# Join us for our BBC Children in Need Bake Sale

GMLPN Network Meeting
Wednesday 20th November 2019
11.05-11.35

Children



# Welcome

**GMLPN Members' Meeting** 

Wifi

**Network:** BGC-Secure

Password: bgc180609

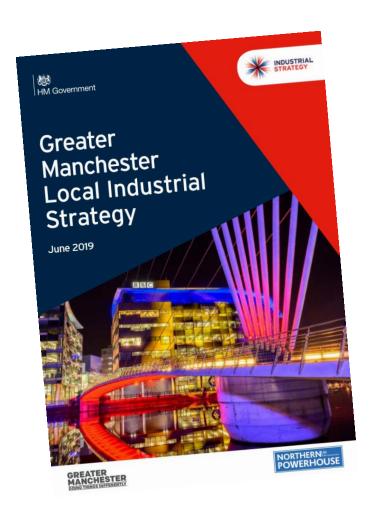


# **Apprenticeship Reforms**

# **Adult Education Budget**



# **Work in Greater Manchester**





## **GM Skills Summit & Ambition Statement**







### **GM Ambition Statement**

'From Ambition to Action'

Our Ambition for Skills in Greater Manchester
October 2019





# Work across the North of England







# **Promoting Apprenticeships**



Visited 114 institutions

and engaged with over **14,500** young people.





Supported **2,000** students to register on the Find an Apprenticeship website and over **150** students to apply for an Apprenticeship.

We continued to engage with key influencers of young people including over 700 teachers and 1,100 parents.





We were also accompanied by at least one Apprenticeship Ambassador at **68** events.





# **Promoting Apprenticeships**

64 Apprenticeship Ambassadors trained in 2018/19

And over 400 Apprenticeship Ambassadors trained since 2012!



# **Building Capacity – Workshops & Consultancy**



58 member organisations and 138 individuals have been supported by a Provider Support Programme Workshop, with over 30 organisations being supported through the GMLPN Consultancy Support.

# **Building Capacity – Professional Exchange**

- English, Maths & Digital
- Equality & Diversity
- Improving Quality
- New & Growing Training Providers
- Safeguarding
- Recruiting Learners
- Work Placements

In 2018/19 we engaged with....

- **35** organisations
- **108** direct participants
- **146** indirect participants
- **195** broadcasts



# **Building Capacity – TTF**

Delivered in partnership with the Greater Manchester Chamber of Commerce.

## Four sector-based industry boards:

- 1. Childcare/Education
- 2. Construction
- 3. Digital
- 4. Engineering/ Manufacturing





51 exchanges have been developed between FEIs and employers across the four sectors.

# **Commercial Agreements**





















# What next?

## Key Issues for 2019/20:

- Subcontracting rules
- Recording of 20% OTJ
- 16/18 non levy starts from Jan 2019
- Potential change in EPA payment proposal that EPAO receiving the monies directly from the employer from Aug 1st 2020
- The need for Level 2 Standards

# Good News Charlish Barbering

Michael John are delighted to announce that Ahmed Alkhafaji, MJTS Intermediate Level 2 Standard Barber, won the Retail, Hospitality & Tourism award for apprentices at the Asian Apprenticeship Awards.

The achievement becomes even more significant as his employer Mr Darren Upsall, Blades Barbershop, Marple, Stockport, is a former MJTS Apprentice.

This clearly demonstrates what a significant difference that apprenticeships make to life chances and the economy.

Also, Michael John would like to include that MJTS Learner FE Choices was 100% for the second consecutive year and the employer FE Choices, published in the last week, awarded us a score of 99%.

#### Alliance Learning awarded NEBOSH Award!

News



Congratulations to Alliance Learning who have been awarded the NEBOSH Silver Learning Partner status, recognising the exceptional quality of our Health and Safety training provision.

# **Good News**

First for UK FE College: Oldham College gets Dyslexia Smart Award

New



Construction Apprentice Abdul wins Apprentice of the Year!

News



# **Good News**

#### Apprentice work on display!

News



#### Damar Training legal apprentices achieve UK first

News

This article has been taken from the following website – https://www.damartraining.com/news/2019/damar-training-legal-apprentices-achieve-uk-first/ and is being published by GMLPN as Damar Training are members.

The Chartered Institute of Legal Executives (CILEX) has confirmed that two Damar Training's legal apprentices at the Government Legal Department are the first in the UK to pass the Level 6 Chartered Legal Executive End Point Assessment.

The Chartered Legal Executive apprenticeship standard is one of a new generation of challenging, degree-level apprenticeships. The successful apprentices, Avin Seeruttun and Natalie Crooks, have now completed the final academic stage leading to CILEx Fellowship.

# Thank you



Update on Skills Support for Growth, Skills Support for Workforce and National Careers Service



#### **Skills Support for Growth**

A flexible support programme to remove barriers for young people, helping them to make the right choices about their future and achieving their goals.

#### Scale & Scope

Duration: April 2019 – July 2021

• **Value:** £7.8m

Geographical Scope: Greater Manchester

 Targeting: Young people who are NEET or at risk of becoming NEET and aged 15 to 24.

 Priority groups: LLDD, Care Leavers, hardest to reach young people, those 18+ and at risk of long-term unemployment.

#### **Key outputs**

- Total young people engaged: 4,994
- Unregulated and regulated learning
- Progression outcomes: education, traineeships, apprenticeship, paid employment





#### **Skills Support for Growth**

A flexible support programme to remove barriers for young people, helping them to make the right choices about their future and achieving their goals.

