

Wave 6 Open Competition - Clarification Questions - Received up to 20 May 2025

Questions 1 - 56 received up to Wednesday 23rd April 2025

Questions 57 - 92 received between Thursday 24th April to Tuesday 29th April 2025

Questions 93 - 115 received between Wednesday 30th April to Tuesday 6th May 2025

Questions 116 - 152 received between Wednesday 7th May to Tuesday 13th May 2025

Questions 153 - 183 received between Wednesday 14th May to Tuesday 20th May 2025

The deadline for Clarification Questions in this Open Competition closed at 5pm Tuesday 20th May 2025.

Note: The response to Question **54** was updated since the version dated 25/04/2025 was published

The response to Question **87** was updated since the version dated 02/05/2025 was published.

The response to Question **135** was updated since the version dated 15/05/2025 was published

The response to Question **138** was updated since the version dated 15/05/2025 was published

Important Note: If you downloaded the application pack before 6pm on Friday 9th May, **please revisit our webpage and download the document pack titled “Application Pack (Updated 09/05/2025)”**. The following key changes have been made to the application documents:

- Updated question weighting in Application Guidance (Question 14) and Bootcamp Application forms (correction highlighted in Question 9)
- The Excel templates corrected to remove GLH error message (see Question 54).
- Milestone 1 KPI clarification for Open Competition Bootcamps is updated in the documents below (Questions 26 and 29):
 - FF and CF Bootcamp Applications (Word),
 - Prospectus
 - Delivery Handbook (Question 29)
- CF Bootcamp Application (Word) includes the corrected location in the Prospectus of the table of under-represented groups per sector (Question 118).

Note the FF and CF Bootcamp Applications contain the incorrect outcome date in Question 11, Part B. The minimum of 75% Milestone 3 job outcome / career progressions must be achieved by 30 September 2026 (Question 138).

Q	Document	Question	Response
1	Prospectus	Are Not For Profit organisations eligible to apply	Yes, Not For Profit organisations are eligible to apply. For the full list of provider eligibility, please see page 18 of the Prospectus
2	Other Delivery Question	Can we deliver training from more than one place in London	Yes, applicants may deliver training from multiple venues. Applicants can list the boroughs in which they propose to deliver training at Question 1.16 in the SSQ, and provide more detail in their answer to Question 7 in the Bootcamp Application
3	Employer Statements of Support	We don't work with one big employer but lots of small ones, can we still apply?	<p>Yes, we encourage training providers to work with Small and Medium Enterprises.</p> <p>If applicants are working with SMEs, for Fully Funded applications, please attach one Employer Statement of Support per 1-25 bootcamp learners; for Co-Funded applications please attach one Employer Statement of Support per 1-15 bootcamp learners.</p> <p>E.g., if an applicant is proposing a Fully Funded application for 30 learners they are required to provide two Employer Statements of Support.</p>
4	Delivery Handbook	Do we have to submit any other data with the ILR?	Please see Annex 10 of the Delivery Handbook - Data Collection Guidance. Providers will need to submit a Supplementary Data Return each month along with all the evidence to support their monthly claims.

5	Delivery Handbook	Can the national apprenticeship wage count as a non-Good Work outcome and be claimable for a 15% Milestone 3 payment	Yes, non Good Work outcomes will need to meet the minimum national rates published at www.gov.uk/national-minimum-wage-rates , which includes the apprentice rate.
6	Application Guidance	What is the maximum number of bootcamp applications can I submit?	Please see Page 16 of the Application Guidance. There is no limit to the quantity of Bootcamp Applications an applicant can submit. However, the GLA will only award a maximum of £500,000.00 to any new provider in this Open Competition.
7	Sector: Green (Other)	Cycle mechanics and Bicycle couriers are not listed within the Prospectus. Both are growth areas in support of the GLA's transport goals. Would a submission in these areas be considered?	<p>In the GLA Wave 6 Open Competition, submissions for Skills Bootcamps that are not specifically listed in the Prospectus will be considered, provided they align with the priority sectors identified for this funding round.</p> <p>When completing the Skills Bootcamps Application Form, regardless of whether the proposal is co-funded or fully funded, applicants are required to respond to Question 3, which addresses co-design with employers and to include an accompanying Employer Statement of Support. These statements are essential in demonstrating employer engagement and labour market demand and should provide clear evidence of job opportunities and sector-specific need.</p>
8	Application Guidance	Do applicants have to bid for the entire £10m fund, or can we specialise within working for SMEs in training and skills delivery?	In the GLA Wave 6 Open Competition, we do not expect providers to bid for the entire amount of funding available. Applicants have the flexibility to focus on specific areas within the scope of the fund, such as delivering co-funded training and skills initiatives for SMEs. If proposals align

			<p>with the programme's objectives and meets the eligibility and criteria outlined in the prospectus, a targeted bid can be submitted.</p> <p>Please note that the maximum per Skills Bootcamp and award amount for this Open Competition and is outlined in the Wave 6 - Skills Bootcamps Application Guidance, Standard Selection Questionnaire, Part C: Bootcamps Summary on page 11.</p>
9	SSQ	In Wave 6 - Standard Selection Questionnaire.docx, you ask for a signature under question 14, but the field doesn't allow any input. Clicking on it automatically jumps to the Date field.	<p>If you have downloaded the application pack before 10am on Wednesday 16 April, please re-download the application pack from our website.</p> <p>When the Word application documents are initially opened, the default is Viewing only. Once applicants start to write in any responses it will prompt to "Edit anyway". Alternatively, upon opening the documents, the Document Access Mode can be changed from Viewing to Editing (top right of the screen in Microsoft Word). This will enable applicants to type in responses and also to insert a graphic for the signature for Question 14.</p>
10	Prospectus	For bootcamps focused on tech skills leading to remote roles (e.g., international freelance or remote work placements), how should we define "into work" outcomes, particularly if employment is not UK-based?	<p>The W6 Delivery Handbook in 'Section 3: Skills Bootcamps Eligibility – 21 – Employer eligibility' outlines the following:</p> <p>21. All Milestone 2 Guaranteed Interviews and Milestone 3 outcomes/Career Progressions must be with an employer registered as a UK company under the Companies Act 2006 and / or is located in England. All</p>

			Milestone 2 and 3 employers listed on Companies House must be active. Their accounts should not be dormant, in the process of dissolution, or being struck off.
11	Financial Due Diligence	We are an internationally active organization with established operations and revenue in the U.S. and Nigeria, where we have successfully delivered large-scale digital skills programs, including in partnership with the Nigerian government. Our UK entity is now dedicated to launching Skills Bootcamp provision in London, applying our proven training-to-employment model in a local context. In demonstrating financial viability, are applicants permitted to submit consolidated financials and solvency declarations from the wider group structure, or must all supporting evidence relate solely to the UK entity?	<p>The supporting evidence should be with the UK entity, with whom we will potentially have the contractual agreement.</p> <p>Please review the Financial Due Diligence Checklist and Guidance. If clause 12 (parent companies) is applicable to you, then this requirement must be fulfilled in full.</p>
12	Delivery Handbook	Can multiple delivery models (e.g., hybrid cohorts and self-paced learning) be used across the same bootcamp program to serve different learner profiles, and how should that be reflected in the application?	<p>We would expect the delivery model to be consistent across all cohorts of the same bootcamp.</p> <p>If however an applicant has specific reasons to adapt the delivery model for different cohorts, this can be explained in their rationale in their response to Bootcamp Application Part B Question 7, including how they will ensure learners across all cohorts experience the same bootcamp and are equally equipped to obtain employment outcomes/career progressions.</p>

			For example, we understand that some co-funded bootcamps may require adjustments to accommodate the needs of different co-funding employers, particularly regarding the release of their staff for training.
13	SSQ	For newer entities or startups, is there flexibility around required past performance references, or can these be substituted with outcomes from pilot programs in other regions or countries?	The Wave 6 Application process does not ask for references in relation to past performance. We expect providers to outline their experience of delivering employer-led training in the sector they are applying for in their response to Bootcamp Application Part B Question 1.
14	Application documents	The total allocated weighting totals 108%. Please can you confirm the weighting for each question.	Thank you for highlighting this error. The Application Guidance and Word Bootcamp forms were updated 10am Wednesday 16 th April. This error has been corrected, and the weightings now total 100%. If you downloaded the Zip file application pack before this time, please revisit our website and download the documents again from https://www.london.gov.uk/programmes-strategies/jobs-and-skills/funding-opportunities/skills-bootcamps-londoners-funding
15	Application Guidance	We would be a new Skills Bootcamp provider to the GLA, although we hold other SB contracts. As a new provider i understand that we would be restricted to bidding for £250k of funding e.g. bidding for Construction - £250k. If we were to bid for two lots e.g. Construction and Green are we still restricted to £250k or is it £250k per Lot i.e. £500k in totality?	There are no limits on the number of sectors or Skills Bootcamps a provider can apply for. However, the funding for each individual Skills Bootcamp is capped at £250k. This means that even if applicants run multiple Bootcamps within the same sector, such as ten in construction, the total funding for all those Bootcamps combined cannot exceed £500k. This £500k cap represents the maximum total funding a new provider can receive from the GLA,

			regardless of the number of Bootcamps or sectors they apply for.
16	Application Guidance	Can an early-stage business (in first year of trading, with positive cashflow - a 'start-up') - apply to Wave 6 SBC programme? What are the key conditions and criteria around their application? What are the restrictions, if there are any?	<p>There are no explicit restrictions on start-up organisations applying for funding. However, Question 1 in Part B of the Bootcamp Application asks applicants to set out their prior experience of delivering training in the relevant sector. Applicants must secure a minimum score of a 3 in this question, which may be challenging for a new provider to achieve.</p> <p>However, it is for each applicant to determine whether they can realistically achieve the minimum scores required for each question as outlined in the application guidance.</p> <p>Please also refer to point 10 in the Financial Due Diligence Checklist and Guidance if you are unable to provide the standard two years of financial documents requested. Point 10 asks for accounts for a 12 month period, but if your organisation has been operating for less than 12 months, please provide financial accounts for the entire length of time your organisation has been operating.</p>
17	Prospectus	Can a smaller training organisation support a larger employer? Would they be a sub-contractor, or would they part of a 'consortium'? Is there a preference?	Yes, there is no reason why a smaller training provider cannot support a larger employer. We suggest that training providers work closely with employers to design the bootcamp and agree the best partnership model that suits their needs prior to finalising their application.
18	Prospectus	We are a large London NHS Trust - with entry level, clinical (nursing) workforce	Yes, we encourage employers to apply directly for Skills Bootcamps funding, including where they plan to deliver

		needs - interested in applying to Wave 6. Can we submit an application directly, as we are an employer? (With the support of an external training provider) or, is the NHS excluded from applying directly?	with the support of an external training provider. Please see 3.1 of the Prospectus on page 18.
19	Application Guidance	I notice you specify that the deadline is 5 pm GMT on the 27th May. As we are on summer time in May, do you actually mean 5 pm GMT = 6 pm BST, or do you mean 5 pm BST?	The deadline is published as 5.00pm on 27 May. As we will be in BST on this date, the deadline is 5.00pm BST on 27 May 2025.
20	Prospectus	point e) in the prospectus states that 'The GLA will not accept open competition applications from providers currently delivering a Skills Bootcamp for the GLA in Wave Five, for what the GLA deems to be same bootcamp.' If the delivery of our allocated Wave 6 targets has been achieved (by May 2025) before the calendar date of the actual contract agreement (Oct 2025) can we apply for the delivery of a new cohort in Wave 6?	<p>Wave 6 Direct Award providers will be considered for Growth funding in August. This process may award additional funding for Wave 6 bootcamps that are demonstrating strong Milestone 1 to 3 conversion rates in their Wave 5 delivery for the same bootcamp.</p> <p>This is the only mechanism under which the GLA may award increased Wave 6 funding for existing bootcamps, and open competition applications for the same bootcamps will not be accepted.</p>
21	Prospectus	<p>We note the following requirement in the prospectus:</p> <p>"Existing providers who have been offered an indicative allocation via the Wave 6 Direct Award process may apply for new bootcamps under this Open Competition process. However the GLA</p>	<p>The most a provider will be awarded via this open competition is £500k.</p> <p>In your example, a provider holding a direct award of £200k to continue a bootcamp from Wave 5 to Wave 6 could be awarded a maximum additional £500k for new</p>

	<p>will limit the combined Wave 6 grant award via both processes at £1m.” (we note £1.3m re green and construction)</p> <p>In the application guidance it states: “Current training providers who hold a Wave Five Skills Bootcamps for Londoners grant</p> <ul style="list-style-type: none"> • The GLA will not award more than £500k in this Open Competition process • Existing providers who have been offered an indicative allocation via the Wave 6 Direct Award process may apply for new bootcamps under this Open Competition process. However, the GLA will limit the combined Wave 6 grant award via both processes at £1m. The only exception to this is for providers delivering bootcamps exclusively in the green and construction sectors where a maximum of £1.3m will be awarded.” <p>Can the authority confirm our understanding of these requirements. For existing Wave 5 skills Bootcamp providers – is the limit for award in this open competition £500k? Or, if for example, a Wave 5 provider currently holds a direct award for £200k, can they</p>	<p>bootcamps via the open competition. In that example their total Wave 6 award would therefore be £700k.</p> <p>As an alternative example, a provider (not delivering in Construction or Green) holding a direct award of £900k to continue bootcamps from Wave 5 to Wave 6, can only be awarded a maximum additional £100k, which would take them to the £1m combined Wave 6 grant award limit.</p> <p>As a third example, a provider (delivering exclusively in Construction and Green) holding a direct award of £900k to continue bootcamps from Wave 5 to Wave 6, could be awarded a maximum additional £400k, which would take the to the £1.3m combined Wave 6 grant award limit for providers delivering exclusively to those sectors.</p> <p>Finally, a fourth example, a provider holding a direct award of £300k to continue bootcamps from Wave 5 to Wave 6, could only be awarded the maximum open competition maximum of £500k, regardless of whether they were delivering exclusively in Construction and/or Green sectors).</p>
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		apply for a further £800k funding in this process, to a max combined of £1m (or £1.1m for a max combined £1.3m if covering construction/green)?	
22	Prospectus	<p>We note the following requirement in the prospectus: "The GLA reserves the right to limit the total amount of funding awarded to providers which are closely linked (e.g. parent company, shared directors). Providers will be asked to declare such relationships in their application "</p> <p>Could the GLA advise further on how they might limit funding for providers who share the same parent company? If providers who share a parent company can clearly show a different sector need / focus for Skills Bootcamps, would GLA consider a different approach?</p>	<p>The GLA will primarily limit funding for providers sharing the same parent company where the Skills Bootcamps proposed by both applicant companies are similar (i.e. same sector or occupations of focus).</p> <p>Applicants submitting applications from providers which are closely linked to each other should explain clearly in their applications where any operations pertinent to the Bootcamps' delivery are separate or combined between the closely linked providers in question.</p>
23	Prospectus	If a provider has delivered a Skills Bootcamp through DfE Skills Bootcamps, rather than GLA Skills Bootcamps would these be considered "new" for the purposes of this tender?	In Clause d) of Section 2.2 of the Prospectus "new" bootcamps means skills bootcamps not already funded by the GLA under Skills Bootcamps for Londoners. Skills Bootcamps funded by other authorities and not by the GLA would be considered "new" to the GLA.
24	Delivery Handbook	I just had one clarifying question about the requirement for the 'Completion of 14 qualifying (calendar) days and must	The requirement for "Completion of 14 qualifying (calendar) days and must include a minimum of 10 guided learning hours (GLH)" means the learner must be enrolled

