

# Employability Fund Statistics

- Starts up to the end of Quarter 2 2020/21 (April 2020 – September 2020)
- Outcomes and Outputs for a cohort of leavers (from January 2019 to December 2019)

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## Introduction

Skills Development Scotland (SDS) is responsible for the administration and management of the Employability Fund (EF). EF supports participants through activities that map to stages 2 to 4 of the Strategic Skills Pipeline (see Appendix A). Appendix B provides a summary of the characteristics of participants at each stage.

As EF provision should be responsive to **local** needs and opportunities, contract award decisions are made jointly by SDS and Local Employability Partnerships (see Appendix C). The EF funding model rewards the achievement of progression milestones and verified positive outcomes.

This report provides a summary of EF statistics, up to quarter 2 (end of September 2020/21). Please refer to the **Notes to Reader** section before reading the detail in the report.

As noted in our previous publication (Q1 2020/21), we have revised the report format to improve readability, in line with the Code of Practice for Statistics.

We welcome feedback on the new report format. Please contact [userfeedback@sds.co.uk](mailto:userfeedback@sds.co.uk) with this or any questions.

## The Impact of Covid-19

The Covid-19 pandemic fundamentally has changed the context in which the Employability Fund is delivered. Following complete shut down during the first quarter of the year, the UK and Scottish economies are slowly returning to operation. However, recovery is likely to remain muted as government restrictions vary according to fluctuations in the reproduction rate of the virus.

With extremely limited activity in Q1, the number of EF starts at Q2 this year is only around 60% of last year's figure.

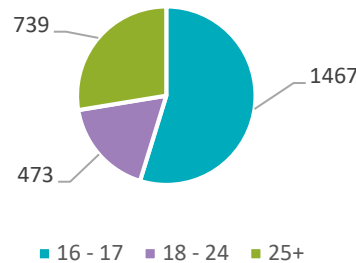
Employability initiatives are paramount to equipping individuals with the skills they need to move into sustained employment. We will continue to work closely with the Scottish Government to ensure that the Employability Fund maintains its support for individuals, across the skills pipeline, and remains a significant contributor to Scotland's economic recovery.

## Key Results : Quarter 2 2020/21 Starts and January 2019-December 2019 Leavers

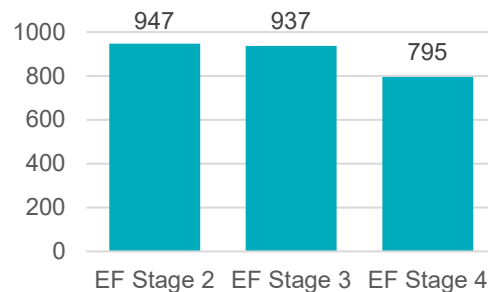
Covid-19 has fundamentally changed the context in which the Employability Fund (EF) is delivered. The statistics must be considered in this context and fluctuations throughout the year are expected. Further breakdowns can be viewed in the appendices at the end of this report. **Due to the significantly lower number of EF starts, comparisons with the same point last year should be treated with caution.**

