



MEET THE
NEW SHADOW
MINISTER
FOR YOUNG
PEOPLE



FE WEEK EVENT IN PARLIAMENT
IN PARTNERSHIP WITH

OCR
Oxford Cambridge and RSA

AGENDA

HOUSES OF PARLIAMENT

COMMITTEE ROOM 14. JUNE 16, 2015:

12:00 INTRODUCTIONS

12:05 SHADOW MINISTER

12:20 DEBATE ABOUT
IMPACT OF GROWTH
REQUEST DELAY

12:40 DEBATE ABOUT 3M
TARGET AND NEW
GOVERNMENT
POLICY ANNOUNCEMENT
TO "REQUIRE ALL PUBLIC
SECTOR BODIES TO
EMPLOY APPRENTICES"

13:00 END

HOST:

John Woodcock MP, shadow minister for young people
(@JWoodcockMP)

CHAIR:

Nick Linford, author of the Complete Guide to Funding
Apprenticeships and former editor of *FE Week*
(@nicklinford)

PANELISTS:

Richard Atkins, Principal of Exeter College and President of
the Association of Colleges (@RichardAtkins2)

Angela Middleton, CEO of MiddletonMurray, delivering over
500 16-18 apprenticeships per year (@MiddletonMurray)

Stewart Segal, CEO of the Association of Employment and
Learning Providers (@StewartSegal)

Paul Steer, Director of Policy and Strategy at OCR
(@ocr_vocational)

ATTENDEES: See list on pages 8 to 11

Providers which have over-delivered on their apprenticeships contracts face a long wait to find out if they will be paid

FE Week exclusive

Freddie Whittaker, 8 June, 2015

The Skills Funding Agency (SFA) has written to providers who were expecting to hear back about their quarter three growth requests last week to inform them the announcement will take place following the government's emergency budget on July 8.

Under SFA rules, providers can over-deliver on their contracts at their own risk, and apply three times a year for money to cover the extra training.

But the postponement of the announcement has led to concerns that apprenticeship funding, which the government has pledged to protect, could be affected by any savings announced on July 8, with even growth funding for 16 to 19 apprenticeships – seen as a priority growth area for the government – up in the air.

Stewart Segal (pictured), chief executive of the Association of Employment and Learning Providers (AELP), said he was "disappointed" by the delay.

He said: "This is very late notice for providers that have responded positively to the government's priorities. The delay will cause problems for

prospective apprentices and employers who have made the commitment to the programme but will now not be funded.

"Training providers have to make commitments to employers before they get confirmation of contracts. They take calculated risks which are based on previous experience and short notice changes like this will cause major issues. Even if notification is given soon after the July 8 Budget, there will not be time to deliver the growth by the end of the year.

"This is the first time for many years where funding for 16 to 19 apprentices has been restricted."

He said the delay also came at a time "when many providers were planning to increase the numbers of Traineeships and many young people and employers will not be able to delay the start of their programmes".

He added: "We have also talked to the SFA about needing a very flexible approach to managing any extensions to contracts after July 8 because many providers will not be able to deliver the growth they predicted because of the delay.

"This decision is a good example of the AELP view that constant changes to contracts with little or no notice are the major barrier to expanding the



apprenticeship programme. Attempts to engage more employers will be affected by these short-term decisions. If training providers were given a more secure contracting process, we would be able to engage more employers and deliver the growth we need."

It comes after the Treasury announced that £900m of in-year departmental savings would hit the Department for Business, Innovation and Skills and the Department for Education, with each department expected to save £450m as part of £3bn of overall cuts.

The SFA is yet to comment.

Comments made online below the article

Angela Middleton, CEO at MiddletonMurray

I think it's outrageous. We deliver 16-18 apprenticeships in SMEs and we do it the hard way ie engage with NEETS, put them through a pre-apprenticeship, find an SME employer, convince them to give the young person a chance, make the placement and then start the apprenticeship. We worked hard to get our grade 2 Ofsted in March and so at last were allowed to apply for traineeship to fund the pre-apprenticeship. We monitor tolerances. We stick to growth point deadlines.....and then we get this last minute block on progress. I'll be escalating it for sure.

