



# Support to deliver apprenticeships



Future  
Apprenticeships

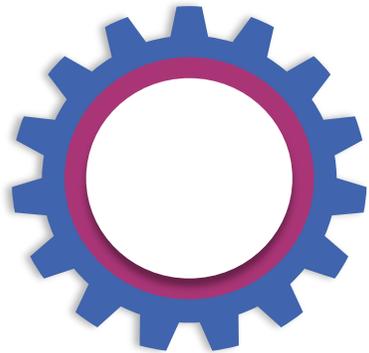


Department  
for Education

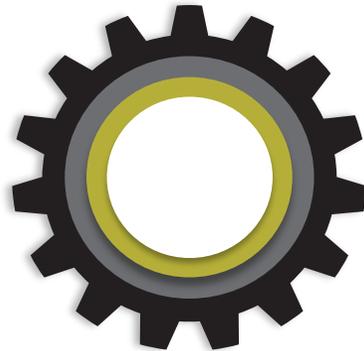


# Future Apprenticeships

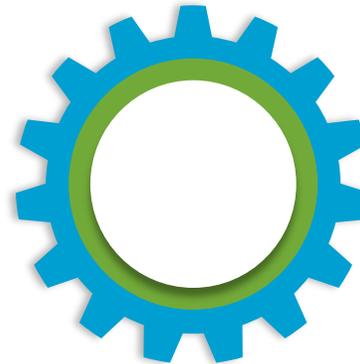
Finding Out



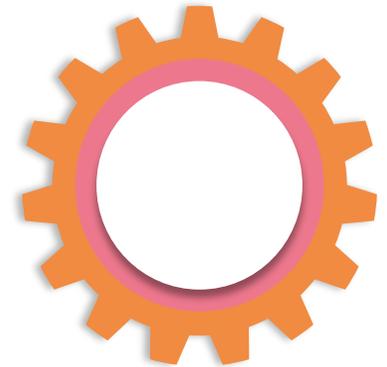
Starting



Developing

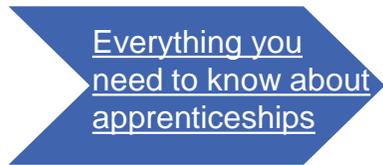


