

Train to Gain – Wave 5 Evaluation

Data Annexe

January 2010

Further information

For further information, please contact the appropriate Learning and Skills Council office. Contact details for each office can be found on the LSC website: www.lsc.gov.uk.

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Notes and Conventions

Notation and abbreviation

All tables use the following abbreviations:

Abbreviation	Explanation
W1	Wave 1 survey
W2 (NE)	Wave 2 New Entrants Group survey
W3 (NE)	Wave 3 New Entrants Group survey
W4 (NE)	Wave 4 New Entrants Group survey
W5 (NE)	Wave 5 New Entrants Group survey
W2 (LL)	Wave 2 Longitudinal Group survey, ie a follow up of respondents to the Wave 1 survey
W3 (LL)	Wave 3 Longitudinal Group survey, ie a follow up of respondents to both the Wave 1 and Wave 2 Longitudinal surveys
W4 (LL)	Wave 4 Longitudinal Group survey, ie a follow up of respondents to the Wave 3 New Entrants Group survey
W5 (LL)	Wave 5 Longitudinal Group survey, ie a follow up of respondents to both the Wave 3 New Entrants Group survey and the Wave 4 Longitudinal Group survey

Timings

Wave 1 was conducted in spring 2007; Wave 2 in autumn 2007; Wave 3 in summer 2008; Wave 4 in winter 2008; and Wave 5 in summer 2009.

Percentages

* indicates a percentage less than 0.5%

- indicates the question was not asked

All percentages are rounded to the nearest whole digit, so percentages sometimes appear not to sum to 100 per cent, for example 45.4, 45.4, 9.2 becomes 45, 45, 9

Like for like comparisons

Tables showing *like for like* comparisons show the responses for new entrants in Wave 3 who were followed up in both Wave 4 and Wave 5, and who gave answers to the question being compared at each point. This allows us to see the views of exactly the same group of respondents at each wave.

Inclusion of 'don't know' responses

Most tables show all responses to a question, including 'don't know' responses where applicable. On some questions however, particularly those where a sub-group has been selected for analysis, a category has been derived, or a mean score has been calculated, the 'don't know' responses have been removed from the base. Where they have been omitted this is made clear in the notes beneath each table.

1 Learner Characteristics

Table 1.1: Learning status

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Still learning	70	52	58	49	3,463	60
Early leaver	3	4	4	4	157	3
Completed	22	37	30	42	1,763	30
About to start/other	6	7	8	5	418	7
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Still learning	70	21	7	24	114	7
Early leaver	3	6	5	6	67	4
Completed	22	72	85	68	1,415	87
About to start/other	6	1	3	1	35	2
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.2: Subject of qualification

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
NVQ In Health And Social Care	31	25	25	27	912	16
NVQ In Customer Service	8	7	8	6	515	9
NVQ in Road Passenger Transport/Driving/Vehicle Driving	1	1	1	5	264	5
NVQ in Plant Operations	1	3	4	5	287	5
NVQ In Business and Administration	4	4	4	4	245	4
NVQ in Business Improvement Techniques					233	4
NVQ in Team Leading	4	4	3	3	219	4
NVQ In Children's Care Learning And Development	2	2	4	3	218	4
NVQ in Supporting Teaching and Learning in Schools/NVQ for Teaching Assistants	3	2	1	1	199	3
NVQ in Driving Goods Vehicles	1	3	2	2	182	3
Base (N)	7,500	2,542	5,608	5,776	5,800	-
Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
NVQ In Health And Social Care	31	32	34	30	450	28
NVQ In Customer Service	8	8	7	7	105	6
NVQ In Business and Administration	4	4	4	5	80	5
NVQ In Children's Care Learning And Development	2	2	3	4	75	5
NVQ In Cleaning And Support Services	2	2	3	3	66	4
NVQ in Plant Operations	1	1	1	3	52	3
NVQ in Team Leading	4	4	4	3	47	3
NVQ in Business Improvement Techniques	2	2	2	2	39	2
NVQ in Management	*	1	*	2	39	2
NVQ in Supporting Teaching and Learning in Schools/NVQ for Teaching Assistants	3	4	4	2	32	2
Base (N)	7,500	5,072	2,777	3,230	1,613	-

Base = all learners. Top ten qualifications shown for each Wave 5 survey plus corresponding data for earlier waves.

Source: Train to Gain employee surveys

Table 1.3: Level of course (Fully or part funded)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Level 2 (fully funded)	94	96	84	83	4,800	83
Level 3 (part funded)	6	4	16	17	1,000	17
Total (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Level 2 (fully funded)	94	93	93	84	1,357	83
Level 3 (part funded)	6	7	8	16	274	17
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.4: Training provider

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Independent provider	42	42	58	55	2,746	47
Public provider	58	58	43	45	2,936	51
Not known	-	-	-	-	118	2
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Independent provider	42	42	41	56	893	55
Public provider	58	58	59	44	738	45
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.5: Industry of employer (current or most recent occupation)

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Agriculture	-	1	1	1	16	1
Construction	-	7	6	8	143	9
Engineering and manufacturing	-	12	12	12	173	11
Distribution, transport and logistics	-	6	6	7	107	7
Hospitality, leisure, sport and travel	-	7	7	7	104	6
Retail	-	9	9	7	116	7
Health, social care, education and public services	-	50	53	50	825	51
<i>Health and social care services</i>	-	-	-	-	596	37
<i>Education, public administration and defence services</i>	-	-	-	-	229	14
Finance and business services	-	2	2	3	26	2
Electricity, gas or water supply	-	1	1	1	12	1
Community, social or personal service activities	-	4	4	4	103	6
Other/not known	-	2	1	1	6	*
Base (N)	-	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.6: Size of employer/number of employees (current or most recent occupation)

	New entrants				<i>Not asked in new entrant surveys</i>	
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
1 - 10	-	10	10	13	177	11
11 - 49	-	27	29	27	395	24
50 - 249	-	25	26	26	412	25
250 +	-	35	33	29	597	37
Don't know	-	3	2	4	50	3
Base (N)	-	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.7: Occupational group (current or most recent occupation)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Managers and senior officials	6	7	8	7	408	7
Professional occupations	3	2	5	4	211	4
Associate professional and technical	6	6	5	5	268	5
Administrative and secretarial	7	7	6	6	506	9
Skilled trades occupations	12	16	16	15	823	14
Personal service occupations	35	26	28	32	1,453	25
<i>Caring personal services</i>	-	-	26	29	1,308	23
<i>Leisure personal services</i>	-	-	2	3	145	3
Sales and customer service occupations	9	6	8	6	404	7
Process, plant and machine operatives	11	17	13	14	928	16
Elementary occupations	11	12	11	10	754	13
Other/not known/unemployed	1	1	1	1	46	1
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Managers and senior officials	6	5	6	8	131	8
Professional occupations	3	3	4	6	99	6
Associate professional and technical	6	6	6	6	92	6
Administrative and secretarial	7	8	7	7	114	7
Skilled trades occupations	12	11	11	14	220	14
Personal service occupations	35	36	37	32	505	31
Sales and customer service occupations	9	9	8	7	114	7
Process, plant and machine operatives	11	11	11	10	155	10
Elementary occupations	11	11	11	10	165	10
Other/not known/unemployed	1	1	1	1	36	2
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.8: Length of time in job (current or most recent job)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Less than 1 year	18	14	20	18	1,182	20
1 - 7 years	61	61	58	62	3,309	57
8 - 14 years	13	14	12	13	773	13
15 - 21 years	6	7	5	4	330	6
22 years and longer	3	5	3	2	207	4
Don't know	0	0	2	2	0	0
Base (N)	7,500	2,542	5,608	5,776	5,800	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
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Base = all learners.

Source: Train to Gain employee surveys

Table 1.9: Previous circumstances

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Working for a different employer doing much the same sort of work	34	37	33	39	348	30
Working for a different employer doing a different job	46	42	45	40	570	48
In full-time training or learning	2	2	5	2	61	5
Not working/unemployed - for less than six months	2	3	2	2	31	3
Not working/unemployed - for more than six months	12	10	11	9	139	12
Other	5	6	4	7	33	3
Base (N)	1,328	350	1,135	1,044	1,182	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
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Base = all those employed for less than one year in current or most recent job.

Source: Train to Gain employee surveys

Table 1.10: Gender

	W1	W2	W3	W4	W5	
New entrants	%	%	%	%	N	%
Male	35	52	51	51	3,250	56
Female	65	48	49	49	2,550	44
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Male	35	33	31	40	643	39
Female	65	67	69	60	988	61
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners

Source: Train to Gain employee surveys

Table 1.11: Whether learners have a disability, learning difficulty or health problem

	W1	W2	W3	W4	W5	
New entrants	%	%	%	%	N	%
Yes	7	6	6	6	280	5
No	89	88	91	91	5,336	92
Not recorded	4	6	4	2	184	3
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Yes	7	7	9	6	102	6
No	89	89	87	90	1,455	89
Not recorded	4	4	4	4	74	5
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.12: Ethnic origin

	W1	W2	W3	W4	W5	
New entrants	%	%	%		N	%
White	91	87	82	81	4,812	83
Asian/Asian British	3	5	6	6	457	8
Black/Black British	3	4	7	7	287	5
Chinese or other ethnicity	1	1	2	2	68	1
Mixed heritage	1	1	1	1	66	1
Not recorded	2	3	3	2	110	2
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
White	91	92	93	82	1,358	83
Asian/Asian British	3	3	2	5	67	4
Black/Black British	3	2	2	7	97	6
Chinese or other ethnicity	1	1	1	2	30	2
Mixed heritage	1	1	1	1	13	1
Not recorded	2	2	2	4	66	4
Base (N)	7,500	5,072	2,777	3,230	1,613	100

Base = all learners.

Source: Train to Gain employee surveys

Table 1.13: Age

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
18 - 25	8	11	15	14	1,024	18
26 - 35	18	18	22	27	1,508	26
36 - 45	36	32	32	30	1,712	30
46 - 55	28	27	24	21	1,170	20
56 and above	11	12	8	8	315	5
Not known	0	0	0	0	71	1
Base (N)	7,500	2,542	5,608	5,776	5,800	100

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%		N	%
18 - 25	8	6	5	9	108	7
26 - 35	18	16	15	20	293	18
36 - 45	36	36	37	35	575	35
46 - 55	28	30	32	28	493	30
56 and above	11	12	12	9	162	10
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners. Longitudinal group data shows the age as recorded at the earliest survey.

