

WEST MIDLANDS COMBINED AUTHORITY



Wave 5 Bootcamp Guidance For the year 1 April 2024 to 31 March 2025 Version 2

This document is intended for those organisations facilitating the WMCA Wave 5 Skills Bootcamp provision (funded by DfE). Providers must read this in conjunction with the [Skills Programme Funding Rules](#), the [Skills Programmes Payment Performance Management Framework](#) and the [WMCA Coding Guidance](#).

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WMCA Skills Bootcamp – Key Changes

Area	Overview of change	Version changed
15. Data Submissions – ILR	15.1.1 – We've added an addendum to the <i>Learner Entry Tool Guidance</i> with instructions on how to finalise submissions and conclude Wave 5.	V2

1. Introduction

- 1.1. This document sets out the West Midlands Combined Authority (WMCA) rules for Wave 5 Skills Bootcamp provision.
- 1.2. This document forms part of the terms and conditions of WMCA funding and you must read them in conjunction with your funding agreement.
- 1.3. You must operate within the terms and conditions of the funding agreement, these rules, the [Skills Programme Funding Rules](#), the [Skills Programmes Payment Performance Management Framework](#) and the [WMCA Coding Guidance](#). If you do not, you are in breach of your funding agreement with WMCA.
- 1.4. All information, including any hyperlinks, was correct when the WMCA published this document. During the 2023/2024 and 2024/2025 funding year, this document will be kept under review to reflect any changes which will be highlighted in the [Key changes section](#).
- 1.5. The WMCA reserves the right to make changes to these rules and will publish any updated versions on the WMCA website.

2. Skills Bootcamps – Key Principles

- 2.1. The Skills Bootcamp Wave cycle runs in line with the Financial Year (April to March) rather than the Funding Year (August to July). Accordingly, Wave 5 Bootcamps:
 - 2.1.1. Can commence from 1st April 2024.
 - 2.1.2. Training must be concluded by 31st March 2025.
 - 2.1.3. Outcomes need to be achieved within 6-months of the training completion date (and so the latest possible outcomes window will close 30th September 2025).
- 2.2. Skills Bootcamps are flexible training courses of up to 16-weeks, with a guaranteed job interview (where a candidate is being recruited to a new job or new opportunities), which equip adults with technical skills that enable them to access in-demand jobs, apprenticeships and new opportunities (including for the self-employed) leading to increased income and productivity over time.
- 2.3. Skills Bootcamps must be delivered at Level 3-5 or equivalent (with the exception of Skills Bootcamps in Construction and Green Skills which may be delivered at Level 2 or equivalent).
- 2.4. 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, DfE will expect a higher standard of evidence for employer engagement.
- 2.5. Courses are fully funded by Government for independent learners (individuals not being co-funded by their employer – see [Employer Co-Funded Learners](#)), and for the self-employed. Individuals must not be charged for any element of the Skills Bootcamp.
- 2.6. Skills Bootcamps are designed for individuals that are closer to the labour market and the assumption is that the majority of participants will have been away from the labour market less than 12-months. A Provider may only deliver a Skills Bootcamp to support adults who have been out of the labour market for longer than 12-months if they judge that a Skills Bootcamp will support them effectively into a job or an apprenticeship outcome.
- 2.7. No prior attainment is required unless specifically prescribed by an employer and/or specifically related to the job and sector within which the vacancies offered are situated.
- 2.8. Suppliers are advised to check that the learner does not already have a significant proportion of the knowledge, skills and behaviours that the Skills Bootcamp is designed to help them acquire. However, Providers may have defined selection processes and / or assessments as part of their approach to recruitment of learners.
 - 2.8.1. If a learner does not meet the assessment requirements or it is discovered at IAG that they would benefit from improving on their [Functional Skills](#) then please signpost them to the relevant organisation.
- 2.9. An adult may generally only undertake one Skills Bootcamp per financial year (1 April to 31 March) and must not be on more than one Skills Bootcamp at any one time. Providers have

- an obligation to ask prospective learners whether they have already undertaken a Skills Bootcamp in that funding year and if they are currently undertaking a Skills Bootcamp.
- 2.9.1. However, where an individual starts a Skills Bootcamp and then realises that it is not suitable for them for whatever reason, they may start, and be funded for, another Skills Bootcamp so long as they have not met / achieved the first milestone payment (limited to two starts per financial year).
- 2.9.2. Where an individual starts a Skills Bootcamp in one financial year, and for some reason does not complete it until the next financial year, the start date will determine whether they are eligible to undertake another Skills Bootcamp.
- 2.10. Skills Bootcamps should be designed to encourage the participation of underrepresented groups which may include, but not exclusively, ethnic minority background, disability, women, veterans, prison leavers, serving prisoners due to be released within 6-months of completion of the Skills Bootcamp, prisoners on temporary release or Learners with childcare or similar responsibilities.
- 2.10.1. These may include those with protected characteristics (as defined in the [Equality Act 2010](#)) and those who might face barriers to employment.
- 2.11. You must not actively recruit learners who live or work outside of England.
- 2.11.1. We will fund learners who either live or work within WMCA geography. You must not actively recruit learners who both live and work outside of the WMCA geography.
- 2.11.2. Learners who live outside of the WMCA geography but work remotely for a WMCA based company may be considered on a case-by-case basis.
- 2.11.3. For learning delivered at an employee's workplace, we will fund individuals whose main employment or normal place of work is in England (where compliant with the above WMCA geography rules).
- 2.11.4. We will only fund a completion and/or outcome if it relates to an organisation registered as a UK company under the Companies Act 2006 and / or is located in England.
- 2.12. Please note following age eligibility rules for Bootcamps. Learners must be:
- 2.12.1. Aged 19+ or will reach their 19th birthday on or by;
- 2.12.1.1. The 31st August 2023 – for courses commencing between 1st April 2024 and 31st July 2024.
- 2.12.1.2. The 31st August 2024 – for courses commencing between 1st August 2024 and 31st March 2025.

Funding Year	Bootcamp Start Date	Aged 19+ on or before:	DoB on or before:
2023 / 24	Apr-24	31st August 2023	31st August 2004
	May-24		
	Jun-24		
	Jul-24		
2024 / 25	Aug-24	31st August 2024	31st August 2005
	Sep-24		
	Oct-24		
	Nov-24		
	Dec-24		
	Jan-25		
	Feb-25		
	Mar-25		

- 2.13. We expect all Independent Learners (not self-employed nor co-funded by their employer) 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 last at least 12-weeks.
- 2.13.1. Independent Learners, who are currently in employment, are required to confirm that they intend to change employer if offered a suitable role following interview (see [Learner Declaration](#)).

3. **Learner Eligibility**

- 3.1. The [Skills Programme Funding Rules](#) contain full learner eligibility details in *Section 2 – Skills Programmes Learner Eligibility* and *Section 3 – Skills Programmes Residency eligibility*.

4. **Course Length**

- 4.1. The Provider must offer Skills Bootcamps of a minimum of:
 - 4.1.1. 100 Guided Learning Hours (GLH) over a maximum of 16-weeks for Digital Skills Bootcamps.
 - 4.1.2. 60 GLH over a maximum of 16-weeks for all other sectors.
- 4.2. Guided Learning is defined as follows:
 - 4.2.1. Guided Learning is the activity of a learner being taught or instructed by – or otherwise participating in education or training (including placement, onsite or practical education or training) under the immediate guidance or supervision of a lecturer, supervisor, tutor or other appropriate provider of education or training, with the simultaneous presence of the learner and that person in the same physical or virtual space. This could include, but is not limited to, simultaneous presence: in a classroom, in a virtual classroom or breakout room, on site, placement, or other physical learning environment.
 - 4.2.2. GLH can include learners being taught content in the same physical or virtual space (such as a classroom style delivery), as well as undertaking project work, workshops and assessments which are under the regular guidance, supervision and support of a tutor i.e. the tutor is 'circulating', checking in on groups/learners, offering advice, guidance and feedback, asking prompt questions to stimulate ideas, getting learners on the right path etc. This can also include work-based activities and coaching and mentoring among others.
 - 4.2.3. GLH does not cover examples where learners are sent off to do a project independently, in groups or alone where the tutor is not regularly supporting or interacting in the ways described above i.e. it does not include time spent on unsupervised preparation or study, whether at home or otherwise. It also does not include optional, drop-in sessions that learners can book in addition to the planned guided learning hours set out for the Skills Bootcamp.

5. **Course Content & Flexibility**

- 5.1. The Provider must ensure that the Skills Bootcamps:
 - 5.1.1. Can be reasonably delivered to a Learner concurrently employed in either a full-time or part-time role or around other commitments,
 - 5.1.2. Are accessible to Learners,
 - 5.1.3. Training Providers must make reasonable adjustments, as appropriate for those Learners with Protected Characteristics (as defined by the [Equality Act 2010](#)),
 - 5.1.4. We will not fund any part of any learner's learning aim or programme that duplicates provision they have received from any other source.
- 5.2. The Provider must deliver a 'wraparound service' of Learner support (for example, using a coaching and mentoring approach, from programme application stage, during, and post

programme, to move people into jobs/new roles and opportunities. This should include upfront screening of applicants, soft skills (or work readiness) training to support the occupational skills training, vacancy/role/opportunity identification, providing pastoral services to help participants complete the Skills Bootcamp and follow-up services to participants and employers to support job placement mentorship, pastoral support) and high-quality advice and guidance to support the learner into a positive employment outcome (for example, CV writing support, mock interviews).

- 5.3. The Provider may deliver Skills Bootcamps remotely online or face to face or through a blended approach.

6. Employer Co-Funded Learners

- 6.1. Where an employer is training an existing employee, they must contribute to the cost of the course. The amount of contribution is determined the size of the employer (a small or medium sized employer is defined as having fewer than 250 employees).
 - 6.1.1. In the case of large employers, DfE 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.
 - 6.1.2. In the case of small and medium employers DfE will cover 90% of the cost of the Skills Bootcamp, so the employer contribution is reduced to 10%.
- 6.2. Existing employees are defined as someone directly employed by the employer, not a worker, sub-contractor freelancer, director or officeholder.
 - 6.2.1. 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.
- 6.3. The entirety of the cash co-funding contribution must be from the employer and cannot be substituted for any additional in-kind contribution (e.g. the supply of equipment or expertise etc).
 - 6.3.1. Providers are responsible for ensuring they collect, and maintain evidence of, payment of the employer's contribution. This will need to be evidenced in the form of an invoice from the training provider to the employer.
- 6.4. Providers are free to agree further funding contributions from employers should they want to enhance the content of the Skills Bootcamp.
- 6.5. Courses are fully funded by Government for independent learners (individuals not being co-funded by their employer), and for the self-employed.
- 6.6. Individuals must not be charged for any element of the Skills Bootcamp.

