

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

Issue 972, 07 May 2020

As we approach another long weekend it is probably a good time to sit back and review where we are at. What is for certain is, after six weeks of lockdown, some things are finally starting to move, but others still seem firmly caught in some sort of strange policy void, sucked into a blackhole of indecision where there seems to be no escape!

Ofqual has moved, in our view, to the right place on functional skills and wider vocational qualifications. Yes, there are details to be sorted but I would much prefer an announcement and then work on the finer details than nothing at all. I have been pushing for Ofqual and the AOs to share the types of evidence they will be looking for in terms of teacher assessment – it doesn't have to be the exact guidance but, at least, an indication so everyone can start preparing and accessing evidence that might be relevant.

All the feedback on the IfATE review of EPA assessment is positive – again of course we wish it could have started a month ago, but at least this is now moving and seems to be acceptable to all the stakeholders involved. Top of the list for IfATE at the moment should be the sequencing of EPA, FS and qualifications – i.e. start the EPA before the success of FS and qualifications is confirmed. This is even more important in this teacher assessed world which is going to take some time before results are confirmed. Again, let's get the announcement out, let apprentices into EPA, and then we can worry about the recording and payment mechanisms afterwards. Let's at least get some completions!

Ofsted have taken themselves off the scene, which is right, and we are in early discussions about how they might take a look at online learning – the good, bad and ugly. And this isn't Ofsted taking a critical approach – everyone is trying their best almost overnight switching to online, so it would be really helpful to have an Ofsted view as to what works and what doesn't work – not for now, but in the long run if this becomes an established form of delivery.

So now ESFA/DfE, and maybe the first act of the government after this crisis should be to make ESFA an arm's length agency again who can make their own decisions without getting caught up in the bottleneck of bureaucratic approvals. Firstly, let's welcome Peter Mucklow into the world of apprenticeships and thank Keith Smith for his work – soon to be Mr FE running the FE white paperwork.

Some positives:

- We have the extension of non-levy contracts agreed
<http://www.aelpaskashworth.org.uk/2020/05/06/changes-to-procured-non-levy-apprenticeship-contracts-and-extended-transition-to-the-apprenticeship-service-06-05/>



- We have furloughed apprentices pay calculation finally “clarified” and in writing from the government <http://www.aelpaskashworth.org.uk/2020/05/06/esfa-publish-example-scenarios-for-wage-up-requirements-for-the-training-time-furloughed-apprentices-06-05/>
- There has been a shift on AEB periods and taking the contract year as a whole
- AEB and non-levy – people have been going through the process. The usual range of questions for clarity, the usual failure of the system when proposals are submitted, but generally it has happened and is understood – now to see what the outcomes look like. And we understand as soon as someone is approved, they will be told – so just because one provider has been told they are through, and you haven’t heard, don’t assume you haven’t got any support!

What’s missing – and this isn’t everything but the headlines. And maybe let’s start with the easy ones:

- Study Programmes – what is the problem?! The easiest funding stream to say that they will pay by profile with no reconciliation, with the same sort of safeguards put in place, as has been done for colleges, in terms of utilising the money for learners wherever possible. These programmes support some of the most vulnerable learners, many delivered by charities. Those providers I have been talking to have boards that have a responsibility to ensure they are financially viable and not trading insolvently and are on the brink of closing down their offer and letting down thousands of vulnerable learners. I really struggle to see what is holding this up as it should be the easiest of funding streams to agree – and for young people as well!
- ESF – again I get the argument that Europe needs to clear the approach. But surely this is another example of doing the right thing and supporting the vulnerable being supported by ESF programmes. In times like these, action is needed and then the detail sorted out afterwards.
- Levy Apprenticeships – I am struggling to see what justification is left for not supporting providers of levy apprenticeships – and we await the DfE’s formal reply to the letter setting out the legal case. AELP has the support of employers, the LEPs, local authorities, combined authorities, the opposition, even other government departments. This week we have moved to the House of Lords and getting some great initial feedback. The Labour Party, and particularly the shadow minister, Toby Perkins, has been an excellent supporter of ours and trying to push government to explain why they are not supporting the sector. As time passes, the cynical view gains momentum that the government is using this as an opportunity to cull apprenticeship providers and start afresh. It seems they have no confidence in their own register and so have decided to use the air cover of a global pandemic to wipe out a whole independent sector that has delivered over 70% of apprenticeships in line with government targets. The sector that embraced standards, the sector that worked with levy employers from day one to engage them with apprenticeships, and indeed the sector that is embracing online learning as much as possible. What other explanation is there?

