

# Train to Gain and the Skills Pledge



Leading learning and skills

August 2008

## Information Service

**Purpose:** This document forms the 'Train to Gain and the Skills Pledge' section of the South West Strategic Analysis 2008. The Strategic Analysis is the annual 'stock-take' analysis and considers labour market intelligence, performance information and Government policy to develop a full strategic picture of current education and training marketplace. The analysis is supported by national skills research (including Skills in England Report 2007, National Employer Skills Survey and Working Futures). The stock-take provides the intelligence to confirm our strategies and priorities.

**Theme:** Train to Gain / Skills Pledge

**Origin:** Matt Jago, Research Team, Learning, Planning and Performance Directorate, South West Regional Office

**Issue:** 1

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## Contents

<b>Key points</b> .....	4
<b>Train to Gain employer engagement</b> .....	5
Figure 1: Employer Engagement in Train to Gain August 2007 – July 2008.....	5
Figure 2: Proportion of employers engaged through Train to Gain which were hard to reach, August 2007 – July 2008 .....	5
<b>Employer satisfaction with Train to Gain</b> .....	6
Figure 3: employers' satisfaction with Train to Gain at period 12 2008.....	6
<b>Learner participation</b> .....	7
Figure 4: Cumulative proportion of Train to Gain level 2 starts profile for year by region, periods 8-12 2007/08 .....	7
Figure 5: % increase in Train to Gain level 2 starts by region, period 8-12 2007/08.....	8
Figure 6: Number of Train to Gain level 2 starts by region, Aug '07 – July '08....	8
Figure 7: Cumulative proportion of 2007/08 Train to Gain level 2 starts profile for year by LSC area, 2007/08 .....	9
Figure 8: % increase in Train to Gain level 2 starts by LSC area, period 8-12 2007/08.....	10
Figure 9: Number of Train to Gain level 2 starts by LSC area, August 2007 – July 2008.....	10
Figure 10: Cumulative proportion of Train to Gain Skills for Life starts profile by region, 2007/08 .....	11
Figure 11: % increase in Train to Gain Skills for Life starts by region, period 8-12 2007/08.....	12
Figure 12: Number of Train to Gain Skills for Life starts by region, August 2007 – July 2008.....	12
Figure 13: Cumulative proportion of Train to Gain Skills for Life starts profile by LSC area, 2007/08.....	13
Figure 14: % increase in Train to Gain Skills for Life starts by LSC area, period 8-12 2007/08.....	14
Figure 15: Number of Train to Gain Skills for Life starts by LSC area, August 2007 – July 2008.....	14
<b>Learner achievements</b> .....	15
Figure 16: Cumulative proportion of Train to Gain level 2 achievements profile by region, 2007/08 .....	15
Figure 17: % increase in Train to Gain level 2 achievements by region, period 8-12 2007/08 .....	16
Figure 18: Number of Train to Gain Level 2 achievements by region, August 2007 – July 2008.....	16
Figure 19: Cumulative proportion of Train to Gain level 2 achievements profile by LSC area, 2007/08 .....	17
Figure 20: % increase in Train to Gain level 2 achievements by LSC area, period 8-12 2007/08.....	18
Figure 21: Number of Train to Gain Level 2 achievements by LSC area, August 2007 – July 2008.....	18
Figure 22: Cumulative proportion of Train to Gain Skills for Life achievements profile by region, 2007/08.....	19

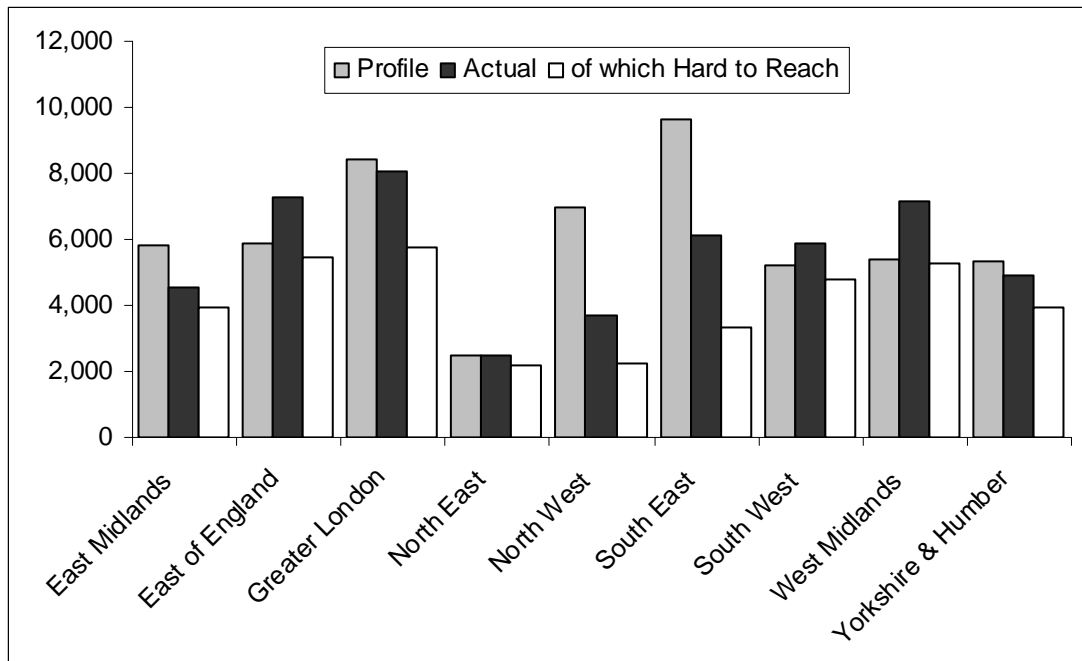
Figure 23: % increase in Train to Gain Skills for Life achievements by region, period 8-12 2007/08.....	20
Figure 24: Number of Train to Gain Skills for Life achievements by region, August 2007 – July 2008.....	20
Figure 25: Cumulative proportion of Train to Gain Skills for Life achievements profile by region, 2007/08.....	21
Figure 26: % increase in Train to Gain Skills for Life achievements by LSC area period 8-12 2007/08.....	22
Figure 27: Number of Train to Gain Skills for Life achievements by LSC area, August 2007 – July 2008.....	22
<b>Train to Gain summary</b> .....	23
Figure 28: Total number of Train to Gain employer engagements by region, April 2006 – July 2008.....	23
Figure 29: Proportion of Train to Gain employer engagements that are hard to reach by region, April 2006 – July 2008.....	24
Figure 30: Number of Train to Gain starts & achievements since April 2006 by region.....	24
Figure 31: Number of Train to Gain Level 2 starts & achievements since April 2006 by region.....	25
Figure 32: Number of Train to Gain Skills for Life starts & achievements since April 2006 by region.....	26
<b>Skills Pledge</b> .....	26
Figure 33: Skills Pledge sign up by region, August 2007 – July 2008.....	26
Figure 34: Skills Pledge sign up trends – number of employers by region.....	27

## Key points

- > In the last contract year the South West exceeded its profile of employers engaged in Train to Gain.
- > Learner participation in Train to Gain in the region for the last year was slightly above the national average for level 2, but poor for Skills for Life.
- > At level 2, 82% of the starts target was reached. Whilst this is the third lowest in England it is higher than the equivalent figure recorded by England, which stood at 80%.
- > Between periods 8 and 12, the South West recorded an increase in the number of level 2 starts of 68%. This was the third lowest in England and smaller than comparative figure for the whole country, which stood at 76%. The Gloucestershire & Wiltshire LSC area bucked this pattern with an increase of 89%.
- > In Skills for Life only 42% of the starts target was reached, the second lowest in England. This is some 32 percentage points lower than the proportion in England as a whole.
- > However, between periods 8 and 12, the South West saw an increase in the number of Skills for Life starts of more than 200%, far more than any other English region and the country as a whole. Dorset & Somerset in particular recorded an increase of more than 300% over the same period.
- > Train to Gain learner achievement for the year August 2007 to July 2008 in the South West was above average for level 2, but very poor for Skills for Life.
- > At level 2, 90% of the achievements target was reached, some 18 percentage points higher than the England figure of 72%.
- > The region recorded an increase in the number of level 2 achievements of 132% between period 8 and 12, the third largest in the country and some 15 percentage points more than England.
- > In Skills for Life, less than a quarter of the achievement target was met with the equivalent figure for England being just under 50%.
- > However, between periods 8 and 12, the region recorded an increase in the number of Skills for Life achievements of almost 250%, more than any other region or the country as a whole.
- > Since the start of Train to Gain in April 2006 the South West has engaged 12,620 employers. This is the fifth most of the English regions. Of these 82% were hard to reach, the third largest proportion in the country.
- > Since April 2006, conversion of Train to Gain starts to achievements in the South West has been relatively good.
- > Overall the South West had the third highest start to achievement ratio at 55%. This is greater than the figure for England which stands at 51%.
- > At level 2, the proportion of starts being converted to achievements was 54%, higher than all but two of the other regions and also the England figure of 52%.
- > Skills for Life conversions were very good with some 81% of starts going on to achieve. This was the highest percentage of all the regions and 28 percentage points higher than the England figure of 53%.
- > 370 employers signed up to the Skills Pledge in the last year, covering 236,410 employees.

## Train to Gain employer engagement

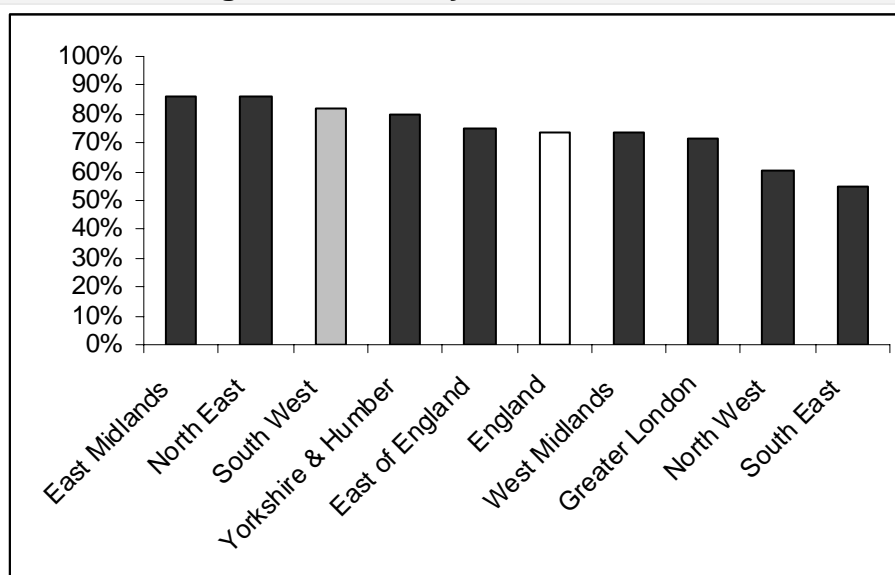
**Figure 1: Employer Engagement in Train to Gain August 2007 – July 2008**



Source: LSC 2007/08 Train to Gain MI Report - Period 12

- > The South West is one of four regions to have exceeded its profile of employers engaged in Train to Gain for the year with 5,850 employers engaged against a target of 5,210.
- > The South West engaged the fifth most employers of all the regions in England.
- > Of those South West employers engaged, 4,810 were deemed hard to reach.

