

Employability Fund Statistics

- Starts up to the end of Quarter 4 2021/22 (April 2021 – March 2022)
- Outcomes and Outputs for a group of leavers (from July 2020 to June 2021)

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Contents

Introduction	1
Starts by Local Authority.....	4
Starts by SIMD	4
Equality.....	5
Gender	6
Disability	7
Ethnicity.....	10
Care Experience.....	12
Section 2: Achievements (Outcomes and Outputs)	13
Achievements	14
Outcomes	16
Outcome Types	17
Job Related outcomes – Modern Apprenticeship (MA)	17
Output.....	18
Analysis of Leavers with a Job Outcome and an Output	19
Equality.....	20
Gender	20
Disability	21
Ethnicity.....	22
Care Experience.....	23
Concluding Remarks	24
Notes to Readers	25
Appendix A: Strategic Skills Pipeline and the Employability Fund	28
Appendix B: Expected participant characteristics	29
Appendix C: Allocation of Starts	30
Appendix D: Referral arrangements	30
Appendix E: EF Starts	31
Appendix F: EF Outcomes/Outputs related to leavers between July 2020 and June 2021.	39

Introduction

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

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

This report provides a summary of EF statistics, up to quarter 4 (end of March) 2021/22. Please refer to the **Notes to Reader** section before reading the detail in the report.

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 user_feedback@sds.co.uk with feedback or questions.

¹ [Monthly Economic Brief March 2022, Scottish Government](#)

The Impact of Covid-19

Throughout our 2021/22 publications, we acknowledged the impact that the Covid-19 pandemic has had on the context in which the Employability Fund has been delivered. Various public health measures were re-introduced throughout the year to slow the spread of subsequent Covid variants which meant that many businesses faced another year of uncertainty.

Whilst businesses continued to face economic uncertainty, recruitment challenges and inflation pressures¹ the number of EF starts steadily increased throughout the year to 7,754.

Employability Fund Future

Following an announcement from the Scottish Government in October 2021, the Employability Fund ceased in March 2022 with associated funding transferred to local authorities in line with *No One Left Behind Strategy*².

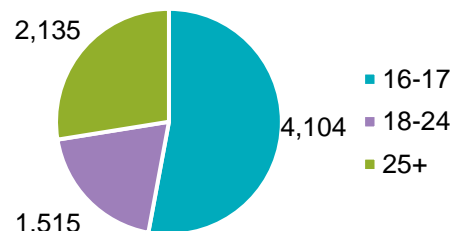
Moving forward, we will report on the achievements of those who started prior to the closure of the programme and continue our work to ensure individuals are equipped with the skills they need to move into sustained employment.

² [Scottish and Local Government Communication No One Left Behind, March 2022](#)

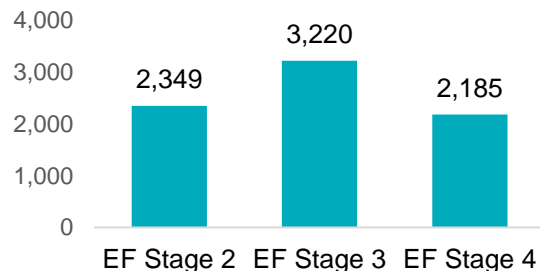
Since the end of quarter 4 2019/20 Covid-19 has fundamentally changed the context in which the Employability Fund (EF) is delivered. Statistical comparisons over the last three years should be interpreted within the context of the Covid-19 pandemic. Further breakdowns can be viewed in the appendices at the end of this report. This is the **final** publication that will include information on EF starts. From Q1 2022/23 our EF publications will focus on leavers, achievements, outcomes, and outputs.

7,754 Employability Fund Starts at Quarter 4 2021/22

72.4% of starts in Q4 were aged 16-24 years old



41.5% of starts at Q4 were at Stage 3

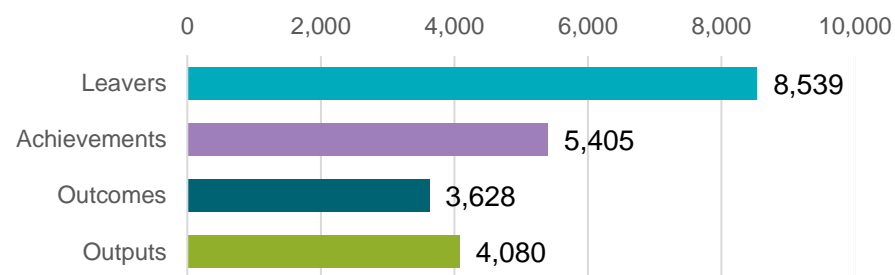


63.3% Achievement Rate for group of leavers

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

Leavers from July 2020 to June 2021

42.5% Outcome rate **47.8%** Output rate



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.

Section 1: Employability Fund Starts

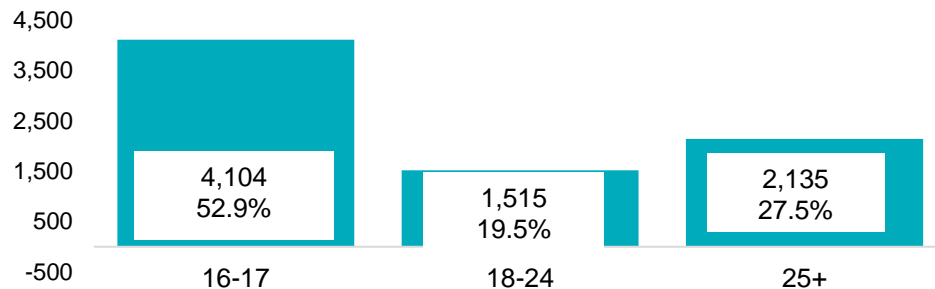
Data on previous years of Employability Fund starts is available on our [website](#).

In 2021/22, there were 7,754 Employability Fund (EF) starts, - 2.5% relative to 2020/21 (7,955 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 group and stage. Over half of starts were aged 16-17 (52.9%, an increase of 3.9 pp compared to 2020/21). A further 19.5% were aged 18-24 (-2.0 pp on 2020/21) and 27.5% were aged 25 or over (-1.9 pp) on 2020/21.

Figure 1.1: Over half of EF starts were aged 16-17

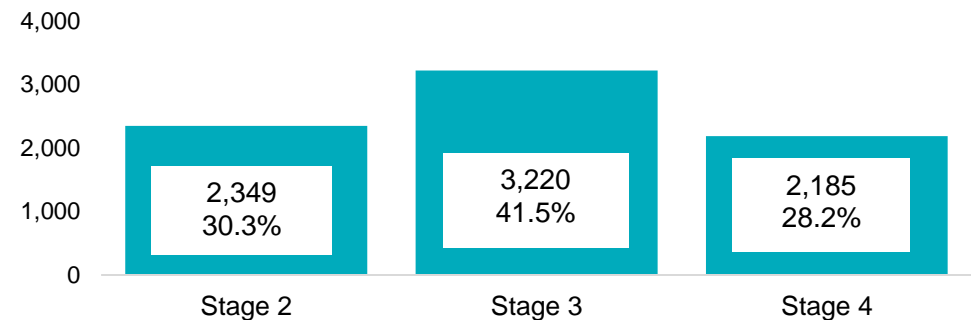
Number of EF starts by age grouping, 2021/22



The majority of EF starts were at stage 3 (41.5%, +4.7 pp compared to 2020/21). A further 30.3% of starts were at stage 2 (+0.8 pp on 2020/21), and 28.2% were at stage 4 (-5.5 pp on 2020/21).

Figure 1.2: The majority of starts were at Stage 3 (41.5%)

Number of EF starts by stage, 2021/22



Starts by Local Authority

Glasgow City continued to have the largest number of EF starts in 2021/22 (1,454) accounting for 19.0% of overall starts. In Glasgow City, 43.8% of starts were at stage 3.

Please see Tables 1, 2, and 3 in Appendix E for 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.

