

Employer Facing Provision



Leading learning and skills

3 September 2008

Greater Manchester Strategic Analysis – Employer Facing Provision

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- 1 This section of the Strategic Analysis looks at provision within Greater Manchester that responds directly to employer need. This area of training provision has been given increasing focus in recent years as the Learning and Skills Council moves towards a “Demand Led” system and responds to the challenges set out by Lord Leitch.

PSA Targets

- 2 The Public Service Agreement (PSA) indicators shown in the box below are national aspirations. Each Local Area within the North West has its own relative position against these figures. For some local areas these targets could appear to be very challenging, for others the gap may not be as large. However, each local area has its own contribution to make to the national picture, even if these targets are not disaggregated to lower geographical levels.

PSA Indicators - 2011

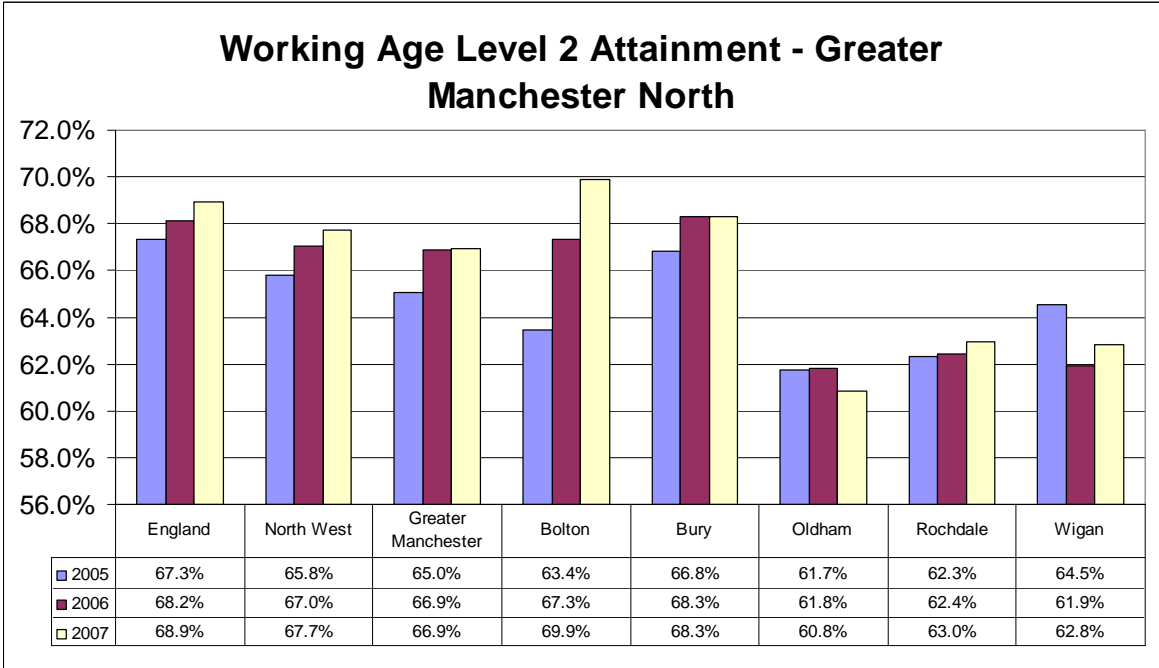
- 79 per cent of adults qualified to at least Full Level 2
- 56 per cent of adults qualified to at least Full Level 3
- 130,000 apprentices to complete the full apprenticeship

Level 2

- 3 The latest data from the Annual Population Survey shows that 66.9 per cent of working age people in Greater Manchester are qualified to at least a level 2. Working age is defined here as people aged 19-59/64. The 2007 rate of attainment is a slight increase from 2005 but is still behind regional and national averages.
- 4 Within Greater Manchester North¹ the highest rate of attainment is in Bolton (69.9%), this area also has the largest increase of any Greater Manchester Local Authority between 2005 and 2007 (+6.5% points).
- 5 The lowest levels of attainment in Greater Manchester North are in Oldham (60.8%). Oldham is the only area within Greater Manchester to have a net decrease in level 2 attainment across the 3 year period. (Figure 1)
- 6 When analysing Annual Population Survey data, especially at smaller geographical levels the confidence interval associated with the data has to be considered.
- 7 Please use the following link to access information regarding adult level 2 targets suggested for Local Area Agreements
<http://www.idea.gov.uk/idk/core/page.do?pagelId=8399572> – (note: information correct as at 10/09/2008).

¹ Greater Manchester North includes Wigan, Bolton, Bury, Rochdale and Oldham
Greater Manchester South in this analysis includes Manchester, Salford, Trafford, Tameside and Stockport

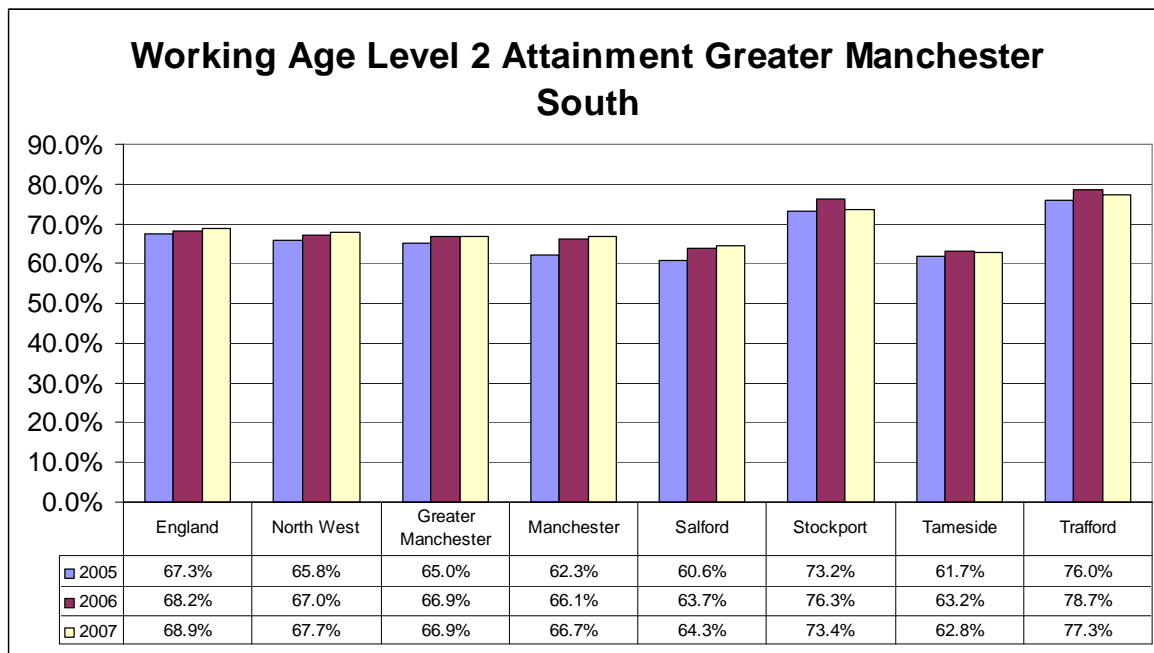
Figure 1: Proportion of the Working Age Population Qualified to at Least Level 2 – Greater Manchester North



Source: Annual Population Survey (APS) 2007

- 8 Within Greater Manchester South the highest rate of level 2 attainment is in Trafford where 77.3 per cent of the working age population are qualified to at least level 2. however this local area has seen a slight reduction between 2006 and 2007. (Figure 2)
- 9 The lowest rate of level 2 attainment in Greater Manchester South is in Tameside where 62.8 per cent of working age adults have at least a level 2. This is below the regional and national averages and is 4.1 percentage points behind the Greater Manchester rate. These percentages mean that there are 46,000 people of working age in Tameside without a level 2 qualification.

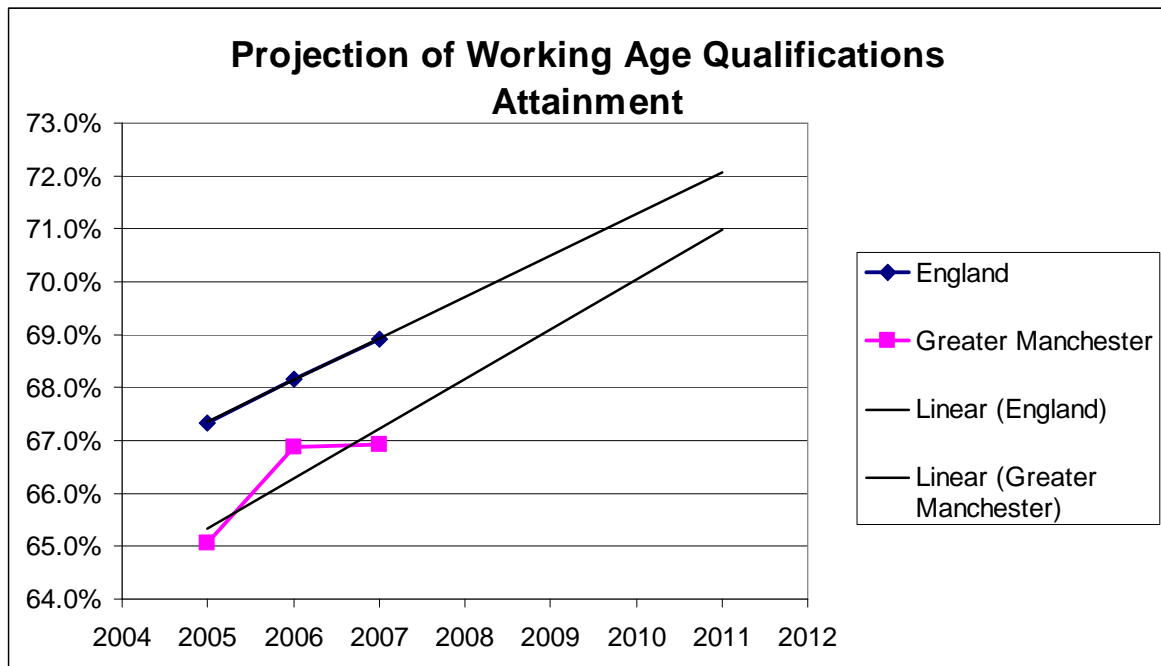
Figure 2: Proportion of the Working Age Population Qualified to at Least Level 2 – Greater Manchester South



Source: Annual Population Survey (APS) 2007

- 10 Based on current performance, we can estimate that approximately 71 per cent of working age people in Greater Manchester will hold a level 2 qualification by the target year of 2011. This estimate is based only on previous trends and does not take account of recent training activity. In the previous 3 year period the rate of attainment in Greater Manchester has increased by 1.9 percentage points overall. In order to meet the national target of 79 per cent by 2011 the rate of attainment would have to increase by around 3 percentage points each year.

