

# Apprentice Voice

## Sector breakdown

2025 Annual Results\*

SDS Evaluation & Research Team  
March 2026

\*Results are for the calendar year 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

### 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 2025 and 31st December 2025 with responses from 11,028 Modern Apprentices: 5,377 responses for the In training survey, 3,713 for Leavers and 1,938 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 **sector\*** for **Administration and Related, Automotive, Construction and Related, Engineering and Energy Related and Hospitality and Tourism.**

#### Notes:

The survey responses have been reweighted by gender for each apprenticeship type and survey type to ensure they are representative of all MAs.

The results are based on the 2025 weighted data. The overall response counts are unweighted totals, while weighted totals are presented for each question.

# Administration and Related

Apprentice Voice 2025



# Apprentice Voice 2025

## Administration and Related Frameworks

The sector report is based on the responses from apprentices on following frameworks:

- **Business & Administration**
- **Business Administration Technical Apprenticeship**

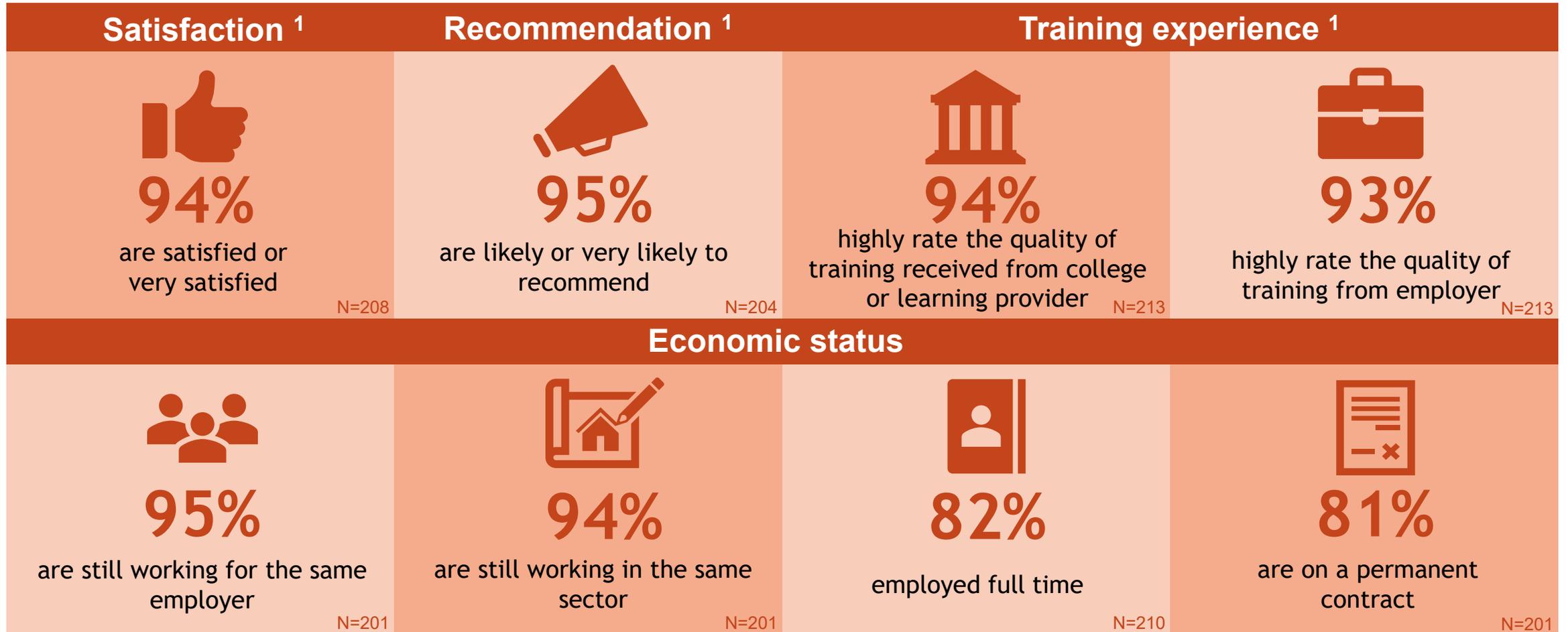
**Note:** Please refer to our guidance document *Interpreting Disaggregated Data Responsibly* which includes a note on estimating margins or errors for smaller samples. If you have any queries, please contact [evaluation&research@sds.co.uk](mailto:evaluation&research@sds.co.uk)

