

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

Issue 981, 09 July 2020

What a week and it's only Wednesday. I know there are many questions and concerns but let's pause for a moment.

When have we ever had a Prime Minister and a Chancellor talk so frequently and positively about apprenticeships and skills? When has the focus ever been so much on programmes that have a clear and direct pathway into full time sustained employment? Have we ever had a chancellor say the word "traineeship" in Parliament and quote the 91% of apprentices that progress in full time sustained employment? Who would have ever thought we would see the picture of the Prime Minister proudly standing with young people on a traineeship programme?

All the talk and the investment has been focussed on the work-based learning sector. It is because these programmes lead to jobs and there is a trust that the sector can engage with employers in a meaningful way, deliver training focussed on getting a job, progressing in a job, as well as an understanding that the outcomes demonstrate it is a high quality and responsive form of provision. After what feels like a lifetime of "what about us?" during this crisis, there is finally recognition of the importance and strength of the sector from the very top of government down through the DfE and beyond.

Details are still to come out and there will be some/many unanswered questions but, following my conversations with the Treasury and the DfE, I hope I can convey to you all the intent at this stage – and that is important as it is a framework against which we can work with officials on the details and implementation.

Before I cover the Chancellor's announcements, firstly – great news – adults can return to centres. We have lobbied hard on members' behalf and the sector actually wants to return and support their learners and apprentices face to face, where necessary. This has been recognised and our joint letter with HOLEX and the AoC hopefully helped push this message home. We have to recognise the hard work of officials in achieving this outcome. While officials have to defend the government's position, the key was the importance of this adult learning and the need, in many cases, for face to face interaction to progress, assess and succeed. The officials fully understood this but have to persuade No 10 that those adults were top of the list when it came to easing lockdown and they succeeded. So, well done and thank you.

On the statement, there is plenty of detail regarding the speech and what was said later in Countdown and the wording can be seen [here](#). AELP's press release in response to the announcements can be found [here](#) and gives more detail on what is now on the table.

The intention is simple: get all ages, particularly young people, into work and keep as many as existing workers as possible in work. Kickstart and traineeships are designed for those that are under the greatest threat of long-



term unemployment and are not work ready, even if a job was available. So, both programmes are about training and ensuring there is work experience as part of the programme, in its different forms. This is not targeted at those who ought to be able to start work and, for example, go straight into an apprenticeship.

In addition, there are increased incentive payments to employers to take on new apprentices and, for the first time, this includes an incentive payment to take on apprentices over the age of 25 – a significant shift in policy and attitude that I don't think we have ever seen (or if we have you need to be John Hyde's age to remember it).

So firstly, traineeships. A fantastic recognition by the chancellor of the success of those programmes that have been run and their enormous potential. Something I have been fighting for over the last 4 years! Indeed, being part of the original pilot when I was at OCR, it was dismaying to see how bureaucracy and regulation had undermined what should have been a wonderful programme. Now the rebirth. In simple terms, the funding for each individual has trebled – training up to £1500, £1000 incentive to employers, open to those with a level 3, possible to extend the programme to 12 months and the number of learners that can be funded has trebled. This is nothing but good news.

However, we need to increase the number of quality providers that deliver this programme and we have been told that the Department wants this up and running by September – so expect a procurement exercise of some form started and completed over the next 2 months. We have fed in some further ideas about how the procurement could work, to avoid the problems of AEB procurements of the past, and other details relating to the programme and how funding might work to provide the greatest incentive for employers and be a flexible and responsive funding pot. We are expecting further details next week on this programme.

Apprenticeships. As mentioned, incentive payments increased. Not a wage subsidy for apprentices though, which is a shame. We are hoping that some flexibilities around redundancy, SME apprenticeships etc. (i.e. the things AELP have been asking for over the last 3 months) might also be announced as part of the overall package, as all these elements will make a difference. Let's see what happens over the next week.