Advancing



# Future Apprenticeships

## Finding Out



## Starting



## Developing

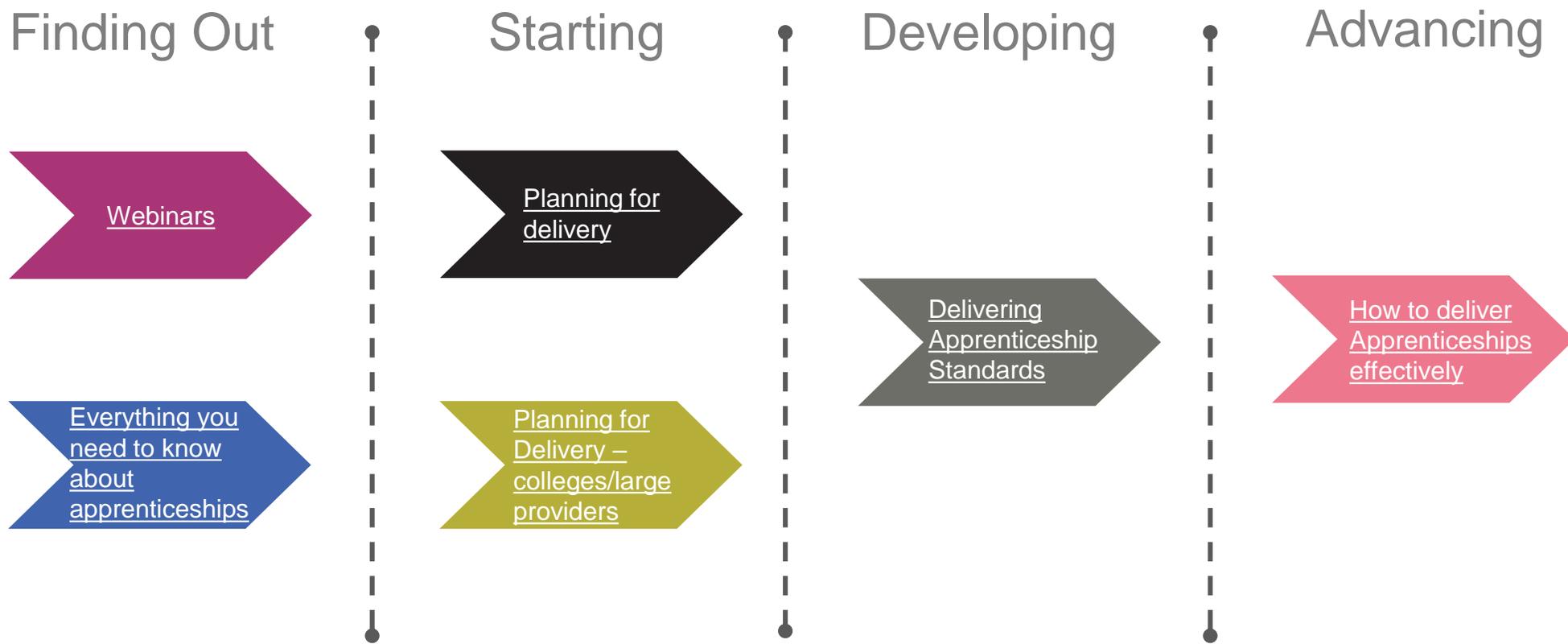


## Advancing



# Practitioners – Preparing and Supporting Delivery

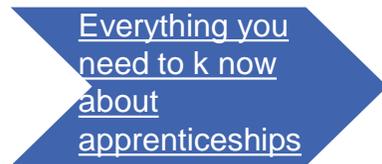
These courses will take those new to apprenticeships all the way through to delivery and improvement



