

Self-Assessment Report 2023/24

Appendix 6 - Skills Bootcamps

Section 1 : Overview

Lincolnshire County Council is in receipt of a grant allocation from the Department for Education for the commissioning of the design and delivery of local Skills Bootcamps as part of a national pilot.

- A grant allocation to commission Skills Bootcamp delivery was received in June 2022, for provision running from September 2022 to June 2023 (Wave 3 of the pilot)
- A grant allocation to commission Skills Bootcamps delivery was received in January 2023 for provision running from April 2023 to July 2024 (Wave 4 of the pilot),
- Most recently in January 2024 to commission Skills Bootcamp delivery from April 2024 to March 2025 (Wave 5, final wave of the pilot).

Skills Bootcamp provision became subject to Ofsted Inspection in Wave 4 of the pilot.

Wave 4 provision began in September 2023 and Wave 5 in May 2024.

The grant allocation covers the geography that is Greater Lincolnshire, incorporating the administrative boundaries of North Lincolnshire, North East Lincolnshire and Rutland. This area is coterminous with the geography of the Greater Lincolnshire LEP and we are working in partnership with them to manage and deliver the Skills Bootcamp programme.

The purpose of the national and local Skills Bootcamp model is to provide adults with skills that allows them to get a new job, a new contract if self-employed, or a progression in the workplace. Provision is predominantly at Level 3 to Level 5 and must have a minimum of 60 guided learning hours.

The aim of the local Skills Bootcamp programme is to fill gaps that the national programme is not filling. At the point at which Wave 3 began there was no Skills Bootcamp provision being delivered in Greater Lincolnshire through the national programme.

Wave 3, First year of Greater Lincolnshire Skills Bootcamps programme September 2022 – June 2023 (Wave 3 provision not subject to Ofsted inspection)

Grant allocation received June 2022. 272 learners started Skills Bootcamps during the period between September 2022 and June 2023

96% have progressing into a new job or taken on new responsibilities or jobs within their current workplace.

The Following Skills Bootcamps were delivered during this period:
Skills Bootcamps in Clinical Care Level 3
Skills Bootcamps in Food Manufacturing Excellence Level 3-4
Skills Bootcamps in Food Safety and Compliance Level 3-4
Skills Bootcamps HGV Lorry Driving

This programme was designed to meet skills gaps within locally important sectors.

We worked closely with all local training institutions to help them understand the new Skills Bootcamp model and 3 successfully delivered Skills Bootcamps, these were: University of Lincolnshire, Medex Training Ltd and Modal Ltd (part of TEC Partnership)

Several other Skills Bootcamps that were designed did not start, in part due to employers not being willing to make the required financial contribution or not being able to meet the minimum requirements for letting staff join the course for at least 60 hours.

The LEP is continuing to work with its industry sector boards and representatives to shape and influence the model, and future design.

Wave 4, Second year of Greater Lincolnshire Skills Bootcamp programme August 2023 and ongoing to June 2024

Grant allocation received January 2023, learning started August 2023.

Based on the success of year 1 the local programme has been expanded. Over 40 different types of Skills Bootcamps were offered across the Greater Lincolnshire area and we are working with 14 training institutions. 788 learners started on a Wave 4 Skills Bootcamp. All learning is now complete, and final outcome figures will be known in January 2025. However the data is looking promising and the number of learners completing a course they started, and progressing after completion, is high.

Wave 5, Third year of Greater Lincolnshire Skills Bootcamps programme April 2024 to March 2025.

Grant allocation received January 2024 and has been allocated to 15 training organisations in and around the Greater Lincolnshire area.

We are working in new subject areas this year, given that it is the last year of the pilot. We seek feedback from our employer-led Employment and Skills Board, as well as Lincolnshire County Council's Learning Board, and want to continue to find new ways to engage learners that could benefit from a Skills bootcamp opportunity but are not currently doing so.

We held a best practice event during the summer of 2024 for existing and new training providers of Skills Bootcamps and invited providers not yet involved to learn from others. This was well received and we have been asked to repeat it in early 2025.

The national and local Skills Bootcamp programme is a pilot and we continue to work with policy leads at the Department for Education to help shape and inform.

Strengths:

- *Greater Lincolnshire was one of around 15 to 20 LEP areas to be involved in Wave 3, bringing funds and provision to greater Lincolnshire that wouldn't have otherwise.*
- *The Wave 3 Greater Lincolnshire programme secured the highest conversion rate of starts to progressions across all of those local programmes*
- *Large volumes of employers making financial contribution to the training and strengthening employer-provider relationships.*

Areas for Improvement:

- *This programme is testing a new national model and due to the nature of the model is challenging for providers to get involved*
- *Lack of employer awareness and therefore take-up of this new scheme*

- *Instances of employers not being willing to pay the contribution when members of their workforce wanted to undertake a course means that learners have been disadvantaged – and this has been fed back to the policy team at Department for Education.*

Section 2: Curriculum

Skills Bootcamps must be designed by or designed for employers working with training organisations. We do not have any employers delivering Skills Bootcamps directly although the national model permits them to do so.

