

Modern Apprenticeship Statistics

Up to the end of quarter 3, 2016/17

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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 in employment. 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 focus of Modern Apprenticeships is set out each year in a letter of guidance from the Scottish Government. For 2016/17, the letter of guidance states that Modern Apprenticeships are a “central element of our Youth Employment Strategy. The programme continues to deliver against our dual aims of supporting our ambitions for economic growth – particularly around supporting STEM sectors and providing opportunities for young people.”

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 determined by employer demand.

The aim of this report is to provide quarterly analysis (1st April 2016 to 30th December 2016) of the cumulative statistics associated with those Modern Apprenticeships where there is a public funding contribution administered by Skills Development Scotland (SDS) on behalf of the Scottish Government. Statistics in this report are used to monitor the current demand for and performance of these Modern Apprenticeships and may be of interest to a variety of audiences including local authorities and learning providers.

Key analysis provided in this report covers:

- Starts by age, level and framework grouping
- In training by age, level and framework grouping
- Achievements
- Equality data

In addition, this report also includes information on MA redundancies up to the end of quarter 3 of 2016/17 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 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 contains tables and figures that provide various breakdowns of MA statistics including MA starts by gender, age and level. As programme funding is linked to the age of trainees, all age breakdowns in this report are based on the age of the individual when they commenced their MA.

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 3 2016/17. Further information can be found through the [Supplementary Statistics Tables](#) that are available 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 3 2016/17:

- There were 18,245 MA starts. This equates to 70% of the 26,000 annual starts target, which is -5.2 pp lower than progress towards our annual target at the same point last year. Concerns about future economic stability may have slowed down recruitment activity compared to the same point last year.
- 52% of MA starts were aged 16-19, 26% were aged 20-24 and a further 22% were aged 25+. The proportion of starts aged 16-24 was 78%, -1.9pp lower than the same point last year. This is due to a decrease in the proportion of starts aged 18-24 (-2.1pp).
- The majority of starts were at level 3 and above (68%), +1.4 pp higher than the same point last year. The remaining 32% started at level 2.
- The largest proportion of starts this quarter were in frameworks related to Construction & Related (26%), Sport, Health & Social Care (11%), Hospitality &

Tourism (10%), Retail & Customer Service (9%) and Administration & Related (8%).

- At this point in the financial year, 37% of starts were female and 63% were male. The proportion of starts that were female is -0.6 pp lower than the same point last year. Quarterly fluctuations in the breakdown of male and female starts are expected due to the mix of frameworks with starts in each quarter.
- 8.1% of MA starts self-declared as disabled (+4.4 pp higher than the same point last year).
- 1.7% of MA starts self-declared being from an ethnic minority group (+0.2 pp higher than the same point last year).¹
- 1.3% of MA starts self-declare having care experience² (+0.4 pp higher than the same point last year).

¹ Some stakeholders advocate including “white other” in ethnic minority figures. Including “white other” within the ethnic minority figure for MA starts is 5.4%.

² Figure relates to the percentage of starts who answered yes to the question ‘Have you ever been “in care”?’ In this instance care is defined as: foster care, kinship care, residential care or looked after at home’.

In training

As at 30th December 2016:

- There were 36,364 MAs in training.
- The majority of those in training were aged 16-24 (85%, -1 pp lower than the same point last year).
- 78% of MAs in training were at level 3 or above, +0.3 pp higher than the same point last year.

Achievements

By the end of Quarter 3 2016/17:

- 14,554 individuals achieved their Modern Apprenticeship (78% of the leavers in the same period, compared to 77% at the same point last year).
- The highest achievement rates were in the Management (84%), Administration & Related (83%), Other Manufacture (83%), Transport & Logistics (82%), Engineering & Related (82%) and Retail & Customer Service Related (82%) framework groupings.

Redundancies

By the end of Quarter 3 2016/17:

- Cumulatively, 304 Modern Apprentices were made redundant: 27 more than the same point last year.
- There were 143 approved applications to the Adopt an Apprentice programme enabling former apprentices to complete their training.³
- Note that MAs who are made redundant can continue to positive destinations without the need for Adopt an Apprentice funding.

4. Concluding Remarks

This report provides brief analysis of publicly funded Modern Apprenticeship activity up to the end of Quarter 3 2016/17. Statistics associated with the Modern Apprenticeship programme such as starts, in training, leavers and achievements are provided in summary form.

³ Adopt an Apprentice information is available on the Our Skillsforce website: <https://www.ourskillsforce.co.uk/be-inspired/initiatives/adopt-an-apprentice/>. This figure includes 34 approved applications from providers who indicated on the application form that they operate in the Oil & Gas sector.

