

Apprentice Voice

2025 Annual Results*

SDS Evaluation & Research

March 2026

Apprentice Voice

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- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS)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

Apprentice Voice 2025

SDS' Evaluation and Research Team introduced a new innovative approach to gathering apprentices' views on their learning and outcomes across the apprenticeship family called **Apprentice Voice.**

All apprentices are given the opportunity to provide feedback at three key stages via automated surveys issued automatically via SDS's Management system via FIPS as follows:

- **In training (issued 6 months after starting)**
- **Leavers (issued 3 months after leaving)**
- **Short Term Outcomes (issued 15 months after leaving)**

These results cover feedback from apprentices between 1st January 2025 and 31st December 2025 with responses from 11,028 Modern Apprentices: 5,377 responses for the In training survey, 3,713 for Leavers and 1,938 for Short Term Outcomes.

The research forms part of a wider SDS programme of research and evaluation to inform continuous improvement actions and the delivery of apprenticeships in Scotland.

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.

Benefits of Apprentice Voice

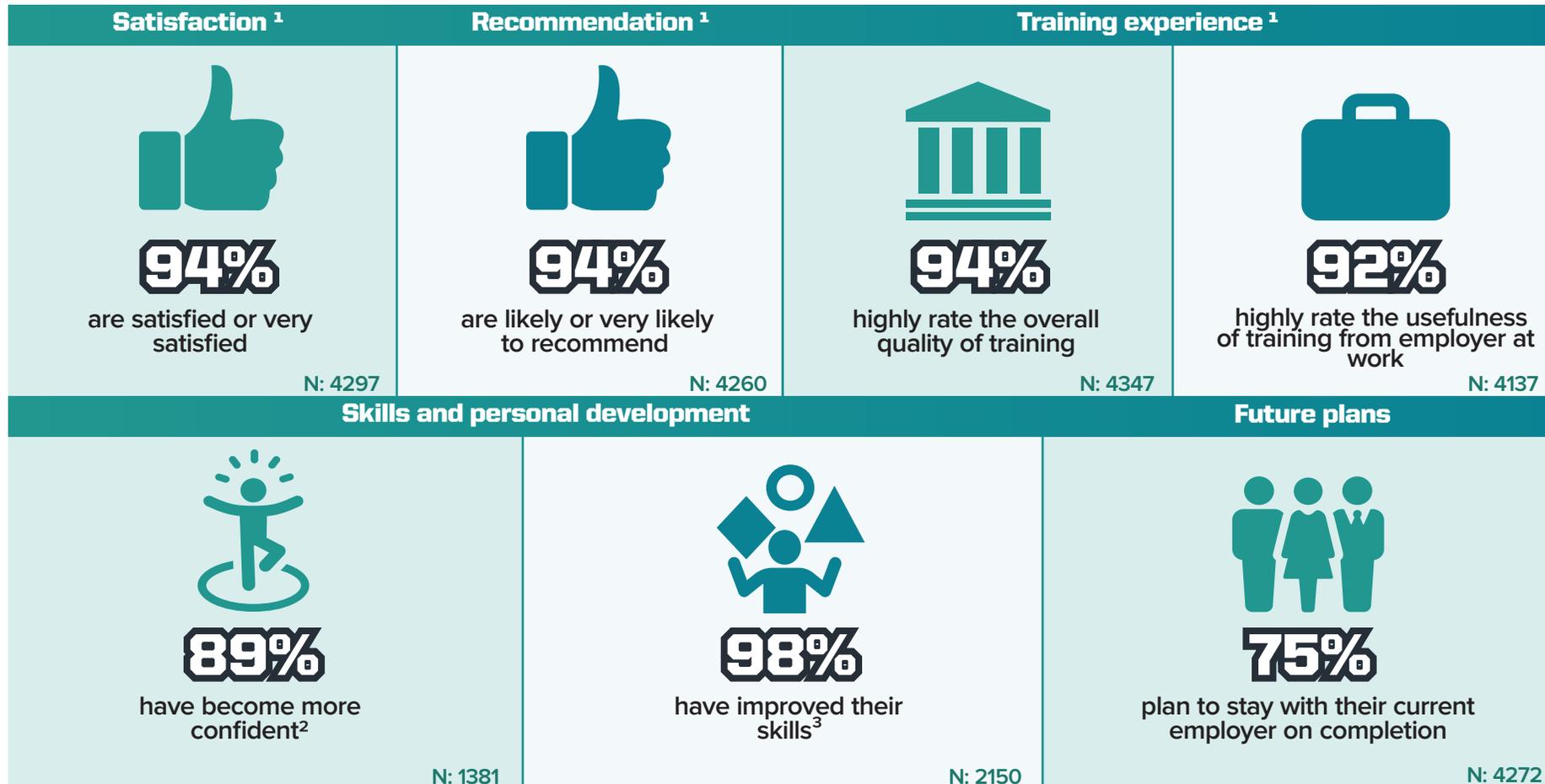
- An improved evidence base – in real time to inform decision making
- A consolidated and co-ordinated approach to evaluation and research across the apprenticeship family, using consistent measures of outcomes, perceptions and benefits
- More inclusive as all apprentices are given the opportunity to 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.

Apprentice Voice

Modern Apprenticeships

In Training 2025*

5,377
responses**



“What I value most about the Modern Apprenticeship is the opportunity it provides to learn while working. It’s a practical, hands-on approach that allows me to gain industry-relevant skills, and earn a qualification at the same time. I also appreciate how it helps build confidence and independence, while offering a clear pathway for career progression.”

