

Employability Fund Statistics

- **Starts in 2019/20 (April 2019 – March 2020)**
- **Outcomes and Outputs for a cohort of leavers (from July 2018 to June 2019)**

Official statistics published on 9th June 2020

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Contact: Rowena McConkey
Job Title: Performance Reporting and Statistics Manager
Email: rowena.mcconkey@sds.co.uk

Contact: Christopher MacIsaac
Job Title: Performance Analyst
Email: christopher.macisaac@sds.co.uk

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Introduction

This report provides quarterly statistics on the Employability Fund (EF) including relevant commentary and analysis.

About the Employability Fund

The Employability Fund supports people to develop the skills they need to secure a job or progress to more advanced forms of training. The fund:

- Has a strong focus on work experience;
- Offers flexibility for differing participant needs;
- Adapts to local employer demand;
- Complements other funded training at a local level; and
- Provides certificated learning

Skills Development Scotland (SDS) is responsible for the overall administration and management of the Fund, and we invite bids from providers on *Public Contracts Scotland* to deliver provision each year. The provision offered should be responsive to **local** needs and opportunities.

The Employability Fund supports activities that map to stages 2 to 4 of the Strategic Skills and Employability Pipeline (SSP)

– see table 1. The pipeline is a framework used by Local Employability Partnerships (LEPs) to plan the employability and skills provision required in their Local Authority area. Appendix A provides a summary of the characteristics of participants at each stage.

The EF funding model for contracted Training Providers rewards the achievement of progression milestones and auditable, positive outcomes (e.g. employment, progression to the next stage of the SSP etc.).

Allocation of Starts

Employability Fund starts are allocated to each LEP based on local unemployment data (averaged over the financial year). Once allocated their share of starts, each LEP decides how they wish to distribute this by age and stage in response to local needs.

Referral Arrangements

SDS and other organisations (see Appendix B) follow assessment and referral processes to identify whether an individual will benefit from the type of activity supported by the Fund and is eligible for support.

Table 1: Strategic Skills Pipeline and the Employability Fund

| Strategic Skills Pipeline | | | | | |
|--|---------|---|---|---|---------|
| Stage and Indicative Nature of Provision | Stage 1 | Stage 2 – Removing Barriers | Stage 3 – Vocational Training | Stage 4 – Employer Engagement & Job Matching | Stage 5 |
| Fund Elements | | Provision at this stage should provide a foundation upon which individuals can build their employability skills, personal development and core skills, including an appropriate level of work experience | Provision at this stage should support individuals in preparing for and sustaining employment, including entry to Modern Apprenticeships, and include an element of work experience | Provision at this stage should directly enable individuals to access a job, including work experience | |
| Examples of potential delivery | | <ul style="list-style-type: none"> specialist support target group work preparation personal and life skills core skills development work experience | <ul style="list-style-type: none"> vocational training which develops core skills and links to local labour market opportunities work experience which relates to vocational training and develops employability skills | <ul style="list-style-type: none"> industry specific courses and qualifications (within SDS approved listing) customised training for employment work experience | |
| Outputs | | SCQF credit rated pre-employability / personal development/ core skill provision of at least 18 SCQF credit points at level 3 or above. | SCQF credit rated employability / vocational provision of at least 18 credit points at level 4 or above | Employer or industry certification | |
| Outcomes | | <ul style="list-style-type: none"> job, self-employment or MA progression to more advanced forms of learning or stage 3 provision sustained job or sustained self-employment | <ul style="list-style-type: none"> job, self-employment or MA progression to more advanced forms of learning or stage 4 provision sustained job or sustained self-employment | <ul style="list-style-type: none"> job, self-employment or MA sustained job or sustained self-employment | |

Notes to Readers

The statistics in this report are derived from our Funding Information Processing System (FIPS). Guidance on how Employability Fund data is collected and reported is available on the SDS Corporate Website entitled [Employability Fund Statistics Guidance](#). SDS recommends that this document is read prior to any further analysis to ensure the figures are interpreted correctly.

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

This publication is released during the time of a global pandemic, which began to have a severe economic impact on Scotland, and the wider world, at the end of the 2019/20 financial year. We expect that covid-19 will lead to severe reductions in the number of EF starts over the short and medium-term future, and we are already seeing this in the statistics for the first two months of 2020/21. Although we will continue to produce quarterly official statistics throughout this

period, it is likely that these will be shorter, less detailed publications.

Key definitions in this report:

Starts

A start is counted in the period in which it is approved in our administrative and payment system and where a start payment has been made. If a participant leaves and re-starts on the same stage, within a four-week period, the provider is ineligible for a 2nd start payment and this second start is therefore not counted.

Leavers

Leavers are counted in the period when training providers add leaving details to our administrative and payment system.

Outcomes/Outputs

Outcomes

Achievement of an outcome means that an EF participant has progressed to a job, Modern Apprenticeship (MA), self-employment, the next stage of the skills pipeline or a more advanced form of learning.

Outputs

An output refers to the achievement of any of the following:

- Certificate of Work Readiness (CWR) or the Falkirk Employability Award
- Other Employability Award (SCQF credit rated)
- Vocational Qualifications at stage 4 from a list of suitable qualifications in three categories (A, B and C). Each category attracts a different funding rate.

As provision is designed to meet individual need and opportunities, not all participants pursue certification and thus no output payments are made.

In this publication, outcomes and outputs (as defined in table 1 on page 3) are related to the leavers between July 2018 and June 2019 (as illustrated in Figure 1 below).

The method of measurement described in Figure 1 ensures that reporting of outcome and output achievement rates are meaningful. This allows us to measure outcome and output rates consistently and to make comparisons over time.

There is a lag between participants leaving EF activity and outcomes/outputs being claimed and therefore recorded. Most claims for outcomes/outputs are received within nine months of a participant's leaving date. As outcomes and outputs are evidence-based there are certain rules that define when an outcome or output can be claimed:

- Job related outcomes (Job, MA or Self-employment) can be claimed when a participant has been in employment for a minimum of four weeks, within 26 weeks of leaving EF activity, and evidence is provided to substantiate this.
- Progression outcomes (Next stage of the SSP or more advanced learning) can be claimed within six months of a participant leaving EF activity and evidence is provided to substantiate this.
- Outputs can be claimed when evidence is provided to SDS from an awarding body that certification has been achieved by the participant (e.g. CWR).

Percentages

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 EF Starts aged 16-17 increased by +8 pp.

In addition, percentages in this report may not always sum to 100% due to rounding. Similarly, calculating percentage point differences from the data presented in graphs and tables may differ slightly from figures cited in the text. This is also due to rounding.

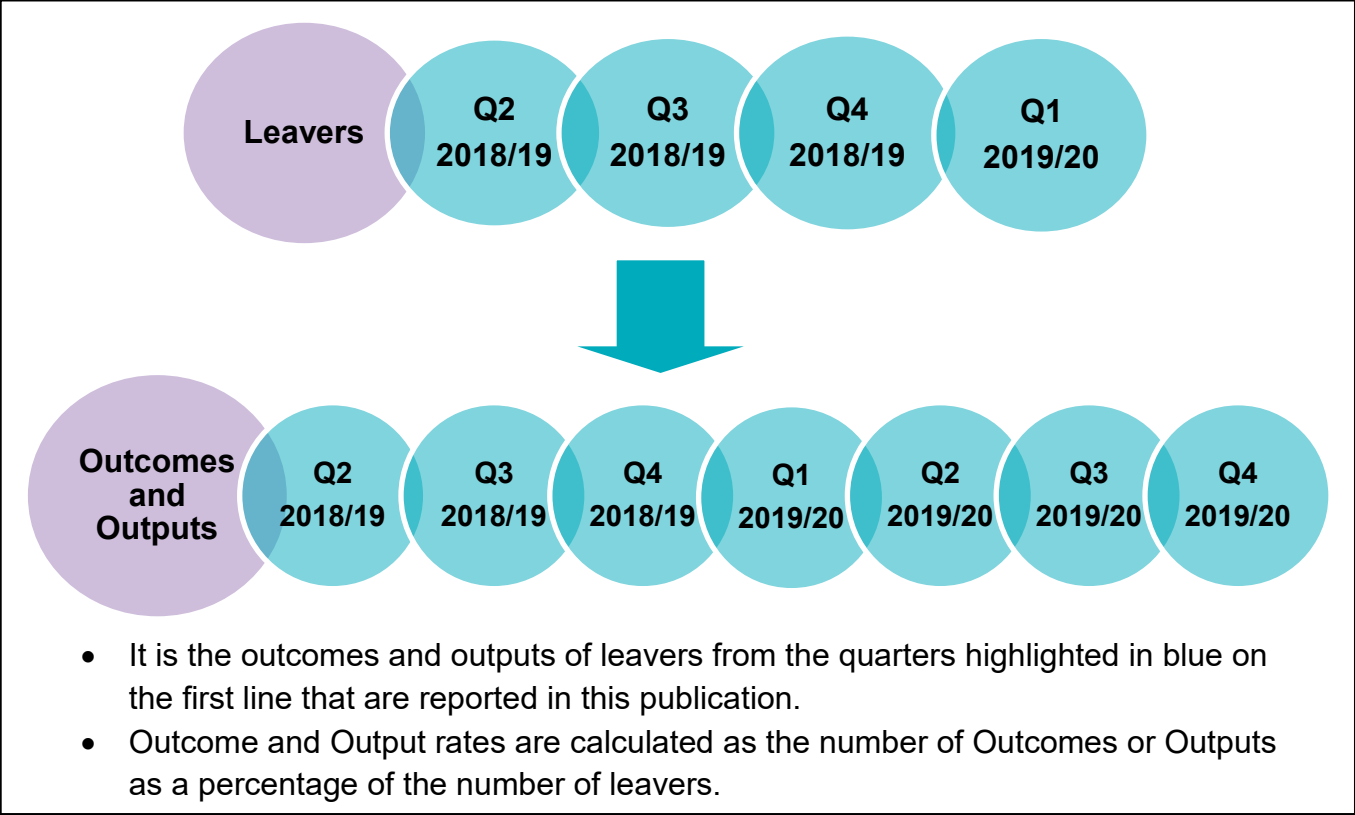


Figure 1: The cohort of leavers used in quarter 4 2019/20 publication alongside the related outcomes and outputs for these leavers

