

i For information

>lsc

Leading learning and skills

Train to Gain Wave 4 Evaluation: Data annex

June 2009

Of interest to everyone involved in
improving skills and learning opportunities
in the workforce across England

Contents

	page number
Notes and Conventions	1
1 Personal Characteristics	2
2 Finding Out and Signing Up	16
Train to Gain brand	16
Getting involved in Train to Gain	19
Work and training	22
Attitudes to work and learning	28
3 Advice and Guidance	40
Pre-entry discussion	40
Skill assessments	42
4 Experiences of Training	51
Assessment	51
Home and workplace training	55
Finance	60
Support	62
Completion	66
Early leavers	73
5 Satisfaction and Outcomes	77
Outcomes	77
Further training	89
Satisfaction with the training or qualification	97

Notes and Conventions

All tables use the following abbreviations:

Abbreviation	Explanation
W1	Wave 1 survey
W2 (NE)	Wave 2 New Entrants Group survey
W3 (NE)	Wave 3 New Entrants Group survey
W4 (NE)	Wave 4 New Entrants Group survey
W2 (LL)	Wave 2 Longitudinal Group survey, i.e. a follow-up of respondents to the Wave 1 survey
W3 (LL)	Wave 3 Longitudinal Group survey, i.e. a follow-up of respondents to both the Wave 1 and the Wave 2 Longitudinal surveys
W4 (LL)	Wave 4 Longitudinal Group, i.e. a follow-up of respondents to the Wave 3 New Entrants Group

Tables showing **like-for-like** comparisons show the scores for new entrants in Wave 3 who were followed up in Wave 4 and who gave answers to both questions being compared. This excludes those new entrants in Wave 3 who were not contacted at Wave 4 and allows us to see the views of exactly the same group of respondents at each wave.

* indicates less than 0.5 per cent.

– indicates not reported or not asked.

1 Personal Characteristics

Table 1.1: Training provider

	W1	W2	W3	W4	
New entrants	%	%	%	N	%
Independent provider	42	42	58	3,175	55
Public provider	58	58	43	2,601	45
Base (N)	7,500	2,542	5,608	5,776	100

	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Independent provider	42	42	41	1,820	56
Public provider	58	58	59	1,410	44
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.2: Industry of employer (current or most recent occupation)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Agriculture	–	1	1	34	1
Construction	–	7	6	272	8
Engineering and Manufacturing	–	12	12	385	12
Distribution, Transport and Logistics	–	6	6	210	7
Hospitality, Leisure, Sport and Travel	–	7	7	213	7
Retail	–	9	9	215	7
Health, Social Care, Education and Public Services	–	50	53	1,621	50
<i>Health, Social Care Services *</i>	–	–	41	–	–
<i>Education, Public Administration and Defence Services*</i>	–	–	12	–	–
Finance and Business Services	–	2	2	95	3
Electricity, Gas or Water Supply	–	1	1	23	1
Community, Social or Personal Service activities	–	4	4	120	4
Other/not known	–	2	1	42	1
Base (N)	–	5,072	2,777	3,230	100

Base = all learners. * These categories were not used in other waves so comparison is made on combined figure only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.3: Size of employer/number of employees (current or most recent occupation)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
1–10	–	10	10	434	13
11–49	–	27	29	886	27
50–249	–	25	26	850	26
250+	–	35	33	936	29
Don't know	–	3	2	124	4
Base (N)	–	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.4: Occupational group (current or most recent occupation)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Managers and Senior Officials	6	7	8	400	7
Professional occupations	3	2	5	246	4
Associate Professional and Technical	6	6	5	281	5
Administrative and Secretarial	7	7	6	358	6
Skilled Trades occupations	12	16	16	859	15
Personal Service occupations	35	26	28	1,850	32
<i>Caring Personal Service*</i>	-	-	26	1,687	29
<i>Leisure Personal Service*</i>	-	-	2	163	3
Sales and Customer Service occupations	9	6	8	359	6
Process, Plant and Machine Operatives	11	17	13	819	14
Elementary occupations	11	12	11	554	10
Other/not known/unemployed	1	1	1	50	1
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Managers and Senior Officials	6	5	6	241	8
Professional occupations	3	3	4	184	6
Associate Professional and Technical	6	6	6	182	6
Administrative and Secretarial	7	8	7	216	7
Skilled Trades occupations	12	11	11	441	14
Personal Service occupations	35	36	37	1,038	32
<i>Caring Personal Service*</i>	-	-	-	-	-
<i>Leisure Personal Service*</i>	-	-	-	-	-
Sales and Customer Service occupations	9	9	8	240	7
Process, Plant and Machine Operatives	11	11	11	320	10
Elementary occupations	11	11	11	323	10
Other/not known/unemployed	1	1	1	45	1
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.5: Length of time in job (current or most recent job)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Less than 1 year	18	14	20	1,044	18
1–7 years	61	61	58	3,559	62
8–14 years	13	14	12	732	13
15–21 years	6	7	5	207	4
22 years and longer	3	5	3	127	2
Don't know	0	0	2	107	2
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.6: Previous circumstances

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Working for a different employer doing much the same sort of work	34	37	33	412	39
Working for a different employer doing a different job	46	42	45	415	40
In full-time training or learning	2	2	5	24	2
Not working/unemployed – for less than six months	2	3	2	21	2
Not working/unemployed – for more than six months	12	10	11	98	9
Other	5	6	4	74	7
Base (N)	1,328	350	1,135	1,044	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those employed for less than one year in current or most recent job.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.7: Learning status

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Still learning	70	52	58	2,800	49
Early leaver	3	4	4	232	4
Completed	22	37	30	2,438	42
About to start/other	6	7	8	306	5
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Still learning	70	21	7	782	24
Early leaver	3	6	5	198	6
Completed	22	72	85	2,209	68
About to start/other	6	1	3	41	1
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.8: Subject of qualification

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
NVQ in Health and Social Care	31	25	25	1,536	27
NVQ in Customer Service	8	7	8	371	6
NVQ in Road Passenger Transport/Driving	1	1	1	303	5
NVQ in Plant Operations	1	3	4	258	5
NVQ in Business and Administration	4	4	4	213	4
NVQ in Children's Care Learning and Development	2	2	4	190	3
NVQ in Cleaning and Support Services	2	4	3	157	3
NVQ in Team Leading	4	4	3	142	3
NVQ in Retail Skills	3	2	2	122	2
NVQ in Management	*	1	2	113	2
Base (N)	7,500	2,542	5,608	5,776	–

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
NVQ in Health and Social Care	31	32	34	953	30
NVQ in Customer Service	8	8	7	215	7
NVQ in Business and Administration	4	4	4	159	5
NVQ in Children's Care Learning and Development	2	2	3	135	4
NVQ in Cleaning and Support Services	2	2	3	110	3
NVQ in Plant Operations	1	1	1	100	3
NVQ in Team Leading	4	4	4	97	3
NVQ for IT Users	4	4	3	82	3
NVQ in Management	*	1	*	74	2
NVQ in Business Improvement Techniques	2	2	2	72	2
Base (N)	7,500	5,072	2,777	3,230	–

Base = all learners. Top 10 qualifications shown for each W4 survey plus corresponding data for earlier waves.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.9: Level of course (fully or part funded)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Level 2 (fully funded)	94	96	84	4,802	83
Level 3 (part funded)	6	4	16	974	17
Total (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Level 2 (fully funded)	94	93	93	2,704	84
Level 3 (part funded)	6	7	8	526	16
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.10: Gender

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Male	35	52	51	2,946	51
Female	65	48	49	2,830	49
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Male	35	33	31	1,282	40
Female	65	67	69	1,948	60
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.11: Ethnic origin

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
White	91	87	82	4,690	81
Asian/Asian British	3	5	6	352	6
Black/Black British	3	4	7	412	7
Chinese or other ethnicity	1	1	2	120	2
Mixed heritage	1	1	1	81	1
Not recorded	2	3	3	121	2
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
White	91	92	93	2,657	82
Asian/Asian British	3	3	2	156	5
Black/Black British	3	2	2	219	7
Chinese or other ethnicity	1	1	1	51	2
Mixed heritage	1	1	1	35	1
Not recorded	2	2	2	112	4
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.12: Whether learners have a disability, learning difficulty or health problem

