

## Frequently asked questions

Will the slides be shared after the meeting?

Yes

Could you explain the levels 2, 3 and 4 that learners are required to meet? Being a private training company (not a college for example), we are not familiar with these levels.

Level 2 - GCSE level equivalent - description skills

Level 3 - A level equivalent - evaluative skills

Level 4 - Foundation degree level equivalent - critical analysis skills

Can you clarify the meaning of 'lead provider'?

You will need to establish when putting together your bid who is the lead provider.

For example, where an Employer is running their own Skills Bootcamp to develop their own employees, the lead provider is the Employer.

In the scenario where there is a college or training provider working with one or several employers, in this instance the College may act of the lead provider.

The lead provider will be the organisation that will be responsible for providing the Combined Authority with monitoring data etc

We have access to CAD and Skills Management jobs through our relationships with Tier 1 contractors and their supply chain, are partnership bids acceptable?

Yes, Skills Bootcamps are all about forming collaborations.

Can I please ask if it is permitted to add in an infographic to demonstrate a delivery model and if so would this be included in the word count?

Yes, infographics are certainly permissible, sometimes imagery is the best way to communicate technical thinking. Words within an infographic will count towards the overall word count for that question, but this should not discourage applications.

Can an employer with a Head Office outside of the LEP geographical area, but branches, construction sites or housing developments within the LEP area, apply for funding?

Yes, so long as it is very clear in the application that the work itself will take place within the LEP geographical area.

As a training provider we will have to consult a lot with employers to design the Skills Bootcamp. How do you define which employers need to contribute financially?

If the employer is working in partnership with your organisation to train their own staff, for their own staff that enrol on to the programme, they will need to

contribute. Others who are not employed by them, can join the programme independently and for these individuals the employer will not need to contribute. The incentive for employers is that Skills Bootcamps can be designed to meet the specific needs of their employees and their business, creating a bespoke solution to a problem they have.

With retrofit many of the contracts are with Local Authorities to upgrade council/housing association properties. These contracts often go to large national contractors. Although these contractors are not located within the LEP geographical area, they often have large projects where they need to employ staff locally. Can they still apply as part of the Skills Bootcamp programme?

Yes, they can. This will need to be clearly explained in the application.

Would you accept a two-stage design process where the initial application outlines the proposal and once funding has been secured, employers then work with us on the detailed design?

If you submit a less detailed application, there is a risk your bid may not meet the criteria or that you miss out on funding due to other more detailed bids having been submitted. We would encourage you to include as much detail as you can. Although this will mean more input from employers up front, they will benefit in the longer term.

Is there any flexibility around the 16-week stipulation for bootcamps?

The maximum 16-week stipulation is directed by government, and we have no flexibility around this. There is no minimum number of weeks stipulated, but learners must have benefitted from at least 60 contact hours of teaching.

Is the last milestone paid once a learner has received a job offer?

For employed learners that are not being co-funded by their employer or for unemployed learners, the final payment milestone is paid upon evidence of the offer of a new role with a new employer, using the skills gained through the Skills Bootcamp.

For learners being co-funded by their employer, the final payment will be made upon evidence of the learner now having new responsibilities within their organisation, that utilises the skills gained.

For the self-employed, evidence should show that the learner has now secured a new work contract utilising the skills gained.

Full and complete evidence and data requirements will be shared with successful applicants as part of the onboarding process.

The DfE have given Level 2 flexibilities to the Construction Skills Bootcamps, is this not the case of the West of England Combined Authority?

Skills Bootcamps will help fill medium-higher level vacancies at levels 3-5. The Combined Authority have costed the Skills Bootcamps in Wave 4 slightly higher than last year. One of the reasons for this is that all provision should be focused on

levels 3-5 or even level 6. This allows us to streamline the Adult Education provision, so that level 2 training is picked up by the Adult Education Budget. If you do however have a very bespoke and innovative Construction Skills Bootcamp project that is at level 2, please email [skills@WestofEngland-CA.gov.uk](mailto:skills@WestofEngland-CA.gov.uk) for further advice.

[We are an SME/registered charity looking to fund a digital marketing post. Would we be eligible to bid as an employer seeking a match up with a training provider?](#)

Yes, you would be able to submit a collaborative bid with a training provider. The training provider in this scenario would be the lead provider. We suggest you attend our Stakeholder Networking and Matching event. Details of how to register for this event can be found on our website.

[Would the organisation that is benefiting from the training pay their co-funded contributions to the West of England Combined Authority or to the Training Provider?](#)

Where a training provider is delivering the Skills Bootcamp for an employer, the training provider will invoice the employer for the 10% or 30% contribution as applicable. The funding (cost per learner) the Combined Authority pay to the training provider is reduced by either 10% or 30%. When submitting your request for funding, through the application form you will be required to detail how many learners will be co-funded and how this equates to the funding requested.

[How many times do you expect to go to market for Wave 4 this year?](#)

To allow as much time as possible to deliver the Skills Bootcamps we hope to only go to market once for Wave 4. If, however all funding available is not allocated through this first call to market, the Combined Authority will go back out for a second call.

[Is this a one-year contract, as some authorities are entering into contracts with options for multi-year renewals?](#)

This would be a one-year contract at this stage. We do not have the option at this current time for multi-year renewals, but this is something the Combined Authority are looking in to.

[Do existing Wave 3 Skills Bootcamp providers have to go through the same application process?](#)

Yes, at this current time.

[Will applications that exceed the suggested cost per learner be considered at all?](#)

No - these applications will not pass the gateway criteria and will be rejected at this stage.

[What if a suitable training provider is not in attendance at the Stakeholder Matching and Networking event - what other ways can an employer connect with a training provider?](#)

It would be up to the employer to then speak with training providers that may be able to support. The West of England Combined Authority's Growth Hub can offer

advice to businesses wishing to develop their workforce. Details can be found on the Combined Authority's website.

**What support is offered from a Marketing perspective to drive attendance etc? Is this provided by the Combined Authority or the Training Provider?**

The lead provider will be responsible for marketing their own Skills Bootcamps. In the application form the applicant is asked to explain their marketing approach and methods that will be used.

The Combined Authority will run programme level marketing campaigns to help drive residents and employers to their Skills Bootcamps webpage, where details of all Skills Bootcamps we are funding will be listed, along with contact information for registering interest. For providers that have their own webpage, the DfE will also list Skills Bootcamp details and weblinks on their website.

**Do training providers and employers both use the same application form?**

Yes. The application form should be completed by the lead provider, this could be a training provider or an Employer.

**Would any of the funding allow for upskilling of local authority/council organisations?**

Yes there would be no issues with this. Like all employers they would have to contribute the 10% or 30%.

**Can a learner that attended a Skills Bootcamp as part of Wave 3, also attend a Skills Bootcamp as part of Wave 4?**

A learner can attend one Skills Bootcamp per financial year. This is based on the start date of the Skills Bootcamp. For example, if they started their Skills Bootcamp within the 2022/2023 financial year, they will be able to attend another Skills Bootcamp that starts within the 2023/2024 financial year.

**Can the minimum Guided Learning Hour requirement be met through a mix of classroom-based training and on the job training?**

Yes all these hours can count as guided learning hours.