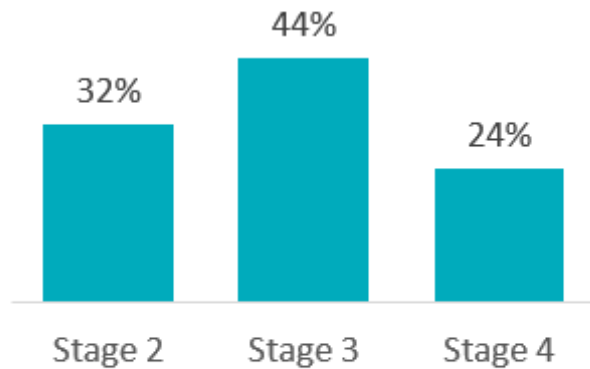
Employability Fund Key Results 2019/20

8,750 EF starts

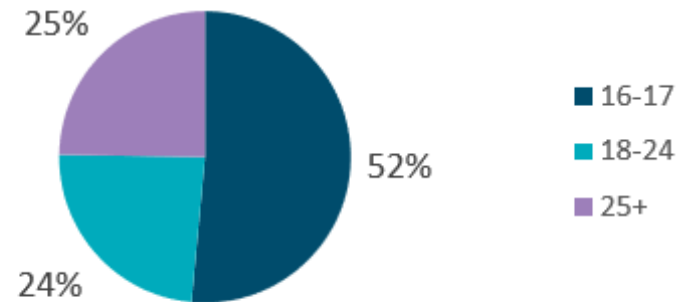
Annual Target Met
up to 9,000



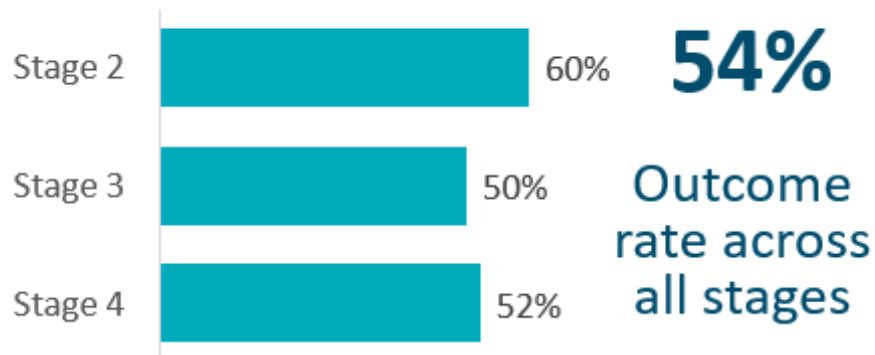
Starts by Stage



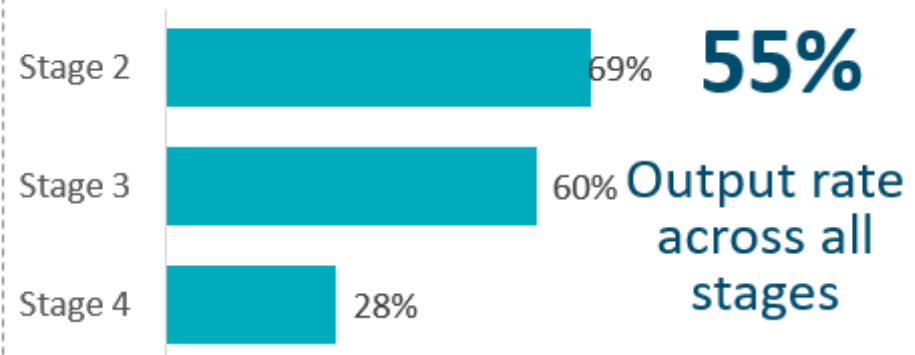
Starts by Age Group



Outcome rate



Outputs (Certification rate)



73%

of leavers achieved a positive result from EF participation in the form of an outcome, output or both

Key Results

Data on previous year's Employability Fund starts is available on our website. Changes to the Employability Fund (including changes to annual targets) mean that data comparisons over time should be treated with caution.

Starts

- There were 8,750 EF starts in 2019/20, in line with the annual expectation of providing up to 9,000 starts. EF provision is demand led and based on individual need identified in local areas.
- Over half of starts were aged 16-17 (52%, +2.2 pp on 2018/19). A further 24% were aged 18-24 (-1.2pp on 2018/19) and 25% were aged 25 or over (-1.0 pp on 2018/19).

¹ Disclosure was in response to our disability monitoring question, which asks if individuals have an impairment, health condition or learning difficulty. This was aligned to the question wording recommended by Advance HE (formerly Equality Challenge Unit (ECU) after extensive consultation with disability partners, modern apprentices, training providers and employers.

- 44% of starts were at stage 3 (-0.8 pp on 2018/19). A further 32% were at stage 2 (+1.6 pp on 2018/19) and 24% were at stage 4 (-0.8 pp on 2018/19).

Equality

- Gender: There were fewer female than male starts to the Employability Fund in 2019/20, with females accounting for 33% of starts and males accounting for 67% (females - 1.1 pp and males +1.1 pp compared to last year).
- Disability: 28.2% of EF starts self-identified an impairment, health condition or learning difficulty (I/HC/LD) in 2019/20 compared to 24.3% last year (+3.9 pp).¹
- Ethnicity:² 3.8% of EF starts self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group, -0.2 pp higher than last year.³
- Care Experience: 7.0% of EF starts self-identified as care experienced (-0.1% on last year).

² Including 'white other' within this figure for EF starts is 5.6%, compared to 5.2% last year.

³ Ethnic groups aligned with Scottish Government guidance on ethnicity reporting.

Achievements of Leavers from July 2018 to June 2019

The achievement rate is the number of individuals achieving an output (certification), an outcome (progression to a Job, MA, self-employment, more advanced form of learning or progression to the next stage of the SSP) or both, as a proportion of the leavers in the cohort.

- Across all stages, 73% of leavers achieved a positive result from EF participation in the form of an outcome, an output or both (+0.4 pp on the previous cohort, and -0.7 pp compared to the same point last year).
 - The outcome rate (54%) increased compared to the previous cohort (-0.2 pp) and compared to the same point last year (+0.5 pp).
 - The output rate (55%) increased compared to the previous cohort (+1.5pp) and has increased +0.8 pp compared to the same point last year.
 - The proportion of leavers with an achievement at stage 2 has increased compared to the previous cohort (+1.0%)
 - The stage 3 achievement rate increased compared to the previous cohort (+1.4 pp).
 - Stage 4 achievement decreased (-2.6 pp) compared to the previous cohort.

Section 1: EF Starts

Data on previous year's Employability Fund starts is available on our website.

There were 8,750 starts on Employability Fund (EF) provision in 2019/20, in line with the annual expectation of providing up to 9,000 starts. EF provision is demand led and based on individual need identified in local areas.

Figure 1.1 shows the number of starts by age and stage. Over half of starts were aged 16-17 (52%, an increase of +2.3 pp compared to last year). A further 24% were aged 18-24 (-1.2 pp on last year) and 25% were aged 25 or over (-1.0 pp on last year).

Under half of EF starts were at stage 3 (44%, -0.8 pp compared to last year). A further 32% of starts were at stage 2 (+1.6 pp on last year) and 24% were at stage 4 (-0.8 pp on last year).

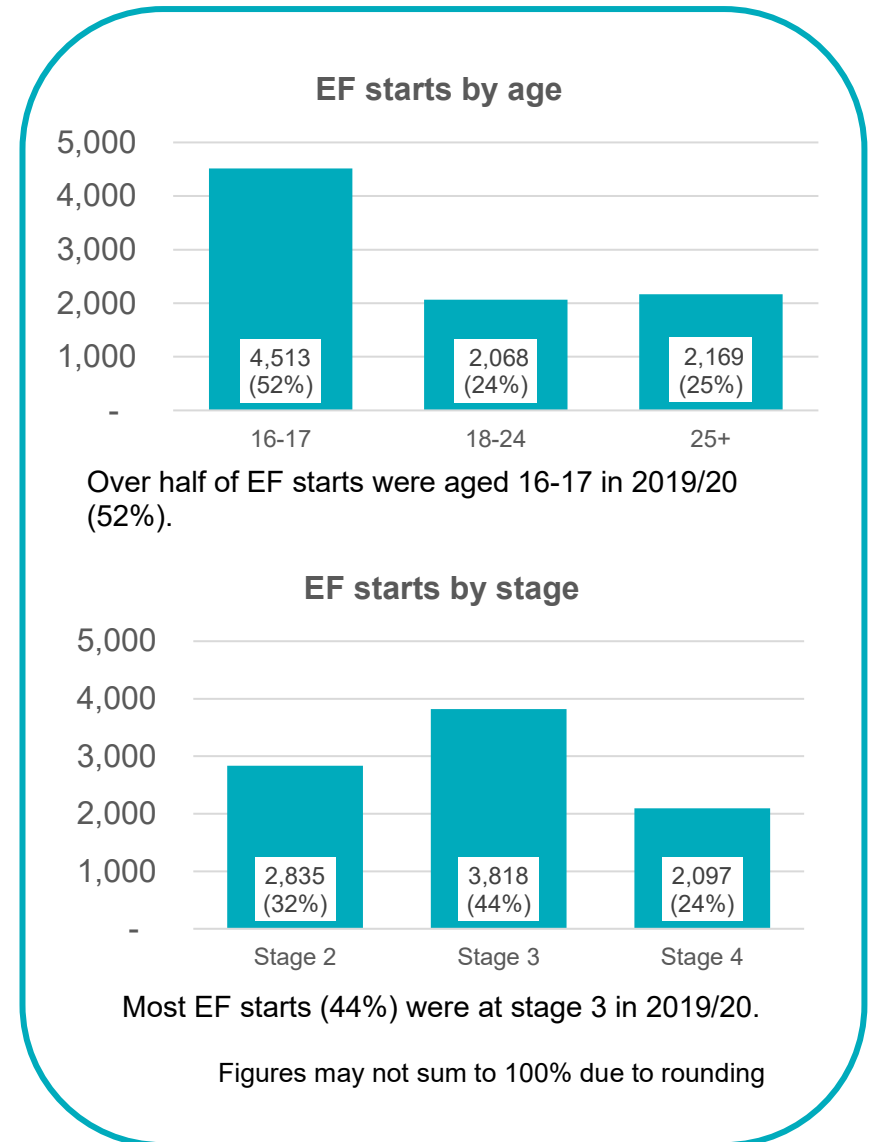


Figure 1.1: EF starts by age and stage

Starts by Local Authority

Glasgow City had the largest number of EF starts in 2019/20 at 1,316 accounting for 15% of overall starts. In Glasgow City, 48% of starts were at stage 3.

Appendix C tables 1, 2 and 3 show the number of starts by Local Authority, age, stage and gender.

The breakdown of starts by Local Authority reflects the needs, by stage, for each local area. It demonstrates the flexible nature of the Fund, including the response to redundancies managed under [PACE](#) partnership arrangements.

⁴ 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

EF Starts in 2019/20 by SIMD Decile

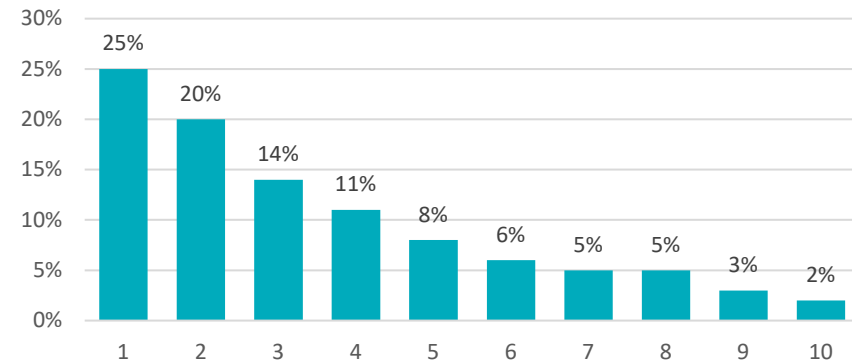


Figure 1.2: Percentage of EF starts by SIMD decile

Starts by SIMD

Figure 1.2 shows EF starts by Scottish Index of Multiple Deprivation (SIMD, 2020) decile, based on the participant's home address.⁴ The analysis shows that 45% of EF starts reside in the 20% most deprived areas and only 6% reside in the 20% least deprived areas of the country (a similar pattern to last year). This is as expected, as there tends to be higher unemployment rates in the most deprived areas.

also mean people have fewer resources and opportunities, for example in health and education. <https://www.gov.scot/publications/scottish-index-multiple-deprivation-2020/>

Equality

EF provision is available to those who are *referred*, based on their need. Therefore, positive action to recruit to EF provision is inappropriate. Collecting self-declared equality information from participants helps to monitor who is being referred to the Fund.