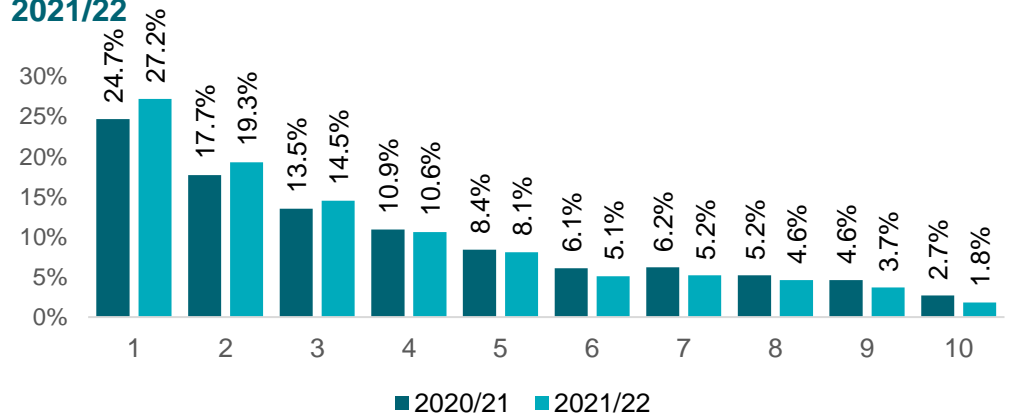
³ It is important to note that SIMD identifies deprived areas, not individuals. Not all of those who live in a deprived area will be deprived and on balance there could be deprived people living in the least deprived areas. Additionally, 'Deprived' does not just mean 'poor' or 'low income'. It can

Starts by SIMD

Figure 1.3 shows EF starts by Scottish Index of Multiple Deprivation (SIMD, 2020v2) decile, based on the participant's home address.³ The analysis shows that 46.5% of EF starts resided in the 20% most deprived areas and only 5.5% resided in the 20% least deprived areas of Scotland (a broadly similar pattern to 2020/21). This is to be expected as there tends to be higher unemployment rates in the most deprived areas.

Figure 1.3: The highest proportion of starts were from a SIMD 1 area (27.2%)

The number of EF Starts by SIMD Decile, 2020/21 to 2021/22



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. 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.

One of these measures is 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.

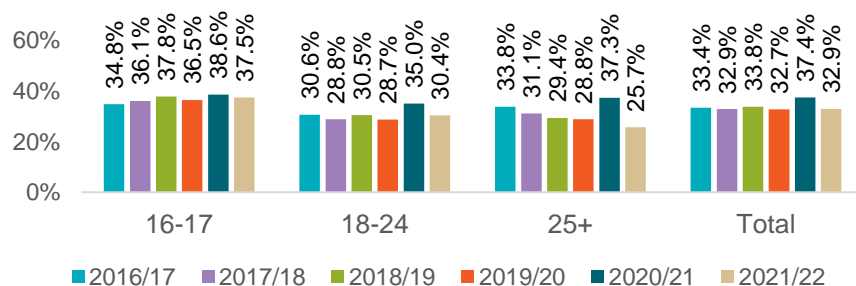
Gender⁴

Figure 1.4 shows trends in female starts between 2016/17 and 2021/22 by age and stage. In 2021/22, there were 2,510 female and 5,124 male starts to the Employability Fund. The number of female starts decreased -15.7% compared to the same point in the previous year whilst the number of males increased by 3.0%.

This year the gender balance widened relative to the same point in 2020/21, the height of the Covid-19 pandemic (+9.0 pp). The balance, however, was in line with figures prior to 2020/21.

Figure 1.4: The highest proportion of female EF starts were aged 16-17

Proportion of female starts by age 2016/17 to 2021/22



⁴ The gender balance is denominator based on the combined total of males and females.

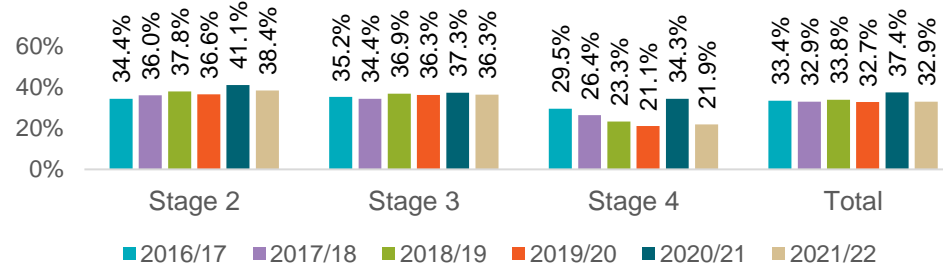
⁵ The Annual Population Survey (APS Jan 2021 – Dec 2021, Variable - Unemployment Rate)

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 (16-64) is 57.7% male, 42.3% female.⁵ In addition, young females (aged 16-19) are more likely to be participating in either education, employment or training/other development compared to their male counterparts, with 93.2% of young females engaged in these activities compared to 91.2% of males.⁶

As seen in previous years, in 2021/22 the proportion of female starts at Stage 4 was lower than in Stages 2 and 3. The stage of the Strategic Skill Pipeline that individuals start on is reflective of their individual need.

Figure 1.5: The highest proportion of female starts were at Stage 2

Proportion of Female starts by stage 2016/17 to 2021/22



⁶ [Annual Participation Measure for 16-19 year olds in Scotland, August 2021](#)

Disability

Maximising disability disclosure is important to ensure that appropriate support is in place for participants. The figures quoted in this report reflect responses 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.

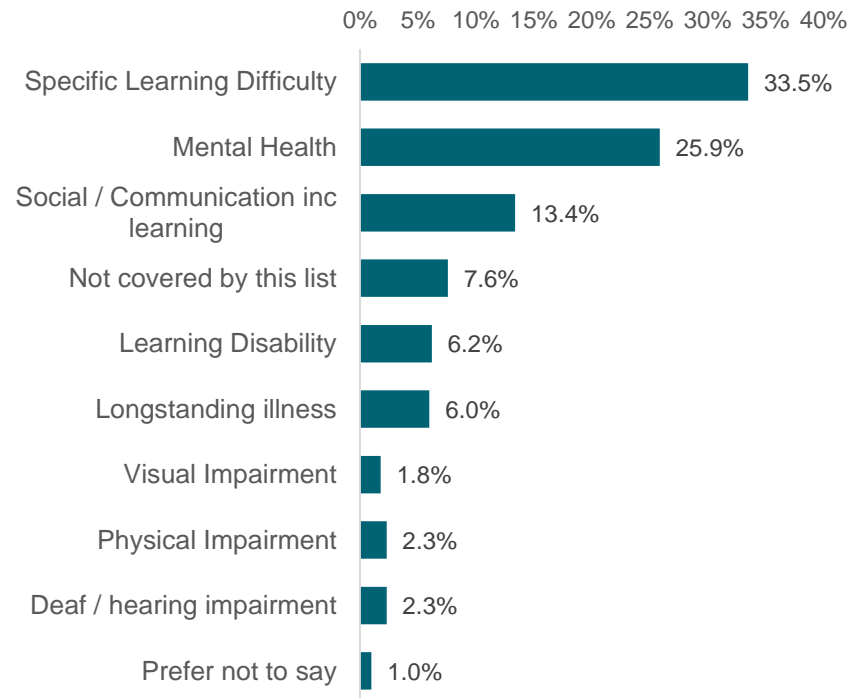
This question, alongside other proactive interventions undertaken by SDS with partners to increase participation and disclosure, is likely to have contributed to the increase in disability declaration from 2016/17, from which point figures are comparable. In response to our monitoring question, the proportion of EF starts self-identifying an impairment, health condition, or learning difficulty (I/HC/LD) in 2021/22 was 29.2%. The disability rate has increased relative to both the same in the previous year and 2019/20 (25.5% and 28.2% respectively).

Our monitoring question also asked participants to provide details of their disability from a list of options. Participants

could select more than one from the list. Results are illustrated in Figure 1.6.