Source: Train to Gain employee surveys

Table 1.14: Age of leaving full-time education

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Under 16	22	23	17	16	853	15
16	52	50	45	44	2,497	43
17	11	11	11	11	657	11
18	8	8	10	11	720	12
Over 18	7	9	17	18	1,073	19
Base (N)	7,500	2,542	5,608	5,776	5,800	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
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Base = all learners

Source: Train to Gain employee surveys

Table 1.15: Region

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
East of England	7	11	9	9	484	8
East Midlands	6	8	8	9	580	10
Greater London	3	7	17	17	628	11
North East	7	6	5	4	502	9
North West	21	16	18	17	890	15
South East	12	9	12	12	716	12
South West	9	11	9	9	474	8
West Midlands	20	15	13	13	860	15
Yorkshire and Humberside	9	13	6	7	666	12
National/not known	7	4	3	3	0	0
Base (N)	7,500	2,542	5,608	5,776	5,800	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
East of England	7	7	6	10	152	9
East Midlands	6	6	9	8	129	8
Greater London	3	3	4	16	244	15
North East	7	8	9	5	72	4
North West	21	21	23	18	288	18
South East	12	12	13	12	194	12
South West	9	9	11	10	187	12
West Midlands	20	20	17	14	234	14
Yorkshire and Humberside	9	8	6	4	79	5
National/not known	7	6	2	4	52	3
Base (N)	7,500	5,072	2,777	3,230	1,631	100

Base = all learners.

Source: Train to Gain employee surveys

2 Finding Out and Signing Up

2.1 Train to Gain brand

Table 2.1: How much do you know about Train to Gain?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
I know it very well	2	2	5	4	200	3
I know a fair amount about it	7	8	14	14	525	9
I know just a little about it	29	32	35	34	1,738	30
I have heard of it but I know nothing about it	22	25	23	25	1,740	30
I've never heard of it	40	33	24	23	1,582	27
Don't know	*	*	*	*	15	*
Base (N)	7,500	2,542	5,608	5,776	5,800	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all learners

Source: Train to Gain employee surveys

Table 2.2: Did you know you were doing a course funded by Train to Gain?

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Yes	-	-	68	65	2,188	52
No	-	-	31	34	1,944	46
Don't know	-	-	1	1	72	2
Base (N)	-	-	4,277	4,458	4,203	100
Longitudinal learners						
<i>Not asked in longitudinal surveys</i>						
-	-	-	-	-	-	-

Base = All those who had heard of Train to Gain

Source: Train to Gain employee surveys

Table 2.3: Source of information re: Train to Gain

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
From a manager/supervisor/HR or training department	53	55	58	54	1,661	40
TV advertisement	6	9	9	17	633	15
From a training provider/college/college staff/assessor	12	7	5	1	406	10
From a colleague	13	9	8	8	341	8
From friends or relations	4	4	4	5	222	5
Advert in local or national newspaper	3	3	2	2	123	3
Radio advert	3	4	1	2	89	2
Train to Gain website	1	1	1	2	85	2
Don't know	6	5	4	4	285	7
Base (N)	4,470	1,694	4,277	4,458	4,203	-
Longitudinal learners						
<i>Not asked in longitudinal surveys</i>						
-	-	-	-	-	-	-

Base = all those who were aware of Train to Gain. Multiple responses given, only W5 responses of over two per cent shown plus corresponding data for earlier waves.

Source: Train to Gain employee surveys

Table 2.4: Statements about Train to Gain

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
AGREE: It's a way for employers to get free training for their staff	33	38	40	31	1,338	32
DISAGREE	67	62	60	69	2,865	68
AGREE: It's a scheme for employees to get skills and qualifications at work	83	84	81	76	2,953	70
DISAGREE	17	16	19	24	1,250	30
AGREE: Train to Gain is more for employers than for employees	9	12	13	11	413	10
DISAGREE	91	88	87	89	3,790	90
Base (N)	4,470	1,694	4,277	4,458	4,203	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all those who were aware of Train to Gain

Source: Train to Gain employee surveys

2.2 Getting involved in Train to Gain

Table 2.5: Where first heard about their qualification

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Employer, manager or supervisor	74	75	73	71	3,914	68
Training provider or member of college staff came to work	7	7	8	7	514	9
Other work colleague (non-supervisory)	4	3	4	5	252	4
HR/personnel or training manager	5	4	3	3	223	4
Friend/relative not working in your organisation	1	1	2	3	218	4
Base (N)	7,500	2,542	5,608	5,776	5,800	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners. Only W5 responses over two per cent shown.

Source: Train to Gain employee surveys

Table 2.6: Route into training

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
I put myself forward when I found out about the opportunity	54	54	68	63	3,092	53
Employer asked if I was interested	60	61	67	59	2,846	49
The training was mandatory for my job	-	-	49	39	1,661	29
I requested this training	29	28	42	36	1,615	28
My employer asked for volunteers	27	29	40	33	1,291	22
I progressed automatically to this training from a Level 1 qualification	16	19	31	26	1,027	18
My employer told me I would do it	31	35	40	21	1,023	18
Base (N)	7,500	2,542	5,608	5,776	5,800	-

Longitudinal learners *Not asked in longitudinal surveys*

-	-	-	-	-	-	-
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Base = all learners. Multiple responses given.

Source: Train to Gain employee surveys

Table 2.7: Route into training - grouped

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Self initiated only	21	17	17	24	1,582	30
Employer initiated only	39	41	25	28	1,823	34
Both employer and self initiated	40	42	59	49	1,908	36
Base (N)	7,405	2,503	5,366	5,407	5,313	100

Longitudinal learners *Not asked in longitudinal surveys*

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all learners specifying who initiated training

Source: Train to Gain employee surveys

Table 2.8: Amount of say over learning

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
A great deal	40	36	33	47	738	42
A fair amount	22	23	24	21	381	22
A little	13	15	18	13	178	10
None at all	23	26	25	17	393	23
Don't know	2	1	1	2	48	3
Base (N)	2,816	1,020	1,322	1,402	1,738	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
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Base = employer initiated training only, excluding those who progressed automatically.

Source: Train to Gain employee surveys

2.3 Work and Training

Other training undertaken

Table 2.9: Whether learner has done any other training related to their job in the last year

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Yes	50	46	47	47	2,497	43
No	50	54	53	53	3,291	57
Don't know	*	0	*	*	12	*
Base (N)	7,500	2,542	5,608	5,776	5,800	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all learners

Source: Train to Gain employee surveys

Table 2.10: Doing extra training at work in the previous year

	W1	W2	W3	W4	W5	
New entrants	%	%	%	%	N	%
Did this training lead to a qualification?						
Yes	-	46	53	58	1,489	60
No	-	52	46	42	979	39
Don't know	-	2	1	1	29	1
Did you do this training because you were legally required to for your job?						
Yes	-	66	65	65	1,404	56
No	-	33	34	34	1,068	43
Don't know	-	2	1	1	24	1
Base (N)	-	1,172	2,660	2,696	2,497	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all those doing extra training at work during last year

Source: Train to Gain employee surveys

Table 2.11: Extra courses at work during previous year: whether learner has done any extra courses to support their learning in

		W1	W2	W3	W4	W5	
		%	%	%	%	N	%
New entrants							
Maths							
	Yes	-	-	-	11	752	13
	No	-	-	-	89	5,037	87
	Don't know	-	-	-	*	11	*
English							
	Yes	-	-	-	13	820	14
	No	-	-	-	87	4,971	86
	Don't know	-	-	-	*	9	*
ICT/Computing							
	Yes	-	-	-	15	1,040	18
	No	-	-	-	85	4,751	82
	Don't know	-	-	-	*	9	*
Base (N)		-	-	-	5,776	5,800	100
Longitudinal learners		<i>Not asked in longitudinal surveys</i>					
-		-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

2.4 Attitudes to work and learning

Table 2.12: Attitudes to learning (mean score)

	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
New entrants					
You need qualifications to get anywhere these days	4.3	-	4.3	4.3	4.2
The right experience is more important at work than qualifications	4.0	-	4.0	4.0	4.0
In a recession, people are more likely to find work if they have qualifications	-	-	-	-	4.0
Generally employers seldom take notice of the learning, education or training you have done	2.9	-	3.5	3.4	3.2
In the past I have avoided training to get new qualifications	2.3	-	2.3	2.3	2.2
Base (N)	7,500	-	5,608	5,776	5,800
	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
Longitudinal learners					
You need qualifications to get anywhere these days	4.3	4.2	-	4.4	-
Base (N)	7,500	5,066	-	3,228	-
The right experience is more important at work than qualifications	4.0	4.1	-	4.1	-
Base (N)	7,500	5,022	-	3,204	-
Generally employers seldom take notice of the learning, education or training you have done	2.9	3.0	-	3.4	-
Base (N)	7,500	4,994	-	3,198	-
In the past I have avoided training to get new qualifications	2.3	2.3	-	2.4	-
Base (N)	7,500	5,024	-	3,208	-

Base = all learners excluding "don't know" responses (where bases vary this is due to the exclusion of "don't know" responses). Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys

Table 2.13: Attitudes to learning (percentage and number agreeing)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
You need qualifications to get anywhere these days	83	-	84	83	4,735	82
The right experience is more important at work than qualifications	75	-	75	75	4,355	75
In a recession, people are more likely to find work if they have qualifications	-	-	-	-	4,319	75
Generally employers seldom take notice of the learning, education or training you have done	46	-	61	57	3,020	52
In the past I have avoided training to get new qualifications	27	-	29	27	1,464	25
Base (N)	7,500	-	5,608	5,776	5,800	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
You need qualifications to get anywhere these days	83	82	-	85	-	-
Base (N)	7,500	5,066	-	3,228	-	-
The right experience is more important at work than qualifications	75	78	-	77	-	-
Base (N)	7,500	5,022	-	3,204	-	-
Generally employers seldom take notice of the learning, education or training you have done	46	46	-	60	-	-
Base (N)	7,500	4,994	-	3,198	-	-
In the past I have avoided training to get new qualifications	27	28	-	29	-	-
Base (N)	7,500	5,042	-	3,208	-	-

Base = all learners excluding "don't know" responses (where bases vary this is due to the exclusion of "don't know" responses).

