



FEWEEK

FEWEEK.CO.UK
@FEWEEK

FRIDAY, MARCH 15, 2019
EDITION 274

D'OH! BAKER U-TURNS BY TELLING ALL UTCs THEY COULD SURVIVE BY JOINING SCHOOLS



Exclusive

PIPPA ALLEN-KINROSS PIPPA@FEWEEK.CO.UK

See page 4



OFSTED EXPOSES CIVIL SERVANTS ON 'INAPPROPRIATE' MANAGEMENT APPRENTICESHIPS

FRASER WHIELDON FRASER@FEWEEK.CO.UK

See page 4

DFE BAILOUT ROCKETS TO £10M IN JUST 6 MONTHS How West Nottinghamshire College is fighting for survival

Exclusive

BILLY CAMDEN BILLY@FEWEEK.CO.UK

See pages 8 & 9



**ANNUAL APPRENTICESHIP
CONFERENCE AND
EXHIBITION 2019**
27-28 MARCH 2019, BIRMINGHAM



CONFERENCE PARTNER: Department for Education
HEADLINE PARTNER: City & Guilds | ilm
CONFERENCE SPONSORS: ncfef, Pearson, ncfef

Apprenticeships & skills minister, **ANNE MILTON MP**, will provide the closing keynote speech at AAC

SEE PAGE 19 FOR MORE INFO

MEET THE TEAM

FEWeek.co.uk



Nick Linford
EDITOR

@NICKLINFORD
NICK@LSECT.COM



Shane Mann
MANAGING DIRECTOR

@SHANERMANN
SHANE@LSECT.COM

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



Cath Murray
COMMISSIONING
EDITOR

@CATHMURRAY_
CATH@FEWEEK.CO.UK



Billy Camden
CHIEF REPORTER

@BILLYCAMDEN
BILLY@FEWEEK.CO.UK



Jessica Fino
SENIOR REPORTER

@JESSFINO
JESSICA.FINO@FEWEEK.CO.UK



Fraser Whieldon
REPORTER

@FRASERWHIELDON
FRASER@FEWEEK.CO.UK



Simon Kay
DESIGNER

SIMON@FEWEEK.CO.UK

FEWEEK

Got a story?

Get in touch.

Contact: news@feweek.co.uk
or call 020 81234 778

THE TEAM

- | | |
|-------------------------|-------------------|
| HEAD DESIGNER | Nicky Phillips |
| DESIGNER | Simon Kay |
| PHOTOGRAPHER | Ellis O'Brien |
| FINANCIALS | Helen Neilly |
| SALES TEAM LEADER | Bridget Stockdale |
| ADMINISTRATION | Georgina Heath |
| PA TO MANAGING DIRECTOR | Victoria Boyle |

EDITION 274



FE Week takes on charity cycle challenge with South and City College Birmingham

Page 14



West Midlands needs better skills – devolution can provide them
Page 16



What's behind the 'new' ESFA guidance on prior learning?
Page 16



Labour's NES proposals offer chance for fresh thinking
Page 17

SUBSCRIBE

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

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

ADVERTISE WITH US

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

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

DISCLAIMER

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

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

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

Learning & Skills Events, Consultancy and Training Ltd

161-165 Greenwich High Road
London SE10 8JA
T: 020 8123 4778
E: news@feweek.co.uk

FE WEEK IS PROUD TO BE A MEMBER OF



ED JOBS Week

FEATURED JOBS

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

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

Moulton College
PRINCIPAL & CHIEF EXECUTIVE OFFICER
£140,000 PER ANNUM + RELOCATION
<https://httpslink.com/3603>

Cambridge Regional College
VICE PRINCIPAL
CURRICULUM DEVELOPMENT
HIGHLY COMPETITIVE SALARY + BENEFITS
<https://httpslink.com/0lno>

Landex
DIRECTOR OF QUALITY ENHANCEMENT
£55,000 - £75,000 PER ANNUM
<https://httpslink.com/sor8>

West London College
ASSISTANT PRINCIPAL
QUALITY AND PERFORMANCE
COMPETITIVE SALARY
<https://httpslink.com/bp28>

DfE paid £1m to settle Hadlow Group's legal case

FRASER WHIELDON
FRASER@FEWEEK.CO.UK

Exclusive

The Department for Education forked out £1 million to settle a legal dispute at a college group under investigation and already relying on government bailouts to survive, *FE Week* can reveal.

The department paid off BAM Construction after West Kent and Ashford College (WKAC) was ordered by the High Court to pay outstanding debts for the construction of a state-of-the-art teaching building in November.

This is the latest revelation about the financial scandal embroiling the Hadlow Group, which runs WKAC, and is now looking for two new board chairs and half a dozen governors after the previous holders quit.

The group has been receiving an unknown amount of exceptional financial support from the Education and Skills Funding Agency, as well as visits from the FE Commissioner.

The commissioner met the agency last Friday to decide what advice to give to the education secretary: bail out the group, or let it become the first college to become insolvent.

BAM Construction was contracted to build the new Elwick Road building for Ashford College in 2017, and finished it the same year.

Ashford College, part of West Kent and Ashford College, was adopted by Hadlow College in 2014 after K College collapsed. The Hadlow Group was

then formed to run Ashford College, Hadlow College and West Kent College in Tonbridge.

WKAC accumulated a debt of £1 million for the Elwick Road construction work, and, according to a BAM spokesperson: "Despite our making a number of attempts to negotiate payment of this debt, the college failed to settle."

The case was taken to the High Court, which found in favour of BAM and ordered WKAC to pay the £1 million bill, which the DfE covered.

According to BAM, the college has now paid most of the outstanding debt.

The High Court case was not the last monetary problem for the £26 million building – which features a recording studio, a hair and beauty salon, and a lecture theatre.

The project received support from Ashford Borough Council, which gave WKAC a £2 million loan in February 2015 to deliver phase one of the development – the £26 million teaching block.

The college loan was converted into a grant in September 2018, meaning it did not need to be paid back when the teaching block was completed.

In July 2016, the council gave the college a further extra £1 million, again on the basis that they would not need to pay it back as long as a further phase of development was completed, a technologies block known as "phase 1a".

The technologies block was never completed and it is understood that the council now wants their £1 million back.

The February council cabinet

meeting agenda lists a relevant report and a request from the college for an extension on phase 1a completion until March 2021.

However, after *FE Week* reported – the day before the meeting – that the FE Commissioner had visited the Hadlow Group, deputy principal Mark Lumsdon-Taylor had resigned and principal Paul Hannan had gone on sick leave, Ashford Borough Council leader Gerry Clarkson pulled the item off the cabinet's agenda.

At the cabinet meeting, Clarkson said: "Following the recent news that came out only yesterday about changes to the management of the West Kent and Ashford College, and having not received any further detail or an official position from the college at this stage, it is felt prudent to withdraw the cabinet report on the Ashford College campus."

Asked whether the college can continue with phase 1a without support from the council, a group spokesperson would only say: "We understand and respect Ashford Borough Council's decision on this and value the close working relationship we have with them."

The Hadlow Group declined to comment on the court case.

Asked to confirm if the Department for Education had spent £1 million to settle the college's legal dispute, a spokesperson said: "The ESFA is working closely with the colleges to maintain stability and to ensure that education for learners is not adversely affected and appropriate steps are taken to manage public money."

Apprenticeship framework certification boss resigns

Mark Froud, managing director of the Federation for Industry Sector Skills and Standards (FISSS), has stepped down with immediate effect after six years at the helm.

In an email seen by *FE Week*, FISSS independent chair Dame Julie Mellor said: "Mark Froud will be leaving the Federation at the end of March 2019 and will be on leave

until then."

For apprentices on frameworks, providers still need to apply to FISSS for certificates, although the last of these are expected to be handed out in 2021/22.

Without explaining why Froud was leaving immediately, Mellor added the board has already started looking for his replacement.

Provider doesn't know who its apprentices are

A training provider has been heavily criticised for not knowing accurately enough who their apprentices are, in an Ofsted monitoring report that rated it "insufficient" across the board.

Poole Hospital NHS Foundation Trust was accused of failing to understand what constitutes a "high-quality apprenticeship programme". Ofsted found that managers

were "unable to provide accurate information on the numbers of apprentices who remain on the programme or their progress", and that a few apprentices don't even know what programme they are on.

The trust was the eighth provider out of 156 to be rated "insufficient" across the board since Ofsted started monitoring new apprenticeship providers in August 2018.

Hardly any apprentices in DfE FE and HE policy unit

The DfE division responsible for running and promoting apprenticeships employs the lowest proportion of apprentices across the whole department.

Of the 519 people working within the DfE's Higher and Further Education office, fewer than 10 (less than 1 per cent) are apprentices.

The figures, disclosed in a parliamentary question, was

rounded to the nearest 10 in order to "protect the anonymity of individuals".

The DfE has a total of 209 apprentices, accounting for 3 per cent of its 6,368 staff. Public sector organisations are obliged to make sure new apprentices make up at least 2.3 per cent of their overall workforce on average over the next four years.

Second chair resigns from Hadlow Group

The chair of the boards of governors for the troubled Hadlow College and West Kent and Ashford College (WKAC) has resigned with two other governors, *FE Week* can reveal.

FE Week revealed earlier this month the boards at the Hadlow Group, which controls both colleges, went into meltdown as serious governance failings and financial inexperience were put in the spotlight.

It came after the government and the FE Commissioner launched investigations into financial irregularities at the group, which subsequently suspended its principal, Paul Hannan, and deputy principal, Mark Lumsdon-Taylor.

This week, Theresa Bruton, who has served on the Hadlow board for seven years; Bob McNicoll, the chair of the audit committee; and April McMahon,

who joined the board in 2017, all handed in their resignations as governors at the group.

They follow Paul Dubrow, the former chair of WKAC's board, who resigned in February, as did governors George Jessel, Harvey Guntrip and Chris Hearn.

The WKAC board had been due to decide on a new chair to replace the interim, Bruton. However, her term as board chair of Hadlow College was not going to run out until July.

McNicol had been a governor at WKAC since 2014 and a governor of Hadlow College since 2007. He works in private equity funding for small businesses that provide electric-vehicle technologies.

McMahon, a member of the curriculum and quality committee, has been on the WKAC board since 2017. She is deputy vice-chancellor of education at the University of Kent.

Theresa Bruton



Ashford college

News

Ofsted slams civil service apprentices scheme for inappropriate management courses

FRASER WHIELDON
FRASER@FEWEEK.CO.UK

From front

A provider that trains civil servants has been slammed by Ofsted for putting science graduates on apprenticeships that are a rebadge of its old commercial management courses – with no thought for if they need the training.

The Business Portfolio (UK) Limited (TBP), which teaches 32 apprentices employed at the government-owned National Nuclear Laboratory (NNL), received “insufficient progress” ratings across the board in its first monitoring visit after winning a funding contract in 2017.

“Directors do not use the apprenticeship funding appropriately,” inspectors said.

NNL acknowledged to inspectors that the apprenticeship on offer is “broadly aligned to courses that TBP previously delivered commercially and that can now be funded through the apprenticeship levy”.

And apprentices “rightly” acknowledge the learning is not at a high enough level for their job role.

It comes a week after the National Audit Office warned that levy-paying

employers are replacing graduate training schemes with apprenticeships. “There are risks that the programme is subsidising training that would have happened without government funding,” it said.

