

FE Week



Barnet and Southgate College fashionistas *See pages 10 & 11*



Monday 20 February 2012

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FE WEEK & ME

WINNER

In partnership with



Jayde Louise Kirkup won the public vote and was overwhelmed *Page 5*

FE Week mini-mascot



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SFA 'strongly encourage' 12 month minimum

FE Week Exclusive

Nick Reinis

@fenickr

Providers are being urged to introduce new apprenticeship duration requirements immediately.

The Skills Funding Agency is calling on existing apprentices aged 16-18, where possible, to be given a 12-month minimum programme.

It comes after the skills minister John Hayes' announcement last year of the year-long minimum for teenage apprentices, which will come into effect on August 1.

The Agency said the requirement will be set out in 2012/13 funding

rules, which they hope to publish by the end of March.

A statement posted on their website says: "In announcing this, it is also our expectation that all training organisations and employers start to implement this with immediate effect.

"Whilst the introduction of the new funding rule does not formally apply to those already in learning prior to August, we strongly encourage all training organisations and employers to offer all existing apprentices aged 16-18 a 12-month minimum programme wherever it is possible to do so."

The statement also gave an insight into how funding is likely to be

designed for apprenticeships.

It read: "It is important that we work with the sector to ensure that prior learning is better reflected in apprenticeship funding policies and that public funding is only used to support the delivery of new skills and competencies."

Although most have welcomed the move, including the Association of Employment and Learning Providers (AELP) whose chief executive Graham Hoyle said that it had become "the norm" for the industry already, others are cautious.

Some critics, in comments posted on the FE Week website, believe apprenticeships should be about the amount of on-the-job work experi-

ence, rather than a set time period, while others say some do not warrant a year-long duration.

Another concern is for "capable" learners who can finish in a shorter time becoming disillusioned over their programme.

Work is also underway between the National Apprenticeship Service (NAS) and issuing authorities to ensure frameworks allow "sufficient time" for the apprentice to learn new skills while achieving "the highest level of competence" possible.

The Agency added: "We expect in a small number of cases this will lead to changes in the duration of the framework."

A review is also taking place to

establish if a minimum duration can be applied to apprentices aged 19 and over.

"Once the review is completed, we will ensure that adequate notice is given should any changes to current funding rules be called for by government ministers," said the Agency.

However, further change has not been met with approval by the AELP.

Mr Hoyle said: "We are still firmly of the view that much greater flexibility needs to be both available and exercised to fully take into account the varying levels of skill and experience that these older workers bring to the completion of a full apprenticeship framework."



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Banks 'invest' in more than 1,500 apprentices

Nick Summers
 @SummersNicholas

Three high street banks are launching new apprenticeship schemes to try and help young people launch a career in the financial services sector.

HSBC, Barclays and Santander announced they will be creating more than 1,500 places at a financial services sector round table held in Canary Wharf during National Apprenticeship Week.

Skills minister John Hayes said: "I am delighted that these banks are investing in apprenticeships which will help them secure the high-quality skills they need to create economic growth and provide new pathways to excellence for the brightest and best young people."

Barclays is launching an apprenticeship scheme in April which will create 1,000 apprenticeship places for new employees only.

FE Week is led to believe that the programme will be delivered by Elmfield Training, which claims to be the "fastest growing" vocational training provider in the UK.

It is also understood that Barclays will be contributing to the cost of training for all apprentices aged 19 and above.

"Barclays is providing the cost of training as well as the salaries, to make it clear that we are not deducting the cost of training from salaries or asking for a contribution in kind to cover those costs," the spokesperson said.

"There is SFA money available to support apprenticeship training, but for those apprentices who are aged 19 or over Barclays will be providing funding."

The spokesperson for Barclays added: "We want to support young people who don't have existing qualifications and experience.

"So we are providing a full salary, and covering the additional training costs on top."

Apprentices at Barclays will complete a framework in providing financial services and work towards a BTEC award in customer

service, as well as qualifications in numeracy and literacy.

The Department for Business, Innovation and Skills (BIS) has emphasised that large employers are expected to contribute towards the cost of training.

A BIS spokesperson said: "Large employers contribute towards the cost of apprenticeships.

"Those with over 1,000 employees have a 25 per cent rate reduction for 19+ apprenticeships and are expected to contribute 50 per cent towards all 19-24 and 25+ apprenticeships.

"Depending on the delivery model, the NAS will negotiate further reductions to ensure that larger employers make significant contributions towards the cost of apprenticeships."

HSBC, the first high street bank to launch an apprenticeship scheme last year, has a direct contract with the Skills Funding Agency (SFA) and has promised to take on an extra 688 apprentices by the end of 2012.

The scheme, which offers apprenticeships in business administration, customer service and providing financial services, is only open for existing employees.

John Morewood, head of apprenticeships at HSBC, told FE Week: "People apply for an existing role with us and then we move them onto an apprenticeship - so we pay them the going rate for the actual job, we don't change that. There's this argument that if you put someone in an apprenticeship you only need to pay them a minimum wage, we don't do that, they're qualified to have a job with us, so we pay them the normal rate for that actual job."

He added: "What we are then looking at, and again this is something for the future, is how we can enhance the apprenticeship framework. We're looking at what additional things can we add in there from, say, our existing training."

Santander is planning a programme for up to 50 apprentices, but is yet to decide on a third-party training provider.

FE Week news in brief

£4.5m City Skills Fund

The government has announced a £4.5 million fund for England's biggest cities and colleges to boost adult skills.

The City Skills Fund will give roughly £500,000 to Birmingham, Manchester, Liverpool, Newcastle, Bristol, Sheffield, Leeds, Nottingham and London.

Cities minister Greg Clark said: "The City Skills Fund will see our core cities working in partnership with local colleges to ensure employers in their area have access to people with the right skills to help them thrive and grow.

"This is another example of how the Government is putting cities back in charge of their own economic destiny, allowing them to drive growth and create jobs."

Youth unemployment

Youth unemployment rose by 22,000 in the three months leading up to December 2011, according to figures published by the Office for National Statistics (ONS).

The unemployment rate for people aged 16 to 24 rose to 22.2 per cent in the quarter, an increase of 0.3 percentage points from July to September 2011.

Labour market statistics show there were 1.04 million unemployed young people in the three months leading up to December 2011.

The figure decreases to 731,000, however, if learners in full-time education are removed.

Employer review no.2

A second employer-led review into apprenticeships will be launched shortly.

A spokesperson for the Department of Business Innovation and Skills said: "This review will focus on the longer-term, and complements the Quality Action Plan, being developed and delivered now by the National Apprenticeship Service and Skills Funding Agency, to ensure rapid action to safeguard quality and crack down on any instances of poor provision."

Jason Holt is as taking charge of a separate review into apprenticeships for into small and medium-sized enterprises (see right).

Adult Basic Skills qualifications to be scrapped

Nick Reinis
 @fenickr

Basic skills qualifications in numeracy and literacy for adults will cease to be funded for new starts from August.

The Department of Business Innovation and Skills (BIS) is no longer funding a centrally held test bank which supports Adult Basic Skills (ABS) qualifications and Key Skills Communication and Application of Number qualifications at Levels 1 and 2.

A BIS spokesperson said: "Ofqual has confirmed the operational end-dates of these qualifications mean that no new enrolments will be taken beyond August 2012 for ABS Certificates and September 2012 for Key Skills qualifications. The certification end-dates are August

2014 and September 2013 respectively."

However, BIS could not say how much it would save by no longer funding the test bank.

"The cost of managing the test bank was minimal and as it approached the end of its duration the remaining tests were allocated to awarding organisations. We have not costed procuring a new test bank, as responsibility for development and maintenance of adult English and maths qualifications is now a matter for the awarding organisations, regulated by Ofqual," added the spokesperson.