	W1	W2	W3	W4	
New entrants	%	%	%	N	%
Yes	7	6	6	370	6
No	89	88	91	5,277	91
Not recorded	4	6	4	128	2
Base (N)	7,500	2,542	5,608	5,776	100

	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	7	7	9	199	6
No	89	89	87	2,900	90
Not recorded	4	4	4	131	4
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.13: Age

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
18–25	8	11	15	823	14
26–35	18	18	22	1,529	27
36–45	36	32	32	1,748	30
46–55	28	27	24	1,209	21
56 and above	11	12	8	468	8
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
18–25	8	6	5	285	9
26–35	18	16	15	649	20
36–45	36	36	37	1,134	35
46–55	28	30	32	887	28
56 and above	11	12	12	275	9
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners. Longitudinal group data shows the age as recorded at the earliest survey.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.14: Region

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
East of England	7	11	9	535	9
East Midlands	6	8	8	499	9
London	3	7	17	958	17
North East	7	6	5	250	4
North West	21	16	18	980	17
South East	12	9	12	688	12
South West	9	11	9	514	9
West Midlands	20	15	13	775	13
Yorkshire and the Humber	9	13	6	406	7
National/not known	7	4	3	170	3
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
East of England	7	7	6	307	10
East Midlands	6	6	9	242	8
London	3	3	4	522	16
North East	7	8	9	156	5
North West	21	21	23	572	18
South East	12	12	13	393	12
South West	9	9	11	331	10
West Midlands	20	20	17	456	14
Yorkshire and the Humber	9	8	6	138	4
National/not known	7	6	2	113	4
Base (N)	7,500	5,072	2,777	3,230	100

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 1.15: Age of leaving full-time education

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Under 16	22	23	17	922	16
16	52	50	45	2,566	44
17	11	11	11	648	11
18	8	8	10	619	11
Over 18	7	9	17	1021	18
Base (N)	7,500	2,542	5,608	5,776	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

2 Finding Out and Signing Up

Train to Gain brand

Table 2.1: How much do you know about Train to Gain?

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
I know it very well	2	2	5	240	4
I know a fair amount about it	7	8	14	784	14
I know just a little about it	29	32	35	1,981	34
I have heard of it but I know nothing about it	22	25	23	1,453	25
I've never heard of it	40	33	24	1,310	23
Don't know	*	*	*	9	*
Base (N)	7,500	2,542	5,608	5,776	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.2: Did you know you were doing a course funded by Train to Gain?

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	–	–	68	2,896	65
No	–	–	31	1,506	34
Don't know	–	–	1	56	1
Base (N)	–	–	4,277	4,458	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those who had heard of Train to Gain.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.3: Source of information about Train to Gain

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
From a manager/supervisor/HR or training department	53	55	58	2,384	54
TV advertisement	6	9	9	746	17
From a colleague	13	9	8	336	8
From a training provider/college staff/assessor	12	7	5	57	1
From friends or relations	4	4	4	220	5
Union/union learning representative	2	2	2	121	3
Trade body or association	1	2	2	88	2
Radio advert	3	4	1	97	2
Advert in local or national newspaper	3	3	2	98	2
Don't know	6	5	4	163	4
Base (N)	4,470	1,694	4,277	4,458	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those who were aware of Train to Gain. Multiple responses given; only W4 responses of over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.4: Statements about Train to Gain

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
AGREE: It's a way for employers to get free training for their staff	33	38	40	1,362	31
DISAGREE	67	62	60	3,095	69
AGREE: It's a scheme for employees to get skills and qualifications at work	83	84	81	3,400	76
DISAGREE	17	16	19	1,057	24
AGREE: Train to Gain is more for employers than for employees	9	12	13	477	11
DISAGREE	91	88	87	3,980	89
Base (N)	4,470	1,694	4,277	4,458	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those who were aware of Train to Gain.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Getting involved in Train to Gain

Table 2.5: Where first heard about their qualification

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Employer, manager or supervisor	74	75	73	4,123	71
Training provider or member of college staff came to work	7	7	8	427	7
Other work colleague (non-supervisory)	4	3	4	288	5
Friend/relative not working in your organisation	1	1	2	164	3
HR/personnel or training manager	5	4	3	143	3
Base (N)	7,500	2,542	5,608	5,776	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners. Only W4 responses over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.6: Route into training

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
I put myself forward when I found out about the opportunity	54	54	68	3,619	63
Employer asked if I was interested	60	61	67	3,412	59
The training was mandatory for my job	–	–	49	2,223	39
I requested this training	29	28	42	2,097	36
My employer asked for volunteers	27	29	40	1,875	33
I progressed automatically to this training from a Level 1 qualification	16	19	31	1,503	26
My employer told me I would do it	31	35	40	1,200	21
Base (N)	7,500	2,542	5,608	5,776	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners. Multiple responses given; only W4 responses over 1 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.7: Route into training – grouped

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Self initiated only	21	17	17	1,269	24
Employer initiated only	39	41	25	1,487	28
Both employer and self initiated	40	42	59	2,651	49
Base (N)	7,405	2,503	5,366	54,07	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners specifying who initiated training.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.8: Amount of say over learning

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
A great deal	40	36	33	660	47
A fair amount	22	23	24	292	21
A little	13	15	18	184	13
None at all	23	26	25	238	17
Don't know	2	1	1	27	2
Base (N)	2,816	1,020	1,322	1,402	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = employer initiated training only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Work and training

Access to training and qualifications at work

Table 2.9: Could you have done the training or qualification before now if you had wanted to?

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	51	52	55	3,243	56
No	42	41	40	2,243	39
Don't know	7	7	6	290	5
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.10: Reasons for not doing training earlier

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Was not offered before now	19	19	17	430	13
Did not know training/qualification existed	14	11	15	505	16
Did not need these skills before	17	16	13	452	14
Never thought of doing it	16	14	13	366	11
Did not have any time to train at work	15	11	10	425	13
Could not afford to pay for it myself	10	7	7	255	8
Not interested in it	9	7	6	199	6
Base (N)	3,825	1,320	3,061	3,243	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those who said they could have done the training earlier. Multiple responses given; only W4 responses above 5 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.11: Reasons for not needing skills before now

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
The training had not previously been a requirement of the job	–	–	28	140	31
<i>It was not necessary for the job</i>	–	17	–	–	–
<i>Training not previously required for the job</i>	–	7	–	–	–
<i>Legal requirements/rules and regulations have changed</i>	–	6	–	–	–
Had previously worked in a different industry	–	–	23	125	28
Had previously worked in a different job or recently been promoted	–	–	11	91	20
<i>Had previously worked in a different industry/job</i>	–	34	–	–	–
<i>Change of job role within the company</i>	–	5	–	–	–
Already had the knowledge or experience	–	–	14	58	13
<i>Already had the required skills, knowledge or experience</i>	–	14	–	–	–
Base (N)	–	211	395	452	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = learners who said that these skills had not been needed before now, multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Other training undertaken

Table 2.12: Whether learner has done any other training related to their job in the last year

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	50	46	47	2,696	47
No	50	54	53	3,078	53
Don't know	*	0	*	2	*
Base (N)	7,500	2,542	5,608	5,776	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.13: Doing extra training at work in the previous year

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Did this training lead to a qualification?					
Yes	–	46	53	1,551	58
No	–	52	46	1,123	42
Don't know	–	2	1	22	1
Did you do this training because you were legally required to for your job?					
Yes	–	66	65	1,745	65
No	–	33	34	927	34
Don't know	–	2	1	25	1
Base (N)	–	1,172	2,660	2,696	100
Longitudinal learners					
<i>Not asked in longitudinal surveys</i>					
–	–	–	–	–	–

Base = all those doing extra training at work during last year.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.14: Extra courses at work during previous year: whether learner has done any extra courses to support their learning in...