Adrian Bouckley, Director of Training at Learning and Skills Solutions

So we need to grow Apprenticeships by more than a third over the life of this government in order to meet the 3m target and double Traineeships in 14/15. If you respond positively to the government priority growth areas you do expect one thing – growth! After a start like this who is going to take the government priority areas seriously? I don't believe the new task force have actually met yet but tracking progress against the targets without ring fenced and increased funding to those who are delivering in these areas can only lead to abject failure.

APPRENTICESHIP TRAILBLAZER FUNDING WORKSHOP

FE Funding workshops | Book your place at www.lsect.com

EVENT DATES

PRESENTED BY NICK LINFORD

AUTHOR OF THE COMPLETE GUIDE TO FUNDING APPRENTICESHIPS, AND BOTH THE HANDS-ON GUIDE TO POST-16 FUNDING AND THE HANDS-ON GUIDE TO POST-16 PERFORMANCE AND DATA.

NOT TO BE MISSED UPCOMING EVENTS

01-07-15 : 10:30 - 15:30PM

YORK

02-07-15 : 10:30 - 15:30PM

LONDON

"Great session as always with Nick. I like the no nonsense workshop approach and he gives you really useful practical examples and information you can take back and use straightaway!"

Dawn Leak, Operations Director
Blue Apple Training Limited

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EVENTS, CONSULTANCY & TRAINING

continued on next page

Comments continued

Phil Hatton, Consultant at the Learning Improvement Service

June and July are absolutely key months for apprenticeship recruitment, particularly of what should be the main LEP target group of 16-18 year old apprentices. Schools will be telling their year 11s and their parents that employers want people with A levels or a dubious bunch of vocational qualifications delivered by school teachers in schools. Any hesitation in being able to offer an apprenticeship because of the lack of clarity of funding is unacceptable and needs both strong leadership and urgent action. Almost every week I meet young people who feel that they have wasted a year staying on in sixth form and leaving at the end of year 12, often still without their GCSE in maths or English.

Matt Garvey, Managing Director of the West Berkshire Training Consortium

The reality is that decisions on growth will not be relayed to providers in this contract year so we all now need to proceed on faith. Subcontractors will be the first casualties of this self-inflicted crisis as primes seek to withhold either new business opportunities or in-programme payments. I just can't understand why the growth decisions are being delayed given that we are talking about growth payments from an existing budget. The SFA I believe had already made the decision provider-by-provider so what is to be gained by making a delay? Is the government reserving the right to reduce the SFA budget in-year.

Peter Marples, Director and owner of Aspire Achieve Advance

Don't blame the agency for this. This is a simple reaction to a Chancellors decision which was not consulted upon. My message is to stay calm and it will all unfold positively over the next few days and weeks. For all of those who voted Tory, get writing to your local MP and say that Apprenticeship starts have been put on hold! (that will do the trick) but the Agency is simply responding to a dictat I suspect from BIS about making savings and where can they turn – the only thing they can save is through underspends not being re allocated. Keep Calm Mr Mannering!

Karen Redhead, Principal of Derwentside College

The delay will be very frustrating for many providers but as a sector we need to consider how we can present ourselves as part of the solution rather than part of the problem. Unfortunately wingeing does the latter. We are not currently held in the high regard that I believe is deserved. My organisation has been there with similar scenarios to the ones described above and it is indeed frustrating, particularly when we see first-hand the impact that delays such as this have on the life chances of young people. However, we are only weeks into a new government and one that could not have expected to be solely in power. Hopefully we can have some sensible and

constructive dialogue with funding agencies and government ministers to see how we can effectively take forward the priorities that have been identified (and some that are yet to be recognised such as the importance of non-apprenticeship programmes) and that we all feel passionately about.

Mike Gore, Director at Blue Apple Training

This has a major impact on Blue Apple Training, as a 3 year old business, this provides major concerns over cash flow, future planning and the potential threat of a very successful new business that has helped over 1000 people into employment have to make redundancies. Any help or advice will be gratefully received.

