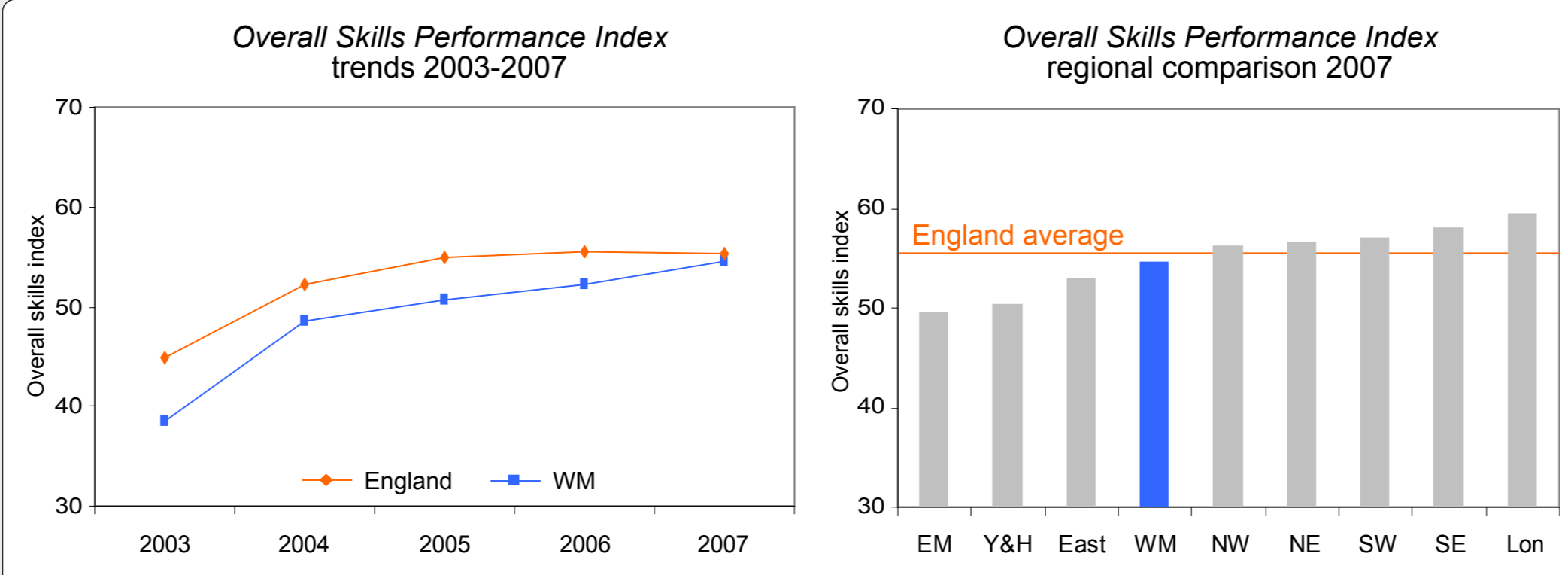


SKILLS INDEX

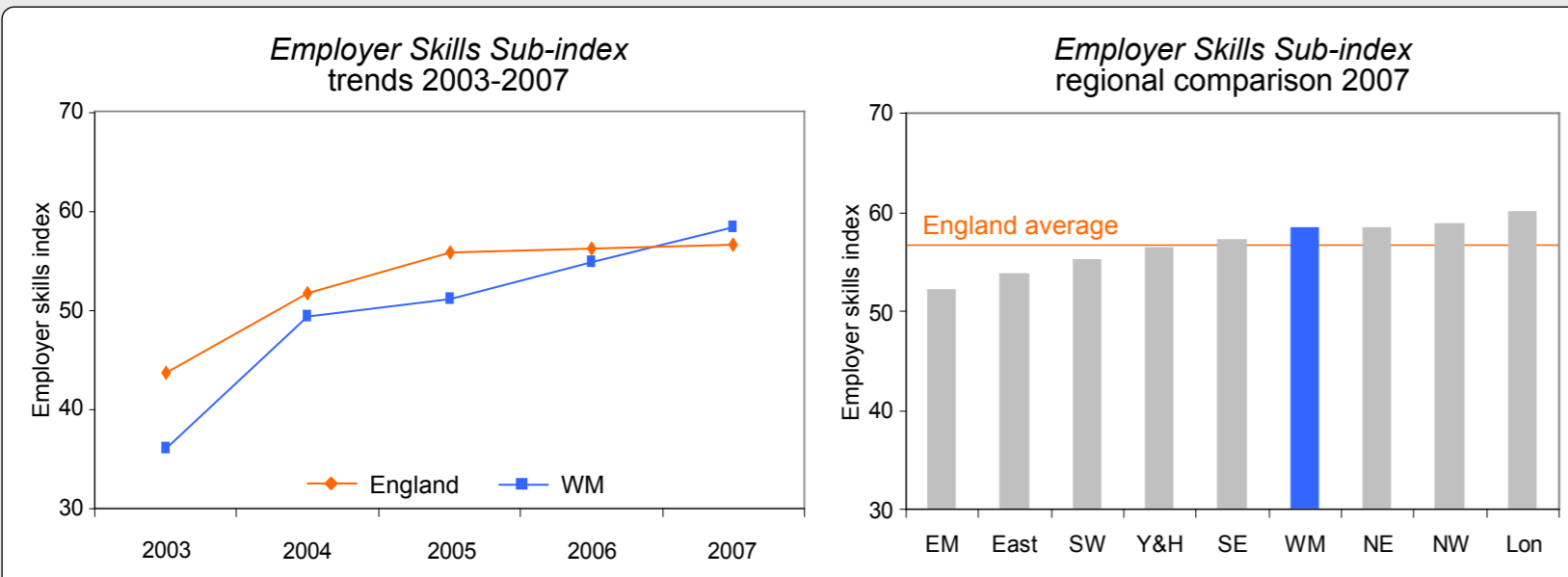
Composite (multiple) index calculated from the 5 Employer and 5 Individuals skills performance indicators included in the Tier 2 Skills