

Skills
Development
Scotland

Apprentice Voice

2025 Annual Equality Results*

SDS Evaluation & Research Team

March 2026

*Results are for the calendar year 1st January 2025 to 31st December 2025

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- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS).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.

Benefits of Apprentice Voice

- An improved evidence base – in real time to inform decision making
- A consolidated and co-ordinated approach to evaluation and research across the apprenticeship family, using consistent measures of outcomes, perceptions and benefits
- More inclusive as all apprentices are given the opportunity to provide feedback at key stages of their apprenticeship
- Making better use of management information to complement feedback and support deeper insight
- Developing a longitudinal dataset to support tracking individuals through different apprenticeships
- Generating greater insight through deep-dive analysis and more qualitative research across key customer groups
- Automating questionnaire distribution to focus effort on analysis, research and insight
- Using new data tools and techniques to accelerate analysis and sharing of insight, including real time reporting

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 **Equality group***: Gender, Ethnicity, Disability, Care Experienced, SMID and Age.

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.

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

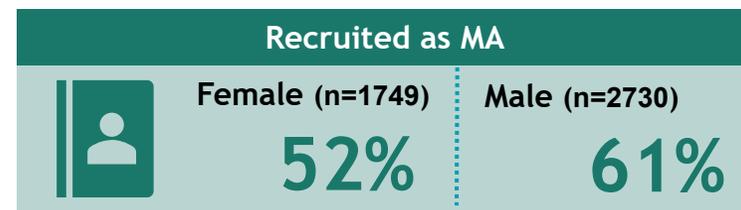
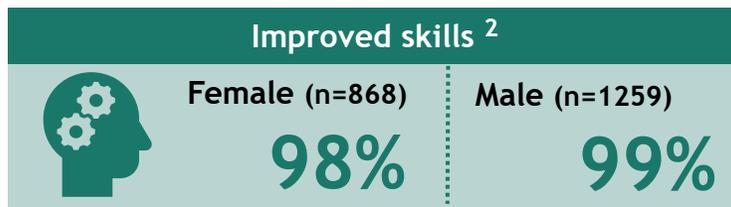
- Male
- Female
- In another way
- Prefer not to say

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

- Male
- Female

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

Responses	
Female	Male
2638	2687



Where did they hear about MA?

	Female (n=2053)	Male (n=3138)
Employer	65%	55%
Website	9%	15%
Social Media	5%	5%
Friends	6%	8%
Parents/guardian or carer	6%	13%
College/learning provider	5%	6%
Job centre	1%	1%
Careers advisor in school	4%	5%
School teacher	2%	2%



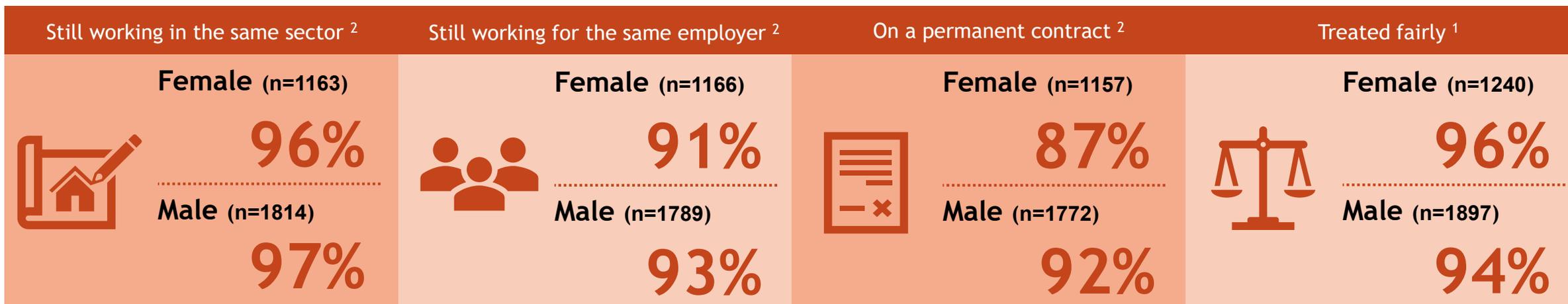
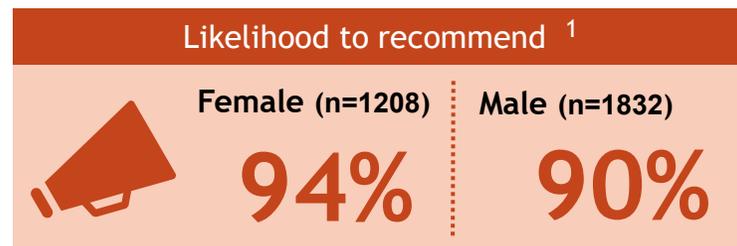
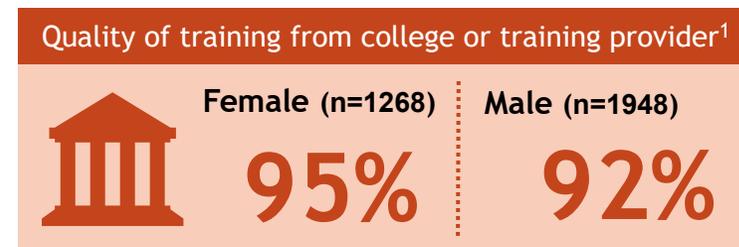
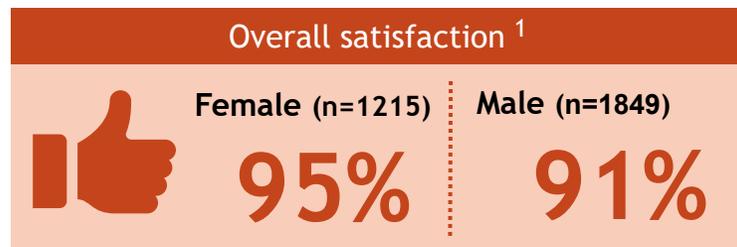
Who provided support during MA?