#### Who is it for?

Young people in Greater Manchester aged 15 to 24 years old who need personalised support to get them on track.

#### How can it help?

Non-judgemental tailored support to help with a range of barriers including wellbeing, personal development, anxiety, confidence, employability, dependencies. . to name a few.





#### Where is it?

We have venues across Greater Manchester and we can even meet at local cafes, community centres - a place that suits them.

#### **Qualifications?**

If required, we have a range of friendly short courses to help develop employability, personal and presentation skills. Plus, a range of industry courses and work experience - if that's of interest.

#### **Supply chain opportunities**

- Original call for partners at bid stage
- Framework of providers established
- Mini-competition established 4 more sub-contractors
  - Groundwork
  - Stockport Council
  - Bolton Council
  - One Manchester
  - Sales Sharks
  - Learning Curve
  - ELP





# Get in touch

If you would like more information or hear about upcoming events in your area, then get in contact with one of our team who will be able to guide you. Call 0161 240 6124 or email <a href="mailto:GrowthGM@gcskills-support.uk">GrowthGM@gcskills-support.uk</a>









# **SCALE AND FOCUS**

Duration: April 2019 – July 2021

• **Value:** £9.8m

Geographical Scope: Greater Manchester

Target employers: SMEs predominantly but some larger employers

• LEP priorities: Adv' Manufacturing, Digital, BF&P, Health





#### **Service Delivery Model** Pre-programme **Customer attraction Customer Engagement** Once a lead is established, **Business Advisors** source referrals by: **Business Advisors** meet with Employers to: Promoting/ Understand their marketing services widely across key requirements Understand their **Targeting** priority eligibility sector and other Appraise the suitability employers directly of our services for their Referrals from requirements partner organisations They undertake high level scoping of how we can help and create a referral to the appropriate, sector specialist Skills development coach to develop the programme.





For customers that are

ineligible, a referral to an

alternate partner will be

made where appropriate

#### On-programme Sign up Delivery Skills development coaches **Skills Development Coaches** meet Employers and candidates to: caseload manage customers throughout their period on Undertake a detailed programme, delivering training assessment of requirements and support and helping them to complete their ILP and Conduct a training needs towards achievement of an analysis outcome Based on the assessment, they Where a customer disengages, will: they will be responsible for re-Develop a tailored ILP engaging them onto the service Formally sign up the Employer and learner to the Individual Learning plan structure and content (non-exhaustive) 1:1 IAG, mentoring & caseload management 1:1 and group based Assessment & review learning Online learning Non-accredited Accredited Referral to partner learning learnina organisations ILP examples: 'Shorter' 'Moderate' 'Longest' Programme of Non-Full units of accredited, qualification bitesize qualifications

Outcome and end of programme support

#### **Outcome**

#### Skills development coaches

- track and support customers that commence an outcome as required
- Collate evidence to



#### Exit

#### Skills development coaches:

- Complete an exit interview with Employers
- Make referrals to additional provision

# **KEY OUTPUTS**

- **Total starts:** 5,400 (1300 starts to date October 2019)
- Total qualifications: £7.9m (£1,460 av)
- Progression outcomes: employment, education, apprenticeships, in-work progression
- Apprenticeship progressions L2 issue but >L3 possibility





# **SUPPLY CHAIN OPPORTUNITIES**

- Original call for partners at bid stage
- Framework of providers established
- Mini-competitions
- Re-distribution
- New provision
- Partners, for eg, Employment programmes, JCP, BGH





# **GET IN TOUCH**

If you'd like more information on the SSW service or would like to work with us in anyway, please contact:

Karen Cochran, Service Manager, Greater Manchester Email: Karen.Cochran@gceducationandskills.ac.uk





# Greater Manchester Learning Provider Network

National Careers Service North West update

November 2019



# Introduction to the Service

The National Careers Service offers personalised careers information, advice and guidance to young people and adults, to help them make informed choices about learning, employment and skills.

We do this by helping customers to...

- ❖ Plan their progress through skills assessments and gap analysis
- ❖ Improve their employability by matching them with relevant courses
- Understand employer demand and with robust and relevant LMI
- ❖ Access support in whichever way suits them best: face-to-face, online and over the phone



# **Our Priority Groups**

- ❖ 18-24 year-olds not in education, employment or training (NEETs)
- ❖ Low-skilled adults without a level 2 qualification
- ❖ Adults who have been unemployed for more than 12 months
- Single parents with at least one dependent child living in the same household
- ❖ Adults with special educational needs and/or disabilities
- ❖ Adults aged 50 years and over who are unemployed or at demonstrable risk of unemployment









## Service delivery and offer

- ❖ National Service: support is available for customers aged 13+ over the phone, text, email and webchat
- ❖ Local area-based service: face-to-face support is available to customers aged 19 and over, and 18 year-olds who are NEET

#### What can we help with?



#### **Education & Training**

Find a course
Routes to take after school
Apprenticeships
How to fund your learning
Returning to education as an adult



#### Life Skills

Motivation and confidence
Balancing children/caring with work
Skills health check
Online job searching
IT, digital and social media training



#### Careers

Career planning
Transferable skills
Interview tips and preparation
In-work progression
Labour market information
CV development
Work placements and internships

