

Skills Bootcamps

EDTCE Scrutiny Commission

Date of meeting: 12/03/2025

Lead director/officer Mike Dalzell

Useful information

- Ward(s) affected: All
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- Author contact details: Kerry.gray@leicester.gov.uk
- Report version number: 1

1. Summary

In 2023 Leicester City Council assumed the role of Lead Accountable Body for the procurement of Skills Bootcamps across Leicester and Leicestershire. This report provides details of the impact of the pilot year (2023-24) and an update on the 2024-25 programme.

2023-24		
Performance Measure	Target	Outturn
Participants	200	198
Completers	157	155
Positive employment outcome	116	106

2024-25 (to Jan 25)		
Performance Measure	Target	Progress
Participants	541	234
Completers	433	91
Positive employment outcome	352	52

2. Recommendation(s) to scrutiny:

EDTCE Scrutiny Commission are invited to:

- Consider and comment upon the development of the Skills Bootcamp programme.

3. Detailed report

3.1 Skills Bootcamps

Skills Bootcamps are a national Department for Education programme, commissioned locally by Leicester City Council on behalf of Leicester City and Leicestershire. An officer group comprising economic regeneration and adult skills leads for City and Council oversees the programme. The Leicester City Economic Regeneration team are responsible for contracts and commissioning, reporting and programme management. The Leicester City Adult Education team oversee the quality of the Bootcamp delivery.

Skills Bootcamps are designed to be short intensive courses intended to:

- re-train existing staff to boost productivity or respond to changing requirements
- train potential staff for new roles and sectors of high demand

- upskill self-employed people to increase productivity and develop their businesses.

Bootcamps are required to be at least 60 hours long and delivered over a maximum of 16 weeks. They are normally at Level 3 (A Level standard) or above and are mapped to Apprenticeship standards.

All bootcamp providers must ensure there are real job openings and a guaranteed interviews for each participant.

The programme is paid on results with 30% of funding associated with a positive employment outcome within 6 months of completing the bootcamp:

- additional responsibilities at work using the skills developed in the Bootcamp
- new job related to the skills developed on the Bootcamp is secured
- increased self-employed business related to the skills developed on the Bootcamp

3.2 2023-24 (Wave 4)

Three training providers were commissioned to provide Skills Bootcamps in the 2023-24 pilot. 57% (£486K) of the allocated £615K was earned by the providers.

Provider	Bootcamp Title	No of starts	No of positive outcomes	%
Annica Training	Digital Marketing	138	66	48%
Construct Training	Construction	29	14	48%
Twin Training	Cyber Security	33	26	79%

3.2.1 Geographic distribution

While learners were engaged from across the region, most County residents enrolled on the Anicca Digital Marketing Bootcamp, whereas most of the other learners were city residents. This reflects the recruitment and delivery strategies of the providers. Construct Training delivered on-site in Beaumont Leys and while Twin Training delivered their course online, they have a well-established, city focussed, referral relationship with city Job Centres through their Restart programme.

Candidates Home Postcode (M1)

