

Research has shown the positive impact of apprenticeships on individual outcomes in the short-to-medium term and employers, in terms of benefits such as productivity.

Skills Development Scotland (SDS) has carried out a survey looking at the long-term benefits and effects on wellbeing of Modern Apprenticeships (MAs).

The survey forms part of research work looking at the long term outcomes for apprentices, which was recommended as part of a framework developed for SDS by the [OECD](#). This work also aligns to the Impact workstream at the Centre for Work Based Learning.

Background



The Apprenticeship Wellbeing Survey measured the wider impacts of the MA programme.



This involved exploring personal development and career progression (which SDS has measured before in the short/medium term, in two large scale surveys of MAs 6-9 months post completion in [2012](#) and [2016](#)).



We also measured, for the very first time, the subjective wellbeing of MAs

The Approach



Telephone survey completed inhouse at SDS Contact Centre

2000+

interviews with MA leavers



1-3 years post training



non-completers used as the control group



Sample is representative of the MA population

Interpreting Subjective Wellbeing

Questions developed by the Office for National Statistics

All wellbeing scores are presented as a Mean Point Score and are measured on a 0-10 scale



Satisfaction

assessing one's life
Overall, how satisfied are you with your life nowadays?



Worthwhile

meaning and purpose
Overall, to what extent do you feel the things you do in your life are worthwhile?



Happiness

positive experiences and emotions
Overall, how happy did you feel yesterday?

