

# FE Week

**MAYOR TO SPEND  
£3M AEB ON STAFF**

PAGE 6



**APPRENTICESHIPS  
STARTS DOWN AGAIN**

PAGE 3



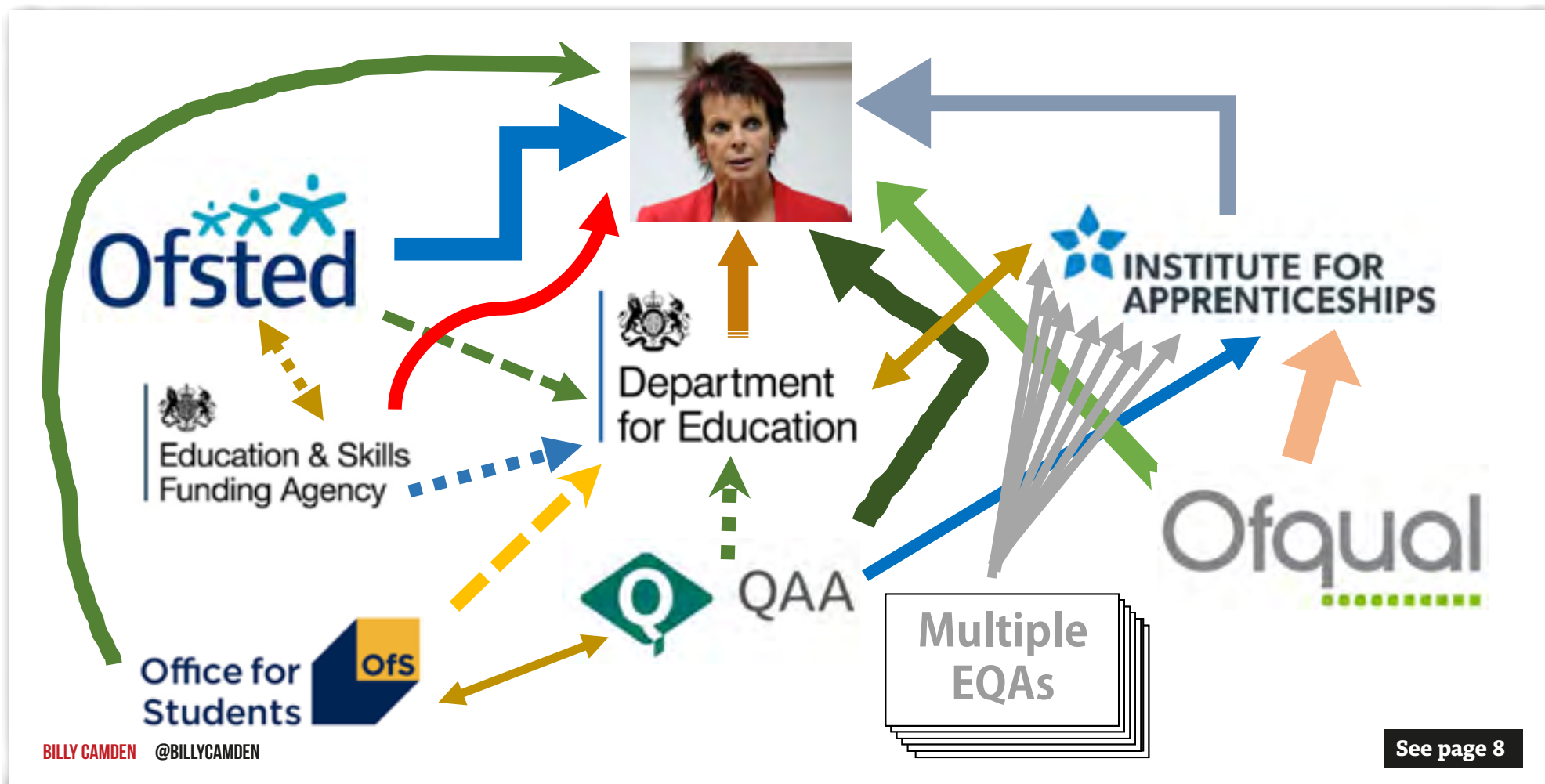
**HUGE WIN FOR UCU  
IN 6% PAYRISE DEAL**

PAGE 3



## MINISTER ADMITS 'CONFUSION'

- > **MPs criticise lack of clarity on apprenticeship quality oversight**
- > **Ofsted undermined by ESFA? Relationships to be made clearer**



**cache**

### Qualifications for people who care

Find out why we are the UK's leading provider of care and education qualifications

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

# FE Week

## Meet the news team

[feweek.co.uk](http://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\_  
CATH.MURRAY@FEWEEK.CO.UK



**Tom Mendelsohn**  
**SUB EDITOR**  
@TOM\_MENDELSON  
TOM.MENDELSON@LSECT.COM



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



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



**Pippa Allen-Kinross**  
**REPORTER**  
@PIPPA\_AK  
PIPPA.ALLENKINROSS@FEWEEK.CO.UK




**Sam King**  
**FEATURES AND DIGITAL REPORTER**  
@KINGSAMANTHA\_  
SAMANTHA.KING@FEWEEK.CO.UK

**The team**

<p><b>Head designer:</b> Nicky Phillips <b>Designer:</b> Matthew Willson <b>Photographer:</b> Ellis O'Brien <b>Financials:</b> Helen Neilly <b>Sales Team Leader:</b> Bridget Stockdale <b>Administration:</b> Georgina Heath <b>PA to managing director:</b> Victoria Boyle <b>Head of funding and assessment:</b> Gemma Gathercole</p>	 <p><b>Shane Mann</b> <b>MANAGING DIRECTOR</b> @SHANERMANN SHANE.MANN@LSECT.COM</p>
--	--

# Edition 245



**Digital Apprenticeships EQA – the baton is passed on to NSRF**

**Rail specialist will quality-assure IT apprenticeships**  
Page 5



**Maths teaching pilot offers an extra £500 per learner**  
Page 5

**Careers and Enterprise Company is a 'bloated quango'**  
Page 8

**Contributors**



**ANDY NORMAN**  
Page 12



**SAM PARRETT OBE**  
Page 12



**TOM BEWICK**  
Page 13



**FEATURED CAMPUS ROUND-UP**  
Page 15

**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](http://feweek.co.uk/subscribe) or email [subscriptions@feweek.co.uk](mailto: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](mailto: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 the publication, 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](mailto:news@feweek.co.uk)

**ED JOBS 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

	<b>BISHOP BURTON COLLEGE</b> <b>CHIEF EXECUTIVE AND PRINCIPAL</b> <b>£120,000 - £140,000 PER ANNUM + ACCOMMODATION + RELOCATION + TPS OR LGPS</b>	<a href="http://9nl.es/u0p4">http://9nl.es/u0p4</a>
	<b>QUEEN ALEXANDRA COLLEGE</b> <b>PRINCIPAL AND CHIEF EXECUTIVE</b> <b>CIRCA £90,000 PER ANNUM:</b>	<a href="http://9nl.es/m8kl">http://9nl.es/m8kl</a>
	<b>EXETER COLLEGE</b> <b>ASSISTANT PRINCIPALS X 3</b> <b>£65,000 - £80,000 PER ANNUM + BENEFITS:</b>	<a href="http://9nl.es/ndm6">http://9nl.es/ndm6</a>
	<b>WS TRAINING</b> <b>DIRECTOR OF QUALITY</b> <b>COMPETITIVE SALARY + BENEFITS</b>	<a href="http://9nl.es/1h76">http://9nl.es/1h76</a>
	<b>EASTLEIGH COLLEGE</b> <b>ASSISTANT PRINCIPAL (TEACHING, LEARNING AND ASSESSMENT, AND TECHNOLOGY)</b> <b>£45,128 - £60,670 PER ANNUM</b>	<a href="http://9nl.es/5de9">http://9nl.es/5de9</a>

TO ADVERTISE YOUR VACANCY WITH EDUCATION WEEK JOBS AND FE WEEK PLEASE CALL 020 81234 778 OR EMAIL [ADVERTISING@FEWEEK.CO.UK](mailto:ADVERTISING@FEWEEK.CO.UK)

## NEWS

# Strike cancelled: UCU wins big with 6% payrise

BILLY CAMDEN  
JUDE BURKE

@BILLYCAMDEN  
@JUDEBURKE77

A bumper pay agreement – amounting to more than six per cent over three years – has been reached between Sandwell College and its staff shortly after a strike was called off.

Members of the UCU union had been meant to walk out at the Midlands college for three days this week, having already been on strike for five days since February.

This action was stopped after the “agreement in principle” was reached, and the terms have now been revealed.

Staff pay will rise by 2.25 per cent in 2017/18 with additional two-per-cent rises in 2018/19 and 2019/20. A further 0.25 per cent will be awarded in 2019/20 if student growth targets are met.

The deal will apply to all employees at the college and has been “endorsed by the other recognised trade unions at the college, Unison and AMiE, who have also signed the collective agreement”, the UCU said.

Sandwell College will also increase its minimum pay level to align with the voluntary living wage recommendation.

As well as improving pay, the deal includes an agreement to establish a “joint working

group” to look at working practices, with a focus on improving staff wellbeing and reducing sickness absence.

The deal is a major development for the cash-poor FE sector, as colleges across the country continue with strikes over pay disputes following a below-inflation pay offer of one per cent made by the Association of Colleges in September.

“This agreement is a great outcome for all concerned,” said Anne O’Sullivan, UCU’s west Midlands regional officer. “It ensures consistent salary growth for the coming years, and should set an example to other colleges currently in dispute over pay.”

Sandwell’s principal Graham Pennington said: “We are proud of the commitment shown by our employees and I am happy to be rewarding their hard work and achievements over recent years.”

Hull College staff, on the other hand, did still take part in a second round of strike action over proposed job cuts.

Up to 231 full-time jobs are at risk as the college attempts to balance the books, prompting a vote of no-confidence in college chief executive Michelle Swithenbank.

Members of the UCU at Tower Hamlets and Hackney Community colleges – both part of New City College – also went on a three-day

strike either side of last weekend.

FE unions revealed on Friday that the Association of Colleges is refusing to consider a pay claim for 2018/19 while these disputes – over the 2017/18 pay settlement – are ongoing.

The long-running dispute concerns the pay offer of just one per cent made by the AoC last September.

Staff at a number of colleges have taken industrial action twice already, walking out in late February and again in late March.

More action was announced last week, and staff at 10 colleges are set to strike for up to seven days during exam season.

A UCU spokesperson said there is still “no movement” on the stalemate with the AoC over next year’s pay negotiations.

The National Joint Forum, which is made up of the FE teaching unions, revealed that the AoC had said it is “not minded to consider” a pay claim for 2018/19 while action is ongoing over this year’s settlement.

The unions, which include the National



Sandwell College

Education Union, Unite, Unison and the GMB as well as the UCU, branded this “unacceptable”.

Ms Hunt said that if the AoC did not “urgently change its position”, UCU would “be submitting the national claim at a local level”.

This would effectively cut AoC out of any discussions, and leave colleges handling any negotiations themselves, a spokesperson explained – although they hope this won’t happen.

AoC boss David Hughes said it would “not be appropriate” to start discussions on next year’s claim at this stage.

“We have written to all the unions to explain our position and we are optimistic that these few remaining disputes will be resolved soon,” he said.

## Apprenticeship starts show biggest drop for six months

JUDE BURKE  
@JUDEBURKE77

Apprenticeship starts were down a massive 40 per cent in February on the same period in 2017, the latest provisional government statistics have revealed.

There were 21,800 starts reported for the month compared with February 2017’s provisional total of 36,400, according to the Education and Skills Funding Agency’s monthly apprenticeship statistics update.

This represented this biggest year-on-year percentage drop since last August, and is part of an ongoing downward trend in starts since the introduction of the apprenticeship levy in May 2017.

Mark Dawe, chief executive of the AELP, claimed that the levy itself isn’t the problem.

But he said that the “the manner of its implementation is letting down thousands of SMEs and young people across the country”.

