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GMLPN Network Meeting

Wednesday 31st January | 2024



Agenda

- Arrivals – Teas & Coffees
- Welcome | **Mark Currie**, Chair of GMLPN
- Intro to **Julie Lappin**
- IfATE – Reasonable Adjustments video
- OneFile (sponsors)
- Networking Break
- **Gemma Marsh** – GMCA
- NCFE
- **Andy Turner** – Gatsby Benchmarks
- **Jacquie Allen** – Green & Sustainability
- GMLPN Update
- Close | **Mark Currie**, Chair of GMLPN
- Lunch

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Mark Currie | Welcome

GMLPN



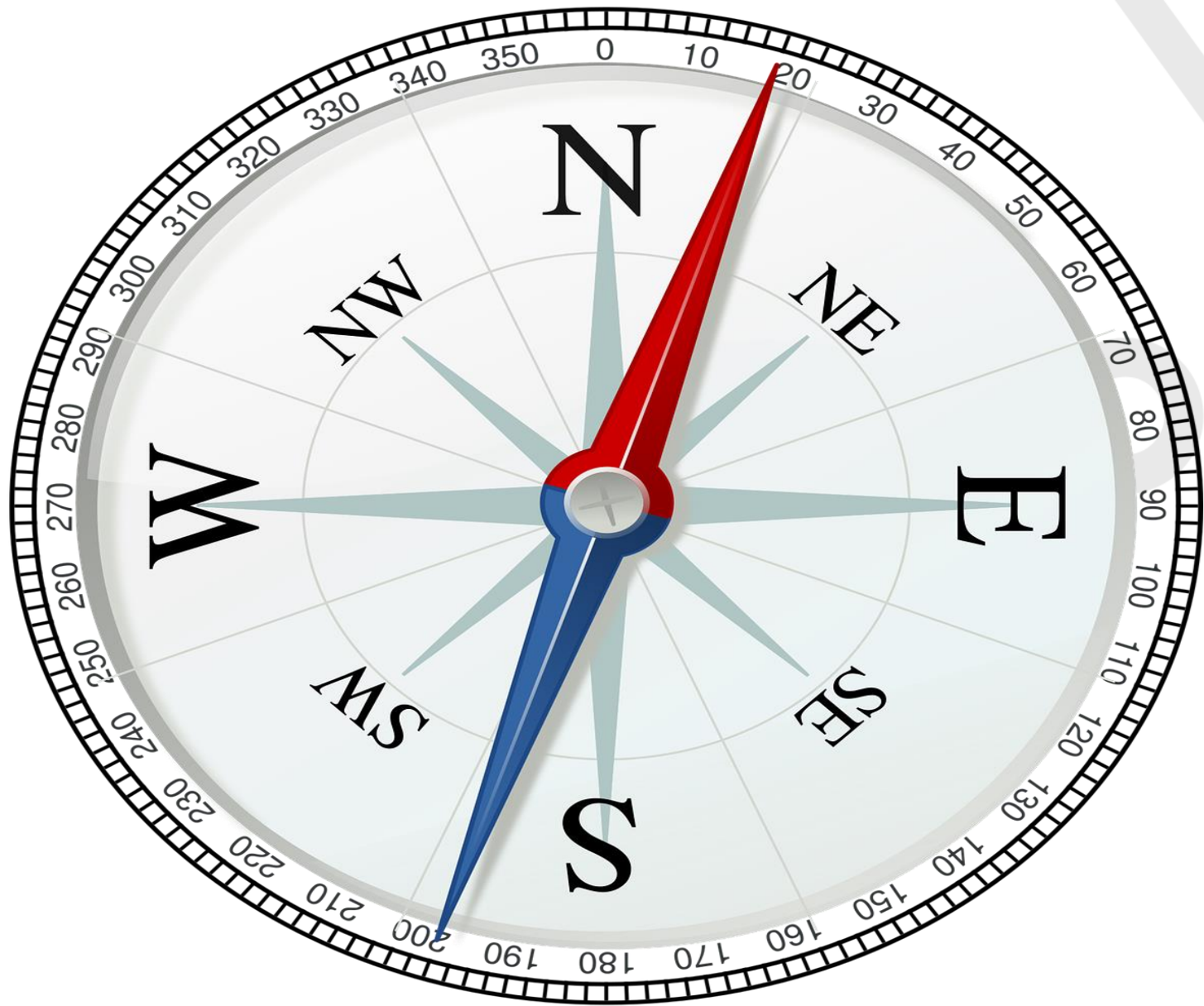
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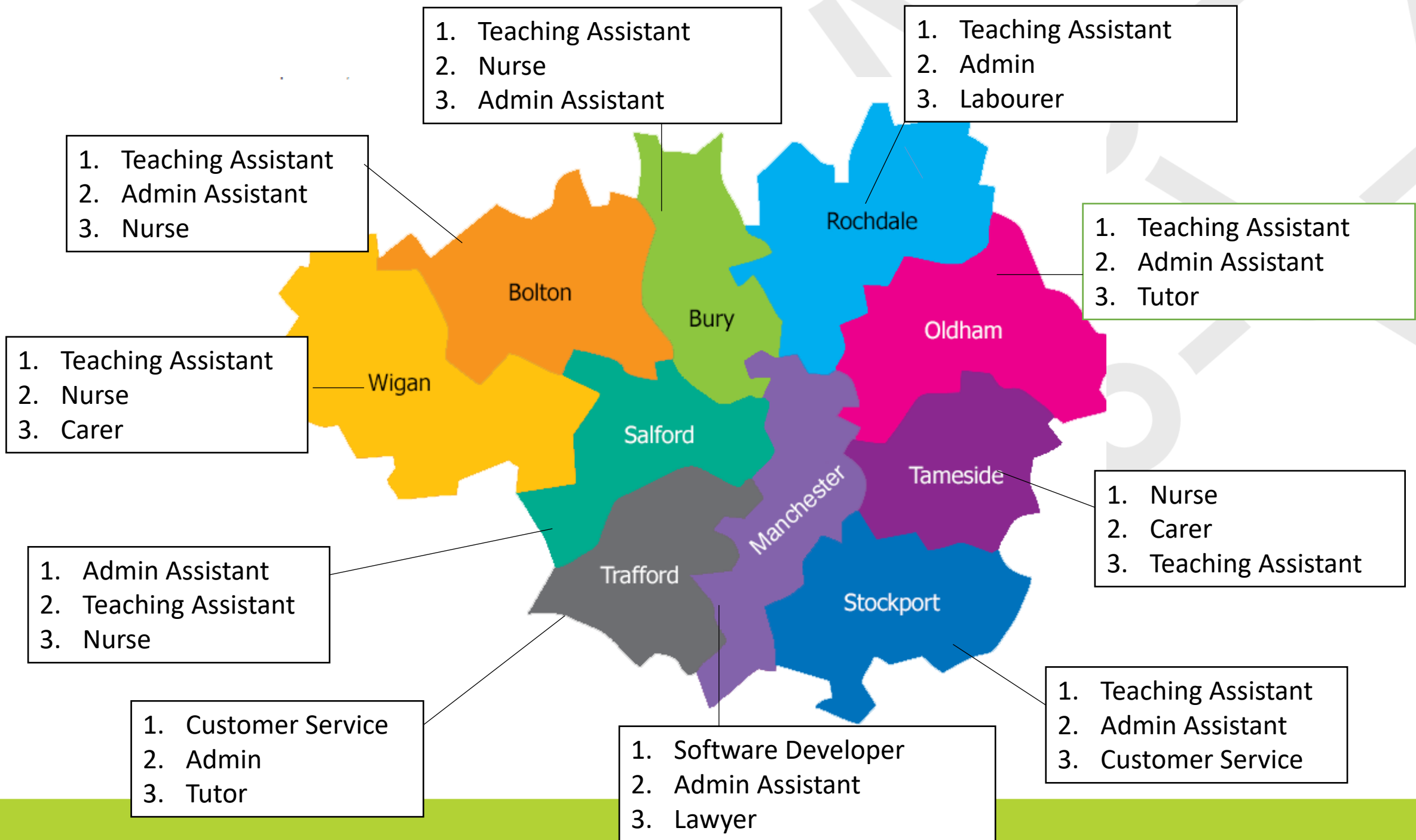


