

Supply Chain Strategy 2021/2022

Introduction

PeoplePlus is a leading employment support and training services company with a mission to transform people's lives and businesses through work and training.

We help people move into work by enabling them to gain the skills they need to make them employable, providing them with real work experience or helping them onto a Traineeship. We also have a long track record of helping people to become self-employed and start up their own businesses.

Our work touches not just individuals in need of employment and training support, but also the employers we work with. We offer personalised recruitment and training solutions to both national and local employers helping them find the right candidates with the right skills – and we manage the whole process from vacancy profiling to candidate sourcing, vetting and selection.

During the 2020/21 contract year, the decision was taken to step away from the Apprenticeship delivery arena in December and the majority of the business was transferred to another training provider, along with all of the Sales and Delivery staff. The remaining learners that didn't transfer in December will either have completed their Apprenticeship, completed all their training and moved to EPA status, or be transferred by the end of the 2020/21 contract year.

Rationale/Design

Strategic Aims

We work with a range of sub-contractors who share our values of quality provision putting the learner at the centre of all that we do. All sub-contractors will undergo a comprehensive due diligence process prior to any delivery, the scope of which includes a credit check, and a detailed review of document/information submissions, including financial accounts, information security arrangements, safeguarding and Prevent awareness and policies and various other documents which help us to see the extent of delivery experience and expertise.

Our Adult Education delivery in England is funded through various Adult Education Budget ('AEB') and European Social Funded ('ESF') contracts. The ESF contracts we're delivering in 2020-2021 are the 'Skills Support for the Unemployed' ('SSU') and 'Skills Support for the Workforce' ('SSW') contracts.

AEB/ESF sub-contractors are selected based on the type of provision delivered, their location to ensure national coverage whilst effectively responding to the employer and learner demand plus reflecting local skills priorities. Our selection helps to provide greater choice for learners and maintain the delivery of niche provision.

Adult Education Delivery - Geographical Coverage

PeoplePlus has several regionalised centres throughout England with the strategic intent of providing curriculum designed to meet local priorities and skills requirements of both local and national employers. We seek support from sub-contractors in areas where PeoplePlus does not have a local footprint, capacity, or expert capability.

Providers will be selected and engaged through our robust due diligence processes to deliver high quality specialist training in line with local community needs and priorities. This is further enhanced through using suppliers with a robust digital and remote learning offer. In summary, the wider provider network gives flexibility to provide learners and employers with timely, local learning solutions.

PeoplePlus also uses its skills and expertise in marketing and their long standing relationship with Job Centre Plus

('JCP') and local contacts held with the Department for Work and Pensions ('DWP') to generate leads on behalf of their supply chain partners where value can be added to their existing engagement strategies.

Adult Education Delivery - Curriculum Sectors

Our curriculum, and that of our sub-contractors, has been designed and is delivered to meet a wide range of sector needs. This currently includes:

- Agriculture, Horticulture & Animal Care
- Arts, Media & Publishing
- Business, Administration & Law
- Construction, Planning & the Built Environment
- Education & Training
- Engineering & Manufacturing Technologies
- Health Public Services & Care
- Information Communication Technology
- Leisure, Travel & Tourism
- Preparation for Life & Work
- Retail & Commercial Enterprise
- Social Sciences

We will vary this from time to time to meet emerging priorities driven by the environment, external market forces and demand.

Disadvantaged Groups

PeoplePlus, in line with its mission, believe everyone should have the opportunity to progress. We are keen to engage with learners and suppliers who have a footprint in IMD (Index of Multiple Deprivation) areas to support these communities with a skills and employability offer.

Providers are selected based on their ability to provide a learning journey tailored to meet these needs to the same quality standards as PeoplePlus. Our providers ensure that specific and expert support is provided to learners and groups in this niche provision.

All sub-contractors will be managed in line with our Partner Management Framework (PMF). A list of our current subcontractors can be found here.

Improving the Quality of Teaching and Learning

We are committed to providing all learners with a high standard of teaching, learning and assessment. This applies to learners who embark on qualifications directly with us as well as those who study with any of our sub-contractors. As such, we monitor quality for both internal and external provision in the same way, through short notice quality monitoring visits, examining many aspects of provision which impact the learner, using Ofsted's current handbook and Education Inspection Framework. Following quality monitoring we provide action points which are aimed to realise improvement for our learners. We support improvements through inviting sub-contractors to undertake CPD and training activities with us as well as activity such as paired observations.

