

# **Skills Bootcamps for Londoners**

## **Wave 5 Open Competition – Clarification Questions**

- Questions 1-36 were raised during the Open Competition webinar held on 13 March 2024.
- Questions 37 – 80 were submitted during w/c 18 March 2024.
- Questions 81 – 94 were submitted during w/c 25 March 2024.
- Questions 95 – 115 were submitted during w/c 1 April 2024
- Questions 116 – 155 were submitted during w/c 8 April 2024

The deadline for questions was 5pm on Thursday 11 April 2024.

Following changes and updates have been made to application documents due to technical errors being identified:

### **22 March 2024 Updates**

#### **Attachment 1 – Main application form**

Changes to made to the ability to freely enter formatted text in all boxes that require a narrative response. Changes made to enable bidders to press 'return' (or 'enter') for a new line in all boxes that require a narrative response.

#### **Attachment 4 – Bootcamp Pricing Schedule and Delivery Information Template**

Pricing Schedule tab: Change to made to enable editing of cell (C15), which had been accidentally locked.

Pricing Schedule tab: Additional change made to correctly calculate the cost of Fully Funded bootcamps. Course Outline tab: Change made to show an error message if less than 100 GLH entered for digital bootcamps

#### **Attachment 6 – Skills Bootcamps Application Guidance**

Two areas where the written text has minor changes of deletion of a couple of words on page 30 to make it clearer for bidders.

### **28 March 2024 Updates**

#### **Attachment 4 – Bootcamp Pricing Schedule and Delivery Information Template**

A corrected version of Attachment 4 has now been uploaded with Fully Funded calculation error fixed.

**GLA would advise applicants who have already downloaded documents referenced above to redownload the latest version of:**

- **Attachment 1 – Main Application Form** (Please use Version 1.1)
- **Attachment 4 – Bootcamp Pricing Schedule and Delivery Information Template** (Please use Version 1.2)
- **Attachment 6 – Skills Bootcamps Application Guidance**

	Question	Response
1	Is there a minimum contract value per application	No, there is no minimum funding per application or per delivery organisation.
2	If the bootcamp is used to upskill an existing employee the employer pays 30% (unless an SME which is 10%). Does this 30% have to be paid by the employer or can it also be funded some other way	<p>Please see 4.3 Funding Conditions in the prospectus.</p> <p>Where an employer is training an existing employee, they must contribute to the cost of the course.</p> <p>In the case of large employers, GLA will cover 70% of the cost of the Skills Bootcamp with the remaining 30% of the agreed learner rate to be funded by the employer. Existing employees are defined as someone directly employed by the employer, not a temporary worker, self-employed and contractor, director or officeholder. However, where a director or office holder is also an employee the employer will be expected to contribute. Further information on employment status is available.</p> <p>In the case of small and medium employers GLA will cover 90% of the cost of the Skills Bootcamp, so the employer contribution is reduced to 10%. A small or medium sized employer is defined as having fewer than 250 employees.</p>

	Question	Response
		<p>The employer contribution as set out above must be in the form of a cash contribution. An employer can also provide benefits in kind, but this cannot be as an alternative to the cash contribution.</p> <p>Providers are free to agree further funding contributions from employers should they want to enhance the content of the Skills Bootcamp.</p> <p>Providers are responsible for ensuring they collect, and maintain evidence of, payment of the employer's contribution, and GLA may request to see evidence of this at any time.</p> <p>Courses are fully funded by Government for independent learners (individuals not being co-funded by their employer), and for the self-employed. Individuals must not be charged for any element of the Skills Bootcamp.</p>
3	Does adding work experience with employers help with shaping up a stronger bootcamp programme	<p>Yes, employers offering opportunities for relevant work experience placements or formal work shadowing can enhance the learner offer and help prepare learners for taking their learning into the work environment. The skills bootcamp programme emphasises the importance of partnerships and developing closer links between learners and employers via a number of activities throughout both the design and delivery of the bootcamp process. This ensures the training meets current industry needs and supports learner progression into employment.</p> <p>The duration of any work experience placements must be commensurate with the bootcamp duration, and we would not expect</p>

	Question	Response
		<p>learners to be disproportionately on work experience rather than in the tutor-led learning environment.</p> <p>Please note, a work experience placement can be used to increase the learner's knowledge but in itself would not qualify as a job outcome for a milestone payment.</p>
4	Does the face to face delivery have to be classroom based or can it be on site?	<p>Providers are required to operate from a physical, fit for purpose and accessible learning site within London and its Fringe Authorities. Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded. Bids that offer 100% online Bootcamp will not be considered. GLA officers will undertake a Verification Visit to at least one physical training location per Provider within three months of Grant approval. See Annex A in the prospectus for map of London's Fringe Authorities.</p>
5	How realistic are Good Work outcomes for jobs with SMEs in the Hospitality and Health & Social Care sectors. Does the GLA have any labour market stats covering Good Work jobs in the sectors being targeted	<p>A number of GLA skills programmes are already delivering 'good work' outcomes in the Hospitality and Health and Social Care. More information on this is included within the prospectus under:</p> <p>Section 3 Bootcamps Priority Skills Sectors</p> <ul style="list-style-type: none"> <li>• 3.9 - Hospitality</li> <li>• 3.10 - Health (life sciences) and social care</li> <li>• Annex E – Hospitality</li> <li>• Annex G – Health (life sciences) and social care</li> </ul> <p>Skills Bootcamps are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an</p>

	Question	Response
		<p>existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul>
6	Could you explain the difference between 'digital' and 'technical' core	<p>More information on this is included within the prospectus under:</p> <p>Section 3 <u>Bootcamps Priority Skills Sectors</u></p> <ul style="list-style-type: none"> <li>• 3.2 - Technical</li> <li>• 3.7 - Digital</li> <li>• Annex H – Technical</li> <li>• Annex L – Digital</li> </ul>
7	What is an acceptable online v F2F delivery 'blend' that is acceptable to GLA	<p>Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded. Bids that offer 100% online Bootcamp will not be considered. The GLA has not set a minimum GLH requirement of how much of the hybrid model must be delivered in-person.</p>
8	Are you open to proposals for Rail Skills Bootcamps (For Green) - Similar to ESFA Bootcamps categories.	<p>In line with national guidance under the Skills Bootcamps programme, green skills are not included as a distinct sector and applications must identify which of the following sector categories a Green Skills Bootcamp falls within:</p> <p>Construction Technical Other Green.</p>

	Question	Response
		<p>More information on this is included within the prospectus under:</p> <p>Section 3 <u>Bootcamps Priority Skills Sectors</u></p> <p>3.1 - Green</p> <p>And Annex C Green</p>
9	<p>If a provider sub-contracts an element of the delivery to a sub-contractor who has an established delivery location within the GLA would this be acceptable even if the lead provider doesn't have an established location in the GLA. All of our delivery takes place at the learners' work location but the sub-contractor would be delivering about 1/3rd of the programme at their GLA base</p>	<p>Providers applying for the grant must have an established delivery base within London or the London fringe areas. This requirement is to ensure that training is accessible to Londoners and aligns with the Greater London Authority's (GLA) local skills improvement and economic development goals. If they are subcontracting their training delivery to a sub contractor who will be delivering training to Londoners at a location within London or the London Fringe area this would be permitted.</p>
10	<p>If an employer has to cover the 30% cost, do you know roughly what that cost might look like i.e. what is the standard cost for employers and how has that worked in the past.</p>	<p>Large employers (those with 250+ workforce) contribute 30% whilst SMEs (those employing up to 249 people) contribute 10% where they are co-funding the cost of training for existing staff. The percentage is worked out per learner enrolled on each bootcamp. For example, if it costs £2000 to train one learner, then the SME will contribute £200, per learner whilst a large employer contributes £600 towards the training cost per learner.</p> <p>Therefore, the cost to the employer would depend upon the cost of the bootcamp. Bootcamp costs vary across sectors and also depend upon the course duration and any costs for relevant accreditations. We encourage employers and providers to work together to design the bootcamp course content and expect providers to submit bids for appropriately costed bootcamps.</p>

	Question	Response
11	Can the match funding from the employer be space/venue/and management resource	No. If an employer is supporting an employee, e.g., by agreeing to Co fund their Skills Bootcamps training they must pay the relevant co-funded rate as a cash contribution. Employers can also provide benefits in kind of the examples you provide but this cannot be as an alternative to the cash contribution.
12	You mentioned earlier that GLA have the right to cap digital skills bootcamps, but you've already indicated a cap within your prospectus. Is there a possibility that cap value could change	<p>The GLA will reserve the right to apply a cap to the value of award of funding to digital skills bootcamps, to ensure demand for delivery of digital skills is met and give priority to delivery of other sectors skills bootcamps, including green.</p> <p>Please note the reference to a digital cap in Annex L – Digital 'Funding for digital skills bootcamps will be capped at £5.5 million' is an error and has been amended.</p>
13	A great number of jobs in hospitality are at level 2 is there any provision for this training? It is difficult to get people up to a level 3 in 16 weeks unless they have previous experience.	<p>Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.</p> <p>There other forms of training available which look at L2 and below which are funded by the Adult Education Budget and other GLA programmes (<a href="https://www.london.gov.uk/programmes-strategies/jobs-and-skills">https://www.london.gov.uk/programmes-strategies/jobs-and-skills</a>)</p>
14	Are there any specific content requirements for finance and professional?	<p>The content of the skills bootcamp should be designed and developed in partnership with relevant sector employers.</p> <p>More information on this sector is included within the prospectus under:</p>

	Question	Response
		Section 3 <u>Bootcamps Priority Skills Sectors</u> 3.11 - Finance and Professional services And Annex I Finance and Professional services
15	How many outcomes are we talking about? £800k = 20,30,50 people trained? No Jobs?	Skills Bootcamps are expected to deliver 75% job outcomes for learners completing the bootcamp. The number of learner outcomes £800K would deliver would depend upon the cost of the bootcamp.
16	If multiple providers bid for the same bootcamps, will funding be provided to just one of the providers, or multiple	Please section 8. Assessment Process and Timescales in the prospectus where the process is explained.
17	What is the expectation for the number of employers engaged/involved	As many skills bootcamps sector specific employers as possible. For the 100% guaranteed interviews and 75% minimum job outcomes to be achieved, the best providers continue to grow their employer network to engage with as many employers as possible to create the opportunities for their learners to progress after completing the training. The application process asks providers to explain their Employer Engagement strategy to meet this aim.
18	Do we bid through a portal	No. Please see Section 7. How to Apply in the prospectus where this is explained.
19	Does a provider need to be in scope with Ofsted	It is not a requirement that a provider has had an Ofsted Inspection. However, however Skills Bootcamps will be subject to an Ofsted Inspection over the lifetime of the contract