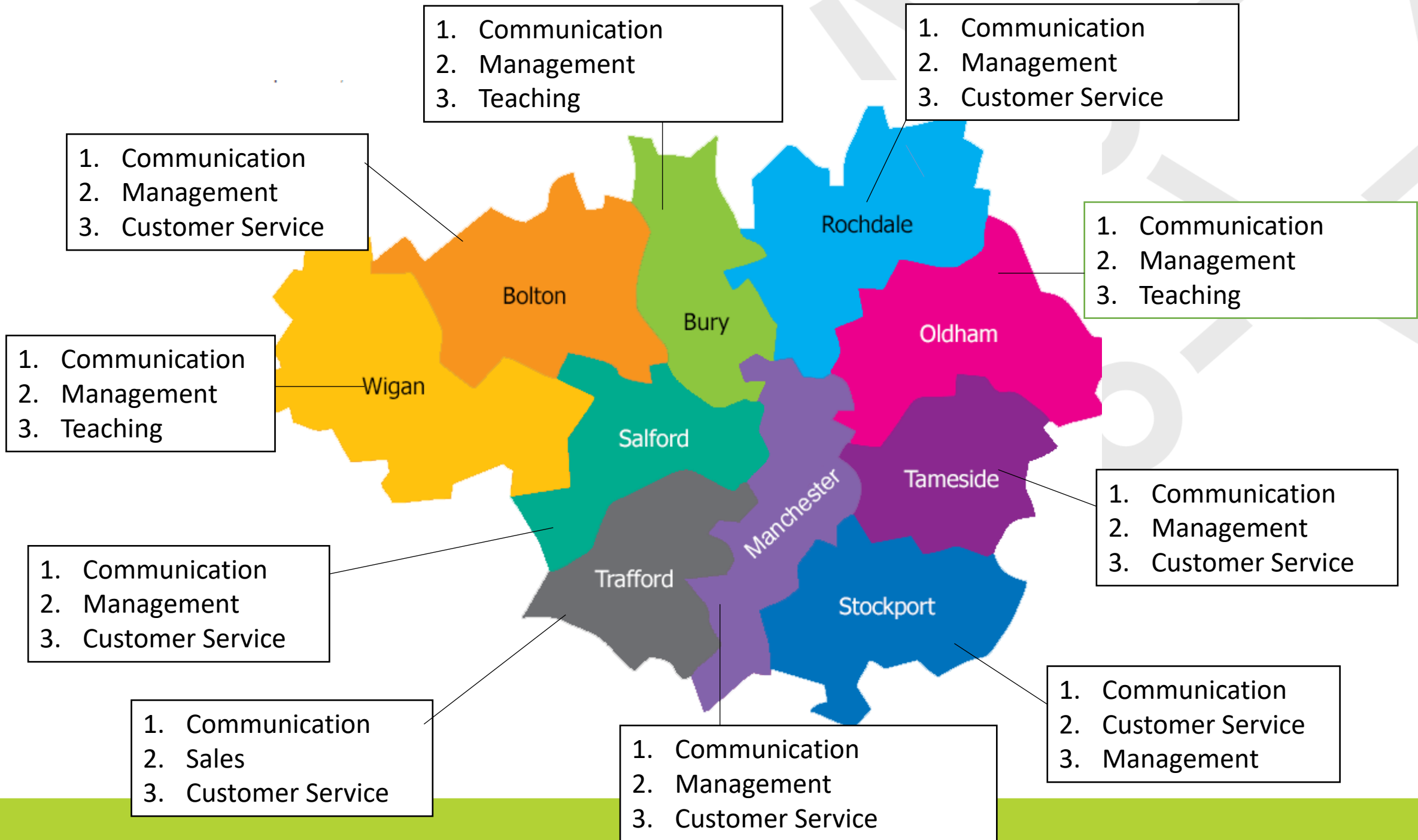
Julie Lappin

GMLPN

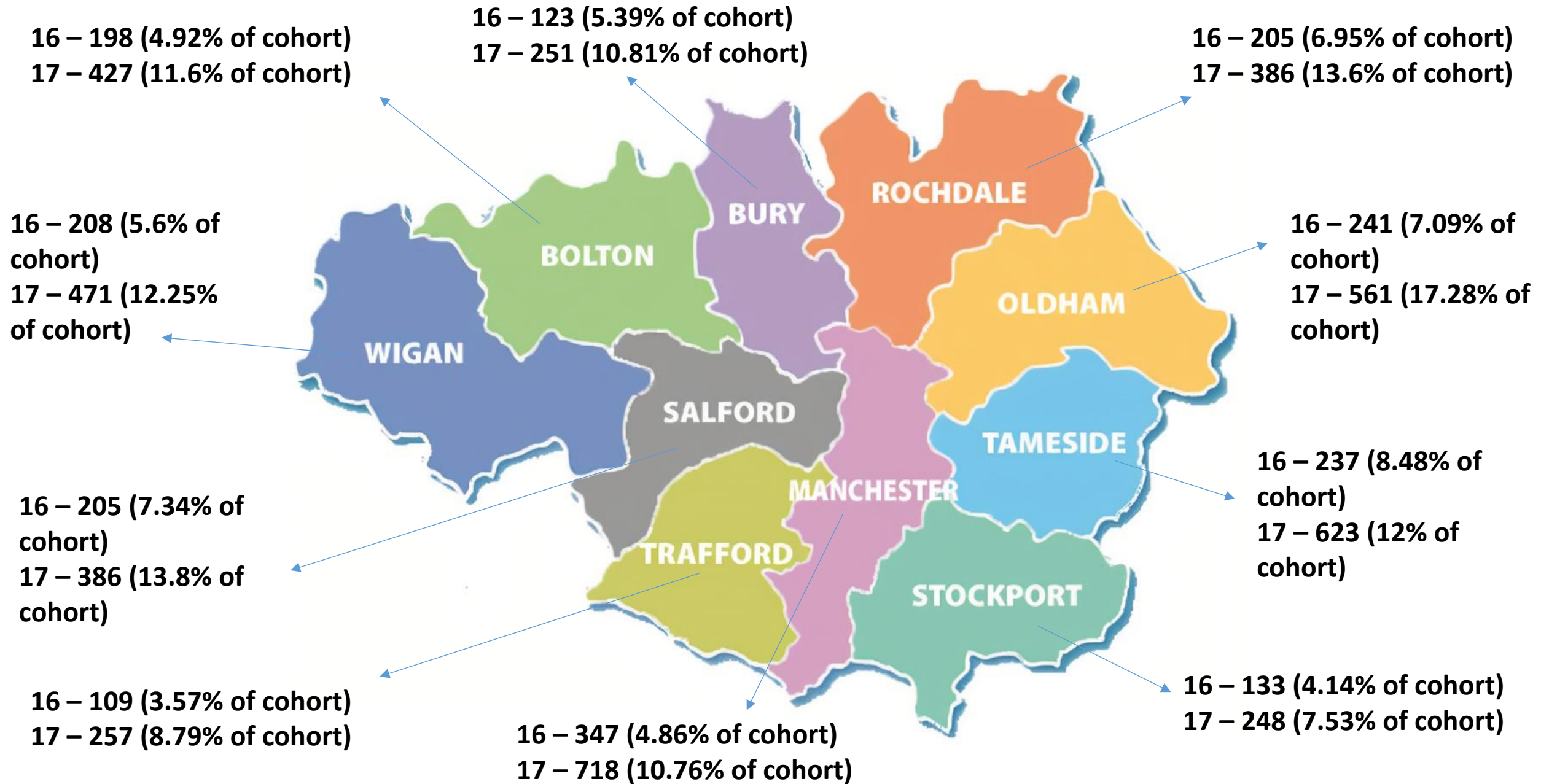














A scenic landscape photograph featuring a wooden boardwalk that curves through a dense field of green vegetation. The sun is setting in the background, casting a warm, golden glow over the scene and creating long shadows on the path. The sky is filled with soft, wispy clouds. The overall mood is peaceful and contemplative.

**LOOKING
AHEAD**

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Thank you!

Julie Lappin

Email: julie.l@gmlpn.co.uk

Phone: 07523 039309

Book time with Julie: [Bookings with me - Julie Lappin - Outlook \(office.com\)](#)

