

Digital and Technical Skills Bootcamps

Market Engagement Event 16 December 2020



Department
for Education

Welcome and Introductions

- Welcome to this Market Engagement Event about our procurement of Digital and Technical Skills Bootcamps in FY 21-22
- **To keep the connection as stable as possible, please turn your video off and remain on mute unless you are speaking**
- There will be some time for questions at the end but please put questions in the chat as we go through the slides where possible.
- Any questions raised will form a Q&A document which we will continue to update and circulated until the window to submit bids has closed.



Overview

Skills Bootcamps policy will deliver a flexible training programme of courses up to 16 weeks, based on employer/sector 'in-demand' skills needs which may be either regulated (i.e. qualification based) or non-regulated (i.e. based on alignment with industry standards) and will offer a guaranteed job interview to individual participants on completion of the course.

The Skills Bootcamps will address the needs of adults (19+), and provide citizens with wider access to opportunities to retrain, update or formalise their skills or acquire specialist skills.

They will 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.

They will help fill medium-higher level Skills Shortage Vacancies (SSVs) and bring individuals closer to better jobs, by linking them with line of sight to a job/ different role or new opportunities/contracts

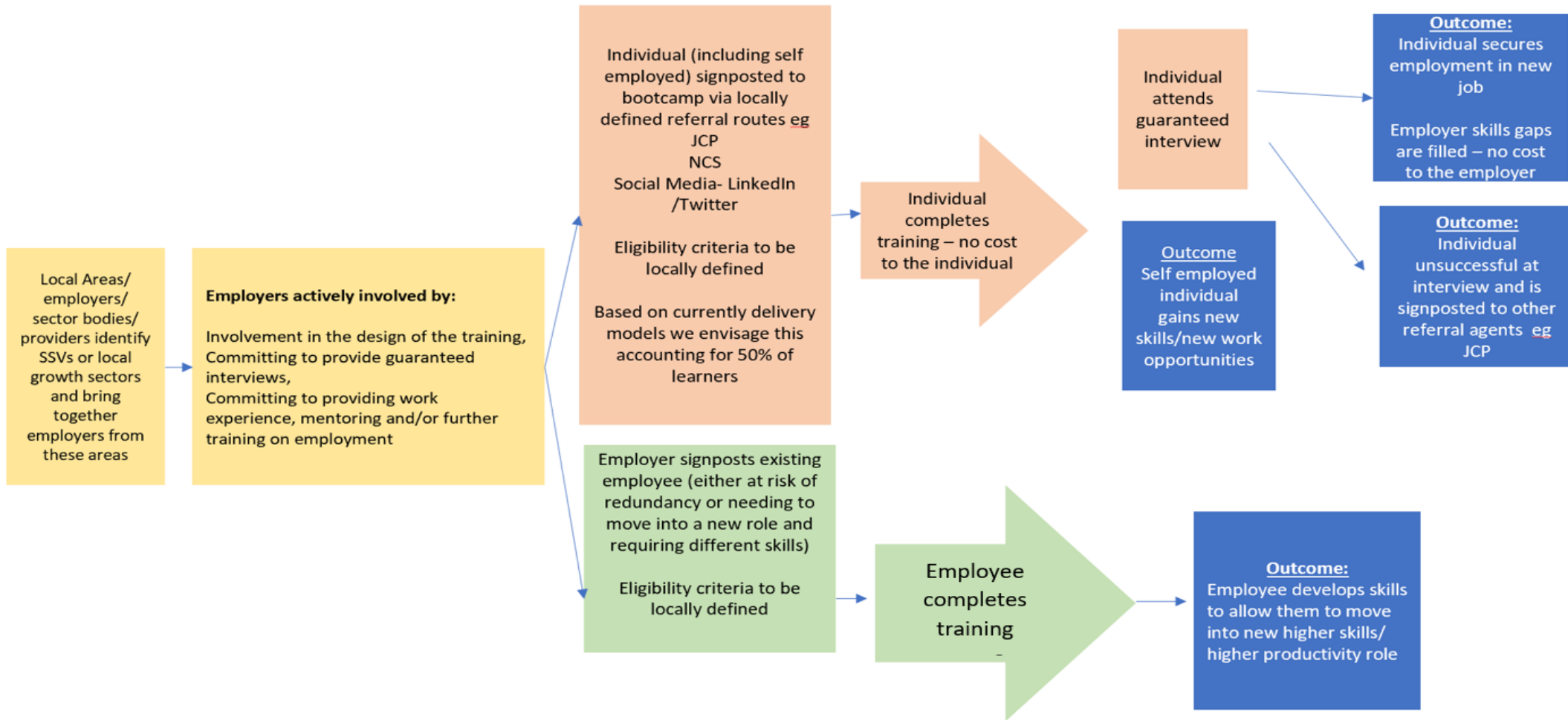


Why the 'bootcamp' training model?

- User research and engagement with employers and individuals has shown that employers want focussed, flexible training that gives candidates the skills to make them **job ready**.
- **Industry standard training** of a high quality is what employers are looking for - rather than full qualifications.
- Individuals want **flexibly delivered training** that they can fit round their busy lives with a clear line of sight to a job
- Universities UK (2017) found that the emphasis from employers in addressing future skills shortages was through recruitment of trained staff rather than through upskilling, and where upskilling/training of staff is favoured **shorter courses** are required.
- A third (33%) of all employer-reported skill-shortage vacancies were attributed, at least in part, to a lack of 'digital skills'. A lack of digital skills was most acute for the Information and Communications sector (60% of all skill-shortage vacancies in the sector) . Demand for ICT/digital skills has also been raised by the CBI in CBI in 'Delivering Skills for the New Economy'.
