



Gangmasters &
Labour Abuse Authority

Preventing labour exploitation: an education and business partnership

Working in partnership to protect vulnerable and exploited workers



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Labour Abuse Authority

Welcome and introduction

Margaret Beels, GLAA Chair

How to take part in the webinar

- If you're watching on a PC, laptop or Mac you'll have a control panel like this one.



Questions

- We will try to answer as many of your questions as possible throughout the session. To allow us to do this, we would ask as a courtesy that you ask your question just once.



Agenda

- Welcome and introduction – Margaret Beels, Chair GLAA
- Qualification – Scott Forbes, Kaye Jackson, Skills Education Group and Frank Hanson, GLAA
- Pilot participant – Kaley Boothby, Boston College
- Pilot participant 2 – Jenny Holloway, Fashion-Enter Ltd / Fashion Capital
- Pilot participant 3 – Sue Bruce, Concept Recruitment
- Next steps – Frank Hanson and Scott Forbes
- Q&A – Margaret Beels





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Frank Hanson

GLAA Head of Prevention and Partnerships



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Home Office funding award

GLAA awarded £25k to accelerate the work

Pilot qualification in a diverse range of settings

Rights Lab undertaking evaluation

Report to be brought to the GLAA Board and disseminated to stakeholders



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Skills Education Group

Scott Forbes,

Director of Member Services

Kaye Jackson,

Head of Relationship Management



Level 1 Award in Workers' Rights and Labour Exploitation

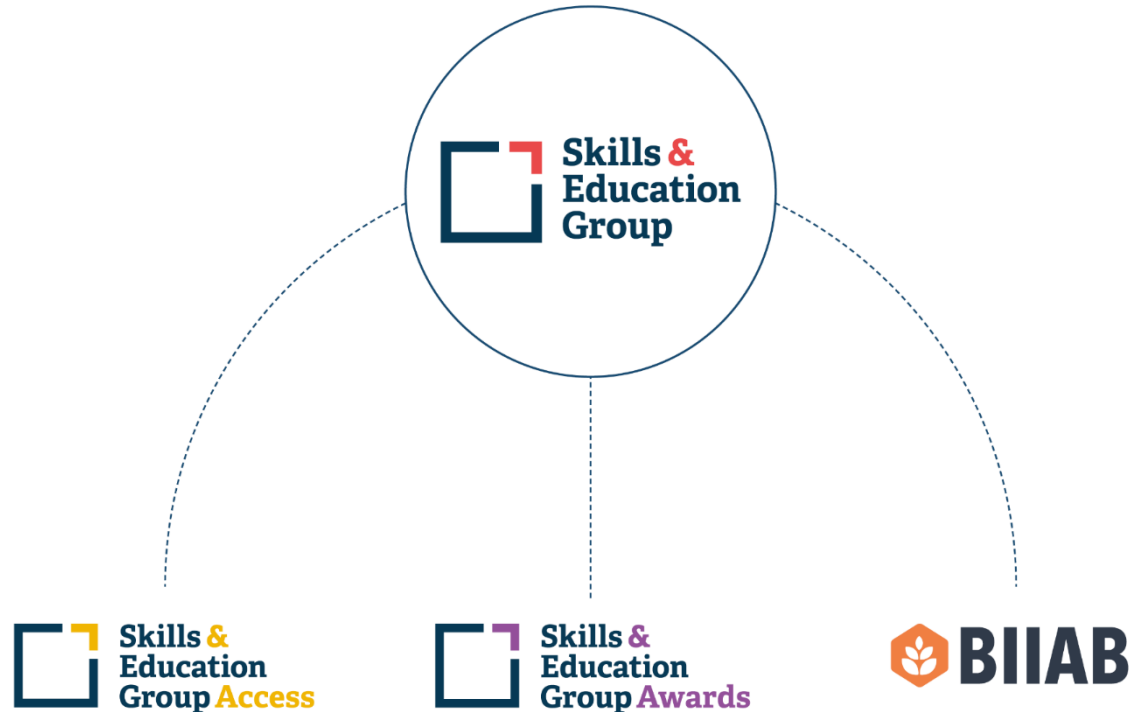
Scott Forbes - Director of Member Services and Communications

Kaye Jackson – Head of Relationship Management

skillsandeducationgroup.co.uk • @SkillsEduGroup • #GrowYourPotential

Who are we?

The Skills and Education Group unites education and skills-orientated organisations, which share similar values and objectives. With more than 100 years of collective experience, the Group's strategic partnerships create opportunities to inform, influence and represent the wider education and skills sector.