And to be clear, someone on a Kickstart programme with the wage subsidy cannot be doing an apprenticeship. I have to admit I got confused through different briefings on the day of the announcement as to what the programme was. Initially I thought I was being told Kickstart will in simple terms be 13 weeks of job support and training and 13 weeks in a workplace. However the sequencing is actually the following (and I am triple checking this is right with various officials).

Initially there is an expanded youth offer of job support and training which is likely to be a combination of Job Centre Plus work coaches and training providers for 13 weeks. Following this youth offer the young person will be guided into either a traineeship, apprenticeship or the Kickstarter programme which is for 6 months with the wages subsidised at national minimum wage for 25 hours a week. Employers can register from August and programmes can start in September. Our ask, if still possible, is that during the Kickstarter programme, if the individual is ready for an apprenticeship, they can start while on the Kickstarter programme and still have the wage subsidy for the remaining period of time – maybe limited to the final three months. To be clear, this is not the government's intention at the moment. For such a wonderful investment by government, it would be a real shame if we could not make this tweak. There is a real worry that without it, there is a danger it will undermine the goal of driving apprenticeship starts. And this scheme is running until December 2021. So, we need to push for a slight change and, as always, the details are not available yet, so there is a chance to influence and actually make the whole system hum along like the Prime Minister and Chancellor envisage.

The other key announcements relevant to Countdown readers are:

- £17m extra for sector-based work academies for an extra 32k individuals for all ages
- £100m extra for 18-19-year olds to stay in education for a further year.

To be clear this is basically around extending classroom provision (study programmes) but will be focussed on level 2 and level 3 for high value programmes. What is a high value programme I hear you ask – and indeed I have asked. Something that leads to good employment opportunities is the answer. I think this is language for “read the industrial strategy and it is those sectors (digital, green etc)” or to be put more crudely “not full-time classroom-based hairdressing courses” – and please don't shoot the messenger. This is new money and will flow through both 16–18 study programmes and 19 plus AEB given the ages of the learners.

Finally, £32m National Careers Service investment – aimed at the 18 – 24 age group. Basically, doubling the number of careers advisors. I asked about AEB, upskilling, National Skills Fund. It appears this really sits in “round 2”. They will be for the following year and part of the longer-term spending review. What has been announced is for now (well September).

I hope this provides everyone with clarity on the intent, some of the practicalities and how things are intended to work. It is an amazing commitment and investment and we should be celebrating this. However, I have had a

torrent of emails expressing real concern about the impact on apprenticeship starts. Yes, the incentives are really welcome, but will they be enough, especially alongside the kickstart proposals. If the government can get this right, as I have described above, then I believe this set of measures will underpin a strong and steady growth in apprenticeships. Get it wrong and we are in danger of losing even more apprenticeship starts over the next 12 months. I believe this reflects the overarching views of members, but as always we are keen to hear your opinions and views via apprenticeships@aelp.org.uk.

Mark Dawe | Chief Executive | AELP

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Policy

Chancellor to invest £111m to triple traineeships for young

Outlining the Government's plan to help kickstart the economy following on from the Prime Minister's 'New Deal' speech, the Chancellor will invest £111m to triple the number of traineeships - ensuring more 16-24 year olds have the tools they need to enter the world of work.

The Government are making available three times more funding to providers this year to pay for tripling the number of trainees, and also increasing the funding providers receive for training. Businesses will also get a £1,000 bonus payment from the Government for every trainee they offer a work experience placement to. Employers who are new to providing trainees with work experience, or growing their existing offer, will also be eligible for the payment.

Mark Dawe, AELP chief executive, said: "This is a fantastic first step in recognising the challenges we will face in supporting young people this autumn. Many of our member providers are keen to deliver traineeships and they have working relationships with 350,000 employers who can be engaged on this.

"The increase in funding should enable a higher quality programme giving the young people the skills they need to enter or reengage in what we all know will be a challenging employment market. It is proven that at every level of training, experience of the workplace is a critical element in a successful outcome - a job - as demonstrated by the high levels of success already achieved in traineeships and by 90% of all apprentices staying in work and progressing.

