

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

### Issue 982, 17 July 2020

Sitting down with a gin on another Thursday lockdown evening to write my penultimate Countdown (and yes, I have had that Europe song going through my head for weeks!!). Apparently there are bets in the office about what the word count of this introduction will be, and I could write a PHD dissertation on my experiences at AELP, but I promise you I won't drag you through the past (almost) 5 years blow by blow.

We are seeing, almost day by day, more movement responding to many of the things that AELP has raised over the past few months. Full details are below and in the now well-established AskAshworth membership update, so I don't need to repeat them all. To see the cap raised on SME starts (and at the moment it says they can only get the employer incentive if they put a start on the Apprenticeship System rather than any starts on non-levy contract which seems slightly crazy, so we are checking the method behind the madness) and the IfATE assessment flexibilities being extended until Xmas are both very welcome developments – and we have asked for this to be confirmed for all other flexibilities and temporary changes introduced by government as well, to provide some certainty for providers planning for the rest of what is still going to be a really tough year. There is so much more that still needs to happen as we begin developing spending review proposals and feeding into the FE review for the Autumn. The work of AELP never ends and each success merely releases the capacity to move on to the next issue.

I joined AELP a year before the Levy was introduced and it was clear, on top of all the other challenges faced by our membership, that this was the biggie. Everything was changing - funding, curriculum, assessment to name but just three. At the same time government was pushing providers away and we were being grouped with all the other established elements of the education and skills system – Gove and Cumming's "blob" – and we were seen as the problem not the solution. We were seen as vested interest rather than professionals with vast practical experience.

I sit here today having supported and represented our membership through unprecedented times that none of us could have predicted, yet heartened at the about-turn in government and its agencies attitude towards us (though some got there quicker than others). Yes, employers are important and should help define our skills system, but they don't have the expertise, and generally the desire, to lead it end to end. The new recognition of how important providers are and the importance of involving providers every step of the way is probably the most welcome shift over my 5 years representing the sector. There are now genuine opportunities ahead to influence, advise and support the development of the skills and FE system. I'm not saying it is going to be easy and things will always go right, but it is a great starting point. Indeed, the need to be on every page of FE Week, the TES and FE News might diminish as we are actually listened to and consulted. While of course it has never been that black and white, and we did get to talk to officials, it was always at the margins and we would be trumped every



time by the employer voice, or “experts” from outside the sector, or those whose only experience was teaching A levels, or similar.

I have been asked in the last month what were the big changes I remember, the wins we got etc. Genuinely it is hard to recall because as soon as it was won, it was banked, and we moved on. Let's not forget we got the employer contributions down from 33% to 10% to 5% and it would be a lovely leaving present for me next week if they dropped it to zero. It is easy to forget the pain of the last AEB procurement round and the battle we had to introduce even a slight element of fairness into the results. And then there was the apprenticeship provider register – oh what joy. I have memories of long phone conversations with Keith Smith from some nondescript Premier Inn bedroom deep into the evening. Or talking to the Financial Times about the collapse of Learndirect sitting on a beach in France with a lot of confused faces around me - let alone the call that followed from their Chief Executive!!

How many years have we fought to sort out traineeships? Suddenly there is 10 times more funding being provided and the Chancellor talks about them in the House of Commons chamber. 91% success of apprenticeships mentioned in the summer statement (but unfortunately not that  $\frac{3}{4}$  are delivered by ITPs). I really could go on and on - something you probably already know if you have attempted to read these introductions over the past few years.

Biggest regrets – functional skills in apprenticeships still being funded at 50% compared to every other learner with absolutely no justification, and the atrocious treatment and attitudes towards Business Admin Level 2. There are more, sure, but these are a brutal reminder to us all that we are still facing a levelling-down in our society of the 50% that the politicians forgot (though we never forgot them), and the only bit of recognition they are getting now is in speeches, not actions. As important as it is, Level 4 and 5 is not the solution for those leaving school without a Level 2, or for the millions of adults that can't read or add up. If anything, we see them being isolated even more. Almost 30 years in FE and education and I can't believe I am still witnessing the same bias, the same lack of understanding and the same rhetoric. I am sure we will see the results of another review this autumn leading to system and structural change, but will we see more pounds reach those who most need the training and learning that FE and skills provide? On a day when Universities get support from government, and ITPs are still one of the few government providers not to get full support from the government through this current crisis to support their apprentices and employers, I am afraid I am not that optimistic.

