

Modern Apprenticeship Statistics

Quarter 2, 2015/16

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1. Introduction

Modern Apprenticeships (MAs) provide individuals with the opportunity to secure industry-recognised qualifications at a range of Vocational Qualification (VQ) levels while earning a wage. A Modern Apprentice could be a new team member or an existing employee seeking to increase their capability.

Modern Apprenticeships also provide a way for businesses to train employees to industry-recognised standards.

The MA programme serves a dual purpose - to help get young people into work and to support economic growth. Over recent years, policy priority has been placed on opportunities for young people, higher level apprenticeships (level three and above), supporting key and growth industries and supporting equal access to opportunities. As MAs are employed, the volume and mix of starts for each MA framework is subject to employer demand.

The aim of this report is to provide quarterly analysis (1st April 2015 to 25th September 2015¹) of the cumulative statistics associated with those Modern Apprenticeships where there is a public funding contribution administered by Skills

¹ For reporting purposes, the last Friday of the quarter is regarded as the quarter end.

Development Scotland (SDS) on behalf of the Scottish Government. Statistics in this report are used to monitor performance of these Modern Apprenticeships and may be of interest to a variety of audiences including local authorities and learning providers.

The analysis provided in this report covers:

- MA starts by age, level and framework grouping
- MAs in training by age, level and framework grouping
- MA achievements

In addition, this report also includes information on MA redundancies up to the end of Quarter 2 2015/16 and employer incentives to support MAs who have been made redundant in completing their Modern Apprenticeship. Information on definitions used in this report is provided in the “Notes to Readers” section on the following page.

2. Notes to Readers

The statistics in this report are derived from data produced by the SDS National Training Programme (NTP) Reporting Team. This report covers statistics related to Modern Apprenticeships **where there is a public funding contribution** administered by SDS on behalf of the Scottish Government.

Guidance on how Modern Apprenticeship (MA) data is collected and reported is available on the SDS Corporate Website entitled [MA Quality and Methodology](#). SDS recommends that this document is read prior to any further analysis, in order to ensure the figures are interpreted correctly.

This report may refer to a **percentage** increase or decrease of certain values and this refers to the **relative** change between two numbers e.g. starts increased by 5% compared to the same quarter last year. However, the report may also refer to a **percentage point (pp)** increase or decrease, which refers to the absolute change between two percentages e.g. the achievement rate for MAs aged 25 or over increased by 8 pp.

Percentages in this report may not sum to 100% due to rounding.

In this report, MA frameworks are classified as belonging to an SDS assigned framework grouping. Details of the frameworks that are assigned to each framework grouping are available on the [SDS corporate website](#).

The report provides a summary of the key points up to the end of Quarter 2 2015/16. Further information can be found through the [Supplementary Statistics Tables](#) that are available in both Excel and PDF format on the SDS website.

Any comments or suggestions regarding the content of this report are welcome and can be emailed to: user_feedback@sds.co.uk

3. Key Results

Starts

By the end of Quarter 2 2015/16:

- There were 12,473 MA starts. This equates to 49% of the 25,500 annual starts target, slightly less than at the same point last year (- 3 pp). Differences in the cumulative number of starts in each quarter and year are expected.
- 79% of MA starts were aged 16-24 (0.6 pp higher than the same point last year) and a further 21% of starts were aged 25+.
- The majority of starts were to level 3 and above (67%), 2 pp higher than the same point last year. The remaining 33% started at level 2.
- The largest proportion of starts this quarter was in frameworks related to Construction (23%). A further 12% of starts were to Sport, Health & Social Care and 10% of starts were to Retail & Customer Service frameworks. In addition, 9% of starts were to Hospitality & Tourism, and 9% were to Engineering & Energy Related frameworks.
- Halfway through this financial year, 37% of starts were female and 63% were male. The proportion of

female starts is 1 pp higher than the same point last year. Quarterly fluctuations in the breakdown of male and female starts are expected. Quarter 2 is the peak recruitment period for traditional apprenticeships as it coincides with college term start dates.