Source: Train to Gain employee surveys

Table deleted here

Table 2.14: Attitudes to suitability of job level (mean score)

	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
New entrants					
In terms of the skills and abilities I have, my job suits me well	4.5	-	4.4	4.5	4.4
I can do a more challenging job than the one I am doing	3.8	-	3.9	3.9	3.9
Sometimes I find my job a bit of a struggle	2.2	-	2.3	2.3	2.2
Base (N)	7,500	-	5,608	5,776	5,800
Longitudinal learners	<i>Not asked in longitudinal surveys</i>				
-	-	-	-	-	-

Base = all learners. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys

Table 2.15: Attitudes to suitability of job level (percentage and number agreeing)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
In terms of the skills and abilities I have, my job suits me well	93	-	91	92	5,169	89
I can do a more challenging job than the one I am doing	72	-	73	73	4,237	73
Sometimes I find my job a bit of a struggle	26	-	28	28	1,569	27
Base (N)	7,500	-	5,608	5,776	5,800	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

Table 2.16: Skill needs in relation to demands of job

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Skills greatly exceed needs of job	10	-	14	14	737	14
Skills are a little higher than needs of job	18	-	20	21	1,158	21
Skills roughly match needs of job	42	-	38	38	2,141	40
Job changes require new skills	31	-	29	27	1,382	26
I need to improve/update my skills because of the recession*	-	-	-	-	-	-
Don't know	0	-	0	0	0	0
Base (N)	7,192	-	5,362	5,380	5,418	100

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Skills greatly exceed needs of job	10	-	9	12	147	10
Skills are a little higher than needs of job	18	-	17	17	258	17
Skills roughly match needs of job	42	-	52	40	752	49
Job changes require new skills	31	-	21	30	273	18
I need to improve/update my skills because of the recession*	-	-	-	-	89	6
Don't know	0	-	1	1	12	1
Base (N)	7,192	-	2,664	3,092	1,531	100

Base = all learners in employment. Only asked in longitudinal survey.

Source: Train to Gain employee surveys

Table 2.17: Skill needs in relation to demands of job: like for like comparison.

	W3 New Entrants		W4 Longitudinal		W5 Longitudinal	
	N	%	N	%	N	%
Skills greatly exceed needs of job	192	13	168	11	142	10
Skills are a little higher than needs of job	292	20	248	17	251	17
Skills roughly match needs of job	551	37	584	40	734	50
Job changes require new skills	445	30	468	32	261	18
I needed to update/improve my skills because of the recession*	-	-	-	-	81	6
Don't know	0	0	12	1	11	1
Base (N)	1,480	100	1,480	100	1,480	100

Base = all learners in employment at time of all surveys. * not asked in earlier waves.

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 2.18: Attitudes towards learning and training in the workplace (mean score)

	W1	W2	W3	W4	W5
New entrants	Mean	Mean	Mean	Mean	
I have the same access to training and development as anyone else in my workplace	4.4	-	4.3	4.4	4.3
Base (N)	7,424	-	5,565	5,741	5,720
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	-	4.2	4.2	4.2
Base (N)	7,457	-	5,560	5,731	5,698
It is always easy to get training at my workplace	3.8	-	3.8	3.8	3.7
Base (N)	7,386	-	5,554	5,717	5,671
Most of the skills I need I learn from my colleagues	3.4	-	3.3	3.3	3.3
Base (N)	7,471	-	5,592	5,753	5,767
My employer is not keen on paying for training	2.0	-	2.3	2.2	2.2
Base (N)	7,014	-	5,368	5,559	5,323
There is never any time to get any training at my workplace	2.2	-	2.3	2.2	2.2
Base (N)	7,438	-	5,574	5,728	5,729

Table 2.19: Attitudes towards learning and training in the workplace (mean score)

	W1	W2	W3	W4	W5
Longitudinal learners	Mean	Mean	Mean	Mean	Mean
I have the same access to training and development as anyone else in my workplace	4.4	-	4.3	4.4	4.4
Base (N)	7,424	-	2,769	3,214	1,620
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	-	4.2	4.3	4.3
Base (N)	7,457	-	2,770	3,222	1,620
It is always easy to get training at my workplace	3.8	-	3.9	3.9	3.9
Base (N)	7,386	-	2,762	3,211	1,617
Longitudinal learners	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
Most of the skills I need I learn from my colleagues	3.4	-	3.4	3.5	3.2
Base (N)	7,471	-	2,764	3,224	1,622
My employer is not keen on paying for training	2.0	-	2.3	2.2	2.1
Base (N)	7,014	-	2,679	3,101	1,573
There is never any time to get any training at my workplace	2.2	-	2.2	2.0	2.1
Base (N)	7,438	-	2,763	3,214	1,619

Base = all learners excluding “don’t know” responses (where bases vary this is due to the exclusion of “don’t know” responses). Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys

Table 2.20: Attitudes towards learning and training in the workplace (mean score): like for like comparison

	W3 New entrants Mean	W4 Longitudinal Mean	W5 Longitudinal Mean	Base (N)
I have the same access to training and development as anyone else in my workplace	4.4	4.4	4.4	1,599
I was encouraged by my employer, manager or supervisor to develop new skills	4.3	4.3	4.3	1,611
It is always easy to get training at my workplace	3.8	3.9	3.9	1,591
Most of the skills I need I learn from my colleagues	3.3	3.4	3.2	1,617
My employer is not keen on paying for training	2.2	2.1	2.1	1,476
There is never any time to get any training at my workplace	2.2	2.0	2.1	1,606

Base = all learners giving a valid response at each wave. Bases vary due to the exclusion of "don't know" responses. Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 2.21: Attitudes towards learning and training in the workplace (percentage and number agreeing)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
I have the same access to training and development as anyone else in my workplace	87	-	87	87	4,933	86
Base (N)	7,424	-	5,565	5,741	5,720	-
I was encouraged by my employer, manager or supervisor to develop new skills	84	-	83	83	4,672	82
Base (N)	7,457	-	5,560	5,731	5,698	-
It is always easy to get training at my workplace	69	-	69	71	3,802	67
Base (N)	7,386	-	5,554	5,717	5,671	-
Most of the skills I need I learn from my colleagues	60	-	57	56	3,287	57
Base (N)	7,471	-	5,592	5,753	5,767	-
There is never any time to get any training at my workplace	25	-	27	25	1,429	25
Base (N)	7,438	-	5,574	5,728	5,729	-
My employer is not keen on paying for training	20	-	26	24	1,310	25
Base (N)	7,014	-	5,368	5,559	5,323	-
	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
I have the same access to training and development as anyone else in my workplace	87	-	87	87	1,425	88
Base (N)	7,424	-	2,769	3,214	1,620	-
I was encouraged by my employer, manager or supervisor to develop new skills	84	-	84	83	1,359	84
Base (N)	7,457	-	2,770	3,222	1,620	-

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
It is always easy to get training at my workplace	69	-	74	71	1,208	75
Base (N)	7,386	-	2,762	3,211	1,617	-
Most of the skills I need I learn from my colleagues	60	-	58	60	883	54
Base (N)	7,471	-	2,764	3,224	1,622	-
My employer is not keen on paying for training	20	-	27	24	352	22
Base (N)	7,014	-	2,679	3,101	1,573	-
There is never any time to get any training at my workplace	25	-	24	21	359	22
Base (N)	7,438	-	2,763	3,214	1,619	-

Base = all learners excluding "don't know" responses (where bases vary this is due to the exclusion of "don't know" responses).

Source: Train to Gain employee surveys

Table 2.22: Attitudes towards learning and training in the workplace (percentage and number agreeing): like for like comparison.

	W3 New entrants		W4 Longitudinal		W5 Longitudinal		Base (N)
	N	%	N	%	N	%	
I have the same access to training and development as anyone else in my workplace	1,411	88	1,399	88	1,407	88	1,599
I was encouraged by my employer, manager or supervisor to develop new skills	1,371	85	1,364	85	1,352	84	1,611
It is always easy to get training at my workplace	1,129	71	1,158	73	1,188	75	1,591
Most of the skills I need I learn from my colleagues	902	56	965	60	882	55	1,617
My employer is not keen on paying for training	371	25	335	23	322	22	1,476
There is never any time to get any training at my workplace	407	25	325	20	359	22	1,606

Base = all learners giving a valid response at each wave. Bases vary due to the exclusion of "don't know" responses.

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 2.23: Do you think the government is doing enough to help people get the training they need?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Yes	-	-	-	-	3,055	53
No	-	-	-	-	2,188	38
Don't know	-	-	-	-	557	10
Base (N)	-	-	-	-	5,800	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = All learners

Source: Train to Gain employee survey (summer 2009)

Table 2.24: What more should the government do (to help people get the training they need)?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Fund courses so individuals/ employers do not have to pay	-	-	-	-	772	35
Provide more training places	-	-	-	-	268	12
Advertise more/make people more aware of training opportunities	-	-	-	-	266	12
Provide a greater range of different types of courses	-	-	-	-	214	10
Provide more training for unemployed people	-	-	-	-	182	8
Do more to help young people/school leavers	-	-	-	-	157	7
Provide more courses at times to suit those who work	-	-	-	-	128	6
Provide more apprenticeships	-	-	-	-	126	6
Do not make people who are unemployed or on benefits wait six months	-	-	-	-	54	3
Base (N)	-	-	-	-	2,188	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all those thinking the government should do more to help. Multiple responses given, only responses over 2 per cent shown.

Source: Train to Gain employee survey (summer 2009)

Table 2.25: Do you think the government is doing enough to help employers get training for their staff?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Yes	-	-	-	-	3,072	53
No	-	-	-	-	1,501	26
Don't know	-	-	-	-	1,227	21
Base (N)	-	-	-	-	5,800	100
Longitudinal learners						
					<i>Not asked in longitudinal surveys</i>	
-	-	-	-	-	-	-

Base = All learners

Source: Train to Gain employee survey (summer 2009)

Table 2.26: What more should the government do (to help employers get training for their staff)?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Fund courses so individuals/ employers do not have to pay	-	-	-	-	670	45
Advertise more/make people more aware of training opportunities	-	-	-	-	212	14
Provide employers with incentives/tax breaks	-	-	-	-	145	10
Provide greater range of/different types of courses	-	-	-	-	129	9
Provide more training places	-	-	-	-	126	8
Provide more apprenticeships	-	-	-	-	47	3
Base (N)	-	-	-	-	1,501	-
Longitudinal learners						
					<i>Not asked in longitudinal surveys</i>	
-	-	-	-	-	-	-

Base = all those thinking the government should do more to help. Multiple responses given, only responses over 2 per cent shown.