Performance Indicator Framework



EMPLOYER Skills Index

Weight: 0.5

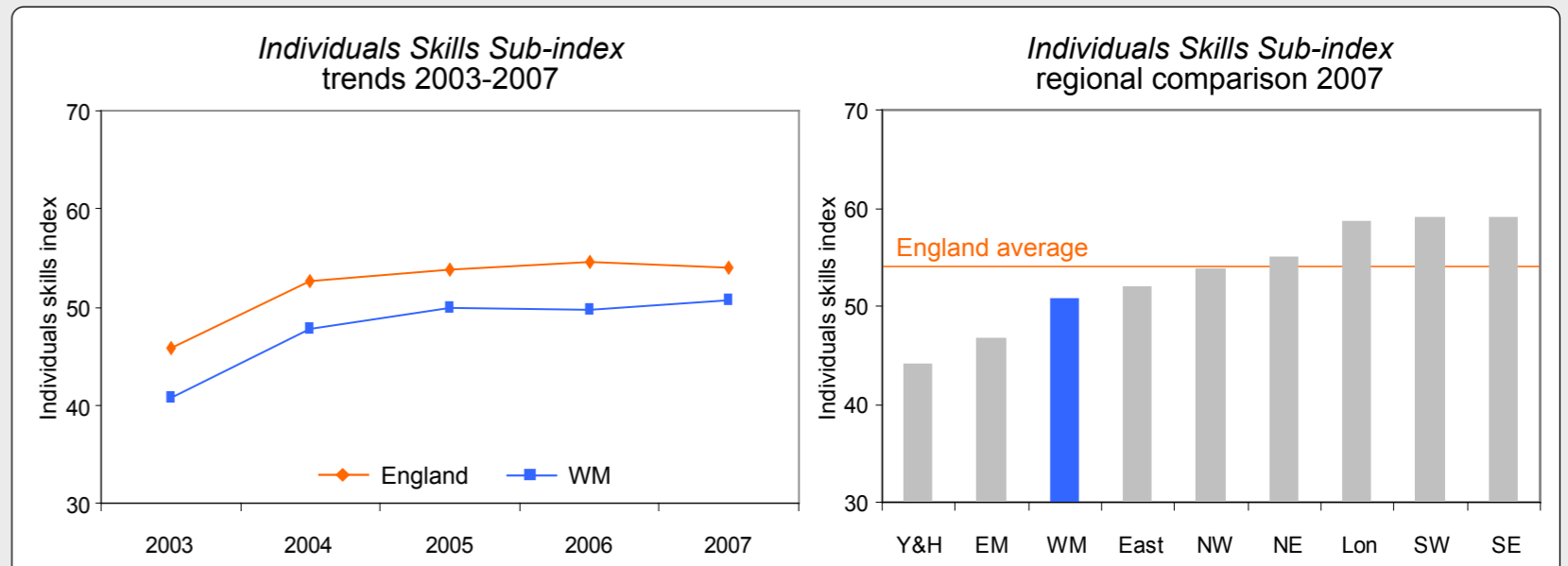
Composite sub-index: Calculated from the 5 employer indicators, where each indicator contributes by its given weight



