
Skills Bootcamps

Economic Development, Transport and Climate
Emergency (EDTCE) Scrutiny Committee
21st September 2023

Lead director/officer: Mike Dalzell

Useful information

- Ward(s) affected: All
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- Report version number: 1

1. Summary

1.1 This briefing provides an overview of Skills Bootcamps and the potential of these for Leicester and Leicestershire.

2. Recommended actions/decision

2.1 To note the opportunity for the council to lead a bid for Leicester & Leicestershire as part of the Skills Bootcamps initiative.

2.2 To comment on the proposed sector focus for a bid.

3. Scrutiny / stakeholder engagement

3.1 Options have been worked up following discussions with colleagues at Leicestershire County Council, officers of the LLEP and other potential delivery partners.

4. Background and options with supporting evidence

4.1 Skills Bootcamps were introduced in September 2020 to support a national government manifesto commitment to give adults the opportunity to build sector-specific skills and to help employers by helping people develop the skills they need to move into jobs in sectors with skills shortages. These were initially piloted in digital skills but are being rolled out across a range of other sectors.

5. Detailed report

Overview

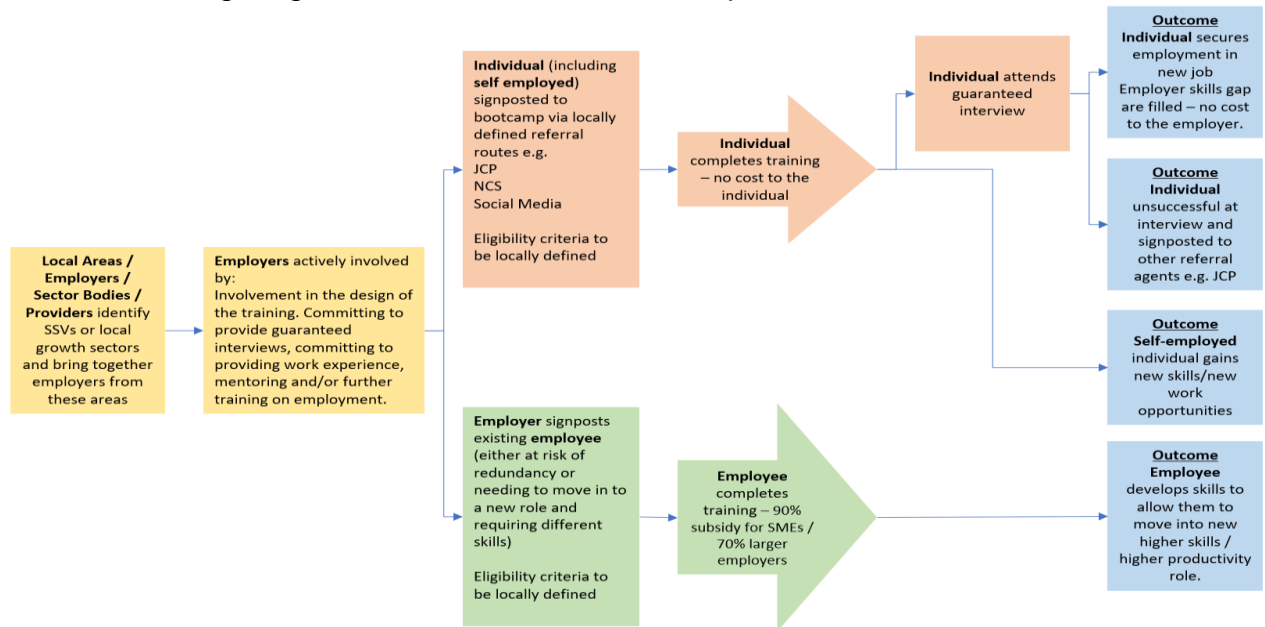
5.1 Skills Bootcamps are essentially flexible courses, of up to 16 weeks in duration, typically at Levels 3 to 5. Some more basic Level 2 courses are also available for certain sectors. They are intended to address in-demand skills and aim to give people the opportunity to build up sector-specific skills and be fast-tracked to an interview with a local employer. Employer links are essential as it is anticipated that 30% of learners should move into work following completion of the bootcamp.

