

North Yorkshire Council

Executive Meeting

12 December 2023

Approval for Grant Acceptance – 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 recommend that the Executive approves the acceptance of a grant from the Department for Education for Skills Bootcamps (Wave 5) 2024-25 of £2,487,974 (as proposed in the application)

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 between North Yorkshire Council (as Accountable Body for the LEP) and the Department for Education. The programme contributes to delivery of the Skills Strategy for York & North Yorkshire.
- 2.2 Skills Bootcamps are an initiative led by Government, delivered through the Department for Education, and are now nationally in their fourth round. They aim to secure economic 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 the needs of employers and sector skills that are 'in-demand';
 - 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 recognition for specialist skills;
 - to address the needs of employers and the wider economy, to deliver targeted interventions to meet short-medium term demand for skills that will help to fill vacancies and drive productivity.

3.0 CURRENT ISSUE

- 3.1 YNY LEP submitted proposals during September 2023, 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 approval for application was confirmed by the Executive Member Open for Business on 15 September 2023 based on an application of circa £2.6million.

- 3.2 Development work had been carried out to quantify the amount of funding to be requested in the application to reflect local need and demand based on intelligence 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 has also been an increasing part of the programme design, to ensure a responsive programme that is agile in meeting labour market demands. The application submitted in September 2023 was for £2,487,974 which is a similar scope and scale to the current year (2023-24) contract.
- 3.3 The broad areas of provision that were included in Skills Bootcamps application to the DfE were:
- Health and Social Care
 - Construction
 - Digital
 - Creative/Technical
 - Green Skills for Business, Power, Transport, Construction, Natural Environment
 - HGV Driving
 - Leadership and Management (for businesses in key growth sectors)
 - Entrepreneurship (for start-up and scale up, self-employment)
 - Bespoke (to address emerging need throughout 2024-25 and specified by sector organisations and specific employers)
- 3.4 Following appraisal of the application by DfE, it is expected that the grant award for 2024-25 will be confirmed before the end of 2023.

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, the application for 2024-25 as submitted in September reflects a similar level to the current year (£2.6m). It is expected that the offer will be for the full amount, and it is recommended that the grant award be accepted in full.

6.0 FINANCIAL IMPLICATIONS

- 6.1 The grant award will include an allowance for management costs for the delivery of the programme in the sum of £243,957, which approximately represents the 10% fee permitted by DfE. This 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. If the learners do not meet the prescribed stages, then the provider of the learning does not receive payment.
- 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 Once the grant terms and conditions are available a review will be requested from NYC Legal Services at grant offer stage to ensure that the 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 acceptance of the grant award in the sum of £2,487,974, from 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

11.1 It is recommended that:

- the Executive approves acceptance of the grant from the Department for Education for Skills Bootcamps (Wave 5) 2024-25 based on the pending application for grant funding of £2,487,974.

APPENDICES:

Appendix A – Equalities Impact Assessment

Appendix B – Climate Change Impact Assessment

BACKGROUND DOCUMENTS: NONE

Nic Harne
Corporate Director – Community Development
County Hall
Northallerton
29 November 2023
Report Author – Liz Philpot, Head of Delivery
Presenter of Report – Liz Philpot, Head of Delivery

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	27 November 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	27 November 2023			