In their place, the Skills Funding Agency will fund English and Maths QCF qualifications - from Entry Level up to Level 2 - from September 2012 that "provide necessary rigour and flexibility to support" progression.

However, while Entry Level ABS qualifications will continue to be funded into 2013,

as they do not rely on the test bank, it is not known how the move will affect ESOL learners.

The BIS spokesperson said: "ESOL qualifications are being reviewed as part of the simplification on funding for all qualifications."

Carol Taylor, NIACE's director for development and research, said the body believes Functional Skills will support adults to undertake the "realistic basic skills demands of everyday life, developing, as we believe they do, the ability to apply skills" to other settings.

However, she also added: "There are challenges - it may take longer for learners to achieve, but the review of Skills for Life recommended longer courses, and Functional Skills will be more challenging for all learners and especially at lower levels, hence the decision to retain Skills for Life qualification for Entry Level learners for a period."

Childcare supported for at least one more year

Nick Reinis

@fenickr

A scheme which supports thousands of teenage parents in further education has been reprieved - at least for a year.

Care to Learn, which helps parents under 20 who meet the specific requirements claim up to £160-a-week for childcare and related transport cost, was last year put under review by the Department for Education (DfE).

A consultation launched in August sought feedback on the childcare support scheme to move to either a discretionary fund, link support to income, change weekly rates paid or - the DfE's preferred option - change the age criteria.

Any changes, the DfE said, would be implemented from September 2012.

However, although results of the consultation have not been published, the DfE has confirmed that there will be no changes in 2012/13.

A spokesman for the DfE said: "There will be no changes to the Care to Learn childcare support scheme in 2012/13."

He added: "Funding arrangements from 2013/14 are still under review. We haven't yet published the results of the consultation, but intend to in due course."

The initial news of no change for the scheme in the forthcoming year has been met with delight by the National Union of Students (NUS).

NUS have been campaigning for retention of the scheme, which 77 per cent of recipients

said was essential in enabling them to attend college, and which reduced the rate of teenage parents who were not in education, employment or training.

Their campaign involved working with organisations including the British Youth Council and the University and College Union.

Estelle Hart, NUS national women's officer, said: "Care to Learn is a lifeline to many young parents who are looking to continue their education whilst caring for their children.

"When it was put under review there was a great deal of concern that it would be the latest victim of cuts which disproportionately affect young people and women.

"NUS made a concerted effort to demonstrate the value of Care to Learn to officials and we're delighted that they recognise its

importance and hope that they will continue to do so in the future."

Although delighted at the news, Toni Pearce, NUS vice president for FE, said: "We are still concerned about what could happen in the future.

"It's a huge win to protect it for a year and that's something we have to be aware of, because it's a whole year of students who will benefit from it."

In 2009-10, the programme cost around £37 million and provided childcare support to 7,933 young parents. The scheme currently supports around 6,300 young parents.

It was introduced as a pilot in 2002 making childcare funding available to those aged between 16 and 18 and extended to under-16s in 2004 and to 19-year-olds in April 2006.

Holt heads-up employer-led review of apprenticeships

Nick Summers

@summersnicholas

Social entrepreneur and jeweller Jason Holt is to take charge of an employer-led review into how businesses can be encouraged to hire an apprentice.

Mr Holt, chief executive of Holts Group of Companies, will talk to small and medium-sized enterprises (SMEs) about what the government can be doing to reduce bureaucracy and simplify the process for recruiting and training new apprentices.

Skills minister John Hayes, who announced the appointment, said: "I am delighted Mr Holt has agreed to lead this review.

"His experience, both as a business man and through running a training academy, gives him invaluable insight into the needs of both small businesses and apprentices."

Mr Holt runs a number of organisations including Holts Lapidary, a jewellery manufacturer and retailer, Holts Academy of Jewellery, a not-for-profit training provider and Jewellery Innovations, a social enterprise for apprentices seeking work in UK manufacturing.

Mr Holt said: "At the end of the day, we have an economy which is 95 per cent composed of SMEs, yet only a tiny proportion take on apprentices.

"The majority of those are taken on by large business, so what can I recommend that the government do to change the system and make it the easiest possible?"

Mr Holt, who will present his review to ministers in May, says he didn't know anything about the review before the National Apprenticeship Service (NAS) asked him to be the lead employer.

"The first time I heard about it was when I had an approach from the apprenticeship unit at BIS and was asked if I would like to be the lead employer," Mr Holt told *FE Week*.

Mr Holt says he is both "honoured" and "delighted" to be leading the research, although accepting the top position was a difficult decision.



"There are five businesses in the group company which I run and it's a very, very busy time for us at the moment," Mr Holt said.

"Not to be around as much as I would or should be, or would like to be for the businesses was a big decision, but I put a lot of thought into it and thought what a fantastic opportunity to make a hopefully meaningful contribution to a really important area of business - an area which I think is pivotal to business growth."

The employer-led review will examine and build on a number of government initiatives designed to improve the apprenticeship programme for SMEs.

These include reducing the time taken to advertise an apprenticeship vacancy on the NAS website to within one month of an employer's decision to take on an apprentice.

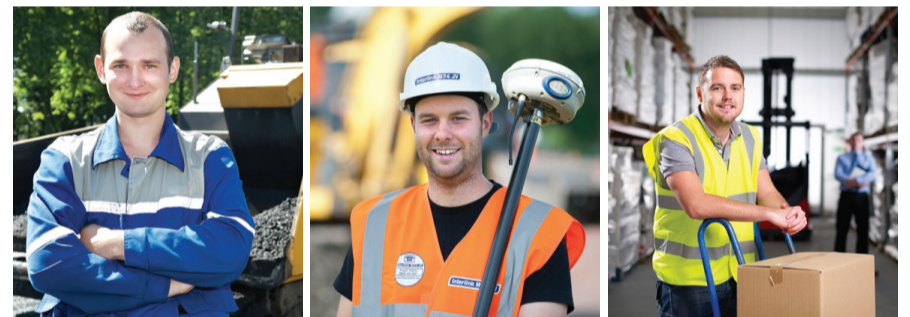
Mr Hayes said: "I want to ensure that small businesses can enjoy the multitude of benefits that apprentices can offer a company - including improved productivity and the chance to build a better-skilled and dedicated workforce.

"This review will play a vital role in achieving that aim."

Other measures introduced by government include reducing the health and safety requirements imposed on providers by the Skills Funding Agency (SFA), as well as simplifying the guidance available to SMEs and establishing a "dedicated team" at the NAS.

The employer-led review into SMEs and apprenticeships follows on from the Education and Skills Growth Review published by BIS last November.

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UK's biggest skills and careers event



Picture by Nick Summers, taken at the Parliamentary Reception during National Apprenticeship Week

Minister for FE announces date for the UK's first national skills event

Nick Summers
@SummersNicholas

The new annual showcase, named WorldSkills UK – The Skills Show, will be held at the National Exhibition Centre (NEC) in Birmingham on November 15-17.

John Hayes MP, speaking at the Parliamentary Reception during National Apprenticeship Week, said: "It will showcase all that is best in our world and by that, I mean the world of skills here in the UK."

The National Apprenticeship Service (NAS) say they hope to have all but one or two of the existing national competitions at the event, as well as providing an exhibition and apprenticeship showcase similar to WorldSkills London 2011, held last November.

The showcase will include the popular Have a Go activities, as well as a number of experts to give out expert information, advice and guidance.

Jaine Bolton, national director for business development at NAS and official UK delegate for WorldSkills, said: "We're hoping to get a couple of international teams there too, to do some of their own pressure testing ready for Leipzig, which of course only comes in July next year."

Simon Waugh, chief executive of the NAS, said he thought the international WorldSkills event was the best in the competition's history.

Mr Waugh said: "What we had was the best WorldSkills event in history – by a mile – 200,000 people went to see it and the vast majority of them were 14-18 year-olds, so it was a fantastic demonstration of what we can do."

