

Skills
Development
Scotland

Apprentice Voice

2024 Annual Local Authority Results

SDS Evaluation & Research Team

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- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS).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

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.

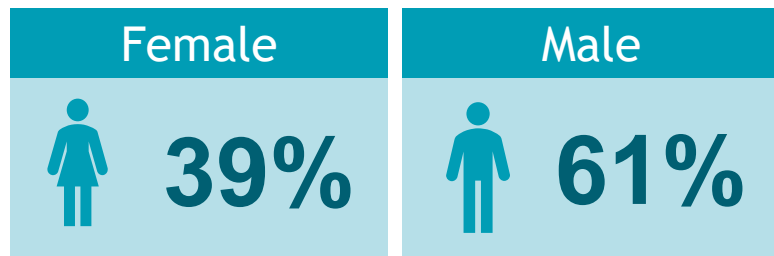
This infographic presents the results for Apprentice Voice split by **Local Authority Area***.

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.

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

- City of Aberdeen; Aberdeenshire; Angus; Dumfries & Galloway; Dundee City; East Ayrshire; East Lothian; City of Edinburgh; Falkirk; Fife; Glasgow City; Highland; Inverclyde; Midlothian; Moray; North Ayrshire; North Lanarkshire; Perth & Kinross; Renfrewshire; Scottish Borders; South Ayrshire; South Lanarkshire; Stirling; 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)	11%	22%
2	25%	22%
3	17%	21%
4	16%	21%
5 (least deprived)	34%	15%

Top frameworks

Engineering

15%

Social Services
& Healthcare

13%

Business &
Administration

8%

Children &
Young People

7%

Construction:
Building

6%

Automotive

6%

Reasons for starting MA

Learning important new skills

50%

43%

Opportunity for advancement
within the company

47%

43%

To earn while I learn

40%

34%

Would build confidence

32%

27%

Apprenticeship qualification
level

30%

29%

Opportunity to get a certificate
to show my existing skills

21%

20%

Required certification for my
job

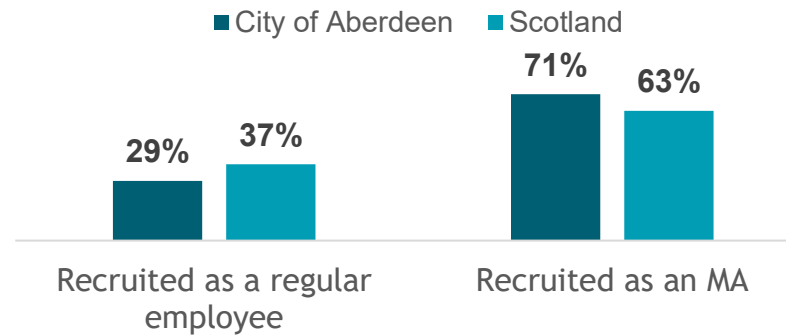
16%

19%

 City of Aberdeen
  Scotland



Recruitment into MA



Overall satisfaction ¹



94%

Likelihood to recommend ¹



93%

Quality of training ¹



90%

Improved skills ²



99%

Built confidence ³



92%

Future plans after completing

	City of Aberdeen	Scotland
Stay with my current employer	73%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	2%	4%
Move on to further or higher education	4%	4%
Move to a different industry	1%	2%



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)**11%****8%**Self-employed/ own
business**0%****2%**Unemployed and looking for
work**2%****1%**Another Modern
Apprenticeship**0%****0%****89%**Working for the
same employerWorking in the
same sector**94%****88%**On a permanent
ContractQuality of training from college or
training provider ¹**95%**Quality of training from employer ¹**89%**Overall satisfaction ¹**95%**Likelihood to recommend ¹**94%**

Better long-term career prospects

**50%**



Female



33%

Male



67%

SIMD

Aberdeen
shire

Scotland

1
(most deprived)

2%

22%

2

8%

22%

3

24%

21%

4

37%

21%

5
(least deprived)

29%

15%

Top frameworks

Engineering

20%

Automotive

8%

Business &
Administration

8%

Construction:
Building

8%

Social Services
& Healthcare

7%

Children &
Young People

6%

Reasons for starting MA

Opportunity for advancement
within the company

45%

43%

Learning important new skills

44%

43%

To earn while I learn

34%

34%

Apprenticeship qualification
level

31%

29%

Would build confidence

25%

27%

Opportunity to get a certificate
to show my existing skills

17%

20%

Required certification for my
job

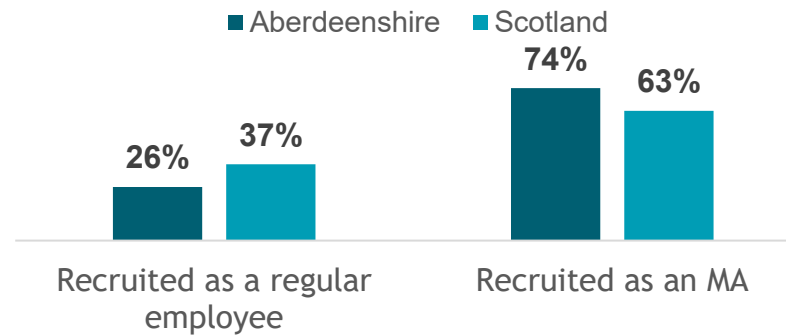
15%

19%

■ Aberdeenshire ■ Scotland



Recruitment into MA



Overall satisfaction ¹



96%

Likelihood to recommend ¹



97%

Quality of training ¹



96%

Improved skills ²



99%

Built confidence ³



95%

Future plans after completing

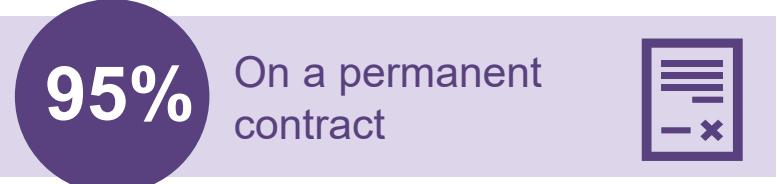
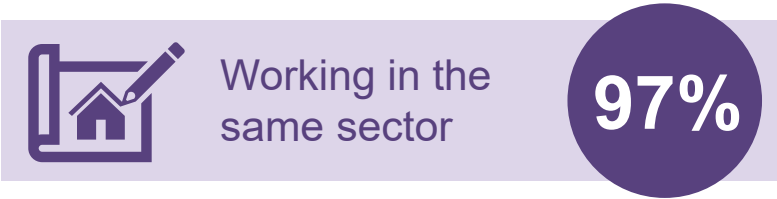
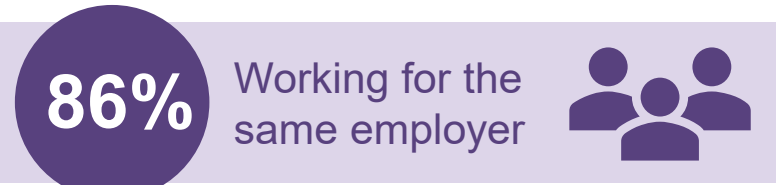
	Aberdeen shire	Scotland
Stay with my current employer	74%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	2%	4%
Move on to further or higher education	3%	4%
Move to a different industry	3%	2%



Training providers
53

Responses (completers)	
Aberdeenshire	Scotland
175	3,646

Status 3 months after leaving	Aberdeen shire	Scotland
Employed full-time (30 plus hours per week)	90%	86%
Employed part-time (less than 30 hours per week)	4%	8%
Self-employed/ own business	1%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	1%	0%





Female



31%

Male



69%

SIMD

1
(most deprived)

5%

22%

2

31%

22%

3

19%

21%

4

35%

21%

5
(least deprived)

10%

15%

Top frameworks

Engineering

18%

Automotive

11%

Civil
Engineering

9%

Children &
Young People

7%

Construction:
Building

7%

Food & Drink
Operations

6%

Reasons for starting MA

Learning important new skills

42%

43%

Opportunity for advancement
within the company

39%

43%

To earn while I learn

38%

34%

Apprenticeship qualification
level

29%

29%

Would build confidence

25%

27%

Required certification for my
job

19%

19%

Opportunity to get a certificate
to show my existing skills

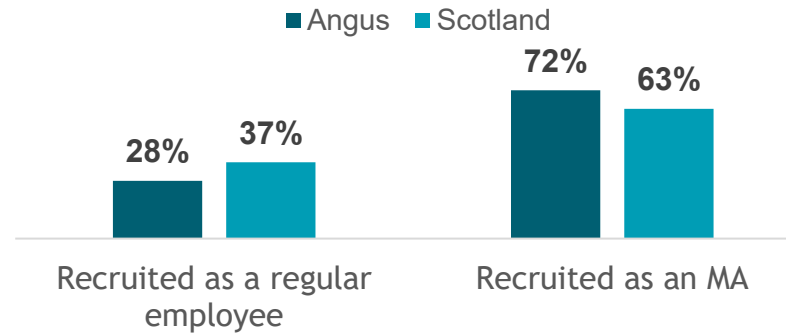
18%

20%

■ Angus ■ Scotland



Recruitment into MA



Overall satisfaction ¹



96%

Likelihood to recommend ¹



91%

Quality of training ¹



97%

Improved skills ²



98%

Built confidence ³



80%

Future plans after completing

	Angus	Scotland
Stay with my current employer	81%	73%
A combination of employment and further study	4%	8%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	3%	4%
Move on to further or higher education	4%	4%
Move to a different industry	2%	2%



Female



33%

Male



67%

SIMD

1
(most deprived)

10%

22%

2

29%

22%

3

36%

21%

4

13%

21%

5
(least deprived)

13%

15%

Top frameworks

Construction:
Building

17%

Freight
logistics

11%

Engineering

8%

Social Services
& Healthcare

6%

Policing

5%

Children &
Young People

5%

Reasons for starting MA

Learning important new skills

43%

43%

Opportunity for advancement
within the company

38%

43%

To earn while I learn

32%

34%

Would build confidence

30%

27%

Apprenticeship qualification
level

29%

29%

Opportunity to get a certificate
to show my existing skills

22%

20%

Required certification for my
job

18%

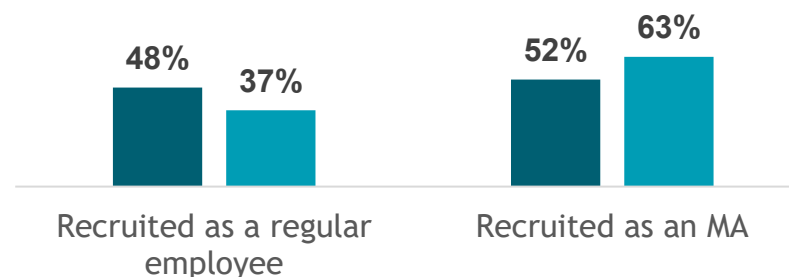
19%

■ Dumfries & Galloway ■ Scotland



Recruitment into MA

■ Dumfries & Galloway ■ Scotland

Overall satisfaction ¹

95%

Likelihood to recommend ¹

94%

Quality of training ¹

95%

Improved skills ²

97%

Built confidence ³

77%

Future plans after
completingDumfries
&
Galloway

Scotland

Stay with my current
employer

81%

73%

A combination of
employment and further
study

4%

8%

Move to different
employer in the same
industry

5%

5%

Become self-employed or
start a business

3%

4%

Move on to further or
higher education

2%

4%

Move to a different
industry

2%

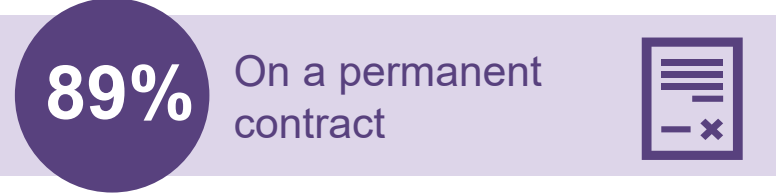
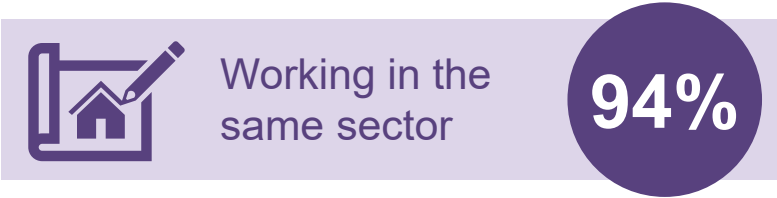
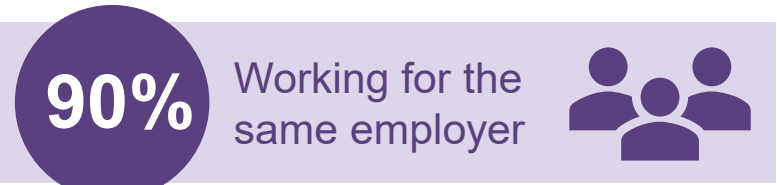
2%



Training providers
36

Responses (completers)	
Dumfries & Galloway	Scotland
107	3,646

Status 3 months after leaving	Dumfries & Galloway	Scotland
Employed full-time (30 plus hours per week)	84%	86%
Employed part-time (less than 30 hours per week)	8%	8%
Self-employed/ own business	3%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	0%	0%



