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## **Adults in Coventry and Warwickshire Skills Needs Assessment 2006/7**

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## **1.0 Executive Summary**

This document assesses evidence related to the skill needs of Adults in Coventry and Warwickshire. The document is produced primarily to inform the planning of the Learning and Skills Council, Coventry and Warwickshire for 2006/07. The document should be read in conjunction with similar assessments, which have been produced for Young People (16-18) and Employers. The key issues identified are summarised below:

### **Characteristics of the Working Age Population**

There are 515,600 people of working age population within Coventry and Warwickshire. This equates to approximately 62% of the total population. The national trend of an ageing population is also true within the sub-region, although there are variations.

Economic activity rates show 67.5% of people to be in employment and 29.5% to be classed as economically inactive. Unemployment is generally low within the sub-region.

There are pockets with high levels of deprivation located within the sub-region, particularly in north-east Coventry and Nuneaton and Bedworth.

### **Participation of Adults**

Based on ILR returns, within Coventry and Warwickshire there are 36,029 adults studying in Further Education or Work Based Learning. This amounts to 7% of the working age population.

FE Sectors with a high level of enrolments are

- Preparation for Life and Work (most of these enrolments were at low levels or for basic skills / skills for life)
- Health, Public Services and Care
- Information and Communication Technology
- Arts, Media and Publishing

WBL Sectors with a high levels of average in learning

- Business, Administration and Law
- Health, Public Services and Care
- Retail and Commercial Enterprise

In terms of Adult Community Learning (ACL) in 2003/4 there were 13,159 enrolments in the sub-region with Preparation for Life and Work and Leisure, Travel and Tourism account for 29% and 26% of enrolments respectively.

There were also 2322 enrolments onto University for Industry (Ufi) provision in 2003/4. Business, Administration and Law accounted for 57% (1312) of Ufi enrolments amongst Coventry and Warwickshire residents.

### **Achievement of Adults**

According to the 2004 household survey 16.1% of adults have no qualifications in Coventry and Warwickshire. This is only a slight decrease from 17.2% in the 2002 survey, but is a continuation of a positive trend downwards from the (24%) in the 2000 survey.

The overall FE success rate stood at 76% in 2003/4 which is a 5% increase on the previous year. This varies by sector (or area of learning) and provider. Adult WBL success rates also showed an improvement, with an overall success rate of 53.7%. This is a notable increase on 2003/04 of 8.3%.

### **Key Planning Issues**

The following outlines some of the challenges the Local Learning and Skills Council faces in the 2006/7 planning round relating to skills provision for adults in the sub-region. These have been draw together from the skills assessment and informed by internal LSC workshops:

- There is a need to further explore with providers the implications of our adult enrolment profile, in particular look at the balance of provision by level and the implications of this for the level 2 target, train to gain and progression routes.

- To understand the importance of the non-certificated provision and the internally accredited provision in the engagement of those adults who do not have qualifications or for whom qualifications are not their prime motivator to learn.
  
- To review the geographical profile of provision to ensure that those individuals from the areas with most deprivation have the opportunity to access relevant provision with clear progression to Level 1 and 2.
  
- To understand the impact that “Agenda for Change” and “Aligning Planning and Resources” is going to make on the overall success rates of providers, provision by sector and the achievement of our targets.

## **2.0 Introduction – Adults – Increasing the Demand for Learning**

This document reviews the issues and evidence relating to the working age population in Coventry and Warwickshire. This is divided into 4 sections:

- A profile in terms of key characteristics and economic status of the working age population in the sub-region
- Participation in learning and related issues such as motivations for undertaking learning, and barriers to learning. Also the characteristics of non-learners.
- Qualification attainment
- Key planning issues

For the purposes of this document, participation and achievement include Work Based Learning and adult Community Education for the first time. It's absence from previous papers was highlighted as key area for development.

The following information sources have been used in putting together this document:

- Mid-year Population estimates
- Index of Multiple Deprivation 2004
- Job Centre Plus Claimant Count
- Coventry and Warwickshire 19+ Strategic Area Review
- 2004 West Midlands Household Survey and Coventry and Warwickshire dataset
- Local area Labour Force Survey – May 2005
- Work Based Learning – 2004/05 ILR data, period 12
- Further Education – 2003/04 F05 ILR and 2004/05 F04 ILR

## **2.1 The use of this document**

The documents primary use is to inform the Learning and Skills Council, Coventry and Warwickshire's statement of priorities and annual plan for 06/07. However, we hope that other agencies and providers, involved with planning and delivering post-16 education and training, find the information of use for their own planning processes.

This document aims to pull together key sources of information on the needs of the adult population. As such it draws on existing statistics, surveys and other sources. More information on specific issues is available on request. Similar documents are available for Young People (16-18) and Employers, which this paper links closely with.

### 3.0 Characteristics of the Working Age Population

#### 3.1 Working age population

Based on mid-year population estimates 2004, there are approximately 515,560 people of working age in Coventry and Warwickshire this is 62% of the total population. Table 1 shows the breakdown of the working age population across the sub-region. Coventry has the largest share of these (37%) and North Warwickshire has the lowest (8%). Males account for 53% of the working age population with females accounting for 47%.

Table 1 - Population of working age – Coventry and Warwickshire

	<b>C&amp;W</b>	<b>Coventry</b>	<b>Warwick</b>	<b>North Warks</b>	<b>Rugby</b>	<b>Stratford</b>	<b>Nun &amp; Bed</b>
All	515,560	189,420	88,420	38,620	55,020	70,180	74,100
Male	271,840	101,040	46,580	20,100	28,880	36,640	38,700
Female	243,720	88,380	41,840	18,520	26,140	33,540	35,400

Source: Mid-year Population Estimates 2004 (Office for National Statistics, ONS). Working age population has defined here as 16-64 for males and 16-59 for females. (Note due to bandings of 15-19, values for 16-19 have been taken as 4/5 of this band)

It is interesting to note changes over time both in terms of the population overall and specific age bands. Table 2 below shows a comparison between the population figures between 1993 and 2004. Overall the working age population is increasing across Coventry and Warwickshire, with the highest increases being in Warwick and the lowest in North Warwickshire, which has seen a slight decrease.



Table 2 - Population of working age changes over time – Coventry and Warwickshire

	<b>C&amp;W</b>	<b>Coventry</b>	<b>Warwick</b>	<b>North Warks</b>	<b>Rugby</b>	<b>Stratford</b>	<b>Nun &amp; Bed</b>
(1991) All	485,840	184,100	72,820	38,680	52,520	64,640	73,080
(2004) All	515,560	189,420	88,420	38,620	55,020	70,180	74,100
% Change	<b>6.1</b>	<b>2.9</b>	<b>21.4</b>	<b>-0.2</b>	<b>4.8</b>	<b>8.6</b>	<b>1.4</b>

Source: Mid-year Population Estimates 2004 (Office for National Statistics, ONS). Working age population has defined here as 16-64 for males and 16-59 for females. (Note due to bandings of 15-19, values for 16-19 have been taken as 4/5 of this band)

Looking at population changes in more details shows that:

- Across Coventry and Warwickshire there have been large population growths in the 35-39 and 55-59 age brackets and a decline in the 20-24 and 25-29 age brackets – highlighting the issue of an aging working population.
- There have been increases in the older population of working age (50-59), across all Local Authority Districts
- Overall Warwick has seen increases in the working age population at every age, for both males and females.
- With the exception of Warwick, there have been reductions in the (20-29) age group across all Local Authority District.

### 3.2 Personal and economic activity profile of the working age population

It is important to be able to obtain a detailed picture of the working age population in the sub-region so as to understand our client base. The West Midlands Household Survey 2004 has been used to provide a summary profile before looking in detail at participation and achievement rates for this group.

#### *Personal Characteristics of the population of working age*

Table 3 provides a breakdown of the key personal characteristics of the working age population in Coventry and Warwickshire with a comparison to the West Midlands.