Responses**	Female	Male
335	65%	35%



\* 6 months after start date | \*\*The results are based on the 2025 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> of those stating becoming more confident was important when selecting MA | <sup>3</sup> of those stating learning new skills was important when selecting MA

Responses**	Female	Male
256	66%	33%



\* 3 months after leaving, completers | \*\*The results are based on the 2025 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

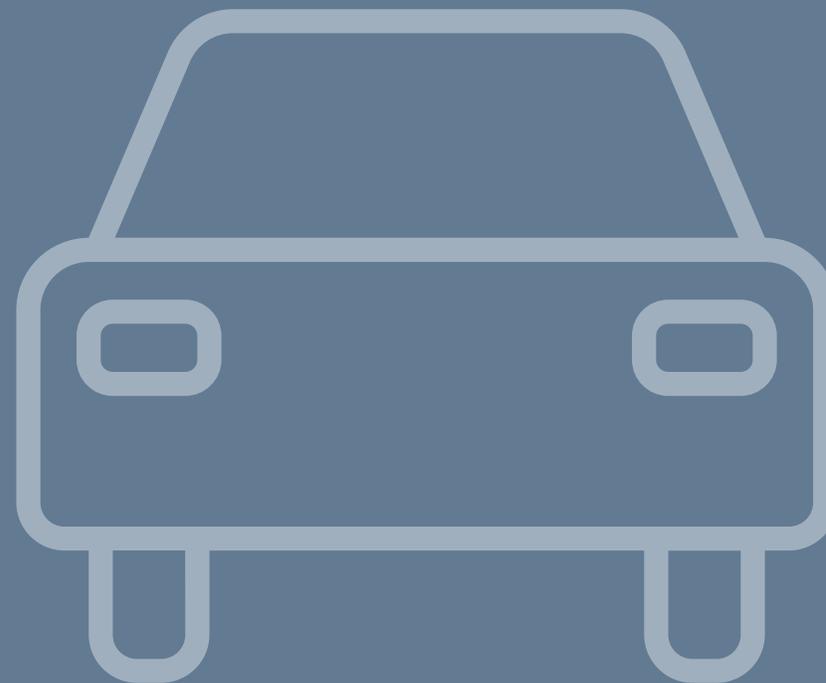
Responses**	Female	Male
132	61%	37%



\* 15 months after leaving, completers | \*\*The results are based on the 2025 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

# Automotive

Apprentice Voice 2025



The sector report is based on the responses from apprentices on following frameworks:

