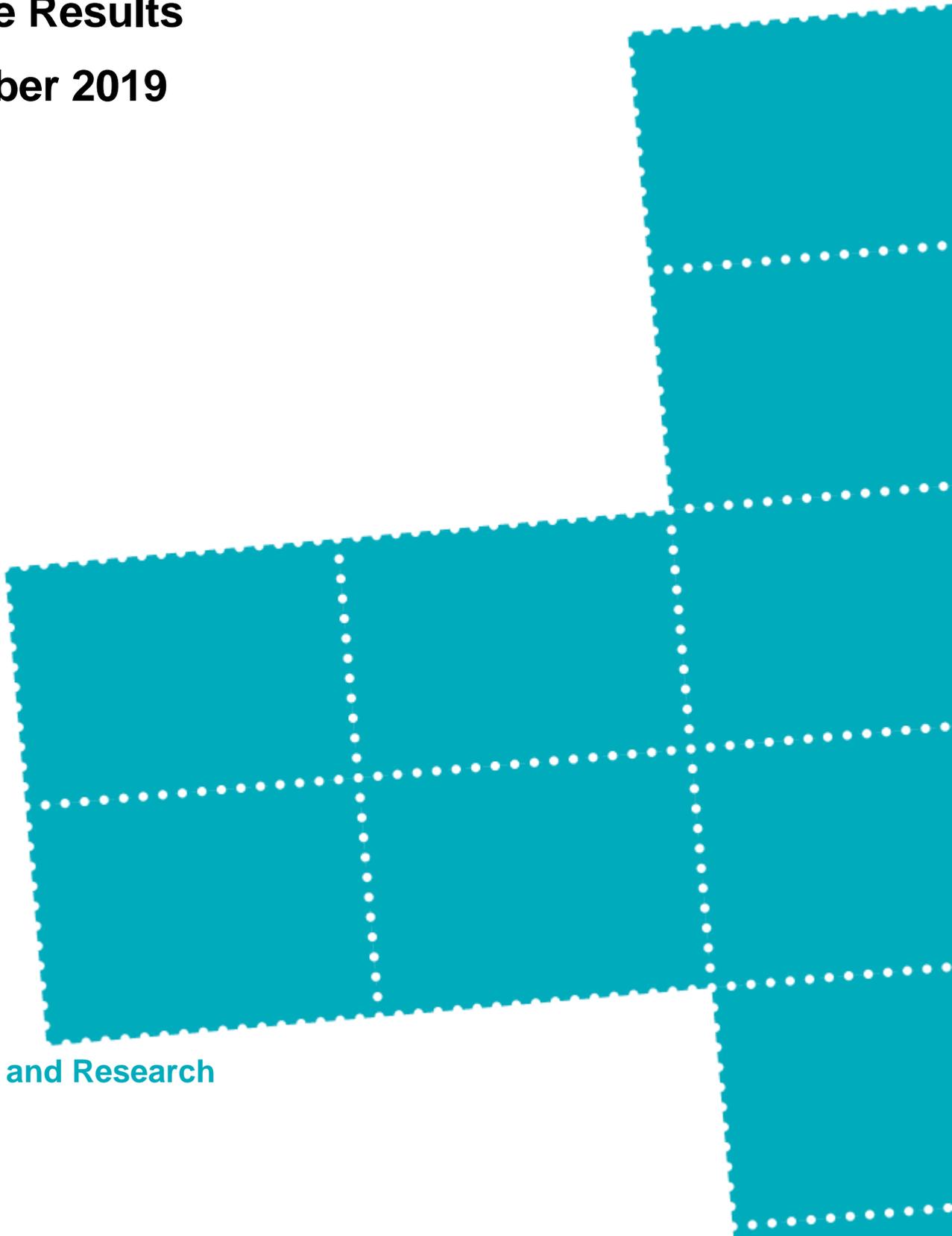


Modern Apprenticeship in Training

Headline Results

September 2019

Evaluation and Research

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1. Executive Summary

The population for the 2019 survey was all MAs in training in February 2019. The survey was distributed via email, with respondents completing it online. The survey received **5,886 responses**, a response rate of **19 per cent**.

1.1 Reasons for selecting MA

- For the majority of MAs, **gaining skills** is the main reason for selecting their apprenticeship, as well as the qualification level, advancement within the company and earning while learning.

1.2 Experience of MA

- Almost **4 in every 5 (77 per cent)** of respondents would rate the quality of their apprenticeship training at **8 out of 10 or above**.
- The most commonly cited source of **help and support** with their apprenticeship was the MA's **training provider**.
- A higher proportion of male MAs (**63 per cent**) said they would approach their training provider for support compared to female MAs (**57 per cent**).
- Female MAs (**56 per cent**) are significantly more likely than male MAs (**40 per cent**) to approach their assessor for support.

1.3 Expected destination on completion

- The majority of MAs (**79 per cent**) expect to stay with their current employer after completing their apprenticeship.

1.4 Satisfaction with MA

- Almost **80 per cent** of MAs would rate their satisfaction with their apprenticeship at **8 out of 10 or above**.
- Female MAs (**8.7**) report higher statistically significant scores in their satisfaction with their apprenticeship compared to male MAs (**8.5**).
- **96 per cent** of MAs would **recommend their apprenticeship** to others.

2. Research Objectives

The Modern Apprentice (MA) in Training Survey is a key source of information about MAs' perceptions of their training experience. It provides information about the quality of training delivery helping to inform SDS's continuous improvement actions. The survey was last carried out in 2014¹, and this 2019 survey aimed to provide more recent evidence. Comparisons have been made to the 2014 results where relevant.