All information held on equality characteristics (e.g. gender, disability, ethnicity, care experience) is self-reported and, as a result, there may be some under-reporting within these statistics.

SDS is committed to equality of opportunity within the Employability Fund. Our [Equality, Diversity and Inclusion – Mainstreaming Report](#) details the active steps we are taking, in conjunction with partners, to increase participation in National Training Programmes (NTPs). As part of this, we are also working to improve our understanding of barriers to participation amongst these groups, issues around self-declaration, and how we might further improve the monitoring of participation levels in NTPs.

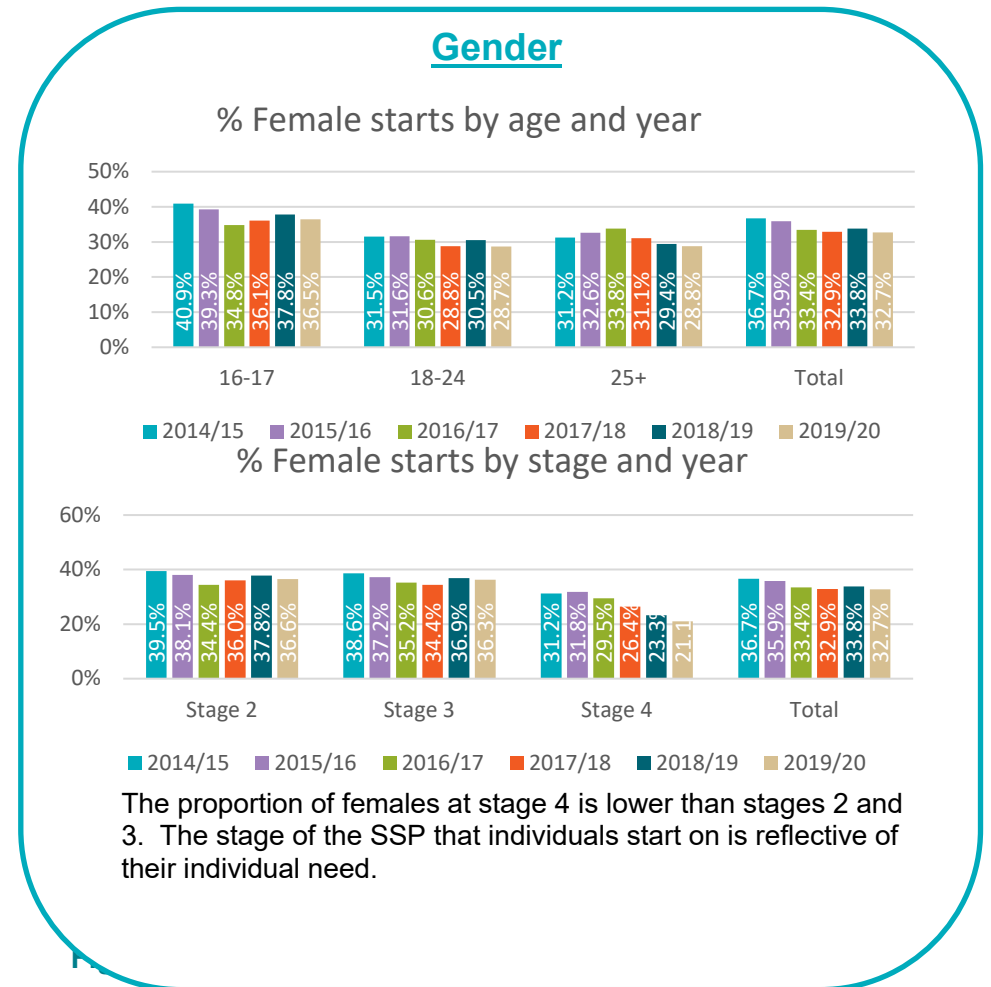
Our commitment to improving equality of access includes open and transparent reporting of equality data. We have continued to put measures in place to promote equality of access to the Employability Fund and the reporting of equality information. This included a new disability disclosure monitoring question from April 2016 based on the recommendations of Advance HE (formerly the Equality Challenge Unit, ECU). This reporting mechanism, alongside equality training given to training providers, is likely to have contributed to increased disability declaration since 2016/17, from which point figures are comparable.

Gender

Figure 1.3 shows trends in female starts between 2014/15 and 2019/20 by age and stage. In 2019/20, there were fewer female than male starts to the Employability Fund, with females accounting for 33% of starts and males accounting for 67% (-1.1 pp for females).

Demographic statistics suggest there may be fewer females than males in the pool of individuals requiring EF intervention. For example, the gender split in the Scottish unemployed population is 55% male, 45% female.⁵ In addition, young females (aged 16-19) are more likely to be participating in either education, employment or training/other development with 92.2% of young females engaged in these activities compared to 90.9% of males.⁶

⁵ Data taken from Table 2.1 of “Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018”, published [here](#).



⁶ [Annual Participation Measure for 16-19 year olds in Scotland, August 2019](#)

Disability

Maximising disability disclosure is important to ensure that appropriate support is in place for participants. The figures quoted in this report are in response to our disability disclosure question. This was aligned to the wording recommended by Advance HE (formerly Equality Challenge Unit, ECU) from 2016/17 after extensive consultation with disability partners, modern apprentices, training providers and employers.

This question, 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 from 2016/17, from which point figures are comparable. In response to our monitoring question, the proportion of EF starts self-identifying an impairment, health condition or learning difficulty (I/HC/LD) was 28.2%. This is compared to 24.3% self-identifying an I/HC/LD in 2018/19, an increase of +3.9 pp. Our monitoring question also asked participants to provide further details of their disability from a list of options. Participants could select more than one from the list. Of those self-identifying an impairment, health

condition or learning difficulty, the most common selections were:

- 'specific learning difficulty' (34.3% compared to 35.7% last year)
- followed by 'mental health' (30.2% compared to 28.2% last year) and
- 'Social / Communication' (11.8% compared to 10.2%).

In 2019/20, 22.6% of EF starts who self-identified an I/HC/LD type selected more than one, compared to 18.8% last year.

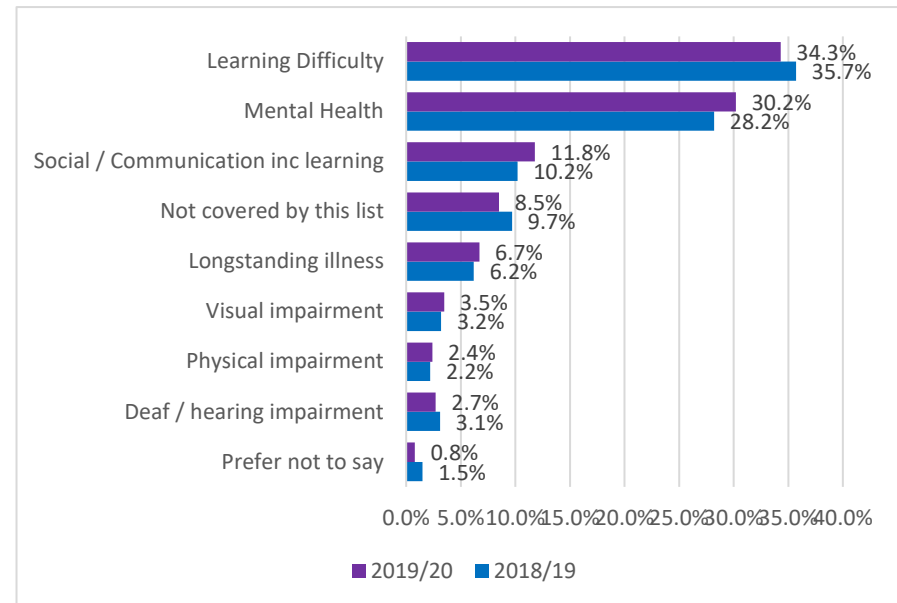


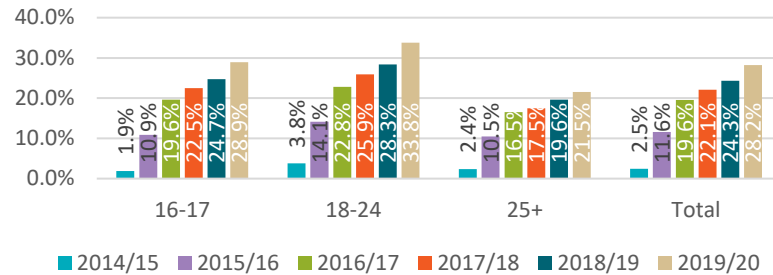
Figure 1.4: Disability - Proportion of EF I/HC/LD selections (Detailed)

Disability

28.2%

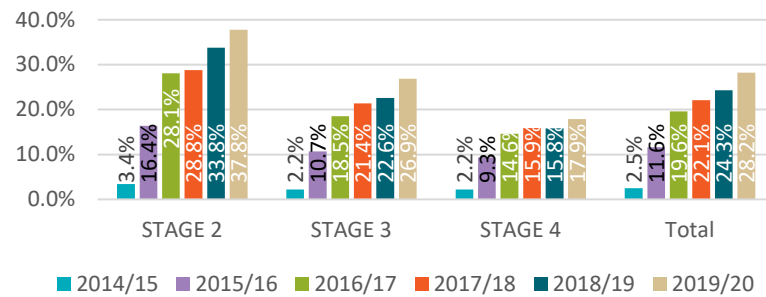
of EF starts self-identified an impairment, health condition or learning difficulty in 2019/20

Disability - proportion of starts by age



In each of the past six years, the 18-24 age group has had the highest proportion of EF starts self-identifying an impairment, health condition or learning difficulty.

Disability - proportion of starts by stage



A relatively high proportion of stage 2 starts self-identified as having an I/HC/LD in 2019/20 (37.8%). This may be reflective of provision at this stage of the SSP, which focuses on building foundations for individuals to improve their employability skills.

Contextual Information – Disability

According to the Annual Population Survey (APS) the proportion of individuals who are disabled in the 16-24 Scottish population is 15.3% (APS, Jan 2019 to Dec 2019). The proportion of 16-24 year olds in work who are disabled is 11.3%. To provide additional context, the Scottish Survey Core Questions ([SSCQ, 2017](#)) shows the proportion of 16-24 year olds with a limiting long term condition is 13%, an increase of +4pp since 2012.

We also know from other sources (e.g. [Annual Participation Measure for 16-19 year olds in Scotland](#)) that a higher proportion of disabled people are unemployed and seeking work than those who are not disabled (2.2% compared to 1.5% respectively). In addition, a higher proportion of disabled people aged 16-19 are participating in Training and Other Development (6.1%) compared to those who are not disabled (1.8%).

Figure 1.5: Disability - Proportion of EF starts self-identifying an I/HC/LD

Ethnicity

All EF starts are also asked to provide information about their ethnicity on a self-declaration basis. In summary, the proportion of EF starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 3.8% in 2019/20.⁷ This is compared to 4.0% in 2018/19, -0.2 pp. A breakdown of EF starts by ethnic group is provided in table 1.1 below.