- **Automotive**
- **Bus and Coach Engineering and Maintenance**

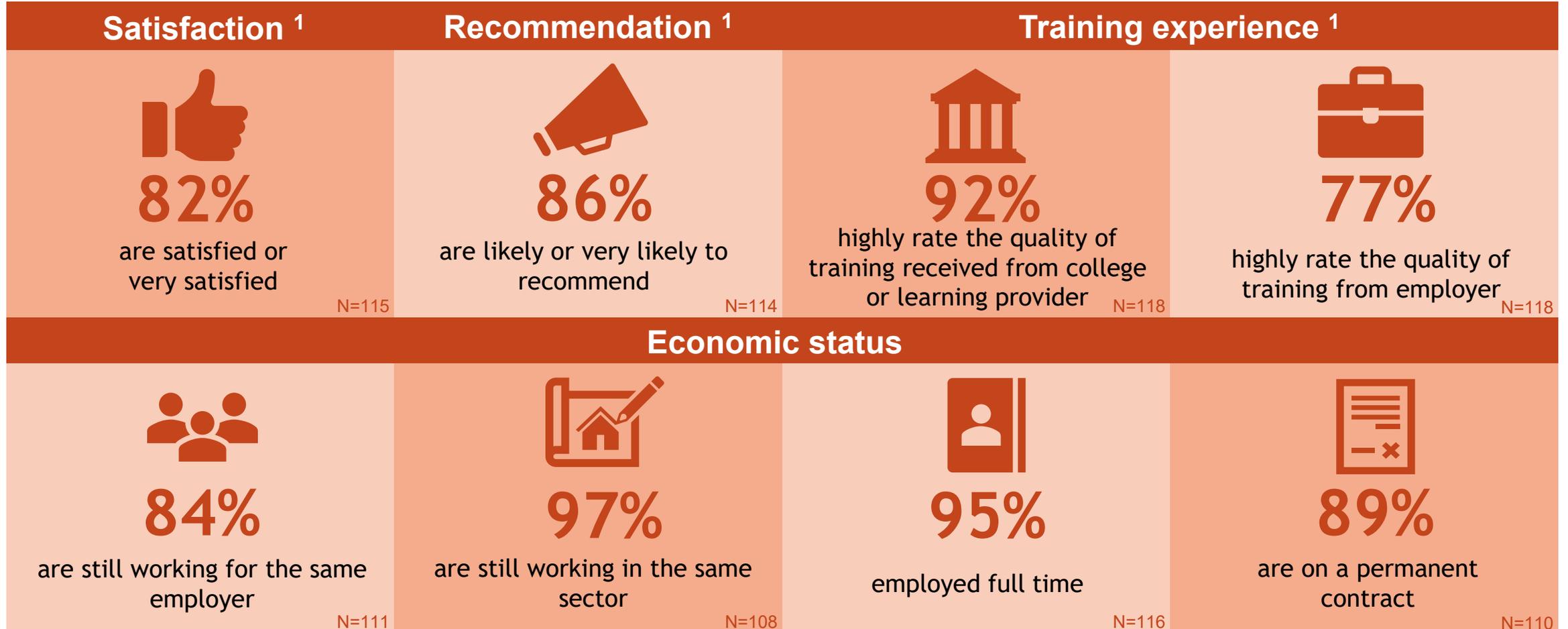
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Responses**	Female	Male
168	7%	92%



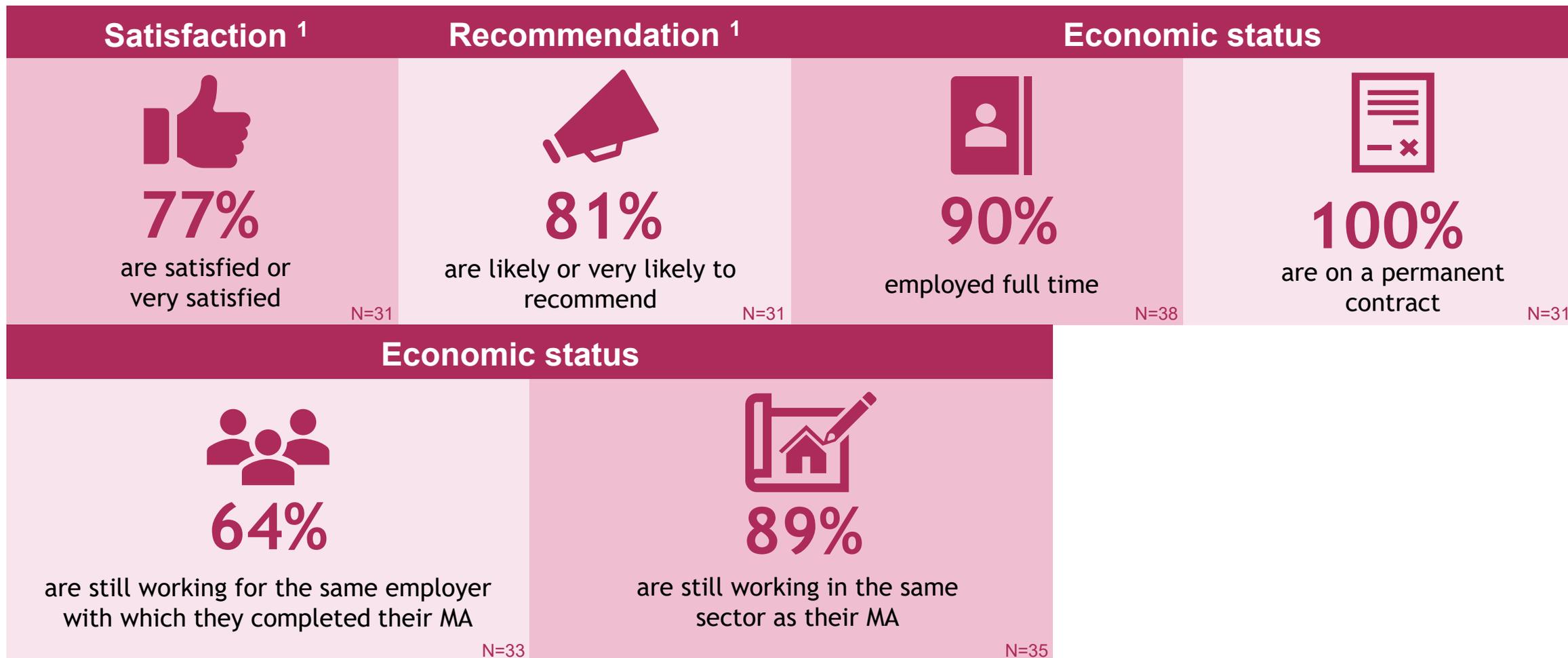
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Responses**	Female	Male
104	7%	93%



