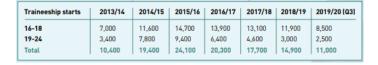




### History in numbers



Relaxation of rules, more providers, increased rate and £111m extra invested

Government hopes to triple traineeships to over 40,000 starts by July 2021

https://feweek.co.uk/2020/10/13/the-revival-of-traineeships/

# What are traineeships?

"Traineeships were introduced in 2013. They are an education and training programme with work experience for young people whose preference is to find a job or apprenticeship but who lack the skills, experience and behaviours sought by employers. Unlike an apprenticeship, a traineeship is a programme of learning and skills development. It is not a job"

"The aim of traineeships is to secure young people's progression to a positive outcome as quickly as possible - where they are not ready to take this step without the preparation that the traineeship provides. A traineeship will be considered achieved when the learner progresses to one of the defined outcomes."

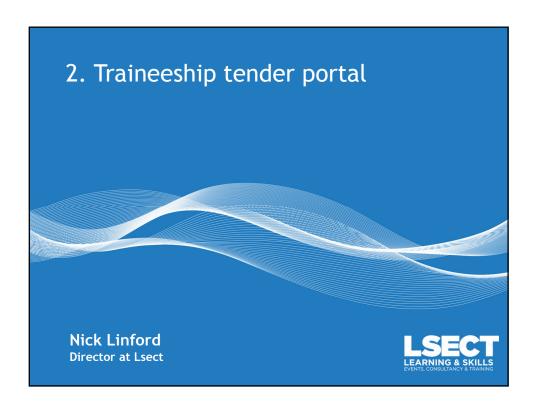
# How are traineeships funded?

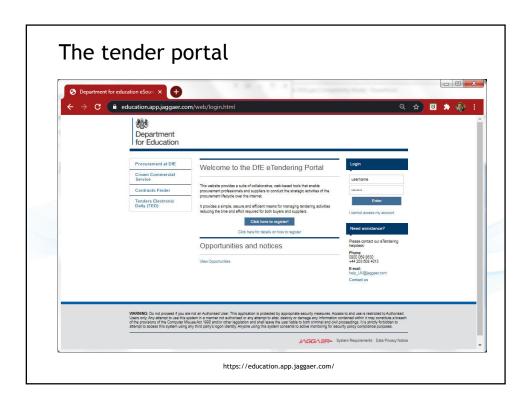
16-18 traineeships funded through ESFA Study Programme rates, formula and rules (lagged allocations and planned hours)

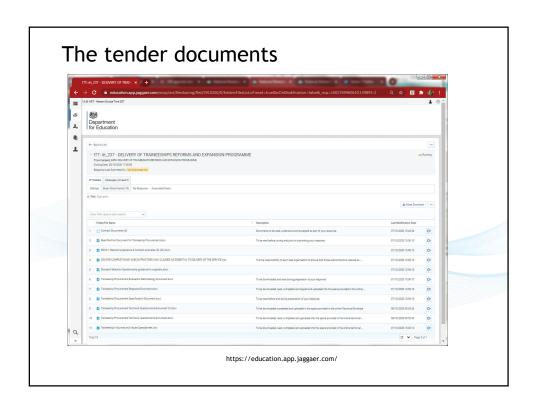
19-24 traineeships funded through ESFA Adult Education Budget rates, formula and rules (rates matrix)

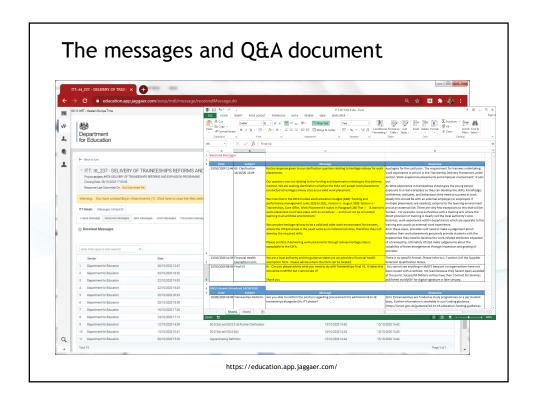
Everyone entitled to tender for 19-24, including those that already have an ESFA Adult Education Budget allocation