# Organisational Progress – Preparing for growth

These courses will help providers understand how to win more business

## Finding Out

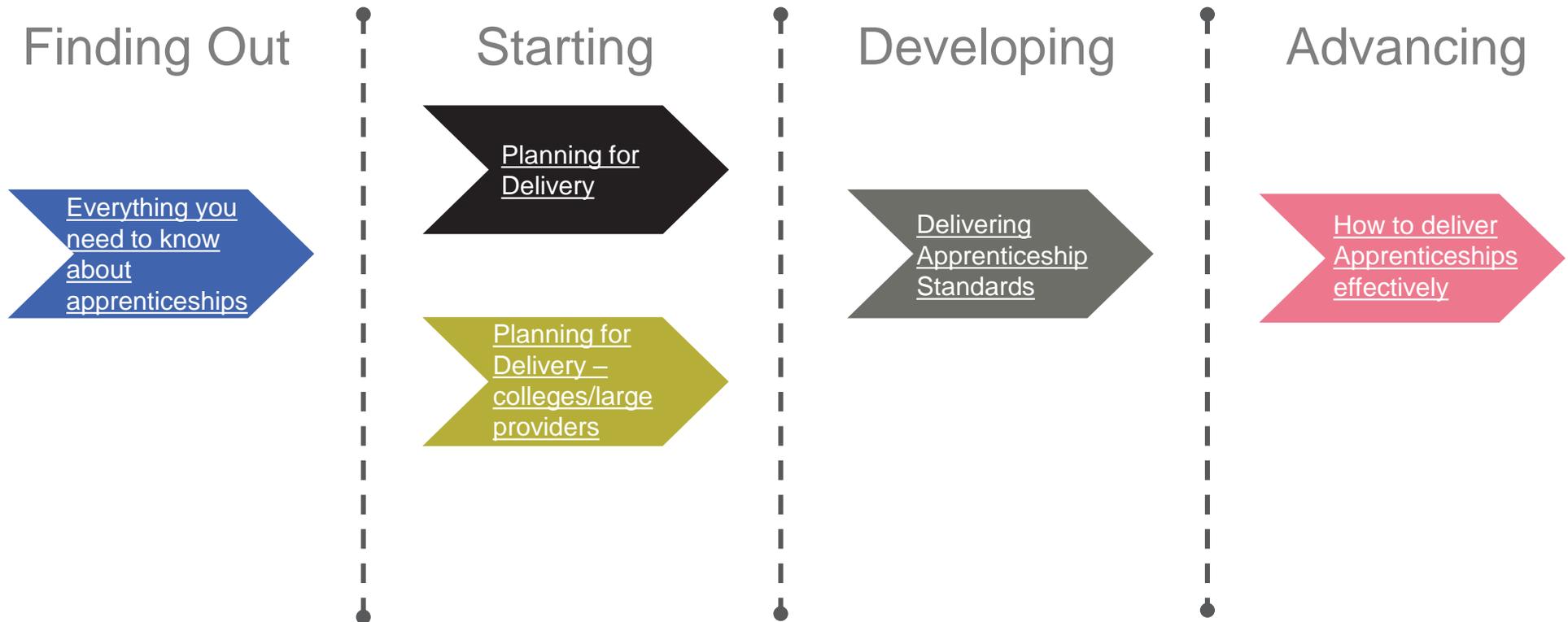


## Developing



# Planning Curriculum Delivery for Apprenticeship Standards

These courses will help providers set up delivery programmes to meet employers needs



# Developing your Business – Development Strategy

These courses will help providers plan for future business growth

## Finding Out



## Developing



# Delivering Apprenticeship Standards 1 day Workshops

Courses are available for standards in the following industries:

Accountancy & financial services

Adult Care

Construction and maintenance

Customer service and business administration

Digital

Engineering and manufacturing

Hair and Beauty

Healthcare and dental

Leadership and management

Warehousing and logistics



# Webinars

Future Apprenticeships offers a series of webinars.

Recordings of free webinars cover key policy updates with input from high profile policy case studies from providers already delivering and willing to share their experience.

Other webinars, available at a subsidised rate, share the good practice in implementing reforms and the delivery of the new standards through to higher level skills:

- How will I resource my apprenticeship delivery? (The aim of this webinar is to give you an insight into building and resourcing a high quality apprenticeship service with a focus on the cost of delivery)

## Feedback from delegates attending past workshops

*“This has highlighted more than ever the fact that our apprenticeship offer role needs to change and that our staff will need significant skills development to enable them to continue with their work”*

*The changes will have a “massive impact – I will be using all information gathered to develop internal systems”*

*“I feel more prepared to embrace the changes and will be better equipped within information to implement the changes in delivery models”*

*“I have gained valuable knowledge from shared practice today having spend the day with different people from the business”*



# Future Apprenticeships



Strategic Partners:



# Future Apprenticeships Toolkit



## Future Apprenticeships toolkit

Practice, actions and tools to help you implement the apprenticeship reforms.



Commissioned and funded by ETF.

### Tools

<p><b>7.i Decoding the standard - business development checklist</b></p> <p>This checklist is useful in reviewing individual standards to identify how they will work for your customers and how you can present that information</p>	<p><b>7.iv Business Development checklist</b></p> <p>This confidence and skills gaps in</p>
<p><b>7.ii Business development organisational checklist</b></p> <p>A checklist for a sales approach which uses organisational needs analysis as a holistic approach to identifying customer needs</p>	<p><b>7.v Summary of requirements</b></p> <p>A slide deck provided for employers and</p>

### Perspectives/case studies

Recording (click PLAY twice to start)