	Question	Response
20	Is there a requirement for employers who are involved in the bootcamp to be based in London	<p>Employers co-funding bootcamps to upskill existing staff must be based in London.</p> <p>The aim of Skills Bootcamps for Londoners is to help Londoners gain the necessary skills to meet sector-specific skills gaps in London. More information on this can be found in our Prospectus and the London Local Skills Improvement Plans.</p> <p>However, where job opportunities outside of London are feasible for bootcamp completers to commute to, and pay a minimum of London Living Wage, we can accept these as valid job outcomes.</p>
21	From employer side: do you require any performance management for the candidates we hire	Employers would be expected to follow their existing HR policies for supporting staff.
22	From employer side: do we have to keep the applicant for 12 weeks even if they are not suited for the job	There's no requirement for an employer to retain the applicant if they are found to be not suited for the job following an interview or job offer
23	Do you submit both the main application form and bootcamp application	Yes we will require all forms to be completed. Table 1 of the Skills Bootcamps Application lists all the documents you will need to complete and include in your application.
24	Would it be possible to get a copy of the slides	Yes, These will be sent alongside the recording and Questions and Answers.
25	If we are on the DfE DPS, does this affect us applying for the GLA bootcamp	Being on the Department for Education (DfE) Dynamic Purchasing System (DPS) does not affect your eligibility to apply for the Greater London Authority (GLA) Skills Bootcamps.

	Question	Response
26	To clarify, you do not class a zero hour contract even over 16 weeks as an outcome - is this across all sectors	<p>The GLA does not accept job outcomes which have zero hour based contracts, please see below:</p> <p>Skills Bootcamps are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul>
27	Are bootcamps allowed to assess applicants in order for them to gain access to the course	<p>Yes, pre-screening of applicants and learners for suitability to Bootcamp programmes is allowed and encouraged. Where an applicant is not considered suitable for a bootcamp, we expect providers to support the applicant by signposting to alternative learning opportunities.</p>
28	What evidence would you need from provider to prove that they have been employed for 12 weeks or more	<p>Evidence requirements will confirmed for successful provider at a later stage.</p> <p>However, currently some examples include:</p> <ul style="list-style-type: none"> <li>• Written confirmation of a job offer from an Employer confirming the details of the job offer/start (company name, job role, date and salary)</li> </ul>

	Question	Response
		<ul style="list-style-type: none"> <li>• <b>Learner</b> declaration (signed by the Learner) confirming the details of the job offer/start (company name, job role, date and salary)</li> <li>• Email trail from Learner's account confirming job offer/start (company name, job role, date and salary)</li> </ul>
29	Is the London Living Wage a requirement	<p>Yes. Skills Bootcamps are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul>
30	Is this job outcome requirement of 12 weeks for wave 4 or the next wave.	<p>Skills Bootcamps in Wave 4 and Wave 5 are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul> <p>This definition has remained the same across all GLA funded bootcamps and previous Waves of bootcamps funding.</p>

	Question	Response
31	If the sub contractor is based in Greater London but the lead provider is not, is this an issue	The Prospectus specifies that providers applying for the grant must have an established delivery base within London or the London fringe areas. This requirement is to ensure that training is accessible to Londoners and aligns with the Greater London Authority's (GLA) local skills improvement and economic development goals. If they are subcontracting their training delivery to a sub contractor who will be delivering training to Londoners at a location within London or the London Fringe area this would be permitted.
32	In one of the slides on sector need, it highlights no growth in education sector. We work with schools for our Supporting Teaching and Learning programmes, what category will the school be classified e.g. large employer or Small based on size would they have to contribute %	The classification of the school is only relevant if existing staff are to be offered bootcamp training and a contribution of the employer would then be required. It is not clear from the question whether this is the case. Employers interested in co-funding a Skills Bootcamp to train existing staff will be classified based on the standard definition of SMEs versus large employers, depending on their employee count. SMEs, defined as having fewer than 250 employees, are required to cover 10% of the costs.
33	Is there a requirement for employers to be located in London and/or a new requirement for any job outcome for individuals to meet London Living Wage?	Employers co-funding bootcamps to upskill existing staff must be based in London. The aim of Skills Bootcamps for Londoners is to help Londoners gain the necessary skills to meet sector-specific skills gaps in London. More information on this can be found in our Prospectus and the London Local Skills Improvement Plans.

	Question	Response
		However, where job opportunities outside of London are feasible for bootcamp completers to commute to, and pay a minimum of London Living Wage, we can accept these as valid job outcomes.
34	<p>Is there a geographical requirement for employers or training providers to be based in London?</p> <p>For employers - as we are looking at the land management/arboriculture and green construction sectors, many organisations are based outside of London but work and have sites inside of London. If an employer who is based outside of London can commit to LLW, will you accept this?</p>	<p>The aim of Skills Bootcamps for Londoners is to help Londoners gain the necessary skills to meet sector-specific skills gaps in London. More information on this can be found in our Prospectus and the London Local Skills Improvement Plans.</p> <p>However, where job opportunities outside of London are feasible for bootcamp completers to commute to, and pay a minimum of London Living Wage, we can accept these as valid job outcomes. Employers co-funding bootcamps to upskill existing staff must be based in London.</p>
35	Can an employer co design a bootcamp with a training provider to upskill their existing staff including agency workers?	Only direct employees are eligible as learners on Employer co-funded bootcamps. Agency or contracted staff would only be eligible as independent learners on a Fully Funded bootcamp. Therefore, the provider could submit two bootcamp applications under the different funding models for the same course in this scenario. A Fully Funded bootcamp for the agency/independent workers and a Co-Funded bootcamp (10% SME employer contribution or 30% contribution for a large employer) for upskilling directly employed staff.
36	Can colleges apply for skills bootcamps to upskill their tutors to deliver courses to meet skills gaps? Would they also be able to upskill any agency tutors they might have?	<p>Yes, we encourage Further Education providers to utilise the skills bootcamps to upskill their tutors to help meet London's sector skills gaps.</p> <p>Only direct employees are eligible as learners on Employer co-funded bootcamps. Therefore, the provider could submit two bootcamp applications under the different funding models for the</p>

	Question	Response
		same course in this scenario. A Fully Funded bootcamp for the agency/independent workers and a Co-Funded bootcamp (10% SME employer contribution or 30% contribution for a large employer) for upskilling directly employed staff.
37	We are looking to run two different bootcamps: Land Management Bootcamp and Green Construction/retrofit Bootcamp. Can we therefore do a joint application do we have to submit two separate applications?	You will only be required to complete the Wave 5 Main Application Form once but must complete and submit separate Wave 5 Bootcamps Application and Bootcamp Pricing Schedule forms for each Bootcamps sector you wish to apply for funding to deliver.
38	Based on the different learner delivery models (i.e. individuals, self-employed and employed), can we deliver a blended model (of all three) at the same time? For example, have learners who are individuals, self-employed and employed on the same course at the same time?	Different types of independent learners can be part of the same Fully Funded bootcamp. If any employed learners are being co-funded by their employer, an additional employer co-funded bootcamp application is required for the same course.
39	Does there need to be track record in the delivery of Skills Bootcamp courses to be able to tender successfully for Wave 5? Or if have an employer/s that will design and deliver a Skills Bootcamp, can we use this new employer/s as part of references/employer support statement?	Providers must highlight experience of delivering employer led training initiatives focusing on higher level skills (level 3 – 5 or equivalent) supported learners to achieving job outcomes. Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.  Further guidance on references and the employer support statement is included within Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.
40	If provider has successfully delivered other similar programmes in partnership with employers (not	Yes, please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.

	Question	Response
	necessarily a Skills Bootcamp), would this enable them to be considered for Skills Bootcamp funding?	
41	Is any Skills Bootcamp funding ringfenced for new providers for the delivery of Wave 5 Skills Bootcamps?	<p>The GLA is making up to £11.3 million of grant funding available for the delivery of Wave five Skills Bootcamps in London during April 2024 to March 2025. This funding is available to new providers of Skills Bootcamps. All applications will be assessed on their experience of engaging with employers in the design and delivery of training.</p> <p>Please see more information about the assessment process on page 40 Section 8. Assessment Process and Timescales of our Prospectus.</p>
42	Provider head office is in Kings Cross and currently operates from this office space. They deliver virtual blended learning Digital Skills Bootcamp programmes which is working well for national DfE contract. Would this type of delivery be acceptable to tender for the digital Skills Bootcamp in London 2024-2025?	<p>Providers are required to operate from a physical, fit for purpose and accessible learning site within London and its Fringe Authorities. Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded. Bids that offer 100% online Bootcamp will not be considered.</p> <p>GLA officers will undertake a Verification Visit to at least one physical training location per Provider within three months of Grant approval.</p>
43	Can you run a bootcamp designed to upskill existing college/training provider tutors on how to deliver green skills training courses? Would this apply to all the eligible sectors?	<p>Building capacity for teaching green skills (Pilot Skills Bootcamps)</p> <p>To support our wider investment into green skills bootcamps, the GLA understands this cannot be achieved without investing in the capacity of the adult education and training sector to deliver green skills. Stakeholder feedback has clearly stated the need for practitioners to have the skills and knowledge to teach green skills courses which will help our transition to a low carbon circular economy. Therefore, the GLA is looking for applications which</p>

	Question	Response
		<p>explores how the skills bootcamps model could be used to support adult education and training staff to deliver green skills. Please see page 50 of the prospectus for more information.</p> <p>Priority will be given to Piloting Skills Bootcamps to build capacity for teaching green skills, however other sectors might be considered as per information outlined in Section 8. Assessment Process and Timescales.</p> <p>Please also see response to Question 36.</p>
44	<p>An experienced training provider that has trained over 900 young people from underrepresented backgrounds into the TV and Media industry, with a success rate of 90% sustaining employment in the sector.</p> <p>Although we have a track record of delivering training, we are not an accredited level 3-5 provider, are we still eligible to apply?</p>	<p>All training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship &amp; Technical Education or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where the third pathway is chosen, we would expect a higher standard of evidence for employer engagement. We are keen to see innovative proposals of realistic and sustainable options that demonstrate commitment from all sides to a successful outcome.</p>
45	<p>Understand there is a cap of £800,000 per application, however is there a minimum amount of funding that one application should apply for?</p>	<p>The maximum application value per provider is £800,000. There is no minimum grant value per provider.</p>
46	<p>With regards to the qualification, can a provider choose any suitable course or does the course have to be listed under a specific funding stream on the "Find a Learning</p>	<p>A applicant can choose any suitable course as per the conditions highlighted in the prospectus.</p>