7. Whistleblowing & Complaints Guidance

- 7.1. Providers, and where appropriate sub-contractors, must ensure that all applicants, learners, and staff linked to Skills Bootcamps delivery are aware of the DfE's Whistleblowing and [Complaints](#) policies and processes. This will be monitored as part of the contract monitoring process.
- 7.2. Whistleblowing involves entering a 'whistleblowing' [webform](#). Whistleblowing entries for Skills Bootcamps must be clearly marked as 'Skills Bootcamps' and will be submitted via the DfE's whistleblowing submission process and escalated to the relevant policy team.
- 7.3. For all Skills programmes, Whistleblowing and complaints should additionally be submitted via the [WMCA portal](#).

8. Employer Engagement & Involvement

- 8.1. Training providers should engage employers from the outset in the design and / or delivery of their Skills Bootcamp provision as well as gaining commitment to interview candidates from the Skills Bootcamps for relevant vacancies, or to establish what the impact will be if they are training their own employees. Training Providers will be required to provide evidence of their work with employers. This could include the provision of behavioural skills support, coaching

and mentoring, design and / or the delivery of content as well as evidence of interviews taking place and where participants have been recruited by an employer.

8.1.1. To this end DfE have provided an [Employer Engagement Tracker](#) for internal use, to help providers record and coordinate this information.

8.2. DfE have a target of 60% of employers involved in Skills Bootcamps being SMEs.

9. **Achievement Milestones**

9.1. Please see [Section 10](#) below for full details of all qualifying requirements, acceptable forms of evidence and confirmations as approved by DfE as well as further information on Pathway to Accelerated Apprenticeship (PtAA).

9.2. **Milestone 1 – Learner Starts:**

9.2.1. Registration for and attendance of Day 1, completion of 10 GLH with 14 qualifying days (calendar days) having elapsed with the learner remaining on programme.

9.3. **Milestone 2 – Learner Completions:**

9.3.1. Successful completion of a Skills Bootcamp training course which requires both;

9.3.1.1. **Part A:**

9.3.1.1.1. Participation in a minimum of 80% of the course GLH (please note this cannot be less than the minimum of 100 GLH for Digital Skills Bootcamps or 60 GLH for all other sectors).

9.3.1.1.2. Successful completion of all required assessments and/or exit reviews.

9.3.1.2. **Part B** (according to learner type):

9.3.1.2.1. Independent/unemployed Learner – Written confirmation of an offer of an interview.

9.3.1.2.2. Self-employed Learner – Written confirmation from the learner of how the new learning/skills have been/will be applied to acquire new opportunities/contracts.

9.3.1.2.3. Co-funded Learner – Written confirmation from the employer of an offer of an interview for a new role which utilises skills gained through the Skills Bootcamp or written confirmation from an employer that the learner is equipped to take on additional responsibilities which utilises skills gained through the Skills Bootcamp.

9.4. **Milestone 3 – Learner Outcomes:**

9.4.1. Positive outcomes (according to learner type) must be achieved within 6-months of course completion (or by 30th September 2025, the outcomes time limit – whichever occurs first).

9.4.1.1. Independent/unemployed Learner – Offer of a new job which must be continuous employment for at least 12-weeks or an apprenticeship.

9.4.1.2. Self-employed Learner – The learner obtaining new contracts or new opportunities linked to the Skills Bootcamp.

9.4.1.3. Co-funded Learner – A new role or additional responsibilities in an existing role - all outcomes must utilise the skills acquired via the Skills Bootcamp.

10. **Evidence Requirements & Learner Pack**

10.1. The [Skills Programme Funding Rules](#) outlines the WMCA's eligibility requirements, providers must gather learner evidence as listed in *Section 7 – Skills Programmes Evidence (55. Evidence pack)*. This is to be in conjunction with the below requirements laid out by DfE.

10.2. DfE has produced a set of evidence assurance requirements (to which our audit process is aligned), that will need to form part of each participants Learner Evidence Pack. Please see said requirements set out below with links to the relevant documentation.

10.2.1. If, on review, the evidence provided by the Provider is deemed insufficient to substantiate a data submission by the Provider, or the data/evidence submitted by the Provider is otherwise found to be incorrect, we will look to reclaim any funds that were

paid out based on that data submission/claim. We also reserve the right to suspend payments to the Provider where data quality gives rise to concern about the accuracy of the data provided by the Provider.

- 10.3. **Evidence Assurance Requirements** (please refer to [Appendix 1: Evidence Table](#) for full details of evidence options by milestone). You should collect and retain this evidence for each individual learner;
 - 10.3.1. **For each Skills Bootcamp;**
 - 10.3.1.1. Full details of all the aspects of the learning to be carried out, including supporting evidence of the number of planned guided learning hours set out in a Scheme of Work (SoW).
 - 10.3.1.2. Evidence that all employers engaged with the Skills Bootcamp have received the Skills Bootcamp [Employer Privacy Notice](#) and agreed to the collection and sharing of data as set out in the Notice.
 - 10.3.2. **For each individual learner;**
 - 10.3.2.1. Evidence that a learner is not currently undertaking, or has undertaken, an additional Skills Bootcamp in the current Wave year (self-declaration). All self-declarations must confirm the learner's details and describe what the learner is confirming for the requirements set out in this document. The self-declaration could be included in the learner enrolment documentation. The learner must confirm the information is correct when it is collected. You must have evidence of this, which can include electronic formats.
 - 10.3.2.1.1. [Learner Declaration](#).
 - 10.3.2.2. Evidence of employer contributions, at the relevant rate (as appropriate).
 - 10.3.2.3. Evidence that learning is or has taken place including completion of any assessments.
 - 10.3.2.4. Attendance Register recording evidence of the time spent on, as well as pastoral support provided as well as employability skills delivered during the Skills Bootcamp (please see Appendix 1 for details of what this attendance register must contain).
 - 10.3.2.5. Evidence of receipt of the Skills Bootcamp Privacy Notice and link to the Complaints/Whistle-blower Helpline.
 - 10.3.2.5.1. [Learner Privacy Notice](#).
 - 10.3.2.5.2. [Learner Privacy Notice Q&A](#).
 - 10.3.2.5.3. [Case Study Collection - Consent Form](#).
 - 10.3.2.5.4. [Case Study Collection - Privacy Notice](#).
 - 10.3.2.5.5. WMCA have produced a combined [Application Form, Learner Declaration, Privacy Notice \(including Q&A\), Case Study Consent Form](#) to assist Providers with gathering all of the information required for the Datasheet (Applicants information tab) and combining the above elements into a single document. The Case Study Consent Form is at the very end of this document and can be detached as Providers see fit (where a learner does not wish to consent to it).
 - 10.3.3. **Information, Advice and Guidance** (this will be recorded through your IAG process with every potential learner). The IAG should include;
 - 10.3.3.1. Checking the identity of every potential learner.
 - 10.3.3.2. Checking that the potential learner meets the eligibility criteria of Skills Bootcamps, including age and residency requirements.
 - 10.3.3.3. Providing the learner with information about;
 - 10.3.3.3.1. the level of the Skills Bootcamp,
 - 10.3.3.3.2. length of the course,
 - 10.3.3.3.3. course outline (including modules taught),
 - 10.3.3.3.4. expected time commitment (including Self-Guided Learning),
 - 10.3.3.3.5. the offer of an interview on completion of the course,
 - 10.3.3.3.6. the potential employment outcomes, career progression routes, potential geographical location of the roles and salary expectations upon receiving a positive outcome completion of the Bootcamp,
 - 10.3.3.3.7. any other information useful for the learner to make an informed decision about enrolment.

- 10.3.3.4. Checking that the potential Learner understands the possible employment outcomes and intends to use the Skills Bootcamp to achieve an employment outcome that is related to the Relevant Skills.
- 10.3.3.5. Assessing what Wraparound career and personal development support is required for each potential learner and tailoring it accordingly.
- 10.3.3.6. An assessment to confirm that the potential learner has the appropriate skills and/or aptitude and motivation to access and complete the Skills Bootcamp at the relevant level (such assessment to be undertaken in accordance with any reasonable adjustments required by the learner).
- 10.3.4. **Milestone 1;**
 - 10.3.4.1. Learner enrolment documentation (as detailed above).
 - 10.3.4.2. Completion of an initial assessment to confirm that the potential learner has the appropriate skills and/or aptitude/motivation to access and complete the Skills Bootcamp at the relevant level (such assessment to be undertaken in accordance with any reasonable adjustments required by the learner).
- 10.3.5. **Milestone 2;**
 - 10.3.5.1. Completion of the training and completion of all required assessments and/or exit reviews and one of the following, depending on learner type;
 - 10.3.5.1.1. Independent/unemployed Learner – Evidence of an offer of a job interview for a role that matches the new skills acquired through the Skills Bootcamp.
 - 10.3.5.1.2. Self-employed Learner – Written confirmation/plan from the learner indicating how the new learning has been/will be applied to acquire new opportunities/contracts.
 - 10.3.5.1.2.1. DfE has created an example [Self-employed Action Plan](#) that can be used to evidence attainment at Milestone 2.
 - 10.3.5.1.3. Co-funded Learner – Where the learner has been trained by their own employer, we need evidence that they have been offered a new role and/or responsibility within the current organisation.
- 10.3.6. **Milestone 2 (PtAA only);**
 - 10.3.6.1. Completion of the training and completion of all required assessments and/or exit reviews and one of the following, depending on learner type;
 - 10.3.6.1.1. Independent/unemployed Learner – Evidence of an offer of an accelerated apprenticeship interview or other job (which is not an apprenticeship) vacancy. The apprenticeship must be linked to the skills acquired on the Skills Bootcamp.
 - 10.3.6.1.2. Co-funded Learner – An offer of an interview for a new role/responsibility within the current organisation.
- 10.3.7. **Clarification on Job Interviews (applies to Milestone 2 & Milestone 2 PtAA);**
 - 10.3.7.1. A job interview is an interview consisting of a conversation between a job applicant and a representative of an employer which is conducted to assess whether the applicant should be hired.
 - 10.3.7.2. Providers must arrange an appropriate interview for a live vacancy that will utilise the skills obtained on the Skills Bootcamp and which may result in a Positive Outcome and reflects the salary expectations and location set out in the IAG process.
 - 10.3.7.3. The evidence a provider is required to submit for the arrangement of an interview has become more specific and must include confirmation (sent to the provider or recruitment agency) from the employer or apprenticeship provider, that the learner has been offered an interview with an employer. This confirmation will contain details of the company name, job role, date and time of the interview (e.g. an email exchange of employer engagement for an interview).
 - 10.3.7.4. In cases where a learner has independently arranged an interview, we require a confirmation from the learner that they did so. This confirmation (comprising of company name, job role, date and time of interview) can be evidenced as follows;
 - 10.3.7.4.1. Learner declaration (signed by the learner) confirming the details of the interview.

