

# Modern Apprenticeship Statistics

**Full Year Report 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. There are four levels of Apprenticeships in Scotland:

- Level 2: Modern Apprenticeships at SCQF 5 (SVQ 2)
- Level 3: Modern Apprenticeships at SCQF 6/7 (SVQ 3)
- Level 4: Technical Apprenticeships at SCQF 8/9
- Level 5: Professional Apprenticeships at SCQF 10+.

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 annual analysis (1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017) 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 includes:

- Starts by age, level and occupational grouping
- Progressions
- Time in employment before commencing MA
- In training by age, level and occupational grouping
- Achievements
- Equality data

In addition, this report also includes information on MA redundancies in 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.

## 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 unless stated otherwise.

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 occupational grouping. Details of the frameworks that are assigned to each occupational grouping are available on the [SDS corporate website](#).

The report provides a summary of the key points in 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](mailto:user_feedback@sds.co.uk).

<<Key Results Infograph Placeholder>>

## 4. Key Results

### Starts

- **There were 26,262 Modern Apprenticeship starts in 2016/17.**
- Additionally there were 13 Graduate Level Apprenticeship (GLA) starts in 2016/17. Together with the MA starts this takes the total number of apprenticeship starts to 26,275 against the 26,000 annual target. The starts target increased to 26,000 this year in keeping with the Scottish Government's commitment to increase apprenticeship starts to 30,000 by 2020.
- The GLA programme is in its early stages of development and volumes will increase in future years. From 2017/18 the GLA starts will be included in the apprenticeship total and contribute towards the SG commitment.
- This year, the majority of MA starts (76%) were aged 16-24, -3.9 pp lower than 2015/16.
- The proportion of starts at level 3 and above has increased to 66% in 2016/17 (a rise of +0.8 pp from last year).

- Over a third (37%) of all MA starts in 2016/17 were in STEM frameworks (+2.3 pp on last year), 70% of STEM framework starts were aged 16-24 and 82% were at level 3 or above.
- Analysis of MA starts by Scottish Index of Multiple Deprivation (SIMD, 2016) decile shows that 25.4% of MA starts in 2016/17 lived in the 20% most deprived areas, compared to 13.3% in the 20% least deprived areas. This analysis follows a similar pattern to 2014/15 and 2015/16.

### In Training

- As at 31<sup>st</sup> March 2017, there were 37,086 MAs in training, an increase of 715 MAs from 36,371 at the same point last year.
- The majority of MAs in training were at level 3 or above (78%, +0.5 pp on last year) and 84% were aged 16-24 (-2 pp on last year).
- 57% of MAs in training were in STEM frameworks (+0.9 pp on last year). The vast majority of those in STEM frameworks were aged 16-24 (86%, -2.9 pp on 2015/16) and most were at level 3 or above (91%, -1 pp on 2015/16).

## Achievements

- 20,404 individuals achieved their MA in 2016/17.
- This equates to an achievement rate of 78% in 2016/17, +2.7 pp higher than last year.

## Equality

- Gender: The gender breakdown of MA starts is 60% male to 40% female; the proportion of female starts decreased by -0.9 pp this year (-65 starts). There continues to be an increase in the proportion of female starts to level 3 + each year since 2014/15. This has contributed to a narrowing of the gap in the proportion of male and female starts in higher level frameworks.
- Disability: The proportion of MA starts self-identifying an impairment, health condition or learning difficulty<sup>1</sup> in 2016/17 is 8.6% (+4.7 pp higher than the proportion of MA starts who self-identified as disabled in 2015/16, equivalent to +1,118 starts – more than double).
- Ethnicity: The proportion of MAs who self-identify as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group is 1.7% in

2016/17, +0.1 pp (+ 22 starts) on 2015/16. The proportion has increased slightly each year since 2012/13.

- Care Experience: In 2016/17, the proportion of MA starts who self-identify as care experienced is 1.3%, +0.4 pp on last year (equivalent to +113 starts, +53%).

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<sup>1</sup> Disclosure was in response to our new disability monitoring question, which asks if individuals have an impairment, health condition or learning difficulty. This was aligned to the question wording recommended by the ECU after extensive consultation with disability partners, modern apprentices, training providers and employers.



## 5. Starts

In 2016/17, there were 26,262 MA starts and 13 Graduate Level Apprenticeship (GLA) starts (following a pilot in 2015/16). The starts target increased this year from 25,500 to 26,000 in keeping with the Scottish Government's commitment to increase Apprenticeship starts to 30,000 by 2020. Figure 1 displays the number of Apprenticeship starts over the past five years – the starts target has been met each year.

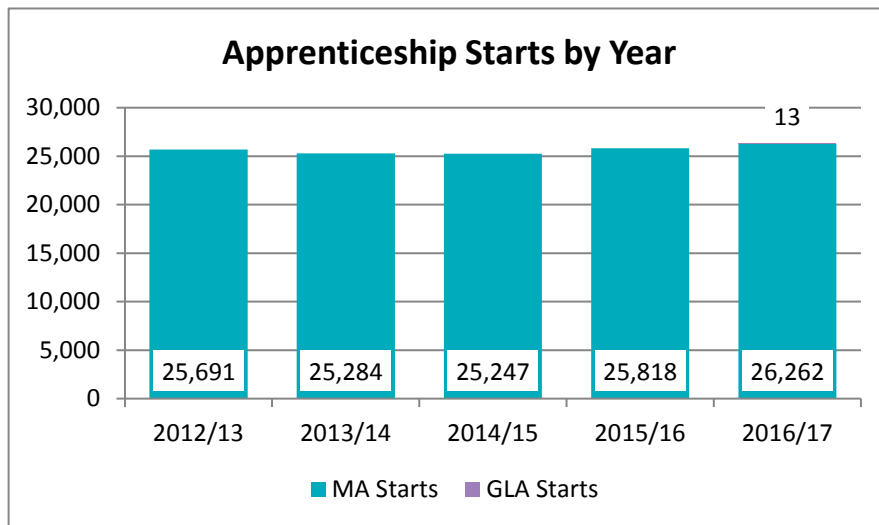


Figure 1: MA starts by year

### 5.1 MA Starts by Age

This year, the majority of MA starts (76%) were aged 16-24, highlighting the continued focus on this age group in line with policy priority. As shown in figure 2, the number of starts aged 25+<sup>2</sup> increased this year compared to 2015/16 (+1,103 starts, 21% increase). The number of starts aged 16-19 and 20-24 decreased (-172 starts, -1% and - 487 starts, -6% respectively). Consequently, the proportion of starts aged 16-24 decreased by -3.9 pp in 2016/17 compared to 2015/16.

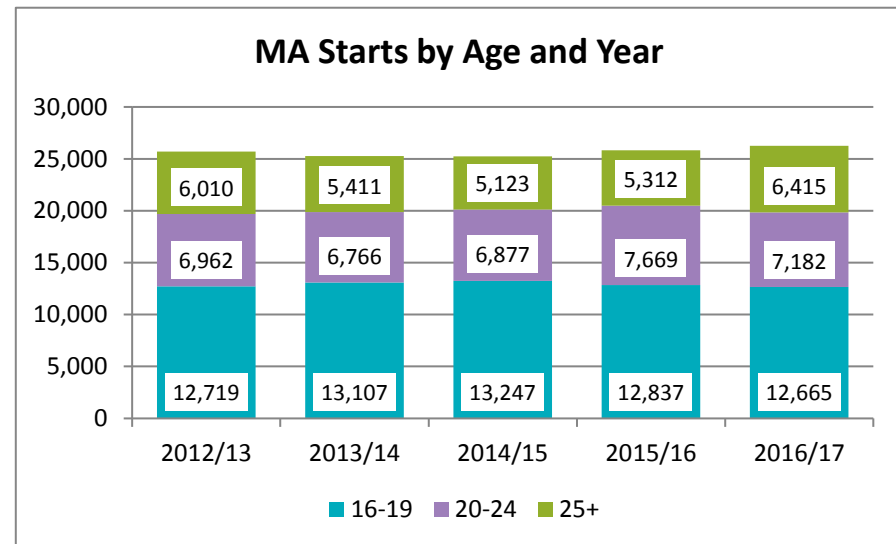


Figure 2: MA starts by age and year

<sup>2</sup> Funding for MAs aged 25+ is only available in key sectors (e.g. Construction and Transport & Logistics)

The decrease in MA starts from younger age groups may be partly explained by the decrease in the 16-19 year old population over recent years. Mid-year population estimates<sup>3</sup> (National Records of Scotland) show a decrease in 16-19 year olds of 1.7% between 2015 and 2016 and 5.5% between 2012 and 2016.

## 5.2 Starts by Level

The growth in MA starts towards the 30,000 target continues to reflect policy priority to focus on higher level apprenticeships. The number of starts at level 3 or above increased to 17,263 in 2016/17, an increase of 500 starts (+ 3%) on 2015/16. This year, the proportion of starts at level 3 or above was 66% (+0.8 pp higher than 2015/16).

Figure 3 shows the number of starts by level and year. Between 2012/13 and 2016/17, the number of starts to level 3 or above increased by 16%, set against a corresponding reduction of 17% in the number of starts at level 2.

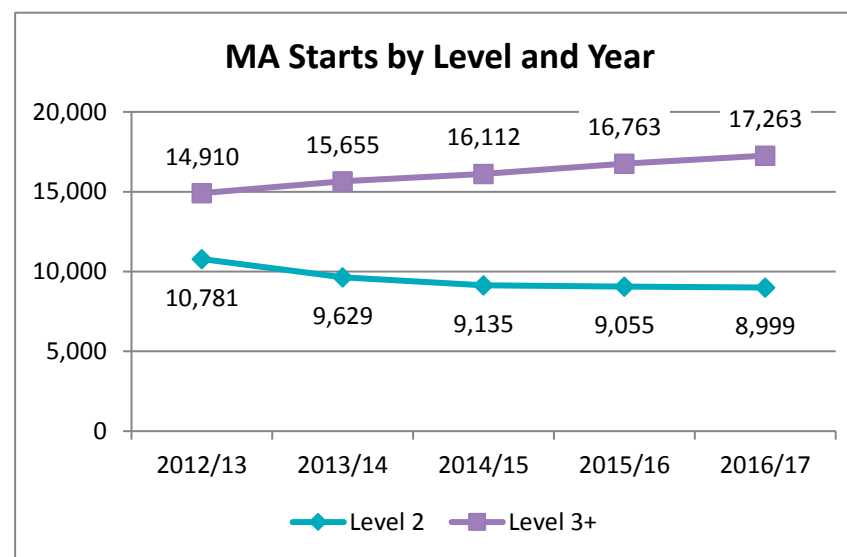


Figure 3: Starts by Level and Year

<sup>3</sup> [Mid-year Population Estimates, 2016](#) National Records of Scotland (NRS)

### 5.3 Progressions

**MA progressions are not counted towards the annual starts target.** Table 1 shows the number of MAs progressing from one Vocational Qualification (VQ) level to the next. The number of progressions showed consistent improvement between 2012/13 and 2015/16. This year there were 890 progressions, 135 fewer than the previous year (-13%).

**Table 1:** MA progressions by year

<b>Year</b>	<b>Level 2 to Level 3</b>	<b>Level 3 to Level 4</b>	<b>Total</b>
2012/13	763	2	765
2013/14	951	6	957
2014/15	991	18	1,009
2015/16	930	95	1,025
2016/17	791	99	890

## 5.4 Starts by MA Occupational Grouping

Figure 4 shows the number of MA starts in 2016/17 by occupational grouping.<sup>4</sup> It is important to note that the number of starts in each occupational grouping reflects employer demand and is also managed in line with government priorities.

The top four occupational groupings with the highest volume of starts have remained the same each year since 2012/13:

- Construction & Related
- Sport, Health & Social Care
- Hospitality & Tourism
- Retail & Customer Service

Appendix B Table 4 shows the change in MA starts by occupational grouping over time. This reflects changes in the economy.

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<sup>4</sup> Classifications may be changed due to ongoing refinement and changes to frameworks each year. For the purpose of this report, occupational grouping was defined by categorising the high level framework titles. This means that an MA on a management framework will fall into the “Management” grouping regardless of the sector they are employed in. This analysis may differ from other estimations of occupational grouping – for example, in the case of the Audit Scotland MA Report (March 2013). Details of the frameworks that fit into each grouping are available on the statistics section of the SDS corporate website.

In 2016/17, there were 1,040 more starts to Construction & Related frameworks, a 21% increase on 2015/16. Since 2012/13, starts to Construction and Related frameworks increased by 57% (+ 2,147 starts). Another notable increase in 2016/17 is in the Other Services grouping (+202 starts, +18% on last year and +765 starts, more than double compared to 2012/13), particularly evident in IT & Digital frameworks within this grouping.

Engineering & Energy Related starts decreased by -203 starts compared to last year (-14%) reflecting recent changes in the industry. Transport & Logistics frameworks decreased on last year (-370 starts, -25%).

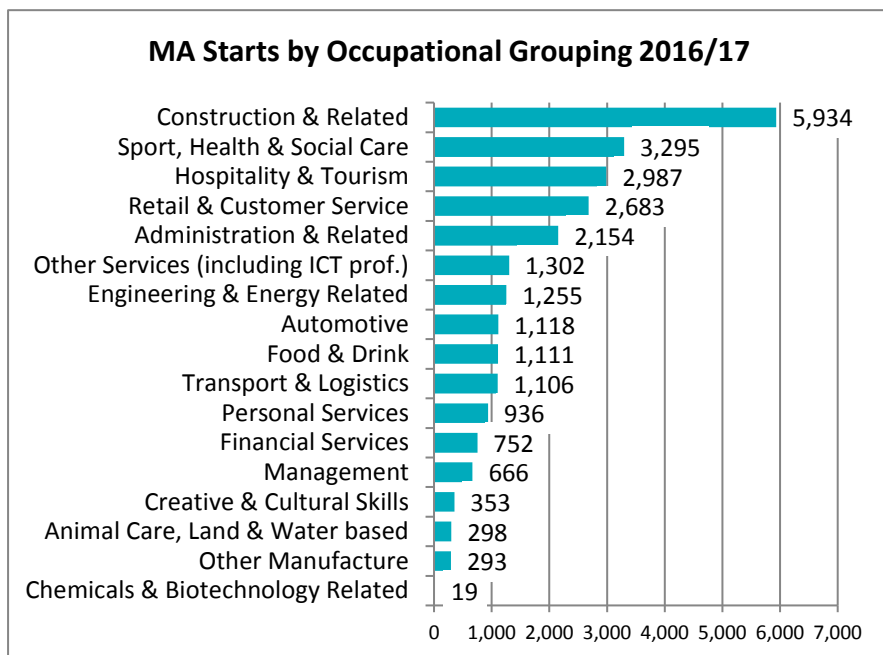


Figure 4: MA starts by occupational grouping 2016/17

### MA Starts to Growth and Key Sectors<sup>5</sup>

MA Starts to Growth/Key Sector related groupings<sup>6</sup> totalled 15,698 in 2016/17; this is an increase of 696 starts from 2015/16 (+ 4.6%). Starts in Growth/Key Sectors equate to 60% of the total in 2016/17, +1.7 pp higher than 2015/16.