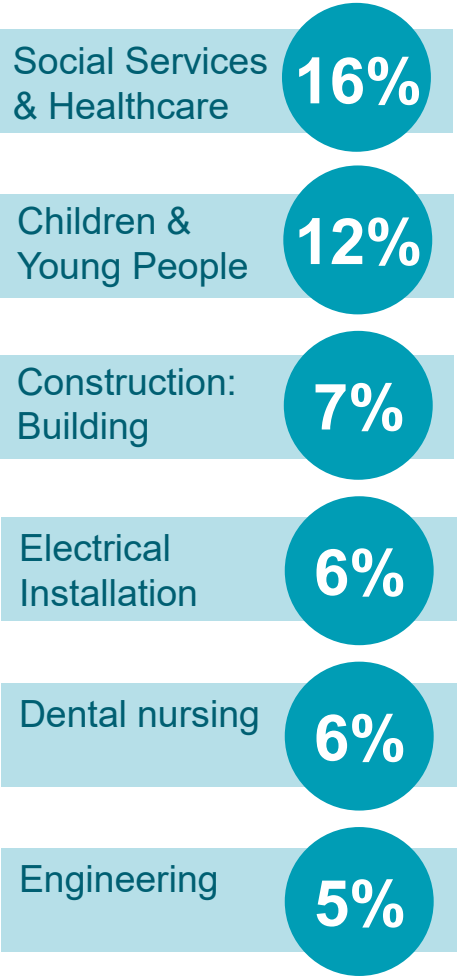


Training providers	Responses	
	Dundee	Scotland
51	170	5,974

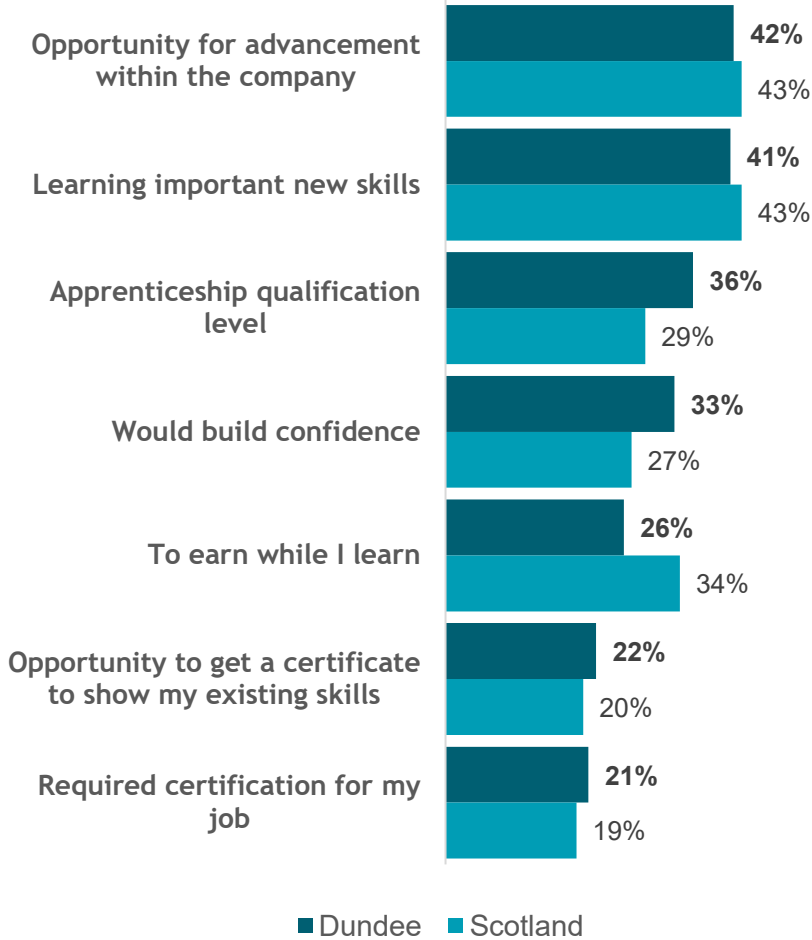


SIMD	Dundee	Scotland
1 (most deprived)	46%	22%
2	23%	22%
3	8%	21%
4	9%	21%
5 (least deprived)	14%	15%

Top frameworks



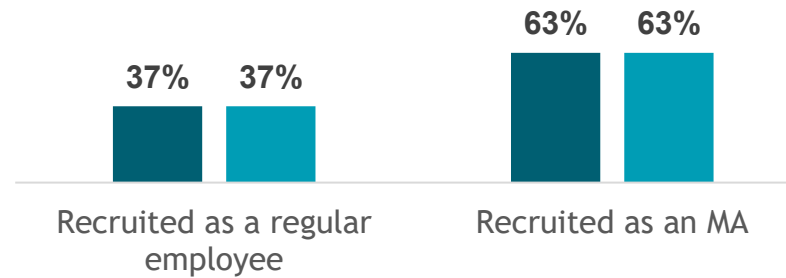
Reasons for starting MA





Recruitment into MA

■ Dundee ■ Scotland



Overall satisfaction ¹



96%

Likelihood to recommend ¹



93%

Quality of training ¹



95%

Improved skills ²



98%

Built confidence ³



96%

Future plans after completing

Dundee

Scotland

Stay with my current employer

69%

73%

A combination of employment and further study

8%

8%

Move to different employer in the same industry

8%

5%

Become self-employed or start a business

7%

4%

Move on to further or higher education

3%

4%

Move to a different industry

2%

2%



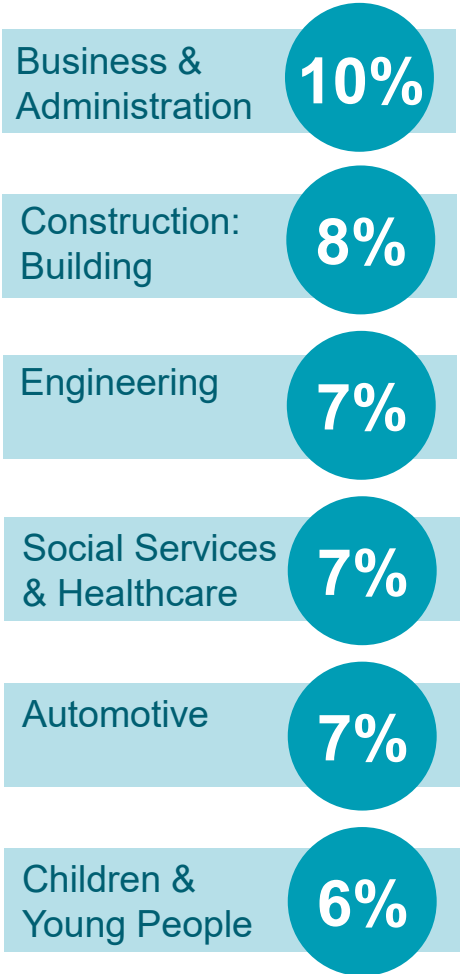
Training providers
49

Responses	
East Ayrshire	Scotland
183	5,974

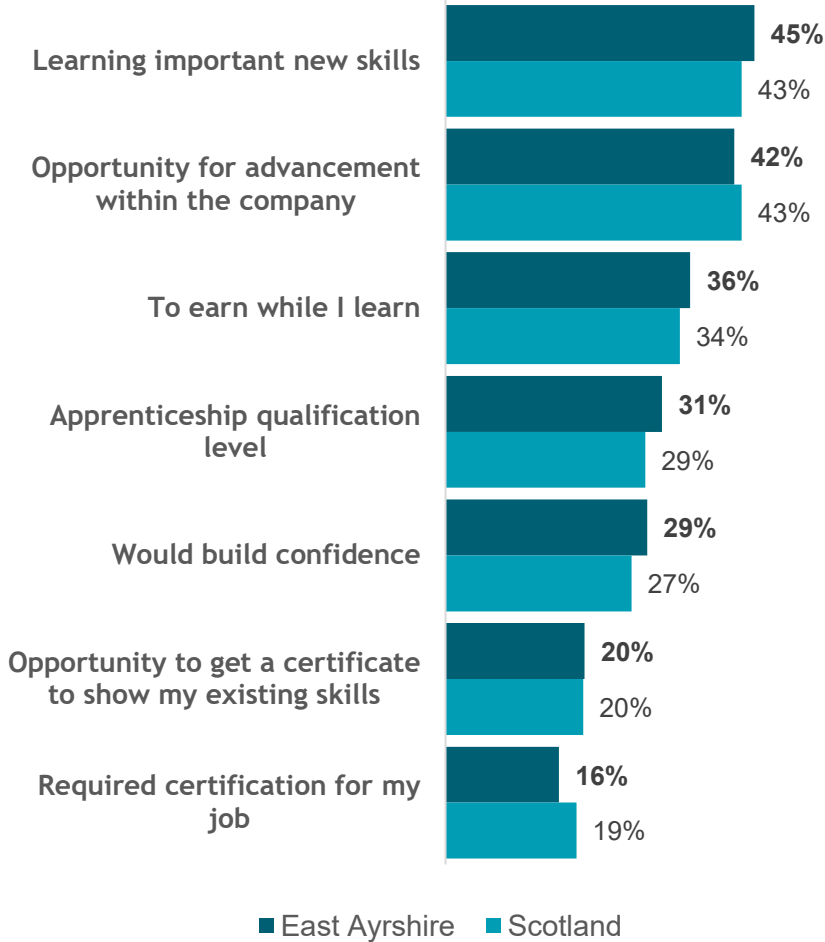


SIMD	East Ayrshire	Scotland
1 (most deprived)	33%	22%
2	24%	22%
3	22%	21%
4	16%	21%
5 (least deprived)	5%	15%

Top frameworks



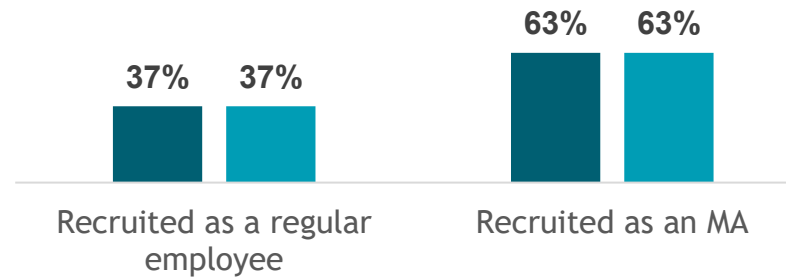
Reasons for starting MA





Recruitment into MA

■ East Ayrshire ■ Scotland



Overall satisfaction ¹



94%

Likelihood to recommend ¹



96%

Quality of training ¹



93%

Improved skills ²



99%

Built confidence ³



90%

Future plans after completing

East
Ayrshire

Scotland

Stay with my current employer

66%

73%

A combination of employment and further study

14%

8%

Move to different employer in the same industry

6%

5%

Become self-employed or start a business

2%

4%

Move on to further or higher education

5%

4%

Move to a different industry

3%

2%

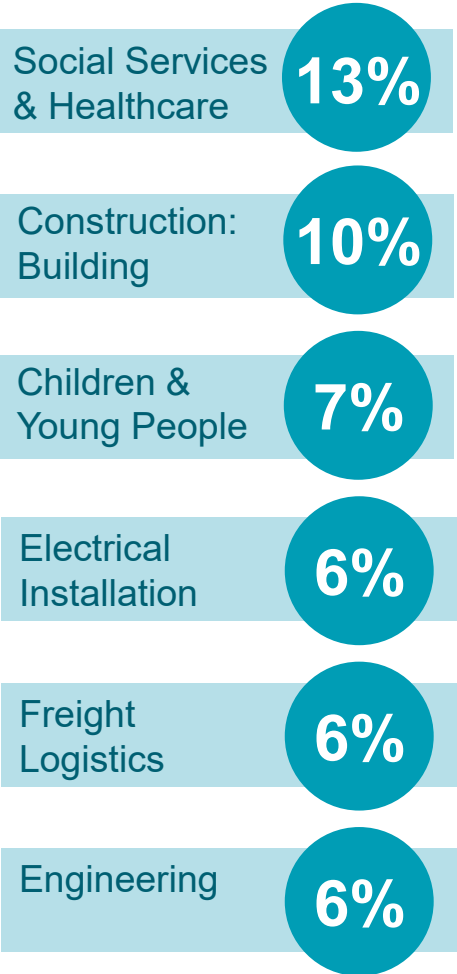


Training providers	Responses	
	East Lothian	Scotland
44	112	5,974



SIMD	East Lothian	Scotland
1 (most deprived)	12%	22%
2	32%	22%
3	25%	21%
4	17%	21%
5 (least deprived)	15%	15%

Top frameworks



Reasons for starting MA

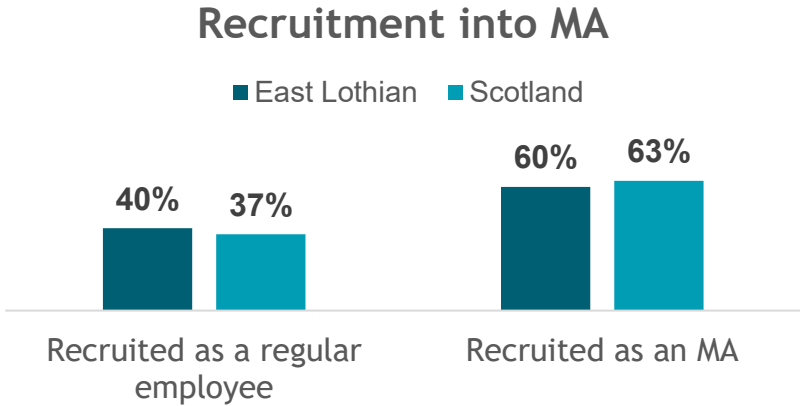




Training providers
44

Responses	
East Lothian	Scotland
112	5,974

Future plans after completing	East Lothian	Scotland
Stay with my current employer	70%	73%
A combination of employment and further study	10%	8%
Move to different employer in the same industry	8%	5%
Become self-employed or start a business	4%	4%
Move on to further or higher education	3%	4%
Move to a different industry	2%	2%



