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Department
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 Cheshire and Warrington
Local Enterprise Partnership

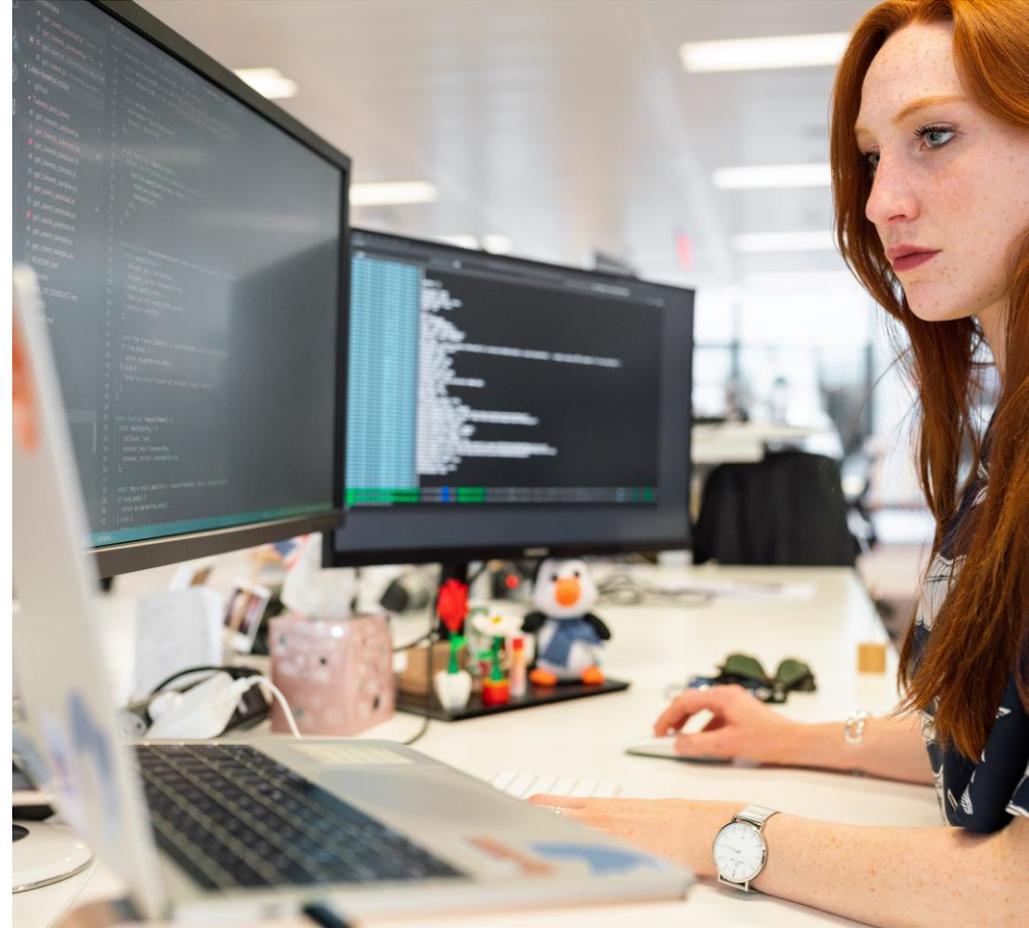
Skills Bootcamps Wave 3 Lot 2

**SKILLS
FOR LIFE**



AGENDA

- Welcome & Introductions
- The Opportunity
- What are we looking for?
- Performance Management
- Timelines
- Q&A



The Team

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The Opportunity

“Skills Bootcamps are free, flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills and fast-track to an interview with a local employer.”

Cheshire & Warrington have been awarded **~£1m from DfE** to fund **15 Skills Bootcamps** as part of the Wave 3 scheme this financial year, with the expectation that funding will be available for the next 2 financial years.

Our aim is to **train over 260 people** from the Cheshire and Warrington area by March 2023 on the Skills Bootcamp programme.

