

# Digital and Technical Skills Bootcamps

Introduction 24 August 2021

Recruitment & Employers  
Confederation(REC)  
Members



Department  
for Education

# What are Skills Bootcamps?

Designed from extensive work to engage with, and listen to employers, the Skills Bootcamps program delivers flexible, 'in demand' skills training up to 16 weeks in length. Skills delivered may be regulated (i.e. qualification based) or non-regulated (i.e. based on alignment with apprenticeship or industry standards, or completely bespoke).

They will help close skills gaps and reduce skills shortages and give individuals a clear line of sight to a job.

The target participants are adults (19+), either currently employed, self employed or recently unemployed (less than 12 months) who wish to retrain, update or formalise their skills, or acquire specialist skills.

Employers can also use Skills Bootcamps to retrain existing employees but are expected to contribute 30% of the training cost for each employee.

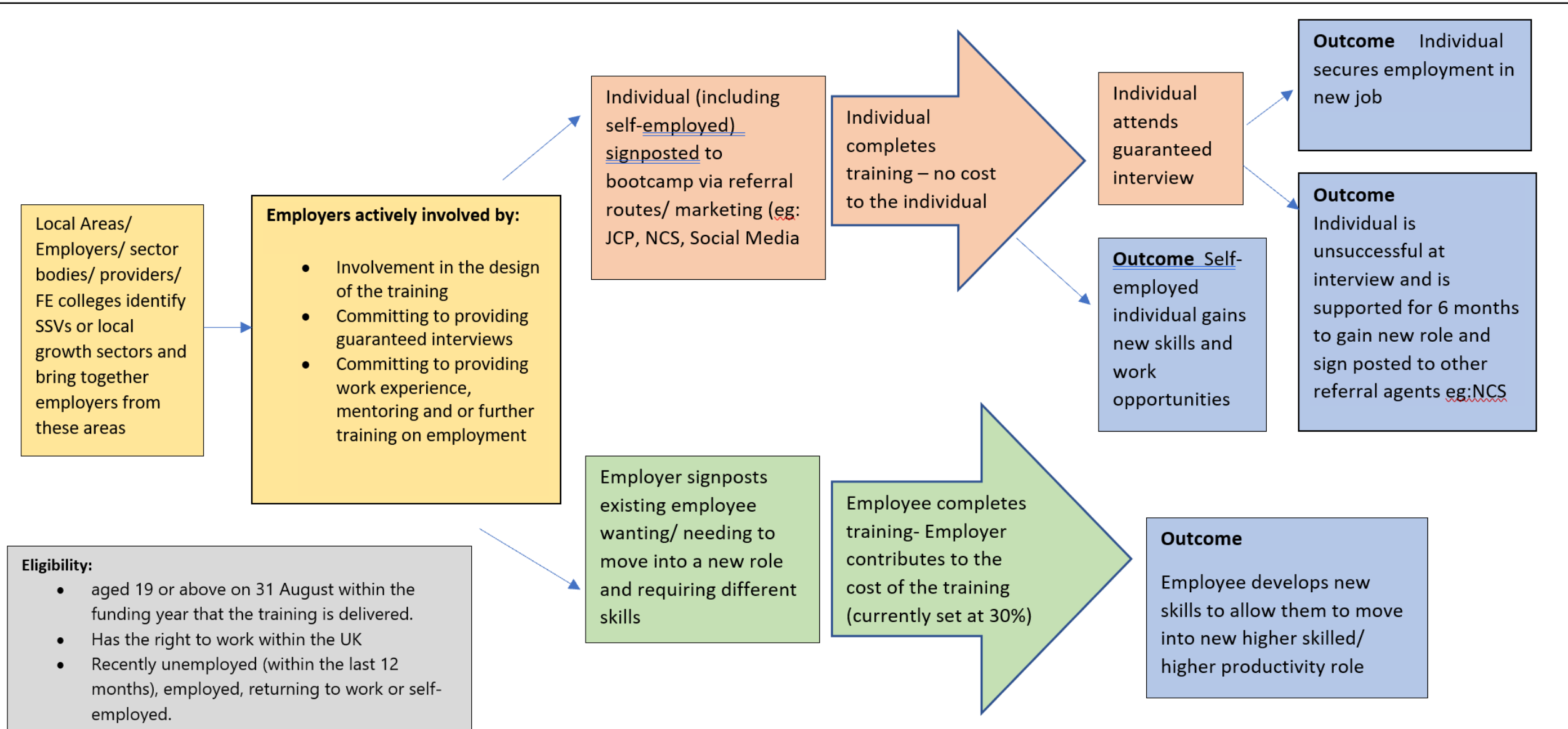
Training providers must work with their employer network to secure interviews for their trainees which will hopefully lead to job offers (an apprenticeship is also a job outcome).





