
Vision, priorities, action

Dr Fiona Aldridge
Director of Policy and Research



WHY LEARNING AND WORK MATTER

LIFE CHANCES

In the UK, there is a stronger link between people's income and their parents' income than in other countries. Around

one half

of this is due to the strong links between your parents' educational attainment and yours.

Supporting parents to improve their skills and earnings can help to improve outcomes for their children. Family learning can increase children's academic achievement by as much as

15 percentage points.



ESSENTIAL SKILLS

9.0m

people lack essential skills like literacy or numeracy.

13.5m

people lack basic digital skills.

One out of two

people with low literacy or numeracy are in work. People with essential skills are more likely to vote and be active citizens.

50 YEAR CAREER

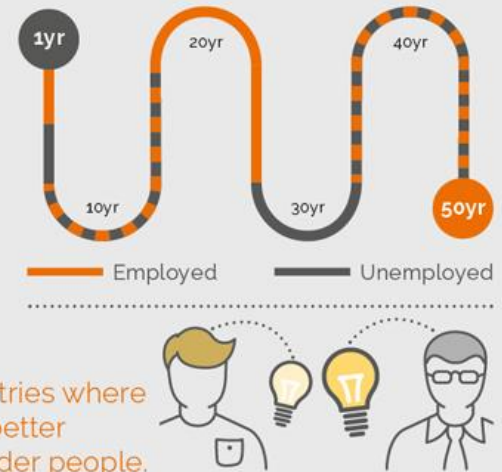
Young people leaving full-time education today are likely to have

50 year

careers meaning they will need to retrain and update their skills.

A period out of work when young has a long-term scarring effect on pay and job prospects.

We are one of the few countries where young people do not have better literacy or numeracy than older people.



INCLUSIVE SOCIETY

People with higher levels of skills are more likely to actively participate in society, including voting. Learning can also improve financial capability: in a survey,

16% couldn't



identify the available balance on a simple bank statement. Higher levels of financial capability are associated with improved life satisfaction, higher rates of saving, and a

£120pm higher income.



Learning is also linked to better health: education is associated with better take-up of preventative services, such as screening.



PRODUCTIVITY CRISIS

UK productivity, the amount workers produce, is

20-25% lower

than in France, Germany and the US. It has flatlined in recent years and is

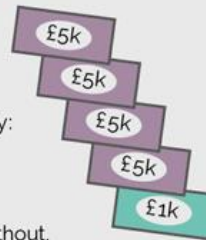
15% lower

than if pre-2007 trends had continued. Households would be

£21k per year

better off if UK productivity matched the US. Raising skills is a key way to increase productivity: people with Level 3 qualifications earn

10% more than those without.



LOW PAY

5m people are low paid,

1m more than the OECD average.

3 out of 4

people who were low paid ten years ago are still low paid today.

Improving skills can help people increase pay: the evidence shows the more you learn, the more you earn. A Level 3 apprentice can earn £77-117,000 more over their lifetime.



EMPLOYMENT GAPS

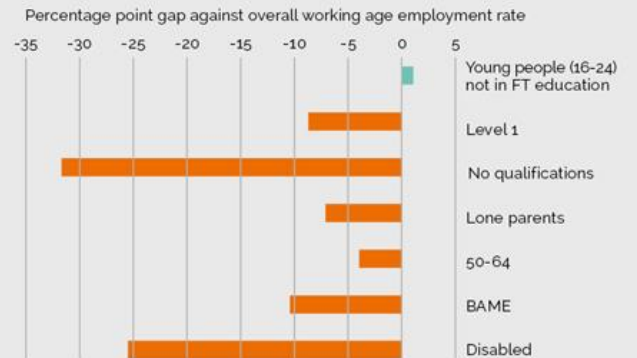
The employment rate of people with health problems and disabilities is

33 percentage points

lower than for those without. The disability employment rate gap has barely changed in recent decades.