\* 3 months after leaving, completers | \*\*The results are based on the 2025 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

Responses**	Female	Male
30	4%	96%



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# Construction and Related

Apprentice Voice 2025



# Apprentice Voice 2025

## Construction and Related frameworks

The sector report is based on the responses from apprentices on following frameworks:

- **Construction: Building**
- **Construction: Civil Engineering**
- **Construction: Professional Apprenticeship**
- **Construction: Specialist**
- **Construction: Technical**
- **Construction: Technical Apprenticeship**
- **Domestic Plumbing and Heating**
- **Electrical Installation**
- **Heating, Ventilation, Air Conditioning and Refrigeration**
- **Plumbing and Heating**

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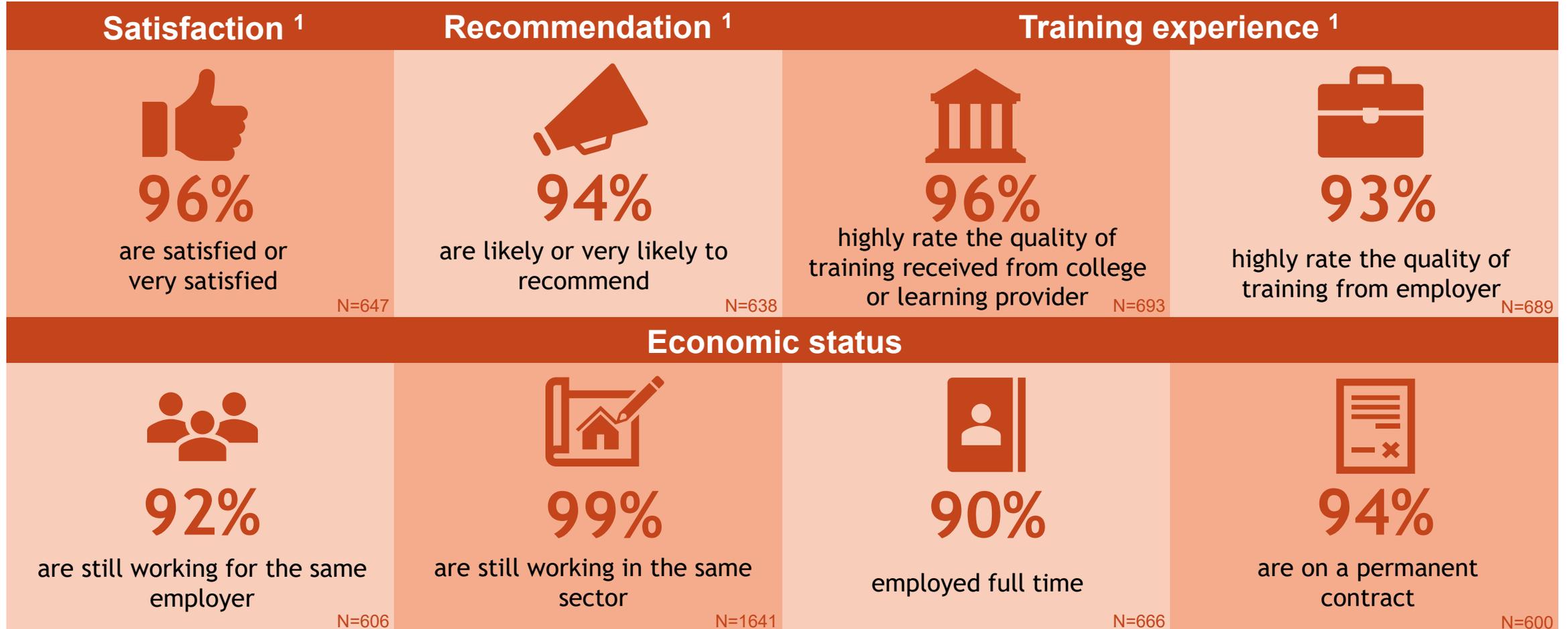
Responses**	Female	Male
1026	3%	97%