- 10.3.7.4.2. Voice recording of the conversation between Provider and learner confirming the details of the interview.
- 10.3.7.4.3. Email from learner confirming the details of the interview.
- 10.3.7.4.4. Text message (or other message service) from the learner confirming the details of the interview.
- 10.3.7.5. This will ensure that there is confirmation from the Provider that an interview has been arranged OR confirmation that the learner independently sourced and secured an interview and therefore, did not attend a provider arranged interview.
- 10.3.7.6. There are contingencies in place in scenarios where the learner chose not to attend the provider arranged interview and/or will not inform the provider of an independently arranged interview.
- 10.3.8. **Clarification on the use of Recruitment Agencies (applies to Milestone 2 & Milestone 2 PtAA);**
 - 10.3.8.1. Interviews by a recruitment agency will only be accepted where; the interview is for live vacancies and the recruitment agency would be the employer and or contractor for the learner if the learner is successful OR where employers engaged by the provider have contracted with a recruitment agency to interview candidates for relevant job vacancies/roles on their behalf.
 - 10.3.8.1.1. If providers cannot provide either of these pieces of evidence at Milestone 2, we will only pay Milestone 2 once Milestone 3 has been evidenced in line with agreed time limits.
 - 10.3.8.2. The following will not be accepted as satisfying the offer of interview requirement at Milestone 2;
 - 10.3.8.2.1. Providers sending lists of interviews to learners.
 - 10.3.8.2.2. Learners being signed up to recruitment agencies.
 - 10.3.8.2.3. General interviews with recruitment agencies without a live vacancy attached.
 - 10.3.8.2.4. Interviews arranged where learners are invited to employer meet and greet sessions (e.g. an employer insight day).
 - 10.3.8.2.5. Interviews arranged where learners are invited to meet employers as part of an initial screening process.
 - 10.3.8.2.6. Interviews arranged where learners are invited to webinars and open days.
- 10.3.9. **Milestone 3;**
 - 10.3.9.1. Independent/unemployed Learner – Evidence of an offer of a job that utilises the skills gained through the Skills Bootcamp which must be intended to be continuous employment for at least 12 weeks or an Apprenticeship.
 - 10.3.9.2. Self-employed Learner – Evidence that they have procured new contracts or secured new opportunities.
 - 10.3.9.3. Co-funded Learner – Where the learner has been trained by their own employer, we need evidence of progression to a new job role or their existing role but with additional responsibilities.
- 10.3.10. **Milestone 3 (PtAA only);**
 - 10.3.10.1. An accelerated apprenticeship with a new employer or existing employer that utilises the skills acquired through the Skills Bootcamp.
 - 10.3.10.2. A job (which is not an apprenticeship) that utilises the new skills acquired through the Skills Bootcamp.
 - 10.3.10.3. A new opportunity or contract where the learner is self-employed (note: we expect this to be an unlikely outcome for this model) gained as a result of the new skills acquired through the Skills Bootcamp.
 - 10.3.10.4. Upskilling of an employee in a new role or their existing role but with additional responsibilities that utilises the new skills acquired through the Skills Bootcamp.
 - 10.3.10.5. We will also require evidence that an apprenticeship outcome will be accelerated (reduced in length by at least 3 months).
 - 10.3.10.6. Offer of an apprenticeship that has not been accelerated cannot be claimed for the Outcome payment.

10.3.11. Clarification of *Paid Employment for a Minimum of 12 Continuous Weeks* (applies to Milestone 3 & Milestone 3 PtAA);

10.3.11.1. Job offer evidence to support payment claims is acceptable where the following apply;

10.3.11.1.1. A) We have confirmation of the offer of a job that utilises the skills acquired by attending the Skills Bootcamp (to include job role).

10.3.11.1.2. B) Where this is for an initial temporary assignment for less than 12 weeks, job offer to include role, start date and length of assignment.

10.3.11.1.3. C) If job offer is a temporary assignment for less than 12 weeks there must be confirmation that further assignments will follow.

10.3.11.1.4. D) If learners are employed on a zero-hours contract by an employer this is acceptable provided (A) & (B) & (C) is provided.

10.3.11.1.5. E) If learners are employed on a zero-hours contract by an agency with no line of sight to a job offer this remains unacceptable.

10.3.11.1.6. F) If learners are employed on a zero-hours contract by an agency this is acceptable provided (A) and (B) & (C) are provided.

10.4. Evidence Assurance Requirements – Appendices;

10.4.1. [Appendix 1: Evidence Table](#) – Gives details of the minimum required evidence to validate learner progress through a Skills Bootcamp. The evidence is aligned to the Milestone points.

10.4.2. [Appendix 2: Supplier Declaration Form](#) – This is a template which needs to be completed in specific cases where full evidence of a positive outcome has proven to be unobtainable (see Appendix 1 for further details). This form cannot be used for Self-employed Learner outcomes.

10.4.2.1. Gathering full job outcome information (employer name, job title, job start date, salary etc.) is key to evaluating the effectiveness of Skills Bootcamps in supporting learners to gain employment and higher incomes. Every effort must be made to collect the evidence of the positive outcome achieved. Where it is not possible to collect full evidence, the Provider must complete and retain an Appendix 2: Supplier Declaration Form.

10.4.2.2. The reasons for not being able to collect the evidence must be clearly recorded on the form and the use of the Supplier Declaration form must be considered the exception to the rule.

10.4.2.3. If there are large volumes of missing salary data, we reserve the right to remove this flexibility.

10.4.2.4. The Supplier Declaration form must:

10.4.2.4.1. Contain the details of what evidence has been received for the Job outcome.

10.4.2.4.2. Clearly detail what attempts the member of staff responsible for the claim has made to follow-up to gain the full evidence of the positive outcome from the employer or learner, e.g., record of attempted contacts by telephone, email, or text.

10.4.2.4.3. Include the name and signature of the staff member responsible for the claim.

10.4.2.5. Failure to provide sufficient information regarding how the outcome was evidenced may make it ineligible as part of any assurance checking or audit process.

10.4.3. [Appendix 3: Annual Supplier Declaration Form](#) – This form is intended for Providers to document their approach to ongoing interactions with learners during and post-delivery stage of the Skills Bootcamp. It is to include (as a minimum); how you will remain engaged with learners, how this will be recorded, the intended frequency of engagement and what measures you will implement to support learners where particular needs are identified in order to support the successful transition into a progression/outcome.

10.4.3.1. This document needs to be returned to WMCA (via your Microsoft SharePoint / Teams Channel) at the commencement of your Skills Bootcamp delivery.

10.5. We recognise that there may be instances where a learner has changed their status part way through their Skills Bootcamp e.g., from self-employed to actively looking for, and obtaining, a job, and therefore their expected completion/outcome has changed. Where that is the

case, please discuss this with your Skills Delivery Officer to confirm what evidence requirements are expected to enable a claim to be made.

- 10.6. The evidence pack for a Skills Bootcamp must contain evidence to support the funding claimed and must be available to us as requested. In reviewing this evidence, we are seeking assurance that the learner can be verified and that they have undertaken the activities claimed for.
- 10.7. Sampling of evidence will be done throughout the Contract Period to verify evidence to support claims submitted by the Provider. In cases where irregularities are identified, we reserve the right to carry out further checks and other remedial actions.
- 10.8. The [Skills Programme Funding Rules](#) outlines the WMCA's requirements in relation to the use of digital/electronic signatures in *Section 4 – Skills Programmes Funding Rules (38. Confirmation and signatures)*.

11. Key Performance Indicators

- 11.1. DfE and WMCA have produced a set of useful [KPIs](#) around employer engagement, employer co-funding, learner drop-outs, new skills, guaranteed job interviews, career progression and referrals to alternative opportunities. Please ensure that you read this document in full as it will help you to successfully manage performance.

12. WMCA Payment Schedule

- 12.1. Payments will be made in accordance with data submitted via the ILR (please [see Section 15 below for full details](#)).
- 12.2. All courses are structured 40/30/30:

Milestone 1	Milestone 2	Milestone 3
On Programme Payment	Contract Delivery	Outcome
	Course completion and interview offered (or equivalent)	On job offer (or equivalent)
40%	30%	30%
Payment Trigger		
Entering the Learning Aim Reference Code for the Bootcamp + 14 calendar days elapsing	Entering the Milestone 2 – Course completion and interview offered Learning Aim: Z0010211	Entering the Milestone 3 – On job offer (or equivalent) Learning Aim: Z0010212

13. Data – Overview & Purpose

- 13.1. DfE is currently testing the Skills Bootcamp policy. To ensure the Department can properly evaluate the success of the policy (and see if it is a viable programme in the longer term), specific data has been requested from Grant Areas via Providers that are contracted to deliver.
- 13.2. As the programme remains in the testing stages, suppliers and their delivery partners have a duty to ensure the data requested is collected from employers and applicants to the programme.
- 13.3. The Department has provided Privacy Notices for [Learners](#) (incorporated into our [Application Form, Learner Declaration, Privacy Notice including Q&A, Case Study Consent Form](#)) and

[Employers](#). Delivery partners should pass these on to learners and employers respectively, so all individuals are aware of how any personal data collected will be used. The data return will request confirmation from Providers that learners and employers have received this.

- 13.4. Providers must supply the WMCA with data in accordance with the following:
 - 13.4.1. Adherence with the UK GDPR and DPA 2018.
 - 13.4.2. To support payments to be made, to enable reconciliation to take place and to support the contract management process.
 - 13.4.3. In response to any requests made by DfE.

14. Data Submissions

- 14.1. Delivery partners are expected to make their monthly submissions via two formats:
 - 14.1.1. An ILR return which is completed in line with [WMCA Skills Programme Coding Guidance](#).
 - 14.1.2. Completion of the [DfE Wave 5 Data Return \(Datasheet\)](#) which captures information pertaining to employer participation, applicant information and course participation.
- 14.2. Both submissions should be made using the same data so that the information held in each marries up and matches.
- 14.3. The guidance below will detail how data returns should be submitted, with a focus on the Wave 5 Datasheet submissions.