INDIVIDUALS Skills Index

Weight: 0.5

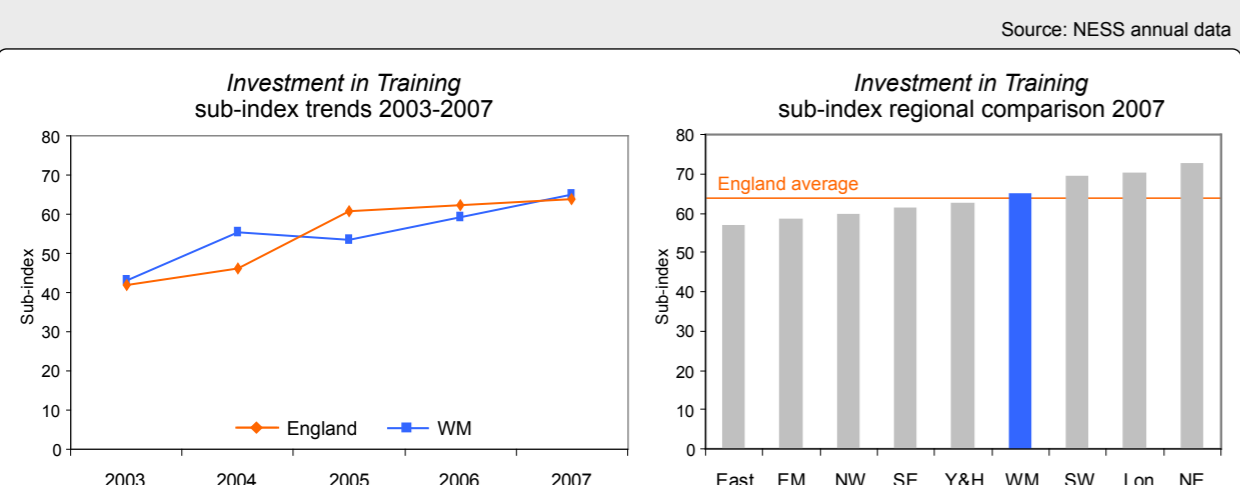
Composite sub-index: Calculated from the 5 employer indicators, where each indicator contributes by its given weight



Investment in Training

Weight: 0.2

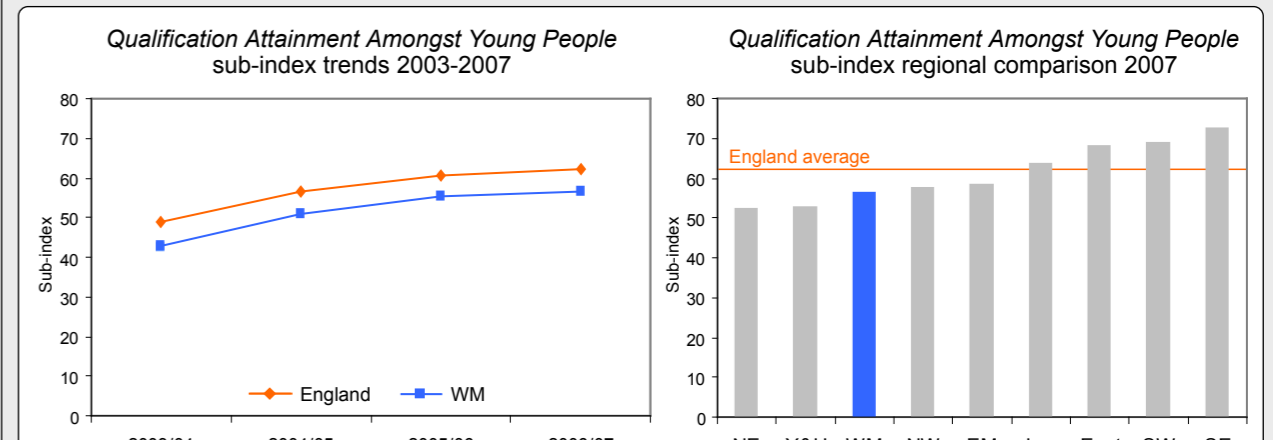
Single indicator: Proportion of staff trained over past 12 months



