

Poster 4a:
Tier 3 and Tier 2 Demand Side Indicators



Tier 3—Operational/Performance Measures Investment in skills by employers	Status
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 – satisfaction with brokerage	
Training spend per employee (data due May 08)	
Days training per employee	

Tier 2—Labour market outcome measures Investment in skills by employers	Status
Proportion of staff trained over past 12 months (RES)	
Adoption of workforce development tools	
Proportion of staff with skill gaps (RES)	
Density of skill shortage vacancies (RES)	

Tier 3—Operational/Performance Measures Higher level skills	Status
Take up of Foundation Degrees	
Growth in planned take up of Foundation Degrees	
Management proficiency	

Tier 2—Operational/Performance Measures Higher level skills	Status
Private sector employees educated to NVQ Level 4+ (RES)	