

Challenges facing all providers...

- Delivering Apprenticeship Standards
- End Point Assessment
- 20% off the job training
- Contracting with employers/learners

Additional challenges for new providers...

- Data
- Claims
- Reports
- Audit
- Quality
- Teaching and Learning

Apprenticeship Starts Survey

- Nationally 28% reduction in starts.

- 16-18 starts are -23% but 25+ is nearer -40%

- Decline in Level 3 - **23%**

- Growth at Level 4+

- Substantial decline in intermediate levels especially amongst the over 25s – drop of 50%

Andy Turner – Rochdale MBC

Apprenticeships – A Levy Employer Perspective

Overview

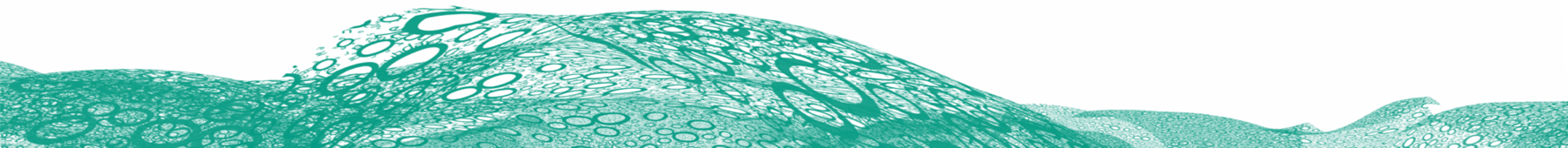
Levy contributions are averaging around £56,000 per month

Circa £2.7 million over 4 years

Roughly 50/50 split schools / council

Combination of the council and around 40 maintained schools

Based on headcount (5700), our Public Sector target (2.3%) is 131 Apprentices per year.



Progress to date - starts

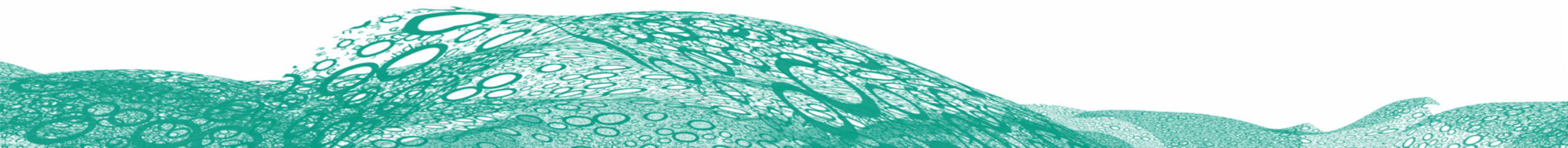
	Year		
Starts	2017/18	2018/19	2019/20
Schools	53		
RBC	77		
Supply chain	N/A		
Total	130	0	0

**56% of Apprenticeship training to date is for existing staff
and 44% new starts**

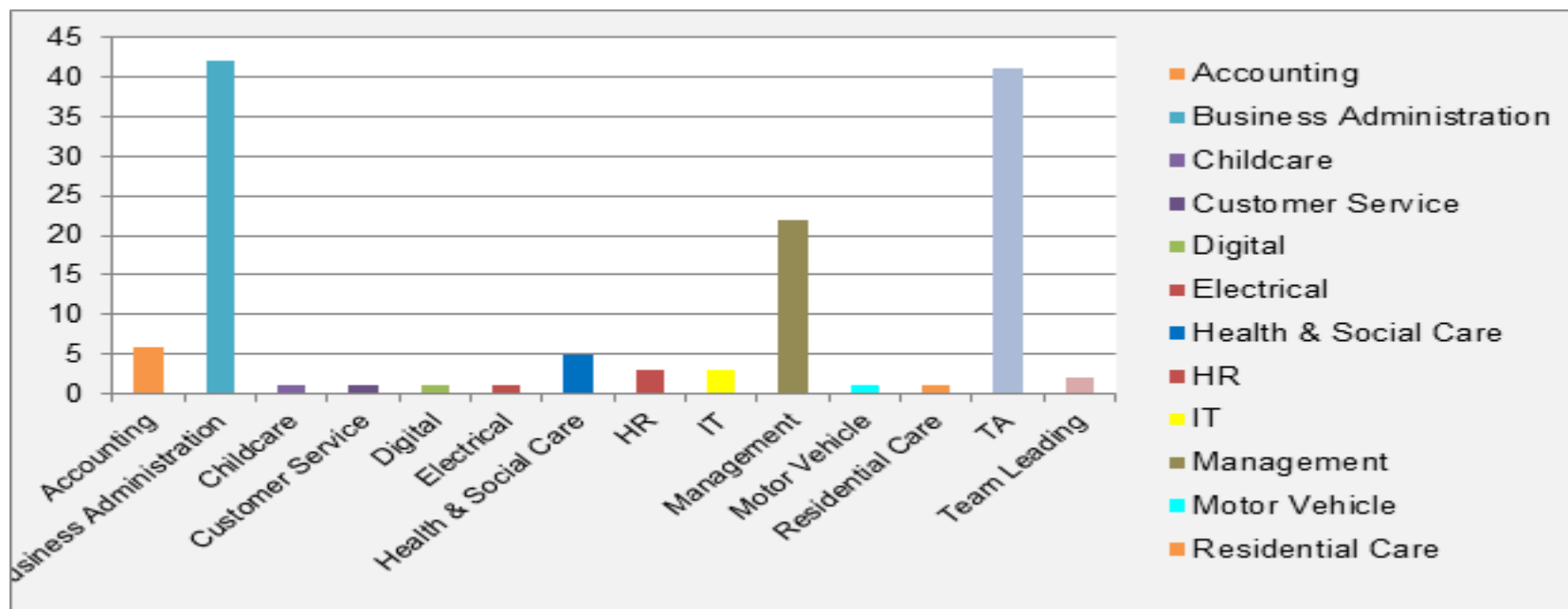
**In school – 72% existing and 28% new starts
Internal Council – 45% existing and 55% new starts**

Levels

	Schools	Internal	Total
Intermediate (2)	11	18	29
Advanced (3)	34	19	53
Higher (4/5)	2	22	24
Degree (6/7)	0	2	2
TBC	6	16	22
Cancelled	0	0	0
	53	77	130

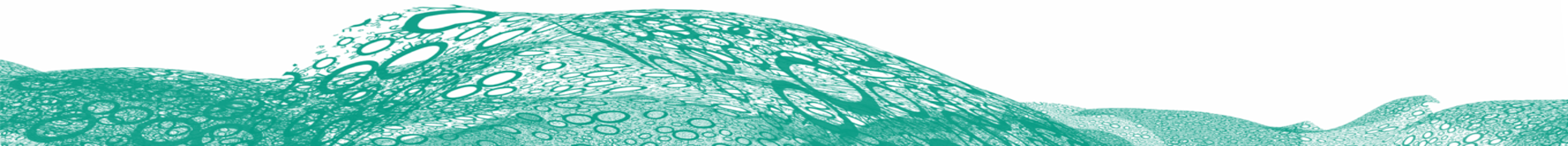


Sectors



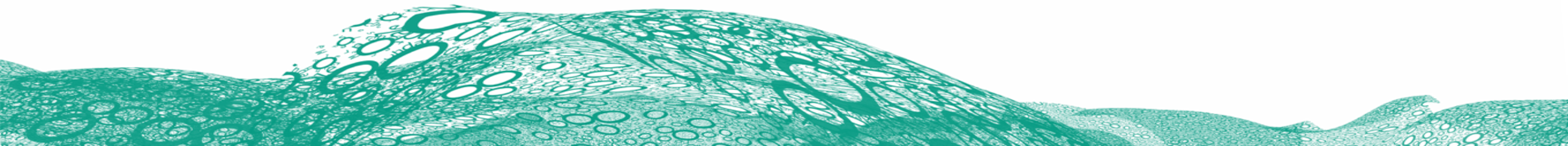
Findings to date - positives

- Fantastic response from schools (generally)
- Positivity about a 'CPD' budget
- Creation of new posts in schools and in the council not previously available
- Kudos



