

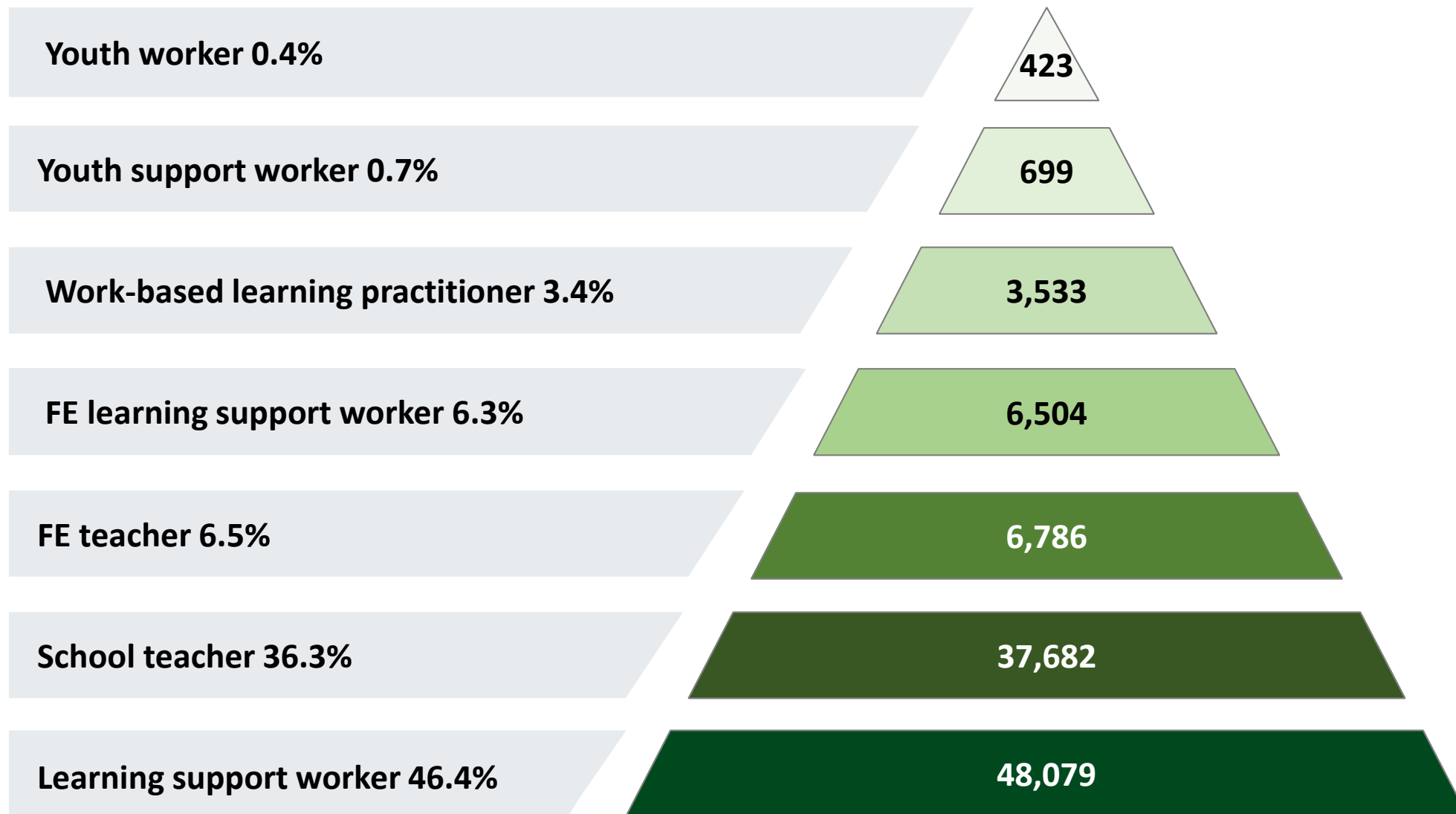
Recruitment, retention and workforce development



- The workforce and its development. Can it be improved?
- The Code and fitness to practise case trends
- The regulatory model for WBL practitioners

