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FE WHITE PAPER | IN-DEPTH

A link to a recording of each webcast will be emailed shortly after the live event

Week 2 : Putting employers at the heart of post-16 skills

10:30 Overview
Nick Linford, editor of FE Week

11:05 View from webcast partner
Graham Hastings-Evans, chief executive at NOCN

11:10 In conversation with

- > Jennifer Coupland, CEO, IfATE
- > Emma Roberts, Head of Research, WorldSkills UK
- > Paul Allman, Director, Flannery Plant Hire

12:00 End

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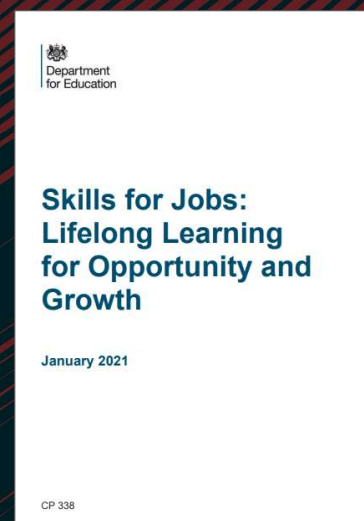
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The FE White Paper in numbers

- 6 chapters including summary
- 32 sections within the chapters
- 34 policy 'decisions'
- 80 pages
- 156 paragraphs
- 25,143 words
- 140,806 characters (no spaces)
- 166,107 characters (with spaces)

Very wide ranging!

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Education secretary big theme...

"This White Paper aims to **strengthen links between employers and further education providers**. We will place employers at the heart of defining local skills needs and explore a new role for Chambers of Commerce and other business representative organisations working with local colleges and employers."



And it's a white paper as government plans to introduce legislation (an FE Bill) to make sure the colleges comply...more on that later

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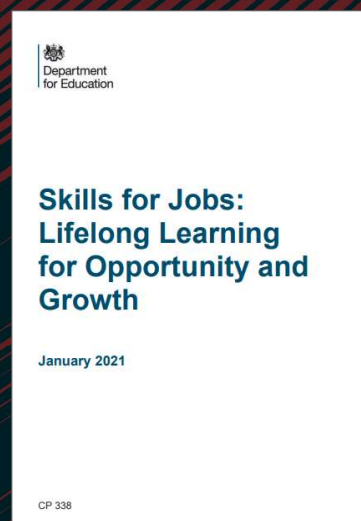
The FE White chapters

1. Putting employers at the heart of post-16 skills
2. Providing advanced technical and higher technical skills
3. A flexible Lifetime Skills Guarantee
4. More responsive and accountable providers
5. Supporting 'outstanding' teaching

We'll be covering each chapter in-depth at this time every Tuesday for the next 4 weeks

Today is an opportunity to consider chapter 1 (the most important chapter and reason for white paper?)

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A tailored plan to meet local skills needs

“employer-led **Local Skills Improvement Plans** (LSIP) to provide a framework to help colleges and other providers reshape what they offer to tackle skills mismatches and ensure that they are responding as effectively as possible to labour market skills needs.”

“They will help drive more efficient provision”

“Plans will be for an initial period of three years and reviewed and updated regularly”

“Many English Chambers already work closely with providers, are highly responsive to local business needs, and are well placed to represent the needs of local businesses.”

“In early 2021 we will announce a group of Trailblazer local areas”

“It is our intention to **legislate** to put the employer leadership of Local Skills Improvement Plans on a statutory footing”

The punchline: Keith Smith (DfE) confirmed last week that the law would mean the Education Secretary could intervene where plan not followed

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Investing in local skills priorities

The LSIPs will: “identify where provision could be delivered more efficiently by working in partnership with others.”

“Government will set up a new **Strategic Development Fund (SDF)** [both capital and revenue] to facilitate changes to provision that have been endorsed by local employers.”

“The new Strategic Development Fund will be piloted in a number of areas of the country and we anticipate inviting bids for funding from groups of colleges. For the Trailblazer local areas, colleges will be able to apply for funding to support the priorities identified as they work with Chambers and other business representative organisations to develop their Local Skills Improvement Plans. In other areas, colleges will need to demonstrate that they have worked with representative employer organisations and received endorsement for their bids. Further information will be announced shortly.”

