



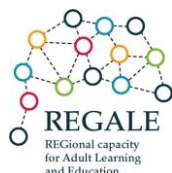
# WP5 - IMPACT ASSESSMENT REPORT

National Learning and Work Institute,  
United Kingdom



Co-funded by the  
Erasmus+ Programme  
of the European Union





## Introduction

The following Impact assessment report was developed based on Paolo Federighi's framework provided for WP5 and the pilots' organization. The main purpose of the report is for partners to describe their piloting work and to collect the feedback, provided by participants of the workshops. The partners are asked to converse about the situation of adult education in their local environment/region and collect the feedback that will, later on, be the basis of the roadmap with the policy recommendations.

The pilot activities focused on the following aspects.

1. Upscaling of the peer learning activities and capacity building for adult education institutions at the local/regional level
2. Regular meetings with local/regional adult education institutions, employment agencies and other key stakeholders
3. Setting up/strengthening a regional/local adult education institution network or a project local unit (*two clusters*)
4. Further dissemination

## Statistics

To start with the assessment, please report about the pilot activities as follows:

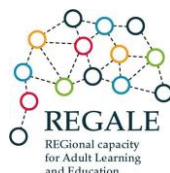
Nr of organisations involved	174
Nr of stakeholders involved	246
Nr of face-to-face activities/meetings	0
Nr of online activities/meetings	3

## Context analysis

L&W's pilot activity focused on adult essential skills, looking in particular at adult numeracy skills.

In the UK, around 9m adults have low skills in literacy and/or numeracy. In 2022, the UK Government launched Multiply, a new 3-year £560m national programme focussed on adult numeracy. Each Mayoral Combined Authority (MCA - regional government) or local authority (outside MCA areas) has received a share of this funding to commission and deliver Multiply activity. The regional and local aspects





of the programme funding and delivery mean that it is ideally aligned with RegALE objectives to build capacity in adult learning and education at the regional level.

Multiply delivery is intended to complement formal adult numeracy provision, and can include non-formal learning activities to engage adults, including delivery in the workplace, community and family learning settings and delivery of numeracy in everyday contexts, such as financial literacy.

L&W's pilot activity aimed to establish a new Multiply Effective Practice Network for key stakeholders – including policy makers at the local, regional and national levels, commissioners, adult learning providers and practitioners – to share and develop practice in relation to the delivery of the Multiply adult numeracy programme. This responds to a gap in the Government's commissioning of the programme, in that few opportunities for collaboration and exchange were envisaged or provided. Through the RegALE activity, L&W aims to create an opportunity for exchange, informed by L&W's wider research evidence on effective practice in adult basic and life skills.

In this, we also respond to key findings of the RegALE report on Adult Learning and Education Policies and Practice in Europe, which highlights the need for professional development opportunities for adult learning practitioners. This is particularly important in relation to non-formal adult numeracy learning, which is a feature of the Multiply programme. In recent years in the UK, much adult numeracy provision has been focused on formal learning and qualifications. We anticipate that the Multiply Effective Practice Network will provide an opportunity to develop practitioners' skills in the delivery of non-formal learning, and promote the benefits of non-formal approaches to a wide range of educational stakeholders.

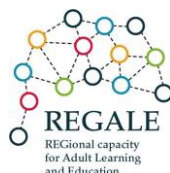
## Pilots

## Activities

The network provides a forum for all Multiply commissioners, providers and wider stakeholders with a strategic interest and expertise in adult numeracy to share experiences and learn from other areas as the Multiply programme evolves, in real time.

The MEPN aims to support Multiply commissioners and providers by:





- Providing forums to share what's working well, and local innovation
- Sharing solutions to common challenges – in commissioning and delivering
- Supporting access to evidence-based insight into what works in adult numeracy provision

In this, it builds on earlier work by L&W to support local authorities to plan Multiply delivery, which included data modelling to [map basic skills needs](#) in every local authority area of England, and sharing our evidence on '[what works' in adult basic skills provision](#).

The following activities have taken place:

1. L&W's Chief Executive Officer, Stephen Evans, convened a private online **roundtable for Mayoral Combined Authority adult skills policy leads** on 29<sup>th</sup> April 2022 to discuss their plans for Multiply commissioning and delivery, along with any challenges they were experiencing or anticipated in relation to the programme. This session helped to shape the MEPN offer prior to the development of the pilot activity.
2. **A MEPN launch event**, delivered as part of L&W's annual ESOL, maths and English conference held online on 8<sup>th</sup> November 2022. The launch event included input from local authorities and Mayoral Combined Authorities who shared their plans for the commissioning and delivery of Multiply.
3. Following the launch event, a [MEPN webpage](#) was created and disseminated to support enable stakeholders to sign up to the network. A scoping survey was then sent out to all members to collect information about their planning and delivery of Multiply to date, the challenges they faced in planning and delivering Multiply, effective or innovative approaches taken so far and suggestions for MEPN activity. The survey received 17 responses.
4. The first **MEPN webinar focusing on effective practice in recruitment and engagement of adult learners** was held on 28<sup>th</sup> February 2023. This webinar was aimed at those involved in the commissioning and delivery of the Multiply programme. The webinar aimed to:





- Build understanding of what works to support recruitment and engagement of adults into numeracy learning.
- Share learning on challenges faced and effective practice in relation recruitment and engagement of adults onto Multiply so far.

