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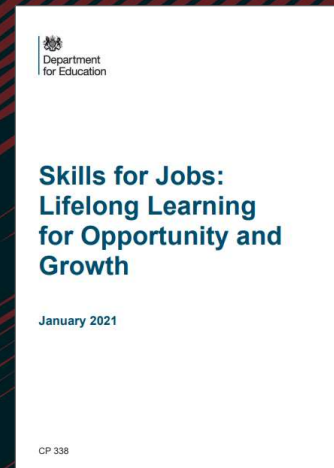
FE WHITE PAPER | IN-DEPTH

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 colleges comply...



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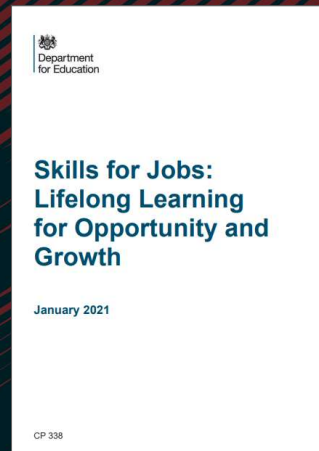
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The FE White chapters

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 the last chapter today

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“We need to improve recruitment and retention. More than half of principals say they find recruitment difficult.

In 2018, teaching vacancy rates in crucial subject areas such as engineering and construction were as high as 5%.

“We need more teaching staff with the necessary experience of relevant industries to be able to deliver high-quality teaching based on cutting-edge skills and knowledge. We will also work to build a diverse workforce that reflects the diversity of those who study further education. Only 6% of further education teachers and lecturers are from Black, Asian and Minority Ethnic backgrounds; we will look to understand why this is the case and develop strategies to address this issue”

No mention of investment to addressing pay levels

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An ambitious recruitment strategy with a national campaign and one-stop information platform

“A national recruitment campaign, expected to be launched in 2021, would reach millions of prospective teaching staff, **targeting those with experience and skills in industry**, who can train the next generation of technical experts”

“Our recruitment campaign would direct potential teachers to the new ‘Teach in Further Education’ platform. Alongside a dedicated telephone helpline, the platform will give potential applicants all they need to take the next step into teaching, with information on how to access relevant training, for example the Taking Teaching Further programme, and financial incentives such as training bursaries.”

“We will develop innovative schemes that give people teaching experience - such as the Education and Training Foundation’s Talent to Teach programme, which offers a ‘taster’ of further education teaching to university students and recent graduates.”

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Effective initial teacher education

“It is vital that further education providers are confident in the quality of initial teacher education. Ofsted has confirmed that its future inspections will now cover all publicly funded further education initial teacher education, not just that validated by universities. This is an important first step in driving up quality and enabling potential staff and employers to identify the best training available”

“A revised **employer-led standard** for further education teaching is currently being developed by a group of sector employers, and we anticipate a clear benchmark for teaching quality will be set by September 2021. Based on this new standard, we will support the redevelopment of further education initial teacher education qualifications, so that they too are based on the same clear set of outcomes”

“We will consider introducing new statutory powers for the Secretary of State to take a more active role in regulating the provision of initial teacher education, if the improvement we need to see is not achieved”

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A seamless and strong relationship between further education and industry

“We will enable providers to **collaborate routinely with business** to develop their teaching workforce through two flagship programmes - Workforce Industry Exchange and Taking Teaching Further”

“We will expand Taking Teaching Further, which enables **industry experts** to move into teaching more easily”

“We will introduce a new Workforce Industry Exchange programme, across a wide range of subjects and sectors”

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FE WHITE PAPER | IN-DEPTH**Continuing professional development for teachers, to uphold quality and enable progression**

“We will improve digital skills by enabling increased support for online and blended teaching”

“We will continue the T Level Professional Development offer for at least a year beyond March 2021”

“We will continue to expand the Demonstrator Programme to provide peer-to-peer support for thousands of schools and colleges, including ways they can support remote education”

“The College Collaboration Fund will continue developing high-quality digital resources for all levels of provision and we will start work with the sector on how best to share these resources in a scalable and coordinated way”

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FE WHITE PAPER | IN-DEPTH**A high-quality apprenticeships teaching workforce**

“We will continue to work closely with Ofsted to focus our activity on ensuring that employers and learners can be assured of a high-quality experience.”

“We will introduce a new approach to the accountability system, considering a wider set of quality measures to support provider improvement and more timely intervention.”

“We will undertake a full refresh of the Register of Apprenticeship Training Providers (RoATP), commencing in April 2021, and adopt more stringent entry criteria for both new and existing providers, to better determine whether providers have the capability and capacity to be able to deliver these higher-quality apprenticeships”

There will be “a new [free] national online Apprenticeship Workforce Development Programme”

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Comprehensive workforce data collection

156. We will introduce comprehensive workforce data collection as recommended in the Augar Report.¹²⁰ This will bring our knowledge of the workforce in further education on a par with that of schools and higher education. We will establish a collection which will be mandatory when academic year 2021/2022 data is collected from further education providers. The workforce collection will include demographic and personal characteristics, such as ethnicity and disability data, which will enable us to plan better and understand the impact of our policies on diversity in further education staffing and leadership. This collection will sit alongside and complement the other collections that the Education and Skills Funding Agency is responsible for, such as submissions of learner data, and the functionality will be co-designed with the sector to offer coherence to those inputting data.

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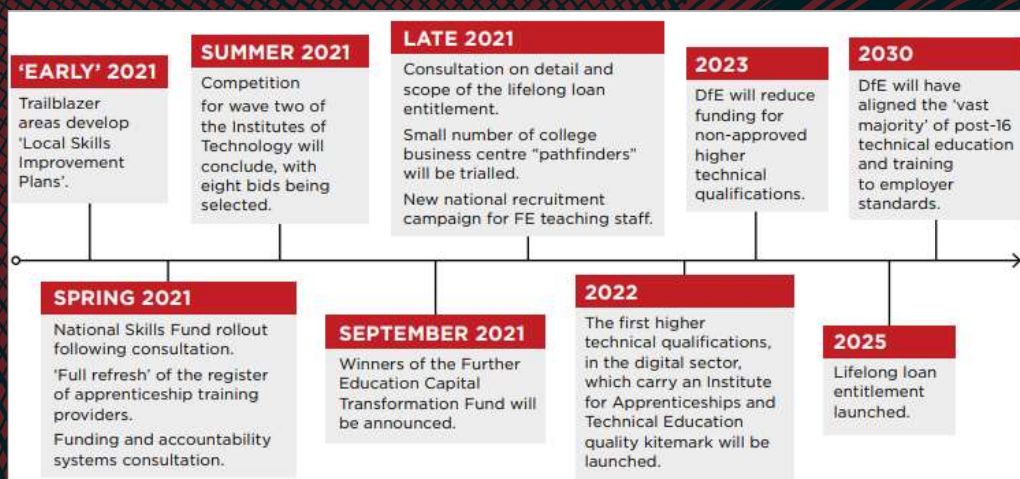
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Future reforms - the timetable



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Analysis by FE Week

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