

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

Issue 974, 22 May 2020

Another week draws to a close and another bank holiday weekend in lockdown looms. With a skip arriving on Tuesday, guess what my weekend will involve doing!

It is actually getting quite hard to determine what are new announcements, what already existed and has just been published again, and what is promised but not delivered. What we still haven't got in writing is any certainty for those delivering study programmes to 16–19 year olds. Despite weekly promises, nothing which I find staggering! We also still have nothing on levy provision and I am not going to repeat everything I have said before. But when the Sutton Trust refers to AELP research and the damage that will be done to apprenticeships and social mobility and the loss of opportunities for young people, [as reported in the FT](#), you wonder how many more people have to repeat the same message. Every day AELP is talking to influencers, officials and others about the need for support and we will not stop. But let's also be clear – don't brand a loan against future activity to cover current costs as provider support or provider relief – that's just a loan that still requires repaying through activity which will have its own cost in the future. It is kicking the can down the road. So thanks for the ESF support, but it's not really is it? I can't see many taking this up - it's a sort-of PPN 02/20 "support" wolf in sheep's clothing.



What else: the decision not to extend frameworks beyond July 2020, possibly one for the top 10 worst political decisions. Everyone knows that they have to move to standards, but some standards have only just been approved (or non-existent at the moment) and the line we are being fed that everyone has known since October 2018 is irrelevant. You can't prepare to move to something that hasn't existed. Different sectors and individuals will be hit in different ways – construction apprenticeships look to be really hit by this decision, hairdressers are furious (and we don't want to upset them at the moment do we!). Great way to stick the boot into apprenticeships when they are already writhing on the ground cut and bruised. Everyone knows starts are disappearing and it will be a long hard slog to get them back up to any reasonable number, but this just makes a bad situation far worse. And while we are at it, let's remove Business Admin Level 2 with no replacement – one of the main routes and first steps into sectors that actually might be recruiting over the next few months, especially but not exclusively health and the public sector. I heard immediately of one organisation scrapping their recruitment of a significant number of staff because they were not able to offer business admin level 2 – a mad decision and one that many will suffer from. And to be crystal clear, it is the employers that will suffer and in many cases it is the employers that aren't ready for the new standards.

On functional skills teacher assessment, we are starting to get details of how this will be organised and AELP will be running some webinars to help explain this. Still some details to iron out as this is obviously an on-demand programme month by month and so needs an on-demand approach. But it is also clear that results could take 10-12 weeks before finalising. Along with qualifications, the order (sequencing) of FS qualifications and EPA

needs to be relaxed for apprentices – i.e. let them do whatever they can whenever they can. Again a decision we are told has been approved - if it has, can you please make it official so EPAs can actually go ahead? I just don't get why there is a delay on such a simple change.

On the opening of centres, I think I can make this very simple for everyone. If you have a training centre you can only open it for 16–19 year olds to use – not adults, (although one or two in a large class of 16-18 year olds isn't going to be challenged!). If you are training in the workplace and the workplace is “out of lockdown”, you can train who you like how you like within the confines of that workplace, provided you have the agreement of the employer and the appropriate precautions are being followed as per the Government's guidance for that industry. This will be a changing picture and there are many reasons why the rules aren't logical, but they are what they are and at least with the workplace opportunities there may be a chance to operate creatively for a period.

We have seen some flexibilities on redundant apprentices being able to complete or suspend their apprenticeship. That will help as we are already seeing hundreds being made redundant and this trickle is likely to turn into a flood when furlough support is changed or ends.

In terms of redundancy and the unemployed, AELP has published a paper – which has been shared with the minister and officials this week – setting out the framework that all programmes should be considered against to ensure we have a coherent and complete offer. At this stage, we are not saying rocket boost traineeships or drop a billion into AEB or let's do the Work Programme again (I feel like bursting into song with Time Warp!). What we are saying is this is likely to be a different type of recession affecting sectors in very different ways and we need a job focussed set of programmes that meet the sector needs. [The paper can be found here](#) and looks at five critical areas:

- Work challenges and opportunities
- Individuals requiring support
- Skills needs
- Methods of delivery, assessment and outcomes
- Programme support and funding

Some things may need adding or removing and perhaps there are elements we haven't considered, but what we are certain about is that – before everyone comes piling in with suggestions for the way forward with specific programmes – we need to make sure they are designed and funded in a way that meets the genuine need of employers and the individuals. So if you are in discussions with LEPs, combined authorities, government or anyone who has influence on the design and delivery of any part of these programmes, please share the paper widely and the principles within or use it as a basis for discussion as to what is appropriate for the next year at least.