3. Method

The survey was distributed online. All questions were cognitively tested and piloted with a small sample of MAs. This led to some small modifications to the questions to make them more reflective of Scottish MA experiences.

The population for the survey was all MAs in training in February 2019. There were 38,235 apprentices in the population, 31,695 with an email address as a method of contact which could be used to distribute the survey using Survey Monkey. The survey was in the field between Monday 25th February and Wednesday 6th March, with a reminder sent after one week. A prize draw for shopping vouchers was used to incentivise completion of the survey. The average time to complete the survey was seven minutes.

The survey received 5,886 responses, which is a **response rate of 19 per cent**.

The survey data was downloaded into the Statistical Package for the Social Sciences (SPSS) and Excel for analysis. Data were weighted by age and gender to ensure that the sample was representative of the MA population.

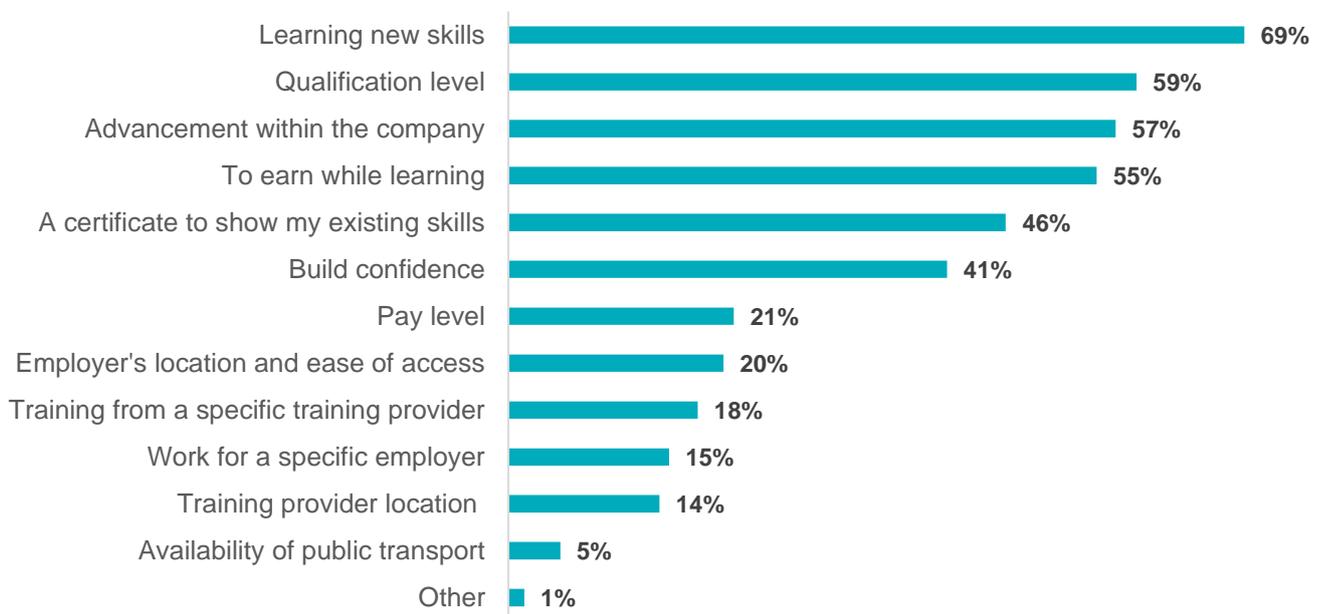
For the purposes of anonymity, any group with less than 50 respondents has been excluded from presentation in this report. Breaks by gender and age have been included only if there are significantly different from each other.

¹<https://www.skillsdevelopmentscotland.co.uk/media/40671/modern-apprenticeship-survey-employed-trainees-july-2014.pdf>

4. Reasons for Selecting MA

Figure 4.1 shows the main reasons why MAs chose to do an apprenticeship (respondents could select as many answers as applied to them). The majority of MAs cite gaining skills as a reason for selecting their apprenticeship. Other reasons, selected by more than half of the MAs, were the qualification level, advancement within the company and earning while learning.

Figure 4.1: Reasons for selecting an MA (respondents could select more than one answer)