**Figure 2: Proportion of employers engaged through Train to Gain which were hard to reach, August 2007 – July 2008**

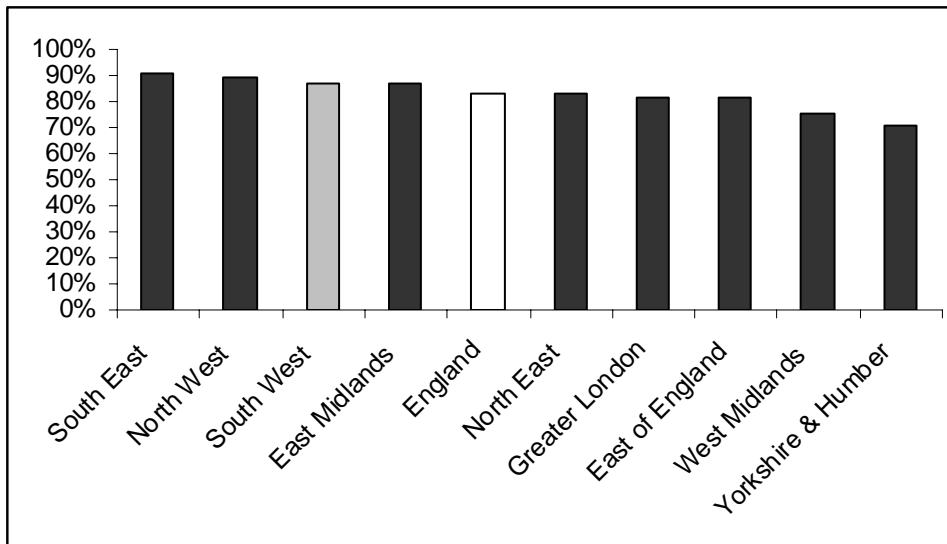


Source: LSC 2007/08 Train to Gain MI Report - Period 12

- > 82% of the South West employers engaged through the Train to Gain service were hard to reach. This was the third highest proportion in the country, behind only the East Midlands (86%) and the North East (86%).
- > The equivalent figure for England was 74%.

## Employer satisfaction with Train to Gain

**Figure 3: employers' satisfaction with Train to Gain at period 12 2008**

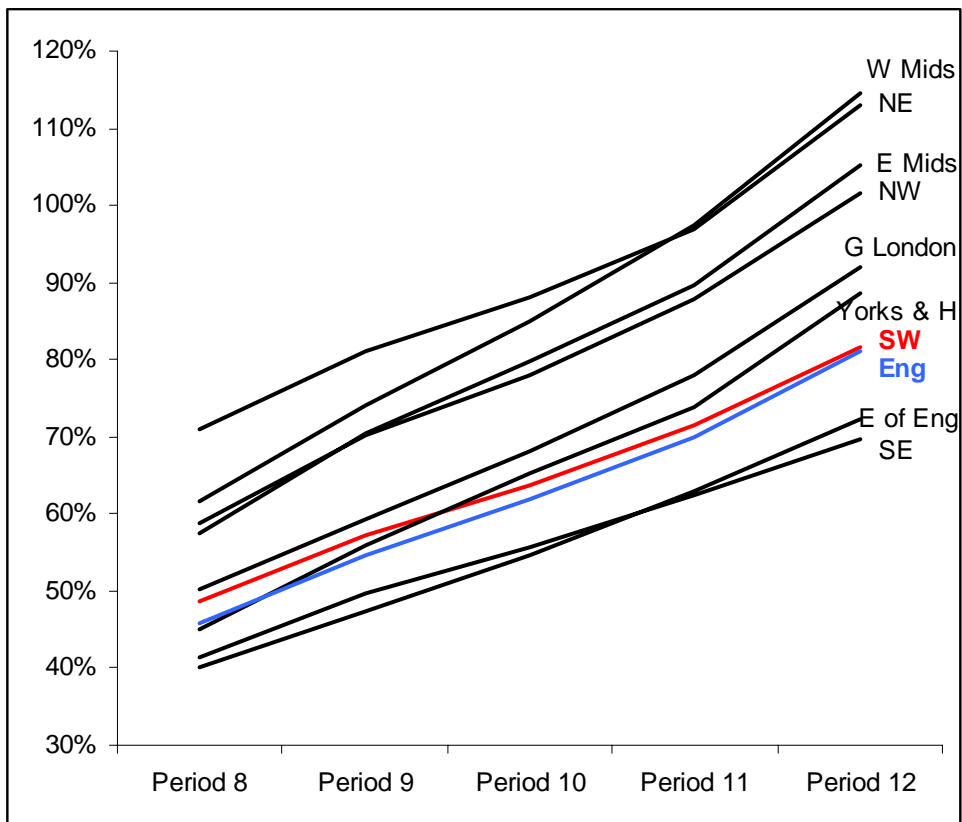


Source: ILR data as at Period 12, 2007/08

- > The South West region had the third largest proportion of employers reporting satisfaction in the Train to Gain service at period 12 [87%]. This was four percentage points lower than the highest scoring region and four percentage points higher than the equivalent proportion for England.

## Learner participation

**Figure 4: Cumulative proportion of Train to Gain level 2<sup>1</sup> starts profile for year by region, periods 8-12 2007/08**



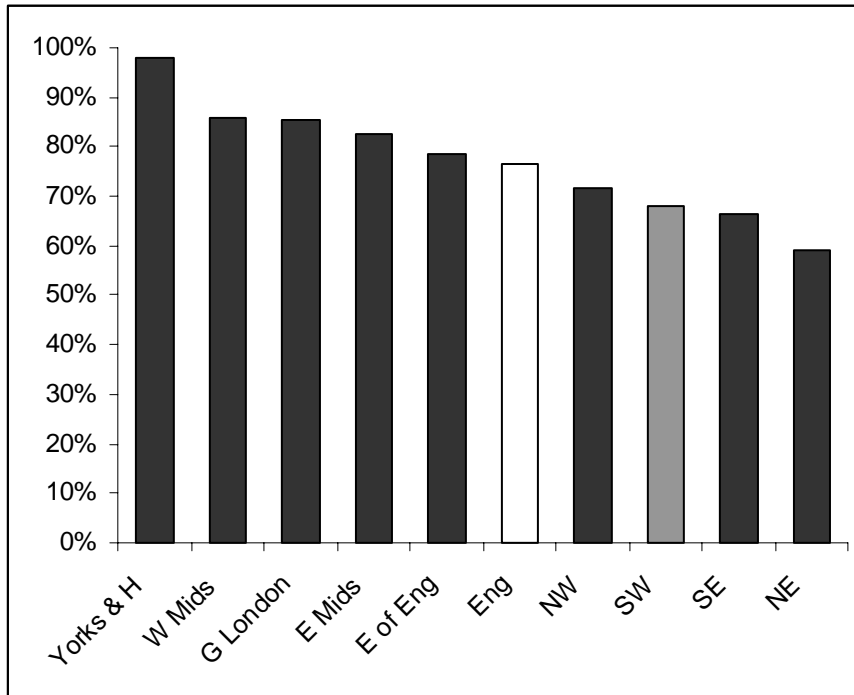
Source: ILR data as at Period 12, 2007/08

- > At period 8, the South West had met the fourth smallest proportion of its Train to Gain level 2 starts profile for the year at 49%. By period 12, the region had been overtaken by Yorkshire & the Humber and at 82% had the third smallest proportion, although it remained just above the equivalent figure for England<sup>2</sup> of 81%.

<sup>1</sup> All reference to level 2 starts or achievements in this report includes level 2 and level 3 jumpers

<sup>2</sup> Includes National Apprenticeship Service and 'Additional' data

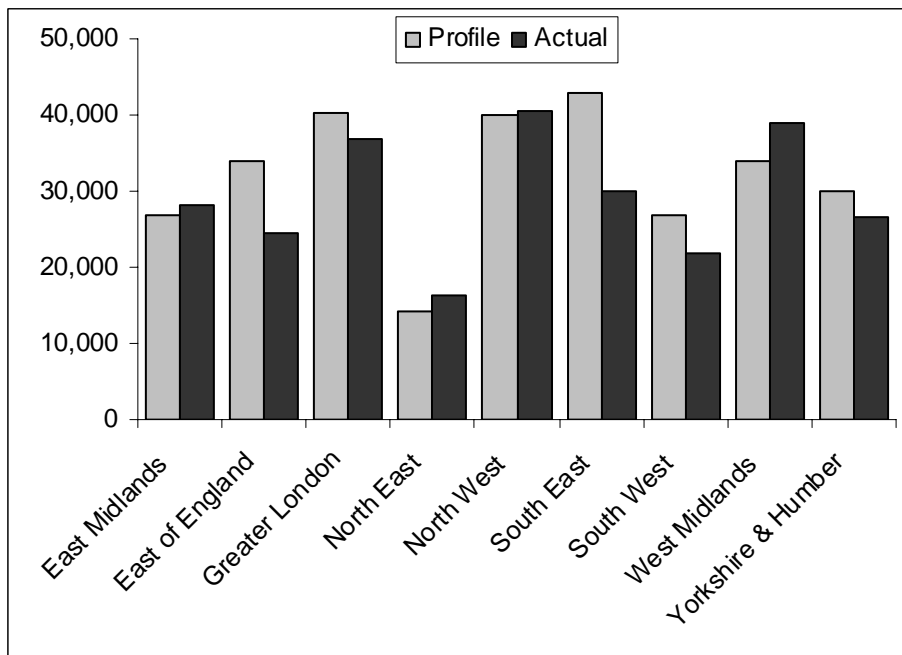
**Figure 5: % increase in Train to Gain level 2 starts by region, period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Between period 8 and period 12 the South West increased the number of level 2 starts by 68%. This was the third smallest increase of the English regions and smaller than the equivalent figure for England of 76%.

