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GMLPN Network Meeting

28th June | 09:00-13:30

Wi-Fi: BGC Guest

Password: Guest2020



Agenda

- Arrivals – Teas & Coffees
- Welcome | Mark Currie, Chair of GMLPN
- **GM Chamber** – Subrahmaniam Krishnan-Harihara
- **DfE** – John Myers
- **Competence Development** – David Smith
- Break
- **WorldSkills** – Joan Scott
- GMLPN Update
- **GMCA** – Sharon Weetman
- **RLB Safeguarding** – Rachael Bishop
- **DfE** - Mike MacLoughlin & Rachel Barker
- Close | Mark Currie, Chair of GMLPN
- Lunch

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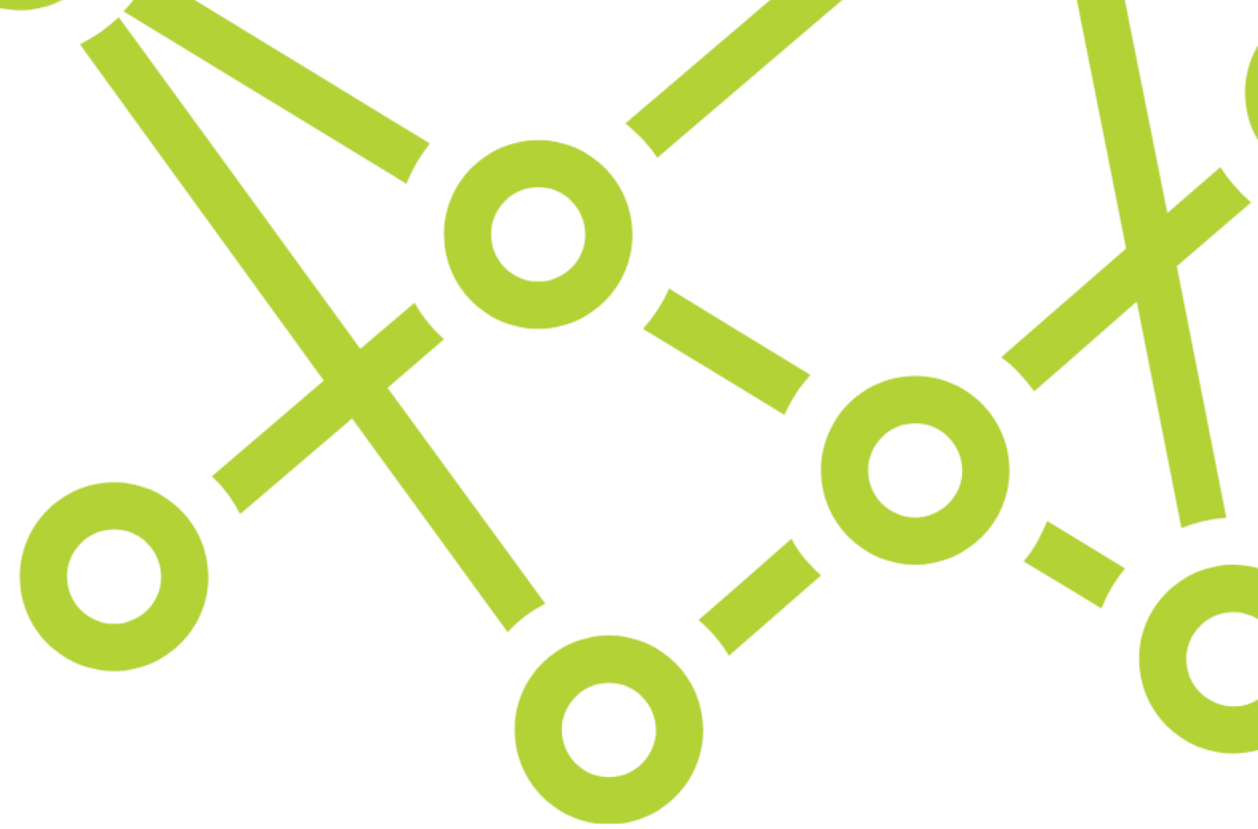


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Mark Currie | Welcome

GMLPN

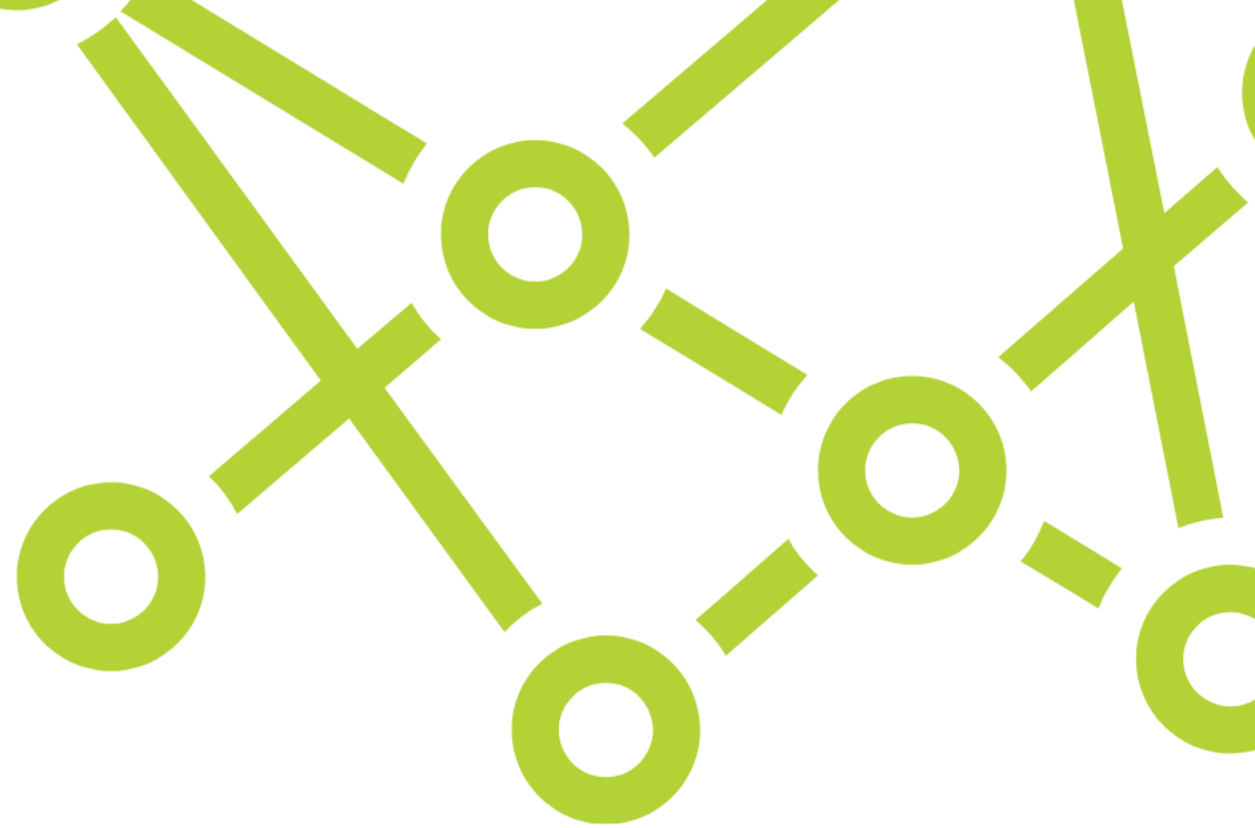


Subrahmaniam Krishnan-Harihara

Deputy Director - Research & Information Systems



Greater Manchester
Chamber of Commerce



Greater Manchester Local Skills Improvement Plan

Subrahmaniam Krishnan Harihara
Deputy Director - LSIP Research

June 2023



The Plan and the Process



Local Skills Improvement Plan – a DfE commissioned initiative to “*set out the key priorities and changes needed in a local area to make post-16 technical education or training more responsive and closely aligned to local labour market needs*”

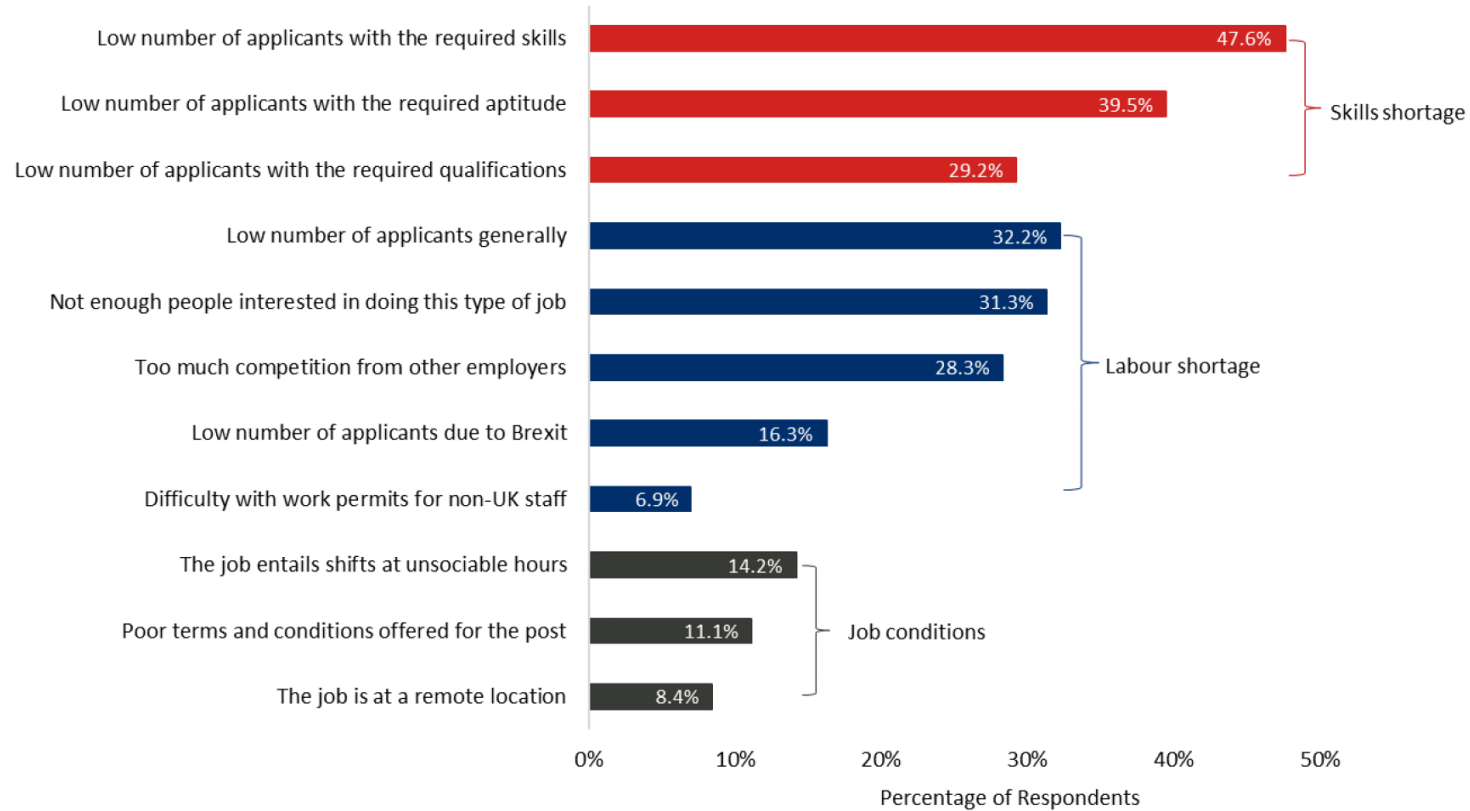


Representative and coherent view from employers of the skills most needed

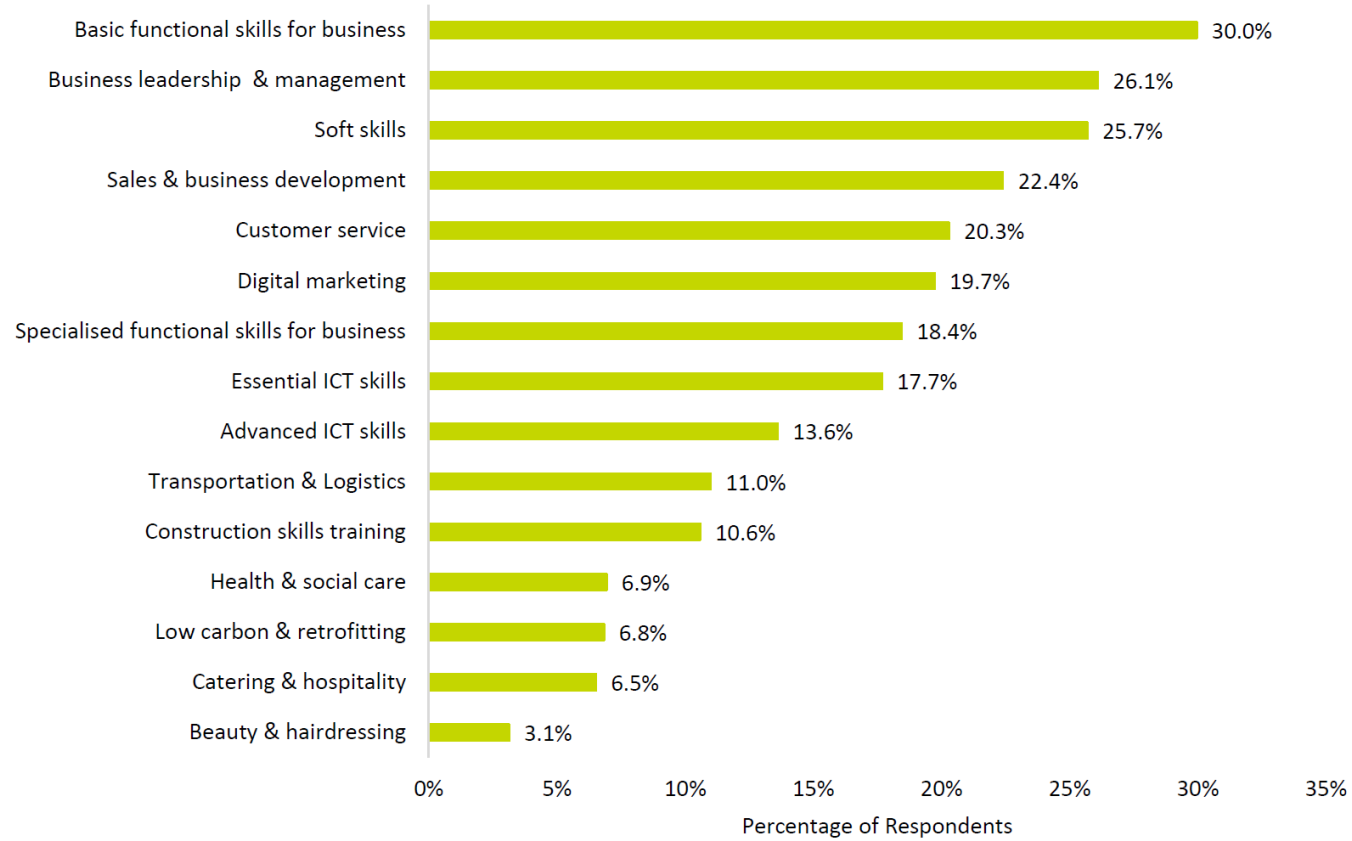
- A data-rich approach to gather robust evidence
- Underpinned by ongoing dialogue between employers, providers and linked to activity and strategy of GMCA
- Business survey – c.3000 responses
- Digital skills survey – c. 200
- Green skills survey – c.200
- Interviews – c.120
- Analysis of growth plans, skills/labour market shortages and available provision



Reasons for Recruitment Difficulties



Training Areas of Interest for Businesses



Sector	Job Titles
FBPS	<ul style="list-style-type: none"> • Business administration roles • Recruitment Consultant • Software Developer • Project Manager • Business Development Manage • Business Analyst • .NET Developer • Management Accountant • Credit Manager • Data Engineer • Financial Controller
Health and Social care	<ul style="list-style-type: none"> • Social Care Worker • General Nurse • Dental Nurse • Healthcare Assistant
Education	<ul style="list-style-type: none"> • Teaching Assistant • SEN Assistant • Tutor • Primary School Teacher • Teacher Secondary School
Transport and storage	<ul style="list-style-type: none"> • Warehouse Worker • Lorry Driver • Hand Packer
Manufacturing	<ul style="list-style-type: none"> • Engineer • Production Operative • Operator • Electrician
Hospitality	<ul style="list-style-type: none"> • Customer Service Adviser • Chef • Sales Executive • Waiter/Waitress • Sous Chef
Construction	<ul style="list-style-type: none"> • Quantity Surveyor • Site Manager • Building Surveyor • Labourer • Design Manager

Sector	Job Titles
Education	<ul style="list-style-type: none"> • Tutor • Teacher
FBPS	<ul style="list-style-type: none"> • Manager • Administrator • Accountant
Health	<ul style="list-style-type: none"> • Care Worker • Support Worker
Hospitality	<ul style="list-style-type: none"> • Manager • Chef
Logistics	<ul style="list-style-type: none"> • Bus Driver • HGV Driver (Heavy Goods Vehicle)





Sector/Occupations

CONSTRUCTION	PRIORITY FOR ACTION
Retrofitting	Urgent Priority
Steel Erection	High Priority
Structural Fabrication	High Priority
Construction Process Management, Site Engineering, Project Management	High Priority
Quantity Surveying	High Priority
Building Envelope Design	Medium Priority
Digitalisation in Construction methods	Medium Priority but provision will need to be increased and become more specialised
Core Construction Skills	Currently low priority but increasing demand means the volume of courses will have to expand to meet demand.