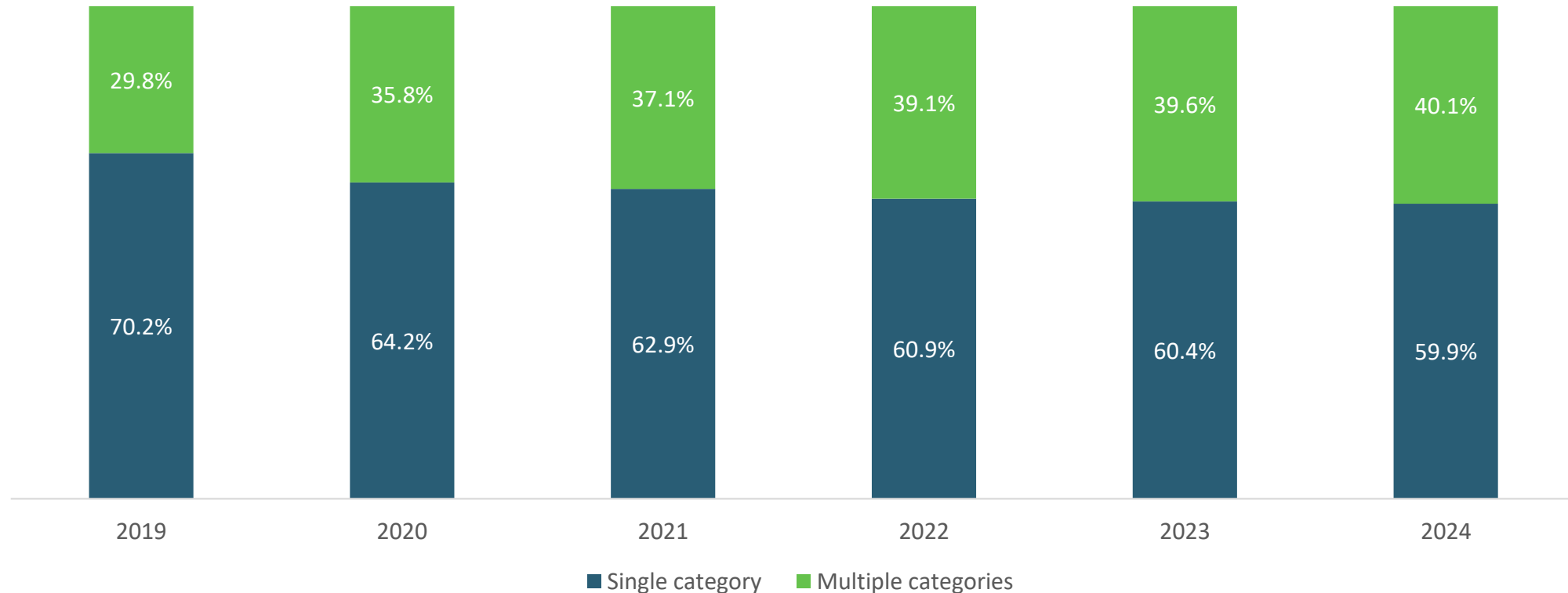
Hayden Llewellyn
Chief Executive

Registrants – March 2024



Work-based learning workforce trend – single and multiple category registrants

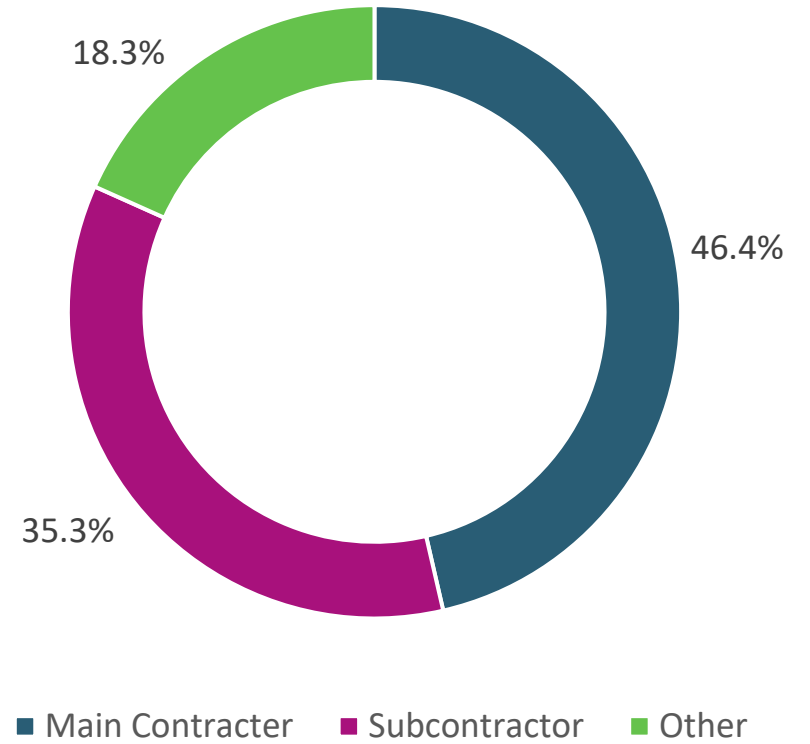
	2020		2021		2022		2023		2024	
	Number	%	Number	%	Number	%	Number	%	Number	%
Total registered	3,540	100%	3,321	100%	3,319	100%	3,327	100%	3,533	100%
Single category	2,274	64.2%	2,089	62.9%	2,022	60.9%	2,008	60.4%	2,117	59.9%
Multiple categories	1,266	35.8%	1,232	37.1%	1,297	39.1%	1,319	39.6%	1,416	40.1%