		<p>include a minimum of 10 guided learning hours': is this based on active learning days or simply being enrolled for 14 calendar days?</p> <p>Our bootcamp has been designed as being fit into 5 days but with 50 hours in total, exceeding the minimum guided learning hours. We would usually enrol a candidate at least one week before the course with a guided learning induction, which would mean they would be enrolled for more than 14 days but I wanted to understand if the course has to take place across 14 calendar days in order to qualify for funding in which case we would have to restructure.</p>	<p>on the Skills Bootcamp for at least 14 consecutive calendar days (not necessarily active learning days), and during that time, they must have received a minimum of 10 guided learning hours.</p> <p>To clarify: 14 calendar days refers to the total time from the learner's enrolment date to at least 14 days later. It is not limited to days on which learning activities take place.</p> <p>GLH are defined as the time during which a learner is directly taught or instructed by a tutor or trainer. This includes classroom time, live online sessions, and other direct learning activities.</p> <p>So, even if a learner only has active sessions on a few of those days, as long as they remain enrolled for 14 consecutive days and receive a minimum of 10 GLH during that period, they meet the requirement.</p> <p>Skills Bootcamps must offer a minimum of 60 Guided Learning Hours (GLH) and a maximum of 16 weeks" (Skills Bootcamps for Londoners Wave 6 (2025-26) - Delivery Handbook Version 1 – April 2025, Section 4, Point 2). This is also confirmed in section 3.6 of the Prospectus.</p> <p>Skills Bootcamps that provide fewer than 60 GLH do not meet the minimum standards to be considered a Skills Bootcamp.</p>
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25	Bootcamp Delivery	<p>The documentation states that bootcamps must be able to "be reasonably delivered to a learner concurrently employed in either a full-time or part-time role or around other commitments"</p> <p>Does this mean a bootcamp which runs, for example, Monday-Friday 9-5 each day with (i) a system for pre-approved absences (for other/arising commitments) for learners and (ii) support for learners to attend part-time jobs around these would be ineligible?</p> <p>If the bootcamp is intended for and directed at those who are unemployed, would it still be ineligible for funding?</p> <p>If they are ineligible, what is the maximum daily/weekly commitment that would be eligible and perceived by the GLA as reasonably deliverable to those with other commitments?</p>	<p>Skills Bootcamps can be delivered to unemployed or employed (including self-employed) learners. Training providers are expected to plan their delivery model to suit their targeted learners. They are not required to deliver to both unemployed and employed learners if this is not feasible within the delivery model for that bootcamp.</p> <p>For instance, a Co-Funded bootcamp will need to be planned in partnership with employers to ensure the learning commitments are feasible alongside employed learners' work responsibilities.</p> <p>It is also recommended that the planning of Skills Bootcamps targeted at unemployed learners also need to take account of learners' other commitments, e.g., caring responsibilities.</p> <p>Applicants should explain their rationale for their proposed schedules in their response to Question 7 of Part B of the Bootcamp Application.</p>
26	Prospectus	<p>The document says 30% of starts must be registered by end September 2024.</p> <p>Does the document mean 2025?</p>	<p>Thank you for bringing this to our attention. We have corrected the KPI dates in the table on page 22 of the Prospectus.</p>

		Does 30% of starts by September 2025* (assume the mention of 2024 in the documentation ins a typo) apply at provider or bootcamp level?	<p>Milestone 1 Learner starts are the KPIs per bootcamp, and therefore each bootcamp proposed in this Open Competition process must have cohort plans to meet these targets.</p> <ul style="list-style-type: none"> • 30% achieved by 30 September 2025 • 100% achieved by 31st March 2026 <p>Note, these target dates apply to bootcamps proposed in the Wave 6 Open Competition only. See the responses below for Questions 29 and 31 for the learner starts KPIs for Wave 6 Direct Award bootcamps.</p>
27	Prospectus and Delivery Handbook	Is there a percentage limit on online learning and face-to-face delivery?	<p>Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded. Bids that offer 100% online Bootcamp will not be considered. There is no minimum number of in person delivery of Guided Learning Hours.</p> <p>Applicants are expected to explain their training delivery model in their response to Question 7 of Part B of the Bootcamp Application</p>
28	Delivery Handbook	If a learner is self-employed, what, if anything, is required in place of an employer statement?	Please see Annex 8 of the Delivery Handbook, page 65 for the Milestone 3 evidence requirements that can be accepted for Self Employed learners where employer confirmations are not applicable.

			If your question relates to the Employer Statements of Support as part of your application, please see the response to Question 35
29	Delivery Handbook	<p>Milestone 1:</p> <p>22.1.1. 30% of all learners to begin bootcamps by 30 July 2025</p> <p>22.1.2. 60% of all learners to begin bootcamps by 30 September 2025</p> <p>22.1.3. 100% of all training delivery to be complete by 31 March 2026</p> <p>Are these percentages for individual Bootcamps or all combined?</p>	<p>The Milestone dates set out on page 22 of the Wave 6 Delivery Handbook are for our Wave 6 Direct Award bootcamps, which begins earlier in the delivery year. We apologise that this is misleading, and we will update this for clarity in the next version.</p> <p>Please see Annex 2 of the Delivery Handbook, where it is explained that in order to meet the DfE KPIs of 20% by 31st July 2025 and 50% by 30th September 2025, the GLA have set different KPIs for Wave 6 Direct Award and Wave 6 Open Competition for learner starts/Milestone 1 starts:</p> <p>W6 Direct Award bootcamps:</p> <ul style="list-style-type: none"> • 30% by 31st July 2025 • 60% by 30th September 2025 <p>W6 Open Competition bootcamps which will be starting later in summer 2025:</p> <ul style="list-style-type: none"> • 30% by 30th September 2025 <p>All Wave 6 bootcamps: 100% achieved by 31st March 2026</p>

			Therefore, each bootcamp proposed in this Open Competition must have cohort plans to achieve 30% of learner starts by 30th September 2025
30	Bootcamp Template (Excel)	Is the pricing including or excluding VAT and when we claim, is the claim including or excluding VAT?	<p>Applicants should seek their own advice in relation to VAT.</p> <p>However, we advise applicants review 'section 13 - Government approved vocational training schemes' of this webpage: https://www.gov.uk/guidance/vat-on-education-and-vocational-training-notice-70130#government-approved-vocational-training-schemes</p> <p>The unit cost you outline in your proposal should be inclusive of all costs (including any tax due). The GLA will not pay any additional amounts over the agreed unit costs.</p>
31	Wave 6 Delivery Handbook	<p>https://www.london.gov.uk/md3344-skills-bootcamps-wave-six-funding-approach?ac-235903=235888</p> <p>On the website it says in 2.6 20% of starts must be in July 2026.</p> <p>That seems not to be repeated in the documentation.</p> <p>Does this apply to providers tendering?</p>	<p>In the Mayoral Decision for Skills Bootcamps Wave 6 Funding Approach, it states in 2.6 that a condition of the Department for Education (DfE)'s award of funding to the GLA is that 20% of GLA bootcamp starts must be achieved by July 2025. However, these targets apply across the entire Wave 6 delivery, including bootcamps we are continuing via our W6 Direct Award process.</p> <p>In Annex 2 of the Wave 6 Delivery Handbook, it is explained that in order to meet the DfE KPIs of 20% by 31st July 2025 and 50% by 30th September 2025, the GLA have set the following KPIs on learner/Milestone 1 starts:</p>

			<p>W6 Direct Award bootcamps:</p> <ul style="list-style-type: none"> • 30% by 31st July 2025 • 60% by 30th September 2025 <p>W6 Open Competition bootcamps which will be starting later in summer 2025:</p> <ul style="list-style-type: none"> • 30% by 30th September 2025 <p>All Wave 6 bootcamps: 100% achieved by 31st March 2026</p> <p>Therefore, each bootcamp proposed in this Open Competition must have cohort plans to achieve 30% of learner starts by 30th September 2025</p>
32	Prospectus	Can employers that we engage with be local employers or do they have to be pan-London?	<p>Engaged employers can be local employers, pan-London employers, or a mix.</p> <p>However, all Milestone 2 Guaranteed Interviews and Milestone 3 outcomes/Career Progressions must be with an employer registered as a UK company under the Companies Act 2006 and / or is located in England. All Milestone 2 and 3 employers listed on Companies House must be active. Their accounts should not be dormant, in the process of dissolution, or being struck off.</p>
33	Application Guidance	How many employers do we need to work with?	Our evidence suggests the more employers are involved, the better the outcomes are for participants.

			Please see page 3 of the Application Guidance for instructions for the quantity of Employer Statements of Support required to support each bootcamp proposal
34	Prospectus, Delivery Handbook and Application Guidance	How many learners should be supported?	There is not a minimum nor maximum number of learners per bootcamp application. The cap is applied on the value of the bootcamp only.
35	Prospectus	If we are working to support people into self-employment or existing self-employed freelancers in the creative industry, how do we work with employers on a particular curriculum?	We expect applicants to explain their approach to employer co-design and engagement, relevant to the sector they are applying for, in their responses to Questions 3 and 5 of Part B of the Bootcamp Application. Applicants tailoring their bootcamp to freelancers could demonstrate in their response any consultation or co-design with relevant sector organisations who regularly contract freelancers, as well as engagement with existing freelancers in the sector.
36	Application Guidance	Can Bootcamps have a mix of different learners i.e. fully funded individuals, self-employed and employees or do they need to be kept separate?	<p>Fully Funded bootcamps are for independent learners, including self-employed.</p> <p>Co-Funded bootcamps are for employees where the employer is contributing to the cost of the training for each of their staff.</p> <p>Applicants proposing a bootcamp open to both Fully Funded and Co-funded learners need to submit two bootcamp applications, one for each funding model.</p>

37	Delivery Handbook	Is there any evaluation time required to evaluate delivery, and can we include costs for this?	<p>Please see page 26 of the Delivery Handbook: Programme and Project Evaluation. Evaluation of each Wave begins after the Wave is completed. For example, we are currently undertaking the Evaluation on our Wave 4 (2023-24) Skills Bootcamps delivery.</p> <p>We would not expect these costs to be excessive for providers, as the majority of the evaluation is undertaken on information submitted throughout the delivery of the bootcamp. There may be additional information requested or a provider interview as part of the evaluation. If applicants wish to set aside a nominal cost for a provider interview or providing additional information for the purposes of evaluation, we suggest they include this within the Indirect costs cell in the Pricing Schedule of the Bootcamp Template.</p>
38	Prospectus	Can we be introduced to any employers in the creative sector who may have expressed interest in being part of a Bootcamp?	<p>The GLA expects applicants to engage with employers themselves. Once successful bootcamps are in grant, where the GLA does obtain employer contacts these may be shared with providers relevant to their sector. However, this would be to supplement training providers' own network of employer contacts, and we provide no guarantee that the GLA will be able to undertake employer engagement on training providers' behalf.</p>
39	Other - delivery	Can we create our own roles and train / offer interviews and employment opportunities? Alternatively, can we train and create a pool of freelancers in the creative industry that we are eventually	<p>3.1 on page 18 of the Prospectus explains employers can apply direct for Skills Bootcamps funding, and therefore genuine employment opportunities offered by the training providers themselves are permitted.</p>

		able to provide contractual work to in our own organisation or to other businesses?	However, please note, in these circumstances the GLA may undertake additional checks and request further evidence to support any claims for Milestones 2 and 3, to satisfy itself that the roles are genuine prior to approving payment.
40	Prospectus	Does every Bootcamp participant have to be offered an interview or invited to bid for work if self-employed?	<p>Pages 22-24 of the Prospectus set out the Key Performance Indicators (KPIs) for Skills Bootcamps.</p> <p>This outlines the KPI that 100% of independent learners on a bootcamp should receive a guaranteed job interview. Providers will not be able to claim the milestone 2 payment for any independent learner unless the interview offer is delivered, in addition to the completion of training and passing of any required assessments. This is further outlined in Annex L of the prospectus.</p> <p>Please see Annex L of the prospectus for a summary of the payment milestones for self-employed learners. Annex 8 of the Delivery Handbook also provides detailed evidence requirements for self-employed learners for Milestone 2 (page 61) and Milestone 3 (page 65).</p>
41	Prospectus	What is a UKPRN?	<p>A UKPRN is a unique number allocated to providers after successful registration with the UK Register of Learning Providers. Please note that all successful providers (training and employers) must have a UKPRN number at delivery start.</p> <p>To register for a UKPRN number, please follow this link https://www.ukrlp.co.uk/</p>

			Please see Page 18 of the Prospectus for more information.
42	Prospectus	We have not had a direct contract with the Greater London Authority before. However, we have been delivering skills bootcamps nationally under a DfE contract for the past 3 years and 30% of our learners have been from Greater London. Would you class us as a "new provider" or "new course", for the purpose of this tender and the maximum allocations available?	Please see the response to Question 23.
43	Bootcamp Application	Regarding start time for Learners – we can see in the Handbook that the start date of 30 July for 30% of learners, and September for 60% is outlined. However we are would like to develop the bootcamp to dovetail with productions taking place in our theatres where the Learners will complete the course with hands on production experience as Assistant Stage Manage or a Theatre Technician, these will take place in May 2026, and we believe the best timing to lead to this moment will be to begin the Bootcamp in February 2026. Can we apply for funding in this Wave based on this timing?	<p>Please see the response to Question 29 for the KPI for Open Competition learner starts of 30% by 30th September 2025.</p> <p>All bootcamps funded in Wave 6 must have 100% of training completed by 31st March 2026.</p> <p>If applicants have specific sector-related reasons for not scheduling their training delivery to meet the learner starts KPI, this can be explained in their response to Question 11 in Part B of the Bootcamp Application. Where relevant, employers could endorse and explain how the timings dovetail with their specific recruitment needs in their Employer Statements of Support.</p>

44	Prospectus	Would you be open for a bid for C1 Driver Licence to become Ambulance Drivers? this would need to be outside Logistics as Pathway A only covers CAT C and is not specific to Ambulance Drivers.	<p>A bid to deliver C1 Driver Licence training as part of a Skills Bootcamp supporting Londoners to become Ambulance Drivers would be eligible under this open competition.</p> <p>As part of the application, the GLA will need clear evidence of employer support. This support statement should come from relevant ambulance service providers, such as the London Ambulance Service NHS Trust, Southern Ambulance Services, or private ambulance providers operating in London. Your application must demonstrate genuine demand for this training and show that it can lead to employment opportunities for Londoners.</p>
45	Prospectus	Is this the right opportunity if I am a learning provider and not a recruiter?	<p>Yes, please see page 18 of the Prospectus which sets out that the following types of training providers who may apply:</p> <ul style="list-style-type: none"> a) Sole Training Provider (one Skills Provider) b) Lead Provider (with Subcontractor/s) c) Consortium Lead (a Skills Provider working in partnership with another provider/s, who will act as Lead and thus enter into the legal funding contract with GLA) d) Lead Employer
46	Sector: Green (Other)	Regarding the priority areas with 'Green' sector, the prospectus mentions prioritising the largest emitting sectors like Transport. Please could you inform	Please see the response to Question 7.

		us if sustainable transport bootcamps such as cycle mechanics, e-bike mechanics or cycle instructors would be included in this priority list as its not specifically listed as any of the green jobs detailed.	
47	Prospectus	In the guidance you say that you are looking for ITPs with an existing London base. Will evidence of partner agreements with London employers plus confirmed interviews suffice even if we are new to the city as a training provider?	<p>Please see section 3.1 on page 18 of the Prospectus. An established delivery base in London is an eligibility requirement for this Open Competition. Applicants must provide their London/London Fringe delivery address and postcode in the SSQ.</p> <p>If an applicant's London base is new, this can be explained in the Bootcamp Application and connections with London employers can be evidenced in the Employer Statements of Support.</p>
48	Application Guidance	Is there a maximum amount of funding per learner?	There is not a maximum cost per learner. However, please review the Pricing Evaluation section (page 18) of the Application Guidance, which explains how the pricing evaluation is calculated against other bootcamp applications in the same sector on both the cost per learner and cost per Guided Learning Hour.
49	Application Guidance	<p>We note there is a cap of 500k per provider application & a 250k cap per bootcamp.</p> <p>As there are multiple bootcamp lots, please could you kindly confirm if we can</p>	Please see the response to Question 6 and also Page 16 of the Application Guidance. There is no limit to the quantity of Bootcamp Applications an applicant can submit. However, the GLA will only award a maximum of £500,000.00 to any new provider in this Open Competition.

