

Employer Facing Provision



Leading learning and skills

3 September 2008

Lancashire LSC Strategic Analysis – Employer Facing Provision

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- 1 This section of the Strategic Analysis looks at provision within Lancashire 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.

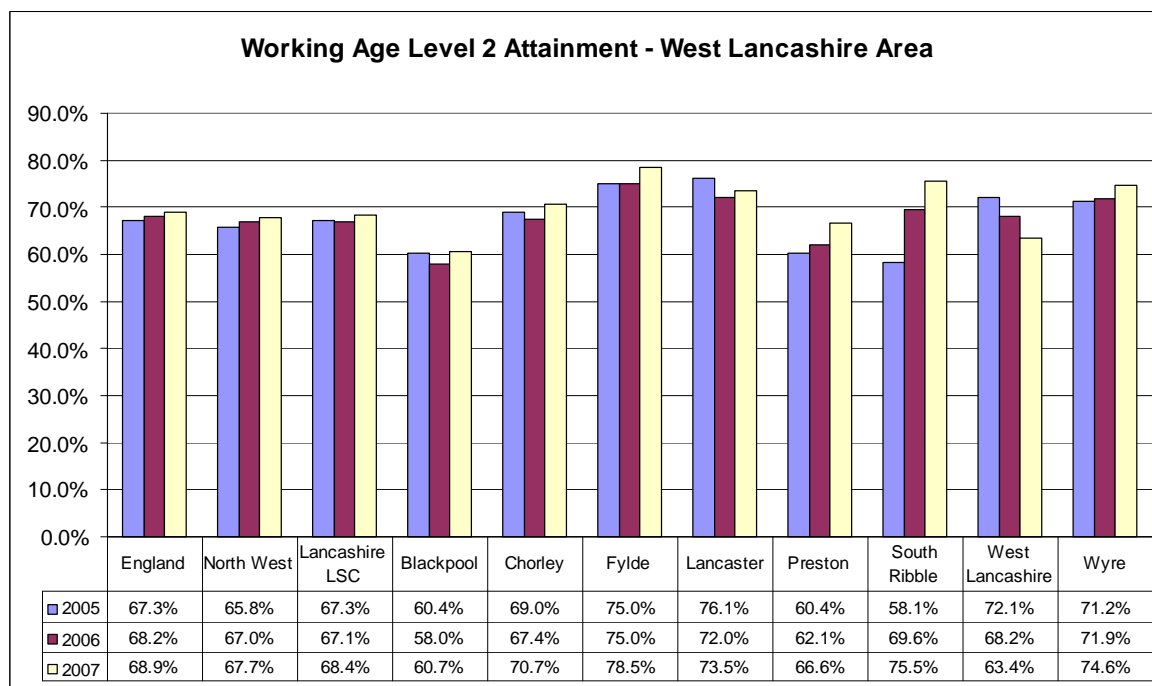
PSA Indicators - 2011

- 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 tells us that 68.4 per cent of working age people are qualified to at least level 2 in Lancashire Local LSC Area. This represents 562,000 people and is a slight increase from 2005. (working age is defined here as 19-59/64). This rate is above the North West average and similar to the national percentage.(Figure 1)
- 4 In Blackpool Unitary Authority 60.7 per cent of working people are qualified to at least level 2. this is a similar proportion to 2005 and represents 46,000 people. Blackpool is 9 percentage points behind the national rate and the gap to the North West average has increased.
- 5 When analysing Annual Population Survey data, especially at smaller geographical levels the confidence interval associated with the data has to be considered. For example, the West Lancashire (district) data quoted below has a confidence interval of 6.6 percentage points. Given that the West Lancashire data is falling by 8.7 percentage points we can still state that the direction of travel is a reduction, however it may not be by as much as the headline statistic suggests.
- 6 Within the West Lancashire partnership area the highest rate of attainment is in Fylde (78.5%), this is an increase of 3.5 percentage points since 2005. The lowest rate of attainment is in the West Lancashire district area with 63.4 per cent, this rate has reduced by 8.7 percentage points between 2005 and 2007.
- 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).

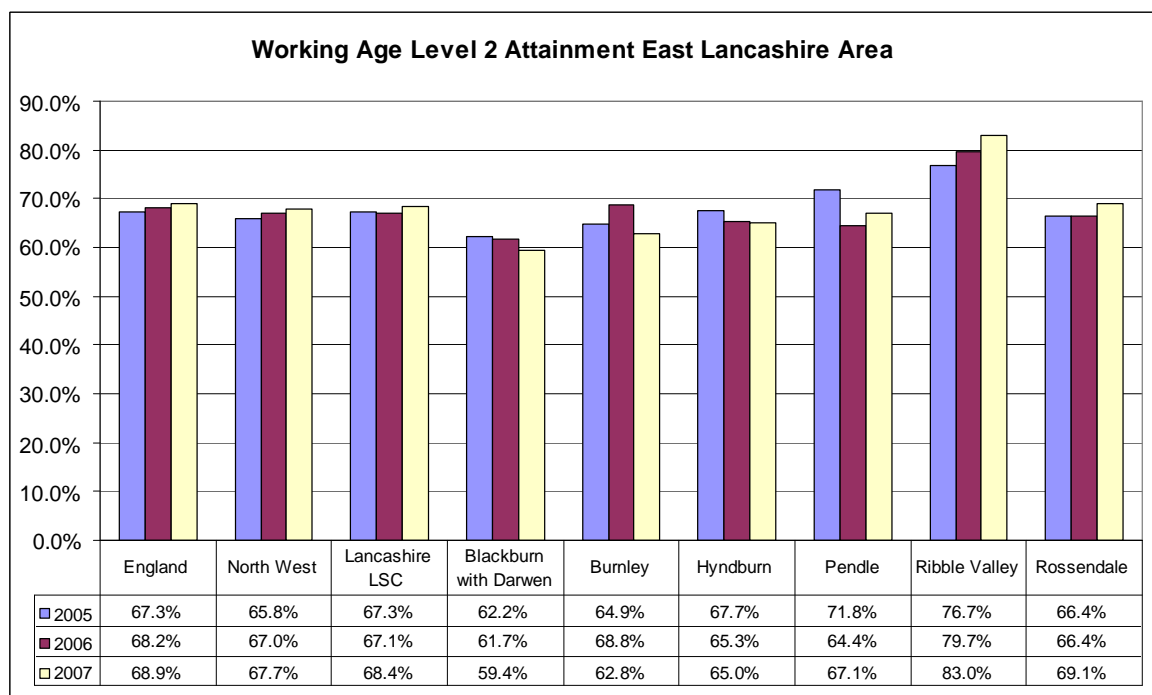
Figure 1: Proportion of the Working Age Population Qualified to at Least Level 2 – West Lancashire Area



Source: Annual Population Survey (APS) 2007

- 8 In Blackburn with Darwen the rate of working age level 2 attainment is 59.4 per cent. This is a similar rate to 2005 and represents 48,000 people – this would suggest that there are 32,000 people of working age in the Blackburn with Darwen area without a level 2 qualification. The gap between the Blackburn with Darwen rate of attainment and the North West and National rates has increased since 2005.
- 9 Within the East Lancashire partnership area the highest rate of attainment is in Ribble Valley (83%) this has risen from 76.7 per cent in 2005. The lowest rate of attainment is in Burnley where there has been a net reduction over 3 years of 2.1 percentage points to 62.8 per cent. These statistics indicate that there are 18,000 people of working age in Burnley without a level 2 qualification.

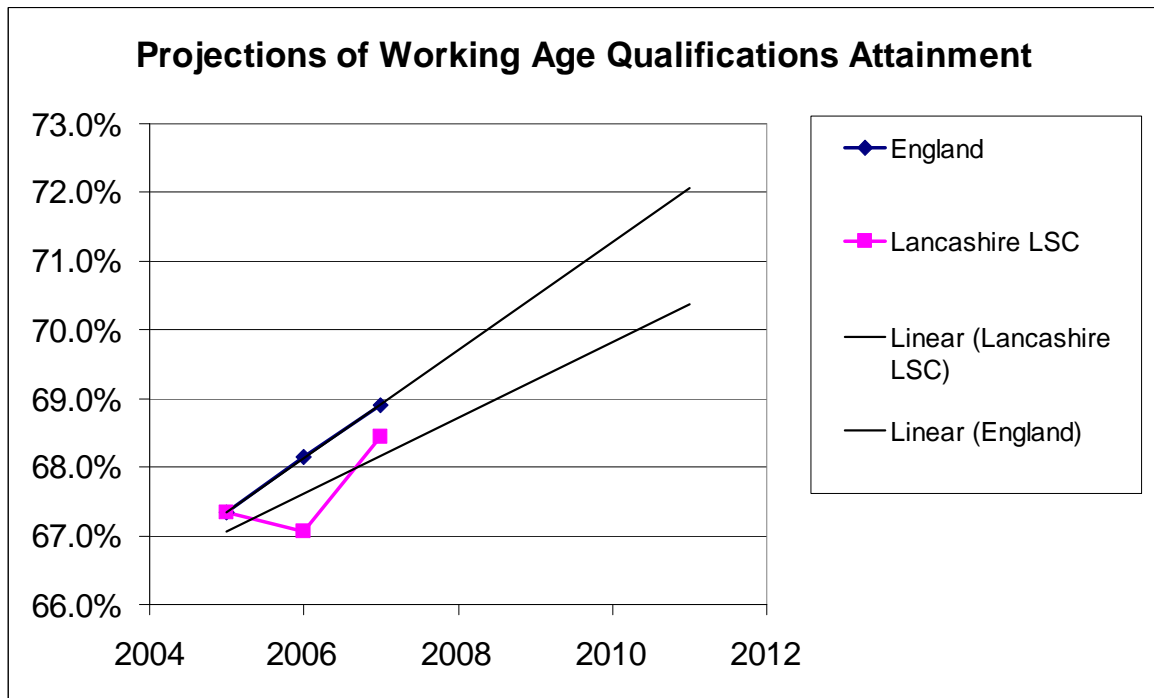
Figure 2: Proportion of the Working Age Population Qualified to at Least Level 2 – East Lancashire Area



Source: Annual Population Survey (APS) 2007

- 10 Based on current performance, we can estimate that by the target year of 2011 the rate of working age people with a level 2 qualification in Lancashire (LSC Area) could be 70.4 per cent. This estimate is based on recent performance, between 2005 and 2007 the rate of attainment rose by 1.1 percentage points. However this rate would have to increase by as much as 2.6 percentage points per year in order to meet the 2011 (national) target of 79 per cent.

