



CAPITAL

August 2019

Welcome to CAPITAL, AELP London's membership newsletter, designed to keep our members up to date with the latest developments across London's employability and skills sector.

An introduction from Nichola Hay

The summer is drawing to a close, and we're looking ahead to a busy Autumn here at AELP London.

The skills and employability agenda in the capital continues to change and evolve as we collectively look to improve the services we offer to employers and learners. We believe it's our job to support our members in this aim and we're looking forward to our next **AELP London Strategic Forum on 3rd October**, where we will have plenty to discuss. No doubt we'll take a look back at the events of the summer... but, perhaps more importantly we'll be looking ahead to the rest of the year and beyond. The Forum is a great opportunity for us to hear from you, share ideas with you and to get a real steer from you on how we can best support you. I look forward to seeing you there.



It's not just about the Forum, of course, and I encourage you to get in touch with us at any point, if there is something that you'd like to discuss. Our metaphorical door is always open.

And finally, don't forget that the [AELP Autumn Conference](#) is taking place on the 29th October in Manchester. With a packed agenda, and a stellar list of speakers I'm in no doubt that the

conference will provide invaluable for our membership... not least as we take a look in detail at the devolution agenda. With work taking place around the country, there'll be insight, best practice and knowledge to be shared between the devolved areas.

All the best,

Nichola Hay
AELP London Advisory Board Chair

The Independent Training Provider Workforce Survey

The Education and Training Professionals (ETP) is delivering a nationwide survey of Independent Training Providers (ITPs). We believe it's a really important opportunity to gather unprecedented high-quality, up-to-date, accurate data.

As you'll be very aware, we're true advocates of the ITP community and the role they play in the skills agenda, and we encourage you to take part in this survey. Your views are important, and we believe your participation will:

- Improve the DfE's understanding of ITPs, and therefore help develop policies that will effectively support the sector
- Ensure that DfE understand challenges faced by ITPs
- Share positive experiences of working in the sector that may attract others into FE and Skills
- Give you access to a report of the survey that will be useful for comparing your organisation's workforce profile to the wider sector.

The survey process involves agreeing for HR leads to be interviewed by telephone and then individual members of education and training staff complete an online survey.

For more information, click [here](#) or contact Cath Gladding, AELP Research Manager cgladding@aelp.org.uk

An Update from the Greater London Authority

As you'll be aware, AELP London has been working very closely with the Greater London Authority (GLA) on the development of the capital's skills' and employability agendas. The following is a summary that the GLA has compiled for our Capital newsletter and provides an update on activity that has taken place over the summer months.

AELP London sits on the [Skills for Londoners](#) Board and its [Subordinate Bodies](#) which include:



- Skills for Londoners Higher Level Skills Advisory Board
- Apprenticeships Advisory Board
- Outcomes for Londoners Advisory Group
- Careers for Londoners Steering Group
- Skills and Employment Vision Steering Group

We will continue to consult with London AELP members for input and provide updates on key areas and skills initiatives and policies in London.

Please find following some updates from the GLA regarding activities in London:

Apprenticeships including levy transfer

The London Progression Collaboration (LPC) will be launched in September 2019, focusing on better utilisation of the apprenticeship levy in the construction, retail and hospitality sectors. Two externally commissioned, 3-year programmes, aiming to utilise the apprenticeship levy in other sectors, will be launched late summer/early autumn.

Mayor's Construction Academy

Round 2 of the [Mayors Construction Academy](#) (MCA) hub funding will be launched in September 2019 to expand the hub network and broaden the remit to include infrastructure activity in relation to housebuilding. There will be three strands focusing on the expansion of the existing hub delivery, the development of new hubs and employment brokerage/referral partner support.

Higher skills

Officers are continuing to work to strengthen opportunities for Londoners to access higher level learning and training throughout their lives. The GLA are commissioning some Higher-Level Skills Research and currently have a call out for a research partner.

Careers

Officers are exploring taking forward workstreams identified in the [Careers for Londoners Action Plan](#), and City Hall will once again be supporting this year's [Skills London 2019](#) being held at the ExCel in east London on 15th & 16th November.

Devolution - Adult Education Budget

August obviously represents a significant milestone for the GLA with the devolution of London's share of the Adult Education Budget (AEB) to the Mayor officially taking place.

After months of planning and preparing, it is an opportunity to reflect on the enormous amount of work that has taken place so far and to celebrate what has been achieved with our partners across the sector.

