



## IMPACT REPORT 2018-2019

# INTRODUCTION

Learning and Work Institute wants everyone to have access to good learning and work opportunities to benefit individuals, communities, employers and society.

We have some of the best education institutions in the world, but participation in lifelong learning is falling and unequal. Employment is at a record high, but there remain stark gaps in employment opportunity across the country and more to do to improve the quality of work. Many of our businesses lead their fields, but overall productivity is lower than in many comparator countries.

Better access to learning and work can help tackle each of these challenges and is becoming more important as an aging population, longer working lives and changing economy combine. We also know that learning can improve health, wellbeing, active citizenship and community cohesion.

This report shows how we have been both making the case for learning and making a difference. This includes celebrating the best in adult learning through Festival of Learning and Adult Learners' Week; testing new ways to engage adults in learning; evaluating employment programmes to show what works; and building a network to share best practice in helping adults in low paid work to build their careers.

The future remains uncertain, bringing challenges but also opportunities. We are proud of the impact we have had and look forward to continuing our work in the year ahead.

Maggie Galliers and Stephen Evans



## OUR MISSION

**Our vision is for a prosperous and fair society in which learning and work provide opportunities for everyone to realise their potential and ambitions throughout life.**

The UK has many strengths, but also shortfalls on too many measures of learning and work compared to other countries.

We want to change this: making the case for investment; celebrating the best in learning; helping to improve policy; and testing new approaches to delivering services.

# 35%



**Lowest** proportion of adults taking part in learning since our survey began 20 years ago

# 3

Percentage points **employment rate gap** between

disabled & non-disabled people



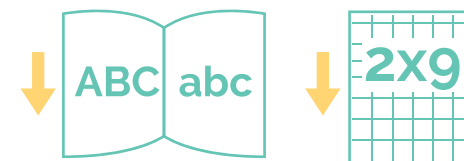
# 17<sup>th</sup>



UK ranking on intermediate skills out of 36 OECD countries

# 9 million

Number of adults



have low literacy or numeracy affecting their ability to find work and access public services