Graham Hoyle OBE, former CEO at AELP

Do we believe that apprenticeships and traineeships really are the high/top priority that government utterances, including those in the Queen's Speech indicate? This current funding agency caution certainly raises a doubt. If we believe that the political priority really is solid, we must retain confidence despite this funding agency caution, and continue with dynamic growth plans despite the apparent business risk. Officials and Ministers must realise however that such statements will always have a significant debilitating and de-stabilising impact on their critical supply chain. Chance of course to push both top officials and Ministers at the AELP Conference 22/23 June.

I am not close to the action these days of course, but remain optimistic for now. Hold off the brake pedal for a couple of weeks. Or as Peter Marples advises, "keep calm" (for a little while longer).

Chris Baker

I had a call yesterday afternoon from the SFA. They informed me that our Growth request for 19-24 Traineeships has now been put on hold until after the Chancellors budget on 08 July 2015. Unfortunately this now leaves us in a position that we will have to suspend any further intake for traineeships as we cannot afford to take the risk of delivering a programme that may not be funded. We have over the last few months spent time with dozens of employers developing work opportunities for employment and apprenticeship outcomes.

We have also spent a vast amount of time screening and inducting JCP candidates for these positions. I have had to inform JCP and the Traineeship candidates, that these opportunities have been suspended until a funding decision is made. I have already spoken to two employers this morning, who have now withdrawn work placement opportunities for Traineeship candidates, as they need immediate starts to fill potential apprenticeship vacancies before the end of this calendar year. I think you will all agree, it's a sad day for the hopes and expectations of NEET youngsters across the country.



NICK LINFORD

Lsect director, author of the *Complete guide to funding apprenticeships* and former *FE Week* editor

Making sense of apprenticeship numbers and the 3m target

The target has been set and the election won — now the government must set about achieving 3m apprenticeships. But what exactly is being aimed at and is it even the right target, asks Nick Linford.

As the dust settles on a general election result few predicted, the FE and skills sector will be considering the implications of a Conservative government.

Above all else, the manifesto commitment to fund 3m apprenticeship starts over the next five years now takes centre stage. In fact, even outside of our sector, it is arguably the government's top priority given the newly-elected Prime Minister listed it first in his maiden speech.

So before waking up to the reality and potential hangover of the task ahead, let us start with a raised glass and sector backslap. The government wants to invest further in our sector and in their own words; apprenticeships support young people to acquire the skills they need.

With the self-congratulation out of the way it is time to consider if the 3m starts is the right target and how it might be achieved.

The Conservatives have chosen to use apprenticeship starts as their target, which is a figure published in official Statistical First Releases. This means within the FE sector it is already well understood and credible as a measure. However, how many listening to the Prime Minister would realise this 3m is neither the number of people, nor does it mean they passed the apprenticeship?

Firstly, many of the 3m starting an advanced apprenticeship are being counted for the second time, having already achieved an intermediate apprenticeship.

In fact, apprentices joining the accountancy profession often enters at level two and progresses to level three and then continues on to level four. They would be counted three times towards the 3m target.

Hard as it may be to believe, the number of individuals participating in apprenticeships has never been published, and efforts by FE Week to find out the number through a freedom of information request have been rebuffed.

Surely it would be better to count people benefiting — let's call them 'apprenticeship entrants' — to avoid this double or triple counting. This would also save me shouting "wrong!" every time a politician refers to the number of 'people' doing an apprenticeship.

The second issue with the target is that it only counts how many apprentices started, which simply means they were

on the course for 42 or more days. Last year, a third of all apprenticeship leavers failed to successfully complete the course.

This means we would be counting 1m failed apprenticeships towards the 3m target. How many politicians realise this and would it not be better to be chasing a target that only counts those apprentices who actually graduate?

Hard as it may be to believe, the number of individuals participating in apprenticeships has never been published

To achieve 3m starts in five years will require an average of 600,000 starts every year, with an emphasis on supporting the 'young', if the Conservative manifesto is to be believed. This is a huge challenge, given last year apprenticeship starts fell 14 per cent to 440,400, of which just 278,900 were aged under 24.