“The £1,000 incentive is a significant recognition of the efforts required by the employer to support these young learners and we welcome the government’s announcement in providing a catalyst to turbo-boost this work focused programme.”

ESFA Provider Relief Scheme

Applications for the ESFA Provider Relief Scheme for non-levy and AEB provision are closing at midnight today, with the ESFA expecting to notifying all applicants by 6 August 2020.

Key points:

- MCV cap 25% - this could impact those providers who have already had relief as that applies to all support (i.e. across the 7 month period, not another 25% across the next 4 months). The ESFA said this was a Cabinet Office requirement, but it did tell AELP that those needing more than 25% should still apply and the ESFA would review each case on its merits.
- Need to have a “transitional plan” to wean providers off PRS – this is a requirement from PPN 04/20. There is a new question on this specifically and it is important to link back to the government guidance on the phased re-opening for this point.
- Some added bullets added to a number of the previous questions:
 - If you have already received support from the ESFA provider relief scheme (PPN 02/20) describe what changes you have been able to make since receiving these funds?
 - If you have already received support from the ESFA provider relief scheme (PPN 02/20), have you changed the way you provide learner and learning support arrangements? If yes please describe how?
 - If you have already received support from the ESFA provider relief scheme (PPN 02/20), how has this support helped refine the support you give your employers?

In a nutshell, the key point to emphasise here is that this scheme has enabled continuity of service to employers and learners, as well as safeguarding capacity.

Ofsted announces recommencement of monitoring visits

Ofsted announced a programme of quality visits – not inspections – aimed at reassuring parents, ministers and the public about how training providers are managing the return to full education of learners. **A return to full education inspection is planned for January 2021**, but this date will be “kept under review.”

Ofsted will carry out an additional monitoring visit to new providers that have one or more existing ‘insufficient progress’ judgements and that would have been due a full inspection up to and during the interim period.

New provider monitoring visits will not result in an overall inspection grade for a provider, but inspectors will make a progress judgement for each of the themes examined, and Ofsted will publish a brief report.

From September 2020, visits will focus on:

- All providers with inadequate or requires improvement inspection grades.
- Providers that Ofsted have identified risks or concerns about.
- Ofsted will also visit a sample of good and outstanding providers.

[You can find out more about Ofsted’s visits here.](#)

Investors in People (IIP) – "We Invest in Apprentices"

The Department for Education has asked Investors in People to develop an apprentices framework across all nations of the UK, in collaboration with training providers and employers.

From Nestlé to Bentley, the Ministry of Defence to the NHS to Young Apprentice Ambassador Network and the Federation of Small Businesses – Investors in People built this framework by hearing from companies with successful and powerful apprenticeship programmes.

All the points that make up this framework are based on research into what makes an apprenticeship programme work for the apprentice and work for the company.

[You can find more information about the framework here.](#)

Impact on adult learners of not opening for socially distanced face to face learning

The chief executive of AELP has written [a letter to the Education Secretary](#), in collaboration with the chief executives of the AoC and Hoxex, outlining how independent training providers have managed to adapt to the challenges posed by Covid-19 and calling on the Government to allow ITPs to resume face to face learning as soon as possible.

The letter also highlighted some of the Covid-19 policy inconsistencies and asked openly why the training offer of ITPs is seen as less safe than others, particularly as:

- Teenagers can return to school but 19-25s cannot do a retraining course.
- Adults can play sport but not do a coaching qualification.
- Libraries can offer support to the public but not have their adult education centres open to support socially distant CV writing and employability courses.
- Pubs can have groups of six and up to 30 inside with the appropriate social distancing protections in place but adult education providers cannot run a construction class of six with appropriate social distancing protection in place.
- Shopping (non-essential) is allowed, but people are not allowed to take action to improve their life chances - again those furthest away will get left further behind.

