

North Yorkshire Council

Executive Member Meeting

Friday 15 September 2023 at 9am

Approval for Grant Application – Department for Education (DfE) Skills Bootcamps (Wave 5) 2024-25

Report of the Corporate Director Community Development

1.0 PURPOSE OF REPORT

- 1.1 To request approval from the Executive Member for Open to Business, following consultation with the Corporate Director of Community Development and the Corporate Director - Resources to authorise the submission of an application to the Department for Education for Skills Bootcamps (Wave 5) 2024-25 for grant funding at least £2.6million; and
- 1.2 To delegate approval to the Corporate Director – Resources for the sign-off of the final application amount.

2.0 BACKGROUND

- 2.1 The York and North Yorkshire Local Enterprise Partnership (YNY LEP) have delivered Skills Bootcamps in 2022-23 (Wave 3) and 2023-24 (Wave 4) across the York and North Yorkshire area under contract from the Department for Education to North Yorkshire Council. The programme contributes to delivery of the Skills Strategy for York & North Yorkshire.
- 2.2 Skills Bootcamps aim to secure benefits for adults by giving them access to in-demand skills training and a guaranteed interview for a more sustainable, higher-skilled job and higher wages over time. Courses are available for both employed (part funded) and unemployed or self-referred adults (fully funded). The benefits for employers include opportunity for them to refer existing workers to develop new skills, or to help them fill specific skills shortage vacancies via direct referrals for interview, enabling increased business productivity.
- 2.3 The overall aims of the Skills Bootcamps are:
 - flexible training programmes lasting up to 16 weeks, based on employer / sector 'in-demand' skills needs;
 - to address the needs of adults (19+) who are full-time and part-time employed, unemployed, returning to work after a break or self-employed, providing individuals with opportunity to retrain, update or formalise their skills or acquire specialist skills;
 - to address the needs of employers and the wider economy, to deliver targeted interventions to meet short-medium term demand to fill vacancies and drive productivity.

3.0 CURRENT ISSUE

- 3.1 YNY LEP has been invited to submit proposals, through North Yorkshire Council, for a further year of Skills Bootcamps activity (April 2024 to March 2025) to be funded by Department for Education (DfE). The deadline for submissions is 30 September 2023.

- 3.2 Development work is currently being carried out to quantify the amount of funding to be requested in the application, which should reflect local need and demand. This is based on evidence of need from both learning providers through their engagement with employers across the area, and with learners to understand the skills that are in demand at a local level. Direct engagement with employers is also an increasing part of the programme design, to ensure a responsive programme that is agile in meeting labour market demands. It is expected that the application will be at least £2.6 million, based on the current year contract.
- 3.3 Following appraisal of the application by DfE, it is expected that the grant award for 2024-25 will be confirmed by the end of November 2023. Grant acceptance procedures will be followed for the subsequent grant award which will exceed the £1m threshold for delegated approval. The request for decision will therefore be reported to the Executive - provisionally 12 December 2023, to be included in the Forward Plan.

4.0 CONTRIBUTION TO COUNCIL PRIORITIES

- 4.1 The York and North Yorkshire LEP will procure, through North Yorkshire Council, learning providers to deliver the identified programme of Skills Bootcamp delivery enabled by the grant from DfE that will contribute towards:

Economy

- economically sustainable growth that enables people and places to prosper
- new and existing businesses can thrive and grow
- North Yorkshire has a high profile, is influential nationally and receives its fair share of resources

5.0 ALTERNATIVE OPTIONS CONSIDERED

- 5.1 The Skills Bootcamps programme has developed during Wave 3 and Wave 4 and has become more tailored to meet the local employment need. Therefore, the alternative “Do Nothing” would lose the momentum gained to date. A smaller scale programme would be less impactful and would limit the scope and scale of the programme. Therefore, an application at least at a similar level to the current year (£2.6m) is recommended.