- Pharmacy Services apprentice, female, 31 years old

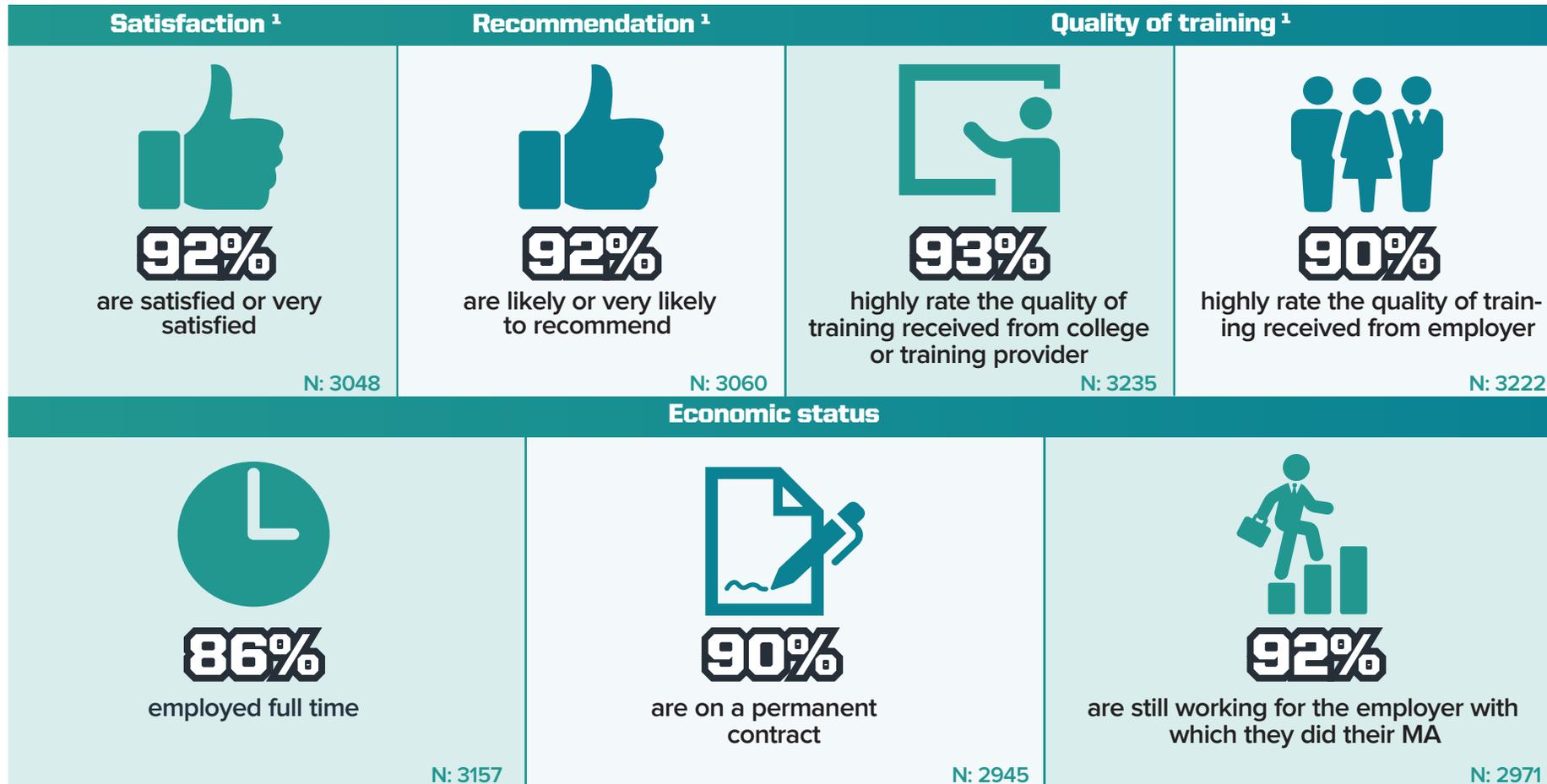
* 6 months after start | ** The overall response counts are unweighted totals, while weighted totals are presented for each question | ¹ Percent of those selecting 6 and above on a 10-point scale | ² of those stating becoming more confident was important when selecting MA | ³ of those stating learning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

Apprentice Voice

Modern Apprenticeships

Leavers 2025*

3,402
responses**



“I valued the chance to gain real world experience while studying. Being able to apply what I learned in my course-work directly to my role helped me grow quickly and understand the job in a deeper way. Working closely with service users and other professionals taught me the importance of trust, communication, and empathy. I developed strong relationships that made the work feel meaningful.”

- Social Services and Healthcare apprentice, male, 22 years old

* 3 months after leaving, completers | ** The overall response counts are unweighted totals, while weighted totals are presented for each question |

¹ Percent of those selecting 6 and above on a 10-point scale

Apprentice Voice

Modern Apprenticeships

Short Term Outcomes 2025*

1,720
responses**

Economic status



86%

employed full time

N: 1694



93%

are on a permanent
contract

N: 1556



82%

are still working for the employer
with which they did their MA

N: 1581

Satisfaction ¹



90%

are satisfied or
very satisfied

N: 1560

Recommendation ¹



90%

are likely or very likely
to recommend

N: 1545

“I have achieved a very good job at a young age compared to many people I know. I feel I have been given the opportunity to have a career for life through what I achieved in my apprenticeship. It was the best decision I made to [...] follow my dream career path.”

- Engineering apprentice, female, 20 years old



For further information and enquiries

evaluation&research@sds.co.uk