Figure 5 shows the number of MA starts to Growth and Key

<sup>5</sup> A list of occupational groupings considered to be within Growth and Key sectors is included in Appendix A, Table 2.

<sup>6</sup> For the purpose of this analysis, the 'Other Services' SDS occupational grouping was split into 'IT & Digital' and 'Other Services' as IT/Digital sector is also an important Key/Growth Sector.

Sector related groupings over time. Since 2012/13, the number of starts in Growth/Key Sectors has increased by 1,614 starts, equivalent to a proportional increase of 5.0 pp (from 54.8% of total starts in 2012/13 to 59.8% of total starts in 2016/17). As a consequence of the continued focus on these sectors, starts to other sectors have decreased by - 1,043 (-9.0%) over the same period.

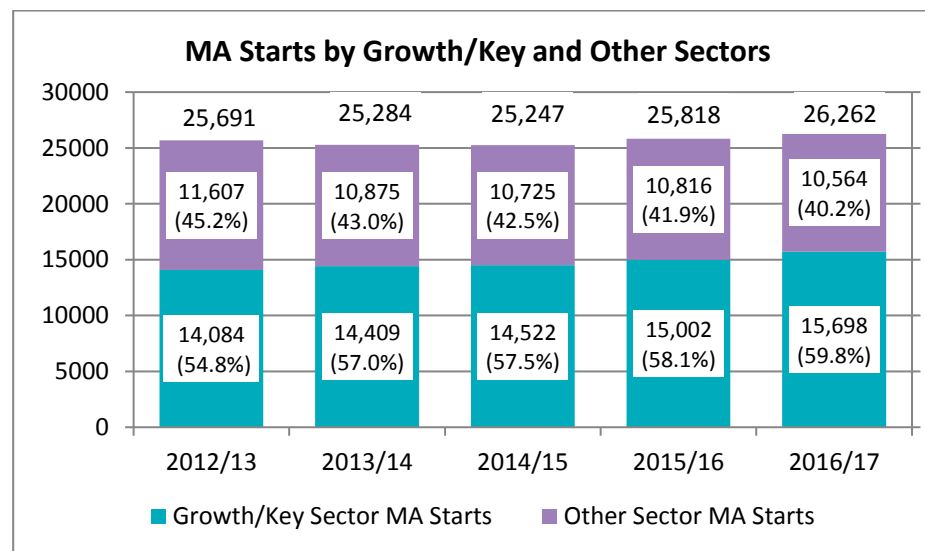


Figure 5: MA starts by Growth/Key and Other Sectors over time

In addition, it is important to note that occupational groupings provide an estimation of starts in Growth/Key sectors. This is an indicative measure, as we know some supporting frameworks such those in Administration & Related and Retail & Customer Service groupings will also contain MA starts who

work for employers that operate in Growth & Key Sectors. Therefore, the figure may be higher than this indicative measure suggests.

### 5.5 Science, Technology, Engineering & Maths (STEM) Frameworks

In 2015/16, an agreed list of frameworks that can be considered Science, Technology, Engineering or Maths related was produced. This list is subject to change each year as frameworks are revised. The current list is available in Appendix A.

### 5.6 Starts by Local Authority

Appendix B Table 5 details the number of MA starts by Local Authority (LA). Unlike the Employability Fund, Modern Apprenticeships are not allocated on a Local Authority basis. The distribution of MAs across Scotland is based on a combination of demand from employers and policy priorities.

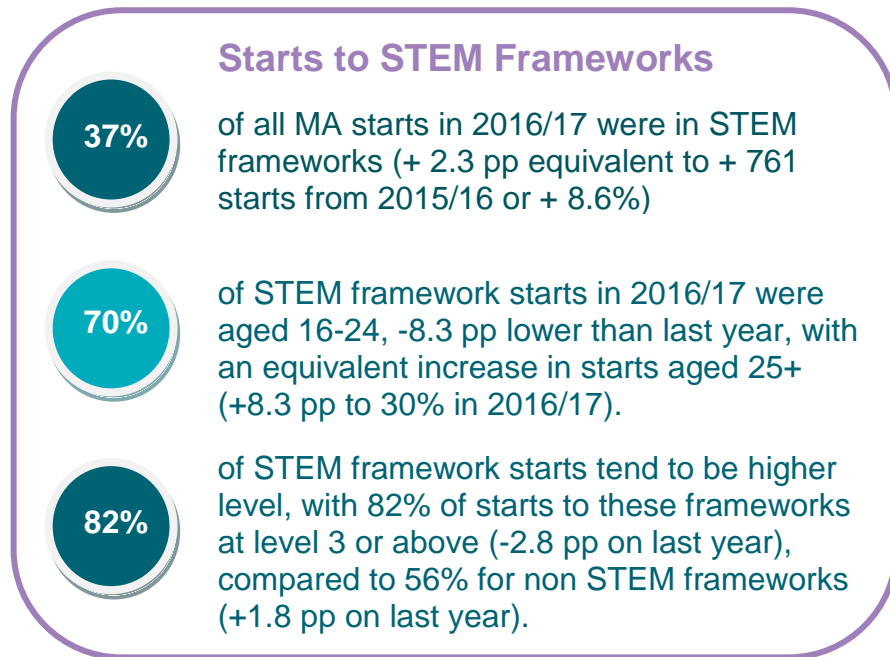
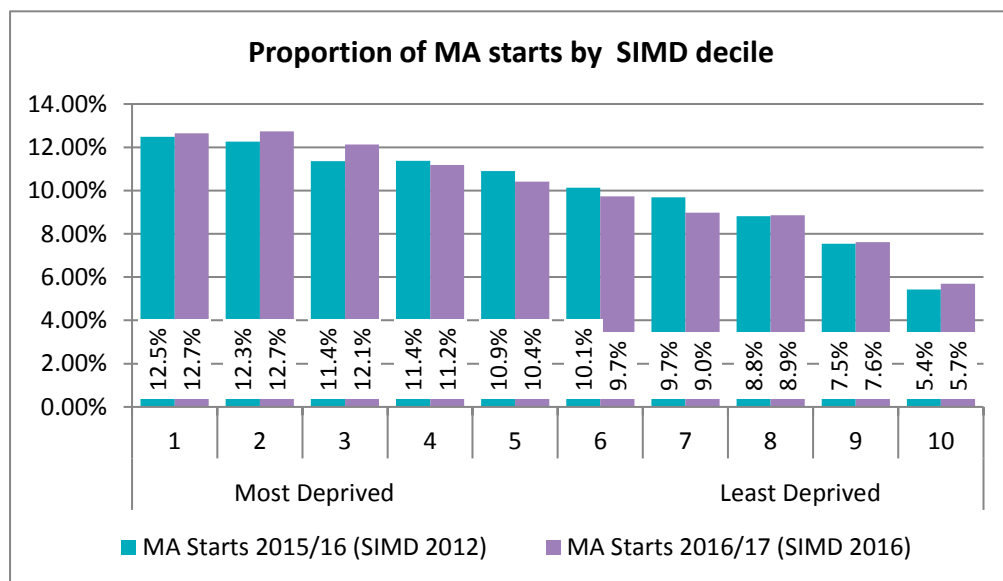


Figure 6: MA starts to STEM frameworks 2016/17

## 5.7 Starts by SIMD decile

Analysis of MA starts in 2016/17 by Scottish Index of Multiple Deprivation (SIMD, 2016) involved the matching of MA postcodes (based on home address) to SIMD data. Figure 7 shows 12.7% of MA starts in 2016/17 live in the 10% most deprived areas in Scotland.<sup>7</sup> This is slightly higher than 2015/16 (+0.2 pp).



**Figure 7:** MA starts by SIMD decile in 2015/16 (SIMD 2012) and 2016/17 (SIMD 2016)

<sup>7</sup> It is important to note that SIMD identifies deprived areas, not individuals. Not all of those who live in a deprived area will be deprived and on balance there could be deprived people living in the least deprived areas. Additionally, 'Deprived' does not just mean 'poor' or 'low income'. It can also mean people have fewer resources and opportunities, for example in health and education. <http://simd.scotland.gov.uk/publication-2012/simd-2012-results/overall-simd-results/key-findings>

The analysis shows 25.4% of MA starts in 2016/17 lived in the 20% most deprived areas (+0.6 pp on 2015/16), compared to 13.3% in the 20% least deprived areas (+0.3 pp on 2015/16). This analysis follows a similar pattern to both 2014/15 and 2015/16.

### Contextual information - SIMD

The [Annual Participation Measure for 16-19 year olds in Scotland](#) shows that overall, those who live in more deprived areas are less likely to be reported as participating (in education, employment or training) than those from the least deprived areas, with 81.7% participating in the most deprived areas (decile 1) compared to 96.6% in the least deprived areas (decile 10).

In addition, Higher Education (HE) data also shows a difference in the proportion of students from the most and least deprived areas. In the 2015/16 academic year, the proportion of young (under 21) Scottish domiciled full time undergraduate students from the 20% most deprived areas was 10.4% (increasing to 24.8% in the 40% most deprived

areas).<sup>8</sup> A higher proportion of FE students were from the 20% most deprived areas in 2015/16 (28.4%);<sup>9</sup> this is similar to the pattern of MA starts.

## 6. Time in Employment before MA

Before commencing their MA, individuals are asked about the length of time they have worked with their current employer.

Table 2 shows the number of starts in 2016/17 by how long they were with their employer before commencing their MA.

- 55% of MA starts began their training within six months of starting with their employer (-3.6pp lower than the proportion in 2015/16).
- 33% started their training after being employed for 13 months or more (+4 pp on 2015/16).

*The slightly higher proportion of MA starts with their employer for 13 months or more compared to last year suggests that some employers may have chosen to up skill existing staff members rather than specifically hiring new MAs in 2016/17. This may be related to employer uncertainty around the*

*apprenticeship levy. In addition, the increase in the proportion of starts aged 25 and over this year may have contributed to the increase in starts beginning training after 13+ months employment, as we know that this age group tends to be with an employer for longer before starting an MA.*

**Table 2:** Length of time with current employer before starting MA.

Time in employment	MA starts 2016/17	% of known
0 - 6 months	14,194	55%
7 - 9 months	1,657	6%
10 - 12 months	1,604	6%
13 months +	8,463	33%
<b>Total known</b>	<b>25,918</b>	<b>100%</b>
<b>Unknown</b>	<b>344</b>	<b>-</b>

Appendix B Tables 7 and 8 show the number of starts in 2016/17 by time in employment, age and level. The key points are:

- MAs at levels 2 and 3 were more likely to be in employment for less than 6 months before starting their training whereas level 4 and 5 starts were more likely to be employed for 13 months or more, similar to 2015/16.

<sup>8</sup> 'Young' is in reference to those aged under 21 at the start of the academic session i.e. at 1<sup>st</sup> August 2015. Source: [Participation indicators for Scottish HEIs](#)

<sup>9</sup> 2015/16 Academic Year. Source: [SFC Infact Database](#)



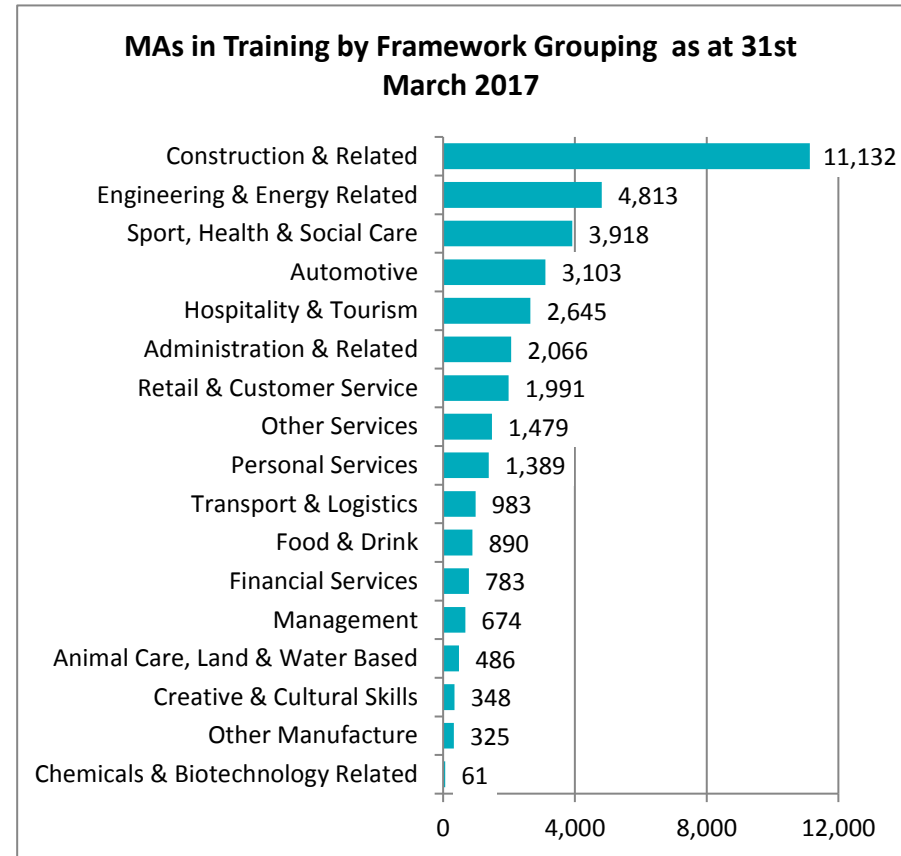
- 79% of MA starts aged 16-19 were in employment for less than 6 months before starting their training, slightly lower (-1 pp) than 2015/16.
- Older MA starts (25+) were more likely to be employed for 13 months or more before starting their training (68%, -5.7 pp on 2015/16).

