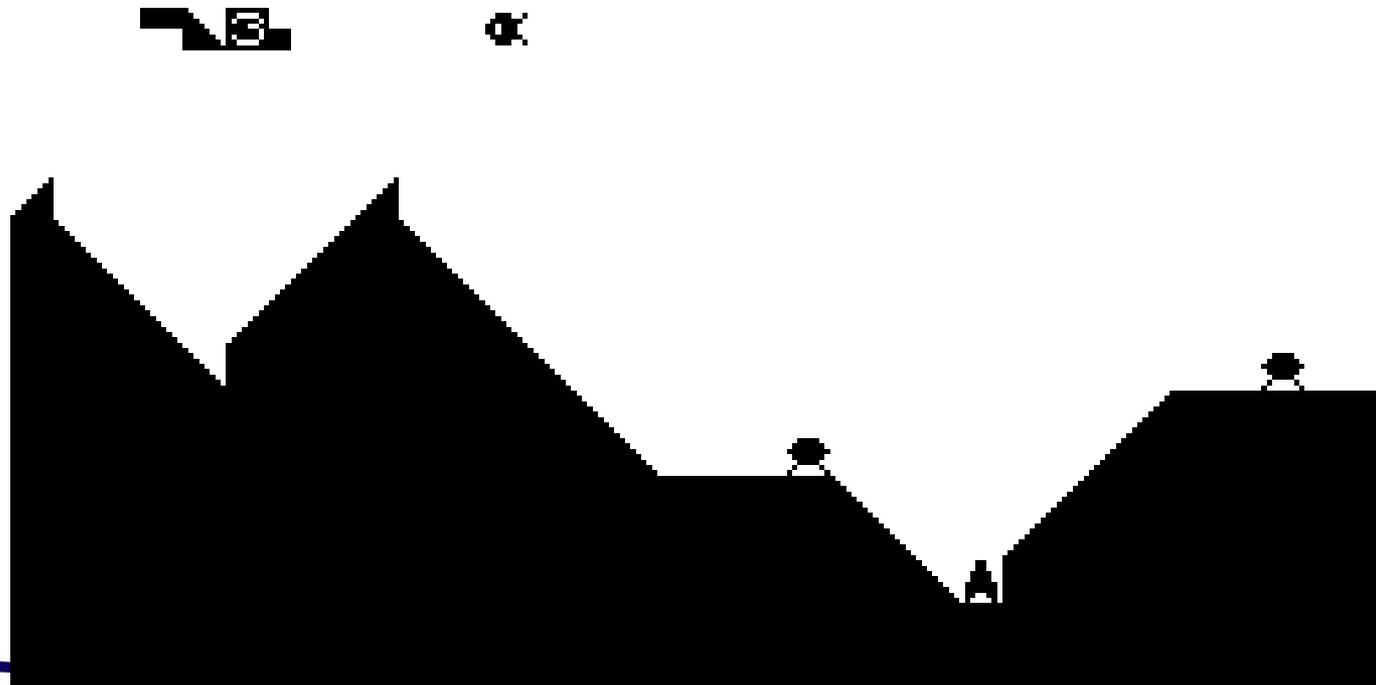


A Time Travellers Tale



A Time Travellers Tale