“Our simple solution has been sitting on the minister’s desk for months, namely that for the time being the government should stop charging small employers for taking on young apprentices at levels two and three,” he said.

“Action must be taken now if the government wants to achieve its manifesto target.”

Only large employers with a payroll of at least £3 million currently have to pay

the levy.

But employers not subject to the charge now have to make a 10-per-cent contribution towards the cost of apprenticeship training, even for the youngest apprentices.

Previously all of the costs would have been fully funded by the government, and this is thought to be putting smaller companies off hiring apprentices.

Skills minister Anne Milton insisted the government is “unapologetic” about its ambition for “high-quality apprenticeship opportunities” that are available to “everyone, regardless of their background”.

“The number of people starting on the old-style apprenticeships has fallen, but the number of people starting on our new, higher-quality apprenticeships are increasing well beyond our expectations. We won’t sacrifice that quality to increase quantity,” she said.

In an article in The Times, Ms Milton appeared to hint that the government was moving away from its target of three million apprenticeship starts by 2020 in the face of this decline.

The reforms have established “high-quality” apprenticeships, she wrote, and “we won’t sacrifice that quality just to meet the target that was set”.

However, a DfE spokesperson insisted to FE Week it was still committed to the target.

Apprenticeship figures from August 2017 onwards remain provisional, and the DfE stresses that they are subject to change; starts for recent months have generally been

revised up since they were first published.

The latest figures arrive in the same week that education secretary Damian Hinds was quizzed by MPs on the fall in starts in Parliament on Monday.

He said there had been 242,100 starts since the levy was introduced last April.

“We are in a period of change, and some employers are taking longer to bed down what they are going to do with their apprenticeship levy money,” he conceded.

“We must bear in mind that they have two years to do that with each month’s money, but we are seeing a shift to longer, higher-quality apprenticeships, and that trend is to be welcomed.”

Mr Hinds added that the apprenticeship levy is an “important structural reform to the way we do training provision in this country” intended to “make sure that all sizeable firms are contributing to upskilling the nation”.

### Monthly apprenticeship starts

Month/year	2015/16 final	2016/17 final	2016/17 provisional*	2017/18 provisional*	Fall since 2016
May	36,700	12,900			23,800 65%
June	37,000	14,200			22,800 62%
July	44,100	20,900			23,200 53%
August			36,500	21,400	-15,100 -41%
September			74,400	58,600	-15,800 -21%
October			44,800	34,300	-10,500 -23%
November			41,600	27,000	-14,600 -35%
December			21,600	16,700	-4,900 -23%
January			36,700	25,400	-11,300 -31%
February			36,400	21,800	-14,600 -40%

Analysis of DfE monthly ‘apprenticeship and levy statistics’ by FE Week

\* Figures for 2017/18 are still provisional and are therefore compared to the provisional figures from 2016/17, for an accurate comparison

## NEWS

# SEG conference highlights

The Skills and Education Group held its annual conference on April 16 at the East Midlands Conference Centre in Nottingham. Based on the theme of 'Building resilience in FE and skills', its agenda was packed with speeches from government officials, industry experts and inspirational speakers. FE Week was media partner and has reported on two of the keynote speeches delivered

## The charismatic college principal is no more, claims deputy FE commissioner

BILLY CAMDEN  
@BILLYCAMDEN

The days of the charismatic principal are gone, according to a deputy FE commissioner.

John Hogg told delegates at the Skills and Education Group's annual conference in Nottingham that the role of college bosses is changing.

A former principal of Middlesbrough, Wolverhampton and Coventry colleges, he also warned that some colleges' leaders have lost sight of reality as they desperately balance their book.

"I think good colleges are those where the leader says 'I am going to appoint people who know more than me'. It is changing exponentially," he said.

Speaking with FE Week afterwards, he insisted that principals have to "avoid a situation where they see themselves as the experts in finance and curriculum and all the areas, it is about teams".

"You are the leader and be charismatic by

all means but employ people who are experts in their fields," he added.

His comments run contrary to what the FE sector is currently experiencing in terms of principal pay.

The University and Colleges Union has lambasted many principals as "greedy and hopelessly out of touch" after new analysis showed a third enjoyed raises of more than 10 per cent last year.

Seventeen enjoyed annual salaries of over £200,000.

FE Week revealed last week that Garry Phillips, the boss of Ealing, Hammersmith and West London College was given a huge 31-per-cent salary increase in 2016/17 – taking his wage to £260,000, more than double the second-highest paid person at the college.

These massive raises are all the more controversial given that college staff across the country have been driven to strike action after they were offered a measly a one-per-cent increase of their own.

Mr Hogg isn't impressed by excessive salaries.

"Principal pay should be reflective of the

financial wellbeing of the institution and the sector," he told FE Week.

"My own view is if staff are performing well but aren't getting the salary to reflect that then as a principal I would reflect the same thing."

He also warned colleges that they focus too much on the need to make themselves financially secure.

"I go into colleges sometimes, and it is not about them being malicious, but there is a danger that they are so keen on becoming secure in themselves [financially] that they sometimes lose sight of the reality of life," he said.

"One college I went into, I said 'why have you predicted so much 16-to-18 growth?' The answer was because it is a declining demographic and 'we will do them through apprenticeships'. I said that is displacement activity, where are you doing that?"

"We use terrestrial intelligence whereas some institutions in a desperation to make the books match use astral intelligence.

They think there is a holding bay of 16- to 18-year-olds up there waiting to come down



John Hogg

the golden ladder."

Colleges across the country are undergoing financial crises. Many have been hit with finance notices to improve and require FE commissioner intervention.

Many are shedding staff, who are striking as a result. Hull College, for example, is proposing to cut up to 231 full-time jobs.

"Colleges need to build up a really pragmatic structure curriculum plan that is fully costed and reflective of the demographic they are working in that reflects the needs of employers rather than what the college thinks what it might need to balance the books the following year," Mr Hogg said.

"It is a danger that principals are reacting to what they need financially rather than the reality of what they need."

## Ofsted: Apprenticeships 'beginning to look like Train to Gain for adults' as inspection grades dip in early 2018

The quality of apprenticeships is in decline, Ofsted has said, and the programmes are starting to resemble the doomed Train to Gain initiative from the mid 00s.

The inspectorate's deputy director for FE and skills told MPs on the commons education select committee earlier this week that around half of inspections carried out so far this year have resulted in 'requires improvement' or 'inadequate' ratings for apprenticeships.

Paul Joyce reiterated concern about the "very mixed picture of quality" at the Skills and Education Group's conference, where he warned that the inspectorate is beginning to find traits of previous failed programmes creeping back in to delivery.

"We are concerned and want to avoid a Train to Gain-type programme being badged as an apprenticeship," he told delegates.

"We are finding that providers are struggling with the implementation of some of these reformed programmes. There are examples where off-the-job training is still not demanding enough."

Ofsted is "particularly concerned" where it is starting to find "some issues where very little off-the-job training is taking place", particularly with apprentices that are enrolled on programmes for the "older age demographic".

Train to Gain was launched in 2006 to encourage employers to deliver vocational training to adult workers.

However, the business minister at the time, John Hayes, said the flagship training service

was a "deadweight cost" that had no future because it gave money to highly profitable employers to train their staff when they were already willing to pick up the bill.

It was scrapped in 2010.

Mr Joyce said apprenticeships "must develop new and substantial skills and knowledge" in order for them to identify as an actual apprenticeship programme.

"If they are not and if providers aren't enabling that to happen, then their

apprenticeship programme is unlikely to be graded 'good' or 'outstanding'," he added.

FE Week's analysis of the figures shows that the apprenticeship provision grade profile improved at the end of 2017, where 59 per cent of inspected providers were rated grade one or two for apprenticeships.

However, this dropped by three percentage points between January and May this year.

"It is a very mixed picture what we are seeing in terms of the implementation of the apprenticeship reforms and their impact on quality," Mr Joyce told the committee.

"The quality we are generally seeing is certainly not a universally positive picture."

During the hearing it came to light that there is much confusion over who is accountable for quality in apprenticeships, whether it is Ofsted or the ESFA.

MPs on the committee said the ESFA had recently "undermined" the inspectorate by allowing a provider described as "not fit for purpose" to continue training apprentices.

Skills minister Anne Milton admitted there is a lack of clarity over the accountability system which needs to be fixed (see page 8).

Apprenticeship grades	Sep 16 - Aug 17	Sep 17 - Dec 17	Jan 18 - 17th May 18
Grade 1	12	2	3
Grade 2	81	28	19
Grade 3	75	16	11
Grade 4	21	5	6
Total inspections	189	51	39

Apprenticeship grades	Sep 16 - Aug 17	Sep 17 - Dec 17	Jan 18 - 17th May 18
Grade 1 & 2	93	30	22
	49%	59%	56%
Grade 3 & 4	96	21	17
	51%	41%	44%

## NEWS

# Rail specialist will quality-assure IT apprenticeships

PAUL OFFORD  
@PAULOFFORD

A firm of rail specialists have been chosen to replace the Tech Partnership as the external quality-assurance provider for digital apprenticeships, in a move said to “defy all logic”.

It was announced on Tech Partnership’s website that its members had agreed to pass “the baton” to the National Skills Academy for Rail, for EQA of end-point assessment of level three and four digital apprenticeships.

The Institute for Apprenticeships still needs to approve this decision, but NSAR’s chief executive Neil Robertson is “confident that we will be given clearance to run the tech EWA by the IfA, due to our established track record”.

The move has provoked what could politely be described as a bemused reaction from the wider FE community.

“We are very concerned about the decision to opt for NSAR,” said a source from an end-point assessment organisation for digital apprenticeships. “The decision seems to defy all logic as they have no experience of digital and very little experience of EQA.”

Association of Employment and Learning Providers boss Mark Dawe agreed.

“Is this really key employers from the relevant sector being in control of the EQA?” he said. “One of the main arguments for not using Ofqual as the overarching EQA was not having relevant employers involved in it.

“Is this really how we want the quality control of our national apprenticeship system to develop – random announcements like this handing EQA responsibilities from one organisation to another?”

Employer groups developing new apprenticeship standards can choose one of four options for externally quality-assuring final exams.

These are an employer-led approach, a professional body, Ofqual or the IfA itself.

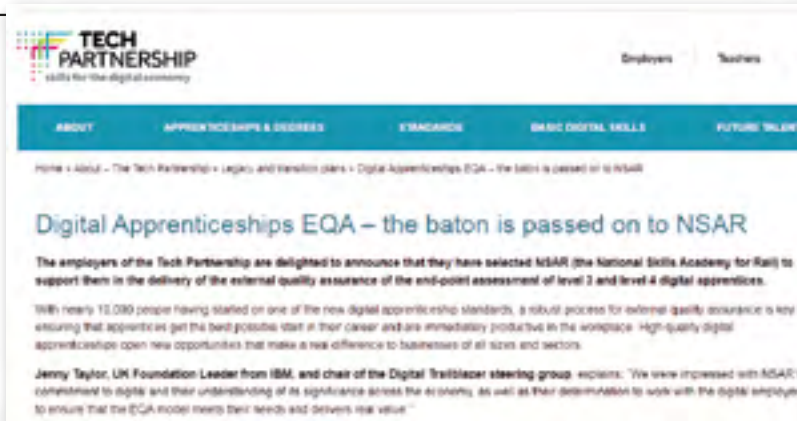
Many in the sector think that it should be left to Ofqual, which is the established qualifications regulator.

Mr Robertson was confident the IfA would approve them because “one of their representatives was with the Digital Apprenticeship Quality Board that made the decision”.

“We plan to recruit up to 10 tech specialists to ensure we have sufficient tech sector expertise.”

Explaining its EQA track record, an NSAR spokesperson said it had “been running EQA for high-stakes and safety-sensitive training and assessments for many years”, though not for apprenticeship standards.

He was referring to assessments that authorise staff to work on the railway – including licence to practice, how to use



equipment, and supervision for example.

