

Working with government and employers to develop policies and deliver high quality, learner centred, employer focused, demand-led skills development, valued by all.

Issue 968, 06 April 2020

As I said on the [FE week webinar on Saturday](#), my Friday evening emotions went from disappointment to disillusionment to determination. How could the government be ignoring those organisations that serve the “forgotten 50%” when all the rhetoric had been from this government that they were the priority? Remember the red wall and all that post-election stuff!! Yes, we are in unique and different times but surely if the government was genuine, these learners and apprentices would be the first they looked to support, not the last. As usual, schools and academic qualifications were first on the list to resolve. But that has been done and also sets very clear criteria to be applied for all learners in the system. But the imperative and urgency to support “the rest” does not seem to exist. We should not be vacillating around technicalities and perfection – the same approach needs to be applied to all learners and apprentices in the system.



Then we have the grant funded organisations next in line – and don't get me wrong the right decisions have been made for colleges and local authorities that receive a grant. But, on the same day, it would have been easy to apply the simple rules of the cabinet office guidance on procurement and provide the same level of security for the contract funded organisations and it is incredible this didn't happen at the same time.

We talk about learners and apprentices, but actually for a vast proportion they are employees and we are supporting the employers. They are the vulnerable and we are supporting the communities. Indeed, many colleges level of provision would be substantially reduced without a significant proportion of delivery (across adult, study programme, ESF, traineeships as well as apprenticeships) being delivered in partnership with ITPs. We are in this together and everyone needs to be treated fairly in the same way. It is insulting to all the hard working staff and leaders of the ITP sector to suggest that ITPs will just walk away with the money and deliver nothing – and anyway there are plenty of conditions that can be made around open book accounting that would prevent this – conditions that we have seen across the rest of government, combined authorities and devolved nations. So, let's stop the excuses and see immediate actions and not just the supportive words of officials “understanding, sympathy, needing urgency”.

Clearly there is a lot of disappointment and frustration amongst AELP members this weekend with the announcement. I will try and summarise where we are at and what action/lines are vital now.

So, the [guidance out on Friday](#) is purely for grant funded providers. There is limited relevance to ITPs. The only real relevance is for any subcontracting and the wording along with the expectation is that all subcontracting should be honoured and that grant funded providers should strive to use all their AEB even if that means giving more work to good subcontractors. This was very clearly confirmed and emphasised by officials. If members find they are not getting the support and work they expect they need to contact us and tell us. As a membership

organisation our role is to report this to officials without individual members being identified as I know a lot are worried about damaging what business they might have with a prime.

On Friday, following a briefing with the minister, further discussions with officials and the actual document, it is clear that the officials understand the issues, they say they are sympathetic and are trying to address this – so the door isn't shut, but we still don't have a solution, and the longer it goes on the more doors will be shutting in individual providers. Part of the issue, I feel, is that that the Department is trying to boil the ocean. Because the sector is so diverse with such a mix of delivery in each provider, the Department struggle to see a simple solution that will work for the government and all providers, it tangles them up and they can't come up with an answer.

There is a meeting with 12 providers on Monday afternoon with the minister and officials so hopefully she will understand how critical the ITPs are to a stable and successful FE system and that they are not just another business – they are so much more than that and the DfE need us!.

Our key points of focus now to get this over the line:

- **Contracts** – a significant amount of provision / funding streams are delivered through a contract with government. There is absolutely no justification for not applying the Cabinet Office procurement guidance as have so many Combined Authorities, other government departments and agencies, and other devolved nations. I've heard plenty of excuses, but they just don't wash. We will keep pressing this point– at the moment the application of the procurement guidance is being questioned by the Department still, even though it sounds like they are supporting other contracted areas such as the National Careers Service contractors. Once the DfE has dealt with the contracted funding streams, they could then look at what is left to do to sustain providers as a whole entity. Providers need to accept that any funding over and above delivery will need to be justified and an element of open book accounting is required. But in simple terms it shouldn't be vastly different to any agreement with grant funded providers
- **Levy Apprenticeships** – It needs to be accepted by us that levy apprenticeships are more challenging for the Department, especially as the prime relationship is between the employer and provider. However, it is government money and the government approve providers to deliver, monitor them and stop them delivering whenever they see fit and there is an overarching contract for delivery. Simple measures that allow the provision to continue where possible and sustain the capacity during the crisis are needed. Funding by previous performance profile is the simplest approach. If this isn't considered possible by the Department through funding on profile, then an alternative bundle of measures needs to be presented. This is likely to be a mix of furlough, some form of break in learning funding, an ability to extend apprentices' programmes with additional funding to match, and possibly an element of fixed cost support to maintain the capacity. To be honest, add all these bits together and you get back to funding by previous performance profile – again an open book approach would be needed
- **Treasury business support** – Why can't ITPs use furlough and the business loans (including the new business interruption loans) like everyone else? It is vital that the minister and the officials recognise ITPs are so much more than just another bunch of businesses – ranging through charities, not for profit and privately owned, ITPs are a key part of the system that will support employees and employers, learners and communities, and colleges through this crisis and out of it – without them the government are in trouble. Since the original package was announced, we have received reports from members who have to tried to access the CBIL scheme that they have had awful experiences with their banks and we will continue to monitor the situation after Friday's announced changes to the scheme.
- **Why ITPs are special (the learner and apprentice, the employee and the employer!)** – the government business package alone won't work, and critically, the impact on the learners and apprentices they are able to support and the additional work that could be done with employees and those displaced. If an organisation's offer is dismantled too much, the learners and apprentices the provider could have supported will lose their provider and their support, as it isn't a sustainable model. The government has struggled when one provider has gone bust placing the learners elsewhere – how will they cope with hundreds?

I feel I have to repeat what I said on Saturday on the webinar about assessment as there is a lot of argument in this area.

There are many ways to skin the assessment cat. Ofqual's Tom Newton, who used to work with me at Cambridge Assessment, has written four thick books on assessment validity alone – thick books that make me feel thick!! After 5 years at OCR and a year's course on assessment at Cambridge University, what I can tell you is assessment is an art not a science, it certainly is never perfect and there is always more than one option to consider. Some this week have referred to returning to the "bad old days" of tutor assessment – it is a naïve and ill-informed comment especially as tutor assessment is a key plank in many current competency-based qualifications and is a critical element in assessing competence.

So, let's cover English and maths – we have made strong representation to get the legacy functional skills

deadline extended and also to drop the up-skilling requirement for level 2 apprenticeships. We are told we should hear about that “imminently” – a word used by officials almost as much as furlough!

Let's be clear – Ofqual would never ever have approved teacher assessment for GCSEs and A levels unless it had been forced to. It probably did it with a lot of political schools pressure alongside a need to ensure the 16 and 18 year olds education wasn't disrupted and they were able to progress to University – but that was the starting point – find the best solution given the circumstances and the goal. By the way, why the university sector doesn't just tell their applicants that they have a place and take the pressure and fear away from the A level students I do not know. Anyway, the GCSE solution is based on teacher assessment and rank ordering. Rank ordering because Ofqual want to make sure the same proportion of students get the same grades as last year (comparative outcomes). Competency plays second fiddle here. This is why the pass mark in GCSE higher maths paper last year hovered around 20% - that is right the student only got 1 out of 5 things right. So, don't talk to me about GCSEs being superior, and demonstrating competency – it is primarily rank ordering and dishing out the same proportion of grades whatever the performance level.

Meanwhile functional skills tutors, particularly where they are done alongside an apprenticeship or vocational programme, will have done initial assessment and been logging competency as they go along – indeed part of the Ofsted requirement now to ensure the learner has learnt. So, they will have a very good idea when a student is competent. The argument that it is easy to determine whether someone has got a grade 3 or grade 4 compared to determining functional skills competency and a pass or fail is flawed and biased – especially as Ofqual have said they will standardise and move the boundaries school by school, thus moving a teacher assessed pass to a fail or vice versa. The only difference here is the starting point – everyone doing GCSE English and maths needs a grade this summer to let them progress. That is not the starting point that has been used for functional skills – disadvantaging the disadvantaged again with an assumption that Ofqual can say “no” because they feel uneasy a small proportion of individuals might get the wrong result. Not a problem apparently for GCSEs and A levels though.

