

Skills
Development
Scotland

Apprentice Voice

2025 Annual Local Authority 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- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS).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 11,020 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.

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.

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

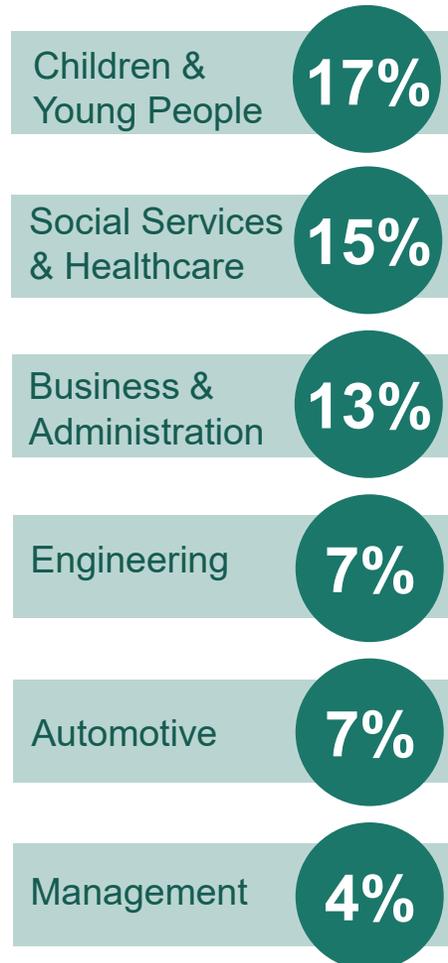
- City of Aberdeen; Aberdeenshire; Angus; Dumfries & Galloway; Dundee City; East Ayrshire; City of Edinburgh; Falkirk; Fife; Glasgow City; Highland; North Ayrshire; North Lanarkshire; Perth & Kinross; Renfrewshire; Scottish Borders; South Ayrshire; South Lanarkshire; West Dunbartonshire and West Lothian.

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



SIMD	City of Aberdeen	Scotland
1 (most deprived)	8%	22%
2	30%	22%
3	20%	21%
4	20%	20%
5 (least deprived)	22%	15%

Top frameworks



Reasons for starting MA

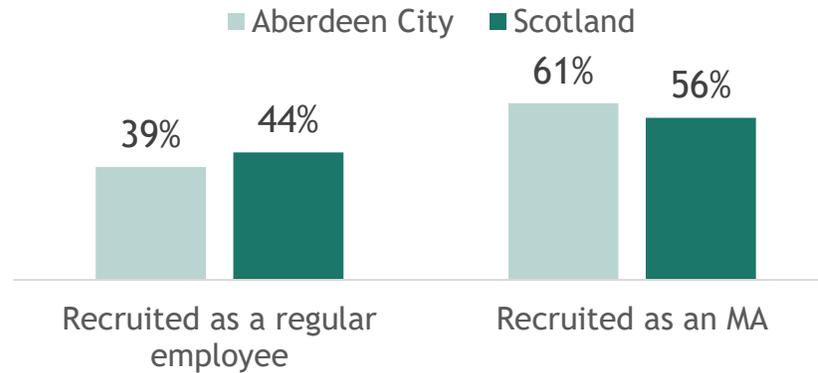


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.

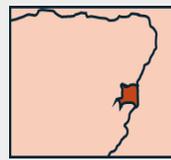


Future plans after completing	City of Aberdeen	Scotland
Stay with my current employer	67%	75%
A combination of employment and further study	11%	9%
Move to different employer in the same industry	7%	5%
Move on to further or higher education	6%	3%
Become self-employed or start a business	4%	3%
Move to a different industry	2%	2%

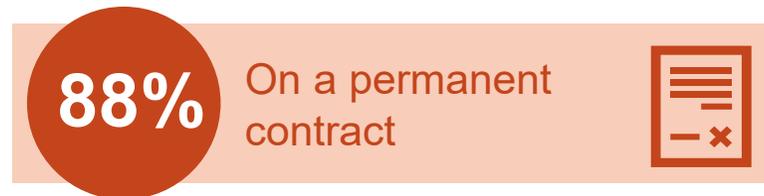
Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	City of Aberdeen	Scotland
Employed full-time (30 plus hours per week)	86%	86%
Employed part-time (less than 30 hours per week)	7%	7%
Self-employed/ own business	0%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	0%	1%



*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale

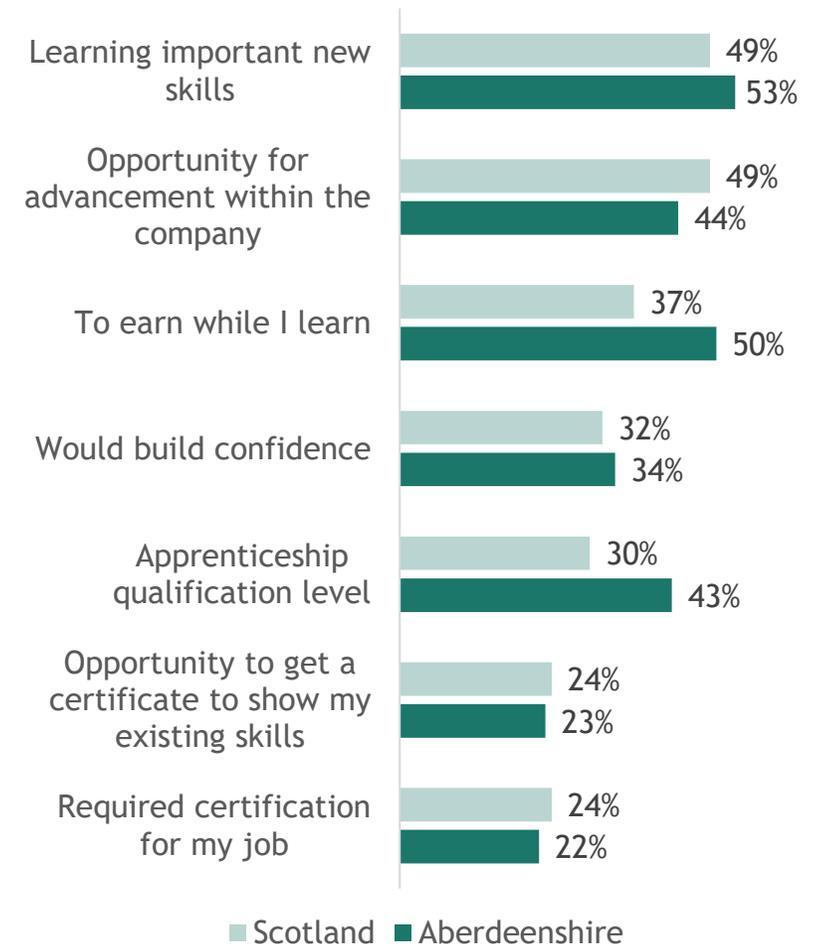


SIMD	Aberdeenshire	Scotland
1 (most deprived)	4%	22%
2	8%	22%
3	21%	21%
4	37%	20%
5 (least deprived)	30%	15%

Top frameworks



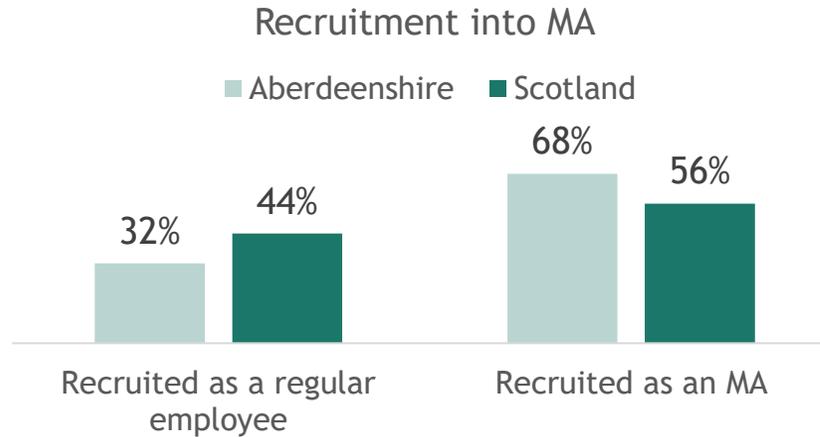
Reasons for starting MA



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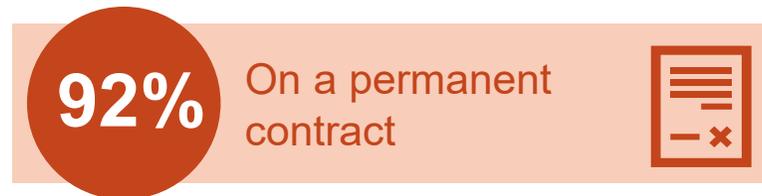
Future plans after completing	Aberdeen shire	Scotland
Stay with my current employer	71%	75%
A combination of employment and further study	7%	9%
Move to different employer in the same industry	8%	5%
Become self-employed or start a business	3%	3%
Move on to further or higher education	3%	3%
Move to a different industry	3%	2%



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Aberdeenshire	Scotland
Employed full-time (30 plus hours per week)	83%	86%
Employed part-time (less than 30 hours per week)	7%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	2%	1%
Another Modern Apprenticeship	1%	1%