DIGITAL & TECHNOLOGY	
Cloud Computing	High Priority
Data Analytics	High Priority
Emerging Technologies (AI)	High Priority
Software Development	High Priority and demand is increasing
Cybersecurity	Medium Priority but increasing demand and levels of importance
Essential IT skills for Business	Low Priority but demand is increasing as employers become more aware of gaps and shortfalls

EDUCATION	
Teaching – Stem & Digital HIGH PRIORITY Teaching - LOW	High Priority – current provision demand is met but severe labour shortages are impacting the sector.
Supporting Teaching and Learning	High Priority - current provision demand is met but severe labour shortages are impacting the sector.

FINANCIAL, BUSINESS AND PROFESSIONAL SERVICES	
Sales & Business Development	<p>High Priority for Sales courses – widespread feedback from employers that these skills in high demand.</p> <p>Medium Priority for Business Development</p>
Accountancy and Finance	Medium Priority
Law	Medium Priority though labour market conditions are impacting supply.
Administration	Low Priority but demand is increasing beyond traditional office roles

HEALTH AND SOCIAL CARE	
Nursing	Urgent Priority for provision – the degree route for nursing is impacting greatly on recruitment numbers plus there are specialist areas in critically high demand such as Mental Health.
Social Care	High Priority – chronic labour shortages are impacting more than skill provision. Employers reluctant to release staff for training in a sector with a severe labour shortage and it is difficult to attract staff into the sector

LOGISTIC AND WAREHOUSING	
Future Skills in Logistics	<p>Urgent priority for operational skills around use of automated lines/drones etc</p> <p>High Priority for general software skills and coders for equipment/picking lines</p>
HGV & Bus Driving	<p>High Priority – increasing demand coupled with labour shortages.</p>
Forklift Operation	<p>High Priority – rapid increase in demand with new warehouses and failure for provision to keep track</p>
Warehousing	<p>High Priority – labour market shortages impacting recruitment . Little provision for upskilling in operational managerial skills on attracting staff to the sector but once in there is little provision in managerial/operational skills</p>

MANUFACTURING & ENGINEERING	
Green Skills, Lean Manufacturing and Sustainability	Urgent Priority especially around energy efficiency/waste management these are transferable into other 'trade' sectors
Robotics and Automation Technologies	High Priority
Electrical Trades, Electricians, Electronics Engineers and Technicians	High Priority
Computer Aided Manufacturing and Digitalisation in Manufacturing	Medium Priority but demand will continue to increase and pace of technological change will also need to be managed.
Traditional Manufacturing/Engineering Skills	<p>Medium - Welders are in demand but currently there is adequate provision but this could change with a small increase in demand.</p> <p>Low Priority for machine operators and Medium Priority for Fitters but labour shortages are impacting on the supply of labour and attracting new entrants to the industry.</p>

RETAIL & HOSPITALITY	
Chef & Cooking skills	Low Priority but very big labour demand with increasing competition
Customer Facing Skills	Medium Priority - staff with good skills in high demand – labour shortages due to recruitment issues for the sector. Some of this will be met by part-time labour eg students but issues remain around skill levels.

Recommendations

PROVISION

Greater focus on technical and vocational skills and training for young people

Develop and deliver more, shorter courses to support in-work training and employee development

Use economies of scale to deliver wider city-region solutions to skills shortages

EMPLOYERS

Workforce development and upskilling must be significantly improved and enhanced and barriers removed that affect employees taking up training

Employers need to be more aware of existing provision and how to access it

Expand involvement and engagement between employer and providers

Improved definition/understanding of skills for retrofit and the expected growth in net zero related jobs.





Actions

Deliver clear, structured activity for priority sector qualifications and curriculum planning that includes the 5 strategic priorities

Support and advise on the development of the GM Integrated skills system

Plan and deliver skills activity to support the development of GM growth and investment zones

Increase and improve employer engagement with providers

Collect data and skills intelligence – surveys, research and analysis ‘real time all the time’ – that accurately represents demand and supply

Deliver an effective communications plan and reporting mechanism for skills activity feeding into and out from the LSIP.





Next Steps

- Stage 2 plan – to DfE by 30th June
- LSIP approval – 21st July
- Local Skills Improvement Fund - LSIF
- GMCA – integrated skills strategy, governance model, sign off etc.
- Role of the LSIP – to inform and guide skills activity in GM as regards employers and business.

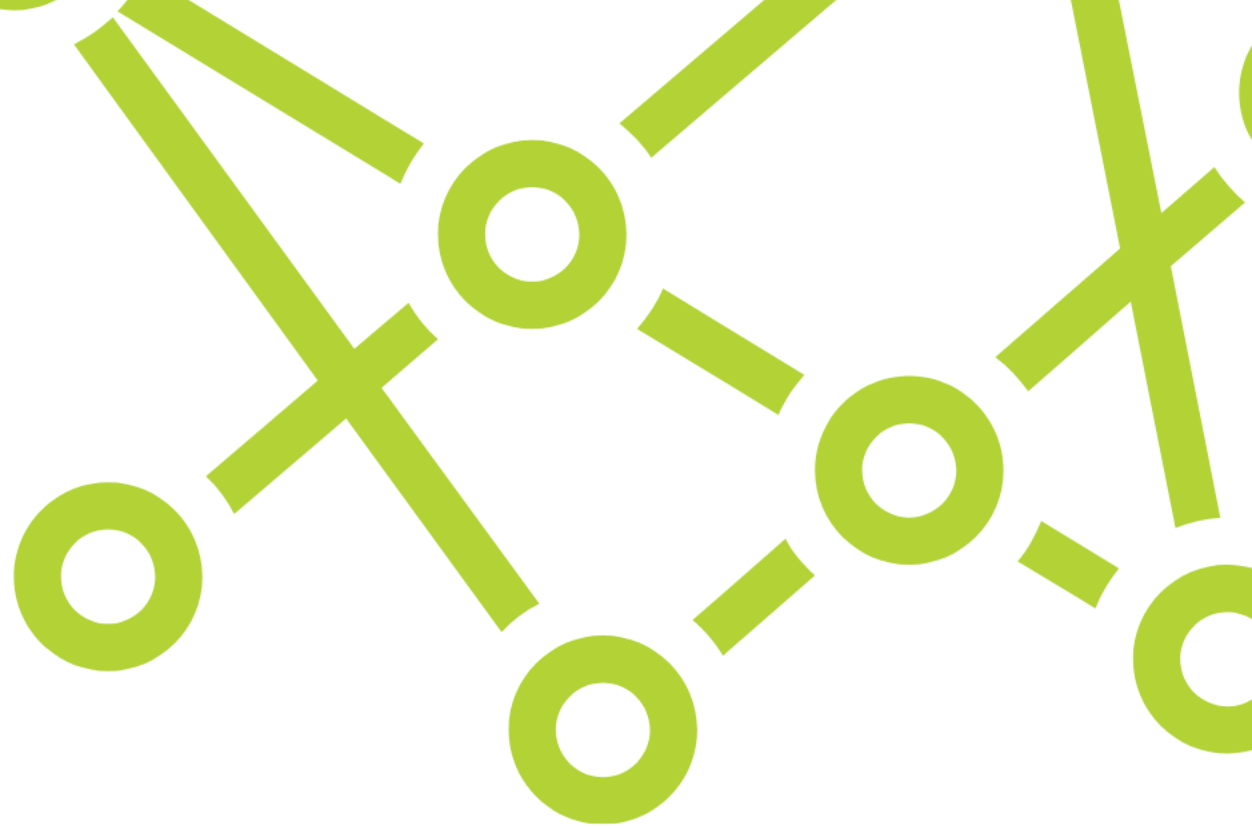


John Myers

Head of Apprenticeship Funding Policy



Department
for Education





Department
for Education



GMLPN Conference

Funding Rules 2023-2024 and
beyond...

28 June 2023

Simplification

- As part of work on simplifying the apprenticeship system, we committed to making it easier for employers and providers to support high-quality apprenticeships.
- We committed to undertaking a wholesale review of the apprenticeship funding rules for 2023-2024.
- This review included talking with a range of stakeholders to get their views on the barriers / issues with the rules – we asked them to propose resolutions as well as highlighting the challenges.
- In parallel, the team undertook a line-by-line review of each section of the existing rules with the aim of removing / simplifying wherever possible, whilst retaining rules that are key.
- This work resulted in a number of significant changes to our approach to the rules for 2023/2024.

Presentational changes

- **Earlier publication** – stakeholders told us that earlier publication of the rules would give them more time to plan for and implement any changes required in their systems and processes. We therefore published the initial version of the funding rules four months before the start of the 2023-24 AY and two months earlier than last year;
- **Consolidation of three separate rules documents into one** – stakeholders told us that three different rules documents added complexity and created duplication in content. We have therefore combined the previous rules documents into a single document for all audiences. To ensure that all parties are clear on their responsibilities, we have made clear any differences in rules for different parties;
- **Removing unnecessary rules and duplication, and simplifying language** – in combining the three previous documents we have undertaken a line-by-line review of the rules, removing unnecessary content and re-structuring a number of the sections. This review has contributed to a reduction in the wordcount of almost 30% compared to the previous main provider rules document; (To make the rules more accessible for readers there is more white space within the document, so while the number of pages may not have reduced, the wordcount has significantly.)
- **Reviewing evidence requirements and including them at the end of each section** – this helps readers understand the evidence requirements associated with each section of the rules, rather than listing everything at the end of the document.

Simplification Work – Headline Funding Rule Changes

- We made changes to Active Learning, Breaks in Learning and Progress Reviews which will reduce the administrative burden for providers
- We revised the Care Leaver Bursary Policy
- We removed the requirement for providers to evidence that they have asked the employer to use Find my Apprenticeship.

Changes already planned

- We will seek to introduce system based eligibility checks for employment status
- EPAO
- Employer Responsibilities one pager
- Employer Agreement Update
- We will explore if we can confirm key areas of the rules as 'fixed' that will not be subject to change In January each year.

Areas we have been asked to consider

OTJ out of hours – ‘homework’

Overseas tutors – can a tutor be based abroad?

On-line learning – do we place any limits?

Alignment of eligibility rules with ‘right to work’

Eligibility of apprentices working on-line in devolved nations for English employers

Areas we should be considering

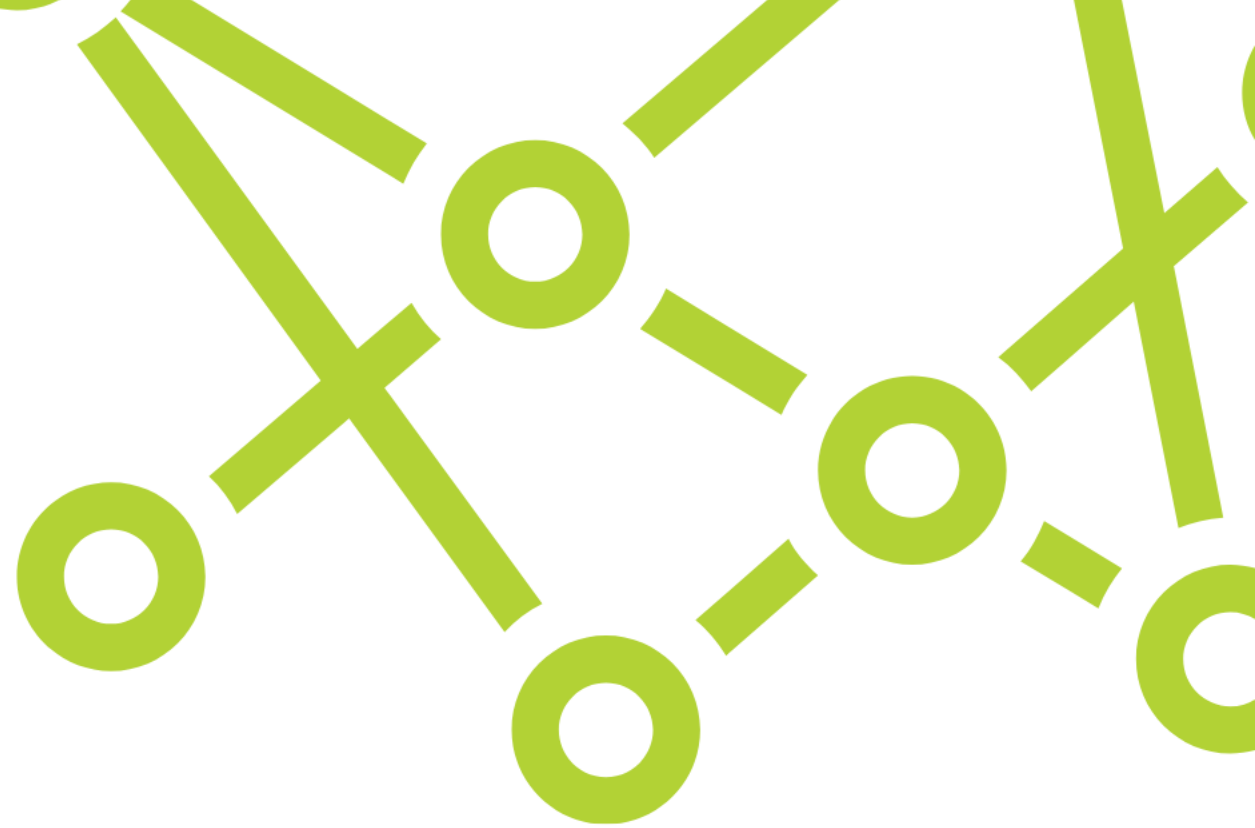
Which Funding Rules should we be reviewing for 24/25?

Department for Education

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David Smith

Director of Education



Delivering competence

Cultivate a performance-led culture, resulting in outstanding outcomes.