	Female (n=1743)	Male (n=2610)
Training Provider	55%	65%
Line Manager	64%	65%
Assessor	68%	48%
Colleague	41%	42%
Mentor/Buddy	28%	29%
Family	28%	28%
Another MA	13%	17%
Friends	18%	18%
No one / have not received support	1%	1%

*The results are based on the 2025 weighted data. The overall response counts are unweighted totals, while weighted totals are presented for each question. | ¹ Percent of those selecting 6 and above on a 10-point scale | ² Percent of those stating learning new skills was important when selecting MA | ³ Percent of those stating becoming more confident was important when selecting MA

Responses (completers)	
Female	Male
1713	1669

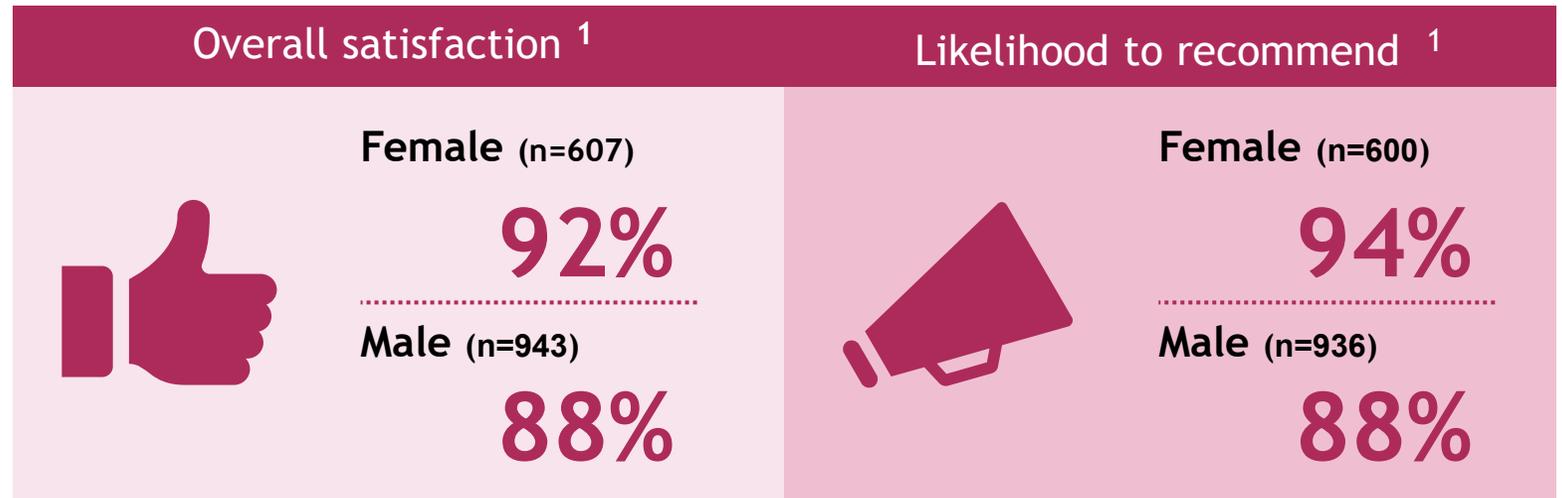
Status 3 months after leaving	Female (n=1242)	Male (n=1895)
Employed full time (30+ hours per week)	77%	92%
Employed part time (less than 30 hours per week)	16%	2%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	1%	2%
Unemployed and looking for work	2%	1%



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals, while weighted totals are presented for each question. | ¹ Percent of those selecting 6 and above on a 10-point scale | ² These questions were only asked of those who are currently in any type of employment

Responses (completers)	
Female	Male
905	805

Status 15 months after leaving	Female (n=656)	Male (n=1027)
Employed full time (30+ hours per week)	77%	91%
Employed part time (less than 30 hours per week)	13%	2%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	1%	2%
Unemployed and looking for work	1%	1%