Qualification Attainment Amongst Young People

Weight: 0.2

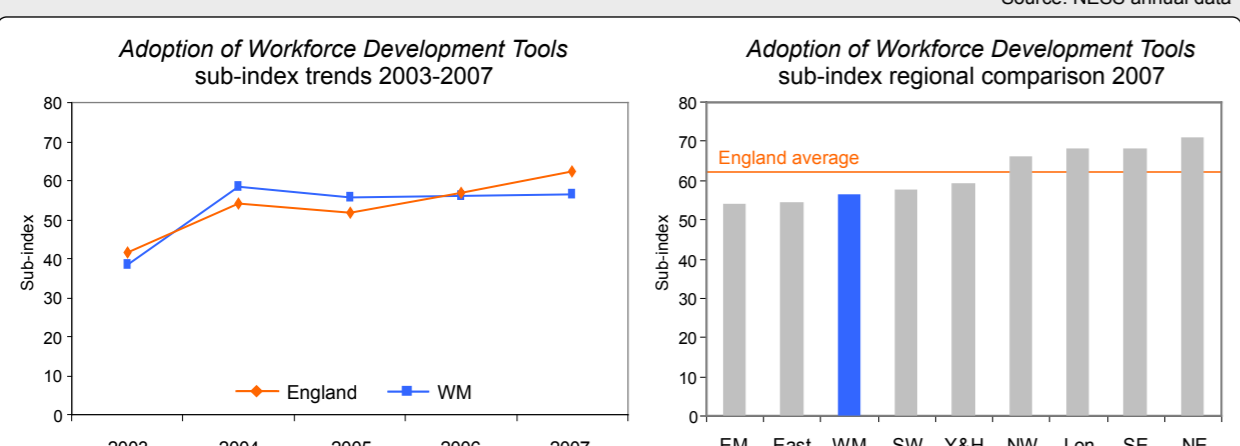
Composite indicator:
 a. Proportion of 14 year olds achieving key stage 3 in Maths/English/Science (weight: 0.25)
 b. Proportion of 15 year old pupils achieving 5 or more GCSE A*-C grades, incl. Maths & English (weight: 0.25)
 c. Proportion of 19 year olds qualified to NVQ level 2 or above (weight: 0.25)
 d. Proportion of 19 year olds qualified to NVQ level 3 or above (weight: 0.25)



Adoption of Workforce Development Tools

Weight: 0.2

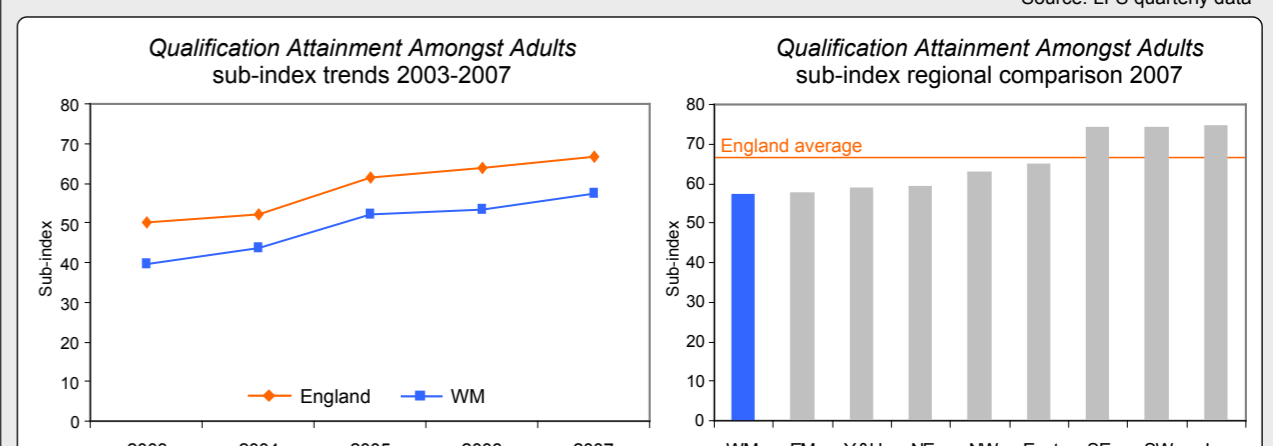
Composite indicator:
 a. Proportion of establishments with a business plan (weight: 0.36)
 b. Proportion of establishments with a training plan (weight: 0.24)
 c. Proportion of establishments with a budget for training (weight: 0.24)
 d. Proportion of establ. formally assessing employees' skill gaps (weight: 0.16)