## Greater Manchester: Performance Update

#### **April – September**

- ☐ On profile delivery , agreed with LEP/City Region.
- □ 13390 people engaged with, 88% priority group and 12% non-priority group.
- □ 53% referrals received from JCP.
- □ 56% of delivery to age group 24-49.
- ☐ 41% of customers enter in a job or learning outcome within 9 months

# How a National Careers Service intervention can help your customers

- ☐ All advisers are professionally qualified (minimum level 4) to offer robust and impartial IAG
- ☐ First responders with JCP to redundancy situations, recognition for the GM service for its response to Thomas Cook
- ☐ We support with career management and action planning Evaluate current situation, review relevant skills / competencies support constructive next steps : re-skilling, upskilling, employment.
- ☐ Encourage individuals to become independent and responsible in the process of planning and achieving their learning, training and work goals

## How we can work together

- ☐ A robust IAG service: to refer into or receive referral from your service to enable individuals to progress further with their learning and employment ambitions.
- ☐ Full use of the career directory to enable the service to fully understand and utilise all available learning options for customers
- ☐ Building robust partnerships

#### Get in touch

#### For Partnership enquiries:

Lauren Fairley, Partnership and Marketing Officer

Email: <u>lauren.fairley@gcemployment.uk</u>

Mobile: 07834 172 809

#### For Service Delivery enquiries:

Stacey Burgess, Senior Service Manager

Email: <u>Stacey.Burgess@gcemployment.uk</u>

Mobile: 07889 604 280

National website: <a href="https://nationalcareersservice.direct.gov.uk/">https://nationalcareersservice.direct.gov.uk/</a>

National telephone number: 0800 100 900

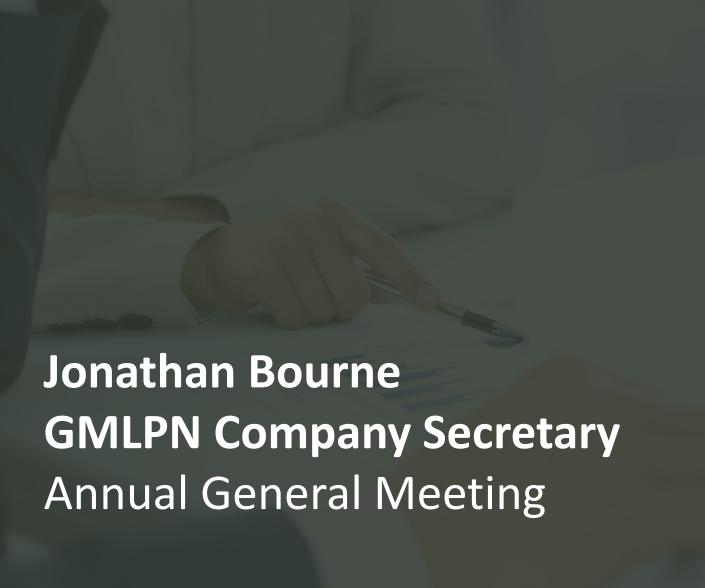




#### Inspection Reports under the new EIF – common themes

- Revisit and reinforce knowledge long term memory – retention recall
- Sequencing curriculum
- Radicalization and extremism
- Focus on leaners progress into employment promotion
- Good behaviour, attendance and punctuality
- Partnerships e.g. JCP
- Governors with a background in education
- IAG
- Professional development activities for staff with work life balance and workload
- Few subcontractors frequent focused review meetings
- High needs
- Safeguarding
- Already in work significant change
- High expectations for leaders
- Good resources
- Related off the job training
- Additional support next steps for progress
- Consistent high standard of teaching in all subjects

- Review curriculum involved employers and learners – move to standards
- Diversity and tolerance
- Skills with industry
- Governors
- Work experience
- Social responsibility
- Feedback
- Planning interesting activities
- Tutor skills and expertise
- Development of learner skills
- Learner attitude to learning
- Link to employment
- Social value and enrichment activities personal development
- Initial assessment and planning
- Learners at the centre of everything
- Progression and outcomes
- English & Maths
- Leadership and management staff development
- Destination data picking up on earlier leavers/speaking to previous learners



- 1. To receive the Annual Report and Accounts of the Company for the year ended 31 July 2019.
- To re-appoint as Directors of the Company to hold office until the next Annual General Meeting of the Company:

Mark Currie
Debra Woodruff
Jonathan Bourne
Nikki Bardsley
Andy Fawcett
Anne Gornall

#### 3. To appoint as Advisory Officers to hold office until the next

Annual General Meeting of the Company:

Jill Nagy Rochdale Training

John Whitby STEGTA

Andy Turner Rochdale MBC Kelly Baxendale Positive Steps

Emma Yorke Babington Group Kelly Perkin Alliance Learning

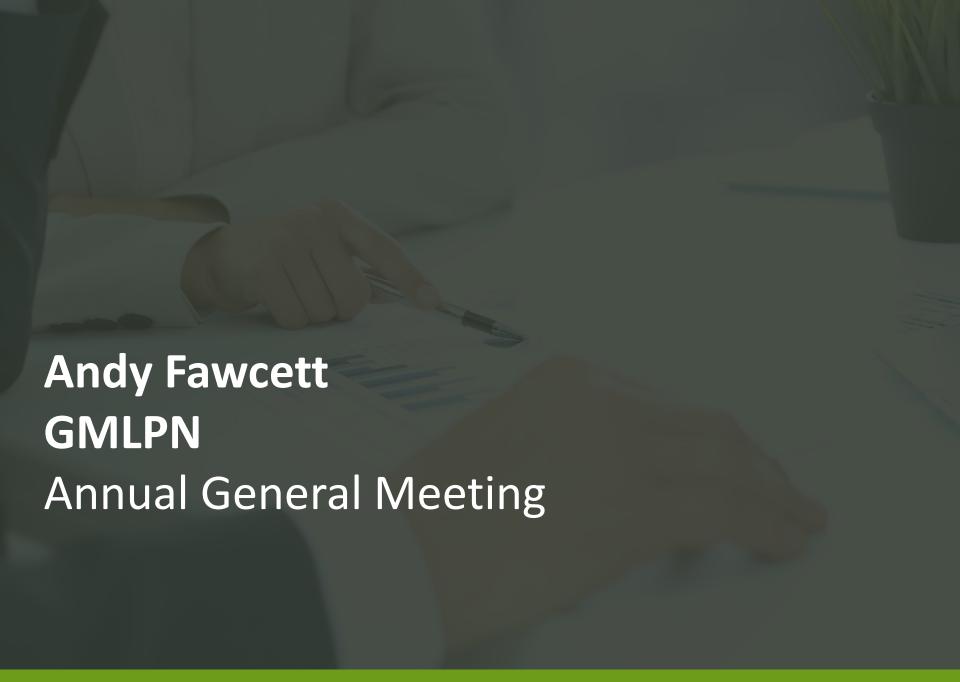
Kash Barlow Total People

Cathy Broderick The Growth Company - Education & Skills

Daniel Wells NowSkills

Joy Sewart Greater Manchester Chamber of Commerce

Jonathan Lawson Manchester Metropolitan University



## **Summary**

Continuation of a number of projects – Ask , Ambassadors, #SEEDIFFERENT

Education and Training Foundation – Professional Exchanges

Other sources of income – commercial income and the provider development programme have increased

Surplus for the period was £30,464 pre tax compared with £42,610 (2018)

## **Main Sources of Income**

Income Stream	2016	2	017	2018	2019
Subscriptions	£48,609		£44,981	£42,461	£38,971
Projects	£327,860	£	378,229	£192,005	£168,001
ESF Capacity Building Activity	£5,153		0	£0	£0
Supplier Rebates & Commercial Income	£42,736	£	39,127	£27,361	£15,525

£8,537 £

£29,145

£462,040

16,098

£44,683

£ 523,118

£7,595

£42,024

£ 311,446

£3,259

£59,791

285,547

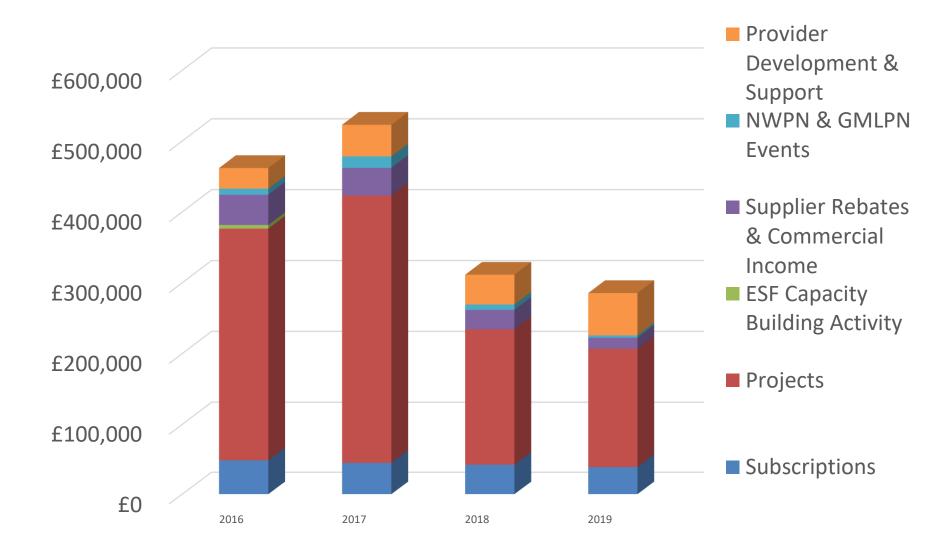
**NWPN & GMLPN Events** 

**Provider Development &** 

Support

**Total** 

### Sources of Income



# Expenditure

Expenditure	2015	2016	2017	2018	2019
Direct Project Costs	£395,031	£186,062	£254,499	£43,689	£61,647
Staffing	£362,600	£199,524	£195,727	£155,219	£149,128
Overheads and other costs	£46,555	£50,002	£46,478	£59,845	£44,308
Total	£804,186	£435,588	£496,704	£258,753	£257,102

## **Summary of the Profit and Loss Account 2018/19**

		2015		2016		2017		2018		2019
Total Turnover	£	823,486	£	462,040	£	522,792	£	311,122	£	285,223
Cost of Sales	-£	395,031	-£	186,062	-£	254,499	£	53,795	£	61,647
Gross Profit	£	428,455	£	275,978	£	268,293	£	257,651	£	223,576
Staff Costs	-£	362,600	-£	199,524	-£	195,727	-£	155,219	£	149,128
Other Operating Costs	-£	46,555	-£	50,002	-£	46,478	-£	49,739	£	44,308
Operating Profit	£	19,300	£	26,452	£	26,088	£	52,693	£	30,140
Interest	£	467	£	443	£	326	£	324	£	324
Profit before Tax	£	19,767	£	26,895	£	26,414	£	53,017	£	30,464
Net Profit		£15,749		£21,292		£21,164		£42,610		£24,676

