

Employability Fund Statistics

- Starts up to the end of Quarter 3 2021/22 (April 2021 – December 2021)
- Outcomes and Outputs for a cohort of leavers (from April 2020 to March 2021)

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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 3 (end of December 2021/22). Please refer to the **Notes to Reader** section before reading the detail in the report.

Please contact user_feedback@sds.co.uk with any feedback or questions.

¹ [Scottish & Local Government Employability Partnership Update October 2021](#)

The Impact of Covid-19

In late November 2021, a new variant of Coronavirus – Omicron – emerged. The Scottish Government re-introduced measures to slow the spread of the variant including restrictions for hospitality, retail, and leisure businesses; sectors which typically expect a busy trading period in December.

Despite the economic uncertainty that this brought, and the additional recruitment challenges many businesses are currently facing, there has been a continued improvement in the number of EF starts this quarter which are now at 87.0% of Q3 2019/20 start figures.

Employability Fund Future

Over recent years there has been significant change to the economy and labour market. Following an announcement from the Scottish Government in October 2021, the Employability Fund will cease in March 2022 with future associated funding transferred to No One Left Behind¹. Moving forward we will continue our work to ensure individuals are equipped with the skills they need to move into sustained employment.

Key Results : Quarter 3 2021/22 Starts and April 2020 - March 2021 Leavers

Since the end of quarter 4 2019/20 Covid-19 has fundamentally changed the context in which the Employability Fund (EF) is delivered. Due to the significantly lower number of EF starts at the same point last year, comparisons should be interpreted within the context of the Covid-19 pandemic. Further breakdowns can be viewed in the appendices at the end of this report.