We complete robust due diligence checks on a variety of areas which impact teaching, learning and assessment prior to sub-contractors coming on board such as teaching qualifications, functional skills approach and policy, initial and diagnostic assessment approach and policy, the sub-contractor's self-assessment report and many other areas.

Reduction in the overall sub-contracting provision

PeoplePlus, in line with the requirements of the ESFA, will aim to reduce the overall amount of the AEB sub-contracted provision over the course of the 2021/2022 contract year to ensure that we meet the target of having no more than 25% of the AEB contract delivery being undertaken by sub-contractors by the 31st July 2022.

Retained Funding

For all funded provision, we pay the full value allocated by the funding body less a retained funding fee. The retained funding is to ensure that PeoplePlus can meet all of the obligations of its ESFA and other funding authority main contracts.

For the academic year 2021/2022 the sub-contract retained funding, expressed as a percentage, will be:

ESF-funded provision on a sliding scale of between 15% – 25%. The value stipulated in the ESF contract is paid following evidenced completion of the start qualifying period. Any further contract specific Milestone payments will be made following evidenced achievement of the relevant milestone and the remaining value due will be paid on evidenced programme completion. Any progression payments will be made following the evidence of relevant progression criteria.

ESFA funded provision on a sliding scale of between 12% – 30%. 80% will be paid throughout the programme once the start qualifying period has been evidenced and the remaining 20% will be paid on evidenced programme achievement. Each AEB contract issued will contain a Retained Funding Fee breakdown, which will list all services provided by PeoplePlus in support of each delivery contract. Funding will be clawed back in the event that a provider over delivers on their allocated profile or where submitted paperwork is subsequently rejected by the ESFA.

For devolved Adult Education funding, the Retained Funding Fee will be on a sliding scale of between 15%-20%.

Retained Funding – What's Covered

Information will be provided to subcontractor about the amount of funding retained to cover the management and monitoring, administrative functions, quality assurance and oversight, support activities and quality monitoring-the individual elements are listed below:

- Course set up, on-boarding and on-going query support
- Compliance and system training
- Access to IT engagement and delivery systems
- Enrolment input and compliance checks of documentation
- Course file monitoring (quality)
- Monthly review of data in relation to retention, achievement, etc.
- Updates in relation to funding, provision and curriculum planning
- Observation of Teaching and Learning
- Monthly performance review meetings and quarterly strategic meetings
- Access to training, CPD and forums undertaken by PeoplePlus staff
- Information Advice and Guidance for learners from a Matrix accredited team
- Assistance with self-assessment reporting
- Health, Safety & Environment advice and support
- Mandatory Safeguarding training and support
- Learner evaluation collation and summary
- Assessments/audits
- Prevent - support and advice
- British Values – support and advice

Payment Terms

All sub-contractors will be required to agree to our supplier terms and conditions.

PeoplePlus operates a self-billing process, which involves PeoplePlus raising the sub-contractor's invoice on their behalf. PeoplePlus will not accept any invoice from the sub-contractor.

PeoplePlus will provide the sub-contractor with a self-bill analysis no later than 10 working days after the end of the prior month. Once PeoplePlus receives payment from their funder, a self-bill invoice will be issued, and payment made.

PeoplePlus estimates any payments will be made by approximately the 30th of each month for the previous month's activity. However, PeoplePlus reserves the right to pay within 30 days of invoice as per our standard terms and conditions.

Adjustments may be made to specific payments where evidence of eligibility, participation or achievement cannot be validated by PeoplePlus. Any amendments will be based on guidance provided by the current funding body rules.

At the end of contract year July 2022, sub-contractors will be paid for all activity that is submitted as per the agreed monthly cut off dates. Any late notified starts, leavers, achievers will be paid after final reconciliation has taken place in October 2022 (or at the point the ESFA notify contractors) once PeoplePlus has received payment.


Any reconciliation payments and/or recoveries would be expected to take place in November/December 2022 (or at the point PeoplePlus receive payment/recovery).

Strategy Review and Publications

This document will be reviewed annually in July of each year and will be supplied to any new sub-contractors as part of Due Diligence/contract issue. Any subsequent changes will be notified to existing sub-contractors as part of either a regular contract review or via separate correspondence. The strategy will be published on the PeoplePlus website.

Signed: 

Simon Rouse
Group Managing Director
PeoplePlus Group Limited
July 2021

Signed: 
[Lauren Abela \(Jul 1, 2021 10:52 GMT+1\)](#)

Lauren Abela
Central Services Director
PeoplePlus Group Limited
July 2021