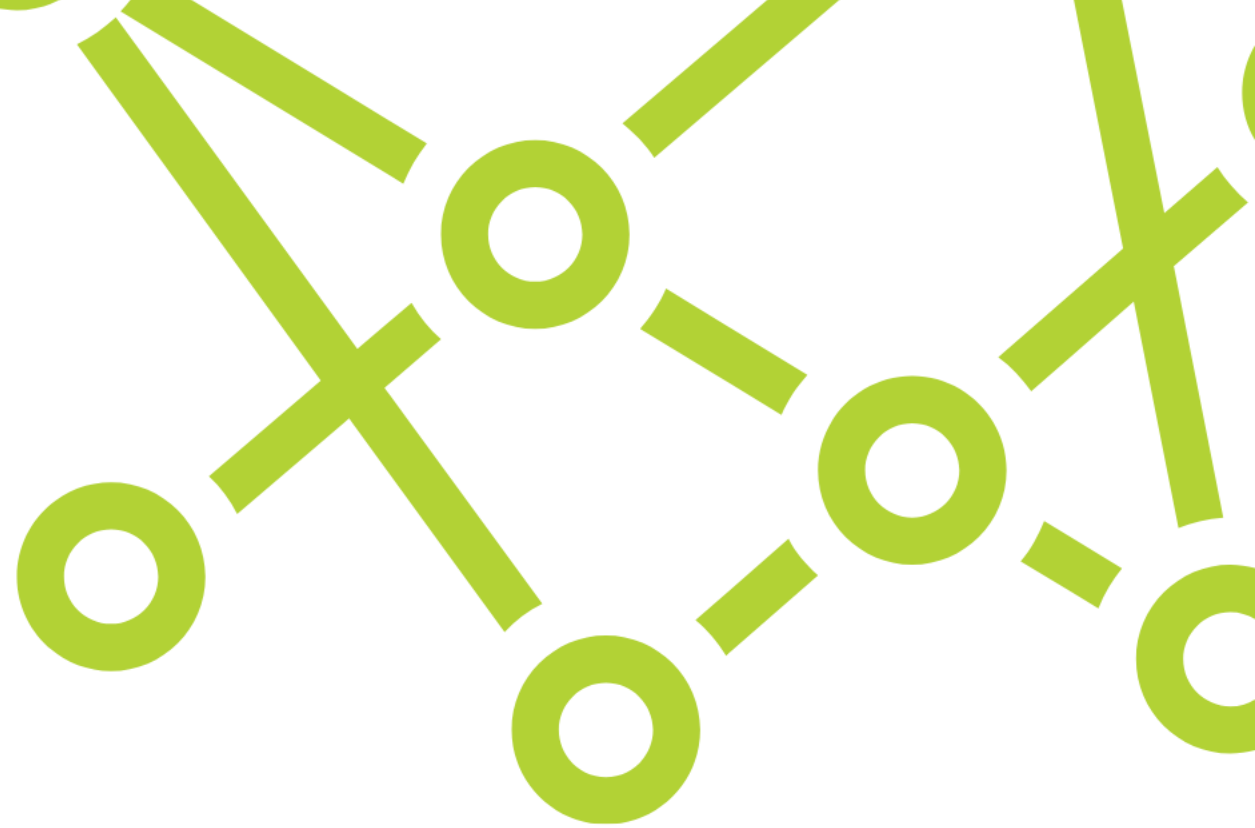


Reasonable Adjustments

ifATE



**Institute for Apprenticeships
& Technical Education**

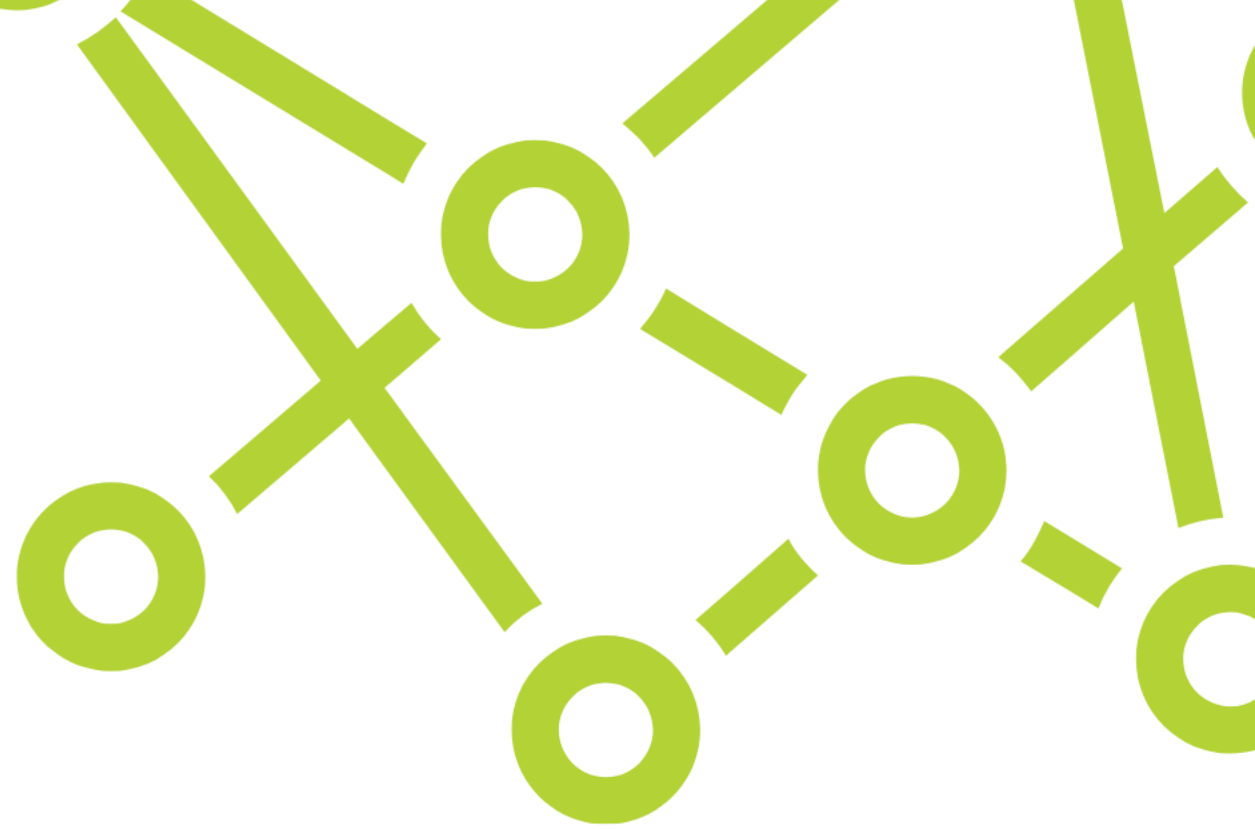




**IfATE'S EPA Reasonable Adjustment
Guidance ([youtube.com](https://www.youtube.com))**

Susanna Lawson

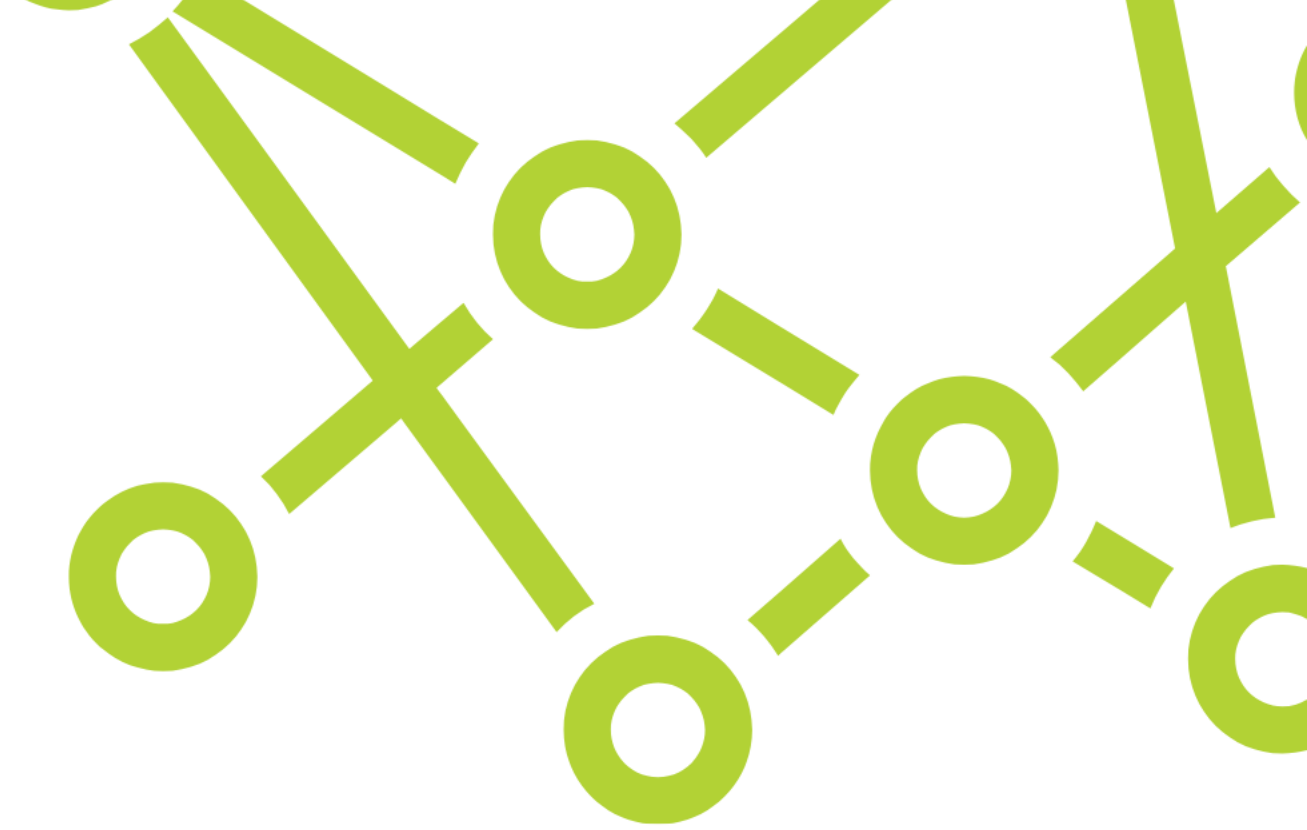
OneFile



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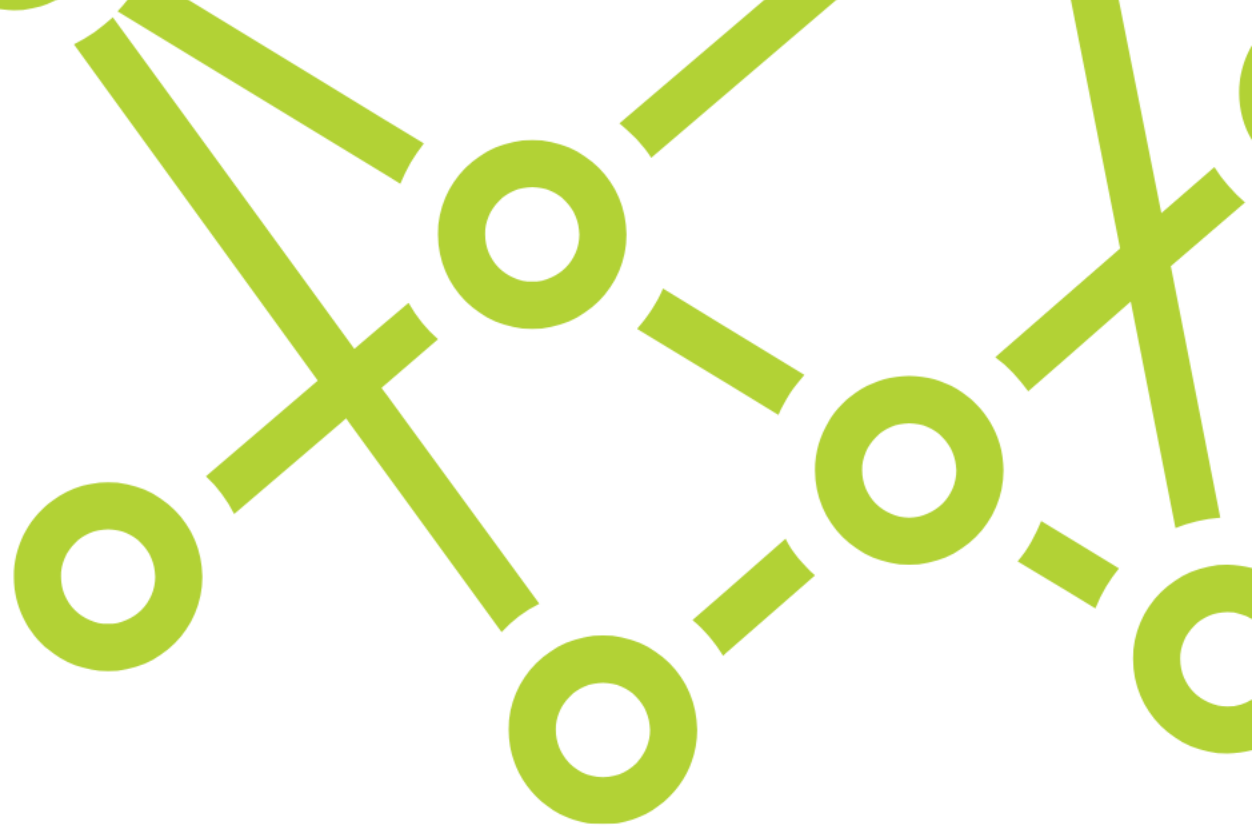
Break



Gemma Marsh

GMCA

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY



TECHNICAL EDUCATION WORK & SKILLS

Developing an inclusive integrated technical education, skills and work system that connects residents, localities, providers, and businesses to build a strong, resilient, modern Greater Manchester economy that works **for everyone**

CURRENT LANDSCAPE



DEPRIVATION

All GM areas have residents finding it hard to make ends meet, but 1 in 5 of our neighbourhoods face some of the hardest economic circumstances in the country.

COMMISSIONING

A wide range of excellent support is available – but the commissioning landscape is complex, the offer lacks clarity, and success is too often about delivery, not impact.



ECONOMIC ACTIVITY AND THE LABOUR MARKET

Employment fell more sharply in the NW than the UK average and has been slower to recover post pandemic. Economic inactivity has increased post-Covid and is above the UK average.

Economic shocks have impacted unevenly

on people, places and sectors. **But** vacancies/need for labour remain strong if we can better align skills supply and demand.

SKILLS AND JOBS

The % of GM residents with no qualifications has halved since 2008, and the % qualified to L4 or above has risen from 24% to almost 40%. However, GM's population is lower skilled than the national average and functional/ essential skills and employability remain a key challenge.

Although >2,600 young people are not in education, employment or training, optimism is bouncing back post-Covid.

HEALTH, WORK AND PRODUCTIVITY

Integration of health, work and skills support offers huge potential: 30% of the north of England's productivity gap with the UK average could be reduced by addressing ill health.



APPROACH & PRINCIPLES

We are:

- 1. Person-centred; proactively advancing equality** by taking an evidence-based approach to identifying and tackling barriers to participation in learning and work.
- 2. Using our solid understanding** of GM ten local authority areas (similarities and differences) to inform our decision-making. Choices on outcomes
- 3. Building on existing activity,** not approaching from a standing start.
- 4. Exploring all opportunities** to make our collective resources work smarter and harder, using insight to shape policy and commissioning decisions.
- 5. Maximising all available opportunities of devolution** to add value to the technical education, skills and employment sector.
- 6. Providing vital stewardship** to support system improvements and develop robust policy, strategy and programmes.
- 7. Building partnerships** and collaborate fully to achieve our goals.
- 8. Embracing two-way accountability,** rather than a commissioner/provider relationship – key stakeholders more accountable.
- 9. Actively innovating** and forging new ways of working, sharing our learning and scaling up what works.
- 10. Focusing on outcomes, not outputs;** bringing all parts of the system together to achieve an effective, integrated solution.

