

Skills Bootcamps Proposal Template for FY2024-25 – return to DfE by 30 September 2023

In conjunction with this template, please refer to the Skills Bootcamps Policy Specification document, sample data collection sheet, comms and branding guidance, the draft grant offer letter and refer to the ‘criteria for approving grant funding’ in Annex.

Please complete Section A, B and C, read Section E (no need to complete it) and then confirm, sign and date section D

A Skills Bootcamp Summary (FY 2024-25)

Please provide a high level summary of what you plan to deliver to meet the skills needs to fill in demand vacancies in your local area.

	Subject areas	Short description of programmes including length, skill levels, expected GLH, mode of delivery etc	Numbers to be trained	Estimate Funding required	Employers offering vacancies / supporting the programme / *Other evidence of demand
1	Early Years		662	2,777,000	We are in discussions with the following Somerset Council Children’s Services – Children in Care. EDF - Hinkley Point C to have employer led Skills Bootcamps. Local bus companies
2	HGV/Bus Drivers				
3	Technical/ Engineering				
4	Green (across all sectors)				
5	Construction				
6	Hospitality				
7	Retail				
8	Digital				
9	Health and Social Care				
10	Leadership and Management				
<i>Add lines as required</i>					
	Any further resources required (management costs) Also complete the Management Costs Template			226,335.72	
	Total			3,003,335.72	

***Please summarise below additional details regarding evidence of demand**

The way Somerset Council has been running Wave 4 will be carried across into Wave 5, this means that we are submitting a proposal for a wider sector level than specific Skills Bootcamps based on the evidence of need from ongoing conversations with businesses during Wave 4 and from current vacancies through the Lightcast Occupational Taxonomy (LOT) Platform. A Dynamic Procurement Framework will be put into place to deliver the skills the businesses need with an aim to starting Skills Bootcamps in April 2024.

As in Wave 4 a lot of businesses that have been engaged with require level 2 training and this is a trend across the Somerset and Dorset area. We intend to have Skills Bootcamps at Level 2 into Level 3 however we would ask that Level 2 training available in Skills Bootcamps is looked at along with the ability to work in other sectors.

Sectors and demand.

Early Years

During Wave 4 the Somerset Council Skills Bootcamps team have been engaged in discussions with the Strategic Commissioner Children's Services – Children in Care and they are in talks with their counterpart in Dorset, to put together a skills needs analysis for the staff in the approximately 50 children's homes across both regions. We will then work with them to provide the correct Skills Bootcamp.

HGV

In Wave 4 we are running HGV Pathway A Skills Bootcamps however there has been demand for other Pathways and the Somerset Council Skills Bootcamps team are in discussions about including them in Wave 5.

As stated in our bid for Wave 4 Transportation and storage has created the largest jobs growth in the area over the period 2016-2021 as stated in the Lightcast Occupational Taxonomy (LOT) Platform, and this continues.

In our Wave 4 bid we stated that at a Skills Summit it was discussed that Road Haulage require 35 hours CPD every 5 years, and the eLearning does not get completed, only the practical element. It was also felt that more needs to be done to encourage women into to HGV and Light GV. This has not changed and we are planning on doing more to help in these areas.

Bus driving – for the bus companies in Somerset and Dorset to lay on more routes they require more drivers and the only training available is Skills Bootcamps. Demand has been expressed by the bus companies.

Engineering and Construction

Due to slippage with the construction the expected Wave 4 Skills Bootcamps for EDF Hinkley Point C and the MEH Alliance has not taken place however discussions are still ongoing. EDF Hinkley Point C and the MEH Alliance are still recruiting for staff daily along with wanting to upskill their staff.

Hinkley Point C/EDF Energy/MEH Alliance have submitted a proposal for Construction Trades and Construction Management Skills Bootcamps through Train4All, Focus Training, Cryogen and Bridgwater and Taunton College (these are the only providers able to do the work due to the industry/safety/security) and once Hinkley Point is ready these will be put in place.

This is an ongoing project and at the present time there are 57 vacancies for construction and engineering jobs with the EDF job site and 77 within the Hinkley Job service site (which covers MEH Alliance).

The Lightcast Occupational Taxonomy (LOT) Platform shows that there were a total of 3032 unique job title postings for the period October 2021 – October 2022 in Construction industries.

Hospitality

Conversations are ongoing with hospitality businesses as there is still a high need for hospitality related courses such as Customer Service and they are struggling to fill roles for catering staff, chefs, kitchen assistants and bar staff. A lot of the courses that they require are level 2 so there is a need to work with businesses to build a level 2 into level 3 Skills Bootcamps to cover the needs that they have.