And the 'not-so-positives'

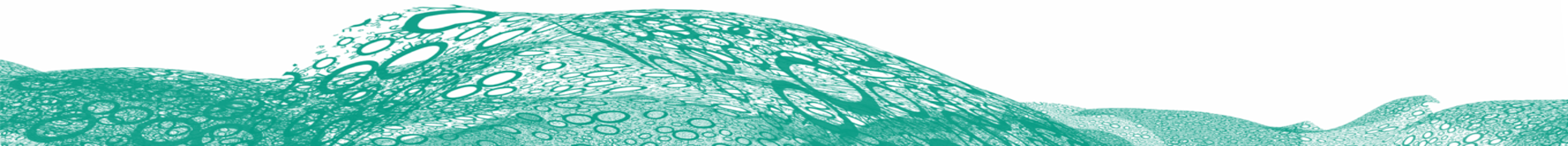
- Procurement
- Contracts
- Time / Resources
- 20% OTJ
- Lack of appropriate standards for schools / some departments
- Headcount and the 2.3% target
- 'Clunky' Apprenticeship portal – no way to monitor 'committed spend' and payments dictated by ILR.



Clawback or 'Sunset'

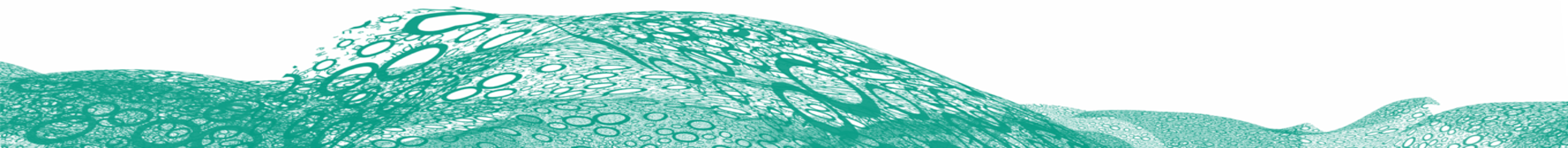
“Funds that you don't use will expire 24 months after they enter your account. Whenever a payment for training is taken from your account, the service always uses the funds that entered your account first. Your apprenticeship service account will let you know when funds are due to expire.”

We need clarification of what 'don't use' means...



Spending and clawback

Question – how can we avoid clawback when we don't pay for programmes upfront? We have to deduct 20% and then divide into monthly payments.



In real terms

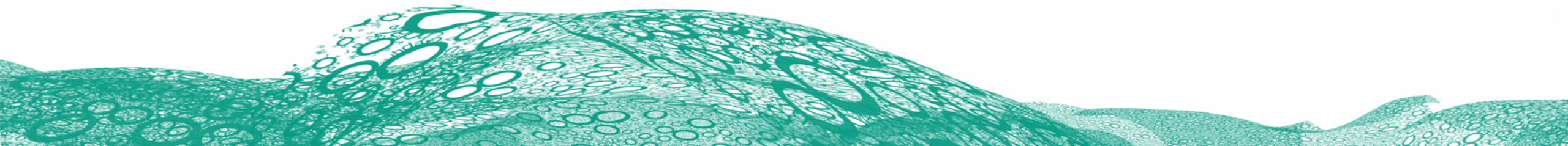
To date Rochdale Council have Committed to £450,000 of Apprenticeship Training.

Yet we still haven't allocated all of April 2017's £55,000 initial contribution (around £37,000 actual spend)....

Which would be susceptible to clawback...

Advice to providers dealing with the Public Sector in GM

- Blanket marketing of schools / councils.
- Remember that we are the buyer...and we issue the contracts!
- Could your provision be delivered over GM?
- Price.
- Additionalities / added value.
- Ongoing contract management arrangements.



Provider Support Programme

Our ambition:

“To assist our members to address the critical and timely issues affecting their business”

Current opportunities for GMLPN members to engage with:

- 1. Greater Manchester & Cheshire Professional Exchange**
- 2. GMLPN Workshops**
- 3. Support Services & Coaching**
- 4. Specific projects**
- 5. End Point Assessment**

Activity to date...

Theme	Areas of focus / Activity to date	
Equality and Diversity	Establishing a learning environment that teaches tolerance	Awareness of how to identify and support learners with emerging mental health issues
Recruiting learners	School teachers and training providers working together	Outlining what a model careers fair looks like
Improving Quality	Reviewing what it takes to deliver outstanding teaching and learning	Peer to peer observations
New and growing training provider	Sharing paperwork / systems / approaches / knowledge	End Point Assessment updates
English and maths	Sharing approaches and common issues	Consolidating English and maths resources – identifying what works in a WBL training environment
Effective employer involvement	Identifying key elements and challenges – particularly 20% off the job training and the 10% employer contribution.	Return on Investment and how to demonstrate adding value beyond the Apprenticeship
Delivering Digital Standards	Significant growth potential – sharing intelligence and knowledge for digital providers looking to deliver the new Standards	Looking at ways to redress the significant under-recruitment of women in the digital sector
Assessment to Training – (Level 3 Award in Education and Training)	Supporting the shift from assessment to delivering substantive programmes of learning	Individuals from different organisations working together and supporting each other

3. Support Services

Safeguarding

- Prevent Health Check
- Safeguarding Audit

Quality

- Observations of Teaching and Learning
- Ofsted readiness
- SAR and QIP development
- Systems

Data:

- Annual compliance audit
- Data Services – managed service to complete ILR validation and error checking, data input, monthly claim, report generation

Curriculum:

- English and maths audit

Apprenticeship Reform:

- Implementation advice and guidance

Bespoke coaching/consultancy:

For example:

- Professional advice around bid applications
- Apprenticeship reform
- Quality improvement plans and processes
- Effective approaches to support services – particularly around cyber-security, HR and Health and Safety
- Safeguarding / Prevent
- Digital technologies to improve teaching and learning
- Sales and business development

4. Specific projects

a. Teach Too

- Industry and training providers working together:
 - Dual professionalism – teachers increasing industrial experience awareness; industry practitioners potentially involved in teaching
 - Testing and trialling ETF resources around **curriculum design and development / learner recruitment**

b. Study Programmes: Developing work placements that promote English and maths skills

- 4 day wrap around support (per organisation or shared between partners) to prepare for work placement programmes & improve the promotion of maths and English skills through work placements

c. Local SET Network membership

- For members of the Society for Education and Training. 3 meetings planned between now and end of March



Pearson

Ways of Working

1. Qualifications, SASE, current partnership arrangements
2. EPA Delivery. Select Pearson as your EPA Organisation
3. Independent Assessor Partnership Agreement

Why Partnership

The Benefits:

- An opportunity to have a resource and grow a bank of qualified assessors with occupational competence
- Working with local employers: accessibility, trust, infrastructure
- Understanding the EPA ethos
- CPD opportunities
- Good Practice and deep understanding of EPA
- Consistent quality of assessment
- Clear and transparent assurance of no Conflict of Interest



