



## CAPITAL

October 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

After our scheduled summer break, it was invigorating to meet with members at our recent Strategic Forum. For me, it was a welcome reminder of the passion that exists in London's skills and employability provider community... typified by a clear and collective commitment to making the system better and to making the experience better for all learners.

And, it isn't just us as providers that feel that way. It's clear to me that our colleagues in the Capital share our commitment, as is proven by their meaningful, consistent engagement with us through the Strategic Forum. I'd like to thank the Greater London Authority, London Councils, the DFE and ESFA for their time at this, and previous, Strategic Forums.



It's a challenging environment and is likely to remain so as we encounter the turbulent waters of Brexit, and that makes it all the more important that we continue to come together as a network. I believe that we are best placed to meet the needs of employers and learners, and to deliver the Mayor's Skills for London Strategy, by planning and working together. Seeing first-hand the commitment of AELP London members certainly instils optimism in me that we will prevail in our mission of supporting workforce productivity and improving social mobility.

I'm already looking ahead to our Strategic Forum in December, where we will be hearing more from the GLA, examining the Education Inspection Framework experience and taking a look at the work of the London Progression Collaboration (LPC) in London.

And finally... I'd also like to welcome NCFE as the newest AELP London Patron. They have been a long-term supporter of AELP and the skills sector as a whole, and I'm delighted that we'll be able to benefit from their expertise as we work to support the Capital's skills sector.

All the best,

**Nichola Hay**

*AELP London Advisory Board Chair*

## The AELP London Strategic Forum

A customary thank you goes to all our members and guest speakers at our recent Strategic Forum, which took place on 3rd October at City Hall. It was great to see a good turnout, and also to see a mix of ITPs, Awarding Organisations and stakeholders from across the Capital's skills landscape... and to welcome Mary Vine-Morris from the [Association of Colleges](#) (AoC). It was also great to see that we align closely with the AoC on a number of policy areas, and will be working closely with them in the coming months.

The following is our usual 'whistle-stop tour' of the Strategic Forum's agenda, although we'd recommend that our members attend in person to get the full benefit!

## Greater London Authority: Skills & Employment Michelle Cuomo-Boorer and Cameron Tait

### The Adult Education Budget

- Providers have been paid twice, to date, and there are no known issues with the process.
- Year 1 (2019/20) – provider engagement teams will be monitoring how delivery is progressing through open conversations with the provider network
- Year 2 (2020/21) – looking at the year from a business planning cycle perspective, it will be a slightly 'odd' one because of the Mayoral elections which require all decisions to be finalised by February 2020, ahead of the pre-election period which starts around mid-March (2020). As has been previously reported, we're unlikely to see much change to grant allocation amounts, due to not having enough data on which to base those decisions. We will see the issue of funding rules and the launch of the framework. Year 2 will focus on learner characteristics, as the data review shows a massive participation gap for disabled learners in London and there's a need (and commitment) to understand barriers better to address them.
- Year 3 (2021/22) – this will be the most significant year of change. The GLA will only be working with colleges in London and those in the fringe areas, bringing back £14m from the current 'out of area' colleges (as reported in the recent edition of [FE Week](#)). A further £6.4m for the Innovation Fund will only be available to grant providers. **The GLA will be consulting with the sector on commissioning of this £20m. AELP continue to push for greater procurement of the entire AEB to create more opportunities for ITPs.**
- The GLA is exploring full-funding for up to L3 across the piece, particularly in areas of social care, childcare and construction – all areas which are likely to be impacted by Brexit. They are also reviewing funding rates, but it is important to be clear that this is all exploratory work and there are no commitments in place. **Members are invited to**



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## feedback via AELP London on the qualifications that are leading Londoners to employment.