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

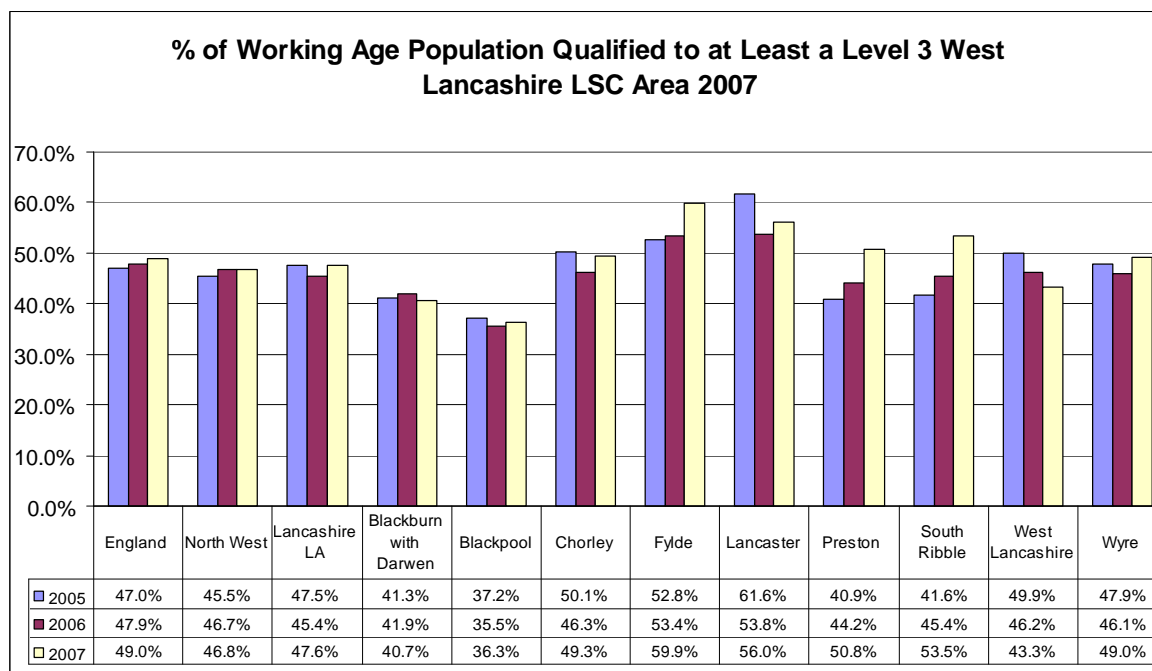


Source: Annual Population Survey (APS) 2007 & LSC NW Projections

Level 3

- 11 47.6 per cent of working age adults in the Lancashire LSC area are qualified to at least a level 3 (Figure 4). This statistic has not changed significantly since 2005. This percentage equates to around 391,000 people of working age in Lancashire with a level 3 qualification. The rate of attainment is ahead of the regional average but is behind the national rate, the gap with the national rate has increased by nearly 2 percentage points.
- 12 In Blackpool the rate of working age level 3 attainment is 36.3 per cent, this has reduced slightly since 2005. This rate is behind the regional and national comparators and the gap has widened since 2005. 36.3 per cent of people in Blackpool equates to 28,000 with a level 3.
- 13 In the North and West Lancashire partnership area (excluding Blackpool) the highest rate of attainment of level 3 is in Fylde (59.9%) this has increased by 7.1 percentage points in the 3 year period. The lowest rate of attainment is 43.3 per cent in West Lancashire (district area), this has decreased by 6.6 percentage points in 3 years. There are approximately 231,000 people of working age in West Lancashire partnership area (excl. Blackpool) who have attained at least a level 3.

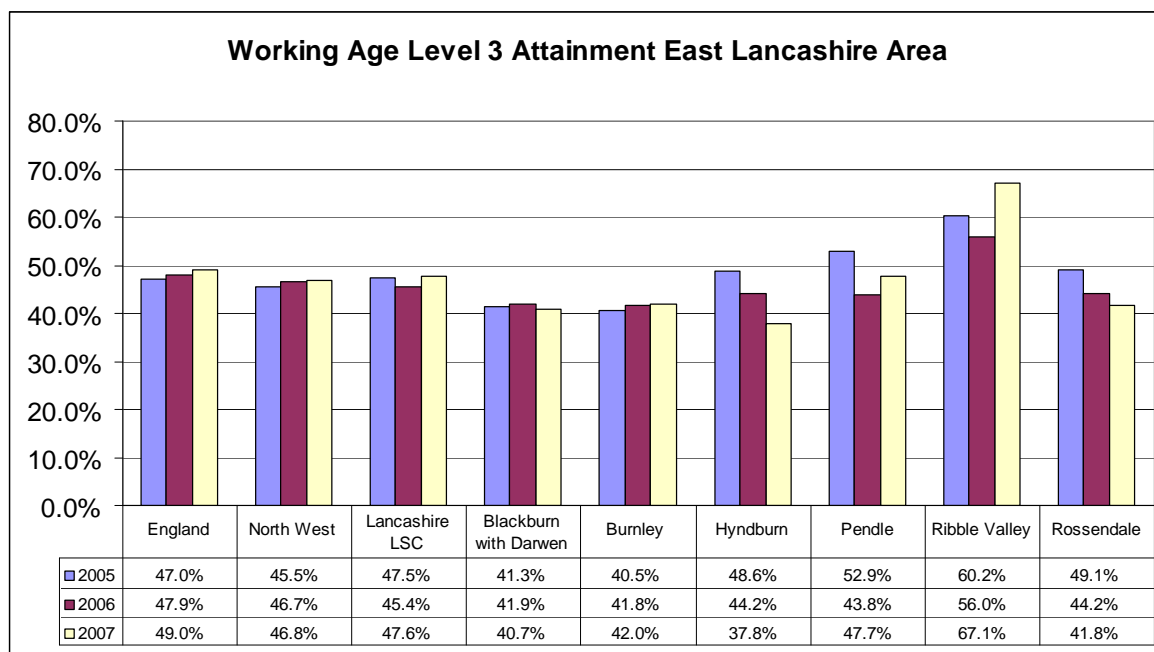
Figure 4: Proportion of the Working Age Population Qualified to at Least Level 3



Source: Annual Population Survey 2007

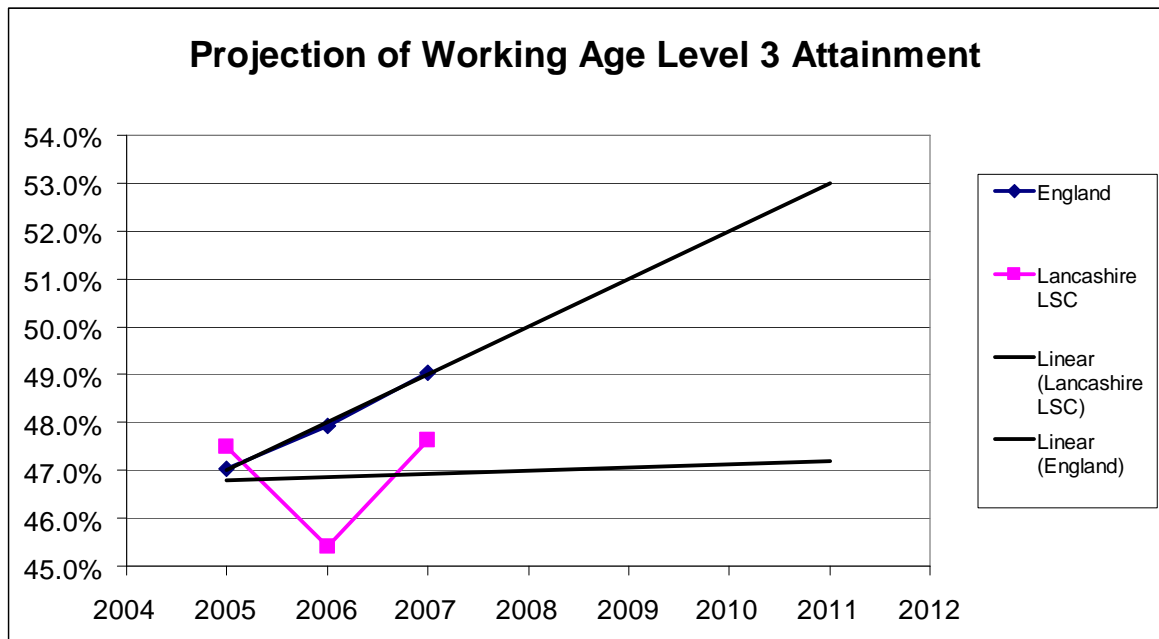
- 14 40.7 per cent of working age people in Blackburn with Darwen are qualified to at least level 3. this equates to around 33,000 people and has reduced by 0.6 percentage points since 2005. The rate of attainment is 9 percentage points below the national rate and the gap has increased in the 3 year period (Figure 5).
- 15 In the East Lancashire partnership area (excluding Blackburn with Darwen) the highest rate of attainment is in Ribble Valley with 67.1 per cent. This has increased by 6.9 percentage points since 2005. The lowest rate of attainment is in Hyndburn (37.8%) this has decreased by 10.8 percentage points since 2005, however this statistic has a confidence interval of 8.6 percentage points associated with it, therefore the decrease may not be as high as 10.8 percentage points, even though the direction of travel remains the same. These percentages mean that around 100,000 people in East Lancashire (excl. Blackburn with Darwen) have attained at least a level 3.

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



- 16 Based on recent trends, we can estimate that around 47.1 percent of working age people will have achieved a level 3 qualification in Lancashire LSC area by 2011. This also indicates that the gap with the national average could widen by a large margin if current performance is maintained. In order to meet the target of 56 per cent by 2011 Lancashire would have to increase the rate of working age people qualified to at least a level 3 by around 2.1 percentage points each 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

- 17 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 planning provision. Please see the performance section later in this chapter.

Lancashire

Employer Size

- 18 The overall balance of employers by size is similar in Lancashire to that seen regionally and nationally.
- 19 Similar to the North West and England, 83.5 per cent of businesses in Lancashire employ between 1 and 10 employees, the highest rate of which is seen in Ribble Valley (88.8%)
- 20 According to the 2006 Annual Business Enquiry, the total volume of businesses in Lancashire is 53,214 of which 4,700 are in Blackburn with Darwen and 4,950 are in Blackpool.