[You can read the latest DfE guidance about on the reopening of educational settings here.](#)

National Citizen Service offer to support FE providers

The National Citizen Service (NCS) has publicised their offer to support further education providers in delivering catch-content for 16-17 years old this summer and autumn.

FE providers will be offered a menu of NCS life skills activities over 2-10 days, which can be tailored to support any summer or autumn activities that the provider is leading on as part of their post-COVID-19 re-engagement or induction phases with students.

This is an opportunity for FE providers to make use of NCS resource at no cost to the provider, although providers should be aware that the NCS is legally limited to only providing support for 16-17 year olds.

Interested providers are encouraged to contact the NCS Education Engagement Team at education@ncstrust.org.uk.

T Levels Update

In the midst of the pandemic, T Level preparations have nevertheless been continuing with the Wave 1 rollout (Design, Surveying and Planning Construction; Digital production, design and Development; and Education and Childcare) still slated for launch in September. Concern had been expressed about the industry placement elements but officials feel that in general these requirements will not be required right at the start of the course, giving the economy some time to stabilise before the need for large scale work placements becomes evident.

Plans for 2021 have however been slightly affected, with T Levels in the Health and Science sector being delayed until November 2021 and January 2022 for Healthcare Science, although the other qualifications in Construction and Digital are still scheduled to go ahead as planned. The T Level in Cultural heritage and Visitor Attractions (originally scheduled for 2023) has also now been shelved indefinitely. The procurement process to appoint Awarding Organisations to develop and deliver the eight T levels due in 2022 is currently underway, with six of these currently expected to be awarded in the autumn, although those for Legal and HR are likely to be put out again for delivery from 2023.

In related news, IfATE have improved the usability of the occupational maps on their website, from which of course standards for both T Levels and apprenticeships are ultimately derived.

[These are available using this link.](#)

Research and Consultations

What are your workforce development needs?

The Education and Training Foundation are keen to find out the ongoing CPD needs for independent providers in particular and have involved AELP in the shaping of a survey designed to get a clearer idea of what the needs are for the sector going forward, particularly in view of the challenges and opportunities that lockdown has presented us with.

The survey should take no more than 10 minutes to complete and the information will be completely anonymised. If you could spare a few moments to indicate what you sort of support you would most value, it would be very much appreciated and will enable both ETF and AELP to plan their offers going forward more effectively.

[The survey can be found on this link.](#)

Events



Business Recovery
Conference

Headline sponsors



The AELP Autumn Conference
9 - 10 September 2020

The 'Business Recovery Conference'

WEBSITE NOW LIVE

Shadow Apprenticeships Minister to speak at AELP Business Recovery Conference

Shadow apprenticeships minister **Toby Perkins MP** is the latest important addition to the stellar line-up of speakers for AELP's Business Recovery Conference which takes place online on 9-10 September. Mr Perkins has played a prominent role in lobbying the DfE to extend its provider relief scheme to cover levy apprenticeships and has been very supportive of ITPs. **Paul Joyce** of Ofsted has also confirmed that he will speak at the virtual event.

The conference website is now taking registrations of interest for members and other stakeholders.

Other speakers already confirmed include:

- **Andy Street**, Mayor, **West Midlands Combined Authority**
- **Peter Mucklow**, Apprenticeships Director, **ESFA**
- **Matthew Fell**, Chief UK Policy Director, **CBI**
- **Kirsty Evans**, Acting Director of Further Education, **ESFA**
- **Rob Nitsch**, Chief Operating Officer, **IfATE**
- **Phil Beach**, Executive Director, **Ofqual**.

We expect more speakers to be confirmed shortly.

Across the two days, the event's main themes will be:

1. *Post-Covid employment and skills challenge*
2. *Re-engagement with young people and employers*
3. *Regulation and funding of the skills sector post-pandemic*
4. *Provider operational methodology in new circumstances: best practice*
5. *Ofsted's approach to inspection, Ofqual regulation and future of assessment*
6. *Role of data and research in supporting the recovery effort*

Sponsored by [Learning Curve Group](#) and [Cognassist](#), the **AELP Business Recovery Conference** is ideally timed to support providers as they work with employers, apprentices and learners to get the economy moving again.