The webinar included:

- Existing research: what works to support recruitment and engagement of adult learners into numeracy and other essential skills.
- Expert input: learnings from two local areas on innovative approaches to supporting recruitment and engagement of adult learners (with Q&A).
- Interactive discussion: an opportunity to discuss and share effective practice approaches, and useful resources and materials with others involved in the delivery of Multiply.

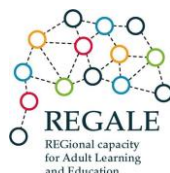
## Engagement and participation

### Participants

The participation in each activity is summarised below. Further details for the network membership and webinar are included in the annex.

- **Mayoral Combined Authority private online roundtable.** Chair: Stephen Evans, CEO, L&W. Participants included representatives of MCAs, including Greater London, West Midlands, Liverpool City Region, Greater Manchester, West of England, Tees Valley, North of Tyne and Cambridgeshire and Peterborough. The session explored opportunities and challenges in relation to Multiply, and how L&W activity could support commissioners and providers in future.
- **Launch Event.** Speakers: Alex Stevenson, Head of Essential Skills, L&W (chair); Katherine Radlett, Principal Policy Officer – Multiply, Greater London Authority; Parminder Singh Garcha – Adult Education Policy Lead, Cambridgeshire and Peterborough Combined Authority; Ian Bond, Director of Learning, Inspire Nottinghamshire (provider). The local government representatives outlined their plans, aspirations and anticipated challenges in relation to the Multiply Programme. Delegates in the session included adult education providers and practitioners.





- **MEPN Network Sign Up and survey.** 246 adult learning providers, practitioners and stakeholders signed up for network membership. Of these, 17 organisations responded to our network survey, to help shape priorities for the webinar programme.
- **MEPN Webinar on engaging adult learners.** Speakers: Hazel Klenk, Research Manager, L&W and Alex Stevenson, Head of Essential Skills, L&W. Contributors: Amanda Pavon-Lopez, Multiply Co-ordinator, Haringey Learns, London Borough of Haringey; Hannah Ball, Multiply Programme Manager, Skills & Learning Adult Community Education, Bournemouth, Christchurch, and Poole Council. 100 webinar participants, representing 75 organisations, participated in an interactive discussion to share practice around the challenges in engaging adults in numeracy learning and approaches to engaging and recruiting learners to participate.

## Stakeholders' involvement

Stakeholder involvement was generally good, indicated by the overall response to the invitations to join MEPN (see above and annex).

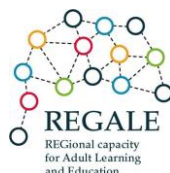
Analysis shows a good range and coverage of adult education providers involved in the Multiply programme, along with local authorities and local and national policy makers across all regions of England. There remains scope to engage further stakeholders in these areas. Capacity and availability may have affected the ability of some organisations to take part. Additionally, the speed of implementation of Multiply varies between local areas – those who have not yet started may benefit from future activity to encourage MEPN sign-up.

The main limitation is that Multiply is a UK-wide programme, but MEPN is primarily focused on England only. Future network activity will need to consider the roll-out of the Multiply programme in Scotland, Wales and Northern Ireland. This might provide a valuable opportunity for exchange between adult education providers in the four UK nations, which does not commonly take place due to the different education systems in place and devolved education and skills policy in each country.

## Lessons learnt

*In this section, we kindly ask you to provide reflections and conclusions about the pilot and its results from your perspective, as pilot organised and coordinator.*





## Challenges and obstacles

Few challenges were experienced. However, given that the Multiply programme is new, some policymakers felt unable to share their plans more widely, and initially providers were less confident to share details of their activity until its quality and impact could be demonstrated. This was mitigated by a wide range of stakeholder engagement to give a choice of potential contributors to MEPN activity.

## Enablers

Key enablers for the MEPN network include:

- **Relevance:** The Multiply programme is of considerable interest to providers and other stakeholders. This benefitted recruitment to the network.
- **Engagement of national policy makers.** Although Multiply is planned and delivered regionally and locally, it is a national policy initiative. Early engagement with the Department for Education ensured that it welcomed the MEPN activity as complementary to the policy initiative, and the DfE team often referred to MEPN in their own engagement with local and regional stakeholders in the sector as a useful resource.
- **RegALE piloting funding.** Network activities require time and capacity to design and deliver. Project funding for the RegALE piloting has enabled L&W to co-ordinate this network activity. However, beyond the lifespan of RegALE, we will need to secure alternative resources.

## Future opportunities and exploitation

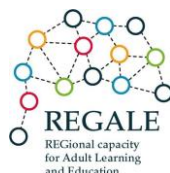
The MEPN network pilot activity had demonstrated clear demand and need for space where providers and other stakeholders can collaborate on effective practice in the delivery of the Multiply programme.