Base (unweighted): 5,876

5. Experience of MA

Quality of Training

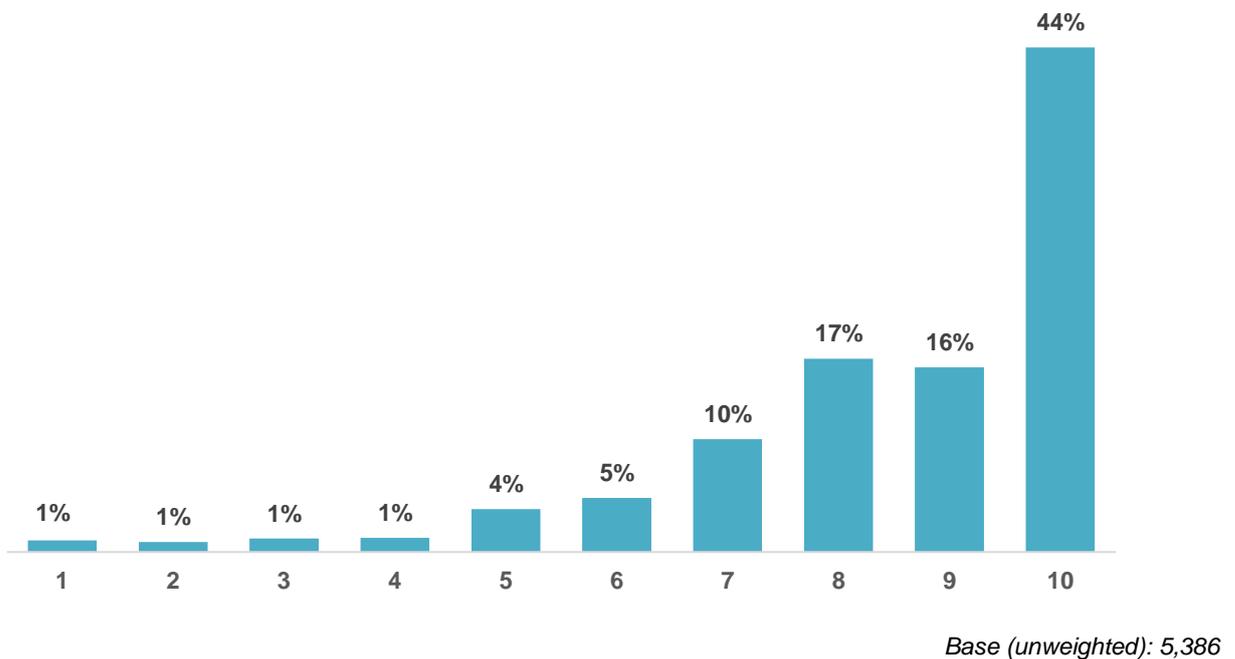
MAs rated their training highly. They were asked to report on a scale of 1-10, with 1 being extremely poor and 10 being extremely good:

“How would you rate the overall quality of the training?”

MAs gave a mean rating of 8.5 for the quality of their apprenticeship training. The dispersion of the scores shown in Figure 5.1 show that the majority (77 per cent) gave a score of 8 or above.

Scores by framework grouping are shown in Annex Table 1, with the highest training quality rating seen amongst those in the Construction: Professional and Technical Apprenticeship framework grouping.

Figure 5.1: Perceptions of quality of MA training (1 = extremely poor and 10 = extremely good)

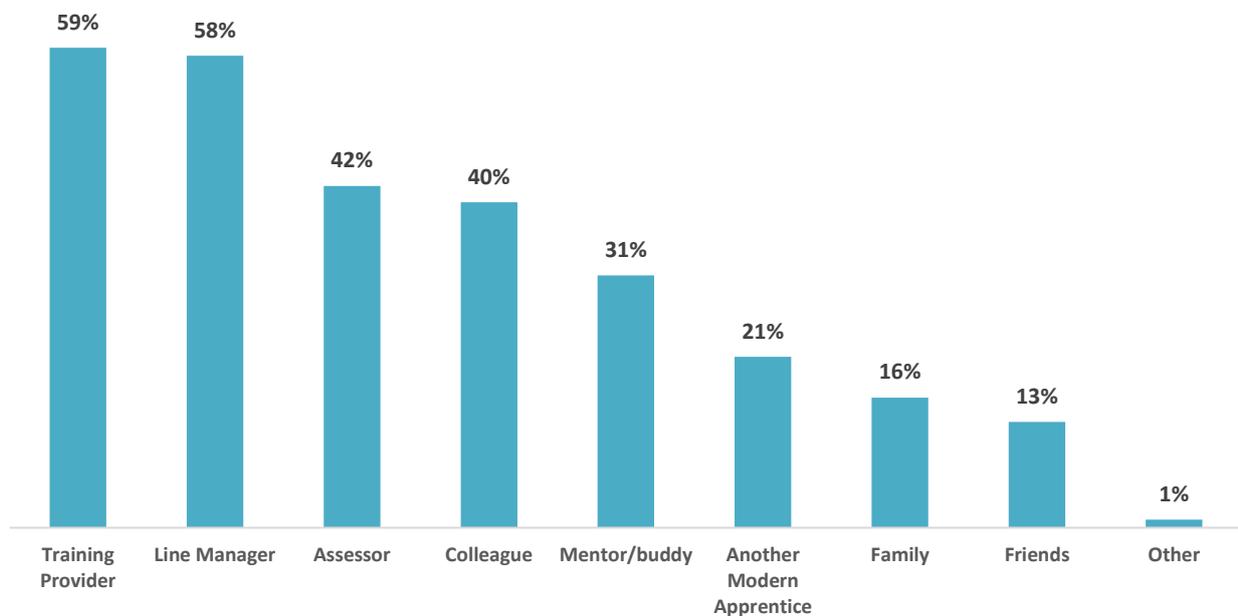


Help and Support

The majority of MAs (95 per cent) said they know who to approach for help and support while training. This is slightly higher than the 2014 results, where 93 per cent said they knew who to approach.

MAs were asked to state who they would approach for help and support and were able to choose all that applied to them. Figure 5.2 shows training providers and line managers are the most frequently cited source of support (59 per cent and 58 per cent respectively).

