

Adult Training

The Combined Authority Adult Training offer is currently supported financially through a number of funding streams which are short term or coming to an end:

- Designed to upskill individuals and highlight key/growth sectors of digital, construction, engineering and creative, the current ESF **[re]boot** adult skills programme ends in December 2021
- **Digital Bootcamps** test delivery models in a small, directed way to develop innovative and highly responsive courses that link directly to local digital and technical skills needs. Provision is not bound by existing accreditation and has the flexibility to meet needs of employers directly, building on the success of existing programmes and relationships. The current £1.4m DfE funded programme is due to end March 2021 with a potential extension until June.

In order to build upon the success of these programmes and respond to skills priorities within the economic recovery plan, we have opportunities to extend and enhance these programmes in the following way:

- Second wave tender for DfE Bootcamps was released in early January with a closing date of 12 February, to which the Combined Authority have submitted a proposal. The tender offered a £38m national programme split into nine regions, including Yorkshire & Humber. The tender encouraged submissions with a broader geographical reach. With input from York & North Yorkshire, Humber and Sheffield LEPs we have submitted a Lot 2 Digital & Technical Bootcamps bid with the West Yorkshire Combined Authority/LEP as overall project manager.
- As reported in the main report, Gainshare funding has been approved to extend the original [re]boot programme.

In order to manage these programmes and ensure that the training offer is responsive to need, a procurement framework approach is being taken to delivery activity and we are looking for Lead Suppliers within each LEP area to deliver training based upon regional skills needs. This DfE lot is included in our tender alongside the gainshare lots.

Lot 1 – DfE Digital & Technical Bootcamps (Yorkshire & Humber)

Funded by the DfE and split into four sub-lots to cover each of the participating LEP areas.

Gainshare lots (West Yorkshire only)

- Digital Skills
- Infrastructure/Construction, Engineering/Manufacturing and Green Technology
- Healthcare (Health & Social Care)
- In-work, transition, redundancy prevention, retraining & upskilling
- Graduate Programme

Digital Skills

Similar model to [re]boot but with emphasis on employer input. The gold standard for all gainshare funds will include employer input which may include content design (fit for purpose), co-delivery (relevance and clear line of site to jobs) and learner networking opportunities with employers as potential employees. Digital roles currently identified include software development, code writing, data analytics, cyber security and cloud- based technologies.

Infrastructure, Engineering & Green Technologies

A 'cover all bases' approach to procure expertise that can adapt to emerging skills needs to ensure we have the skills to maximise opportunities for any national funding around infrastructure projects to support delivery. Training to support the engineering sector in efforts to shorten the supply chain. Green technology skills anticipated to be around retrofit in first instance.

Healthcare (Social care)

Lots of healthcare vacancies but the largest numbers within social care. Accredited and employer/sector endorsed training to fill skills gaps. Identifying individuals with the values of care who may be in sectors in decline. Robust CIAG to offer a clear pathway to other roles in care.

In-work, transition, redundancy prevention

Focussed on emotional intelligence, resilience, and adapting to change to prepare employees for new opportunities.

Graduate programme

To tackle under-employed, underutilised graduates perhaps working in hospitality, retail or the gig economy. Consortium of HE providers. Output measures may include shortening of time between graduation and employment, movement into key/growth sectors, job retention, and the narrowing of the progression gap between BAME and non-BAME graduates.

The procurement will commence in February 2021.

With gainshare funding we can move away from the rigid adherence to qualifications and the arguably outdated RQF Framework and look to develop employer endorsed training. Employer endorsed training will give learners a powerful passport towards progression and job outcomes. Some programmes may contain an accredited element if appropriate, e.g., recognised healthcare qualifications.

Each lot is written to avoid duplication or displacement of other training programmes i.e., AEB and lead suppliers will need to identify how they will feed into other complementary support programmes like the Employment Hubs and the National Careers Service

Underpinning all lots will be our commitment to support those marginalised in the workplace including BAME, people who identify as having a disability, women in technical, engineering and construction roles.