Table 3 - Personal Characteristics of the working age population

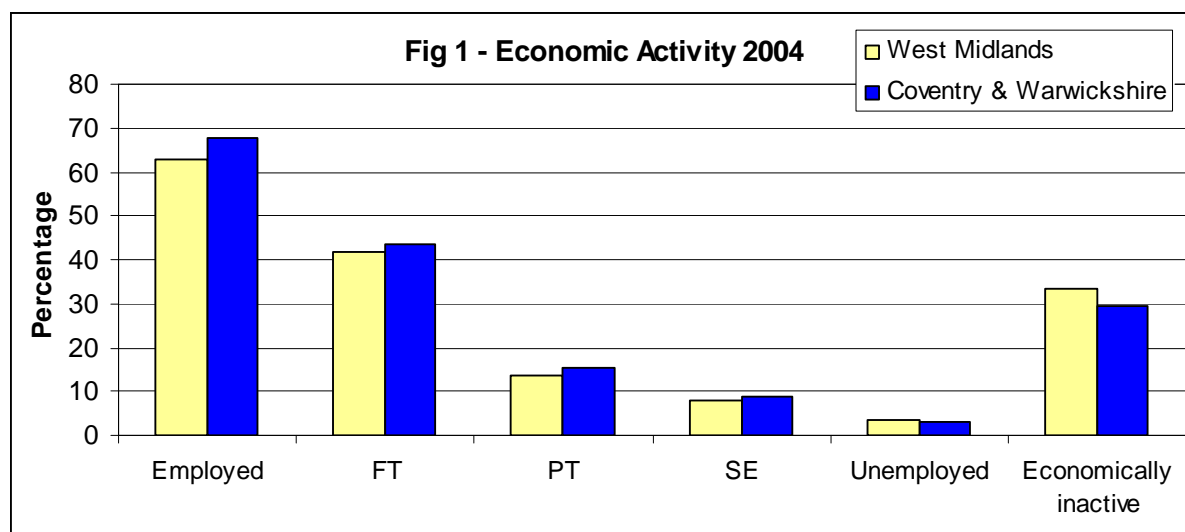
	<b>West Midlands</b>	<b>Coventry &amp; Warwickshire</b>
	<b>2004</b>	<b>2004</b>
	%	%
<b>Sex</b>		
Male	51.8	52.2
Female	48.2	47.8
<b>Age</b>		
16 – 18	6.2	5.7
19 – 20	3.3	4.0
21 – 24	8.2	8.5
25 – 34	22.1	22.1
35 – 44	23.3	23.4
45 – 54	21.3	21.1
55 – retirement age	15.3	15.1
Refused	0.4	0.1
<b>Ethnicity</b>		
White	86.6	89.8
Non-white	13.4	10.2
<b>Disability</b>		
Suffers from disability or illness	8.7	7.1
Does not suffer from disability or illness	90.3	92
Don't know/prefer not to say	1	0.9
<b>Unweighted base</b>	<b>8,066</b>	<b>1,334</b>

Source: West Midlands Household Survey, Coventry and Warwickshire Dataset 2004

The table shows that the distribution of personal characteristics overall is in line with the West Midlands. Close to 10% of the working age population are from an ethnic minority group. In addition, around 7% classified themselves as having a disability.

**Economic Activity**

Figure one below shows the economic status of the working age population in Coventry and Warwickshire and the West Midlands. Overall there has been a slight fall in the proportion of respondents who are employed in Coventry and Warwickshire area between 2002 (74.1%) and 2004 (67.5%), However a higher proportion of the working age population are engaged in employment in the sub-region than for the West Midlands region as a whole. 3.1% of Coventry and Warwickshire working age population are unemployed which is on par with the West Midlands 3.7%.



Source: West Midlands Household Survey, Coventry and Warwickshire Dataset 2004

Table 4 shows a detailed breakdown of the economic activity of individuals.

Table 4 - Economic Activity of the Working age population

	<b>West Midlands</b>	<b>Coventry &amp; Warwickshire</b>
	%	%
<b>Employed</b>	<b>63</b>	<b>67.5</b>
Self-employed	7.9	8.8
Full-time work (30 hours +)	41.6	43.5
Part-time work (less than 30 hours)	13.5	15.2
<b>Unemployed</b>	<b>3.7</b>	<b>3.1</b>
Claiming Job Seekers Allowance (JSA)	1.7	1
Not working, not claiming JSA but have looked for work in last 4 weeks	2	2.1
<b>Economically inactive</b>	<b>33.3</b>	<b>29.5</b>
Early retirement	5.8	4.7
Not working, not claiming JSA, not actively looking for work	1.1	0.8
Not working, not claiming JSA, not actively looking for work but would take job if one became available	1.1	0.7
Looking after the home/children or other dependents and not looking to go back to work in the future	6.6	5.6
Looking after the home/children or other dependents but would like to work in the future	6.2	5.3
Doing unpaid voluntary work	0.2	0.3
Attending 6 <sup>th</sup> Form, College or University	7.6	8.9
Long term sick or disabled and away from work	4.7	3.2
<b>Unweighted Base (all respondents)</b>	<b>8,066</b>	<b>1,334</b>

Source: West Midlands Household Survey, Coventry and Warwickshire Dataset 2004

### ***Employed population***

Over two thirds of respondents (67.5%) are employed. The majority of these (43.5%) work full-time (30 hours or more per week) and a further 8.8% are self-employed. 15.2% of the sample is employed part-time. Coventry and Warwickshire has slightly higher levels of employment than for the region as a whole. Comparisons with 2002 show a decrease in employment levels, which stood at 74% This is due to a decrease in full-time employment figures.

Although the West Midlands Household Survey, Coventry and Warwickshire Dataset is unable to provide robust data below sub-regional level, the Local area Labour Force Survey (May 2005) can help to provide a Local Authority District indication. In terms of employment:

- Stratford and Nuneaton and Bedworth have the highest economic activity rates. North Warwickshire has the lowest rate in the sub-region.
- For working age males, North Warwickshire and Warwick are below the sub-regional average.
- For working age females, rates are generally lower. Stratford district has a higher rate than the other districts.

It is also useful to look at the occupational structure of the employed population. This provides an overview of the different types of jobs the population of the sub-region are employed in as well as an approximate indication of skill levels. Table 5 below shows for Coventry and Warwickshire a breakdown by occupation.

Table 5 – Occupational Classification for those Classified as employed

	West Midlands	Coventry and Warwickshire
	%	%
Managers & Senior Officials ( <i>Higher</i> )	13.9	14.4
Professional ( <i>Higher</i> )	10.6	10.9
Associate Professional & Technical ( <i>Higher</i> )	13.1	12.9
Administrative & Secretarial ( <i>Intermediate</i> )	12.6	12.6
Skilled Trade ( <i>Intermediate</i> )	13.2	12.9
Personal Service ( <i>Intermediate</i> )	8.0	7.8
Sales & Customer Service ( <i>Intermediate</i> )	7.7	7.8
Process, Plant and Machine Operatives ( <i>Lower</i> )	10.1	9.7
Elementary ( <i>Lower</i> )	10.9	11.0

Source: Institute for Employment Research, Working Futures II 2005

The table shows that across the sub-region, there is a spread of occupational levels of those in employment. If these occupations are grouped as indicated in the table into:

- Higher level occupations 38.1% for C&W and for 37.6% for WM
- Intermediate level occupations 41.1% and for 41.4% for WM

- Lower level occupations 20.8% and 20.9% for WM

There is an indication that the highest proportions of those employed are in intermediate level occupations, followed by higher level and then lower level occupations. Comparisons show that in terms of occupational spread Coventry and Warwickshire is similar to the West Midlands.

### ***Unemployed population***

The Household Survey shows that unemployment in the sub-region stands at 3.1%, slightly lower than in the West Midlands (3.7%). Another measure of unemployment is those claiming job seekers allowance.

Table 6 - Unemployment Claimant Counts and Rates August 2005

<b>Area</b>	<b>Total claimants</b>	
	<b>Number</b>	<b>rate</b>
Coventry	6,228	3.3
North Warwickshire	579	1.5
Nuneaton & Bedworth	1,581	2.1
Rugby	891	1.6
Stratford	723	1.0
Warwick	1,144	1.3
<b>Coventry &amp; Warwickshire</b>	<b>11,146</b>	<b>2.2</b>
West Midlands	98,381	3.0
Great Britain	850,467	2.4

Source: ONS claimant counts, August 2005

It is important to recognise that not all those unemployed will be actually claiming benefit. In August 2005 there were 11,146 benefit claimants, a rate of 2.2 for the sub-region, lower than the West Midlands (3.0) and national average (2.2).

### ***Economically inactive population***

The household survey shows that just under 30% of the adult population is economically inactive. Within this group, those looking after dependents/home, those attending college, university, those who have taken early retirement and those who are long-term sick/disabled made up the largest part. Rates of economically inactive are slightly lower in Coventry and Warwickshire than for the region.