	Question	Response
	aims portal"? If so, please advise what the funding stream is called.	
47	In the section of Attachment 6 titled Pricing Evaluation, it references the "cost per Learner Course" as part of the scoring. Could please confirm whether "learner Course" refers to each group/cohort or learners, each learner individually or another definition?	The calculations provided relate to the Cost per learner, which is each learner individually.
48	<p>Training courses are part of a parent company who would be looking to hire from the funded courses.</p> <p>Our accounts and certificate of incorporation will be under the parent company's name. Would they be eligible as an employer reference given they will be looking to hire from the training?</p> <p>Additionally, would they count towards the interview guarantee if they were interviewing learners?</p>	<p>In this scenario the parent company would be eligible as an employer reference if they were looking to hire from the training and this could count towards the guaranteed interview as per guidance below and as set out throughout the prospectus. However, the GLA expects the number of learners achieving guaranteed interviews with the parent company to be a small number and proportionate to jobs available. Furthermore, throughout the bootcamp application process the rationale would need to be clearly detailed including the Employer Statement of Support template.</p> <p>GLA expects all Independent Learners (not co-funded by their employer, and not self-employed) to progress on to a guaranteed job interview upon the completion of the Skills Bootcamp. This should be a genuine vacancy related to the skills gained through the Skills Bootcamp and the job must be expected to deliver 'good work' outcomes which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> </ul>

	Question	Response
		<ul style="list-style-type: none"> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul> <p>Providers should ensure interviews are offered to all independent learners; without the offer of an interview the Skills Bootcamp is not complete.</p>
49	Would it be possible to see the parameters of previously successful provider applications?	Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance. Please note this Guidance includes the scoring criteria and weighting information.
50	Will the mayoral elections affect the application process/delivery of these bootcamps/funding. Same question again for the General Election.	The GLA cannot comment on whether the Mayoral election or General Election would have an impact on the Skills Bootcamps programme.
51	<p>Could you please make it possible to press the return key in the Attachment 1 document, otherwise it is not possible to paste in text that has bullet points in a presentable and clear format.</p> <p>and it isn't possible to click into Cell C15 in Attachment 4.</p>	<p>Thank you for alerting us.</p> <p>An updated version of Attachment 1 will be uploaded with the revisions allowing multiple lines in all text fields.</p> <p>A corrected version of Attachment 4 will be uploaded with cell C15 unlocked.</p>

	Question	Response
52	<p>I have gone through the pricing schedule and it does not let me edit the Direct costs on the Pricing Schedule (C15), can this be amended?</p>	<p>Thank you for alerting us. A corrected version will be uploaded with cell C15 unlocked.</p>
53	<p>Is there any indication of the funding amount for the creative sector?</p> <p>Outside of the £4M allocated to Green Skills, there is £7.5M, which is to be distributed across 10 sectors it seems. Some guidance on amounts available would be helpful?</p> <p>As the bid documents show, creative accounts for 14.7% of all jobs in the region (and are often not advertised unlike digital and finance).</p>	<p>All other sector bootcamps (excluding those identifying as green) will be assessed competitively and all remaining funding will be awarded to those meeting the minimum requirements and minimum score threshold in order of score ranking determined by their Final Weighted Score.</p> <p>The GLA's process is outlined under Section 8. Assessment Process and Timescales.</p>
54	<p>Within the prospectus it mentions that all training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship &amp; Technical Education or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA).</p> <p>Please can you clarify if the accredited training can be any level 3 - 5 accredited qualification or does the course have to be listed under a specific funding stream on the</p>	<p>All training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship &amp; Technical Education or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where the third pathway is chosen, we would expect a higher standard of evidence for employer engagement. We are keen to see innovative proposals of realistic and sustainable options that demonstrate commitment from all sides to a successful outcome.</p>

	Question	Response
	"Find a Learning aims portal"? If so, please let us know what the funding stream is called?	Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.
55	What should an applicant do if they are unable to supply as many as three customer references – for instance they have only just started up, or they have only had one customer?	<p>A minimum of three references are required.</p> <p>Please see Main Application Form – Part B: References (page 9) of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.</p>
56	Do customer references have to be from organisations for whom the applicant has previously been delivering at L3-L5? For instance, if an applicant has been working with customers/employers to design and deliver skills training (for instance AEB delivery), but only at L2, does that make them ineligible to apply?	<p>Please see Main Application Form – Part B: References (page 9) of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.</p> <p>Referees will be asked to provide information on Level 3-5 or equivalent training, with the exception of Construction or Green sectors where Level 2 is acceptable.</p>
57	<p>Is it mandatory to have a signed agreement with the employer for the number of confirmed vacancies?</p> <p>Will the provider be rejected if they are not able to show this agreement with the employers?</p>	Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance for further information. Pages 20 to 21 provides further information about the Employer Statement of Support.
58	I have all the application documents, but when I complete them, where do I upload them to please?	Please see section 7.1 Application Process and Deadline in the prospectus.

	Question	Response
59	Can each organisation only put in one bid, can the bid be for multiple sectors?	<p>GLA will fund bootcamps that support Londoners to gain in demand skills and move into jobs in 11 priority skills sectors. Providers can apply for funding to deliver Skills Bootcamps in multiple sectors. The maximum application value per provider is £800,000. There is no minimum grant value per provider.</p> <p>Where an applicant includes proposals for bootcamps across more than one of green, digital and other sectors, a score will be derived for each sector bootcamp as though it was a separate bootcamp application to allow for the value of funding to be attributed to the correct pot of funding. The GLA may decide not to award funding for a specific bootcamp proposal.</p> <p>You will only be required to complete the Wave 5 Main Application Form once but must complete and submit separate Wave 5 Bootcamps Application forms for each Bootcamps sector you wish to apply for funding to deliver.</p>
60	Is there any additional funding within the bid which can be used to upskill additional staff e.g., for the level 3 Energy assessors' courses?	<p>Building capacity for teaching green skills (Pilot Skills Bootcamps)</p> <p>To support our wider investment into green skills bootcamps, the GLA understands this cannot be achieved without investing in the capacity of the adult education and training sector to deliver green skills. Stakeholder feedback has clearly stated the need for practitioners to have the skills and knowledge to teach green skills courses which will help our transition to a low carbon circular economy. Therefore, the GLA is looking for applications which</p>

	Question	Response
		explores how the skills bootcamps model could be used to support adult education and training staff to deliver green skills. Please see page 50 of the prospectus for more information.
61	Can you provide clarification on how to complete the 'Bootcamp Application' form (Word doc) and 'Pricing Schedule & Delivery Information' template for bootcamps which are expected to include a mix of all three learner types (FF, SME and LE) within the same cohort. i.e. response for Application form (Part A and B), and Pricing Schedule & Delivery Information template (Cells C18 and C33 of the 'Course outline' tab; Column E of the 'Cohort delivery' tab).	Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance for further information.
62	Cell C15 of the 'Pricing Schedule' tab (Attachment 4) is yellow - indicating this requires the provider's input - but it is locked, we are unable to edit. Is there a way we can unlock it? Or should this be driven by a formula?	Thank you for alerting us. A corrected version of Attachment 4 will be uploaded with cell C15 unlocked.
63	<p>The prospectus states “£11.3 million of grant funding is available through this competition. The maximum funding per application (per delivery organisation) is capped at £800,000 to deliver bootcamps in the sectors listed above and in section 3”.</p> <p>Please could you confirm if this maximum funding is per individual bootcamp sector application (e.g. £800k x 2 bootcamp sector applications = £1.6m) or per provider</p>	The maximum application value per provider is £800,000.

	Question	Response
	(e.g. 2 bootcamp sector applications must total no more than £800k between them).	
64	<p>We will fund bootcamps that support Londoners to gain in demand skills and move into jobs in 11 priority skills sectors. Providers can apply for funding to deliver Skills Bootcamps in multiple sectors. The maximum application value per provider is £800,000. There is no minimum grant value per provider.”</p> <p>Could you please confirm whether the maximum funding value of £800,000 applies to each individual bootcamp that a provider might offer or to the total value of all bootcamps a provider proposes to deliver?</p>	The maximum application value per provider is £800,000. This applies to the sum of the value of each individual bootcamp proposed.
65	Funding aims: How can providers check which funding aims are applicable under this bootcamps funding round?	Please see Section 3 Bootcamps Priority Skills Sectors and 4.5 for Payment Milestones.
66	Funding requests: How should the provider work out how much funding to apply for? Is it the guided learning hours with the learning aim across the learner volume? Do learners also need to complete the qualification and pass or just fulfil the guided learning hours?	<p>The Pricing Schedule in Attachment 4 helps providers to calculate how much it will cost them to deliver the course.</p> <p>If your bootcamp includes a specific qualification in order to successfully complete the bootcamp (e.g., a driving test for a Logistics bootcamp) then the learner would both need to fulfil all the Guided Learning Hours <u>and</u> pass the test. Therefore, learners need</p>

	Question	Response
		to complete the full guided worded learning hours and any test/qualifications as required to complete their skills bootcamp(s).
67	Attachment 4, pricing tab, cell C15 does not allow input of cost per learner?	Thank you for alerting us. A corrected version of Attachment 4 will be uploaded with cell C15 unlocked.
68	Do organisations bidding as lead employers to train their own staff need to provide customer references, and if so, how many?	<p>A minimum of only one reference is required for lead employers in this instance.</p> <p>In this case the GLA would expect the lead employer to choose an appropriate customer reference.</p> <p>Please see Main Application Form – Part B: References (page 9) of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.</p>
69	<p>On your response to FAQ question 12 you said:</p> <p>Please note the reference to a digital cap in Annex L – Digital ‘Funding for digital skills bootcamps will be capped at £5.5 million’ is an error and has been amended.</p> <p>However, the Prospectus still says £5.5 million – please could you confirm what the capped amount is for digital skills and where this has been amended?</p>	<p>The GLA will reserve the right to apply a cap to the value of award of funding to digital skills bootcamps, to ensure demand for delivery of digital skills is met and give priority to delivery of other sectors skills bootcamps, including green.</p> <p>Please note the reference to a digital cap in Annex L – Digital ‘Funding for digital skills bootcamps will be capped at £5.5 million’ is an error and has been amended.</p>