Source: Train to Gain employee survey (summer 2009)

Table 2.27: Anticipated outcomes of training (percentage and number agreeing)

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
A qualification	93	92	94	90	3,461	89
Skills to help me to do a better job in the future	88	86	88	87	3,346	86
Skills that will look good to future employers	87	86	89	87	3,296	85
The chance to learn something new	83	79	84	83	3,122	81
Skills to help me do my current job better *	86	81	83	83	3,103	80
Improved self confidence	79	74	79	78	2,876	74
More job security **	-	-	-	-	2,646	68
Skills to help me do a different job in the future	65	61	69	68	2,566	66
Better pay	62	58	66	66	2,249	58
A promotion *	45	40	48	49	1,663	43
None of these/nothing	1	1	1	1	29	1
Base (N)	5,672	1,487	3,726	3,106	3,880	-

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all those currently learning or waiting to start. * = only asked of those in work for Waves 2 thru 5. ** not asked in Waves 1 thru 4. Multiple responses given.

Source: Train to Gain employee surveys

2.4.1 Impact of recession

Table 2.28: What impact, if any, has the recession had on how you view this training?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
It has become much more important to me	-	-	-	-	1,190	31
It has become slightly more important to me	-	-	-	-	781	20
It has made no difference	-	-	-	-	1,798	46
It has become slightly less important to me	-	-	-	-	38	1
It has become much less important to me	-	-	-	-	24	1
Don't know	-	-	-	-	49	1
Base (N)	-	-	-	-	3,880	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
It has become much more important to me	-	-	-	-	37	33
It has become slightly more important to me	-	-	-	-	23	20
It has made no difference	-	-	-	-	53	47
It has become slightly less important to me	-	-	-	-	1	1
It has become much less important to me	-	-	-	-	0	0
Don't know	-	-	-	-	0	0
Base (N)	-	-	-	-	114	100

Base = all those currently learning (LL and NE) or waiting to start (NE only).

Source: Train to Gain employee survey (summer 2009)

Table 2.29: Why do you say that the recession has made the training more important?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
It will help me to find work in the future	-	-	-	-	987	50
It will give me greater job security	-	-	-	-	669	34
I needed to update my skills	-	-	-	-	316	16
I needed new skills	-	-	-	-	190	10
Base (N)	-	-	-	-	1,971	-

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
It will help me to find work in the future	-	-	-	-	30	50
It will give me greater job security	-	-	-	-	21	35
I needed to update my skills	-	-	-	-	10	17
I needed new skills	-	-	-	-	10	17
Base (N)	-	-	-	-	60	-

Base = all those thinking that the recession has made the training more important. Multiple responses given, only responses over two per cent shown. Note small base size for longitudinal group.

Source: Train to Gain employee survey (summer 2009)

Table 2.30: Why do you say that the recession has made no impact on the importance of the training?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Recession hasn't affected my job	-	-	-	-	874	49
Feel secure in my job	-	-	-	-	472	26
Wanted or needed to get qualified anyway	-	-	-	-	319	18
Have not had to pay for it/government funded	-	-	-	-	37	2
Base (N)	-	-	-	-	1,798	-

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Recession hasn't affected my job	-	-	-	-	28	53
Feel secure in my job	-	-	-	-	16	30
Wanted or needed to get qualified anyway	-	-	-	-	5	9
Have not had to pay for it/government funded	-	-	-	-	0	0
Other	-	-	-	-	1	2
Don't know	-	-	-	-	8	15
Base (N)	-	-	-	-	53	-

Base = all those thinking that the recession has made no impact on the importance of the training. Multiple responses given, only responses over two per cent shown. Note very small base size in longitudinal group.

Source: Train to Gain employee survey (summer 2009)

Table 2.31: Why do you say that the recession has made the training less important?

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Can't afford to spend the time training	-	-	-	-	15	24
Likely to be made redundant anyway	-	-	-	-	12	19
Course/qualification not relevant to my job	-	-	-	-	3	5
Due to my age/retired	-	-	-	-	3	5
Base (N)	-	-	-	-	62	-

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Can't afford to spend the time training	-	-	-	-	1	100
Likely to be made redundant anyway	-	-	-	-	0	0
Course/qualification not relevant to my job	-	-	-	-	0	0
Due to my age/retired	-	-	-	-	0	0
Base (N)	-	-	-	-	1	100

Base = all those thinking that the recession has made the training less important. Note small base sizes. Multiple responses given, only responses over two per cent shown.

Source: Train to Gain employee survey (summer 2009)

3 Advice and Guidance

3.1 Pre-entry discussion

Table 3.1: Whether received a pre-entry discussion at the outset of the training

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Yes	66	67	67	65	3,521	61
No	33	32	32	34	2,223	38
Don't know	1	1	1	1	57	1
Base (N)	7,500	2,542	5,608	5,776	5,800	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

Table 3.2: Who conducted the pre-entry discussion

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Employer, manager or supervisor	49	48	50	51	1,526	43
Training provider or college staff/assessor	50	54	47	43	1,924	55
HR/personnel or training manager	6	4	6	5	142	4
Base (N)	4,897	1,697	3,776	3,734	3,521	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all those receiving pre-entry discussion. Multiple responses given, only W5 responses over two per cent shown.

Source: Train to Gain employee surveys

Table 3.3: As a result of the pre-entry discussion, were you told which qualification would be the most suitable?

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Yes	68	72	72	75	2,471	70
No	30	27	26	23	1,000	28
Don't know	2	2	1	2	50	1
Base (N)	4,897	1,697	3,776	3,734	3,521	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all those receiving pre-entry discussion

Source: Train to Gain employee surveys

3.2 Skill assessments

Table 3.4: Type of prior assessment(s) received (percentage and number saying yes)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Did anyone ask you about any qualifications you already had?	-	70	72	69	4,080	70
Did anyone assess you against some or all of the requirements of the qualification you were signing up to? (ie skills gap)	-	56	60	62	3,352	58
Did anyone assess your English, maths or language skills? (ie skills for life)	-	56	59	59	3,671	63
<i>No assessments at all</i>	-	14	12	13	703	12
Base (N)	-	2,542	5,608	5,776	5,800	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners. Multiple responses given.

Source: Train to Gain employee surveys

Table 3.5: Number of different assessments received

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
One	-	24	21	20	1,212	21
Two	-	29	31	31	1,763	30
Three (maximum)	-	33	36	36	2,122	37
<i>No assessments at all</i>	-	14	12	13	703	12
Base (N)	-	2,542	5,608	5,776	5,800	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

Table 3.6: Who carried out the assessment(s)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Training provider or college staff/assessor	73	81	74	77	4,243	83
Employer, manager or supervisor	22	14	17	16	647	13
HR/personnel or training manager	6	3	6	4	137	3
Base (N)	4,500	2,194	4,927	5,017	5,097	

Longitudinal learners*Not asked in longitudinal surveys*

-	-	-	-	-	-	-
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Base = all those having an assessment of any of the three possible types excluding those giving contradictory responses. Multiple responses given, only W5 responses over 2 per cent shown.

Source: Train to Gain employee surveys

Table 3.7: Consequences of the assessment(s)

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
I was told I would be trained and assessed for the whole qualification	68**	65	68	57	2,720	53
I was told I only needed to be trained and/or assessed in some parts of the qualification	18**	8	7	12	411	8
I was told I didn't require any training and would just need to be assessed for the qualification	12	13	10	13	588	12
I was put on a different level of the qualification	19	8	11	23	686	13
<i>I was put on a higher level</i>	-	4	5	20	596	12
<i>I was put on a lower level</i>	-	3	5	3	90	2
<i>Level not known</i>	-	1	1	0	0	0
I was put on a different qualification subject	7*	3	3	3	95	2
Nothing	28	8	10	8	804	16
Don't know	5	4	3	4	234	5
Base (N)	2,977	1,904	3,804	5,017	5,097	-
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all those having an assessment of any of the three possible types excluding those giving contradictory responses. * The Wave 1 result is based on the statement 'I was put on a different qualification altogether'. ** This information was gathered in two ways in Wave 1. 18 per cent of all learners had training arranged for only some parts of their qualification and 68 per cent of all learners had training arranged for the whole of the qualification. Multiple responses given.

Source: Train to Gain employee surveys

Table 3.8: Relationship between pre-entry discussion and prior skills gap assessment

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Pre-entry discussion only	19	15	19	18	1,033	18
Prior skills gap assessment only	14	19	15	17	1,026	18
Both pre-entry discussion AND prior skills gap assessment	46	51	45	44	2,298	40
Neither	18	13	16	16	1,066	18
Don't know	3	2	6	5	376	7
Base (N)	7,500	2,542	5,608	5,776	5,800	100
Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

Table 3.9: Amount of information received about ...

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
... What the training would involve						
More than enough	-	-	40	39		
About enough	-	-	43	45		
Not enough	-	-	10	9		
None at all	-	-	7	6		
Don't know	-	-	1	1		
... How you would be assessed						
More than enough	-	-	39	37		
About enough	-	-	47	49		
Not enough	-	-	9	8		
None at all	-	-	5	5		
Don't know	-	-	1	1		
... How long the training/qual would take to complete						
More than enough	-	-	39	36		
About enough	-	-	46	50		
Not enough	-	-	9	8		
None at all	-	-	5	4		
Don't know	-	-	2	2		
... The time commitment you would need to make						
More than enough	-	-	37	34		
About enough	-	-	46	50		
Not enough	-	-	10	9		
None at all	-	-	6	6		
Don't know	-	-	1	2		
Base (N)	-	-	5,608	5,776		

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = all learners

Source: Train to Gain employee surveys

Table 3.10: Rating of information received about ...