# Department for Education

## Skills Bootcamps



Local Areas/  
Employers/ sector  
bodies/ providers/  
FE colleges identify  
SSVs or local  
growth sectors and  
bring together  
employers from  
these areas

- Employers actively involved by:**
- Involvement in the design of the training
  - Committing to providing guaranteed interviews
  - Committing to providing work experience, mentoring and or further training on employment

- Eligibility:**
- aged 19 or above on 31 August within the funding year that the training is delivered.
  - Has the right to work within the UK
  - Recently unemployed (within the last 12 months), employed, returning to work or self-employed.

Individual (including self-employed) signposted to bootcamp via referral routes/ marketing (eg: JCP, NCS, Social Media)

Individual completes training – no cost to the individual

Employer signposts existing employee wanting/ needing to move into a new role and requiring different skills

Employee completes training- Employer contributes to the cost of the training (currently set at 30%)

Individual attends guaranteed interview

**Outcome** Self-employed individual gains new skills and work opportunities

**Outcome** Individual secures employment in new job

**Outcome** Individual is unsuccessful at interview and is supported for 6 months to gain new role and sign posted to other referral agents eg:NCS

**Outcome** Employee develops new skills to allow them to move into new higher skilled/ higher productivity role

# Skills Bootcamps: Delivery so far....

- **Wave 1** of Skills Bootcamps were initially delivered in the second half of FY 20-21 in 6 areas: West Midlands, Greater Manchester with Lancashire, Liverpool City Region, Leeds City Region, Heart of the Southwest LEP area and Derbyshire/Nottinghamshire LEP area. We used £8m repurposed funding to deliver mainly digital skills to approximately 3000 participants.
- In FY 21-22 we have £43m to expand the programme for **Wave 2**. This year we expect to deliver digital, technical, construction and green skills to around 16,000 participants ensuring there will be some digital Skills Bootcamps in every region of England.
- **Wave 3** is still in the planning stages and remains subject to Spending Review funding support, but we expect to expand delivery further.

# Examples of training on offer

## **Digital**

Cloud Engineering, data analysis, digital marketing, software development, web development, coding, software testing, IT support, cyber security, desktop support, database design, game design, software engineering, networking technology, AWS, Java, infrastructure technician, artificial intelligence

## **Technical/Construction**

Advanced brickwork, retrofit co-ordination, construction site supervisor, construction management, data science for construction project managers, engineering construction, electrotechnical installation, Agritech, computer aided design

## **Green Skills**

Safety critical support operative for rail, signalling technician, Overhead power operative, net zero, green transport and logistics, electric vehicle maintenance, solar energy decision

**Not all courses are available in all regions**

# Wave 1 Outcomes

We are still collecting the outcome data from Wave 1 with regards to how many participants:

- moved into a new job or apprenticeship
- a new role with their current employer
- or, if self employed, increased their scope for contracts

We have allowed six months from the end of the course to collect this information which is end of September 2021. However, early indications are encouraging.

Some participation details: (based on information from providers and unverified as yet)

- Over 3,000 learners participated in Skills Bootcamps in the Wave 1 areas (FY 20/21)
- Around 350 employers engaged with the programme in some way, either mentoring learners, co-designing courses, delivering some elements of the course, providing real life problems for trainees to solve and in recruiting from the graduate pool
- Almost half of bootcamp learners in Wave 1 were women – a huge achievement given that the courses were mostly digital and a small number of technical/construction

Why are we  
telling you  
this?

We think we can help each other – you have vacancies to fill, and we have newly skilled individuals to place into employment 😊

How can we help you link up with Skills Bootcamp providers to share vacancies as individuals are ready to start applying for roles at the end of their course?

List of Skills Bootcamps on offer:

[List of Skills Bootcamps - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