APPRENTICESHIPS AND SKILLS TRAINING

Unleash your team's potential with our proven approach

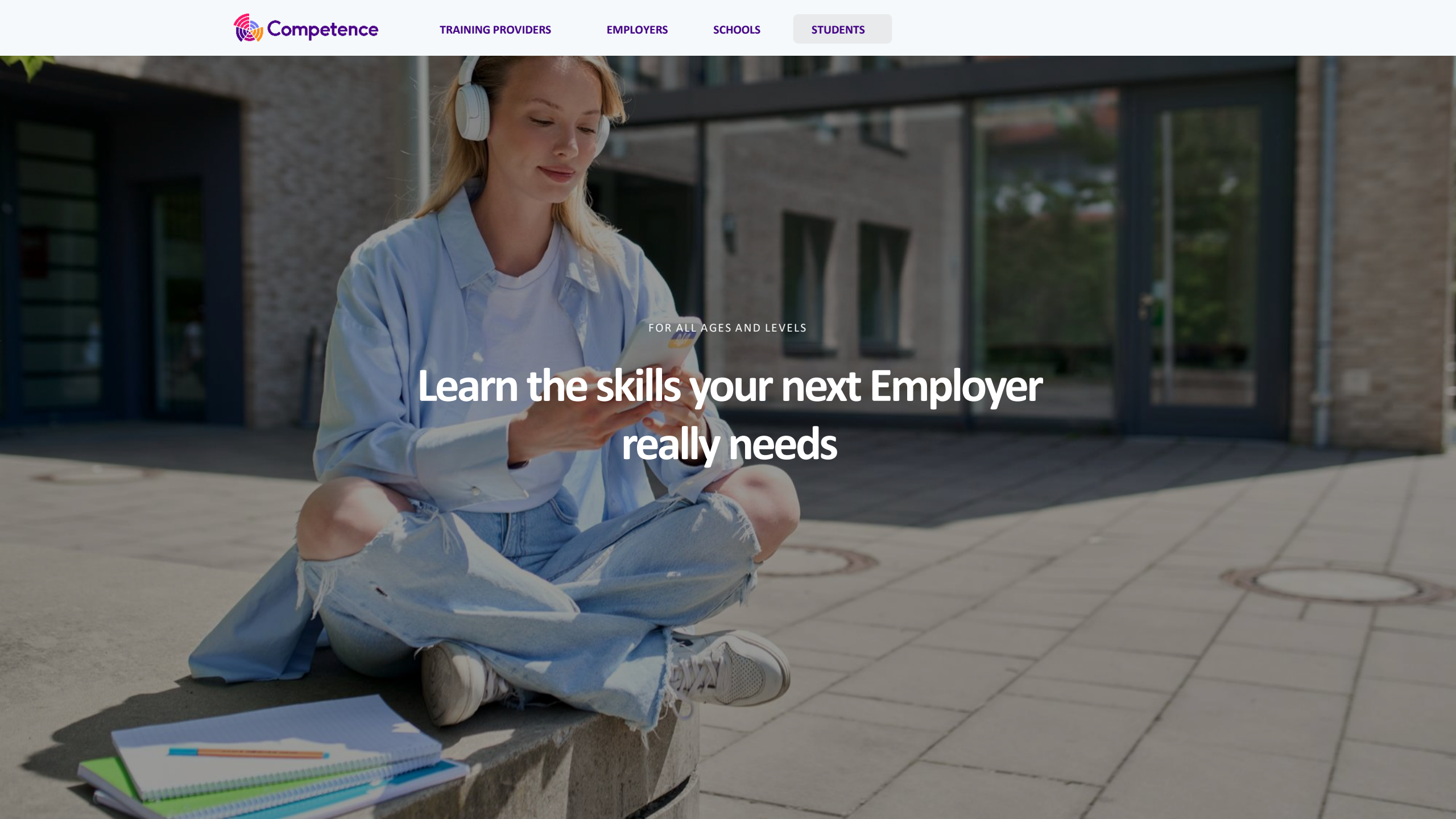
UNLOCK GOVERNOR POTENTIAL

Transform the effectiveness of your Governing Board



FOR ALL AGES AND LEVELS

**Learn the skills your next Employer
really needs**





LMS, E-PORTFOLIO AND LEARNING CONTENT

Enhance learning with our flexible, scalable platform

Sponsored by:



Break

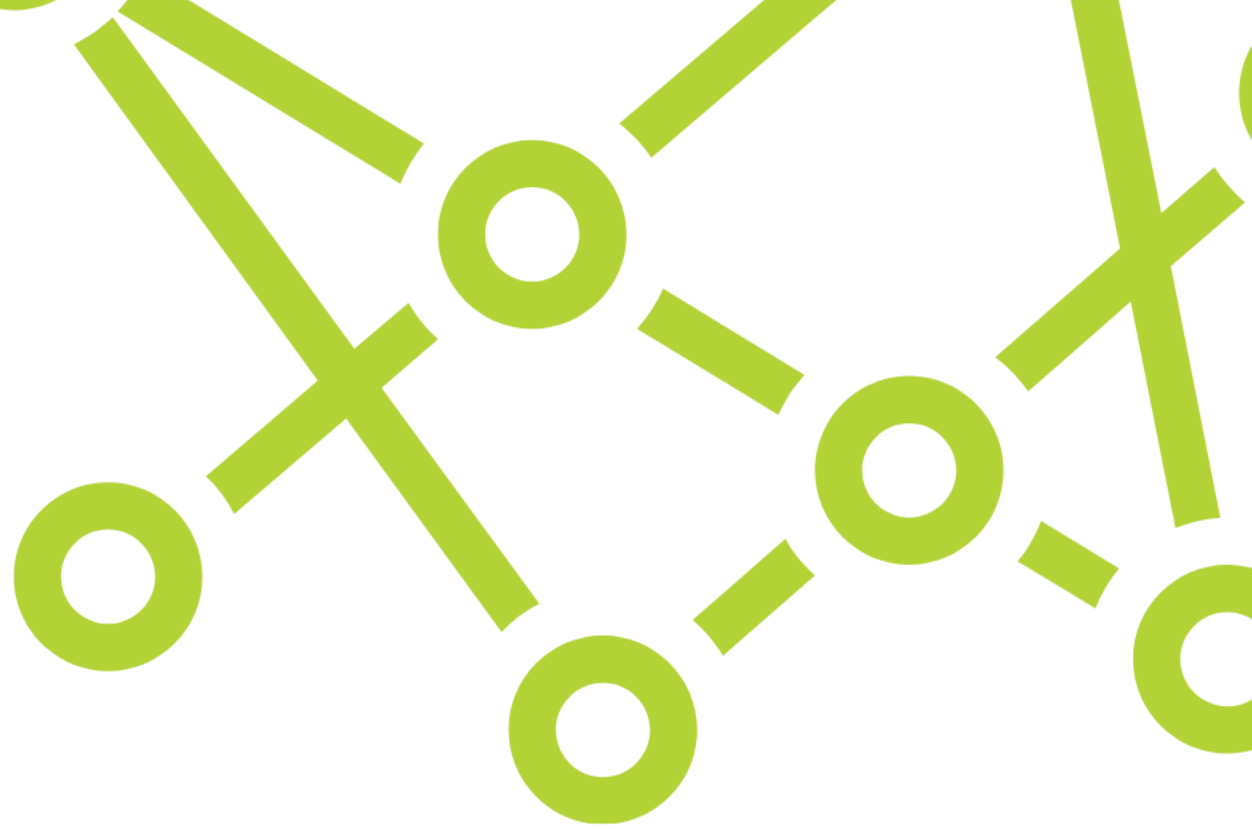


Joan Scott

World Skills Brand Ambassador (North)



world**skills**uk





Technical Excellence & Skills Competitions

Joan Scott
28th June 2023

What World Skills UK do...

Inspire excellence



We inspire young people via our careers advice resources to choose excellence through apprenticeships and technical education as a prestigious career route on their path to reaching their potential, whatever their background.

Develop excellence



We develop excellence in young people by testing and assessing their skills and knowledge against their peers through our national and international competitions programmes, improving their confidence and potential.

Innovate excellence



We innovate to mainstream global excellence to help improve standards of teaching, training and assessment through international benchmarking to help young people, employers and the UK economy succeed.

WorldSkills UK – Registrations for the 2023 cycle



- **Register 27th Feb –24th March**
- 4 week window
- Register/accept Terms & Conditions
- Passive stage – by April
- **Regional comps - May/June**
- National finalists - announced in July
- National Finals – November
- Opportunity to join the UK Squad
- Selected for UK Team ... Lyon 2024, Euro Skills in Herning, Denmark 2025

Embedding in the Curriculum

Benefits



Learners

- Improves personal, technical and employability skills
- More likely to complete their courses and achieve qualification goals
- Has a positive effect on their ambition and aspirations for their future career
- Inspires them to complete higher-level training
- Raise aspirations – both directly for those who take part and more widely for other learners around them



Tutors & trainers

- Greater scope for creativity in teaching, training and learning techniques
- Opportunities to benchmark and learn from others
- Great for continuing professional development – extending pedagogical skills and knowledge
- Personal recognition and development – opportunities to become competition judges, coaches and experts
- Heightened awareness of current technical developments and skills needs in industry.



Colleges & training providers

- Supports the move from competence to excellence
- Provides evidence for inspections
- Delivering skills that underpin economic competitiveness
- National and international benchmarking and experience
- Enhanced organisation reputation and recruitment of learners

Embedding in the Curriculum



Intent:

- New methodology for assessment
- Assess technical and theoretical knowledge
- Re-enforcing prior learning
- Demonstrating skills, knowledge and behaviours
- Soft skills development
- Distance travelled



Implementation:

- Design and planned into curriculum model
- Sequenced alongside curriculum
- Aligned to qualifications and / or apprenticeship frameworks
- Teaching, learning and Assessment model
- Integrate elements of competition and pressure tests within schemes of work and lesson plans.



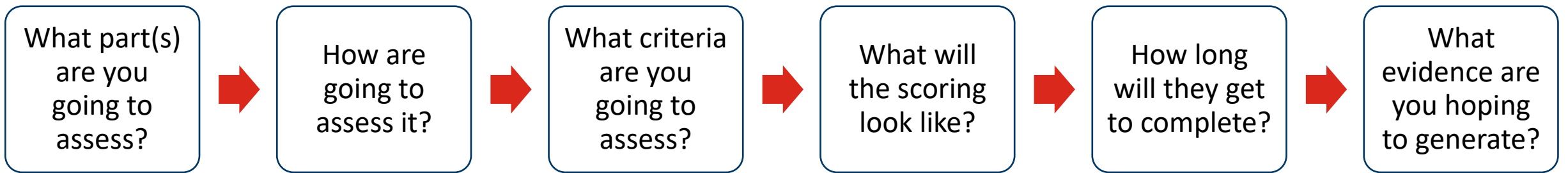
Impact:

- Skills Development
- Robust assessment
- Gatsby Benchmarks
- National and International sharing of best practice

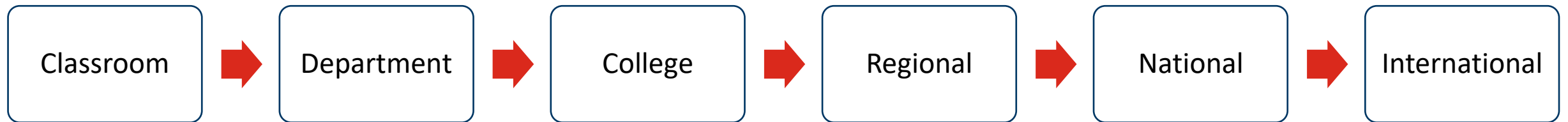
Embedding in the Curriculum

- Assessment opportunities in a class can easily be turned into a competition activity

Creating a competition



Stages of competition example



Embedding in the Curriculum Timeline

April –May

Self Assessment Report and Quality Improvement plans

July

Sequenced in Schemes of Learning

September

Promotion at Welcome days / Freshers fairs

October- December

Local competition activity

Early 2023

Register for WorldSkills UK



Inspection Frameworks



Grade descriptors for behaviour and attitudes

“There are many examples of commitment beyond the basics, for example high participation in skills competitions or social action projects.”

In a recent Ofsted report one training provider was credited with the use of skills competitions which has helped as part of the evidence for the Outstanding grade they achieved

“Senior leaders and staff are aspirational for their apprentices. They provide encouragement and opportunities for apprentices to successfully take part in skills competitions and projects. For instance, apprentices have won awards in World Skills competitions and the Royal Academy of Leaders scholarship programme.”

World Skills UK Competition

We want to give our learners the opportunity to benefit from the experience of competing

.....so they can *go further, faster*



UK Registrations 2021 - 2023

	2021	2022	2023
• Wales	26% (792)	1074	941
• North West	21% (639)	1472	1657
• West Midlands	8% (244)	212	570
• Scotland	8% (244)	419	369
• Yorkshire/Humberside	7% (213)	364	380
• N. Ireland	7% (213)	392	480
• South East	5% (152)	278	311
• South West	5% (152)	251	200
• North East	5% (152)	181	534
• London	3% (91)	198	348
• East Midlands	3% (91)	238	136
• East of England	2% (61)	267	255
TOTAL	3078	5384	6181



(No CITB regs)

Focus has to be on Quality & Support



Progress....

North West **431** through to the Regional Heats (National Qualifiers)

GM – **175** through to the Regional Heats



WEDNESDAY, 24 MAY 2023

Greater Manchester to host finals of UK's biggest skill competition

Mayor Andy Burnham says competitions are a brilliant way for young people to develop skills.

Do you want to join
the
Centre of Excellence ?

Centre of Excellence

Raising standards for all

How it will make a difference

Institutions will be supported to:

- Increase standards and performance through the application of new techniques in technical education
- Develop a more competent and motivated workforce
- Be recognised as a player in a best practice model development
- Aspire to achieve and advocate for world class standards

Educators will be provided with the knowledge, insights and skills enabling them to:

- Raise performance of learners, achieving higher qualification achievement rates
- Raise standards of teaching
- Introduce new techniques and practices that are based on global best practice
- Act as catalysts for raising standards across technical education and able to train others in new ways of teaching and learning

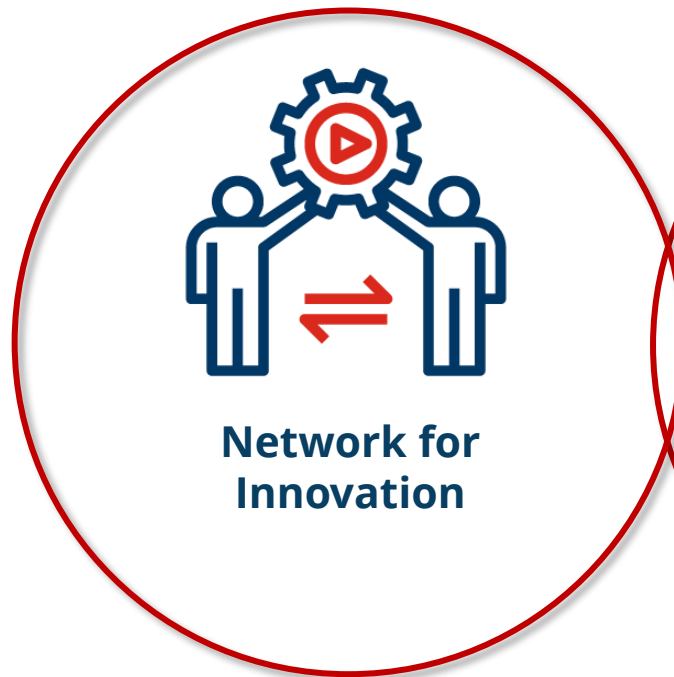
Learners would gain techniques and know how enabling them to:

- Achieve higher qualification achievement rates or performance outcomes
- Raise levels of confidence and ambitions
- Gain a greater understanding of skills needed to succeed in technical skills careers
- Be more positive about transition in FE/HE/careers

Centre of Excellence Raising standards for all

Centre of Excellence 2.0

The programme will build on the pilot and delivered through three interconnected strands:





WorldSkills UK Learning Lab

The WorldSkills UK Learning Lab is powered by international best practice making world-class skills development accessible for all, providing a central learning space and resource centre hosting free tools and resources for educators and learners.

[ACCESS THE LEARNING LAB >](#)

Could you consider....

- Aligning and embedding in systems and processes e.g. Teaching/Learning Strategy, Lesson visits, learner reviews, Team Reviews, SAR, Assessments
- Promoting and utilising 'Pressure Tests' and internal competitions
- WSUK 'Learning Lab' –free resources
 - Educator modules – embed CPD ?
 - Learner modules – embed in tutorials ?

Thank you

Joan.scott@tcg.ac.uk

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GMLPN Update



Project Overview

The collective aim

- To support GMLPN members to develop best practice in relation to recruitment and retention of staff
- To increase the awareness of the Further Education sector as a potential career option with recruitment sources
- To develop a jobs board to host GMLPN members jobs

Jobs in Further Education

Greater Manchester



Project Overview

Project Working Group



Department
for Work &
Pensions

jobcentreplus

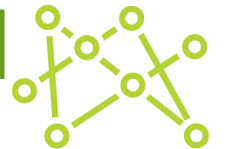


**InspirED
Associates**



Jobs in Further Education

Greater Manchester



Jobs Board

Launch

- To recruit new people to the FE sector – **not aimed to support the movement of staff between members**

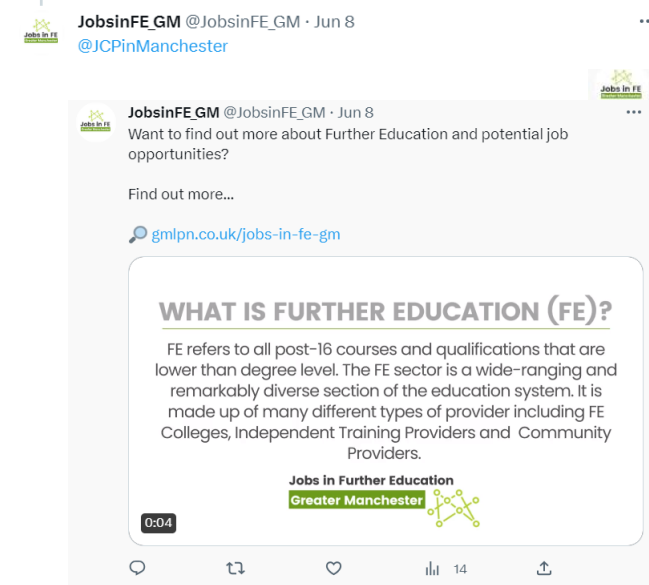
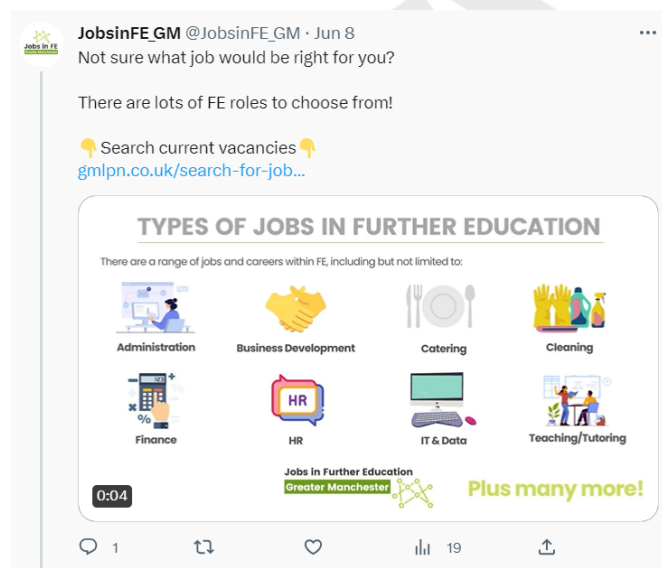
The screenshot shows the homepage of the GMLPN Greater Manchester Learning Provider Network Jobs Board. The URL is https://gmlpn.co.uk/looking-to-recruit/. The page features a green header with the GMLPN logo and navigation links: Home, About Us, Projects, Provider Support Programme, Become a Member, GM BEST, Partners, News, and Contact Us. A large green banner at the top reads "Looking to recruit?" and "Jobs in Further Education Greater Manchester" with a network icon. Below the banner is a search section with input fields for "Keyword ..." and "Location ...", and checkboxes for "Freelance", "Full-time", "Maternity Cover", and "Part-time". A "Menu" sidebar on the right includes links for Home, Member Registration, Member Login, Post a Job, and View All Jobs. Two job listings are visible: "Income Generation Manager" (FULL-TIME) by Healthy Me Healthy Communities, and "Teaching Assistant - Higher Level - English" (FULL-TIME).