The returning Skills Minister, Nick Boles, is therefore faced with an immediate dilemma. Cop out, and chase growth the easy and cheap way by encouraging more adult apprentice starts, many of whom will be large employers with existing employees. Or stick to the commitment to support the young and incentivise or force more large and small employers to recruit 16 to 23-year-old apprentices?

It is also worth keeping an eye on the development of Degree Apprenticeships, which featured in the Conservative manifesto. For example, might a quick win be to simply rebadge nursing degrees as apprenticeships?

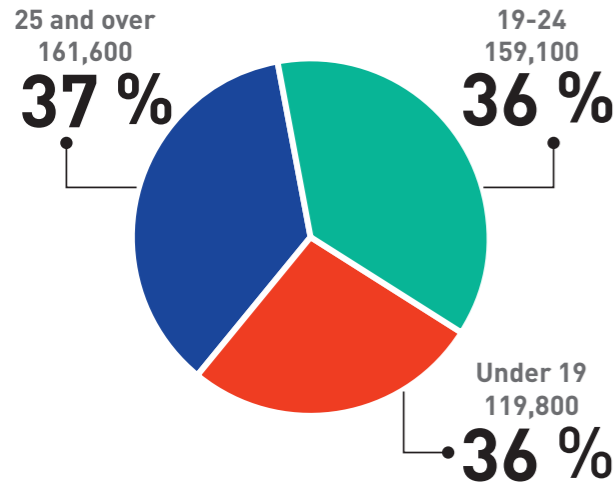
Then there are higher level apprenticeships, but should we be spending public money subsidising level six professional training at law firms and banks? More clues are due soon, with an Apprenticeship Bill to be announced in the Queen's speech.

Before Nick Boles and the Skills Funding Agency panic and take the cop out route to 3m starts, we need to quickly debate whether 'starts' represent the best target to chase and how to ensure many more young people participate. The government can't create apprenticeships; only employers can do that, so they need to do their bit too.

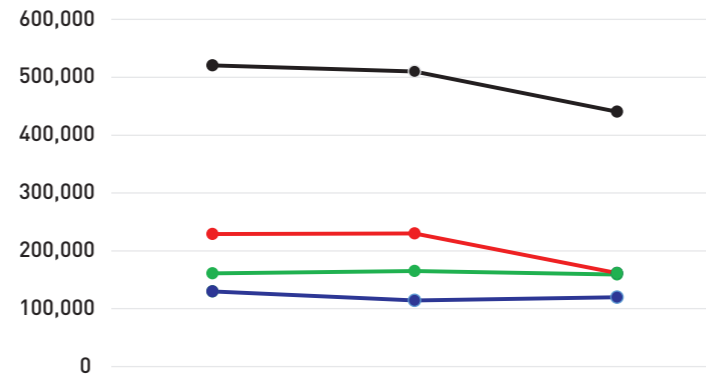
NUMBER CRUNCHING

ALL AGE APPRENTICESHIPS

APPRENTICESHIP STARTS BY AGE (2013/14)



APPRENTICESHIP STARTS BY AGE



Year	2011/12	2012/13	2013/14	Shift since 12/13
Under 19	129,900	114,500	119,800	5%
19-24	161,400	165,400	159,100	-4%
25+	229,300	230,300	161,600	-30%
Total	520,600	510,200	440,400	-14%

APPRENTICESHIP VACANCIES POSTED ON THE VACANCY MATCHING SERVICE						
YEAR	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
HIGHER APPRENTICESHIPS	0	30	210	500	1,350	1,790
ADVANCED LEVEL APPRENTICESHIP	1,410	7,460	9,270	13,340	20,080	27,880
INTERMEDIATE LEVEL APPRENTICESHIP	6,630	35,630	61,570	87,430	107,360	136,480
TOTAL APPRENTICESHIP VACANCIES	8,040	43,120	71,060	101,270	128,790	166,150

REGISTRATIONS ON THE VACANCY MATCHING SERVICE						
YEAR	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
UNDER 19	43,560	164,930	260,040	258,580	280,720	248,860
	47%	56%	54%	50%	49%	42%
19 AND OVER	49,600	127,650	218,150	256,050	288,290	345,800
TOTAL	93,160	292,580	478,190	514,630	569,010	594,660