Table 1.1: EF starts in 2019/20 by ethnic group

| Ethnic Group | Number of EF starts | % of EF starts (known) |
|---|---------------------|------------------------|
| White | 8,385 | 96.2% |
| Mixed or multiple | 43 | 0.5% |
| Asian | 129 | 1.5% |
| African, Caribbean or Black | 106 | 1.2% |
| Other ethnic group | 53 | 0.6% |
| Total Known | 8,716 | |
| <i>Prefer not to say</i> | 34 | |
| Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group | 331 | 3.8% |

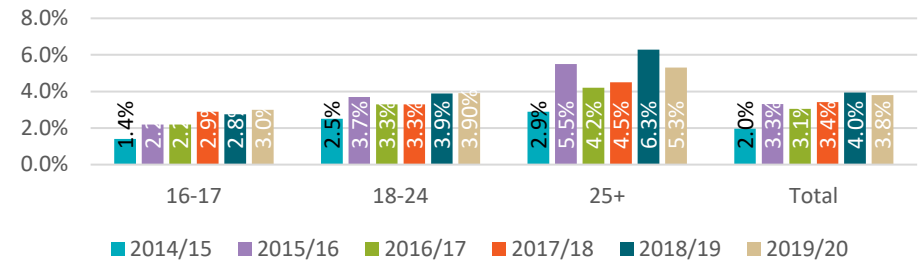
⁷ Ethnic groups aligned with Scottish Government guidance on ethnicity Reporting.

Ethnicity

3.8%

of EF starts self-identify as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in 2019/20

Ethnicity - proportion of starts by age

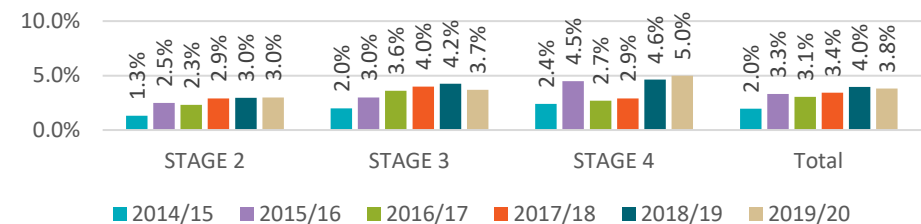


The highest proportion of EF starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in each of the past six years were aged 25+.

Additional Ethnicity Information

The proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group when including "white other" is **5.5%**, compared to 5.2% last year

Ethnicity - proportion of starts by stage



The proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in 2019/20 is highest for stage 4 (5.0%).

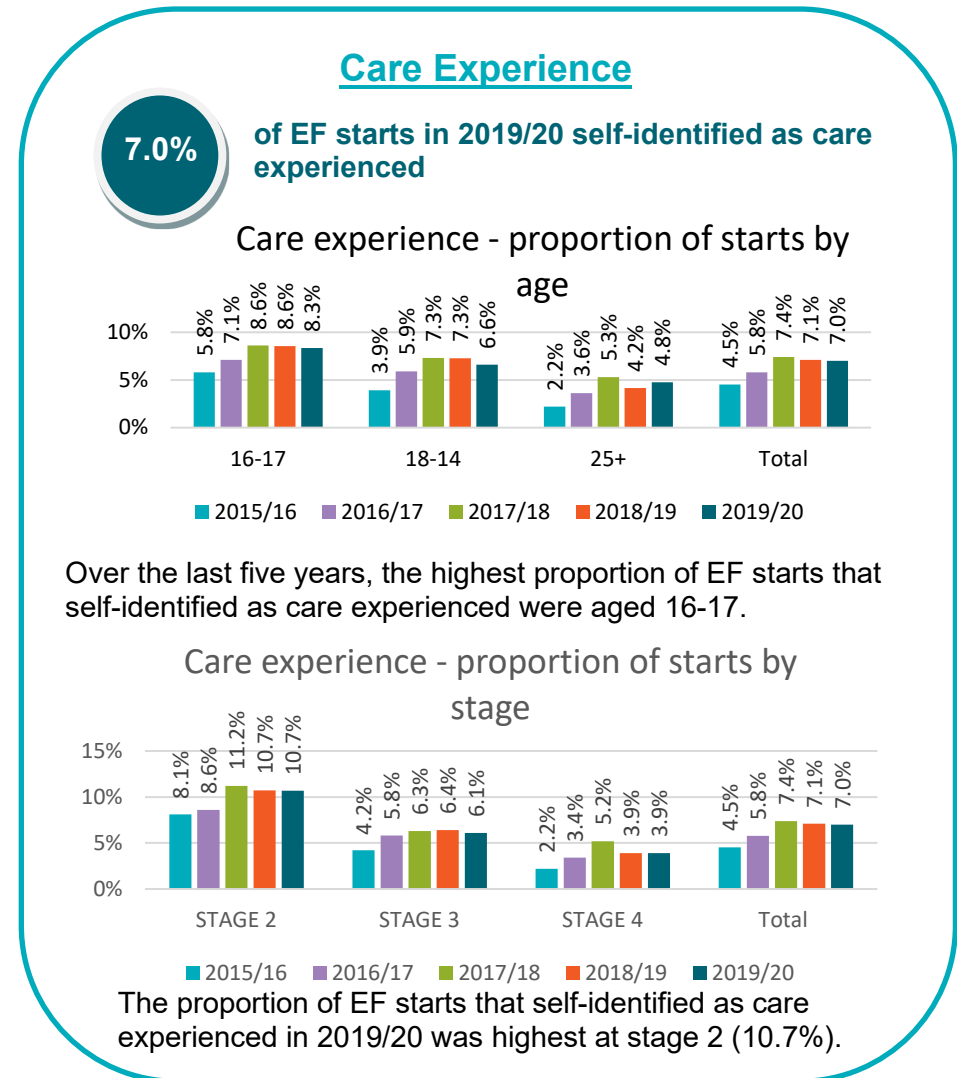
Figure 1.6: Ethnicity - Proportion of EF starts by ethnic group

Care Experience

Our Equality, Diversity and Inclusion – Mainstreaming Report also details our commitment to supporting individuals with care experience, as does our Corporate Parenting Plan (published in August 2018). We started collecting self-declared information on care experience in 2015/16.⁸ In 2019/20, 7.0% of EF starts self-identified as having care experience. This is compared to 7.1% in 2018/19 (-0.1 pp).

Figure 1.7: Care Experience – Proportion of EF starts self-identifying care experience

⁸ In response to the question, ‘Have you ever been in care’? In care means you are or were formally looked after by a local authority, in the family home (with support from social services or a social worker) or



elsewhere, for example, in foster care, residential/secure care, or kinship care (with family friends or relatives).

Section 2: Achievements (Outcomes and Outputs)

The outcomes and outputs detailed in this section of the report are based on a cohort of all leavers between **July 2018 and June 2019** (inclusive) (see Figure 1 on page 6).

The Employability Fund rewards Training Providers for outputs (certification) and outcomes (progression to a Job, MA, self-employment, more advanced form of learning or progression to the next stage of the SSP). The fund is designed to allow providers to help individuals with differing needs secure positive outcomes (See Table 1 on page 3). Payments are made when claims are recorded on our system, when sufficient evidence of an output/outcome is gathered according to the EF rules. These rules are as follows:

- **Outputs** - when the provider has evidence from the awarding body that certification (e.g. Certificate of Work Readiness) has been achieved.
- **Job related outcomes** (Job, MA or Self Employment) - can be claimed when a participant has been in employment for a minimum of four weeks, within 26

weeks of leaving EF activity, and evidence is provided to substantiate this.

- **Progression outcomes** (Next stage of the SSP or more advanced learning) - can be claimed within six months of a participant leaving EF activity where evidence is provided to substantiate this.

Analysis has shown that most claims for outputs/outcomes are received within 9 months of a participant's leaving date. Table 2.1 shows a breakdown of the number of leavers between July 2018 and June 2019 by age and stage. It is the outcomes and outputs of these leavers that the figures published here related to. Almost half of leavers were aged 16-17 (49%) and most participants left stage 3 (44%), a similar breakdown to the leavers analysed in last quarter's report.

Table 2.1: Leavers by age and stage

| Stage | Stage 2 | Stage 3 | Stage 4 | Total | % of total |
|-------------------|--------------|--------------|--------------|--------------|-------------|
| 16-17 | 2,225 | 2,273 | 58 | 4,556 | 49% |
| 18-24 | 478 | 1,234 | 592 | 2,304 | 25% |
| 25+ | 183 | 553 | 1,654 | 2,390 | 26% |
| Total | 2,886 | 4,060 | 2,304 | 9,250 | 100% |
| % of total | 31% | 44% | 25% | 100% | |

Achievement

This section provides a summary of the achievements of leavers from July 2018 to June 2019. Definitions of Outcomes, Outputs and Overall Achievement are available in Appendix D. **Achievements are calculated as those individuals who have achieved an outcome, output or both.**⁹

Seventy-three percent of leavers between July 2018 and June 2019 achieved an outcome, an output or both across all stages, slightly higher than the previous cohort (+0.4 pp) and -0.7 pp compared to the same point last year.

Figure 2.1 summarises the outcome rate, output rate and overall achievement rate over time. The proportion of leavers with an achievement (an outcome, an output or both) has increased over the past five cohorts. Compared to the previous cohort (Q3 2019/20), the outcome rate decreased (-0.2 pp) and the output rate increased (+1.5 pp).

⁹ Note: In Figure 2.1 this means that the outcome and output rates cannot be summed to get the achievement rate as some individuals

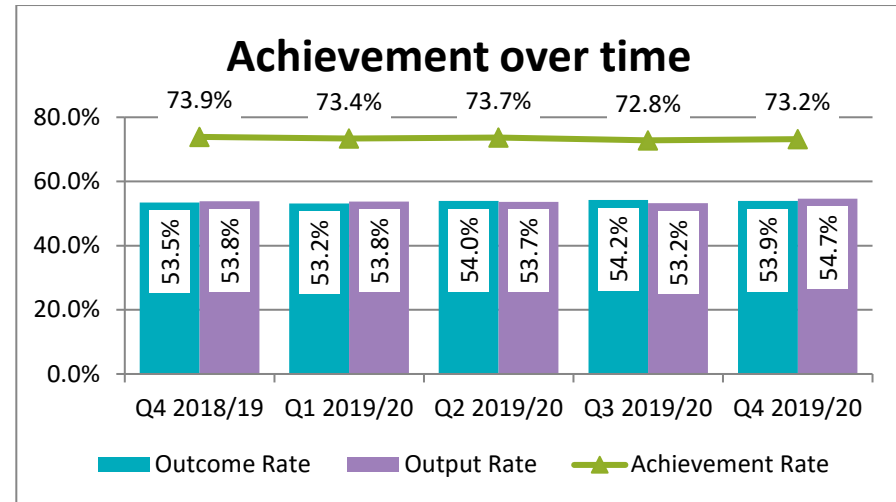


Figure 2.1: Overall achievement, outcome and output rates over time

For this cohort, the achievement rate at stage 2 is 79% (+1.0 pp compared to the previous cohort). Stage 3 achievement increased by +1.4 pp compared to the previous cohort and stage 4 achievement increased (-2.6 pp) compared to the previous cohort (see Appendix D).

may have left EF provision with both and output and an outcome.

Outcomes

An outcome can be claimed if, within 26 weeks of leaving EF provision, a participant enters a job, MA, self-employment, advanced learning or the next stage of the skills pipeline.