In December, Ofsted chief inspector Amanda Spielman also raised concerns about graduate scheme rebadging, with levy funds being spent on higher level apprenticeships at the expense of young people on lower levels.

TBP has been the NNL’s training provider since 2017, with one person assigned to deliver the apprenticeship training for the laboratory, which is governed by the Department for Business, Energy and Industrial Strategy.

All apprentices are working towards a level 5 leadership and management programme.

Inspectors found TBP does not take account of prior learning, which is a breach of Education and Skills Funding Agency (ESFA) rules.

“Directors’ curriculum planning is poor,” Ofsted explained. “They give insufficient attention to apprentices’ previous training and career aspirations when designing the curriculum.”

“Directors ensure that apprentices develop substantial new vocational knowledge, skills and behaviours.

“All apprentices study the same topics despite their previously acquired knowledge and skills.”

As a result, “too many” apprentices make “slow progress, despite their high achievements at university”.

The ESFA warned providers on Monday they could be audited to ensure apprenticeship courses take into account a learner’s prior learning, and reiterated that funding “may be recovered” if a provider is found not doing this.

Asked if the Department for Education was considering terminating TBP’s funding contract, a spokesperson said: “We will always take action to protect apprentices if a training provider is not fit for purpose.”

“We are currently assessing Ofsted’s findings and will be in contact with the provider to set out the action we will be taking in due course.”

An NNL spokesperson said: “We are aware of the Ofsted report and are reading it carefully.”

“Our aim is always to work with suppliers of the highest quality, and we will be discussing our future relationship with the Business Portfolio (UK) Limited in the near future.”

It would not be the first time an apprenticeship provider that trains government employees has lost its



funding contract following a negative Ofsted monitoring visit.

Last November, Premier People Solutions Limited, which delivered apprenticeships to the Department for Work and Pensions, HM Revenue and Customs, and the UK Visas and Immigration service, had its funding terminated after inspectors warned its recruitment procedures were “not safe enough” and too many apprentices were prevented from receiving off-the-job training.

This was also an issue at TBP, where inspectors found its directors do not ensure apprentices receive their full entitlement to “frequent and high-quality” off-the-job training.

Ofsted also reported that directors do

not have a clearly defined strategy to develop apprentices’ English, maths and ICT skills because they assumed, as the apprentices are all graduates, no further training was needed.

On top of this, TBP only has one designated safeguarding officer, a company director, but apprentices are unaware of this.

A small company, TBP only registers two people in its 2017/18 accounts and assets of under £22,000.

A spokesperson for the provider said: “We note the report from the Ofsted monitoring visit published this week and will work with all our partners, including the ESFA, to determine the way forward to ensure we deliver quality programmes for all apprentices.”

Lord Baker U-turn on UTCs joining multi-academy trusts is a ‘desperate measure’

PIPPA ALLEN-KINROSS
PIPPA@FEWEEK.CO.UK

Exclusive

University Technical Colleges are being pressured to join multi-academy trusts after the programme’s architect Lord Baker U-turned on previous warnings that they will be “watered down” if they do.

FE Week can reveal that Lord Baker and academies minister Lord Agnew wrote to principals and chairs of all UTCs last month urging them to join a MAT.

It marks a dramatic shift from Lord Baker, who said last year he didn’t want UTCs “watered down, and that is the danger if they get into a MAT”.

Critics have said the U-turn is a “desperate measure” to “salvage” the embattled programme.

UTCs, technical providers that recruit students at age 14, have been besieged by

problems since they launched in 2010.

Many have struggled to recruit adequate student numbers and a run of poor Ofsted grades has caused reputational damage.

The letter from Lord Baker and Lord Agnew reads: “In most cases, we believe that membership of a MAT is an important way to help UTCs succeed. This will help to ensure that a UTC has a strong educational offer, as well as aiding recruitment and financial stability.”

“Taking a UTC into a MAT will enable the MAT to extend its offer and provide a wider range of choices to their pupils.”

Geoff Barton, general secretary of the Association of School and College Leaders, said the U-turn “smacks of desperate measures in an attempt to salvage a policy which was always bound to struggle” because of the “obvious incoherence” in the 14 to 19 age range.

More than £63 million has been spent on eight UTCs that have closed or

announce closure since 2010.

There are currently 50 open UTCs. Twenty are already a part of a multi-academy trust, including all five that rebrokered earlier this academic year.

But there are concerns about whether the UTC brand will survive.

UTC Cambridge rebranded as the Cambridge Academy for Science and Technology when it joined Parkside Federation Academies (now known as Cambridge Academic Partnership) in 2017, because “so many people in our local community didn’t know what UTC Cambridge stood for”.

In May last year, Sir Charles Kao UTC changed its name to the BMAT STEM Academy when it joined the Burnt Mill Academy Trust, based in Harlow in west London. Two other UTCs that joined MATs have already or plan to widen their provision to admit year 7 students.

UTCs that fall into trouble are also being ordered to join MATs.

In March last year, Bolton UTC was told it must join a “strong” multi-

academy trust and improve its finances after a government investigation found financial mismanagement and poor governance.

Bolton UTC has not yet joined a MAT. However, accounts for last year, published this month, state: “The current opportunity to rebroker the UTC into a MAT is now a DfE requirement for UTCs and we are in advanced discussions with a potential MAT”.

Kevin Courtney, joint general secretary of the National Education Union, said the “pressure now being applied on UTCs to join multi-academy trusts is clear evidence that this is a flawed and failed policy”.

The Department for Education said it was “encouraging and supporting UTCs to join suitable MATs wherever possible, as this is beneficial to both parties”.

Michael Pain, chief executive of Forum Strategy, which represents MATs, said it was “paramount” for any trust considering taking on a UTC to undertake “extensive” due diligence.



Lord Kenneth Baker

He said trusts must be clear about how UTCs fit with their vision, as well as “both the immediate and longer-term implications in terms of resourcing, finance, and future viability”.


To add to the trouble at UTCs, the chief executive of the Baker Dearing Trust, which is behind the programme, announced this week he is stepping down.

Charles Parker will leave the top position in August and be replaced by Simon Connell, the trust’s current development director.

BTEC AWARDS 19

“Every opportunity
I’ve been lucky
enough to
experience so far
stemmed from
my Film & Media
Production BTEC.”

Nada El-Hammoud,
BTEC Creative Media Student
of the Year 2018

A portrait of Nada El-Hammoud, a young woman with long dark hair, wearing a black top, looking directly at the camera with a slight smile.

**FOUR
DAYS
TO GO**

Submit your nominations
by 18th March 2019

[btec.co.uk/awards](https://www.btec.co.uk/awards)

News

Spring statement: The FE announcements

Employer fees to be halved from April 1

BILLY CAMDEN
BILLY@FEWEEK.CO.UK

The 10-per-cent fee that small businesses must pay when they take on apprentices will be halved from April 1, the chancellor has finally revealed.

In his Budget speech in October, Philip Hammond announced that the contribution non-levy paying companies pay towards apprenticeship training would fall to 5 per cent.

But since then no start date has been forthcoming, leaving the sector and skills minister Anne Milton frustrated, and concerns have grown that small businesses may be putting off taking on apprentices until the change is made.

On Wednesday, during his Spring statement, four months after the announcement, the chancellor said: "To help small businesses take on more apprentices I can announce that I am bringing forward the £700 million package of reforms I announced at the budget to the start of the new financial

year in April."

The Treasury later confirmed: "From April 1st employers will see the co-investment rate they pay cut by a half from 10 per cent to 5 per cent, at the same time as levy-paying employers are able to share more levy funds across their supply chains, with the maximum amount rising from 10 per cent to 25 per cent."

The 5 per cent contribution will only apply to new starters when the change comes into effect.

The Department for Education told FE Week that the policy will also apply to levy-paying employers when their levy pot is empty.

The government predicts that cutting the co-investment in half will cost the Treasury an extra £70 million a year by 2022.

The Association of Employment and Learning Providers had been heavily campaigning to scrap the rule altogether as it believes it puts small businesses off apprenticeships, and is the reason why starts have fallen so much since the introduction of the levy.

But Milton has argued that "a

contribution from somebody is important, because it requires their buy-in to what they're getting into".

Following Hammond's announcement, AELP boss Mark Dawe said: "Our evidence was that employers were holding back on apprenticeship starts since the autumn budget announcement, which might explain the overall falls happening again, so we welcome the fact that this measure is being introduced."

He added: "Given the overall fall in numbers, there is a case for the low-end levy payers benefiting from the cut."

John Cope, head of education and skills policy at the Confederation of British Industry, said clarifying when the cost of training for small employers will be halved is a "positive step from the chancellor".

However, there "remain some important under-the-bonnet issues when it comes to reforming the apprenticeship system", he added.

"Reforms must enable, rather than frustrate, companies to take on more apprentices. The CBI will continue to work with the government to



Philip Hammond

fundamentally reform how the apprenticeship system works post-2020.

"Together we must ensure that firms of all sizes can offer high-quality

apprenticeships in every sector."

The government is in the midst of a review of the apprenticeship levy after businesses who pay it called for a more flexible system.

Government to fund free sanitary products in colleges in effort to tackle period poverty

BILLY CAMDEN
BILLY@FEWEEK.CO.UK

The government will fund free sanitary products for all students in colleges and secondary schools from September.

Chancellor Philip Hammond made the announcement in his Spring statement in an effort to tackle period poverty.

"In response to rising concern by headteachers that some girls are missing school attendance due to an inability to afford sanitary products, I have decided to fund the provision of free sanitary products in secondary schools and colleges in England from the next school year," he told MPs.

"I congratulate those honourable members who have campaigned on this issue on all sides of the House, and the education secretary will announce further details in due course."

Newcastle College became the first college in England to offer tampons and



other such products for free in October.

It followed a successful fight in Scotland when its government committed £5.2 million to fund the initiative. The announcement, made last August, made the Scottish government the "first in the world" to offer free tampons and sanitary towels to all students.

The Treasury told FE Week it has

not costed the plan for England, but confirmed it will be fully funded for all secondary schools and colleges, not just sixth forms.

Following the announcement, University and College Union acting general secretary, Paul Cottrell, said: "Having a period should not be a barrier to education and we welcome the chancellor's promise to provide

free sanitary products in schools and colleges.

"Ensuring that sanitary products are available to all students will enable women and girls facing real hardship to be able to attend their classes in comfort and dignity."

A story in FE Week's sister paper Schools Week last June cited analysis by the DfE, which found that period poverty did not have a significant national impact on school attendance.

It found that although absence rates for girls increase after the age of 13 and exceed those of boys, this is true both for girls who are eligible for free school meals – and therefore more likely to experience period poverty – and those who are not eligible.

However, a survey conducted by development charity Plan International in 2017 found that one in 10 young women aged 14 to 21 had been unable to afford sanitary products. It also discovered that 12 per cent of those surveyed had to improvise sanitary

wear and one in five had changed to a less suitable sanitary product due to cost.

Sarah Lasoye, NUS student union women's officer in England, said: "It's a fantastic win for us that the chancellor has announced free menstrual products will be given to secondary school and college students from September. No one should have to experience the indignity of having to go without vital products they simply cannot afford."

She added: "We strive to achieve the same result in higher education, and would like to see the availability of products and menstrual education provided from primary school onwards, so that young people who have periods are equipped with the knowledge and confidence to properly manage them."