But let's remove the FE sackcloth and ashes and remember we have a Prime Minister and Chancellor who talk about skills and apprentices. No matter how hard the government makes it for ITPs, they are still the dominant providers of work-based and community-based learning thanks to their flexibility, responsiveness and resilience of leadership. No longer do I have to remind people it isn't just schools, colleges and universities. No longer do I have to say to officials and ministers “..... and independent training providers” and so what if they are eating the Nick Boles lunch? – it is generally a quick sandwich lunch rather than lobster. No longer do I have to remind everyone of the power and returns both socially and economically, of work-based learning. ITPs are embedded in the language of government now, despite some pockets of resistance, and it is clear why. I have represented the most amazing set of members working at every level, in every sector, across the country – and what an amazing set of local provider networks there are, often running on fumes rather than receiving the support they deserve from government - and I have had the privilege to witness and advocate for them, their employers and most importantly their apprentices, trainees and learners. O levels, A levels, Oxbridge degree and then my Level 7 “apprenticeship” as a chartered accountant. 60 hour working weeks studying the other hours (generally outside normal working hours I would like to add). I know which one was the most challenging and the one that benefited my career the most, and that is why I can argue every day about the power of work-based learning.

I was on the board of (what was then) ALP in Graham Hoyle's day. I watched the organisation grow under Stewart and have seen incredible change during my time as CEO. It saddens me to walk away from such a fantastic team who have done nothing but focus on supporting our membership and me. I genuinely couldn't have done what I have done without them. I leave an incredibly strong representative body under the excellent leadership of Jane (it was always debatable who was actually running AELP from the day she joined) and the wider leadership team. Guided by a really strong board with amazing combined experience, AELP will only get stronger. I can't name every member of staff, but I have to thank Mo, who among other things has reminded me what part of the country I need to be in when, ordered my sparkly red jackets and managed a diary that I often made impossible.

Despite the challenging times, there have been many who work for government, agencies, regulators and stakeholders who have had to tolerate my constant demands and challenges and have done it with a smile. They deserve recognition for the incredibly difficult job they have to do with many constraints. I have to say a special thank you to AELP Chair Martin Dunford who has calmed me down on many an occasion and guided me when it felt like we had hit yet another brick wall. You may wonder why I don't tweet and leave it in the hands of the incredibly talented Aidan – but just ask him what I wanted to say and what actually gets tweeted. I would have been saying goodbye after 5 weeks not 5 years. It is a relief to know I now don't have to dress so soberly, and maybe I can get my size 12, 6-inch heeled “shoes” out of the loft again that sit proudly alongside my world skills union jack outfit(s)!! I am not disappearing from the sector though - how could I? I am

sure I will still be meeting many of you as I start at The Skills Network during such an exciting period with the development of online learning and resources. I am also continuing to be involved with the board of AELP and its policy group, so as Rob Halfon put it “civil servants sighing with relief” might be a little premature.

Plymouth Argyle promoted, Boreham Wood in the play-offs Friday evening (BT sport and watch out for my cardboard cut-out), we are certainly entering a “new normal”. I can only repeat again - thank you for the many kind words that have been said and sent to me. Amazing members, amazing sector, an absolute joy to be representing everyone. Next week is my (ready for it – all together now) “final Countdown” as I hand over to Jane, so I thought I should get this stuff out of the way this week. Thank you for tolerating it, and let’s dream of Functional Skills funding, business admin level 2 being celebrated at the next apprenticeship awards and a DfE that supports its apprenticeship delivery arm rather than cutting it off.

Mark Dawe | Chief Executive | AELP

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# Policy

## ESFA Draft Apprenticeship Funding Rules FY20-21

ESFA have published the draft version of the [Apprenticeship Funding Rules for FY20-21](#). It is important to note this is a DRAFT version, with a period of short consultation before a final version (version 1) is set to be published prior to the start of August 2020. Providers are will able to submit suggestions to [fundingrules.comments@education.gov.uk](mailto:fundingrules.comments@education.gov.uk) by Thursday 23 July 2020.