15. Data Submissions – ILR

- 15.1. In addition to the Coding Guidance (above), we have created the [Learner Entry Tool Guidance](#) document to assist you with the submission of this data.
 - 15.1.1. Please see the [Learner Entry Tool Technical Note Addendum](#) for information on how to finalise and conclude your ILR claims for Wave 5.
- 15.2. Delivery partners are expected to submit ILR returns in line with the data submission timetable (below).
 - 15.2.1. Please note, the dates displayed are the collection window closing deadlines. The collection window typically opens 3-weeks beforehand and closes at 6pm on the dates displayed below.

16. Data Submissions – Datasheets

- 16.1. This data return should act as a live document, with new data added as and when cohorts reach each Milestone.
 - 16.1.1. A Datasheet will need to be submitted for each Bootcamp, for each month until either; all outcomes have been achieved (Milestone 3) and no further data can be added or the 30th September 2025 outcomes time limit has been reached – whichever occurs sooner.
- 16.2. You are required to submit one Datasheet for each Skills Bootcamp:
 - 16.2.1. If a single provider delivers multiple Skills Bootcamps, then a separate return is required for each Skills Bootcamp in their portfolio.
 - 16.2.2. Multiple cohorts of the same Skills Bootcamp delivered by a single provider must be captured on the same data return. Each Datasheet has space for 30 cohorts listed on the Skills Bootcamp Details tab.
- 16.3. Providers must issue appropriate privacy notices to learners and employers to enable data collection, sharing and reporting (see [Privacy Notices](#) above).
- 16.4. Delivery partners are expected to submit Datasheets on the following working day to the ILR data submission deadline.
 - 16.4.1. We ask that providers adhere to this rule so as to allow us adequate time to review the Datasheets from one submission to the next.

17. Data Submission Timetable 2024/25

	<u>ESFA ILR Collection Dates</u> (4 th Working day of each month)	Datasheet Submission Dates (The following working day)
R09	07/05/2024	08/05/2024
R10	06/06/2024	07/06/2024
R11	04/07/2024	05/07/2024
R12	06/08/2024	07/08/2024
2025		
R01	05/09/2024	06/09/2024
R02	04/10/2024	07/10/2024
R03	06/11/2024	07/11/2024
R04	05/12/2024	06/12/2024
R05	07/01/2025	08/01/2025
R06	06/02/2025	07/02/2025
R07	06/03/2025	07/03/2025
R08	04/04/2025	07/04/2025
R09	07/05/2025	08/05/2025
R10	05/06/2025	06/06/2025
R11	04/07/2025	07/07/2025
R12	06/08/2025	07/08/2025
R13	12/09/2025	15/09/2025
R14	23/10/2025	24/10/2025

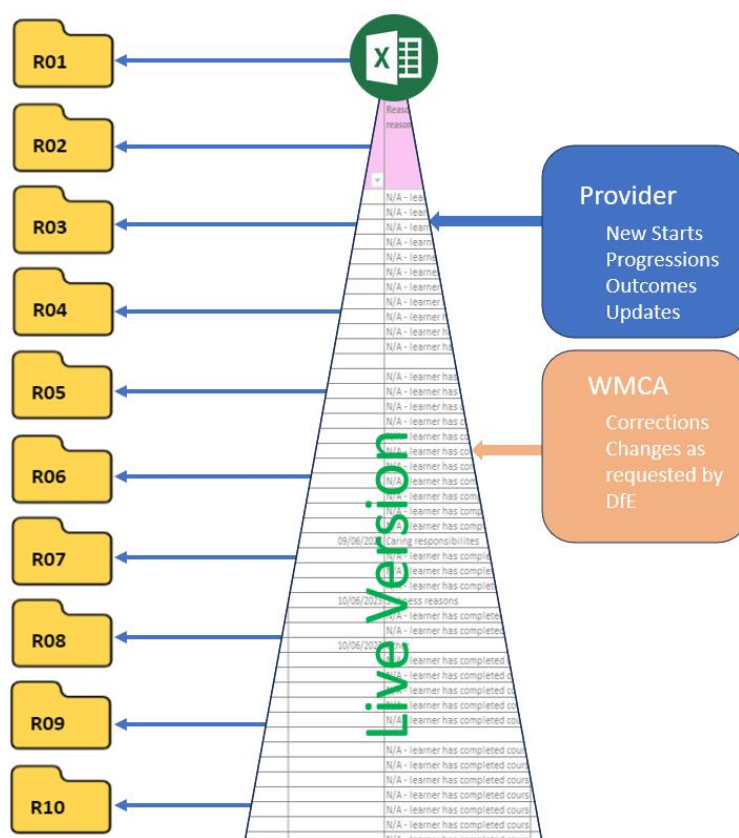
18. Datasheet – Submission Process

- 18.1. We have set-up a Microsoft SharePoint / Teams Channel for each provider to the provision where you can upload and submit your Datasheet securely without password protection.
 - 18.1.1. Access to the Channels will be granted via invitation emails that contain full instructions on how to gain access. In the interest of security, we have sought to limit the number of individuals granted access to a minimum and so have issued invitations according to the Key Contacts list you will have provided at on-boarding.
 - 18.1.2. To request access for any additional colleagues please email your Skills Delivery Officer (with ross.cadman@wmca.org.uk copied in) with the email addresses of said individuals clearly stated within the body of the email.
- 18.2. DfE have a strict naming convention for the Datasheets so please ensure you label your files in the following way:

W5_WMCA_Provider_Skills Bootcamp Name_DDMMYY (date of submission given as 6-digits only e.g. 7th June 2024 would become 070624).

 - 18.2.1. Please feel free to abbreviate the Bootcamp provider's name to fit the file name character restrictions. Please do not use the ampersand '&' in the file name.
- 18.3. In order to ensure submissions are made efficiently, with a minimum of communication and ensuring that version control is properly maintained; the process for submitting Datasheets is as follows:
 - 18.3.1. 'LIVE' versions of each Bootcamp Datasheet will be kept within your Teams Channel Wave 5 folder. These sheets are to be treated as live documents into which you can enter the latest data and progressions updates in keeping with your own processes for doing this.
 - 18.3.2. With each submission date, these Live versions will be used to create your latest Datasheet submission, using the following steps:

- 18.3.2.1. Ensure all updates have been made and the Pre-submission Quality Checks have been carried out ([see below – Section 25](#)).
- 18.3.2.2. Create a new submission folder (within the Wave 5 folder) for the relevant reporting period labelled *Rx Submission*.
- 18.3.2.3. You can then create a copy of your Live Datasheet(s) in the new Submission folder (select your Live Datasheet(s) > right-click > Copy to > select the *Rx Submission* folder).
- 18.3.2.4. With the Live versions now duplicated in the new Submission folder, all you need to do is, enter said folder and add the submission date into the filename (replacing DDMMYY accordingly and deleting the word 'LIVE').
- 18.4. This then creates a record of each submission whilst allowing any changes/corrections/edits to remain in the Live version thereby ensuring that none of these works are ever lost to version control issues as any feedback given will always then apply to the Live version:



- 18.5. Providers are encouraged to update their sheets, with month-on-month updates/progressions using their Live Datasheets, on the Teams Channel. If, for whatever reason, you are unable to do this;
 - 18.5.1. Please ensure you add a suffix to the live version file name e.g. 'Editing in progress off-line' so that we know not to make any changes whilst you are doing this.
 - 18.5.2. When your offline editing is complete you can simply upload your latest version and label it 'LIVE' in accordance with the above convention (ensuring that only one Live version is present in the Wave 5 folder at any given time).
- 18.6. The use of Live versions is intended to make the feedback and corrections process easier for both you and the WMCA.
- 18.7. Where no updates have occurred to a Datasheet, you are still required to make a submission. In the event of a 'no change' submission it would be appreciated if you could let us know via email to your Skills Delivery Officer or via the Teams Channel 'Posts' section.
 - 18.7.1. Use of this 'Posts' section should be limited to minor updates such as a 'no change' notification, for all other communications, please continue to use email.

19. Datasheet – Breakdown

- 19.1. The Datasheet is designed to track the progress of learners from course application through each of the Milestones as well as details around employer participation. The Datasheet is comprised of the following tabs:
- 19.1.1. **Guidance tab** – This tab contains useful information relating to data collection permissions, and how this data will be used. It outlines GDPR regulations in force, which Grant Areas, Providers and Delivery Partners should be aware of when making arrangements to collect and store data.
- 19.1.1.1. Any instructions relating to data submissions is overridden by this document.
- 19.1.2. **Data timetable tab** – This tab contains some instructions on which parts of the Datasheet are to be filled in with each Milestone (Columns A-C, this has been broken down for you in greater detail below).
- 19.1.2.1. Columns D-F reference the Datasheet submission timetable, naming conventions and submission process.
- 19.1.3. **Skills Bootcamp Details tab** – This tab is where you will record the Datasheet submission date and general details relating to the Bootcamp i.e. the course name, your UKPRN, cohort start/end dates and capacity (as opposed to actual numbers on each cohort).
- 19.1.4. **Employer engagement tab** – Detailed under Milestone 1 below.
- 19.1.5. **Applicant Information tab** – Detailed under Milestone 1 below.
- 19.1.6. **Course participants tab** – Detailed under Milestones 1, 2 and 3 below.
- 19.1.7. **Comments tab** – The Comments tab is for Providers / Delivery Partners to add any notes that contextualise data or to flag any concerns relating to data.
- 19.1.8. **Annex tab** – This tab contains all the validated lists data contained throughout the workbook. Please do not make any changes to this tab.
- 19.2. The information below provides a narrative of what information is required at each of the Milestones.
- 19.3. A column-by-column breakdown is contained within [Annex A](#).

20. Milestone 1

- 20.1. [Employer engagement tab](#) – This tab should contain details of agreed employer engagement / co-investment with all employers listed in this tab committing to some type of engagement with the Skills Bootcamp (self-employed participants should not be listed here).
- 20.1.1. Where a data return has no employers listed – this will be queried.
- 20.1.2. All employer entries should be full and complete (including contact details) before submission. Please do not create/submit incomplete entries.
- 20.2. [Applicant information tab](#) – This should contain details of all eligible course applicants (including those who do not go on to start a Bootcamp).
- 20.2.1. All applicant entries should be full and complete. Any missing data will be rejected by DfE.
- 20.2.2. When entering applicants onto the sheet, it is a good idea to group them by learner type within each cohort (see Column O). This will make completing, reading and checking the sheet a lot easier.
- 20.2.3. Where any details are temporarily outstanding, please leave a note in the Comments tab.
- 20.2.4. Please note Column E contains formatting to automatically validate National Insurance Numbers and will flag errors and duplicates.
- 20.2.5. Selecting 'Yes' in Column AE will pull a learner's details through to the Course participants tab.
- 20.3. [Course participant tab](#) – Columns A-F contain formatting to auto-populate with data from the Applicant information tab. Columns G-I should be filled in for all successful applicants now participating in the course, having attended at least 1 session.
- 20.3.1. Column J should only be completed when a learner meets the attendance requirements of Milestone 1 ([see definition above – Section 9](#)). The date inputted here should be the date the participant reached the linked Milestone.
- 20.3.2. Where a learner starts the course but fails to reach Milestone 1, only Columns G-I need to be completed (no further information need be recorded beyond Column I).
- 20.3.3. Please see the example below:

- 20.3.3.1. The 4th learner did not achieve Milestone-1 and therefore doesn't need a date in Column J. No further information need be entered for this learner beyond Column I.