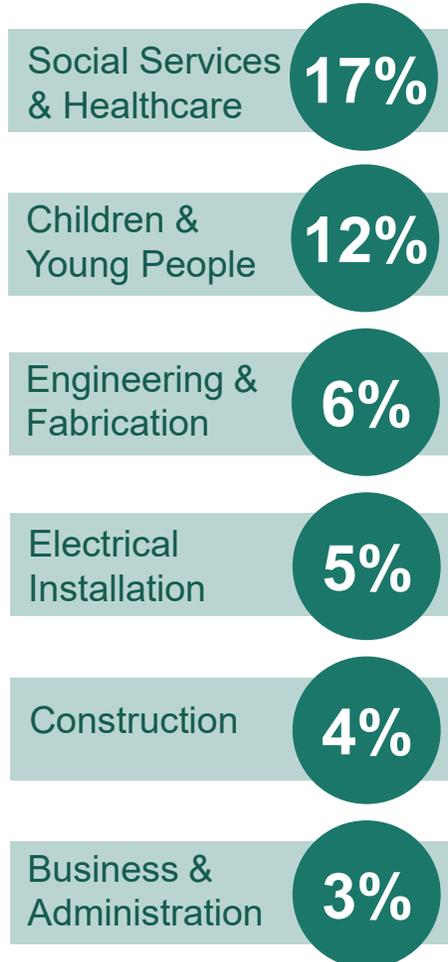


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	Angus	Scotland
1 (most deprived)	11%	22%
2	23%	22%
3	27%	21%
4	27%	20%
5 (least deprived)	12%	15%

Top frameworks



Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Recruitment into MA



Future plans after completing	Angus	Scotland
Stay with my current employer	81%	75%
A combination of employment and further study	6%	9%
Move to different employer in the same industry	1%	5%
Become self-employed or start a business	5%	3%
Move on to further or higher education	3%	3%
Move to a different industry	1%	2%

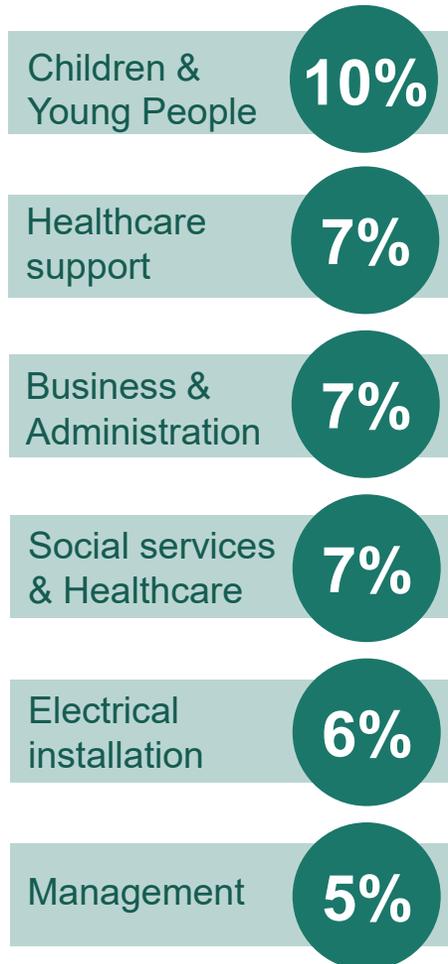


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SIMD	Dumfries & Galloway	Scotland
1 (most deprived)	9%	22%
2	23%	22%
3	36%	21%
4	18%	20%
5 (least deprived)	14%	15%

Top frameworks



Reasons for starting MA

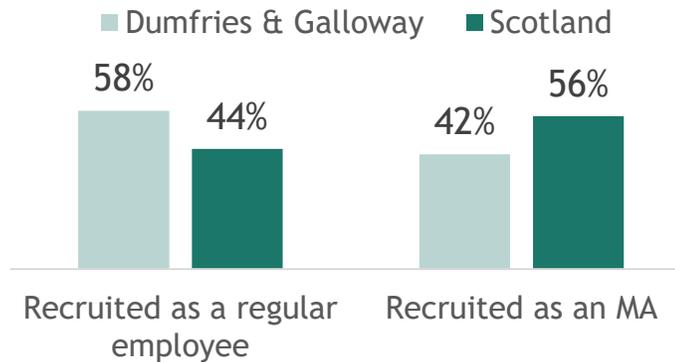


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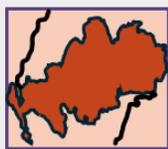


Future plans after completing	Dumfries & Galloway	Scotland
Stay with my current employer	76%	75%
A combination of employment and further study	10%	9%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	4%	3%
Move to a different industry	0%	2%

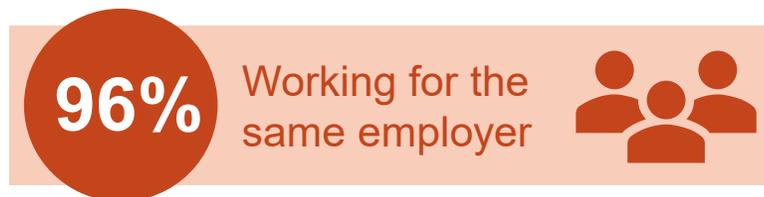
Recruitment into MA



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Status 3 months after leaving	Dumfries & Galloway	Scotland
Employed full-time (30 plus hours per week)	87%	86%
Employed part-time (less than 30 hours per week)	7%	7%
Self-employed/ own business	2%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	0%	1%

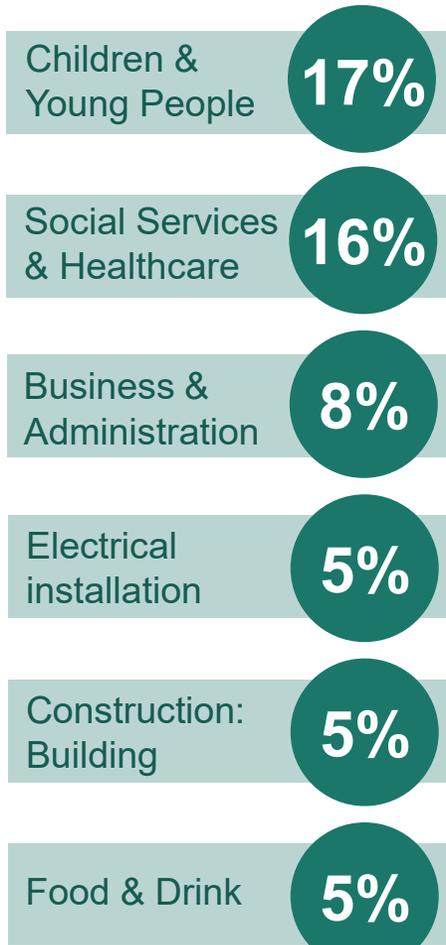


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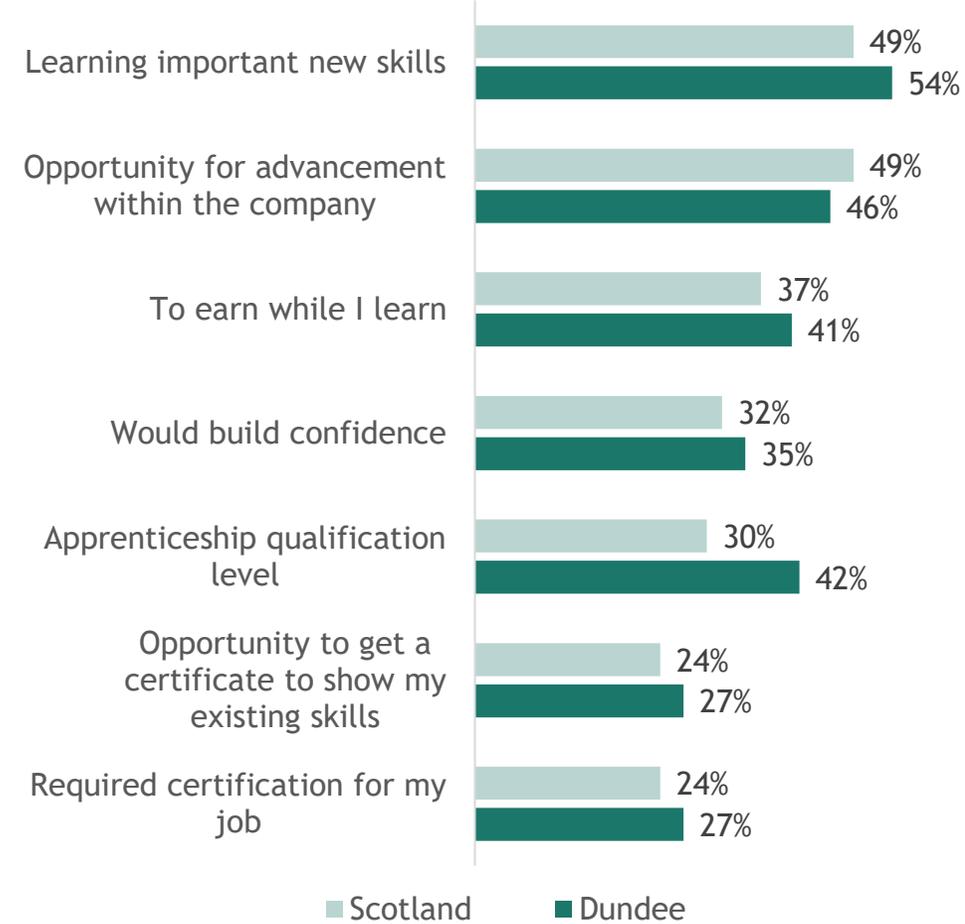


SIMD	Dundee	Scotland
1 (most deprived)	43%	22%
2	22%	22%
3	8%	21%
4	17%	20%
5 (least deprived)	10%	15%

Top frameworks



Reasons for starting MA



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Recruitment into MA



Future plans after completing	Dundee	Scotland
Stay with my current employer	70%	75%
A combination of employment and further study	8%	9%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	2%	3%
Move on to further or higher education	7%	3%
Move to a different industry	2%	2%

