



CAPITAL

January 2020

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

Happy New Year.

I hope that all our members had a really enjoyable break over the Christmas and New Year period. I also hope that you were able to get some rest in and recharge your batteries... because it's no doubt going to be a busy 2020.

I suspect that even more than normal, this year we're looking at a whole raft, as the cliché goes, of 'known knowns', 'known unknowns' and 'unknown unknowns'.

To mention just a few things... we have, if not a new Government then certainly a radically different one; the ever-looming presence of Brexit; potential reforms to the Apprenticeship Levy; and, of course, the normal 'day-to-day' things like off-the-job-training, inspections, T-Levels. You name it!



Both here at AELP London, and nationally through AELP, we have been holding plenty of discussions about all of the above (and much more) with officials and stakeholders. Our position is clear and well understood.

Without doubt, the landscape will continue to evolve and change during the next twelve months,

and your input will be vital in helping us to respond effectively. I encourage you to engage with us through our Strategic Forums, social media, website, phone, letter... your choice!... to let us know how we can best support you.

All the best,

Nichola Hay
AELP London Advisory Board Chair

The AELP London Strategic Forum

It may seem odd to start the New Year with a look back at last December's Strategic Forum...but, as those of you attended will be aware, the focus at the Forum was very much a look ahead to the new year. 2020 vision, you could say.

Here follows a whistle stop tour of the headlines! As ever, we recommend that to get the full benefit of the Forum it's very much worth joining us in person!

And, of course, we give our customary thank you to all our members and guest speakers who attended the Forum back on the 5th December at City Hall.

Greater London Authority Update Chris Wright

Skills for Londoners

- The [Skills for Londoners Consultation responses](#) were published in December 2019.
- The GLA's (and the Mayor's) response to the consultation and the announcement of the new skills strategy for the capital will be made via the GLA website.
- The Skills for Londoners Innovation Fund (comprising £6.4m of funding available to support London's Adult Education Budget (AEB) grant-funded provider base) closed for applications on 10th December 2019. Further information on the Fund, and the timeline for the next stages can be found on the [GLA website](#).



Adult Education Budget

- The GLA were aiming to make RO4 payments before Christmas 2019. If anyone has any issues with payments, then please raise them with us.
- An update was provided on payments to 'out of London' providers – Chris confirmed that from FY 21/22, no funding will be provided to colleges outside London and its fringe.

Apprenticeships for Londoners

- A short update was provided on the (now closed) Apprenticeships for Londoners tender, with results expected in January 2019. Please keep an eye on the [GLA website](#) for further updates.

ESF Rounds 2 and 3 of the Mayor's ESF

- A series of early engagement events took place in December 2019 which included the following:
 - Careers Clusters
 - Sector Skills: Early Years
 - Sector Skills: Creative sector skills
 - South London Targeted NEET
- Further information sessions are planned for the coming months, including:
 - Special Educational Needs and Disabilities NEET
 - Gangs Prevention
 - Sector Skills: STEM
 - West London Targeted NEET
- Presentations and feedback will be published on the [GLA website](#):
- To keep up to date with all ESF Funding Opportunities, we recommend signing up to the [ESF Mailing List](#). Please note you may receive more than one email regarding this event if you are signed up to multiple mailing lists.
- Chris also fielded a question 'from the floor' regarding potential ESF priority areas and outlined Entry Level Digital, Low Level Work Progression and ESOL of being of particular importance.

Small Projects and Equipment Fund

- Round Two of the Small Projects and Equipment Fund has now closed and applications for the £3.75m of funding are now being assessed.
- The fund is designed to support proposals which deliver dynamic, innovative and inclusive learning environment, and applicants have been able to request from £25,000 to £300,000 for capital investment in equipment and small projects.
- Full details can be found on the [GLA website](#).