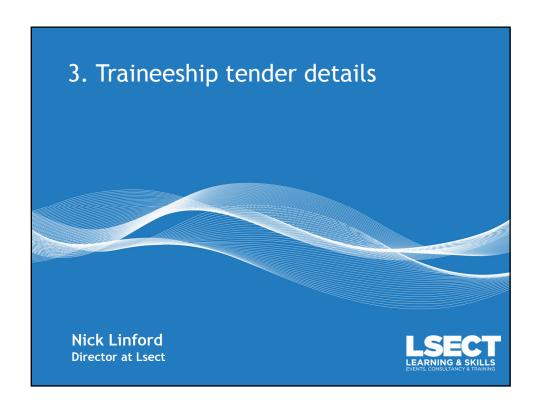
One bid writer predicts as many as 3,000 applications with as high as 95% unsuccessful rate (& likely many will get a successful score but get £0 allocation)











# Contract dates and performance

- 1. Your funding agreement will state the maximum amount of 19 to 24 traineeships 2020 procurement and learner support you can deliver between 1 February 2021 and 31 July 2021.
- 2. Your initial contract allocation will span 2 financial years:
  - 2.1. February 2021 to March 2021: periods 7 to 8 of the 2020 to 2021 funding year
  - 2.2. April 2021 to July 2021: periods 9 to 12 of the 2020 to 2021 funding year
- 3. We will allocate funding for the 2021 to 2022 funding year in Spring 2021.
- 4. You must use LDM code 377 (19-24 Traineeships (2020 procurement)) to record delivery under this contract when you submit ILR data. Please refer to the <u>ILR specification</u> for more information about using LDM codes

"We will fund delivery up to 110% of your February 2021 to March 2021 19 to 24 traineeships 2020 procurement contract value and up to 110% of your April 2021 to July 2021 19 to 24 traineeships 2020 procurement contract value."

We do not anticipate there being any opportunities to increase traineeships funding in the 2020 to 2021 funding year. However, we will review performance in May 2021 and may realign allocations for providers who are performing well or are significantly underperforming

https://education.app.jaggaer.com/

# 19-24 AEB traineeship tender funding available (part of £111m)

Tender Region	%	£
East Midlands	6%	£3.90m
East of England	5%	£3.25m
London	32%	£20.80m
North East	5%	£3.25m
North West	12%	£7.80m
South East	10%	£6.50m
South West	4%	£2.60m
West Midlands	18%	£11.70m
Yorkshire and The Humber	8%	£5.20m
Total	100%	£65m

Existing

Provider

### Which type of provider are you & tender cap

Provider Class Description New Provider An organisation that does not have a grant or contractual arrangement with the Authority to deliver ESFA funded provision such as traineeships, apprenticeships, AEB and other similar skills training which is in force as at 5 October 2020 (either because it is a new provider or because it has delivered funded provision previously but does not have a contractual arrangement with the ESFA in force at the 5 October 2020.) Any organisation that, is contracted, as at 5 October 2020, as a sub-contractor through a main contracted  $\,$ Sub-Contractor provider to deliver ESFA funded provision, such as traineeships, apprenticeships, AEB and other similar

programme assessment.

at 5 October 2020.

skills training, English or maths or planned on-

Any organisation that has a grant or contractual

agreement with the Authority to deliver ESFA funded provision such as traineeships, apprenticeships, AEB

and other similar skills training which is in force as

Tender Cap

UKPRN registered entities current published turnover/total income from 2019-2020 (or 2018-19 if 2019-20 not available) financial year or £1m; whichever is lower

UKPRN registered entities current published turnover/total income from 2019-2020 (or 2018-19 if 2019-20 not available) or £2m whichever is lower

> UKPRN registered entities current published turnover/total income from 2019-2020 (or 2018-19 if 2019-20 not available) financial year or £3m, whichever is lower

https://education.app.jaggaer.com/

# 5 things to complete and submit

### Elements to be completed

To ensure you are submitting a compliant tender, you must

- 1. Complete the submission details through the e-tendering system (Jaggaer)
- 2. Complete and submit the Standard Selection Questionnaire in the Qualification Envelope (Section 4)
- 3. Complete and submit the Technical Questions and Response Document (Section 5) in the Technical Envelope;
- 4. Complete and submit the Volumes and Values spreadsheet Technical Envelope; (Section 6)
- 5. Complete and submit this Response Document in full in the Technical Envelope; (Section 7)