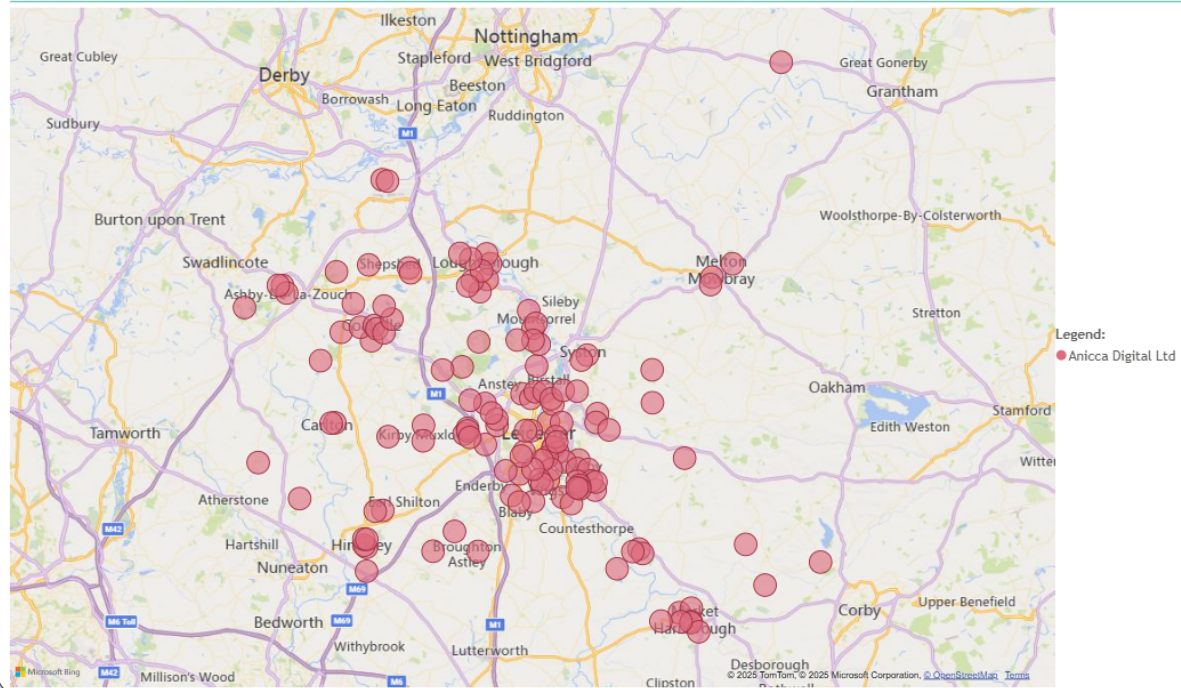


Figure 1: Home postcodes of Digital Marketing learners

Candidates Home Postcode (M1)

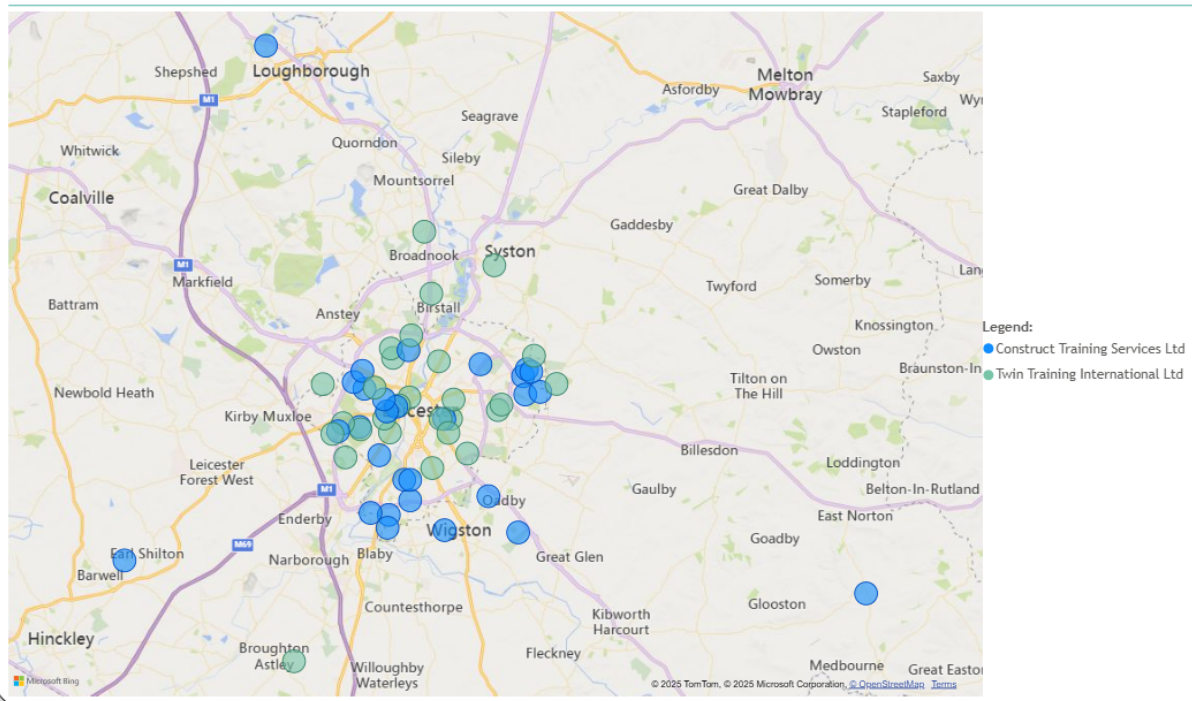


Figure 2: Home Postcodes of Construction and Cyber Security learners

3.2.2 Demography

Of the 198 participants overall

- 41% were White British,
- 22% Asian/Asian British and
- 14% were Black / African/Caribbean /Black British.