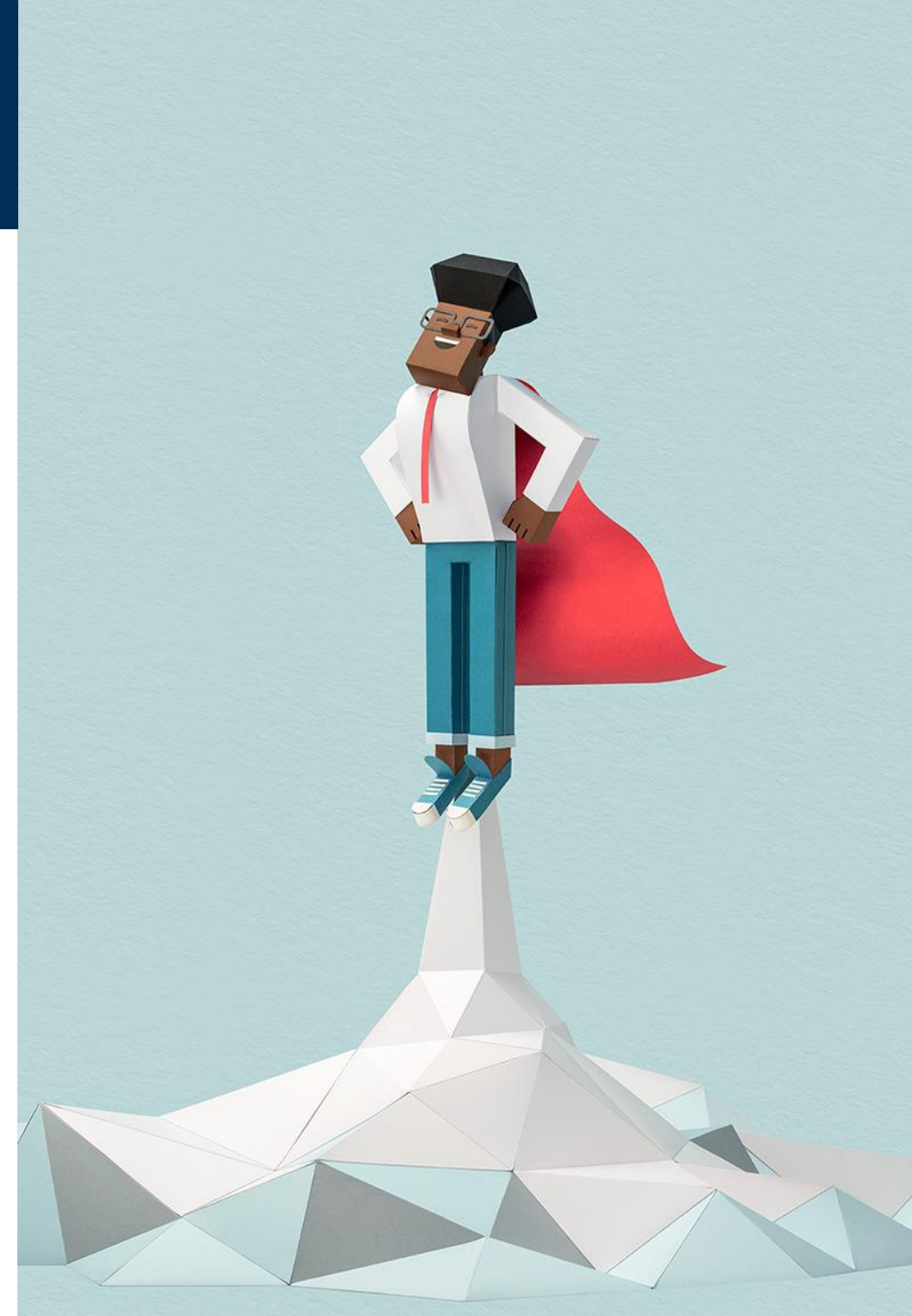
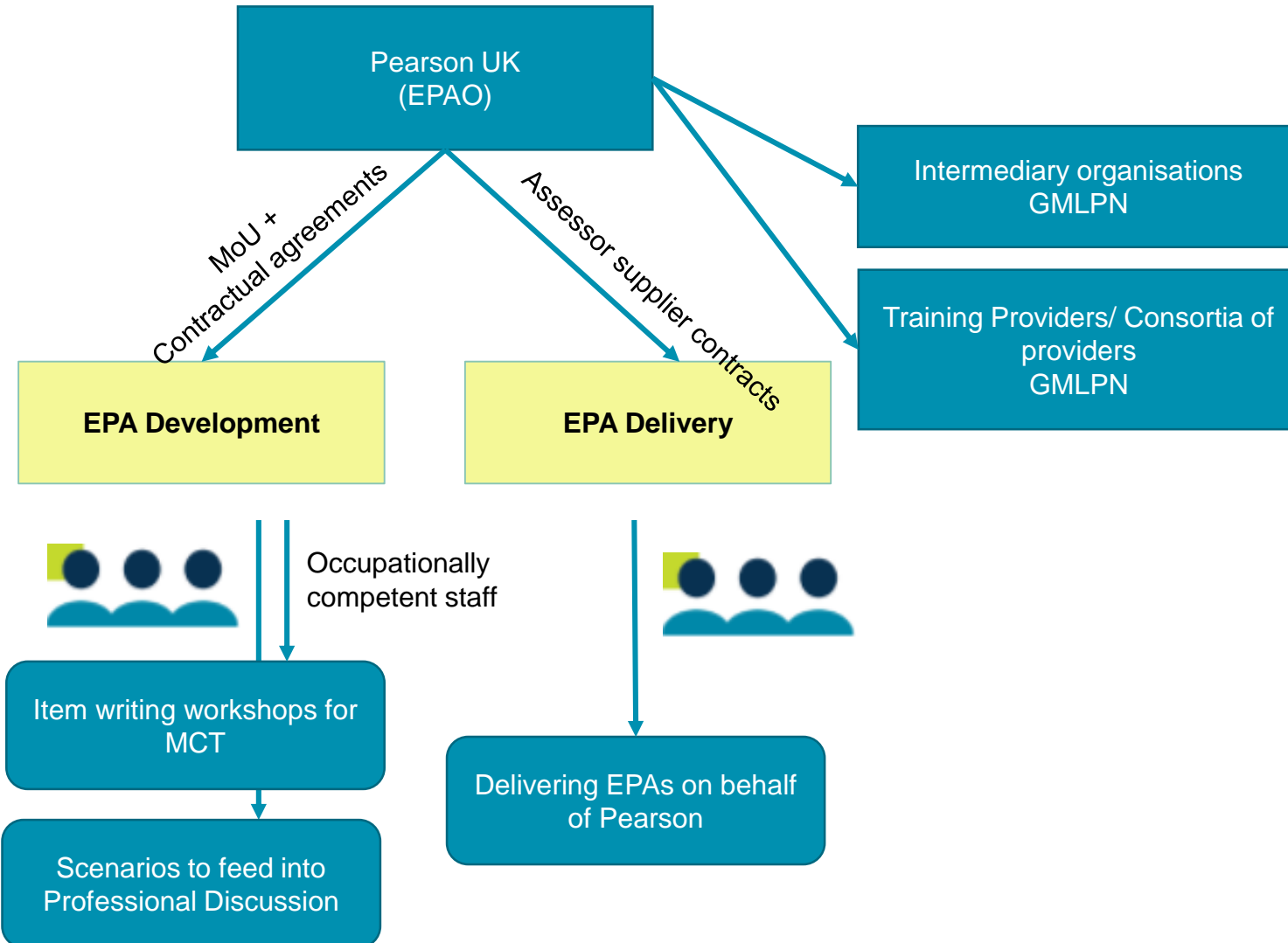
Principles for Partnership working

- Work with organisations who have the capacity, capability and suitable independence in delivering the EPA (colleges, training providers, employer providers, training provider assessment entity)
- Pearson is the EPA Accountable and Responsible body for all purposes
- Will work with an intermediary organisation, however, contractual relationship will be with the organisation employing the assessors
- Due diligence checks, Quality Assurance of EPA delivery, Validity and comparability of EPAs
- Conflict of Interest checks for Assessor – Apprentice interactions, Appeals and Complaints
- Contractual agreements with providers and intermediary organisations – need Agreement in Principle from ESFA