# 5 million

Number of people in

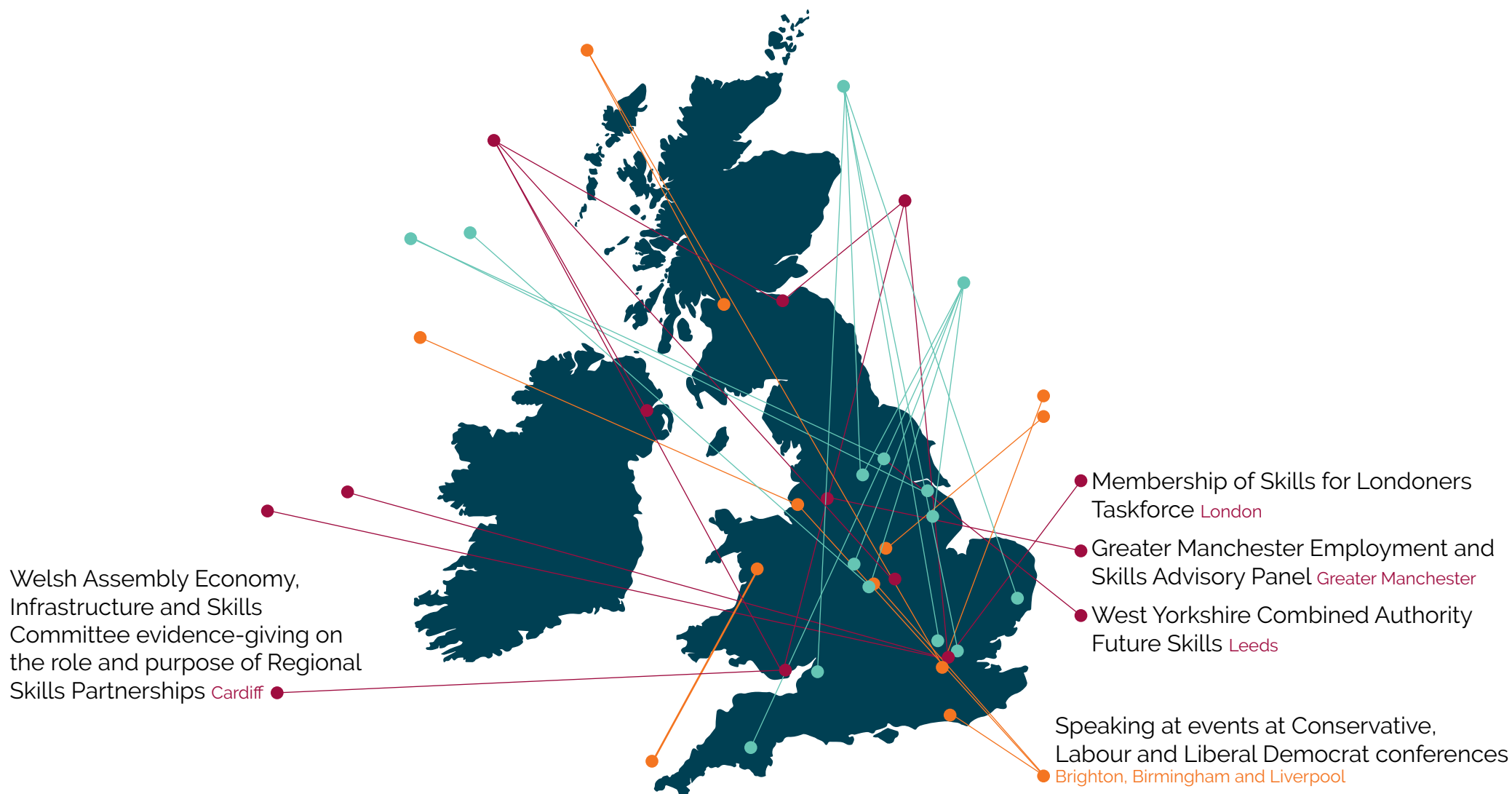


**LOW**  
paid work

# MAKING A DIFFERENCE

Our work is focused on six themes: lifelong learning; employment and social security; essential and life skills; pay, progression and security; apprenticeships and technical education; social justice and inclusion.

During 2018/19 our work included:



## OUR YEAR IN NUMBERS

 **1,200**

### Pieces of media coverage in 2018-19

FE Week, TES and FE News, Channel 4 News, The Daily Telegraph, The Guardian, Financial Times, The Telegraph, BBC East Midlands Today, Radio Nottingham, Yorkshire Post and Evening Standard.



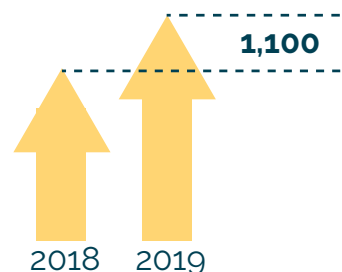
**BBC**

The Daily Telegraph **theguardian**

 **15,432**

Number of @LearnWorkUK Twitter followers,

Twitter followers up by



An average of



account page  
visits per month

**232,138**



spikes around

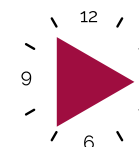
Youth  
Opportunity  
Index

Apprenticeship  
essay collection  
launch

Time for  
Action,  
2030 skills  
report

**30,000**

Minutes of footage viewed on our



*Festival of Learning*

award winners the most viewed



# SHAPING POLICY

## 2030 SKILLS VISION

Our Time for Action report showed improvements in skills have stalled, meaning the UK is poised to fall further down the international league tables by 2030.

We argued a ten-year plan could reverse this decline and give our economy a £20 billion per year boost. We launched the report at an event with Rt Hon Robert Halfon MP.

“This skills problem is a social justice issue. Our most disadvantaged individuals pay the highest price for low skills but also have the most to gain from up-skilling their way out of deprivation. I am very grateful to Learning and Work Institute for their longstanding commitment to achieve social justice through education”

**Rt Hon Robert Halfon MP**



UK ranking on intermediate skills  
out of 36 OECD countries

## EMPLOYMENT AND SKILLS CONVENTIONS

We held events in Wales, Scotland and England, bringing together hundreds of people to debate policy with leading politicians and share best practice in helping people improve their employment and skills prospects.



*Employment and Skills Convention 2018, London*



## APPRENTICESHIPS

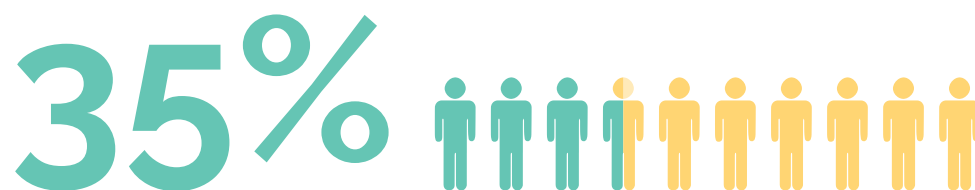
Apprenticeships can be great way for people to combine learning and earning. However, our research has highlighted concerns over quality and fair access. We brought together ideas about where next for apprenticeships, launching a collection of essays from leading thinkers at an event in Parliament with MPs, policymakers, apprentices and stakeholders.



