

# Apprentice Voice

2024 Annual Equality Results\*

SDS Evaluation & Research Team

August 2025

\*Results are for the calendar year 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

**The SDS Evaluation and Research team now gathers feedback from across the apprenticeship family using a streamlined rolling approach and reporting it in real time.**

- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS).
- All apprentices are given the opportunity to provide feedback shortly after they start their apprenticeship, shortly after they leave and again, 15 months after they leave.
- Anonymised information from FIPS is matched to responses, supporting deeper analysis and insight in real time.
- New data tools and techniques have been adopted by the Evaluation and Research Team to streamline the collection, reporting and analysis process.
- The Evaluation and Research team can produce a wider range of outputs and analyses more quickly, thanks to the time saved through automatic questionnaire distribution.
- The analysis and insight will be strengthened by additional deep-dives and further qualitative research.

### SDS' Evaluation and Research Team introduced a new innovative approach to gathering apprentices' views on their learning and outcomes across the apprenticeship family called Apprentice Voice.

All apprentices are given the opportunity to provide feedback at three key stages via automated surveys issued automatically via SDS's Management system via FIPS as follows:

- **In training (issued 6 months after starting)**
- **Leavers (issued 3 months after leaving)**
- **Short Term Outcomes (issued 15 months after leaving)**

These results cover feedback from apprentices between 1st January 2024 and 31st December 2024 with responses from 12,574 Modern Apprentices: 5,974 responses for In training survey, 4,074 for Leavers and 2,526 for Short Term Outcomes.

The research forms part of a wider SDS programme of research and evaluation to inform continuous improvement actions and the delivery of apprenticeships in Scotland.

This infographic presents the results for Apprentice Voice split by **Equality group\***: Gender, Ethnicity, Disability, Care Experienced, SMID and Age.

**Notes:** The survey responses have been reweighted by gender, apprenticeship type and survey type to ensure that they are representative of the sample population. For many apprentices who completed the surveys during 2024, they would have been in training while there were some COVID-19 restrictions in place which may have affected their employment and training, and subsequently their views on their experience.

\* Please refer to our guidance document *Interpreting Disaggregated Data Responsibly* which includes a note on estimating margins or errors for smaller samples.

**Gender is taken from the SDS Management system (FIPS) and includes the following groups:**

- Male
- Female
- In another way
- Prefer not to say

**Due to the sample sizes, the infographics will present the results for only:**

- Male
- Female

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Female

2784

Male

3154

Quality of training <sup>1</sup>

Female (n=1739)

94%

Male (n=2970)

93%

Where did they hear  
about MA?Female  
(n=2132)Male  
(n=3645)

Employer

61%

48%

Website

11%

15%

Social Media

6%

5%

Friends

6%

11%

Parents/guardian or  
carer

7%

16%

College/learning  
provider

6%

7%

Job centre

1%

1%

Careers advisor in school

4%

5%

School teacher

3%

3%

Improved skills <sup>2</sup>

Female (n=932)

98%

Male (n=1451)

99%

Built confidence <sup>3</sup>

Female (n=676)

89%

Male (n=773)

88%

Overall satisfaction <sup>1</sup>

Female (n=1727)

95%

Male (n=2924)

94%

Likelihood to recommend <sup>1</sup>

Female (n=1714)

94%

Male (n=2902)

93%

Recruited as MA <sup>4</sup>

Female (n=1813)

58%

Male (n=3180)

66%

Who provided support  
during MA?Female  
(n=1759)Male  
(n=2973)

Training Provider

58%

63%

Line Manager

62%

61%

Assessor

66%

44%

Colleague

44%

45%

Mentor/Buddy

31%

31%

Family

29%

29%

Another MA

15%

18%

Friends

22%

20%

No one / have not  
received support

1%

1%

#### Status 3 months after leaving

Employed full time (30+ hours per week)

78%

92%

Employed part time (less than 30 hours per week)

16%

2%

Another Modern Apprenticeship

0%

0%

Self-employed / own business

0%

3%

Unemployed and looking for work

1%

1%

#### Overall satisfaction <sup>1</sup>



Female (n=1251)

96%

Male (n=1952)

92%

#### Quality of training from college or training provider<sup>1</sup>



Female (n=1341)

94%

Male (n=2093)

91%

#### Likelihood to recommend <sup>1</sup>



Female (n=1238)

94%

Male (n=1943)

90%

#### Quality of training from employer <sup>1</sup>



Female (n=1333)

91%

Male (n=2075)

90%

#### Still working in the same sector <sup>2</sup>

Female (n=1225)

95%

Male (n=1959)

95%

#### Still working for the same employer <sup>2</sup>

Female (n=1231)

87%

Male (n=1909)

89%

#### On a permanent contract <sup>2</sup>

Female (n=1191)

87%

Male (n=1866)

