

Apprentice Voice

Sector breakdown

2024 Annual Results*

SDS Evaluation & Research Team
August 2025

*Results are for the calendar year 1st January 2024 to 31st December 2024

Apprentice Voice 2024

Overview

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 **sector*** for **Administration and Related, Automotive, Construction and Related, Engineering and Energy Related and Hospitality and Tourism.**

Notes: The survey responses have been reweighted by gender, 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.

Administration and Related

Apprentice Voice 2024



Apprentice Voice 2024

Administration and Related Frameworks

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

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

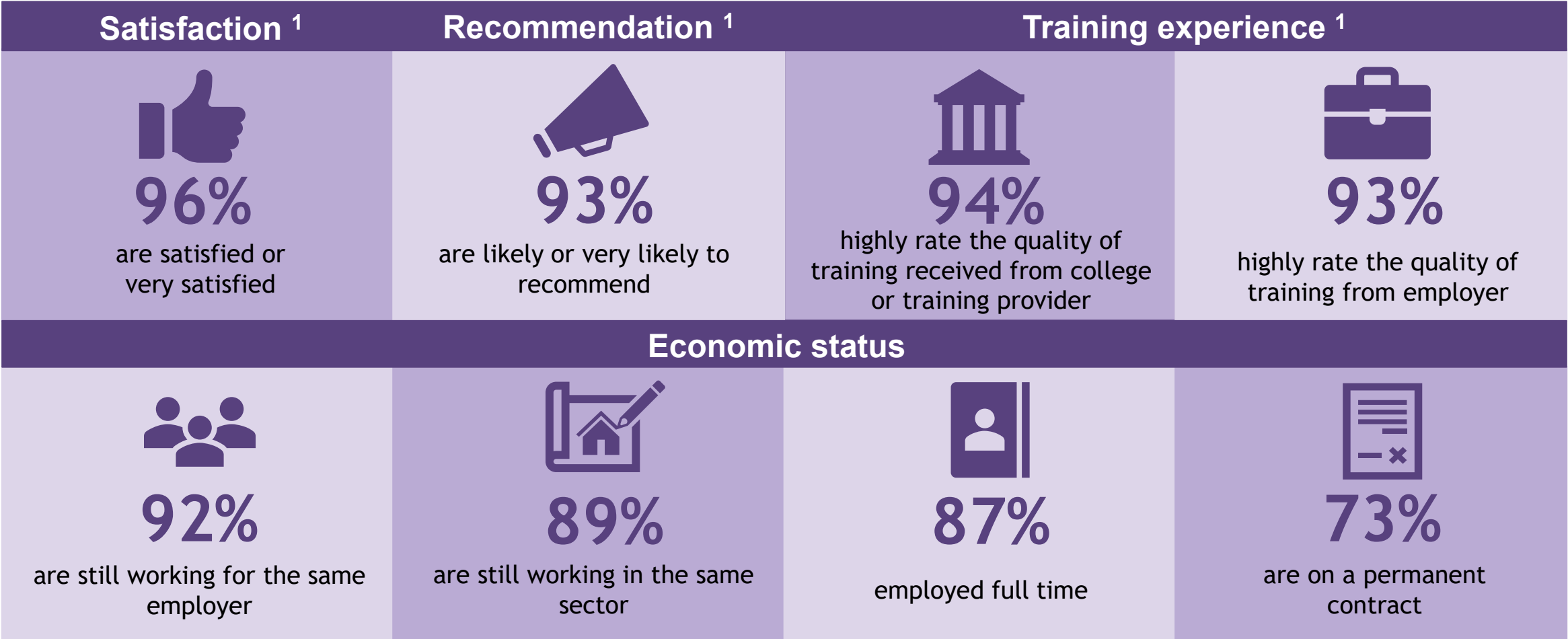
Responses	Female	Male
349	63%	34%



* 6 months after start date | ¹ Percent of those selecting 6 and above on a 10-point scale | ² of those stating becoming more confident was important when selecting MA | ³ of those stating learning new skills was important when selecting MA

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Responses	Female	Male
202	59%	38%



* 3 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Responses	Female	Male
178	64%	35%



* 15 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Automotive

Apprentice Voice 2024



Apprentice Voice 2024

Automotive frameworks

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

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Responses	Female	Male
268	7%	93%