AELP CPO Simon Ashworth has posted a detailed blog on the AskAshworth page that looks in details at the key announcements that all in the sector should be aware of, available here. However the headline changes that should be noted include:

- Employer incentive payment arrangements
- Requirement to include actual off-the-job hours in the ILR
- Clarification of separation between the Commitment Statement and Apprenticeship Agreement
- Evidencing changes in negotiated pricing
- Rules around redundant apprentices

It also covers the extended suspension of Level 2 maths/English requirements, the details of which are covered elsewhere in this edition of Countdown.

## Non-levy apprenticeship cap raised

Since January, employers who do not pay the apprenticeship levy have been able to create accounts on the apprenticeship service and reserve funding to cover the costs of apprenticeship training and assessment. For the remainder of the FY2020-21, the number of 'active' or 'used' reservations available to non-levy paying employers at any given time will increase from 3 to 10. This enables non-levy paying employers to recruit more apprentices for their businesses through the apprenticeship service. This policy will come into effect from 15 July and will continue to be kept under review as the ESFA further assess how the new system is working.

[Full details available here.](#)

## Apprenticeship assessment flexibilities to remain in place into 2021

IfATE CEO Jennifer Coupland has announced that special measures that have allowed thousands of people to complete their apprenticeships through the COVID-19 lockdown will be retained until at least the start of 2021. [Remote assessment arrangements](#) have been rolled out for more than 100 apprenticeships to ensure learners are still able to complete their studies. The Institute will give 12 weeks from when any changes are announced to existing flexibilities before EPA organisations will have to deliver them.

## ESFA extends suspension of apprenticeships L2 Functional Skills requirement

There have been welcome announcements this week from ESFA that from 13th July providers can bring 19+ apprentices back into educational settings, but particularly that the flexibility to suspend Level 2 functional skills for Level 2 apprentices has been extended until the end of this year.

[Full details on this link.](#)

## Subcontracting Controls deadline extended

Providers are required to obtain an annual report from an external auditor that provides assurance on their arrangements to manage and control their delivery subcontractors, and must send a certificate to the ESFA each year to confirm this report has been received.

The current returns deadline of 31 July 2020 relating to 2019 to 2020 has been **extended to 30 September 2020** in light of COVID-19. Completed certificates should be sent via email to [CF1718.SUBCONTRACTING@education.gov.uk](mailto:CF1718.SUBCONTRACTING@education.gov.uk). A copy of the report does not need to be sent to ESFA but they may request a copy for compliance purposes.

## Additional 16-19 Bursary Funding

AELP is encouraging 16 to 19 providers with a Bursary Fund allocation to submit a business case to ESFA in July to apply for additional funding, where appropriate, for devices and/or internet connectivity. To submit a business case, providers must complete a template and provide evidence that as a result of coronavirus (COVID-19) they have insufficient funds to support disadvantaged students, providing a short narrative to explain the numbers of students and the support required. This must be assessed and determined at an individual student level, in line with Bursary Fund rules that all support must be based on individual circumstances and needs. Bursary funding also cannot be used to support the purchase of additional devices for households with existing connectivity and available devices.

[Full details are available here.](#)

## Further information on extended offer for 18-19 year olds

Further to the recent announcements by the Chancellor, more information has become available regarding the extended funding being made available to 18-19 year olds studying L2 and L3.

The new one-year offer will enable 18 and 19-year-olds leaving education and training who are unable to find employment or work-based training, opportunities to be fully funded to undertake specific level 2 and level 3 qualifications that have been identified as relevant to higher wage returns and economic growth opportunities. The ESFA have now published the list of qualifications included in the high value courses for school and college leavers skills offer and the criteria for selecting courses.

The one-year offer will include:

- a £400 uplift per learner to cover the costs of putting on additional courses at short notice, recruiting extra students, and preparing staffing and facilities
- adjustments to retention payments (16 to 19 funding) and job outcome payments (ESFA AEB) to compensate where learners leave early and take up employment or an apprenticeship
- increased rate to fund 18-year-olds on larger programmes at the rate for 16 and 17-year-olds

ESFA will administer the additional funding via 16 to 19 funding and ESFA AEB to support delivery from 1 September 2020.

## Major overhaul of higher technical education announced

Measures to boost the quality and take-up of higher technical education to help plug skill gaps, level up opportunities and support the UK's economic recovery have been announced by Education Secretary Gavin Williamson. The new measures will aim to make sure more people can access high-quality courses as part of a long-term plan to level up skills and opportunities across the country.