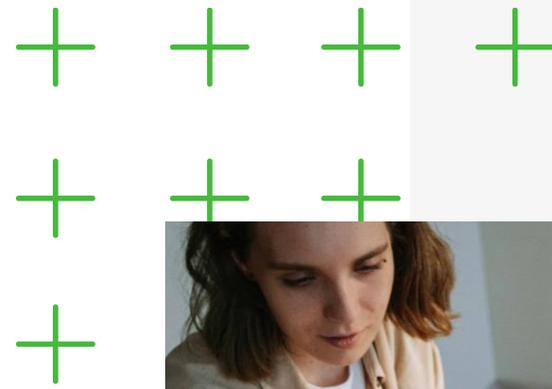
We expect for **80% of all learners who start a bootcamp to complete it**, and **100% of those to get a “successful outcome” within 6 months** of completing the Skills Bootcamp.

This is therefore not a traditional training course as the focus is on getting the learners into jobs.

[Skills Bootcamps \(education.gov.uk\)](https://www.education.gov.uk/skills-bootcamps)

Approach

- Employer Focused. Employer engagement can include:
 - the development and delivery of bootcamps
 - clearly identified guaranteed interviews for job vacancies for specific roles
 - involvement in screening potential learners
 - coaching and mentoring
 - offering work experience
- Training Providers
 - Flexible approach
 - Accredited or non-accredited training acceptable (dependent on needs of specific bootcamp and associated employers)
 - Offer value for money
 - Delivery of level 3 or above, unless specified.



Skills Bootcamps acceptable by DfE

There are currently 3 core categories accepted by DfE for Skills Bootcamps: digital courses, technical training and green skills.

Category	Core Subject Area	Category	Core Subject Area	Category	Core Subject Area
Digital Core	<ul style="list-style-type: none"> • Cloud • Computer Aided Design • Cyber • Data • DevOps • Digital Marketing • Games • Network • Software Development • Software Engineering • Support • Web 	Technical Core	<ul style="list-style-type: none"> • Advanced Manufacturing • Design • Electronics & Electrotechnical • Engineering • Welding 	Green Skills	<ul style="list-style-type: none"> • Green Power • Green Construction & Buildings • Green Transport • Green Protection of Natural Resources • Green Business & Industry
Digital Bespoke	Digital Bootcamps not falling within the above nominated core areas	Technical Bespoke	Digital Bootcamps not falling within the above nominated core areas		
		Construction	<ul style="list-style-type: none"> • Construction Management • Construction Trades 		
		Logistics	<ul style="list-style-type: none"> • HGV Driving 		

Skill Areas

Lot 1 (65 learners)

- Logistics (HGV)
- Green Skills
- Digital: Marketing

Lot 2 (148 learners)

- **Digital: Cloud & Infrastructure**
- **Digital: Cyber**
- **Digital: Data Analytics**
- **Digital: Programming**
- **Digital: Marketing Design**

Lot 3 (51 learners)

- Green
- Digital

The Cheshire and Warrington local data and labour analysis reports and job vacancies analysis can be found at:
<https://cheshireandwarrington.com/what-we-do/skills-and-education/data-and-labour-market-information/>



Claims & Monitoring

Monitoring	Claim 1	Claim 2	Claim 3
<ul style="list-style-type: none">• Monthly DfE Data Submission• Evidence & Audit	<ul style="list-style-type: none">• 45% of grant value• Learners complete 5 equivalent days of learning	<ul style="list-style-type: none">• 35% of grant value• Bootcamp completion• Offer of an interview*	<ul style="list-style-type: none">• 20% of grant claim value• Successful outcome**

- Paid per unit cost of learner, with relevant employer contributions deducted:*
- *30% for large businesses,*
 - *10% where the employer is a small or medium enterprise of <250 employees*

Key Definitions

*“Offer of an interview” refers to:

- Offer of an interview on completion of the bootcamp for a job that matches the new skills acquired through the bootcamp, where the learner is fully funded.
- An offer of a new role and/or responsibilities that matches the new skills acquired through the bootcamp, where the learner is co-funded.
- Written confirmation/plan from the learner of how the new learning has been/will be applied to acquire new opportunities/contracts, where the learner is self-employed.