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

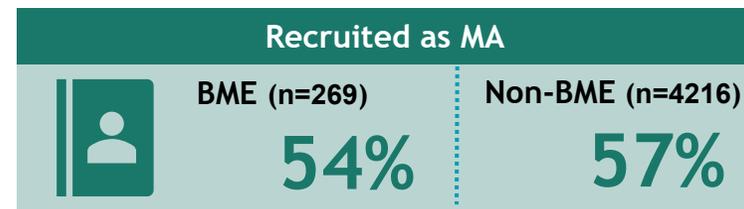
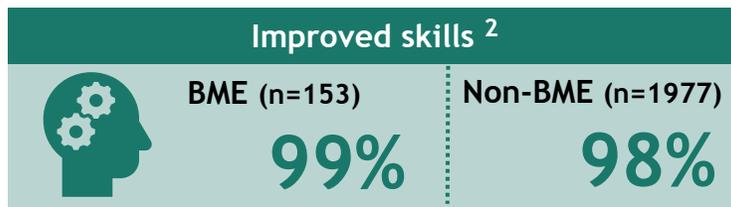
- **BME** (African, African Scottish or African British; Arab, Arab Scottish or Arab British; Bangladeshi; Black, Black Scottish or Black British; Caribbean, Caribbean Scottish or Caribbean British; Chinese; Indian; Mixed ethnic background; Other; Other Asian background; Other ethnic background; Pakistani)
- **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

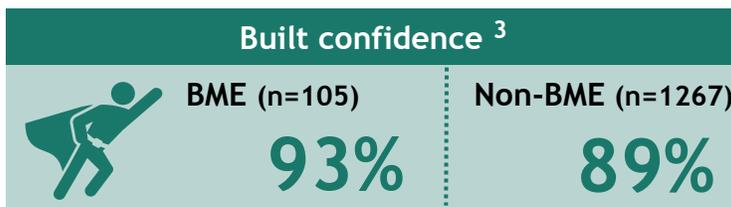
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Responses	
BME	Non-BME
379	4956



Where did they hear about MA?

	BME (n=356)	Non-BME (n=4838)
Employer	71%	58%
Website	11%	12%
Social Media	2%	5%
Friends	7%	7%
Parents/guardian or carer	6%	10%
College/learning provider	5%	6%
Job centre	2%	1%
Careers advisor in school	3%	5%
School teacher	2%	2%



Who provided support during MA?

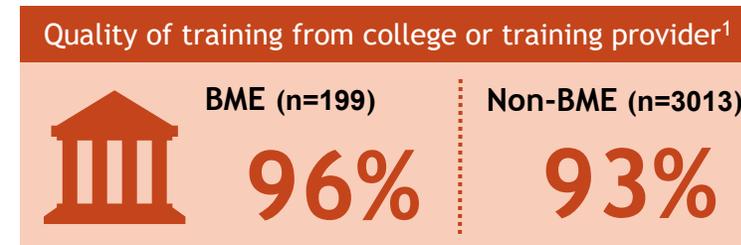
	BME (n=301)	Non-BME (n=4054)
Training Provider	56%	62%
Line Manager	69%	64%
Assessor	71%	55%
Colleague	36%	42%
Mentor/Buddy	25%	29%
Family	22%	29%
Another MA	8%	16%
Friends	16%	18%
No one / have not received support	1%	1%



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Responses (completers)	
BME	Non-BME
218	3163

Status 3 months after leaving	BME (n=191)	Non-BME (n=2942)
Employed full time (30+ hours per week)	84%	86%
Employed part time (less than 30 hours per week)	8%	7%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	0%	2%
Unemployed and looking for work	1%	1%



Still working in the same sector ²	Still working for the same employer ²	On a permanent contract ²	Treated fairly ¹																
<table border="1"> <thead> <tr> <th>BME (n=178)</th> <th>Non-BME (n=2796)</th> </tr> </thead> <tbody> <tr> <td>97%</td> <td>97%</td> </tr> </tbody> </table>	BME (n=178)	Non-BME (n=2796)	97%	97%	<table border="1"> <thead> <tr> <th>BME (n=179)</th> <th>Non-BME (n=2772)</th> </tr> </thead> <tbody> <tr> <td>92%</td> <td>92%</td> </tr> </tbody> </table>	BME (n=179)	Non-BME (n=2772)	92%	92%	<table border="1"> <thead> <tr> <th>BME (n=176)</th> <th>Non-BME (n=2749)</th> </tr> </thead> <tbody> <tr> <td>84%</td> <td>90%</td> </tr> </tbody> </table>	BME (n=176)	Non-BME (n=2749)	84%	90%	<table border="1"> <thead> <tr> <th>BME (n=189)</th> <th>Non-BME (n=2942)</th> </tr> </thead> <tbody> <tr> <td>96%</td> <td>95%</td> </tr> </tbody> </table>	BME (n=189)	Non-BME (n=2942)	96%	95%
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*The results are based on the 2025 weighted data. The overall response counts are unweighted totals, while weighted totals are presented for each question. | ¹ Percent of those selecting 6 and above on a 10-point scale | ² These questions were only asked of those who are currently in any type of employment

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)

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

Responses	
Disabled	Non-disabled
544	3389

Quality of training ¹



Disabled (n=520) | Non-disabled (n=3130)

93%

94%

Where did they hear about MA?

