



# CAPITAL

July 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 National Conference



The AELP Annual National Conference, held in London this July, had many leading speakers, and we thought it would be useful to provide a brief update from the Conference... as many of the elements discussed will be of interest to our members.

Below is a summary of the Conference's key themes:



- There was recognition throughout the conference of the importance of level 2 provision.
- No movement on greater flexibility on SME 10% co-investment requirement.
- Ofsted concerned about quality of many new providers through early monitoring visits: 1 in 4 new providers rated as making insufficient progress.
- Ofsted reaffirm (again) 20% off-the-job is a requirement of funding, not a quality measure.
- ESFA confirmed as having the full remit of policy and delivery of Apprenticeships and T levels.
- New draft governance code for ITPs receives recognition and support.
- IfA 'myth bust' the availability of standards - volumes now on a par with Germany and Switzerland and at 20% we still have the lowest OTJT requirement out of OECD countries.
- Employers expressed concerns about the 20% OTJT and called for greater flexibility.

- Employers are still frustrated about the availability of standards, the speed of approval and uncertainty and lack of transparency behind the current funding band review.
- There was frustration in the lack of recognition and opportunities of the role ITPs can play in T-Levels.
- Post -18 Funding Review: main concerns related to the fairness of funding between FE and HE, the need for student finance reform, the impact of funding on non-traditional students, concerns around the value for money and proper costing models, IAG and whether the funding actually reflects the needs of the economy.

Mark Dawe provided an update in Countdown, AELP's member newsletter, and given it is a detailed, thorough, and a range of other synonyms meaning comprehensive, update we thought it would be useful to make it available to our AELP London members. All full AELP members receive a copy of Countdown each week.

[Mark Dawe – AELP National Conference Update](#)

## The AELP London Strategic Forum

This month's Strategic Forum will take place at the [NCVO](#) on Friday 13th July at 9.30am - 11.30am. We are sure the portentous date will have no impact on the quality of discussion.

The meeting will be hosted by Advisory Board Chair, Nichola Hay, and a policy update will be provided by Mark Dawe, AELP Chief Executive. We will provide an in-depth update in the August edition of CAPITAL.

During our transition from the LWBLA, we are allowing any London providers to attend, however from September providers need to have paid membership to AELP London to attend. The provisional dates for future Strategic Forums have been confirmed:

Date	Time	Venue
Friday 13th July 2018	9.30am – 11.30am	<a href="#">NCVO</a>
Monday 6th August 2018	9.30am – 11.30am	<a href="#">City Hall</a>

Friday 19th October 2018	9.30am – 11.30am	<a href="#">City Hall</a>
Monday 3rd December 2018	9.30am – 11.30am	<a href="#">City Hall</a>
Monday 4th February 2019	9.30am – 11.30am	<a href="#">City Hall</a>
Thursday 4th April 2019	9.30am – 11.30am	<a href="#">City Hall</a>
Monday 3rd June 2019	9.30am – 11.30am	<a href="#">City Hall</a>

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 [aelplondon@aelplondon.org.uk](mailto:aelp@aelplondon.org.uk)

## Stakeholder Engagement

In our last edition of CAPITAL we let you know that we had a meeting planned with the GLA to discuss how we could best provide input and feedback on the AEB procurement process. Mark Dawe, AELP CEO, enjoyed a really productive meeting with the GLA and they made it clear that they would appreciate our input, particularly in the following areas:

- Subcontracting best practice
- Lessons learned from procurement for AEB and non-levy

We also discussed AELP's new ITP Governance Code, which the GLA were very interested to learn more about, as well as sharing our views on ILR and common data collection. And finally, we discussed the importance of ensuring that once the AEB is implemented that it runs smoothly from an operational point of view, particularly with regard to finding a growing programme.

We'll be continuing our dialogue with the GLA, as we head towards this Autumn's procurement start date and we are currently developing a paper that brings together our collective feedback and insight. As well sharing this with the GLA, we will also ensure it is made available to other devolved areas.

## Nominate 'local heroes' for Birthday Honours 2019

AELP is among the FE and Skills stakeholders who are invited to submit nominations for the Birthday Honours 2019.