# Cyber Essentials, or equivalent, essential 46. Cyber Essentials Scheme 46.1. The Government has introduced its new Cyber Essentials Scheme in consultation with inclusity to miliague be nik from common intermet-based threats. 46.2. It is mandator, for new Central Government contracts, which feature characteristics snowling the property of the Scheme of the Common Common intermets of the Common Common of the Common Common intermed Scheme of the Common Common of Common Common in Scheme of the Common Common of C

# Questions, scores and weightings

Technical Question	Weighting	Max Score	Maximum Weighted Score
Question 1 – Quality	40%	5	200
Question 2 – Engaging Employers	30%	5	150
Question 3 – Engaging and Supporting Young People	30%	5	150
TOTAL	100%	Maximum Total Technical Weighted Score:	500

### Q1 Quality

2,500 characters limit is less than 500 words

Please enter your answer here

### Q1 Quality

How will you use your own improvement strategies to develop your Traineeship Programme, and improve outcomes for Learners?

Potential Contractors should refer to the following sections of the Specification (Section 2 of this ITT) when preparing their response to this

### 'BACKGROUND' including

Paragraph 3 on the Chancellor's Plan for Jobs

### 'QUALITY OF DELIVERY' including subsections

- Outcomes for Learners

- Record Keeping
  Delivery to Learners in greatest need
  Information, Advice and Guidance for Learners

Your response should cover the following criteria and include supporting evidence and rationale to support the response:

- How you intend to position Traineeships as a skills training programme among other skills training offers that are available (whether delivered by you or otherwise), including apprenticeships and T levels, but have a clear Traineeship offer;
   How you will assess the Learners' experience and maximise the number of Learners achieving a successful outcome to maintain stability of quality provision within the wider national programme.
   How you will monitor and improve progress through data management and reporting.
   How you will stimulate interest from and support Learners who are in greatest need of Traineeship opportunities.

- greatest need of Traineeship opportunities.

  How you will ensure the quality of teaching, information, advice and guidance ("IAG").

Maximum characters 2,500

Weight 40%

# Q2 Engaging employers

2,500 characters limit is less than 500 words

### Q2 Engaging employers

During the Traineeship Programme, how will you engage with employers to secure work placements, and work with them to make those placements progressive for individual Learners? Potential Contractors should refer to the following sections of the Specification (Section 2 of this ITT) when preparing their response to this contractors.

### 'BACKGROUND' including:

- Paragraph 5 on establishing strong relationships.
   Paragraphs 6 and 18 on increasing demand by employers.
   Paragraph 25 on developing a strong collaborative approach with employers to support those on benefits.
   Paragraph 18 on ensuring Learners have access to genuine work placement opportunities following the Covid-19 pandemic.

Potential Contractors should also refer to the information on work experience requirements which is set out in:

'Work experience placements and employer involvement' in the Traineeships: Framework for delivery work for deliv

Your response should cover the following criteria and include supporting evidence and rationale to support the response:

- How you will find and secure high-quality relevant placements with the challenges of the post Covid-19 pandemic. How you will identify what local skills needs are. How you will ensure Learners gain the skills that you feel local employers need, based on your local skills knowledge, from direct engagement with employers or from what research has told you
- engagement with employers or norm what research has only you How you will ensure the right mix of sector / occupational opportunities so that Traineeships are relevant to the local labour market, including where you intend to establish an offer in either regions which you have not previously delivered within or occupational sectors you have not previously delivered for.

Maximum characters 2 500

Weight 30%

# Q3 Engaging and supporting young people

2,500 characters limit is less than 500 words

### Q3 Engaging and supporting young people

How will you recruit young people onto the Traineeship Programme and support them to progress into apprenticeships, jobs and further learning?

Potential Contractors should refer to the following sections of the Specification (Section 2 of this ITT) when preparing their response to this question:

- BACKGROUND' including:
  Paragraph 2 on what a Traineeship is.
  Paragraph 4 on the scale of young people we wish to support in 2020/21.
  Paragraph 5 on establishing strong relationships

### 'QUALITY OF DELIVERY'

- including subsections:

  Outcomes for Learners

  Delivery to learners in greatest need
  Information, Advice and Guidance for Learners
- Your response should cover the following criteria and include supporting

- Your response should cover the following criteria and include supporting evidence and rationale to support the response:

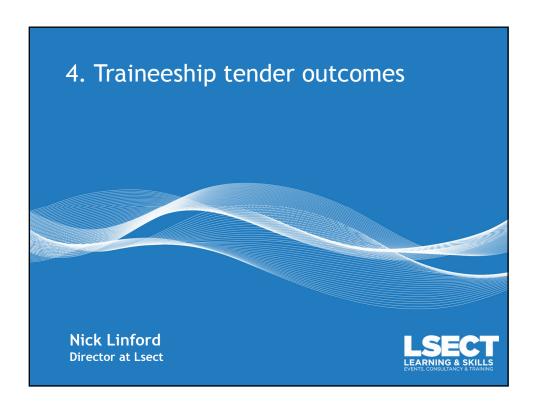
  How you will explain the purpose and benefits of the Traineeship Programme;
  How you will market the Programme;
  Who you will engage with and how you will work with local stakeholders to generate referrals, such as from the local Jobcentre.
  How you will work with and motivate young people to complete the Programme.
  How you will ensure the Learner is supported and safe in the work placement.

- placement.
  How you will ensure equality of opportunity throughout the
  Programme for those who may be from more disadvantaged
  backgrounds, for example those with special educational needs
  and/or disabilities (SENDLDD), those from Black, Asian and minority
  ethnic backgrounds (BAME), LGBTQ young people, care leavers and
  those who are long term NEET (not in education, employment or
  training).

Describe how you will adapt the Programme to cope with the challenges of delivering the Programme both during and following the Covid-19 pandemic.

# Volumes and values spreadsheet HOME INSERT PAGELAYOUT FORMULAS DATA REVIEW VIEW DEVELOPER · : × ✓ fx [13] Profiled Traineenhip starts to 31 July 2021 the minimum cost for a trainecohip (8) At the average cost for a trainecohip (9) At the maximum cost for a of \$1,500 trainecohip of \$4,400 But is £ value you have to put in, the total including carry-over or just £ to July 2021? I've asked https://education.app.jaggaer.com/

### **Deadlines** Activity Date Contract Notice sent to the Official Journal of the European 5 October 2020 Union for Publication 7 October 2020 Invitation to Tender published on Jaggaer Clarification window in relation to Tenders opens 7 October 2020 Clarification window in relation to Tenders closes 12.00 (noon) on 23 October 2020 Deadline for receipt of Tenders 17.00 on 28 October 2020 Evaluation of Tenders 29 October 2020 - 8 January Notices of Decision to Award the Contract issued and 11 January 2021 Voluntary standstill period commences Standstill Period ends Midnight at the end of 21 January 2021 Contracts entered into from 22 January 2021 1 February 2021 Anticipated Service Start Date https://education.app.jaggaer.com/



### Complex ranking for allocation process

See section 2 in Annex C of Evaluation Methodology doc

"If the Total Regional Amount for the Eligible Tender List is greater than the Authority's funding budget to be allocated for that region, all Potential Contractors in the Eligible Tender List will then be ranked in descending order of their Final Technical Scores from highest to lowest, with the Potential Contractor or Contractors with the highest Final Technical Score ranked first."

"Due to the likelihood that a number of Potential Contactors will achieve the same overall Final Technical Score, the Eligible Tender List in each region will then be ordered in further "blocks" in order of the Final Technical Scores that have been achieved, as follows:

"Block 1" will be comprised of the Potential Contractors with the highest Final Technical Score.

"Block 2" will be comprised of the Potential Contractors with the second highest Final Technical Score;"

https://education.app.jaggaer.com/

# Winning bids likely to be prorated down

"The Authority will then make a prorated funding allocation to those Potential Contractor/s in the Block under consideration, who have been awarded the highest weighted score for Question 1, equivalent to the proportion that the Regional Funding Value that the Potential Contractor included in its Volumes and Values spreadsheet for that region represents of the cumulative total value bid for that same group of Potential Contractors. If the prorated funding allocation amount for a Potential Contractor will mean that the total value of all the funding it has been allocated across the regions in which it has been successful through the contract allocation process is less than the Minimum Contract Value the Potential Contractor will not be eligible for a funding allocation. In these circumstances, the funding allocation amount that would have been awarded to that Potential Contractor shall be redistributed in proportion to the other Potential Contractors in the Regional Block."

Fall below £250,000 (for value to July 2021?) and get £0

Remember the non-levy allocation scandal?

