



# GTA England

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## INTRODUCTION

### Welcome

A huge welcome to this weeks Newsletter – the first for a couple of weeks. Thanks for joining us at the webinar and a special thanks to our guests and for the inputs:

**Bruce Hollobone – Project Manager Department for Education/ESFA**

**Sheila Sturgeon – Senior Manager – Provider Engagement ESFA**

**Richard Pemble – OFSTED HMI Further Education and Skills Specialist Adviser**

**- Inspection Policy and Quality**

The recording for the webinar can be found in the members area

**Filepath —Membersarea>MembersResources>Library>Covid19>16thJuly2020**

The link to the next webinar taking place on the 29<sup>th</sup> July is here: [Link](#)

We hope to have a further contribution from colleagues from the Department/ESFA particularly around how the Traineeship programme is to be expanded to embrace delivery organisations who currently do not deliver the programme.

I stated on the webinar we see the expanded Traineeship programme as a real contribution to members efforts to engage employers and progress learners onto the Apprenticeship programme. Particularly alongside the cash incentives.

Therefore on the next webinar, we will also aim to have contributions from members who currently successfully deliver the programme, including how the funding works which is quite different from the Apprenticeship programme.

## Department/ESFA team - announced measures and flexibilities

### COVID-19 Responses

Sheila Sturgeon  
Senior Manager – Provider Engagement  
ESFA



Full update on pages 2 & 3

Sheila took us through a high-level account of the measures announced by Chancellor Rishi Sunak last week including:

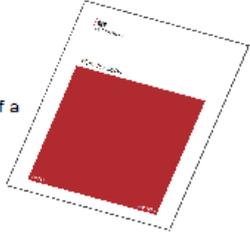


- Furlough cash bonus
- Kickstart programme managed by DWP
- We await confirmation as to its relationship with the Apprenticeship programme but hope progression to employment with training via the Apprenticeship programme is encouraged
- Cash Incentives to boost Apprenticeship recruitment
- High value courses for school and college leavers – likely to be full-time FE delivered provision
- Funding changes

**The full slide deck with the details can be seen in the PowerPoint in the [members area](#) of the GTA England website.**

**Plan for Jobs**

Apprenticeships, Traineeships, investment in the National Careers Service, and a new 'Kickstart Scheme' are the crucial elements of a new 'Plan for Jobs' announced by the Chancellor, the Rt Hon Rishi Sunak MP.



**A slide summarising the funding changes can be seen opposite**

**Apprenticeship funding in England From August 2020**

**Plans for Jobs**  
(including previous slide on furlough)

- Incentive payments £2k via App Service for new starts from 1/8/20 to 31/1/21;
  - 16-24 £2k
  - 25+ £1.5k
- same timeframe as £1k (which is still available) which are still made by Provider to employer
  - day 60 and day 365
- Up to 10 Apps can be reserved from 15/7 (was 3)
- Standards only starts from 1/8/20
- Frameworks started pre 31/7/20 have to be completed by 31/7/25
- Co-investment 5% still applies except for employers 49 employees or less
- All employers on App Service by 1/4/21 (was October 20)



It was interesting to learn that the cash incentives of £2k for 16-24s and £1.5k for 25 years and above are to be paid to employers via the Apprentice Service. The existing £1k for 16-18 years old's and those 19+ with a Care plan are continued to be paid to employers via Providers contracts.

Subsequent to the meeting I can report that all employers have to be entered on the Apprenticeship Service in order to receive the grants – thank you Nigel from H&WGTA! As can be seen in paras E113 to E117 from the following publication

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/900885/2021\\_Employer\\_Rules\\_Version\\_1.0\\_FINAL.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/900885/2021_Employer_Rules_Version_1.0_FINAL.pdf)

## Sector Growth Project

Bruce Hollobone took us through the objectives of some project activity directly commissioned by Minister Gillian Keegan.

Based on SIC code analysis, although to be confirmed. It is likely that Manufacturing, covering engineering will feature.

The aim is to identify sectors to produce a Growth Plan to increase “new hires” particularly in the 16-24 years group and identify barriers to be addressed; solutions beyond the existing newly announced cash incentives and programmes which could include marketing.

**GTA England are happy to contribute to this activity.**

## Interview with the Inspector!

Richard Pemble then took us through a clear and informative account of the recent announcements about:

- The planned resumption of proper inspections and
- the introduction of **Interim Visits** from September 2020 for all those graded 3 and 4. These will also apply to a selection of organisations graded 1 and 2 - Such organisations are in scope to ensure that OFSTED give an account from a regional and national perspective.
- The focus of the visits are aimed broadly at identifying the barriers that further education and skills providers have faced and are still facing in managing the return to full education and training for learners.
- New Provider Monitoring Visits.
- The results of an on-line learning survey covering 20 organisations including 15 FE Colleges. The report can be read [online-education-in-further-education-and-skills](#)

**Regarding the new Interim Visits, Richard explained in the slide opposite:**



Update from Ofsted (4)