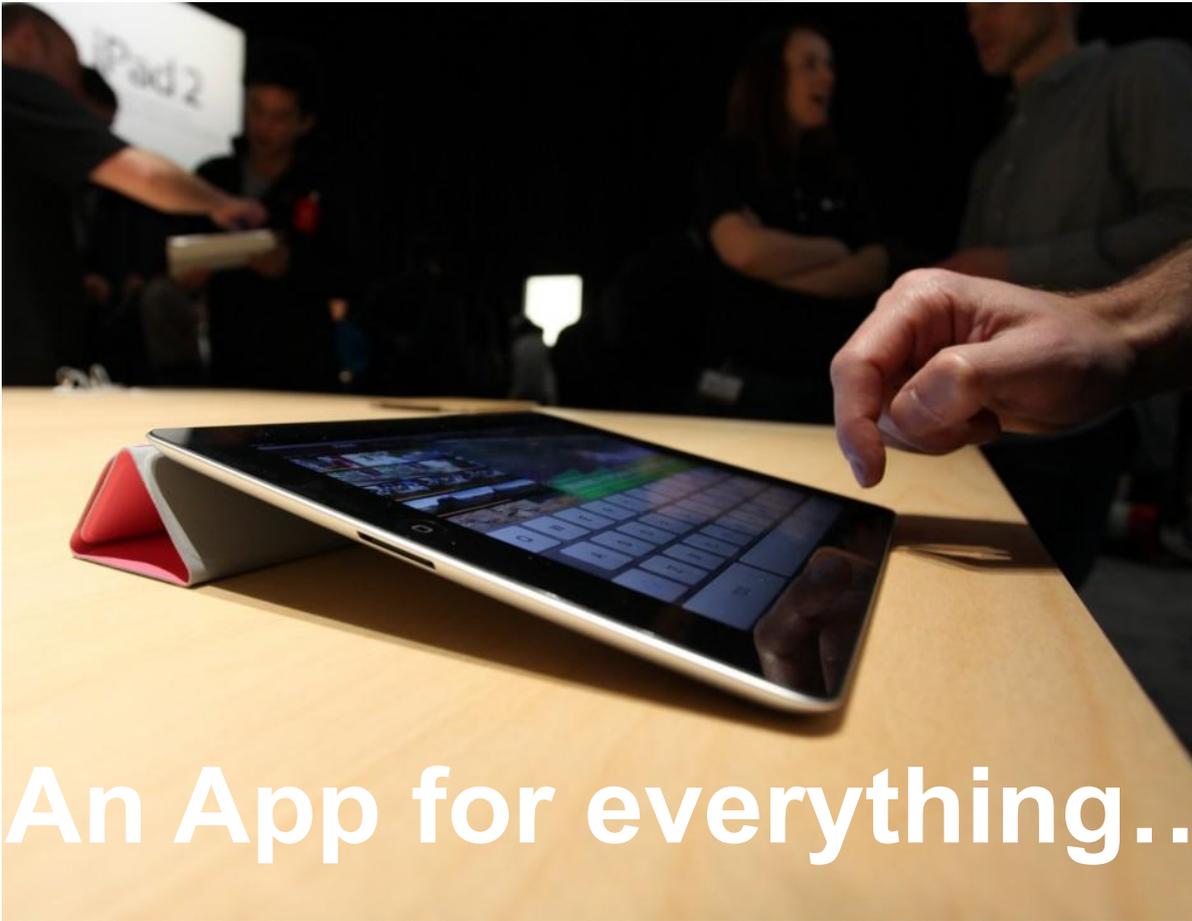
6-DOWN 7-UP 9-FIRE 0-BOMB
FUEL 931 SCORE 0045 HIGH 0000