- Just under 3.5% of MA starts reported having a disability (3.1 pp increase on the same quarter last year).
- 1.5% of MA starts reported being from a minority ethnic group, slightly higher than the same point last year (+ 0.2 pp).
- The proportion of female starts who report being from a minority ethnic group is notably higher than males (1.8% compared to 1.3% respectively).
- Our monitoring data shows that 1% of MA starts reported previously being in care/ a 'looked after' child².
- 0.3% of MA starts consider themselves an ex-offender.²

² No trend data available as 2015/16 is the first year that we have recorded this information

In training

As at 25th September 2015:

- There were 36,132 MAs in training.
- The majority of those in training were aged 16-19 (62%). 23% were aged 20-24 and 15% were 25 or over.
- 77% of MAs in training were at level 3 or above compared to 75% at the same point last year (+ 2.5 pp increase).

Achievements

Up to the end of Quarter 2 2015/16:

- 9,145 individuals achieved their Modern Apprenticeship.
- For framework groupings with over 100 leavers up to the end of Q2 2015/16, the highest achievement rates were in the Food & Drink (84%), Transport & Logistics (83%) and Construction & Related (81%) framework groupings.

Redundancies

Up to the end of Quarter 2 2015/16:

- 192 Modern Apprentices were made redundant, slightly higher than the same point last year (+ 10 redundancies).
- There were 162 approved applications to the Adopt an Apprentice programme enabling former apprentices to complete their training. This includes 16 approved applications related to Oil and Gas companies. **Note that some MAs who were made redundant may have continued without the need for support from the Adopt an Apprentice programme.*

4. Concluding Remarks

This report provides a brief analysis of publicly funded Modern Apprenticeship activity up to the end of Quarter 2 2015/16. Statistics associated with the Modern Apprenticeship programme such as starts, in training, leavers and achievements are provided in summary form.

Our commitment to improving equality of access includes open and transparent reporting of equality data. We have put in place a number of measures to work towards improving access to the MA programme and reporting of equalities information. This includes a new Equalities Monitoring Form^[1] that captures equalities information and includes additional guidance to support individuals to declare if they have a disability. This new reporting mechanism, alongside equalities training given to training providers is likely to have contributed to the increase in the proportion of MA starts declaring a disability.

Furthermore, as outlined in the 2014/15 MA report, SDS has commissioned independent work to consult with disabled

people and organisations that represent disabled people to identify the most appropriate methods of supporting our training providers to help individuals disclose their disability status. As part of this process, we are working towards an agreed disability definition, which will be informed by our consultation and develop future reporting of this data. At the same time, work is also being undertaken to improve the representation on MA frameworks of other characteristics protected by the Equality Act 2010 (e.g. BME) and to support care/leavers looked after children to access positive destinations.

Further information including a more detailed breakdown of the statistics in this report by framework, age and level is available in the [Modern Apprenticeship Statistics](#) section of the SDS corporate website.

^[1]https://www.skillsdevelopmentscotland.co.uk/media/1338246/6_sds_equalities_monitoring.pdf

Appendix A - MA Starts

Table 1: MA starts by level up to the end of Q2 2014/15 and 2015/16

Level	Q2 2014/15	% of Total	Q2 2015/16	% of Total
Level 2	4,521	34.8%	4,070	32.6%
Level 3	8,216	63.2%	7,968	63.9%
Level 4	215	1.7%	393	3.2%
Level 5	41	0.3%	42	0.3%
Total	12,993	100.0%	12,473	100.0%

Table 2: MA starts by age up to the end of Q2 2014/15 and 2015/16

Age	Q2 2014/15	% of Total	Q2 2015/16	% of Total
16-19	6,893	53.1%	6,368	51.1%
20-24	3,235	24.9%	3,435	27.5%
25+	2,865	22.1%	2,670	21.4%
Total	12,993	100.0%	12,473	100.0%

Table 3: Starts by age, level and gender at the end of Q2 2014/15 and 2015/16

Level	Age	Q2 2014/15			Q2 2015/16		
		Female	Male	Total	Female	Male	Total
Level 2	16-19	1,312	1,108	2,420	1,103	924	2,027
	20-24	554	580	1,134	590	563	1,153
	25+	266	701	967	236	654	890
Level 3	16-19	1,140	3,332	4,472	1,154	3,161	4,315
	20-24	946	1,127	2,073	920	1,270	2,190
	25+	401	1,270	1,671	447	1,016	1,463
Level 4	16-19		1	1	9	17	26
	20-24	11	16	27	48	43	91
	25+	41	146	187	89	187	276
Level 5	16-19	0	0	0	0	0	0
	20-24		1	1		1	1
	25+	6	34	40	4	37	41
Total		4,677	8,316	12,993	4,600	7,873	12,473
% Breakdown by gender		36%	64%	100%	37%	63%	100%