L&W will seek to build upon the pilot by securing funding, such as event sponsorship, to continue with the development and delivery of a Multiply webinar programme for the remainder of the programme (until early 2025).

## Stakeholders feedback

*In this section, we kindly ask you to provide input on participants' feedback on the activities and their results, according to the participants and stakeholders involved. Please take some time at the end of the activity and note down their thoughts.*





**Will the initiative plan to be capable to produce more dialogue and cooperation between various stakeholders at the regional and local levels?**

**Will the network development project be able to produce more dialogue and cooperation between various stakeholders?**

All of the stakeholders who provided feedback on the webinar said they found it useful or very useful. Attendees found it useful to hear from other providers about the approaches they are taking to plan and deliver Multiply. They also highly valued the opportunity to share ideas and interact with other providers. This suggests the potential for further collaboration in future via MEPN.

*“It was a good mix of research, practical examples that were very different, and an opportunity to share opinions.” (Webinar participant)*

**In your opinion, should other current problems or actions be considered priorities?**

As MEPN focuses on a defined, specific area of policy and delivery, this is unlikely to be necessary while that the Multiply programme continues. In future, it will be necessary to consider the value of a network focused on adult numeracy, once the Multiply initiative concludes.

**In your opinion, should a different model and function be considered?**

Participant feedback suggested some amendments to the MEPN webinar model, including:

- Having more space to hear from different kinds of providers
- Longer sessions, to allow more time for discussion
- Breakout sessions, to facilitate greater opportunities for interaction between participants.

**Do you forecast some kind of obstacles for future cooperation?**

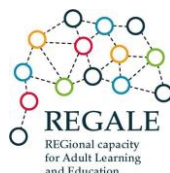
The main challenge will be securing resource to sustain the network activities, though we have had some interest from stakeholders in sponsoring future events.

## Dissemination activities

Dissemination of activities is via L&W channels, including the website, social media and our annual conference on English, maths and ESOL for adults. The MEPN network contacts gained through the pilot activity will be a valuable resource for future activity. The audience reached was in -line with expected results and we







consider the overall response to be good. As noted above, extending the reach to all parts of the UK could be a future objective for the network. Strategic conversations with L&W Wales, the Forum for Adult Learning in Northern Ireland and Education Scotland have taken place to explore how this might be achieved.

## Conclusions

The MEPN pilot activity has demonstrated a need and demand for collaboration between adult education providers, practitioners and commissioners / policy makers around the delivery of the Multiply adult numeracy programme. As the programme is commissioned and delivered locally, there is the risk of providers lacking opportunities to learn about how the programme is implemented in other areas. MEPN provides a space where this can happen.

This serves to validate the premise of the RegALE project collaboration, in that there is much that can be done at regional and local level to strengthen and build capacity for adult learning and education. The MEPN pilot demonstrates that, where there is a relevant and defined focus, engagement of a wide range of stakeholders, and resourcing to support the co-ordination of regional capacity building activity, regional networking and capacity building has a role to play in support the development of adult education provision, and the professional knowledge and skills of adult education practitioners.





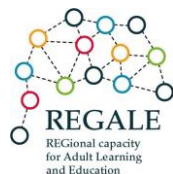
## Annex – Organisations Involved

### Multiply Effective Practice Launch – ‘Maximising Multiply’.

L&W’s annual conference on English, Maths and ESOL, held online on 8<sup>th</sup> November 2022, provided the opportunity to launch the MEPN network. Recording available to view at : <https://learningandwork.org.uk/english-maths-and-esol-conference-2022/>

The online conference attracted over 300 registrations. Due to the online format of the event, we do not have exact numbers or details of those attending the ‘Maximising Multiply’ panel discussion, as participants were free to choose which parts of the agenda to attend and move between breakout rooms, according to their interests.





## Multiply Effective Practice Network Membership (246 members, representing 174 unique organisations)

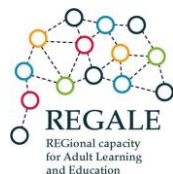
Job Role	Organisation	Local Authority / Region
Policy Officer - Employment & Skills	Sheffield City Council	Sheffield City Council / South Yorkshire Mayoral Combined Authority
Head of Employment and Skills	Sheffield City Council Community Learning and Skills - KCC	South Yorkshire Mayoral Combined Authority
Multiply Project Coordinator	East Sussex County Council	Kent County Council
Project Manager - Adult Learning	Adult Learning and Skills Hammersmith & Fulham	East Sussex County Council
Senior manager planning and funding	Gateshead Council	GLA
Head of Learning and Skills		Gateshead Council South Yorkshire Mayoral Combined Authority
Learner Innovation Manager	Sheffield City Council	Merton Council
QPPO	Merton Council	Warwickshire
Team Lead, Curriculum and Quality	Warwickshire County Council	Dorset / Bournemouth, Christchurch & Poole (BCP)
Multiply Learning Coordinator	Skills & Learning	Central Bedfordshire Council
Employment and Skills Manager (Delivery)	Central Bedfordshire Council	Bournemouth Christchurch and Poole council
Assistant curriculum Manager	Skills and learning	Liverpool City Region
Curriculum Leader	Wirral Lifelong Learning Service	Combined Authority