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SDS Evaluation & Research Team

Responses**	Female	Male
605	4%	95%



\* 3 months after leaving, completers | \*\*The results are based on the 2025 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

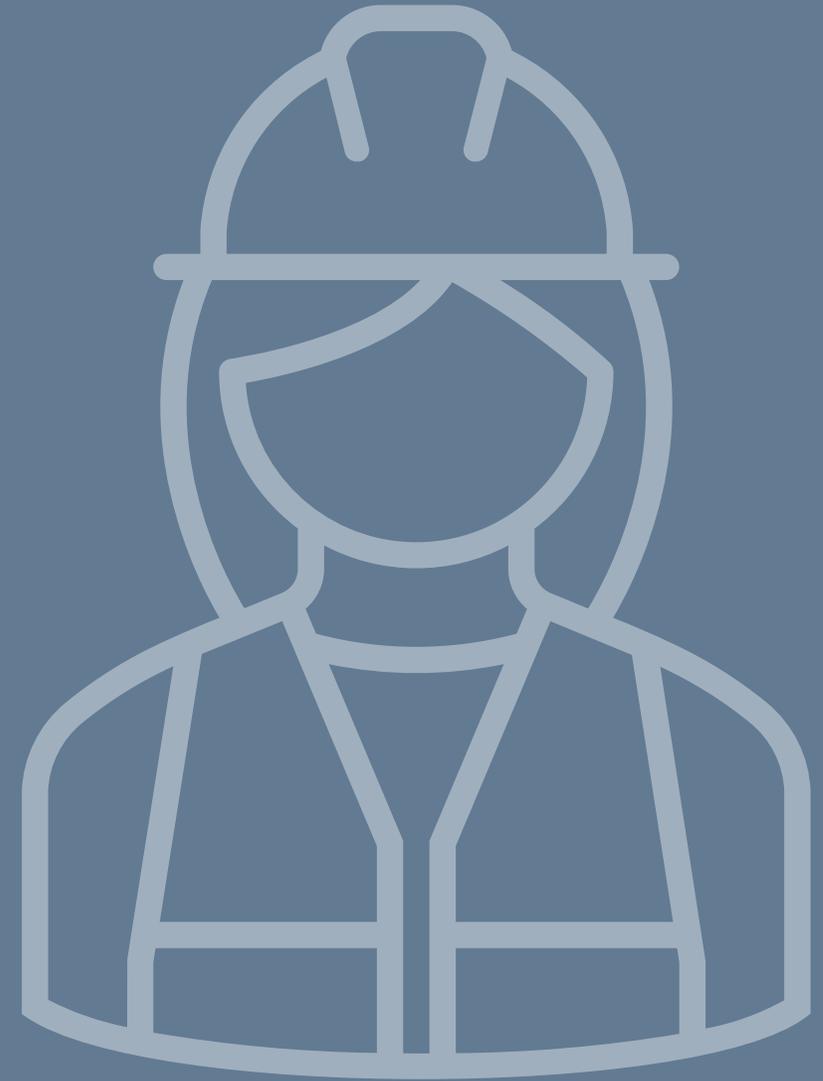
Responses**	Female	Male
267	3%	97%



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# Engineering and Energy Related

Apprentice Voice 2025



# Apprentice Voice 2025

## Engineering and Energy Related Frameworks

The sector report is based on the responses from apprentices on following frameworks:

- **Electronic Security Systems**
- **Engineering**
- **Engineering Asset Lifecycle and Maintenance**
- **Engineering Construction**
- **Engineering Manufacturing and Fabrication**
- **Engineering Technical Support**
- **Gas Engineering**
- **Industrial Applications**
- **Land-based Engineering**
- **Power Distribution**
- **Process Manufacturing**
- **Rail Engineering**
- **Upstream Oil and Gas Production**
- **Water Industry**

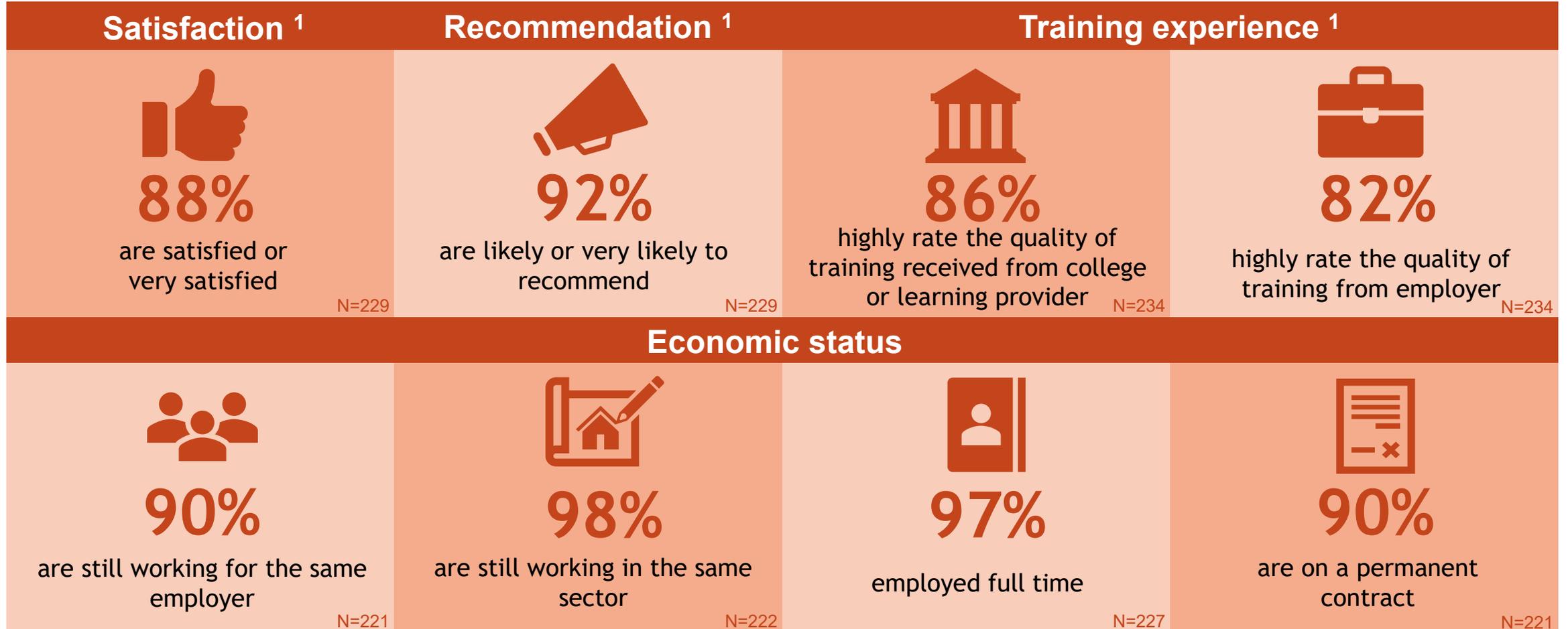
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Responses**	Female	Male
422	7%	93%