### 2,679 Employability Fund Starts at Quarter 2 2020/21

**72%** of starts in Q1 were aged 16-24 years old



**35%** of starts at Q2 were at Stage 2

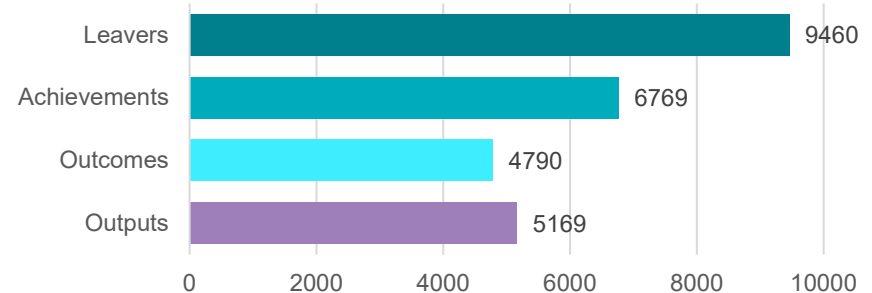


### 72% Achievement Rate for cohort of leavers

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

**51%** Outcome rate      **55%** Output rate

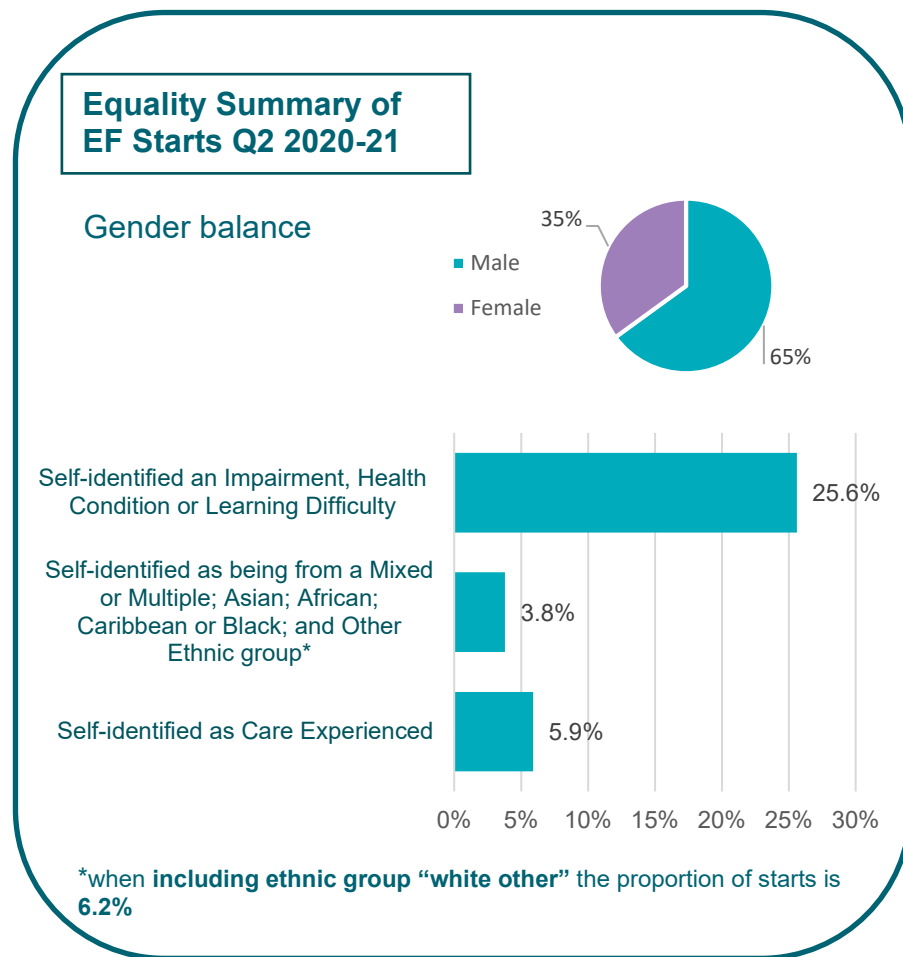
#### Leavers from January 2019 to December 2019



Note the outcome and output rates cannot be summed to equal the achievement rate as some individuals may have left EF provision with both an output and an outcome

Figure 1: Employability Fund Key Results

## Equality



**Figure 2:** EF Starts Equality Summary, Q2 2020/21

<sup>1</sup> Ethnic groups align with Scottish Government guidance on ethnicity reporting <https://www2.gov.scot/Resource/0039/00394314.pdf>

EF provision is available to those who are referred in relation to their need and, 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.

SDS is committed to equality of opportunity, including the open and transparent reporting of equality data. At this early stage in the financial year, equality monitoring data is subject to change.

All information held on equality characteristics (e.g. gender, disability, ethnicity<sup>1</sup>, care experience) is self-reported and individuals may choose not to declare. As a result, the statistics may not fully reflect the equality characteristics of all participants.

## Achievements (Outcomes & Outputs)

The outcomes and outputs detailed in this section of the report are based on a cohort of all leavers between **January 2019 and December 2019** (inclusive) (see Figure 8 on page 11).

The Employability Fund rewards Training Providers when EF participants achieve outputs and outcomes. Analysis has shown that most claims for outputs/outcomes are received within 9 months of the participant leaving date – this explains the lag in reporting this information (See Notes to readers). This cohort approach and reporting timeframe means that the full impact of Covid-19 is not yet reflected in this data and may be more evident in future reports.

The fund is designed to enable providers to help individuals with differing needs secure positive results (See Appendix B). Payments are made when claims are recorded on our system, where evidence of an output/outcome is submitted, according to EF rules.

Payments are made when EF participants achieve:

- An **Output** – A verified certification – for example, Certificate of Work Readiness;
- **Job related outcome** – The participant has secured a job, Modern Apprenticeship or self-employment;
- **Progression outcomes** – The participant has progressed to the next stage of the Strategic Skills Pipeline (SSP) or more advanced learning.