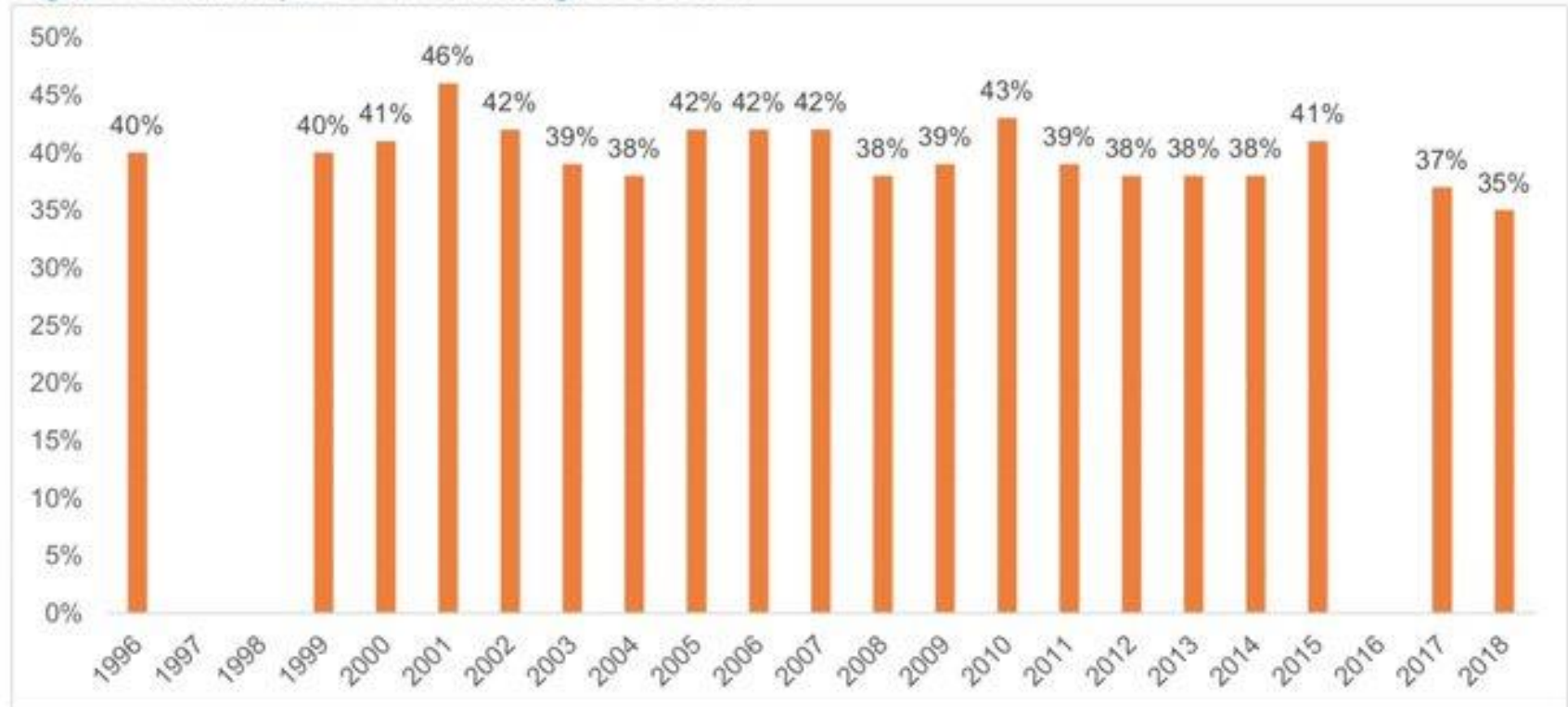
More than 1 million

more disabled people would need to be in employment to halve this gap.



Participation in adult learning is declining

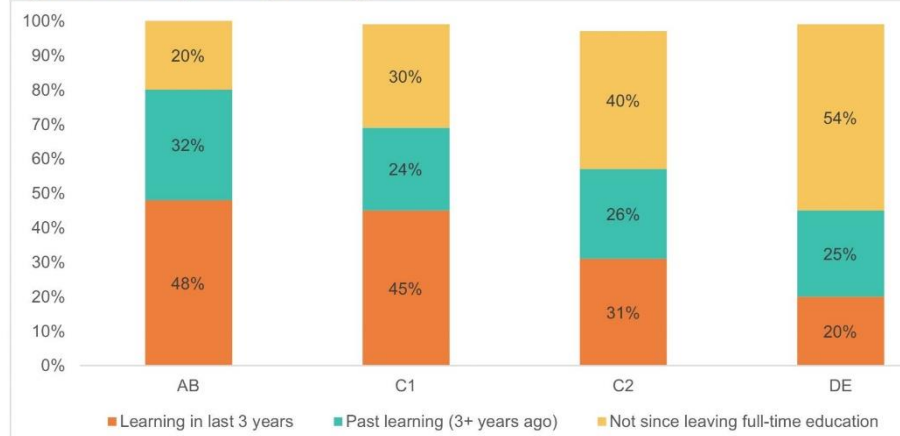
Figure 2: Participation in learning, 1996-2018



Base: all respondents to each survey. Weighted base for 2018 = 4,984. Unweighted base for 2018 = 5,314.

With persistent inequalities in who participates

Figure 3: Participation by social grade



Base: all respondents. Total weighted base = 4,984, AB = 1,033, C1 = 1,414, C2 = 1,047, DE = 1,490. Total unweighted base = 5,314, AB = 1,000, C1 = 1,297, C2 = 1,184, DE = 1,833.

