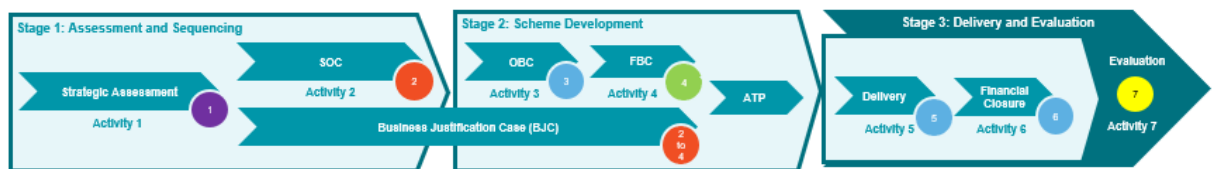




Report to:	Combined Authority
Date:	7 December 2023
Subject:	Additional funding for Skills Bootcamps
Director:	Felix Kumi-Ampofo, Director Inclusive Economy, Skills & Culture
Author:	Craig Taylor, Head of Strategic Portfolio Office

1 Purpose of this Report

- 1.1 To report on proposals for the progression of, and funding for projects under Investment Priority 2 – Skills and training for people, within the West Yorkshire Investment Strategy (WYIS), that have been considered at stages 1, 2 and 3 of the Combined Authority’s assurance process.



- 1.2 The recommendations can be found in Section 12 of this report.

2 Report

- 2.1 This report presents proposals for the progression of schemes through the Combined Authority’s assurance process in line with the Combined Authority’s Assurance Framework. Further details on the schemes summarised below can be found as part of this report.

3 Investment Priority 2 – Skills and training for people

- 3.1 West Yorkshire Combined Authority’s role is as a strategic commissioner of devolved and delegated Adult Skills funding streams, working with Local Authorities to ensure the most appropriate funding is utilised for the greatest impact.
- 3.2 The purpose of Adult Skills funding in West Yorkshire is to ensure residents can gain the skills they need to progress to improve their life chances.
- 3.3 The table below highlights the adult skills funding streams and values 22-23:

Adult Skills Programmes	22-23 Allocations
Adult Education Budget	£66,421,247
Free Courses for Jobs	£5,517,499

Multiply	£4,354,772
Skills Connect (Gainshare)	£2,000,000
Bootcamps	£3,600,000

- 3.4 Skills Bootcamps are fully funded by Department of Education to help people aged 19 or older gain the necessary skills to secure or progress in a job, in sectors where there is a shortage of workers. Courses can last up to 16 weeks and those who take part are guaranteed to be offered a job interview after they've completed the training.
- 3.5 In devolved areas, Skills Bootcamp funding is granted to MCAs to commission, while provision is commissioned by DFE in non-devolved areas. Where there is a national skills or labour issue, DFE can commission provision across the whole country including devolved areas. This has included HGV driver training.
- 3.6 In West Yorkshire, Skills Bootcamps are used alongside other adult skills funding to ensure that the appropriate funding sources are used to address skills and employment challenges. Leaders have repeatedly called for a "single pot" for adult skills which would bring greater flexibility and local responsiveness.
- 3.7 Bootcamp courses can be accessed via futuregoals.co.uk/learn/free-adult-training-courses/skills-connect-training-courses/.

