

# Modern Apprenticeship Statistics

**Full Year Report 2014/15**

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## 1. Introduction

Modern Apprenticeships (MAs) provide individuals with the opportunity to secure industry-recognised qualifications at a range of Vocational Qualification (VQ) levels while earning a wage. A Modern Apprentice could be a new team member or an existing employee seeking to increase their capability.

Modern Apprenticeships also provide a way for businesses to train employees to industry-recognised standards.

The MA programme serves a dual purpose - to help get young people into work and to support economic growth. Over recent years, policy priority has been placed on opportunities for young people, higher level apprenticeships (level three and above) and supporting key and growth industries. As MAs are employed, the volume and mix of starts for each MA framework is subject to employer demand.

The aim of this report is to provide a yearly analysis (1<sup>st</sup> April 2014 to 31<sup>st</sup> March 2015) of the cumulative statistics associated with those Modern Apprenticeships where there is a public funding contribution administered by Skills Development Scotland (SDS) on behalf of the Scottish Government. Statistics in this report are used to monitor

performance of these Modern Apprenticeships and may be of interest to a variety of audiences including local authorities and learning providers.

Key analysis provided in this report covers:

- Starts by age, level and framework grouping
- Progressions
- Time in employment before commencing MA
- In training by age, level and framework grouping
- Achievements
- Equalities data (gender, disability and ethnicity)

In addition, this report also includes information on MA redundancies in 2014/15 and employer incentives to support MAs who have been made redundant in completing their Modern Apprenticeship. Further information on definitions used in this report is provided in the “Notes to Readers” section on the following page.

## 2. Notes to Readers

The statistics in this report are derived from data produced by the SDS National Training Programme (NTP) Reporting Team. This report covers statistics related to Modern Apprenticeships **where there is a public funding contribution** administered by SDS on behalf of the Scottish Government.

Guidance on how Modern Apprenticeship (MA) data is collected and reported is available on the SDS Corporate Website entitled [MA Quality and Methodology](#). SDS recommends that this document is read prior to any further analysis, in order to ensure the figures are interpreted correctly.

This report may refer to a **percentage** increase or decrease of certain values and this refers to the **relative** change between two numbers e.g. starts increased by 5% compared to the same quarter last year. However, the report may also refer to a **percentage point (pp)** increase or decrease, which refers to the absolute change between two percentages e.g. the achievement rate for MAs aged 25 or over increased by 8 pp.

In this report, MA frameworks are classified as belonging to an SDS assigned framework grouping. Details of the frameworks that are assigned to each framework grouping are available on the [SDS corporate website](#).

The report provides a summary of the key points in 2014/15. Further information can be found through the [Supplementary Statistics Tables](#) that are available in both Excel and PDF format on the SDS website.

Any comments or suggestions regarding the content of this report are welcome and can be emailed to: [user\\_feedback@sds.co.uk](mailto:user_feedback@sds.co.uk)

### 3. Key Results

#### Starts – In 2014/15:

- There were 25,247 MA starts against an annual target of 25,000.
- 80% of starts were aged 16-24 – 1pp higher than last year. A further 20% of starts were aged 25+.
- 64% of starts were at level 3 or above (2pp higher than last year).
- The number of starts to level 3+ has continued to increase (3% rise compared to last year) while starts to level 2 have decreased (5% fewer than last year).
- 60% of MA starts were male and 40% were female.
- The framework groupings with the highest number of starts were:
  1. Construction and Related (4,409 – 17.5%)
  2. Sport, Health & Social Care (3,047 – 12.1%)
  3. Hospitality and Tourism (2,940 – 11.6%)
  4. Retail and Customer Service (2,886 – 11.4%)
  5. Administration & Related (2,451 – 9.7%)
  6. Engineering & Energy Related (1,704 – 6.7%)

- 6,152 (25%) of those MAs who started an apprenticeship in 2014/15 reside in the 20% most deprived areas in Scotland.

#### In training - As at 27th March 2015:

- The numbers in training decreased slightly from 35,582 at the same point last year to 35,053.
- The majority of MAs in training were young people (16-19 - 63%, 16-24 - 86%).
- 77% of those in training were at level 3 or above – 4 pp higher than last year.
- Analysis shows that 9.3% of the young people employed in Scotland (aged 16-24) are Modern Apprentices. The proportion fluctuates by Local Authority, with Clackmannanshire having the highest proportion at 22.9%.

#### Achievements – In 2014/15:

- The achievement rate was 74%, 3 pp lower than the previous year.
- MAs aged 25 and over had the highest achievement rate at 80%.

