



Our Use of Subcontractors in Apprenticeships

Our Reasons For Subcontracting

Version number	Date of issue	Reason for update
V2.0	10 th March 2021	
V2.1	9 th November 2021	Review of policy
V2.2	13 th Jan 2026	Review removal of Functional Skills subcontractor.

Our Use of Subcontractors in Apprenticeships

Our Reasons for Subcontracting

Consalia Limited collaborates with subcontractors to deliver programmes to suit the needs of the apprentice, their employer and the apprenticeship. We work with subcontractors where training providers and/or employer partners have expertise that would enhance the apprentice's learning journey and experience. There are a number of reasons as to why Consalia chooses subcontractors. These may be to -

- Provide access to expertise, specially trained staff expert staff or other resources
- Subcontract for functional skills English and Maths Level 2 delivery (Since Feb 2025 this is not being used unless an employer requests this).
- Provide formal accreditation of programmes to meet Employer requirements
- Satisfy particular needs

When aspects of an apprenticeship are subcontracted, the Academy Team manages the process of approving the partner as a subcontractor of apprenticeship training with Consalia and ensures that they are on the Register of Apprenticeship Training Providers (RoATP).

Services we provide

Consalia Limited is responsible for the quality of delivery of subcontracted provision and a regular programme of activity is carried out to monitor provision. This includes regular quality-assurance checks on the apprenticeship training and on programme assessment provided by delivery subcontractors.

In all subcontract models, Consalia Limited retains all responsibility for resolving any issues and disputes between the employer and delivery subcontractor. This is in accordance with P178 of the ESFA rules (Aug 2019) which states 'You must maintain the relationship with each employer at all times. You must not allow a delivery subcontractor to lead that relationship'.

Associated Costs

Consalia are responsible for the quality of apprenticeship on-programme learning, teaching, training and assessment delivered by approved subcontractors. We will manage and monitor all subcontractors to ensure high quality delivery is taking place that meets ESFA funding rules. Consalia will carry out regular quality assurance monitoring of on-programme learning, teaching, training and assessment. In all cases, Consalia will check apprentice status and eligibility in accordance with ESFA funding rules. Monitoring of subcontractors will also involve direct observation of initial guidance and assessment as well as delivery of on-programme learning, teaching, training and assessment.

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In accordance with the Main Provider ESFA funding rules, rule P180 (v.2 2019-20), the following are the amounts of ESFA funding retained by Consalia Limited for the provision of the management of contracts, quality monitoring and other services where subcontractors are engaged in the delivery of our apprenticeships.

Apprenticeship	Retained ESFA funding
Level 7 Apprenticeship Senior Sales Leader (Middlesex University)	£2100

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Signed by



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