#### **GMLPN Support Offer**

#### For New & Growing Training Providers

The package is specifically designed to provide practical support in the following aspects of delivery:

- Ensuring compliance with the Education and Skills Funding Agency's Funding Rules and Contracts.
- Complying with audit requirements
- Accurate data capture, submission and reporting
- Quality improvement and preparation for OfSTED inspection

For further details contact Andy Fawcett | 0161 654 1508

#### **GMLPN Support**

#### For Providers

Investing in the network by:

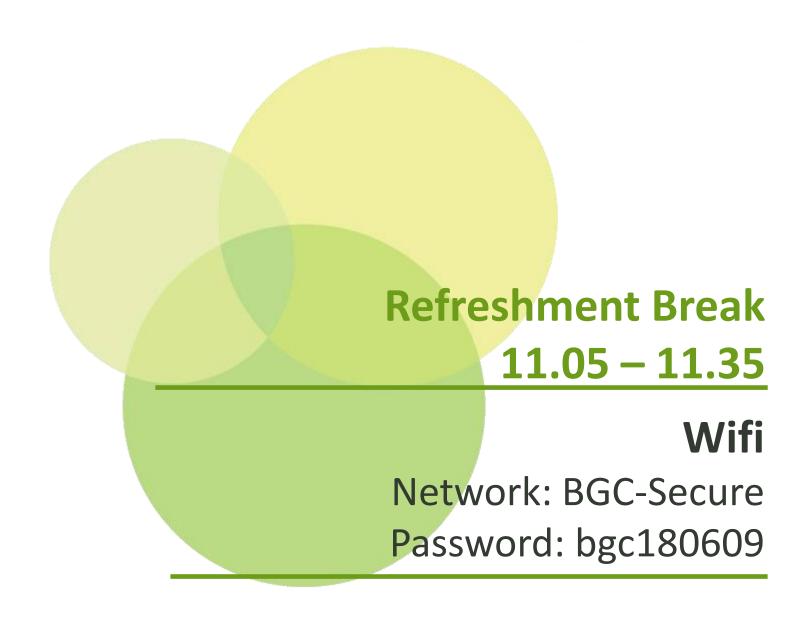
- Supplementing the Professional Exchange events by investing in Key Note speakers
- Negotiating reduced consultancy rates for the network
- Workshops organised and delivered at competitive rates

# Join us for our BBC Children in Need Bake Sale

GMLPN Network Meeting
Wednesday 20th November 2019
11.05-11.35

Children











## Personalisation in Learning

Jan van Delsen
Managing Director UK
aNewSpring

#### Platform for training providers



Blended learning platform

Create and deliver impactful learning



Adaptive - Social - Accessible - Remember



Some facts

anewspring?

Founded in 2003

Market leader in Benelux and active in South Africa, Australia, UK

https://www.anewspring.com/platformtour/learn/



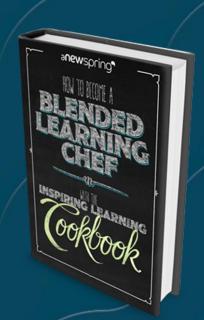
anewspring\*

# Personalisation in Learning

## Four points

anewspring\*

- 1 Customers ask for it
- 2 What is it?
- 3 Show me the money
- 4 How?





#### Customers ask for it

## anewspring

- 1 Personalization / adaptive delivery (1)
- 2 Artificial intelligence (3)
- 3 Learning analytics (new)
- 4 Collaborative / social learning (2)
- 5 Micro learning (5)



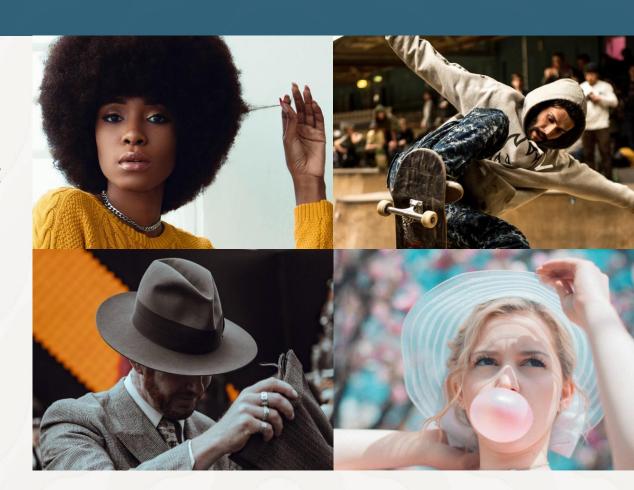
https://donaldhtaylor.co.uk/insight/ld-gss-2019-the-results/