*Rt Hon Robert Halfon MP, Skills Vision 2030 event*

## LIFELONG LEARNING

Our survey showed the proportion of adults taking part in learning at its lowest on record. We published 20 years of data showing trends over time and how access to learning varies by region and nation, age, socioeconomic group and more. This was featured in the Times Education Supplement (TES) and is helping to inform the Government's approach to its National Retraining Scheme, including highlighting the importance of inspiring adults to want to take part in learning.



**Lowest** proportion of adults taking part in learning since our survey began 20 years ago

## CONSULTATIONS AND EVENTS

We submitted responses to government consultations and reviews, including the post-18 review of education funding. We were pleased the review agreed there should be greater funding for adults.

Our chief executive gave evidence to the House of Lords Economic Affairs Committee on the economics of further and higher education and spoke at events at the Conservative, Labour and Liberal Democrat party conferences. He was also a member of the Liberal Democrat Lifelong Learning Commission. This supported our calls for adults to have a Personal Learning Account, now adopted as Liberal Democrat policy.

## LOCAL LEADERSHIP

Local and mayoral combined authorities play an increasing role in employment and skills. Our chief executive was a member of the Skills for Londoners Taskforce, Greater Manchester Employment and Skills Advisory Panel and West Yorkshire Combined Authority Future Skills Taskforce, helping to shape their approaches to lifelong learning and employment.



## INSPIRING ADULTS TO LEARN

Festival of Learning in England and Adult Learners' Week in Wales have celebrated the best in adult learning and inspired people to learn for more than a quarter of a century. Replicated around the world, they celebrate people's achievements through learning and inspire more adults to learn.

We worked with organisations, including Adult Learning Wales, AELP, Association of Colleges, City Lit, Colleges Wales, Education and Training Foundation, HOLEX, Hotcourses Ltd, NOCN, Open University in Wales, the WEA and Working Wales.



## Festival of Learning

The Festival of Learning awards ceremony was attended by

**120** guests

with an additional  **LIVE**

**900** views

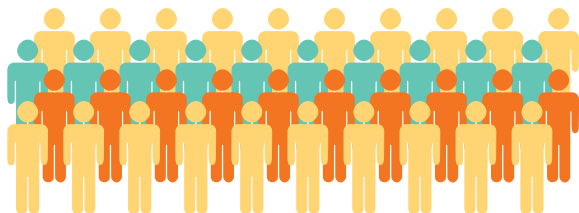
Our  hashtag **#folawards** achieved

**1.7** million  
impressions 

Award winner stories received widespread press and media coverage, including in the Evening Standard and Daily Mail and interviews on BBC Radio 2 and 4.



# 1000s



**of adults inspired**  
to have a go at learning  
or try learning something  
new in more than

**800** opportunities  
in England



**500** opportunities  
in Wales



Around **130** guests  
attended our Festival of  
Learning parliamentary  
reception, sponsored by  
Rt Hon Angela Rayner MP.  
Speakers included Minister for  
Skills and Apprenticeships Rt  
Hon Anne Milton MP and Rt  
Hon Gordon Marsden MP





More than 50 pieces of coverage were secured for Adult Learners' Week and the Inspire! Awards in Wales, including The Guardian, ITV Wales News, BBC Radio Wales, and S4C.

Adult Learners' Week events were attended by AMs Jeremy Miles, Jayne Bryant, Jessica Morden, Hefin David and Eluned Morgan. Welsh politicians Leanne Wood and Carolyn Harris also supported the campaign.

“

As an adult learner myself, I am fully supportive of supportive of Adult Learners' Week. It's never too late to start a new journey. I did it, so can you.”

*Carolyn Harris –*

*Deputy Leader of Welsh Labour*

#

**socanyou**

campaign hashtag  
reached over

**300,000**

accounts



# DEVELOPING SOLUTIONS

## YOUTH COMMISSION

We set up a Youth Commission to identify how to tackle inequalities in opportunities and restart stalled progress in improving educational attainment, so that all young people get a fair chance. Our Youth Opportunity Index showed how outcomes for young people vary across England. It gained widespread national and local media coverage, including on Channel 4 News. We held an event with our patron, HRH Princess Royal, to hear how local areas are tackling this. The Youth Commission will make recommendations in early 2020.