- With regard to **outcomes** measurement the language is moving away from outcomes but more about **impacts**. Around 43% of the ILR data is blank, all regions are looking at this and lobbying the ESFA on how ILR can be better utilised to meet common reporting needs – a lengthy process. In the medium term, options are being explored for conducting a London Learner Survey and the GLA welcome feedback from the sector on good practices. **Members are invited to provide their views and share example of good surveys via AELP London ([aelp london@aelp.org.uk](mailto:aelp london@aelp.org.uk)).**

### Brexit

The GLA is assessing the potential impact of Brexit and are exploring what support may be required by Londoners and London businesses, for example for response to redundancy approaches. **Members are invited to provide feedback on any concerns regarding sectors and any ideas to support Londoners – please provide feedback via AELP London ([aelp london@aelp.org.uk](mailto:aelp london@aelp.org.uk)).**

### Devolution

The Mayor's Office has recently launched the [Call for Action](#) which outlines London government's case for a new devolution deal across a range of skills sector provision, including AEB, apprenticeships, careers and traineeships. London is joining forces with other Mayors around the country – [The M9 Group](#) to build a coordinated approach on devolution.

### Local Industrial Strategy

The Mayor's Office recently published '[Developing the evidence base for London's Industrial Strategy – Interim report](#)'. The report presents a first cut of the evidence base that is informing and supporting the development of London's Local Industrial Strategy. It presents clear, robust and comprehensive evidence on London's economy with a view to supporting the overall objective of achieving inclusive growth in London. It reports on London's strengths, key constraints, issues and risks for the five foundations of productivity introduced by the Industrial Strategy White Paper (Business Environment, People, Infrastructure, Ideas and Places).

### Apprenticeships

#### Introducing the London Progression Collaboration

The London Progression Collaboration (LPC) is a new initiative, delivered in partnership with the Greater London Authority. The LPC aims to support London employers in the retail, construction and hospitality sectors to use the apprenticeship levy effectively. Their work with businesses is fully-funded, and includes:

- Apprenticeship strategy support to businesses of all sizes
- Levy transfer brokerage between levy-payers and SMEs
- Hands-on support to SMEs using apprenticeships for the first time.

Their particular focus is on supporting the progression of low-paid, low-skilled workers, as well as enabling businesses to fill skills gaps now and plan for their future workforce needs. You can read more about the LPC [here](#).

The LPC team is keen to talk to apprenticeship providers working with employers in these sectors and work in partnership with you. If you have SMEs who can't access apprenticeships due to the shortage of co-investment funding, they may be able to help! Contact LPC Director Anna Ambrose at [a.ambrose@ippr.org.uk](mailto:a.ambrose@ippr.org.uk) or on 07503 627295.

### The European Social Fund (ESF)

The GLA made apologies for the delay in the ESF tendering process, which is in the final stages of the moderation period (as we go to press) ... results are due in October 2019. The second stage of the tender process will be launched in November, focusing on the following areas:

- Parental Unemployment
- Ex-offenders
- Homelessness

Timelines for the second phase of the tender process will be confirmed by the GLA in the short term.

## QandA

There were surprisingly few questions from the floor, perhaps due to the thoroughness of the update?!

There was a request from an Awarding Organisation for more proactive engagement with both the GLA and MCAs to ensure early dialogue regarding the development of new qualifications under the devolved Adult Education Budget.

AELP London suggested that the GLA attends the forthcoming AELP 'End Point Assessment Organisation' Special Interest Group.

AELP London will also follow up with the Federation of Awarding Bodies to facilitate an approach across the country.

## London Councils Peter O'Brien

It was great to hear from Forum regular, Peter, who spent time talking about the expected changes in the Capital and the importance of thinking ahead to the post-Brexit landscape. Peter re-stated the importance of remaining committed to the principal of lifelong learning.



Peter recommended that members take the opportunity to read the [Timpson Review of School Exclusions](#), which explores both the exclusions themselves, and their broader impact on students and families.