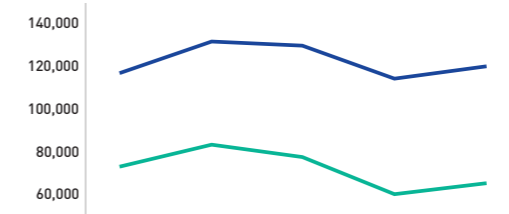
APPRENTICESHIP APPLICATIONS ON THE VACANCY MATCHING SERVICE						
YEAR	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
UNDER 19	29,430	178,260	453,600	677,610	883,810	1,020,820
	58%	66%	65%	64%	63%	56%
19 AND OVER	21,140	90,130	240,060	385,500	520,170	790,800
TOTAL	50,570	268,390	693,660	1,063,110	1,403,980	1,811,620

AVERAGE APPLICATIONS PER VACANCY	6.3	6.2	9.8	10.5	10.9	10.9
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NUMBER CRUNCHING

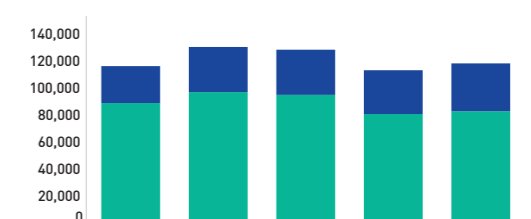
UNDER 19 APPRENTICESHIPS

UNDER 19 APPRENTICESHIP STARTS AND ACHIEVEMENTS



Under 19 apprenticeships	2009/10	2010/11	2011/12	2012/13	2013/14
Starts	116,800	131,700	129,900	114,500	119,800
Achievements	73,100	83,300	77,900	60,800	65,400

UNDER 19 APPRENTICESHIP STARTS BY LEVEL

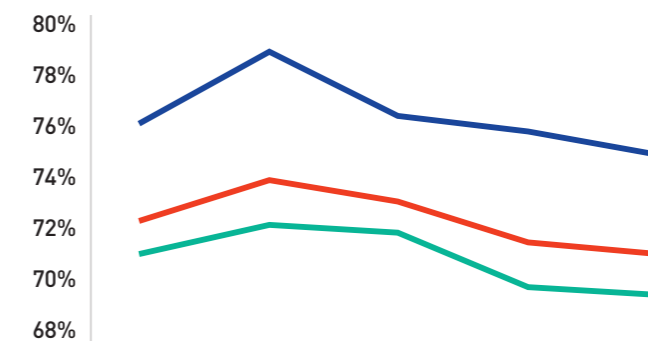


Under 19 apprenticeships	2009/10	2010/11	2011/12	2012/13	2013/14
Level 3	27,200	34,200	34,100	33,100	35,600
Level 2	89,400	97,300	95,400	80,900	83,400

UNDER 19 APPRENTICESHIP STARTS BY REGION IN 2013/14		
North East	7,950	7%
North West	19,710	16%
Yorkshire and The Humber	15,290	13%
East Midlands	11,830	10%
West Midlands	13,780	12%
East of England	11,520	10%
London	9,510	8%
South East	15,850	13%
South West	12,730	11%
Other	1,600	1%
GRAND TOTAL	119,800	

TOP 10 UNDER 19 FRAMEWORK SECTOR STARTS IN 2013/14	
Business Administration	17,390
Hairdressing	10,200
Construction Skills	9,140
Children's Care Learning and Development	9,040
Engineering	7,030
Hospitality and Catering	6,850
Customer Service	5,930
Vehicle Maintenance and Repair	5,340
Health and Social Care	4,430
IT and Telecoms Professionals	4,310
Children's Care Learning and Development	4,680

UNDER 19 APPRENTICESHIP SUCCESS RATE



Under 19 Apprenticeship success rates	2009/10	2010/11	2011/12	2012/13	2013/14
Level 3	76.2%	79.0%	76.5%	75.9%	75.0%
Level 2	71.1%	72.2%	71.9%	69.8%	69.5%