Building on the successful nominations of three AELP board members at the beginning of this year, we would like to cast the net wider in encouraging nominations. With your help, we are looking to nominate 'local heroes'. The nominations process has to be completed by the end of August.

In the words of the DfE's Honours Unit, successful nominations will meet the following criteria:

- We are not simply looking for CEOs and high ranking employees – we welcome nominations for individuals at any level of an organisation. To reflect the diversity of those working within the sector, we are particularly interested in nominations for women and those from a Black and Minority Ethnic background who may have previously been overlooked for an honours award.

- Please note that citations, especially for the higher level honours, should also include a strong voluntary/charitable contribution. Citations that include clear and detailed examples of impact of what the individual has achieved are more likely to be successful. This is really important. Your citations will be considered against those in the school and HE sectors and the therefore the strongest will ultimately be put forward.
- When considering individuals who are nearing retirement, please bear in mind that there is cut-off date of a year after retirement in which to receive their award. It is therefore worth considering these individuals at least a couple of years in advance of their retirement date so that they do not lose out because of time constraints. It is possible that they may not be successful at the first attempt.

In other words, the DfE is not looking for a list of posts held; it is essentially about the impact that the nominee has made at whatever level. For example, this could be a tutor or assessor of over 20 years' experience. Another example is a person who has been very successful in reaching out to young people from disadvantaged backgrounds and putting them on a path to a successful career. A person who provided similar inspiration to 'women returners' would be another good example.

We hope very much that you will take advantage of the DfE's invitation to AELP to put forward some 'local heroes' for nomination and that we see more successful nominations from the work-based learning sector as a result.

If you are interested in making a nomination, then please contact Jane Hickie directly via email at [janehickie@aelp.org.uk](mailto:janehickie@aelp.org.uk). Your support on this would be greatly appreciated.

## AELP London Advisory Board Update

We're delighted to announce that we have made a new appointment to the AELP London Advisory Board, with Asi Panditharatna of Forward Trust joining us from this month.

We thought that it'd be useful to share profiles of our Advisory Board members, so you can learn a little bit more about them. This month, we focus on our most recent appointee, Asi, and Adele Oxberry of Umbrella Training.

### Asi Panditharatna

AELP London Advisory Board Member  
Divisional Director at Forward Trust



Asi joined The Forward Trust in June 2018. Asi has over 20 years' experience as a manager and leader in the post-16 skills, apprenticeships, training and employability industry. Prior to joining Forward Trust, Asi was Director of Apprenticeships and Employability at Catch22 where he secured its first ever Ofsted Grade Good in

### Adele Oxberry

AELP London Advisory Board Member  
Managing Director at Umbrella Trust



Having worked within apprenticeships specifically for the hospitality sector over the last 24 years, Adele now owns and runs a small and niche training provider, Umbrella Training, for the elite and high-end luxury hospitality market.

Initially, Umbrella Training had a London

apprenticeships and skills, as well as securing its first apprenticeship levy customers.

Asi was a member of the Mayor of London's Skills for Londoners Task Force that developed the inaugural skills strategy for London. Asi is the former chair of the ERSA Youth Employability Forum. In his spare time Asi is a School Governor, with lead responsibility for Special Education Needed and supports community initiatives in Sri-Lanka and Bangladesh.

centricity, but it is now growing day by day to luxury hotels in the rest of the country, primarily due to demand and their excellent reputation. Adele started Umbrella Training with a complete view to be a part of the new apprenticeship landscape and funding regime, aka the Apprenticeship Levy and is proud to that to date, Umbrella Training is making a success of these new dynamics.

Adele is a firm advocate of the new apprenticeship standards after being a part of the Hospitality Trailblazers in 2013 and Umbrella now has over 300 apprentices all on standards.

Adele has worked her whole life either directly or indirectly within the hospitality sector. Her father owned a small B&B in Jersey and her mother, with whom Adele accredit her entire working ethic to, worked in 5-Star Mayfair hotels, as an Executive Housekeeper. As a result of being introduced to the world of work at an early stage in her life, Adele cites hospitality as her passion and soul, as are apprenticeships. Adele is married to "the most loveliest man" and has two children that are "amazing young adults", plus a cocker spaniel called Prince who is a permanent resident at the Umbrella Training offices.

