

ROUND 1 FEEDBACK

# Fast Track Digital Workforce Fund

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Department for  
Digital, Culture,  
Media & Sport

**GMCA**

**GREATER  
MANCHESTER  
COMBINED  
AUTHORITY**



**DIGITAL SKILLS  
PARTNERSHIP**  
LANCASHIRE





# THANK YOU FOR SUBMITTING A BID FAST TRACK DIGITAL WORKFORCE FUND

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Star Procurement



# Programme Recap

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# Background

## Purpose

Support employers to address their specialist digital skills needs.

Through co-design & co-delivery of short training courses.

In partnership.

## Partnership

DCMS

Greater Manchester  
Combined Authority

Lancashire Digital Skills  
Partnership

## Needs

Test & Learn Fund allows opportunity for sharper alignment to employer needs.

Addressing skills needs in a LEP priority area.

## Innovation

New approaches wanted.

Specification defines outcomes and not methods.



# OBJECTIVES

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Addressing locally identified digital skills gaps; supporting employers to recruit to hard to fill vacancies requiring specialist digital skills.

Building capacity between employers and training providers to deliver co-designed & co-deliver training.

Supporting Greater Manchester and Lancashire residents to enter/retrain into skilled digital jobs and progress their careers through gaining good quality work.

Diversifying the digital talent pipeline by embracing new methods of recruitment and flexible ways of delivering training.

