

CAPITAL

November 2018

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

AELP London Strategic Forum

Our latest Strategic Forum took place on 19th October, and we were delighted to be back at City Hall (in the sunshine, once again).

Our colleagues at the GLA have outlined their commitment to working with us, viewing us as a key partner in engaging with providers across London and their support in hosting our Forums is a great opportunity for us to come together.

GLA Skills Team Update

We were delighted to receive an update from Forogh Rahmani and Cameron Tait of the GLAs Skills Team. Their attendance at the Forum has almost become a standing agenda item, and we thank them for their commitment to engaging with us and listening to our collective feedback.

Forogh gave an update on the forthcoming AEB tender round, ahead of the release of the [invitation to tender](#) which took place on 26th October.

Forogh also provided an update on the Mayors Adult Education Budget (AEB) Programme Information Sessions. These sessions will provide an opportunity for interested providers to hear more about the AEB procurement opportunities launched this month and ask questions ahead of submitting a bid. Full detail are provided below:

Date	Time	Venue	For details and to book
Thursday 8 November	10.00 14.00	W12 Conferences, Artillery Lane, 150 Du Cane Road, W12 0HS	Click here
Friday 9 November	13.00 17.00	University of East London, Stratford Campus, E15 4LZ	Click here
Tuesday 13 November	10.00 14.00	The Business Xchange, Croydon, CR0 2BX	Click here
Friday 16 November	13:00 17:00	The Chamber, City Hall, The Queens Walk, SE1 2AA	Click here

Cameron provided an update across a range of priority areas including:

Mayors Good Work Standard due for launch at the end of this year, the GLA believe it will be an important mechanism for providers and employers to evidence social value. Possession of the standard has obvious benefits for organisations looking to deliver on behalf of the GLA.

Apprenticeships Pilots further to our update in the last edition of [CAPITAL](#) the first Apprenticeship Pilot has begun, starting with engagement with employers to understand what they are looking for, and how that need can be met. Further pilots are due in 2019, and more detail will follow in the New Year. AELP London members will be kept up to date with all developments.

Careers Service the GLA plans to triple the size of the careers advice available for schools, as well as defragmenting the all age careers offer. AELP London is working with the GLA to look at sharing all the good practices being delivered already and how these can link to the developments the GLA are working on.

Growth Hub plans are in place to expand the current Growth Hub offer, which focuses on IAG and signposting, to include more face to face advice for example, advising SMEs on how they can go about recruiting an apprentice. The Hub will refer employers looking for support / apprenticeship delivery through the National Apprenticeship website.

While we wont look to cover all the detail through CAPITAL during both Forogh and Camerons updates, ideas, questions and feedback were shared by members and also through AELPs Mark Dawe and our Advisory Board Chair, Nichola Hay. Both Forogh and Cameron were appreciative of the insight on offer and agreed to work with us to ensure that our experience and insight is used to support the development of these programmes.

London Councils Update

We were delighted that Yolande Burgess joined us from [London Councils](#) to provide us with an update of their agenda and current projects.

Schools the budget squeeze in schools is a key concern, particularly with regard to the knock-on effect this has on post-16 learning.

Concerns were also shared regarding the impact on pupils with special educational needs, and this is an area where London Councils has been working with GLA and a report is due which we will ensure is shared with our members.

Yolande also spoke passionately about the issue of off-rolling with particular regard to pupils falling out of the system between Y10 and Y11, an issue heavily influenced by league table pressure. London Councils will be launching a consultation on this issue.

Apprenticeships there is a recognition that collectively Londons Councils can up their game in terms of apprenticeships and how to most effectively utilise the Levy. An Apprenticeship Levy sub-group has been formed and will be engaging with AELP London to seek further insight and guidance.

Again, regular insight, advice and constructive feedback was shared with Yolande during her

update and we thank her for taking this away for consideration and action.

AELP Policy Update

AELP CEO, Mark Dawe, provided a canter through the national policy agenda in the place of AELP Londons Simon Ashworth who was away this week.