As for EPAs and other qualifications. The first simple thing – let an apprentice through gateway and do their EPA before completing functional skills and any mandatory qualification where necessary. This could have been agreed three weeks ago and would have made a significant difference – do it now. And finally, observations – don't give me this driving test simplified rubbish – it is not the same. We are not for one minute saying we are looking to remove independent assessment – but there are different approaches that are as valid, especially during these challenging times. As well as the other EPA assessments that will still take place, replace the observation with employer statements and interviews, provider statements and interviews, any recording of progress during the apprenticeship that every provider will have (remember that Ofsted requirement to record that the learner has learnt against the standard) or portfolio that has gathered by the apprentice, and also extend the professional discussion that involves everyone to check the statements are true and valid. Again may not be 100% perfect, but we are not living through a time where we can have 100% perfection and we are in danger of letting a generation of apprentices and employers down and causing as much damage as we would have if GCSE and A level students hadn't got their results this summer. The haves and the have nots!

The FE week webinars are fantastic, and they are providing a real support to the sector and they get great feedback. I have to say this though, as it has been said to me by so many members. Probably the most important story this year for AELP and its members was last week following up from our survey of members and the dire position they were finding themselves in. The [Financial Times](#) ran it, [People Management](#), the [TES](#) wrote a great article immediately, and a range of sector press like The Manufacturer with a readership of 150,000. But not FE week. Damn shame.

They did run [a great article by Andy Street](#) which could and should have been written by Gillian Keegan, and also [Emma Hardy came behind us](#) with a full on attack in the TES in our support.

Another important few days ahead (although it really should have been sorted by now) – now time for me to go and sort out our garage, hit and bash some things (ideally not the kids) in this lovely sunshine before the week kicks off again....

This is the AELP statement put out on Friday, for those of you that didn't see it was:

AELP recognises fully that this afternoon's statement from the DfE with its sole focus on grant funded provision will have been very frustrating for our members.

We are very disappointed that at least for contracted provision, the Department has still not been able to make a commitment to complying with the Cabinet Office payment guidelines which have presented no difficulties for other government departments, public bodies and the combined authorities.

A meeting has been arranged with the Apprenticeships and Skills Minister on Monday when a group of invited providers will be able to share their concerns directly with her. These providers are of

varying sizes and they deliver across the full range of programmes.

AELP is also disappointed that in addition to no new statement on possible financial support, we did not hear anything more today on flexibilities and again this is a matter that we are taking up with officials.

We will continue to update members regularly.

Government Announcements concerning Covid-19

Where we can find government issued advice to share with employers on whether furloughed apprentices can still undertake training and what they might need to be paid?

<http://www.aelpaskashworth.org.uk/2020/04/04/where-we-can-find-government-issued-advice-to-share-with-employers-on-whether-furloughed-apprentices-can-still-undertake-training-and-what-they-might-need-to-be-paid-04-04/>

Latest advice on agreeing to furlough employees, including keeping evidence on this:

www.aelpaskashworth.org.uk/2020/04/04/latest-advice-on-agreeing-to-furlough-employees-including-keeping-evidence-on-this-04-04

Is there a minimum period an employee or apprentice can be furloughed for?

<http://www.aelpaskashworth.org.uk/2020/04/04/is-there-a-minimum-period-an-employee-or-apprentice-can-be-furloughed-for-04-04/>

When will employers be able to access the government's job retention scheme?

<http://www.aelpaskashworth.org.uk/2020/04/04/when-will-employers-be-able-to-access-the-governments-job-retention-scheme-i-e-furlough-04-04/>

Mark Dawe | Chief Executive | AELP

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Policy

Apprenticeships on the brink of collapse after Education Department refuses to implement Cabinet Office Covid-19 guidelines

Apprenticeship training providers are being forced to either close or mothball their operations, leaving thousands of apprentices across England unable to start or complete their programmes. Their actions are a direct result of the Department for Education's refusal to comply with Cabinet Office Covid-19 guidelines which require all government departments and public bodies to pay their contracted suppliers during the crisis.

AELP launched a survey of its members on Tuesday, 24 March and by the following evening, 279 providers of all types, including 12 concerned colleges, had responded. The results were heart-breaking. In less than 48 hours, providers were informing us that 49 of them might close altogether; 79 will mothball; and 154 will downsize. Only a few are confident about survival. 52,000 young people and adults will lose their apprenticeship and other learning provision as a result of the closures and another 60,000 learners could be adversely affected by the mothballing.