- Tech Nation Jobs and Skills Report reported that 'Advertised roles in the digital tech sector have **grown 36% since June 2020**'.
- Employer Skills Survey 2019 has reported that 84% of skill-shortage vacancies were at least partially caused by a **lack of technical or practical skills** in applicants.



The Bootcamp Model



Scope of Procurement

- **Lot 1 - Digital only**
 - A Lead Supplier who wants to offer 1 or more digital bootcamp programmes in a **single region only**.
- **Lot 2 - Technical and/or Digital**
 - A Lead Supplier who wants to offer 1 or more digital bootcamp programmes across different areas **and/or**
 - A Lead Supplier who wants to offer 1 or more technical bootcamp programmes in one or more area **and/or**
 - A Sector with a named Lead Supplier who wants to offer 1 or more digital or technical bootcamp programmes in one or more areas.

* A Lead Supplier could be any type of organisation



What success will look like

We encourage consortia bids from a lead supplier. Consortia can include local employers, sector bodies, ITPs, the FE sector, local authorities, and devolved administrations.

Employers **must** be actively involved in determining the training on offer – it has to deliver the skills they need to be able to recruit

- Each individual who is trained through a bootcamp must have a **guaranteed interview** with a participating employer for new recruits – we are looking for 75% to move into a new job or new role.
- We expect the training to be pitched at level 3 (or equivalent) and above, – technician level or higher and last up to 16 weeks and we are not looking for entry level skills.
- Employers clearly set out the vacancies they can fill with individuals who complete the bootcamp training
- Employers who are training existing employees, will contribute cash co-funding.
- We are aiming for in-kind contributions from employers recruiting new employees. We would like to see details on this, in bids.
- We will be testing a payment by results model (on evidence into employment within 6 months of completing the course – more details to be shared in the ITT)
- Self-employed participants will be fully funded.
- Providers will fully cooperate with the evaluation and collection of necessary data to help us measure the impact of the bootcamps and gather learning to inform future roll-out.