- In addition to the Chancellors levy review announcement, the top news in October has been the Education Select Committees report on apprenticeships which adopted all 7 of AELPs key recommendations as their own
- Despite the ministers struggles with causality, the MPs have no doubts on what needs to be done. They recommended:
 - Waiving co-investment for smaller employers to cover all 1618 year-olds, and more disadvantaged 1924-year-olds, employed by non-levy-paying employers.
 - A more flexible approach to off-the-job training requirements, using a standard by standard approach
 - Better management of the transition from the old frameworks to the new standards
 - The abolition of the apprentice minimum wage (AELP had just called for this) and a review of how the benefits system is acting as a barrier to more people doing an apprenticeship
 - Getting tough on compliance with the Baker Clause to improve careers advice in schools
 - Looking to cap whacking management fees
 - Making Ofqual solely responsible for EQA
 - Stop confusing value for money with doing things on the cheap as it will impact on quality
 - Do something about letting untested providers and assessors into the market
 - Full list of MPs recommendations: [here](#)
 - AELPs press release in response: [here](#)
 - Action needed even more pressing because the Cabinet has accepted MACs recommendation on controls on EU lower skilled migrants
 - DfE looking to respond to several recommendations by early December. Encouraging of progression might feature
 - RoATP refresh perhaps in November?
 - Government is grappling with the fact that 750 registered providers arent delivering but can they drop them without the threat of legal action?
 - AELP made recommendations in its non-levy transition proposals submission on what the RoATP process should incorporate (see page 2 of: [here](#))
 - 3aaa is no more and no longer on RoATP. Because the police have been called in, AELP is limited by what it can say, but we are saying to officials that a knee-jerk response in terms of imposing more rules and caps on ITP growth wouldnt be right
 - Better testing of data might generate earlier warning signals
 - Members are again emailing AELP with their frustrations about whats happening to support 3aaas former employers and apprentices prior to this latest insolvency, we were already in discussion with ESFA about the transfer of learners

IfA Funding Band Review

- The select committee told the IfA in its report to cut out the vainglorious pronouncements
- Secretary of State has approved first 12 funding band reviews see the 12 outcomes [here](#)
- Following feedback from employers and providers, the Secretary of State has decided to extend the notification period for funding band reductions. Funding band reductions will take effect on 1 January 2019. Increases will take effect on 6 October 2018.
- Reviewed funding bands for the remaining 19 standards have not yet been recommended to the Secretary of State. IfA expects this process will be finalised in late 2018.
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Functional Skills

- AELP has written to Minister Milton urging an uplift to the funding of functional skills learning within an apprenticeship.
- The DfE has continuously struggled to justify the differences in rates: 471 per learner for apprenticeships whereas the equivalent classroom teaching of English and maths attracts a rate of 724
- We point out the reformed functional skills for first teach in September 2019 will herald the introduction of a new specification where the teaching burden will be even greater, in particular at level 2
- Weve asked functional skills learning to be included as part of the 20% off-the-job training time within an apprenticeship as its exclusion is acting as a barrier to employers taking on young people without good English or maths
- Functional skills funding was included in AELPs submission for the Autumn Budget ([here](#)) which takes place this Monday. Levy review may preclude major announcements.

Standards and EPA

- 174 approved EPAOs on ESFA approved register - up from 160 at the end of August.
- 358 approved standards fully available for delivery - up from 334 at the end of August.
- 219 further standards in development stage with IfA - down from 229 at the end of August.
- Around 4,500 EPAs have now been complete. Numbers still low, but significant ramp up coming. Concerns about workforce capacity remain.
- AELP EPAO Special Interest Group developed number of recommended approaches for EPAOs: 4Cs, Pricing and Eligible Costs and Reasonable Adjustments.
- Dame Asha Khemka resigned from IfA Board after leaving her role at West Notts College unclear whether the IfA will be replacing.
- Ongoing dialogue with IfA about the importance and need for a L2 Business Administrator Standard.