Health Education England

Lucy Hunte

- In 2020 Health Education England will be assuming a much broader role in the development of skills across the health and care sector.
- There are a vast number of roles across the NHS that require support, and a similarly large number of different standards in the NHS... 86, in fact.
- 30% of Degree Level apprenticeships in the NHS and care require Level 3 Functional Skills
- Health Education England is working with the Princes Trust, Step into Work and NHS Health Cadets on a new project, initially working with 3,000 14-year olds to support them to gain accredited work experience.
- Lucy has kindly made [her presentation](#) available for our members to revisit at their leisure.

London Apprenticeship Ambassadors Network (LAAN)

Neil Weller

- LAAN comprises three parts – The Apprenticeship Network/Diversity Champions/You Ambassador
- Their focus is on ensuring that Apprenticeships are promoted by:
 - Celebrating
 - Story Telling
 - Signposting
 - Insight Sharing

What's happening in London?

- There is increasing interest from a number of employers in joining the network, which is an extremely welcome development.
 - They've launched a [new website](#) and portal to promote the work of the network.
 - They're expanding their network of ambassadors.
 - They're putting a real effort into sharing more and more case studies about the success of the network and the importance of apprenticeships.
- Keep up to date with their work via Twitter [@AanLondon](#)
 - Neil has kindly made [his presentation](#) available for our members to revisit at their leisure.

OFSTED

Lynda Brown

- There will be changes to the inspection practice:
 - Deep dives' that will look at data and QAR, with Ofsted working with providers to agree what they're going to look at.
 - The inspection will continue to explore 'good' areas from previous inspections.
 - All evidence gathered will come from the deep dive, moving away from the practice of gathering data through separate meetings with learners and teachers, instead they plan to talk to both to get a 'feel' for the learner environment.
 - The role of the Lead Inspector has changed and they will be moving away from 'doing outcomes' and focusing on 'synching' the deep dive evidence.
 - The changes will result in reports being significantly shorter (and more focused) than currently.
- There were a number of questions 'from the floor' for Lynda, including:
 - Requests for more detailed information on how the new framework will be implemented.
 - AELP's Mark Dawe, welcomed the changes highlighting that providers can be confident that the new framework is good and that there is an improved opportunity for providers to demonstrate 'what is actually being done'.

London Learning Consortium (LLC)

Steve Jeffery

- Steve provided us with a thoroughly engaging update of the LLC's 'AEB Journey'.
- Steve has kindly made [his presentation](#) available for our members to revisit at their leisure.

London Progression Collaboration

Anna Ambrose

- The London Progressive Collaboration (LPC) is a progressive think tank, focused on building a movement of businesses committed to investing in their employees' skills. Their aim is to help more than 1,000 Londoners to progress into work, and from low-paid low-skilled work into better-quality, higher-paying jobs.
- Their focus is on three areas:
 - Retail
 - Hospitality
 - Construction
- The LPC offer a fully funded business support service that covers:
 - Apprentice Strategy Support
 - Levy Transfer – 'hands on support'
 - Knowledge Transfer network

- Anna outlined how the LPC were very interested in working with AELP London (and its members) to offer support, and also to gain insight that will help them to better understand 'best practice' and what's 'happening out there in the provider network'
- Anna has kindly made [her presentation](#) available for our members to revisit at their leisure.

AELP Mark Dawe

And here's Mark's 'canter through' the national agenda!

- The apprenticeship system will be updated to include SMEs in January 2019, with Keith Smith of the ESFA overseeing the project. It's expected that progress will not be rapid, and a three-month 'breathing space' period has been built into the update.
- [Jennifer Coupland assumed her position as the new CEO of the Institute for Apprenticeships and Technical Education IfATE in November 2019](#). Jennifer has already presented to the AELP End Point Assessment Organization group and made it very clear that she understands the challenges.
- Mark reiterated that the changes to the OFSTED Inspection Framework were positive, and shared anecdotal feedback from national AELP members who were supportive of the new approach.
- With regards to the Adult Education Budget, letters are currently going out to providers regarding extending contracts for an additional year.
- Mark outlined that AELP is continuing to lobby for 16-18 funding, and for improvements to be made to Higher Apprenticeships.