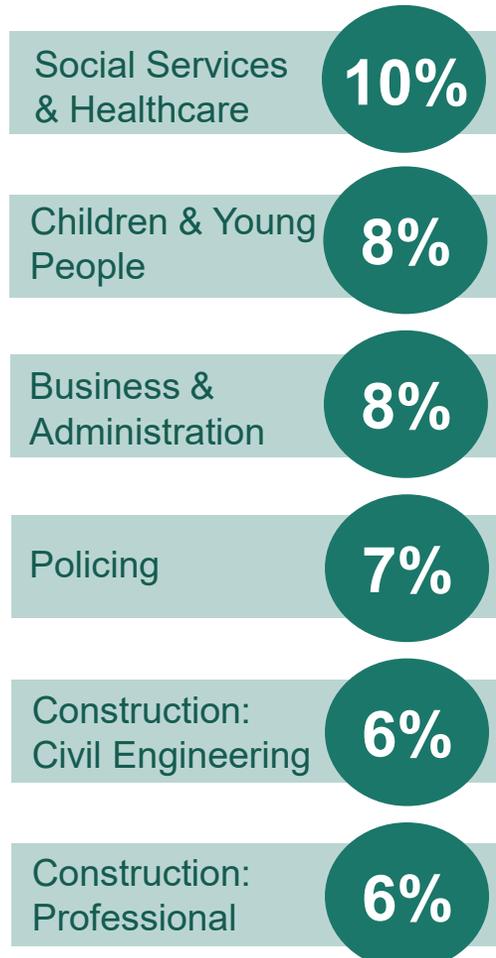


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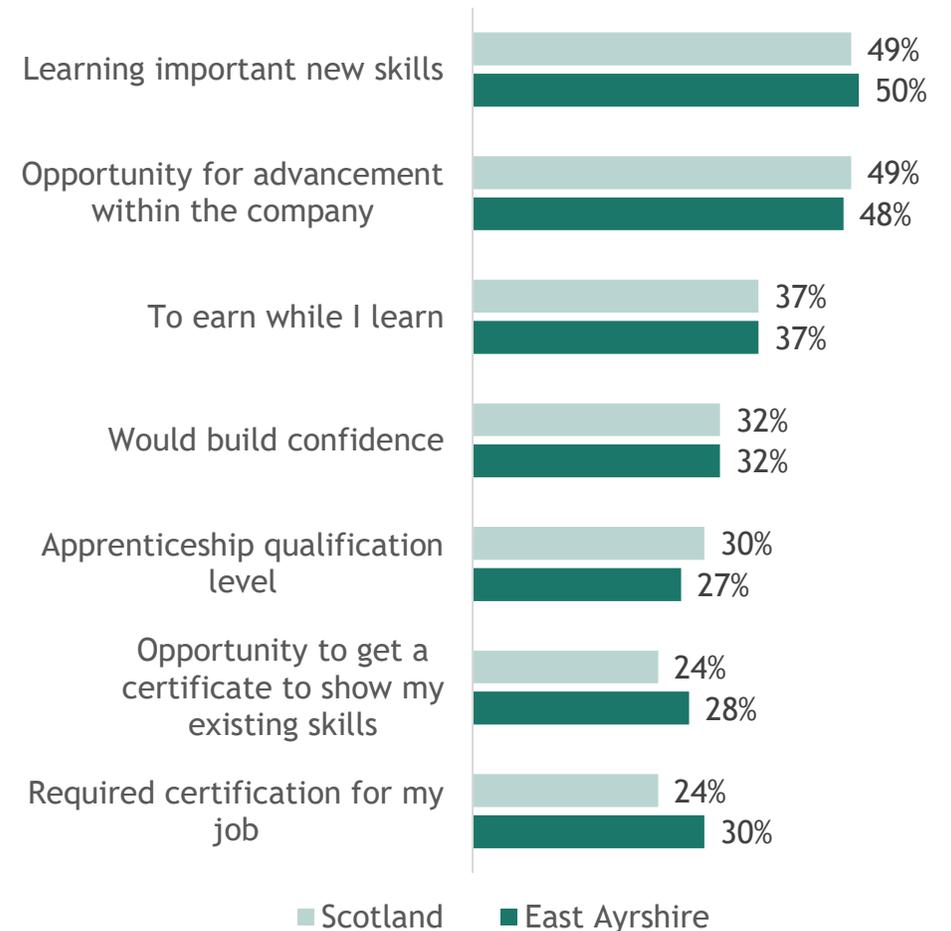


SIMD	East Ayrshire	Scotland
1 (most deprived)	35%	22%
2	25%	22%
3	16%	21%
4	16%	20%
5 (least deprived)	8%	15%

Top frameworks



Reasons for starting MA

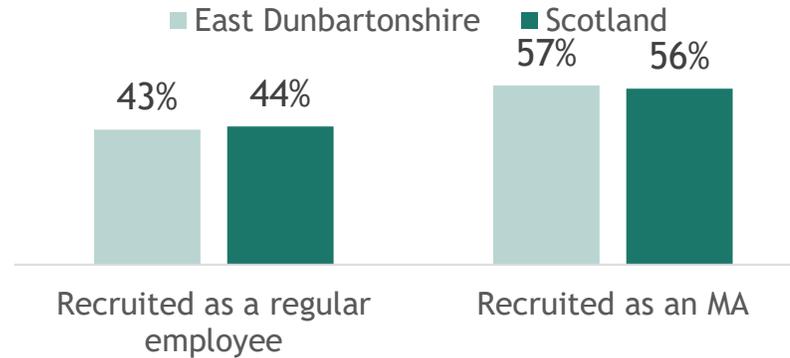


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	East Ayrshire	Scotland
Stay with my current employer	83%	75%
A combination of employment and further study	7%	9%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	1%	3%
Move on to further or higher education	2%	3%
Move to a different industry	2%	2%

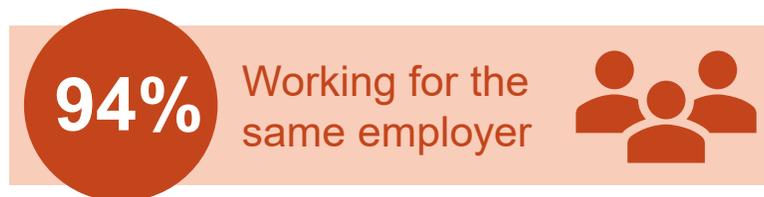
Recruitment into MA



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Status 3 months after leaving	East Ayrshire	Scotland
Employed full-time (30 plus hours per week)	84%	86%
Employed part-time (less than 30 hours per week)	6%	7%
Self-employed/ own business	3%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	5%	1%

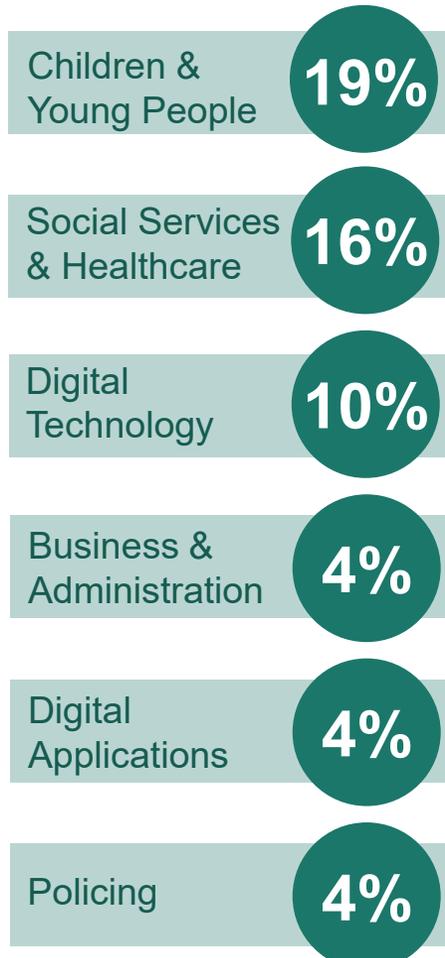


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	City of Edinburgh	Scotland
1 (most deprived)	18%	22%
2	18%	22%
3	18%	21%
4	22%	20%
5 (least deprived)	24%	15%

Top frameworks



Reasons for starting MA



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Recruitment into MA



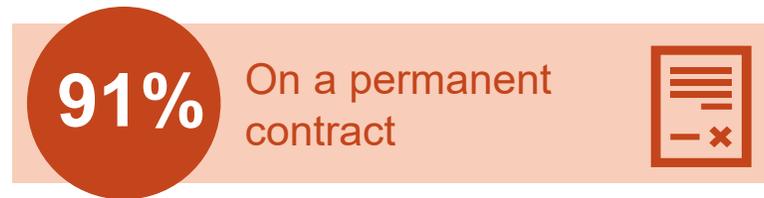
Future plans after completing	City of Edinburgh	Scotland
Stay with my current employer	69%	75%
A combination of employment and further study	14%	9%
Move to different employer in the same industry	5%	5%
Become self-employed or start a business	3%	3%
Move on to further or higher education	3%	3%
Move to a different industry	2%	2%



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Status 3 months after leaving	City of Edinburgh	Scotland
Employed full-time (30 plus hours per week)	85%	86%
Employed part-time (less than 30 hours per week)	9%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	0%	1%

