

## Section A: Scheme Summary

<b>Name of Scheme:</b>	Skills Bootcamps
<b>Location of Scheme:</b>	West Yorkshire
<b>Lead Organisation:</b>	West Yorkshire Combined Authority
<b>Applicable Funding Stream(s) – Grant or Loan:</b>	Department for Education – Grant
<b>Growth Fund Priority Area (if applicable):</b>	Not applicable
<b>Combined Authority approvals to date:</b>	Decision point 1 (strategic assessment) approval on 24 February 2022
<b>Forecasted Full Approval Date (Decision Point 4):</b>	17 March 2022  Please note - the scheme is seeking decision point 2 (strategic outline case) and decision point 4 (full business case) approval at the same time.
<b>Forecasted Completion Date (Decision Point 5):</b>	March 2023
<b>Total Scheme Cost for the preferred way forward (£):</b>	£3,689,000
<b>WYCA Funding (£):</b>	£3,689,000
<b>Total other public sector investment (£):</b>	Not applicable
<b>Total other private sector investment (£):</b>	Not applicable

<b>Is this a standalone Project?</b>	Yes
<b>Is this a Programme?</b>	No
<b>Is this Project part of an agreed Programme?</b>	No

A.1

### Scheme Description

Skills Bootcamps are intensive, flexible training courses lasting up to 16 weeks, which have the key aim of supporting adults to fulfil their potential, by enabling access to high quality training at Level 3 and above. The scheme builds on Combined Authority's successful delivery of the Department of Education (DfE) funded bootcamps, which focussed on digital skills and ran from January 2021.

The scheme will enable people to access in-demand jobs, apprenticeships, and new opportunities in sectors with skills shortages, including construction, and the green economy as well as digital, leading to higher-skilled, higher paid employment. The scheme will support employers to meet their skills needs to support business growth and sustainable employment opportunities.

Learners will gain specific technical skills relating to key sectors through, study, which will lead to qualifications, peer mentoring, confidence building and sector focused information offering clear lines of sight to employment and progression opportunities. Each learner's experience will be unique and developed based on their needs and ambitions.

Courses will be delivered in person or online or a combination of both. The courses will cover a range of subject areas, which are expected to include, cyber security, artificial intelligence, automation engineering, working in green energy, digital skills in construction and sector specific project management.

The Skills Bootcamps will complement existing employment and skills programmes which are currently being delivered.

The Combined Authority has submitted a proposal to the Department for Education seeking £3,689,000 to develop and deliver skills bootcamps across West Yorkshire.

## A.2 Business Case Summary

### Strategic Case

The strategic importance of adult re-training and upskilling is demonstrated in the West Yorkshire Economic Recovery Plan, the West Yorkshire Investment Priorities, and the Strategic Economic Framework.

Within West Yorkshire there are significant skills shortages within key sectors, especially at Level 4+, which is impacting on the region's economic growth. This, together with skills shortages in technical roles at professional and skilled trades levels, are limiting business-level productivity and the performance of the wider economy.

West Yorkshire has a high proportion of adults that are under-employed and / or in low-skilled work with low earning potential. In addition, people not using their existing skills is a widespread issue and those affected need options so they can re-focus their skills to better align with available opportunities. Employers also need to increase their capacity to make use of graduate level skills to increase business performance.

Skills Bootcamps aim to deliver targeted interventions to meet short to medium term demand to fill vacancies and drive productivity, helping employers to 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.

The Skills Bootcamps will focus on the digital, construction, technical and green skills sectors as evidence shows that these sectors have skills shortages and demand for training and up-skilling.

### Economic Case

Investing in skills is essential for the future prosperity of the region's businesses and economy. The Combined Authority can do this by developing and delivering a sustainable employment and skills programme and by funding schemes that are delivered by local training providers.

A lack of investment in skills in West Yorkshire will result in organisations with underdeveloped and inefficient staff, which will impact negatively on productivity for both individual organisations, and the region as a whole. For individuals, training and development results in increased opportunities and progression both within existing employment and job or career change. Without skills-based interventions, individuals will remain trapped in a cycle of low-paid and low-skill roles, resulting in a lack of opportunity for sustained improvements in the quality of life for residents in West Yorkshire.

Creating a culture of investment in workforce skills will result in an increase in innovation and productivity, which will contribute positively to inclusive growth. Without a clear investment in skills, the number of individuals accessing and progressing in good work will not increase, resulting in barriers to business growth and innovation.

The preferred way forward is for the Combined Authority to deliver Skills Bootcamps to complement existing skills provision and builds on its successful delivery of Department of Education (DfE) funded bootcamps, which focussed on digital skills and runs from January 2021 to March 2022. To date, 839 participants have enrolled in the bootcamps with 628 completions. Of the graduates from Phase 1, January 2021 – March 2021, 64.3% have secured employment progression as a result of their newly acquired skills. The intention is to build on the success of Phase 1 and 2 of the Skills Bootcamps and implement suggested improvements based on lessons learned. The Wave 3 funding also offers the opportunity to address a wider range of skills needs.

### Commercial Case

The Combined Authority has worked with a variety of training providers and has experience of delivering Skills Connect courses and a successful history of procuring training providers to deliver adult skills courses. The Combined Authority will contract with a range of training providers that have specialist skill and sector knowledge. Training providers will also have to demonstrate familiarity with the West Yorkshire region and strong relationships with employers willing to support the scheme.

The Combined Authority's proposed supplier and delivery models provide ample protection against the negative effects of supply chain concerns. Prospective providers are required to demonstrate extensive evidence of employer involvement in the design and proposed delivery of their Skills Bootcamp provision.

All suppliers and sub-contractors on the scheme will be required to demonstrate a commitment to implementing social value objectives throughout the life of the scheme. They will work with employers to develop training that is accessible and meets the needs of individuals in West Yorkshire.

### Financial Case

The Combined Authority has submitted a proposal to the Department for Education for £3,689,000 from the Wave 3 of its Skills Bootcamps funding, to deliver Skills Bootcamps in West Yorkshire for one year (April 2022 to March 2023). The Combined Authority's proposal is being considered alongside proposals from other Mayoral Combined Authority's and an announcement on the level of funding awarded is expected at the end of March 2022.

### Management Case

Skills Bootcamps will be developed and delivered in consultation with local authority partners, businesses in the West Yorkshire region and in collaboration with training providers.

The Combined Authority's contract and performance management process has been developed to ensure high levels of performance are achieved, quality standards and contractual targets are met, and minimum performance requirements are clearly defined. The Combined Authority will achieve this through a variety of measures including monthly steering group meetings, where all lead suppliers come together to identify issues and share best practice, supporting lead suppliers to improve when required, or using the performance management process for lead suppliers who are underperforming

Periodic steering group and contract review meetings will allow for bootcamps to adjusted if required by employer demand and / or the needs of learners.