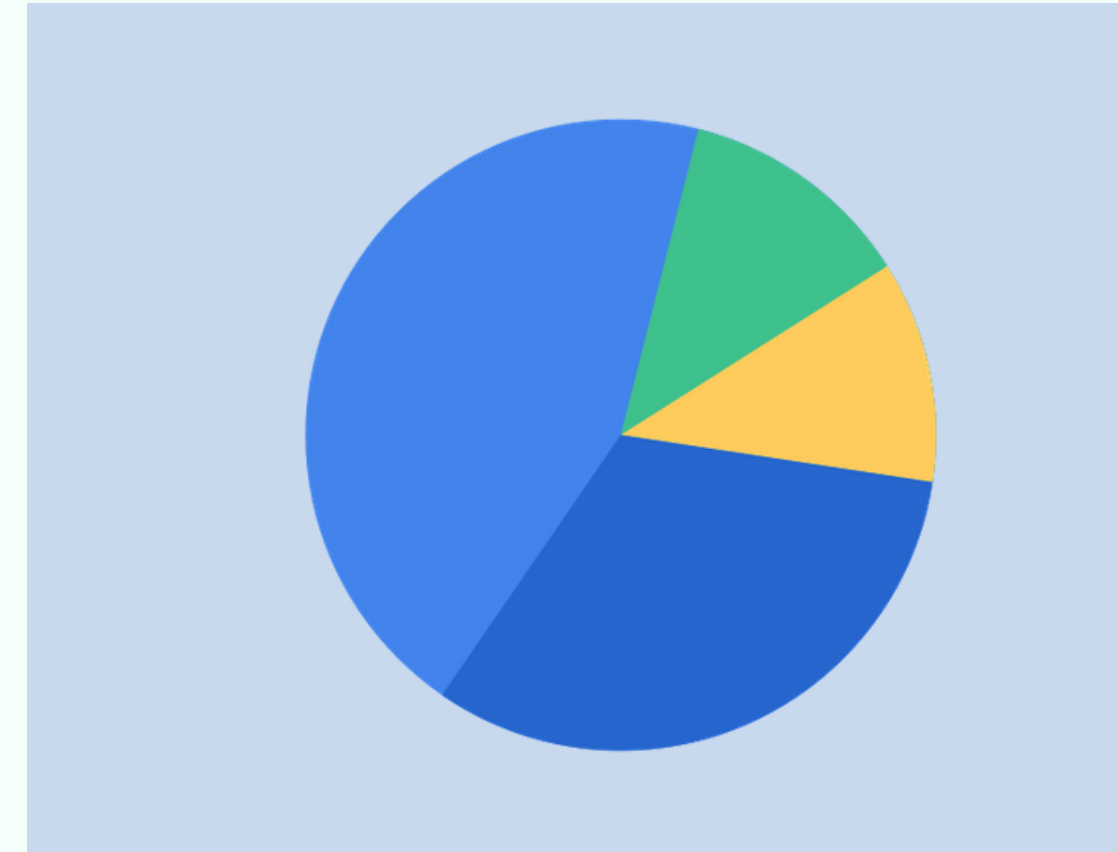


# Outcomes



## Numbers

Aim is to train over 900 people in one year.



## Destination

Expect 85% of participants to graduate with a positive outcome - new or better employment, quality apprenticeship



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# KEY REQUIREMENTS DESIGN & CONTENT

Train individuals for 'hard to fill' occupations that require specialist digital skills with clear links to recruiting employees.

Training is co-designed by consortia of providers & employers: collaboration is essential. (Bids between: £50,000 and £180,000).

Proposals must be have clear links to job vacancies and guaranteed interviews (on successful completion of training).

Employers are also encouraged to e.g. contribute match funding, premises/equipment, co-deliver training.





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# KEY REQUIREMENTS DESIGN & CONTENT

Training provision can be accredited or non-accredited; could include completion of accredited units relevant to that employer.

We expect most training to be pitched at middle skill level - equivalent to Level 3-5.

Deliver training to participants:

- up to a maximum 12 weeks full-time
- up to a maximum 20 weeks for part-time

We are looking to test 'flexible' delivery models to ensure a wide range of candidates can access training including those in-work.



# TARGET CANDIDATES

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**Primary target** - Improve career opportunities for low paid residents in Lancashire & GM.

- Career Changers e.g. those in low paid are unstable employment
- Those recently out of the job market
- Graduates who are not currently utilising their degrees
- Returners to the tech industry
- Returners to work e.g. full time parents, carers
- Groups underrepresented in the tech industry e.g. women, BAME, people with a health condition/disability, people over 50

# FEEDBACK

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# Key characteristics of successful bids

## Vacancies

Identified specific job roles with real vacancies, that the programme focused on, with guaranteed interviews.

## Target Cohort

Clearly defined target groups and adapted recruitment and delivery model to remove barriers to participation.

## Support

Proposed wrap around care that supported participants at all stages from recruitment to employment.

## Innovative

Were proposing something entirely new or using the fund to make significant changes to existing bootcamps.

Established (often new) partnerships with clear roles and responsibilities

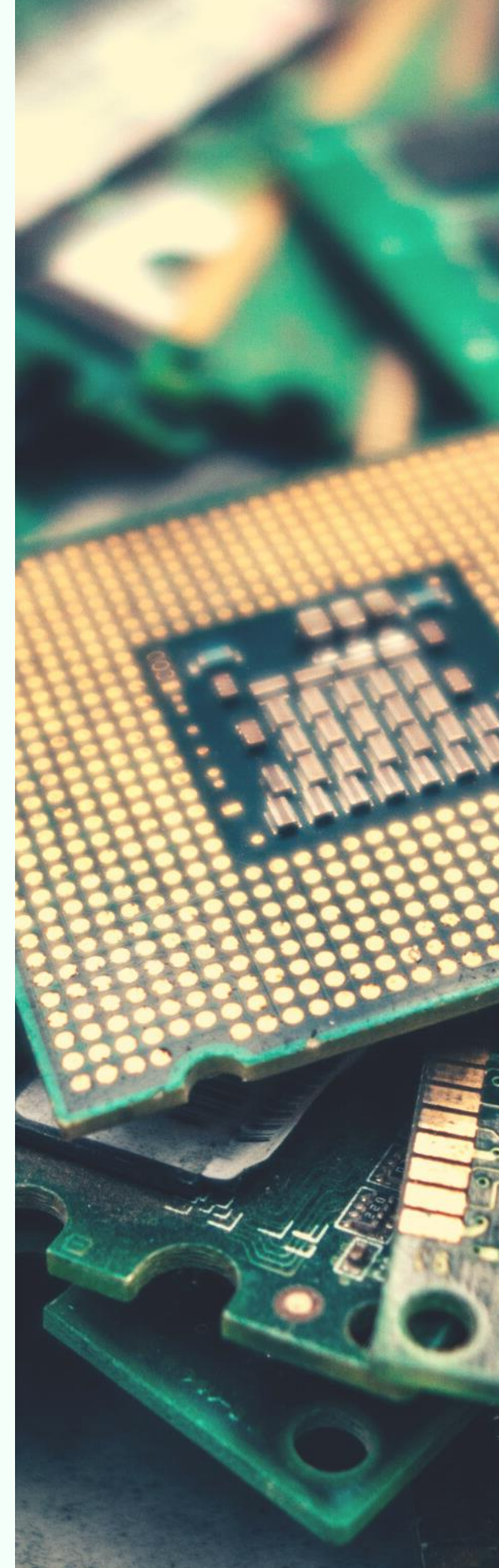
Engaged with drop in sessions and asked questions