Devolution & AEB procurement update (non-London)

- GLAs ITT for AEB in London expected to be published before the end of October.
- West Midlands CA looking to procure in January for August start. Priorities will be those residents who are furthest from the labour market and/or have poor basic skills. WMCA will expect providers to articulate how they will deliver pathways to higher qualifications and the Mayor wants to give adults a digital entitlement.
- Greater Manchester have said that they have a low supply of apprenticeships compared with demand. They want more in public administration, hospitality and tourism, wholesale and retail. They also want to see more progression within apprenticeships
- In West Midlands, they are looking to set up a brokerage arrangement to get more SMEs offering apprenticeships. Reducing youth unemployment is a big priority. AELP is looking to strengthen relationships with all MCAs.

Key Budget Announcements

Apprenticeships:

- The government will make up to 450 million available to enable levy paying employers to transfer up to 25% of their funds to pay for apprenticeship training in their supply chains
- The government will provide up to 240 million, to halve the co-investment rate for apprenticeship training to 5%
- The government will also provide up to 5 million to the Institute for Apprenticeships and National Apprenticeship Service in 2019-20, to identify gaps in the training provider market and



increase the number of employer-designed apprenticeship standards available to employers. All new apprentices will start on these new, higher-quality courses from September 2020

- The Exchequer Secretary to the Treasury and the Minister for Apprenticeships and Skills will work with a range of employers and providers to consider how they are responding to the apprenticeship levy across different sectors and regions in England, as well as the future strengthened role of apprenticeships in the post-2020 skills landscape

20m worth of new skills pilots announced:

- This will include a 3m scheme to help employers in Greater Manchester and surrounding areas to address local digital skills gaps through short training courses, and a 10m pilot again in Greater Manchester, working with the Federation of Small Businesses, to test what forms of government support are most effective in increasing training levels for the self-employed.
- A 7m match funding pilot alongside employers to provide on-the-job training to young people not currently in employment, education or training in Greater Manchester, and to move them into sustainable career paths with employers.

National Retraining Scheme - The government will work with employers to give workers the opportunity to upskill or retrain:

- The Budget allocates 100m for the first phase of the National Retraining Scheme (NRS). This will include a new careers guidance service with expert advice to help people identify work opportunities in their area, and state-of-the-art courses combining online learning with traditional classroom teaching to develop key transferable skills.
- The National Retraining Partnership between the government, the Confederation of British Industry and the Trades Union Congress will focus on job-specific retraining in phase two.

WorldSkills

Believe it or not WorldSkills has now been taking place for 63 years, raising the profile and recognition of skilled people, and show how important skills are in achieving economic growth. WorldSkills UK Competitions bring together apprentices and young people from around the UK to compete to be the best in their chosen skill, first in national competitions and then as Team UK in international skills competitions.



A [short paper](#) was recently released that outlines the benefits to providers and employers in taking part in the WorldSkills Competition. We believe that the competition provides a great opportunity to promote the excellent work taking place in the capital and encourage our members to get involved.

AELP is pleased to announce its inaugural workshop for AELP London Members



AEB Tendering workshop - Overview:

Devolution of the Adult Education Budget is one of the biggest changes in recent skills history. Until the Adult Education Budget (AEB) tender of 2017, there had been very few competitions for this funding until now!

Learn how to meet the combined authorities needs and put your best foot forward in competing for AEB funding.

Session Objectives:

- To having a clear understanding of the steps required for a successful devolved Adult Education Budget submission
- To understand how to use past track-record, processes, systems and performance data to support the submission
- To be clear on the process and questions, how to answer the questions and avoid the pitfalls
- To be able to effectively plan the submission and understand what comes next.

Please view the [Agenda](#) for more information.

Target Audience:

Independent Training Providers.

This workshop is open to all and will be facilitated by SCLO Consulting Founder [Steve O'Hare](#)

For further information and to book your place, please [click 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:

Common Inspection Framework

The Common Inspection Framework, used by Ofsted inspect schools and providers against, is currently being updated and there will be a new Education Inspection Framework coming in from Autumn 2019. The Lead Regional HMI for the London Region has asked to join us at the next

Strategic Forum to meet members and provide an update. We are in the process of confirming details and will ensure that members are updated ahead of the next Forum, scheduled for 3rd December.