And finally, we have added a new page to our website to signpost providers to operational guidance on keeping your employees and learners safe as lockdown gradually eases. There's an article below or you can go straight to the new page on [this link](#) – we will be updating it regularly so you may want to keep it bookmarked.

A short week next week and a parliamentary recess – but we are all still working flat out at AELP to try and get what our members deserve and also trying to provide clarity through this jumble of announcements. More details below and as always keep watching the website, Twitter and LinkedIn and as soon as we know anything we will share it with you!

Mark Dawe | Chief Executive | AELP

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Policy

DfE Reminder: all new learners should be on apprenticeship standards from 1 August 2020

The DfE has reminded providers that all remaining apprenticeship frameworks will be withdrawn to new starts on 31 July 2020.

A full list of available standards can be viewed on the Institute for Apprenticeship and Technical Education's website. The DfE strongly encouraged providers to continue their preparations to deliver standards from 1 August, including working with employers to understand which apprenticeship standards are most suited to the occupational roles they need to fill at this time.

A variety of resources are available including:

- [resources and guidance](#) to support providers to prepare to deliver standards are available via the Future Apprenticeships offer on the Education and Training Foundation's website
- [a blog which contains case studies from employers](#) about standards they are using to meet their needs, including where there is not a direct standard replacement for a previous framework
- an ESFA webinar that provides support and guidance on how to prepare to deliver standards, including a case study from a provider that has already made the transition

ESFA launches European Social Fund provider relief scheme

The ESFA has launched an advance payment scheme, which requires European Social Fund (ESF) contractors to repay all advance payments received. Each contract will have a repayment plan commencing in October 2020.

To be eligible to receive funding from the scheme, the provider must have an ESFA ESF contract that commenced on or after 1 April 2019. Part 1 of the application will identify at an organisational level if they have a financial need to access the scheme. The provider must pass Part 1 of the application process.

In addition, applicants intending to seek support from this scheme must also meet the following requirements:

- Have delivered under the relevant contract during the 6 months ending March 2020 and submitted ILR/Supplementary data (where appropriate), in respect of this delivery
- Plan to deliver education, training and support under the contract during April, May and June 2020
- Have not furloughed the staff required to deliver the contract. However, the provider is eligible to apply to the scheme if it is their intention to take those staff off furlough to deliver the contract for the period in which they are applying for relief

Please note, government guidance states that when a furloughed employee returns to work, they must be taken off furlough. For the purposes of the scheme this means that any employee who will be involved in the delivery of the contract, must be withdrawn from any claim for furlough when they return to work. All employees engaged in the delivery of the contract covered by the scheme must be paid by the provider in accordance with their agreed contract of employment.

The ESFA reserve the right to check the provider's records submitted to HMRC to ensure no double funding is taking place. Where there is evidence of double funding, the ESFA will recover any funding paid under this scheme.

- Your eligible contract for services with the ESFA is not under notice of termination
- You will continue to submit claims for delivery through ILR and Supplementary data (where appropriate), throughout the period covered by the scheme

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

Sutton Trust Report on Apprenticeships

On 20 May, the Sutton Trust published the latest in its series of Covid-19 impact briefs, which looks at the impact on apprenticeships. The research finds that:

- Employers surveyed say that up to two-thirds (60%) of their apprentices have lost out on work experience or learning.
- The decline in new apprenticeships is likely to be exacerbated.
- Separate research finds it is the well-off, older students who benefit from the growth in degree-level apprenticeships.

Mark Dawe, CEO of AELP, commented: "This independent report should make for very sober reading within government. It confirms that the education department appears to be operating in a parallel universe to the rest of us in not recognising how serious the problem is, especially the prospects for young people."