"It was the best medal haul we've ever had for the UK and that's why the Skills Show we're going to have is so important."

The Parliamentary Reception was attended by a number of former apprentices and

WorldSkills competitors, including Will Torrent, now a patisserie consultant at Waitrose.

"It's about reaching out to more and more people, and saying you know what, being in a skill, being in a vocation can be cool, it can be sexy, it's trendy and it can lead to a lot of amazing things," Mr Torrent said.

"The Skills Show will see tens of thousands of people, hopefully young people coming and saying, well I'm not really academic, I'm not really great at writing essays, but I want to be a bricklayer or a pastry chef, and this is also how I can represent my country."

Shane Allum, a former apprentice at BT and volunteer at WorldSkills London 2011, said any apprentice should try and get involved with 'WorldSkills UK – The Skills Show'.

"When you're an apprentice there are so many opportunities open to you, and if you can get involved you absolutely should, because you'll get so much from it," Mr Allum said.

"The Skills Show sounds like a really, really great opportunity and a great showcase of the things that people in different kinds of apprenticeships can experience and achieve."

The event finishes just three days before the Association of Colleges (AoC) Annual Conference 2012, held at the International Convention Centre (ICC) on November 20-22.

Jaine Bolton said the timings of the two events were merely 'coincidental'.

"There's some really good opportunities for us there in terms of getting more of the FE college principals and college network to both events, but it is just a coincidence," she said.

Visitor registration for the event will be open from March 22.

Colleges and training providers wishing to apply as a showcase organisation or host a Have a Go activity at WorldSkills UK – The Skills Show have until April 20 to submit a proposal.

FE Week Q&A with Richard Beene, Head of Skills Competitions at NAS

How did the idea for the Skills Show come about?

The thinking behind it developed in the run up to WorldSkills London 2011. We were confident that the show would have an impact in all the right areas, in terms of raising the profile, awareness and esteem for vocational education and skills, especially apprenticeships and having a knock on effect in terms of raising standards.

The issue for us was that WorldSkills London 2011 was a one off. What we wanted to do was determine how we could maintain that sort of reach and impact in the future. Of course it may seem rather obvious, but the best way to do that is to recreate the experience regularly. So even before London, we were very wedded to the concept of replicating that experience.

Do you hope WorldSkills will grow to a point where all youngsters recognise it?

Absolutely. WorldSkills is a combination of activity which does start at grass roots level in local colleges, training providers and employers all over the four nations of the UK and we want all that activity to engage with young people so they can see a clear line of sight and follow the progress for individuals and the companies and training organisations supporting them, right through to this big national event and beyond.

At the moment, simply because it's disaggregated, some people know it and understand it - but we want to make it have a bigger imprint in terms of the public consciousness, right through from schools to having the opportunity to represent your country at the WorldSkills international events.

What can we expect from The Skills Show in particular?

The ambition is to ensure that all of the WorldSkills UK competitions culminate in the finals being at the Skills Show. I expect that this year, simply because of the logistics and the time involved we will have the majority of our competition organising partners involved in The Skills Show, but for one or two it's just not been feasible.

The vast majority will be represented as we move towards full participation alignment in 2013 and of course that's the big plus of being able to commit to it over three years, is that everyone has the confidence and the assurance to develop their plans towards that. But certainly even this year, despite the relatively short planning time span, we expect to have all the key skills represented at the Skills Show.

Will the showcase and exhibition be changing at all?

We'll see some of the key components delivered generally in the same fashion, because it was very powerful in London. You had the different components, the competitions, the Have a Go activities, the advice and guidance, the showcasings, the exhibition, all integrated so that you could see something, you could do it and then you could find out how to progress your interest in it all in a very close environment.

They weren't separated or segregated so you had to choose between one or the other. We think we can build on that experience, such as having a theatre delivery in the actual competition and events area. We also learnt that employers wanted to spend more time on the floor, rather than being engaged in presentations, so now we can redesign the whole event to make it a much more pleasurable, and effective experience for all the key people that we want to speak to.

Do you feel national media coverage was quite poor at WorldSkills London 2011?

My feeling was post-event, there were a range of media outlets who on reflection felt that they probably should have committed a higher profile having seen what happened, what the experience was and the impact. So I think there was a slight disappointment in the fact that the opportunity wasn't taken as widely as it could, although it was the most impactful media representation of skills activity that there has ever been, so it was still very, very good.

Is there a concern the event will clash with AoC's Annual Conference and Exhibition?*

We were very clear after some consultation that whilst there's never a perfect time for everyone, certainly the October/November time had the most advantages. Then it was down to the specific weeks available and ensuring we miss half terms and a few other things like that - so the date was slightly coincidental, we think it's potentially a positive though because we can try and join up that story much more.

From the point of view of college participation, many of those colleges and training providers will quite possibly have competitors at the Skills Show, so I think they're very likely to be at both events.

* The AoC Annual Conference and Exhibition 2012 takes place in Birmingham on November 20-22.

FE Week profile

Jayde Louise Kirkup ~ her story

Nick Summers

@SummersNicholas

Jayde Louise Kirkup was really overwhelmed, saying "I wasn't expecting to win at all" as she tries to explain what it was like to be crowned the victor of FE Week & Me.

The 16 year-old student from Peterlee is enrolled on a Health and Social Care Level 3 Diploma at East Durham College.

Jayde's competition entry was inspirational, filled with a clear sense of determination and ambition. So it's surprising to hear that she was in tears when *FE Week* announced the winner. "I was looking at the website all morning,"

Jayde explains. "But then I thought I shouldn't get my hopes up, so I stopped looking...then I had one look around 11am and just cried."

Both of her parents were "chuffed" when they heard she had topped the FE Week & Me shortlist. "When I told my mum she gave us a hug and then she was just overwhelmed as well," Jayde recalls.

"She was really happy for us. After that I phoned my dad and he was all chuffed too." Jayde has cerebral palsy, has undergone numerous operations, and has learned to walk four times during her time in formal education.

The challenges which she has had to overcome have given her an unmatched appreciation for East Durham College and the opportunities which stem from further education.

"Jayde has an amazingly positive outlook which works in her favour, as does her passion and enthusiasm for her course," Jayde's lecturer at East Durham College, Julie Knowles said. "Jayde works really

well in group activities. She is a sociable, kind, hardworking young person who does everything in her power to not let her disability be a barrier to what she wants to achieve."

Jayde says East Durham College are "really helpful" and accommodate for any problems she might have outside of class. "If I was behind on some deadlines they would extend my deadline just so I could feel less stressed about it, which is quite nice too," she says.

Living with cerebral palsy can cause all sorts of problems for Jayde. Uncontrollable spasms, as well as muscular and mental fatigue are but a snapshot of what makes her daily life difficult.

"I have to overcome...even if I was going to get ready or I had a bad night's sleep because of spasms, or stuff like that, I would be really fatigued that day."

She adds: "Even just doing the work for long periods of time, because my brain can just shut off and it won't store anything. I know that happens to most people anyway, but it happens even more with me because I get really fatigued easily."

Jayde has a lifelong ambition to work either in occupational or physical therapy, because it will enable her to help other young people with physical disabilities. Her competition entry reads:

"Not just to have people surrounding them to help them but to have someone beside them who would not only help them but actually know what they're going through."

In the meantime though, she says her sights are set either on volunteering or going to university.

Jayde has won £1,000 in vouchers and you can read the winning and shortlisted entries online via the link below.

<http://tinyurl.com/feweekandme>

FE WEEK & ME
WINNER



NCFE is proud to support the FE Week & Me competition

As a national awarding organisation our mission statement is to create opportunities for success to enrich society, and supporting such a great campaign like FE Week & Me allows us to achieve just that.