# SUCCESSFUL BIDS...

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## QUESTION 1 - PROGRAMME CONTENT, DESIGN AND DELIVERY

- Clear on how they meet employers needs
- Learner support really well laid out and clear
- Clear outline of the programme content - easy to follow and understand
- Really understood the issues for the target cohort and addressed all of them
- Programme showed flexibility in the delivery model as had adapted to meet the needs of the target cohort
- Addressed all the points in the question
- Met the brief
- Had brought together an interesting consortium with partners that seemed relevant to the target cohort



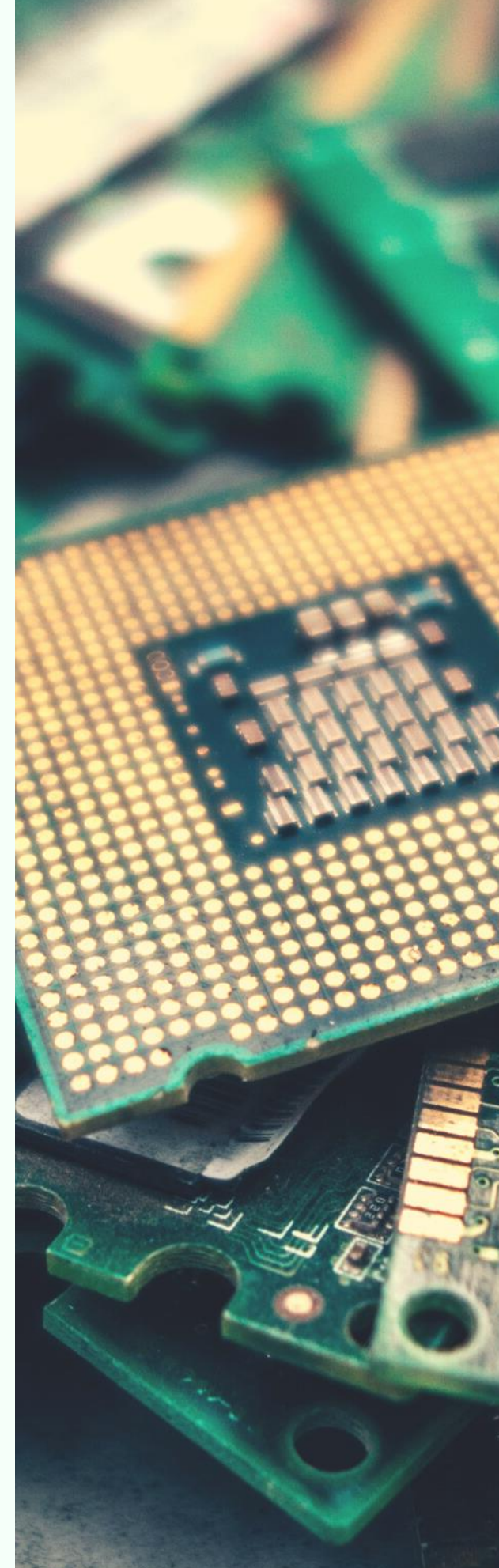


# SUCCESSFUL BIDS...

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## QUESTION 2 - PARTNERSHIP WORKING