This trend was also reflected in an SDS survey ([MA Employer Survey, 2015](#)), where just over half of employers surveyed stated that for at least one of their MAs, there was a time interval between the individual starting with the company and beginning their MA. The [MA Intermediate Outcomes Survey, 2016](#) found that 75% of MAs under 20 had either been recruited specifically for an MA or had been in employment for less than 6 months prior to commencing their MA.

## 7. In Training

The number of MAs in training is a snapshot at a particular point in time - in this case, it is as at the end of the financial year (31<sup>st</sup> March 2017). At the snapshot point, the number can be affected by a delay in starts being approved or a delay in providers entering new start or leaver details onto the system. The mix of starts in each framework also affects the total at the snapshot point as frameworks differ in duration. Appendix C details MAs in training by age, level and occupational grouping. The key points are:

- The number of MAs in training increased by 715 MAs, from 36,371 at the end of 2015/16 to 37,086 at the end of 2016/17.
- 78% were at level 3 or above (+0.5 pp on last year).
- 60% of MAs in training were aged 16-19 (-1.7 pp less than last year); 84% were aged 16-24 (-2 pp less than last year).
- As shown in Figure 7, Construction & Related and Engineering & Energy Related were the groupings with the most MAs in training as at the end of 2016/17, reflecting the typically longer duration of MAs in these groupings.



**Figure 8:** MAs in training by occupational grouping 2016/17

### STEM in Training

- 57% of MAs in training were in STEM frameworks (+0.9 pp on 2015/16) (based on the agreed STEM list, Appendix A). The vast majority of those in STEM frameworks were aged 16-24 (86%, - 2.9 pp on last year) and most were at level 3 or above (91%, - 1 pp on 2015/16).

## 7.1 MAs and Local Employment

Further analysis considered the average number of MAs in training aged 16-24 in 2016/17<sup>10</sup> compared to the number of 16-24 year olds in employment (from Annual Population Survey, Jan- Dec 2016). Note that employed status from the Annual Population Survey includes all individuals that work (full time or part-time). For example, this could include students that work part-time. Therefore this analysis should be taken as an indication only.

In Scotland, 9.0% of 16-24 year olds in employment are Modern Apprentices. Figure 8 provides a breakdown, by Local Authority, of 16-24 year old MAs as a proportion of the number of 16-24 year olds in employment. As can be seen from the graph, the figures fluctuate by area.

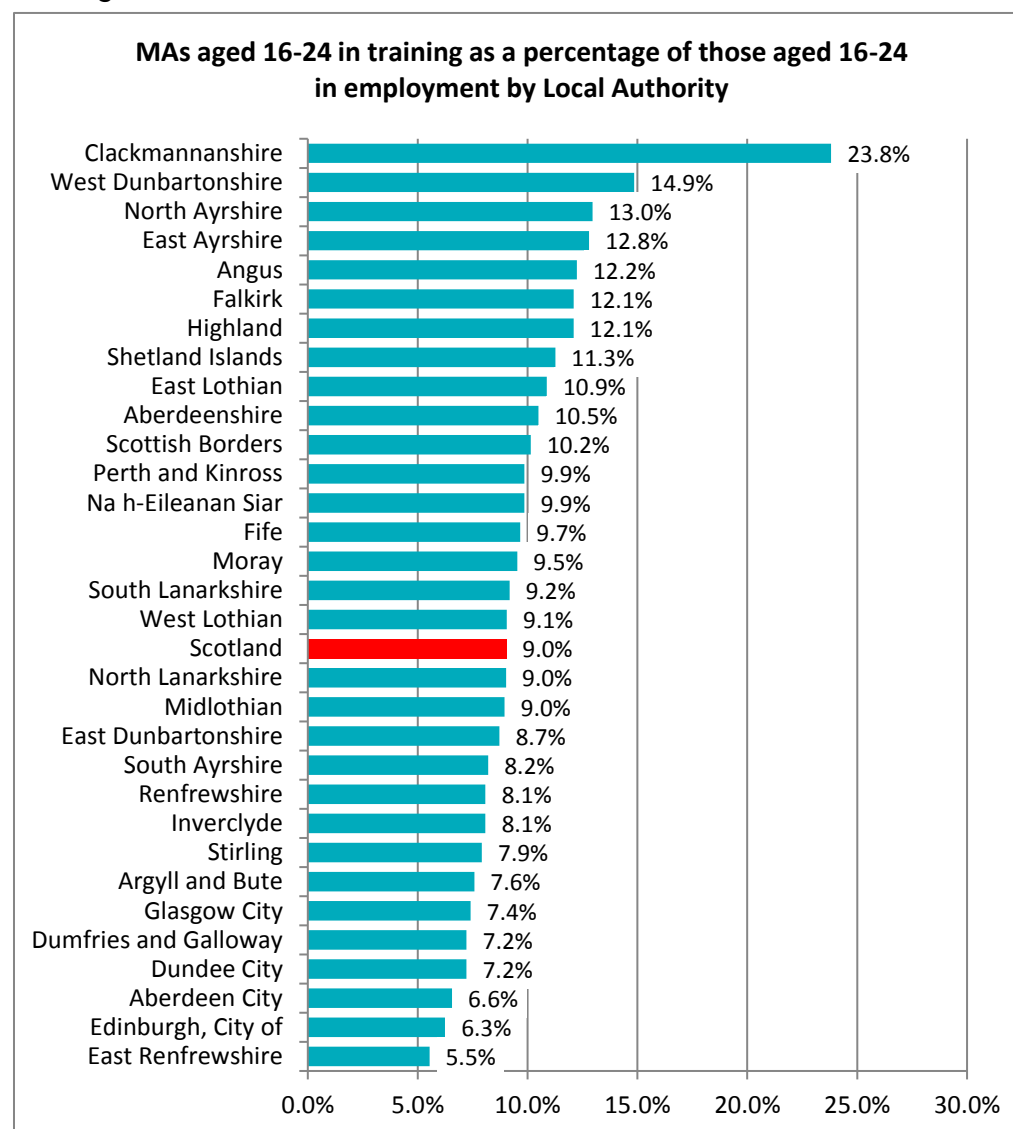
Clackmannanshire has the highest proportion at 23.8%.<sup>11</sup>

This analysis is not strictly comparable with last year, as the method used to calculate those who are aged 16-24 has

<sup>10</sup> This analysis looked at the number of MAs in training who were aged 16-24 (inclusive) as at 31<sup>st</sup> March 2017.

<sup>11</sup> It should be noted that in some LA areas e.g. Edinburgh, higher levels of school leavers enter HE/FE. In addition, some LAs have smaller numbers of 16-24 year-olds in employment, relative to the number of 16-24 MA starts. This was the case in Clackmannanshire.

changed from an average figure across the year to those who are aged 16-24 as at 31<sup>st</sup> March 2017.



**Figure 9:** Number of MAs in training aged 16-24 as a proportion of 16-24 year olds in employment

Note: Orkney Islands not included due to disclosure control

## 8. Achievements

MAs are counted as leavers where a leaving date is entered in the financial year and the MA has not rejoined the programme within 8 weeks. The exception to this rule is where an MA achieves and progresses to a higher level MA – this leaver is counted regardless of the re-start timescale but the individual is not counted as a new start.

Achievements are counted when a claim for payment has been made and approved in the financial year. Therefore, the achievement rate<sup>12</sup> is the number of certificated leavers registered in the financial year as a percentage of all MAs registered as leavers on the system.

The number of achievements as a proportion of all leavers was 78% in 2016/17, +2.7 pp higher than last year. Table 3 shows the number of achievements as a percentage of all leavers over the last five years.

A degree of fluctuation in the achievement rate is normal due to a variety of reasons. For example, the most commonly

<sup>12</sup> This rate may be higher than 100% in some instances where the number of achievements exceeds the number of leavers. This occurs when a Provider has entered leaver details on the recording system in one financial year and claimed for the related achievement in the next.

cited reason for an individual not completing their MA is finding a better job.<sup>13</sup>

**Table 3:** Achievements and leavers by year

Year	Achievements	Leavers	Achievements as a % of all leavers
2012/13	19,921	25,952	77%
2013/14	20,576	26,865	77%
2014/15	19,387	26,258	74%
2015/16	19,394	25,619	76%
2016/17	20,404	26,028	78%

Completing an MA is a significant time investment for a young person as the longest duration frameworks can take around four years to achieve. Research conducted by the Organisation for Economic Co-operation and Development (OECD) shows that young people (aged 15-24) tend to stay in jobs for much less time than older people (45% of young people stayed in their job for one year or less, compared to 17% across all ages).<sup>14</sup>

<sup>13</sup> 16% of non completers reported 'offer of better employment' as their reason for leaving an MA. (MA Outcomes Survey, 2016).

<sup>14</sup> Organisation for Economic Co-operation and Development [http://stats.oecd.org/Index.aspx?DataSetCode=TENURE\\_AVE#](http://stats.oecd.org/Index.aspx?DataSetCode=TENURE_AVE#)

### 8.1 Achievements by Age

Appendix D Table 1 shows the number of leavers and achievements together with achievements as a percentage of all leavers broken down by age group. The achievement rate increased across all age groups in 2016/17 compared to 2015/16:

- 16-19 achievement rate is 76% (+2.1 pp),
- 20-24 achievement rate is 78% (+2.7 pp),
- 25+ achievement rate is 83% (+3.7 pp).

### 8.2 Achievements by Level

Appendix D Table 2 details the number of leavers and achievements along with achievements as a percentage of all leavers by level and year.

- The level 2 rate increased to 78% (+2.4 pp) compared to 2015/16.
- The rate for level 3 and above increased to 79% this year (+2.9 pp).

### 8.3 Achievements by Occupational Grouping

Appendix D Table 3 shows achievements and leavers by occupational grouping for 2016/17.

- The Administration & Related grouping had the highest achievement rate in 2016/17 at 84% (1,989 achievements of 2,379 leavers).
- The Engineering and Energy Related Framework had the second highest rate at 83% (1,527 achievements of 1,833 leavers) followed by Management at 82% (645 achievements of 787 leavers).

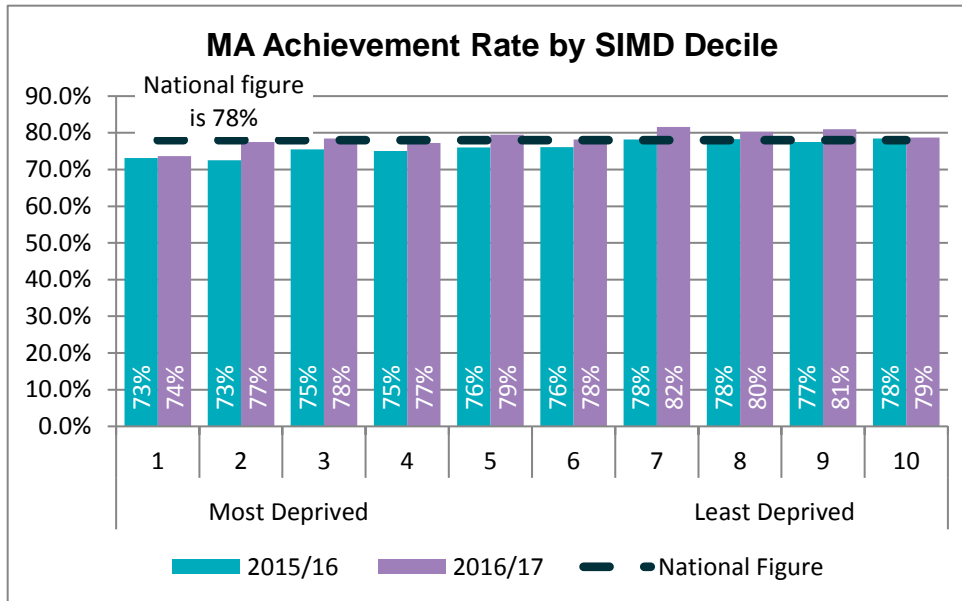
### 8.4 Achievements by Local Authority

Appendix D Table 4 details achievements, leavers and achievements as a percentage of leavers broken down by Local Authority. The mix of MA frameworks in each area goes some way to explain the variation in the achievements as a percentage of all leavers between LAs.

## 8.5 Achievements by SIMD Decile

Figure 10 shows the achievement rate for individuals in each of the SIMD deciles from the 10% most deprived areas (decile 1) to the 10% least deprived (decile 10) in 2015/16 and 2016/17.<sup>15</sup>

The achievement rate for those residing in the 10% most deprived areas is 74%, -4.7 pp lower than the national figure (78%). The gap in achievement rate between the 10% most deprived and least deprived areas is relatively small (-5.1 pp).



**Figure 10:** MA achievement rate 2016/17 by SIMD decile

<sup>15</sup> 2015/16 refers to SIMD 2012, 2016/17 refers to SIMD 2016

Furthermore, the MA achievement rate increased in each decile in 2016/17 compared to 2015/16, resulting in a small decrease in the gap in achievement rates from 5.4 pp in 2015/16 to 5.1 pp in 2016/17.

### Contextual Information - SIMD

The [Annual Participation Measure](#) (SDS, 2016) reports that overall, there is a 14.9 pp difference in the participation rate<sup>16</sup> between those who reside in the 10% most deprived and 10% least deprived areas (81.7% compared to 96.6% respectively).