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
... What the training would involve						
Very good	-	-	-	-	2,749	47
Fairly good	-	-	-	-	2,086	36
Neither/nor	-	-	-	-	348	6
Fairly poor	-	-	-	-	290	5
Very poor	-	-	-	-	129	2
No info received about this	-	-	-	-	141	2
Don't know	-	-	-	-	56	1
... How you would be assessed						
Very good	-	-	-	-	2,849	49
Fairly good	-	-	-	-	2,087	36
Neither/nor	-	-	-	-	268	5
Fairly poor	-	-	-	-	219	4
Very poor	-	-	-	-	103	2
No info received about this	-	-	-	-	183	3
Don't know	-	-	-	-	91	2
... How long the training/qual would take to complete						
Very good	-	-	-	-	2,920	50
Fairly good	-	-	-	-	1,941	34
Neither/nor	-	-	-	-	229	4
Fairly poor	-	-	-	-	288	5
Very poor	-	-	-	-	127	2
No info received about this	-	-	-	-	197	3
Don't know	-	-	-	-	97	2
... The time commitment you would need to make						
Very good	-	-	-	-	2,770	48
Fairly good	-	-	-	-	1,983	34
Neither/nor	-	-	-	-	259	5
Fairly poor	-	-	-	-	330	6
Very poor	-	-	-	-	145	3

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
No info received about this	-	-	-	-	226	4
Don't know	-	-	-	-	88	2
Base (N)	-	-	-	-	5,800	100

Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

Table 3.11: Whether received an Individual Learning Plan or Personal Development Plan

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Yes	-	59	63	59	3,316	57
No	-	35	33	37	2,118	37
Don't know	-	6	5	4	366	6
Base (N)	-	2,542	5,608	5,776	5,800	100

Longitudinal learners	<i>Not asked in longitudinal surveys</i>					
-	-	-	-	-	-	-

Base = all learners

Source: Train to Gain employee surveys

4 Experiences of training

4.1 Support

Table 4.1: Importance of types of support (mean score)

New entrants	<i>Not asked in new entrant surveys</i>				
	-	-	-	-	-
	W1	W2	W3	W4	W5
Longitudinal learners	Mean	Mean	Mean	Mean	Mean
Regular discussions with the tutor/ assessor	-	4.7	4.7	4.7	4.8
Base (N)	-	4,958	714	3,132	521
Understanding how to use tasks from your work as evidence for your qualification	-	4.8	4.7	4.7	4.8
Base (N)	-	4,955	714	3,124	519
Support from your manager/supervisor	-	4.4	4.5	4.4	4.6
Base (N)	-	4,935	710	3,111	510
Time for independent work on your training/qualification during work	-	4.4	4.4	4.4	4.5
Base (N)	-	4,909	710	3,115	513

Base = W5: all learners excluding those leaving or completing before W4. Previous waves asked of all learners who had been training for at least a month. Responses exclude "don't know" responses (ie where bases vary this is due to the exclusion of "don't know" responses). Mean scores range from 1 (not at all important) to 5 (very important).

Source: Train to Gain employee surveys

Table 4.2: Importance of types of support (number and percentage rating it very or fairly important)

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
Understanding how to use tasks from your work as evidence for your qualification	-	98	97	97	509	98	
Base (N)	-	4,955	714	3,124	519	-	
Regular discussions with the tutor/assessor	-	96	97	96	506	97	
Base (N)	-	4,958	714	3,132	521	-	
Support from your manager/supervisor	-	89	93	88	477	94	
Base (N)	-	4,935	710	3,111	510	-	
Time for independent work on your training/qualification during work	-	89	92	90	477	93	
Base (N)	-	4,909	710	3,115	513	-	

Base = W5: all learners excluding those leaving or completing before W4. Previous waves asked of all learners who had been training for at least a month. Responses exclude “don’t know” responses (ie where bases vary this is due to the exclusion of “don’t know” responses).

Source: Train to Gain employee surveys

Table 4.3: Whether support was received (number and percentage receiving the support)

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Understanding how to use tasks from your work as evidence for your qualification	-	93	88	91	478	92
Regular discussions with the tutor/assessor	-	93	87	93	450	86
Time for independent work on your training/qualification during work	-	82	79	82	421	81
Support from your manager/supervisor	-	84	80	82	415	80
Base (N)	-	4,971	715	3,140	521	-

Base = W5: all learners excluding those leaving or completing before W4. Previous waves asked of all learners who had been training for at least a month.

Source: Train to Gain employee surveys

Table 4.4: Number of elements of support received (new table)

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
0	-	2	3	3	18	4
1	-	4	8	4	23	4
2	-	7	6	6	47	9
3	-	16	16	15	85	16
4 (maximum)	-	72	66	71	348	67
Base (N)	-	4,971	715	3,140	521	100

Base = W5: all learners excluding those leaving or completing before W4. Previous waves asked of all learners who had been training for at least a month.

Source: Train to Gain employee surveys

Table 4.5: Whether any other support would have been liked

New entrants		<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
Yes	-	17	20	17	115	22	
No	-	84	80	82	405	78	
Don't know	-	0	0	1	1	*	
Base (N)	-	4,971	715	3,140	521	100	

Base = W5: all learners excluding those leaving or completing before W4. Previous waves asked of all learners who had been training for at least a month.

Source: Train to Gain employee surveys

Table 4.6: Other support that would have been liked

New entrants	<i>Not asked in new entrant surveys</i>					
	-	-	-	-	-	-
Longitudinal learners	W1 %	W2 %	W3 %	W4 %	W5 N %	
Support from assessor/tutor	-	24	32	22	33	29
Support from manager	-	30	22	24	31	27
Time in/off work to do training	-	15	15	14	17	15
Time with/access to tutor	-	14	13	14	17	15
Support from the college/training provider	-	6	10	6	9	8
More time to do the course	-	6	3	7	8	7
Information in advance about the type and amount of work involved	-	5	8	7	4	4
Tutor being there/available as scheduled	-	6	6	5	4	4
Support from colleagues	-	5	7	5	3	3
Base (N)	-	702	144	544	115	-

Base = W5: all learners excluding those leaving or completing before W4 who requested extra support. Previous waves asked of all learners who had been training for at least a month and who requested extra support. Multiple responses given, only Wave 5 responses of 3 per cent and above shown. Note small base size in W5.

Source: Train to Gain employee surveys

4.2 Completion

Table 4.7: Time taken to complete learning (number of weeks)

	W1	W2	W3	W4	W5
New entrants					
Minimum number of weeks	-	-	1	1	1
Average number of weeks	-	-	15	16	12
Maximum number of weeks	-	-	48	35	30
Base (N)	-	-	1,574	2,250	1,650
Longitudinal learners					
Minimum number of weeks	-	1	1	1	1
Average number of weeks	-	26	41	21	39
Maximum number of weeks	-	78	104	35	82
Base (N)	-	3,633	463	1,821	299

Base = completers only, excluding “don’t knows”. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 4.8: Time taken to complete learning in relation to expectations

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
About as long as expected	-	51	48	55	171	46
Longer than expected	-	16	35	15	135	36
Shorter than expected	-	32	16	29	62	17
Don’t know	-	2	1	1	4	1
Base (N)	-	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 4.9: Importance of factors to speed of completion (mean score)

New entrants	<i>Not asked in new entrant surveys</i>				
	W1	W2	W3	W4	W5
Longitudinal learners	Mean	Mean	Mean	Mean	Mean
The amount of time spent with your assessor	-	4.7	4.6	4.7	4.6
Base (N)	-	3,624	467	2,202	372
The amount of time you spent doing the training at work	-	4.4	4.5	4.4	4.5
Base (N)	-	3,586	464	2,199	368
The amount of time you spent at home doing the training	-	3.7	3.9	3.8	4.0
Base (N)	-	3,588	456	2,180	365

Base = completers only, excluding “don’t know” responses (ie where bases vary this is due to the exclusion of “don’t know” responses). Longitudinal asked of those completing between the waves. Mean scores range from 1 (not at all important) to 5 (very important).

Source: Train to Gain employee surveys

Table 4.10: Importance of factors to speed of completion (number and percentage saying it was very or fairly important)

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
The amount of time spent with your assessor	-	95	95	95	357	96
Base (N)	-	3,624	467	2,202	372	-
The amount of time you spent doing the training at work	-	89	91	90	333	91
Base (N)	-	3,586	464	2,199	368	-
The amount of time you spent at home doing the training	-	70	73	70	292	80
Base (N)	-	3,588	456	2,180	365	-

Base = completers only, excluding “don’t know” responses (ie where bases vary this is due to the exclusion of “don’t know” responses). Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 4.11: Did anything else influence the speed at which you completed your training?

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
		W1	W2	W3	W4	W5	
Longitudinal learners		%	%	%	%	N	%
Yes		-	35	36	31	156	42
No		-	65	64	68	212	57
Don't know		-	1	1	1	4	1
Base (N)		-	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008, summer 2009)

Table 4.12: What else influenced the speed at which you completed your training?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Good, supportable or contactable assessor/tutor	-	18	13	23	21	14
Personal issues (eg bereavement, illness, pregnancy, holidays etc)	-	4	13	1	21	14
Lack of time to work on qualification during work time	-	4	8	1	18	12
Lack of contact with assessor/tutor	-	3		1	16	10
Personal hard work/motivation	-	11	14	19	14	9
Previous knowledge or on the job experience	-	11	4	6	11	7
I wanted it completed as quickly as possible	-	7	5	15	11	7
Doing the training with colleagues or with a group	-	5	3	7	10	6
Change of tutor/tutors kept changing	-	2	2	1	9	6
My employer wanted it completed as quickly as possible	-	5	1	5	7	5
Poorly run course, poor quality tutor or training provider	-	1	0	2	7	5
Base (N)	-	1,263	166	687	156	-

Base = completers who said something else had influenced their speed of completion. Longitudinal asked of those completing between the waves. Multiple responses given, only Wave 5 responses of five per cent and above shown.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008, summer 2009)

Table 4.13: How easy or challenging it was to complete the training

New entrants						<i>Not asked in new entrant surveys</i>	
-	-	-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
Very challenging	-	14	15	14	56	15	
Fairly challenging	-	37	43	32	171	46	
Neither challenging nor easy	-	7	10	7	30	8	
Fairly easy	-	28	23	28	69	19	
Very easy	-	14	10	19	45	12	
Don't know		*	0	*	1	*	
Base (N)	-	3,633	468	2,209	372	100	

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 4.14: What made it challenging to complete the course?

New entrants						<i>Not asked in new entrant surveys</i>	
-	-	-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
The level of the course	-	17	17	9	56	25	
The format of the qualification	-	12	11	6	37	16	
Time management/finding the time	-	11	14	22	26	12	
The pace of the course	-	5	1	5	23	10	
Personal level of motivation	-	7	8	7	18	8	
Level of support from tutor/assessor	-	3	5	3	14	6	
Level of support from employer	-	2	3	2	11	5	
Base (N)	-	1,868	271	1,011	227	-	

Base = completers who found the course challenging. Longitudinal asked of those completing between the waves. Multiple responses given, only Wave 5 responses of five per cent and above shown.