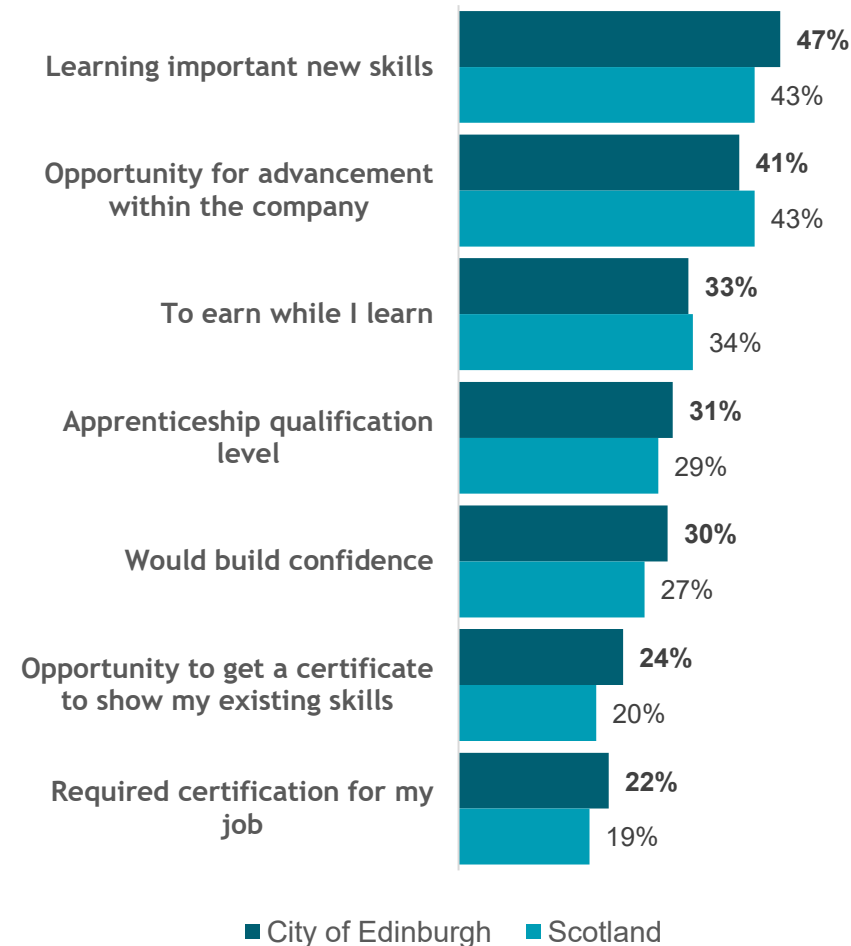


SIMD	City of Edinburgh	Scotland
1 (most deprived)	19%	22%
2	22%	22%
3	14%	21%
4	19%	21%
5 (least deprived)	26%	15%

Top frameworks

Children & Young People **17%**Social Services & Healthcare **10%**Digital Technology **6%**Business & Administration **6%**Digital Applications **3%**Policing **3%**

Reasons for starting MA





Future plans after completing	Edinburgh	Scotland
Stay with my current employer	67%	73%
A combination of employment and further study	10%	8%
Move to different employer in the same industry	8%	5%
Become self-employed or start a business	2%	4%
Move on to further or higher education	5%	4%
Move to a different industry	3%	2%

Recruitment into MA



Overall satisfaction ¹

**92%**

Likelihood to recommend ¹

**91%**

Quality of training ¹

**91%**

Improved skills ²

**98%**

Built confidence ³

**90%**

Status 3 months after
leavingEdinburg
h

Scotland

Employed full-time (30
plus hours per week)

84%

86%

Employed part-time (less
than 30 hours per week)

10%

8%

Self-employed/ own
business

2%

2%

Unemployed and looking for
work

1%

1%

Another Modern
Apprenticeship

0%

0%

89%

Working for the
same employerWorking in the
same sector

95%

90%

On a permanent
contractQuality of training from college or
training provider ¹

94%

Quality of training from employer ¹

93%

Overall satisfaction ¹

93%

Likelihood to recommend ¹

92%

Better long-term career prospects



48%



Female



40%

Male



59%

SIMD

Falkirk

Scotland

1
(most deprived)

12%

22%

2

27%

22%

3

30%

21%

4

14%

21%

5
(least deprived)

18%

15%

Top frameworks

Engineering

9%

Social Services
& Healthcare

9%

Business &
Administration

7%

Children &
Young People

7%

Freight
Logistics

6%

Electrical
Installation

5%

Reasons for starting MA

Learning important new skills

49%

43%

Opportunity for advancement
within the company

48%

43%

To earn while I learn

39%

34%

Apprenticeship qualification
level

30%

29%

Would build confidence

27%

27%

Required certification for my
job

20%

19%

Opportunity to get a certificate
to show my existing skills

18%

20%

■ Falkirk ■ Scotland



Future plans after completing	Falkirk	Scotland
Stay with my current employer	73%	73%
A combination of employment and further study	6%	8%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	7%	4%
Move on to further or higher education	5%	4%
Move to a different industry	2%	2%

Recruitment into MA



Overall satisfaction ¹



96%

Likelihood to recommend ¹



93%

Quality of training ¹



93%

Improved skills ²



100%

Built confidence ³



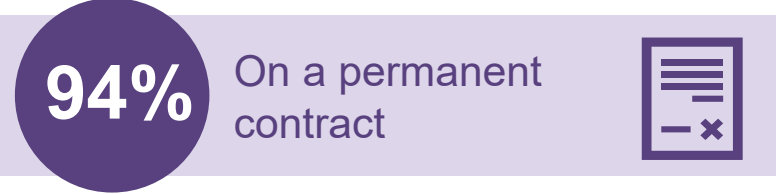
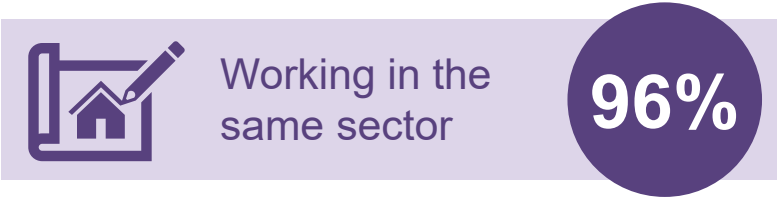
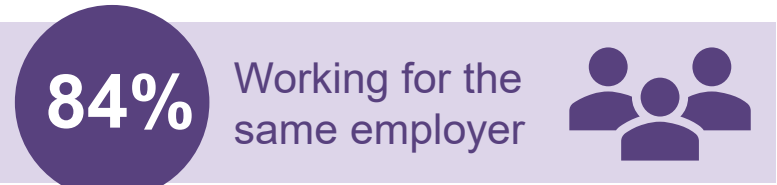
86%



Training providers
53

Responses (completers)	
Falkirk	Scotland
117	3,646

Status 3 months after leaving	Falkirk	Scotland
Employed full-time (30 plus hours per week)	87%	86%
Employed part-time (less than 30 hours per week)	8%	8%
Self-employed/ own business	1%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	1%	0%





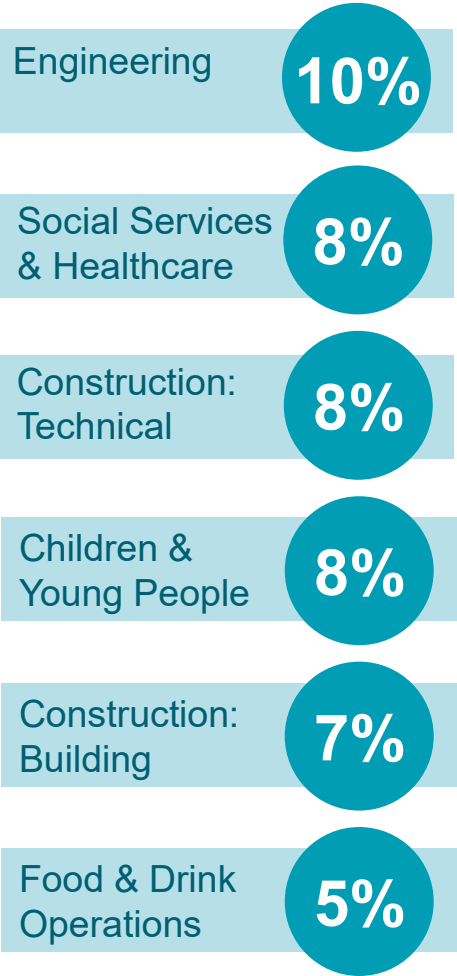
Training providers
72

Responses	
Fife	Scotland
434	5,974

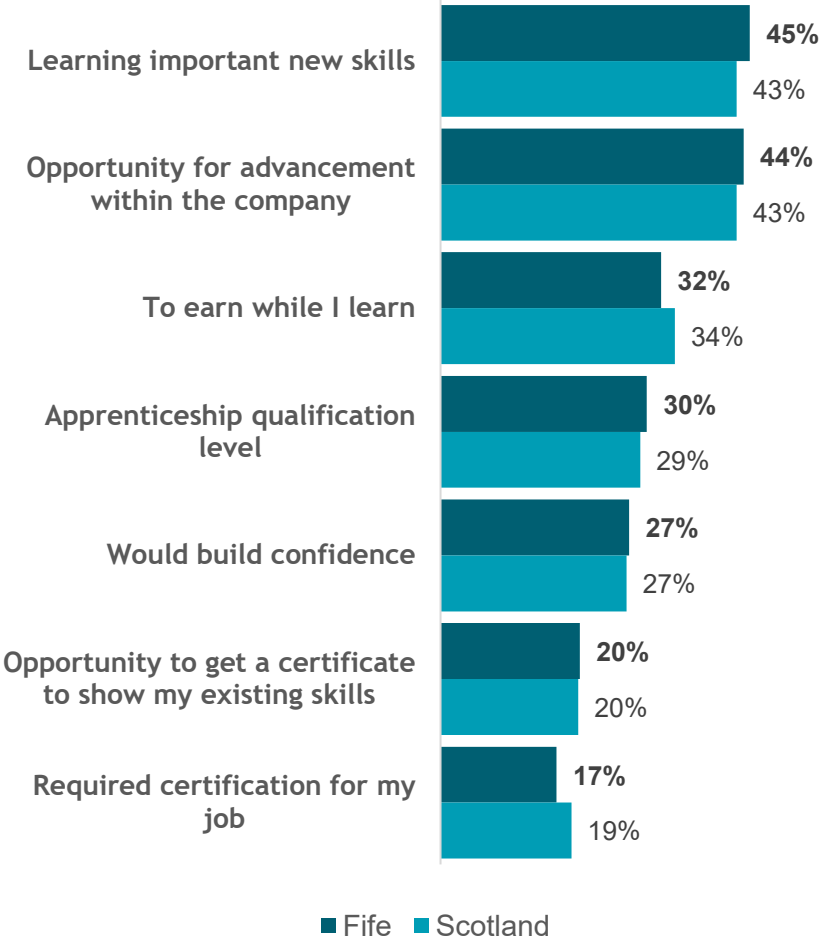


SIMD	Fife	Scotland
1 (most deprived)	23%	22%
2	23%	22%
3	21%	21%
4	17%	21%
5 (least deprived)	17%	15%

Top frameworks



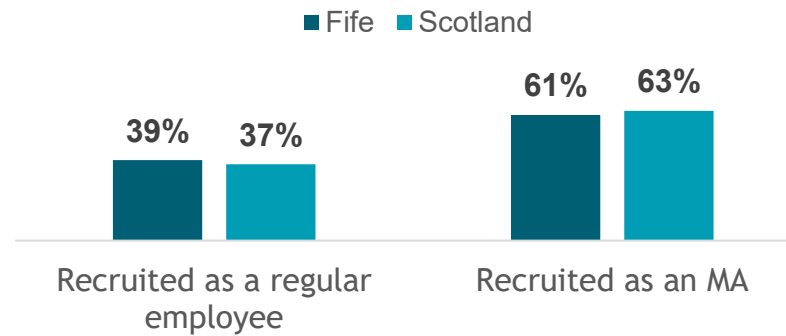
Reasons for starting MA





Future plans after completing	Fife	Scotland
Stay with my current employer	79%	73%
A combination of employment and further study	5%	8%
Move to different employer in the same industry	5%	5%
Become self-employed or start a business	4%	4%
Move on to further or higher education	2%	4%
Move to a different industry	1%	2%

Recruitment into MA



Overall satisfaction ¹



95%

Likelihood to recommend ¹



94%

Quality of training ¹



93%

Improved skills ²



98%

Built confidence ³



87%

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)