As the world of FE finds itself entangled in administration, it's important to remember the reason as awarding organisations and colleges, why we do the things we do. A campaign such as this helps to demonstrate how by working together, we can improve and develop the lives of individuals in whatever career path is right for them.

With over 350 people voting for their favourite stories online, it's with pleasure that we congratulate Jayde Kirkup from East Durham College on winning the competition. The competition highlighted both learners' hopes and aspirations for the future and how their college courses are helping them to achieve their goals.

Our winner, Jayde, is not only an

inspiration to others but a great example of how hard work and determination can help you succeed in anything you set your mind to. Her display of personal and academic experience is why NCFE chose to be involved with this competition, to highlight the great work of our learners and their successes and achievements in further education.

All of the entries featured in the competition are a great testament to the commitment and drive learners give to their education. By continuing to support vocational qualifications and the right qualifications for learners, we hope that this dedication and commitment continues.

At NCFE, we will continue to develop and take on solutions that address the challenging issue of youth unemployment and will continue to provide opportunities for learners like Jayde and her peers to succeed in what they chose to do.

With competition for each job position

fiercer than ever before, learners must be supported in a way which helps them to develop their confidence and at the same time, their job search and interview skills which will provide them with a solid base knowledge to help them on their way to success.

NCFE's portfolio of qualifications helps to provide innovative curriculum solutions enhancing employment outcomes and also maximising funding allocation. We know that colleges need qualifications to work for them in a number of ways; qualifications that are the right fit for your learners, but also meet government agenda and sit within current funding criteria.

The need for learners to be 'work ready' really has never been greater and with that, we look forward to continuing our work with colleges across the UK, helping their cohorts on to brighter futures in the face of tough global economic conditions.



David Grailey is the Chief Executive, NCFE

FE Week Expert

WorldSkills UK – The Skills Show launches



the government's commitment to making apprenticeships the gold standard for ambitious young people.

This endorsement shows the government's commitment to strengthening the UK's economy by helping employers take on apprentices. It is information and guidance both for young people on how they can enroll on training and for employers on how they can employ apprentices that will be a key part of the activity on offer at The Skills Show. Visitors will be able to attend sessions where they can hear first hand from people in a vocational career and ask them about their experiences. Employers will be able to connect with potential employees, take part in advice sessions on how to take on an apprentice and find out more about WorldSkills UK skills competitions.

We are also looking for colleges and training providers from across the UK to be part of our national skills showcase. The Skills Show will feature an array of some of the country's most outstanding apprenticeship and student talent. The key element of WorldSkills London 2011 was the competitions taking place in over 45 skills areas.

These competitions saw over 1000 young people from all over the globe battle it out to be named the 'best of the best' in their chosen skill. As I mentioned before Team UK did rather well and were ranked fifth. We select competitors for Team UK from our WorldSkills UK national competitions. The competitions are run in over 50 skills and are open to current apprentices and learners, or those who have completed a relevant programme of study within the past 12 months.

Many of these national finals will be taking place at The Skills Show and most importantly the competitors will all be UK based. Visitors really will get the opportunity to see the 'best of the best' in the UK in action and see the high level of talent that exists in the UK. We hope this will motivate more people to get involved with apprenticeships and vocational training.

If you have students or apprentices who you think have got what it takes to compete on a national stage make sure you sign them up by March 15. For more information visit www.worldskillsuk.org

WorldSkills UK – The Skills Show is a vital part of the new era for skills in this country. I urge you all to be part of it and ensure we continue to inspire the workforce of tomorrow to gain the skills that businesses need to remain competitive.

WorldSkills UK is taking place from 15 – 17 November at the NEC Birmingham. For more information visit: www.theskillsshow.com

*Jaine Bolton, Director,
National Apprenticeship Service*

If you were one of the many thousands of visitors to WorldSkills London 2011 last October it will come as no surprise as to why we are launching the UK's first ever national skills event, WorldSkills UK – The Skills Show.

Nearly 200,000 people visited WorldSkills London 2011 when the UK hosted it, making it the most successful and largest WorldSkills event ever held in the 60 year history of the competition.

Young people, parents and employers were inspired, informed and entertained as the UK demonstrated how apprenticeships and vocational training really can lead to successful careers. There was also the medal winning performance of Team UK. Winning five gold, two silver, six bronze medals and 13 Medallions of Excellence, Team UK delivered the best ever performance by the UK at a WorldSkills competition.

As the event drew to a close last October, we were already being asked by training organisations, colleges and employers who had been involved how we could use the excitement and interest generated by the event to benefit the skills framework in the UK. By hosting a UK only skills event, WorldSkills UK – The Skills Show we can showcase the very best of what the UK's apprenticeships and further education system has to offer.

We will also use the event to celebrate the achievements of apprentices and other highly skilled young people who are contributing to the new era of skills in this country.

Skills Minister John Hayes launched WorldSkills UK – The Skills Show during National Apprenticeship Week 2012. This followed the announcement made earlier in the week by Prime Minister David Cameron who pledged

International lessons on teaching and training

As the dust settles from National Apprenticeship Week 2012, surely all eyes now are on the next big event of the year, the Eurovision Song Contest. Aside – obviously – from Adult Learners' Week in May.

Our recent Eurovision record is almost as good as my ability to link pop culture references to topical issues in further education. Rubbish. But while we might have a comfortable lead on this Eurovision League Table, our colleagues around Europe have a lot to teach us in the area of apprenticeships policy, participation, models of funding, teacher and trainer training and employer engagement.

At a conference on international practices, organised by the National Apprenticeship Service, I saw a presentation by Dr Ursula Scharnhorst from the Swiss Federal Institute for Vocational Education and Training. For the first time, I heard someone talk about an apprenticeship system, participation, quality, standards and equality with central emphasis and very explicit reliance on qualified vocational teachers and trainers.

How have we become used to a narrative around apprenticeships being about 'quality' and 'standards', devoid of the language of teaching and learning in this country?

While the sector debates definitions, numbers and infrastructure, we, for the most part, are ignoring the teaching, training and learning experience. Unless we understand the whys and hows of good teaching and training and increases in completion and success rates, this progress is unsustainable.

Switzerland operates what's known as a 'dual system' apprenticeship mode where the roles of employers and the state are very clearly defined. Functional and academic learning is funded by the state and delivered through 'vocational schools' or equivalent institutions, and vocational competency based learning is delivered, funded and managed entirely by the employers. Those who teach in functional and academic learning do so in Vocational Education and Training (VET) Schools. To qualify, they need to complete a Diploma including six months of integrating practice and pedagogical studies and 1,800 hours of teaching hours.

Trainers in host companies need to qualify with a VET Diploma, and each company needs to have at least one person who is qualified at this level. They will have needed to have demonstrated two years of practice in the vocational area, undertaken 100 hours of teaching and will have completed a 40 hour specialist course on instructing apprentices.

All of this falls under principles set out by the Swiss Federal Institute for Vocational Education and Training. These principles are explicit on bridging industrial practice with pedagogy, of experience which is current, on expert



coaching and mentoring and on teaching and learning using interactive platforms. IfL has long shared the principle that teachers and trainers need to be trained experts and continually keeping up to date in both their field and in teaching and training methods and we will explore how teachers and trainers in this country can draw on approaches to professional teaching and training practice in other countries.

What do we know already? We can say with confidence that our teachers, trainers and assessors are committed to their own professional development and are determined to be at the top of their game in terms of subject knowledge and teaching and training methods. Continuous Professional Development (CPD) is clearly a major part of this. Based on our regulatory responsibility, IfL reported earlier this year in our annual review of CPD in the sector that, on average, 48 hours was carried out by each teaching practitioner in our sector as a whole. In work based learning specifically, our members on average declared 62 hours of CPD last year – more than double what is required of them.

We know too that here in the UK, nine per cent of 16-18 year olds participate in an apprenticeship. In Switzerland, it is 53 per cent participation with a success rate of 90 per cent.