On 37% of employers saying apprentices not able to work from home "The report reminds ministers starkly that apprenticeships are work based learning programmes where their value lies in learning on the job and that only so much can be learned remotely at home."

"Training providers are the government's salesforce for selling apprenticeships to employers and they need to be at maximum capacity as we emerge from this crisis. Therefore the Sutton Trust is absolutely right to place at the top of its recommendations that the Cabinet Office covid-19 supplier relief scheme should apply to all apprenticeships and not just the third covered so far."

"AELP calls for extended learning periods and funding for current apprentices. Proper support needs to be in place for apprentices made redundant and we welcome the Sutton Trust's comments on the need to look at the 12-week support rule. Finally the DfE and DWP should work together with providers to enable sustained support for unemployed people whether it is through apprenticeships, traineeships and adult skills programmes."

Guidance on keeping staff and learners safe

The country is now in the early stages of beginning to think about what is being called "the new normal" – the way that social and working practices will have to be conducted in an age where a vaccine or treatment for Covid-19 is either not widely available, or not available at all.

AELP has set up a new page to give members a signpost to where they can find information that will help them to think about how their businesses will or can operate in the post-pandemic world whilst keeping their staff and learners safe. It gives links to guidance issued during the pandemic which can serve as the basis for all current actions and from which subsequent operations can be derived.

Content will be added to and reviewed regularly in line with guidance, but providers and others must come to their own decisions about which advice to follow and when.

[You can visit the page here.](#)

DfE guidance on apprenticeship training within educational settings and in the workplace

On 19 May, the DfE published an update its guidance for apprentices, employers, training providers, end-point assessment organisations and external quality assurance providers. The following should be noted by training providers offering apprenticeship provision:

“To ensure that we are supporting as many apprentices to continue their apprenticeship as possible, new arrangements will be supported alongside the existing flexibilities about where apprenticeship training is delivered. Where a provider is able to do so safely, apprenticeships can be delivered:

- remotely where an apprentice is working from home, or is furloughed
- in the workplace where the apprentice is a critical worker or is returning to work, where that workplace meets new ‘COVID-19 secure’ guidelines on ensuring the workplace is safe

We support employers, providers and apprentices working together to mutually agree where and how this training takes place.”

[You can view the updated guidance here.](#)

Opportunities in Latin America

The vocational sector globally continues in spite of the pandemic, and we have been notified of opportunities for both primary and secondary delivery of the Skills for Prosperity programme in Mexico.

If you have expertise or a footprint in Latin America in any of the following sectors, email us at enquiries@aelp.org.uk and we can put you in touch with relevant officials in the DIT.

- Advanced Manufacturing
- Logistics and Transport
- Automotive
- Agriculture
- Health
- Tourism and Hospitality
- Health
- 4th Industrial Revolution

Research and Consultations

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

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!

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 initially 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

This is not exhaustive, as the site will be developed over time and the more resources we add, the more outputs and functionality the site will gain.

An interim site is now available on the AELP website on [this link](#) (under the Resources and Information tab on the homepage) and the dedicated bespoke site will go live over the next few weeks.

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.

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.

[You can find AELP’s response to the consultation here.](#)

Events

Vacancy: Chair of the Higher Level and Degree Apprenticeships Special Interest Group (SIG)

Following the resignation of Val Braybrooks and David Willets as chairs of the Higher Level and Degree Apprenticeship SIG, there are currently two vacant spots to chair the higher and degree special interest group.

Anyone interested in this opportunity should submit an [application form](#) to gbuttironi@aelp.org.uk.

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

Upcoming #aelpwebinars



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 »](#)

Sponsored by



Understanding Ofsted's "deep dives"

Tuesday, 26 May 10.30 - 11.30 am BST

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

[Register »](#)

Designing and delivering effective Virtual Classroom (webinar) learning sessions – Part 1

Wednesday, 27 May 10.30 - 11.30 am BST

This webinar is designed to help participants develop a clear understanding of the key aspects of planning and delivering interactive and engaging Virtual Classroom learning sessions.

