



Report to the Joint Executive Committee

Meeting Date – 9th September 2024

Key Decision – No

Public/Private – Public

Portfolio – Cllr Mark Fryer, Leader Cumberland Council and Cllr Jonathan Brook, Leader Westmorland and Furness Council

Directorate – Place, Sustainable Growth and Transport

Lead Officer – Naomi Morgan, Skills Bootcamp Programme Lead, Enterprising Cumbria

Title – Skills Bootcamp Programme Update

Brief Summary:

This report provides an update on the Enterprising Cumbria Skills Bootcamp Programme Wave 5 (FY24-25)

Recommendations:

For the reasons set out in this report, the Joint Executive Committee is recommended to:

1. Note and comment on the Programme Update for Skills Bootcamps

1. Programme Overview

1.1. Skills Bootcamps are part of the Government's Lifetime Skills Guarantee, helping everyone gain skills for life, offering bespoke training solutions to bridge existing skills gaps within high demand sectors. Funded through the Department for Education (DfE) and forming part of the National Skills Fund, Skills Bootcamps place the employer at the Centre of training and development.

1.2. Skills Bootcamps are funded training opportunities for businesses looking to upskill their staff, for employed people to increase their skills to upskill in the workplace or for job seekers to learn new skills and fast track to an interview with a local employer.

1.3. Skills Bootcamp Programme Remit:

- Flexible courses of up to 16 weeks, giving people the opportunity to build up sector-specific skills.
- Courses are typically at least 60 guided learning hours delivered at level 3-5 training.
- Training available for:
 - Self employed.
 - Unemployed (includes training and fast-track to an interview with a local employer).
 - Employer supported employees in the public, private and voluntary sectors.
 - Employed learners looking for a new opportunity or sector change.
- Opportunity for local businesses to fill vacancies, support interviews and upskill staff.

1.4. Skills Bootcamp Programme Costs:

- Skills Bootcamps are always fully funded to the learner where they are unemployed, looking to re-skill or are self-employed.
- There is no cost to employers in recruiting individuals who have completed a Skills Bootcamp. Employer participation is at the heart of the Skills training.
- Employers contribute to the cost of training if they want to use Skills Bootcamps to train their existing employees - large employers (over 250+ employees) contribute 30% of the cost, and small or medium employers (SMEs up to 250 employees) contribute 10%.
- Existing employees will need time to study and attend classes depending on their working hours and status and the flexibility of the course, so employers will need to support this and commit to the training.

1.5. Programme History

- 1.5.1.** In Wave 3 2022/23 CLEP launched the local delivery of the Skills Bootcamp programme in Cumbria, on behalf of the Department of Education (DfE) with a contract value of £975,362. This provided places for 334 learners, 83% of whom completed their course.
- 1.5.2.** For Wave 4, CLEP's 2023/24 Grant Offer Letter was issued with a grant value of £1.2 million. This was subsequently varied to include the remaining provision from Wave 3 to give a total 2022/23 & 2023/24 delivery budget of £1,447,782. The number of places available was a minimum of 300 across CLEP's 10 delivery partners. Wave 4 provision closed at the end of March 2024 and secured funded training for 387 learners, considerably exceeding the minimum target of 300.

1.5.3. Of those learners 91% completed their course and 87% went on to secure a positive outcome, exceeding the minimum KPIs set by DfE (M2 87% and M3 87%).

1.5.4. Wave 3 (FY 22-23) and Wave 4 (FY 23-24) were successfully closed under the Cumbria LEP. Both programmes consistently performed amongst the strongest local delivery grant areas, including the highest Actual vs Targeted Starts and lower than average drop out rates.

2. Wave 5 (FY 24-25)

2.1. In June 2023, CLEP was advised that DfE had approval for Wave 5 Skills Bootcamps grant funding in the 2024/25 financial year. CLEP held employer engagement and delivery partner events and requested feedback to gauge demand for specific sector skills. This was in recognition of the fact that employer engagement remains central to the provision as this is an employer led programme.

2.2. In September 2023 CLEP submitted its proposal for Wave 5 grant funding for a minimum of 400 places to meet employer demand in Construction, Digital, Logistics, Project Management, Engineering & Manufacturing and Other (according to local demand). Green Skills were integrated into all of these sectors. In December 2023, CLEP's Accountable Body received the Grant Offer Letter with a value of £1,715,146, which included management costs.

2.3. In February 2024, Cumberland Council confirmed that the Wave 5 programme must comply with Public Contract Regulations in advertising the contract opportunities on Find a Tender (FTS). The Skills Bootcamp Team transferring from CLEP worked alongside new Cumberland Council colleagues to begin this process. Procurement is now complete with the permission to award authorised and published in June.

2.4. Forty-one compliant tenders were received, far exceeding the funding available. The award criteria were based on 20% Price 60% Quality and 20% Social Value. The delivery team evaluated the awards.

