

**Kent & Medway  
Life Long Learning Network  
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Leading learning and skills

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# Train to Gain

The Implications for Higher Level  
Skills Delivery



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# What is Train to Gain?



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[www.traintogain.gov.uk](http://www.traintogain.gov.uk)

**“Train to Gain is the single point of access for businesses such as yours to get the training advice and support you need to succeed.**

The Learning and Skills Council’s Train to Gain service provides impartial, independent advice on training to businesses across England. It can help businesses improve their productivity and competitiveness by ensuring that employees have the right skills to do the best job.

Train to Gain gives you access to a skills broker who will carry out a needs analysis of training within your business and help you assess what skills your business has now and what you will need in the future”.

# Train to Gain



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- **A service to employers**
- **A mechanism to encourage greater employer investment in their workforce – AT ALL LEVELS**
- **A means of distributing public funding for skills development**

# Why is this economically important?



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- **Leitch**
  - Global competitiveness by 2020
  - If we achieve all targets we stand still!
  - 78% of workforce of 2020, already in work
- **SEEDA Regional Economic Strategy (RES)**
  - Illustrates importance of skills to SE economy
  - Focus on raising skills – especially levels 3 and 4

# Is there a need?



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- The Kent and Medway workforce has the lowest qualification levels of any in the South East region:

| <u>Qualification level</u> | <u>K&amp;M</u> | <u>South East</u> |
|----------------------------|----------------|-------------------|
| •Level 4                   | 24%            | 30%               |
| •Level 3                   | 43%            | 49%               |
| •Level 2                   | 63%            | 68%               |
| •Level 1                   | 83%            | 82%               |
| •No Qualification          | 12%            | 10%               |

# Is there a need?



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- **Business link survey**
  - 81% of businesses think training is important
  - 48% have a Training Plan
  - 27% have trained in the preceding 12 months
- **SEEDA survey:**
  - 22% of working population in receipt of training

# Why the current emphasis on level 2?



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- Government believes that level 2 is essential – “ to be an economically productive member of society”
- We have a long way to go with training workforce to level 2
- ‘Craft’ level skills still relevant in UK economic context
  
- There is...but it is moving!

# Policy developments



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- **Level 3 / 4 trials**
- **19+ funding for FE / Private providers**
  - Train to Gain
  - Skills Accounts
- **Funding**
  - Allocated less – Bid for more!
- **Apprenticeship growth**
  - 500,000 nationally by 2011 – 100% increase
  - Availability to adults

# Other influences



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- **Demographic impact**
  - Fewer young people
  - More choice
  - Higher quality
- **What do employers really want?**
  - Skills versus Qualifications
- **Emphasis on level 2**
  - Funding distorting the market
    - employers
    - learners

# Progression – unlocking the potential to higher levels

- 63% level 2 yet only 24% level 4
- Maximising progression opportunities
- Barriers include:
  - Funding
  - Employer commitment
  - Different institutions
  - Perception

# Opportunities



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- Maximising progression opportunities
- K&M level 3 and 4
- Untapped employers
  - Estimated 2,600 engaged out of approx. 9,000 businesses in K&M in last four years
- Funding flexibilities
  - **Level 3 / 4 trials**
  - **Train to Gain**
    - Volunteers
    - Self Employed

# Building Effective Employer Engagement



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- **Takes time**
- **Little opportunity for ‘quick fix’**
- **Trust and track record needed**
- **Subsidy helps!**
- **Its how you sell it!**



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Questions?