





GM UPDATE

- Industrial Strategy
- Work & Skills Strategy: update and governance
- Area Based Review & Curriculum Review
- Apprenticeships
- Adult Education Budget
- Work & Health Programme
- Other Activity: Employer Engagement



INDUSTRIAL STRATEGY

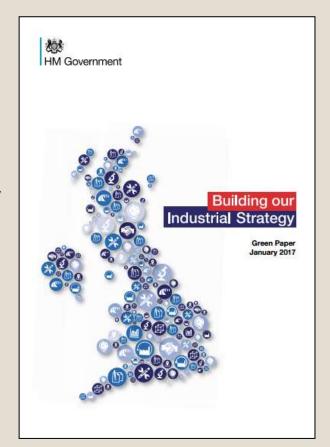
INDUSTRIAL STRATEGY

- Building Our Industrial Strategy:
 Green Paper published last week
- Aim mirrors our own inclusive growth ambition for GM:

"The objective of our modern industrial strategy is to improve living standards and economic growth by increasing productivity and driving growth across the whole country."

Consultation open until 17 April:

https://beisgovuk.citizenspace.com/strate gy/industrialstrategy/?utm_campaign=gov&utm_source =gov.uk&utm_medium=referral&utm_conte nt=cons-page



INDUSTRIAL STRATEGY: 10 PILLARS























INDUSTRIAL STRATEGY: SKILLS

- Action to improve basic skills
- Creating a new technical education system
- Addressing STEM shortages
- Tackling sector-specific skills gaps
- Higher quality careers information and advice
- Testing new approaches to lifelong learning

GM WORK & SKILLS STRATEGY

WORK & SKILLS STRATEGY

Consultation

took place October 2016.

Each of the 10 priorities will have its own plan developed to support delivery/implementation

More joined-up approach: aligning those plans in order to develop the integrated education, skills, employment and health system GM needs to meet the needs of residents and employers

Governance: Skills & Employment Partnership considered updated Terms of Reference:

1. acting as a 'critical friend', providing consultative forum for challenge and debate

2. focus on ensuring that the functioning of key GM labour markets is taken into account by providers and stakeholders



AREA BASED REVIEW & CURRICULUM REVIEW

AREA BASED REVIEW

- Refocus ABR to ensure it meets the needs of both GM and Local areas
- FE Commissioner visit in November
- Focus on curriculum need both now & in the Future
- Focus on raising quality
- Responding to employer need

APPRENTICESHIPS

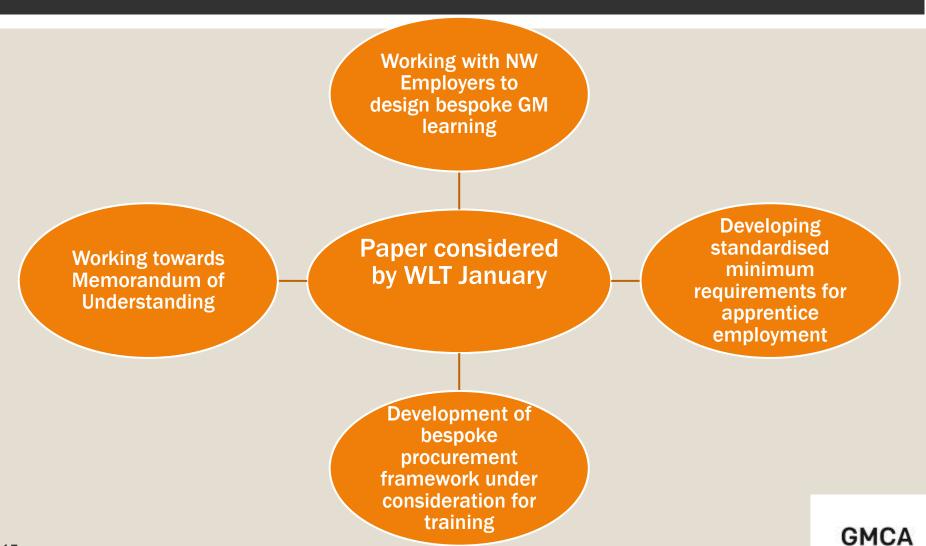
APPRENTICESHIPS

- Digital Apprenticeship Service now live
- Institute for Apprenticeships:
 - Board has now been announced
 - Draft guidance published for consultation
 - Cabinet Office is recruiting to 11 technical education panels