Level 1 Award in Workers' Rights and Labour Exploitation

- The qualification aims to raise awareness of employment rights and labour exploitation and can be delivered across different educational settings and used by employers.
- The minimum required Guided Learning Hours is 10, the Total Qualification Time is 11 and learners must achieve all five Learning Outcomes and Assessment Criteria
- The qualification is regulated by Ofqual and is currently undergoing recognition in Wales and Northern Ireland
- The qualification attracts funding via the Education and Skills Funding Agency for 16+ (for those with a contract).



What are the Learning Outcomes and Assessment Criteria?

1. Understand the process of searching for a job

Requires learners to demonstrate an understanding of different types of media to find jobs, how to identify genuine and bogus job ads.

2. Understand the key differences between common types of employment

Learners are required to demonstrate an understanding of employment statuses, how to identify their employment status, the key characteristics of the various statuses, and the possible advantages and disadvantages.

3. Understand basic employment rights

Learners are required to show an understanding of basic employment rights, how employment rights may differ, where to find information on pay entitlement and how to read a pay slip.

What are the Learning Outcomes and Assessment Criteria?

4. Understand how to recognise the signs of labour exploitation

Learners need to demonstrate an understanding of the term 'exploitation', list different types of exploitation and state how certain sectors in society may be more vulnerable to labour exploitation.

5. Know how to prevent labour exploitation

Learners will be able to state where to find information on labour exploitation and who to contact if they suspect they, or someone they know, are being exploited.



How can the qualification be delivered?

1. The qualification is available for delivery via an Online Learning Platform – the online platform has assessment-related activities built into the course, and it enables moderation and tracking of individual progress.
2. The qualification comes with a handbook that can be used to overcome digital barriers or where online learning could be a challenge due to settings such as prisons.
3. Centre Devised Assessment – essentially classroom-based learning, whereby the organisation sets the assessment and delivery of the qualification using the learning outcomes and assessment criteria.



Who's involved in the pilot?

The qualification is being piloted with a mixture of educational establishments, colleges, training providers, charity and YOIs. The pilot is expected to complete at the end of June.

Feedback to date has been positive:

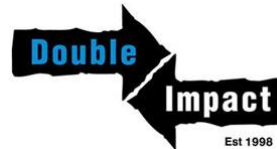
"I like the fact that when I answer the question I get instant feedback. I also like how it shows my progress. I find both of these things motivating."

"This course is fantastic! I learnt a lot. It opened my eyes to what is happening in the world. I have also learned to make sure I get the correct pay and how to look out for people who might be exploited."

"This is very informative for all age groups. People will learn things they never knew about and that they could have been exploited and treated unfairly. This means that you can help yourself and others and potentially change your life and others' lives."

What next?

- Planned roll-out of the qualification nationally from September 2021
- We would like to see it become a mandatory part of learning for young people, particularly apprentices
- We would like to see employers in key sectors, offer the qualification to their employees and clients
- We would like at least 3,000 people, if not more, to complete the qualification in 2021/22. This is just the start!



Opportunities for stakeholders

- To update staff knowledge around the risks relating to labour exploitation and steps to take.
- Possibly educating clients on what to look out for when entering the workforce and to understand fair treatment.
- To use the learning to map into plans around work with vulnerable groups e.g. National Vulnerability Action Plans and working with particular high-risk sectors, such as hospitality/fashion & textiles.
- Spot the signs of exploitation in vulnerable groups.



How can I become an approved centre?

Complete an application form for centre recognition and qualification approval.

Prepare policies for review.

Approval visit/meeting

Checking experience of the delivery team, policies e.g. assessment, EDI, H&S, looking at premises, quality processes, appeals process etc.

Approval or recommendations

Register learners

Moderation

Certification

What if I don't want to deliver in house?

relationshipmanagers@skillsedugroup.co.uk

Our Relationship Management Team can signpost you to an approved qualification provider in your area.

Your relationship would be directly with them.

Skills and Education Group would moderate their provision and certificate your learners via the qualification provider.

Get in touch to find out more.



**Thanks for listening.
Any questions?**



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Pilot participant Student perspective

Kaley Boothby, Boston College
Teaching and Learning Coach



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Pilot participant Employer perspective

Jenny Holloway, CEO

Fashion-Enter Ltd / Fashion Capital

Workers' Rights and Labour Exploitation

The Fashion Technology Academy
Fashion-Enter Ltd





Who are we?

Fashion-Enter Ltd, an award winning social enterprise has two aims; to provide outstanding British made quality garment production and to be a centre of excellence for training and development



The Factory

FEL produces up to 40,000 quality garments a week from two factories in London and Wales, Newtown.