Curriculum Manager	Adult College Barking & Dagenham	Barking & Dagenham
Head of Curriculum and Quality	Bromley Adult Education College	London Borough of Bromley
Community Learning Service Manager	Portsmouth City Council	Portsmouth City Council
CDM English and Maths	BAEC	London Borough of Bromley
Head of Adult Skills	Southend Community College	Southend
Admin Team Lead	Adult Education in Gloucestershire Learning and Enterprise College	Gloucestershire County Council
Vice Principal	Bexley	Bexley/GLA
National Account Manager ESOL	NOCN	N/A
Strategic Partnerships Manager	Ascentis	Multiple
Curriculum Manager	Islington ACL	Islington
Curriculum Manage - English and Maths	York Learning	City of York Council
Multiply Project Coordinator	Islington Adult Community Learning	Islington Council
Head of English and Maths	Acorn Training	Stoke on Trent and Staffordshire
Learning and Skills Officer - English and Education	East Riding of Yorkshire Council	East Riding of Yorkshire Council
Project Manager	BCHA	BCP/Dorset
Teacher	Step2Skills	Herts
Multiply maths Lead and math Tutor	East riding yorkshire council - Adult Learn	East riding yorkshire council
Senior Manager	Zest	South Yorkshire Mayoral Combined Authority
Head of Adult Learning and Skills	Staffordshire County Council	Staffordshire County Council
Co-ordinator - LLS Operations and Development	Ceredigion County Council	Ceredigion County Council





Business Development and Project Manager  
 Senior Curriculum Manager - Multiply  
 Interim Asst Director CCCT  
 Project Manager - Multiply  
 Projects Coordinator  
 Integration and Partnerships Officer  
 Head of Maths  
 Employability and Special Projects  
 Programme Manager Skills for Life  
 Multiply Manager  
 Multiply Development Manager  
 Lecturer L2  
 Business Development Manager  
 Learning Advisor  
 Head of School - Skills, Employability and Wellbeing  
 Multiply Manager  
 Commercial Manager

Functional Skills Coordinator  
 Funding Co-ordinator  
 learning & development consultant  
 Commissioning and Contracts Manager Adult Community Education (ACE)

Redbridge Institute of Adult Education  
 Step2Skills  
 Capital City College Group  
 North Lincs Council  
 Inspire Learning  
 Migration Yorkshire  
 Education and Training Foundation  
 HCUC  
 HFALS  
 Somerset Skills and Learning CIC  
 Hampshire County Council  
 Coventry Adult Education Service  
 Maximus  
 Panda Education and Training Ltd

City Lit  
 Somerset Learning and Skills CIC  
 ACL Essex  
 St Helens Adult and Community Learning  
 Plymouth City Council  
 Helen Simpson UK

West Sussex County Council

Redbridge  
 Hertfordshire County Council  
 GLA  
 North Lincolnshire Council  
 Notts  
 Leeds  
 N/A  
 GLA  
 Hammersmith & Fulham  
 Somerset  
 Hampshire County Council  
 WMCA  
 GLA, GMCA, WYCA, WMCA  
 Caerphilly, South Wales

GLA  
 Somerset  
 Essex  
 St Helens Council Liverpool City Region  
 plymouth city council  
 Liverpool City Region

West Sussex County Council





Contract Officer	West Sussex County Council	WSSC
Curriculum Innovation and Partnerships Lead	Lambeth Adult Learning	Lambeth
Adult and Community Learning Manager	Telford and Wrekin Council	Telford and Wrekin Council
Project Manager - Lead for Multiply	West Sussex County Council	West Sussex County Council
Direct Delivery Team Leader	Telford & Wrekin Council	Telford & Wrekin
Quality and Learner Experience Manager	Halton Borough Council	Halton Borough Council
Skills for Life Programme Manager	Idea Store Learning, Tower Hamlets Council	Tower Hamlets/GLA
Data Manager	Telford and Wrekin Council	Telford and Wrekin
Programme Manager	Hampshire County Council	HCC
Curriculum Manager	Islington ACL	Islington
Operations Manager Learn Devon	Devon County Council	Devon County Council
Head of Service	Leicester City Council	Leicester City Council
Head of Service	Step2Skills	Herts County Council
Direct Delivery Team Leader	Learn Telford Telford and Wrekin ACL	Telford and Wrekin Council
Multiply Coordinator	Haringey Learns	London Borough of Haringey
ESOL Team Lead	Brooklands College	Elmbridge
Interim Head of English, Maths, Digital Skills and Inclusion	Westminster Adult Education Service	City of Westminster, GLA
Multiply Project manager	New Directions College	Reading Borough Council
Strategic Partnership Manager and Skills Lead	Kirklees Council	West Yorkshire Combined Authority
Development Coordinator	Southampton City Council	Southampton City Council