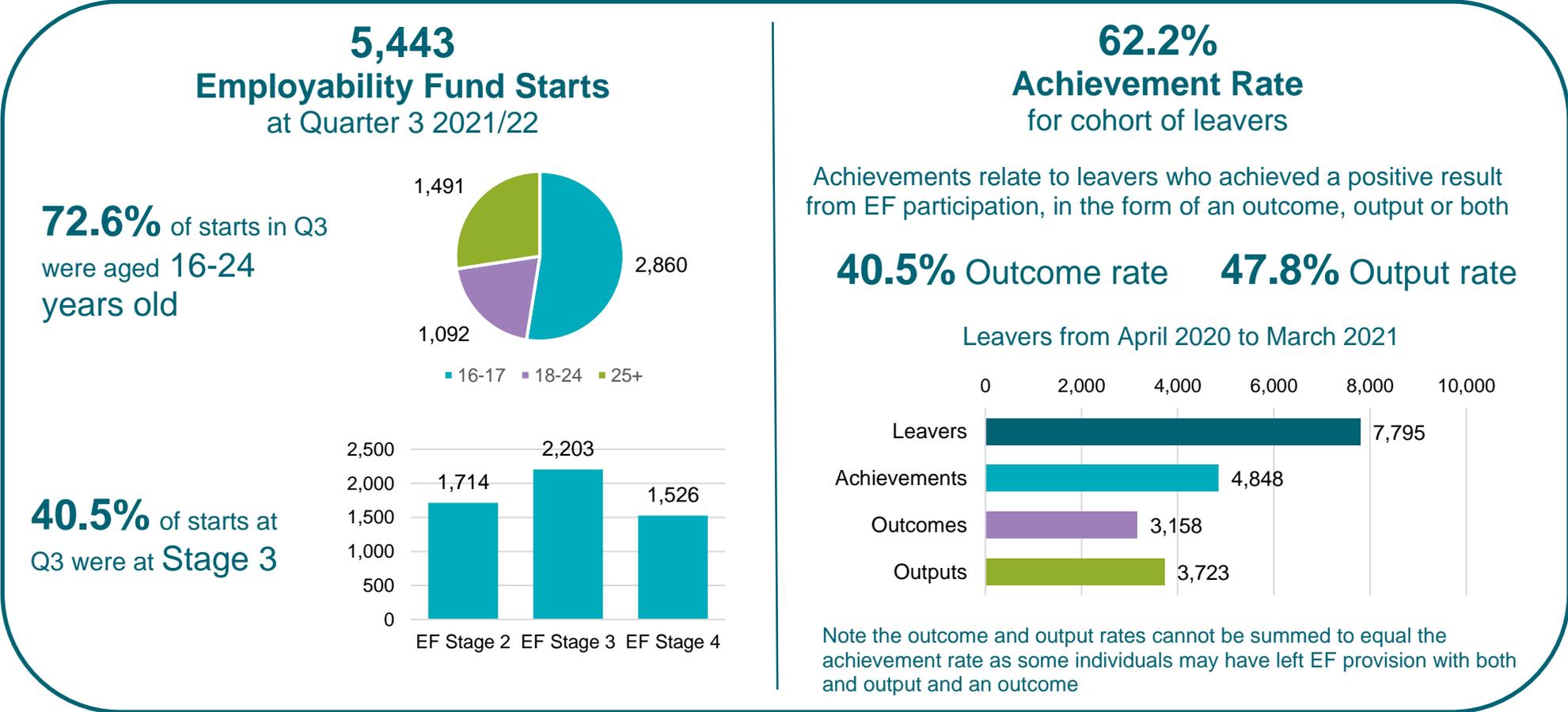


Figure 1: Employability Fund Key Results

Equality²

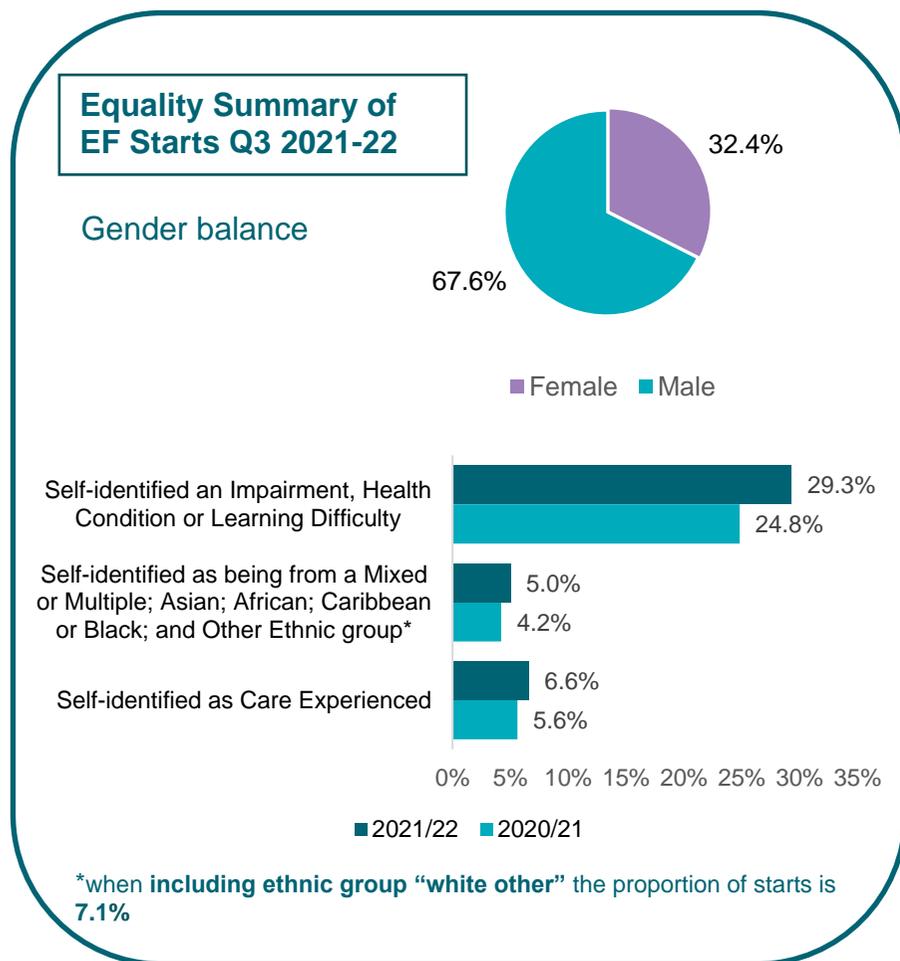


Figure 2: EF Starts Equality Summary, Q3 2021/22

² The gender balance denominator is based on the combined total of males and females. The remaining equality characteristics are reported as a percentage of known.

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. All information held on equality characteristics (e.g. gender, disability, ethnicity³, 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.