"In future, we hope to see this initiative extend to settings where young people are most at risk, such as homeless shelters and youth centres."

The logo for the Society for Education & Training, featuring the text 'SOCIETY FOR EDUCATION & TRAINING' inside a white cloud-like shape with black and white circles.

**SOCIETY FOR
EDUCATION &
TRAINING**

A circular photograph showing two men in business attire shaking hands. The man on the right is smiling and looking towards the camera. The man on the left is seen from the back, also smiling.

UNPARALLELED PROFESSIONAL CAREER SUPPORT

One of the many benefits of SET membership

As the only membership body for professionals working across further education, teaching and training, we are here to support you in your career. Membership offers you the pathway to professionalism with Qualified Teacher Learning and Skills (QTLS) status and Advanced Teacher Status (ATS), the recognised badges of excellence in FE and training.

The logo for the Education & Training Foundation, consisting of a white rectangular box with the text 'EDUCATION & TRAINING FOUNDATION' in blue.

**EDUCATION & TRAINING
FOUNDATION**

Not yet a member? Join now at set.etfoundation.co.uk or call **0800 093 9111**

Investigates

How West Nottinghamshire

BILLY CAMDEN
BILLY@FEWEEK.CO.UK

From front

Exclusive

West Nottinghamshire College entered the public eye last year when it ran into financial difficulties that led to government bailouts, substantial job losses, and, ultimately, the resignation

of its longstanding, high-profile principal, Dame Asha Khemka. An *FE Week* investigation has now uncovered more details about the scale of trouble at the beleaguered college.

Government bailouts rocket to £10m in just six months

Government bailouts for West Notts have rocketed to more than £10 million in just six months.

Its main monetary issue was related to subcontracting rule changes that meant it had to drastically scale back on this provision and lose out on millions in management fees (see page 9 boxout).

The financial strain surfaced in July when the college received £2.1 million in exceptional financial support (EFS) from the Education and Skills Funding Agency (ESFA) following the failed sale of its eLearning business bksb, which *FE Week* later revealed was requested just 48 hours before it was due to run out of cash.

The college's recently published 2017/18 accounts show that an application for an "additional tranche of up to £4.675 million of EFS was

approved by the ESFA in October 2018 covering the period November 2018 to January 2019".

Then, in December, the college's financial plan showed the "need for an additional up to £4.7 million of exceptional financial support in the period February to March 2019".

West Notts told *FE Week* that, of the requested amounts, the DfE approved a total of £10.3 million.

"This covers the college until March 2019 when EFS is no longer a feature of government support across the sector," a spokesperson said.

The cash is being used to finance "ongoing deficits, payment of clawback to ESFA, further restructuring and the exceptional professional fees incurred as a result of the college's current financial position".

Since requesting the financial support, the college has launched an independent business review (IBR) with chartered accountants BDO, which "will enable the college and its funders to agree the strategic direction of the college and a robust financial base moving forward".

The review will form the college's basis of negotiation with its lenders for financial support post March 31, 2019, according to the accounts.

Government guidance on the college insolvency regime states that an IBR "does not automatically result in insolvency proceedings of any kind – and the earlier it is conducted, the wider the range of potential viable solutions that can be identified for the future of the college".

A spokesperson for West Notts said



WNC interim principal Martin Sim

an IBR is "standard practice for colleges in situations such as this", and has been "agreed as part of negotiations with the bank and ESFA".

She added: "It will provide assurance on the college's future planning and income streams. The review process is nearing completion."

West Notts' 2017/18 accounts paint a bleak picture of its current financial state.

The college generated a £9.54 million deficit before gains and losses, up from

£2.57 million the year before.

Meanwhile, the college's group income fell from £51 million in 2016/17 to £41.56 million in the last year.

To try to find savings the college has undergone a major restructure over the last year, which resulted in the loss of nearly 200 jobs as at the end of February 2019.

A college spokesperson said it is "presently assessing staff redundancies for the next academic year", but could not say how many jobs were at risk.

All land and buildings offered to Lloyds bank as security

All of West Nottinghamshire College's land and buildings have been offered up as security to its bank so that it can continue accessing a credit facility.

The college's 2017/18 accounts show that during the year, West Notts continued to repay its long-term debt with Lloyds Bank at a rate of "£0.74 million per annum and as at 31 July 2018 had an outstanding debt of £14 million".

However, as a result of a breach of bank covenants at the year-end "all of this debt has been reclassified as a current liability".

The college also had a "revolving credit facility" of £3 million in 2017/18 with Lloyds, all of which "had been drawn down by 31 July 2018".

The college identified a "breach of warranties and, for a period of time, the college could not access its facility".

However, the bank issued a "waiver letter" agreeing not to take action in respect of the breach in "consideration for security over all of the college's freehold land and buildings".

West Notts has five different sites spreading across Mansfield, Ashfield and Sheffield.

Its main site – Derby Road campus – has undergone a £40 million redevelopment in recent years. It is equipped with the "latest facilities and state-of-the-art technology" as well as a 150-seat theatre, fine-dining restaurant, and hair and beauty salon and spa.

Meanwhile, the college's Vision University Centre, for higher education students, opened in 2016 for £6.5 million.

The college told *FE Week* it was unable to disclose the full valuation of the college's estate as "this would contravene the terms of engagement with the valuer".

A spokesperson said: "The college has confidence in its plans to right its finances and, as such, the security over buildings should not be an issue for us.

"The college has received the necessary assurance from the ESFA regarding EFS and the bank has extended credit facilities to us."



A spokesperson for the Lloyds Banking Group told *FE Week* it has been working "for many months with the management of West Nottinghamshire College to achieve a consensual restructuring in order to put the business on to a stronger financial footing".

"We will continue to work alongside West Nottinghamshire College whilst the terms of the restructure are agreed," she added.

£1.1m ESFA clawback

Nearly 10 per cent of West Notts' £10.3 million government bailout will be used to pay for ESFA clawback after it was caught failing to comply with funding rules.

The college's accounts show that it undertook a "data cleansing review of apprenticeships" in 2017/18.

This "identified instances of non-compliance with funding guidance resulting in a provision of £1.1 million in the accounts relating to activity which should have been withdrawn from the funding return to the ESFA before 31 July 2018".

A spokesperson for the college said none of the clawback "related to subcontractors; it related to the incorrect rolling-over of directly delivered apprentices".

FE Week revealed last month that the Education and Skills Funding Agency had started conducting short-notice mystery audits to providers after finding evidence that apprenticeship funding rules were not being complied with.

They are understood to have

been prompted by concern at the unpublished results of the qualification achievement rates for 2017/18, as well as the ESFA's investigation into disgraced apprenticeship firm Aspire Achieve Advance (3aaa), which went bust in October after the government pulled its skills funding contracts following allegations of fraud and is now subject to police inquiries.

FE Week understands the agency is looking into whether other providers have inappropriately taken funding and boosted achievement rates for apprentices by misusing reporting of withdrawals, as well as the way they record breaks in learning and transfers.

It is understood the agency will soon write to the whole FE sector expressing concern over data gaming, just as Geoff Russell, then-chief executive of the Learning and Skills Council, infamously did in 2010.

A DfE spokesperson said: "We do not regularly comment on investigations, ongoing or otherwise."

College is fighting for survival

Secret investigations into subcontractors

Numerous investigations have been launched into West Nottinghamshire College's subcontracting partners after "historic funding irregularities" were found.

For years, West Notts has been one of the biggest subcontracting colleges in England, with its latest accounts showing it subcontracted 86.4 per cent of its apprenticeship provision in 2017/18.

The government's latest subcontracting figures, for 2016/17, show the college earned £4.4 million in top-slicing fees from provision worth £19.6 million.

But the scale of this subcontracting has led to some unscrupulous work.

Its latest financial statements reveal that the college has "recently concluded an investigation that identified some historic funding irregularities relating to activity undertaken by subcontractors".

This resulted in the college agreeing to repay around £300,000 to the ESFA.

The accounts also show that the college is "currently investigating two subcontractor partners where potential irregularities have been identified".

"The final quantum of the potential irregularity is not known," they state.

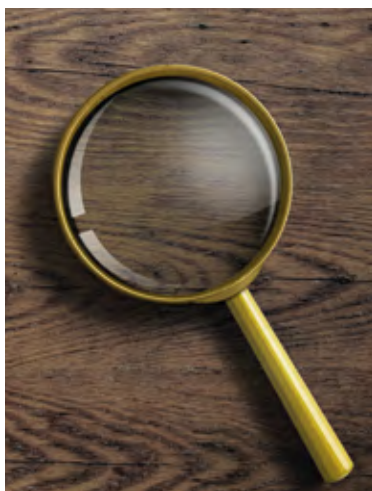
"However, the total value of funding claimed by the college in respect of the activity across both subcontractor partners is £3.2 million."

When quizzed on the investigations by *FE Week*, a spokesperson for West Notts said: "The college is robust in protecting public funds and, as such, when concerns are raised related to subcontractors these are investigated, and in many cases accusations are unfounded.

"The college will make no further comment on previous or ongoing investigations; the findings of which are confidential."

West Notts board minutes from a standards meeting in October expressed concern that the college's overall achievement rates had fallen for 2017/18, with its high-level subcontracting "contributing" to the data.

"It was reiterated again that subcontracted activity this year has been a huge challenge as the programme is on run off, with most of the existing subcontractors not



expecting to be working with the college beyond July 2019 and therefore the business relationship has changed," the minutes said.

"It was reiterated that the college data is very close to the minimum standard numbers and therefore this is a risk."

If the college's data does fall below minimum standards it would be brought into scope for an Ofsted inspection.

The minutes continued: "A challenge from the committee was that overall and timely achievement appears to be very varied as between the subcontractors.

"They questioned how much of the variation is as a consequence of data collection as opposed to poor performance.

"It was explained that there has been a deterioration in the 17/18 year as the college has lost its ability to influence (either through stick or carrot) contractor activity and also any historic issues are now becoming evident as both subcontractors and the college close down the whole programme."

In March last year, West Notts blamed changes to subcontracting rules for the fact it was having to cut more than 100 jobs in an effort to make £2.7 million in savings.

Subcontracting rules, which came into force in May 2017, mean lead contractors can no longer subcontract entire apprenticeship programmes. Instead they must "directly deliver" at least some of each programme.

In addition, many providers that were previously subcontractors are now able to contract directly with employers to deliver apprenticeships.

Whistle-blower prompts anti-fraud, bribery and corruption training

Senior staff at West Notts are being given anti-fraud, bribery and corruption training following whistleblowing allegations.

While the college launched inquiries into its various subcontractor partners last year, its audit committee board revealed the actions by its own staff were also being probed.

Minutes from a November meeting state: "There were two whistleblowing investigations undertaken in the year.

"The committee discussed the information provided and questioned whether the individual who has left the organisation poses a threat to any other organisation."

A West Notts spokesperson would not reveal details about the allegations. "Whistleblowing

investigations, by their nature, are confidential and, as such, the college will make no further comment," she said.

Whatever the accusations were, the college is taking them seriously.

"Following some general discussion the committee stated that they would want to see that all staff who have delegated authorities are provided with anti-fraud, bribery

and corruption training, this can be done by way of an e-module," the audit committee minutes said.

