

Context

- 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.
- Skills Bootcamp delivery in scope of this report covers Wave 3 of the pilot, with delivery taking place September 2022 to June 2023
- 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 Local Enterprise Partnership (LEP) who is managing and delivering the Skills Bootcamp programme, on behalf of LCC, through a partnership arrangement.
- 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.
- Skills Bootcamp provision, in scope of this report, is provided through 3 commissioned partners as shown in table 1 below.

Table 1 – Providers delivering Skills Bootcamps under a commissioning arrangement from LCC

Provider Type	Names
Training Organisations	Medex Training Ltd.
FE Colleges	Modal Ltd. (part of TEC Partnership)
Universities	University of Lincoln

- Between September 2022 and June 2023, a total of 272 unique learners were engaged on Skills Bootcamp Programmes, as outlined in table 2.

Table 2 – Skills Bootcamp delivered September 2022 to June 2023

Skills Bootcamp	Level	Number of Learners
Clinical Care	3	159
Food Manufacturing Excellence	4	54
Food Safety and Compliance	4	37
Shipping & Maritime	3	7
Logistics and Transport	3	15

Skills Bootcamps are good because:

- 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 make financial contribution to the training,
- Strengthened employer-provider relationships.
- The Greater Lincolnshire Skills Bootcamp pilot brought new funds and provision to Greater Lincolnshire
- Skills Bootcamp provision is filling identified skills gaps through innovative curricula design.

Skills Bootcamps need to improve further because:

- This programme is testing a new national model and due to the nature of the model it is challenging for providers to get involved
- Lack of employer awareness is impacting on 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, which has been fed back to the policy team at Department for Education.

Arrangements	Evidence
<p>Curriculum planning is highly responsive to local need and county strategic objectives and focuses on improving the employability and skills of residents across deprived rural and coastal areas of Lincolnshire. This drive to meet the diverse needs of the most disadvantaged communities supports the council in preparing learners positively for the next steps in their careers. Recognising the skills gaps in both the Care and Good Manufacturing Sectors, innovative provision has been designed to allow current employees to gain the necessary skills to progress their careers.</p> <p>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”.</p> <p>A similar endorsement of the programme is provided by Ewan Cruickshank, who attended the Food Safety and Compliance (Level 4) at the National Centre for Food Manufacturing in Holbeach in the south of the LEP area. Skills Bootcamps: Ewan Cruickshank Greater Lincolnshire LEP</p> <p>One of the key drivers of the programme is to widen participation ensuring that provision is available to all residents. 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.</p> <p>The grant allocation process used to select providers to design and deliver Skills Bootcamps across Greater Lincolnshire and Rutland allows the provider to spread provision across geography and industry sectors/skills needs. Through careful commissioning arrangements, eligibility to deliver is restricted to organisations based in a Greater Lincolnshire or Rutland location, in order to achieve good employer links to support good learner outcomes.</p> <p>Partnership working is key to the success of this programme. The LEP works with a network of organisations, including training providers, DWP, Job Centres, local councils and employers to ensure that the scheme is understood and promoted. Information is also provided in regular Adult Learning Provider and Learner newsletters to extend the reach.</p>	<ul style="list-style-type: none"> • Evidence of work with employers and a scheme of work provided via the commissioning process • Learning Board meeting notes • Employment & Skills Advisory Panel (ESAP) meeting notes • Impact Report (Case Studies) (Appendix 8) • Provider monitoring meeting notes • Learner feedback