

**Poster 1**  
**Overview of the West Midlands Skills Performance Indicators Framework**



**Tier 3—Operational/Performance Measures**

- Train to Gain - employers engaged
- Train to Gain - learners engaged
- Train to Gain - ratio of leads to engagements
- Train to Gain - % of leads that are hard to reach
- Train to Gain - learner achievements
- Train to Gain - satisfaction with brokerage
- Days training per employee
- Training spend per employee
- Take up of Foundation Degrees
- Growth in planned take up of Foundation Degrees
- Management proficiency
- Satisfaction with LSC funded learning
- Young people/Adults Apprenticeship Success Rate
- Participation in HE/growth in HE participation
- Graduate employment rate
- Graduate attraction rates
- Participation in HE management courses
- NEET young people
- Adults FE learners undertaking full L2/3 qualification
- Adults FE full L2/3 Success Rate
- Qualification attainment at L2/3 by those from deprived backgrounds



**Tier 2—Skills outcome measures Demand Side Measures**

- Investment in training
- Adoption of workforce development tools
- Skill gaps
- Skill shortages
- Private sector employment

**Tier 2—Skills outcome measures Supply Side Measures**

- Qualification attainment amongst young people
- Qualification attainment amongst adults
- Participation in education or learning
- Graduate retention
- Participation in job-related training

Please note that the overall Skills Index is derived from a weighted framework of all Tier 2 indicators, as listed here. Indicators in Tiers 1 and 3 are not used to derive the overall Skills Index.



**Tier 1—Economic Context Measures**

- GVA per head
- GVA per employee
- Worklessness
- Business survival rate
- Earnings
- Employment rate