Figure 7: Businesses by Size

	1-10 employees	11-49 employees	50-199 employees	200 or more employees

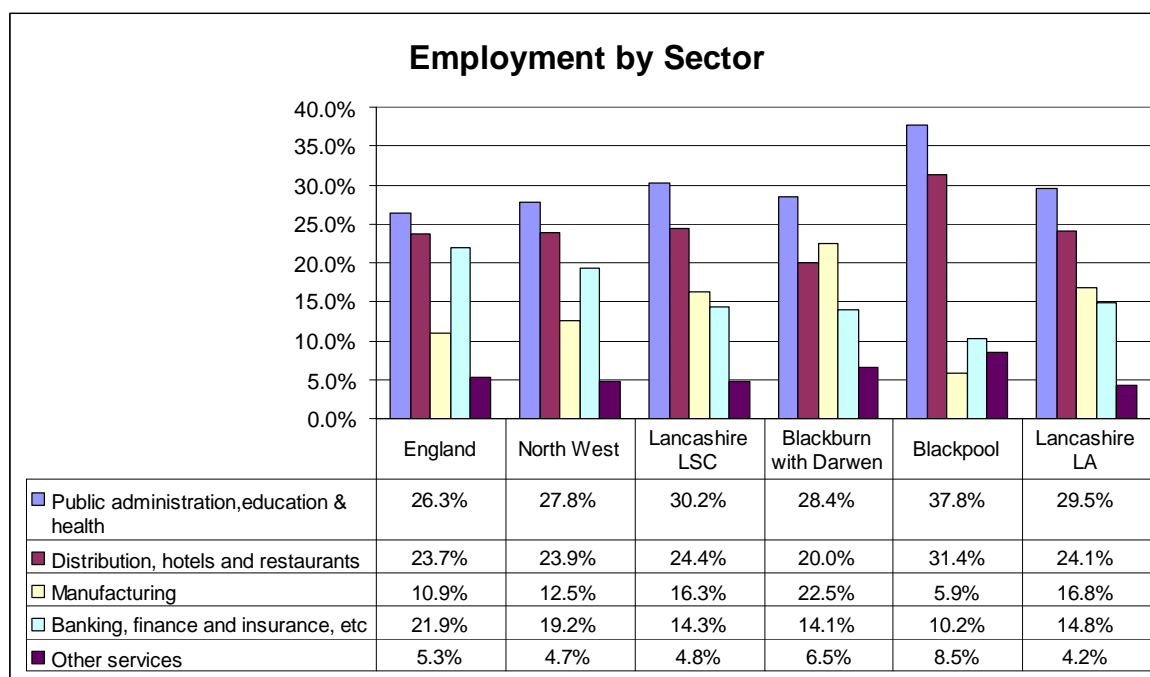
	1-10 employees	11-49 employees	50-199 employees	200 or more employees
England	84.6%	11.9%	2.8%	0.7%
North West	82.8%	13.3%	3.2%	0.7%
Lancashire LSC Area	83.5%	12.8%	2.9%	0.6%
Blackburn with Darwen	80.4%	14.9%	3.9%	0.7%
Blackpool	82.1%	14.4%	3.0%	0.5%
Burnley	81.8%	14.2%	3.3%	0.7%
Chorley	85.3%	11.8%	2.3%	0.6%
Fylde	85.4%	11.8%	2.1%	0.7%
Hyndburn	81.4%	14.7%	3.3%	0.6%
Lancaster	83.0%	13.8%	2.7%	0.5%
Pendle	84.0%	12.5%	2.8%	0.7%
Preston	81.8%	12.9%	4.2%	1.1%
Ribble Valley	88.8%	8.9%	1.9%	0.4%
Rossendale	85.7%	11.5%	2.5%	0.3%
South Ribble	83.8%	12.3%	3.3%	0.6%
West Lancashire	83.5%	12.8%	2.9%	0.8%
Wyre	86.4%	11.3%	2.1%	0.3%

Source: Annual Business Enquiry (ABI) 2006

Industrial Sectors of Lancashire

- 21 Figure 8 shows the 5 sectors in Lancashire 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.
- 22 **The industry sector that employs the most people in Lancashire is Public Administration, education and health**, 30.2 per cent of the workforce (or 183,100 people) are employed in this sector, a proportion that is higher than that seen in the North West and in England. In Blackpool the percentage of the workforce employed in this sector is particularly high at 37.8 per cent. Distribution, Hotels and Restaurants also accounts for a high percentage of the workforce in Lancashire (24.4%), this figure is also highest in Blackpool, where 31.4 per cent of the workforce are employed in this sector.
- 23 A key example of the diversity within this LSC area is that in Blackburn with Darwen 22.5 per cent of the workforce (13,000 people) are employed in the Manufacturing sector, where as only 5.9 per cent of the workforce (3,000 people) of Blackpool work in this sector.

Figure 8: Economic Structure of Greater Merseyside 2006



Source: Annual Business Enquiry (ABI) 2006

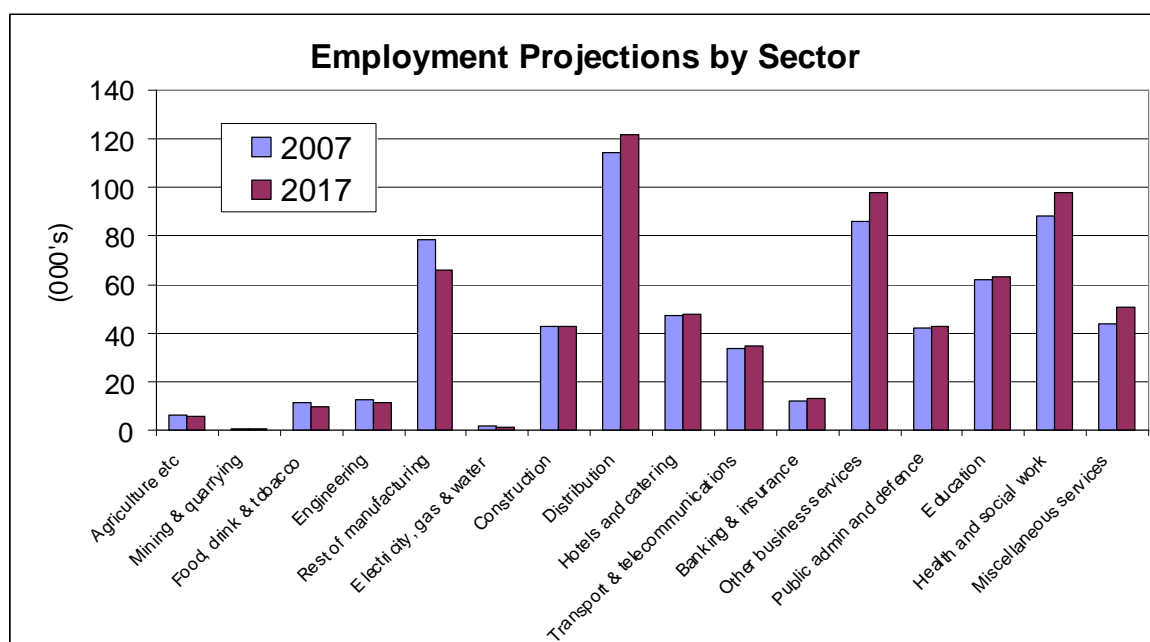
Future of the Economy

- 24 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.
- 25 Absolute levels of employment (shown in thousands) are projected to 2017 in Figure 9. **Overall volumes of employed people in Lancashire are expected to grow** by 3.5 per cent (+23,900) to 707,000.
- 26 Current sectors with high volumes of employment that are set to grow include Health & Social Work (+9,500 people employed) as well as Distribution (+7,200) and Other Business Services (+11,800).
- 27 One prominent sector that is forecast to reduce in employees in Lancashire is the Rest of Manufacturing¹ group, with a reduction of 12,600 (-16%).
- 28 The current economic climate makes any shorter term forecasting problematic, with erratic shifts occurring in the last year. Because of the nature of information, such as Working Futures, it is recommended that data

¹Rest 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

sets are put together and less emphasis placed on exact volumes (especially at sub-regional level) to assess the overall direction of travel.

Figure 9: Employment Projections by Sector 2007-2017



Source: Working Futures 3

National Employer Skills Survey (NESS)

- 29 The National Employer Skills Survey (NESS) for 2007 indicates that:
- 4.1 per cent of employers in the Lancashire LSC area have Skills Shortage Vacancies (SSVs)
- 30 This equates to 2,790 SSVs and has reduced from 5.1 per cent in 2005. Lancashire has a similar rate to the North West average.
- 13.6 per cent of establishments have skills gaps
- 31 This has reduced from 17.1 per cent in 2005 and is below the regional rate.
- 46.8 per cent of employers have a training plan for their staff
- 32 This has increased from 43.4 per cent in 2005 but is around 4 percentage points below the regional rate.

Employer Responsive Provision

- 33 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

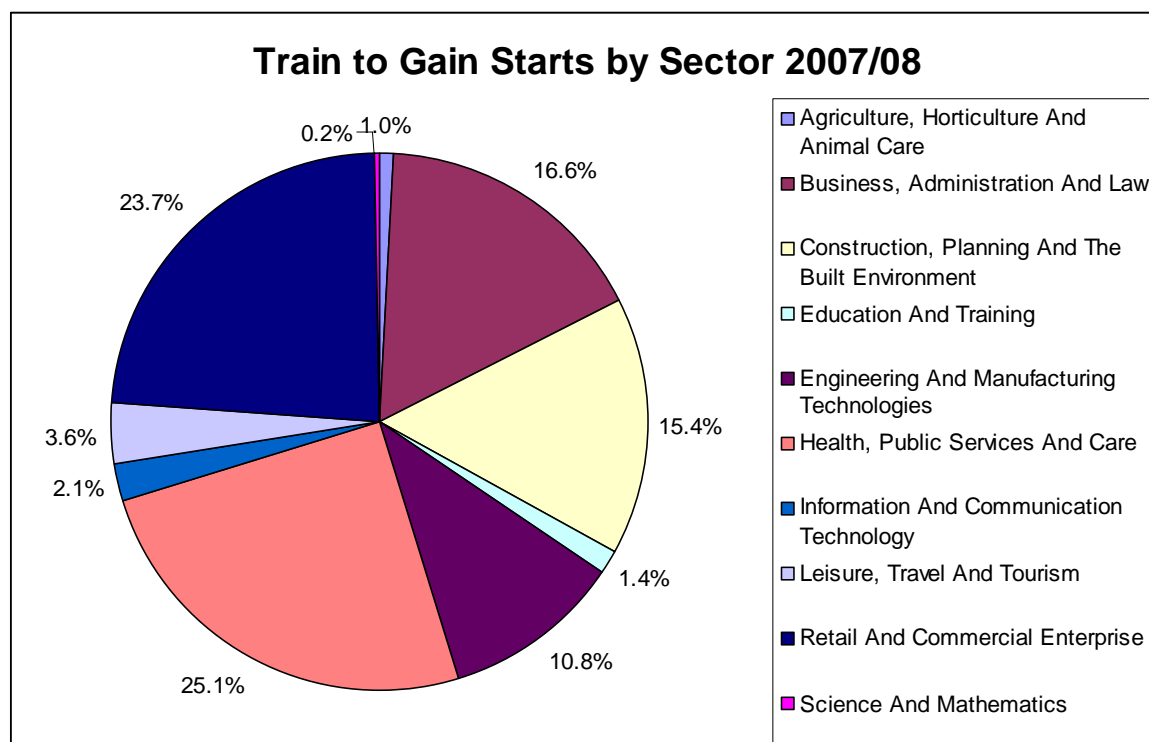
- 34 The Regional Strategic Analysis of Employer Responsive Provision contains information on the planned growth of Train to Gain in the next few years. These trajectories have been provided at regional level, however it is not appropriate at to disaggregate this to sub-regional level due to regional contracting arrangements associated with Train to Gain provision.
- 35 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).
- 36 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?

- 37 According to the ABI information shown in Figure 8 the two sectors in Lancashire that employ the largest volumes of people are Public Administration, Education & Health as well as Distribution, Hotels & Restaurants. According to the Working Futures 3 information in Figure 9 these two sectors are forecast to have the highest levels of growth in the next decade.
- 38 Figure 10 shows the proportion of Train to Gain Starts in each industry sector in 2007/08 (P12) in Lancashire. The highest proportion of starts are in Health, Public Services and Care (25.1% or 2,289 starts) the second highest is in Retail & Commercial Enterprise² (23.7% or 2,169 starts). This would indicate that the balance of Train to Gain provision in Lancashire is broadly in line with the make up of employment in the area.
- 39 **Starts in Construction, Planning and the Built Environment make up 15.4% of the total TtG Starts in Lancashire.** Given the current economic climate and the large proportion of starts in this sector, performance here should be closely monitored.