G	H	I	J
Actual Skills Bootcamp Start Date	Please reference the cohort the learner is participating in if applicable (this should align with the cohort number in the Skills Bootcamp Details tab)	Has the learner met the First Milestone requirement? Please check with your Grant Manager if you're unsure of minimum attendance requirement for First Milestone.	Please enter First Payment Milestone Date DD/MM/YYYY
26/05/2024	1	Yes - meets attendance requirements	02/06/2024
26/05/2024	1	Yes - meets attendance requirements	02/06/2024
26/05/2024	1	Yes - meets attendance requirements	04/06/2024
26/06/2024	2	No	
26/06/2024	2	Yes - meets attendance requirements	07/07/2024
26/06/2024	2	Yes - meets attendance requirements	07/07/2024

21. Milestone 2

- 21.1. [Course participant tab](#) – Columns L-R should be filled in for participants who have completed the course as well as those who have dropped out of the course before completion. In this way you are not required to fill these columns in with day-to-day progress whilst a course is running.

21.1.1. Please note Column K contains formatting to automatically calculate a learner's attendance percentage (based on responses given in Column L and the GLH figure entered onto the Skills Bootcamp Details tab).

21.1.2. Column S should only be completed for those participants who have completed the course. The date inputted here should be the date the participant finished their training.

21.1.3. Where a learner has passed Milestone 1 but fails to reach Milestone 2, no further information need be recorded beyond Column R.

21.1.4. Please see the example below (which builds on the above scenario):

21.1.4.1. The 4th learner did not achieve Milestone-1 and so their row will be blank.

21.1.4.2. The 5th learner withdrew from the course and so their course exit date is recorded in Column Q with the reason for drop-out recorded in Column R. No further information need be entered for this learner beyond Column R.

21.1.4.3. All other learners passed the course and so we can see in; Column K their course attendance rate is above 80%, Columns N and O show they have passed all necessary assessments / assignments, Column P shows that they did not exit the course, Column Q is blank as no date is needed here, Column R shows that the learners completed the course and Column S contains the training completion date (all these elements need to be present in order to say a learner has passed).

K	L	M	N	O	P	Q	R	S
Learner attendance rate of total course (%)	Number of Guided Learning Hours (GLH) the learner has participated in classes (in total)	Number of hours learner has engaged in additional activity / support (in total)	Has the learner completed all necessary assessments / assignments?	Has the learner passed all necessary assessments / assignments (AND driving tests where applicable)	Has the learner exited the course before completion? (yes / no)	If YES, what date did the learner exit the course?	Reason for drop-out (select main reason):	Date training finished
95.00%	95.0	8.0	Yes	Yes	No		N/A - learner has completed course	26/06/2024
92.00%	92.0	10.0	Yes	Yes	No		N/A - learner has completed course	26/06/2024
100.00%	100.0	10.0	Yes	Yes	No		N/A - learner has completed course	26/06/2024
0.00%								
50.00%	50.0	0.0	No	No	Yes	15/07/2023	Course too challenging	
100.00%	100.0	10.0	Yes	Yes	No		N/A - learner has completed course	26/07/2024

21.1.5. Columns T-V should only be completed for those participants who have both completed the course and obtained the learner type specific requirement ([see definition above – Section 9](#)). The date inputted here should be the date the participant reached the linked Milestone (accordingly, this date will likely differ from the course training completion date).

21.1.6. Please see example below (which builds on the above scenario):

21.1.6.1. Again, no information need be entered for the 4th and 5th learners.

21.1.6.2. The 1st, 2nd and 3rd learners are Independent, Self-employed and Co-funded respectively and so Columns T and U are completed to reflect these differences in learner type.

21.1.6.3. Please note, the learner type should correspond with information reflected in Column F (which itself is pulled through from Column O of the Applicant information tab). It is possible for certain learner types to change through participation in the course e.g. an Independent Learner could choose to become Self-employed or vice versa. This should be noted in the Comments tab.

21.1.6.4. The date in Column V cannot be completed until the preceding Columns have been filled in, i.e. we need to know how Milestone-2 was achieved.

S	T	U	V
Date training finished	Please enter the employer name who offered a guaranteed interview to learner, or state if the learner is co-funded or self-employed.	If co-funded, has the learner been offered a new role and/or responsibilities which utilises the skills acquired on the Skills Bootcamp?	Please enter Second Payment Milestone Date DD/MM/YYYY
26/06/2024	The Guaranteed Interview Employer	N/A	27/07/2024
26/06/2024	Self-employed	N/A	29/07/2024
26/06/2024	Co-funded	Yes	27/07/2024
26/07/2024	The Guaranteed Interview Employer	N/A	27/08/2024

22. Milestone 3

22.1. [Course participant tab](#) – Columns W-AN should be filled out with the individual participant's outcome data, within 6-months of course completion (or by 30th September 2025, the outcomes time limit – whichever occurs sooner).

22.1.1. Where a positive outcome has been achieved and recorded in Column W, X or Y (only one outcome type can be claimed); DfE have advised that Columns Z-AN can be completed at the same time, i.e. we don't need to wait 6-months to do this.

22.1.2. Please see example below (which builds on the above scenario):

22.1.2.1. Columns W / X / Y are completed according to the learner types for the 1st, 2nd and 3rd learners (Independent, Self-employed and Co-funded respectively).

22.1.2.2. The responses given to Columns Z and AA need to reflect the learner type.

W	X	Y	Z	AA
Has the learner been successful at their guaranteed interview for a job?	If co-funded, has the learner accepted a new role and/or responsibilities?	If self-employed, has the learner secured new work/contracts?	Six months after the completion of the Skills Bootcamp, what best describes the learner's employment status?	If employed, what best describes the learner's employment situation compared to before joining the Skills Bootcamp?
Yes	N/A	N/A	In full-time employment	New full or part time employment
N/A	N/A	Yes	Self-employed	Becoming or continuing to be self-employed with new opportunities
N/A	Yes	N/A	In full-time employment	Continuing in current employment with new responsibilities
No	N/A	N/A	In part-time employment	New full or part time employment

- 22.1.2.3. Please note, in the case of the 6th learner, they were unsuccessful at their Guaranteed Interview but then went on to secure a role that they applied for independently; accordingly, Column W reflects this fact (said role must require the skills obtained from the course and meet the positive outcome eligibility criteria).
- 22.1.2.4. Columns AB-AD are related to Apprenticeships and so in our scenario will all be marked 'N/A'.
- 22.1.2.5. Columns AE and AF are completed according to the learner types and record the fact that the 6th learner did not achieve their outcome via a Guaranteed Interview.

AB	AC	AD	AE	AF
If the learner has started an apprenticeship, what level?	If the learner has started an apprenticeship, what subject?	If the learner has started an apprenticeship, has the length of it been accelerated [reduced by 3 months or more]?	Was the learner's current employment obtained after a successful guaranteed interview upon completing the Skills Bootcamp?	If the learner is employed, what is the name of their current employer? (Employer name)
N/A	N/A	N/A	Yes	The Guaranteed Interview Employer
N/A	N/A	N/A	N/A	Self-employed
N/A	N/A	N/A	N/A	Co-funded
N/A	N/A	N/A	No	Self-obtained Interview Employer

- 22.1.3. Columns AF-AM seek to record the learners' employment details and mirror the information captured on the Applicant information tab. In this way, they seek to ascertain the improved earning power of the learner.
- 22.1.4. Column AN should **only** be completed for those participants who achieved positive outcomes following the Skills Bootcamp ([see definition above – Section 9](#)). The date inputted here should be the date the participant reached the linked Milestone.
- 22.1.5. Please see example below (which builds on the above scenario):
- 22.1.5.1. The 4 learners who achieved a positive outcome all have a date entered into Column AN. These outcomes must be achieved within 6-months of course completion (or by 30th September 2025, the outcomes time limit – whichever occurs sooner).
- 22.1.5.2. Columns AN and AO are mutually exclusive, so where one has a response, the other must be blank.
- 22.1.5.3. Column AP updates automatically based on the information entered into Columns S and V.

AN	AO	AP
Has the learner met the Outcome Payment Milestone? Please enter Third Payment Milestone date DD/MM/YYYY	If the learner has not met the Outcome Payment Milestone after the completion of the programme, please specify why:	Was the learner's Completion achieved within 8 weeks of the training finishing?
30/07/2024		Yes
30/07/2024		Yes
27/07/2024		Yes
27/10/2024		Yes

- 22.1.6. Learners have 6-months from course completion (as recorded in Column S) or up until 30th September 2025 to achieve a positive outcome (whichever occurs sooner). Accordingly, it is good practice to monitor and update Columns W-AO with each submission as these outcome limits elapse.