Work-based learning workforce by employment type

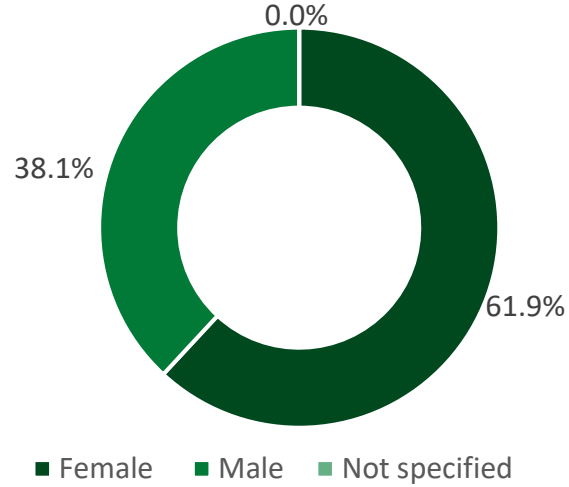
Contract Type	Number of WBL Practitioners	%
Main Contractor	1,639	46.4%
Sub Contractor	1,248	35.3%
Other*	646	18.3%
Total	3,533	100%

* Includes those working in agency, local authorities, unattached, out of service or unknown.

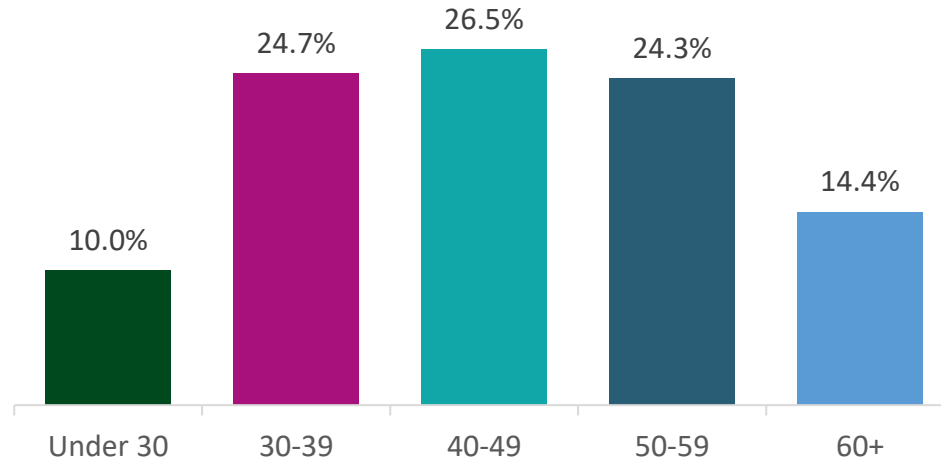


Work-based learning demographics 2024

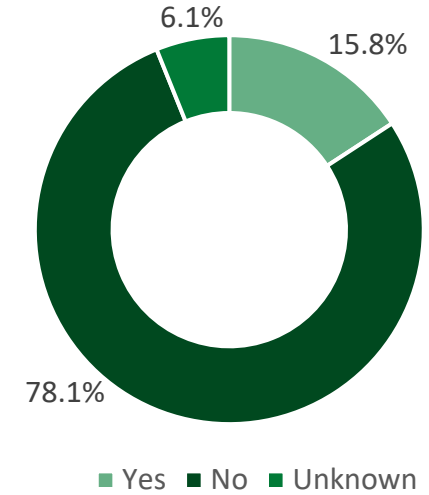
Gender



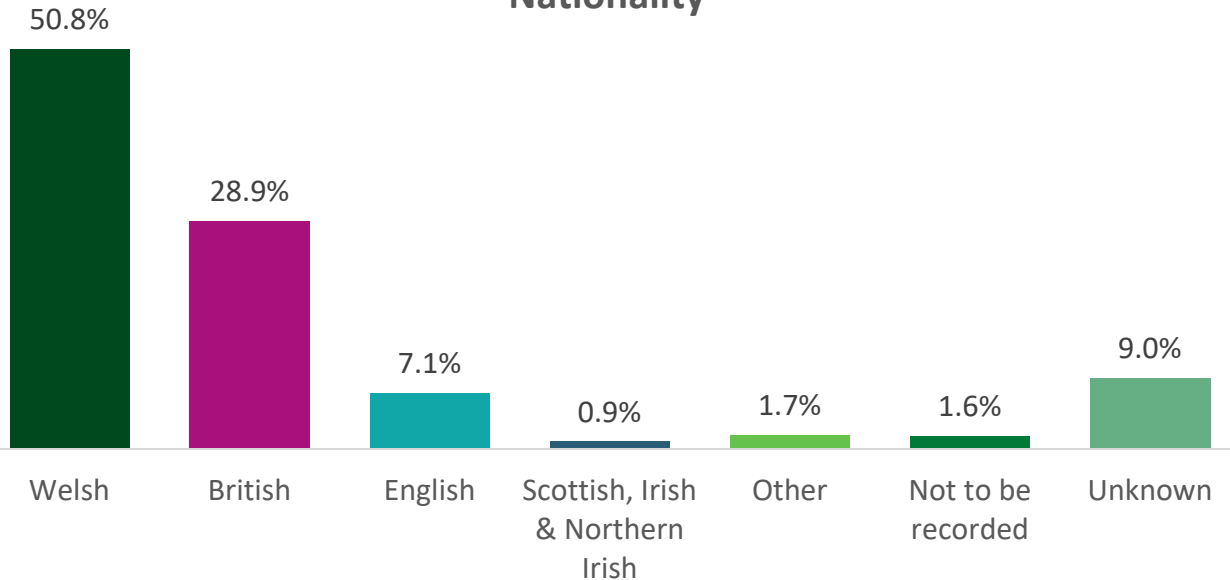
Age



Ability to speak Welsh



Nationality



Ethnic group

Ethnic group	Number	%	Census 2021 %
White	3,049	86.3%	81.7%
Mixed / Multiple ethnic groups	25	0.7%	2.9%
Asian/ Asian British	35	1.0%	9.3%
Black/ African/ Caribbean/ Black British	16	0.5%	4%
Other ethnic group	13	0.4%	2.1%
Not wished to be recorded	80	2.3%	-
Unknown	315	8.9%	-
Total	3,533	100%	100%

Work-based learning employment by highest level of qualification 2024

Level of qualification	Main contractor		Sub contractor		Other*		Total	
	Number	%	Number	%	Number	%	Number	%
8- Doctorate	7	0.4%	2	0.2%	9	1.4%	18	0.5%
7- Masters degree	373	22.8%	240	19.2%	285	44.1%	898	25.4%
6- Undergraduate degree	302	18.4%	201	16.1%	139	21.5%	642	18.2%
