

Young People's Education and Skills: Apprenticeship Sub-Group

AGENDA

Chair:	Andy Scott	Job title:	Service Head for Economic Development
Date:	15 September 2016	Time:	10.00 – 11.30
Venue:	London Councils, Meeting Room 5		
Officer:	Neeraj Sharma	Email:	Neeraj.sharma@londoncouncils.gov.uk

Item 1.	Welcome, introductions and apologies	Andy Scott
Item 2.	Notes of the last meeting and matters arising	Andy Scott
Item 3.	Apprenticeship Levy – Daniel Francies, Senior Manager Skills Funding Agency Presentation – followed by Q&A and discussion on how boroughs are preparing for the levy	Daniel Francies
Item 4.	Salisbury Review	Jamie Saddler
Item 5.	Skills London 2016	Selina Young
Item 6.	Any Other Business	All/Dianna Neal

Date of Next Meeting: 8 December 2016, 10-11.30am, London Councils, meeting room 1

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Young People's Education and Skills (YPES)

Local Authority Apprenticeship Sub-Group

Date	16 June 2016	Venue	London Councils
Meeting Chair	Andy Scott, London Borough of Tower Hamlets		
Contact Officer:	Anna-Maria Volpicelli		
Telephone:	020 7934 9779	Email:	Anna-maria.volpicelli@londoncouncils.gov.uk

Attendance:

Members:

Andy Scott	London Borough of Tower Hamlets (Chair)
Jo Margrie	Hackney Learning Trust
Stuart Woosnam	Havering College
Rachel Dowse	London Borough of Barking and Dagenham
Cheryl Jones	London Borough of Bexley
Michael Pratt	London Borough of Camden
Vanita Nicholls	London Borough of Ealing
Jo Clemente	London Borough of Enfield
Jason Lashley	EPIC CIC (RBKC representing Helga Senior)
Hamish Mackay	London Borough of Islington
Geeta Tailor	London Borough of Islington
Andrew MacPhee	London Borough of Lambeth
Lorna Fraser	London Borough of Southwark
Nicola Mayell	London Work Based Learning Alliance
Simon Steptoe	Unison
Queenie Osawaru	Royal Borough of Greenwich
Ruth Turvey	London Borough of Hackney
Ray Ellul	London Borough of Newham
Lesley Hollande	London Borough of Bromley
Laura Emson	Health England Education
Alan Galloway	London Borough of Hillingdon

Officers

Dianna Neal	London Councils
Anna-Maria Volpicelli	London Councils
Selina Young	London Councils
Jane Harrison	London Councils
Yolande Burgess	London Councils

Apologies

Charlotte Gibson	London Borough of Lewisham
Jenny Dutton	London Borough of Tower Hamlets
Andres Ochoa-Mikan	London Borough of Wandsworth
Helga Senior	EPIC CIC
Neeraj Sharma	London Councils
Genta Hajri	London Borough of Brent

1 Welcome Introductions and apologies

- 1.1 Andy Scott welcomed everyone to the meeting. Apologies were noted and new members welcomed. Thanks were recorded to Joyceline Hogan, formerly of London Borough of Enfield, for her engagement with the group over the last couple of years.
- 1.2 Dianna gave an update on the Apprenticeship pay scales survey. It was agreed that a simple table should be circulated to HR metrics colleagues in order to facilitate as many responses as possible and help gain an accurate picture of the London pay rates for apprentices. An analysis of the information will take place once there is enough comparable information available.

2 Notes of the last meeting and matters arising

- 2.1 The notes of the last meeting were agreed as an accurate record. Due to the number of items on the agenda, the standing item of Updates from Sub-group Members was tabled.