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Expert advice on the labour market, from the new Skills and Productivity Board to government

“As announced in September 2020, a new **Skills and Productivity Board** will undertake expert analysis of national skills needs to inform government policy. The Board will be chaired by Stephen van Rooyen, CEO of Sky UK & Europe”

“The Education Secretary will use the Skills and Productivity Board’s evidence to inform policy decisions and its evidence will also be available to local areas when they are developing their Local Skills Improvement Plans

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A national system of employer-led standards by 2030

“Training and qualifications must meet the needs of employers. We will achieve this by aligning the vast majority of post-16 technical education and training to **employer-led standards** by the end of the decade, building on our apprenticeships and T Level reforms and on the recommendations of the Sainsbury Review”

“A clear, national system of standards, developed by leading employers working with the IfATE (the Institute), already defines the content of apprenticeships and T Levels. Such a system can be used for other technical qualifications.”

IfATE to work with Ofqual (up to level 3) and OfS (level 4 and 5) and “avoid duplication”

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Apprenticeships that work for all employers

95% subsidy to continue where an employer has no levy to spend

Enhancements to the levy transfer policy (but still capped at 25%)

Construction and creative sector to try more flexible employment patterns through a new agency model (£7m now set aside)

“Front-loaded training”...“In priority construction standards from April 2021” ??

Improve transition to apprenticeships - including from Bootcamps...

Work with the IfATE to “prioritise the development and delivery of standards that will have the greatest positive impact”

IfATE to introduce new “improved” funding band model “in 2021” after a pilot

Define what “what a high-quality apprenticeship programme looks like”

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Improved traineeships

36. We are increasing our investment in traineeships to address a rise in unemployment due to the impact of the coronavirus pandemic. We have also introduced greater flexibilities to traineeships to improve quality and respond to employers' needs, including:

- Opening them up to young people with an advanced (level 3) qualification.
- A stronger technical offer focused on training young people, with content aligned to employer-led standards to better prepare them for apprenticeships.
- More flexible work experience of between 70 and 240 hours.
- An increase in duration of up to 12 months to help those young people affected by the coronavirus pandemic and those who need more support to gain the basic skills that employers need.

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English, maths, and digital skills for everyone

40. In August 2020, we introduced the digital entitlement for adults who need essential digital skills for work, giving free access to new digital skills qualifications based on our employer-supported national standards. Only new digital skills qualifications based on our national standards will be publicly funded, providing a clear set of high-quality options. In line with the Lifetime Skills Guarantee, we will make essential digital skills provision more accessible and flexible by building on the innovation in online learning implemented during the coronavirus pandemic, such as the Skills Toolkit. This will mean that all adults can gain essential digital skills at a time and place that suits them. We will reform and update the digital entitlement accordingly to ensure it is meeting the needs of learners and supports the Government's ongoing commitment to improving essential digital skills.

Reform and update the digital entitlement?

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Further education colleges as centres for business development and innovation

We will encourage colleges to put forward proposals to establish pathfinder **College Business Centres** concentrating on local priority sectors, and we will offer support through the Strategic Development Fund.

Get the feeling the Strategic Development Fund will be the cash bribe to get colleges on board with 'employer-led' and LSIPs

If that fails - the new legislation (FE Bill) could lead to intervention

Place in system for national providers and non-colleges (e.g. private training providers) remains very unclear

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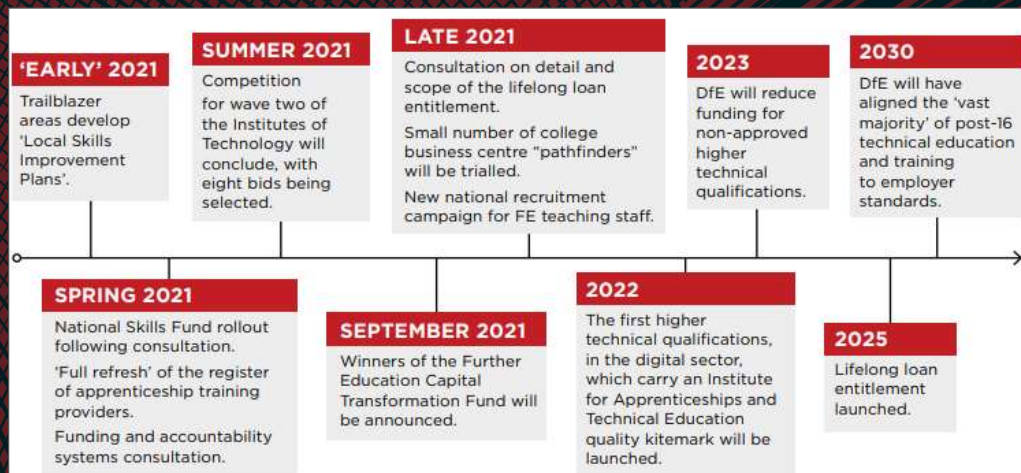
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Future reforms - the timetable



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Analysis by FE Week

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