	Question	Response
70	<p>Please could you advise whether there is an option for funding to deliver Rail Engineering Level 2 Bootcamps. The only option for Engineering that I can see falls under:</p> <p>National Priority Sector number 2 - Technical (Engineering and Manufacturing) but the prospectus doesn't specify anything about Rail Engineering.</p>	<p>Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.</p> <p>Rail Engineering has previously fallen under Technical (Engineering and Manufacturing) which is designated as Level 3. However, Rail Engineering could be delivered under Level 2 if submitted and met the criteria under Green skills.</p>
71	<p>Due to our geographical location in Slough, we fall within the GLA qualifying area. As far as I have understood, we can apply for Skills Bootcamp funding via the GLA too?</p>	<p>The GLA is awarding grant funding only to potential providers with an established delivery base within London or London fringe. Providers are required to operate from a physical learning site within London and its fringe. Annex A within the prospectus includes a map of London's fringe authorities.</p>
72	<p>Under the Wave 5 funding, please can you confirm the timeframe for launching and completing the 16 week Skills bootcamps?</p>	<p>Please see 4.5 Payment Milestones for further information on the delivery window for Wave 5 of the Skills Bootcamps for Londoners Programme. The proposed timetable on page 34 of the prospectus provides an overview key deadlines with delivery to commence on 1<sup>st</sup> July 2024.</p>
73	<p>Is there a limit to the number of bootcamps we can apply to deliver? We are working with a number of London based Construction companies, who are interested in collaborating with us on Retrofit training.</p>	<p>There's no limit in how many bootcamps a provider can apply to deliver. However, the maximum application value per provider is £800,000 which applies to the sum of all bootcamps proposed.</p>

	Question	Response
74	I would like to inquire about the operational mechanics of Skills Bootcamps funding. Our organization provides similar training programs and is registered with the United Kingdom Provider Reference Number (UKPRN). Could you kindly provide me with information regarding this funding mechanism and the associated eligibility criteria	Please see section 4. Delivery Requirements in the prospectus.
75	As you know hospitality requires a large number of skilled staff for the foreseeable future, if it is to lead the way as one of the best food capitals. Due to Covid and the issues surrounding the workforce, it has been quite difficult to recruit and retain appropriately skilled staff. This has forced restaurants to change in the form of opening less and cutting down on the number of dishes they offer, which has had an effect on the quality that customers were used to pre Covid. I understand that Skills Bootcamp would like Bids for Level 3, but is it possible for bids for Level 2?	<p>Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.</p> <p>There other forms of training available which look at L2 and below which are funded by the Adult Education Budget and other GLA programmes (<a href="https://www.london.gov.uk/programmes-strategies/jobs-and-skills">https://www.london.gov.uk/programmes-strategies/jobs-and-skills</a>)</p>
76	What is the pricing for each course per student?	The cost per learner is dependent on the cost of the bootcamp. Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.
77	On the section where we have to provide examples of delivering Skills Bootcamps, we have not delivered Skills Bootcamps but have delivered under the Mayor of London's Hospitality Academy as a subcontract with another skills provider, which was very successful. Can we use this as an example in this section? For Employers and references that we have delivered to	<p>For this section please see Main Application Form – Part E: Questions for Evaluation Scoring within Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.</p> <p>Yes, please see Main Application Form – Part B: References of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.</p>

	Question	Response
	under AEB funding, can we put them for this section as we have not delivered Skills Bootcamps previously.	
78	Will you confirm whether apprenticeships (interview/offer) are an acceptable measure for milestones 2 and 3? They would often not meet the criteria of London living wage but are a very desirable outcome	<p>Further information on Pathway to Apprenticeships can be found in the prospectus in Section 3.8 and Annex N.</p> <p>For the purposes of the Skills Bootcamps, a 'good work' outcome is defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which: utilises the skills acquired in the Skills Bootcamp, is a minimum of 16 hours/week and is continuous for at least 12 weeks, pays a basic salary of the London Living Wage or above and does not involve the use of zero hours contracts.</p> <p>Further information is available under 4.4 Key Performance Indicators (KPIs).</p>
79	Main Application Form - Part B: References. It states that the potential provider is required to state the names of three referees who are previous customers and can confirm that the provider has delivered key aspects of the Bootcamp previously. As we haven't delivered Bootcamps previously, can we use referees from similar projects and delivery scope?	Yes, please see Main Application Form – Part B: References of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.
80	You also ask for 3 organisations that have previously funded you to deliver training. If the potential provider has only a history of commercial training and not funded	Yes you can use commercial referees, please see Main Application Form – Part B: References of Attachment 6: Wave 5 - Skills Bootcamps Application Guidance.

	Question	Response
	training, are they exempt for this bid or can they use commercial training referees?	
81	<p>Looking at the attachment 4 pricing schedule: I think there is an error</p> <p>On the Pricing Schedule tab, row C15 is locked.</p> <p>On the same tab, is the total cost per cohort and the total cost per learner supposed to be computed in C15</p> <p>On the same tab, if you select Fully Funded, on the course outline tab, the spreadsheet deducts a percentage on the Pricing Schedule Tab.</p>	A corrected version of Attachment 4 has been uploaded with cell C15 unlocked and the Fully Funded calculation error fixed.
82	<p>My question refers to Part E, Question 1 (Experience) on the Main Application Form which requests:</p> <p>“Please describe your experience of delivering employer led training initiatives focusing on higher level skills (level 3 – 5 or equivalent) supported (sic) learners to achieving job outcomes”</p> <p>If the applicant is planning to deliver a Skills Bootcamp at level 2, is it acceptable to describe experience of delivery at level 2 rather than level 3 – 5?</p>	Yes, it is acceptable if you have experience of Level 2 delivery and are applying to deliver a Level 2 Skills Bootcamp you describe your experience of delivery at this level. Please see Attachment 6: Wave 5 - Skills Bootcamps Application Guidance for further information.

	Question	Response
83	<p>We are looking to bid as the lead provider for Lot 11, and 7. However we are also looking to support as a named bidder for one of our training partners in a different skillset in lot 7.</p> <p>Would bidding ourselves, and bidding as a named supplier hinder or disqualify our submissions in either way?</p>	<p>Bidding as a lead provider and a named bidder for with another training partner is allowed and would not hinder or disqualify your application. However, if successful the GLA may ask for further delivery assurances to ensure the applicant has the both the resource and capacity to deliver in the example highlighted.</p>
84	<p>Re. Q 78</p> <p>This won't be an accelerated apprenticeship. Is an apprenticeship at the minimum apprentice wage of £6.40 per hour (from next month) an acceptable result for milestones 2 and 3?</p> <p>Can you provide any information about what you'd expect an accelerated apprenticeship to look like? The minimum duration is 12 months. (Second question carried forward from the information session.)</p>	<p>An apprenticeship paying £6.40 per hour is not an acceptable outcome for Milestone 2 and 3.</p> <p>For the purposes of the Skills Bootcamps, a 'good work' outcome is defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which: utilises the skills acquired in the Skills Bootcamp, is a minimum of 16 hours/week and is continuous for at least 12 weeks, pays a basic salary of the London Living Wage or above and does not involve the use of zero hours contracts.</p> <p>Skills Bootcamps in Pathway to Apprenticeship model should be designed to equip the learner with the underpinning industry knowledge and transferable skills to enable them to transition directly into the practical elements of a specific apprenticeship. Clearly</p>

	Question	Response
		<p>highlighting how the skills bootcamp has shortened the overall length of the apprenticeship.</p> <p>For example, the length of the apprenticeship could be shortened by 3 months, with evidence of the skills bootcamp providing learners a relevant knowledge and skills prior to joining the apprenticeship.</p> <p>For further information on the Accelerated apprenticeship model please see Annex N Payment Milestones - Pathway to Apprenticeships.</p>
85	<p>We are interested in having bootcamps for those to enter primary care roles in the NHS.</p> <p>However, the <u>Care Certificate</u>, which we are considering as a qualification will equip our learners with, is not classified as a Level 2 or Level 3 qualification. Instead, it is considered a set of standards that define the knowledge, skills, and behaviours expected of people who work in the healthcare and social care sectors in England. Will this suffice?</p>	<p>Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.</p> <p>Therefore, the care certificate can be included as a qualification within this skills bootcamps, but the overall level of the skills bootcamp must be delivered at Level 3 to 5.</p>
86	<p>Re. the £800k cap per applicant – is that purely based on the lead applicant?</p>	

	Question	Response																
	<p>In the table below, which organisations would be considered within the £800k limit?</p> <table><tr><td></td><td>value as lead applicant</td><td>of which is subcontracted to 3rd parties</td><td>value of subcontracts organisation D's applications</td></tr><tr><td>Organisation A</td><td>£700,000</td><td>£100,000</td><td>£300,000</td></tr><tr><td>Organisation B</td><td>£800,000</td><td>£0</td><td>£100,000</td></tr><tr><td>Organisation C</td><td>£900,000</td><td>£100,000</td><td>£0</td></tr></table>		value as lead applicant	of which is subcontracted to 3rd parties	value of subcontracts organisation D's applications	Organisation A	£700,000	£100,000	£300,000	Organisation B	£800,000	£0	£100,000	Organisation C	£900,000	£100,000	£0	<p>The maximum application value per provider is £800,000. Therefore, scenario for Organisation A and B would be considered within the limit.</p> <p>However, if the same applicant is successful across multiple contracts/delivery models the GLA may ask for further delivery assurances to ensure the applicant has the both the resource and capacity to deliver.</p>
	value as lead applicant	of which is subcontracted to 3rd parties	value of subcontracts organisation D's applications															
Organisation A	£700,000	£100,000	£300,000															
Organisation B	£800,000	£0	£100,000															
Organisation C	£900,000	£100,000	£0															
87	<p>I would like to inquire whether I am required to be a certified course provider to be part of the bootcamp, or if I can independently offer courses based on my industry knowledge and experience?</p> <p>Additionally, I would like to understand if there is a need for my business to be affiliated with an accredited body to participate in the bootcamp?</p>	<p>Please see information included within 4.1 Eligibility – Providers in the Wave 5 prospectus.</p>																