Peter also provided an update on the London Councils Pledge, which has resulted from meetings between leaders of borough councils across the capital. The Pledge, in simple terms, covers seven different workstreams which are underpinned by 46 pledges, which are all outlined in detail on the [London Councils](#) website. The pledges relating to skills can be found in the 'Supporting Business and Inclusive Growth' workstream and are summarised below:

- Co-designing a Charter for Business with London businesses, improving London as a place to do business, promoting inclusive growth and positive dialogue.
- Lobbying to ensure that post-Brexit development funding provides at least as much support to London as the current EU ESIF programme.
- Working alongside the Mayor to transform adult skills training through the devolved powers starting in 2019; supporting in work progression and ensuring that we meet the job aspirations of learners and the skills needs of business in each part of London.
- Working towards a better start for young people through improved careers advice, work experience for every young Londoner and building the case to extend skills devolution to include 14-19 provision.
- Working in partnership with London businesses to help government reform the apprenticeship levy; including using London levy underspends to support training within London.
- Creating a comprehensive local welfare support offer for those transferring to Universal Credit or at risk of homelessness, supported by work with government to develop more effective funding models based on invest to save principles.
- Supporting 55,000 disadvantaged Londoners towards a job through the devolved employment programme agreed with the DWP.
- Lobbying government for co-location and joint working of council and Job Centre Plus services.

## Relevant Publications

Peter also recommended a couple of other useful publications that members would benefit from reading:

[Inclusive Practice: The role of mainstream schools and local authorities in supporting children with SEND](#)

## Department for Education Jake Butterworth – Regional FE/HE Prevent Coordinator for London

The Prevent statutory duty requires 'specified authorities', when exercising their functions ***"to have due regard to the need to prevent people from being drawn into terrorism"***.

Jake delivered an informative presentation that detailed the importance of Prevent, in the context of work-based learning. A range of accessible, instructive publications are available to support providers, including:

- [Work based learners and the Prevent statutory duty](#) which outlines 20 recommendations covering work-based learning and the Prevent agenda.
- [Prevent for Further Education and Training: Complying with the Prevent Duty](#)

There is also support available to providers through the Regional Prevent Coordinator, covering:

- Training delivery and/or support
- Inclusion in networks
- Policy/procedural support
- Ensuring providers are aware of current risk
- Sharing of up-to-date information/resources
- Responsiveness to serious incidents and potential support
- Consultative conversations (speakers, safeguarding, etc.)
- Student engagement

Further information can be found on the [Education and Training Foundation](#) website or by contacting Jake Butterworth – [jake.butterworth@education.gov.uk](mailto:jake.butterworth@education.gov.uk)



Department  
for Education

## National Apprenticeship Service (NAS) – ESFA T-Level Industry Placement Update Seymour Pearson

Seymour's update covered the practical, engagement work that is being undertaken in relation to the industry placement element of T-levels. The DfE commissioned NAS on the basis of the existing NAS infrastructure to engage employers for industry placements, with engagement covering:

- 26 National Account Managers, engaging 1000 levy payers
- A dedicated call centre – SME focused – that has delivered two campaigns, amounting to circa 4,000 industry placement referrals through to providers.
- Minimum Viable Service – an internal NAS Referral system across NAS/Call Centre supported with AoC webinars to walk through the process
- Capacity Development Fund (CDF) available, but providers can opt-out.
- Engaged with intermediaries / MCAs / FSB / CBI / BCCI
- Marketing campaign launches on 7th October with a phased approach, with collateral and toolkits
- T-Level Ambassador Network created through 9 events and leading to 119 T-Level Ambassadors – who each must offer a placement

As you would expect, we took the opportunity to raise the massive oversight of the DfE not recognising the expertise that independent training providers could bring to bear in this area. Our members also shared feedback with Seymour that the link to apprenticeships is key and that

issues need to be ironed out quickly. **AELP London will be meeting with NAS to discuss how the greater involvement of ITPs, as the experts in vocational and work-based learning, can be achieved and better support the roll-out of T-Levels.**

Seymour has kindly shared his presentation with us. [Download PDF here.](#)

