

Calderdale MBC

Wards Affected All

Cabinet 15 January 2024



Wave 5 Skills Bootcamp – 2024/25

Report of the Director of Regeneration and Strategy

1. Purpose of Report

- 1.1 This report seeks Cabinet approval to accept funds from West Yorkshire Combined Authority (WYCA) - Wave 5 Skills Bootcamp, in order to directly deliver and commission a programme of activity.

2. Need for a decision

- 2.1 Cabinet approval is sought to formally accept £450,000 Skills Bootcamp resources which is being granted to support Calderdale's work to up-skill residents in skills and sectors that are in demand within the labour market.
- 2.2 Cabinet are also asked to consider the focus of the funds, and delegate authority to the Director of Regeneration and Strategy for the finalisation of a programme of activity.

3. Recommendation

It is recommended that:

- 3.1 Cabinet endorses the approach to the use of £450,000 Skills Bootcamp funding for Calderdale.
- 3.2 Cabinet approves acceptance of the Skills Bootcamp grant funding and delegates authority to the Assistant Director of Economy, Housing, and Investment, in consultation with the Cabinet Member with responsibility for Regeneration and Strategy (for Employment and Skills) to approve the terms upon which the grant awards are accepted and develop and implement an approach to support delivery of activity, including via organisations embedded in local employment and skills networks.

4. Background and/or details

- 4.1 As detailed in the Inclusive Economy Strategy, skills are essential to ensure everyone has access to good jobs with good pay and opportunities for progression.
- 4.2 Skills Bootcamps are currently delivered by WYCA as part of the Skills Connect programme. Skills Connect is a WYCA fully funded, non-accredited adult training programme. It offers flexible courses at an equivalent to Level 3 and above and has been developed to address employer skills shortages within the region, allowing individuals to access higher-level employment opportunities or progression within their current employment.
- 4.3 All courses are delivered at an equivalent to Level 3 and above and content is created in response to employers' needs. Courses can be delivered online, in-person or a blend of both to best meet the needs of participants and training requirements. In addition, training is delivered flexibly to ensure that participants with employment, family or other commitments can access the opportunity to upskill.
- 4.4 In this latest round, WYCA has created the opportunity for Local Authorities (LAs) to manage borough level programmes of activity. This allows Calderdale to tailor local delivery more precisely to meet local needs and opportunities, in support of our Inclusive Economy Strategy, and the Employment and Skills Framework which is currently under development.
- 4.5 The resource represents a significant investment across all three of the Council's priorities of reducing inequalities, supporting thriving towns and promoting climate action. The resource will support our borough wide Vision 2024, particularly assisting in helping us become more resilient, talented and enterprising. And funds will be deployed in a way that invests in those places and business sectors where people and businesses most need support.
- 4.6 The Skills Bootcamps will support in removing barriers and improving 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.
- 4.7 The Skills Bootcamps programme will address specific local skills needs. Skills Bootcamps will secure benefits for residents aged 19 and over 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 shortage vacancies, enabling them to become more productive more quickly.
- 4.8 The programme will offer innovative delivery methods, blending the acquisition of specialist skills with more holistic wrap-around support and Careers Information, Advice and Guidance (CIAG) which meets the needs of individuals and businesses in Calderdale.

4.9 From the potential sectors that are eligible for Bootcamp support, four have been identified to fit closely with opportunities in the Calderdale labour market:

- Construction
- Engineering and Manufacturing
- Creative and Design
- Early Years and Childcare

4.10 To ensure the programme has the most significant impact and is accessible to all, direct delivery through Calderdale Adult Learning will be undertaken, utilising the highly skilled staff and existing relationships with employers.

4.11 This direct delivery will be complemented by a commissioning process to procure additional delivery. Commissioning will be undertaken via YORtender through an Invitation To Tender (ITT) process, with all bids scored by an evaluation panel. The ITT will consider all the available local intelligence, focusing on the Local Skills Improvement Plan, thus ensuring local demand for skills are reflected.

5. Options considered

5.1 WYCA ringfenced a total of circa £450,000 to support a minimum of 100 individuals per Local Authority (LA) under Wave 5. The Council's role in managing these funds rather than WYCA commissioning will allow a more practical focus on local priorities and can be driven by key stakeholders and local anchor organisations through the Employment and Skills Partnership.

5.2 Option 1 - accept the funding – preferred option. This option allows us to work collaboratively across the Borough and link into existing well-established networks. The Employment Hub and Business Growth and Business Engagement teams will also support the programme. There is an opportunity to strengthen current relationships and develop new ones in key areas such as Creative and Design alongside the Year of Culture.