## What is personalised / adaptive learning?

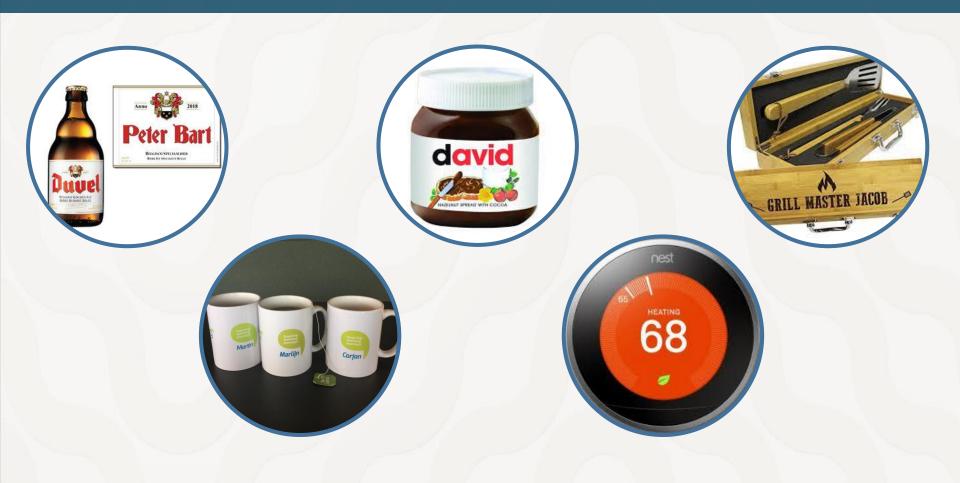
The use of learner characteristics (data) to create specific, relevant and adaptive 'learning experiences.'

'One size, fits one'