**“Successful outcome” relates to:

- the utilisation of the skills acquired in the bootcamp, being deployed within 6 months of completing the bootcamp, and the learner achieving:
- Offer of a new job and continuous employment for at least 12 weeks.
- Apprenticeship
- New role or additional responsibilities with an existing employer
- New contracts or new opportunities for the self-employed

Financial Breakdown Examples

All learners are independent		Large Enterprise is co-funding all learners		Learner types are blended	
Cost per learner	£4,000	Cost per learner	£4,000	Cost per learner	£4,000
Number of learners	20	Number of learners	20	Number of learners	20
Total Project Cost	$4,000 \times 20 =$ £80,000	Total Project Cost	$4,000 \times 20 =$ £80,000	Total Project Cost	$4,000 \times 20 =$ £80,000
Maximum Grant Requested	£80,000	Large Company Employer Contribution	$4,000/100 \times 30 \times 20 =$ £24,000	SME Employer Contribution	$4,000/100 \times 10 \times 5 =$ £2,000
		Maximum Grant Requested	$80,000 - 24,000 =$ £56,000	Large Company Employer Contribution	$4,000/100 \times 30 \times 5 =$ £6,000
				Maximum Grant Requested	$80,000 - (2,000 + 6,000) =$ £72,000

We appreciate that you may not know at the point of bidding what your learner types are, and this is something that will be discussed and agreed in your ongoing monthly grant management meetings with the LEP. Therefore please only complete any employer contributions that are known at the point of submission.

Monitoring & Evaluation

- Names/Details of employers involved
- Levels and details of employer co-funding achieved
- Numbers of and personal details/demographic data for all applicants wishing to become learners on the bootcamp
- Data on individual levels of training engagement and achievement (e.g. how many hours engage with the course, number of completions).
- Details of job interviews by employers and the success rate
- Track learners who complete the bootcamp, up to 6 months after completing the bootcamp to determine their outcome (as defined in section 4.5)
- Participate in qualitative interviews to reflect on implementation and identify lessons learned for future roll-out.
- Completion of an audit exercise for the bootcamp, including a spot-check review of the outcome of a minimum of 10% of the learners who complete the bootcamp.



Grant Award Criteria

How will you design and deliver high-quality bootcamps, including supporting new jobs and new skills in the local economy? 20%

How will you engage, enrol, and maximise participation with learners? 15%

How will you work with employers, and ensure their involvement from end to end (design/delivery/outcome)? 20%
Please ensure you supply written evidence from local employers, detailing their commitment/role to your Skills Bootcamp.

Capacity of resources allocated to the bootcamp 10%

Experience of local delivery 20%

Data & Quality Management: approach to data collection, management and reporting. 15%

Price & Value for Money against outputs and outcomes. Pass/Fail



Timeline (Lot 2b only)



Q&A



Q&A Part 1

Deadline Extension:

We do understand that the deadline is very tight, unfortunately there is a hard deadline from DfE for this round of applications to result in learners starting their respective bootcamps by the end of September. There is therefore minimal opportunity for significant amends in the timeline at this stage. If we are able to accommodate any change in the timeline we will communicate it via our website for all potential applicants to be aware, but the probability is very low.

Further opportunities to bid to deliver bootcamps will be forthcoming over the coming weeks and months, which will be published on the LEP website accordingly. If you are not able to apply within this round of applications, you are obviously more than welcome to bid against future opportunities, which will follow similar policies and processes as can be found in the live prospectuses.

Final 20% funding: For employees who have completed their bootcamps and moved into new roles do training providers have to wait the full 6 months after the end of the bootcamp before claiming the final 20%, or can it be claimed as soon as the learners have been in their new role for 12 weeks?

There is no requirement to wait until 6 months have passed to claim the final 20%, where learners have got a job. However, the frequency of claiming this final allocation will be agreed with the LEP in your offer letter, as we appreciate not all learners may achieve their successful outcome (job) at the same time.

Training Provider and Employer Partnerships: In terms of employer contributions, if the bootcamp delivery is a joint partnership between a training provider and employer does the employer have to pay the 30% to the training provider or is this just deducted from the funding claimed from DfE?