5.3 Option 2 - don't accept the funding – WYCA may procure on behalf of Calderdale. This would limit control and influence, leading to missed engagement opportunities with businesses across key sectors.

6. Financial implications

6.1 WYCA will grant Calderdale £450,000 to deliver the Wave 5 Skills Bootcamp programme from 1 April 2024 to 31 March 2025. Delivery will involve engaging and supporting a minimum of 100 individuals, at an average cost of £4,500 per learner. The funding methodology used for Skills Bootcamps is welcomed and is positive for Calderdale as each of the five Local Authorities in West Yorkshire will receive the same amount of funding.

6.2 A management fee will be retained to cover all overhead costs, which will be used to contract and project manage the programme, and provide reporting and monitoring to WYCA.

6.3 Reflecting the Bootcamp funding structure, payment will be received (and made to external providers) as follows:

- 20% of course cost (per participant) on participant start (eligible individual commences adult skills training course, completes and signs the registration form and undertakes five days of learning).
- 50% of course cost (per participant) on participant completion (participant completed planned learning and has successfully achieved the course and been offered an interview for employment progression. This excludes participants who are self-employed or co-funded by their employer. For these participants, specific paperwork must be submitted).
- 30% of course cost (per participant) on participant progression (positive career progression as a direct result of the training that has been completed).

7. Legal Implications

7.1 Given the tight timescales and one year nature of this resource, assurances have been provided from Legal and Procurement teams that the funding can be received and commissioned in the timeframes set out by WYCA for the funding.

7.2 Any terms and conditions WYCA produce for the acceptance of the grant funding (the 'grant agreement') will be considered by Legal Services before the grant agreement is signed. Particular areas of importance include ensuring the obligations placed on the Council for the administration of the grant are clear and can be complied with.

8. Human Resources and Organisation Development Implications

8.1 The development and administration of the local elements of the Skills Bootcamp programme will necessitate some dedicated staff capacity. Proposals for the format of this programme level resource will be worked up as the total administrative resources available are clarified by WYCA.

9. Consultation

9.1 Council officers have met regularly with the lead officers from WYCA to define the programme and agree on the intent and implementation. The blended delivery model – 70% commissioned and 30% direct delivery – has been agreed.

9.2 Consultation has taken place with key stakeholders, and community anchor organisations, and there is demand for and capacity to deliver the funding to enable the up-skilling of the Calderdale workforce within the key business sectors identified.

9.3 The current engagement work being undertaken to create the new Employment and Skills Framework, will help to shape the final Skills Bootcamp offer.

10. Environment, Health and Economic Implications

10.1 Skills Bootcamps and the approach being developed will focus on economic benefits that address the cost-of-living crisis and support the growth of talent in Calderdale.

11. Equality and Diversity

11.1 WYCA have clearly identified the target audience. Approaches will be adapted by Calderdale Adult Learning to ensure the targets are achieved.

11.2 Of the participants that are enrolled, there is a requirement to ensure that:

- 51% are female
- 10% are over 50s (50/50 male/female)
- 20% are individuals who identify as being from an ethnic minority background
- 10% are individuals who identify as having a disability

12. Summary and Recommendations

12.1 The resources outlined above present a significant opportunity to support the delivery of Vision 2024 and the delivery of the Council's three corporate priorities. They will impact across the borough, and build capacity for developing further projects and programmes.

It is recommended that:

12.2 Cabinet endorses the approach to the use of £450,000 Skills Bootcamp funding for Calderdale.

12.3 Cabinet approves acceptance of the Skills Bootcamp grant funding and delegates authority to the Assistant Director of Economy, Housing, and Investment, in consultation with the Cabinet Member with responsibility for Regeneration and Strategy (for Employment and Skills) to approve the terms upon which the grant awards are accepted and develop and implement an approach to support delivery of activity, including via organisations embedded in local employment and skills networks.

For further information on this report, contact:

Grant Soames	Head of Adult Learning, Economy, Housing, and Investment
Telephone:	01422 392834
E-mail:	Grant.soames@calderdale.gov.uk

The documents used in the preparation of this report are:

1. National skills bootcamp information [Find a Skills Bootcamp - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/find-a-skills-bootcamp)
2. WYCA skills bootcamp information [Skills Bootcamps for Employers - West Yorkshire Business and Skills Support \(wybusiness-skills.com\)](https://www.wybusiness-skills.com/skills-bootcamps-for-employers)

The documents are available for inspection at the links above.