## Is this your experience?

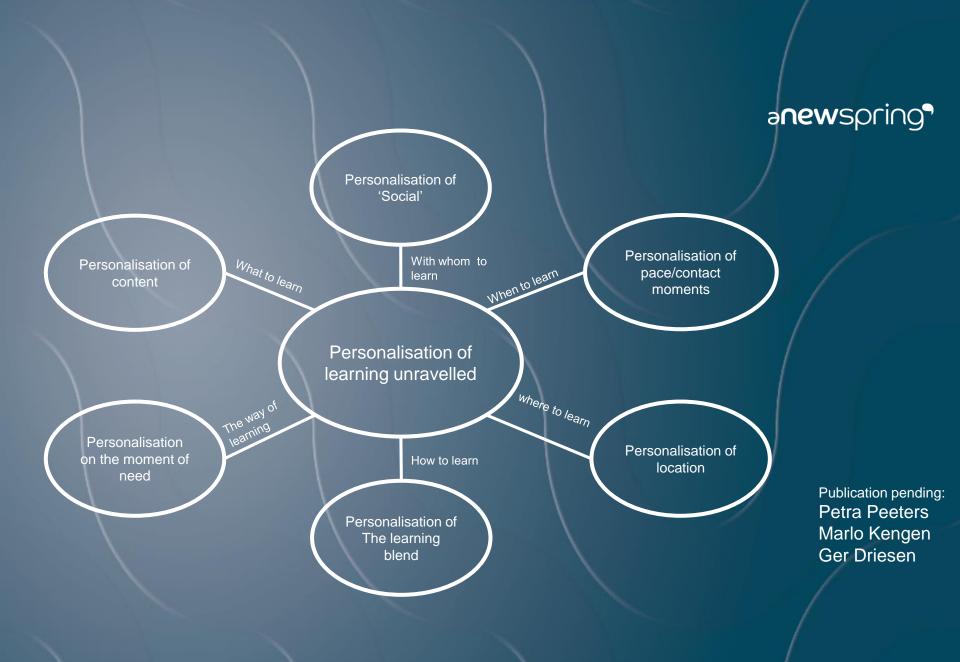
#### anewspring\*



## How aware are you of the experience?

a**new**spring





**Example** Personalised Adaptive Learning

**Case: financial services industry** 

The results of personalized learning in the financial industry,

**Traditional** e-learning



Adaptive e-learning

PARTICIPANTS & MODULES



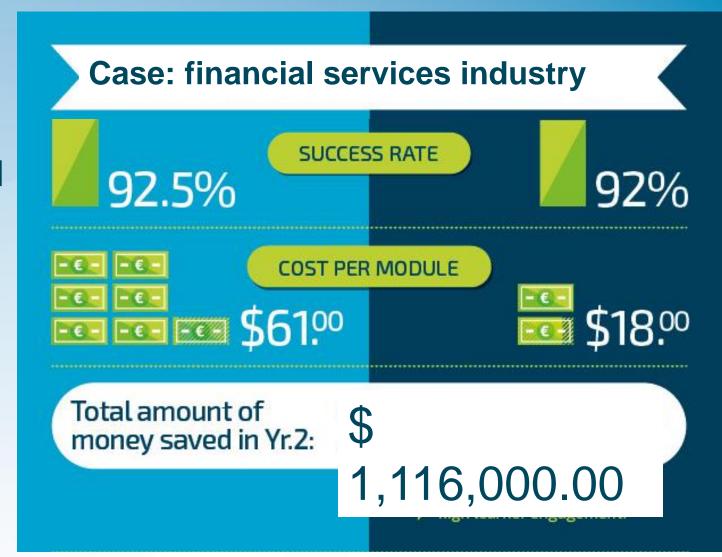




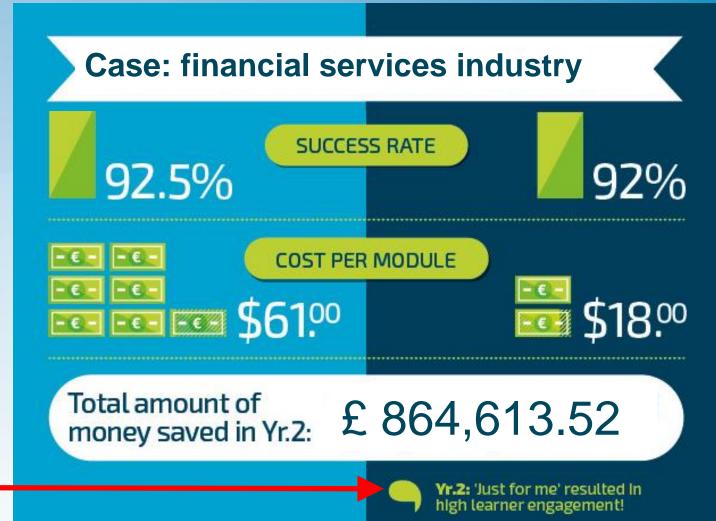
STUDY TIME IN HOURS



Example
Personalised
Adaptive
Learning



Example
Personalised
Adaptive
Learning



#### Benefits

anewspring\*

- Effectiveness: you're assured that the learner has the required knowledge
- ☐ Flexibility: learners can learn at their own pace
- □ Speed: the learning process is faster
- Relevancy: learners only spend time on what is most relevant for them

## Checklist / Tips



[]I know why and how personalised learning aligns with the vision of learning in my organisation
[]I know that personalised learning fits the target audience and topic for when I intend on using it
[]I first make a high level design of the learning program, know what all the learning goals are and that the amount of learning goals per topic are well divided
[]I will take care of a sufficient amount of content: both learning objects and (assessment) questions
[] At the beginning I give learners an explanation about the method of personalised learning, so they understand the principal and know what is to be expected of them
[]I create a thorough pre-test where the learner receives feedback immediately about correct and incorrect answers and is provided the opportunity to begin learning directly
[] Ensure that reference material is available for the learner to review

anewspring\*

## Want to get started with personalised learning?

#### **Download your Bundle:**

- The presentation on personalisation in learning
- Handy checklist for starting with personalised learning
- The Blended Learning Cookbook
- Three practical customer cases on personalised learning (with video's)
- And more



https://www.anewspring.com/gopersonalised/





## Thank you

Jan@anewspring.com

# **Anne Gornall GMLPN** Meeting the Demand for EPA in Greater Manchester

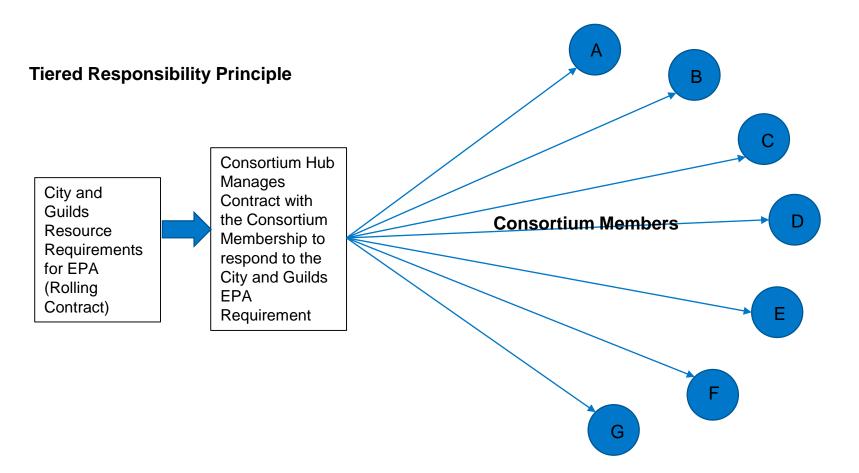


City & Guilds and Apprenticeship End Point Assessment Consortium Progress



City & Guilds: Presentatio 20 November 2019

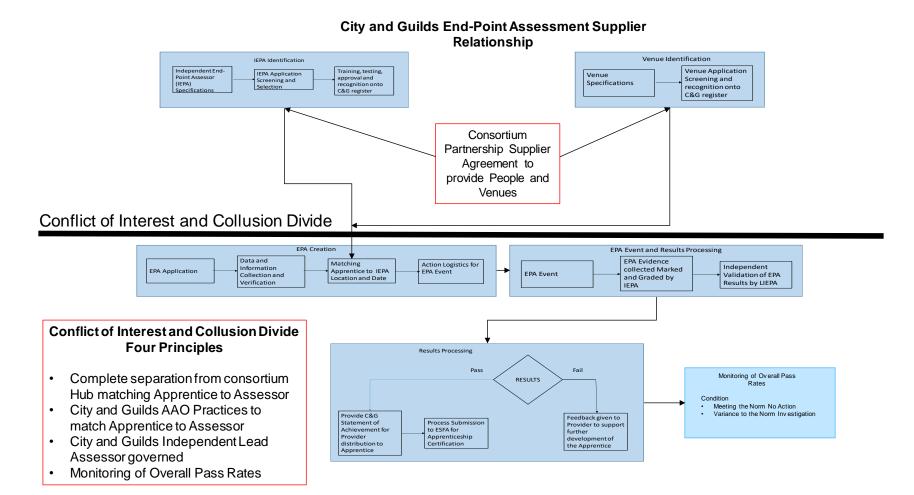
### **An Introduction to the Consortium Pilots**



City & Guilds: Presentation

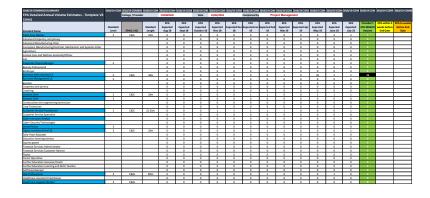
#### **Hub Primary Responsibilities**

- ✓ Contractual Relationship to provide EPA services for City and Guilds End Point Assessment Services
- ✓ Contractual Relationship with Colleges via HUB to provide EPA services (Assessors and Venues) to City and Guilds
- ✓ Work with City and Guilds to provide to highlight End Point Assessment recourses (Assessors and Venues) from the consortium membership to meet market demands.