What I took from that conference during National Apprenticeship Week was that we have a strong base to build a truly world-class vocational educational system in this country, but to do that we need to broaden what we mean by success and excellence.

We need to learn from our colleagues in Europe, not just about funding and policy models, but how the very best teaching and training for apprentices and workbased learning works in practice, as well as how our own cultural values, social attitudes and interest in brilliant learning opportunities **rely** on the very best teachers and trainers.

*Shane Chown, Policy Officer at the
Institute for Learning*

FE Week Expert

Where next for 14-19 vocational qualifications?

The Department for Education's recent cull of more than 3,000 vocational qualifications taught in schools sparked a media response that exposed the bitter rift that continues to dog the thinking about our children's education.

The print and broadcast media fastened onto - and belittled - nail technology and fish farming as examples of worthless qualifications. They fed the prevailing orthodoxy that only 'real' subjects like Latin and geography should be taught in schools, harking back to a time when facts were relentlessly drummed into young skulls.

While memorising information is, of course, a very important skill, it is questionable whether deep learning takes place. It also has almost no correlation with the world of work. Good vocational education teaches transferable skills which can be applied in the workplace.

The axing of so many school-based vocational courses is part of the implementation of the Wolf Report and aims to prevent what Professor Wolf saw as students being encouraged to pursue useless qualifications with no progression route.

For Education Secretary Michael Gove it put an end to the 'gaming' of the school performance tables by allocating the equivalence of two GCSEs to some of those vocational qualifications.

At their best, vocational qualifications offer a good general education with the hook of motivation - a powerful combination of learning the theory and then applying it. For example, a student on an A-level business course will learn about the theory of running a small business; on a vocational BTEC Business and Finance course the student would be asked to actually create a business.

Learning by doing is an unassailable theory of how we learn best; where would our Olympic hopefuls be if they could only watch top athletes perform before taking to the field of competition themselves? Vocational qualifications have always recognised that people learn in different ways but this does not mean that one approach is of less value. There is a place for both.

Fifty per cent of pupils leave school without the five A*-C grades at GCSE that are considered by successive governments to be the mark of an educated young person. For those students for whom that 'traditional' route has failed - those who leave school, disillusioned, before reaching their GCSE exams - vocational learning is often the answer. But it should not be delivered in schools where the physics teacher has been reassigned to teaching an engineering qualification in a design technology classroom.

They must provide progression to the next stage. Colleges, as hubs of vocational excel-

lence, have found that students who had supposedly achieved a Level 2 in a vocational qualification at school were ill-prepared for Level 3 courses.

Vocational qualifications must be delivered by expert teachers in industrial or business-standard environments. Such experts integrate relevant maths, English, critical thinking and problem-solving skills within the course.

They develop an individual through the assignments they undertake, often including real projects for local employers, and turn out young people who are work-ready and future-proofed. Chef Jamie Oliver and TV gardening guru Christine Walkden both started their illustrious careers at college - Westminster Kingsway College, London, and Myerscough College, Lancashire, respectively.

So, what will be the result of the new direction for school league tables? There is enormous concern that schools will teach subjects that contribute to the E-Baccalaureate and will continue to plug away at the diet of academic qualifications which continues to fail half of our young people at 16.

The solution must be to allow pupils to study full-time at a college from 14; to resource schools so they can continue to allow young people to make an informed choice at 14 and 16, to recognise that one orthodoxy does not



suit all. If not, we are in danger of driving more young people into the NEET classification, where their talents and ambition will be crushed and society as a whole will lose out.

Joy Mercer, Director of Education Policy at the Association of Colleges (AoC)

The Ultimate Curriculum Planning Workshop

Critical updates on the funding of classroom and workplace training

24 February in London

6 March in York

20 March in Liverpool

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visit: www.lsect.com

Lsect

Learning & skills ~ events,
consultancy and training

FE Week gets technical ~ real or rebrand?

The BIS Select Committee have started taking evidence for their apprenticeship enquiry, and one issue being explored is whether the latest apprenticeship growth is real, or whether it is simply Train to Gain rebranded as apprenticeships. Here we publish the latest figures to help you make up your mind.

Source: Statistical First Release (SFR) Supplementary Tables for Train to Gain (published 13/02/12) and Apprenticeships (published 14/02/12), The Data Service

Starts by age band

Train to Gain
falls 175,200

Apprenticeships
rise 177,500

19-24
year-olds

- 20,390

+ 29,660

25-44
year-olds

- 99,570

+ 88,940

45 year-olds
and over

- 55,240

+ 44,000

Age band	2009/10	2010/11	Shift
Under 19	8,210	8,220	+10
19-24	132,810	112,420	-20,390
25-44	408,270	308,700	-99,570
45+	225,240	170,000	-55,240
Grand Total	774,500	599,300	-175,200

2009/10	2010/11	Shift
116,780	131,700	+14,920
113,770	143,430	+29,660
38,930	127,870	+88,940
10,210	54,210	+44,000
279,700	457,200	+177,500

Age band	2009/10	2010/11	Shift
Under 16	10	10	0
16	140	130	-10
17	1,110	150	-960
18	6,950	7,930	+980
19-24	132,810	112,420	-20,390
25-34	201,130	155,390	-45,740
35-44	207,140	153,310	-53,830
45-59	206,630	155,110	-51,520
60+	18,610	14,890	-3,720
Grand Total	774,500	599,300	-175,200

2009/10	2010/11	Shift
400	320	-80
29,380	30,490	+1,110
40,780	44,840	+4,060
46,220	56,050	+9,830
113,770	143,430	+29,660
25,250	73,400	+48,150
13,680	54,470	+40,790
9,810	50,320	+40,510
400	3,890	+3,490
279,700	457,200	+177,500

Starts by Sector Subject Area

Train to Gain
falls 175,200

Apprenticeships
rise 177,500

**Business,
Administration
and Law**

- 62,530



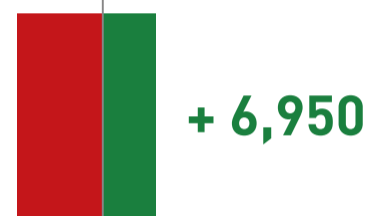
**Health, Public
Services
and Care**

- 28,700



**Information and
communication
technology**

- 10,920



**Retail
and Commercial
Enterprise**

- 30,260



Sector Subject Area	2009/10	2010/11	Shift	2009/10	2010/11	Shift
Agriculture, Horticulture and Animal Care	8,070	6,890	-1,180	5,690	7,380	+1,690
Arts, Media and Publishing	250	290	+40	440	1,030	+590
Business, Administration and Law	120,410	57,880	-62,530	76,590	133,820	+57,230
Construction, Planning and the Built Environment	53,520	58,120	+4,600	25,210	28,090	+2,880
Education and Training	16,110	11,650	-4,460	860	4,070	+3,210
Engineering and Manufacturing Technologies	71,870	81,980	+10,110	37,860	48,970	+11,110
History, Philosophy and Theology	10	10	0	0	0	0
Health, Public Services and Care	133,820	105,120	-28,700	44,150	89,970	+45,820
Information and Communication Technology	21,950	11,030	-10,920	12,570	19,520	+6,950
Languages, Literature and Culture	10	-	-	-	-	-
Leisure, Travel and Tourism	10,590	13,970	+3,380	14,690	21,590	+6,900
Preparation for Life and Work	231,120	175,410	-55,710	-	-	-
Retail and Commercial Enterprise	105,160	74,900	-30,260	61,620	102,770	+41,150
Social Sciences	-	-	-	-	-	-
Science and Mathematics	170	30	-140	-	10	-
Other	1,460	2,060	+600	-	-	-
Grand Total	774,500	599,300	-175,200	279,700	457,200	+177,500

FE Week campus round-up



Brent Cross shopping centre hosts live Barnet and Southgate College showcase

Barnet and Southgate College held a Creative Winter Showcase of live music, photography, fashion, hairdressing and beauty at the Brent Cross shopping centre.