		W1	W2	W3	W4	
New entrants		%	%	%	N	%
Maths						
	Yes	–	–	–	617	11
	No	–	–	–	5,153	89
	Don't know	–	–	–	6	*
English						
	Yes	–	–	–	771	13
	No	–	–	–	4,996	87
	Don't know	–	–	–	9	*
Information and communication technology/Computing						
	Yes	–	–	–	891	15
	No	–	–	–	4,884	85
	Don't know	–	–	–	1	*
Base (N)		–	–	–	5,776	100
Longitudinal learners		<i>Not asked in longitudinal surveys</i>				
–		–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Attitudes to work and learning

Table 2.15: Attitudes to learning (mean score)

	W1	W2	W3	W4
New entrants	Mean	Mean	Mean	Mean
You need qualifications to get anywhere these days	4.3	–	4.3	4.3
The right experience is more important at work than qualifications	4.0	–	4.0	4.0
Generally employers seldom take notice of the learning, education or training you have done	2.9	–	3.5	3.4
In the past I have avoided training to get new qualifications	2.3	–	2.3	2.3
Base (N)	7,500	–	5,608	5,776

	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
You need qualifications to get anywhere these days	4.3	4.2	–	4.4
The right experience is more important at work than qualifications	4.0	4.1	–	4.1
Generally employers seldom take notice of the learning, education or training you have done	2.9	3.0	–	3.4
In the past I have avoided training to get new qualifications	2.3	2.3	–	2.4
Base (N)	7,500	5,072	–	3,230

Base = all learners. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.16: Attitudes to learning (mean score) – like-for-like comparison

	W3 New Entrants Mean	W4 Longitudinal Mean
You need qualifications to get anywhere these days	4.3	4.4
The right experience is more important at work than qualifications	4.0	4.1
Generally employers seldom take notice of the learning, education or training you have done	3.4	3.4
In the past I have avoided training to get new qualifications	2.3	2.4
Base (N)	3,230	3,230

Base = all learners: excludes W3 respondents not interviewed at W4.

Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.17: Attitudes to learning (percentage and number agreeing)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
You need qualifications to get anywhere these days	83	–	84	4,767	83
The right experience is more important at work than qualifications	75	–	75	4,322	75
Generally employers seldom take notice of the learning, education or training you have done	46	–	61	3,311	57
In the past I have avoided training to get new qualifications	27	–	29	1,558	27
Base (N)	7,500	–	5,608	5,776	–

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
You need qualifications to get anywhere these days	83	82	–	2,755	85
The right experience is more important at work than qualifications	75	77	–	2,458	77
Generally employers seldom take notice of the learning, education or training you have done	46	45	–	1,904	60
In the past I have avoided training to get new qualifications	27	28	–	931	29
Base (N)	7,500	5,072	–	3,230	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.18: Attitudes to learning (percentage and number agreeing) – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
You need qualifications to get anywhere these days	2,764	86	2,755	85
The right experience is more important at work than qualifications	2,388	74	2,458	77
Generally employers seldom take notice of the learning, education or training you have done	1,910	59	1,904	60
In the past I have avoided training to get new qualifications	910	28	931	29
Base (N)	3,230	–	3,230	–

Base = all learners excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.19: Attitudes to suitability of job level (mean score)

	W1	W2	W3	W4
	Mean	Mean	Mean	Mean
New entrants				
In terms of the skills and abilities I have, my job suits me well	4.5	–	4.4	4.5
I can do a more challenging job than the one I am doing	3.8	–	3.9	3.9
Sometimes I find my job a bit of a struggle	2.2	–	2.3	2.3
Base (N)	7,500	–	5,608	5,776
Longitudinal learners	<i>Not asked in longitudinal surveys</i>			
–	–	–	–	–

Base = all learners. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.20: Attitudes to suitability of job level (percentage and number agreeing)

	W1	W2	W3	W4	
	%	%	%	N	%
New entrants					
In terms of the skills and abilities I have, my job suits me well	93	–	91	5,285	92
I can do a more challenging job than the one I am doing	72	–	73	4,226	73
Sometimes I find my job a bit of a struggle	26	–	28	1,595	28
Base (N)	7,500	–	5,608	5,776	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.21: Skill needs in relation to demands of job

	W1	W2	W3	W4	
New entrants	%	%	%	N	%
Skills greatly exceed needs of job	10	–	14	757	14
Skills are a little higher than needs of job	18	–	20	1,107	21
Skills roughly match needs of job	42	–	38	2,049	38
Job changes require new skills	31	–	29	1,467	27
Don't know	–	–	–	0	0
Base (N)	7,192	–	5,362	5,380	100

	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Skills greatly exceed needs of job	10	–	9	382	12
Skills are a little higher than needs of job	18	–	17	532	17
Skills roughly match needs of job	42	–	52	1240	40
Job changes require new skills	31	–	21	913	30
Don't know	–	–	1	25	1
Base (N)	7,192	–	2,664	3,092	100

Base = all learners in employment.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.22: Skill needs in relation to demands of job – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
Skills greatly exceed needs of job	403	13	374	12
Skills are a little higher than needs of job	584	19	522	17
Skills roughly match needs of job	1,150	38	1,218	40
Job changes require new skills	891	29	890	29
Don't know	0	0	24	1
Base (N)	3,028	100	3,028	100

Base = all learners in employment at time of both surveys; excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.23: Attitudes towards learning and training in the workplace (mean score)

	W1	W2	W3	W4
New entrants	Mean	Mean	Mean	Mean
I have the same access to training and development as anyone else in my workplace	4.4	–	4.3	4.4
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	–	4.2	4.2
It is always easy to get training at my workplace	3.8	–	3.8	3.8
Most of the skills I need I learn from my colleagues	3.4	–	3.3	3.3
My employer is not keen on paying for training	2.0	–	2.3	2.2
There is never any time to get any training at my workplace	2.2	–	2.3	2.2
Base (N)	7,500	–	5,608	5,776

	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
I have the same access to training and development as anyone else in my workplace	4.4	–	4.3	4.4
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	–	4.2	4.3
It is always easy to get training at my workplace	3.8	–	3.9	3.9
Most of the skills I need I learn from my colleagues	3.4	–	3.4	3.5
My employer is not keen on paying for training	2.0	–	2.3	2.2
There is never any time to get any training at my workplace	2.2	–	2.2	2.0
Base (N)	7,500	–	2,777	3,230

Base = all learners. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.24: Attitudes towards learning and training in the workplace (mean score) – like-for-like comparison

	W3 New Entrants	W4 Longitudinal
	Mean	Mean
I have the same access to training and development as anyone else in my workplace	4.4	4.4
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	4.3
It is always easy to get training at my workplace	3.8	3.9
Most of the skills I need I learn from my colleagues	3.3	3.5
My employer is not keen on paying for training	2.2	2.2
There is never any time to get any training at my workplace	2.2	2.0
Base (N)	3,230	3,230

Base = all learners; excludes W3 respondents not interviewed at W4.

Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.25: Attitudes towards learning and training in the workplace (percentage and number agreeing)

	W1	W2	W3	W4	
	%	%	%	N	%
New entrants					
I have the same access to training and development as anyone else in my workplace	87	–	87	5,004	87
I was encouraged by my employer, manager or supervisor to develop new skills	84	–	83	4,734	83
It is always easy to get training at my workplace	69	–	69	4,040	71
Most of the skills I need I learn from my colleagues	60	–	57	3,239	56
There is never any time to get any training at my workplace	25	–	27	1,408	25
My employer is not keen on paying for training	20	–	26	1,308	24
Base (N)	7,500	–	5,608	5,776	–

	W1	W2	W3	W4	
	%	%	%	N	%
Longitudinal learners					
I have the same access to training and development as anyone else in my workplace	87	–	87	2,782	87
I was encouraged by my employer, manager or supervisor to develop new skills	84	–	84	2,669	83
It is always easy to get training at my workplace	69	–	74	2,286	71
Most of the skills I need I learn from my colleagues	60	–	58	1,935	60
My employer is not keen on paying for training	20	–	27	728	24
There is never any time to get any training at my workplace	25	–	24	671	21
Base (N)	7,500	–	2,777	3,230	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.26: Attitudes towards learning and training in the workplace (percentage and number agreeing) – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
I have the same access to training and development as anyone else in my workplace	2,803	87	2,782	87
I was encouraged by my employer, manager or supervisor to develop new skills	2,207	84	2,669	83
It is always easy to get training at my workplace	2,237	69	2,286	71
Most of the skills I need I learn from my colleagues	1,801	56	1,935	60
My employer is not keen on paying for training	787	24	728	24
There is never any time to get any training at my workplace	823	26	671	21
Base (N)	3,230	–	3,230	–

Base = all learners; excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 2.27: Anticipated outcomes of training (percentage and number agreeing)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
A qualification	93	92	94	2,809	90
Skills to help me to do a better job in the future	88	86	88	2,697	87
Skills that will look good to future employers	87	86	89	2,700	87
Skills to help me do my current job better *	86	81	83	2,561	83
The chance to learn something new	83	79	84	2,568	83
Improved self-confidence	79	74	79	2,417	78
Skills to help me do a different job in the future	65	61	69	2,099	68
Better pay	62	58	66	2,038	66
A promotion *	45	40	48	1,519	49
None of these/nothing	1	1	1	15	1
Base (N)	5,671	1,487	3,726	3,106	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those currently learning or waiting to start.

