



Employment and Skills Board

Essex Employment & Skills Board

Further Education Tutor Golden Hello & Training Grant Scheme

August 2015

Overview of the Golden Hello / Training Grant Scheme

Essex businesses continue to experience skill shortages across all of our growth sectors. Colleges and training providers regularly feedback that a barrier to delivering the required training and skills is often the result of an inability to attract teaching staff or that existing staff do not have the required skills and knowledge. This is particularly the case in the Advanced Manufacturing & Engineering, IT & Digital, Logistics and Construction Sectors.

This programme will provide eligible training providers access to grant funding to help them deliver employer led training provision in subject areas where Essex's growth sectors are experiencing skills shortages.

The programme aims to ensure that Essex training providers have the best possible staff in order to deliver skills in growth sector subject areas where Essex's employers are experiencing skills shortages or have demand for new or enhanced curriculum delivery. Therefore the grant funding is only accessible to existing Essex based providers and those already delivering in Essex

This programme will contribute to the ESB's objective to support the deployment of new enabling mechanisms which contribute to the closer alignment of skills provision and business needs.

The programme has a target to upskill or recruit 30 tutors by April 2016. Investing in improving the quality and knowledge of teaching staff will have a long lasting impact and help create a large pool of highly skilled new entrants entering Essex's growth sectors. For example each tutor may teach 100 students over a year therefore the programme could potentially impact on 3,000 students over its first year.

The grant can be used to either;

- a. Offer a 'Golden Hello' in order to attract the brightest and best new staff
- b. Fund tutor training to upskill existing staff, enabling delivery of growth sector specific curriculum/training*¹. (*¹ funding can also be used to cover costs of supply tutors whilst staff are undertaking training)

The ESB will fund up to 70% of these costs up to a maximum of £5,000. Training providers must contribute 30% towards the total cost of training or the golden hello offered.

Essex's Growth Sectors eligible for this grant funding are*2.

1. Advanced Manufacturing & Engineering
2. IT & Digital
3. Logistics
4. Construction

**2 This programme will focus on only four of the ESB's identified growth sectors because it is felt the limited available funds for the programme would be spread too thinly across all seven growth sectors to have enough of a positive impact on any if all were included.*

The four sectors eligible for the grant are deemed by the ESB to have the greatest need at this time. This is based on a combination of factors, these are;

- 1. Feedback from Essex based FE providers who have outlined the difficulties faced recruiting tutors in to teach curriculum in these sectors.*
- 2. Feedback from Employers with regard to their need for advanced and higher level employer led curriculum in these sectors.*
- 3. The demand for skills related to these sectors, indicated in current vacancy data.*
- 4. The current gaps in training provision available for these sectors in Essex.*
- 5. The potential for delivering new apprenticeship standards in these sectors e.g trailblazer apprenticeship.*

Part 1. Golden Hello

What is the Golden Hello scheme?

A Golden Hello Scheme for teachers/tutors in Further Education (FE) has been introduced to support the recruitment of good teachers and tutors in order to enable the delivery of enhanced or new employer led curriculum in the ESB priority sectors of Advanced Manufacturing, Construction, IT & Digital and Logistics.

The grant funding is only accessible to existing Essex based providers and those already delivering in Essex

The scheme provides one payment up to 70% of the golden hello offer up to a maximum of £5,000. The payment is made to the provider to recruit teachers/tutors who have undertaken or once recruited will train towards an Initial Teacher Training (ITT) programme allowing them to teach in FE.

The scheme is only available if tutors/teachers have completed or will be training towards a relevant ITT programme which enables them to teach subjects at level 3 or above in FE. The teaching qualification must be at least level 5 i.e. Diploma in Education and Training (DET) or higher i.e. Post Graduate Certificate in Education (PGCE).

In special circumstances when a tutor/lecturer will remain working in industry and lecture on a part time basis the need for the tutor/lecturer to have (or be studying towards) a relevant teaching qualifications may be waived. This will be assessed via the application process.

To be eligible to receive the golden hello the teacher/tutor must be in continuous employment teaching to level 3 or above for at least two years.

The golden hello payment should be made to the tutor (via the training provider) as a lump sum after completing 12 months of employment with the training provider. If the tutor/lecturer leaves the training provider before completing 24 months then the Golden Hello payment must be paid back to the training provider.

How much is it worth?

FE providers will receive a basic payment of up to up to 70% of the total golden hello amount offered up to £5,000 for any eligible teacher/tutor. Providers must contribute 30% of the costs. Therefore a provider applying for the full £5,000 would need to contribute £2,143 towards the total golden hello offered of £7,143.