- **Activity during the interim period.**
  - **Interim visits** to all G3 and G4 providers plus a sample of G1 and G2 providers. Applies to colleges, ILPs, ISCs, CLS and employer providers. No grades, no progress judgements. Usually two inspectors involved for up to two days. Some visits may involve remote contact. No intention to carry out deep-dives or visit learning environments. Published letter outlining what we saw and heard about. These are not inspections, but visits carried out under inspection powers, including right of entry.
  - **New provider monitoring visits (NPMVs)** to providers who received an 'insufficient progress' judgement on their first visit. The second visit will be instead of their full inspection. Funding will resume if reasonable or better progress made.
  - **Support workshops run by HMI.** These will cover topics reflecting sector needs. We seek assistance from AoC, AELP, HOLEX, Natspec, SFCAs to collate/pool requests.

GTA England/Ofsted Webinar 10 July 2020 Slide 27

In addition, it became clear that Providers will receive two days notice of the Interim Visit.

Richard made the kind offer of participation in the piloting of the approach to be adopted in the Interim Visit process to GTA England members which are to take place between 31/8/20 and 7/9/20.

I would encourage members to consider this opportunity as it offers an opportunity to influence the process and acts as, well, free consultancy!



Questions – previously submitted

- Will there be judgements from the monitoring visits that inspectors make from September before full inspections recommence?
- What are the criteria for selecting a provider for one of these monitoring visits?
- How quickly, after one of these visits, will the next full inspection be?
- It is clear from the DfE that inspectors cannot use 19/20 data as the basis for inspection planning – what evidence would inspectors look for to see that learners were making the progress they should from their starting points building on their curriculum development in 19/20?
- There's obviously going to be a backlog of inspections – what happens to the rules about the frequency of inspections outlined in the handbook?
- For some providers, the impact of Covid-19 on retention (as furloughed apprentices lose their jobs) or on progress (as they take on learners or apprentices from providers who've gone under) may cause some difficulties. How are inspectors going to respond to that?

GTA England/Ofsted Webinar 10 July 2020 Slide 30

Accessing the recording in the members area of the GTA England website will show the response and subsequent discussion which responded to the following questions.

I would also like to thank Richard for the kind offer of OFSTED providing workshops on topics that respond to sector needs. Please submit any topics for consideration to [mark.maudsley@gtaengland.co.uk](mailto:mark.maudsley@gtaengland.co.uk) in the first instance

## Supporting Members in the provision of high quality on-line learning resources supporting knowledge delivery

There is so much happening right now, not least with the reopening of centres, which explains the level of participation in the returning of the survey by last weeks deadline.

I'd like to extend completion of the survey to ensure that we take the right next steps in supporting members. As a gentle reminder here is a reminder of the content of the survey.

We also will collect information as follows:

- ◆ Which Virtual Learning Environment (VLE) are you using? (to ensure a best fit in any repository to store materials)
- ◆ Are you willing to share your resources with the GTA network?
- ◆ Are you willing to help create online resources to fill in the identified gaps within the GTA network?

The more we can do together in the run up to Septembers delivery arrangement should create the right content and more resources to share amongst participating members.

In order to make it as easy as possible to complete the survey, colleagues from HETA will be in touch next week to arrange a mutually convenient time to talk you through and complete the survey.

### Aims

- Support members in creating on-line T&L resources to support knowledge and/or technical certificate delivery: HETA & ideas4learning
- Inventory of on-line learning resources such as:
  - Interactive e-learning lesson / course
  - Pre-recorded lesson / lecture
  - Educational Apps
  - Narrated PowerPoints
  - Online Quizzes
  - Augmented reality resources
  - Video (YouTube or other)
  - Other – please specify

[Questionnaire link](#)

## Impact of Covid19 on Apprenticeships performance

Finally, we concluded with the headlines from our survey. We conducted a survey in early May 2020 and subsequently in late June in order to monitor the situation with members and their employers. The survey has been shared with a variety of stakeholders including colleagues within the Department for Education, IFATE, Minister Keegan and the Labour shadow minister, Toby Perkins, key employer Trailblazer grouping in the Advanced Manufacturing and Engineering sector. Also, Rob Halfon, the chair of the Education Select Committee from who we received a lovely email of thanks.

In summary, occupancy with existing Apprentices, albeit challenging with moving to on-line delivery, is stabilising. However, the key message around recruitment intentions make for very concerning reading.

### Occupancy of current Apprentices is stabilising

Current occupancy

Current	90%+	80%-89%	70%-79%	60%-69%	50%-59%	40%-49%	30%-39%	20%-29%
Occupancy	55%	30%	13%		4%			
Was	61%	Only like with like comparison to May results				11%		

The full report, including points around social distancing and a more detailed analysis of the below, is of course available to members but here are a handful of the key findings:

A) All occupancy is reported to be above the 50% mark as compared to 89% in May despite a reduction of 6% being over the 90% point in June.