Figure 1.6: Learning Difficulty had the highest number of selections of an I/HC/LD

Impairment, health condition or learning difficulty selections by type

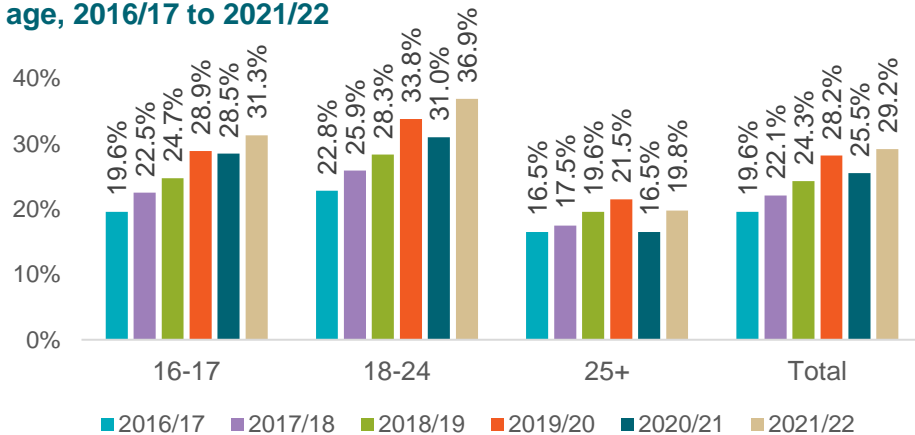


In 2021/22, 22.6% of EF starts who self-identified an I/HC/LD selected more than one, compared to 16.3% last year.

In each of the last six years, the 18-24 age group has had the highest proportion of EF starts self-identifying an impairment, health condition or learning difficulty. In 2021/22, it rose to 36.9% (+5.9 pp relative to 2020/21).

Figure 1.7: Over one third of starts in the 18-24 age group self-identified a disability

Proportion of starts self-identified as disabled by age, 2016/17 to 2021/22

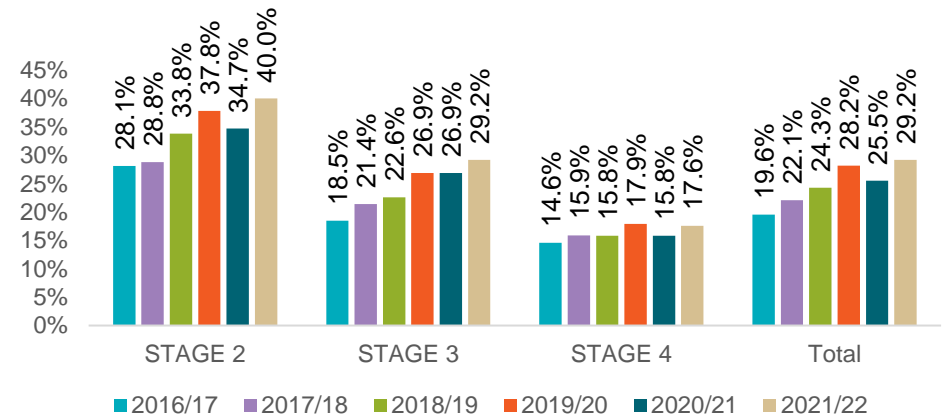


Since 2016/17 we have seen an almost year-on-year increase in the proportion of starts to Stage 2 self-identifying a I/HC/LD. In 2021/22 it increased once again, and a relatively high proportion of Stage 2 starts self-identified as having an I/HC/LD (40.0%) compared to Stage 3 and 4. This may be reflective of provision at this stage of the SSP, which focuses

on building foundations for individuals to improve their employability skills.

Figure 1.8: 40.0% of starts to Stage 2 self-identified a disability

Proportion of starts self-identified as disabled by stage, 2016/17 to 2021/22



Contextual Information – Disability

The proportion of EF starts in 2021/22 self-identifying an impairment, health condition or learning difficulty was 29.2%. This is above the proportion of those aged 16-64 in Scotland who are Equality Act (EA) core or work-limiting disabled

(25.5%).⁷ To provide additional context, the Scottish Health Survey shows the proportion of 16-24 year olds with a limiting long term condition was 22% in 2019, an increase from 19% in 2018.⁸

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 (1.6% and 1.3%, respectively). In addition, a higher proportion of disabled people aged 16-19 are participating in Training and Other Development (5.7%) compared to those who are not disabled (1.7%).

⁷ Annual Population Survey (Jan 2021 – Dec 2021)

⁸ [Scottish Health Survey Dashboard](#)

Ethnicity

All EF starts are asked to provide information about their ethnicity on a self-declaration basis. In summary, the proportion of EF starts that self-identified as being from a Mixed or Multiple; Asian; African, Caribbean or Black; or Other ethnic group was 4.7% in 2021/22.⁹ This is compared to 4.0% in 2020/21 (+0.7 pp) and 3.8% in 2019/20. A breakdown of EF starts by ethnic group is provided in Table 1.1.

In 2021/22, the absolute number of starts in this group increased by 16.7% compared to 2020/21, whilst the number of starts who self-identified as White decreased at a marginally higher rate than the overall decrease in starts (-2.7% and -2.5% respectively).

The proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; or Other ethnic group when including “white other” was 6.9%, compared to 6.4% in 2020/21.

⁹ Ethnic groups aligned with Scottish Government guidance on Ethnicity Reporting.

Table 1.1: EF starts in 2021/22 by ethnic group

Ethnic Group	Number of EF starts	% of EF starts (known)
White	7,318	95.3%
Mixed or multiple	41	0.5%
Asian	155	2.0%
African, Caribbean or Black	112	1.5%
Other ethnic group	55	0.7%
Total Known	7,681	
<i>Prefer not to say</i>	73	
Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	363	4.7%

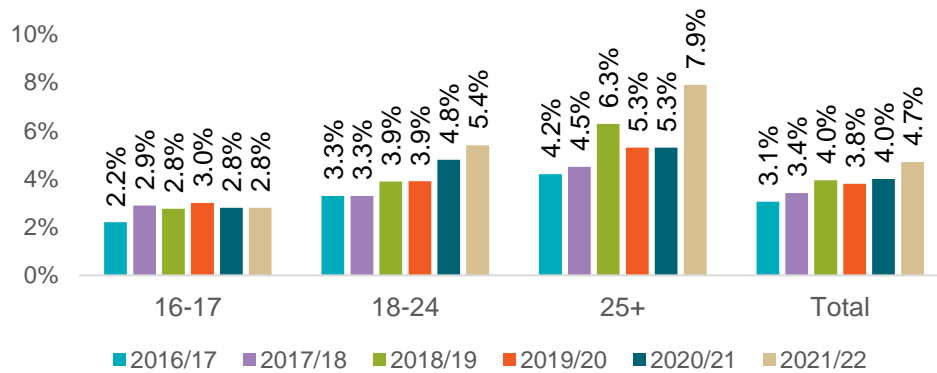
The number of absolute starts increased in the Asian (+37.2%), Other ethnic group (+57.1%), African, Caribbean or Black (15.5%) groups relative to 2020/21¹⁰.

¹⁰ The increase in the number of starts to each of these groups equated to +42, +20 and +15 respectively.

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 seven years were aged 25+. In 2021/22 the proportion increased by 2.6 pp relative to the same point in the previous year.