Social Media

Twitter

- @JobsinFE_GM
- Purpose:
 - To engage with organisations who have a resident following and can retweet what we post e.g. JCP, housing orgs, LAs, etc.



Stakeholder Launch

JCP Awareness Sessions

- 2 Sessions in June
 - Attended by approx. 170 JCP staff (e.g. work coaches, DEAs)
 - Positive feedback in the chat, and through Kathryn & Ian

Dawber Harley DWP MANCHESTER MIDDLETON 07/06 09:38
thats great, nice one! ❤️

Abraham-Burgess Dominic DWP WC Eccles 07/06 09:38
Great session, I look forward to using this tool with my claimants



Mallon Suzanne JCP ST HELENS TAS 09:35
This looks fantastic.

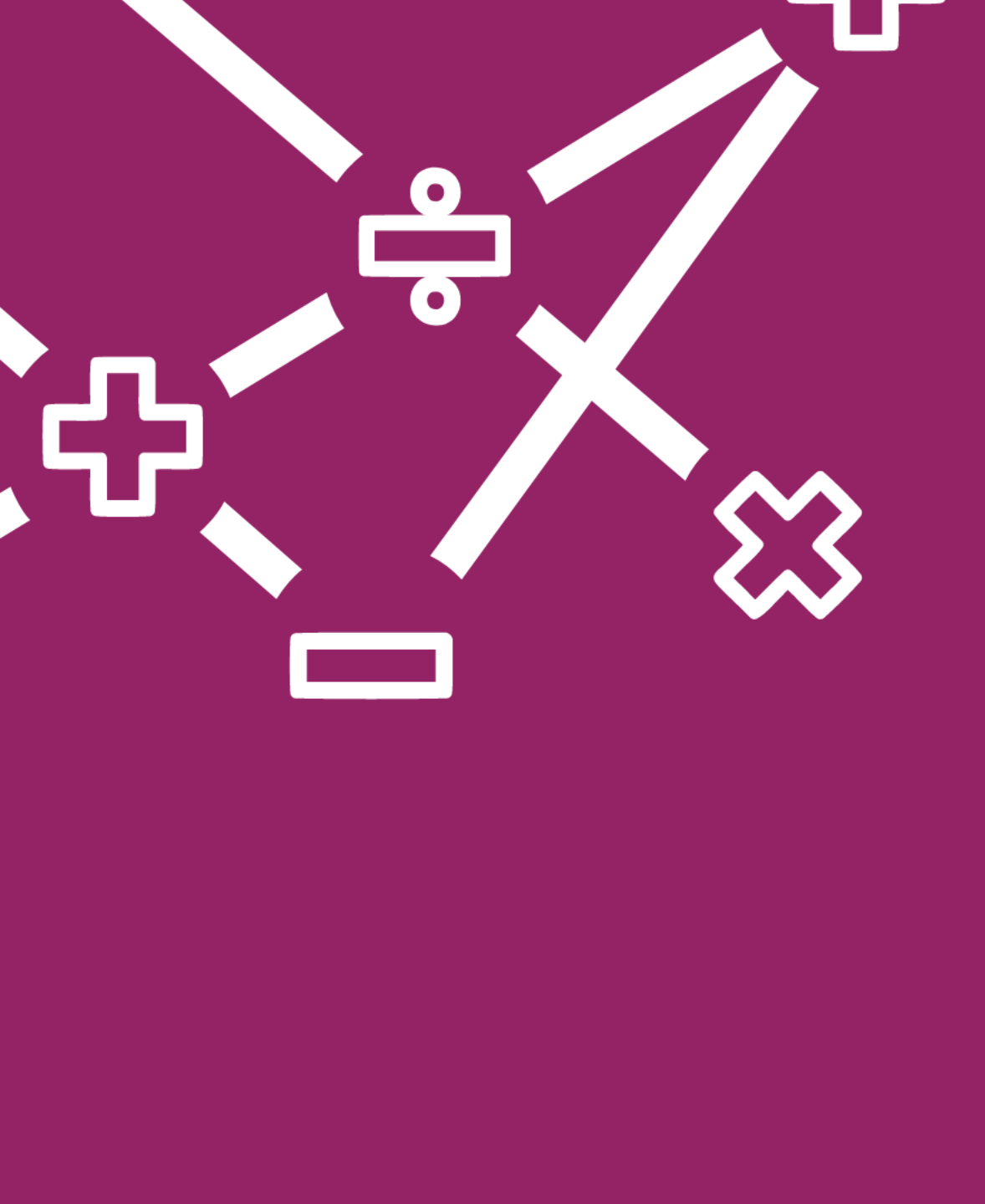
Mccusker Geraldine DWP DISABILITY EMPLOYMENT ADVISER 09:39
Thank you its fantastic



Update

Other Updates

- Contributing to the Northern Skills Network FE Recruitment Project – sharing local best practice
- Discussions with GMCA/DfE re. potential FE Teacher Routes – 6th July
- Engaging other stakeholders e.g.
 - GMCC – Industry Alignment
 - HEIs – Graduates
- Sharing of member best practice – recruiting differently



GMLPN

Multiply Provider Support Programme

Building workforce capacity as part of the Greater Manchester Multiply Programme

GMLPN Multiply Provider Support Programme Launch

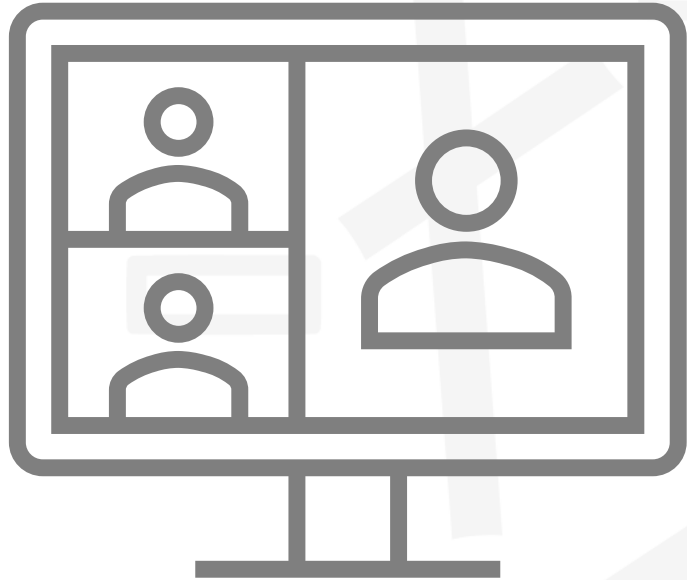


Multiply Provider Support Programme (PSP)

- Providers delivering **Multiply** in GM
- Providers delivering **Maths to Adults** in GM
- Providers delivering **Maths to 16–18 year olds** in GM

Multiply Provider Support Programme (PSP)

– Types of CPD



Webinars



**Face-to-Face
Workshops**

Multiply Provider Support Programme (PSP)

– Types of CPD



**Professional
Exchanges**

- Share best practice
- Discuss challenges
- Come up with new ideas & solutions
- Build partnerships and networks

Multiply Provider Support Programme (PSP)

– Types of CPD



In House Consultancy

- Organisations are able to access an initial **1 fully funded day** of bespoke, in house consultancy support delivered by one of our partners

Multiply Provider Support Programme (PSP)

– Types of CPD



Maths Champions

- Development of a Maths Champions network across Greater Manchester
- More information to follow!

Multiply Provider Support Programme (PSP)

Our partners

Annemarie Higgins

Christine Edwards

Gail Lydon

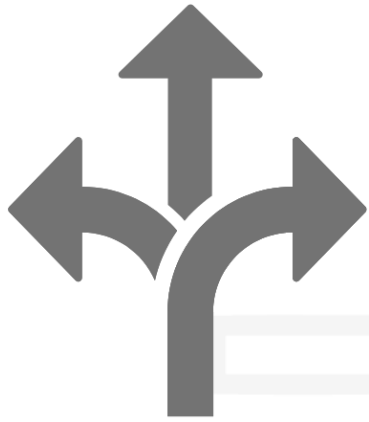
Martin Newton

Maths in Education and Industry



Multiply Provider Support Programme (PSP)

Key Principles



Flexibility



**Responsive to
Need**



Consultative

Multiply Provider Support Programme (PSP)

Initial Programme of Activity

Session	Date	Time	Type	Delivered By
July				
Numeracy Confident – Session 1	13/07/2023	9.30-11.00	Webinar	Martin
Maths Tutoring Skills	20/07/2023	9.00-16.30	Workshop	Gail
Family Numeracy	28/07/2023	9.30-12.30	Workshop	Christine
August				
Finance & Debt	09/08/2023	9.00-16.30	Workshop	Gail
Numeracy Confident – Session 2	17/08/2023	9.30-11.00	Webinar	Martin
Healthy & Independent Living – Session 1	23/08/2023	10.00-11.30	Webinar	Christine

Multiply Provider Support Programme (PSP)

Initial Programme of Activity

Session	Date	Time	Type	Delivered By
September				
Functional Skills Maths Methods for Teachers, Tutors and/or Assessors - Session 1	08/09/2023	10.00-16.00	Workshop	Annmarie
Healthy & Independent Living – Session 2	21/09/2023	10.00-11.30	Webinar	Christine
Numeracy for Employability	27/09/2023	9.00-16.30	Workshop	Gail
October				
Reducing the Cost of Living - Session 1	03/10/2023	9.00-12.00	Webinar	Gail
Functional Skills Maths Methods for Teachers, Tutors and/or Assessors - Session 2	06/10/2023	10.00-16.00	Workshop	Annmarie
Wellbeing, Classroom Management and Positive Approaches	19/10/2023	10.00-16.00	Workshop	Annmarie
Reducing the Cost of Living - Session 2	31/10/2023	9.00-12.00	Webinar	Gail

Multiply Provider Support Programme (PSP)

Initial Programme of Activity

Session	Date	Time	Type	Delivered By
November				
Maths Capacity Building within the organisation - session 1	07/11/2023	9.00-12.00	Webinar	Christine
Managing Maths stress & Anxiety Session 1	17/11/2023	13.00-16.00	Webinar	Gail
Maths in Everyday Life	28/11/2023	9.30-12.30	Workshop	Martin
December				
Maths Capacity Building within the organisation - session 2	06/12/2023	9.00-12.00	Webinar	Christine
Managing Maths stress & Anxiety Session 2	12/12/2023	13.00-16.00	Webinar	Gail

Next Steps & How to Get Involved!

Monthly Newsletter

To include:

- Upcoming events
 - Workshops
 - Webinars
 - Professional Exchanges
- Updates from our partner organisations
- Resources
- Feedback Opportunities
- + More!

First Monday of
Every Month!

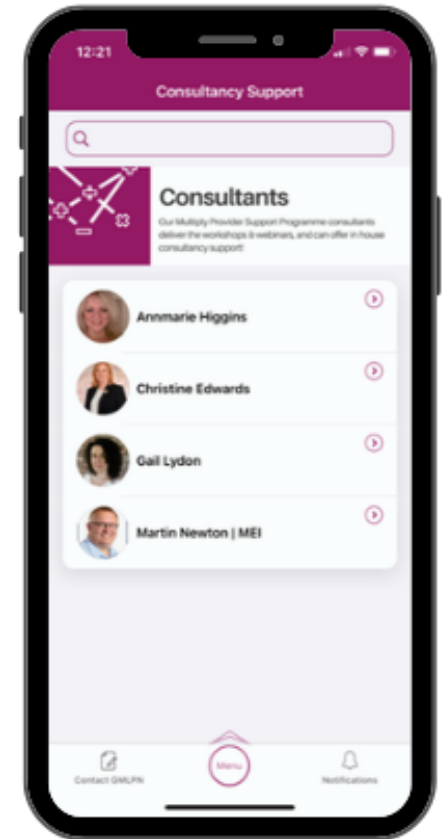
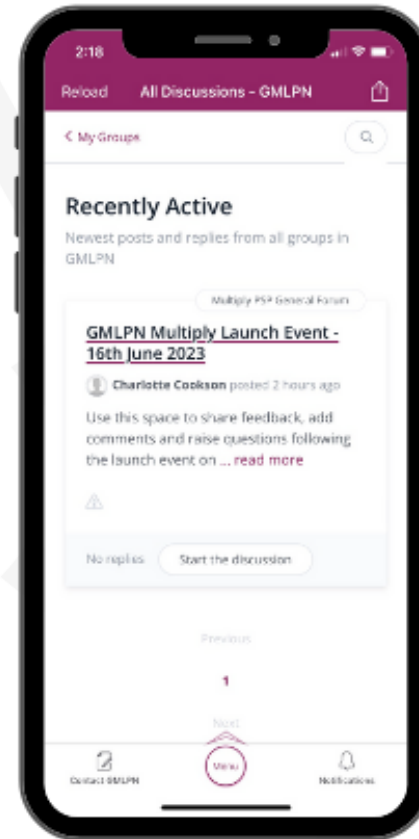
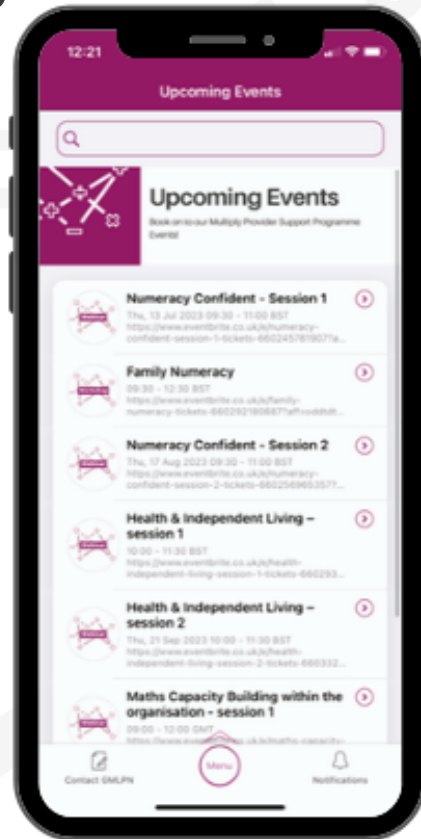


Next Steps & How to Get Involved!