City & Guilds: Presentation 20 November 2019

#### Tracking and Responding to Demand of the Consortium Members



Consortium Registrations for End Point Assessment 1278

Consortium End Point Assessment Completed for Pilot 76



Consortium Independent End Point Assessors 59

Consortium Independent End Point Assessors in Development 50



## City and Guilds Consortium Operations Audit

#### **Background**

- Service Level Agreement signed 31/07/18
- First EPA event took place October 2018
- 10 Months operation
- Consortium EPA processes embedded into City and Guilds wider EPA business processes

City & Guilds: Presentation 20 November 2019

## **EPA Consortium Hub Workshop**

- GMLPN and City and Guilds are holding an event/workshop on Thursday 5<sup>th</sup> Dec 11am 2pm, including lunch to enable those providers interested to learn more about the EPA Consortium Hub model and how it would work across GMLPN membership, regardless of which Qualification Organisation you currently work with.
- An EPA Consortium hub offers several opportunities to provider organisations including:
  - 1. Consortia members' apprentices can access locally available EPA opportunities
  - 2. Consortia are able to maximise the capacity of their assessor workforce
  - 3.Generate additional revenue by carrying out EPAs on other members apprentices via City and Guilds EPAO
  - 4.Expand capacity to extend their EPA IEPA supplier opportunities to City & Guilds supporting a wider provider/employer community outside of the consortia
  - 5.Staff becoming EPAs have first-hand CPD experience of the preparation that providers' own students need to be successful at the EPA stage.

City & Guilds: Presentation 20 November 2019

#### AoC CONSORTIUM

#### **Consortium HUB**

AoC

#### **Consortium Members**

City College Norwich

City College Peterborough

West Suffolk College

Suffolk New College

East and Otley College

East Cost College

**Bedford College** 

Central Beds College

College of West Anglia

Cambridge Regional College

Peterborough Regional College

Oakland College

Northampton College

#### **Current Apprenticeship Standards being Supported**

Adult care Worker

Lead Adult Care Worker

Senior Health care Worker

Heath Support Worker

**Business Management** 

**Business Administrator** 

**Customer Service Practitioner** 

Commis Chief

Hospitality Supervisor

Hospitality Team Member

Infrastructure Technician

Digital Marketer

Hair Professional

Motor Vehicle Service and Maintenance Technician (LV)

Heavy Vehicle Service and Maintenance Technician

Popery Maintenance Operative

Rail Engineering Operative

Team Leader

Plumbing and domestic heating technician

**Operations Delivery Officer** 

**Dental Nurse** 

Learn more about the EPA Consortium Hub model and how it would work across GMLPN membership.

End Point Assessment – Consortium Hub Workshop
Thursday 5<sup>th</sup> December 2019
11.00-14.00
Blackley Golf Club











## Apprentify

- Set up in October 2018 first apprentices March 2019
- Specialist digital and marketing apprenticeships
- Offering Digital Marketing, Social Media and PR apprenticeships
- Direct contracts
- Working with employer providers offering coaching or delivery services
- Over 100 apprentices by December 2019
- No Non Levy Contract

## Apprentify

- Dilemma what to do for our non levy clients
- Funding became a huge issue
- The search was on to find large employers who could offer transfers

## Levy Matching Service









Login | Register

 Get in touch



This website uses cookies to ensure you get the best experience on our website. Learn more

Got it!

## Levy Matching Service





- Run by the Greater Manchester Combined Authority / Growth Company
- Sources direct levy paying companies who have levy to transfer
- Employers (not training providers) put the projects onto the service
- The Levy companies then decide if the project fits their CSR or policies
- We use this service and other regional services
- Working with employers we help them get onto the service and then setting up DAS and linking
- Adds about 2-8 weeks of extra process



## **Apprenticeship Reforms**

- Major debates regarding Apprenticeships skills and vocational training in the run up to the General Election
- CBI and other employer organisations pressing for greater flexibility in the use of the Levy
- GMLPN have activity engaged on a number of issues:
  - Non Levy allocations
  - 20% off the Job
  - Lack of Standards at Level 2
  - EPA arrangements
  - Employer contributions
  - RoATP for smaller organisations and employers
  - Sub-contracting restrictions

## **Apprenticeship Reforms**

- Seeking to identify particular issues and concerns moving forward.
- The imminent introduction of the Apprenticeship Service for non-level payers.
- Continuing non availability of standards
- Ongoing concerns regarding EPAs
- Seeking to use this morning to both identify the issues and also to identify key priorities moving forward.

## **Adult Education Budget**



## **Devolved AEB**

- Major change and considerable local authority interest
- Planning, Profiling, Contracting and Payment Issues
- Performance Management approach and experience to date
- The new 'locality' based planning focus and groups
- Additional flexibilities what might we seek
- What needs to be done to achieve greater added value

## **Network Meetings**

- How might we improve the network meetings
- Topics and speakers you find most useful
- Who else might we include