The Local area Labour Force Survey (May 2005) shows economic inactivity rates for the working age population, which come out slightly lower than the household survey, but is useful for identifying variations across the local authority areas:

- North Warwickshire has the highest proportion of the working age population classed as economically inactive at 22.8%
- Stratford-on-Avon has the lowest proportion with a rate of 17.4%

### ***Deprivation***

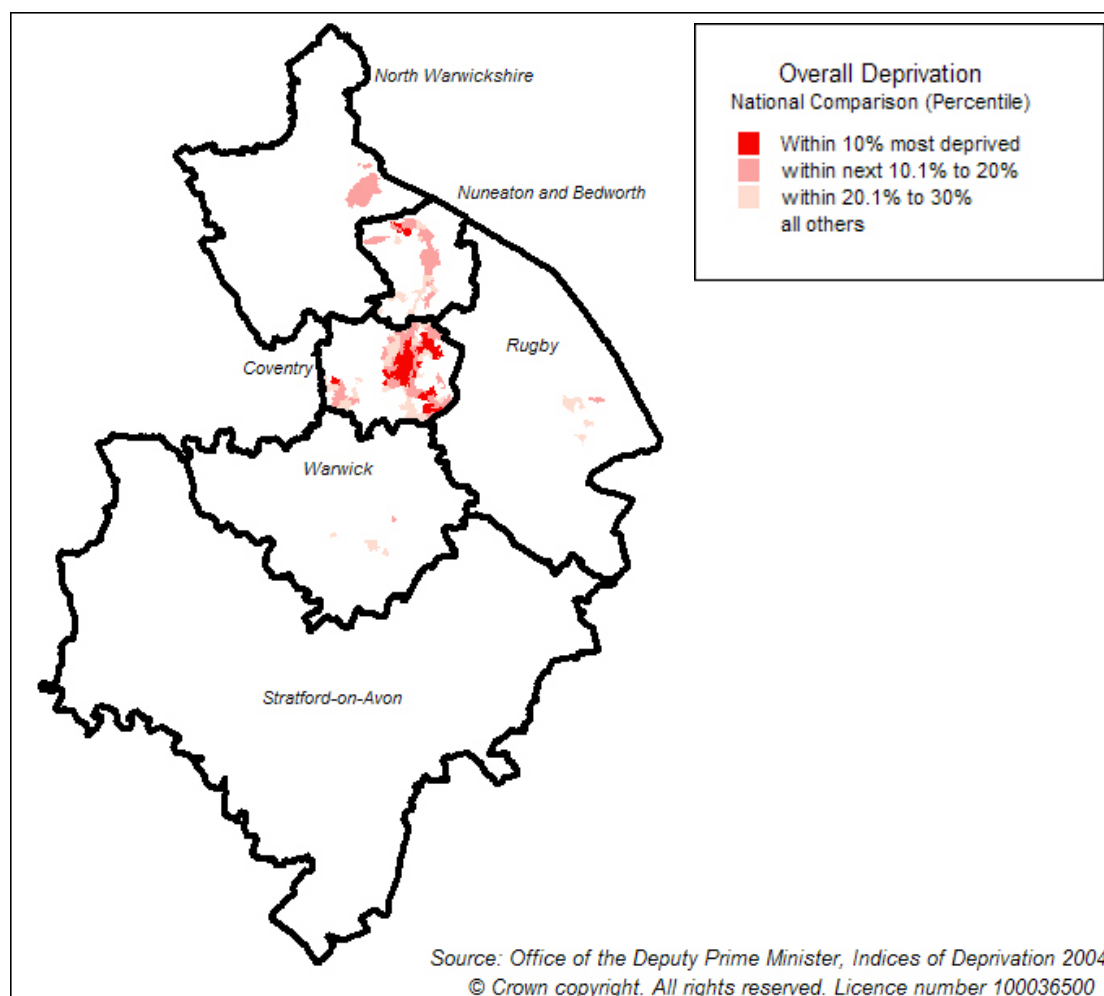
The Office of the Deputy Prime Minister's Indices of Multiple Deprivation (IMD) 2004 give an indication of where there are areas which suffer the effects of deprivation at a number of levels. The IMD effectively ranks every area in the country against a set of criteria, for the overall Indices the following are used and are weighted as follows:

- Income (22.5%)
- Employment (22.5%)
- Health Deprivation and Disability (13.5%)
- Education, Skills and Training (13.5%)
- Barriers to Housing and Services (9.3%)
- Crime (9.3%)
- Living Environment (9.3%)

Map 1 below shows the areas in the sub-region which are most effected by multiple deprivation.

The areas shown fall within the 30% most deprived areas in the country. It is well worth noting that within Coventry and Warwickshire there are some of the least deprived areas in the country.

**Map 1 Overall Deprivation in Coventry and Warwickshire, IMD 2004**



From the above map we can note that the main areas of deprivation in the sub-region are located to the East and North East of Coventry and into Nuneaton and Bedworth. Also of note are pockets of deprivation in North Warwickshire and to the south west of Coventry. In general Rugby, Warwick and Stratford districts are not as effected by deprivation as the other districts. However some pockets can be seen in Leamington and Rugby.



The above only shows areas which fall within the 30% most deprived in the country. Although this deprivation seems relatively concentrated, other bands are not shown for clarity – but this does not mean problems of deprivation are confined only to areas shown. Links between deprivation and attainment levels in the population are to be examined later.

## **4.0 Participation of Adults**

### **4.1 Measuring Adult Participation**

Participation in learning will be considered by looking at:

- Further Education, Work Based Learning and Adult Community Learning Individual Learner Record (ILR) returns.
- The West Midlands and Coventry and Warwickshire Household Survey 2004 datasets, to enable us to get at an indication of participation in learning of the working age population, together with those who are not in learning.

### **4.2 Participation of adults based on Further Education and Work Based Learning**

Based on ILR returns, within Coventry and Warwickshire there are 36,029 adults studying in Further Education or Work Based Learning. This amounts to 7% of the working age population

There are many ways in which adults are able to engage in learning in addition to attending Further Education establishments. Widening participation is important in the context of an ageing population and as a result people working longer. The LSCs annual statement of priorities clearly lays out the need for people to be able to learn both for employment reasons but also for social inclusion.

To be able to get a rounded picture, we need to be able to look at participation in Adult and Community Learning and Higher Education, which, is included in the skills assessment for the first time.

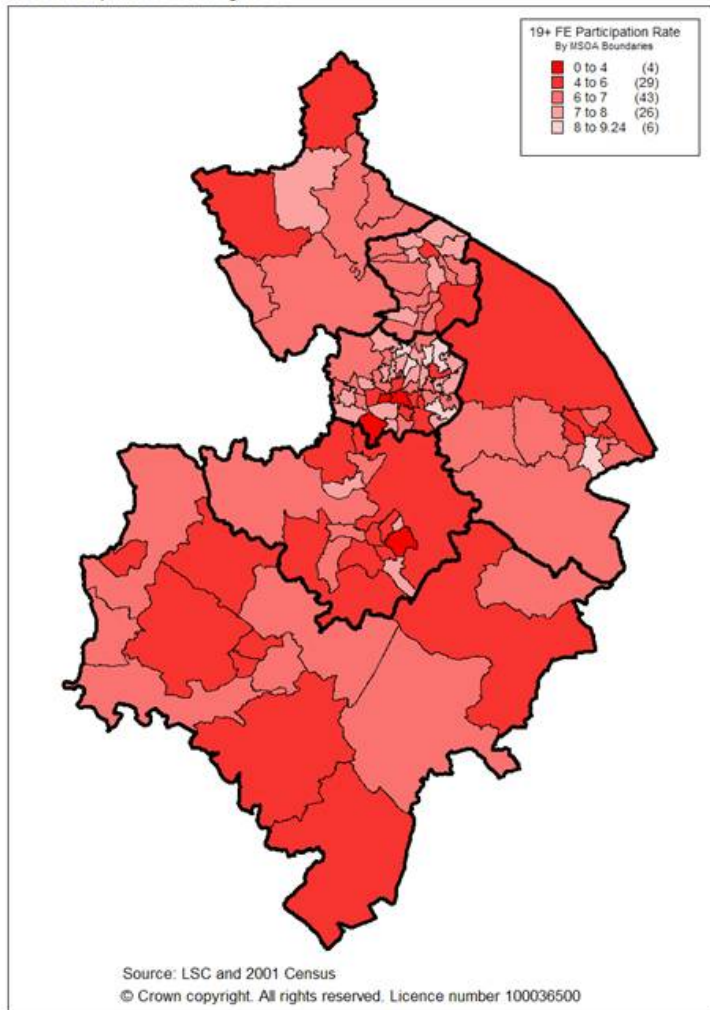
Looking at participation rates for Coventry and the five Local Authority Districts in Warwickshire, at sub-ward level is a key way of highlighting and targeting areas of low participation more accurately and enables this to be put into context of other factors that are known about the area.

The following map has been produced by looking at the numbers of adults participating in Further Education (FE. A rate of participation has been calculated using the 2001 Census 19 to 65 population as a base.