8%

8%

Self-employed/ own
business

1%

2%

Unemployed and looking for
work

0%

1%

Another Modern
Apprenticeship

0%

0%

93%

Working for the
same employerWorking in the
same sector

96%

90%

On a permanent
contractQuality of training from college or
training provider ¹

90%

Quality of training from employer ¹

87%

Overall satisfaction ¹

90%

Likelihood to recommend ¹

91%

Better long-term career prospects



50%



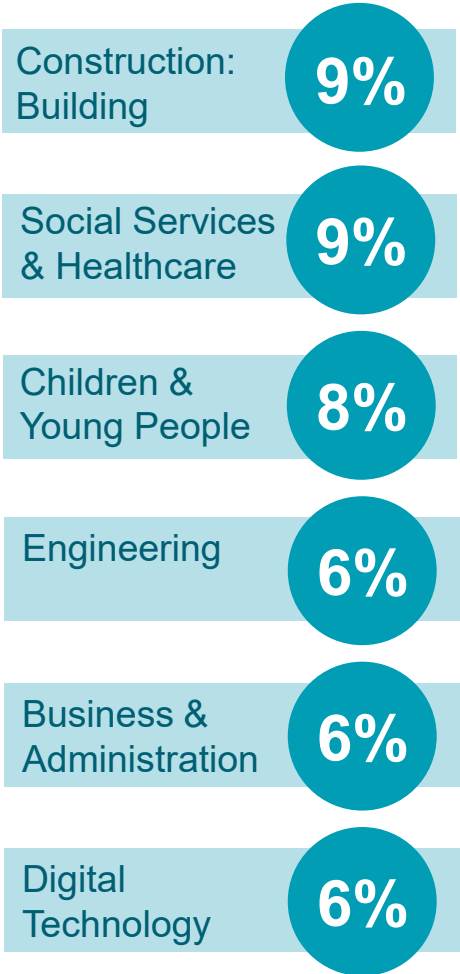
Training providers
80

Responses	
Glasgow	Scotland
524	5,974

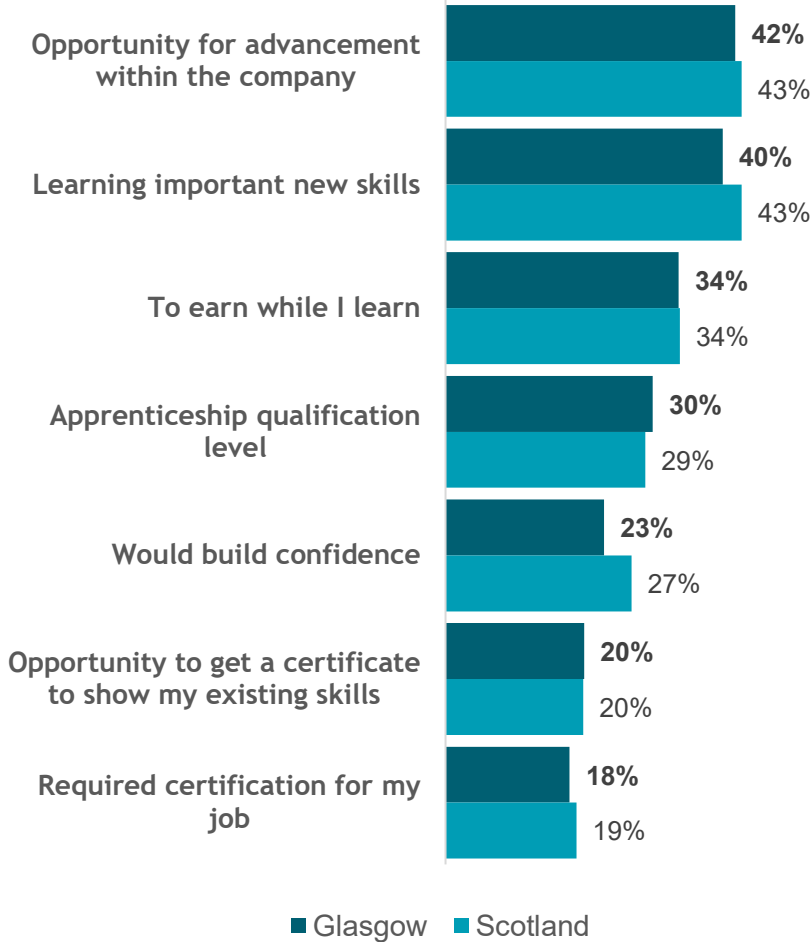


SIMD	Glasgow	Scotland
1 (most deprived)	54%	22%
2	18%	22%
3	11%	21%
4	11%	21%
5 (least deprived)	5%	15%

Top frameworks



Reasons for starting MA





Future plans after completing	Glasgow	Scotland
Stay with my current employer	72%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	5%	4%
Move on to further or higher education	3%	4%
Move to a different industry	1%	2%

Recruitment into MA



Overall satisfaction ¹



94%

Likelihood to recommend ¹



94%

Quality of training ¹



93%

Improved skills ²



99%

Built confidence ³



88%



Status 3 months after leaving

Glasgow

Scotland

Employed full-time (30 plus hours per week)

82%

86%

Employed part-time (less than 30 hours per week)

9%

8%

Self-employed/ own business

7%

2%

Unemployed and looking for work

1%

1%

Another Modern Apprenticeship

0%

0%

87%

Working for the same employer



Working in the same sector

94%

89%

On a permanent contract

Quality of training from college or training provider ¹

90%

Quality of training from employer ¹

89%

Overall satisfaction ¹

95%

Likelihood to recommend ¹

92%

Better long-term career prospects



53%



Female



41%

Male



59%

SIMD

Highland

Scotland

1
(most deprived)

10%

22%

2

20%

22%

3

30%

21%

4

33%

21%

5
(least deprived)

7%

15%

Top frameworks

Children &
Young People

9%

Construction:
Building

7%

Social Services
& Healthcare

6%

Engineering

5%

Automotive

5%

Construction:
Technical

5%

Reasons for starting MA

Opportunity for advancement
within the company

47%

43%

Learning important new skills

46%

43%

To earn while I learn

33%

34%

Would build confidence

28%

27%

Apprenticeship qualification
level

27%

29%

Opportunity to get a certificate
to show my existing skills

22%

20%

Required certification for my
job

21%

19%

■ Highland ■ Scotland



Future plans after completing	Highland	Scotland
Stay with my current employer	75%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	7%	5%
Become self-employed or start a business	3%	4%
Move on to further or higher education	4%	4%
Move to a different industry	0%	2%

Recruitment into MA



Overall satisfaction ¹



95%

Likelihood to recommend ¹



93%

Quality of training ¹



94%

Improved skills ²



97%

Built confidence ³



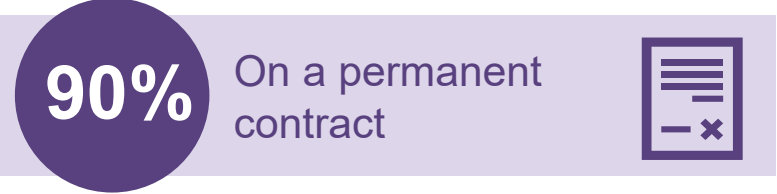
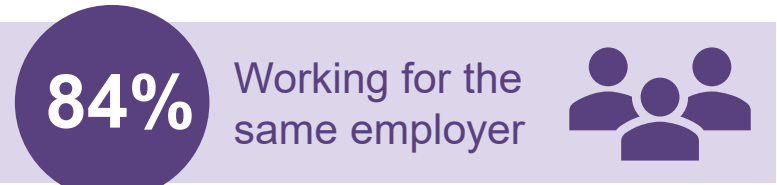
84%



Training providers
50

Responses (completers)	
Highland	Scotland
200	3,646

Status 3 months after leaving	Highland	Scotland
Employed full-time (30 plus hours per week)	91%	86%
Employed part-time (less than 30 hours per week)	6%	8%
Self-employed/ own business	1%	2%
Unemployed and looking for work	0%	1%
Another Modern Apprenticeship	0%	0%





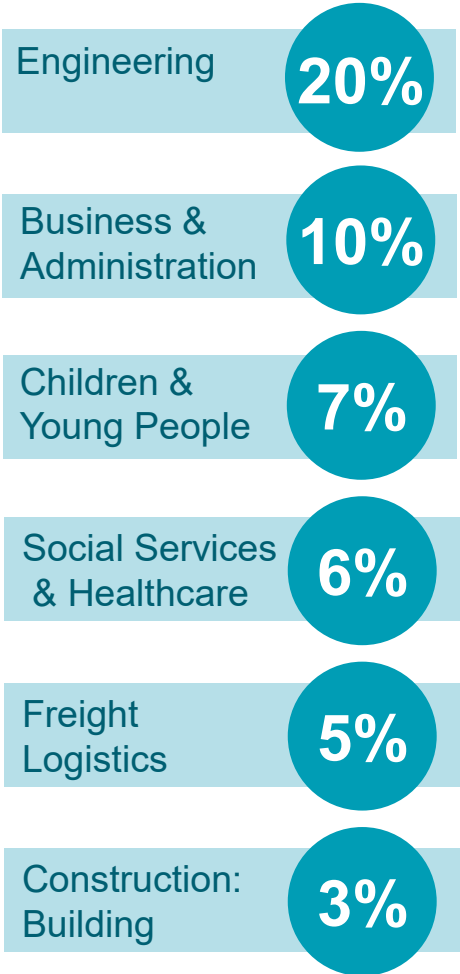
Training providers
32

Responses	
Inverclyde	Scotland
101	5,974

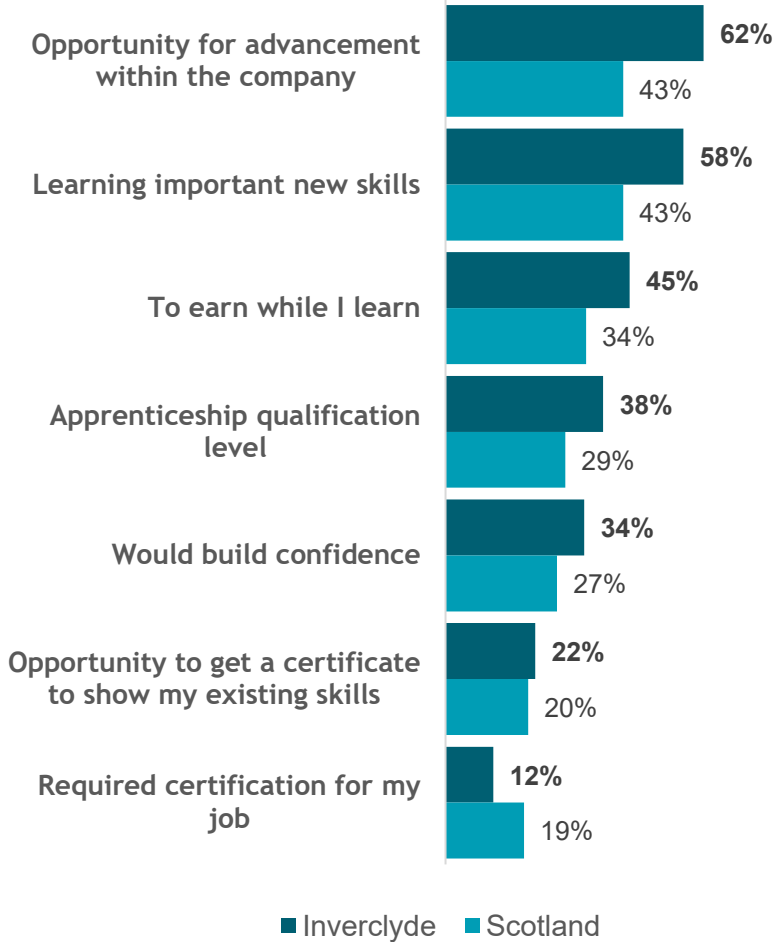


SIMD	Inverclyde	Scotland
1 (most deprived)	50%	22%
2	19%	22%
3	8%	21%
4	19%	21%
5 (least deprived)	5%	15%

Top frameworks



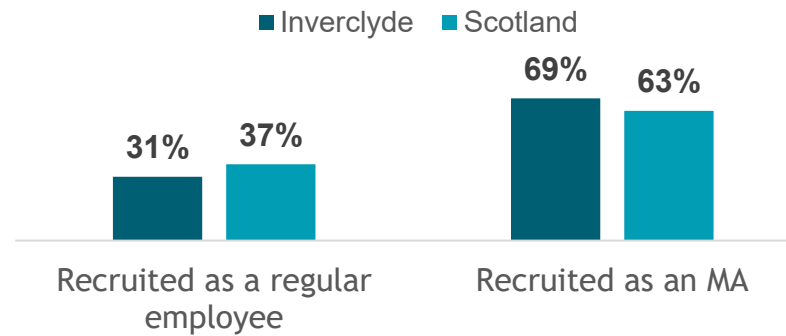
Reasons for starting MA





Future plans after completing	Inverclyde	Scotland
Stay with my current employer	76%	73%
A combination of employment and further study	10%	8%
Move to different employer in the same industry	2%	5%
Become self-employed or start a business	1%	4%
Move on to further or higher education	3%	4%
Move to a different industry	2%	2%