The two day event was a chance for students to demonstrate all of the creative skills they have picked up during their studies at the college.

Fashion and hairdressing students were able to see their work modelled on a professional catwalk, while music students either performed to a live audience or operated as sound engineers.

Marilyn Hawkins, principal of Barnet and

Southgate College said: "Collaborations of this nature are fundamental in terms of the student experience and generate a rewarding and professional perspective, developing their confidence to step into the commercial world.

"It's also a great opportunity for people who might be interested in studying at Barnet and Southgate College to meet course advisors."

The Creative Winter Showcase was also filmed by first year National Diploma Media students as a live project for their course portfolios.

Prince visits Blackpool and The Fylde College on Queen's Diamond Jubilee tour



Students were treated to a Royal visit when Prince Edward dropped into Blackpool and The Fylde College.

The Prince headed into the University Centre as part of the Queen's Diamond Jubilee tour, where he spent time chatting to a number of students and staff, before enjoying performances from musical theatre degree students and the college choir.

As he unveiled a commemorative plaque

in the Gallery, the Prince said: "It's been so nice to meet so many of you and I'd like to wish you all the best with your studies and the future."

Pauline Waterhouse OBE, principal of the college, said: "I'm so proud of all the staff and students for helping to make the visit such a success.

"I think we have certainly showcased the college and people seemed to find the experience very uplifting."

Birmingham Metropolitan College gets visit from the Doctor's new companion



Doctor Who actor Arthur Darvill (centre) was the star of the first seminar held by Birmingham Metropolitan Academy of Performing Arts (BMAPA) in 2012.

Mr Darvill, who has played the character Rory Williams in the last three series of Doctor Who, shared his experiences of working as a voice and stage actor, musician and composer with the students at the Sutton Coldfield Campus.

Paul Garnault, head of BMAPA said: "We were delighted that our students could meet such a popular actor who has accomplished so much and has the potential to become even more established.

"This was the first of many seminars BMAPA will be running this year to bring

our students face to face with successful performers from every aspect of the stage and screen."

Arthur is due to start filming the next series of Doctor Who at the end of this month and can be heard on BBC Radio 4 playing the title role in an adaptation of Gulliver's Travels.

Vincent Botting, a student at BMAPA, said: "It was great to meet Arthur. Along with talking about his experiences on Doctor Who, he told us useful things about life at drama school and the process of auditioning for parts.

"It was good to know that although he's achieved lots, his career has had its highs and lows, just like any other actor's."

City College Norwich cuts the ribbon at their £1.2m StartUp Lounge for enterprise



A new £1.2m facility for teaching enterprise and entrepreneurship skills has been officially opened at City College Norwich.

Gazelle entrepreneurs Priya Lakhani, founder of Masala Masala and SOCO, and Ben Ramsden, founder of Pants to Poverty, alongside City College Norwich Principal Dick Palmer, joined more than 100 students from City College Norwich and partner schools and colleges to launch the StartUp Lounge.

The main reception area of the college was transformed into a vibrant market, before guests had the opportunity to tour the StartUp

Lounge which takes students through a series of stages in a business start-up "journey".

Dick Palmer, principal at City College Norwich and chairman of Generator Enterprises said: "The StartUp Lounge and the work of our partner college principals in Gazelle is about transforming further education and helping to create the start-up businesses needed for future growth.

"Our students are already making fantastic use of the StartUp Lounge and from September we will be making these opportunities an entitlement for all of our 14,000 students."



Doncaster College students promote FE

Learners at Doncaster College have been performing in a new advertisement campaign to promote further education.

Around 25 performing arts students danced and sang around the college as part of a music video entitled 'Your future in the Mix'.

The video, which was filmed by a team from Global Radio - known for running

Galaxy Radio and Capital FM - was written specifically to try and encourage more young people to enroll at college.

The visual montage, which was also filmed at a number of other colleges in the Yorkshire area including York College and Leeds City College, can be viewed online at: www.yourfutureinthemix.com.

Weston College launch women's touch rugby



Bath Rugby Union stars have teamed up with Weston College to launch women's touch rugby for students.

Full-back Jack Cuthbert and prop, Nathan Catt, put the women through their paces at Weston-super-Mares Drove Road Rugby Club along with new England Rugby Football Union Development Officer, Julie Price, and Neil Davies, who runs Bath's Touch Leagues.

Weston College sports co-ordinator Sabrina Page said: "This is a first for the college and is part of our enrichment programme"

As part of prizes given out by the visitors, student Sarah Jackson (far left) was awarded an exclusive England rugby shirt for being the most improved player.



Students from City College Brighton and Hove design circuit board style artwork

Students from City College Brighton and Hove have been digging deep into their creative minds.

Paxton, a Brighton-based company which installs intelligent access control systems for buildings, provided the students with a brief to produce artwork to be shown in their premises.

Following site visits and presentations from the company, nine students developed proposals influenced by Paxton's products, manufacturing processes and materials. Paxton were particularly keen for their circuit boards

to be a key influence in the work produced.

The students presented a diverse range of work to a panel of staff who, after long deliberation, chose art work by Alice Gough as the winning concept.

Paul Rawlinson, joint managing director at Paxton, said: "One design stood out in terms of a contrast to the clean, tidy, high-tech and organised environment that our engineers work in every day was Alice's clay, fossil-like models of our circuit boards. Her idea was truly inspired."

Chesterfield College fire and rescue film



It is a case of lights, camera, action for students at Chesterfield College who have been selected to produce a training DVD.

Students on the BTEC Media Production programme have been given the opportunity to work with Derbyshire Fire and Rescue Service to produce a number of driver training DVDs over the next 12 months.

Derbyshire Fire and Rescue Service approached the college after viewing footage of the annual Road Traffic Collision event which students filmed.

The students will ride with and film the fire service on blue light training runs throughout the county and utilise the college's latest equipment including a full size professional camera crane to film from the fire service's aerial platform.

The aim is to produce an easy to use, accessible training DVD to assist with the training of fire tender drivers and will provide the students with a fantastic experience of filming, editing and producing high quality video.

Breakfast is served at Blackburn College

Blackburn College has introduced a range of innovative measures to fight back against the EMA replacement dubbed 'inadequate' by Barnardo's.

The North West college has implemented a fixed £10 per term travel pass, a free hot breakfast, free uniforms, equipment and kit, subsidised healthy lunch for 16-18's and financial assistance towards the cost of essential trips for the 2,400 students who need it.

The measures follow a report by children's charity Barnardo's which says students from poor backgrounds are dropping out of college or skipping meals because the government's education grant is 'insufficient'.

Ian Clinton, principal of Blackburn College, said: "It's a disgrace that some students are now being forced to skip meals in order to afford the bus to college.

"I don't believe it is fair that young people should be discouraged from learning because of increased costs caused by the recent and on-going government cuts."



Tameside College's Olympic torch bearer



An award winning student from Tameside College will become one of the privileged few to carry the Olympic Torch when it passes through Manchester.

Sport and Leisure student Alex Williams was nominated by the head of sport at the college, Karen Hunter, to carry the Olympic Torch.

Karen recognised Alex as a truly inspirational person, who still at only 18 years old already has a list of Awards to his name, including a National Teen Community Hero Award, a Children's Champion Sport Award and a Pride of Tameside Youth Achievement Award.

Keen sportsman Alex said: "It would be an honour and a privilege to be part of history and carry the Olympic torch."

FE Week Events...

National Apprenticeship Week in the media

Nick Reinis
@fenickr

It was dubbed as the biggest to date, but did the fifth annual National Apprenticeship Week live up to its weighty billing?

In the 12 months since the last instalment of the National Apprenticeship Service's (NAS) flagship week of celebration, apprenticeships have been making big news - with significant rises in new starts across all age ranges.