The IfA came in for criticism after it approved the Tech Partnership to provide EQA for digital apprenticeships in December, two months after it announced plans to shut up shop by the start of 2018/19.

It confirmed that if no suitable replacement were approved by September this year, it could take on the quality-assurance role for the sector, a scenario which now looks unlikely.

“The Tech Partnership has been both inspirational and instrumental thus far in helping us develop the national infrastructure for digital apprenticeships,” said Tim Clayton, head of technology at Sainsbury’s, who chairs Tech Partnership’s Digital Apprenticeship Quality Board.

“I am delighted that the appointment of NSAR will allow the baton to be passed on seamlessly to a successor organisation who have demonstrated that they are as committed to the employer-led digital skills agenda as we are. I look forward to establishing an effective partnership.”

“We were impressed with NSAR’s commitment to digital and their

understanding of its significance across the economy, as well as their determination to work with the digital employers to ensure that the EQA model meets their needs and delivers real value,” added Jenny Taylor, UK Foundation Leader from IBM, and chair of the Digital Trailblazer steering group.

An IfA spokesperson said NSAR “have been nominated by the digital trailblazers to replace Tech Partnership but this will have to be put to QAC to provide us assurance that they have sufficient sectoral expertise”.

She confirmed an IfA advisor was “in the room to answer any questions about the process” when the board voted in favour of NSAR as the EQA replacement, but did not play a formal role in the decision making process.

## Maths teaching pilot offers an extra £500 per learner

JUDE BURKE  
@JUDEBURKE77

Providers in some of the most disadvantaged areas of the country will be given an extra £500 per learner for post-16 maths teaching in a new pilot scheme.

It will test three different approaches to using the funding, to assess which is most effective at improving results for learners with the lowest prior attainment in maths.

The Education and Skills Funding Agency will contact all eligible institutions to ask if they would like to be included in the pilot. The deadline to opt in is May 25.

“We will inform institutions about their funding structure allocation after they have opted in,” a spokesperson said.

It’s designed to boost achievement for learners with a grade three or lower at GCSE maths, and is open to post-16 providers in areas identified by the Department for Education as a category five or six area according to its ‘Achieving excellence areas’ methodology.

These are areas that have been identified as having low standards for learners and a poor capacity to improve.

The cash will be in addition to providers’ normal 16-to-19 allocations.

The pilot, which will run for two years, aims to “identify how the additional funding is used by institutions, and to build up an evidence base on which activities lead to improvements in teaching and learning”.

It will test whether it’s more effective for institutions to be given all the cash up front, or after a learner improves their maths grade to at least a grade four in the summer of 2020, or a combination of the two.

Since 2013, all 16- to 19-year-olds without at least a grade C in GCSE maths or English have had to enrol in courses alongside their main programme of study.

This requirement was tightened in 2015 to require all of those with a grade D – now a 3 – in those subjects to sit a GCSE course, rather than an equivalent stepping-stone course such as functional skills.

But after GCSE results showed huge numbers of learners aged 17 and older failed to improve their grades in resits, many in the sector again asked the government to scrap the policy.

The Treasury announced last November that £8.5 million had been set aside to pilot “innovative approaches” to improving the controversial GCSE maths resit policy.



ROCKBORN  
MANAGEMENT CONSULTANTS

**Rockborn Management Consultants** are an experienced and highly successfully consultancy serving the FE sector. Over recent years we have completed a number of high profile projects.

With a growing national portfolio, Rockborn provide a range of Change Management services including Strategy Development, Merger Management, Turnaround Support, HR Strategy, Curriculum Planning and Change, Quality Improvement, Finance, and Management of major projects.

To help us maintain a hard earned reputation for a high quality personal, flexible and professional approach to every assignment. We are currently looking for Associates with significant expertise in one or more relevant disciplines combined with existing consultancy experience, excellent communication skills, a strong commitment to outstanding customer care matched to great project management skills. In addition, you will also be a great person to work with!

If this appeals to you and you wish to be part of a successful and growing organisation then please send your CV to Peter Ryder at [pryder@rockbornhr.co.uk](mailto:pryder@rockbornhr.co.uk)

 @RockbornMC  
[www.rockborn.co.uk](http://www.rockborn.co.uk)

FE WEEK ASKS

# Principals blast London's £3m AEB top-slice

**BILLY CAMDEN**  
@BILLYCAMDEN **EXCLUSIVE**

London college bosses have hit out at London's mayor Sadiq Khan after FE week revealed he plans to top-slice £3 million from the adult education budget to pay over 50 new bureaucrats from next year.

The money will be siphoned from frontline learning to cover the wages of administrators managing AEB in the capital when devolution kicks in.

But the news hasn't been taken well. The principal of the capital's third largest college group, London South East Colleges, tweeted criticism within minutes of our story being published online on April 14.

"Shocking and hugely disappointing that this has been allowed to happen and divert £3 million from this underfunded sector to pay for administrative officers @MayorofLondon #accountability #valueformoney #skillsforlife ultimately hurting learners the most," Sam Parrett said.

"It is difficult to see how the devolution promise of better long-term economic and social outcomes and the reductions in social and economic inequalities can be achieved by spending up to £3 million on administration," she told FE Week later.

The decision appeared to be "rebalancing the books" at the Greater London Authority, "not the local economy, or the FE sector which delivers most of this provision within an already underfunded system".

"It was always a concern, and is no surprise, that devolution will require an extra layer of bureaucracy and administration," said Andy Wilson, principal of Capital City College Group, the largest group in London.

"The hope now is it will also quickly provide colleges with new flexibilities and autonomy."

The first comment posted on our website, from Terry Bentley, said: "And so the disaster begins to unfold. Devolution =

350 AEB managers popping up around the country when 20 were doing the job perfectly adequately at the ESFA. And that 350 is just in the devolved regions! Learners shafted by self-indulgent local bureaucrats yet again."

The 53-strong team will form a skills and employment unit to dish out the AEB from 2019/20, which will amount to around £311 million per year for London.

Its total cost will be £3.245 million per year, for which £3.028 million will be top-sliced from the AEB because it is directly attributable to budget.

Among the staff will be one assistant director, whose annual pay packet will reach £139,000. The other 52 employees will earn similarly healthy wages [see table].

However, many of the tasks they will carry out will simply duplicate the work that the Education and Skills Funding Agency already does.

The GLA blamed the ESFA for the situation, claiming it refused to give a "service offer", which includes procurement, audit, contract management, direct access to data and changes to the Individual learner record systems.

Mr Khan is asking the funding agency to reconsider.

The GLA maintains that this decision has been forced upon it by a government refusing to provide administration funding for the AEB, despite "lobbying consistently" for more cash.

"The mayor warmly welcomes control of these devolved funds – but it makes little sense to give him responsibility for more than £300 million a year without the resource that will allow him to spend it speedily and effectively," a spokesperson said.

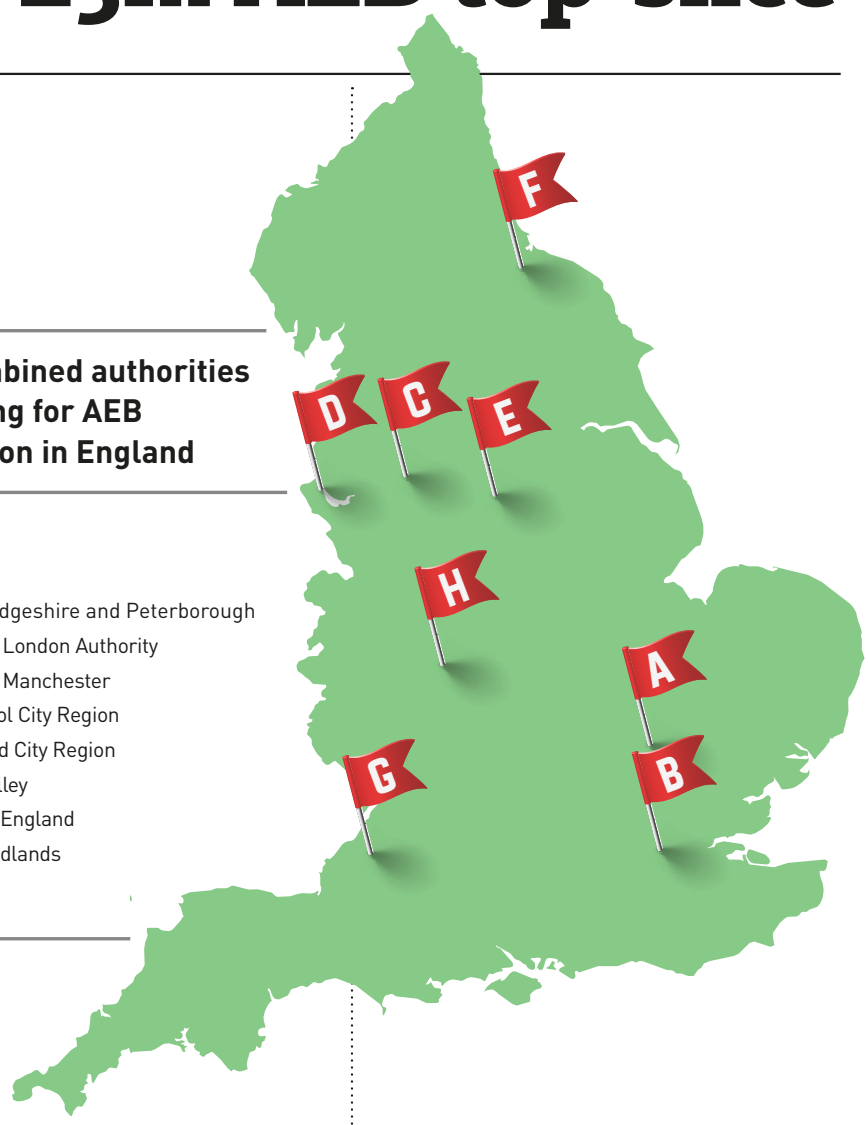
He pointed out that staff costs associated with the skills unit are less than one per cent of the budget being devolved.

The Department for Education told FE Week it has agreed to provide funding to support the GLA "to prepare effectively for taking on the AEB".

"Once the AEB has been devolved, it will be for the mayoral authority to determine

## The combined authorities preparing for AEB devolution in England

- KEY**
- A Cambridgeshire and Peterborough
  - B Greater London Authority
  - C Greater Manchester
  - D Liverpool City Region
  - E Sheffield City Region
  - F Tees Valley
  - G West of England
  - H West Midlands



how best it spends the funding to help learners," a spokesperson added.

The situation got a mention at this week's education select committee meeting, where the chair Robert Halfon described the plan as a "waste of public money".

Skills minister Anne Milton said she "hates" money spent on management but "in any organisation good management is crucial to good delivery".

The DfE, she claimed, had "factored in" some money in the combined authorities' budgets for administration".

The GLA is one of eight mayoral combined authorities with deals to take control of AEB spending in their regions from 2019/20.

FE Week spoke to a number of the other combined authorities to find out about their expected bureaucracy costs when devolution rolls out, but none could provide exact figures as final budgets have not yet been agreed.

Tees Valley, the west Midlands and Cambridgeshire & Peterborough all said that they are working with the government to develop a service offer in the most cost efficient way possible to support learners.

The other areas of the country to have devolution deals in place for 2019/20 are the Liverpool City region, Greater Manchester, the West of England, and the Sheffield City region.

## Staffing costs for the London mayor's new skills and employment unit

Title	Number of posts	Total cost	AEB posts FTE	AEB costs	Skills posts FTE	Skills costs
Assistant director, skills and employment	1	£139,000	0.75	£104,000	0.25	£34,000
Senior manager	4	£348,000	3.75	£326,000	0.25	£21,000
Senior project manager	1	£73,000	1	£73,000	0	£0
Principal policy officer	16	£1,056,000	15.5	£1,023,000	0.5	£33,000
Principal project officer	12	£732,000	12	£732,000	0	£0
Senior policy/project officer	10	£540,000	8	£432,000	2	£111,000
Project/programme support officer	8	£320,000	8	£320,000	0	£0
Team assistant/administrator	1	£37,000	0.5	£18,000	0.5	£18,000
<b>Total</b>	<b>53</b>	<b>£3,245,000</b>	<b>49.5</b>	<b>£3,028,000</b>	<b>3.5</b>	<b>£217,000</b>

# Care leavers to get £1k apprenticeship bursary

JUDE BURKE  
@JUDEBURKE77

Young care leavers starting an apprenticeship from August will receive a one-off bursary of £1,000.