Target of 2.3% of public sector workforce to comprise apprenticeship starts now confirmed, with relevant guidance published mid January

GM PUBLIC SECTOR APPRENTICESHIPS



GM APPRENTICESHIP STRATEGY

- Key documents (including Industrial Strategy and other apprenticeship reform updates) that were pending have now been published by Government and are being incorporated
- Strategy sets out a clear framework of activity to increase the uptake of apprenticeships to respond to the Government ambition as well as current & future GM economic need.
- Currently in draft: For more information contact Nic Hutchins at New Economy

ADULT EDUCATION BUDGET

DEVOLUTION OF AEB: LOCAL POLICY-MAKING...

- Devolved from 2018/19: budget still awaiting ministerial sign-off
- Purpose: to ensure adults have the basic and core skills they need for work – literacy, numeracy, digital and ESOL (where it improves employment prospects)
- Overarching objective of the GM Outcome Framework will be to maximise effectiveness of AEB investment to improve job outcomes progression for individuals
- GM priority sectors will provide a particular focus

What will be different in 2018/19?	Rationale	Mechanism
Policy: fully devolved authority over adult education funding policy and provision in GM, based around a locally developed outcomes framework and a focus on increased local responsiveness and flexibility	Funding policy and the balance and mix of provision will be shaped by the needs of GM residents and employers (outcomes), rather than being driven by delivery (outputs).	Short term: use shadow budgets and delivery agreements from 17/18 to shape conversations with providers about business models/future adult skills offer Medium-long term: implement GM funding policy, rates, rules, and performance management systems for AEB
Procurement & commissioning: autonomy and accountability for local commissioning decisions and procurement processes, in discussion with DfE/SFA. Framework to be established setting out respective responsibilities, accountabilities and authority.	GM will decide what, how and from whom to buy the optimum balance and mix of provision to meet GM's economic needs.	Implement local procurement/ commissioning arrangements . MoU between GMCA/DfE establishes a framework for accountability and risk mitigation.
Performance management: improved monitoring and evaluation based on progression, achievement, sustained job outcomes and earnings increases rather than simply programme starts/qualifications	We need a comprehensive evidence base to help maximise the impact of GM funding policy and investment, rather than just measuring delivery volumes and qualifications, in order to inform future commissioning/funding priorities	 Implementation of GM outcomes framework and impact measures, augmenting national data requirements with localised data/MI collection and analysis to inform evolving policy. GM element to minimum quality standards, as per readiness conditions.

CONSULTATION & ENGAGEMENT

Providers:

- GMLPN and GMCG are represented on Outcomes
 Framework Steering Group (next meeting mid/late Feb)
- Close joint working with providers, particularly data specialists, around monitoring & reporting issues/requirements and impact measurement

Employers:

- Working with NWBLT, particularly around defining required behaviours
- Consultation proposed at GM-wide and localised level to ensure OF meets employability needs and that outcomes are being measured/evidence appropriately

WORK & HEALTH PROGRAMME

WORK & HEALTH PROGRAMME: NATIONAL

- DWP Umbrella Framework
 - GM represented on evaluation panel
- DWP national design principles
 - Support for 15 months
 - Focus on sustained jobs
 - Supporting long-term unemployed and people with disability if work coach thinks reasonable chance of securing work
 - Will be other early entry groups
 - Mostly voluntary for disability group
 - Integration with local support services & health provision
 - Key role for specialist providers
- DWP payment model
 - Payment by Results (potentially Accelerator Model)
 - Service fee (up to 30%)

WORK & HEALTH PROGRAMME: GREATER MANCHESTER

- GM working closely with DWP
- GM co-commissioner of local programme
- Looking to double investment in GM through ESF supporting 20,000 people
- Adopt asset-based approach, support tailored and bespoke solutions and integrated response to complex issues
- Require a clear offer to respond to health and well being needs
- GM will lead on procurement & performance management of Work and Health Programme
- Key element of broader GM approach to tackle low pay, worklessness and increase productivity

OTHER ACTIVITY

EMPLOYER ENGAGEMENT

Aligning two key areas of activity:

- Draft Employer Engagement Framework developed with five employer strands:
 - inspiring & preparing future talent
 - employer led skills system
 - inclusive local employment
 - good work, good health
 - socially responsible businesses

HOW CAN PROVIDERS ENGAGE?