Qualification Attainment Amongst Adults

Weight: 0.2

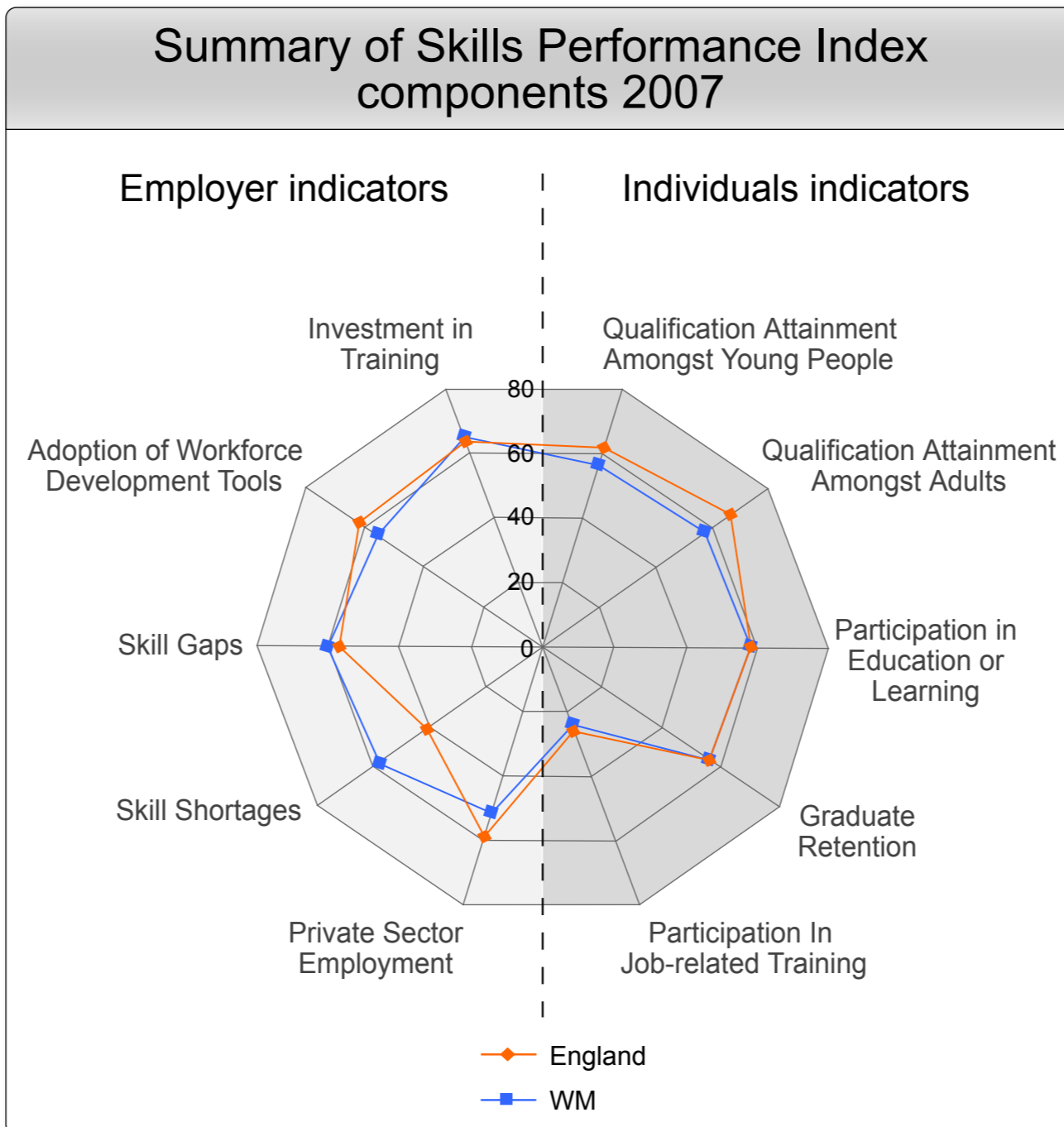
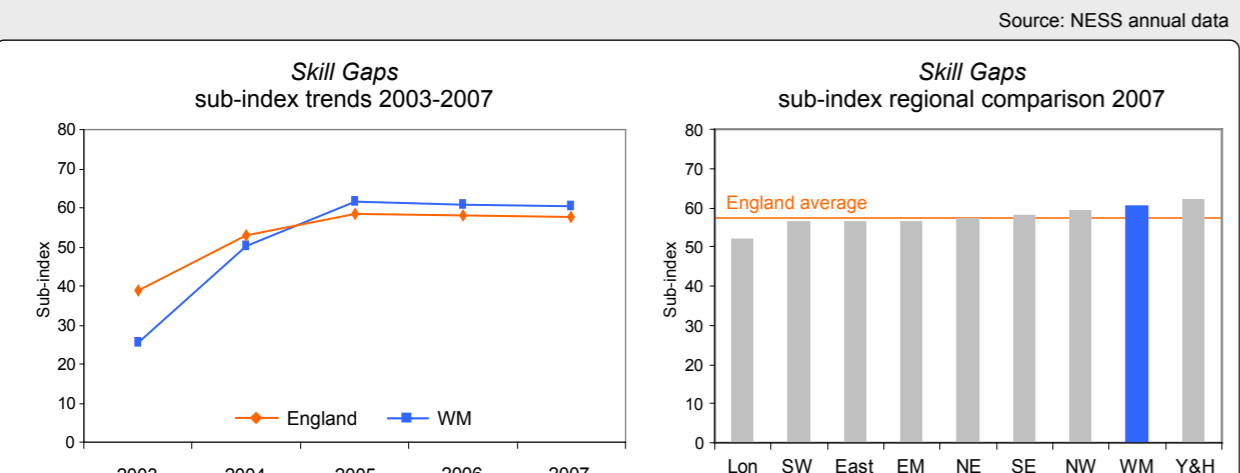
Composite indicator:
 a. Proportion of working age population with NVQ4+ (weight: 0.25)
 b. Proportion of working age population with NVQ3 (weight: 0.25)
 c. Proportion of working age population with NVQ2 (weight: 0.25)
 d. Proportion of working age pop. with No Qualifications (weight: 0.25)