Table 1 shows a breakdown of the number of leavers between January 2019 and December 2019. Almost half were aged 16-17 (49%) and most participants left stage 3 (45%). This is broadly reflective of previous cohorts.

**Table 1:** Leavers by age and stage

Stage	Stage 2	Stage 3	Stage 4	Total	% of total
16-17	2,288	2,337	46	4,671	49%
18-24	522	1,333	563	2,418	26%
25+	166	518	1,687	2,371	25%
<b>Total</b>	2,976	4,188	2,296	9,460	100%
<b>% of total</b>	31%	44%	24%	100%	

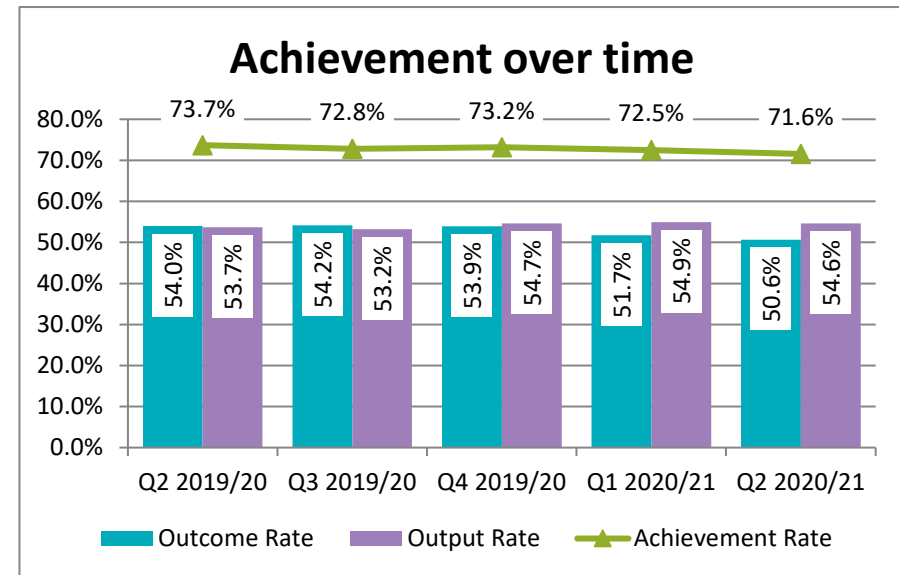
## Achievement

This section provides a summary of the achievements of leavers from January 2019 and December 2019.

**Achievements are calculated as those individuals who have achieved an outcome, output or both.<sup>2</sup>** More information on this and how achievements are calculated is available in the notes to readers section.

Of all leavers between January 2019 and December 2019, 72% achieved an outcome, an output or both across all stages.

Figure 3 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 fluctuated over the last five cohorts. It has declined slightly this cohort (-0.9 pp) compared to that reported in quarter 1.



**Figure 3:** Overall achievement, outcome and output rates over time

<sup>2</sup> Note: In Figure 3 this means that the outcome and output rates cannot be summed to get the achievement rate as some individuals

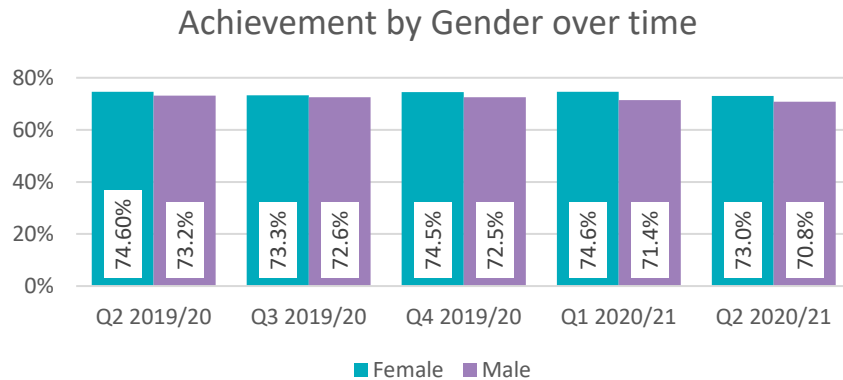
may have left EF provision with both an output and an outcome.

## Equality – Achievements

This section of the report details the achievements of leavers between **January 2019 and December 2019** by gender, disability, ethnicity and care experience. Again, analysis in this section refers to individuals who achieved an **outcome only, an output only or both**.

### Gender

As has typically been the case, the achievement rate was higher for females than males in this cohort (+2.2 pp)<sup>3</sup> –This represents a -1pp narrowing of the gap between male and female achievement from last quarter.