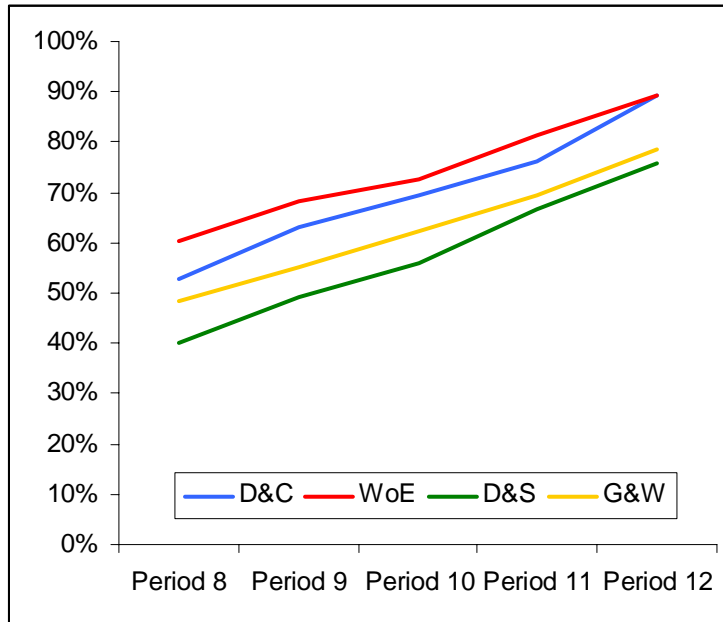
**Figure 6: Number of Train to Gain level 2 starts by region, Aug '07 – July '08**



Source: ILR data as at Period 12, 2007/08

- > Train to Gain starts at level 2 in the South West totalled 21,840 against a target of 26,720. This number of actual starts was the second smallest of all the English regions.
- > Four of the English regions exceeded their level 2 starts profiles for the year.

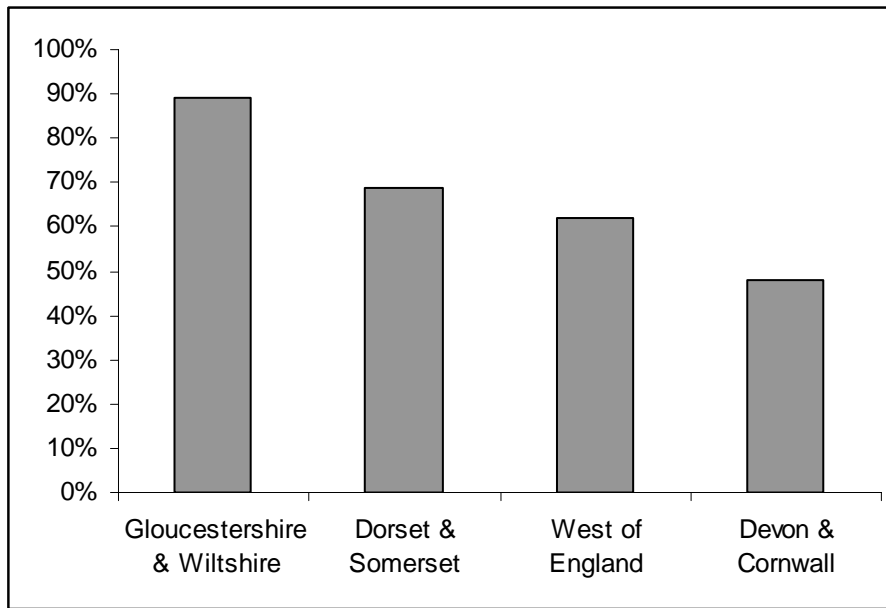
**Figure 7: Cumulative proportion of 2007/08 Train to Gain level 2 starts profile for year by LSC area, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > By the end of period 12, the West of England and Devon & Cornwall had met 89% of their level 2 starts profiles for 2007/08. Gloucester & Wiltshire met 78% and Dorset & Somerset 76%.
- > Between period 8 and period 12, the gap between the LSC areas with the largest proportion of the year's target achieved and the smallest narrowed from 20 percentage points to 13.

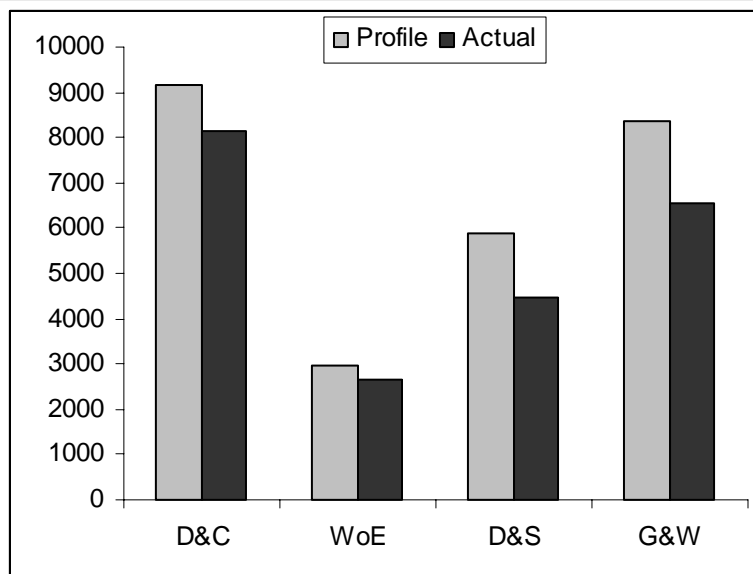
**Figure 8: % increase in Train to Gain level 2 starts by LSC area, period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Between period 8 and period 12, the Gloucestershire & Wiltshire LSC area increased the number of level 2 starts by 89%. Of the South West LSC areas, this was the largest increase by more than 20 percentage points.
- > Dorset & Somerset and the West of England showed increases of 69% and 62% respectively.
- > The smallest percentage increase was shown by Devon & Cornwall, with 48%.

**Figure 9: Number of Train to Gain level 2 starts by LSC area, August 2007 – July 2008**

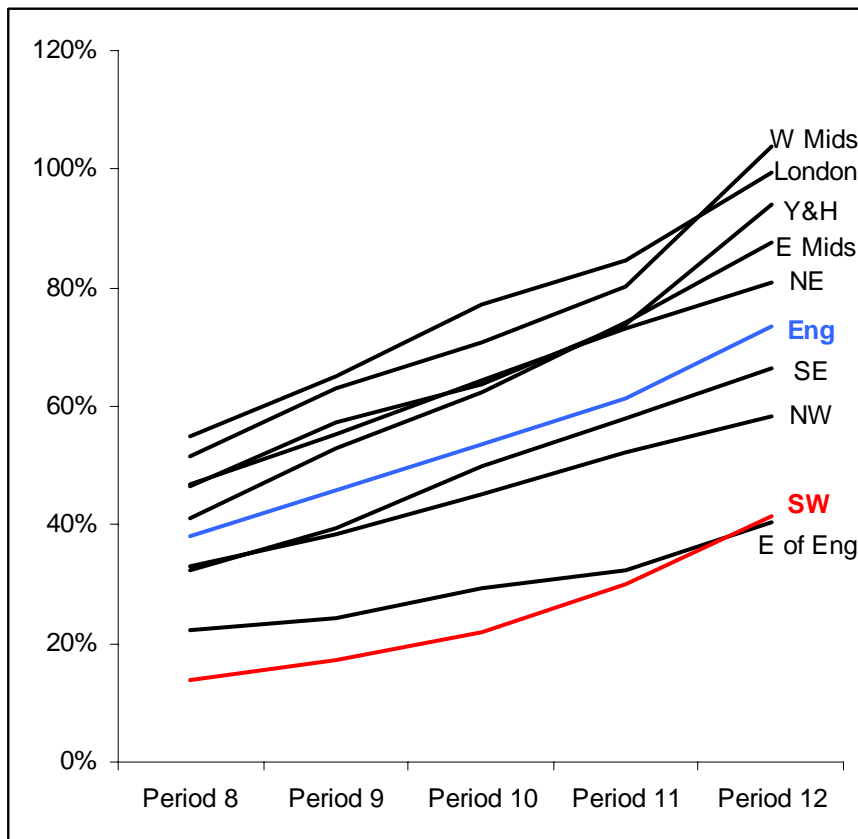


Source: ILR data as at Period 12, 2007/08

- > The Devon & Cornwall area recorded the greatest number of level 2 starts in the South West in 2007/08, with 8,160.

- > Gloucestershire & Wiltshire recorded 6,545 level 2 starts, Dorset & Somerset 4,460, and the West of England 2,671.
- > None of the LSC areas of the South West met their level 2 starts profiles for 2007/08.

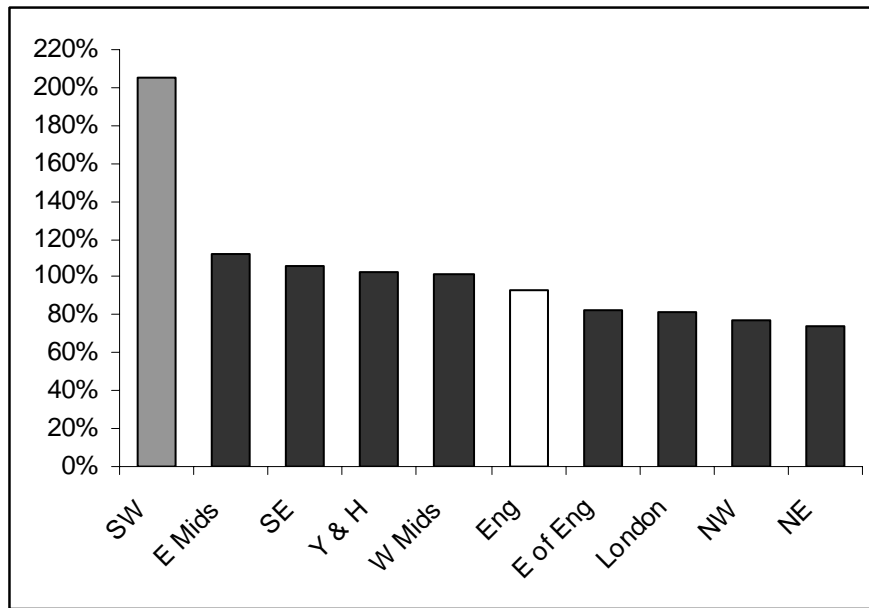
**Figure 10: Cumulative proportion of Train to Gain Skills for Life starts profile by region, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > At period 8, the South West had reached the smallest proportion of its Skills for Life starts target of all the regions, with only 14%.
- > By period 12 the region's progress had accelerated somewhat and the South West had met the second smallest proportion of the regions Skills for Life targets with 42%, just ahead of the East of England [40%]. This was some way short of the region with the next smallest proportion [the North West, 58%] or England [74%].