3 Apprenticeships in Primary & Secondary care

- 3.1 Andrew introduced Laura Emson of [Health Education England](#) (HEE) and set some background. Clinical Commissioning Groups and HEE are keen to engage with primary care providers (GP surgeries, pharmacies, dentists, etc.) via information sharing and mitigating concerns around recruitment of young people with little or no work experience.
- 3.2 HEE run pre-apprenticeship programmes and work with both large and small organisations (including Guys & St. Thomas's, Kings College Hospital). Currently HEE has 13 Education and Training Boards but they will be bringing this down by a system of merger to four nationally. London will have a 3 way split but it will not mirror London's sub-regions.
- 3.3 The NHS has an aging workforce and is finding it increasingly difficult to recruit entry level staff with the right type of skills set. Traditional recruitment is through JCP. Get Ready is an employer led pre-employment programme aimed at young people in South London to access apprenticeships within the local health industry/NHS.
- 3.4 There are two programmes 'Pathways to Work', a joint initiative by LB Lambeth and Lambeth CEPN to deliver a pre-employment programme for local primary care employers (supported by HEE) and HEE working with St Thomas's and Kings College Hospital to develop a 'Get Ready' centre. Following a tendering process, delivery of both these programmes was successfully bid for by 'Green Man Skills Zone', a local training provider. The two programmes were combined in order to run them several times a year, providing Lambeth's young residents with steady access to a pre-apprenticeship programme all year round and SMEs/NHS with a ready pool of candidates.
- 3.5 They hope to promote the NHS as a provider of apprenticeship opportunities to schools and colleges in order to engage the best candidates and build strong relationships with other NHS employers and local authorities. Laura said there are real benefits and more choices for those who undertake pre-apprenticeship courses so there is a great deal of benefit. SMEs are very responsive to this.
- 3.6 Asked if the NHS has apprenticeship target, Laura advised that with recruitment freeze, some parts of the NHS are converting vacancies to apprenticeship opportunities. Andrew advised that Lambeth would not work with anyone paying below that of the national

minimum wage with Laura commenting that the sector pays above that of the LLW on average.

- 3.7 Jo asked if recruitment to the programme was very selective. Laura said everyone is guaranteed an interview but not a job. At the moment, it is 1.5 to 2 ratio for the programme itself. When asked whether the programme included English and Maths, Laura said it was dependent on the outcome of a 'diagnostic' that each candidate completes and that any weaknesses are address by signposting them to appropriate training.

Action: Circulate presentation post meeting. Share contact details for [Laura Emson](#), HEE and [Andrew Macphee](#), Lambeth

4 Apprenticeships Levy – how are boroughs preparing?

- 4.1 Members felt the finer details are still missing, it is hoped that new guidance (due June 2016) will offer more detail. Simon asked if spending could be aggregated but the group confirmed that pooling arrangements have not yet been confirmed.

- 4.2 Members of the group then discussed how boroughs are preparing for the levy:

- Bexley will have 250k levy and are exploring higher apprenticeships. Open University will be offering [four degree courses](#) which will appeal to existing staff wishing to upskill (<https://www.gov.uk/government/publications/higher-and-degree-apprenticeships>)
- Hillingdon is looking at service providers to do the management of their apprenticeship scheme.
- For Enfield this equates to a hundred apprentices per year. Enfield is hoping to use the levy to upskill existing staff, with responsibility for this sitting within Workforce Development.
- Camden's levy will be £1 million pa – currently recruiting 40-50 apprentices internally but needs to be 160. Talking with their HR to convert existing staff.
- Islington; 750k, 50 intake each year, will sit with HR?
- Tower Hamlets is talking with several of the major banks in Canary Wharf who will be paying substantial levies and is considering in-house training (using provider) for their own use. Work on the levy will be led by economic development.
- Bromley - youth service. Currently have less than ten apprentices and are working with HR to increase their numbers.
- Boroughs reported issues with finding suitable candidates for apprenticeship opportunities and were concerned about their ability to spend their full levy.
- There was a discussion about boroughs setting up their own training provision. Stuart warned that Ofsted is currently failing a large number of apprenticeship training providers and boroughs should bear this in mind.

Action: if any members interested in 'partnering' please be in contact with relevant colleagues/members directly or email [Anna-Maria](#) who will be able to provide contact details where necessary eg. Borough not represented at group.

5 Apprenticeship Data Collection 2015-2016

- 5.1 Jane advised that she is currently doing a final check with boroughs on the details contained in the report and that there are already a few changes that need to be made before circulation to Chief Executives via Tim Shields, CEO Hackney.

- 5.2 Andy said this report is a good opportunity to include next steps/what we should be doing. Following discussion, members made the following suggestions of what data could potentially be included next year (although it should not become over complicated or a burden for boroughs):

- ATA data
- Numbers of apprentices supported through SMEs
- Identifying numbers of new recruits and those of conversions
- NAS VMS 'unsuccessful' reporting figures

Action: Jane to develop suggestions for new data questions to be asked in the 16 – 17 data capture. To be discussed at next ASG.

6 Skills London 2016 – borough feedback and forward planning

- 6.1 Selina ran briefly through the presentation highlighting a few of the key points and asked if boroughs would still like representation at Skills London 2016 (9-10 December). Yolande asked if members would like a different approach from the last few years, possibly focussing efforts on engaging with parents/teachers and inviting employers to talk through their pathways.

Action: Any members wishing to make suggestions should email either [Selina](#) or [Yolande](#) directly.