* Only asked of those in work for Waves 2, 3 and 4.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

3 Advice and Guidance

Pre-entry discussion

Table 3.1: Whether received a pre-entry discussion at the outset of the training

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	66	67	67	3,734	65
No	33	32	32	1,985	34
Don't know	1	1	1	57	1
Base (N)	7,500	2,542	5,608	5,776	100
Longitudinal learners					
<i>Not asked in longitudinal surveys</i>					
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.2: Who conducted the pre-entry discussion

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Employer, manager or supervisor	49	48	50	1,890	51
Training provider or college staff/assessor	50	54	47	1,615	43
HR/personnel or training manager	6	4	6	192	5
Skills broker	1	*	1	60	2
Base (N)	4,897	1,697	3,776	3,734	–
Longitudinal learners					
<i>Not asked in longitudinal surveys</i>					
–	–	–	–	–	–

Base = all those receiving pre-entry discussion. Multiple responses given; only W4 responses over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.3: As a result of the pre-entry discussion, were you told which qualification would be the most suitable?

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	68	72	72	2,809	75
No	30	27	26	860	23
Don't know	2	2	1	65	2
Base (N)	4,897	1,697	3,776	3,734	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all those receiving pre-entry discussion.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Skill assessments

Table 3.4: Type of prior assessment(s) received (percentage and number saying yes)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Did anyone ask you about any qualifications you already had?	–	70	72	4,019	69
Did anyone assess you against some or all of the requirements of the qualification you were signing up to?	–	56	60	3,586	62
Did anyone assess your English, maths or language skills (i.e. Skills for Life)?	–	56	59	3,378	59
<i>No assessments at all</i>	–	14	12	759	13
Base (N)	–	2,542	5,608	5,776	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.5: Number of different assessments received

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
One	–	24	21	1,156	20
Two	–	29	31	1,765	31
Three (maximum)	–	33	36	2,096	36
<i>No assessments at all</i>	–	14	12	759	13
Base (N)	–	2,542	5,608	5,776	100

Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.6: Who carried out the assessment(s)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Training provider or college staff/assessor	73	81	74	3,839	77
Employer, manager or supervisor	22	14	17	806	16
HR/personnel or training manager	6	3	6	217	4
Skills broker	1	1	1	98	2
Base (N)	4,500	2,194	4,927	5,017	–

Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those having an assessment of any of the three possible types excluding those giving contradictory responses.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.7: Consequences of the assessment(s)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
I was told I would be trained and assessed for the whole qualification	68**	65	68	2,852	57
I was told I only needed to be trained and/or assessed in some parts of the qualification	18**	8	7	619	12
I was told I didn't require any training and would just need to be assessed for the qualification	12	13	10	625	13
I was put on a different level of the qualification	19	8	11	1,140	23
<i>I was put on a higher level</i>	–	4	5	981	20
<i>I was put on a lower level</i>	–	3	5	159	3
<i>Level not known</i>	–	1	1	0	0
I was put on a different qualification subject	7*	3	3	122	3
Nothing	28	8	10	385	8
Don't know	5	4	3	197	4
Base (N)	2,977	1,904	3,804	5,017	–

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all those having an assessment of any of the three possible types excluding those giving contradictory responses.

* The Wave 1 result is based on the statement 'I was put on a different qualification altogether'.

** This information was gathered in two ways in Wave 1. 18 per cent of all learners had training arranged for only some parts of their qualification and 68 per cent of all learners had training arranged for the whole of the qualification. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.8: Relationship between pre-entry discussion and prior skills gap assessment

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Pre-entry discussion only	19	15	19	1,027	18
Prior skills gap assessment only	14	19	15	995	17
Both pre-entry discussion AND prior skills gap assessment	46	51	45	2,563	44
Neither	18	13	16	910	16
Don't know	3	2	6	281	5
Base (N)	7,500	2,542	5,608	5,776	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.9: Reason for being recommended to change level (those changing from a higher qualification to a lower one)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Due to the type of work being done at the time	–	–	35	52	33
Original level was too high for my current skills and/or qualifications	–	–	9	38	24
Original level was too high for what I do in my job	–	–	10	14	9
I had already completed the original level	–	–	15	10	7
Literacy problems	–	–	–	7	4
To help improve my job prospects	–	–	–	4	3
Base (N)	–	–	172	159	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those recommended to change to a lower level of qualification following assessment(s). Multiple responses given; only W4 responses over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.10: Reason for being recommended to change level (those changing from a lower qualification to a higher one)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Original level was too low for my current skills and/or qualifications	–	–	33	205	21
Due to the type of work being done at the time	–	–	18	263	27
Original level was too low for what I do in my job	–	–	25	194	20
I had already completed the original level	–	–	11	144	15
To help improve my skills or qualifications	–	–	1	21	2
Base (N)	–	–	195	981	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those recommended to change to a higher-level qualification following assessment(s). Multiple responses given; only W4 responses over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.11: Reason for being recommended to change subject following assessment

	W1	W2	W3	W4	
	%	%	%	N	%
New entrants					
The recommended qualification was a better match for my job	–	45	36	55	45
The recommended qualification was more appropriate to my future career	–	9	18	26	21
The recommended qualification was a better match for my current skills	–	22	19	25	20
To learn more, or to gain more experience	–	–	–	5	4
Base (N)	–	97	105	122	–
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = all those recommended to change subject following assessment(s). Multiple responses given; only W4 responses over 2 per cent shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.12: Amount of information received about ...

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
... What the training would involve					
More than enough	–	–	40	2,251	39
About enough	–	–	43	2,619	45
Not enough	–	–	10	497	9
None at all	–	–	7	372	6
Don't know	–	–	1	37	1
... How you would be assessed					
More than enough	–	–	39	2,111	37
About enough	–	–	47	2,820	49
Not enough	–	–	9	481	8
None at all	–	–	5	303	5
Don't know	–	–	1	61	1
... How long the training/ qualification would take to complete					
More than enough	–	–	39	2,086	36
About enough	–	–	46	2,908	50
Not enough	–	–	9	450	8
None at all	–	–	5	248	4
Don't know	–	–	2	84	2
... The time commitment you would need to make					
More than enough	–	–	37	1,973	34
About enough	–	–	46	2,882	50
Not enough	–	–	10	519	9
None at all	–	–	6	318	6
Don't know	–	–	1	84	2
Base (N)	–	–	5,608	5,776	100
Longitudinal learners					
<i>Not asked in longitudinal surveys</i>					
–	–	–	–	–	–

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 3.13: Whether received an individual learning plan or personal development plan

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	–	59	63	3,411	59
No	–	35	33	2,129	37
Don't know	–	6	5	237	4
Base (N)	–	2,542	5,608	5,776	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = all learners.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

4 Experiences of Training

Assessment

Table 4.1: Is your assessor from ...?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
A college or training provider	–	86	–	2,461	78
Your work (i.e. a manager or colleague)	–	13	–	626	20
Don't know	–	1	–	53	2
Base (N)	–	4,971	–	3,140	100