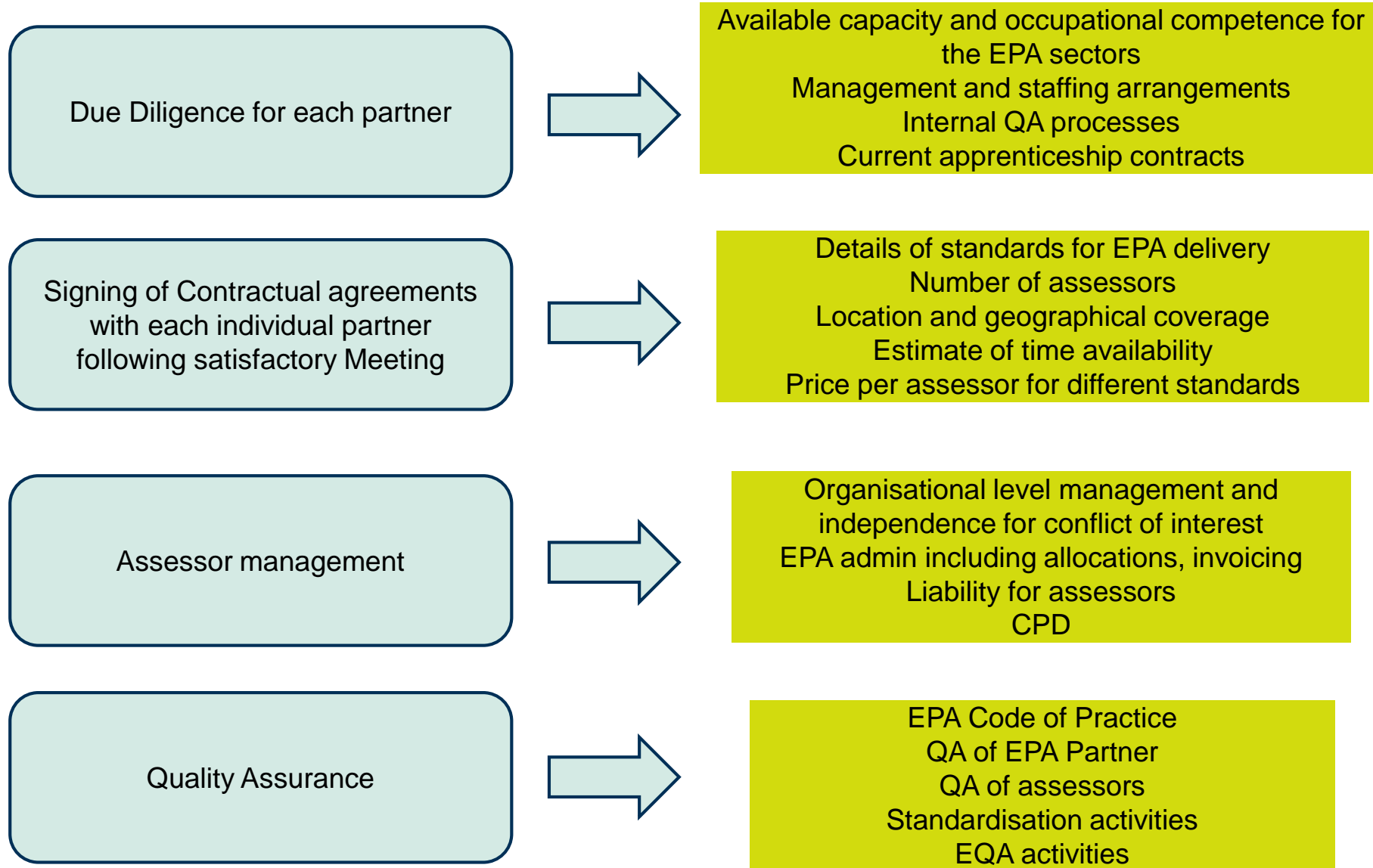


Types of Partnerships and Processes

EPA Development and EPA Delivery



Operationalising the Partnership – EPA Delivery



Next Steps for EPA Delivery Partnerships

- Complete the Pearson Expression of Interest form. This will tell us:
- Number of occupationally competent assessors.
- Available capacity
- Location of assessors and geography they can cover
- Occupational competence, qualifications and CPD aligned to requirements within the assessment plan and Pearson's Job description's