"They asked that this be provided to anyone in the organisation with delegated authority limits, no matter how small. It was agreed that the vice-principal would pick this up as an action with the HR team and add this to the list of mandatory training for all staff."

Major overhaul of college board with 14 appointments

The turbulent year at West Notts has led to major leadership and governor changes.

Martin Sim, an experienced troubleshooter, took over as interim principal in October following the resignation of Dame Asha Khemka.

And, more recently, West Notts has bolstered its corporation board with the February appointment of Sean Lyons as its chair. He succeeded Nevil Croston who stepped down in December after almost five years in the role.

Lyons has more than 30 years' experience in the steel and manufacturing sectors, where he held "high-ranking positions at some of the world's leading steel firms", and is a former NHS chairman, according to West Notts.

"Although the college is going through some significant difficulties at present, I've experienced similar situations at other organisations in the past, where things needed to improve, so I'd like to see what I can do to help," Lyons said.

In a massive overhaul of its governing body, West Notts has appointed 14 other new members,

who bring a range of expertise, since October.

Nine previous members have stepped down in that time.

Among the new appointments is Paul Frammingham, an experienced chief financial officer who has worked at companies including Babcock Networks and Rolls-Royce.

Another new governor with a finance background is Jon Mold, who joined West Notts in November when he retired from full-time work. He has 25 years' experience in the FE sector, and previously worked at Wilmorton (now Derby) College and Stoke on Trent College where he was the finance director.

New members have also been recruited from the retail sector, the rail industry, HR and general FE management.

Lyons said: "We can't change what has happened in the past – but we can influence the future."

Sim, who was principal of Salford City College from 2010 to 2015, has specialised in an interim principal capacity for the last four years, taking Gateway Sixth-Form College out of special measures before steering the



WNC chair Sean Lyons

financially troubled Barnfield College to a merger.

At the time of his appointment he said his main priority is to "ensure West Nottinghamshire College remains a vital asset to the communities of Mansfield and Ashfield".

News

Scrap funding rule that stops providers from transferring their unspent levy, says UEL

JESSICA FINO
JESSICA.FINO@FEWEEK.CO.UK

Exclusive

A university has called for the scrapping of an apprenticeship funding rule that stops them from using unspent levy funds to support local businesses.

The University of East London delivers apprenticeships to large employers, but after missing out on a non-levy allocation they have to turn small employers away.

One solution would be to share their own unspent levy funding with small employers using the transfer funding arrangement, but under current government rules they would not be allowed to deliver the training.

"As a large employer we would like to transfer our unspent levy, but of course being an apprenticeships provider we can't," said UEL apprenticeships manager Nigel Hogg.

"We are going to be losing our unspent levy in May -- we would have loved to use that."

As a result, Hogg suggested the government should flex the rules to

allow training providers to use their levy to support the small and medium-sized enterprises (SME) market.

The Department for Education make it clear that "if a training provider transfers funds to you, they cannot deliver the training for that funded apprenticeship" and a spokesperson told *FE Week* there was no plans to change the rule.

Asked if he would support UEL's call for change, Adrian Anderson, chief executive at the University Vocational Awards Council, said: "Yes, why not? I would be delighted if the Education and Skills Funding Agency decided that universities could transfer their levy to non-levy payers. It's something we would encourage and welcome and support."

However, Anderson said this is "not the bigger issue", but that "we are in a ridiculous situation where there is no funding for many universities to deliver to SMEs".

This newspaper understands the extra protection applied to the transfer funding policy was introduced because of concerns over fraud. Skills minister Anne Milton has previously suggested that "fraud has been an issue" within the



Sadaf Alvi, head of academic and employer partnerships, and Nigel Hogg, apprenticeships manager

current system.

"We have to have rules, and they're irritating and bureaucratic, but fraud has been an issue," she said at a fringe event at the Conservative party conference in October.

Anderson believes the rule exists because the ESFA thinks there could be a conflict where providers would be delivering training provision to a company that was in receipt of their levy.

Next month the transfer funding

limit is set to increase from 10 to 25 per cent, but, according to a recent report from the Department for Education, only 200 apprenticeship levy transfer arrangements had been made in the beginning of February since the allowance was introduced last April, while a further 20 applications were pending approval.

Hogg told *FE Week* that he finds many companies "can't be bothered to actually set [transfers] up".

"They feel the bureaucracy is a bit

too much for them to do and then they have to get someone in to look at their digital accounts, transfer that money to somebody else, and some of them just let the levy go back as a tax."

The UEL also said it has had to turn small businesses away as it does not have a non-levy apprenticeship allocation.

Sadaf Alvi, head of academic and employer partnerships at UEL, said it was "very frustrating" not being able to work with SMEs.

Ofqual rules out tendering to take over apprenticeship quality assurance

BILLY CAMDEN
BILLY@FEWEEK.CO.UK

Ofqual has ruled itself out of delivering the apprenticeship external quality assurance service for the Institute for Apprenticeships and Technical Education.

Sally Collier, the chief executive of the exams regulator, told the Commons education committee during an accountability hearing on Tuesday that her organisation would like to expand its role in monitoring apprenticeship end-point assessment organisations.

However, when asked by committee chair Robert Halfon if Ofqual bid in the institute's recent tender to do the quality assurance on its behalf, for 262 of the 410 standards approved for delivery, Collier revealed they had not.

"No, it would not seem appropriate for a regulator to bid for a contract with another part of government," she said.

There are currently 18 approved external quality assurance (EQA) bodies that monitor end-point assessment organisations, to ensure

the process is "fair, consistent and robust".

Ofqual is the external quality assurer for 61 standards, but many in the sector have questioned why the whole job isn't given to the exams regulator.

Collier told the education committee that her organisation has done a "good job in proving that as the regulator we can do this job and can do it well" and they are "ready to take on a larger role".

"It is complex and confusing in places. I think we can bring some clarity to the process," she explained.

"Having end-point assessments independently regulated in the same way that other types of qualifications are I think that would help public trust and confidence in the system."

But to expand their role, Ofqual would "need more people and more resource to do that".

She agreed with Halfon that it is "unnecessary" to have so many different bodies doing apprenticeship regulation.

Concerns have been raised that EQA has added "another unnecessary administration cost" to the apprenticeships system, after *FE Week*



Sally Collier

last month revealed the "ridiculous variability" in approved external quality assurance charges.

EQA bodies are allowed to apply a charge as long as it is on a "cost-recovery basis" – the amount of which is taken directly from the government funding given to training providers to deliver the apprenticeship.

But *FE Week* found the charges

range from a free service to a whopping £179 per apprentice.

Ofqual does not charge for the service.

The Institute for Apprenticeships and Technical Education also does not currently charge for its EQA service, but this will change in May.

It launched a tender at the end of January for an organisation to provide

quality assurance for apprenticeships assessment on its behalf until the end of March 2021.

Open Awards has held the contract to deliver this service since August 2017, which was worth an initial £160,000 and did not charge per apprentice, but this will end in March.

Tender documents for the new contract, seen by *FE Week*, state that "legislation allows the institute to charge end-point assessment organisations a fee per apprentice that undertakes an end-point assessment and it is these fees that will pay for the EQA service".

The winning bidder is expected to earn at least half a million pounds over the two-year contract period.

The new contract doesn't start until May, meaning there is a month-long gap where no permanent organisation is in place to do the EQA for the institute.

It has been forced into hastily finding "interim" arrangements for the month, but in a recent interview with *FE Week*, the institute's boss Sir Gerry Berragan remained tight-lipped about the plans, other than to say:

"Rest assured there are arrangements in place."

AAC | 2019



A PROUD PART OF THE
CITY & GUILDS GROUP

140
SINCE 1878

FORGING THE
TALENT OF
TOMORROW

A City & Guilds Group Collaboration

With 140 years of know-how behind us, we put learning at the heart of apprenticeships to give apprentices leading-edge workplace skills.

Together we can help drive the talent that businesses and economies of today need to stand out in the future.

Made to stand out

Find out how to partner with us at the Annual Apprenticeship Conference 27 – 28 March

Learn more at
cityandguilds.com | i-l-m.com



News

Going for gold: Team UK announce

JESSICA FINO
JESSICA.FINO@FEWEEK.CO.UK

The names of the first 32 young professionals who will represent the UK at WorldSkills later this year in Kazan, Russia, have been revealed.

A crop of the nation's best and brightest apprentices and learners will travel to Russia in August to compete in a broad spectrum of disciplines including mechanical engineering, aircraft maintenance, beauty therapy and cooking.

The global competition, better known as the Skills Olympics, will see around 1,600 participants from 60 other countries go head-to-head for bronze, silver and gold in 56 different fields.

"Think Olympic Games – but much more important to the economic future of the United Kingdom," said Neil Bentley-Gockmann, chief executive of WorldSkills UK, which selects and trains the team.

"This is a life-changing opportunity for all those involved."

Success for Team UK would be another top-10 finish – as was achieved at WorldSkills Abu Dhabi in 2017 and

EuroSkills Budapest last year.

Going for gold for the UK in carpentry is 20-year-old Jack Goodrum, who trains at the College of West Anglia and works for his family business Peter Goodrum Ltd.

He told FE Week that he enjoys the stress of the competition, and has been trying to learn as much as he can through this "fantastic" experience.

"This is a life-changing opportunity for all those involved"

"I will try my best and see where I can go," Jack said. "Carpentry has been around all my life. My grandad started our family business, my dad has been running it, and I hope to take over one day, and this competition will really help with that goal."

He added: "When you are doing the stuff that I do, you tend to get stuck in



Team UK take to the stage at the EuroSkills Budapest opening ceremony

a little bubble and just make do with the tools that you have. WorldSkills has really open my eyes to other tools that you just don't hear about."

Meanwhile, apprentice Sam McMahon, who will represent the UK in jewellery making, says he also hopes to

"push for a medal" in Kazan.

The 20-year-old, who trains at the Goldsmiths' Centre in London, believes WorldSkills will drive his career and enable him to start his own business.

"The competition has given me confidence I have never had," he told FE Week.

"If you're not exactly academic at the age of 16 and you are thinking about leaving school, school doesn't really help you much and that really knocks

your confidence down."

For 19-year-old Collette Gorvett, Team UK's restaurant service's competitor who trains at Gower College Swansea, the journey up to WorldSkills has not been the easiest.

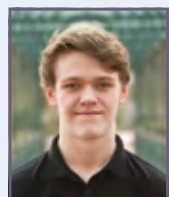
"When I was doing my training leading up to the nationals, I found out my mum had a tumour in her spine," she told FE Week.