Base = all learners except those yet to start.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.2: Do you see your assessor at ...?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Work	–	94	–	2,822	90
College or training provider	–	13	–	441	14
Home	–	5	–	160	5
Somewhere else	–	1	–	23	1
Don't know	–	*	–	7	*
Haven't seen assessor	–	*	–	19	1
Base (N)	–	4,971	–	3,140	–

Base = all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.3: Where do you see your assessor most often?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Work	–	88	–	2,681	85
College or training provider	–	8	–	307	10
Home	–	2	–	92	3
Somewhere else	–	1	–	22	1
Don't know/assessor not seen	–	3	–	38	1
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.4: Have you had the same assessor throughout your qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	84	–	2,608	83
No	–	16	–	520	17
Don't know	–	*	–	12	*
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.5: How many times a month do you typically see your assessor?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Haven't seen assessor	–	–	–	18	1
Less than 1	–	7	–	114	4
1–2	–	66	–	2,025	65
3–4	–	22	–	696	22
5–6	–	2	–	64	2
7–8	–	1	–	48	2
9–10	–	*	–	18	1
More than 10	–	1	–	32	1
Other/Don't know	–	2	–	125	4
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.6: How long do you typically spend with your assessor when you see them?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
About half an hour	–	15	–	381	12
Around one hour	–	29	–	804	26
Around one and a half hours	–	14	–	391	13
Two hours	–	18	–	608	19
More than two hours	–	5	–	0	0
Two and a half hours	–	3	–	164	5
Three hours	–	5	–	245	8
More than three hours	–	10	–	495	16
Don't know	–	1	–	52	2
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Home and workplace training

Table 4.7: Do you spend time on the training and qualification at work when the tutor/assessor isn't with you?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	64	–	2,105	67
No	–	35	–	1,019	33
Don't know	–		–	16	1
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.8: How many hours a week at work do you typically spend on training when you're not with your assessor?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
About half an hour	–	7	–	133	6
Around one hour	–	19	–	382	18
Around one and a half hours	–	4	–	77	4
Two hours	–	20	–	411	20
More than two hours	–	8	–	0	0
Two and a half hours	–	3	–	54	3
Three hours	–	6	–	167	8
More than three hours	–	27	–	736	35
Don't know	–	7	–	145	7
Base (N)	–	3,192	–	2,105	100

Base = all learners who had been training for at least a month and who spend some time on the training/qualification at work when the tutor/assessor is not present.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.9: Does your employer pay you for the time you spend on the training and qualification at work?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	83	–	2,402	80
No	–	16	–	562	19
Don't know	–	1	–	29	1
Base (N)	–	4,831	–	2,993	100

Base = all learners spending time on qualification at work.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.10: Do you spend time on the training and qualification at home?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	72	–	2,183	70
No	–	28	–	954	30
Don't know	–	*	–	3	*
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.11: How many hours a week do you typically spend on training at home?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
About half an hour	–	6	–	114	5
Around one hour	–	18	–	366	17
Around one and a half hours	–	4	–	75	3
Two hours	–	22	–	514	24
More than two hours	–	10	–	0	0
Two and a half hours	–	3	–	78	4
Three hours	–	10	–	252	12
More than three hours	–	26	–	728	33
Don't know	–	2	–	56	3
Base (N)	–	3,595	–	2,183	100

Base = all learners who had been training for at least a month and who spend some time on the training/qualification at home.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.12: What took/takes up the bulk of the time you spent on the training or qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Independent study at home or at work	–	37	–	1,089	35
Training delivered by tutor	–	17	–	574	18
Training delivered by supervisor/employer/other colleague	–	7	–	261	8
Being assessed	–	36	–	1,160	37
None of these	–	1	–	25	1
Don't know	–	2	–	31	1
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Finance

Table 4.13: Did your employer give you any paid or unpaid study leave?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes, paid study leave	–	–	–	395	13
Yes, unpaid study leave	–	–	–	112	4
No	–	–	–	2,607	83
Don't know	–	–	–	26	1
Base (N)	–	–	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.14: Who paid for the qualification/training?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
You	–	1	–	65	2
Your employer	–	43	–	1,380	44
The government	–	48	–	1,635	52
Other	–	2	–	26	1
Don't know	–	9	–	189	6
Base (N)	–	4,971	–	3,140	–

Base = all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.15: Did your employer specify that you would have to pay a contribution towards the cost of the training if you did not complete it?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	16	–	403	13
No	–	82	–	2,656	85
Don't know		2		81	3
Base (N)	–	4,971	–	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Support

Table 4.16: Importance of types of support (mean score)

New entrants	<i>Not asked in new entrant surveys</i>			
–	–	–	–	–
	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
Regular discussions with the tutor/assessor	–	4.7	4.7	4.7
Understanding how to use tasks from your work as evidence for your qualification	–	4.8	4.7	4.7
Support from your manager/supervisor	–	4.4	4.5	4.4
Time for independent work on your training/qualification during work	–	4.4	4.4	4.4
Base (N)	–	4,971	715	3,140

Base = all learners who had been training for at least a month. Mean scores range from 1 (not at all important) to 5 (very important).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.17: Importance of types of support (number and percentage rating it very or fairly important)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Regular discussions with the tutor/assessor	–	96	97	3,014	96
Understanding how to use tasks from your work as evidence for your qualification	–	98	97	3,015	97
Support from your manager/supervisor	–	89	93	2,736	88
Time for independent work on your training/qualification during work	–	89	92	2,795	90
Base (N)	–	4,971	715	3,140	–

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.18: Whether support was received (number and percentage receiving the support)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Regular discussions with the tutor/assessor	–	93	87	2,907	93
Understanding how to use tasks from your work as evidence for your qualification	–	93	88	2,871	91
Support from your manager/supervisor	–	84	80	2,583	82
Time for independent work on your training/qualification during work	–	83	79	2,579	82
Base (N)	–	4,971	715	3,140	–

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.19: Whether any other support would have been liked

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	17	20	544	17
No	–	84	80	2,580	82
Don't know	–	0	0	16	1
Base (N)	–	4,971	715	3,140	100

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.20: Other support that would have been liked

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Support from manager	–	30	22	133	24
Support from assessor/tutor	–	24	32	119	22
Time in/off work to do training	–	15	15	77	14
Time with/access to tutor	–	14	13	75	14
Information in advance about the type and amount of work involved	–	5	8	37	7
More time to do the course	–	6	3	36	7
Support from the college/training provider	–	6	10	31	6
Support from colleagues	–	5	7	28	5
Tutor being there/available as scheduled	–	6	6	27	5
Base (N)	–	702	144	477	–

Base = all learners who had been training for at least a month who requested extra support. Multiple responses given; only W4 responses of 5 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Completion

Table 4.21: Time taken to complete learning (number of weeks)

	W1	W2	W3	W4
New entrants	N	N	N	N
Minimum number of weeks	–	–	1	1
Average number of weeks	–	–	15	16
Maximum number of weeks	–	–	48	35
Base (N)	–	–	1,688	2438

	W1	W2	W3	W4
Longitudinal learners	N	N	N	N
Minimum number of weeks	–	1	1	1
Average number of weeks	–	26	41	21
Maximum number of weeks	–	78	104	35
Base (N)	–	3,633	468	2,209

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.22: Time taken to complete learning in relation to expectations

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–

	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
About as long as expected	–	51	48	1,207	55
Longer than expected	–	16	35	331	15
Shorter than expected	–	32	16	639	29
Don't know	–	2	1	32	1
Base (N)	–	3,633	468	2,209	100

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.23: Importance of factors to speed of completion (mean score)

New entrants	<i>Not asked in new entrant surveys</i>			
–	–	–	–	–
	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
The amount of time spent with your assessor	–	4.7	4.6	4.7
The amount of time you spent doing the training at work	–	4.4	4.5	4.4
The amount of time you spent at home doing the training	–	3.7	3.9	3.8
Base (N)	–	3,633	468	2,209

Base = completers only. Mean scores range from 1 (not at all important) to 5 (very important).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.24: Importance of factors to speed of completion (number and percentage saying it was very or fairly important)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
The amount of time spent with your assessor	–	95	95	2,100	95
The amount of time you spent doing the training at work	–	89	91	1,979	90
The amount of time you spent at home doing the training	–	70	73	1,542	70
Base (N)	–	3,633	468	2,209	–