It's one of a number of "minor adjustments" to guidance on apprenticeship funding from August 1, announced by the Department for Education on Thursday.

Other changes include a doubling in the number of funding bands from 15 to 30, and the retention of extra cash payments to providers training the youngest and most disadvantaged apprentices.

"At this time, we have looked to prioritise stability for the market, and these are minor adjustments to support employers, providers and apprentices," the document said.

The one-off £1,000 payment for care leavers aged 16 to 24 is intended to help them with the "extra barriers" they face in the transition to the world of work.

The cash, which will come from the DfE's existing apprenticeships budget, will be paid "once to each care leaver in the eligible age range" via their training provider.

Matthew Reed, the chief executive of The Children's Society, has long urged the

government to introduce a similar bursary.

"Care leavers have told us how they have struggled to make ends meet and pay the bills after taking up an apprenticeship on low rates of pay when they cannot rely on additional support from parents such as being able to continue living in the family home," he said.

"We hope this grant will make apprenticeships a more viable option for young people looking to find work after leaving care and help set them on the path to a brighter future."

The 20-per-cent uplift for 16- to 18-year-old apprentices on frameworks, and additional payments for those in disadvantaged areas, first introduced in 2016 as a transitional measure, will continue for at least another year, the new guidance revealed.

"We have seen starts on standards grow, which are generally funded at higher rates, but we know that many providers are still delivering substantial numbers of frameworks, including to 16- to 18-year-olds," it said.

"It is important that apprentices are still able to undertake these frameworks until the

## Summary of announcements

- > £1,000 bursary for care leavers aged 16-24
- > 20-per-cent 16-18 framework uplift continues
- > Disadvantage uplift for frameworks continues
- > IfA's choice of 15 funding bands doubles to 30

relevant standards are available."

"As such, we will be continuing to provide a payment equivalent to 20 per cent of the funding band maximum to providers training 16- to 18-year-olds on frameworks, and additional payments to providers training individuals from disadvantaged areas on frameworks."

The uplift was the result of FE Week's successful #SaveOurApprenticeships campaign, which exposed damaging cuts to

apprenticeship funding.

Our analysis of proposed changes to the funding system from May 2017, when the levy reforms came into effect, exposed potential cuts of up to 30 per cent for 16- to 18-year-olds on some of the most popular frameworks.

This rose to 50 per cent in the most deprived areas.

The campaign was backed by more than 50 MPs, after which the-then skills minister Robert Halfon introduced the uplift.

There will be 30 funding bands in place from August – up from the current 15.

The upper limit of those bands will range from £1,500 to £27,000, with the expectation that employers will negotiate with providers over price.

"All existing apprenticeship frameworks and standards will be placed into a band within the new structure that has the same upper limit as under the 15 funding band structure," it said.

The new guidance follows the DfE's announcement in February that it would review the funding band structure, because employers did not "feel able" to negotiate with providers on price.

"The CACHE qualification has reaffirmed my self-belief, not only in my ability to achieve success, but in my aspiration to become a teaching assistant."

Sarah  
Bodmin College

Find out why we are the UK's leading provider of care and education qualifications.

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

**cache**

# Roundup: Highlights from the edu

## Milton admits confusion on quality accountability

BILLY CAMDEN  
@BILLYCAMDEN

FROM FRONT

There is a lack of clarity when it comes to who is accountable for apprenticeship quality, the skills minister has conceded.

Anne Milton acknowledged that it was unclear whether it is a job solely for Ofsted or the ESFA at an education committee hearing, admitting responsibility needs to be defined “more clearly”.

MPs asked her and the ESFA’s director of apprenticeships, Keith Smith, about a specific example recently revealed by FE Week, which they said “undermined” the role of inspectorate.

They were referring to Key6 Group, a provider which had its apprenticeship delivery suspended after Ofsted branded its training “not fit for purpose” in the first early monitoring report on newcomers to the apprenticeship market, published in March.

However, the ESFA lifted the ban just two months later.

“It undermines Ofsted if you carry on with that provider,” Robert Halfon, the chair of the education select committee, told Mr Smith.

The latter defended the agency’s decision,

and revealed that Key6 had not been given “unlimited ability” to deliver.

“We review and regularly sit down with the provider,” he explained, adding that an improvement plan is in place, and he is “confident” that work is “bearing fruit”.

“We have taken the view [to lift the delivery ban] because there was demand from employers, one big levy employer in particular,” he said. “As the employer they took the view that they wanted to do some limited activity with that provider.”

If at any point “we get concerns that improvement isn’t continuing or there are new issues” the ESFA will “take action to impose those sanctions that we actioned before”.

Lucy Powell, the MP for Manchester Central, described it as an “incredibly confused accountability structure” and asked Mr Smith to explain who is responsible for determining quality. He could not give a straight answer.

Mr Halfon revisited the point later in the session: “Surely if Ofsted decides a provider is not fit for purpose it should be for Ofsted to decide who is fit for purpose? I don’t understand why the ESFA should come in and say they are fit for purpose.”

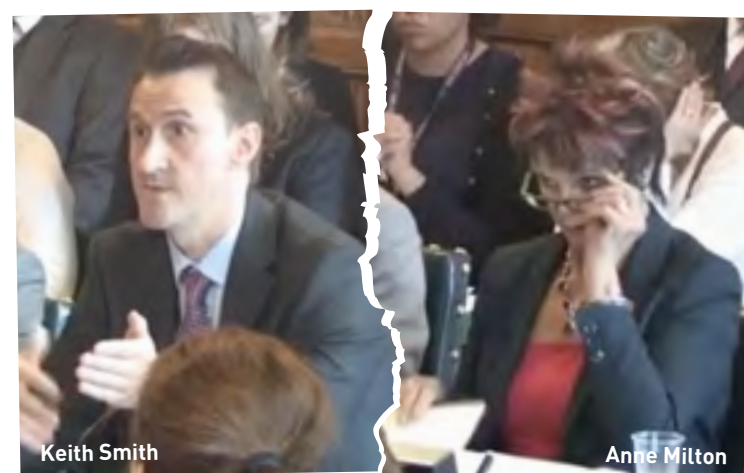
Asked about the same thing, Ms Milton admitted that the accountability system for quality is confusing.

“I think that point about clarity is absolutely valid,” she said. “If I can’t explain, I am a simple soul. I’ve got to be able to draw a simple picture, a simple diagram of how the system works, and if it’s got too many arrows on it, that’s not good enough for me. I need to be clear.”

“I am accountable, as all ministers are, I am accountable for all of this.”

“Other people have responsibilities, but I think the relationship between the ESFA and Ofsted over quality is quite difficult to define and I think we need to define that more clearly.”

Ofsted’s early monitoring visits, announced by chief inspector Amanda Spielman last November, were intended to sniff out “scandalous” attempts to waste public money.



Keith Smith

Anne Milton

Their introduction is believed to be a result of growing concerns around the number of untested training providers that had made it onto the register, and which therefore had access to potentially huge sums of public money.

Paul Joyce, Ofsted’s deputy director for FE and skills, said the inspectorate “reserves the right” to carry out another monitoring visit in the case of Key6 considering it is now eligible for funding again.

He added that the watchdog “may well, in light of the monitoring visit report, carry out a full inspection sooner rather than later”.

## Careers and Enterprise Company is a ‘bloated quango’

PAUL OFFORD  
@PAULOFFORD

The Careers and Enterprise Company has been labelled an “overbloated quango” by a Labour MP after it spent almost £1 million on research rather than frontline guidance for learners.

During a bruising appearance before the Commons education select committee, the CEC’s chair Christine Hodgson admitted that £900,000 had been spent on research since it was set up in July 2015.

Nine research reports were pushed out in the last few months of 2017 alone.

Ms Hodgson and CEO Claudia Harris provoked a bemused reaction when they added that another £1,000,000 was likely to be spent on research over the next three years.

“So that is money not going to the front line?” asked Mr Halfon.

“Why do you spend money on that when you could have think-tanks, or universities, or the Department for Education doing that? Why do you need to spend £900,000 which could go to frontline careers advice, on being a think-tank, which is not your role?”

Ms Harris countered that much of their research “underpins where we focus our



Christine Hodgson and Claudia Harris

spending – like the cold spot reports; we have got a few other reports that do same thing”. CEC also has to “evaluate our work”.

She was referring to a series of reports from 2015 and this February, which identified and updated on key “cold spots” across the nation, where the CEC believes careers advice is most needed and has invested as a result.

FE Week has persistently pressed the company, which was designed to connect young people with the world of work, for details of the colleges that it works with, and how it is engaging them.

We revealed in December 2016 a postcode lottery for FE coverage, with 15 local enterprise partnerships not covered in its “enterprise adviser network” – and no London FE and sixth-form colleges at all.

Ms Harris insisted that the CEC now works with 40 per cent of FE colleges, or around 140.

She conceded that the Gatsby benchmarks for careers guidance were built for schools, so the CEC is “working with the Association of Colleges and others to develop Gatsby benchmarks for colleges which will come online from September”.

Colleges were warned earlier this year that they could be stripped of funding if they do not comply with new careers guidelines.

Updated guidance published in February by the Department for Education, following the unveiling of the government’s long-overdue careers strategy in December, said colleges need to meet eight “Gatsby benchmarks”.

Colleges were expected to begin to work towards these standards, which have been

designed over the past three years to ensure they succeed in a post-16 setting, and meet them by the end of 2020.

The guidance warned that colleges risk losing their grant funding if the demands are not met in that timescale.

The eight existing benchmarks have been described by skills minister Anne Milton as the “bedrock of our careers strategy”.

Committee member Lucy Powell MP complained that CEC doesn’t seem certain of its purpose, and that there is “sense it has become an overbloated quango”.

CEC was also criticised for the high salaries it pays staff and a lack of transparency during today’s education committee hearing.

“We don’t publish board minutes,” said Ms Hodgson. “We are an independent organisation, but all of our activity is transparent.”

But Mr Halfon countered: “Given that you get money from the government, shouldn’t you publish them?”

Supporters of the CEC were later urged to tweet their backing. In an email sent to “friends” of the organisation and seen by FE Week, Ms Harris asks supporters to “join us on twitter tomorrow to celebrate the success and fantastic work being done to make a real difference to the futures of young people”.



# Education select committee hearings

## ESFA cap on subcontracting fees under consideration

**BILLY CAMDEN**  
@BILLYCAMDEN

Caps on subcontracting management fees will be introduced – if the government deems it “right and proper”.

The Education and Skills Funding Agency’s director of apprenticeships was asked about the hefty top-slices that many prime providers now charge during an education committee hearing on apprenticeships.

Keith Smith pointed out that stricter rules have recently been enforced on subcontracting, resulting in “a reduction”.

He told MPs that the government wants to cap the amount that can be charged as a management fee.

“Subcontracting is an element of a provider-led model and we are doing some work to think about the future of that from next year,” he said.

“We have already seen a reduction in the

amount of subcontracting that is happening because of the changes and controls we’ve introduced.

“In terms of fees and charges that is something we are keeping under constant review. If it is right and proper that we introduce capping and controls around management fees then that is something we will obviously do.”

The skills minister appeared later in the session and agreed with the committee that huge top-slices in subcontracting concerns her and that it amounts to “wasted money” in some cases.

However, Anne Milton claimed it was “too soon” for the government to take action in specific cases.

“I would always like less, because it’s money that is going to the main provider that could be spent on training,” she told the committee.

“I think the transparency of the management fees is important. To me taking

excessive management fees is gaming.”