At the same time, we recognise that a huge amount of work lies ahead to realise the Mayor's ambitions for London's education and skills system. This can only be achieved through collaboration with the sector, that is why the GLA will continue to consult extensively on plans for the AEB now and in the future.

While the priority in Year 1 was always to make minimal changes to the AEB to provide stability to the sector, the Mayor has raised the financial eligibility threshold for learners to London's Living Wage as part of a wider commitment to ensure more adults in London can access the AEB, particularly those stuck in low paid jobs, with little chance to progress to better paid, more secure work.

The Mayor was also keen to give providers the opportunity to grow and develop their provision this year. To enable this, the Mayor will shortly launch the Skills for Londoners Innovation Fund, worth up to £6.4m, for grant-funded providers to bid for additional funding in 2019/20 (with the option to carry forward funding into 2020/21) to support projects that meet his priorities for skills and training in London, demonstrate innovation and are outcome-focused.

Training providers will have the opportunity to support potential bids where the proposed activity is specialist and/ or targeted at disadvantaged groups.

Vision

The Vision is now the **Call for Action**. The Mayor recognises that he cannot realise his ambitions through the AEB alone. That is why the Mayor and London Councils will renew calls for a new funding deal from government to establish an integrated, fully funded skills and employment system that can meet the city's challenges now and in the future.

GLA Skills Team
August 2019

AELP London will be setting out a number of proposed areas aimed at helping to rebalance the skills system in London and proposes the following priority areas for consideration under the London Mayor’s Manifesto for further education and skills training:

Apprenticeships

- Propose a healthy and sustainable long-term funding model
- A standalone non-levy apprenticeship budget
- Increase funding for Functional Skills under apprenticeships
- Financial Incentives
- Prisoner Apprenticeships and more broadly pathways to employment and skills training

Traineeships

Additional funding to support the relaunch, growth and promotion of Traineeships to support young Londoners progress into work, an apprenticeship or further education or training to enhance their productivity and social mobility.

Adult Education Budget (AEB)

Push for an increase in adult funding for Londoners to meet the ever-increasing demand in adult skills including literacy, numeracy, digital and first level 2 provision. There is an urgent need for leaders in the sector to create a level playing field for all provider groups and support the competitive procurement of the entire AEB in London (devolved and ESFA funded AEB), including grant allocations to ensure value for money.

UK Shared Prosperity Fund

Provide a clear statement of commitment and clarity on the future UK Shared Prosperity Fund (UKSPF) replacing the European Social Fund (ESF).

Careers

In our view, the current system is not reaching young people and adults in the way that it should, we think that the skills development of careers staff requires greater investment.

National Retraining

Ensuring there is adequate and equal additional participation funding available to all providers in London.

Value of Independent Training Providers

Champion raising the profile of Independent Training Providers (ITPs) within London.

London Devolution Update

You will be aware from various updates that delivery of the Adult Education Budget under the seven devolved areas went live on 1st August – click here for the [latest ESFA guidance](#).

Specifically for London, see the latest update document titled, “[The exercise of delegated adult education functions](#).”

Following the GLA’s procurement process, 29 providers have been awarded contracts (see list below) along with the grant providers – we await confirmation of the full lists which we understand from the GLA will be published in September.

	Provider	Lot 1 AEB for the unemployed	Lot 2 AEB for the employed
1	5 E Ltd	◆	◆
2	Back 2 Work Complete Training Ltd	◆	
3	Big Creative Training Ltd	◆	
4	Dynamic Training UK Ltd		◆
5	Elatt (East London Advanced Technology Training)	◆	◆

6	Free To Learn Ltd	◆	◆
7	Gloucestershire College	◆	
8	Go Train Ltd		◆
9	JGA Ltd t/a The JGA Group		◆
10	London Borough of Lambeth		◆
11	London Learning Consortium Community Interest Company	◆	
12	London Skills & Development Network	◆	◆
13	London Vocational College	◆	◆
14	Martinex Ltd T/A Burleigh College	◆	
15	Maximus People Services	◆	◆
16	Morley College Ltd		◆
17	Newham College Of Further Education	◆	
18	Pathway First Limited		◆
19	Poplar Harca	◆	◆
20	Rapid Improvement Ltd	◆	◆
21	Reed In Partnership	◆	
22	Simply One Stop Ltd T/A Learn Plus Us	◆	
23	Step Ahead Social Enterprise Community	◆	
24	Strive Training	◆	
25	The Consultancy Home Counties Ltd t/a TCHC		◆
26	The London Hairdressing Apprenticeship Academy Ltd	◆	
27	United Colleges Group (City Of Westminster College)	◆	
28	Vocational Skills Solutions	◆	
29	Waltham International College	◆	
		22 Providers	15 Providers

You may also be interested in taking a look at the [Mayor of London's website](#) which contains useful guidance and a series of useful links concerning the GLA's Devolved AEB.