FUTURE APPRENTICESHIPS TOOLKIT / PAGE 4 OF 172

## Introduction

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Foreword

> Introduction

About the toolkit

- 1 Vision, strategy & leadership
- 2 Business planning
- 3 Finances & funding
- 4 Organisation planning
- 5 Partnership & collaboration
- 6 The transition project
- 7 Business development & sales
- 8 Marketing & communications
- 9 Apprenticeship recruitment
- 10 Curriculum design
- 11 Delivery & preparing for end-point assessment
- 12 Higher & degree apprenticeships
- 13 Your people & their skills
- 14 Your systems & procedures
- 15 Quality arrangements

Case studies

### The new Apprenticeship journey

**Frameworks (multi-occupational)**

SASE (Specification of Apprenticeship Standards for England)

**Standards (one per occupation)**

CONTINUED ON NEXT PAGE >

Commissioned and funded by ETF.



# Future Apprenticeships

Access support through courses, the provider toolkit, webinars, resources and information through the portal:

[www.futureapprenticeships.org.uk](http://www.futureapprenticeships.org.uk)

[www.etfoundation.co.uk](http://www.etfoundation.co.uk)

[enquiries@etfoundation.co.uk](mailto:enquiries@etfoundation.co.uk)

@E\_T\_Foundation



# Recent AELP Activity

- AELP submission paper – Apprenticeships as a driver of Social Mobility
  - Continuation of work with four Area Networks of the North, Central, South and London East
  - Review of member meetings (SIGs and Forums) – strengthening and increased attendance
  - External review of Standards and EPA
  - AELP Autumn Conference – 1<sup>st</sup> November in Manchester
  - Apprenticeship Policy and Funding: 20% off the job rule and responses to recent Non-Levy and AEB ITTs
  - AEB contracting awards
- 
- <https://www.aelp.org.uk/news/submissions>



# AELP Submission Paper #42

## “Apprenticeships as a Driver of Social Mobility”

1. We believe that all 16-18 apprentices should be **fully funded** by the government, regardless of whether they are employed by a micro employer, an SME or a levy paying employer.
2. The **equalisation** of funding for all apprentices of all ages leads to more older apprentices being selected.
3. The **compulsory employer contribution** is a disincentive to hire an apprentice especially when additional work is required to support the most disadvantaged apprentices or younger apprentices with less initial work and life experience.
4. Employers say that the rigid implementation of **20% off-the-job training** is *“reducing our recruitment of level 2 apprentices”*.
5. **Training time for maths and English** is required in addition to the mandatory off-the-job training with the least able apprentices placing the heaviest burden on employers.



# AELP Submission Paper #42

## “Apprenticeships as a Driver of Social Mobility”

6. Provider **funding for maths and English** in apprenticeships is miserly at only 50% of the classroom rate, below the cost of delivery and provides no incentive to take on the most challenging individuals. Failure of maths or English leads to failure of the apprenticeship.
7. The replacement of the previous sound system of **disadvantage funding** significantly reduces the funding for the individuals.
8. There are still funding and performance monitoring **disincentives with Traineeships**, an important transition programme, inhibiting their much needed growth and development.
9. Employer and provider **young person incentives** set at a flat rate of £1,000 rather than a proportion of the funding band are disadvantaging the longer more expensive programmes.
10. Levy paying employers are using the levy to place **existing employees** on apprenticeships for important skills development but this is leaving less money and less opportunity to support the recruitment of young people.



# AELP Submission Paper #42

## “Apprenticeships as a Driver of Social Mobility”

11. Levy paying employers are also **prioritising higher and degree level apprenticeships** over intermediate and advanced levels which are vital starting points for the young, the **inexperienced and the disadvantaged**.
12. **ESFA is encouraging a shift** in focus from SMEs and small employers to larger levy paying employers.
13. **Minimum contracting threshold** of £200k, without allowing consortium bidding, as precluded around 300 existing providers from bidding in the recent non-levy apprenticeship funding tender and could also impact a further 200 through a pro-rata award due to oversubscription. Many of these training providers are niche specialists with many years' experience of working with smaller employers and offering apprenticeships in their locality, supporting young and disadvantaged apprentices.
14. **Removal of nationally recognised qualifications** from apprenticeship standards further reduces the mobility of the apprentice.