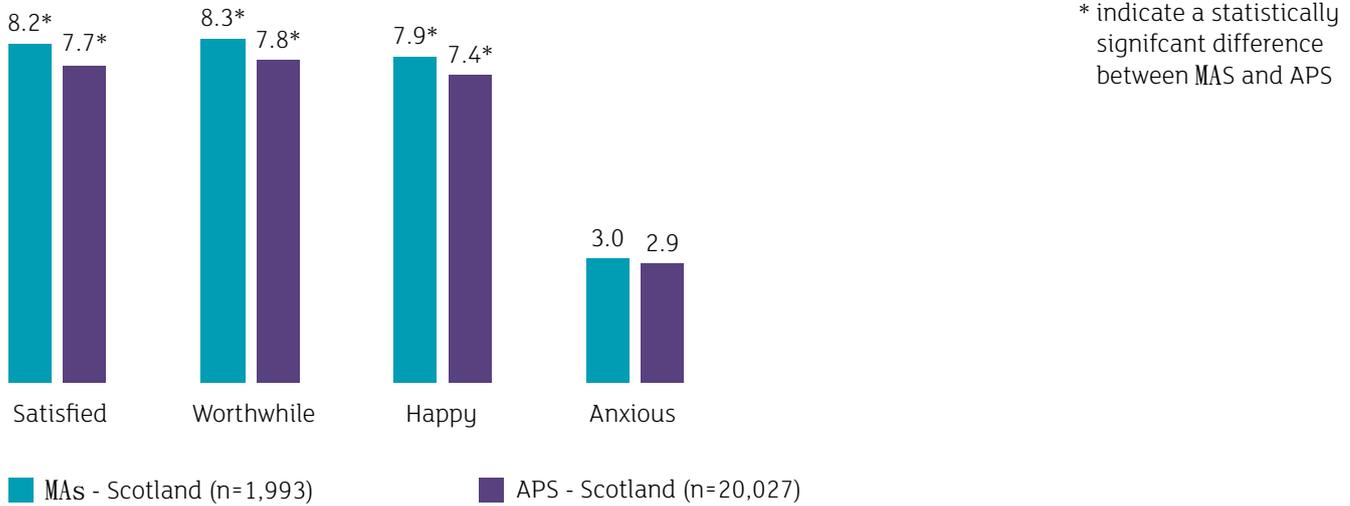


Anxiety

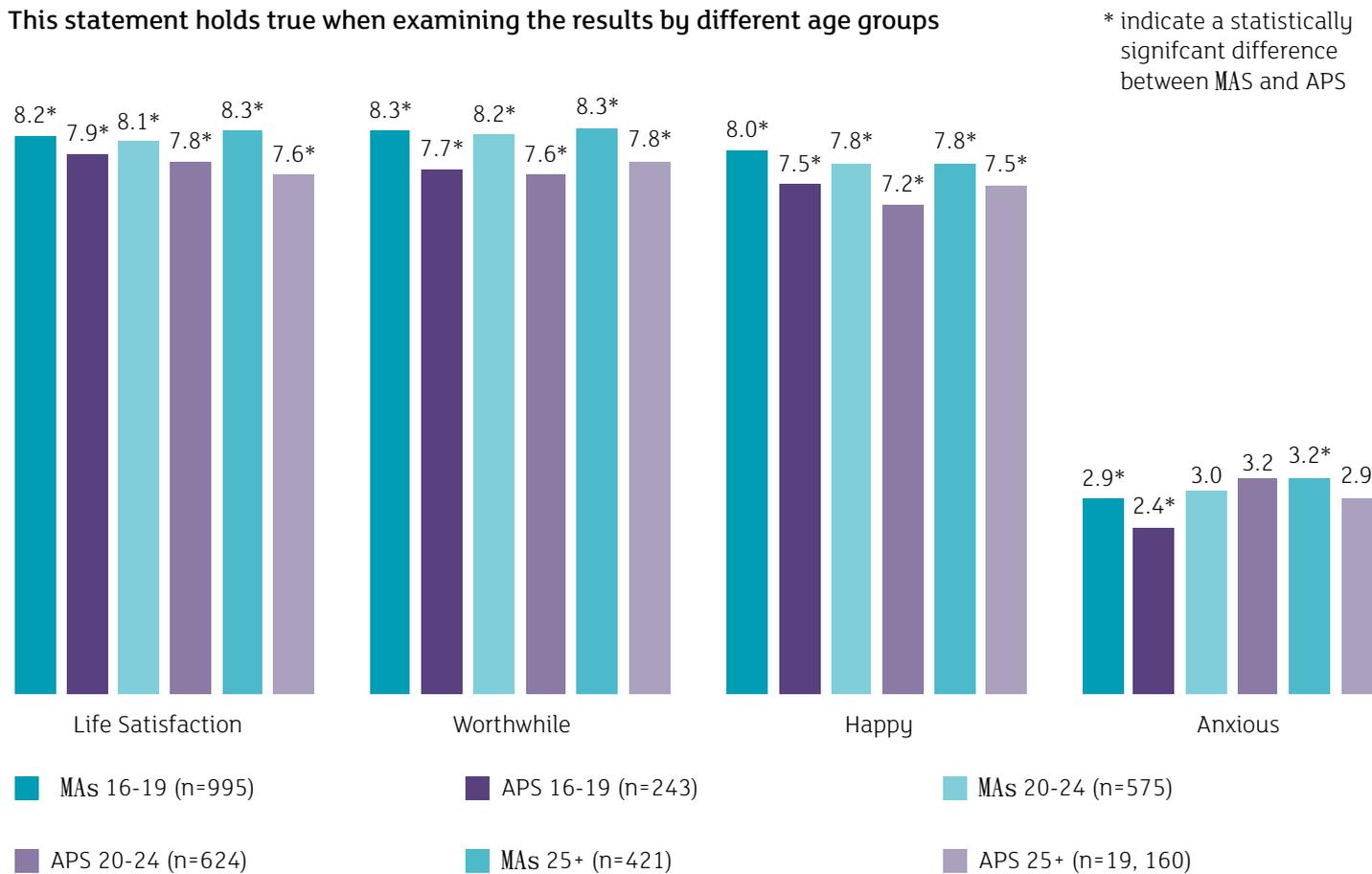
negative experiences and emotions
Overall, how anxious did you feel yesterday?