Figure 3: Proportion of Working Age Qualified to at Least Level 2 - Projection to 2011

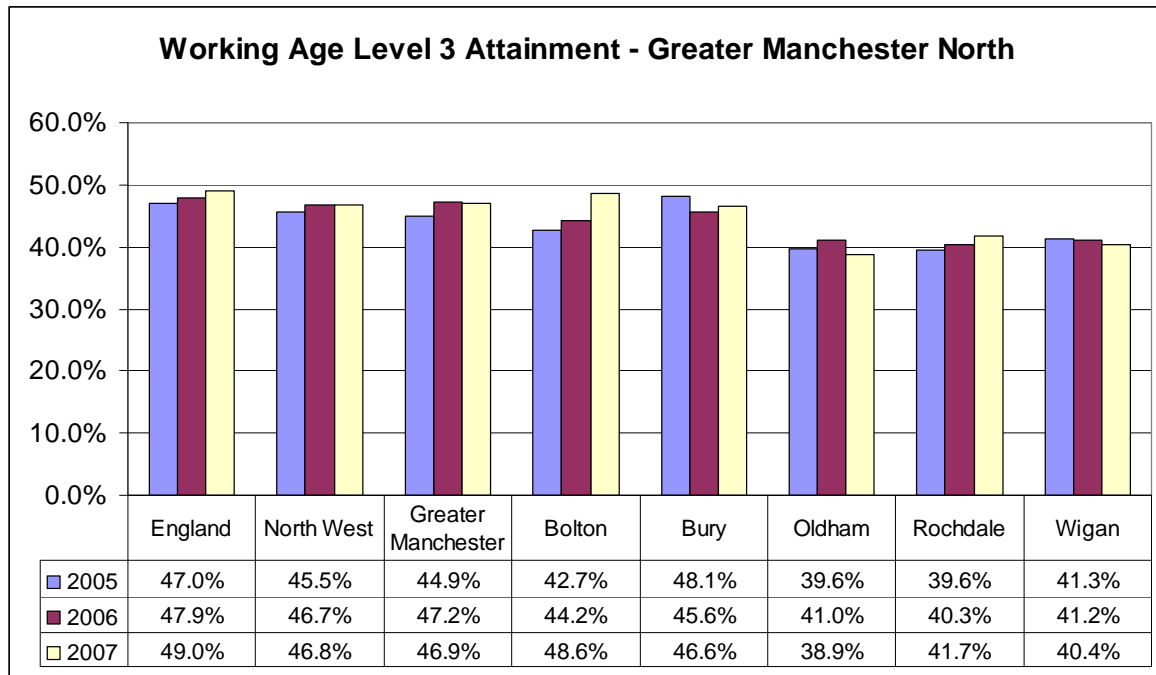


Source: Annual Population Survey (APS) 2007 & LSC NW Projections

Level 3

- 11 46.9 per cent of working age people in Greater Manchester have achieved at least a level 3 qualification (Figure 4). This has increased by 2 percentage points since 2005 and equates to around 705,000 people. The rate of attainment for Greater Manchester is on a par with that for the North West (Greater Manchester has closed the gap over 3 years) but is below the national average.
- 12 Within Greater Manchester North, which covers Bolton, Bury, Oldham, Rochdale and Wigan, the highest rate of attainment is in Bolton (48.6%), this has increased by 5.9 percentage points in 3 years and equates to 73,000 people. The lowest rate of attainment is in Oldham where 38.9 per cent of working age people have attained at least level 3. This rate has had a slight reduction in the last 3 years and is below the regional and national averages.

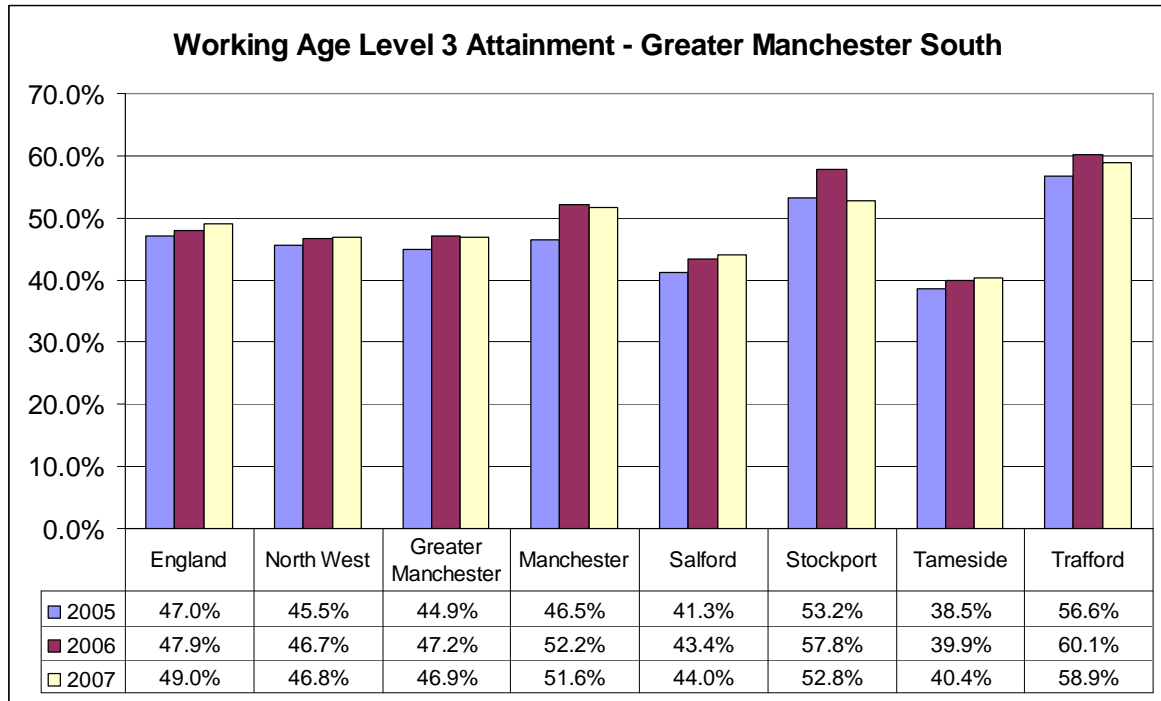
Figure 4: Proportion of the Working Age Population Qualified to at Least Level 3 – GM North



Source: Annual Population Survey 2007

- 13 In the Greater Manchester South area, which comprises Manchester, Salford, Stockport, Tameside and Trafford, the highest rate of working age level 3 attainment is in Trafford (58.9%) this rate has increased by 2.3 percentage points since 2005 (Figure 5). The lowest rate of attainment is in Tameside where 40.4 percent of working age people are qualified to at least level 3, however this rate has increased since 2005.

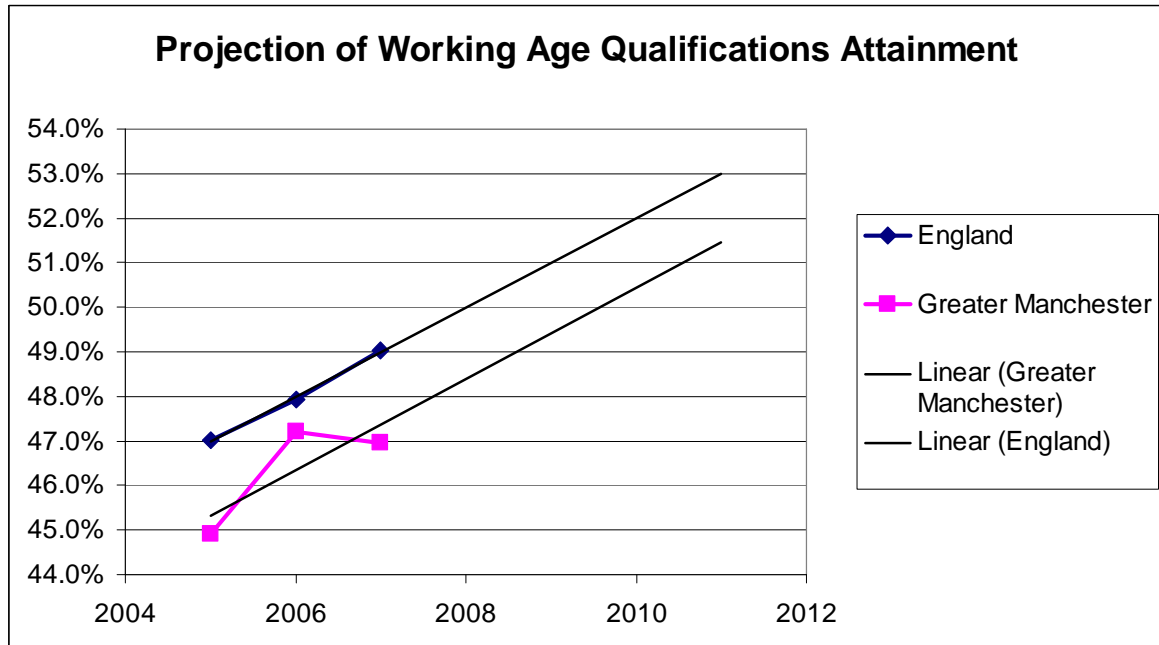
Figure 5: Proportion of the Working Age Population Qualified to at Least Level 3 - GM South



Source: Annual Population Survey 2007

- 14 If recent trends in working age level 3 attainment continue, we can estimate that by the target year of 2011 around 51.5 per cent of working age people will have achieved a level 3 or higher qualification. This would place Greater Manchester behind the corresponding national trajectory as well as missing the 2011 target of 56 per cent. If the national target is to be achieved in Greater Manchester a rate of increase of around 3.3 percentage points per year would have to occur. This is especially challenging considering the current rate of increase of around 0.6 percentage points per year.

Figure 6: Proportion of Working Age Qualified to at Least Level 3 - Projection to 2011



Source: Annual Population Survey (APS) 2007 & LSC NW Projections

Apprenticeships

- 15 Although the national Apprenticeship target of 130,000 completions in the year 2010/11 has not been dis-aggregated to lower geographical levels (at the time of writing) an assessment of Apprenticeship performance is still helpful in the commissioning of training provision. Please see the performance section later in this chapter.

Greater Manchester

Employer Size

- 16 The balance of employer size in Greater Manchester is similar to the North West as a whole, with 82.5 per cent of businesses employing between 1 and 10 employees. This is slightly lower than the national rate and could reflect historical views of a lack of entrepreneurial activity in the region.
- 17 Greater Manchester has a similar proportion of large employers (200 or more employees) to the national picture, with higher concentrations of these in Manchester and Salford Local Authority areas.

Figure 7: Businesses by Size

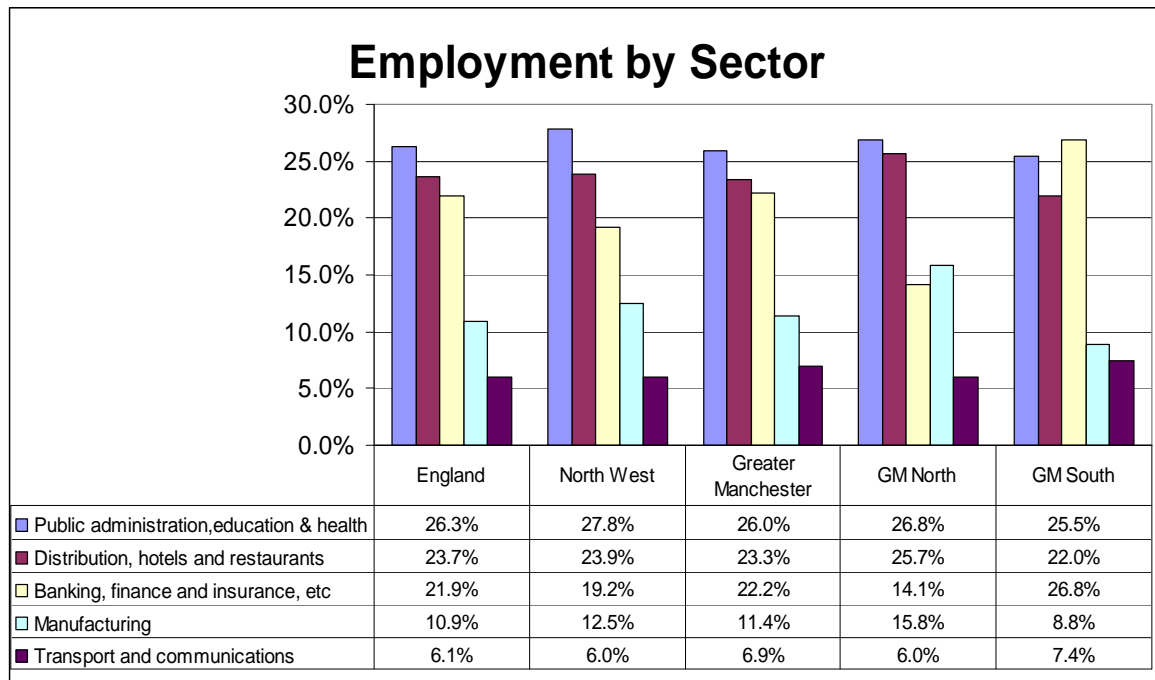
	1-10 employees	11-49 employees	50-199 employees	200 or more employees
England	84.6%	11.9%	2.8%	0.7%
North West	82.8%	13.3%	3.2%	0.7%
Greater Manchester	82.5%	13.1%	3.4%	0.8%
Bolton	84.0%	12.3%	3.0%	0.7%
Bury	85.2%	11.8%	2.5%	0.5%
Manchester	79.2%	14.6%	4.8%	1.4%
Oldham	82.0%	14.2%	3.2%	0.6%
Rochdale	81.6%	14.5%	3.5%	0.5%
Salford	80.7%	14.3%	3.9%	1.1%
Stockport	85.4%	11.3%	2.8%	0.6%
Tameside	82.9%	13.4%	3.0%	0.7%
Trafford	83.5%	12.4%	3.3%	0.8%
Wigan	83.5%	12.6%	3.2%	0.7%

Source: Annual Business Enquiry (ABI) 2006

Industrial Sectors of Greater Manchester

- 18 Figure 8 shows the 5 sectors in Greater Manchester that employ the highest volumes of people. These figures are taken from the Annual Business Enquiry (ABI) 2006 and should be used alongside other economic data such as working futures and Department for Work and Pensions Benefit Claimants data to give a complete picture of employment in an area.
- 19 **The industry sector that employs the most people in Greater Manchester is Public Administration, education and health**, 26 per cent of the workforce are employed in this sector, however this is a lower proportion than the North West. In Greater Manchester South the highest proportion of the workforce is employed in the Banking, Finance and Insurance sector (26.8%). There are also less people employed in Manufacturing in South Manchester. In addition, North Manchester sees a greater proportion of employees in the Distribution, Hotels and Restaurants sector.