# Funding/Policy Updates

## Non Levy

- Government aware of the threat to specialist and good local providers
- AELP now focusing on maintaining current subcontract rules until April 2019 (Select Committee currently looking at this)
- AELP paper soon outlining good and bad examples of subcontracting – members to feed in positive and negative examples



# Funding/Policy Updates

**Register of Apprenticeship Training Organisations (RoATP)** is open for registration from 25<sup>th</sup> September until 27<sup>th</sup> October

- Rory Kennedy will be taking up the **DfE Director of Apprenticeships role**. Rory is already working within DfE; having finished a year on secondment to Haringey LA as Assistant Director for Schools & Learning.

**Apprenticeship funding and performance management rules update:**

- <https://www.gov.uk/government/publications/apprenticeship-funding-and-performance-management-rules-2017-to-2018>



# Adult Education Budget

What we called for

- There needs to be a fairness between successful and unsuccessful bidders
- AELP wanted to see all successful bidders get 75% of their previous contract value

What has happened:

The ESFA have announced additional funding for successful EXISTING AEB PRIME PROVIDERS. Every provider should now be receiving an extension to their EXISTING contract to ensure they get 75% of the non-priority funding they got in the prior year as part of the transition / wind down. The same as given to providers that were unsuccessful / didn't bid. This is in addition to any funding for the future that has already been announced so is a new and separate contract. Only organisations with one of these new contracts will be able to get funding in future years. We have been given reassurances that there will be an early opportunity for growth bids.





## Education & Skills Funding Agency

# Eligibility table

Provision	19- to 23-year-olds	24+ unemployed	24+ other
English and maths <i>(Must be delivered as part of the legal entitlement)</i>	Fully funded* (up to and including Level 2)	Fully funded*	Fully funded*
Level 2 <i>(First full Level 2 must be delivered as part of the legal entitlement)</i>	Fully funded* (first and full)	Fully Funded	Co-funded
Learning to progress to Level 2	Fully funded^ <i>(up to and including Level 1)</i>	Fully funded	Co-funded
Level 3 <i>(First full Level 3 must be delivered as part of the legal entitlement)</i>	Fully funded* (first and full)	Loan-funded	Loan-funded
	Loan-funded** (previously achieved full Level 3 or above)		
Traineeship#	Fully funded <i>(including 16- to 24-year-olds###)</i>	N/A	N/A
English for Speakers of Other Languages (ESOL) learning up to and including Level 2	Co-funded	Fully funded	Co-funded
	Fully funded – unemployed		
Learning aims up to and including Level 2, where the learner has already achieved a first full Level 2 or above	Co-funded	Fully funded	Co-funded
	Fully funded – unemployed		

\* Must be delivered as one of English and maths, and/or first full Level 2 or first full Level 3 qualifications required in the legal entitlement

^ *Must be delivered as entry or level one provision from local flexibility*

# Excludes flexible element where funding depends on age and level

### 16- to 18-year-old learners must be eligible under the [ESFA's young people's residency requirements](#)

### Availability of flexible element depends on the local authority's entitlement to full funding for learners aged 16 to 22, including their first full

# Feedback from the Regional Network Meetings – wc 04/09

- Apprenticeship Week 2018 – enhancing positioning of the ITP sector through awards and key events in local areas
- Sector Forums – vital route into the sector panels (IfA)
- Technology – enabling the use of technology to support the ‘quality’ aspect of apprenticeship delivery
- GDPR support (see next slide)



# GDPR

The General Data Protection Regulation (GDPR) is coming in to force at the end of May 2018. The new regulation (along with the current draft Data Protection Bill) requires organisations to make significant changes to the ways in which they gather, manage and use personal data with considerable fines for the most serious non-compliance (up to €20 million or 4% of turnover, whichever is greater).