Skill Gaps

Weight: 0.2

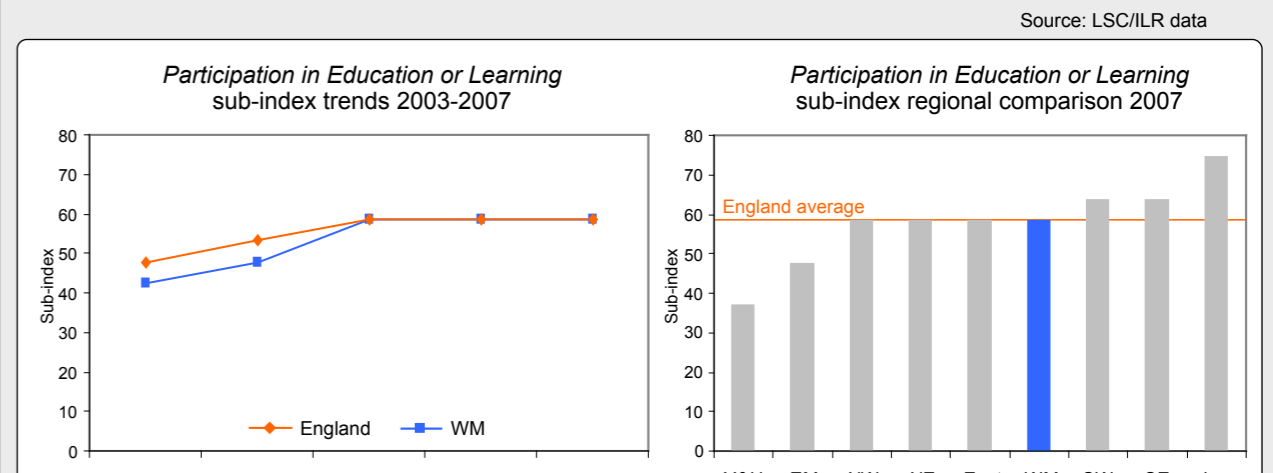
Single indicator: Proportion of staff with skill gaps