In Q3 2021/22 the gap in the gender balance of EF starts widened relative to the same point last year with the proportion of female starts falling by 5.8 pp. The proportions of those self-declaring equality characteristics have all increased, relative to the same point last year, with the disability and ethnicity rates also exceeding Q3 2019/20 (+1.7 pp and +0.9 pp respectively). The care experience rate remains lower than that of Q3 2019/20 (-0.7 pp).

³ Ethnic groups align with Scottish Government guidance on ethnicity reporting <https://www2.gov.scot/Resource/0039/00394314.pdf>

Achievements (Outcomes & Outputs)

The outcomes and outputs detailed in this section of the report are based on a cohort of all leavers between **April 2020 and March 2021** (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).

The cohort approach and reporting timeframe means that the full impact of Covid-19 is now being fully reflected in this data.

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 April 2020 and March 2021. Almost half were aged 16-17 (49.4%) and most participants left at stage 3 (37.9%). The proportion of those leaving at stage 4 has increased relative to Q3 2020/21 (+8.5 pp). However, when compared with the previous cohort the proportions of leavers across all of the stages are broadly similar.

Table 1: Leavers by age and stage

Stage	Stage 2	Stage 3	Stage 4	Total	% of total
16-17	1,893	1,935	24	3,852	49.4%
18-24	345	777	529	1,651	21.2%
25+	83	244	1,965	2,292	29.4%
Total	2,321	2,956	2,518	7,795	100.0%
% of total	29.8%	37.9%	32.3%	100.0%	

Achievement

This section provides a summary of the achievements of leavers from April 2020 and March 2021. **Achievements are calculated as those individuals who have achieved an outcome, output or both.**⁴ More information on this and how achievements are calculated is available in the notes to readers section.

Of all leavers between April 2020 and March 2021, 62.2% 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) had previously been declining over the last six cohorts. However, this quarter the achievement rate has risen (+1.1 pp) compared to that reported in quarter 2. In this cohort the output rate declined slightly compared to the previous cohort (-0.4 pp) whilst the outcome rate increased (+2.6 pp).

⁴ Note: In Figure 3 this means that the outcome and output rates cannot be summed to get the achievement rate as some individuals

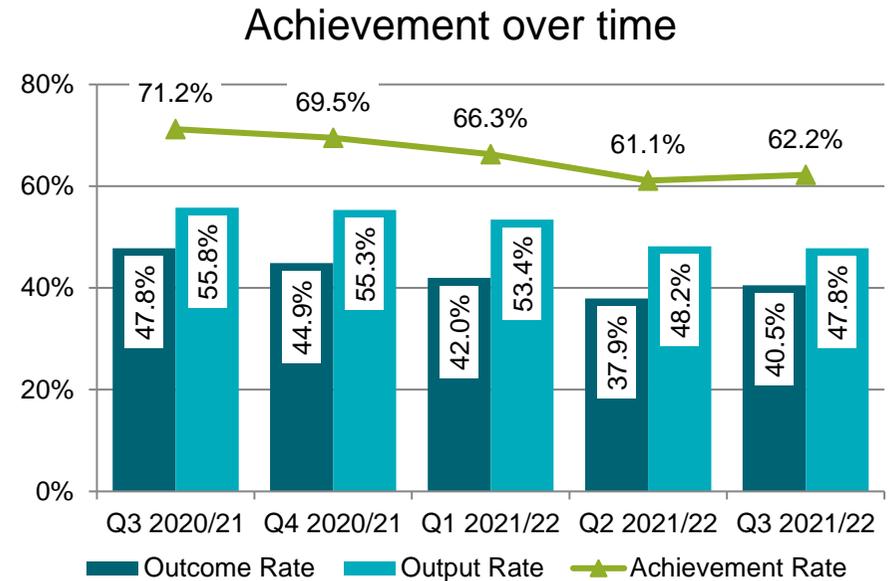


Figure 3: Overall achievement, outcome and output rates over time

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 **April 2020 and March 2021** 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

The achievement rate continues to be higher for males in this cohort than for females (+0.9 pp). When compared with the last cohort the achievement rate gap has narrowed by 3.5 pp. The increase in the female achievement rate can be partly explained by the increase in the outcome rate (+4.6 pp).