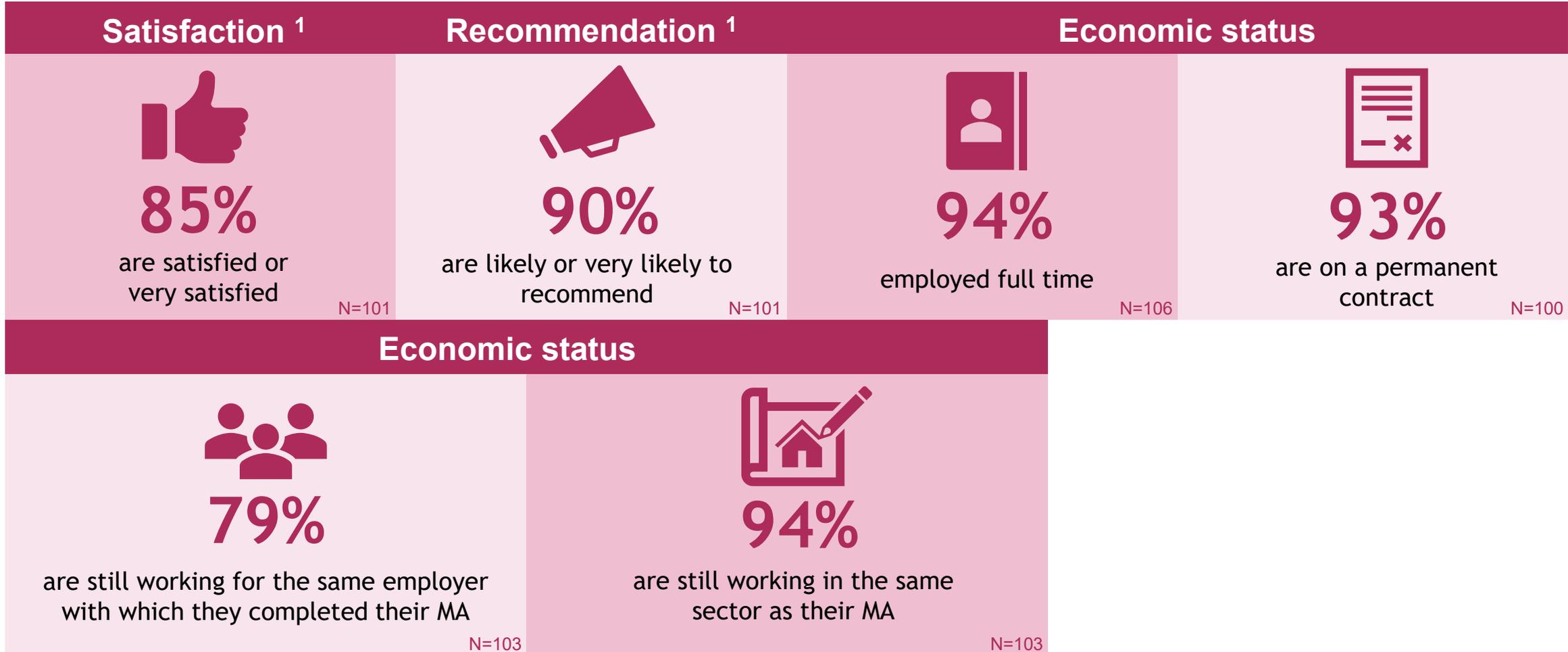
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Responses**	Female	Male
209	8%	92%