AELP London is in dialogue with Association of Colleges (AOC) London to explore opportunities for greater collaborative working across all provider groups – this is an urgent request as we are aware of providers with demand from AEB learners across London.

AELP London has been providing collective feedback from members to the GLA, raising concerns regarding processes. More broadly, AELP is working with DfE and the areas across the country to feedback on what has worked well and what can be improved in future years.

AELP and DfE are keen to understand the impacts of the processes of devolution of the Adult Education Budget (AEB).

Please share your experience and issues that emerged from the particular approaches and decisions taken by the different Mayoral Combined Authorities (MCAs) and Greater London Authority (GLA), and how these are affecting your adult skills delivery.

Click this link to give feedback: [AEB Devolution Survey](#)

The results will help to:

- Improve future processes
- Identify the impact on skills shortages through loss of provision
- Alert DfE to the unintended consequences that have arisen as a direct result of AEB devolution
- Support AELP's ongoing lobbying discussions with the devolved areas, DfE, ESFA and other stakeholders.

The deadline for responses is **Monday 9th September**.

Your views will be anonymised and held confidentially.

The AELP London Strategic Forum

As mentioned in Nichola's introduction, the next AELP London Strategic Forum will be taking place on 3rd October: 9.30am – 11.30am at City Hall.

It's going to be a packed agenda... but don't worry, we haven't forgotten our commitment to creating more space in the agenda to give you time to discuss what's important to you, share ideas with peers and give us feedback. Now, back to that packed agenda... here's a flavour of what to expect so far:

Greater London Authority Update – [Michelle Cuomo Boorer](#), Assistant Director of the Skills and Employment Unit at the GLA will provide us with an update of the work of the GLA. This will be particularly useful for our members, giving them an insight into the priority areas for the GLA as we move into the final quarter of 2019 and look forward to 2020.

T-Level Update – Seymour Pearman, Employer Account Manager at the National Apprenticeship Service /ESFA will provide an in-depth overview of the progress of T-Levels. T-Level implementation has been almost a standing agenda item at our Strategic Forums, so we're looking forward to our members being able to access the latest news and progress from Seymour.

Department for Education – Jake Butterworth, FE/HE Regional Prevent Coordinator for London – Prevent is about safeguarding people and communities from the threat of terrorism and violent extremism, and Jake will provide members with an update of the work taking place in London in this important area.

London Councils Update – Our colleagues at London Councils have become 'part of the furniture' at our Forums and we're delighted to welcome them again. Since they last joined us London Councils has published their Apprenticeship Report and received a response to their T-Levels submission.... so there will no doubt be much to chew over.

AELP Update – And, of course, you can expect your usual 'whistle-stop' tour of national/local policy developments, updates on devolution and a few other things besides!

Upcoming AELP Events

[AELP Autumn Conference](#)

29th October, *Manchester*

[Understanding and preparing for the requirements of the New Ofsted Education Inspection Framework \(EIF\)](#)

28th November, *Holiday Inn Regent's Park, London*

Useful information, guides, resources and more

With so much happening across the sector, we thought it would be useful to provide a quick summary of a few things that you might find useful. And remember the Resource and Information section of the AELP London website is regular updated with useful resources.

[AELP Submission 69: Skills for Londoners Framework – AEB Consultation Year 2 \(2020/221\)](#)

In this consultation paper we outline the main areas of proposed change to the AEB and set out a number of questions where we would welcome input from providers and stakeholders to inform our thinking as we continue to develop and shape the delivery of AEB services to Londoners.

[AELP Submission 68: AELP Response – Greater London Authority \(GLA\) Consultation: Skills and Employment Local Industrial Strategy \(LIS\) Vision](#)

Our detailed response to the GLA consultation paper.

AELP Best Practice Guidance

There are a range of best practice guides available through the [AELP website](#). We've provided some easy links below to guides that we think our members might find useful. It's definitely worth keeping an eye on the website for the latest updates, as well.