Any Other Business

Under the AOB section, we encourage members to feedback directly to us and also to network with one another on the issues that are most important to them. It is always heartening to see members sharing ideas, insights and discussing solutions to common problems.

Our next AELP Strategic Forum will take place on **Thursday 19th March at City Hall**. We'll share the agenda with members ahead of the Forum.

Apprentice 20 at Guildhall: 29th and 30th June 2020

In recent years, The Stationers' Company has initiated an annual Apprentice event. The objective is to raise awareness of apprenticeship opportunities and to link young people from across greater London with potential employers.

We are delighted to extend an invite from The Stationers Company to AELP London members to get involved.

Last year it was held in The City of London's Guildhall in association with The City of London Corporation. It was a great success with over 60 participating Companies (potential Employers and Providers) and 2,500 - 3000 students from across Greater London. This year Apprentice 20 will be again be in the glorious setting of The Guildhall and will be on 29th and 30th June 2020. The Stationers' Company, The Lord Mayor and the City of London intend to give this event their very strongest level of support in 2020.

The Stationers Company would be delighted to discuss your involvement. They expect at least as many students, if not more, over the course of the two days. There is no cost beyond staffing your stand and providing engaging materials. There is pressure on places, however, and they would be grateful if you would contact them by 24th of January if you wish to discuss your participation.

The hours will be 10.00 - 3.30 and you can set up on Sunday evening or from 7.00am on Monday morning. You will have power and Wi-Fi. We expect at least as many students, if not more, over the course of the two days. It is aimed at years 10,11,12 and 13 although the 29th June will be post 16 only.

Please contact:

Helen Esmonde
The Stationers' Company
Past Master
Chair of Education Committee
helen@esmondepublishing.com
07919333645

Some comments about Apprentice 19:

"We will take on an 18-month apprenticeship this year. The event served to promote these positions well. I can speak for the team in saying that it was an event we were proud to be part of."

James Duckenfield, CEO, Hobs 3-D

"It was a great pleasure to be part of this amazing event and so pleased to see how many students were present."

Anne Ashworth, Pearson Plc

"Apprentice 19 was a fantastic event! Students were very engaged and interested in learning more about apprenticeships in professional services. It was great to see enthusiasm from all year groups."

Katherine Holdstock, PwC Student Recruitment Manager

Devolution Update

The November AELP Devolution Steering Group was held on 16th November in London.

The meeting is attended by Devolution Group members only, with representation from the area's senior skills lead, Michelle Cuomo-Boorer, Assistant Director for Skills at the Greater London Authority (GLA).

Michelle provided the latest update for London, including devolved Adult Education Budget (AEB) and other objectives and aims in London and confirmed that policy direction would follow last year's General Election (post 12th December). The DfE will be confirming skills budget in January 2020, and the GLA is expecting a similar budget in terms of the devolved AEB for 2020/21, but all to be confirmed. Owing to the Mayoral Election period all decisions for AEB 2020/2021 in London will need to have received Mayoral sign off by Feb/Mar 2020 which is earlier than the GLA would have ideally planned for. This means that the timescales will not allow for a full assessment of grant provider performance that early in the delivery year, resulting in little change with regard to grant allocations for 2020/21.

The GLA will cease funding for out of area grant providers from 2021/22, a consultation on how best to utilise funding will be launched in readiness for this.

AELP's position on the devolution of wider skills funding is outlined in briefing paper 67 which was published on the [AELP website](#) on 17th December.

Upcoming AELP Events

Exploring the Chief Inspector's Report Working Under the Education Inspection Framework

January 27, 2020 | Holiday Inn London, Bloomsbury

For more information and to book please visit the website:

www.aelpevents.org.uk/ADayWithOfsted19



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AELP | 2020
conferences

SPRING
CONFERENCE

February 6, N.E.C. Birmingham

For practitioners

REGISTER YOUR INTEREST

SAVE THE DATE 6 FEBRUARY FOR THE 2020 SPRING CONFERENCE!