She currently has three cases of unjust top-slices which have been brought to her by other MPs.

“I can take action,” she said, adding: “I think it’s too early to take action at this stage.”

Major sector bodies, excluding the Association of Colleges, published best practice guidance in March stating that management fees levied by prime providers on subcontractors should not be more than 20 per cent of the programme funding.

This was signed by the Association of Employment and Learning Providers, the adult community education and learning organisation Hoxex, and provider group Collab.

FE Week has exposed many situations in which cash meant for learning has been diverted as primes levy what are widely considered to be excessive management fees of up to 40 per cent.

To make the process more transparent, from 2016/17, new rules dictated that individual providers had to inform the ESFA of their management fee figures, which should then be published centrally.

But the agency has delayed and delayed this, and only announced last month that these fees and charges will finally be published in June.

The ESFA also revealed last month that subcontracting fees and charges will be reviewed to ensure government funding is being used for “recognised costs”.

Any subsequent changes to subcontracting rules will come into force from August.

New rules for contracting and subcontracting came into force last May, which say lead contractors can no longer subcontract entire apprenticeship programmes.

Instead they must “directly deliver” at least some of each programme.

And all subcontracting arrangements must be agreed with the employer before the start of an apprenticeship programme.

However, colleges still appear to be breaking the rules.

Stephenson College was exposed earlier this month for apparently charging up to 57 per cent in management fees and attempting to use up £100,000 of skills funding within less than three months, through a frowned up process known as “tactical subcontracting”.

Yet funding rules state that providers “must not subcontract to meet short-term funding objectives”.

The college’s policy was actually updated on May 1, following FE Week enquiries, and now says that the subcontracting charge is “typically” 20 per cent.



**FIND YOUR  
NEXT JOB**

Visit [www.educationweekjobs.co.uk](http://www.educationweekjobs.co.uk)

**ED** JO BS  
**Week**  
BROUGHT TO YOU BY  
**SCHOOLS WEEK  
AND FE WEEK**

**We’ve made finding your next role that little easier.**

To place a recruitment advert get in touch at: [advertising@educationweekjobs.co.uk](mailto:advertising@educationweekjobs.co.uk) or call: 020 8123 4778.

## EDITORIAL

## Devolution means cutting courses to pay for more pen-pushers



There's a degree of inevitability about watching local government top-slicing FE funding as part of the devolution agenda.

The DfE's "protection" of the adult education budget at £1.5 billion per year will end when the mayoral combined authorities get their hands on the money from August 2019.

We now know the mayor of London, Sadiq Khan, plans to raid this budget for adult courses to fund dozens of new, highly-paid Greater London Authority policy officers, at a cost of over £3 million per year.

Raids like this on the education budget are inevitable and likely to rise because, to put it plainly, the DfE is removing the ring-fence.

The GLA blames the DfE for forcing it to dip into the education budget, and the DfE sheepishly admits it will do nothing to stop the mayor.

The skills minister should step in and only agree devolution deals which include a clause which enforces the ring-fence and forbids any raid on the adult education budget.

Failing that, the mayor will have to answer to the London electorate on why he's cutting investment in adult education.

**Nick Linford, Editor**  
news@feweek.co.uk

## SEG2018 TWEETS:

**Simon Feneley-Lamb** @Simon\_nf

English and maths within study programmes are areas that need improvement says Paul Joyce HMI. @emfec\_team are working with @E\_T\_Foundation to deliver pipeline maths and English support to help address this issue #SEG2018

**Karl Stringer** @CertaKarl

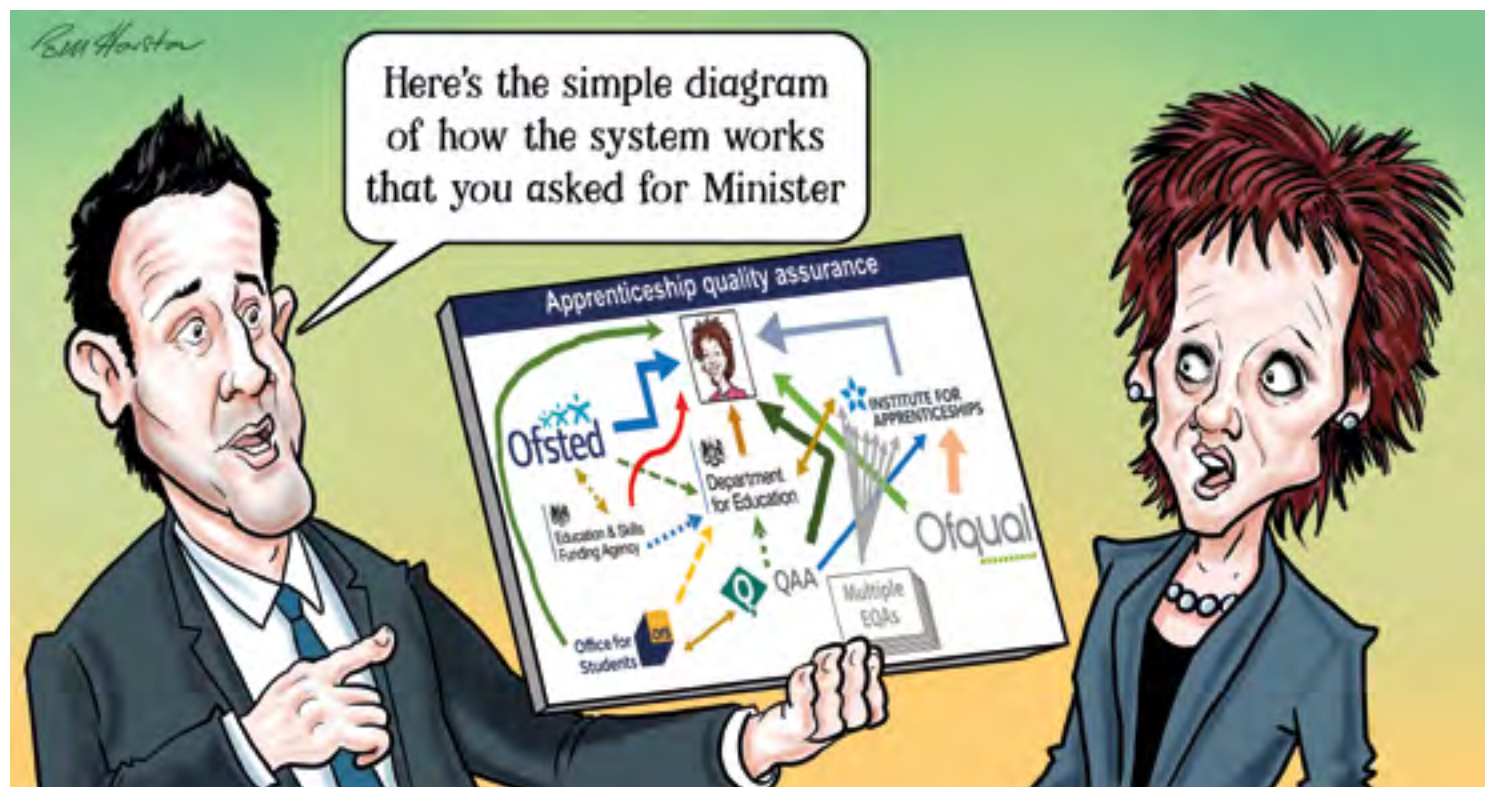
Conference currently hearing from @tombewick on his observations about the sector. Average time in a job for a Premier League manager is 18 months... Average time in a job for a skills minister is 17 months!! #SEG2018

**Emily Chapman** @EmChapman6

At the Education and Skills Group Conference this morning talking: "Building opportunities for those forgotten voices." Great to speak on the importance of student voice and its importance in the sector in creating future policy leaders and for the future of FE #SEG2018

**John Yarham** @John\_Yarham

Good to hear Paul Joyce from Ofsted stressing greater focus on careers advice in inspections of schools, colleges & providers #SEG2018



## Institutes of Technology hit by mystery delays

JUDE BURKE  
@JUDEBURKE77

EXCLUSIVE

The Institutes of Technology have already fallen behind schedule, and providers who applied to open one still don't know if they have been successful.

According to the original competition invitation, applicants should have been notified by early May whether their bids for a share of £170 million had made it to stage two.

But no communication has been sent, the Department for Education has admitted.

A spokesperson said they had "received a number of high-quality bids" during the application window, which ran from December 15 until March 1, although he wouldn't say how many.

"Applicants will be notified of outcomes as soon as possible after a decision has been made."

He refused to comment on whether the delay will affect the timing of stage two of the process, during which bidders submit full business proposals, which is due to open next month.

IoTs, which were first mooted back in 2015, are intended to bring together FE and HE providers along with employers to deliver technical skills training, with a particular

focus on levels four and five.

According to application guidance from the DfE, they will offer "higher-level technical skills on a par with more academic routes" and will "achieve the same level of prestige as universities".

Between 10 and 15 of the institutes are expected to be created. The successful proposals are expected to be announced by the end of the year, with the first one due to open in September 2019.

The government's industrial strategy green paper, published in January last year, included a promise of £170 million in capital funding to create the institutes.

But even though the DfE has repeatedly said the plan is to "establish high-quality and prestigious institutions", in reality much of this cash is expected to go existing institutions rather than new ones.

It can be spent on "industry-standard facilities and equipment", according to the DfE guidance.

FE commissioner Richard Atkins expressed doubts earlier this year whether the amount of cash on offer was enough to have an impact on the skills system.

Speaking at a House of Lords inquiry in early March, Mr Atkins said that IoTs are a "very good idea" but the "modest" amount of money means he's "not sure it will transform

the system".

And Julian Gravatt, the Association of Colleges' deputy chief executive, agreed that while IoTs are a "good experiment", he fears "too much pressure" had been heaped on them to "revolutionise the system".

When the concept of IoTs was first introduced, it was envisaged that colleges would be invited to become one.

But the 2017 Conservative party manifesto said they would be linked to universities and would offer courses at degree level – a change that confused many in the sector.

Speaking at last year's AoC conference, a DfE official working on the policy said her team had been "equally surprised" by the move – which, it turned out, had been driven by a desire from Number 10 and the Treasury to "confer prestige" on IoTs by borrowing from the status of universities.

FE Week reported in March that a consortium led by Milton Keynes College had put in a bid for £18 million of funding to develop an IoT at Bletchley Park, former home of a world war two codebreaking centre.

The proposal, which also included Microsoft, City and Guilds and Cranfield University among others, would see 1,000 learners a year taught fields such as network engineering, applications development, intelligent systems, games development and cybersecurity.

## COMMENTS

## Apprenticeship starts show biggest drop in six months

This is having a significant impact on employers, colleges, learning providers and importantly, potential apprentices. Action needs to be taken now if we're to avoid more losses to our sector and rescue what should be our flagship programme!

Noel Johnson

I think the true picture will not emerge until April. April figures are likely to look very bad against last year, as there was a huge surge in starts last April just before the levy kicked in (almost double).

If there is then the first full year of levy/non-levy funding could look very bad indeed.

Jamie Rail

## London mayor plans £3m FE funding cut to pay for over 50 new bureaucrats

Just goes to show that skills devolution will herald a new level of unnecessary bureaucracy, complication and confusion especially for providers delivering across the country (and probably no consistency in the procurement approaches taken by the different combined authorities).

David Lee

Lets be honest, learners got shafted by ESFA when the last funding methodology was conceived.

The deep cutting of SFA means they rely on very rigid prescribed rules, stifling innovation and creating a bland offer.

Devolution may well turn out to waste money, but the current way of working doesn't appear to be delivering.

Lurch



# BISHOP BURTON College

**Protocol** Excellence in FE



## Do you have the passion, innovation and drive to inspire and lead Bishop Burton College?

Bishop Burton College seeks a new Chief Executive & Principal to lead our ambitious, entrepreneurial organisation to an exciting future.