What we are looking from bids

Successful bids will include a lead body who has strong employer networks, good provider links and a track record of co-ordinating and managing programmes; they will:

- Bring employers together to set out the vacancies they want to fill and to help determine the training that will allow them to recruit into those roles
- We need evidence as to how employers have been involved whether leading or participating in bids.
- Bring providers (both independent and publicly funded) together to work with employers to set out the Digital Bootcamps to be delivered.
- Ensure providers recruit trainees using fair and open processes producing a cohort that reflects the ethnic diversity of the local area
- Encourage learners from underrepresented groups to ensure a diverse cohort, reflective of the local population
- In the case of new recruits, ensure the guaranteed interviews are delivered and work with employers to realise the ambition of 75% employment from the bootcamps
- In the case of existing employees, they must ensure those employees move into new roles within the company.
- Work closely with DfE and the appointed evaluation contractors to collect the data needed to fully evaluate the results of this testing including for RCT purposes (more information will be in the ITT)



Lot 1 – Digital Skills Bootcamps

Digital skills summary:

- This training will enable individuals to retrain, update or formalise skills or to acquire specialist skills at levels 3-5 or equivalent.
- This training could include coding, software development, cloud computing, cyber security, digital marketing, data analytics, digital for advanced manufacturing, digital for healthcare.

Who can bid:

- Organisations could be local employers, sector bodies, ITPs, the FE sector, local authorities, and devolved administrations, we would welcome consortia bids



Lot 1 – Digital Skills Bootcamps (Regions)

We are looking to award at least one contract per English region to ensure a national spread of digital bootcamps



Lot 2 – Technical (and Digital) Skills Bootcamps

Technical (and Digital) skills summary:

- This training will enable individuals to retrain, update or formalise skills or to acquire specialist skills at levels 3-5 or equivalent.
- This training could include for example enabling electricians to acquire specialist skills for 5G and green technologies like wind power, heat pump installation and EV charging, training to upgrade the skills of fire safety technicians, skills for engineering construction, rail engineering or electronics.
- Bids can be for digital, digital and technical, or technical.
- There is an urgency to train individuals or update/modernise skills in other areas such as green technologies to support the Prime Minister's 10 point plan
- There is also a growing need for skilled workers to support major infrastructure projects using modern technologies and techniques

Who can bid:

- This pot will be open to employers, sector bodies, providers (public or independent) or other organisations



Data we expect to collect

We require bidders to provide information and data to DfE. Full details will be set out in the ITT, but this is likely to include the following:

- Numbers of SME employers involved (aiming for 60%)
- Levels of employer co-investment (in-kind or recruitment fee) achieved in the case of new recruits and confirmation of cash contribution from employers training own employees
- Numbers of and personal details/demographic data for all applicants (*including those not successful to allow for selection of a control group) ** to be reviewed in case of employers training own staff*
- Data on levels on engagement and achievement (e.g. how many hours participants engage with the course, number of completions).
- Details of job interviews / individuals into new roles and the success rate
- Track successful candidates at 6 months to determine continued employment / income status
- We will also require project leads from the bids to participate in qualitative interviews (led by the research contractor) to reflect on implementation and identify lessons learned for future roll-out.



Supplier Setup



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- We welcome collaborative bids from suppliers and encourage you to form partnerships to harness the expertise necessary to be successful with this procurement.
- If you wish to form a consortia –
 - a lead bidder will be required and will enter the contract as the prime contractor who will be accountable for the delivery of the full service requirement; and
 - consortia members will be treated as supply chain/subcontractors
 - Bids from consortia must outline in their bid how the consortium will aid delivery and must detail the relevant agreements between the lead supplier and partnered supplier
- Only the lead bidder need be registered on the Jaggaer system
- There will be a requirement for key terms and conditions to flow down the supply chain
- Where you will rely on financial capacity of another consortium member/or a group company – a Guarantee may be required.