Recruitment into MA



Overall satisfaction ¹



95%

Likelihood to recommend ¹



94%

Quality of training ¹



90%

Improved skills ²



97%

Built confidence ³



87%

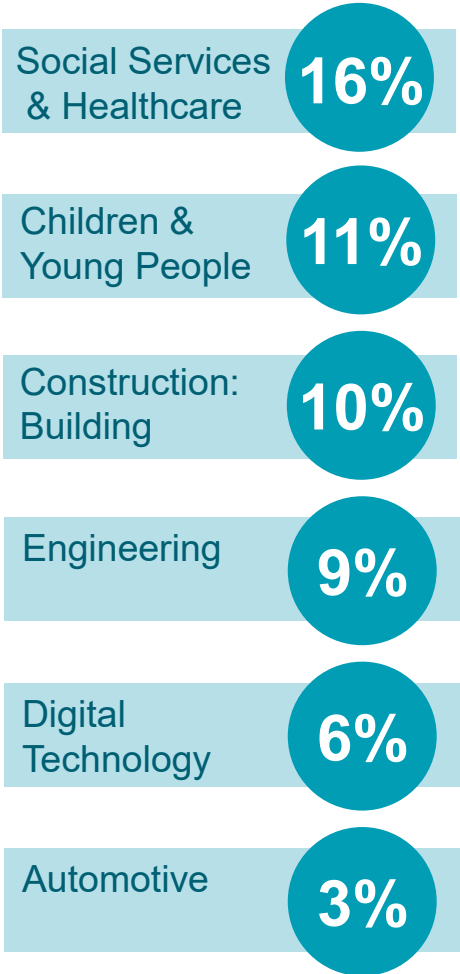


Training providers	Responses	
	Midlothian	Scotland
43	106	5,974

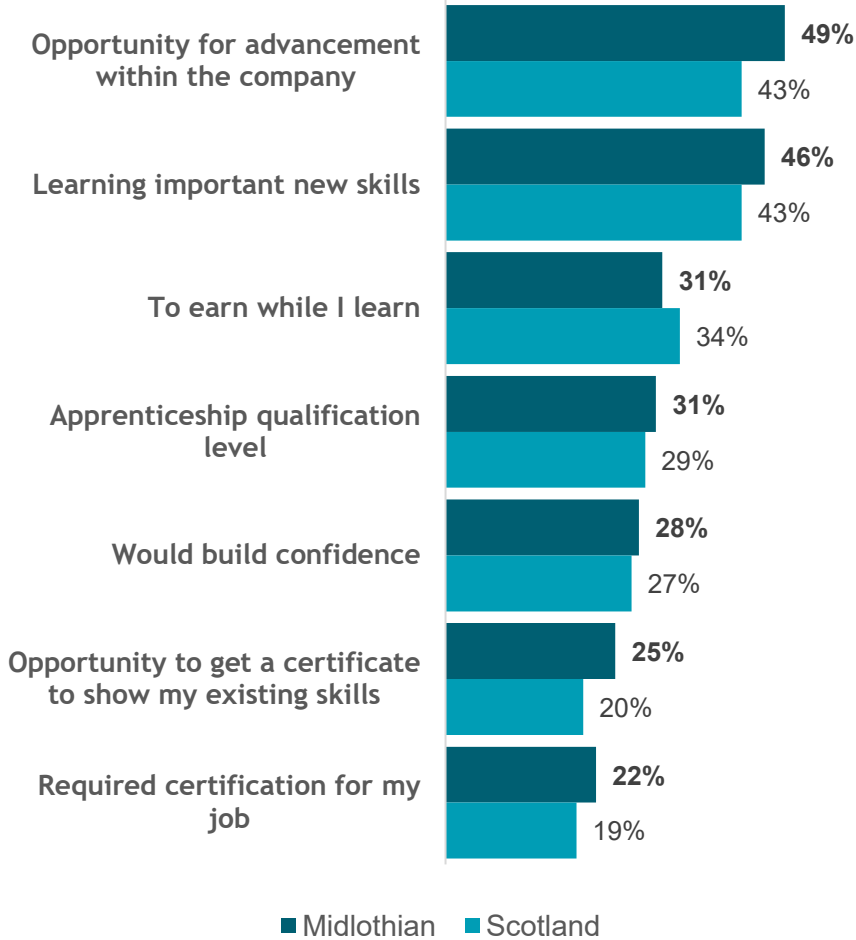


SIMD	Midlothian	Scotland
1 (most deprived)	11%	22%
2	39%	22%
3	21%	21%
4	17%	21%
5 (least deprived)	12%	15%

Top frameworks



Reasons for starting MA

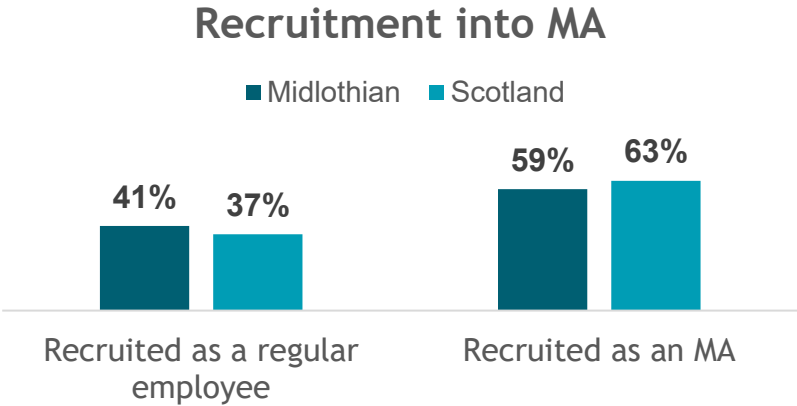




Training providers
43

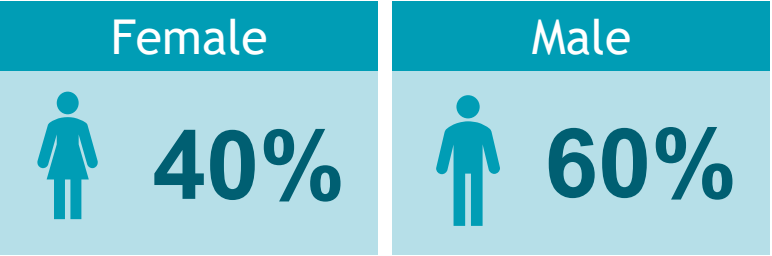
Responses	
Midlothian	Scotland
106	5,974

Future plans after completing	Midlothian	Scotland
Stay with my current employer	81%	73%
A combination of employment and further study	2%	8%
Move to different employer in the same industry	2%	5%
Become self-employed or start a business	9%	4%
Move on to further or higher education	4%	4%
Move to a different industry	0%	2%



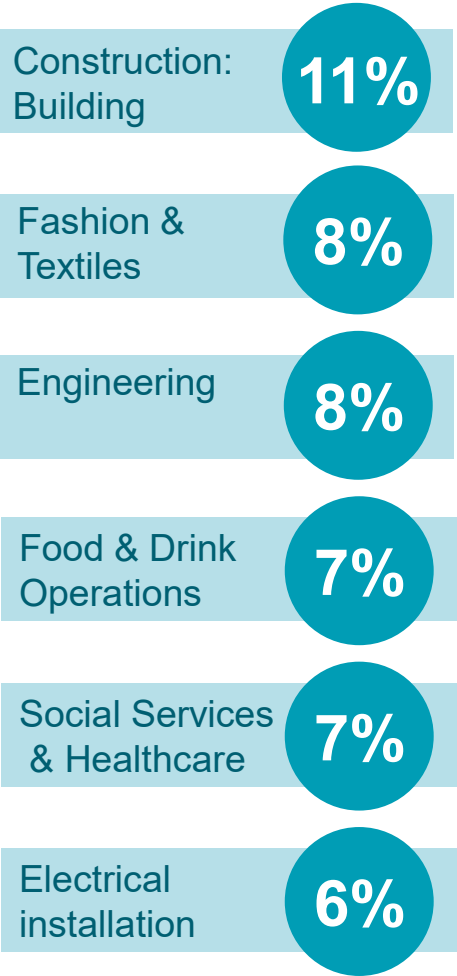


Training providers	Responses	
	Moray	Scotland
39	121	5,974

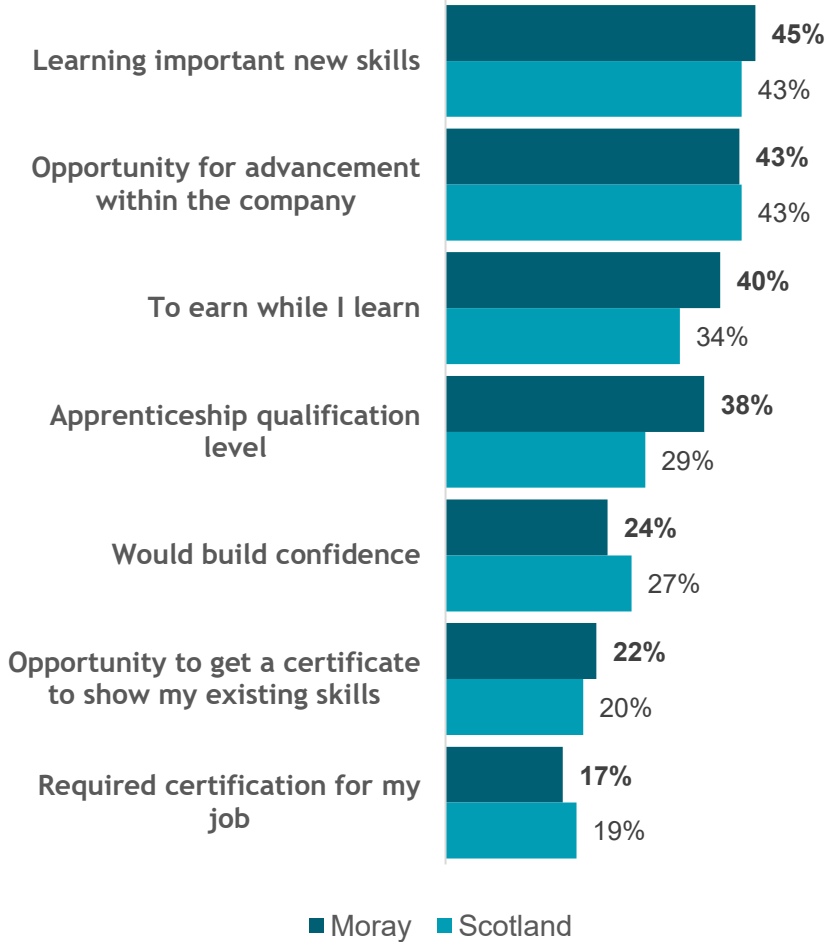


SIMD	Moray	Scotland
1 (most deprived)	2%	22%
2	17%	22%
3	33%	21%
4	42%	21%
5 (least deprived)	7%	15%

Top frameworks



Reasons for starting MA

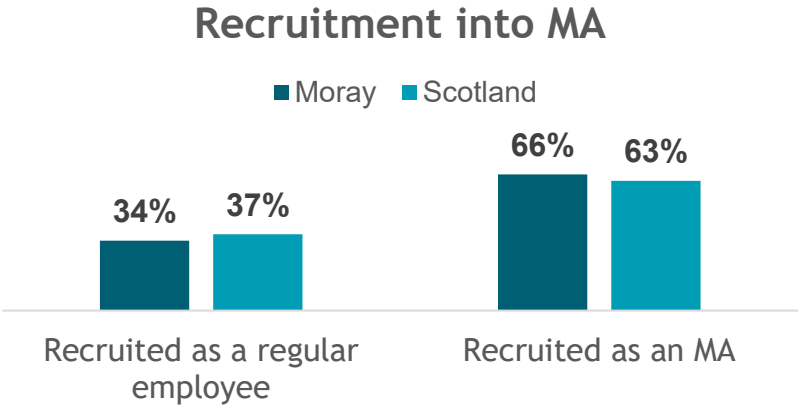




Training providers
39

Responses	
Moray	Scotland
121	5,974

Future plans after completing	Moray	Scotland
Stay with my current employer	76%	73%
A combination of employment and further study	9%	8%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	1%	4%
Move on to further or higher education	0%	4%
Move to a different industry	2%	2%





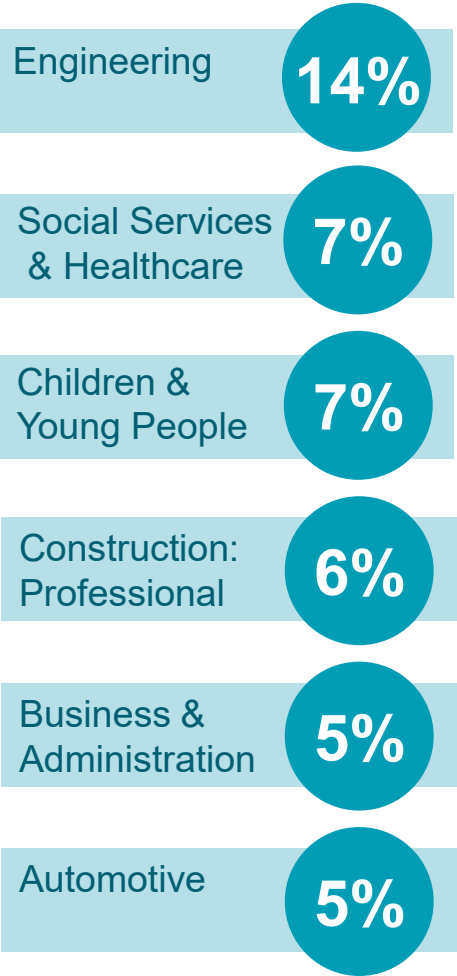
Training providers
50

Responses	
North Ayrshire	Scotland
182	5,974



SIMD	North Ayrshire	Scotland
1 (most deprived)	40%	22%
2	17%	22%
3	19%	21%
4	12%	21%
5 (least deprived)	12%	15%