- Committed to specific jobs - numbers and with which employers
- Detailed evidence of specific skills needs and how hard it is to fill the identified roles
- Strong focus on co-design and co-delivery with employers on the training
- Strong partnerships and collaborations in place
- Commitment to guaranteed interviews
- Further partnerships in negotiation to build up already strong consortia
- Clear employer match funding in place - between 40-50% in many cases

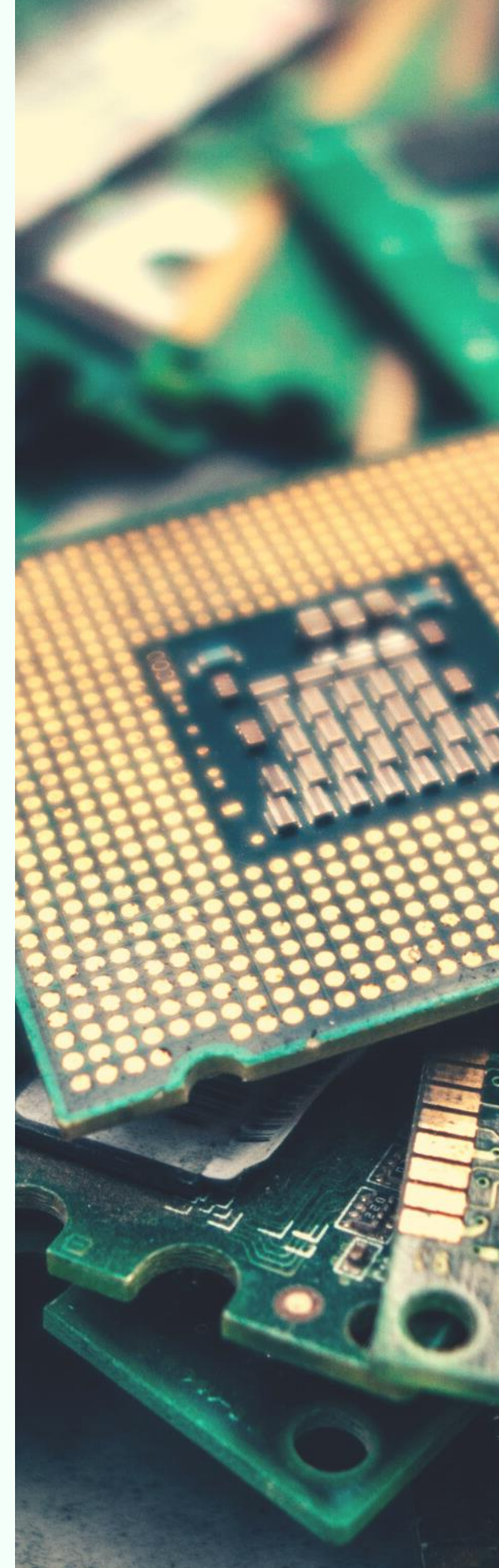


# SUCCESSFUL BIDS...

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## QUESTION 3 - MEETING THE FUND OBJECTIVES

- Clear, driven reasons for the course
- Demonstrated skills gaps in the area using data
- Demonstrated how their programme gave a range of opportunities post-training
- Strong commitment to working with underrepresented groups with evidence of how they had previously done so
- Good focus on attracting new talent and meeting local objectives
- Answered all aspects of the question and used the word count appropriately
- Good co-design and co-delivery elements - very business led approach
- Good employer engagement - state who and how involved