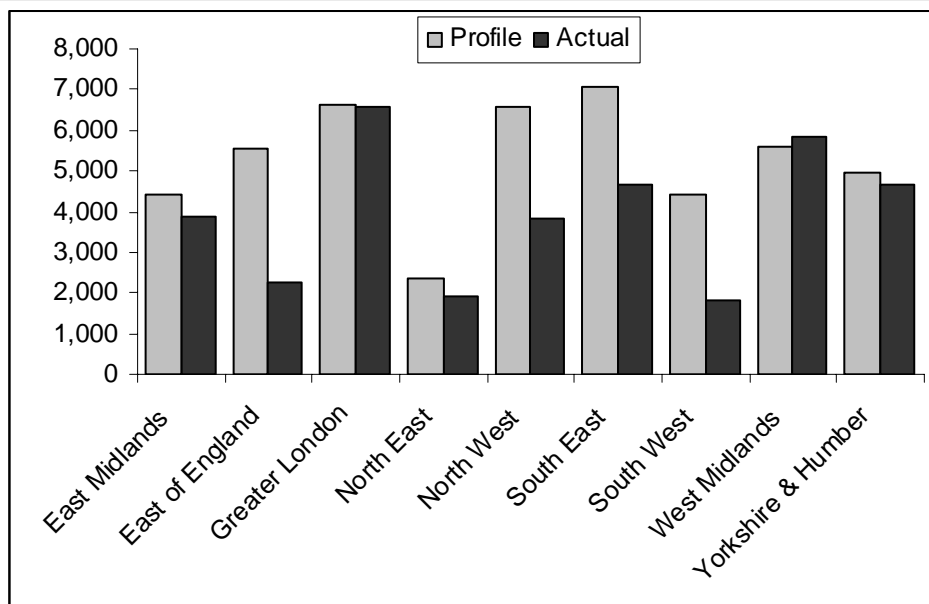
**Figure 11: % increase in Train to Gain Skills for Life starts by region, period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Between period 8 and period 12, the South West region increased its proportion of Train to Gain Skills for Life starts by more than 200%. This was by far the largest increase shown by any of the English regions and was more than 90 percentage points higher than the next largest increase [East Midlands, 113%].

**Figure 12: Number of Train to Gain Skills for Life starts by region, August 2007 – July 2008**

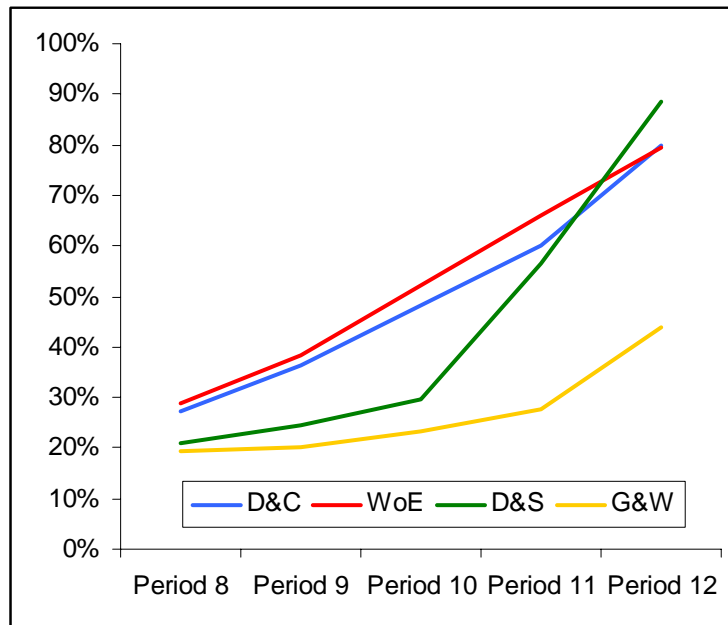


Source: LSC 2007/08 Train to Gain MI Report - Period 12

- > Of a target of 4,400 Skills for Life starts, the South West region reached 1,830, the smallest number of all of the English regions.

- > The proportion of the Skills for Life starts target met in the South West was 42%. Only the East of England reached a lower proportion of its target with 40%. The South West proportion of the target met was substantially lower than the England figure of 74%.

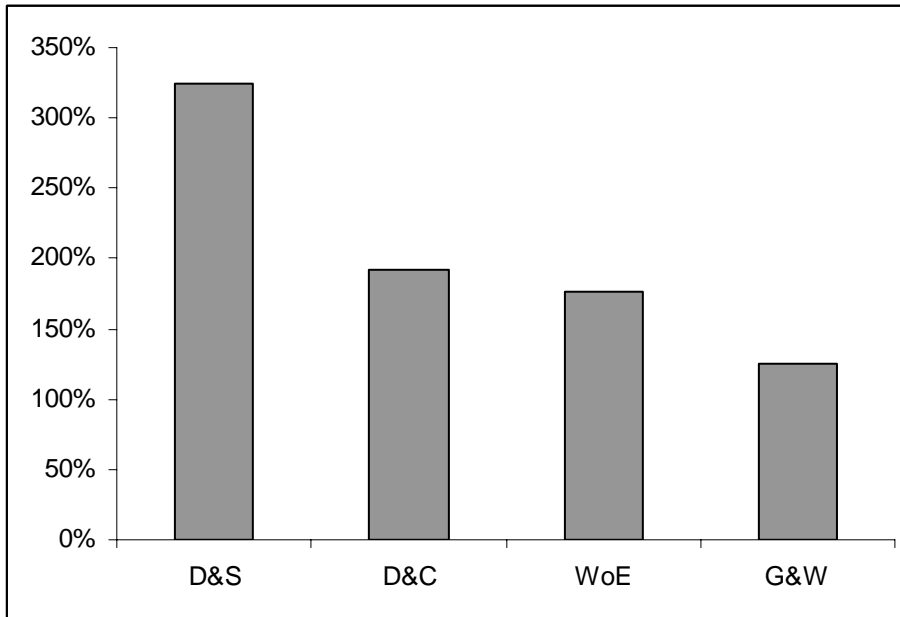
**Figure 13: Cumulative proportion of Train to Gain Skills for Life starts profile by LSC area, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > At period 8, none of the LSC areas of the South West had reached more than 30% of their Skills for Life starts profiles. The West of England had the largest proportion at 29%.
- > By period 12, Dorset & Somerset had moved from having the second smallest proportion of Skills for Life profile reached (21%) to the largest (89%). Devon & Cornwall and the West of England met 80% of their targets.
- > Gloucestershire & Wiltshire met the smallest proportion of the Skills for Life starts profile by some way, with only 44% achieved by period 12.

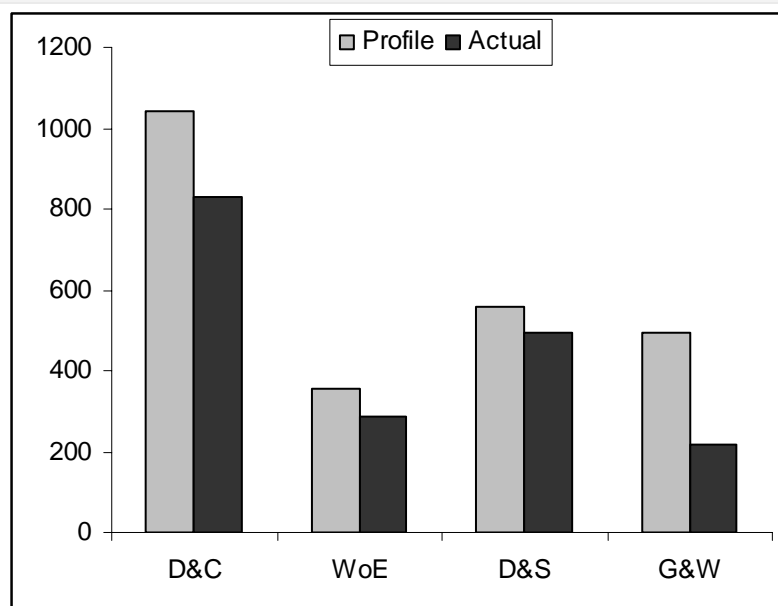
**Figure 14: % increase in Train to Gain Skills for Life starts by LSC area, period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > The Dorset & Somerset LSC area recorded a 324% increase in Train to Gain Skills for Life start between period 8 and period 12. This was the largest increase of the South West LSC areas by more than 130 percentage points.
- > Devon & Cornwall and the West of England showed increases of 193% and 177% respectively.
- > The smallest increase was seen in Gloucestershire & Wiltshire, but even this comparatively small increase was more than 100%.