² Retail is contained as a sub-set of Distribution in ABI & Working Futures 3 Analysis

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



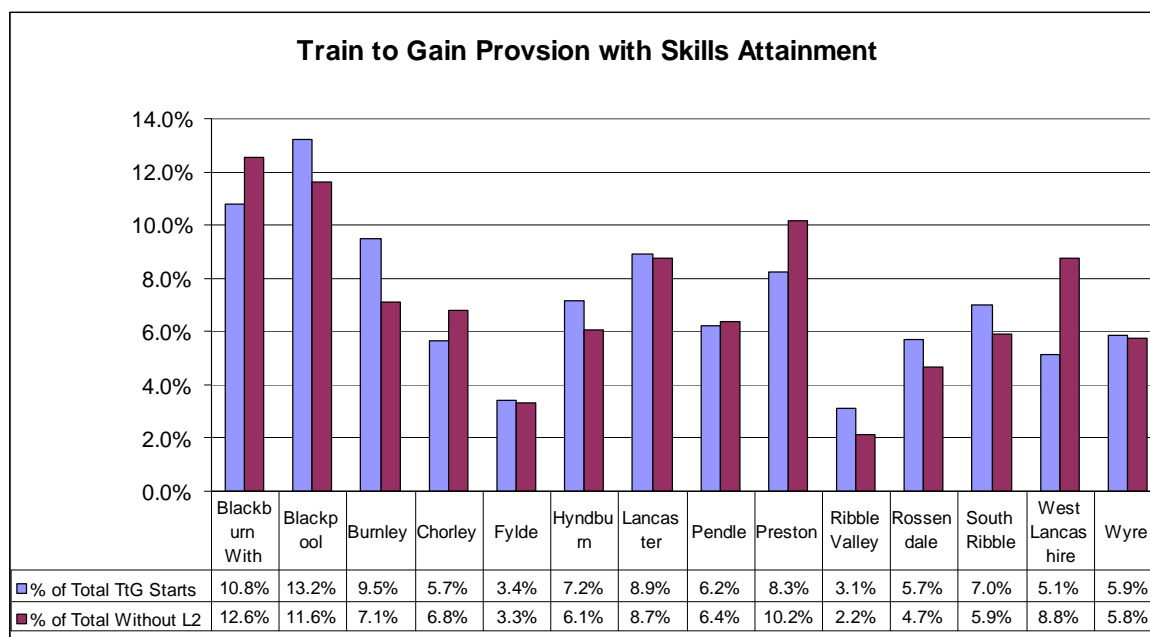
Source: Train to Gain ILR 2007/08 (P12)

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

- 40 Figure 11 shows the proportion of the total Lancashire LSC area Train to Gain Starts in each local area (residency based learner volumes) together with the proportion of the total Lancashire LSC area working age population without a level 2 qualification in each local authority area.
- 41 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. Further analysis could include the qualifications profile of the economically active population of Lancashire³, (this information for 2007 is unavailable at the time of writing). As well as looking at provision in a local area as a whole, rather than just one funding stream, any apparent imbalances could already be redressed by other provision, however, the information in Figure 11 is a useful indicator.
- 42 Analysis shows that there is a possible lack of Train to Gain provision for those people living in Blackburn and in Preston as well as the West Lancashire district area. All of these areas have a higher proportion of the working age population of Lancashire without a level 2 qualification than their share of Train to Gain provision.

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



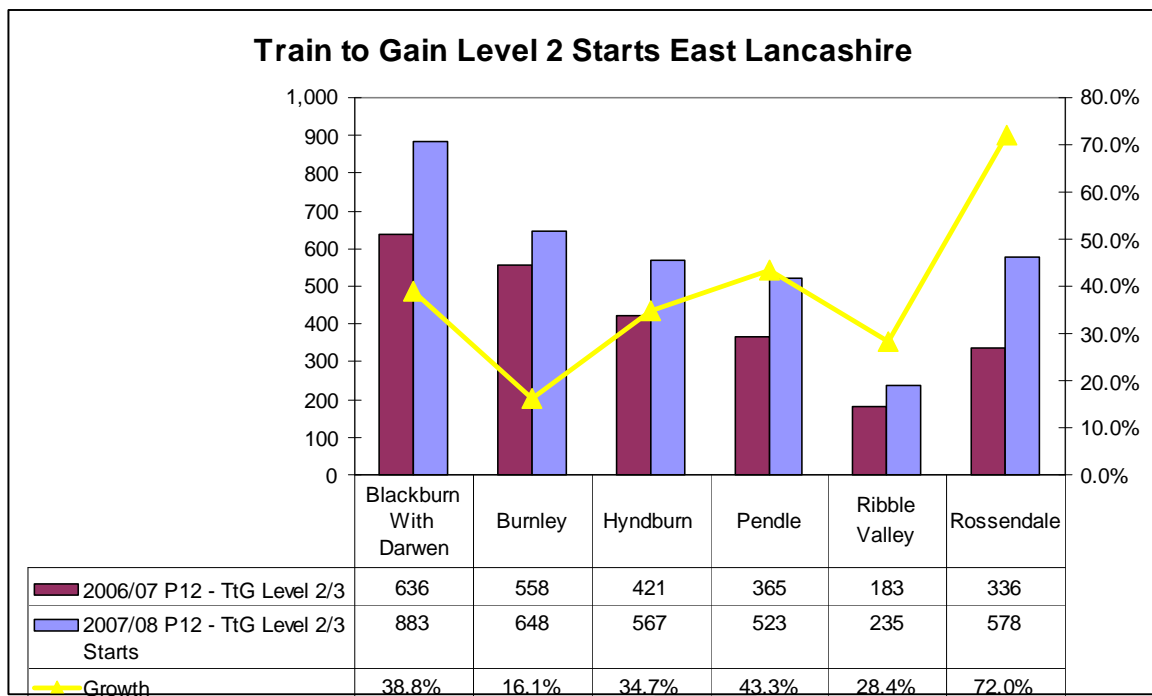
Source: Train to Gain ILR 2007/08 (P12) & Annual Population Survey 2007

Train to Gain Starts

- 43 Figure 12 shows the volume of Train to Gain (TtG) level 2 starts in East Lancashire (including Blackburn with Darwen) in 06/07 (Period 12) and 2007/08⁴ (Period 12), based on the residency of the learner.
- 44 In 2007/08 the highest volume of starts in the East Lancashire area was in Blackburn with Darwen (883). The volume of starts grew in each local district between 2006/07 and 2007/08 the highest rate of growth was in Rossendale rising to 578 (+72%). Overall volumes of Train to Gain level 2 starts in East Lancashire grew from 2,499 to 3,434 a rise of 37 per cent.

⁴ For reference between Lancashire LSC area and the regional / national figures please see the regional analysis of employer facing provision.

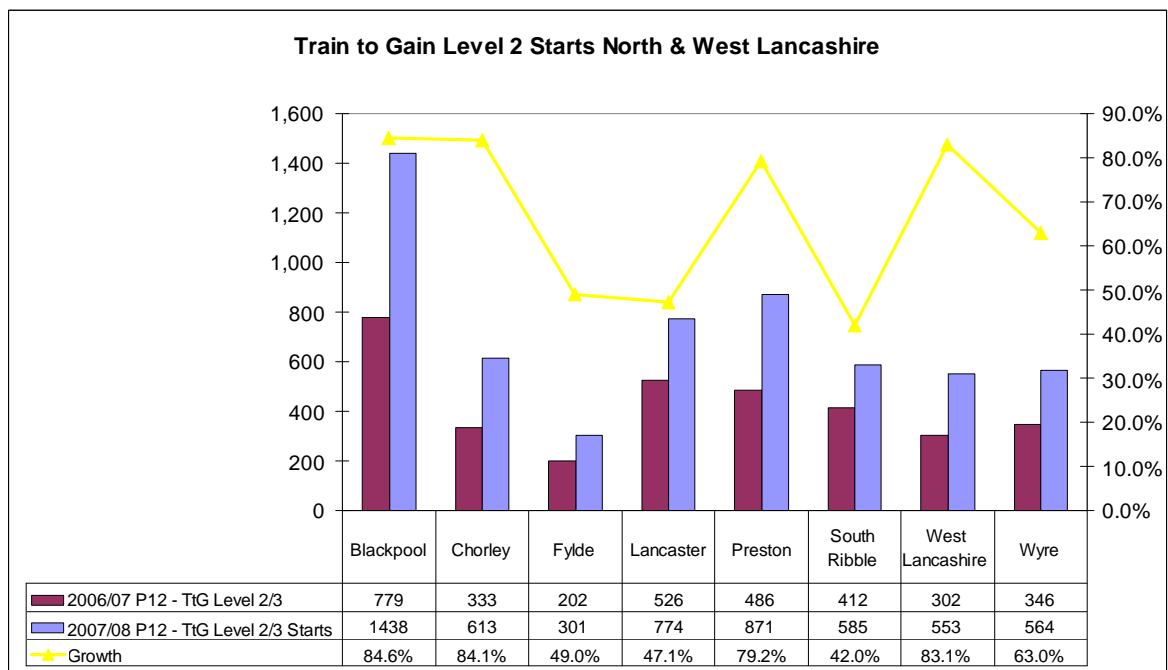
Figure 12: Train to Gain Level 2 Starts East Lancashire



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

- 45 Figure 13 shows the volume of Level 2 Train to Gain starts by residency in North and West Lancashire, including Blackpool, in 2006/07 (Period 12) and 2007/08 (Period 12).
- 46 Blackpool saw the highest volumes of Train to Gain level 2 starts in 2007/08 with 1,438, this area also had the highest proportion of growth from the previous year. This means that the contribution of Blackpool to the North and West Lancashire areas' Train to Gain starts is significant. Chorley and West Lancashire (district area) had similar levels of growth from 2006/07 with 84 per cent and 83 per cent respectively.
- 47 As with the rest of the region as a whole, Train to Gain volumes grew in each district area of North and West Lancashire. North and West Lancashire starts grew by 68 per cent to 5,699.

Figure 13: Train to Gain Level 2 Starts North & West Lancashire



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

FE Employer Facing Provision⁵

48 The 2007/08 FE F04⁶ Data return shows that Lancashire LSC area accounts for 27.3 per cent of the regional total of FE employer facing provision, and 29.3 per cent the regional total at level 2.

Employer Facing FE Full Level 2 Starts

49 Analysis of level 2 employer facing FE learner volumes in Lancashire gives a very diverse picture. Please note that the 2007/08 volumes quoted in this analysis are based on F04 and therefore do not represent a full academic year of data.

- Blackburn with Darwen had relatively low volumes of learners in 2005/06 (83 starts), but have produced large levels of growth over 3 years (+732.5%) to 691 learners in 2007/08
- Blackpool began the period with 532 learners, however starts have reduced by 32 per cent (or 170) to 362.
- East Lancashire have the same level of learner volumes as they had in 2005/06, given that the current information is taken from the F04 data return we may expect a slight increase on this by the end of the academic year.

