

Initiation Form

Summary		Reference:	SKI004
Activity Name:	Green Upskilling		
Activity Description:	The provision of green upskilling, retrain or progress within green skills, targeting high carbon sectors with opportunities to train, and providing geographical coverage and proximity for the most deprived neighbourhoods		
Investment Priority:	People and Skills	Intervention:	<ul style="list-style-type: none"> E39: Green Skills Courses E40: Retraining Support - High Carbon Sectors
Funding Available:	£ 2,000,000 (Total)	£ 0 (Capital)	£ 2,000,000 (Revenue)
Type of funding opportunity:	Open invitation for organisations to come forward.		
Open Date:	05/06/2023	Close Date:	31/07/2023
Review Point Two:	09/10/2023	Close Date:	09/10/2023

Context

Description: Description of the activity and what is expected to be achieved

Our Good Growth Investment Plan identifies that investment will be made into green upskilling. Through this open call we are looking for providers to come forward to identify and provide targeted, specialist support to train, retrain or progress within green skills and supporting high carbon sectors to develop new and more sustainable methods or delivery services and products.

We expect any bid to come forward to work closely with the People Hub and Good Growth Hub to support individual needs and engage and understand employer green skills requirements. Successful project delivery will be supported by an employment and skills portal being delivered by Cornwall Council, which will provide access to a range of information advice, guidance and support.

Project design should take into account people's and employer needs and views and provide geographical coverage and proximity for the most deprived neighbourhoods. As well as neighbourhoods who have previously been less likely to engage with skills training offers as this will help drive the inclusive growth ambitions of CloS and should offer the following types of activity:

- Initial Assessment of skills and training needs in partnership with the People Hub, ensuring the People Hub acts as a 'single front door' for all users and that they experience a streamlined service



- Assess other needs and barriers which may prevent people from accessing training, education or employment in partnership with the People Hub
- Open up work taster, work experience or volunteering opportunities to help individuals be more job ready and more aware of local jobs and career opportunities in green occupations
- Enhanced awareness, access and pride in local skills provision
- Encourage more green sector employers to create more apprenticeship and internship opportunities and help to match individuals to such opportunities.
- Deliver, in partnership with skills providers and employers high quality, industry relevant and complementary green skills provision. Supporting the local community and socio-economic aspirations for the area; enabling businesses and residents to train, re-skill or upskill and help address current and future skills needs for local areas
- Also providing access and promoting basic skills opportunities and wrap around support, for example digital, numeracy (including Multiply) and literacy
- Enable local business engagement and knowledge exchange in order to explore, co-design, develop and deliver green skills provision. Ensuring skills provision is up-to-date, relevant and effectively and meets local labour market needs
- Identify cold spots for participation and undertake targeted activities to support engagement
- Engage with local primary and secondary schools to highlight local skills priorities, green career pathways and provide business engagement and work experience opportunities
- Provide quality labour market information and intelligence on green careers and jobs within the local community and more widely
- Analysis and evaluation of impact to support learning of future services green skills delivery for individuals and employers.

The green upskilling support will invest in people and skills across CloS to strengthen our labour market and ensure that the future green economy provides opportunities for well-paid jobs for the residents of CloS.

Strategic Alignment: Description of how proposals should meet strategic objectives, local need and the programme priorities. Expectations for coordination with other funding programmes.

Proposals should demonstrate evidence, showing their strategic fit and link to local community, social or economic needs.

This opportunity contributes significantly to the achievement of Government’s Mission 1 for Levelling Up: Improve productivity and pay, closing the gap between regions.

This opportunity contributes significantly to the achievement of Government’s Mission 6 for Levelling Up: 200,000 more people per year completing high quality skills training.

People and Skills Objectives:

- Boosting core skills and support adults to progress in work and upskilling the working population, encouraging innovative approaches to reducing adult learning barriers.
- Reducing levels of economic inactivity through investment in life and employment support tailored to local need and join-up of mainstream provision and local services within and area.
- Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support including access to basic skills.
- Supporting local areas to fund gaps in local skills provision to support people to progress in work and supplement local adult skills provision both qualification and non- qualification based. This should be supplementary to provision available through national employment and skills programmes.

Interventions:

- *E39: Green Skills Courses*
- *E40: Retraining support high carbon sectors*

The Cornwall and Isles of Scilly Local Skills Report (a Skills Strategy and Action Plan 2021 to 2030)¹, developed by CloS LEP in collaboration with local partners and stakeholders identified the importance of accelerating ‘green growth’.

A Green Skills Deep Dive commissioned by CloS LEP was therefore undertaken to develop evidence of the strengths and opportunities for ‘green growth’ as well as the need and nature for training and skills.