Figures compiled from the BIS Statistical First Release by Nick Linford, 12/06/15

ATTENDEES

NAME	JOB TITLE	ORGANISATION
Marcus Seaton	Education business development manager	@futsal
Andy Palmer	Managing Director	3aaa
Jilesh Kacha	Apprenticeships	SE Ltd
Ron Pierce	Executive director	A4e Ltd
Suzy Gunn	Operations Director	Active IQ
Aidan Reif	Spokesman	AELP
Stewart Segal	Chief Executive	AELP
Susan Taylor	Network Manager	ALPS PArtnership Limited
David Clifford	Director	Apprenticeship Connect Training
Amanda Sayers	FE Marketing Specialist	ASMS Ltd
Poppy Wolfarth	Learner Engagement/ Learner Voice Chair/ NUS National Executive Council/ National Society Of Apprentices	Asset Training/ NUS
Janet Clark	Education Policy Adviser - Apprenticeships, NEETS, VET & Careers Advice	ATL
Emmanuel Korie	Director	Bame
Jennifer Gedlek	Head of Work Based Learning	Barnsley College
Jennifer Gedlek	Work Based Learning, Head of Department	Barnsley College
Nikki Jones	Assistant Principal, Employer Engagement	Barnsley College
Judith Moule	Head of Apprenticeships	Basingstoke College of Technology
Jean Tsang	Solicitor	Bates Wells Braithwaite
Pauline Tiller	Director	BDO LLP
Geoff Carroll	Global TVET Expert	BestAssessor
Amanda Planting	Head of Corporate and Commercial Services	Bidright UK Limited
Michael Taite	Managing Director	Blue Moon Creative Ltd
Patricia Haslam	Student Records Manager	Bolton College
Roger Cunliffe	Leader Higher Skills	Bradford College
Chris Wood	Funding Manager	BT plc
Mark Burgess	Director	Build Skill Plus
Julie Hyde	Executive Director	CACHE
Kelly Riordan	Operations Manager	Calex UK Ltd
Alex Galway	Operations Director	Capital Training Group
Keith Donnelly	Commercial and funding director	Carillion Training
Sadie Odeogberin	Head of Skills & Employment	Centrepont
Louise Marriott	Further Education Manager	Chelsea FC Foundation
Sharon Frazer	Strategic Advisor - Learning & Assessment	City & Guilds
Gina Murgatroyd	Political Affairs Executive	City & Guilds
Bryony Kingsland	UK Funding Manager	City and Guilds
Marta Diaz	Market Insight Analyst	City and Guilds
Ramin Narimani	Curriculum Manager	City and Islington College
David Swinscoe	Director, Centre for Applied Sciences	City and Islington College
Peter Hofman	Vice Chair of the Board of Governors	City College Brighton and Hove
Vicky Oldfield	Apprenticeship Marketing Manager	City of London Corporation
Richard Coldwell	Head of Learning	City of Oxford College
Michelle James	Sembcorp Skills Development Programme Project Coordinator	Cogent Skills
Emma Kelly	Apprenticeship Advisor	Cogent Skills
Yvonne Marshall	Head of Early Years	Colchester Institute
Graham Hunter	Vice President	CompTIA

