

FE Week

**WINNING WEEK
FOR FE STARS**



**TEAM UK
ANNOUNCED**
PAGES 6 & 7

**AOC SPORT
CHAMPIONSHIP**
PAGES 12 TO 15

**SHAKIRA TAKES
NUS TOP SPOT**
PAGE 16



LEVY LAUNCH 'HORROR SHOW'

JUDE BURKE @JUDEBURKE77

CLAIMS OF HUGE CUTS TO SMALL EMPLOYER FUNDING

Page 10-11

ncfe.

fully functional.

With NCFE's Functional Skills, you'll have access to resources, tools and award-winning service that will ensure success for you and your learners.

Visit: ncfe.org.uk

Turning around results in...



FE Week

Meet the news team

feweek.co.uk



Nick Linford
EDITOR
@NICKLINFORD
NICK.LINFORD@LSECT.COM



Paul Offord
DEPUTY EDITOR
@PAULOFFORD
PAUL.OFFORD@FEWEEK.CO.UK

Please inform the FE Week editor of any errors or issues of concern regarding this publication.



Cath Murray
FEATURES EDITOR
@CATHMURRAY_NEWS
CATH.MURRAY@FEWEEK.CO.UK



Tom Mendelsohn
SUB EDITOR
@TOM_MENDELSON
TOM.MENDELSON@LSECT.COM



Alix Robertson
SENIOR REPORTER
@ALIXROBERTSON4
ALIX.ROBERTSON@FEWEEK.CO.UK



Jude Burke
REPORTER
@JUDEBURKE77
JUDE.BURKE@FEWEEK.CO.UK



Billy Camden
REPORTER
@BILLYCAMDEN
BILLY.CAMDEN@FEWEEK.CO.UK



Sam King
REPORTER
@KINGSAMANTHA_
SAMANTHA.KING@FEWEEK.CO.UK

The team

<p>Head designer: Nicky Phillips Designer: Matthew Willsons Photographer: Ellis O'Brien Financials: Helen Neilly Sales manager: Vikrant Bassi Sales executive: Bridget Stockdale Administration: Frances Ogefere Dell PA to managing director: Victoria Boyle</p>	 <p>Shane Mann MANAGING DIRECTOR @SHANERMANN SHANE.MANN@LSECT.COM</p>
--	---

Edition 206



Highly unusual notice extension for principal
Pages 4



Crisis deepens as learners drop at two thirds of UTCs
Page 8

Contributors



CLAIR MOWBRAY
Page 18



SIMON MARTIN
Page 18



Dear
Dr Sue
Page 19

CLARIFICATION

In the last edition we reported on the secret ESFA grading of providers. We published the ESFA document, leaving a number of providers questioning its accuracy and concerned about the impact it would have on their reputation. The ESFA had in fact unintentionally published the list on gov.uk, and had refused to comment. After several providers highlighted inaccuracies in the data we downloaded from the site, we removed the link to the list on Monday, April. Our readers will appreciate that we take great care to ensure all of our stories are fair and accurate. We accept that in a few instances the data published did not represent the current position of providers. FE Week would like to apologise for any distress caused, and we would encourage providers, where relevant, to raise the issue with the ESFA.

SUBSCRIBE

Stay in the know with an FE Week subscription, from as little as £1 per week. FE Week is the essential read for the FE & skills sector.

Visit feweek.co.uk/subscribe or email subscriptions@feweek.co.uk

ADVERTISE WITH US

If you are interested in placing a product or job advert in a future edition please click on the 'advertise' link at the top of the page on feweek.co.uk or contact:

E: advertising@feweek.co.uk
T: 020 81234 778


Disclaimer

FE Week is owned and published by Lsect Ltd. The views expressed within the publication are those of the authors named, and are not necessarily those of FE Week, Lsect Ltd or any of its employees. While we try to ensure that the information we provide is correct, mistakes do occur and we cannot guarantee the accuracy of our material.

The design of the printed newspaper and of the website is copyright of Lsect Ltd and material from the newspaper should not be reproduced without prior permission. If you wish to reproduce an article from either the printed paper or the website, both the article's author and FE Week must be referenced (to not do so would be an infringement on copyright).

Lsect Ltd is not responsible for the content of any external internet sites linked to. Please address any complaints to the editor.

FE WEEK IS PROUD TO BE A MEMBER OF



Learning & Skills Events, Consultancy and Training Ltd
 161-165 Greenwich High Road
 London SE10 8JA
 T: 020 8123 4778
 E: news@feweek.co.uk

ED Week

BROUGHT TO YOU BY **SCHOOLS WEEK AND FE WEEK**

PREMIUM JOB OPPORTUNITIES

THIS WEEK'S TOP AVAILABLE JOBS IN THE FE SECTOR. TO FIND OUT MORE INFORMATION PLEASE TURN TO THE CENTRE OF FE WEEK. OR VISIT THE WEB ADDRESS LISTED

BRADFORD COLLEGE
DIRECTOR OF FINANCE AND CORPORATE SERVICES
EXCELLENT AND ATTRACTIVE SALARY + BENEFITS

DIRECTOR OF PEOPLE SERVICES
EXCELLENT AND ATTRACTIVE SALARY + BENEFITS
<http://bit.ly/2pCaBXk>

FEA
SENIOR CONSULTANTS: CURRICULUM & MIS
COMPETITIVE SALARY PLUS BENEFITS
<http://bit.ly/2on8ouq>

LMP Education
LET ME PLAY LTD
VARIOUS ROLES
COMPETITIVE SALARY
<http://bit.ly/2pCiH1T>

HAVING COLLEGE
HEAD OF DEPARTMENT: CREATIVE STUDIES & IT
£50,826 - £55,356 PER ANNUM
<http://bit.ly/2pCmRE0>

TO ADVERTISE YOUR VACANCY WITH EDUCATION WEEK JOBS AND FE WEEK PLEASE CALL 020 81234 778 OR EMAIL ADVERTISING@FEWEEK.CO.UK

NEWS

Why the delay for Learndirect inspection report?

ALIX ROBERTSON
@ALIXROBERTSON4

EXCLUSIVE

Ofsted's eagerly awaited inspection report on the nation's largest FE provider has been delayed by six weeks, with the "silence period" before the election given as the reason.

Learndirect was visited by the education watchdog a month ago, and speculation has been mounting over the grade it will receive.

However, in an unusual move Ofsted told FE Week on April 27 that it would be withholding the report for another six weeks until the general election is over.

"Ofsted, like other government departments, is subject to certain limitations on activity during election silence periods under guidance set out by the Cabinet Office," said a spokesperson.

"In line with the guidance, we will not publish the inspection report at this time because of the provider's significance as a national provider of FE training."

He confirmed Ofsted had "inspected this learning provider in late March 2017" and planned "to publish the inspection report after the general election on June 8".

The delay will mean around a 10-week gap between the Sheffield-based provider's inspection and the announcement of its new Ofsted rating.

The usual time period between the end of an inspection and publication of the resulting report is generally four to six weeks, meaning the treatment of Learndirect is highly irregular.

The provider itself blamed data issues for the hold-up, apparently contradicting Ofsted's explanation that election purdah was behind the hold-up.

A spokesperson told FE Week that the delay was to allow more time for the provider to hand over relevant data due to its size.

"We have recently been inspected and due to the scope of Learndirect's provision we are still providing Ofsted with data," she said.

"While this process continues, we have received notification from Ofsted that our report will not be published for at least the next six weeks."

When FE Week challenged Ofsted to explain the contradiction between its account of the delay and that provided by Learndirect, we were told to take it up with the provider.

A spokesperson did however admit that some exchange of data was still taking place, because the average period of "26 working days" between inspection and publication had been disrupted by the Easter holidays.

Learndirect has hit the headlines a

number of times in recent years, chiefly due to the size of its toplices – a process in which lead providers retain government funding as management fees, before paying a subcontractor to do the training for the remaining sum.

It retained almost £20 million in management fees from its 64 subcontractors in 2015/16 – amounting to 36 per cent of the £55.3 million it received in funding from the Skills Funding Agency.

Learndirect was awarded the largest adult education budget in the country from the SFA for 2016/17 (£60,199,994), and had the second largest allocations for both adult apprenticeships and advanced learning loans (£30,868,330 and £5,116,184).

It also came out on top this February in the race to win European Social Fund contracts, securing 26 deals worth almost £49.5 million, according to FE Week analysis.

Ofsted accused of hiding huge gaps between visits

BILLY CAMDEN
@BILLYCAMDEN

Ofsted has been forced to deny that it removed inspection dates from its new promotional logos due to the length of gaps between inspections.

The inspection watchdog recently released new logos that schools, colleges and providers are entitled to use in their own promotional materials if they receive 'good' and 'outstanding' ratings.

The decision to omit dates did not go unnoticed, however.

"The question why Ofsted has taken the dates off must be asked," said Mary Bousted, the general secretary of the Association of Teachers and Lecturers, who pointed out increasing that schools and colleges deemed 'outstanding' can wait for more than a decade for another inspection.

"It could be because the date between inspections is an embarrassment. If I were Ofsted I wouldn't want to be advertising the length of time between inspections.

"I don't think is an effective way to run an accountability system."

The inspectorate unveiled two new logos for providers during the Easter break. Its decision to design one for those rated 'good' amounts to an embarrassing U-turn following sector anger last September, when Ofsted threatened legal action against providers using its logo to promote their grade two ratings.

This wasn't officially allowed at the time, but many providers had used unofficial logos in their materials without repercussion for years.

Ofsted also redesigned its logo for 'outstanding' providers – which the best institutions have long been allowed to use. However, inspection dates, which had

appeared on previous 'outstanding' logos, have conspicuously disappeared.

A spokesperson for Ofsted wouldn't comment on whether the introduction of a 'good' logo amounted to a U-turn, but did acknowledge that FE Week's reporting had played a part.

"We decided the time was right for a review of our logo policy, taking into account all the feedback we have received from providers, which in some cases was brought to our attention by the press," they said.

We revealed last summer that in one letter received by an unnamed training provider, Ofsted said it would bring legal action to bear if its logo was not removed from all promotional materials within 14 days.

Although obscure policy guidance which has been in place since the year 2000 clearly states that "we do not issue a 'good' logo", many providers graded 'good' over the years had used modified versions of the logo in their materials.

The move was welcomed by Mark Dawe, the chief executive of the Association of Employment and Learning Providers, who described it as a "very positive step".

Ofsted was recently also criticised for allowing huge time gaps between inspections, as we reported last November, when we found that two colleges in England had gone more than a decade without a full inspection – after they had received 'outstanding' ratings.

More providers have since passed the 10-year mark – as you can see in table below – bringing the total to seven, with more imminent.

When two formerly 'outstanding' colleges, Bury College and Holy Cross College in Manchester, were revisited earlier this year after 10 years without inspection, both crashed two grades, and were rated 'requires improvement'.



Provider name	Provider type	Last inspected
SAKS (Education) Limited, Darlington	Independent learning provider	26/05/2006
Hills Road Sixth Form College, Cambridgeshire	Sixth form college	03/11/2006
Protocol Consultancy Services, Birmingham	Independent learning provider	09/11/2006
Bridgwater College, Somerset	General further education college	17/11/2006
Cirencester College, Gloucestershire	Sixth form college	08/12/2006
Woodhouse College, Barnet	Sixth form college	24/01/2007
Priestley College, Warrington	Sixth form college	16/03/2007
The Sixth Form College Farnborough, Hampshire	Sixth form college	01/05/2007
The Isle of Wight College	General further education college	04/05/2007
Carmel College, St Helens	Sixth form college	04/07/2007
British Gas Services Limited, Leeds	Employer provider	12/07/2007
Andrew Collinge Training Limited	Independent learning provider	14/09/2007
Richard Huish College, Somerset	Sixth form college	03/10/2007
The South Downs College, Hampshire	General further education college	03/10/2007
Selby College, North Yorkshire	General further education college	05/10/2007
St Charles Catholic SFC, Kensington & Chelsea	Sixth form college	10/10/2007
Winstanley College, Wigan	Sixth form college	24/10/2007
Blackburn College	General further education college	16/11/2007
Greenhead College, Kirklees	Sixth form college	22/11/2007
Nova Recruitment Services Limited, Dudley	Independent learning provider	22/11/2007

NEWS

Highly unusual notice extension for principal

PAUL OFFORD
@PAULOFFORD

EXCLUSIVE

A large city college in “financial crisis” has taken the highly unusual step of extending the contract of employment notice period of its principal to 12 months, FE Week can reveal.

It is understood that the extension was granted last year to City of Liverpool College’s principal Elaine Bowker – even though she has overseen a catastrophic slump in the college’s Ofsted rating and financial standing since her appointment to the top job in 2011.

FE Week understands the decision was signed off by the former chair of governors, who left shortly after.

Several employment experts have meanwhile described a notice period extension such as this for a sitting principal as highly unusual, as is anything over six months.

The college has repeatedly refused to confirm, or explain reasons for, the alleged notice extension, since FE Week first enquired seven weeks ago.

In a statement, it said: “The college can’t and would not comment on any employee’s contract.”

The college has since refused to respond to half a dozen further email and telephone requests for more information. FE Week also

lodged a freedom of information request, but in response the college said that “we decline disclosure of any personal information sought”.

Ms Bowker caused controversy in 2012/13 when she was given a £40,000 pay rise, up from £139,000, in the same year that the college’s Ofsted rating tumbled from ‘outstanding’ to ‘inadequate’.

It was given the grade four rating in February 2013, two years after Ms Bowker took over as principal in 2011.

The situation subsequently improved slightly, with the college given a grade three in November 2015. That’s the same rating it achieved following an inspection in April 2014.

The college also came in for fierce ministerial criticism for poor oversight over the doomed apprenticeship provider First4Skills in March.

The Liverpool-based company went bust earlier that month, affecting around 200 staff and around 6,500 learners, after the former Skills Funding Agency pulled its contract when it received a grade four rating from Ofsted.