	Disabled (n=522)	Non-disabled (n=3380)
Employer	59%	60%
Website	14%	13%
Social Media	4%	5%
Friends	5%	7%
Parents/guardian or carer	7%	10%
College/learning provider	8%	5%
Job centre	2%	1%
Careers advisor in school	4%	5%
School teacher	1%	2%

Improved skills ²



Disabled (n=278) | Non-disabled (n=1684)

96%

98%

Built confidence ³



Disabled (n=182) | Non-disabled (n=1063)

82%

90%

Overall satisfaction ¹



Disabled (n=522) | Non-disabled (n=3391)

93%

95%

Likelihood to recommend ¹



Disabled (n=518) | Non-disabled (n=3363)

92%

95%

Recruited as MA



Disabled (n=479) | Non-disabled (n=3102)

56%

54%

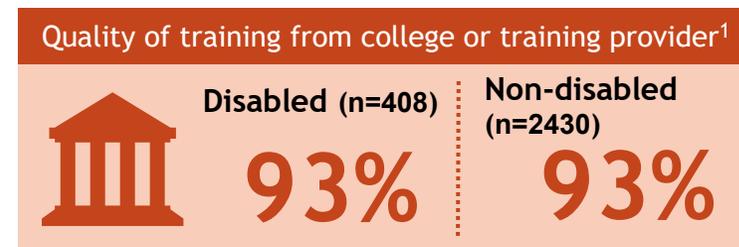
Who provided support during MA?

	Disabled (n=521)	Non-disabled (n=3348)
Training Provider	63%	61%
Line Manager	67%	65%
Assessor	62%	56%
Colleague	45%	41%
Mentor/Buddy	31%	28%
Family	30%	27%
Another MA	16%	15%
Friends	19%	17%
No one / have not received support	2%	1%

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Responses (completers)	
Disabled	Non-disabled
423	2422

Status 3 months after leaving	Disabled (n=406)	Non-disabled (n=2426)
Employed full time (30+ hours per week)	80%	87%
Employed part time (less than 30 hours per week)	11%	7%
Another Modern Apprenticeship	0%	0%
Self-employed / own business	2%	2%
Unemployed and looking for work	2%	1%

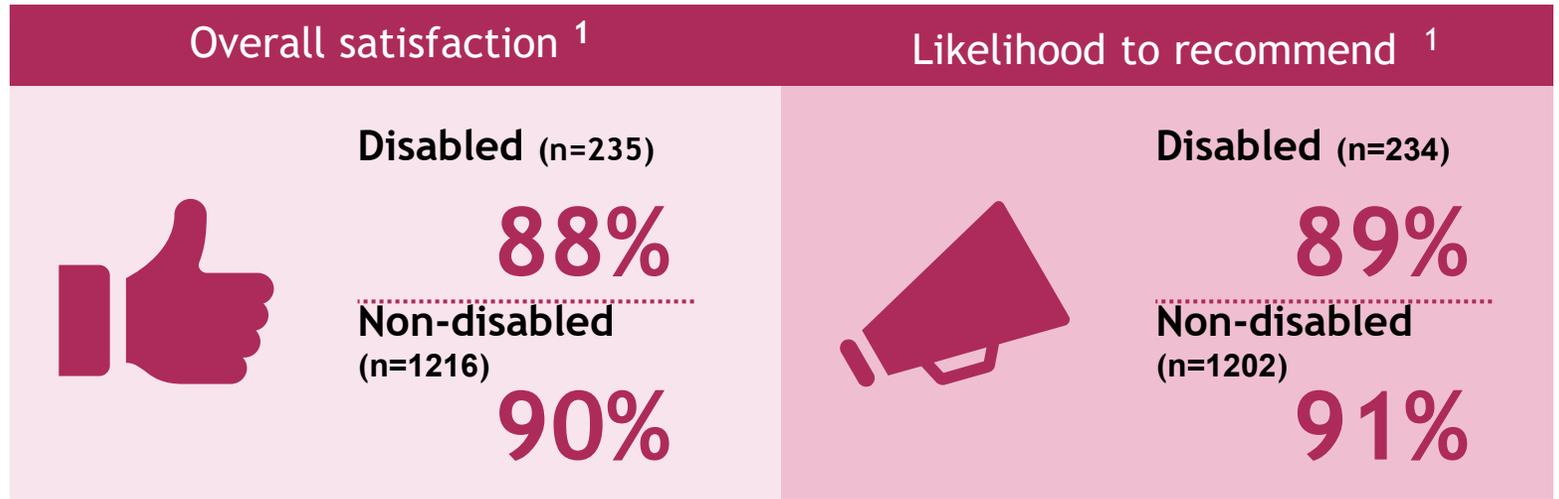


Still working in the same sector ²	Still working for the same employer ²	On a permanent contract ²	Treated fairly ¹
<p>Disabled (n=374)</p> <p>97%</p> <p>Non-disabled (n=2313)</p> <p>97%</p>	<p>Disabled (n=372)</p> <p>91%</p> <p>Non-disabled (n=2293)</p> <p>93%</p>	<p>Disabled (n=372)</p> <p>87%</p> <p>Non-disabled (n=2295)</p> <p>91%</p>	<p>Disabled (n=405)</p> <p>93%</p> <p>Non-disabled (n=2416)</p> <p>95%</p>