2.5. Following the tenders' evaluation, in accordance with the award criteria stated in the tender documentation, the following were found to be the most economically advantageous:

LOT 1 Logistics:

- SP Training (multiple)

LOT 2 Project Management:

- University of Cumbria

- Furness College
- SkillsFix (multiple)

LOT 3 Sales Marketing & Procurement:

- University of Cumbria

LOT 4 Construction:

- The Gas Rooms
- Clint Stamper Training
- The Corporation of NCG
- Skills Fix (multiple)
- Barrow Training Partnership (BTP)

LOT 5 Digital:

- Furness College
- The Corporation of NCG
- Scale-Ability

LOT 6 Engineering and Manufacturing:

- Lakes College
- Furness College (multiple)
- The Corporation of NCG

LOT 7 Other:

- University of Cumbria
- NGTC

2.6. A total of 598 places have now been contracted, however procurement and contracting took longer than expected, resulting in delay to the programme start date. DfE's Grant Offer Letter states that; to ensure delivery confidence, at least 20% of learner starts must occur by 31st July 2024 and 50% of learner starts must have occurred by 30 September 2024. As this is not the case, to maximise delivery overall in the programme, DfE reserve the right to reduce the amount of the Funding, at either or both points, for the remainder of the Funding Period by an amount corresponding as closely as reasonably possible, to the amount of the Funding remaining, including the associated management costs, but for the avoidance of doubt, not below a level which affects Funding that has been committed to providers in respect of learners who already have start dates or have started or completed their training. The delivery team are working closely with DfE on this to ensure programme deliverability.

2.7. Contracted courses are as follows:

- Air source heat pump

- Level 3 Green Skills (Solar Photovoltaic (PV), Electrical Energy Storage Systems (EESS), Electric Vehicle (EV))
- Project Management Strategy
- Project Management Leadership
- NEBOSH General Certificate
- NEBOSH Construction
- Ground working
- Logistics HGV Low Carbon
- Logistics HGV Path A
- Logistics HGV Path B
- Logistics HGV Path D
- Logistics HGV Path E
- Logistics HGV Transport Supervisor
- Digital Data
- Project Management PFQ
- Manufacturing Essentials
- Bespoke Welding
- Engineering Bridging - Access to Higher Education
- Leadership and Management for the Visitor Economy
- Project Management APM PFQ
- Managing Procurement and the supply chain
- Digital - Network Engineer
- Digital - Web design & SEO
- 3DCAD
- Construction - intro to site joinery
- Event Safety
- Digital Coding

2.8. In July, a drawdown request for 50% of the total funding for delivery activity and 100% of the management costs was submitted to DfE. Once DfE has received Cumberland Council's bank details, the funds will be transferred. The delivery team are working with finance at Cumberland Council to resolve this.

2.9. In May 2024, DfE wrote to local grant areas to request proposals for local Skills Bootcamps programmes in FY2025-26 Wave 6, where they expect the use of the Individualised Learner Record (ILR) to record the Skills Bootcamps delivery, for new learners after 1 April 2025.

2.10. An initial proposal is due to be submitted by the end of August 2024 and requires information on demand sectors, subject areas, the qualification level required, Guided Learning Hours (GLH), value of funding and evidence of employers supporting

the programme or other evidence of demand. This scoping exercise by DfE is not a commitment to fund.

3. Conclusion and reasons for recommendations

3.1. This report is recommended to be noted by the Joint Executive Committee.

Contribution to the Council's Plan Priorities –

The programme set out in this report will help support sustainable, inclusive, economic growth across Cumbria.

Relevant Risks and explain how risks can be mitigated –

There is the risk that if the drawdown of finance is not completed, there will be a reputational risk with DfE. Additionally, funds will not be in place to pay service providers. If the W5 Assurance is not completed, there is a reputational risk with DfE and highlighting Cumbria as an area that is missing deadlines.

Consultation / Engagement –

There are no direct Consultation/Engagement Implications arising out of this report

Legal –

This report provides an update on the Enterprising Cumbria Skills Bootcamp Programme Wave 5 (FY24-25) and as such does not contain any direct legal implications at this stage, the Joint Executive Committee may in the future be asked to take associated decisions that will have legal implications.

Finance –

Cumberland Council is responsible for monitoring and reporting on the delivery and outcomes of the Skills Bootcamp programme to the Department for Education. W5 Assurance for the monitoring and reporting of this programme had been sought by the Section 151 office with the expectation this will be provided by the Cumberland assurance team; the costs of this support being funded via the Skills Bootcamp Management costs.

Information Governance –

There are no direct Information Governance Implications arising out of this report.

Impact Assessments –

Have you screened the decision for impacts using the Impact Assessment? No
If you have not screened the decision using the Impact Assessment, please explain your reason – Not key decision

Lead Officer Contact details:

Name: Naomi Morgan

Email: Naomi.Morgan@enterprisingcumbria.org.uk