Individual training providers can apply for grants up to a maximum of £20,000. This can be a combination of training grants or golden hello's, with a maximum grant of £5,000 per individual tutor. This means training providers can train or recruit more than four tutors if less than £5,000 grant is needed per individual. E.g. if training costs are £2,500 per tutor then a potential 8 tutors could be trained.

The Golden Hello scheme is being administered by Essex County Council on behalf of the Employment and Skills Board.

Scope of this scheme

The scheme is available to any existing Essex based FE training provider and those already delivering in Essex who as a result of recruiting the new teacher/tutor is able to deliver enhanced or new employer led curriculum in the ESB priority sectors.

The scheme is available to any publically funded FE provider; this includes general FE colleges and independent training providers. However the teacher or tutor must deliver a minimum of 80% of their teaching hours within Greater Essex (Essex, Southend-on-Sea or Thurrock) and these hours must be spent teaching vocational qualification or training.

Publicly funded FE providers are those in receipt of funding from the Skills Funding Agency and/or the Education Funding Agency.

Duration of the scheme

This current scheme is available to providers who can demonstrate that the recruitment of the new teacher/tutor will enable the provider to deliver enhanced or new employer led curriculum in ESB priority sectors.

The scheme will run between September 2015 and March 2016.

Eligibility criteria teachers/tutors

Only those meeting the following criteria will be eligible for a Golden Hello grant worth £5,000:

- Training providers must evidence that they either;
 - Have tried to recruit without success or have had to use agency staff for a significant period of time, or;
 - Will be delivering brand new higher level (level 4 and above) provision as a result of recruiting the new tutor.
- Training providers must evidence that the new teacher/tutor will enable them to deliver new or enhanced employer led curriculum that falls within an ESB priority sector (Advanced Manufacturing & Engineering, IT & Digital, Logistics or Construction).
- Training providers must evidence engagement with industry that has informed the need for new/enhanced curriculum.
- Tutors must have successfully completed or once recruited will train towards a relevant Initial Teacher Training Programme.
- Ideally tutors will have at least 2 years relevant industry relevant experience.
- Tutors must be continuously employed by the training provider for at least two year to receive the Golden Hello lump sum payment.
- Employment must be with a publicly funded FE institution. Those who change jobs during the two year period will not qualify for the payment.
- Only one Golden Hello payment will be made to each eligible teacher.
- They must be employed to teach level 3 or above for more than half of their contracted teaching hours.
- For part time positions the golden hello payment will be paid on a pro-rata basis.
- Tutors recruited directly from Essex based training providers to deliver the same provision (i.e. the same type and level of training) at a different provider within Essex would not be eligible for the Golden Hello.

Accessing the Golden Hello Scheme

Training providers will need to complete an application form to access the funding before recruiting a new teacher/tutor. Alongside the application form training providers should submit their developed job role specification. Confirmation that the grant payment will awarded should be received before training providers advertising the role.

Subject to verification of information successful applicants/providers will receive a payment from Essex County Council on behalf of the Employment and Skills Board. The applicant/provider must then provide the teacher/tutor with payment.

The employer will be responsible for passing the lump sum payment on to the teacher at the end of their first 12 months of employment. The payment will be subject to tax and National Insurance in the normal arrangements.

Teachers who change jobs during their first two years of employment will no longer be eligible for the lump sum payment.

Part 2. Training Grant

What is the training grant scheme?

A training grant scheme for teachers/tutors in Further Education (FE) has been introduced to support the development of good teachers and tutors in order to enable FE training providers to deliver enhanced or new employer led curriculum in the ESB priority sectors of Advanced Manufacturing, Construction, IT & Digital and Logistics.

The grant funding is only accessible to existing Essex based providers and those already delivering in Essex

The scheme provides one payment up to 70% of the training costs up to a maximum of £5,000.

The scheme is only available if tutors/teachers have completed and passed or have completed and passed the first year of a relevant teacher training qualification which enables them to teach subjects at level 3 or above in FE. The teaching qualification must be at least level 5 i.e. Diploma in Education and Training (DET) or higher i.e. Post Graduate Certificate in Education (PGCE).

How much is it worth?

FE providers will receive a basic payment of up to up to 70% of the training costs up to a maximum of £5,000 for any eligible teacher/tutor. Providers must contribute 30% of the costs. Therefore a provider applying for the full £5,000 would need to contribute a minimum of £2,143 towards the total training costs.