		<p>put in a bid for 3 bootcamps e.g. 250k each to total 750k?</p> <p>We are aware that only 2 can be successful if awarded (max 500k) i.e. one may not be considered - but we want to compete in multiple lots still e.g. 3. I want to confirm that this is acceptable & confirm that we would not be disqualified if we sent a bid over 500k?"</p>	<p>In a scenario where an applicant applied for several bootcamps, each for £250,000, and all passed quality evaluation and price scoring and were ranked within fundable bids, the GLA would liaise with the applicant to choose either which two bootcamps they would like to be funded, or to reduce the learner numbers in each successful bootcamp to split the £500,000 funding across the successful proposals to enable the funding of more than two bootcamps.</p>
50	Application Guidance	<p>We note the requirements for employer statements of support and have two questions:</p> <p>Q1) I want to clarify which one of the two types of letters (a) or (b) is the preferred of the two below cited in the application form (below)?</p> <p>I ask this as we have both type of letters of support available from our employers. i.e. can commit to both guaranteed interview and supporting the bootcamp and so we are not sure which one to attach as part of the application that would support your evaluation of the offer.</p> <p>FF Employer Statements of Support Please provide either:</p>	<p>Options (a) and (b) for outline two ways that applicants can meet our minimum requirements, whether they are working with several employers or tailoring their bootcamp for just one employer's needs, or a combination of the two.</p> <p>The quantities of Employer Statements of Support stated are the minimum requirements, and the more Statements an applicant can obtain and submit will demonstrate increased viability of their bootcamp proposal.</p>

		<p>a) Employer Statement of Support per 1-25 bootcamp learners OR</p> <p>b) Employer Statement of Supports from an employer (or employers) who can commit to providing guaranteed ring-fenced interviews for a minimum of 50% of your learners.</p> <p>CF Employer Statements of Support Please provide either:</p> <p>a) Employer Statement of Support per 1-15 bootcamp learners e.g., if your bootcamp application is for 45 learners, please provide 3 Employer Statements of Support, i.e., from 3 separate Employers OR</p> <p>b) Employer Statements of Support covering a minimum of 50% of your proposed learner places (e.g. where one large employer requests a high number of learner places).</p> <p>Please can you confirm what the difference is between the below letters of support as we believe (a) includes the guaranteed interviews mentioned in (b), so we are not sure which one to provide</p>	
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		with the application or perhaps we are not understanding the difference between the two?	
51	Application Guidance	<p>Hi we are a new provider to the GLA W6 (we deliver ESFA direct bootcamps already successfully).</p> <p>I have three questions please;</p> <p>1) We are aware of the 500k limit & want to ask if we can bid for 'more' than 500k across different sectors?</p> <p>2) If yes, are we correct to assume that only 500k max can be awarded across all of our bids - perhaps to the highest scoring ones out our multiple applications across sectors?</p> <p>3) Or is it the case that all providers cannot submit an application above 500k for consideration (will be a disqualified) if they are new to working with the GLA directly (even if they have worked on bootcamps with the ESFA)</p>	Please see the response to Question 49.
52	Application Guidance	<p>I was just at the briefing and didn't manage to take a screenshot of the slide that explained the % of employer supported spaces on a bootcamp (I think it was 50%)</p>	<p>We assume your question relates to the quantity of Employer Statements of support required, as this slide did include the figure of 50%.</p> <p>Please see page 3 of the Application Guidance of the quantity of Employer Statements of Support required for each bootcamp application. Please also see the response to Question 50 above which provides additional guidance.</p>

53	Prospectus	<p>Regarding hybrid delivery, is there a minimum amount of time (hours or days?) for courses to have in person if they are delivered mostly remotely? If there is no minimum, could we confirm that for example in a full-time 12-week bootcamp, 1 day in person would be eligible?</p> <p>Would that then, from a quality (ignoring price/cost) perspective, be perceived less favourably by the authority than a course with 2 days a week in person or then in turn 1-2 weeks in person?"</p>	<p>Please see the response to Question 27.</p> <p>In our experience, bootcamps with higher proportions of in-person training have achieved higher outcomes. However, there is no minimum quantity of in-person Guided Learning Hours.</p> <p>Applicants need to explain their rationale for their Training Delivery Model in their response to Question 7 of Part B of the Bootcamp Application. Quality evaluation will consider applicants' explanation and rationale rather than the percentage of in-person GLH.</p>
54	Bootcamp Template (Excel)	<p>Worksheet 'Course Outline', cell 31 gives a warning message stating "minimum 100GLH total required for Digital courses" however on the Delivery handbook, Course length states that "Courses on offer must be a minimum of 60 Guided Learning Hours (GLH) (20 GLH for Skills Bootcamps related to driving)". Could you please confirm if there are different requirement for Digital courses to be 100glh or is it the standard minimum 60glh applies?</p>	<p>Thank you for alerting us.</p> <p>The minimum GLH is 60 GLH for all bootcamps, with the exception of bootcamps related to driving which require a minimum of 20 GLH.</p> <p>The template included this error message for our Wave 5 commissioning, which did have a different minimum GLH for digital.</p> <p>We have corrected both the FF and CF templates to remove this error message, and these will be uploaded onto the website in due course. In the meantime, please disregard the error message.</p>

55	FE College Process	<p>The FE College process says individual bootcamps are capped at £150 but in your webinar slides on 23rd April you say £250. Are you able to clarify?</p>	<p>Bootcamp proposals received via the separate process for London based FE College and Institutes for Adult Learning (IAL) are capped at £150,000.</p> <p>Bootcamp applications in the Open Competition process are capped at £250,000.</p> <p>Eligible London based FE colleges or IALs may apply via either or both routes. However, the GLA will not award funding for the same bootcamp application via both processes.</p>
56	FE College Process	<p>As part of wave 6 prospectus, it states some funds will be ringfenced for specific sectors e.g. £250K retail and hospitality sectors as part of the open competition. Will any funds be ringfenced in the FE college process for specific sectors?</p>	<p>No, the sector ringfences are being applied to the Open Competition only.</p>
57	Financial Due Diligence	<p>We can see that the financial due diligence document states that we need to provide a Cashflow Statement.</p> <p>As an SME we are exempt from audit and are not required to produce a cash flow statement (not required on the full set of financial statements we have produced by our accountants).</p> <p>For other procurements with the ESFA and other combined CAs it has</p>	<p>Please refer to point 10 in the Financial Due Diligence Checklist and Guidance if you are unable to provide the standard financial documents requested.</p> <p>We do not intend you to incur additional costs and therefore if you are unable to provide a cash flow forecast this will not disqualify you from applying. However, please do provide the other information requested under point 10.</p>

		<p>previously been suitable for us to provide our full accounts including, notes, directors report, balance sheet and P&L (i.e. the full statutory accounts as prepared by our accountants which does not include the cash flow statement). We note that you have requested a Cashflow statement in addition to statutory requirements for organisations exempt from audit.</p> <p>Our Question: Please can you confirm this is required for an SME exempt from audit? I ask this as it comes at additional cost/time to prepare and is likely the same case with all other SMEs in the sector as it 'not' a part of mandatory financial statements required to be prepared annually & submitted to HMRC/companies house.</p> <p>Please kindly confirm if a cash flow statement is required to be submitted to you? If a provider does not submit the cash flow statement (if exempt) will this be deemed as having submitted non-compliant bid i.e. disqualified from marking?</p>	
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58	Delivery Handbook	We are looking to support self-employed freelancers in the creative industries, however, the nature of the industry often means that awarded contracts and jobs are short in terms of duration. Is there an expectation that self-employed people/freelancers will secure contracts and work opportunities that meet the criteria of a 'good' job especially in terms of at least 16 hours per week and at least 12 weeks?	<p>Please see Annex 8 of the Delivery Handbook for the evidence requirements for self-employed learners for Milestone 2 (page 61) and Milestone 3 (page 65).</p> <p>Please see Annex 9 of the Delivery Handbook (pages 66 to 68) on Good Work outcomes.</p>
59	Pathways to Accelerated Apprenticeships	For the Pathways to Accelerated Apprenticeship projects, are providers applying to deliver Accelerated Apprenticeship provision for one priority sector only, or can a project offer an Accelerated Apprenticeship offer to cover more than one priority sector?	<p>Applicants will need to submit a separate Pathways to Accelerated Apprenticeships application for each sector. This is because the bootcamp application documents require applicants to provide detailed responses related to the sector, as well as demonstrating employer engagement in the sector including specific sector skills needs and job roles.</p> <p>There is not a limit to how many bootcamp applications an applicant can submit in this Open Competition.</p>
60	Pathways to Accelerated Apprenticeships	For the Pathways to Accelerated Apprenticeship projects, can providers work in partnership with Flexi Apprenticeship Agencies?	Flexi-job apprenticeship agencies are businesses that recruit, employ, and manage apprentices, placing them with various "host" employers for short-term placements. To meet the requirements of a Milestone 3 outcome, progression must result in a substantive job or apprenticeship. Specifically of relevance to your query, the opportunity must:

			<ul style="list-style-type: none"> • Be for 16 hours or more per week, and • be continuous for at least 12 weeks <p>Additional requirements for Milestone 3 are outlined in Annex L of the Prospectus.</p>
61	Other	Can an Assessment Organisation/Professional membership body apply for funding directly or does it need to be in partnership with a training provider?	For Skills Bootcamps, an Assessment Organisation or Professional Membership Body cannot usually apply for funding directly unless they also meet the eligibility criteria as a training provider. Providers need to be registered with the UK Register of Learning Providers (UKRLP) .
62	Prospectus	When would wave 6 bootcamps go live?	Please see the proposed timetable on page 33 of the Prospectus. The indicative dates could be subject to change, depending on the volume of applications and time required for evaluation.
63	Prospectus	<p>3.4 KPI Milestone 1 states 30% achieved by 30th September 2024 and 100% achieved by 31st March 2025.</p> <p>Please can you advise the correct dates.</p>	Please see the response to Question 26
64	Prospectus	Does the lead provider need a physical base in London, or can this be a named partner whose premises will be used?	<p>GLA Wave 6 Open Competition applicants (Lead providers) should themselves have an established physical base in London (or London fringe) or may partner with another organisation, or a named subcontractor, who have an established physical base in London (or London fringe) which will be used to deliver the programme.</p> <p>The named organisation partner must have an established delivery base in London (or London fringe), with premises</p>

			that meet GLA training standards. The lead provider remains fully responsible for managing the programme and overseeing delivery at the partner's location. Please review the Skills Bootcamp Wave 6 prospectus, page 18, section 3. Delivery requirements. Section 3.1 Eligibility – Providers.
65	Other	Can you clarify the M1-M3 conversion rates you have nationally.	<p>The DfE's most recent published data for national rates are for 2022-23 and are available at this link: https://explore-education-statistics.service.gov.uk/find-statistics/skills-bootcamps-completions-and-outcomes/2022-23</p> <p>The GLA expects to achieve higher outcome rates than these national rates. We are currently still in our Wave 5 Skills Bootcamp delivery phase, and M1-M3 conversion rates will not be available until we come to the end of the delivery.</p>
66	Green Other	<p>We note the Green Other is open to hearing from bootcamp proposals that will align with the Green Growth ambition within the Growth Plan.</p> <p>We wondered if a programme that upskills Operations and Commercial employees of pre-scale Climate Tech (green jobs) to prepare for upcoming changes in their role dealing with a scale-up business was within the scope of this funding? The programme will</p>	Please see the response to Question 7

		<p>provide practical support to employees working in Green Jobs for pre-scale Climate Tech SMEs.</p> <p>Thanks in advance</p>	
67	Prospectus	We are currently delivery Wave 5 Hospitality and have direct award for wave 6 hospitality. My question is can we apply in Wave 6 to deliver more of the same Hospitality bootcamp?	Please see the response to Question 20
68	Application Guidance	What is the min funding we have to propose? Or are there no restrictions to min and max funding?	Please see the response to Question 49 and there is no minimum grant value per bootcamp or provider.
69	Skills Bootcamps Delivery	Please will you give some idea what the 'supplementary evidence' for ShareFile might be? Are we going to have to submit something like the SBDC plus an ILR?	<p>The Individualised Learner Record (ILR) and a Supplementary Data Return (SDR) will be required and together these will replace the current Skills Bootcamp Data Collection (SBDC), as outlined in the Skills Bootcamp for Londoners, Wave 6 Delivery Handbook (Section 4, pages 28-29, and Annex 10, pages 69-72).</p> <p>It's important to note that the SDR will include data that cannot currently be collected via the ILR but is required by the Greater London Authority (GLA).</p> <p>Further detailed guidance on the information required via the SDR will be provided to successful applicants at a later date.</p>

70	Other	We are a college group with two colleges based in London, please can you confirm if we would be classed as 1 provider (i.e. the college group) or 2 providers (both individual colleges)?	A college group with two colleges based in London will be considered as a single provider for application purposes, if they share the same UKPRN.
71	Delivery Handbook	For fully funded bootcamps where an individual is unemployed, would you accept a successful job outcome if that individual becomes self-employed during or after the bootcamp and gains new skills/new work opportunities?	Yes, where the evidence provided meets the requirements set out for self-employed outcomes (even where the learner was initially unemployed). Please see Annex 8 of the Delivery Handbook for the evidence requirements for self-employed learners' outcomes for Milestone 2 (page 61) and Milestone 3 (page 65) which will apply in this scenario.
72	Prospectus	Please can you confirm if there is a separate route for Employer providers? I.E those that wish to apply for a bootcamp solely for their employees. Or would this go through the normal CF route?	No, there is no separate application process exclusively for employers. Employers wishing to deliver Skills Bootcamps must submit a standard co-funded application as part of the main competition. GLA has specifically ringfenced £1.5 million within this procurement for employer-led co-funded Skills Bootcamps. For full details, please refer to the <i>Skills Bootcamps for Londoners Wave Six (2025/26) Prospectus</i> , specifically paragraphs C and D on page 12.
73	Application Guidance	Do you have an average price per learner providers should be applying for, either in total or per GLH?	We do not publish an average cost per learner. However, please review the Pricing Evaluation section (page 18) of the Application Guidance, which explains how the pricing evaluation is calculated against other bootcamp applications in the same sector on both the cost per learner and cost per Guided Learning Hour.