[Our survey](#), and other surveys, has shown that apprenticeship starts are falling off a cliff edge – down probably 80% on average (again varying by sector – and we need to constantly look sector by sector). To deny this is really a bit of a King Canute moment, as the DfE will slowly be drowned by a sea of evidence. The minister did say she was very worried about the fall in starts at the start of the week, but then when AELP’s survey was talked about on Radio 4 she referred to the opportunities on the NAS system – guess what, most of those were posted before this crisis began. All of this is really a lead into the need for flexibilities. Allow flexibilities such as suspending the 5% contribution, removing the double lock requirements on data and a range of others we have asked for. These won’t damage quality, they won’t cost very much if anything, but give providers a toolkit to use that gives the best chance of keeping the system going.

Probably one of the areas I am most concerned about at the moment, and again is something where I can see the rules and flexibilities being announced after the problem has hit, is redundancy of apprentices. As soon as the furlough scheme even changes slightly, we are likely to see a trickle turn into a flood. We desperately need flexibility to allow a longer period of funding to complete an apprenticeship if an apprentice is made redundant. We also need the rules to allow that longer period of training while redundant, or a longer break in learning to occur (obviously less desirable – keep them engaged), to lead back into work and the continuation of the apprenticeship, not the need to restart which will technically exclude many apprentices, especially those on shorter programmes, due to prior learning. This needs to be agreed now so everyone can plan, not at the height of the problem when it is all too late.

My other concern is that we need a programme for the unemployed that genuinely leads to work opportunities and a step into apprenticeship opportunities. Part of our work is to look at the various options and potential solutions to determine what would give the government the best value for money and lead to genuine sustained employment.

I hope you all manage to get a bit of a break this weekend – let’s hope it is a watershed weekend and we can start ticking off the whole package of measures on AELP’s list.

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Policy

AELP Covid-19 Impact Survey finds three-fifths of employers have stopped recruiting apprentices

Training providers are facing a cash squeeze because employers have stopped recruiting new apprentices and the lockdown is preventing existing ones from being able to complete their training programmes.

The latest findings by AELP came as education ministers continue to resist applying Cabinet Office supplier protection guidelines to the vast majority of apprenticeships. In doing so they are, according to a leading QC in public law, committing "a multiplicity of legal errors".

The third AELP Covid-19 impact survey delivered the following key findings:

- **Crash in new apprenticeship starts:** 60% of employers have stopped all new apprenticeship starts since the pandemic began and 75% of them have stopped at least 80% of starts normally expected at this time of year.
- **Apprentices unable to complete their programmes:** A third (33.8%) of apprentices have less than a 1 in 5 chance of completing their programmes (or EPA) in the expected timescale while two-thirds have less than a 60% chance of completing.
- **Decline in overall provision:** 31% of providers anticipate anything between a quarter to a half of their apprenticeship business disappearing as a result of the pandemic, while nearly four out of five (78%) expect to see a decrease to some degree.
- **Treasury-backed loans are not the answer:** Less than 4% of training providers have obtained a Treasury-backed Coronavirus Business Interruption Loan (CBIL) so far, with another 21% still waiting to hear if their application has been successful. 28% of providers aren't eligible.

Training providers only start receiving funding from the ESFA when an apprentice starts training and 20% of the total funding depends on the apprentice completing the programme.

The survey results have confirmed that training provider cashflow is being badly squeezed at both ends of the apprenticeship pipeline, threatening the survival hopes of providers the longer the lockdown continues and the

longer DfE ministers refuse to provide financial support in respect of the two-thirds of apprenticeships which are funded by the apprenticeship levy.

80 providers working with 12,458 businesses employing 35,350 apprentices responded to the third impact survey which AELP has conducted since the beginning of the pandemic.

[You can read more about the survey here.](#)

AELP publishes legal advice on the DfE's exclusion of levy funded apprenticeships from the scope of Cabinet Office Covid-19 government contractor protection guidance

During a session of the Education Committee, Gavin Williamson was asked why the DfE did not immediately comply with the Cabinet Office Covid-19 guidance for paying government contractors and announce support for those providers with an ESFA apprenticeships contract. Gavin Williamson replied: "We always comply with Cabinet Office guidance and we always will do".

AELP strongly disagrees with this response. A copy of a letter sent by AELP's solicitors, VWW, to the Parliamentary Under Secretary of State for Apprenticeships and Skills on 27 April explaining the legal basis for this opinion can be found [here](#). Prior to the letter being prepared, VWW instructed James Goudie QC of 11 KBW. AELP looks forward to seeing the Government's response and it will consider its position further.