<sup>16</sup> Participating in Employment, Education or Training

## 9. Equality

SDS is committed to equality of opportunity within Modern Apprenticeships. Our Equality Action Plan<sup>17</sup> details the active steps we are taking, in conjunction with partners, to increase participation in Modern Apprenticeships specifically, with a particular focus on gender, ethnicity, disability and individuals with care experience. Our commitment to improving equality of access includes open and transparent reporting of equality data. **Additional tables showing MA starts by equality characteristics are available in Appendix E.**

### 9.1 Gender

Figure 11 shows the number of female and male starts over the past five years. In 2016/17, there were 10,440 female MA starts, a slight decrease from 2015/16 (- 65 starts, -0.6%). The number of male starts increased by 509 starts compared to last year (equating to +3.3%).

The decrease in female starts is only observed in level 2 (-386 starts, -8.8% decrease) as female starts to level 3 and above increased by 321 (+5.2%). This has followed a similar pattern

since 2014/15.

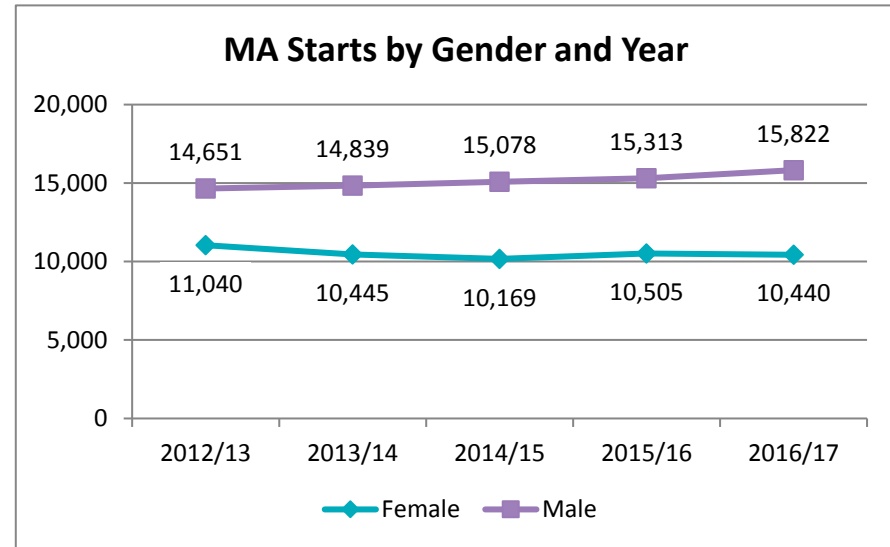


Figure 11: MA Starts by Gender and Year

Since 2012/13, the proportion of female starts to level 2 has decreased whereas the proportion of male starts to level two have increased. In contrast, the proportion of female starts to level 3 and above has increased since 2014/15. Therefore, although there is a slight decrease in the proportion of female starts this year (-0.9 pp overall), there continues to be an increase in the proportion of female starts to level 3+ which has contributed to the narrowing of the gap of male and female starts in higher level frameworks.

<sup>17</sup>[SDS Equality Action Plan for Modern Apprenticeships in Scotland](#)

**Table 4:** Proportion of female and male starts by level and year

Level	Level 2			Level 3+		
	Female	Male	Total	Female	Male	Total
<b>2012/13</b>	51.1%	48.9%	100%	37.1%	62.9%	100%
<b>2013/14</b>	50.6%	49.4%	100%	35.6%	64.4%	100%
<b>2014/15</b>	49.0%	51.0%	100%	35.3%	64.7%	100%
<b>2015/16</b>	48.3%	51.7%	100%	36.6%	63.4%	100%
<b>2016/17</b>	44.3%	55.7%	100%	37.4%	62.6%	100%

**Table 5:** Proportion of female and male starts by year

Year	Female	Male	Total
<b>2012/13</b>	43%	57%	100%
<b>2013/14</b>	41%	59%	100%
<b>2014/15</b>	40%	60%	100%
<b>2015/16</b>	41%	59%	100%
<b>2016/17</b>	40%	60%	100%

Table 4 shows the proportion of MA starts by gender, level and year. In each of the past five years, the proportion of female starts has remained lower than males overall (Table 5).

Ongoing MA expansion to 30,000 starts per year is mainly in sectors/frameworks related to areas such as STEM and Construction. These areas show marked gender segregation

in the workforce, and this is therefore reflected in MA starts in these areas.<sup>18</sup>

To illustrate this point, if we consider Construction & Related frameworks separately, 2% of starts were female and 98% were male in 2016/17. The gender breakdown in the remaining occupational groupings (i.e. excluding Construction & Related) is 51% female and 49% male overall (although there are gender segregated frameworks within the remaining groupings).

The proportion of female starts to the Management occupational grouping increased by 6.4 pp to 55% in 2016/17. There was an overall decrease in starts to management frameworks this year (-117, -14.9%), but to a lesser extent for females (-14, -3.7%) compared to males (-103 -25.4%).

<sup>18</sup> The Annual Population Survey (APS, January to December 2016) shows that the most gendered occupations are Skilled Trades (90% male), Process, Plant and Machine Operatives (90% male) and Caring, Leisure and Other Services (81% female). This is reflected in MA frameworks as 98% of starts to the Construction & Related grouping were male, 97% of Manufacturing starts were male and 83% of starts to Sports, Health and Social Care grouping were female in 2016/17.



The 'Other Services' occupational grouping contains IT and Digital related frameworks. 25% of the starts to this grouping are female, an increase of +6.5 pp (equivalent to 121 starts or 61%) on 2015/16. The majority of the change is to IT & Digital related frameworks<sup>19</sup> (from 15% of starts who were female in 2015/16 to 22% in 2016/17, +91 starts or 65%), as female starts to some of the other frameworks in the 'Other Services'<sup>20</sup> grouping decreased.

One of the KPI measures in Scotland's Youth Employment Strategy (2015)<sup>21</sup> related to apprenticeships is to reduce to 60 percent the proportion of MA frameworks where the gender balance is 75:25 or worse by 2021. In 2016/17, 70% of MA frameworks had a gender balance of 75:25 or worse, almost -4 pp lower than 2015/16 (-3.8 pp lower). This is a long-term target. Given that a Modern Apprenticeship is a job (with training), the equality challenges facing MAs are reflective of wider issues in the labour market and we expect that significant change can only be brought about through partnership working to effect long term cultural

changes. There is no short term solution and such transformation cannot be achieved by one plan or individual agency.

If frameworks with a small number of starts (11 of the 84 frameworks had 10 or fewer starts in 2016/17) are excluded from the calculation, 67% of the remaining MA frameworks had a gender balance of 75:25 or worse this year. SDS continues to undertake a range of activities to contribute towards addressing gender imbalance through our [Equality Action Plan for Modern Apprenticeships in Scotland](#).

The achievement rate for females is higher (+1.1 pp) than that for males in 2016/17 (79% compared to 78% respectively). The achievement rate for females has increased over the last three years, from 74% in 2014/15 to 79% in 2016/17 (+5.4 pp) as shown in Appendix E, Table 4.

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<sup>19</sup> Information and Technology Professionals, IT and Telecomms, IT Security and the new Digital Applications framework.

<sup>20</sup> Including Occupational Health & Safety and Housing

<sup>21</sup> <http://www.gov.scot/Resource/0046/00466386.pdf>

## Gender – Contextual Information

To provide some context, gender preferences are evident across subject choices at school and in the participation (in education, employment or training) of those aged 16-19. The [Annual Participation Measure for 16-19 year olds in Scotland](#) (SDS, 2016) shows that:

- Females aged 16-19 are more likely to participate in education than males (75.9% of females aged 16-19 participating in education in comparison with 66.9% of males).
- Conversely, males are more likely to participate in employment than females (20.3% compared to 13.4% respectively).
- Males are also more likely than females to be unemployed and seeking employment (3.2% of males and 2.1% of females respectively).

Gender preferences are also evident in entry to higher and further education, with 58% of university entrants and 51% of college entrants being female in 2015/16. Table 6 suggests that MAs may be more appealing to males whereas university in particular attracts more females.

**Table 6:** Proportion of males and females entering MAs compared to University and College in Scotland.

Gender	MA Starts 2016/17	University: HEI students 2015/16 <sup>22</sup>	College enrollments 2015/16 <sup>23</sup>
Female	40%	58%	51%
Male	60%	42%	49%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

<sup>22</sup> Table B: Students in higher education in Scottish HEIs and colleges by mode of study and gender, 2006-07 to 2015-16 [SFC Higher Education Students and Qualifiers 2015/16](#)

<sup>23</sup> Enrollment by Gender (Figure 11: Student Enrollments by Gender 2005/06 – 2015/16, [College Statistics 2015/16](#))

## 9.2 Disability

In 2016/17, we put in place a number of measures to promote equality of access to Modern Apprenticeships and the reporting of equality information. Maximising disability disclosure is important to ensure that appropriate support is in place for MAs. The actions being undertaken was outlined within our [MA Equality Action Plan](#). One of the specific actions was to establish a new approach to recording disability information during MA registrations.

The figures quoted in this report are in response to our new disability disclosure question. This was aligned to the wording recommended by the ECU after extensive consultation with disability partners, modern apprentices, training providers and employers (see appendix F). This new reporting mechanism, alongside other proactive interventions undertaken by SDS with partners to increase participation and disclosure, is likely to have contributed to the increase in disability declaration in 2016/17. In response to our new monitoring question, the proportion of MA starts self-identifying an impairment, health condition or learning difficulty (I/HC/LD) was 8.6% (equivalent

to 2,178 starts).<sup>24</sup> This is compared to 3.9% (990 starts) self-identifying as disabled in 2015/16, an increase of +4.7 pp (+1,188 starts, more than double).

Our new monitoring question also asked apprentices to provide further details of their disability from a list of options. Of those self-identifying an impairment, health condition or learning difficulty, 'specific learning difficulty' (46.6%) was the most common (Figure 12), followed by 'mental health' (17.6%) and 'not covered by list' (11.1%). We are currently exploring the reasons for the relatively high proportion not covered by the options on the monitoring form.<sup>25</sup> Note that MA starts could select more than one type from this list. 9.8% of MA starts who self-identified an I/HC/LD type selected more than one.

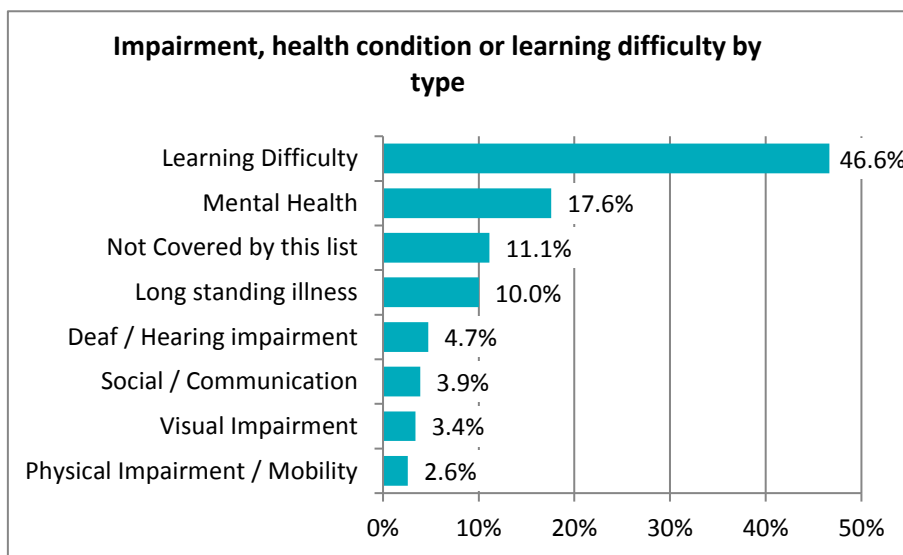
We intend to use this information to inform our strategy to address under-representation including supporting more

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<sup>24</sup> Please note that the reporting of disability disclosure to this new question in the MA reports for quarters 1-3 2016/17 refer to the proportion of MA starts who self-declared they were disabled. From quarter 4 onwards, disability disclosure will be reported as the proportion of starts self-identifying an impairment, health condition or learning difficulty, in line with the new question wording and the social model of disability upon which this is based.

<sup>25</sup> Note a full description of the types under each of these general headings can be found in Appendix F.

individuals with physical and learning disabilities to undertake a Modern Apprenticeship. We will also use the data to revise training provider guidance by exemplifying types of disability in each category to assist providers when it is not clear where a particular condition should be assigned.



**Figure 12:** Proportion of MA starts self-identifying an impairment, health condition or learning difficulty by type

During 2016/17, the achievement rate of disabled MAs was 65%, compared to an overall achievement rate of 78%, and a rate of 79% for MAs who were not disabled. The achievement rate for both groups has increased since last year (62% and 76% in 2015/16 respectively). Measures are in place –

outlined in the MA Equality Action Plan – to optimise the chances of disabled MAs succeeding in their MA.

### Contextual information - Disability

According to the Annual Population Survey (APS) the proportion of individuals who are disabled in the 16-24 Scottish population is 12.5% (APS, January 2016 to December 2016). The proportion of 16-24 year olds in work who are disabled is 8%. To provide additional context, the Scottish Survey Core Questions ([SSCQ, 2015](#)) shows the proportion of 16-24 year olds with a long term limiting physical or mental health condition is 11.0%.

We also know from other sources (e.g. [Annual Participation Measure for 16-19 year olds in Scotland](#)) that the proportion of individuals securing an annual participating status or positive destination tends to be lower for people who are disabled. For example, the proportion of individuals aged 16-19 participating in education, training or employment who are disabled is 82.8% compared to 90.6% for those who are not.<sup>26</sup> The achievement rate for MAs follows a similar trend.

