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Delivering Skills Bootcamps through Aptem



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What are Skills Bootcamps?

Skills Bootcamps are flexible, short-duration training programmes designed to help adults develop specific, in-demand skills quickly – usually for sectors facing skills shortages.

Funded by the Government in England, they are open to learners aged 19 and over, and aim to boost employability, help people change careers, or progress in their current roles.

Bootcamps are co-designed with employers to ensure that training meets real workplace needs. They focus on practical, job-ready skills and offer a fast-track route to interviews or further opportunities.

Key features of government-funded Skills Bootcamps

- **Short and intensive** – lasting up to 16 weeks, so learners can upskill quickly.
- **Builds employment prospects** – designed to lead directly to new jobs, promotions, or changes in career path.
- **Guaranteed job interview or progression opportunity** – learners who complete a Skills Bootcamp access a job interview or progress to an apprenticeship or further training.
- **Employer-led curriculum design** – developed in partnership with employers to address current skills gaps with a focus on technical, digital and other priority sectors.
- **Flexible learning** – delivered online, in-person, or through a blend of both, fitting around life and work commitments.
- **Open to all adults aged 19+** – especially valuable for career changers, returners, and the under-employed.
- **Subject to Ofsted inspection through the Education Inspection Framework (EIF)** – for FE and Skills, including the new focus on inclusion.
- **Ongoing impact tracking** – providers follow up with learners after completion to record destinations, achievements, outcomes and demonstrate programme effectiveness.

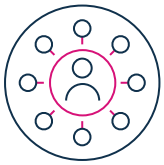
Aptem: the smart technology platform for Skills Bootcamps

As a flexible, all-in-one platform, Aptem is designed to support multiple funding streams, making it the trusted choice for Skills Bootcamp providers.