Table 2.2: Outcomes by stage for leavers from July 2018 to June 2019

| Stage | Outcomes | Leavers | Outcome Rate | Change from previous cohort (Q3 2019/20) | Change from 2018/19 (Q4 2018/19) |
|--------------|--------------|--------------|--------------|--|----------------------------------|
| Stage 2 | 1,742 | 2,886 | 60.4% | +0.9pp | +5.3pp |
| Stage 3 | 2,040 | 4,060 | 50.3% | -0.6pp | -2.0pp |
| Stage 4 | 1,208 | 2,304 | 52.4% | -1.3pp | -1.7pp |
| Total | 4,990 | 9,250 | 53.9% | -0.2pp | +0.5pp |

Of the leavers between July 2018 and June 2019 (inclusive), 4,990 achieved an outcome. This equates to 53.9% of 9,250 leavers, a decrease from the previous cohort (-0.2 pp).

Compared to 2018/19 (Leavers between July 2017 and June 2018), the outcome rate has increased by +0.5 pp overall (+5.3 pp at stage 2, -2.0 pp at stage 3 and -1.7 pp at stage 4).

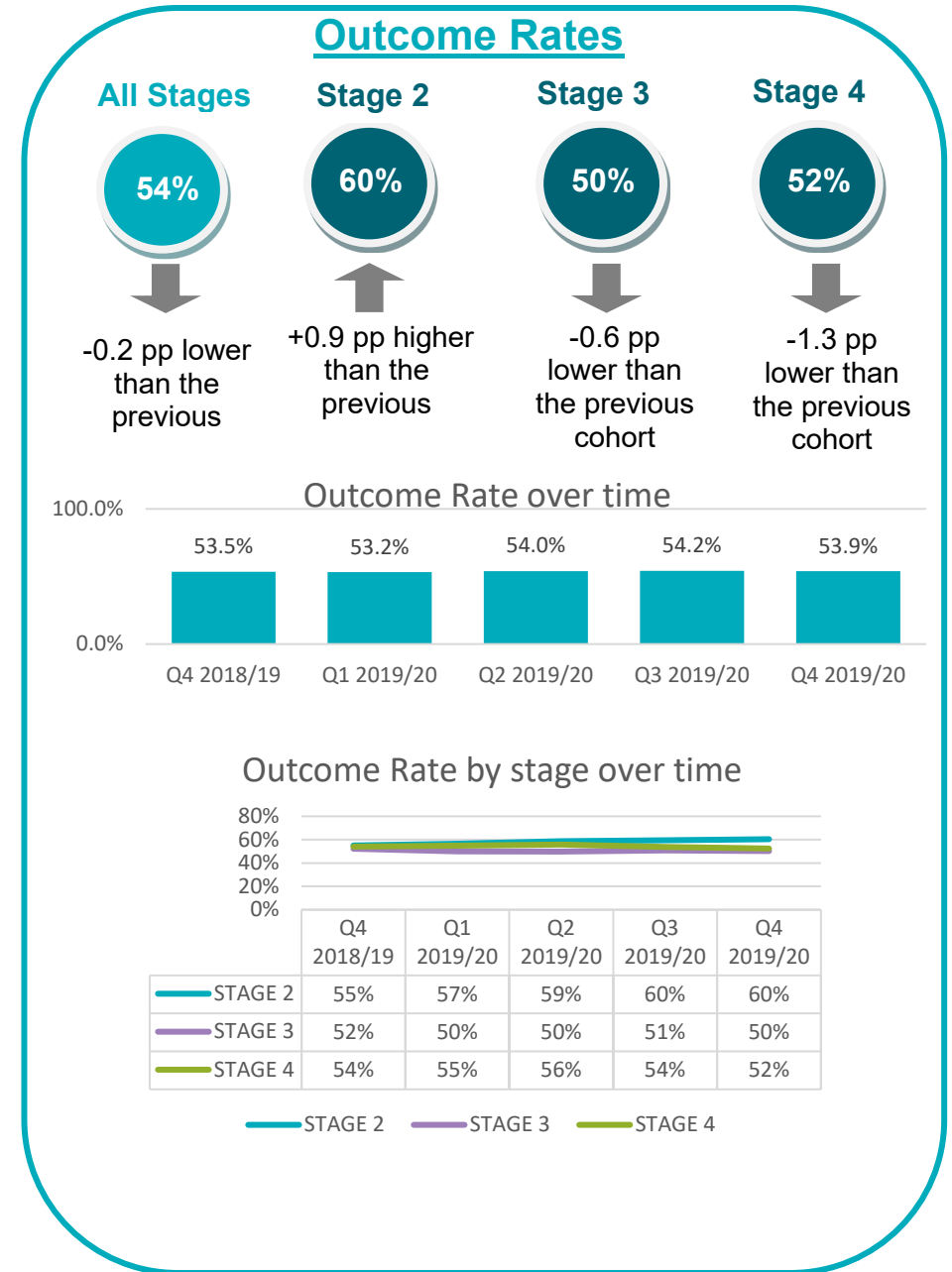


Figure 2.2: Outcome rates infographic 2019/20

Outcome Types

Across all levels, 62% of outcomes were job related (3,097 of 4,990), -1.2 pp on the previous cohort and -5.8 pp on 2018/19. The remaining 38% (1,893 of 4,990) were related to progressions. At stage 2, most outcomes were progression related (81%) whereas at stages 3 and 4 most outcomes were job related (78% and 98% respectively), in line with the expected outcomes of these stages of the SSP.

Job Related outcomes – Modern Apprenticeship (MA)

It is expected that some of the individuals counted as achieving a job outcome will also go on to undertake a Modern Apprenticeship with their employer, although exact numbers are not known. Evidence from the Modern Apprenticeship Employer Survey 2015 shows that employers like to have an initial settling in period with a potential MA before the individual embarks on an apprenticeship.

Across all stages, 344 EF participants moved into an MA (11.1% of all job outcomes) (see Figure 2.3). Most of these

individuals were aged 16-17 (66%) and stage 3 had the highest proportion of MA progression outcomes (78%).

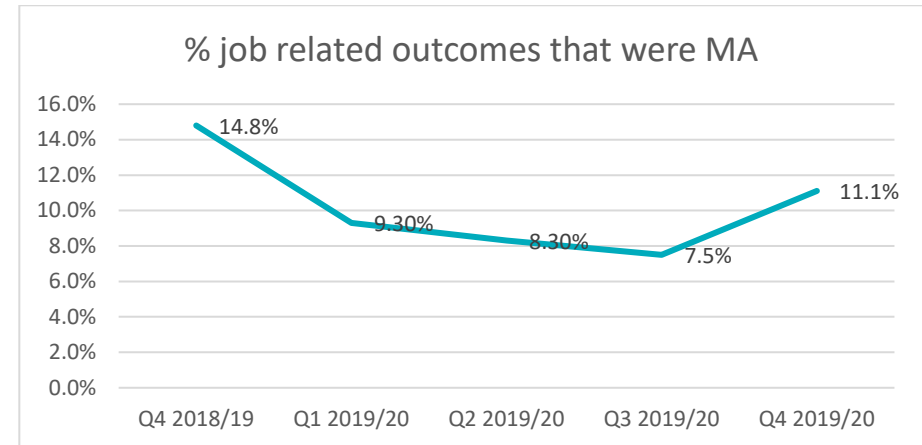


Figure 2.3: MA outcomes as a proportion of all job-related outcomes (job/MA/self-employment) over time.

Output

Outputs are defined as SCQF credit rated certification including a full employability award or vocational qualification.

An output can be any of the following:

- Certificate of Work Readiness and Falkirk Employability Award;
- Other employability award;
- Qualification A, B or C (From a defined list of approved qualifications at stage 4 only).

The overall output rate for this cohort was 55% (5,056 of 9,250 leavers from July 2018 to June 2019 inclusive). The output rate at stage 2 and 3 increased from the previous cohort (+1.8 pp and +2.3 pp, respectively). The output rate at stage 4 decreased from the previous cohort (-1.5 pp).

| Stage | Outputs | Leavers | Output Rate | Change from previous cohort (Q3 2019/20) | Change from 2018/19 (Q4 2018/19) |
|--------------|--------------|--------------|--------------|--|----------------------------------|
| Stage 2 | 1,984 | 2,886 | 68.7% | +1.8pp | +2.3pp |
| Stage 3 | 2,434 | 4,060 | 60.0% | +2.3pp | +0.2pp |
| Stage 4 | 638 | 2,304 | 27.7% | -1.5pp | +0.7pp |
| Total | 5,056 | 9,250 | 54.7% | +1.5pp | +0.8pp |

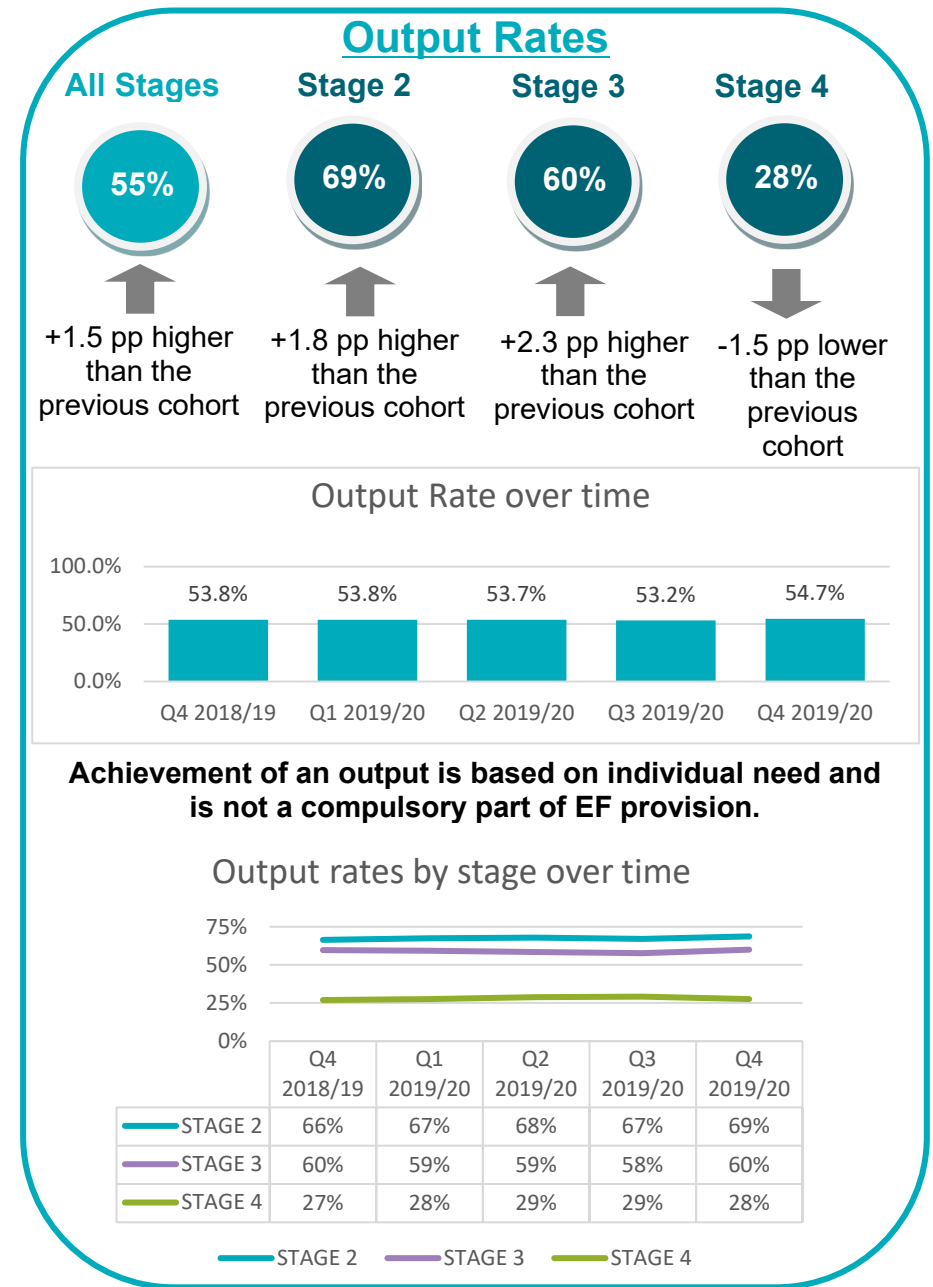


Figure 2.4: Output rates infographic 2019/20

Qualifications at stage 4 directly relate to specific skills that employers demand. Some individuals at stage 4 may already have the required skills in their field and may choose not to work towards an output. At stage 4, 62% of leavers were working towards a qualification, compared to 42% in Q4 2018/19.

