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Welsh Government

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Skills performance measures

Delivering our ambition for skills in Wales

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Audience

All bodies concerned with post-19 education and training in Wales, including employers and their representative bodies; local authorities; regional skills partnerships; further education colleges; work-based learning providers; higher education institutions; trade unions; Jobcentre Plus; Careers Wales and Awarding Organisations.

Overview

The skills performance measures have been developed following a commitment within the Welsh Government's skills implementation plan. The aim of the measures is to drive the commitment to improve the overall skills base of Wales using a range of indicators. The measures will be used as a continual reference point when evaluating Welsh Government policies and programmes. The skills performance measures will also act as a method of assessing our progress towards the long-term ambition for the skills system in Wales as presented by the policy statement on skills. This document is supported by a technical annex published separately.

Action required

No further action is required.

Further information

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Additional copies

This document can be accessed from the Welsh Government's website at www.wales.gov.uk/educationandskills

Related documents

Skills performance measures: technical annex (Welsh Government, 2014), *Skills implementation plan* (Welsh Government, 2014); *Policy statement on skills* (Welsh Government, 2014); *Review of Qualifications for 14 to 19-year-olds in Wales* (Welsh Government, 2012); *Policy statement on higher education* (Welsh Government, 2013); *Post-16 planning and funding review: final report* (Welsh Government, 2013).

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Our ambition for skills in Wales

The skills system in Wales is changing. Over the next decade it will need to adapt to a range of challenges if we are to ensure it remains competitive and sustainable into the future. These challenges are described within the policy statement on skills¹ published in January 2014 and provide the rationale for actions within the Welsh Government's skills implementation plan² as launched by the Deputy Minister for Skills and Technology in July 2014.

It is important that *all* stakeholders recognise the joint responsibility and commitment needed to deliver our ambition for a reformed skills system in Wales. Increasing investment in the skills system, particularly from employers, will ensure Wales can remain competitive. Measuring our performance and benchmarking our efforts internationally will be an important feature in keeping us on track to deliver change into the future.

This document sets out the **skills performance measures** which will drive forward the delivery of the skills implementation plan. In developing the measures consideration has been given as to how best we can improve our standing as a nation and to support the focus on jobs, growth and tackling poverty. The focus of each measure can be summarised within four main groupings:

- **Jobs and growth** – Improvements in employment and productivity levels.
- **Financial sustainability** – Ensuring an appropriate and sustainable balance of funding is available to support the skills system sourced from government, employers, individuals and European funding.
- **Equality and equity** – Providing equality of opportunity for individuals in accessing post-19 employment and skills support.
- **International skills benchmarking** – Improving the skills profile of Wales to ensure we remain competitive as a nation.

The skills performance measures will be of interest to employers, delivery partners, trade unions and industry organisations/employer representative bodies.

Where appropriate, further work will be undertaken in linking the skills performance measures to wider improvements being made to both pre-19 education and training and the Higher Education sector, as well as on international comparisons and skills utilisation.

The skills performance measures are built on a range of source material available from the Welsh Government and other organisations such as the UK Commission for

¹ Policy statement on skills www.wales.gov.uk/topics/educationandskills/skillsandtraining/policy-statement-on-skills/?lang=en

² Skills implementation plan www.wales.gov.uk/topics/educationandskills/skillsandtraining/policy-statement-on-skills/skills-implementation-plan/?lang=en

Employment and Skills (UKCES). Further information on the measures can be found in the skills performance measures: technical annex³.

Jobs and growth

This measure focuses on the drive to support more highly skilled jobs to come forward and the associated improvements Wales should expect to observe in terms of employment and productivity levels. The measure also focuses on Welsh language skills needs from the perspective of employers in Wales. The indicators to be monitored, including their source, include:

- changes in the **employment rate** relative to the UK (Labour Force Survey)
- changes in **productivity** relative to the UK excluding London and the South East and East of England (Regional Accounts)
- skills gaps due to deficiencies in **Welsh language skills** (Employer Skills Survey).

Financial sustainability

This measure is focused on ensuring an appropriate and sustainable balance of funding is available to support the skills system sourced from government, employers, individuals and, where appropriate, European funding. The indicator to be monitored will be:

- the gap between Wales and the UK in terms of the level of **employer investment in employee skills** (Employer Skills Survey).

Equality and equity

This measure is focused on ensuring that we are providing equality of opportunity for individuals with protected characteristics in accessing post-19 employment and skills support. The indicator to be monitored will be:

- data on the **equality of access** to employment and skills programmes (Welsh Government /Wales European Funding Office).

³ Skills performance measures: technical annex (Welsh Government, 2014)

International skills benchmarking

This measure is focused on improving the skills profile of Wales in line with future jobs to ensure that we remain competitive and reach our potential as a highly skilled nation. The indicators to be monitored include:

- the **qualifications profile** of working age adults (Annual Population Survey)
- skills gaps due to deficiencies in **Essential Skills** (Employer Skills Survey).