Coverage in the press:

<https://www.ft.com/content/08d46259-cc11-4c81-b19e-229b1a662cf1>

<https://www.tes.com/news/1-6-training-providers-warn-they-may-go-bust>

AELP chief executive Mark Dawe said:

“These survey results are from 25 March and in the absence of any further action from the DfE since then, the situation in terms of mothballing and potential shutdowns has worsened. Action on funding apprenticeships and other important skills programmes is needed right now if the government seriously wants this year's school-leavers and unemployed adults who need retraining after the crisis to have apprenticeships available to them. The normal protocols on making representations to ministers have had to be suspended and I have asked the current DfE ministers if they want to be the ones remembered for throwing hundreds of training providers, rated good or outstanding by Ofsted, on to the scrapheap. All they have to do is follow the Cabinet Office guidelines and use the money already sitting in the DfE.

My message to the DfE is simple: Guarantee April's funding for apprenticeships and other work based programmes to allow time for us all to sort through the details of how a sustainable funding model might work.”

[You can see the full survey results here.](#)

Notification For Training Providers

Providing a high quality and efficient service is at the centre of everything that the Federation for Industry Sector Skills & Standards (FISSS) do and this is especially important during these challenging times. We are all having to do things differently and it's very likely that you are currently adjusting to new ways of working.

With this in mind, the FISSS has unveiled some interim measures to ensure that you, on behalf of your Apprentices, are still able to submit a claim for their apprenticeship certificate and receive confirmation that completion has been successfully approved.

All sector bodies have business continuity plans in place and continue to process apprenticeship certification claims submitted via our online certification system. However, the batch printing and despatching of actual certificates has already become a challenge and this will probably become increasingly problematic over the coming weeks. The FISSS has been working in partnership with the relevant government departments and has an appropriate plan in place to address this issue.

The plan is that sector bodies will continue to process your certification claims in the usual manner and, if everything is in order, the apprentice's status will be changed to "approved".

At this point, the system will automatically generate an **Apprenticeship Achievement Confirmation** e-mail to the relevant centre. This e-mail will contain all of the relevant apprentice data and details of the apprenticeship achieved. It will also confirm the date of **achievement approval**. A copy of the apprentice achievement notification will be sent to the system user submitting the certification claim and also the Centre Admin User account.

In the interim, you can use the e-mail notification from the FISSS to confirm apprenticeship achievement with the individual apprentice, their employer and relevant funding bodies etc. **All printed certificates will be generated and despatched once business operations are able to return to normal.**

The FISSS plan to implement this new process from 6 April and will send out a further notification to confirm when it is operational.

Should you have any further questions or require additional support then, in the first instance, please contact your relevant sector body. A full list of sector body contacts can be found [here](#).

You can also contact the Federation for Industry Sector Skills and Standards via ace.helpdesk@fisss.org or by calling 0300 303 4444.

National Achievement Rate Table 2018/19

On 26 March 2020, the Department for Education (DfE) published the National Achievement Rate Table, which contained statistics on apprenticeships outcomes for the 2018/19 year.

The NART revealed that apprenticeship achievement rates declined across all levels from 66.9% in 2017/18 to 64.7% in 2018/19.

- Level 2 achievements fell from 66.6% to 64.0%
- Level 3 achievements fell from 67.9% to 66.2%
- Level 4 achievements fell from 61.7% to 59.1%
- Level 5 achievements fell from 61.5% to 60.3%
- Achievements above Level 6 fell from 65.8% to 57.3%

Out of a total of 296,260 apprenticeship leavers, only 18% came from standards while over 82% came from framework apprenticeships – which are still scheduled for phasing out from August 2020.

The achievement rate for framework apprenticeships in 2018/19 was 68.7%, in comparison to 46.6% for standards.

The full data is available at <https://www.gov.uk/government/statistics/national-achievement-rates-tables-2018-to-2019>

Guidance: claim for your employee's wages through the Coronavirus Job Retention Scheme

The Coronavirus Job Retention Scheme is a temporary scheme open to all UK employers for at least three months starting from 1 March 2020. It is designed to support employers whose operations have been severely affected by coronavirus (COVID-19).

Employers can use a portal to claim for 80% of furloughed employees' (employees on a leave of absence) usual monthly wage costs, up to £2,500 a month, plus the associated Employer National Insurance contributions and minimum automatic enrolment employer pension contributions on that wage. Employers can use this scheme anytime during this period.

The scheme is open to all UK employers that had created and started a PAYE payroll scheme on 28 February 2020.

[You can read more about the Coronavirus Job Retention Scheme here.](#)

Letter from Gavin Williamson, Secretary of State for Education

Dear Colleagues,

Over the past week this nation has entered a truly unprecedented phase and as a Government, we have had to take some exceptional steps to deal with the challenge that we are facing. As Education Secretary, taking the decision to close all education institutions and cancel this summer's exams and assessments was not only enormous, it was incredibly difficult.