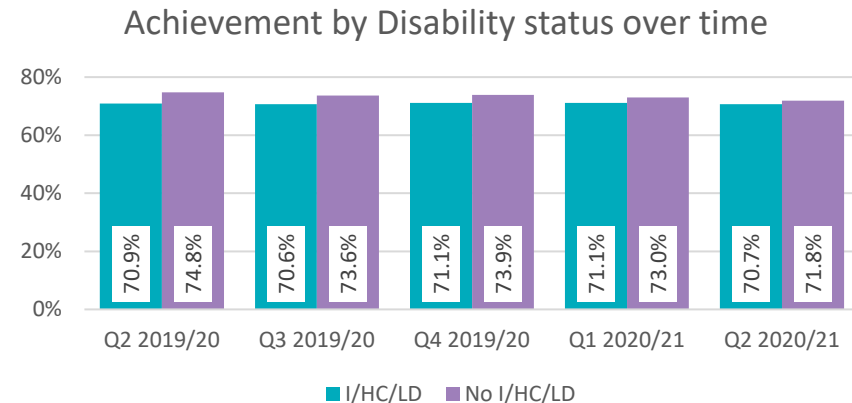
**Figure 4:** Overall achievement rates by gender over time

<sup>3</sup> Both the outcome and output rate were higher for females than males.

## Disability

The achievement rate for those who self-identified an impairment, health condition or learning difficulty (I/HC/LD) is 71% (-0.4 pp on the previous cohort).

In this cohort, the achievement rate for those who self-identified an I/HC/LD was -1.2 pp lower than those who did not. This is explained by a lower outcome rate (48.1% compared to 51.8% for those who did not), as the output rate was higher for those that self-identified an I/HC/LD (56.4% compared to 53.7%).

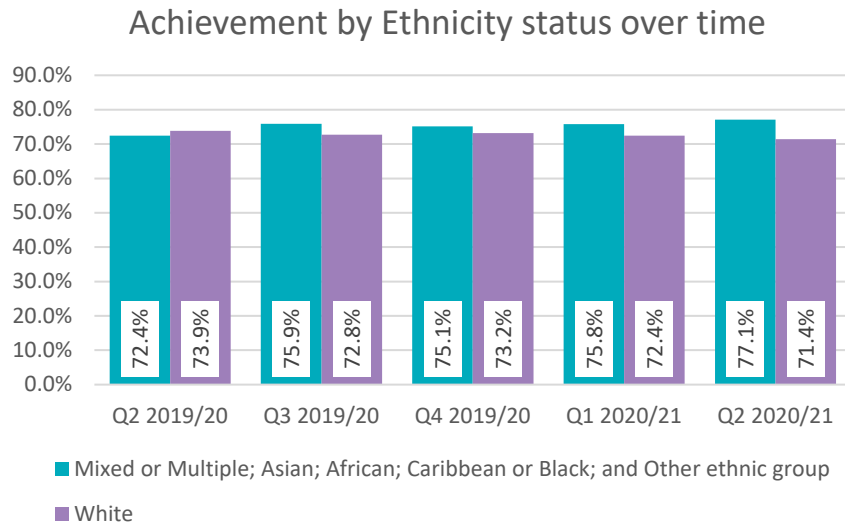


**Figure 5:** Overall achievement rates by disability status over time



## Ethnicity

Figure 6 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 (+5.8 pp). This represents the largest difference since reporting began. This can be explained by those who self-identify as White having a lower outcome rate (-8.4 pp). Conversely, the output rate was +0.5 pp higher for those who self-identify as White.

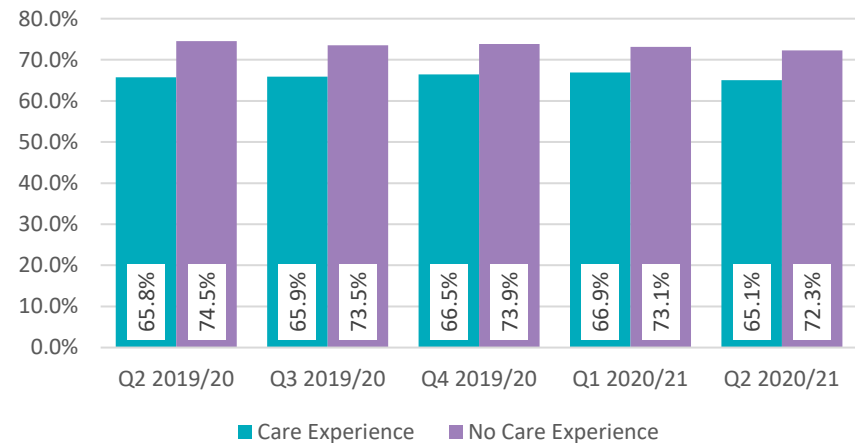


**Figure 6:** Overall achievement rate by ethnic group over time

## Care Experience

Of those who self-identified as care experienced, 65.1% achieved a positive result from EF provision in the form of an outcome only, and output only or both, which was -7.2 pp lower than those who did not (72.3%).

