

Employer Newsletter

First Intuition Reading and Southampton achieve Ofsted Outstanding grade

"They take employees who often don't have much confidence and get them to walk 7 feet tall"

Ofsted has awarded First Intuition Reading Limited (covering FI Reading and FI Southampton) an Outstanding grade in their latest report. The report, published on 21st September 2022, recognises FI Reading Ltd as outstanding across all areas of assessment, including the quality of education, behaviour and attitudes, personal development, and leadership and management.



As of September 2022, only 10% of apprenticeship providers had achieved this grade, but crucially for Level 7 tax and accountancy apprenticeships, First Intuition Reading Ltd is the only provider to have achieved an Outstanding rating in the Reading or Southampton area. In fact, only 4 providers have achieved this grade nationally – and we are proud to say they are all part of the First Intuition network.

We want to say a huge thank you to all those employers who played a part in answering their question. And another big thank you for your commitment to apprenticeships and the support you give your learners.

The full report is available [here](#) to read. Our blog can be found [here](#)

Recruiting an apprentice

We often get queries about recruitment and the best way to recruit a new apprentice. One tried and tested approach is the Find and Apprenticeship site <https://www.gov.uk/apply-apprenticeship>. Many schools, colleges and universities direct their learners to this site to help them identify apprenticeship opportunities with local employers.

If this is a service you would like help with, we can set this up for you, completely free, please do get in contact if this is something you would like us to put in place.



GOV.UK

Find an apprenticeship

Education and Skills Funding Agency (ESFA) rules update

Every year in August the ESFA revises their funding rules. Below is a short summary of a few of the bigger changes.

Changes to the funding available

This is more relevant for L7 apprentices studying ICAEW, ACCA and CIMA. It's not unusual that due to relevant degrees a learner may get several exemptions leading them to start higher up the qualification. In prior years we always had £21,000 available to fund the apprenticeship no matter the start point. But since August 2022 this has now changed. We are required to make a formulaic reduction to the funding band for the recognised prior learning (the exemptions). This in essence will mean there is less funding available for the apprenticeship with the government making the saving.

Off the job training

An apprenticeship requires a certain base line of learning to be captured and recorded through the apprenticeship. This baseline was previously set at 20% of their contracted hours over the apprenticeship. The calculation for the total hours of learning has now been changed to 6 hours per week over the course of the apprenticeship. (Although there is still no requirement for this to happen on a weekly basis, it just facilitates the calculation of the total over the course of the apprenticeship).



Commitment Statement rebranded

The commitment statement is to be rebranded to "Training Plan"

Evidence of learning

Evidence of learning is required at least every 4 weeks. This means we would expect a timesheet entry by the apprentice identifying some learning in each 4 week period of the apprenticeship. Should this not happen we are required to apply a break in learning (BIL).

Should you wish to discuss any of these further please do give us a call.

AAT Impact Awards – recognising inspirational people

With over 140,000 members worldwide, the AAT Impact Awards gives us the opportunity to celebrate the people making an impact on the finance industry and the unsung heroes in AAT's community.

We're looking for inspirational people from all corners of our AAT family. From students to professional members, training providers to employers, the AAT Impact Awards will recognise everyday people who do extraordinary things.

The winners will receive a unique AAT trophy and will be invited to an exclusive awards ceremony in Birmingham on 3 February 2023.

The award application deadline is **17.00 (UK time) on 9 December 2022**.

There are six awards to be won. Have a read through each one to see if you or someone you know would be the perfect fit to receive a prestigious AAT Impact Award.

AAT Excellence Award	Perfect for MAAT, FMAAT, AATQB or licensed members
AAT One To Watch Award	Perfect for AAT apprentices or students
AAT Inspiration Award	Perfect for an AAT tutor or an AAT Approved training provider.
AAT Social Impact Award	Perfect for an AAT employer or an AAT Approved training provider
AAT Triumph Award	Perfect for a current student or professional member.
AAT Global Champion Award	Perfect for an employer, professional member, or an AAT Approved training provider.

For more information and how to nominate please visit <https://www.aat.org.uk/presents/aat-impact-awards>

Upcoming Apprenticeship Webinars from the department for Education

The DfE will be launching new webinars for SMEs to support in their apprenticeship programmes with a focus on recruiting and supporting young people. These webinars will be co-presented by businesses who will share their experiences and bring invaluable advice and guidance to other employers and attendees will have the opportunity to ask questions in a live Q&A. A recording will be sent to all those who register.

The programme kicks off in November and employers can book now for the following:

Recruitment & Promoting apprenticeship vacancies

Date: 7th December 2022

Time: 11:00 – 11:40am

Do you know how to attract high-quality young people to your organisation?
Hear how other SMEs have successfully advertised and promoted their apprenticeships and connected with schools and colleges to attract young talent to their organisation.

[REGISTER HERE](#)

Onboarding & Induction

Date: 11th January 2023

Time: 11:00 – 11:40am

Do you know where to start in onboarding your apprentices and managing a successful and effective induction programme?
Hear how other SMEs have committed to giving their apprentices the best start on their programme, ensuring their business is set up to effectively support apprenticeships.

[REGISTER HERE](#)

Upcoming webinars in 2023

- Off-the-job training
- Mentoring & Support
- End-Point Assessment
- Construction sector focus

Dates and more information will be confirmed early next year.