Action: Circulate presentation post meeting.

7 Supporting boroughs to promote apprenticeship take up

- 7.1 Dianna said there had been discussion about potentially putting together a short film to be aired at this year's Apprenticeship Awards and which could be used by boroughs as a visual at events/job fairs. Any filming would be by a professional and could include experts from boroughs who have already undertaken a similar exercise.
- 7.2 The purpose of the film would be to support boroughs in attracting young people to apprenticeship opportunities in London boroughs. The group discussed how helpful a pan-London film would be when trying to attract candidates to their specific local authorities.

Action: Jane and Dianna would consider how best to make a film that is generic enough to operate pan-London but could be used independently by local authorities. An email would be sent to ASG members asking for their input. Any ASG members who can offer advice on existing films please email [Jane](#).

8 AOB

- 8.1 None recorded.

Young People's Education and Skills

Local Authority Apprenticeship Sub-group

Sainsbury Review

Item: 4

Date: 15 September 2016

Contact: Jamie Saddler

Telephone: 020 7934 9916

Email: Jamie.saddler@londoncouncils.gov.uk

Summary A copy of the London Councils member briefing on the government's "Post-16 Skills Plan" is attached.

Recommendations Sub-group members are asked to note the proposals and discuss any implications for boroughs.

1 Background

In July 2016, the government published its 'Post-16 Skills Plan', heavily based on the recommendations of the Independent Panel on Technical Education. The plan set out a new framework to support young people and adults to secure a lifetime of sustained skilled employment through vocational education and meet the needs of the UK's growing and rapidly changing economy.

The panel recommended simplifying the current system so technical education is provided through 15 "high-quality" routes, with standards being set by employers.

The government published the Sainsbury report, alongside their response, a "Post-16 Skills Plan" in July 2016, accepting every one of Lord Sainsbury's recommendations.

Further details are provided in the enclosed Member Briefing.

2 Recommendation

Sub-group members are asked to note the government's proposals and discuss any implications for boroughs.

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Sainsbury Review and Post-16 Skills Plan

In July 2016, the government published its 'Post-16 Skills Plan', heavily based on the recommendations of the Independent Panel on Technical Education. The plan set out a new framework to support young people and adults to secure a lifetime of sustained skilled employment through vocational education and meet the needs of the UK's growing and rapidly changing economy. This briefing provides an overview and analysis of the proposals contained in the Post-16 Skills Plan.

Background

In November 2015, the government appointed an Independent Panel on Technical Education, tasked with advising ministers on actions to improve the quality of technical education in England, simplify the system and ensure any new proposals provide the skills most needed for the 21st Century. The panel was chaired by Lord Sainsbury.

The panel reported back in April 2016. It found that the current technical education system – in which young people must choose from over 20,000 courses from 160 providers – was confusing, with no clear indicators as to which courses would provide the best chance of gaining employment. The panel recommended simplifying the current system so technical education is provided through 15 “high-quality” routes, with standards being set by employers.

The government published the Sainsbury report, alongside their response, a “Post-16 Skills Plan” in July 2016. The government’s plan accepts every one of Lord Sainsbury’s recommendations.

Analysis

In setting out their vision for a reformed skills system, the government wants to tackle a number of perceived problems with how technical education is currently delivered. Standards and qualifications are not always being set by employers and there are too many overlapping and often low-value qualifications. The system is perceived as being too complex and both young people and adults looking to retrain find it difficult to navigate. There are also not enough apprenticeship opportunities that meet the demands of young people and the economy, too little dedicated education at higher levels, and a concern that the network of colleges and training providers is unsustainable in its present form.

To tackle these problems, the government wants to introduce a new system underpinned by four key principles:

1. Employers must play a leading role.
2. Technical education needs to be fulfilling, aspirational, clearly explained and attractive to everyone regardless of background or circumstance.
3. Many more people need to go on to meet the national standards set by employers.
4. And there needs to be close integration between college-based and employment-based technical education so that employers and individuals can understand how they fit together and how to move from one to the other as seamlessly as possible.

Sainsbury Panel Recommendations

The Sainsbury Panel was clear that the government needed to develop a coherent technical education option that develops the technical knowledge and skills required to enter skilled employment leading from levels 2 and 3 onto 4 and 5 and beyond, and becomes highly valued because it works in the market place.

