

Yorkshire Learning Providers

Business Development Plan

2023-24



Executive Summary

2023 has commenced with a growing number of members, new contracts and projects and additional staff to support the operations of the business, we are therefore set for a very busy and exciting time for the company. The Business Plan identifies the key developments, initiatives, support and strategies planned to further grow and sustain the work of the network to solidify its position as being a key influencer and positive disruptor on behalf of the members we serve. The company's vision is; ***Yorkshire Learning Providers is a partnership with purpose, dedicated to developing, promoting & enhancing the education & skills landscape across Yorkshire.***

Our core Values include -

Skills development – dedicated to developing skills provision locally, sub-regional and regional that is responsive, linked to demand and reactive to change

Accountability – of ourselves, our members, the policy we work to and sector stakeholders and departments Integrity – providing an open, honest and quality service that does not discriminate and supports inclusive learning & developments

Innovation – creating & developing curriculums with members that offers learners an innovative, challenging and impactful education plus offering our membership services that are unique to us and our region

Celebration –celebrate our members wins and achievements and we promise to always make our work positive, uplifting and fun

Empathy – we will have empathy & understanding for the hard work and sometimes uniquely negative sector we work in and promise to listen, learn and share between us

We will continue to strengthen and grow Membership Services of ***The Network*** to ensure we are the key representative body of training organisations across the Y&H region for post-16 education and skills. This includes further development of the network represented and engagement across YNY, HEY & SY as the key voice for Apprenticeships & skills, along with continuing to support the activities of the Northern Skills Network. We will continue to be a key influencer and board member within the NSN. As well as continuing the co-chair role for the network to ensure further impact & reach of northern networks and their members. We will be supporting the YNY region area in preparing for devolution, and supporting the roll out of the developing offer under UKSPF ensuring our members have opportunity & engagement with policy, procurement & delivery. We will continue to engage with WNY Chamber of commerce & provide insight to their leadership group on skills &

apprenticeships, as well as supporting the chambers response to the FE white paper and any local skills improvement plans. We are a board member of both the West Yorkshire & North Yorkshire boards and involved in the operational development of the plans for both chambers and South Yorkshire. We will also continue to grow our membership and representation across South Yorkshire & HEY area. We will contact every member to gain their insight into our services & performances in order to improve the network, retain members and gain new members and partners

We will continue to develop the *Contracts, research & projects function*, identifying opportunities for improvements or enhancements to the skills system locally. In West Yorkshire we will continue to deliver contractual interventions under the Apprenticeship Support & Knowledge in schools Programme (ASK) and work collaboratively with NYBEP for North Yorkshire Activity (as well as other northern based regions). A key priority of 2023/24 will be the ongoing development & delivery of the WY Skills Connect programme for Health & Social Care and improving recruitment & support for this sector and upskilling. So far we are the best performing lead for skills connect and we are constantly looking for growth, improvement and impact. We will be launching our DfE funded SME engagement project in 2023, which we were successfully awarded in late 2022 to engage with SME businesses across WY & SY to try and increase the uptake of apprenticeships.

The provider *Support Services* offer will be further promoted & developed over the year, with a greater focus on aiding providers in their quality journey with Ofsted, safeguarding, Governance and inclusion. We will position ourselves as a network that supports other networks and develop a schedule of activities to completed across the NSN and other regional networks. We will schedule a wide CPD & webinar offer to our members covering a range of themes, and further develop the quality outreach through monthly meetings, bulletins and support work with members. The quality & inclusion function will be a priority of our future work and the Quality Manager will commit to promoting & enhancing her role in this area to support a greater & wider number of providers & themes. We will continue to support, develop and nurture relationships with new and existing providers nationally with their management, quality and compliance arrangements required for the successful delivery of apprenticeship & skills provision. Part of the support services includes the activities completed by the company's Managing Director working as an associate Ofsted Inspection for FE & Skills across YHNE.

Yorkshire Learning Providers Business Functions

The business operates 4 core functions: these being -

The Network - representation at local, regional and national levels, policy development, information and advice, partnership working, member promotion, website and directory promotion and network discount opportunities. Working with Northern Skills Network & other key stakeholders and partners to be a key influencer & supporter of the local, regional & national skills system.

Support Services - supporting apprenticeship & skills providers with the management, quality and compliance arrangements required for successful & impactful curriculum. Providing consultancy support across the country to further enhance and develop skills provision and working with employers to develop and promote the apprenticeship brand and act as an honest, impartial support and referral agent for businesses.

Contracts, Research & Projects – Identifying & engaging in new project & contract opportunities to ensure local provision is delivered by local providers and meets local needs. Applying for ETF and other grant funded initiatives, supporting the Apprenticeship & Employment Hubs and delivering the Apprenticeship Support & Knowledge Programme in Schools.