EPA/EPAO

[Reasonable Adjustments – A Best Practice Guide](#)

Many of the new Apprenticeship standards make reference to reasonable adjustments but stipulate that you should refer to the EPAO Reasonable Adjustment Policy. Having carried out a review these differ and in some cases do not yet exist, which does not give a valid, reliable and manageable approach to supporting individuals with support needs.

[Pricing and Eligible Costs – A Best Practice Guide](#)

There have been questions raised by providers and employers about what is included in an EPA price and what has to be paid for additionality. Furthermore, EPAO members have been concerned that providers and employers do not release the expectations as to who pays for what.

Subcontracting

[The AELP Good Practice Governance Guide](#)

Subcontracting has become an integral element of the FE system. It has grown and evolved mainly because of the changes to the funding system and policy development, and, as such, little has been written on what good practice looks like. To fill this vacuum AELP, Collab Group and HOLEX have worked together to produce a short good practice guide to support both the prime and subcontractor on the key principles of subcontracting.

Free online assessor training course

[Online Assessor Training](#)

A reminder that EPAO and provider AELP members can access a free online assessor training course, developed in partnership with Innovate Awarding and Pearl Assess.

You can also access a range of other useful guides via the AELP London website at out [Resource and Information](#) section.

Building the membership

Membership

Home > Membership

Our members are independent private; not-for-profit; voluntary sector; employers; universities; further education colleges and end-point assessment organisations.



Since AELP London was formed earlier this year, we've been working hard to forge links with key stakeholders, such as the GLA and London Councils.

We've also been working to expand our membership, because we know that the best way to make a network work is to increase its number, make it more diverse and expand its reach.

For this reason, we encourage you to speak with your peers, customers and stakeholders to let them know about the benefits of joining AELP London, either as a member or a Patron. Need a reminder of the benefits? No problem.

Membership Benefits 2019 – 2020

- Access to AELP's broader policy knowledge
- Lobbying to support London-based providers objectives
- Up to date information about changes to the skills and employability agenda in London
- Regular AELP London e-newsletter - *Capital*
- Access to the AELP London webpage on the AELP website
- Opportunities to network with other London members
- Support from the AELP Research Team
- Access to the half-day, bi-monthly AELP London Strategic Forums
- Access to AELP London member only events
- Discounted delegate fees to attend AELP events, webinars and conferences
- Complimentary Subscription to e-publication FE Week (worth £60)
- AELP Project Delivery Team support or AELP Events Team support for webinars and conferences
- Discounted AELP Full or Associate Membership

Membership Fees

Membership of AELP London is available to any organisation that delivers government funded skills or employability programmes to learners, apprentices or jobseekers.

- Turnover under 2.5m - £450.00 + VAT
- Turnover over 2.5m - £650.00 + VAT

AELP London Patron Benefits 2019 – 2020

- Branding on the AELP London website
- Patron profile on the AELP London website
- Discounted opportunity to deliver own webinars to members
- Patron footer branding on the AELP London Newsletter '*Capital*'

Patron Fee

£2,500 + VAT or £1,000 + VAT for an existing AELP Patron

The AELP London Strategic Forum

Our next Strategic Forum will take place at [City Hall](#) on Thursday 03rd October at 9.30am - 12.00am.

Please be aware that only full members of AELP London are able to attend our Strategic Forum meetings.

Date	Time	Venue
Thursday, 3rd October 2019	9.30am – 12pm	City Hall
Thursday, 5th December 2019	9.30am – 12pm	City Hall

As we updated last month, we'd like your feedback on our Strategic Forums, so we can keep evolving them to meet your needs. The feedback on our inaugural Forum was broadly positive, but we don't rest on our laurels so please continue to let us know your thoughts by emailing aelp london@aelp.org.uk

Continuing the conversation

We're committed to engaging with our members, working with you to understand how we can best support you and designing services 'with you, not for you'.

You can also talk with us via Twitter [@AELPLondon](#), or the more 'old fashioned' way by email at aelp london@aelp.org.uk or over the phone at 0117 440 9525

Best wishes,

Jane Hickie
AELP COO
janehickie@aelp.org.uk

We want to make sure that CAPITAL evolves to meet the needs of our members. If you have any feedback, or are interested in writing a comment piece, then we would love to hear from you. Please email us at aelp london@aelp.co.uk.



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