Figure 1.9: 7.9% of starts aged 25+ self-identified as being from a minority ethnic background

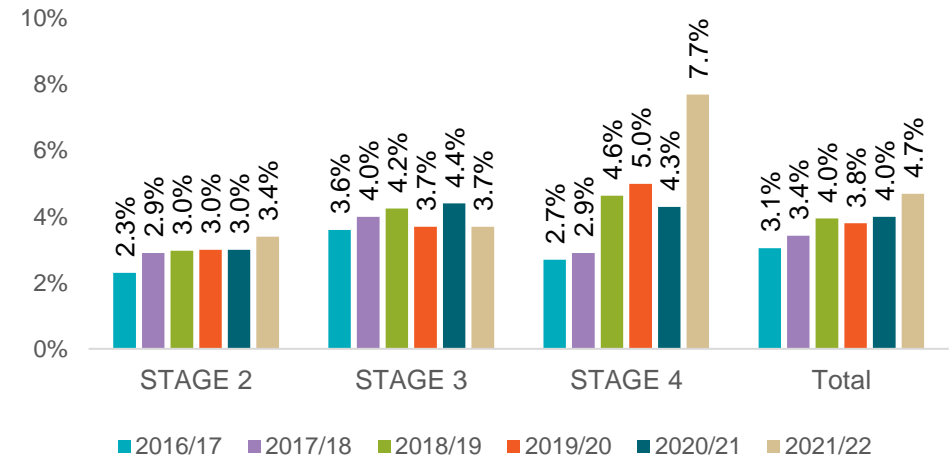
Proportion of starts self-identified as Mixed or Multiple; Asian; African; Caribbean or Black and Other ethnic group by age, 2016/17 to 2021/22



In 2021/22, the proportion of starts from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group in 2021/22 was highest for stage 4 (7.7%). This is the highest this has been since SDS has reported on this information (+3.4 pp compared to Q4 2020/21).

Figure 1.10: Of all Stage 4 starts, 7.7% were from a minority ethnic background

Proportion of starts self-identified as Mixed or Multiple; Asian; African; Caribbean or Black and Other ethnic group by stage, 2016/17 to 2021/22

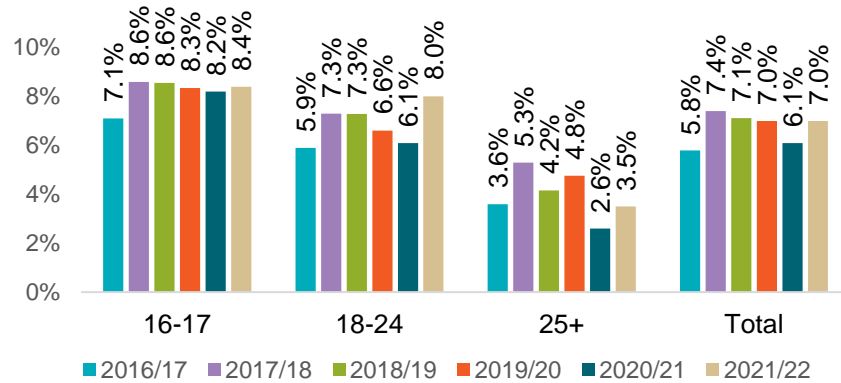


Care Experience

Our Equality, Diversity and Inclusion – Mainstreaming Report details our commitment to supporting individuals with care experience, as does our updated Corporate Parenting Plan (published in December 2021). We started collecting self-declared information on care experience in 2015/16.¹¹ In 2021/22, 7.0% of EF starts self-identified as having care experience. This is compared to 6.1% (+0.9 pp) in 2020/21 and 7.0% in 2019/20.

Figure 1.11: Of all starts aged 16-17, 8.4% identified as care experienced

Proportion of starts self-identified as care experienced by age, 2016/17 to 2021/22



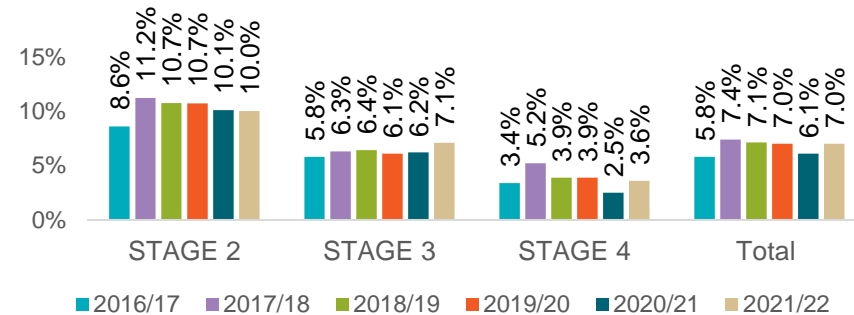
¹¹ In response to the question, 'Have you ever been in care?' In care means you are or were formally looked after by a local authority, in the family home (with support from social services or a social worker) or

Since 2016/17, the highest proportion of EF starts that self-identified as care experienced were aged 16-17. In 2021/22, 8.4% of 16-17 year olds identified as care experienced (+0.2 pp on last year).

The proportion of EF starts that self-identified as care experienced in 2021/22 was highest at stage 2 (10.0%). This has decreased slightly each year since 2017/18. The proportion of care experienced starts at Stage 3 has increased since 2019/20, +0.9 pp relative to the same point in 2020/21.

Figure 1.12: 10.0% of starts at Stage 2 identified as care experienced

Proportion of starts self-identified as care experienced by stage, 2016/17 to 2021/22



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 group of all leavers between **July 2020 and June 2021** (inclusive).

The Employability Fund rewards Training Providers for outputs (certification) and outcomes (progression to a job, Modern Apprenticeship (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. 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 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. Our cohort approach to reporting EF achievements, and the reporting timeframe for this report, means that the full impact of Covid-19 will be reflected in this data.

Table 2.1 shows a breakdown of the number of leavers between July 2020 and June 2021 by age and stage. Figures refer to the outcomes and outputs achieved by these leavers. Almost half of leavers were aged 16-17 (47.0%) and most participants left at stage 3 (36.8%), a similar breakdown to the leavers analysed in our Q3 2021/22 report.

Table 2.1: Leavers by age and stage

Stage	Stage 2	Stage 3	Stage 4	Total	% of Total
16-17	2,001	1,977	34	4,012	47.0%
18-24	363	864	672	1,899	22.2%
25+	98	298	2,232	2,628	30.8%
Total	2,462	3,139	2,938	8,539	100.0%
% of total	28.8%	36.8%	34.4%	100.0%	

Achievements

This section provides a summary of the achievements of leavers from July 2020 to June 2021. **Achievements are calculated as those individuals who have achieved an outcome, output or both.**¹²

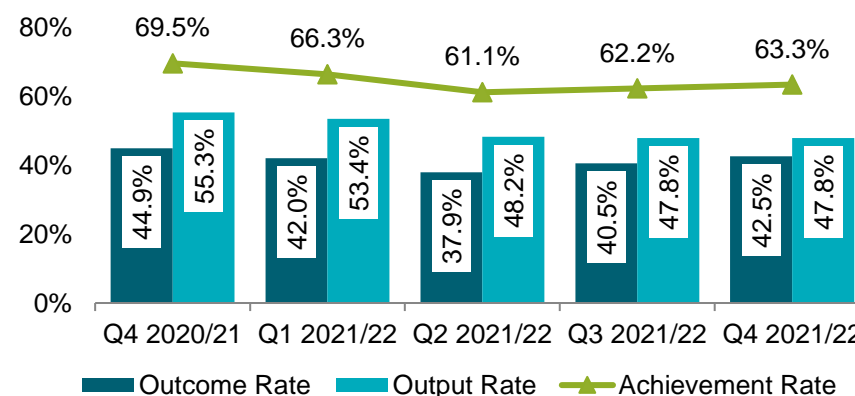
63.3% of leavers between July 2020 and June 2021 achieved an outcome, an output or both across all stages. This is slightly higher than the previous leavers within this reporting period (+1.1 pp). However, it is 6.2 pp lower when compared to Q4 2019/20. The large decrease in the achievement rate relative to the previous year is likely the result of the impact of the Covid-19 pandemic and the associated restrictions.

¹² 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 summarises the outcome rate, output rate, and overall achievement since Q4 2020/21. The proportion of leavers with an achievement (an outcome, an output or both) started to increase again with the previous two cohorts.