GM system that doesn't have all the levers for success, however, must connect with localities to show where priorities can support shared outcomes- **not enough funding to solve all the issues.**

GOALS

PEOPLE

- A **clear line of sight** from education into the Greater Manchester economy.
- Access to good jobs and **inclusive opportunities**, supported by a fit-for-purpose skills system.
- Equipped with the skills they need for **life and work**.
- Supported to enter and sustain **good employment** at all levels.
- Able to progress, develop and reach potential through **upskilling and re-skilling**.



EMPLOYERS

- Playing their part through **investment and co-design** of our skills system and curriculum.
- Access to a system that is **flexible, resilient and adaptable**.
- Recruiting a **diverse and resilient** talent pipeline
- Creating **good jobs**
- Able to meet their **needs in a rapidly-changing, 21st century world of work**.



ECONOMY

- Prosperous
- Resilient
- Inclusive/fair
- Sustainable
- Place focused



OUR PEOPLE AND PLACES NEED DIFFERENT THINGS

- **There's no one-size fits all in Greater Manchester** – our people and places are different, with varying needs and priorities.
- **We will work closely with local authorities** to best target our combined resources, based on evidence, needs and priorities.
- **Connecting** the GM System to localities and vice versa
- **Identifying the added value**, to drive collective activity that meets the challenges of place- **different choices will require agreement collectively.**
- **We'll use our resources smartly** to make them work harder and go further.

However, there are shared commitments that we're working towards within the Greater Manchester Strategy:

- **Support** our businesses to grow sustainably, to become as prosperous as they can be.
- Support the **creation** of better jobs and good employment.
- Ensure businesses are able to **access the skills and talent** they need, by providing high quality learning, and wrapping support around individuals, enabling them to realise their potential.
- Give our children and young people good education and training so they are **ready for career success**, with a balance of academic, technical, and 'life ready' skills.
- Guarantee **digital inclusion** for everyone, including getting under 25s, over 75s, and disabled people online.

CURRENT ACTIVITY

The work we do is vast and impacts on people's lives from early education choices, to supporting residents into (or back to) work. Retraining people to progress or change career, and helping older residents who want to live fuller and longer working lives.

Advancing Equality and strong employer engagement is key.

YOUTH EMPLOYMENT & OPPORTUNITIES



Digital Tools: GMACS, C4L and Our Pass

Good careers provision: Meet Your Future and The Enterprise Adviser Network, GM Community of Careers Practice

Help YP engage/re-engage in learning and work
GM Baccalaureate, NEET provision

ADULT SKILLS



Encourage and Acquire Skills: Adult Education Budget, ESOL, LA grants, (learner support), community grants, UKSPF

Develop and reskill: Industry Intelligence, Skills for Growth Bootcamps, Strategic development with providers

INCLUSIVE EMPLOYMENT



Person centred support that targets most in need and tackles inequalities in the labour market: WW, UKSPF

Testing new models of delivery through the Working Well programmes- IPSPC

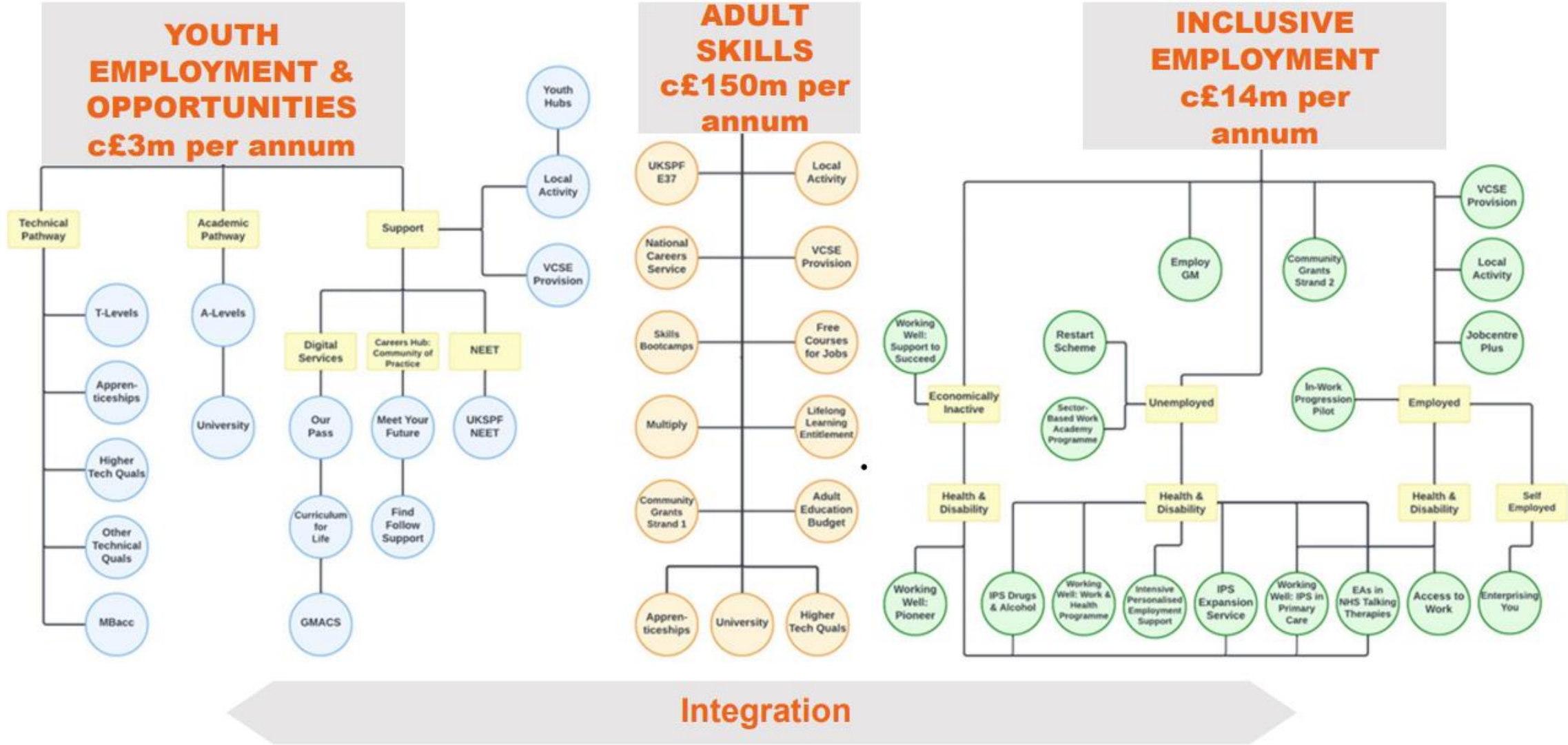
Integrating all employment support through partnership and locality working

Policy development/ influence, Engagement with central government, M10, LAs

(Co-)Commissioning, social value, evaluation, performance monitoring and programme management, payments, audit and assurance.

GREATER MANCHESTER EDUCATIONS SKILLS AND WORK LANDSCAPE

*Funding quantum is only GMCA managed programmes/activity-estimates



KEY ACHIEVEMENTS



120,000

young people using the GMACS careers website to plan their next steps

200 Business volunteers strategically supporting schools/colleges

5,300 young people supported through NEET provision

2,000
Returned to education



500,000

qualifications gained

200,000
people accessed adult education courses

25,000
people upskilled/retrained through Skills for Growth

3,800
enterprises supported



70,000

residents supported

25,000
people helped into work

28,000
supported have a health condition or disability

21,000
supported are age 50+

Key partners to achieve shared outcomes...

Local
Authorities

**WORK
AND SKILLS
DIRECTORATE**

- Localities
- Employers
- Residents
- Mayor
- CVS Sector
- Health partners
- Others in the CA
- Schools/Colleges/HEI
- Training Providers
- Employment Providers
- National Gov
- Business Board

- GMS
- Shared outcome
- Single settlement
- outcome
framework
- Local priority
and need

ON THE HORIZON

YOUTH EMPLOYMENT AND OPPORTUNITIES



A system wide and co-ordinated GM approach to supporting young people thrive in the GM economy from primary to adulthood, that focuses on inspiration, equity of access to opportunities and creating a clear line of sight.

Putting young people in the driving seat and inviting more employers to help bridge the gap.

ADULT SKILLS



Simplifying the approach to adult skills under one responsive funding system, (for residents, employers and skills and training organisations).
Supporting both basic and high growth skills.

INCLUSIVE EMPLOYMENT



Driving the development of a consistent and integrated Working Well system to better support long term unemployed and people with health conditions or disability into work or to stay in work.

OTHER FOCUS...

- Responding to Mayoral priorities and political landscape
- Responding to GMS
- Connecting to sector plans
- Simplifying programmes
- Playing our part in policy change including: Joint Inclusive Employment Unit
- Our role in delivering an integrated tech ed, skills and work system

HOW WILL THE TRAILBLAZING DEVOLUTION DEAL MAKE A DIFFERENCE?

- **We'll embrace our new arrangements** with central Government to deliver first-class post-16 technical education and skills.
- **Ours will be the country's first integrated technical education city-region** and the first to receive a single funding settlement – similar to Scotland and Wales.
- **A simplified single adult skills fund** allows for a more stable funding model, leading to greater flexibility, responsiveness and efficacy in meeting localised need.
- **Less overlap and duplication** through a more streamlined commissioning landscape thanks to co-design of future programmes with the Department for Work and Pensions and further integration with NHS.
- **A commitment to data sharing with Government** that enables us to target and deliver local priorities, based on evidence and insight.
- **GMCA to offer a more place-based approach** to careers education and develop joint governance arrangements for the delivery of all publicly funded careers services in Greater Manchester (all-ages).

CHANGES FOR THE BETTER

- 1. Our improved, integrated system** will be better able to identify and respond to the city-region's social and economic priorities.
- 2. Simplicity and improved clarity for all:** those entering/progressing in the system, education providers, and employers.
- 3. Improved data and use of insights** enabling us to target and deliver local priorities, based on evidence and need.
- 4. Bring all parts of the system together,** recognising the importance of place and key priorities including **Digital, Investment Zones, IGM, Green.**
- 5. Local authorities connected more effectively** with a focus on *how* the money is spent, not *how much* is spent.
- 6. Eliminate overlap and duplication** through a more streamlined, policy-lead commissioning landscape thanks to co-design of future programmes.
- 7. Improve our governance arrangements,** with key stakeholders more accountable and playing a more active role in system leadership and direction.
- 8. Better continuity of service offer,** with less stop/start of individual, siloed programmes/activity.
- 9. Focus on outcomes, not outputs** and the impact of our activity on our people, our place and our economy.
- 10. Resident voice is key,** being informed and guided by their voices and experiences.

