

Request to Identify Learners Who Become Redundant

Evaluation Against Assessment Criteria

Change Requestor	LSC Apprenticeship Policy Team, DIUS.
Overview of Request for Change	To be able to capture data about and generate payments via the ILR for all employer responsive provision that will fund successful job outcomes.
Who would this change apply to	<p>To be able to track and monitor through the ILR:</p> <ol style="list-style-type: none">1. learners who leave their current training programme prior to completion through reason of redundancy<ul style="list-style-type: none">The primary purpose of this is to provide an agreed and objective measure with which to contextualise Minimum Levels of Performance (MLP). The LSC must secure capacity for good quality provision, and redundancies may unduly affect MLP and lead to discontinuation of needed provision without a quality issue in reality. The measure must also be transparent, consistent and fair, and this would be best achieved through standardised collection via the ILR.2. learners who have been made redundant but are continuing in learning<ul style="list-style-type: none">The primary purpose of this information, in conjunction with 1 above, is to enable the LSC to quantify the scale of the impact on Apprenticeships and identify the categories of learners most affected. This will enable the LSC to determine the level of resources, and how best to apply and distribute them, required to maximise the numbers who can continue through to completion despite being made redundant. It will also enable the LSC to determine the impact of intervention and modify policies appropriately to secure the best possible outcomes for learners. <p>In both cases there is a need to be able to categorise the impact by learner groups with other ILR data for example age, sector, learning aim level, location, gender, ethnicity</p>

Proposed Solution	<p>2008/09: It will not be possible to capture this information in the ILR for 2008/09 as there is no field in the current specification suitable for this purpose.</p> <p>2009/10: Request 1 would be achieved by the addition of a new code into the Reason learning ended field, field A50. The code description would be “learner has been made redundant”.</p> <p>Request 2 would be achieved by amendments to the Employment status on first day of learning field, field L37 and the Current employment status field, field L47. The existing “unemployed” code would be replaced by two new codes describing “Not employed through reason of redundancy” and “Not employed for other reasons”.</p> <p>In both fields above, the definition of redundancy used would be taken from section 139 of Employment Rights Act (1996) as follows:</p> <p>Redundancy refers to loss of employment for reasons not related to the individual concerned. This occurs where an employer</p> <ul style="list-style-type: none"> (i) ceases, or reduces, the business activity for which the individual was employed (ii) ceases, or reduces, that business activity in the location where the individual was employed
Feedback received so far from <i>Information Authority Consultation</i>	Providers generally support collecting the data although not all agree the solution is the best one.
Criteria 1: Well defined request with a robust business case	The business rationale is sound. The requirement is well defined. Some concerns that information received after consultation started is not consistent with what has been originally requested and consulted about.
Criteria 2: Supports a key sector target or goal	This request would provide some information to support a current goal but is not crucial to the undertaking of that goal.
Criteria 3: Supported by the relevant stakeholder organisations	Supported by LSC and DIUS.

Criteria 4: The ILR is the best collection method	If this data is to be collected this is a sound way to do so.
Criteria 5: Benefit of collection outweighs the burden	Providers support collection through the ILR.
Criteria 6: Costs can be accommodated	Due to the lateness of the change: there will be extra costs: i. directly for providers ii for suppliers of MIS which will be passed on to providers iii. for the data service
Criteria 7: Changes can be delivered in time	Software suppliers indicate that the late changes will delay release of software to providers. The Data Service will need to manage these late changes into its development timetable.
Criteria 8: Data is robust enough to meet business goals.	Yes. For employer responsive returns current employment status has entry of 'not known' in 0.56% of cases.
Criteria 9: Change is consistent with data standards.	This supplements the data already collected and so is a little more complex and less precise than existing arrangements which are very clear and concise.
Criteria 10: The addition, removal or amendment of a field takes into account any related existing policies	The change in data collected in the existing fields is likely to affect data and its current use in only minor ways
Secretariat recommendation to the board	<p>The secretariat seeks the board's guidance on this change which would apply only for employer responsive collections because:</p> <ul style="list-style-type: none"> • it cannot help provide support for individual learners • data to inform decisions around minimum levels of performance can be obtained in other ways which may be less costly <p>Information received from the LSC after consultation commenced suggests that the requirement may be to also collect this information for learner responsive. This information has been collected only for pilots in learner responsive and ends in 2008/09. Collecting for learner responsive would require further evaluation and consultation.</p>