5- Foundation degree	162	9.9%	98	7.9%	30	4.6%	290	8.2%
4- Certificate of higher Education	164	10.0%	126	10.1%	33	5.1%	323	9.1%
3- AS/ A-level	211	12.9%	217	17.4%	58	9.0%	486	13.8%
2- GCSE higher grades	83	5.1%	93	7.5%	24	3.7%	200	5.7%
1- GCSE lower grades	1	0.1%	1	0.1%	0	0.0%	2	0.1%
Qualification but level unknown	141	8.6%	115	9.2%	25	3.9%	281	8.0%
Unpopulated	195	11.9%	155	12.4%	43	6.6%	393	11.1%
Total	1,639	100%	1,248	100%	646	100%	3,533	100%

* Includes those working in agency, local authorities, unattached, out of service or unknown.

Work-based learning practitioners retention

The year-on-year change in registered work-based learning practitioner numbers

	2020		2021		2022		2023		2024	
	Number	%	Number	%	Number	%	Number	%	Number	%
Total registered	3,540	100	3,321	100	3,319	100	3,327	100	3,533	100
Registrants de-registered since previous year	720	21.8	689	19.5	614	18.5	723	21.8	610	17.3
New registrants since previous year	954	28.9	470	13.3	612	18.4	731	22.0	816	23.1
Increase or decrease on previous year	234	7.1	-219	-6.2	-2	-0.1	8	0.2	206	5.8

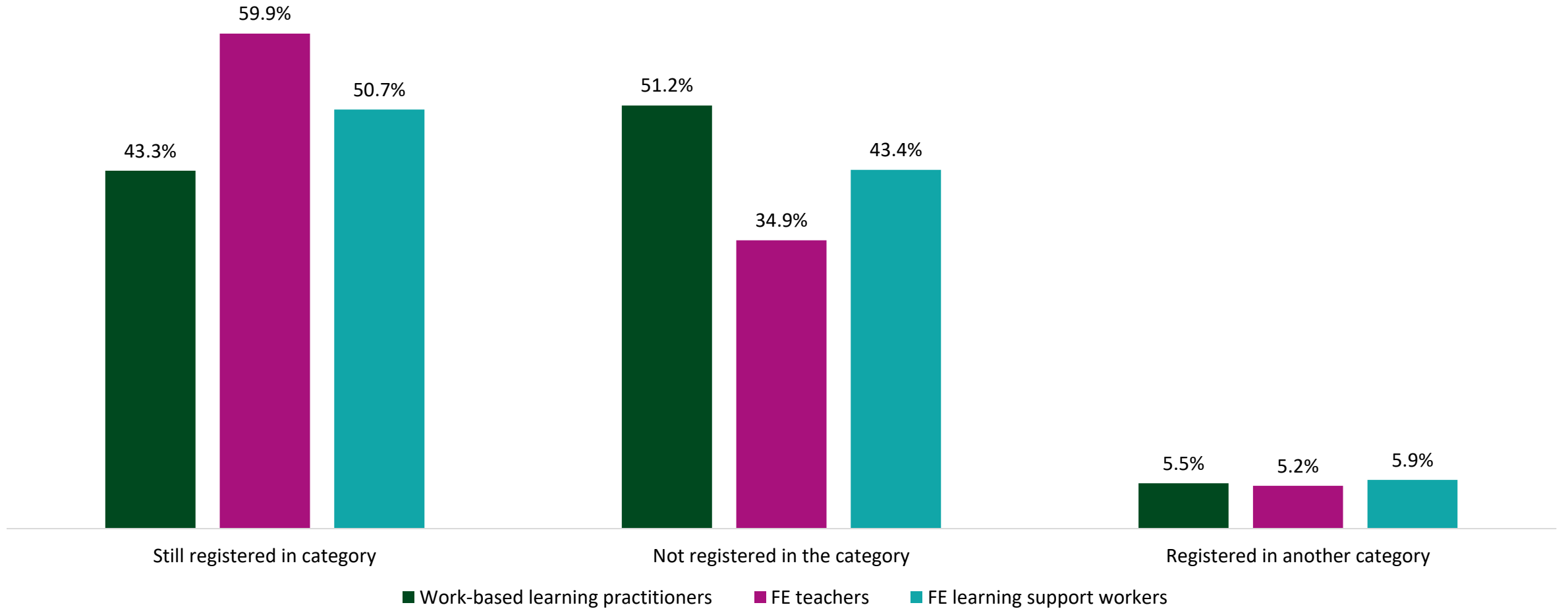
Work-based learning practitioners registered in March 2019 and their registration status in following years