I am aware of the challenges that everyone in the further education sector and all those educating young people and adults over 16 years old are facing. I want to express my deepest gratitude for the absolutely vital service that you are providing to young people, adults, and of course your local communities – for which I know colleges and further education institutions play a central role. It is thanks to your hard work on the frontline of our national effort that learners have stability and support to continue their studies and vulnerable young people continue to be cared for.

In a week of unique circumstances, one thing that hasn't surprised me is the resilience, resourcefulness and real commitment of you all. Your sector has not only risen to the challenge, its expertise and ingenuity has shone through – using creativity and technology to keep the show on the road for the thousands of learners who rely on you. I have heard some fantastic stories of staff and leaders moving swiftly to online learning, sharing teaching resources and supporting local schools to ensure vulnerable children and children of key workers are cared for.

I know that this will be a difficult and testing time for you all – both personally and professionally. We are in a crisis that seems to touch every aspect of our lives and I know you will be anxious about the wellbeing of your teams and learners that you support. We have published initial guidance on how best to keep staff and students safe, along with some more practical guidance on the implications of Covid-19 on the running and funding of your institutions. Working closely with the Minister for Apprenticeships and Skills Gillian Keegan, we will continue to review this and stay alive to the challenges you are facing and how we can best respond.

On behalf of the Prime Minister and the entire Government, thank you once again for all your work.

ESFA updates on the RoATP and subcontracting returns

The RoATP will close to new applications from 8 April 2020. The ESFA will review when the register should reopen. Allied to that the ESFA will close the on-boarding process, but those providers in the system that want to start Apprentices before 1st August will be given a few more days to complete the process.

The ESFA will not be issuing new subcontracting returns but will contact providers at a point in the future to request information for this and future periods.

Coronavirus (COVID-19) guidance for the charity sector

Understandably, charities are concerned about what to do during the COVID-19 outbreak, so the Charity Commission has set out our response to the most commonly asked questions.

The Commission wants to assure charities that its approach to regulation during this uncertain period will be as flexible and pragmatic as possible in the public interest, whilst helping trustees to be aware of and think about the wider or longer impact of their decisions on their charity.

[You can view further information here.](#)

Suspension of ESFA funding audits for training providers due to Covid-19

Prior to the Prime Minister's announcement of the new Covid-19 lockdown measures on 23 March 2020, the DfE made the decision to pause the start of any new routine ESFA funding audits for all post-16 providers for the short-term. The Department has extended this pause to cover the period for, at least, the duration of the lockdown.

Where funding audits and investigations were already in progress, the DfE sought to complete the work, taking into account providers' capacity to resolve any issues. It may be necessary for the ESFA to contact providers during the Covid-19 pandemic in order to continue to maintain effective oversight and protection of public funds. Where such contact is necessary, it will take into account the challenges providers face as a result of Covid-19.

When the Covid-19 lockdown measures are reduced and there is a return to office-based working across the country, the DfE will assess when it is appropriate to restart routine funding audits.

AELP's new blog "Ask Ashworth"



A trusted resource to get practical advice and support
on Further Education issues, **brought to you by AELP**

AELP has published a new resource to get practical advice and support on further education issues, where members can ask questions and get answers on topical issues from Simon Ashworth, chief policy officer at AELP.

The blog answers questions such as:

- What are the temporary changes on the rules on break in learning related to Covid-19?
- Can you explain the adult education budget, low-wage pilot?
- Can you clarify what “ordinarily resident in the UK” actual means in terms of the ESFA eligibility requirements?
- Can providers deliver training to furloughed apprentices?
- Can providers accessing public funding furlough staff?



You can read all the questions and answers by visiting the blog at <http://www.aelpaskashworth.org.uk/>.

Research and Consultations

AELP draft response to EQA consultation

In February 2020, the Institute for Apprenticeships and Technical Education (IFATE) launched a [consultation](#) on plans to simplify the delivery of external quality assurance (EQA).

The consultation closes on 21 May 2020. AELP is publishing a draft response to the consultation following input from end point assessment organisations and members.

AELP will be making a formal submission to the EQA consultation after we have taken into account members' comments to the draft response which can be accessed [here](#). Please send your comments to AELP's chief policy officer Simon Ashworth at: sashworth@aelp.org.uk.

