

8 DfE Bootcamp Proposal

WLEP BOARD RECOMMENDATION

The Board is asked to:

- Review and note Worcestershire LEP's bid to the Department for Education for Bootcamps within the region; and
- Discuss proposals at the WLEP Board meeting.

8.1 Background

- 8.1.2 As part of the National Skills Fund investments, the government launched in 2020 a range of Skills Bootcamps designed to expedite individuals into careers with recruitment shortages and support those out of work to retrain.
- 8.1.3 Wave 1: (£8m) for delivery in 2020/21
- Skills Bootcamps were rolled out from Autumn 2020 in West Midlands, Greater Manchester with Lancashire and Liverpool City Region Leeds/West Yorkshire, Heart of the South West and Derbyshire/Nottinghamshire. Skill areas covered included digital as well as technical, for example nuclear welding, photonics, 3D printing and laser cutting.
- 8.1.4 Wave 2: (£43m) for delivery in 2021/22
- DfE awarded lead suppliers (or consortium) at a regional level with local subcontract arrangements to expand Digital, Construction and Technical Skills Bootcamps across England.
 - In addition, they responded to a priority need to address HGV driver shortages. Contracts have been awarded for delivery by November 2022.
- 8.1.5 Wave 3: (approx. £150m) for delivery in 2022/23
- Spending Review confirmed significant investment and scaling up of the Skills Bootcamps programme
 - Headline: £1.6 billion through the National Skills Fund in the next three years, which includes extending the eligibility for Free Courses for Jobs offer to more adults and further expanding Skills Bootcamps, approximately £150m for FY 2022-23

8.2 Bootcamp Aims and Objectives

- 8.2.1 To deliver flexible training programmes lasting up to 16 weeks, based on employer / sector 'in-demand' skills needs which may be either regulated (i.e. qualification based) or non-regulated (e.g. based on alignment with industry standards) enabling adults to do training around work and other commitments, looking to gain work, additional responsibilities, or access new opportunities and will offer a guaranteed job interview (in the case of a new job) to individual participants on completion of the course.
- 8.2.2 To address the needs of adults (19+) who are full-time and part-time employed, unemployed, returning to work after a break or self-employed, and provide individuals with wider access to opportunities to retrain, update or formalise their skills or acquire specialist skills.
- 8.2.3 To address the needs of employers and the wider economy, to deliver targeted interventions to meet short-medium term demand to fill vacancies and drive productivity. They will help fill medium-higher level vacancies and bring individuals closer to better jobs, by linking them with line of sight to a job/ different role, additional responsibilities or new opportunities/contracts

- 8.2.4 To help fill vacancies and bring individuals closer to better jobs (including those currently in employment), by linking them with line of sight to a job / different role, additional responsibilities or new opportunities / contracts.
- 8.2.5 To ensure that training is available in areas of the country that stand to benefit from the skills bootcamp model where provision isn't (or is limited) available.
- 8.2.6 Current Bootcamp delivery in Worcestershire has been limited to HGV driving on a small scale.
- 8.2.7 DfE Bootcamps are fully funded for people (19+) out of work or working outside of the industry they wish to train in or for part funded (10% contribution for SMEs and 30% for Non-SMEs) to employers for upskilling.

8.3 DfE Approach to LEPs

- 8.3.1 In January 2022, Worcestershire was approached by the DfE to balance grant funding to local areas and away from a national procurement model. The LEPs were asked to put forward a proposal that supported delivery to meet the needs of employers in their locality around a number of predefined Lots, aimed at industry sectors. Bids had to be of a minimum of £1 Million.
- 8.3.2 Headline LOTs are as follows :-
 1. Digital Core – Cloud , CAD , Cyber, Data, DevOps, Digital Marketing, Games, Network, Software Development, Software Engineering, Support and Web.
 2. Digital Bespoke – Digital Bootcamps not falling in the above subject areas
 3. Technical Core – Manufacturing, Design, Electronics , Engineering and Welding
 4. Technical Bespoke – Technical Bootcamps not falling in the above subject areas
 5. Construction – Construction Management, Construction Trades
 6. Pathway to Accelerated Apprenticeships – Apprenticeship Pathways
 7. Green Skills – Green Power, Construction and Buildings, Green Transport, Protection of Natural Resources, Business and Industry.
- 8.3.3 Delivery is between 60 Guided Learning Hours and 16 weeks and maps to a Level 3 qualification although exemptions can be made around Construction Trades.
- 8.3.4 Delivery must be associated to an employer and over 75% of those on programme must move into employment.
- 8.3.5 Timescale is a 12-month programme, at time of bidding notification of outcomes was scheduled for March 2022.

8.4 Worcestershire's Bid - £1.79m

	Subject areas	Numbers to be trained
1	LOT 1 - Digital/Data Support & Digital Marketing	40
2	LOT 1 - Tech, Networking & Cyber	40
3	LOT 1 - Software Developer (Coding, DevOps, UX)	40
4	LOT 1 - Digital Bespoke to Employer - Version1 Ltd	40
5	LOT 1 - Digital Bespoke to Employer – Ongoing conversation with various employers	60
6	LOT 5 - Construction/ Craft Skills-Including- -Brickwork -Carpentry and Joinery	141

	-Plumbing -Painting and Decorating	
7	LOT 6 – Acceleration into Apprenticeships Health and Social Care	100
	Total	461

8.5 Worcestershire's Awarded Bid

8.5.1 In May 2022, Worcestershire was notified that DfE had received more bids than anticipated and it was decided that the fairest way to allocate funds would be to split all requests by 50%. Therefore Worcestershire was awarded as follows :-

Provider	Subject Area	No of participants	Total Award
Kidderminster College	Brickwork	30	81000
Heart of Worcs	Brickwork	16	
	Carpentry and Joinery	16	
	Plumbing	16	
	Painting and Decorating	16	144000
TDM	Digital Data Support	25	
	Tech, Networking and Cyber	20	
	Software Developer	35	
	Digital Bespoke	38	494000
Herefordshire & Ludlow College (feeder to Uni of Worcester)	Accelerated Path to Nursing Apprenticeships	40	70000
	TOTALS	252	789000

8.5.2 Worcestershire LEPs total bid with Staffing, Marketing and Quality Assurance costs equates to a total of £907k over 12 months, however due to the late starting point, this has been shortened to 10 months currently. There is a feeling this will be extended to ensure programmes perform.

8.5.3 Since May, Worcestershire LEP have recruited a project manager and project support office and commenced delivery with 10 starts to date. First claims have been submitted to the DfE. Next Phase of delivery is to focus on recruitment through a marketing campaign for people out of work and for employers to consider reskilling within their existing workforce.

8.6 Next Steps

8.6.1 Worcestershire LEP is now in full delivery with partners and is working on potential Bootcamp delivery for 2023 bidding. This includes early discussion with local employers around upskilling in air source heat pump installation and others.

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