AELP Best Practice Guidance

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 Practise 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.

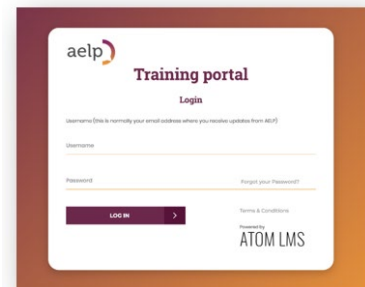
Subcontracting

[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.

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.



AELP London Advisory Board Update

Each month, we'll be sharing updates of the work of our Advisory Board. This month we profile Crawford Knott.

Crawford Knott

AELP London Advisory Board Member

Managing Director at [Hawk Training](#)

Management, Team Leading and Warehousing and Storage. Hawk enables young people to secure apprenticeship positions whilst supporting organisations to recruit apprentices and enhance their succession planning as well as upskill existing staff. Following inspection in September 2013, Hawk became the first independent learning provider in the country to be graded Outstanding by Ofsted under the current framework. In 2017, the organisation became the first independent learning provider to gain



Crawford joined Hawk Training in 2001 and has worked in both a training and commercial capacity. He assumed the role of Managing Director in 2016 from his previous role as Commercial Director. Hawk currently supports almost 3000 learners each year on Apprenticeship and CMI-accredited management programmes and hundreds of employers across a range of vocational sectors in both the public and private sectors. Sectors include Business Administration, Early Years, Improving Operational Performance, IT, Learning and Development,

membership of the Chartered Institution for Further Education.

Crawford graduated with a BA Honours degree in International Business Studies in 1996 following study at the University of Northumbria and Fachhochschule Dsseldorf, Germany.

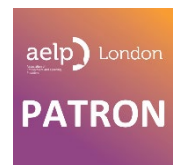
Following graduation, he moved abroad and worked with a number of multinational organisations in a training capacity in Madrid, Spain. Upon returning to the UK in 1998 he took up a post in the City for equity data firm I/BE/S (now part of Thomson Reuters) working in both data analysis and client support. Crawford then moved to global online advertising organisation, Doubleclick, where he supported and helped provide training solutions for clients in the EMEA (Europe Middle East and Africa) region before joining Hawk Training. He is a fluent speaker of both Spanish and German having lived and worked in both countries. Crawford is married with two children.

Our next Advisory Board will take place on Monday 3rd December 2018.

AELP London Patron Focus



BIIAB



The BIIAB is an Awarding Organisation for Apprenticeship Frameworks, and an approved End-Point Assessment Organisation for a growing number of the new Apprenticeship Standards. Please [click here](#) to find out more about our End Point Assessments and Quality Assured Delivery and Assessment Preparation ([QADAP](#)) service and packs.

Contact us at customersupport@bii.org or call us on 01276 684449 to discuss these services and our range of Qualifications and Assessments.

[Sign up](#) to our newsletter to keep in touch and for all updates on the BIIAB!

Building the membership



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 2018 2019

- 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
- Monthly 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

Associate Membership is also available for an annual fee of 100 + VAT

AELP London Patron Benefits 2018 2019

- 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 Friday 3rd December at 9.30am -11.30am.

The meeting will be hosted by Advisory Board Chair, Nichola Hay, and a policy update will be provided by Simon Ashworth and Mark Dawe. We will provide an in-depth update of the discussion points and outcomes in the October edition of CAPITAL.

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

Date	Time	Venue
Monday 3rd December 2018	9.30am 11.30am	City Hall
Monday 4th February 2019	9.30am 11.30am	City Hall
Thursday 4th April 2019	9.30am 11.30am	City Hall
Monday 3rd June 2019	9.30am 11.30am	City Hall

Your feedback on our Strategic Forums is really helpfull to keep us up to date so we can keep evolving them to meet your needs. The feedback has been broadly positive, but we dont rest on our laurels so please continue to let us know your thoughts by emailing aelp london@aelp.org.uk

Continuing the conversation


Were 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 were working on a new AELP London website. Were making good progress and well 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 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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