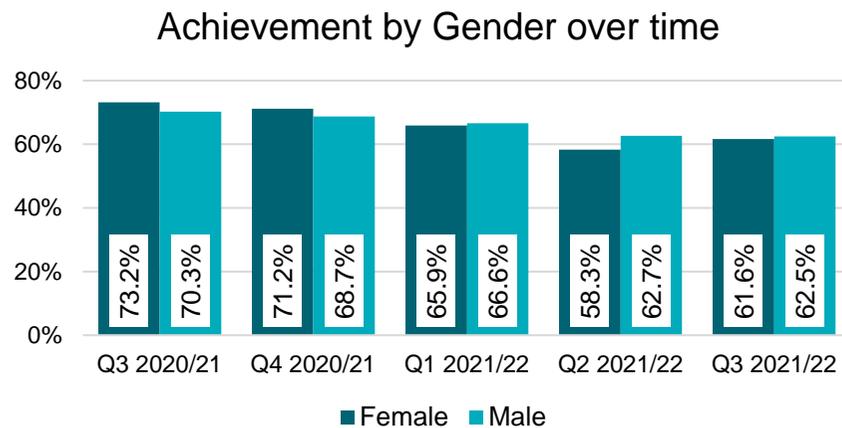


Figure 4: Overall achievement rates by gender over time

Disability

The achievement rate for those who self-identified an impairment, health condition or learning difficulty (I/HC/LD) was 65.9% (+1.8 pp on the previous cohort). In this cohort, the achievement rate for those who self-identified an I/HC/LD was once again higher than those who did not (+4.6 pp). This is explained by both a higher outcome rate (41.1% compared to 40.6% for those who did not), and a higher output rate for those that self-identified an I/HC/LD (55.3% compared to 45.6%).

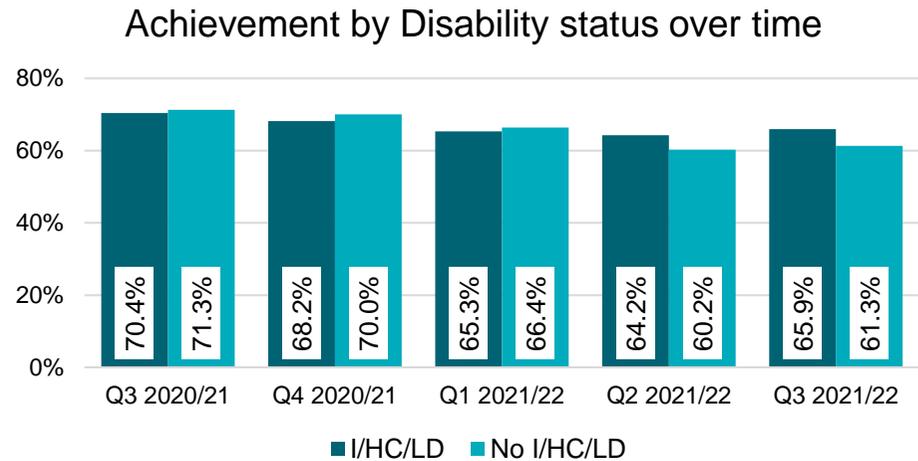


Figure 5: Overall achievement rates by disability status over time

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 slightly higher achievement rate than those who self-identify as White (+0.2 pp).

