

## Appendix 3 – Project Approvals - Skills Bootcamps

<p><b>Skills Bootcamps</b></p> <p><b>West Yorkshire Region</b></p>	<p><b><u>Scheme description</u></b></p> <p>Skills Bootcamps are funded by the Department for Education (DfE) to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 and above. Training courses are commissioned to cover key sectors with skills shortages, including digital, construction, and the green economy, supporting individuals to access higher-skilled, higher paid employment.</p> <p>The Combined Authority has been delivering Skills Bootcamps since January 2021, with funding awarded annually, in waves, by DfE.</p> <p>Approval is now sought through this change request to accept and spend an additional £3,649,369 of funding as part of Wave 4, to deliver Skills Bootcamps for another year, up to March 2024. This takes the total programme costs to £7,338,369. The additional funding will enable training to be delivered to a further 950 participants.</p> <p>The Combined Authority received the DfE grant offer letter for Wave 4 funding, on 1 March 2023, confirming the award of the full amount of £3,649,369.</p> <p><b><u>Impact</u></b></p> <p>The additional year of the programme will deliver training to a further 950 participants, with 712 participants entering new employment following course completion. The programme will be accessible to all, and will target disadvantaged groups and those that have been disproportionately impacted by the pandemic; this includes the following targets:</p> <ul style="list-style-type: none"> <li>• 100 participants will be aged over 50</li> <li>• 80 participants will have reported having a disability.</li> <li>• 300 participants will be individuals from minority ethnic groups</li> <li>• All 950 participants will have access to careers advice as part of the wrap around employability support.</li> </ul> <p>The programme represents acceptable value for money when comparing the cost per Skills Bootcamp participant, £3,841, to the average cost of £3,400 provided by the DfE. The cost being above average because of programme management and delivery costs.</p> <p><b><u>Decision Sought</u></b></p> <p>Approval to the change request to the Skills Bootcamps programme to accept and spend up to £3,649,369 from the Department for Education, increasing the total programme cost to £7,338,369 and to extend the delivery timeframes from September 2023 to September 2024.</p> <p>Total value of the scheme - £7,338,369</p> <p>Total value of Combined Authority funding - £7,338,369</p> <p>Funding recommendation sought - £3,649,369</p> <p>A decision by the Employment and Skills Committee using the delegated authority from the Combined Authority is sought as part of this report</p>
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<b>Project Title</b>	<b>Skills Bootcamps</b>
<b>Stage</b>	3 (delivery and evaluation)
<b>Decision Point</b>	Change request (activity 5)

## Background

- 1.1 Skills Bootcamps are funded by the Department for Education (DfE) to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 and above. The Combined Authority has been delivering Skills Bootcamps since January 2021, with funding awarded annually in waves by DfE.
- 1.2 The Skills Bootcamps address a number of Investment Priorities including Priority 1, Good Jobs and Resilient Businesses, and Priority 2, Employment and Skills. In addition, the programme will continue to support the Mayoral Pledges to create 1,000 well paid, green skills jobs for young people; prioritise skills and training to ensure everyone in West Yorkshire has the skills they need to secure work; to support local businesses and be a champion for our regional economy.
- 1.3 Skills Bootcamps are developed in partnership with local employers, training providers and local authorities to help fill local skills gaps and vacancies. Training received through the bootcamps, equips adults with technical skills that enable them to access in-demand jobs, apprenticeships, and new opportunities (including for the self-employed) leading to increased income and productivity.
- 1.4 The existing programme, Wave 3, is due to end in April 2023. The Employment and Skills agenda is more crucial than ever as a result of the ongoing challenge of working towards an economic recovery. The continuation of the programme will enable West Yorkshire residents to access bespoke training and widen employment opportunities.
- 1.5 Approval is now sought through this change request to accept and spend an additional £3,649,369 of funding under Wave 4, to deliver Skills Bootcamps for another year up to March 2024. This takes the total programme costs to £7,338,369.
- 1.6 The Combined Authority received the DfE grant offer letter for Wave 4 on 1 March 2023, confirming the award of the full amount of £3,649,369.
- 1.7 The additional funding will enable training to be delivered to a further 950 participants. The Wave 4 funding also allows for 30% of bootcamps to be tailored to local needs, an increase on previous waves, giving the Combined Authority more flexibility to target training where it is needed.
- 1.8 Lessons learned through earlier waves of the programme have informed the Wave 4 proposal approved by DfE. For example, the impact on delivery

timeframes for Wave 3, as a result of not having appropriate and robust procurement strategies in place in advance, have been addressed for Wave 4, with the implementation of a new procurement framework focusing on the digital sector. Further engagement is also taking place to access the Combined Authority's Adult Education Team's procurement strategies to maximise the use of funding through partnership working.

- 1.9 Teams within the Combined Authority who already work with businesses, will also support programme delivery, using their knowledge and experience of working with business to optimise demand for Skills Bootcamps from employers.

### **Tackling the Climate Emergency Implications**

- 1.10 The programme will tackle climate emergency implications by delivering Skills Bootcamps in the green skills sector, ensuring that individuals have a clear introduction into the sector and the right education to contribute towards the enabling of an estimated 40,000 good, new, high skilled jobs in the green economy that West Yorkshire is estimated to be able to achieve by 2030.
- 1.11 The Combined Authority has an ambitious target to be net zero carbon by 2038 and to achieve this the region will need a pipeline of talent with new green skills. Short, responsive courses funded through the Skills Bootcamps programme will be invaluable to making this happen.
- 1.12 In addition, the programme will support the transitioning for those individuals that hold legacy skills, particularly in high carbon roles, that will gradually be phased out as we move towards a net zero carbon economy.