It was 60 per cent owned by City of Liverpool College.

The college was also recently revisited by the FE commissioner’s team, which warned of a “financial crisis” amid a deficit of £15.349 million, while a letter reflecting on its issues



Elaine Bowker

was also published by the apprenticeships and skills minister Robert Halfon.

He wrote: “Of particular concern is the college’s oversight of its majority-owned independent training provider – First4Skills, where achievement rates have been below national minimum standards, and Ofsted have judged the provision ‘inadequate’.”

The college, which has five main campuses all located in the Liverpool City Council Local Authority area had an initial FE commissioner intervention in December 2013 following an inadequate Ofsted inspection and an SFA assessment of 2012/13 financial health as ‘inadequate’.

It left this in November 2014, following an improved Ofsted judgement, and a more

encouraging financial performance in 2013/14.

But it was referred back for another intervention after it informed the SFA last January that it needed £2 million in exceptional financial support to cover working capital requirements, prompting a further notice of concern in February.

Stocktake assessments were carried out by the FE commissioner and two advisers in November 2016 and February 2017.

The latest report summary said: “The group’s annual audited accounts for 2015/16 show a total deficit for the year of £15,349 million. The college budgeted for a group breakeven position before taxation.”

The Department for Education declined to comment on the notice extension.

North London colleges’ merger called-off

MERGER on the grapevine

JUDE BURKE
@JUDEBURKE77

EXCLUSIVE

A merger between two London colleges has been called off completely, seven months after a third party pulled out of initial plans. Barnet and Southgate College and Waltham Forest College first announced plans to join forces in October, after advanced talks with the College of Haringey, Enfield and North East London about a three-way link-up were shelved.

But staff at the two colleges were told earlier this week that the merger had been scrapped – a fact later confirmed in a statement published on Barnet and Southgate College’s website, after FE Week broke the news online.

This isn’t the only merger to go belly-up lately: Bury College was dropped from a planned link-up with the University of Bolton and Bolton College.

Consultation on the move, which was to have been between Barnet and Southgate, which had a grade two rating from Ofsted, and grade three Waltham Forest, closed on March 1, with a planned merge date of August 1. The partnership was recommended by both

the East London area review, which Waltham Forest was part of, and the West London area review, in which Barnet and Southgate was involved.

According to the report from the east London review, the “merged college will deliver high-quality skills training in most of the wider GLA key growth sectors, identified as critical for London’s economy” and “would release significant cost savings in curriculum, management and support functions”.

No reason for the cancellation was given in the colleges’ statement, which said: “Following lengthy and detailed discussions, Barnet and Southgate College and Waltham Forest College have decided to continue their collaboration as partners and not to continue to a full merger at this stage.”

Penny Wycherley, the principal of Waltham Forest College, told FE Week that the “match

wasn’t quite close enough for a merger” between the two colleges, and that “the details weren’t quite right”.

The college is now seeking a new partner, with a view to merging by April 2018, she added.

As previously reported by FE Week, the planned three-way merger involving CONEL had been “shelved by agreement” in October.

The sticking point had been the bodies’ differing approaches to governance and management, as CONEL said in a statement that was released at the time.

Meanwhile, “a number of issues and complexities” have caused Bury College to be dropped from its planned link-up with the University of Bolton and Bolton College.

The proposal was one of just two mergers to emerge from the troubled Greater Manchester area review, which concluded in June –

although Bury College’s consultation on the plans took place before then, in April 2016.

The university said “after extended consideration of the issues of Bury College” at a board meeting on April 24 it had “decided not to proceed, at this time, with the merger”.

Charlie Dean, Bury College’s principal, said this decision prompted college governors to reach the same conclusion at a meeting the following night.

He explained that the issue for the college related to a change in the plans from the original proposal, which would have seen the two colleges merging into a subsidiary company wholly owned by the university, rather than merging directly with the university itself.

“The governors did not believe this arrangement would deliver the perceived benefits of the original merger intentions,” he said.

As previously reported by FE Week, Bury College saw its Ofsted rating plummet from ‘outstanding’ to ‘requires improvement’ in February, following its first inspection in a decade.

The merger between Bolton College and the university is still set to go ahead, and spokespersons for both institutions said the plans were “on track and making good progress”.

“We are however disappointed to hear that the opportunity of the wider merger with Bury College will now not be taking place,” a Bolton College spokesperson said.



NEWS

Plea to pause adult education tender as election gets in way

PAUL OFFORD
@PAULOFFORD

A long-term pause on the first ever procurement process for adult education budget contracts has been called for – after FE Week learned it's now unlikely any tendering results will be published before the general election.

The former Skills Funding Agency first wrote to independent training providers last autumn and told them that their current AEB contracts would come to an end in July, rather than having them automatically renewed as before.

FE Week then reported in January that the resulting first ever procurement process for such contracts for ITPs, had finally been launched by the Skills Funding Agency – with original government guidance stating that notification of the tender results would be on May 19.

We asked DfE for confirmation of when these would be revealed, and were told that at the present time they do not know if it will be delayed beyond the snap June 8 general election called last week by Prime Minister Theresa May, but think it "likely".

After learning of this, Association of Employment and Learning Providers' boss

Mark Dawe told FE Week: "If there is a delay on the procurement outcome, it will put more pressure on ITPs when the colleges have already got their allocations.

"The ESFA have just set a precedent for placing a pause on the non-levy apprenticeship procurement, so why not set aside the AEB ITT for a year and give ITPs an allocation for the year 2017/18 essentially based on what they had before?"

The Education and Skills Funding Agency announced on April 12, that the decision over non-levy funding allocations had been paused, to allow more time for the situation to be reviewed.

This was followed by more government guidance on this last week explaining how "to maintain stability through the transitional period, we will continue to apply current subcontracting rules to the delivery of new starts to non-levy-paying employers through to December 2017".

The latest request for a pause, this time on the non-levy apprenticeship procurement after the procurement results delay caused by election purdah, comes after the Skills Funding Agency first wrote to ITPs on the issue in October.

It said that changes to contracting regulations, which came into force that February, meant that the SFA could no longer automatically renew contracts when they ended and instead would have to "procure future training provision".

We subsequently exclusively revealed in

early January that education secretary Justine Greening had given the ministerial green light for the first ever procurement process for AEB contracts to begin within days.

It is thought around 500 training providers will have applied for a share of the AEB, which totals around £1.5 billion.

But only around £250 million of the budget is up for grabs through the tendering process.

This is because colleges, local authorities and universities – which contract with the SFA through a grant funding agreement – have not been affected by the changes and will not have to tender.

Purdah refers, in the above case, to limitations set on civil service work in the build-up to general elections, due to the importance of it being seen to have no party affiliations.



ncfe.

deliver ncfe functional skills.

With NCFE's Functional Skills, you'll have access to resources, tools and award-winning service that will ensure success for you and your learners.

Visit: ncfe.org.uk
Call: 0191 240 8833

External
assessment
results in...

6

working days
guaranteed



#WSABUDHABI2017

Team UK is selected

BILLY CAMDEN
@BILLYCAMDEN

EXCLUSIVE

Apprentices from Toyota, Airbus and Topshop are among 32 of the country's elite learners who have been selected to represent the UK and go for gold at WorldSkills Abu Dhabi later this year.

The team will fly to the Middle East in October to compete against young people from 76 countries, in more than 50 different skills, ranging from aircraft maintenance and mechanical engineering, through to

restaurant service and cyber security.

Those chosen for Team UK – and those who haven't – have gone through a two-year qualification battle with the best this country has to offer in each discipline, giving up most of their weekends and evenings to hone their skills.

They've excelled at regional heats, a national final, the European finals, and last month jumped the final hurdle, facing the most testing international standards at a team selection showdown in Manchester.

"I said I wouldn't cry if I made Team UK

but I couldn't help it," said Jordan Charters, after he was told he had been chosen to represent the UK in painting and decorating. "All the hard work that I put in has paid off. It has made it worthwhile."

While 32 members of Team UK have already been announced, two more will join them in June when the cooking and car painting competitors are selected.

All 34 will then undergo a rigorous regime of Olympic-style training in preparation for the most intense week of competition imaginable, at an event dubbed the

"Olympics of skills".

Of the team going to compete in Abu Dhabi, 13 represented the UK at EuroSkills Gothenburg in December last year, where the team brought home two golds, one silver, two bronzes and eight medallions of excellence.

Among them was plumbing and heating competitor Daniel Martins. He said he was "over the moon" to be chosen to fly to Abu Dhabi, an experience which he expects to be "unbelievable".

At the last WorldSkills in Sao Paulo in 2015, Team UK finished overall seventh in

Beauty Therapy

Kaiya Swain, 22



Training provider: Lewes Sussex Down College
Employer: Kaiya Rose Beauty
Expert: Jenna Wrathall Bailey

Bricklaying

Joshua Hunter, 21



Training provider: Hull College
Employer: Geo Houlton & Sons Ltd
Expert: Michael Burdett

Cabinet Making

Angus Bruce-Gardner, 22



Training provider: Waters and Acland
Employer: Silverlining
Expert: Christian Notley

Carpentry

Cameron Nutt, 20



Training provider: North West Regional College
Employer: J&R Snodgrass
Expert: Gareth Evans

Hairdressing

Bridie Thorne, 22



Training provider: Train with Pride
Employer: Pride Hairdressing and Barber Shop
Expert: Linzi Weare

Jewellery

Alexander Wood, 22



Training provider: The Goldsmiths' Centre
Employer: N Goves Ltd
Expert: Steven Jinks

Joinery

Conor Willmott, 20



Training provider: West Suffolk College
Employer: Precision Carpentry and Joinery
Expert: Andrew Pengelly

Landscape Gardening

Will Burberry, 20



Training provider: Merrist Wood College
Employer: Self-employed
Expert: Simon Abbott

Mechanical Engineering CAD

Betsy Crosbie, 21



Training provider: New College Lanarkshire
Employer: N/A
Expert: Barry Skea

Mechatronics

Samuel Hillier, 24



Training provider: Toyota Manufacturing UK
Employer: Toyota Manufacturing UK
Expert: Calum Knott

Mechatronics

Tom Revell, 24



Training provider: Toyota Manufacturing UK
Employer: Toyota Manufacturing UK
Expert: Calum Knott

Painting and Decorating

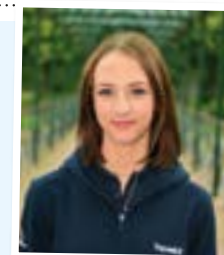
Jordan Charters, 21



Training provider: Edinburgh College
Employer: George Charters
Expert: Peter Walters

Visual Merchandising and Window Dressing

Catherine Abbott, 20



Training provider: East Berkshire College
Employer: Topshop
Expert: Julianne Lavery

Wall and Floor Tiling

Armondas Tamulis, 20



Training provider: Southern Regional College
Employer: Self-employed
Expert: Paul Doran

Web Design

Alfie Hopkin, 19



Training provider: Coleg Sir Gar
Employer: N/A
Expert: Mike David

Welding

Josh Peek, 20



Training provider: Great Yarmouth College
Employer: L&G Engineering
Expert: Clive Bell

#TEAMUK

for Worldskills 2017

the medal table, ahead of favourites France and Germany – bringing home three golds, four silvers, two bronzes and 23 medallions of excellence.

Skills and apprenticeships minister Robert Halfon told FE Week: “It is an absolute delight to have a great WorldSkills Team UK heading out to Abu Dhabi. I am also thrilled that we have all of the nations from the UK represented in the team, and I have no doubt they will do tremendously well and I wish them every possible good luck. This is a wonderful day for skills in our country.”

CNC Milling

Ethan Davies,
21



Training provider: Coleg Cambria
Employer: Electroimpact UK Ltd
Expert: Mike Watson

Aircraft Maintenance

Joseph Massey,
23



Training provider: Coleg Cambria
Employer: Airbus UK
Expert: Martin Yates

Architectural Stonemasonry

Archie
Stoke-Faiers,
22



Training provider: Weymouth College
Employer: Self-employed
Expert: Kevin Calpin

Autobody Repair

Andrew Gault,
20



Training provider: Riverpark Training
Employer: Glenn Allen Car Body Repairs
Expert: Frazer Minskip

CNC Milling

Ethan Davies,
21



Training provider: Coleg Cambria
Employer: Electroimpact UK Ltd
Expert: Mike Watson

Construction Metal Work

Macaulay Reavill,
20



Training provider: Grimsby Institute
Employer: Allied Protek
Expert: Andy Whitehouse

Cyber Security (IT Network Administration)

Shane Carpenter,
21



Training provider: Nescot
Employer: BAE Systems
Expert: Kevin Large

Electrical Installation

Matthew Doe,
22



Training provider: Bridgwater College
Employer: Roger Restorations
Expert: Gareth Jones

Landscape Gardening

Adam Ferguson,
20



Training provider: CAFRE
Employer: Historic Royal Palaces (Hillsborough Castle)
Expert: Simon Abbott

Manufacturing Team Challenge

Jake Green,
22



Training provider: Bradford College / STEGTA
Employer: Carnaud Metalbox Engineering
Expert: Wyn Rowlands

Manufacturing Team Challenge

Alexander
McCluskey, 22



Training provider: STEGTA
Employer: Carnaud Metalbox Engineering
Expert: Wyn Reynolds

Manufacturing Team Challenge

Jacob Parker,
21



Training provider: STEGTA
Employer: Carnaud Metalbox Engineering
Expert: Wyn Reynolds

Patisserie and Confectionery

Steven Lodge,
22



Training provider: Hull College
Employer: N/A
Expert: Philip Dixon

Plastering and Dry Wall Systems

Harrison Moy,
21



Training provider: British Gypsum
Employer: H&R Property Enhancement
Expert: David Kehoe

Plumbing and Heating

Daniel Martins,
20



Training provider: EAS Mechanical
Employer: Briggs and Forrester
Expert: Paul Dodds

Restaurant Service

Elizabeth
Forkuoh,
20



Training provider: Coleg Sir Gar
Employer: Stradey Park Hotel
Expert: Dr Shyam Patiar

3D Digital Game Art

Daniel McCabe,
19



Training provider: West Cheshire College
Employer: Codemasters
Expert: Mike Spence

Abu Dhabi: The Olympics of skills

This year's global event will be the first time that a Middle Eastern country will host WorldSkills, although Abu Dhabi itself is no stranger to skills competitions.

