



**aelp** London  
Association of  
Employment and Learning  
Providers

# CAPITAL

June 2018

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.

## The AELP London Strategic Forum

Hosted by Advisory Board Chair, Nichola Hay, our Strategic Forum is an exclusive event for AELP London members where we ensure that members can receive the latest policy updates and engage with us to help shape our lobbying priorities.

We were delighted to see a great turnout for our first Forum on Monday 14th May, perhaps helped by the glorious weather and our meeting location by the Thames. We'd like to thank City Hall for making a meeting room available to us for this meeting, and for future meetings, which is demonstrative of their commitment to working closely with us to help shape employment and skills strategy in the capital.

## Policy Update

AELP CEO, Mark Dawe, provided this month's policy update delivering, in his own words, a "canter through the current policy challenges". We won't attempt to condense Mark's 15-minute 'canter' into a couple of paragraphs here... but we can provide a few headlines.



- **T-Levels** – it's not clear what this will look like yet, and there are many pilots underway to help determine how it will work.\*
- **Apprenticeship Levy** – the policy is strong, and we are seeing results, but it will take time with employers understandably taking time to get their processes right... and of course, many standards do not exist yet.
- **Non-Levy Apprenticeships** – the problem is obvious... money is tight for SMEs. AELP is clear that the answer is to make Level 2 and 3 free, and are lobbying hard to persuade government that they need to take this issue more seriously.
- **Off the Job Training** – this is undeniably a barrier to engagement and employers need to be involved in addressing this issue and AELP believe a sector by sector approach is needed. AELP has created clear, step by step [Guidance](#) for its members to ensure they can comply with current rules.
- **Subcontracting** – AELP is working to influence the ESFA to put forward the case for flexibility
- **Ofsted and Quality** – Ofsted are focusing on Initial Assessment, to ensure learners are on the right course. They also want to ensure that there's a greater focus on the Apprentice showing what they have learnt, rather than providers showing what they have been taught.
- **Devolution and AEB** – there will be huge changes, but that brings huge opportunities for positive change and providers need to play a key role in influencing direction (key purpose of Strategic Forum) and perhaps even getting some real joined up thinking happening.

As ever, if you are experiencing any issues or would welcome some advice, or a discussion, on any of the policy issues outlined above then please contact us directly.

*\* Since Mark's presentation, further information has been made available regarding T-Level implementation - please visit the [AELP website](#) to learn more.*

## Greater London Authority – Employment and Skills Strategy

We're delighted that the GLA is clearly receptive to working with us and our membership, as it creates and delivers its strategy for employment and skills in the capital.

In addition to hosting our launch, and providing space at City Hall for our Strategic Forums, the GLA kindly provided us with our lead speaker at this month's Forum, with Michelle Cuomo Boore, Assistant Director Skills & Employment joining us. Michelle began her presentation with the following words, "We want to start a conversation with you". Unarguably, a great sentiment.

Michelle provided our members with an in-depth presentation focusing on her team's wide-ranging, detailed plans for the coming months and years.

We have provided members with Michelle's presentation (please [click here](#) to download). We encourage members to take advantage and digest, as it is a detailed, informative overview of the GLA's priorities. Again, we will only look to provide a very brief selection of headline messages:

- Under the new Mayor there is a greater focus on skills and employment and Michelle's team has been expanded to reflect this.

- The Skills for Londoners timeline is, as follows:
  - Skills Strategy consultation closed 2nd January 2018, final publication on 6th June 2018
  - Skills & Employment Framework published end of June 2018
  - Phased ESF and AEB procurement starts Autumn 2018
  - Funding Rules published Autumn 2018
  - AEB launched 1st August 2019
  
- The Employment and Skills directorate are committed to an iterative approach to change and their priorities are:
  1. Empower all Londoners to access the education and skills to participate in society and progress in education and work
  2. Meet the needs of London's economy and employers, now and in the future
  3. Deliver a strategic city-wide technical skills and adult education offer
  
- Devolution is undeniably challenging, but the directorate is committed to working with other Combined Authorities to share best practice and ensure alignment, where possible.
  
