

LX Group Limited

Experts in apprenticeships





Who are LX Group?

We are a niche, Midlands-based consultancy, providing specialist advice and expertise to the apprenticeship sector on everything from programme design and set-up, to delivery, management and governance.

LX Group was established in 2017 by our MD, Bally Bhogal with a mission to help new and existing providers to navigate the nuances and complexities of apprenticeship delivery and to drive up the quality of training provision.

Our knowledge and experience as practitioners from the industry covers apprenticeship contract delivery and compliance, quality assurance, governance and subcontractor management. This enables us to help our clients lighten the load of apprenticeships management and delivery by advising on and implementing best practice and improvement methodologies.

Our services include audits, training, consultancy and digital learning – all based around our bespoke Spectrum-39™ framework model, which covers the full breadth and depth of apprenticeship design, delivery, management and governance.



A large, stylized iceberg composed of many blue and white geometric triangles, floating on a light blue background. The text 'Spectrum-39™' is written in white across the middle of the iceberg.

Spectrum-39™

What is Spectrum-39™?

Delivering apprenticeships is highly complex. It involves convoluted processes and systems, embedded in a raft of ever-changing rules and regulations designed to maximise the impact of learning (and funding) on apprentices.

We have designed (almost) the entire business model for apprenticeship training providers into one unique framework – Spectrum-39™ – to help clients fully understand the complexities and the challenges of mobilising and delivering apprenticeships. The name derives from the 39 component parts we have identified that make up the infrastructure required to deliver apprenticeship training, including key areas such as leadership and governance, safeguarding, quality assurance, coaching and mentoring apprentices and measuring learner progress.

Spectrum-39™ (also known as the Iceberg Model) is ideal for Employer-Providers and new entrants to the apprenticeship training marketplace, as well as existing providers seeking to improve the quality of their training provision. The model is designed so that clients have complete control in shaping and tailoring their apprenticeship training programmes, either on a DIY basis, or whilst receiving handheld, expert assistance from LX Group advisers to set up the multi-layered infrastructure required for sustainable success.

Impact

LX Impact

Apprenticeship training providers are often unclear on what systems, processes and procedures are required for delivering high quality apprenticeships. We deliver a range of apprenticeship audits to assess compliance with the funding rules and the quality of your apprenticeship training. Our most popular audits and assessments include:

- Apprenticeship Infrastructure Audit
- Ofsted Readiness Audit
- Subcontractor Standard Assessment
- Self-Assessment Review and Evaluation

Each project is completed with the delivery of a comprehensive, multi-page written report, documenting the results of our audit and listing our key recommendations, followed by a project closure and feedback meeting to discuss the report, summarise our findings and to advise the client on the next steps.

"I recently worked with LX Group and they delivered outstanding service whilst auditing our subcontractor managements systems, processes and controls as required by the ESFA. The LX Group audit team exhibited a wealth of knowledge and experience on apprenticeship delivery enabling them to challenge us on potential blind spots and/or emerging risk areas in order to test the robustness of our subcontractor management infrastructure. The LX Group are flexible with their delivery, very easy to deal with and very efficient and I would highly recommend their service."

Head of Early Careers Delivery (Air and Land), BAE Systems plc



Transform

LX Transform

Apprenticeship training providers often need help with programme design, delivery and quality assurance. We work closely with our clients to help them embed the infrastructure, knowledge and expertise required to implement successful apprenticeship programmes. Examples of our consultancy projects include:

- Apprenticeship Mastery
- Staff Coaching and Mentoring
- Apprenticeship Infrastructure Design and Development

"[LX Group] has been supporting the team with both online training and virtual coaching sessions. The online learning is delivered in modules making it easier to understand and put in practice, but Bally truly excels in the virtual coaching sessions with her willingness to share knowledge and give advice and practical examples helping to bring tough subjects to life. I have enjoyed every session."

Apprenticeship Manager, Southeastern Railways

A man in a dark suit is seen from the back, gesturing with his hands while addressing a large, blurred audience in a conference hall. The scene is warmly lit with orange and yellow tones. A large, semi-transparent white circle is overlaid on the image, containing the word "Live" in a bold, white, sans-serif font.

Live

LX Live

Apprenticeships delivery rules and compliance requirements are complex and ever-changing. As a result, apprenticeship training providers regularly need refresher and/or booster training and development to enhance their knowledge of new or existing subject areas such as apprenticeship governance, quality assurance and Ofsted inspections. We work with a range of partners and industry regulators to deliver workshops, webinars and industry updates covering a wide range of topics, including sessions on subjects such as 'Killer Factors That Make or Break Training Providers', 'Preparing for the Subcontractor Standard' and 'Becoming an Apprenticeship Training Provider'.

