



Briefing Event

Skills Bootcamps Staffordshire &

Stoke-on-Trent

Thursday 15th January 2026



Agenda

- Welcome
- Overview of Skills Bootcamps
- Timeline of activity to date
- Objectives and Deliverables
- Priority Sectors
- Specification
- Application Process
- Questions

Overview of Skills Bootcamps



Intensive Training Programmes

Skills Bootcamps provide focused, short-term training to develop employer-valued skills quickly for adults aged 19+ who reside in Staffordshire and Stoke-on-Trent or are employed by a business in the local area.



Boosting Employability

The programme helps learners gain practical experience to improve job prospects and career growth, leading to better paid jobs for our residents.



Hands-on Learning Approach

Employers are involved in the creation, design and content of the Skills Bootcamp and have planned recruitment and vacancies. Emphasis on practical, real-world applications resulting in effective skill acquisition and readiness to progress.

Timeline of activity



Aug '25 – Expression of Interest submitted to the Department for Education.

Nov '25 – A revised Expression of Interest re-submitted to include Staffordshire & Stoke-on-Trent.

Mid Dec '25 – Advisory note received from Department for Education.

End of Dec '25 – Grant offer Letter received

£1,500,000 for Staffordshire & Stoke-on-Trent.

£1,275,000 for delivery of provision, of which a minimum of **£400,000** is to be allocated to Construction.

DfE average cost per learner start = £3,170

Objectives and Deliverables Skills Bootcamps

Objectives for Financial Year 2026-27 (1 Apr 2026 – 31 March 2027)

- Deliver a range of Skills Bootcamps in priority sectors in Staffordshire and Stoke-on-Trent.
- Increase the number of adults with higher level qualifications leading to better paid jobs.
- **Deliverables**
 - 402 learner starts before March 2027 20% (80) by 31 July and 50% (201) by 30 September 2026
 - At least 80% (322) of learners are to complete their course.
 - 100% of unemployed learners are to be guaranteed an interview for a job that matches the skills acquired.
 - At least 75% (242) of completed learners within six (6) months will have:
 - Unemployed learners:** a new job (which can be an apprenticeship) which is continuous employment for at least 12 weeks.
 - Employed learners:** get a new or different role with their employer
 - Self-employed learners:** secure new opportunities/contracts.

Our Priority Sectors

- Construction
- Engineering and Advanced Manufacturing, including Ceramics
- **Green Skills**
- Health and Social Care
- Digital Technologies
- Financial Services
- Professional Services
- Clean Energy
- Life Sciences
- Creative Industries
- Defence
- Advanced Logistics
- Decarbonisation and Energy Distribution

Items in **bold** are a priority for Staffordshire and Stoke-on-Trent.





Specification

Outlines the purpose of the provision and the service requirements for Staffordshire & Stoke-on-Trent.

We want the right partners with the right practitioners and industry experts and relationships with employers delivering the provision – right product, right time, right place, right learners – we believe this will lead to the success of the programme.

- Service Requirements
- Unit Price
- Milestone Payments

Local Areas/Employers/sector bodies identify Skills Shortage Vacancies or local growth sectors and bring together employers from these areas.

Employers actively involved:
In the design of the training.
By providing guaranteed interviews.
Providing work experience, mentoring and/or further training on employment.

Individual (unemployed or self employed) signposted to a Skills Bootcamp via locally defined referral routes, e.g., JCP, NCS, SJC, Social media.

Based on current national delivery models, we envisage this accounting for 50% of learners.

Employer signposts existing employee (could be at risk of redundancy or needs to move into a new role and requiring different skills).

Based on current national delivery models, we envisage this accounting for 50% of learners.

Individual completes the training

Employee completes the training. Employer contributes 30% or 10% to the cost of the training.

Unemployed Individual attends guaranteed interview

Outcome
Self-employed gains new skills/new work opportunities

Outcome
Employee develops skills to allow them to move into new higher skills/higher productivity role.

Outcome
Unemployed Individual secures employment in new job.

Employer skills gaps are filled – no cost to the employer.

Outcome
Individual unsuccessful at interview, signposted to other referral agents, e.g., JCP

Skills Bootcamps: The Essentials



A minimum of 60 Guided Learning Hours



Wrap-around support: Employability skills & Personal Development



Over a maximum of 16 weeks



Teaching staff with industry experience & teaching qualification



Provision could be accredited, aligned to occupational standard or RARPA



Enrolment process, including a Learner Information System or access to the Learner Entry Tool to submit Individualised Learner Record to the DfE

Our target learners are aged 19+ and include:

- Employed
- Unemployed
- Self-employed
- Serving prisoners due to be released within 6 months of completion of a Skills Bootcamp
- Those on temporary release
- Participants enrolled on the DWP's Restart Programme

We encourage the participation of underrepresented groups which may include:

- ethnic minority background
- disability
- women
- veterans,
- those with childcare or similar responsibilities
- those with protected characteristics (as defined in the Equality Act 2010),
- and those who face barriers to employment, for example, youth unemployment and those with care experience.