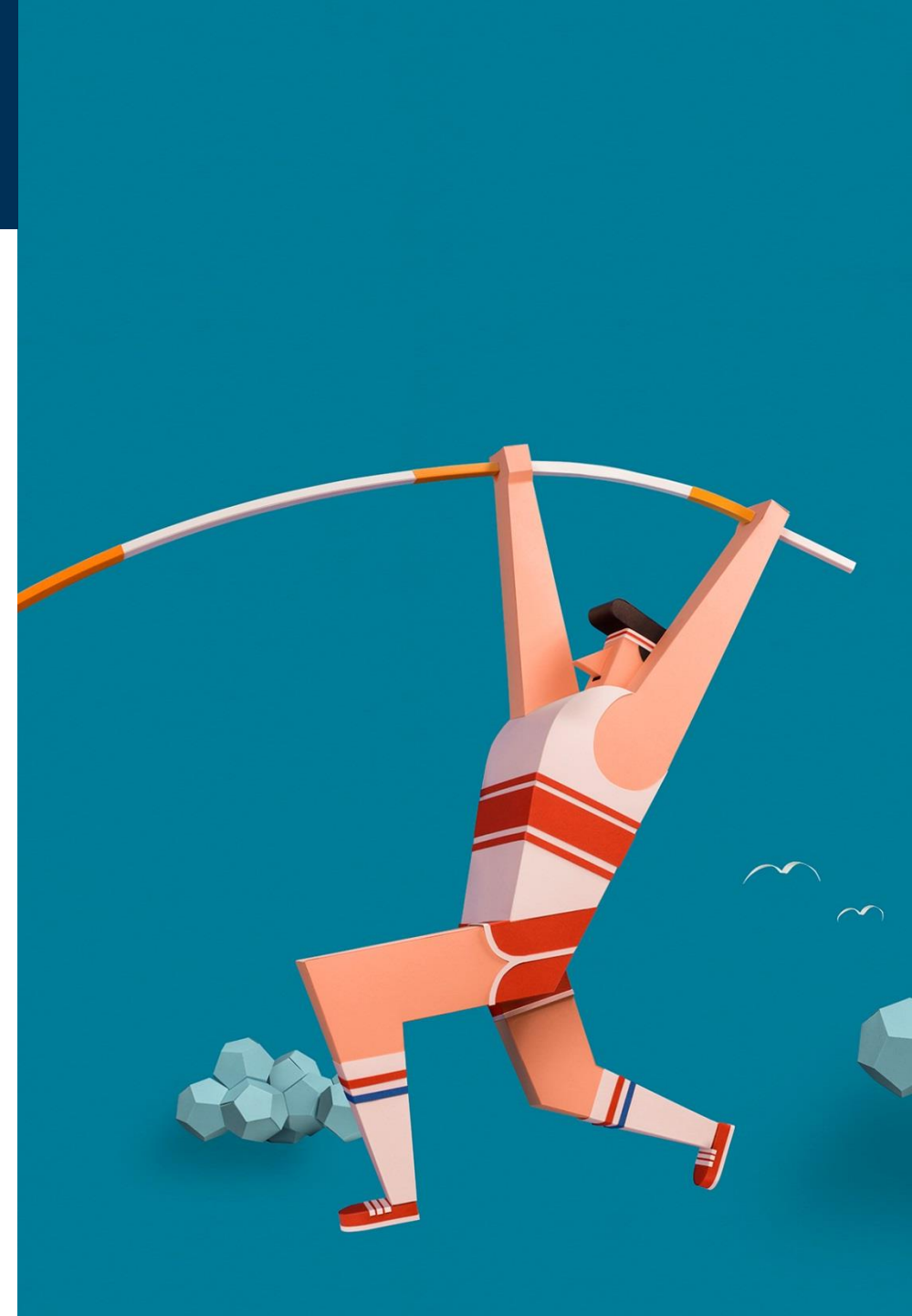


EPA Delivery Partnerships

Individual Conversations

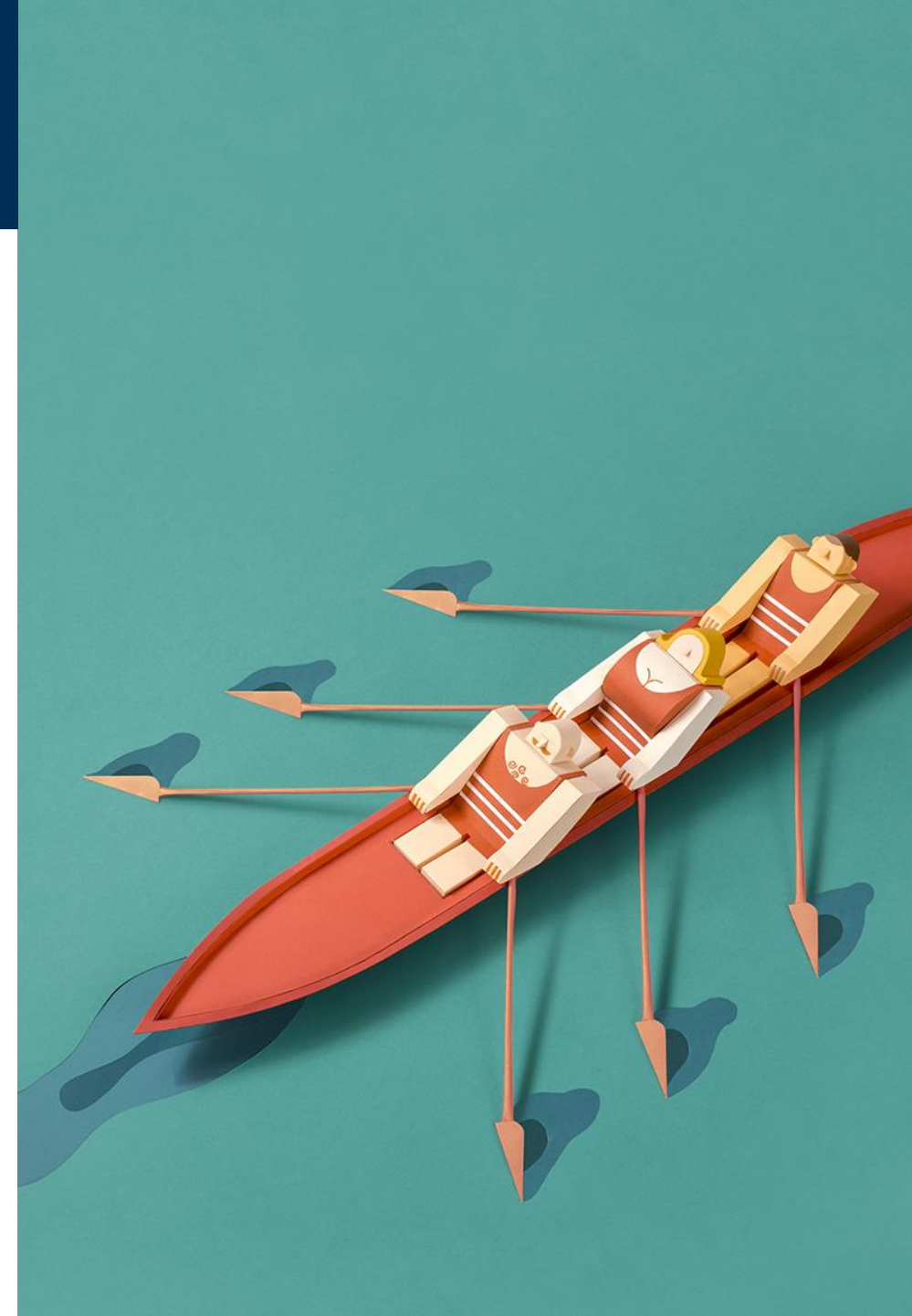
- Upon completion of the Expression of Interest form we will conduct individual meetings to discuss the following detail
- Sending of CV's for assessors matching the JD requirements
- Agreement of Assessor rates.(These will be by standard)
- Due diligence checks on all approved assessors
- Sign End Point Assessment Services Agreement Contract
- Link to CV's. Search by End Point Assessor

<https://home.edexcelgateway.com/pages/search.aspx>



Training and Support

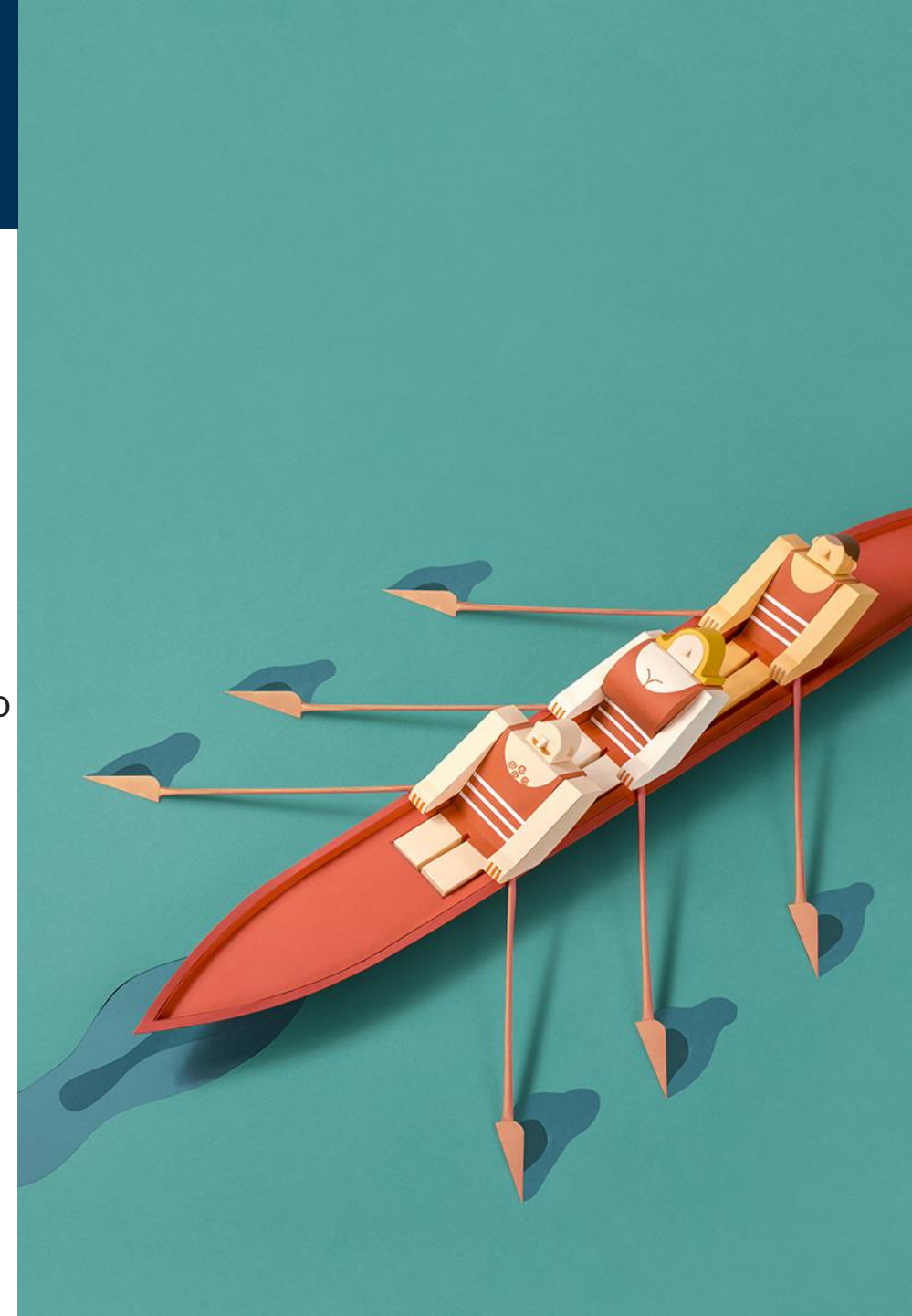
- Successful Assessors will be invited to a 1 day training session. Plus additional live/ recorded sessions
- What will be covered:
 - The apprenticeship journey
 - The role of the IEA (conduct and behaviours) and expected CPD
 - Working with Pearson
 - Quality assurance and ongoing support
 - Training on the assessment systems, policies and procedures
 - Understanding the assessment documentation and grading model
 - Managing 'what ifs' within the EPAs; and standardisation activities.
 - Best practice in relation to the assessment and reporting of each EPA component