91%

#### Treated fairly <sup>1</sup>

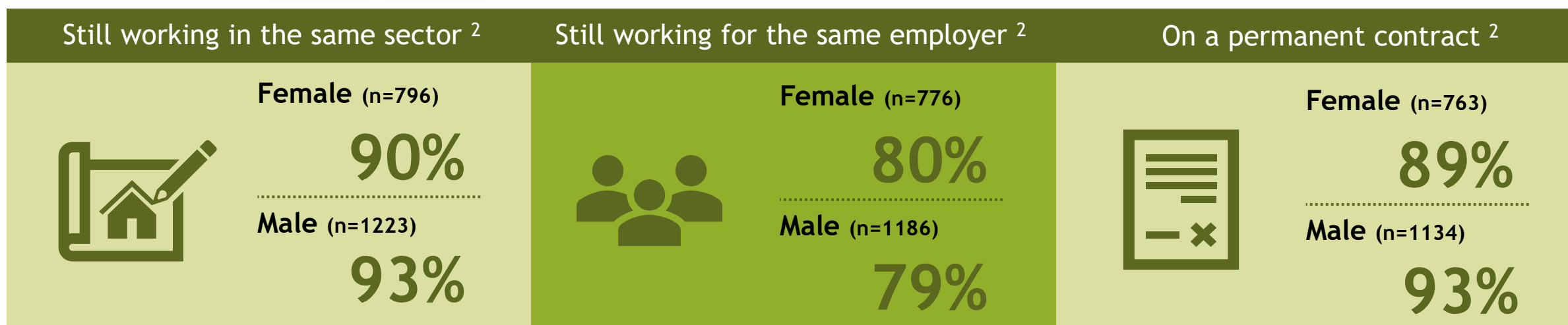
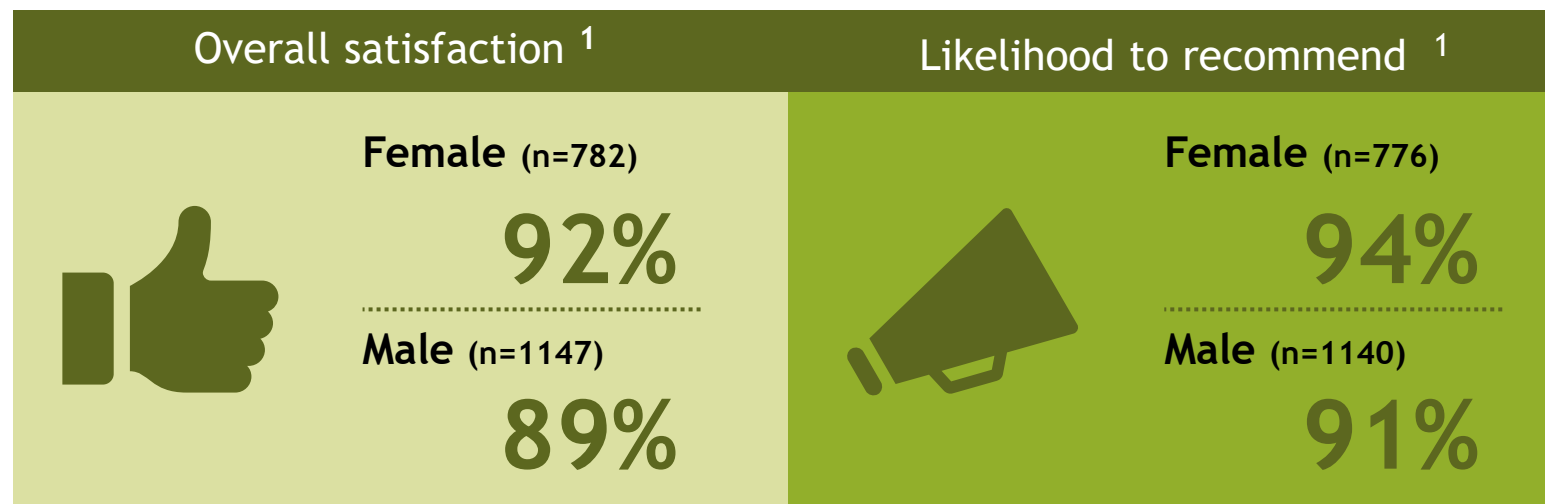
Female (n=1309)

97%

Male (n=2043)

95%

Status 15 months after leaving	Female (n=859)	Male (n=1287)
Employed full time (30+ hours per week)	79%	90%
Employed part time (less than 30 hours per week)	12%	2%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	1%	3%
Unemployed and looking for work	1%	1%



**Ethnicity is taken from the SDS Management system (FIPS) and includes the following groups:**

- **BME** (African, African Scottish or African British; Arab, Arab Scottish or Arab British; Bangladeshi; Black, Black Scottish or Black British; Caribbean, Caribbean Scottish or Caribbean British; Chinese; Indian; Mixed ethnic background; Other; Other Asian background; Other ethnic background; Pakistani)
- **Non-BME** (Gypsy Traveler; Other White background; White Irish; White Other British; White Scottish; Polish)
- **Not known** (Not known; Prefer not to say)