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.25: How easy or challenging it was to complete the training

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Very challenging	–	14	15	309	14
Fairly challenging	–	37	43	702	32
Neither challenging nor easy	–	7	10	164	7
Fairly easy	–	28	23	620	28
Very easy	–	14	10	413	19
Base (N)	–	3,633	468	2,209	100

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.26: What made it challenging to complete the course?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Time management/finding the time	–	11	14	222	22
New subject area/lack of previous knowledge	–	7	3	149	15
Difficulty understanding the questions or assignments	–	8	2	148	15
Haven't studied for long time or ever	–	10	4	138	14
Problems with the written work, English or grammar	–	8	5	98	10
The level of the course	–	17	17	90	9
Personal level of motivation	–	7	8	74	7
The format of the qualification	–	12	11	59	6
Base (N)	–	1,868	271	1,011	–

Base = completers who found the course challenging. Multiple responses given; only W4 responses of 6 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.27: What made it easy to complete the course?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Already have a good experience or knowledge of the area/my job	–	42	34	601	58
The level of support received from the tutor/assessor	–	28	34	334	32
The level of support received from the employer	–	10	12	96	9
The level of the course	–	24	12	95	9
Level of support from colleagues	–	–	9	74	7
Personal level of motivation	–	8	13	70	7
Base (N)	–	1,508	151	1,033	–

Base = completers who found the course easy. Multiple responses given; only W4 responses of 6 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.28: Did you experience any problems during the course?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	13	19	267	12
No	–	87	81	1940	88
Don't know	–	0	0	2	*
Base (N)	–	3,633	468	2,209	100

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.29: What problems did you experience?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Finding the questions or assignments hard to understand or ambiguous	–	19	14	66	25
Poor quality of the teaching, training or assessment	–	9	18	33	12
Assessor stopped coming to workplace	–	3	13	22	8
Disliking the format of the training or qualification	–	11	3	20	8
Lack of time at work to do the training	–	7	11	20	8
Base (N)	–	403	90	267	–

Base = completers who experienced problems. Multiple responses given; only W4 responses of 6 per cent and above shown. Note small base sizes.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.30: Did you speak to anyone about the problems you were experiencing?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	83	86	235	88
No	–	17	13	32	12
Base (N)	–	467	90	267	100

Base = completers who experienced problems. Note small base sizes.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.31: Who did you speak to about the problems you were experiencing?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Tutor or assessor	–	71	71	153	65
Employer, manager or supervisor	–	39	48	86	37
Union rep/learning rep	–	2	7	3	1
Friends or family	–	3	5	9	4
College or training provider		2	–	16	7
Colleagues	–	8	0	17	7
Base (N)	–	83	77	235	–

Base = completers who spoke to someone about their problems. Note small base sizes. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Early leavers

Table 4.32: Time spent before dropping out of the qualification (number of weeks)

	W1	W2	W3	W4
New entrants	N	N	N	N
Minimum number of weeks	–	–	1	1
Average number of weeks	–	–	7	10
Maximum number of weeks	–	–	35	30
Total (N)	–	–	194	232

	W1	W2	W3	W4
Longitudinal learners	N	N	N	N
Minimum number of weeks	–	2	2	2
Average number of weeks	–	14	24	12
Maximum number of weeks	–	80	65	35
Total (N)	–	254	58	137

Base = early leavers only; note low numbers, hence % not shown.

Source: Train to Gain employee surveys (autumn 2007, summer 2008, winter 2008)

Table 4.33: Reasons for leaving the course early

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
I left the employer I originally signed up for training with	44	32	33	58	25
My personal/domestic circumstances changed (e.g. moved house, illness, pregnancy, bereavement)	19	16	11	48	21
The assessor/trainer stopped coming to my workplace	–	3	4	31	13
I did not have enough time at work to do the training	17	15	12	23	10
The quality of teaching/training or assessment was poor	9	8	8	15	7
I was encouraged/forced to give up by my employer	–	–	3	13	6
Base (N)	725	113	194	232	–

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
I left the employer I originally signed up for training with	44	23	21	14	10
My personal/domestic circumstances changed (e.g. moved house, illness, pregnancy, bereavement)	19	20	17	23	17
The assessor/trainer stopped coming to my workplace	–	9	19	27	20
The quality of teaching/training or assessment was poor	9	6	3	8	6
I was encouraged/forced to give up by my employer	–	–	10	8	6
Base (N)	725	164	58	137	–

Base = early leavers only. Multiple responses given. Only W4 responses of 6 per cent and above shown. – indicates not reported. Note small base sizes.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.34: Is there anything that would have helped you to stay on the qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	47	50	70	51
No	–	52	48	60	44
Don't know	–	2	2	7	5
Base (N)	–	254	58	137	100

Base = early leavers only. Note small base sizes.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 4.35: What would have helped you to stay on the qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
More support/someone to go to for help	–	18	7	13	19
If the tutor had been there/available as scheduled	–	8	10	10	14
If I had stayed with the same employer	–	14	3	9	13
More time for training during work hours	–	9	7	8	11
Better tutor	–	5	21	8	11
Base (N)	–	118	29	70	–

Base = early leavers who said something else could have helped them to stay on the course. Multiple responses given; only W4 responses over 10 per cent shown. Note small base sizes.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

5 Satisfaction and Outcomes

Outcomes

Table 5.1: Outcomes of training for completers

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
A qualification	93	92	92	2,190	90
Skills to help me to do a better job in the future	81	80	81	2,033	83
Skills that will look good to future employers	88	87	89	2,140	88
Skills to help me do my current job better *	73	75	75	1,784	73
The chance to learn something new	78	72	79	1,971	81
Improved self-confidence	78	74	76	1,890	78
Improved motivation at work	–	–	–	1,627	67
Skills to help me do a different job in the future	63	59	64	–	–
Better pay	43	33	45	827	34
A promotion *	30	23	34	816	34
Base (N)	1,642	939	1,688	2,438	–

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
A qualification	93	–	92	1,847	84
Skills to help me to do a better job in the future	81	86	89	1,895	86
Skills that will look good to future employers	88	90	93	2,002	91
Skills to help me do my current job better *	73	73	75	1,661	75
The chance to learn something new	78	–	–	1,713	78
Improved self-confidence	78	79	80	1,732	78
Skills to help me do a different job in the future	63	–	–	–	–
Better pay **	43	–	–	–	–
A promotion *	30	–	–	–	–
Increased promotion prospects	–	43	49	1,153	52
Increased responsibility at work	–	46	50	1,166	53
Improved motivation at work	–	69	71	1,467	66
An award from my employer	–	23	24	569	26
Base (N)	1,642	3,636	2,372	2,209	–

Base = completers only.

* Only asked of those in work for Waves 2, 3 and 4. ** Only asked of those in work for W4.

– indicates not asked.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.4: New skills learned

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Practical skills related to your job	–	–	78	2,451	78
Skills related to general employability (e.g. problem solving, time management)	–	–	58	1,762	56
New literacy skills	–	–	30	841	27
New IT skills	–	–	21	627	20
New numeracy skills	–	–	22	580	19
<i>None of these/nothing</i>	–	–	10	383	12
Base (N)	–	–	2,701	3,140	–

Base = all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.5: Whether new skills have been used in the learner's current job

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	–	87	2,352	89
No	–	–	12	299	11
Don't know	–	–	*	3	*
Base (N)	–	–	2,358	2,654	100

Base = all those gaining new skills.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.6: Attitudes towards learning (mean score)

New entrants	<i>Not asked in new entrant surveys</i>			
–	–	–	–	–
	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
I feel more confident in my ability to learn	–	–	4.3	4.3
I feel more positive about learning than when I started this course	–	–	4.2	4.2
I have not got everything out of the learning that I wanted	–	–	2.4	2.3
Base (N)	–	–	2,701	3,140

Base = all learners who had been training for at least a month. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.7: Attitudes towards learning (number and percentage agreeing)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
I feel more confident in my ability to learn	–	–	87	2,685	86
I feel more positive about learning than when I started this course	–	–	82	2,572	82
I have not got everything out of the learning that I wanted	–	–	27	808	26
Base (N)	–	–	2,701	3,140	–