Individual training providers can apply for grants up to a maximum of £20,000. This could be a combination of training grants or golden hello's, with a maximum grant of £5,000 per individual tutor. This means training providers can train or recruit more than four tutors if less than £5,000 grant is needed per individual. E.g. if training costs are £2,500 per tutor then a potential 8 tutors could be trained.

The Training Grant is being administered by Essex County Council on behalf of the Employment and Skills Board.

Types of Training

The training must enable the tutor to enhance existing teaching or enable delivery of employer led or higher level curriculum from within the ESB priority sectors. The types of training that will be considered include:

- Training focussed on gaining experience of industry.
- Training on new and emerging technologies.
- Training towards new qualifications.

Scope of this scheme

The scheme is available to any FE provider who as a result of upskilling existing teacher/tutor through training is able to deliver enhanced or new employer led curriculum in ESB priority sectors.

The scheme is available to any publically funded FE provider; this includes general FE colleges and independent training providers. However the lecturer or tutor must deliver a minimum of 80% of their teaching hours within Greater Essex (Essex, Southend-on-Sea or Thurrock) and these hours must be spent teaching vocational qualification or training.

Publicly funded FE providers are those in receipt of funding from the Skills Funding Agency and/or the Education Funding Agency.

Duration of the scheme

This current scheme is available to providers who can demonstrate that the recruitment of the new teacher/tutor will enable the provider to deliver enhanced or new employer led curriculum in ESB priority sectors.

Training must start by the end of March 2016.

Eligibility criteria teachers/tutors

Only those meeting the following criteria will be eligible for a training grant:

- Training providers must evidence that the training/upskilling of existing teacher/tutor will enable them to deliver new or enhanced employer led curriculum that falls within an ESB priority sector (Advanced Manufacturing & Engineering, IT & Digital, Logistics or Construction).
- Training providers must evidence engagement with industry that has informed the need for new/enhanced curriculum.
- The person receiving the training must have successfully completed or has passed the first year of a relevant Initial Teacher Training Programme.
- Employment must be with a publicly funded FE institution.
- Only one training grant payment will be made towards the training/upskills costs of each eligible teacher/tutor.
- Tutors/teachers must be employed to teach level 3 or above for more than half of their contracted teaching hours.

Accessing the Training Grant Scheme

Training providers will need to make an application to access the funding before placing a teacher/tutor on the training scheme/programme.

Subject to verification of information successful applicants will receive a payment from Essex County Council on behalf of the Employment and Skills Board.

The provider will be responsible for paying for the required training and upon evidencing completion of training will receive the grant payment from ECC.

Part 3. – Grant/Payment/Assessment Details.

Grant Size

The total ESB Further Education Tutor Golden Hello & Training Grant fund is £150,000 and this will be allocated on a first come first served basis to successful applicants.

Applicants can apply for up to a maximum of £20,000 per training provider and a maximum of £5,000 per individual tutor.

The ESB will fund up to 70% of the costs of either training or the Golden Hello. Training providers must contribute 30% towards the total cost of training or the golden hello offered.

Period of funding and payment structure

The period for applications will run up until the 15th March 2016. Confirmation of all successfully applications will be made by 31st March 2016.

Payment of training grant will be made once ECC has received confirmation of the total training costs and that the training has commenced.

Payment of the Golden Hello grant will be made once ECC has received confirmation that the new tutor has started employment with the training provider and there is evidence of the Golden Hello payment included within their contract.

Monitoring

Self monitoring returns may be required at six, twelve, 18 & 24 months intervals after receiving the grant. As part of the monitoring arrangements, ECC will expect organisations to report on qualitative and quantitative measures. There will be a minimum of two contacts with all successful organisations during the course of their projects and additional contacts/visits carried out where it is judged that these are necessary to ensure all grants are completed in accordance with the Duties and Responsibilities of the grant.

The application and decision making process

Application should be made using forms GH1 and TH1 available on the Employment and Skills Board website. Application can be submitted at any time once the programme is launched up until either all the funds are allocated or the final submission date is reached.

All relevant sections within the application form must be completed for an application to be considered.

Each application will be checked by ECC administration staff and then evaluated against the outlined eligibility criteria by a three member panel made up of members of the ESB board or suitable independent alternatives.

The ESB Further Education Tutor Golden Hello & Training Grant is a limited fund and ECC is expecting that it will be oversubscribed, so please take care to ensure you check your application carefully.

Successful and unsuccessful applicants will be notified of our intentions and unsuccessful applicants will receive feedback as to why they were not successful within that notification

Further information

For further information about this scheme, contact the Essex Employment and Skills Board. Essexemployment.skillsboard@essex.gov.uk

ESB website: esb.essexpartnership.org