KEY TAKEAWAYS

- **Better information** for those entering and progressing within the system – clearer, simpler.
- **Easier for employers to navigate** – how the system can help them, and what can they can offer.
- **Less confusion** for providers, partners and stakeholders – more clarity about their role in the system.
- **Devolved funding** will be used to target need and local priorities.
- **Focus on key sectors -** careers, skills, good jobs in Frontier and Foundational economy - connecting to other agendas such as Investment Zone.
- **Improved influence of policy** to the benefit of GM residents and employers.
- **Better continuity of service offer** - less stop/start of individual, siloed programmes.
- **Outcome, not output driven,** harnessing the wider opportunities and impacts of devolution and Single Settlement.
- **Funding can only do so much** – choices on need in places will drive differentiated spending decisions.

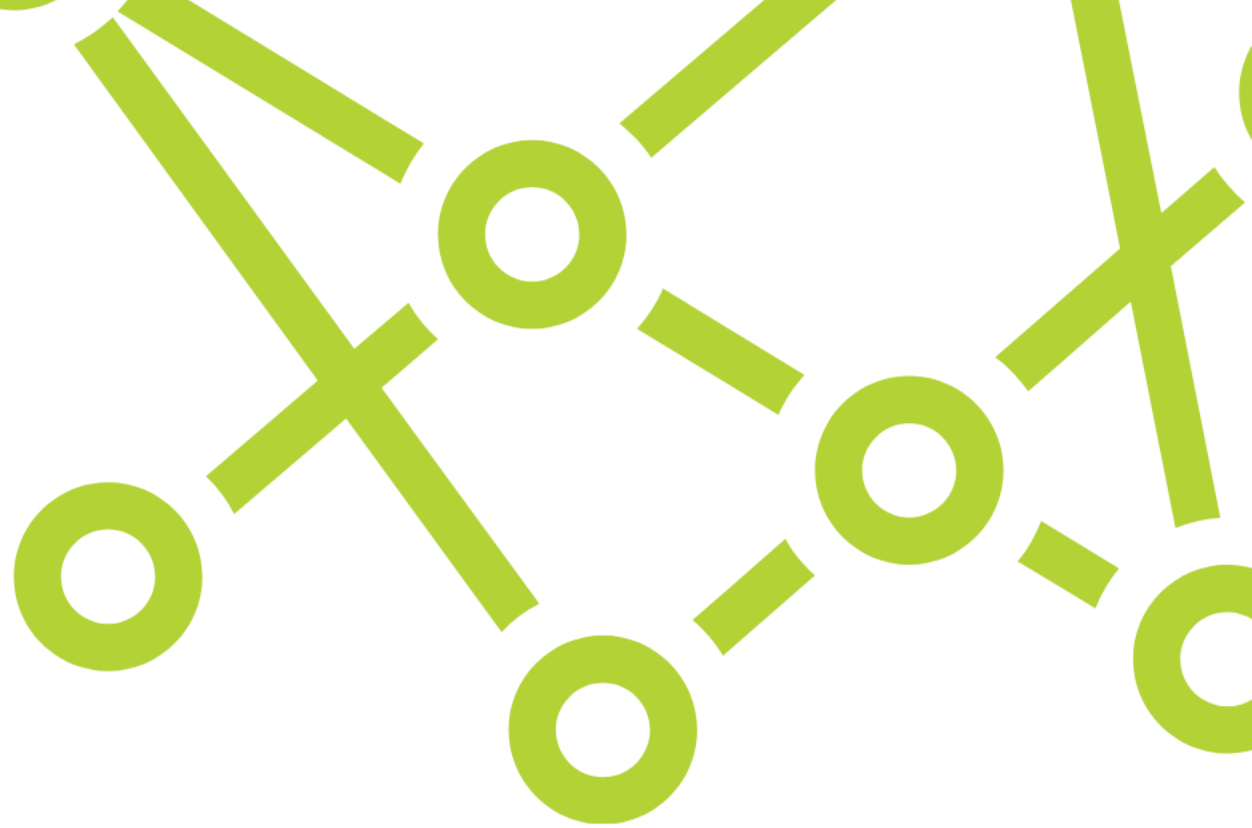
Continue the conversation...

- Move towards shared outcomes for single settlement.
- Focus on the priorities in Place
- Shared Accountability - what does this mean?
- Connecting GM system.
- Make the resources work harder and smarter.

**David Redden & Claire
Bridger**

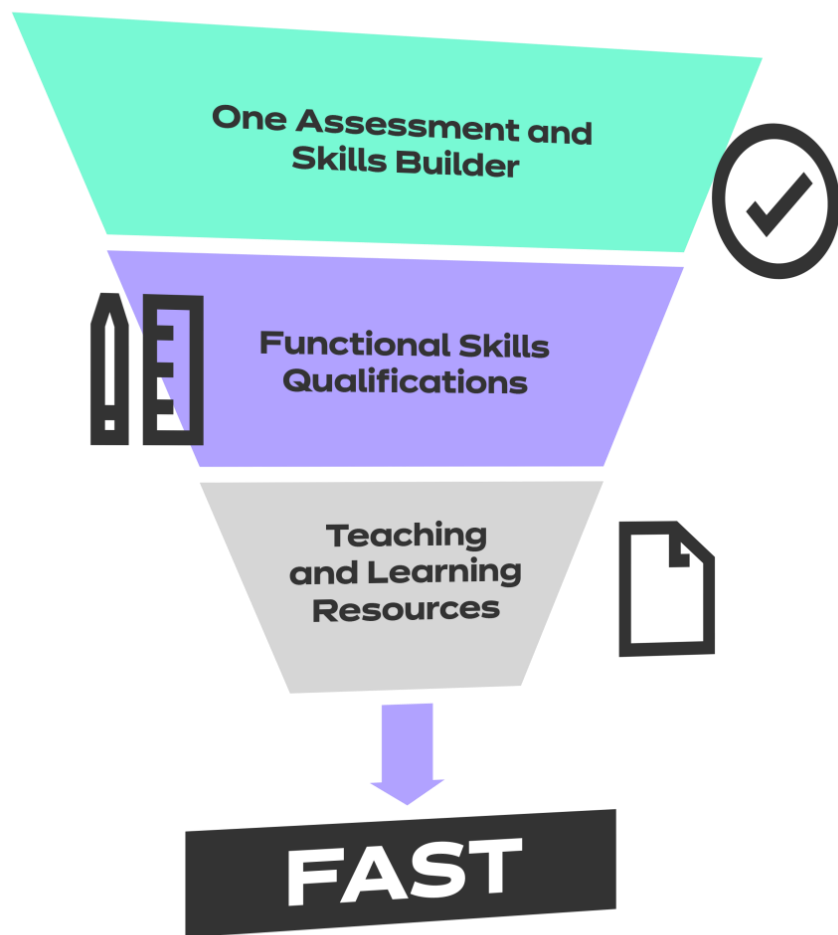
NCFE

NCFE





Stronger Together



The GMLPN members are given the opportunity to sign up for FAST as a collective and depending on size given a FAST 3 – 5 contract allowing unlimited initial assessments along with the functional skills registrations

Each provider in GMLPN would have access to registering learners on to NCFE's Functional Skills English & Maths which in turn will give them unlimited access to initial/diagnostic assessment for ANY learner

All members will be able to fully utilise the product, regardless of individual numbers and size. The banding numbers will be through the collective members registrations meaning that smaller members can access the full benefits too.

- Initial/Diagnostic Assessment
- English & maths in a single assessment
- Overall time taken on average is 30mins
- GCSE & FS outcomes

**One
Assessment**

- Individual Skills Plan
- Independent Learning Resources for GCSE & FSQ
- Distance Travelled assessment
- Quality Dashboard - Ofsted level reporting analysis
- 24/7 access online