The package includes the introduction of newly-approved higher technical qualifications from September 2022 supported by a government-backed brand and quality mark delivered through IfATE, alongside a new public awareness campaign of the benefits and opportunities such study can open up.

The announcement follows the [Education Secretary's FE speech](#) last week where he pledged to publish a White Paper that will set out plans to build a world-class, German-style further education system in Britain, and follows the significant [investment announced](#) by the Chancellor to support young people's employment prospects.

In response, AELP CEO Mark Dawe said, "We understand why the government is doing this and in the same way that the introduction of apprenticeship standards has improved the quality of apprenticeships, this initiative could improve the quality of technical education.

But this same old siloed approach is not going to get us anywhere and there's a real danger that the government just repeats past mistakes. Instead we need to see reforms to technical education closely aligned with apprenticeships at all levels by ensuring for example that the learner can progress onto a high level apprenticeship after completing a T level. The evidence shows that progression with work based learning options often leads to sustainable employment and good salaries."

## **"New skilled worker route more restrictive than it seems"**

The government's new points-based post-Brexit immigration scheme announced earlier this week by Home Secretary Priti Patel was the subject of an [interesting article in People Management](#) which articulated a range of concerns.

Not least amongst these was how a "genuine vacancy" would be able to be demonstrated, particularly by smaller employers, whilst the minimum earnings threshold may also prove very problematic for hospitality and care providers, all of whom have had particular challenges of their own to address during lockdown.

Full details on the government announcement are available [here](#).

## **Online education – learning about what works**

Paul Joyce, Deputy Director for Further Education and Skills at Ofsted, has published a [blog](#) discussing their review of online education during coronavirus (COVID-19) in the further education and skills (FES) sector. In general it found that learners have missed the face-to-face contact – with Level 1 and 2 learners often finding it harder to engage with the technology than Level 3 and above - but on the other hand many found that the ability to privately message teachers and trainers was a benefit in asking for help.

## **IT/digital procurement opportunity**

As part of the National Retraining Scheme (NRS) DfE is considering procurement of organisations including employers, local authorities and providers in Leeds City Region, Heart of the South West and D2N2, to test the delivery of a new training model to provide specialist digital skills training in the first instance to fill digital skills shortage vacancies. Partnerships should design and deliver approximately 12 week training courses to provide a pipeline of individuals linked to guaranteed interviews with employers. This is a substantial opportunity that may be of interest to IT/digital providers.

[Full details can be found here](#), and the closing date is 17th July.

# Research and Consultations

## What were your apprenticeship information challenges during lockdown?

Apprenticeship providers have had to make many immediate and fundamental changes to their businesses and operations to adapt to the recent national emergency. Moreover, they now have to begin to plan ahead for the shape of their businesses, and the economy and sector as a whole, as the pandemic recedes and lockdown is lifted.



Maximising Apprenticeship Performance

Management of apprenticeship information is just one example of this, and in this survey Bud and AELP would like to explore these challenges a little further – to understand the issues and challenges that have been faced by apprenticeship providers due to the Covid-19 outbreak and lockdown; how they have dealt with this; but most crucially how these changes will translate into a post-pandemic world.

The survey should take no more than about ten minutes, and your contribution will be invaluable in helping AELP and Bud to better understand the challenges now facing your organisations. It is [available on this link](#) and will remain open until close of business on Friday 31st July.

Bud and AELP will be presenting the results in a webinar scheduled for September 16th 2020 – please contact [enquiries@aelp.org.uk](mailto:enquiries@aelp.org.uk) for further details and to express an interest in attending.

Start the Survey

## 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](#) and will be open until the 24th July.



## Blame or betterment? Regulation and intervention in FE

The Further Education Trust for Leadership (FETL) has published a third report in its series on shame and shaming and their impact on FE leadership. The report, by Stephen Exley (former TES Editor) and commissioned by FETL, explores the regulatory system within which providers operate and asks whether focusing blame on institutions and individuals is conducive to sector improvement and ultimately better teaching and learning.

[The report is available here.](#)



# 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.

WEBSITE NOW LIVE!



aelp | member events

**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](mailto:memberevents@aelp.org.uk)

For any further information regarding any of our sector groups please email [cswales@aelp.org.uk](mailto:cswales@aelp.org.uk)

## 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](mailto:memberevents@aelp.org.uk) and we'll send you the registration link.