**Due to the sample sizes, the infographics will present the results for only:**

- BME
- Non-BME

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BME  
321Non-BME  
5607

#### Quality of training <sup>1</sup>



BME (n=258)

93%

Non-BME (n=4447)

94%

#### Where did they hear about MA?

BME  
(n=301)Non-BME  
(n=5465)

Employer

62%

52%

Website

15%

13%

Social Media

4%

6%

Friends

6%

9%

Parents/guardian or carer

6%

13%

College/learning provider

7%

6%

Job centre

3%

1%

Careers advisor in school

5%

5%

School teacher

3%

3%

#### Improved skills <sup>2</sup>



BME (n=134)

99%

Non-BME (n=2247)

98%

#### Built confidence <sup>3</sup>



BME (n=81)

89%

Non-BME (n=1364)

89%

#### Overall satisfaction <sup>1</sup>



BME (n=257)

97%

Non-BME (n=4388)

95%

#### Likelihood to recommend <sup>1</sup>



BME (n=255)

95%

Non-BME (n=4355)

94%

#### Recruited as MA <sup>4</sup>



BME (n=240)

63%

Non-BME (n=4744)

63%

#### Who provided support during MA?

BME  
(n=261)Non-BME  
(n=4467)

Training Provider

56%

61%

Line Manager

61%

62%

Assessor

63%

52%

Colleague

32%

46%

Mentor/Buddy

25%

31%

Family

20%

30%

Another MA

7%

17%

Friends

13%

21%

No one / have not received support

1%

1%

#### Status 3 months after leaving

Employed full time (30+ hours per week)

BME  
(n=122)

79%

Non-BME  
(n=3207)

86%

Employed part time (less than 30 hours per week)

13%

7%

Another Modern Apprenticeship

1%

0%

Self-employed / own business

1%

2%

Unemployed and looking for work

2%

1%

#### Overall satisfaction <sup>1</sup>



BME (n=114)

94%

Non-BME (n=3078)

93%

#### Quality of training from college or training provider<sup>1</sup>



BME (n=123)

95%

Non-BME (n=3299)

92%

#### Likelihood to recommend <sup>1</sup>



BME (n=114)

94%

Non-BME (n=3049)

92%

#### Quality of training from employer <sup>1</sup>



BME (n=123)

94%

Non-BME (n=3274)

90%

#### Still working in the same sector <sup>2</sup>

BME (n=116)

93%

Non-BME (n=3059)

95%

#### Still working for the same employer <sup>2</sup>

BME (n=114)

91%

Non-BME (n=3017)

89%

#### On a permanent contract <sup>2</sup>

BME (n=109)

77%

Non-BME (n=2940)

90%

#### Treated fairly <sup>1</sup>

BME (n=120)

98%

Non-BME (n=3222)

95%

### **Disability is taken from the survey question:**

‘Do you have an impairment, health condition or learning difficulty expected to last 12 months or more?’

### **This includes the following groups:**

- Yes (disabled)
- No (non-disabled)
- Don't know
- Prefer not to say

### **Due to the sample sizes, the infographics will present the results for only:**

- Yes (disabled)
- No (non-disabled)

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# Apprentice Voice

## Modern Apprenticeships

In Training 2024\*:  
Disability

Responses

Disabled  
**612**

Non-disabled  
**3645**

### Quality of training <sup>1</sup>



Disabled (n=585)

**92%**

Non-disabled (n=3616)

**94%**

#### Where did they hear about MA?

Disabled (n=593)

Non-disabled (n=3642)

Employer

**51%****54%**

Website

**15%****13%**

Social Media

**4%****6%**

Friends

**7%****10%**

Parents/guardian or carer

**12%****12%**

College/learning provider

**7%****7%**

Job centre

**2%****1%**

Careers advisor in school

**4%****5%**

School teacher

**3%****3%**

### Improved skills <sup>2</sup>



Disabled (n=329)

**98%**

Non-disabled (n=1809)

**99%**

### Built confidence <sup>3</sup>



Disabled (n=226)

**86%**

Non-disabled (n=1082)

**90%**

### Overall satisfaction <sup>1</sup>



Disabled (n=592)

**92%**

Non-disabled (n=3644)

**95%**

### Likelihood to recommend <sup>1</sup>



Disabled (n=591)

**92%**

Non-disabled (n=3615)

**95%**

### Recruited as MA <sup>4</sup>



Disabled (n=539)

**61%**

Non-disabled (n=3348)

**62%**

#### Who provided support during MA?

Disabled (n=586)

Non-disabled (n=3588)

Training Provider

**59%****62%**

Line Manager

**63%****62%**

Assessor

**61%****52%**

Colleague

**45%****45%**

Mentor/Buddy

**34%****30%**

Family

**32%****29%**

Another MA

**18%****17%**

Friends

**20%****20%**

No one / have not received support

**1%****1%**

# Apprentice Voice

## Modern Apprenticeships

Leavers 2024\*:  
Disability

Responses (completers)

Disabled

439

Non-disabled

2527

### Status 3 months after leaving

Employed full time (30+ hours per week)