- Co-design and co-delivery:
 - Collaboration between employers and providers, working together to identify the skills required and who is best placed deliver them
 - Providers delivering the wrap-around support on attributes and 'soft' skills
 - Employers deliver the latest industry standard technical training, particularly in priority sectors
- Sector focus: specialist providers can work with employers setting up potential models for Industrial Strategy's sector deals

QUESTIONS?



What Is It?



- Contract commissioned by the Greater Manchester Combined Authority as part of the Greater Manchester Apprenticeships Hub activity
- New Economy will manage performance of contract
- Being delivered by the Business Growth Hub and The Greater Manchester Chamber Of Commerce





Setting the Scene



- A 20% uplift required in apprenticeship starts required in GM to bring the region in line with the national 3 million apprenticeship target by 2020.
- Target of 10% participation in higher level apprenticeships for GM. Currently sits at 4.5%
- Largest numbers of apprenticeships exist in Adult Care, Business Administration and Customer Service
- Looking to grow engineering and digital in line with GM agenda





When is it starting?



- Commenced in January and scheduled to run for 18 months.
- Digital marketing and networking started from January





Why has it been commissioned?



- To engage with small to medium employers who have a pay bill of less than 3.5 million to understand why they aren't currently engaging with Apprenticeships or Traineeships.
- To gather information from employers as to their thoughts and perceptions of the current apprenticeship and traineeship offer.
- To offer information, advice and guidance to allow employers to make an informed decision regarding use of skills and services available across Greater Manchester in their business.





Who is working on it?



- A team of 6 workforce development advisors made up of Business Growth Hub and Chamber teams working across the region as the apprenticeship growth service.
- A team support Coordinator in place to monitor opportunities out to colleges and providers: Natalie McGrath
- Adrian Healey BGH
- Joy Sewart GM Chamber





How will it work?



- The Workforce Development Advisor generates an opportunity
- Advisor conducts face to face meeting with employer and completes a workforce development plan.
- Advisor works with employer to use the find an apprenticeship training provider using government portal. https://findapprenticeshiptraining.sfa.bis.gov.uk/
- Team support coordinator passes lead to provider who then accepts it within 48 hours and then tracks progress with provider through to successful start.







National Apprenticeship Week 2017

- 10th anniversary theme "ladder of opportunity"
 Celebrating career progression
- Toolkits available for providers and employers <u>https://www.gov.uk/government/publications/toolkits-to-help-support-national-apprenticeship-week-2017</u>
- Online map submit events <u>https://nawevents.co.uk/events_submission/submission_form</u>

GMLPN Project Activity

- Raising awareness in schools
 - Apprenticeship Support and Knowledge (ASK) project
 - Apprenticeship Ambassadors

#SEEDIFFERENT supporting events and activities

#SEEDIFFERENT

hello@theapprenticeshiphub.co.uk

Member Activity

- What have you got planned?
- Have you uploaded it to the NAW events map?
- Have you shared the information with #SEEDIFFERENT?
- Can the GMLPN team support your events and activities?

Break

GMLPN Members' Meeting

Wifi

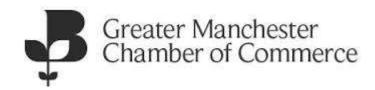
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30.11.2017

So what's new?