	Question	Response
88	<p>From reading the prospectus appendix A details the GLA Fringe Areas. Given the GLA geography, the majority of the logistic and distribution facilities fall into the fringe areas. We are struggling to understand how the fringe areas work and are unable to find this either in the prospectus or other supporting material; could you please clarify?</p>	<p>GLA is awarding grant funding only to potential providers with an established delivery base within London or London fringe. Providers are required to operate from a physical learning site within London and its fringe. Annex A in the Wave 5 prospectus includes a map of London's fringe authorities.</p> <p>The aim of Skills Bootcamps for Londoners is to help Londoners gain the necessary skills to meet sector-specific skills gaps in London. More information on this can be found in our Prospectus and the London Local Skills Improvement Plans.</p> <p>However, where job opportunities outside of London are feasible for bootcamp completers to commute to, and pay a minimum of London Living Wage, we can accept these as valid job outcomes.</p> <p>Employers co-funding bootcamps to upskill existing staff must be based in London. Please see response to Question 34.</p>
89	<p>Section 3 of the Bootcamp Application Form asks how we will achieve "Minimum 75% job outcomes/career progressions by 31st March 2025." However, the KPIs state that there is a period of up to 6 months following completion of bootcamp where a learner can look to progress. Can you confirm whether this date should read 30<sup>th</sup> September instead, to allow for those who complete a bootcamp shortly before the end of March 25?</p>	<p>Providers must achieve Positive Outcomes within the six months after the training finishes. Please note this is not six months after the full Completion milestone, but after the training element has finished. Positive outcomes cannot be achieved later than 30 September 2025.</p>



	Question	Response
	If a provider wished to offer an accelerated apprenticeship in one of the categories e.g. creative, Early Years – would they submit a proposal under the accelerated apprenticeship category, or the category relevant for the sector?	The proposal would need to be submitted under the Accelerated Apprenticeship category.
90	Pricing Schedule – Cell C21 shows an employer contribution figure of the total cost of the Bootcamp when Fully Funded has been selected on one of the previous tabs, shouldn't this equate to £0 in this instance?c15	A corrected version of Attachment 4 has now been uploaded with Fully Funded calculation error fixed.
91	<p>We understand in the creative sector Skills Bootcamps are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> </ul>	<p>In line with requirements for good work outcomes on the Mayor's Skills Academies programme, for bootcamps ONLY in the creative sector we will accept milestone 3 outcomes that provide a minimum of 192 hours over a 12-week period.</p> <p>This will ensure an average of 16 hours/week is achieved but allows for breaks in employment due to short-term contracts and freelancing which are common within the creative sector.</p>

	Question	Response
	<ul style="list-style-type: none"> <li>• does not involve the use of zero hours contracts.</li> </ul> <p>Due to nature of work in the creative sector, and the short-term contracts and freelancing our bootcamps might find it hard to deliver continuous for at least 12 weeks. We are confident we can deliver 12 weeks, but this might be continuous during the period in question. Is there any flexibility on this considering the nature of the industry?</p>	
92	Do learners have to achieve a qualification from an awarding body - so certificated Yes/No	All training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship & Technical Education or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where the third pathway is chosen, we would expect a higher standard of evidence for employer engagement. We are keen to see innovative proposals of realistic and sustainable options that demonstrate commitment from all sides to a successful outcome.
93	What level does the qualification need to be? Level 1, Level 2, Level 3, Level 4	Skills Bootcamps must be delivered at Level 3-5 or equivalent with the exception of Skills Bootcamps in Construction, Green Skills and HGV Driving which may be delivered at Level 2 or equivalent.
94	Can learners go into voluntary work? Sometimes learners can be offered a position on a voluntary basis first before leading to full employment.	<p>No. Skills Bootcamps are expected to deliver 'good work' outcomes, defined as a job (or new role/additional responsibilities with an existing employer), new contract or new opportunities for the self-employed, an apprenticeship or paid work placement which:</p> <ul style="list-style-type: none"> <li>• utilises the skills acquired in the Skills Bootcamp</li> </ul>

	Question	Response
		<ul style="list-style-type: none"> <li>• is a minimum of 16 hours/week and is continuous for at least 12 weeks</li> <li>• pays a basic salary of the London Living Wage or above</li> <li>• does not involve the use of zero hours contracts.</li> </ul>
95	<p>The industry norm is to provide a ‘contract for services’ with the employer which will guarantee LLW but would not confirm minimum number of hours, however it is also not classed as a ‘zero-hour contract’. The outcome will be supporting Londoners with employment in the heart of London. Would you class a ‘contract for services’ as a recognised outcome?</p> <p>And if the ‘contract for services’ is classes the individual as ‘self-employed, would this also be classed as a recognised outcome?</p>	<p>Claims for Milestone 3 job outcome/career progressions require evidence demonstrating:</p> <ul style="list-style-type: none"> <li>• Minimum of LLW</li> <li>• Minimum of 16 hours per week</li> <li>• Specification that the outcome will be continuous for at least 12 weeks.</li> <li>• Does not involve the use of zero hours contracts</li> </ul> <p>If the evidence supports the 3 criteria set out above, then the Milestone 3 claim can be paid.</p> <p>For contracted or self employed outcomes learner will be required to submit written confirmation that they have obtained new contracts that meet the ‘good work’ requirements, utilising the skills acquired in the Skills Bootcamps.</p>
96	<p><i>‘From the 1 April 2023, Ofsted is now including Skills Bootcamps in their inspections of Adult Learning Programmes. The GLA will be monitoring inspection outcomes during.’</i></p> <p>Based on the above, is Ofsted registration to be eligible?</p>	<p>It is not a requirement that a provider has had an Ofsted Inspection. However, from the 1 April 2023, Ofsted included Skills Bootcamps in their inspections of Adult Learning Programmes. The GLA therefore expects Skills Bootcamps providers to be subject to an Ofsted Inspection over the lifetime of the Wave 5 contract.</p>

	Question	Response
97	As a follow up question to Q68, am I right to assume that the GLA will be phoning that referee to ask them the questions listed in Attachment 8? It seems unlikely that an employer bidding to run a bootcamp for their own employees will have much – if any – track record of delivering training for other organisations.	In the case of Employers exclusively training their own staff, we would expect the lead employer to choose an appropriate customer reference. This could, for example, be a Manager in another part of the organisation who can demonstrate that previous training has developed their staff.
98	On Attachment 4, within the Course outline tab, row 14 asks who the training will be delivered by and has a dropdown box with the options of ‘Applicant’, ‘Subcontractor’ or ‘Consortium Partner’. Our proposed Skills bootcamps will be delivered as a collaboration between us as the Applicant (Weeks 1 and 4) and a Subcontractor (Weeks 2 and 3). It is not a consortium bid. Can you please advise if we should select ‘Applicant’ as the answer to this question?	In this scenario, we would recommend you select “Applicant”.  On the Course Content tab you could include the details of who is delivering the training into each listed week.
99	For hybrid programme deliveries, is there a target proportion for in-person vs virtual delivery?	The GLA has not set a minimum GLH requirement of how much of the hybrid model must be delivered in-person. Bootcamps that offer 100% online Bootcamp will not be considered.
100	We are very mindful of the demographic of learners we attract and therefore travel expenses will be incurred for in-person deliveries. Will the GLA pay travel expenses or subsidised travel for learners attending a bootcamp?	We would expect training providers to include all relevant costs of delivering the training within their bootcamp cost. This would include any reimbursement of learners’ travel expenses. The totality of costs should be included in the Pricing Schedule tab of Attachment 4 Pricing Schedule and Delivery Information Template

	Question	Response
101	To apply for the GLA funding for the Skills Boot Camps do we have to be registered on a platform like the ROATP or ROTO etc	This programme is open to all training providers registered on the UK Register of Learning Providers as well as Employers. Please note that all successful providers (training and employers) must have a UKPRN number at delivery start. To register for a UKPRN number, please follow this link: <a href="https://www.ukrlp.co.uk/">https://www.ukrlp.co.uk/</a> .
102	Would we be able to receive a delegate list for the recent GLA Skills Bootcamp Information webinar?	We are not in a position to provide this information, as we did not ask nor obtain delegates' permission to share their details when they registered for the event.
103	Is it possible for an organisation to bid both as a lead employer (to train their own staff) and as a sole training provider (to train unemployed learners)? I note that q1.5 of the Main Application form instructs that applicants should choose one option only. (I do understand they will need to submit two Bootcamp application forms, one for each funding model.)	In this scenario, we would advise the applicant to submit their Main Application as a Sole Training Provider, and then submit separate Bootcamp applications for each funding model.
104	The deadline achievement of Milestone 1 is the 31st of March 2025. Is this the same date for Milestone 2?	Milestone 2 (course completion and interview offer) must be achieved by 31 <sup>st</sup> March 2025.
105	Is there a requirement for providers to pay participants' travel expenses for the in-person delivery element of the Skills Bootcamps?	We would expect training providers to include all relevant costs of delivering the training within their bootcamp cost. This could include any reimbursement of learners' travel expenses. The totality of costs should be included in the Pricing Schedule tab of Attachment 4 Pricing Schedule and Delivery Information Template
106	We are interested in applying for the Cyber Security Bootcamp. Previously, we have successfully delivered the NCFE level 2 Cyber Security qualification programmes, but due to funding constraints, we haven't been able to offer level 3, which many of our students have expressed interest in.	All Digital bootcamps must be at Level 3 or above.  We encourage training providers to work with SME organisations, which supports the GLA target of 60% of employers involved in Skills Bootcamps being SMEs.