Achievement by Care Experience status over time



**Figure 7:** Overall achievement rate by care experience status over time

## Further Information

This report provides analysis of Employability Fund:

- Starts up to the end of Quarter 2 2020/21 (April 2020 – September 2020)
- Outcomes and Outputs for a cohort of leavers (from January 2019 to December 2019)

Delivery of the Employability Fund has been significantly affected by the outbreak of Covid-19 and we will continue to monitor this throughout the year.

Statistics associated with the Employability Fund, such as starts and achievements, are provided in summary form. Further information including more detailed breakdowns of these statistics are available in the tables which accompany these reports. Previously published reports can also be accessed [here](#).

Changes have been made to the report format (from Quarter 1 2020/21) and we would welcome feedback on this. Please contact [userfeedback@sds.co.uk](mailto:userfeedback@sds.co.uk).

## Notes to Readers

**SDS recommends this section is read prior to further analysis.**

### Percentages

This report may refer to a **percentage** increase or decrease of certain values. This refers to the **relative** change between two numbers e.g. starts increased by +5% compared to 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. Percentages in this report may not 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.

### Recording of Employability Fund Statistics & Definitions

The statistics in this report are derived from our Financial and Information Processing System (FIPS). This report covers statistics related to the Employability Fund. Guidance on how Employability Fund data is collected and reported is available on the SDS corporate website entitled [Employability Fund Statistics Guidance](#).

## Starts

A **start** is counted in the period in which it is approved in FIPS 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 2<sup>nd</sup> start payment and this second start is therefore not counted.

## Achievements

The **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.

## Leavers

Leavers are counted in the period when training providers add leaving details to FIPS.

## Outcomes/Outputs

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

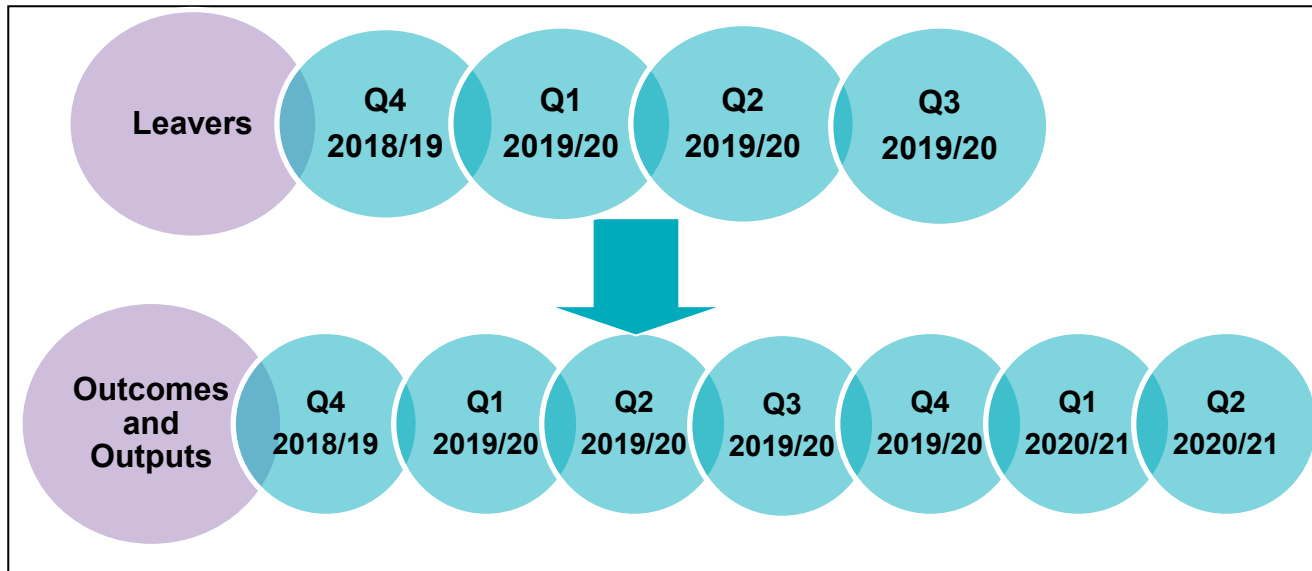
**Outputs** are defined as SCQF credit rated certification including a full employability award or vocational qualification. An output is counted when certification is achieved and a claim is made. An output refers to the achievement of:

- 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, in those situations, no output payments are made. E.g. 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 choose not to work towards an output. The **Output rate** is the number of outputs claimed as a proportion of the number of leavers in the cohort.