- 15 Categories
- November date
- Greater awareness with GM businesses
 - Promotion to 30,000 social media followers
 - Links with the GM Chamber Annual Dinner

Significant reach with Greater Manchester businesses

Key dates



17.04.2017 – Nominations open

30.06.2017 – Nominations close

04.09.2017 - Shortlist announced

30.11.2017 – Awards night

Sponsorship opportunities available



- Headline partner
- Twitter Wall, Photo Booth, Drinks Reception
- Category Sponsors





Today I will cover:

Apprenticeships

- Funding Rules
- Getting paid
- Sector readiness and support
- IfA
- Register of AAOs

AEB

Procurement

Apprenticeship Funding







Funding rules May 2017 – overview

- End October 2016 final apprenticeship policy document
- End October 2016 published 3 separate (draft) funding rules:
 - Providers
 - Employer-providers
 - Levy paying employers
- Updated final Funding Rules very soon

Funding rules May 2017 – what is an apprenticeship?

Final Wording (January)

- An apprenticeship is a genuine job with an accompanying skills development programme. By genuine we mean that:
 - The apprentice must have a contract of employment which is long enough for them to complete the apprenticeship successfully or be employed by an ATA.
 - The cost of the apprentice's wages must be met by the employer.
 - The apprentice must have a job role within the organisation that provides the opportunity for them to gain the knowledge, skills and behaviours needed to achieve their apprenticeship.

Funding rules May 2017 – what is an apprenticeship?

- The apprentice must have appropriate support from within the organisation to carry out their job role.
- When the apprenticeship is achieved the apprentice should ideally remain with the employer, where a job opportunity continues to exist. Where this is not possible the apprentice must be supported by their provider and employer to seek alternative opportunities.
- The SFA will monitor apprentice destination data and HMRC data to ensure that job roles are genuine and are not created purely for the purposes of the apprenticeship programme. We will take action if employer recruitment practice is detrimental either to the apprentice or to the apprenticeship brand.

Funding rules May 2017 – off-the-job training (definition)

Final Wording (January)

Off-the-job training is defined as learning which is undertaken outside of the normal day-to-day working environment and leads towards the achievement of an apprenticeship. This can include training that is delivered at the apprentice's normal place of work but must not be delivered as part of their normal working duties.

The off-the-job training must be directly relevant to the apprenticeship framework or standard.

Funding rules May 2017 – off-the-job training (definition)

Final Wording (January)

It may include the following: the teaching of theory (e.g. lectures, role playing, simulation exercises, on-line learning, manufacturer training); practical training; shadowing; mentoring; industry visits and attendance at competitions. It may also include learning support and time spent writing assessments/ assignments.

It does not include:

- English and maths (up to Level 2) which is funded separately.
- Progress reviews or on-programme assessment required for an apprenticeship framework or standard
- Training which takes place outside the apprentice's normal hours.

Funding rules May 2017 – Off The Job Training (20%)

Final Wording (January)

To use funds in an employer's digital account or from governmentemployer co-investment for an apprenticeship, you must:

 have evidence that the apprentice spends at least 20% of their time on off- the-job training recognising that apprentices may require more than 20% off-the-job training for example if they need English and maths.

It is up to you (provider) and the employer to decide how the offthe-job training is delivered. This may include regular day release, block release and special training days/workshops.

- Policy intent
- Final wording (Version 1 January):

Funds from an employer's digital account or government-employer co-investment must only be used for activity directly related to the apprenticeship. These funds must only be used to pay for training and assessment, including end-point assessment, to attain an apprenticeship that is eligible for funding up to the limit of the agreed funding band. This includes the following:-

 Off-the-job training, including the costs associated with mandatory qualifications, through an externally-contracted provider or evidenced costs for employer-provider delivery

- Planned on-programme assessment and the formal end-point assessment including any costs associated with the completion certification for the apprenticeship.
- Distance, online or blended learning relating to the off-the-job training element of an apprenticeship.
- Materials used in the delivery of the apprenticeship framework or standard. By materials we mean the equipment or supplies necessary to enable a particular learning activity to occur.
- Any administration directly linked to the training and assessment, including end-point assessment. This includes costs relating to the development of teaching materials, lesson planning, the processing of the ILR and quality assurance. 57

- Funding to re-take mandatory qualifications or the end-point assessment, providing additional learning takes place. If this additional cost exceeds the funding band then the excess must be paid in full by the employer.
- Accommodation costs for learning delivered through residential modules where the residential learning is a requirement for all apprentices. Any costs for residential modules must represent value for money.
- Costs of an apprentice taking part in a skills competition if the employer and provider have agreed that participation in the competition directly contributes to helping that individual achieve the apprenticeship standard.