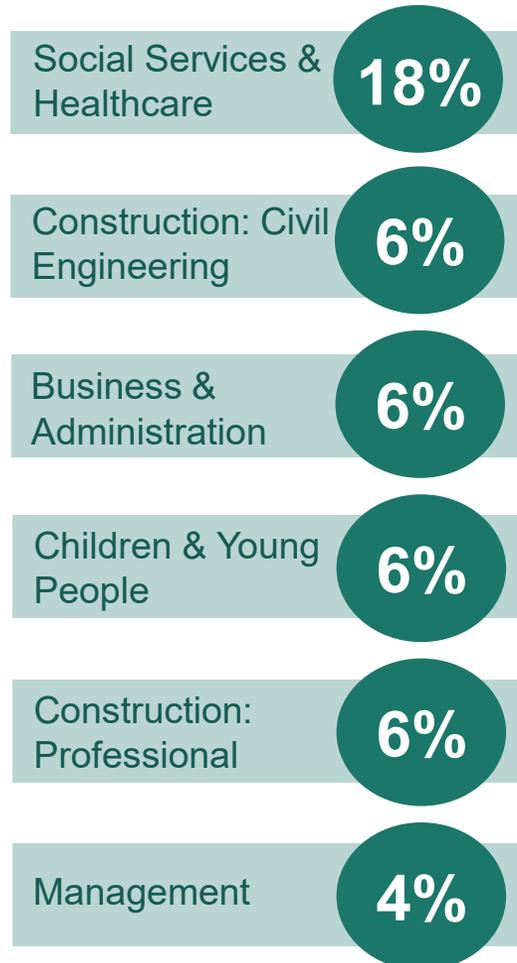


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SIMD	Falkirk	Scotland
1 (most deprived)	12%	22%
2	27%	22%
3	29%	21%
4	11%	20%
5 (least deprived)	20%	15%

Top frameworks



Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	Falkirk	Scotland
Stay with my current employer	74%	75%
A combination of employment and further study	11%	9%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	2%	3%
Move to a different industry	2%	2%

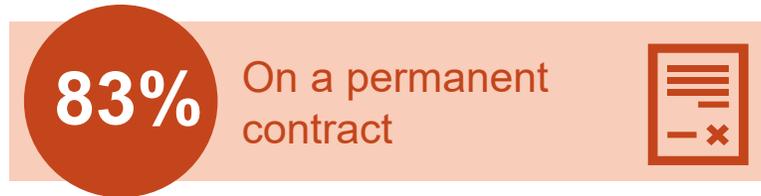
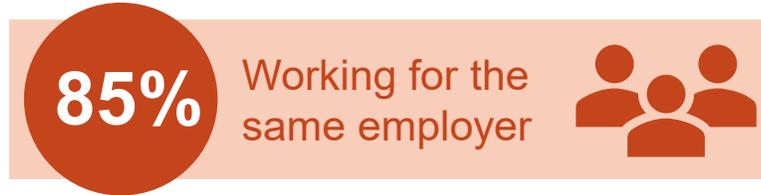
Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Falkirk	Scotland
Employed full-time (30 plus hours per week)	83%	86%
Employed part-time (less than 30 hours per week)	8%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	1%	1%

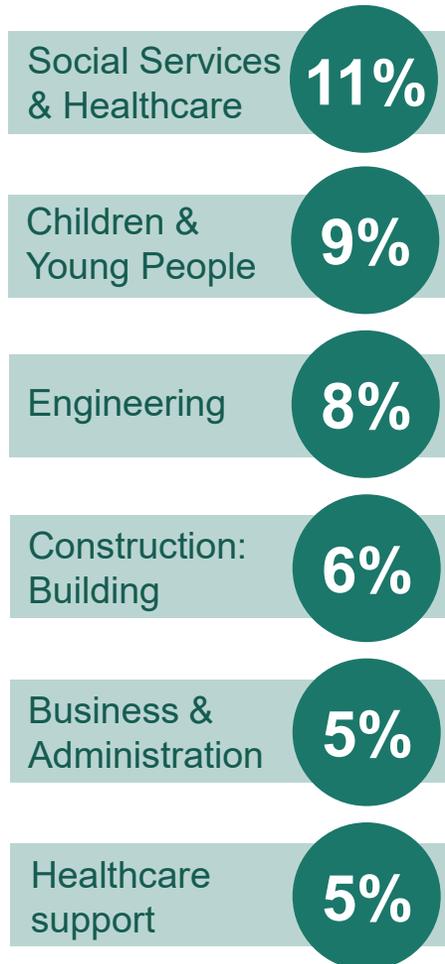


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	Fife	Scotland
1 (most deprived)	19%	22%
2	25%	22%
3	21%	21%
4	20%	20%
5 (least deprived)	15%	15%

Top frameworks



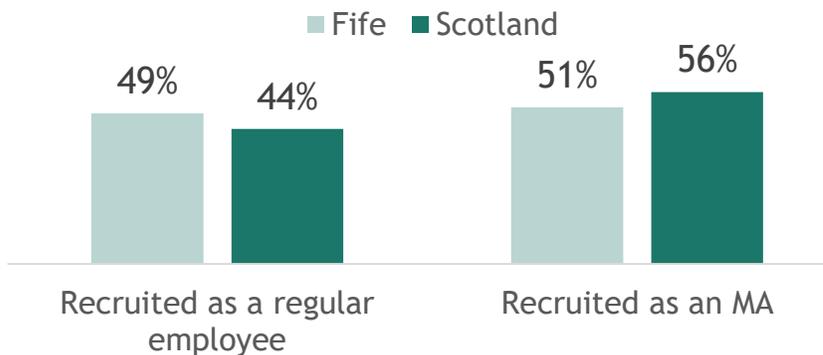
Reasons for starting MA



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Recruitment into MA



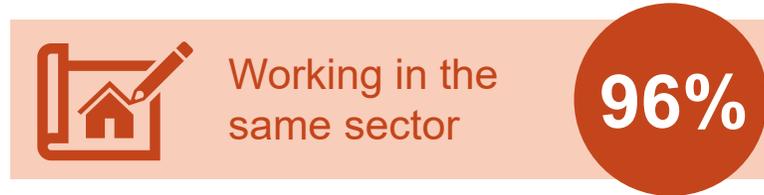
Future plans after completing	Fife	Scotland
Stay with my current employer	76%	75%
A combination of employment and further study	6%	9%
Move to different employer in the same industry	7%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	4%	3%
Move to a different industry	0%	2%



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Fife	Scotland
Employed full-time (30 plus hours per week)	88%	86%
Employed part-time (less than 30 hours per week)	6%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	0%	1%



*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	Glasgow	Scotland
1 (most deprived)	52%	22%
2	17%	22%
3	18%	21%
4	8%	20%
5 (least deprived)	5%	15%

Top frameworks



Reasons for starting MA



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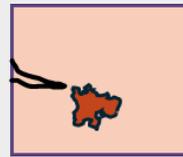
Recruitment into MA



Future plans after completing	Glasgow	Scotland
Stay with my current employer	76%	75%
A combination of employment and further study	10%	9%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	3%	3%
Move to a different industry	2%	2%



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Glasgow	Scotland
Employed full-time (30 plus hours per week)	87%	86%
Employed part-time (less than 30 hours per week)	4%	7%
Self-employed/ own business	3%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	1%	1%

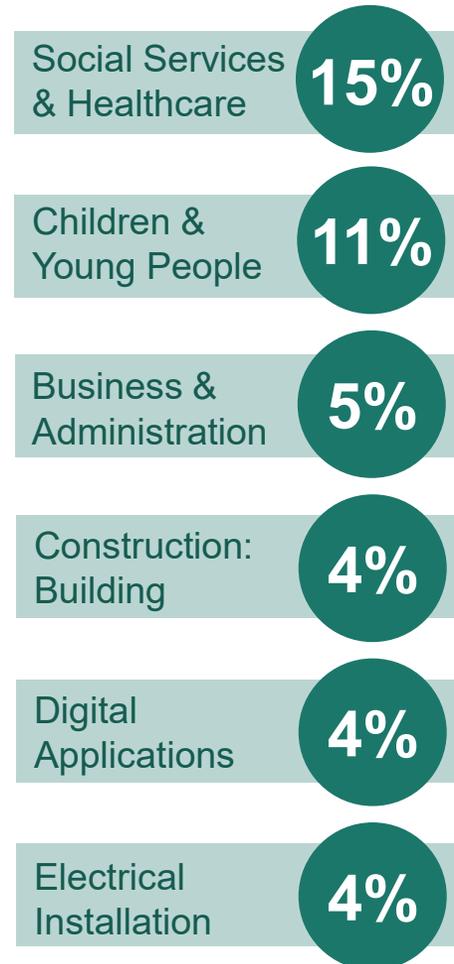


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	Highland	Scotland
1 (most deprived)	15%	22%
2	15%	22%
3	33%	21%
4	30%	20%
5 (least deprived)	7%	15%

Top frameworks



Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Recruitment into MA



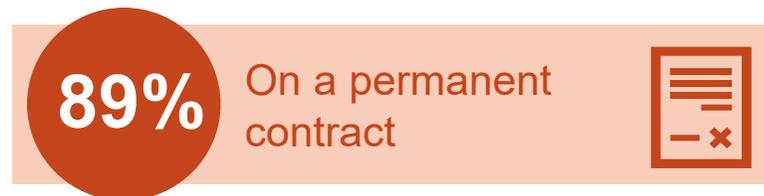
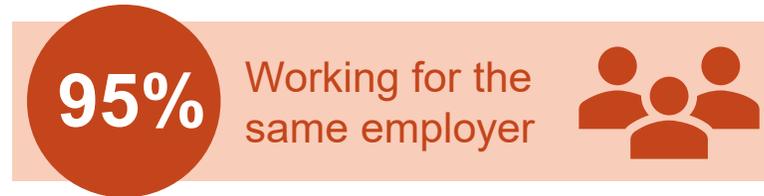
Future plans after completing	Highland	Scotland
Stay with my current employer	72%	75%
A combination of employment and further study	8%	9%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	4%	3%
Move to a different industry	2%	2%



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Highland	Scotland
Employed full-time (30 plus hours per week)	87%	86%
Employed part-time (less than 30 hours per week)	10%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	1%	1%