Figure 2.1: The achievement rate increased by 1.1 pp relative to the previous cohort of leavers

Achievement, Outcome and Output rates from Q4 2020/21 to Q4 2021/22



Compared to the previous leavers within this reporting period (Q3 2021/22), the outcome rate increased (+2.0 pp) whilst the output rate remained the same.

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

For leavers within this reporting period (Q4 2021/22), the achievement rate was highest at stage 2 at 78.6% (+0.5 pp compared to leavers in Q3 2021/22). Furthermore, both the stage 3 and stage 4 achievement rates increased compared to the previous leavers within this reporting period (+1.8 pp and +3.0 pp, respectively). The achievement rate at stage 4 decreased by 13.5 pp compared to the same point last year (Q4 2020/21).

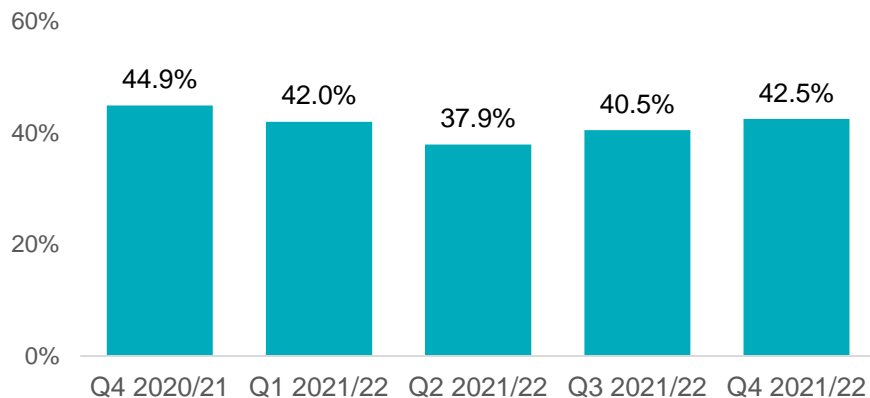
Outcomes

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

Of the leavers between July 2020 and June 2021 (inclusive), 3,628 achieved an outcome. This equates to 42.5% of 8,539 leavers, an increase from the previous leavers within this reporting period of 2.0 pp.

Figure 2.2: The Outcome rate has steadily increased since Q2 2021/22

Outcome Rate from Q4 2020/21 to Q4 2021/22



Compared to 2020/21 (Leavers between July 2019 and June 2020), the outcome rate decreased by 2.4 pp overall (-3.5 pp at stage 3 and -8.9 pp at stage 4). However, the outcome rate at stage 2 increased by 8.0 pp compared to Q4 2020/21. The decrease in the outcome rate is likely due to the impact of the pandemic on employment opportunities, particularly at entry level.

Table 2.2: Outcomes by stage for leavers from July 2020 to June 2021

Stage	Outcomes	Leavers	Outcome Rate	Change from previous group (Q3 2021/22)	Change from 2019/20 (Q4 2020/21)
Stage 2	1,501	2,462	61.0%	+3.0 pp	+8.0 pp
Stage 3	1,156	3,139	36.8%	+1.7 pp	-3.5 pp
Stage 4	971	2,938	33.1%	+2.3 pp	-8.9 pp
Total	3,628	8,539	42.5%	+2.0 pp	-2.4 pp

Outcome Types

Across all stages, 53.5% of outcomes were job related (1,941 of 3,628), +3.0 pp on the previous leavers within this reporting period and the same as leavers from 2020/21. The remaining 46.5% (1,687 of 3,628) were related to progressions. At Stage 2, most outcomes were progression related (86.3%) whereas at Stages 3 and 4 most outcomes were job related (67.0% and 98.9% respectively). This is in line with the expected outcomes of these stages of the SSP.

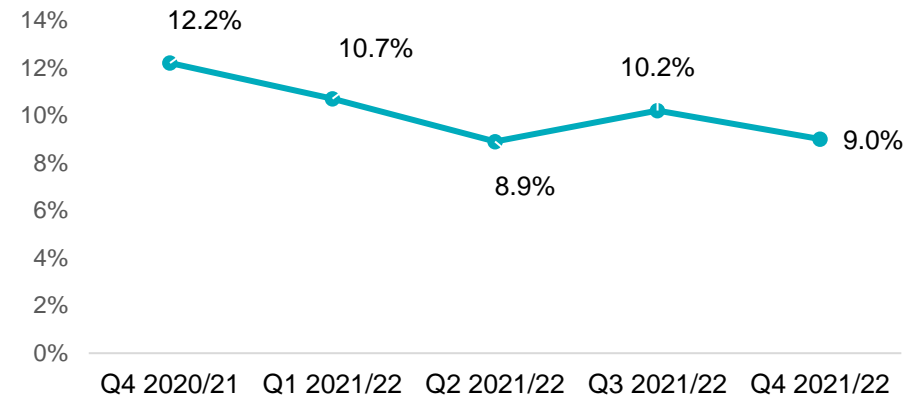
Job Related outcomes – Modern Apprenticeship (MA)

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.

Across all stages, 174 (-70 compared to Q4 2020/21) EF participants moved straight into an MA (9.0% of all job outcomes) (see Figure 2.3). Most of these individuals were aged 16-17 (63.2%) and stage 3 had the highest proportion of MA progression outcomes (76.4%).

Figure 2.3: The proportion of individuals who progressed to an MA fell between this cohort and the last (-1.2 pp)

Proportion of job related outcomes that were MA, Q4 2020/21 to Q4 2021/22



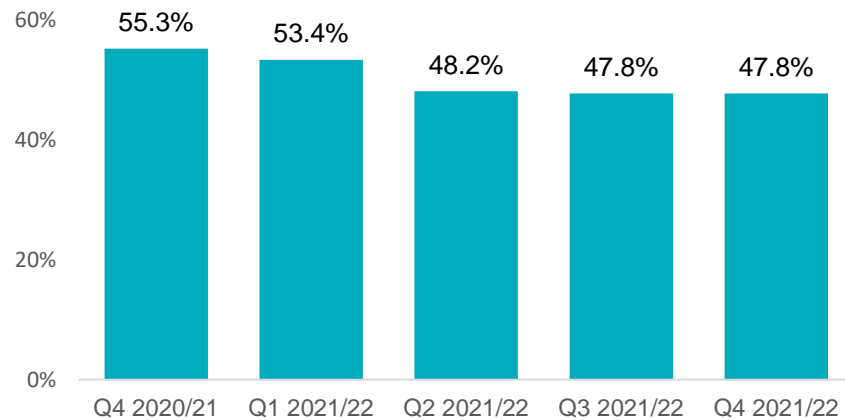
Output

Outputs are defined as SCQF credit rated certification including a full employability award or vocational qualification. An achievement of an output is based on individual need and is not a compulsory part of EF provision.

The overall output rate for leavers has decreased since Q3 2020/21. The output rate within this reporting period was 47.8% (4,080 of 8,539 leavers from July 2020 to June 2021 inclusive).

Figure 2.4: This quarter the output rate saw no change relative to the previous cohort

Output Rate from Q4 2020/21 to Q4 2021/22



The output rate at stage 3 and 4 increased relative to previous leavers within this reporting period (+1.6 pp and +1.6 pp, respectively). Whilst the output rate at Stage 2 decreased from the previous group (-0.4 pp).