Working in partnership, Shoosmiths and PublicCo have developed a one day workshop tailored specifically to training providers. The workshop will enable participants to take the next step towards becoming compliant with these new laws, ensuring they start to gather the right data and that they use it as effectively as possible.

## **Dates:**

- 24<sup>th</sup> October (Manchester)
- 22<sup>nd</sup> November (London)
- 5<sup>th</sup> December (Birmingham)

<http://www.aelpevents.org.uk/ehome/index.php?eventid=285595&>



## Vocational Revitaliser (VR) PLUS: Developing your practice (Maths and English)

Workshops to **develop knowledge and confidence** to:

- **Motivate learners** by helping them to value English/ maths development and **believe in their potential to achieve** English/ maths qualifications where required.
- **Plan sequences of learning** where English/ maths is developed alongside vocational competencies.
- **Support vocational learners' English/ maths progression** by adopting assessment for learning approaches.
- **Work collaboratively with English/ maths specialists** (or access specialist resources/ support) to ensure learners experience coherent English/ maths development across programmes.
- **Engage in their own English/ maths development, and apply learning to their practice.**

Places are limited so please book early to guarantee your place.

Please email Jo Byrne at [jo.byrne@ccConsultancy.org.uk](mailto:jo.byrne@ccConsultancy.org.uk) for further information.



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## Vocational Revitaliser (VR) PLUS: Developing your practice (English) Bookings are now open for the courses below. [Book now](#)

REGION	VENUE	DATE	TIME	
Birmingham	The Studio, 7 Cannon Street, Birmingham, B2 5EP	10th November 2017	09:30 – 16:00	<a href="#">VR+ English Flyer Birmingham</a>
Cambridge	ACER, Suite 1, Lancaster House, Meadow Lane, St Ives, PE27 4LG	14th November 2017	09:30 – 16:00	<a href="#">VR+ English Flyer Cambridge</a>
Taunton	Holiday Inn Taunton, Deane Gate Ave, Taunton, TA1 2UA	21st November 2017	09:30 – 16:00	<a href="#">VR+ English Flyer London</a>
London	Friends House, 173 – 177 Euston Road, London NW1 2BJ	4th January 2018	09:30 – 16:00	<a href="#">VR+ English Flyer Taunton</a>
Derby	tbc	22nd February 2018	09:30 – 16:00	<a href="#">VR+ English Flyer Derby</a>

Please email Jo Byrne at [jo.byrne@ccConsultancy.org.uk](mailto:jo.byrne@ccConsultancy.org.uk) for further information.

Places are limited so please book early to guarantee your place.

## Vocational Revitaliser (VR) PLUS: Developing your practice

**(Maths)** Bookings are now open for the courses below. [Book now](#)

REGION	VENUE	DATE	TIME	
Manchester	The Studio, The Hive, 51 Lever Street, Manchester, M1 1FN	23rd October 2017	09:30 – 16:00	<a href="#">VR+ Maths Flyer Manchester</a>
Leeds	The Studio, Riverside West, Whitehall Road, Leeds, LS1 4AW	23rd October 2017	09:30 – 16:00	<a href="#">VR+ Maths Flyer Leeds</a>
London	Friends House, 173 – 177 Euston Road, London, NW1 2BJ	3rd January 2018	09:30 – 16:00	<a href="#">VR+ Maths Flyer London</a>
Birmingham	The Studio, 7 Cannon Street, Birmingham, B2 5EP	30th January 2018	09:30 – 16:00	<a href="#">VR+ Maths Flyer Birmingham</a>
Cambridge	ACER, Suite 1, Lancaster House, Meadow Lane, St Ives, PE27 4LG	27th February 2018	09:30 – 16:00	<a href="#">VR+ Maths Flyer Cambridge</a>

Please email Jo Byrne at [jo.byrne@ccConsultancy.org.uk](mailto:jo.byrne@ccConsultancy.org.uk) for further information.