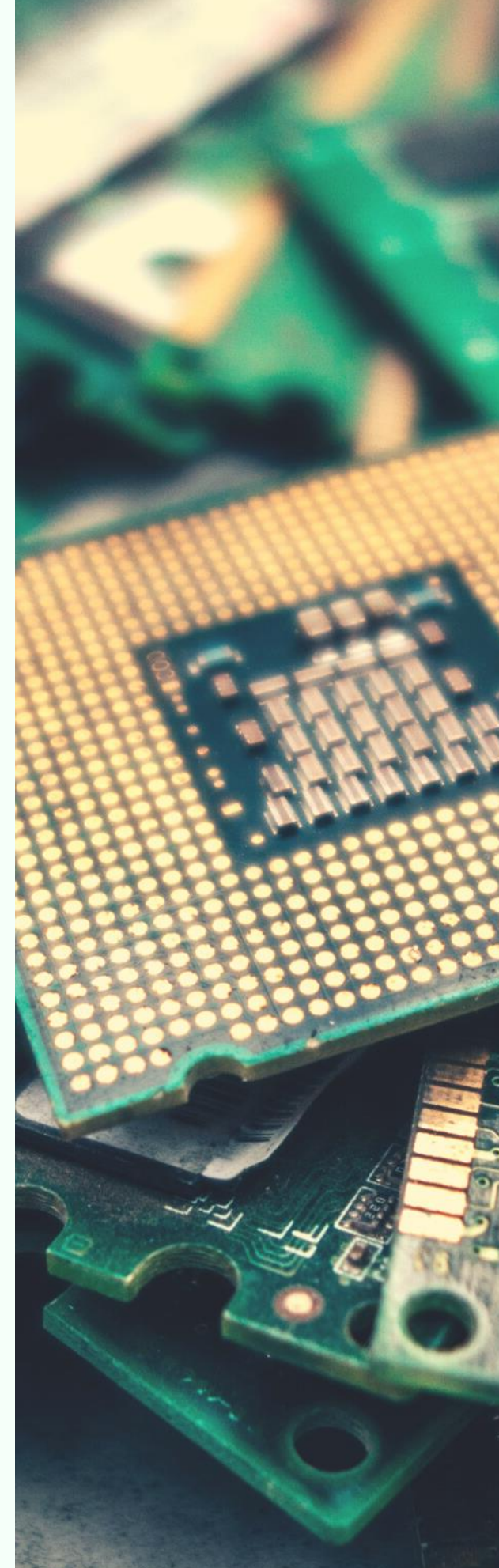


# SUCCESSFUL BIDS...

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## QUESTION 4 - RELEVANT EXPERIENCE AND TRACK RECORD

- Clearly identified who is delivering what elements of the course and shared detailed biographies of all involved outlining experience in relevant and directly related areas. Delivery staff constantly out in industry staying up to date.
- Demonstrated previous delivery experience and success data - particular good was seeing data on participants in to employment/higher employment opportunities due to the training given
- Good use of the skills within the cohort - different partners playing to their strengths whether a training provider, employer or other community group
- Good or excellent references that were relevant





# SUCCESSFUL BIDS...

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## QUESTION 5 - FINANCIAL VALUE FOR MONEY

- Financial spreadsheet fully completed with a good breakdown in the work packages. Detail provided about how the budget will be spent.
- Narrative added to and explained the spreadsheet, not repeated it
- The figures quoted in the spreadsheet matched the figures quoted in the narrative for the question
- Developing a clear rationale behind how they want to use the money to develop a sustainable training model
- Significant amounts of match funding is brought to the table bringing excellent value for money from the fund
- Clear bench marking against a range of existing provision and justifying why those figures and those courses have been used where necessary