Top frameworks



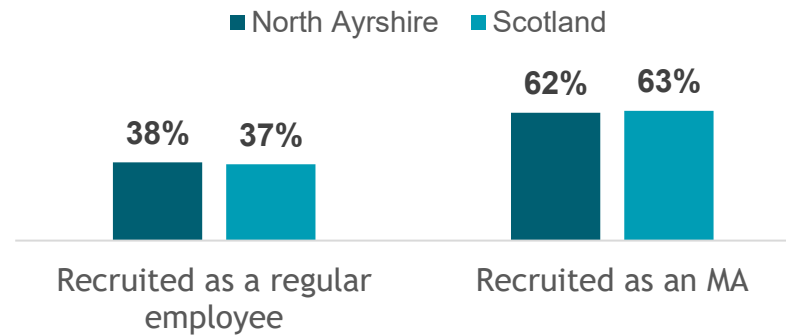
Reasons for starting MA





Future plans after completing	North Ayrshire	Scotland
Stay with my current employer	69%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	3%	4%
Move on to further or higher education	5%	4%
Move to a different industry	4%	2%

Recruitment into MA



Overall satisfaction ¹



95%

Likelihood to recommend ¹



93%

Quality of training ¹



97%

Improved skills ²



100%

Built confidence ³



89%



Female



33%

Male



67%

SIMD

North
Lanarkshire

Scotland

1
(most deprived)

35%

22%

2

27%

22%

3

13%

21%

4

17%

21%

5
(least deprived)

8%

15%

Top frameworks

Social Services
& Healthcare

9%

Children &
Young People

7%

Construction:
Technical

7%

Construction:
Building

7%

Civil
Engineering

6%

Construction:
Professional

6%

Reasons for starting MA

Opportunity for advancement
within the company

42%

43%

Learning important new skills

40%

43%

To earn while I learn

30%

34%

Apprenticeship qualification
level

26%

29%

Would build confidence

22%

27%

Required certification for my
job

20%

19%

Opportunity to get a certificate
to show my existing skills

18%

20%

■ North Lanarkshire ■ Scotland



Recruitment into MA

■ North Lanarkshire ■ Scotland

Recruited as a regular
employee

Recruited as an MA

Overall satisfaction ¹



94%

Likelihood to recommend ¹



93%

Quality of training ¹



93%

Improved skills ²



97%

Built confidence ³



90%

Future plans after completing

North
Lanarkshire

Scotland

Stay with my current
employer

74%

73%

A combination of
employment and further
study

8%

8%

Move to different
employer in the same
industry

4%

5%

Become self-employed or
start a business

5%

4%

Move on to further or
higher education

4%

4%

Move to a different
industry

1%

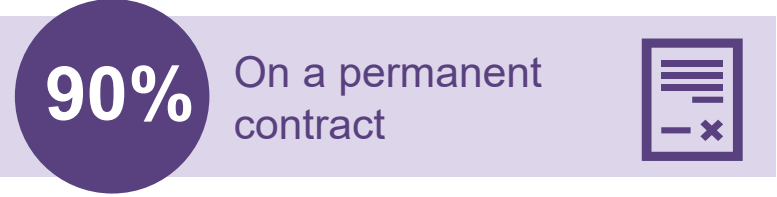
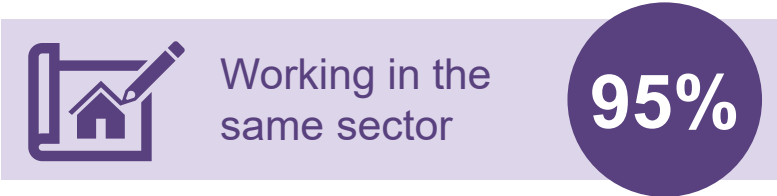
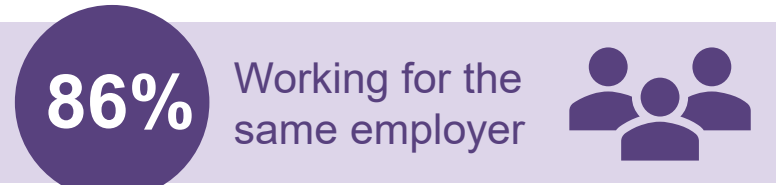
2%



Training providers
69

Responses (completers)	
North Lanarkshire	Scotland
264	3,646

Status 3 months after leaving	North Lanarkshire	Scotland
Employed full-time (30 plus hours per week)	86%	86%
Employed part-time (less than 30 hours per week)	4%	8%
Self-employed/ own business	4%	2%
Unemployed and looking for work	2%	1%
Another Modern Apprenticeship	0%	0%



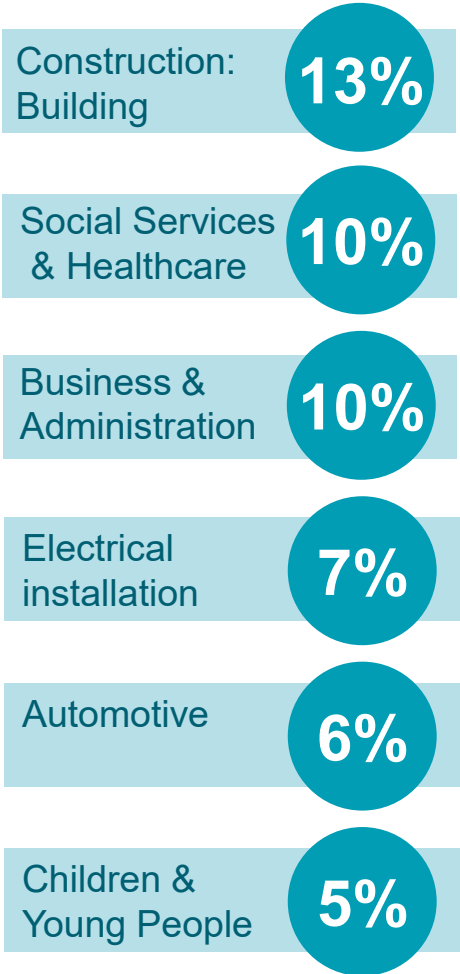


Training providers	Responses	
	Perth & Kinross	Scotland
50	165	5,974

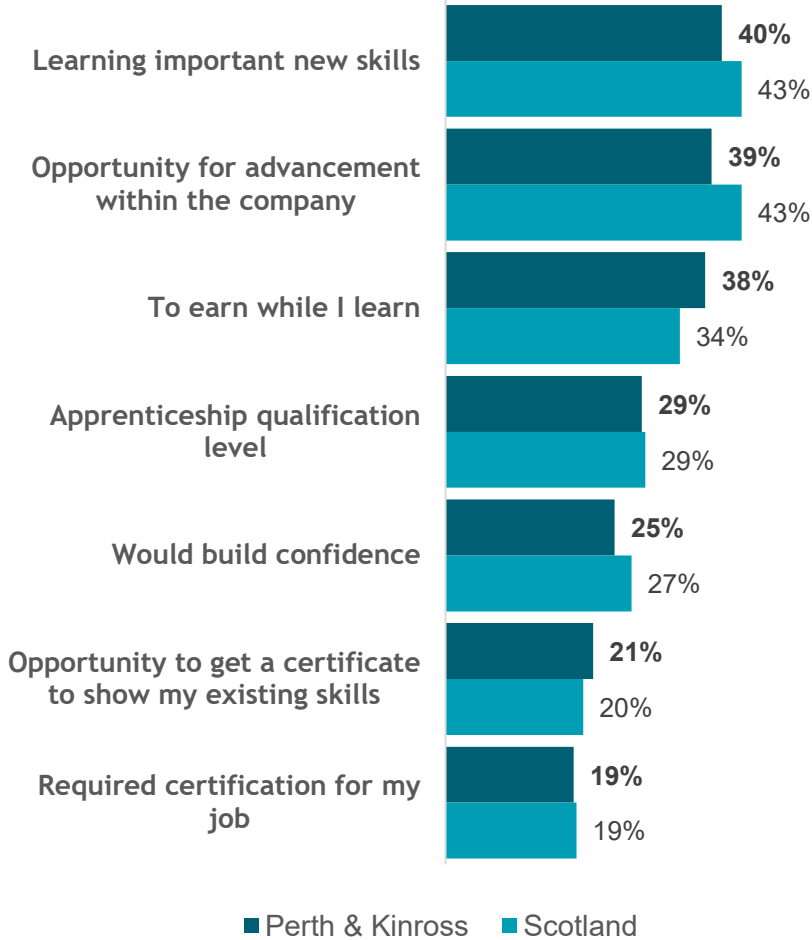


SIMD	Perth & Kinross	Scotland
1 (most deprived)	8%	22%
2	20%	22%
3	17%	21%
4	35%	21%
5 (least deprived)	20%	15%

Top frameworks



Reasons for starting MA





Future plans after completing

Perth &
Kinross

Scotland

Stay with my current
employer

72%

73%

A combination of
employment and further
study

7%

8%

Move to different
employer in the same
industry

4%

5%

Become self-employed or
start a business

6%

4%

Move on to further or
higher education

4%

4%

Move to a different
industry

2%

2%

Recruitment into MA

■ Perth & Kinross ■ Scotland

27%

37%

73%

63%

Recruited as a regular
employee

Recruited as an MA

Overall satisfaction ¹



95%

Likelihood to recommend ¹



97%

Quality of training ¹



95%

Improved skills ²



99%

Built confidence ³



90%



Female



36%

Male



63%

SIMD

1
(most deprived)

22%

22%

2

26%

22%

3

20%

21%

4

14%

21%

5
(least deprived)

18%

15%

Top frameworks

Engineering

11%

Children &
Young People

9%

Social Services
& Healthcare

9%

Construction:
Building

7%

Digital
Technology

6%

Civil
Engineering

5%

Reasons for starting MA

Opportunity for advancement
within the company

50%

43%

Learning important new skills

42%

43%

To earn while I learn

32%

34%

Apprenticeship qualification
level

31%

29%

Would build confidence

28%

27%

Required certification for my
job

19%

19%

Opportunity to get a certificate
to show my existing skills

18%

20%

■ Renfrewshire ■ Scotland



Training providers
60

Responses	
Renfrewshire	Scotland
238	5,974

Future plans after completing	Renfrewshire	Scotland
Stay with my current employer	69%	73%
A combination of employment and further study	10%	8%
Move to different employer in the same industry	5%	5%
Become self-employed or start a business	4%	4%
Move on to further or higher education	5%	4%
Move to a different industry	2%	2%

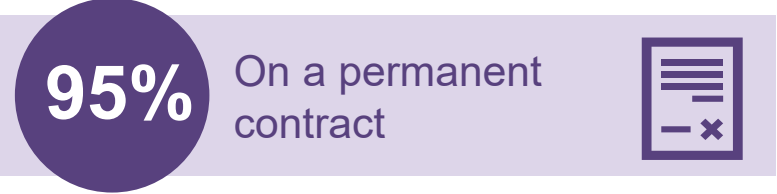
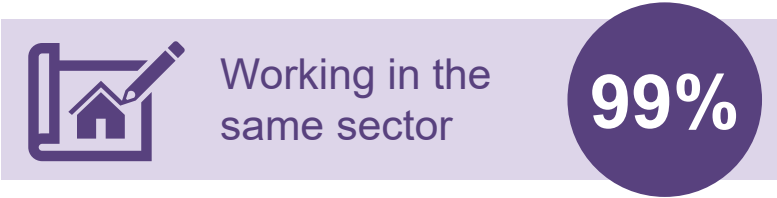
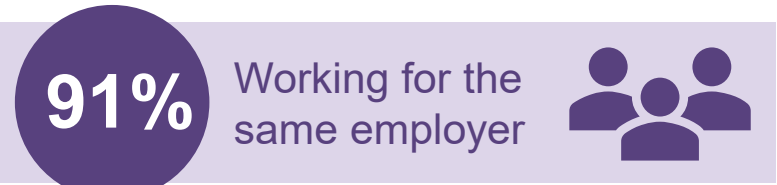




Training providers
52

Responses (completers)	
Renfrewshire	Scotland
131	3,646

Status 3 months after leaving	Renfrewshire	Scotland
Employed full-time (30 plus hours per week)	90%	86%
Employed part-time (less than 30 hours per week)	4%	8%
Self-employed/ own business	0%	2%
Unemployed and looking for work	3%	1%
Another Modern Apprenticeship	1%	0%