# Mandatory workshop for new ESFA providers

"Successful Potential Contractors who have no prior experience of delivering skills training for the Authority (apprenticeships, traineeships, AEB, learner learns) either through a direct contract or as a sub-contractor should note that they will be required to have attended, and have been recorded as having attended, a traineeships workshop prior to commencing to deliver the Services. The purpose of the workshops is to familiarise new providers on working with the Authority in order to ensure that delivery of Services will commence smoothly and effectively. Exact details in relation to workshops will be notified to Potential Contractors in due course. Potential Contractors should note that it is anticipated that a virtual workshop would be held between 25 January and 29 January 2021"

"Failure to attend a workshop may result in a notification of a contract award being withdrawn or a Contract that has been entered into being terminated."



### Triple traineeships

"The period 1 September 2020 to 31 July 2021 is not a traditional funding or academic year. After the Chancellor's announcement in July, we needed time to develop new processes. In this document the term 'traineeships in 2020 to 2021' refers to the period from 1 September 2020 to 31 July 2021."



### **Traineeships**

Supporting young people to develop the skills for apprenticeships, sustainable employment, and further learning

### Framework for delivery

Covers the period 1 September 2020 to 31 July 202

This document provides guidance on the delivery of Traineeships. There will be a Version 2 of this document in September 2020 with updated guidance

Version 1 - August 2020



https://www.gov.uk/government/publications/supporting-young-people-to-develop-the-skills-for-apprenticeships-and-sustainable-employment-framework-for-delivery

# Policy changes this year (part 1 of 3)

"Increased funding rate for Adult Education Budget (AEB) funded traineeships for those aged 19-24 from £970 to £1500"

"Employer incentives payments in 2020 to 2021. Employers providing new work placements can be paid £1000 per trainee, up to a maximum of 10 trainees. These payments are new and aim to incentivise employers to provide work placements and help to meet the costs of doing so. This change was implemented from 1 September 2020. Employer incentives are currently only agreed for work placements from 1 September 2020 until 31 July 2021, until the funding made available for payments is all used. We are reviewing the impact of the new incentive payment as part of considering continuation in future years."

https://www.gov.uk/government/publications/supporting-young-people-to-develop-the-skills-for-apprenticeships-and-sustainable-employment-framework-for-delivery

### Policy changes this year (part 2 of 3)

"Extend the eligibility criteria to 19 to 24-year olds with a Full Level 3. Learners aged 19 to 24 are now eligible if they have a Level 3 qualification or below. Previously, learners aged 16-24 (25 with EHCP) qualified up to Level 2 were eligible. This change was implemented from 1 September 2020."

"Extend the maximum duration to a year. Traineeships should last between 6 weeks and twelve months with the actual length of the planned traineeship planned to reflect the needs of the learner. Previously, traineeships could last a maximum of six months. This change was implemented from 23 March 2020 due to the impact of covid-19 and is continuing from 1 September 2020."

"Reduced minimum hours for work placement. Traineeships must have a work placement offer of between 70 and 240 hours work placement, undertaken with multiple employers as needed. Previously the work placement minimum requirement was 100 hours. This change was implemented from 1 September 2020."

https://www.gov.uk/government/publications/supporting-young-people-to-develop-the-skills-for-apprenticeships-and-sustainable-employment-framework-for-delivery

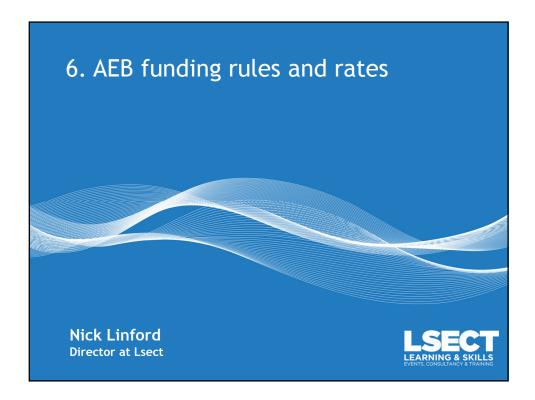
# Policy changes this year (part 3 of 3)

"Digital skills as part of work preparation training. Digital skills should be assessed and provided as part of a traineeship in line with an individual learner's needs. This may have happened within traineeships in the past without being specified in this guidance. This change was implemented from 1 September 2020."