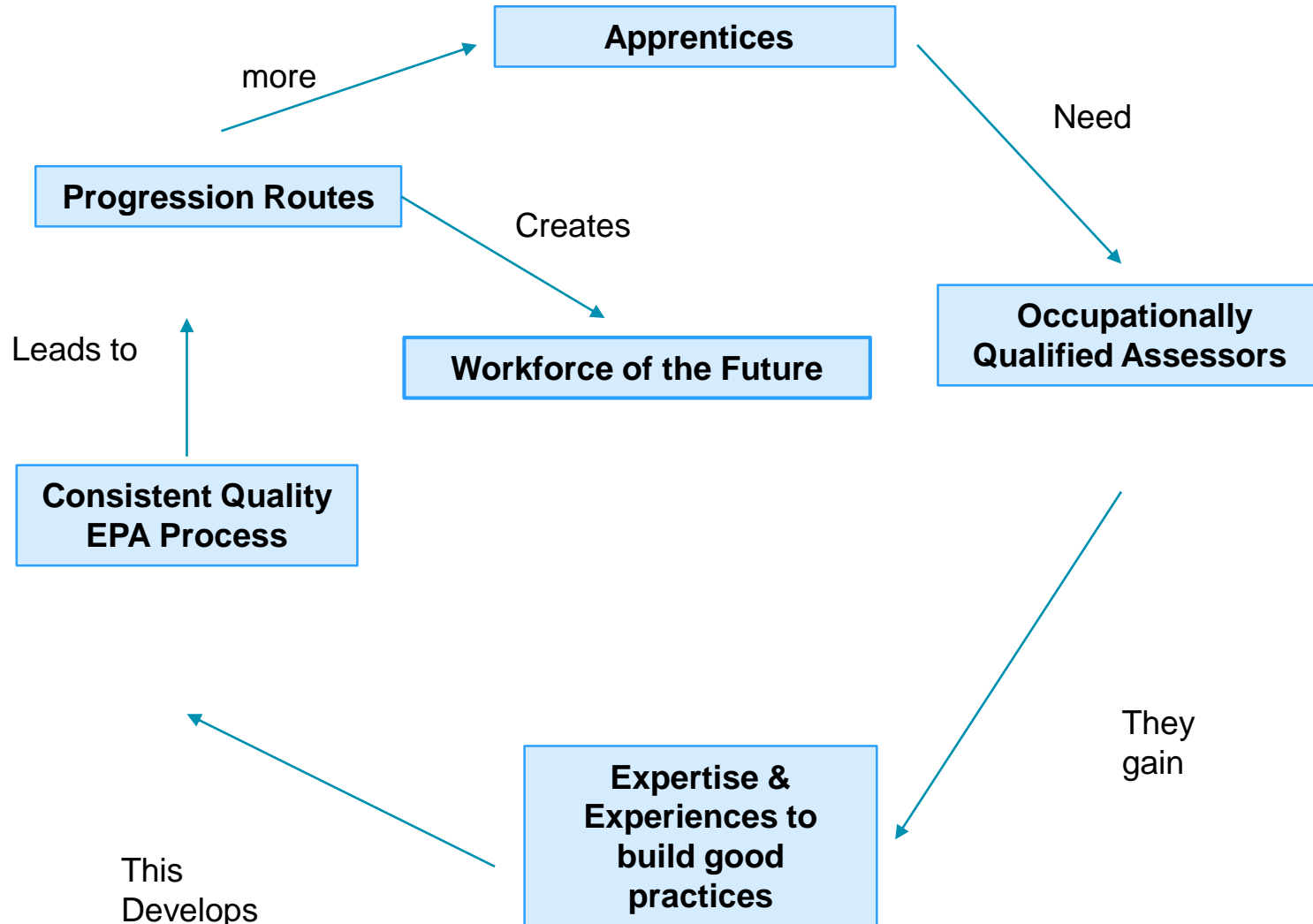
Training and Support Cont.

- How often will this need to happen:

- The above will be on an annual basis, but we would expect to run standardisation activities throughout the year, which can be done through virtual meetings, or F2F, as necessary.
- Each assessor will be supported by their Independent Quality Assessor. (Team Leader)
- Who will undertake monitoring visits and remote sampling, across the group of assessors, tailored to each individual, as necessary.
- Each assessor will have an assessor handbook, alongside the assessment instruments and other guidance, relating to our systems and the specific customers they will be engaging with
- Initial Assessor Priority Standards: Adult Care L2 & 3, Customer Service, Healthcare Support Worker, Team Leader/Supervisor
- The above is still to be fully finalised but we anticipate the training to be towards the end of March 2018



The Importance of the Independent Assessor



Value Added Support for EPA

- If you select Pearson as your EPA organisation you will now receive:-
- EPA Specification per Standard
- Introducing a “regular touch-point/ update process with provider and employer” on progress towards EPA – to follow after contract signing
- Countdown to EPA. A 6 month countdown, detailing at 6,3,2,1, Gateway and EPA what you should be doing with checklist to support you with your delivery and what to expect.
- EPA Service Agreement. The detail of this will be explained by your Account Manager once a Letter of Intent has been signed.



The Register of End-point Assessment Organisations (RoEPAO)

Pearson Education Limited – Standards on RoEPAO (Subject to change)

Adult Care Worker	Senior Financial Services Customer Advisor	Senior Health Care Support Worker	Health Care Science Associate	Retail Team Leader	Team Leader / Supervisor
Lead Adult Care Worker	Health Care Support worker	Aviation Operations Manager	Senior Chef Production Cooking	Retail Manager	Supply Chain Warehouse Operative
Customer Services Practitioner	Health Care Science Assistant	Aviation Ground Specialist	Commis Chef	Hospitality Team Member	Supply Chain Operative
Dental Practice Manager	Health Care Assistant Practitioner	Aviation Ground Operative	Property Maintenance Operative	Operations / Departmental Manager	LGV Driver
Financial Services Customer Advisor	Systems Engineering	Dual Fuel Smart Meter	Retailer	Hospitality Supervisor	



Babington Group: Apprenticeship Reform and Standards Ofsted Pilot

David Gallagher

Group Commercial Director

e. david.gallagher@babingtongroup.co.uk

m. 07341 864261

Comms &
Engagement

Strategy &
Planning

Service
Excellence

Supply Chain

Strategic
Partnerships

Legals

IT Systems

Information
Security

Compliance &
Risk Assurance

People &
Development

Programme
Management

Product &
Service
Development

Process Design
&
Development

Insight

Business
Development

- Difference between good and bad business
- Keeping promises and managing expectations
- The positive 'no'
- Keeping it simple
- Role of the line manager
- Critical importance of comms and engagement
- Customer and value at the heart of everything

New/Increased Focus

- Relationships with employers
- Collaborative design
- Right learners, on the right programme
- Establishing the starting point – Knowledge, Skills & Behaviours
- Demonstrating progress with KSB's – 'hard wiring' to learning outcomes
- Increased emphasis on teaching and learning
- 20% Off the Job
- Learner and employer understanding of the programme and commitment
- Scrutiny of blended delivery model