The 44th WorldSkills will be held in the Adnec, the Abu Dhabi National Exhibition Centre, a venue that has hosted both the Emirates skills competition and the Gulf Cooperation Council regional skills competition.

It is one of the largest exhibition centres in the Middle East, at 133,000 square metres, or the size of around 20 football pitches.

The event will take place between October 14 and 19, when temperatures can hit 43 degrees centigrade (in England the temperature will be a milder 12 degrees).

But the heat isn't going to be a problem for any competitors from colder countries, according to

Simon Bartley, the president of WorldSkills International.

Mr Bartley previously told FE Week: “I've visited the venue in the middle of summer, winter, spring and autumn and I can tell you that the centre where the competition is being held is fully air conditioned. It will be perfectly fit for running a competition.”



NEWS

Crisis deepens as learners drop at two thirds of UTCs

BILLY CAMDEN
@BILLYCAMDEN

EXCLUSIVE

Learner numbers have dropped at around two thirds of established university technical colleges this academic year, an FE Week investigation has found.

We submitted freedom of information requests to the 26 UTCs that opened in 2014 or before, asking for their 2016/17 student numbers.

FE Week analysis of their responses (see the full breakdown in the table online) showed student numbers had fallen this academic year at 13 of the 20 UTCs that provided data. Further to this, 11 (55 per cent) revealed they

are still at less than half capacity.

The findings will heap pressure on ministers to scrap the controversial project, driven by Lord Baker, just two years after the Conservative Party pledged to establish a UTC “within reach of every English city” in its 2015 general election manifesto.

Lincoln UTC experienced the biggest drop in student numbers, falling from 302 in 2015/16 to 214 this year, a drop of 29 per cent.

Its principal Paul Batterbury said the decline was a result of the local council cutting free transport for students who attended the college – many of whom live outside the catchment area – this year.

Sir Charles Kao UTC, in Essex, experienced the second largest drop in students, from 177

to 142, a fall of 20 per cent.

In third was Leigh UTC, which saw numbers dip from 230 to 191, while Elstree UTC in Borehamwood fell from 413 to 341. Both experienced a decrease of 17 per cent.

Sir Charles Kao, Leigh, and Elstree UTC were unable to comment before FE Week went to press.

Energy Coast UTC, which received a financial notice to improve last month for outsourcing its teaching at a cost not deemed “value for money”, had a 15 per cent drop from 306 students last year to 260.

Its principal Cherry Tingle said reasons for the fall included concerns from parents that the UTC had three interim principals last year, until she joined permanently last September.

UTC Plymouth was found to be the emptiest of the colleges, operating at just 24 per cent of capacity.

Next was Buckinghamshire UTC, which has just 148 students on roll despite a capacity of 600 (25 per cent).

Neither college would comment.

Malcolm Trobe, the deputy general secretary of the Association of School and College Leaders, said the UTC project needed more strategic thinking.

“UTCs and the curriculum they offer need to be part of an overarching area wide strategic plan for student places,” he told FE Week.

“This would involve secondary schools,

sixth form colleges, and FE colleges. The whole provision needs to be thought out strategically to ensure that youngsters within a region have access to the full range of curriculum possibilities.”

Even Michael Gove, the former education secretary and a key architect of the UTC programme, admitted earlier this year that “evidence has accumulated” that the experiment with 14-to-19 technical institutions had failed.

Seven UTCs have closed, or announced plans for closure, amid dwindling pupil numbers.

Around £10 million was spent on establishing each of them.

Sixty per cent of UTCs visited by Ofsted have meanwhile been given ‘inadequate’ or ‘requires improvement’ ratings.

A spokesperson for the Baker Dearing Educational Trust, which holds responsibility for overseeing UTCs, admitted it is “taking longer to fill UTCs than we would like”.

“Recruitment for most schools is improving steadily each year as the programme becomes more established,” she said. “It is indeed challenging for UTCs to recruit at 14, as the concept of transfer at this age is not what parents are used to.”

The six UTCs that were unable to respond to our FOIs before publication were Daventry, Liverpool Life Sciences, The Greater Manchester Sustainable Engineering, Tottenham, Lancashire, and Bolton.



Lord Baker

National College for Onshore Oil and Gas opening delayed

ALIX ROBERTSON
@ALIXROBERTSON4

Plans to launch a National College for Onshore Oil and Gas later this year have stalled while the industry “develops further”, FE Week can reveal.

Last May, the government committed nearly £80 million to the creation of five new national colleges across the country, each focusing on a different type of “high-tech training” in “industries crucial to economic growth”, with oil and gas identified as one of the sectors.

The NCOOG was set to receive £5.6 million, but FE Week has now learned it is struggling to get off the ground and will not open for training in September as planned.

Alarm bells first sounded when the college failed to appear on the Register of Apprenticeship Training Providers in March, and representatives have admitted in response that “with the industry still developing and its requirements for skills becoming clearer, NCOOG has not yet been launched”.

“The NCOOG will make a formal announcement ahead of its official opening, at this stage it is not expected to be in September,” said a spokesman.

“When the industry develops further the national college will establish a website.”

Commenting directly on the NCOOG’s absence from RoATP, the college’s spokesman told FE Week that while it did not take part in the initial round of applications, it would “make a submission” once it is “fully established”.

NCOOG’s administrative headquarters are at Blackpool and the Fylde College, and principal Bev Robinson has been in charge across the development phase since 2014. The national college declined to say what she was being paid for the additional role.

A spokesperson for Blackpool and the Fylde told FE Week: “The national college has

yet to be launched. However, the capability already exists to support the current training needs of the sector as required.”

Graeme Wood, project and development manager at Redcar and Cleveland, added NCOOG was busy developing training courses and standards “to support the growing market need in collaboration with recognised industry specialists”.

Highbury College was unable to respond by the time of going to press.

Corin Taylor, a senior adviser for United Kingdom Onshore Oil and Gas, a national representative body for the industry which

has also been overseeing development of NCOOG, claimed the delay was not entirely unexpected. “It has always been our intention to cement the foundations of the NCOOG ahead of offering training,” he said.

The hold-up was welcomed by Hannah Walters, a representative of the anti-fracking organisation Frack Off.

“It comes as no surprise that NCOOG has been delayed. Fracking is highly speculative in the UK and even at production, it will destroy more jobs than it creates,” she said.

“This delay in the opening of the NCOOG is symptomatic of the industries failure to gain a social licence to operate in the UK.”

Only two national colleges have made it onto the RoATP so far: Ada, the National College for Digital Skills, which launched last September, and the National College for High Speed Rail, which is making strong progress ahead of its launch in September.

A spokesperson for the National College for Nuclear told FE Week that it was “on schedule” to open “during the last quarter of 2017”, but that it wouldn’t apply to the register as it intends to contract out apprenticeship training to other providers rather than delivering it directly.

The National College for the Creative Industries, which also opened in September 2016, applied to RoATP in March, but was rejected on what it claimed was a “technicality” in its application.



BOOK TODAY
JUNE 22-23, 2017

TAKING PLACE ALONGSIDE

The Telegraph

**FESTIVAL OF
EDUCATION**

WELLINGTON COLLEGE

FE Week 

FESTIVAL OF

Wellington College

VITAL CPD WITH A FESTIVAL VIBE
FIND OUT MORE AT FESTIVALOFSKILLS.CO.UK

**NO ORDINARY EDUCATION EVENT. BE PART OF
SOMETHING INSPIRING IN SUMMER 2017.**

**EARLY BIRD TICKETS
AVAILABLE**
**SAVE 40 % ON TICKETS AND GROUP
BOOKING RATES BEFORE APRIL 30.**

**TWO PACKED DAYS
OF FUN & CPD**

**FOR ALL STAFF
IN FE & SKILLS**

**100'S OF WORKSHOPS
ACROSS TWO DAYS**

THE EDUCATION EVENT OF 2017

The FE Week Festival of Skills is an inspiring two day CPD extravaganza for professionals working within the further education and skills sector.

Over two days the Festival of Skills brings together the best of the sector's most forward thinking advocates, practitioners of change, policy makers and educators, at one of the leading forums for thought leadership, CPD and debate in the FE and skills sector.

This year's Festival of Skills will take place alongside the prestigious Telegraph Festival of Education at Wellington College.

Come and join the thousands of other Festival-goers who explore, celebrate, learn, debate and connect.

HEADLINE PARTNER

**City
&
Guilds**

BROUGHT TO YOU BY

**summerhouse
events**

INVESTIGATES

Horror story fears over apprenticeship allocations

JUDE BURKE
@JUDEBURKE77

Apprenticeship providers are facing up to a “horror story” of bankruptcy and failure after receiving funding allocations that amount to a fraction of their current delivery, sector leaders are warning. The amount of cash colleges and providers will receive in order to deliver apprenticeships to small employers between May and December was revealed by the Education and Skills Funding Agency on Tuesday (April 25) – leaving many of them fearing for their futures.

The ESFA announced earlier in April that it would be pausing the £440 million procurement process for the 98 per cent of employers not subject to the levy, after it was massively oversubscribed – news that was welcomed by many at the time.

However, many providers are dismayed by the “derisory” allocations they have received for the next eight months – with some facing cuts of more than 80 per cent compared with the previous year.

The situation is so dire that AELP boss Mark Dawe labelled it a “horror story” and the “the bonfire of the providers”.

Writing on page 11 of this week’s newspaper, he warned that “some providers will be running out of money within weeks” and that “closures and redundancies will start next week”.

“Without immediate action and additional money allocated, the government will have managed to destroy capacity and the consequences for non-levy businesses, employees and learners will be dire,” he said.

He urged the government to “act today” if it “genuinely cares” about delivery to SMEs and “robust apprenticeship and skills policy”.

David Hughes, the AoC’s chief executive, echoed Mr Dawe’s concerns, describing the allocations as “less than colleges expected, and hoped for, and need, to meet the needs of apprentices and SMEs”.

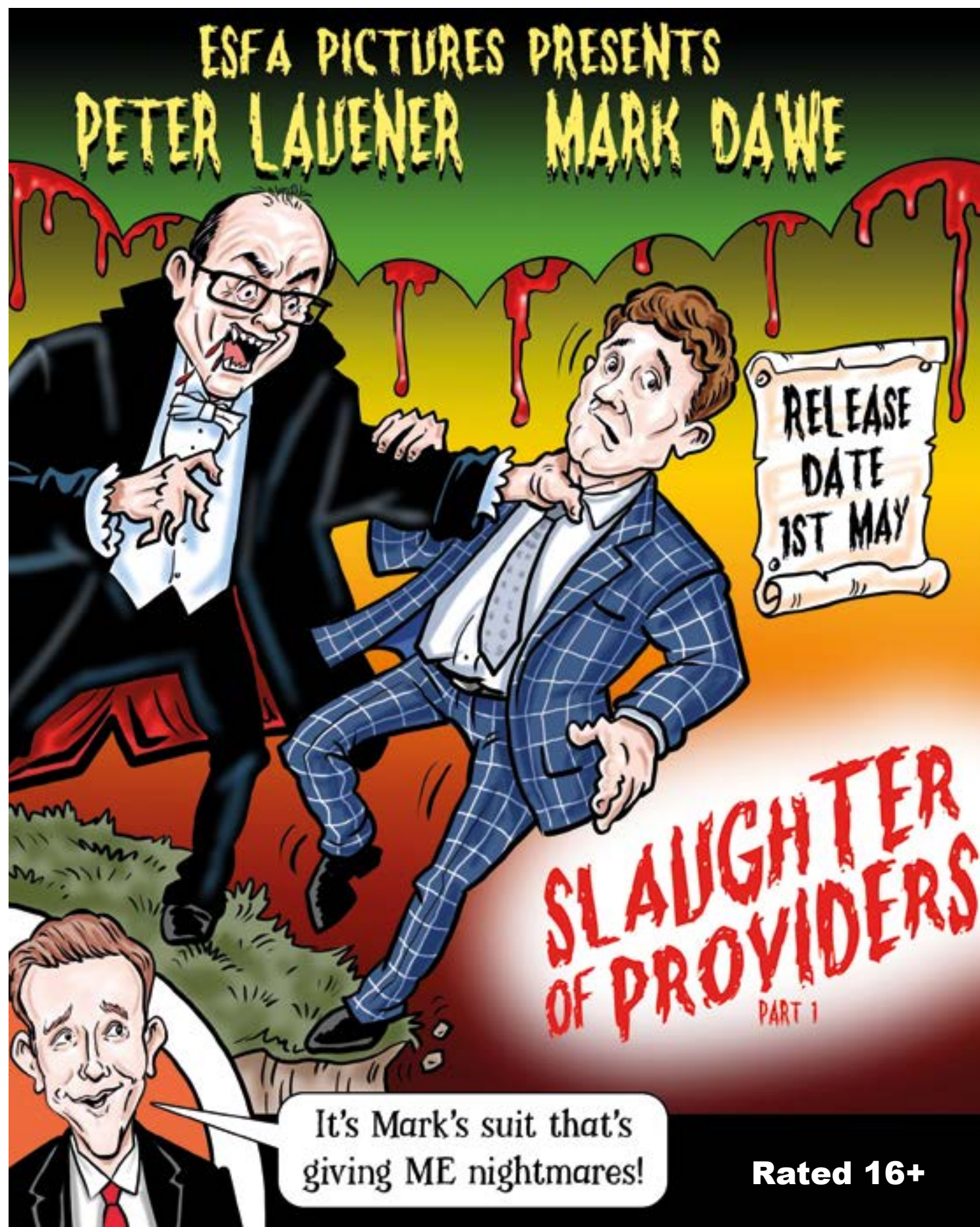
“I have always been very worried about the emphasis on the levy, and the seeming reduction that it implies for SME delivery – particularly given that the programme has relied heavily on SMEs being the backbone of offering apprenticeships,” he said.