Base = all learners who had been training for at least a month.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.8: Changes since the start of the training

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Have taken on further responsibility with same employer without additional pay or promotion	–	–	29	863	28
Got better pay	–	–	32	622	20
Got a better job with the same employer	–	–	16	448	14
Changed to a different role with the same employer (same level)	–	–	15	439	14
Got a better job with a new employer	–	–	11	227	7
Changed employer (same level job)	–	–	9	196	6
Became self-employed	–	–	2	88	3
Been made redundant	–	–	3	69	2
Base (N)	–	–	2,701	3,140	–

Base = all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.9: Whether changes since the start of the training can be attributed to the training itself (number and percentage saying yes)

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Have taken on further responsibility with same employer without additional pay or promotion	–	–	72	649	75
Got better pay	–	–	77	466	75
Got a better job with the same employer	–	–	80	359	80
Changed to a different role with the same employer (same level)	–	–	65	285	65
Got a better job with a new employer	–	–	69	146	64
Changed job (same level job)	–	–	41	61	31
Became self-employed	–	–	42	36	41
Been made redundant	–	–	7	12	17
Base (N)	–	–	66 to 422	69 to 863	–

Base = bases vary: all learners who had been training for at least a month who have experienced change. Multiple responses given.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.10: Future career intentions

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
I plan to stay with my current employer for the foreseeable future	69	–	61	3,325	62
I am likely to stay with my current employer for at least another year	14	–	17	795	15
I plan to leave my current employer as soon as the opportunity arises	6	–	9	446	8
I am likely to leave my current employer within the next year	6	–	7	344	6
I expect to have to leave my current employer within the next year due to redundancy or relocation	3	–	4	181	3
I expect to have to leave my current employer when my contract ends	<i>(not asked)</i>	–	0	185	3
Don't know	2	–	2	105	2
Base (N)	7,311	–	5,362	5,380	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
I plan to stay with my current employer for the foreseeable future	69	68	66	1,737	60
I am likely to stay with my current employer for at least another year	14	14	14	526	18
I plan to leave my current employer as soon as the opportunity arises	6	7	9	319	11
I am likely to leave my current employer within the next year	6	6	7	166	6
I expect to have to leave my current employer within the next year due to redundancy or relocation	3	2	2	77	3
I expect to have to leave my current employer when my contract ends	<i>(not asked)</i>	1	1	41	1
Don't know	2	1	1	40	1
Base (N)	7,311	4,826	2,553	2,906	100

Base = all learners in employment.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.11: Future career intentions – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
I plan to stay with my current employer for the foreseeable future	1,838	65	1,711	60
I am likely to stay with my current employer for at least another year	479	17	517	18
I plan to leave my current employer as soon as the opportunity arises	232	8	310	11
I am likely to leave my current employer within the next year	168	6	161	6
I expect to have to leave my current employer within the next year due to redundancy or relocation	95	3	76	3
I expect to have to leave my current employer when my contract ends	<i>(not asked)</i>	<i>(not asked)</i>	35	1
Don't know	36	1	38	1
Base (N)	2,848	100	2,848	100

Base = all learners in employment at the time of both surveys: excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (summer 2008, winter 2008)

Table 5.12: How important was it to you personally to achieve the qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Very important	–	72	68	1,653	75
Fairly important	–	21	24	402	18
Neither important nor unimportant	–	2	2	34	2
Not very important	–	4	4	79	4
Not at all important	–	2	2	40	2
<i>Don't know</i>	–	–	–	1	*
Base (N)	–	3,633	468	2,209	100

Base = completers only (W3 base = W3 completers only, i.e. not all completers).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.13: How important was it to your employer that you achieved the qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Very important	–	59	57	1,307	59
Fairly important	–	24	26	554	25
Neither important nor unimportant	–	4	5	70	3
Not very important	–	5	6	135	6
Not at all important	–	4	3	77	4
Don't know	–	4	–	66	3
Base (N)	–	3,633	468	2,209	100

Base = completers only (W3 base = W3 completers only, i.e. not all completers).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.14: Who do you think this training/qualification will benefit the most? (Anticipated)

	W1	W2	W3	W4	
New entrants	%	%	%	N	%
You only	13	12	14	389	13
Your employer only	2	4	3	71	2
You and your employer equally	83	82	81	2,449	83
Neither	2	2	2	34	1
Don't know	1	1	*	10	*
Base (N)	5,586	1,448	3,590	2,954	100

Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
–	–	–	–	–	–

Base = current learners and those about to start.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.15: Who do you think this training/qualification has benefited the most? (Actual)

	W1	W2	W3	W4	
	%	%	%	N	%
New entrants					
You only	18	12	14	387	16
Your employer only	4	6	6	80	3
You and your employer equally	74	78	76	1,865	77
Neither	4	3	4	84	3
Don't know	1	*	*	22	1
Base (N)	1,642	942	1,688	2,438	100

	W1	W2	W3	W4	
	%	%	%	N	%
Longitudinal learners					
You only	18	19	19	393	18
Your employer only	4	3	4	77	3
You and your employer equally	74	75	72	1,690	77
Neither	4	3	4	39	2
Don't know	1	1	*	10	1
Base (N)	4,642	3,633	468	2,209	100

Base = completers only (W3 base = W3 completers only, i.e. not all completers).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.16: Who do you think this training/qualification has benefited the most? (Actual) – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
You only	135	15	135	15
Your employer only	42	5	39	4
You and your employer equally	702	78	704	78
Neither	28	3	22	2
Don't know	0	0	5	1
Base (N)	905	100	905	100

Base = completers at time of both surveys only: excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (summer 2008, winter 2008)

Further training

Table 5.17: Has anyone talked to you about further options now that you have completed this training/qualification?

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Yes	40	39	41	1,089	45
No	60	61	59	1,344	55
Don't know	*	*	*	5	*
Base (N)	1,642	942	1,688	2,438	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Yes	40	46	43	971	44
No	60	54	57	1,237	56
Don't know	*	*	0	1	*
Base (N)	1,642	3,633	468	2,209	100

Base = completers only (W3 base = W3 completers only, i.e. not all completers).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.18: Has anyone talked to you about further options now that you have completed this training/qualification? – Like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
Yes	386	43	392	43
No	515	57	512	57
Don't know	4	*	1	*
Base (N)	905	100	905	100

Base = completers at time of both surveys only, excludes W3 respondents not interviewed at W4.

Source: Train to Gain employee surveys (summer 2008, winter 2008)

Table 5.19: Who spoke to you about further options now that you have completed this training/qualification?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Employer, manager or supervisor	–	53	59	524	54
Tutor or assessor	–	46	40	425	44
College or training company	–	6	0	92	10
Colleagues	–	1	0	42	4
Union rep or learning rep	–	3	4	35	4
Base (N)	–	1,668	201	971	100

Base = completers who had been spoken to about further training options. Multiple responses given; only W4 responses of 4 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.20: How helpful was it to have been spoken to about further training?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Very helpful	–	64	61	672	69
Fairly helpful	–	26	28	225	23
Not very helpful	–	6	7	40	4
Not helpful at all	–	2	3	23	2
Don't know	–	1	2	11	1
Base (N)	–	1,668	201	971	100

Base = completers who had been spoken to about further training options.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.21: Have you started any subsequent training/qualifications since you completed?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Yes	–	17	18	351	16
No	–	84	82	1,857	84
Don't know	–	*	*	1	*
Base (N)	–	3,633	468	2,209	100

Base = completers only (W3 base = W3 completers only, i.e. not all completers).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.22: Current/subsequent training being done?

