

# **Expanding Traineeships and improving English & Maths attainment**

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Department  
for Business  
Innovation & Skills

# English and maths



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# Literacy and numeracy are key to work and life.



Higher probability of employment and sustainability of employment



More likely to progress to higher skills



Positive impact on relationships between employer and employee



Benefits to family life\*

\*Manage household finances, help children with homework



Contributes to higher labour productivity and economic growth



Higher wage earnings for achievers of all levels

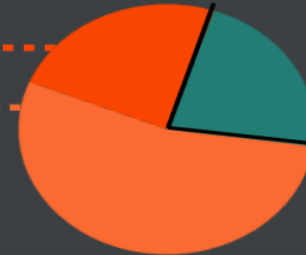
**43%** of adults lack the literacy skills expected of a 16-year old

This includes **7%** of adults who are considered illiterate



**78%** of adults lack the numeracy skills expected of a 16-year old

This includes **24%** of adults who are considered innumerate



# Employers value work experience, English and maths more highly in new recruits than academic or vocational qualifications

**Employers use English and maths as skills proxies for recruitment but are unwilling to invest in them for their workforce**

**54% of employers express concern about literacy rates, but...**

**...only 15% invest in remedial training**

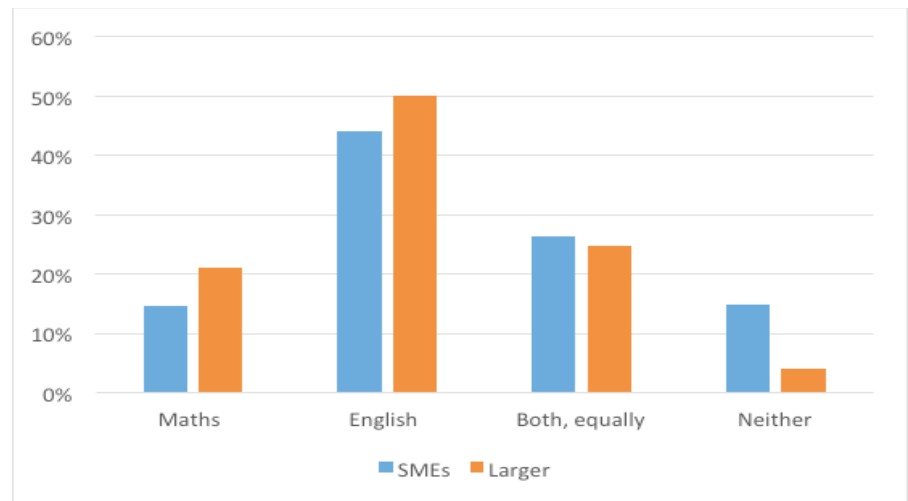
**And while 53% are concerned about numeracy rates...**

**...only 13% invest in remedial training**

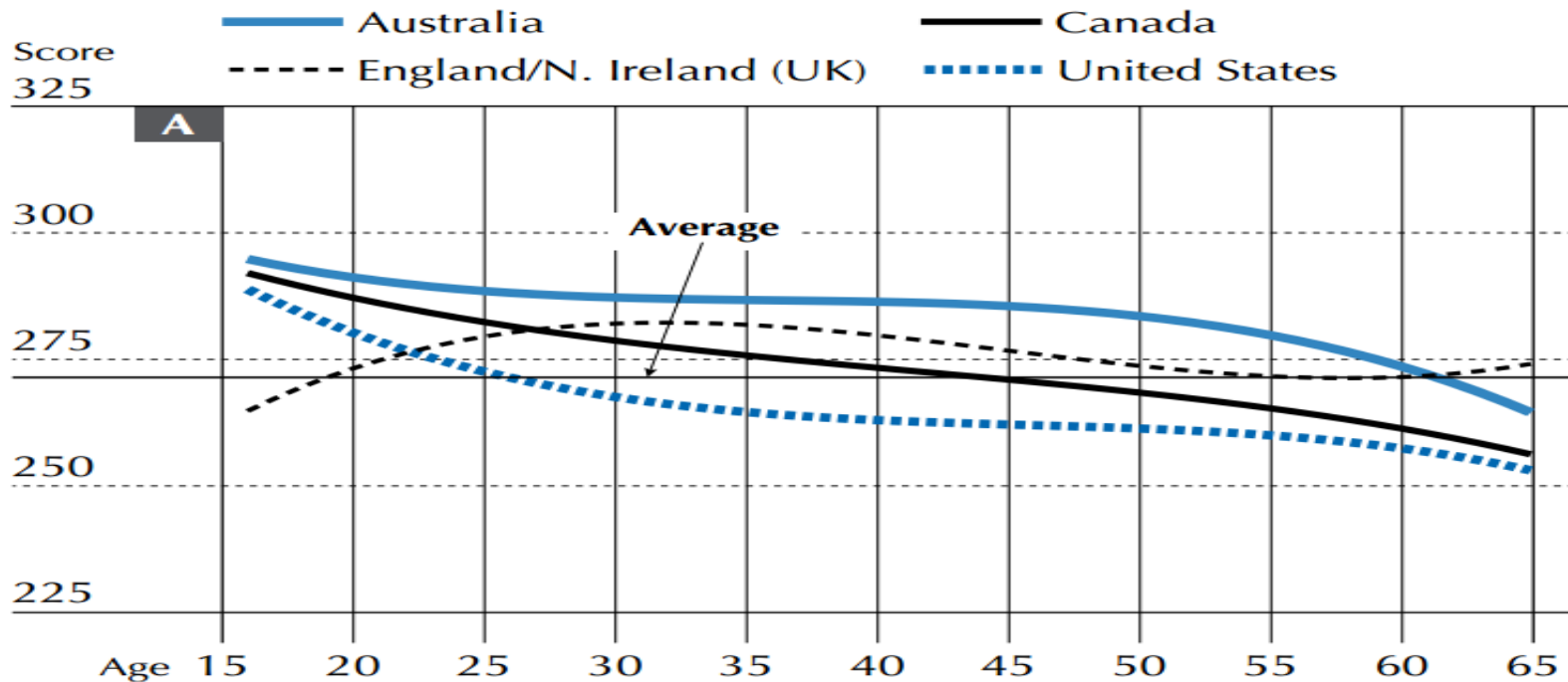
## **ETF Employer Survey: skill concerns**

