



# Skills Bootcamps Programme Update November 2023



## What are Skills Bootcamps?

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Skills Bootcamps are designed to help employers fill vacancies, upskill their existing staff and to help local residents move into work or progress in work. Also available for self-employed.

### Key features of a skills bootcamp are:

- to be successful they need to be designed and delivered with employers
- employers should be involved in the recruitment onto bootcamps, delivery of training and offering interviews for vacancies
- they provide flexible training programmes of up to 16 weeks with a minimum of 60 guided learning hours
- level 3 – 5 training for medium to high level vacancies (except construction, green skills and HGV driving which may be delivered at Level 2 or equivalent)
- Learners on the bootcamp must be aged 19 or over on 31 August 2022. They can be employed (full-time or part-time), self-employed or unemployed within the last 12 months.
- guaranteed job interviews or offer of change in responsibilities
- training for employees in the public, private and voluntary sectors
- 100% funded for unemployed, 10% contribution from employers with up to 249 staff and 30% contribution for larger companies. Employer contributions can include delivery of some/all of the training
- *DfE Skills Bootcamp policy* - [link](#)

## Suggested categories from DfE

Category	Example of Skills Bootcamps
Digital Core	Cyber Security, Cloud computing, Data Analytics, Software Development
Digital Bespoke	Artificial Intelligence
Technical Core	Engineering, Rail
Technical Bespoke	
Construction	
Pathway to accelerated apprenticeships	
Green Skills	EV charging installations, Retrofit
Logistics	HGV driving
Other	Lab skills, Health & social care

**DfE priorities are also broadly in line with Cheshire and Warrington higher level skills priorities, and we have local flexibility to focus on other skills provided there is an employer willing to offer job interviews**

## Delivery & Monitoring

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- Delivery is captured and monitored in stages, as the learner progresses through the Skills Bootcamp
- This evidence may vary for the learner if they are unemployed, self-employed or currently in employment

### Monitoring

- Monthly DfE Data Submission
- Evidence & Audit

### Milestone 1

- 45% of grant value paid
- Attended Day 1
- 5 GLH
- 5 qualifying days

### Milestone 2

- 35% of grant value paid
- Bootcamp completion
- Offer of an interview

### Milestone 3

- 20% of grant claim value paid
- Successful outcome

## Skills Bootcamp progress to date

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Wave	Funding awarded (incl. Management fee)	Contracted target (No of Learners)	Learners started to date
Wave 3	£1,036,653	264	217
Wave 4	£1,200,000	355	153

- Wave 3 is due to close end of November 2023, with the final remaining claims due
- We have contracted with a total of 14 different training providers to deliver 34 skills bootcamps to over 600 learners with further bootcamps in the pipeline. The bootcamps include training for a wide range of technical and digital skills as well as funding for HGV driving and care workers.

## Lessons Learnt

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- Every bootcamp needs strong employer involvement with guaranteed job interviews
- Cheshire and Warrington's bootcamp programme has taken two years to build momentum, lessons learnt from surrounding geographical areas and our initial Wave 3 have been considerable and initial pilots have all evolved in response to feedback
- Our pilot approach has enabled us to take some limited risks. We have continued to invest in the successful pilots and encouraged further innovation into a more diverse variety of skills bootcamps
- Funds available for marketing were limited initially but DfE have amended the guidance on marketing activity for current and future waves.
- We continue to feedback to DfE and press for policy changes e.g., the ability to use apprenticeship levy to fund bootcamps – particularly if they provide a pathway to an apprenticeship
- It is important to work closely with DWP to ensure skills bootcamps complement the DWP sector-based work academies and to ensure all bootcamp providers are aware of the support DWP can offer to remove barriers to employment
- The take up by FE Colleges has been disappointing



## Wave 5 bid submitted to DfE

\* Response from DfE expected end of November 2023

Category		Learner Starts	Grant Costs	
Digital (across all sectors)		185	£638,713	
Technical & Construction		172	£533,672	
Green		89	£307,050	
HGV		30	£135,000	
Other – Health & Social Care, Tourism, Hospitality and Retail (Discretion)		86	£164,667	
Other – Lab Skills (Discretion)		78	£312,000	
Learner Starts	Management Costs	Delivery Costs	Total Grant Requested	Average Cost per Learner
640	£226,000	£2,091,090	£2,317,090	£3,267.33



# Questions?

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How can we help each other to ensure the Cheshire and Warrington Skills Bootcamp programme is a success