- The costs of taking part in any of the above activities must be included in the negotiated price of training and end point assessment, agreed between the employer, provider and end point assessment organisation. If this means the total price exceeds the maximum of the funding band, then the employer must pay in full the difference between the band maximum and the agreed price.
- You can use funds in an employer's digital account or governmentemployer co-investment to buy services from a third party that are within the definition of eligible costs.

- Funds in an employer's digital account or government-employer coinvestment must not be used for any of the following.
 - Enrolment, induction, prior assessment, initial diagnostic testing or similar activity.
 - Travel costs and apprentices' wages.
 - Personal protective clothing and safety equipment required by the apprentice to carry out their day-to-day work.
 - Off-the-job training delivered only by distance learning, although you can include online and other blended learning activity as part of the delivery of an apprenticeship.

- Any training, optional modules, educational trips or trips to professional events in excess of those required to achieve the apprenticeship.
- Training, assessment, exams or tests in any skills and knowledge solely and specifically required to acquire licences to practice.
 This applies even where such a licence is required in the apprenticeship standard and the assessment plan.
- English and maths up to Level 2; this is funded separately.
- Repeating the same regulated qualification where the apprentice
 has previously achieved it unless it is a requirement of the
 apprenticeship or for any GCSE where the apprentice has not
 achieved grade C, or 4, or higher.

- Re-sits for mandatory qualifications or the end-point assessment needed for the apprenticeship where no additional learning is required.
- Registration and examination, including certification costs, for non-mandatory qualifications (qualifications that are not specifically listed in the framework or standard).
- Accommodation costs where the apprentice is resident away
 from their home base, because of the requirements of their dayto-day work or because this is convenient for the employer or
 provider. Residential costs associated with non-mandatory
 qualifications are also excluded.

- Capital purchases including lease agreements.
- Time spent by employees / managers supporting or mentoring apprentices, or the time of other employed staff arranging training support, except where this is directly linked to the training and assessment, including end-point assessment. For example, we would not expect to pay for any time spent by the apprentice's line manager for any of these activities.
- Specific services not related to the delivery and administration of the apprenticeship. This includes the recruitment and CPD of staff involved in apprenticeships, company inductions, managing agents and those providing a brokerage service to an employer.

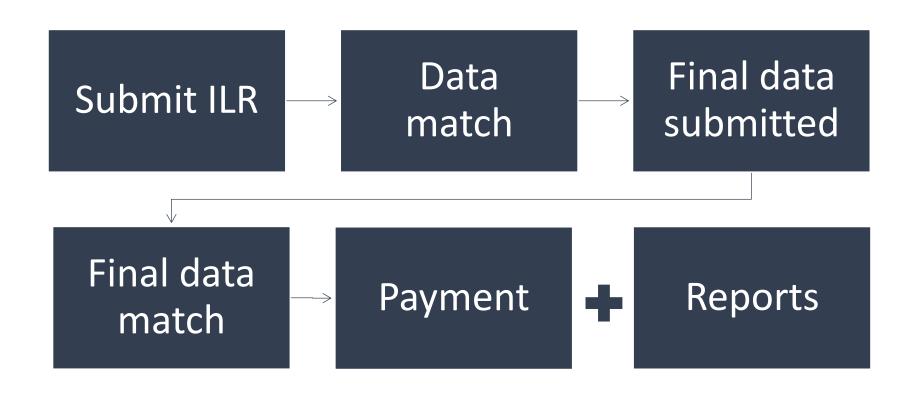
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Funding rules from May 2017 - subcontracting to employers

Same rules whether employer pays the levy or does not:

- If the aggregate value of your subcontract to the employer is <£100k – no action required
- If the aggregate value is £100k-£500k, the employer must be listed on the Register (any of the 3 routes)
- If the aggregate value is >£500k, employer must be listed on the Register as a main provider or have passed as an employer provider

Apprenticeship service data and payment





Access my levy

Who should add apprentices?