"Sector focused vocational learning that prepares the trainee for occupational standards. Vocational learning should be linked to occupational standards to support progression into apprenticeships. How this is done is flexible and it does not replace any of the 20% off the job training requirements if a trainee moves into an apprenticeship. This change was implemented from 1 September 2020."

"Greater collaboration with Jobcentre Plus and other partners. Providers must underpin their offer of traineeships with a strong knowledge of the local labour market and close collaboration with Jobcentre Plus and other local partners, to strengthen referrals and link traineeships with job opportunities. This change was implemented from 1 September 2020."

https://www.gov.uk/government/publications/supporting-young-people-to-develop-the-skills-for-apprenticeships-and-sustainable-employment-framework-for-delivery



# Funding rules

"This document forms part of the terms and conditions of funding and you must read them in conjunction with your funding agreement. You must operate within the terms and conditions of the funding agreement, these rules, and the Individualised Learner Record (ILR) specification. If you do not, you are in breach of your funding agreement with us."

ESFA funded adult education budget (AEB): funding Agency

ESFA funded adult education budget (AEB): funding and performance management rules 2020 to 2021

For the 2020 to 2021 funding year (1 August 2020 to 31 July 2021)

The document sets out the funding who performance management rule that taply to any provised rediction and visiting who receive AEB funding from the Education and Suita Funding Agency.

Version 3 - August 2020

https://www.gov.uk/guidance/adult-educationbudget-aeb-funding-rules-2020-to-2021

# Funding rates and formula

"This document sets out the principles and features of our funding system for the 2020 to 2021 funding year (1 August to 31 July) for ESFA funded Adult Education Budget (AEB) delivery and 16 to 18 Traineeships. We may make changes to these principles and features during the funding year."



ESFA Funded Adult Education Budget Funding Rates and Formula 2020 to 2021

Version 3

September 2020

https://www.gov.uk/government/publications/adult-educationbudget-aeb-funding-rates-and-formula-2020-to-2021

### AEB fully funded formula

The base rate and programme weighting form part of a larger formula



Χ



X



x





Base rate e.g. £1500

Programme weighting

Disadvantage uplift

Area cost uplift

**Funding** 

PW = Set for each aim based on the Sector Subject Area assigned to the aim. They are A (1), B (1.12), C (1.3), D (1.6) and E (1.72)

DU = Based on learner's home postcode. If in one of the 27% most deprived areas (based on IMD 2015 in 20/21) then the DU is between 1.084 and 1.336

ACU = Based on delivery location, this is a South East weighting which rises the closer the delivery to central London (1.2 max)

# The base rate for the relevant learning aim comes via single activity matrix (SAM)

Funding bands - hours	Туре	Base rate (1 PW)	Low rate (1.12 PW)	Medium rate (1.3 PW)	High rate (1.6 PW)	Specialist rate (1.72)*
Up to 2		£14	£16	£18	£22	£24
3 to 4	Very small	£21	£24	£27	£27	£36
5 to 6		£35	£39	£46	£46	£60
7 to 12		£50	£56	£65	£80	£86
13 to 20	Small	£100	£112	£130	£160	£172
21 to 44		£150	£168	£195	£240	£258
45 to 68		£300	£336	£390	£480	£516
69 to 92	Medium	£450	£504	£585	£720	£774
93 to 100	1	£600	£672	£780	£960	£1,032
101 to 196		£724	£811	£941	£1,159	£1,246
197 to 292	Large	£1,265	£1,417	£1,645	£2,025	£2,176
293 to 388	1	£1,987	£2,225	£2,583	£3,179	£3,417
389 to 580		£2,573	£2,882	£3,345	£4,117	£4,425
581 to 1060	Very large	£4,170	£4,670	£5,421	£6,671	£7,172
1061 or more		£6,602	£7,395	£8,583	£10,564	£11,356

# Other funding rates

Qualification type	PW A Base (unweight ed)	PW B Low	PW C Medium	PW D High	PW E or G Specialist <sup>2</sup>
GCE AS-level	£724	£811	£941	£1,159	-
GCE A-level	£1,987	£2,225	£2,583	£3,179	-
GCSE	£724	£811	£941	£1,159	-
GCSE short course	£300	£336	£390	£480	-
Functional skills in English	£724	-	-	-	-
Functional skills in entry level maths	-	-	£941	-	-
Functional skills in IT	-	£336	-	-	-
Access to Higher Education	£3,022	£3,384	£3,928	£4,835	£5,197