Table 2.3: Outputs by stage for leavers from July 2020 to June 2021

Stage	Outputs	Leavers	Output Rate	Change from previous group (Q3 2019/20)	Change from 2019/20 (Q4 2020/21)
Stage 2	1,713	2,462	69.6%	-0.4 pp	-0.1 pp
Stage 3	1,866	3,139	59.5%	+1.6 pp	+2.7 pp
Stage 4	501	2,938	17.1%	+1.6 pp	-12.9 pp
Total	4,080	8,539	47.8%	0.0 pp	-7.5 pp

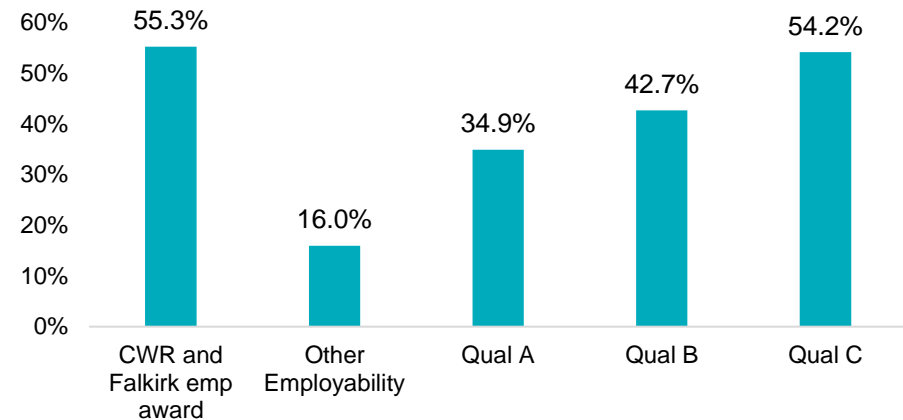
Analysis of Leavers with a Job Outcome and an Output

Across all stages, 838 EF leavers achieved an output and a job-related outcome. Leavers that achieved a Certificate of Work Readiness¹³ 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 (55.3% compared to 16.0% respectively). This gap in being more likely to have a job outcome widened by 13.6 pp relative to Q4 2020/21. This may be a reflection of the economy at a time when many businesses were focused on survival rather than recruitment.

At stage 4, 34.9% of leavers with a Qualification A, 42.7% with a Qualification B, and 54.2% with a Qualification C category of the Employability Fund led to a job outcome.

Figure 2.5: Over half of leavers with a CWR or Falkirk employability award left with a job outcome and an output

Proportions of leavers with an output and job outcome, 2021/22



¹³ [Skills Development Scotland: Certificate of Work Readiness](#)

Equality

This section of the report details the outcomes and outputs of leavers between **July 2020 to June 2021** 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 achieved an outcome only, an output only, or both.

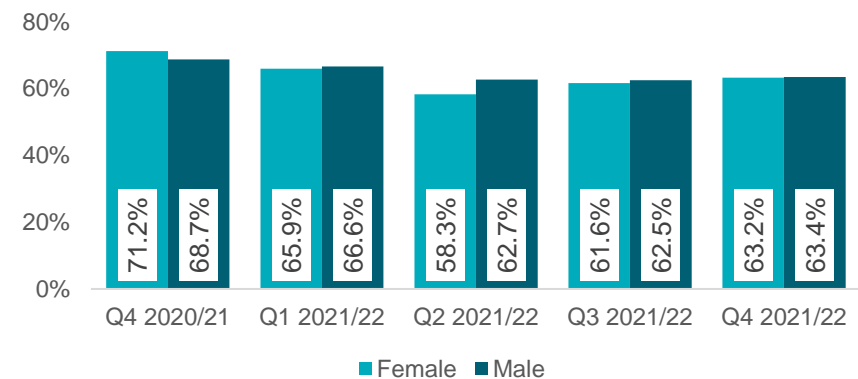
For leavers within this reporting period, the proportion of females leaving EF provision with an achievement was once again marginally lower than males (63.2% for females, compared to 63.4% for males). The outcome rate for females was higher than the rate for males (45.3% and 40.9%, respectively). The output rate was slightly higher for males than females (48.8% and 46.1%, respectively).

Figure 2.6 shows the achievement rate by gender over the past five quarters. Compared to the previous leavers within this reporting period (Q3 2021/22), the achievement rate for

both females and males increased (+1.6 pp and 0.8 pp respectively). However, when compared to the same point last year (Q4 2020/21), both the female and male achievement rate decreased (-7.9 pp and -5.4 pp, respectively). We surmise that the drop in achievement rates compared to the same point last year is due to the impact of the Covid-19 pandemic and subsequent shut downs and restrictions within the economy.

Figure 2.6: This quarter the male achievement rate was marginally higher than that for females

Achievement are by Gender Q4 2020/21 to Q4 2021/22



Disability

Achievement (outcome, output or both) – Disability

The analysis in this section refers to individuals who achieved an outcome only, an output only, or both (Figure 2.7). The achievement rate for those who self-identified an I/HC/LD was 67.9%, an increase from the previous leavers within this reporting period (+2.0 pp).

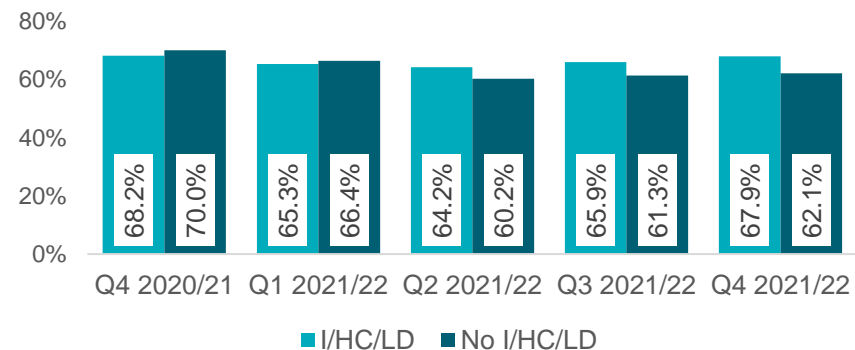
The achievement rate for those who self-identified an I/HC/LD marginally decreased (-0.3 pp) compared to Q4 2020/21. For those with no I/HC/LD the achievement rate decreased by 7.8 pp, in the same time period. Both the outcome and output rates were also higher for those who self-identified an I/HC/LD than for those who did not (44.2% compared to 42.3% and 55.5% compared to 45.5%, respectively).

The achievement rate for those who self-identified an I/HC/LD was 5.8 pp higher than those who did not. This is the widest the gap has been in favour of those who self-identified a disability since we started to report on this information.

For context, the gap in participation between those who identified as disabled and those who did not has increased from 3.3 pp to 4.1 pp in favour of those who did not self-identify as disabled.¹⁴ The [participation measure](#) also shows that those who self-identify as disabled are more likely to be participating in Training & Other Development opportunities than those who do not identify as disabled (5.7% and 1.7%, respectively).

Figure 2.7: The achievement rate for those who self-identified as disabled was higher than those who did not (+5.8 pp)

Achievement by rate Disability status Q4 2020/21 to Q4 2021/22



¹⁴ [Annual Participation Measure 2021, SDS](#)

Ethnicity

Achievement (outcome, output or both) – Ethnicity

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

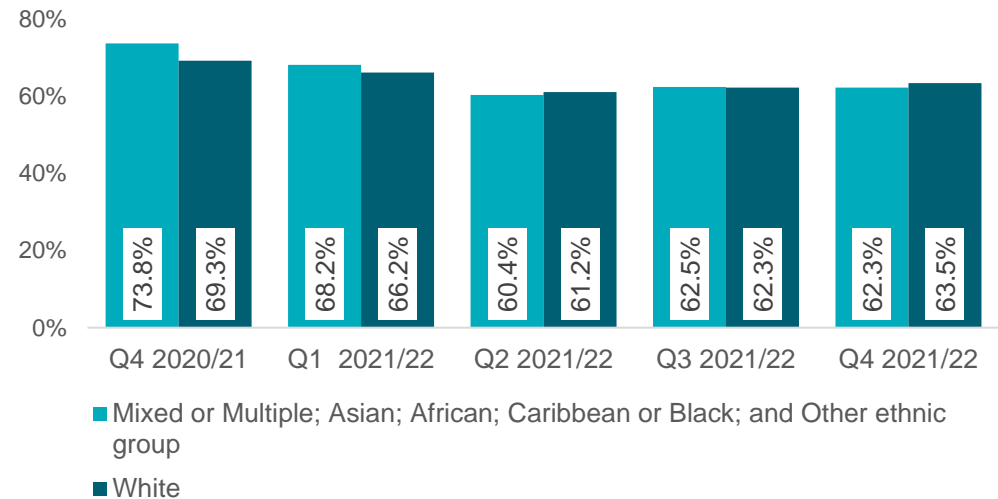
The achievement rate for those who self-identified as Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 62.3%. Figure 2.8 shows that this group had a lower achievement rate than those who self-identified as White (-1.2 pp lower). The achievement rate for this group was -0.2 pp lower than the previous leavers within this reporting period and -11.5 pp lower than Q4 2020/21. The large drop may be attributed to the drops in both the outcome and output rates (-8.7 pp and -8.4 pp, respectively).