In 1 March 2019, there were 3,306 work based learning practitioners registered with the EWC.

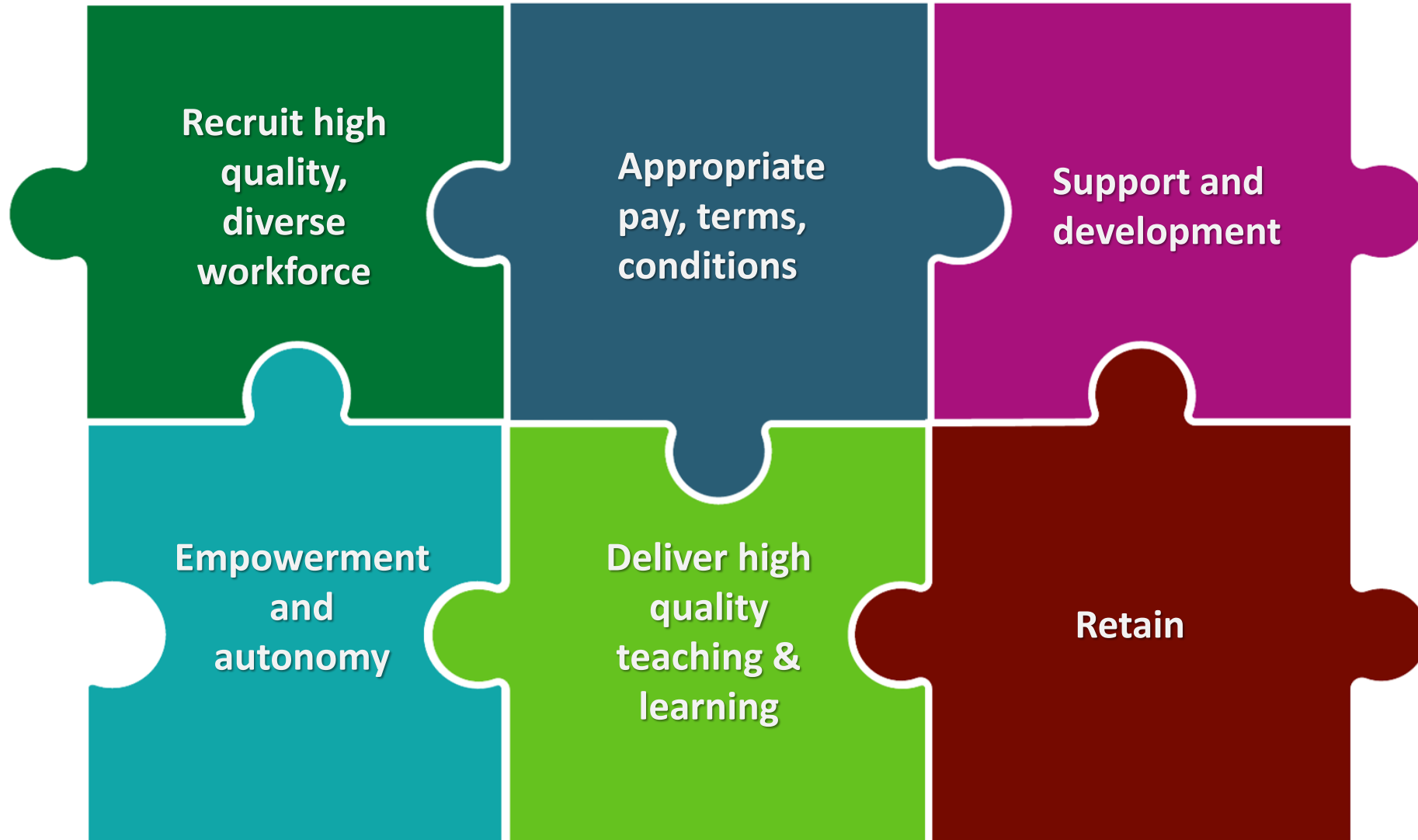
	2020		2021		2022		2023		2024	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as work-based learning practitioners	2,016	69.2	1,739	59.7	1,546	53.1	1,377	45.6	1,432	43.3
Registered in another category	147	5.0	89	3.1	103	3.5	122	4.2	182	5.5
Not registered	750	25.7	1,085	37.2	1,264	43.4	1,464	50.3	1,692	51.2
Total	2,913	100	2,913	100	2,913	100	2,913	100	3,306	100