Unit Price and Payment Milestones

Priority Sector/s	Total Funding Allocation	Price per learner Start	Number of Starts
Construction	£400,000	£3,400	118
Engineering, Advanced Manufacturing, including ceramics, Green Skills	£200,000	£3,400	59
Health & Social Care	£375,000	£3,170	118
Financial Services, Professional Services, Digital Technologies plus other identified need	£300,000	£2,800	107

DfE average cost per learner start = £3,170

40% Milestone 1 – Learner Start

30% Milestone 2 – Completion of Course & Interview

30% Milestone 3 – On the Job Offer/New Job/Opportunities

Example:

Green Skills: £1,360 - £1,020 - £1,020

Financial Services: £1,120 - £840 - £840

Considered:

Monthly and/or quarterly financial appraisals based on actual costs – this was prior to funding changes.

Applying average cost per learner start across all provision

Resources required to deliver the type of provision

Types of support that may be required

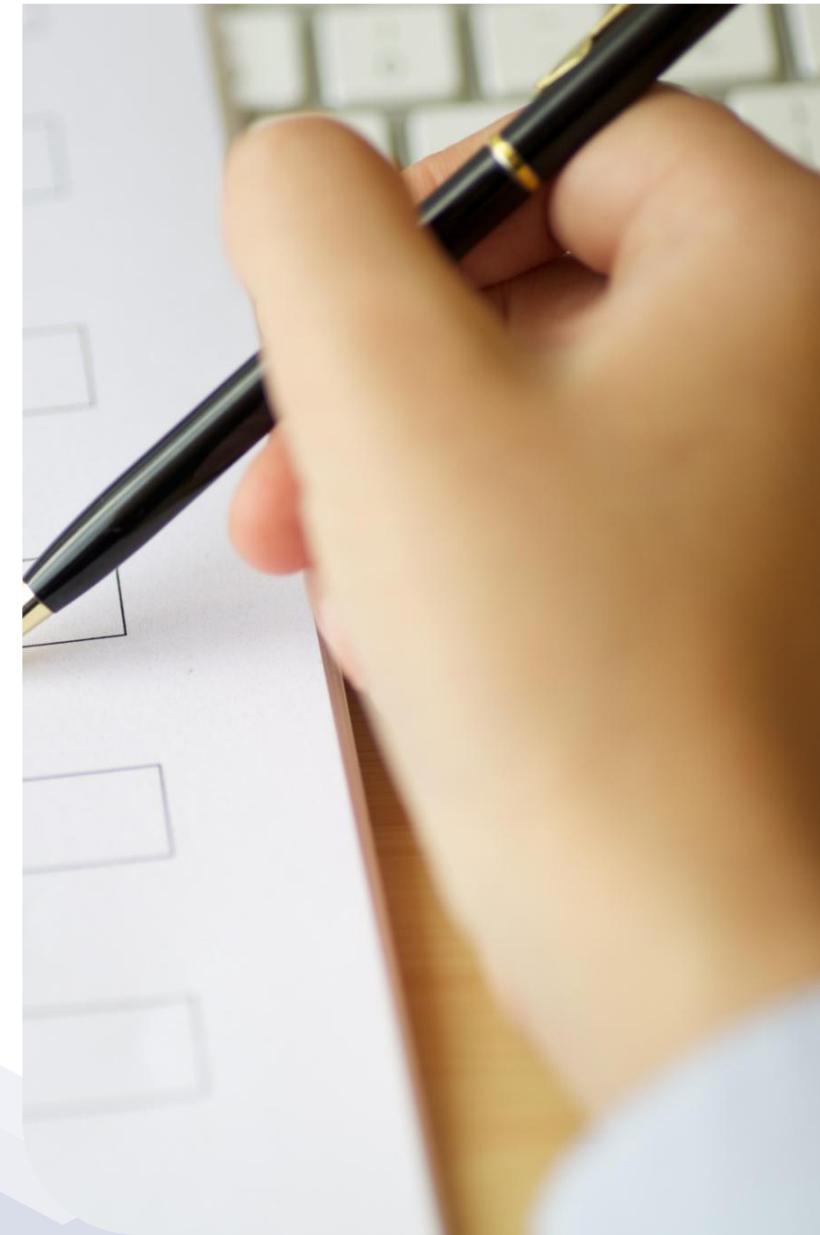
Large employer – co-fund and contribute 30% of training costs

SME – co-fund and contribute 10% of training costs.

Next Steps: Competitive Application Process

Application Timeline

- All applications and supporting documents need to be submitted to skillsbootcamps@staffordshire.gov.uk by Monday 2nd February 2026 12noon.
- Applications will be scored independently and moderated by Monday 16th February 2026.
- The outcome of the moderation will be communicated to providers no later than 19th February 2026.
- Grant Agreements will be issued for signature by both parties prior to the 31st March 2026 with delivery commencing 1st April 2026.
- Download the Staffordshire & Stoke-on-Trent Specification and application form: [Strategic priorities - Staffordshire County Council](#) (halfway down the page under 'Skills Bootcamps').
- If you have any additional questions please email skillsbootcamps@staffordshire.gov.uk and we will respond by releasing a FAQ document to all providers or place on the website.





Thank you for listening.

Questions?