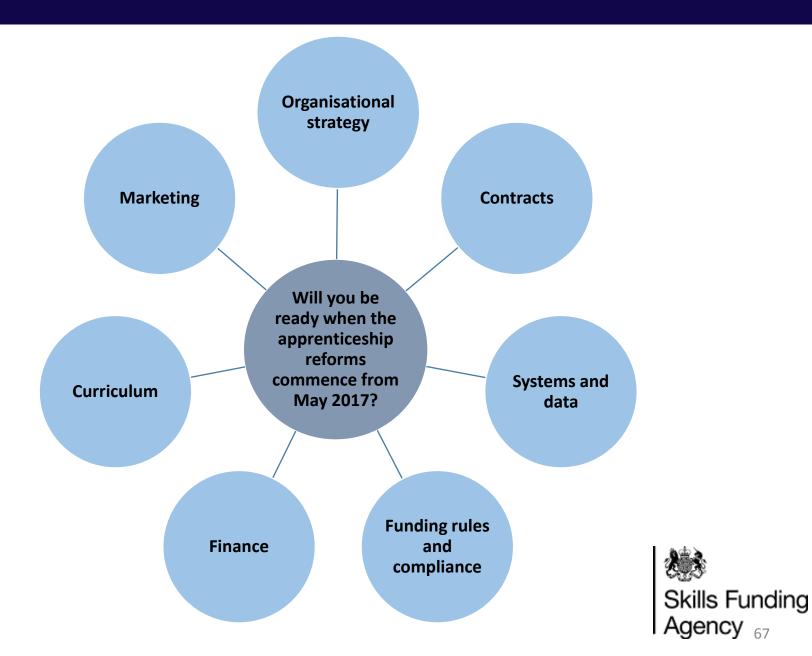
You can add details of your apprentices (your cohort) or ask your training provider to add them for you.

If you ask your training provider to add them, you will still need to check and approve the details they add.

- I will add apprentices
- I'd like my provider to add apprentices

Save and continue

Sector Readiness for the reforms



How are we going to support and measure the sector's preparation for the reforms

- We made available an online assessment tool so providers currently delivering apprenticeship provision can measure their state of readiness
- But 40% of providers did not complete this so we are undertaking a follow up exercise to ensure we have a complete overview of sector readiness
- We have used this information in our work with the ETF to help shape the content of the Future Apprenticeship programme over the coming months
- We will undertake further challenge through our Provider Management and Joint Intervention Teams to ensure that you are taking a whole organisational approach which meets the requirements of the reform programme
- We will test the sector to ensure you are responsive in meeting employer demand
- We will monitor compliance with the funding rules and will support new entrants to the apprenticeship marketplace with events to aid their readiness



How ready is the sector?

- 676 providers completed the full online assessment
- By April we want 80% of the sector to be fully prepared
- 28% have an organisational strategy for implementing the apprenticeship reforms
- 49% have assessed themselves as being fully prepared for the funding rules
- 89% have developed or are developing a strategy to convert their offer to standards.
- 33% of providers expect income levels to reduce when the reforms are implemented, whilst 11% have not yet planned for any variations in funding.
- Only 8% of providers expect that 50% to 75% of delivery will come through levy paying employers
- 26% have not yet reviewed sub-contracting arrangements



What should the sector be doing?

- Use the support available through Future Apprenticeships programme including the toolkit to aid the development of your apprenticeship strategies
- Develop an organisational strategy that outlines how you will redefine you offer to employers in a reformed system
- Ensure staff fully understand the reforms and how apprenticeships will be delivered in the reformed system
- Review curriculum to enable your organisations to offer standards where they are available for funding
- Review your financial planning to navigate through changing income levels
- Ensure sub contracting arrangements are compliant with the new funding arrangements
- Re-design internal systems and processes that are compliant with the new funding system



The Institute for Apprenticeships

- An independent employer-led body, the Institute for Apprenticeships, to support the quality of apprenticeship standards in England. It will become fully operational in April 2017 (shadow form with effect from 2016).
- The Institute will be responsible for setting quality criteria for the development of apprenticeship standards and assessment plans; reviewing, approving or rejecting them; advising on the maximum level of government funding available for standards; and quality assuring some endpoint assessments.
- <u>Draft Strategic Guidance</u> for the Institute published 4 January 2017.
- From April 2018 the remit of the Institute will be expanded to cover **Technical Education** (subject to the passage of the Technical & Further Education Bill), this will include maintaining a register of technical qualifications at level 4+ eligible for public subsidy through Advanced Learner Loans.



