



Funded by  
UK Government



Business Growth  
West Midlands

**Skills Bootcamps**



## Backdrop

- ❑ Introduced as part of the government's 2019 manifesto commitment
  - ❑ The first wave of Skills Bootcamps was announced in September 2020
  - ❑ designed to meet employers' skills needs by enabling employees, self-employed, and unemployed adults to learn new skills backed.
- ❑ areas such as digital, engineering, construction, manufacturing, and green technologies
  - ❑ The Labour government has announced plans to expand and enhance Skills Bootcamps to address skills shortages and support the unemployed.

## → Here's a brief timeline of the waves:

**Wave 1:** Launched in September 2020, focusing on digital skills and HGV (Heavy Goods Vehicle) driving.

**Wave 2:** Expanded in 2021 to include green skills, engineering, construction, and technical skills.

**Wave 3:** Continued in 2022, with further expansion and refinement of the courses offered.

**Wave 4:** Launched in 2023, incorporating feedback and lessons learned from previous waves to improve the program's effectiveness.

**Wave 5:** Rolled out in 2024, with a focus on addressing emerging skills gaps and industry needs.

**Wave 6:** April 2025 – under design.

# 1. What is a Bootcamp?





A Skills bootcamp is an intensive, short-term training programme designed to teach participants specific skills in a particular field.

Target 19+

- Advanced-Level:** For individuals with significant experience or expertise in the subject area.
- Intermediate-Level:** For individuals who have some prior experience or knowledge in the subject area.
- Entry-Level:** For individuals with little to no prior experience in the subject area.



## 2. Skills Bootcamp Design

- 
- ❑ **Intensive Training:** Bootcamps are typically short-term, ranging from 2 weeks to 16 weeks and involve rigorous, focused training.
  - ❑ **Practical Skills:** The curriculum is designed to provide practical, job-ready skills that are directly applicable to the industry.
  - ❑ **Industry-Relevant:** Courses are often developed in collaboration with employers to ensure they meet current industry needs and standards.
  - ❑ **Flexible Learning:** Many bootcamps offer flexible learning options, including online, in-person, and hybrid formats.
  - ❑ **Career Support:** Bootcamps often include career services such as CV building, interview preparation and interview and or job placement assistance.
- 

### 3. What might that look like ?

- 
- 
- Digitalisation and Industry 4.0
  - Artificial Intelligence (AI)
  - 3D Printing (Additive Manufacturing)
  - Robotics and Automation
  - Digital Twins
  - Cybersecurity
  - Green Software Engineering

## 4. Benefits

- 
- Addressing Skills Gaps. Upskill – Reskill.
  - Cost-Effective Training. Reduce training costs.
  - Access to a Diverse Talent Pool.
  - Improved Productivity.
  - Enhanced Employee Retention.
  - Flexibility.
- 

## 5. Funding Routes

- 
- Government Funding – DFE
  - ESFA - Education and Skills Funding Agency – Adult Skills Fund
  - Local Authorities and Combined Authorities
  - Employer Contributions
  - The devolution of adult skills funding aims to provide much more flexibility over spending on education from 2026.
- 



## 6.Costs



### Financial Support

- For SMEs with fewer than 250 employees: You will pay just 10% of the course cost.
- For businesses with over 250 employees: You will pay 30% of the course cost.

## 7. Regional Delivery Landscape



### Wave 5 - Delivery spanning 2- 16 weeks

- 1 Higher Education Institute
  - 5 Independent Training Providers
  - 3 Further Education Colleges
- 

[Ade.humphreys@wmca.org.uk](mailto:Ade.humphreys@wmca.org.uk)

Delivery Manager People and Skills – BGWM



Funded by  
UK Government