Redundant Technology

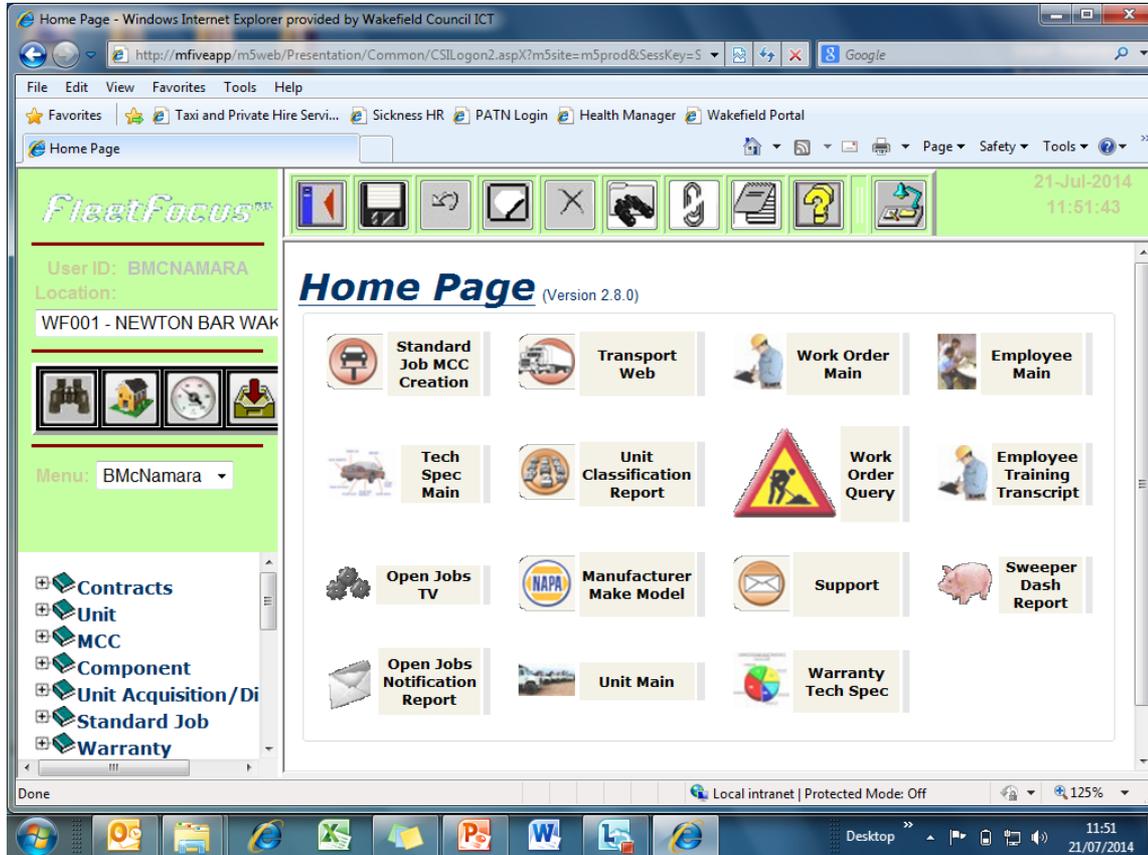


Harness New Technology



An App for everything..

Harness New Technology



A Time Travellers Tale

Wakefield
Fleet
1960...
something?



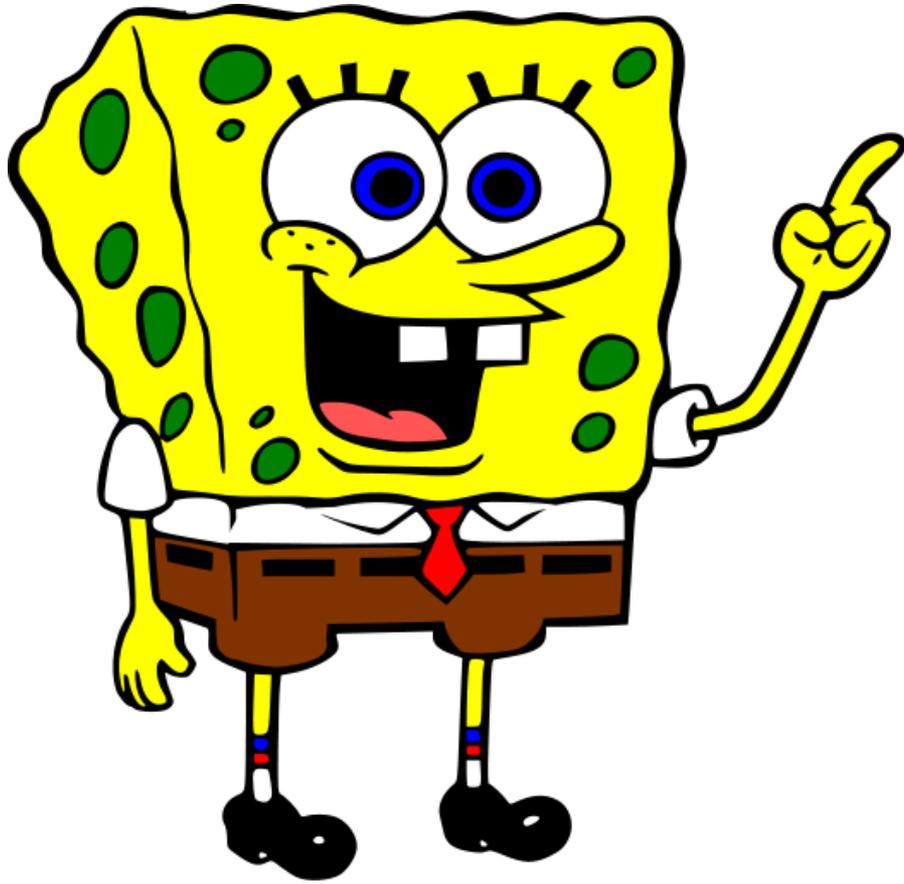
When I was a Lad



A Time Travellers Tale



Staying Curious is a Need...