But the final run-up to 2012's week was somewhat overshadowed; complaints over short-duration apprenticeships and big businesses taking advantage of government funding to subsidise their own staff training are just two of the concerns.

Meanwhile, the government's Business, Innovation and Skills Select Committee has launched an inquiry into apprenticeships, while NAS' chief executive Simon Waugh revealed he is to leave his post at the end of March.

So how would National Apprenticeship Week 2012 respond?

The answer appears to be with key policy announcements, the latest batch of big employers capitalising on the well-documented benefits of apprenticeships, entwined with hundreds of celebration events.

Even before the week could begin, the Telegraph spoke on Sunday of the UK apprenticeship system coming under "increasing pressure to justify its worth" after figures showed that one in five courses lasted less than six months last year.

It said that business secretary Vince Cable would "drum up support" from employers to

offer more taxpayer-backed apprenticeships in the year ahead.

The Telegraph

The paper reports Bruce Boughton, people manager at housing group Lovell, who said: "Up until recently, apprenticeships carried a seal of trust and this is in danger of being undermined with quickie apprenticeships."

"It's really not about labelling up short training courses, which many companies offer, as apprenticeships."

The week began with a launch event at Channel 4 by business secretary Vince Cable, before Deputy Prime Minister Nick Clegg, in a video message uploaded on YouTube, launched the new £1,500 cash incentive for small businesses, as reported by the Huffington Post and on the *FE Week* website, www.feweek.co.uk.

THE HUFFINGTON POST

Mr Clegg said: "We've seen some big British names announce they'll be taking on more apprentices - HSBC, Jaguar, McDonalds, Asda and that is fantastic news."

"But we're also making it much easier for small firms to take people on, cutting red tape so it isn't a bureaucratic nightmare and introducing a new £1,500 cash incentive for small businesses taking on their first apprentice under the age of 24."

However, the Guardian took a different tact, with an interview of the outgoing Mr Waugh.



He said: "There is a really small percentage of programmes that are poor quality and I have been all over it for many months."

He also added: "Apprenticeships are not about unemployment."

"These are real jobs that exist anyway and this is about training people and giving them the best foundation they will ever have in their lives."

Meanwhile, HR Magazine reported that Starbucks was to launch its first UK apprenticeship scheme, offering 45 apprenticeships a month in 2012, while BAE Systems pledged to take on 265 apprentices, according to a report in Metro.



Prime Minister David Cameron took up the mantle on Tuesday when he opened the bidding for the Employer Ownership of Skills pilot - as revealed by *FE Week* via www.feweek.co.uk.

Businesses can submit plans for £50 million of funding, bypassing colleges and training providers to deliver apprenticeships and vocational training.

He said: "By focusing investment where it is most needed to deliver sustainable growth and offering real ownership of vocational training to employers, we are equipping businesses with the skills they need to rebalance our economy and distribute opportunity more widely."

The UK Commission for Employment and Skills (UKCES) launched a new prospectus, explaining how businesses can bid for the pilot, with proposals due for submission by April 26 before final decisions are given in June and July.

Completing a busy day for Mr Cameron, Tuesday also saw the opening of a second round of bidding for the higher apprenticeship fund.

Businesses and providers can submit proposals for a share of £6 million to develop apprenticeship schemes up to "degree equivalent".

The Prime Minister promoted the announcements in a blog post on the

Huffington Post, which was titled 'Apprenticeships Are at the Heart of the Economy We Want to Build'.

Skills minister John Hayes MP announced a UK successor to WorldSkills London 2011 at the House of Commons on Wednesday, as reported by *FE Week*.



The new annual showcase, WorldSkills UK - The Skills Show, will be at the National Exhibition Centre (NEC) in Birmingham from November 15 to 17 (see page 4).

The week concluded on Friday with the Association of Employment and Learning Providers (AELP) announcing their support for the government's new minimum length of delivery for all apprentices aged 16 to 18.

AELP chief executive Graham Hoyle said the policy, announced by Mr Hayes in December, reflects current industry practice.

"We have of course already accepted the government policy placing a 12 month minimum period on all apprenticeship frameworks for 16-18 year olds," Mr Hoyle said in the AELP countdown.

"That after all reflects the current norm anyway."

The NAS brought the week to a close with a new marketing campaign to promote apprenticeships to employers, young people and parents, while a study from the NAS - conducted by Populus Research - revealed four out of five (81 per cent) employers say apprenticeships will play a bigger part in their recruitment policy in future.

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and events organised by a range of colleges



Bolton celebrate with Apprentice of the Year

Bolton College held its first ever Jobs & Skills Fair to promote apprenticeships and tackle local unemployment.

The event, held at the college's £70 million Deane Road campus, celebrated National Apprenticeship Week with an Apprentice of the Year awards ceremony presented by former X-Factor contestant Laura White.

Qurban Ali (left), motor vehicle apprentice of the year award winner, said: "I'm really

pleased to have won the apprentice of the year award. Bolton College has been so supportive throughout my studies and I'd like to thank Burnetts MOT and Service Centre for giving me the opportunity to work as an apprentice with them."

The Job & Skills Fair was attended by more than 1,000 people and supported by 40 organisations including Virgin Active, the RAF and Bolton NHS.

Ricky Hatton recognised for his eleven apprentices trained by Trafford College



Central Sussex College's MP a cut above the rest for National Apprenticeship Week



Crawley MP Henry Smith tried his hand at Engineering, plumbing and hairdressing at Central Sussex College for National Apprenticeship Week.

At the college's salon he tried his hand at sectioning and blow drying under the watchful eye of apprentice Christina Parr. Fellow apprentice Louise Pilbeam (21) acted as the model.

Mr Smith said: "It definitely seems to be the way of the future, enabling us to match young people with the professional skills the economy needs."

He may be most commonly recognised as a boxer, but during National Apprenticeship Week Ricky "The Hitman" Hatton was being praised for his commitment to training rather than his achievements in the ring.

Ricky, who employs eleven apprentices in partnership with Trafford College, is the owner of Hatton Health and Fitness in Hyde.

During the week, he was visited by Trafford College principal Sir Bill Moorcroft to personally recognise the club's commitment to training.

Ricky said: "Our strong belief is people

come to gyms to interact with the staff and fellow members, not to enter a cold place where you pay a lot and get little customer care.

"Our apprentices are living proof that our belief in customer care and interaction with members is absolutely the right path to continue to follow."

Sir Moorcroft added: "It has been great to visit Hatton's Health and Fitness and speak to the apprentices in their workplace.

"The college is committed to supporting employers who take on apprentices, and it's great to see a business that is thriving from it."

Leader of local council gets a masterclass in plumbing at Warrington Collegiate

Warrington Collegiate took on a new apprentice when Terry O'Neill (right), Leader of Warrington Borough Council visited for some hands-on experience during National Apprenticeship Week.

Councillor O'Neill took a master class in bricklaying from Daryl Deloove, a 19 year-old apprentice from Orford, followed by a plumbing workshop with encouragement from apprentices Tom Spencer (19) and Kelvin Hampson (25, left).

"It's been a real pleasure visiting today and meeting some of the young people undertaking apprenticeships. Their enthusiasm for the work they are doing is tremendous and the skills and knowledge they are gaining here will be invaluable for their future careers." Cllr Terry O'Neill said.



TyneMet College apprentices play for real

Students at TyneMet College celebrated National Apprenticeship Week by turning their hand to play sessions with children.

North Tyneside Council Apprentices studying the Playwork Apprenticeship programme at the college spent a morning leading and delivering 'risky play sessions' at Shiremoor Adventure Playground, to students studying on Early Years courses.

Despite the freezing conditions, the apprentices worked with the first year students, teaching them to carry out 'risk benefit' assessments and introduced various resources that can be utilised in 'risky play sessions'.