Other Considerations

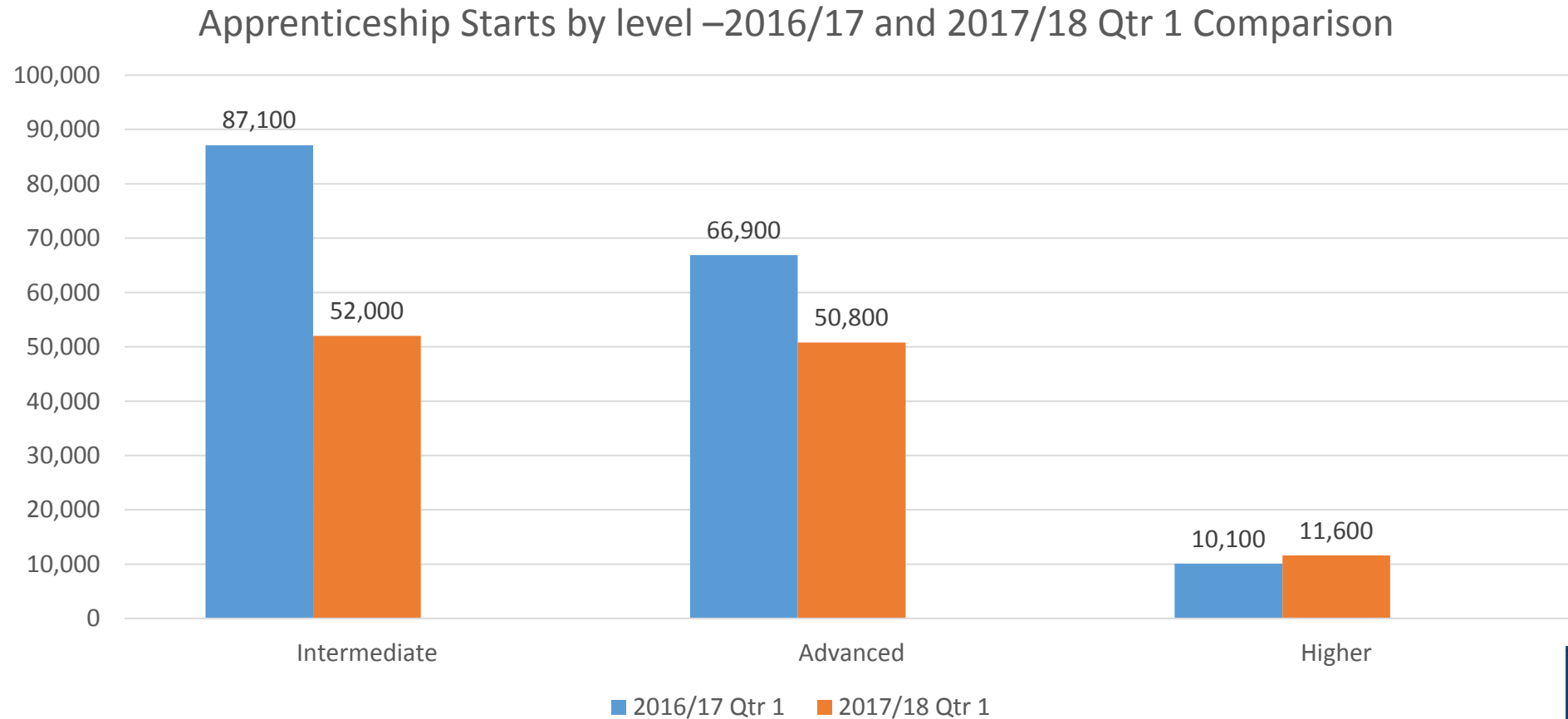
- 🌀 Distinguishable differences between delivery of Frameworks and Standards
- 🌀 Style of managing the Inspection
- 🌀 Positive ‘no’
- 🌀 Provider behaviour
- 🌀 Employer behaviour
- 🌀 Use of (in)appropriate systems e.g. ePortfolio’s