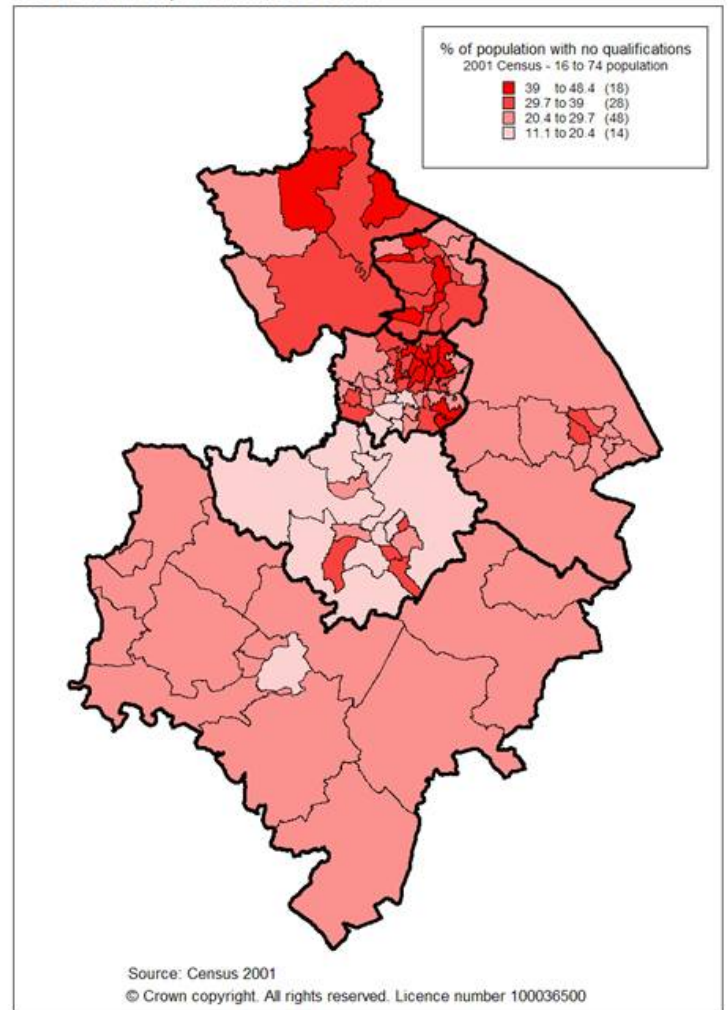
It is important to remember that whilst percentage bandings are used, the total participation range is small. The accompanying map shows the percentage of the population 16 to 74 with no qualifications for comparison, although this map does not cover exactly the same age group (due to the way census data is released at a low level, it does provide a useful comparison.

*Maps 3 and 4:*

Adult Participation in Learning in FE



% of adults with no qualifications, 2001 Census



The participation map shows that the involvement of adults in FE, is varied across the sub-region.

When looking at the two maps together and comparing the participation of adults with areas where there are high levels no qualifications, it is reasonable to suggest that the areas of most concern and interest to the Learning and Skills Council are those where there are high proportions of the population with no qualifications and low levels of participation.

It is encouraging to note that many areas where there are high levels of the population with no qualifications have relatively high levels of adult participation. This is particularly true in areas to the north east of Coventry, Nuneaton and Bedworth. Clearly although this is generally a positive message, it is important to maintain the emphasis on these areas which suffer from multiple deprivation as we have already seen.

## Further Education Enrolments

Within Further Education, participation is measured by looking at enrolments. Table 7 below shows for each sector, numbers of 19+ adults resident in Coventry and Warwickshire who have enrolled on a programme of study associated with that particular sector. It is important to bear in mind that enrolments are not the same as learners as one learner may enrol on a number of different learning aims/programmes. As such need to be considered in relation to the type of programmes undertaken.

Table 7 – Further Education enrolments by sector (19+ learners)

<b>Sector</b>	<b>2003/4</b>	<b>2004/5</b>
Agriculture, Horticulture and Animal Care	1,765	1,440
Arts, Media and Publishing	8,577	7,104
Business, Administration and Law	4,738	4,165
Construction, Planning and the Built Environment	1,326	973
Education and Training	1,432	1,407
Engineering and Manufacturing Technologies	2,689	2,157
Health, Public Services and Care	12,687	13,868
History, Philosophy and Theology	169	177
Information and Communication Technology	12,547	13,249
Languages, Literature and Culture	4,753	4,527
Leisure, Travel and Tourism	3,689	2,852
Preparation for Life and Work	15,869	20,240
Retail and Commercial Enterprise	2,093	1,802
Hospitality and Catering	830	917
Science and Mathematics	1,934	1,642
Social Sciences	1,354	986
Unknown	3,021	3,738
<b>Total</b>	<b>79,473</b>	<b>81,244</b>

Source: ILR 2003/2004 - F05 and 2004/05 - F04 (priority sectors highlighted)

For the academic year 2004/2005 there were a total of 81,244 enrolments. These levels are slightly higher than in 2003/2004.

Key points to note:

- Sectors with notable level of enrolments in for both years are:
  - Preparation for Life and Work (most of these enrolments were at low levels or for basic skills / skills for life)

- Health, Public Services and Care
  - Information and Communication Technology
  - Arts, Media and Publishing
- Those sectors with low levels of enrolments are:
    - History, Philosophy and Theology
    - Hospitality and Catering
    - Construction, Planning and the Built Environment

Looking at enrolments by level for the 19+ population 35% of enrolments were onto level 1 provision with 18% of enrolments onto entry level programmes. When provision with 'level unknown' or unassigned and is factored in just over 75% of enrolments were for either below level 2. Level 2 and 3 enrolments accounted for 16% and 7% of enrolments respectively.

Table 8 – Further Education enrolments by sector by Level (percentages)

<b>Sector Subject Area Tier 1</b>	<b>Level 1 &amp; Below</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4+</b>
Agriculture, Horticulture and Animal Care	46%	34%	19%	0%
Arts, Media and Publishing	75%	19%	6%	0%
Business, Administration and Law	49%	24%	18%	9%
Construction, Planning and the Built Environment	49%	38%	12%	2%
Education and Training	3%	18%	52%	27%
Engineering and Manufacturing Technologies	59%	27%	14%	0%
Health, Public Services and Care	82%	11%	6%	1%
History, Philosophy and Theology	80%	1%	19%	0%
Information and Communication Technology	75%	21%	4%	0%
Languages, Literature and Culture	70%	16%	13%	1%
Leisure, Travel and Tourism	79%	17%	3%	0%
Preparation for Life and Work	89%	8%	3%	0%
Retail and Commercial Enterprise	55%	37%	8%	0%
Science and Mathematics	50%	32%	18%	0%
Social Sciences	53%	33%	14%	0%
Unknown	100%	0%	0%	0%
<b>Total</b>	<b>75%</b>	<b>16%</b>	<b>7%</b>	<b>1%</b>

Source: ILR 2004/05 - F04 (priority sectors highlighted)

Looking at levels by specific sectors highlights that Construction, Retail Agriculture, Social Sciences and Science and Mathematics have relatively high levels of level 2 enrolments.

Sectors with above average proportions of enrolments at level 1 or below are:

- Preparation for Life and Work
- Health, Public Services and Care
- History, Philosophy and Theology
- Leisure, Travel and Tourism

Looking at enrolments for 2004/2005 by key personal characteristics:

- Females account for more enrolments than males with (63%) compared to (37%). Females are dominant in History, Philosophy and Theology, Retail and Commercial Enterprise and Social Sciences, whilst males are dominant in Construction and Engineering and Manufacturing.
- Non-white adults account for approximately 21% of all enrolments just over 17,000 adults. In terms of specific sectors enrolments were highest in Preparation for Life and Work, Information and Communication Technology and Health, Public Services and Care and lowest in History Agriculture and Construction.

### **National Qualifications Framework (NQF)**

When looking at enrolments it is important that we also consider if the qualifications are within the national qualifications framework or not. Overall for adult enrolments ILR data for 2004/5 (F04) suggests that around 60% of enrolments or for qualifications not within the NQF.