End point assessment

- All apprenticeship standards must contain an holistic assessment of the knowledge, skills and behaviours that have been learnt throughout the apprenticeship - referred to as the End Point Assessment
- This is to ensure that apprentices are fully competent in the relevant occupation and give employers confidence that they are "job-ready"
- All EPA, however organised, can only be carried out by organisations registered on the register of apprenticeship assessment organisations for the specific apprenticeship
- EPA design and all decisions relating to how the EPA will be carried out are made by the Trailblazer Employer Group and apply to every apprentice following this Standard



The Register

- The Register of Apprentice Assessment Organisations lists those organisations approved to offer EPA
- The Register identifies which organisation(s) against which standards, in which geographical areas, with a contact/link to the organisation
- The Register opens every month for applications. We take any new applications for review at the end of each month. For a few days each month the application will not be available while we update it
- There is no limit to the number of applications an organisation can make or the number of standards that can be included in an application
- Employers will use the Register to select an organisation to undertake end-point assessment for them



EPA process

Assessment Organisation added to the RoAAO

Employer selects organisation from the RoAAO and informs provider

Provider & assessment organisation agree working arrangements & provider formally contracts with organisation

Assessment organisation delivers EPA & applies for certificate

Assessment organisation receives final payment via provider

Funding TAgency 74

Latest position - AAOs

- As of end January 2017 we will have 46 AAOs approved against 86 standards
- 82% of all apprentice starts on standards have an AAO available to them
- 99% of apprentices due to complete in 2017 have an AAO available to them
- We are beginning to see a broader range of applications in terms of standards coverage
- We are continuing to see a broad range of types of organisations apply
- The Education and Training Foundation Future Apprentices programme strand is positively supporting organisations in making informed applications

Contracting of independent training provision: Adult Education Budget 2017-18

- Change to Public Contracts Regulations 2015 (PCR) this means Agency can no longer automatically renew 'contracts for services'
- Current 'contract for services' of education and training end on 31 July 2017
- Majority of the AEB currently awarded to designated institutions, as defined in the Further and Higher Education Act 1992, that are eligible to receive a grant, not affected by the PCR change



Invitation to Tender

- Competitive procurement exercise for the funds released by contracts completing restricted procedure
- Procurement will be open to all organisations on the Register of Training Organisations
 (RoTO) that have:
 - passed the capacity and capability checks for the delivery of education and training services; and
 - expressed an interest in delivering relevant provision on the register
- Procurement timetable and tender specification available on the <u>e Tendering Portal</u>
 Responses to this invitation to tender must be submitted through the Skills Funding Agency's e-tendering portal before 17:00 on 27 February 2017
- Applications received after this deadline WILL NOT be evaluated



New Contracts

- Existing ITPs that are unsuccessful through the ITT or who choose not to bid will be offered a new contract up to the value of their current 2016 to 2017 AEB allocation or the predetermined threshold value (£589,148) whichever is the lower
- Contracts awarded in this way will be for the 2017 to 2018 funding year only; regulations do **not allow** growth or any further extensions



Existing Learners

- Providers must manage provision commitments now in readiness for the new funding year
- Providers must ensure continued support for existing learners wishing to continue into 2017 to 2018
- Providers will **not** be able to access additional AEB funds unless they have been awarded through the procurement exercise



Next steps

- Review ITT requirements and specification
- Ensure that you understand requirements and read the documents fully
- Complete responses as appropriate and submit before 17:00 on 27 February 2017



Lunch

GMLPN Members' Meeting

Wifi

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