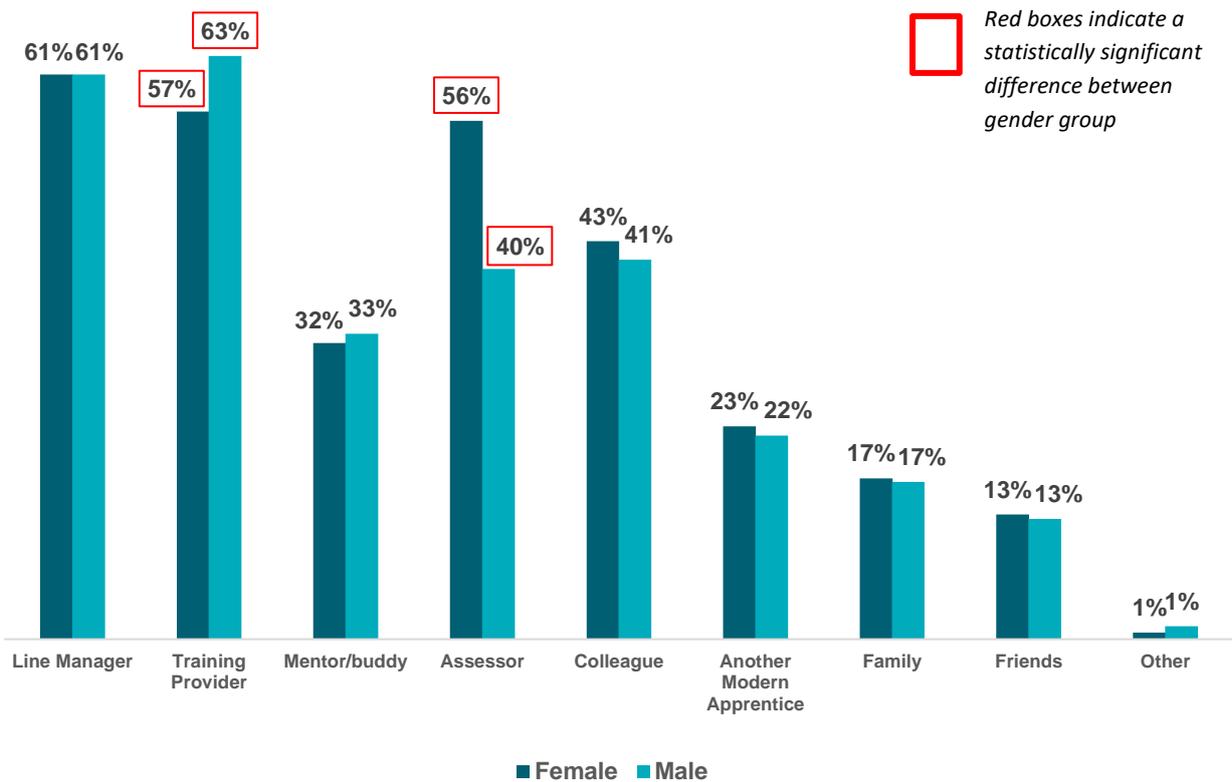
Figure 5.2: Who MAs approach for help and support with their apprenticeship (respondents could select more than one answer)



Base (unweighted): 5,372

As seen in Figure 5.3, females were significantly more likely than males to report approaching an assessor for support (56 per cent and 40 per cent respectively) while males were significantly more likely than females to approach training providers (63 per cent and 57 per cent).

Figure 5.3: Who MAs approached for help and support by gender (respondents could select more than one answer)

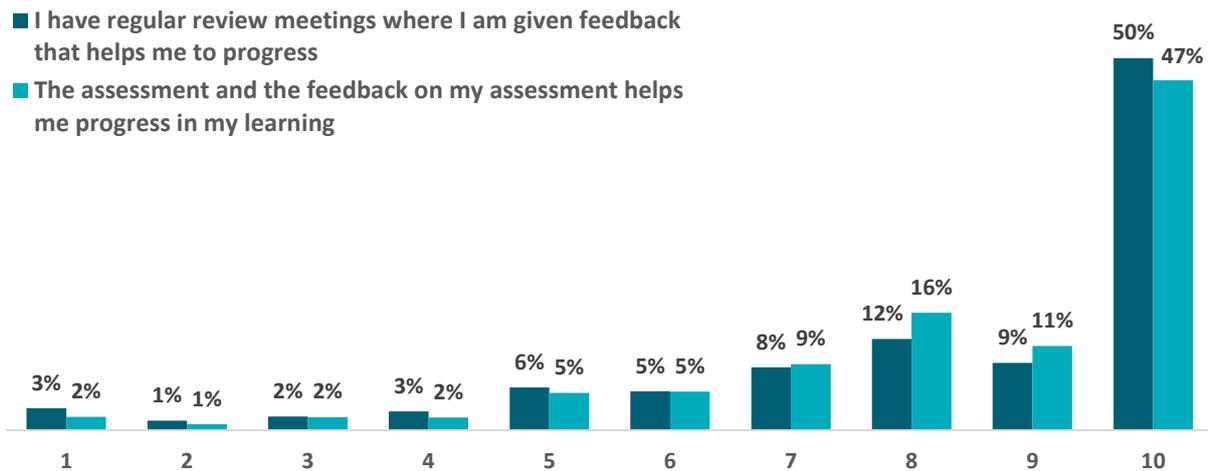


Base (unweighted): 5,196

Feedback Meetings and Progress

MAs agree that they had regular review meetings where they were given feedback that helps them to progress, with 50 per cent giving a score of 10 ('strongly agree'). MAs also agree that their assessment and the feedback on their assessment helps them progress in their learning, with 47 per cent giving a score of 10 ('strongly agree').