Places are limited so please book early to guarantee your place.

## Vocational Revitaliser (VR) PLUS: Developing your practice (Maths and English)

### Want to host your own course?

We have limited resource available for your organisation to  
organise their own VR + allowing you to:

- maximise your training budget
- select your own dates
- choose your own venue

### Interested?

Click [here](#) and complete our on-line form now.

Please email Jo Byrne at [jo.byrne@ccConsultancy.org.uk](mailto:jo.byrne@ccConsultancy.org.uk) for further information.



Workshops to develop personal digital skills and understand the relevance of digital technologies, enabling delegates to become more confident in the use of digital technologies, both in teaching and beyond!

Sector	Location	Date
Customer Service/Retail	Nottingham Preston	15 <sup>th</sup> November 23 <sup>rd</sup> October
Health and Social Care	Ashford (Kent) Derby	28 <sup>th</sup> November TBC
Team Leading/Management	County Durham Stoke-on-Trent	2 <sup>nd</sup> November 23 <sup>rd</sup> November
Hospitality	Abingdon London	22 <sup>nd</sup> November 23 <sup>rd</sup> October

<https://booking.etfoundation.co.uk/course/browse?programme=DS>  
[EP](#)

Or email [cswales@aelp.org.uk](mailto:cswales@aelp.org.uk) for further information

## Improving Outcomes for learners with SEND

AELP is working in partnership with PublicCo to deliver a workshop package which will offer support for leadership teams and governors to improve their support and outcomes for learners with SEND funded by the Education Training Foundation.

This support is aimed at leadership teams, senior leaders and governors.

Following these workshops we will be running a webinar that will collect progress made from all attendees of both courses. Delegates will be encouraged to attend and share short examples of how they have put learning into place.

**14<sup>th</sup> & 15<sup>th</sup>, November**  
**27<sup>th</sup> & 28<sup>th</sup>, November**

**Leeds**  
**London**

Please email Matt Alvarez at [malvarez@aelp.org.uk](mailto:malvarez@aelp.org.uk) for further information.

Places are limited so please book early to guarantee your place.

**Public Co**



[aelp.org.uk](http://aelp.org.uk)



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## Training for Finance Managers/Board Members

The Education and Training Foundation has commissioned PublicCo, AELP and Collab to design and deliver a training programme for Finance Managers / Board Members with lead responsibility for finance. It is being designed to support these individuals to be more effective in their role, in response to a clear need identified by Ofsted and the FE Commissioner.

**17<sup>th</sup> October, 3pm – 6:30pm**

**30<sup>th</sup> October, 3pm – 6:30pm**

**20<sup>th</sup> November, 3pm – 6:30pm**

**4<sup>th</sup> December, 3pm – 6:30pm**

**Manchester**

**Sheffield**

**London**

**Birmingham**

Register your interest in this essential training opportunity now at <https://booking.etfoundation.co.uk/course/details/203> or contact [Colette.Macduff@publicco.co.uk](mailto:Colette.Macduff@publicco.co.uk) to discuss tailored training to the whole governing body.

Places are limited so please book early to guarantee your place.

**Public Co**



[aelp.org.uk](http://aelp.org.uk)



[@AELPUK](https://twitter.com/AELPUK)



[AELP](https://www.linkedin.com/company/aelp)

## Not an AELP member?

AELP lobbies hard for it's members with some significant recent successes, including:

- Moving from 33% to 10% employer contributions for apprenticeships
- The original pause on the proposed non-levy subcontracting restrictions through to 31<sup>st</sup> December 2017
- Scrapping the £5m cap on the ITT for non-levy apprenticeships
- Scrapping of GCSE requirements from Early Years Apprenticeships, replaced by functional skills
- Much needed clarification and flexibility of delivery models for the 20% off-the-job training
- And much more!

## Join today to have your say!

<https://www.aelp.org.uk/join/>



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