6.0 FINANCIAL IMPLICATIONS

- 6.1 The grant award is likely to be the amount requested i.e. at least £2.6million. This includes management costs for the delivery of the programme, which enables dedicated staff to be committed to the rigorous management of the DfE systems and processes for payments, monitoring and reporting. Performance of the contract management undertaken by the YNY LEP staff for Wave 3 and Wave 4 has met the DfE standards.
- 6.2 The financial risks of the programme to the Council are limited as the programme is based on performance-based payment to the learning providers that are contracted to sign up and deliver learners. Staged payments are made based on milestone stages being met for the learner journey through the Skills Bootcamp programme.
- 6.3 For Wave 3 and Wave 4 DfE has provided 50% of the programme grant award plus the full management fee (approx. 10% of the total programme value) at the start of the programme, with the balance to be claimed at a later stage in the programme. This has enabled the cash flow of the programme to be met without the Council being in arrears.

7.0 LEGAL IMPLICATIONS

7.1 A review of the grant terms and conditions will be requested from legal services at grant offer stage to ensure that the risks and associated terms and conditions for Wave 5 will be acceptable to the Council prior to grant acceptance. If any of the grant terms and conditions present unacceptable risk for the Council then the grant offer would be declined.

8.0 EQUALITIES IMPLICATIONS

8.1 An Equalities Impact Assessment has been completed (Appendix A). No equalities implications have been identified.

9.0 CLIMATE CHANGE IMPLICATIONS

9.1 A Climate Change Impact Assessment has been completed (Appendix B) and no climate change implications have been identified.

10.0 REASONS FOR RECOMMENDATIONS

10.1 It is recommended that approval is given for YNY LEP to apply to the Department of Education (DfE), through North Yorkshire Council, for Skills Bootcamps (Wave 5) 2024-25.

10.2 The recommendation is based on the significant contribution that the Skills Bootcamps programme can make to the local economy in addressing local skills needs for employers and to support the local labour market.

11.0 RECOMMENDATION(S)

It is recommended that:

11.1 the Executive Member for Open to Business, following consultation with the Corporate Director of Community Development and the Corporate Director Resources authorises the application to the Department for Education for Skills Bootcamps (Wave 5) 2024-25 for grant funding of at least £2.6million.

11.2 approval is delegated to the Corporate Director – Resources for the sign-off of the final application amount.

APPENDICES:

Appendix A – Equalities Impact Assessment

Appendix B – Climate Change Impact Assessment

BACKGROUND DOCUMENTS: NONE

Nic Harne
Corporate Director – Community Development
County Hall
Northallerton
27 July 2023

Report Author – Liz Philpot, Head of Delivery
Presenter of Report – Liz Philpot, Head of Delivery

Note: Members are invited to contact the author in advance of the meeting with any detailed queries or questions.

APPENDIX A

Initial equality impact assessment screening form			
<p>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</p>			
Directorate	Community Development Directorate		
Service area	The York and North Yorkshire Local Enterprise Partnership (YNY LEP)		
Proposal being screened	Recommendation of proposal for York and North Yorkshire Local Enterprise Partnership to submit an application to the Department for Education (DfE) for Skills Bootcamps (Wave 5) 2024-2025		
Officer(s) carrying out screening	Liz Philpot/Paul Clark		
What are you proposing to do?	<p>This screening concerns the YNY LEP proposal to submit an application to the Department for Education (DfE) for Skills Bootcamps (Wave 5) 2024-2025.</p> <p>The programme will involve YNY LEP offering a range of grant funded training programmes (via procured learning providers) to improve local skills and meet employer needs.</p>		
Why are you proposing this? What are the desired outcomes?	<p>This will support priorities identified in the YNY LEP published ‘Covid-19 A Plan to Reshape our Economy plan published in October 2020; also the YNY LEP Skills Strategy.</p> <p>Desired outcomes for the programme : To improve local employment prospects and meet employer needs for a suitably skilled workforce to improve productivity and support economic growth.</p>		
Does the proposal involve a significant commitment or removal of resources? Please give details.	N/A		
<p>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC’s additional agreed characteristics</p> <p>As part of this assessment, please consider the following questions:</p> <ul style="list-style-type: none"> • To what extent is this service used by particular groups of people with protected characteristics? • Does the proposal relate to functions that previous consultation has identified as important? • Do different groups have different needs or experiences in the area the proposal relates to? <p>All programmes will promote equality and diversity through the support provided and offer appropriate, timely and impartial information, advice and guidance. In delivering the programmes, a range of measures will be put in place that will prevent any unlawful discrimination relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise) in employment.</p> <p>If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked ‘Don’t know/no info available’, then a full EIA should be carried out where this is proportionate. You are advised to speak to your Equality rep for advice if you are in any doubt.</p>			
Protected characteristic	Potential for adverse impact		Don’t know/No info available
	No	No	
Age		✓	
Disability		✓	

Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
NYCC additional characteristics			
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)			N/A
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	NO		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	All the programmes may be delivered in partnership with a range of external delivery partners. These organisations will ensure that all activities will be fully accessible and inclusive to all learners thus ensuring equal access to support, in accordance with the Equality Act 2010 and NYCC Equality and Diversity policies.		
Decision (Please tick one option)	EIA not relevant or proportionate:	✓	Continue to full EIA:
Reason for decision	<p>There are no equality impacts as all activities will be fully accessible and inclusive to all relevant target groups ensuring equal access to support, in accordance with the Equality Act 2010 and NYCC Equality and Diversity policies.</p> <p>The Local Enterprise Partnership operates in accordance with the National Local Growth Assurance Framework, and its own Local Assurance Framework, which contains a Diversity Statement setting out its commitments to fairness and inclusivity in its procurement and partnership arrangements.</p> <p>Screening exercises will continue throughout the project and where necessary and proportionate, an Equality Impact Assessment will be undertaken.</p>		
Signed (Assistant Director or equivalent)	James Farrar		
Date	02 September 2023		

APPENDIX B

Initial Climate Change Impact Assessment (Form created August 2021)

The intention of this document is to help the council to gain an initial understanding of the impact of a project or decision on the environment. This document should be completed in consultation with the supporting guidance. Dependent on this initial assessment you may need to go on to complete a full Climate Change Impact Assessment. The final document will be published as part of the decision-making process.

If you have any additional queries, which are not covered by the guidance please email climatechange@northyorks.gov.uk

Title of proposal	Recommendation of proposal for York and North Yorkshire Local Enterprise Partnership to submit an application to the Department for Education (DfE) for Skills Bootcamps (Wave 5) 2024-2025
Brief description of proposal	<p>This Climate Change Impact Assessment concerns the YNY LEP proposal to submit an application to the Department for Education (DfE) for Skills Bootcamps (Wave 5) 2024-2025.</p> <p>The programme will involve YNY LEP offering a range of grant funded training programmes (via procured learning providers) to improve local skills and meet employer needs.</p>
Directorate	Community Development Directorate
Service area	York and North Yorkshire Local Enterprise Partnership
Lead officer	Liz Philpot, Head of Delivery
Names and roles of other people involved in carrying out the impact assessment	Paul Clark, Governance and Assurance Manager

The chart below contains the main environmental factors to consider in your initial assessment – choose the appropriate option from the drop-down list for each one.

Remember to think about the following;

- Travel
- Construction
- Data storage
- Use of buildings
- Change of land use
- Opportunities for recycling and reuse

Environmental factor to consider	For the council	For the county	Overall
Greenhouse gas emissions	No effect on emissions	No Effect on emissions	No effect on emissions
Waste	No effect on waste	No effect on waste	No effect on waste
Water use	No effect on water usage	No effect on water usage	No effect on water usage
Pollution (air, land, water, noise, light)	No effect on pollution	No effect on pollution	No effect on pollution
Resilience to adverse weather/climate events (flooding, drought etc)	No effect on resilience	No effect on resilience	No effect on resilience
Ecological effects (biodiversity, loss of habitat etc)	No effect on ecology	No effect on ecology	No effect on ecology
Heritage and landscape	No effect on heritage and landscape	No effect on heritage and landscape	No effect on heritage and landscape

If any of these factors are likely to result in a negative or positive environmental impact then a full climate change impact assessment will be required. It is important that we capture information about both positive and negative impacts to aid the council in calculating its carbon footprint and environmental impact.

Decision (Please tick one option)	Full CCIA not relevant or proportionate:	√	Continue to full CCIA:	(Not required)
Reason for decision	All environmental factors are considered to be neutral – there may be a positive impact as some of the skills training to be delivered will support new technologies that contribute to Net Zero and Green Skills.			
Signed (Assistant Director or equivalent)	James Farrar			
Date	02 September 2023			