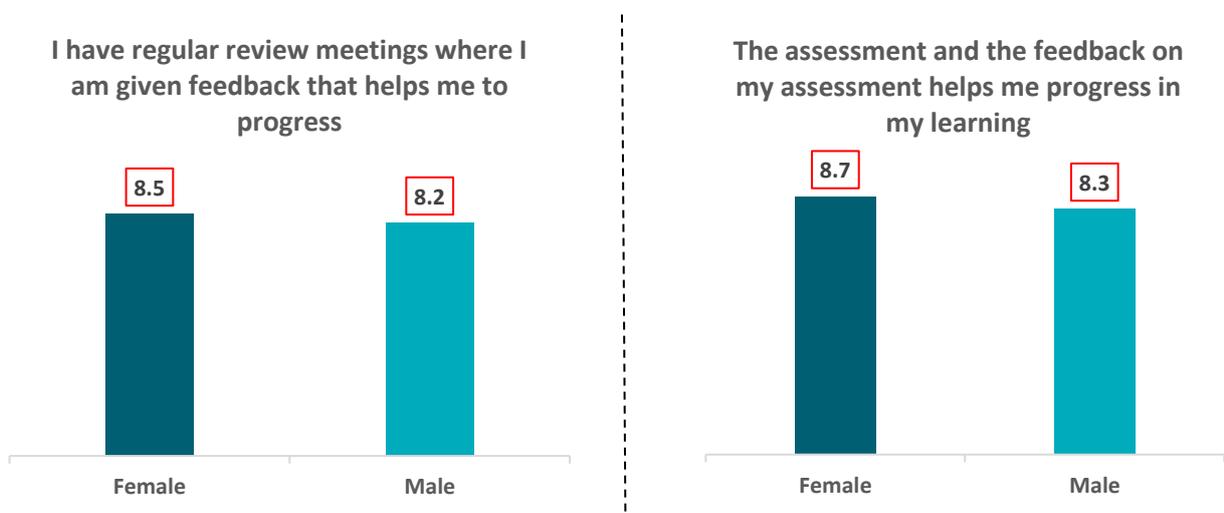
Figure 5.4: MA perceptions of review and assessment meetings and progress (1 = strongly disagree and 10 = strongly agree)



Base (unweighted): 5,532

Females were significantly more likely than males to agree that review meetings and feedback on assessment helped them to progress (Figure 5.5), however the difference is small.

Figure 5.5: MA perceptions of review and assessment meetings and progress by gender (mean point score)



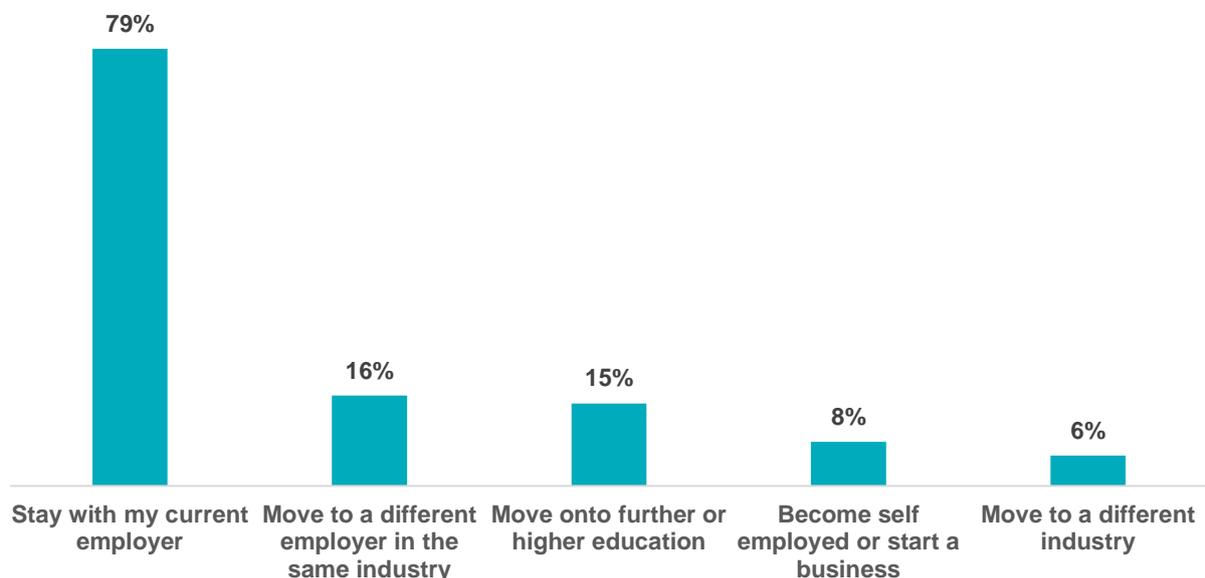
Red boxes indicate a statistically significant difference between gender group

Base (unweighted): 5,126

6. Expected destination on completion

The survey asked MAs what their intentions were once they complete their training. MAs could select multiple preferred options. The majority of MAs (79 per cent) expect to stay with their current employer upon completion of their apprenticeship (Figure 6.1).

Figure 6.1: Plans upon completion (respondents could select more than one answer)



Base (unweighted): 4,873

Some differences were seen between framework groupings. The Construction framework has the highest proportion of MAs reporting that they expect to stay with their current employer. The Oil and Gas framework have the highest proportion of MAs that expect to stay in the same industry but move to a different employer. The highest proportion of MAs who plan to move onto further or higher education are in the Health framework. The highest proportion of MAs that want to start their own business upon completion are in the Construction and Plumbing Frameworks.

The open-ended responses suggested that even if most MAs plan to stay with their current employer, they also want to progress in work or education, as one participant said:

“I hope to stay with my employer and progress within the company, but I would also like to be put through further education.”

