

Committee/Board Name and Date of Meeting:
Education Skills and Employability Board

Meeting Date:
26 October 2022

Report Title
Skills Bootcamps

Is the paper exempt from the press and public?	No
Reason why exempt:	Not applicable
Purpose of this report:	Policy Decision
Is this a Key Decision?	Yes
Has it been included on the Forward Plan?	Yes

Director Approving Submission of the Report:
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Executive Summary

Following a successful approval for the progression of Department for Education (DfE) grant funding to deliver Wave 3 - Skills Bootcamp provision across South Yorkshire, the Authority wish to defer the programme to Wave 4 due to the withdrawal of key stakeholders. This paper asks the Board to note the deferral of the scheme.

What does this mean for businesses, people and places in South Yorkshire?

Skills Bootcamps will provide South Yorkshire residents, aged 18+, the opportunity to access skills training across identified key sector areas, to help support them progress in work, gain a higher-skilled job and higher paid wages over time.

Skills Bootcamps will also help provide the assistance needed for local employers, such as delivering targeted interventions to meet short-medium term demand to fill vacancies and drive productivity. They will support the infrastructure for skills training at place that will help to reduce unemployment and drive economic improvement.

Recommendations

That the board:

1. Support the deferral of progress with Wave 3 - Skills Bootcamps.
2. Approve delegated authority to apply for Wave 4 - Skills Bootcamps.

Consideration by any other Board, Committee, Assurance or Advisory Panel

None

1. Background

- 1.1 Skills Bootcamps form part of the National Skills Fund, a government manifesto commitment to help businesses find and hire the workers they need; as well as supporting adults to flourish and fulfil their potential through high quality training.

Skills Bootcamps are intensive, Level 3-5 or equivalent flexible training courses up to 16 weeks, based on employer / sector 'in-demand' skills needs.

- 1.2 Skills Bootcamp courses are fully funded for the unemployed and self-employed, there are no charges to the individual learner aged 19 or over.
- 1.3 For people who are employed, those at risk of redundancy or moving into a new role Skills Bootcamps will be co-funded at 30% by the employer where the employer is training their own existing employees (reduced to 10% for small or medium enterprises).
- 1.4 SYMCA gained successful approval for grant funding to deliver Wave 3 - Skills Bootcamp provision across South Yorkshire for financial year 2022/23. This was to support a total of 250 participants to be trained across 4 sector areas with 20% to be engaged in training by 31 July 2022.

2. Proposal deferral

- 2.1 It was acknowledged that this was a challenging timescale, however the Authority had engaged key employers and training providers to enable the commissioning to start at pace. Following the grant approval, a key lead training provider withdrew from the scheme leaving a significant risk to meet the deadline of 31 July 2022.
- 2.2 Discussions were had with DfE and although some additional time was allowed to enable another training provider as a replacement, this posed a significant risk to meeting the targets and consequential clawback of funding.
- 2.3 Further discussions took place with DfE about a programme restructure combined with quality engagement with employers and training providers. This proposal would result in a more robust programme submission for Wave 4 2023-24, of which DfE were very supportive. It was agreed that this was the best solution, mitigating a significant risk in meeting the targets and clawback of funding.
- 2.4 It is recommended that the board:

Support the deferral of SYMCA Wave 3 - Skills Bootcamps.

Approve the proposal to apply for Wave 4 - Skills Bootcamps in 2023

3. Options Considered and Recommended Proposal

3.1 Option 1

Do not approve the recommendation and return the grant funding.

3.2 Option 1 Risks and Mitigations

The Authority has impending grant funding from the DfE for Multiply, Social Prosperity Fund (UKSPS) and the Skills Advisory Network. There is a risk of reputational damage to the Authority, with DfE and other key stakeholders such as Local Authorities, employers and training providers, if it does not deliver on this offer.

3.3 Option 2

Approve the recommendation and return the grant funding to reapply in 2023.

3.4 Option 2 Risks and Mitigations

The Authority mitigates reputational damage and is in a stronger position for successful, future programme delivery.

A number of stakeholders have been consulted to explore the future proposal, including:

- Sheffield College Group
- South Yorkshire Providers Network
- Local employers
- Skills for Care
- Doncaster and Bassetlaw Teaching Hosp NHS Trust

3.13 Recommended Option

Option 2

4. Consultation on Proposal

4.1 All stakeholders involved have been consulted alongside DfE regarding the proposal

5. Timetable and Accountability for Implementing this Decision

5.1 The consolidation of a future Wave response will need to be made as soon as possible to allow effective employer and training provider engagement

6. Financial and Procurement Implications and Advice

6.1 None.

7. Legal Implications and Advice

7.1 None.

8. Human Resources Implications and Advice

8.1 None.

9. Equality and Diversity Implications and Advice

9.1 Appropriate equality and diversity considerations are taken into account as part of the assessment of the programme delivery models.

10. Climate Change Implications and Advice

10.1 Climate change impact will be assessed as part of the process for proposed activity.

11. Information and Communication Technology Implications and Advice

11.1 None.

12. Communications and Marketing Implications and Advice

12.1 None.

List of Appendices Included

None.