74	Bootcamp Template	Worksheet 'Course Outline', cell 31 gives a warning message stating "minimum 100GLH total required for Digital courses" however on the Delivery handbook, Course length states that "Courses on offer must be a minimum of 60 Guided Learning Hours (GLH) (20 GLH for Skills Bootcamps related to driving)". Could you please confirm if there are different requirement for Digital courses to be 100glh or is it the standard minimum 60glh applies?	<p>We apologise for this error.</p> <p>Please see the response to Question 54.</p>
75	Prospectus	How do I obtain the UKPRN Number?	Please see the response to Question 41
76	Other question relating to Application process	How many providers will you be accepting on each specific bootcamp?	There is no set minimum or maximum number of providers to be accepted for each specific sector in Wave 6 of the Skills Bootcamps open competitive competition.
77	Prospectus	The prospectus states: "All training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship & Technical Education, or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where the third pathway is chosen, we would expect a higher standard of evidence for employer engagement. We are keen to see innovative proposals of realistic and	<p>To demonstrate alignment with the Institute for Apprenticeship and Technical Education's (IfATE) occupational standards or another relevant recognised standard for attainment, a non-accredited training programme would need to meet several conditions:</p> <ol style="list-style-type: none"> 1. The training should be based on an occupational standard that describes the knowledge, skills, and behaviours (KSBs) required for competence in a specific occupation.

		<p>sustainable options that demonstrate commitment from all sides to a successful outcome."</p> <p>If the training is not accredited by an awarding body, what conditions would it need to meet in order to demonstrate that it is aligned to the Institute for Apprenticeship and Technical Education's occupational standards or another relevant recognised standard for attainment? If a training provider works closely with an employer on the development of a customised CPD programme, this might for example focus mainly on soft skills needed to equip staff for new roles, rather than specific occupational skills. Does the above mean that such programmes would not be eligible?</p>	<ol style="list-style-type: none"> 2. The development of the training programme should involve employers in the co-design process to ensure it meets industry needs and standard. 3. Employers should provide confirmation that the training is required and aligns with the occupational standards. 4. There should be a robust assessment process to validate that learners have achieved the required KSB. 5. The training provider should maintain detailed documentation and evidence of how the programme aligns with the occupational standards. <p>When evaluating the eligibility of customised Continuing Professional Development (CPD) programs that focus primarily on soft skills, it's essential to integrate these into the Knowledge, Skills, and Behaviours (KSB) framework within the Skills Bootcamp. Rather than treating soft skills as standalone elements, this integration should highlight their importance for the specific occupational role and ensure they meet the criteria set by the Institute for Apprenticeships and Technical Education (IfATE) or another relevant authority. Skills Bootcamps should concentrate on specific occupational roles rather than general soft skills.</p>
78	Other	<p>We understand that applicants will need to make a case for the proposed training, including how it will meet identified needs and how it represents value for money.</p>	<p>The GLA does not explicitly favour longer training programmes leading to full accreditation over more customised programmes. The key factors for success are the alignment of training with employer's needs, the</p>

		<p>We have also noted the GLA guidance on Guided Learning Hours etc. However, is it the case that the GLA will favour longer training programmes leading to full accreditation over more customised programmes which are closer to the minimum GLH in length? If this is the case, would the GLA's view differ according to the type of learner: co-funded learners and independent/unemployed learners?</p>	<p>provision of appropriate learner support, and the achievement of positive employment outcomes.</p>
79	Prospectus	<p>With the announcement that nationally only construction boot camps will continue, does the GLA expect boot camps to continue in all sectors going forward.</p>	<p>The GLA is funding construction Skills Bootcamps as part of Wave Six, along with bootcamps in other sectors. While the Department for Education (DfE) has announced that only construction Skills Bootcamps will be extended nationally, the GLA will continue to support bootcamps across the sectors listed in the Prospectus, to address skills gaps and meet industry needs as well as supporting Londoners. Priority sectors are reviewed each year in response to skills demands in London.</p>
80	Bootcamp Application Forms	<p>The form has a lot of its functionality restricted which means that cut and paste facility and word count do not work. Can this be revised as it makes the form very difficult to use.</p>	<p>When the Word application documents are initially opened, the default is Viewing only. Once applicants start to write in responses it will prompt to "Edit anyway". Alternatively, upon opening the documents, the Document Access Mode can be changed from Viewing to Editing (top right of the screen in Microsoft Word). This will enable applicants to type in responses.</p>

			<p>We have re-tested both the Fully Funded and Co-Funded protected application forms, and they do allow copy-pasted text, including any formatting in the originating Word document (bold text, bullet points etc). Click on "Click or tap here to enter text" and right-click paste to choose your paste format option, or Ctrl-v to paste in your copied text.</p> <p>When the text is highlighted, the word count is shown in the bottom left of the window, next to the page number.</p> <p>As a rough guide, 700 words of formatted text with separated paragraphs takes up just over a page on the application forms.</p>
81	Prospectus	<p>I can see that it's acceptable to deliver an Early Years bootcamp and I recall at last week's webinar the wording of childcare was used. Does this mean I can facilitate bootcamps for non-teaching related staff say in Schools, for example those that want to work within school-based wrap around care, School lunchtime staff?</p>	<p>The term "childcare" within the Early Years Skills Bootcamps refers to a wide range of roles across early years settings. These Bootcamps are designed to tackle skills shortages in priority sectors such as Early Years by offering flexible training that supports people into employment.</p> <p>Although specific job roles are not listed in full, the focus is on tailoring training to meet real employer needs and current demands within the sector.</p> <p>This can include non-teaching staff working in schools, such as those involved in wraparound childcare (for example, breakfast clubs, after-school clubs) or lunchtime supervision.</p>

			<p>However, when considering job roles for bootcamp graduates, applicants are advised to whether a bootcamp is the right training solution to fill vacancies, and whether those job roles will meet the job outcome evidence requirements (Milestone 3) as set out in Annex 8 of the Skills Bootcamps for Londoners, Wave 6 (2025–26) Delivery Handbook, Version 1 – April 2025, pages 62–63, specifically the minimum hours per week for a valid job outcome.</p> <p>These roles can only be supported through a Skills Bootcamp if:</p> <ul style="list-style-type: none"> • There is clear evidence of employer demand for the role. • The training delivered matches the skills needed for the job. • The job roles will meet the employment outcome requirements
82	Application Guidance / Delivery Handbook	I am wanting to check what sort of letters you want for Self Employed, sole traders or Limited companies with a single director obviously it's not about getting a job, so employer support letters don't seem right. Would the ratio of letters to the number of beneficiaries we apply for be the same as the other CF applications many thanks	<p>Please see our response to Question 35, letters of support for Skills Bootcamp proposals focused on supporting the Self-Employed can obtain letters of support from relevant sector organisations who regularly contract freelancers to demonstrate sector demand for the skills to be offered. Letters of support from established self-employed individuals in the sector could also be used to demonstrate co-design and/or commitments relating to ongoing involvement in the bootcamp.</p>

			<p>Please also refer to the Wave 6 - Skills Bootcamps Application Guidance, page 3, Employers Statements of Support for the number of employer statements required for each funding type.</p> <p>Employers must be registered as a UK company under the Companies Act 2006 and be in England. See Skills Bootcamps for Londoners, Wave 6 (2025-26) - Delivery Handbook, Version 1 – April 2025, pages 17 paragraph 21 and Annex 8 page 64.</p> <p>For the purposes of the Skills Bootcamps for Londoners programme sole traders are deemed as self-employed and are eligible to participate in fully funded Skills Bootcamps.</p> <p>Employees of limited companies (including those with a single director) are eligible to participate in co-funded Skills Bootcamps, with the employer providing a co-payment.</p> <p>Where applicants are proposing a bootcamp that could be suitable for both self-employed sole traders and limited companies with a single director, we would advise applying for a Fully Funded bootcamp.</p> <p>As outlined in the prospectus, section 2.1(c), providers initially awarded a grant via this open competition for a</p>
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			fully funded bootcamp will be able to submit proposals to repurpose a proportion of their grant allocation to deliver co-funded skills bootcamps. However, the GLA will not accept requests to reprofile or repurpose a proportion of grant allocation from co-funded bootcamp to fully funded.
83	Employer Statement of Support	I am wanting to ask if we have letters from employers who have indicated they are interested in multiple bootcamps is it ok to use the one letter for all the bootcamps they are interested in	<p>Please refer to Wave 6 - Skills Bootcamps Application Guidance, page 3 where it states FF and CF Employer Statements of Support options a) or b).</p> <p>Please also see the response to Question 50.</p> <p>Each Employer Statement of Support must be specific to each Bootcamp application.</p>
84	Employer Statement of Support	If we have a letter from an employer that has multiple numbers of employees, they want to put on a bootcamp - does this count as 1 letter or the number of delegates in relation to the multiple of delegates we can apply for that bootcamp?	Please see the responses to Question 50 and 83.
85	Prospectus	<p>Our bootcamps are slightly outside of the listed lots – looking at visitor economy/nighttime economies with a specific relation to events/festivals/stadiums etc</p> <p>I note from the application pack “proposals will be considered for bootcamps where significant skills issues</p>	<p>Your question does not specify which job roles or skills gaps your bootcamp prepares Londoners for.</p> <p>For instance, some nighttime economy job roles might fall within the Hospitality sector, but it is unclear if this is what your question relates to. If you are able to provide additional information the GLA will be able to provide further guidance.</p>

		<p>are identified that do not fall within the named sectors but where there is a strong alignment to wider Mayoral priorities. In such cases, we expect the proposals would be endorsed by a letter of support from an organisation in the GLA group, a sub-regional partnership (SRP) or one of London's local authorities."</p> <p>Can you clarify which organisation on the GLA group would need to endorse this type of activity so we can reach out and make contact to assess viability?</p>	<p>The GLA will not be brokering any introduction to internal or external stakeholders as part of this Wave 6 Open Competition process.</p>
86	Prospectus / Sector: Early Years	<p>Page 26 of the Prospectus states that 'all training must either be accredited, aligned to occupational standards managed by the Institute for Apprenticeship & Technical Education, or utilise a recognised standard for representing attainment (e.g., RARPA, SFIA). Where the third pathway is chosen, we would expect a higher standard of evidence for employer engagement.' We offer a Childminder Skills Bootcamp which offers a Level 3 Award in Preparing to Work in Home Based Childcare and prepares learners to set up in a home-based childcare setting as a (self-employed) registered</p>	<p>Please see the response to Question 77.</p> <p>In the GLA Wave 6 Open Competition, submissions for Skills Bootcamps that are not specifically listed in the Prospectus will be considered, provided they align with the priority sectors identified for this funding round.</p> <p>When completing the Skills Bootcamps Application Form, applicants are required to respond to Question 3, Part B, which addresses co-design with employers and to include an accompanying Employer Statement of Support. These statements are essential in demonstrating employer engagement and labour market demand and should provide clear evidence of job opportunities and sector-specific need.</p>

		<p>childminder. However, for obvious reasons, the Bootcamp is entirely bespoke to the skills, vetting and accreditation requirements needed to successfully set-up as a self-employed childminder. Would this rule this Bootcamp out, or would you consider allowing us to submit a proposal for it?</p>	
87	Prospectus	<p>Would Education, more specifically Teaching Assistant/SEN Skills Bootcamp be considered given the demand is expected to grow due to upcoming policy changes, such as the expansion of the Early Years Foundation Stage and increased inclusion of pupils with Education, Health and Care Plans (EHCPs) into mainstream classrooms. These developments will likely exacerbate the existing shortage of qualified TAs and SEN support staff?</p>	<p>Teaching Assistant (TA) roles will only be approved if they directly support the Early Years Foundation Stage (EYFS) for provision from birth to age 5. This is to make sure the Bootcamps focus on filling key skills gaps and meet job needs in London.</p> <p>Upcoming changes in policy, like the increase in EYFS places and more support for children with Education, Health and Care Plans (EHCPs) – are creating more demand for trained Early Years TAs and staff who support children with special educational needs (SEN).</p> <p>Employer partners must be nurseries, children’s centres, or other Early Years providers. Their Employer Statements of Support would need to show strong commitment by offering guaranteed interviews or job offers to learners. They would also need to confirm involvement in the co-design of the bootcamp and that it meets their workforce needs.</p>

			<p>Please also see Section 8 (page 43) of the Skills Bootcamps for Londoners Wave Six (2025/26) Prospectus. This states that proposals will be considered for bootcamps where significant skills issues are identified that do not fall within the named sectors but where there is a strong alignment to wider Mayoral priorities. In such cases, we expect the proposals would be endorsed by a letter of support from an organisation in the GLA group, a sub-regional partnership (SRP) or one of London's local authorities.</p>
88	Delivery Handbook	Please can you confirm that the 30% enrolment target by the 30th of September 2025, for the open competition, is either per bootcamp or per provider?	Please see the response to Question 29
89	Bootcamp Template (Excel)	In the course outline tab, how to I confirm that the skills bootcamp we are proposing is Level 3 equivalent? Is it appropriate for us to just select 3?	<p>In the Bootcamp Template (Course Outline tab, row 21) and in the Bootcamp Application (Word), Part A, Question 5, providers proposing a Level 3 equivalent course must demonstrate how the programme aligns with Level 3 expectations in terms of skills, knowledge, and job role readiness not solely through qualifications. Specifically:</p> <ol style="list-style-type: none"> 1. The course should reflect Level 3 complexity through its content, learning outcomes, and practical application showing depth of knowledge, independent thinking, and advanced skills relevant to real job roles.