	Question	Response
	<p>Unfortunately, they had to seek alternative providers to continue their Cyber Security training. We are very eager to offer this and have a group of employers excited to contribute to the curriculum design, delivery process, and conducting interviews, although some cannot promise employment opportunities directly.</p> <p>Among these is a recruitment firm specialising in cyber security positions and events, which, however, does not hire directly. Additionally, we are in contact with a small to medium-sized enterprise (SME) willing to offer cyber security insight and support to the programme, despite being able to provide only a single job opening.</p> <p>We seek guidance on how to proceed in light of these partnerships with various employers. While these SMEs cannot commit to a specific number of job vacancies, they are ready to assist in numerous other ways, including providing interviews, job readiness training, masterclasses, mentorship, and company visits.</p> <p>Could you offer advice on how to approach this situation, as your employer reference documents specify the employer needs to state the number of vacancies they are willing to offer?</p>	<p>Question 2 of the Main Application asks applicants to explain their Employer Engagement strategy, which enables applicants to explain their engagement with SMEs.</p> <p>Question 2 of the Bootcamp Application asks applicants to explain how employers have been involved in the design of each bootcamp. This question asks for the names of all employers who support the application.</p> <p>Applicants are required to submit one Employer Statement of Support Template per 1-100 learners. The Employer Statement of Support Templates do not need to demonstrate vacancies for all the learners, and we acknowledge that this would not be viable for SMEs who individually are not likely to be offering vacancies for all learners on that bootcamp. However, we would expect Employers completing a template to have at least one relevant vacancy between June 2024 and September 2025. The Employer Statement of Support Template also contains tick boxes and a narrative response space for employers to specify their involvement in the bootcamp.</p>
107	<p>Please can we seek a clarification that relates to the Prospectus and Early Years. We seek clarification of the provision being sought by the authority through wave 5. Is it the level 2 and 3, to increase skill sets and</p>	<p>Our Prospectus acknowledges that much of the current training provision for Early Years is level 2 and level 3. Funding for Skills Bootcamps for Early years must be between Level 3 and Level 5.</p>

	Question	Response
	recruitment (i.e. the well-established routes that address London's low share of qualified early years staff) OR is it alternative provision (i.e. not the current established routes?)	Therefore, although the background sector information describes current training routes that include Level 2, the minimum level for Skills Bootcamps for Early Years is Level 3.
108	<p>My question relates to Table 1 of Annex B which shows the average share of starts by characteristics of the bootcamp waves 3 and 4.</p> <p>Please can you explain what the meaning of - is in the table is and what the meaning of a completely blank box is (as for females in 3 sectors).</p>	<p>Table 1 of Annex B of The Prospectus highlights which bootcamps funded by the GLA in Waves 3 and 4 have identified under representation of specific protected or priority groups.</p> <p>Where a percentage figure is shown, this is highlighting that our data shows the protected or priority group has been under represented in our funding of that bootcamp sector in our previous two years. Where the cell is blank or has a dash (-) it means that there was not an under representation for that group in that specific sector.</p>
109	Clarification question regarding the Main Application From, Part E, Question 1: Experience. If we are planning on subcontracting the training elements of our Bootcamps, can we use our agreed subcontractors' experience in this question, or can we only include the Lead Provider's experience in this question?	For all questions in the application requiring a written narrative response, please do include the relevant experience of the organisation (either sub contractor or consortium partner where relevant) who will be responsible for delivering this aspect of the Skills Bootcamps. However, in the Main Application we would also expect Applicants to explain their own relevant experience.
110	Can we please clarify requirements regarding references. We have one reference that meets all requirements, and a further two contracts that are training related, but do not fully align with the bootcamp requirements (i.e. they do not include level 3-5 qualifications). Would this be sufficient?	<p>Potential Providers are required to provide the names of three Referees who are previous customers and can confirm that the Potential Provider has successfully delivered key aspects of the Skills Bootcamps model previously.</p> <p>It is up to applicants to determine which three organisations are best placed to act as Referees to demonstrate the Potential Provider's relevant prior experience.</p>

	Question	Response
		The GLA will contact a minimum of one Referee but may contact all three Referees in order to obtain an acceptable level of confidence that the Potential Provider has the relevant experience.
111	Can we use a parent company as a reference?	It would depend on the scenario. Please see Question 48 above and the answer for that scenario.
112	In a couple of places in the spec (e.g. the diagram on page 10 of the prospectus), it says that for employed staff have to be "either at risk of redundancy or needing to move into a new role". However, in other places it doesn't list this as a requirement, please can you clarify the eligibility requirements for employed staff joining Wave 5 bootcamps?	<p>There are no specific eligibility requirements for employed (independent learners) aside from the standard learner eligibility criteria set out on pages 18 and 19 of The Prospectus.</p> <p>For employers either applying for funding to train their own employees or intending to co-fund a bootcamp to train their own employees, there would need to be a business requirement to justify training those employees. This could either be because of changes to the business that involve redundancies, or a need to equip existing staff with new sector-specific skills that enable the business to grow.</p> <p>For employed learners being supported by their employers – Milestone 3 requires that they should get a new role with their existing employer, or remain in their existing role but with additional responsibilities that utilises the new skills acquired through the Skills Bootcamp.</p>
113	We are planning to submit applications to deliver bootcamps in two new areas, namely Early Years Education and Green Skills. Having read through the prospectus, I am flagging a potential issue regarding the need to demonstrate existing delivery for employers at level 3 in the relevant area.	Main application form Q1 requires applicants to demonstrate to the best of their ability their previous experience of delivering employer led training initiatives focusing on higher level skills (level 3-5) which supported learners to achieve job outcomes.



	Question	Response
	<p>In the Early Years Education sector, we have a strong track record of delivery, up to level 3. As well as running two nurseries, one of which is Ofsted graded outstanding. However, the delivery with employers has been more generic and not level specific. The industry also has a need for delivery at both level 2 and 3. Would this be acceptable?</p> <p>For Green Skills, we do have employers and industry experts that we are already working with. But similar to above, the delivery and codesign has been more generic.</p> <p>Please advise how best to approach this scenario, as it would be such a missed opportunity to exclude us as a provider, given our demonstrable track record and commitment to continue to support the Mayoral priorities.</p>	<p>It is for applicants to determine what relevant experience can be provided in response to this question.</p> <p>This is one of many scored questions which will contribute to the applicants Final Weighted Score per bootcamp. Only Qualifying Criteria – Pass/Discretionary Fail questions may be used to exclude your organisation from the competition entirely. These are outlined in the Application Guidance and on the Main Application Form.</p> <p>Funding for Skills Bootcamps for Early years must be between Level 3 and Level 5. See our response to question 107.</p>
114	<p>Please provide clarity on the advice below in application guidance.</p> <p>“Set out a high-level project plan, and service delivery implementation plan for delivery of the proposed Skills Bootcamp.”</p> <p>What's the difference between high level project plan and service delivery implementation plan?</p>	<p>The excerpt quoted is from the Application Guidance for Question 3 of the Bootcamp Application which asks applicants to set out their Mobilisation Plan.</p> <p>We note the flawed wording of the guidance sentence which should read “Set out a high-level project plan and service implementation plan for delivering the proposed Skills Bootcamp.”</p> <p>Plans will differ depending on the type of applicant. Applicants' responses can include one plan that covers all elements, or separate</p>

	Question	Response
		<p>plans for the different phases and levels of their preparations for a successful bootcamp.</p> <p>For example, an applicant's high level project plan may include decision making structures, budget approvals, service level agreements with subcontractors, recruitment of staff and allocating resources; whereas the implementation plan for training delivery could include more specific target dates for distinct activities relating to the successful bootcamp delivery and achievement of payment milestones, such as for advertising bootcamps, setting up referral pathways, employer engagement events, etc.</p>
115	Please advise whether Retrofit falls under Green Technical, Green Construction or Other Green. This is unclear in the Prospectus.	Please submit your retrofit skills bootcamp application under the Green Construction classification.
116	Are learners that live in the London Fringe areas eligible for inclusion in the programme?	No, to be eligible for funding for Skills Bootcamps for Londoners, learners must reside in London.
117	Is it possible to deliver the same bootcamp multiple times in the same year and still draw down funding? Would this need to be made explicit in the application and included in the overall cost?	<p>Yes, this would be counted as multiple cohorts of the same bootcamp.</p> <p>Your bootcamp application would therefore include all learners, regardless of how many cohorts they are spread over throughout the delivery window. You can add the dates of your cohorts on the 'Cohort Delivery' tab of the Bootcamp Pricing Schedule and Delivery Information Template (Attachment 4)</p>
118	Can an employer also be a sub-contracted delivery partner?	Yes, this programme is open to all training providers registered on the UK Register of Learning Providers as well as Employers.

	Question	Response
		<p>Please note that all successful training providers (including employers who are providing subcontracted training delivery) must have a UKPRN number at delivery start.</p> <p>However, in this scenario the Employer who will act as the sub contractor should not provide the Employer Statement of Support.</p>
119	In the absence of guidance on expectations around price per learner, is it appropriate to use ESFA funding rates as a benchmark?	Each bootcamp application will be scored for price as part of the competitive process. It is for applicants to determine appropriate pricing for their proposed bootcamps.
120	We are a macro employer looking to do Skills Bootcamps for our staff. We are a registered provider with a UKPRN. As we have not trained externally, what type of references would be acceptable, please?	Please see the response to Question 68.
121	Can we propose to run a Skills Bootcamp in conjunction with the NHS, that is preparation for guaranteed interviews for Apprenticeships with them at the end of the programme?	<p>Yes, if the apprenticeship complies with the Good Work criteria outlined in the Prospectus:</p> <ul style="list-style-type: none"> <li>• Utilises the skills acquired in the Skills Bootcamp</li> <li>• Is a minimum of 16 hours per week and is continuous for at least 12 weeks</li> <li>• Pays a basic salary of the London Living Wage or above</li> </ul>
122	Is there a maximum number of hours per week that would be taken into account?	There is no maximum number of Guided Learning Hours per week. However, we would encourage providers to consider the feasibility for learners to attend training and ensure that the quantity of hours per week does not disadvantage under represented or prioritised groups.