Participation in Education or Learning

Weight: 0.2

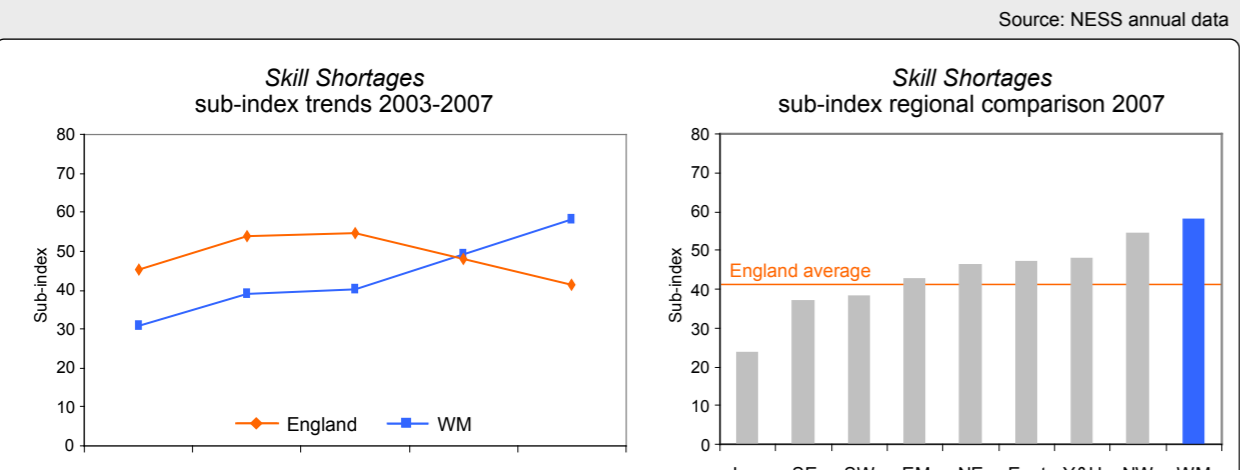
Single indicator: Proportion of 16-17 olds in Education or Work Based Learning (WBL)



Skill Shortages

Weight: 0.2

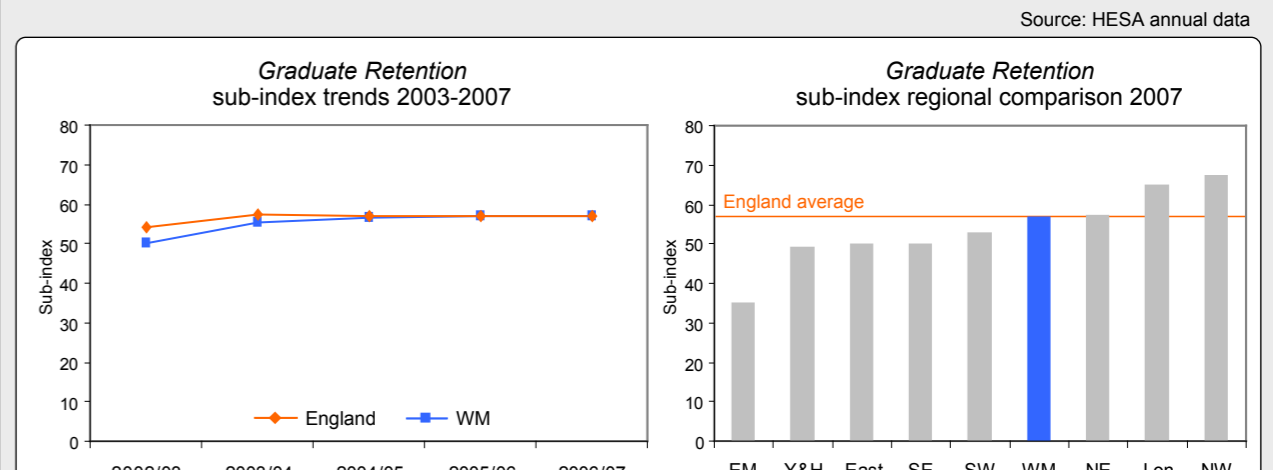
Single indicator: Density of skill shortage vacancies (skills shortage vacancies as a proportion of total vacancies)