Conferencing & Events – We are committed to ensuring our members are kept fully up to date with key policy developments locally, regionally, and nationally and have a wide range of communication channels to complete this. We will hold conferences, workshops, and roundtable events throughout the year to bring key themes, policy focus and discussion points to the table for all members & partners to engage with. We commit to hold at least 2 regional skills conferences per year, plus sub-regional network meetings in WY & NY for members to attend and listen to guest speakers and industry experts

The Network

Representation – It is our first priority to ensure members voices are heard & represented at local, regional & national level. To support this we are members of a wide range of groups & boards. We are a member of the WY combined authority Employment and Skills Panel, and the WY Skills Partnership. We are also involved in the YNY LEP Apprenticeship & Careers Groups, and the HEY LEP skills network. The Managing Director has frequent dialogue and influence with policy and decision makers within the Department for Education and its agencies, including ESFA, ETF & Ofsted at national level. We are a Board Director of the Northern Skills Network, and co-chair as of 2022 and a member of the strategic task

group, defining the Northern Skills aims and objectives ensuring the northern voice is stronger for our members and responding to the northern powerhouse and devolution across our regions. Across the team we represent our members views on local authority boards & groups that focus on post-16 education & skills and are the primary stakeholder in consultations and developments for skills policy locally.

Policy development – Ensuring developments across the sector are shared, discussed, and debated so members can respond accordingly. Including areas such as Apprenticeship Reforms, wider FE and skills reforms, Devolution, DWP initiatives, Ofsted and a greener curriculum are communicated with members and appropriate support and development opportunities are in place. We will continue to represent the views of our members on policy developments by responding to consultation documents and attending consultation workshops at the national and regional level.

Information and Advice – At the centre of the network we operate an information & advice service for member's that is a matrix accredited service to provides the latest information and advice on Apprenticeship, Adult Learning, Traineeships and other programmes including the ESFA funding rules, Ofsted inspections and much more. We publish a monthly newsletter to all members for both West & North Yorkshire with the latest news and developments across the FE and skills sector, at local & national level. We also develop themed blogs, quality bulletins and webinars that provide opportunities to share practice, develop understanding and provide collaboration.

Partnership working - We have an excellent reputation for working in partnership with key stakeholders across Yorkshire, the North & the wider FE sector. We are growing & developing our voice and presence across North Yorkshire and the wider Yorkshire region to provide the united network for all. The partners we work with include, WYCA, YNY LEP, HEY LEP, NSN, ESFA, Ofsted, Chamber of commerce, JCP, AELP, AoC, WYCC, Go Higher WY, DWP, CEC, NCS, FSB, NYBEP, local councils & MP's.

Engaging with Employers – We became a member of the NPH Partners programme in 2019 and will continue to develop the relationship with NPH partners and meeting the commitment pledge. A priority for 2023/24 is to better engage with NPH businesses to develop relationships and implement the SME engagement offer across WY & SY. We will commence employer roundtable meetings & discussions covering a range of themes including Apprenticeship improvements, skills need of business (sectors), developing a responsive curriculum, responding to the green agenda & digital poverty. Our work with the chambers of commerce will continue as we prepare to respond to the LSIP plans and implementation and we will work with CBI & FSB at a local level to address policy developments and ensure the Skills provider voice is represented. We are also a member of the NPP skills taskforce to represent apprenticeship providers across the North.

Network discount opportunities – We will find opportunities for members to save money to their businesses by offering network discounts. This can include discounts on stationary supplies, marketing & promotion, insurance, quality improvement, awarding organisation discounts or recruitment opportunities. Members also receive discounts on membership to AELP, FIN and a reduce rate on consultancy support from YLP.

Apprenticeship Directory & Skills Matrix – We will produce an Apprenticeship Directory that contains the provision and contacts for all members. There will be a directory for both West & North Yorkshire identifying the members & their provision. This directory is issued to all schools in West Yorkshire and key stakeholders across the region, such as local authority, careers services & job centres.

SUPPORT SERVICES

Management, Quality and Compliance

We offer network members and the wider FE sector a comprehensive range of support services that will aid and enhance their delivery. Through the launch of the new Ofsted Education Inspection Framework, many new and existing providers will be required to invest time, resource and money into reviewing their internal quality and performance arrangements. We are ideally positioned to support organisations with this activity as a long standing ESFA provider, Ofsted grade 2 and existing practitioner working with multiple training companies across a range of provision. As a non-for-profit we do not charge high fees and all income is put back into the development of the business functions and its staff. We have extensive experience and knowhow of ESFA contract management and quality assurance requirements and can aid training organisations in their assurance and compliance activities. We offer training providers a suite of support options including themed interventions or adhoc off the shelf interventions as required. The services will be promoted and shared across the networks and stakeholders we operate, and we will work with agencies such as ETF to further develop our offer. We will continue to identify areas for provider support and promote services nationally. We will engage with the networks across the country, but in particular the Northern Skills Network, to promote the services and build on the company's social media platforms.