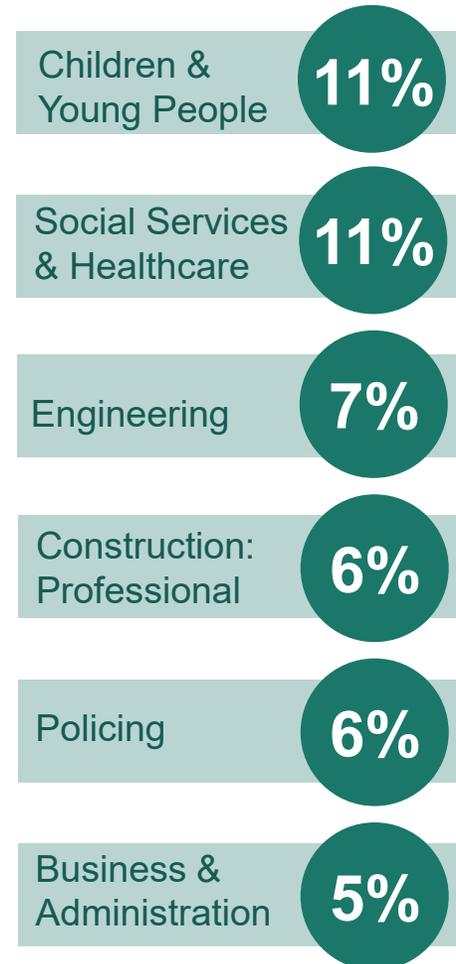


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale

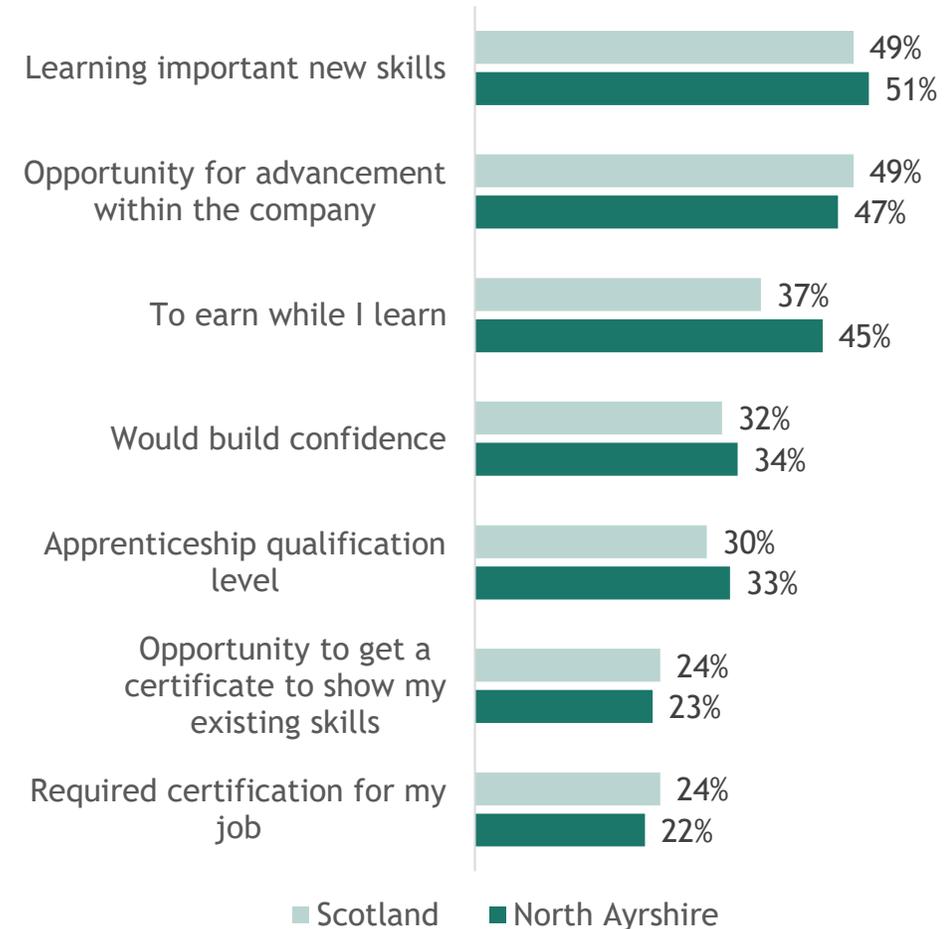


SIMD	North Ayrshire	Scotland
1 (most deprived)	44%	22%
2	18%	22%
3	12%	21%
4	15%	20%
5 (least deprived)	11%	15%

Top frameworks



Reasons for starting MA

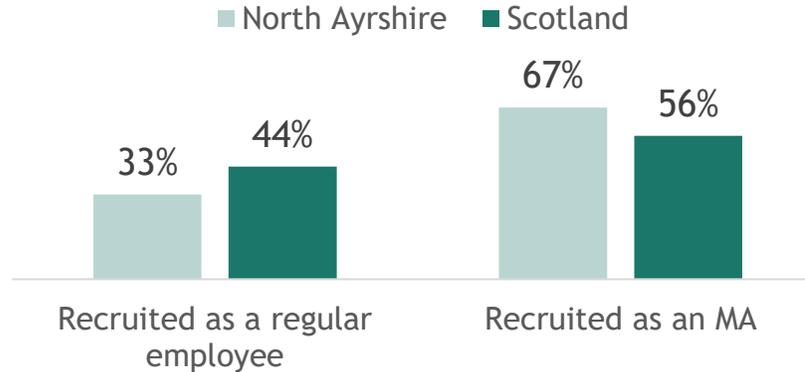


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	North Ayrshire	Scotland
Stay with my current employer	78%	75%
A combination of employment and further study	10%	9%
Move to different employer in the same industry	7%	5%
Become self-employed or start a business	1%	3%
Move on to further or higher education	3%	3%
Move to a different industry	2%	2%

Recruitment into MA

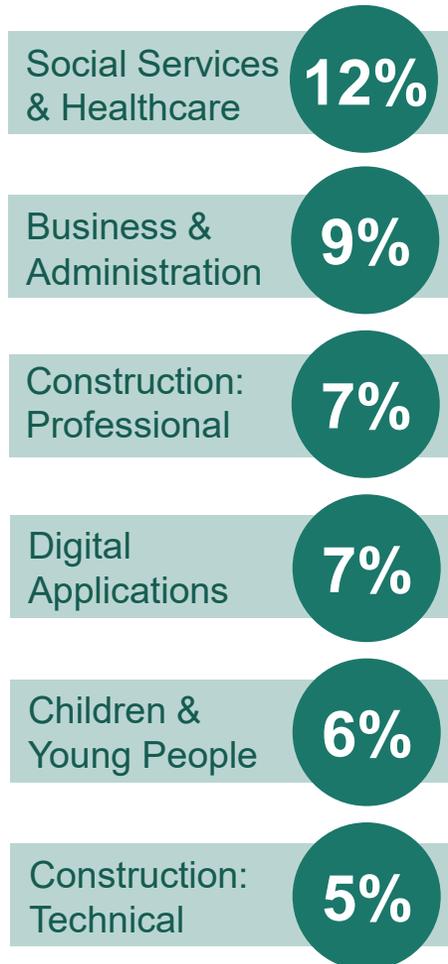


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting

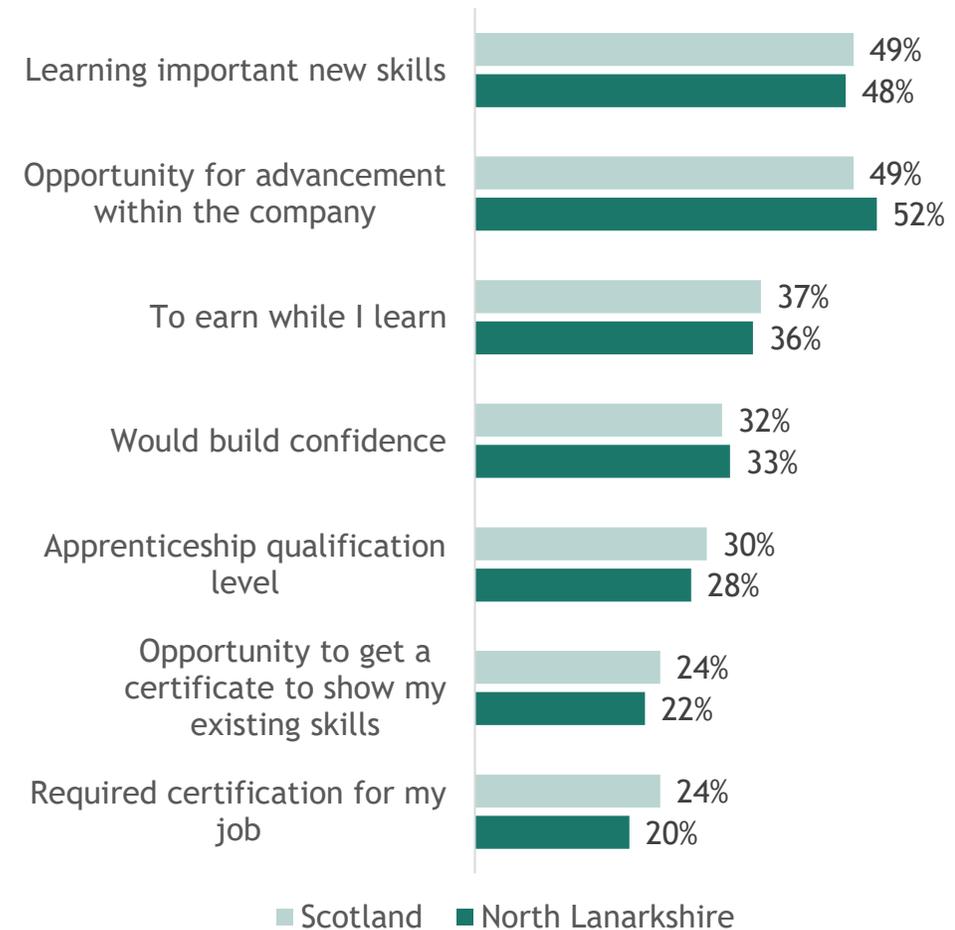


SIMD	North Lanarkshire	Scotland
1 (most deprived)	30%	22%
2	33%	22%
3	13%	21%
4	14%	20%
5 (least deprived)	9%	15%

