

# Executive Decision Report

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## **Skills Bootcamps 2024-25**

Decision to be taken by: Assistant City Mayor -  
Communities, Adult Learning, Jobs and Skills

Decision to be taken on: 26 January 2024

Lead director: Mike Dalzell

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**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 Skills Bootcamps across Leicester and Leicestershire for delivery from April 2024 to March 2025.

### 2. Recommendations

- 2.1 The Assistant City Mayor is recommended to:
- (a) accept Department for Education (DfE) revenue grant funding of £2.1m, and
  - (b) agree for the City Council to act as Accountable body for the financial management of these funds.

### 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, other than digital courses which provide 100 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<br>B. Novice to Cat C and Cat C+E<br>C. Novice to Cat C or Cat C and Cat C+E + employer specific elements<br>D. Cat C to Cat C+E<br>E. Additional Qualification in ADR Packages<br>F. Additional Qualification in ADR Packages and ADR Tankers<br>G. Additional Qualification in ADR Tankers + PDP<br>H. Back to the Wheels Refresher to existing category<br>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

- 3.7 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 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 from October 2023 to March 2024 and as awarded £700k of funding. Three providers have been awarded delivery of the following activities.

| 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           |

3.9 A further bid for £2.1m was submitted and approved in December 2023 to continue delivery of these types of courses but to broaden the remit as outlined below.

- **Digital** (min 100 hours, specific digital course to be demonstrated, potential around enhanced admin roles)
- **Highway/Groundwork** (level 2)
- **Retrofit/ Green Skills / Construction** (level 2 or above) – building on existing provision, concentration potentially around heating.
- **HGV:** level 2 proposed – limited local provision noted.
- **Creative:** Targeted around production
- **Textile:** Targeted around creative design/graphic design; Leadership & Management
- **Other** (level 3) Support for tutor training i.e. customer service (hospitality/ retail sector); technical support in the space sector.

3.10 Following approval, a call will be launched at the end of January 2024 for training providers to propose delivery of a Skills Bootcamp, demonstrating need and demand for the proposed courses. Applications will then be assessed in March 2024 for delivery from April / May 2024 onwards.

#### 4. Details of Scrutiny

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

#### 5. Financial, legal and other implications

##### 5.1 Financial implications

This report proposes that Leicester City Council act as accountable body for £2.1m of revenue grant funding from DfE. The grant conditions and mechanisms for reimbursing training providers have been reviewed and these do not expose the Council to financial risk. The Council will only pay providers in arrears, once performance targets have been validated, so any repayment of grant back to the funding body will not result in a loss to the Council.

The £2.1m includes a sum to cover the administrative cost to the Council of acting as Accountable Body. As such, it is not anticipated that there would be any net cost to the Council of the proposed arrangements.

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 by the Council does comply with the Subsidy Control Act 2022 and accompanying guidance and international obligations.

The DfE terms and conditions have been reviewed by Legal Services and comments have been provided to clients.

The Council proposes to carry out a call for competition to appoint partners to carry out the training required under the DfE grant funding terms and conditions. Care should be taken when carrying out the call for competition and entering into grant funding terms and conditions, to ensure that any ensuing agreements could not be seen as being services contracts which require a compliant procurement process to be undertaken. Clients are liaising with Legal Services in this respect.

Tracey Wakelam  
Principal Lawyer  
Commercial, Property and Planning

## 5.3 Climate Change and Carbon Reduction implications

Green Skills is one of the categories of training within the Skills Bootcamps programme, covering a wide range of potential areas for skills training. As noted within the report, delivery of Retrofit, Green Skills and Construction bootcamps has been included within the latest successful bid. Delivery of these course should have a positive climate impact within the city, helping to develop vital skills for enabling net zero within Leicester. Providers should also be encouraged to explore opportunities to embed sustainability-related skills within the other courses to be delivered, as relevant to those skills areas.

Aidan Davis, Sustainability Officer, Ext 37 2884

## 5.4 Equalities Implications

Under the Equality Act 2010, public authorities have a Public Sector Equality Duty (PSED) which means that, in carrying out their functions, they have a statutory duty to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, to advance equality of opportunity between people who share a protected characteristic and those who don't and to foster good relations between people who share a protected characteristic and those who don't.

Protected Characteristics under the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The report is looking to accept funding for the delivery of three Skills Bootcamps across Leicester and Leicestershire for delivery from April 2024 – March 25. 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. And are likely to support positive equalities outcomes and provide an opportunity to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.

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