Deputy Principal  
 Head of Curriculum - English, maths, ESOL,  
 Digital/ICT and Languages

Service Manager  
 Interim Community Learning and Skills  
 Manager  
 Senior Manager for Engagement, Partnership &  
 Development  
 Programme Manager SfL and Family Learning  
 Employment and Skills Manager (delivery)  
 Head of Quality

Senior manager planning & funding  
 Multiply Project Director

Head of Service - Adult Learning

Interim Co-Principal - Curriculum  
 Head of Learning, Leisure and Customer  
 Services  
 MIS & Performance Manager  
 Learning Director  
 Adult and Community Manager

New Directions College - Reading  
 Borough Council

Nelson and Colne College Group  
 Barnsley Council: Adult Skills and  
 Community Learning  
 Community Learning and Skills  
 Service

Hammersmith and Fulham Adult  
 Learning and Skills Service  
 HFALS  
 Central Bedfordshire Council  
 Lambeth Adult Learning Service  
 Adult Learning & Skills Service  
 (ALSS)  
 Kent County Council

Calderdale Adult Learning  
 The Adult College of Barking &  
 Dagenham

Council of the Isles of Scilly  
 New Directions College  
 Inspire Learning  
 Lancaster and Morecambe College

Reading Borough Council

Lancashire County Council

South Yorkshire MCA

Slough Borough Council

Hammersmith and Fulham  
 hammersmith & fulham  
 Central Bedfordshire Council  
 Lambeth

Hammersmith & Fulham  
 Kent County Council  
 Calderdale MBC/West Yorkshire  
 Combined Authorities  
 London Borough of Barking and  
 Dagenham

Council of the Isles of Scilly  
 Reading Borough Council  
 Nottinghamshire  
 Lancashire County Council





Development Co-ordinator  
 Programme Manager Maths & Multiply  
 Curriculum Lead  
 Senior Manager, Adult Learning  
 MIS Manager  
 Multiply Manager  
 National Relationship Manager - Lead on Multiply  
 Senior Category Manager - Pre-employment  
 Curriculum Manager Maths and English  
 Curriculum Manager  
 Tutor  
 Lead teacher

Course Leader  
 Project Lead

Contract Manager

Area and Curriculum Manager  
 Tutor  
 Principal Policy Officer  
 Principal Project Officer

Southampton City Council  
 Thurrock Adult Community College  
 Hackney council  
 Cumbria County Council  
 Adult Learning  
 Truro-Penwith College

National Numeracy  
 City & Guilds  
 York Learning  
 On Course South West

WAES  
 Westminster Adult Education Service (WAES)  
 Hull Training and Adult Education

Humber Learning Consortium  
 Cumbria County Council Adult Learning  
 On Course South West  
 GLA  
 The Greater London Authority

Southampton City Council  
 Thurrock  
 Hackney council  
 Cumbria County Council  
 Cumbria County Council  
 Cornwall Council

N/A

City of York Council  
 Plymouth City Council

Westminster

Westminster (London)  
 Hull City Council  
 Hull City Council, East Riding of Yorkshire Council, North  
 Lincolnshire Council, North East  
 Lincolnshire Council

Cumbria County Council  
 Plymouth City Council  
 Greater London Authority  
 The Greater London Authority







Adult Learning Manager  
Project lead  
Senior Development Manager – Education,  
Skills and Employability

Head of Insight and Intelligence  
Project Manager  
Network Manager/Multiply Delivery Officer  
New Leaf Trainer  
Head of Multiply  
Employment and Training Development  
Manager

Head of Multiply

Senior Pathway Leader  
Curriculum Manager - Multiply  
Curriculum Lead

curriculum manager  
Partnerships and Projects Manager

Maths Subject Lead  
Project Manager

Southampton City Council  
cumbria county council

SYMCA

WMCA  
Hull Training and Adult Education  
Skills for Life Network/NYCC  
Dial West Cheshire  
Capital City College Training Group

Clarion Futures

Capital City College Training Group

Liverpool Adult Learning Service  
Capital City College Group  
Hackney Council  
Norfolk County Council Adult  
Learning  
Hyde Housing

Barnsley MBC  
NTCA

Southampton City Council  
cumbria

SYMCA  
West Midlands Combined  
Authority  
Hull City Council  
York and North Yorkshire  
Cheshire West and Chester  
Westminster

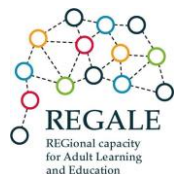
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Barnet  
Liverpool City Region  
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GLA  
HACKNEY Council

Norfolk County Council

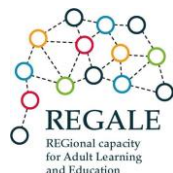
Barnsley MBC / South Yorkshire  
Mayoral Combined Authority  
North of Tyne CA





Projects and Contracts Manager	Barnsley Metropolitan Borough Council	Barnsley Metropolitan Borough Council
Curriculum Lead	Northumberland Skills	Northumberland County Council
Employability and Inclusion Manager	Northumberland County Council	North of Tyne
Operations Manager	Society Matters	NTCA
Adult Learning Support Worker	The Learning Link	Orkney Island Council
Executive Director	Society Matters cic	North of Tyne Combined Authority
Programme Manager	Calderdale Adult Learning	Calderdale Council
Director of Community Learning	Morley College London	GLA
Director of Learning	Nottinghamshire County Council - Inspire Learning	Nottinghamshire County Council
Head of Adult Learning, Skills and Employment	London Borough of Lambeth - Adult Learning Service	London Borough of Lambeth
Business Support	Kirklees Success Centre	Kirklees
Principal	Thurrock ACC	Thurrock
Multiply Project Coordinator	Lancashire Adult Learning	Lancashire County Council
curriculum lead Multiply	Central Bedfordshire Council	Central Bedfordshire Council
Programme Officer	West Sussex County Council	West Sussex County Council
Principal of Adult Learning	Buckinghamshire Council	Buckinghamshire Council
Employment and Skills Programme Manager	Solihull MBC	WMCA
curriculum lead Multiply	central bedfordshire council	central bedfordshire county council
External Funding and Projects Manager	Norfolk County Council	Norfolk County Council





Principal Officer for Learning and Skills learning coordinator	Lincolnshire County Council Adult education	Lincolnshire County Council Gloucester County Council
Lead Coordinator Multiply	Adult Education	Gloucestershire County Council
Area delivery lead	DfE	N/A
Senior Programme Manager	Nottingham College	Nottingham City Council
Bids, Projects & Planning Co-Ordinator	Nottingham College	Nottingham City Council
Policy Adviser	DfE	N/A
Principal Research Officer	Department for Education	None
Strategic Business Partner ESF Projects Manager	Nottingham College	Nottingham/Nottinghamshire County Council
Account Manager	Futures	
Skills Tutor	Futures for Business	Nottingham City Council
Policy Lead	Department for Education	Civil Service
		West Midlands Combined Authority
Programme Manager for Maths & Science	Birmingham Adult education Service	The Royal Borough of Kensington and Chelsea
Quality Manager	RBKC Adult Learning	
	Pembrokeshire County Council (Futureworks)	Pembrokeshire County Council
Business Development Manager	Nottingham College	
Strategic Business Partner	London Borough of Tower Hamlets	GLA
Skills for Life Programme Manager	Community First	Hampshire County Council
Multiply Programme Manager		West Midlands Combined Authority
Project Manager – Student Experience	Coventry University	Authority
Education Consultant	Self Employed	n/a





Consultant  
Marketing Exec

Adult Education Budget Manager  
Multiply Engagement Officer

MIS, Data and Funding Manager  
National Director  
Learning and Skills Officer Maths and  
Accredited  
Multiply Team Leader

Family Learning Tutor  
Community Engagement Manager Multiply  
Project Manager - Multiply  
Community Development Engagement  
Advisor  
Community Development Manager  
Marketing lead  
Multiply local allocations - Delivery lead  
Business Growth Manager  
Adult Education Manager  
Curriculum Co-ordinator (Multiply)  
Training & Learning Lead - Real Immersive  
LAB Engagement officer

Lancashire Careers Company  
ANTA Education

City College Peterborough  
Central Bedfordshire Council

Calderdale Adult Learning  
Campaign for Learning

Local Authority (ERYC)  
Futures  
Warwickshire Adult and Community  
Learning  
Futures  
Worcestershire County Council

Direct Help and Advice  
Direct Help & Advice (DHA)  
Second Chance Learning Academy  
Department for Education  
Manchester Athena  
Leicester Adult Education  
Leicester Adult Education  
Real Ideas  
Proper Job Theatre company

Lancashire  
Telford and Wrekin  
Cambridgeshire and  
Peterborough  
Central Bedfordshire  
Calderdale MBC/ West  
Yorkshire Combined Authority  
National

East Riding of Yorkshire Council  
Nottingham City

Warks  
Nottingham City Council  
Worcestershire County Council

Nottingham City Council

Greater Manchester  
Leicester  
Leicester City Council  
Plymouth  
Kirklees & Calderdale





Programme Manager for Maths & Science  
Projects, Bids and Planning Coordinator

Business Development and Project Manager  
Head of English and Maths  
Manager of Special Projects  
Kirklees Success Centre Team Leader  
Skills Officer  
Project Manager, Multiply  
Principal Project Officer  
Curriculum Manager English, Maths and  
Outreach

Community Learning Co-Ordinator  
Head of Centre  
Multiply Project Coordinator  
Senior Programme Manager  
Multiply Curriculum Lead  
External Funding and Project Manager -  
Multiply

Senior Manager  
Quality and Performance Manager  
Head of Learning, Leisure and Customer  
Services

Birmingham Adult Education Service  
Nottingham College  
Redbridge Institute of Adult  
Education  
Acorn Training  
HRUC  
Kirklees Metropolitan Council  
Bedford Borough Council  
Worcestershire County Council  
GLA

London Borough of Tower Hamlets  
Dysgu Bro Ceredigion County  
Council  
Community Learning  
Lancashire Adult Learning  
Nottingham College  
ACL Essex

Norfolk County Council

Zest  
Staffordshire County Council

Council of the Isles of Scilly

WMCA  
Nottingham City Council

Redbridge  
Staffordshire County Council  
Hillingdon/GLA  
Kirklees Council / WYCA  
Bedford Borough Council  
Worcestershire County Council  
GLA

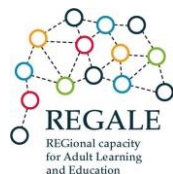
Tower Hamlets ACL

Ceredigion County Council  
Calderdale Council  
LCC  
Nottingham  
Essex

Norfolk County Council  
South Yorkshire Mayoral  
Combined Authority  
Staffordshire County Council

Council of the Isles of Scilly





Programme Officer	West Sussex County Council	West Sussex County Council
Multiply Operations and Partnership Manager	Sheffield City Council	SYMCA - South Yorkshire
Project Coordinator Multiply	Community Learning and Skilld	Mayoral Combined Authority
Mathematics Subject Lead	Barnsley MBC	KCC
Project Manager - Multiply	Blackpool Learning Rooms	South Yorkshire MCO
Adult Community Learning Manager	Swindon Borough Council	Blackpool Council
Curriculum Team Manager	Luton Adult Learning	Swindon
Senior Project Manager - Multiply	Step2Skills	Luton council
Community Provisions Development Manager	Wirral Borough Council	Hertfordshire County Council
Business support Team Leader	Learn Devon	Wirral - part of Liverpool City
Curriculum Manager	York Learning	Region Combined Authority
Maths Tutor	Redbridge Institute of Adult	Devon County Council
Curriculum Manager	Education	City of York Council
Multiply Project Lead	Adult Learning Norfolk	Redbridge
Senior Communications Officer - Multiply	Cumbria County Council	Norfolk County Council
Multiply Project Coordinator	Greater London Authority	Cumbria
Employment and Skills Manager	Hampshire County Council	Greater London Authority
Service Manager	Nottinghamshire County Council	Hampshire County Council
Work & Enterprise Manager	Isle of Wight Council Adult	Nottinghamshire County
Curriculum Leader	Community Learning	Council
	Weaver Vale Housing Trust	Isle of Wight Council
	Newcastle College	Cheshire West and Chester
		North of Tyne





Employment Support Advisor  
 Funding Officer  
 Quality Improvement Manager  
 Supply Chain Manager

Community Investment Officer  
 Employer Liaison Officer  
 Multiply Relationship Manager

Employer Liaison Officer  
 Multiply Relationship Manager  
 Skills Manager  
 Multiply lead  
 Programme Area Lead  
 Programme Leader  
 Community Learning Marketing Lead  
 Skills Manager  
 Employability Development manager  
 Multiply Learning Coordinator  
 Multiply Programme Manager  
 NTCA Programme Director  
 Adult Education Manager  
 Community Development Officer  
 Consultant

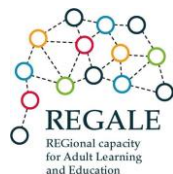
First Choice Homes  
 MSV  
 Swindon Borough Council  
 NCG: Newcastle College

Great Places Housing  
 Step2Skills, Herts County Council  
 Step2Skills - Herts County Council  
 Hertfordshire County Council

Step2Skills: Multiply  
 Hertfordshire County Council  
 Bucks Adult Learning  
 Stoke on Trent college  
 Riverside college  
 Luton Adult Learning  
 Bolton College  
 Dudley MBC ACL  
 Fife Voluntary Action  
 Adult Education in Gloucestershire.  
 Rotherham Borough Council  
 Society Matters CIC  
 Wokingham Borough Council  
 Community Action Northumberland  
 Saoi Ltd

Oldham Metropolitan Borough  
 Council  
 GMCA  
 Swindon Borough Council  
 North of Tyne  
 Oldham Metropolitan Borough  
 Council  
 Hertfordshire County Council  
 Hertfordshire County Council  
 Hertfordshire County Council  
 Hertfordshire County Council  
 Hertfordshire County Council  
 Hertfordshire County Council  
 Bucks Council  
 Stoke city council  
 Liverpool City Region  
 Luton Council  
 Bolton Council  
 Dudley /WMCA  
 Fife  
 Gloucestershire County Council  
 Rotherham/ SYMCA  
 NTCA  
 Wokingham Borough Council  
 North of Tyne





## MEPN Webinar Attendees – 28th February 2023

Over 100 attendees participated in the session, representing 75 providers and stakeholders listed below (some organisations sent more than one delegate). Recording available on request.

**Barriers to recruitment and engagement**

**Attitudinal barriers** - lack of confidence, stigma attached to low essential skills and a lack of awareness of the benefits of improving them

**System-wide barriers** - poor transport or childcare provision, a lack of flexibility within the funding system to respond to learners' wider needs and interests, and a lack of coordinated messaging around essential skills

**Personal practical barriers** - time and cost, lack of digital devices, childcare, other caring responsibilities, irregular shift patterns

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REGALE REGIONal capacity for Adult Learning and Education

Zoom participant list: Alex Stevenson, L..., Alison miller, BajjitMann, emmettv, John Healey

### Organisation

Greater London Authority

Haringey Learns

Central Bedfordshire County Council

Slough, Windsor and Maidenhead

Skills for Life Network

### Stakeholder Type

Policy

Adult Education Provider

Local Authority

Local Authority

Other stakeholder

### Region

London

London

South East

South East

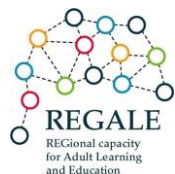
National

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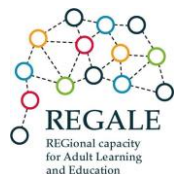
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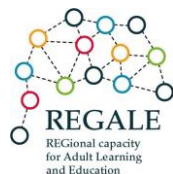
Lancaster and Morecambe College	Further Education college	North West
North Lincs Council	Local Authority	East of England
West Sussex County Council	Local Authority	South West
Second Chance Learning Academy	Other stakeholder	Not known
Adult Learning and Skills		
Hammersmith& Fulham	Adult Education Provider	London
Leicester Adult Education	Adult Education Provider	East Midlands
Harrow, Richmond and Uxbridge		
Colleges	Further Education college	London
Ceredigion	Other stakeholder	Wales
Course South West Plymouth	Other stakeholder	South West
Capital City College Training	Further Education college	London
Nottingham College	Further Education college	East Midlands
Migration Yorkshire	Other stakeholder	Yorkshire and The Humber
Thurrock Adult Community College	Adult Education Provider	East of England
Wirral Borough Council	Local Authority	North West
Worcestershire County Council	Local Authority	South West
Morley College London	Adult Education Provider	London
Barnsley Metropolitan Borough Council	Local Authority	Yorkshire and The Humber
The Focus Training Group	Adult Education Provider	Not known
York Learning	Adult Education Provider	Yorkshire and The Humber
Kirklees Council	Local Authority	Yorkshire and The Humber
St Helens Adult Community Learning	Adult Education Provider	North West
Nottinghamshire County Council	Local Authority	East Midlands
Telford & Wrekin Council	Local Authority	West Midlands





Buckinghamshire Council	Local Authority	South East
Merton Adult Learning	Adult Education Provider	London
Lincolnshire County Council	Local Authority	East of England
Lambeth Adult Learning	Adult Education Provider	London
Council of the Isles of Scilly	Local Authority	South West
Clarion Futures (Clarion Housing Group)	Other stakeholder	National
Acorn Training	Adult Education provider	Not known
Calderdale Adult Learning	Adult Education provider	Yorkshire and The Humber
Islington ACL	Adult Education provider	London
West Sussex County Council	Local Authority	South East
Norfolk	Local Authority	East of England
Bournemouth, Christchurch & Poole and Dorset	Local Authority	South West
ACL Essex	Adult Education provider	East of England
Futures for Business	Other stakeholder	Not known
Department for Education	National Policy	National
Kantar Public	Other stakeholder	National
Zest Community in Sheffield	Other stakeholder	Yorkshire and The Humber
LAB Project/Works Better, Huddersfield	Other stakeholder	Yorkshire and The Humber
Westminster Kingsway College	Further Education college	London
Sheffield City Council	Local Authority	Yorkshire and The Humber
Barnsley Metropolitan Borough Council	Local Authority	Yorkshire and The Humber
Bedford Borough Council	Local Authority	South East
Gateshead Council Learning and Skills	Adult Education provider	North East
Redbridge Institute of Adult Education.	Adult Education provider	London





Solihull MBC	Local Authority	West Midlands
Devon County Council	Local Authority	South West
Kent County Council	Local Authority	South East
Kirklees Success centre	Other stakeholder	Yorkshire and The Humber
Lancashire Adult Learning	Adult Education provider	North West
The Adult College of Barking and Dagenham	Adult Education provider	London
English, Maths and Outreach Provision	Other stakeholder	Not known
Plymouth City Council	Local Authority	South West
Southampton City Council	Local Authority	South East
Humber Learning Consortium	Adult Education provider	North East
The Learning and Enterprise College Bexley	Adult Education provider	London
Direct Help & Advice	Other stakeholder	Not known
Northumberland County Council	Local Authority	North East
East Sussex County Council	Local Authority	South East
Warwickshire County Council ACL.	Adult Education provider	West Midlands
Sheffield City Council	Local Authority	Yorkshire and The Humber
Islington ACL	Adult Education provider	London
City Lit	Adult Education provider	London
Brooklands College	Adult Education provider	South East
Proper Job Theatre Company	Other stakeholder	Not known
Somerset Skills and Learning	Adult Education provider	South West
Cumbria County Council	Local Authority	North West
Birmingham Adult Education Service	Adult Education provider	West Midlands





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