Figure 8: Economic Structure of Greater Merseyside 2006



Source: Annual Business Enquiry (ABI) 2006

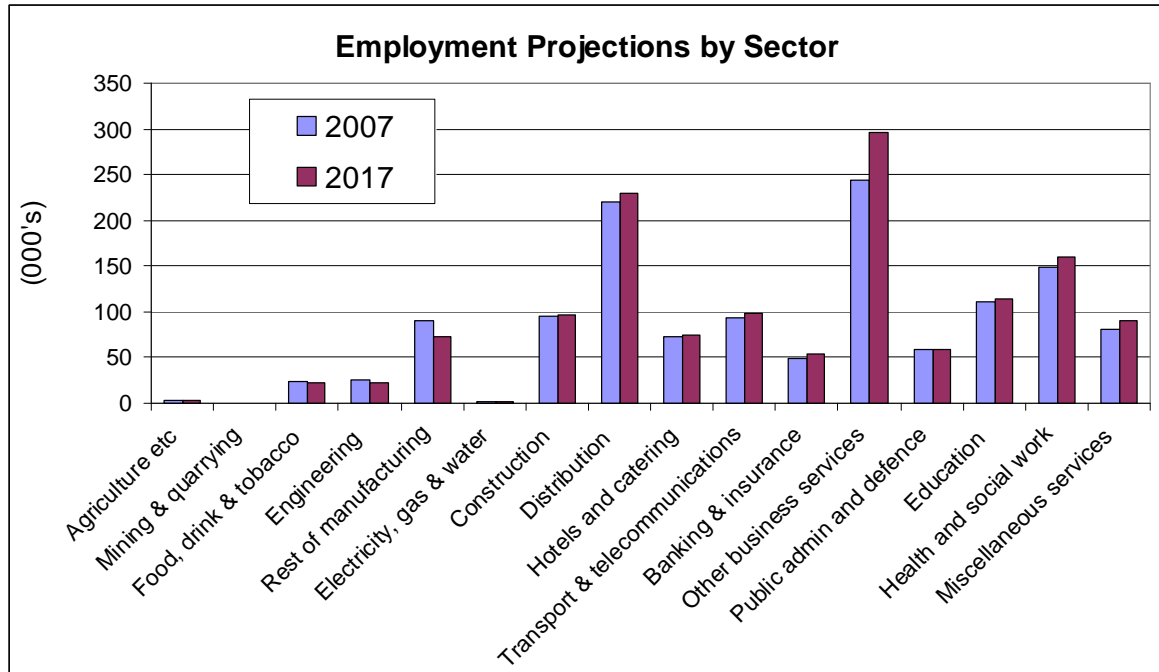
Future of the Economy

- 20 The following economic projections are taken from the Working Futures 3 study from Warwick University's Institute for Economic Research, the information used here is based on the ABI data such as that shown above, but the two data sets may not align precisely. As with all economic forecasting information direction of travel (rather than exact volume changes) should be the key message drawn from analysis.
- 21 Absolute levels of employment (shown in thousands) are projected to 2017 in Figure 9. **The overall volume of employed people in Greater Manchester is projected to grow** by 5.7 per cent (+75,000) to 1,392,000.
- 22 Other Business Services is a large sector of employment in Greater Manchester and is expected to show large volumes of growth, with an extra 51,000 employees this represents 68 per cent of the total increase for Greater Manchester (all industries). This group includes: Real Estate, Renting of Goods, Computing, Research & Development and Professional Services.
- 23 Other current sectors of high employment that are set to increase include Distribution (+9,000), Health and Social Work (+11,000) and Banking and Insurance (+4,100).
- 24 Given the current economic climate, this estimate for Banking and Insurance should be closely monitored and any short term forecasting would not be advised. As previously stated, this is an area of particularly high employment

in South Manchester and the impact of the current economic downturn could be seen here.

- 25 Sectors that are forecast to have a decrease in the volume of people employed in the next decade include: Rest of Manufacturing² (-16,700), Food, Drink & Tobacco (-1,500) and Engineering (-3,100).

Figure 9: Employment Projections by Sector 2007-2017



Source: Working Futures 3

National Employer Skills Survey (NESS)

- 26 The National Employer Skills Survey (NESS) for 2007 indicates that:
- 4 per cent of employers in Greater Manchester have Skills Shortage Vacancies (SSVs)
- 27 This equates to 4,845 SSVs and has improved since 2005 (5.3%). The regional rate is also 4 per cent.
- 13.9 per cent of establishments have skills gaps
- 28 This has reduced from 16.8 per cent in 2005 and is below the regional rate.
- 53.3 per cent of employers have a training plan for their staff
- 29 This is above the regional rate of 50.7 per cent and has increased by 5.1 percentage points since 2005.

² Rest of Manufacturing Includes: Textiles, Clothing, Leather, Wood, Paper, Publishing & Printing, Manufactured Fuels, Pharmaceuticals, Chemicals, Rubber & Plastics, Non-metallic Mineral Products, Basic Metals, Metal Goods, Motor Vehicles, Aerospace, Other Transport Equipment, Manufacturing, Recycling

Employer Responsive Provision

- 30 Employer responsive training provision must meet the needs of the local economy as set out in this chapter. The following pages analyse government funded training provision in light of the local economic environment as well as the wider policy context.

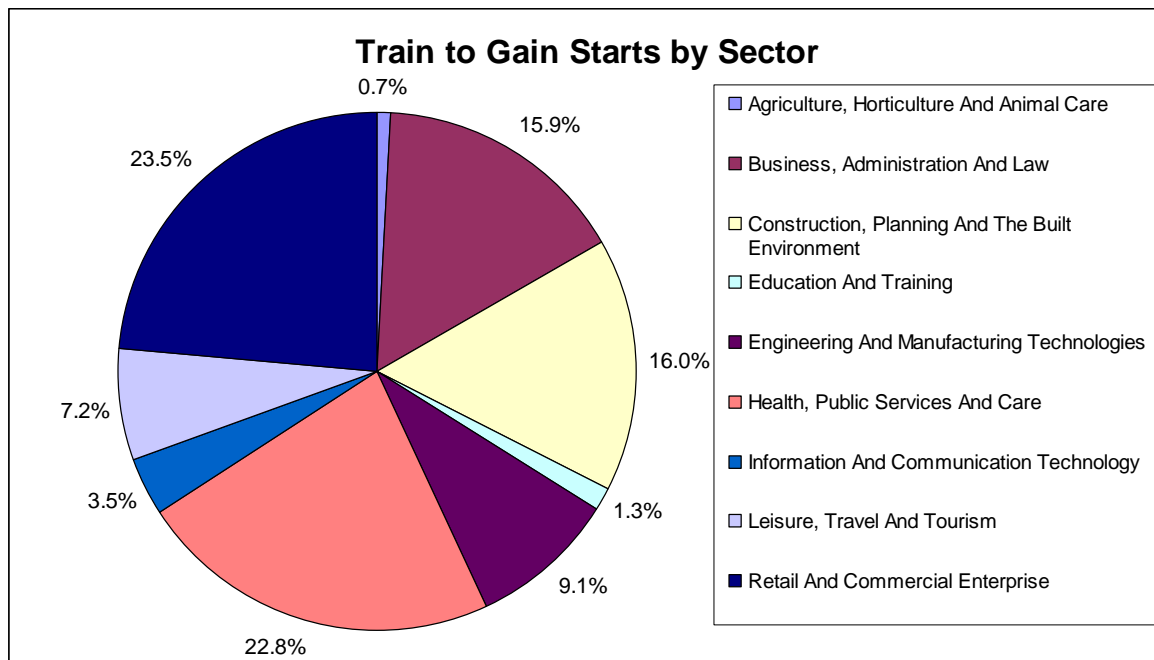
The Required Growth Through Train to Gain

- 31 The Regional Strategic Analysis of Employer Responsive Provision contains information on the planned growth of Train to Gain in the next few years. These trajectories have been provided at regional level, however it is not appropriate to disaggregate this to sub-regional level due to regional contracting arrangements associated with Train to Gain provision.
- 32 Overall planned growth for Train to Gain in the North West is 54.9 per cent, with the highest level of growth seen in Skills For Life (+174.2%) between 2007/08 and 2010/11. Level 2 volumes have a planned increase of 27.4 per cent (+14,500 L2 Starts).
- 33 Although these targets have not been disaggregated below regional level, each sub-region should monitor their contribution to this target.

Have We Delivered Provision To Learners In The Major Sectors Of Employment?

- 34 According to the ABI information shown in Figure 8, Public Administration, Education and Health employs the highest proportion of people in Greater Manchester. **Health and Social Care is also expected to increase by 11,000 leading up to 2017** according to the Working Futures 3 study (Figure 9). Other Business Services is also anticipated to increase by very high volumes.
- 35 In North Manchester Distribution, Hotels and Restaurants employs large volumes of people, in the south the Banking, Finance and Insurance industries account for high levels of employment.
- 36 Figure 10 shows the proportion of Train to Gain Starts in each industry sector in 2007/08 (P12) in Greater Manchester. **The highest proportion of starts was in Retail and Commercial Enterprise (23.5%)**, retail is contained in the ABI data as a subset of Distribution – a high sector of employment in North Manchester in particular. The second highest proportion of Train to Gain starts were in Health, Public Services and Care (22.8% or 3,767 starts), again this sector is a major employer in the LLSC area.
- 37 **Starts in Construction, Planning and the Built Environment make up 16% (or 2,645) of the total TtG Starts in Greater Manchester.** Given the current economic climate and the large proportion of starts in this sector, performance here should be closely monitored.