As one of the largest specialist land-based colleges in the country with an enviable reputation for student and commercial success, we were last Ofsted-assured as a Good college, with Outstanding Social Care provision. We operate from two vibrant campuses in Bishop Burton and the outskirts of historic Lincoln, undoubtedly two of the most picturesque parts of the country.

We are an impressive college by any measure, but we share a passion to be Outstanding at our next inspection. We have brilliant students, excellent staff and sector-leading teaching and learning resources that will give our next leader all the tools to be successful. We recognise that we have work to do as part of our shared journey and are open to making the changes required to get there. We therefore seek a leader who can inspire a team to achieve our goals and ambitions.

### Chief Executive & Principal

**Salary £120k - £140k + accommodation + relocation + TPS or LGPS**

You will be a proven, ambitious FE senior leader, tuned in to today's many sector challenges with some ideas and foresight to position us to meet the next ones! You may be a highly accomplished Vice or Deputy Principal ready now to lead your own college or an established Principal, currently doing well in post. You may have GFE or specialist experience, but above all you will inspire those around you to deliver their very best.

In return, we offer a progressive market rate salary package, a supportive Board of Governors and an excellent team, waiting to be led by you.

**Closing date: 9am on Monday 11th June 2018**

Assessment Centre dates to be confirmed

Should candidates wish to visit the Bishop Burton campus this can be arranged for Saturday 26th May

For an informal and confidential discussion about the role contact Ian Sackree 07795 271559 or David Beynon 07970 042334

To apply for this role or to download an application pack visit:  
[www.protocol.co.uk/bishop-burton](http://www.protocol.co.uk/bishop-burton)

Queen Alexandra College

Harborne, Birmingham

# Principal & Chief Executive



Salary Circa £90,000 p.a.

Queen Alexandra College is an independent specialist college and registered charity offering inclusive educational provision and residential facilities for young people. The College has specialisms in Visual Impairment and Autism and many of our students have complex needs. Our mission is to create challenging learning opportunities for our students to realise their potential to work and to live independently.

Due to retirement we are looking to appoint a Principal & Chief Executive to build on the success of the College. In June 2016, Ofsted judged the College to be Good, and we are looking for a leader to take us to Outstanding.

QAC welcomes applications from experienced senior leaders from the general and special education sectors as well as leaders from other organisations. We are looking for a Principal & Chief Executive who has the experience to build on the current, strong foundations

and to lead us to future success. This is a unique opportunity if you identify with our mission and values, are passionate about maximising the opportunities for our students and are attracted to a position that offers challenge and reward in equal measure.

For more information please visit <http://www.qac.ac.uk/college/principal-and-chief-executive-vacancy/314.htm>

For more information or to arrange an initial visit to the College please contact **Alison Lydon** on **07821 790768** or [governance@qac.ac.uk](mailto:governance@qac.ac.uk)

**Applications close mid-day 8th June.** Shortlisted candidates will be informed 11th June. Assessment day 18th June. Second interviews, for successful candidates, on 19th June.



## Deputy Managing Director

### Competitive Salary

NOCN is one of the largest UK Ofqual approved Awarding Organisations, providing qualifications in sectors including Health, NHS, Financial Services, Retail, Hospitality and Construction, from a network of UK Centres. It also delivers services worldwide, offering life-changing learning opportunities.

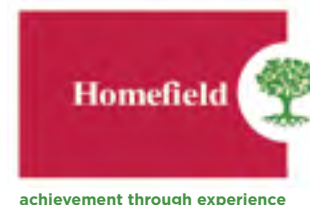
The Deputy Managing Director is crucial to our growth and diversification; they will regularly deputise for the Group MD to whom the role reports directly. The remit includes product development, apprentice end-point assessment, business development and quality assurance across all services. The Deputy will be the Responsible Officer who ensures all services meet regulatory and funding standards. There is a key focus on Health/Science/NHS for this post.

They will be entrepreneurial and dynamic with a superb and extensive knowledge of Further Education and Awarding, demonstrating substantive experience at senior level. A degree or equivalent and evidence of further personal development is essential, as are excellent interpersonal and communication skills, with a desire to grow the business and reputation of NOCN. We want someone with energy and initiative to represent NOCN alongside peers, Government leaders and Education experts with ease.

NOCN is an accredited Leader in Diversity and the Deputy must be a strong advocate for equality, diversity and inclusion. NOCN welcomes suitable applications from all members of the community.

For further information and to apply for the job: contact **Pip Radcliffe-MacDonald**:  
Call **07791 268150**, email your CV and covering letter to:  
**pip.radcliffe-macdonald@parkhousebell.com**

Parkhouse Bell are the retained recruitment consultants for this appointment who will review all applications.



# PRINCIPAL

## Homefield College Trust, Leicestershire

The Trustees of Homefield College Ltd. wish to recruit a suitably qualified and experienced person to the permanent position of Principal which will become vacant at the end of July 2018.

Homefield College is a registered charity offering further education to students with autistic spectrum conditions and learning disabilities. The College also provides some long term residential care, short term residential experience and supported living.

The successful applicant will be a resourceful and creative manager with a strong commitment to the values and aims of the College and the clear capacity to continue the development and implementation of our strategic goals and our pursuit of outstanding performance.

**Permanent post:** salary circa £65,000 per annum

**Closing date** for applications – 8th June 2018

**Shortlisted applicants** must be available to attend a two day interview on 10th & 11th July

For an application pack please telephone **01509 815696** or contact us by email **linda.crumpp@homefieldcollege.ac.uk** or **emma.collin@homefieldcollege.ac.uk**

42 St Mary's Road, Sileby, Leicestershire, LE12 7TL [www.homefieldcollege.ac.uk](http://www.homefieldcollege.ac.uk)

## Assistant Principal - Curriculum - Academic:

The ideal candidate will have a successful track record of leading outstanding academic provision, ideally across both A-Levels and the International Baccalaureate. The post holder will provide line management leadership to a number of academic faculties. The ideal candidate will come from either a sixth form college environment or a tertiary environment and will have a passion for student progress and success. They will also oversee our gifted and talented provision, building on this year's record of 24 Oxbridge Offers.

## Assistant Principal - Curriculum - Vocational and Technical:

The ideal candidate will have a passion for vocational and technical education and have a strong track record of success in leading effective and relevant vocational provision. With a key responsibility for our 16-18 vocational offer, the post holder will provide line management to a number of vocational and technical faculties and be the college lead on the implementation of 'T' Levels. In addition, the position will lead the college's strategy for Foundation English and Maths.

## Assistant Principal - Quality, Student Experience and Careers:

This new position will work closely with the Deputy Vice Principal - Engagement, People and Performance to ensure the core business of the college remains outstanding. The ideal candidate will either operate as an associate Ofsted Inspector, Ofsted inspector, or be involved in quality and the student experience in an outstanding college. Working closely with Governors and colleagues, this position will deliver 'exceptional', as well as ensure that all aspects of learner and learning support are of the highest standard. In addition, the position will provide leadership on quality, learner destinations and the college's careers strategy.



Following two promotions and continued growth, Exeter College now has three Assistant Principal vacancies on its high performing Senior Leadership Team. This is an exciting opportunity for three experienced and inspirational leaders to contribute to the strategic leadership of this progressive and successful college and to help us achieve our vision to become an exceptional college.

Exeter College is a £40m turnover, Ofsted outstanding tertiary college at the heart of the City of Exeter. The college is a Times Best Companies - Top 100 Employer. The college has an excellent local, regional and national reputation. The college enjoys good financial health and has ambitious plans for its estate, with a planned £70m investment over the next twenty years. The college is the 8th largest provider of Sixth Form education in England, has successful and growing apprenticeship provision, has just over 500 higher education students and is the adult education provider for the City of Exeter.

For these senior posts, the college offers an excellent salary in the range £65k - £80k, generous benefits and a vibrant working environment. The college is also prepared to contribute to moving expenses to attract the right candidate.

To apply: visit our website at <http://www.exe-coll.ac.uk/College/Jobs/>

**Closing date:** 28th May 2018.

The relevant one-day selection process will be held on one of the following dates 13th, 19th, 22nd, 26th June or 4th July.



# DIRECTOR OF QUALITY



## Executive Summary

WS Training Ltd is a privately-owned provider of vocational skills training, delivering across the East of England, led by Chief Executive, Jane Wood, who founded the business in 1995. With the Head Office based in Great Barton, near Bury St Edmunds, the business has five centres - primarily based in Suffolk, with one in Colchester, Essex.

The business delivers a wide range of government funded programmes and commercial training courses. These include apprenticeship and study programmes specifically supporting SEN and disabled learners.

The appointment of a Director of Quality is to spearhead and further develop the company's quality operations. We are seeking an Ofsted nominee who will be a key driver to the ongoing success of WS Training.

For more information on WS Training, please visit <http://www.wstraining.co.uk/>

## Principal Responsibilities

Include:

- Development and growth
- Ofsted Nominated Lead
- Provide leadership and strategy for the overall solution, including mobilization of new business
- Achieve recognition for the company as the premier provider of professional apprenticeship services and study programmes to employers and learners
- Recruit, establish on-boarding training, line manage, develop,

- inspire and motivate a team of front line delivery staff
- Promote high standards of safeguarding and prevent strategies across the organisation

## Quality

- Act as primary points of contact for Ofsted inspections, must be able to properly represent and act on behalf of the organisation to drive continuous change
- Ensuring the leadership team and management stay fully conversant with Ofsted requirements, duties and responsibilities and ensure that the organisation's key documentation is maintained up-to-date and easily accessible at all times
- Ensuring our quality framework is utilised in line with industry requirements
- Ensuring at all times our delivery is in line with our quality framework
- Supporting the achievement of external quality certification processes such as Ofsted, Matrix

## Knowledge and Previous Experience

- Detailed understanding of apprenticeship delivery and quality procedures, including knowledge of key frameworks and standards in leadership, project management or other professional qualifications at Level 4, 5 (and potentially higher levels)
- Experience in managing a teaching and learning / training workforce
- Experience of being the accountable individual for the business with financial awareness and experience forecasting, business

- casing and growing organisations
- Held responsibility for business growth strategies
- Experience in incubating and creating new businesses or implementing new contracts

## Qualifications

- Qualified (or previously qualified) in a relevant Ofsted leadership and management, project management or other qualification to NVQ Level 5 or equivalent
- Qualifications to a good standard in English and Maths (e.g. A-levels, or evidence of Degree level study or other)

## Remuneration Details

**Salary:** Competitive Salary plus benefits  
**Permanent/fulltime**

## How to Apply

Application is by way of CV and a supporting statement highlighting your experience in relation to the specific experience and attributes required for the role as outlined..

## Applications should be e-mailed to

[hr\\_recruitment@wstraining.co.uk](mailto:hr_recruitment@wstraining.co.uk) **Closing Date:** 6th June 2018

In your application, please confirm your salary expectation and availability should you be shortlisted or invited to attend the first and final interviews.

## Protocol

Excellence in FE



## Time for a new challenge?

There's a high demand for exceptional leadership talent in the sector right now – so it's a great time to review your options!

Our specialist team work with providers nationwide to help 100's of great leaders find their next opportunity every year.

While we'd love to hear from any Consultants, Senior Executives, and Interim or Permanent Managers, we are especially interested in hearing from:

- Senior Finance Leaders
- Deputy and Assistant Principals
- Senior Curriculum & Quality Leaders
- MIS & Funding Managers
- Student Service Managers



LOWESTOFT SIXTH FORM COLLEGE



## LOWESTOFT SIXTH FORM COLLEGE PRINCIPAL

Salary: circa £80k per annum

Lowestoft Sixth Form College is seeking to appoint a new Principal to continue its journey of excellence following a number of years of unprecedented growth and success. An exciting new chapter in this high performing Sixth Form college's future is through the proposed merger with East Coast College for the new academic year. The new Sixth Form College Principal will demonstrate outstanding and passionate leadership skills that will carry our superb team and continue to deliver outstanding results within the larger college setting.

For more details see our microsite: <https://lowestoftleadership.fea.co.uk>

We have retained FE Associates to support us with this important appointment.