A Department for Education spokesperson however refused to clarify the situation, saying: “We cannot make any commitment to what will happen until after the election”.

The scale of the cuts is revealed in a letter from one angry provider to apprenticeships and skills minister Robert Halfon.

The provider, which has an ‘outstanding’ Ofsted rating and achievement rates of well over 90%, claimed its funding had been slashed by more than 80 per cent.

Its allocation for 16- to 18-year-olds for the eight months between May and December is just £79,466 – a massive 81 per cent drop compared with the £420,624 it received for the equivalent period this year.



And it has been allocated a paltry £22,770 for 19+ apprenticeships – a whopping 89 per cent drop compared with its pro-rata amount for this year.

“I wish to advise you that the allocation given to our organisation is derisory and in no way reflects our delivery record to date for 2016/17,” the provider wrote.

In a letter sent to providers this week, the ESFA said it had “worked out your allocation by calculating your share of provider earnings to non-levy paying

employers” and detailed the methodology it had used.

“Within the available budget, we have cushioned your allocation in recognition of the fact that we have had to approximate your delivery to non-levy paying employers,” it added.

The letter also confirmed that “the current approach to subcontracting” would be maintained for new starts to non-levy paying employers until the end of December.

However, FE Week has been shown

several emails from providers cutting ties with their subcontractor owing to a smaller than anticipated non-levy allocation.

But only providers on the new register of apprenticeship training providers would have their contracts extended.

FE Week asked the DfE for the total non-levy funding figure that has been allocated until December, and after repeated requests we were refused an answer and told they do not routinely publish total allocations, something which obviously not true.

Rated 16+

EXPERTS

Mark Dawe, chief executive of the Association of Employment and Learning Providers, calls below for immediate government action to alleviate the pending “horror story” facing providers of apprenticeships with non-levy employers.

The day the non-levy procurement pause was announced, I remarked to colleagues how appropriate it was that it was Maundy Thursday – the day of the Last Supper, when Peter was told of his three acts of denial.

No, the pause isn't aimed at stopping subcontractors getting a contract; no (after a lot of lobbying,) the new subcontracting rules won't apply during the pause; and no, this allocation is not designed to destroy the subcontracting market. Three denials, it's but starting to get a little suspicious.

As things stand, over the next week we will witness something equivalent to a horror movie: “the slaughter of providers, part one”.

I have been accused of inappropriately fanning the flames, but it wasn't me who lit the bonfire of the providers. As I explained, I am just reflecting the heat I am feeling from AELP members. That's my job.

So what is the problem? As levy business starts next week, there are many positive



**MARK
DAWE**

CEO, Association of Employment and Learning Providers

The procurement pause will be ‘a slaughter of providers’

aspects about the apprenticeship policy and levy-paying employers, and many providers are very excited.

But let's be very clear, it's only the few thousand-odd levy-paying employers we are talking about here. They make up, as the government keeps reminding us, just two per cent of the employer market.

The horror story emerges in the non-levy world. For those involved, it feels like we are stumbling towards the edge of a precipice, and if the government doesn't act in the next few days, there will be no return this time.

The allocations announced this week to prime providers, with a handful of exceptions,

appear to be a fraction of what providers require to maintain their current run rate, i.e. apprenticeship starts and apprentices already on a programme.

Some providers will run out of money within weeks.

When the government paused the process, it said it wanted to “achieve the right balance between stability of supply and promoting competition and choice for employers”. This latest decision has tipped the scales towards total instability.

The funding agency might argue that it has given opportunities to the primes to put in a business case for more money and that they will receive results in July.

However the current reduction in allocation makes it impossible for providers to plan working on the basis of no guarantee of future funding and limited trust in the system.

But worse, subcontractors are being contacted by their primes, often with great regret, hour by hour, and told that there isn't enough money to support them, so they won't have any funded starts from May 1.

Closures and redundancies will start next week; come July many of these providers won't exist anymore and the RoATP will shrink rapidly.

I really don't think the government understands the seriousness of the situation. I have provided officials some examples, and have many, many more that underline the dire position we are in.

Many officials have voiced their concern about the capacity and readiness of the system and particularly providers.

Have they ever tried to develop a business which only has funding for six weeks? It's not as if the funding can be claimed without an apprenticeship being delivered – we are not talking grant funding – and I thought the government wanted more apprenticeships, not less.

Without immediate action and additional money allocated, the government will have managed to destroy capacity and the consequences for non-levy businesses, employees and learners will be dire.

Our concerns of “apprenticeship deserts” will become a reality across the nation's constituencies.

While AELP continues the fight at the centre, for many of their members and local provider networks, the only option is to talk to local MPs and prospective parliamentary candidates about the consequences of this approach.

If the government genuinely cares about delivery to SMEs and social mobility, it will act today. If the government genuinely cares about robust apprenticeships and skills policy to underpin its industrial strategy, it will act today. If this isn't just an underhand way of wiping out subcontracting, the government will enhance allocations today.



Providers tweet their reaction to the non-levy news



Graham Howe
@GrahamDavidHowe

The irony of non-Levied funding allocations is subs performance positively impact the award, but prime can't afford to allocate them funding

8:31 AM - 26 Apr 2017



ITEC
@ITECLT

No apprenticeship starts for non-levied employers allocated as yet from primes to subcontractors in Essex - eek!
@NickLinford @AELPUK

1:49 PM - 27 Apr 2017



Weir Training
@Weir_Training

Is there anything else that the ESFA want to throw at us?? There's something new that's negative every single day. Who is listening?

8:26 PM - 27 Apr 2017



Gareth Jones
@GMLPFApps

It's almost as if @ESFAGov are scared that employers won't pay levy contributions next month. Just ridiculous situation they've created

10:12 PM - 27 Apr 2017

EDITORIAL

Levy launch overshadowed by horror story



On the eve of the apprenticeship reforms being implemented the government might have expected the sector to be apprehensive, but excited.

Yet the ESFA clearly bit off more than it could chew when tendering for non-levy allocations.

The tender pause and subcontracting rule extension presented a welcome offer of stability until December.

Any pretence of stability is now in tatters, as providers receive allocations, which they claim force them to dump their subcontractors.

Nobody predicted this horror story about cuts to allocations, nor a failed 11th hour attempt at stability.

The government can choose to ignore providers going bust, as their MPs seek re-election.

But after 8 June the new government will have to cope with a lot of angry small employers being turned away by apprenticeship providers.

It's one thing to put employers in the driving seat, but without fuel nobody is going anywhere.

Nick Linford, Editor
news@feweek.co.uk



ANNOUNCEMENT

The Further Education Trust for Leadership (FETL) is delighted to announce their next round of Grant funding will open on 2nd May 2017.

At FETL, we have been working to build a body of knowledge to shape the thinking about leadership in Further Education.

Our constantly changing education system requires the FE and Skills sector to build additional leadership capacity to continue to be successful. Crucially, leadership in itself is insufficient and FETL is at the forefront of encouraging this debate.

FETL offers Grants up to £100,000 and we welcome expressions of interest from organisations with innovative and visionary ideas, who work in the field of FE and Skills.

If you wish to find out more about our Grant programme we will be holding a briefing session on the 11th May 2017. To attend please email enquiries@fetl.org.uk.

For further information about our Grant programme as well as our published work, or to make an application, please visit www.fetl.org.uk or call us on 0203 637 0977.

AOC SPORT CHAMPIONSHIPS 2017

South-east triumphant at AoC sport championships

BILLY CAMDEN
@BILLYCAMDEN

There was a shock result at last weekend's 39th AoC Sport National Championships after the south-east claimed the coveted Wilkinson Sword for the first time in seven years.

The team – who were runners-up in 2016 – wrestled the title off their local rivals the south-west, reigning champions for three years in a row, finishing a whopping 22 points clear.

The sought-after Wilkinson Sword is awarded to the region that accumulates the most points across individual sports over the national championships weekend.

Around 1,650 college students from 10 regions across England and Wales competed in this year's event in Nottingham, which is described as the "pinnacle of the college sporting calendar".

FE Week reported live on all of the drama from the 13 sports on show, including football, table tennis, netball, basketball, rugby and hockey.

Helping the south-east to top spot was the men's team captain Mahamed Mahamed, from Itchen Sixth Form College, who won gold in the men's cross-country for the third successive year.

He then claimed a second gold as he led

the way for his region in the cross-country team event, again pipping the south-west into second place.

The Itchen SFC women's basketball team also claimed gold for the south-east, while the region's men's golf and tennis teams also won their competitions.

On claiming the Wilkinson Sword, south-east men's hockey player Conor Baverstock from Peter Symonds College, who won a silver medal, told FE Week: "We didn't expect it, it's always the south-west."

"We came here pretty confident, but the standard is so much better than last year."

The bronze medal position was contested by another set of local rivals, the west midlands and the east midlands.

The west came out on top, with outstanding performances from Newcastle-under-Lyme College in the men's volleyball, who snatched-and-grabbed a last-second winning point against Middlesbrough College, representing the north-east, to claim gold.

Daniel Wells, from Lincoln College, also impressed by emphatically taking gold for the east midlands in the men's squash.

But his victory didn't come easily, as the north-east's Oliver Walls, from Queen Elizabeth Sixth Form College, put up a fierce fight in the final.

Being played in one of only four all-glass squash courts in the country at the University of Nottingham's David Ross

Sports Village, Oliver took the first set of the match much to the frustration of Daniel, who furiously smashed and broke his racket on the floor in anger at his early performance.

After clearing his head Daniel approached the second set with much more grace and eventually came out on top.

The south-east won the Wilkinson Sword for the first time in 2008 – 27 years after the national championships launched in 1979.

But the region went on to win it for four years in a row after, until 2012, when the south-west claimed dominance.

Pip Stewart, a south-east women's hockey player from Peter Symonds College, who won a bronze medal, said winning the Wilkinson Sword back from their neighbours was an achievement she will "never forget".

Following tradition, a lively opening ceremony kicked the national championships weekend off on April 21.

Jordan Jarrett-Bryan, a former Paralympic basketball player who is now a TV sports reporter, was the evening's compere and got the competitors hyped up for the competitions with tales of his sporting experience and competitions to see which region could make the loudest noise.

Loughborough Gymnastics Club



then had spectators on the edge of their seats with a daring but perfectly executed routine.

Each of the 10 competing regions then presented their personalised flags, followed by the reading of the AoC Sport National Championships oaths, before AoC Sport chair Mark White officially declared the games open.

Three fierce days of competitive sport then got underway across the University of Nottingham's brand new £40 million David Ross Sports Village, as well as at Trent Bridge, Nottingham Wildcats Arena, Morley Hayes Golf Club, and Nottingham Tennis Centre.

A closing ceremony, with presentation of the Wilkinson Sword, finished proceedings off on the Sunday.

Mr White told FE Week afterwards: "We've had a marvellous weekend. I've spent three days watching real enthusiasm and excellence in the students from colleges, who have competed with such passion and such talent. I've enjoyed every minute of it."



Billy Camden



The south east collecting the Wilkinson Sword at the AoC Sport National Championships closing ceremony



WILKINSON'S SWORD		
REGION	TOTAL POINTS	FINAL POSITION
SOUTH EAST	163	1ST
SOUTH WEST	141	2ND
WEST MIDLANDS	140	3RD
EAST MIDLANDS	136	4TH
NORTH WEST	121	5TH
YORKSHIRE & HUMBER	118	6TH
EAST	116	7TH
NORTH EAST	87	8TH
LONDON	82	9TH
WALES	62	10TH



BADMINTON

POS	REGION
1	YORKSHIRE & HUMBER
2	SOUTH EAST
3	WEST MIDLANDS

CRICKET

POS	COLLEGE	REGION
1	DERBY COLLEGE	EM
2	NEW COLLEGE PONTEFRACT	YH
3	HAVANT COLLEGE	SE



CROSS COUNTRY – WOMEN'S REGION

POS	COLLEGE
1	YORKSHIRE & HUMBER
2	SOUTH EAST
3	NORTH WEST



MEN'S BASKETBALL

POS	COLLEGE	REGION
1	ST CHARLES	L
2	SHEFFIELD	YH
3	MOULTON	EM



MEN'S CROSS COUNTRY INDIVIDUAL

POS	COLLEGE	REGION
1	MAHAMMED MAHAMMED, ITCHEN	SE
2	JACK BOSWEL, FARNBOROUGH 6TH FORM	SE
3	JAKE SMITH, EXETER	SW



CROSS COUNTRY – MEN'S REGION

POS	COLLEGE
1	SOUTH EAST
2	SOUTH WEST
3	NORTH WEST

WOMEN'S BASKETBALL		
POS	COLLEGE	REGION
1	ITCHEN	SE
2	MOULTON	EM
3	HOLY CROSS	NW



WOMEN'S CROSS COUNTRY INDIVIDUAL

POS	COLLEGE	REGION
1	LUCY HOLT, NEWCASTLE UNDER LYME	WM
2	BLYTHE FOURIE, CARDINAL NEWMAN	NW
3	OLIVIA SYKES, GREENHEAD COLLEGE	YH



WOMEN'S 7-A-SIDE FOOTBALL

POS	COLLEGE	REGION
1	ACCRINGTON	NW
2	SEEVIC	E
3	BARNET & SOUTHGATE	L



1. Yorkshire and Humber badminton player who claimed gold
2. A Sixth Form College Farnborough badminton player representing silver medallists the south east
3. The Sheffield College representing runners-up in the basketball Yorkshire and Humber
4. Coleg Gwent representing Wales (red) battling away in the women's basketball against Birmingham Met College in the West Midlands