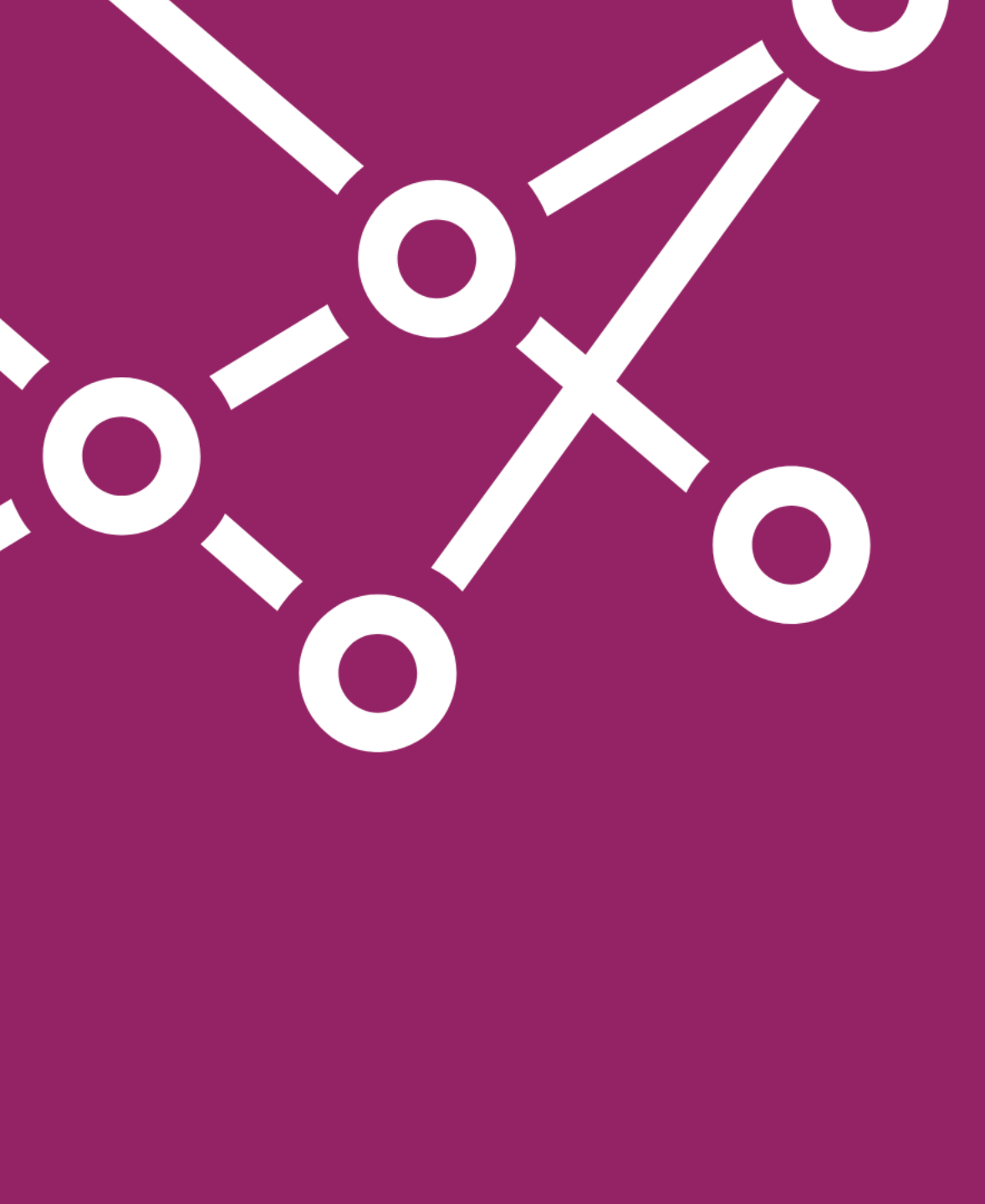
Multiply Mobile App

App Features:

- View all upcoming events and book your places!
- Join in on online discussions and post questions on our forums
- Find out more about our consultant partners and partners organisations
- + More!



Download the app today and get exclusive first access to book onto our upcoming events!



Provider Support Programme

Upcoming Events



Safeguarding Professional Exchange

Date: Wednesday 28th June 2023

Time: 14.30-16.30

Location: Blackley Golf Club

Price: Free

Facilitated by RBL Safeguarding

Rachael will share information on how to Create a Safeguarding Culture including:

- Recent guidance updates and key presenting issues
- What does safeguarding people mean within the FE industry?
- What does 'effective safeguarding' look like?
- Going beyond and striving for excellence – summary
- As always, there will be opportunity for you to discuss key challenges and opportunities and share best practice!



Introducing the Revised 2023 Matrix Standard

Date: Friday 30th June 2023

Time: 10.00-11.00

Location: Microsoft Teams

Price: Free

Delivered by The Growth Company

Book your place: [Introducing the Revised 2023 Matrix Standard Tickets, Fri 30 Jun 2023 at 10:00 | Eventbrite](#)

Session overview:

- Background to the review & The Revised Standard
- Benefits & The Assessment Process Changes
- Sector Guides & Transition Arrangements
- Questions

Introducing the new Digital Functional Skills qualifications

Date: Tuesday 4th July

Time: 10.30 - 12.00

Location: Microsoft Teams

Price: Free to attend!

Northern Skills Network Members are invited to attend this session delivered by Gateway Qualifications.

Book your place: [Introducing the new Digital Functional Skills qualifications Tickets, Tue 4 Jul 2023 at 10:30 |](#)

[Eventbrite](#)

Discover everything you need to know about the new Digital Functional Skills qualifications from the first Awarding Organisation to pass Ofqual's technical evaluation.

Digital Functional Skills Qualifications (DFSQ) will replace all existing Functional Skills ICT qualifications from 31st July 2023. They form a key part of the Department of Education's (DfE) strategy for developing digital skills, including [Essential Digital Skills](#).

Green & Sustainable Development Professional Exchange

Date: Wednesday 5th July 2023

Time: 13.30-14.30

Location: Microsoft Teams

Price: Free

Book your place: [Green & Sustainable Development Professional Exchange - July Tickets, Wed 5 Jul 2023 at 13:30 | Eventbrite](#)

Join us for this exchange meeting to discuss challenges, opportunities and solutions and share best practice on how to embed GSD into your curriculum.

Agenda to include:

- Welcome and introductions
- Feedback from recent Northern Skills Network Green and Sustainability Community of Practice
- Guest Speaker - **Christine Edwards from Creative Excellence** – an introduction to embedding sustainability into the curriculum
- Discussion on further support available from Christine
- AOB

DfE Accountability Framework Webinar

Tuesday 11th July

12.00-13.00

Via Microsoft Teams

This webinar has created to set out the clear objectives, aims and process of the accountability framework now & into the future.

Let us know if you would like to received the invite (today or by e-mail – info@gmlpn.co.uk)

GMLPN Ofsted Update Session

Date: Wednesday 19th July 2023

Time: 9.00-13.00

Location: Blackley Golf Club

Price: Free

Book your place: [GMLPN Ofsted Update Session Tickets, Wed 19 Jul 2023 at 09:00 | Eventbrite](#)

Join us on the 19th July where we will welcome input from Ofsted, Paul Cocker, Senior HMI and a HMI inspector.

The session will provide an update to GMLPN members on a range of topics including the process of Ofsted Inspections

The session will also include time for questions!

Target Audience: Quality Lead & Teams, Nominee & Shadow Nominee, Senior Management Team

Set the bar high and embed a culture of excellence

Date: Thursday 27th July 2023

Time: 10.00-12.00

Location: Online

Price: Free

Delivered by Dr Dr Barbara Van der Eecken

Book your place: [Set the bar high and embed a culture of excellence Tickets, Thu 27 Jul 2023 at 10:00 | Eventbrite](#)

Join our session which will include information, practical examples and take away ideas to develop in your own organization. The focus will be on putting in place an ambitious and rigorous cycle of quality and operation activities, with clear roles and responsibilities and challenging targets. You will drive high levels of performance in the short and long-term to embed a culture of excellence at all levels.

Areas to explore

- Align your vision and mission to your Quality strategy
- Focus on your priorities and set the bar high for staff, learners, and employers
- Create a cycle of activities which drives success and sustainable impact
- Allocate roles and responsibilities for the short and long term
- Formulate your strategy to embed a culture of excellence

Save the date...

Embedding CEIAG within Curriculums

Date: Thursday 14th September 2023

Time: 13.00-15.00

Location: Face to face – to be confirmed



EPA – Reasonable Adjustments

- We are currently working with NSN to explore the challenges of getting appropriate Reasonable Adjustments at EPA. We recently facilitated a workshop on Reasonable Adjustments with Cognassist ([click here to watch the recording](#)) in which we did some polling to scope the views of attendees.
- This poll is still open, and we ask that apprenticeship providers complete the quick poll so that we can take our findings to the NSN and relevant stakeholders such as IFATE. [You can take the poll here.](#)

GMLPN Member Consultation - 2023

We are launching this years member consultation on **Friday 30th June**

Gives you opportunity to feedback on membership, Provider Support Programme, Consultants/Partners and more!

All responses are greatly appreciated

Timeline: All responses in by Friday July 28th

Changes to Ofsted's post-inspection arrangements and complaints handling: proposals 2023

Ofsted propose to:

- Enhance on-site professional dialogue during inspections to help address any issues before the end of the inspection visit
- Introduce a new opportunity for providers to contact Ofsted the day after an inspection if they have any unresolved concerns
- Introduce new arrangements for finalising reports and considering formal challenges to inspection outcomes
- Replace our current internal review process with a direct escalation to the Independent Complaints Adjudication Service for Ofsted (ICASO) and add a new periodic review of closed complaints, using external representatives from the sectors we inspect

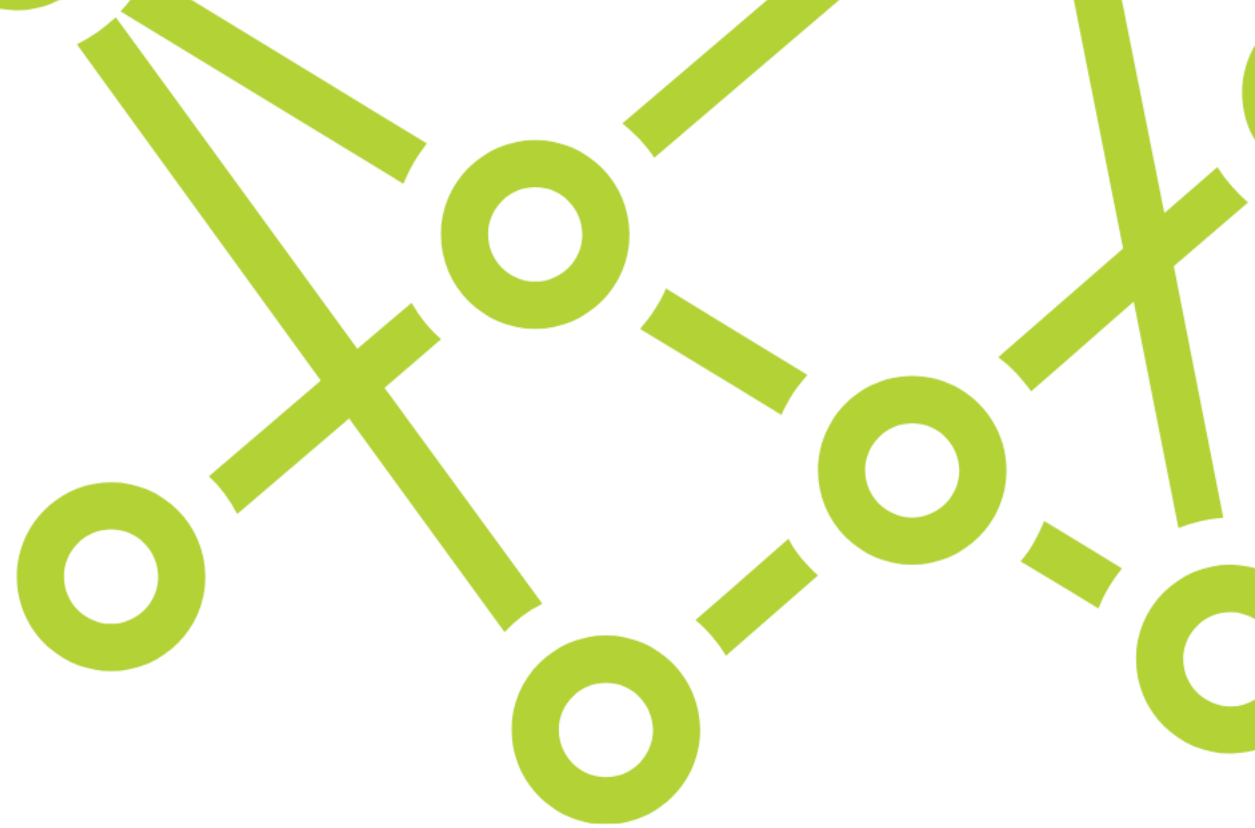


GMLPN will gathering intelligence to form a collective response to this survey. The closing date for this consultation is Friday 15 September 2023.

Sharon Weetman

Principal - Education, Skills & Work

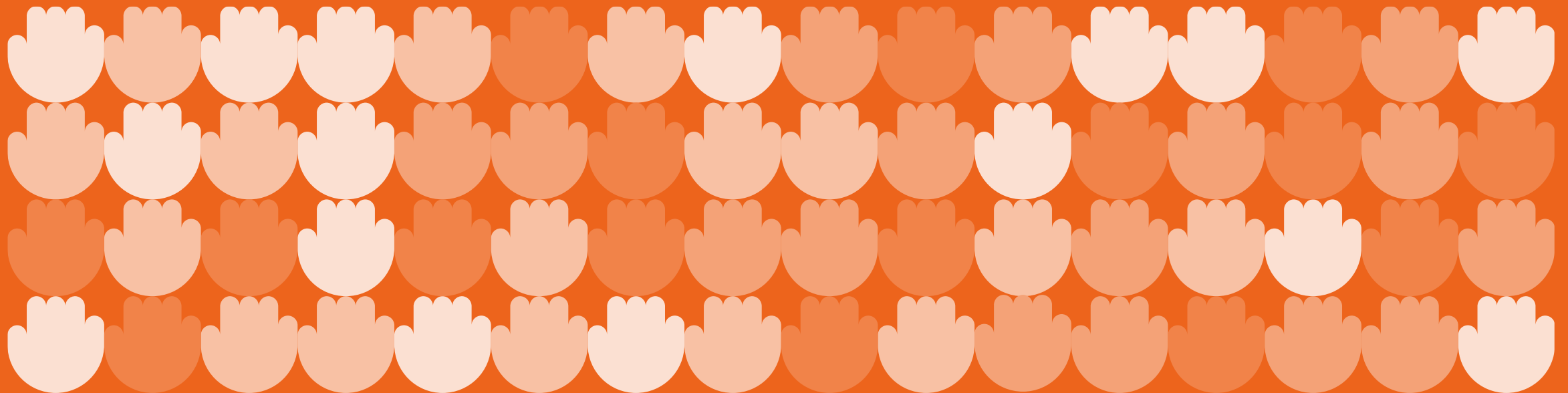
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Provider Access Legislation

Sharon Weetman

June 2023



Provider Access Legislation

- Live from January 2023

As a **minimum**, schools must offer:

- **Two encounters** for pupils during the **‘first key phase’ (year 8 or 9)** that are mandatory for all pupils to attend, to take place any time during year 8 or between 1 September and 28 February during year 9.
- **Two encounters** for pupils during the **‘second key phase’ (year 10 or 11)** that are mandatory for all pupils to attend, to take place any time during year 10 or between 1 September and 28 February during year 11.
- **Two encounters** for pupils during the **‘third key phase’ (year 12 or 13)** that are mandatory for the school to put on but optional for pupils to attend, to take place any time during year 12 or between 1 September and 28 February during year 13.

Schools within a **Careers Hub** will be eligible to receive local support from their Hub to identify suitable providers in the local area and assist with building partnerships between the school and providers.



Careers guidance and access for education and training providers

Statutory guidance for schools and guidance for further education colleges and sixth form colleges

January 2023

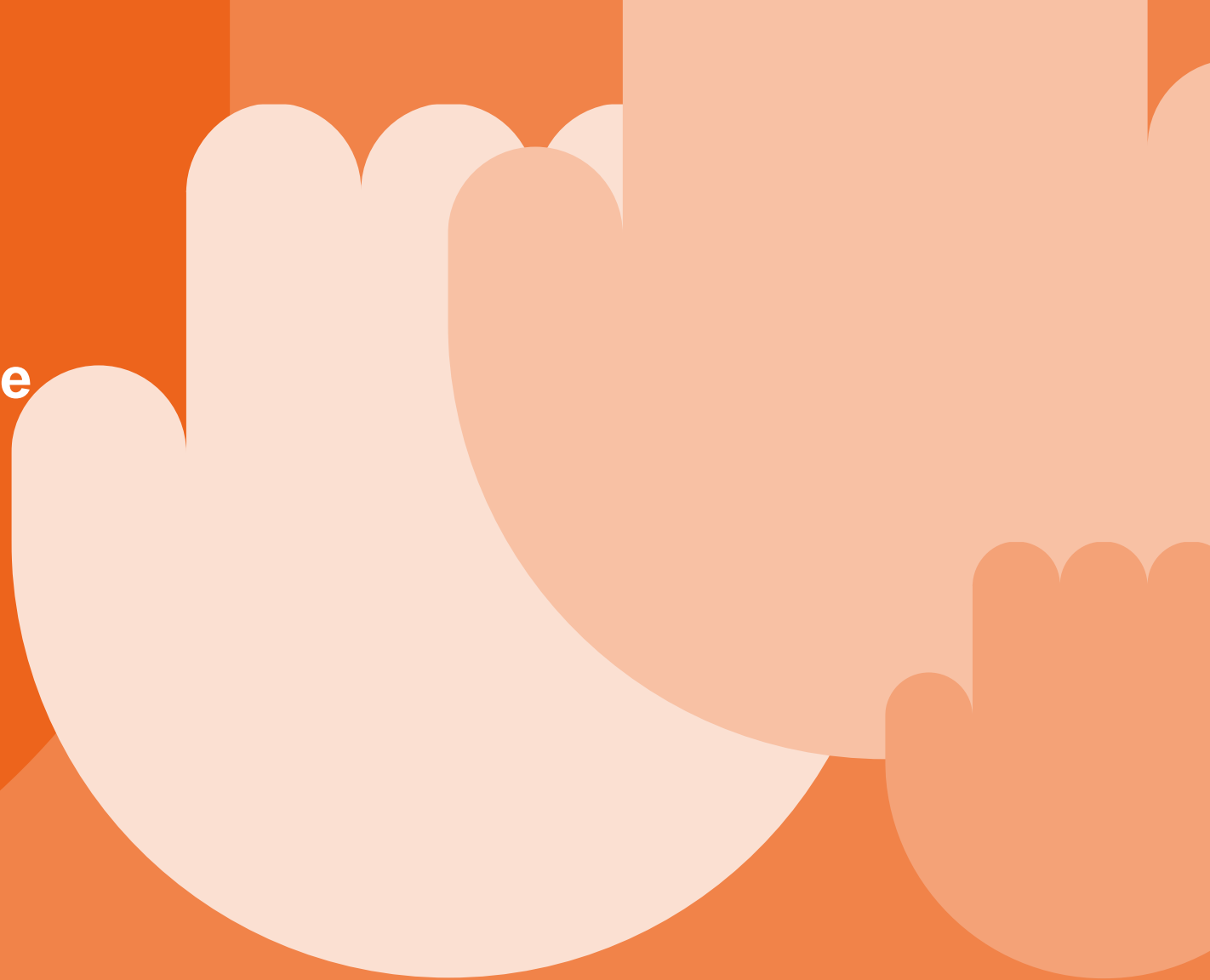
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Provider Access Legislation

- Establishing approach as part of wider Integrated Technical Education system
- Audit of Pal statements
- RITE project being used to trial engagement methods & gain youth voice
- GMACS technical education content being improved
- Good practice model of provider encounters for schools (for each year group)
- Provider “clusters” around schools & connections to CoPs
- Public Sector Apps group developing good practice toolkit & sector quality targets

Questions.....

