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Department
for Education

 Cheshire and Warrington
Local Enterprise Partnership

Skills Bootcamps Wave 3 Open Framework Approach



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The Opportunity (General)

“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://education.gov.uk)

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
(Construction, Logistics, Green Skills are permitted at Level 2).



New Grant Process

We have therefore looked to update our grant award process to maximise our chances of success for the remainder of the programme.

What would be new for this process?

- Maximising flexibility of scope & delivery
(not preset or assumed from the LEP, allowing a diversity of options to be proposed from potential providers)
- Maximising agility
(allowing a call-off approach, dependent on availability of funds)
- Maximising the developing pipeline
(removing challenging timescales, by offering decisions in principle for bootcamps not likely to start until January etc.)

It would now be up to the training provider to:

- Determine **Scope**
(Skills to be developed and course content, therefore ensuring it meets the needs of the employers they are engaged directly with)
- Determine **Length** (weeks & GLH)
(Determining whether they are seeking a model of short, sharp for unemployed learners, or longer and less intense to minimise the burden on employers releasing staff etc.)
- Determine **Scale / Learner Numbers**
(ensuring we are removing barriers for potential training providers, so that the allocation and scale is determined by their appetite and feasibility, and thereby maximising the potential award per provider making it a more attractive offer)

Any proposal MUST:

- Meet DfE policy
 - Min 60 GLH
 - Max 16 weeks
 - DfE category and core subject area

New Grant Process: Definitions

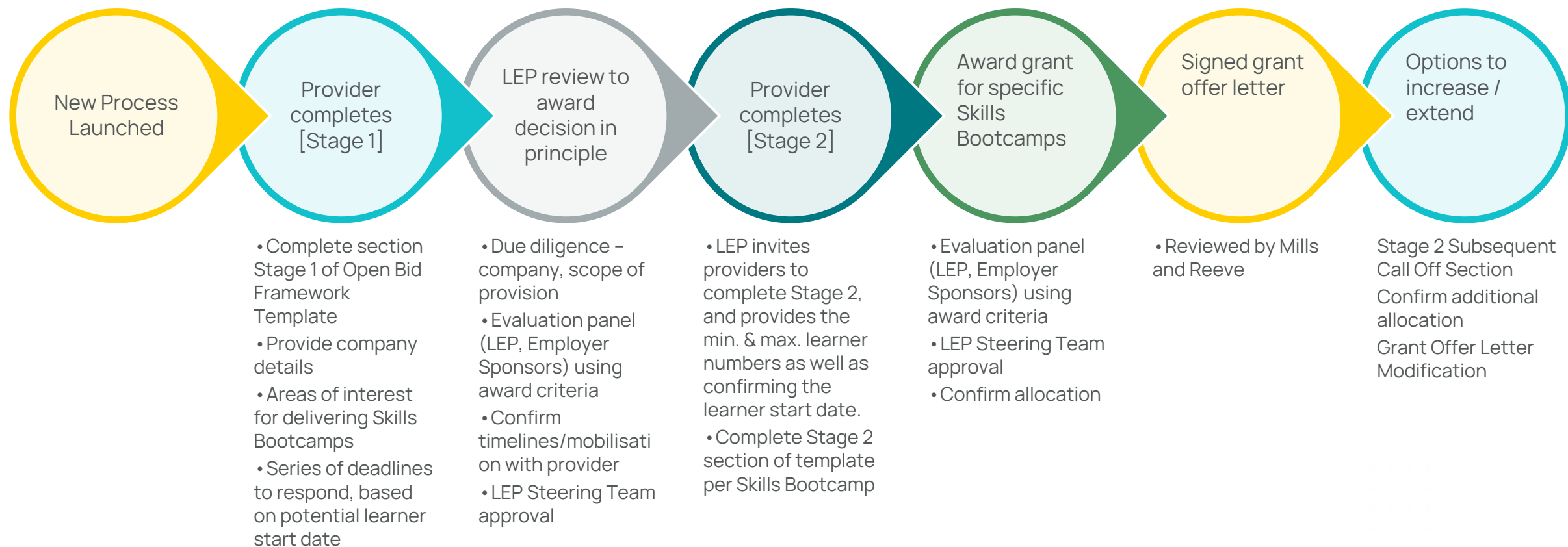
Stage 1: A training provider has expressed an interest to be a training provider for Skills Bootcamps in Cheshire and Warrington, with specific scope themes highlighted.

Outcome: A decision in principle

Stage 2: A training provider has detailed a specific Skills Bootcamp proposal.

Outcome: An allocation decision with subsequent signed grant offer letter

New Grant Process: Summary Diagram



New Grant Process: Award Criteria

Stage 1 Award Criteria	
Meets DfE policy	Pass/Fail
Experience of Local Delivery	25%
Employer Engagement	20%
Learner Engagement	20%
Data & Quality	15%
Alignment to Data & LMI	20%
<i>Providers will need a minimum weighted score of 3 to be awarded a decision in principle.</i>	

Stage 2 Award Criteria	
Design & delivery of Skills Bootcamp	30%
Employer Evidence	30%
Capacity	25%
Mobilisation	15%
<i>The highest scoring providers will be prioritised for award, and award will be subject to available funds.</i>	

Award Criteria	
Failure to respond or irrelevant information which fails to meet the requirement.	0
Response is inadequate, significantly failing to meet the requirements.	1
Response is unsatisfactory partially meets the requirement.	2
Response is acceptable and meets the minimum requirement.	3
Response is good - better than merely acceptable.	4
Response is excellent, exceeds the requirement and gives added value.	5



Timeline Options – Dependent on Mobilisation Speed and therefore Potential Learner Start Dates



The earlier the full Stage 2 submissions are received the more likely the LEP will be able to confirm the allocation and start date, based on availability of funds.

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
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
Digital Bespoke	Digital Bootcamps not falling within the above nominated core areas

Category	Core Subject Area
Technical Core	<ul style="list-style-type: none"> • Advanced Manufacturing • Design • Electronics & Electrotechnical • Engineering • Welding
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

Category	Core Subject Area
Green Skills	<ul style="list-style-type: none"> • Green Power • Green Construction & Buildings • Green Transport • Green Protection of Natural Resources • Green Business & Industry

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• Attended Day 1• 5 GLH• 5 qualifying days	<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

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.