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Responses (completers)	
Disabled	Non-disabled
254	1204

Status 15 months after leaving	Disabled (n=234)	Non-disabled (n=1215)
Employed full time (30+ hours per week)	80%	87%
Employed part time (less than 30 hours per week)	8%	6%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	1%	1%
Unemployed and looking for work	1%	1%



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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)

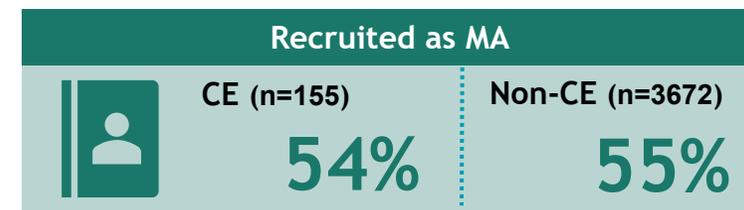
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Apprentice Voice 2025

Modern Apprenticeships

In Training 2025*:
Care Experienced (CE)

Responses	
CE	Non-CE
190	4009



Where did they hear about MA?

	CE (n=180)	Non-CE (n=3990)
Employer	66%	59%
Website	10%	13%
Social Media	3%	5%
Friends	9%	7%
Parents/guardian or carer	4%	10%
College/learning provider	5%	6%
Job centre	3%	1%
Careers advisor in school	3%	5%
School teacher	1%	2%



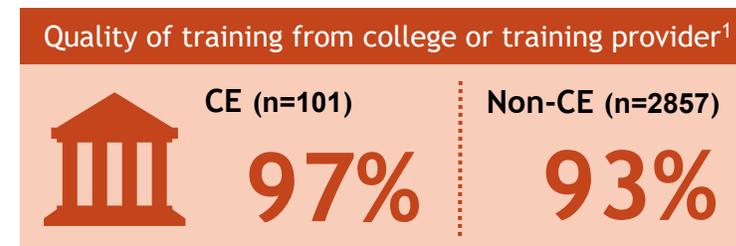
Who provided support during MA?

	CE (n=178)	Non-CE (n=3950)
Training Provider	51%	62%
Line Manager	57%	65%
Assessor	60%	56%
Colleague	37%	42%
Mentor/Buddy	22%	29%
Family	24%	28%
Another MA	16%	16%
Friends	17%	18%
No one / have not received support	0%	1%

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Responses (completers)	
CE	Non-CE
110	2860

Status 3 months after leaving	CE (n=101)	Non-CE (n=2851)
Employed full time (30+ hours per week)	84%	86%
Employed part time (less than 30 hours per week)	7%	7%
Another Modern Apprenticeship	0%	1%
Self-employed / own business	3%	2%
Unemployed and looking for work	0%	1%



Still working in the same sector ²	Still working for the same employer ²	On a permanent contract ²	Treated fairly ¹																
<table border="1"> <thead> <tr> <th>CE (n=95)</th> <th>Non-CE (n=2705)</th> </tr> </thead> <tbody> <tr> <td>98%</td> <td>97%</td> </tr> </tbody> </table>	CE (n=95)	Non-CE (n=2705)	98%	97%	<table border="1"> <thead> <tr> <th>CE (n=92)</th> <th>Non-CE (n=2688)</th> </tr> </thead> <tbody> <tr> <td>94%</td> <td>92%</td> </tr> </tbody> </table>	CE (n=92)	Non-CE (n=2688)	94%	92%	<table border="1"> <thead> <tr> <th>CE (n=93)</th> <th>Non-CE (n=2689)</th> </tr> </thead> <tbody> <tr> <td>82%</td> <td>90%</td> </tr> </tbody> </table>	CE (n=93)	Non-CE (n=2689)	82%	90%	<table border="1"> <thead> <tr> <th>CE (n=100)</th> <th>Non-CE (n=2843)</th> </tr> </thead> <tbody> <tr> <td>99%</td> <td>95%</td> </tr> </tbody> </table>	CE (n=100)	Non-CE (n=2843)	99%	95%
CE (n=95)	Non-CE (n=2705)																		
98%	97%																		
CE (n=92)	Non-CE (n=2688)																		
94%	92%																		
CE (n=93)	Non-CE (n=2689)																		
82%	90%																		
CE (n=100)	Non-CE (n=2843)																		
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Apprentice Voice

Scottish Index of Multiple Deprivation (SIMD)