Figure 10: Greater Manchester Train to Gain Starts by Sector 2007/08



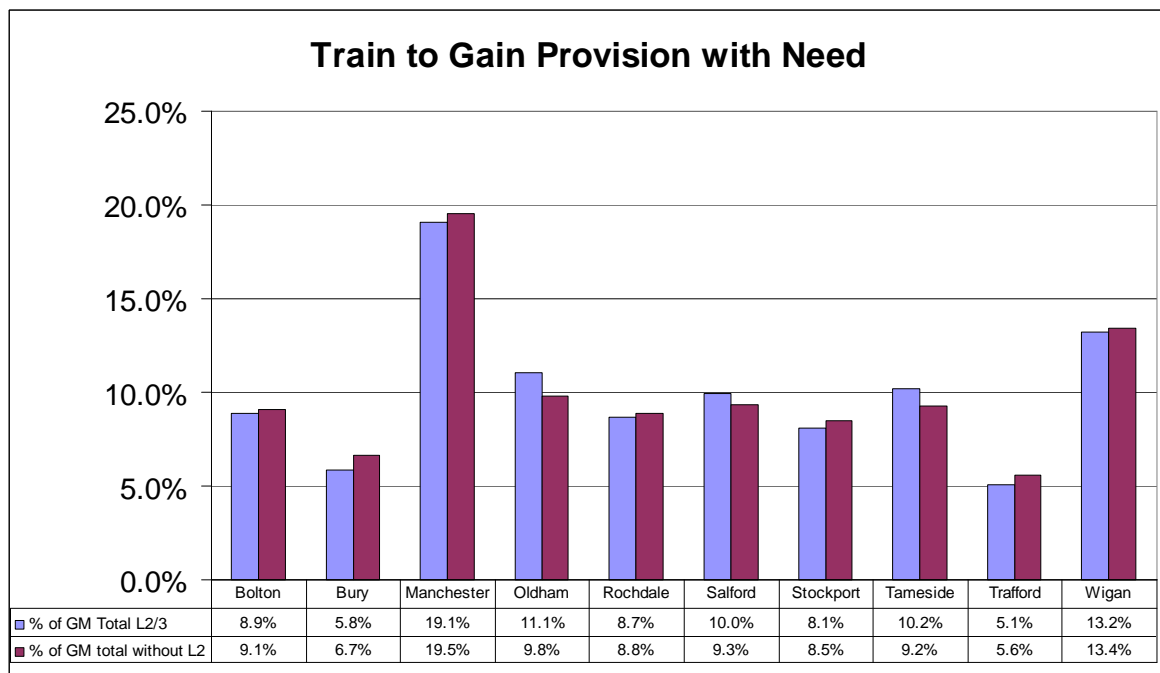
Source: Train to Gain ILR 2007/08 (P12)

Have We Engaged and Delivered In The Areas Where Provision Is Needed?

- 38 Figure 11 shows the proportion of the total Greater Manchester Train to Gain Starts in each Local Authority area (residency based learner volumes) together with the proportion of the total Greater Manchester working age population without a level 2 qualification in each Local Authority area.
- 39 This information can be used as part of a wider assessment of Train to Gain delivery to see if provision is being delivered according to need.
- 40 Figure 11 suggests that **Train to Gain provision is broadly in line with need**, This analysis should be conducted alongside the qualifications profile of the economically active population of Greater Merseyside³, this information for 2007 is unavailable at the time of writing.
- 41 From the information in the chart there appears to be a slight shortfall in the volume of learners resident in Oldham, however this should be analysed alongside employment statistics for the area to give a more detailed picture of Train to Gain penetration.

³ Analysis of the Economically Active Population would be more appropriate because Train to Gain provision is aimed at those who are employed.

Figure 11: Train to Gain Delivery with Qualification Profile by LA

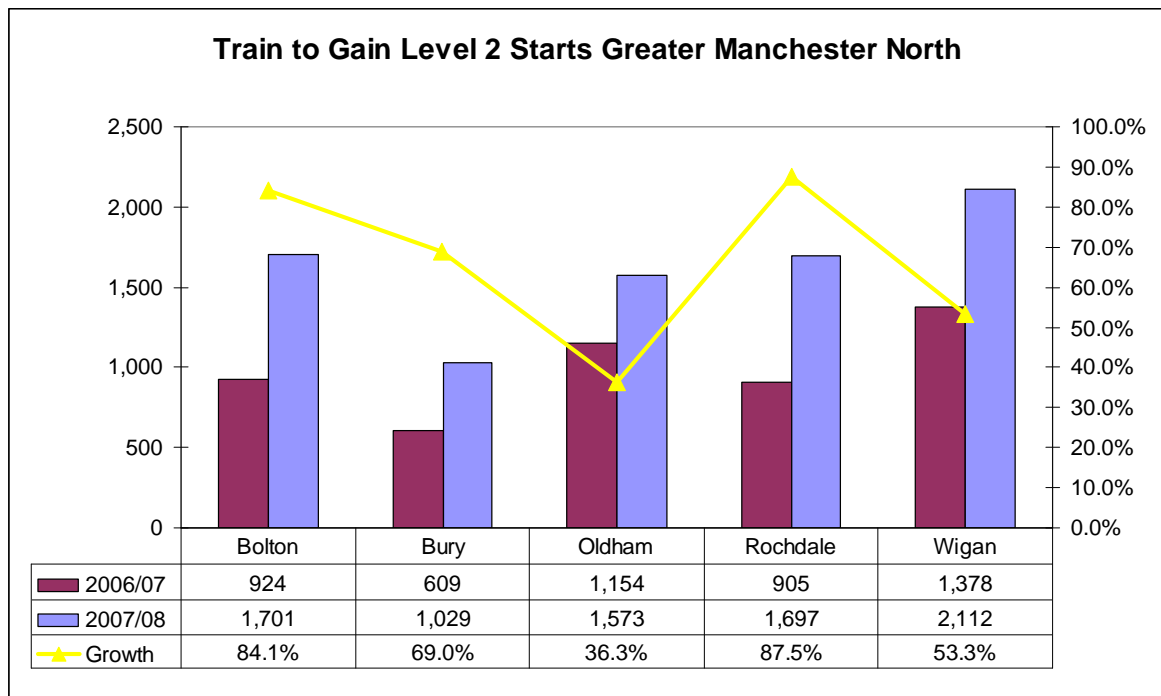


Source: Train to Gain ILR 2007/08 (P12) & Annual Population Survey 2007

Train to Gain Starts

- 42 Figure 12 shows the volume of Train to Gain (TtG) level 2 starts in Greater Manchester North in 2006/07 and 2007/08.
- 43 In 2007/08 there were 8,112 level 2 Train to Gain starts in Greater Manchester North at period 12. This was an increase of 63 per cent from the same point in 2006/07 this increase is the same as the regional rate. The highest volume of starts in this area was in Wigan (2,112). The highest rate of growth in Greater Manchester North was in Rochdale with an increase of 87.5 per cent to 1,919 starts.

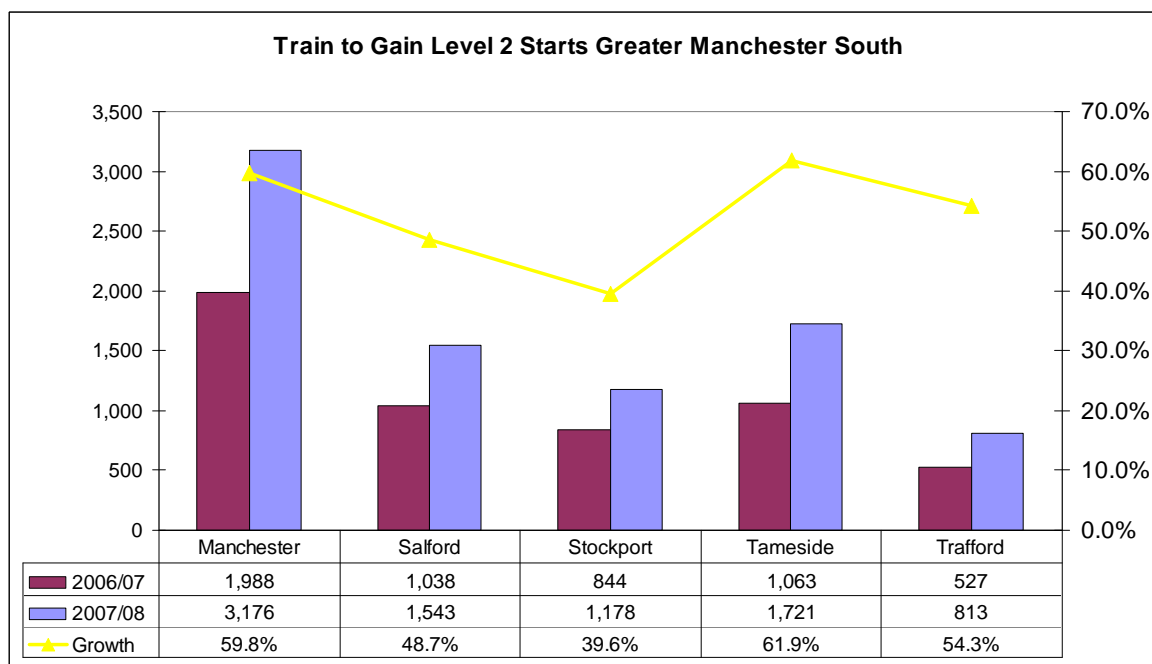
Figure 12: Train to Gain Level 2 Starts Greater Manchester North



Source: Train to Gain ILR 2006/07 (P12) & 2007/08 (P12)

- 44 The volume of Train to Gain Level 2 starts in Greater Manchester South including Manchester Local Authority area are shown in Figure 13. The figures for both years shown are taken from period 12 to give a fair comparison and are based on the residency of the learner.
- 45 The highest volume of starts are in Manchester (3,175), this area also has a high level of growth compared to some other areas, meaning that Manchester LA's contribution to the overall volume of starts in Greater Manchester South is significant.

Figure 13: Train to Gain Level 2 Starts Greater Manchester South



Source: Train to Gain ILR 2006/07 (P12) & 2007/08 (P12)

FE Employer Facing Provision

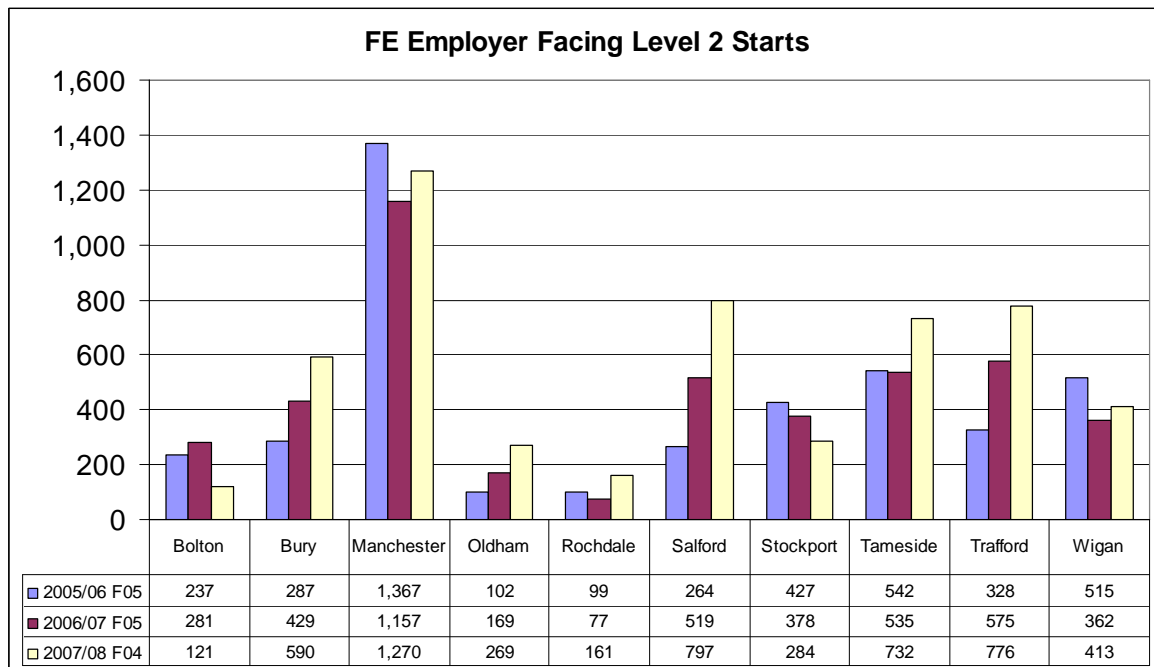
46 The 2007/08 FE F04⁴ Data return shows that **Greater Manchester accounts for 34.3 per cent of the region's FE 19+ Employer Facing Full Level 2 provision and 41.1 per cent of the regional Full Level 3 total.**

Employer Facing FE Full Level 2 Starts

- 47 Employer Facing level 2 FE provision grew at a faster rate in Greater Manchester than in the North West region as a whole (+29.9% compared to +16.6%).
- 48 By far the largest volume of FE employer facing starts at level 2 in Greater Manchester are in the Manchester Local Authority area (1,270 2007/08 F04), however this has declined across the three year period shown in Figure 14 by 7 per cent.
- 49 6 of the 10 Greater Manchester Local Authority areas have increased their FE Level 2 employer facing volumes over the three year period. The highest rate of growth was in Salford (+201.9% or + 533 starts).
- 50 In areas that have had a decline in volumes over three years there may be other factors to consider including 1) F04 does not represent a full academic year's data 2) The need for provision may be met by other funding streams eg. Train to Gain, or at other learning levels such as level 3.