- 49% were female
- 18% declared a disability.
- 33% were under 30
- 22% were over 50

Demography of Leicester City participants

- participants (36%) were city residents. Of these:
 - 33% were White British,
 - 28% Asian/Asian British and
 - 17% were Black / African/Caribbean /Black British.
- 29% were female
- 12.5% declared a disability.

3.2.3 Employment Status

Employment status of participants reflects the nature of employment in the targeted sectors. 44% of participants were self-employed and they were all participating in the Digital Marketing Bootcamp. All the Cyber Security participants were unemployed at the start, with two thirds having been unemployed for more than 12 months. 79% of those learners secured employment, as a result of completing the Bootcamp.

Provider ● Anicca Digital Ltd ● Construct Training Services Ltd ● Twin Training International Ltd

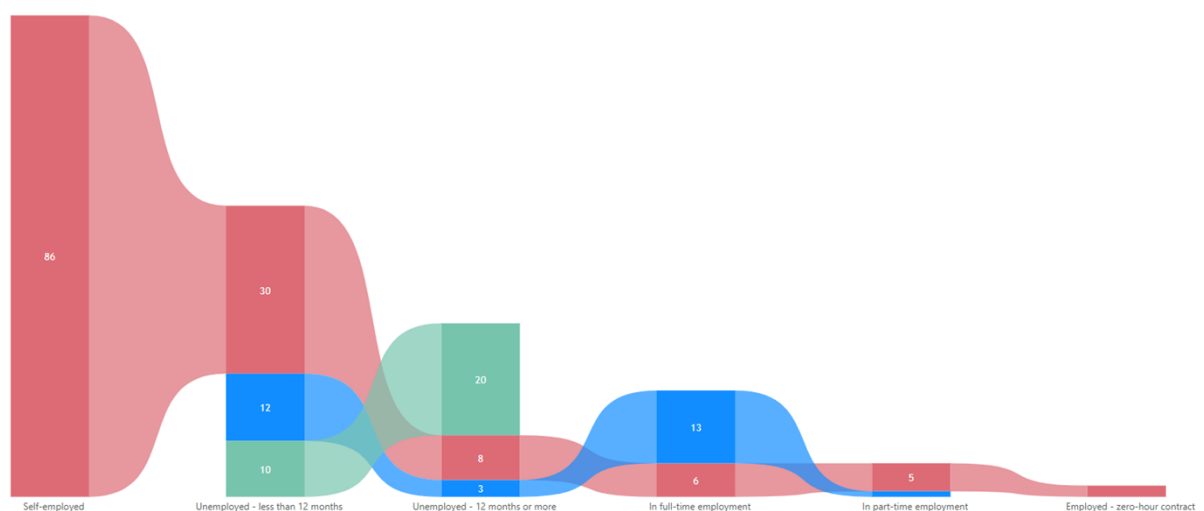


Figure 3: Employment status prior to start

3.2.4 Prior Levels of Education

On Digital Marketing, Level 5 (undergraduate level), 57% already had qualifications at Level 5 or above. Many were recent graduates looking to augment their CV. However, the remaining 59 learners were achieving their first undergraduate level qualification.

On Cyber Security, Level 3 (A Level), 80% had qualifications at Level 2 or below.

On Construction, Level 2 (GCSE level), 34% had no qualifications and only 4 (14%) had qualifications above Level 2.

3.3 2024-25 (Wave 5)

3.3.1 Progress to date

The allocation for 2024-25 is £1.7M. To date, ten colleges and training providers have been commissioned to provide 12 Skills Bootcamps in 2024-25.

Provider	Bootcamp Title	Target starts
Annica Training	Digital Marketing	130
Construct Training	Construction	45
Fashion - Enter	Garment Production	30
Fashion - Enter	Sewing & Repair	20
Skills 4 Pharmacy	Pharmacy	40
Moulton College	Agriculture	50
Moulton College	Solar Installation	50
NW&SL College	Teaching	50
Peterborough Environment City Trust	Environmental Management	40
SMB College	Agriculture	15
Tech Educators	Software Development	40
Twin Training	Cyber Security	60

All 2024-25 Bootcamps must complete delivery by the 31st of March 2025 and positive outcomes reported within 6 months of completion (31st September 2025)

To date 235 starts (43% of target) and 52 positive outcomes (16% of target) have been reported. 25% of funding allocated has been earned.