[Register »](#)

Making learner induction fun and inspiring

Wednesday, 27 May 2.00 - 3.00 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 »](#)

CEO's COVID-19 Weekly Member Update

Friday, 29 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 the different forms of assessment involved in EPA

Tuesday, 2 June 10.30 - 11.30 am BST

End Point Assessment (EPA) is a very different approach to check the competency of learners across a range of knowledge, skills and behaviours considered essential for the role they aspire towards.

This webinar will look at the core components of EPA across the range of assessment methods and consider the factors that need to be taken into account when supporting learner preparation.

Content will cover what EPA methods are commonly being used; how to establish the methods that learners will need to prepare for, and the core expectations and; best practice in preparing learners for EPA.

[Register »](#)

Getting Tender Ready

Tuesday, 2 June 2.00 - 3.00 pm BST

An introductory session to the fundamentals of getting ready to tender for new and replacement business. This session includes understanding what to tender for and how to align this to your business; preparing to tender and ensuring that you have the right information in-place; finding opportunities and going for the right ones.

[Register »](#)

Understanding Quality of Education

Wednesday, 3 June 10.30 - 11.30 am BST

This webinar will examine in detail exactly what each of these terms – curriculum intent, implementation and impact – really mean within the context of work-based learning. In doing so, we will endeavour to demystify the terminology around what are, to a large extent, some quite simple and straightforward concepts, many of which are not new within the world of education or inspection. We shall look at the interrelationship between each of them and exactly what inspectors are trying to get to the bottom of when evaluating your curriculum intent, its implementation and its impact on your learners.

We will look at what activities inspectors will carry out in respect of each of them and what questions they are likely to ask your managers, teachers, trainers, assessors, learners and employers. You will also gain a greater understanding of how 'deep dives' into curriculum areas are conducted.

[Register »](#)

Managing change successfully

Wednesday, 3 June 3.00 - 2.00 pm BST

Change is an essential part of life in organisations today. In order to make a difference to the people they serve organisations must innovate services and remain financially competitive. The nature of the workforce is also changing with the development of digital skills and offer of flexibility being important across an increasingly diverse workforce.

This webinar will explore what change is, how people respond to it, and will provide the opportunity for attendees to gain tips on how to navigate change with practical tools and a positive mindset. The intention is that this the webinar content will be useful for any type of organisational change, with a particular focus on the current rapid change to remote working in response to Covid-19.

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
- Blended Learning Strategy – Part 1
- Adapt and future proof your apprenticeship delivery
- Learner Experience Design; virtual classrooms to creating content
- Effectively implementing the Role of the Designated Safeguarding Lead
- Creating a winning Study Programme offer and curriculum
- The F Word: Let's Talk About It

[Register for recordings »](#)

[Suggest a topic »»](#)

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**AELP Events & Webinars
Calendar**



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

MAY

- 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 [Making learner induction fun and inspiring](#) £49 Online »
- 27 May Webinar [Designing & delivering effective Virtual Classroom \(Webinar\) learning sessions - Part 1](#) £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 Quality of Education](#) £49 Online »
- 03 June Webinar [Managing change successfully](#) £49 Online »
- 04 June Webinar [Emerging good practice in the operational implementation of Prevent & the Statutory Duty](#) £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 »
- 09 June Webinar [Praise and Feedback to Improve Performance in Learning Sessions](#) £49 Online »
- 10 June Webinar [Fast track – assessor to Trainer – Key skills and strategies to getting started](#) £49 Online »
- 12 June Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 16 June Webinar [Positive approaches to teaching and learning](#) £49 Online »
- 16 June Webinar [Designing & delivering effective Virtual Classroom \(Webinar\) learning sessions - Part 2](#) £49 Online »
- 18 June Webinar [Building personal resilience through change](#) £49 Online »
- 19 June Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 23 June Webinar [Functional Skills in Maths and English hints and tips and best practice](#) £49 Online »
- 24 June Webinar [Understanding data](#) £49 Online »
- 26 June Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 30 June Webinar [SMART target setting](#) £49 Online »

aelp | member events



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:

- 27 May [Learning Support Online](#) »
- 01 June [Foundation Special Interest Group](#) 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 »
- 02 July [Land Based](#) Online »
- 06 July [Financial, Accountancy and Legal](#) Online »
- 08 July [Health, Social Care and Early Years](#) 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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