Members may also be interested in the Government's new [T-Level website.](#)

## AELP Policy Update

Nichola Hay provided an overview of the key projects/policy areas that AELP is currently focusing on in line with the following refreshed AELP Policy Lines:

[AELP Policy Lines - 2019 and Beyond - Routes into Apprenticeships](#)

[AELP Policy Lines - 2019 and Beyond - Apprenticeships](#)

With regard to Apprenticeships, the importance of Level 2 was reiterated, and AELP is continuing to press policy makers on this issue. The importance of speaking positively about Level 2 Apprenticeships and sharing examples of success was reiterated.

AELP is currently in dialogue with the ESFA to explore ways to improve the management of Levy transfers and will provide updates as and when they are available.

Members are encouraged to attend any training provided by Ofsted in relation to the Education Inspection Framework (EIF). The importance of ensuring that staff are trained and fully aware of the changes is key as this will ensure that they are best placed to influence and communicate the impact of their provision to Ofsted – across multiple geographical areas, where applicable. It's important to note that providers will have less control over who Ofsted speak to under the new EIF and that data is still important, as it is used to identify themes for Ofsted to focus on.

### 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.

The issue of payment and remittance advice was raised. We recommend that all submissions are reviewed and that checks are made to ensure staff are up to speed on rule changes. **We also encourage members to feedback any reoccurring issues directly to us.**

The issue of subcontracting was raised, an issue that has been prevalent in the sector press. The ESFA recently emailed all providers to seek assurances of their subcontracting arrangements and it is important that providers respond.

Our next AELP Strategic Forum will take place on **Thursday 5th December** at City Hall. We'll share the agenda with members ahead of the Forum and...we may even run to some mince pies.

## [Beam](#) is looking to partner on GLA contracts

Beam is an innovative service that helps homeless people into employment. It works by tapping into the public's desire to fund professional qualifications for disadvantaged communities on their custom-built website.

Beam launched in late-2017. Since then, they've seen enormous interest in the project - raising >£500k from >15,000 donations. All those using the service have successfully raised the funding and of the group starting work >75% have sustained employment for >6 months. In 2018, Beam won first prize in the London Homelessness Awards and in 2019 won the ERSA award for innovation. [Read more.](#)

The Greater London Authority (GLA) intends to procure two projects, co-funded by the European

Social Fund (ESF), to support unemployed homeless individuals and parents within London to prepare for, secure and sustain employment. Beam is looking to speak with other like-minded organisations to explore partnering for delivery on these contracts.

If you're interested in speaking further about partnering with Beam on this work, please contact Seb on [seb@beam.org](mailto:seb@beam.org) or 07500 161 814.

## Welcoming our newest AELP London Patron: NCFE

We're delighted to welcome NCFE, as our newest Patron Member.



### About NCFE

NCFE, a registered charity and provider of a range of quality educational services, has a strong heritage in learning and is proud to have been at the forefront of technical education for over 170 years.

NCFE designs, develops and certifies diverse, nationally recognised NCFE and CACHE branded vocational qualifications and resources which have supported millions of UK learners into employment. NCFE is also an approved End-Point Assessment Organisation (EPAO) specialising in Health, Care, Childcare, Education and Public Sector assessment solutions for apprenticeships.

Within our organisation we're also proud to house Skills Forward, one of the UK's leading assessment and diagnostic software solutions which supports the successful delivery of Functional Skills and GCSEs. The most recent member of the NCFE family is Peer Tutor, an innovative new peer to peer mentoring platform which supports learners to access high quality, low cost, on demand tutoring support to help them with their study.

Through a commitment to its core purpose to 'promote and advance learning', NCFE is passionate about improving lives through learning – on a global scale.

### T Levels

Recently, it was announced that NCFE had been awarded the contract by the Institute for Apprenticeships and Technical Education (the Institute), to be the delivery partner for 6 new T Levels: Education and Childcare, Digital Business Services, Digital Support Services, Health, Healthcare Science and Science. We're excited to be involved in leading such a huge education revolution, working to ensure that the UK has a world-class technical education system which is right for our young people as well as employers.