Scheme Summaries

<p>Skills Bootcamp - Wave 5 West Yorkshire</p>	<p><u>Scheme description</u></p> <p>The Skills Bootcamps Programme supports adults to fulfil their potential by accessing high quality training at Level 3 and above. Training courses are commissioned to cover key sectors with skills shortages, including Digital, Construction (including the Green Economy) and Creative and Cultural, 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 in waves by the Department for Education.</p> <p>Approval is now sought through this change request to accept and spend an additional £5,000,183 of funding from the Department for Education as part of Wave 5 to deliver bootcamps for another year, up to March 2025. This takes the total programme costs to £12,338,552.</p> <p><u>Impact</u></p> <p>The additional year of the programme will deliver training to a further 1,000 participants, with 700 participants targeted to progress into new employment. Courses include positive activities that address barriers to work or widen participation in training, and wrap-around employability support for participants.</p> <p>The programme represents good value for money. The average cost per participant for Wave 5 Skills Bootcamp is £5,001 and £4,113 for the overall programme.</p> <p><u>Decision sought</u></p> <p>Approval to the change request to the Skills Bootcamps programme to accept and spend up to £5,000,183 from the Department for Education, increasing the total programme cost to £12,338,552 and to extend the delivery timeframes from April 2024 to March 2025.</p> <p>Total value of the scheme - £12,338,552</p> <p>Total value of Combined Authority funding - £12,338,552</p> <p>Funding recommendation sought - £5,000,183</p> <p>A decision by the Combined Authority is sought as part of this report</p>
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- 3.8 Since the Combined Authority's meeting on 12 October 2023 no decision points or change requests have been assessed in line with the Combined Authority's assurance process and approved through the agreed delegation to the Employment and Skills Committee.

4 Information

- 4.1 The Combined Authority's assurance framework requires that formal approval is given to the following elements of a scheme as part of its development:
- The progression of a scheme through a decision point to the next activity.
 - Indicative or full approval to the total value of the scheme funding requested.
 - The Combined Authority's entry into a funding agreement with the scheme's promoter.
 - The assurance pathway and approval route for future decision points.
 - The scheme's approval tolerances.
- 4.2 This report provides information required to enable the Combined Authority to approve each of the above elements.

Projects in Stage 1: Assessment and Sequencing

- 4.3 There are no schemes to review at this stage.

Projects in Stage 2: Scheme development

- 4.4 There are no schemes to review at this stage.

Projects in Stage 3: Delivery and Evaluation

Project Title	Skills Bootcamp Wave 5
Stage	3 (delivery and evaluation)
Decision Point	Change request (activity 5)

Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:		
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Background

- 4.5 Skills Bootcamps are funded by the Department for Education to support adults to fulfil their potential by accessing high quality, unaccredited training at Level 3 and above. The DfE awards funding annually in waves. The Combined Authority has been delivering Skills Bootcamps since January 2021.
- 4.6 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.
- 4.7 The existing programme, Wave 4, is due to end in April 2024. 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.
- 4.8 Approval is now sought through this change request to accept and spend £5,000,183 of Department for Education funding under Wave 5, to deliver Skills Bootcamps for another year, to March 2025. This brings total scheme costs to £12,338,552.
- 4.9 Wave 5 funding will be used to provide training to a further 1,000 participants, to widen the course subject areas in addition to the provision of wrap around employment support to all participants. Combined with positive activities that address barriers to work or widen participation in training, 700 participants will be targeted to progress into new employment after course completion.

- 4.10 The programme will be accessible to all and will target disadvantaged groups and those that are traditionally underrepresented within upskilling sector areas, including women into digital and technical sectors.

Outputs and Outcomes

- 4.11 The Wave 5 scheme outputs/outcomes include:
- Delivery of training to 1000 new participants.
 - 700 participants to be engaged in positive activities that address barriers to work or widen participation in training.
 - 100 participants that enrol in Skills Bootcamps to be aged between 16-24/50+
 - Target of at least 80 participants to report having a disability.
 - Target of at least 300 participants to be from minority ethnic groups.
 - All 1000 participants to have access to careers advice as part of the programme's wrap around employability support.
- 4.12 The programme represents good value for money. The average cost per participant for Wave 5 Skills Bootcamp is £5,001 and £4,113 for the overall programme.