There was a delay to confirmation of funding and therefore finalising procurement which has resulted in some providers reducing the number of cohorts they will be able to complete within the timeframe.

Some providers are new to the delivery of Skills Bootcamps and have found it harder than they anticipated to recruit learners so far.

3.3.1 Geographic distribution

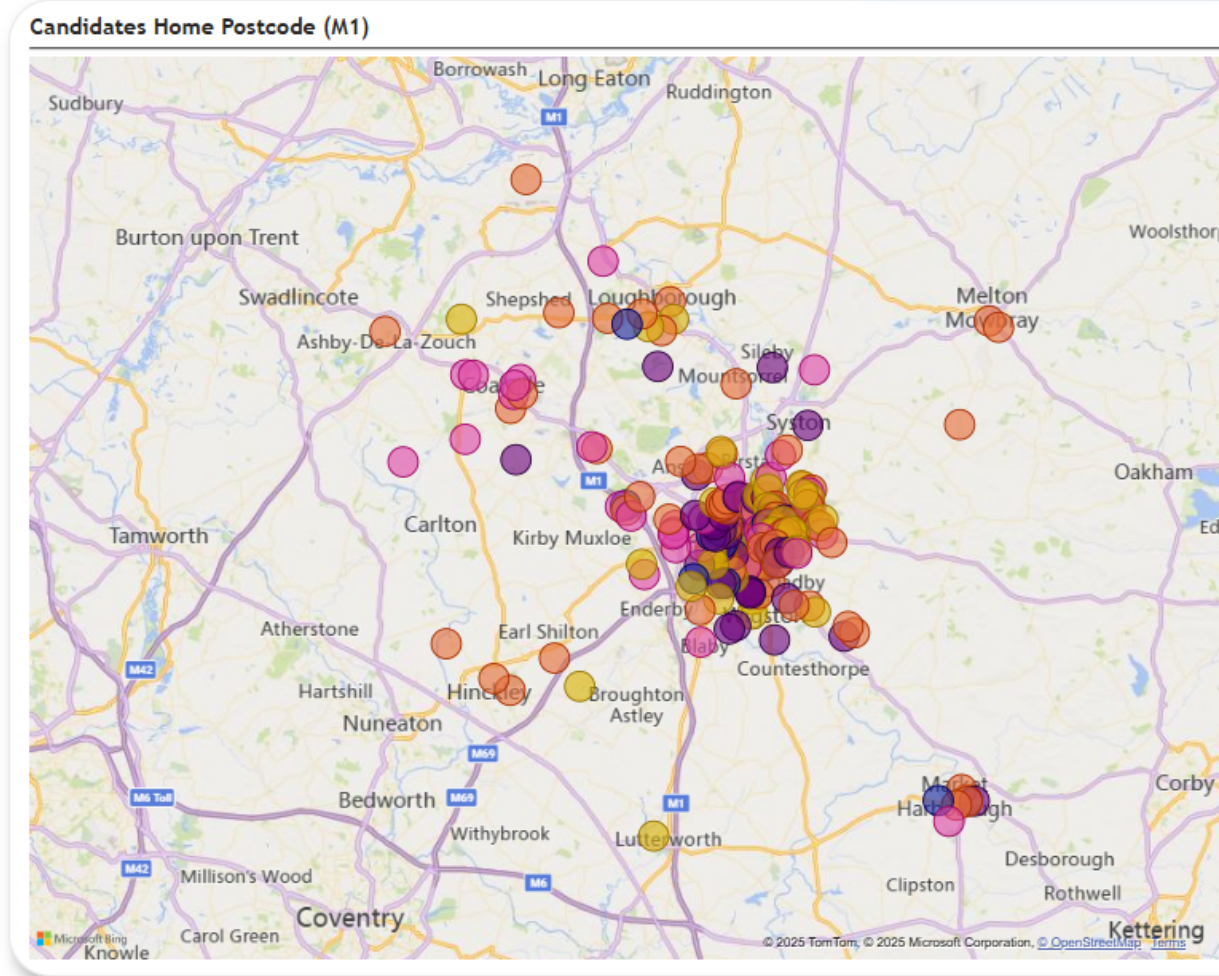


Figure 4: Home postcodes of 2024-25 learners

3.3.2 Demographics

Of the 235 participants recruited so far:

- 35% Asian/Asian British,
- 26% were White British
- 15% were Black / African/Caribbean /Black British.

