Have your Say on the new delivery model for Croydon Adult Learning and Training (CALAT)

For many years, Croydon Adult Learning and Training (CALAT) has helped thousands of residents to gain qualifications, improve their English, develop skills and build confidence.

The Council recognises and values the commitment, professionalism and expertise of CALAT staff, who have played a central role in delivering these outcomes for residents over many years.

To make sure that CALAT continues to deliver high-quality learning that meets local needs and delivers good value for public money we are proposing to deliver it in a different way, commissioning specialist providers rather than the Council delivering it directly.

We are particularly keen to hear from CALAT staff. Your knowledge and experience of delivering adult learning services in Croydon will be essential in helping us design the service delivery arrangements going forward.

This consultation closes at 11.59pm, Tuesday 24th November 2026.

About the Project

Adult learning plays an important role in helping adults of all ages and backgrounds develop new skills, build confidence, and improve their opportunities.

However, a recent independent review identified significant challenges within the current delivery model in Croydon. The service is facing increasing operating costs, it is not responsive enough to employer, labour market needs and job outcomes; and achievement and progression rates are below the London average.

The new delivery model could address these challenges by moving from direct delivery towards a commissioned model, where adult learning provision would be delivered by specialist training and skills organisations, under Council oversight.

This is not a proposal to cut adult learning funding, which is grant funded through the GLA. It is about changing the way services are provided to achieve better outcomes for residents and businesses.

What will change?

Under the new delivery model, the Council will no longer directly deliver adult learning and training. Instead, we could commission adult learning services through specialist providers, like further education colleges, private training providers or voluntary, community and faith sector organisations, who are better placed to secure the outcomes residents and businesses need.

The Council will, however, develop a new contract management function to ensure providers are delivering a high-quality service that remains sustainable, accessible and responsive to the changing needs of residents, communities and employers.

The new delivery model could enable:

- Access to specialist providers with expertise in delivering qualifications that lead to specific career and job pathways;
- Stronger focus on progression into employment and further learning;
- Alignment with local labour market and employer needs;
- Better strategic alignment for adult learning delivery across the borough; and
- more responsive focus on vocational learning and qualifications that lead to jobs in sectors where there is local demand.

What Would Stay the Same?

The following aspects of the service will stay the same:

- Maintaining adult learning opportunities for Croydon residents;
- Delivering high-quality provision funded through the GLA's Adult Skills Fund;
- Supporting learners furthest from education and employment;
- Ensuring education remains accessible and inclusive; and
- Provision of core courses in particular ESOL, English, Maths, digital and employability.

Ways to have your say.

We want to hear directly from staff who deliver adult learning services in Croydon so we can understand the issues staff would want us to consider in shaping the design of the new delivery model.

This consultation is open from Tuesday 3rd November until 11.59pm, Tuesday 24th November 2026.

The best way to give your views is through the Online Survey. A number of Staff drop sessions will be held during the consultation period to answer questions staff may have in completing the questionnaire.

Separate from this public consultation exercise, we will be meeting individually with staff who are involved in the current delivery model as part of a data collection exercise. This forms part of the preparation needed if we are to commission specialist providers to deliver adult learning and training. Affected staff will be contacted individually concerning this.

If you have any questions, need the survey in a different format, or would like to speak to a member of the team about the consultation, please email CALATconsultation@croydon.gov.uk

Our Commitment

Finaly, following the closure of the public consultation on Tuesday 24th November 2026, and the feedback and final direction of travel, affected staff will be contacted again to discuss the implications for them.