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Construction and Related

Apprentice Voice 2024



Apprentice Voice 2024

Construction and Related frameworks

- **Construction: Building**
- **Construction: Civil Engineering**
- **Construction: Professional Apprenticeship**
- **Construction: Specialist**
- **Construction: Technical**
- **Construction: Technical Apprenticeship**
- **Domestic Plumbing and Heating**
- **Electrical Installation**
- **Heating, Ventilation, Air Conditioning and Refrigeration**
- **Minerals Extraction and Processing**
- **Plumbing and Heating**
- **Wood and Timber Industries**

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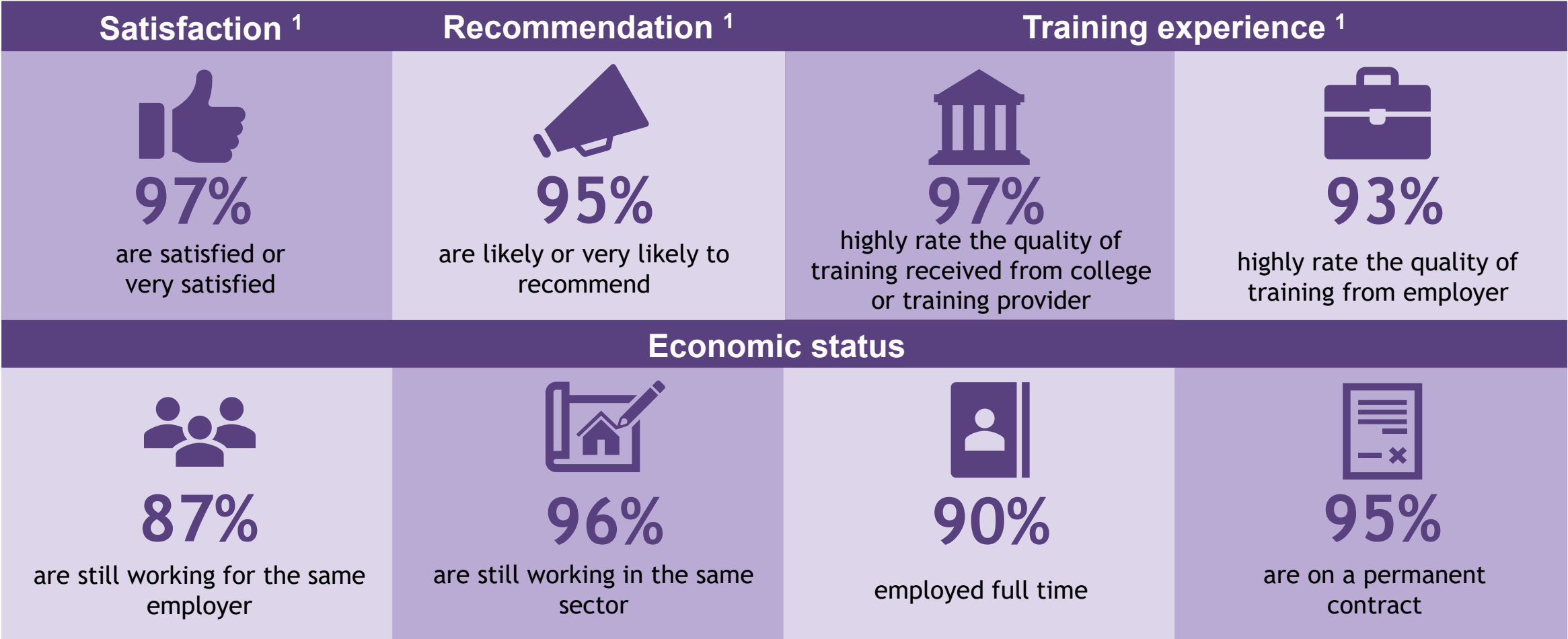
Responses	Female	Male
1,460	4%	96%