The Lightcast Occupational Taxonomy (LOT) Platform still shows that along with Transport and Storage, Accommodate and Food services are creating the largest jobs growth.

Retail

According to the Lightcast Occupational Taxonomy (LOT) Platform the largest industries in Somerset and Dorset are retail along with human health and social work activities (encapsulating care), and tourism related activities.

Approximately 20% of the businesses that have engaged to date are retail businesses or differing types and they have customer facing roles as well as telephone retail staff that they would like to upskill.

Digital Skills

In today's job market there are not many jobs that do not include some level of digital skills and of the companies that have engaged to date most have some kind of digital skills need. As Digital Skills stretches across so many job roles we will be making sure that any Skills Bootcamps are tailored to employers.

In Dorset areas of job growth include ICT with a reasonable demand for Programmers and Software Developers.

One employer states that they require Digital Marketing, Copywriting and Graphic design skills within their organisation and are struggling to fill Digital Marketing jobs.

The Lightcast Occupational Taxonomy (LOT) Platform shows that there were a total of 2,134 unique job title postings for the period October 2021 – October 2022 in Digital and Creative industries.

Leadership and Management

During conversations with employers Leadership and management has been raised as an area that is of interest. This is a flexi area that we want to explore based on this feedback from employers.

Health and Social Care

The largest recruiter by some distance across Somerset and Dorset has been the NHS. The NHS tends to be the largest recruiter (reflecting that it is also the largest employer) in any time period. What is relevant to highlight are the average posting intensity for health and care related organisations – indicating significant recruitment difficulties. A similar picture can be seen across Dorset – with the NHS being the main recruiting organisation and the difficulties that health and care organisations appear to have in terms of filling roles. The

Lightcast Occupational Taxonomy (LOT) shows high demand for Care roles across both Somerset and Dorset. This has not changed since Wave 4.

B Expected Delivery Start

Please provide an expectation for when delivery of your planned Skills Bootcamps will start.

Skills Bootcamp	Expected Start Date (month is enough at this stage)	Note any key dependencies – do you need to procure or do you expect to extend current contracts, or something else?
We do not have any skills bootcamps currently lined up however we are in discussions with employers in the care and HGV sectors who are	<i>April</i>	<i>Our DPS will be up and running by the end of the year with an intention for the first Skills Bootcamps to start in April.</i>

C Risk Register

Please list here your top risks and planned mitigations

Risk description, causes and impact	Initial risk rating H/M/L	Planned Mitigations	Post Mitigation risk rating (R,A,G)
Low levels of employer engagement during programme development	G	SC are already in discussions with employers and working up specifications for training in Wave 5 within the Early Years sector. Other Key employers have been identified and will continued to be engaged with so that there is more employer input into Skill Bootcamp programme design and the content offers strong baseline for development.	G
Poor participant engagement/ under recruitment/ reduction in learners starting compared with the application targets.	G	SC are already engaging with employers for employer led Skills Bootcamps, where the majority of learners will be employees.	G
Learners drop out of programme before completion.	G	Making sure that the Wrap Around Service and the Training Providers selected to carrying out the training vet learners correctly will	G

		help reduce drop out numbers.	
Provider delivery capacity leading to delayed / withdrawn provision	G	SC will behave a DPS up and running for Wave 5, so if a Training Provider withdraws there will be others to provide that delivery at short notice.	G
New provision set-up – where providers came into the process later than other existing providers. (would only happen if a provider dropped out)	G	By having a Dynamic Procurement System we will be able to add providers in during the Skills Bootcamp if required.	G
Insufficient interviews and employment opportunities available for participants	G	Programme content tailored to SW skills gap / vacancy requirements identified. Engaging with employers where learners are not already employed.	G

D Confirmation

For consideration for funding, the lead supplier should confirm by signing below that they will follow public procurement rules when contracting Skills Bootcamp delivery partners and that procurement carried out will require evidence from delivery partners as set out below in Section E ‘Requirements for delivery of Skills Bootcamps’ including points 1- 7 (to clarify we do not expect the grant funded lead supplier to respond to these questions in this proposal, but to confirm that they will gather evidence in line with these questions when procuring / selecting delivery partners) to ensure consistency in Skills Bootcamp delivery across England.

Name Melanie Roberts **Authority** Somerset Council **Date** 27/09/2023