"Although a 2-hour journey turned into a 5-hour journey to meet with Bally at the Employer Provider training day I was glad I decided not to turn around. What Bally didn't know was not worth knowing! many of us present on the day were in the same boat but we all left feeling less pressure and more informed in the whole sector. Bally has a great presence and delivery style and made sure that the maximum amount of information was given in the time that was available."

Director, Hillsbridge Services and ETA Training



Digital

LX Digital

How do apprenticeship training providers develop the knowledge required to:

- Implement new programmes, as new entrants to the sector?
- Replace any knowledge and expertise lost through staff turnover?
- Provide ongoing continuous professional development to existing staff?

We have created LX Digital, our ground-breaking online training platform, containing a suite of learning modules covering almost everything you need to know about designing, delivering, managing, monitoring and governing apprenticeship training programmes. Described as “apprenticeships in a box” LX Digital comprises a range of interactive modules, including:

- Safeguarding and Prevent
- Coaching and Mentoring Apprentices
- Measuring Learner Progress
- Subcontracting Readiness

“I have really enjoyed my time working through the LX Group apprenticeship modules; the Quality Assurance and ESFA Funding modules in particular have been very helpful and eye opening and have given me lots of useful information to work on going forwards as a new IQA!”

Internal Quality Assurer, Southeastern Railways



clients

Some of our clients, we've had the pleasure of working with:

- AELP
- AJ Bell plc
- Arden University
- Aspens Ltd
- BAE Systems plc
- Cambridge Marketing College
- Cancer Research UK
- CEF Limited
- MT Trading
- NHS
- Siemens Mobility Ltd
- Serco Group plc
- Southeastern Railway
- SPE Limited
- Sparshatt Truck and Van Limited
- SSE plc
- Travis Perkins plc
- University of Wolverhampton
- Wales England Care Limited
- WEC Group Limited
- Worcestershire City Council



Case Study

Infrastructure and Ofsted Readiness Audit, Travis Perkins Group

Date: August 2021

Client Lead: Apprenticeship Quality Manager, Travis Perkins Plc

Net Promoter Score: 10/10

THE PROBLEM:

"We reached out to LX Group for support in preparing and readiness for an Ofsted Inspection."

WHY LX GROUP?

"LX Group had connected with our Head of Apprenticeships and initial conversations highlighted their experience in the Ofsted agenda and working with similar employers."

SERVICE DELIVERED

"LX Group performed a combined Apprenticeship Infrastructure and Ofsted Readiness Audit. This comprised a 3-day audit starting with a full day of assessments against 70 key questions to assess the robustness of the apprenticeship infrastructure and operations, followed by 2 days of interviews with key staff and learners to assess the quality and impact of the education provided. We received a full audit report (c.20 pages) of Key Recommendations and Priority Actions. We also received Self-Assessment Review (SAR) evaluation support."

SERVICE IMPACT

Delivery and operations?

"Following the Infrastructure and Ofsted Readiness Audit we were able to identify key risks and actions. These were presented back to us with RAG (Red, Amber Green) ratings, which supported our next steps and priorities."

Compliance with the funding rules?

"The Infrastructure Audit highlighted areas of compliance where development is required and links to delivery and functions."

Quality of education

"This is something we are good at; LX Group highlighted some of our positives which is always nice to receive as confirmation. There were areas where development was required e.g. Prevent recap and learner motivation at the mid-point. Since then, we have developed a Prevent Working Group with positive impact to date and recruited a Curriculum Co-Ordinator to support driving a high quality of education via CPD."

Improvements in safeguarding

"We received positive feedback with regards to our safeguarding provision, however clear development gaps were identified within the Prevent area. These are now being addressed with CPD sessions, links with local Prevent Officers and more embedding throughout the curriculum, linked into tripartite reviews."

Ofsted Inspection readiness

The audits significantly helped us to prepare for future Ofsted inspections.

What specific problems, issues or concerns have been alleviated as a result of working with LX Group?

"We knew we had to do something to strengthen our governance – this is now work in progress."

"We are extremely pleased with the outcome with working with LX Group. Very knowledgeable and professional. Looking forward to our continued relationship with Bally and George!"

Apprenticeship Quality Manager, Travis Perkins plcc



Travis Perkins



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