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

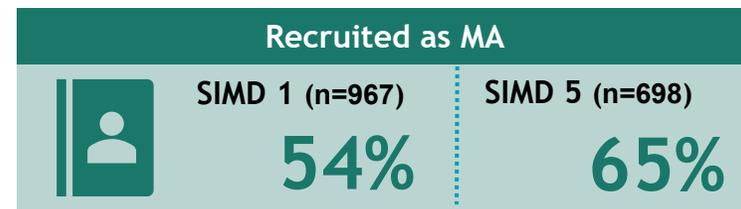
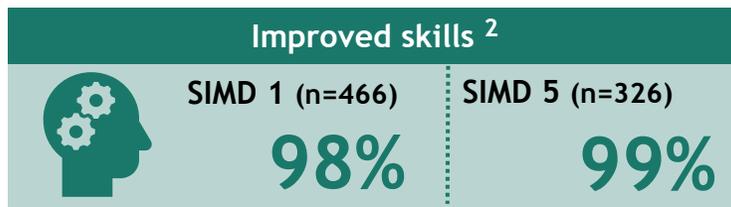
- SIMD 1 (those living in the 20% most deprived areas in Scotland)
- SIMD 2
- SIMD 3
- SIMD 4
- SIMD 5 (those living in the 20% least deprived areas in Scotland)

The infographics will present the results for only:

- SIMD 1
- SIMD 5

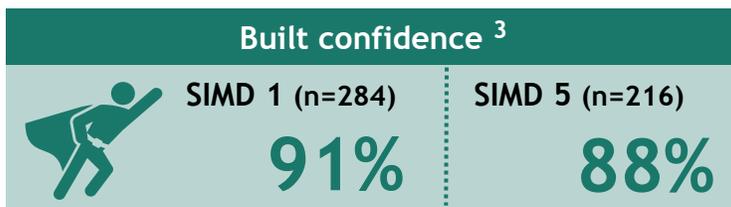
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Responses	
SIMD 1	SIMD 5
1162	782



Where did they hear about MA?

	SIMD 1 (n=1121)	SIMD 5 (n=782)
Employer	62%	51%
Website	12%	17%
Social Media	4%	5%
Friends	6%	11%
Parents/guardian or carer	8%	14%
College/learning provider	5%	6%
Job centre	1%	1%
Careers advisor in school	3%	6%
School teacher	1%	2%



Who provided support during MA?

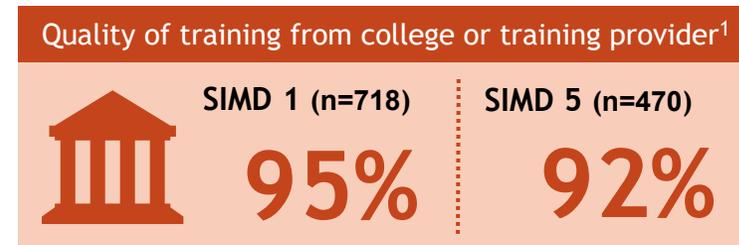
	SIMD 1 (n=915)	SIMD 5 (n=680)
Training Provider	57%	60%
Line Manager	61%	69%
Assessor	61%	53%
Colleague	40%	46%
Mentor/Buddy	27%	30%
Family	25%	34%
Another MA	16%	19%
Friends	19%	20%
No one / have not received support	0%	1%



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Responses (completers)	
SIMD 1	SIMD 5
753	481

Status 3 months after leaving	SIMD 1 (n=705)	SIMD 5 (n=464)
Employed full time (30+ hours per week)	86%	87%
Employed part time (less than 30 hours per week)	7%	7%
Another Modern Apprenticeship	1%	1%
Self-employed / own business	1%	2%
Unemployed and looking for work	2%	1%