23. Recording Nil Outcomes

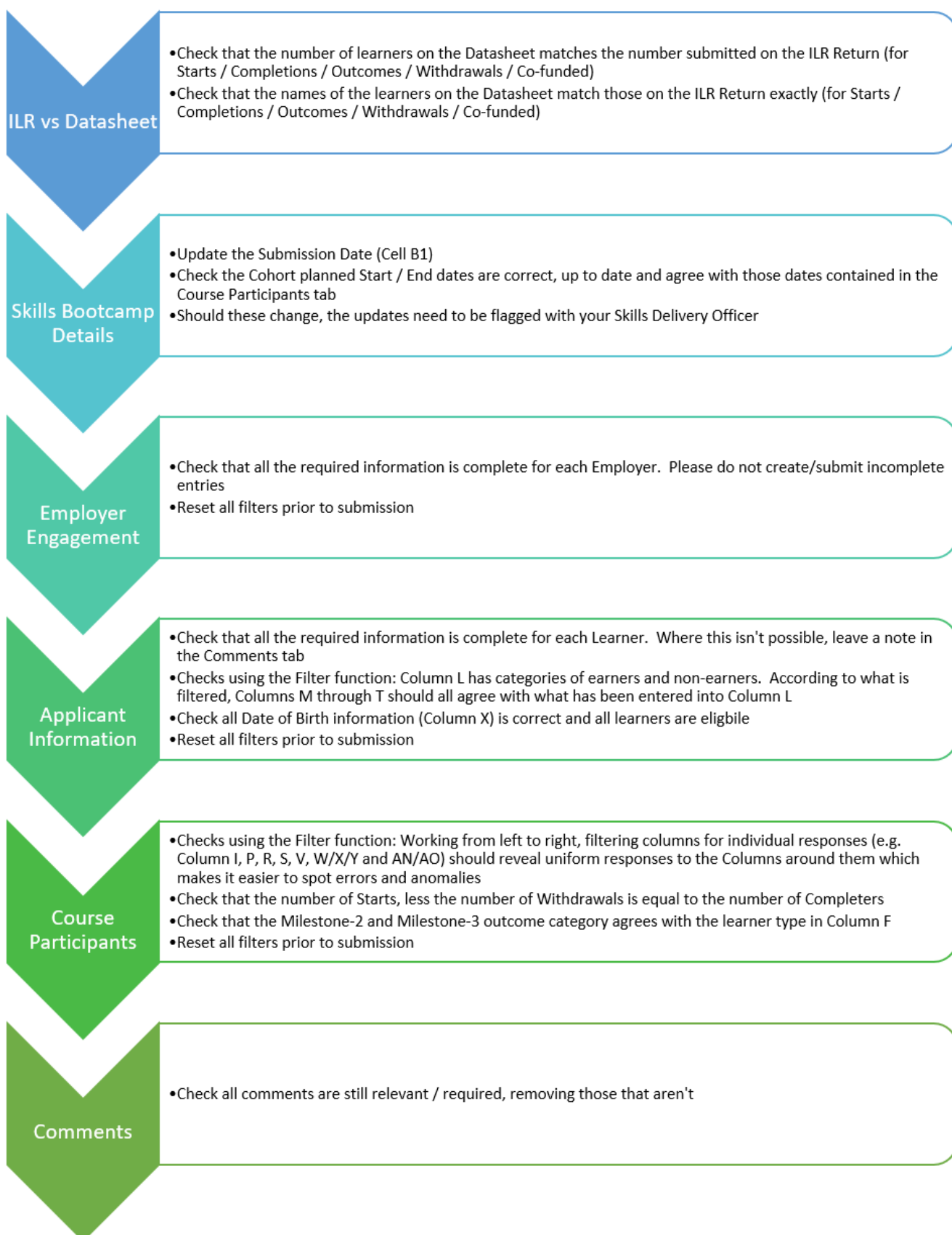
- 23.1. For learners who completed the course but did not achieve Milestone-2:
 - 23.1.1. Column T – Enter 'N/A'
 - 23.1.2. Column U – Select 'N/A'
 - 23.1.3. Column V – Leave blank
 - 23.1.4. Column W – Select 'No'
 - 23.1.5. Column X – Select 'N/A'
 - 23.1.6. Column Y – Select 'N/A'
 - 23.1.7. Columns Z through AN – Leave blank
 - 23.1.8. Column AO – Select 'Learner did not achieve positive outcome'
- 23.2. For learners who achieved Milestone-2 but did not achieve Milestone-3:
 - 23.2.1. Columns W / X / Y – Select 'No' for one of these Columns depending on learner type, selecting 'N/A' for the remaining two Columns.
 - 23.2.2. Column Z – Select one of the non-positive outcome options e.g. 'Unemployed - less than 12 months'
 - 23.2.3. Column AA – Select 'No outcome/no change'
 - 23.2.4. Columns AB through AE – Select 'N/A'
 - 23.2.5. Columns AF and AG – Enter 'N/A'
 - 23.2.6. Column AH – Leave blank
 - 23.2.7. Columns AI and AJ – Enter '0'
 - 23.2.8. Column AK – Leave blank
 - 23.2.9. Column AL – Enter 'N/A'
 - 23.2.10. Columns AM and AN – Leave blank
 - 23.2.11. Column AO - Select 'Learner did not achieve positive outcome'
- 23.3. At the final data return submission, please ensure you have filled in Column AO for all learners who completed the course but did not achieve an outcome (to identify if they did not achieve a positive outcome or were uncontactable).

24. Datasheet – Formatting

- 24.1. Always use the Microsoft Excel Desktop-app to open and edit the Datasheets.
 - 24.1.1. Using the Teams or Edge based browser can cause issues with editing rights as well as converting UK dates into the American date format.
- 24.2. Please note that the formatting on the Datasheets is susceptible to corruption when copying and pasting information within the sheet and to the sheet from an outside source such as an external learner monitoring sheet that you may hold as part of your monitoring process.
When copying data to or within the sheet:
 - 24.2.1. Be mindful of protected cells or any cells that contain formatting. If this formatting is broken in any way the WMCA cannot restore it and DfE will reject the Datasheet.
 - 24.2.2. Always Copy, Paste and Delete as needs be as opposed to using Cut and Paste (cutting information can corrupt surrounding cells).
 - 24.2.3. Always select the '[Paste Values](#)' option when pasting data, this helps protect the sheets formatting.
 - 24.2.4. Please do not overwrite cells with freeform information where a drop-down list or specific data validation rules are present as DfE will reject the Datasheet.
- 24.3. Several sections and elements of the Datasheet have been protected/locked by DfE. Please do not attempt to unprotect/unlock these. If this protection is tampered with in any way DfE will reject the Datasheet.

25. Best Practice & Pre-submission Quality Checks

- 25.1. The quality of the data submitted is the responsibility of the provider. To assist providers in maintaining a high level of quality, we have created the following pre-submission checklist process flowchart:



25.2. Where it is identified that this pre-submission quality check list is not being followed, the Datasheet will be rejected.

25.3. Successive instances of errors being submitted that should have been resolved by following the above process may result in Cause for Concern action.

26. DfE Communications Guide for Providers

- 26.1. DfE have produced a useful [Communications Guide](#) to assist you in the promotion of your Skills Bootcamps.
- 26.2. Please note the submission of information to the National Careers Service – Find a Course website (as detailed from page 19 of this guide onwards) will be administered by the WMCA with regular course detail updates from Providers to ensure courses are promoted as widely as possible.
 - 26.2.1. The most efficient way of doing this will be for the WMCA to place a tracker into your Microsoft SharePoint / Teams Channel Wave 5 folder which you can keep updated with all of your latest course information. The WMCA will then upload this data to the National Careers Service – Find a Course website on a regular basis.

27. Contacting Us

- 27.1. Please always contact your Skills Delivery Officer in the first instance. Should you need to use the below contacts, please ensure you copy your Skills Delivery Officer into any emails.
- 27.2. You can contact us through our query mailbox at skills.programmes@wmca.org.uk.
- 27.3. For ILR data queries, you can contact aebdatareturns@wmca.org.uk.
- 27.4. For Quality and Compliance questions, please contact the Quality and Standards team QualityandStandards@wmca.org.uk.

Annex A

Skills Bootcamp Details (M1)

Column	Data requested	What does this mean?
B1	SUBMISSION DATE (date submitted)	This is the date the data return has been submitted to DfE. This date will change each time you submit or re-submit the data return.
B2	Delivery Phase	This should be set to Wave 5.
B3	Lead Supplier	This is the organisation which holds the primary contract with the Grant Area. The Lead Supplier should fill this in.
B4	Supplier UKPRN	If the lead supplier has a UKPRN, please fill this in. You can find this here - https://www.ukrlp.co.uk/ukrlp/ukrlp.first . The Lead Supplier should fill this in.
B5	Delivery Partner	This is the organisation who is delivering the training. The Delivery Partner should fill this in.
B6	Delivery Partner UKPRN (if applicable)	Please enter the delivery partner's UKPRN. You can find this here - https://www.ukrlp.co.uk/ukrlp/ukrlp.first . The Delivery Partner should fill this in.
B7	Skills Bootcamp Name	Please enter the Skills Bootcamp name the data return relates to (as stated in the contract).
B8	Skills Bootcamp ID	The DfE will supply this, and the WMCA will fill this in once received. Please leave blank until the code is received.
B9	ID Other	N/A
B10	Area	Please select from drop down the area that the bootcamp is being delivered. If it is national or multi-regional, please use cell C8 to list the different areas.
B11	Delivery mode	Please specify how the course is being delivered – online, face-to-face or blended (both online & face-to-face).
B12	Total Skills Bootcamp Guided Learning Hours (GLH)	Please enter the total number of guided learning hours the course will take. This enables column K in the Course Participant tab to automatically calculate the learner attendance rate.
B15	Cohort number	Please specify the start date, the end date and the number of available places for each cohort on the Skills Bootcamp that the data return relates to.
B	Skills Bootcamp Start date	
C	Skills Bootcamp End date	
D	Number of available places in course	

Employer engagement data (M1)