Analysis of Leavers with a Job Outcome and an Output

Across all stages, 1,736 EF leavers achieved an output and a job-related outcome. Leavers that achieved a CWR or Falkirk employability award were more likely to have a job outcome compared to leavers with another Scottish Credit and Qualifications Framework (SCQF) rated employability certification (53% compared to 25% respectively).

At stage 4, 63% of leavers with Qualification A, 65% with Qualification B and 74% with Qualification C category of the Employability Fund lead to job outcomes (see Appendix D, Table 6).

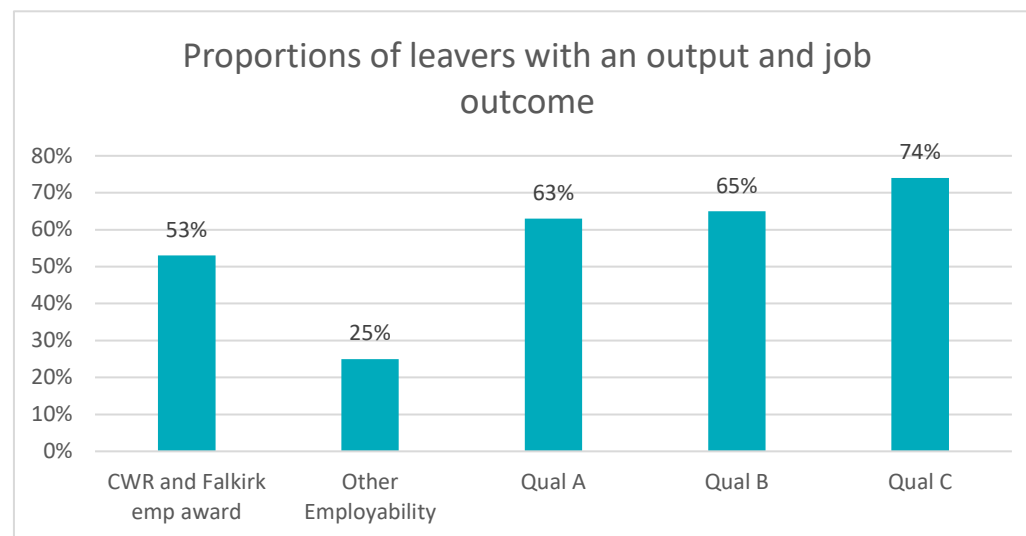


Figure 2.5: Proportion of leavers with an output and a job outcome by output type

Equality

This section of the report details the outcomes and outputs of leavers between **July 2018 to June 2019** by gender, disability, ethnicity and care experience. We started collecting care experience information through our equality monitoring form in April 2015.

Gender

Overall Achievement (Outcome, output or both) – Gender

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both.

For leavers in this cohort, the proportion of females leaving EF provision with an achievement was slightly higher than males (74.5% for females, compared to 72.5%). The outcome rate for females is higher than the rate for males (55.8% for females, compared to 53.0%). The output rate was also slightly higher for females (56.4% compared to 53.8% for males).

Figure 2.6 displays the achievement rate by gender over the past five years. Compared to the previous cohort (reported in Q3 2019/20), the achievement rate for females increased (+1.2pp) and the achievement rate for males has decreased slightly (-0.04 pp). Compared to the same point last year (Q4 2018/19), the achievement rate for females has increased (+0.1pp) and the achievement rate for males has decreased (-1.1pp).

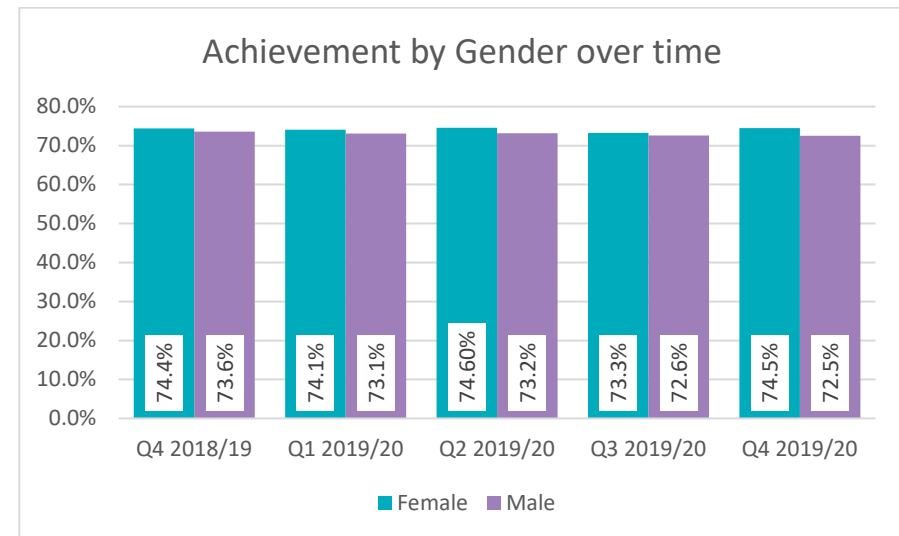


Figure 2.6: Overall achievement rates by gender over time

Disability

Achievement (Outcome, output or both) – Disability

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both (Figure 2.7). The achievement rate for those who self-identified an I/HC/LD is 71%, an increase from the previous cohort (+0.5 pp).

The achievement rate for those who self-identified an I/HC/LD decreased slightly (-0.01pp) compared to Q4 2018/19. The rate for those who did not decreased by -1.1%, compared to Q4 2018/19. The outcome rate for those who self-identified an I/HC/LD is lower than for those who did not (50.9% compared to 55.2% respectively). However, the output rate for those who self-identified an I/HC/LD is slightly higher than for those who did not (54.6% compared to 54.4%).

The achievement rate for those who self-identified an I/HC/LD was -2.8 pp lower than those who did not. The difference in the overall achievement rate has decreased from 3.9pp in Q4 2018/19 to 2.8 pp in the current cohort.

For context, college data shows a decrease in the proportion of disabled students completing successfully from 67.0% to 65.5% (-1.5 pp) between 2017/18 and 2018/19.¹⁰ The gap in participation between those identified as disabled and those not identified as disabled has narrowed this year from 5.8pp in 2018 to 4.8pp in the 2019 Participation Measure publication.¹¹

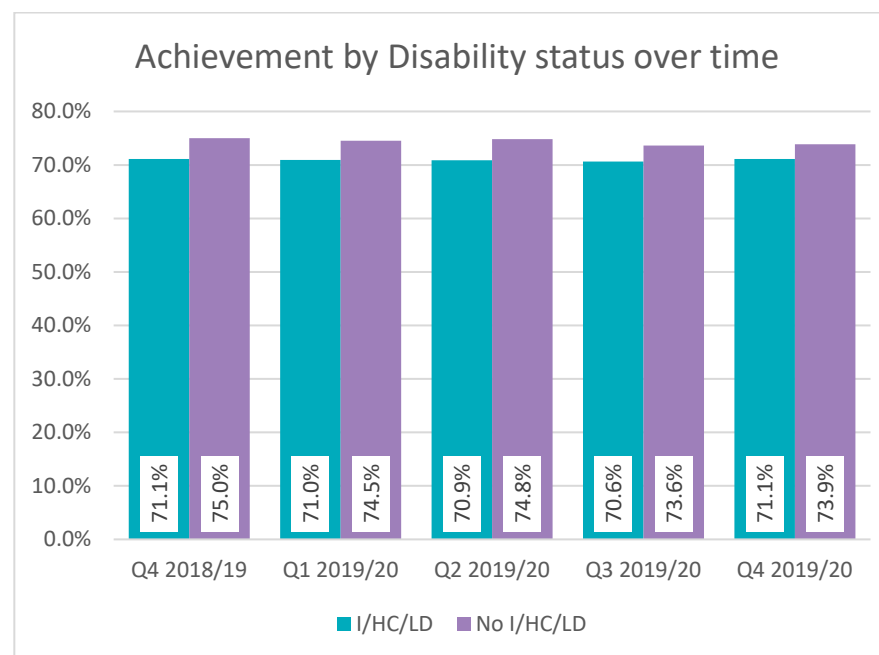


Figure 2.7: Overall achievement rates by disability status over time

¹⁰ Outcomes for student enrolments by key groups on courses lasting 160 hours or more in both 2018-19 College Performance Indicators and College Performance Indicators 2017-18

¹¹ https://www.skillsdevelopmentscotland.co.uk/media/45904/2019_annual-participation-measure-report.pdf

Ethnicity

Achievement (Outcome, output or both) - Ethnicity

The analysis in this section refers to individuals who have achieved an outcome only, an output only or both.

Figure 2.8 shows that for this cohort, leavers who self-identify being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group have a higher achievement rate than those who self-identify as White (+1.9 pp higher). The achievement rate for this group was -0.8 pp lower than the previous cohort and -2.2 pp lower than the same point last year.

The outcome rate for those who self-identify being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group increased compared to the previous cohort (+0.8 pp) and the output rate decreased by -3.7 pp.

Compared to Q4 2018/19, the outcome rate for those who self-identify being from Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group increased by +2.1 pp and the output rate decreased by -7.5 pp.