Table 4: Starts by framework grouping up to the end of Q2 2014/15 and 2015/16

Framework Grouping	Q2 2014/15	% of Total	Q2 2015/16	% of Total
Administration & Related	1,036	8.0%	976	7.8%
Animal Care, Land & Water based	185	1.4%	177	1.4%
Automotive	710	5.5%	566	4.5%
Chemicals & Biotechnology Related	44	0.3%	49	0.4%
Construction & Related	2,739	21.1%	2,921	23.4%
Creative & Cultural Skills	122	0.9%	126	1.0%
Engineering & Energy Related	1,128	8.7%	1,075	8.6%
Financial Services	186	1.4%	202	1.6%
Food & Drink	636	4.9%	544	4.4%
Hospitality & Tourism	1,415	10.9%	1,077	8.6%
Management	427	3.3%	365	2.9%
Other Manufacture	7	0.1%	7	0.1%
Other Services (including ICT professional)	309	2.4%	445	3.6%
Personal Services	432	3.3%	445	3.6%
Retail & Customer Service	1,334	10.3%	1,293	10.4%
Sport, Health & Social Care	1,399	10.8%	1,494	12.0%
Transport & Logistics	884	6.8%	711	5.7%
Total	12,993	100.0%	12,473	100.0%

Table 5: MA starts by Local Authority (based on the trainee's home address)

Local Authority	Q2 2014/15	Q2 2015/16
Aberdeen City	460	449
Aberdeenshire	682	621
Angus	356	294
Argyll & Bute	121	151
Clackmannanshire	147	156
Dumfries & Galloway	417	361
Dundee City	346	332
East Ayrshire	326	327
East Dunbartonshire	191	174
East Lothian	240	271
East Renfrewshire	153	116
Edinburgh, City of	733	730
Eilean Siar	52	58
Falkirk	501	508
Fife	860	875
Glasgow City	1,345	1,289
Highland	624	597
Inverclyde	206	169
Midlothian	223	208
Moray	266	221
North Ayrshire	447	374
North Lanarkshire	1,031	1,009
Orkney Islands	28	72
Outwith Area	32	66
Perth & Kinross	348	411
Renfrewshire	552	504
Scottish Borders	222	199
Shetland Islands	78	85
South Ayrshire	265	208
South Lanarkshire	811	736
Stirling	248	215
West Dunbartonshire	269	269
West Lothian	413	418
Grand Total	12,993	12,473

Table 6: MA starts by self reported disability status and age

Age band	Disability	No disability	Prefer not to say	Total	Known	Disability as a % of known
16-19	232	5,594	542	6,368	5,826	4.0%
20-24	117	3,180	138	3,435	3,297	3.5%
25+	58	2,557	55	2,670	2,615	2.2%
Total	407	11,331	735	12,473	11,738	3.5%

Table 7: MA starts by self-reported disability status and level

Level	Disability	No disability	Prefer not to say	Total	Known	Disability as a % of known
Level 2	162	3,839	69	4,070	4,001	4.0%
Level 3+	245	7,492	666	8,403	7,737	3.2%
Total	407	11,331	735	12,473	11,738	3.5%

Table 8: MA starts by ethnicity and age

Age	BME	Non BME	Unknown	Total	Known	BME as % of known
16-19	70	6,217	81	6,368	6,287	1.1%
20-24	58	3,336	41	3,435	3,394	1.7%
25+	58	2,587	25	2,670	2,645	2.2%
Total	186	12,140	147	12,473	12,326	1.5%

Table 9: MA starts by ethnicity and level

Level	BME	Non BME	Unknown	Total	Known	BME as % of known
Level 2	62	3,980	28	4,070	4,042	1.5%
Level 3+	124	8,160	119	8,403	8,284	1.5%
Total	186	12,140	147	12,473	12,326	1.5%

Table 10: MA starts by ethnicity and gender

Gender	BME	Non BME	Unknown	Total	Known	BME as % of known
Female	82	4,498	20	4,600	4,580	1.8%
Male	104	7,642	127	7,873	7,746	1.3%
Total	186	12,140	147	12,473	12,326	1.5%
% Female	44.1%	37.1%	13.6%	36.9%	37.2%	-