Key finding and recommendations included:

1. Adopt the definition of green jobs suggested by UK Green Jobs Taskforce, understood as “employment in an activity that directly contributes to, or indirectly supports, the achievement of the UK net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks”
2. Communicate sense of urgency to encourage faster green transition and for organisation not to delay investment in skills for a greener economy
3. Identifying new and emerging green occupations, green enhanced skills occupations, and green increased demand occupations - to continually measure the size of the green economy in Cornwall and the Isles of Scilly. Recognising green jobs and skills will affect many different roles across almost all sectors
4. Support transitioning sectors and specific green occupations requiring significant upskilling / reskilling efforts
5. Communicate on the scale and range of green occupations to attract new talents and promote a diverse and inclusive workforce
6. Encourage business to plan for growth underpinned by environmental considerations through proactive workforce planning, anticipating short, medium and long-term skills needs
7. Improve visibility of existing green training provision. Green training offer currently difficult to identify on training providers’ websites

Encourage development of new green training provision where required to fill gaps and support affordability and accessibility. E.g., greater focus on higher level skills needed. Sector gaps identified include offshore wind: many of the certificates / tickets required to work offshore aren’t currently available in the South West, heat pump installation and shortage of heat pump installers locally and nationally, gaps in nature-based practical skills including ground work, tree and hedge management.

Our Good Growth Investment Plan sets out high ambitions for the people of CloS. Our ambitions are to grow the economy, build on our assets and provide everyone with the opportunity to access good quality jobs, whilst setting a course for a decarbonised and sustainable future for business, for people and for our environment. If these ambitions are to be realised then a step change in the skills system is needed, not only to improve productivity levels and to grow the economy, but also to meet the challenges and opportunities arising through the impact of the pandemic, automation, changing working practises and an ageing workforce. Whilst we cannot predict exactly how skills needs will change, we know that they will, and the SPF offers us the opportunity to shape a responsive employer-led skills system to develop a flexible, adaptable and skilled workforce fit for the future.

There are 26,000 (15%) workless households in CloS, which is higher than the UK average of 13.8%. Ill health and caring responsibilities are key factors, hampering the opportunities for some of these households and impacting negatively on our economy. Creating employment and skills opportunities across CloS in new and

¹ [Green-Jobs-and-Skills-DD-Research-P06-Kovia.pdf \(cioslep.com\)](https://www.cioslep.com/Green-Jobs-and-Skills-DD-Research-P06-Kovia.pdf)

existing businesses will help to reduce the need to travel and increase the economic opportunities for workless households.

The delivery of skills and training opportunities into local communities, in partnership with local schools, further and higher education, communities and local business is reflected in a number of Council documents:

- Cornwall Strategy and Business Plan 2022/2026: We want a thriving, sustainable Cornwall that offers a secure home, a decent income and a great environment for all. These are the foundation stones of our future. We want to support people of all ages to retrain, learn new skills and realise their ambitions. We are determined that local residents benefit from new job opportunities in our high growth sectors. This will mean increased take up of apprenticeships and fewer people out of work. We will better align training with the skills needs of local employers in our changing economy and accelerate digital skills development. We will deliver proactive outreach to those furthest from the labour market. We will support them with skills and the challenges associated with poverty, insecure housing, ill health and wellbeing.
- Local Skills and Labour Market Strategy 2021/2030: Partnerships between various parts of the skills system are vital for a joined-up approach to learning supply. CloS has some exemplars of employer engagement; these are successfully linking employers, learners, schools and providers to provide employer-led training and effective progression pathways to enable CloS to address local skills needs.
- CloS Local Industrial Strategy: Over 40% of the population live in settlements of less than 3,000 people. Consequently, these places are a major resource in the future economy of CloS and will increasingly depend on digital connectivity and sustainable and affordable transport to sustain employment, population and vitality in these communities. Our future economy will be built on creativity and technology. Capitalising on consistent investment in creative and digital infrastructure.

Co-ordination with other funding programmes: Applicants should demonstrate how their proposal will complement mainstream funded activity, highlighting what wrap-around support is being proposed, and how individuals and employers will be identified and engaged. Where appropriate, alignment with and signposting to Multipliy and other people and skills activities and interventions being delivered.

Applicants will be required to work closely with other parts of the Good Growth Programme in particular the central ‘front door’ for People and Skills support provided by the CloS People Hub and the business support provision put in place through the Good Growth Hub. Applicants will be expected to collaborate and coordinate provision with other people and skills activities funded via the following open invitations:

- SKI002 – Youth Engagement
- SKI003 – Digital Upskilling

Please note:

- **Cornwall Council reserves the right to allocate more or less funding than the values set out in this Invitation to bid.**

All funding expended should contribute to the “Good Growth” requirements outlined in the CloS UK SPF Investment plan. Higher levels of funding distribution may be spent on projects, activity or initiatives that deliver the greatest contribution to these objectives, especially where they are located and/or target the areas and people of Cornwall and the IoS most in need of levelling up.