80%

88%

Employed part time (less than 30 hours per week)

12%

7%

Another Modern Apprenticeship

0%

0%

Self-employed / own business

2%

2%

Unemployed and looking for work

2%

1%

### Overall satisfaction <sup>1</sup>



Disabled  
(n=412)

92%

Non-disabled  
(n=2535)

94%

### Quality of training from college or training provider<sup>1</sup>



Disabled  
(n=410)

91%

Non-disabled  
(n=2534)

93%

### Likelihood to recommend <sup>1</sup>



Disabled  
(n=407)

90%

Non-disabled  
(n=2516)

92%

### Quality of training from employer <sup>1</sup>



Disabled  
(n=406)

88%

Non-disabled  
(n=2520)

91%

### Still working in the same sector <sup>2</sup>

Disabled (n=383)

94%

Non-disabled  
(n=2427)

95%



### Still working for the same employer <sup>2</sup>

Disabled (n=378)

88%

Non-disabled  
(n=2394)

90%



### On a permanent contract <sup>2</sup>

Disabled (n=378)

87%

Non-disabled  
(n=2394)

90%



### Treated fairly <sup>1</sup>

Disabled (n=412)

94%

Non-disabled  
(n=2525)

96%



Status 15 months after leaving	Disabled (n=261)	Non-disabled (n=1538)
Employed full time (30+ hours per week)	79%	86%
Employed part time (less than 30 hours per week)	6%	6%
Another Modern Apprenticeship	2%	1%
Self-employed / own business	1%	2%
Unemployed and looking for work	2%	1%

Overall satisfaction <sup>1</sup>

Disabled (n=261)

87%

Non-disabled  
(n=1535)

91%

Likelihood to recommend <sup>1</sup>

Disabled (n=258)

90%

Non-disabled  
(n=1526)

92%

Still working in the same sector <sup>2</sup>

Disabled (n=230)

90%

Non-disabled  
(n=1473)

92%

Still working for the same employer <sup>2</sup>

Disabled (n=226)

82%

Non-disabled  
(n=1428)

80%

On a permanent contract <sup>2</sup>

Disabled (n=227)

93%

Non-disabled  
(n=1441)

92%

### Care Experienced is taken from the survey question:

‘Have you ever been in care? In care means you are, or were formally looked after by a local authority in the family home (with support from social services or a social worker) or elsewhere, for example in foster care, residential care or kinship care (with family, friends or relatives).’

### This includes the following groups:

- Yes (care experienced)
- No (non-care experienced)
- Prefer not to say

### Due to the sample sizes, the infographics will present the results for only:

- Yes (care experienced)
- No (non-care experienced)

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# Apprentice Voice

## Modern Apprenticeships

**In Training 2024\*:**  
**Care Experienced (CE)**

**Responses**

CE  
**195**

Non-CE  
**4320**

### Quality of training <sup>1</sup>



CE (n=179)

**94%**

Non-CE (n=4269)

**94%**

### Where did they hear about MA?

CE (n=185)

Non-CE (n=4301)

Employer

**59%**

**53%**

Website

**9%**

**14%**

Social Media

**4%**

**6%**

Friends

**6%**

**9%**

Parents/guardian or carer

**11%**

**12%**

College/learning provider

**6%**

**7%**

Job centre

**2%**

**1%**

Careers advisor in school

**4%**

**5%**

School teacher

**2%**

**3%**

### Improved skills <sup>2</sup>



CE (n=88)

**100%**

Non-CE (n=2198)

**98%**

### Built confidence <sup>3</sup>



CE (n=54)

**82%**

Non-CE (n=1353)

**89%**

### Overall satisfaction <sup>1</sup>



CE (n=184)

**96%**

Non-CE (n=4304)

**95%**

### Likelihood to recommend <sup>1</sup>



CE (n=182)

**95%**

Non-CE (n=4272)

**94%**

### Recruited as MA <sup>4</sup>



CE (n=160)

**61%**

Non-CE (n=3960)

**62%**

### Who provided support during MA?

CE (n=182)

Non-CE (n=4229)