Appendix A - MA Starts

Table 1: MA starts by level up to the end of Q3 2015/16 and 2016/17

Level	Q3 2015/16	Q3 2016/17
Level 2	6,488	5,911
Level 3	12,064	11,551
Level 4	596	690
Level 5	65	93
Total	19,213	18,245

Table 2: MA starts by age up to the end of Q3 2015/16 and 2016/17

Age	Q3 2015/16	Q3 2016/17
16-19	9,984	9,513
20-24	5,331	4,686
25+	3,898	4,046
Total	19,213	18,245

Table 3: Starts by gender up to the end of Q3 2015/16 and 2016/17

Gender	Q3 2015/16		Q3 2016/17	
	Starts	% of total	Starts	% of total
Female	7,217	38%	6,745	37%
Male	11,996	62%	11,500	63%
Total	19,213	100%	18,245	100%

Table 4: Starts by framework grouping up to the end of Q3 2015/16 and 2016/17

Framework Grouping	Q3 2015/16	Q3 2016/17
Administration & Related	1,614	1,408
Animal Care, Land & Water based	212	223
Automotive	1,050	923
Chemicals & Biotechnology Related	28	14
Construction & Related	4,252	4,655
Creative & Cultural Skills	136	197
Engineering & Energy Related	1,340	1,086
Financial Services	366	418
Food & Drink	901	806
Hospitality & Tourism	1,766	1,913
Management	527	391
Other Manufacture	172	174
Other Services (including ICT professional)	788	871
Personal Services	734	656
Retail & Customer Service	1,916	1,709
Sport, Health & Social Care	2,317	2,091
Transport & Logistics	1,094	710
Total	19,213	18,245

Note: the frameworks within each grouping have changed between Q3 2015/16 and Q3 2016/17. A current list of framework groupings is available here:

<https://www.skillsdevelopmentscotland.co.uk/media/41680/sd-s-framework-grouping-1.pdf>

Table 5: MA starts by Local Authority (based on the trainees home address)

Local Authority	Q3 2015/16	Q3 2016/17
Aberdeen City	646	480
Aberdeenshire	867	741
Angus	476	466
Argyll & Bute	229	240
Clackmannanshire	228	190
Dumfries & Galloway	591	557
Dundee City	503	497
East Ayrshire	520	499
East Dunbartonshire	285	305
East Lothian	383	355
East Renfrewshire	218	198
Edinburgh, City of	1,145	1,170
Falkirk	688	596
Fife	1,296	1,197
Glasgow City	2,079	1,941
Highland	1,007	930
Inverclyde	289	249
Midlothian	316	411
Moray	361	290
Na h-Eileanan Siar	78	60
North Ayrshire	550	574
North Lanarkshire	1,603	1,566
Orkney Islands	92	78
Perth & Kinross	612	589
Renfrewshire	741	673
Scottish Borders	273	344
Shetland Islands	126	115
South Ayrshire	350	343
South Lanarkshire	1,190	1,217
Stirling	314	291
West Dunbartonshire	448	392
West Lothian	634	640
Outwith Area	75	51
Total	19,213	18,245

Table 6: MA starts by gender and age up to the end of Quarter 3 2016/17

Age band	Female	Male	Grand Total	Female %	Male %
16-19	3,539	5,974	9,513	37%	63%
20-24	2,114	2,572	4,686	45%	55%
25+	1,092	2,954	4,046	27%	73%
Total	6,745	11,500	18,245	37%	63%

Table 7: MA starts by gender and level up to the end of Quarter 3 2016/17

Level	Female	Male	Grand Total	Female %	Male %
Level 2	2,667	3,244	5,911	45%	55%
Level 3+	4,078	8,256	12,334	33%	67%
Total	6,745	11,500	18,245	37%	63%

Table 8: MA starts who self-declared as disabled by age up to the end of Quarter 3 2016/17

Age band	Disabled	Not disabled	Unknown/ Prefer not to say	Grand Total	Known	Disabled as a % of known
16-19	844	8,200	469	9,513	9,044	9.3%
20-24	414	4,126	146	4,686	4,540	9.1%
25+	164	3,733	149	4,046	3,897	4.2%
Total	1,422	16,059	764	18,245	17,481	8.1%

Table 9: MA starts who self-declared as disabled by level up to the end of Quarter 3 2016/17

Level	Disabled	Not disabled	Unknown/ Prefer not to say	Grand Total	Known	Disabled as a % of known
Level 2	532	5,256	123	5,911	5,788	9.2%
Level 3+	890	10,803	641	12,334	11,693	7.6%
Total	1,422	16,059	764	18,245	17,481	8.1%

Table 10: MA starts who self-declared as disabled by gender up to the end of Quarter 3 2016/17