Umbrella Training is a proud member of AELP and, albeit new to the market as a lead provider, are keen to share any areas of best practice with all members.

Our next Advisory Board will take place on 13th July.

## Operational Management Update

We have also been working to strengthen our operational management structure, which is led by [Jane Hickie](#).

We recognise that our members face a particular set of challenges, linked to London's unique policy landscape; for example, the introduction of the Skills for Londoners strategy. To ensure that we can provide the right support for our members, at this time of significant change, it has always been our intention to appoint a Senior Policy Officer, with a remit to focus on AELP London members.

We have decided that the most effective way to provide the high-quality support that is needed, at this time, is by enabling AELP's Chief Policy Officer, [Simon Ashworth](#), to provide dedicated support to the London membership.

Simon is a hugely experienced member of the AELP Senior Management Team, is well-connected across the Capital and, most importantly, has a detailed understanding of the national and local policy challenges. Simon will be focusing on the AELP London agenda for 2.5 days per week and will attend future Strategic Forum meetings.



## AELP London Patron Focus



Our Patron Members play a huge role in enabling us to effectively support our membership through our lobbying and added value services.

We wanted to let you know a bit more about our Patrons... so, we devised the 'Twitter Interview', where we ask our Patrons some quick-fire questions, but limit their replies to 280 characters. We're sure you get the gist!

This month, we focus on our very first AELP London Patron Member, [BIIAB](#).

**Q. Who are BIIAB, tell us about yourself?**

**A.** BIIAB are the Awarding Organisation and EPAO of choice for Work Based Learning Providers, FE Colleges and Employers. We support on-programme delivery for Apprenticeship Standards with our range of QADAP (Quality Assured Delivery and Assessment Preparation) service and packs.

**Q. You're a Patron of AELP and the first Patron of AELP London... why is that important to BIIAB?**

**A.** BIIAB support our sector in partnership with AELP and AELP London to deliver the best for Apprentices, learners, employers and training providers. This is achieved through helping to improve efficiency and effectiveness and helping in mitigating risk.

**Q. What do you think are the main challenges facing the employment and skills sector in the capital?**

**A.** The diversity of sectors presents enormous opportunities for people to have great careers and progression in London. It also challenges training providers to meet the requirements of a range of roles and presents a significant challenge to meet the skills gaps and shortages.

**Q. What are your thoughts on how the sector needs to respond to these challenges/opportunities?**

**A.** A good range of quality education and vocational training opportunities starting with good careers advice and guidance. The engagement of employers is needed so that Training Providers can support the needs, from employability skills through to Apprenticeships.

**Q. If you could make one change that would benefit the sector, what would it be?**

**A.** Free Apprenticeships for SMEs to support the London economy.

**Q. What's coming up for BIIAB, anything you want to tell us about?**

**A.** BIIAB have listened to our providers and customers and have put the structure and quality assurance back into Apprenticeship Standards through our QADAP service and packs. We are proud of the Quality Assurance services we have developed and want to share that widely.

## Apprentice Oyster photocard discount

Transport for London (TfL) is currently running a scheme that our members may want to promote to their learners.

Learners that live in a London Borough, are 18+, and are on the first year of an approved apprenticeship may be eligible for an Apprentice Oyster photocard. The Apprentice Oyster photocard entitles holders to 30% off adult-rate Travelcards and Bus & Tram Pass season tickets.

Full conditions and eligibility criteria can be found via the [TfL 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'.

Last month we let you know that we're working on a new AELP London website. We're making good progress and we'll be able to share an update with you very soon. Our aim is to deliver a website that provides a great user experience; enables members to communicate with one another; and provides a showcase for the excellent work taking place across London.

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).



AELP London  
E: [aelp-london@aelp.org.uk](mailto:aelp-london@aelp.org.uk) | W: [www.aelp.org.uk/aelp-london](http://www.aelp.org.uk/aelp-london)

Tel: 0117 4409525

© Association of Employment and Learning Providers  
2nd Floor, 9 Apex Court, Bradley Stoke, Bristol, BS32 4JT  
Registered in England, Company No. 2209949, VAT No. 545 1202 79.

All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means without the prior permission, in writing, of AELP