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
NVQ	–	32	35	159	45
<i>(Entry Level)</i>	–	(2)	(1)	(3)	(2)
<i>(Level 1)</i>	–	(2)	(5)	(3)	(2)
<i>(Level 2)</i>	–	(31)	(33)	(43)	(27)
<i>(Level 3)</i>	–	(62)	(56)	(91)	(57)
<i>(Level 4)</i>	–	(1)	(2)	(14)	(9)
<i>(Level 5 or 6)</i>	–	–	(1)	(1)	(1)
<i>(Not known)</i>	–	(2)	(4)	(4)	(3)
In-house training	–	8	4	27	8
Life skills/Entry to Employment (E2E) preparatory learning	–	2	4	16	5
Diploma in higher education	–	2	2	13	4
Professional qualification	–	2	2	9	3
First aid	–	1	4	8	2
GCSE/GCSE vocational	–	3	3	8	2
Base (N)	–	598	578	351	100

Base = completers who have started a subsequent course. Only W4 responses of 2 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.23: Likelihood of doing ANOTHER qualification in the next three years

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Very likely	–	36	32	842	45
Fairly likely	–	30	29	489	26
Fairly unlikely	–	14	18	211	11
Very unlikely	–	14	16	232	13
Too early to say	–	4	3	56	3
Don't know	–	3	2	28	2
Base (N)	–	3,035	1,794	1,858	100

Base = completers who have not started a subsequent course.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.24: Likelihood of doing a HIGHER-LEVEL qualification in the next three years

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Very likely	40	34	40	1,128	46
Fairly likely	29	27	27	606	25
Fairly unlikely	14	14	14	291	12
Very unlikely	13	19	15	313	13
Too early to say	3	3	2	68	3
Don't know	2	3	1	32	1
Base (N)	1,642	942	1,688	2,438	100

Longitudinal learners	W1	W2	W3	W4	
	%	%	%	N	%
Very likely	40	29	26	675	36
Fairly likely	29	28	25	456	25
Fairly unlikely	14	17	21	291	16
Very unlikely	13	21	24	345	19
Too early to say	3	3	2	54	3
Don't know	2	3	2	37	2
Base (N)	1,642	3,035	1,794	1,858	100

Base = longitudinal group: completers who have not started a subsequent course. New entrant group: all completers.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.25: Likelihood of doing a HIGHER-LEVEL qualification in the next three years – like-for-like comparison

	W3 New Entrants		W4 Longitudinal	
	N	%	N	%
Very likely	300	40	261	35
Fairly likely	219	29	168	22
Fairly unlikely	112	15	120	16
Very unlikely	98	13	166	22
Too early to say	14	2	23	3
Don't know	11	2	16	2
Base (N)	754	100	754	100

Base = those answering question at both surveys: asked of all completers in the new entrant group and all completers in the longitudinal group who had not started a subsequent course.

Source: Train to Gain employee surveys (summer 2008, winter 2008)

Table 5.26: Likelihood of signing up for future training (early leavers)

New entrants	W1	W2	W3	W4	
	%	%	%	N	%
Very likely	42	30	40	110	47
Fairly likely	19	21	32	60	26
Fairly unlikely	13	12	13	23	10
Very unlikely	22	30	11	32	14
Too early to say	3	4	2	5	2
Don't know	2	3	2	3	1
Base (N)	186	113	194	232	100

Longitudinal learners

Not asked in longitudinal surveys

–	–	–	–	–	–
---	---	---	---	---	---

Base = early leavers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.27: Barriers to taking up further learning

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
Lack of funding/money	–	29	30	218	12
Lack of time	–	17	19	135	7
Age/soon to retire	–	13	9	82	4
Personal barriers (e.g. changed domestic circumstances)	–	10	15	75	4
Job insecurity	–	4	3	57	3
Employer would not support it	–	7	9	52	3
Motivation, not interested, attitude to learning	–	7	6	37	2
Childcare costs/lack of childcare	–	3	5	28	2
Nothing/no barriers	–	59	65	1132	61
Base (N)	–	1,255	622	1,858	–

Base = completers who had not started a subsequent course and said that there were barriers to further learning. Multiple responses given; only W4 responses of 2 per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Satisfaction with the training or qualification Completers

Table 5.28: Satisfaction with ... (mean scores)

	W1	W2	W3	W4
	Mean	Mean	Mean	Mean
New entrants				
... the training/qualification overall	6.0	5.7	5.9	5.9
... the quality of the teaching received	–	5.7	5.9	5.9
... the information and advice prior to starting the training	–	–	–	–
... the length of time it took to do the training	–	–	–	–
... the support from your employer	–	–	–	–
Base (N)	1,642	942	1,688	2,438
	W1	W2	W3	W4
	Mean	Mean	Mean	Mean
Longitudinal learners				
... the training/qualification overall	6.0	5.7	5.8	5.8
... the quality of the teaching received	–	5.8	5.9	5.9
... the information and advice prior to starting the training	–	5.4	5.5	5.5
... the length of time it took to do the training	–	5.4	5.6	5.6
... the support from your employer	–	5.4	5.5	5.5
Base (N)	1,642	3,633	2,372	2,209

Base = completers only.

Mean scores range from 1 (extremely dissatisfied) to 7 (extremely satisfied).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.29: Satisfaction with ... (mean scores) – like-for-like comparison
Base = completers at the time of both surveys only.

	W3 New Entrants Mean	W4 Longitudinal Mean
... the training/qualification overall	6.0	5.8
... the quality of the teaching received	6.0	5.9
Base (N)	905	905

Mean scores range from 1 (extremely dissatisfied) to 7 (extremely satisfied).

Source: Train to Gain employee surveys (summer 2008, winter 2008)

**Table 5.30: Satisfaction with ...
LSC measure: number and percentage satisfied (extremely or very satisfied)**

	W1	W2	W3	W4	W4
New entrants	%	%	%	N	%
... the training/qualification overall	77	71	74	1,844	76
... the quality of the teaching received	–	71	76	1,911	78
... the information and advice prior to starting the training	–	–	–	–	–
... the length of time it took to do the training	–	–	–	–	–
... the support from your employer	–	–	–	–	–
Base (N)	1,642	942	1,688	2,438	–

	W1	W2	W3	W4	W4
Longitudinal learners	%	%	%	N	%
... the training/qualification overall	77	71	69	1,585	72
... the quality of the teaching received	–	78	72	1,691	77
... the information and advice prior to starting the training	–	57	56	1,326	60
... the length of time it took to do the training	–	61	60	1,361	62
... the support from your employer	–	60	58	1,346	61
Base (N)	1,642	3,633	2,372	2,209	–

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Table 5.31: Satisfaction with ...
All satisfied: (extremely, very or fairly satisfied)

	W1	W2	W3	W4	
New entrants	%	%	%	N	%
... the training/qualification overall	94	90	94	2313	95
... the quality of the teaching received	–	91	93	2297	94
... the information and advice prior to starting the training	–	–	–	–	–
... the length of time it took to do the training	–	–	–	–	–
... the support from your employer	–	–	–	–	–
Total (N)	1,642	942	1,688	2,438	–

	W1	W2	W3	W4	
Longitudinal learners	%	%	%	N	%
... the training/qualification overall	94	96	95	2101	95
... the quality of the teaching received	–	95	93	2077	95
... the information and advice prior to starting the training	–	90	91	2004	91
... the length of time it took to do the training	–	92	90	2016	91
... the support from your employer	–	88	88	1929	88
Total (N)	1,642	3,633	2,372	2,209	–

Base = completers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

Current learners

Table 5.32: Satisfaction with ... (mean scores)

New entrants	<i>Not asked in new entrant surveys</i>			
–	–	–	–	–
	W1	W2	W3	W4
Longitudinal learners	Mean	Mean	Mean	Mean
... the training/qualification overall	–	–	–	5.5
... the quality of the teaching received	–	–	–	5.6
... the information and advice prior to starting the training	–	–	–	5.3
... the length of time it took to do the training	–	–	–	4.9
... the support from your employer	–	–	–	5.5
Base (N)	–	–	–	782

Base = current learners only. Mean scores range from 1 (extremely dissatisfied) to 7 (extremely satisfied).

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

**Table 5.33: Satisfaction with ...
Number and percentage satisfied (extremely or very satisfied)**

New entrants	<i>Not asked in new entrant surveys</i>				
–	–	–	–	–	–
	W1	W2	W3	W4	W4
Longitudinal learners	%	%	%	N	%
... the training/qualification overall	–	–	–	453	58
... the quality of the teaching received	–	–	–	481	62
... the information and advice prior to starting the training	–	–	–	395	51
... the length of time it took to do the training	–	–	–	303	40
... the support from your employer	–	–	–	455	59
Base (N)	–	–	–	779	–

Base = current learners only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008)