CPD

Best People Plan

3. DEVELOPING WORKFORCE CAPACITY AND SKILLS

"We know how our workforce will need to change and develop to meet future challenges and make the most of the opportunities ahead"



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Corporate Leadership & More



Apprentices essential to help firms survive – MP

APPRENTICESHIPS are key for Wakefield's struggling businesses to survive the economic downturn – Ed Balls has said.

The Schools Secretary launched a drive to get city employers to take on apprentices.

And the MP for Normanton met up with young apprentices working for Wakefield Council at Newton Bar.

Mr Balls said: "Wakefield Council is doing a great job to boost the number of apprenticeships available in our area. Council staff have seen for themselves the benefits that enthusiastic and hard-working young people can bring to a job.

"In the current downturn, creating opportunities for apprentices is key to keeping people in jobs and strengthening our local businesses and public services."

There are currently around 1,500 apprentices in Wakefield working with organisations including the Council, Wakefield and District Housing and West Yorkshire Police.

Danny Huscroft is a second-year administration apprentice.

He said: "Being an apprentice means that you



STRIVING: Ed Ball talks to apprentices at Newton Bar. He is pictured with Chris Shipp, Iain Holt and Brett Pawson. w8074a921

continue to learn as you earn money and this option has suited me well. The council is a good employer and I've been fortunate enough to get a new job with them that is a promotion. I'd recommend any young person to think about undertaking an apprenticeship."

Mr Balls said that soon more apprenticeships will be available and that he would like to see the NHS and schools take on more.

He is also working on raising awareness of apprenticeships.

Mr Balls said: "I was struck by how many of the apprentices I met hadn't heard about apprenticeship opportunities at school. That's something we're working to change nationally, but I was delighted that all the apprentices said they would be happy to go into local schools to tell young people about how they got involved."

Career Development

- 4 Year Apprenticeship
- Appraisals
- Mentoring schemes
- Training Plan
- Tender Specification
- Management Apprenticeships
- Skills Assessment – Essential Criteria
- Diverse Service Delivery / Establishment



Career Development Opportunity

- Apprentice x 3
- Craft Mechanic x 23
- Supervising Technician x 5
- Driver Trainers / Compliance Officers x 6
- Procurement & Contract Management x 3
- Workshop Manager
- Transport Operations Manager
- Transport Services Manager

Thanks for Listening



Ask a Question?

Pay Rates

Engineers and Electrical Apprentices (Including Heavy Vehicle Mechanic Apprentices in post prior to Sept 2012*)

Based on % equivalents of Engineer & Electrician rates of pay as follows:	Aged 16				Aged 17				Aged 18 and over			
	%	per week	per annum	Grade Code	%	per week	per annum	Grade Code	%	per week	per annum	Grade Code
Year 1	55%	£170.24	£8,877	E55	55%	£170.24	£8,877	E55	80%	£247.62	£12,912	E80
Year 2	70%	£216.67	£11,298	E70	80%	£247.62	£12,912	E80	85%	£263.11	£13,719	E85
Year 3	90%	£278.58	£14,526	E90	90%	£278.58	£14,526	E90	90%	£278.58	£14,526	E90
Year 4	95%	£294.05	£15,333	E95	95%	£294.05	£15,333	E95	95%	£294.05	£15,333	E95

*For Heavy Vehicle Mechanic appointed from Sept 2012 onwards - rates of pay as per NJC Terms and Conditions for qualified Mechanic

Tool Allowances - payable in Year 4 only

Apprentice	per week	per annum	element code
Plumber / Gas Fitting	£7.39	£385.34	2180
Engineer & Electrical	£6.95	£362.39	
Carpenters & Joiner	£6.42	£334.76	
Mason, Painter, Plasterer & Bricklayer	£3.27	£170.51	

Craft person From £22,443 to £24,892 scale 7

S.T's From £25,727 to £28,127 Scale 8

Plus Shift allowance and tool allowance