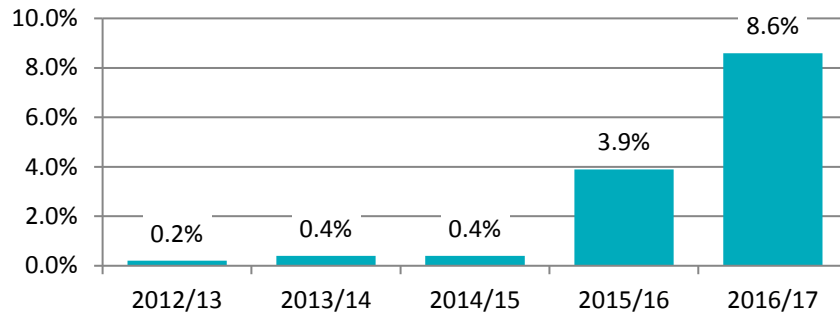
<sup>26</sup> Also see [School Leaver Destination Statistics](#) which shows a similar trend.

## Disability

8.6%

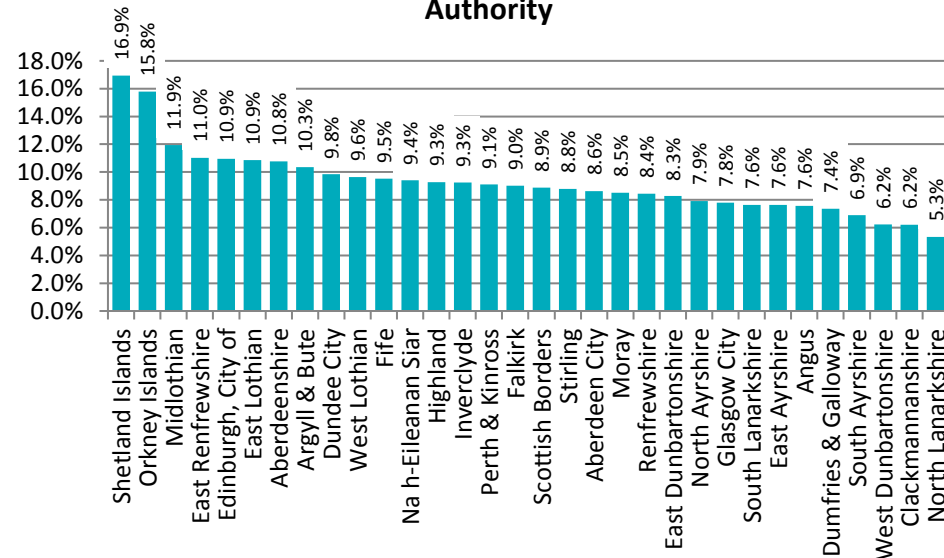
of MA starts self-identified an impairment, health condition or learning difficulty in 2016/17.

Disability - Proportion of Starts over time



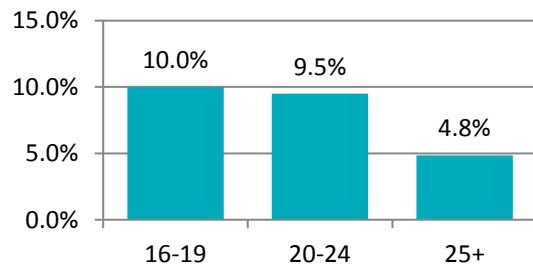
Our new disability disclosure monitoring question introduced in 2016/17, alongside other proactive interventions undertaken by SDS with partners is likely to have contributed to the increase in disability disclosure in 2016/17.

Disability - Proportion of Starts within each Local Authority



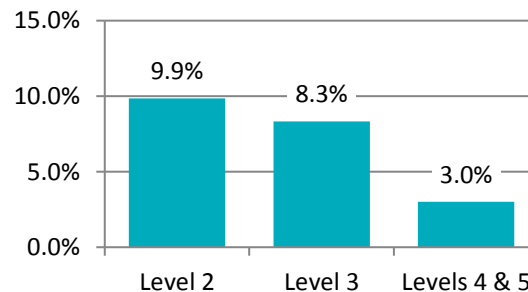
Local Authority based on Trainee's home address. Outwith Area excluded from chart due to disclosure control. The proportion of MAs self-identifying an impairment, health condition or learning difficulty in Local Authority areas ranges from 5.3% to 16.9%, the median is 9% (excluding Outwith Area).

Disability - Proportion of Starts By Age 2016/17



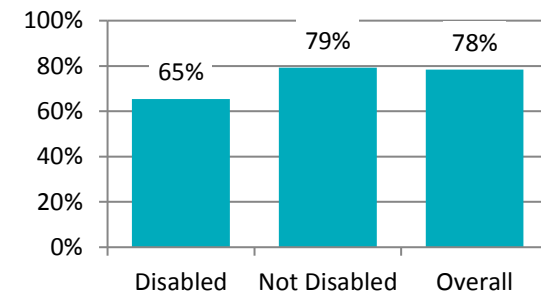
The highest proportion of MA starts self-identifying an impairment, health condition or learning difficulty is in the 16-19 age range (10%).

Disability - Proportion of Starts By Level 2016/17



The highest proportion of MA starts self-identifying an impairment, health condition or learning difficulty is at level 2 (9.9%).

Disability - Achievement Rate 2016/17



The achievement rate of disabled MAs is lower than the rate for those who were not, as well as the overall rate for all MAs.

Figure 13: MA disability infograph

### 9.3 Ethnicity

All MAs are also asked to provide information about their ethnicity on a self-declaration basis. A breakdown of MA starts by ethnic group is provided in Table 7 below. In summary, the proportion of MA starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 1.7% (equivalent to 436 starts).<sup>27</sup> This is compared to 1.6% (414 starts) in 2015/16 (+0.1 pp, equivalent to 22 starts).

**Table 7:** Proportion of MA starts by self-identified ethnicity

<b>Ethnic Group</b>	<b>Number of MA Starts (known)</b>	<b>% of MA Starts (known)</b>
White	25,282	98.3%
Mixed or multiple	94	0.4%
Asian	217	0.8%
African	56	0.2%
Caribbean or Black	14	0.1%
Other ethnic group	55	0.2%
<b>Total Known</b>	<b>25,718</b>	<b>100%</b>
<i>Prefer not to say</i>	<i>544</i>	-

<sup>27</sup> Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www.gov.scot/Resource/0039/00394314.pdf>.

The achievement rate of MAs self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 77% compared to a slightly higher rate of 79% for those self-identifying as 'White', and an achievement rate of 78% overall. The achievement rate for both groups has increased since last year (75% and 76% in 2015/16 respectively).

#### Contextual information - Ethnicity

According to the APS<sup>28</sup> 6.1% of 16-24 year olds in Scotland report being from Mixed or Multiple; Asian; African; Caribbean or Black; Arab; and Other ethnic group (2.2% of 16-24 year olds in employment). According to the [SSCQ](#), the figure for 16-24 year olds in Scotland from an 'Asian' or 'all other ethnic groups' is 4.7%.<sup>29</sup>

We know from the [Participation Measure](#) that collectively, 16-19 year olds who self-identify as 'White' are less likely to be participating in education. This may to some extent help explain their higher representation in employment, and

<sup>28</sup> January 2016 to December 2016

<sup>29</sup> In SSCQ, 'Asian' includes the categories Asian, Asian Scottish, Asian British. 'All other ethnic groups' includes 'Mixed or Multiple Ethnic Group'; 'African'; 'Caribbean or Black' and 'Other Ethnic Groups'.

therefore Modern Apprenticeships, and the lower representation of some other ethnic groups which show a tendency towards participation in education. There are, however, actions within the Equality Action Plan to address some of the real and perceived barriers that we know exist for some ethnic minority groups in relation to MAs.

## Ethnicity

1.7%

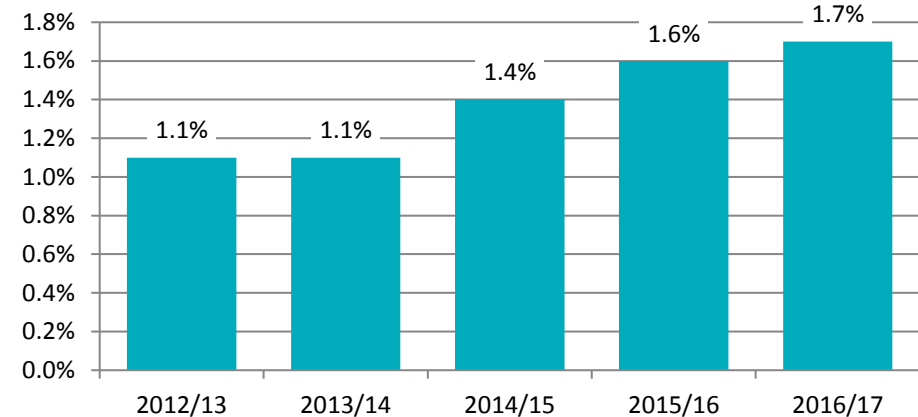
of MA starts self-identify as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group.

### Additional Ethnicity Information

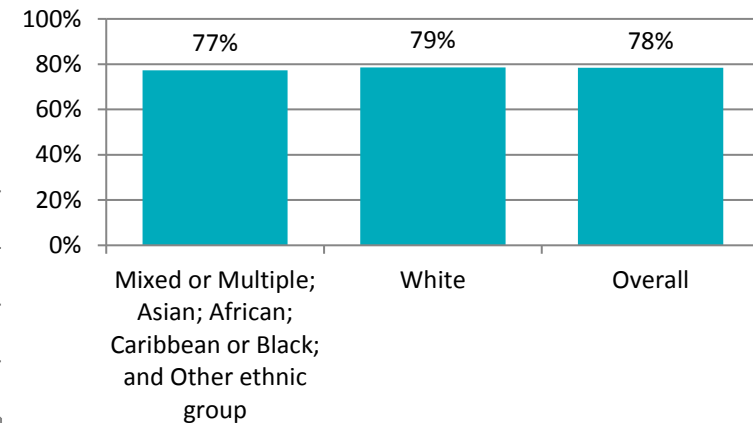
SDS recognises that people from other ethnic groups e.g. some identifying as 'white other' on monitoring forms, may face similar challenges to MA access. Including "white other" within the starts figure above is **5.4%**. The equivalent achievement rate is 78% (compared to 79% for ethnic group 'white' when excluding 'white other').

Census data shows that 10.8% of the 16-24 year old population (Scotland's Census, 2011) identified as White: Gypsy/Traveller, White: Polish and White: Other White; Mixed or multiple ethnic groups; Asian, Asian Scottish or Asian British; African; Caribbean or Black; Other ethnic groups.

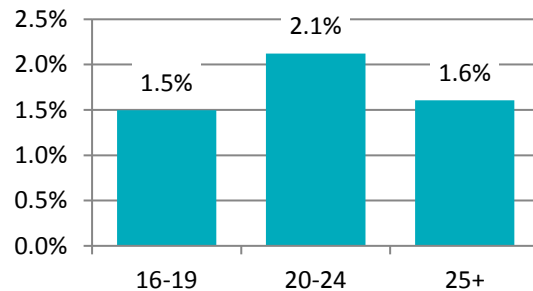
### Ethnicity - Proportion of Starts over time



### Ethnicity - Achievement Rate

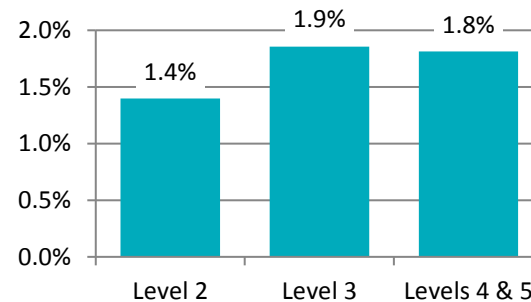


### Ethnicity - Proportion of Starts By Age 2016/17



The highest proportion of MA starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group is in the 20-24 age range (2.1%).

### Ethnicity - Proportion of Starts By Level 2016/17



The highest proportion of MA starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group is at level 3 (1.9%).

The achievement rate of MA starts who self-identified as 'White' and the achievement rate overall is slightly higher than other ethnic groups.