Source: Train to Gain employee surveys

Table 4.15: What made it easy to complete the course?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Already have a good experience or knowledge of the area/my job	-	42	34	58	33	29
The level of the course	-	24	12	9	31	27
The level of support received from the tutor/assessor	-	28	34	32	28	25
Personal level of motivation	-	8	13	7	18	16
Level of support from colleagues	-	-	9	7	12	11
The level of support received from the employer	-	10	12	9	11	10
The format of the qualification		7	11	5	9	8
Base (N)	-	1,508	151	1,033	114	-

Base = completers who found the course easy. Longitudinal asked of those completing between the waves. Multiple responses given, only Wave 5 responses of five per cent and above shown.

Source: Train to Gain employee surveys

Table 4.16: Did you experience any problems during the course?

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5		
	%	%	%	%	N	%	
Yes	-	13	19	12	85	23	
No	-	87	81	88	287	77	
Don't know	-	0	0	*	0	0	
Base (N)	-	3,633	468	2,209	372	100	

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 4.17: What problems did you experience?

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5		
	%	%	%	%	N	%	
Finding the questions or assignments hard to understand or ambiguous	-	19	14	25	12	14	
Assessor stopped coming to workplace	-	3	13	8	11	13	
Poor quality of the teaching, training or assessment	-	9	18	12	10	12	
Disliking the format of the training or qualification	-	11	3	8	8	9	
Lack of contact with tutor	-	4	4	2	7	8	
Level too high	-	4	4	5	6	7	
Pace too slow	-	1	0	1	6	7	
Base (N)	-	403	90	267	85	-	

Base = completers who experienced problems. Longitudinal asked of those completing between the waves. Multiple responses given, only Wave 5 responses of five per cent and above shown. Note small base sizes.

Source: Train to Gain employee surveys

4.3 Early leavers

Table 4.18 Time spent before dropping out of the qualification (number of weeks)

	W1	W2	W3	W4	W5
New entrants	N	N	N	N	N
Minimum number of weeks	-	-	1	1	1
Average number of weeks	-	-	7	10	7
Maximum number of weeks	-	-	32	30	26
Total (N)	-	-	174	211	149
	W1	W2	W3	W4	W5
Longitudinal learners	N	N	N	N	N
Minimum number of weeks	-	2	2	2	2
Average number of weeks	-	14	24	12	19
Maximum number of weeks	-	80	65	35	78
Total (N)	-	251	57	181	32

Base = early leavers only, excluding "don't knows". Longitudinal asked of those leaving between the waves.

Source: Train to Gain employee surveys (autumn 2007, summer 2008, winter 2008, summer 2009)

Table 4.19: Reasons for leaving the course early

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
I left the employer I originally signed up for training with	44	32	33	25	41	26
My personal/domestic circumstances changed (eg moved house, illness, pregnancy, bereavement)	19	16	11	21	24	15
I did not have enough time at work to do the training	17	15	12	10	21	14
The assessor/trainer stopped coming to my workplace	-	3	4	13	11	7
Not relevant to job	8	4	7	4	13	8
No time at home to do training	8	14	8	5	12	8
The quality of teaching/training or assessment was poor	9	8	8	7	9	6
I was encouraged/forced to give up by my employer	-	-	3	6	8	5
Base (N)	170	113	194	232	157	-
	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
I left the employer I originally signed up for training with	44	23	21	10	13	36
My personal/domestic circumstances changed (eg moved house, illness, pregnancy, bereavement)	19	20	17	17	8	22
Lack of time at work to do training	17	13	3	5	6	17
The assessor/trainer stopped coming to my workplace	4	9	19	20	5	14
The quality of teaching/training or assessment was poor	9	6	3	6	2	6
Base (N)	170	164	58	137	36	-

Base = early leavers only. Longitudinal asked of those leaving between the waves. Multiple responses given, only W5 responses of five per cent and above shown. - indicates not reported. Note small base sizes.

Source: Train to Gain employee surveys

Table 4.20: Is there anything that would have helped you to stay on the qualification?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Yes	-	47	50	51	18	50
No	-	52	48	44	17	47
Don't know	-	2	2	5	1	3
Base (N)	-	254	58	137	36	100

Base = early leavers only. Longitudinal asked of those leaving between the waves. Note small base sizes.

Source: Train to Gain employee surveys

Table 4.21: What would have helped you to stay on the qualification?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
If the tutor had been there/available as scheduled	-	8	10	14	2	11
More time with the tutor/assessor	-	8	21	9	2	11
If I had stayed with the same employer	-	14	3	13	2	11
More time for training during work hours	-	9	7	11	2	11
Better tutor	-	5	21	11	2	11
Base (N)	-	118	29	70	18	-

Base = early leavers who said something else could have helped them to stay on the course. Longitudinal asked of those leaving between the waves. Multiple responses given, only W5 responses over ten per cent shown. Note small base sizes.

Source: Train to Gain employee surveys

5 Satisfaction and Outcomes

5.1 Outcomes

Table 5.1: Outcomes of training for completers

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
A qualification	93	92	92	90	1,554	88
Skills that will look good to future employers	88	87	89	88	1,484	84
Skills to help me to do a better job in the future	81	80	81	83	1,356	77
The chance to learn something new	78	72	79	81	1,307	74
Improved self confidence	78	74	76	78	1,250	71
Base (N)	1,642	939	1,632	2,438	1,763	-
Skills to help me do my current job better *	73	77	78	79	1,330	70
Improved motivation at work *	-	-	-	72	1,021	63
A promotion *	30	23	35	36	411	26
Base (N) *	1,642	912	1,575	2,259	1,613	-
Better pay **	43	33	45	37	389	24
Base (N) *	1,642	939	1,632	2,259	1,613	-

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Skills that will look good to future employers	88	90	93	91	1,311	93
A qualification	93	-	92	84	1,303	92
Skills to help me to do a better job in the future	81	86	89	86	1,259	89
Improved self confidence	78	79	80	78	1,142	81
Greater job security	-	-	-	-	829	59
Base (N)	1,642	3,636	2,372	2,209	1,415	-
Increased responsibility at work **	-	46	50	57	750	58
Increased promotion prospects **	-	43	49	56	676	52
An award from my employer **	-	23	24	26	372	29
Base (N)	1,642	3,636	2,372	2,059	1,300	-
Improved motivation at work ***	-	69	71	71	1,020	72
Base (N)	1,642	3,636	2,372	2,059	1,415	-
Skills to help me do my current job better ****	73	73	75	81	1,091	82
Base (N)	1,642	3,636	2,372	2,059	1,337	-

Base = completers only. * = only asked of those in work for Waves 2 thru 5. ** = only asked of those in work for Waves 4 and 5. *** = only asked of those in work for Wave 4 only. **** = only asked of those in work or self-employment in Wave 5. - indicates not asked. Multiple responses given. Note some differences in the questions asked for each group.

Source: Train to Gain employee surveys

Table 5.2: Outcomes of training for completers (percentage and number agreeing): Like for like comparison.

	W3 New entrants		W4 Longitudinal		W5 Longitudinal	
	N	%	N	%	N	%
A qualification	372	92	356	88	386	96
Skills that will look good to future employers	356	88	355	88	370	92
Skills to help me to do a better job in the future	320	79	339	84	335	83
Improved self confidence	306	76	309	77	308	76
Base (N)	403	-	403	-	403	-
Skills to help me do my current job better *	288	78	283	77	285	77
Base (N)	370	-	370	-	370	-

Base = completers at time of each survey. * completers and those in work at the time of each survey.

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 5.3: Financial gain: have you as a direct result of the qualification received ...? (number and percentage saying yes)

	New entrants				Not asked in new entrant surveys	
	W1	W2	W3	W4	W5	W5
Longitudinal learners	%	%	%	%	N	%
... a financial bonus	-	-	-	-	48	13
... a promotion	-	-	-	-	34	9
... an increase to your pay	-	-	-	-	79	21
Base (N)	-	-	-	-	372	100

Base = completers only. Longitudinal asked of those completing between the waves. Question in previous waves was phrased differently

Source: Train to Gain employee survey (summer 2009)

Table 5.4: Financial gain: have you as a direct result of the qualification received a financial bonus, promotion or increase to your pay?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Yes	-	22	22	21	95	26
No	-	78	78	79	277	75
Don't know	-	1	*	*	0	0
Base (N)	-	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves. Wave 5 questions have been combined for compatibility with previous waves

Source: Train to Gain employee surveys

Table 5.5: New skills learned

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Practical skills related to your job	-	-	78	78	1,252	78
Skills related to general employability (eg problem solving, time management)	-	-	58	56	843	53
New literacy skills	-	-	30	27	482	30
New numeracy skills	-	-	22	19	352	22
New IT skills	-	-	21	20	328	21
<i>None of these/nothing</i>	-	-	10	12	183	12
Base (N)	-	-	2,701	3,140	1,596	

Base = W5 asked of all learners except those waiting to start. Previous waves asked of all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys

Table 5.6: Whether new skills have been used in the learner’s current job

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Yes	-	-	87	89	1,206	90
No	-	-	12	11	128	10
Don’t know	-	-	*	*	2	*
Base (N)	-	-	2,358	2,654	1,336	100

Base = all those gaining new skills

Source: Train to Gain employee surveys

Table 5.7: Attitudes towards learning (mean score)

New entrants	<i>Not asked in new entrant surveys</i>				
-	-	-	-	-	-
Longitudinal learners	W1 Mean	W2 Mean	W3 Mean	W4 Mean	W5 Mean
I feel more confident in my ability to learn	-	-	4.3	4.3	4.4
Base (N)	-	-	2,699	3,136	1,589
I feel more positive about learning than when I started this course	-	-	4.2	4.2	4.2
Base (N)	-	-	2,700	3,134	1,593
I have not got everything out of the learning that I wanted	-	-	2.4	2.3	2.2
Base (N)	-	-	2,688	3,118	1,583

Base = all learners except those waiting to start excluding "don't know" responses (ie where bases vary this is due to the exclusion of "don't know" responses). Mean scores are based on the following figures: 1 = strongly disagree, 2 = tend to disagree, 3 = neither agree nor disagree, 4 = tend to agree, 5 = strongly agree.