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ATTENDEES continued

NAME	JOB TITLE	ORGANISATION
Lewis Blain	Managing director	Contracting Services
Blain Lesley	Director	CSES ltd
Matt Wingfield	Chief Business Development Officer / Chairman	Digital Assess Ltd / The eAssessment Association
Ann Spearing	Head of Quality & Customer Support	EAL
Nick Renner	Business Sales Analyst	EAL Ltd
Alison May	Quality Manager	Ealing Hammersmith & West London College
Harinder Dhillon	Senior Business Development Manager	East London College
Sue Dutton	Associate Advisor	Education & Training Foundation
Ewart Dudko-Richardson	Director	Education and Training TV
Maureen Emmett	CEO	EM Skills
John Emmett	Director	EM skills Ltd
Debbie Greene	Comms Manager	Empira
Ruth Sparkes	MD	EMPRA
Gemma Hopkins	Policy and public affairs officer	Ersa (EMpLoyment Related Services Association)
Richard Atkins	Principal	Exeter College
Andrew Bell	Head of Public Affairs	Find a Future
Janet Francis	Chair of the Passenger Transport Trailblazer Group	FirstGroup plc
Jacque Doherty	Director of Teaching, Learning, Assessment and Quality	FNTC Training
Mark Nicholson	Interim Principal	Furness Colleg
Ayub Khan	Chief Executive	Further Education Trust for leadership
Neil Fisher	Director of Business Development	Gateway Qualifications
Kate Ford	Communications Officer	Gatsby
Hannah Stanwix	Project officer	Gatsby Charitable Foundation
Michelle Swithenbank	Associate principal	Gifhe
Harry Simpson	Director	Ginger Nut Media
Sharjeel Nawaz	Director, Strategic Development	Global University Systems
Peter Marsh	Head of Adult Education	Gloucestershire Adult Education
Jane Scott	Senior tutor	Godalming college
Christine Ann Jeffery	Strategy and Policy Adviser	GP Strategies Training Limited
Anna Warner	Director	Group Horizon
Ann-Marie Liddiard	Chief Operating Officer	Hackney Community College
Asfa Sohail	Vice Principal	Havering College of Further and Higher Education
John Hyde	Executive Chairman	HIT Training Ltd
Sue Pember	Director	HOLEX
Guy Helman	CEO	Impact Futures and The Childcare Company
Colin Gallacher	Educational Technology Adviser	Incentive-8
Frances McCabe	Head of Education	ISMM
Maria Charlton	CEO	IWA
Geraldine Julius	Lecturer	JAG Training
Adrian Birch	Apprentice Training Manager	Jaguar Land Rover
Kevin Johns	Commercial Training Manager	Jaguar Land Rover
Paul McKean	Head of FE and skills	Jisc
Sue Flower	Head of Strategic Development	Joint Learning Partnership
Mark O'Reilly	FE strategic adviser	Just Ask Scarlett
Dee Ellison	Chief Operating Officer	Just IT Training
Simon Perriton	CEO	Just IT Training

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ATTENDEES continued

NAME	JOB TITLE	ORGANISATION
Mark Brickley	CEO	Kensington and Chelsea College
Andrew Roberts	Learning and Assesment Coordinator	Kirklees College
John Woodcock MP	Shadow Minister for Young People	Labour Party
Peter Ward	Operations Manager	Leadership Through Sport & Business
Jackie Rossa	managing director	learning central uk ltd
Michael Atkinson	Director	Learning Curve
Rosemarie D'Ambrosio-Winter	Education and Training	Learning South West
Paula Jones	Chief Executive Officer	Learning South West
Mark Monet	Director	Lets Academy
Jennifer Pharo	director of MIS	Lewisham Southwark College
Alys Reeves	Apprenticeship Manager	Lockheed Martin
Clare Crocker	Curriculum Development Manager	London Borough of Hillingdon
Clare Coombe	Pre Employment Manager	London Borough of Tower Hamlets
Andy Scott	Service Head Economic Development	London Borough of Tower Hamlets
Emma Pattison	Lead Job Coach	Loughborough College
Nick Linford	Director	Lsect
Lindy Lloyd	Adult Skills and Apprenticeship Manager	Luton Borough Council
Elizabeth Bonfield	MD	MD associates
Maxine Room	Director	MG Consultancy London Ltd
Agnes Asiedu	ILR Admin, Data Quality and Audit Officer	MI Computsolutions
Bola Sobowale	MD	MI ComputSolutions
Nickala Lowe	Centre admin/Examinations Officer	MIComputsolutions
Darren Shanley	Head of Research and Development	MiddletonMurray
Angela Middleton	CEO	MiddletonMurray
Steve Middleton	Director of Partnerships	MiddletonMurray
Steve Sutherland	Head of Marketing and PR	MiddletonMurray
Steve Wood	business development director	mrg services uk ltd
Neil Barrett	Data Analysis and Reporting Officer	National Skills Academy for Health
Tim Dawkins	Director of Business Development	NCFE
Alexandra Latham	PR Officer	NCFE
Paul Turner	Futures Leader	NCFE
Joseph Ballantine	Head of Apprenticeships	NESCOT
Joseph Hanke	Deputy Head of Computing	NESCOT College
David Hughes	CEO	NIACE
Graham Hasting-Evans	Managing Director	NOCN
Chris Lydon	Assistant Principal	North West Kent College
Samuel Riley	Director	North West Skills Academy Ltd
Samuel Riley	Director	North West Skills Academy Ltd
Mick Lomas	personal Development & Apprenticeship Manager	Northamptonshire Healthcare NHS Foundation Trust
Selina Shields Bishop	Specialist Skills Coordinator for Health & Social Care	Northbrook College Sussex
Ralph Stratton	Strategic Director	NTS Training Lyd
Josephine Pierre	Business Development Manager	NXG Group
Martin Sherry	Director	Obscurant Solutions
Elaine McMahon	Director	OCL
Anne Nicholls	Marketing and PR Manager	OCN London