	Question	Response
123	<p>We have been delivering a bootcamp as part of DPS1.</p> <p>We were hoping for an extension, but have heard nothing yet.</p> <p>Is there scope for us to put in an application to continue with the programme via Skills Bootcamps for Londoners?</p>	<p>Training providers delivering skills bootcamps under the DPS, or for any other Mayoral Combined Authority, are welcome to apply via our Open Competition to deliver skills bootcamps for Londoners.</p> <p>Question 1.7 of the Main Application (attachment 1) asks applicants to specify if they have delivered Skills Bootcamps for another funding authority. Question 1 of Part E of the Main Application requests applicants who have delivered skills bootcamps to confine their response to their Skills Bootcamps experience.</p>
124	<p>We are working with a hospital trust, that covers three local authority areas with two large hospitals, in different boroughs, one employs 3000 staff and the other employs 6000 staff. The application is restricted to 100 learners maximum per employer. The trust has 20 appropriate vacancies suitable for the Skills Boot camp programme every month. Although the hospitals are in the same trust would it be possible for the two hospital to be considered as different employers?</p>	<p>There is no restriction to the number of learners per employer for skills bootcamps.</p> <p>The Open Competition application process asks for one Employer Statement of Support per 100 learners that you propose to support through your bootcamp.</p> <p>As it has been proposed, given the size/number of staff employed at each hospital, letters from each would be accepted as being from different employers.</p>
125	<p>In your requirements it states:</p> <p>Providers are required to operate from a physical, fit for purpose and accessible learning site within London and its Fringe Authorities.</p> <ol style="list-style-type: none"> <li>1. Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded.</li> <li>2. Bids that offer 100% online Bootcamp will not be considered.</li> <li>3. GLA officers will undertake a Verification Visit to at least one physical training location per Provider within three months of Grant approval.</li> </ol>	<p>The proposed model would be permitted. See question 9.</p>

	Question	Response
	We are looking at a blended model where we would do the online delivery and a partner in London would provide the face to face training. The partners we are talking to don't want to prime the bid – so it would be our tender naming that partner with their physical locations in London.	
126	Do we need to submit 2 separate applications if our course falls under the creative and digital skills categories?	<p>Applicants may apply for multiple bootcamps and these may be across more than one sector.</p> <p>However, any single bootcamp proposal must be associated with only one sector. Please choose which sector you think the bootcamp best aligns with and submit your application under just one sector.</p> <p>Refer to the sector sections 3.5 and 3.7, and Annexes D and L in the Prospectus</p>
127	What is meant by fully funded and employer co-funded learners, or co-funded learners with different rates of employer contribution	<p>Co funded learners are those that are already employed by an employer who is contributing to the cost of the bootcamp to upskill their employees. Fully funded learners are not co funded by employers.</p> <p>This is explained in Section 4.3 in the Prospectus.</p>
128	Risk Matrix: How we do fill this in as we are unsure	Please refer to the guidance in the Instructions on rows 6 to 17 of the Wave 5 Risk Matrix template (Attachment 2)

	Question	Response
129	<p>Re: Application Part B Question 3 (mobilisation plan)</p> <ul style="list-style-type: none"> <li>- 10% learners M1 31 July 24</li> <li>- 30% learners M1 30 Sept 24</li> <li>- All learner completions 31 Mar 25</li> </ul> <p>Do 10% learners need to have commenced or completed by 31st July 2024?</p>	<p>Please see the Key Performance Indicators section at 4.4 of the Prospectus. This outlines that 10% of learners need to have achieved Milestone 1 by 31<sup>st</sup> July 2024.</p> <p>Milestone 1:</p> <p>Learner start and completion of 14 qualifying days and completion of initial assessment equating to at least a minimum of 10 guided learning hours within this period.</p> <p>Applicants may put forward a case for consideration should the targets for July and September not be achievable.</p>
130	<p>Does the 16 week programme need to be run in one block and delivered in consecutive weeks? Or can it be delivered in different blocks or rounds?</p> <p>For example, Could 50% complete in round one by September 2024 and a second round (remaining 50%) be completed by March 2025?</p>	<p>We would expect the bootcamp to be delivered in concurrent weeks (except where holidays such as Christmas may create a break during the training delivery).</p> <p>There must not be more than 16 weeks between the training start date and training end date.</p>
131	<p>With regards to answering Q3 – Mobilisation Plan, are bidders able to send the high level project plan/service delivery implementation plan as a separate attachment, or will these need to be answered within the main answer with the 700 word count?</p>	<p>Please provide a written response to this question within the advertised word count. You may insert images or graphics (for example a table) to supplement your answer.</p>
132	<p>In Attachment 6 – under Financial Due Diligence it states the following: Response required via attachments of requested financial information. Please see Attachment 7 Financial Health Requirements and Guidance Please attach the following:</p>	<p>Applicants should endeavour to provide as many of the requested documents for Financial Due Diligence as they have readily available.</p>

	Question	Response
	<ul style="list-style-type: none"> <li>• A Certificate of Incorporation.</li> <li>• Audited accounts for the past two years.</li> <li>• Accounts for the past two years signed by an independent qualified accountant (if your organisation is exempt from audit).</li> <li>• A statement of the turnover, Profit and Loss Account/Income Statement, Balance Sheet/Statement of Financial Position and Statement of Cash Flow for the most recent year of trading for this organisation.</li> <li>• Management accounts to date, showing activity, along with forecast figures for the remaining period of at least one year.</li> </ul> <p>However, attachment 7 states the following: To facilitate the financial health assessment, organisations must supply the following documentation as part of the application (wherever applicable): Audited accounts for the past 2 years, or accounts for the past 2 years signed by an independent qualified accountant if your organisation is exempt from audit. Accounts that are exempt from audit must include all the following information:</p> <ul style="list-style-type: none"> <li>• a full set of notes</li> <li>• a Director's report</li> <li>• a balance sheet</li> <li>• a statement of organisation turnover</li> <li>• a profit and loss account / income &amp; expenditure statement</li> </ul>	<p>If applicants do not provide all the requested documents outlined on page 3 of Attachment 6, we may still be able to complete our Financial Due Diligence checks.</p> <p>If we can't, we will contact applicants to request the additional documents needed but this may cause delays in the award of funding.</p> <p>At a minimum, applicants should provide the documents outlined in Attachment 7 – Financial Health Requirements and Guidance.</p>

	Question	Response
	<p>• a cash flow for the most recent full year of trading/operations, where this information is not available in audited form</p> <p>Can you please provide further clarity as to whether an organisation that is able to provide audited accounts for the past 2 years is required to attach just the following documents:</p> <ol style="list-style-type: none"> <li>1. A certificate of Incorporation</li> <li>2. Audited Accounts for the past 2 years</li> </ol> <p>Or whether we have to attach all documents as set out in attachment 6 e.g. the following:</p> <ul style="list-style-type: none"> <li>• A Certificate of Incorporation.</li> <li>• Audited accounts for the past two years.</li> <li>• A statement of the turnover, Profit and Loss Account/Income Statement, Balance Sheet/Statement of Financial Position and Statement of Cash Flow for the most recent year of trading for this organisation.</li> <li>• Management accounts to date, showing activity, along with forecast figures for the remaining period of at least one year.</li> </ul>	
133	<p>Can you please clarify the level requirements for the Logistics sector? HGV driving is classified a level 2 and this is confirmed in the prospectus, however, within the logistics sector we are looking to submit a Skills Bootcamp for warehousing as well as is discussed in the prospectus. Can you confirm that all logistics sector bootcamps can be considered at level 2?</p>	<p>HGV Driving is the only training permissible at Level 2 in the Logistics sector.</p>



	Question	Response
134	<p>For the avoidance of doubt, please could the authority confirm:</p> <p>a) Main Application questions are to be completed once regardless of the Skills Bootcamps being bid for.</p> <p>b) Bootcamp Application questions are to be completed for each Skills Bootcamp and each funding model for that Skills Bootcamp – i.e, fully funded, large employer funded 30%, SME employer funded 10%. For example, if we were to deliver one Skills Bootcamp to fully funded, larger employer co-funded 30%, and SME employer co-funded 10% learners, then we would need to complete the Bootcamp Application question three times?</p>	<p>Each applicant must complete one</p> <ul style="list-style-type: none"> <li>• Main Application</li> <li>• Risk Matrix</li> <li>• Set of Financial Due Diligence documents</li> </ul> <p>For <b>each</b> bootcamp the applicant wishes to apply for, they need to submit the following documents <b><u>per bootcamp</u></b>:</p> <ul style="list-style-type: none"> <li>• Bootcamp Application</li> <li>• Bootcamp Pricing Schedule and Delivery Information Template</li> <li>• Employer Statements of support (one per every 1-100 learners per bootcamp)</li> </ul> <p>In your scenario, this would be one Main Application and three bootcamp applications.</p>
135	<p>We are confused by the London Learner Survey (LLS) requirements in section 5.2 of the prospectus.</p> <p>The last paragraph states that:</p> <p>"All providers in receipt of AEB, Free Courses for Jobs and Multiply funding, including those who apply for this funding round, are expected to participate in the LLS. "</p> <p>But then says:</p>	<p>Only learners recorded on the ILR are eligible to participate in the London Learner Survey.</p> <p>Skills Bootcamps for Londoners Providers will only need to participate in the London Learner Survey (for learners on their Bootcamp) when the programme adopts use of the ILR.</p> <p>As the prospectus outlines, the date when this programme will adopt use of the ILR is still to be determined.</p>

	Question	Response
	<p>"Please note only providers who submit data via the ILR are required to complete the London Learner Survey. The expectation will be this will apply to providers on the Skills Bootcamps for Londoners programme from Wave 6 (FY 25-26)."</p> <p>So does this mean that if a provider is not in receipt of AEB/Free Courses for Jobs/Multiply funding, the expectation is that they will not be required to complete the LLS for this Bootcamp wave?</p>	
136	<p>This is from Annex N, pathway to apprenticeships.</p> <p>Milestone 3: Positive Outcome, On job offer (or equivalent) – 30% • For the independent learner: An offer for an accelerated apprenticeship or for a job (which is not an apprenticeship) that meets the criteria set out in the service requirements</p> <p>Please would you confirm whether the accelerated apprenticeship is an acceptable outcome or if it also has to pay LLW? I'm not sure whether 'meets the criteria set out in the service requirements' applies to the latter only.</p>	<p>All employment outcomes must meet the definition of good work, which includes paying a basic salary of the London Living Wage (LLW). This includes apprenticeship outcomes (including accelerated apprenticeships).</p>
137	<p>Working with a named employer, we would take some of their existing staff onto the Bootcamp to upskill them in preparation for an interview with the same employer for a higher level, and paid, Apprenticeship in a different role. Would the employer be expected to contribute towards the training costs for this programme?</p>	<p>Yes, this would be an application for an employer co-funded bootcamp.</p> <p>If the employer is a SME (less than 250 employees) they would be required to contribute 10% towards the cost per learner.</p>