**Figure 15: Number of Train to Gain Skills for Life starts by LSC area, August 2007 – July 2008**

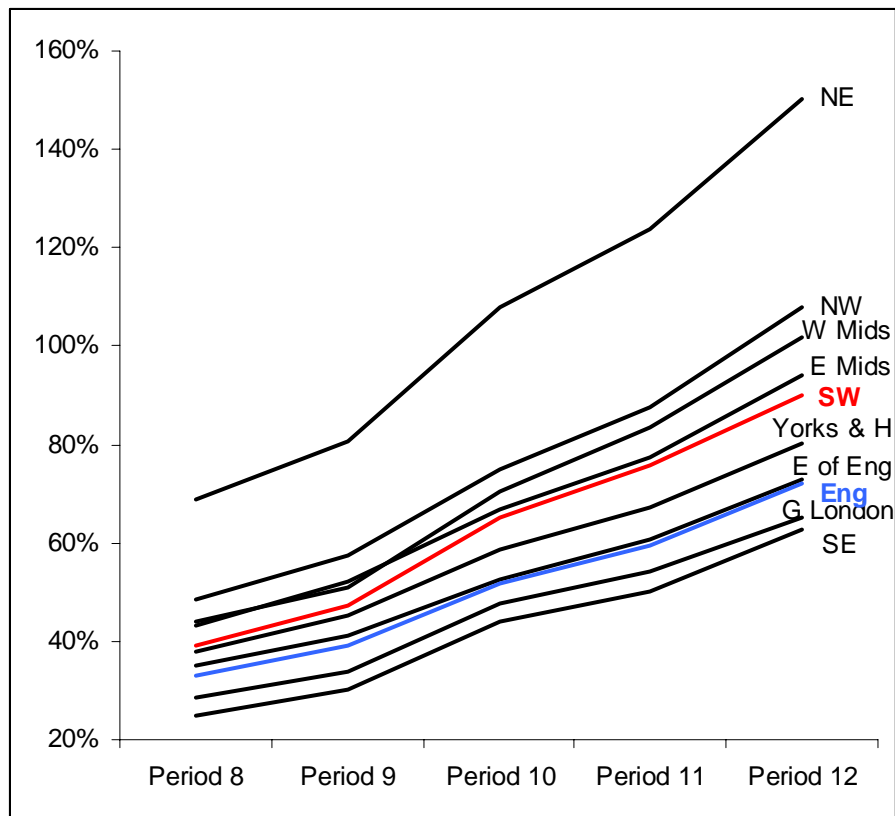


Source: ILR data as at Period 12, 2007/08

- > The Devon & Cornwall LSC area generated the most Skills for Life starts in 2007/08 with 831. Dorset & Somerset had 496, the West of England 285 and Gloucestershire & Wiltshire 216.
- > All LSC areas in the South West fell short of their Skills for Life starts targets for the year.

## Learner achievements

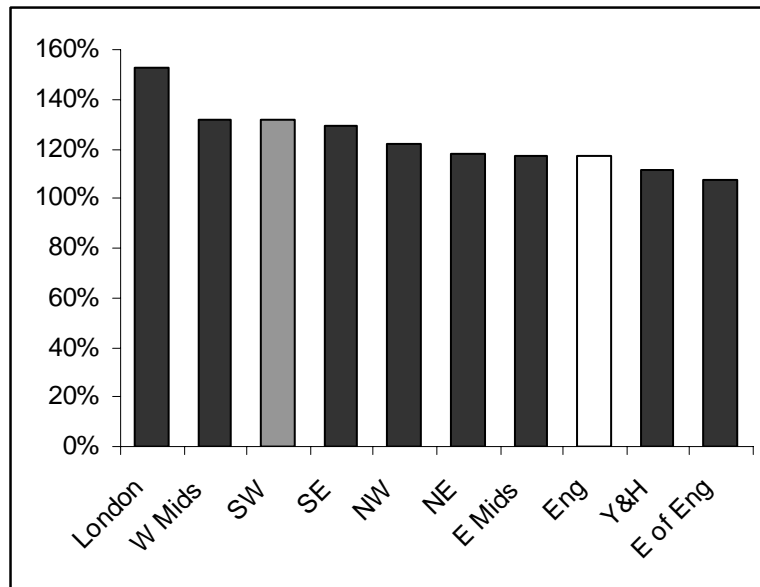
**Figure 16: Cumulative proportion of Train to Gain level 2 achievements profile by region, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > At period 8, the South West had met the fifth largest proportion of its level 2 achievements target with 39%. This was larger than the equivalent proportion for England, which stood at 33%.
- > By period 12 the South West had achieved 90% of its level 2 achievements target, remained the region with the fifth largest proportion and exceeded the equivalent figure for England, which stood at 72%.

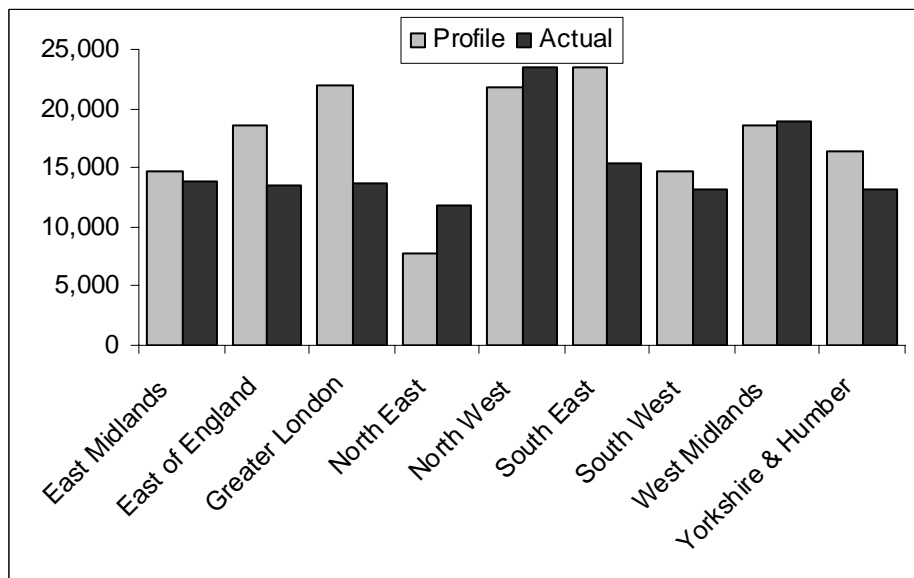
**Figure 17: % increase in Train to Gain level 2 achievements by region, period 8-12 2007/08**



Source: ILR data as at Period 8 and at Period 12, 2007/08

- > The South West region recorded the third largest percentage increase in Train to Gain level 2 achievements between period 8 and period 12, with 132%. This was somewhat larger than the comparative figure for England of 117%.

**Figure 18: Number of Train to Gain Level 2 achievements by region, August 2007 – July 2008**

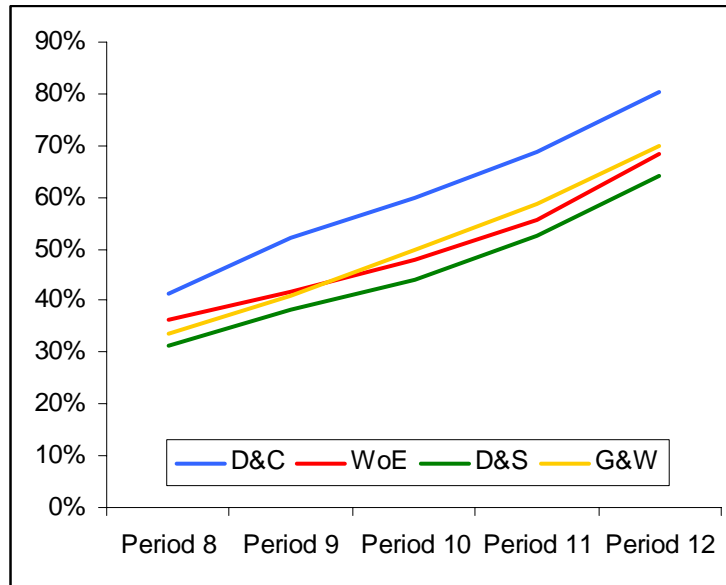


Source: ILR data as at Period 12, 2007/08

- > The proportion of the Train to Gain level 2 achievements profile met in the South West was 90%, with four regions scoring higher and four lower. The equivalent figure for England was 72%.
- > Only three regions exceeded their Train to Gain level 2 achievement targets – the North East, North West and West Midlands.

- > The South West had 13,170 Train to Gain level 2 achievements against a target of 14,620.

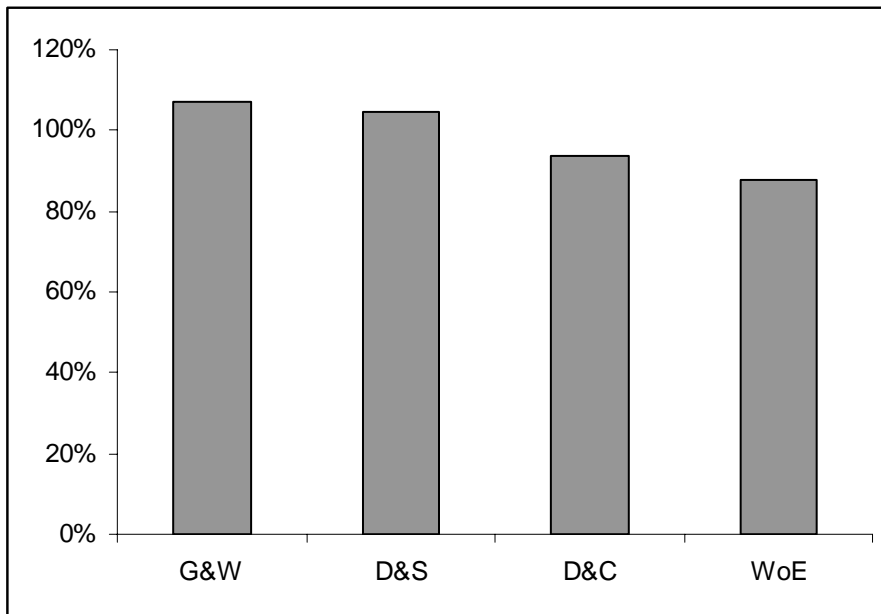
**Figure 19: Cumulative proportion of Train to Gain level 2 achievements profile by LSC area, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Devon & Cornwall reached the largest proportion of its level 2 achievements profile for 2007/08. At period 8 it had met 41% of the whole year target, rising to 80% by period 12, some 10 percentage points over the nearest other South West LSC area (Gloucestershire & Wiltshire).
- > At period 8, the West of England had achieved the second largest proportion of its level2 achievements profile for the year (36%), but by period 12, the area had been overtaken by Gloucestershire & Wiltshire.