HRH The Princess Royal, February 2019

- Best performing local authority for each index measure
- Worst performing local authority for each index measure



## LITERACY, NUMERACY AND LIFE SKILLS

Good English, maths and digital skills are fundamental for life and work, but more than nine million adults lack these skills. Our annual English, Maths and ESOL conference showcased approaches to address this challenge in policy and in practice, and we launched a Life Skills for Europe capabilities framework.

We are managing a new ESOL network in Wales and developed guidance for local ESOL partnership working. We helped the strategic migration partnerships in the South East and the West Midlands to support resettlement of refugees, and produced resources and events on ESOL provision and employment support for refugees. Our new teaching and learning materials for ESOL in the secure estate were distributed to every prison in England and shortlisted as a finalist in the British Council ELTons innovation awards.

# 9 million

Number of adults



have low literacy or numeracy  
affecting their ability to find work  
and access public services

## APPRENTICESHIPS AND TECHNICAL EDUCATION

High quality apprenticeships and technical education can benefit people and employers. Our research showed employers want to engage in T level industry placements but need more support on what good looks like and coordination of the various 'asks' government has of them. We made the case for greater support for care leavers undertaking apprenticeships and helped raise the profile of the funding support that was then introduced. We also worked to promote apprenticeships in 'opportunity areas' and to improve access to apprenticeships for people with learning difficulties or disabilities.



## CAREER LEARNING

An aging workforce and global economic change mean people are likely to need to change careers and update their skills more often. We worked with the Department for Education on career learning pilots in five Local Enterprise Partnership areas. The pilots, part of a £40 million programme to test new approaches to lifelong learning, trialled ways to engage adults in learning and the impact of course fee subsidies on take up of learning, with our evaluation identifying lessons for development of the Government's National Retraining Scheme.

## EMPLOYMENT FOR DISABLED PEOPLE

The employment rate of disabled people is around 30 percentage points below that of non-disabled people. To build the evidence base on what works we are evaluating the health-led employment trials for the Work and Health Unit. We also published evaluations of devolved employment programmes for disabled people in London and the Solent City Deal area, and are designing an evaluation framework for the Work and Health Accelerator Programme, which aims to test group support models for people with physical and mental health conditions.



disabled & non-disabled people



## INTERNATIONAL WORK

We looked at best practice in pre-apprenticeship provision in five European countries, drawing together case studies, resources and an event for practitioners to share experiences. As UK national coordinator for the European agenda for adult learning, we work alongside 31 other countries hosting impact forums in each of the UK nations and publishing Healthy, Wealthy and Wise, a report showing the impact of learning and work on health.



*Frank McCann, Festival of Learning 2018 award winner*

## CAREER PROGRESSION AND LOW PAY

Around five million people in Britain are low paid, with relatively few people progressing from low pay. Our Better Work Network – a policy and practice-based initiative dedicated to tackling low pay, underemployment and job insecurity in London and across the UK – has over 200 members. We published evaluations of: Glasgow's In-work Progression Pilot, working with employers in social care; Greater London Authority's In-Work Progression programme of training and support for low paid workers; and an update on three years of Trust for London and the Walcot Foundation's Step Up programme.

# 5 million

Number of people in



**LOW**  
paid work

## FAIR ACCESS TO SUPPORT

We produced new resources to promote apprenticeships and funding support for care leavers. We also produced 'top tips' in supporting care leavers into learning and work for foster carers, and a map of local support for care leavers in England. Our 'Barriers to employment for young adult carers' report highlighted the challenges young adult carers in getting on in work, and we produced new materials with the Department for Work and Pensions for FE college staff to raise awareness of young adult carers' right to study and claim Carer's Allowance.



# OUR PARTNERS AND FUNDERS

Association of British Insurers

Bell Foundation

Bradford City Council

Central London Forward

Crisis UK

Department for Education

Department for Work and Pensions

Education and Skills Funding Agency

Education and Training Foundation

Erasmus Plus

European Union

Glasgow City Council

Greater London Authority

Halton Borough Council

Her Majesty's Prison and Probation Service

JP Morgan Chase Foundation

London Borough of Ealing

London Borough of Hounslow

Michael Sheen

Money Advice Service

NOCN

Shelter

South East Strategic Partnership for Migration

Southampton City Council

The Workers Education Association

Trust for London

Welsh Government

West Midlands Strategic Partnership



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Published by National Learning and Work Institute  
4th Floor Arnhem House, 31 Waterloo Way, Leicester LE1 6LP  
Company registration no. 2603322 | Charity registration no. 1002775

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