			<p>2. While comparisons to formal qualifications (such as A-Levels or vocational equivalents) can support this, they are not required. Bootcamps can also demonstrate Level 3 delivery through alignment with occupational standards, industry expectations, and the complexity of the roles learners are being prepared for.</p> <p>Simply stating "Level 3" in Part A, Question 5 is not sufficient. Providers must provide supporting evidence such as:</p> <ul style="list-style-type: none"> • A brief rationale showing how the curriculum has been informed by employers and tailored to meet Level 3 expectations in the relevant sector. • Reference to appropriate benchmarks, such as Ofqual's Level Descriptors, IfATE's occupational maps, or other recognised industry standards. <p>This approach ensures both regulated and non-regulated Bootcamps can effectively demonstrate Level 3 equivalency, without defaulting to qualification-based definitions.</p>
90	Financial Due Diligence	The Financial Due Diligence Checklist requires completing but has been provided as a non-editable PDF. Could you please enable editing or provide a Word version?	The Financial Due Diligence Checklist and Guidance is for applicants' information only and outlines the required financial documents.

			Applicants are not required to submit the checklist itself with their financial documents.
91	Prospectus	Is there a list of postcodes that learners need to live in, or can we draw learners from London and the fringe areas as per the map in the prospectus, and what is the value of funding available per learner please?	<p>The Devolved ASF postcode dataset can be downloaded from the Government website, and the London filter applied to Column B.</p> <p>https://www.gov.uk/government/publications/adult-skills-fund-asf-postcode-files</p> <p>Note that all learners must live within London.</p> <p>The relevance of London fringe areas only applies to requirements around the established delivery base of training providers.</p>
92	FE College process	When do you expect delivery of a skills bootcamp to commence under the FE College application route? With the final date of 30th September for detailed proposals to be submitted to the GLA, how does this align with requirement under Milestone 1 for achievement of 30% of starts by 30th September 2024.	<p>Bootcamp proposals progressed via the separate FE College/IAL process would not be expected to meet the standard Open Competition Milestone 1/Learner starts targets. The GLA recognises the timelines for this process may not be feasible for learner starts by September.</p> <p>The GLA will negotiate Milestone 1 targets with successful FE Colleges/IAL applicants at the point their stage 2 proposals are submitted and accepted by the GLA.</p>
93	Prospectus/ Application Guidance	We are considering a consortium application for a blended learning digital skills bootcamp. The proposed lead partner will provide the online learning.	Please refer to pages 8-9 of the Application Guidance for the definition of a consortium we will accept applications for.

		They hold a UKPRN and are based in Ireland. We hold a UKPRN and are based in London where we will deliver the in-person learning. Does this consortium arrangement meet the eligibility rules in the prospectus?	Please see the response to Question 64 regarding a physical established delivery base in London or London fringe.
94	Bootcamp Application	Please will the commissioner confirm whether graphics can be used in the responses. If graphics are allowed in the responses, will they be excluded from the word count?	Applicants may insert images or graphics (for example a process map or flow chart) to supplement their responses to the questions in Part B of the Bootcamp Application. While these will be excluded from the wordcount we would not expect to see text-heavy graphics inserted.
95	Other	Previously when we have delivered bootcamps under Skills Bootcamp contracts for the GLA we have claimed less than the total cost of delivery back from the GLA through the contract. I.e. our total cost is higher than contract value and we complete the picture with private philanthropy supporting our delivery as a charity. Is that permitted in this tender?	In this scenario, please use the cost to the GLA per learner (excluding the philanthropic donations), which will be used for the price evaluation process as detailed on page 18 of the Application Guidance. Where your delivery is contingent on additional funding, please include a brief explanation of this arrangement within your response to Question 11 in Part B of the Bootcamp Application (Word). You should include in that response your plans to secure any additional funding required.
96	Application Guidance	We see the target for 10% of starts in July per bootcamp. Can we confirm that is per bootcamp not for the provider overall?	Please see the response to Question 29. Each bootcamp is assessed separately as distinct applications, and therefore the KPIs for learner starts

		<p>If the provider deems delivering to that KPI would be suboptimal / not possible with current resources but that delivering on a later timeline would be possible will this be scored lower for quality?</p> <p>We see a question where providers can explain if they wish to not target this KPI - what are acceptable reasons from the authority's point of view?"</p>	<p>apply to each bootcamp application. Please also see Page 6 of the Application Guidance.</p> <p>The GLA cannot advise applicants on all relevant sector-specific reasons to include in their application to justify delaying starts until later in the delivery window.</p> <p>However, as an example the GLA would consider proposals with delayed delivery starts where the sector/occupations targeted by the bootcamp have seasonal recruitment needs and the provider proposes to align the bootcamp's delivery to these timings to achieve better outcomes.</p> <p>In this example, to strengthen the rationale, the employers could explain how the proposed timings dovetail with their specific recruitment needs in their Employer Statements of Support.</p>
97	Delivery Handbook	<p>In the excel it asks for a "retention fee" for each subcontractor. How is this defined?</p>	<p>The "retention fee" refers to the portion of Skills Bootcamp funding that the main provider retains from the total amount allocated to each subcontractor. It is not mandatory, and providers must not retain more than 20% of the allocated funding.</p> <p>The retention fee is for management activities you will provide to subcontractors in return for the retained Skills Bootcamps Grant Funding. See Skills Bootcamps for Londoners, Wave 6 (2025-26) - Delivery Handbook,</p>

			Version 1 – April 2025, pages 12 and 13, paragraph 28 and 30.
98	Prospectus	I run a Careers Development Agency. I have experience in delivering courses to support people in exploring tech careers, and providing a comprehensive overview of which industry pathways are most suitable to their current interests, in addition to capitalising on transferable skills. Courses such as these are more likely to lead to people making a more informed choice about prospective tech bootcamps and career pathways, ensuring better conversion, progression and retention. Resultantly, I support people in leveraging transferable skills to make successful pivots into the tech industry. However, I'm unsure whether this approach aligns with the criteria for Wave 6. Does the GLA currently support something of this nature, and would the team be open to discussing further?	The GLA cannot liaise directly with or advise individual potential applicants in this Open Competition process. Applicants should thoroughly review the Prospectus to determine whether they can design and submit an application for a bootcamp that addresses London's sector-specific skills gaps and meets the skills bootcamp purpose and delivery model.
99	Delivery Handbook	The prospectus states that Milestone 3 for employed beneficiaries of a Strand 2 Skills Bootcamp must move to a new role or assume new responsibilities. How is this defined? Would the individual need to have a new job title or could they assume additional responsibilities within	Please see 12.1 of the Wave 6 Delivery Handbook. Your example of a co-funded learner assuming additional responsibilities within the same post is a valid Milestone 3 outcome. Note that this would need to be evidenced by confirmation from the employer.

		the same post with a responsibility allowance (pay)?	
100	Delivery Handbook	We note Annex 8 of the Delivery Handbook, page 65 for the Milestone 3 evidence requirements that can be accepted for Self-Employed learners where employer confirmations are not applicable on completion?	<p>For sole traders submitting Milestone 3 evidence in lieu of an Employer Support Statement, the following is required:</p> <ol style="list-style-type: none"> 1. Learner Declaration or Email – A plan from the learner stating that they have obtained new contracts or secured new work opportunities which utilise the skills acquired through the Skills Bootcamp, in line with their action plan. 2. Evidence of UTR – Either: <ul style="list-style-type: none"> ○ The learner's Unique Tax Reference (UTR), or ○ Evidence that the learner has applied for a UTR. 3. Job Requirements Compliance – The new work must: <ul style="list-style-type: none"> ○ Pay at least the London Living Wage (LLW) (unless Annex 9 exceptions apply), ○ Not involve zero hours contracts, unless the individual learner has clearly given their consent. ○ Be a minimum of 16 hours per week.
101	Employer Statements of Support	Can you please confirm what is needed for sole traders at the submission stage in lieu of an Employer Support Statement?	Please see the responses to Questions 35 and 82.
102	Delivery Handbook	Is self-employment a legitimate progression route for unemployed	Please see the response to Question 100.

		learners? If yes, How can this be evidenced?	
103	Bootcamp Application	How can employer co design take place with unemployed or individual self employed learners?	<p>Please refer to the Skills Bootcamps for Londoners Wave Six (2025/26) Prospectus, Page 27, Section 3.8 – Employer Engagement and Involvement.</p> <p>Employers must be involved in both designing and commit to offering progression opportunities especially for unemployed learners such as guaranteed interviews and consideration for current vacancies for job outcomes.</p> <p>Each Employer Statement of Support must confirm the employer's involvement in co-design, their commitment to interviews and offer of employment, and their overall support for the Skills Bootcamp model.</p> <p>For self-employed learners, please refer to the responses to Questions 35 and 82.</p>
104	Employer Statement of Support	Is the 1 employer per 25 learners still relevant for individual unemployed or self employed sole traders?	<p>Providers must submit the required number of Employer Statements of Support as outlined in the Skills Bootcamps for Londoners Wave Six (2025/26) Prospectus, page 35, sections FF and CF.</p> <p>For self-employed learners, please refer to the response to Question 82 and 103.</p>
105	Employer Statement of Support	If a programme is focussed on self-employment, how many employers do we need?	Please see the responses to Question 35 and 82.

106	Delivery Handbook	Will a Higher Education interview for a course higher than L3 meet the requirement for a guaranteed interview?	<p>No, a Higher Education interview for a course higher than Level 3 will <i>not</i> meet the requirement for a guaranteed interview under Skills Bootcamps for Londoners Wave 6.</p> <p>Under the Skills Bootcamps for Londoners Wave 6 guidance, the guaranteed interview must be for a job or apprenticeship opportunity, not for further or higher education.</p>
107	Prospectus and Delivery Handbook	<p>We are an Independent Training Provider specialising in Early Years and Education training.</p> <p>Having reviewed the procurement documentation, we would appreciate clarification on the following points to ensure our delivery model aligns with your stated requirements: In the clarification questions, it is stated that “Only hybrid (mix of online and in-person learning) and in-person learning Bootcamps will be funded. Bids that offer 100% online Bootcamps will not be considered.”</p> <p>Our delivery model is hybrid in nature: all teaching, learning, and mentoring is delivered online, while each learner undertakes a weekly in-person work placement where they apply the skills</p>	<p>As part of the Wave 6 Skills Bootcamp delivery requirements, only hybrid models, a mix of online and in-person learning, will be considered for funding. While the guidance does not specify a fixed ratio between online and in-person components, we would expect applicants to provide a clear breakdown of how the hybrid approach will be delivered. For further details on delivery requirements, please refer to Skills Bootcamps for Londoners - Wave 6 Delivery Handbook. Section 4: Skills Bootcamp Delivery.</p> <p>The Handbook makes clear that Guided Learning Hours (GLH) are tutor led. Therefore, unless the tutor is accompanying each learner in their work placements, this would not count towards the GLH and therefore not count towards the in-person element of tutor-led training.</p> <p>In line with Wave 6 delivery requirements, in-person delivery must take place at a delivery address based in London or London fringe. Please refer to Skills Bootcamps for Londoners - Wave 6 Delivery Handbook. Section 4:</p>

		<p>gained through the workshops. Could you please confirm whether this model meets the definition of ""hybrid"" for the purposes of this procurement?</p> <p>The guidance notes mention a requirement for ITPs to have an existing London base. While we do not have a fixed delivery address in London due to our online / workbase delivery approach, we do have an established learner and employer base within the region. The in-person element of our programme is delivered via placements at employer sites across London. Could you confirm whether this would satisfy the requirement for a London presence?</p>	<p>Skills Bootcamp Delivery. Course Content & Flexibility, Pages 19-20.</p> <p>However, if for example, a Co-Funded bootcamp proposal can demonstrate a strong partnership with an employer who has a suitable venue and facilities of their own to host the training to upskill their own staff, this would be permissible. Applicants would need to explain any such arrangements in their response to Question 7 in the Bootcamp Application Part B, and the Employer Statement of Support would also need to confirm this commitment.</p> <p>In the case of fully funded Bootcamps, whilst we do not want to discourage encourage elements of bootcamp delivery that could take place at an employer's place of work, we do not expect that this would entirely replace the provision of in person GLH at an established provider delivery base.</p>
108	Prospectus	Can the Authority please confirm that Bootcamps for Class 1 licence (Category C+E) and Class 2 licence (Category C) will be viewed as two separate Bootcamps within the Logistics sector, and therefore both eligible for up to £250,000 funding each.	Bootcamps for Class 1 licence (Category C+E) and Class 2 licence (Category C) are viewed as two separate Bootcamps within the Logistics sector. Therefore, both are eligible for up to £250,000 funding.
109	Other question relating to	For the purpose of establishing a mobilisation plan, would the commissioner consider the Milestone 1	Please see the response to Question 29.

	Application process	date of 31st July 2025 as an indicative Milestone date, in view of the delivery start date (1st July 2025) also being indicative and to account for any potential changes to this start date?	
110	Application Guidance	<p>We are planning to apply for multiple Skills Bootcamps within the Digital sector (e.g., Digital Marketing & Content Creation, IT Support Associates, Cyber Security, Data Analysis, and Coding). Could you please confirm whether we need to submit separate individual applications for each Bootcamp in the Digital sector, or if a single application can cover multiple Digital courses? Your guidance would be greatly appreciated so that we can complete our applications correctly.</p>	<p>If each of the digital sector course titles listed refers to a separate course or Skills Bootcamp, we will need a separate application for each one. Please refer to Page 13 of the Application Guidance</p>
111	Prospectus	Is the SIA security door supervision in scope for delivery on the bootcamp?	<p>The GLA will accept proposals for SIA security door supervision, these should be categorised under the Hospitality sector given its relevance to the Experience Economy highlighted in the London Growth Plan. Applications will also be accepted under the Retail sector categorisation.</p> <p>Applications to deliver Skills Bootcamps related to security should note the good work requirements for milestone 3 outcomes and the requirement for a minimum of 60 guided learning hours to be delivered.</p>

			SIA Licences can currently be funded through the GLA's Adult Skills Fund. Therefore proposals should outline why the employer skills needs identified cannot suitably be met through this alternative funding stream.
112	Prospectus	<p>Referring to course prospectus - page no. 26, "Only hybrid (mix of online and in person learning) and in person learning Bootcamps will be funded. Bids that offer 100% online Bootcamp will not be considered. The GLA will not set a minimum GLH requirement of how much of the hybrid model must be delivered in-person."</p> <p>We wanted to offer a 100% tutor-led level 3 Domestic energy assessor and retrofit assessor BootCamp. Are we eligible to bid? If not, is the Hybrid model mandatory to get eligible?</p>	Please see the response to Question 27.
113	Prospectus	Are we able to put together a proposal that offers SIA Course. We have local employers who are interested in this training?	See our response to question 111.
114	Sector: Digital	Are we able to put together an application based on: The Government's	The provider must clearly explain how their proposal addresses the digital sector skills needs outlined in the prospectus, specifically in section 8.7 on page 49, Digital.