5.2 A cost subsidy, based on the size of the business, is available to employers looking to re-skill existing staff and significantly develop their role/ responsibilities (small and medium businesses pay 10%, large businesses pay 30% of the cost)

5.3 Training will be fully funded for the self-employed, career changers/returners or those unemployed where they can demonstrate a readiness to return to work.

5.4 The training is intended to help fill medium or higher-level vacancies and bring individuals closer to better paid jobs, by providing a linked line of sight to a specific job role with additional responsibilities or new opportunities/contracts.

5.5 The following diagram summarises the bootcamp model



5.6 The following topics/subjects demonstrate the current range of programmes that can be delivered as part of a Skills Bootcamp in a local area:

Category	Core Subject Areas	Suggested Possible Bootcamp Subject
1. Digital Core	Cloud	Cloud Computing, Cloud Engineering, Cloud Services
	Computer Aided Design	3D, Electrical, Diagnostics
	Cyber	Security, Intrusion Analysis, Technology, Readiness, Engineering
	Data	Analytics, Engineering, Database, Design, Science, Technology
	DevOps	DevOps
	Digital Marketing	Social Media, Design, Analytics
	Games	Design, Technology, UI, UX
	Network	Engineering, Technology, Infrastructure
	Software Development	Programming, Agile Computing, Coding
	Software Engineering	Software Engineering
	Support	Specialist, IT Solutions
Web	Full Stack Development, Engineering, Production	
2 – Digital Bespoke	Digital Bootcamps Not Falling Within the Above Nominated Core Subject Areas	
3 – Technical Core	Advanced Manufacturing	Engineering
	Design	Construction, Marine
	Electronics & Electrotechnical	Manufacturing, Engineering
	Engineering	Civil, Engineering Construction, Marine.
	Welding	Coded, MIG, TIG
4 – Technical Bespoke	Technical Bootcamps Not Falling Within the Above Nominated Core Subject Areas	
5 - Construction	Construction Management	Site Supervision, Project Co-ordination
	Construction Trades	Bricklaying, Plumbing, Gas, Dry lining, Joinery
6 – Pathway to Accelerated Apprenticeships	Apprenticeships Paths	Any of the sector skills specified in all other categories that map to a recognised apprenticeship
7 – Green Skills	Green Power	Renewables (such as Wind, e.g. Offshore wind manufacturing and Onshore wind construction, Solar e.g. Solar roofing installation, and Hydropower), Nuclear Power, Grid Infrastructure, Energy Storage and

		Smart Systems Technology
	Green Construction & Buildings	Retrofit, Energy-efficiency installation, Insulation installation, Smart devices and controls, Low carbon / net zero heat networks, Heat pump installation, Hydrogen boiler installation, Electric vehicle charge point installation
	Green Transport	Electric vehicle manufacture, maintenance and recycling, Low/net zero carbon public transport including Rail, Sustainable aviation fuel manufacture
	Green Protection of Natural Resources	Nature Restoration, Woodland Management, Arboriculture, Decarbonising Agriculture, Waste Management and Recycling
	Green Business & Industry	Hydrogen Production and Industrial Use, Carbon Capture, Utilisation & Storage (CCUS) and Industrial Decarbonisation
8. Logistics	HGV driving	A. Novice to Cat C B. Novice to Cat C and Cat C+E C. Novice to Cat C or Cat C and Cat C+E + employer specific elements D. Cat C to Cat C+E E. Additional Qualification in ADR Packages F. Additional Qualification in ADR Packages and ADR Tankers G. Additional Qualification in ADR Tankers + PDP H. Back to the Wheels Refresher to existing category I. Back to the Wheels Refresher Cat C to Cat C+E
9. OTHER	Local areas are permitted to use up to 30% of the delivery cost element of the grant award to deliver Skills Bootcamps in a wider range of skill areas and these should align with the IfATE Occupational Routes.	