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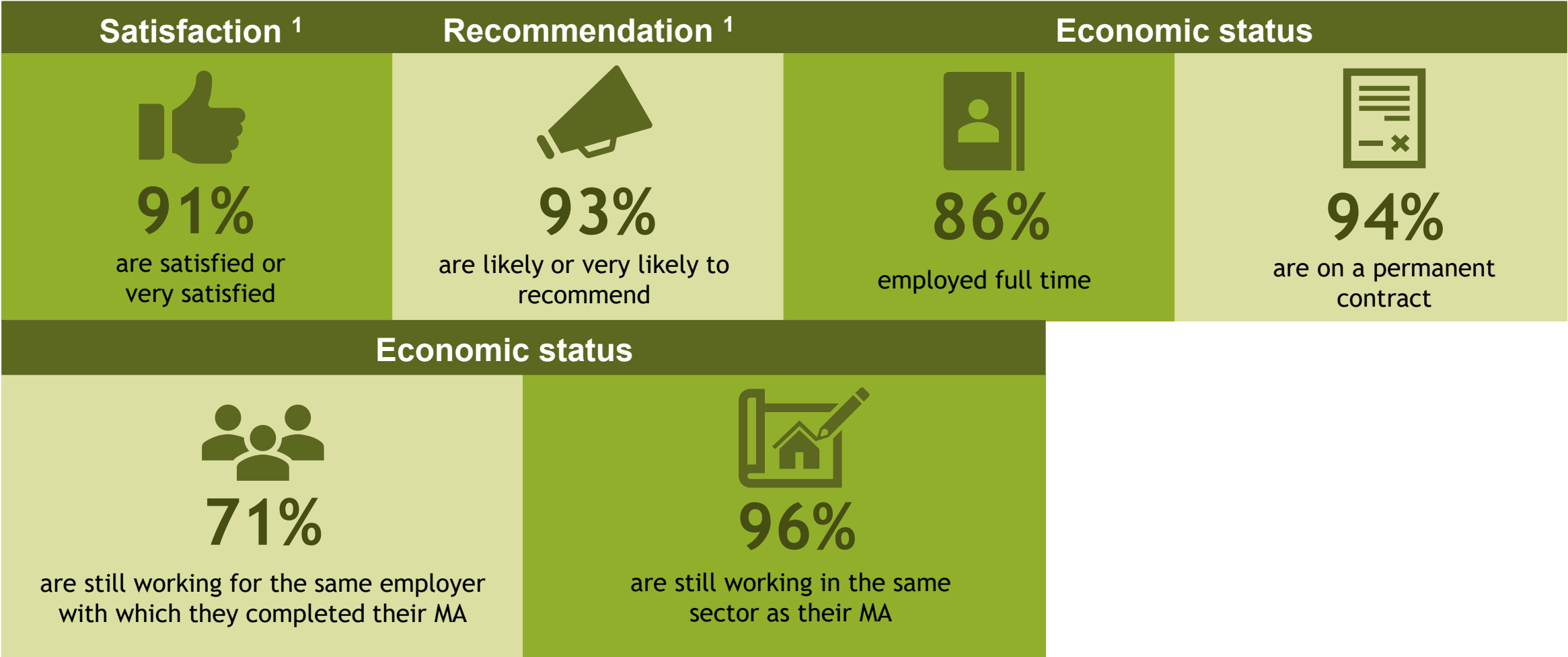
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Responses	Female	Male
759	3%	97%



* 3 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Responses	Female	Male
433	3%	97%



* 15 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Engineering and Energy Related

Apprentice Voice 2024



Apprentice Voice 2024

Engineering and Energy Related Frameworks

- Electronic Security Systems
- Engineering
- Engineering Asset Lifecycle and Maintenance
- Engineering Construction
- Engineering Manufacturing and Fabrication
- Engineering Technical Apprenticeship
- Engineering Technical Support
- Gas Engineering
- Industrial Applications
- Land-based Engineering

- Power Distribution
- Process Manufacturing
- Rail Engineering
- Technical Apprenticeship in Engineering & Digital Manufacturing
- Upstream Oil and Gas Production
- Water Industry