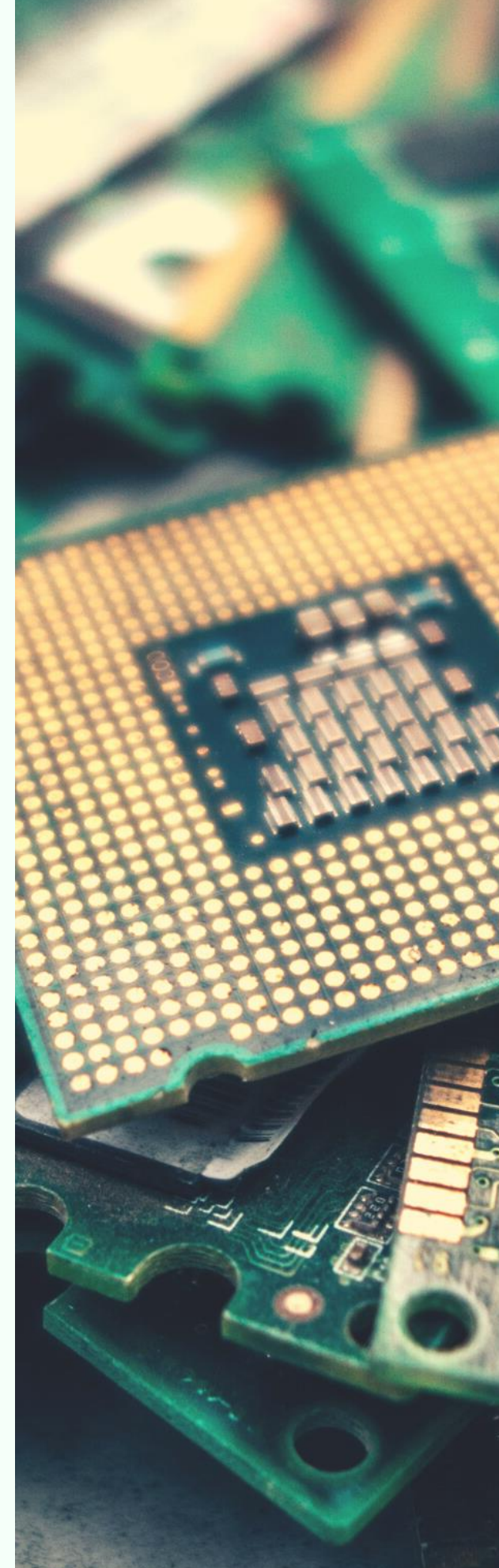
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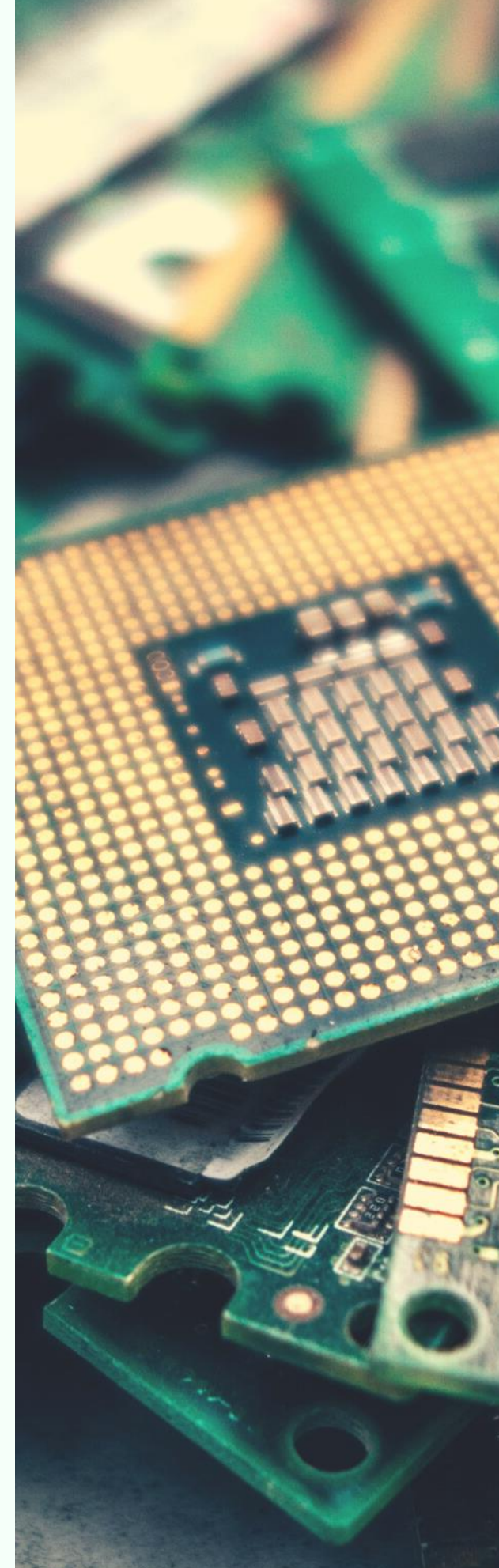