Route to Market: [Open Call](#) Explain the chosen route to market

In order to identify the projects that will deliver best value for money an open invitation to bid is viewed as the most appropriate route to market. Organisations applying must be able to demonstrate a proven track record of delivering green upskilling services of a high quality.

We strongly welcome bids from consortiums of organisations who will work together to deliver activity. All delivery partners will need to be identified in the application.

Specific Requirements: Description of specific requirements

As part of the response to this initiation form, we want to see a delivery plan submitted alongside the application form. This delivery plan should articulate the nature and scope of the project and proposed activities and how it will link up provision with the People Hub and Good Growth Hub outlined in initiation form SKI001, and existing skills providers to provide relevant skills offer in communities and a more holistic approach in areas where there is an identified need, aligned to the overarching aims and aspirations set out in this initiation document. We are encouraging consortium applications and will require the lead applicant to clearly identify the specialisms and roles of each delivery partner within the scope of the delivery plan. All costs should be identified with budgets pre allocated to delivery partners and formal agreements in place. We are particularly interested to see strong narrative around partnership and links to other SPF and mainstream commissioned employment and skills support as part of the project activity, given the increasing and important role this will play in the future landscape of the skills and employment market across CloS.

We expect the project to manage effective relationships with the People Hub, Good Growth Hub and training and skills providers and to agree a delivery model that reflects those interrelationships, which may include active participation in the Economic Prosperity Advisory Panel meetings as and when appropriate. The applicant and delivery partners will be required to use the branding and marketing of the People Hub and Good Growth Hub, to ensure users can access support through a single front door without confusion around who the service provider is. The Delivery Plan must set out how it will deliver compliantly and effectively with SPF requirements set by both UK Government and Cornwall Council as Accountable Body.

The minimum contact award value is set at £500,000.

Cornwall Council and the Council of the Isles of Scilly are committed to ensure that projects supported through the Shared Prosperity Fund deliver green and inclusive economic growth. That the jobs created are well paid, quality jobs, that all our communities are able to access the opportunities available through this fund and that our environment benefits from this economic prosperity.

The good growth outcomes have been designed to ensure that all SPF applicants consider the impact of their project and identify what contribution it will make towards good growth. Whilst we accept that not all projects can contribute to every good growth outcome, we will expect the Good Growth Hub to ensure that:

- They contribute the [good growth outcomes and principles](#)
- use the good growth outcomes within their assessment criteria for skills activities and support services
- report on the good growth contribution of their activity

Cornwall Council encourages the leveraging in of other funding within project design. However, we recognise not all activities under People and Skills will be able to secure match funding. We would expect leveraging in of an element of match funding from employers where training is offered to a person in work which will benefit that employer. We do not expect to see any leveraging in of other funding in relation to support for individuals outside of labour market or where the training received by an individual will not have

a direct merit on the employer they are currently working for. Value for money will be a selection consideration as it has a number of benefits, including enhanced alignment with other provision and efficient delivery which increases value for money. Therefore, we will take the overall funding package for each project, including any match funding, into account

Proposals should:

1. Set out how people and skills opportunities are clearly embedded as part of wider project delivery and how the proposals will link to existing people and skills activities as outlined for example, Multiply, apprenticeships, traineeships, work placements and work experience opportunities, as outlined in SKI001, SKI002 and SKI003.
2. Demonstrate how activity will complement and not duplicate mainstream and other funded activity and clearly highlight the added value being proposed and how communities, individuals, businesses and local education institutions to be supported will be identified and engaged.
3. Respond to a clearly identified need and clearly describe the need.
4. Not conflict with national policy or local strategies.

Projects shall ensure that all activity delivered is fully compliant with UK Subsidy Control and procurement rules.

Safeguarding – Cornwall Council takes its responsibilities for safeguarding children, young people and adults seriously and has a Corporate Safeguarding Policy which sets out its duty to safeguard and promote the welfare of children, young people and adults in Cornwall and how this will be implemented by Cornwall Council in the discharge of its duties. The Council expects that any organisation wishing to provide, or providing, services where staff are employed to work directly or indirectly with children, young people or vulnerable adults are able to demonstrate standards of safeguarding commensurate with those expected of statutory organisations. Delivery partners must be able to demonstrate that they are committed to safeguarding and any relevant checks may be carried out prior to any contract being awarded. As a minimum, delivery partner safeguarding policies should be provided as part of the documentation submitted with the delivery plan.