## Upcoming #aelpwebinars



### Creative Assessment Methods for Learning Sessions

Friday, 17 July 10.00 – 11.00 am BST

**Facilitator:** Sean Errington, Managing Director, Comprehend

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 »](#)

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### Developing Mentoring Skills

Tuesday, 21 July 10.30 – 11.30 am BST

**Facilitator:** Christine Edwards QTLS, Creating Excellence

This webinar will consider the core benefits of a mentor to organisations and review the knowledge, skills and behaviours required to be a successful and effective mentor.

[Register »](#)

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### Prevent - Post Covid

Tuesday, 21 July 2.00 – 3.00 pm BST

**Facilitator:** Sam Slack, Department of Education

This webinar explores the likely extent of the impact of lockdown on Prevent and wider safeguarding referrals and how providers might adopt a proactive response to the issue.

**Complementary** for AELP members

[Register »](#)

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### The Relevance of Learning Theories to Practical Teaching and Training

Wednesday, 22 July 10.00 – 11.30 am BST

**Facilitator:** Sean Errington, Managing Director, Comprehend

This webinar is designed to help participants develop their understanding of how learning theories can support the planning and delivery of learning.

[Register »](#)

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Sponsored by

## What's on your mind?

Thursday, 23 July 10.00 – 11.00 am BST

**Facilitator:** Dr. Louise Karwowski, Head of Science, Cognassist

**Guest Speaker:** Chris Kingsbury, National Partnerships Manager, Remploy



Research shows that the rate of mental health problems in people with a learning disability is double that of the general population (Cooper, 2007; Emerson & Hatton, 2007; NICE, 2016). Cognassist's data shows that hidden learning needs can affect over 25% of apprentices. So, how can we effectively support individuals during their learning journey and make real, long-term improvements to support their mental health?

[Sponsored by Cognassist](#)

[Register »](#)

## Chief Executive's COVID-19 Member Update

Thursday, 23 July 2.00 – 3.00 pm BST

Sponsored by

A weekly update from AELP's Chief Executive, Mark Dawe during the COVID-19 crisis.



[Sponsored by The Skills Network](#)

**Exclusive** for AELP members

[Register »](#)

## In Conversation with the ESFA- Recovery Plans

Friday, 24 July 10.00 – 11.00 am BST

**Complementary** for AELP members



[Register »](#)

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

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**AELP Events & Webinars  
Calendar**



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## JULY

- 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](#) £0 Online »

## AUGUST

- 04 August Webinar [Ofsted nominee training for those managers new to the role on inspection](#) £49 Online »  
04 August Webinar [Traineeships Policy Update](#) £49 Online »  
05 August Webinar [Powerpoint Presentation Skills](#) £49 Online »  
11 August Webinar [Supporting the effective delivery of Functional Skills in English – Level 1 and 2](#) £49 Online »  
12 August Webinar [Key Challenges for Organisations seeking to implement wide scale Virtual Classroom Delivery](#) £49 Online »  
13 August Webinar [Staying safe online – keeping learners and your staff safe online](#) £49 Online »  
14 August Webinar [AELP Policy Update Webinar](#) £49 Online **Member Exclusive** »  
18 August Webinar [Ofsted nominee training for those managers who are experienced in the role on inspection](#) £49 Online »  
21 August Webinar [In Conversation with the ESFA](#) £0 Online **Member Exclusive** »  
25 August Webinar [Supporting the effective delivery of Functional Skills in mathematics – Level 1 and 2](#) £49 Online »  
27 August Webinar [Improving Tendering Success](#) £0 to members £99 non members Online »  
28 August Webinar [In Conversation with tbc](#) £0 Online **Member Exclusive** »

## SEPTEMBER

- 04 September Webinar [In Conversation with tbc](#) £0 Online **Member Exclusive** »  
09-10 September Conference [The Business Recovery Conference](#) £100 Online »  
18 September Webinar [AELP Policy Update](#) £49 Online **Member Exclusive** »  
22 September Webinar [Curriculum sequencing](#) £49 Online »

aelp | member events



## AELP Member Exclusive Meetings

### JULY

- 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.

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

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