	Question	Response
		If the employer is a Large employer (more than 250 employees) they would be required to contribute 30% towards the cost per learner.
138	Are the references to be from funders E.g. ESFA or employers?	Referees should be previous customers who have paid for funding. These can be organisations who have paid for funding under Government schemes, or employers who have paid for corporate training.
139	<p>Main Application Q1 states ‘If you have prior experience of delivering skills bootcamps funded under the DfE Skills for Life programme, you must confine your response to this question on your skills bootcamps provision’.</p> <p>This suggests that if a bidder has experience delivering Skills Bootcamps, then they must reference this experience only in their response. Does this mean that they cannot reference their wider experience delivering other employer-led training, for example, AEB, FCFJ, apprenticeships?</p>	If applicants have delivered skills bootcamps funded under the DfE Skills for Life programme we request the response is confined to this experience because we consider it the most relevant for our qualitative evaluation of the application proposal to deliver Wave 5 Skills Bootcamps for Londoners.
140	<p>On the Main Application form it requests a London address and postcode (1.14 ,1.15, 1.16,) for the Provider. We are not based in London and deliver our Skills Bootcamps online from our HQ and Face to Face as required at a range of locations.</p> <p>Is the London address a pre-requisite?</p>	<p>Please refer to the Prospectus, Section 4.1 Eligibility – Providers.</p> <p>The GLA is awarding grant funding only to potential providers with an established delivery base within London or London fringe.</p> <p>If you have multiple physical Delivery Addresses within London or Fringe Area, please list all.</p>
141	Within our course outlines, we are considering delivering employability-focused modules across entire weeks within our Bootcamps alongside the subject-focused	Guided Learning Hours are the time a learner spends being taught or instructed by – or otherwise participating in education or training under the immediate (live) guidance or supervision of – a lecturer,

	Question	Response
	<p>training by Tutors to increase Milestone 2 &amp; 3 Achievements. Historically this has been considered as either self-study or Independent Learning Hours (ILH) which are independent from GLH. Within the Delivery Profile under the 'Course Content' tab, bidders are expected to detail the allocation of GLH within each week of their Bootcamp. Considering the above:</p> <p>Are employability-focused modules considered Guided Learning Hours?</p> <p>If not, how do we detail this within the spreadsheet while making this separate from GLH?</p>	<p>supervisor, tutor or other appropriate Provider of education or training whether this is in person or online.</p> <p>If your employability-focused modules comply with the definition above these can be included in your GLH.</p>
142	<p>We note that in the application guidance, it states that we should 'only attach documents you have asked for'. We understand that we need to attach 1 Employer Statement of Support Template per 100 learners. We understand that 2 Employer Statements of Support are required if we are bidding for 150 boot camp learners. We have many more employers that are supporting us with confirmed vacancies which we have listed in 'Attachment 4 – Pricing schedule &gt; Tab Employer'.</p> <p>-Please can you confirm that irrespective of the many more employers with confirmed vacancies we list in 'Attachment 4 – Pricing schedule &gt; Tab Employers', we should '<u>only</u>' attach 2 employer statement of support templates as a '<u>maximum</u>' where we have 150 learners in the boot camp bid?</p>	<p>That is correct, if your bootcamp is for 150 learners you are only required to attach two Employer Statements of Support.</p> <p>You may wish to explain more about your other engaged employers in Question 2 of the Bootcamp Application.</p>

	Question	Response
143	What filename/naming convention shall we use for the 'Safeguarding Policy' referred to in Attachment 3 – Bootcamp application, if we were to attach it within the bootcamp application folder?	If you wish to submit your Safeguarding Policy as a document rather than a link in the answer to Question 7 of the Bootcamp Application, please name this "Safeguarding Policy" within the Bootcamp Application sub folder.
144	For the Attachment 1- Main application Part B references section: -Can we provide the GLA AEB contract as an example? -Can we provide a large employer example that contracted to upskill their employees on specific courses?	Both suggestions are suitable references.
145	In Attachment 6, it states that we must attach accounts for the past 2 years, and if 'unaudited' ours are to also include the cash flow statement and management accounts. We have been trading for 24 years. Please can you confirm our understanding that we need to attach: <ul style="list-style-type: none"> <li>• Last 2 years' accounts of which the most recent accounts attached to include a cash flow statement</li> <li>• Management accounts to date for the current year of trading so far</li> </ul>	Please see the answer to Question 132 above.
146	What 'file name' shall we put on the .zip file that contains all the folders as per the application guidance? We assume that we have to email it to the inbox by the tender deadline.	Please name your zip folder as your Applicant name and email it to <a href="mailto:skillsbootcamps@london.gov.uk">skillsbootcamps@london.gov.uk</a> by 5pm on Thursday 18 <sup>th</sup> April 2024

	Question	Response
147	<p>If we have unaudited accounts, last accounting year published 31 July 22 due as per companies house, we understand we should submit the below, please confirm?</p> <ul style="list-style-type: none"> <li>• 21/22 Statutory full Accounts &amp; 22/23 Statutory full Accounts + a cash flow statement</li> <li>• Most recent years management accounts 23/24 (Current year)</li> </ul>	<p>At a minimum, applicants should provide the documents outlined in Attachment 7 – Financial Health Requirements and Guidance.</p> <p>Please also see the answer to Question 132 above.</p>
148	<p>We are applying for a Rail bootcamp Level 2 (Green transport), please can you confirm the file naming convention and sector for the bootcamp? Should it be 'Sector 1C – (Green other)', with the bootcamp application file name as below if it was Fully Funded and Full time for example? We wanted to check that our understanding is correct.</p> <ul style="list-style-type: none"> <li>• Filename: Bootcamp Application - Sector 1C - FF - Bootcamp Title - FT - 001.docx</li> <li>• Sector: Sector 1C (Green – Other)</li> </ul>	<p>Your understanding is correct and your Filename and sector is correct.</p>
149	<p>What is the definition of a Full time vs a Part time bootcamp please, is it based on a set weekly no of GLH? Grateful if you could let us know what that GLH no is to be FT or PT?</p>	<p>We have not provided a set definition for Part time vs Full time. Applicants should determine whether their proposed Bootcamps are best advertised as full time or part time.</p> <p>The categorisation of part time or full time will not influence the scoring of your application.</p>

	Question	Response
150	Please can you confirm what the naming convention (if any) is to be used for each of the financial statements attachments we put within the folder: 'Financial Documents – PROVIDER NAME – UKPRN'	There is no specific naming convention for the financial documents, but we request that applicants name each document with a suitably descriptive name.
151	<p>Pricing Query: We are not sure if we are missing a document, but we are not clear on how the following tables work.</p> <p>So, for example, if our indicative cost per guided learning hour is £27 and the cost per learner is £5000. Based on the table below, how would we work out our score, as we are not too sure what the lowest price is and the potential provider price?</p> <p>Score for Cost per Guided Learning Hour = (Lowest price ÷ Potential Provider's price) x 100, for example:  Potential Provider 1 - £65, score 76.92  Potential Provider 2 - £60, score 83.33  Potential Provider 3 - £50, score 100  Potential Provider 4 - £52, score 96.15  Potential Provider 5 - £54, score 92.59  Potential Provider 6 - £60, score 83.33</p> <p>We want to ensure that we have understood the pricing model correctly.</p>	<p>The Pricing Evaluation examples provided on page 30 of the Application Guidance demonstrate how the GLA calculate a pricing score for each bootcamp based on <u>every</u> bootcamp application received in that sector and funding model.</p> <p>To introduce your example indicative costs to this worked example, you would need to add them as a Potential Provider 7 and then calculate the scores for both Cost per Guided Learning Hour (GLH) and Cost per Learner.</p> <p>In this amended version of the worked example, Potential Provider 7 would now be the lowest price for Cost per GLH (£27), resulting in them achieving a score of 100 for Cost per GLH and necessitating a change of every other Providers' Cost per GLH score.</p> <p>Example Potential Provider 7 scores:</p> <p>Score for Cost per Guided Learning Hour – 100  Score for Cost per learner – 35*  Weighted Price score – 78.33</p> <p>*Calculated as: <math>(£1750 \div £5000) \times 100 = 35</math></p>

	Question	Response
152	<p>The weighting and scoring attributed to the employer reference is ambiguous. Therefore in terms of the employer reference, that you will be phoning, can you clarify what level of scoring will need to be achieved to ensure a satisfactory response, or give the GLA an acceptable level of confidence in the providers ability to deliver?</p> <p>As a follow up, reference contacted does not completely meet your requirements (which are we are not completely clear on), will the other three provided be contacted and how will the overall scoring be determined?</p>	<p>The reference calls will be considered alongside the written response to determine the score awarded for Part E - Q1 of the Main Application Form. If the GLA is unable to gain an acceptable level of confidence from the reference calls, this will limit the score that can be awarded for that question.</p> <p>We will contact a minimum of one of these Referees and ask a scripted set of questions to give an acceptable level of confidence that the Potential Provider has the relevant experience of successful Bootcamps delivery claimed.</p> <p>The GLA will contact a minimum of one Referee but may contact all three Referees in order to obtain an acceptable level of confidence that the Potential Provider has the relevant experience.</p>
153	<p>Can you please confirm if an organisation can be a lead provider tendering for the Wave 5 Skills Bootcamp as the lead, and then also submit a tender as a partner/sub-contractor with another lead provider?</p>	<p>Yes, it is possible for an organisation to be a lead provider on one application and a sub contractor on another.</p> <p>The maximum funding per delivery organisation is capped at £800,000.</p> <p>It would be helpful to declare this in your lead provider application, and provide assurances that you would have capacity to deliver if both applications were successful.</p>
154	<p>With regards to Q1 of the Main Application Form, where it says that Customer References will be taken into consideration within our answer. We have delivered a number of L3/L4 apprenticeship programmes for clients as well as Skills Bootcamps for DfE &amp; GLA previously. With this in mind:</p>	<p>If applicant's have previous experience of delivery of Skills Bootcamps for DfE, we would expect that the applicant's DfE provider manager would be one of the three customer references.</p>



	Question	Response
	If we provide references from our apprenticeship contracts, will these stand well enough on their own if our references can competently answer the referee questions in Attachment 8? Or will we be expected to provide Bootcamp references?	
155	Reading Qs 7 & 8 of the Bootcamp applications, are we expected to focus more of pastoral support as opposed to developing employability skills in Q7? While employability support does help with generating higher learning completions, we just need to understand where the differentiation lies in both of these questions being asked to ensure we don't duplicate answers.	<p>Question 7 should focus on interventions (primarily pastoral care) that will support as many learners as possible to complete the course.</p> <p>Question 8 should focus on employability support that will help to maximise Milestone 3 outcome achievement.</p>