Key benefits



Simplifies admin



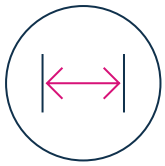
Boosts engagement



Enhances employability



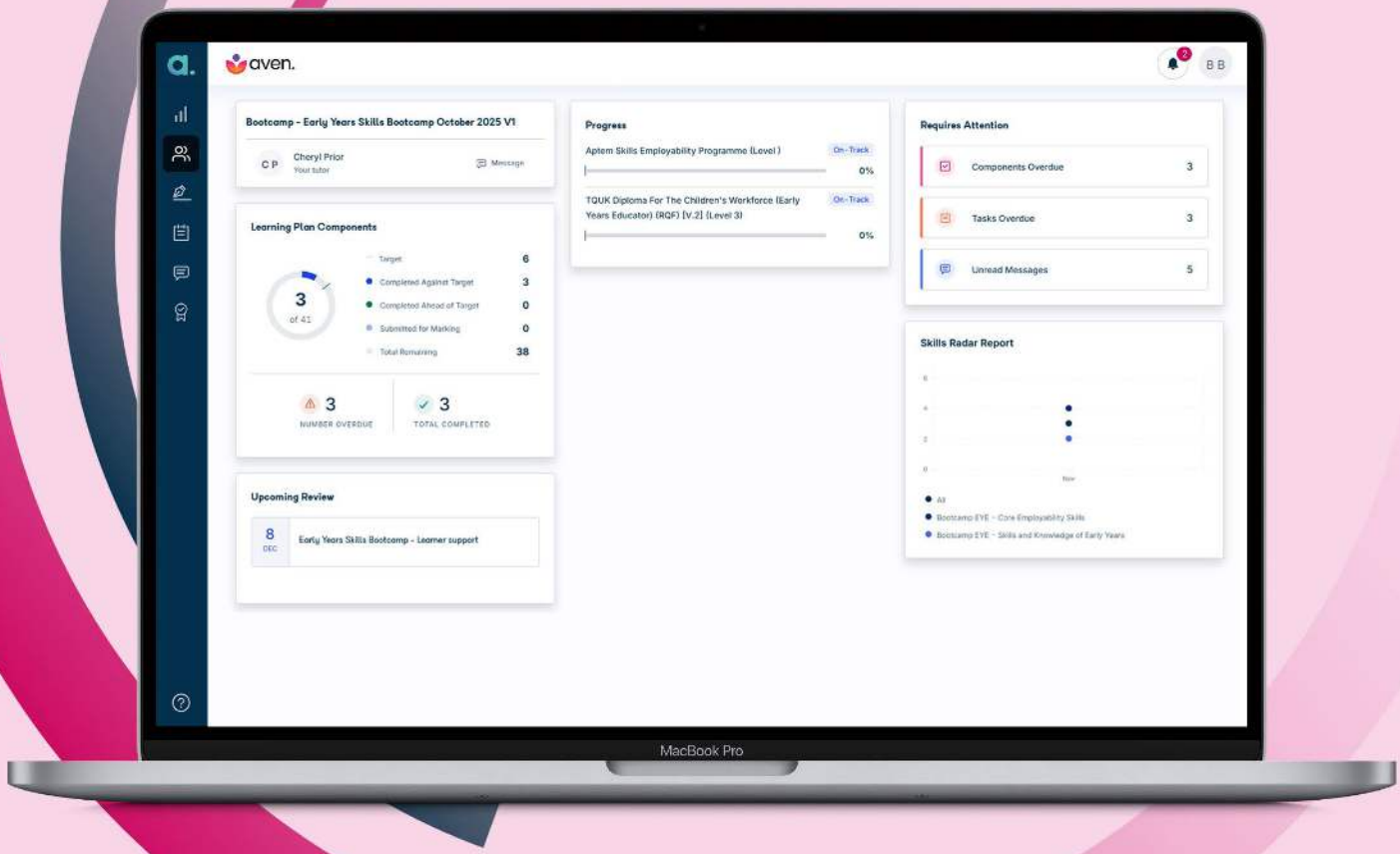
Delivers robust reporting



Efficiently manages any cohort size

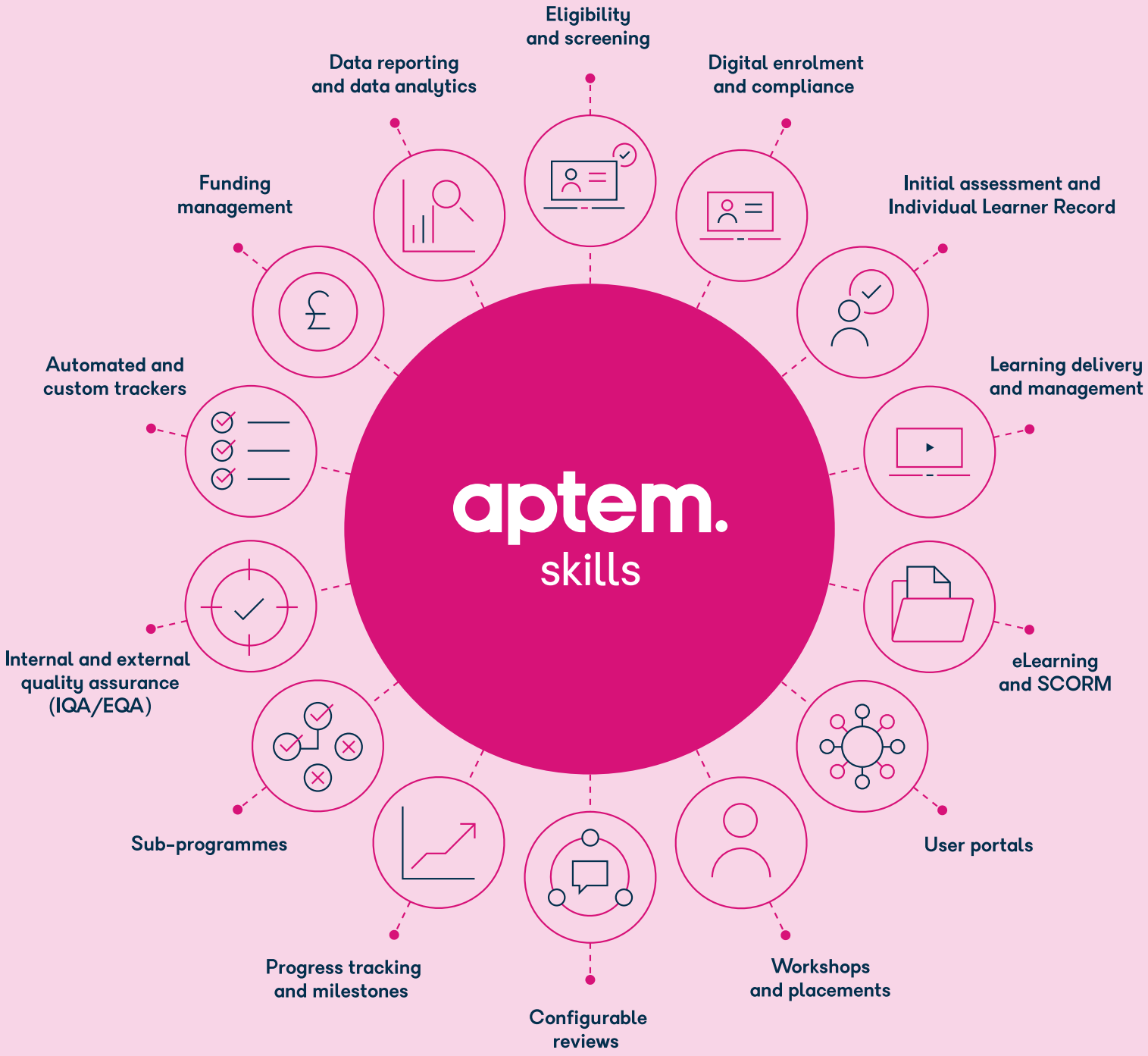
Aptem supports

- **End-to-end management:** manage enrolment, learning, milestone tracking and outcomes.
- **Effortless compliance:** meet funding requirements and evidence progress with built-in tools.
- **Real-time insights:** track learner and employer engagement via dashboards.
- **A learner-centric experience:** give learners a clear view of goals, progress, and achievements via their portal.
- **Comprehensive assessments:** identify starting points and barriers to learning, so you can effectively track progress.
- **Engagement tracking:** spot issues and generate action plans with AI-powered review functionality.
- **Employer integration:** provide real-time visibility over cohort progress and enable collaborative reviews.
- **Quality assurance:** monitor tutor feedback quality and align with employer expectations.