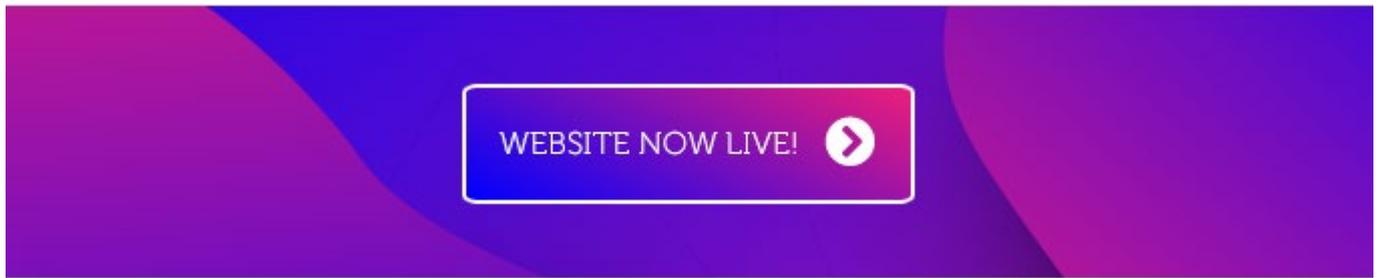
Conference fees:

The online ticketing arrangements will allow delegates from the same member provider to attend different sessions for a set fee. Each booking entitles up to 10 delegates from that organisation access to the Business Recovery conference.

AELP Member Rate: £100 + VAT

Non-Member Rate: £275 + VAT

Visit the conference [website](#) today and register your interest.



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AELP Member Exclusive Meetings

Upcoming Sector Forums

All sector forum meetings are now being held on-line via GoTo Meeting or GoTo Webinar.

To register please email memberevents@aelp.org.uk

For any further information regarding any of our sector groups please email cswales@aelp.org.uk

Digital and IT – 15 July, 10:30am – 12:00pm

We have an exciting agenda lined up for this meeting with an AELP update along with input from Becky King (Microsoft) with their employer view of Post Covid-19 priorities and what they believe will be the priority roles, how they plan to address skills gaps and what this may mean for the sector. We'll also be hearing an IfATE/Trailblazer update from Helen Dalton. One not to miss for members working in this sector! **Book Now.**

Logistics and Transport – 30 July, 10:30am – 12:00pm

The next Logistics and Transport sector forum meeting is being held via Webinar on Thursday 30th July from 10:30am until 12:00pm – this is the rescheduled date for the meeting that was due to be held in May. We have confirmed speakers from AELP, IfATE and Skills for Logistics. Register your interest via memberevents@aelp.org.uk and we'll send you the registration link.

Upcoming #aelpwebinars



In Conversation with Ofsted and Ask an Inspector

Thursday, 9 July 2.00 - 2.45 pm BST

An opportunity for AELP members hear directly from Ofsted on their latest position during Covid-19 and latest thinking in regard to inspection and monitoring work along with the opportunity to ask questions about inspection and monitoring visit related topics.

Complementary for AELP members

[Register »](#)



Using Labour Market Data to help recovery from the Covid 19 crisis

Tuesday, 14 July 10.00 - 11.00 am BST

Using Emsi's Covid Recovery Report tool, the webinar will dig into the detail of the impact of Covid-19 on local economies, discussing ideas on how to support the recovery by identifying the areas of risk and opportunity.

Attendees will also hear about exclusive discounts and offers from Emsi designed to improve their organisation's ability to access and use this type of information.

Complementary for AELP members

[Register »](#)

Keeping Apprentices Engaged...and Funded

Tuesday, 14 July 10.00 - 11.00 am BST

In these difficult times it is really important that training providers work with their employers to keep as many apprentices as possible on programme and get as many through to EPA.