She was then split between going with her mother to appointments and

MEET THE TEAM

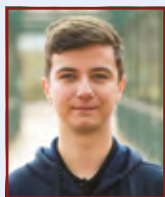
PROUD TO BE THE OFFICIAL MEDIA PARTNER OF WORLDSKILLS UK

FEWEEK



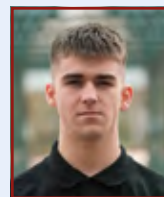
3D Digital Game Art
Patrick Buckley

Employer: n/a
Provider: West Cheshire College
Trainer: Mike Spence, Arcademic Ltd



Aircraft Maintenance
Haydn Jakes

Employer: n/a
Provider: Nottingham University
Trainer: Martin Yates



Architectural Stonemasonry
Ethan Conlon

Employer: APS Masonry
Provider: Bath College
Trainer: Marc Pate, Man of Stone



Beauty Therapy
Rebecca West

Employer: Bespoke You
Provider: East Sussex College
Trainer: Jenna Wrathall Bailey MBE, Jenna Wrathall Bailey Training



CNC Milling
Elliott Dawson

Employer: Fort Vale
Provider: Training 2000 Limited
Trainer: Mike Watson, GKN Aerospace



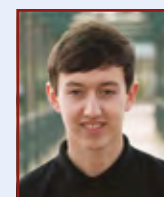
CNC Turning
Jack McCarthy

Employer: n/a
Provider: DMG MORI UK
Trainer: Mark Aspinall, Training 2000



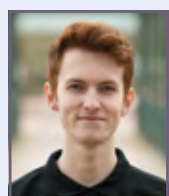
Confectioner/ Pastry Cook
Connor Stow

Employer: Just Desserts
Provider: Hull College
Trainer: Philip Dixon, Hull College



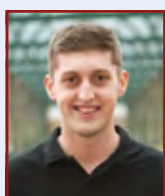
Construction Metal Work
Tyler Atkinson

Employer: WEC Group LTD
Provider: Burnley College
Trainer: Andrew Whitehouse, Dudley College of Technology



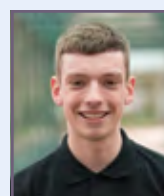
Jewellery
Samuel McMahon

Employer: Mappin & Webb (Aurum Holdings)
Provider: The Goldsmiths Centre
Trainer: Steven Jinks



Joinery
Christopher Caine

Employer: DH Carpentry & Joinery
Provider: Pembrokeshire College
Trainer: Andrew Pengelly, Chichester College



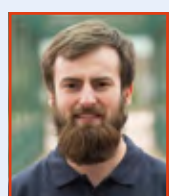
Landscape Gardening
Samuel Taylor

Employer: Garden TLC
Provider: Myerscough College
Trainer: Simon Abbott, Abbott Landscapes



Landscape Gardening
Shea McFerran

Employer: Logan Landscape
Provider: CAFRE
Trainer: Simon Abbott, Abbott Landscapes



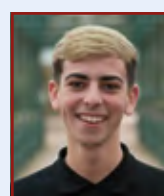
Mechatronics
Jack Dakin

Employer: Toyota Manufacturing UK
Provider: Toyota Manufacturing UK
Trainer: Calum Knott, Festo Didactic



Mechatronics
Danny Slater

Employer: Toyota Manufacturing UK
Provider: Toyota Manufacturing UK
Trainer: Calum Knott, Festo Didactic



Painting and Decorating
Callum Bonner

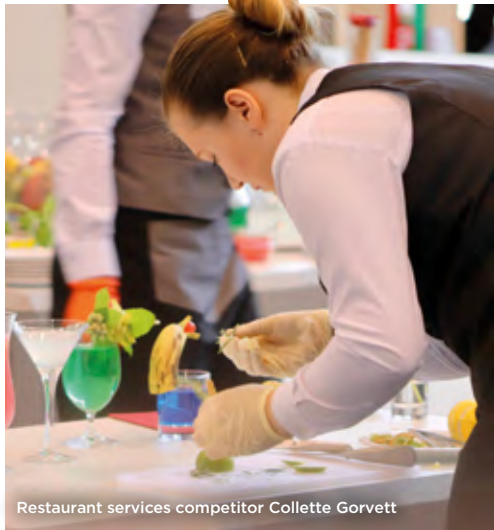
Employer: Clackmannanshire council
Provider: Forth Valley College of Further and Higher Education
Trainer: Michael Swan, Dundee and Angus College



Plastering and Drywall Systems
Curtis Johnston

Employer: SB Plastering
Provider: SERC
Trainer: David Kehoe, British Gypsum

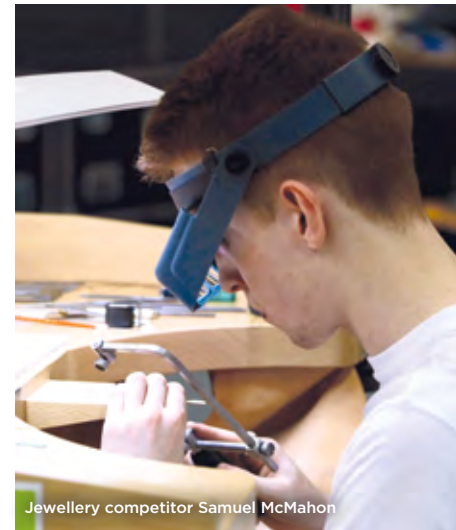
ed for WorldSkills 2019 in Kazan



Restaurant services competitor Collette Gorvett



Carpentry competitor Jack Goodrum



Jewellery competitor Samuel McMahon

training for the competition.

"My lecturer was really understanding but she also wanted me to keep on competing. I also knew what I wanted to do with my life, and I didn't want to hurt my career," Collette says. "While my mum was being operated on, I went away to compete."

She came in sixth place in the national finals in Birmingham, and, one year later, she won a medallion of excellence at EuroSkills in Budapest.

Collette, who was working at the five-star hotel the Ritz until Christmas when she left to focus on the competition, now hopes to get even further than she got in Budapest, which she believes is "achievable with the right training".

While 32 members of Team UK have been announced so far, more will join them in April when the cybersecurity, cloud computing, chemical lab technician, floristry, cooking and car-painting competitors are selected.

All the participants will then undergo a rigorous regime of Olympic-style training in preparation for the most intense week of competition imaginable.

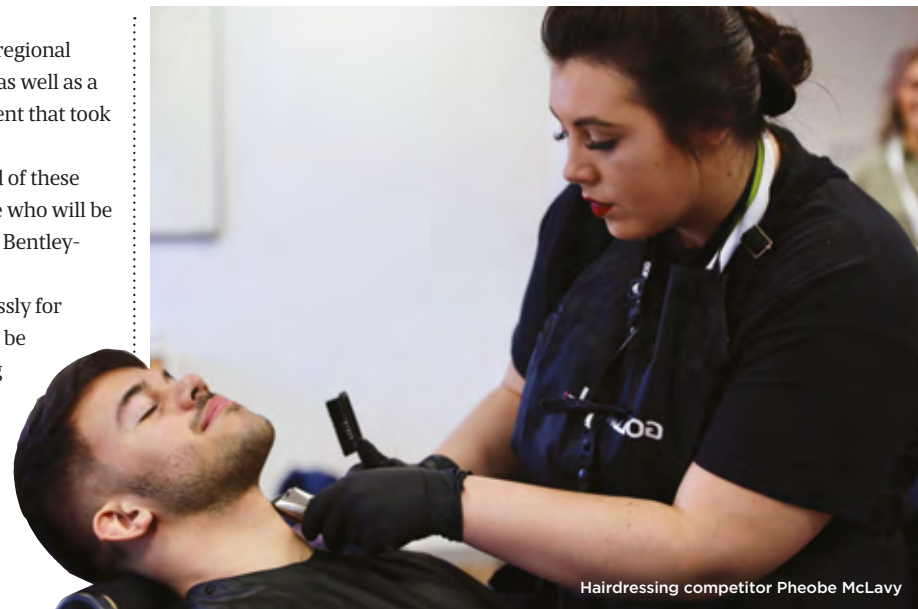
The skilled young people have undergone a two-year challenge to get

this far, and have already triumphed in regional and national competitions, as well as a gruelling team selection event that took place last week.

"I couldn't be more proud of these extraordinary young people who will be on the plane to Russia," said Bentley-Gockmann.

"They have worked tirelessly for weeks, months and years to be the best – they are a shining example to the next generation – let's celebrate their spirit, commitment, and success."

The 45th WorldSkills event will take place in Kazan from August 22 to 27.



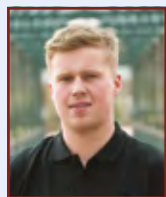
Hairdressing competitor Pheobe McLavy

Digital, Business and Creative

Health, Hospitality and Lifestyle

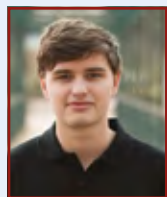
Engineering and Technology

Construction and Infrastructure



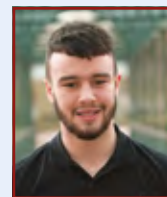
Bricklaying Lewis Greenwood

Employer: PDS construction
Provider: York College
Trainer: Michael Burdett, York College



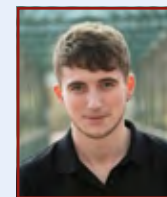
Cabinet Making Owen Aldous

Employer: Callow & Co
Provider: Chichester College
Trainer: Christian Notley MBE, Chichester College



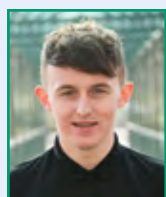
Car Painting Conor McKeivitt

Employer: Wrights Accident Repair Centre
Provider: Riverpark Training
Trainer: Richard Wheeler, Coleg Gwent



Carpentry Jack Goodrum

Employer: Peter Goodrum Ltd
Provider: The College of West Anglia
Trainer: Gareth Evans, Construction Wales Innovation Centre



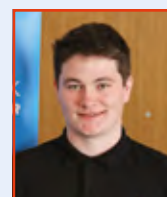
Cooking Sam Everton

Employer: Crwst
Provider: Pembrokeshire College
Trainer: Sean Owens, SO Consultancy



Electrical Installation Thomas Lewis

Employer: Blues Electrical
Provider: Cardiff and Vale College
Trainer: Gareth Jones, Coleg Gwent



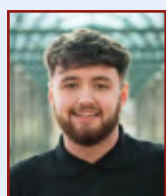
Electronics Thomas Andrews

Employer: Sonardyne Int Ltd
Provider: Alton College
Trainer: Steven Williams, Gower College Swansea



Hairdressing Pheobe McLavy

Employer: Morgan Edward Salon
Provider: Coleg Sir Gar
Trainer: Linzi Weare, Reds Hair Company



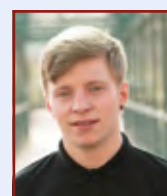
Manufacturing Team Challenge Andrew Joyce

Employer: Carnaud metalbox
Provider: Carnaud metalbox
Trainer: Daytun Unitt, Coleg Cambria



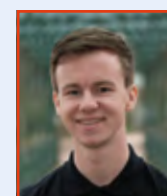
Manufacturing Team Challenge Isaac Khan

Employer: Carnaud metalbox
Provider: Carnaud metalbox
Trainer: Daytun Unitt, Coleg Cambria



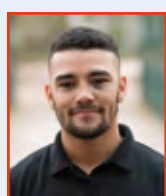
Manufacturing Team Challenge James Thomason

Employer: Carnaud metalbox
Provider: Carnaud metalbox
Trainer: Daytun Unitt, Coleg Cambria



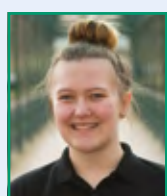
Mechanical Engineering: CAD Ross Megahy

Employer: n/a
Provider: New College Lanarkshire
Trainer: Barry Skea, New College Lanarkshire



Refrigeration Orlando Rawlings

Employer: Daikin UK
Provider: Grimsby Institute of Further Education and Higher Education
Trainer: Mark Forsyth, Coriolis International Ltd