B) Although the difficulties in motivating learners, who chose practical based learning, are considerable;

## Impact of Covid19 on Apprenticeships performance continued

Dips in motivation?



Remote learning in some areas now requires face-to-face support to ensure learners remain engaged and on schedule as slippage is being seen with some of the cohort.

Some learners on largely practical based courses are less engaged now, but still active. These are the learners that we are bringing back to centre first.

Prior to re-opening of centre the amount of "useful" skills related work that could be delivered remotely was starting to dwindle

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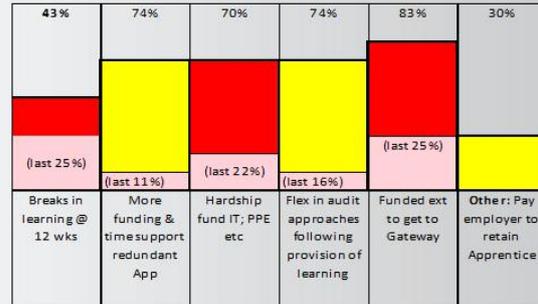
### For existing Apprentices, the government can help in the form of granting flexibilities.

Although occupancy of existing Apprentices is still largely positive, we are starting to see the impact of more support being required as the weeks move on as furlough continues and/or more focussed time at work is required.

We remain grateful for the revised approaches for EPA; however, "it's getting them there that is the problem" as can be seen in the preferred solutions in the table opposite:

C) The proportion of learners showing signs of demotivation is actually reducing to 48% as compared to the 56% reported in May. The reopening of centres is a significant contribution to this.

Solutions – flexibilities requested



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"So what" factor in recruitment		
5,000 starts	61%	46%
	3035 starts	2298 starts
2019-20	May-20	Jun-20

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### Impact on recruitment

In some cases, whilst still recognising that it may be too soon to measure the impact on starts, there are very worrying signs of the downturn. Of those completing this section of the survey with known employer intentions to recruit, last years total of starts was 5,000.

Our research showed huge concern, overall, last year 5,000 STEM starts were achieved, our most recent survey indicates this to be 2298 or 46% below in 2020 as can be seen in the table.

### Turning to the best measures which would offer support to stimulate recruitment

We asked members again, which of four measures would be most impactful in supporting attempts to stimulate recruitment. This is especially required given huge levels of unemployment are predicted as organisations adjust in a restructured economy; additionally, we recognise there will be further impact once furlough support is withdrawn.

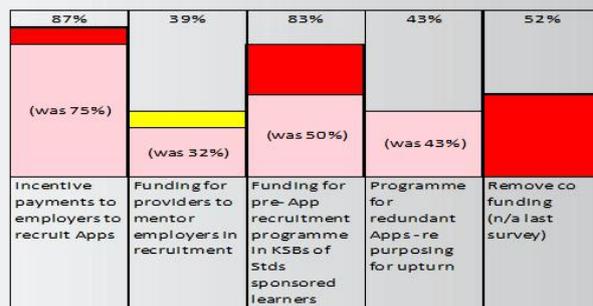
The most called for areas of support include:

**A) Incentive payments to Providers and employers** are considered imperative especially for 16-18 years old who fare poorly in times of recession.

**B) Pre-Apprenticeship recruitment training programme** reflecting core Knowledge Skills and Behaviours in Apprenticeships standards from September 2020 This would not be employed status, but participants would progress to Apprenticeships

**C) Finally,** mention was made that redundant Apprentices may need a "re-purposing" training programme to ensure relevance to a broader range of jobs as opposed to some which may be more narrowly standard specific.

Solutions



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## GTA England Events & Webinars



Date /Time	Mode	Venue	Title	Mark Your Calendars
23/07/20 10am-11.30am	Webinar	Online	Initial assessment and progress tracking	<a href="#">LINK</a>
29/07/20 10am-11.30	Webinar	Online	Covid19 fortnightly briefing	<a href="#">LINK</a>
06/08/20 10am-11.30	Webinar	Online	<b>Profitable Delivery Models</b> –Engineering Fitter  Part of our Making Standards Work series of webinars. Learn how members are streamlining delivering in the light of operational experience to achieve high quality programmes	<a href="#">LINK</a>
11/11/20 10am-1pm	Online	Virtual Conference	GTA England Annual Conference	<a href="#">LINK</a>
<b>DEAD-LINE FRIDAY 17TH JULY 2020</b>		<b>Customer satisfaction survey - EAL</b>	Our colleagues at EAL have requested a meeting to review the features and benefits of the arrangement for GTA England members. Amongst aspects of partnership activities which have included the development of standards and under pinning qualifications, it also features the minimum discount of 10% on a range of products.  Your feedback would be an extremely valuable contribution to the review. <b>ONLY COMPOSITE FEEDBACK WILL BE SHARED AND WILL NOT BE ATTRIBUTABLE TO INDIVIDUAL MEMBERS.</b>	<a href="https://kwiksurveys.com/s/pMTiGKhq">https://kwiksurveys.com/s/pMTiGKhq</a>

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