Research and Consultations

Resolution Foundation Report on the impact of Covid-19 on young people

According to the Resolution Foundation, the current economic crisis brought about by the coronavirus pandemic risks pushing more than 600,000 young people between 18 and 24 years of age into unemployment.

The Resolution Foundation's report finds that with education leavers most exposed to this surge in unemployment, and young people most affected by job losses so far, an additional 600,000 18-24-year-olds (including those who left education in recent years) risk being unemployed this year. Those belonging to the "Class of 2020" are also likely to face reduced pay and employment prospects even after the economy has recovered.

The report calls for measures such as prioritising the number of apprenticeship vacancies for younger apprentices under the age of 25 and putting safeguards in place to ensure that apprenticeship programmes for 16 and 17-year-olds do not fall off a cliff.

[You can read the full report here.](#)

AELP / UFI “SECTOR SHARE” – The place to go for online sector resources

PROVIDER FEEDBACK REQUIRED!

With the current national emergency surrounding Covid-19 it has become an urgent imperative for teachers and trainers to make full use of digital resources to mitigate the current disruption to the learner journey as much as possible. AELP, working in partnership with Ufi, are looking to identify as many such resources as possible, presenting them for use by providers and employers, in an easily navigable web-based portal that is free to use across the sector...hence the name #SectorShare! An interim site will be available on the AELP website next week and the dedicated bespoke site will go live over the next few weeks.

We will be adding additional information about each resource, so as well as links to resources that have been recommended by our members, you will find short descriptions, pricing, testimonials so you can quickly decide, at a glance, whether or not it will be useful to your own staff and learners, saving you valuable research time and money.

*The site will be grouped by

- Industrial sector (based on our current sector forum groups)
- A dedicated Maths and English section
- “Soft” transferable employability skills
- On-line platforms – functionality, pros and cons of each
- SEND and Assistive technology
- Safeguarding

(* List not exhaustive, the site will be developed over time and the more resources we add, the more outputs and functionality the site will have).

We are looking to draw upon the expertise of our membership base and would very much welcome hearing from you about the resources and platforms you are currently using for your online learning. You might have also identified some gaps – tell us about those too and we’ll hopefully be able to help!

If you would like to contribute, please email resources@sectorshare.org.uk to arrange a suitable time to discuss this further.

Ofqual consultation on awarding vocational and technical qualifications in summer 2020

Ofqual is seeking views on the exceptional arrangements set out for awarding vocational and technical qualifications in the summer of 2020. Ofqual’s plans to award VTQs in 2020 include:

- provide a temporary extraordinary regulatory framework for qualifications that sets out how an awarding organisation (AO) should calculate results or adapt or delay assessments
- allow AOs to provide clarity to schools, colleges and training providers about what evidence they should gather and consider, and what evidence they will submit, where required to calculate a grade
- allow AOs to make clear which learners should receive a calculated result (and how it will be awarded), or be required to complete an assessment
- enable AOs to access, adapt, or build the systems needed to issue results this summer and adapt assessments where this is necessary.

[AELP’s response to the consultation can be found here.](#)

The consultation closes on 8 May 2020. [You can respond by filling the online form here.](#)

IfATE consultation on changes to funding recommendation

The Institute for Apprenticeships and Technical Education is consulting on the process for how it recommends funding bands.

The consultation sets out a proposed core model and seeks views on two options for addressing differences in costs of teaching and consumables. The consultation is accompanied by [an interim impact assessment](#) of the current model and its options. The Institute has also published the [Cost of Delivering Apprenticeship Standards report](#) on its website.

AELP is drafting its response to this consultation and will make it available for members to view on the website over the coming weeks.

The deadline for consultation has been extended until 18 May 2020. [You can respond by filling the online form here.](#)

Events



AELP | 2020
conferences

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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!

aelp | member events

AELP Member Exclusive Meetings



Upcoming Sector Forums

All sector forum meetings are now being held on-line via Go To Meeting or Go to Webinar. See dates and booking info for future sector based webinars at the bottom of Countdown.