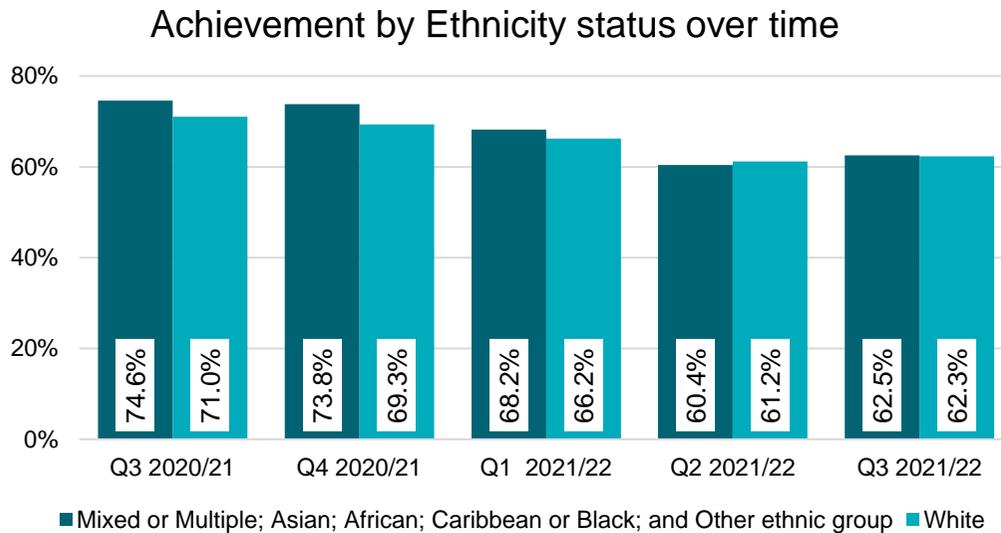


Figure 6: Overall achievement rate by ethnic group over time

Care Experience

Of those who self-identified as care experienced, 59.1% achieved a positive result from EF provision in the form of an outcome only, and output only or both, which was -3.5 pp lower than those who did not (62.6%). This is a slight increase in the achievement rate gap when compared with the last cohort (+1.1 pp).

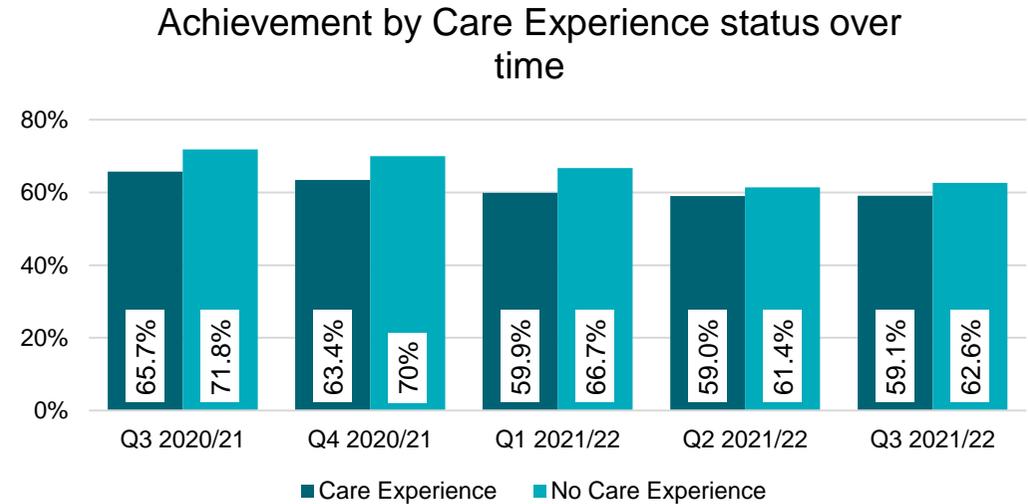


Figure 7: Overall achievement rate by care experience status over time

Further Information

This report provides analysis of Employability Fund:

- Starts up to the end of Quarter 3 2021/22 (April 2021 – December 2021)
- Outcomes and Outputs for a cohort of leavers (from April 2020 to March 2021)

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](#).

. Please contact user_feedback@sds.co.uk.

Notes to Readers

SDS recommends this section is read prior to further analysis.

Gender

To ensure that we enable participants to record their gender in the most appropriate way for them, we have amalgamated responses against ‘prefer not to say’ and ‘in another way’ and have included them within some tables under the heading “Multiple”. These individuals have not been included in other categories where this is the case to ensure confidentiality.

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 2nd 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.