Budget & Spend Profile				
Funding Available:	£ 2,000,000	£ 0	£ 2,000,000	
	(Total)	(Capital)	(Revenue)	
Minimum Award:	£ 500,000	Maximum Award:	£2,000,000	
	23/24 & 24/25		Total	
Intervention (E)	Capital (£m)	Revenue (£m)	Capital (£m)	Revenue (£m)
<i>E39: Green Skills Courses</i>	0	0.8	0	0.8
<i>E40: Retraining Support - High Carbon Sectors</i>	0	1.2	0	1.2

Total	0	2.0	0	2.0
Total per year	0	2.0	2.0	
Intervention Rate:	90 % (Maximum)	Target Leverage:	£ 200,000 (Total)	
Spend Start:	01/01/2024	Spend End:	31/03/2025	

Good Growth Principles

All SPF investments must be made in consideration of the Equality Act 2010. It is mandatory for all applications to assess impact of their project between people who share a protected characteristic and those who do not.

In addition, the following specific good growth principles must be considered for this activity:

Clean and Green		Business / Economy		Equality/Inclusive growth	
C1 Reduction in CO2 emissions	<input type="checkbox"/>	BE1 Increase % of workforce earning real living wage	X	EQ1 Invest in projects that encourage a healthy lifestyle	<input type="checkbox"/>
C2 Circularity - reduction in use of virgin raw materials. Recycle reuse principles	<input type="checkbox"/>	BE2 Improve productivity in all sectors	<input type="checkbox"/>	EQ2 Reduce gender pay gap	X
G1 Nature recovery	<input type="checkbox"/>	BE3 Contribute positively to CloS economy, environment and equality through purchasing/procurement	<input type="checkbox"/>	EQ3 Increased levels of functional numeracy and literacy in the adult population	X
G2 Attracting private sector green finance income to Cornwall	<input type="checkbox"/>	BE4 Upskilling the workforce	X	EQ4 Maximise opportunity for people with disability and ill health (including mental health)	X
Contribute to the Environmental Growth Strategy for Cornwall and Isles of Scilly	<input type="checkbox"/>			EQ5 Maximise work based opportunities for those with SEND particularly relating to spectrum disorders and dyslexia	X
				EQ6 support for the aging population to remain economically active	X
				EQ7 Support young (under 30) entrepreneurs	<input type="checkbox"/>
				EQ8 Levelling-up of towns and neighbourhoods throughout CloS	X

			EQ9 Increased capacity and place-based leadership in communities	<input type="checkbox"/>
			EQ10 Advance equality of opportunity between people who share a protected characteristics and those who do not (Equality Act 2010)	<input checked="" type="checkbox"/>
			EQ11 Assist individuals with complex barriers to employment to access opportunities	<input checked="" type="checkbox"/>
			EQ12 Have a positive impact on children and promote and uphold children's rights under United Nations Convention on the Rights of the Child (UNCRC)	<input type="checkbox"/>

Outputs/Outcomes

For this invitation to bid we are looking for activity that delivers the following outputs and outcomes:

E39: Green Skills Courses	Output / Outcome	Total for the period 2023/24 – 2024/25
Number of people supported to gain a qualification	Output	140
People gaining a qualification or completing a course following support	Outcome	140

E40: Retraining Support - High Carbon Sectors	Output / Outcome	Total for the period 2023/24 – 2024/25
Number of people retraining	Output	350
Number of people attending training sessions	Output	350
Number of people supported to gain a qualification	Output	150
People gaining a qualification or completing a course following support	Outcome	150

The outputs and outcomes stated here reflect our Investment Plan submission to Government. Applicants should note Cornwall Council reserves the right to adjust and refine these outputs and outcomes as delivery progresses during the duration of our SPF programme and further national guidance becomes available.

Appraisal Criteria

Strategic Alignment	Good Growth	Deliverability	Value for Money
30 %	25 %	30 %	15 %

Explanation for criteria weighting

Deliverability will score highly for this programme due to the relatively short time period within which the skills programme must be delivered. Strategic Alignment will also be a high priority as the Good Growth Investment Plan is underpinned by the development of the green economy which will be achieved in part by upskilling the labour force in Green Skills, but also in reaching those furthest from the labour market and providing routes to employment in geographically hard to reach places as a key part of the Levelling Up agenda. Good Growth principles will carry significant weighting with a particular focus on achieving strong outcomes in equality and inclusivity. As this is a skills programme that is in part designed to reach those furthest from the labour market, the initiation form recognises the high cost of this type of delivery and therefore value for money will not be weighted highly in the appraisal process.

For further information on the programme please refer to the [Good Growth website](#). Completed Applications and relevant documentation must be submitted via email to goodgrowth@cornwall.gov.uk before the deadline stated on this Form.

Support and guidance to assist applicants through the application process is available at [Good Growth website](#).

More information on Shared Prosperity Fund can be found on the UK Government website; <https://www.gov.uk/government/publications/uk-shared-prosperity-fund-prospectus>

Date Updated:	12/04/2023	Lead:	Good Growth Team
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