Tackling the Climate Emergency Implications

- 4.13 The programme will contribute to tackling the climate emergency by aligning training with the Government's 'Green Jobs Taskforce'. Estimates show that West Yorkshire has the potential to create over 40,000 good, new, high skilled jobs in the green economy by 2023. Skills Bootcamps in green skills will ensure that individuals have a clear introduction into the sector.
- 4.14 The Combined Authority has an ambitious target to be a net zero carbon region by 2038. To achieve this, the region will need a pipeline of talent with new green skills. The current skills system cannot keep pace with developments, so short, responsive funded courses will be invaluable. Employers can plan with confidence around change and respond to needs of our region to meet the target.
- 4.15 The bootcamps will continue to help build the local skills base for the future by focusing on skills that may be required through a variety of sectors/roles and develop a clear line of sight to sustainable job roles. The programme supports transitions for those with legacy skills, particularly those in high carbon roles, that will be phased out.

Inclusive Growth Implications

- 4.16 The scheme inclusive growth implications include:

- All suppliers and subcontractors on the project will be required to demonstrate a commitment to implementing social value throughout the life of the project.
- The bootcamps will support 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 changes, or those looking to upskill to enter sectors likely to see growth or to report skills gaps in the future.

Equality and Diversity Implications

- 4.17 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 scheme.
- 4.18 The unemployment rate for disadvantaged groups across West Yorkshire is higher than the general population. Prior to the pandemic there were signs that the employment rate gap was narrowing for disabled people and people from ethnic minorities however there is evidence that progress has been affected by the health crisis.
- 4.19 All suppliers and subcontractors on the project will be targeted to work with individuals who are disadvantaged in the labour market and will actively target women, individuals from minority ethnic communities and individuals who have been disproportionately affected by the pandemic. To date, 32.6% of Skills Bootcamp graduates identify as female, and almost 30% from ethnic minority communities.
- 4.20 The bootcamps work to remove barriers and improve equality of access so that participants progress towards higher levels of learning and increase participation from under-represented groups in the take-up of education. This will be achieved through ensuring the training is fully accessible to all individuals, regardless of personal circumstances or needs.

Risks

- 4.21 The scheme risks include:
- Delay in contracting with Department for Education leading to slippage, which will be mitigated by swiftly responding to additional queries or clarifications requests and ensuring all internal sign-off systems are instigated efficiently to ensure that contracting progresses smoothly and to schedule.
 - Difficultly procuring suitable subcontractors, which will be mitigated by the internal procurement processes commencing on offer of grant funding. This will be widely advertised across the region and will allow sufficient time for the Combined Authority to conduct a full procurement exercise. A further mitigation includes the ability to extend successful

existing contracted provision, from Wave 4 into Wave 5. This will reduce the amount of procurement required and increase the speed of mobilisation of Wave 5.

Costs

- 4.22 The total scheme costs are £12,338,552 which will be fully funded by the Combined Authority from the Department for Education's (DfE) Skills Bootcamps funding.
- 4.23 Wave 4 of Skills Bootcamps secured approval from the Employment and Skills Committee on 23 March 2023 to accept and spend the DfE funding of £3,649,369, taking the total scheme cost to £7,338,369. The funding is due to be spent and delivery of wave 4 completed by September 2024.
- 4.24 Approval is now sought through this change request to accept a further £5,000,183 from DfE to fund the Skills Bootcamps for another year, extending the delivery timeframe up to March 2025 and taking the total programme costs to £12,338,552.
- 4.25 The Combined Authority is due to receive the grant offer letter for Wave 5 funding from the DfE by the end of November 2023, confirming the funding granted for the financial year 2024-2025 of £5,000,183.

Future Assurance Pathway and Approval Route

Assurance pathway	Approval route	Forecast approval date
5 (Delivery Closure)	<p>Recommendation: Combined Authority's Programme Appraisal Team</p> <p>Decision: Combined Authority's Chief Operating Officer</p>	03/06/2024

Other Key Timescales

- Delivery of Wave 5 Skills Bootcamps ends March 2025.
- Evaluation of Skills Bootcamps as part of wider programme by September 2025.
- This Change Request seeks to extend delivery timeframes by one year, meaning the new completion date will be March 2025.