Column	Data requested	What does this mean?
A	Employer number	This column generates a unique ID for each corresponding employer entered in column C. Individual Employer Numbers are automatically generated, based on the Skills Bootcamp ID (Skills Bootcamp Details tab B8) and employer row number. This column is locked to prevent editing.
B	Companies House Registration Number Please refer to https://find-and-update.company-information.service.gov.uk/	Companies House Registration Numbers have 8 characters. This column has data validation in place, and only allows 8 characters max.
C	Employer name	This will be the company name of the employer engaged by the supplier/delivery partner. Please enter the Company Name of the employer as it appears on Companies House (or if not on Companies House - how it appears on the company's website).
D	Does the employer operate from a single site or multiple sites?	This column has data validation in place - it only allows selection from a drop-down list. 'One site' means the employer only has a single, physical site 'Two or more sites' means the employer has more than one physical site
E	If multiple sites: Are Skills Bootcamps participants mainly recruited to the employer's main site or a branch site?	This column has data validation in place - it only allows selection from a drop-down list. The 'main site' is the central HQ the employer operates from. The 'branch or subsidiary site' refers to other sites that the company operates from.
F	Postcode of the site to which participants are mainly recruited	Please enter the postcode of the site the employer intends to base the majority of participants recruited from the Skills Bootcamp. This column has data validation in place and only allows up to 8 characters max.
G	Size of employer	This column has data validation in place - it only allows selection from a drop-down list. Please use these drop-down options to identify the number of employees currently working for the employer. This helps us identify the size of the employer (i.e. SME or large multinational).
H	Most relevant industry/business type	This column has data validation in place - it only allows selection from a drop-down list. Please enter the most relevant industry/business area that the employer operates in.
I	Is the employer offering vacancies?	This column has data validation in place - it only allows selection from a drop-down list: Please select 'Yes' if the employer is recruiting from the Skills Bootcamp for confirmed vacancies within their company and use column J to identify the number of vacancies the employer has available for Skills Bootcamp participants. Please select 'No' if the employer does not have any vacancies and is involved with Skills Bootcamps in another way.
J	Number of vacancies offered for bootcamp participants	Please state the number of vacancies committed by the employer for participants. This column has data validation in place and will only allow whole numbers. It is possible for this value to be 0 if employers are offering other types of engagement with the Skills Bootcamp programme.
K	Is the employer sponsoring their own employees to participate on the Skills Bootcamp?	This column has data validation in place - it only allows selection from a drop-down: If the employer is sending its employees onto the Skills Bootcamp, please select 'Yes'. If the employer is recruiting from the Skills Bootcamp or is involved in some other way, please select 'No'.
L	Is the employer offering any other co-investment? E.g., venue, equipment, time given	This column has data validation in place. If the employer is offering other engagement with Skills Bootcamp either alongside or instead of recruiting directly from Skills Bootcamps (column I & J) or sending their own employees on the course (column K), please use the dropdowns to select the type of engagement/support they are offering: 'No' - if they are not offering any other types of engagement than stated in columns I/J or K. 'Yes, providing venue' - if they are providing a venue space for the Skills Bootcamp to take place. 'Yes, providing equipment' - if they are providing equipment or resources needed for the Skills Bootcamp to take place. 'Yes, time given' - if they are offering expertise or their own time (i.e. in the form of a talk or a mentorship for example) as part of the Skills Bootcamp curriculum. 'Yes, other' - if they are offering any other type of engagement with the Skills Bootcamp not specified in columns I/J, K or L.
M	Date of employer co-investment (engagement) buy-in agreed between employer & provider (DD/MM/YYYY)	Please enter the date when the co-investment / engagement offered by the employer for the Skills Bootcamp (columns I-L) was agreed between employer and supplier. This column has data validation in place, and only dates in the format of DD/MM/YYYY - between 01/01/2020 and 01/01/2027 - will be accepted.
N	Employer contact name	All employers engaged should state a named contact (column N) and contact details (columns O & P).
O	Employer email	
P	Employer telephone number	

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Q	Please confirm the employer has received the Employer Privacy Notice, so employers know how their data will be used. This is necessary to provide the training	Prior to entering these employers' details, please ensure they have read the Privacy Notice (column Q), and whether they have consented to contact by third-party researchers contracted by DfE (column R).
R	Has the employer opted out of contact with a third-party research contractor commissioned by DfE? The research contractor will invite employers to participate in interviews and surveys covering their experience of courses and any potential improvements. Participation in this research is entirely voluntary and employers can opt out at any time	Please note that column P has data validation in place and will only accept whole numbers. As any entries starting with '0' will automatically drop this, we will assume each telephone number starts with this unless an area code is used. Column Q & R have drop downs – please ensure these are used.
S	Details of employer engagement/contribution	This column has data validation in place. Please specify the nature of the employer's involvement with the Skills Bootcamp be that Design / Delivery / Outcome or any combination of these.

Applicant information data (M1)

Column	Data requested	What does this mean?
A	Individual applicant number	This column generates a unique ID for each corresponding applicant entered in column B. Individual Applicant Numbers are automatically generated, based on the Skills Bootcamp ID (Skills Bootcamp Details tab B8) and applicant row number. This column is locked to prevent editing.
B	First Name	First name and surname should be inputted into these respective columns.
C	Surname	
D (and E)	National Insurance number	Please only enter National Insurance numbers (with no spaces) into this column. If an applicant does not have a NI number, the provider should notify WMCA who will advise on the next steps. Applicants should have a good reason to have not supplied a NINO (i.e. they have applied for one recently and have a temporary number). Column E identifies whether NI number entered in column E is valid. If it is invalid, please liaise with the applicant to ensure the right NI number has been entered. Column D will highlight in red to flag where duplicate NI numbers have been entered.
F	Home Postcode	Please enter a UK Postcode; please ensure a postcode is entered rather than a town name. This column has data validation in place and only allows up to 8 characters max.
G	Email address	Please ensure you have collected contact details for each applicant - this is the email address AND a telephone number.
H	Telephone number	
I	Please complete the Learner's highest level of education completed	Please ensure the applicant has identified their highest education level completed. This column has data validation in place - please use the categories shown in the drop-down list (see Annex tab, column G). If you are unsure about what qualification sits at what level, please refer to Annex B which has more information on which qualifications align with which level of education or visit What qualification levels mean: England, Wales and Northern Ireland - GOV.UK (www.gov.uk) .
J	If the applicant has completed level 6 qualification (or above), please select which subject	This column has data validation in place - please select from the drop-down options. If you are unable to view, drop-down options, please refer to Annex tab, column G for a list of subjects.
K	What month/year did the applicant apply to join the Skills Bootcamp? MM/YY	This column has data validation in place and only allows 5 characters to be inputted. Please enter what month/year the applicant made their application, and please enter this in number format, e.g. 05/22 instead of May 2022. A date formula has been added to the column, and so will automatically convert the numbers into date format.
L	What best describes the applicant's employment status before they applied to the Skills Bootcamp?	This column has data validation in place. Please select from drop-down the employment status which most closely describes the applicant before attending a Skills Bootcamp course. If you are unable to view the drop-down options, please refer to Annex tab, column G. An applicant is classed as unemployed if they have not been working but have been available to work and actively seeking work. If an applicant has not been working but is also unavailable or not seeking work, please record this as retired / long-term sickness / caring responsibilities / education - whichever is most appropriate.
M	If the applicant is employed, what is the name of their current employer? (Employer name)	Please enter Company Name of current employer (if employed). If applicant is unemployed or has never worked before, please enter N/A
N	What is the postcode of the applicant's main workplace? (Employer postcode)	This column has data validation in place, and will only allow 8 characters max. If the applicant is employed, please enter their current workplace's post code. If they work more than one job, please enter the workplace postcode that they spend most time at. If the applicant has never worked before, please enter N/A
O	Has the learner applied to participate in the Skills Bootcamp through their current employer?	This column has data validation in place - please select an option from the drop down: If the applicant has applied through their employer (i.e. the employer has sent them on this course), please enter 'yes'. If 'yes', the employer contribution will differ depending on the size of the employer. If employer is an SME, contribution will be 10%, If the employer is larger (i.e. 250+ employees), the contribution will be 30% If the applicant has entered as an individual, please select 'No'.

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P	Prior to applying for the Skills Bootcamp, how many hours per week does the applicant usually work in their job(s)?	This column has data validation in place, and only accepts whole numbers. Please enter average hours worked per week by the applicant prior to Skills Bootcamp application. If they are unemployed or have never worked, please enter 0.
Q	What is the learner's estimated current salary?	Column P has data validation in place, and only accepts numbers (to 2 decimal points). Please provide salary figures as either: (1) an hourly rate (if on zero-hour contract), (2) weekly, (3) monthly, (4) yearly gross pay as stated for current job. If unemployed or never worked, please enter '0'. In column Q, please then specify whether figure provided in column P is hourly, weekly, monthly or yearly. Please select N/A if unemployed or never worked. It is important that we get an accurate understanding of income for evaluation purposes. All data will remain confidential and will not be compared across employers or individuals. The data will be anonymised and used to understand if income changes after participation in skills bootcamps.
R	Please indicate whether this income estimate is hourly, weekly, monthly, or yearly	
S	Is the applicant planning to continue working while on the Skills Bootcamp?	This column has data validation in place - please select from the drop-down options whether the applicant plans to continue working (if currently employed) full-time, part-time or as self-employed during the course of the Skills Bootcamp.
T	What is the applicant's main job prior to applying for the Skills Bootcamp?	Please enter the applicant's job title: - If the applicant is unemployed, please request their most recent job title. - If applicant has multiple jobs, please enter their main job's title. - If applicant has never worked, please enter 'never worked'
U	What industry did the learner mainly work for prior to applying for the Skills Bootcamp?	This column has data validation in place - it only allows selection from a drop-down list. Please enter the most relevant industry/business area that the employer operates in. If you are unable to view the drop-down options, please refer to Annex tab, column G. - If the applicant is unemployed, please request their most recent industry. - If applicant has multiple jobs, please enter the main industry they worked in. - If applicant has never worked, please enter 'Other service activities'
V	Is the learner currently claiming Universal Credit?	This column has data validation in place - please select option from the drop down: If an applicant claims any benefit under Universal Credit, please state 'yes' - additional detail is not needed in this column.
W	Does the learner have caring responsibilities for children or other adults?	This column has data validation in place - please select option from the drop down: If the applicant is currently not working or working reduced hours due to caring responsibilities, please enter 'yes'.
X	Learner Date of Birth (DD/MM/YYYY)	Please enter the date of birth for the applicant as DD/MM/YYYY, rather than their age. This column has data validation in place and will only accept entries in date format that are between 01/01/1920 and 01/01/2006. Red cells indicate ineligible applicants. Ensure column AF (Planned Start Date) has been completed for validation to work correctly.
Y	Gender	This column has data validation in place - please use drop down options to select applicant's stated gender.
Z	Disability / Long Term Health condition	This column has data validation in place - please use drop downs to specify whether applicant has a disability or long-term health condition.
AA	Ethnicity	This column has data validation in place - please ensure the applicant uses the drop-down categories to specify what ethnicity they belong to; this is not the same as nationality.
AB	Please confirm the applicant has received all the necessary supporting materials about how their data will be used and the Complaints Procedure. This is necessary to provide the training	This column has data validation in place - please use the drop-down options: 'Yes, confirmed all materials were received' if suppliers can confirm applicants have received material outlined in header. 'No cannot confirm materials were received' if the supplier cannot confirm applicants received material outlined in header.
AC	All Applicants/Learners may be asked to take part in qualitative interviews and or surveys to understand their experience of participating in Skills Bootcamps. This is optional. Has the Applicant/Learner opted out of being contacted for this purpose?	This column has data validation in place - please use the drop-down options: 'Yes, opted out' if learners have opted out of being contacted by third-party research contractors commissioned by DfE. 'No - consents to contact' if learners consent to being contacted by third-party research contractors commissioned by DfE. If at any point the applicant / learner no longer wants to be contacted or has severe illness or circumstances which means contact would be inappropriate, it is important that the provider updates this column to reflect this change.
AD	Where did the applicant hear about the course?	Please use the drop-down categories to specify how the applicant has found out about the course.
AE	Has the applicant become a participant?	Please ensure you have selected the appropriate option for this column – this will automatically enable information to feed into the course participant tab if the applicant becomes a participant.
AF	Bootcamp planned start date	Please enter the planned Skills Bootcamp start date that the participant will begin the course on. This date should align with Skills Bootcamp start dates entered in column C of the Skills Bootcamp Details tab. Please enter the Skills Bootcamp start date as DD/MM/YYYY. This column has data validation in place and will only accept entries in date format that are greater than 01/04/2024.
AG	If the applicant did not become a participant, please select reason why	Please select reason from the drop-down list:

