

# Expression of interest

# Title: Further Education Providers Workforce Survey

**Project reference:** DFERPPU/2018076

**Deadline for expressions of interest:** 17.00 on Friday 18th January 2019

## Summary

Expressions of interest are sought to design, test, and deliver a nationally representative survey of teaching staff and leaders in all ESFA funded Further Education (FE) providers, excluding colleges. The mainstage survey should take place in 2019 with results available by December 2019.

## Background

Further Education (FE) is exceptionally important in developing a skilled workforce to meet the country’s skills needs, provide opportunities for social mobility and deliver the government’s technical education reforms (e.g. T Levels). FE is delivered by a wide variety of providers including sixth form colleges (SFC), independent training providers (ITP) including adult community learning (ACLs), local authorities (LA), and colleges. With the upcoming introduction of T Levels, it is even more important to understand the composition and characteristics of the Further Education workforce, and the challenges staff and providers face.

Following the successful College Staff Survey[[1]](#footnote-1) (CSS) we would like to extend the survey programme to cover other providers of FE (i.e. SFCs, ITPs, LAs and ACLs).

These providers make up a considerable proportion of ESFA funded providers. More than 1,000 ITPs, SFCs and LAs receive ESFA funding, but are under-represented in the Staff Individualised Record (SIR) managed by the Education and Training Foundation (ETF). Whilst the SIR is the best available source of workforce data available to the sector, less than 10% of ITPs responded, along with 11% of Sixth Form Colleges. Similarly, the department’s Call for Evidence[[2]](#footnote-2) attracted relatively few responses from these parts of the sector. As a result we know relatively little about their workforces and the challenges they face. Their representative bodies are important here but many do not have the resources to provide representative, robust data on their members. However, these bodies[[3]](#footnote-3) are keen to work with DfE to help engage their members in this survey and ensure a better understanding of their members’ workforces.

We know from the recent Call for Evidence and our work with sector bodies that the workforce in these providers is diverse and there is a need to collect and use workforce data to help with sector workforce planning.

## Survey aims

We are proposing conducting a survey of FE providers that will complement the CSS, to inform the following areas:

* The background, skills and experiences of teachers and leaders in FE colleges, including their training and qualifications, as well as any prior and current employment outside of the FE sector.
* Working patterns of teachers and leaders in FE colleges.
* Pressures and challenges that the teachers and leaders may face which affect their abilities to teach/lead.

The research questions below are indicative of the types of question we expect to be able to answer from the data provided:

* What does the FE teaching workforce look like in providers other than colleges? How does it differ across providers, regions, courses taught etc?
* What does the leadership population look like in providers other than colleges? How does it differ across provider type, regions, etc?
* How do teaching staff and leaders move into/around/out of the sector? Why?
* Which teaching staff and leaders move in/out/around the sector? Why?
* What are the pedagogical and industry-related skills, experience and qualifications of the teaching staff and leaders? What are the gaps?
* What are the strengths and weaknesses of the workforce and its leadership?

## Methodology

The Department wishes to conduct a survey of the providers listed above with a possible follow up survey on churn within the sector. We expect the survey to adopt a similar approach to that used for the CSS but with possible adaptions to reflect the nature of the providers in scope. The successful contractor will work with the Department’s Steering Group and external Advisory Board to design and test the measures, run the survey and produce findings reports for publication.

Potential contractors are asked to consider and propose methodologies they believe would be suitable for this project that would yield high response rates and deliver robust data within the timescales and budget.

Following publication of a DfE findings report (produced by the successful contractor), the anonymised dataset will be made publicly available. This is an important consideration for the department.

All approximately 1000 FE providers (787 ITPs, 91 SFCs and 141 LAs) are in scope. Within these providers the focus is teaching staff, leadership staff and governors. Definitions of these will be agreed with the external Advisory Board.

## Timing

* Deadline for EOIs – 18th January 2019
* Invitations to Tender issued – 23rd January 2019
* Deadline for ITT submission – 15th February 2019
* Potential clarification interviews (to be held in Sheffield) – 20th February 2019
* Inception meeting (to be held in Sheffield) – 6th March 2019
* Survey testing and pilot – March – June 2019
* Break clause reviewed – June 2019
* Survey fieldwork – July – November 2019
* Mainstage survey report – December 2019
* Break clause reviewed – December 2019
* Churn survey report – June 2020

## Assessment criteria

Expressions of interest will be assessed against the following criteria:

* Understanding of the Department’s requirements and the overarching policy context within which this work is being taken forward
* Experience and technical ability of developing high quality survey designs and measures that are replicable and may be used for time series analysis
* A record of success in delivering high response rates with challenging samples
* Experience and ability to manage and deliver projects on time and within budget that involve a wide range of stakeholders

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| Scoring: |
| 1.    No evidence/very poor |
| 2.    Poor evidence |
| 3.    Some evidence |
| 4.    Good evidence |
| 5.    Excellent evidence |

**Each one of these criteria has equal weighting.**

Expressions of interests submitted must be no more than 1000 words – anything longer will be disregarded.

| **Closing date for EOIs: 17.00 on Friday 18th January 2019****Send your EOI form to: rosie.judge@education.gov.uk** |
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## How to submit an expressions of interest

You must submit an expression of interest (EOI) in order to be considered to be invited to tender. To do so, please complete the NEW EOI Form which can be found under attachments. A submission of an EOI does not guarantee an invitation to tender and the Department does not routinely advise organisations that they have not been successful in being invited to tender. Feedback is however available on request.

All contracts are let on the basis of the [Department’s Terms and Conditions](https://www.gov.uk/government/publications/eoi-guide). You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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1. <https://www.gov.uk/government/publications/college-staff-survey-2018> [↑](#footnote-ref-1)
2. <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/714385/Further_Education_Workforce_Data_Call_for_evidence.pdf> [↑](#footnote-ref-2)
3. Sixth form College Association (SFCA), Association of Employment and Learning Providers (AELP) and HOLEX [↑](#footnote-ref-3)