#### ***Non NQF provision is a combination of:***

- Externally accredited provision (non-NQF) (61% of non-NQF)
- Internally accredited provision (20% of non-NQF)
- Non-certificated provision (18% of non-NQF)

Table 9 – Further Education enrolments by sector (19+ learners) NQF / Non NQF

<b>Sector Subject Area</b>	<b>Non NQF</b>	<b>NQF and Equivalent Provision</b>	<b>Total</b>
Agriculture, Horticulture and Animal Care	70%	30%	1440
Arts, Media and Publishing	83%	17%	7104
Business, Administration and Law	45%	55%	4165
Construction, Planning and the Built Env.	45%	55%	973
Education and Training	12%	88%	1407
Engineering and Manufacturing Technologies	56%	44%	2157
Health, Public Services and Care	65%	35%	13868
History, Philosophy and Theology	81%	19%	177
Information and Communication Technology	37%	63%	13249
Languages, Literature and Culture	74%	26%	4527
Leisure, Travel and Tourism	68%	32%	2852
Preparation for Life and Work	62%	38%	20240
Retail and Commercial Enterprise	43%	57%	2719
Science and Mathematics	29%	71%	1642
Social Sciences	80%	20%	986
Unknown	100%	0%	3738
<b>Total</b>	<b>60%</b>	<b>40%</b>	<b>81244</b>

Source: ILR 2004/05 - F04 (priority sectors highlighted)

Sectors with notably high proportions of non NQF provision are:

Arts, Media and Publishing (83%)

History, Philosophy and Theology (81%)

Social Sciences (80%)

Languages, Literature and Culture (74%)

Agriculture, Horticulture and Animal Care (70%)



## Work Based Learning

Within work based learning 'average in learning' is used as a measure of participation, this calculates the average number in learning across the whole year. Here we are going to look at the average in learning for adults (19+) resident in Coventry and Warwickshire

Table 10 Average in learning by sector by work based learning funding stream: Advanced Apprenticeship, Apprenticeship or NVQ.

Sector	AA	A	NVQ	AiL Total
Agriculture, Horticulture and Animal Care	8	13	14	35
Arts, Media and Publishing	#	#	#	#
Business, Administration and Law	166	192	85	443
Construction, Planning and the Built Environment	63	73	#	139
Education and Training	#	#	#	#
Engineering and Manufacturing Technologies	115	30	19	164
Health, Public Services and Care	84	70	145	299
Information and Communication Technology	24	13	#	38
Leisure, Travel and Tourism	27	55	#	83
Preparation for Life and Work	#	#	#	#
Retail and Commercial Enterprise	113	210	46	368
Unknown	#	#	#	#
<b>Total</b>	<b>603</b>	<b>657</b>	<b>324</b>	<b>1,584</b>

Source WBL ILR 2004/5 (priority sectors highlighted) # figures <10 suppressed

Table 10 above shows that on average there were just over 1,500 adult learners on work based learning programmes across all sectors and institutions in 2004/5. Business, Administration and Law, Retail and Commercial Enterprise and Health, Public Services and Care had notably high participation amongst adults.

Overall Females accounted for 57% of the average in learning. Males were predominant in Construction and Engineering with female participation being much higher in Arts, Media and Publishing, health and retail.

Non-White learners account for 8% of the average in learning. The only sectors with above 30 non-white average in learning were Arts, Media and Publishing and Engineering and Manufacturing Technologies.

### 4.3 Adult Participation in Adult Community Learning and University for Industry

#### Adult Community Learning (ACL) Enrolments

Adult Community Learning is supplied by two providers in Coventry and Warwickshire, Coventry City Council and Warwickshire County Council. Residents in the sub-region attend these providers but also those outside the sub-region. Table 11 below details the number of enrolments onto ACL programmes by Coventry and Warwickshire residents. 93% of these enrolments were accounted for by the two providers mentioned above.

Table 11 – Adult Community Learning Enrolments by Sector

<b>Sector Subject</b>	<b>Entry Level</b>	<b>L 1</b>	<b>L 2</b>	<b>L 3</b>	<b>Total</b>
Agriculture etc.	21	#	#	#	32
Arts, Media and Publishing	1,225	362	50	10	1,647
Business, Administration and Law	#	#	#	#	#
Construction, Planning Built Env.	#	#	#	#	#
Engineering and Manufacturing Tech.	#	15	10	#	27
Health, Public Services and Care	1,099	155	29	#	1,283
Information and Communication Tech.	1,788	209	#	#	1,998
Languages, Literature and Culture	691	21	#	#	718
Leisure, Travel and Tourism	2,942	478	54	#	3,475
Preparation for Life and Work	3,812	45	#	#	3,859
Retail and Commercial Enterprise	61	24	#	#	85
Science and Mathematics	#	#	#	#	11
Social Sciences	#	#	#	#	13
<b>Total</b>	<b>11,656</b>	<b>1,329</b>	<b>159</b>	<b>15</b>	<b>13,159</b>

Source: IRL 2003/4 (Priority sectors highlighted) # figures <10 suppressed

Table 11 above shows that the vast majority of enrolments for onto entry level courses (just under 89%). Level 1 qualifications accounted for 10% of enrolments, level 2 and 3 courses together accounted for just over 1% over provision for Coventry and Warwickshire residents. This is unsurprising given the nature of adult community learning courses.

Preparation for Life and Work and Leisure, Travel and Tourism account for 29% and 26% of enrolments respectively.

## University for Industry (Ufi)

Although Ufi provision is contracted nationally it useful to be aware of the extent of the provision in the sub-region and how many adults participate in UFI provision.

Table 12 – Ufi Enrolments 2003/4 by Sector and Level

Sector	Level						Total
	1	2	3	Entry	Mixed	NA	
Arts, Media and Publishing	#	#	#	#	#	#	#
Business, Administration and Law	#	1283	12	#	#	#	1312
Education and Training	#	#	#	#	#	#	#
Engineering and Manufacturing Technologies	#	#	#	#	#	44	46
Health, Public Services and Care	#	#	#	#	#	#	#
Information & Communication Technology	11	47	26	#	#	39	123
Languages, Literature and Culture	#	#	#	37	#	#	40
Preparation for Life and Work	67	11	#	188	#	14	281
Unknown	64	56	#	#	#	386	514
<b>Total</b>	<b>143</b>	<b>1399</b>	<b>44</b>	<b>235</b>	<b>10</b>	<b>491</b>	<b>2322</b>

Source: LSC Ufi data 2003/4 (Priority sectors highlighted) # figures <10 suppressed

The above table shows that Business, Administration and Law accounts for 57% (1312) of Ufi enrolments amongst Coventry and Warwickshire residents. The 'unknown' category accounts for 22% of enrolments whilst preparation for life accounts for 12%.

Nearly all of the Business, Administration and Law enrolments are at level 2, whilst most of the Preparation of life enrolments are at entry level.

When looking at more detail at the 'unknown' category and specifically what the course titles within that are, it becomes clear that most of this provision (over 65%) relates to basic computer and ICT courses, but is not categorised as such.

#### 4.4 Participation of adults – based on the Household Survey 2004

Respondents from the Household Survey were asked about any learning, **taught and self-directed/non-taught**, they may have done or may be doing now.

Using this data the proportions that have undertaken some form of learning and those who have undertaken no learning were identified. Table 12 shows these proportions over the last 12 months.

Table 12 – Participation in learning in the last 12-months

	<b>W Mids</b>	<b>C&amp;W</b>	<b>Employed</b>	<b>Unemploye d</b>	<b>Econ Inactive</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>12-months</b>					
Learner	47.7	56.6	57.8	48.8	54.6
Non-Learner	52.3	43.4	42.2	51.2	45.4
<b>Unweighted Base (all respondents)</b>	<b>8,066</b>	<b>1,334</b>	<b>881</b>	<b>45</b>	<b>408</b>

Source: West Midlands Household Survey, WM and C&W Dataset

The split between the proportion of learners and non-learners has increased in 2004, with 56.6% learners and 43.4% non-learners. This is a notable increase on 2002 when the proportion of learners was 49.1%. Comparisons with the West Midlands show that participation in learning was higher in Coventry and Warwickshire.

Regarding economic status and learning participation: Those in employment were the most likely to have undertaken learning (57.8%). Within this they were most likely to have undertaken both taught and non-taught/self-directed learning followed by non-taught/self-directed learning only.

Those classified as unemployed were much less likely to have undertaken learning than the employed (48.8%). Of the learning undertaken it may be also more likely to be both taught and non-taught/self-directed.

The economically inactive, whilst less likely to have undertaken learning than the employed, had much higher participation rates than the unemployed (54.6%). This is a change from 2002, where the economically inactive had the lowest levels of participation. Within the learning that was undertaken, they were also more likely to have undertaken both taught and non-taught/self-directed.

#### **4.5 Factors affecting why Adults participate in learning**

The following information is taken from the 2004 West Midlands Household Survey.

## Motivations to Learn

Individual's motivations for learning are important to consider as they give an indicator as to why people want to learn. Individuals were asked why they had undertaken learning in the past 12-months.