One of the key proposals is the introduction of a common framework of 15 routes across all technical education at levels 2 to 5, encompassing both college-based and employment-based learning. The new Institute for Apprenticeships, set to be fully operational by April 2017, will see its remit expanded to take over responsibility for this framework as the Institute for Apprenticeships and Technical Education. It will take over responsibility for technical education in April 2018 and will have a remit to develop a coherent strategy and place employers in the lead on designing the standards across all technical education.

The 15 technical routes will include:

- Agriculture, Environmental and Animal Care
- Business and Administrative
- Catering and Hospitality
- Childcare and Education
- Construction
- Creative and Design
- Digital
- Engineering and Manufacturing
- Hair and Beauty
- Health and Science
- Legal, Finance and Accounting
- Protective Services
- Sales, Marketing and Procurement
- Social Care
- Transport and Logistics

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Once established, the Institute for Apprenticeships will convene panels of professionals for

each route to advise on the knowledge, skills and behaviours that individuals will need to meet the standards. They will also look at suitable assessment strategies for college-based learning. The Institute will have responsibility for deciding the specifics of the process for developing apprenticeship standards and assessment plans and how best to ensure alignment with college-based learning. Employers will continue to lead on the design of standards and assessment plans themselves.

There is a strong desire for programmes to have genuine labour-market value, and the government are clear that they share the Sainsbury panel's strong concerns about existing qualifications. In their view, competition between different awarding organisations leads to a "race to the bottom" where organisations compete to offer qualifications that are easier to pass and of lower value, instead of competition leading to better quality and innovation.

Having to choose between a large number of qualifications is also confusing for students and parents. To tackle this, only one approved tech level qualification will be put in place for each occupation or cluster of occupations within a route. Exclusive licenses will be granted for the development of these tech levels following a competitive bidding process.

Another of the Sainsbury panel's key proposals is to ensure that every college-based route begins with a two-year programme that starts with a "common core" that applies to all individuals studying that route, and is then followed by specialisation. Each programme will be closely aligned with apprenticeships at the start of each route and it will be possible to move from one to the other, with bridging courses available to make movement between the two options easily accessible.

Each 16-18 year-old student will be entitled to a quality work placement following completion of a two year college-based technical education programme. The Institute of Apprenticeships will also work with employers to develop a common set of transferable workplace skills that could apply across all the routes.

The Sainsbury panel also recommended the introduction of a year of tailored and flexible support to be available for individuals who are not ready to access a technical education route at age 16 (or older if their education has been delayed) to help them prepare for further study or employment – the "transition year". The government has agreed to introduce this proposal, but will carry out further work and consultation over the next six months, drawing on approaches that have proven successful elsewhere. They are looking at giving colleges and other training providers the flexibility to extend traineeships to up to a year as part of this process.

In addition to the Sainsbury Panel recommendations, the government is also reviewing how to improve the study of maths and English from 16-18 including looking at the case and feasibility for more or all students to continue to study maths to 18 in the longer term.

Commentary

The government's Post-16 Skills Plan is a key part of a programme of wide-ranging reforms of the skills system, including the introduction of the Apprenticeship Levy, the London Area Review and the ongoing negotiations about a skills devolution deal for London.

The greater role for employers in developing standards and assessment plans across the new routes is welcome, and echoes calls made by London Councils and the boroughs for greater employer involvement in the skills system.

However, this is clearly a substantial change to the system, with thousands of qualifications being distilled down to just 15 routes. This may lead to a much simpler and straightforward process for learners and parents. However, there is a question as to whether these 15 routes

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can realistically cover all job roles. Analysis from the Association of Employment and Learning Providers (AELP) has indicated that 57 per cent of jobs in our economy are outside the scope of the recommendations. So there is a need for a regular review to ensure the number of pathways and the areas they focus on are kept up-to-date and keep up with changing job roles and work practices.

The government highlighting of the need for colleges and other providers to be on a stable and sustainable financial footing reemphasises the importance of the Area Review process in London and throughout the rest of the country. However, Area Reviews also offer the opportunity to look at skills provision more widely than just the narrow focus on financial sustainability.

The Post-16 Skills Plan is clear that the principle of locally-led change should be at the heart of this process, with decisions made about what is right in each local area and developed in collaboration and partnership. It will be up to local areas to decide which of the 15 new routes to focus on in order to meet the demands of the local economy.

It is important that as the Area Review progresses, alongside the negotiations on a skills devolution deal, London government takes advantage of this opportunity to develop a system that delivers the skills training needed in the capital.

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[Click here to send a comment or query to the author](#)

Links:

[Post-16 skills plan and independent report on technical education \(gov.uk\)](#)

This member briefing has been circulated to:

Portfolio holders and those members who requested policy briefings in the following categories: Children and young people