		<p>National standards for essential digital skills?</p>	<p>Additionally, the provider should demonstrate how the Bootcamp aligns strategically with the sector's skills requirements. This includes providing evidence of meaningful engagement with named employers through an Employer Statement of Support and demonstrating employers' commitment, in principle, to offering genuine job vacancies for Skills Bootcamp participants, as well as how the programme will meet the required KPIs for Milestones 2 and 3.</p> <p>Providers must also explain how the programme has been co-designed with employers to address the specific skills needed to fill the vacancies outlined in their application.</p> <p>Furthermore, providers must ensure the Skills Bootcamp is at the appropriate level for the sector to enable learners to achieve a successful job outcome in that sector. As essential digital skills are primarily designed for adults who have some experience using digital devices and the internet but lack secure basic digital skills this may not be sufficient for bootcamp graduates to obtain a valid job outcome in the digital sector.</p>
115	Sector: Green (Other)	<p>I will be applying to deliver "Skills Boot Camps" in Energy Efficiency Measures, Professional qualifications and Trade, accredited training.</p> <p>I have also just been speaking to an employer who does a lot of work street</p>	<p>Please see the response to Question 7.</p>

		<p>works and needs teams with the NRSWA cards and LANTRA, all their work is in London.</p> <p>LANTRA is an acronym that stands for Land And Traffic Regulatory Act. It is a UK-based awarding body and sector skills council that focuses on training and qualifications in the land-based and environmental sectors. They provide nationally recognized qualifications and work with approved training partners.</p> <p>NRSWA stands for the New Roads and Street Works Act. This legislation is approved by the UK to ensure safety, efficiency and minimal disruption during work on public highways. It establishes standards and procedures for excavation, reinstatement and other activities on or near roads.</p> <p>Can Skills Boot Camps be funded to train teams for the above Skills as there is a shortage of operative's.</p>	
116	SSQ	<p>We have a Good Ofsted grade and have been waiting for them to re-inspect but it has now been more than 4 years. Will</p>	<p>Applicants can still apply for funding, even if their last full Ofsted inspection was over four years ago. The GLA will also consider the current Ofsted grade.</p>

		<p>this make us ineligible to apply? Their re-inspection schedule is out of our control, and we fully expect them imminently and have no concerns over which grade we will receive.</p>	<p>If a training provider holds an Ofsted grade that is over four years old, as outlined in SQQ Part A – Section 2: Qualifying Criteria 2.3, they should tick the box that says “N/A – we have not had an Ofsted inspection in the last 4 years” when completing the form. Then, they should select the appropriate Ofsted grade box according to the most recent inspection report published on the Ofsted website.</p>
117	Sector: Health & Social Care	<p>The first two identified priority occupations for the HS&C sector are Care Assistants and Homecare support workers. Can you clarify if these occupations are in the social care sector rather than the health (NHS) setting? The job roles identified would usually be associated with the social care sector not Health sector.</p>	<p>In the GLA Wave 6 Open Competition, submissions for Skills Bootcamps that are not specifically listed as ‘identified priority occupations’ in the Prospectus will be considered, provided they align with the priority sectors identified for this funding round.</p> <p>Section 8 on page 44 of the prospectus explains that applications are not limited to these identified priority occupations.</p>
118	CF Bootcamp Application Form	<p>In Question 6 (Onboarding Learners), the question states "Please refer to Table 1 in Appendix B of the Skills Bootcamps Wave 5 (2024/25) Prospectus. If you are applying for any sector referenced in the table, you must include any highlighted protected/priority group in your response."</p> <p>I cannot find Appendix B in any of the ITT documents. Please confirm if this</p>	<p>Thank you for alerting us. We apologise for this error in the CF Bootcamp Application form. A corrected version will be uploaded onto the website in due course.</p> <p>In the meantime, please be advised this should read:</p> <p>“Please refer to Table 1 in Annex B of the Skills Bootcamps Wave 6 (2025/26) Prospectus.”</p> <p>The table is on page 56 of the Prospectus.</p>

		part of the question is an error and does not need to be addressed/responded to.	
119	Prospectus	Will a bootcamp in a sector outside of the lot priorities that responds to a known local area priority be acceptable. We have employers who have been code signing with us, we have letters of support and learners who are keen to be a part of the sector.	Please see the response to question 7.
120	Delivery Handbook	Is there a minimum percentage of GLH a learner must complete to achieve Milestone 2? For example, in a situation where a learner has been offered a job prior to the end of the bootcamp and is unable to attend the last sessions	<p>Yes, there is a minimum requirement. A learner must complete at least 80% of the Guided Learning Hours (GLH) to achieve Milestone 2.</p> <p>If a learner completes less than 80% of the GLH, the provider must justify the exception by submitting a request to the GLA using the appropriate form, which can be obtained from the Provider Manager. Approval is at the GLA's discretion and is not guaranteed.</p> <p>Additionally, the provider must be confident that the learner has completed the core components of the programme to be considered as having completed training.</p> <p>In situations where learners are unable to attend the final sessions due to job offers or interviews, especially those arranged or facilitated by the provider or their partners, further evidence may be required. This includes verification of the opportunity and, if applicable, a written</p>

			request from the employer to the provider. The GLA may withhold milestone payments if any concerns arise. Please review Annex 8 in the Wave 6 Delivery Handbook (2025/2026), pages 59–60, for full guidance.
121	Delivery Handbook	Could you please confirm whether a guaranteed interview arranged through a recruitment agency would meet the criteria for milestone 2?	<p>No, a guaranteed interview arranged through a recruitment agency would not, on its own, meet the criteria for Milestone 2.</p> <p>This would only be valid if either:</p> <ol style="list-style-type: none"> 1. The recruitment agency is the employer or contractor for a live vacancy, or 2. The recruitment agency has been contracted by an employer, who has been engaged by the provider to conduct interviews for relevant job vacancies or roles on the employer's behalf. <p>Pre-screen or general interviews not tied to a specific vacancy are not valid.</p> <p>Please review Annex 8 of the Skills bootcamp for Londoners Wave 6 Delivery Handbook (2025/2026), page 58, which outlines the relevant criteria and evidence requirements necessary to facilitate claims being paid in this instance.</p>
122	Other	Could you please confirm whether we are eligible to apply if we are also listed as a named provider in a mainstream application (where we are not the lead provider)?	Yes, you are eligible to apply even if you are named as a training provider in a separate mainstream application, provided you are not the lead applicant in that instance. Should both applications be successful, the GLA will engage with you to assess the feasibility, operational capacity, and resource implications of delivering across

			both programmes. This review will form part of the GLA's due diligence process to ensure delivery partners can meet the expectations and requirements of each programme without conflict or overstretching capacity.
123	Other	Is it permissible to engage a contractor, who is also part of a separate application to the main fund, as a subcontractor in our proposal?	Yes, it is permissible to engage a contractor as a subcontractor in a proposal, even if they are also participating in a separate application to the main fund. However, if both applications are successful, the GLA will undertake a due diligence process to assess the feasibility, operational capacity, and resource implications of the contractor delivering across both proposals. The same capacity and feasibility considerations will apply in such cases. We have previously encountered issues where subcontractors have been overstretched, so it is essential that any proposed arrangements demonstrate a clear ability to meet the delivery requirements of both programmes without conflict and capacity concerns.
124	Other	Do NHS Trusts qualify as large employers.	Yes, NHS Trusts are classified as large employers within the public sector. Please refer to page 16 of the Skills bootcamp for Londoners Wave 6 Delivery Handbook (2025/2026), Section 3: Skills Bootcamps Eligibility, where Large Employers are defined.
125	Prospectus	If we were to bring together several SMEs as part of a federation or alliance, would the collective still be considered a small organisation for the purposes of eligibility or assessment?	Yes, a federation or alliance comprising multiple SMEs would still be considered as contributing to the SME target. The Department for Education (DfE) has set a requirement that at least 60% of the employers involved must be small or medium-sized enterprises (SMEs), and a collective of SMEs brought together in a formal

			partnership or alliance would count towards meeting this threshold. It is important, however, that each organisation within the federation independently meets the SME criteria as defined by the DfE.
126	SSQ	Does an organisation need to have accreditations, or can it partner with an accredited training provider to deliver the BootCamp? Is it mandatory for the applicants to have accreditation even if they have are registered with UKRLP and have valid UKPRN	<p>No, an organisation does not need to have accreditations but must be registered on the UK Register of Learning Providers (UKRLP). Training providers are required to have a valid UKPRN number at the start of delivery. Additionally, organisations can partner with an accredited training provider to deliver the Bootcamp.</p> <p>For more details, you can review Section 3: Skills Bootcamps Eligibility on page 14, and Section 2: Managing the Delivery of Your Skills Bootcamp on page 9 of the Skills Bootcamp for Londoners Wave 6 Delivery Handbook, which also includes information on subcontractors involved in delivery. Additionally, please refer to Annex 8, page 59, evidence requirements for non-accredited courses.</p>
127	Delivery Handbook	I can only locate the Delivery Handbook for Wave 5. Can you please direct me to the Delivery Handbook for Wave 6 or confirm that Wave 5 is the most up to date and the one that we should use.	<p>The Wave 6 Delivery Handbook is within the “Skills Bootcamps for Londoners Wave 6 - Application pack” zip file on the website.</p> <p>https://www.london.gov.uk/programmes-strategies/jobs-and-skills/funding-opportunities/skills-bootcamps-londoners-funding</p>
128	Other	Question B4 asks "If your Skills Bootcamp incorporates qualifications,	If a proposed Skills Bootcamp does not lead to a formal qualification, the applicant should clearly align it with the

		<p>please explain why you have selected these qualifications and include, where appropriate, their relevance to industry standards".</p> <p>If our Skills Bootcamp doesn't incorporate a qualification, please would the commissioner explain how we should respond to this section and how it will be scored.</p>	<p>relevant sector within the application by providing the following details:</p> <ol style="list-style-type: none"> 1. The learning outcomes the Bootcamp will deliver. 2. How these outcomes align with industry standards or occupational requirements. 3. Evidence of employer validation, using the statements of support to show co-design input, offering employment opportunities or promotion etc. as well as demonstrate that the training meets employers needs even without a qualification. 4. How learners will benefit, particularly in terms of progression into employment, a new role, or increased responsibilities.
129	Prospectus	<p>Can we propose Level 2 and Level 3 Skills Bootcamps with accounting and bookkeeping accredited qualifications? Is this a priority sector that is allowed for bidding?</p>	<p>Applicants may propose both Level 2 and Level 3 Skills Bootcamps in accounting and bookkeeping with accredited qualifications. However, Level 2 and Level 3 would need to be structured as two separate Skills Bootcamps, not combined into a single offer.</p> <p>In terms of sector alignment, accounting and bookkeeping falls under the "Professional and Financial Services" sector, which is listed as one of the priority sectors in the GLA Wave 6 Skills Bootcamps prospectus, Section 8, 8.11 on page 52.</p> <p>As referenced in the guidance for job roles not specifically highlighted in the prospectus, applicants may still submit proposals for relevant roles as long as they demonstrate</p>

			strong employer demand, alignment to sector priorities, and meet the overall programme objectives.
130	Prospectus	<p>We empower corporate employees to reinforce their training by teaching their newly acquired skills to those who cannot afford such a training. Our model is simple: learners learn more when they teach as they retain more knowledge and hence we help to increase the return on investment for any given training.</p> <p>Our methodology works best with short, practical modules in areas like AI prompting, Excel essentials and other digital skills. We mostly partner with professional services firms such as consultancies and banks. We'd love to find a way to offer our training to Skills Bootcamp participants—particularly those looking to switch careers, return to work, or move out of low-paid roles.</p> <p>We're keen to understand how best to engage with Wave 6. Given that the programme funds both training providers and employer consortia, should we apply as a prime provider, or position ourselves as a delivery partner offering skills sessions for Bootcamp learners?</p>	<p>The question suggests this bootcamp proposal would fall under the Digital Sector. Applicants should review the Prospectus carefully to ensure their proposal addresses London's skills gaps in this sector and aligns with the Skills Bootcamps model.</p> <p>Whether applicants apply as a prime provider or as a delivery partner with an employer depends on their organisational capacity and how their model aligns with the programme.</p> <p>Applicants are expected to form their own partnerships and collaborations, and submit applications explaining these. The GLA will not be brokering any introduction to internal or external stakeholders as part of this Wave 6 Open Competition process.</p> <p>There is no additional or alternative pilot or innovation funding within this Wave 6 Skills Bootcamps Open Competition process.</p> <p>Applicants are asked to explain in their response to Question 4 in Part B of the Bootcamp Application how they have tested their proposals</p>

		<p>We'd also be grateful to know whether the GLA offers any support in matching bidders with specialist partners like us. This might be the best way as we could help to maximise the amount of people receiving training from the grant funding if we apply together with e.g. an employer who could then upskill their own staff and additional job seekers at the same time with the same grant money.</p> <p>Finally, are there any alternative collaboration routes—such as pilot strands or innovation funding—that might suit our “corporate learners become teachers” model?</p>	
131	Prospectus	<p>We are in the process of applying for Wave 6 funding. Currently, we are training NEET individuals to become IT support technicians with guaranteed work experience. I need some clarification regarding the digital sector section in the prospectus. Specifically, what are the requirements to be a Level 3 IT Support Officer training provider?</p>	<p>To clarify, the levels referred to in the Skills Bootcamps Prospectus, such as Level 2 or Level 3, relate to the level of the training being delivered, not to the training provider themselves. Any eligible provider may deliver training at different levels, provided the content, structure, and intended outcomes align with the relevant level's expectations.</p> <p>We would expect applicants to explain in their bootcamp proposals what skills and knowledge the sector requires,</p>

		<p>What's is the difference between level 2 and Level 3 provider with respect to GLA requirements.</p>	<p>and how this aligns with the skills level and curriculum of their proposal.</p> <p>You are encouraged to review the Prospectus in full to ensure your proposed delivery model and learner outcomes are fully aligned with GLA expectations for Wave 6.</p>
132	SSQ	<p>Our organisation is not subject to Ofsted inspection. Questions 2.2 and 2.3 of the Standard Selection Questionnaire relate to Ofsted. I assume that in the case of 2.3 we would tick N/A then provide explanatory text but 2.2 is also scored for quality. Does this mean that organisations which are not subject to Ofsted inspection will be disadvantaged? Also, if our training partners (sub-contractors) are inspected by Ofsted, should we answer the Ofsted questions in relation to them? How should we do this if there is more than one?</p>	<p>Please be advised that none of the responses to the Standard Selection Questionnaire are scored for quality. Please refer to the Application Guidance which explains that only the Bootcamp Application (Word) is scored for quality.</p> <p>Applicants who have not had an Ofsted inspection must still select "No" for Question 2.2 on the application. Please note that we only require the Ofsted grade for the lead applicant submitting the application, not for any subcontractors. However, applicants must ensure through their own due diligence that all subcontractors meet the necessary criteria outlined in The Delivery Handbook, Section 2, Managing the delivery of your Skills Bootcamp, Paragraph 6 to 32.</p> <p>For Question 2.3, please tick the relevant box. Additional information is only required if an applicant's Ofsted grade is 3 (Requires Improvement).</p> <p>Note: If applicants are successful in securing a Grant Agreement to deliver Skills Bootcamps and have never</p>

