

Guide to accompany Intervention Calculator 2020

The Skills Bank Programme has and will endeavour to continue evolving with the emerging needs of SCR businesses and in order to align itself with the national responses to the Covid 19 pandemic.

To avoid any complication from differing version of the Intervention Rate calculator CC will attempt to make the one programme accommodate the range of circumstances whilst this is possible. Should this become overly complicated or ineffective then parallel versions of the calculator will be put in place.

At a simple overview we can envisage that the programme may need to accommodate

- Businesses operating as usual and still pursuing a growth agenda
- Businesses who have reduced their operation or effectively hibernated
- Businesses who find themselves at a turning point who may have to act urgently or close

In response to the pandemic SCR might wish to

- Provide support as in the same way as 2019 for those businesses still thriving
- Ensure as many businesses as possible survive and are well placed to move quickly and capitalise on opportunities post pandemic
- Approve some training interventions that SCR wish to be available at a fixed intervention
- Approve some interventions through the aggregated route

Changes

The changes to the calculator from 2019 are

- A new field : “Significance of Application to Employer” under banner Status of Application
- Two new options under the existing field “Select Intervention”
- A new uplift: Ensuring Long-term economy

These changes are most easily understood through applying the calculator (see below) but in essence they are

New Field : Significance of Application to Employer” (under banner: Status of Application)

The Options are Standard. Business Critical. SCR Approved Aim

Standard

This ensures the calculator & intervention rates operate as in 2019

Business Critical

To accommodate scenarios where the pandemic has brought the employer to a critical point and they do not have the cash flow to deal with it.

As an example the employer could need to secure training to

- Take up a business opportunity which could be a business saver
- Diversify either their product or methods to reach markets so that they can secure an income and safeguard the business (either now or post pandemic).

SCR Approved Aim

To accommodate a scenario where SCR have decided that a particular aim should receive a fixed intervention rate to any employer wishing to undertake the aim within a designated time frame.

As an example SCR might decide that 90% funding should be offered to businesses for aims:

- Resource planning to accommodate safe working distances.
- How to manage virtual team and motivate

Two new options under the existing field “Select Intervention”

The former options (specialist, Management, Generic & general non-hub interventions) remain unchanged the two new options are : Economic Imperative Aim, Covid19 Response.

Economic Imperative Aim

Economic Imperatives are aims being referred to SCR as fundable through the Aggregated Route. Only for Aggregated applications to SCR will this field be used.

Selecting Economic Imperative indicates that all other parameters selected in the calculator are constructed from the inherent properties of the aim, not an individual business.

These will be are aims that SCR has decided to support because they are important to the SCR economy

Economic Imperative applies a more favourable intervention rate than the norm reaching a maximum of 85% (rising to 95% with full uplift)

Covid19 Response.

These aims account for employers applying for support based on the effects of the pandemic on their business and the actions they need to take to survive and to secure a future. The aims can be either :

- a) Purposely designed to address pandemic issues e.g.
Motivating & management skills for managing remote workers / virtual teams
Resource planning to maximise & managing work with social distancing

- b) Aims that are not exclusively designed around Co-vid but are being used by the employer to tackle Co-vid e.g.
On-line sales – because the company need new ways to reach their customer base during lockdown
Leadership training – because they now need 10 more team leaders to operate social distancing

To account for cash-flow issues and as part of SCR’s drive to investment in the post pandemic economy of S Yorks then the intervention rate for these aims will be slightly more favourable that the norm in 2019 reaching a maximum of 70% (rising to 80% with full uplift)

A new uplift: Ensuring Long-term economy

To reflect that the economy has changed beyond recognition, that SCR needs a different approach to support business and that the former uplifts may not apply to many companies in the throes of dealing with the pandemic then a third uplift has been introduced.

, and yet there may be companies then the option of a third type of uplift has been introduced.