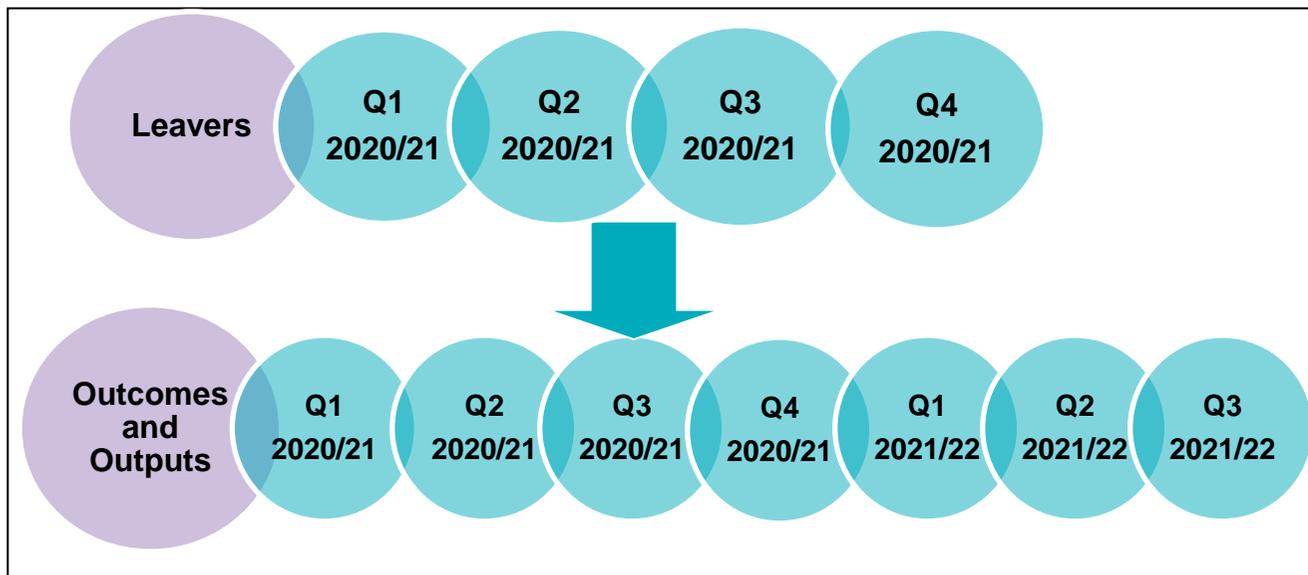
Outputs are defined as SCQF credit rated certification including a full employability award or vocational qualification. An output is counted when certification is achieved and a claim is made. An output refers to the achievement of:

- 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 April 2020 and March 2021 (as illustrated in Figure 8 below).



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.

Figure 8: The cohort of leavers used in quarter 3 2021/22 publication alongside the related outcomes and outputs for these 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"> 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 	

Appendix B: 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.</p> <p>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 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 Q3 2021/22 by Local Authority (based on trainee home address) and stage

Local Authority	Stage 2	Stage 3	Stage 4	Total
Aberdeen City	32	23	55	110
Aberdeenshire	60	28	36	124
Angus	41	55	51	147
Argyll & Bute	13	24	5	42
Clackmannanshire	26	*	*	*
Dumfries & Galloway	25	26	24	75
Dundee City	107	102	22	231
East Ayrshire	81	56	25	162
East Dunbartonshire	23	45	18	86
East Lothian	24	45	9	78
East Renfrewshire	5	13	16	34
Edinburgh, City of	69	126	107	302
Falkirk	37	95	16	148
Fife	114	257	291	662
Glasgow City	314	459	285	1,058
Highland	24	20	47	91
Inverclyde	41	37	54	132
Midlothian	*	42	*	74
Moray	*	*	49	58
Na h-Eileanan Siar	9	6	5	20
North Ayrshire	79	70	29	178
North Lanarkshire	144	166	68	378
Orkney Islands	-	*	-	*
Perth & Kinross	31	29	25	85
Renfrewshire	56	68	61	185
Scottish Borders	24	18	19	61
Shetland Islands	-	8	5	13
South Ayrshire	17	25	11	53
South Lanarkshire	121	113	74	308
Stirling	*	35	*	62
West Dunbartonshire	48	78	67	193
West Lothian	59	89	15	163
Multiple Local Authorities	30	19	27	76
Total	1,714	2,203	1,526	5,443

Note: Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing. To maintain the utility of this report, while ensuring that we enable participants to record their gender in the most appropriate way for them, we have amalgamated responses against 'prefer not to say' and 'in another way' and include them in the last row of the table

Table 2: EF starts up to the end of Q3 2021/22 by Local Authority (based on trainee home address) and age