Interested parties are encouraged to have an initial conversation with our lead consultant, Matt Atkinson, and this be arranged by contacting Samantha Bunn on 01454 617707 or [Samantha.Bunn@fea.co.uk](mailto:Samantha.Bunn@fea.co.uk)

Closing date: **Friday 25<sup>th</sup> May 2018**

Interview dates: **Tuesday 5<sup>th</sup> and Wednesday 6<sup>th</sup> June 2018**



To find out how we can support you, call us on 0115 911 1268 or visit [www.protocol.co.uk/leadership](http://www.protocol.co.uk/leadership)



# Assistant Principal

(Teaching, Learning & Assessment and Technology)

**EASTLEIGH**  
**COLLEGE**

**Salary:** £45,128 - £60,670 per annum

**Hours:** 37 Hours per week / 52 weeks per year

Due to recent promotion we are looking for an outstanding person to join the senior leadership team and create greater capacity to drive rapid improvement and increase business development.

You will be an effective leader who will successfully motivate and inspire individuals and teams to deliver a responsive, innovative and efficient curriculum. As an Assistant Principal, you will uphold professional internal and external networking and engagement with key stakeholders and partners in order to promote and further enhance the reputation of the College locally, regionally and nationally.

You will form an Assistant Principal team of three and the specific areas of cross college responsibility for this Assistant Principal vacancy is to lead teaching, learning and assessment, and teacher training across College. In addition to these cross College responsibilities you will lead the faculty of technology which consists of 16-18, adult, apprenticeship, full cost, 14-16 part time, and higher education provision types.

We are committed to the continuous professional development of our Assistant Principals and this vacancy is a significant opportunity for effective leaders who are ambitious for their learners, their staff and their own careers. In turn you will be committed to the continuing development and succession of your direct reports

including the Technology Programme Area managers to whom you are responsible for.

Eastleigh College is more than a place for learning; it is a community. We are a highly successful "Outstanding" Ofsted graded, Further Education College employing approximately 500 staff. We offer a wide variety of technical and professional courses, which gives our learners the specific skills that employers are seeking. This includes a wide variety of full-time courses, part-time professional courses and Apprenticeships.

As an Employer we have a host of people with individual skills and knowledge who play an integral part in making our successes happen.

**The closing date** for this post is 25th May 2018

**Interviews** to be held during the week beginning 4th June 2018

For further details and an application form, please contact:  
The Human Resources Department, Eastleigh College on email  
[recruitment@eastleigh.ac.uk](mailto:recruitment@eastleigh.ac.uk)

We pursue a policy of promoting equality and diversity. Applications are particularly welcome from people with disabilities. Eastleigh College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment is subject to an enhanced Disclosure and Barring Service (DBS) check. If you have not heard from us by 2 weeks after the closing date, please assume your application has been unsuccessful.

# SPRING OFFERS AT EDUCATION WEEK JOBS

## Busy time of year for recruitment?

Still looking for that easy, cost-effective solution to sort all of your advertising requirements?

FE Week, Schools Week and Education Week Jobs have got you covered, with 30% off our Unlimited Listings Annual Packages until the end of May 2018.

## 12 MONTHS UNLIMITED BASIC LISTINGS ~~£3,000~~ £2,100

Basic listings include your company logo, unlimited text, attachments.

## 12 MONTHS UNLIMITED FEATURED LISTINGS ~~£5,000~~ | £3,500 (+35% OFF RECRUITMENT ADVERTS IN FE WEEK OR SCHOOLS WEEK)

Featured listings include enhanced visibility on our website, posted via our social media accounts, inclusion on our weekly jobs email (sent to thousands of education professionals) and all the features of a basic listing.

Purchase your package to make big savings. Rates displayed are per school or college. Group and MAT rates are available.

To discuss our recruitment packages with a member of our Sales Team, please call 020 3432 1394 or email [advertising@educationweekjobs.co.uk](mailto:advertising@educationweekjobs.co.uk)





Headline Sponsor

**ncfe.**

**Book Now!**

**National Conference 2018**

Monday 25 & Tuesday 26 June 2018 | Novotel London West, Hammersmith

## More Speakers Confirmed

*We look forward to welcoming you to the Conference*

For further information, please visit the National Conference website  
[www.aelpnationalconference.org.uk](http://www.aelpnationalconference.org.uk)

This is shaping up to be the biggest and best **AELP Conference** yet with an excellent range of workshop presentations – 28 topics delivered over the two days. Plus, a fantastic line-up of plenary speakers who have the pulse on the sector reforms

The chair of the government's Post-18 Education and Funding Review, **Philip Augar**, has agreed to speak on the second day of next month's AELP National Conference. The vice-chancellor of the University of Bedfordshire and former skills minister, **Bill Rammell**, will also address the conference. They join the best line-up of speakers yet for AELP's flagship event, sponsored by NCFE, with **Anne Milton**, **Eileen Milner** and **Sir Gerry Berragan** already confirmed to appear.

### Also addressing the Conference this year

- » **Reeta Chakrabarti** – Conference Chair, BBC News presenter and correspondent
- » **Martin Dunford OBE**, Chief Executive Skills Training UK & Chairman AELP
- » **Mark Dawe**, AELP
- » **Jason Holt CBE**, Apprenticeship Ambassador Network
- » **Sally Collier**, Ofqual
- » **Julie Hyde**, Cache
- » **Paul Joyce HMI**, Ofsted
- » **Dame Ruth Silver DBE**, FETL
- » **Dr Susan Pember OBE**, Hoxley
- » **Peter Marples**, 3aaa
- » **Gillian Keegan MP**
- » **Jennifer Coupland**, DfE
- » **Dr Julie Nugent**, WMCA
- » **Keith Smith**, ESFA
- » **Gordon Marsden MP**
- » **Paul McGuire**, JTL
- » **Ace of SkunkAnansie**, Academy of Contemporary Music

Full AELP members receive **one complimentary place for both days** and with two days of networking and an entertaining **gala dinner**, attendance at the AELP National Conference offers great value to AELP members and other stakeholders.

## EXPERTS



## ANDY NORMAN

Research analyst, the Centre for Progressive Policy

# HE has its own statistics agency, so why can't FE?

A “data deficit” is responsible for the persistent failure of UK skills policy, explains Andy Norman, who wants to establish a new FE statistics agency

While it may seem like the skills discourse is reaching a political crescendo, appreciation of its importance is really nothing new. Researchers and politicians alike have waxed lyrical about the need to build an effective skills system for well over a century. Translating this into improved outcomes for learners, businesses and the wider economy, however, has too often been beyond the power of public policy.

Near-continuous policy attention and reform has yielded few noticeable gains in recent performance, and there must be something fundamental missing. The first report from the Centre for Progressive Policy – entitled ‘The data deficit: Why a lack of information undermines the UK skill system’ – argues that the root cause of this persistent policy failure is the lack of information on a range of aspects of the post-16 education system, from course quality to expected salaries. This data deficit prevents optimal decision-making, leaving learners, providers and policymakers in the dark.

Take employment outcomes as one example. In terms of higher education graduates, we have a pretty good idea of what they are doing after they graduate. Detailed destinations data in the form of employment outcomes is available via the ‘Destination of leavers from higher education’ (DLHE) survey. We can gain a good understanding of which jobs graduates are doing six months later, right down to the lowest level of occupation classifications. No such data exists for further education. Essentially, we have no systematic understanding of which FE courses lead to relevant employment, and which don’t.

This matters for a whole host of reasons. It means policymakers struggle to understand which courses they should be incentivising and investing in. It means prospective learners choose courses based on hunches rather than reliable employment prospects. It means careers advisors lack the information they need to effectively guide their clients.

Improvements are being made – principally via the longitudinal educational outcomes dataset – and our understanding of what FE graduates are earning is improving. However, without combining this with detailed occupational employment data we are none the wiser about why earnings differ.

For example, are sports and fitness graduates earning less because they don’t find relevant jobs, or because they find relevant jobs which happen to pay badly? Do engineering technician graduates earn a lot because they move straight into relevant employment, or do these courses provide strong transferable skills that allow people to move into lucrative non-engineering roles? We just don’t know. And if we don’t know, you can be sure that the average 16-year-old thinking about what to do after their GCSEs doesn’t either.

The data deficit also includes basic earnings information for 16-to 18-year-olds completing technical courses. The DfE hopes to publish information about this group’s pathway out of school and into the labour market in the future.

“ We have no systematic understanding of which FE courses lead to relevant employment

However, compared to the level of detail already available for HE, these patchy, piecemeal efforts are clearly inadequate. HE data is currently collected, processed and published by the Higher Education Statistics Agency (HESA). HESA was established after the Further and Higher Education Act 1992 identified a “need for a more aligned and coordinated approach to higher education statistics and information”. Such a need now exists in FE and so perhaps the time has come for the establishment of a Further Education Statistics Authority, or “FESA”. This is something that the Centre for Progressive Policy wants to take forward in the next few months, so please do get in touch if this is of interest.

We should not pretend that improving the quality of the data available is the panacea to all the country’s skills problems. Yet it is difficult to see how systemic improvements can be made while decent data remains so scarce. A well-resourced FESA could be the catalyst for building the successful system this country so desperately needs.



## SAM PARRETT OBE

Principal and CEO, London South East Colleges

# Subcontracting shouldn't mean a master-servant relationship

With money tighter than ever, the further education community needs to find more ways to work together, writes Sam Parrett

In the constantly changing world of FE, new policies and ideas will affect the sector in different ways – and they often divide our community.

However, I am sure that encouraging greater collaboration between colleges, independent training providers and the sector as a whole is something that everyone can see the value of.

As an AELP board member, I recently discussed this at our annual conference. It was well received and I was hugely encouraged to see such support for real partnership working across the sector.

One area in which the lack of collaboration is evident is subcontracting. Lax rules here mean funding is taken away from frontline training. Just last week a college was accused of “tactical subcontracting”, having previously charged up to 57 per cent in management fees – and they are not the only one.

Traditionally a lead provider will subcontract an organisation to deliver workplace training. This will often end up creating a “master/servant” type of relationship, where the master calls all the shots. This is not conducive to effective delivery as the organisations are unlikely to have a common purpose. Fortunately the EFSA and the government recognise this, and there is now a review into subcontracting fees.

Of course, we all run businesses which need to be financially viable – but taxpayers’ money must be spent in an appropriate and responsible way. In a sector that’s already being squeezed, it is crucial that funding is spent on learners.

I am hopeful that in our bold new world of apprenticeship reform, we’ll begin to see a much more genuine collaboration between colleges and ITPs – from initial joint funding bids, with clear advance agreement of terms.

This more equal relationship would create a number of benefits from adding value to the local community and enabling colleges to build capacity in specialist sectors, to offering a much wider mix of provision to meet the needs of both students and employers.

Expertise from smaller providers could help transform colleges and larger ITPs into more innovative organisations. Successful relationships would ultimately have a collective impact, addressing educational

need across a much wider area.

A crackdown is certainly necessary, but we need to consider the much wider picture and look at the relationship between all providers, at all levels, across the sector.

There are many ways in which to work collaboratively on a much wider scale – from academy sponsorship and charitable trusts through to community interest companies and cooperative models.

“ In a sector that’s already being squeezed, it is crucial that funding is spent on learners

At London South East Colleges, we work strategically with ITPs for mutual benefit, recognising the important role they play in ensuring we can offer a broad and flexible mix of provision. This helps us access learners in different settings, who many normally not be able to attend a large college.

We also have partnerships with a number of higher education institutions – which offers benefits to us, the universities and our students by supporting progression. And our multi-academy trust has facilitated partnerships with a number of local schools, offering supportive and alternative pathways for many young people.

Of course, not every relationship will be a match made in heaven. Recognising who wouldn’t be a suitable partner is important. For collective action to be effective, the strategic goals and aims of each organisation have to be complementary, with shared aspirations and moral purpose. Equality and fairness needs to run across participant organisations with a genuine focus on a coordinated approach.