Gender	Disabled	Not Disabled	Unknown/ Prefer not to say	Total	Known	Disabled as % of known
Female	594	6,066	85	6,745	6,660	8.9%
Male	828	9,993	679	11,500	10,821	7.7%
Total	1,422	16,059	764	18,245	17,481	8.1%
% Female	41.8%	37.8%	11.1%	37.0%	38.1%	-
% Male	58.2%	62.2%	88.9%	63.0%	61.9%	-

Table 11: MA starts by ethnicity and age

Age band	Ethnic minority	Not ethnic minority	Unknown/ Prefer not to say	Total	Known	Ethnic minority as % of known
16-19	139	9,063	311	9,513	9,202	1.5%
20-24	96	4,513	77	4,686	4,609	2.1%
25+	66	3,946	34	4,046	4,012	1.6%
Total	301	17,522	422	18,245	17,823	1.7%

Table 12: MA starts by ethnicity and level

Level	Ethnic minority	Not ethnic minority	Unknown/ Prefer not to say	Total	Known	Ethnic minority as % of known
Level 2	88	5,767	56	5,911	5,855	1.5%
Level 3+	213	11,755	366	12,334	11,968	1.8%
Total	301	17,522	422	18,245	17,823	1.7%

Table 13: MA starts by ethnicity and gender

Gender	Ethnic minority	Not ethnic minority	Unknown/ Prefer not to say	Total	Known	Ethnic minority as % of known
Female	119	6,594	32	6,745	6,713	1.8%
Male	182	10,928	390	11,500	11,110	1.6%
Total	301	17,522	422	18,245	17,823	1.7%
% Female	39.5%	37.6%	7.6%	37.0%	37.7%	-
% Male	60.5%	62.4%	92.4%	63.0%	62.3%	-

Table 14: MA starts by care experience status and age

Age band	Care experience	No care experience	Unknown/ Prefer not to say	Total	Known	Care experience as a % of known by age
16-19	138	8,725	650	9,513	8,863	1.6%
20-24	69	4,429	188	4,686	4,498	1.5%
25+	22	3,857	167	4,046	3,879	0.6%
Total	229	17,011	1,005	18,245	17,240	1.3%

Table 15: MA starts by care experience status and level

Level	Care experience	No care experience	Unknown/ Prefer not to say	Total	Known	Care experience as a % of known by stage
Level 2	123	5,666	122	5,911	5,789	2.1%
Level 3+	106	11,345	883	12,334	11,451	0.9%
Total	229	17,011	1,005	18,245	17,240	1.3%

Table 16: MA starts by care experience status and gender

Gender	Care experience	No care experience	Unknown/ Prefer not to say	Total	Known	Disabled as % of known
Female	103	6,558	84	6,745	6,661	1.5%
Male	126	10,453	921	11,500	10,579	1.2%
Total	229	17,011	1,005	18,245	17,240	1.3%
% Female	45.0%	38.6%	8.4%	37.0%	38.6%	
% Male	55.0%	61.4%	91.6%	63.0%	61.4%	

Appendix B - MAs in Training

Table 1: MAs in training by age and level up to the end of Q3 2015/16 and 2016/17

Level	Age	Q3 2015/16	Q3 2016/17
Level 2	16-19	4,808	4,719
	20-24	2,082	1,942
	25+	1,343	1,369
Level 3	16-19	18,096	17,664
	20-24	6,153	6,010
	25+	3,287	3,443
Level 4	16-19	84	147
	20-24	190	259
	25+	591	680
Level 5	16-19	0	0
	20-24	*	0
	25+	*	131
Total		36,737	36,364

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing.

Table 2: MAs in training by framework grouping up to the end of Q3 2015/16 and 2016/17

Framework Grouping	Q3 2015/16	Q3 2016/17
Administration & Related	2,095	1,886
Animal Care, Land & Water based	481	471
Automotive	3,381	3,192
Chemicals & Biotechnology Related	72	58
Construction & Related	10,063	11,132
Creative & Cultural Skills	221	274
Engineering & Energy Related	5,764	5,065
Financial Services	579	723
Food & Drink	1,041	1,032
Hospitality & Tourism	2,315	2,472
Management	818	599
Other Manufacture	245	296
Other Services (including ICT professional)	1,240	1,376
Personal Services	1,486	1,397
Retail & Customer Service	2,040	1,914
Sport, Health & Social Care	3,771	3,644
Transport & Logistics	1,125	833
Total	36,737	36,364

Note: the frameworks within each grouping have changed between Q3 2015/16 and Q3 2016/17. A current list of framework groupings is available here:

<https://www.skillsdevelopmentscotland.co.uk/media/41680/sds-framework-grouping-1.pdf>