# SUCCESSFUL BIDS...

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## QUESTION 6 - OUTPUTS AND OUTCOMES

- Clearly demonstrated expected outcomes for participants and could break this down to individual targeted groups e.g. to BAME, Women etc
- Good justification of why outcomes levels had been set at the level they had - using previous experience
- Successful outcomes within range of fund objectives
- Detail shared on the roles and wages they expected participants to attain
- Employers involved in guaranteed interviews clearly identified
- The narrative shared supported the detail in the spreadsheet

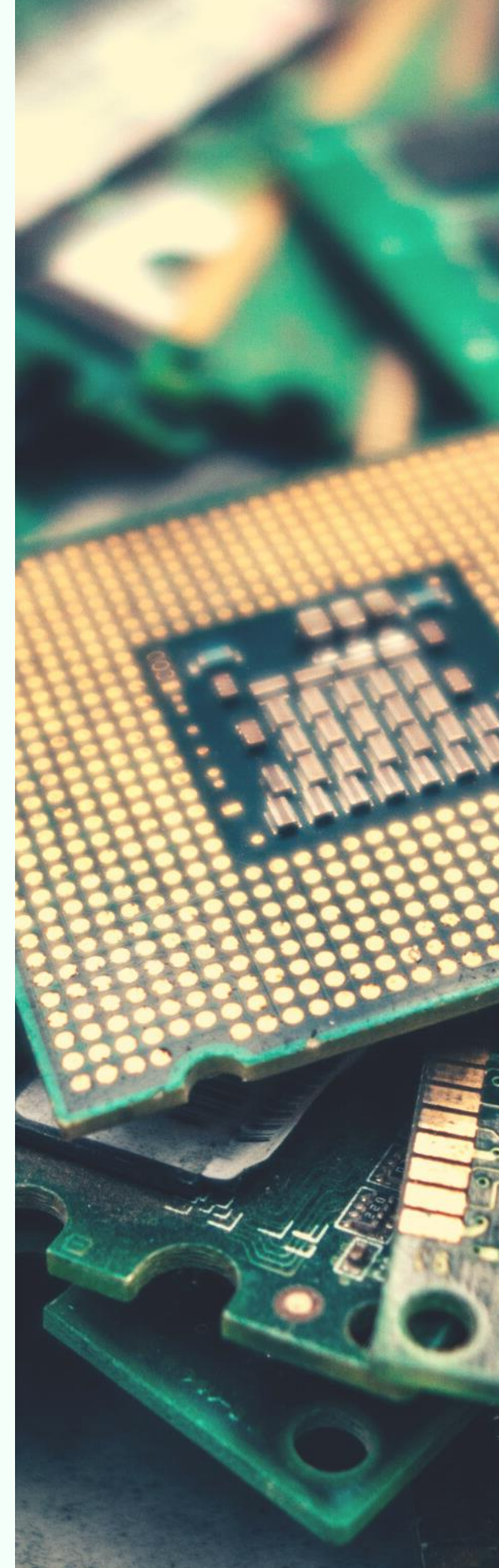


# SUCCESSFUL BIDS...

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## QUESTION 7 - PROJECT MANAGEMENT