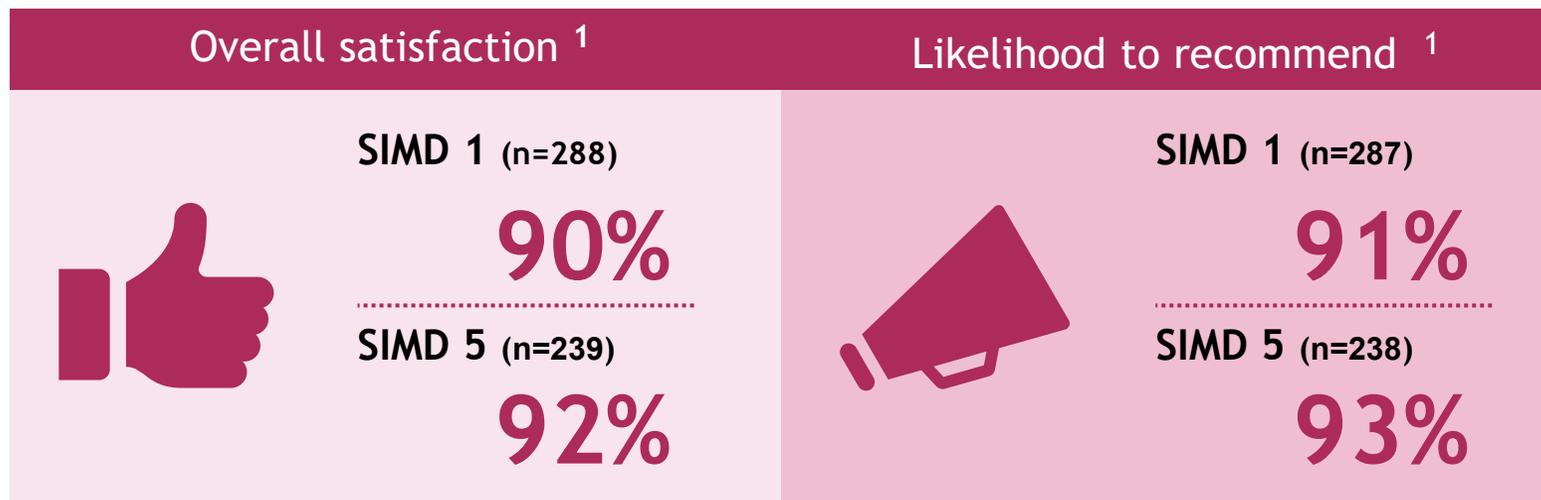


Still working in the same sector ²	Still working for the same employer ²	On a permanent contract ²	Treated fairly ¹																
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Responses (completers)	
SIMD 1	SIMD 5
336	264

Status 15 months after leaving	SIMD 1 (n=316)	SIMD 5 (n=266)
Employed full time (30+ hours per week)	84%	88%
Employed part time (less than 30 hours per week)	8%	5%
Another Modern Apprenticeship	0%	0%
Self-employed / own business	1%	2%
Unemployed and looking for work	1%	1%



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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

Apprentice Voice 2025

Modern Apprenticeships

In Training 2025* Age group

Responses		
16-19	20-24	25+
1676	896	2805

Quality of training ¹			
	16-19 (n=1343)	20-24 (n=723)	25+ (n=2282)
	94%	92%	93%

Where did they hear about MA?	16-19 (n=1680)	20-24 (n=846)	25+ (n=2708)
Employer	25%	48%	83%
Website	21%	23%	4%
Social Media	10%	7%	1%
Friends	12%	9%	4%
Parents/guardian or carer	26%	9%	1%
College/learning provider	7%	7%	5%
Job centre	1%	1%	1%
Careers advisor in school	13%	2%	0%
School teacher	5%	1%	0%

Improved skills ²			
	16-19 (n=714)	20-24 (n=422)	25+ (n=1015)
	100%	100%	97%

Built confidence ³			
	16-19 (n=490)	20-24 (n=280)	25+ (n=612)
	93%	90%	86%

Overall satisfaction ¹			
	16-19 (n=1303)	20-24 (n=708)	25+ (n=2287)
	95%	95%	94%

Likelihood to recommend ¹			
	16-19 (n=1296)	20-24 (n=705)	25+ (n=2260)
	95%	94	94%

Recruited as MA			
	16-19 (n=1495)	20-24 (n=768)	25+ (n=2258)
	92%	73%	29%

Who provided support during MA?	16-19 (n=1346)	20-24 (n=730)	25+ (n=2314)
Training Provider	61%	59%	62%
Line Manager	61%	74%	63%
Assessor	50%	53%	60%
Colleague	53%	50%	32%
Mentor/Buddy	37%	36%	22%
Family	42%	31%	19%
Another MA	24%	18%	10%
Friends	25%	23%	12%
No one / have not received support	0%	0%	1%

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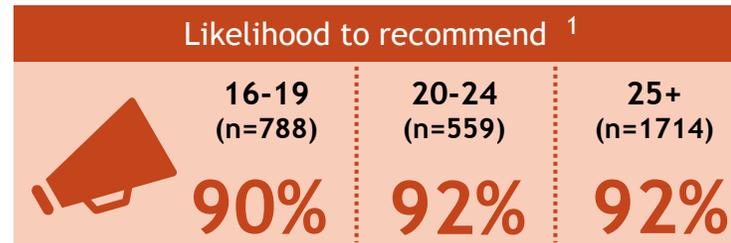
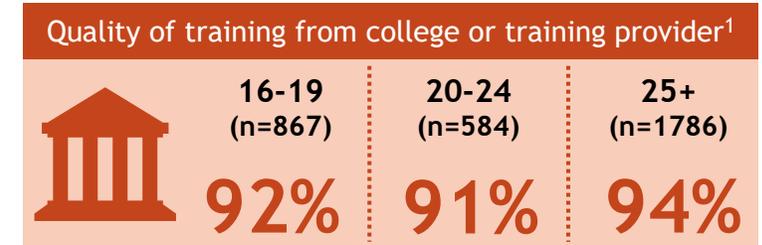
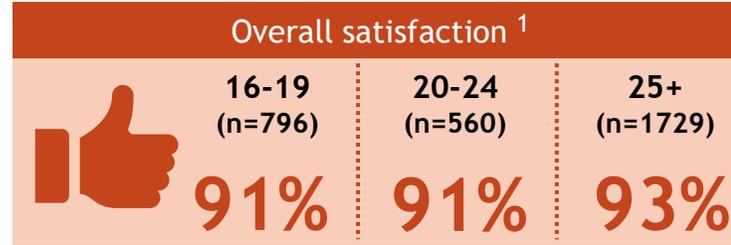
Apprentice Voice 2025

