



D2N2 Local Enterprise Partnership

Skills Bootcamps

Expression of Interest Guidance

Wave 5 (Financial Year 2024-25) in D2N2 LEP Area as defined as Derby, Derbyshire, Nottingham, and Nottinghamshire

Contents

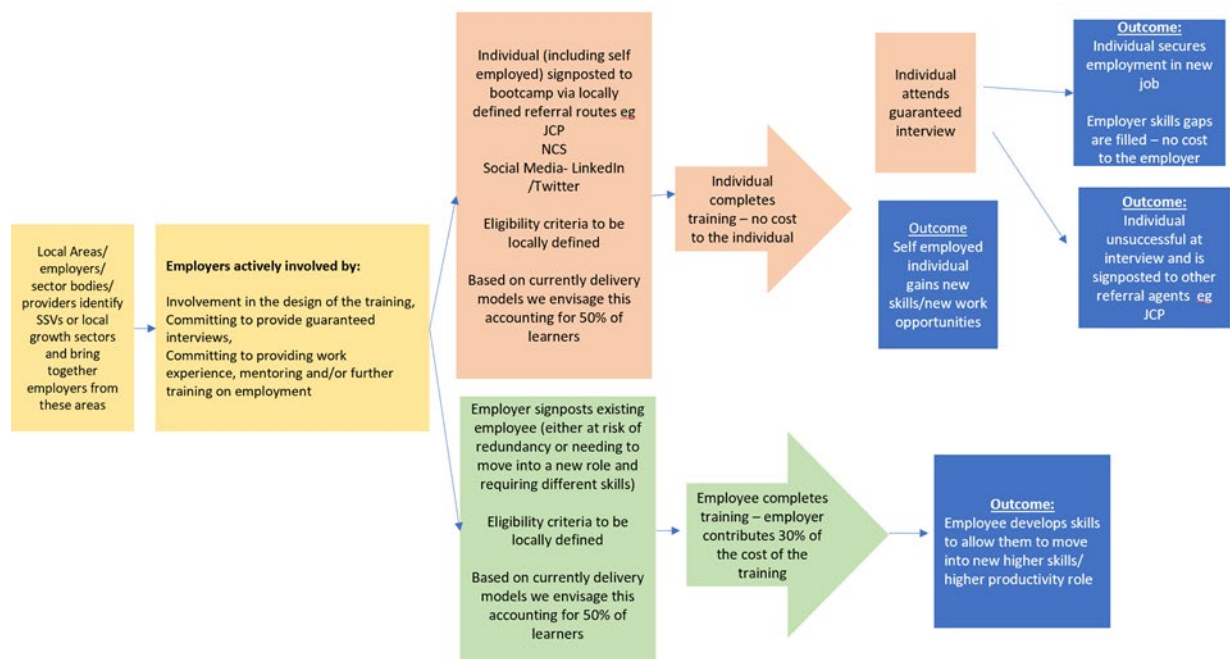
1. Principal Objective of the Skills Bootcamps	3
2. The Skills Bootcamps Delivery Model	3
3. Skill Areas	4
4. Learner Eligibility	5
5. Employer Engagement & Involvement	5
6. Level of Delivery	6
7. Course Length	6
8. Course Content & Flexibility.....	6
9. Provider Eligibility.....	7
10. Provider Performance and Quality Assurance	7
11. Skills Bootcamp Payment Mechanism	8

1. Principal Objective of the Skills Bootcamps

- a. Skills Bootcamps aim to secure benefits for adults by giving them access to in-demand skills training and a guaranteed interview for a more sustainable, higher-skilled job and higher wages over time. The benefits for employers include helping them fill specific skills shortages and vacancies.
- b. The overall aims of the Skills Bootcamps are:
 - deliver flexible training programmes based on employer / sector ‘in-demand’ skills needs which may be either regulated (i.e., qualification based) or non-regulated (e.g., based on alignment with industry standards) enabling adults to do training around work and other commitments, looking to gain work, additional responsibilities, or access new opportunities.
 - support the needs of adults (19+) who are full-time and part-time employed, unemployed, returning to work after a break or self-employed, and provide individuals with wider access to opportunities to retrain or update their skills.
 - address the needs of employers and the wider economy, to deliver targeted interventions to meet short-medium term demand to fill vacancies and drive productivity. They will help fill medium-higher level vacancies and bring individuals closer to better jobs, by linking them with a line of sight to a job/ different role, additional responsibilities, or new opportunities/contracts.

2. The Skills Bootcamps Delivery Model

Skills Bootcamps are intensive, Level 3-5 or equivalent flexible training courses up to 16 weeks, with a guaranteed job interview (in the case of a new job), which equip adults with technical skills that enable them to access in-demand jobs, apprenticeships, new opportunities, and an increased level of income over time (including for the self-employed).