Source: Train to Gain employee surveys

Table 5.8: Attitudes towards learning (number and percentage agreeing)

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
		W1	W2	W3	W4	W5	
		%	%	%	%	N	%
Longitudinal learners							
I feel more confident in my ability to learn		-	-	87	86	1395	88
Base (N)		-	-	2,699	3,136	1,589	-
I feel more positive about learning than when I started this course		-	-	82	82	1331	84
Base (N)		-	-	2,700	3,134	1,593	-
I have not got everything out of the learning that I wanted		-	-	27	26	389	25
Base (N)		-	-	2,688	3,118	1,583	-

Base = all learners except those waiting to start excluding "don't know" responses (ie where bases vary this is due to the exclusion of "don't know" responses).

Source: Train to Gain employee surveys

Table 5.9: Changes since the start of the training

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Have taken on further responsibility with same employer without additional pay or promotion	-	-	29	28	512	32
Got better pay	-	-	32	20	435	27
Changed to a different role with the same employer (same level)	-	-	15	14	240	15
Got a better job with the same employer	-	-	16	14	228	14
Got a better job with a new employer	-	-	11	7	164	10
Changed employer (same level job)	-	-	9	6	151	10
Been made redundant	-	-	3	2	87	6
Became self employed	-	-	2	3	47	3
Base (N)	-	-	2,701	3,140	1,596	

Base = W5 asked of all learners except those waiting to start. Previous waves asked of all learners who had been training for at least a month. Multiple responses given.

Source: Train to Gain employee surveys

Table 5.10: Whether changes since the start of the training can be attributed to the training itself (number and percentage saying yes)

New entrants	<i>Not asked in new entrant surveys</i>					
	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Got a better job with the same employer	-	-	80	80	189	83
Base (N)			422	448	228	
Got better pay	-	-	77	75	336	77
Base (N)			853	622	435	-
Have taken on further responsibility with same employer without additional pay or promotion	-	-	72	75	378	74
Base (N)			782	863	512	
Changed to a different role with the same employer (same level)	-	-	65	65	168	70
Base (N)			415	439	240	
Got a better job with a new employer	-	-	69	64	113	69
Base (N)			283	227	164	
Became self employed	-	-	42	41	21	45
Base (N)			66	88	47	
Changed job (same level job)	-	-	41	31	54	36
Base (N)			252	196	151	
Been made redundant	-	-	7	17	6	7
Base (N)			77	69	87	

Base = bases vary: all learners except those waiting to start who have experienced change. Multiple responses given.

Source: Train to Gain employee surveys

Table 5.11: Future career intentions

New entrants	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
I plan to stay with my current employer for the foreseeable future	69	-	61	62	3,487	64
I am likely to stay with my current employer for at least another year	14	-	17	15	713	13
I plan to leave my current employer as soon as the opportunity arises	6	-	9	8	516	10
I am likely to leave my current employer within the next year	6	-	7	6	274	5
I expect to have to leave my current employer within the next year due to redundancy or relocation	3	-	4	3	159	3
... redundancy	-	-	-	-	93	2
... relocation	-	-	-	-	66	1
I expect to have to leave my current employer when my contract ends	-	-	0	3	142	3
Don't know	2	-	2	2	127	2
Base (N)	7,311		5,362	5,380	5,418	100

Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
I plan to stay with my current employer for the foreseeable future	69	68	66	60	921	63
I am likely to stay with my current employer for at least another year	14	14	14	18	224	15
I plan to leave my current employer as soon as the opportunity arises	6	7	9	11	143	10
I am likely to leave my current employer within the next year	6	6	7	6	67	5
I expect to have to leave my current employer within the next year due to redundancy or relocation	3	2	2	3	50	3
I expect to have to leave my current employer when my contract ends	-	1	1	1	32	2
Don't know	2	1	1	1	22	2
Base (N)	7,311	4,826	2,553	2,906	1,459	100

Base = all learners in employment.

Source: Train to Gain employee surveys

Table 5.12: Future career intentions: like for like comparison.

	W3 New entrants		W4 Longitudinal		W5 Longitudinal	
	N	%	N	%	N	%
I plan to stay with my current employer for the foreseeable future	916	67	855	62	869	63
I am likely to stay with my current employer for at least another year	227	17	258	19	215	16
I plan to leave my current employer as soon as the opportunity arises	99	7	124	9	136	10
I am likely to leave my current employer within the next year	71	5	74	5	63	5
I expect to have to leave my current employer within the next year due to redundancy or relocation	39	3	34	3	47	3
I expect to have to leave my current employer when my contract ends	-	-	14	1	24	2
Don't know	18	1	11	1	16	1
Base (N)	1,370	100	1,370	100	1,370	100

Base = all learners asked in all surveys

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 5.13: How important was it to you personally to achieve the qualification?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Very important	-	72	68	75	302	81
Fairly important	-	21	24	18	59	16
Neither important or unimportant	-	2	2	2	5	1
Not very important	-	4	4	4	4	1
Not at all important	-	2	2	2	1	*
<i>Don't know</i>	-	-	-	*	1	*
Base (N)	-	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 5.14: How important was it to your employer that you achieved the qualification?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Very important	-	59	57	59	230	62
Fairly important	-	24	26	25	87	23
Neither important or unimportant	-	4	5	3	10	3
Not very important	-	5	6	6	27	7
Not at all important	-	4	3	4	9	2
<i>Don't know</i>	-	4	-	3	9	2
Base (N)	-	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

**Table 5.15: Who do you think this training/qualification will benefit the most?
(Anticipated/current learners)**

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
You only	13	12	14	13	896	24
Your employer only	2	4	3	2	173	5
You and your employer equally	83	82	81	83	2,547	69
Neither	2	2	2	1	64	2
Don't know	1	1	*	*	13	*
Base (N)	5,586	1,448	3,590	2,954	3,693	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
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Base = current learners and those about to start.

Source: Train to Gain employee surveys

Table 5.16: Who do you think this training/qualification has benefitted the most? (Actual/completers)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
You only	18	12	14	16	417	24
Your employer only	4	6	6	3	166	9
You and your employer equally	74	78	76	77	1,081	61
Neither	4	3	4	3	81	5
Don't know	1	*	*	1	19	1
Base (N)	1,642	942	1,688	2,438	1,763	100

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
You only	18	19	19	18	101	27
Your employer only	4	3	4	3	7	2
You and your employer equally	74	75	72	77	257	69
Neither	4	3	4	2	6	2
Don't know	1	1	*	1	1	*
Base (N)	4,642	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.. Note that W5 responses were worded differently and have been recoded for consistency: "you only" includes the categories of "you only" and "mostly you"; and "your employer only" includes the categories of "your employer only" and "mostly your employer".

Source: Train to Gain employee surveys

5.2 Further Training

Table 5.17: Have you started any subsequent training/qualifications since you completed?

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5		
	%	%	%	%	N	%	
Yes	-	17	18	16	430	30	
No	-	84	82	84	985	70	
Don't know	-	*	*	*	0	0	
Base (N)	-	3,633	468	2,209	1,415	100	

Base = completers only.

Source: Train to Gain employee surveys

Table 5.18: Current/subsequent training being done?

New entrants	<i>Not asked in new entrant surveys</i>					
	-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
NVQ	-	32	35	45	165	38
<i>(Entry Level)</i>	-	<i>(2)</i>	<i>(1)</i>	<i>(2)</i>	<i>(1)</i>	<i>(1)</i>
<i>(Level 1)</i>	-	<i>(2)</i>	<i>(5)</i>	<i>(2)</i>	<i>(2)</i>	<i>(1)</i>
<i>(Level 2)</i>	-	<i>(31)</i>	<i>(33)</i>	<i>(27)</i>	<i>(60)</i>	<i>(36)</i>
<i>(Level 3)</i>	-	<i>(62)</i>	<i>(56)</i>	<i>(57)</i>	<i>(89)</i>	<i>(54)</i>
<i>(Level 4)</i>	-	<i>(1)</i>	<i>(2)</i>	<i>(9)</i>	<i>(8)</i>	<i>(5)</i>
<i>(Level 5 or 6)</i>	-	-	<i>(1)</i>	<i>(1)</i>	<i>(2)</i>	<i>(1)</i>
<i>(Not known)</i>	-	<i>(2)</i>	<i>(4)</i>	<i>(3)</i>	<i>(3)</i>	<i>(2)</i>
In house training	-	8	4	8	68	16
Life skills/E2E preparatory learning	-	2	4	5	21	5
Professional qualification	-	2	2	3	17	4
Health and safety	-	0	4	0	17	4
First aid	-	1	4	2	14	3
Dementia/mental health course	-	0	6	0	10	2
GCSE/GCSE vocational	-	3	3	2	8	2
Diploma in higher education	-	2	2	4	8	2
Base (N)	-	598	578	351	430	-

Base = completers who have started a subsequent course. Only Wave 5 responses of two per cent and above shown.

Source: Train to Gain employee surveys

Table 5.19: Has anyone talked to you about further options now that you have completed this training/qualification?

	W1	W2	W3	W4	W5	
New entrants	%	%	%	%	N	%
Yes	40	39	41	45	663	38
No	60	61	59	55	1095	62
Don't know	*	*	*	*	5	*
Base (N)	1,642	942	1,688	2,438	1,763	100

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
Yes	40	46	43	44	173	47
No	60	54	57	56	197	53
Don't know	*	*	0	*	2	1
Base (N)	1,642	3,633	468	2,209	372	100

Base = completers only. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 5.20: Who spoke to you about further options now that you have completed this training/qualification?

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-
Longitudinal learners	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Employer, manager or supervisor	-	53	59	54	99	57
Tutor or assessor	-	46	40	44	79	46
College or training company	-	6	0	10	5	3
Base (N)	-	1,668	201	971	173	-

Base = completers who had been spoken to about further training options. Longitudinal asked of those completing between the waves. Multiple responses given, only Wave 5 responses of 2 per cent and above shown.

Source: Train to Gain employee surveys

Table 5.21: How helpful was it to have been spoken to about further training?

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
		W1	W2	W3	W4	W5	
Longitudinal learners		%	%	%	%	N	%
Very helpful		-	64	61	69	116	67
Fairly helpful		-	26	28	23	48	28
Not very helpful		-	6	7	4	6	4
Not helpful at all		-	2	3	2	3	2
Don't know		-	1	2	1	0	0
Base (N)		-	1,668	201	971	173	100

Base = completers who had been spoken to about further training options. Longitudinal asked of those completing between the waves.