5. Bolton Sixth Form College going for six in the cricket representing the north west
6. Mahamed Mahamed, from Itchen College in the south east, running his way to gold in the men's cross country
7. Women's cross country runners taking their stride
8. The men's cross country teams sprinting for glory
9. A Coleg Gwent rugby player fighting off competition for Wales

AOC SPORT CHAMPIONSHIPS 2017

10



FOOTBALL FOR STUDENTS WITH A DISABILITY

POS	COLLEGE	REGION
1	SHIPLEY	YH
2	BIRMINGHAM MET	WM
3	LINCOLN	EM



11

MEN'S 7-A-SIDE FOOTBALL

POS	COLLEGE	REGION
1	BROCKENHURST	SE
2	EXETER	SW
3	EAST NORFOLK	E

MEN'S GOLF

POS	COLLEGE
1	SOUTH EAST
2	SOUTH WEST
3	EASTERN

WOMEN'S GOLF

POS	COLLEGE
1	WEST MIDLANDS
2	SOUTH WEST
3	SOUTH EAST

MEN'S INDIVIDUAL GOLF

POS	COLLEGE	REGION
1	CAMERON WALLACE, HARTLEPOOL COLLEGE	NE
2	WARREN BATES, EASTON & OTLEY	E
3	OLIVER RAVENSCROFT, KING GEORGE V	NW

WOMEN'S INDIVIDUAL GOLF

POS	COLLEGE	REGION
1	MEG ROSSOUW, HARTPURY	WM
2	ADRIAN MYLREA, HARTPURY	WM
3	NATASHA AINSLEY, THOMAS MOULTON	EM

12



13

MEN'S HOCKEY

POS	COLLEGE	REGION
1	WEST MIDLANDS	WM
2	PETER SYMONDS	SE
3	RICHARD HUISH	SW

NETBALL

POS	COLLEGE	REGION
1	HOLY CROSS	NW
2	HARTPURY	WM
3	HILLS ROAD	E

WOMEN'S HOCKEY

POS	COLLEGE	REGION
1	GREENHEAD	YH
2	HILLS ROAD	E
3	PETER SYMONDS	SE

- 10. Brockenhurst College's football team celebrating after scoring gold in the men's football
- 11. Learning difficulty football players from gold winning Shipley College representing Yorkshire and Humber (blue) facing up against Birmingham Met College in the west midlands
- 12. Peter Symonds College (blue and yellow) for silver medallists the south east playing against Hills Road Sixth Form College representing the eastern region
- 13. Women's hockey champions Greenhead College for Yorkshire and Humber
- 14. Women's rugby gold medallists representing Wales
- 15. Seeivc College representing the east going to war in the rugby against the Sixth Form College Farnborough in the south east
- 16. Women's squash gold medallist Katie Wells from Lincoln College in the east midlands collecting her gold medal



WOMEN'S RUGBY SEVENS	
POS	COLLEGE
1	WALES
2	EAST MIDLANDS, LOUGHBOROUGH
3	YORKSHIRE & HUMBER

WOMEN'S SQUASH		
POS	COLLEGE	REGION
1	KATIE WELLS, LINCOLN COLLEGE	EM
2	PHOEBE COLMAN, REIGATE COLLEGE	SE
3	AIMEE COMER, XAVARIAN COLLEGE	NW



MEN'S RUGBY SEVENS		
POS	COLLEGE	REGION
1	SEEVIC	E
2	NPTC	W
3	HARTLEPOOL	NE

MEN'S SQUASH		
POS	COLLEGE	REGION
1	DANIEL WELLS LINCOLN	EM
2	OLIVER WALLS	NE



TABLE TENNIS REGIONAL TEAM	
POS	COLLEGE
1	NORTH EAST
2	SOUTH WEST
3	SOUTH EAST

TENNIS REGIONAL TEAM	
POS	COLLEGE
1	SOUTH EAST
2	LONDON
3	EAST



WOMEN'S VOLLEYBALL		
POS	COLLEGE	REGION
1	PETROC	SW
2	NEWCASTLE U LYME	WM
3	BARNET & SOUTHGATE	L

MEN'S VOLLEYBALL		
POS	COLLEGE	REGION
1	NEWCASTLE U LYME	WM
2	MIDDLESBROUGH	NE
3	PETROC	SW

- with men's squash champion Daniel Wells also from Lincoln College and the east midlands
- 17. Iman representing the north east from Middlesbrough College pings the ball in the table tennis tournament
- 18. The south east's Seevic College after claiming gold in the men's rugby
- 19. Women's volleyball silver medallists and men's volleyball gold medallists all from Newcastle Under Lyme College representing the west midlands
- 20. Bexhill College women's volleyball player serving for the south east
- 21. Peter Symonds College gold medal winner in the tennis smashing it for the south east
- 22. Wyggeston & Queen Elizabeth I College representing the east midlands in volleyball

NEWS

FE champion elected NUS president

JUDE BURKE @JUDEBURKE77
ALIX ROBERTSON @ALIXROBERTSON4

FE champion Shakira Martin has been elected as the next president of the National Union of Students.

She beat the incumbent, Malia Bouattia, and another challenger, Tom Harwood, in the vote on April 26 at this year's annual NUS conference in Brighton.

Emily Chapman, the student union president at Leeds City College, has meanwhile been elected to take her place as vice-president for FE, clinching a narrow victory over Myriam Kane, who had served as union president at Lewisham Southwark College.

After the result was announced, Ms Martin, who has two young daughters, said that she was "honoured and humbled".

"I take this as a vote of trust that our members believe I can lead our national movement to be the fighting and campaigning organisation we need it to be, representing the breadth of our diverse membership."

She is only the second ever VP for FE to be elected as the leader of the students' union, following in the footsteps of Toni Pearce, who was VP for FE between 2011 to 2013 and made the jump into power in July 2013.

"FE made me who I am today, and I look forward to sharing stories of just how powerful all forms of education can be when we're all given access to it," Ms Martin said. She vowed to "spend my time listening, learning and leading".

Ms Martin was first elected VP for FE in April 2015, when she was president of the student union at Lewisham Southwark College, and was re-elected uncontested last April.

She has spoken up for the rights of learners and apprentices numerous times, including at this year's FE Week Annual Apprenticeships Conference where she called for direct learner representation on the Institute for Apprenticeships board.

She also spearheaded the #FEunplugged campaign launched last January 2016, with the aim of raising "the profile of area reviews" and ensuring that "the student voice is not ignored during the process".

Ms Chapman, her replacement as VP for FE, won her election by just three votes.

She said afterwards: "I am thrilled that students have put their faith in me and elected me to be the next VP for FE."

"Over my term I am looking forward to representing students across the UK, starting to heal some of the damage done to the sector over the last few years."

Her manifesto called on students to "work in partnership" and to begin "sharing best practice and building power for student unions" to "make education better".

She said she wanted "to ensure NUS is somewhere for all FE learners, a place where they can feel both comfortable and supported".

Ms Chapman will also turn her attention to

"fighting for consistency in learners, from all backgrounds and modes of study, being central to the decisions made about their education" and work to "ensure that learners are able to access the support they need" in "mental health, finance, careers and life skills".

Both Ms Martin and Ms Chapman will take up their new posts on July 1.



'Golden hello' maths teacher recruitment drive flops

BILLY CAMDEN @BILLYCAMDEN

A major government scheme that aimed to recruit more than 500 specialist maths teachers at colleges has accepted just 13 participants in its first year, FE Week can reveal.

Former skills minister Matthew Hancock announced in February 2014 that up to £20 million would be made available to encourage the "brightest and the best" to teach maths in FE.

This involved two key recruitment schemes, including a golden hello – which would award a bonus of £7,500 to graduates who taught maths in FE, provided they had been working at a college for two years.

The government said at the time that this bonus could even rise to £10,000 if the teacher trained and supported learners with special educational needs.

Officials expected this incentive would draw hundreds of new specialist maths teachers into FE by September 2015.

However, just 13 teachers were recruited in its first year, with payments totalling £97,500

in 2016/17, a Freedom of Information request by FE Week has revealed.

The campaign's measly results have been lambasted by experts, who are urging the government to stop with "short-term" monetary fixes and create long-term quality strategies to boost teacher recruitment numbers.

Geoff Barton, the general secretary of the Association of School and College Leaders, said the initiative had two lessons for the government.

"First, it is a reminder of how few maths teachers are actually out there," he told FE Week. "Secondly, it shows once again that short-term monetary fixes do little to help a burgeoning recruitment crisis."

"What college leaders are entitled to is a government recruitment and retention strategy that brings high-quality graduates into all parts of the sectors and then encourages them to stay."

Anne Haworth, chair of the Association of Teachers of Mathematics, said it was good that the government had tried to act on the shortage of maths teachers in FE, but was disappointed that the scheme has had such little take-up.

She also questioned how well the scheme was publicised, and admitted that she had never heard of it even though she has worked closely with many FE providers for years.

David Miles of the Mathematical Association added that his organisation was "worried" by the small-scale response

to the scheme since it "suggests thousands of young people still lack access to the most knowledgeable and effective teachers of mathematics".

The other part of the drive was a recruitment incentive scheme open both to colleges and private training providers.

Participating providers would receive a bonus payment of £20,000 if they recruited a specialist graduate maths teacher, or £30,000 for those who shared their "teaching expertise" with nearby institutions.

Run by the Education and Training Foundation, this scheme proved more popular and a total of 220 financial awards were made from February 2014 to February 2016.

Of these 220, 165 were sums of £20,000, with 55 awards of £30,000.

A total of 280 teachers were recruited through this programme.

Added to the 13 from the golden hello, the government recruited 293 specialist maths teachers as a result of the two schemes – 207 short of its expected total of 500.

Ms Haworth said: "This is not the first such scheme to fail. Maybe what we need to be looking for, rather than incentives which tend to have a short life, is to make teaching more attractive generally to graduates and others."

A Department for Education spokesperson said: "We want to encourage the best and brightest into teaching, and we are continuing to offer generous financial incentives to the best graduates who want to teach maths and English in the FE sector."



Already a leading Finance or People Services professional? We will give you the opportunity to do more.

We want two top tier professionals, in Finance and People Services respectively, to be instrumental in shaping how the College Group develops. Both posts are crucial to the continued success of the organisation. Previous background of applicants and the experience gained will be relevant to our challenges, adding value to the College Group and enhancing its culture of achievement.

The persons appointed will be outstanding in the fields of Finance or People Services. Vision and strategic foresight should sit comfortably alongside professional qualifications and expertise, and confidence around accountability for delivery and outcomes.

Bradford College Group is a highly visible and effective organisation (Annual Revenue £60m; 800 fte staff; 17000 students in FE and 3000 students in HE), committed to changing the profile of education and skills in Bradford. The College Group is regarded as an anchor institution in its locality. By continuously improving its performance and impact, the College Group acts as a catalyst and shifts the aspirations and outcomes of students while anticipating and meeting the expectations of employers. We change lives and communities.

The scale of the College Group reflects its distinctive mixed economy of Further Education, Higher Education and Employer Responsiveness. It is one of the largest organisations of this type in the UK and expects to sustain this profile as the policy emphasis shifts further to employer demand, skills and apprenticeships.

Director of Finance and Corporate Services

Excellent and Attractive Salary + benefits

The Role:

To meet its challenges, the College Group has to be assured of its financial standing. This means being informed and alert, ensuring compliance with funding protocols while being able to allocate resources to meet new challenges, satisfy stakeholder expectations and underwrite competitiveness. We expect commercial acumen.

Our financial strategy will continue to support growth and strategic aims around expanding FE, extending the range and scope of HE, and responding appropriately to new initiatives around apprenticeships. The College has been through phases of cost realignment and very significant new capital investment and, as a result, its focus is firmly on growth.

The Director will be a key member of the Executive, overseeing the College Group's financial systems and processes. A similar approach to corporate services is expected. While this is a Senior Postholder, and a Corporation appointment, the routine reporting line is to the Group Chief Executive.

The Director has a pivotal role in ensuring that resources are committed and accounted, from budgeting through to reporting. External accountability to relevant bodies on behalf of the College Group will be a prime responsibility. It will be important that the Director understands and relates to the academic community and its ambitions.

The Director's role will be central to the development and growth of the College Group. The Director will monitor the growth of revenue and provide informed advice on allocation and investment. Decision-taking at all levels across the College will be informed by the Director and his/her Team. At the same time, the Director will be a key member of the College Executive, and a source of information to the Corporation.

The strength of the College Group will both depend on and influence its range of partnerships, and the Director will advise on their development and operation.

The Person:

The Director will have ACCA or CIPFA qualifications, sitting alongside the ability to understand our policy and operating context, in order to plot and steer the College Group's financial direction. The College Group is agile and proactive and it is fundamental that the Director can bring anticipation as well as advice.

The Director will lead committed teams and will have the attributes to respond appropriately to academic colleagues.

Director of People Services

Excellent and Attractive Salary + benefits

The Role:

The College Group recognises that people are its primary resource. The College Group is committed to ensure their development and enhanced contributions, at all levels, to meet the diverse challenges set by, for example, shifting government policy, heightened competition, enlarged employer expectations, and the drive of Widening Participation.

Leading the People Services Team, the Director will ensure change in the culture and performance of the organisation. The intention is to have an HR function which continuously informs, challenges and develops the organisation and its people.

The College Group is looking to attract accomplished and experienced candidates who feel that they have the knowledge and confidence to influence the leadership of the College Group across all its operations, and add value to its decision-taking. The recognition and expectation of all staff are fundamental issues, including the processes by which these functions are engaged and heighten institutional performance.

The Director of People will report to the Group Chief Executive.