Pat Blyth, business development consultant at the college, said: "Despite the weather the students all turned out to take part in this event.

"The apprentices planned the session carefully and there were plenty of activities for the students to take part in."





GRIMSBY INSTITUTE GROUP

Learning Support Manager £35,000 - Ref: G029

We are looking for an enthusiastic manager, with experience and understanding of Learner Support Strategies, in particular the links between teaching and learning and additional learning support (ALS). You will be responsible for all aspects of additional support from assessment to achievement, including as appropriate arrangements for progression. You must be familiar with the funding arrangements and the requirements for Quality Assurance (QA). You will lead and manage a team of support practitioners including teaching staff for literacy and numeracy. For an informal discussion please contact Sheila Farrell on (01472) 311222 ext 1289.

If you are looking to join a forward thinking, innovative organisation committed to putting the learner at the heart of all that it does then we'd like to hear from you.

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Please apply online at:
www.grimsby.ac.uk/vacancies
Closing date: Noon Friday 24th February 2012

Raytheon Professional Services

Finance & Funding Manager – UK Apprenticeship Learning

Raytheon Professional Services (RPS) is a division of Raytheon Company and a global leader in training services and outsourcing with a history of training spanning more than 75 years. 1000 learning professionals serve 875,000 training participants in 100 countries and 26 languages.

We are now looking to expand our UK operation and are recruiting for a Finance & Funding Manager.

Location(s) of work: Nottingham & Milton Keynes with occasional travel nationally and to our Head Office.

Responsibilities:

- Management of a small team responsible for MI / Funding for UK Apprenticeships
- Complete MI activities required for the effective management of UK funded apprenticeship programmes
- Costing, establishing budget & pricing of projects and contracts
- Reporting financials to Operations Manager and Senior Leadership Team
- Analysis and reporting of monthly results

Requirements:

- University or FE degree in Business Administration or equivalent qualification
- Recent, relevant work experience in Finance and UK Apprenticeship funding sector
- Strong analytical and communication skills
- Exceptional people management and organisational skills
- Proactively to meet programme deadlines
- Advanced MS Office and internet skills, knowledge and experience of Lotus Notes
- Clean UK Driving License

We offer:

- A challenging position allowing autonomy and creativity
- Remuneration negotiable based on experience
- Company benefit program ("My Benefit")
- International and dynamic teams
- Company Car
- Multicultural environment

Please send us your application with your CV, salary indication and your earliest availability date to rps.emea.career@raytheon.com

Closing date for applications is Friday 2 March 2012



Section Leader – Land and Environmental Management

£41,028 - £43,157 pa

We are looking for an inspirational teaching professional with a passion for education and training to be a part of our land based team. We offer an award winning environment and outstanding facilities including our historic walled gardens, a floristry studio, specialist facilities for arboriculture training, a nine hole 18 tee golf course and a College estate of 162 hectares.

In this exciting role as Section Leader, you will lead a team of staff in the development and operation of provision in Horticulture, Floristry, Arboriculture, Countryside and Fisheries Management and Sports Turf, ranging from level 1 to honours degree

level programmes. Strong knowledge and work experience in one or more of these subject areas is essential.

Candidates should be excellent teachers and managers, innovative and enterprising with proven experience of curriculum design, managing people and developing positive relationships.

In return we offer a generous salary, the Teachers' Pension Scheme, excellent annual leave entitlement and a supportive workplace environment.

Apply online at www.bridgwater.ac.uk or telephone **01278 441221**

Closing date: 12 noon Thursday 23 February 2012

Interview date: 22 March 2012.



Associate Director of Business Development

Salary: £50,000 - £55,000 (Market supplement may apply).
Hours: 37 hours per week.

This is an exciting opportunity to be part of a forward thinking, innovative and passionate senior leadership team. The successful candidate will be responsible for employer engagement, full cost and bespoke provision, and partnership development.

Closing Date: 12:00 Monday 5th March 2012

For full vacancy details and to apply visit our website www.esc.ac.uk/careers or contact the Human Resources department on 01737 772611 (option 4).



For more job listings go to:

feweek.co.uk and click on 'recruitment'



Director of Development
£65k - £75k DoE

Based in Canterbury

For more info visit www.feweek.co.uk/jobs

Closing date
Midday 1 March 2012



Principal £Competitive

With the Further Education sector facing substantial challenges, our new Principal's commercial and business acumen will be as important as their education credentials.

Widely known for our further and higher education courses in Sports, STEM subjects and Business, Leadership and Management, we're looking to the future with confidence; committed to continued growth, building on existing partnerships and establishing strategic alliances with like-minded organisations. Our new Principal will build on our successes and our sound financial position to adapt to a fast changing Further Education and wider education marketplace.

A background in FE is not essential: a track record of leading successful business growth, coupled with a passion for learning and development will identify you as a strong candidate. Effective leadership skills and self-awareness will ensure you quickly establish credibility with colleagues and become an influential ambassador for the college. You'll bring innovation and creativity, encouraging the contribution of a talented staff group to the delivery of the college's strategic vision.

To find out more visit www.leadloughborough.co.uk or contact Mike Galloway on 07765 595758 or Trudy Searle on 07791 090141. Closing date: 5 March.



Business principles apply



Assessor : £25k ref: 29107

Lead Internal Verifier : £32k ref: 29109

Serco Vocational Training manages a wide range of Apprenticeship and QCF training programmes for Serco Ltd. We are expanding our delivery to include **Contact Centre Operations**.

Both posts are offered on a one year fixed term contract in the first instance. However, this will be reviewed as provision expands.

The Assessor post will be home based in the Bognor Regis area. The Lead IV post will be based in our Taunton (Somerset) office but will be required to travel.

Experience in the contact centre industry is required.

Closing date: **29 February 2012**

CVs should be sent to: dsnrecruitment@serco.com

For more information visit: www.serco.com/careers



Section Leader – Skills for Life

£41,028 - £43,157 pa

We are the largest provider of education and training in Somerset, with some 15,000+ full and part-time students. We have been designated an 'Outstanding' College by Ofsted and are a Beacon College.

In this exciting role as Section Leader, you will lead the high quality delivery of Skills for Life (SfL) and Functional Skills provision through discrete cross college programmes and in employers' premises. You will lead curriculum developments, further improve quality and implement retention strategies, oversee the Section's student population and manage a team of highly skilled teaching and support staff.

Candidates should be graduates and hold a level 5 qualification in Literacy/Numeracy or ESOL. Strong experience and innovative practice in SfL are essential.

Candidates should be excellent teachers and managers, innovative and enterprising with proven experience of curriculum design, managing people and developing positive relationships.

In return we offer a generous salary, the Teachers' Pension Scheme, excellent annual leave entitlement and a supportive workplace environment.

Apply online at www.bridgwater.ac.uk or telephone **01278 441221**

Closing date: 12 noon Thursday 23 February 2012 Interview date: Monday 12 March 2012



WINTER SNOW SCENE SPOT THE DIFFERENCE

See if you can spot the 8 differences between the two winter scenes.
Once you think you've spotted all 8, turn the paper upside down to read the answers.

Enjoy!



Answers (changes made to picture on the right): Snowflake changed to FE Week logo, bobble on hat changed from white to red, snowman's mouth button reduced from five to four, snowflake in front of dog removed, branch in middle of main tree missing, snowman's scarf changed from green to purple, second dog appearing behind the tree and shovel handle changed to be more rounded

FE Week Sudoku challenge

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

Difficulty:
EASY

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

Solutions: Next week

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

Difficulty:
MEDIUM

Last Week's solutions

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

Difficulty:
EASY

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

Difficulty:
MEDIUM

FE Week mini-mascot

Follow the adventures of FE Week's biggest and smallest fan!



"Mostly this week I have been fooling around in the snow"

You can also follow our FE Week mini-mascot on Twitter @daniellinford