Consultancy Support

Bespoke consultancy, including support on specific projects, themes or areas of growth, new provision ideas or development on apprenticeships paperwork, including employer agreements, 20% off the job planning, commitment declarations or others. We will also develop & grow the

consultative arrangements with the Northern Skills Network, arrangements are already in place to deliver consultancy support for the GMPLN, GMLPF, Tees Valley networks and outside of the North we work collaboratively with Western Provider Network in Bristol.

Ofsted Inspections

The YLP MD will continue in her role as an Ofsted OI and completing new provider monitoring visits across YH & NE – the plan is for this activity to grow and evolve into full FE inspections and prison education inspections. Lessons learnt, hints & tips will be provided to network members, but WYLP will not profit off the back of the OI status of the MD.

Advocates & Well-being

We are advocates for the 'Just being me' campaign and LGBTQ community and will deliver LGBNTQ awareness sessions to schools, colleges & providers. As well as delivering the Inclusion in the workplace qualifications. We have launched a Pride in FE charter and continue to develop the sectors understanding & response to supporting this community.

CONTRACTS & PROJECTS

Contracted Provision

We are an approved training organisation on the WYCA DPS system and will continue to remain on these registers throughout 2023/24

We will continue to review the devolved budget and access to funding for our smaller providers for them to gain access to their communities and will review other funding opportunities for members to engage with, such as UKPSF, Multiply & skills connect.

We aim to grow skills connect provision and income and SME engagement project to ensure we are maximising the contracts income and performance.

ASK for Schools Project

We continue to be the prime delivery partner for the Apprenticeship Support and Knowledge for Schools (ASK) project on behalf of the National Apprenticeship Service in West Yorkshire. Through the project we offer a range of inspirational and engaging apprenticeship and traineeship

support to all schools and colleges offering provision to years 10, 11, 12 and 13. The project aim is to work with teachers, careers advisors and others to support schools to meet their statutory duties regarding the provision of impartial IAG, specifically in relation to apprenticeships and traineeships.

Apprenticeship & Employment Hub

We will work with the Apprenticeship Hub across YNYER to develop & grow the apprenticeship offer & take-up across the region. We will complete apprenticeship gaps research and develop & maintain a promotion directory and search function for Realtime access to apprenticeship providers locally.

Research & Projects

We will endeavour to access funding for peer research projects via the ETF & their partners to continue to support this important improvement activity for our members. YLP will also work on attracting funding for research and education improvement projects from other grant or project funding organisations.

Green & Pride initiatives – as sector leaders in improving knowledge and access to inclusive curriculums for Green & Sustainable development and Pride in FE, we will continue to gain members & the wider sector to sign up to our initiatives and gain our digital badges. We commit to holding ongoing & frequent updates and working groups on our initiatives and issue regular updates to members on emerging developments and themes.

Conferences & Events – We will host 4 network conferences for members and stakeholders throughout the year, across each of the areas we represent; these will be themed to the political or developmental focus of the time. We will identify key sector speakers who can raise awareness and offer support to members and allow for members to engage & speak with sector experts. We will hold themed workshops covering a range of themes that affect training organisations and bring in industry experts to facilitate the workshops. We host a monthly quality corner, providing practical support and resources for FE practitioners and run a series of webinars for our members. We will continue to work with our patron members Cognassist & Bud as well as identify new patrons and opportunities for income generation.

Key Performance Indicators for 2023/24:

1. Increase YLP membership to 110 members region wide (AM)
2. Deliver at least 4 Network Conferences (AM)
3. Host 3 partnership network meetings in year for HEY & YNY& SY (AM)
4. Deliver 10 CPD workshops or webinar for members (AM & KT)
5. Increase GSD Ambition take up to 40 members (AM)
6. Increase Pride in FE Charter sign ups to 40 (KT)
7. Identify additional funding streams or projects & develop a strategy for grant funding / not for profit development (AM)
8. Reinvest in & promote provider support service and increase take up by 20% (AM & KT)
9. Deliver the ASK to project & engage with at least 100 schools across West Yorkshire (LB & MG & HG)
10. Engage with at least 2 NPH businesses to support their Apprenticeship Strategy (AM)
11. Engage with at least 50 SME businesses through our Yorkshire Apprenticeship Service (MG) and 100 in total across external partners (MG)
12. Generate at least 20 starts on apprenticeships via the SME engagement project (MG)
13. Launch Yorkshire Apprenticeship Service inc SME project, increase webpage interactions & include youth engagement portal (MG)
14. Increase Skills Connect income by at least 40% and engage a total of 500 participants on programme (KT)
15. Hold at least 4 roundtable meetings between skills providers & policy development agents (such as DfE, IfATE, NPH) – (AM)
16. Increase Quality support for members & quality interventions – inc a schedule for practitioner exchanges with at least 50% of these funded via sponsorship (AM & KT)