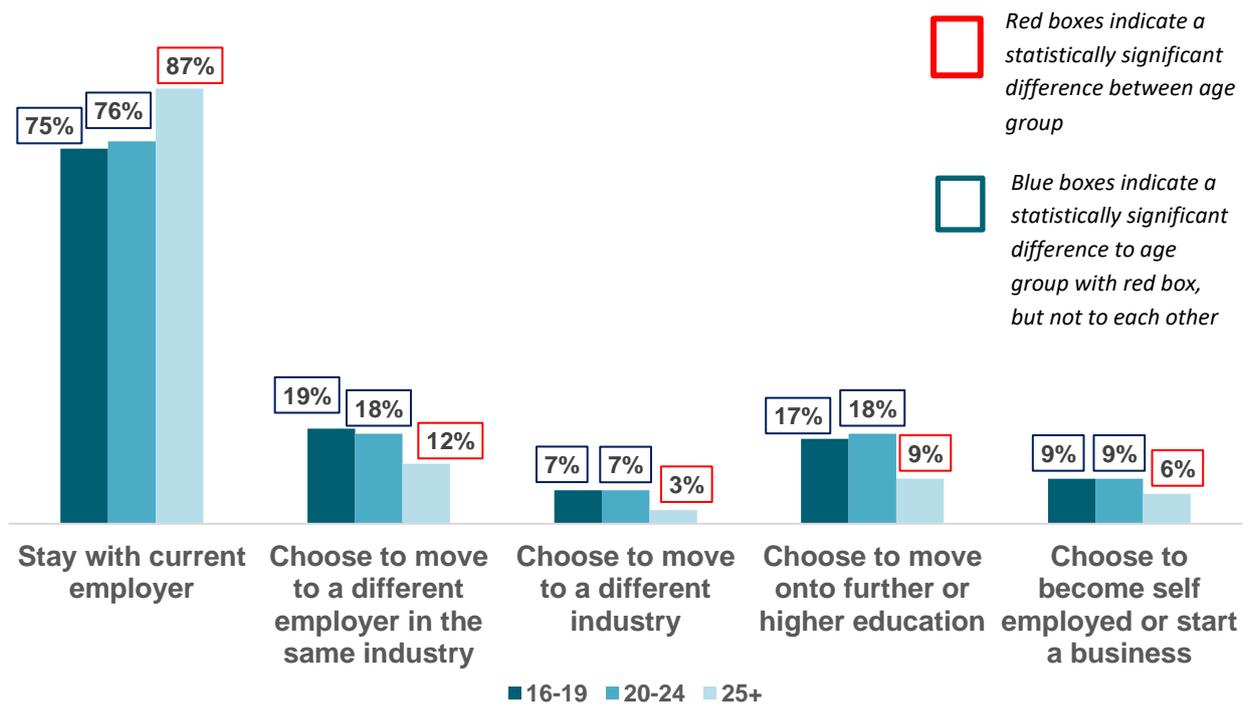
Another explained:

“The company seem to be optimistic and are supporting me to complete my HND and progress to degree, as well as take my job role and career to a higher level in the company.”

Another said:

“Stay with the company I am with to gain more experience then eventually start my own business in engineering.”

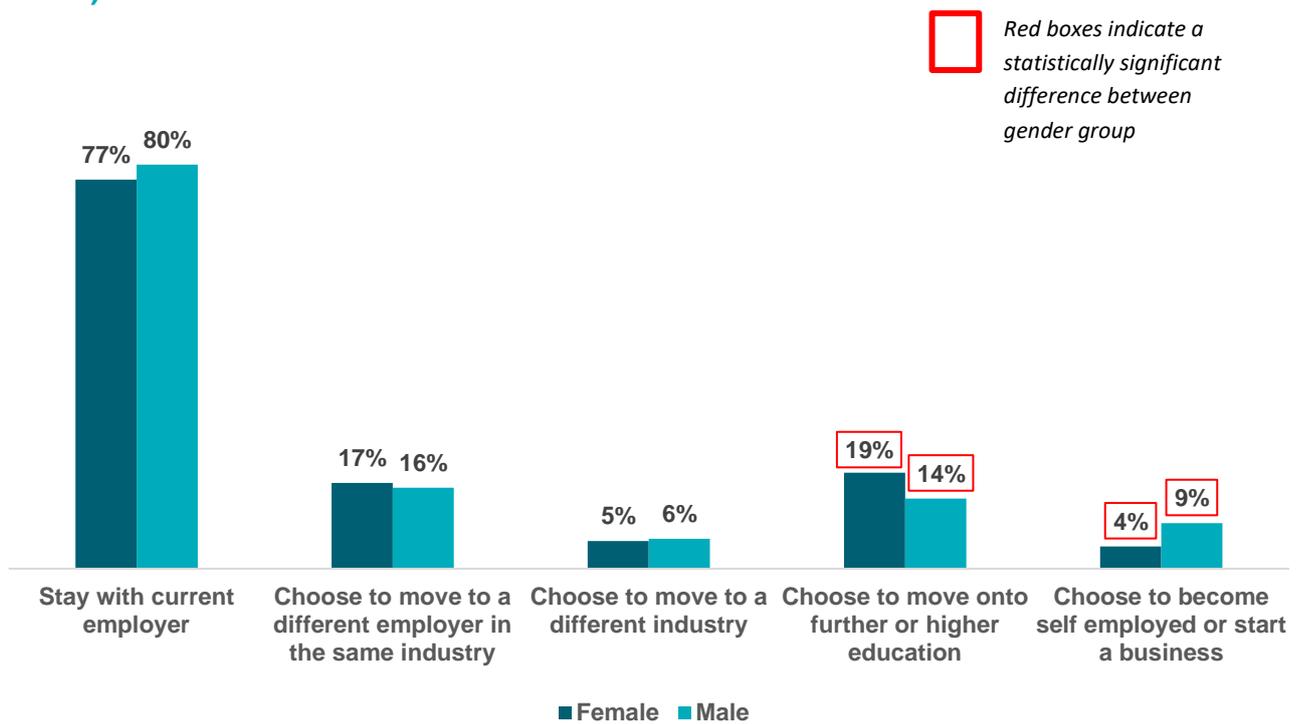
Figure 6.2: Plans upon completion by age (respondents could select more than one answer)



Base (unweighted): 4,873

There are significant differences between the age groups, as seen above in Figure 6.2. Older MAs are significantly more likely to report planning to stay with their current employer and significantly less likely to report moving to a different employer or industry, moving to further or higher education and choosing to become self-employed.