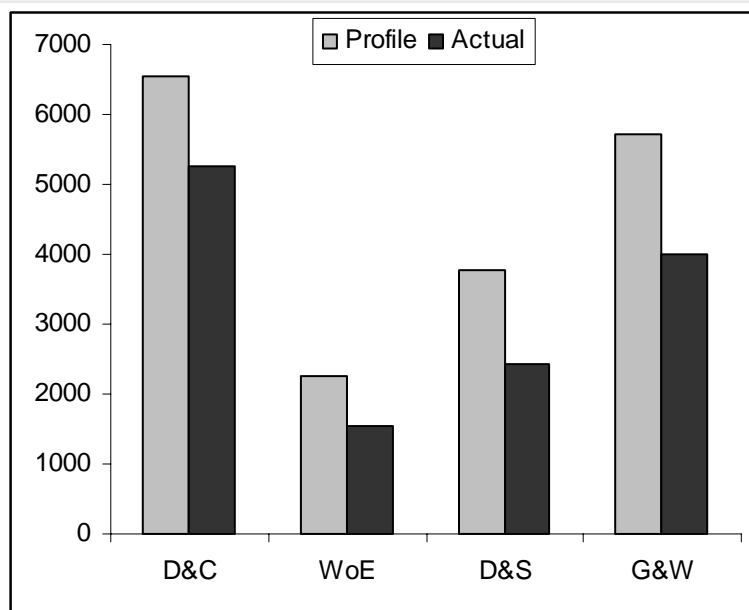
**Figure 20: % increase in Train to Gain level 2 achievements by LSC area, period 8-12 2007/08**



Source: LSC 2007/08 Train to Gain MI Report - Period 12

- > Between period 8 and period 12 the Gloucestershire & Wiltshire and Dorset & Somerset LSC areas showed similar percentage increases in the numbers of level 2 achievements [107% and 104% respectively].
- > Devon & Cornwall and the West of England showed smaller increases of 94% and 88% respectively.

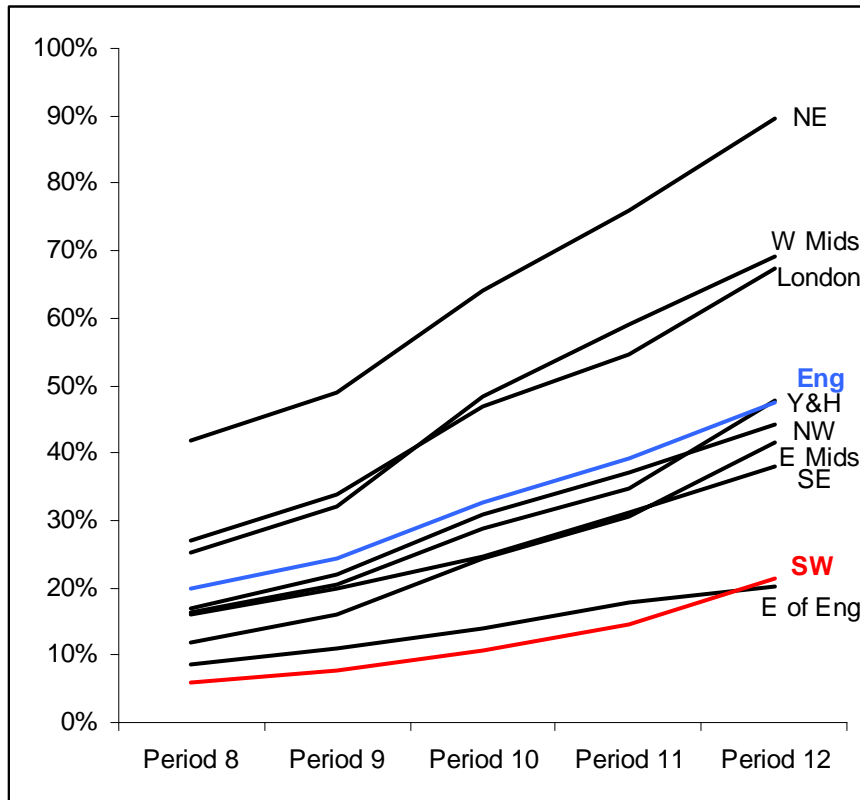
**Figure 21: Number of Train to Gain Level 2 achievements by LSC area, August 2007 – July 2008**



Source: ILR data as at Period 12, 2007/08

- > Devon & Cornwall contributed the most level 2 achievements of the South West's LSC areas in 2007/08, with 5,260. Gloucestershire & Wiltshire reached 3,990, Dorset & Somerset 2,416 and the West of England 1,532.
- > None of the region's LSC areas met their targets for level 2 achievements in 2007/08.

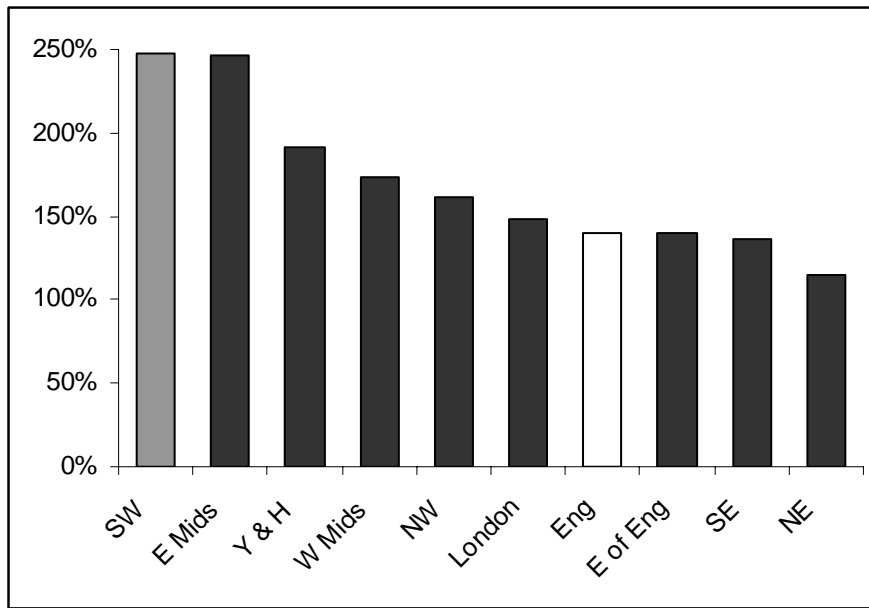
**Figure 22: Cumulative proportion of Train to Gain Skills for Life achievements profile by region, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > From period 8 to period 11, the South West had achieved the smallest proportion of the 2007/08 Skills for Life achievements profile of all the regions. By period 12 the region had overtaken the East of England but despite this had only reached 21% of the Skills for Life achievements target for 2007/08. The equivalent figure for England at period 12 was 48%.

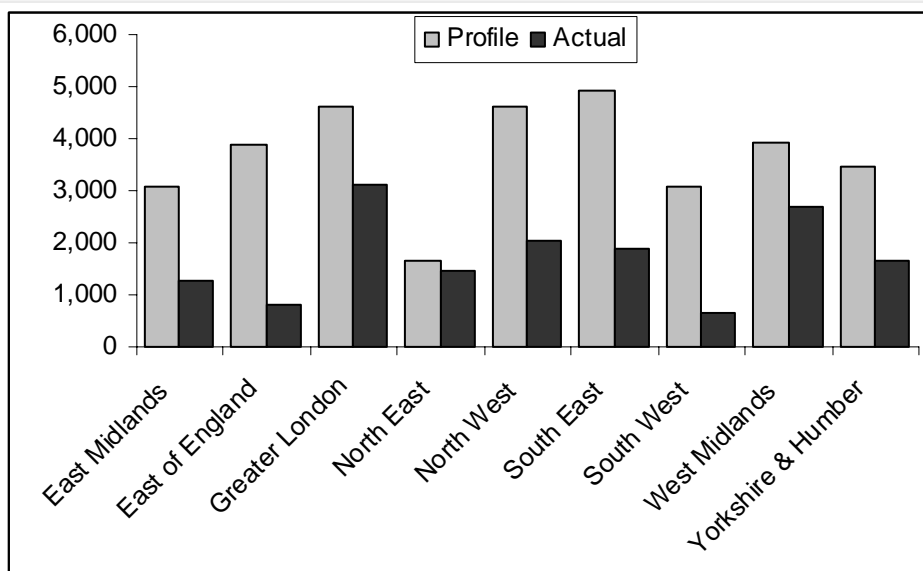
**Figure 23: % increase in Train to Gain Skills for Life achievements by region, period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > The South West region showed the largest percentage increase in Skills for Life achievements through Train to Gain between period 8 and period 12 with a 247% rise in numbers. The East Midlands showed similarly large increases. Both exceeded the equivalent figure for England by some margin [England, 140%].

**Figure 24: Number of Train to Gain Skills for Life achievements by region, August 2007 – July 2008**



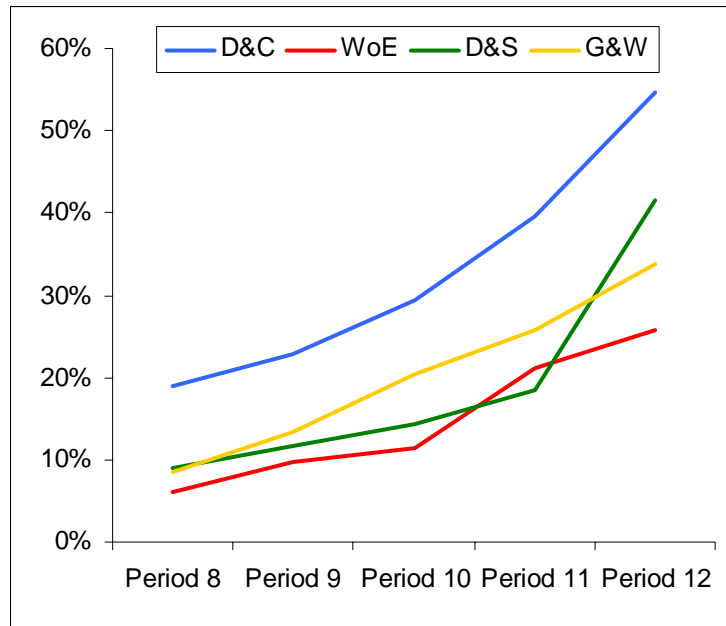
Source: LSC 2007/08 Train to Gain MI Report - Period 12

- > As a proportion of the Skills for Life achievements through the Train to Gain service target, the South West achieved only 21%. This was the second lowest

percentage of all of the regions, with only the East of England registering lower. In England, 48% of the achievements target was met.