⁴ Further Education Data is made available to analysts at 3 main points in a year – F01 – F04 and F05 Data returns

Figure 14: Employer Responsive FE Full Level 2 Provision

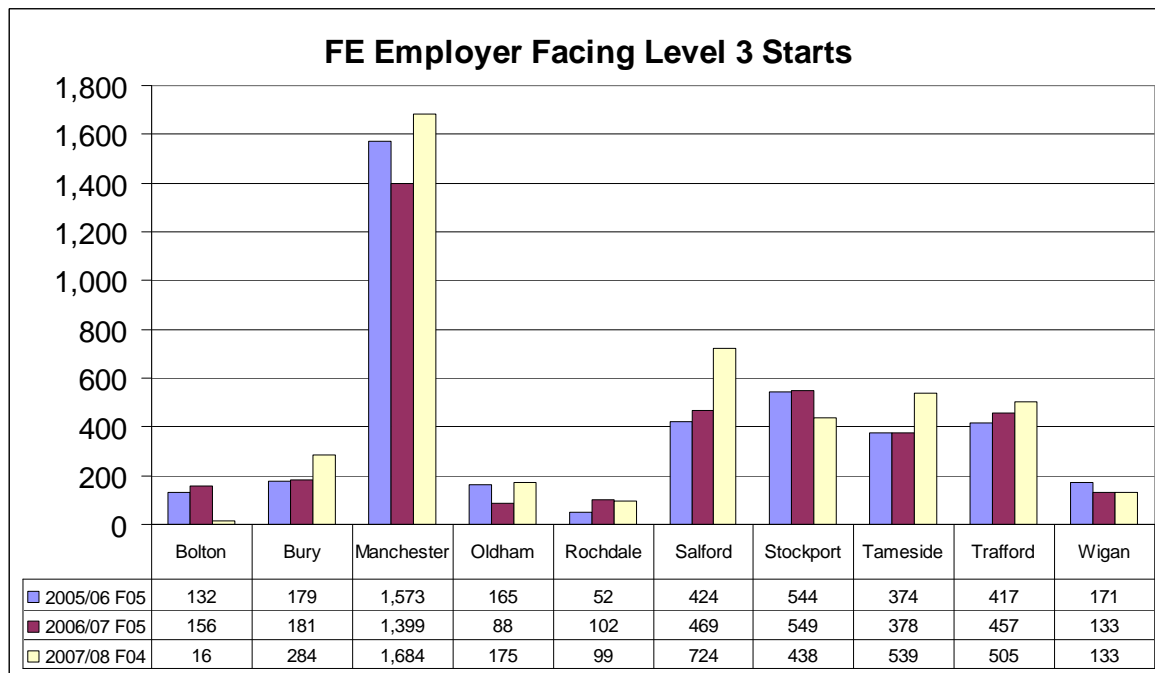


Source: FE ILR 2005/06 (F05) to 2007/08 (F04)

Employer Facing FE Full Level 3 Starts

- 51 Greater Manchester accounts for 41.1 per cent of the North West's FE employer responsive full level 3 provision. The area has 38 per cent of the working age population of the region so this could be considered over-performance. The 2007/08 F04 data return shows that Greater Manchester had 4,597 FE employer responsive learners.
- 52 As with level 2 provision Manchester Local Authority area has by far the largest volume of level 3 learners of any of the local authority areas (1,684 starts 2007/08). There has also been a high rate of growth in Manchester local authority area in 2007/08 from the previous year.
- 53 7 of the 10 local authority areas of Greater Manchester have had growth in their level 3 provision (FE Employer responsive) over 3 years, of these the largest volume of growth was seen in Salford (+300 learners).
- 54 Bolton, Stockport and Wigan have not experienced growth in their FE employer responsive provision, however this apparent gap must be viewed in light of the overall employer responsive offer in each area. A good example of this is the 84% growth in Train to Gain provision at level 2 in Bolton in 2007/08. (Figure 12).

Figure 15: Employer Responsive FE Full Level 3 Provision



Source: FE ILR 2005/06 (F05) to 2007/08 (F04)

The Required Growth in Apprenticeships

55 The growth expected in Apprenticeship provision in England is assessed in the Regional Strategic Analysis (Employer Responsive Provision)⁵ and is referred to in this document (Paragraph 15). The following analysis looks at Apprenticeships in Greater Manchester for learners aged 19+⁶. The data used here is based on the residency of the learner rather than the location of the employer.

Apprenticeship Learner Volumes

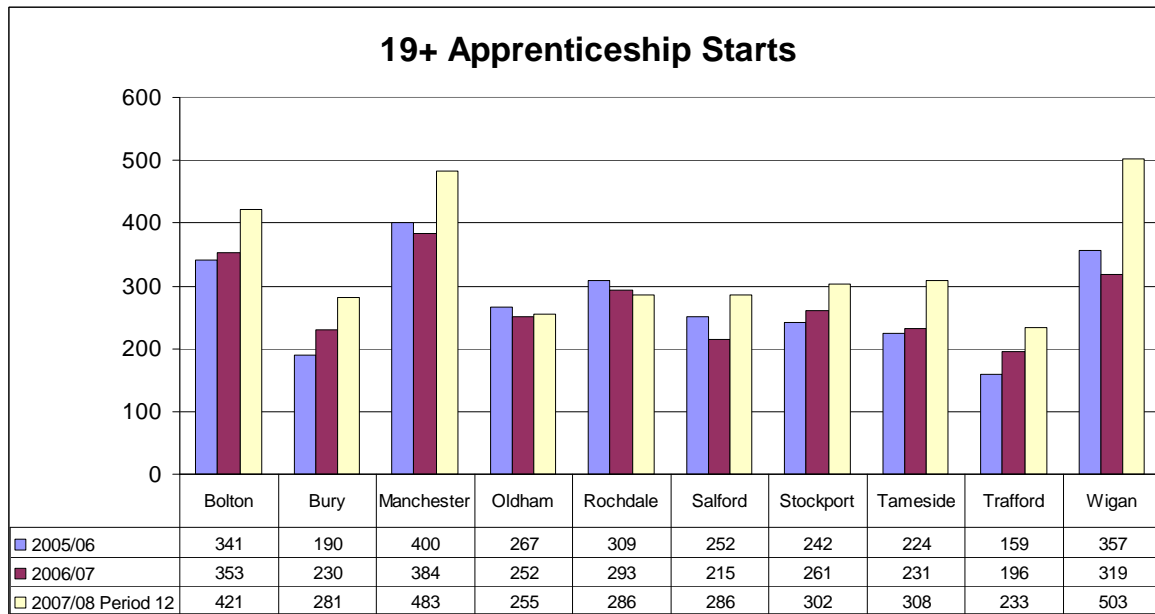
- 56 Figure 16 shows the volume of starts on 19+ Apprenticeships (Level 2) in Greater Manchester. There were 3,358 starts in Greater Manchester in 2007/08 (P12), this has grown by 22.5 per cent across 3 years (+617 starts). This is slower growth than the regional rate (NW = + 36.2%).
- 57 Within Greater Manchester only Rochdale and Oldham did not have growth in their volume of learners between 2005/06 and 2007/08. However, the reductions seen in these areas were marginal (-23 learners & - 12 learners respectively).
- 58 The highest rate of growth in Greater Manchester was in Bury (+47.9% - Above regional and Local LSC rates). However the highest volume increase was in Wigan, which was far above other local authority areas with an increase of 146 learners.

⁵ Available at <http://www.lsc.gov.uk/regions/NorthWest/NORTH+WEST.htm>

⁶ Note: Apprenticeships for those aged under 19 are addressed in the regional 14-19 Strategic Analysis

59 Manchester Local Authority area recovered strongly from a 'dip' in 2006/07, Bolton also experienced substantial growth on already high learner volumes (+23%).

Figure 16: Apprenticeship Starts



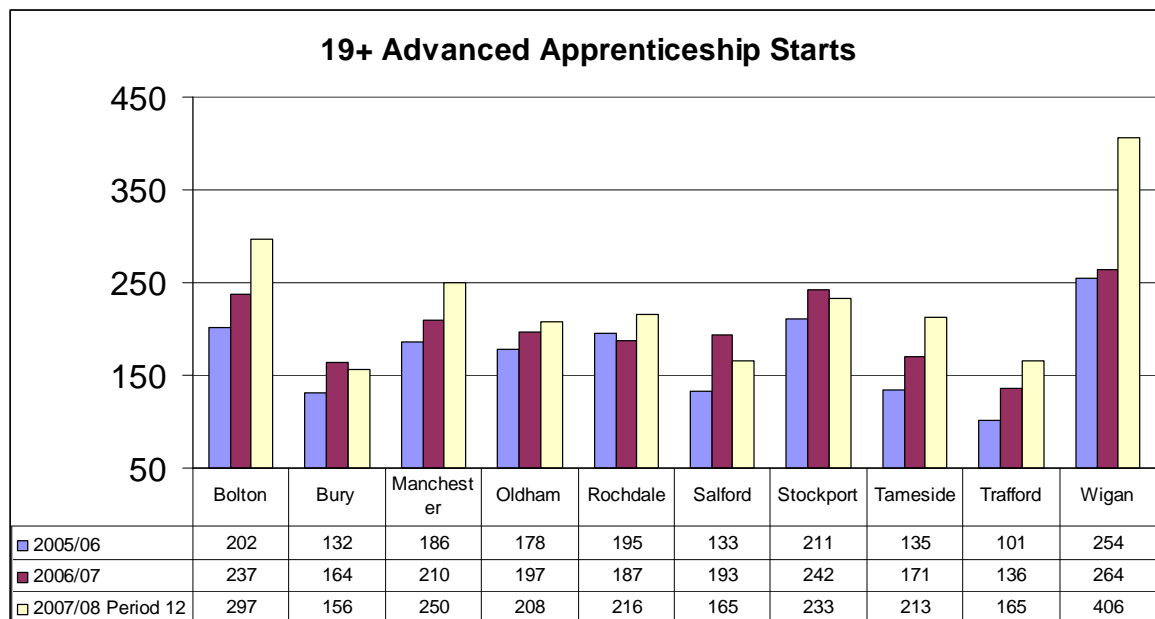
Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Advanced Apprenticeship Learner Volumes

- 60 Figure 17 shows the volume of starts on 19+ Advanced Apprenticeships⁷ in Greater Manchester 2005/06 to 2007/08 period 12. The data shown is based on the residency of the learner rather than provider or employer location.
- 61 Greater Manchester had 2,309 starts in 2007/08 (P12) which was an increase of 33.7 per cent (or +582 starts) from 2005/06. This was slower than the region's rate of increase (+35.1%). Greater Manchester accounted for 35 per cent of the North West's total Advanced Apprenticeship starts in 2007/08.
- 62 Within Greater Manchester, Wigan has the highest learner volumes of any local authority area, this area also had the largest volume increase between 2005/06 and 2007/08 (+152 starts).
- 63 The highest rate of growth was seen in Trafford with an increase of 63.4 per cent to 165 in 2007/08. Every local authority area of Greater Manchester had an increase in learner volumes in the three year period shown in Figure 17.

⁷ Advanced Apprenticeships are those which include a Level 3 qualification, whereas Apprenticeships comprise a Level 2.