⁵ The analysis shown here is based on the Location of the Provider, rather than the residency of the learner

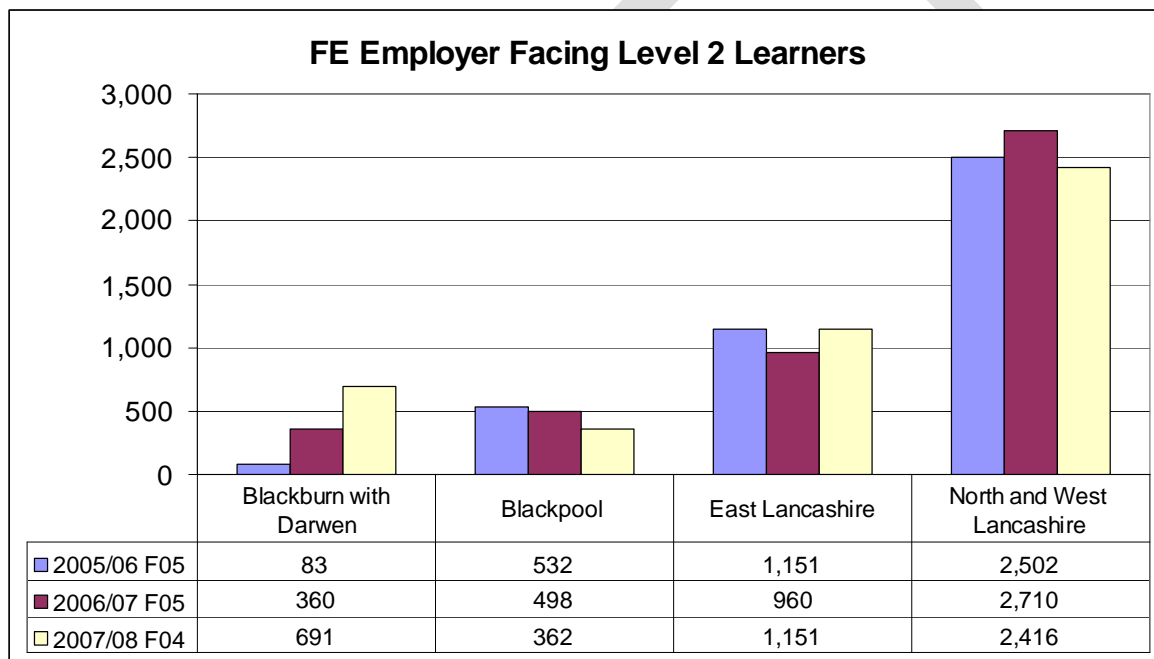
⁶ Further Education Data is made available to analysts at 3 main points in a year – F01 – F04 and F05 Data returns

- North and West Lancashire had by far the highest volume of starts (2,416 in 2007/08) however this area has experienced a slight decline in learner volumes over three years (-3.4%).

50 It is important to note that where an area has had a decline in learner volumes across 3 years this could be due to a number of factors and should not necessarily be viewed as 'under-performance'. Other factors could include:

- The need for provision is being met by other funding streams, for example Train to Gain or through apprenticeships
- The mix and balance of provision may, for example, have changed to more level 3 provision if this is deemed more appropriate
- Shifts in the local economy could also have an effect eg: a large employer moving in, or out of the area.

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

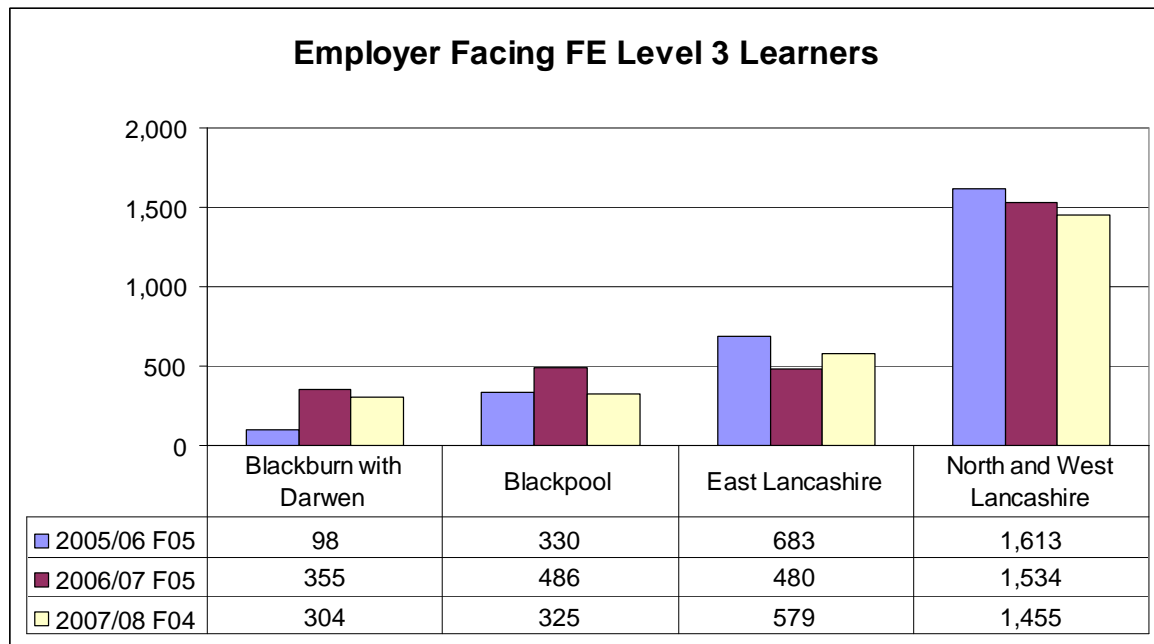
51 Of the four partnership areas of Lancashire shown in Figure 15 only Blackburn with Darwen has a higher volume of learners in 2007/08 than in 2005/06.

52 As with Level 2, analysis of each area within Lancashire shows a different picture:

- Blackburn with Darwen had relatively small learner volumes in 2005/06, again showing large rates of growth in the following years this area has experienced a slight dip in 2007/08

- Blackpool had a 'spike' in learner volumes in 2006/07 and has since returned to similar levels to 2005/06 in the latest dataset (325 starts in 2007/08 F04).
- East Lancashire's level 3 starts are recovering after a reduction in 2006/07 to 579 learners in 2007/08.
- As at level 2, North and West Lancashire have by far the largest volume of starts (1,455), but have also seen consistent decline across 3 years, falling by 9.8 per cent or 158 learners.

Figure 15: Employer Responsive FE Full Level 3 Provision



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

The Required Growth in Apprenticeships

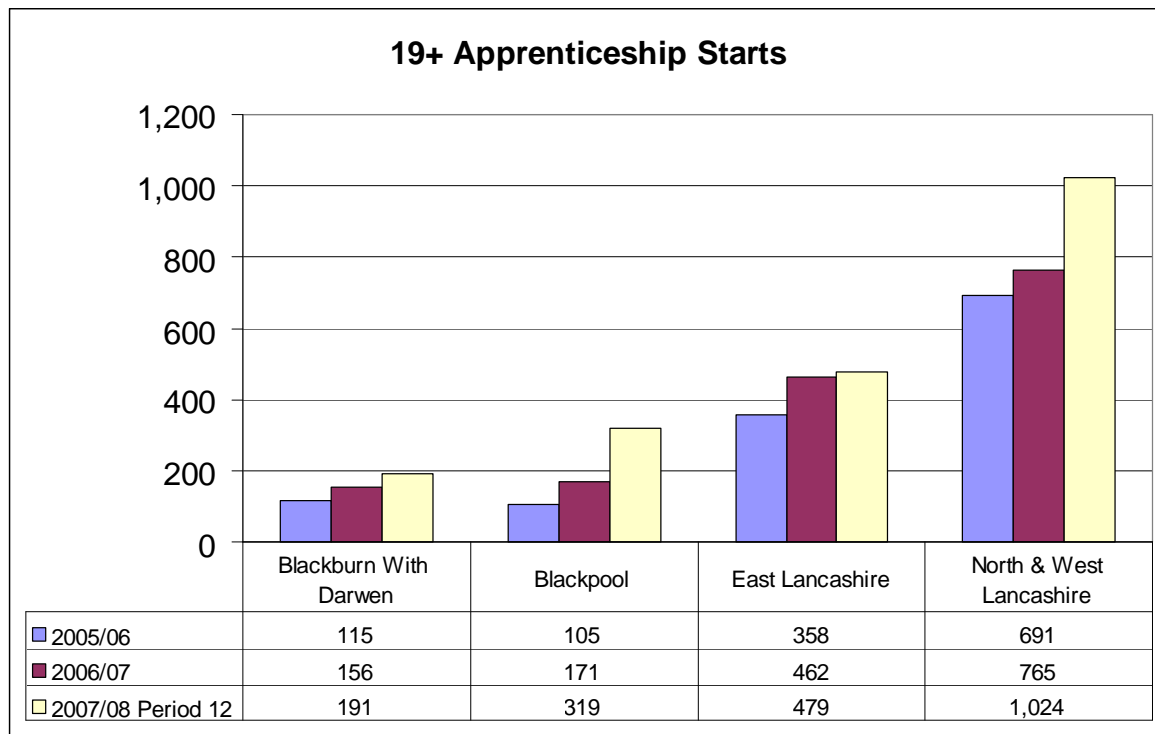
- 53 The growth expected in Apprenticeship provision in England is assessed in the regional strategic analysis (Employer Responsive Provision) and is referred to in this document (Paragraph 17). The following analysis looks at Apprenticeships in Lancashire for learners aged 19+⁷.
- 54 Figure 16 shows the volume of starts on 19+ Apprenticeships (Level 2) in Lancashire between 2005/06 and 2007/08 Period 12. The data shown is based on the residency of the learner, rather than where the employer is based.
- 55 In 2007/08 Lancashire had 2,013 19+ Apprenticeship starts, which was an increase of 58.6 per cent from 2005/06 (or +744 starts) and represents 20.9 per cent of the North West total starts (but 29.1% of NW growth).
- 56 Each local partnership area shown in Figure 16 has had consistent growth in 19+ Apprenticeships in the last 3 years. North and West Lancashire have

⁷ Note: Apprenticeships for those aged under 19 are addressed in the 14-19 Strategic Analysis

had particularly strong growth in 2007/08, building on strong performance to increase by 333 learners from 2005/06.

- 57 Blackpool experienced the highest proportion of growth, rising by 203.8 per cent (or +214 starts) to 319 learners in 2007/08 (P12).

Figure 16: Apprenticeship Starts



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

- 58 District Level information for 19+ Apprenticeship starts is shown in Figure 17.