- Do the proposals look right?
 - Do you have examples of where school/provider arrangements work well?
 - Thoughts on support for lower year groups?
 - How can we help to streamline the system?
-





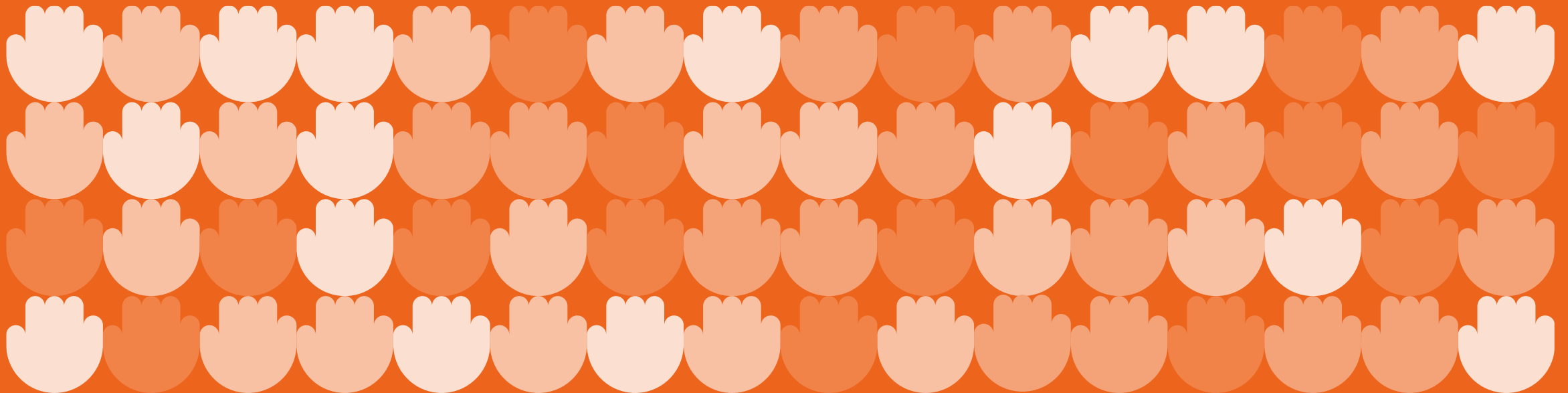
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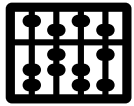
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MANCHESTER**
DOING THINGS DIFFERENTLY FOR OUR WORKFORCE

GM Multiply Scheme

Consultation to support Apprentices



What is Multiply?



Adults aged 19+ without a prior Level 2 in Maths/Numeracy to improve adult functional numeracy levels.



Increasing the number of adults participating in and achieving adult numeracy qualifications up to and including Level 2 (both GCSE Grade C/4 or above, and Functional Skills Qualifications).



Proposals need to be complementary and **different** to existing Adult Education Budget (AEB) interventions & **does not displace or duplicate existing** adult numeracy provision.



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The Commission

GMCA are looking to commission a lead provider to design and deliver an online Multiply offer aimed at Employers and Employees.

Provision will be available across 4x themes:

Courses for parents wanting to support children with their homework (Key stage 1, 2 and 3)

Courses for adults wishing to progress within their careers, but maths/numeracy is an issue

Courses designed with employers to support sectors struggling to recruit, because maths/numeracy is an issue

Courses to support Apprentices undertaking Level 2 Functional Skills Maths, but at risk of not achieving



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The consultation

GMCA want to know from Apprenticeship providers, and Apprentices themselves:

1. How can we make this support as easily available as possible
2. What types of support are required to support apprentices achieve their Level 2 Functional Skills quals e.g. 1-1 tuition, support on particular topics etc.
3. Outside of curriculum topics, what else makes Level 2 Functional Skills Maths hard to achieve for apprentices e.g. language of questions, exam stress etc.
4. Would apprenticeship providers allow the commissioned provider access to their apprentices who are struggling?
5. Would the following ideas help apprentices? – next slide



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Ideas to test

As part of Multiply, there is another commission which is similar in nature:

Our Enhanced Level 2 Offer gives our AEB providers across Greater Manchester, who are delivering Level 2 Maths, the opportunity to offer additional support to learners at risk of not achieving their qualification. Some of the best practice we've seen already we want to see if this would be useful for apprentices.

Intensive Maths Camps

3 consecutive days of intensive study, revision and exam prep. A mock exam to incorporate learning will take place at the end of the camp. Each tutor will deliver a range of workshops to focus on priority topics on the curriculum and attendees will be given a schedule of the workshops they should attend. Some of these sessions will also focus on exam technique and preparation techniques, including how to prepare mentally and emotionally.

Hot Topic Booster Sessions

4x sessions per week across 15 weeks covering individual topics - learners will be encouraged to attend as many sessions as is relevant to their learning journey.



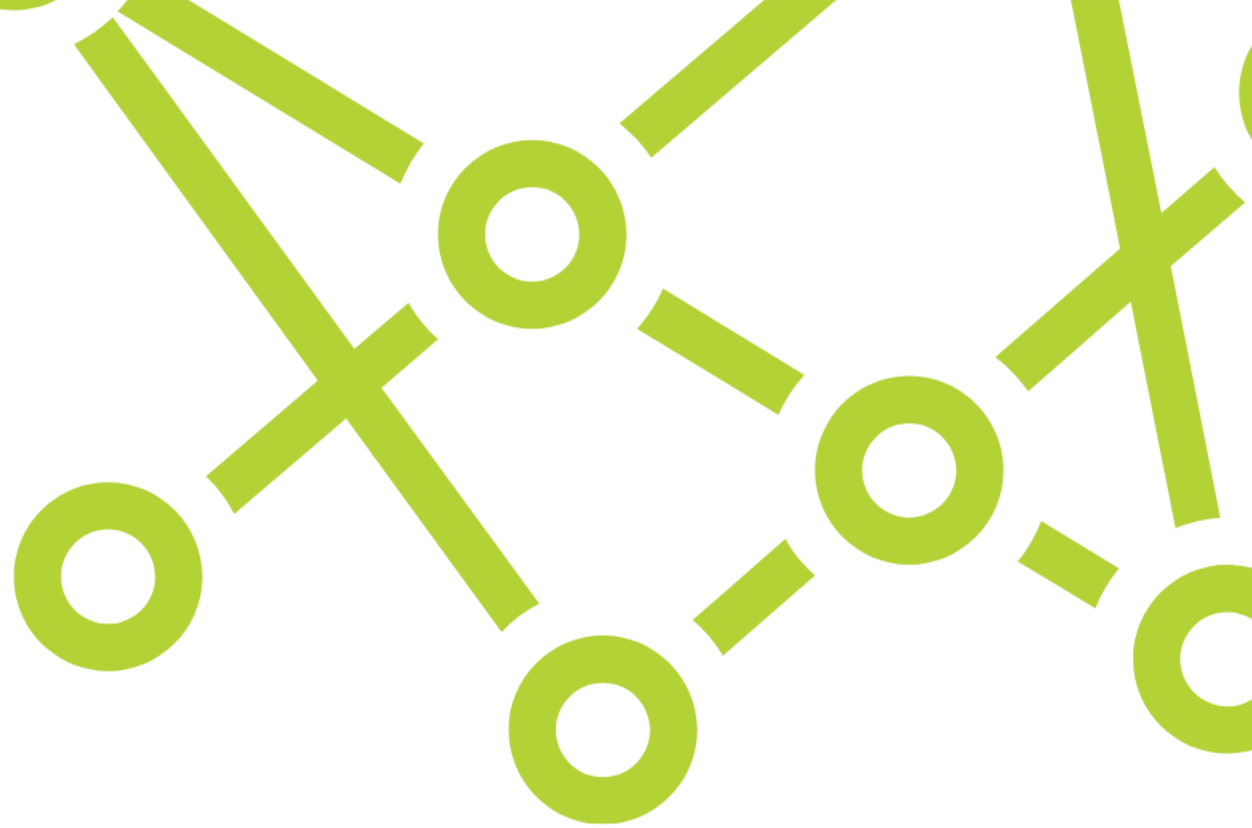
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Rachael Bishop

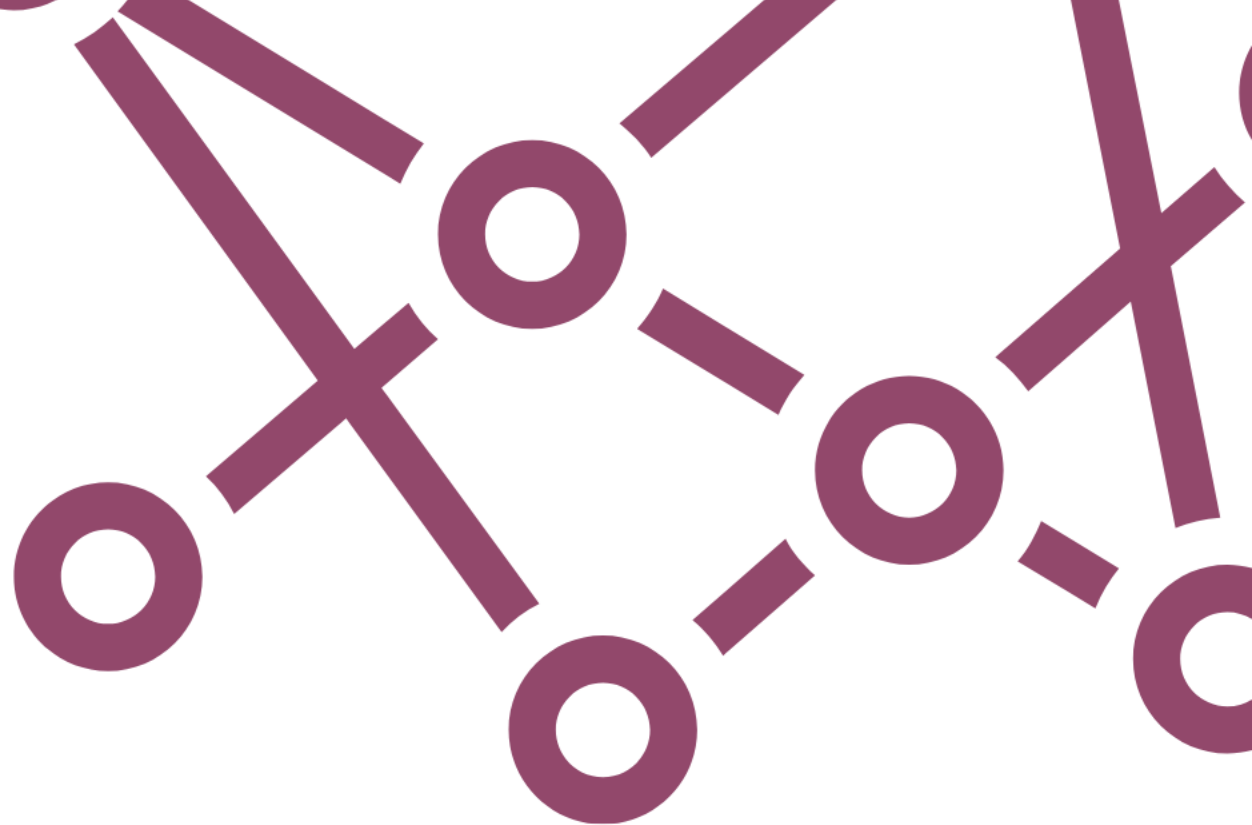
Founder & Managing Director



What safeguarding topics would you like to see delivered?


What support services would you welcome?

Are there any current concerns around how to create effective safeguarding with organisations?



QUESTIONS?

Get in touch!

 Greater Manchester Learning
Provider Network

 @GM_LPN



Rachael Bishop

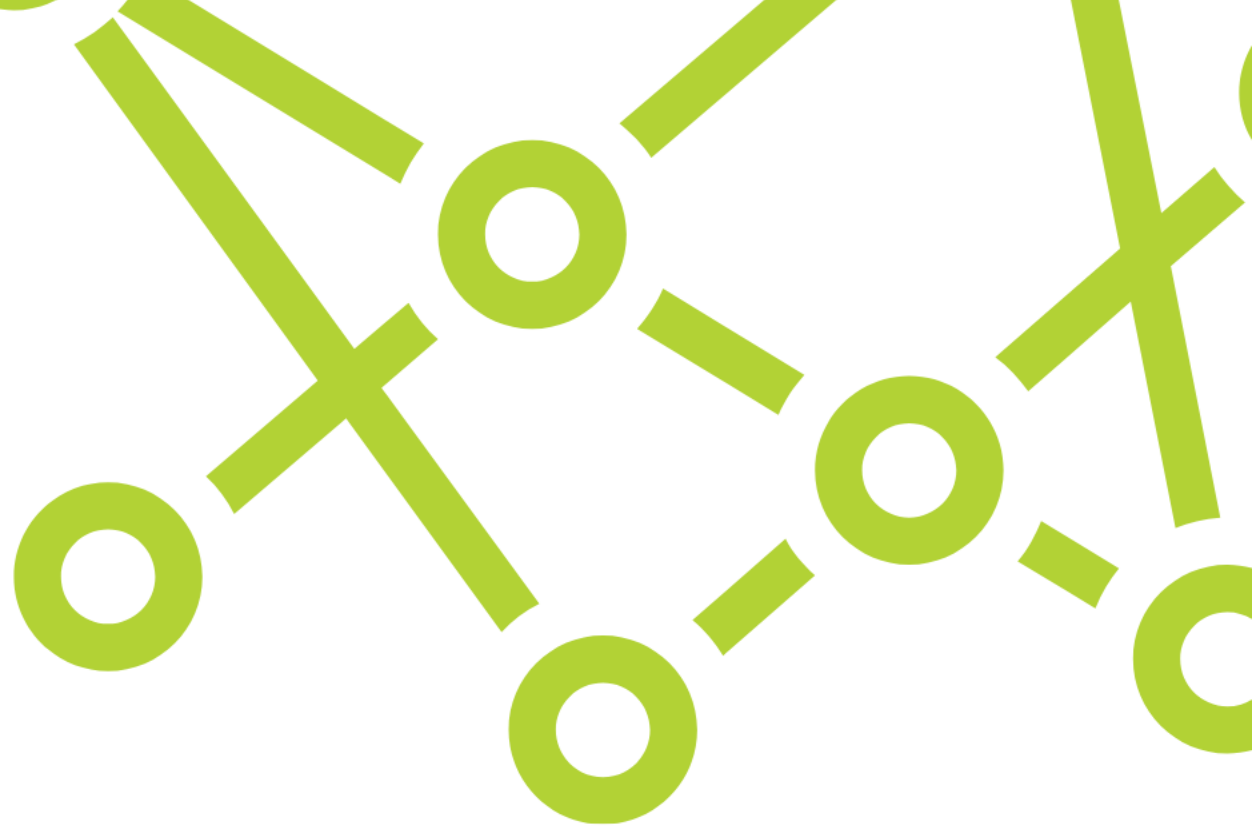
rachaelbishop@rlbsafeguarding.co.uk

07787243687

Mike MacLoughlin & Rachel Barker



Department
for Education





Department
for Education

GMLPN Update

28th June 2023

DfE Regions and Providers

Mike MacLoughlin & Rachel Barker

Agenda

Apprenticeship Accountability Framework

Apprenticeship Provider and Assessment Register (APAR)