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Responses**	Female	Male
89	8%	92%



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# Hospitality and Tourism

Apprentice Voice 2025



# Apprentice Voice 2025

## Hospitality and Tourism Frameworks

The sector report is based on the responses from apprentices on following frameworks:

- **Hospitality**
- **Chef**
- **Professional Cookery**
- **Hospitality Supervision and Leadership**
- **Hospitality Team Member**
- **Hospitality Management Skills Technical Apprenticeship**
- **Travel Services**

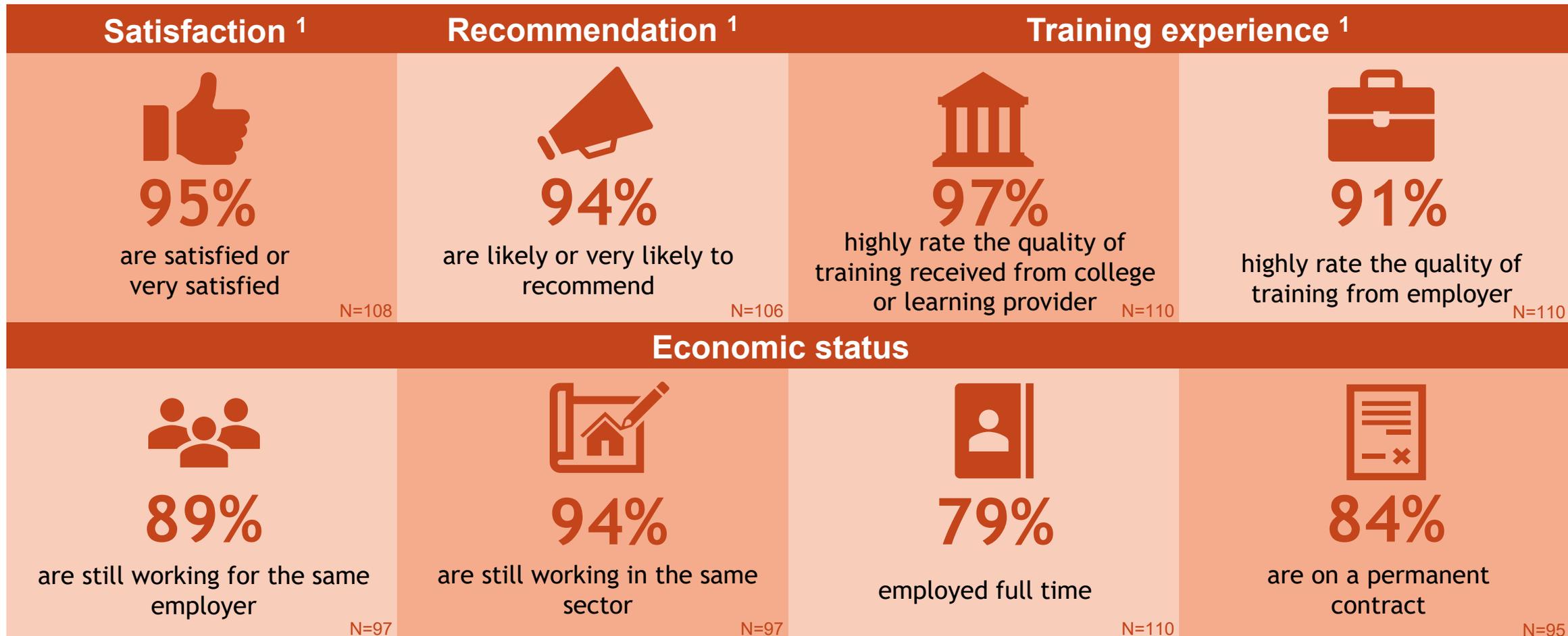
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Responses**	Female	Male
119	49%	49%



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Responses**	Female	Male
119	50%	49%



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Responses**	Female	Male
63	45%	54%



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