We currently have a system where providers compete with one another, despite offering similar services and wanting the same things. Working in isolation will only ever have a limited impact, whereas working in a coordinated way will lead to a much wider collective result, benefiting learners within a community and improving outcomes.



## EXPERTS

**The English system is suffering from innovation fatigue. We need to stop chopping and changing it, writes Tom Bewick**

Coming back into the UK's skills system after a seven-year absence working internationally feels like returning to another planet. In England, some of the major reforms have taken place; the sector has weathered a new policy announcement or different skills initiative – on average – every 16 weeks since 2010.

We've welcomed and said our farewells to no fewer than 12 different skills ministers since 1997. Indeed, if you look at the average tenure of an English skills minister it is just 17 months, less even than the average tenure of a premier league football manager – who last an average of 18 months.

Meanwhile, you have to admire the people and organisations that work in the sector for their sheer resilience. Despite the merry-go-round of changing institutional structures and competing policy wheezes, people at the sharp end have still managed to carry on with the day job of transforming working lives.

Without a strong awarding sector, for example, planes would drop out of the sky, construction sites would be unsafe and our A&E units would be even more overstretched. In the last year, according to Ofqual's market assessment report, the largest growth in certifications came in the form of a level one in 'health and safety in a construction environment' and a level two in 'emergency first aid at work'. These types of qualifications



**TOM BEWICK**

Chief executive, the Federation of Awarding Bodies

## Stability is necessary for a world-class skills system

may not feature highly in the government's ambitions around improving technical education, but it is vital that they are not lost sight of in the current debate.

Very few would disagree that in some ways this is one of the most challenging and exciting times to be working in the vocational skills arena. Despite a few jeremiads, there is much to celebrate: a record number of young people are learning in good or outstanding further education colleges and training providers, and youth unemployment has declined by 40 per cent in recent years against the backdrop of the highest adult employment rate since 1975.

The government is right to focus relentlessly on the fact that we are ranked in the lower quartile of OECD countries for our technical level skills. All this has been exacerbated by a collapse in workplace productivity over the

past decade as wage incomes have stagnated and public investment has been reigned in.

The big challenge seven years after the Wolf Review was published is to learn from those other world-class systems that we rightly wish to emulate. We need to understand, in particular, what has made our main competitors so institutionally successful. The overriding observation is one of stability.

England has only recently established a dedicated Institute for Apprenticeships and Technical Education. It needs to be given support and proper resources, including a sensible timeframe on which to successfully implement the post-16 skills plan reforms.

Take Switzerland, often referred to as the world's best for technical and vocational training: it has had the same institution looking after apprenticeships and technical

education since 1972. The SFI-VET responds to change, not by the Maoist tendency of tearing up the old to reinvent the new, but by incrementally and progressively building on success while weeding out failure. The Swiss system last embarked on reform in 2007.

Germany established its equivalent of the IFA as far back as the 1970 Vocational Training Act. For over 45 years, despite an overhaul of its vocational training model in 2005, BIBB has remained a constant in the institutional landscape. In addition, the employer-led chambers of commerce help anchor a really strong sense of stability on which 331 apprenticeship standards have evolved.

“ **Without a strong awarding sector, planes would drop out of the sky** ”

After a period advising overseas governments on their own skills strategies, it feels to me like returning to a domestic system that is showing all the signs of innovation fatigue. A top-down command-and-control approach is used when reforms would benefit from much greater collaboration and openness. The essential foundations for success are now in place. The point is to stick with them.

## FE Week

**ADVERTISE YOUR OFFER WITH FE WEEK**

**WE CAN HELP YOU TO CREATE AN EFFECTIVE ADVERTISING CAMPAIGN TO REACH LEADERS IN THE FE & SKILLS SECTOR.**

**BOOK YOUR ADVERTISING CAMPAIGN WITH US TODAY.**

FE Week is the primary source of news for thousands of professionals working across the FE, skills and apprenticeship sector.

CONTACT: 020 81234 778 OR EMAIL BRIDGET.STOCKDALE@LSECT.COM

## CAMPUS ROUND-UP *with Samantha King*



Puppy love: Students with the new additions

# Every dog has its day

**N**ine puppies taken in by a Reaseheath College tutor are being trained up by learners.

The 11-week-old pups are all crosses between a Staffordshire bull terrier and an American bulldog, and were born shortly after their heavily pregnant mother was rescued by the Animal Lifeline charity.

The college's canine programme leader, Emma Caskie, fostered the new born dogs and brought them to work, where they have been nursed to full health.

Now, the puppies have been learning key life lessons with the help of canine

behaviour students, including socialising with humans and basic training.

"The next step for these puppies is to learn how to interact well with humans and other animals and to be introduced to collars and leads," explained Ms Caskie. "Our students need to learn about puppy training and socialisation, and they have also been able to see the consequences of irresponsible dog breeding."

"It's been nice to give these puppies a positive experience at such an early stage in their lives. It's also been great fun for us, and we've learned a lot from it ourselves," added student Lucy King.



(L-R): Caroline Welby, college chaplain Stephen Blyth, Justin Welby and principal Marion Plant

A moment of relaxation

# Back down to earth with a bump

**T**he archbishop of Canterbury has visited students at North Warwickshire and South Leicestershire College's Nuneaton campus.

The Most Reverend Justin Welby, who is due to marry Prince Harry and Meghan Markle this weekend, visited the college as part of a four-day trip around Coventry and Warwickshire, and confessed to students he was "quite nervous" about his upcoming role in the wedding.

As well as finding out about learners' experiences of college, the archbishop

was privy to practical demonstrations in carpentry, hairdressing and catering, and even received a massage from a beauty therapy student.

"His visit was a fantastic opportunity for our students to showcase their talents, and to tell their stories to the archbishop," said Marion Plant, the principal and chief executive of the college. "We hope that his visit has helped him to understand how well students at all levels can develop with the support of a strong college community. He certainly left us with a sense of deep encouragement and support."

# The chancellor comes to Strode



A treasured guest: The chancellor with students

**T**he chancellor of the exchequer faced a grilling from sixth-formers during a visit to Strode College.

Philip Hammond, who is the MP for Runnymede and Weybridge, had over 80 students pressing him for answers about cuts to FE college funding, lowering the voting age to 16, Brexit and the government's foreign policy.

The chancellor also shared his hopes for how he will be remembered in the political world, telling students "it will be defined by Brexit, but I hope we will be able to look back at the longer term and see how we prepared Britain for the challenge ahead".

The visit was organised by the Somerset



Philip Hammond MP

college's student union, and its SU president Ben Roberts, a second year economics, politics and history student, chaired the session.

"It was a privilege to be able to question such an influential figure of British politics," he said. "Mr Hammond's answers were engaging, giving an insight into the myriad of issues the chancellor must address."

# A hare-raising scheme

**F**our 5ft hare statues have been painted by Gloucestershire College students for the annual Cotswold Hare Trail.

The trail places around 100 of the statues around towns and cities in the Cotswolds, all hand-painted by local artists and members of the community, and each sponsored by local businesses. For the first time this year, the trail will be extended as far as Stratford-upon-Avon and Bath.

The learners' creations include "Julius Caes'Hare", representing the history of the Romans in the area, as well as "Flora", whose design is inspired by the flowers and plants of the Cotswolds.

"It's been a great chance for their work to be included alongside established local artists and to get their work seen by the public," said Robbie Chapman,

curriculum leader for art and design at the college.

The trail will run from May until September this year. The statues will then be auctioned off to raise money for the Cotswolds Conservation Board, who help preserve the Area of Outstanding Natural Beauty.



BTEC students with Julius Caes'Hare

CAMPUS ROUND-UP *with Samantha King*

## Igniting the spark in Northamptonshire

FEATURED  
CAMPUS  
ROUND-UP

In its campaign to get more people into STEM careers, Northampton College ran a competition challenging local young people to create a solar-powered water heating system from scratch, reports Samantha King.

The week-long Big Rig challenge, held at the college's Booth Lane campus, pitched eight teams made up of apprentices and school pupils against each other to create a water-heating system on a specially constructed scaffold.

An all-female team emerged victorious, scoring highest in criteria including how effective they were as a team, how well they understood and executed the project, and their economical use of materials.

The teams were put together by the college after registering their interest in the challenge, and met for the first time on the day of the event.

"Each member was given a particular role, so there would have been a project manager, a health and safety lead and a couple of engineers," explained Patrick Leavey, deputy principal of the college. "For many students, particularly school pupils, they would have heard about the different types of solar panel in their science lessons, but for many of them this was the first time they would have physically touched one, connected it to



The top two teams battle for glory

pipe work and positioned it to maximise its heating potential."

There are plans to run the competition again next year but with a different task relating to another STEM area.

"Some departments in the college have seen the rig outside, and they're coming up with innovative ideas about the different types of tasks we could develop to happen on the scaffold," said Mr Leavey. "Our public

services students and their teachers there are thinking about designing a forensic task exercise, with different clues in different areas of the rig."

The Big Rig challenge was the latest activity the college has run in its ongoing 'Igniting the Spark' campaign, running workshops on the solar system for seven schools in Northamptonshire in conjunction with the UK Space Academy earlier this year.



Construction in action



Girl power: Celebrating their win

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](mailto:samantha.king@feweek.co.uk)

**David Gartland**

Principal, Abbeygate Sixth Form College

Start date September 2018

**Previous job**

Principal, Lowestoft Sixth-Form College

**Interesting fact**

David is a keen Newcastle United supporter.

**Rebecca Conroy**

Principal, Eastbourne and Lewes Professional and Technical College

Start date May 2018

**Previous job**

Vice-principal, Greater Brighton Metropolitan College

**Interesting fact**

Rebecca has worked in education for over 20 years.

**Tom Arrand**

Principal, Padworth College

Start date September 2018

**Previous job**

Acting head, Monmouth School for Girls

**Interesting fact**

Outside of work, Tom loves the great outdoors, music and sport and is a keen photographer.

**Tim Hulme**

Executive director resources and organisational development, East Sussex College Group

Start date May 2018

**Previous job**

Interim chief executive, Rye Academy Trust

**Interesting fact**

Tim once scored two goals in the FA Cup for Crawley Town during a second-round tie in the 1991-92 season.

**Steve Barker**

Sales director, SEETEC

Start date February 2018

**Previous job**

Director, People Plus

**Interesting fact**

Steve is a descendant of Charles Dickens.

# Movers & Shakers

...

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

# FESTIVAL OF EDUCATION

THURS 21 - FRI 22,  
JUNE 2018

Wellington college

HEADLINE PARTNER



## BE PART OF THE PREMIER EDUCATION EVENT OF THE YEAR

### LINEUP INCLUDES

AMANDA SPIELMAN | PIERS MORGAN | SIR MICHAEL WILSHAW | NICKY MORGAN MP | TESS DUNLOP | NEVILLE LAWRENCE | GEMMA MORTENSEN | MATTHEW SYED | PETER TATCHELL | GEOFF BARTON | NEIL CARMICHAEL | EMMA KNIGHTS | CHRIS JANSEN | LAURA MCINERNEY | BECKY ALLEN | PETER TATCHELL | MARY MYATT | CRAIG BARTON | TOM SHERRINGTON | JULES DAULBY | NEIL HAWKES | SIR ANDREW CARTER | BARNABY LENNON | DREW POVEY | HYWEL ROBERTS | IESHA SMALL | KATY GRANVILLE-CHAPMAN | DAME ALISON PEACOCK | JAZ AMPAW-FARR | JONATHAN SIMONS | KEZIAH FEATHERSTONE | NAUREEN KHALID AND MANY MORE...

TICKETS ON SALE NOW AT EDUCATIONFEST.CO.UK

#EDUCATIONFEST

CHARITY PARTNER



FESTIVAL PARTNERS



### 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

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

Difficulty: **EASY**

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

Difficulty: **MEDIUM**

Solutions: Next edition

### Last Week's solutions

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

Difficulty: **EASY**

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

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](mailto:news@feweek.co.uk). Last Edition's winner: Julie Coverley