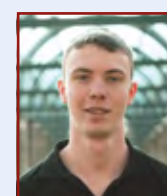
Restaurant Services Collette Gorvett

Employer: n/a
Provider: Gower College Swansea
Trainer: Dr Shyam Patiar MBE



Visual Merchandising Konnar Doyle

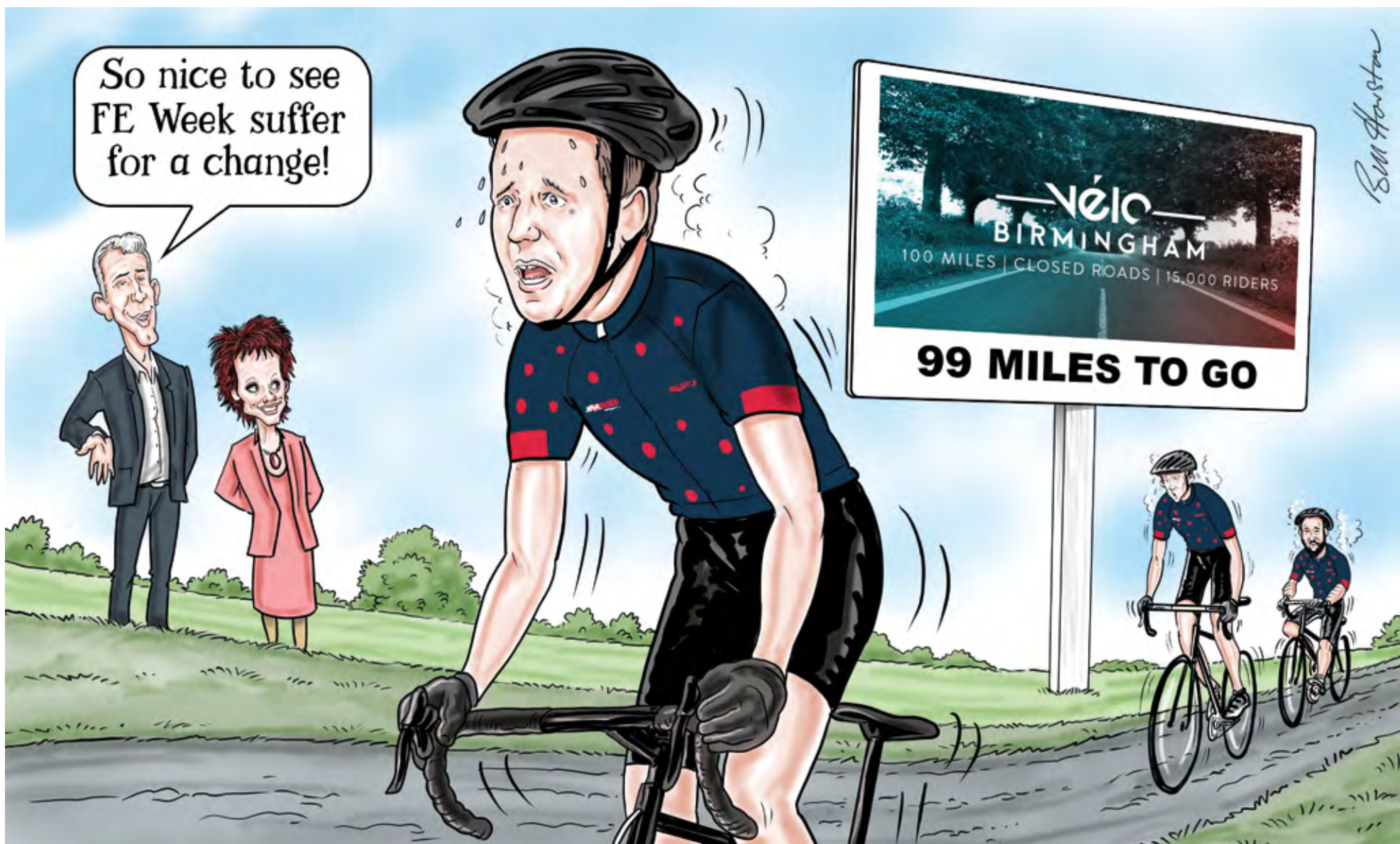
Employer: n/a
Provider: City of Glasgow College
Trainer: Julianne Lavery, University of Westminster



Wall and Floor Tiling Mark Scott

Employer: J McGoldrick & Sons Ltd
Provider: City of Glasgow College
Trainer: Paul Doran, Southern Regional College

News



FE Week takes on charity cycle challenge with South and City College Birmingham

FRASER WHIELDON
FRASER@FEWEEK.CO.UK

FE Week's editor Nick Linford and publisher Shane Mann will be joining a team from South and City College Birmingham to cycle the 100-mile Velo Birmingham and Midlands and raise funds for the charity Cure Leukaemia.

Schools Week editor John Dickens and the principal of South and City College Birmingham Mike Hopkins will be two of the riders joining them in May on the trip from Birmingham to Coventry, then back.

"As a college, we are really pleased that we are involved in this year's Velo Birmingham and Midlands ride," said Hopkins.

The college has chosen Cure Leukaemia as their nominated charity this year, as a number of students and staff have been affected by the disease – including one manager, who died of it over a year ago.

Hopkins added: "We are extremely proud to be supporting Cure Leukaemia and helping to raise vital funds to help beat blood cancer."

The team also includes Dave Heeley, who calls himself "Blind Dave", the first blind person to complete the seven-marathon challenge in 2008; and they are

"We are proud to be helping to raise vital funds to help beat blood cancer"

aiming to raise £50,000 for charity.

To donate to the efforts, visit <https://www.justgiving.com/fundraising/lsect-team>.

The Velo is not the only gruelling cycling challenge being undertaken

by a member of the FE community this year.

Chief executive of Askham Bryan College Catherine Dixon is stepping down from her role to try for the Guinness world record as the fastest woman to circumnavigate the world on a tandem bicycle, with her cycling partner Rachael Marsden.

"This is the opportunity of a lifetime," Dixon said.

"It is incredibly exciting and it will be amazing to set the world record."

This summer, the pair will have to cycle up to 100 miles a day to cover 18,000 miles across five continents within 320 days, which Dixon acknowledged will be "tough".

Catherine and Rachael are also using their cycling challenge to support charitable causes: Oxfam and the Motor Neurone Disease Association.

cureleukaemia
the blood cancer charity



From left: Shane Mann, John Dickens and Nick Linford



Principal & Chief Executive Officer

Moulton College is on a journey to excellence. Will you inspire us to get there?

Salary up to £140k + relocation, negotiable for a truly outstanding candidate.

Moulton College seeks an inspirational Principal & Chief Executive Officer to continue our transformation of the student experience, with sustained improvements in academic and financial performance.

You will be an experienced, ambitious FE senior leader with innovative ideas to meet the sector's many challenges. You may be an established successful Principal looking for a new challenge or a highly accomplished Deputy Principal ready to lead your own college, most likely with a strong background in curriculum and skills gained from a specialist or GFE college. You will demonstrate strong business and financial acumen, and above all will inspire those around you to deliver a world class experience to our students. In return, we offer a competitive salary package, a passionate and committed staff waiting to be led and a supportive, but challenging, Board of Governors.

Moulton College is one of the country's leading specialist land-based colleges. We have a strong reputation and are known nationally as well as locally for our diverse curriculum offer. We operate from an amazing fit-for-purpose estate that benefits from significant investment in student and vocational spaces. The campus is set in a stunning part of Northamptonshire, a region that has much to offer. Under the right leadership we have an exciting independent future as we strengthen our quality and finances whilst developing new opportunities.

Closing date: Thursday 21 March 2019 @ 12.00pm

Opportunity to visit college and meet with current Principal: Monday 1 April

Assessment Centre scheduled for Thursday 11 & Friday 12 April 2019

To apply for this role or to download an application pack visit: www.protocol.co.uk/moulton-principal and for an informal and confidential discussion about the role please contact our recruitment partners at Protocol, Ian Sackree **07795271559** and David Beynon **07970042334**

Vice Principal - Curriculum Development

Full Time
Permanent
Highly Competitive Salary plus benefits
Location: Cambridge



Cambridge Regional College is an ambitious and high achieving Further Education College. We are a large and inspirational centre of learning based over two campuses located in Cambridge and Huntingdon. Providing education and training to over 4000 full-time learners, 5000 part-time and 1500 apprentices, we have a current income of around £37 million with considerable plans for growth whilst continuing to pursue excellence in all that we do. The College is ambitious for success and has already achieved significant accreditation over the past year including a National Matrix Award for Advice and Guidance, and Investors in People Gold Award for our commitment to staff.

We are offering this exciting opportunity for Vice Principal (Curriculum Development) to join our Senior Management Team and be involved in strategic decision making, performance improvement, curriculum development, planning and strategy to meet skills needs.

A demonstrable success in achieving significant levels of performance improvement and ambition to achieve further success for our students and employers is essential.

You will possess excellent project management skills and the ability to forecast and respond rapidly to the changing landscape within FE, ensuring the College is well positioned to maximise opportunities for future growth.

A strong commitment to our values will determine the successful post holder as it is essential that the journey to future success is maintained. You will be a highly motivated, dynamic and an enthusiastic team player with a background in teaching and experience in leadership and management of curriculum within FE.

Alongside a competitive salary, we also offer attractive benefits, details of which can be found on our recruitment page.

All appointments are subject to satisfactory pre-employment checks, including a satisfactory Enhanced Criminal records check (DBS) with Barred List check.

For more details and to apply, please visit: <https://www.camre.ac.uk/jobs/>

Closing Date: Friday 22nd March 2019

All appointments are subject to satisfactory pre-employment checks, including a satisfactory Enhanced Criminal records check (DBS) with Barred List check.



Landex

Land Based Colleges
Aspiring To Excellence



DIRECTOR OF QUALITY ENHANCEMENT

Starting salary at a point in the range £55,000 - £75,000 pa

Landex is unique as a membership organisation in having as a primary goal, the continuous improvement of all its members through annual peer review, CPD, and the development of outstanding teaching and learning supported by interactive learning materials. In addition, it seeks to represent its members within a wide range of external agencies and funding bodies, as well as securing and delivering funded projects of benefit to its members.

Due to the current postholder securing a position as a College Deputy Principal, we wish to recruit for 1st September 2019



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

Potential applicants are welcome to discuss the position informally with the Chief Executive. **Tel. 01604 893550**

Closing date: Friday 29th March 2019

WEST LONDON COLLEGE



Assistant Principal Quality & Performance

West London College demonstrates its commitment to our learners through our values; Excellence, Ambition, Focus, Accountability, Inclusion and Integrity. The post holder will strive to improve lives through, education, training, skills and development, fostering social and economic success, in line with the College's overall mission.

As Assistant Principal Quality and Performance you will join the College at a key time and deliver organisation-wide improvements in quality systems, procedures and staff development.

The Role

The successful candidate will be joining at an exciting time as the College continues its journey through a period of growth, whilst maintaining excellent student outcomes, which are amongst the best in London. As part of our strategic leadership team you will lead on the improvement of the quality of every aspect of the College's performance, including both academic and support functions.

You will provide strategic leadership and oversight for quality across the College, you will have overall responsibility for the management and development of exemplar QA and QI processes for all aspects of College provision, with a particular focus on excellence in teaching and learning. You will be a completer-finisher and have relentless drive and focus on ensuring that an outstanding quality profile will be realised across the organisation.

