



Department  
for Education

# Skills Bootcamps

Overview for BLEP Skills Advisory Panel

Niki Comer, Regional and HGV Policy Delivery Lead

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# Skills offer: Skills Bootcamps

## Policy background

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- Skills Bootcamps are an innovative offer of **short, flexible courses, up to 16 weeks long**, which are free to eligible adult learners. They provide adults with in-demand skills and then **fast-track them to an interview with an employer** - supporting adults to move into new jobs and helping employers to fill much-needed vacancies.
- There are currently **8 sector categories** and approximately **282 different Skills Bootcamps** in total including a range of digital courses, technical training (construction, engineering), logistics (HGV driving) and green skills.
- The programme has grown rapidly in its first two years of delivery, and met or exceeded its targets:
  - **Wave 1:** 2,800 starts in FY20/21 against a target of 2,200
  - **Wave 2:** ~19,000 starts in FY21/22 against a target of 16,000, this includes delivery via a separate procurement of Skills Bootcamps in HGV (established at pace in response to driver shortages)
- **We are aiming to double the number of starts to 36,000 in 22/23 (Wave 3) and triple them (to 56,000) by 23/24.**
- Delivery during 22/23 (and part of 23/24) will be through a combination of contract extensions, new procurement and grants to MCAs and local bodies.

## Aims and objectives

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- Skills Bootcamps are designed to **ensure that providers work closely with employers to give learners the skills and wrap-around support** to help them into a new role.
- Focus on **meeting employer demand to fill vacancies** by providing skills training at levels 3-5.
- **Address existing skills gaps** by providing short focussed training aiming to get an individual useful on day 1. Not the finished article - but useful and able to develop further.

## Outcomes

- 54% of the 2,210 learners who completed a Skills Bootcamp between September 2020 and March 2021 reported a positive outcome against a target of 50%.
- While completions and outcomes were good in FY2020-21, we do not yet have the figures for FY2021-22 which has been a significant scale up.
- From 23/24 onwards, **Skills Bootcamps will be procured via a new procurement system** (Dynamic Purchasing System) creating a list of qualified suppliers who can compete for subsequent contracts in shorter, more flexible competitions. We aim for MCAs and Local Authorities to also use the DPS to procure their local programmes.