This webinar is open to the sector and complimentary to attend as it is sponsored by [Cognassist](#).

[Register »](#)



Sponsored by

Blended Learning Strategy Part 3 – Digital Staff Skills Strategy & Quality Assurance of Blended Learning Delivery & Compliance

Wednesday, 15 July 10.30 - 11.45 am BST

This webinar is part 3 of a series of 3 based on a quality assurance framework for blended learning. In part 3 we look at the considerations for management when implementing a staff digital skills strategy, and how the

framework can be used by IQAs to evaluate the quality of blended learning delivery and compliance.

[Register »](#)

Coming Back from Covid!

Wednesday, 15 July 2.00 – 3.00 pm BST

Based on key evidence and research the need for training and development increases during crises such as recessions. Whilst policy makers initially predicted a U-shaped recession due to Covid, the situation is significantly more complex and precarious than originally expected, which prompted a deeper look into the future of apprenticeships and how to make a comeback from Covid-19. The findings are positive and the key predictions require an equally strong, 'can-do' mindset to negotiate the near future and to come back stronger and leaner than ever before.

[Register »](#)

Self-assessment and quality improvement

Thursday, 16 July 2.00 – 3.00 pm BST

Self-assessment and quality improvement are two very useful tools for helping providers get better at what they do. This session will give you a few hints and tips to help make these processes as beneficial as possible for staff and learners alike.



Guest Speaker: Nichola Hay, Chief Operating Officer, Estio Training

Complementary for AELP members

[Register »](#)

Creative Assessment Methods for Learning Sessions

Friday, 17 July 10.00 – 11.00 am BST

The webinar is designed to help tutors develop creative methods to monitor learning and progress in their sessions. This includes one to one and group sessions.

[Register »](#)

Webinar Recordings on Demand also available [here](#)



**AELP Events & Webinars
Calendar**



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

JULY

- 21 July Webinar [Developing Mentoring Skills](#) £49 Online »
- 21 July Webinar [Prevent - Post Covid](#) £0 Online »
- 22 July Webinar [The Relevance of Learning Theories to Practical Teaching and Training](#) £49 Online »
- 23 July Webinar [What's on your mind? - Sponsored by Cognassist](#) £0 Online »
- 23 July Webinar [Chief Executive Officer's COVID-19 Weekly Member Update](#) £0 Online »
- 24 July Webinar [In Conversation with the ESFA](#) £0 Online »

28 July Webinar [Effective Observation of Teaching and Learning](#) £49 Online »

29 July Webinar [Understanding Emotional Intelligence](#) £49 Online »

30 July Webinar [Ofsted expectations regarding off-the-job training, progress reviews and assessment practice](#) £49 Online »

30 July Webinar [Transforming the apprenticeship delivery model to succeed in the 'new normal' - Sponsored by Bud](#) £49 Online »

AUGUST

11 August Webinar [Supporting the effective delivery of Functional Skills in English – Level 1 and 2](#) £49 Online »

25 August Webinar [Supporting the effective delivery of Functional Skills in mathematics – Level 1 and 2](#) £49 Online »

SEPTEMBER

09-10 September Conference [The Business Recovery Conference](#) £TBC Online »

22 September Webinar [Curriculum sequencing](#) £49 Online »

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AELP Member Exclusive Meetings

JULY

15 July [Digital and IT](#) Online »

30 July [Logistics and Transport](#) Online »

SEPTEMBER

16 September [Hospitality and Catering](#) Online »

23 September [Construction](#) Online »

24 September [Creative & Design](#) Online »

OCTOBER

07 October [Hair and Beauty](#) Online »

15 October [Engineering, Manufacturing and Automotive](#) Online »

28 October [Digital & IT](#) Online »

29 October [Land-based](#) Online »

These events are complimentary for AELP members to attend.

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