- 43% were female
- 18% declared a disability.
- 37% were under 30
- 11% were over 50

Demography of Leicester City participants

141 participants (60%) were city residents. Of these:

- 46% were Asian/Asian British
- 21% were Black / African/Caribbean /Black British.
- 13% White British
- 47% were female
- 17% declared a disability.

- 45% were under 30
- 7% were over 50

3.3.3 Employment Status

- 38% Unemployed more than 12 months
- 36% unemployed less than 12 months
- 15% self employed
- 11% employed

3.3.4 Prior Educational Attainment

- 33% have a prior qualification at Level 5 (undergraduate) or above
- 27% have qualifications at Level 3 (A Level) or Level 4 (Foundation degree)
- 32% have qualifications at Level 2 (GCSE level) or below
- 3% have no qualifications or Entry level qualifications

3.4 Case Study – Twin Training Cyber-Security

A learner was referred via a job centre as a Universal Credit claimant who had been unemployed for nearly 3 years. He had previously done an Access to Higher Education: IT diploma. and wanted to explore this sector further.

Prior to starting the course he had personal soft skills that he wished to improve, such as IT skills, self-confidence, and interview skills as he had been out of work for so long. His main goals were to improve on these skills, gain confidence and go back into sustainable work.

Since leaving the project, he has gained a permanent full-time role with Nationwide Building Society as a Business Intelligence Specialist within their IT and Digital team. This has far surpassed his expectations as his confidence was lost after being out of work for so long. The biggest benefit he experienced was the support from the tutor and mentor on an individual basis which improved his confidence massively. He would now consider further training in the future should he be able to do it in the evenings after work or in his own time.

3.5 2025-26 Wave 6

Funding has recently been confirmed for the 2025-26 financial year. The intention is to slightly amend the application and delivery management processes to address some of the delivery challenges in 2024-25 and in response to some DfE changes. A two-stage application process will enable initial applications to be screened before detailed applications are invited. This will enable quicker processing of applications and allow for new providers to access the programme, in year, if funds allow. New providers may be funded to deliver a pilot Bootcamp, and subsequent allocations will be subject to successful delivery of the pilot.

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

4.1 Financial Implications

There are no significant financial implications arising from this report. As Accountable Body for the grant funding, the Council is responsible for the financial management of the grant on behalf of the ultimate recipients (the service providers). Providers are paid in arrears based on performance delivery, so there is no financial risk to the Council in a situation of grant repayment.

Signed: Jade Draper, Principal Accountant

Dated: 25/02/2025

4.2 Legal Implications

All procured and appointed providers of the Skills Bootcamps courses and workshops including for the latest 2024-25 financial year must comply with any of the individual grant funding requirements in relation to Council specified performance targets and desired outcomes in order to receive the full funding allocations in the different skills categories.

Additionally providers and colleges will need to encourage accessibility of the learning opportunities to participants to satisfy the scheme's objectives and comply with any mandatory terms and conditions as to payment of grant to recipients stipulated by the Council under the Council's Constitution including its Contract Procedure Rules where appropriate.

Signed: *S. Lowry-Smith* - Steven Lowry-Smith - Contracts & Procurement Solicitor

Dated: 27 February 2025

4.3 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.

This report provides details of the impact of the pilot year (2023-24) and an update on the 2024-25 programme Skills Bootcamps across Leicester and Leicestershire. There are no direct equalities implications arising from the paper.

Skills Bootcamps have been 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. These 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.

Signed: Equalities Officer, Surinder Singh, Ext 37 4148

Dated: 21 February 2025

4.4 Climate Emergency Implications

Wave 5 of the bootcamps includes courses on solar installation, environmental management and sewing and repair. These should help individuals to benefit from new opportunities in the 'green' economy, as well as opportunities to progress into new roles in the 'mainstream' economy which require green skills. It should be noted that the skills bootcamps are included in the council's Climate Ready Leicester Plan for this reason.

Signed: Duncan Bell, Change Manager (Climate Emergency). Ext. 37 2249

Dated: 24.02.25

4.5 Other Implications

Signed:

Dated:

5. Background information and other papers:

6. Summary of appendices: