

Skills  
Development  
Scotland

# Scottish Apprenticeships Performance Report Skills for Scotland

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Scotland has economic ambitions for more productive businesses and regions; creating a skilled workforce and supporting a fairer, more equal society.

Building on strong employer endorsement and demand, Scottish Apprenticeships will be critical to meeting these ambitions as we move towards economic recovery.

Designed by industry, for industry, apprenticeships not only help the economy but also open access to jobs for many young people from areas that traditionally restricted opportunities to progress.

These are real jobs, backed by employers who contribute £10 for every £1 spent by Government, and at the same time apprentices also contribute by paying their taxes.

Creating a diverse and inclusive workforce through work-based learning is benefiting employers as apprentices enable them to adapt and sustain their businesses.

This Performance Report gives a snapshot of the crucial role apprenticeships will play in economic recovery, unlocking potential and providing skills for the future.

**Frank Mitchell, Chair**  
Skills Development Scotland.



# Why apprenticeships?

## An apprenticeship job means working, learning and earning.

Apprentices across Scotland from Shetland to the Borders are learning first hand from people who can do the job and applying their skills in the workplace every day.

By unlocking potential and providing the skills employers want, apprenticeships support sustained employment, upskilling and a productive economy.

Apprentices are productive sooner, contributing to the economy and paying tax.

While apprentices get a job, get paid and get qualified, employers get the skills they need for their business.

Scottish Apprenticeships are developed with employers, in sectors where critical skills are needed now and in the future.

Across the country businesses of all sizes are developing their workforce by boosting productivity, increasing staff morale and improving retention with apprenticeships.



**I'm a lot more hands-on while learning so the apprenticeship route suited me. My apprenticeship gives me a great opportunity to learn from some of the most experienced people in their industry while going to college for further education. It's the best of both worlds.**

**Ryan Matthews**  
Mechanical Engineering Modern Apprentice







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**Demand for skills is high across Scotland's economy. Developed by industry, apprenticeships enable employers to build a workforce for the future. We will work with Skills Development Scotland to encourage and support our members to become more invested in the development of the future workplace.**

**Liz Cameron**  
Chief Executive  
Scottish Chambers of Commerce

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# Scottish Apprenticeships in a changing world

## Apprenticeships are providing the skills to meet the challenges of today's world of work.

Technological advances, changing demographics and a greater emphasis on human skills, called meta-skills, will continue to shape the skills needed in the future.

Those meta-skills fostered by apprenticeship learning – adaptability, ability to upskill and solve problems – will be more important than ever before.

When recruiting, Scottish employers have cited meta-skills as the attribute most sought in candidates, with 70% rating it as 'significant' or 'critical'.

Employers say there are gaps in meta-skills such as problem solving, linked in particular to young people coming directly from school, college or university<sup>2</sup>.

Professor Louise Hayward's independent review of Scottish qualifications and assessment cites a shift from 'qualifications' to 'skills development'.



**I've really matured since I started my apprenticeship. My confidence has grown and my communication has improved. Through my apprenticeship I work with teachers, parents and senior management in schools every day, so I need to show high levels of professionalism.**

**Pippa Van Wees**  
Leisure Management Modern Apprentice



# Scottish Apprenticeships in a changing world

**Apprenticeships support Scotland's economic ambitions through creating a skilled workforce; more productive businesses and regions; and helping shape a fairer and more equal society.**

Scottish Apprenticeships contribute to the country's top economic and societal priorities, set out in the Scottish Government's National Strategy for Economic Transformation.



**Digital skills**



**Green skills**



**Productivity**



**Rural skills**



**Diversity  
& Inclusion**

High-performing European economies like Germany, Switzerland and Austria have well-developed and respected apprenticeships systems.

Scotland's progress has been recognised by the Organisation for Economic Co-operation and Development (OECD) with recommendations to strengthen the system further.

Scotland needs a world-class work-based learning system to provide skills for a changing world and meet economic ambitions.

Scottish Apprenticeships have been developed in partnership with employers, to give people the skills to do the job and to adapt throughout their working lives.



**The apprenticeship has grown my confidence massively and has forced me to push myself more.**

**Jennifer Kolonko**  
Scottish Apprentice of the Year 2022  
Engineering Modern Apprentice





# OECD Strengthening Skills in Scotland



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**Over the last decade there has been impressive development of the Scottish apprenticeship system. Headline indicators for Modern Apprenticeship, including labour market outcomes and student and employer satisfaction, are positive. Apprenticeship numbers have increased; Foundation and Graduate Apprenticeships have been successfully launched, co-ordination in governance is being enhanced, and a review of apprenticeship qualifications – the ‘standards and frameworks’ exercise - initiated. Equity issues have been addressed systematically, and the role of meta-skills in apprenticeships pursued.**

Strengthening Skills in Scotland  
2020

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# Three types of Scottish Apprenticeships

There are three types of apprenticeship providing people and employers with skills for the future now, from secondary school to Master's degree level.

## Foundation Apprenticeships

### Pupils S5-S6 at SCQF Level 6\*

- Support from school, employer, and local learning provider
- Subjects available in 12 growth sectors

### Employers get:

- Early access to talent
- A pipeline to apprentice jobs

### Pupils get:

- A head start in a career
- Skills employers want

\*Pilots at SCQF Level 4 & 5  
(Automotive; Hospitality; Construction)

## Modern Apprenticeships

### New and existing employees

- A national network of learning providers
- 80+ types of apprenticeship

### Employers get:

- A skilled workforce
- The support to attract and retain talent

### Apprentices get:

- A job with earning and learning
- Industry qualifications

## Graduate Apprenticeships

### Designed by industry for industry

- Backed by universities
- 13 types in growth sectors with future skills needs

### Employers get:

- Critical skills into the workforce
- A solution to upskill and reskill staff

### Apprentices get:

- A job leading to a qualification up to Master's degree level
- Skills in growth industries





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**As a disabled person, if you were to compare the current myself to myself from a few years ago, the difference couldn't be more significant... it's night and day in terms of personal confidence... and then I'm in a full-time job studying towards a degree at the same time.**

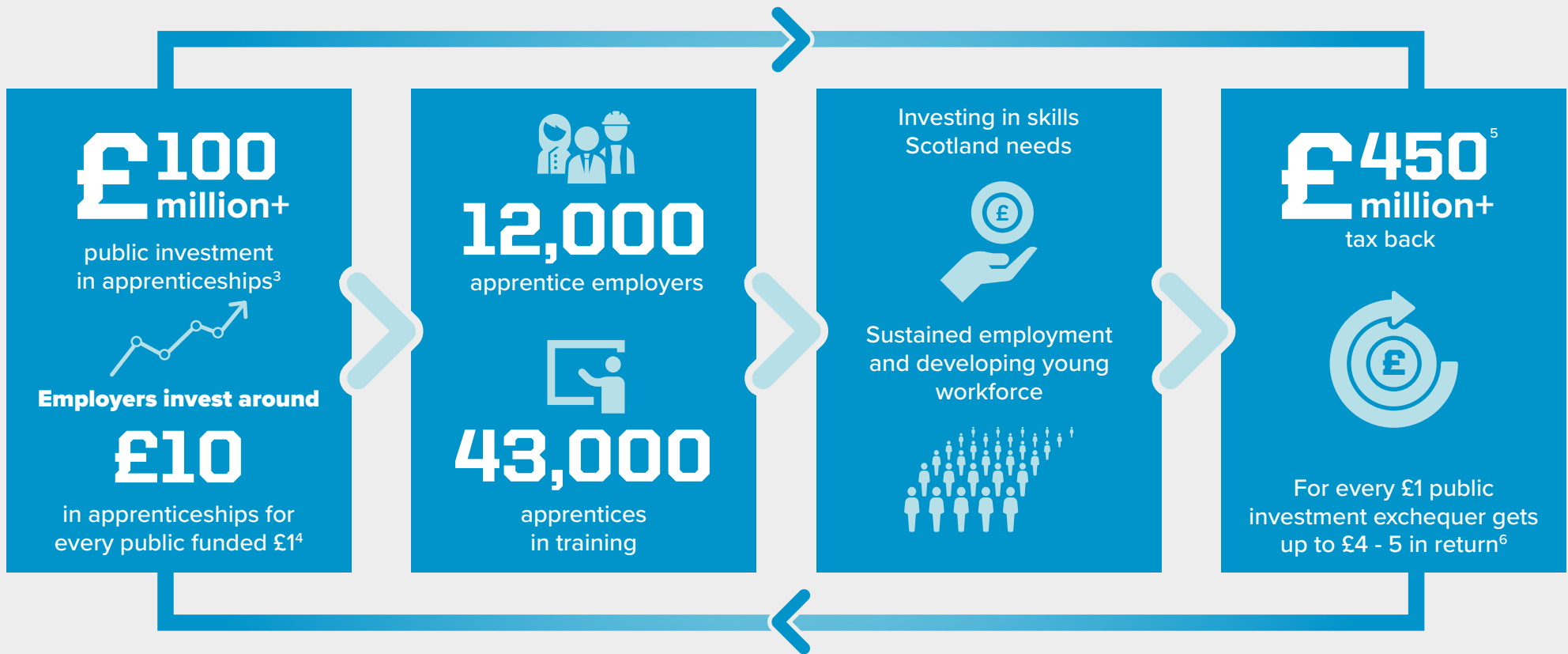
**Lewis Cassidy**  
Business Management Graduate Apprentice