To register please email memberevents@aelp.org.uk or for any further information regarding any of our sector groups please email cswales@aelp.org.uk

The F Word: Let's Talk About It –

Tuesday, 12 May 10.30 am - 11.30 am BST

Funding is a bit of a dirty word in the industry. However, training providers no longer have the luxury to see Learning Support Funding (and other vital funding streams) as somehow exploitative of learners with additional needs. There is a legal and moral imperative to claim funding and ensure that providers use it to support all learners in the most comprehensive way possible. In essence, we shouldn't feel squeamish about the idea of claiming funding if it provides crucial support to ALN learners. And in the current climate, it is more important than ever that providers find new and effective ways of supporting their learners and use the appropriate funding to do so.

[Register for your free place »](#)

Sponsored By



Adapt and future-proof your apprenticeship delivery

Tuesday, 12 May 2 pm – 3pm BST

COVID-19 may be putting a strain on the apprenticeship and training sector but it has also given us a glimpse into the future online world of work – no central location, less wasted time, reduced cost and substantially more efficiency.

Join us on this webinar to see how end-to-end technology is helping providers nationwide successfully and quickly transition to a fully remote delivery model and deliver quality training online whilst setting them up for greater success in the future.

[Register for your free place »](#)

Sponsored By



Creating a winning Study Programme offer and curriculum

Wednesday, 13 May 10.30 am - 11.30 am BST

Study programmes offer essential support and guidance to young people starting on the next phase of their development, helping them with the transition into adult life. This webinar will look at what the key requirements of a sound Study Programme offer look like. Content will cover Ofsted and Gatsby recommendations, learner and employer considerations and expectations.

[Register »](#)

Effectively implementing the Role of the Designated Safeguarding Lead

Thursday, 14 May 10.30 am - 11.30 am BST

While every member of staff in a provider setting should be up to date with their safeguarding training and should understand the safeguarding policies and procedures for their setting, there are some members of staff who will take extra responsibility for safeguarding. These individuals are known as the designated safeguarding lead person (formerly the Child Protection Officer) and each provider should have at least one member of staff fulfilling this duty.

This session will provide DSL's with guidance on how they can develop and enhance safeguarding policy, practice, process and systems in their setting and support them to create a virtual action plan/checklist to review and implement, following this training.

[Register »](#)

Experience Design; virtual classrooms to creating content. How to embed an effective and engaging online solution for your learners

Thursday, 14 May 1.00 pm – 2.00 pm BST

Join two successful female entrepreneurs and thought leaders in the digital learning apprenticeship arena to talk

video empowered innovation, virtual classrooms and delivering the right training at the right time.

[Register »](#)

CEO's COVID-19 Weekly Member Update

Friday, 15 May 10.00 am – 11.00 am BST

An update from AELP's Chief Executive, Mark Dawe to support members during the COVID-19 crisis.

[Register »](#)

How to make sure you are running great apprenticeship provision

Tuesday, 19 May 10.30 - 11.30 am BST

Many new providers just setting out on their journey of delivering apprenticeships do not have a benchmark for what great training for their apprentices looks like. Nor, often, do providers who have been delivering apprenticeships for a considerable period of time.

This webinar will identify what, at each stage of the 'learner journey', are the high-quality aspects of their provision that set great apprenticeship providers apart.

Richard will draw on examples of what he considers to be best practice from the many training and employer providers he works with throughout the country to improve their provision, whilst also acknowledging and referencing what Ofsted inspectors will want to see when they inspect your apprenticeship programmes.

[Register »](#)

Essential Digital Skills: Understanding the requirements for delivery

Tuesday, 19 May 2.00 pm - 3.00 pm BST

It has been recognised that there is a significant need for the development of digital skills with adults at a basic level, to ensure confident interaction with the technology of everyday life. As we move into a more digital era this has become a priority supported by the government.

Providers will have the opportunity to expand their programme offer to encompass this initiative from August 2020. This webinar will review the core content of the qualifications; consider the developments needed to implement delivery; and reflect on the benefits introduction could provide to organisations.

Please note: These qualifications are not a replacement for Functional ICT, a new qualification is being developed and will be available from 2021. This is a new suite of qualifications.

[Register »](#)

Motivating yourself and others

Thursday, 21 May 10.30 - 11.30 am BST

Join us on this fascinating webinar exploring human motivations and factors to support you in motivating yourself and others. We explore Growth Mindset as well as how to focus and how to avoid excuses and becoming distracted.

Claire is an experienced executive coach who will share tools and techniques to implement at the workplace and in your lives.

[Register »](#)

CEO's COVID-19 Weekly Member Update

Friday, 22 May 10.00 am – 11.00 am BST

An update from AELP's Chief Executive, Mark Dawe to support members during the COVID-19 crisis.