Top frameworks



Reasons for starting MA

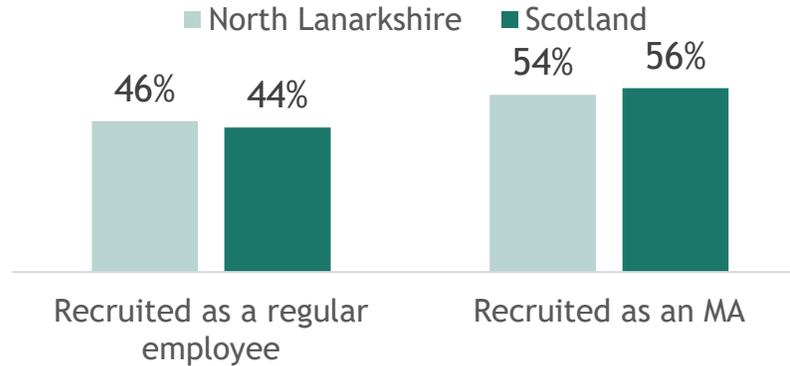


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	North Lanarkshire	Scotland
Stay with my current employer	77%	75%
A combination of employment and further study	9%	9%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	3%	3%
Move on to further or higher education	3%	3%
Move to a different industry	3%	2%

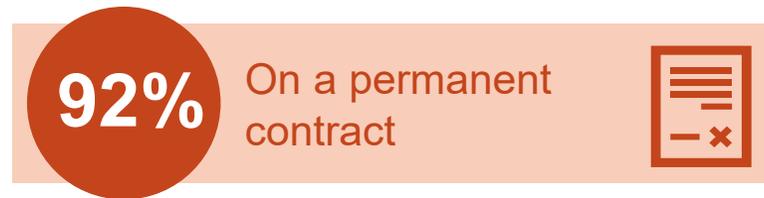
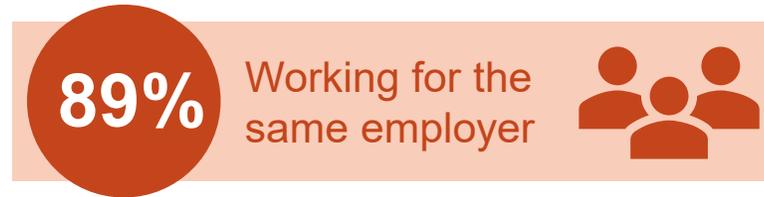
Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	North Lanarkshire	Scotland
Employed full-time (30 plus hours per week)	89%	86%
Employed part-time (less than 30 hours per week)	8%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	0%	1%



*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	Perth & Kinross	Scotland
1 (most deprived)	4%	22%
2	16%	22%
3	19%	21%
4	31%	20%
5 (least deprived)	31%	15%

Top frameworks



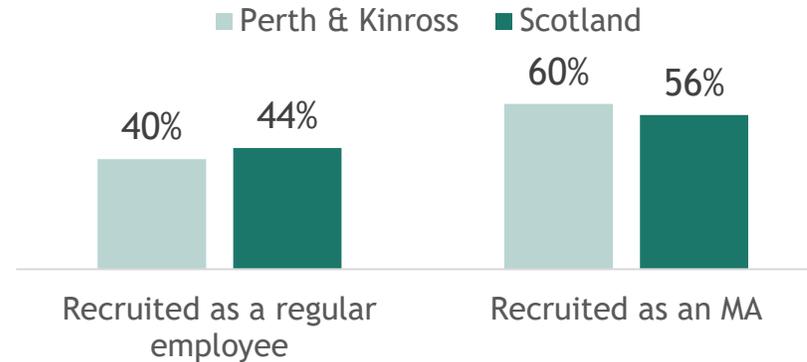
Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Recruitment into MA



Future plans after completing	Perth & Kinross	Scotland
Stay with my current employer	74%	75%
A combination of employment and further study	8%	9%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	7%	3%
Move on to further or higher education	3%	3%
Move to a different industry	1%	2%

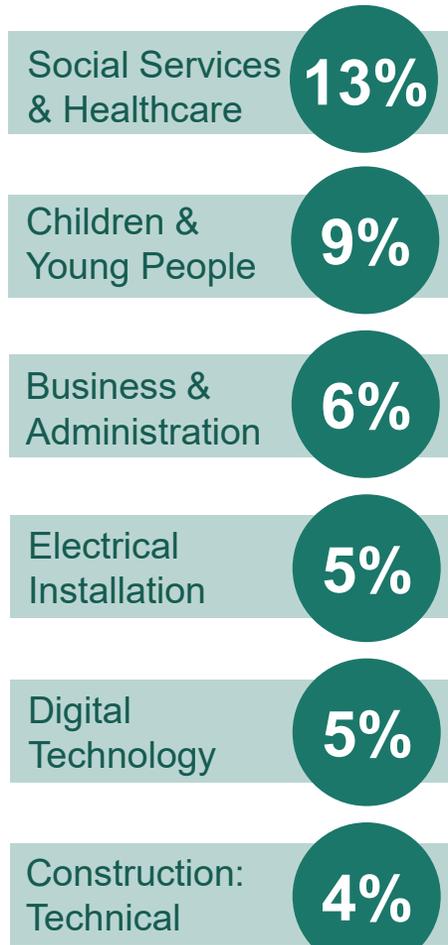


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



SIMD	Renfrews hire	Scotland
1 (most deprived)	23%	22%
2	24%	22%
3	15%	21%
4	14%	20%
5 (least deprived)	24%	15%

Top frameworks



Reasons for starting MA

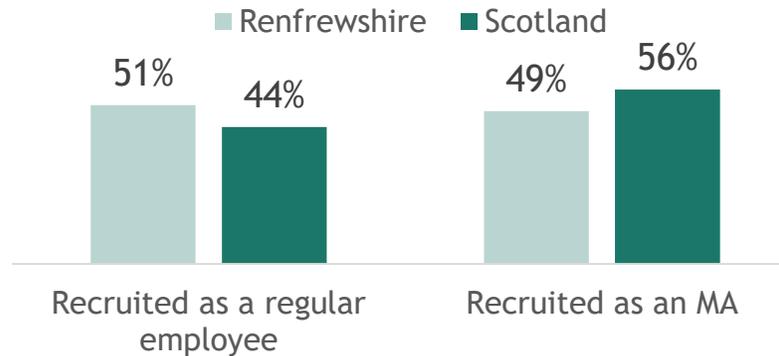


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	Renfrews hire	Scotland
Stay with my current employer	73%	75%
A combination of employment and further study	12%	9%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	4%	3%
Move to a different industry	1%	2%

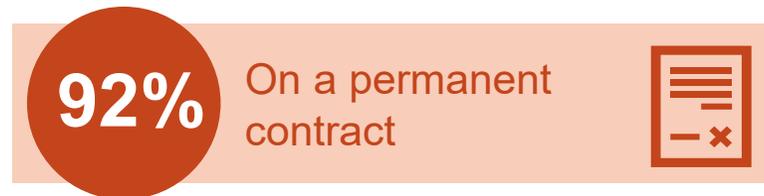
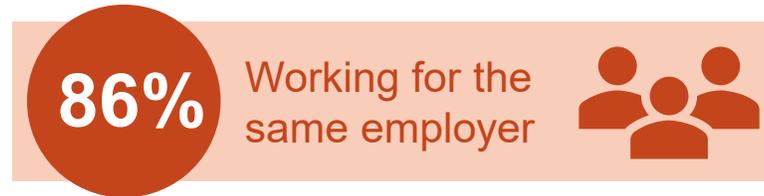
Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	Renfrews hire	Scotland
Employed full-time (30 plus hours per week)	86%	86%
Employed part-time (less than 30 hours per week)	6%	7%
Self-employed/ own business	3%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	2%	1%