Retention: Following the 2019 cohort

Below is a comparison of work-based learning practitioners retention with the other post-16 registration categories:



What do we want



Suitability for Registration: Examples of refusals 1 April 2024 to date

Dismissed from previous employer / Failed to declare conviction

Dismissed by previous employer for being drunk at work. Also failed to declare a serious drink driving conviction from 2020

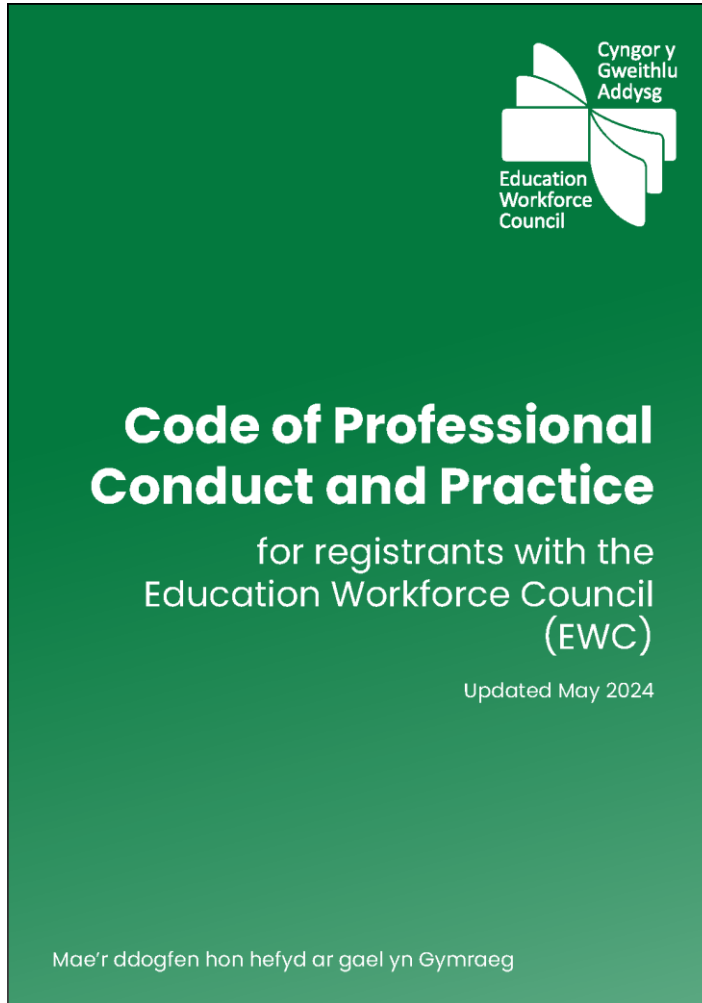
Dismissed for sexual harassment of a colleague.

Applied to register as a school learning support worker where the majority of registrants are female. Applicant denied the allegations.

Convictions / caution

Drink Driving
Failed to declare:
Harassment and Criminal damage

The Code of Professional Conduct and Practice



What is it?

- Sets out the key principles of good conduct and practice
- Should guide your judgement and decisions
- Informs parents, guardians, learners, general public of the standards they can expect from you
- Failure to comply with the Code may call your registration into question

Help understanding it – Good Practice Guides e.g.

- Professionalism in action
- Being open and honest as an education professional
- Positive working relationships
- Using social media responsibly
- Maintaining professional boundaries with learners
- Testing, assessment, examinations, invigilation
- Appropriate touch, handling and restraint
- Tackling racism

Consultation

- Closes 28th March 2025

Employer rumbled fake apprentice scheme

County Times, 2024

Cwmbran teacher left trip pupils at airport

South Wales Argus, 2011

'Reckless' headmistress struck off after profiting from nursery run out of school

ITV, 2023

Reprimand for assistant who swore at learners

Wales Online, 2022

Construction lecturer who used 'building site banter' banned from the classroom

Wales Online, 2016



Teacher's ban after shower with pupil

BBC News, 2010

Teacher suspended over rape case tweet

Daily Post, 2013

Teacher caught on CCTV hitting pupil on the head during lesson

Wales Online, 2022

Teacher forged forms to help friend's daughter jump the queue to a popular primary school

The Mirror, 2017

Teacher swore at pupils and 'threw chairs off tables'

Wales Online, 2023

Wrexham cannabis farm teacher banned from profession

The Leader, 2015

Teacher struck off for posing as teenager to falsely accuse former headteacher of being paedophile

The Telegraph, 2015

Teaching assistant who threatened to release private sexual images banned from the classroom

Wales Online, 2024

'Hoax bomb' teacher reprimanded

BBC News, 2010

Teaching assistant who locked kids out of class and called them '****' is struck off

Wales Online, 2024

Primary school teaching assistant found 'staggering' and smelling of alcohol too drunk to catch bus home