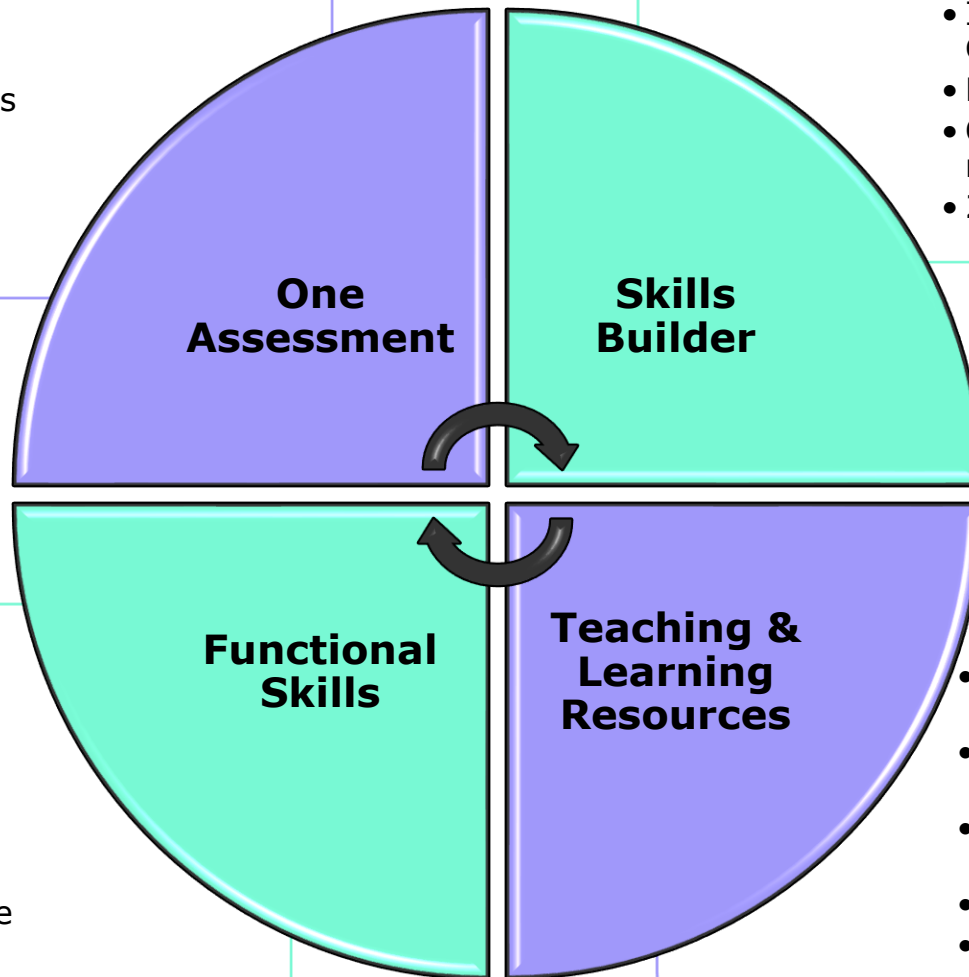
**Skills
Builder**

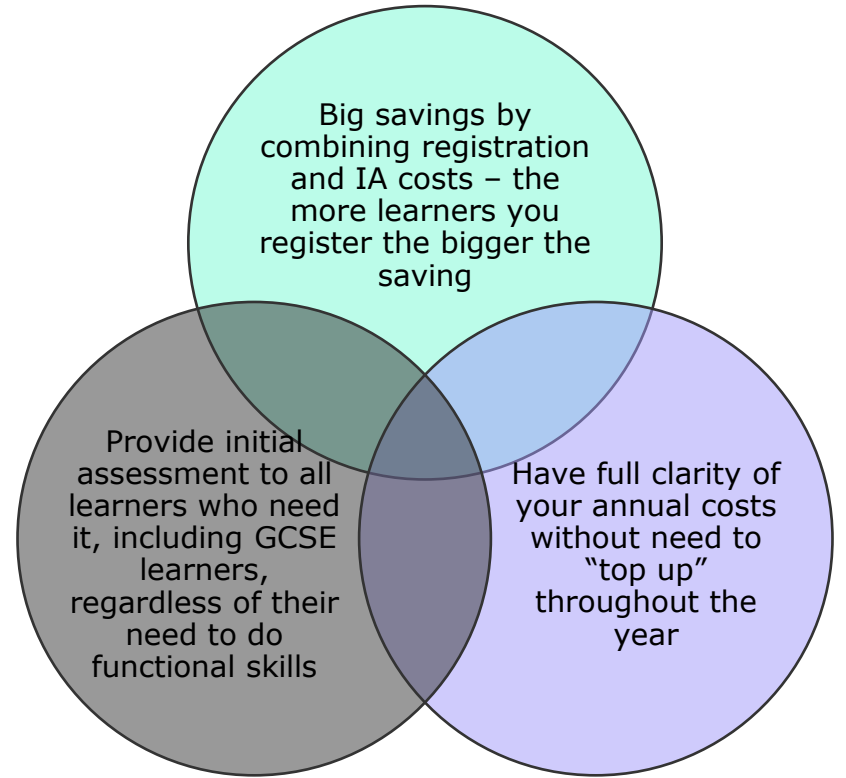
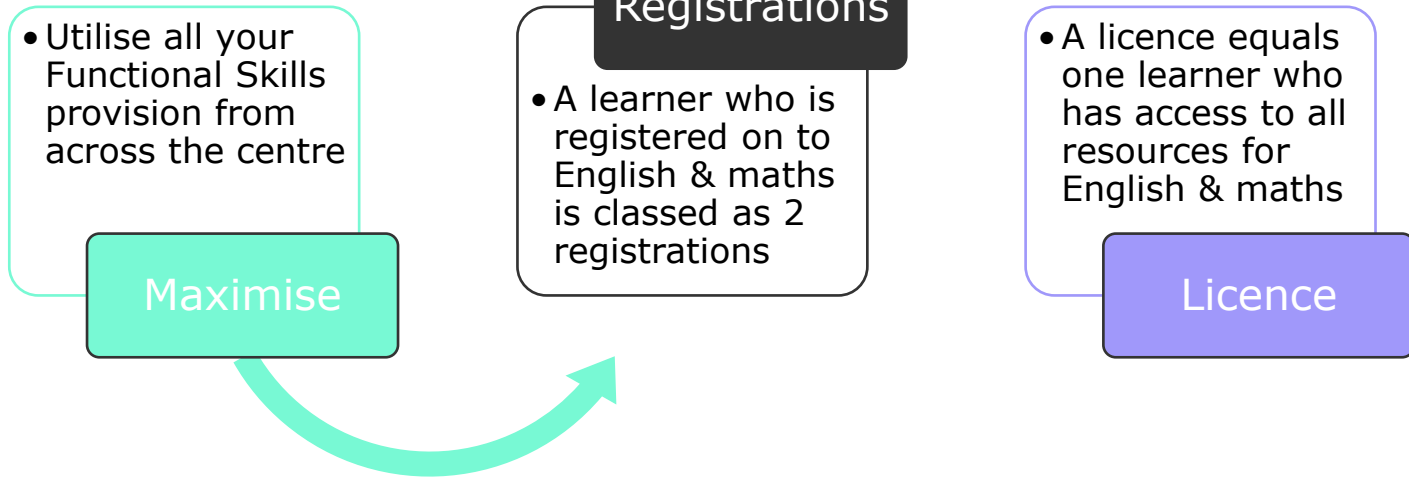
- Results in 6 working days
- On demand online & paper-based assessments
- One free re-sit for each assessment
- Paper-based & online sample assessments
- Learner feedback for both online and paper-based assessments

**Functional
Skills**

- Complete suite of teaching resources from EL1 to L2
- Suitable for face to face, remote & independent learning
- Workbooks to prepare learners for final assessment
- Standardise teaching across centre
- Free Provider Development support

**Teaching &
Learning
Resources**





Band	Registrations per qualification	Licences per qualification	Fee per registration
FAST 3	1001-1500	Unlimited	£20.00
FAST 4	1501-2000	Unlimited	£18.50
FAST 5	2001+	Unlimited	£17.00

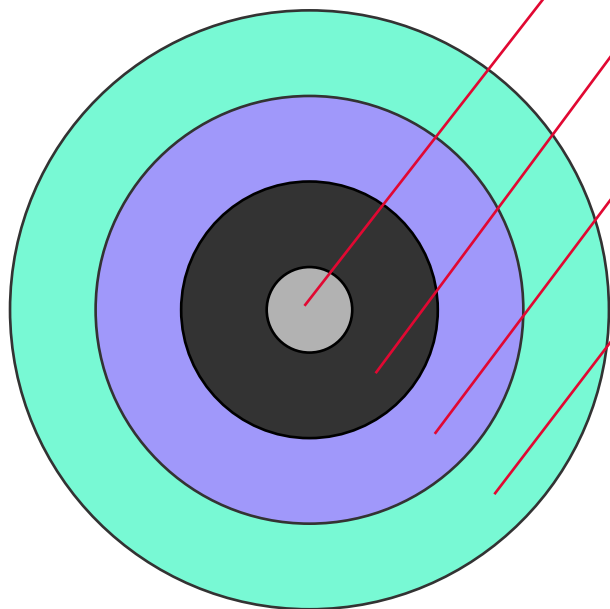


GMLPN is given the opportunity to sign up for our packaged Digital Functional Skills offer for the discounted price £22.50 – equivalent of just the registration fee for the qualification

By having access to the packaged deal each GMLPN member would have access to initial/diagnostic assessments, learning resources, teaching resources and on demand online assessment with results in 6 working days

As members you would then just register your learners to the qualification and have access to our full suite of digital functional skills resources

Service Three



Initial assessment covering 9 work readiness and behavioural skills

Unique individual skills plan identifying learners' skills gaps

Online resources that are assigned to learner to complete knowledge and understanding

Utilise the assessment to track progression with numerous attempts available

GMLPN members are given the opportunity to sign up for our Skills Work introductory offer providing them with 100 credits (50 learners) for £1.25 a credit (£125) – a 50% discount on our best price.

By taking up this offer members will have access to a work readiness assessment and resources that is ideal for those delivering Skills Bootcamps, Multiply or DWP provision.

Should a member utilise the offer and want to extend their use we will commit to offering them a 12-month contract at a credit price of £2, regardless of the volume, a significant saving on RRP.

Service Four



ESOL Initial Assessment

ESOL Spiky Profile

ESOL Learning Resources

GMLPN members are given the opportunity to sign up for our ESOL initial assessment solution. We will provide a flat rate offer of £1.60 per credit to the network customer, regardless of volume – this rate would normally only be accessible to high volume users.

By taking up this offer members will have access to ESOL initial assessment and the resources along with the reporting functionality. The functionality will allow immediate identification of a learner's working towards level along with a spiky profile

The assessment is ideal to assess the learner's starting point to ensure they access the right level of provision at the provider.

FAST

- An agreed price for Functional Skills with unlimited initial assessment access

DFSQ

- A discounted price on an end-to-end digital skills solution

Skills Work

- An introductory offer to a unique value-added solution for employability

ESOL

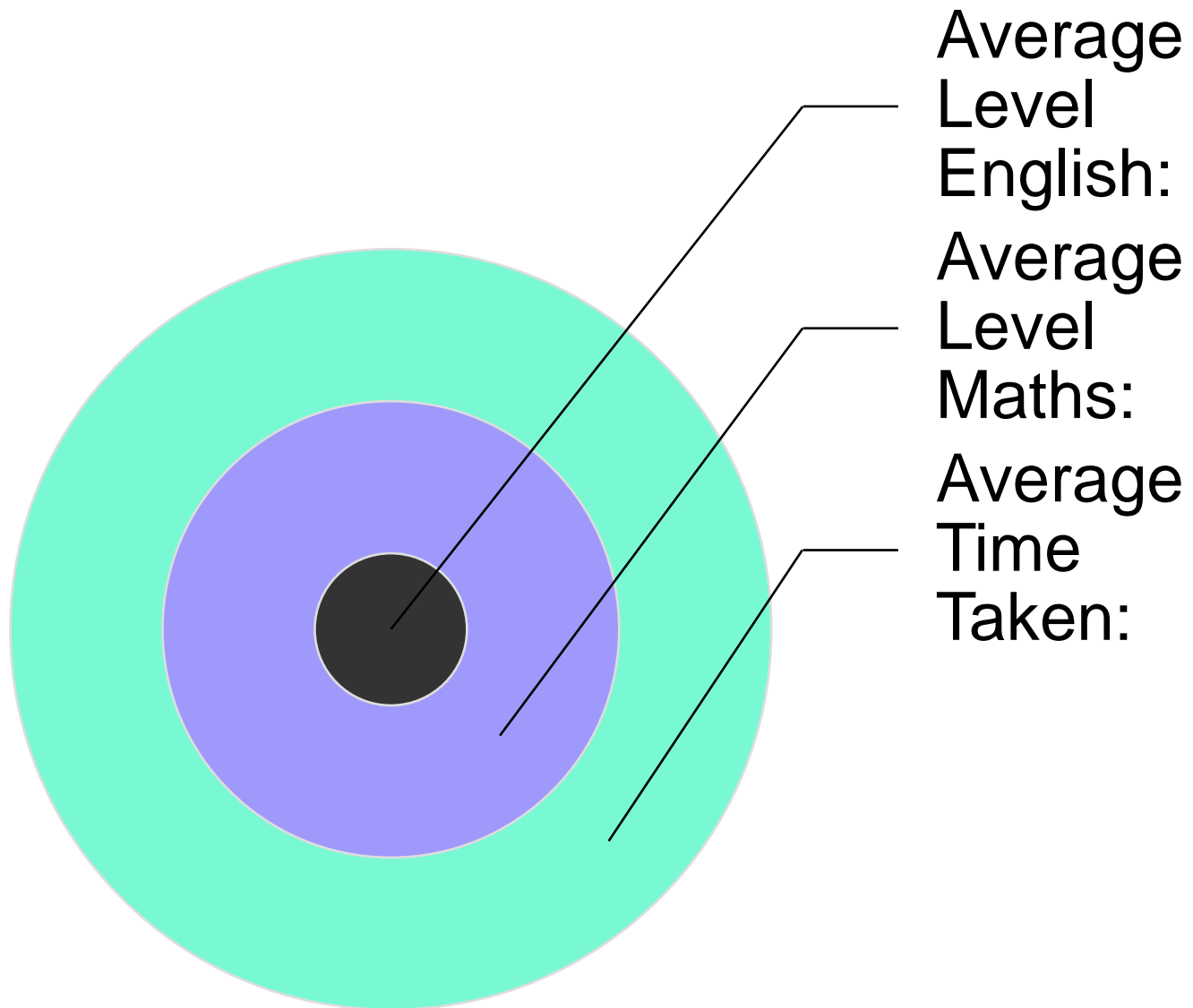
- A unique offer to access a value-added solution for ESOL

Each offer provides access to the best quality initial assessment and provides an end-to-end solution to the respective areas.