- **Wraparound support for learners:** evidence wellbeing, employability, and career development.



Seamlessly track learner milestones and confidently evidence every funding claim – Aptem gives Skills Bootcamp providers the tools they need to stay audit-ready and focused on outcomes.

Aptem Skills – your all-in-one solution for managing Skills Bootcamps





A sample Skills Bootcamp journey using Aptem

Learner:
Alex, 28

Programme:
Data Analytics Skills Bootcamp

The programme covers:

- **Core technical skills development** – including coding, data analysis, cybersecurity.
- **Practical learning** – project-based tasks, software simulations.
- **Professional / career skills** – communication, teamwork, problem-solving.
- **Certifications / outcomes** – an industry-recognised certification.

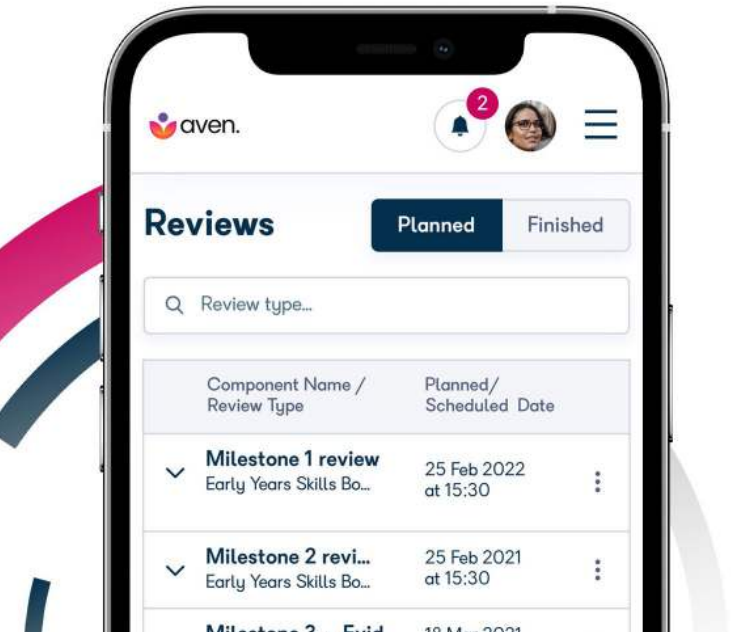
Meet Alex, who is taking the leap from a mid-level role in retail to pursue a new career in tech. Here's how his 16-week Skills Bootcamp journey unfolds with Aptem.