### **BUT ALWAYS CHECK LARS**

The single work-placement and work-preparation rate for traineeships has risen from £970 to £1500

Annual funding cap of £4,400 for each learner each year, before weightings Learning Support a fixed monthly rate of £150  $\,$ 

### Qualifying period for funding

An learning aim will only be counted if it is funded, and will only be funded if it is eligible AND passes the qualifying period

The length of the learning aim is defined by the calendar days (including weeks) between the start date and the end date in the ILR

Length of learning aim	Qualifying period
168 days (24 weeks)	42 days (6 weeks)
14 to 167 days (2 - 24 weeks)	14 days (2 weeks)
Fewer than 14 days (under 2 weeks)	1 day (1 attendance)

If a learning aim has and actual end date before the qualifying period and is an early completer then the aim is counted and all of the funding is earned

If a learning aim has and actual end date before the qualifying period and is not completed then the aim is not counted and no funding is earned

# Monthly funding instalments

Funding for each learning aim is paid in monthly instalments according to the start and end dates in the ILR, based on a standard formula

On programme payments are 80% of the weighted co- or full-funding and paid monthly (with double in month one). This is paid for the months before their actual end date.

Achievement payment for remaining 20% paid in the month of the actual end date where the aim is fully achieved

For example, a 9 month learning aim with weighted funding of £1500 would be paid across 10 instalments as follows:



# Achievement payment

### Outcomes

279. The following are recognised outcomes, if they are achieved and evidenced within 6 months of completing the traineeship:

279.1. an apprenticeship start that meets the minimum qualifying days evidenced by ILR records or a self-declaration by the learner

279.2. a job, including being self-employed, for at least 16 hours a week and for 8 consecutive weeks within 6 months of leaving a traineeship, evidenced by a declaration from the learner or their employer

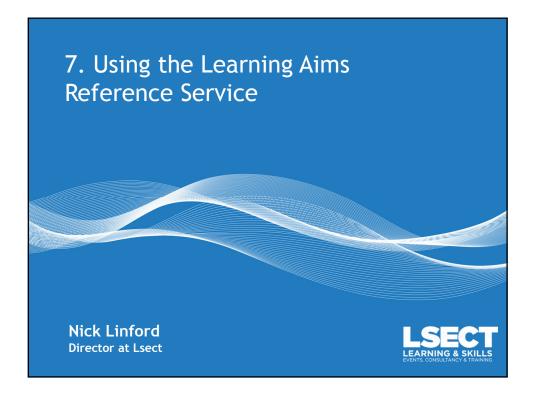
279.3. progression to another English or maths qualification, which is a level higher than that, achieved in the traineeship

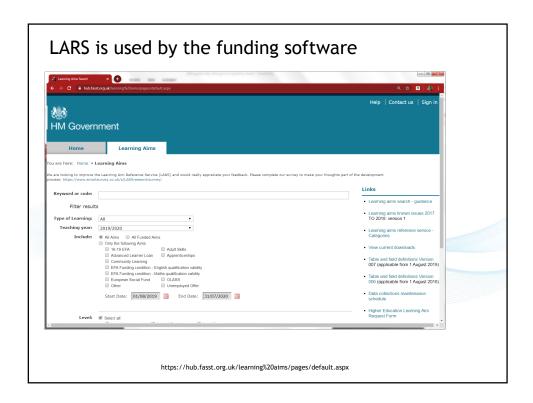
279.4. further learning recognised in the 16 to 19 performance tables (for 19- to 24-year-olds, this includes qualifications as part of the legal entitlement), that:

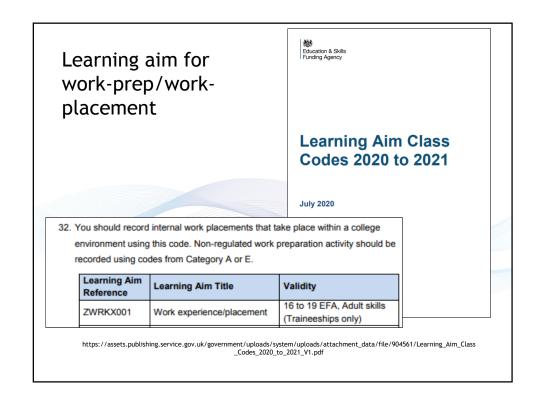
279.4.1 meets minimum qualifying days (set out in paragraph 67), or 279.4.2 a learner self-declares they are studying a level 2 or level 3 qualification at least 150 guided learning hours