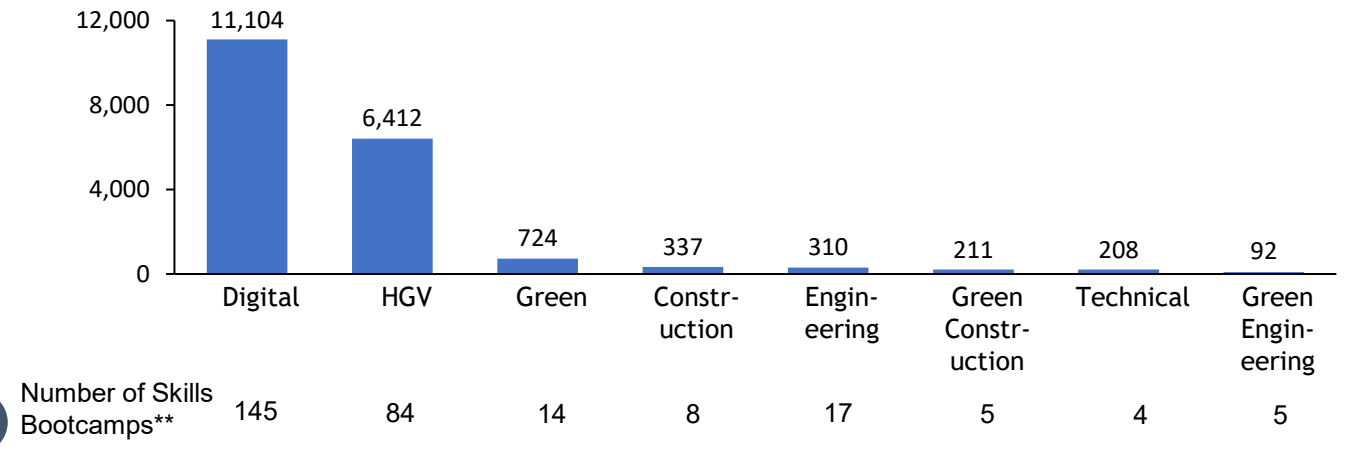


# Skills Bootcamps Delivery

## Delivery characteristics

- Skills Bootcamps were introduced in 2020 to deliver short, flexible training programmes for priority sectors. The sectors chosen were selected based on priority sectors agreed at the Prime Minister's skills stocktake in September 2021.
- They are available to adults in England aged 19 or over (AEB rules apply), including those in work (59% of Skills Bootcamps learners) and unemployed (41%)\*.
- They are free for learners and primarily funded by DfE (employers pay up to 30% of the total cost if using the scheme to upskill existing employees, 10% for SMEs)
- The learning format varies significantly, with courses lasting up to 16 weeks (12 weeks on average) and a minimum of 60 guided learning hours.
- Providers work with employers to design and deliver Skills Bootcamps, and bid for funding from DfE. Employers help design the curriculum, provide work experience and training, and commit to interviewing successful learners.
- Skills Bootcamps are primarily targeted at Level 3-5, although L2 allowed in HGV, Construction and Green Skills in Wave 3. Some Skills Bootcamps provide qualifications.

## Breakdown of Skills Bootcamps by sector (April 2021- to date)



## Example Skills Bootcamps

### RAIL SKILLS BOOTCAMP

**Provider:** Independent Provider

**Attendance**

- 8 weeks full-time, or 16 weeks part-time
- Mixture of online and classroom.

**Course content**

- Track Engineering
- Overhead Line Equipment Construction
- Employability Skills
- Health and Safety in Construction
- Emergency First Aid at Work

### DIGITAL LEADERSHIP SKILLS BOOTCAMP

**Provider:** Various, coordinated by Greater Manchester Combined Authority

**Attendance**

- ½ day per week over 12 weeks

**Course content**

- Leading Diverse Teams Remotely
- Digital Capability
- Business Skills for E-Commerce
- Project Management and Leadership
- Communication and Remote Presentation Skills

# Progress so far and next steps

## So far, we have...

- Sept 2020-Mar 2021 - Delivered first Skills Bootcamps pilots in digital and technical skills in 6 local areas with £8m. 48 providers delivered c80 different Skills Bootcamps,
- April 2021-March 2022 Delivering Wave 2 Skills Bootcamps with £43m in digital technical, construction, green skills and HGV driving for a target 16,000 learners (to December c9000 starts).
- Secured up to 550m funding at Spending Review for 2022-2025 to deliver c40-50,000 learners per year for the next 3 years.
- April 2022-March 2023 Extending Wave 2 contracts into Wave 3, Grant funding to MCAs/GLA and some local authorities to procure Skills Bootcamps on a regional level and a national procurement for Wave 3 to deliver learners with c£150m from April-September 2022. Target c40,000 learners overall

## Next steps...

- From March to September 2022, we have focused on getting grants agreed with MCAs, GLA and Local Authorities so that they can deliver Skills Bootcamps locally and delivering the Wave 3 national procurement.
- We are developing our work on understanding how sectors and businesses are using Skills Bootcamps and how we can better meet their needs. This includes testing Skills Bootcamps in green skills and as a pathway to accelerated apprenticeships.
- We are working on a project with Skills Bootcamp Strategy, Cabinet Office and DfE Commercial to develop a Dynamic Purchasing System to deliver Skills Bootcamps from 2023 and beyond. This is part of the longer-term strategy to put Skills Bootcamps delivery on a more sustainable footing.
- Supplier events are planned for October to kick off the process of on-boarding suppliers.