All Skills Bootcamps must meet the requirements posed in the mainstream **Skills Bootcamps Delivery Model** to be considered for funding.

3. Skill Areas

We require substantial evidence of demand for the skills developed through the Skills Bootcamps, including evidence of vacancies in the local labour market. Providers must cite the evidence they are relying on regarding local labour market needs and demonstrate due regard to the skills analysis and priorities of D2N2 LEP (Derbyshire and Derby, Nottinghamshire, and Nottingham), the D2N2 LEP Skills and People Board and show alignment with the D2N2 Local Skills Improvement Plan. Providers will need to evidence how this has informed their Skills Bootcamps proposal.

Based on our evidence to date in D2N2, Skills Bootcamps broadly align with the categories in the table below.

Other sectors

However, we do recognise that Skills Bootcamps may not always accord exactly with these categories. D2N2 LEP is interested in receiving Expressions of Interest from providers where there is demand for a skill area that meets the general Skills Bootcamps criteria but is not in a sector listed here. The Expression of Interest must give evidence of demand from employers for this type of provision with a strong vacancy pipeline.

Category	Core Subject Areas	Suggested Possible Bootcamps Subject
1. Digital Core	Cloud	Cloud Computing, Cloud Engineering, Cloud Services
	Computer Aided Design	3D, Electrical, Diagnostics
	Cyber	Security, Intrusion Analysis, Technology, Readiness, Engineering
	Data	Analytics, Engineering, Database, Design, Science, Technology
	DevOps	DevOps
	Digital Marketing	Social Media, Design, Analytics
	Games	Design, Technology, UI, UX
	Network	Engineering, Technology, Infrastructure
	Software Development	Programming, Agile Computing, Coding
	Software Engineering	Software Engineering
	Support	Specialist, IT Solutions
Web	Full Stack Development, Engineering, Production	
2. Green Skills	Green Construction & Buildings	Retrofit, Energy-efficiency installation, Insulation installation, Smart devices and controls, Low carbon / net zero heat networks, Heat pump installation, Hydrogen boiler installation, Electric vehicle charge point installation

	Green Transport	Electric vehicle manufacture, maintenance and recycling, Low/net zero carbon public transport including Rail, Sustainable aviation fuel manufacture
	Green Protection of Natural Resources	Nature Restoration, Woodland Management, Arboriculture, Decarbonising Agriculture, Waste Management and Recycling
	Green Business & Industry	Hydrogen Production and Industrial Use, Carbon Capture, Utilisation & Storage (CCUS) and Industrial Decarbonisation
3. Technical Core	Advanced Manufacturing	Engineering
	Design	Construction, Marine
	Electronics & Electrotechnical	Manufacturing, Engineering
	Engineering	Civil, Engineering Construction, Marine.
	Welding	Coded, MIG, TIG
4. Construction	Construction Management	Site Supervision, Project Co-ordination
	Construction Trades	Bricklaying, Plumbing, Gas, Dry lining, Joinery

4. Learner Eligibility

- Skills Bootcamps are open to all adults aged 19 or over on 31 August within the 2024 to 2025 funding year, who are full-time or part-time employed, self-employed, unemployed (i.e., not in work), as well as adults returning to work after a break.
- An adult may only undertake one Skills Bootcamp per funding year (1 April to 31 March)
- All Skills Bootcamps must be open to all eligible adults within the D2N2 LEP area.
- Skills Bootcamps should be designed to encourage the participation of under-represented groups, such as those with protected characteristics and those who might face barriers to employment.
- No prior attainment is required unless specifically prescribed by an employer and/or specifically related to the job / sector within which the vacancies offered are situated.
- An adult must have the right to work in the UK, this right can be checked on [gov.uk/view-right-to-work](https://www.gov.uk/view-right-to-work).

5. Employer Engagement & Involvement

Providers are required to demonstrate extensive evidence of employer involvement in the design and proposed delivery of their Skills Bootcamps provision. Providers are expected to include evidence of strategic engagement with named employers and evidence of employers' commitment, in principle, to providing real job vacancies for Skills Bootcamps participants.

Providers will be expected to detail exactly how they are proposing the recruitment process for the learners to work and to set forward a clear plan for achieving positive employment progression outcomes for learners.

Employer and learner costs

Skills Bootcamps will be **co-funded at 30%** of the unit cost by the employer where the employer is training their own existing employees. **This is reduced to 10%** of the unit cost where the employer is a small or medium enterprise (SME)

6. Level of Delivery

Skills Bootcamps must be delivered at Level 3-5 or equivalent. Level 2 or equivalent Skills Bootcamps can only be delivered in Green Skills where agreed with D2N2 LEP officers at proposal stage.