The Person

The successful candidate will be a proven leader and manager with extensive experience in the delivery of organisation-wide quality processes and systems. You should be able to demonstrate a passion for teaching and learning and an understanding of how to develop quality processes that support staff to excel in delivering the best possible education experience to every student.

You will be able to demonstrate a track record of success and outline the value that you will bring to the College.

With comprehensive experience in business and quality improvement techniques and strategies to raise achievement and the ability to motivate and inspire a group of professional staff you will come to this role with a clear and transparent vision, and be able to deliver the quality interventions that will underpin the College's behaviours and core values.

In addition you will be:

- Able to use data and statistics to enable improvements across the whole College.
- Skilled in developing positive working relationships and promoting the College.
- Financially astute, with an understanding of the impact on costs and funding relating to quality improvement.
- Experienced in delivering change along with working in a large multi-site environment.
- Qualified to a level appropriate to the role.

To Apply

For more information and to apply please visit our website and send a CV with supporting statement to hrresourcing@wlc.ac.uk quoting the post you are interested in.

Hours: 37 hours per week
Tenure: Permanent
Salary: Competitive
Closing Date: 1st April 2019

Hammersmith & Fulham College
Cliddon Road,
Barons Court,
London
W14 9BL

Ealing Green College
The Green,
Ealing,
London
W5 5EW

Southall Community College
Beaconsfield
Road, Southall,
Middlesex
UB1 1DP

Park Royal College
Unit 1, Nucleus
Park, Central Way,
Park Royal, London
NW10 7XT

West London Construction Academy
Southall Waterside,
170 Brent Road,
Southall
UB2 5LE

West London College
wlc.ac.uk

ANNUAL PACKAGES AT EDUCATION WEEK JOBS



12 MONTHS UNLIMITED BASIC LISTINGS - £3,000
Basic listings include your company logo, unlimited text, attachments.

12 MONTHS UNLIMITED FEATURED LISTINGS - £5,000 (+35% OFF RECRUITMENT ADVERTS IN FE WEEK OR SCHOOLS WEEK)

Featured listings include enhanced visibility on our website, posts 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.

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



Feel valued in your current role?

Our team does!

JOIN OUR DYNAMIC FAST-GROWING TECH COMPANY

To find out more information about our current job opportunities below, drop an email to lisa.taylor@smartapprentices.com

- Business Development Manager
- Client Relations and Software Trainer
- SQL Data Support Technician

ONE LIFE - ENJOY LIVING IT!

www.smartapprentices.com

 **SMARTAPPRENTICES**
Innovative Technology for Apprentices

FIND YOUR NEXT JOB

ED Week Brought to you by
SCHOOLS WEEK
AND FE WEEK

Jobs in schools, colleges
and education; leadership,
management, teaching and
administration

**We've made finding your
next role easier.**

Visit our website at educationweekjobs.co.uk

To place a recruitment advert please email:
Advertising@educationweekjobs.co.uk
or call: 020 8123 4778



EDITORIAL



Policy makers might call it an unintended consequence but I call it a scandal

This week the Treasury confirmed that the apprenticeship fee – known as co-investment – will halve from 10 to 5 per cent from the start of April.

Or to put it another way, the public subsidy for apprenticeships running at an average cost of £9,000 (according to the National Audit Office) will rise from 90 per cent (£8,100) to 95 per cent (£8,550).

I was quick to take to twitter to deride this attempt at stimulating more demand from small employers as “probably the worst ever FE policy in the 15 years I've been in FE”.

It's so bad because it means the public subsidy for management trainees rises from

the same pot that providers tell us is already proving insufficient to fund 16 to 18 year-olds and young adults entering the job market.

Or, again, to put it another way, employers will see their contribution fall from £2,200 to £1,100 for a £22,000 management degree apprenticeship for existing staff when £22,000 of funding in the same pot would have funded seven healthcare support worker apprentices at £3,000 each.

Of course, policy makers might call this an unintended consequence of ‘employer-ownership’ but I call it a scandal.

More generally, the co-investment change is bad for

apprenticeships because:

1. Before the reforms were introduced it was assumed employers would contribute 50 per cent to the costs. This fell to a mandatory third when standards were piloted and then 10 per cent from May 2017 and now 5 per cent from April. History has shown the closer the government gets to giving stuff away the lower value the product is perceived to be and the harder it is to put the price up at a later date.
2. If employers are not willing to pay as little as 10 per cent for a product they either don't value it or their cash flow is so poor their business should

not be trusted to survive long enough for the apprentice to complete their course.

3. The ESFA has confirmed to *FE Week* that despite the change being targeted at small employers, it will also apply to large employers when their levy pot runs out. So providers will be forced to halve their fee to large employers that are already engaged in the programme when they switch to non-levy.

4. The National Audit Office has confirmed what we suspected, that the levy pot is insufficient in the medium to long-term, so increasing the subsidy will add extra pressure and make access to funds for those that

need it more, not less likely.

5. There is no time limit on this fee reduction, making it much harder to reverse. Any business will tell you that if you want to stimulate demand you offer a time limited sale.

There are still two weeks left until implementation, so like Brexit, surely more time is needed to determine if this change has been properly thought through and what the sector really wants?

Nick Linford, Editor
news@feweek.co.uk

Readers' reply



EMAIL



TWITTER



FACEBOOK



WEBSITE

Apprenticeship employer fees to be halved from April 1 – no joke

Hopefully this will support a lot more small businesses and increase apprenticeship starts towards achieving Gov target

Lisa Lawrence

Some great news on a definitive decision from Westminster! From 1st April the cost of #apprenticeships for SMEs is halved, a great reason to start or expand a programme

Stuart Brocklehurst

Yet more funding transferred from helping individuals to helping firms

Mick Fletcher

Half way there is better than no change at all, this will make a significant difference to many #SMEs

Charlotte Black

Damning Ofsted visit finds provider not knowing who its apprentices are

At some point the ESFA/DfE will have to realise employers are specialists in what they do (in this case a Hospital), providers are specialists in training.

Marches Skills Provider Network

ESFA audits to check apprenticeship price reductions made to account for prior work experience

So, an auditor from EFSA will understand the complexities of how much knowledge an individual has in relation to the cost of a standard and then replicate for each individual on any given programme. Good luck with that.

Tim Buchanan

ESFA publishes AEB funding rules and extends free courses to workers earning just over £16,000

What they mean is the low-wage threshold has been increased from £15,725.50 to £16,009.50 – so anyone in employment earning less than this amount will benefit.

Debbie Buckland

Government to fund free sanitary products in colleges Westminster lagging behind Scotland. But finally did the right thing.

UNISON Scotland FE Sector Committee

Government agency to charge for apprenticeship quality assurance

Out of what pot are they expecting to get paid? Who are they charging? How much do they think the funding bands are going to stretch?

Anthony Elgey

REPLY OF THE WEEK

Apprenticeship employer fees to be halved from April 1 – no joke



Absolutely we need to look at what we can do to (re-)engage smaller employers in apprenticeships. But have doubts that this will make the difference, and surely risks further undermining the financial sustainability of the programme

Dr Fiona Aldridge

Experts

DR JULIE NUGENT

Director of Productivity and Skills,
West Midlands Combined Authority



West Midlands needs better skills – devolution can provide them

The adult education budget should be used to help communities that aren't benefiting from the region's economic success, says Julie Nugent

The West Midlands is experiencing a renaissance. Civic pride is growing, with Coventry set to be the UK's city of culture in 2021, and Birmingham hosting the Commonwealth Games in 2022.

Our economy is growing too. Across a range of indicators – including GVA, skills and employment levels – the region has welcomed many recent and significant improvements. Investment is increasing, with companies like HS2, Deloitte, HSBC and PwC all choosing to expand in the region.

Unfortunately, too many of our communities are still not participating in this economic success. Currently, the regional average employment rate of 68% is well below the national average (75%)¹, and there are particular challenges for our BAME communities.

Too many of our residents lack skills,

particularly at higher levels, with less than a third (30%)¹ qualified to NVQ Level 4 – this in an economy where, by 2024, 42%² of all jobs will be at Level 4 and above.

We need to free up our skills system to respond to these challenges.

In 2017/18, only 6% of the Adult Education Budget (AEB) went towards helping our residents gain Level 3 skills (only 1% of all enrolments).

Our view is that national funding systems have frustrated the further education sector's ability to respond to regional skills challenges. The causes of this are complex. They include a lack of strategic investment in FE, particularly in capital, cuts in funding and national prioritisation of scarce resource.

The West Midlands needs a different approach.

Last year, we worked with regional partners to establish a shared ambition for skills: more people in employment, more people in higher-skilled jobs and a more agile system.

The devolution of the £126m adult education budget to the West Midlands gives us all an opportunity to achieve this.

But devolution is about much more than money.

For the West Midlands, devolution is a catalyst for new ways of working, symbolised by the creation of

“We have some deeply entrenched issues to tackle”

the Further Education Skills and Productivity Group (FESPG) – a collective of the 21 colleges delivering across the region.

Lowell Williams, chief executive officer of Dudley College, chair of the FESPG, is strongly supportive of the devolution of funding for skills. He sees the group as a mechanism for

constructive collaboration, with each other and with the combined authority, and to get behind the regional agenda for growth in productivity, skills and employment.

The FESPG, along with regional representatives from adult and community learning providers and the AELP, has been critical to the development of our regional skills policy.

We know our region needs more technical skills, but we also know that establishing a new technical skills offer for young people and adults is not easy. Our sector needs new models of delivery, new teaching capabilities, and significant investment in facilities and kit.

We are therefore working closely with the region's colleges and providers to understand and mitigate the risks in developing new provision, helping the sector to rebuild capacity to address our changing economic needs.

We will build on our experience of

career learning pilots, with subsidies to support adults in priority Level 3 qualifications, as well as testing sector-led innovations around delivery and fees structures, to develop new provision that can better address current and future economic needs.

The West Midlands will shortly publish its local industrial strategy – where we set out the challenges and opportunities for our continued economic growth. FE is critical to delivering this strategy, and we are asking the government for more investment in our colleges to underpin the robust technical education system that our region requires. We will continue to support the sector's broader role in engaging and supporting individuals and communities, developing their skills and confidence, and helping them to progress in learning and employment.

The West Midlands has some deeply entrenched skills issues to tackle. But we have a new ambition, a clear sense of purpose and an FE sector that is up for this challenge.

SIMON ASHWORTH

Chief policy officer, Association of
Employment and Learning Providers



What's behind the 'new' ESFA guidance on prior learning?

It is an add-on rather than an update – and could be an attempt to claw back funding or scare providers into discount pricing, says Simon Ashworth

Earlier this week the ESFA published guidance on the recognition of prior learning. It's important to note this is additional guidance, rather than specifically new or updated funding rules. With apprenticeship funding now finally acknowledged as running in short supply, there may be more emphasis on how providers account for prior learning in order to claw back funding or scare providers into discount pricing.

Ten years ago the sector experienced a crackdown on providers claiming additional learning support. A few providers were made an example of and others quickly scaled back their financial claims but continued to offer the additional support while not getting paid for it. Let's hope we don't

see a repeat of the latter.

The previous iterations of the funding rules were much more specific about tackling “embedded qualifications” with fixed rates of funding reductions that governed the apprenticeship frameworks, which were all built around qualifications.