Figure 14: MA ethnicity infographic



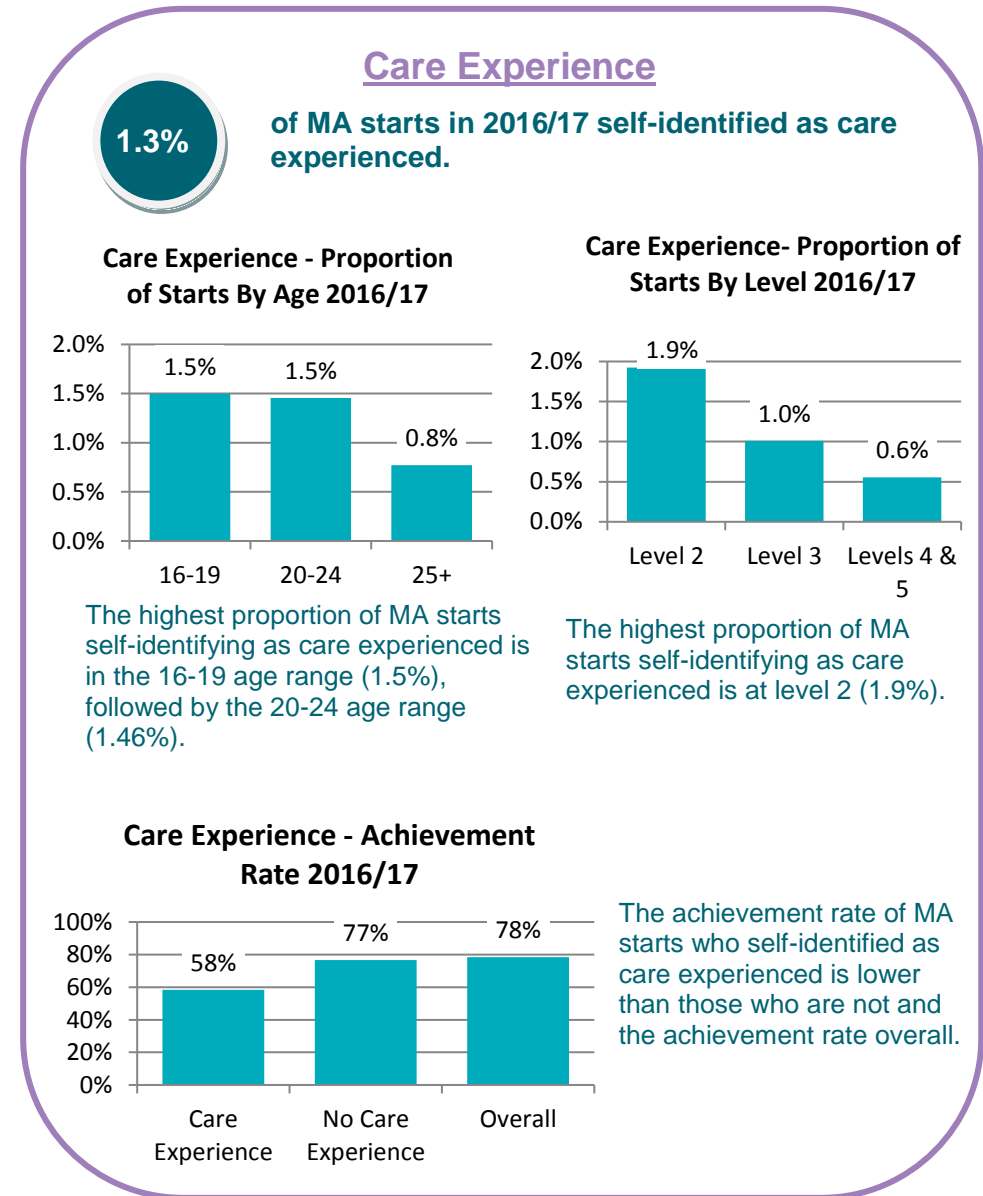
## 9.4 Care Experience

Our Equality Action Plan also commits to improving the accessibility of Modern Apprenticeships to care experienced young people, as does our new [Corporate Parenting Plan](#) which specifically sets out our commitment to supporting care experienced individuals across SDS services. We started collecting self-declared information on care experience in 2015/16.<sup>30</sup> In 2016/17, 1.3% of MA starts (328) self-identified having experience of being in care. This is compared to 0.9% (215 starts) in 2015/16 an increase of +0.4pp (equivalent to +113 starts or +53%). Figure 15 shows the highest proportion of MA starts self-identifying as care experienced is at level 2 (1.9%). The 16-19 age group had the highest proportion of starts self-identifying care experience (1.5%), followed by 20-24 (1.46%).

During 2016/17, the achievement rate of care experienced MAs was 58%, compared to 77% for those who did not identify care experience and an overall achievement rate of 78%.<sup>31</sup>

<sup>30</sup> In response to the question, 'Have you ever been in care'?

<sup>31</sup> Achievement rates for 2015/16 are not published due to small numbers.



**Figure 15:** MA care experience infograph

## Contextual information – Care Experience

There is no published population figure for the proportion of the Scottish population who are care experienced. Data on looked after children and Scottish population data exists separately, although an accurate comparator population figure cannot be derived from these. Published data suggests 1% of the 16-25 year old population in Scotland is currently looked after or a care leaver, although this is only an approximation.<sup>33</sup>

In 2016/17, 1.5% of MA starts aged 16-25 reported having care experience. The Labour Force Survey also includes information in response to the question ‘thinking about when you were 14 years old, were you... Living with one or both parents present (including adoptive parents), Living with other family members (grandparents, aunts, siblings etc.), Not living with your family (foster care, looked after by friends, children’s home etc.)?’ In Scotland, 2.2% of those aged 16-25 said they

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<sup>33</sup> This population figure is derived from the Children's Social Work Statistics 2015/16 on the number of young people who remain looked after beyond age 16 (Taken from Additional Tables, Table 1.1: Children looked after at 31 July 2016 by age group and gender and Table 1.15: Young people eligible for aftercare services on 31 July 2016 by age and type of accommodation, alongside the population total for 16-25 year olds in Scotland from the NRS. The population figure cited above should not be taken as an exact figure for reasons which include – Social Work Statistics are only reflective of one day, 31 July 2016, in that year; some individuals within the social work statistics are under 16; and it does not capture the total figures of individuals who have ever been ‘in care’.

were ‘living with other family members’ or ‘not living with family’ (Labour Force Survey July-Sept 2016).

The achievement rate of care experienced MAs reflects a similar trend to other sources such as Education Outcomes for Looked After Children 2014/15). This also shows that looked after young people in Scotland tend to have poorer outcomes including lower attainment and fewer securing positive destinations.

## 10. Redundancies

Figure 16 shows the number of MA redundancies registered on our recording system from 2012/13. The number of redundancies increased slightly this year (+7) to 424 in 2016/17.

Appendix G Table 1 shows the number of MAs made redundant in 2016/17 by occupational grouping. Construction and Related had the highest number of MA redundancies at 186. Engineering and Energy Related has the second highest number of redundancies at 121. This is as expected due to the high volume of starts within these groupings and changes in the Oil & Gas industry. A table detailing the number of MA redundancies in 2016/17 by Local Authority is available in Appendix G (Table 2).

## 11. Adopt an Apprentice

The Adopt an Apprentice programme offers funding to employers to assist MAs who have been made redundant in completing their training. In 2016/17 there were 192 approved applications to the Adopt an Apprentice programme (including 48 approved applications in Oil & Gas companies).

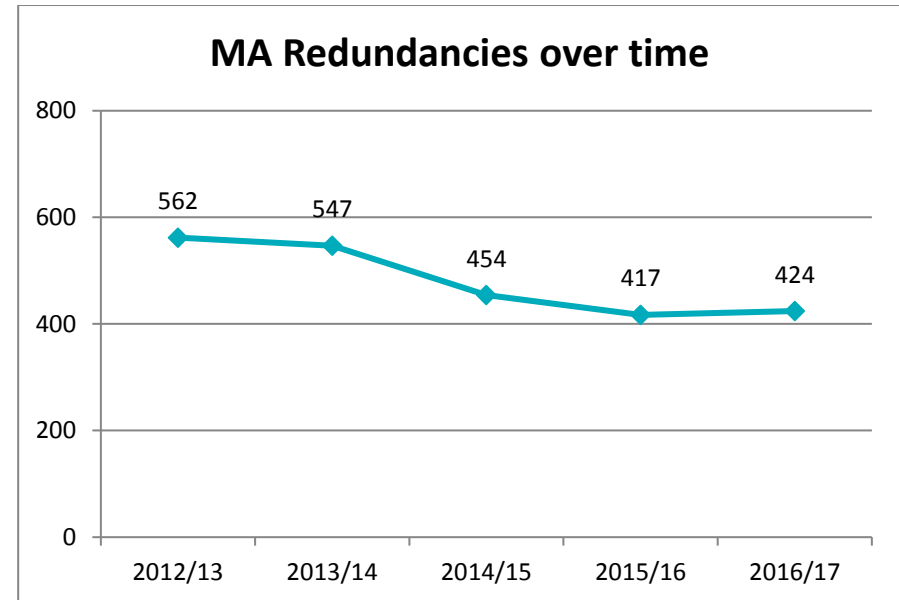


Figure 16: MA redundancies over time

## 12. Concluding Remarks

This report provides analysis of publicly funded Modern Apprenticeship activity up to the end of the 2016/17 financial year. Statistics associated with the Modern Apprenticeship programme such as starts, in training, leavers and achievements are provided in summary form. Further information including a more detailed breakdown of these statistics by framework, age and level is available in the [Modern Apprenticeship Statistics](#) section of the SDS corporate website.

## Appendix A – Framework Lists

**Table 1:** List of Science, Technology, Engineering and Math (STEM) Frameworks 2016/17  
**(List agreed with Scottish Government)**

### STEM frameworks list

Agriculture  
Aquaculture  
Automotive  
Biotechnology  
Bus and Coach Engineering and Maintenance  
Construction  
Construction: Building  
Construction: Civil Engineering  
Construction (Craft Operations)  
Construction: Professional Apprenticeship  
Construction: Specialist  
Construction: Technical  
Construction: Technical Apprenticeship  
Creative and Digital Media  
Dental Nursing  
Electrical Installation  
Electronic Security Systems  
Electrotechnical Services  
Engineering  
Engineering Construction  
Equine  
Gas Heating and Energy Efficiency  
Gas Industry  
Heating, Ventilation, Air Conditioning and Refrigeration  
Horticulture  
Industrial Applications  
Information & Communication Technologies Professionals  
Information Security  
IT and Telecommunications  
Land-based Engineering  
Life Sciences  
Life Sciences and Related Science Industries

Network Construction Operations (Gas)  
Oil and Gas Extraction  
Pharmacy Services  
Plumbing  
Polymer Processing  
Power Distribution  
Process Manufacturing  
Rail Engineering  
Trees and Timber  
Upstream Oil and Gas Production  
Water Industry  
Water Treatment Management  
Wind Turbine Installation and Commissioning  
Wind Turbine Operations and Maintenance

**Table 2:** Growth and Key Occupational Groupings

Growth and Key Occupational Groupings	Other Groupings
Construction & Related Hospitality & Tourism Engineering & Energy Related Automotive Food & Drink Transport & Logistics IT & Digital* Financial Services Creative & Cultural Skills Chemicals & Biotechnology Related	Sport, Health & Social Care Retail & Customer Service Administration & Related Personal Services Management Animal Care, Land and Water Based Other Manufacture Other Services*

\* For the purpose of this analysis, the 'Other Services' SDS occupational grouping was split into 'IT & Digital' and 'Other Services' as IT/Digital sector is also an important Key/Growth Sector.

## Appendix B - MA Starts

**Table 1:** MA starts by level and year

Year	Level 2	Level 3+	Level 3	Level 4	Level 5	Total
2012/13	10,781	<b>14,910</b>	14,339	496	75	25,691
2013/14	9,629	<b>15,655</b>	14,805	726	124	25,284
2014/15	9,135	<b>16,112</b>	15,469	547	96	25,247
2015/16	9,055	<b>16,763</b>	15,803	862	98	25,818
2016/17	8,999	<b>17,263</b>	15,989	1,136	138	26,262

Figures in bold are for reference only and are not included in the totals.

**Table 2:** MA starts by age and year

Year	16-19	20-24	25+	Total
2012/13	12,719	6,962	6,010	25,691
2013/14	13,107	6,766	5,411	25,284
2014/15	13,247	6,877	5,123	25,247
2015/16	12,837	7,669	5,312	25,818
2016/17	12,665	7,182	6,415	26,262

**Table 3:** Starts by age and level 2012/13 – 2016/17

<b>Level</b>	<b>Age</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
Level 2	16-19	5,705	5,506	5,246	4,794	4,760
	20-24	2,887	2,482	2,368	2,634	2,339
	25+	2,189	1,641	1,521	1,627	1,900
Level 3	16-19	7,013	7,596	7,978	7,989	7,831
	20-24	4,052	4,217	4,410	4,861	4,650
	25+	3,274	2,992	3,081	2,953	3,508
Level 4*	16-24	24	72	121	225	266
	25+	472	654	426	637	870
Level 5*	All Ages	75	124	96	98	138
<b>Total</b>		<b>25,691</b>	<b>25,284</b>	<b>25,247</b>	<b>25,818</b>	<b>26,262</b>

Note:

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

\* Age bands at levels 4 & 5 have been collapsed to avoid disclosure of small numbers



**Table 4:** Starts by occupational grouping and year

<b>Occupational Grouping</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16*</b>	<b>2016/17</b>
Administration & Related	2,062	2,175	2,451	2,359	2,154
Animal Care, Land & Water based	408	470	394	270	298
Automotive	911	1,051	1,118	1,203	1,118
Chemicals & Biotechnology Related	58	57	65	35	19
Construction & Related	3,787	4,435	4,409	4,894	5,934
Creative & Cultural Skills	270	269	319	207	353
Engineering & Energy Related	1,805	1,816	1,704	1,458	1,255
Financial Services	219	429	502	759	752
Food & Drink	1,212	1,023	1,064	1,250	1,111
Hospitality & Tourism	3,296	3,279	2,940	2,773	2,987
Management	1,100	1,034	829	783	666
Other Manufacture	0	31	26	203	293
Other Services (including ICT prof.)	537	609	845	1,100	1,302
Personal Services	1,119	996	965	1,007	936
Retail & Customer Service	3,511	3,072	2,886	2,718	2,683
Sport, Health & Social Care	3,338	3,008	3,047	3,323	3,295
Transport & Logistics	2,058	1,530	1,683	1,476	1,106
<b>Total</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>	<b>25,818</b>	<b>26,262</b>

\* Occupational Groupings changed slightly from 2015/16 to align with commissioning framework groups.

**Table 5:** Starts by local authority and year

Local Authority	2012/13	2013/14	2014/15	2015/16	2016/17
Aberdeen City	952	913	920	878	659
Aberdeenshire	1,305	1,258	1,253	1,083	1,011
Angus	654	668	622	643	612
Argyll & Bute	296	331	297	333	337
Clackmannanshire	329	287	297	289	346
Dumfries & Galloway	894	707	753	765	753
Dundee City	716	714	723	718	710
East Ayrshire	664	681	615	727	789
East Dunbartonshire	437	395	398	369	406
East Lothian	387	417	474	503	489
East Renfrewshire	262	271	303	293	284
Edinburgh, City of	1,427	1,465	1,495	1,608	1,672
Falkirk	963	913	899	918	873
Fife	1,613	1,927	1,568	1,734	1,736
Glasgow City	2,900	2,752	2,745	2,710	2,871
Highland	1,229	1,158	1,269	1,321	1,403
Inverclyde	368	382	404	386	353
Midlothian	427	412	422	427	565
Moray	452	429	455	488	431
Na h-Eileanan Siar	93	119	108	88	89
North Ayrshire	786	838	889	844	808
North Lanarkshire	2,126	2,005	2,074	2,146	2,265
Orkney Islands	92	108	65	120	102
Perth & Kinross	709	752	742	874	805
Renfrewshire	943	921	987	944	976
Scottish Borders	343	352	407	387	472
Shetland Islands	123	129	139	142	135
South Ayrshire	522	520	472	495	505
South Lanarkshire	1,744	1,545	1,674	1,644	1,733
Stirling	449	437	406	411	436
West Dunbartonshire	624	581	545	613	604
West Lothian	805	839	783	837	964
Outwith Area*	57	58	44	80	68
<b>Total</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>	<b>25,818</b>	<b>26,262</b>

\* Outwith Area refers to MAs with a home postcode outwith Scotland.