Figure 17: Advanced Apprenticeship Starts



Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Success Rates

Further Education Success Rates

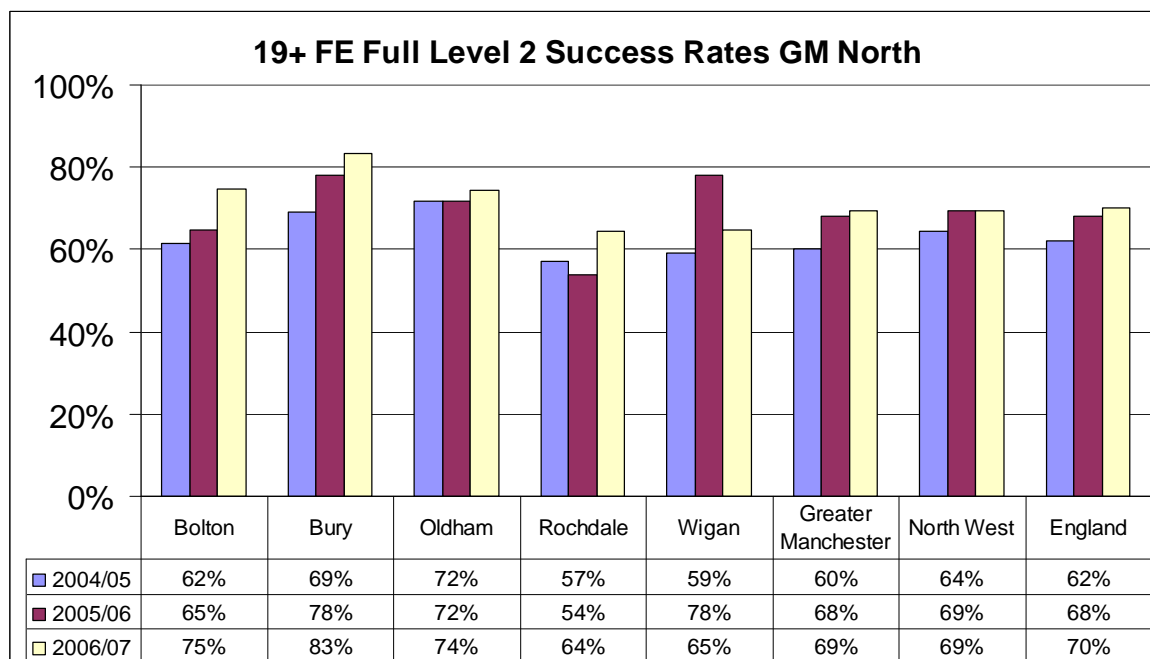
Full Level 2

- 64 At present it is not possible to obtain FE success rates for employer responsive provision only, due to data limitations, therefore the following analysis is based on general FE Success Rates at Full Level 2 and 3 for learners aged 19+ (including both learner and employer responsive provision). The data shown is based on the location of the provider rather than the residency of the learner.
- 65 The Full Level 2 success rate for 19+ FE learners in Greater Manchester is 69 per cent. This is level with the regional average but slightly below the national rate (70%). The Greater Manchester rate has increased each year since 2004/05 by a total of 9 percentage points which is a faster rate of increase than the North West and England.

Greater Manchester North

- 66 At 83 per cent Bury has the highest success rate of the local authority areas within Greater Manchester North. (This is also the highest success rate of any local authority area in the North West. Bury has also had the largest increase of any local authority area in GM North (+14 percentage points).
- 67 Bolton has also had a substantial increase in success rate (+13 percentage points over 3 years) to 75 per cent in 2006/07.
- 68 Of the local authority areas within Greater Manchester North, only Rochdale and Wigan are below the regional and national rates, and every area has experienced an increase in success in the 3 years shown in Figure 18.

Figure 18: FE Full Levels 2 Success Rates Greater Manchester North

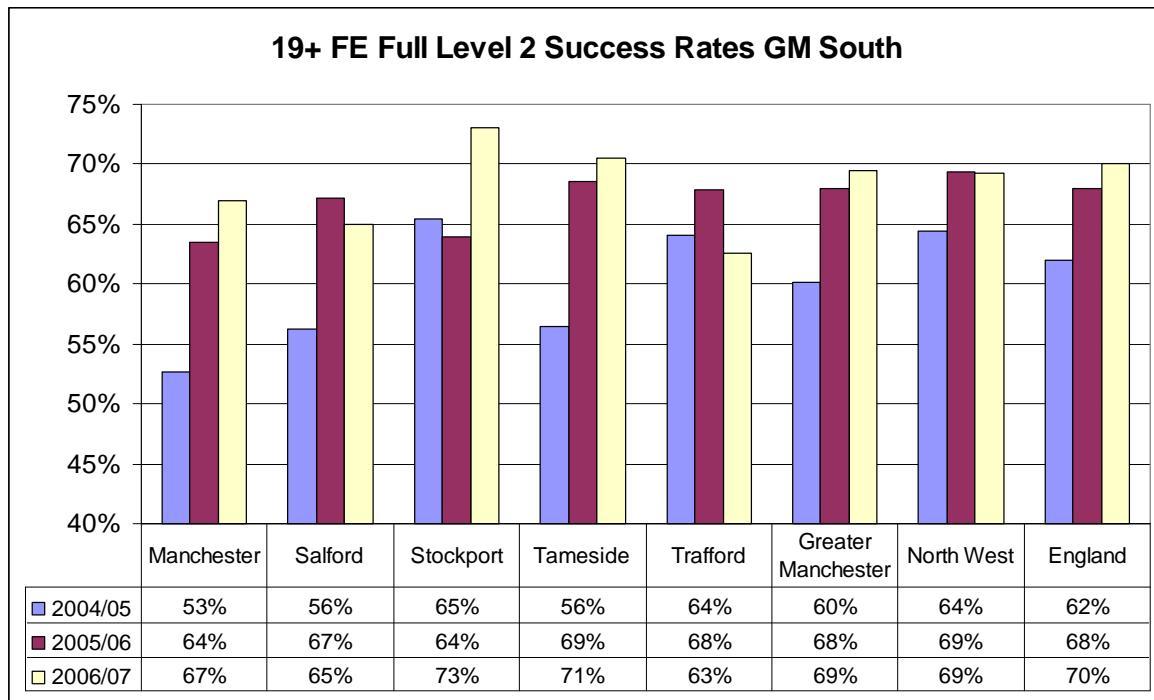


Source: FE ILR 2004/05 to 2006/07

Greater Manchester South

- 69 At 73 per cent, Stockport has the highest success rate of any local authority area in Greater Manchester South. This has increased by 8 percentage points in the three academic years shown in Figure 19.
- 70 Manchester local authority along with Tameside have experienced the highest increase (+14 percentage points each) in the last three years.
- 71 However Manchester, as well as Trafford and Salford are the only areas of Greater Manchester South to have a success rate that is below the regional and national averages. Trafford is the only local authority area to have a decrease in success rate across the three years, falling by 1 percentage point to 63 per cent in 2006/07 (note: figures subject to rounding).

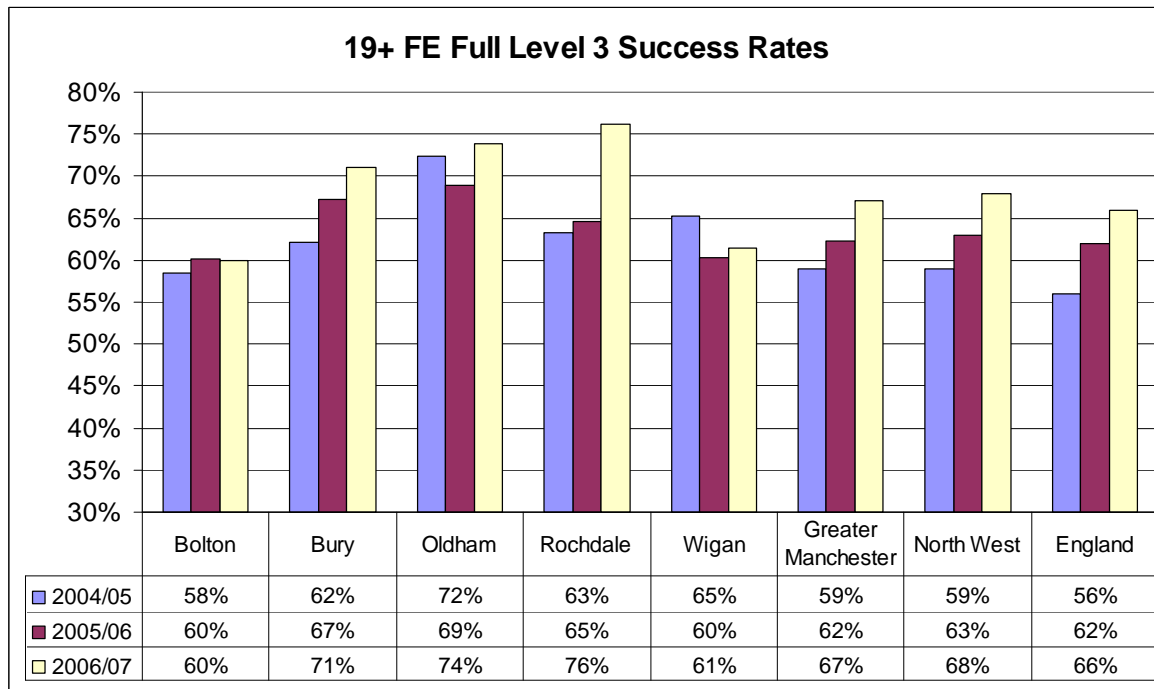
Figure 19: 19+ FE Full Level 2 Success Rates Greater Manchester South



Full Level 3

- 72 The Full Level 3 success rate for Greater Manchester is 67 per cent (2006/07), this is just below the regional rate of 68%. However it is also just above the national rate of 66 per cent and has not fallen behind the England rate in the last 3 years. (Figure 20)
- 73 The highest rate within Greater Manchester North is in Rochdale (76%), this is above both the regional and national rates. Rochdale also had the largest increase in success rate in the previous three years (+13 percentage points).
- 74 Three of the five local authority areas within Greater Manchester North have a success rate that is above the Greater Manchester, North West and England averages. Only Wigan has experienced a decline across three years of -4 percentage points (to 61%).

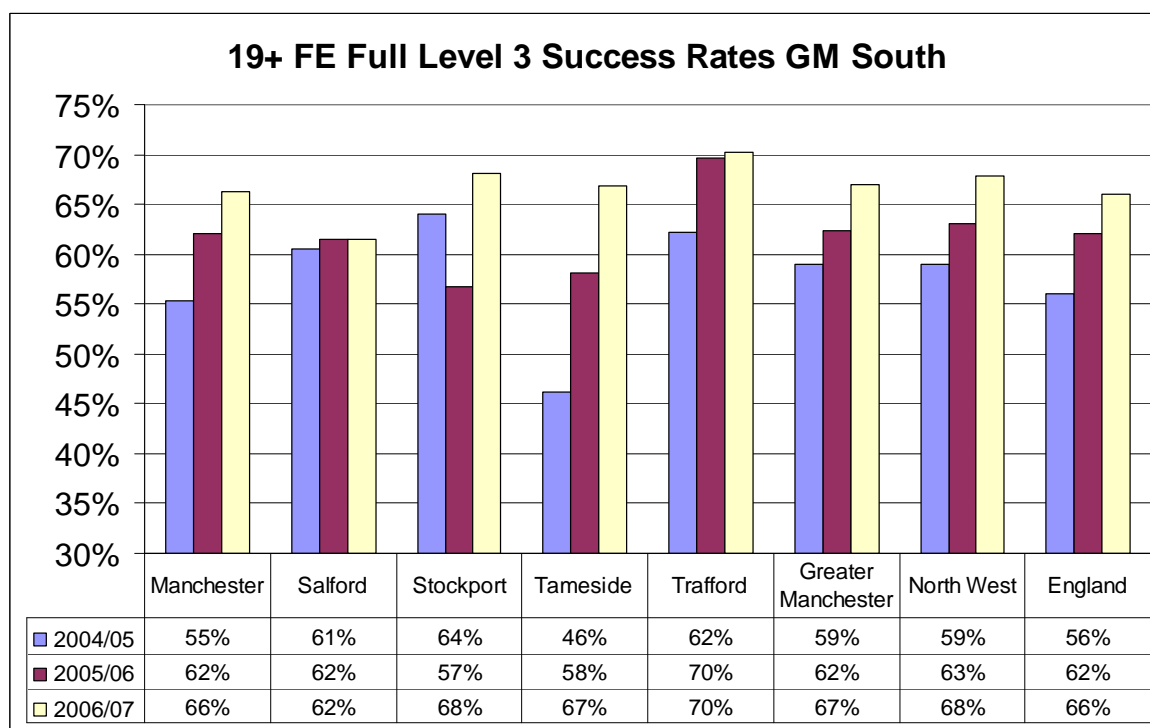
Figure 20: 19+ FE Full Level 3 Success Rates – GM North



Source: FE ILR 2004/05 to 2006/07

- 75 Of the local authority areas of Greater Manchester South (including Manchester LA), Trafford has the highest success rate (70%), this has increased by 8 percentage points in the last three years.
- 76 However, Tameside has had the largest increase in success, rising by 21 percentage points to 67 percent, now very close to the regional rate with a far superior recent improvement.
- 77 All areas of Greater Manchester South have had an increase in their success rates in the last three years. However, Salford have moved from being in front of the regional and national rate in 2004/05 to being behind in 2006/07 with an increasing gap between them.
- 78 Stockport experienced a 'dip' in 2005/06, but have since recovered to have an increase over three years of 4 percentage points, this areas' success rate is now comparable to the regional rate. The same 'dip' in 2005/06 occurred at level 2, examples of good practise may be available from an investigation of the recovery in 2006/07.