Events



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The impact of the Covid-19 pandemic is already being felt and if it goes on, we are going to need a complete rethink of the strategic approach to government-funded skills programmes whether it's apprenticeships, adult retraining or any other form of post-16 provision.

For the first time since the early 1980's, the FE and skills system might have to be recalibrated to face the challenges of mass unemployment in a digitised and service-driven economy.

The agenda of the rescheduled AELP National Conference 2020 is probably going to look very different from that only planned a month ago.

Leading speakers have pencilled in the new dates of the Conference into their diaries.

We hope that you are doing the same!

DELEGATE FEES

We are offering an **Early Bird Discount of 20%** off all delegate places booked before 5pm on Wednesday 29 April 2020.

Full AELP Members are entitled to one complimentary place for both days and with two days of networking, attendance at the AELP National Conference offers great value to AELP members and other stakeholders. Full

Members taking advantage of their complimentary place may choose to book a different delegate for the second day. This has been incorporated into the booking journey.

Further details of our rates are available on the conference [website](#), including Associate Member Rates, and Non-Member Rates.

BOOK NOW!

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AELP Member Exclusive Meetings

Upcoming Sector Forums

We are currently working to move planned face to face sector forum meetings from March and April on-line and have confirmed the following, so far:

- **Land-based Industries** – will be carried out via go to meeting on **8th April from 11am until 12:30pm** with a facilitated discussion on any current issues the land-based sector are currently facing.
- **Health, Social Care and Early Years** – this meeting will be held via webinar on the morning of **15th April** focusing on social care and early years (confirmed speakers from Skills for Care and the Early Years Trailblazer Chair) with another to webinar to be scheduled (date/time TBC) to focus on health/NHS Trusts.
- **Financial, Legal and Accountancy** – communication has been sent to recent delegates and members with an interest in this sector to join a go to meeting on either **23rd or 24th April**. This will be a facilitated discussion on any current issues faced by this sector.
- **Logistics and Transport** – Unfortunately we were unable to meet in March as planned, but we will be holding a discussion session via go to meeting on **28th April, 10:30am – 12:00pm** to discuss current issues in the Logistics and Transport sector. The discussion will be facilitated by the sector forum chair, James Billingham
- **Business Services and Management** - Unfortunately we were unable to meet in March, but we will be holding a discussion session via go to meeting on **6th May, 10:30am – 12:00pm** to discuss current issues in the Logistics and Transport sector. The discussion will be facilitated by the sector forum chair, Kathryn Wills.

To register your interest in any of the above sessions, please email memberevents@aelp.org.uk

The following group(s) are still under review and we hope to be able to confirm more details ASAP:

- **Digital and IT** (original face to face date 16th April, new date TBC)

Rapid tech deployment for remote delivery: part 2, deep dive follow up

Monday, 6 April 3.00 - 4.00 pm BST

This webinar is the follow up to the first webinar and will provide the opportunity for us to address 'hot' issues that have emerged from the first webinar and to provide further concrete examples of how technology can be deployed.

Register »

T Levels Update

Tuesday, 7 April 10.30 - 11.30 am BST

The first T Levels are due to be taught in September 2020, but there still seems much to do and much to bottom out before we get there. Paul Warner has been leading on T Level policy for AELP since its introduction, and will give an overview of progress to date – what we know, and what we still don't.

Register »

Chief Executive Officer's COVID-19 Weekly Member Update

Wednesday, 8 April 1.00 - 2.00 pm BST

An update from AELP's Chief Executive, Mark Dawe about COVID-19.

[Register »](#)

Subcontracting – all you need to know

Thursday, 9 April 10.30 - 11.30 am BST

Come along and join in the discussion and debate to consider how providers can work within the ESFA funding rules to deliver quality and compliant programmes when involving delivery subcontractors.

Following the CEO of the ESFA, Eileen Milner, writing out to the sector last October in regards to specific concerns about subcontracting this session will also consider what could happen later this year with the current consultation of Post 16 subcontracting being undertaken by the ESFA, alongside the research being conducted by Ofsted in the subcontracting.

What might be in scope for change and how providers can be prepared to be ready to address any changes in requirements and/or approaches by the ESFA and/or Ofsted. The session will also look at key overarching subcontracting requirements and tips on due diligence.