			<p>been inspected by Ofsted, they will be subject to an Ofsted inspection, as Ofsted inspects all Skills Bootcamps funded by Mayor's Combined Authorities (MCAs).</p> <p>All submissions will be assessed based on the quality of the Skills Bootcamp Application, and the applicant must have a UKPRN (UK Provider Reference Number) either at the time of submission or by the start of delivery.</p>
133	Other: Delivery	When will the draft contract be available for review?	<p>The draft Grant Agreement will be sent to successful applicants with their offer letter (Notice of Grant Award).</p> <p>We recommend that applicants familiarise themselves with the Wave 6 Delivery Handbook which clearly sets out the rules and expectations for delivering Skills Bootcamps for Londoners. The Grant Agreement is the mechanism to formalise that a training provider will adhere to the rules and expectations set out in the Delivery Handbook for any bootcamp/s the GLA has agreed to grant fund.</p>
134	Application Guidance / Financial Due Diligence Checklist and Guidance	We're currently working through the application process, particularly the employer agreements and finance sections. Last year, we were only made aware of the fund with three weeks left in the window, and the financial health section was the most challenging due to a couple of weaker post-pandemic years. This meant we didn't score high enough and didn't have time to secure the	<p>The GLA does not recognise the narrative provided in the question in relation to last year's Wave 5 Skills Bootcamps Open Competition process.</p> <p>However, please review the Financial Due Diligence Checklist and Guidance. Point 10 in particular will be relevant to your situation. If you are relying on third parties' capacity to demonstrate financial health, Point 12 can also be applicable, subject to whether they are to guarantee the project funding and/or be jointly liable for the execution of the funding agreement.</p>

		<p>finance needed to cover delivery costs upfront.</p> <p>This year, we're working with an independent funder to underwrite our delivery costs, since the SBC is paid in arrears. Can we reference this support in the application to strengthen our financial position, and if so, how should we present it to ensure it's taken into account in the financial health assessment?</p>	<p>In this and prior Skills Bootcamp Open Competitions, the Financial Due Diligence is a separate process which does not contribute a score to either the Quality Evaluation nor Price Evaluation. Please see the Application Guidance for more details on how applications are scored.</p>
135	Bootcamp Template (excel)	<p>Are providers permitted to make a small profit and if so, how is this shown on the pricing information we submit</p>	<p>We assume that the cost per learner applicants submit may already include some profit. However, we would not expect providers to make an excessive profit, as Skills Bootcamps are either fully funded by the Department for Education or, in the case of Co-Funded bootcamps also funded with employer contributions. Therefore, costs within the Bootcamp Template should not substantially exceed the costs of fully delivering the bootcamp.</p> <p>It is for each applicant to decide whether to include their profit margin within direct costs, indirect costs, or a mix of both. However, the GLA expects all pricing to offer good value for money, and any profit included must be fair and reasonable. All bootcamp applications are also scored on their pricing (See Application Guidance page 18).</p>

136	Other: Delivery	Please can we have a copy of the Grant Agreement as we cannot see one in the information/application pack	Please see the response to Question 133
137	Application Guidance	<p>In national Bootcamp delivery, we have successfully brought together fully funded and co-funded learners. Previous clarification answer is that if we want to mix fully funded and co-funded learners in the same Bootcamp, we are required to submit two applications.</p> <p>(a) How do we show in the document that the two applications are linked?</p> <p>(b) Would submitting two applications for the one Bootcamp mean that GLA's assessment scores them entirely separately?</p>	<p>Applicants still need to submit two separate applications, which will be assessed and scored them entirely separately as two Bootcamp applications.</p> <p>While training providers may be able to manage a blended cohort of fully funded and co-funded learners within the same Bootcamp, each application will be evaluated based on its own merits, criteria, and funding requirements. Therefore, there is no guarantee that both applications will be successful, and applicants must clearly demonstrate that they can effectively deliver both the fully funded and co-funded components either separately or as part of the same program, ensuring that each group receives the appropriate support and outcomes.</p> <p>Note, as outlined in the prospectus, section 2.1(c), training providers initially awarded a grant via this open competition for a fully funded bootcamp will be able to submit proposals to repurpose a proportion of their grant allocation to deliver co-funded skills bootcamps. However, the GLA will not accept requests to reprofile or repurpose a proportion of grant allocation from co-funded bootcamp to fully funded.</p>
138	Bootcamp Application (Word)	Q11: Mobilisation	We apologise for this error on both the FF and CF Bootcamp Application forms.

		<p>The question states: 'Please outline your mobilisation plan to achieve:</p> <ul style="list-style-type: none"> • 10% of learners to achieve Milestone 1 by 31st July 2025 • 30% of learners to achieve Milestone 1 by 30th September 2025 • All learner completions by 31st March 2026 • Minimum 75% job outcomes by 31st March 2026' <p>Can we confirm the final bullet point is a mistake as this should be 6-months post Skills Bootcamp completion i.e., 30th September 2026?</p>	<p>Please see the response to Question 29 regarding Milestone 1 KPIs for Open Competition bootcamps.</p> <p>Wave 6 Milestone 3 job outcomes/career progressions must be achieved by 30 September 2026.</p> <p>Please refer to the Skills Bootcamps for Londoners, Wave 6 (2025-26) - Delivery Handbook, Version 1 – April 2025, Page 22, paragraph 22.3.</p>
139	Bootcamp Application	<p>Please can the commissioner provide more clarity on their expectations regarding bidders' responses to the following sections of Question B2, to ensure bidders prevent duplication in their response:</p> <p>Explain how the priorities of your proposed Skills Bootcamp:</p> <p>Address sector skills needs and priority occupations identified in the Prospectus.</p> <p>If your Skills Bootcamp proposed to address a GLA identified priority occupation specified in Section 8 of the Prospectus, please name the occupation</p>	<p>The last paragraph of Question 2 of Part B of the Bootcamp Application (Word) was added to provide applicants with additional guidance on how to approach the first bullet point.</p>

		here and briefly explain how your Skills Bootcamp will address that occupation.	
140	Delivery Handbook	<p>Can you please confirm the delivery start date for wave 6 if successful.</p> <p>Mobilisation plan has 10% of learners achieve milestone 1 by 31st July 25? in application paperwork</p> <p>In delivery handbook pg 22 - it has 30% of all learners to begin bootcamps by 30th July 2025</p> <p>Learner Eligibility pg 14 of Delivery Handbook it states For skills bootcamp starting between 1st August & 31st March 26</p> <p>Just need some clarity on when skills bootcamps have to start by.</p>	<p>Please see the response to Question 29.</p> <p>Please revisit our website to download the new zip file of documents “Application Pack (updated)” which includes corrected wording to the Delivery Handbook to reflect the Open Competition KPIs for Milestone 1.</p>
141	Other	Are we permitted to apply as a lead provider in our application, and as a sub contractor in applications submitted by other organisations? We have the capacity to deliver. Thanks	Yes, please see the response to Question 122.
142	Bootcamp Application	Given the detail required and to ensure bidders provide a meaningful response,	We will not be changing the word limits for any of the questions in Part B of the Bootcamp Application.

		would the commissioner consider increasing the word limit for question B8?	The maximum word count for each question is 700 words, approximately one page of text. The equivalent question in last year's Wave 5 Open Competition was also 700 words, and the quality evaluation scoring process found this was adequate for applicants to describe their approach to supporting learners.
143	Prospectus	Are all bootcamps we are successful for start at the same time or between September 2025 to March 2026	<p>Please see the proposed timetable on page 33 of the Prospectus. These are indicative timelines, depending on how many applications are received and the time required to score them.</p> <p>All training delivery in Wave 6 skills bootcamps must be completed by 31st March 2026.</p>
144	Other	Is funding available to help create, run and deliver the bootcamps	<p>Please see the payment milestones set out in the Prospectus and Delivery Handbook.</p> <p>There is not additional funding for applicants to design their bootcamps for the purposes of submitting an application for this Wave 6 Open Competition process.</p>
145	Application Guidance	Can you have more than 1 bootcamp running under the same sector? For example, in the creative sector, could we run Digital Marketing, Production/Film and other.	Yes, please review the Application Guidance and the response to Question 15.
146	Prospectus / Application Guidance	Can we have multiple employers for a bootcamp? For example, learners will be able to apply to various opportunities after it is completed	<p>Yes, we would encourage applicants to work with multiple employers, as emphasised throughout the Prospectus.</p> <p>Please see the response to Question 33.</p>

			<p>When completing the Skills Bootcamps Application Form, applicants are required to respond to Question 3, which addresses co-design with employers and to include accompanying Employer Statement/s of Support. These statements are essential in demonstrating employer engagement and labour market demand and should provide clear evidence of job opportunities and sector-specific need.</p>
147	Other	Can the lead applicant have a training/delivery partner + employer alongside to deliver the bootcamps?	<p>Yes, please review the Delivery Handbook. Applicants considering a subcontractor model should review the guidance on pages 9-13.</p> <p>In this scenario, applicants could apply as a Lead Provider, specifying their training delivery partners.</p> <p>We suggest that training providers work closely with employers to design the bootcamp and agree the best partnership model that suits their needs prior to finalising their application.</p> <p>Applicants who are considering applying as a consortium, please refer to pages 8-9 of the Application Guidance for the definition of a consortium we will accept applications for.</p>
148	Delivery Handbook	We are seeking to deliver a Level 2 Accelerated Apprenticeship Skills Bootcamp however we understand that	<p>A Level 2 Pathways to Accelerated Apprenticeship Skills Bootcamp is not classified as an apprenticeship under the Institute for Apprenticeships and Technical Education (IFATE) standards.</p>

		<p>apprenticeships must be at least 12 months.</p> <p>The Level 2 Accelerated Apprenticeship we seek to support learners into is 12 months long.</p> <p>Would we still be able to deliver a Level 2 Accelerated Apprenticeship Skills Bootcamp despite learners still needing to complete 12 months of their relevant apprenticeship for this procurement?</p>	<p>As such, the Level 2 Pathways to Accelerated Apprenticeship Skills Bootcamp can be shorter than 12 months and does not fall under the IFATE apprenticeship standards. Therefore, it does not need to adhere to the 12-month minimum duration that applies to full apprenticeships. Skills Bootcamps have a maximum duration of 16 weeks.</p> <p>Applicants can deliver a Level 2 Pathways to Accelerated Apprenticeship Skills Bootcamp, provided learners either have an offer of a new job which must be continuous employment for at least 12 weeks, or an Accelerated Apprenticeship, that utilises the new skills acquired through the skills Bootcamp.</p> <p>Applicants are permitted to deliver a Level 2 Pathway to Accelerated Apprenticeship Skills Bootcamp, provided they meet the criteria set out in the GLA Skills Bootcamps Open Competition and fulfil the evidence requirements detailed in the Delivery Handbook, Annex 8 (pages 59 to 64). An accelerated apprenticeship outcome must still meet the core requirements of an apprenticeship, including the 12 month minimum duration.</p>
149	Bootcamp Application	Can GLA confirm that, where providers are bidding as part of the Wave 6 Open Competition, they will not be penalised in response to Question B11's for not	Please see the responses to Questions 29 and 140.

		addressing 31st July 2025 milestones, as this target is not applicable?	
150	Delivery Handbook	For Fully Funded Bootcamps, will you accept a M3 job outcome where an unemployment learner has become self employed upon completion of the bootcamp and secured new contracts or new opportunities? If yes, what evidence will be accepted for this, and do the contracts or opportunities need to meet the requirements for Good Work: 1. Pay the minimum London Living Wage (LLW), 2. Not involve the use of zero hours contracts, & 3. Is a minimum of 16/hours per week?	Please see the response to Question 40
151	Prospectus	As part of the Bootcamp Template, suppliers are required to confirm which sector their Skills Bootcamp will fall under. If a supplier wishes to submit a tender to provide a fitness/personal trainer skills bootcamp for instance, would you deem this to fall under 9. Hospitality or 10. Health (including life sciences) and Social Care?	<p>A skills bootcamp for fitness/personal training would fall under category 10. Health (including life sciences) and social care. While there may be some crossover with hospitality, the primary focus is on improving individual health which aligns more closely with the health sector.</p> <p>Applicants should review the Wave 6 Prospectus (particularly section 8 and annexes C - K) to ensure the proposed Bootcamp addresses a clearly defined skills gap in the relevant sector, and review Annex 8 of the Wave 6 Delivery Handbook pages 57-65 to ensure the proposal can meet the outcome and evidence requirements.</p>

152	Prospectus	Would you consider tenders for Security Bootcamps and if so, which sector would you deem this to fall under?	Please see the response to Question 111
153	Wave 6 Prospectus	<p>My query is about our application to provide bootcamps within the Social Care sector.</p> <p>Will the term Social Care, in Wave 6 applications and rules, include Care Homes?</p>	Yes, a Skills Bootcamps Wave 6 application under Health and Social Care can include roles in both Care Homes and Domiciliary Care.
154	FE College Process	<p>We are planning to submit a new Skills Bootcamp tender, but we would like clarity on which route you think would be suitable for our bid. We would like to run two identical Bootcamps in the Digital sector but with different start dates of one in September 2025 and one in December 2025. Each cohort would be for £100k so therefore for the two cohorts would be £200k.</p> <p>Can you please clarify whether this proposal should be submitted as two Bootcamps under the FE College process or fits as one Bootcamp to be submitted under the Open Competition process?</p>	<p>The scenario set out in the question appears to describe two cohorts of the same bootcamp. Therefore this is one bootcamp application and the relevant maximums per bootcamp would apply (£150k per bootcamp via the FE college process or £250k per bootcamp via open competition).</p> <p>It is entirely the choice of FE colleges to decide whether to bid under the FE College process or the Open Competition. However the GLA will not award funding for the same bootcamp via both processes.</p> <p>If the bootcamp proposed is already in a developed stage with employers secured, colleges may prefer to apply under the Open Competition.</p>

		We note that there is a £150k max per bootcamp under the FE college process but was unsure whether two different start dates could make this two different Bootcamps or whether this proposal fits better under the Open Competition process which has a max cap of £250k per Bootcamp.	
155	Application Guidance	We propose to support 48 learners on our Bootcamp. Could you please confirm the number of employer letters of support we will need to submit?	Please review the Application Guidance and see the response to Question 50.
156	Financial Due Diligence Checklist and Guidance	Please confirm if we need to complete the Financial Due Diligence Checklist, which asks for information such as the Applicant (company) name, UKPRN, VAT number, etc. If yes, kindly provide an editable version, as the current PDF is not fillable. If not, can we submit signed accounts for the past two years by a qualified accountant instead?	Please see the response to Question 90.
157	Other	Are we able to use the same employer if we are submitting as a bid independently as the lead provider, and then use the same employer if we are partnering with another provider and submitting a joint bid with them. However, the Skills	Yes, it is permissible to use the same employer in both instances, when submitting a bid independently as the lead provider and when collaborating with another provider in a joint bid. However, should both applications be successful, the GLA will conduct a due diligence process to assess the feasibility, operational capacity, and resource implications of the employer delivering across

		Bootcamp sectors may be different with this same employer.	both proposals. This assessment will ensure that the employer can effectively meet the requirements of both bids without overstressing their capacity, particularly in cases where the Skills Bootcamp sectors may differ.
158	Other	If we want to submit a bid with another organisation (joint bid), does one of the organisations have to be the lead provider? Does the bid have to be submitted through them as us as a named partner, or can a joint bid be submitted as a partnership without determining the lead?	<p>The GLA does not classify this as a "joint bid." In the context of submitting a bid with another organisation, one organisation must be designated as the lead provider. The lead provider is responsible for the overall management and delivery of the programme and will serve as the primary point of contact for the GLA.</p> <p>The bid must be submitted through the lead provider, with the other organisation(s) named as partners. It is not possible to submit a bid without identifying a lead provider, as the lead provider must take responsibility for ensuring all contractual and operational requirements are met. This structure is essential for ensuring accountability and clarity in the delivery of the programme.</p> <p>Alternatively, a consortium model might apply to this situation. Please refer to pages 8-9 of the Application Guidance for the definition of a consortium we will accept applications for.</p>
159	Delivery Handbook	When delivering in a prison setting, does all content need to be delivered live? Can we use bite size pre-recorded content, with a person facilitating access, and leading group discussions and	Please refer to Delivery Handbook (Section 4, Paragraph 2, Page 18), pre-recorded content does not count towards Guided Learning Hours (GLH). However, if a tutor or facilitator is present to actively lead discussions, support learners, and engage the group in structured exercises,

		exercises, and would delivery in that form be considered a GLH.	these elements of the facilitation can be considered as GLH.
160	Application Guidance	<p>Although the application guidance outlines the requirements, we need further clarification. We will send everything in one email. Are the following submission format and file naming conventions appropriate for a bid involving one bootcamp? Please let us know if you require anything beyond the following information.</p> <p>Submission email address: skillsbootcamps@london.gov.uk Submission email subject: Provider name - UKPRN</p> <p>Zip file 1 [Provider name - UKPRN Bid] This zip file will include the following files and a folder: 1. W6 SSQ - Bootcamp name - UKPRN, Word file 2. Folder, [Sector Number - FF - Bootcamp Name - UKPRN], it will contain the files below, assuming three employer involvement: 2.1 FF Bootcamp name, Word file</p>	The example stated in the question reflects a perfect understanding of the zip file, sub folder and document naming guidance.