Figure 17: District Level 19+ Apprenticeship Starts by Residency

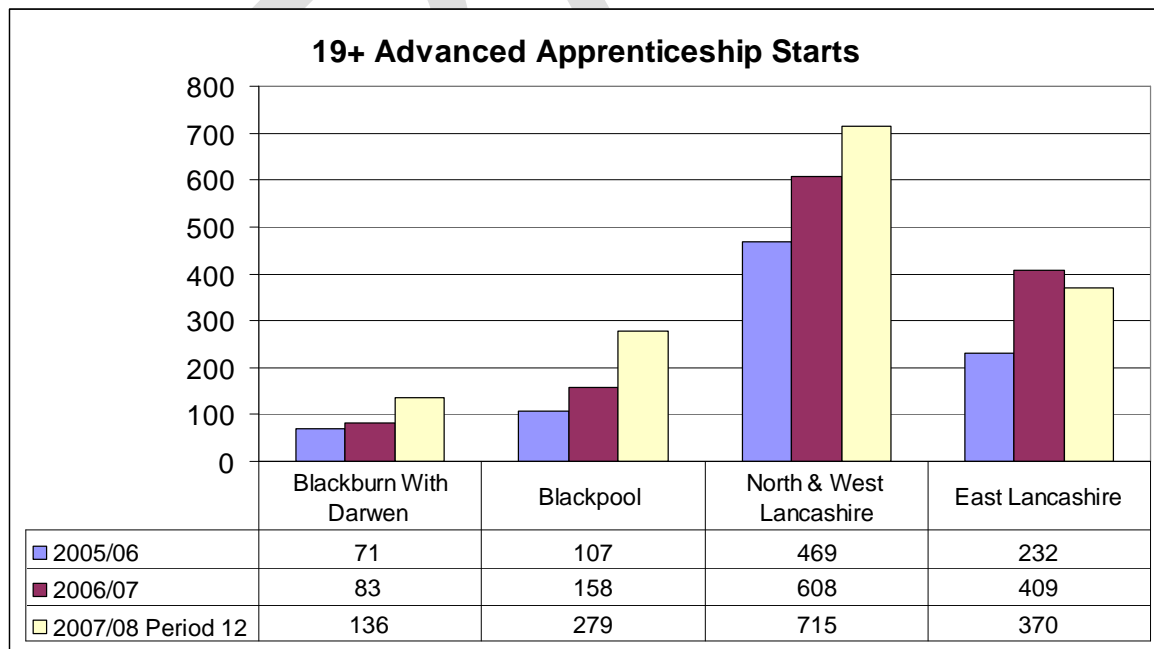
		2005/06	2006/07	2007/08 Period 12	Growth	Volume Change
North & West Lancashire	Chorley	94	109	142	51.1%	48
	Fylde	118	53	93	-21.2%	-25
	Lancaster	99	69	127	28.3%	28
	Preston	118	153	207	75.4%	89
	South Ribble	94	124	144	53.2%	50
	West Lancashire District	110	127	150	36.4%	40
	Wyre	58	130	161	177.6%	103
East Lancashire	Burnley	96	119	114	18.8%	18
	Hyndburn	80	105	110	37.5%	30
	Pendle	91	106	104	14.3%	13
	Ribble Valley	27	46	68	151.9%	41

	2005/06	2006/07	2007/08 Period 12	Growth	Volume Change
Rossendale	64	86	83	29.7%	19
Lancashire LSC	1,269	1,554	2,013	58.6%	744
North West	7,037	7,613	9,586	36.2%	2,549

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

- 59 Lancashire has 1,500 19+ Advanced Apprenticeship starts for 2007/08 as at period 12. This is an increase of 621 (or 70.6%) from 2005/06. The pace of this increase is above the regional rate of 35.1% for the same period.
- 60 In 2007/08 Lancashire LSC area accounted for 22.7 per cent of the regional total 19+ Advanced Apprenticeship starts.
- 61 With an increase of 160.7 per cent (or +172 learners) Blackpool had the highest rate of increase of the Lancashire partnership areas shown in Figure 18 between 2005/06 and 2007/08 (P12).
- 62 Blackburn with Darwen had 91.5 per cent growth during the period (65 starts) to 136 in 2007/08.
- 63 East Lancashire had a 'dip' in learner volumes in 2007/08, but have still increased their starts by 59.5 per cent in the last three years.
- 64 North and West Lancashire had growth on already strong performance of 52.5 per cent (or +246) to 715 in 2007/08.

Figure 18: Advanced Apprenticeship Starts



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

- 65 District Level information for 19+ Apprenticeship starts is shown in Figure 19.

Figure 19: District Level Advanced Apprenticeship Starts

		2005/06	2006/07	2007/08 Period 12	Growth	Volume Change
North & West Lancashire	Blackburn With Darwen	71	83	136	91.5%	65
	Blackpool	107	158	279	160.7%	172
	Chorley	72	88	86	19.4%	14
	Fylde	47	60	70	48.9%	23
	Lancaster	79	64	102	29.1%	23
	Preston	60	94	117	95.0%	57
	South Ribble	57	96	116	103.5%	59
	West Lancashire	73	102	99	35.6%	26
	Wyre	81	104	125	54.3%	44
	East Lancashire	Burnley	61	116	94	54.1%
Hyndburn		43	75	81	88.4%	38
Pendle		56	108	73	30.4%	17
Ribble Valley		32	40	36	12.5%	4
Rossendale		40	70	86	115.0%	46
Lancashire LSC		879	1,258	1,500	70.6%	621
North West		4,877	5,823	6,588	35.1%	1,711

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

Success Rates

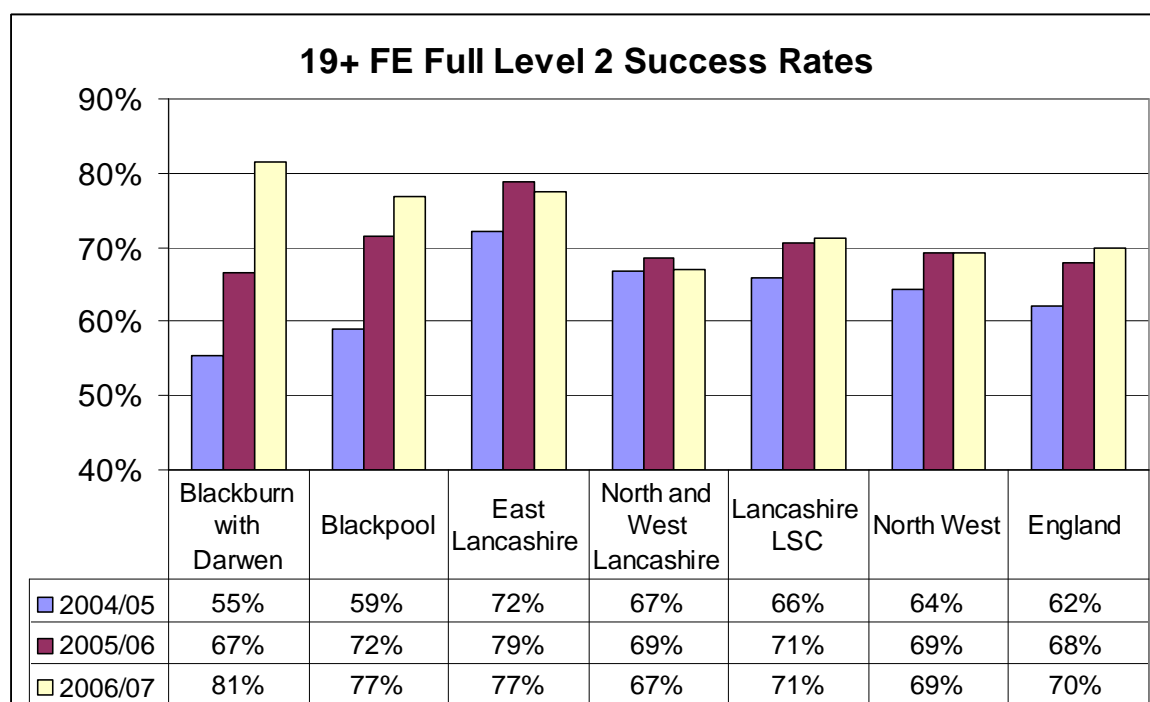
Further Education Success Rates

Full Level 2

- 66 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.
- 67 The Full Level 2 success rate for 19+ FE learners in Lancashire is 71 per cent (2006/07). This is above the regional and national averages (69% & 70% respectively). The Lancashire rate has increased by 5 percentage points since 2004/05.
- 68 Both Blackburn with Darwen and Blackpool have had substantial increases in their success rates (+26 percentage points & +18 percentage points respectively). Blackburn with Darwen now has the highest 19+ FE Full Level 2 success rate in the local LSC area at 81 per cent, which is above both the regional and national rates.

69 East Lancashire as well as North and West Lancashire had a slight 'dip' in success rates between 2005/06 and 2006/07, however, both areas avoided having a net reduction across the three year period.

Figure 20: FE Full Levels 2 Success Rates

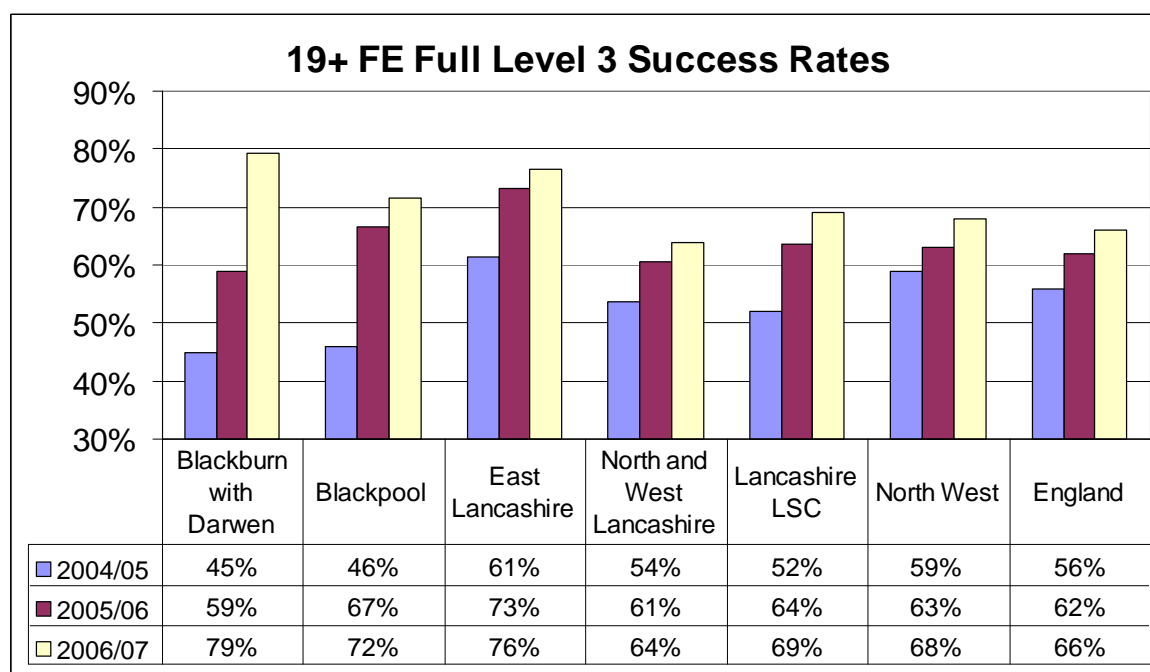


Source: FE ILR 2004/05 to 2006/07

Full Level 3

- 70 Strong growth in the last three years (+17 percentage points) has meant that Lancashire LSC area now has a success rate of 69 per cent, which is above both the regional and national averages.
- 71 Blackburn with Darwen have had a large increase in success rate (+35 percentage points) in the last three years to 79 per cent. As is the case with full level 2 this is also the highest rate in the sub-region and above the North West and national rates.
- 72 North and West Lancashire have increased by 10 percentage points over three years to 64 per cent, this is below both the regional and national rates, however the gap with the regional rate has narrowed slightly and remains 2 percentage points behind the national rate.