Assurance Tolerances

- 4.26 The previous approvals and assurance tolerances set are outlined below:

Control area	Baseline Tolerance approved by the CA at DP2		Wave 4 Change Request Approval	Wave 5 Change Request Approval	Total Cost	Within tolerance?
Date	05/01/2023		22/02/2023	11/10/2023		
Total Cost	£3,689,000		£7,338,369	£5,000,183	£12,338,552	
CA Funding	%	£3,689,000	£7,338,369	£5,000,183	£12,338,552	N
Completion Date (DP5)	+6 months	March 2023	April 2024	March 2025		N
Outputs & Outcomes	-10%	Outputs and outcomes from previous approvals are within tolerance. Additional funding increases the outputs and outcomes as detailed in this report				Y

4.27 The revised assurance tolerances for the recommended approval in this report are:

Assurance tolerances
<p>Combined Authority funding remain within +5% of those outlined in this report.</p> <p>Completion/service delivery date remains within +6 months of those outlined in this report.</p> <p>Outputs and outcomes remain within -10% of those outlined in this report.</p>

Appraisal Summary

- 4.28 This Change Request is seeking approval to extend the Skills Bootcamps programme delivery timeframe by one year and seeking further approval to accept additional funding from the DfE.
- 4.29 The additional year of the programme, Wave 5 will upskill a further 1000 participants.
- 4.30 The Combined Authority began delivering a series of Skills Bootcamps in January 2021. To date, 1295 participants have enrolled in a Skills Bootcamp, with 799 successful completions. Of these course graduates, 57.6% have secured employment progression as a result of their newly acquired skills.
- 4.31 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.

Recommendations

- 4.32 The Combined Authority, subject to the conditions set by the Programme Appraisal Team, approves:
- (i) The change request to the Skills Bootcamps programme to accept and spend up to £5,000,183 from the Department for Education, increasing the total programme cost to £12,338,552 and to extend the delivery timeframes from April 2024 to March 2025.
 - (ii) Accepting and spending 'Wave 5' funding from Skills Bootcamps, on receipt of the grant offer letter from DfE.
 - (iii) Future approvals are made in accordance with the assurance pathway and approval route outlined in this report. This will be subject to the scheme remaining within the tolerances outlined in this report.

5 Tackling the Climate Emergency implications

- 5.1 The Climate Emergency implications have been considered on all projects included in this report as part of their business case development.

6 Inclusive Growth implications

- 6.1 The inclusive growth implications have been considered on all projects included in this report as part of their business case development.

7 Equality and Diversity implications

- 7.1 Equality Impact Assessments (EqIA) have been undertaken on all projects included in this report as part of their business case development.

8 Financial implications

- 8.1 The report seeks endorsement to expenditure from the available Combined Authority funding as set out in this report.

9 Legal implications

- 9.1 The payment of funding to any recipient will be subject to a funding agreement being in place between the Combined Authority and the organisation in question.

10 Staffing implications

- 10.1 A combination of Combined Authority and local partner council project, programme and portfolio management resources are or are in the process of being identified and costed for within the schemes in this report.

11 External consultees

- 11.1 Where applicable scheme promoters have been consulted on the content of this report.

12 Recommendations (Summary)

Skills Bootcamp Wave 5

- 12.1 The Combined Authority, subject to the conditions set by the Programme Appraisal Team, approves:
- (i) The change request to the Skills Bootcamps programme to accept and spend up to £5,000,183 from the Department for Education, increasing the total programme cost to £12,338,552 and to extend the delivery timeframes from April 2024 to March 2025.
 - (ii) Accepting and spending 'Wave 5' funding from Skills Bootcamps, on receipt of the grant offer letter from DfE.
 - (iii) Future approvals are made in accordance with the assurance pathway and approval route outlined in this report. This will be subject to the scheme remaining within the tolerances outlined in this report.

13 Background Documents

- 13.1 None as part of this report.

14 Appendices

- 14.1 None as part of this report.