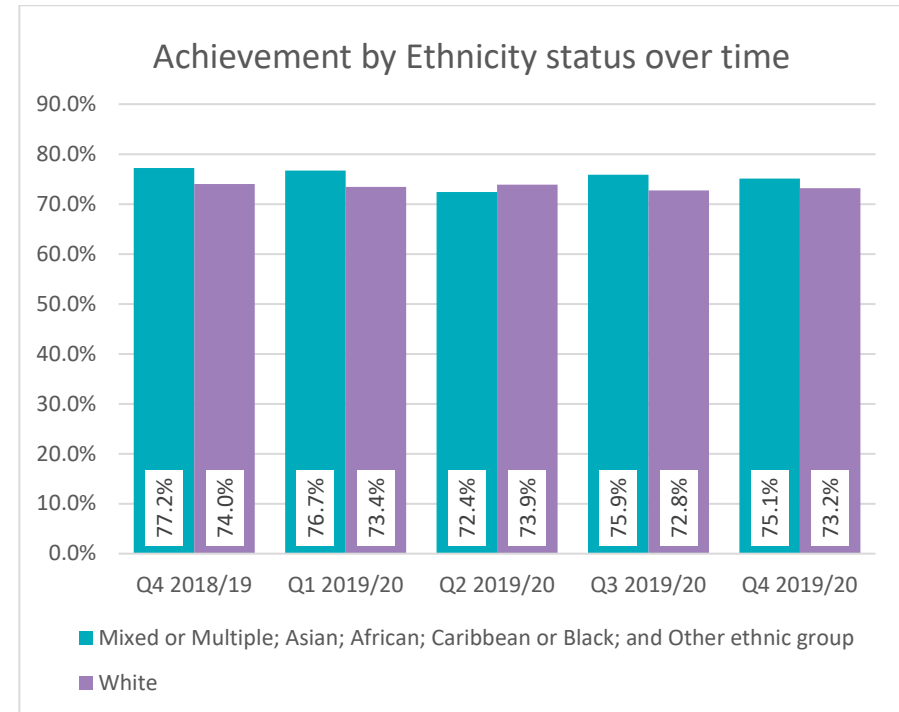


Figure 2.8: Overall achievement rate by ethnic group over time

Care Experience

Achievement (Output, Outcome or Both) – Care Experience

Of those who self-identified care experience, 66.5% achieved an outcome only, and output only or both, -7.4 pp lower than for those who did not identify care experience (73.9%). The achievement rate for this group was higher than the previous cohort (+0.6 pp) and +2.9 pp higher than the same point last year. The achievement rate for care experienced individuals also shows a gradual increase over time.

The outcome rate for those who self-identified as care experienced was higher than the previous cohort (+1.3 pp) and the output rate has increased by +1.7 pp.

The achievement rate for those who did not self-identify as care experienced increased compared to the previous cohort

(+0.3 pp). The outcome rate decreased (-0.4 pp) and the output rate increased (+1.5 pp).

The difference between achievement rate for those who self-identified as care experienced and those who did not has decreased from 11.5 pp for the Q4 2018/19 cohort to 7.4pp for the current cohort (difference decreased by 4.1 pp).

To provide additional context, college data shows an increase in the proportion of care experienced students completing successfully from 55.0% to 58.7% (+3.7 pp) between 2017/18 and 2018/19.¹²

¹² Outcomes for student enrolments by key groups on courses lasting 160 hours or more in both 2018-19 College Performance Indicators and College Performance Indicators 2017-18

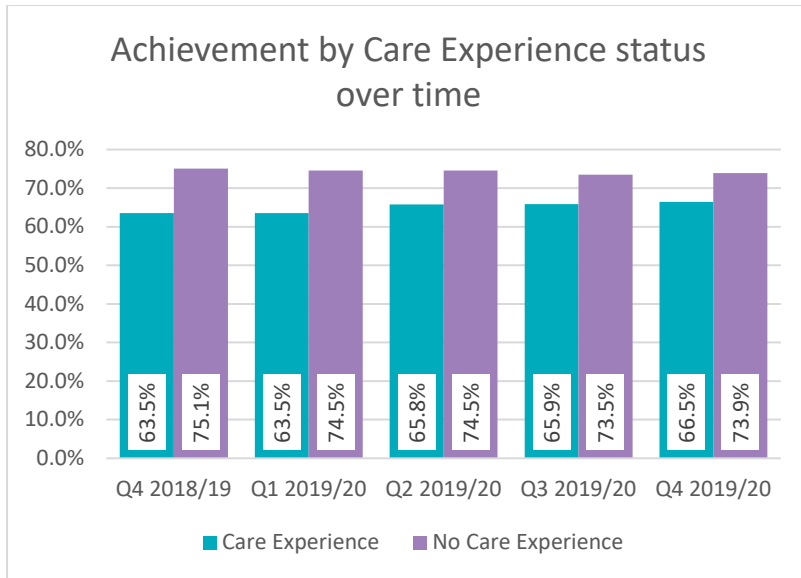


Figure 2.9: Overall achievement rate by care experience status over time

Concluding Remarks

This is the 22nd release of Employability Fund achievement data since the Fund was introduced in April 2013.

The first section highlights the number of EF starts up to the end of quarter 4 2019/20, and the second section reports on the achievements (outcomes and outputs) associated with participants that left Employability Fund provision between July 2018 to June 2019.

Appendix A: Expected participant characteristics

| Stage 2 |
|--|
| <p>Individuals who enter this stage of their employability journey are not job ready.</p> <p>They should be ready to undertake activity at SCQF level 3 in terms of work-related tasks that means that, for example, they can work alone or with others on simple routine, familiar tasks under frequent supervision. They should also be able to participate in the setting of goals, timelines, etc.</p> <p>They may have core skill development needs and/or personal barriers such as motivation, self-confidence or self-discipline challenges which activity should help to address.</p> <p>When they leave this stage of the SSP, they should have demonstrably improved their employability skills but are not necessarily expected to be fully job ready unless they have progressed very quickly.</p> |
| Stage 3 |
| <p>Individuals who enter this stage of their employability journey are likely to be closer to being job ready than those at stage 2 of the SSP.</p> <p>They should be ready to undertake tasks at SCQF level 4 in terms of work-related tasks which means that, for example, they can work alone or with others on straightforward tasks, contribute to the setting of goals, timelines, etc. When they leave this stage of the SSP, they should have evidence to demonstrate their job readiness to an employer.</p> |
| Stage 4 |
| <p>Individuals who enter this stage of their employability journey are likely to be job ready when they start in terms of their generic employability skills.</p> <p>They should undertake activity that allows them to develop specific skills that greatly improve their chances of gaining employment when the activity is completed.</p> <p>When they leave this stage of the SSP, they should have certification that relates to specific job roles improving their access to job opportunities.</p> |

Appendix B: Referral arrangements

In developing the EF referral process, SDS consulted with stakeholders, partners and staff. The process aims to offer a flexible, simplified system for referral organisations, participants and providers to ensure that each individual supported by the EF enters at the appropriate stage of the SSP, according to their assessed needs. The following organisations have designated staff that can refer individuals into the EF:

- Department of Work and Pensions (DWP)
- Local Authorities
- Colleges
- SDS Contracted Providers

It is important to note that entry to the Employability Fund is an early intervention programme and it is not compulsory for individuals to enter or complete provision. Entry to each stage of the EF requires the appropriate referral organisation to confirm eligibility (at every stage) and complete an assessment of suitability at all stages (using the SDS standard referral process at stage 2).

Appendix C: EF Starts

Table 1: EF starts in 2019/20 by Local Authority (based on trainee home address) and stage

| Local Authority | Stage 2 | Stage 3 | Stage 4 | Total |
|---------------------|--------------|--------------|--------------|--------------|
| Aberdeen City | 84 | 72 | 70 | 226 |
| Aberdeenshire | 84 | 97 | 45 | 226 |
| Angus | 73 | 58 | 78 | 209 |
| Argyll & Bute | 33 | 38 | 11 | 82 |
| Clackmannanshire | 16 | 32 | 18 | 66 |
| Dumfries & Galloway | 41 | 70 | 69 | 180 |
| Dundee City | 157 | * | * | 363 |
| East Ayrshire | 106 | 122 | 83 | 311 |
| East Dunbartonshire | 42 | 64 | 19 | 125 |
| East Lothian | 43 | 83 | 17 | 143 |
| East Renfrewshire | 13 | 13 | 9 | 35 |
| Edinburgh, City of | 117 | 248 | 124 | 489 |
| Falkirk | 29 | 144 | 42 | 215 |
| Fife | 185 | 418 | 279 | 882 |
| Glasgow City | 465 | 627 | 224 | 1,316 |
| Highland | 60 | 65 | 55 | 180 |
| Inverclyde | 68 | 76 | 50 | 194 |
| Midlothian | 40 | 48 | 13 | 101 |
| Moray | 30 | 25 | 65 | 120 |
| Na h-Eileanan Siar | 14 | * | * | 31 |
| North Ayrshire | 134 | 147 | 68 | 349 |
| North Lanarkshire | 278 | 326 | 141 | 745 |
| Orkney Islands | 0 | 10 | 6 | 16 |
| Perth & Kinross | 63 | 47 | 76 | 186 |
| Renfrewshire | 109 | 130 | 67 | 306 |
| Scottish Borders | 51 | 57 | 60 | 168 |
| Shetland Islands | 0 | * | * | 17 |
| South Ayrshire | 53 | 52 | 49 | 154 |
| South Lanarkshire | 263 | 214 | 185 | 662 |
| Stirling | 33 | 65 | 16 | 114 |
| West Dunbartonshire | 62 | 125 | 99 | 286 |
| West Lothian | 89 | 125 | 39 | 253 |
| Total | 2,835 | 3,818 | 2,097 | 8,750 |

Note:

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

Table 2: EF starts in 2019/20 by Local Authority (based on trainee home address) and age

| Local Authority | 16-17 | 18-24 | 25+ | Total |
|------------------------|--------------|--------------|--------------|--------------|
| Aberdeen City | 103 | 57 | 66 | 226 |
| Aberdeenshire | 79 | 75 | 72 | 226 |
| Angus | 84 | 56 | 69 | 209 |
| Argyll & Bute | 58 | 13 | 11 | 82 |
| Clackmannanshire | 33 | 15 | 18 | 66 |
| Dumfries & Galloway | 90 | 28 | 62 | 180 |
| Dundee City | 237 | 117 | 9 | 363 |
| East Ayrshire | 150 | 87 | 74 | 311 |
| East Dunbartonshire | 53 | 45 | 27 | 125 |
| East Lothian | 84 | 35 | 24 | 143 |
| East Renfrewshire | 20 | 7 | 8 | 35 |
| Edinburgh, City of | 251 | 113 | 125 | 489 |
| Falkirk | 104 | 72 | 39 | 215 |
| Fife | 420 | 168 | 294 | 882 |
| Glasgow City | 771 | 280 | 265 | 1,316 |
| Highland | 86 | 56 | 38 | 180 |
| Inverclyde | 78 | 61 | 55 | 194 |
| Midlothian | 80 | 14 | 7 | 101 |
| Moray | 29 | 34 | 57 | 120 |
| Na h-Eileanan Siar | 24 | * | * | 31 |
| North Ayrshire | 173 | 94 | 82 | 349 |
| North Lanarkshire | 466 | 104 | 175 | 745 |
| Orkney Islands | * | 7 | * | 16 |
| Perth & Kinross | 76 | 61 | 49 | 186 |
| Renfrewshire | 137 | 73 | 96 | 306 |
| Scottish Borders | 76 | 43 | 49 | 168 |
| Shetland Islands | * | * | 10 | 17 |
| South Ayrshire | 51 | 64 | 39 | 154 |
| South Lanarkshire | 352 | 102 | 208 | 662 |
| Stirling | 77 | 26 | 11 | 114 |
| West Dunbartonshire | 106 | 92 | 88 | 286 |
| West Lothian | 159 | 59 | 35 | 253 |
| Total | 4,513 | 2,068 | 2,169 | 8,750 |

Note:

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

Table 3: EF starts in 2019/20 by Local Authority (based on trainee home address) and gender

| Local Authority | Female | Male | Total |
|------------------------|---------------|--------------|--------------|
| Aberdeen City | 67 | 159 | 226 |
| Aberdeenshire | 82 | 144 | 226 |
| Angus | 81 | 128 | 209 |
| Argyll & Bute | 21 | 61 | 82 |
| Clackmannanshire | 31 | 35 | 66 |
| Dumfries & Galloway | 54 | 126 | 180 |
| Dundee City | 135 | 228 | 363 |
| East Ayrshire | 91 | 220 | 311 |
| East Dunbartonshire | 31 | 94 | 125 |
| East Lothian | 45 | 98 | 143 |
| East Renfrewshire | 7 | 28 | 35 |
| Edinburgh, City of | 171 | 318 | 489 |
| Falkirk | 69 | 146 | 215 |
| Fife | 276 | 606 | 882 |
| Glasgow City | 434 | 882 | 1,316 |
| Highland | 43 | 137 | 180 |
| Inverclyde | 37 | 157 | 194 |
| Midlothian | 44 | 57 | 101 |
| Moray | 21 | 99 | 120 |
| Na h-Eileanan Siar | 11 | 20 | 31 |
| North Ayrshire | 140 | 209 | 349 |
| North Lanarkshire | 326 | 419 | 745 |
| Orkney Islands | * | * | 16 |
| Perth & Kinross | 52 | 134 | 186 |
| Renfrewshire | 57 | 249 | 306 |
| Scottish Borders | 51 | 117 | 168 |
| Shetland Islands | * | * | 17 |
| South Ayrshire | 33 | 121 | 154 |
| South Lanarkshire | 236 | 426 | 662 |
| Stirling | 47 | 67 | 114 |
| West Dunbartonshire | 93 | 193 | 286 |
| West Lothian | 74 | 179 | 253 |
| Total | 2,864 | 5,886 | 8,750 |

Table 4: EF starts in 2019/20 by age and gender

| Age | Female | Male | Total |
|--------------|---------------|--------------|--------------|
| 16-17 | 1,646 | 2,867 | 4,513 |
| 18-24 | 593 | 1,475 | 2,068 |
| 25+ | 625 | 1,544 | 2,169 |
| Total | 2,864 | 5,886 | 8,750 |

Table 5: EF starts in 2019/20 by stage and gender

| Stage | Female | Male | Total |
|--------------|---------------|--------------|--------------|
| Stage 2 | 1,037 | 1,798 | 2,835 |
| Stage 3 | 1,385 | 2,433 | 3,818 |
| Stage 4 | 442 | 1,655 | 2,097 |
| Total | 2,864 | 5,886 | 8,750 |

Table 6: EF starts in 2019/20 by age and self-identified disability status

| Age Band | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as % of total known |
|-----------------|--|---|--------------------------|--------------|--------------|--|
| 16-17 | 1,273 | 3,139 | 101 | 4,513 | 4,412 | 28.9% |
| 18-24 | 681 | 1,333 | 54 | 2,068 | 2,014 | 33.8% |
| 25+ | 456 | 1,669 | 44 | 2,169 | 2,125 | 21.5% |
| Total | 2,410 | 6,141 | 199 | 8,750 | 8,551 | 28.2% |

Table 7: EF starts in 2019/20 by stage and self-identified disability status

| Stage | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as % of total known |
|--------------|--|---|--------------------------|--------------|--------------|--|
| Stage 2 | 1,034 | 1,705 | 96 | 2,835 | 2,739 | 37.8% |
| Stage 3 | 1,006 | 2,735 | 77 | 3,818 | 3,741 | 26.9% |
| Stage 4 | 370 | 1,701 | 26 | 2,097 | 2,071 | 17.9% |
| Total | 2,410 | 6,141 | 199 | 8,750 | 8,551 | 28.2% |

Table 8: EF starts in 2019/20 by gender and self-identified disability status

| Gender | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as % of total known |
|---------------|--|---|--------------------------|--------------|--------------|--|
| Female | 944 | 1,869 | 51 | 2,864 | 2,813 | 33.6% |
| Male | 1,466 | 4,272 | 148 | 5,886 | 5,738 | 25.5% |
| Total | 2,410 | 6,141 | 199 | 8,750 | 8,551 | 28.2% |

Table 9: EF starts in 2019/20 by age and ethnicity

| Age band | 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 by age |
|-----------------|--|--------------|------------------------------|--------------|--------------|---|
| 16-17 | 135 | 4,365 | 13 | 4,513 | 4,500 | 3.0% |
| 18-24 | 81 | 1,977 | 10 | 2,068 | 2,058 | 3.9% |
| 25+ | 115 | 2,043 | 11 | 2,169 | 2,158 | 5.3% |
| Total | 331 | 8,385 | 34 | 8,750 | 8,716 | 3.8% |

Table 10: EF starts in 2019/20 by stage and ethnicity

| Stage | 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 by stage |
|--------------|--|--------------|------------------------------|--------------|--------------|---|
| Stage 2 | 85 | 2,740 | 10 | 2,835 | 2,825 | 3.0% |
| Stage 3 | 141 | 3,660 | 17 | 3,818 | 3,801 | 3.7% |
| Stage 4 | 105 | 1,985 | 7 | 2,097 | 2,090 | 5.0% |
| Total | 331 | 8,385 | 34 | 8,750 | 8,716 | 3.8% |

Table 11: EF starts in 2019/20 by gender and ethnicity

| Gender | 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 by stage |
|---------------|--|--------------|------------------------------|--------------|--------------|---|
| Female | 122 | 2,732 | 10 | 2,864 | 2,854 | 4.3% |
| Male | 209 | 5,653 | 24 | 5,886 | 5,862 | 3.6% |
| Total | 331 | 8,385 | 34 | 8,750 | 8,716 | 3.8% |

Table 12: EF starts in 2019/20 who self-identified as care experienced by age

| Age band | Care experience | No care experience | Prefer not to say | Total | Known | Care experience as a % of known |
|---------------------|----------------------------|-------------------------------|----------------------------------|--------------|--------------|--|
| 16-17 | 371 | 4,079 | 63 | 4,513 | 4,450 | 8.3% |
| 18-24 | 135 | 1,906 | 27 | 2,068 | 2,041 | 6.6% |
| 25+ | 101 | 2,020 | 48 | 2,169 | 2,121 | 4.8% |
| Total | 607 | 8,005 | 138 | 8,750 | 8,612 | 7.0% |

Table 13: EF starts in 2019/20 who self-identified as care experienced by stage

| Stage | Care experience | No care experience | Prefer not to say | Total | Known | Care experience as a % of known |
|--------------|-----------------|--------------------|-------------------|--------------|--------------|---------------------------------|
| Stage 2 | 298 | 2,487 | 50 | 2,835 | 2,785 | 10.7% |
| Stage 3 | 228 | 3,537 | 53 | 3,818 | 3,765 | 6.1% |
| Stage 4 | 81 | 1,981 | 35 | 2,097 | 2,062 | 3.9% |
| Total | 607 | 8,005 | 138 | 8,750 | 8,612 | 7.0% |

Table 14: EF starts in 2019/20 who self-identified as care experienced by gender

| Gender | Care experience | No care experience | Prefer not to say | Total | Known | Care experience as a % of known |
|--------------|-----------------|--------------------|-------------------|--------------|--------------|---------------------------------|
| Female | 257 | 2,564 | 43 | 2,864 | 2,821 | 9.1% |
| Male | 350 | 5,441 | 95 | 5,886 | 5,791 | 6.0% |
| Total | 607 | 8,005 | 138 | 8,750 | 8,612 | 7.0% |

Appendix D: EF Outcomes/Outputs related to leavers between July 2018 and June 2019.

Outcomes

An **outcome** can be claimed if, within 26 weeks of leaving EF provision, a participant enters a job, MA, self-employment, advanced learning or the next stage of the skills pipeline. The **Outcome Rate** is the number of outcomes claimed as proportion of the number of leavers in the cohort.

Outputs

Outputs are defined as SCQF credit rated certification including a full employability award or vocational qualification.

An output is counted when certification is achieved and a claim is made. An output can be any of the following:

- Certificate of Work Readiness and Falkirk Employability Award;
- Other employability award;

- Qualification A, B or C (From a defined list of approved qualifications at stage 4 only).

Qualifications at stage 4 directly relate to specific skills that employers demand. Some individuals at stage 4 may already have the required skills in their field and may choose not to work towards an output. The **Output Rate** is the number of outputs claimed as proportion of the number of leavers in the cohort.

Achievements

Achievement Rate is calculated as the number of EF leavers who achieved an outcome only, an output only or both as a proportion of the leavers in the cohort.

Note: the outcome and output rates cannot be summed to the achievement rate, this is because the achievement rate is calculated as those who achieved an outcome, output or both.

Table 1: Outcomes by stage

| Stage | Job related | | | Progression related | | | Totals | | |
|--------------|--------------|------------|-----------------|---------------------|--------------|------------------------|----------------|---------------|--------------|
| | Job | MA | Self Employment | Stage 2 to 3 | Stage 3 to 4 | More Advanced Learning | Total Outcomes | Total Leavers | Outcome Rate |
| Stage 2 | 279 | * | * | 1,155 | - | 261 | 1,742 | 2,886 | 60.4% |
| Stage 3 | 1,316 | 268 | - | - | 116 | 340 | 2,040 | 4,060 | 50.2% |
| Stage 4 | 1,128 | * | * | - | - | 21 | 1,208 | 2,304 | 52.4% |
| Total | 2,723 | 344 | 30 | 1,155 | 116 | 622 | 4,990 | 9,250 | 53.9% |

Table 2: Outputs by stage

| Stage | Stage 2 and 3 | | Stage 4 only | | | Totals | | |
|--------------|-------------------------------|----------------------------------|--------------|------------|------------|---------------|---------------|--------------|
| | Certificate of Work Readiness | Other Employability Award (SCQF) | Qual A | Qual B | Qual C | Total Outputs | Total Leavers | Output Rate |
| Stage 2 | - | 1,984 | - | - | - | 1,984 | 2,886 | 68.7% |
| Stage 3 | 717 | 1,717 | - | - | - | 2,434 | 4,060 | 60.0% |
| Stage 4 | - | - | 51 | 300 | 287 | 638 | 2,304 | 27.7% |
| Total | 717 | 3,701 | 51 | 300 | 287 | 5,056 | 9,250 | 54.7% |

Note:

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

Table 3: Achievement by stage

| Stage | Outcome, Output or Both | Leavers | Achievement Rate |
|--------------|-------------------------|--------------|------------------|
| Stage 2 | 2,292 | 2,886 | 79.4% |
| Stage 3 | 3,074 | 4,060 | 75.7% |
| Stage 4 | 1,405 | 2,304 | 61.0% |
| Total | 6,771 | 9,250 | 73.2% |

Table 4: Achievement summary by equality characteristics

| Equality Summary (excluding prefer not to say) | | Outcome, Output or Both | Leavers | Achievement Rate |
|--|---|-------------------------|--------------|------------------|
| Gender | Female | 2,353 | 3,160 | 74% |
| | Male | 4,418 | 6,090 | 73% |
| Disability | Disabled | 1,531 | 2,153 | 71% |
| | Not Disabled | 5,004 | 6,773 | 74% |
| Ethnicity | Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group | 277 | 369 | 75% |
| | White | 6,439 | 8,798 | 73% |
| Care Experience | Care Experience | 438 | 659 | 66% |
| | No Care Experience | 6,223 | 8,424 | 74% |
| Total | All Leavers | 6,771 | 9,250 | 73% |