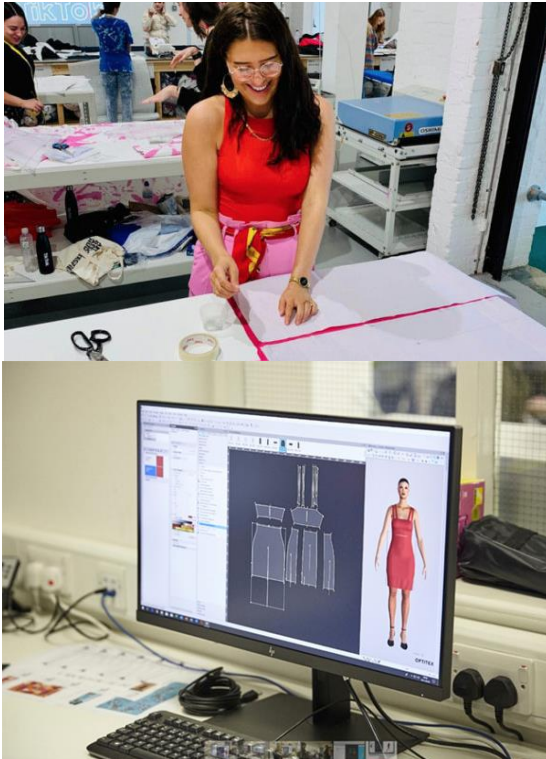
Clients include ASOS, Tesco F&F and N Brown.

Only UK company that has a leading status in the ethical and technical Fast Forward audit and is also SMETA audited.

The core production centres on ladieswear soft separates in both jersey and woven



Fashion Technology Academy



FEL is also the UK's first SFA approved Fashion Technology Academy (FTA) offering accredited qualifications for fashion and production skills level 1 – 5.

The Tailoring Academy opened in November 2019 and is a state of the art clothing manufacturer and training facility.

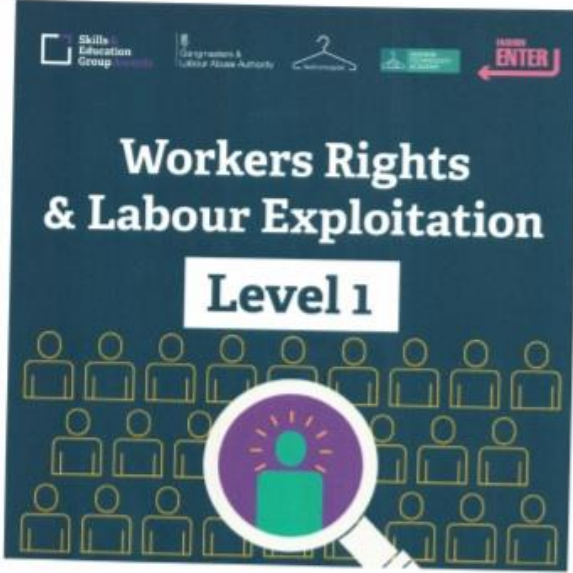
The FCFTA in Leicester will open in June 2021.



Level 1 Award in Workers' Rights and Labour Exploitation with SEG



Workbook



Skills Education Group
Gangmasters & Labour Abuse Authority
fashioncapital
FASHION ENTER

Workers Rights & Labour Exploitation

Level 1

Name:	
Tutor:	
Centre:	
Date:	

Version 1 March 2021
Workers' Rights and Labour Exploitation
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Feedback

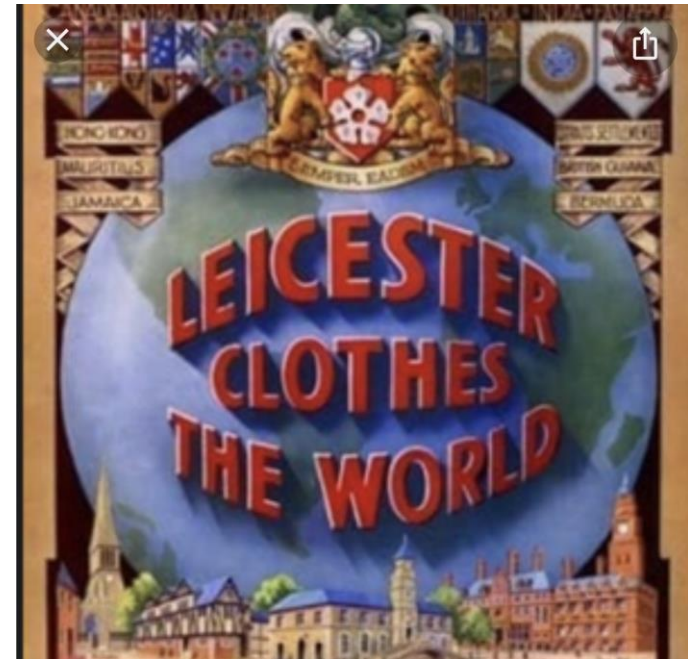
"I believe this course is very informative. We learnt about different types of employments unions, contracts, employment laws, statutory laws, workers' rights, payslips and how to read them, modern slavery, child exploitation, drug / child trafficking, labour exploitation and more!"