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# Apprenticeship impact



## Economy





# Apprenticeship impact

## Employers



**A skilled population is fundamental to business productivity and economic prosperity.**

Scottish Government's National Strategy for Economic Transformation



## Employers say...



**96%** would recommend apprenticeships<sup>7</sup>



**87%** plan to continue offering apprenticeships<sup>7</sup>



**83%** report improved productivity through apprentices<sup>7</sup>



**79%** say apprenticeships boosts staff morale<sup>7</sup>



**72%** benefit from staff retention by recruiting apprentices<sup>7</sup>

Up to £63,000 net benefit to employers over lifetime of apprentice completer at SCQF Level 6/7<sup>B</sup>



# Apprenticeship impact

## Apprentices



**Employers in every sector of our economy are increasingly prioritising the behavioural or “meta” skills of their employees. Technical know-how, job specific content and business operating environments change quickly. Meta skills offer organisations greater adaptability and responsiveness to change.**

Universities Scotland



## Apprentices say...



**94%** would recommend apprenticeships to others<sup>9</sup>



**94%** say high satisfaction of apprenticeship<sup>9</sup>



**77%** state improved communication<sup>10</sup>



**74%** say better at working with others<sup>10</sup>



**70%** report improved problem solving<sup>10</sup>



# Apprenticeship impact



## Benefits and wellbeing



**A wealthier economy and a fairer economy go hand in hand: the most productive economies in the world also score highly on wellbeing indicators.**

Scottish Government's National Strategy for Economic Transformation



## Apprentice benefits...



**£65,000 - 84,000** - net benefit on lifetime earnings by completing MA SCQF L6/7 compared to non-completers<sup>8</sup>



Earn up to **52%** more compared with a non-completer<sup>11</sup>



Apprentice wellbeing higher than general population<sup>12</sup>



**91%** of Modern Apprentices in sustained employment<sup>10</sup>



**72%** Modern Apprenticeship achievement rate<sup>13</sup>



Proportion of Modern Apprentice starts from the **20%** most deprived areas higher than those from the **20%** least deprived.<sup>13</sup>

# The future of apprenticeships

**Unlocking potential with apprenticeships means creating adaptive and resilient learners to drive skills, fill critical skills demands and meet the needs of the economy.**

## **Strengthening industry leadership**

The Scottish Apprenticeship Advisory Board continues to be the voice of employers, strengthening employer leadership, at the forefront of apprenticeship developments.

## **Adaptive, responsive and more flexible**

Apprenticeships are being reviewed to make sure they are fit for the future, employer-led and able to adapt to the changing nature of work.

So far, more than 350 employers have had their say in the new model of apprenticeship development for their sectors.

## **Partnership working**

Skills Development Scotland and the Scottish Funding Council are working together to embed work-based learning in the education system through Foundation and Graduate Apprenticeships.

## **Employer demand**

Modern Apprenticeships bounced back from the economic shutdown during the pandemic, when starts fell to 18,600 in 2020/21 before growing to more than 25,000 in 2021/22.

Scottish Government's guidance is to support at least 25,000 Modern Apprenticeships in 2022/23.

And Scottish Government has a commitment to build back to 30,000 starts each year.



**In my BBC interview I mentioned the Foundation Apprenticeship. Having it on my CV really boosted my application.**

**Goudham Suresh**

Software Engineering Graduate Apprentice







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**I want there to be an apprenticeship available to every young person who wants to do one in Scotland, and for any employer to be able to offer apprenticeships in their field. This will be at the heart of the Scottish Apprenticeship Advisory Board’s strategy going forward.**

**Peter Farrer**  
COO of Scottish Water and Chair of  
the Scottish Apprenticeship Advisory  
Board Group Board

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# Scottish Apprenticeships Performance Report Skills for Scotland

## Sources for statistics

- 1: [Scottish Employer Perspectives Survey 2021](#).
- 2: CIPD Report May 2022: Employer views on skills policy in Scotland.
- 3: £80m within Skills Development Scotland and approx. £30m for Foundation & Graduate Apprenticeships via Scottish Funding Council.
- 4: SDS accounts, BEIS Apprenticeship Pay Survey 2018/19 – Scotland. Includes leverage on wages and recruitment and training costs. Note that not all leveraged employer spend is fully additional - some employers may still recruit apprentices even if there was no support from government.
- 5: Public investment of £100m in apprenticeships would result in an estimated £450million return from enhanced lifetime earnings and employment.
- 6: Education and Skills Impact Framework 2022 - Figures based on SCQF level 6/7 MAs.
- 7: SDS Apprentice Employer Survey 2020: Modern Apprenticeships.
- 8: Education and Skills Impact Framework, 2022.
- 9: Real Time Apprenticeships Insight MA data as of 30th September 2022 (satisfaction score of 6 and above) .
- 10: SDS MA Outcomes Survey 2016.
- 11: Figure achieved three years after completion.
- 12: SDS apprentice wellbeing survey 2018.
- 13: 2021-22 Q4 Modern Apprenticeships report.

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Want to know more?  
visit [www.apprenticeships.scot](http://www.apprenticeships.scot)