Table 11: MA starts by care leaver status and age

Age	Care leaver	Not care leaver	Prefer not to say/blank	Total	Total Known	Care leavers as % of known by age
16-19	62	5,476	830	6,368	5,538	1.1%
20-24	29	3,113	293	3,435	3,142	0.9%
25+	15	2,443	212	2,670	2,458	0.6%
Total	106	11,032	1,335	12,473	11,138	1.0%

Table 12: MA starts by care leaver status and level

Level	Care leaver	Not care leaver	Prefer not to say/blank	Total	Total Known	Care leavers as % of known by age
Level 2	54	3,906	110	4,070	3,960	1.4%
Level 3+	52	7,126	1,225	8,403	7,178	0.7%
Total	106	11,032	1,335	12,473	11,138	1.0%

Table 13: MA Starts by care leaver status and gender

Gender	Care leaver	Not care leaver	Prefer not to say/blank	Total	Total Known	Care leavers as % of known by age
Female	52	4,450	98	4,600	4,502	1.2%
Male	54	6,582	1,237	7,873	6,636	0.8%
Total	106	11,032	1,335	12,473	11,138	1.0%

Table 14: MA starts who consider themselves an ex-offender by age

Age	Yes	No	Prefer not to say/blank	Total	Known	Ex-offender as a% of known
16-19	12	5,515	841	6,368	5,527	0.22%
20-24	12	3,124	299	3,435	3,136	0.38%
25+	12	2,441	217	2,670	2,453	0.49%
Total	36	11,080	1,357	12,473	11,116	0.32%

Table 15: MA starts who consider themselves an ex-offender by level

Level	Yes	No	Prefer not to say/blank	Total	Known	Ex-offender as a % of known
Level 2	18	3,934	118	4,070	3,952	0.46%
Level 3+	18	7,146	1,239	8,403	7,164	0.25%
Total	36	11,080	1,357	12,473	11,116	0.32%

Table 16: MA starts who consider themselves an ex-offender by gender

Gender	Yes	No	Prefer not to say/blank	Total	Known	Ex-offender as a% of known
Female	18	4,492	98	4,600	4,502	0.20%
Male	18	6,588	1,259	7,873	6,614	0.40%
Total	36	11,080	1,357	12,473	11,116	0.30%

Appendix B - MAs in Training

Table 1: MAs in training by age and level up to the end of Q2 2014/15 and 2015/16

Level	Age	Q2 2014/15	Q2 2015/16
Level 2	16-19	5,522	4,711
	20-24	2,198	2,101
	25+	1,547	1,330
Level 3	16-19	17,617	17,758
	20-24	5,842	5,990
	25+	3,515	3,340
Level 4	16-19	8	63
	20-24	81	174
	25+	582	559
Level 5	16-19	0	0
	20-24	1	1
	25+	132	105
Total		37,045	36,132

Table 2: MAs in training by framework grouping up to the end of Q2 2014/15 and 2015/16

Framework Grouping	Q2 2014/15	Q2 2015/16
Administration & Related	2,097	2,074
Animal Care, Land & Water based	628	606
Automotive	2,946	3,058
Chemicals & Biotechnology Related	182	212
Construction & Related	9,662	9,997
Creative & Cultural Skills	191	279
Engineering & Energy Related	5,689	5,772
Financial Services	466	541
Food & Drink	983	860
Hospitality & Tourism	3,424	2,351
Management	1,096	842
Other Manufacture	41	50
Other Services (including ICT professional)	830	1,057
Personal Services	1,541	1,477
Retail & Customer Service	2,424	2,199
Sport, Health & Social Care	3,669	3,676
Transport & Logistics	1,176	1,081
Total	37,045	36,132

Appendix C - MA Achievements

Table 1: Achievements and leavers by age up to the end of Q2 2014/15 and 2015/16

		16-19	20-24	25+	Total
Q2	Achievements	4,528	2,256	2,028	8,812
2014/15	Leavers	6,278	3,185	2,568	12,031
	Rate	72%	71%	79%	73%
Q2	Achievements	4,740	2,555	1,850	9,145
2015/16	Leavers	6,284	3,342	2,279	11,905
	Rate	75%	76%	81%	77%

Table 2: Achievements and leavers by level up to the end of Q2 2014/15 and 2015/16

		Level 2	Level 3	Level 4	Level 5	Total
Q2	Achievements	3,370	5,204	216	22	8,812
2014/15	Leavers	4,676	7,075	254	26	12,031
	Rate	72%	74%	85%	85%	73%
Q2	Achievements	3,163	5,696	235	51	9,145
2015/16	Leavers	4,130	7,414	303	58	11,905
	Rate	77%	77%	78%	88%	77%