- Project plan, timelines and activities submitted with good levels of detail
- Narrative supported the attached project plan
- Good risk assessment with multiple points identified - probability/mitigation detailed - RAG rating given
- Good feedback sections for participants and employer feedback
- Clear reference to funding objectives
- Clear that thought had been given to the sustainability of the programme





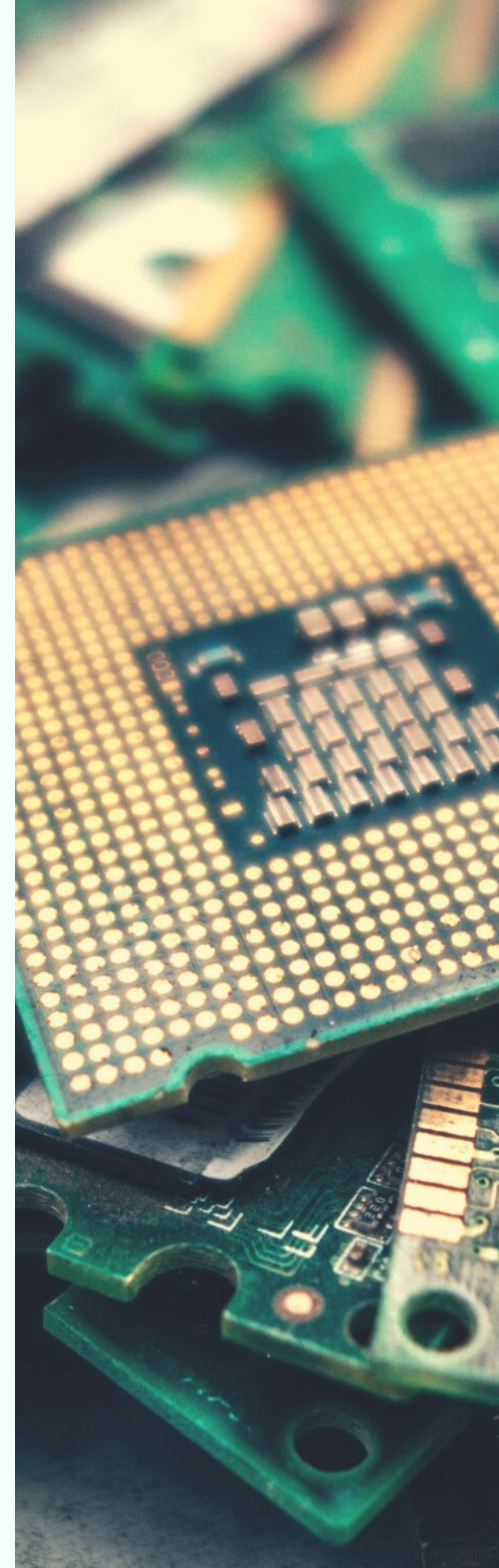
# FEEDBACK ON THE PROCESS

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# SUCCESSFUL BIDS...

Name of Project	Target Cohort	Skill Area
Tech Returners 'Your Journey into Tech'	Returners to tech and career changers	Software Development
Generation	Disadvantaged 18-25 year olds	Cloud Engineering
QA	Underemployed graduates, career changers & returners to tech	DevOps
Tech Manchester 'Women in Linux'	Women in Hulme, Whalley Range, Fallowfield & Moss Side	Linux Engineers
We are Digital	Unemployed: working with First Choice Homes Oldham	Digital Marketing





# ROUND 2

## TIMELINE



Four Drop in sessions will also take place  
Lancashire - 17th Dec & 15th Jan  
GMCA - 18th Dec & 14th Jan