- > In the last year in the South West region, Skills for Life achievements through Train to Gain totalled 660 against a target of 3,080. This total was smaller than any of the other English regions.

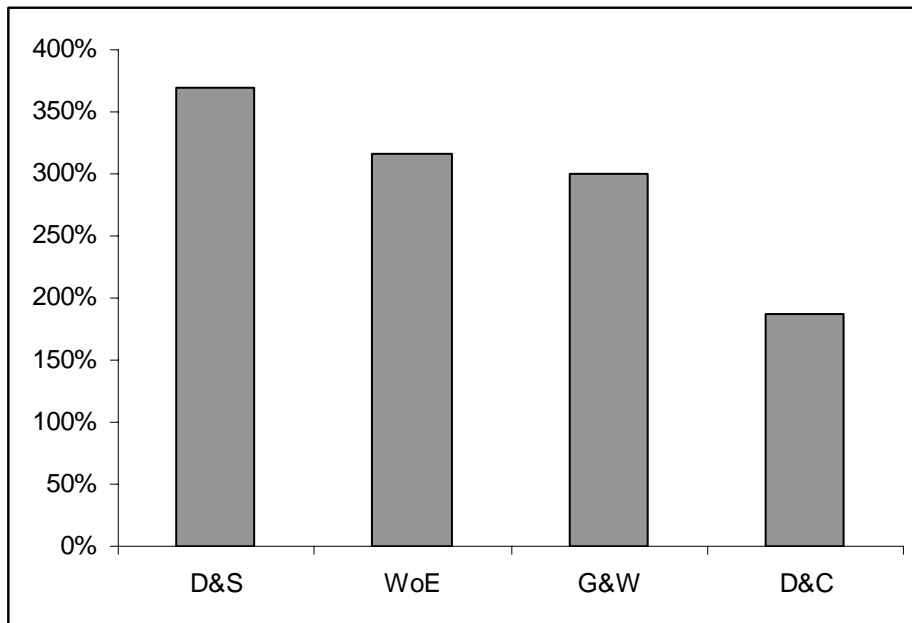
**Figure 25: Cumulative proportion of Train to Gain Skills for Life achievements profile by region, 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Of the region's LSC areas, Devon & Cornwall consistently delivered the largest proportion of its 2007/08 Skills for Life achievements profile with 19% of the year's target met by period 8, rising to 55% by period 12.
- > At period 8, all the other LSC areas had delivered less than 10% of their 2007/08 profiles. The best improving of these areas was Dorset & Somerset, which had met 42% of its target by period 12.

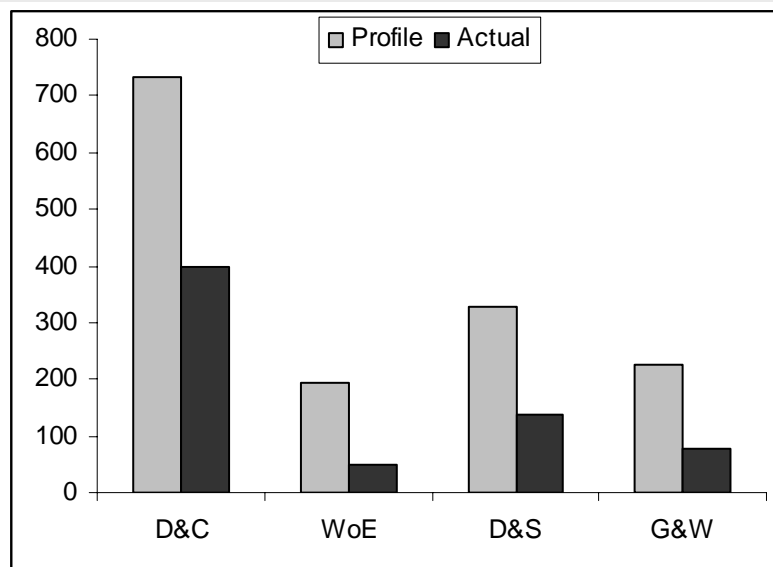
**Figure 26: % increase in Train to Gain Skills for Life achievements by LSC area period 8-12 2007/08**



Source: ILR data as at Period 12, 2007/08

- > Very large percentage increases in the number of Train to Gain Skills for Life achievements were shown between period 8 and period 12, with the Dorset and Somerset [369%], West of England [317%] and Gloucestershire & Wiltshire LSC areas all recording increases [300%] of at least 300%. Devon & Cornwall recorded a somewhat smaller increase but still registered a rise of 188%.

**Figure 27: Number of Train to Gain Skills for Life achievements by LSC area, August 2007 – July 2008**



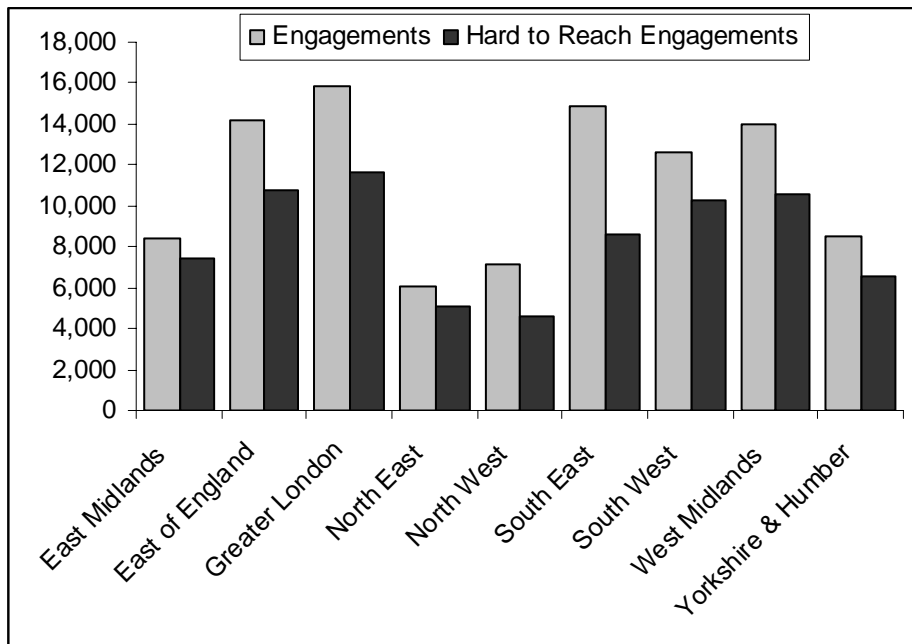
Source: ILR data as at Period 12, 2007/08

- > No LSC areas in the South West region met their Skills for Life achievements profile for 2007/08.

- > Devon & Cornwall recorded the most achievements with 400, just under three times as many as the equivalent figure for the second area, Dorset & Somerset, which recorded 136.
- > Gloucestershire & Wiltshire delivered 76 and the West of England 50.

## Train to Gain summary

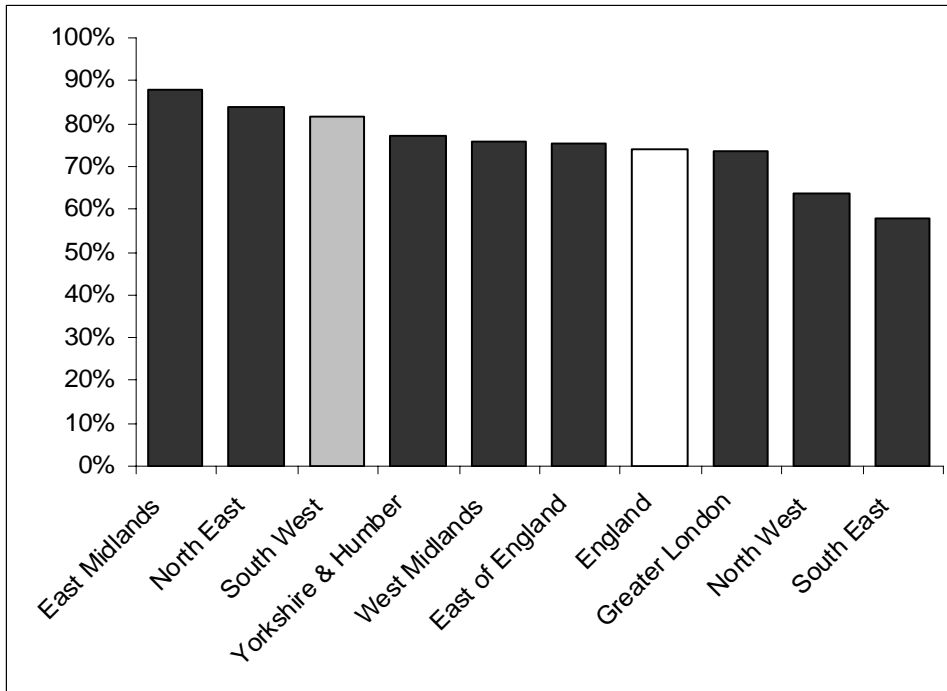
**Figure 28: Total number of Train to Gain employer engagements by region, April 2006 – July 2008**



Source: ILR data as at Period 12, 2007/08

- > Since the start of Train to Gain in April 2006, the South West had engaged some 12,620 employers, the fifth most of all the English regions. The smallest number of employers engaged was in the North East with less than half this number.
- > In terms of hard to reach engagements, the South West had engaged 10,290 employers since April 2006. This is the fourth highest of the English regions.