Source: Train to Gain employee surveys

Table 5.22: Likelihood of doing a **ANOTHER** qualification in the next three years

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
		W1	W2	W3	W4	W5	
Longitudinal learners		%	%	%	%	N	%
Very likely		-	36	32	45	389	40
Fairly likely		-	30	29	26	293	30
Fairly unlikely		-	14	18	11	133	14
Very unlikely		-	14	16	13	129	13
Too early to say		-	4	3	3	21	2
Don't know		-	3	2	2	20	2
Base (N)		-	3,035	1,794	1,858	985	100

Base = completers who have not started a subsequent course.

Source: Train to Gain employee surveys

Table 5.23: Likelihood of doing a HIGHER LEVEL qualification in the next three years

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Very likely	40	34	40	46	782	44
Fairly likely	29	27	27	25	515	29
Fairly unlikely	14	14	14	12	216	12
Very unlikely	13	19	15	13	190	11
Too early to say	3	3	2	3	31	2
Don't know	2	3	1	1	29	2
Base (N)	1,642	942	1,688	2,438	1,763	100
	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
Very likely	40	29	26	36	345	35
Fairly likely	29	28	25	25	244	25
Fairly unlikely	14	17	21	16	152	15
Very unlikely	13	21	24	19	197	20
Too early to say	3	3	2	3	23	2
Don't know	2	3	2	2	24	2
Base (N)	1,642	3,035	1,794	1,858	985	100

Base = longitudinal group: completers who have not started a subsequent course. New entrant group: all completers.

Source: Train to Gain employee surveys

Table 5.24: Likelihood of doing a HIGHER LEVEL qualification in the next three years: Like for like comparison

	W3 New Entrants		W4 Longitudinal		W5 Longitudinal	
	N	%	N	%	N	%
Very likely	84	34	69	28	68	28
Fairly likely	66	27	54	22	54	22
Fairly unlikely	45	18	51	21	47	19
Very unlikely	38	16	60	25	66	27
Too early to say	5	2	6	2	2	1
Don't know	7	3	5	2	8	3
Base (N)	245	100	245	100	245	100

Base = all learners asked in all surveys: asked of all completers in the W3 new entrant group and all completers in the W4 and W5 longitudinal groups who had not started a subsequent course.

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 5.25: Likelihood of signing up for future training (early leavers)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
Very likely	42	30	40	47	82	52
Fairly likely	19	21	32	26	44	28
Fairly unlikely	13	12	13	10	10	6
Very unlikely	22	30	11	14	14	9
Too early to say	3	4	2	2	6	4
Don't know	2	3	2	1	1	1
Base (N)	186	113	194	232	157	100

Longitudinal learners

Not asked in longitudinal surveys

-	-	-	-	-	-	-
---	---	---	---	---	---	---

Base = early leavers only.

Source: Train to Gain employee surveys

Table 5.26: Has the recession made you more or less likely to do further training/qualifications, or has it made no difference at all? Completers

	W1	W2	W3	W4	W5	
New entrants	%	%	%	%	N	%
More likely	-	-	-	-	574	33
Less likely	-	-	-	-	94	5
No difference	-	-	-	-	1,065	60
Don't know	-	-	-	-	30	2
Base (N)	-	-	-	-	1,763	100

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
More likely	-	-	-	-	401	28
Less likely	-	-	-	-	55	4
No difference	-	-	-	-	948	67
Don't know	-	-	-	-	11	1
Base (N)	-	-	-	-	1,415	100

Base = completers only

Source: Train to Gain employee surveys

Table 5.27: Has the recession made you more or less likely to do further training/qualifications, or has it made no difference at all? Current learners

New entrants	<i>Not asked in new entrant surveys</i>					
-	-	-	-	-	-	-

	W1	W2	W3	W4	W5	
Longitudinal learners	%	%	%	%	N	%
More likely	-	-	-	-	34	30
Less likely	-	-	-	-	2	2
No difference	-	-	-	-	77	68
Don't know	-	-	-	-	1	1
Base (N)	-	-	-	-	114	100

Base = current learners only.

Source: Train to Gain employee surveys

Table 5.28: Has the recession made you more or less likely to do further training/qualifications, or has it made no difference at all? Early leavers

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
More likely	-	-	-	-	15	22	
Less likely	-	-	-	-	3	5	
No difference	-	-	-	-	46	69	
Don't know	-	-	-	-	3	4	
Base (N)	-	-	-	-	67	100	

Base = early leavers only.

Source: Train to Gain employee surveys (spring 2007, autumn 2007, summer 2008, winter 2008, summer 2009)

Table 5.29: Barriers to taking up further learning

New entrants		<i>Not asked in new entrant surveys</i>					
-		-	-	-	-	-	-
	W1	W2	W3	W4	W5		
Longitudinal learners	%	%	%	%	N	%	
Lack of funding/money	-	29	30	12	112	11	
Lack of time	-	17	19	7	85	9	
Personal barriers (eg changed domestic circumstances, poor health)	-	10	15	4	57	6	
Job insecurity	-	4	3	3	26	3	
Employer would not support it	-	7	9	3	31	3	
Motivation, not interested, attitude to learning	-	7	6	2	22	2	
Childcare costs/lack of childcare	-	3	5	2	19	2	
<i>Nothing/no barriers</i>	-	<i>59</i>	<i>65</i>	<i>61</i>	<i>614</i>	<i>62</i>	
Base (N)	-	1,255	622	1,858	985	-	

Base = completers who had not started a subsequent course. Multiple responses given, only Wave 5 responses of two per cent and above shown.

Source: Train to Gain employee surveys

5.3 Satisfaction with the training or qualification

Completers

Table 5.30: Satisfaction with ... (mean scores)

	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
New entrants					
... the training/qualification overall	6.0	5.7	5.9	5.9	5.7
... the quality of the teaching received	-	5.7	5.9	5.9	5.7
... the information and advice prior to starting the training	-	-	-	-	-
... the length of time it took to do the training	-	-	-	-	-
... the support from your employer	-	-	-	-	-
Base (N)	1,642	942	1,688	2,438	1,763
	W1	W2	W3	W4	W5
	Mean	Mean	Mean	Mean	Mean
Longitudinal learners					
... the training/qualification overall	6.0	5.8	5.8	5.8	5.8
Base (N)	1,642	3,631	2,363	2,209	1,409
... the quality of the teaching received	-	5.9	5.9	5.9	5.9
Base (N)	1,642	3,619	2,364	2,199	1,406
... the information and advice prior to starting the training	-	5.5	5.5	5.5	5.5
Base (N)	1,642	3,621	2,370	2,202	1,408
... the length of time it took to do the training	-	5.6	5.6	5.6	5.6
Base (N)	1,642	3,627	2,369	2,206	1,413
... the support from your employer	-	5.5	5.5	5.5	5.6
Base (N)	1,642	3,621	2,364	2,195	1,405

Base = completers only excluding "don't know" responses (where bases vary this is due to the exclusion of "don't know" responses). Mean scores range from 1 (extremely dissatisfied) to 7 (extremely satisfied).

Source: Train to Gain employee surveys

Table 5.31: Satisfaction with ... (mean scores): like for like comparison

	W3 New entrants Mean	W4 Longitudinal Mean	W5 Longitudinal Mean	Base (N)
... the training/qualification overall	6.0	5.9	5.9	402
... the quality of the teaching received	6.0	6.0	6.0	400

Base = completers giving a valid response at the time of each survey. Bases vary due to the exclusion of "don't know" responses. Mean scores range from 1 (extremely dissatisfied) to 7 (extremely satisfied).

Source: Train to Gain employee surveys (summer 2008, winter 2008, summer 2009)

Table 5.32: Satisfaction with ...
LSC measure: number and percentage satisfied (extremely or very satisfied)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
... the training/qualification overall	77	71	74	76	1165	66
... the quality of the teaching received	-	71	76	78	1225	70
... the information and advice prior to starting the training	-	-	-	-	-	-
... the length of time it took to do the training	-	-	-	-	-	-
... the support from your employer	-	-	-	-	-	-
Base (N)	1,642	942	1,688	2,438	1,763	-
Longitudinal learners						
	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
... the training/qualification overall	77	71	69	72	981	70
Base (N)	1,642	3,631	2,363	2,209	1,409	-
... the quality of the teaching received	-	78	72	77	1011	72
Base (N)	1,642	3,619	2,364	2,199	1,406	-
... the support from your employer	-	60	58	61	843	60
Base (N)	1,642	3,621	2,364	2,195	1,405	-
... the information and advice prior to starting the training	-	57	56	60	802	57
Base (N)	1,642	3,621	2,370	2,202	1,408	-
... the length of time it took to do the training	-	61	60	62	851	60
Base (N)	1,642	3,627	2,369	2,206	1,413	-

Base = completers only excluding "don't know" responses (ie where bases vary this is due to the exclusion of "don't know" responses).

Source: Train to Gain employee surveys

Table 5.33: Satisfaction with ...
All satisfied: (extremely, very or fairly satisfied)

	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
New entrants						
... the training/qualification overall	94	90	94	95	1,625	92
... the quality of the teaching received	-	91	93	94	1,613	92
... the information and advice prior to starting the training	-	-	-	-		
... the length of time it took to do the training	-	-	-	-		
... the support from your employer	-	-	-	-		
Base (N)	1,642	942	1,688	2438	1,763	-
	W1	W2	W3	W4	W5	
	%	%	%	%	N	%
Longitudinal learners						
... the training/qualification overall	94	96	95	95	1327	94
Base (N)	1,642	3,631	2,363	2,209	1,409	
... the quality of the teaching received	-	95	93	95	1311	93
Base (N)	1,642	3,619	2,364	2,199	1,406	-
... the information and advice prior to starting the training	-	90	91	91	1,265	90
Base (N)	1,642	3,621	2,370	2,202	1,408	-
... the length of time it took to do the training	-	92	90	91	1,262	89
Base (N)	1,642	3,627	2,369	2,206	1,413	-
... the support from your employer	-	88	88	88	1,224	87
Base (N)	1,642	3,621	2,364	2,195	1,405	-

Base = completers only excluding "don't know" responses (ie where bases vary this is due to the exclusion of "don't know" responses).

Source: Train to Gain employee surveys

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© LSC January 2008

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LSC-P-NAT-100500