Appendix C - MA Achievements

Table 1: Achievements and leavers by age up to the end of Q3 2015/16 and 2016/17

		16-19	20-24	25+	Total
Q3	Achievements	7,328	3,996	2,895	14,219
2015/16	Leavers	9,643	5,180	3,540	18,363
	Rate	76%	77%	82%	77%
Q3	Achievements	7,393	4,163	2,998	14,554
2016/17	Leavers	9,626	5,325	3,635	18,586
	Rate	77%	78%	82%	78%

Table 2: Achievements and leavers by level up to the end of Q3 2015/16 and 2016/17

		Level 2	Level 3	Level 4	Level 5	Total
Q3	Achievements	4,968	8,805	372	74	14,219
2015/16	Leavers	6,447	11,363	469	84	18,363
	Rate	77%	77%	79%	88%	77%
Q3	Achievements	4,721	9,243	525	65	14,554
2016/17	Leavers	6,060	11,837	619	70	18,586
	Rate	78%	78%	85%	93%	78%

Table 3: Achievements and leavers by framework grouping up to the end of Q3 2016/17

Framework Grouping	Achievements	Leavers
Administration & Related	1,488	1,788
Animal Care, Land & Water Based	187	241
Automotive	669	944
Chemicals & Biotechnology Related	22	30
Construction & Related	2,552	3,257
Creative & Cultural Skills	75	113
Engineering & Energy Related	1,169	1,427
Financial Services	390	512
Food & Drink	652	838
Hospitality & Tourism	1,501	1,959
Management	488	580
Other Manufacture	99	119
Other Services	578	753
Personal Services	593	842
Retail & Customer Service	1,532	1,873
Sport, Health & Social Care	1,682	2,244
Transport & Logistics	877	1,066
Total	14,554	18,586

Appendix D - MAs by Gender

Table 1: Starts by gender and framework grouping up to the end of Q3 2016/17

Framework Grouping	Female	Male	Total
Administration & Related	1,004	404	1,408
Animal Care, Land & Water based	29	194	223
Automotive	22	901	923
Chemicals & Biotechnology Related	5	9	14
Construction & Related	92	4,563	4,655
Creative & Cultural Skills	103	94	197
Engineering & Energy Related	62	1,024	1,086
Financial Services	232	186	418
Food & Drink	312	494	806
Hospitality & Tourism	1,102	811	1,913
Management	223	168	391
Other Manufacture	5	169	174
Other Services (including ICT prof.)	194	677	871
Personal Services	605	51	656
Retail & Customer Service	962	747	1,709
Sport, Health & Social Care	1,712	379	2,091
Transport & Logistics	81	629	710
Total	6,745	11,500	18,245

Table 2: Achievements and leavers by gender up to the end of Q3 2015/16 and 2016/17

		Female	Male	Total
Q3 2015/16	Achievements	5,856	8,363	14,219
	Leavers	7,619	10,744	18,363
	Rate	77%	78%	77%
Q3 2016/17	Achievements	5,926	8,628	14,554
	Leavers	7,506	11,080	18,586
	Rate	79%	78%	78%

Appendix E - MA Redundancies

Table 1: MA redundancies up to the end of Q3 2015/16 and 2016/17 by framework grouping

Framework Grouping	Q3 2015/16	Q3 2016/17
Administration & Related	17	11
Animal Care, Land & Water Based	0	*
Automotive	16	10
Construction & Related	127	126
Creative & Cultural Skills	*	*
Engineering & Energy Related	68	96
Financial Services	*	*
Food & Drink	6	*
Hospitality & Tourism	6	9
Management	*	*
Other Manufacture	*	5
Other Services	8	5
Personal Services	7	8
Retail & Customer Service	5	6
Sport, Health & Social Care	*	13
Transport & Logistics	5	*
Grand Total	277	304

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing.

Table 2: MA redundancies up to the end of Q3 2015/16 and 2016/17 by local authority

Local Authority	Q3 2015/16	Q3 2016/17
Aberdeen City	6	24
Aberdeenshire	28	43
Angus	*	15
Argyll & Bute	9	*
Clackmannanshire	*	5
Dumfries & Galloway	*	13
Dundee City	12	14
East Ayrshire	8	6
East Dunbartonshire	*	*
East Lothian	6	*
East Renfrewshire	0	*
Edinburgh, City of	10	9
Falkirk	*	6
Fife	29	30
Glasgow City	30	29
Highland	12	10
Inverclyde	*	*
Midlothian	*	*
Moray	*	5
N ha-Eileanan Siar	*	0
North Ayrshire	10	*
North Lanarkshire	23	17
Orkney Islands	0	0
Perth & Kinross	6	*
Renfrewshire	11	5
Scottish Borders	*	5
Shetland Islands	*	*
South Ayrshire	7	*
South Lanarkshire	18	19
Stirling	*	*
West Dunbartonshire	5	11
West Lothian	7	*
Outwith Area	0	*
Total	277	304