ATTENDEES continued

NAME	JOB TITLE	ORGANISATION
Helen Davies	Head of Public Affairs	OCR
Karen Adriaanse	HMI, Special Adviser FE and Skills	Ofsted
Heather Akehurst	Chief Executive	Open Awards
Alejandro Aguirre	Owner	P.N.C. LOGISTICS
David Gatfield	Administration Manager	Parenta Training
David Willett	Director of Education and Talent	PDS Group
James Emmett	Head of Stakeholder Engagement (Employers)	Pearson
Sian Owen	Head of Stakeholder Engagement (Funding)	Pearson
Gary Tovey	Stakeholder Relations Manager	Pearson UK
Sharon Baker	Curriculum Development Manager	Pertemps People Development Group
Judith Allen	Head of Quality and Learning	Profound Services
Paul Champion	Group CEO	Profound Services
Damian Burdin	Quality Manager	Progress to Excellence Ltd
Mick Fletcher	Director	RCU Ltd
Tony Clark	Product Development Executive	Reed in partnership
Andrew Ayres	Managing Director	Rewards Training Recruitment Consultancy
Dayo Ogunjobi	Head of FUNDing and Performance	Richmond Adult Community College
Sam Burgess	Head of Service	Royal Borough of Kingston Council - Kingston Adult Education
Jack Flynn	Bid Manager	Seetec
Stuart Turner	Group Director Standards & Qualifications	SkillsActive
Adrian Gunner	MD	SOUTH WEST REGIONAL ASSESSMENT CENTRE
Kevin Dawson	MD	SRP
Kelvin Goode	Quality & Centre Coordinator	symphony Assessment Ltd
Bhairavi Tarkas	Consultant	Thames Education Consultant
Arabella Underwood	MD	The Aviation People
James Stockdale	Head of Sector skills	The IMI
Suzanne Tilling	Operations Director	TheLightBulb Limited
Joel Wynn	Head of Quality Improvement	Tower Hamlets College
Michael Motley	Managing Director	TQ Training
Brian Quinn	Operations Director	Training Plus merseyside Ltd.
Carla Martinho	Head of Learner Operations	Tribal
Debbie Loftus	Planning Analyst	UAL
Paul Grainger	Director - Post-14	UCL
David Massey	Senior Manager	UK Commission for Employment and Skills
Adele Oxberry	Managing Director	Umbrella Training Ltd
William Pickering	Public Affairs	University and College Union
Fouz Graham	senior Administrator	View training /Hackney community college
Nicola Scarfe	Business Development Manager	VTCT
Lorraine Lawson	Director	Waltz Programmes
Sebastian Hanley	Communications Manager	WEA
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Ingrid Dick	Curriculum Manager Apprenticeships & Adult Vocational	Westminster Adult Education Service
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Abigail Conway-todd	Stakeholder and Development Manager	Working Links
Belinda Johnson	Owner	Worklab
Vicky Hitcham	Employer Engagement and Partnership Manager	Writtle College