Table 13 - Main reasons why learning was undertaken

<i>Multiple responses</i>	<b>West Midlands</b> %	<b>C&amp;W</b> %
<b>Personal</b>	<b>53.9</b>	<b>58.9</b>
To increase my personal knowledge	23.5	28.2
Interested in the subject	15.3	18.3
Increased self-esteem	8.4	7.5
Pleasure/social inter-action	0.6	4.8
My parents wanted me to study/learn	0.7	*
<b>Current work-related</b>	<b>68.1</b>	<b>74.9</b>
Maintain/upgrade my current skills	26.6	32.9
To do my job better	26.6	28.4
Employer required it	14.5	13.3
Gave some time away from work	*	*
<b>Progression/job changing</b>	<b>44.5</b>	<b>48.4</b>
Help me get another job	9.5	10.2
Gain entry qualifications for another course	17.6	19.3
To completely change my career	1.6	1.3
Improve long term career prospects	15.8	17.6
Other	0.6	1
No particular reason	2.5	1.5
Refused/DK	1	1.1
<b>Unweighted Base (respondents undertaken learning in past 12-months)</b>	<b>3,916</b>	<b>762</b>

Source: West Midlands Household Survey 2004 and Coventry and Warwickshire Dataset

Overall the main reason why the respondents had taken part in learning was work-related:

- To maintain or upgrade current skills
- To do my job better

Following this were personal motivations:

- To increase the individual's personal knowledge
- Interest in the subject

Progression/job change reasons included:

- To gain entry qualifications for another course.

Comparisons with the West Midlands show a similar pattern

### Barriers to learning

By looking at barriers to learning it may be possible to identify predominant patterns that prevent key groups of individuals from participating in future learning. Table 14 below shows a summary of drivers that prevent or discourage individuals from participating in further learning. All respondents have been included.

Table 14 – Factors preventing people from learning (Summary)

	<b>West Midlands</b>	<b>Coventry and Warwickshire</b>
Nothing prevents me	64.6%	65.2%
Motivational reasons	17.4%	16.7%
Personal reasons	16.7%	16.3%
Supply reasons	7.1%	7.7%
Employer reasons	0.6%	0.6%

Source: West Midlands Household Survey, Coventry and Warwickshire Dataset

Positively, overall 'nothing prevents me from undertaking learning' was cited the most frequently (65.2%).

Of reasons given these were **personal** or **motivational**, in particular - Learning would have taken too much time (13.6%).

## **5.0 Achievement of Adults**

### **5.1 Measuring achievement of adults**

Adult achievement can be measured in two ways. First the West Midlands Household Survey provides an indication of qualification attainment of the working age population together with a picture of those individuals that do not possess qualifications. A second measure is to look at completion rates of those that have participated in Further Education and Work Based learning

### **5.2 Achievement based on the 2004 Household Survey and Local Area Labour Force Survey**

The Household Survey helps us gauge a measure of those who have achieved qualifications, together with an indicator of those with no qualifications. Qualification attainment of individuals is used as a proxy for achievement, in terms of formally accredited skills. This will be discussed in relation to an individual's achievement against the framework of National Vocational Qualifications (NVQs) equivalencies.

Table 15 below shows the achievement against the various levels of the national qualifications framework. Qualification levels overall will be discussed in addition to a focussing on those qualified to at least level 2 and level 3.



Table 15 - Highest cumulative qualification held and economic status

	<b>W Mids</b>	<b>Cov &amp; Wark</b>	<b>Employed</b>	<b>Unemployed.</b>	<b>Econ. Inactive</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
No NVQ equivalence	23.7	16.1	10.7	37.2	26.2
NVQ level 1 or above	76.3	83.9	89.3	63	74
NVQ level 2 or above	66.2	74.4	81.4	50.4	61
NVQ level 3 or above	37.1	46.9	52.3	26.6	36.8
NVQ level 4 or above	21.9	29.1	36.1	19.3	14.2
NVQ level 5	3.3	4.9	5.3	0.0	4.9
<b>Unweighted Base (all respondents)</b>	<b>8,066</b>	<b>1,334</b>	<b>881</b>	<b>45</b>	<b>408</b>

Source: West Midlands Household Survey 2004

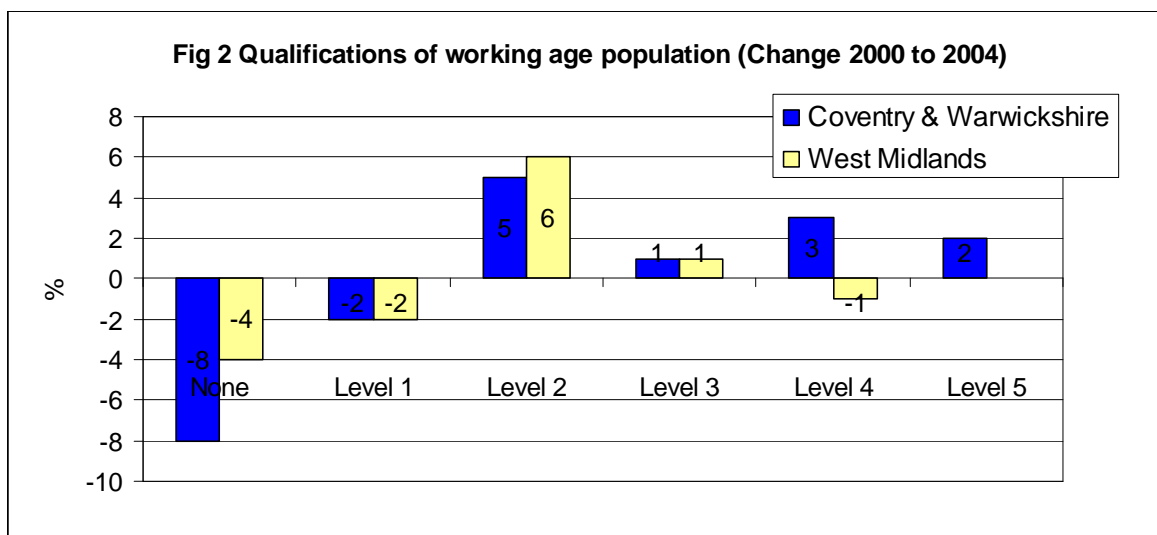
#### Key

- Level 1 At least one GCSE A\*-G or equivalent
- Level 2 At least five GCSEs A\*-C or equivalent
- Level 3 At least two GCE `A' levels A-E or equivalent
- Level 4 First degree (BA or BSc) level or equivalent
- Level 5 Higher degree (MA, MSc or MBA) level or equivalent

Overall (16.1%) of individuals have no qualifications in Coventry and Warwickshire. This is notably lower than for the West Midlands as a whole (23.7%). There has been a slight decrease in the proportion of people with no qualifications, from the (17.2%) in the 2002 survey, never the less this is a continuation of a positive trend downwards from the (24%) in the 2000 survey.

Overall 74.4% of individuals are qualified to at least level 2 and 46.9% qualified to at least level 3. Just over a 29% have qualifications to at least graduate (level 4) or postgraduate level (just under five per cent at Level 5).

Figure 2 above shows how the levels of qualifications have changed between 2000 and 2004 according to the household survey. There has been an increase in the proportion of individuals qualified to level 2, which is coupled with a decrease in those with no qualification or educated to NVQ level 1 or equivalent.



Source: West Midlands Household Survey 2000 and 2004

As discussed earlier, the sample size for the West Midlands Household Survey means it is not possible to look at achievement by Local Authority District. Using the Local Area Labour Force Survey February 2004, we can get an overview of qualification attainment, although it must be remembered that there will be differences due to survey design etc, and so the surveys are not necessarily comparable, and should be used as a guide. Based on this survey, the following table shows highest cumulative qualification.

Table 16 - Highest cumulative qualification held by LAD (working age population)

	<b>Cov</b>	<b>N Warks Nun &amp; Bed</b>	<b>Rugby</b>	<b>Warwick</b>	<b>Stratford</b>
	%	%	%	%	%
No NVQ equivalence	18.3	17.4	20.8	15.6	12.7
NVQ level 1 or above	72.5	76.3	71.1	75.4	81.4
NVQ level 2 or above	59.1	63.1	52.9	52.4	66.2
NVQ level 3 or above	40.7	38.5	36.4	33.7	47.8
NVQ level 4 or above	23.8	17.9	16.0	16.7	25.1

Source: Local Area Labour Force Survey (March 2003-February 2004)

Nuneaton and Bedworth has the highest proportion of its working age population with no qualifications (20.8%). Stratford has the lowest proportion stating they have no qualifications. Overall Warwick has the highest proportions of individuals qualified at every level.