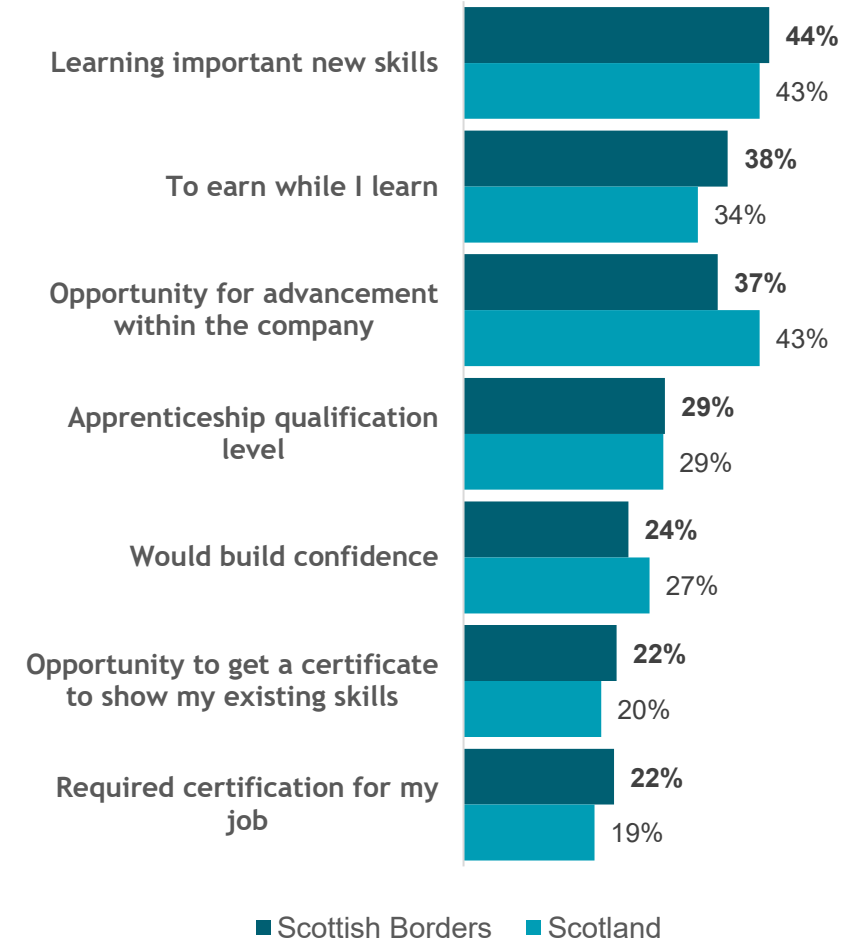


SIMD	Scottish Borders	Scotland
1 (most deprived)	4%	22%
2	21%	22%
3	44%	21%
4	22%	21%
5 (least deprived)	9%	15%

Top frameworks

Children & Young People **13%**Social Services & Healthcare **11%**Business & Administration **11%**Construction: Building **10%**Electrical installation **6%**Food & Drink Operations **5%**

Reasons for starting MA



Future plans after
completingScottish
Borders

Scotland

Stay with my current
employer

72%

73%

A combination of
employment and further
study

7%

8%

Move to different
employer in the same
industry

9%

5%

Become self-employed or
start a business

5%

4%

Move on to further or
higher education

2%

4%

Move to a different
industry

2%

2%

Recruitment into MA

■ Scottish Borders ■ Scotland

36%

37%

64%

63%

Recruited as a regular
employee

Recruited as an MA

Overall satisfaction ¹

92%

Likelihood to recommend ¹

91%

Quality of training ¹

92%

Improved skills ²

100%

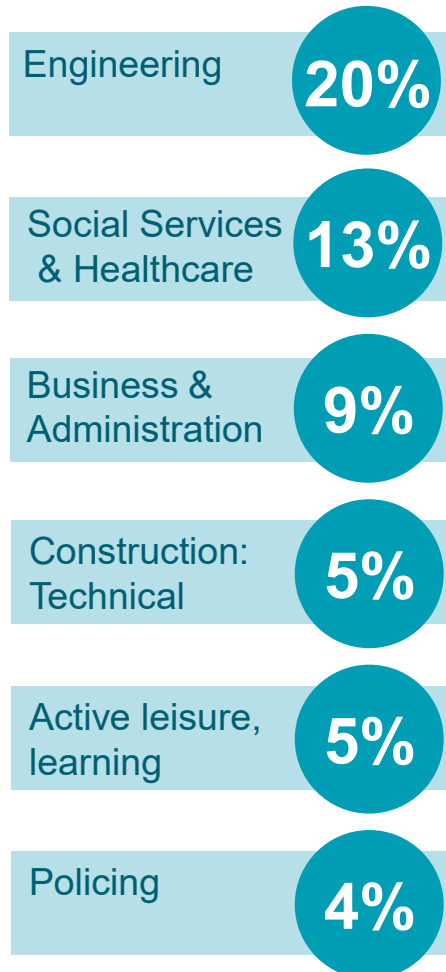
Built confidence ³

86%

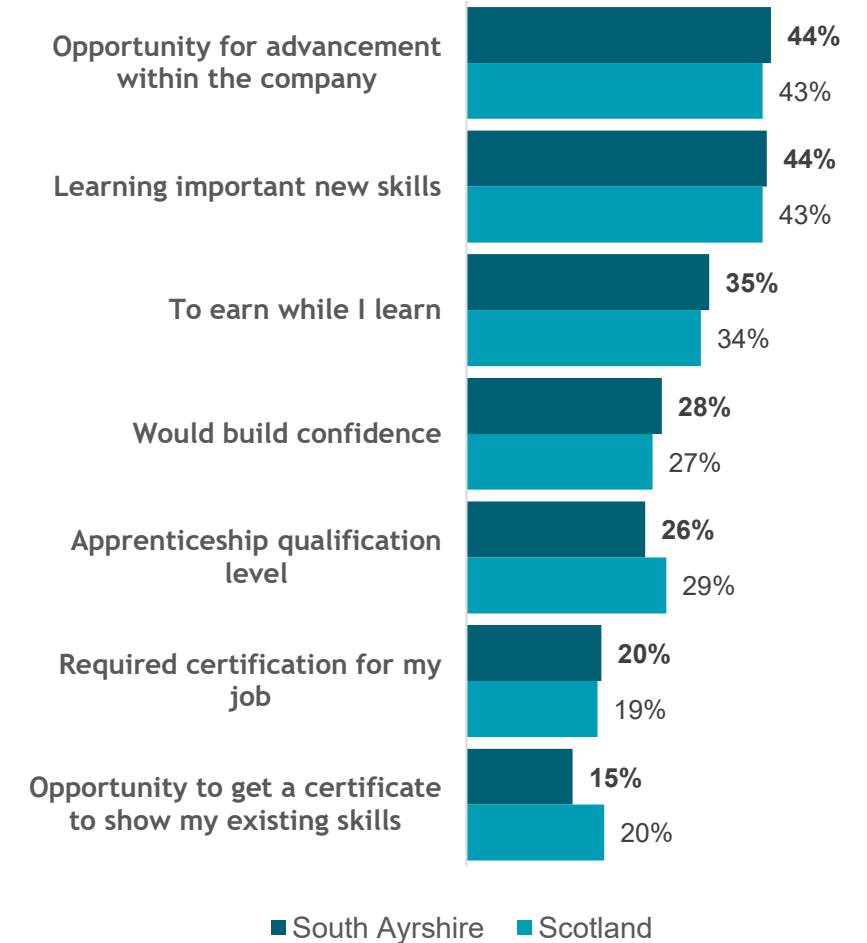


SIMD	South Ayrshire	Scotland
1 (most deprived)	15%	22%
2	32%	22%
3	28%	21%
4	13%	21%
5 (least deprived)	12%	15%

Top frameworks



Reasons for starting MA

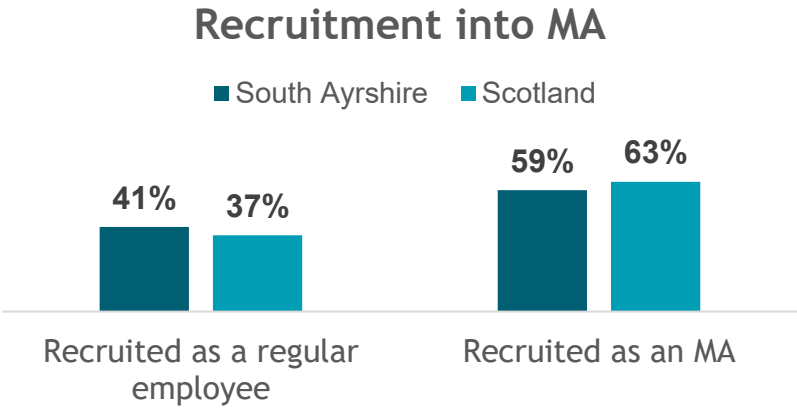




Training providers
35

Responses	
South Ayrshire	Scotland
117	5,974

Future plans after completing	South Ayrshire	Scotland
Stay with my current employer	73%	73%
A combination of employment and further study	8%	8%
Move to different employer in the same industry	9%	5%
Become self-employed or start a business	1%	4%
Move on to further or higher education	2%	4%
Move to a different industry	1%	2%



The results are based on the 2024 weighted data | ¹ Percent of those selecting 6 and above on a 10-point scale | ² of those stating learning new skills was important when selecting MA | ³ of those stating becoming more confident was important when selecting MA



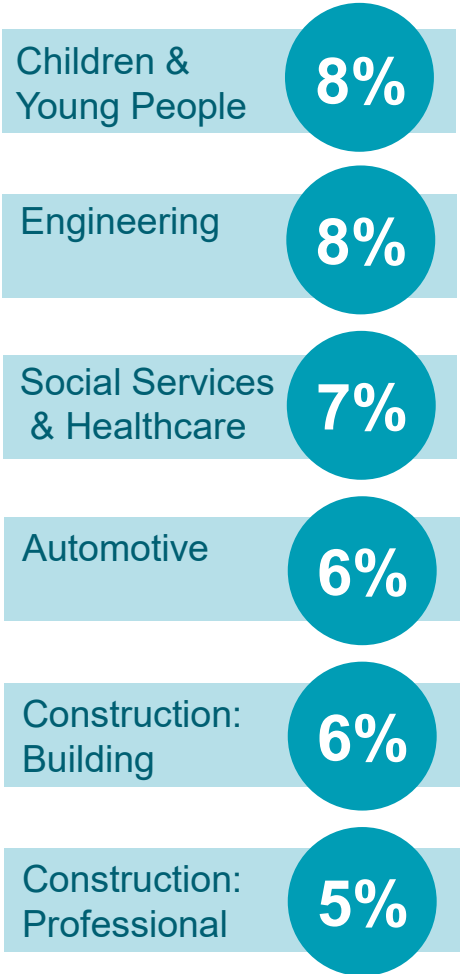
Training providers
78

Responses	
South Lanarkshire	Scotland
339	5,974

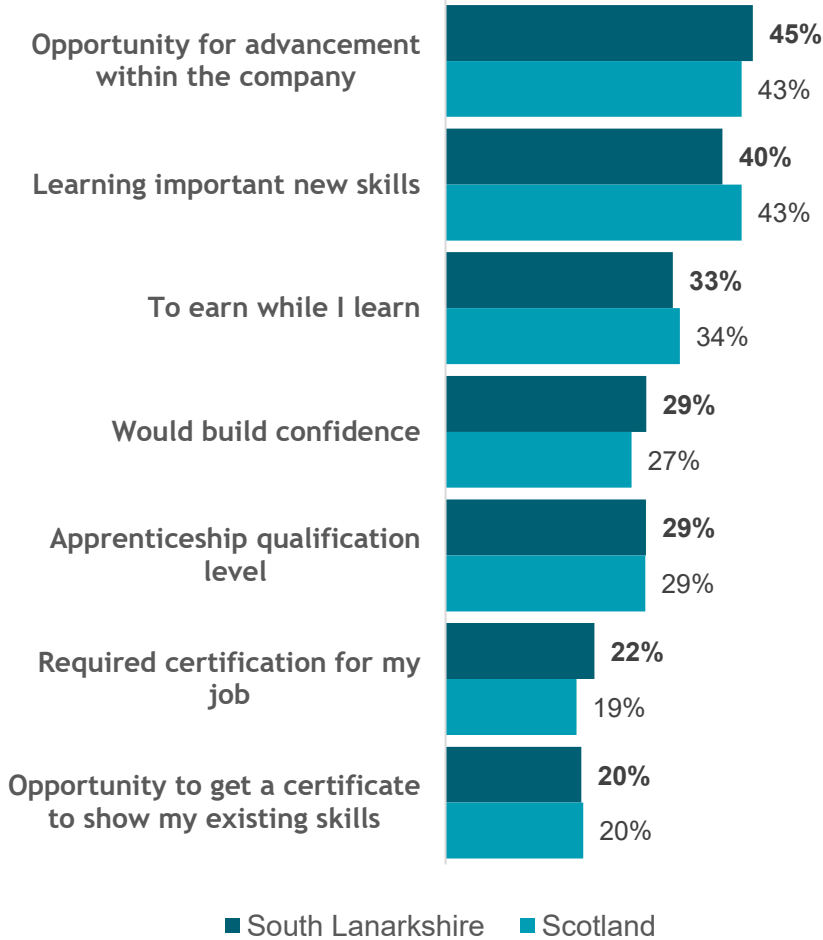


SIMD	South Lanarkshire	Scotland
1 (most deprived)	18%	22%
2	20%	22%
3	22%	21%
4	23%	21%
5 (least deprived)	17%	15%

Top frameworks



Reasons for starting MA

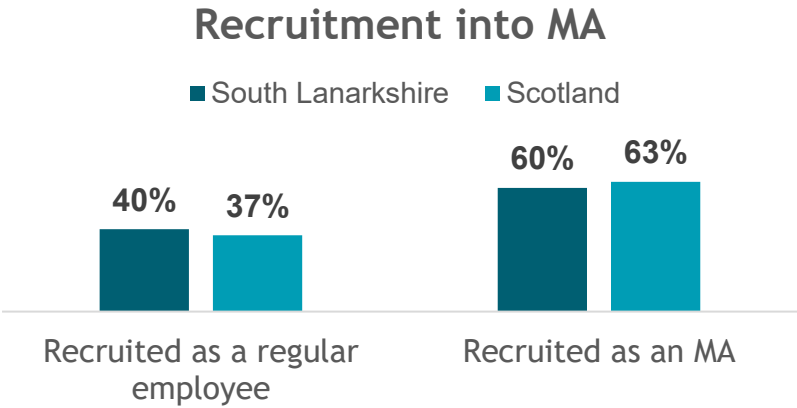




Training providers
78

Responses	
South Lanarkshire	Scotland
339	5,974

Future plans after completing	South Lanarkshire	Scotland
Stay with my current employer	67%	73%
A combination of employment and further study	10%	8%
Move to different employer in the same industry	6%	5%
Become self-employed or start a business	6%	4%
Move on to further or higher education	4%	4%
Move to a different industry	3%	2%