Training Provider

**56%**

**62%**

Line Manager

**61%**

**62%**

Assessor

**66%**

**53%**

Colleague

**37%**

**46%**

Mentor/Buddy

**33%**

**31%**

Family

**26%**

**30%**

Another MA

**12%**

**18%**

Friends

**24%**

**20%**

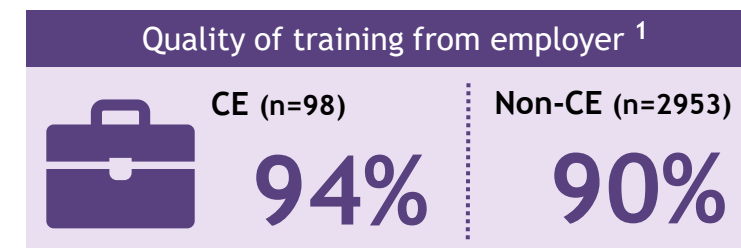
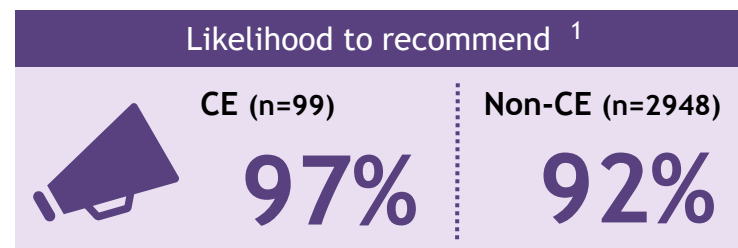
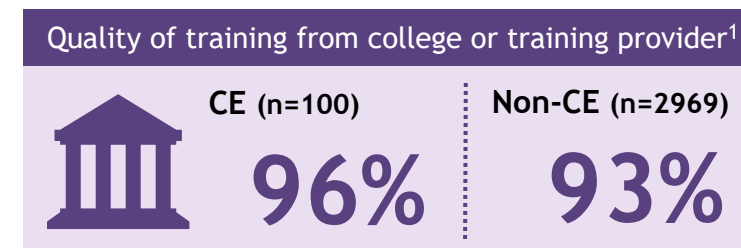
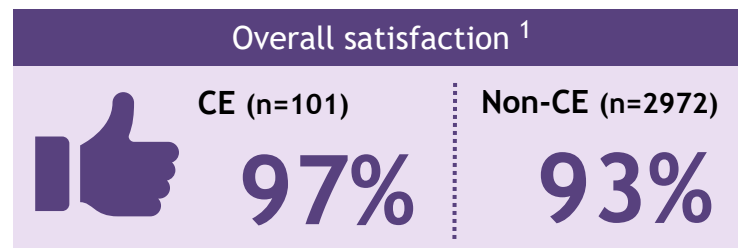
No one / have not received support





**1%**

**1%**

CE  
105Non-CE  
2986

Status 3 months after leaving	CE (n=99)	Non-CE (n=2964)
Employed full time (30+ hours per week)	76%	87%
Employed part time (less than 30 hours per week)	16%	7%
Another Modern Apprenticeship	0%	0%
Self-employed / own business	4%	2%
Unemployed and looking for work	2%	1%



Still working in the same sector <sup>2</sup>	Still working for the same employer <sup>2</sup>	On a permanent contract <sup>2</sup>	Treated fairly <sup>1</sup>
<div><div></div><div>CE (n=93)  96% ----- Non-CE (n=2839)  95%</div></div>	<div><div></div><div>CE (n=90)  85% ----- Non-CE (n=2800)  89%</div></div>	<div><div></div><div>CE (n=90)  86% ----- Non-CE (n=2800)  90%</div></div>	<div><div></div><div>CE (n=99)  99% ----- Non-CE (n=2962)  96%</div></div>

**Scottish Index of Multiple Deprivation (SIMD) Quintiles is taken from the SDS Management system (FIPS) and includes the following groups:**

- SIMD 1 (those living in the 20% most deprived areas in Scotland)
- SIMD 2
- SIMD 3
- SIMD 4
- SIMD 5 (those living in the 20% least deprived areas in Scotland)

**The infographics will present the results for only:**

- SIMD 1
- SIMD 5

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SIMD 1  
**1321**SIMD 5  
**850**

#### Quality of training <sup>1</sup>



SIMD 1 (n=1016)

**94%**

SIMD 5 (n=691)

**92%**

#### Where did they hear about MA?

SIMD 1  
(n=1258)SIMD 5  
(n=838)

Employer

**57%****49%**

Website

**10%****16%**

Social Media

**6%****4%**

Friends

**8%****10%**

Parents/guardian or carer

**8%****16%**

College/learning provider

**6%****6%**

Job centre

**1%****2%**

Careers advisor in school

**4%****5%**

School teacher

**3%****3%**

#### Improved skills <sup>2</sup>



SIMD 1 (n=495)

**98%**

SIMD 5 (n=364)

**99%**

#### Built confidence <sup>3</sup>



SIMD 1 (n=316)

**90%**

SIMD 5 (n=220)

**92%**

#### Overall satisfaction <sup>1</sup>



SIMD 1 (n=1008)

**95%**

SIMD 5 (n=693)

**94%**

#### Likelihood to recommend <sup>1</sup>



SIMD 1 (n=1004)

**94%**

SIMD 5 (n=688)

**93%**

#### Recruited as MA <sup>4</sup>



SIMD 1 (n=1052)

**58%**

SIMD 5 (n=750)

**67%**

#### Who provided support during MA?

SIMD 1  
(n=1027)SIMD 5  
(n=690)