Week 0

Pre-enrolment and onboarding

Before the programme begins, Alex completes the pre-enrolment and onboarding process. With Aptem, eligibility checks are fast and fully digital – he uploads documents, completes a skills scan and takes a cognitive assessment (Aptem Assess) to identify possible learning needs. He also declares his background, including prior eligibility for Free School Meals (FSM), which flags him as from a disadvantaged background.

Alex is welcomed with induction videos and information about his key contacts. He signs his induction review, his baseline skills and goals are recorded during an initial review, and his learning plan is automatically personalised to his starting point.



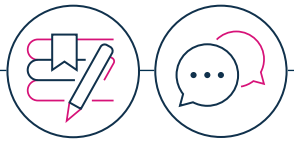
Weeks 1–8

Learning and skills development

In weeks 1 to 8, Alex moves through skills development following Aptem's structured learning plan, mapped to Skills Bootcamp milestones. He accesses mapped modules, SCORM content, and interactive video learning through Aptem's LMS. Live virtual sessions are scheduled, and attendance is tracked.

He connects with tutors via in-platform instant messaging and participates in progress review discussions to effectively monitor programme progress and identify areas for improvement. He can contribute to reviews in advance of review meetings, improving the efficiency and effectiveness of the process.

Weeks 9–15



Project work and employer engagement

As Alex progresses into the second half of the programme, he takes on project work directly tied to employer needs. He completes his portfolio in Aptem, uploads evidence of his learning and tags it to pre-defined learning outcomes.

He receives valuable employer feedback, recorded in Aptem, through live project briefs and mock interviews. Regular one-to-one tutor check-ins are tracked in the platform, and he feels supported by the conversations he shares with his professional mentor via Aptem messaging. He also attends some employer-led workshops specific to his sector.

Assessment and progress tracking

Throughout the Skills Bootcamp, assessment and progress tracking are seamless. Real-time dashboards show his progress against the learning plan, tutors receive alerts for any non-engagement, and his completed modules and developing skills are automatically recorded. When it's time for final assessment, Alex submits his capstone project, and his employer testimonial is gathered as evidence of real-world capability.

With Aptem, every part of Alex's journey is joined up, automated where it matters, and shaped to maximise his employment outcomes and confidence as he steps into a new sector.



Week 16

Exit touchpoints and career progression

In the final week and beyond, Aptem's career support comes into play. Alex builds his CV using tools in the Aptem resource centre, explores relevant opportunities through the job board, and practices for his upcoming interview using tried-and-tested Aptem resources.

He records his progression plan, which includes further learning through an apprenticeship. Exit touchpoints include a final review with his tutor, a post-course survey to capture outcomes, and a scheduled follow-up after three months to track his sustained success.

Example funding requirement

Fulfilling the funding requirements is vital to successful Skills Bootcamp provision and being paid on time. Here's how Aptem helps:

Funding requirement	How it's managed in Aptem
Funding rates and milestone payments Payments are tied to milestones of: • **Commencement** – Milestone 1 14 days – 40% of payment • **Contract delivery** – Milestone 2 Course completion and interview offered - 30% of payment • **Outcome** – Milestone 3 On job offer or equivalent – 30% of payment These milestone payment percentages are for illustrative purposes only and may vary per contract.	• MIS and compliance teams can use custom fields in Aptem to easily track when learners achieve key milestones, ensuring there is sufficient evidence to support funding claims. • Aptem automatically captures learner engagement and progress, so milestones are evidenced through the learning plan, including specific components (such as 'First 5 days' reflections), reviews and interactions between learners and tutors.
Qualifying period and funded starts Learners must complete a minimum of 14 days of learning to count as a start.	• Attendance tracking is fully supported in Aptem, with features such as live session registers, online content completion logs, placement workshop attendance, and time-stamped learning plan components.
ILR recording and event indicators Skills Bootcamp providers need to submit an ILR to enable payment and for funding and performance management.	• The ILR token is set up for each Skills Bootcamp (programme type 32), and the compliance team ensures that all codes and funding claims are kept up to date.
Evidence of delivery and learning hours Providers must evidence guided learning hours (GLH) and planned activity.	• When setting up the learning plan, learning hours can be recorded against each activity, creating an evidence-based training plan signed by all parties. • Reviews functionality forms concise records of completed hours, such as milestone reviews or summaries of learning conversations.