Figure 21: 19+ FE Full Level 3 Success Rates - GM South



Source: FE ILR 2004/05 to 2006/07

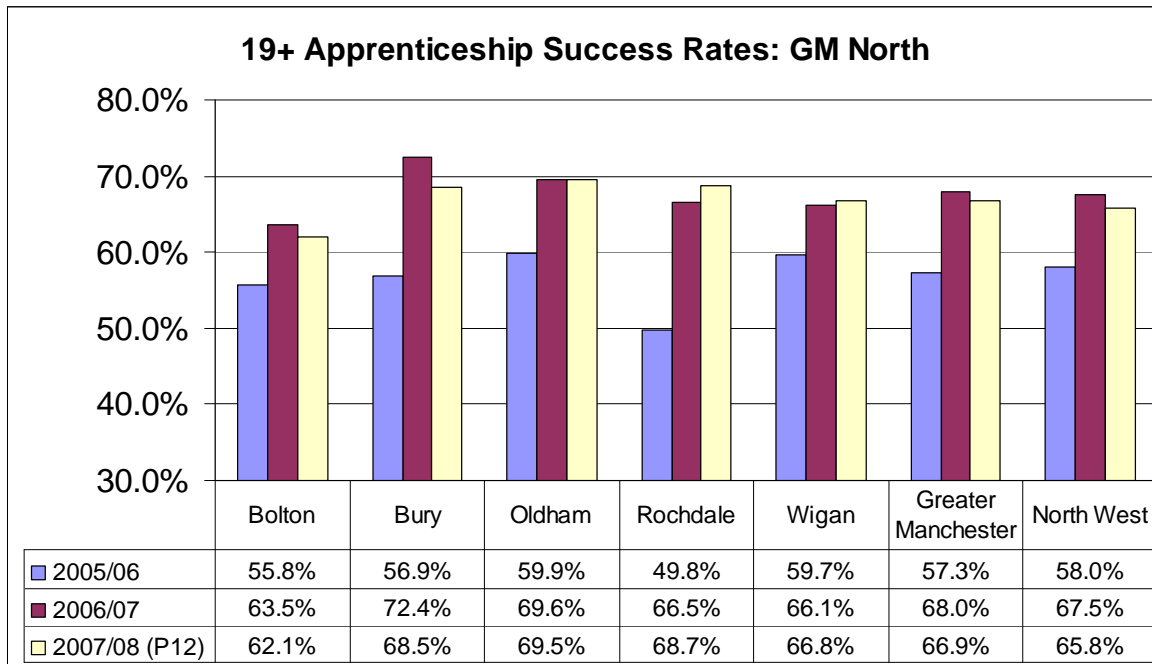
Apprenticeship Success Rates

- 79 Figure 22 shows 19+ Apprenticeship success rates in Greater Manchester between 2005/06 and 2007/08 (P12). Please note that the data used here is based on the residency of the learner.
- 80 The 2007/08 (Period 12) success rate for Greater Manchester is 66.9 per cent. This has risen by 9.6 percentage points in the previous three years and is above the regional rate in both 2006/07 (67.5%) and 2007/08 (65.8%). Please note, many areas of Greater Manchester and the rest of the North West have a 'dip' in their 2007/08 success rate as shown in Figure 22. This could be because at the time of writing a full academic years' data for 2007/08 is not yet available. Any strategic planning should, where possible, take into account a full year of data for comparison analysis⁸.
- 81 Each local authority area of Greater Manchester North had a net increase in success rate over three years. The highest rate in 2007/08 is in Oldham (69.5%), where there has been an increase of 9.6 percentage points since 2005/06, unlike some other areas Oldham had an increase each year including 2007/08.
- 82 Rochdale had the largest increase in Greater Manchester North over three years, rising by 18.8 percentage points to 68.7 per cent.

⁸ However, it is the intention of this report to provide analysis of the most up to date data available.

83 Bolton is the only local authority area of Greater Manchester North to have a success rate that is below the regional average, in the last three years the gap with the regional rate has widened.

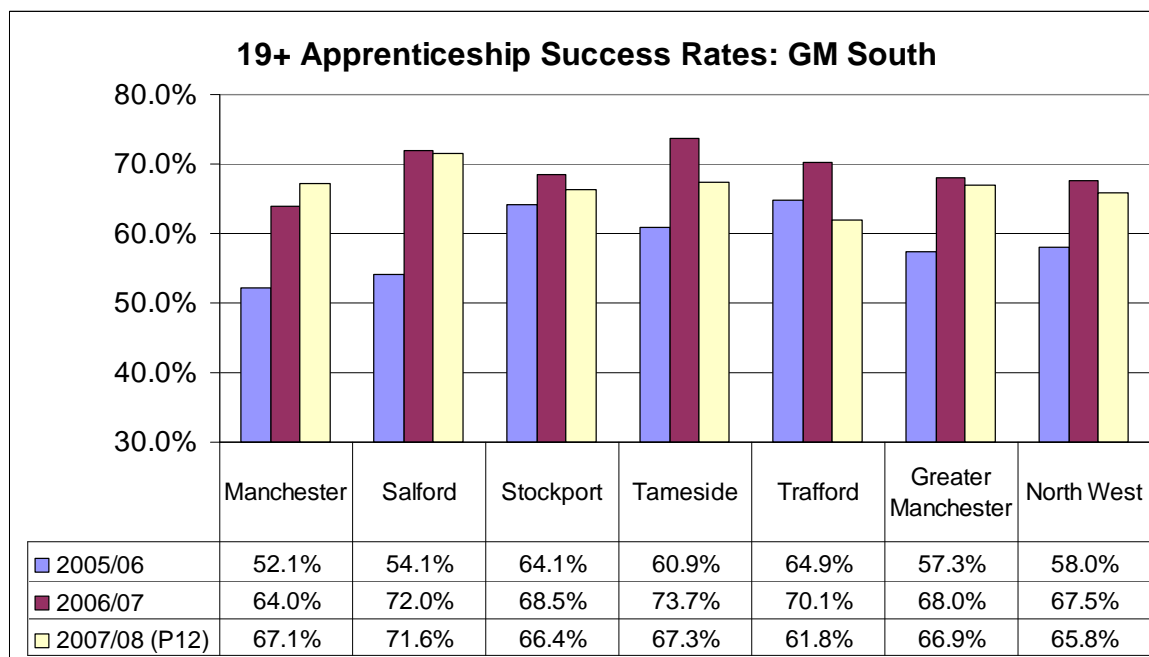
Figure 22: Apprenticeship Success Rates – Greater Manchester North



Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

- 84 Salford has the highest success rate of the local areas within Greater Manchester South (71.6%). Salford has also had the largest increase in success rate since 2005/06, rising by 17.9 percentage points.
- 85 Trafford is the only local area of Greater Manchester South to have a net reduction in success rate over three years, falling to 61.8 per cent. (Please see the note in paragraph 80 regarding the use of period 12 data in 2007/08).
- 86 Manchester local authority area was the only LA area of GM South not to experience a 'dip' in 2007/08.

Figure 23: 19+ Apprenticeship Success Rates - Greater Manchester South

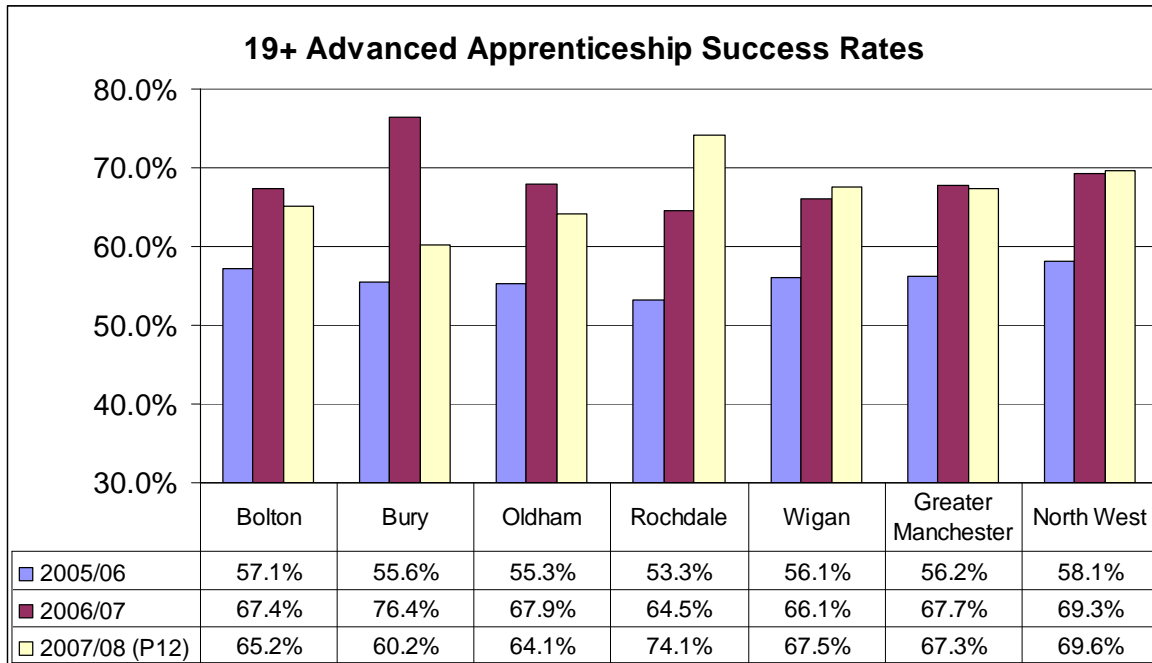


Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Advanced Apprenticeship Success Rates

- 87 19+ Advanced Apprenticeship success rates in Greater Manchester have increased to 67.3 per cent in 2007/08 (P12). This is below the regional rate of 69.6 per cent but has increased from 56.2 per cent in 2005/06. Greater Manchester experienced a slight 'dip' in success rate in 2007/08 that could be made up when a full year's Advanced Apprenticeship data is available.
- 88 In Greater Manchester North in 2007/08, the highest success rate is in Rochdale (74.1%), this is above both the Greater Manchester and the North West average. Rochdale also had the largest increase in success rate in the last three years, rising by 20.8 percentage points. These figures are based on a volume of total leavers of 162 in 2007/08 (P12).
- 89 In Greater Manchester North only Rochdale and Wigan have a success rate that is above the Greater Manchester average, and only Rochdale is above the regional rate. (Figure 24).