The Telegraph, 2015

College worker reprimanded for viewing nude women on work computer

Wales Online, 2021

Ex-headteacher struck off for restraining special needs pupil

BBC News, 2021

Headteacher who stole £51,000 from school funds is struck off

Wales Online, 2012

Teaching ban for college worker who posed for 'top shelf magazine' photos

Daily Post, 2018

Teacher who 'spent hours' on Facebook during class guilty of misconduct

The Telegraph, 2008

Headteacher 'driven by results' struck off after manipulating test results to make her school look better

Wales Online, 2015

Teacher barred after drinking wine in class

Wales Online, 2011

School teachers banned from the classroom for three years over 'sex tape'

ITV News, 2015

Teacher faked own exam results to land science master job at high school

Metro, 2024

School ban for teaching assistant convicted of dealing drugs

Wales Online, 2023

Teacher struck off after firing PARTY POPPERS in face of autistic child

The Mirror, 2016

Assessor struck off after he let candidates copy exam answers

Wales Online, 2023

North Wales college staff member exhibited 'bullying' behaviour

North Wales Pioneer, 2024

'Dishonest' lecturer who gave students grades without fully assessing their work is struck off

Daily Post, 2023

Foundation worker was 'sexually motivated' in messaging learners

Wales Online, 2021

College worker reprimanded after sex video he took and shared was posted on YouTube

The Leader, 2018

Casework outcomes for WBL Category (including multiples) since 1 April 2017

Outcome	Assessment / coursework malpractice / falsification	Combination of misconduct issues*	Failure to meet practitioner standards	Offences	Bullying/ harassment - colleagues	Failing to comply with policies and procedures	Inappropriate behaviour towards learners	Total
Reprimand	3	4	0	2	1	3	1	14
Conditional Registration Order	0	1	0	0	0	0	0	1
Suspension Order (without conditions)	4	1	0	0	0	0	0	5
Prohibition Order	6	7	1	2	1	1	2	20
Some or all facts proved, but did not amount to UPC	1	0	3	0	0	1	0	5
Facts not proved	3	1	0	0	0	0	0	4
Total	17 (34.7%)	14 (28.6%)	4 (8.2%)	4 (8.2%)	2 (4.1%)	5 (10.2%)	3 (6.1%)	49

* In combination of misconduct issues are cases which include elements of assessment / coursework malpractice

No case to answer or no further action	Number
Failure to meet practitioner standards	13
Failing to comply with policies and procedures	5
Combination of misconduct issues	4
Assessment / coursework malpractice / falsification	2
Inappropriate behaviour towards learners	2
Offences	3
Total	29

Case closed and not referred to hearing

- Of the 13 'failure to meet practitioner standards' – 8 were referrals from contractors/sub-contractors other than FE colleges



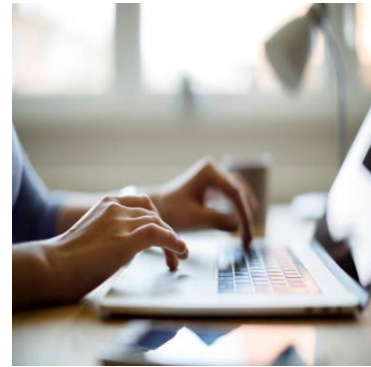
Assessor struck off after they let learners copy exam answers

A WBL assessor behaved dishonestly by:

- allowing learners to copy each others work
- modifying learners' work
- providing inappropriate assistance during controlled task.

They also behaved inappropriately towards a colleague, and made derogatory remarks about their employer.

The panel imposed a prohibition order.



Prohibition order for Training officer who falsified documents

A training officer was prohibited after a committee found that they had “created highly detailed, false records” regarding learner reviews that had never taken place.

The committee found this behaviour to be dishonest and imposed a prohibition order, noting the behaviour could have directly and seriously affected the education of learners.



Prohibition Order for assessor who submitted work on behalf of learners

An assessor completed work on behalf of multiple learners, and uploaded this to the learners' e-portfolios for assessment.

A Fitness to Practise Committee found that their conduct was both dishonest and lacking in integrity.

The panel noted the conduct had a clear impact upon learners and imposed a prohibition order.



Reprimand for assessor who forged signatures

An assessor was found to have been dishonest after forging signatures on an Apprenticeship Learning Agreement.

The Chair noted that whilst the conduct was 'wrong and unacceptable', it was an 'isolated lapse' with no impact on the learner and no element of personal gain.

The committee imposed a reprimand.





Reprimand for WBL practitioner who allowed learner to stay overnight at their house

A WBL practitioner allowed a distressed 17 year-old learner stay overnight at their home, after becoming concerned for their safety and wellbeing.

Although they sought permission from the learner's parent, the practitioner failed to report their concerns to their employer and social services.



WBL Instructor reprimanded for inappropriate comments to learners

An instructor made a string of inappropriate comments to learners, including:

- telling a learner they had been arrested over the summer
- offering learners free access to a nightclub
- accusing a learner of starting a fire

The committee noted the instructor showed poor judgement and a lack of understanding of professional boundaries.



Prohibition Order for inappropriate behaviour at company Christmas party

A Centre Manager who behaved inappropriately at a company Christmas party was removed from the Register.

A range of 'sexually motivated' allegations were found to be proven, including smacking a colleague on the bottom and trying to kiss a colleague.