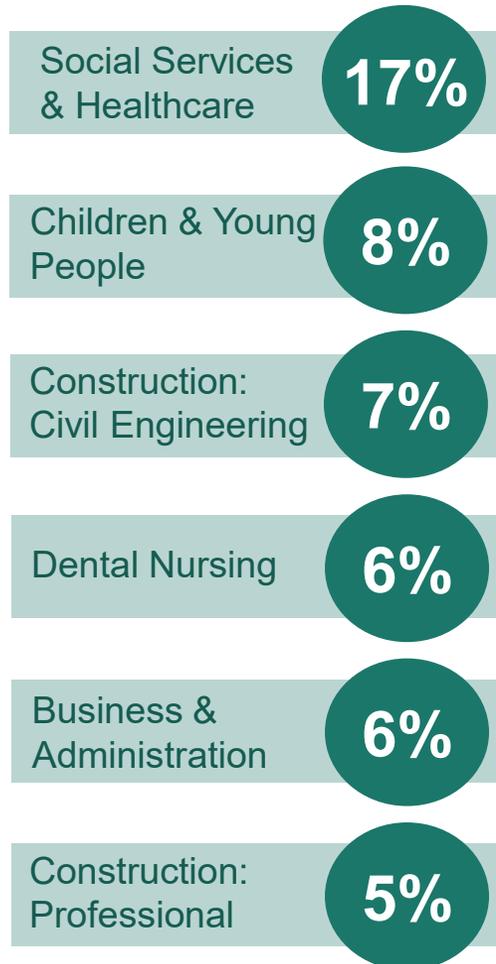


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale

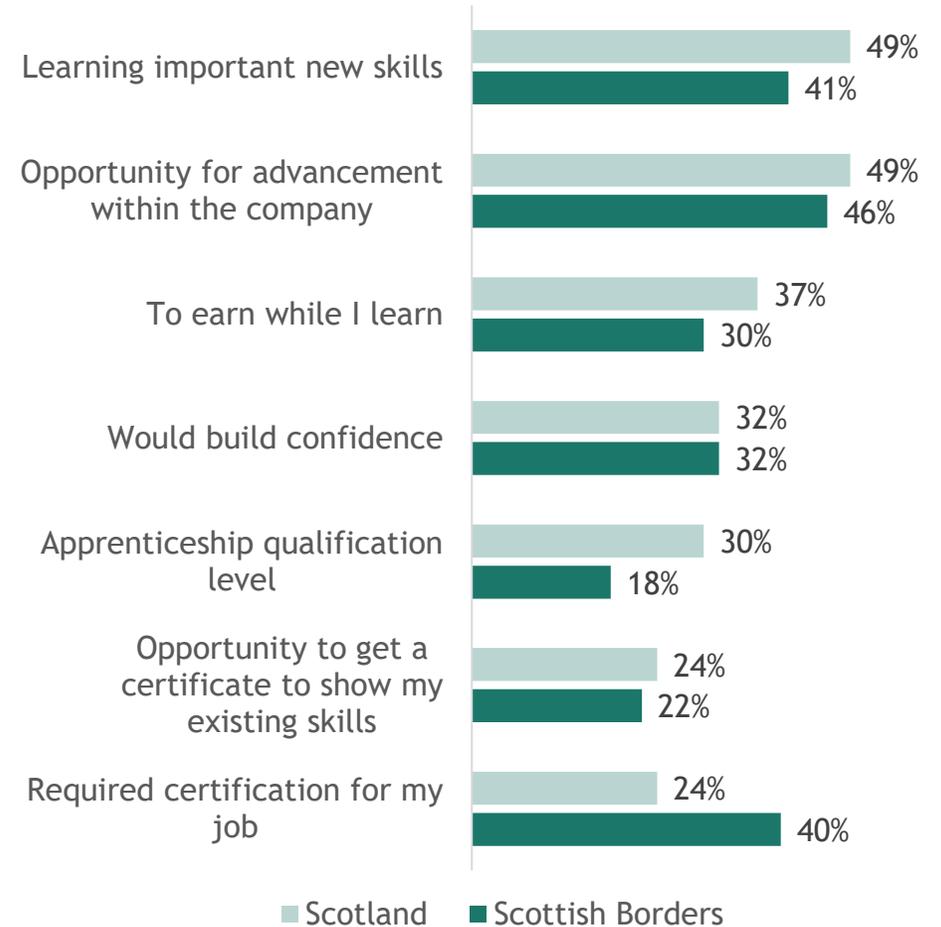


SIMD	Scottish Borders	Scotland
1 (most deprived)	7%	22%
2	16%	22%
3	44%	21%
4	25%	20%
5 (least deprived)	8%	15%

Top frameworks



Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	Scottish Borders	Scotland
Stay with my current employer	77%	75%
A combination of employment and further study	8%	9%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	1%	3%
Move on to further or higher education	4%	3%
Move to a different industry	2%	2%

Recruitment into MA

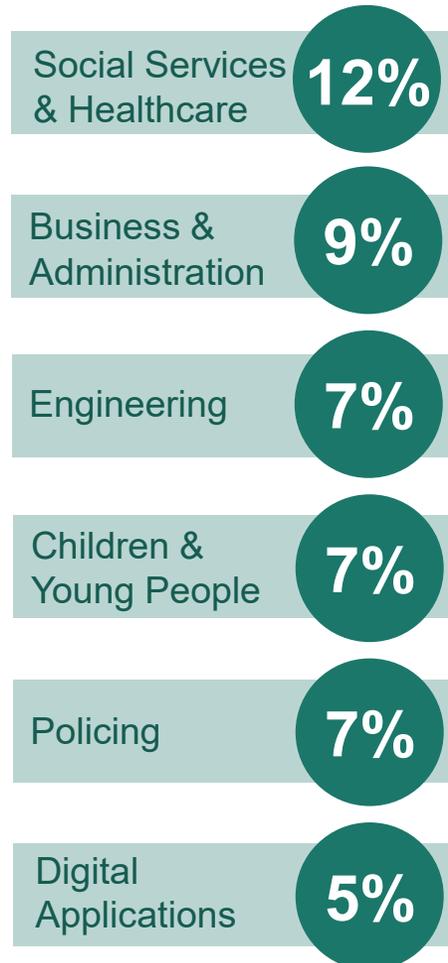


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



SIMD	South Ayrshire	Scotland
1 (most deprived)	22%	22%
2	22%	22%
3	29%	21%
4	15%	20%
5 (least deprived)	11%	15%

Top frameworks



Reasons for starting MA

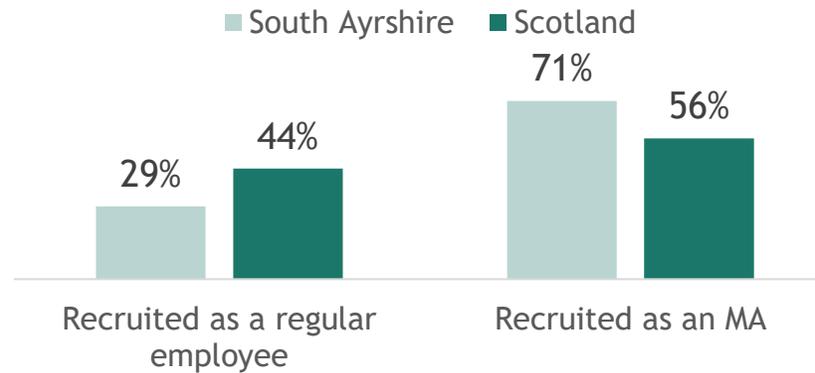


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	South Ayrshire	Scotland
Stay with my current employer	74%	75%
A combination of employment and further study	9%	9%
Move to different employer in the same industry	5%	5%
Become self-employed or start a business	1%	3%
Move on to further or higher education	6%	3%
Move to a different industry	2%	2%

Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting

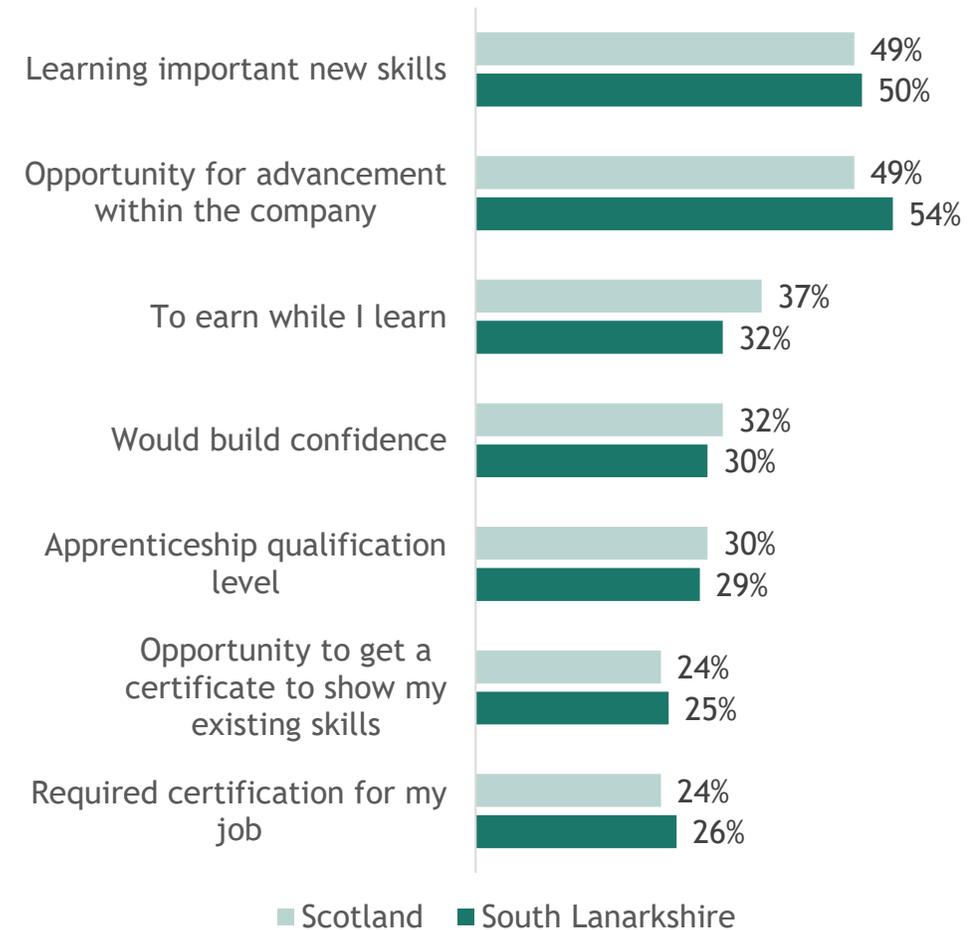


SIMD	South Lanarkshire	Scotland
1 (most deprived)	23%	22%
2	28%	22%
3	22%	21%
4	17%	20%
5 (least deprived)	11%	15%

Top frameworks



Reasons for starting MA

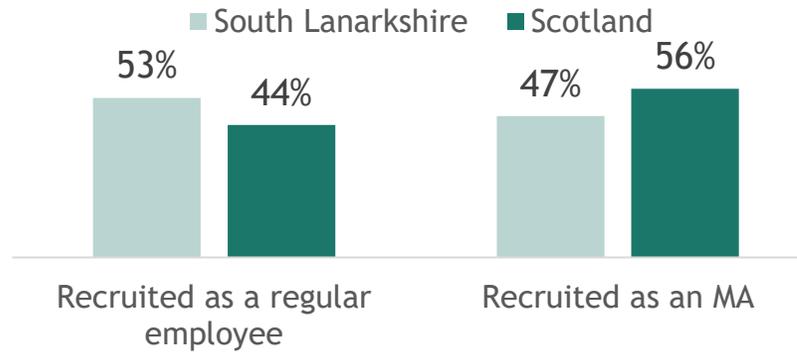


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Future plans after completing	South Lanarkshire	Scotland
Stay with my current employer	75%	75%
A combination of employment and further study	6%	9%
Move to different employer in the same industry	7%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	4%	3%
Move to a different industry	1%	2%