Figure 21: 19+ FE Full Level 3 Success Rates



Source: FE ILR 2004/05 to 2006/07

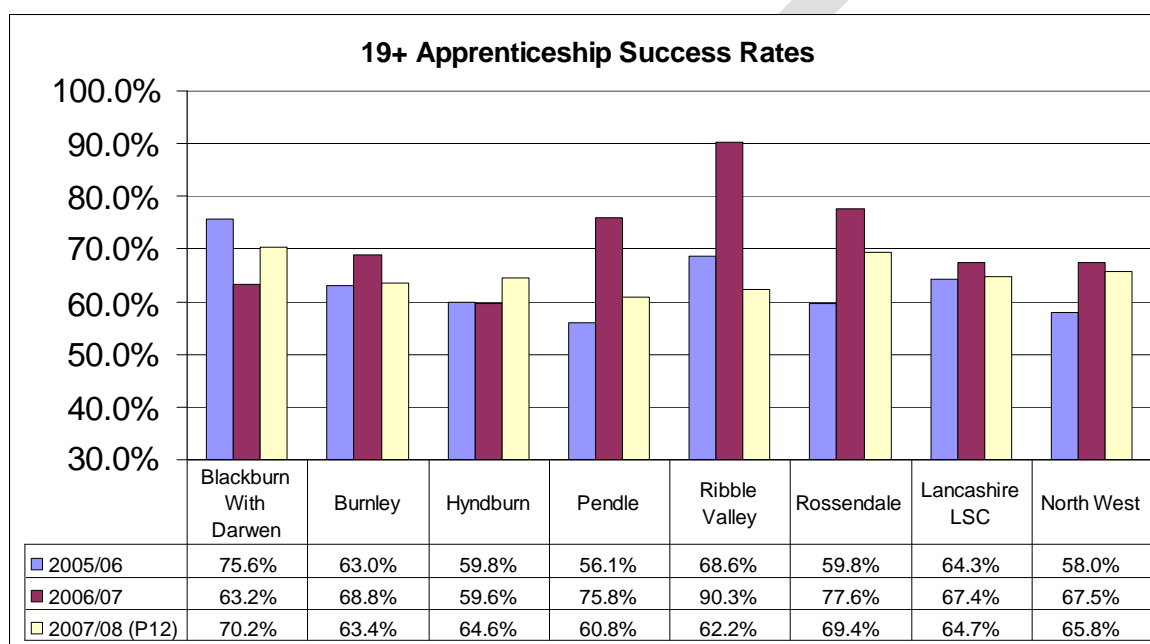
Apprenticeships Success Rates

- 73 Figure 22 shows 19+ Apprenticeship success rates in Lancashire between 2005/06 and 2007/08 (P12). Please note that the data used here is based on the residency of the learner.
- 74 The 2007/08 success rate for Lancashire (LSC area) is 64.7 per cent. This has increased by 0.4 percentage points over three years, compared to a regional increase of 7.8 percentage points in the same period. In 2005/06 Lancashire had a success rate that was 6.3 percentage points above the regional rate.
- 75 Please note, many areas of Lancashire 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.
- 76 Within East Lancashire (including Blackburn with Darwen) the highest success rate is in Blackburn with Darwen (70.2%), however, this has reduced by 5.4 percentage points in the three years shown in Figure 22 but is still above the regional average.
- 77 At district level the small volume of learners can sometimes distort any percentage analysis, for example a 90.3 per cent success rate in Ribble Valley in 2006/07 is based on 31 total leavers from the course, a three year trend analysis may provide a more informative view.

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

- 78 Rossendale has the highest success rate of the districts within the East Lancashire Partnership area (69.4% in 2007/08). Over three years this has increased by 9.6 percentage points. Similar to other district areas Rossendale experienced a peak in 2006/07, this may be due to activity around Minimum Levels of Performance which saw many Apprenticeship success rates rising in 2006/07.
- 79 Burnley, Hyndburn and Pendle all had an increase over three years, however only Blackburn with Darwen and Rossendale are above the North West average in 2007/08.

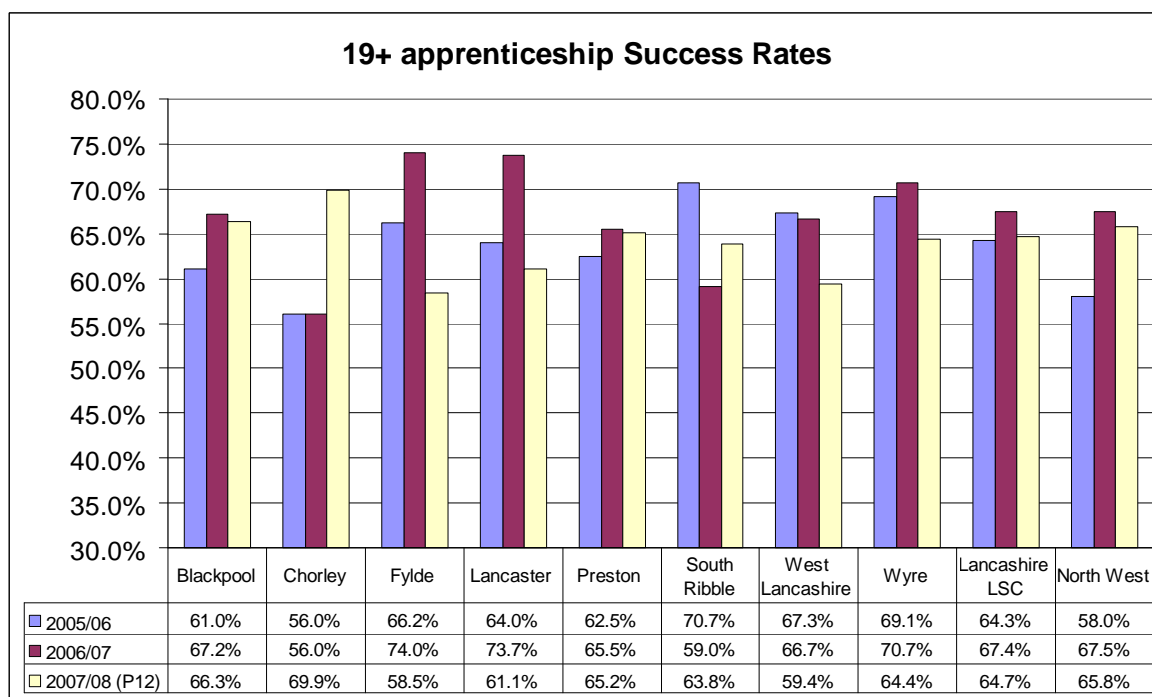
Figure 22: Apprenticeship Success Rates – East Lancashire including Blackburn with Darwen



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

- 80 The highest success rate in the North and West Lancashire area is in Chorley (69.9%). There was a large jump in success rate between 2006/07 and 2007/08, however Chorley has maintained a consistent 90-100 total leavers in the three year period shown in Figure 23.
- 81 South Ribble achieved a rising success rate in 2006/07 (59%) and 2007/08 (63.8%) based on the same total of leavers (105) in each year, this strongly suggests an improvement in performance between the two years.
- 82 At district level there are wide variances in percentage based performance between years, however in 2007/08 (P12) only Blackpool and Chorley had a success rate that was above the regional rate of 65.8%.

Figure 23: 19+ Apprenticeship Success Rates - North and West Lancashire including Blackpool

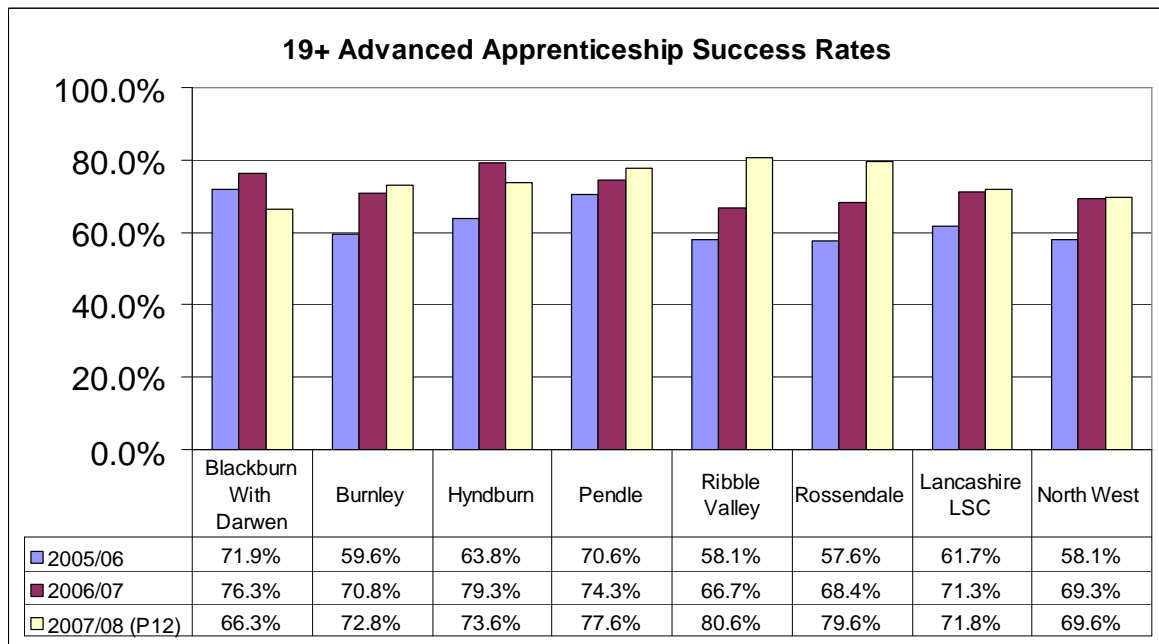


Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Advanced Apprenticeship Success Rates

- 83 19+ Advanced Apprenticeship success rates in Lancashire have increased to 78.1 per cent in 2007/08 (P12). This success rate has been above the regional rate for the last three years and has increased by 10 percentage points in that time.
- 84 Success rates for the East Lancashire area (including Blackburn with Darwen), are shown in Figure 24. The highest success rates in this area are in Ribble Valley (80.6%), this area has also had the largest growth of any district (+22.5 percentage points) with consistent growth in each year although the total leavers in each year is quite small, around 30 leavers.
- 85 Blackburn with Darwen are the only area to have a decline in success rate in 2007/08 that takes the rate to below the 2005/06 percentage. At 66.3 per cent the success rate has fallen by 5.7 percentage points from the 2005/06 rate.