Modern Apprenticeships

Leavers 2025* Age group

Responses (completers)		
16-19	20-24	25+
932	618	1860

Status 3 months after leaving	16-19 (n=835)	20-24 (n=567)	25+ (n=1756)
Employed full time (30+ hours per week)	83%	87%	87%
Employed part time (less than 30 hours per week)	5%	5%	9%
Another Modern Apprenticeship	2%	0%	0%
Self-employed / own business	2%	1%	2%
Unemployed and looking for work	2%	2%	0%

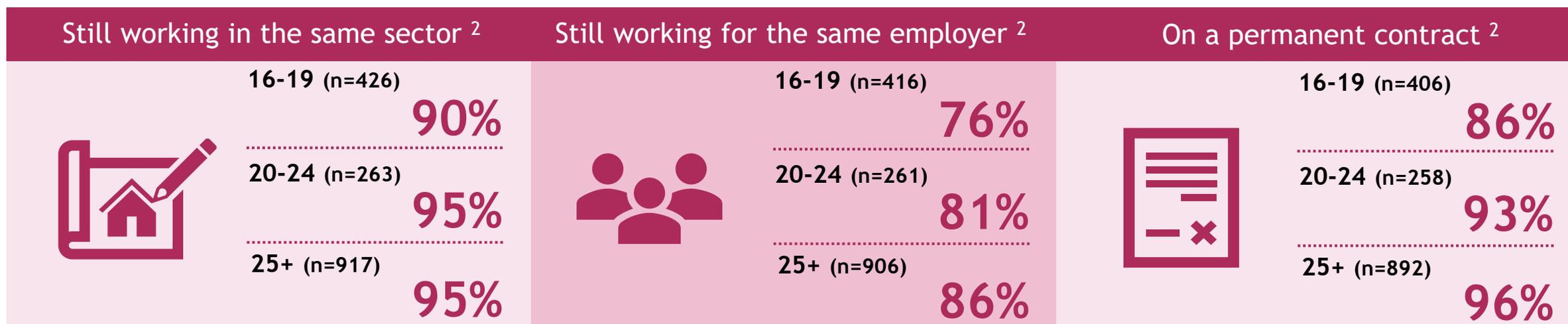
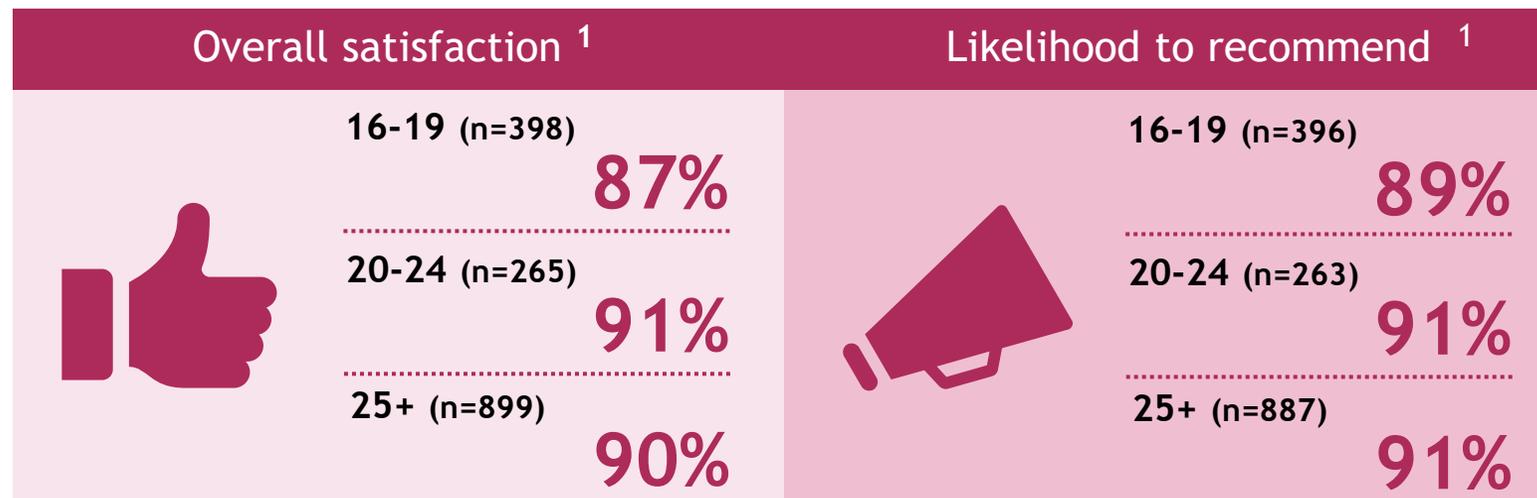


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Responses (completers)		
16-19	20-24	25+
445	295	984

Status 3 months after leaving	16-19 (n=451)	20-24 (n=287)	25+ (n=957)
Employed full time (30+ hours per week)	85%	86%	86%
Employed part time (less than 30 hours per week)	5%	3%	8%
Another Modern Apprenticeship	2%	1%	1%
Self-employed / own business	1%	1%	1%
Unemployed and looking for work	1%	1%	1%



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