Local Authority	16-17	18-24	25+	Total
Aberdeen City	44	19	47	110
Aberdeenshire	48	27	49	124
Angus	72	48	27	147
Argyll & Bute	29	6	7	42
Clackmannanshire	45	*	*	*
Dumfries & Galloway	42	16	17	75
Dundee City	148	52	31	231
East Ayrshire	112	31	19	162
East Dunbartonshire	46	17	23	86
East Lothian	53	15	10	78
East Renfrewshire	*	*	17	34
Edinburgh, City of	130	76	96	302
Falkirk	104	33	11	148
Fife	300	109	253	662
Glasgow City	526	227	305	1,058
Highland	31	18	42	91
Inverclyde	54	26	52	132
Midlothian	62	*	*	74
Moray	*	*	31	58
Na h-Eileanan Siar	10	*	*	20
North Ayrshire	93	45	40	178
North Lanarkshire	254	49	75	378
Orkney Islands	*	*	-	*
Perth & Kinross	40	29	16	85
Renfrewshire	93	20	72	185
Scottish Borders	27	7	27	61
Shetland Islands	*	5	*	13
South Ayrshire	21	18	14	53
South Lanarkshire	178	60	70	308
Stirling	47	*	*	62
West Dunbartonshire	72	41	80	193
West Lothian	118	30	15	163
Multiple Local Authorities	38	11	27	76
Total	2,860	1,092	1,491	5,443

Note: Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing. To maintain the utility of this report, while ensuring that we enable participants to record their gender in the most appropriate way for them, we have amalgamated responses against 'prefer not to say' and 'in another way' and include them in the last row of the table

Table 3: EF starts up to the end of Q3 2021/22 by Local Authority (based on trainee home address) and gender

Local Authority	Female	Male	Prefer not to say/In another way	Total
Aberdeen City	39	71	-	110
Aberdeenshire	47	77	-	124
Angus	50	97	-	147
Argyll & Bute	10	32	-	42
Clackmannanshire	*	*	-	*
Dumfries & Galloway	35	40	-	75
Dundee City	93	138	-	231
East Ayrshire	59	103	-	162
East Dunbartonshire	16	70	-	86
East Lothian	27	51	-	78
East Renfrewshire	5	29	-	34
Edinburgh, City of	79	223	-	302
Falkirk	47	101	-	148
Fife	202	460	-	662
Glasgow City	382	676	-	1,058
Highland	8	83	-	91
Inverclyde	30	102	-	132
Midlothian	32	42	-	74
Moray	16	42	-	58
Na h-Eileanan Siar	5	15	-	20
North Ayrshire	68	110	-	178
North Lanarkshire	139	239	-	378
Orkney Islands	*	*	-	*
Perth & Kinross	24	61	-	85
Renfrewshire	42	143	-	185
Scottish Borders	13	48	-	61
Shetland Islands	-	13	-	13
South Ayrshire	7	46	-	53
South Lanarkshire	109	199	-	308
Stirling	30	32	-	62
West Dunbartonshire	45	148	-	193
West Lothian	48	115	-	163
Multiple Local Authorities	-	-	76	76
Total	1,737	3,630	76	5,443

Note: Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing. To maintain the utility of this report, while ensuring that we enable participants to record their gender in the most appropriate way for them, we have amalgamated responses against 'prefer not to say' and 'in another way' and include them in the last row of the table

Table 4: EF starts up to the end of Q3 2021/22 by age and gender

Age	Female	Male	Prefer not to say/In another way	Total
16-17	1,041	1,781	38	2,860
18-24	312	769	11	1,092
25+	384	1,080	27	1,491
Total	1,737	3,630	76	5,443

Table 5: EF starts up to the end of Q3 2021/22 by stage and gender

Stage	Female	Male	Prefer not to say/In another way	Total
Stage 2	639	1,045	30	1,714
Stage 3	773	1,411	19	2,203
Stage 4	325	1,174	27	1,526
Total	1,737	3,630	76	5,443

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 Q3 2021/22 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	872	1,902	86	2,860	2,774	31.4%
18-24	381	684	27	1,092	1,065	35.8%
25+	293	1,150	48	1,491	1,443	20.3%
Total	1,546	3,736	161	5,443	5,282	29.3%

Table 7: EF starts up to the end of Q3 2021/22 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	660	1,012	42	1,714	1,672	39.5%
Stage 3	618	1,512	73	2,203	2,130	29.0%
Stage 4	268	1,212	46	1,526	1,480	18.1%
Total	1,546	3,736	161	5,443	5,282	29.3%