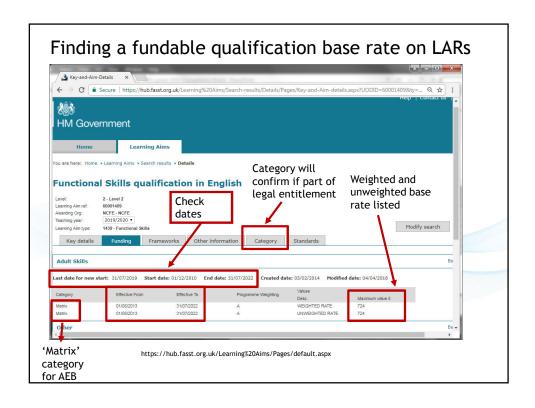
280. The achievement payment for the combined work-placement and work-preparation (single) rate is based on reporting a successful outcome, on the ILR in the programme aim. You must not claim job outcome payments described in paragraph 253 for this combined rate.

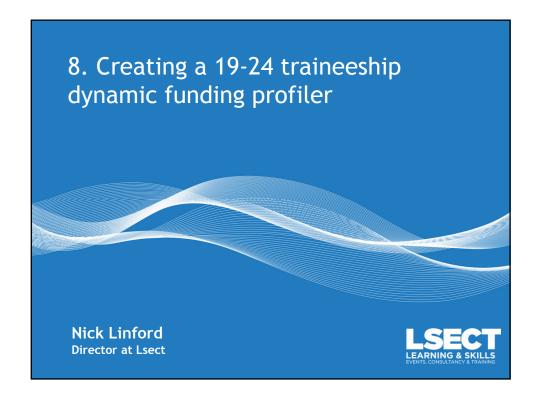
https://www.gov.uk/guidance/adult-education-budget-aeb-funding-rules-2020-to-2021

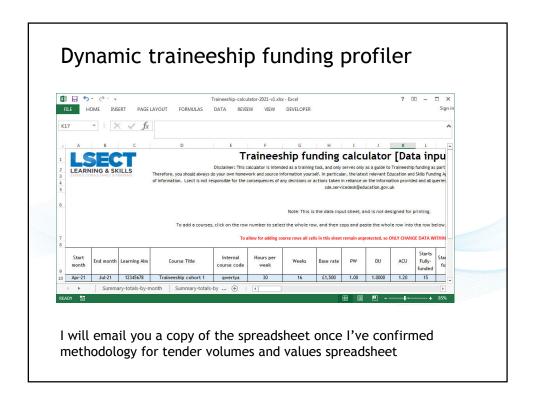


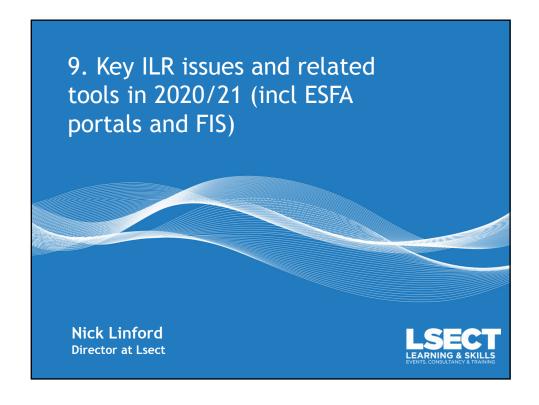


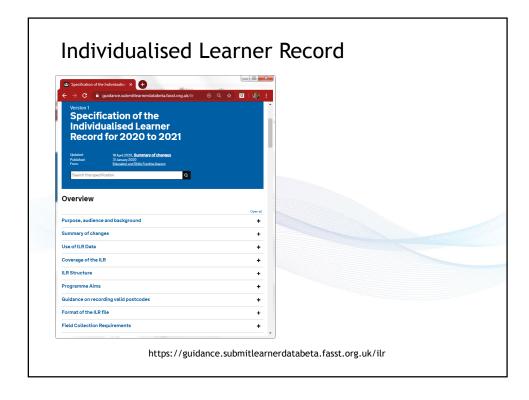












# Key ILR fields used by funding software

- > Funding model
- Learning aim
- > Start date
- > Planned and actual end date
- > Completion status
- > Outcome