Status 3 months after leaving

South
Lanark-
shire

Scotland

Employed full-time (30
plus hours per week)

93%

86%

Employed part-time (less
than 30 hours per week)

4%

8%

Self-employed/ own
business

1%

2%

Unemployed and looking for
work

1%

1%

Another Modern
Apprenticeship

0%

0%

91%

Working for the
same employerWorking in the
same sector

94%

94%

On a permanent
contractQuality of training from college or
training provider ¹

94%

Quality of training from employer ¹

91%

Overall satisfaction ¹

95%

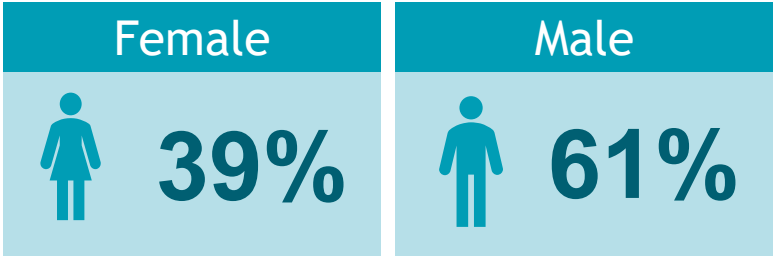
Likelihood to recommend ¹

94%

Better long-term career prospects

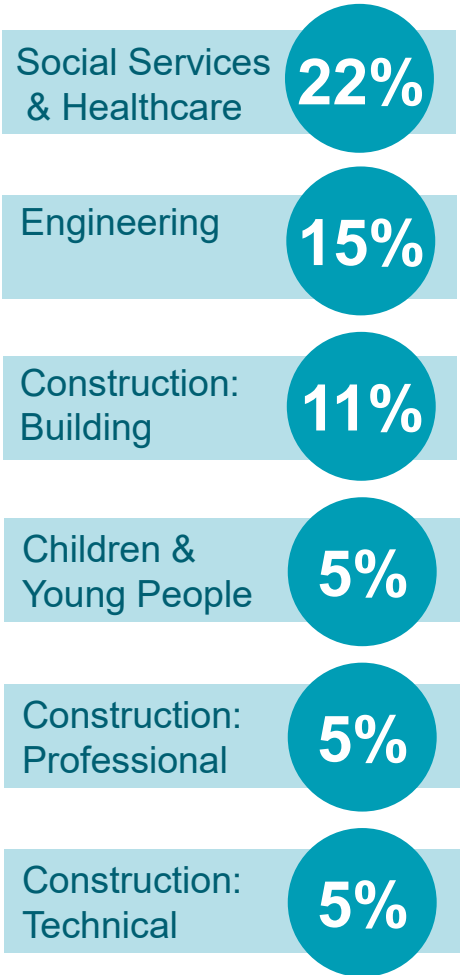


50%

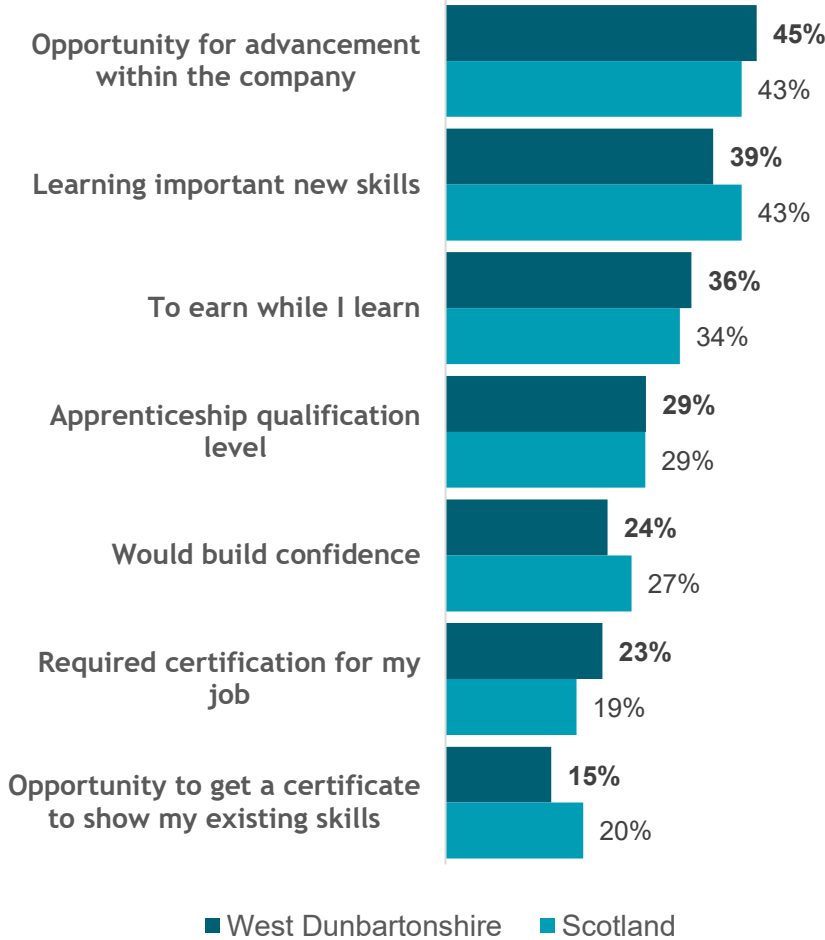


SIMD	West Dunbartonshire	Scotland
1 (most deprived)	39%	22%
2	26%	22%
3	19%	21%
4	11%	21%
5 (least deprived)	4%	15%

Top frameworks



Reasons for starting MA

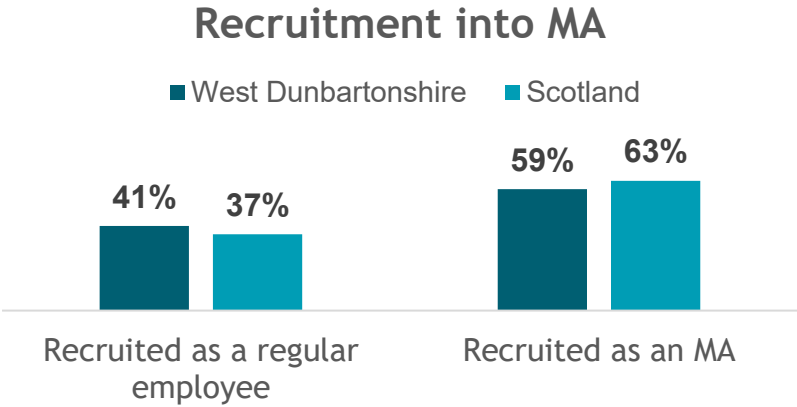




Training providers
37

Responses	
West Dunbartonshire	Scotland
122	5,974

Future plans after completing	West Dunbartonshire	Scotland
Stay with my current employer	76%	73%
A combination of employment and further study	11%	8%
Move to different employer in the same industry	4%	5%
Become self-employed or start a business	2%	4%
Move on to further or higher education	3%	4%
Move to a different industry	0%	2%



The results are based on the 2024 weighted data | ¹ Percent of those selecting 6 and above on a 10-point scale | ² of those stating learning new skills was important when selecting MA | ³ of those stating becoming more confident was important when selecting MA

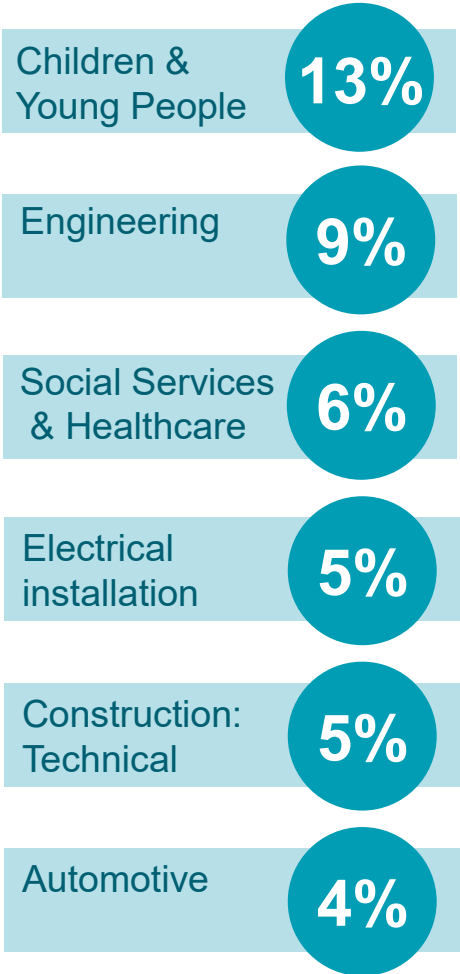


Training providers	Responses	
	West Lothian	Scotland
69	196	5,974

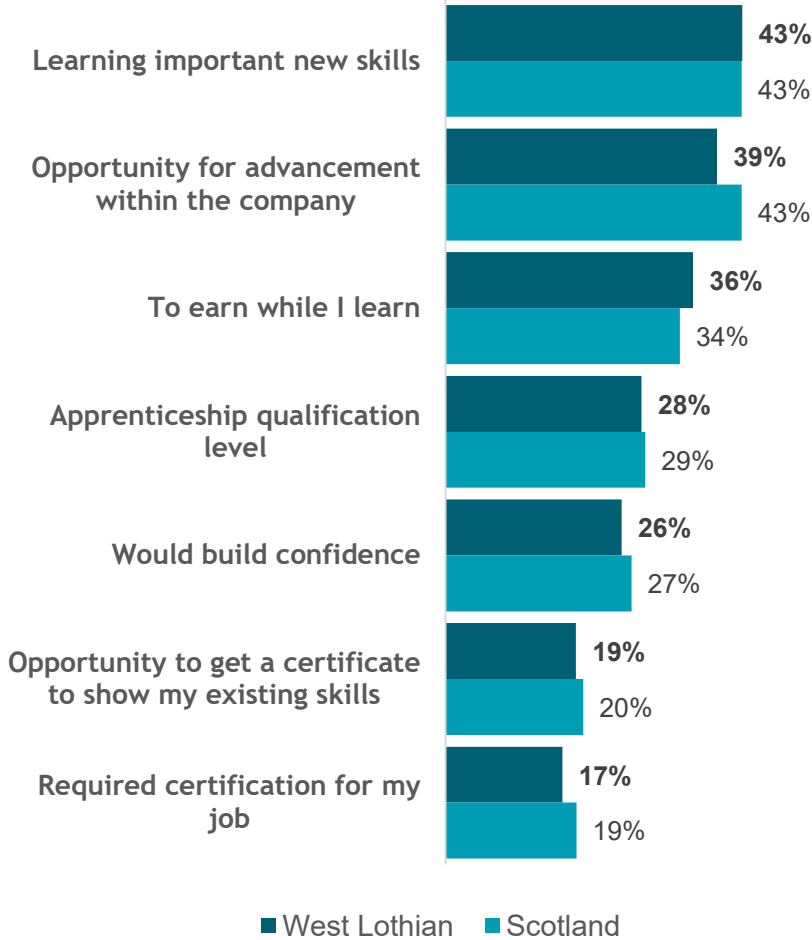


SIMD	West Lothian	Scotland
1 (most deprived)	12%	22%
2	34%	22%
3	15%	21%
4	26%	21%
5 (least deprived)	13%	15%

Top frameworks



Reasons for starting MA

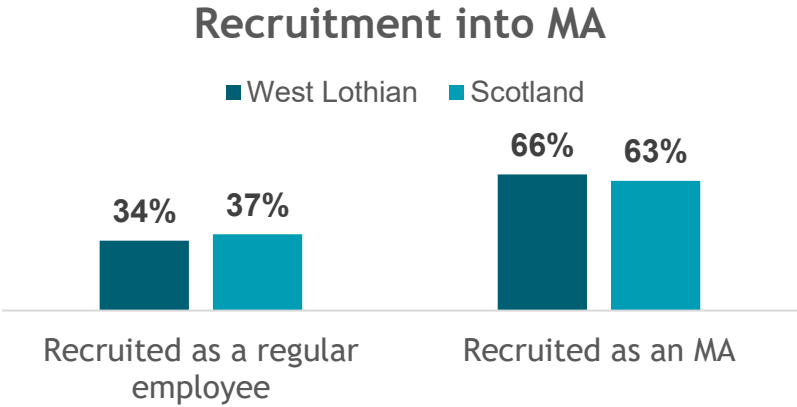




Training providers
69

Responses	
West Lothian	Scotland
196	5,974

Future plans after completing	West Lothian	Scotland
Stay with my current employer	73%	73%
A combination of employment and further study	7%	8%
Move to different employer in the same industry	3%	5%
Become self-employed or start a business	3%	4%
Move on to further or higher education	5%	4%
Move to a different industry	3%	2%





Training providers
56

Responses (completers)	
West Lothian	Scotland
117	3,646

Status 3 months after leaving	West Lothian	Scotland
Employed full-time (30 plus hours per week)	87%	86%
Employed part-time (less than 30 hours per week)	6%	8%
Self-employed/ own business	0%	2%
Unemployed and looking for work	1%	1%
Another Modern Apprenticeship	0%	0%