Along with the value we are offering in quality, there is also massive savings to be had for everyone including:

- Remove any English & Maths initial assessment costs
- Get a complete Digital Skills solution for the cost of a normal qualification registration
- Save 50% on the cost of a work readiness solution
- Provide an early assessment of an ESOL student at a value-added price.

NCFE One Assessment Results

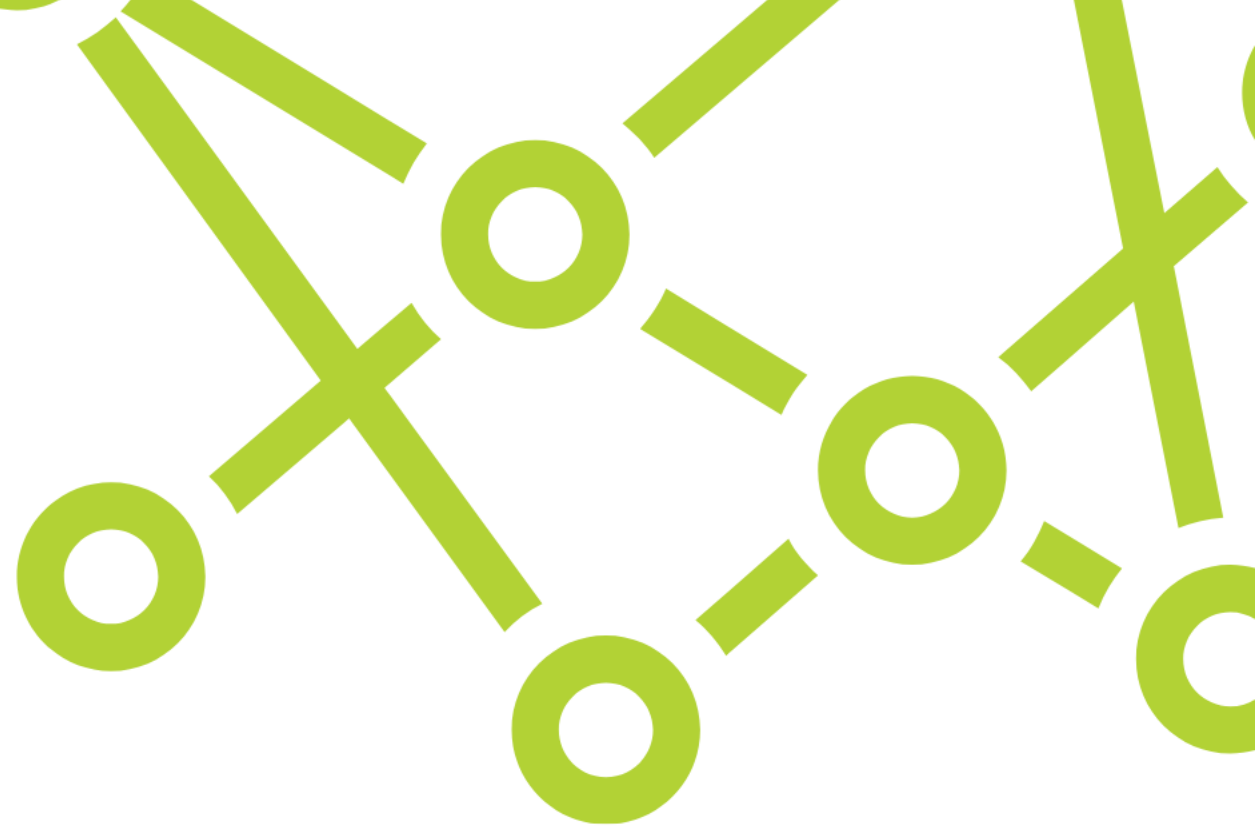


Andy Turner

Rochdale Borough Council

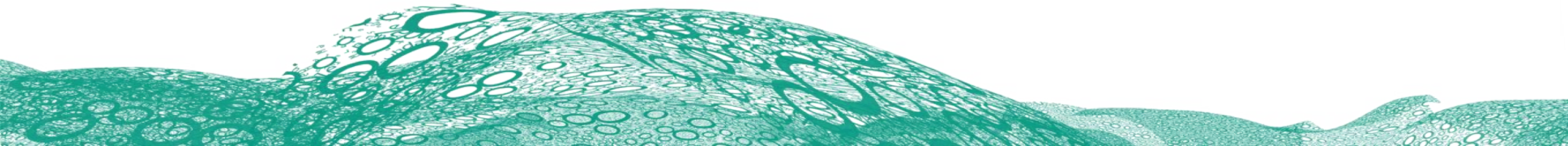


ROCHDALE
BOROUGH COUNCIL



Gatsby Benchmarks

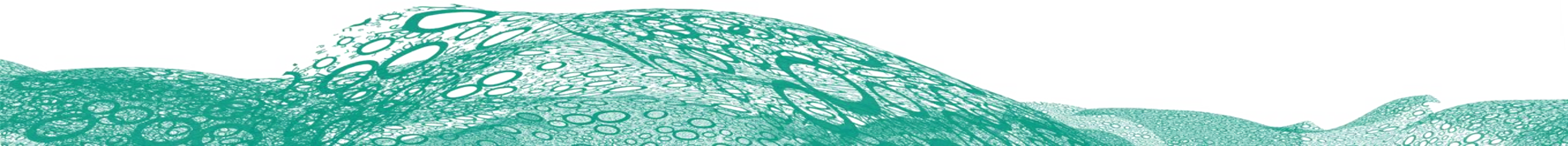
Andy Turner
andrew.turner@rochdale.gov.uk



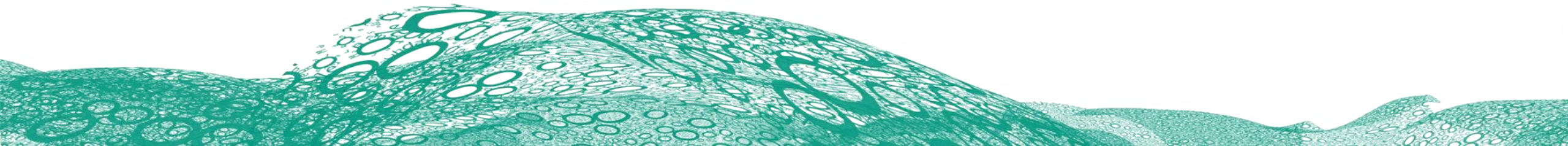
“Colleges will be ‘expected’ to report Gatsby progress”

“colleges will be expected to report their progress against national careers advice benchmarks at least once a year, under plans to beef up statutory guidance”

September 2023



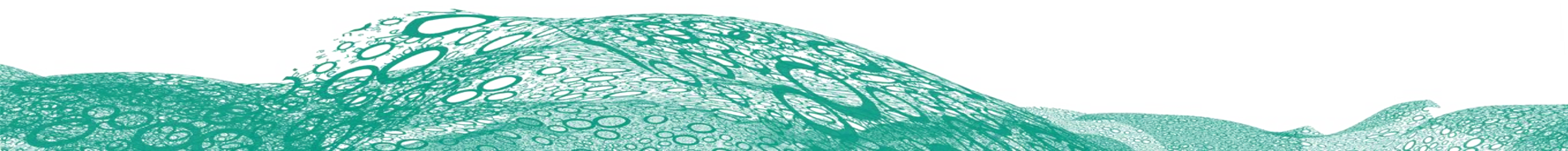
“The Department for Education has announced plans for a new “strategic action plan for careers”, a single “digital front door” for young people to access guidance online and to eventually create an “all-age careers system, unified under a single strategic framework”



Gatsby Benchmarks

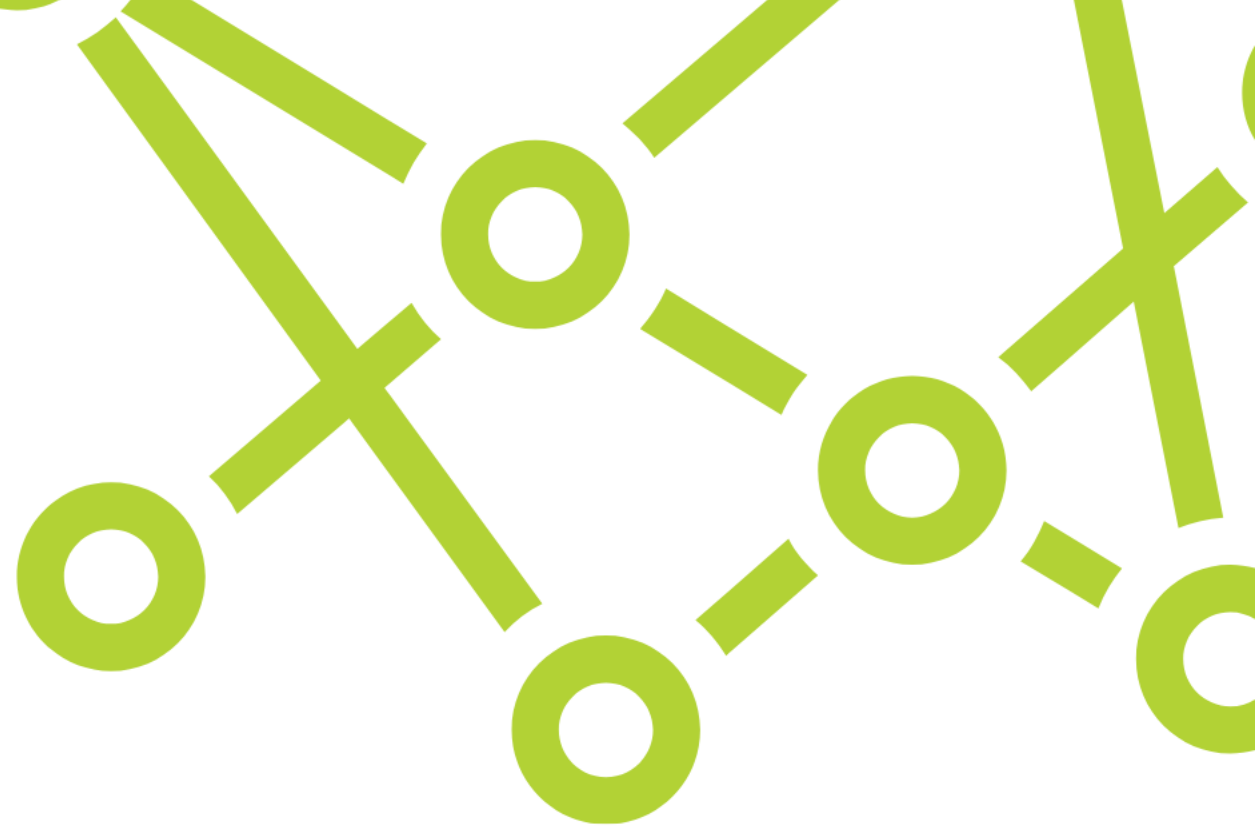
1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