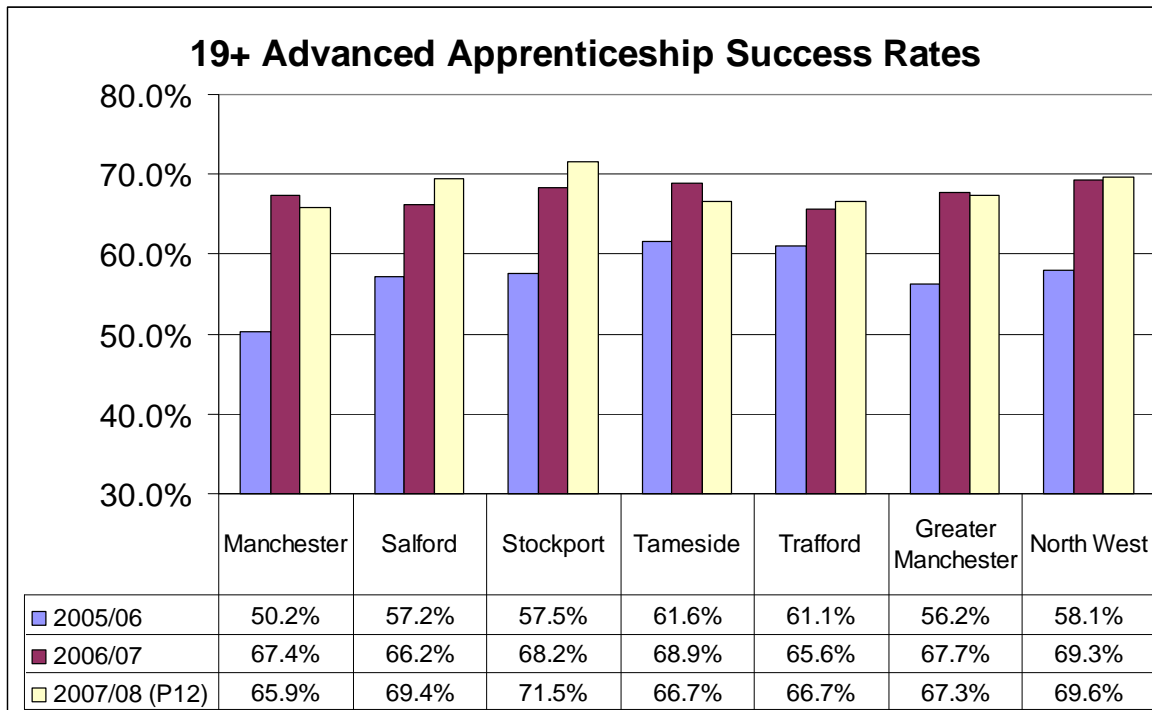
Figure 24: 19+ Advanced Apprenticeship Success Rates - Greater Manchester North



Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

- 90 Figure 25 shows success rates for 19+ Advanced Apprenticeships in Greater Manchester South, during the three academic years 2005/06 to 2007/08 all local authority areas of GM South experienced a rise in success rate, however, Manchester and Tameside have reduced slightly between 2006/07 and 2007/08, this drop could be made up when a complete year's data is made available.
- 91 Stockport have the highest success rate in 2007/08 with 71.5 per cent, which is above both the Greater Manchester and the North West rates, this area has also had a large improvement in success rate in the last three years.
- 92 Manchester local authority are has experienced the largest increase in success rate, rising by 15.7 percentage points to 65.9 per cent, although this rate remains below both the Greater Manchester and North West rates.

Figure 25: 19+ Advanced Apprenticeship Success Rates - Greater Manchester South



Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Train to Gain

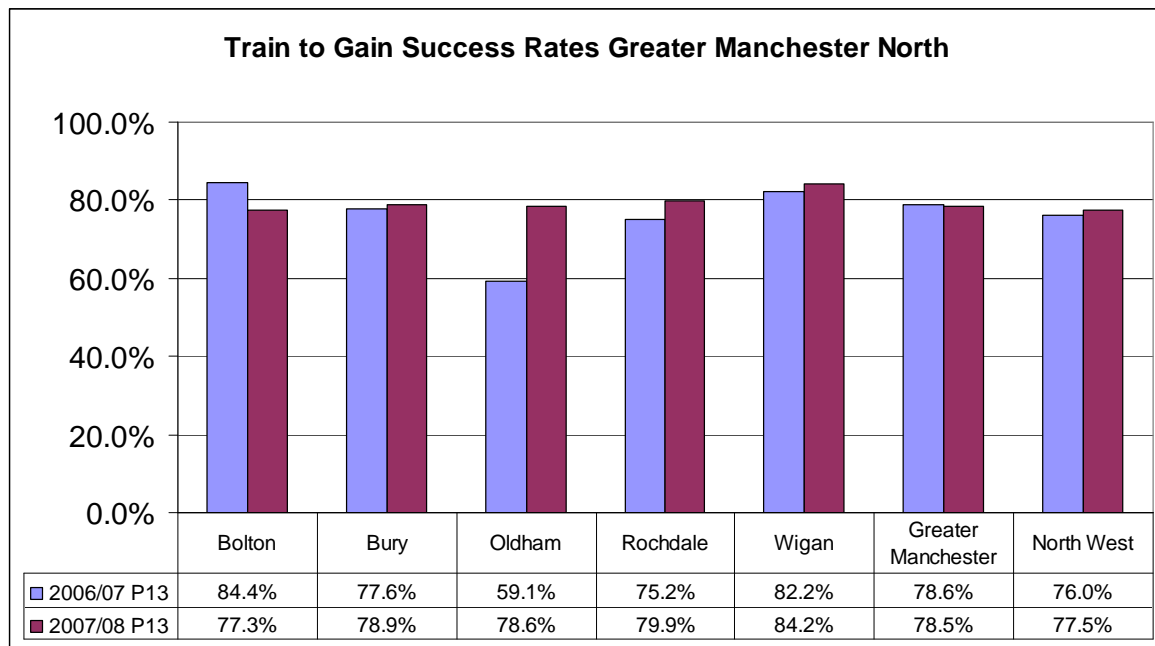
- 93 Train to Gain success is shown here as the volume of people who have achieved their qualification as a proportion of the total who left the course. This information shown by local area is based on the residency of the learner.
- 94 In 2007/08 the Train to Gain success rate for Greater Manchester was 78.5 per cent, this has been maintained from the previous year. This rate is just above the regional average (77.5% in 2007/08). Maintaining the same rate in Greater Manchester should be seen as a success as the volume of achievements has increased from 2,127 in 2006/07 to 10,487 in 2007/08. This is a very positive message in terms of provider capacity to deliver both volume and quality.

Greater Manchester North

- 95 At local authority area level the rise in learner volumes between years makes the maintaining of a high success rate more challenging, retaining similar levels of performance in 2007/08 should be considered good performance.
- 96 In 2007/08 the highest success rate in Greater Manchester North was in Wigan (84.2%) this had increased by 2.1 percentage points from the previous year. The volume of achievements in Wigan rose from 244 in 2006/07 to 1,467 in 2007/08 (Growth of 501%).

97 The largest rise in success rate was in Oldham, where the rate improved by 19.4 percentage points to 78.6 per cent. The volume of achievers rose from 149 in 2006/07 to 1085 in 2007/08.

Figure 26: Train to Gain Success Rates – Greater Manchester North



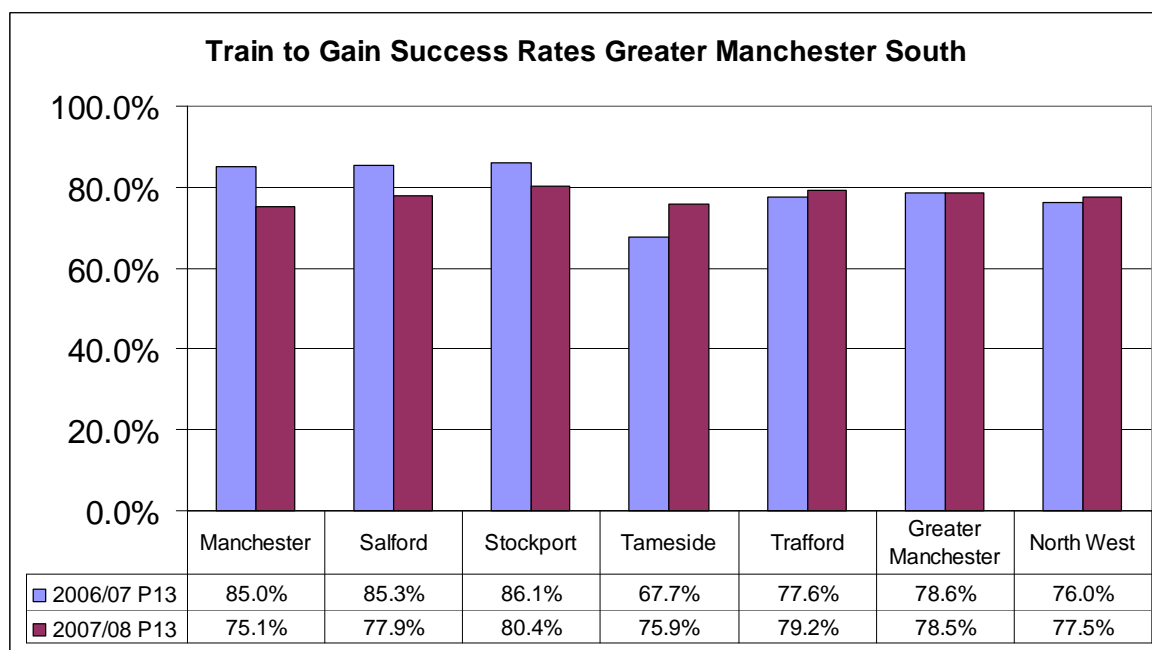
Source: Train to Gain ILR 2007/08

Greater Manchester South

98 Manchester local authority area has the highest volume of achievements in Greater Manchester rising by to 1,959 in 2007/08, an increase of 1,473 from the previous year.

99 The highest success rate in Greater Manchester South is in Stockport (80.4%), or 732 achievers in 2007/08. The most improved area in terms of success rate is in Tameside, where there has been an increase of 8.2 percentage points to 75.9 per cent in 2007/08.

Figure 27: Train to Gain Success Rates Greater Manchester South



Source: Train to Gain ILR 2007/08

Summary

- 100 In recent years the balance of LSC funded adult skills provision has shifted dramatically towards target-bearing employer facing provision. This is evidenced by both the increase in Apprenticeships as well as the large growth seen in Train to Gain. In addition to this Further Education providers have been increasingly shifting their provision for adults towards that which directly responds to the needs of local employers.
- 101 Levels of growth in Apprenticeships and Advanced Apprenticeships are set to continue, key developments driving this include the exponential increase planned in Train to Gain funding as well as the creation of the National Apprenticeship Service (NAS).
- 102 Another key development is the creation of Skills Accounts. Skills Accounts will give learners access to a new range of services which will help them take control of their learning and working life. They will also include a confidential record of an individual's achievements so that they can share these with employers and careers services. Each account holder will also have a Unique Learner Number which will be used to link the different services and build a verified record of their learning.
- 103 In previous periods of economic downturn there is evidence of employers undertaking less training amongst their workforce. In light of these previous trends the effects of the current economic climate on levels of training amongst employers should be monitored closely in order for progress against challenging PSA targets to be maintained and improved upon.
- 104 In past years the volume of Apprenticeship opportunities being offered by employers has been particularly affected by the economic climate. With the

formation of the National Apprenticeship Service (NAS) a result of increasing government focus, NAS will enable close monitoring and the ability to react quickly to any changes that arise in future.

- 105 The proportion of the working age population qualified to at least level 2 in Greater Manchester is below the national and regional levels. The Greater Manchester rate has increased recently, however a further increase is required if Greater Manchester is to meet the national target of 79 per cent by 2011.
- 106 The proportion of working age people in Greater Manchester qualified to a level 3 is also below the national rate, very challenging increases are required if the national aspiration of 56 per cent by 2011 is to be met.
- 107 Much of the anticipated increase in qualifications is expected to be delivered through Employer Responsive training provision and recent performance of both Apprenticeships and Train to Gain is encouraging for the future in terms of the capacity to deliver.
- 108 A sector based analysis could help to distinguish where the required growth in Employer Facing provision could come from. A very large proportion of the workforce Greater Manchester are employed in the Public sector, this presents a large opportunity for growth that could continue to be exploited as well as providing a benefit to other key sectors in the area in terms of the productivity and capability of their employees.
- 109 Close attention should be paid to the Finance, Banking and Insurance sector in South Manchester, at this time of economic uncertainty this major area of employment could be vulnerable and government funded training provision should be able to quickly respond to arising training needs where appropriate.