- 5.7 The Department of Education is currently inviting applications from local areas to deliver either a single bootcamp or a range of thematic bootcamps. This is Wave 4 of the Bootcamps programme. Proposals can be submitted by a single legal entity to deliver bootcamps individually, or on behalf of a consortium of organisations. It is proposed that Leicester City Council leads a Skills Bootcamp and awards / procures partner organisations to deliver discrete activities.
- 5.8 Proposals should be developed with employers to ensure they address the real needs of local business and the wider Leicester and Leicestershire economy.
- 5.9 Learners will need to progress on to a guaranteed job interview upon the completion of the Skills Bootcamp. Training is to be a minimum of 60 Guided Learning Hours and to be a maximum of 16 Weeks (excluding examinations if applicable)

- 5.10 Providers must ensure that Bootcamps can be reasonably delivered to a learner at the same time as they are employed in either a full-time or part-time role, or unemployed, or alongside around other commitments. Bootcamps cannot fund any part of a learner's training that duplicates provision they have received from any other sources.
- 5.11 Providers are expected to undertake a suitable initial pre-course assessment of each learner to ensure they satisfy the course requirements, and they will need to track individual progress against the various outcomes to be delivered.
- 5.12 All delivery will need to comply with OFSTED regulations.

Next Steps

- 5.13 Leicester City Council's Economic Regeneration and Adult Learning teams have been liaising with colleagues at the LLEP; Leicestershire County Council and with other organisations to see if there is there is an appetite/ opportunity / gap to deliver bootcamps in Leicester.
- 5.14 Some existing bootcamps are being delivered for residents in Leicester & Leicestershire but these opportunities are via the Derby Derbyshire Nottingham Nottinghamshire LLEP (D2N2) delivery partnership that includes local providers DMU and Annica Digital.
- 5.15 Annica Digital currently offers a 12-day Digital Skills Bootcamp covering subjects such as social media; SEO and content marketing; paid media and digital marketing which can lead to a Level 5 qualification from the Digital Marketing Institute (DMI). DMU offers a Gamification Skills Bootcamp and a Web Design Development Skills Bootcamp with training provider Provisional Seals also offering a Wall Insulation Bootcamp.
- 5.16 As the LLEP is currently winding down, Leicester City Council is taking the lead in commissioning and applying for the delivery of Skills Bootcamps across Leicester and Leicestershire.
- 5.17 Previous year's funding was available but was not pursued as a) the initial allocation was for just 6 pilot areas; b) other European Funding was available at the time which delivered similar skills interventions; c) the scope of courses initially was quite limited but now has been enhanced and become more outcome targeted.
- 5.18 Furthermore, local providers have been able to access funding via D2N2 and/or national bids, however the take up of this opportunity in Leicester has been low so it is considered that a locally co-ordinated bid might have more traction. Since Student Loans were introduced for courses at Level 3 and above a few years ago, adult participation in vocational education has fallen. This opportunity is seen as way to mitigate that policy whilst also targeting resources at priority sectors.
- 5.19 Based on discussions with other organisations delivering bootcamps in other areas and considering our key local priority needs and potential delivery partners, the proposed focus for an initial bid are:
- Digital
 - Construction / Retrofit

- 5.20 The above sectors being proposed are areas that are already being delivered and will be quicker, easier and more efficient to establish and set up processes and procedures, thereby ensuring deliverability in the initial phase.
- 5.21 Within the application there is scope to pilot other subjects, for example the space sector.
- 5.22 We have invited expressions of interest from organisations who could provide services over the next 6 months to act as a pilot. From this the full details of the scope and focus for the proposal needs to be confirmed and agreed. The delivery approach will also need to be developed, including confirming the potential consortium delivery organisations, costings and outputs/outcomes. This will be developed in consultation with potential delivery partners.
- 5.23 The plan is to submit a tight and focused proposal by October 2023 for an initial Wave 4 pilot scheme, based on the above initial sectors, that would be delivered by March 2024. We are proposing to deliver on a few subject areas initially for the first 6 months but then can look to expand further in future phases once the pilot, structure and systems are in place.
- 5.24 We are anticipating putting in an application of between £500k-£1.5m from initial available national allocation of £34m in Wave 4. Depending upon the Expression of Interest responses received the number of individuals supported will be calculated, but we anticipate on average it will cost around £4k per individual.
- 5.25 An overall management fee will also be incorporated into the proposal to ensure staffing costs are covered in relation to the monitoring and reporting requirements for the Department for Education.
- 5.26 At present the Department for Education has confirmed that a funding allocation for 2024-25 will be available, although clearly future years will be dependent upon any changes in government or government policy.
- 5.27 A further subsequent application could then be made for 2024-2025 to broaden the scope of the programme, subject to successful the delivery of the pilot and the development of new sector specific partnerships and proposals. Consideration is to be given to future topic / subject areas, whilst also recognising that a job output will also need to be achieved as payments are processed based on the achievement of outputs.