* indicates that this difference was statistically significant, which means that if we conducted this survey 100 times, we would find a true difference between these two scores at least 95 out of 100 times, and we would find a difference due to a sampling error at most 5 out of 100 times. This means that it is unlikely that this result was found by chance.

MAs report high levels of wellbeing – higher than the general population¹ on satisfaction, worthwhile and happiness measures.

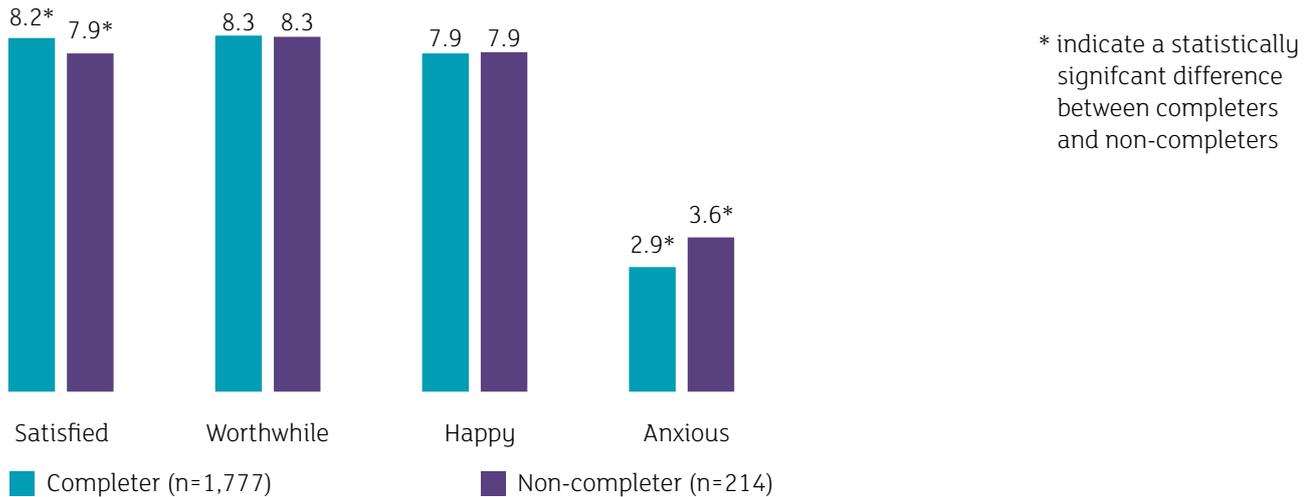


This statement holds true when examining the results by different age groups

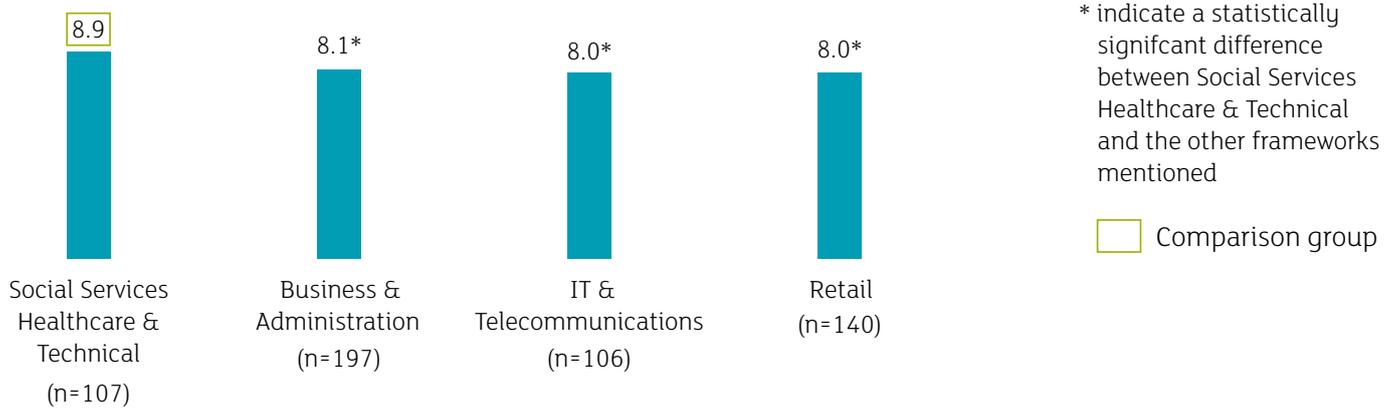


¹ Annual Population Survey (2016-2017) Scottish results only

Those surveyed who completed their apprenticeship are significantly more satisfied with their life and less anxious than non-completers



Generally, there is low variation in wellbeing scores across frameworks. However, those in Social Services and Healthcare report significantly higher levels of feeling that their life is worthwhile compared to those in; Business and Administration, IT and Telecommunications and Retail

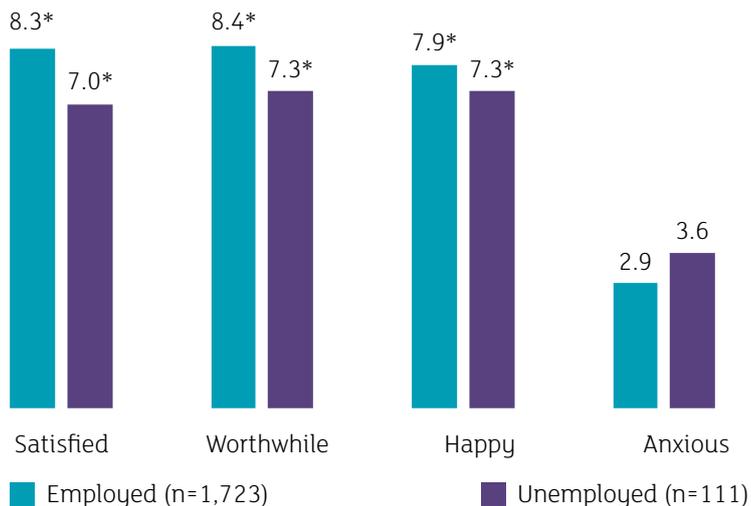


No difference in wellbeing levels of males and females for satisfaction, worthwhile and happiness measures. However, females more anxious than males – in line with the general population. This finding will be explored further in the follow up focus groups.