[Register »](#)

Understanding Ofsted's "deep dives"

Tuesday, 26 May 10.30 - 11.30 am BST

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This webinar focuses on the deep dive. The session will consider what constitutes a deep dive and how providers can prepare for them.

[Register »](#)

Making learner induction fun and inspiring

Wednesday, 27 May 3.00 - 2.00 pm BST

Induction is a crucial stage in the planning required to ensure that learners get the best experience from their programme of learning.

This webinar will look at the key requirements of an effective and engaging induction and how the information collected can be used to effectively plan learning and development.

Content will cover the core aspects of an engaging and meaningful induction; collecting and effectively recording useful information and; utilising the induction process to build relationships that inform a positive learning experience.

[Register »](#)

Preparing learners for gateway and EPAO myth busting

Thursday, 28 May 10.30 - 11.30 am BST

This webinar is focused on some of the misconceptions related to Gateway requirements and End Point Assessment. A chance to understand 'what is a rule' and what are requirements set down by EPAOs or External Quality Assurance Organisations and how can you work with your EPAO to ensure learners have the best chance of success.

[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](#)
- [Preparing for closure of legacy Functional Skills qualifications](#)
- [Rapid tech deployment for remote apprenticeship delivery: part 1, your checklist](#)
- [Rapid tech deployment for remote apprenticeship delivery: part 2, deep dive follow up](#)
- [Managing the Mental Health of Your Home-Working Staff](#)
- [Visual Learning approaches](#)
- [Safeguarding in a Digital World](#)
- [Ofsted Nominee Training](#)
- [T Levels Update](#)
- [Subcontracting – all you need to know](#)
- [Reasonable adjustments and learners with SEND](#)
- [Monitoring and evaluating the learner journey](#)
- [The Education Inspection Framework and SEND learners - improving the quality of your provision](#)
- [Effective Corporate Governance in relation to the EIF](#)
- [Developing Life Skills and Mental Toughness and why that matters](#)
- [Managing Prior Learning](#)
- [Safeguarding and the preventing radicalisation](#)
- [The Initial Assessment All Teachers and Trainer should be doing](#)
- [Keeping Apprentices engaged](#)
- [Tendering 101 – How to identify and tender for the right opportunities](#)
- [Mental Health and developing Resilience](#)
- [Weekly CEO's COVID-19 Member Update](#)

[Register for recordings »](#)

[Suggest a topic »»](#)

Please [click here](#) to subscribe to the events mailing list

MAY

- 12 May Webinar [The F Word - why it can't be a dirty word any more](#) £0 Online »
- 12 May Webinar [Adapt and future-proof your apprenticeship delivery](#) £0 Online »
- 13 May Webinar [Creating a winning Study Programme offer and curriculum](#) £49 Online »
- 14 May Webinar [Effectively implementing the Role of the Designated Safeguarding Lead](#) £49 Online »
- 14 May Webinar [Experience Design; virtual classrooms to creating content](#) £49 Online »
- 15 May Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online
- 19 May Webinar [How to make sure you are running great apprenticeship provision](#) £49 Online »
- 19 May Webinar [Essential Digital Skills: Understanding the requirements for delivery](#) £49 Online »
- 20 May Webinar [Designing & delivering effective Virtual Classroom \(Webinar\) learning sessions - Part 1](#) £49 Online »
- 21 May Webinar [Motivating yourself and others](#) £49 Online »
- 22 May Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 26 May Webinar [Understanding Ofsted's "deep dives"](#) £49 Online »
- 27 May Webinar [Designing and delivering effective Virtual Classroom \(Webinar\) learning sessions – Part 2](#) £49 Online »
- 27 May Webinar [Making learner induction fun and inspiring](#) £49 Online »
- 28 May Webinar [Preparing learners for gateway and EPAO myth busting](#) £49 Online »
- 29 May Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »

JUNE

- 02 June Webinar [Understanding the different forms of assessment involved in EPA](#) £49 Online »
- 02 June Webinar [Getting Tender Ready](#) £49 Online »
- 03 June Webinar [Understanding what Quality of Education means to inspectors - intent, implementation and impact](#) £49 Online »
- 03 June Webinar [Managing change successfully](#) £49 Online »
- 04 June Webinar [Prevent and British Values](#) £49 Online »
- 04 June Webinar [Transition from frameworks to standards – designing and developing your curriculum offer](#) £49 Online »
- 05 June Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »



AELP Member Exclusive Meetings

MAY / JUNE / JULY

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

- 20 May [Hair and Beauty](#) Online »
- 27 May [Learning Support 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 »

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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