Figure 4: Participation by working status

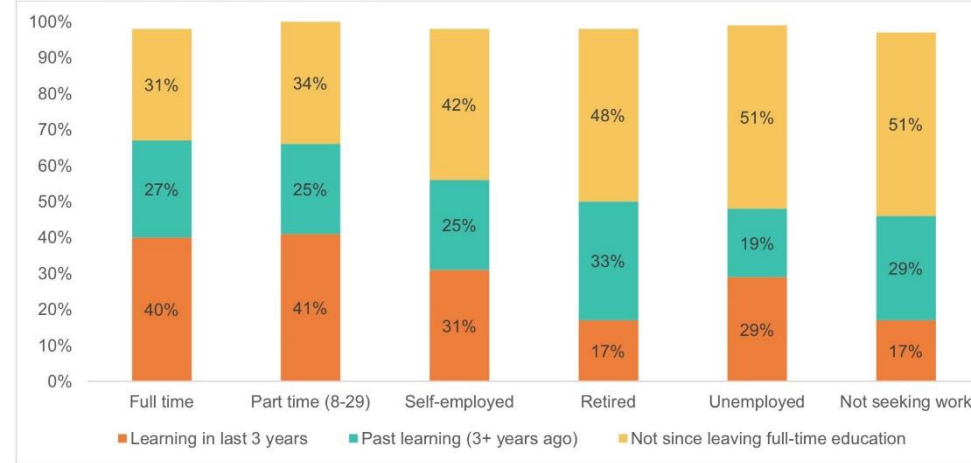
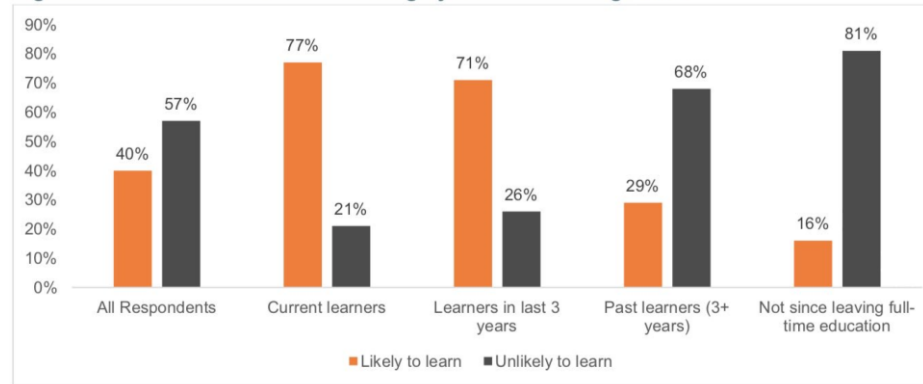


Figure 10: Future likelihood of learning by current learning status



BALANCING PRIORITIES



Increasing participation AND tackling inequalities



Helping individuals take first steps AND building a culture of lifelong learning



Addressing practical barriers AND promoting the relevance and benefits of lifelong learning



Work is important BUT not the whole story



Online brings flexibility BUT needs to be accessible

NATIONAL RETRAINING SCHEME

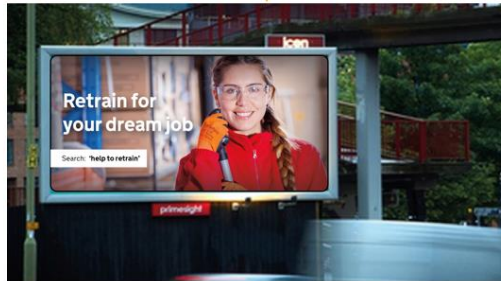
Wants to retrain



Need to retrain but doesn't know it



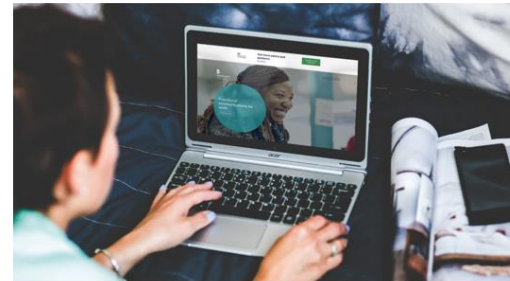
Reluctant to retrain



Marketing & behaviour change to engage users, or referrals from other Government services



Supported digital service to assess skills and find the training users needs for real jobs in their area



Flexible, short duration training that allows people to reskill while in employment



Help finding and applying for jobs



Employers recruit and (where necessary) train up with technical skills



BETTER JOB