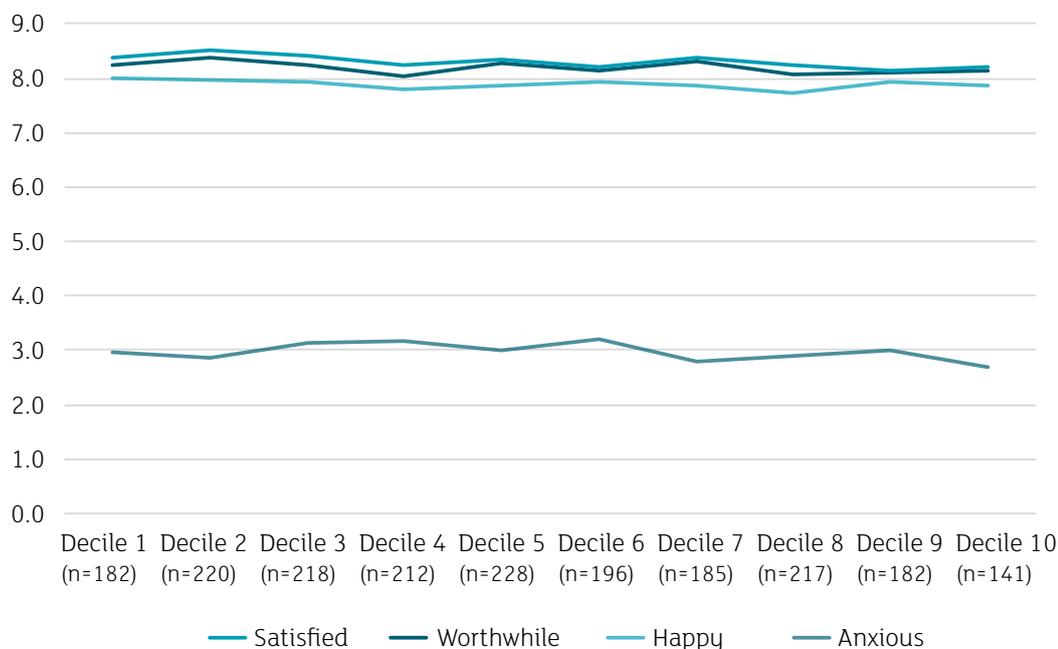


Work improves wellbeing

* indicate a statistically significant difference between employed and unemployed



Wellbeing levels high, irrespective of Scottish Index of Multiple Deprivation Deciles. No significant differences found between SIMD deciles.



Do you think that participating in the MA programme has had an influence on any aspect of your wellbeing? Why?

The vast majority of responses showed high levels of attribution and positive effects on wellbeing. Apprentices told us:



Gained Confidence

“Definitely, before hand I suffered really bad depression and anxiety and never really left the house. The apprenticeship helped my confidence and boosted my career.”

Female, Business and Administration, 16-19, Level 3



Increased Opportunities

“Yes, if I didn't have this SVQ then I wouldn't have had my trade and now the world is my oyster and I can do anything.”

Male, Roofing Occupations (Construction), 20-24, Level 3



Gained Knowledge

“It has been a good experience and has put me in a good position in life. The skills I have gained from the MA and afterwards has given me a better idea of what I want to do with my life in future.”

Male, Creative and Digital Media, 20-24, Level 3

Do you think that participating in the MA programme has had an influence on any aspect of your wellbeing? Why?

However, a minority of responses were slightly more negative...



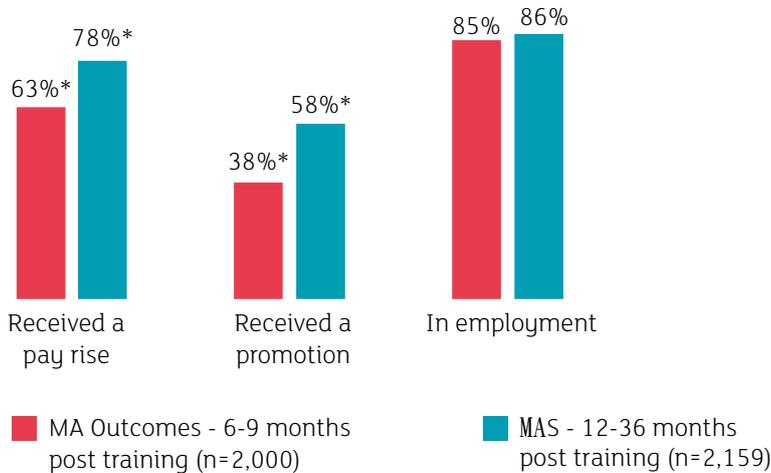
Required Qualification

“If someone is new to the industry and younger then it is great to gain an MA but I am older and have been in the industry for years and have already have the skills required. I just required the qualification to show this.”

Male, Hospitality, 25+, Level 3

High levels of personal and career development reported – which increase the longer individuals have left the programme

* indicate a statistically significant difference between two surveys



What's next?



Further insight and analysis into the results

- Investigate sub-groups in the data
- Drivers of wellbeing



Series of Focus Groups to find out the 'why'

- Completed in-house at Skills Development Scotland
- Focus on speaking to under-represented groups



Communication and dissemination of results

- Conferences
- Full report to follow