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		- Oversubscribed course - Did not turn up on first day - Offer made not accepted - Other - N/A - applicant has become participant
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Course participant data (M1)

Column	Data requested	What does this mean?
A	Individual learner number	This column pulls the Individual Applicant Numbers from the Applicant Information tab. This column is locked to prevent editing.
B	First Name	This information is automatically pulled across for each Individual Applicant IF the applicant has become a participant (as listed in column AE of the Applicant Information tab).
C	Surname	
D	National Insurance number	
E	Skills Bootcamp Name	This column pulls the Skills Bootcamp Name from the Skills Bootcamp Details tab. This column is locked to prevent editing.
F	Is learner co-funded?	This is automatically filled in if the applicant has become a participant (as listed in column AE of the Applicant Information tab).
G	Actual Skills Bootcamp Start Date	Please ensure this matches the information entered on the Skills Bootcamp Details tab.
H	Please select which cohort the learner is participating in; this should align with cohort start & end dates listed in the Skills Bootcamp Details tab	Please select what cohort the learner has joined. Please ensure you have filled out the Skills Bootcamp Details tab with start dates, end dates and number of available places for each cohort.
I	Has the learner met the First Milestone requirement?	Please use the drop-down options to indicate whether the participant has met attendance requirements for the First Milestone.
J	Milestone One - insert the date of the claim (dd/mm/yyyy)	The date entered here should be when the learner meets the minimum attendance for the First Milestone. This column has data validation in place and will only accept entries between 01/01/2024 and 01/01/2027 in date format (DD/MM/YYYY).

Course participant data (M2)

Column	Data requested	What does this mean?
K	Attendance rate of total course (%)	Please ensure you enter the total Guided Learning Hours of the course in the Skills Bootcamp Details tab (Cell B12). When you enter the number of guided learning hours the learner has participated to date in column L, column K will automatically calculate the participant's attendance rate across total course as a percentage. This is calculated by: (Total GLH learner has spent on course ÷ Total GLH of Skills Bootcamp Course) X 100.
L	Number of Guided Learning Hours (GLH) the learner has participated in classes (in total)	This is the total GLH the learner has participated across the Skills Bootcamp course. This column has data validation in place and will only accept numbers to 1 decimal points.
M	Number of hours learner has engaged in additional activity / support (in total)	This is the total number of hours that the learner has engaged in additional activity or support. This includes extra support from tutors, extra credit work etc. This column has data validation in place and will only accept numbers to 1 decimal points.
N	Has the learner completed all necessary assessments / assignments?	Please identify whether the participant has completed all assignments (column N) and whether the participant has passed all assignments (Column O).
O	Has the learner passed all necessary assessments / assignments?	
P	Has the learner exited the course before completion? (yes / no)	If the participant has dropped out before completing the course, please ensure they are still included in the course participant tab. Please ensure you fill out columns L-R for these participants.
Q	If yes, date learner exited the course	
R	Reason for drop-out	Please select the reason for the learner dropping out. For those learners who do go on to complete the course, select 'N/A - learner has completed course'.
S	Date training completed	Please enter the date on which the learner completed the course. Owing to individual circumstances this may differ slightly from the end date entered on the Skills Bootcamp Details tab. This column has data validation in place and will only accept entries between 01/04/2024 and 01/01/2027 in date format (DD/MM/YYYY).
T	Please enter the employer's name who offered guaranteed interview to learner, or state if the learner is co-funded or self-employed	Please enter the Company Name of employer who offers a guaranteed interview for the learner. Co-funded and self-employed learners have different evidence checks so please state here if they fall under those categories.
U	If co-funded has the learner been offered a new role and/or responsibilities which utilises the skills acquired on the Skills Bootcamp?	If the learner has attended the course through their employer, please use the drop down to specify whether the co-funded learner has been offered a new role and/or responsibilities with their employer which uses the skills gained through the bootcamp course.
V	Milestone Two - insert the date of the claim (dd/mm/yyyy)	The date entered here should be when the learner achieves the Second Milestone. This column has data validation in place and will only accept entries between 01/04/2024 and 01/01/2027 in date format (DD/MM/YYYY).

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Course participant data (M3)

Column	Data requested	What does this mean?
W	Has the learner been successful at their guaranteed interview for a job?	Please confirm whether the learner was successful at the guaranteed interview on offer. If the learner was co-funded or self-employed, please select 'N/A', and refer to column X for co-funded, or column Y for self-employed.
X	If co-funded, has the learner accepted a new role and/or responsibilities?	Please specify whether an employee sent on course by their employer (i.e. co-funded learner) accepted new roles and/or responsibilities. If the learner is fully funded or self-employed, please select 'N/A' and refer to column W for fully funded, or column Y for self-employed.
Y	If self-employed, has the learner secured new work/contracts?	Please specify whether a self-employed participant secured new work or contracts. If the learner is fully funded or co-funded, please select 'N/A' and refer to column W for fully funded, or column X co-funded.
Z	Employment status within 6-months of completion of Skills Bootcamp	Please ensure you keep track of learners after the course is completed, and record their outcomes as listed in the drop-down lists for column X and column Y.
AA	Job outcome within 6-months of completion of Skills Bootcamp	
AB	If the outcome is apprenticeship, what level?	If the outcome was an apprenticeship, please select the relevant drop-down option in columns Z, AA, and AB.
AC	If learner started an apprenticeship, what subject?	
AD	If learner started an apprenticeship, has the length of it been accelerated [reduced by at least 3-months]?	
AE	Was the learner's current employment obtained after a successful guaranteed interview upon completing the Skills Bootcamp?	If the learner gained employment due to a guaranteed interview arranged by the training provider, please select 'yes'. If the learner gained employment through sourcing their own opportunities, please select 'no'.
AF	If the learner is employed, what is the name of their current employer?	If the learner is employed, please identify their: a) Employer's name (company name) in column AF b) Postcode of the employer's site (company site) the learner is based in column AG; if the learner is working more than one job, please enter the postcode of the main workplace c) Select drop down that best describes the role type in column AH d) Number of hours the learner works PER WEEK in column AI; please note data validation only allows numbers to 1 decimal point
AG	What is the postcode of the learner's main workplace?	
AH	Is the new role full-time, part-time or self-employed?	
AI	How many hours per week does the learner usually work in their job(s)?	
AJ	What is the learner's estimated current salary?	Please also include the starting wage of the job offered in column AJ, specifying how often this is paid in column AK. Column AK has data validation in place, and only accepts numbers (to 2 decimal points). Wage can be entered as an hourly, weekly, monthly or yearly figure. Column AI should be used to specify whether it is hourly, weekly, monthly or yearly. It is important that we get an accurate understanding of income for evaluation purposes. All data will remain confidential and will not be compared across employers or individuals. The data will be anonymised and used to understand if income changes after participation in skills bootcamps.
AK	Please indicate whether this income is hourly, weekly, monthly or yearly	
AL	If employed, what is the learner's main job? Insert JOB TITLE	If they are employed, please enter the learner's new job title here – if they are working more than one job, please enter their main workplace's job title.
AM	If employed, what industry does the learner mainly work for? Insert INDUSTRY TITLE	This column has data validation in place - it only allows selection from a drop-down list. Please enter the most relevant industry/business area that the learner now operates in. If you are unable to view the drop-down options, please refer to Annex tab, column I. – if they are working more than one job, please enter the industry of their main workplace.
AN	Milestone Three - insert the date of the claim (dd/mm/yyyy)	The date entered here should be when the learner achieves the Third Milestone. This column has data validation in place and will only accept entries between 01/04/2024 and 01/01/2027 in date format (DD/MM/YYYY).
AO	If the learner has not met the Outcome Payment Milestone following 6-months completions of the programme, please specify why	If a learner did not achieve an outcome, this can be recorded here. If a learner is not contactable and it is therefore unknown as to whether an outcome has been achieved or not, this can also be recorded here.
AP	Was the learner's Completion achieved within 8 weeks of the training finishing?	This is automatically filled in if the Second Payment Milestone date (column V) is within 8 weeks of Date training finished (columns S), the validation will return 'Yes'.

Annex B

Entry Level: Each entry level qualification is available at three sub-levels - 1, 2 and 3. Entry level 3 is the most difficult. Entry level qualifications are: entry level award entry level certificate (ELC) entry level diploma entry level English for speakers of other languages (ESOL) entry level essential skills entry level functional skills Skills for Life	Level 1: first certificate GCSE - grades 3, 2, 1 or grades D, E, F, G level 1 award level 1 certificate level 1 diploma level 1 ESOL level 1 essential skills level 1 functional skills level 1 national vocational qualification (NVQ) music grades 1, 2 and 3	Level 2: GCSE - grades 9, 8, 7, 6, 5, 4 or grades A*, A, B, C intermediate apprenticeship level 2 award level 2 certificate level 2 diploma level 2 ESOL level 2 essential skills level 2 functional skills level 2 national certificate level 2 national diploma level 2 NVQ music grades 4 and 5 O level - grade A, B or C
Level 3: A level access to higher education diploma advanced apprenticeship applied general AS level international Baccalaureate diploma level 3 award level 3 certificate level 3 diploma level 3 ESOL level 3 national certificate level 3 national diploma level 3 NVQ music grades 6, 7 and 8 tech level	Level 4: certificate of higher education (CertHE) higher apprenticeship higher national certificate (HNC) level 4 award level 4 certificate level 4 diploma level 4 NVQ	Level 5: diploma of higher education (DipHE) foundation degree higher national diploma (HND) level 5 award level 5 certificate level 5 diploma level 5 NVQ
Level 6: degree apprenticeship degree with honours (e.g. Bachelor of Arts (BA) honours, Bachelor of Science (BSc) honours) graduate certificate graduate diploma level 6 award level 6 certificate level 6 diploma level 6 NVQ ordinary degree without honours	Level 7: integrated master's degree, for example Master of Engineering (MEng) level 7 award level 7 certificate level 7 diploma level 7 NVQ master's degree, for example Master of Arts (MA), Master of Science (MSc) postgraduate certificate postgraduate certificate in education (PGCE) postgraduate diploma	Level 8: doctorate, for example Doctor of Philosophy (PhD or DPhil) level 8 award level 8 certificate level 8 diploma