6. Financial, legal, equalities, climate emergency and other implications

6.1 Financial implications

As with all grant bids, the details will need to be reviewed in advance of submission to understand and assess the full financial implications. This will include an understanding of grant conditions. The Council's administration costs would be built into any bid to DfE, so it is not anticipated that there would be any net cost to the Council of the proposed arrangements.

The proposed grant would entail Leicester City Council acting as accountable body for training providers. Subject to any grant bid being successful (and the amount of that grant), an Executive decision may be required to act as accountable body.

Stuart McAvoy – Head of Finance

6.2 Legal implications

If there are to be joint working arrangements set up with Leicestershire County Council or any other public sector bodies in order to progress projects relating to the Skills Bootcamps, it will be necessary to consider whether a formal joint working agreement is required and advice should be sought from Legal Services

Where any such joint working arrangements involve organisations in the private sector, then care should be taken to ensure that the joint working is legally compliant. Consideration should be given to the Council's obligations under the Public Contracts Regulations 2015 and ensuring that no joint working could be considered to be a services contract which should have been procured, or that information is given to an enterprise which gives them an advantage in any forthcoming procurement. Advice should be sought from Procurement and Legal Services in this respect.

If there is any grant funding being awarded to the Council in relation to the Skills Bootcamps, it will be necessary to consult Legal Services to ensure that the necessary subsidy control assessment has been carried out and that the Council can comply with any terms and conditions that are attached to the funding. If the Council is awarding funding, then again it is required to carry out a subsidy control assessment in conjunction with Legal Services and obtain advice on appropriate terms and conditions under which to award the contracts.

Tracey Wakelam
Principal Lawyer
Commercial, Property and Planning

6.3 Equalities implications

The briefing provides an overview of Skills Bootcamps and the potential of these for Leicester and Leicestershire. There are no direct equalities implications arising from the paper. Skills Bootcamps are developed in partnership with local employers, providers and authorities to help fill skills gaps and vacancies in local areas. Accessible initiatives that are designed to help learners develop their skills and equip them with the knowledge to find a job or apprenticeship should lead to positive impacts for people from across all protected characteristics. Giving people the opportunity to build up sector-specific skills, gain knowledge and experience and fast-track to an interview or progress in their current role can also help improve vocational skills. Some people may not be able to afford similar commercial courses to that offered by Skills Bootcamps, having free courses should make them more accessible.

Equalities Officer, Surinder Singh, Ext 37 4148

6.4 Climate Emergency implications

As shown within the report, Green Skills is one of the categories of training within the Skill Bootcamps programme, covering a wide range of potential areas for skills training. The delivery of bootcamp courses and engagement by local employers in this category could therefore make an important contribution to developing sustainable business skills and opportunities within Leicester. As such consideration should be given to opportunities in this area, including through the proposal for construction / retrofit to form one of the areas of initial focus, as noted in the report.

Aidan Davis, Sustainability Officer, Ext 37 2284

6.5 Other implications (You will need to have considered other implications in preparing this report. Please indicate which ones apply?)

None

7. Background information and other papers:

8. Summary of appendices:

9. Is this a private report (If so, please indicate the reasons and state why it is not in the public interest to be dealt with publicly)?

10. Is this a “key decision”? If so, why?

No