This is intended as a guide, please check your contractual agreements for specific funding requirements.

Funding requirement	How it's managed in Aptem
Employer engagement and job outcomes Skills Bootcamps must end with a guaranteed interview or job outcomes.	• Providers can set a mid-programme review to monitor skills progress and targets, and use exit reviews with automatic summarisation to record key discussions and outcomes. You can also use sub-programmes to create post-programme outcome contact reviews and set this activity for other departments, if required, to capture positive review outcome evidence for milestone 3. All reviews can be captured within learning plan components. • Outcomes can potentially be claimed beyond the learner completing the Skills Bootcamps. Delivery plans can be set up to keep engagement consistent after programmes have been completed to track positive learner outcomes through the use of post course reviews within a learning plan.
Monitoring and quality assurance (QA) Providers must evidence QA processes, feedback and low withdrawal rates.	• Aptem ensures quality through built-in sampling, clear outcome dashboards, and structured progress reviews. Cohort tracking and employer access make monitoring straightforward, while skills scans while skills scans help providers assess prior knowledge, current strengths, and gaps – enabling creation of personalised learning plans.
Learner eligibility Learners must have a right to work in the UK, meet residency requirements and be aged 19+.	• Providers gather ILR data and complete eligibility reviews as you would with an apprenticeship programme, ensuring all evidence is captured in the process.
Evidencing taught learning Providers must offer a minimum of guided learning hours over a maximum of 16 weeks.	• Providers can evidence hours through reflective accounts completed using SCORM assets, and through reviews with the learner to confirm both attendance and what has been learnt.
Course content In addition to technical skills, providers must offer a wraparound service of learner support/ pastoral care, and development of soft and employability skills. This is intended as a guide, please check your contractual agreements for specific funding requirements.	• Aptem supports employer involvement, soft skills screening, flexible delivery, and independent progress tracking, while QA and qualification tools support compliance. AI-powered features like the Aptem virtual assistant and marking aid are fully integrated to support learners throughout the programme.

Setting up Skills Bootcamps in Aptem

Already have an Aptem tenant?
You're ready to go.

If your organisation already uses Aptem for apprenticeship management, you can easily extend it to deliver Skills Bootcamps. Unlock the full power of your existing system to deliver, evidence, and scale high-quality Skills Bootcamps – with less admin, more impact, and outstanding outcomes for learners and employers.

Contact your Customer Success Manager or Implementation Consultant for a tailored walk-through on bringing your Skills Bootcamp learners into Aptem.





Contact us today
to book a personalised demo and discover how Aptem can support your Skills Bootcamps and other funding streams.

Contact us

Not yet an Aptem customer? Let us get you started.

Aptem brings together all the tools you need to manage a wide range of government-funded programmes on a single platform. It's already trusted by providers to manage apprenticeship and adult skills programmes, as well as Skills Bootcamps.

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MIS and compliance teams can use custom fields in Aptem to easily track when learners achieve key milestones, ensuring there is sufficient evidence to support funding claims.

Intelligent technology®

If you would like to transform the way you deliver high-quality apprenticeships in a cost-effective, efficient and compliant way, get in touch:

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020 3758 8540

www.aptem.co.uk/skills

Aptem is one of the fastest-growing SaaS software companies to manage vocational training, skills and employability programmes.

In addition to **Aptem Skills**, used for managing Skills Bootcamps, ASF programmes and commercial courses, we offer a range of other solutions to support the development of vocational skills and re-employment.

- **Aptem Apprentice,** the market-leading, end-to-end apprenticeship management platform.
- **Aptem Employ,** a unique, flexible, award-winning employability system that helps to get people back into the workplace quickly and for the long term.
- **Aptem Assess,** a cognitive assessment tool that enables you to seamlessly identify and respond to learning needs.

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