Table 3: Achievements and Leavers by framework grouping up to the end of Q2 2015/16

Framework Grouping	Achievements	Leavers	Rate
Administration & Related	992	1,247	80%
Animal Care, Land & Water based	188	241	78%
Automotive	219	357	61%
Chemicals & Biotechnology Related	20	21	95%
Construction & Related	1,685	2,078	81%
Creative & Cultural Skills	80	118	68%
Engineering & Energy Related	588	759	77%
Financial Services	150	205	73%
Food & Drink	408	486	84%
Hospitality & Tourism	1,094	1,480	74%
Management	258	323	80%
Other Manufacture	6	11	55%
Other Services (including ICT professional)	292	408	72%
Personal Services	382	570	67%
Retail & Customer Service	1,042	1,337	78%
Sport, Health & Social Care	1,045	1,423	73%
Transport & Logistics	696	841	83%
Total	9,145	11,905	77%

Appendix D - MAs by Gender

Table 1: Starts by level, age and gender up to the end of Q2 2015/16

Level	Age	Female	Male	Total
Level 2	16-19	1,103	924	2,027
	20-24	590	563	1,153
	25+	236	654	890
Level 3	16-19	1,154	3,161	4,315
	20-24	920	1,270	2,190
	25+	447	1,016	1,463
Level 4	16-19	9	17	26
	20-24	48	43	91
	25+	89	187	276
Level 5	16-19	0	0	0
	20-24	0	1	1
	25+	4	37	41
Total		4,600	7,873	12,473

Table 2: Starts by gender and framework grouping up to the end of Q2 2015/16

Framework Grouping	Female	Male	Total
Administration & Related	720	256	976
Animal Care, Land & Water based	36	141	177
Automotive	13	553	566
Chemicals & Biotechnology Related	8	41	49
Construction & Related	50	2,871	2,921
Creative & Cultural Skills	68	58	126
Engineering & Energy Related	66	1,009	1,075
Financial Services	129	73	202
Food & Drink	238	306	544
Hospitality & Tourism	622	455	1,077
Management	179	186	365
Other Manufacture	0	7	7
Other Services (including ICT professional)	84	361	445
Personal Services	398	47	445
Retail & Customer Service	724	569	1,293
Sport, Health & Social Care	1,210	284	1,494
Transport & Logistics	55	656	711
Total	4,600	7,873	12,473

Table 3: Achievements and leavers by gender up to the end of Q2 2014/15 and 2015/16

		Female	Male	Total
Q2	Achievements	3,766	5,046	8,812
2014/15	Leavers	5,242	6,789	12,031
	Rate	72%	74%	73%
Q2	Achievements	3,668	5,477	9,145
2015/16	Leavers	4,865	7,040	11,905
	Rate	75%	78%	77%

Appendix E - MA Redundancies

Table 1: MA redundancies up to the end of Q2 2015/16 by Framework Grouping

Framework Grouping	MA Redundancies
Administration & Related	14
Automotive	6
Construction & Related	89
Engineering & Energy Related	51
Financial Services	1
Food & Drink	4
Hospitality & Tourism	5
Management	4
Other Services (Inc. ICT prof.)	4
Personal Services	4
Retail & Customer Service	4
Sport, Health & Social Care	2
Transport & Logistics	4
Total	192

Table 2: MA redundancies up to the end of Q2 2015/16 by Local Authority

Local Authority	MA Redundancies
Aberdeen City	4
Aberdeenshire	14
Angus	4
Argyll & Bute	7
Clackmannanshire	2
Dumfries & Galloway	3
Dundee City	10
East Ayrshire	4
East Dunbartonshire	2
East Lothian	4
East Renfrewshire	0
Edinburgh, City of	9
Eilean Siar	2
Falkirk	2
Fife	22
Glasgow City	20
Highland	11
Inverclyde	3
Midlothian	4
Moray	2
North Ayrshire	7
North Lanarkshire	16
Orkney Islands	0
Perth & Kinross	3
Renfrewshire	7
Scottish Borders	0
Shetland Islands	0
South Ayrshire	5
South Lanarkshire	14
Stirling	2
West Dunbartonshire	4
West Lothian	5
Outwith Area	0
Total	192