7. Course Length

Skills Bootcamps in Digital must offer a minimum of 100 Guided Learning Hours over a maximum of 16 weeks.

All other sectors must offer a minimum of 60 Guided Learning Hours (GLH) over a maximum of 16 weeks.

Guided Learning Hours are the time a Learner spends being taught or instructed by, or otherwise participating in education or training under the immediate guidance or supervision of – a lecturer, supervisor, tutor whether online or in person.

Pre-recorded content does not count towards GLHs.

8. Course Content & Flexibility

The Provider must ensure that the Skills Bootcamps:

- can be reasonably delivered to a Learner concurrently employed in either a full-time or part-time role or around other commitments.
- are accessible to Learners.
- D2N2 LEP will not fund any part of any learner's learning aim or programme that duplicates provision they have received from any other source.
- deliver a 'wraparound service' of Learner support (e.g., coaching and mentoring from programme application stage, during, and post programme, to move people into jobs/new roles and opportunities.

We expect all Independent Learners (not co-funded by their employer, and not self-employed) to progress on to a guaranteed job interview upon the completion of the Skills Bootcamp. Providers should show in their applications how they will ensure interviews are offered to all independent learners; **without the offer of an interview the Skills Bootcamp is not complete.**

The Provider may deliver Skills Bootcamps remotely, online or face to face or through a blended approach.

All training must either be accredited, aligned to occupational standards managed by

the Institute for Apprenticeship & Technical Education, or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where RARPA, SFIA are chosen, we would expect a higher standard of evidence for employer engagement.

9. Provider Eligibility

This programme is open to all training providers registered on the UK Register of Learning Providers – providers not currently registered can apply [here](#). It is also open to any employer/s or employer bodies.

10. Provider Performance and Quality Assurance

a. Key Performance Indicators (KPIs)

D2N2 LEP will expect providers to meet the Key Performance Indicators outlined in the table below and providers in their applications will need to describe how they will meet the KPI's below.

Key performance indicator	Descriptor	Minimum expected level of achievement
Guaranteed Interview	Interview must be for a job (which can be an Apprenticeship) (or access to new opportunities in the case of the self-employed). The interview must be for a job that matches the skills acquired through the successful completion of the Skills Bootcamp.	100%
Career Progression	<p>Unemployed learners/independent learners: Will get a new job (which can be an apprenticeship) within 6 months of completion that utilises the skills acquired in the Skills Bootcamp</p> <p>Current employees being supported by their employers: Will get a new or different role within 6 months of completion that utilises the skills acquired in the Skills Bootcamp.</p> <p>Self-employed learners: Will secure new opportunities/contracts within 6 months of completion that utilises the skills acquired in the Skills Bootcamp</p>	75%
New Skills	Learners who successfully complete the Skills Bootcamp will have acquired new skills within the scope of the Skills Bootcamp programme.	100%

Referral to alternative Opportunities	Learners who are unsuccessful at post completion interview will be referred to other job and training opportunities.	100%
Learner Drop-Out Rates	Robust initial assessment, recruitment and learner support processes must be in place to minimise learner drop- outs.	<= 20%
Employer Engagement	Every Skills Bootcamp will be able to evidence Employer Engagement at the Design Stage, during the Delivery Stage and Post Skills Bootcamp Stage, supporting the learner into the improved outcome.	100%
Employer Co-Funding	Where they are training their own existing employees*, all employers must co-fund the training with a cash contribution. <i>*Employee defined as directly employed by the employer, not a worker, sub-contractor, or freelancer</i> <i>** SME defined as an employer with less than 250 employees.</i>	=/>30% of Skills Bootcamp Cost =/>10% of Skills Bootcamp cost for SME's <i>**</i>

c. Supplier Quality Assurance

Ofsted inspections

Skills Bootcamps are now in scope of inspection.

11. Skills Bootcamp Payment Mechanism

Payment milestone table

First payment	Second payment	Third payment
40% on completion of 14 qualifying days	30% on course completion and offer of an interview	30% on successful outcome

Payments to providers will be made as follows.

- **Commencement Payment** - 40% of agreed unit cost on the learner completing 14 qualifying days of training and on completion of the initial assessment. The 14 qualifying days of the training course will include a minimum of 10 GLH.
- **Course Completion and interview offered** - 30% of agreed unit cost on successful completion of the learning programme including passing any required assessments and an offer of an interview on completion of the Skills Bootcamp for a job / role that matches the new skills acquired.
- **Positive Outcome Payment** - 30% of agreed unit cost on receipt of recording of 'a successful outcome'. A successful outcome being offer of a new job, an

Apprenticeship, a new role / additional responsibility with an existing employer, or new contracts / new opportunities for the self-employed, utilising the skills acquired in the Skills Bootcamp, within 6 months of completing the Skills Bootcamp.