Table 8: EF starts up to the end of Q3 2021/22 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	580	1,122	35	1,737	1,702	34.1%
Male	934	2,591	105	3,630	3,525	26.5%
Prefer not to say/In another way	32	23	21	76	55	58.2%
Total	1,546	3,736	161	5,443	5,282	29.3%

Table 9: EF starts up to the end of Q3 2021/22 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	79	2,765	16	2,860	2,844	2.8%
18-24	65	1,020	7	1,092	1,085	6.0%
25+	126	1,337	28	1,491	1,463	8.6%
Total	270	5,122	51	5,443	5,392	5.0%

Table 10: EF starts up to the end of Q3 2021/22 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	60	1,649	5	1,714	1,709	3.5%
Stage 3	81	2,103	19	2,203	2,184	3.7%
Stage 4	129	1,370	27	1,526	1,499	8.6%
Total	270	5,122	51	5,443	5,392	5.0%

Table 11: EF starts up to the end of Q3 2021/22 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	111	1,617	9	1,737	1,728	6.4%
Male	152	3,450	28	3,630	3,602	4.2%
Prefer not to say/In another way	7	55	14	76	62	11.3%
Total	270	5,122	51	5,443	5,392	5.0%

Table 12: EF starts up to the end of Q3 2021/22 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	234	2,574	52	2,860	2,808	8.3%
18-24	73	999	20	1,092	1,072	6.8%
25+	47	1,406	38	1,491	1,453	3.2%
Total	354	4,979	110	5,443	5,333	6.6%

Table 13: EF starts up to the end of Q3 2021/22 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	164	1,539	11	1,714	1,703	9.6%
Stage 3	141	2,004	58	2,203	2,145	6.6%
Stage 4	49	1,436	41	1,526	1,485	3.3%
Total	354	4,979	110	5,443	5,333	6.6%

Table 14: EF starts up to the end of Q3 2021/22 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	*	*	24	1,737	1,713	8.0%
Male	214	3,350	66	3,630	3,564	6.0%
Prefer not to say/ In another way	*	*	20	76	56	5.4%
Total	354	4,979	110	5,443	5,333	6.6%

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

Appendix F: EF Outcomes/Outputs related to leavers between April 2020 and March 2021.

Table 1: Outcomes by stage

Stage	Job related			Progression related			Totals		Outcome Rate
	Job	MA	Self Employment	Stage 2 to 3	Stage 3 to 4	More Advanced Learning	Total Outcomes	Total Leavers	
Stage 2	160	20	-	1,054	-	111	1,345	2,321	57.9%
Stage 3	523	*	*	-	97	294	1,038	2,956	35.1%
Stage 4	715	*	*	-	-	8	775	2,518	30.8%
Total	1,398	162	34	1,054	97	413	3,158	7,795	40.5%

Table 2: Outputs by stage

Stage	Stage 2 and 3		Stage 4 only			Totals		Output Rate
	Certificate of Work Readiness	Other Employability Award (SCQF)	Qual A	Qual B	Qual C	Total Outputs	Total Leavers	
Stage 2	-	1,624	-	-	-	1,624	2,321	70.0%
Stage 3	112	1,599	-	-	-	1,711	2,956	57.9%
Stage 4	-	-	34	209	145	388	2,518	15.4%
Total	112	3,223	34	209	145	3,723	7,795	47.8%

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	1,812	2,321	78.1%
Stage 3	2,048	2,956	69.3%
Stage 4	988	2,518	39.2%
Total	4,848	7,795	62.2%

Table 4: Achievement summary by equality characteristics

Equality Summary (excluding prefer not to say)		Outcome, Output or Both	Leavers	Achievement Rate
Gender	Female	1,787	2,901	61.6%
	Male	3,061	4,894	62.5%
Disability	I/HC/LD	1,297	1,967	65.9%
	No I/HC/LD	3,443	5,613	61.3%
Ethnicity	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	188	301	62.5%
	White	4,611	7,400	62.3%
Care Experience	Care Experience	264	447	59.1%
	No Care Experience	4,476	7,153	62.6%
Total	All Leavers	4,848	7,795	62.2%