The move from apprenticeship frameworks to standards has changed both the dynamics of the system and the tangible variables that were used previously to make adjustments for where apprentices had recognised prior attainment.

In the latest guidance the ESFA identify five areas that they want to reinforce and, arguably, the key point is having a robust initial skills assessment. An initial skills assessment doesn't just mean an initial assessment for maths and English assessment but a wider diagnostic assessment to understand the level of competency and starting point for the individual's skills, knowledge and behaviours in

their chosen standard.

However, having conducted an initial skills assessment, a provider shouldn't make the mistake identified in a recent Ofsted inspection where, at the start of the programme, staff assessed apprentices' prior knowledge,

“The current rules offer room for flexibility rather than taking a blunt approach”

skills and behaviours but they did not use this information to adjust the content and duration of an individual's programme. This highlights that it's not only the ESFA focusing on the recognition of prior learning from a funding perspective, but that Ofsted

are also interested – a theme we will see more of in the coming years under the new education inspection framework.

A provider should have an internal policy for how staff identify, define and take into account prior learning. The current rules and guidance offer room for interpretation and flexibility rather than taking a blunt and arbitrary approach. Having a clearly defined policy not only helps staff, but gives confidence to inspectors and auditors about interpretation and subsequent approach.

Another key point is that just because someone may have the knowledge or a prior qualification, it doesn't always mean that they have put that knowledge to the test. In fact, the individual may need more intense support in helping develop their competency as opposed to developing their knowledge.

This is why under the new standards we need to avoid an arbitrary rule

where the system says no to funding or yes to forcing a discount simply based on possessing a prior qualification.

At the other extreme is the issue of stretch. The apprentice may be more competent than average with higher levels of knowledge skills and behaviour, but the provider's stretch plan would be to get the apprentice to distinction, requiring more on- and off-the-job training compared with the average apprentice. This would still need full funding and training to take the apprentice to a higher level of achievement.

Finally, to reinforce the absolute need for having a robust initial skills assessment, the results of which are used to tailor and personalise each apprentice's individual programme, the provider should account for current levels of skills and knowledge.

This should then be used to plan, and act as evidence of, the required off-the-job training, which should be recorded in the evidence pack.

PROFESSOR EWART KEEP

Director, The Centre on Skills, Knowledge and Organisational Performance (SKOPE)



Labour's NES proposals offer chance for fresh thinking

In its latest NES consultation document, Labour asks for suggestions on how to achieve local democratic accountability – the sector must rise to the challenge, says Ewart Keep

FE Week recently reported on the launch of the Labour party's latest consultation on local accountability as part of the development process for a National Education Service (NES). Two points about this document are striking.

The first is that it perhaps plays a little fast and loose with history. A stranger arriving from another planet who read the consultation would be forgiven for thinking that prior to 2010 and the arrival of the coalition government, England had possessed a set of reasonably vibrant, successful and powerful local mechanisms for discussing, steering and holding accountable local provision of education.

In reality, as we all know this was not the case. The decline of influence and importance in local decision-making

in education commenced with the Thatcher government in the 1980s and continued under administrations of all political persuasions – New Labour included.

Over time, education has been de-localised, nationalised, centralised and then marketised. And because marketisation has followed centralisation, the quasi-markets created are designed and regulated at national, not local, level. The underlying cross-party political consensus for much of the last 35 years or more has been that central government knows best.

This means that delivering local accountability will require a fundamental re-orientation in thinking among policymakers and practitioners who have long been habituated into a centralised, top-down model.

The second and much larger point, concerns the nature of the consultation document. Most consultations advance a set of proposals and then ask for feedback on their feasibility and

desirability. Local Accountability in the National Education Service does not conform to this model.

It lays out some very general principles (trust-building, two-way/reciprocal accountability) that it wants to see delivered around creating local

“The future is seen as an open policy space waiting to be filled with ideas”

democratic accountability, and then asks for suggestions as to how this might best be achieved. The future is thus seen as an open policy space waiting to be filled with ideas and potential mechanisms and structures – in terms of funding, performance management, accountability mechanisms, policy development bodies and so on. Both the

architecture and operation of localised accountability are apparently up for grabs.

Though this open agenda is an exciting prospect – as nothing has yet been ruled in or out and there is therefore considerable latitude for new and constructive thinking to emerge – it is also a major challenge to those responding to the consultation because it means that they have a lot of thinking to do.

To give just one example: how local is local when we decide the level at which we want accountability for education to operate? Is it combined authority, city region, county, local enterprise partnership (LEP) or district council? Will the answer be the same across the country, or will the levels differ across place depending on past history and current preferences? Will the level be the same for all types of education institution in a given locality – early years providers, primary and junior schools, secondary schools

sixth-form colleges, FE colleges (which vary considerably in size and student makeup), universities, independent training providers and so on? How will choices on this issue inter-relate with those on funding, inspection, quality monitoring and improvement, and the relationship(s) between local and national policy?

The deadline for responses is 30 June. This is not long to ponder, and resolve, the set of complex and profound questions asked at the end of the consultation document.

It is to be hoped that colleges (and other providers) will want to act as a catalyst for new thinking in their own communities and localities about potential models for accountability, and that, at national level, AoC, AELP, Hoxex, trade unions and other bodies will also be active in trying to envision a more decentralised, bottom-up model of accountability, and fresh ways in which collaboration between stakeholders can be generated.

AELP | 2019



SPRING CONFERENCE

ICC BIRMINGHAM 29 FRIDAY 29 MARCH

2 WEEKS TO GO!

Sponsored by NCFE, the event repeats the successful format of last year when apart from a brief introduction and general policy update by Mark Dawe to welcome delegates, it will offer a series of workshops across one day to enable providers to drill down into subjects to enable more effective and high quality delivery.

Bring along additional attendees from your organisation to take advantage of the number of workshops offered and benefit from our discounted group prices.

BOOK NOW

Group discounts available. Excellent value for money

Visit: aelpsringconference.org.uk

Media partner

FEWEEK

Headline sponsor

ncfe.

WORKSHOPS

OFSTED'S NEW CIF | CHRIS JONES HMI, OFSTED

WHAT EMPLOYERS EXPECT FROM APPRENTICESHIP PROVIDERS | MIKE ROGERS, BA, LLOYD THOMAS, CO-OP

EPA CHALLENGES | SARA HALL, NCFE

TRANSITION TO APPRENTICESHIPS STANDARDS | JAMES BILLINGHAM

INTERNATIONAL OPPORTUNITIES | GRAHAM HASTING-EVANS, NOCN & STEPHEN JOHN, DIT

KEY APPRENTICESHIP POLICY UPDATES | SIMON ASHWORTH, AELP

REGISTER REFRESH | STEVE O'HARE, SCLO

OFSTED INSPECTION READINESS | IAN BAMFORD, PARAGON SKILLS

DELIVERING GOOD STUDY PROGRAMMES | KATE LOU, SCL

OFF THE JOB TRAINING | STEWART SEGAL, AEGIS

DEVOLUTION UPDATE | DAVID JONES, NCFE & HARMINDER MATHARU, AELP

GOOD GOVERNANCE | ALEX MILES, WYLP

TAKING ADVANTAGE OF TECHNOLOGICAL ADVANCES | LUCY DUNLEAVY, LEARNBOX & SUSANNA LAWSON, ONEFILE

Bulletin



Holly Price

Board member, Construction Industry Training Board

Start date February 2019

Concurrent job

Training and development director, Keltbray and Presidential Officer of the National Federation of Demolition Contractors

Interesting fact

In 2005, she was Europe's only female explosives engineer.



Annette Cast

Principal, Southwark College

Start date March 2019

Previous job

Pro Vice Chancellor and Dean, University of East London

Interesting fact

She once completed a 24-hour squash marathon.



Sean Lyons

Chair of the board of governors, West Nottinghamshire College

Start date February 2019

Concurrent job

Management consultancy and property development

Interesting fact

In his previous role as a senior vice-president in the steel industry, Sean commuted between England and Stockholm every week for five years.



Jackie Grubb

Principal, City College Plymouth

Start date August 2019

Previous job

Principal, City of Westminster College

Interesting fact

She is a qualified sports therapist.

Movers & Shakers

...

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

If you want to let us know of any new faces at the top of your college, training provider or awarding organisation please let us know by emailing news@feweek.co.uk

FEWEEK

Got a **story**?

Get in touch.

Contact: news@feweek.co.uk
or call 020 81234 778

CONFERENCE PARTNER



STRATEGIC PARTNER



HEADLINE PARTNER



CONFERENCE SPONSORS



AAC
2019

FEWEEK ANNUAL APPRENTICESHIP CONFERENCE AND EXHIBITION 2019

27-28 MARCH 2019 ICC, BIRMINGHAM

WORKSHOP AGENDA OUT NOW!

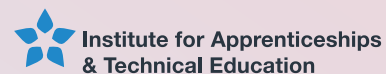
WORKSHOP HIGHLIGHTS INCLUDE:

FIVE WORKSHOPS ON EACH DAY FROM THE DFE & ESFA:



- Applying and reapplying to the redesigned RoATP
- Register of end-point assessment organisations development and engagement
- Apprenticeship system development and Transfer funding - how it works and moving to 25% from April
- Apprenticeship Funding Rules for training providers
- Apprenticeship Funding Rules for employer providers

THREE WORKSHOPS ON EACH DAY FROM THE INSTITUTE FOR APPRENTICESHIPS & TECHNICAL EDUCATION:



- Institute: state of play - Standards
- Institute: state of play - Quality
- Institute: state of play - Funding

OFSTED WORKSHOPS:



- What inspection and reporting on apprenticeships might look like from September
- What we are learning from the New Provider Monitoring Visits



Apprenticeships & skills minister, **ANNE MILTON MP**, will provide the closing keynote speech at AAC

ACROSS TWO DAYS DELEGATES WILL HAVE THE OPPORTUNITY TO SELECT FROM OVER 70 SESSIONS. THE FULL AGENDA FOR AAC 2019 IS AVAILABLE ONLINE AT FEWEEKAAC.COM.

SAVE 10% ON TICKETS USING DISCOUNT CODE: [FEWREADER10](#)

For sponsorship & exhibition enquiries visit feweekaac.com or email aac@feweek.co.uk. Early bird exhibition rates available.

AAC is brought to you by **FEWEEK**



End-point assessment solutions you can trust

We're successfully delivering end-point assessment (EPA) for professions in the following apprenticeship standards:

Healthcare Support Worker & Senior Healthcare Worker

Assistant Practitioner (Health)

Adult Care & Lead Adult Care Worker

Dental Nurse & Dental Practice Manager

We also offer EPA in standards for business covering a number of areas. Please check ncfe.org.uk/epa for details.

We're with you every step of the way offering:

Proactive service and support programme

Team of sector experts

Transparent and flexible pricing structure

Start the conversation at the Annual Apprenticeship Conference, 27-28 March at Stand A63

0191 240 8950

epa@ncfe.org.uk

www.ncfe.org.uk/epa



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

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

Difficulty: Easy

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

Difficulty: Medium

Solutions: See right

Spot the difference To WIN an FE Week mug



Spot five differences. **First correct entry wins an FE Week mug.** Email your name and picture of your completed spot the difference to: news@feweek.co.uk.



Last Edition's winner: Paula Flaherty

Solutions

Turn the paper around to check if your answers match - but no cheating!

Difficulty: Easy

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

Difficulty: Medium

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