**Table 6:** MA starts in 2015/16 and 2016/17 by SIMD decile

	<b>SIMD decile</b>	<b>MA starts 2015/16 (SIMD 2012)</b>	<b>% of total with known SIMD decile</b>	<b>MA starts 2016/17 (SIMD 2016)</b>	<b>% of total with known SIMD decile</b>
Most deprived	1	3,172	12.5%	3,306	12.7%
	2	3,116	12.3%	3,327	12.7%
	3	2,884	11.4%	3,170	12.1%
	4	2,888	11.4%	2,922	11.2%
	5	2,767	10.9%	2,721	10.4%
	6	2,575	10.1%	2,544	9.7%
	7	2,462	9.7%	2,347	9.0%
	8	2,238	8.8%	2,314	8.9%
	9	1,916	7.5%	1,991	7.6%
Least deprived	10	1,380	5.4%	1,486	5.7%
	Known	25,398	98%	26,128	99%
	Not Known	420	2%	134	1%
	<b>Grand Total</b>	<b>25,818</b>	<b>100%</b>	<b>26,262</b>	<b>100%</b>

**Table 7:** Time in employment by age 2016/17

<b>Time</b>	<b>16-19</b>	<b>20-24</b>	<b>25+</b>	<b>Total</b>
0-6 months	9,924	3,054	1,216	14,194
7-9 months	686	608	363	1,657
10-12 months	559	579	466	1,604
13 months +	1,319	2,840	4,304	8,463
Known	12,488	7,081	6,349	25,918
Not Known	177	101	66	344
<b>Total</b>	<b>12,665</b>	<b>7,182</b>	<b>6,415</b>	<b>26,262</b>

**Table 8:** Time in employment by level 2016/17

<b>Time</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Total</b>
0-6 Months	4,884	9,100	188	22	14,194
7-9 Months	697	905	*	*	1,657
10-12 Months	616	910	*	*	1,604
13 months +	2,653	4,894	816	100	8,463
Known	8,850	15,809	1122	137	25,918
Not Known	149	180	14	1	344
<b>Total</b>	<b>8,999</b>	<b>15,989</b>	<b>1,136</b>	<b>138</b>	<b>26,262</b>

Note:

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

## Appendix C - MAs in Training

**Table 1:** MAs in training by age and year

Age	2012/13	2013/14	2014/15	2015/16	2016/17
16-19	21,777	22,276	22,189	22,528	22,358
20-24	7,291	7,866	7,970	8,647	8,698
25+	6,838	5,440	4,894	5,196	6,030
<b>Total</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>	<b>36,371</b>	<b>37,086</b>

**Table 2:** MAs in training by level and year

Level	2012/13	2013/14	2014/15	2015/16	2016/17
Level 2	10,421	9,481	8,230	8,336	8,303
Level 3	24,874	25,289	26,029	26,998	27,428
Level 4	560	699	671	930	1,202
Level 5	51	113	123	107	153
<b>Total</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>	<b>36,371</b>	<b>37,086</b>

**Table 3:** MAs in training by age and level for 2012/13-2016/17

Level	Age	2012/13	2013/14	2014/15	2015/16	2016/17
Level 2	16-19	5,885	5,799	5,147	4,920	4,824
	20-24	2,344	2,219	1,979	2,196	2,011
	25+	2,192	1,463	1,104	1,220	1,468
Level 3	16-19	15,890	16,469	17,012	17,503	17,378
	20-24	4,912	5,576	5,866	6,237	6,415
	25+	4,072	3,244	3,151	3,258	3,635
Level 4*	16-24	37	79	155	316	427
	25+	523	620	516	614	775
Level 5*	All Ages	51	113	123	107	153
<b>Total</b>		<b>35,906</b>	<b>35,582</b>	<b>35,053</b>	<b>36,371</b>	<b>37,086</b>

Note:

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

\* Age bands at levels 4 & 5 have been collapsed to avoid disclosure of small numbers

**Table 4:** MAs in training by occupational grouping and year

<b>Occupational Grouping</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16**</b>	<b>2016/17</b>
Administration & Related	1,989	2,142	2,272	2,166	2,066
Animal Care, Land & Water based	589	692	621	470	486
Automotive	2,564	2,612	2,845	3,209	3,103
Chemicals & Biotechnology Related	*	146	184	74	61
Construction & Related	8,314	8,807	9,103	9,770	11,132
Creative & Cultural Skills	225	215	267	188	348
Engineering & Energy related	4,738	5,256	5,440	5,457	4,813
Financial Services	250	446	522	795	783
Food & Drink	937	800	791	1,029	890
Hospitality & Tourism	3,367	3,330	2,654	2,457	2,645
Management	1,379	1,173	801	779	674
Other Manufacture	*	31	54	243	325
Other Services (including ICT prof.)	521	716	1,007	1,215	1,479
Personal Services	1,818	1,685	1,537	1,492	1,389
Retail & Customer Service	2,696	2,623	2,185	2,038	1,991
Sport, Health & Social Care	4,303	3,774	3,575	3,824	3,918
Transport & Logistics	2,095	1,134	1,195	1,165	983
<b>Total</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>	<b>36,371</b>	<b>37,086</b>

**\*\* Occupational Groupings changed slightly from 2015/16 to align with commissioning framework groups.**

Note:

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

**Table 5:** Number of MAs in training aged 16-24 as at 31<sup>st</sup> March 2017 as a proportion of those in employment

Local Authority	16-24 in Employment	Those aged 16-24 as at 31 <sup>st</sup> March 2017 and in training*	% of employed 16-24 year olds that are MAs
Aberdeen City	14,900	977	6.6%
Aberdeenshire	16,900	1,774	10.5%
Angus	7,100	869	12.2%
Argyll and Bute	5,000	379	7.6%
Clackmannanshire	1,600	381	23.8%
Dumfries and Galloway	9,300	672	7.2%
Dundee City	12,100	874	7.2%
East Ayrshire	5,600	717	12.8%
East Dunbartonshire	5,800	506	8.7%
East Lothian	5,500	598	10.9%
East Renfrewshire	6,100	338	5.5%
Edinburgh, City of	26,800	1,675	6.3%
Falkirk	10,000	1,210	12.1%
Fife	21,000	2,031	9.7%
Glasgow City	39,500	2,928	7.4%
Highland	13,300	1,609	12.1%
Inverclyde	4,800	388	8.1%
Midlothian	6,700	600	9.0%
Moray	6,000	572	9.5%
Na h-Eileanan Siar	1,400	138	9.9%
North Ayrshire	6,900	894	13.0%
North Lanarkshire	25,300	2,282	9.0%
<i>Orkney Islands**</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Perth and Kinross	8,700	858	9.9%
Renfrewshire	13,200	1,067	8.1%
Scottish Borders	5,300	538	10.2%
Shetland Islands	1,900	214	11.3%
South Ayrshire	6,700	550	8.2%
South Lanarkshire	20,200	1,854	9.2%
Stirling	6,500	515	7.9%
West Dunbartonshire	4,900	728	14.9%
West Lothian	11,400	1,033	9.1%
<i>Outwith Area</i>	<i>n/a</i>	<i>67</i>	<i>n/a</i>
<b>Scotland Average (not total)</b>	<b>331,800</b>	<b>29,975</b>	<b>9.0%</b>

\* In training as at 31<sup>st</sup> March 2017 and aged 16-24 inclusive on the same date

\*\*Orkney Islands not included due to small APS sample size.

## Appendix D - MA Achievements

**Table 1:** Achievements and leavers by age and year

Year	Measure	16-19	20-24	25+	Total
2012/13	Achievements	10,181	3,069	6,671	19,921
	Leavers	13,418	4,082	8,452	25,952
	Rate	76%	75%	79%	77%
2013/14	Achievements	9,902	4,896	5,778	20,576
	Leavers	13,264	6,598	7,003	26,865
	Rate	75%	74%	83%	77%
2014/15	Achievements	9,906	5,122	4,359	19,387
	Leavers	13,760	7,079	5,419	26,258
	Rate	72%	72%	80%	74%
2015/16	Achievements	9,722	5,620	4,052	19,394
	Leavers	13,086	7,432	5,101	25,619
	Rate	74%	76%	79%	76%
2016/17	Achievements	9,912	5,815	4,677	20,404
	Leavers	12,982	7,422	5,624	26,028
	Rate	76%	78%	83%	78%

**Table 2:** Achievements and leavers by level and year

Year	Measure	Level 2	Level 3	Level 4	Level 5	Total
2012/13	Achievements	7,994	11,184	614	129	19,921
	Leavers	10,546	14,552	707	147	25,952
	Rate	76%	77%	87%	88%	77%
2013/14	Achievements	8,079	11,927	509	61	20,576
	Leavers	10,499	15,681	607	78	26,865
	Rate	77%	76%	84%	78%	77%
2014/15	Achievements	7,434	11,438	437	78	19,387
	Leavers	10,138	15,505	521	94	26,258
	Rate	73%	74%	84%	83%	74%
2015/16	Achievements	6,745	12,002	546	101	19,394
	Leavers	8,907	15,902	695	115	25,619
	Rate	76%	75%	79%	88%	76%
2016/17	Achievements	6,901	12,584	830	89	20,404
	Leavers	8,837	16,116	979	96	26,028
	Rate	78%	78%	85%	93%	78%

**Table 3:** Achievements and leavers by occupational grouping in 2016/17

<b>Occupational Grouping</b>	<b>Achievements</b>	<b>Leavers</b>	<b>Achievements as a % of Leavers</b>
Administration & Related	1,989	2,379	84%
Animal Care, Land & Water Based	228	305	75%
Automotive	827	1,221	68%
Chemicals & Biotechnology Related	24	32	75%
Construction & Related	3,557	4,511	79%
Creative & Cultural Skills	127	197	64%
Engineering & Energy Related	1,527	1,833	83%
Financial Services	615	789	78%
Food & Drink	1,058	1,304	81%
Hospitality & Tourism	2,218	2,893	77%
Management	645	787	82%
Other Manufacture	162	211	77%
Other Services	835	1,110	75%
Personal Services	806	1,165	69%
Retail & Customer Service	2,276	2,798	81%
Sport, Health & Social Care	2,424	3,164	77%
Transport & Logistics	1,086	1,329	82%
<b>Total</b>	<b>20,404</b>	<b>26,028</b>	<b>78%</b>



**Table 4:** Leavers and Achievements by Local Authority 2016/17

Local Authority	Achievements	Leavers	Achievements as % of all leavers
Aberdeen City	670	872	77%
Aberdeenshire	986	1,244	79%
Angus	517	643	80%
Argyll & Bute	268	356	75%
Clackmannanshire	239	281	85%
Dumfries & Galloway	655	843	78%
Dundee City	505	673	75%
East Ayrshire	635	769	83%
East Dunbartonshire	307	378	81%
East Lothian	362	478	76%
East Renfrewshire	217	274	79%
Edinburgh, City of	1,089	1,519	72%
Falkirk	757	925	82%
Fife	1,359	1,763	77%
Glasgow City	2,175	2,821	77%
Highland	1,061	1,306	81%
Inverclyde	280	358	78%
Midlothian	372	495	75%
Moray	367	461	80%
Na h-Eileanan Siar	72	87	83%
North Ayrshire	664	842	79%
North Lanarkshire	1,754	2,174	81%
Orkney Islands	121	130	93%
Perth & Kinross	665	852	78%
Renfrewshire	728	926	79%
Scottish Borders	290	376	77%
Shetland Islands	168	191	88%
South Ayrshire	381	502	76%
South Lanarkshire	1,311	1,672	78%
Stirling	313	383	82%
West Dunbartonshire	452	563	80%
West Lothian	609	806	76%
Outwith Area	55	65	85%
<b>Total</b>	<b>20,404</b>	<b>26,028</b>	<b>78%</b>

## Appendix E - MA Statistics by Equality Characteristics

### Gender

**Table 1:** Starts by level, age and gender

Level	Age	Gender	2012/13	2013/14	2014/15	2015/16	2016/17
Level 2	16-19	Female	3,231	3,062	2,897	2,598	2,481
		Male	2,474	2,444	2,349	2,196	2,279
	20-24	Female	1,596	1,300	1,162	1,349	1,108
		Male	1,291	1,182	1,206	1,285	1,231
	25+	Female	678	512	415	428	400
		Male	1,511	1,129	1,106	1,199	1,500
Level 3+	16-19	Female	2,473	2,554	2,642	2,628	2,779
		Male	4,541	5,047	5,359	5,415	5,126
	20-24	Female	2,049	2,037	2,193	2,383	2,324
		Male	2,026	2,247	2,316	2,652	2,519
	25+	Female	1,013	980	860	1,119	1,348
		Male	2,808	2,790	2,742	2,566	3,167
<b>Total</b>	<b>All</b>	<b>Female</b>	<b>11,040</b>	<b>10,445</b>	<b>10,169</b>	<b>10,505</b>	<b>10,440</b>
		<b>Male</b>	<b>14,651</b>	<b>14,839</b>	<b>15,078</b>	<b>15,313</b>	<b>15,822</b>
		<b>Total</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>	<b>25,818</b>	<b>26,262</b>

