

Executive Decision Report

Skills Bootcamps

Decision to be taken by: Deputy City Mayor – Climate,
Economy, and Culture

Decision to be taken on: 3 November 2023

Lead director: Mike Dalzell



City Mayor

Useful information

- Ward(s) affected: All wards
- Report author: Joanne Ives
- Author contact details: 37 2934
- Report version number: 1

1. Summary

1.1. This report is seeking approval to accept funding for the delivery of three Skills Bootcamps across Leicester and Leicestershire.

2. Recommendations

- 2.1 It is recommended that the City Mayor:
- (i) accepts Department for Education (DfE) funding of £700,000 for Skills Bootcamps, and
 - (ii) approves for the City Council to act as Accountable body for this funding.

3. Supporting information including options considered:

Background

- 3.1 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 giving people 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.
- 3.2 Skills Bootcamps are flexible courses, of up to 16 weeks in duration and typically at Levels 3 to 5, providing a minimum of 60 Guided Learning Hours. 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
- 3.3 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)
- 3.4 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. All learners will progress on to a guaranteed job interview upon the completion of the Skills Bootcamp and will need to be compliant with OFSTED regulations.
- 3.5 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.

3.6 The following topics/subjects demonstrate the current range of programmes that can be delivered as part of 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.	

Application Process

- 3.8 The Department for Education invited applications from local areas to deliver either a single bootcamp or a range of thematic bootcamps. Proposals can be submitted by a single legal entity to deliver bootcamps individually, or on behalf of a consortium of organisations.
- 3.8 Leicester City Council has submitted a proposal to deliver an initial programme of Skills Bootcamps across Leicester and Leicestershire, focusing on Digital and Construction skills. The project covers delivery for an initial 6-month pilot from October 2023 to March 2024.
- 3.8 Expressions of interest were invited from training providers / colleges to see if

they wish to be part of consortium bid, led by Leicester City Council as Accountable Body. Three applications were received which were combined into a single programme.

3.12 The programme delivery will cover:

Provider	Course	Level	Individuals Supported	Funding Allocation
Annica Digital	Digital Marketing Skills	5	140	£405,000
Twin Training	Cyber Security	3	30	£110,000
Construction Hub with Construct Training Ltd	Groundwork / Highways Course	2	30	£100,000
Leicester City Council	Accountable Body			£85,000
				£700,000

3.13 The Department for Education has now confirmed funding for the delivery of the 6 month pilot scheme for delivery to March 2024.

4. Details of Scrutiny

Economic Development, Transport and Climate Emergency (EDTCE) Scrutiny committee on 21st September 2023.

5. Financial, legal and other implications

5.1 Financial implications

The report seeks approval for the Council to act as accountable body for 3 training providers. The Council will receive money from the Department for Education (DfE) based on the delivery of performance targets of each provider and then passport the grant across. The contract conditions imposed by the DfE on the Council will be mirrored in the grant agreements with each provider. Since the payments are in arrears, any financial risk to the Council is minimised.

Stuart McAvoy – Head of Finance

5.2 Legal implications

A subsidy control assessment has been carried out by Legal Services which concluded that the receipt of the grant funding from DfE and the subsequent proposed grant funding awards by the Council do comply with the Subsidy Control Act 2022.

The DfE grant funding terms and conditions will be reviewed by Legal Services who will flag any particular areas that clients should be aware of. However, it is unlikely that DfE will make any amendments to its standard terms and conditions.

The Council should ensure that it awards grant funding subject to the terms and conditions and should liaise with Legal Services in this respect.

For any 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.

Tracey Wakelam
Principal Lawyer
Commercial, Property and Planning

5.3 Climate Change and Carbon Reduction implications

As shown within the report, Green Skills is one of the categories of training within the Skills 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

5.4 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

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

N/A

6. Background information and other papers:

None

7. Summary of appendices:

None

8. 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)?

No

9. Is this a “key decision”?

No

10. If a key decision please explain reason

N/A