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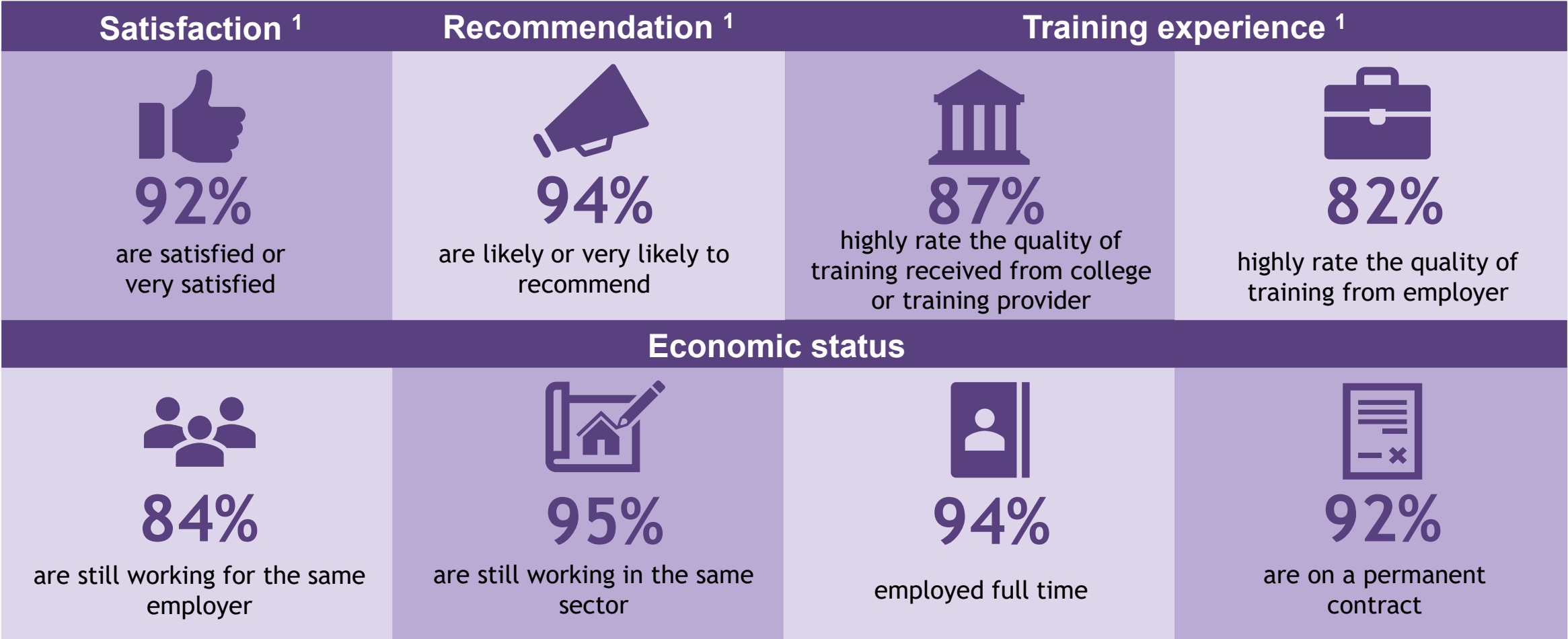
Responses	Female	Male
684	9%	91%



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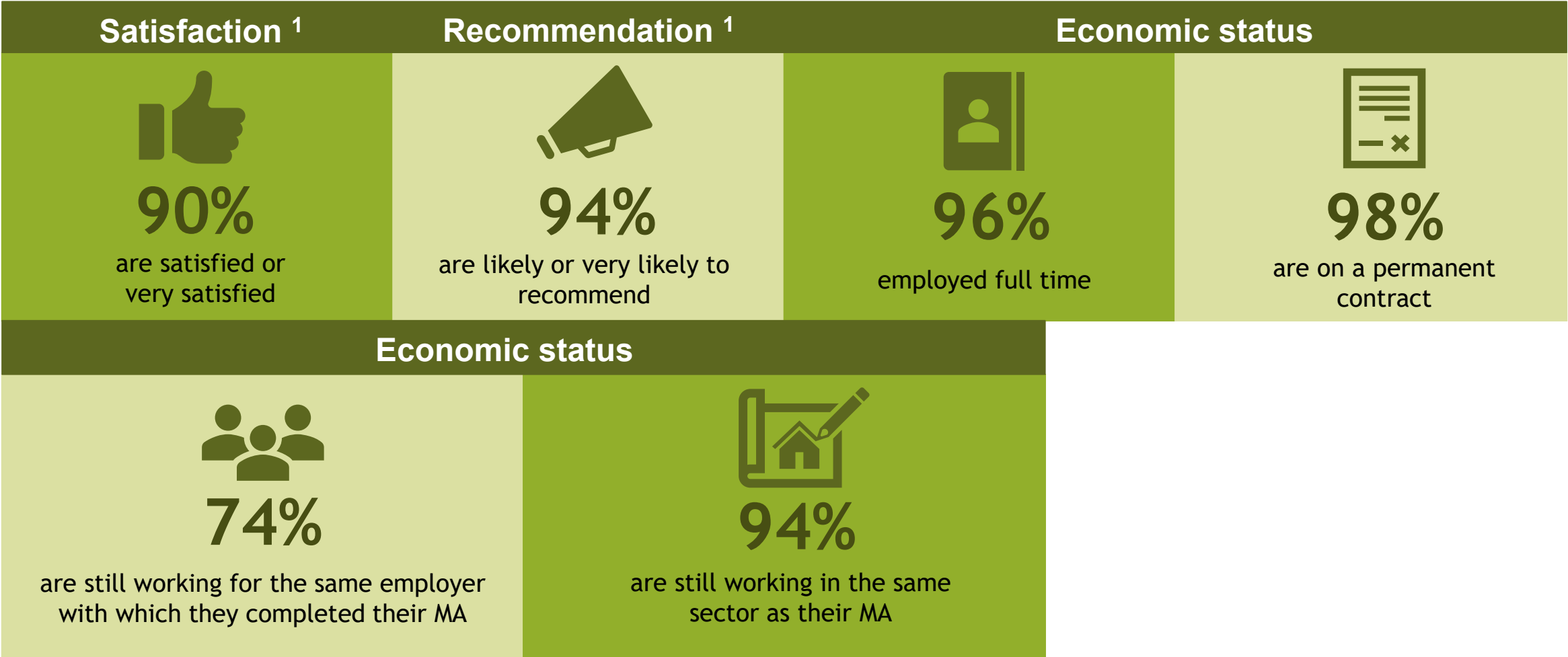
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Responses	Female	Male
244	6%	94%