		<p>2.2 FF Bootcamp name, Excel template/file</p> <p>2.3 Bootcamp name - Employer Statement of Support - Company A</p> <p>2.4 Bootcamp name - Employer Statement of Support - Company B</p> <p>2.5 Bootcamp name - Employer Statement of Support - Company c</p> <p>Zip file 2 - [Provider name - UKPRN Financial]</p> <p>Signed Accounts Year 1 - Provider name - UKPRN</p> <p>Signed Accounts Year 2 - Provider name - UKPRN</p>	
161	Other question relating to Skills Bootcamp delivery	For pathways to accelerated apprenticeships, is there any exception to the rule that 50% of M3s must be at LLW? Certain apprenticeships are always below but provide fantastic career paths.	No, there is no exception to this rule for Pathways to Accelerated Apprenticeships in Wave 6. The requirement is that 50% of learners must be paid at the London Living Wage (LLW), while the remaining 50% can be for non-good work outcomes. However, you cannot have more than 50% of learners classified under non-good work outcomes. It is possible to have 50% or more of learners achieving good work outcomes.
162	FF Bootcamp Application (Word form - Fully Funded)	We are planning to submit Skills Bootcamp applications focused on essential Green skills relevant to both the Hospitality and Care sectors. The programme aims to support the provision of healthy, sustainable food to the	If learners were to complete all three specialist pathways, this would be considered a single Skills Bootcamp. However, since learners are required to choose only one option from pathways 1 to 3, each pathway must be treated as a separate Skills Bootcamp.

		<p>Hospitality sector, and also from Hospitality providers to Care settings. We have set out the guided learning for all participants to complete core guided learning in foundational Green principles. From there, we are proposing they would choose one of three specialist pathways:</p> <ol style="list-style-type: none"> 1. Green Hospitality, including practical skills in plant-forward cooking, food waste management etc 2. Sustainable and healthy food provision for the Care sector 3. World Cuisine, with a focus on sustainability <p>The World Cuisine distinction is designed to address key skills shortages across specific cultural cuisine types in our Borough. The Care sector distinction is to address opportunities for both Care & independent Hospitality providers in our Borough, creating new opportunities for both parties.</p> <p>At the end, all learners would rejoin for a core module covering employability skills such as CV writing and interview preparation.</p> <p>Our question: Should we submit one application with these three specialist</p>	<p>If all three pathways were combined into one bootcamp, learners would not meet the completion criteria, as they would only complete one out of the three pathways. Additionally, the use of the term "pathways" implies distinct learning routes, which further supports the need to classify them as separate Skills Bootcamps.</p>
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		pathways, or apply for three separate Bootcamps?	
163	FF Bootcamp Application (Word form - Fully Funded)	Is it acceptable to include in-text tables in the quality responses provided that the content of the tables does not cause the response to exceed the wordcount?	Yes, it is acceptable to include in-text tables in the responses to Part B of the Bootcamp Application, provided that doing so does not cause the response to exceed the specified word count. Providers must ensure that the overall format of the response document remains unchanged and that any text contained within the table is included in the word count total.
164	FF Bootcamp Application (Word form - Fully Funded)	Please can you confirm if Scaffolding forms part of the GLA Skills' Bootcamp priorities and whether it falls under Construction?	Yes, a Scaffolding Bootcamp would fall under the Construction sector, which is specified within the 11 priority skills sectors.
165	Other question relating to Skills Bootcamp delivery	What is the planned date for notifications of awards for Wave 6 of Skills Bootcamps? And will there be a gap between award notifications and GOLs / work being allowed to start?	Please refer to Section 6. How to Apply, page 33, Proposed Timetable, of the Skills Bootcamps Wave 6 (2025/26) Prospectus."
166	Wave 6 Prospectus	<p>I have a query regarding the tender submission process. If East London Community College is submitting two separate tenders—one for the Health sector and another for the Hospitality sector—could you please confirm what the subject headings should be on the submission portal?</p> <p>My concern is that if both submissions have the same heading, the assessment</p>	<p>For guidance on this matter, please consult the Wave 6 – Skills Bootcamps Application Guidance, specifically pages 4 and 5, as well as Clarification Question 160.</p> <p>The applicant is required to submit two separate applications—one for each sector or Skills Bootcamp they intend to deliver.</p> <p>If the applicant is applying under the Open Competition process, then follow the guidance on page 5 of the</p>

		<p>team might mistakenly view them as duplicates. I want to ensure that each tender is clearly distinguished and properly assessed as separate applications.</p> <p>and also I would like to seek clarification regarding the current Skills Bootcamp tender. As an institution, if we intend to apply for two different sectors—specifically the Health and Hospitality sectors—are we required to submit one combined tender application or two separate applications, one for each sector?</p>	<p>Application guidance. The subfolders will be labelled as different sectors.</p> <p>If the applicant is applying under the FE process, the applicant needs to send us an email with their 3 documents in it (one Applicant form, and a bootcamp proposal for each of their bootcamps).</p> <p>If the applicant is asking what they put as the title of the email. The applicant needs to put their organisation name and UKPRN.</p>
167	FF Bootcamp Application (Word form - Fully Funded)	In Q11 – Mobilisation, it states that all completions must be by 31st March 2026 and that all job outcomes must be by 31st March 2026. Please could the authority confirm that the job outcome date should actually read 30/09/2025, as learners are to progress into job outcomes within 6 months of completion of the Skills Bootcamp.	Please revisit our website to download the new zip file of documents “Application Pack (updated 9 May 2025)” which includes corrected wording to Question 11 to reflect the Open Competition KPIs for Milestone 1.
168	FF Bootcamp Template (Excel - Fully Funded)	On the Equalities Targets tab the target number of learners per demographic has been prepopulated. Can you confirm if these are the target numbers you are looking for or if this is just an example?	Please disregard the numbers currently populated on the Equality Targets tab, these are example figures only. You should type over them with your own target numbers based on your specific learner demographics and project aims.

169	FF Bootcamp Application (Word form - Fully Funded)	<p>Q.11 in the mobilisation plan states that a case can be made for alternative delivery milestones if July and September targets are not achievable. To support our target learners (mothers returning to work) and ensure strong engagement in our 16-week programme, we propose achieving 100% of M1 starts by December 2025.</p> <p>Would this revised milestone be acceptable for consideration?</p>	See the response to Question 43.
170	Wave 6 Prospectus	Does delivery have to take place at the same address as the organisation's registered office?	No, delivery does not have to take place at the same address as the organisation's registered office. Please review the relevant guidance in the Skills Bootcamps for Londoners Wave 6 Delivery Handbook 2025/2026, specifically Section 3: Skills Bootcamps Eligibility on page 14.
171	Wave 6 Prospectus	<p>Do the Digital and Creative sectors count as separate sectors for the purposes of the £500k funding threshold?</p> <p>We are submitting one application for our MIND (Mums in Data) programme, which falls under Digital/Data, and another for The Creative Engines, which falls under Creative Industries (Games).</p> <p>Can each of these programmes be funded up to £500k independently, or would they be considered under the same sector funding cap?</p>	<p>Please refer to Skills Bootcamps for Londoners Wave Six (2025/26) Prospectus, Section 8, Bootcamps Priority Skills Sectors, page 43, these are listed as two different sectors.</p> <p>Also, please see the response to Question 15, regarding funding threshold.</p>

172	Other question relating to Skills Bootcamp delivery	What is the maximum funding cap for bootcamps in the Creative sector? We are developing a bootcamp under the Creative Industries (Games) category and would like to confirm whether the £500k funding threshold applies per sector, and if so, whether the Creative sector has a different or specific cap.	Please see the response to Question 15
173	Wave 6 Prospectus	Is there a maximum funding rate per learner?	Please see the response to Question 48.
174	FF Bootcamp Template (Excel - Fully Funded)	In completing the Bootcamp Templates for both FF and CF, we note the use of formatting restrictions that is limiting how much detail we can enter on to the course content tab. Please may we confirm that the authority is happy for us to input text that proceeds over one line into a single cell, or could the authority issue an updated template with formatting restrictions revised?	Please enter the full course content, even if the text extends over one line within a single cell or appears to not be fully visible. Submissions in this format are acceptable, and the content will remain clear for review.
175	Other question relating to Skills Bootcamp delivery	Flexibility in Funding Rates: Is there scope within the current funding framework to accommodate higher per-learner rates for specialised programmes that offer extended durations, higher GLH, and additional components such as industry placements?	For publication, we have edited the submitted question to remove potential commercially sensitive pricing information. Please see the response to Question 48.

		<p>Criteria for Higher Funding: What specific criteria or justifications are required for a provider to be considered for a higher per-learner funding rate?</p> <p>We believe that our programme's structure and proven outcomes align with the objectives of the Skills Bootcamps initiative, and we are keen to continue delivering high-quality training that meets the needs of learners and employers alike.</p>	
176	CF Bootcamp Application (Word form - Co-Funded)	<p>One of our employers who is supporting our Bootcamp programme already has staff undertaking Apprenticeships, which they are participating in via the Apprenticeship levy. Can their existing Apprentices undertaking these apprenticeships be eligible for our Bootcamp training as well? Or is this considered 'double funding'?</p>	<p>Existing apprentices undertaking training funded via the Apprenticeship Levy are not eligible to participate in Skills Bootcamps at the same time, as this would constitute double funding, which is not permitted. Please refer to the Skills Bootcamps for Londoners Wave 6 Prospectus, specifically section 3.7 "Course Content and Flexibility" on page 25.</p>
177	Other question relating to Skills Bootcamp delivery	<p>The open competition milestone 1 requires 30% of learner starts by 30th September 2025. For FE/IAL, see clarification question 92, it is stated that the GLA recognises that the timeline for this process may not be feasible and that the milestone 1 target will be negotiated with the GLA. Can the same flexibility be considered for an HE provider?</p>	<p>Please see the response to Question 43</p>

		<p>There is very strong evidence to support achievement of milestone 2 by March 2026, and the 2nd part of the milestone 1 target (100% achieved by 31st March 2026); however, 30% of starts by 30th September 2025 is not feasible. If the first part of the milestone 1 target (30% by September 2025) is missed and a later start is not negotiated, will the whole of the milestone 1 payment be withheld, or can this payment be received at a later date if the 100% by 31st March 2026 is achieved?</p>	
178	Employer Statements of Support Templates	<p>Can the statement of support providing business be in the London Fringe Areas?</p>	<p>The Skills Bootcamps for Londoners programme primarily is to help London employers fill skills gaps by providing training for Londoners to secure jobs in priority sectors in the capital.</p> <p>Where a statement of support is offering vacancies and the employer is outside London but commutable for Londoners, applicants should explain in their application how any employer vacancies will be feasible for bootcamp graduates.</p> <p>Where a statement of support is from an employer offering alternative support rather than vacancies, e.g., support in delivering the training, such as masterclasses or meet the employer events, this is fine for them to be based in London Fringe areas.</p>

179	Employer Statements of Support Templates	For fully funded bootcamp applications, as many employers backing has higher success rate ?	Please see the response to Question 50.
180	Employer Statements of Support Templates	Can the employer given hand written support statement using the template instead of word processed? The document can be scanned and submitted.	We would strongly recommend that all Word templates are completed in Microsoft Word. This is to ensure that these are legible to avoid a situation where an application's score is impacted if the documentation is misread or illegible.
181	Other question relating to Skills Bootcamp delivery	We are planning on working with an employer partner where some of their team will be delivering parts of the training under the supervision of our team due to familiarity with venue and technical equipment. How best do we reflect this in the application? It is not subcontracting, nor does it feel like a consortium bid - more a partnership. Please advise on how and where to capture this in the application.	If this is not a subcontracting arrangement, the application must clearly specify the nature of the partnership and detail how the employer is supporting the Skills Bootcamp. Applicants should indicate this information in the section they feel is most appropriate, either in response to the Co-funded or Fully Funded question within the application form. Additional detail can also be provided in the Employer Support Statements to strengthen the evidence of employer involvement, as well as capturing this in the application form.
182	Other question relating to Skills Bootcamp delivery	This question is around employer engagement. We have employers who are sending us supporting letters but they are wary as things might change by the time the project starts. What happens if we the current employers do not have any vacancies and we have new employers on-board instead?	We understand that employer circumstances may change between the application stage and the start of delivery. While initial employer support helps demonstrate demand and industry relevance, if your current employers no longer have vacancies, the GLA may ask you to provide updated employer statements. This is to confirm that your organisation still has access to enough suitable vacancies to meet the required milestone outcomes.

183	Other question relating to Skills Bootcamp delivery	This question is around over-delivery. What is the scope for delivery within the project ? Say we have planned for X number of learners and we are able to recruit more learners and run more courses. What is GLA's take on this?	The GLA will only fund the delivery outlined and agreed upon in your Grant Agreement. Subject to the performance of all providers, there may be an opportunity to consider growth requests for high performing bootcamps later in the delivery window. Any such consideration will be based on performance against all three milestones.
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