If a learner is co-funded, i.e. employed, then a training provider will need to claim from the LEP at either 70% or 90% of the cost per learner, depending on whether the employer is a small or medium enterprise (fewer than 250 employees – 10% contribution) or a larger enterprise (more than 250 employees – 30% contribution). The contribution from the employer will need to be paid direct to the training provider.

Templates:

We will pass on all relevant DfE templates, and are sourcing good practice from other LEPs and Combined Authorities.

Provider lists:

We are working to develop a framework of pre-approved training providers, to improve our responsiveness to future funding, and minimise the paperwork burden. We will also be developing an employer network, with our Growth Hub team, of those interested in Skills Bootcamps, to help shape the pipeline and will facilitate relevant introductions.



Q&A Part 2

Local experience of delivery and employer evidence:

There is no minimum number of references required, but experience to date has included 3 strong references of local employers. References should also be within the area, and while we will accept evidence from the wider North West area, we would not accept in principle references of support from employers outside of the North West area.

Grant allocation and learner expectation:

There is an individually set maximum grant allocation and minimum learner number for each bootcamp, which has been tested with the market in February, and broadly follows the cost per learner of £4k.

Expectation on percentage unemployed / employed learners:

While there is no current expectation on the ratio of learners, this may be subject to change for future funding rounds. There is however a current “informal” target of employer commitment to be 60% SME.

Supplementary information for bid:

Only evidence from local employers is requested to support your bid, no specific additional financial information is required at this time. However, we reserve the right to ask for additional information/evidence regarding identifying the cost per learner, should this be required as part of your due diligence and audit.

Bootcamp Approach

If you are able to provide sufficient feedback and evidence directly from employers to deliver a slightly amended delivery output as is prescribed within the Cheshire and Warrington prospectus (i.e. guided learning hours), then proposals can still be received and will be considered, taking into account the direct evidence provided from local employers.



Lot 2 -

Lot 2a: Cloud Computing		Lot 2b: Cloud Computing and Network Infrastructure		Lot 2c: Cyber Security	
Summary	The cloud computing bootcamp should include training to enable learners to develop cloud computing skills in preparation for Amazon Web Services (AWS) Certification.	Summary	The cloud computing and network infrastructure bootcamp enables learners to develop skills to become a secure infrastructure specialist via CompTIA certification.	Summary	The cyber security bootcamp should include content to prepare learners to secure an apprenticeship or job in a range of roles in the cyber security sector.
Grant available	£37,500	Grant available	£43,500	Grant available	£90,000
Min. number of learners	13	Min. number of learners	15	Min. number of learners	20



Lot 2 -

Lot 2d: Data Analytics, Database, Design and Science		Lot 2e: Data Analytics and Engineering		Lot 2f: Programming, Agile Computing and Coding	
Summary	The data analytics, database, design and science bootcamp should include training to enable learners to secure an apprenticeship or job in a range of roles using data analytics.	Summary	The data analytics and engineering bootcamp should be designed for learners with no prior knowledge of data analysis. The content should enable learners to develop skills in preparation for Python programming certification.	Summary	The programming, agile computing and coding bootcamp should include content to enable learners to develop skills to progress into a role as a junior full-stack developer.
Grant available	£56,500	Grant available	£42,000	Grant available	£109,000
Min. learner number	15	Min. learner number	15	Min. learner number	25



Lot 2 -

Lot 2g: Software Development		Lot 2h: Computer Science		Lot 2i: Digital Marketing Design	
Summary	The software development bootcamp should include content to enable learners to develop the skills for building components for software development projects under the supervision of a team, including interpreting design requirements and implementing code developed by the team.	Summary	The computer science bootcamp should include content to enable learners to develop a range of foundation skills to enable progression to specialise in either coding, cyber or augmented reality/virtual reality (AR/VR).	Summary	The digital marketing design bootcamp should enable learners to develop skills to develop and content for use across a variety of media. The bootcamp will prepare learners for entry into roles such as Creative Content Assistants or Junior content producers.
Grant available	£57,000	Grant available	£56,000	Grant available	£18,000
Min. learner number	15	Min. learner number	15	Min. learner number	15





[Skills Bootcamps - Cheshire and Warrington](#)