"Everything has been thoroughly explained and documented. I appreciate the audio-visual assets used to further explain the content."

"The course was really well explained and structured, the class was easy to follow and all the videos and content were easy to follow through an online platform. I really enjoyed the first session and 4-hours passed quickly, it was well balanced and paced. and all content was explained clearly."



We are opening in Leicester in July 2021



Thank you for your time

Please contact us on
education@fashion-enter.com

www.fashiontechnologyacademy.ac.uk

www.fashion-enter.com

www.fashioncapital.co.uk





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Pilot participant Recruitment agency perspective

Sue Bruce, Operations Director
Concept Recruitment Group

FEEDBACK — Level 1 Award
Worker Rights &
Labour Exploitation
May 2021



CONCEPT STATEMENT

Strategic Recruitment Partner

Concept Recruitment Group is one of the UK's fastest growing employment companies, specialising in providing temporary, permanent and contract workers to some of the UK's leading businesses.

Where it all began

The Concept Recruitment Group was established in Leeds in 2006. Initially a one branch operation Concept Recruitment has grown to be a market leader in the provision of temporary labour across the UK placing over 5,000 candidates per day at peak times.

Since then we have developed an excellent reputation as a valued and trusted recruitment partner to our Client Companies. Concept have developed solutions and continue to deliver on service even facing some of the biggest recruitment challenges in living memory including Brexit and COVID 19.

Overview –

- **MOTIVATION TO BE INVOLVED**
- **QUALIFICATION FEEDBACK**
- **COURSE BENEFITS**
- **HOW IT CAN BE USED IN THE RECRUITMENT INDUSTRY**

MOTIVATION TO BE INVOLVED

RECRUITMENT INDUSTRY INVOLVEMENT -

- ◆ To have a “Voice” within Industry
- ◆ Team Members personal development
- ◆ Standardising learning within teams
- ◆ Standardise knowledge levels
- ◆ Maintain & Modify Working practises
- ◆ To Mirror our Company Visions & Values
- ◆ To strengthen current Company Training Modules

OUR VISION

At Concept, our vision is to deliver an exceptional service to both our Client Companies and our entire temporary and permanent workforce through developing strong partnerships built on service excellence, trust, openness and integrity.

OUR VALUES

- ◆ Compliance At Our Core
- ◆ Welfare & Ethics
- ◆ Sustainability
- ◆ “Do Things Right”
- ◆ Honesty & Respect
- ◆ Innovation & Creativity



COURSE FEEDBACK...

- User Friendly
- Manageable Course Content
- Work Appropriate Topics
- On-Line Accessibility
- Time Allocation Sufficient
- Excellent Base Skills Training

COURSE BENEFITS...



User Friendly

Skills specific learning modules

Easy To Follow Instructions to cater for all levels of experience



Fits with our Company Compliance Standards

Standardising learning within our operational teams

Maintain and develop our operational practices



Innovative Learning

Working with our Clients, Colleagues and strategic partners to constantly improve, innovate and drive excellence. Throughout our operations



Sustainable Learning

Taking a long term view within all aspects of our business operations to ensure long term future success and security for all.



Welfare & Ethics

We drive the right behaviours throughout our business to ensure that we work together to reduce modern day slavery, forced labour and hidden exploitation of our workers.



“Do Things Right”

Our passion for service excellence, our commitment to delivering a fully compliant recruitment solution and our determination to “Do Things Right”.

AFFILIATIONS & ACCREDITATIONS...



GLAA

Reg No: CONC0003



HM Revenue
& Customs



REC

Corporate
Member



Microsoft
Partner



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Next steps

Frank Hanson and Scott Forbes



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Any questions?

For more information about the qualification
contact:

relationshipmanagers@skillsedugroup.co.uk

Q&A log

- If you're using a PC or laptop, and you'd like to save the questions and answers that have been shared in the question box today – select File and then 'Save questions' at the top of your control panel.
- You can also save the question log from a Mac – on the 'GoToMeeting' toolbar select 'File' and 'Save questions'
- The control panel will close at the end of the webinar.



Thank you for joining us today

- Follow us on Twitter **@UK_Glaa**
- Follow us on Facebook **@TheGLAA**
- Follow us on LinkedIn **@TheGLAA**

For more information about the qualification contact:
relationshipmanagers@skillsedugroup.co.uk