- The directorate are currently exploring subcontractor models, and a decision has not yet been made on their preferred model
  
- The directorate's priorities for AEB reform are, as follows:
  - English and Maths
  - English for speakers of other languages
  - Adult and community learning
  - Disadvantaged learners
  - Learners with Special Educational Needs and/or Disabilities
  - Digital Skills
  - Incentivising outcomes

We thank Michelle for her time, her openness and for providing us with such a useful overview.

## The Mayor of London's Skills for Londoners strategy

Focusing on three primary objectives of empowering Londoners to access education, meeting the needs of the City's economy and delivering a strategic technical and adult education offer - the Skills Strategy has a sharp focus on outcomes rather than qualifications.

AELP CEO, Mark Dawe commented:

“AELP and AELP London are greatly encouraged by the consultative approach that the Mayor and his team have taken in drawing this new strategy together and the strong analysis of the capital's skills needs reflects this. Boosting digital skills is one priority where providers are ready to play a full part.

“The Mayor's view that a more strategic approach to commissioning the adult skills budget is required and making it more outcome-based will generate better results for London's economy and communities. As we have said to others, AELP believes that it's far too soon to start using the apprenticeship levy for wider skills training provision but our members in London are ready to work with the GLA to make sure every penny of it is spent either with levy payers or with the thousands of SMEs spread across the boroughs.”

The Strategy can be viewed [here](#).



## AELP London formally invited to join GLA Advisory Board

During Michelle's presentation, she outlined the AEB Governance structure (see Slide 14), and provided context for how they will ensure that strategic priorities will be met.

Michelle announced that an Advisory Board would form part of the governance structure; inviting AELP London to nominate a member to join the Board. It was agreed that Advisory Board Chair, Nichola Hay, would assume this position. We will, of course, share updates in future additions of CAPITAL.

## AELP London Advisory Board

We're delighted to be able to share details of our new AELP London Advisory Board, who will provide strategic for AELP London. The composition of the Board recognises the need to ensure representation from across all regions of London.

### Chair

Nichola Hay, Outsource Training & Development

**Board Members**

Crawford Knott, Hawk Training  
Diane Betts, First Rung  
Ashley McCaul, Skills for Growth  
Steven Mitchell, Skills Training  
Alexis Michaelides, Big Creative Training  
Adele Oxberry, Umbrella Training



Nichola Hay

## Engagement



We believe our primary role is to ensure that we effectively represent the views and requirements of our members. We have already begun engagement activity to that end, and have met with London Councils (the representative group for London's borough councils) and will be taking steps to ensure we engage with them consistently.

We also have a meeting scheduled with the GLA to talk about the AEB, specifically to share our views on the procurement and sub-contracting arrangements. We will ensure that they can benefit from our collective insight into what has, and hasn't, worked well in the past.

## The Strategic Forum. Your meeting, your agenda

We would like your feedback on our first Strategic Forum.

Did it meet your needs? What did you like? What could you have done without? What would you like to see in future Forums? Is there a topic you'd like to discuss?

We considered putting a short questionnaire together to collect your views, but felt it was too prescriptive. We're interested in your unedited, candid views, whatever they may be. We'd be grateful if you could jot your thoughts down in an email and send it to [aelplondon@aelplondon.org.uk](mailto:aelplondon@aelplondon.org.uk). We'll collate all views, provide feedback, and make changes (wherever we can) to ensure the Forum meets your needs.

## Upcoming events

Our next Strategic Forum will be held at NCVO from 9.30am – 11.30am on Friday 13th July. The Advisory Board meeting will take place immediately following the Forum.

We'll provide more information about this event, and other upcoming events, through our [website](#).

## 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'.

In addition to our meetings and forums, we'll do that through a newly developed web presence. We're currently working on developing a dedicated AELP London website, and we will be talking to our members very soon, to make sure that we get your input on the information/tools that you would like to see on the site.

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

Best wishes,

**Jane Hickie**  
**AELP COO**  
[janehickie@aelp.org.uk](mailto: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](mailto:aelp london@aelp.co.uk).