**Table 2:** Starts by gender, occupational grouping and year

Occupational Grouping	2012/13		2013/14		2014/15		2015/16		2016/17	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Administration & Related	1,511	551	1,538	637	1,744	707	1,702	657	1,544	610
Animal Care, Land & Water based	57	351	78	392	65	329	51	219	45	253
Automotive	19	892	16	1,035	28	1,090	32	1,171	27	1,091
Chemicals & Biotechnology Related	16	42	13	44	*	49	*	18	7	12
Construction & Related	81	3,706	90	4,345	95	4,314	76	4,818	114	5,820
Creative & Cultural Skills	99	171	114	155	131	188	121	86	184	169
Engineering & Energy Related	71	1,734	90	1,726	74	1,630	79	1,379	67	1,188
Financial Services	116	103	246	183	297	205	430	329	434	318
Food & Drink	531	681	489	534	418	646	468	782	413	698
Hospitality & Tourism	1,880	1,416	1,851	1,428	1,690	1,250	1,597	1,176	1,711	1,276
Management	539	561	523	511	409	420	378	405	364	302
Other Manufacture	0	0	6	25	*	22	*	199	9	284
Other Services (including ICT prof.)	99	438	100	509	128	717	198	902	319	983
Personal Services	1,043	76	906	90	898	67	921	86	871	65
Retail & Customer Service	2,050	1,461	1,808	1,264	1,609	1,277	1,542	1,176	1,483	1,200
Sport, Health & Social Care	2,809	529	2,469	539	2,466	581	2,778	545	2,737	558
Transport & Logistics	119	1,939	108	1,422	97	1,586	111	1,365	111	995
<b>Total</b>	<b>11,040</b>	<b>14,651</b>	<b>10,445</b>	<b>14,839</b>	<b>10,169</b>	<b>15,078</b>	<b>10,505</b>	<b>15,313</b>	<b>10,440</b>	<b>15,822</b>

Note:

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

**Table 3:** MA starts in 2016/17 by gender and occupational grouping

Occupational Grouping	Starts 2016/17			Percentage Breakdown		
	Female	Male	Total	Female %	Male %	Total
Administration & Related	1,544	610	2,154	72%	28%	100%
Animal Care, Land & Water based	45	253	298	15%	85%	100%
Automotive	27	1,091	1,118	2%	98%	100%
Chemicals & Biotechnology Related	7	12	19	37%	63%	100%
Construction & Related	114	5,820	5,934	2%	98%	100%
Creative & Cultural Skills	184	169	353	52%	48%	100%
Engineering & Energy Related	67	1,188	1,255	5%	95%	100%
Financial Services	434	318	752	58%	42%	100%
Food & Drink	413	698	1,111	37%	63%	100%
Hospitality & Tourism	1,711	1,276	2,987	57%	43%	100%
Management	364	302	666	55%	45%	100%
Other Manufacture	9	284	293	3%	97%	100%
Other Services (including ICT prof.)	319	983	1,302	25%	75%	100%
Personal Services	871	65	936	93%	7%	100%
Retail & Customer Service	1,483	1,200	2,683	55%	45%	100%
Sport, Health & Social Care	2,737	558	3,295	83%	17%	100%
Transport & Logistics	111	995	1,106	10%	90%	100%
<b>Total</b>	<b>10,440</b>	<b>15,822</b>	<b>26,262</b>	<b>40%</b>	<b>60%</b>	<b>100%</b>

**Note:** the DYW target to reduce to 60% the proportion of frameworks with a 75:25 gender breakdown or worse **is not calculated** from the table above. The data used to calculate this measure is available in the MA 2016/17 supplementary tables

**Table 4:** Achievements and leavers by gender and year

		<b>Female</b>	<b>Male</b>	<b>Total</b>
2012/13	Achievements	8,538	11,383	<b>19,921</b>
	Leavers	11,214	14,738	<b>25,952</b>
	Achievements as a % of leavers	76%	77%	<b>77%</b>
2013/14	Achievements	8,992	11,584	<b>20,576</b>
	Leavers	11,768	15,097	<b>26,865</b>
	Achievements as a % of leavers	76%	77%	<b>77%</b>
2014/15	Achievements	8,402	10,985	<b>19,387</b>
	Leavers	11,411	14,847	<b>26,258</b>
	Achievements as a % of leavers	74%	74%	<b>74%</b>
2015/16	Achievements	8,152	11,242	<b>19,394</b>
	Leavers	10,782	14,837	<b>25,619</b>
	Achievements as a % of leavers	76%	76%	<b>76%</b>
2016/17	Achievements	8,429	11,975	<b>20,404</b>
	Leavers	10,661	15,367	<b>26,028</b>
	Achievements as a % of leavers	79%	78%	<b>78%</b>

**Table 5:** Starts by gender and occupational grouping in 2016/17 with volume change from 2015/16

Occupational Grouping	Starts 2016/17			Volume Change from 2015/16		
	Female	Male	Total	Female	Male	Total
Administration & Related	1,544	610	2,154	-158	-47	-205
Animal Care, Land & Water based	45	253	298	-6	34	28
Automotive	27	1,091	1,118	-5	-80	-85
Chemicals & Biotechnology Related	7	12	19	-10	-6	-16
Construction & Related	114	5,820	5,934	38	1,002	1,040
Creative & Cultural Skills	184	169	353	63	83	146
Engineering & Energy Related	67	1,188	1,255	-12	-191	-203
Financial Services	434	318	752	4	-11	-7
Food & Drink	413	698	1,111	-55	-84	-139
Hospitality & Tourism	1,711	1,276	2,987	114	100	214
Management	364	302	666	-14	-103	-117
Other Manufacture	9	284	293	5	85	90
Other Services (including ICT prof.)	319	983	1,302	121	81	202
Personal Services	871	65	936	-50	-21	-71
Retail & Customer Service	1,483	1,200	2,683	-59	24	-35
Sport, Health & Social Care	2,737	558	3,295	-41	13	-28
Transport & Logistics	111	995	1,106	0	-370	-370
<b>Total</b>	<b>10,440</b>	<b>15,822</b>	<b>26,262</b>	<b>-65</b>	<b>509</b>	<b>444</b>

## Disability

**Table 6:** MA starts by self-identified disability status and age

Age band	Impairment, health condition or learning difficulty	No Impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Impairment, health condition or learning difficulty as a % of known
16-19	1,212	10,909	544	12,665	12,121	10.0%
20-24	664	6,323	195	7,182	6,987	9.5%
25+	302	5,933	180	6,415	6,235	4.8%
<b>Total</b>	<b>2,178</b>	<b>23,165</b>	<b>919</b>	<b>26,262</b>	<b>25,343</b>	<b>8.6%</b>

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

Level	Impairment, health condition or learning difficulty	No Impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Impairment, health condition or learning difficulty as a % of known
Level 2	867	7,925	207	8,999	8,792	9.9%
Level 3	1,273	14,016	700	15,989	15,289	8.3%
Levels 4 & 5	38	1,224	12	1,274	1,262	3.0%
<b>Total</b>	<b>2,178</b>	<b>23,165</b>	<b>919</b>	<b>26,262</b>	<b>25,343</b>	<b>8.6%</b>

**Table 8:** MA starts by self-identified disability status and gender

<b>Gender</b>	<b>Impairment, health condition or learning difficulty</b>	<b>No Impairment, health condition or learning difficulty</b>	<b>Prefer not to say</b>	<b>Total</b>	<b>Known</b>	<b>Impairment, health condition or learning difficulty as a % of known</b>
Female	987	9,337	116	10,440	10,324	9.6%
Male	1,191	13,828	803	15,822	15,019	7.9%
<b>Total</b>	<b>2,178</b>	<b>23,165</b>	<b>919</b>	<b>26,262</b>	<b>25,343</b>	<b>8.6%</b>

**Table 9:** MA Achievement rate by self-identified disability status

<b>Level</b>	<b>Impairment, health condition or learning difficulty</b>	<b>No impairment, health condition or learning difficulty</b>	<b>Total</b>
Achievements	616	19,651	20,404
Leavers	942	24,818	26,028
<b>Rate</b>	<b>65.4%</b>	<b>79.2%</b>	<b>78.4%</b>



## Ethnicity

**Table 10:** MA starts by self-identified ethnicity and age

Age	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
16-19	184	12,113	368	12,665	12,297	1.5%
20-24	150	6,917	115	7,182	7,067	2.1%
25+	102	6,252	61	6,415	6,354	1.6%
<b>Total</b>	<b>436</b>	<b>25,282</b>	<b>544</b>	<b>26,262</b>	<b>25,718</b>	<b>1.7%</b>

**Table 11:** MA starts by self-identified ethnicity and level

Level	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
Level 2	124	8,754	121	8,999	8,878	1.4%
Level 3	289	15,282	418	15,989	15,571	1.9%
Levels 4 & 5	23	1,246	5	1,274	1,269	1.8%
<b>Total</b>	<b>436</b>	<b>25,282</b>	<b>544</b>	<b>26,262</b>	<b>25,718</b>	<b>1.7%</b>

**Table 12:** MA starts by self-identified ethnicity and gender

<b>Gender</b>	<b>Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group</b>	<b>White</b>	<b>Prefer not to say</b>	<b>Total</b>	<b>Known</b>	<b>Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known</b>
Female	184	10,213	43	10,440	10,397	1.8%
Male	252	15,069	501	15,822	15,321	1.6%
<b>Total</b>	<b>436</b>	<b>25,282</b>	<b>544</b>	<b>26,262</b>	<b>25,718</b>	<b>1.7%</b>
<b>% Female</b>	<b>42.2%</b>	<b>40.4%</b>	<b>7.9%</b>	<b>39.8%</b>	<b>40.4%</b>	<b>-</b>

**Table 13:** MA Achievement rate by self-identified ethnicity

<b>Level</b>	<b>Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group</b>	<b>White</b>	<b>Total</b>
Achievements	316	19,994	20,404
Leavers	409	25,462	26,028
<b>Rate</b>	<b>77.3%</b>	<b>78.5%</b>	<b>78.4%</b>

## Care Experience

**Table 14:** MA starts by self-identified care experience status and age

Age	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by age
16-19	179	11,784	702	12,665	11,963	1.5%
20-24	101	6,840	241	7,182	6,941	1.5%
25+	48	6,170	197	6,415	6,218	0.8%
<b>Total</b>	<b>328</b>	<b>24,794</b>	<b>1,140</b>	<b>26,262</b>	<b>25,122</b>	<b>1.3%</b>

**Table 15:** MA starts by self-identified care experience status and level

Level	Care experience	No care experience	Prefer not to say	Total	Total Known	Care Experience as % of known by age
Level 2	169	8,620	210	8,999	8,789	1.9%
Level 3	152	14,920	917	15,989	15,072	1.0%
Levels 4 & 5	7	1,254	13	1,274	1,261	0.6%
<b>Total</b>	<b>328</b>	<b>24,794</b>	<b>1,140</b>	<b>26,262</b>	<b>25,122</b>	<b>1.3%</b>

**Table 16:** MA starts by self-identified care experience status and gender

Gender	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by age
Female	162	10,160	118	10,440	10,322	1.6%
Male	166	14,634	1,022	15,822	14,800	1.1%
<b>Total</b>	<b>328</b>	<b>24,794</b>	<b>1,140</b>	<b>26,262</b>	<b>25,122</b>	<b>1.3%</b>

**Table 17:** MA Achievement rate by self-identified care experience status

Level	Care Experience	No Care Experience	Total
Achievements	105	14,501	20,404
Leavers	180	18,937	26,028
<b>Rate</b>	<b>58.3%</b>	<b>76.6%</b>	<b>78.4%</b>

## Appendix F – Disability Monitoring Question

### Disability

1. Do you have an impairment, health condition or learning difficulty?

Yes <input type="checkbox"/>	No <input type="checkbox"/>	Prefer not to say <input type="checkbox"/>
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2. Please tick if any of the categories below apply to you (tick all that apply)

a.	You have a social/communication impairment such as a speech and language impairment or Asperger's syndrome/other autistic spectrum disorder, or cognitive impairment	<input type="checkbox"/>
b.	You are blind or have a visual impairment uncorrected by glasses	<input type="checkbox"/>
c.	You are deaf or have a hearing impairment	<input type="checkbox"/>
d.	You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	<input type="checkbox"/>
e.	You have a mental health difficulty, such as depression, schizophrenia or anxiety disorder	<input type="checkbox"/>
f.	You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	<input type="checkbox"/>
g.	You have a physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches	<input type="checkbox"/>
h.	You have a disability, impairment or medical condition that is not listed above	<input type="checkbox"/>

## Appendix G - MA Redundancies

**Table 1:** MA redundancies in 2016/17 by Occupational Grouping

<b>Occupational Grouping</b>	<b>MA Redundancies</b>
Administration & Related	18
Animal Care, Land & Water Based	*
Automotive	17
Construction & Related	186
Creative & Cultural Skills	*
Engineering & Energy Related	121
Financial Services	*
Food & Drink	7
Hospitality & Tourism	12
Management	*
Other Manufacture	6
Other Services	5
Personal Services	15
Retail & Customer Service	8
Sport, Health & Social Care	16
Transport & Logistics	*
<b>Total</b>	<b>424</b>

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 in 2016/17 by Local Authority

Local Authority	MA Redundancies	MA's in training as at 31 <sup>st</sup> March 2017	MA Redundancies as a proportion of in training
Aberdeen City	32	1,157	2.8%
Aberdeenshire	59	1,989	3.0%
Angus	18	1,027	1.8%
Argyll & Bute	5	458	1.1%
Clackmannanshire	5	490	1.0%
Dumfries & Galloway	14	893	1.6%
Dundee City	21	1,028	2.0%
East Ayrshire	7	1,001	0.7%
East Dunbartonshire	*	602	*
East Lothian	9	699	1.3%
East Renfrewshire	*	427	*
Edinburgh, City of	11	2,102	0.5%
Falkirk	7	1,399	0.5%
Fife	42	2,580	1.6%
Glasgow City	37	3,709	1.0%
Highland	13	2,033	0.6%
Inverclyde	*	514	*
Midlothian	5	708	0.7%
Moray	8	704	1.1%
Na h-Eileanan Siar	*	166	*
North Ayrshire	*	1,086	*
North Lanarkshire	26	2,916	0.9%
Orkney Islands	*	167	*
Perth & Kinross	5	1,037	0.5%
Renfrewshire	11	1,334	0.8%
Scottish Borders	7	686	1.0%
Shetland Islands	*	277	*
South Ayrshire	*	677	*
South Lanarkshire	30	2,358	1.3%
Stirling	*	627	*
West Dunbartonshire	17	882	1.9%
West Lothian	9	1,251	0.7%
Outwith Area	*	102	*
<b>Total</b>	<b>424</b>	<b>37,086</b>	<b>1.1%</b>

Note:

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