Figure 6.3: Plans upon completion by gender (respondents could select more than one answer)



Base (unweighted): 4,834

There are also differences between males and females regarding post training plans, as seen above in Figure 6.3. Significantly more males than females plan to become self-employed. However, significantly more females plan to start further or higher education.

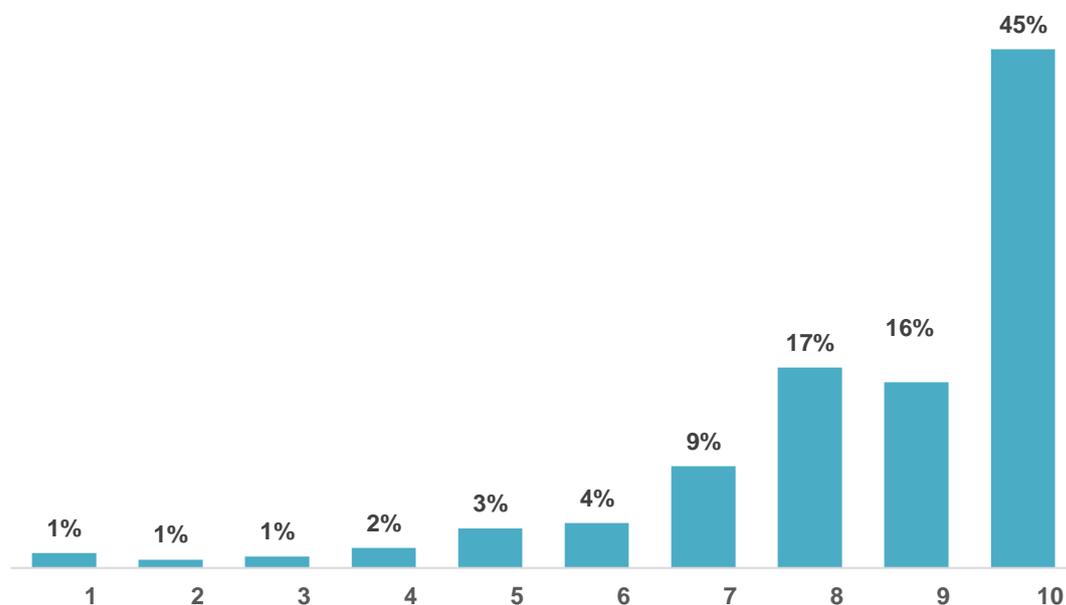
7. Satisfaction with MA

MAs' satisfaction with their apprenticeship was high. MAs were asked to report on a scale of 1-10, with 1 being not at all satisfied and 10 being totally satisfied:

“Overall, how satisfied are you with your Modern Apprenticeship?”

Overall, MAs reported a satisfaction rating of 8.5. As shown in Figure 7.1, the majority (79 per cent) reported satisfaction levels of 8 or above.

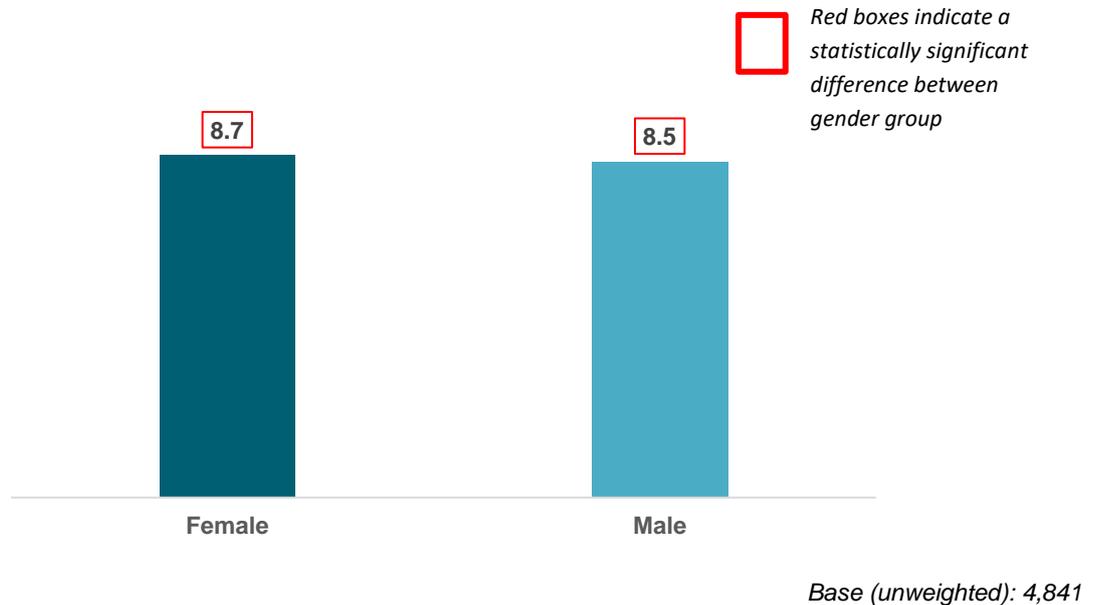
Figure 7.1: Satisfaction with the Modern Apprenticeship (1= not at all satisfied and 10= totally satisfied)



Base (unweighted): 4,880

There is little variation in satisfaction levels between the different framework groupings (Annex Table 2). However, there are a few key differences to note, for example those in the Construction: Building framework report significantly higher satisfaction levels than those in the Automotive framework, the Electrical Installation framework and the Engineering framework.