In this publication, outcomes and outputs are related to the leavers between January 2019 and December 2019 (as illustrated in Figure 8 below).

**Figure 8:** The cohort of leavers used in quarter 2 2020/21 publication alongside the related outcomes and outputs for these leavers



It is the outcomes and outputs of leavers from the quarters highlighted in blue on the first line that are reported in this publication.

Outcome and Output rates are calculated as the number of Outcomes or Outputs as a percentage of the number of leavers.

### Rules

There is a time lag between participants leaving EF activity and outcomes/outputs being recorded and, therefore, claimed.

Most claims for outcomes/outputs are received within nine months of the participant's leaving date. As outcomes and outputs are evidence-based there are certain rules that need to be followed before any financial claim can be made:

- 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, where evidence is provided to confirm 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 confirm 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)

## Appendix A: 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"> <li>specialist support</li> <li>target group work preparation</li> <li>personal and life skills</li> <li>core skills development</li> <li>work experience</li> </ul>	<ul style="list-style-type: none"> <li>vocational training which develops core skills and links to local labour market opportunities</li> <li>work experience which relates to vocational training and develops employability skills</li> </ul>	<ul style="list-style-type: none"> <li>industry specific courses and qualifications (within SDS approved listing)</li> <li>customised training for employment</li> <li>work experience</li> </ul>	
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"> <li>job, self-employment or MA</li> <li>progression to more advanced forms of learning or stage 3 provision</li> <li>sustained job or sustained self-employment</li> </ul>	<ul style="list-style-type: none"> <li>job, self-employment or MA</li> <li>progression to more advanced forms of learning or stage 4 provision</li> <li>sustained job or sustained self-employment</li> </ul>	<ul style="list-style-type: none"> <li>job, self-employment or MA</li> <li>sustained job or sustained self-employment</li> </ul>	

## Appendix B: Expected participant characteristics

<b>Stage 2</b>
<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>
<b>Stage 3</b>
<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.</p> <p>When they leave this stage of the SSP, they should have evidence to demonstrate their job readiness to an employer.</p>
<b>Stage 4</b>
<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 C: Allocation of Starts

Employability Fund starts are allocated to each Local Employability Partnership (LEP) based on local unemployment data (averaged over the financial year). The two advisory groups - which cover the Lowlands and Uplands, and Highlands and Islands areas - agree the methodology. SDS chairs both groups, which include representatives from Local Authorities, DWP and Youthlink Scotland. Once allocated their share of starts, each LEP decides how they wish to distribute this by age and stage in response to local needs, as well as taking account of other provision already available in their area.

## Appendix D: 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 E: EF Starts

**Table 1:** EF starts up to the end of Q2 2020/21 by Local Authority (based on trainee home address) and stage

Local Authority	Stage 2	Stage 3	Stage 4	Total
Aberdeen City	21	7	11	39
Aberdeenshire	25	12	11	48
Angus	17	32	17	66
Argyll & Bute	10	13	10	33
Clackmannanshire	12	14	8	34
Dumfries & Galloway	13	19	22	54
Dundee City	79	45	10	134
East Ayrshire	43	26	16	85
East Dunbartonshire	12	17	5	34
East Lothian	12	28	21	61
East Renfrewshire	-	7	7	14
Edinburgh, City of	41	77	87	205
Falkirk	*	*	7	14
Fife	67	106	149	322
Glasgow City	154	144	42	340
Highland	17	12	33	62
Inverclyde	19	27	30	76
Midlothian	15	33	12	60
Moray	*	*	31	43
Na h-Eileanan Siar	*	-	*	9
North Ayrshire	50	37	20	107
North Lanarkshire	110	72	30	212
Orkney Islands	-	-	*	*
Perth & Kinross	27	15	34	76
Renfrewshire	46	23	29	98
Scottish Borders	6	-	29	35
Shetland Islands	-	-	*	*
South Ayrshire	5	15	16	36
South Lanarkshire	59	43	40	142
Stirling	7	11	11	29
West Dunbartonshire	24	42	28	94
West Lothian	39	54	19	112
<b>Total</b>	<b>947</b>	<b>937</b>	<b>795</b>	<b>2,679</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:** EF starts up to the end of Q2 2020/21 by Local Authority (based on trainee home address) and age