Recruitment into MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	South Lanarkshire	Scotland
Employed full-time (30 plus hours per week)	89%	86%
Employed part-time (less than 30 hours per week)	7%	7%
Self-employed/ own business	2%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	1%	1%

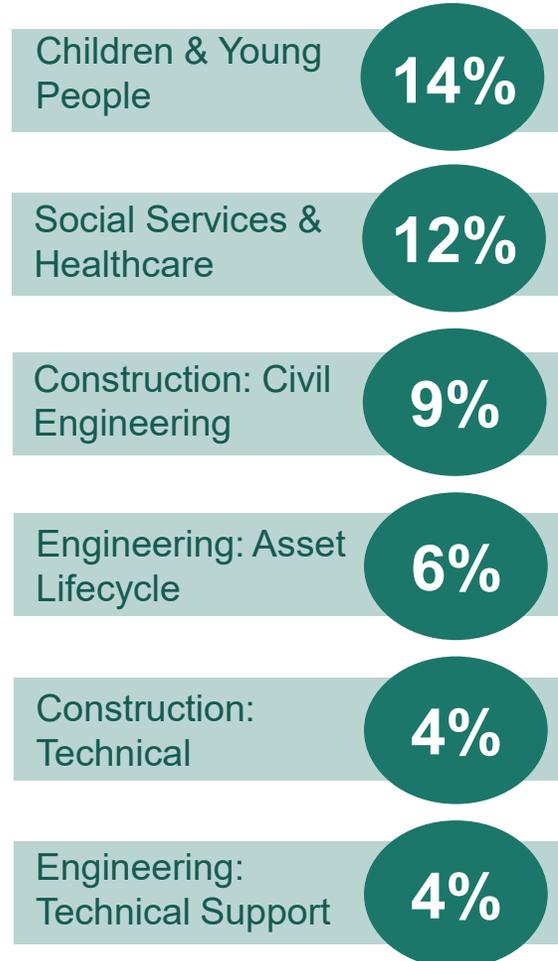


*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale



SIMD	West Dunbartonshire	Scotland
1 (most deprived)	38%	22%
2	24%	22%
3	22%	21%
4	10%	20%
5 (least deprived)	6%	15%

Top frameworks



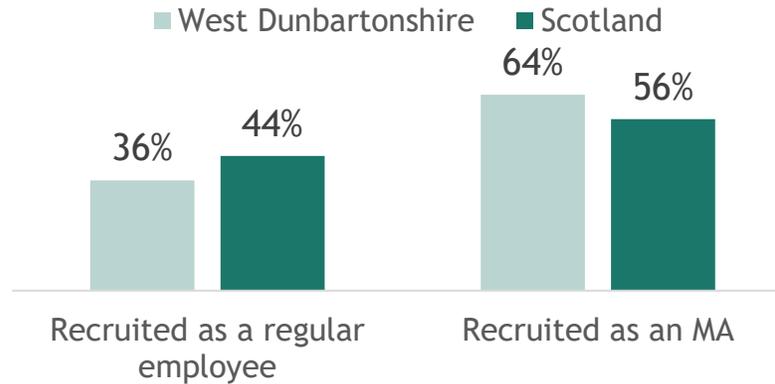
Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Recruitment into MA



Future plans after completing	West Dunbartonshire	Scotland
Stay with my current employer	67%	75%
A combination of employment and further study	12%	9%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	4%	3%
Move on to further or higher education	6%	3%
Move to a different industry	2%	2%

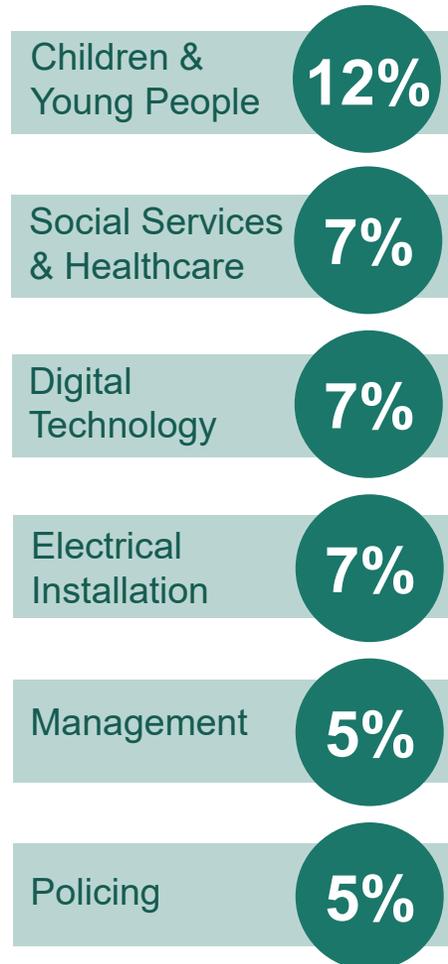


*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting

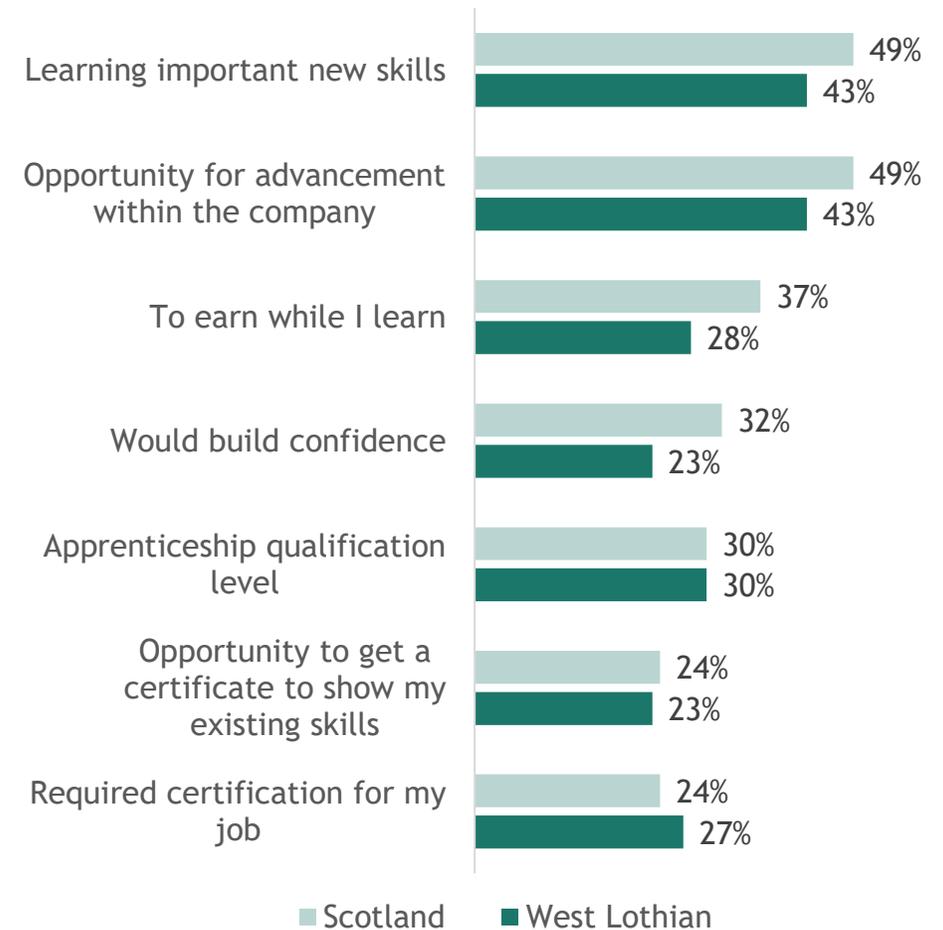


SIMD	West Lothian	Scotland
1 (most deprived)	14%	22%
2	25%	22%
3	12%	21%
4	25%	20%
5 (least deprived)	24%	15%

Top frameworks



Reasons for starting MA



*The results are based on the 2025 weighted data. The overall response counts are unweighted totals.



Recruitment into MA



Overall satisfaction ¹



93%

Likelihood to recommend ¹



90%

Quality of training ¹



93%

Improved skills ²



100%

Built confidence ³



94%

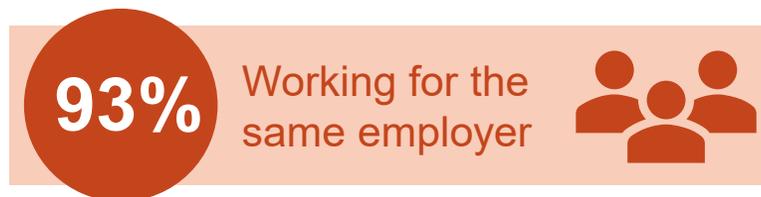
Future plans after completing

	West Lothian	Scotland
Stay with my current employer	70%	75%
A combination of employment and further study	8%	9%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	7%	3%
Move on to further or higher education	3%	3%
Move to a different industry	3%	2%

*The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale | ² The % of those who gave gaining skills as a reason for starting | ³ The % of those who gave gaining confidence as a reason for starting



Status 3 months after leaving	West Lothian	Scotland
Employed full-time (30 plus hours per week)	90%	86%
Employed part-time (less than 30 hours per week)	3%	7%
Self-employed/ own business	1%	2%
Unemployed and looking for work	2%	1%
Another Modern Apprenticeship	0%	1%



*Completers. The results are based on the 2025 weighted data. The overall response counts are unweighted totals | ¹ Percent of those selecting 6 and above on a 10-point scale