The Person:

We expect the person to be in an industry-leading role. The ability to understand the policy and political environment in which the College Group exists will be vital.

The successful candidate will be someone who realizes the importance of people services to the success of the organisation and aligns this to a demonstration of awareness of the processes, implications and consequences of introducing change.

Awareness of the complexities and sensitivities of negotiating change will be combined with shrewd judgement on the necessity, force and pace of change.

Personal resilience aligned to an open style of negotiation will be important.



Interested candidates can have an informal discussion with **Prof Bill Wardle** of WAW Consulting on bill@billwardle.com or **07777642100** OR the Group Chief Executive, Andy Welsh, via Zosia Lipka on Z.Lipka@bradfordcollege.ac.uk or **01274 433000**



Consultants – Curriculum & MIS

£COMPETITIVE PLUS BENEFITS

FE Associates is the UK's most progressive further education and skills specialist, dedicated to offering expert insight, collaboration and guidance from an unrivalled network of sector-leading experts.

Due to an increase in demand we are looking to strengthen our team of salaried consultants and are inviting applications from leading edge practitioners with relevant experience

in curriculum or MIS. You must have experience of working in a successful organisation at Head of Department/middle management level. You will be highly motivated and flexible, conversant with the issues facing FE and at the forefront of your area. Applicants need to be prepared to travel and stay away from home when required. In return we offer a competitive remuneration package and to be part of a friendly and supportive team.

For further information please contact **Samantha Bunn** on **07872 378965** or email your CV in confidence to **samantha.bunn@fea.co.uk**



Let Me Play Ltd were recently accepted onto the new **Register of Apprenticeship Training Organisations**.

Let Me Play have recruited a number of truly excellent people to help fulfil several new apprenticeship levy contracts now in place, however are still on the lookout for ambitious and knowledgeable staff to come on board as soon as possible.

The job roles we have remaining can be found to the right. All job roles are full-time and are based at our head office in Hammersmith unless stated otherwise. All job roles pay a competitive salary.

For more information and a job description, please e-mail **Nick Winham**, Recruitment Manager - **nick@letmeplay.co.uk**
No agencies please.

Or visit our careers website: **www.lmpcareers-site.com**

Our websites:

www.letmeplay.co.uk
www.lmpeducation.org
www.sportingeducation.org
www.apprenticetrainingagency.co.uk

Apprenticeship Levy Account Manager (Quality Assurance) –

must have IQA Level 4 or above.

Quality Assurance Officer –

must have IQA Level 4 or above.

Travelling TA Assessors –

Bham/Manchester, Great Yarmouth, London/South East.

Travelling Sports Assessors –

Bham/Manchester, Great Yarmouth, London/South East.

Travelling BA Assessors –

Bham/Manchester, Great Yarmouth, London/South East.





**We've got an
'excellent' history
CAN YOU LEAD
THE FUTURE?**

A unique opportunity for an exceptional individual to transform land-based learning at the highest performing college in Wales.

HEAD OF LLYSFASI
£51,391 - £56,455 per annum.
Permanent. Full Time.

www.cambria.ac.uk/vacancies



Qualifications Manager

Based in the City of London
Salary c. £31,000 per annum depending on experience

Are you looking for an interesting job where you can use your interpersonal, analytical and project management skills?

You may have a background in an Awarding Body or similar education environment, worked in the financial services industry or are using the skills and experience we are looking for in your current job.

We are offering an exciting opportunity join to our growing organisation where you will be managing a portfolio of vocational qualifications including the design, development and lifecycle monitoring/review.

For more information on this opportunity and on the CISI, please visit www.cisi.org

HEAD OF DEPARTMENT CREATIVE STUDIES & IT

An exciting management opportunity at Havering College of FE & HE
Salary: £50,826 - £55,356 per annum

We are seeking an inspirational and innovative leader to spearhead and develop Creative Arts and IT provision at both FE and HE levels. With our HE provision validated by the Open University, the college has a rich history in offering high quality arts education and is fully committed to supporting the next chapter where new standards for the sector will be achieved. Furthermore, the college prides itself on offering excellent facilities and has over recent years, invested heavily to ensure unrivalled opportunities for its learners.

If you are ambitious, energetic, motivated to support students, skilled in developing teams and have a 'can do' attitude, then we would like to hear from you.

In addition we have a few key opportunities at lecturing and support level so this is a truly unique opportunity to make your mark in an exciting time for the College.

You will have experience in teaching and developing curriculum delivery with a proven track record of success. As an ambassador for change management you will play an integral role in influencing and shaping an already thriving department and lead it to further growth and success.



Havering College is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. Successful applicants will be required to obtain a satisfactory Enhanced Disclosure & Barring Service (DBS) before taking up this post.

To apply please visit our website: www.havering-college.ac.uk

For more information contact:
hr@havering-college.ac.uk • 01708 462 854

Closing date: 7th May 2017 • Interview date: 25th May 2017

Unfortunately, CVs alone will not be accepted as a formal application for this post.

I WANT TO

BE SUCCESSFUL

HAVERING COLLEGE

For more information visit:

www.havering-college.ac.uk

Find us on:





Oldham College

ASSISTANT PRINCIPAL

£60,000 - £65,000 pa Job Ref: 17/25

Oldham is a highly ambitious improving College with a wide range of students studying further and higher technical and professional programmes and Apprenticeships.

We are now seeking a committed and dynamic Assistant Principal with the drive, determination and passion to deliver outstanding leadership in the management of our Technical & Professional curriculum delivery.

Our ideal candidate will have a strong record of performance as a manager and leader, with outstanding communication and organisational skills and be strongly committed to working as an ambassador for the College's values, mission and vision. The successful candidate will demonstrate a passion for vocational education and be excited by the prospect of developing Technical and Professional Pathways, with relentless drive to create an outstanding experience for our students.

As a member of the College Principalship Team you will report to the Deputy Principal and be involved in shaping and influencing strategic direction, whilst ensuring that an outstanding level of innovative learning and enrichment is delivered across the curriculum.

In the first instance please send your CV to us at hrrservices@oldham.ac.uk. To find more details about this post (and apply on-line if you'd prefer) please visit www.oldham.ac.uk/aboutus/ourjobs/

Please note we do not accept CV's from recruitment agencies. Any speculative CVs sent to the College will NOT be considered.

Closing Date: 7th May 2017

Interviews will be held week commencing 15th May 2017

If you do not have access to the internet, please call 0161 785 4250



We particularly welcome applications from black minority ethnic & disabled applicants who are currently under-represented at this College. Applicants must be willing to undergo child protection screening, including checks with past employers and Criminal Records Bureau.

www.oldham.ac.uk

Landex

Land Based Colleges
Aspiring To Excellence



Landex is unique as a membership organisation in having as a primary goal, the continuous improvement of all its members through annual peer review, CPD, and the development of outstanding teaching and learning supported by interactive learning materials. In addition, it seeks to represent its members with a wide range of external agencies and funding bodies, as well as securing and delivering funded projects of benefit to its members. Whilst College and University members vary in the range and depth of curriculum offered, the clear aim is for all providers that display the Landex logo to deliver at least 'good' quality further education provision, and higher education that at least meets all Higher Education Review categories.

We now wish to recruit additional professional staff to complement our existing team. As a member of the Landex team you will have a passion for technical further and higher education and a desire to help members ensure that their learners receive the best possible experience.

These new posts provide the opportunity to work with us to deliver an outstanding service, and to use your own skills and expertise in a progressive and dynamic organisation.

Director of Development – fractional post

Attractive salary to reflect the responsibilities associated with the position.

Project Manager – full-time

Attractive salary to reflect the responsibilities associated with the position.

A full job description and recruitment pack for these vacancies can be downloaded from www.landex.org.uk

FE Week

Bridget is your go-to person for everything jobs-related.

She will advise you on the best formats and channels to get your recruitment opportunities out to the sector.

Having worked in sales since she was 18, Bridget is passionate about connecting with clients and will always go the extra mile to make sure you are satisfied.

Our specialist readership means your print and online job adverts will be seen by highly influential and talented individuals across the world of further education. Searching for the right candidate with the right calibre, can be both challenging and time consuming, alongside trying to work towards a budget.

FE Week offers cost effective approaches through proven advertising mediums, which are tailor-made to work in line with your budget and more importantly your expectations.

Speak to Bridget to find out how FE Week can support your recruitment needs.

Tel: 020 3740 1577

Email: bridget.stockdale@feweek.co.uk

**I'm here to make
recruitment that bit easier**





www.learningcurvegroup.co.uk

Maths and English Tutor

We are recruiting across the London area for self employed English and maths Tutors.

Salary:
Competitive

Role:
Learning Curve Group require Tutors in maths and English to deliver a range of qualifications within our flexible learning portfolio at Level 1 and Level 2. All qualifications are nationally accredited through NCFE and include Level 1 certificates and functional skills at Level 2.

Are you:
A candidate who holds a degree, a teaching qualification and has a subject specialisation at Level 5?

We are also looking for an individual who is:

- Experienced in teaching and assessing in a post-16 environment
- Self-managing and flexible in their working approach
- Passionate about maths and/or English and experienced at delivering flexible learning programmes
- Proficient in IT
- Able to work on a self-employed, flexible basis



For more information, or to apply, please contact hr@learningcurvegroup.co.uk

Or call: **01388 777 129**

MGL GCSE maths

Salary: £23,831-£33,187

Hours: 35 hours

We are seeking to appoint an outstanding practitioner who has the ability to deliver inspirational teaching and learning in Maths. The successful candidate will have experience in teaching GCSE Maths. They will also have a strong desire to share a love of Maths and motivate and encourage students to reach their full potential.

The successful candidate will have experience of consistently good teaching and learning delivery methods including the use of innovative Information Learning Technologies and individualised learning plans. The successful candidate will also have experience of managing and supporting diverse groups of learners through Maths programmes and a clear understanding of strategies for raising performance and using monitoring and evaluation processes to monitor student progress.

Candidates who are new to the profession and can demonstrate, through interview, a high level of capability are encouraged to apply.

Please apply at the following link:

<http://www.calderdale.ac.uk/content/view/jobs/current-vacancies>

Closing date: 9am Monday 8th May 2017

Provisional interview date: Thursday 18th May 2017.



Teacher in GCSE English

Salary: £22,356 - £33,980 per annum, pro rata
Full time perm and 0.8 fixed term

Tameside College is a further education college that offers a wide range of courses including Full-Time, Part-Time, Apprenticeships and University Level.

We believe in excellence and we back that up with high standards, real working environments and great teaching. We also believe that attending college is about more than achieving a qualification, important though that is. That is why we aim to give every person the opportunity to develop their full potential in a supportive and friendly environment.

Joining us as a Teacher in GCSE English, you will be required to teach English GCSE (or equivalent) courses both theory and practical. You will coordinate programmes with responsibility for the quality of curriculum development and planning, the preparation, tracking and monitoring of assessments and targets. Tracking of the student learning programme to include administering all paperwork related to tutor courses and groups, tracking documents, achieving and maintaining group size targets and arranging additional support where required. You will have a degree level qualification in English or related subject. Certificate in Education/ PGCE/Bachelor of Education or required to achieve equivalent within 3 years of appointment.

Level 2 qualifications in the following or be prepared to achieve within two years (English and/or Maths).

You will be able to plan curriculum flexibly and effectively with a focus of delivering outstanding teaching and learning and be a strong team player with excellent communication skills.

Closing date for applications: noon, Friday 12th May 2017

Lecturers in GCSE English



(Full time, Part time, Sessional opportunities)

Salary: £23,294 - £33,175 (Subject to experience & qualifications, pro-rated for part time)

Hours: Full time, Part time, Sessional (Hourly Paid)

Judged Good with a series of Outstanding areas by Ofsted in January 2015, we are committed to achieving excellence for all our students. Inspirational teaching and the dedication of all our staff supports the continuing growth of our student success.

These posts provide the opportunity to plan and teach engaging GCSE English classes to students from our various College vocational areas and to contribute to the department's journey to Outstanding.

Successful candidates must be motivated, possess exceptional organisational skills, work well with colleagues and have a creative and innovative approach to enthuse our students to succeed. Ideally you will be qualified to degree level in English and will hold a full teaching qualification. Candidates will have an innovative approach to teaching and will ensure that lessons are designed to not only develop skills but that they connect to the industry which the students aspire to work in.

Successful candidates should be available to start 29 August 2017 in time for the 2017/18 Academic Year.



For full vacancy details and to apply visit our website <https://careers.esc.ac.uk> or contact the Human Resources department on 01737 772611 (option 3).



GCSE Maths and English Teachers

Full time and **Part time** (18.5 hours per week), permanent

Salary: £22174 - £27200 per annum (pro-rata for part time)

(Performance related pay up to £31,530)

As part of an ongoing drive to ensure learners receive outstanding GCSE provision, Barnsley College is seeking to recruit talented Maths or English GCSE specialists. The successful candidate(s) will join a specialist team focusing upon providing consistently excellent GCSE provision to learners of all ages.

The main duties of the post holder will be:

- Providing innovative, outstanding and engaging teaching, learning and assessment of GCSE Maths or English;
- Ensuring progress of all learners from accurate starting points, high quality assessment and feedback and attainment of end qualifications.
- Maintaining the college's outstanding track record for learner achievement.

You must have a minimum of a teaching qualification (PGCE/Cert Ed or equivalent level qualification) and a successful history of delivering GCSE Maths or English within either the FE or secondary sector.

If you have the drive, skills, abilities and qualities to make a real a difference then we'd like to hear from you.

The closing date for these vacancies is **Friday 5 May**.

For further information about Barnsley College and our career opportunities please visit: <http://www.barnsley.ac.uk/about-us/vacancies/> and select "**current vacancies**".

Barnsley College is committed to creating a dynamic and diverse workforce and welcomes applications from all candidates regardless of their gender, disability, age, ethnicity, sexual orientation or faith. Disabled applicants who meet the minimum essential criteria will be guaranteed an interview.