Training Provider

**61%****62%**

Line Manager

**62%****66%**

Assessor

**54%****51%**

Colleague

**42%****46%**

Mentor/Buddy

**29%****34%**

Family

**27%****33%**

Another MA

**16%****19%**

Friends

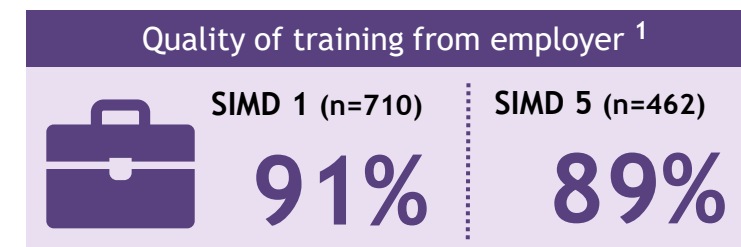
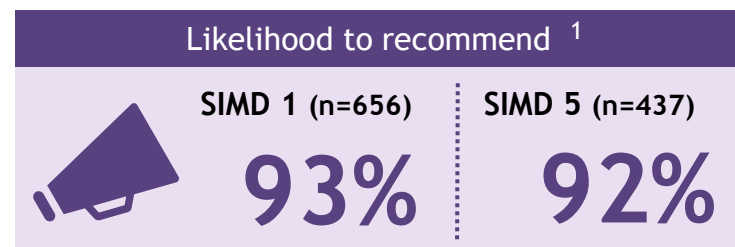
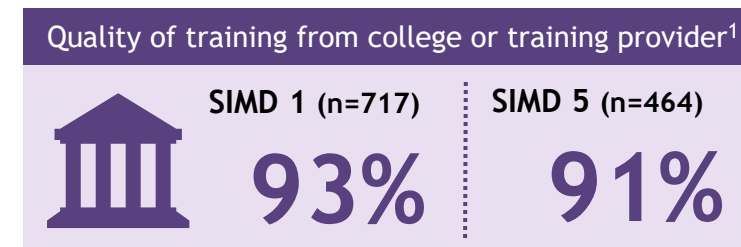
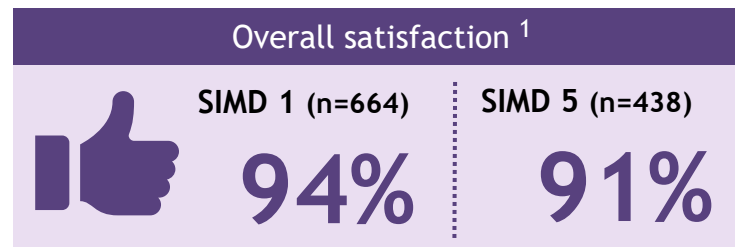
**20%****24%**





No one / have not received support

**2%****1%**

SIMD 1  
**775**SIMD 5  
**494**

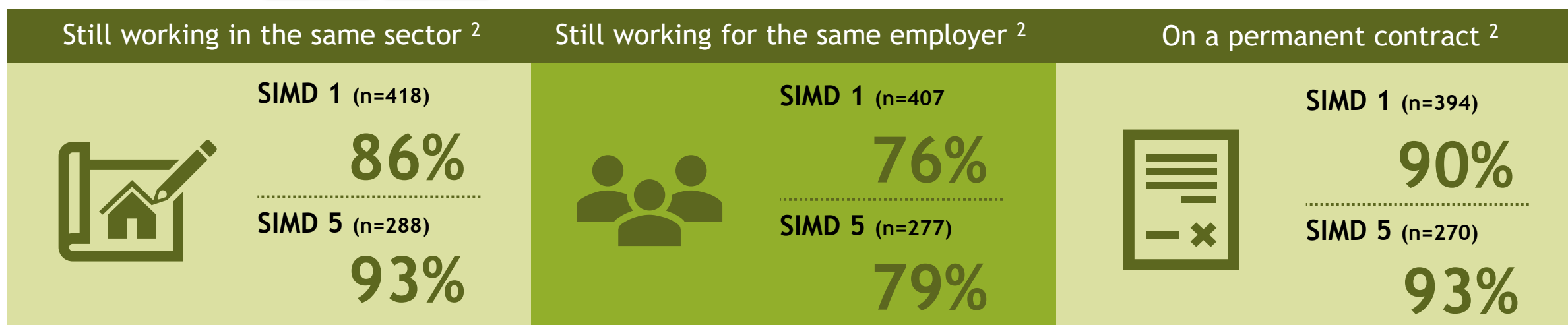
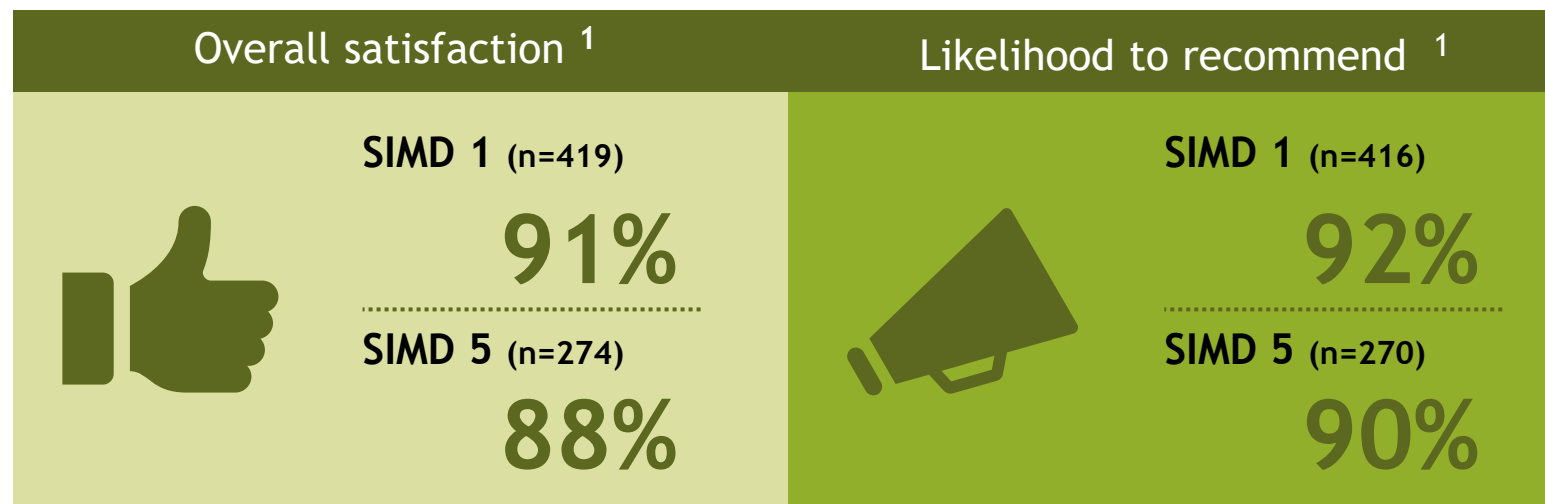
Status 3 months after leaving	SIMD 1 (n=699)	SIMD 5 (n=455)
Employed full time (30+ hours per week)	<b>82%</b>	<b>86%</b>
Employed part time (less than 30 hours per week)	<b>10%</b>	<b>6%</b>
Another Modern Apprenticeship	<b>0%</b>	<b>1%</b>
Self-employed / own business	<b>3%</b>	<b>1%</b>
Unemployed and looking for work	<b>0%</b>	<b>0%</b>