Procurement procedure

- The procurement process will use and be managed entirely through DfE's Jaggaer system.
- No hard copies of documents will be issued and all communications with the department (including the final submission of Tender responses) must be conducted via the Jaggaer system once the opportunity is live.
- Only suppliers accepted onto the Jaggaer system prior to the launch of the opportunity may bid for this procurement.
- Each successful bid awarded will be a sole legal entity acting as the lead supplier.
- However, the procurement process also allows us to engage a wider team through subcontracting or consortia bidding under a lead supplier. Only the lead supplier need be registered onto the system to bid in a subcontracting or consortium arrangement.
- The lead supplier will be responsible for all subcontractors, partnership and third party activities.



Procurement procedure – Cont.

- **Please ensure that you are fully registered on the Jaggaer system in order to see the opportunity. If you are not FULLY registered and have selected your category codes by the publication date you will not be able to bid.**
- Suppliers must also ensure they are registered on the Cabinet Office's Supplier Registration Service, please note you can register against CPV codes: **80000000, 80400000, 80531200**

You must be registered on Jaggaer by 3rd January

- After acceptance onto Jaggaer, you must then select the following Category Codes - **86111504, 86111600, 86111602**
- **You will not be able to see the ITT for this project until its published in early January**

Important links:

<https://supplierregistration.cabinetoffice.gov.uk/>

<https://education.app.jaggaer.com/>

- Should a supplier experience any technical difficulty with the DfE eSourcing portal, they need to contact:

the Jaggaer Service Helpdesk on 0800 069 8630

or e-mail help_UK@jaggaer.com (please note _ between help and UK in this email address)



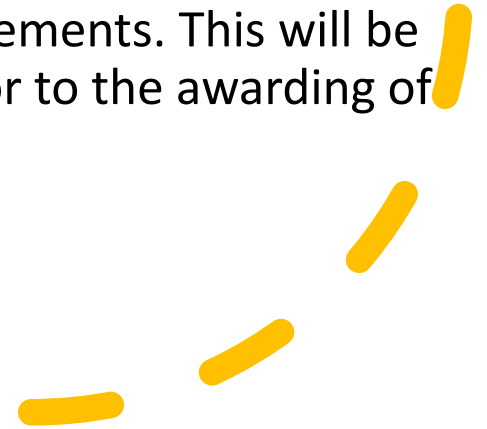
Commercial considerations

- Ensure you are registered on Jaggaer with the **correct contact name before the competition opens.**
- Once the competition has gone live submit all questions via the Jaggaer system. Be aware that your question and the subsequent answer may be shared (anonymously) with all. Please use this facility sparingly and refer to the Jaggaer Helpline/Helpdesk for systems issues.
- Do not be tempted to exaggerate learner/vacancy numbers to make your bid look more attractive from both a policy aims and cost point of view. The payment mechanism will expose this and create attrition further down the line. There will be an element of payment by results.



Commercial considerations

- If you breach the permissible word count any text or narrative beyond the limit **will not** be read or evaluated.
- Ensure you follow the pricing template provided, variations to this will not be accepted and result in your bid being automatically discounted.
- From a price perspective, we will be judging you on a cost per delivered training hour and the total course cost per learner with weightings applied to these attributes.
- As we are still in the pilot stages, we will require a fair degree of transparency in cost build-ups to inform our 'should cost' modelling going forward.
- Successful applicants will be required to complete a financial risk assessment, supporting our due diligence requirements. This will be completed after evaluation of received bids, prior to the awarding of contract.






Key estimated timelines

Deadline to join Jagger	COP 3 rd January 2021
Deadline to join Cabinet Office Reg Service	COP 3 rd January 2021
Publish ITT	Early January 2021 (TBC)
Suppliers deadline to submit response	Early February 2021 (TBC)
Notify suppliers of outcomes of bid evaluation	By end March 2021
Notify suppliers of outcomes of bid evaluation	By end March 2021
Contracts signed off	By mid-April 2021
Contract Mobilisation	April/May 2021





Any
questions?



If you have any questions after the event, please
email ELIPT.MAILBOX@education.gov.uk



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