### Supporting you to deliver on skills priorities – AEB

The regional devolution of AEB is set to have significant implications on providers. As you deal with this change and develop key partnerships, NCFE is here to support you. We understand the skills gaps in the London region and our comprehensive product offer will give strength and depth to your delivery. What's more, we have dedicated account managers who have both the local and national expertise you need.

### Digital skills

Digital skills have recently been highlighted as a focus area for all regions, as a result of a skills gap analysis in Mayoral Combined Authorities (MCAs) and Local Enterprise Partnerships (LEPs). The government launched the Digital Strategy in 2017 with one of the focus areas being on

preventing digital exclusion. At NCFE, we understand that whilst 'digital' is a growing industry in its own right, it also underpins all other sector areas with basic digital skills a requirement in most modern job roles. It's with this in mind that we can support you in addressing these skills gaps through a package of digital qualifications, all eligible for AEB funding.

### English and maths

We understand that English and maths is a requirement of most employers. At NCFE, we offer a range of English and maths solutions - from our newly reformed Functional Skills qualifications, to our brand new Level 3 Core Maths qualification and bite sized English and maths units. We're also committed to creating parity of esteem when it comes to English and maths achievement and progression which is why we launched our Fully Functional campaign – to create a level playing field and give learners the opportunity to take the qualifications most suited to them.

### Strategic relationships with employers

NCFE has relationships with a huge range of employers to ensure all of our qualifications are relevant to the future skills needs of the labour market. Just last year, some of our key stakeholders included the NHS, David Lloyds, Nissan and many more.

### Did you know that last year alone NCFE...?

- Worked with over 3,000 organisations
- Issued more than 480,000 certificates to learners
- Registered 7,500 apprentices and completed EPA for over 1100 apprentices with a 99% pass rate
- Launched more than 50 new qualifications to market

## Upcoming AELP Events

### [AELP Autumn Conference](#)

29th October, *Manchester*

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

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

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## 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 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.

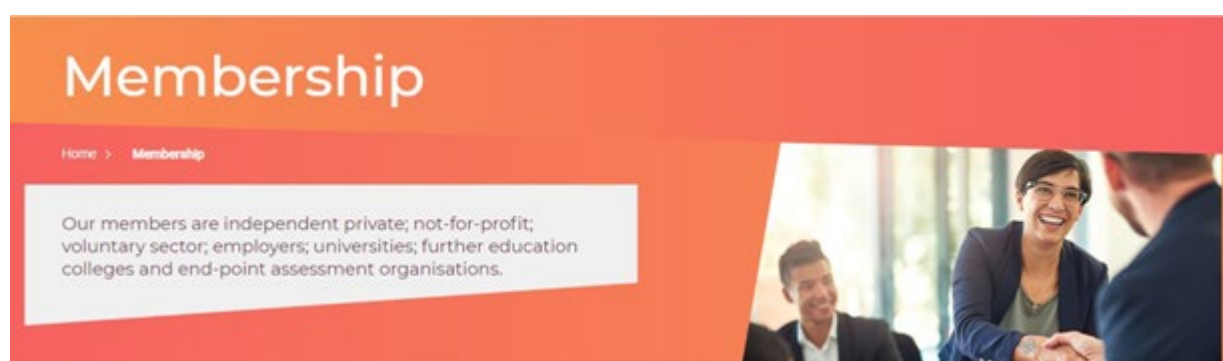
### **Free online assessor training course**

#### [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**



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 5th December at 9.30am - 11.30am.

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

We're in the process of confirming our Strategic Forum dates for 2020, and will endeavour to provide a further update in the December issue of *Capital*.

Date	Time	Venue
Thursday, 5th December 2019	9.30am – 11.30pm	<a href="#">City Hall</a>

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](mailto: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](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

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