Still working in the same sector <sup>2</sup>	Still working for the same employer <sup>2</sup>	On a permanent contract <sup>2</sup>	Treated fairly <sup>1</sup>
<div></div> <div><div>SIMD 1 (n=661)</div><div>94%</div><div>SIMD 5 (n=436)</div><div>93%</div></div>	<div></div> <div><div>SIMD 1 (n=645)</div><div>89%</div><div>SIMD 5 (n=434)</div><div>89%</div></div>	<div></div> <div><div>SIMD 1 (n=626)</div><div>86%</div><div>SIMD 5 (n=423)</div><div>91%</div></div>	<div></div> <div><div>SIMD 1 (n=594)</div><div>98%</div><div>SIMD 5 (n=456)</div><div>94%</div></div>

SIMD 1  
**467**SIMD 5  
**309**

Status 15 months after leaving	SIMD 1 (n=456)	SIMD 5 (n=309)
Employed full time (30+ hours per week)	<b>83%</b>	<b>86%</b>
Employed part time (less than 30 hours per week)	<b>5%</b>	<b>5%</b>
Another Modern Apprenticeship	<b>0%</b>	<b>1%</b>
Self-employed / own business	<b>3%</b>	<b>2%</b>
Unemployed and looking for work	<b>2%</b>	<b>0%</b>



**Age at Start of MA group is taken from the SDS Management system (FIPS) and includes the following groups:**

- 16-19
- 20-24
- 25+

**The infographics will present the results for all three age groups.**

**Note:** Please refer to our guidance document *Interpreting Disaggregated Data Responsibly* which includes a note on estimating margins or errors for smaller samples. If you have any queries, please contact [evaluation&research@sds.co.uk](mailto:evaluation&research@sds.co.uk)

#### Quality of training <sup>1</sup>



16-19 (n=1782)	20-24 (n=911)	25+ (n=2048)
95%	92%	93%

#### Where did they hear about MA?

	16-19 (n=2256)	20-24 (n=1089)	25+ (n=2467)
Employer	24%	47%	82%
Website	19%	21%	5%
Social Media	10%	6%	2%
Friends	12%	12%	5%
Parents/guardian or carer	28%	7%	1%
College/learning provider	8%	6%	4%
Job centre	1%	2%	0%
Careers advisor in school	11%	2%	0%
School teacher	6%	1%	0%