The College is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure from the DBS.



Tutor: Maths GCSE (Full-time)

ABOUT YOUR TEAM

You will be part of the school of english, maths and academic studies reporting to the curriculum manager. You may be based at any of the college's sites where maths is taught (Derby Road, Construction Centre, Engineering Innovation Centre).

ABOUT THE ROLE

This is a great opportunity for a dynamic, professional individual qualified in an appropriate discipline, to join a forward thinking college to develop and teach GCSEs to groups of learners from across the college.

It is essential you are qualified to minimum of Level 3 in maths and possess a teaching qualification. Candidates should have experience of successfully delivering GCSE maths within a college or school environment.

It is essential that you have the ability to build positive relationships, displaying excellent communication, organisational skills and administrative skills, and have a flexible and professional attitude.

You will be a highly self-motivated, energetic and driven individual, encompassing a strong sense of autonomy. You will possess excellent presentation and communication skills and be able to demonstrate achievement of targets.

This post has
836 delivery hours

The salary will be within the qualified
delivery scale **£25,128 - £36,979**

You will be entitled to **32 days leave** (plus bank holidays).

The role will require you to take on and work to the college's values; working with **professionalism**, taking **responsibility** for your actions, and giving **respect** to customers and colleagues alike.

For further information and to complete an online application form please visit www.wnc.ac.uk/vacancies

Careers



English & Maths Lecturers Required

The City of Bristol College welcome CVs from English & Maths Lecturers (GCSE/A level) who would like to be part of our 'bank staff' and will be available to cover short term.

Please send CVs to
human.resources@cityofbristol.ac.uk



For further details visit <http://www.cityofbristol.ac.uk/jobs/vacancies/>



**A new suite of draft contracts.
Ready to be signed.
Helping our members to get
out there and grow.**

At AELP we strive to provide members with practical solutions to help them get out there and grow. This includes our newly released suite of draft contracts for members. These include:

- Revised levy paying employer contract with provider - mainly formatting so easier to manage but also encompassing some of the latest guidance - not significant change, but some differences
- Non-levy paying employer contract with provider - similar to the above but with slightly different obligations, in particular the employer contribution, but also recognizing the funding comes from a SFA contract with the provider
- Prime provider contract with sub contractor
- Provider contract with an EPA Organisation



A strengthened voice for our members. For their future.

 aelp.org.uk  @AELPUK  AELP
 membership@aelp.org.uk  0117 947 2090

EXPERTS



CLAIR MOWBRAY

Chief executive,
National College for High Speed Rail

Stop ignoring national colleges!

Birmingham already had a college on the register, and it fills an important gap in provision, says Clair Mowbray

Over its past few editions, FE Week has been telling us that from May this year, Birmingham would have precisely zero colleges able to deliver apprenticeships, as all four existing Birmingham colleges had failed to get on the apprenticeship register.

And while we were pleased to learn that South & City College has now been added to RoATP, I want to set the record straight: Birmingham would already have had one education institution offering apprenticeships from September, when the National College for High Speed Rail opens its doors.

The government has invested £80 million to create five new employer-led national colleges in Britain to make sure that our young people learn world-class skills in the key sectors of digital media, nuclear, creative, oil and gas and high speed rail.

These all fill a gap in FE provision: the tight links national colleges have developed with employers mean business can shape them in order to produce workers with the exact skills the economy needs.

The colleges will also provide highly targeted learning opportunities in sectors that are key to the future of the British economy, ensuring that British workers will be at the forefront of these growth industries by creating a pipeline of British talent.

The rail industry is a case in point.

Over the next five years it is estimated that businesses in Britain will need 182,000 new engineers every year. Right now, we're falling short by 69,000, while one in five rail engineers is currently aged over 55.

This lack of skills in our workforce is one of the reasons that the productivity of British workers remains so stubbornly low when compared with other nations. As the chancellor lamented, it effectively takes a German worker four days to produce what the UK makes in five.

The new national colleges will play a central role in producing a generation of young people who are genuinely ready to hit the ground running when they start their careers.

With campuses in Doncaster and Birmingham, the National College of High Speed Rail will also help counter the northern brain-drain.

Around 30,000 young people move out of the region every year after graduating from

northern universities. And in 2013 alone, there were around 25,000 vacancies in the Midlands that were hard to fill due to the lack of suitably skilled applicants (around a fifth of all such skills shortages in England).

Both of these issues are caused by talented young workers gravitating towards London, putting the future competitiveness and prosperity of our regions at risk.

While there are excellent FE colleges already established across both the North and the Midlands, not many institutions are offering the more advanced qualifications at level four, which the National Colleges will. We are very interested in partnering with colleges across both regions to help improve students' skills.

“**The future of Britain depends on us getting this right**”

At a governance level, we are also backing important initiatives such as the Northern Powerhouse Schools Strategy and the Midlands Skills Strategy.

We have an essential role to play in supporting the ambitions of both Transport for the North and Midlands Connect as these new transport bodies look to fulfil the ambitions of the Northern Powerhouse and the Midlands Engine by creating transport-led regeneration to improve connectivity for businesses and workers across those regions.

If we are to solve the brain-drain, then we need to make these areas more attractive as places where people can learn world-class skills, then stay to find quality jobs and enjoy a higher standard of living.

With more than £500 billion-worth of UK infrastructure projects currently in the pipeline, this is a prime moment for young people to begin preparing for a career in British industry.

The national colleges will provide a new, employer-led blueprint for helping to tackle Britain's skills shortages and provide businesses with the young talent they need.

The future success of Britain depends on us getting this right and we are extraordinarily motivated to do so.



SIMON MARTIN

Director of FE, Academy
Transformation Trust

Smelting apprenticeship gold: the alchemy of EQA

To avoid a conflict of interest, it would seem logical for Ofqual to take over external quality assurance for the Institute for Apprenticeships, but this would put off many organisations wanting to offer end-point assessment, says Simon Martin

Apprenticeship standards are intended to improve the workforce skills that UK employers need to compete in the world economy. Yet many standards do not include any technical or vocational qualifications to benchmark the skills, knowledge and behaviours an apprentice acquires, and even where they do, successfully passing the standard relies on passing the end-point assessment.

This means robust EPAs, and the quality assurance needed to underwrite that robustness, are a fundamental requirement for instilling confidence in the reliability of the new standards. But given the fragmented approach that is emerging towards external quality assurance of EPA, there's no guarantee you'll get this.

At the Annual Apprenticeships Conference in March, Peter Lauener, the shadow chief executive of the Institute for Apprenticeships, openly reiterated in a plenary session that the Institute's primary function was to drive apprenticeship quality through its role as the regulator of standards and assessment plans.

He added that one of the three key features of the new apprenticeship system was external quality assurance of EPAs and said that the IfA itself would “establish an approach to Institute-led external quality assurance”.

It is far from clear, however, how this promise is materialising in a market where employer groups are choosing between five different EQA organisation types, and where one of these is the Institute itself, alongside the Quality Assurance Agency, Ofqual, professional bodies, and employer-led approaches.

Furthermore, in a workshop at the conference, Mike Keoghan, the deputy boss of the IfA, reported that the a key area of concern among the sector was its role in “ensuring reliability and consistency of assessments with EQA organisations and the Institute's role in quality assurance”.

It's a core issue that needs to be resolved rapidly if the new apprenticeships are to be

accepted as the professional and industrial gold standards that they have been designed to be.

At the conference Mr Keoghan described the Institute as the “backstop on quality”. This implies that the Institute will be the ultimate adjudicator across the mixed approach to EQA (there are already nearly 25 different EQA organisations). Yet the Institute itself is already being chosen by the standards development groups as the most popular EQA route, despite supposedly being a last resort option only. It is even more popular than the official qualifications regulator Ofqual.

There manifestly is a potential conflict of interest here. Peter Lauener was clear that the Institute will not employ staff to undertake EQA, but that this will be “tendered out”. In plenary and in workshops it was hinted at several times by senior representatives of both organisations that the Institute and Ofqual will be “talking closely”. This, however, is a problem.

If Ofqual takes a bigger space in the EQA arena – for example, by tendering for IfA's EQA provision – any organisation looking to offer EPA where Ofqual is nominated as the standard EQA choice, has to become Ofqual-registered first. This is a lengthy and daunting process for any organisation (such

“**There is manifestly a potential conflict of interest**”

as an awarding body, for example) that is not already Ofqual-registered, and in reality has to be completed before even contemplating an application to the Register of Apprentice Assessment Organisations, which is in itself a considerable task.

Therefore, unless Ofqual changes its current rules, any move by the Institute for greater Ofqual involvement in EQA is likely to be off-putting for many organisations wanting to offer EPA.

Moreover, it will further delay the process, thus amplifying the current travesty, where apprentices in over half of all live standards are following standards that do not have an identified EPA organisation in place.

EXPERTS

Dear Dr Sue

Dr Sue, director of policy and external relations at Hoxex, answers your questions, backed by her experience as principal of Canterbury College and in senior civil service posts in education and skills.



Q1: GCSE RESITS

I don't understand why the issue of GCSE resits is so divisive. At the college where I am a governor some senior staff use words like 'failed policy' and 'not appropriate for college students'. However, my son benefited from this policy and is now successfully doing A-Levels at our local secondary school. Why does FE see it in such disdainful terms?

Answer:

Like you, I can see the benefits of this policy. It gives a clear and forceful message to young people about the importance of English and maths. I hope it sends a signal down through schools to the younger pupils that you can't "drop" English and maths and it is best if you take it seriously right now.

It is right that the state will pay for retakes and the data shows that around 27 per cent of those who resit get the equivalent of a grade C pass. However, for 70% of the young people who resit, it does not lead to an improvement in grade and it is these young people the sector is worried about.

Most colleges undertake some form of initial assessment and can identify those students likely to get a grade C pass and those who couldn't. Likewise, they will know if students are very far away from getting a grade C and can't do it in one year on the hours the government is willing to fund.

In many cases, students haven't progressed all the way through secondary school and so are unlikely to do so with the same style of teaching that is expected on a GCSE programme. These young people need re-motivating, intensive support and different content, based on applied English or maths. Merely forcing such students to resit GCSEs is not appropriate and that is why there is such an outcry.

Q2: PRINCIPALS' REMUNERATION

My college has asked me to chair their new remuneration committee, which will set salaries for senior post holders. What advice can you give?

Answer:

It is excellent the governing body has adopted this good practice.

The first thing is to familiarise yourself with the relevant college documents including: instrument and articles of governance; conditions of services for senior post holders; any existing performance policies; and past appraisals and salaries.

You will also need access to the national senior staff benchmarking exercise to compare with other colleges of similar size and performance. For year one, you will use what were set as performance criteria for that reporting year but you should start to decide your performance goals for the next year – to be set out and agreed at least two months before that reporting year begins.

If the college's largest student cohort is 16-19, you may want to consider the new DfE

benchmark data.

You will also need to consider financial performance and student and employer satisfaction. Plus, you may want to add new performance targets such as the college's share of the apprenticeship market.

The full governing body will need to sign off any recommendations.

Be sensitive to whether college staff are receiving any pay rises and also public views on public sector CEO pay rises. The rule of thumb is there must be a very good reason if your principal is to be paid a salary more than the prime minister's £143,462.

Remember the amount paid to a CEO will get into the public domain and the number quoted will be pay plus pension contributions and any other benefits. So ensure you see the full package and not just the base salary - and as chair be ready to justify it.

Investigative, informative and intelligent award winning journalism for the schools and education sector.

WE'RE HERE TO KEEP YOU FULLY BRIEFED DURING A TIME OF MAJOR REFORM

PRINT AND DIGITAL **£75**

DIGITAL ONLY **£50**

Available on:

FE Week



Active IQ is now approved to provide End-point Assessments

With over 15 years' experience and certifying over 45,000 learners a year, we are the perfect partner to support you and your apprentices through the End-point Assessment process.

We were accepted onto the Register of Apprenticeship Assessment Organisations (RoAAO) on our first application, in recognition of the quality of our operations and procedures.

End-point Assessments are currently available for the following Apprenticeship Standards:

- ✓ Customer Service Practitioner
- ✓ Team Leader/Supervisor

To learn more about our End-point Assessment service, please contact a member of our Business Development Team at apprenticeships@activeiq.co.uk

Active IQ
Apprenticeships

CAMPUS ROUND-UP *with Samantha King*

Staff help cerebral palsy student complete marathon



On a roll: Bethan (centre) with Becky and Andy

Two members of staff at National Star College have helped a student achieve her dream of completing a full marathon by pushing her 26 miles in an all-terrain wheelchair.

Bethan Griffiths, a 22-year-old student at the college who has cerebral palsy, wanted to complete the Brighton marathon in memory of her mum Amanda, who died last year of motor neurone disease.

Her cause resonated with Becky Amor and Andy Woolway, who have both had close family members affected by the disease, and who pitched in to help.

The two took turns pushing a £5,000 wheelchair loaned to them especially for the

marathon – with Bethan crossing the finish line on foot.

Becky, who is a physiotherapy assistant at National Star, has run 19 marathons since 2012 but admitted running with a wheelchair made this her most challenging.

Bethan has now raised more than £900 for the Motor Neurone Disease Association through the marathon.

“Being a part of a marathon is always something that I’ve dreamt of doing but never thought I’d get to do,” she said.

“I mentioned it to Becky during a physiotherapy session at National Star. Becky didn’t say I couldn’t do it. Instead she said she would figure out a way we could.”



Georgia, Taylor and Bobbie with project volunteers

Students use their skills to get women into work

Hair, beauty and media make-up students from Hugh Baird College are taking part in a scheme to help local unemployed women find work.

The Dress It Forward project, launched two years ago by Sefton & Liverpool Women in Business CIC, encourages people across Merseyside to donate their unwanted work wear to help those struggling for employment make a good impression at interviews.