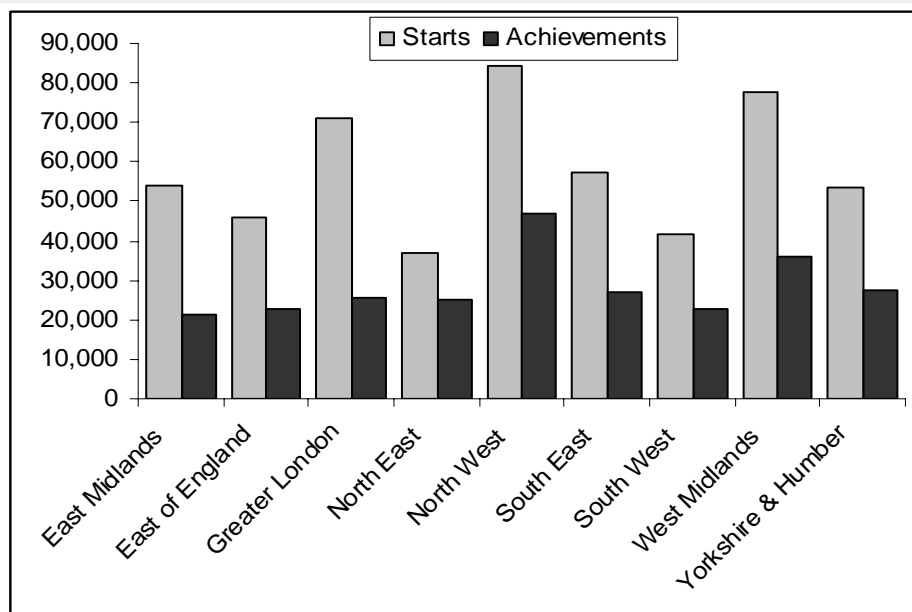
**Figure 29: Proportion of Train to Gain employer engagements that are hard to reach by region, April 2006 – July 2008**



Source: ILR data as at Period 12, 2007/08

- > Of the South West employers that were engaged between April 2006 and July 2008, 82% were hard to reach. This is the third largest proportion in the country, behind the East Midlands (88%) and the North East (84%) and ahead of the equivalent figure for England (74%).

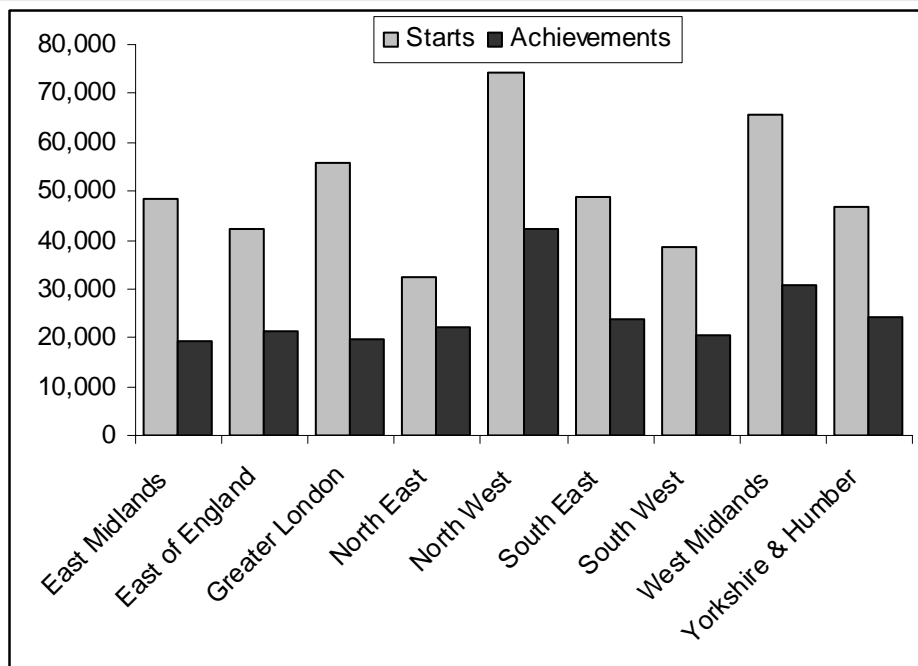
**Figure 30: Number of Train to Gain starts & achievements since April 2006 by region**



Source: ILR data as at Period 12, 2007/08

- > In the South West region, Train to Gain was responsible for 41,490 starts since April 2006. This is the second smallest number of the English regions, with the North West having the largest at 84,490.
- > In terms of achievements since the start of the Train to Gain programme, the South West is the second lowest scoring region, with 22,650. The highest scoring region, the North West, had nearly 47,000 achievements.
- > In the South West, the proportion of Train to Gain starts converted to achievements was greater than all but two of the English regions, at 55%. This was also greater than the proportion of conversions in England, which was 51%.

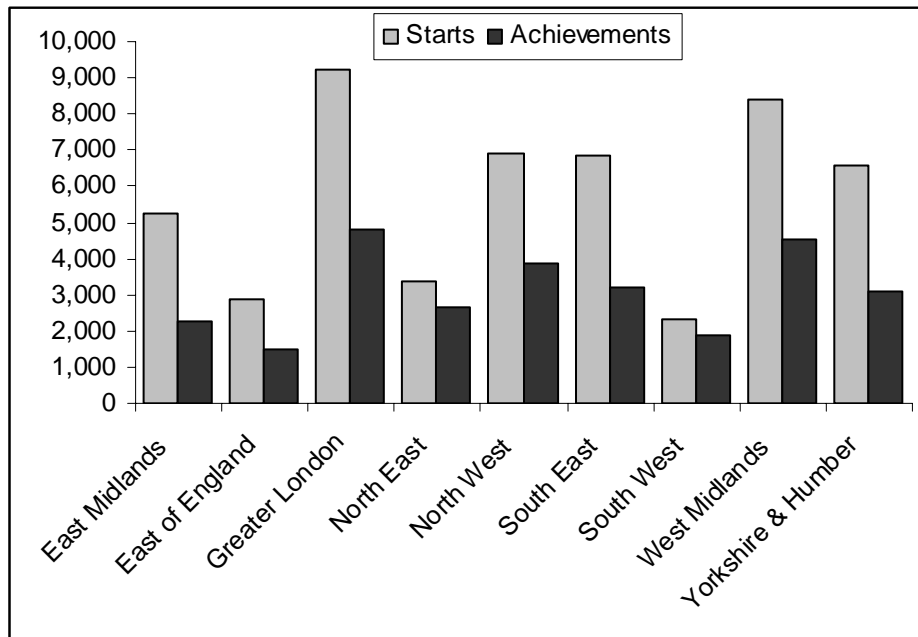
**Figure 31: Number of Train to Gain Level 2 starts & achievements since April 2006 by region**



Source: ILR data as at Period 12, 2007/08

- > The number of Train to Gain starts at level 2 since April 2006 was smaller than the South West in only the North East region. 38,460 people started a level 2 through the Train to Gain service in the South West.
- > These starts led to 20,700 level 2 achievements, with only London and the East Midlands recording fewer.
- > In the South West, 54% of Train to Gain starts at level 2 were converted to achievements. This was the third highest proportion of any of the English regions and higher than the figure for England of 52%.

**Figure 32: Number of Train to Gain Skills for Life starts & achievements since April 2006 by region**



Source: ILR data as at Period 12, 2007/08

- > Since the beginning of Train to Gain in April 2006, the South West has recorded 2,330 Skills for Life starts through the service. This is the smallest number of any of the English regions.
- > Skills for Life achievements as a result of Train to Gain numbered 1,890 in the South West. Only one region recorded fewer.
- > In terms of conversion rates the South West was the best performing of all the English regions, with 81% of starts going on to gain an achievement. This was some 28 percentage points higher than the England figure of 53%.

## Skills Pledge

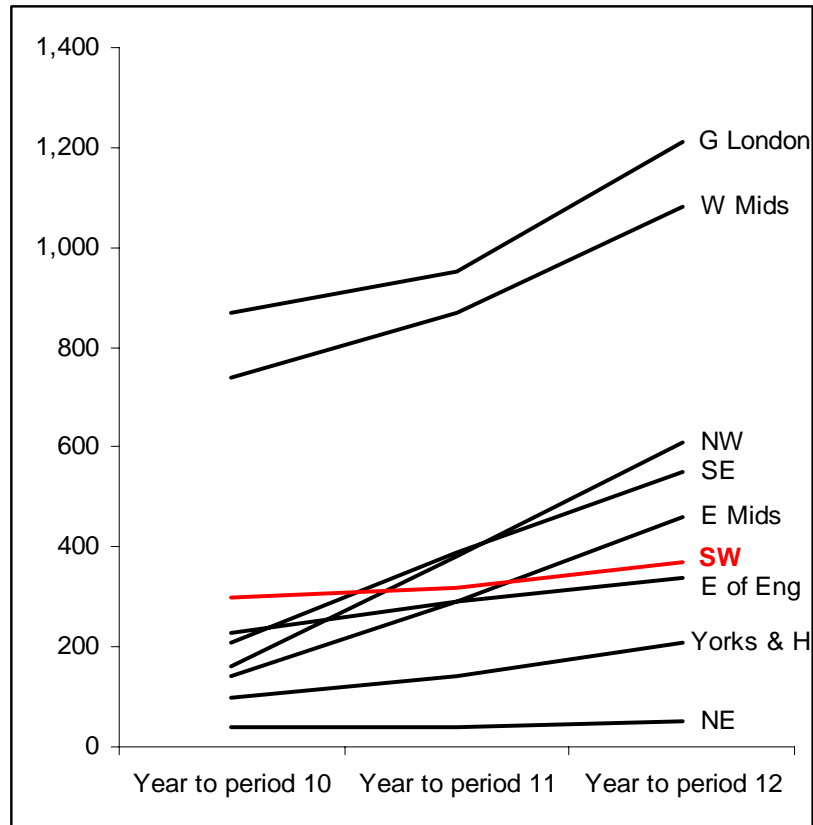
**Figure 33: Skills Pledge sign up by region, August 2007 – July 2008**

	Number of employers	Number of employees covered
<b>East Midlands</b>	460	67,970
<b>East of England</b>	340	245,830
<b>Greater London</b>	1,210	371,080
<b>North East</b>	50	123,320
<b>North West</b>	610	229,330
<b>South East</b>	550	200,990
<b>South West</b>	370	236,410
<b>West Midlands</b>	1,080	109,740
<b>Yorkshire and the Humber</b>	210	17,970

Source: LSC Skills Pledge MI Report as at 31 July 2008

- > Between August 2007 and July 2008, 370 employers signed up to the Skills Pledge in the South West region. This is a 16% increase on the period August 2007 – June 2008.
- > 236,410 employees were covered by employers signing up to the skills pledge between August 2007 and July 2008. The number of employees covered during this period was the third largest of all the English regions.

**Figure 34: Skills Pledge sign up trends – number of employers by region**



Source: LSC Skills Pledge MI Report as at 31 July 2008

- > In the year up to period 10, the South West had signed up the third largest number of employers to the Skills Pledge of the English regions, with some 300 businesses involved. By period 12, the region had signed up the sixth most.

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