#### Improved skills <sup>2</sup>



16-19 (n=968)	20-24 (n=536)	25+ (n=898)
100%	100%	96%

#### Built confidence <sup>3</sup>



16-19 (n=636)	20-24 (n=320)	25+ (n=505)
92%	89%	84%

#### Overall satisfaction <sup>1</sup>



16-19 (n=1740)	20-24 (n=896)	25+ (n=2046)
95%	96%	94%

#### Likelihood to recommend <sup>1</sup>



16-19 (n=1731)	20-24 (n=891)	25+ (n=2024)
94%	94%	93%

#### Recruited as MA <sup>4</sup>

16-19 (n=2002)	20-24 (n=985)	25+ (n=2037)
92%	74%	30%

#### Who provided support during MA?

	16-19 (n=1785)	20-24 (n=916)	25+ (n=2065)
Training Provider	59%	61%	62%
Line Manager	59%	70%	60%
Assessor	48%	53%	56%
Colleague	54%	54%	32%
Mentor/Buddy	37%	38%	23%
Family	42%	32%	17%
Another MA	22%	21%	10%
Friends	27%	26%	12%
No one / have not received support	0%	1%	1%

# Apprentice Voice

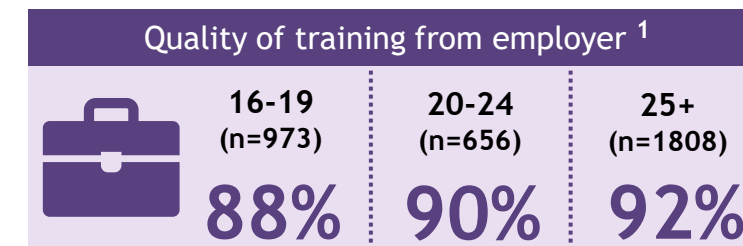
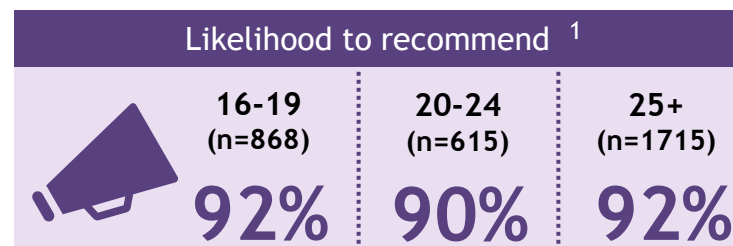
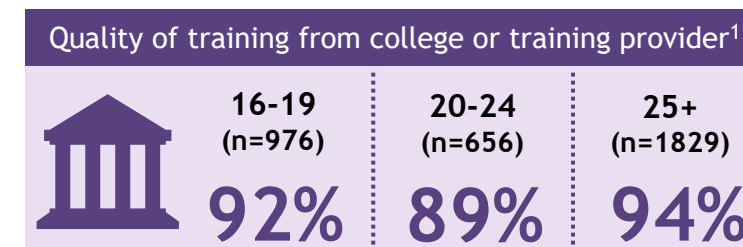
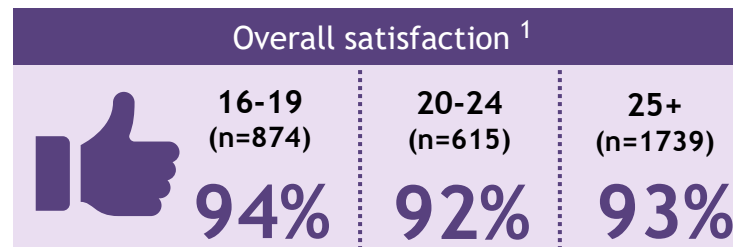
## Modern Apprenticeships





Leavers 2024\*  
Age group

Responses (completers)

16-19	20-24	25+
1032	698	1916

Status 3 months after leaving	16-19 (n=933)	20-24 (n=638)	25+ (n=1796)
Employed full time (30+ hours per week)	85%	90%	86%
Employed part time (less than 30 hours per week)	6%	4%	10%
Another Modern Apprenticeship	1%	0%	0%
Self-employed / own business	2%	1%	2%
Unemployed and looking for work	2%	1%	0%



Still working in the same sector <sup>2</sup>	Still working for the same employer <sup>2</sup>	On a permanent contract <sup>2</sup>	Treated fairly <sup>1</sup>
 <div>16-19 (n=867) 92%</div> <div>20-24 (n=609) 96%</div> <div>25+ (n=1734) 96%</div>	 <div>16-19 (n=854) 81%</div> <div>20-24 (n=603) 87%</div> <div>25+ (n=1710) 93%</div>	 <div>16-19 (n=821) 79%</div> <div>20-24 (n=588) 89%</div> <div>25+ (n=1672) 94%</div>	 <div>16-19 (n=948) 95%</div> <div>20-24 (n=640) 95%</div> <div>25+ (n=1791) 96%</div>

\*The results are based on the 2024 weighted data. The overall response counts are unweighted totals, while weighted totals are presented for each question. | <sup>1</sup> Percent of those selecting 6 and above on a 10-point scale | <sup>2</sup> These questions were only asked to those who are currently in any type of employment

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Status 3 months after leaving	16-19 (n=664)	20-24 (n=402)	25+ (n=1099)
Employed full time (30+ hours per week)	84%	88%	85%
Employed part time (less than 30 hours per week)	3%	3%	8%
Another Modern Apprenticeship	1%	1%	0%
Self-employed / own business	3%	2%	2%
Unemployed and looking for work	1%	1%	1%