<b>Local Authority</b>	<b>16-17</b>	<b>18-24</b>	<b>25+</b>	<b>Total</b>
Aberdeen City	23	7	9	39
Aberdeenshire	33	*	*	48
Angus	34	14	18	66
Argyll & Bute	20	*	*	33
Clackmannanshire	24	*	*	34
Dumfries & Galloway	20	12	22	54
Dundee City	90	34	10	134
East Ayrshire	52	8	25	85
East Dunbartonshire	23	*	*	34
East Lothian	33	8	20	61
East Renfrewshire	*	*	6	14
Edinburgh, City of	97	43	65	205
Falkirk	*	*	6	14
Fife	132	54	136	322
Glasgow City	243	60	37	340
Highland	25	8	29	62
Inverclyde	33	19	24	76
Midlothian	44	*	*	60
Moray	5	11	27	43
Na h-Eileanan Siar	*	*	*	9
North Ayrshire	61	29	17	107
North Lanarkshire	153	22	37	212
Orkney Islands	0	*	*	*
Perth & Kinross	31	17	28	76
Renfrewshire	47	16	35	98
Scottish Borders	5	9	21	35
Shetland Islands	0	*	*	*
South Ayrshire	9	11	16	36
South Lanarkshire	85	13	44	142
Stirling	16	*	*	29
West Dunbartonshire	42	21	31	94
West Lothian	75	25	12	112
<b>Total</b>	<b>1,467</b>	<b>473</b>	<b>739</b>	<b>2,679</b>

**Table 3:** EF starts up to the end of Q2 2020/21 by Local Authority (based on trainee home address) and gender

<b>Local Authority</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Aberdeen City	13	26	39
Aberdeenshire	17	31	48
Angus	25	41	66
Argyll & Bute	7	26	33
Clackmannanshire	18	16	34
Dumfries & Galloway	20	34	54
Dundee City	44	90	134
East Ayrshire	33	52	85
East Dunbartonshire	11	23	34
East Lothian	22	39	61
East Renfrewshire	*	*	14
Edinburgh, City of	67	138	205
Falkirk	8	6	14
Fife	104	218	322
Glasgow City	114	226	340
Highland	19	43	62
Inverclyde	20	56	76
Midlothian	22	38	60
Moray	15	28	43
Na h-Eileanan Siar	*	*	9
North Ayrshire	45	62	107
North Lanarkshire	85	127	212
Orkney Islands	*	*	*
Perth & Kinross	27	49	76
Renfrewshire	25	73	98
Scottish Borders	11	24	35
Shetland Islands	-	*	*
South Ayrshire	10	26	36
South Lanarkshire	60	82	142
Stirling	15	14	29
West Dunbartonshire	32	62	94
West Lothian	50	62	112
<b>Total</b>	<b>948</b>	<b>1,731</b>	<b>2,679</b>

**Table 4:** EF starts up to the end of Q2 2020/21 by age and gender

<b>Age</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
16-17	505	962	1,467
18-24	180	293	473
25+	263	476	739
<b>Total</b>	<b>948</b>	<b>1,731</b>	<b>2,679</b>

**Table 5:** EF starts up to the end of Q2 2020/21 by stage and gender

<b>Stage</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Stage 2	364	583	947
Stage 3	323	614	937
Stage 4	261	534	795
<b>Total</b>	<b>948</b>	<b>1,731</b>	<b>2,679</b>

**Table Notes:**

**Disability:** This reflects our disability disclosure question implemented in 2016/17. This was aligned to the question wording recommended by Advance HE after extensive consultation with disability partners, modern apprentices, training providers and employers.

**Ethnicity:** Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www2.gov.scot/Resource/0039/00394314.pdf>

**Care Experience:** Care experience figures are self-reported in response to the question, 'Have you ever been in care'?

**Table 6:** EF starts up to the end of Q2 2020/21 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 known
16-17	406	1,037	24	1,467	1,443	28.1%
18-24	143	316	14	473	459	31.2%
25+	121	590	28	739	711	17.0%
<b>Total</b>	<b>670</b>	<b>1,943</b>	<b>66</b>	<b>2,679</b>	<b>2,613</b>	<b>25.6%</b>

**Table 7:** EF starts up to the end of Q2 2020/21 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 known
Stage 2	310	616	21	947	926	33.5%
Stage 3	240	687	10	937	927	25.9%
Stage 4	120	640	35	795	760	15.8%
<b>Total</b>	<b>670</b>	<b>1,943</b>	<b>66</b>	<b>2,679</b>	<b>2,613</b>	<b>25.6%</b>