The vast majority of larger companies surveyed as part of the ETF review are concerned about Maths or English at level 2 and below (95%) and 85% of SMEs.

46% of employers said that they are most concerned with English skills, 17% said that maths was their main concern and 26% said that English and maths are of equal concern to them.



## Our 19-24 year olds have a steep learning curve to attain the same level as their peers by age 35, but do pick up once they go into work



### **'Use it or lose it'**

Evidence suggests that young people catch up with their peers through learning on the job. There is greater skills gain following completion of compulsory education in England than in many other countries.

### **But**

The use of templates and automated processes in workplaces reduces opportunities to develop and consolidate skills.

# Improving literacy and numeracy is a priority for Government and its agencies

- **Act across all ages** – early years; primary; secondary; post-16; adults
- **Increase expectations by building English and maths into all routes** - 16-18 programmes of study; traineeships; apprenticeships.
- **Raise standards**
  - **through better qualifications** – new GCSEs with more functional content taught from this September 2015; reform of Functional Skills qualifications.
  - **by investing in the post-16 workforce** - £30m over two years.
  - **through clearer accountability** – quality of English and maths provision is a focus for Ofsted; new outcome-based success measures provide more rounded picture.
- **Provide a wide range of provision for adults** – e.g. full-time and part-time courses in college; shorter courses for jobseekers; community programmes to engage people.
- **Public funding to support adults** - £178m on English, £168m on Maths, 750K learners; £128m on ESOL, 134K learners (of which 38% are co-funded)
- **Identifying what works** – a substantial research programme; the new Behavioural Insights Centre for Adult Skills and Knowledge.



# Traineeships



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# Work experience and skills are needed to transition into work

- **CBI:** 55% of employers say young people lack work experience and key attributes for work
- **UKCES:** Main barriers to recruiting young people are
  - lack of experience (29%)
  - skills (23%)
  - qualifications (15%)
- **Employers and Education Trust:**  
Young people are 5 times less likely to be NEET if they've had 4 or more work experience activities.





# Supporting young people into work via traineeships

- Traineeships support 16 to 24 year olds who need additional help to be able to compete for apprenticeships or sustainable employment.
- They provide:
  - (i) work experience;
  - (ii) work preparation training; and
  - (iii) English and maths (where needed).
- Flexible delivery model based on needs of employers and young people.



# Traineeship Outcomes

## Target group:

- those not currently in a job, with little or no work experience;
- are not qualified to Level 3; and
- assessed as having a reasonable chance of work within six months.

## Year 1 evaluation:

- 50% of trainees secured an apprenticeship/other employment and 17% undertook further learning.
- 94% of employers believed that traineeships increased finding chances of finding paid jobs and apprenticeships.
- Hundreds of major employers such as Barclays, Virgin Media, Jaguar Land Rover and BT already on board, as well as smaller employers locally.

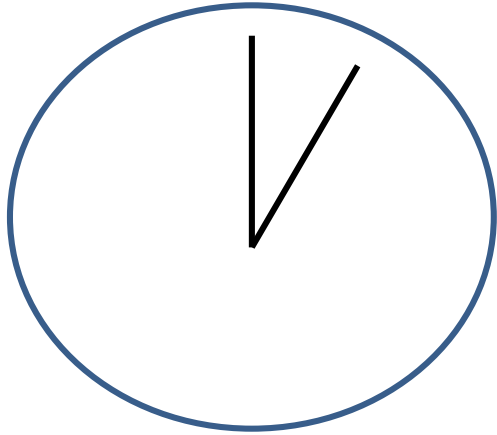
# Apprenticeships



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# Our Commitments to Growth

We are committed to delivering **three million apprenticeships** in this Parliament.



*That is equivalent to **more than one apprentice** starting every minute of every day over the next five years.*

We will continue to roll out **employer-designed standards** in all areas of the economy.

We will also continue to roll out **Degree Apprenticeships** which combine a degree with practical skills gained in work and deliver valuable high-level technical skills

As part of wider growth, we will treble the number of Apprenticeships in **food, farming and agri-tech**.



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