Intervention following Ofsted Inadequate

Other updates



Department
for Education

Apprenticeships Accountability Framework (AAF)

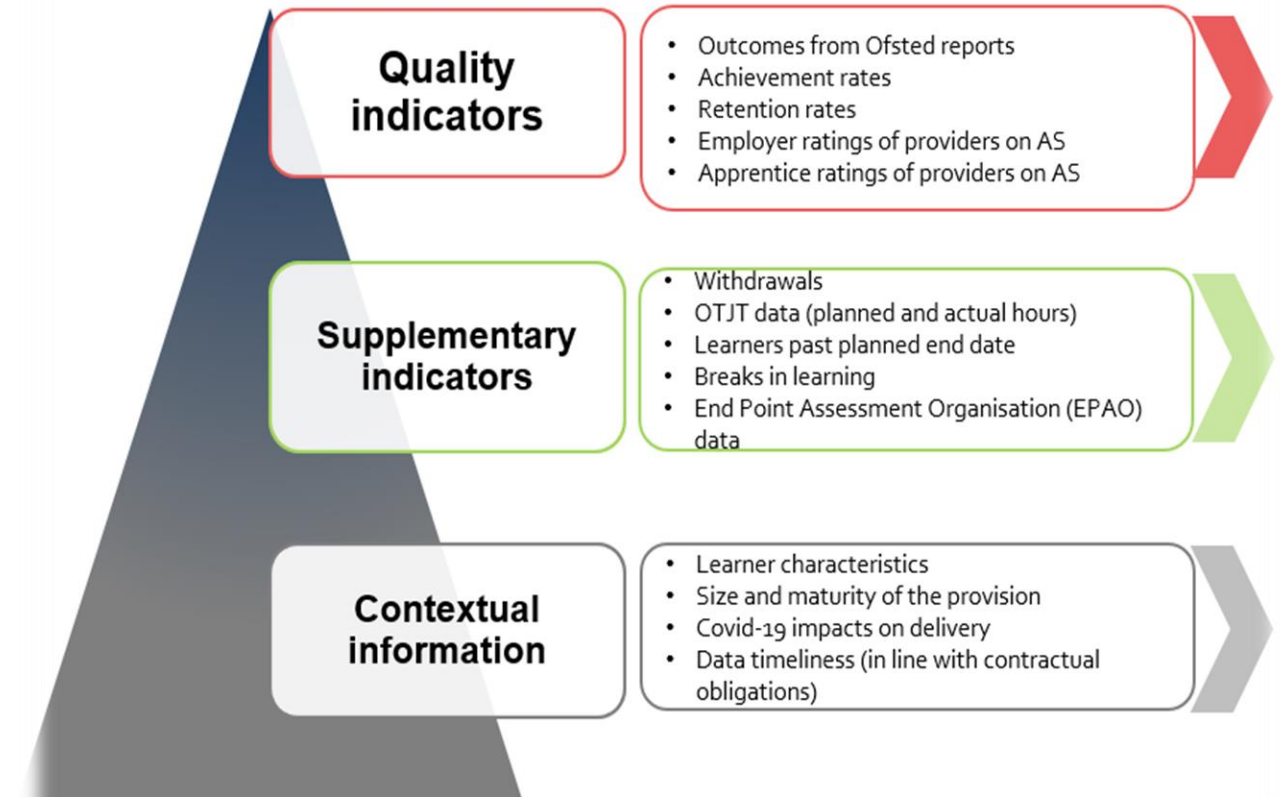
Provider Accountability Framework

The purpose of the Framework is to:

- **support** providers in delivering high-quality apprenticeship provision, wherever possible
- **ensure timely intervention**, where necessary, to protect the interests of the apprentice

The Framework is:

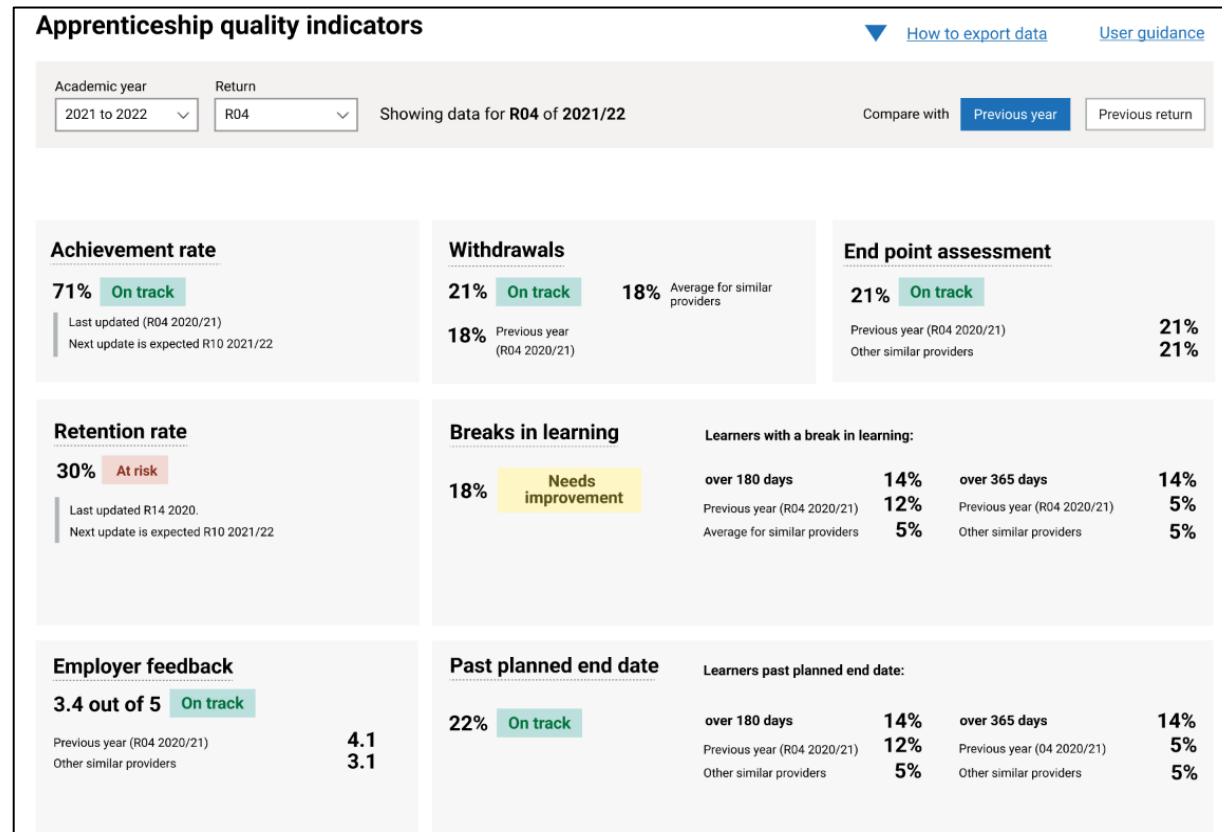
- A more rounded approach, based on a wider range of quality indicators, which takes context into account – unlike minimum standards.
- A trigger for a conversation – **not** automatic intervention.
- Supports self-improvement
- A mechanism for timelier intervention (where necessary)



Accountability Framework Dashboard

Dashboard underpins the Accountability Framework and is available in test environment here:

<https://viewyourdata.education.gov.uk/report/afed-private-beta>



We have now added functionality to enable users to drill down to learner level data.

Accountability Framework: early signs of impact

Findings: Early signs indicate the Framework is:

- beginning to have traction in **supporting self-improvement**
- **driving up quality** at provider level

Key themes:

Providers have embedded the Framework as a **tool for self-improvement**

Providers are taking **strategic decisions** to reprofile their provision in some places, to focus on what they do well.

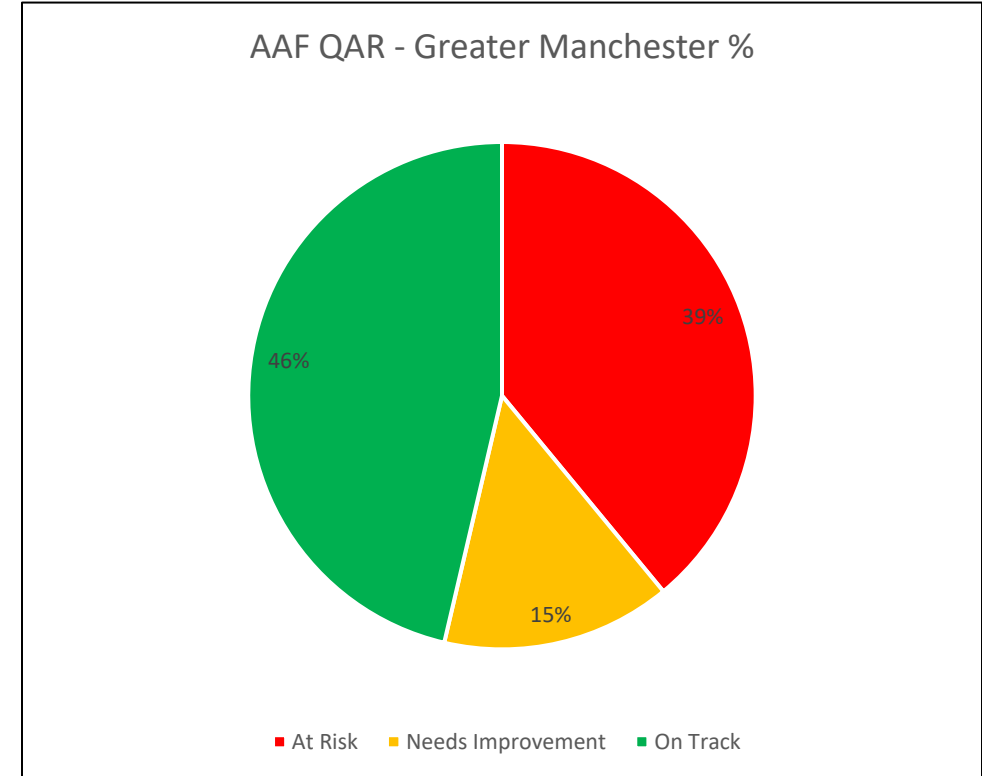
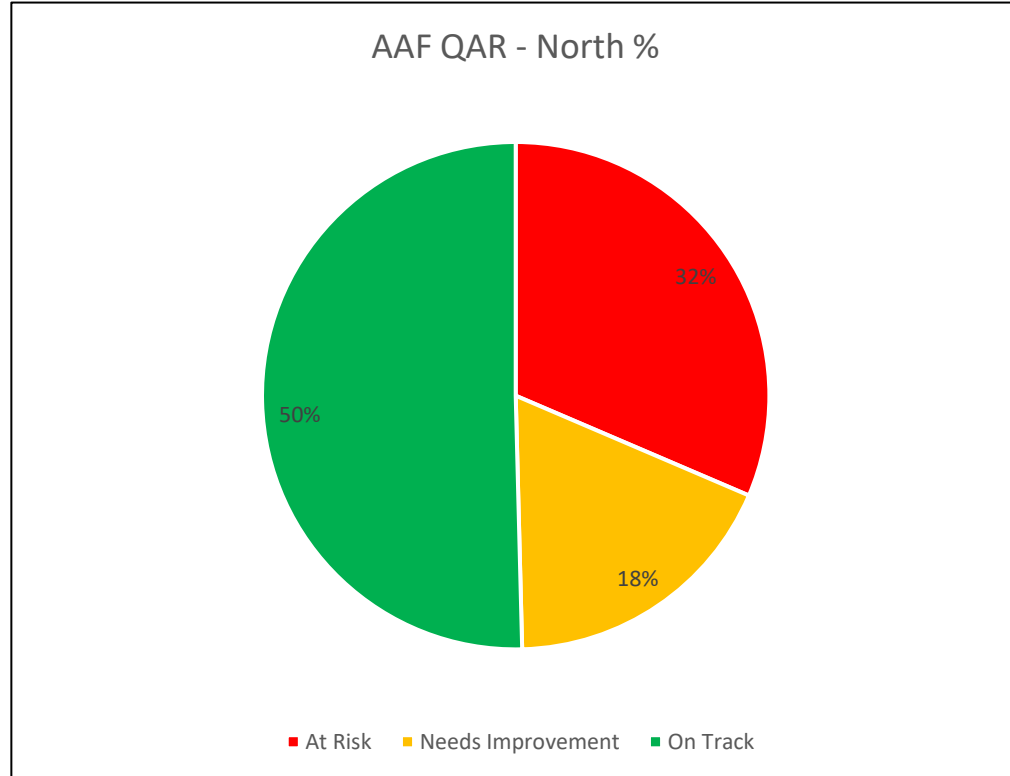
Providers reviewing **employer relationships** to ensure employers are committed to and understand requirements of an apprenticeship

Behaviours

- Recruitment of additional staff to focus on improvements in apprenticeships quality and performance.
- Temporary pausing starts on some standards to redesign apprenticeship offer – to strengthen foundation and support future growth.
- Improving internal monitoring systems to track apprentices and better monitor learners on programme.

We have invited all providers that have had an AAF interaction to provide feedback on their experience

Accountability Framework Round 2 QAR Outcomes – North and GM



Round 2 AAF conversations – North themes and actions

Key themes from conversations:

- Impact of Covid legacy data on QAR
- Difficulty in delivering Health/Care related apprenticeships:
- Employers unable to release for OTJT as no resource to backfill
- Apprentices new to sector and unprepared
- Difficult to achieve within programme length, large volumes out of funding/passed planned end date
- Barriers to achieving some apprenticeships as move from frameworks to standards means that SME's cannot always offer breadth of experience needed for apprentice to achieve
- Availability of EPAOs

Actions as a result:

- Improvement measures include but are not limited to:
 - more frequent engagement with the territorial team,
 - submission of improvement plan and regular updates on progress
 - restriction or cessation of recruitment to underperforming standards for a fixed period