This workshop-only conference, for practitioners, will cover a large number of topics which members have identified as vitally important.

Topics will include:

- Ofsted - The EIF and quality provision
- Apprenticeships - Off the job training and recognising prior learning
- Apprenticeships - Preparing for EPA: lessons learned to ensure success
- Leadership and management, and good governance
- Audit and compliance
- Subcontracting - Best practice and rule compliance nationally and devolved
- Apprenticeships - Non-levy funding and employer transition to the Apprenticeship Service
- E-learning - The value-added of blended learning
- English and maths

- Digital skills - Vital for all learners
- ILR/data returns
- Mental well-being
- Study Programmes - Not just for colleges
- Apprenticeships - Transition to Apprenticeship Standards
- Traineeships - A renewed growth opportunity
- Devolution and the future of Adult Skills

AELP Members/AELP London Members

First Delegate: £240.00 + VAT

Subsequent Delegate: £170.00 + VAT

Non-Members

First Delegate: £440.00 + VAT

Subsequent Delegate: £370.00 + VAT

Bring along additional attendees from your organisation to take advantage of the number of workshops offered and benefit from our special offer of **'Buy two places, get one free'**

The website will be open for bookings in early January, in the meantime, please [register your interest here](#).

Useful information, guides, resources and more

With so much happening across the sector, we thought it would be useful to provide a quick a 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 67: AELP's proposed position on wider skills devolution](#)

AELP's view is that all devolved authorities and regions would benefit from being more open in their thinking across all skills areas and recognise that a place-based approach is exactly the flexible place-based delivery that large and small independent training providers (ITPs) have already been bringing to the local areas.

[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 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 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.

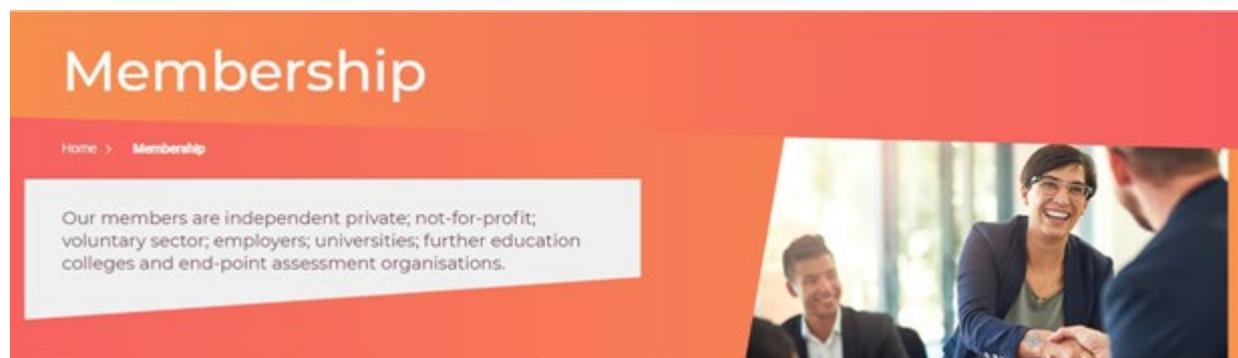
Free online assessor training course

[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 our [Resource and Information](#) section.

Building the membership



Since AELP London was formed, we've established excellent working links with key stakeholders in the capital, such as the GLA and London Councils, amongst others.

We've also expanded 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

- 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

- 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 19th March at 9.30am -11.30am.

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

Date	Time	Venue
Thursday, 19th March 2020	9.30am – 11.30pm	City Hall
Monday, 22th June 2020	9.30am – 11.30pm	City Hall
Wednesday, 16th September 2020	9.30am – 11.30pm	City Hall
Thursday, 3rd December 2020	9.30am – 11.30pm	City Hall

Please continue to let us know your thoughts on the Strategic Forum, and advising of us of agenda items that you'd like covering 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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