These students however went one step further than donations of clothes, and are working with women enrolled in the scheme to style their hair and apply make-up.

A number of the women involved with the project are ex-offenders, or those who have little or no previous work experience.

Hair, beauty and media make-up tutor Bobbie Jarvis, who initiated the link between the college and the project, said: “The students have struck up a real rapport with the team who run the scheme, and the ladies who take benefit from the project.

“Part of the work we do at the college is linked to making students better citizens.

“Taking part in the Dress It Forward project has demonstrated to them the rewards of giving something back to the local community.”



Strictly's AJ Pritchard and Chloe Hewitt with students

Strictly stars give new dance studio full marks

Two strictly Come Dancing stars, AJ Pritchard and Chloe Hewitt, have attended the launch of Birmingham Metropolitan College’s new performing arts facility, Stage Studios.

The duo are the national and European Latin dance champions and regularly appear on the hit BBC show, and enjoyed a question and answer session with performing arts students during the launch event.

The new studio is located at the college’s Sutton Coldfield campus, and local MP Andrew Mitchell officially opened the venue by unveiling a commemorative plaque.

“The studios are fantastic,” said AJ. “Everyone has to start somewhere, so the more knowledge these students gain the more power they have to achieve their goals.

“I love how these students are involved in other things on top of their college courses. Belonging to dance groups, taking part in events and appearing in productions at different theatres will help them go as far as possible in their careers.”

BMet’s principal Andrew Cleaves added: “Stage Studios give our students the creative freedom and motivation to develop their skills and perform at their very best.”

Playground gets a boost

A group of East Durham College students have hand-made and donated some unique outdoor play equipment to a local primary school.

The team of nine created a wooden boat, car and bike for the Shotton Hall Primary School’s early years play area, working on all elements of the project from initial planning and preparation through to construction.

The group, who were working on a community project as part of their level two employability skills programme at the Houghall campus, chose their local primary.

It took around three weeks to complete the equipment, which was then presented to pupils and staff at the primary school.

Lecturer John Murray, who assisted with the project, said: “Outdoor play equipment is very expensive, so the school approached us to see if we could help with some equipment for their early years outdoor play area.

“They gave us a catalogue and the students chose a number of items to redesign and build.”

Cheryl McCoy, early years leader at Shotton Primary, added: “Imaginative play is a really important part of a child’s development and this fantastic new equipment is a great addition to the children’s outdoor play area.

“The children are absolutely thrilled with the new equipment and I’m sure it will provide them with hours of fun.”



Pupils make the most of their new equipment

CAMPUS ROUND-UP *with Samantha King*FEATURED
CAMPUS
ROUND-UP

Truro College wins record number of gongs at Cornish Teacher Awards

Truro and Penwith College swept the board at last week's Cornwall Teacher Awards, taking home a total of four awards – the most ever won by a single institution. Samantha King reports.

Hosted at Truro Cathedral by BBC Radio Cornwall's Daphne Skinnard, the Cornwall Teacher Awards recognise excellent educators across 13 categories, with accolades up for grabs such as the Lifetime Achievement Award, Outstanding Headteacher and Governor of the Year.

Truro and Penwith College, which was judged outstanding by Ofsted in its most recent inspection, beat other schools and providers to the top spot four times: for Educational Support Worker, Special Educational Needs Teacher, Employer Engagement Initiative and Outstanding FE Lecturer.

The college's haul was quite the contrast to its showing at last year's awards, when they left empty-handed.

Three Truro and Penwith lecturers battled it out to be crowned Outstanding FE Lecturer of the Year, with the title going to the college's deputy team leader for English, Clive James.

Mr James, who started working at Truro and Penwith just this year, was shortlisted alongside colleagues Dr Sue Skuse and Hannah Smith.



Host Daphne Skinnard presents the awards

Clive James, far left, with his award



Explaining their choice, judges said he was

“someone who makes the students feel as if they have achieved something in every lesson, someone who has made a subject that is sometimes thought of as ‘dusty’, relevant to modern life and inspired his students to study the subject at university”.

Speaking to FE Week, Mr James said: “The evening was really valuable for the profession. It was nice to be there alongside primary and secondary schools, and to get a wider view of education in the area.

“I was surprised and honoured to win the award. I always want to make sure that when my students leave the room they're still talking about the subject and thinking

about it all the time. I want my subject to go beyond the walls of the classroom.

“I was really pleased that my colleagues were nominated alongside me. It was more a team thing and I'm really lucky in my department, we have a great team.”

The award for Employer Engagement Initiative was collected by the college's public services team, in recognition of their commitment to taking students to visit local businesses, to give them a taste of how things work outside the classroom.

The award for Special Educational Needs Teacher went to Sophie Rollason, in

recognition of the impact she made to students through the Expressive Arts curriculum, both in the college and the community.

The title of Educational Support Worker was awarded to science technician Kayley-Ann Raymond, who was praised for “going the extra mile to provide amazing support to colleagues”.

Now in its second year, there were nearly 300 nominations for the awards, with 37 teachers, governors and support workers making it to the shortlist.

The college was the only FE institution to enter this year's awards, going up against multiple schools, including Pool Academy, Treviglas Community College and Brannel School.

The keynote speaker at the event was Shane Mann, managing director of LSECT and publisher of both FE Week and Schools Week newspapers, which supported the event.

He praised the work of educators in the area, saying “Cornish teachers turn around children's lives”.



Shane Mann

Do you want to be in Campus Round-up?

If you have a story you'd like to see featured in campus round-up, get in touch by emailing samantha.king@feweek.co.uk



MOVERS & SHAKERS

Your weekly guide to who's new and who's leaving

Tim Ward has been appointed chief executive of the Third Sector National Learning Alliance.

The TSNLA supports voluntary, community and social enterprise learning providers and plays a role on the national stage in shaping wider education policies.

Mr Ward, who was a founding member of the TSNLA, is moving from his current position as chief executive of Learning Curve Group – a charity focused on education and skills for the most disadvantaged learners – where he has worked since 1999.

In 2015, he was awarded a fellowship grant from the Further Education Trust for Leadership, which he used to explore the challenges of leadership among third sector providers.

“I believe strongly in the critical contribution the VCSE sector plays in skills and learning,” he said.

“I am delighted to be given the opportunity

to help the VCSE sector to continue to play its part in a fast-changing skills policy environment, including the move to more

local control of learning and skills.”

Don Hayes, who chairs the TSNLA, said: “This role is more critical than ever with the need to ensure that all have the opportunities, motivation and skills to contribute to the economy post-Brexit.”

The principal of Croydon College, **Frances Wadsworth**, has been appointed to the board of Ofqual, the body responsible for regulating qualifications, examinations and assessments in England.

She is one of four people joining the board for the first time, and will be hold the post for three years.

Ms Wadsworth has over 30 years' experience in education, teaching and managing in both schools and FE colleges across the UK.

She first joined Croydon College as principal in January 2011, following six years as principal and CEO of East Surrey College.

She began in the role on April 1.

Kelle McQuade has joined Training Qualifications UK as a lead business development manager.

The Manchester-based awarding organisation has more than 400 centres in 50 countries and is Ofqual approved.

Ms McQuade joins TQUK from Milton Keynes College, where she has worked for 13 years, most recently holding the position of head of curriculum innovation.

In her new role, she will be responsible for growing the company's reputation within the training sector, alongside liaising with existing training providers.

As the lead business development manager, she will also oversee all new business development projects and accounts for the company.

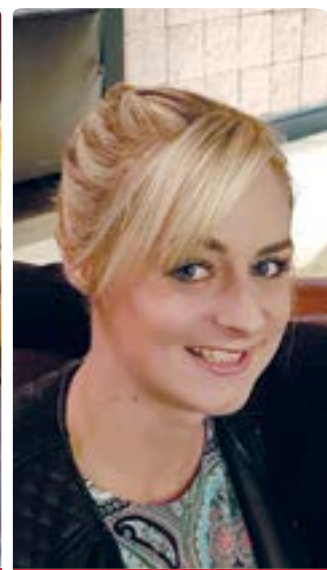
Speaking of her appointment, Ms McQuade said: “I'm thrilled to have joined such a fast-growing and forward thinking organisation and look forward to using my experience within education to support centres and help expand the organisations profile.”



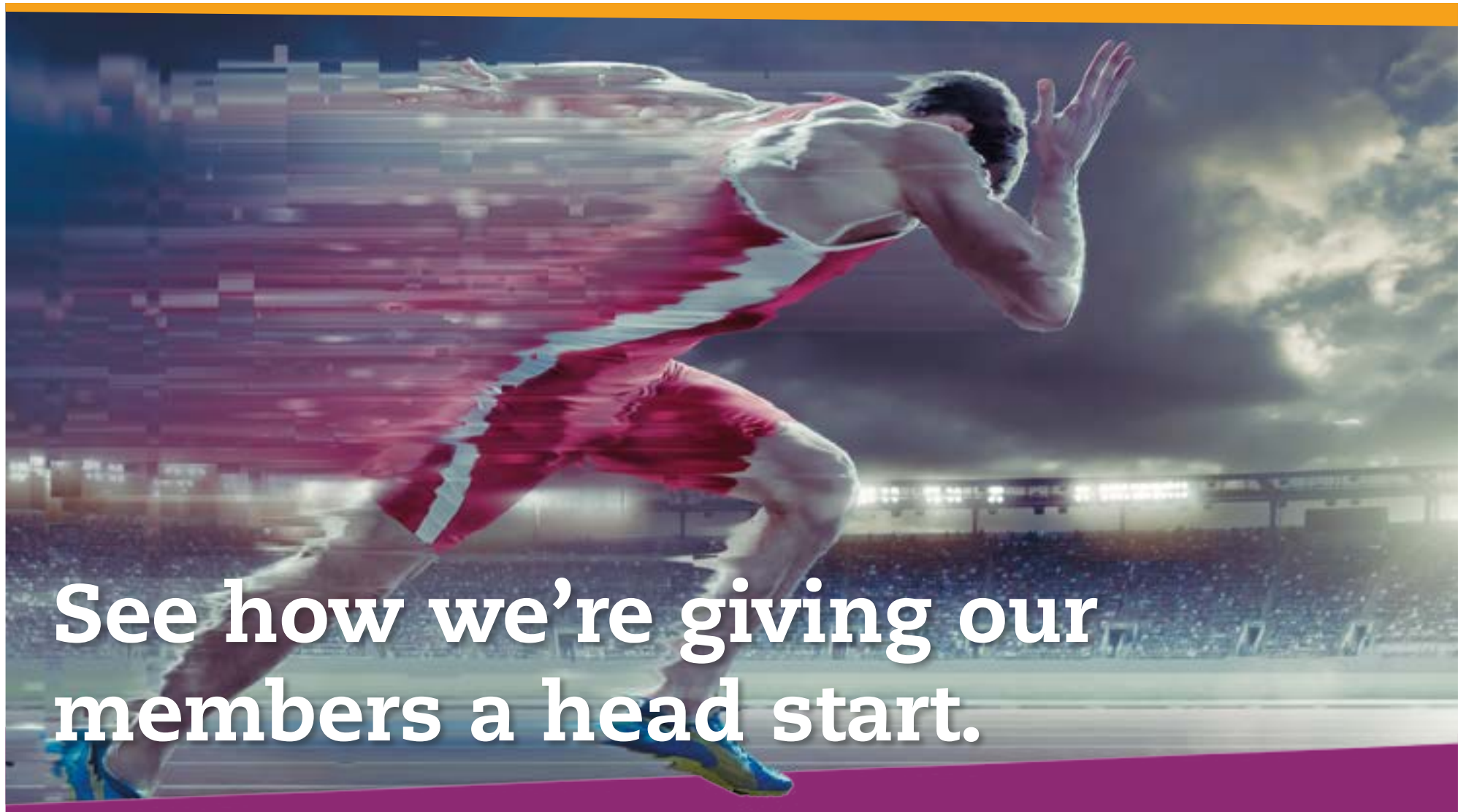
TIM WARD



FRANCES WADSWORTH



KELLE MCQUADE



See how we're giving our members a head start.



See page 17 for more information

aelp.org.uk
[@AELPUK](https://twitter.com/AELPUK)
[AELP](https://www.linkedin.com/company/aelp)
membership@aelp.org.uk
[0117 947 2090](tel:01179472090)

FE Week Sudoku challenge

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

	1			4	3			
	9							1
	2	3	9		4			8
			5		9	6	7	
9								5
	8	6	4		3			
3		1			5	2	9	
2								8
		8	2					4

Difficulty:
EASY

	3	1				8	9	
			9	6			2	
	8	9			3			5
			6					1
1			5	3	4			9
5					9			
9			4			6	7	
	7			9	6			
	5	6				9	3	

Difficulty:
MEDIUM

Solutions:
Next edition

Last Week's solutions

3	5	7	8	4	1	9	2	6
4	1	6	2	7	9	3	8	5
8	2	9	5	3	6	4	1	7
9	8	2	7	1	5	6	4	3
6	4	3	9	8	2	7	5	1
5	7	1	4	6	3	2	9	8
7	3	8	1	9	4	5	6	2
1	9	5	6	2	7	8	3	4
2	6	4	3	5	8	1	7	9

Difficulty:
EASY

5	9	8	6	1	3	4	7	2
3	6	7	8	2	4	1	9	5
2	4	1	9	5	7	6	3	8
4	7	5	1	3	6	8	2	9
8	3	6	4	9	2	7	5	1
1	2	9	5	7	8	3	6	4
9	8	4	7	6	5	2	1	3
7	1	2	3	4	9	5	8	6
6	5	3	2	8	1	9	4	7

Difficulty:
MEDIUM

Spot the difference
To WIN an FE Week mug



Spot five differences. **First correct entry wins an FE Week mug.**
Email your name and picture of your completed spot the difference to: news@feweek.co.uk.
Last Edition's winner: Mark Anderson, New College Durham