

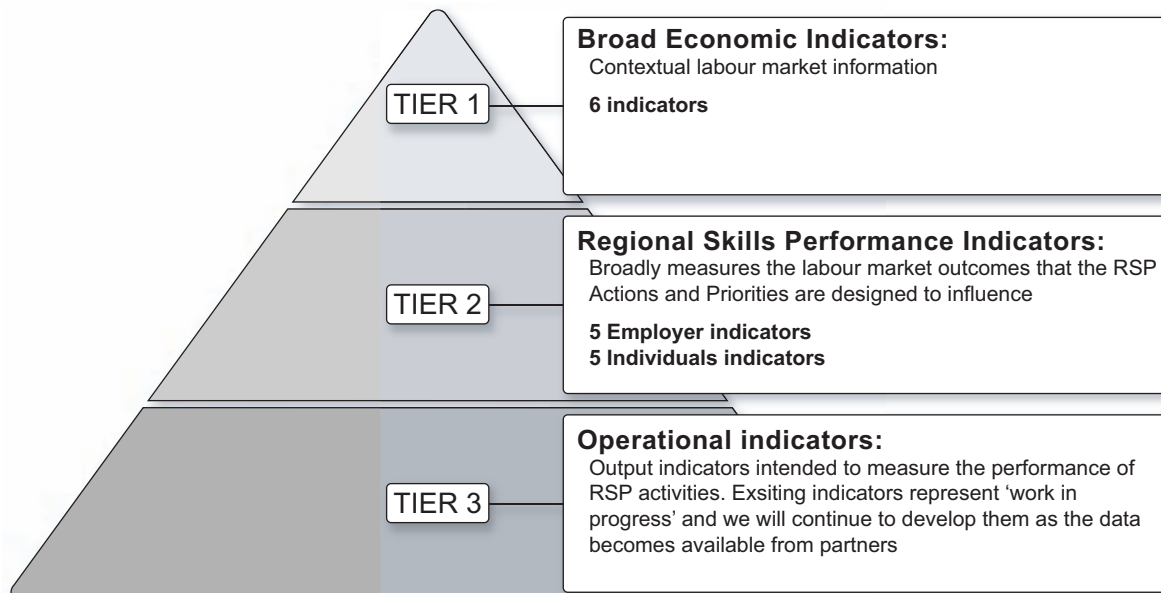
# Review of Regional Skills Performance - Tier 3 Operational Indicators



## The framework

We have developed a framework of indicators to allow the Regional Skills Partnership to track trends in the Region's skills performance, benchmarked against that of other English regions and England as a whole. The indicators are grouped into three 'tiers' as follows:

- Tier 1 indicators which track overall regional economic performance
- Tier 2 indicators which track the Region's performance in relation to skills
- Tier 3 indicators which track progress by the Partnership in tackling the Region's skills issues and problems.



*RSP framework of skills performance indicators*

## Closing the gap

As discussed in a previous policy briefing paper, analysis of tier 1 and 2 indicators demonstrates:

- The role of skills in closing the £10 billion Regional 'output gap' identified in the review of the West Midlands Economic Strategy by boosting productivity and participation in employment
- The 'scale of the task' to close the gap between Regional and national performance on range of skills indicators.

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## What progress have we made?

While the tier 3 indicators as they stand represent 'work in progress' at this stage and we will continue to source, collate and analyse operational data from partners as it becomes available on an on-going basis, they do highlight some encouraging progress by partners in tackling the Region's skills issues and problems.

<i>Work RSP Stream</i>	<i>Progress</i>
Brokerage, IAG and raising the aspirations of employers	<p>In 2006 some 3,000 employers and some 14,000 individuals were engaged in Train to Gain activity in the Region, the second highest numbers in England.</p> <p>It is notable, however, that when the totality of all employer investment in skills is considered training spend per employee (less than £180 on average) and days training per employee (7 days on average) are both the second lowest in England.</p>
Brokerage, IAG and raising the aspirations of individuals	<p>The proportion of learners on LSC funded courses that feel that their training has helped them secure or progress in employment has edged upwards from 83% in 2002/03 to 84% in 2004/05 and is the second highest in the country.</p> <p>The proportion of 16-18 year olds successfully completing apprenticeships increased from 42% in 2004/05 to 60% 2006/07, the highest success rate in England. The proportion of adults successfully completing apprenticeships increased from 38% in 2004/05 to 61% in 2006/07, the second highest rate in England.</p>
Higher level skills	<p>At 88% the proportion of the Region's graduates securing employment on qualifying was close to the England average in 2005/06.</p> <p>A third of graduates that moved away from the Region to go to university were attracted back to work in the West Midlands in 2005/06, the second highest proportion in England.</p> <p>However, the West Midlands struggles to attract graduates who have no previous connection with the Region. Only 14% of graduates working in the Region in 2005/06 are in this category, a figure lower than London, the South East, the East of England, the South West and the East Midlands.</p>
Management, leadership & entrepreneurship (LME) skills	<p>More than 90% of businesses participating in the Management Matters project, which has evaluated managers development needs and brokered access to appropriate training and development opportunities, felt that the programme has improved management skills with the workforce. 64% felt that the programme has improved employee motivation, 43% felt that the programme has increased innovation and 30% felt that the programme has led to increased profits.</p> <p>However, over the lifetime of the programme, while the proportion of managers deemed to be proficient in their role increased from 49% in 2003 to 56% in 2007 this is still well below the national average of 61%, and the Region lags behind national trends in terms of the proportion of managers proficient in a wide range of specific competencies.</p>
The 14-19 agenda	<p>The proportion of 14 year olds achieving key stage 3 in English (up from 56% in 2003/04 to 75% in 2005/06) Maths, (up from 57% to 75%) and Science (up from 52% to 71%) has risen strongly, closing the gap with the national average.</p> <p>The proportion of 19 year olds attaining a level 2 qualification has increased from 64% in 2002/03 (2.7 percentage points below the England average) to 70% in 2004/05 ( 1.8 percentage points below the national average) and the proportion attaining a level 3 qualification has increased from 39% in 2002/03 (2.7 percentage points below the England average) to 45% in 2004/05 (2.3% below the national average).</p> <p>However, there are still significant numbers of young people in the Region not engaged in employment, education or training. The proportion rose from 7.4% in 2005 to 8.3% in 2007, a figure well above the national average of 7.5%.</p>
Level 2/3 employability skills	<p>The number of adults studying for an LSC funded full level 2 qualification rose by 22% from 25,800 in 2003/04 to 31,500 in 2005/06 and the proportion achieving a full level 2 qualification rose by 9 percentage points from 55% to 64%.</p> <p>The number of adults studying for an LSC funded full level 3 qualification rose even more strongly - by 34% from less than 15,000 in 2003/04 to more than 20,000 in 2005/06 and the proportion achieving a full level 3 qualification rose by 9 percentage points from 49% to 58%.</p>