Figure 7.2: Satisfaction by gender (mean point score)

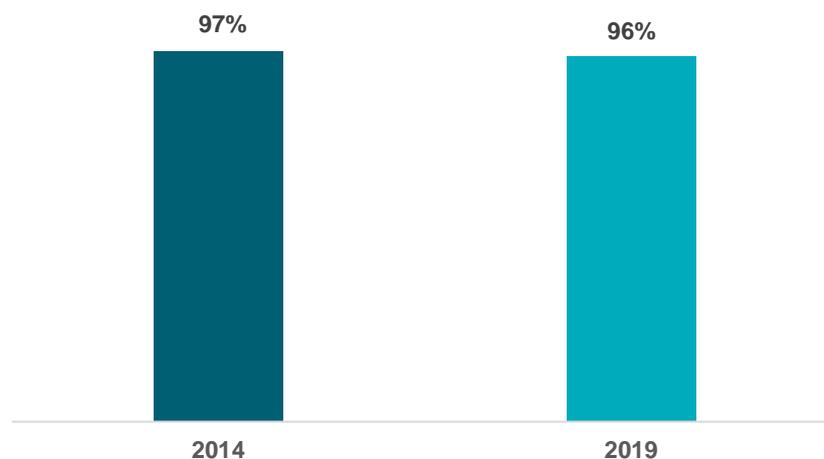


There are no significant differences in satisfaction scores between age groups (Figure 7.2). However, females are significantly more likely to be satisfied with their apprenticeship than males.

Recommending a Modern Apprenticeship

As Figure 7.3 shows, the majority of MAs (96 per cent) would recommend an apprenticeship to others, consistent with the findings from the previous survey in 2014. Differences by framework can be seen in Annex Table 3.

Figure 8.3: Those who would recommend an apprenticeship to others (per cent)



Base (unweighted): 4,876

8. Annex

Table 1: Overall quality of the training by framework grouping (n=5,046)

Framework	N (this question only)	Quality Mean Point Score
Automotive	325	8.5
Business & Administration	276	8.4
Business and Finance	130	8.5
Construction: Building	529	8.8
Construction: Civil Engineering	112	8.6
Construction: Professional and Technical Apprenticeship	188	9.0
Construction: other	54	8.3
Digital	120	8.6
Domestic Plumbing and Heating	69	8.9
Electrical Installation	248	7.9
Engineering	501	7.9
Food and Drink Operations	101	8.9
Hairdressing & Barbering	166	8.2
Health	83	8.9
Hospitality	321	8.9
IT and Telecommunications	129	8.3
Land based	91	8.5
Management	69	8.6
Manufacturing Processes	112	8.5
Oil and Gas	85	8.7
Other	100	8.2
Plumbing	58	8.6
Retail	178	8.6
Social Services (Children and Young People)	598	8.7
Social Services and Healthcare	213	8.9
Transport and Logistics	105	8.4

Table 2: Satisfaction by framework grouping (n=4,880)

Framework	N (this question only)	Satisfaction Mean Point Score
Automotive	314	8.3
Business & Administration	270	8.6
Business and Finance	127	8.7
Construction: Building	498	8.8
Construction: Civil Engineering	107	8.5
Construction: Professional and Technical Apprenticeship	182	9.2
Construction: other	54	8.6
Digital	119	8.5
Domestic Plumbing and Heating	66	9.0
Electrical Installation	238	8.2
Engineering	483	8.1
Food and Drink Operations	100	8.8
Hairdressing & Barbering	159	8.2
Health	81	8.6
Hospitality	311	8.8
IT and Telecommunications	126	8.3
Land based	89	8.5
Management	68	8.7
Manufacturing Processes	107	8.4
Oil and Gas	84	8.6
Other	98	8.3
Plumbing	55	8.7
Retail	173	8.6
Social Services (Children and Young People)	578	8.7
Social Services and Healthcare	208	8.9
Transport and Logistics	101	8.2

Table 3: Proportion that would recommend an MA by framework grouping (n=4,876)

Framework	N (this question only)	Per cent would recommend
Automotive	314	94%
Business & Administration	269	96%
Business and Finance	127	98%
Construction: Building	496	97%
Construction: Civil Engineering	107	93%
Construction: Professional and Technical Apprenticeship	183	98%
Construction: other	54	97%
Digital	119	93%
Domestic Plumbing and Heating	66	97%
Electrical Installation	238	97%
Engineering	480	97%
Food and Drink Operations	100	96%
Hairdressing & Barbering	159	94%
Health	81	94%
Hospitality	312	96%
IT and Telecommunications	126	94%
Land based	88	95%
Management	68	98%
Manufacturing Processes	106	91%
Oil and Gas	84	98%
Other	99	96%
Plumbing	55	96%
Retail	173	95%
Social Services (Children and Young People)	577	95%
Social Services and Healthcare	210	96%
Transport and Logistics	101	93%