The outcome rate for those who self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group marginally decreased compared to the

previous leavers within this reporting period (-0.7 pp) whilst the output rate marginally increased by +0.1 pp.

Figure 2.8: The achievement rate for those who self-identified as Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 62.3%

Achievement rate by Ethnicity status, Q4 2020/21 to Q4 2021/22



Care Experience

Achievement (output, outcome or both) – Care Experience

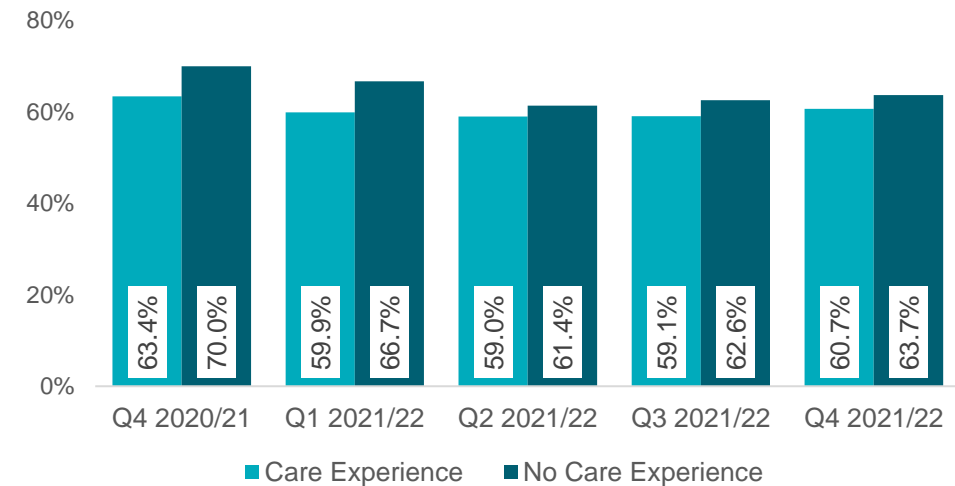
Of those who self-identified as being care experienced, 60.7% achieved an outcome only, an output only, or both, 3.0 pp lower than who did not identify as care experienced (63.7%). The gap in the achievement rate narrowed by 0.5 pp compared to that reported last quarter. Whilst the achievement rate for this group was lower than the leavers at the same point last year (-2.7 pp) it is higher than that reported last quarter +1.6 pp.

Both the outcome and output rates for those who self-identified as care experienced increased relative to the previous leavers within this reporting period (+3.4 pp and +0.7 pp respectively).

The achievement rate for those who did not self-identify as care experienced increased compared to the previous leavers within this reporting period (+1.1 pp). The outcome rate increased (+2.0 pp) whilst the output rate remained the same (47.8%).

Figure 2.9: The care experienced achievement rate for this quarter was 60.7%

Achievement rate by care experience status, Q4 2020/21 to Q4 2021/22



Concluding Remarks

This is the 30th 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 2021/22, the second section reports on the achievements (outcomes and outputs) associated with participants that left Employability Fund provision between July 2020 to June 2021. This will be the last report that will contain starts information as the Employability Fund closed to new starts in March 2022. Subsequent versions of this report going forward will report on achievement information only.

Further Information

This report provides analysis of Employability Fund:

- Starts up to the end of Quarter 4 2021/22 (April 2021 to March 2022)
- Outcomes and Outputs for a group of leavers (from July 2020 to June 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 userfeedback@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 group.

Leavers

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

Outcomes/Outputs

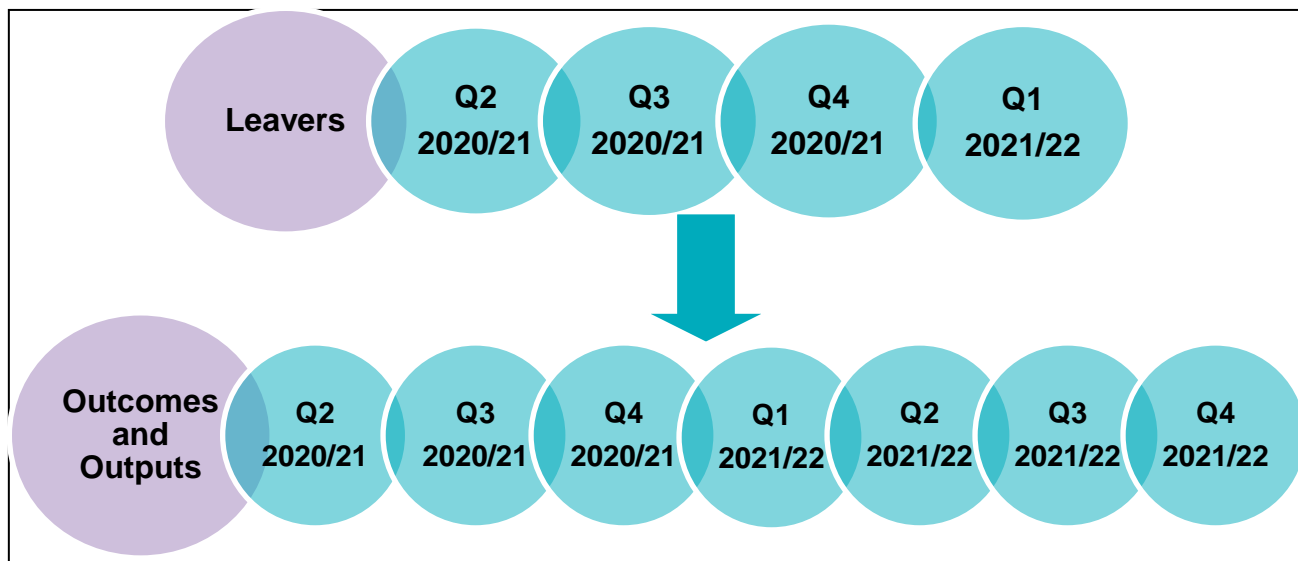
An **outcome** can be claimed if, within 26 weeks of leaving EF provision, a participant enters a job, Modern Apprenticeship (MA), self-employment, the next stage of the skills pipeline or a more advanced form of learning. The **Outcome rate** is the number of outcomes claimed as a proportion of the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

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 group. this publication, outcomes and outputs are related to the leavers between July 2020 and June 2021 (as illustrated in the following page).