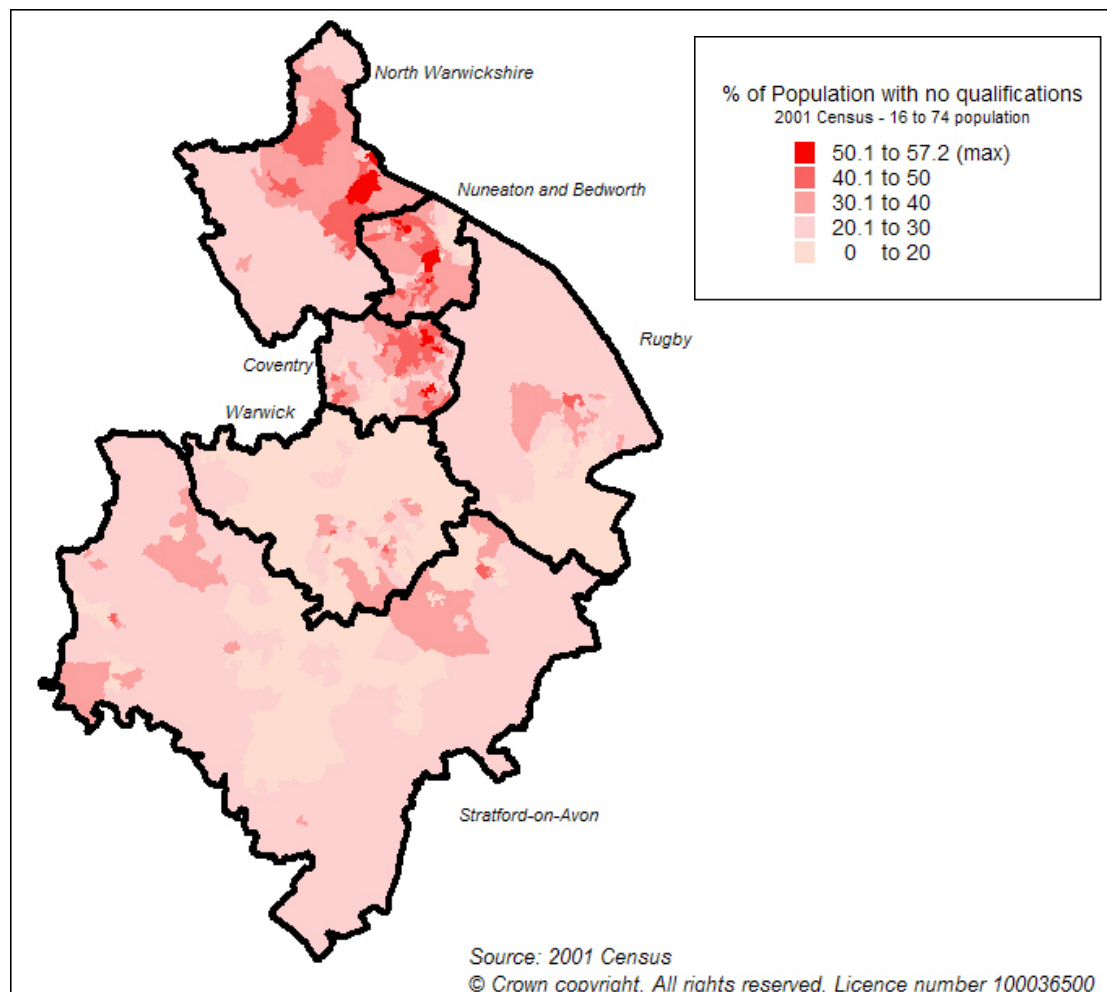
Nuneaton and Bedworth and Rugby have the lowest proportions of people of working age with a level 2 or higher qualification.

Looking at the data between February 2000 and February 2004, the local labour force survey also suggests that there has been an overall increase in those qualified to level 2 in the sub-region.

At district level Nuneaton and Bedworth particularly has show a notable decrease in the % of the working population with no qualifications.

Understanding the geographic spread of those areas where there is a high percentage of the population with no qualifications.

**Map3 % with no qualifications by LSOA, 2001 Census**

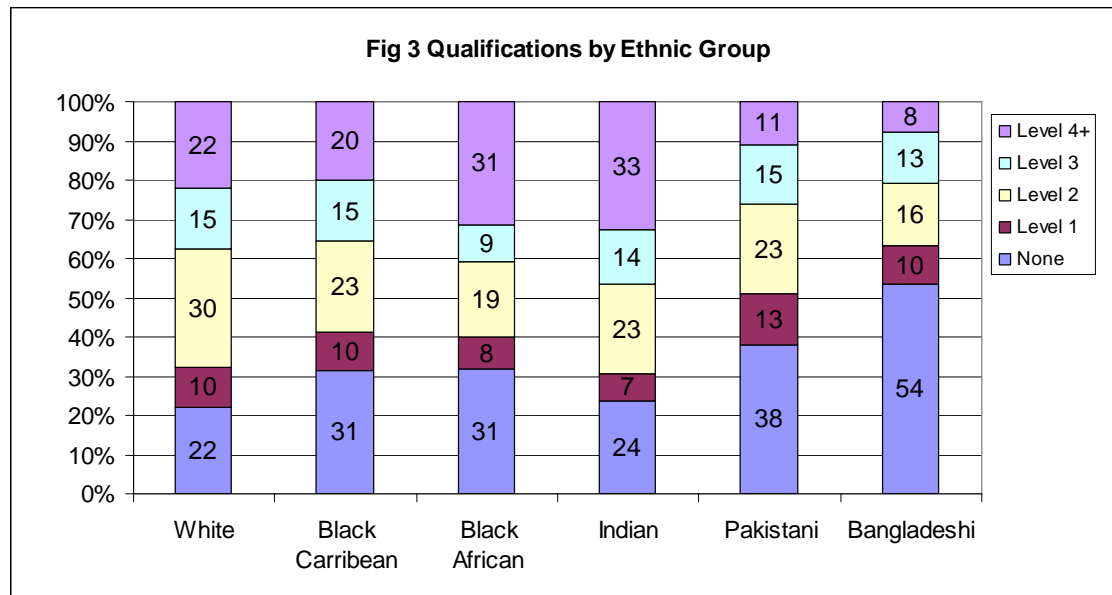


Although the census data appears to have a rather high level of the population with no qualifications, it does show where there are concentrations of the adult population with no qualifications. These can be seen particularly on in north east Coventry, Nuneaton and Bedworth and North Warwickshire. Again smaller pockets can be noted else where in the sub-region.

### Achievement and Economic Status

In terms of economic status, those classified as unemployed are more likely to report the highest incidence of no qualifications, although because of the low sample base, these figures need to be interpreted with caution. There has been a reduction in those reporting no qualifications between the 2 survey years for those in employment, and a slight decrease for the economically inactive.

### Achievement and Ethnicity



Source: West Midlands Household Survey 2004 (WM sample)

Fig 3 shows qualifications by ethnic group for the whole of the West Midlands, due to the nature of Coventry and Warwickshire sample size. The data shows the significant differences particularly amongst the Asian population with Bangladeshi and Pakistani adults most likely to have no qualifications.

These findings are in line with national research including the Census 2001. One of the key barriers to achievement amongst some BME groups is poor basic skills, with fluency in English a particular problem for older people in certain ethnic groups, especially women according to the report, "Ethnic minorities and the labour market". This in turn impacts on the labour market achievements of different minority ethnic groups.

### **5.3 Skills for Life**

Nationally there is a basic skills target which is improve the basic skills of 2.25 million adults between 2001 and 2010, with interim targets of 750,000 by 2004 and 1.5 million by 2007. The Secretary of State recently announced that we have exceeded our interim 2004 target of raising the basic skills of 750,000 learners. Locally we have currently reached 76.2% of the target in 2004. Further work is needed to ensure that we continue to alter the balance of provision contributing to the target in order to meet the interim target in 2007.

## 5.4 Further Education Achievement

### Provider Success Rates

For the purposes of this paper, success in Further Education has been measured based on the 8 providers achievement as opposed to individual learner achievement and is based on learners both resident in the sub-region and also those who come from outside Coventry and Warwickshire.

Table 17 below shows completion rates for each Provider for the period 2003/04.

Table 17 – Further Education Completion (19+) Rates by Provider

Provider Name	No. of starts	Success 03/04 (%)	Success 02/03 (%)
City College Coventry	11,587	64%	61%
Coventry City Council	7,201	75%	69%
Henley College Coventry	10,904	70%	64%
Hereward College of Further Education	990	74%	76%
King Edward VI College	13	100%	71%
North Warwickshire & Hinckley College	29,409	86%	80%
Stratford upon Avon College	4,093	80%	79%
Warwickshire College, Royal Leamington Spa, Rugby and Moreton Morrell	30,410	74%	70%
<b>Total</b>	<b>94,607</b>	<b>76%</b>	<b>71%</b>

Source: ILR 2002/3 and 2003/04 - F05

The table shows the overall success rate for 2003/04 to be 76% across all providers, up from 71% in 2002/03. The extent to which success rates and cohorts vary across providers can be seen. 3 of the 8 providers have above average success rates for the sub-region.