Graduate Retention

Weight: 0.2

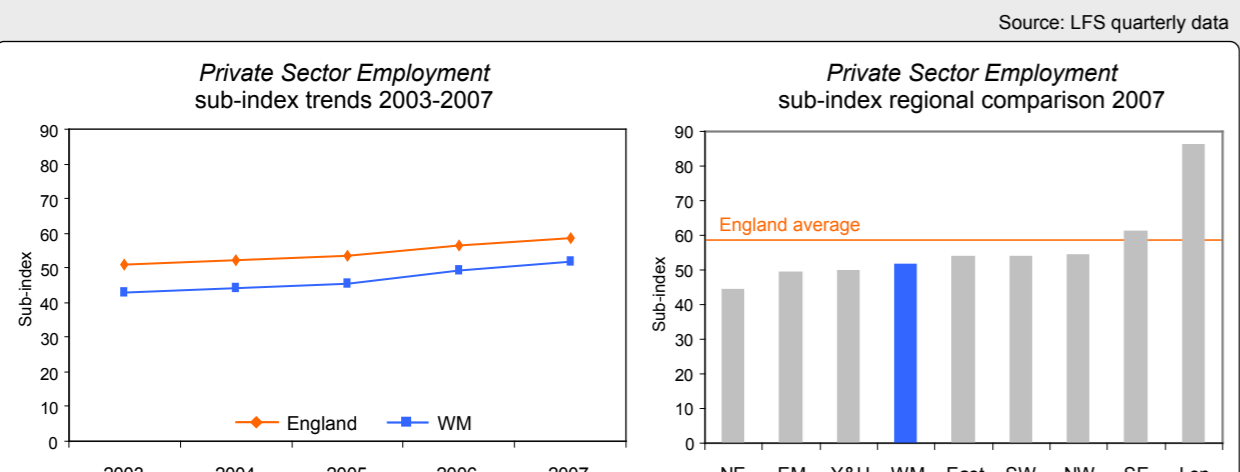
Single indicator: Proportion of graduates finding employment in their region of study after graduation



Private Sector Employment

Weight: 0.2

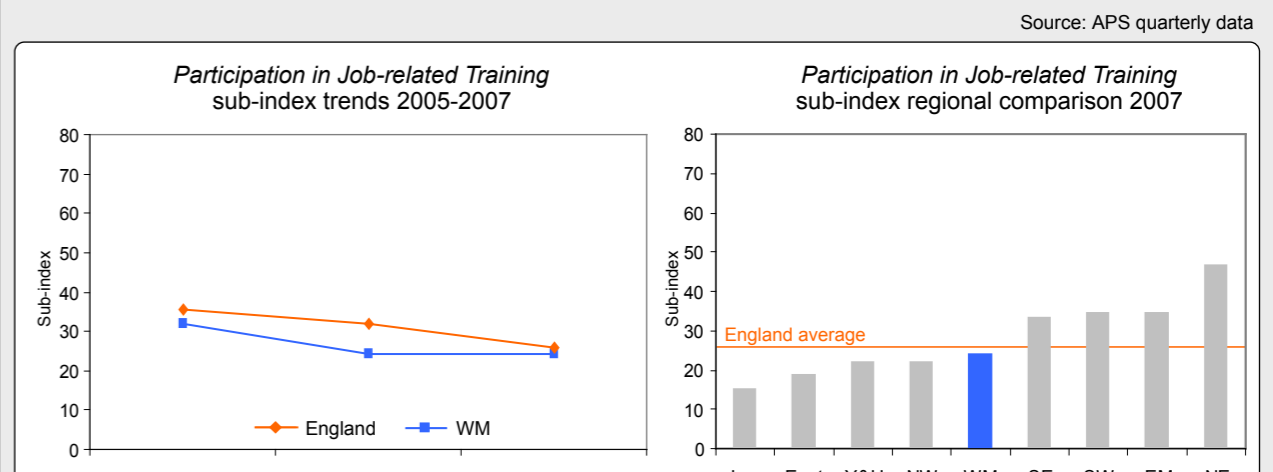
Single indicator: Private sector employees educated to NVQ level 4+



Participation in Job-related Training

Weight: 0.2

Single indicator: Proportion of employees who participated in job-related training in the last 4 weeks



Note: For all indicators shown, a higher index number represents better performance.

Created by:
 West Midlands Regional Observatory
 Tel. 0121 202 3250
 E-mail: enquiries@wmro.org