Greater Manchester Learning Provider Network Update January 2018



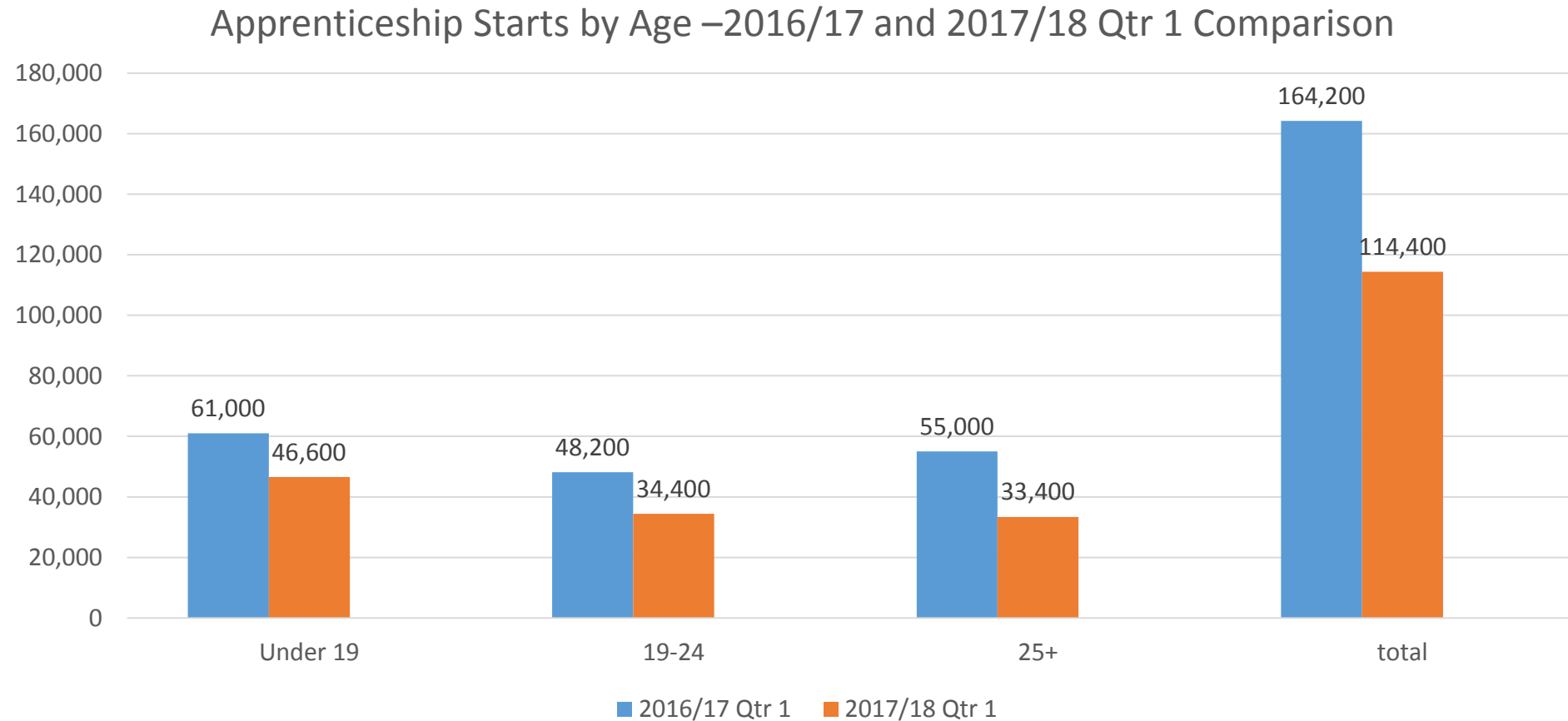
Education & Skills
Funding Agency

Apprenticeship Data – SFR January 2018



Education & Skills
Funding Agency

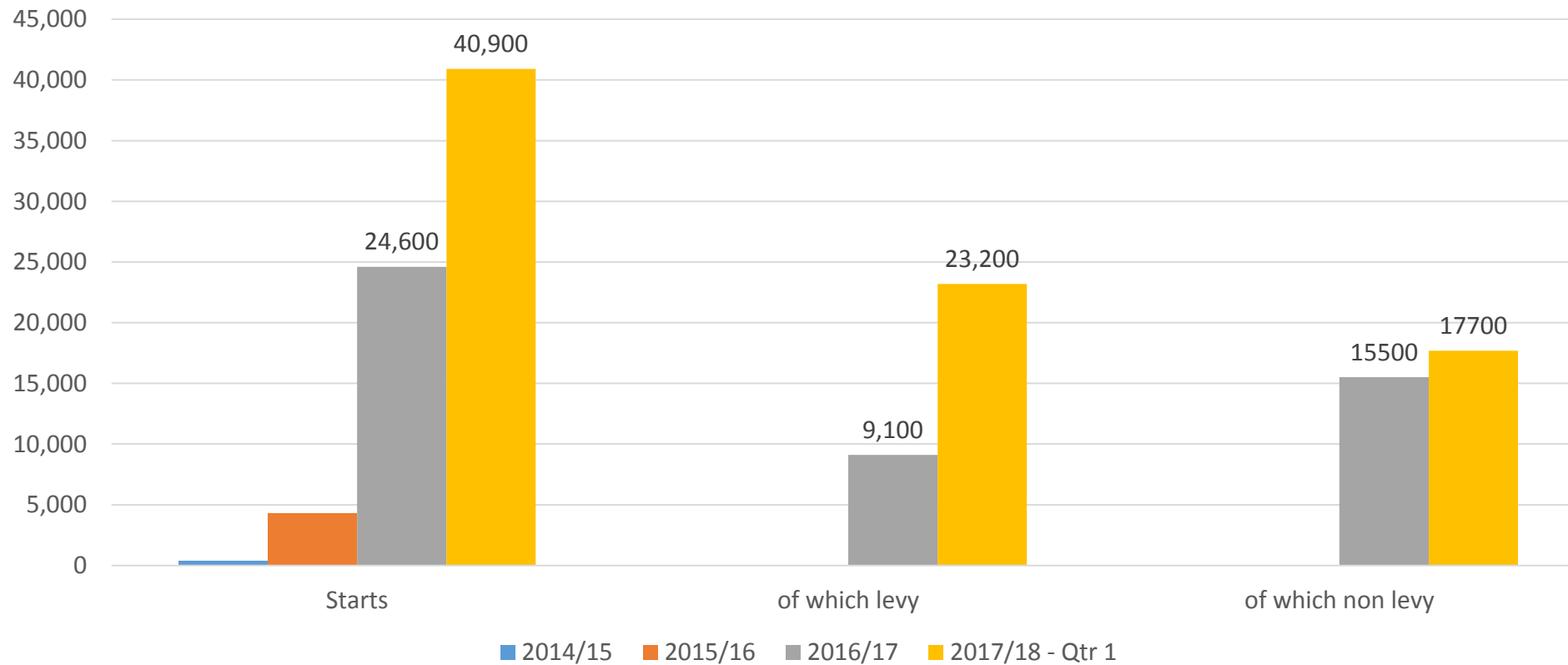
Apprenticeship Data – SFR January 2018



Education & Skills
Funding Agency

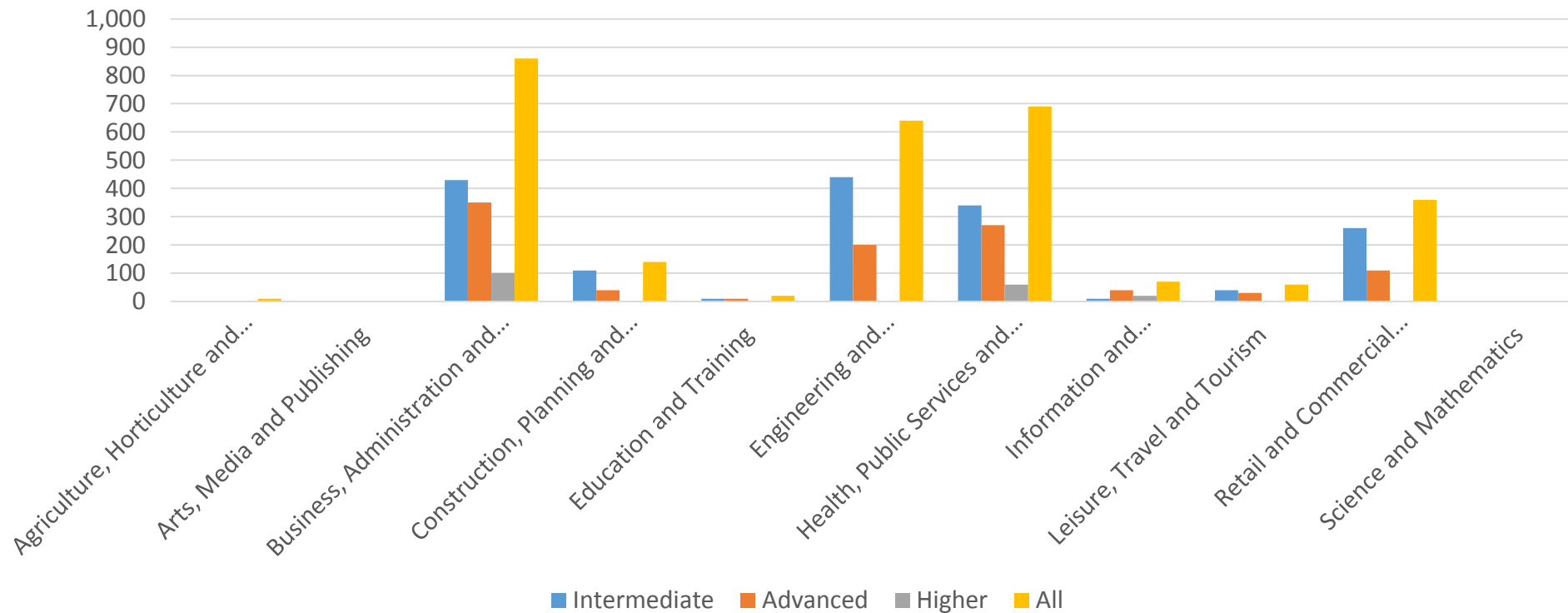
Apprenticeship Data – SFR January 2018

Apprenticeship Starts - Standards



Apprenticeship Data – SFR November 2017

Apprenticeship Starts by Sector – Washington and Sunderland West
2016/17



Updated Intervention Policy - RoATP

- We recently published the approach that ESFA will take when an organisation receives an inadequate Ofsted grade for the delivery of apprenticeship training or overall effectiveness where there is no separate grade for apprenticeships. This is applicable for all apprenticeship funding and all providers assessed by Ofsted. The existing approach to [intervention and accountability](#) will continue to apply to all other funding for post-16 education and skills providers.
- Once a training provider receives an inadequate grade, the action we will take includes:
 - removing the organisation from the register of apprenticeship training providers, in line with the eligibility criteria for joining the register
 - suspending the recruitment of new apprentices
 - giving employers the choice to remain with the provider for apprentices that have already started training
- We will contact employers after we have notified the provider in writing of our intended actions. Employers will have the choice to allow apprentices to remain with the provider until they complete their apprenticeship, or to move them to a new provider.
- This approach provides assurance to employers that the organisations that appear on our register are capable of delivering high-quality apprenticeships and are fit to receive public funding.

Business Critical Issues (1)

- RoATP Round 3 due to be published today– How does the network intend engaging with new providers?
- AEB performance management point 2 - currently reviewing growth cases submitted by 26/1/18 5pm (Includes AEB growth now)
- Non-Levy Procured Provision – Contracts now issued, internal desk based review of performance April 18 for provision in FY 17/18
 - Performance Point 1 – Open for growth 22/6/18 – Deadline 6/7/18
 - Performance Point 2 – Open for growth 19/10/18 – 2/11/18
 - 8% tolerance and £25K de minimus

Business Critical Issues (2)

- National Apprenticeship Week 2018 takes place from 5 to 9 March
 - We have now launched the National Apprenticeship Week 2018 events map and have formally [announced](#) the theme for the Week, whilst making other resources available for employers and partners.
 - a [stakeholder portal](#) has also been developed to host National Apprenticeship Week resources. Stakeholders can access and download materials to help us promote the week
 - **What can you do in March to support National Apprenticeship Week 2018?**
 - **Hold events, take part in the 10K talks, take part in the social media campaign #WorksForMe and record your the events and talks on gov.uk(as detailed in the toolkit)**