<https://www.gatsby.org.uk/uploads/education/final-0099-gcg-college-booklet-a5-4pp-rgb-aw1.pdf>



Jacquie Allen

DH Associates



WELCOME TO DH ASSOCIATES
EMBEDDING ESD INTO CURRICULUM - (GREEN SKILLS)
UPDATED JANUARY 24

JACQUELINE ALLEN

Introduction; DHA – Who We Are

- ▶ Ofsted outstanding provider
- ▶ Recently voted top 100 apprenticeship providers (number 54)
- ▶ Recently voted number 2 for employer of the year – liP
- ▶ Specialise in delivering apprenticeships to Adult Care and Childcare
- ▶ Approx. 1000 apprentices
- ▶ Also deliver a small group of Professional Services apprenticeships

Our Green Journey Sep 23 to Jan 24

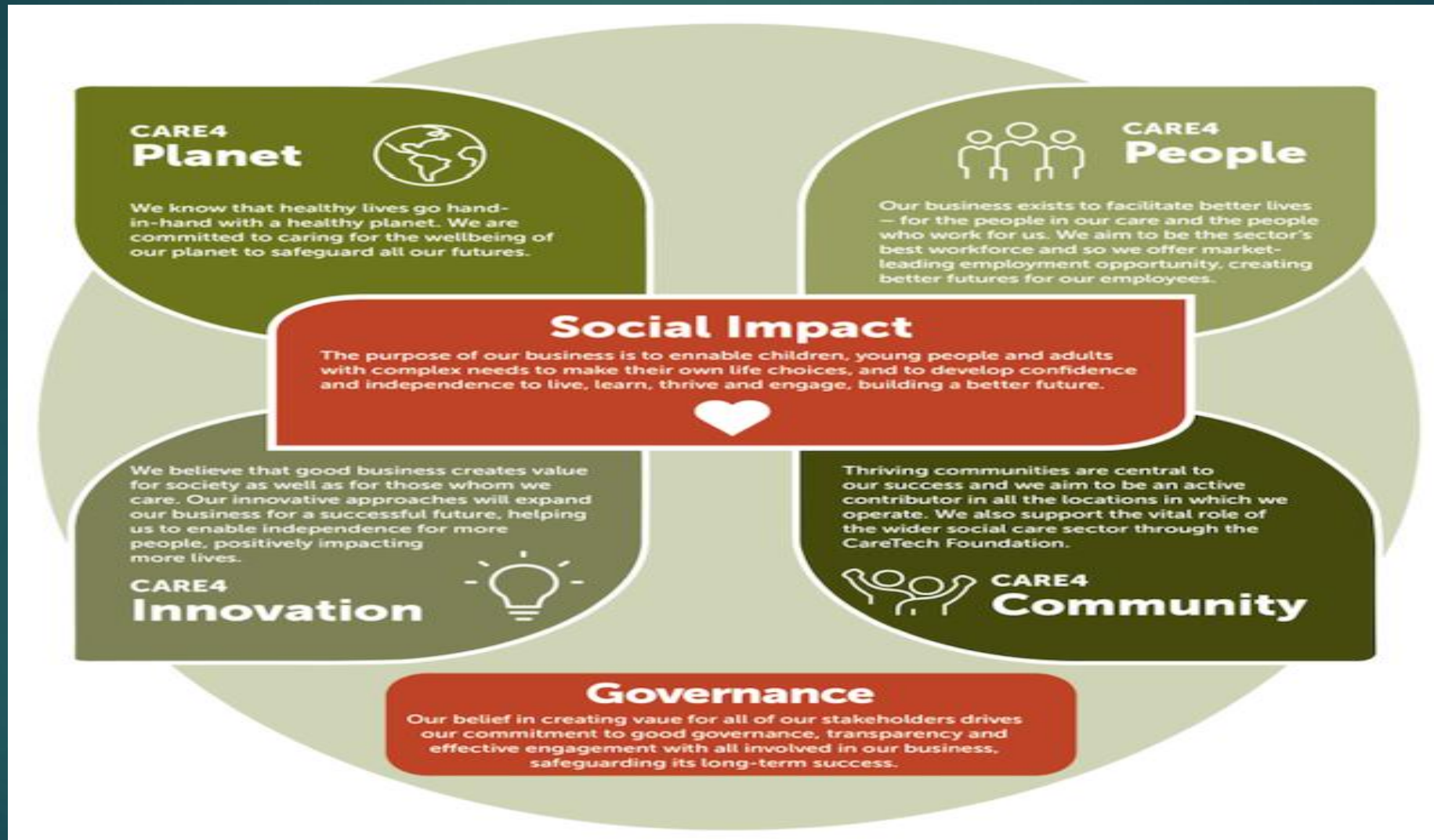
- ▶ Ofsted update and learner surveys – March/April 2022
- ▶ Meeting with curriculum leads about changes to QIP
- ▶ Future plans to embed into curriculum
- ▶ Care 4 Strategy

January 24 – Distance travelled

- ▶ Attending quarterly company sustainability meetings
- ▶ Curriculum updates
- ▶ Business plan and future budgets
- ▶ Investing in staff knowledge and understanding
- ▶ Topic embedded into all meetings now, from trainer meetings to senior management, including; governance, SLT, operations and team meetings



Care 4 Strategy



QIP – Green Skills

▶ **Sustainability: Greening up curriculum**

Develop knowledge, skills, values and attitudes that enable us all to make informed decisions and take individual and collective action on local and national urgencies.

▶ All learners and staff should acquire the knowledge and skills needed to promote sustainable development. This includes, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace, non-violence, global citizenship, appreciation of cultural diversity and of culture's contribution to sustainable development.

My journey as DHA Green Champion

- ▶ How I was selected
- ▶ Training I attended
- ▶ Passion/drive to make a difference

Update January 24 – distance travelled

- ▶ QIP monthly meetings
- ▶ Quarterly sustainability meetings with senior managers
- ▶ Future plans for training



Steps taken – distance travelled

September 23

- ▶ Introduced into the QIP
- ▶ Appointed as green champion
- ▶ Added to agenda for all meetings
- ▶ Green Champion attended training
- ▶ Staff received an update about QIP
- ▶ Curriculum leads meeting to make suggestions about changes/implementing
- ▶ Staff CPD
- ▶ Challenges to encourage staff to embrace green skills

January 24

- ▶ Curriculum
- ▶ Hot Topics
- ▶ Monthly QIP updates for Staff
- ▶ Involving staff in charity donations

Challenges faced – Sep 23

September 23

- ▶ Staff awareness, sector challenges, costs and Education

Distance Travelled January 24, challenges faced, however, **CHALLENGES EMBRACED!**

- ▶ Awarding body guidelines
- ▶ Cost of living crisis
- ▶ Building/office demands
- ▶ Care crisis and staffing issues
- ▶ Employers (learners) own sustainability policies
- ▶ Holidays – setting goals
- ▶ Sharing case studies with learners – Social Care Sustainability Alliance
- ▶ OTLAs



Challenges faced continued.....



Staff Challenges to Encourage Involvement

World Earth Day

All Staff were encouraged to make 'one small change' on World Earth Day. This was then discussed with all learners who were then encouraged to do this too.



Green Skills in the Care Environment – Real Learner/Employer Stories

- ▶ International Youth Day - Green skills for Youth which included cleaning up beaches.
- ▶ Supporting passionate causes - climbing Ben Nevis which raised money for community homeless young people.
- ▶ Event to explore the connection between food and the environment.
- ▶ Social Care Sustainability Alliance.



Changes made to promote Green Skills

September 23

- ▶ QIP
- ▶ Staff Challenges – sustainable prizes
- ▶ Learner challenges
- ▶ Curriculum
- ▶ Hot Topics

January 24 – Distanced travelled and benefits to the changes

Benefits to DHA – cost saving, meeting ESD guidance, preparing for the future and making a difference.

Benefits to Employers – supporting to prepare for future changes, demands and Local Authority changes (Ofsted and CQC).

Benefits to Learners – education, knowledge & understanding and preparing for the future.

Any Questions?

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GMLPN Update

GMLPN



Multiply Update



On Wednesday 24th January we facilitated an Multiply Update event at GM Chamber of Commerce. The event was well attended and included key updates from GMCA, The Growth Company, interactive Maths sessions and some exciting developments of the programme including:

- **Maths Ambassadors Network**
- **2 days fully funded Maths Consultancy offer**
- **Digital Badges – attendees will now receive digital badges from NCFE to add to their CPD portfolio**

If you'd like to discuss how the Multiply PSP can support your organisation to build capacity to deliver maths, get in touch with Charlotte (charlotte.j@gmlpn.co.uk)

Effectively planning, teaching & assessing the apprentice learning journey

Thursday 15th February – 13:00-16:00
£59 (+Fee +VAT)

This online event is a must for all provider staff involved in the apprentice journey. It will be particularly useful for those who are expecting an inspection or monitoring visit and want to know where to focus their efforts. You will develop a clear view of how to plan, teach and assess individual apprentices and show they are making progress.



Delivered by Marina Gaze

Book your place: [Effectively planning, teaching & assessing the apprentice learning journey Tickets, Thu 15 Feb 2024 at 13:00 | Eventbrite](#)

CONVERSATIONS AROUND STAFF MENTAL HEALTH AND WELLBEING



Join us for a free, interactive Professional Exchange and learn how to improve your staff's mental health and wellbeing in the workplace!

Friday 23rd Feb 2024,
14:00 – 15:30

Book your place: [Professional Exchange: Conversations Around staff Mental Health & Wellbeing Tickets, Fri 23 Feb 2024 at 14:00 | Eventbrite](#)

More to come...

- AI
- Governor Training – Quality and Safeguarding
- Safeguarding Adults
- What else??

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Thank you!