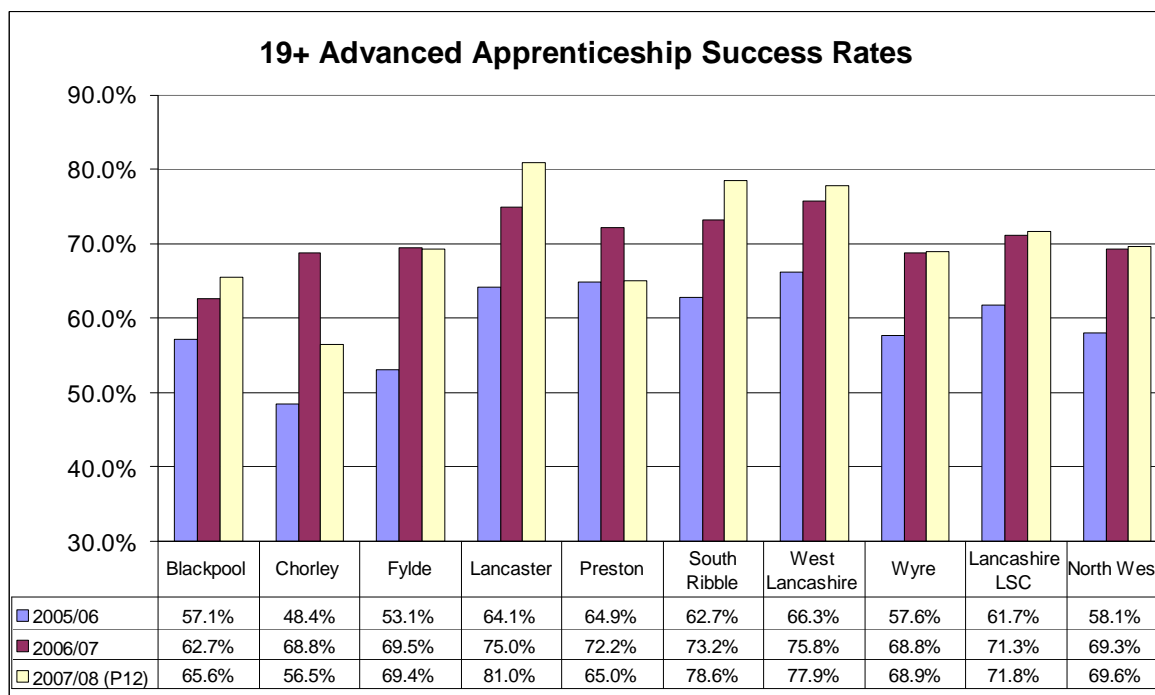
Figure 24: Advanced Apprenticeship Success Rates – East Lancashire (Including Blackburn with Darwen)



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

- 86 In North & West Lancashire, the highest success rate is in Lancaster (81%), this has risen by 16.8 percentage points making Lancaster the district with the most improvement in the last three years, although the total leavers has declined from 78 to 63 in that period.
- 87 Blackpool has experienced a sustained improvement in the last three years increasing by 8.5 percentage points to 65.6 percent. This rising success rate is also based on a rising volume of leavers (112 to 128) making this increase in success more impressive. However, the success rate for Blackpool has remains behind the regional rate (69.6%) and the gap has increased in recent years. (Figure 25).

Figure 25: Advanced Apprenticeship Success Rates - North & West Lancashire

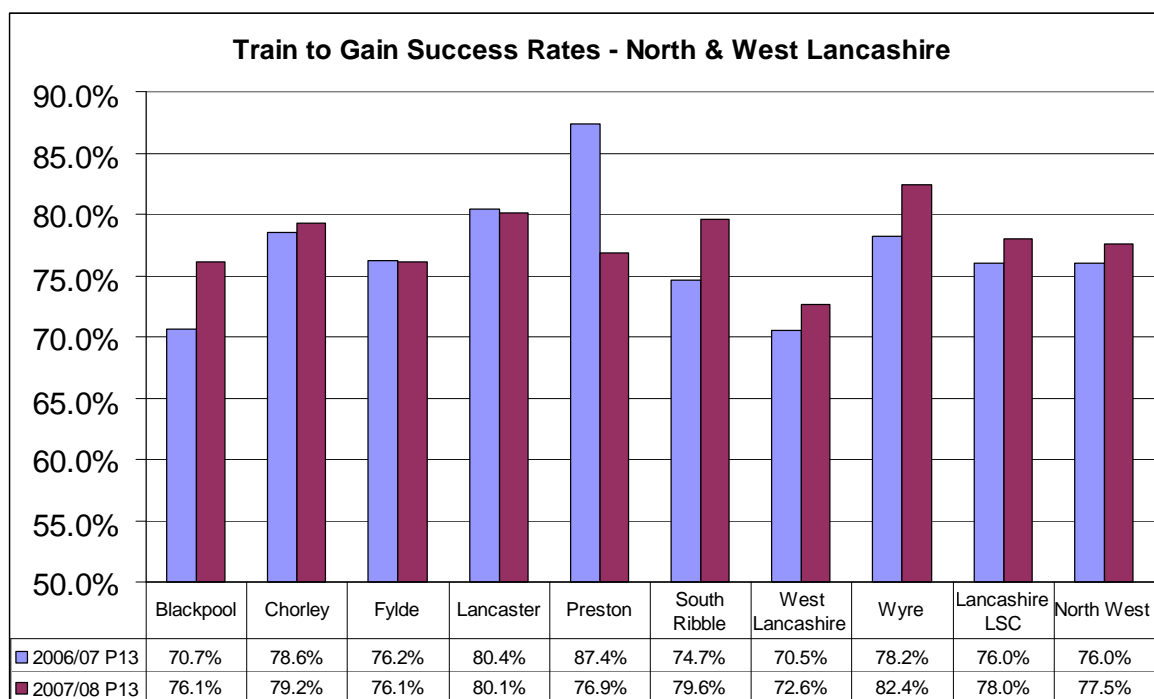


Source: Work-based Learning ILR 2005/06 to 2007/08 (P12) (Residency Based)

Train to Gain

- 88** 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.
- 89** In 2007/08 the Train to Gain success rate for Lancashire (LSC Area) was 78 per cent, this is just above the regional average (77.5%) and has increased by 2 percentage points from the previous year. Between the two years the volume of achievements has also increased by 4,377 to 5,607. The exponential rate of growth seen in Train to Gain learners makes the increase in success rate a particularly positive message in terms of providers' capacity to deliver the volume and quality of provision that is required.
- 90** At district 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.
- 91** The highest success rate of any local area within North and West Lancashire is in Wyre, where the success rate has risen by 4.2 percentage points to 82.4 per cent. This means that the volume of achievements in Wyre has risen to 337 in 2007/08. (Figure 26)
- 92** Blackpool has a success rate of 76.1 per cent, this has risen by 5.4 percentage points between the two years meaning that Blackpool has the highest rate of increase of the areas shown in Figure 26. The volume of achievements in Blackpool rose from 130 in 2006/07 to 754 in 2007/08.

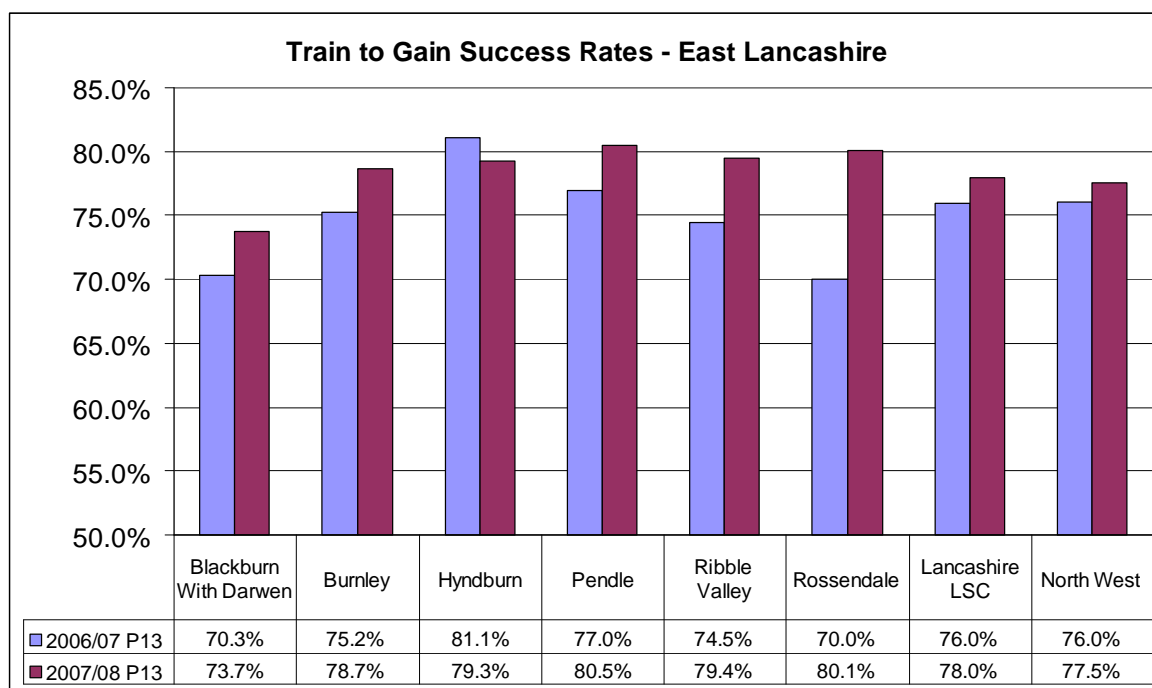
Figure 26: Train to Gain Success Rates – North & West Lancashire Including Blackpool



Source: Train to Gain ILR 2007/08

- 93** Some of the highest success rates in East Lancashire were seen in Pendle (80.5%) and in Rossendale (80.1%). Rossendale had the largest increase of any local area, rising by 10.1 percentage points between years. The volume of achievements rose from 56 in 2006/07 to 366 in 2007/08.
- 94** Blackburn with Darwen had a success rate of 73.7 per cent in 2007/08. This translates into 521 achievements in 2007/08 (+398 from 2006/07). This rate was below the regional average, however the gap has narrowed between years. (Figure 27)

Figure 27: Train to Gain Success Rates - East Lancashire Including Blackburn with Darwen



Source: Train to Gain ILR 2007/08

Summary

- 95 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.
- 96 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).
- 97 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.
- 98 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.

- 99 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.
- 100 The proportion of the working age population qualified to at least level 2 in Lancashire is similar to national levels and above the North West regional average. However, in Blackpool the rate is below the regional and national rates and the gap has widened in recent years.
- 101 A large increase is required if the PSA target milestones of 79 percent for level 2 and 56 per cent for level 3 area to be met. This is especially true of level 3 where a backwards trend has to be reversed in some areas.
- 102 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.
- 103 A sector based analysis could help to distinguish where the required growth in Employer Facing provision could come from. 183,100 people in the Lancashire LSC area 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.
- 104 A further reduction has been forecast in the Rest of Manufacturing sector, a reduction of 12,600 people (or 16%) in Lancashire as a whole could have a particularly acute impact in Blackburn, where the Manufacturing sector accounts for a much higher proportion of employment than other areas. This could have implications for the commissioning of future training provision in this area.