Just looking at overall success rates and success rates by provider gives a limited picture and so it is important to look at both personal characteristics, success rates by level in addition to an awareness as to the:

- location of providers

- type of provider – in terms of mix of academic and vocational provision, level of provision
- Policy focus

Table 18 below shows for each sector for the period 2003/04, the completion rates for learners

Table 18 – Further Education Success Rates by area of learning (19+ learners)

<b>Sector Subject Area</b>	<b>No. of starts</b>	<b>Success (%)</b>	<b>Change on 02/03</b>
Agriculture, Horticulture and Animal Care	2,472	75%	1%
Arts, Media and Publishing	10,554	84%	4%
Business, Administration and Law	5,393	66%	-3%
Construction, Planning and the Built Environment	1,532	66%	5%
Education and Training	2,047	72%	4%
Engineering and Manufacturing Technologies	5,156	79%	1%
Health, Public Services and Care	18,440	82%	3%
History, Philosophy and Theology	42	52%	-7%
Information and Communication Technology	14,767	60%	4%
Languages, Literature and Culture	5,140	76%	12%
Leisure, Travel and Tourism	4,003	82%	2%
Preparation for Life and Work	3,321	71%	6%
Retail and Commercial Enterprise	3,989	76%	0%
Science and Mathematics	1,684	59%	-3%
Social Sciences	1,477	86%	6%
Unknown	14,401	86%	6%
Unassigned	189	21%	-12%
<b>Total</b>	<b>94,607</b>	<b>76%</b>	<b>5%</b>

Source: ILR 2002/3 and 2003/04 - F05 (Priority sectors highlighted)

As the table above shows, success rates vary by area of learning. Coventry and Warwickshire's LSC priority sectors have been highlighted.

Highest success rates are in:

- Social Sciences
- Arts, Media and Publishing
- Health, Public Services and Care
- Leisure, Travel and Tourism

Success rates are lowest in:

- History, Philosophy and Theology
- Science and Mathematics
- Information and Communication Technology

Although the above data gives a useful insight into success across the sectors, it is also necessary to look at success by level. This becomes particularly apparent when looking at the number of starts across the levels which contribute to the success rate. Table 19 below shows that 63% of the starts used to calculate over all success came from Level 1 or level not applicable courses.

Table 19 – 19+ starts and success rates by level

<b>Level</b>	<b>Number</b>	<b>% of starts</b>	<b>% Success</b>
Not applicable	9,629	10%	87%
Level 1	50,179	53%	79%
Level 2	24,495	26%	73%
Level 3	8,939	9%	64%
Higher Level	1,365	1%	59%
<b>All Starts</b>	<b>94,607</b>	<b>100%</b>	<b>76%</b>

Source: ILR 2003/04 - F05

Table 19 above also shows, as might be expected, that success rates fall as the level increases. This has implications for the LSC and providers, particularly for the 06/07 planning year when the LSC will not be funding as much level one and unaccredited provision.

Appendix 1 details FE success rates by level, by sector.



## 5.5 Work Based Learning Achievement

Achievement in Work Based Learning is based on success rates. Table 20 below shows for each broad programme area those learners who succeeded in their full framework and/or NVQ. Here, Coventry and Warwickshire residents are considered.

Table 20 - Work Based Learning success rates by sector

<b>Sector Subject Area</b>	<b>Leavers</b>	<b>Success %</b>
Agriculture, Horticulture and Animal Care	12	58.3%
Arts, Media and Publishing	#	0.0%
Business, Administration and Law	425	56.2%
Construction, Planning and the Built Environment	76	46.1%
Engineering and Manufacturing Technologies	87	55.2%
Health, Public Services and Care	256	53.9%
Information and Communication Technology	20	70.0%
Leisure, Travel and Tourism	85	52.9%
Preparation for Life and Work	#	50.0%
Retail and Commercial Enterprise	410	44.9%
Unknown	#	100.0%
<b>Local Coventry &amp; Warwickshire</b>	<b>3205</b>	<b>53.7%</b>

Source: 2004/05 ILR data, period 12 (priority sectors highlighted) # figures < 10 suppressed

The table shows that for the period 2004/05 there was an overall success rate of 53.7%. This is a notable increase on 2003/04 of 8.3%. Business administration and law had the highest number of leavers and a success rate above average.

In terms of priority sectors success rates were above average in Engineering and Manufacturing, on a par with the average in Health Public Service and Care and below average in Retail and Commercial Enterprise and Construction, Planning and the Built Environment.

## 6.0 Key Planning Issues

Following internal dissemination of the 2006/7 skills assessment within the Coventry and Warwickshire Learning and Skills Council, a number of key issues emerged. The following outlines some of the challenges the Local Learning and Skills Council faces in the 2006/7 planning round relating to skills provision for adults in the sub-region.

- **To further explore with providers the implications of our adult enrolment profile.**
  - Currently our total enrolments for adults show that around 75% are at Entry and Level 1 (this, of course, varies across sectors).
  - We need to understand the implications of this for the National Level 2 PSA Target and also the delivery of the Train to Gain First Level 2 provision.
  - We also need to show demonstrable progression from Entry and Level 1 to Level 2 particularly in our priority sectors.
  
- **To understand the importance of the non-certificated provision and the internally accredited provision in the engagement of those adults who do not have qualifications or for whom qualifications are not their prime motivator to learn.**
  - 60% of our current adult enrolments are not part of the National qualifications framework.
  - This includes 20% internally accredited and 18% non-certificated provision.
  
- **To review the geographical profile of provision to ensure that those individuals from the areas with most deprivation have the opportunity to access relevant provision with clear progression to Level 1 and 2.**
  - 16% of adults in Coventry and Warwickshire have no qualifications.

- **To understand the impact that “Agenda for Change” and “Aligning Planning and Resources” is going to make on the overall success rates of providers, also broken down by sector and how this impacts on the achievement of our targets.**
  - Overall success rates are currently running at 76%.
  - For our priority sectors success rates are as follows:  
Construction – 66%, Retail 76%, Engineering/Manufacturing 79% and Health and Care 82%.
  - This includes all internally accredited provision.
  - 63% of the starts used to calculate overall success rates came from Level 1 or level not applicable courses.

These issues will be incorporated into the 2006/7 Annual Plan, which will be published in March 2006.

## Appendix 1 FE Success rates 19 + by level by sector

Sector Subject Area	EL and N/A		Level 1		Level 2		Level 3		Higher Level	
	n	%	n	%	n	%	n	%	n	%
Agriculture, Horticulture and Animal Care	108	41%	981	86%	829	72%	541	70%	13	46%
Arts, Media and Publishing	408	72%	7496	87%	1854	80%	781	67%	15	20%
Business, Administration and Law	160	89%	1730	74%	1968	70%	886	50%	649	44%
Construction, Planning and the Built Environment	126	60%	829	66%	418	67%	146	65%	13	69%
Education and Training	12	83%	#	0%	281	81%	1192	69%	558	74%
Engineering and Manufacturing Technologies	552	47%	1547	89%	2384	81%	673	75%	#	0%
Health, Public Services and Care	2890	95%	7654	87%	6357	77%	1468	56%	71	83%
History, Philosophy and Theology	#	0%	#	0%	#	0%	42	52%	#	0%
Information and Communication Technology	1475	83%	8858	56%	3690	58%	724	73%	20	75%
Languages, Literature and Culture	#	0%	3703	80%	802	67%	617	68%	18	39%
Leisure, Travel and Tourism	46	98%	2886	84%	984	78%	86	57%	#	0%
Preparation for Life and Work	465	65%	1992	75%	500	75%	364	55%	#	0%
Retail and Commercial Enterprise	#	100%	1125	81%	2497	74%	362	79%	#	0%
Science and Mathematics	#	0%	278	62%	670	62%	729	57%	#	0%
Social Sciences	25	0%	892	89%	425	85%	135	78%	#	0%
Unknown	3279	97%	10204	83%	810	85%	108	69%	#	0%
<b>Total</b>	<b>9629</b>	<b>87%</b>	<b>50179</b>	<b>79%</b>	<b>24495</b>	<b>73%</b>	<b>8939</b>	<b>64%</b>	<b>1365</b>	<b>59%</b>

Source: ILR 2003/04 - F05 (priority sectors highlighted) # Figures &lt;10 suppressed