This uplift does not operate in conjunction with the existing two uplifts, either:

- There is no uplift **or**
- The standard two uplifts are applied **or**
- The new uplift is applied

The post-pandemic global economy will be very competitive with all countries and regions seeking to exploit any advantage they may have from being the first out of the blocks and through preparedness. This new uplift may apply where companies are trying hard to stay in business, they are working to overcome their challenges and they are playing their part to form some semblance of an economy in South Yorkshire post pandemic

Applying the Intervention Rate Calculator

1. For SCR approved aims

Note : this field has not been used and may not be used

The field is to capture aims that SCR wish to promote at a fixed intervention rate to encourage take up by employers. E.g. SCR might want to encourage companies to undertake training short and inexpensive interventions in “financial planning for hibernated businesses” and give this an automatic 90% intervention rate regardless of the business.

Select “SCR Approved Aim” at Significance of Application to Employer and insert the approved intervention rate in cell N8.

All mandatory fields need to be completed but have no bearing on the intervention rate.

Note: there is not max/min intervention to this option

2. For Aggregated Applications

SCR may elect to support specific programmes for designated cohorts which are considered economically important and able to materially support South Yorkshire businesses in the current climate

The intervention rate calculator in this situation is assessing the proposed intervention for an aim not for a company.

Select “Economically Imperative” at Select Intervention.

Select “Standard” at Significance of Application to Employer

Complete other fields in regard to the aim not the beneficiary

No uplift other than Ensuring Long-Term Economy will be eligible and then only the “other” option should be used to capture those aggregated aims that are exclusively targeting covid-19 impacted businesses

Note: a range of interventions are generated to a max of 95%

3. For Business Critical employers

For those businesses at a pivotal moment or at a critical point where the intervention can be a game changer yet cash flow is complete barrier then the programme would wish the facility to recognise this condition and respond accordingly.

Select “Business Critical” at Significance of Application to Employer

All mandatory fields need to be completed but have no bearing on the intervention rate.

Note : at the moment this selection is set to 100%

4. For Business as Usual (growth cases)

The calculator operates in the same way and to the same intervention rates set in 2019 serving those businesses who are operating as usual and engaged on growth trajectories.

Select “Standard” at Significance of Application to Employer and use as previously.

Note : the new uplift is not used

Note: a range of interventions are generated to a max of 70%

5. For Pandemic impacted Businesses who are seeking aims to address pandemic related issues.

In line with the government agenda to support businesses through the pandemic crisis and to try and safeguard as much of the UK economy as is possible then the programme is in a position to contribute to that Agenda. Skills Bank can respond to employers who are badly affected, who have low expendable cash levels and are actively seeking to salvage the situation and be enterprising within a very difficult climate.

Where employers are seeking learning aims that are not to drive growth but to address adversity or open up opportunities to circumvent adversity / create prospects post-pandemic then the Covid-19 aim can be utilised. A covid-19 aim can be either purposely designed to address pandemic issues, or to the specific employer in question the aim could directly address highlighted pandemic issues that that are either damaging the employer or are the key to their future success.

Select "Standard" at Significance of Application to Employer and use as previously.

Select "covid-19 response" at Select Intervention.

Select one or more options from the Ensuring Long-term economy Uplift

Note The new uplift is not an addition to the former uplifts, it overrides them therefore only one or the other can be applied not both.

Note: a range of interventions are generated to a max of 80%

6. For Pandemic impacted Businesses who are not engaged with raising aspirations or supply chain.

The programme has responded to the new economic climate and imperatives for the SCR economy through the addition of an alternative uplift.

Those business who are negatively impacted by the pandemic and who are not able to secure the usual uplifts because they are not active with their supply chain or apprenticeship may none the less be very active in trying to retain their business and thereby ensure some of economic infrastructure post pandemic. Where this is the case the programme may wish to ensure that some uplift can be applied to create parity with businesses supporting ambitions and supply chains

Select "Standard" at Significance of Application to Employer and use as previously.

Select Specialist, Management, Generic & general non-hub interventions as previously

Select one or more options from the Ensuring Long-term economy Uplift

Note The effect is to create parity so that pandemic effected employers without standard uplifts can assess the same range of intervention rates as those applied in 2019 programme

Note: a range of interventions are generated to a max of 70%