Register »

Tendering 101 – How to identify and tender for the right opportunities

Wednesday, 15 April 10.30 - 11.30 am BST

An introductory session to the fundamentals of tendering for new and replacement business. This includes understanding where to find tender opportunities, how to ensure that the opportunities are right for your business, what makes a winning tender and bidding best practice.

Register »

Mental Health and developing Resilience

Thursday, 16 April 10.30 - 11.30 am BST

This is a dynamic, high quality session which will provide professionals with a space to explore their awareness of what mental health is. It will look at the different factors which can impact a person's mental health both positively and negatively. It will focus on how to create a culture of openness to assist practitioners identify if their

own mental health, colleagues, clients or learners' mental health needs additional attention or support. It will give tangible goals to consider implementing in their own setting and invite participants to take time to self-reflect on the impact the work they do has on them.

[Register »](#)

The Initial Assessment All Teachers and Trainers should be doing

Tuesday, 21 April 10.30 - 11.30 am BST

This webinar has been designed to help participants improve their understanding of the reasons why they should undertake specific initial assessments and why.

Register »

Devolution Update

Wednesday, 29 April 10.30 - 11.30 am BST

As we have passed the mid-year point for 2019/20 delivery of the devolved Adult Education Budget (AEB), this webinar will provide an outline of performance by area for each combined authority.

We will also look at future opportunities in the areas including progress known at this time on the North of Tyne Combined Authority's AEB Procurement and early thinking on devolution for the Sheffield City Region.

Also included will be a look at future skills devolution.

Register »

Webinar Recordings on Demand

- [Monthly CEO Member Updates](#)
- [Reasonable adjustments and learners with SEND](#)
- [Skills hidden in plain sight: An approach to engaging employers in productive work-based learning](#)
- [Visual Learning approaches](#)
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- [Developing Life Skills and Mental Toughness and why that matters](#)
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APRIL

- 06 Apr** Webinar [Rapid tech deployment for remote delivery: part 2, deep dive follow up £49/£0 for part 1 delegates](#) Online »
- 07 Apr** Webinar [T Levels Update](#) £69 Online »
- 08 Apr** Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 09 Apr** Webinar [Subcontracting - everything you need to know](#) £49 Online »
- 15 Apr** Webinar [Tendering 101](#) £49 Online »
- 16 Apr** Webinar [Mental Health and developing resilience](#) £49 Online »
- 16 Apr** Webinar [Safeguarding- the role of the DSL](#) £49 Online »
- 21 Apr** Webinar [The Initial Assessment All Teachers and Trainers should be doing](#) £49 Online »
- 23 Apr** Webinar [CEO Monthly Update member exclusive](#) £0 Online »
- 29 Apr** Webinar [Devolution Update](#) £69 Online »
- 30 Apr** Webinar [Succeeding at your full Ofsted inspection under the new EIF](#) £49 Online »

MAY

- 07 May** Webinar [Powerpoint Skills](#) £49 Online »
- 21 May** Webinar [CEO Monthly Update member exclusive](#) £0 Online »



AELP Member Exclusive Meetings

APRIL

08 Apr Land-based Industries – will be carried out via go to meeting on 8th April from 11am until 12:30pm with a facilitated discussion on any current issues the land-based sector are currently facing.

15 Apr Health, Social Care and Early Years – we are currently making arrangements for a webinar on the morning of 15th focusing on social care and early years with another webinar (date/time TBC) to focus on health/NHS Trusts.

Financial, Legal and Accountancy – communication has been sent to recent delegates and members with an interest in this sector to join a go to meeting on either 23rd or 24th April. This will be a facilitated discussion on any current issues faced by this sector.

MAY / JUNE / JULY

The following groups were already scheduled to be held via webinar and will be going ahead as planned:

- 20 May** Sector Forum [Hair and Beauty](#) Online »
- 20 May** [Hair and Beauty](#) Online »
- 03 June** [Engineering, Manufacturing and Automotive](#) Online »
- 08 June** [Logistics and Transport](#) Online »
- 17 June** [Construction](#) Online »
- 24 June** [Business Services and Management](#) Online »

- 01 July [Hospitality and Catering](#) Online »
- 06 July [Financial, Accountancy and Legal](#) Online »
- 15 July [Digital and IT](#) Online »

These events are complimentary for AELP members to attend.

If any organisations are interested in Sponsorship of our SIG and Sector Forum groups please contact gbuttironi@aelp.org.uk (SIGs) and cswales@aelp.org.uk (Sector Forums).

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