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"> 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. 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 in 2021/22 by local authority (based on trainee home address) and stage

Local Authority	Stage 2	Stage 3	Stage 4	Total
Aberdeen City	54	50	62	166
Aberdeenshire	76	45	52	173
Angus	59	95	58	212
Argyll & Bute	18	31	5	54
Clackmannanshire	34	*	*	65
Dumfries & Galloway	37	44	47	128
Dundee City	156	170	24	350
East Ayrshire	106	87	39	232
East Dunbartonshire	27	64	25	116
East Lothian	30	68	24	122
East Renfrewshire	14	15	20	49
Edinburgh, City of	92	176	148	416
Falkirk	44	153	40	237
Fife	152	345	374	871
Glasgow City	429	637	388	1,454
Highland	43	36	72	151
Inverclyde	49	72	65	186
Midlothian	37	50	6	93
Moray	10	*	*	69
Na h-Eileanan Siar	12	7	5	24
North Ayrshire	115	116	50	281
North Lanarkshire	198	245	130	573
Orkney Islands	-	6	-	6
Perth & Kinross	49	53	34	136
Renfrewshire	78	88	86	252
Scottish Borders	29	26	31	86
Shetland Islands	-	8	17	25
South Ayrshire	21	41	26	88
South Lanarkshire	174	168	138	480
Stirling	29	45	5	79
West Dunbartonshire	52	108	93	253
West Lothian	76	110	21	207
Multiple Local Authorities	49	32	39	120
Total	2,349	3,220	2,185	7,754

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 in 2021/22 by local authority (based on trainee home address) and age

Local Authority	16-17	18-24	25+	Total
Aberdeen City	74	31	61	166
Aberdeenshire	69	40	64	173
Angus	117	64	31	212
Argyll & Bute	39	7	8	54
Clackmannanshire	58	*	*	65
Dumfries & Galloway	66	31	31	128
Dundee City	236	77	37	350
East Ayrshire	155	43	34	232
East Dunbartonshire	65	19	32	116
East Lothian	73	28	21	122
East Renfrewshire	22	5	22	49
Edinburgh, City of	194	92	130	416
Falkirk	156	47	34	237
Fife	392	151	328	871
Glasgow City	747	290	417	1,454
Highland	54	36	61	151
Inverclyde	83	40	63	186
Midlothian	78	9	6	93
Moray	6	24	39	69
Na h-Eileanan Siar	*	*	7	24
North Ayrshire	150	69	62	281
North Lanarkshire	359	69	145	573
Orkney Islands	*	*	-	6
Perth & Kinross	71	39	26	136
Renfrewshire	120	29	103	252
Scottish Borders	40	8	38	86
Shetland Islands	5	11	9	25
South Ayrshire	31	31	26	88
South Lanarkshire	269	83	128	480
Stirling	60	*	*	79
West Dunbartonshire	92	50	111	253
West Lothian	147	40	20	207
Multiple Local Authorities	61	23	36	120
Total	4,104	1,515	2,135	7,754

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 in 2021/22 by local authority (based on trainee home address) and gender

Local Authority	Female	Male	In Another Way/Prefer not to say	Total
Aberdeen City	70	96	-	166
Aberdeenshire	62	111	-	173
Angus	70	142	-	212
Argyll & Bute	13	41	-	54
Clackmannanshire	31	34	-	65
Dumfries & Galloway	53	75	-	128
Dundee City	131	219	-	350
East Ayrshire	87	145	-	232
East Dunbartonshire	23	93	-	116
East Lothian	42	80	-	122
East Renfrewshire	8	41	-	49
Edinburgh, City of	116	300	-	416
Falkirk	76	161	-	237
Fife	255	616	-	871
Glasgow City	529	925	-	1,454
Highland	19	132	-	151
Inverclyde	45	141	-	186
Midlothian	44	49	-	93
Moray	18	51	-	69
Na h-Eileanan Siar	6	18	-	24
North Ayrshire	101	180	-	281
North Lanarkshire	244	329	-	573
Orkney Islands	*	*	-	6
Perth & Kinross	44	92	-	136
Renfrewshire	57	195	-	252
Scottish Borders	22	64	-	86
Shetland Islands	*	*	-	25
South Ayrshire	18	70	-	88
South Lanarkshire	163	317	-	480
Stirling	35	44	-	79
West Dunbartonshire	62	191	-	253
West Lothian	61	146	-	207
Multiple Local Authorities	-	-	120	120
Total	2,510	5,124	120	7,754

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 in 2021/22 by age and gender

Age	Female	Male	In another way/Prefer not to say	Total
16-17	1,517	2,526	61	4,104
18-24	453	1,039	23	1,515
25+	540	1,559	36	2,135
Total	2,510	5,124	120	7,754

Table 5: EF starts in 2021/22 by stage and gender

Stage	Female	Male	In another way/Prefer not to say	Total
Stage 2	883	1,417	49	2,349
Stage 3	1,157	2,031	32	3,220
Stage 4	470	1,676	39	2,185
Total	2,510	5,124	120	7,754

Table 6: EF starts in 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 total known
16-17	1,248	2,745	111	4,104	3,993	31.3%
18-24	547	934	34	1,515	1,481	36.9%
25+	409	1,660	66	2,135	2,069	19.8%
Total	2,204	5,339	211	7,754	7,543	29.2%

Table 7: EF starts in 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 total known
Stage 2	918	1,378	53	2,349	2,296	40.0%
Stage 3	912	2,213	95	3,220	3,125	29.2%
Stage 4	374	1,748	63	2,185	2,122	17.6%
Total	2,204	5,339	211	7,754	7,543	29.2%

Table 8: EF starts in 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 total known
Female	828	1,631	51	2,510	2,459	33.7%
Male	1,324	3,667	133	5,124	4,991	26.5%
In another way/Prefer not to say	52	41	27	120	93	55.9%
Total	2,204	5,339	211	7,754	7,543	29.2%

Table 9: EF starts in 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 by age
16-17	116	3,966	22	4,104	4,082	2.8%
18-24	81	1,422	12	1,515	1,503	5.4%
25+	166	1,930	39	2,135	2,096	7.9%
Total	363	7,318	73	7,754	7,681	4.7%

Table 10: EF starts in 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 by stage
Stage 2	79	2,264	6	2,349	2,343	3.4%
Stage 3	119	3,071	30	3,220	3,190	3.7%
Stage 4	165	1,983	37	2,185	2,148	7.7%
Total	363	7,318	73	7,754	7,681	4.7%

Table 11: EF starts in 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 by stage
Female	145	2,348	17	2,510	2,493	5.8%
Male	207	4,879	38	5,124	5,086	4.1%
In another way/Prefer not to say	11	91	18	120	102	10.8%
Total	363	7,318	73	7,754	7,681	4.7%

Table 12: EF starts in 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	341	3,697	66	4,104	4,038	8.4%
18-24	119	1,371	25	1,515	1,490	8.0%
25+	72	2,009	54	2,135	2,081	3.5%
Total	532	7,077	145	7,754	7,609	7.0%

Table 13: EF starts in 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	234	2,098	17	2,349	2,332	10.0%
Stage 3	222	2,924	74	3,220	3,146	7.1%
Stage 4	76	2,055	54	2,185	2,131	3.6%
Total	532	7,077	145	7,754	7,609	7.0%

Table 14: EF starts in 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	204	2,270	36	2,510	2,474	8.3%
Male	318	4,721	85	5,124	5,039	6.3%
In another way/Prefer not to say	10	86	24	120	96	10.4%
Total	532	7,077	145	7,754	7,609	7.0%

Appendix F: EF Outcomes/Outputs related to leavers between July 2020 and June 2021.

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	184	22	0	1,186	-	109	1,501	2,462	61.0%
Stage 3	639	*	*	-	88	293	1,156	3,139	36.8%
Stage 4	904	*	*	-	-	11	971	2,938	33.0%
Total	1,727	174	40	1,186	88	413	3,628	8,539	42.5%

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	-	1,713	-	-	-	1,713	2,462	69.6%
Stage 3	94	1,772	-	-	-	1,866	3,139	59.4%
Stage 4	-	-	43	281	177	501	2,938	17.1%
Total	94	3,485	43	281	177	4,080	8,539	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	1,934	2,462	78.6%
Stage 3	2,231	3,139	71.1%
Stage 4	1,240	2,938	42.2%
Total	5,405	8,539	63.3%

Table 4: Achievement summary by equality characteristics

Equality Summary (excluding prefer not to say)		Outcome, Output or Both	Leavers	Achievement Rate
Gender	Female	1,975	3,124	63.2%
	Male	3,428	5,410	63.4%
Disability	Disabled	1,439	2,119	67.9%
	Not Disabled	3,827	6,167	62.1%
Ethnicity	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	208	334	62.3%
	White	5,139	8,092	63.5%
Care Experience	Care Experience	309	509	60.7%
	No Care Experience	4,978	7,814	63.7%
Total	All Leavers	5,405	8,539	63.3%