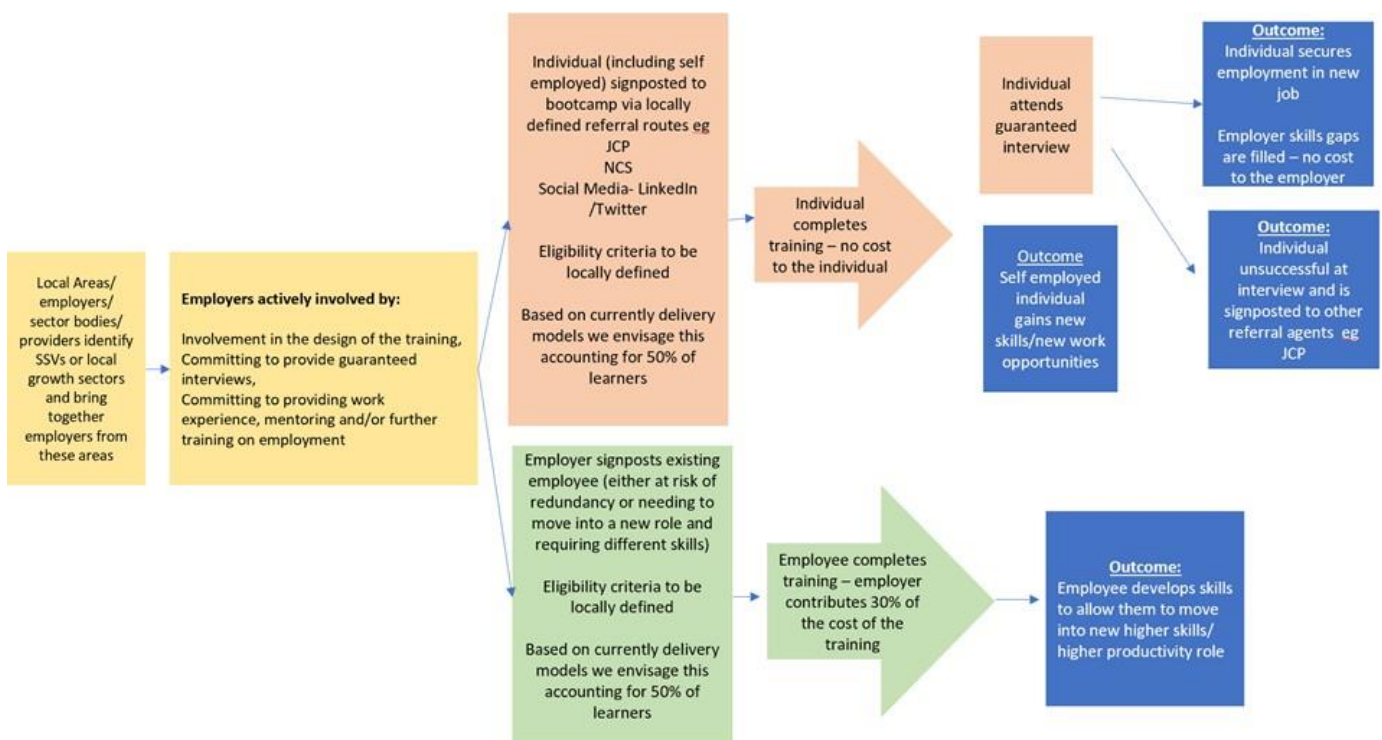
All provision must result in one of the following:

New skills that result in a *new job offer* OR new skills that result in a *new contract* if self-employed, OR new skills that result in a *promotion* or new work responsibilities.

The provider is only paid the full unit cost per learner if one of these outcomes is achieved.

If an employer sends a member of staff to fill their own internal skills gaps that employer must make a financial contribution to the cost of the course.

The nationally set Skills Bootcamps model is set out below.



The commissioning process requires all providers seeking grant funding from us to submit evidence of their work with employers and a scheme of work detailing the content of the course being delivered for the minimum of 60 guided learning hours.

Local learner, in the north of the LEP area, Max Ford, has provided the following testimonial: “Thanks to MODAL Training and Skills Bootcamp, I’m living the dream. I’m loving my new job as a lorry driver, working full time class 2 driver with company DSV. I would not have been able to achieve this without the support of Skills Bootcamp funding”.

Also see case study from the construction sector [Skills Bootcamps: Kye Challenger | Greater Lincolnshire LEP](#)

Section 3: Widening Participation

The Department for Education recommends that residents who are far from the labour market, perhaps long term unemployed or without qualifications, are probably not suitable for a Skills Bootcamp programme. Other programmes are available to support this group. The Skills Bootcamp programme is intended to support career switchers and career returners, providing them with sector specific skills in a short and flexible way. As such providers must focus on delivering what employers need to fill their skills gaps to ensure that the learners they train are able to complete the course and succeed at a job interview.

We are working with providers to consider the opportunities of progression to Skills Bootcamps from other schemes such as AEB and multiply. We are also engaged with DWP and Job Centres to ensure they are aware of any relevant opportunities for their customer base.

It is important to us that provision is available to all residents, and our approach to commissioning ensures that provision covers as much of Greater Lincolnshire as possible, including rural areas by providing a blend of face to face and online provision.

Section 4: Partnership Working

The Skills Bootcamp model (see previous page) requires all training organisations to provide a wraparound support to the learners. The final payment to a training provider is only made once the learner has successfully achieved an outcome and therefore it is a critical part of the model that learners are supported.

Providers have up to 6 months after the end of the Skills Bootcamp provision to support the learner to achieve the final outcome, however we have found that in most cases, the positive outcome is being achieved far sooner.

The LEP is working with a network of organisations (in addition to providers) to ensure that the scheme is understood, including DWP, local councils, and employers. We are also ensuring that information is provided on our existing adult and family learning newsletters.

Section 5: RARPA

Providers are required to submit all evidence of learner's progress and achievements. DfE require us to collect details of learner drop-out as well as details of jobs they secure.