Referring to the 'nature and gravity of the conduct', the committee imposed a prohibition order.



Reprimand for work-based learning practitioner who spoke inappropriately to colleagues

A WBL practitioner behaved inappropriately and unprofessionally towards colleagues after calling them inappropriate names, following a team building day.

The committee noted that, although the conduct took place outside of normal working hours, it was inconsistent with the requirement in the Code to demonstrate a commitment to equality and diversity.



Assessor prohibited for inappropriate and dishonest behaviour

An assessor was removed from the Register for acting in a rude and aggressive manner towards a colleague.

It was also found they had inadequately supported learners, and failed to declare a conviction to the EWC when applying for registration.

The committee found this behaviour to be dishonest, and lacking in integrity, and imposed a prohibition order.



Official reprimand after failing to notify his employer about driving convictions

A work-based learning practitioner received a reprimand after failing to notify his employer that he had been convicted for drink driving and driving without due care and attention.

The committee noted this was an isolated lapse, the registrant had a previous good history, and there was no repetition of behaviour since the incident.



Assessor reprimanded for posting offensive comments on Facebook

A tutor's allegedly racist Facebook comments were reported to their employer by a member of the public.

In screenshots of the posts, it was clear the registrant had made an inappropriate comment and made further inappropriate comments to the online replies they received.



Reprimand for lecturer who messaged learner

An FE lecturer messaged a learner from their private Facebook account, which included comments such as *"...in only just over three weeks time you will no longer be a student at [college] and I will no longer be your teacher / lecturer..."*

Issuing a Reprimand, the Committee noted the lecturer had "exhibited poor judgment", but that "there was not a significant risk of a repetition of the same or similar conduct".



Lecturer reprimanded for inappropriate contact with learner

An engineering lecturer was reprimanded for holding a learner by their arm, and preventing them from leaving the classroom, actions which the committee found to be “inappropriate and unnecessary”.

Issuing the order, the committee noted the conduct was an “isolated lapse”, but was “unacceptable and must not happen again”.



Teacher caught hitting pupil

A basic skills teacher was reprimanded after being caught on CCTV hitting a learner on the head during a lesson.

Issuing the reprimand, the committee noted that learners have the right to feel “safe and respected” and the actions were “wholly inappropriate”.

Observations

- Prevalence of malpractice-type cases. For example, fraudulently signing learners forms, fraudulently completing work for learners, falsifying data, plagiarism, etc.
- Isolated cases where senior employees have been prohibited for fraudulent behaviour on the basis that they were involved with and/or ought to have known what was occurring in their organisations
- In some cases registrants have admitted such allegations but alleged that they were told to do so by senior management or felt that 'there was pressure from the top' to behave in such a way
- 'Failure to disclose' convictions to employer/EWC also common
- High percentage of cases with findings of dishonesty and/or lack of integrity
- Often registrants do not engage and/or do not attend and/or are not professionally represented

Learning points

- EWC Fitness to Practise staff available to answer queries from employers about potential referrals
- When making referrals consider carefully what information should be provided with the referral
- If possible, try to provide a chronology with the referral setting out key dates and incidents which are relevant to the referral
- If the nature of the referral is highly technical consider whether additional technical information should be included with the referral

Interim Suspension Order (ISO) overview

In total, since the EWC first received ISO powers in April 2021, the EWC has imposed **23** ISOs, all for the maximum period of 18 months.

ISOs 2024-25 to date

11 Interim Suspension Orders (ISO) imposed

	ST	SLSW	FE	Total
ISO imposed	7	2	2	11

17 Interim Suspension Orders (ISO) reviewed

	ST	SLSW	FE	Total
ISO reviewed	8	7	2	17

Offences include:

- Make indecent photographs or pseudo photographs of children
- Engage in sexual communication with a child
- Sexual assault – intentionally touch child
- Cause assault/ill treatment/neglect/ abandonment of child
- Cause/incite sexual activity with male 13-17 – offender 18 or over abuse of position of trust



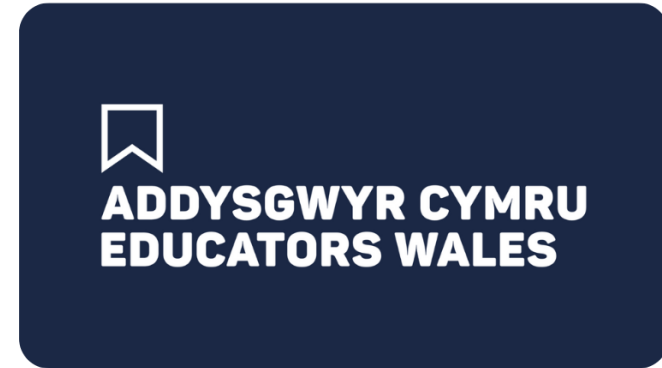
Guidance, resources, and professional services



Events



Employers and senior leaders briefing
- 25+ years of casework experience
13 May 2025, 10.00-11:15



Educators Wales



Staff training



PLP



Podcast

Contact us



information@ewc.wales
hayden.llewellyn@ewc.wales



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