### **Outputs and Benefits**

- 1.13 The Wave 4 programme outputs and benefits include:
- Delivery of Skills Bootcamps to support 950 new participants
  - 712 participants successfully progressing into an employment opportunity following participation in a Skills Bootcamp.
  - 100 participants that enrol in Skills Bootcamps to be aged over 50.
  - 80 participants to report having a disability.
  - 300 participants to be from minority ethnic groups.
  - All 950 participants to have access to careers advice as part of the programme's wrap around employability support.
- 1.14 Wave 4 funding will enable the programme to continue to support the reduction in skills gaps and shortages across key sectors that have been set out by the DfE as well as those that are identified regionally and will reduce unemployment by allowing individuals to access new opportunities following course completion.

- 1.15 The programme represents acceptable value for money when comparing the cost per Skills Bootcamp participant, £3,841, to the average cost of £3,400 provided by the DfE. The cost being above average because of programme management and delivery costs.

### **Inclusive Growth Implications**

- 1.16 The programme inclusive growth implications include:
- All providers of Skills Bootcamps will be required to demonstrate a commitment to implementing social value objectives.
  - Supporting underrepresented groups through equality of access and the removal of barriers, for example, supporting women to enter the digital sector.
  - Creating the opportunity to access adult skills training, for those who are employed, facing redundancy, career changers, or those looking to upskill to enter sectors likely to see growth or to report skills gaps in the future.

### **Equality and Diversity Implications**

- 1.17 An Equality Impact Assessment (EqIA) has been undertaken for the programme at the previous decision point, and equality and diversity impacts taken account of as part of the development of the scheme.
- 1.18 The unemployment rate for disadvantaged groups across West Yorkshire is higher than the general population, and progress for improving the employment rate for disabled people and people from ethnic minorities has been affected by the pandemic.
- 1.19 All Skills Bootcamps training providers will be targeted to work with individuals who are disadvantaged and will actively target women, individuals from minority ethnic communities and individuals who have been disproportionately affected by the pandemic. To date, the Skills Bootcamps graduates have been 33.2% female and 36.7% from minority ethnic communities.
- 1.20 Key performance targets have been set for reaching over 50s, individuals who report having a disability, and individuals from minority ethnic groups.

### **Risks**

- 1.21 The programme risks include:
- A breakdown in the supply chain for training being delivered by providers which will be mitigated by close working with the Combined Authority's procurement services team to ensure there are sufficient options for procuring additional delivery partners.
  - Delivery of the existing Wave 3 funded bootcamps interferes with Wave 4 delivery, mitigated by designing Wave 4 Skills Bootcamps to align with

existing adult training provision, so that any duplication of courses is minimal.

- Underperformance of training providers, mitigated by weekly performance monitoring, so corrective action can be taken quickly and monthly project and contract review meetings.

### Costs

- 1.22 The total programme costs are £7,338,369 funded solely by the Combined Authority from the Department for Education’s Skills Bootcamps funding.
- 1.23 Wave 3 of Skills Bootcamps secured approval from Combined Authority on 17 March 2022 to accept and spend DfE funding of £3,689,000 and progress to delivery.
- 1.24 Approval is now sought through this change request to accept a further £3,649,369 from DfE to fund the Skills Bootcamps for another year, extending the delivery timeframe up to March 2024 and taking the total programme costs to £7,338,369.
- 1.25 The Combined Authority received the DfE grant offer letter for Wave 4 funding on 1 March 2023, confirming the award of the full amount of £3,649,369.

### Assurance Pathway and Approval Route

Assurance pathway	Approval route	Forecast approval date
Change request (activity 5)	Recommendation: Combined Authority's Programme Appraisal Team Decision: Employment and Skills Committee	23/03/2023
5 (delivery)	Recommendation: Combined Authority's Programme Appraisal Team Decision: Combined Authority's Chief Operating Officer	31/10/2024

### Other Key Timescales

- All Skills Bootcamps will end by March 2024.
- There will be a six-month tracking period of participants to monitor the successes of the programme.

## Assurance Tolerances

Assurance tolerances
Combined Authority costs remain within those outlined in this report.
Delivery (DP5) timescales remain within +3 months of those outlined in this report.
Outputs to be delivered within -10% of those outlined in this report.

## Appraisal Summary

- 1.26 The change being requested is to extend the Skills Bootcamps programme delivery timeframe by one year, and to seek approval to accept and begin spending additional funding from the DfE.
- 1.27 The additional year of the programme, Wave 4, will upskill a further 950 participants. DfE has already approved the full programme proposal and a grant offer letter for the total funding of £3,649,369 to deliver Wave 4, has been received.
- 1.28 Wave 4 will target businesses as well as individuals, allowing employers to access training for existing employees to improve productivity and business innovation, and to support employees through career progression.
- 1.29 The Combined Authority has been delivering the Skills Bootcamps programme since January 2021 and to date has successfully enrolled 1,056 participants in the programme, with 751 successful completions.
- 1.30 The programme will continue to support the Mayoral Pledges of creating 1,000 well paid, skilled, green jobs for young people, of prioritising skills and training to ensure everyone has the skills they need to secure work, and of supporting local businesses and be a champion of our local economy.
- 1.31 A monitoring plan has been developed for the programme however requires further work to ensure that all targets and outputs that have been realised to date through previous waves of the programme are included.