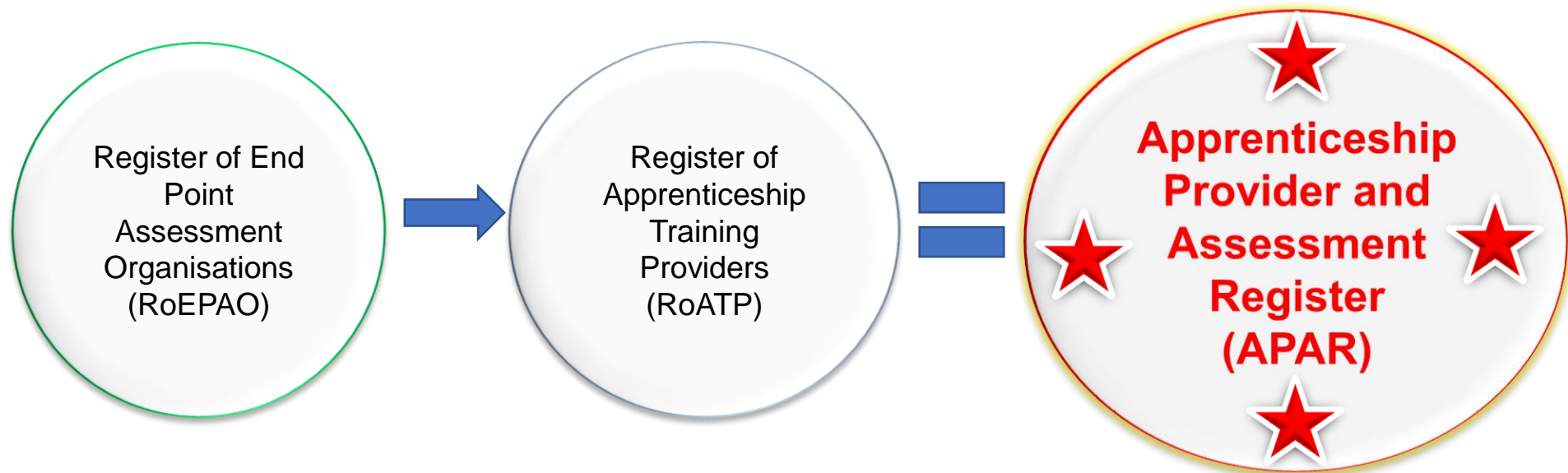


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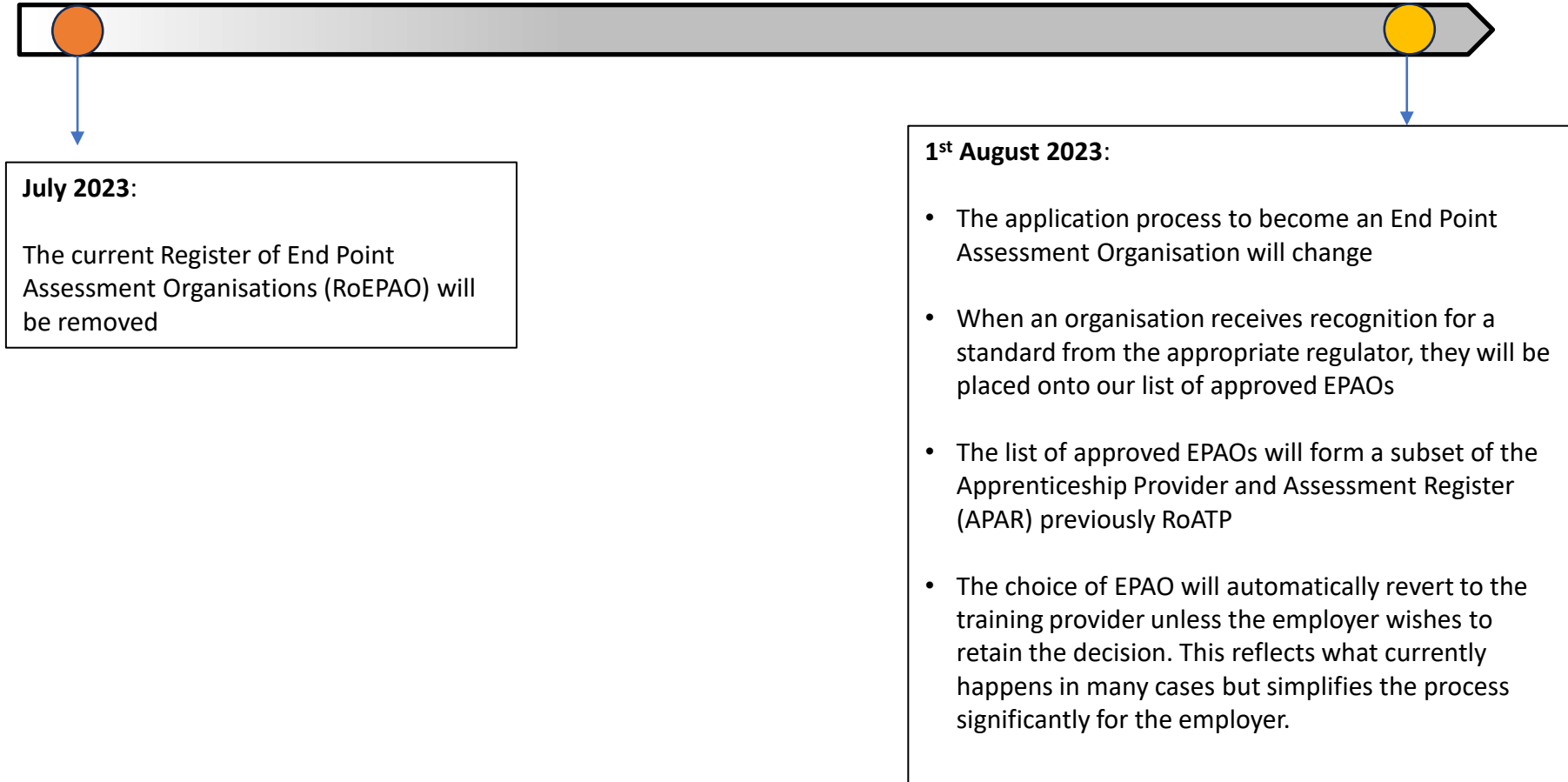
Apprenticeship Provider and Assessment Register (APAR)

Apprenticeship Provider and Assessment Register (APAR)

- As part of the simplification programme, we have looked to simplify the journey for everyone involved in apprenticeships, whilst maintaining quality.
- Changes made to the register of End-Point Assessment Organisations and Register of Apprenticeship Training Providers forms one element of this simplification work and has been part of a complex project which required a synchronised and collaborative approach between the department and the sector
- The changes made to the APAR is in response to employer feedback



APAR Key Milestones



Points to note:

Closure of the Register of End Point Assessment Organisations is required as EPAOs now gain recognition to deliver through the regulator, however we need to retain a list of EPAOs – hence the need for APAR.



Department
for Education

Intervention following Inadequate Ofsted

Policy and Contractual position - 1

Policy remains unchanged – reflecting Ministerial expectations

- [Register of Apprenticeship Training Providers: how to apply - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/register-of-apprenticeship-training-providers-how-to-apply)

Removing an apprenticeship training provider from the register

Any provider that has not actively delivered within a 6-month period may be removed from the register, subject to any appeal. No active delivery means no active eligible apprentices within a 6-month rolling period. This is to ensure employers and apprentices have confidence that providers on the register are active deliverers of good quality training.

We will remove a training provider if they no longer meet our requirements. Ofsted inspection outcomes for apprenticeship provision may trigger intervention by DfE. Refer to your own funding agreement or contract for services to understand how this will affect your apprenticeship funding and your eligibility to be on the register.

Policy and Contractual position - 2

Intervention policy - [Provider guide to delivering high-quality apprenticeships - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/guidance/provider-guide-to-delivering-high-quality-apprenticeships):

Section 24 of the [legal agreement for training providers](#) explains the consequences of getting an inadequate grade.

Legal Agreement Section 24:

24. Termination

- 24.1. The Department may terminate the Agreement without liability to the Training Provider by giving to the Training Provider, or where relevant its representatives, written notice, having effect immediately or after such notice period as the Department may determine on one or more of the following grounds:
- 24.1.13. the Training Provider has had two consecutive OFSTED monitoring visits resulting in one or more “insufficient progress” judgements;
 - 24.1.14. an OFSTED inspection results in part of the Training being assessed as inadequate, and/or the Training Provider has failed to ensure that the curriculum for a teaching Apprenticeship meets the principles and requirements of an Apprenticeship;
 - 24.1.15. an OFSTED inspection results in the Training being assessed as overall inadequate and / or the Training Provider has failed to ensure that the curriculum for a teaching Apprenticeship meets the principles and requirements of an Apprenticeship;

Policy and contractual position - 3

Legal Agreement Section 15.9.2 sets out full range of possible sanctions DFE/ESFA may take at their absolute discretion in the event of overall Ofsted inadequate, including:

- Additional conditions to deliver improvements
- Suspension of payments and/or starts
- ROATP removal
- Termination

Process:

- Ofsted report published
- Opportunity to comment – extenuating circumstances?
- Consider appropriate sanction, informed by the overarching policy
- If termination, move to market exit and transfer of employers

Other Updates for info

Update - 1

- **Information: ESFA adult education budget (AEB) funding and performance management rules 2023 to 2024** - We've published version 2 of the [AEB funding rules for 2023 to 2024](#). The rules apply to all providers of education and training who receive AEB funding from ESFA.
- A full breakdown of the changes is included in the 'What's New?' section of the rules. We have:
 - clarified how we will integrate the core elements of the traineeship programme for learners aged 19 to 24, including work experience
 - confirmed that the HGV offer has been extended for the 2023 to 2024 academic year
 - added additional residency criteria to ensure compliance with legislation updates
 - provided full details on the innovation fund
 - removed the restriction on funding for workplace learning
 - clarified how to confirm the eligibility of a learning aim for FCFJ
- We removed the funding restrictions for individuals planning to undertake an apprenticeship. This means that providers can now use AEB funding for individuals preparing for an apprenticeship.
- **Information: Advanced Learner Loans – launch of the 2023 to 2024 application service** - The 2023 to 2024 [Advanced Learner Loans application service](#) will be available from 30 May 2023 for learners who wish to start eligible qualifications from 1 August 2023 funded with a loan.
- Updated Learning and Funding Information letters for 2023 to 2024 are available [on GOV.UK](#).

Update - 2

Key points

- **Information: IfATE announcement on world class, simpler skills system** - The new employer-led approvals system, which IfATE launched for level 3 technical qualifications in January 2023, is now being extended to level 2.
- IfATE approval will only be given to level 2 qualifications that match up to employer-defined occupational standards. This is the same process already used for T Levels (level 3), Higher Technical Qualifications (level 4 and 5) and apprenticeships (level 2 to level 7). These standards set out the knowledge, skills and behaviours trainees need to learn to be competent in their jobs.
- The first sectors under consideration at level 2 will be construction and the built environment, engineering and manufacturing, education and early years, and health and sciences. Awarding bodies will be able to submit qualifications for approval in November 2023.
- For a qualification to be eligible, awarding bodies will need to prove there is genuine employer demand and that they have engaged with employers of all sizes in the qualification's design.

National Apprenticeship Awards 2023

- There are now under 2 weeks left to submit your application for the National Apprenticeship Awards 2023.
- Back for their 20th year, the National Apprenticeship Awards are a fantastic opportunity to showcase the apprentices, employers and champions who have gone above and beyond.

Entries to the awards are open until 5pm on Friday 30 June 2023. It is free to enter the awards, and all entries must be made through our [application website](#).

Not sure if you should apply, or want some hints and tips to gain the edge? Check out our [apprentice and apprentice champion](#) or [employer and rising star](#) webinars.

Cyber security

Given the increase in recent cyber security incidents, we would like to remind educational settings of the importance of good cyber security hygiene. Cyber criminals may seek to access systems used by schools to gain access to sensitive data.

For extra protection:

- ensure that all staff are following password policies
- stay vigilant against [phishing emails](#)
- familiarise yourself with the [department's Cyber Standards](#) and NCSC's [infographic](#)
- We've also updated the [ESFA cyber crime and cyber security guidance](#) on GOV.UK.

Higher Technical Education Skills Injection Fund

The application window for the latest round of the Higher Technical Education Skills Injection Fund is open until 21 July. This £48m fund supports the government's ambition to grow provision of Higher Technical Qualifications (HTQs), to give learners the skills that employers need to help the economy grow and thrive.

As we build towards the introduction of the Lifelong Loan Entitlement, we want to grow the level 4 and 5 market, including HTQs, ensuring learners can access high-quality, job-facing degree alternatives. To help build capacity and ensure readiness to deliver HTQs, this fund can be used on a range of activities, including investment in industry-standard equipment, developing curriculum content, CPD and developing local employer links. The fund will provide up to £48m to deliver HTQs in all approved IfATE occupational routes. You can [view approved routes and qualifications on GOV.UK](#). Qualifications must be delivered in either academic year 2024 to 2025 or 2025 to 2026, depending on the subject area of the qualification you wish to deliver.

[Further information on the eligibility criteria and how to apply](#) is available.

Update - 4

Action: users of Submit learner data need a DfE sign-in account to continue using the service

Signing in to Submit learner data (SLD) service will be changing on 17 July 2023. All SLD users will need a Department for Education (DfE) Sign-in account to continue to use the service. This change will not affect the way Submit Learner Data works once you are signed in.

If you are a SLD user you should have received an email about the change. These emails were sent to the email address linked to your IDAMs account.

If you use SLD and have not received an email about DfE Sign in, please check your spam or junk folder. If it's not there, please contact us using the [DfE Sign-in help form](#). Find further [information about DfE Sign-in](#).

Expressions of interest for the Teacher Mentoring Programme 2023 to 2024

The Teacher Mentoring Programme (TMP) for 2023 to 2024 is open for expressions of interest. The latest round of the programme has a specific focus on improving mentoring for FE early career teachers given the need for extra support in the first few years of teaching, and in particular for those transitioning from industry.

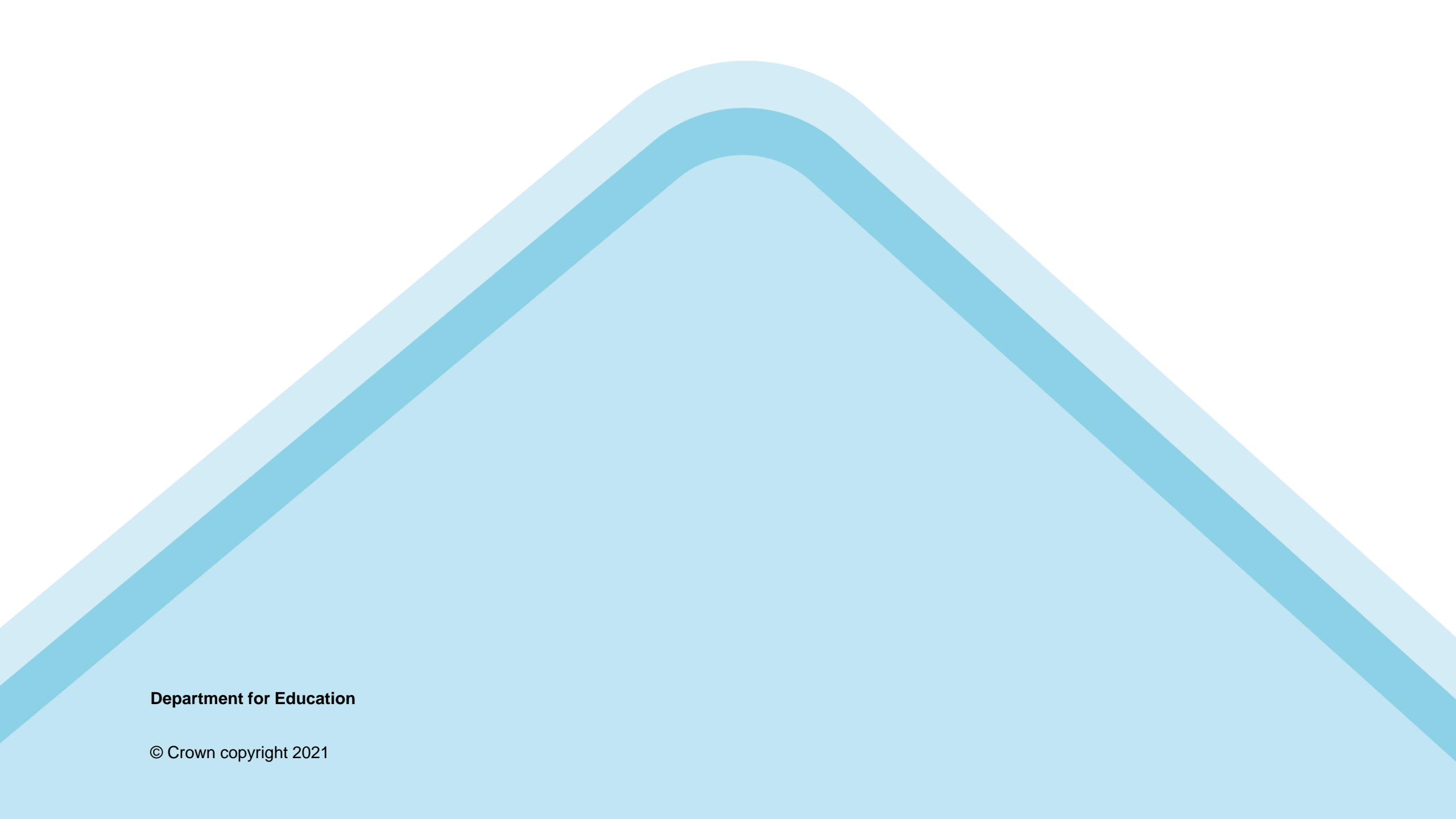
TMP is funded by the Department for Education and delivered by Cognition Learning Group. The programme features two professional development courses:

- Mentoring skills for new mentors
- Advanced mentoring for experienced mentors

The programme will run between November 2023 and May 2024 and includes an optional grant of up to £5,000 per mentor. [The programme is now open for expressions of interest](#), with the application process operating on a first come, first served basis. Organisations need to register their interest before applying for TMP 2023 to 2024.

Update - 5

- **Information: make an honour nomination** - DfE are looking for people who have made life better for other people or been outstanding at what they do across the education and childcare sectors. We want to recognise deserving people, of all ages, backgrounds and walks of life who are making a positive difference.
- Ministers at DfE are particularly looking for nominations in:
 - early years, further education, and children's social care
 - innovation in education
 - nominations for outstanding achievement in hands on services to the community, for example, nursery assistants, lecturers, lab assistants, teachers, teaching assistants, nursery cooks, meal-time assistants, estates managers, caretakers, and crossing patrol officers
- Anyone can nominate someone, and anyone can receive an award. The [nomination form and additional information](#) are available online.
- **Information: watch the launch of the Top 100 Apprenticeship Employers 2023** - This year's Top 100 Apprenticeship Employers will be announced during a special live broadcast taking place at 2.00pm on Thursday 29 June.
- The 90-minute broadcast will include a full countdown of the 2023 rankings, insights into the characteristics of top employers, and interviews with representatives of those who have made it into the Top 100 and Top 50 SMEs this year.
- To watch the live broadcast – on your smart TV or laptop – [simply register online](#).



Department for Education

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