* 3 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Responses	Female	Male
172	7%	93%



* 15 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale

Hospitality and Tourism

Apprentice Voice 2024



- Hospitality
- Chef (Professional Cookery)
- Hospitality (Supervision and Leadership)
- Hospitality Team Member
- Hospitality Management Skills Technical Apprenticeship

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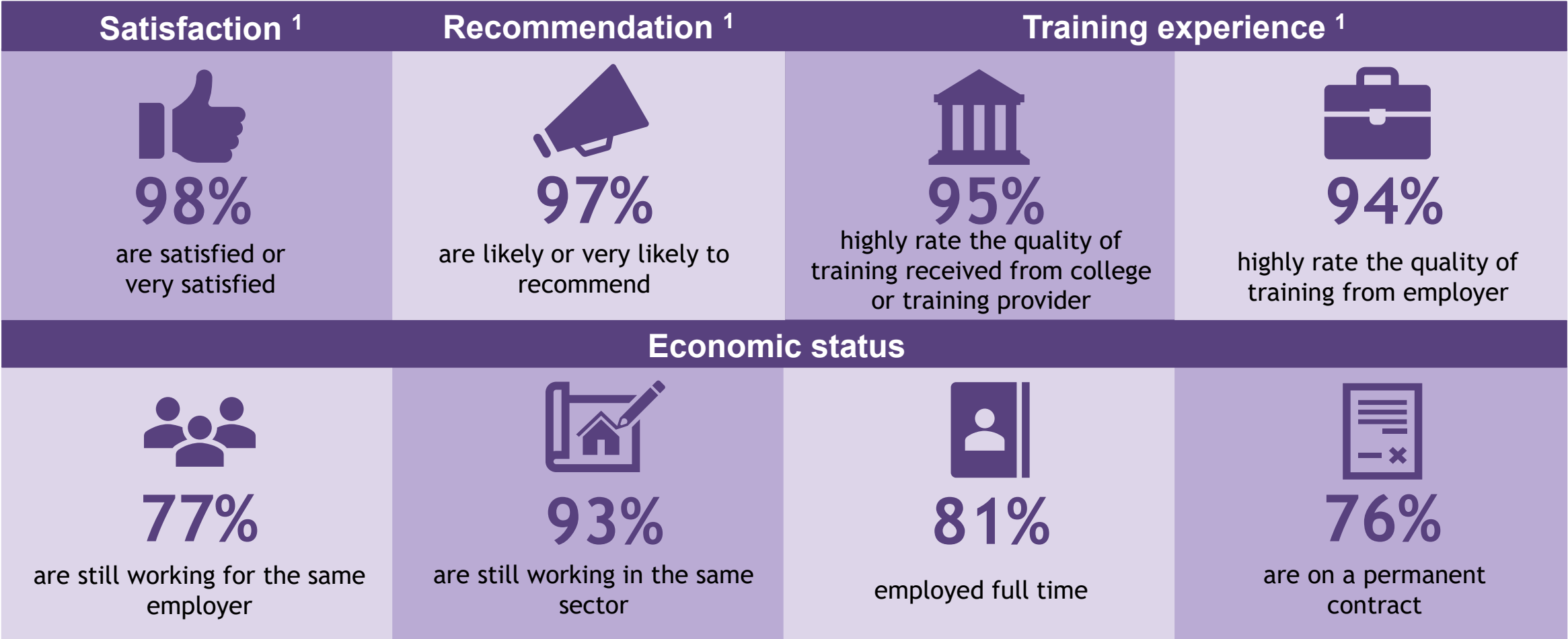
Responses	Female	Male
154	54%	45%



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Responses	Female	Male
144	46%	52%



* 3 months after leaving, completers | ¹ Percent of those selecting 6 and above on a 10-point scale