**Table 8:** EF starts up to the end of Q2 2020/21 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 known
Female	274	650	24	948	924	29.7%
Male	396	1,293	42	1,731	1,689	23.4%
<b>Total</b>	<b>670</b>	<b>1,943</b>	<b>66</b>	<b>2,679</b>	<b>2,613</b>	<b>25.6%</b>

**Table 9:** EF starts up to the end of Q2 2020/21 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
16-17	39	1,418	10	1,467	1,457	2.7%
18-24	23	444	6	473	467	4.9%
25+	39	682	18	739	721	5.4%
<b>Total</b>	<b>101</b>	<b>2,544</b>	<b>34</b>	<b>2,679</b>	<b>2,645</b>	<b>3.8%</b>

**Table 10:** EF starts up to the end of Q2 2020/21 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
Stage 2	26	911	10	947	937	2.8%
Stage 3	43	890	4	937	933	4.6%
Stage 4	32	743	20	795	775	4.1%
<b>Total</b>	<b>101</b>	<b>2,544</b>	<b>34</b>	<b>2,679</b>	<b>2,645</b>	<b>3.8%</b>

**Table 11:** EF starts up to the end of Q2 2020/21 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
Female	40	897	11	948	937	4.3%
Male	61	1,647	23	1,731	1,708	3.6%
<b>Total</b>	<b>101</b>	<b>2,544</b>	<b>34</b>	<b>2,679</b>	<b>2,645</b>	<b>3.8%</b>

**Table 12:** EF starts up to the end of Q2 2020/21 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	109	1,333	25	1,467	1,442	7.6%
18-24	24	438	11	473	462	5.2%
25+	22	690	27	739	712	3.1%
<b>Total</b>	<b>155</b>	<b>2,461</b>	<b>63</b>	<b>2,679</b>	<b>2,616</b>	<b>5.9%</b>

**Table 13:** EF starts up to the end of Q2 2020/21 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	82	844	21	947	926	8.9%
Stage 3	52	876	9	937	928	5.6%
Stage 4	21	741	33	795	762	2.8%
<b>Total</b>	<b>155</b>	<b>2,461</b>	<b>63</b>	<b>2,679</b>	<b>2,616</b>	<b>5.9%</b>

**Table 14:** EF starts up to the end of Q2 2020/21 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	69	858	21	948	927	7.4%
Male	86	1,603	42	1,731	1,689	5.1%
<b>Total</b>	<b>155</b>	<b>2,461</b>	<b>63</b>	<b>2,679</b>	<b>2,616</b>	<b>5.9%</b>

**Appendix F:** EF Outcomes/Outputs related to leavers between January 2019 and December 2019.

**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	238	41	-	1,191	-	226	1,696	2,976	57.0%
Stage 3	1,233	*	*	-	129	397	2,000	4,188	47.8%
Stage 4	1,019	*	*	-	-	13	1,094	2,296	47.6%
<b>Total</b>	<b>2,490</b>	<b>312</b>	<b>32</b>	<b>1,191</b>	<b>129</b>	<b>636</b>	<b>4,790</b>	<b>9,460</b>	<b>50.6%</b>

**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	-	2,056	-	-	-	2,056	2,976	69.1%
Stage 3	648	1,851	-	-	-	2,499	4,188	59.7%
Stage 4	-	-	51	296	267	614	2,296	26.7%
<b>Total</b>	<b>648</b>	<b>3,907</b>	<b>51</b>	<b>296</b>	<b>267</b>	<b>5,169</b>	<b>9,460</b>	<b>54.6%</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:** Achievement by stage

Stage	Outcome, Output or Both	Leavers	Achievement Rate
Stage 2	2,313	2,976	78%
Stage 3	3,146	4,188	75%
Stage 4	1,310	2,296	57%
<b>Total</b>	<b>6,769</b>	<b>9,460</b>	<b>72%</b>

**Table 4:** Achievement summary by equality characteristics

Equality Summary (excluding prefer not to say)		Outcome, Output or Both	Leavers	Achievement Rate
<b>Gender</b>	Female	2,297	3,145	73%
	Male	4,472	6,315	71%
<b>Disability</b>	I/HC/LD	1,661	2,351	71%
	No I/HC/LD	4,869	6,778	72%
<b>Ethnicity</b>	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	273	354	77%
	White	6,455	9,045	71%
<b>Care Experience</b>	Care Experience	417	641	65%
	No Care Experience	6,266	8,670	72%
<b>Total</b>	<b>All Leavers</b>	<b>6,958</b>	<b>9,598</b>	<b>72%</b>