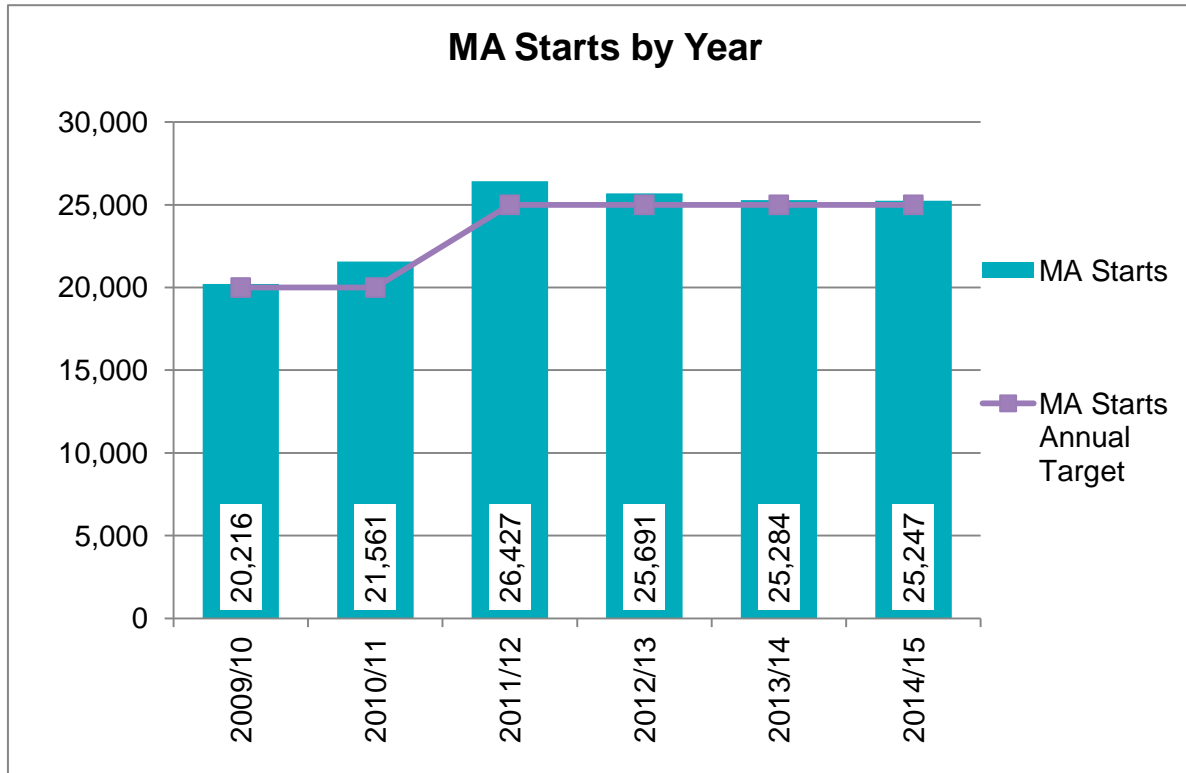
- The achievement rate was 73% for level 2 and 74% for level 3.
- The level 4 achievement rate was 84% and the level 5 rate was 83%. However, both of these rates are based on a small number of leavers.
- 1,009 MAs progressed to the next VQ level.

**Redundancies – In 2014/15:**

- 454 Modern Apprentices were made redundant, 17% fewer than in 2013/14.
- 175 Adopt an Apprentice places for redundant apprentices were approved in the same period.

## 4. Starts

There were 25,247 MA starts in 2014/15 against the 25,000 annual target. Figure 1 displays the number of MA starts compared with the annual target – this has been met every year.



**Figure 1:** MA starts by year compared with the annual target



### 4.1 Starts by Age

In 2012/13 the reporting of MA statistics by age group changed from two categories (16-19 and 20+) to three (16-19, 20-24 and 25+) in line with the revised funding model. For comparability the high level starts figure has been split into the three age groups for years 2009/10 - 2011/12<sup>1</sup> (see figure 2) Figure 2 displays the number of MA starts by age group each year. The step change in MA starts target in 2011/12 saw an increase in the proportion of MAs aged 25+ (+ 5pp) and 20-24 (+ 4 pp) compared to 2010/11.

Since 2011/12 the proportion of starts aged 16-24 has steadily increased and the proportion of those aged 25 or over has decreased in line with policy priorities. This year, 80% of MA starts were aged 16-24, 1 pp higher than last year.

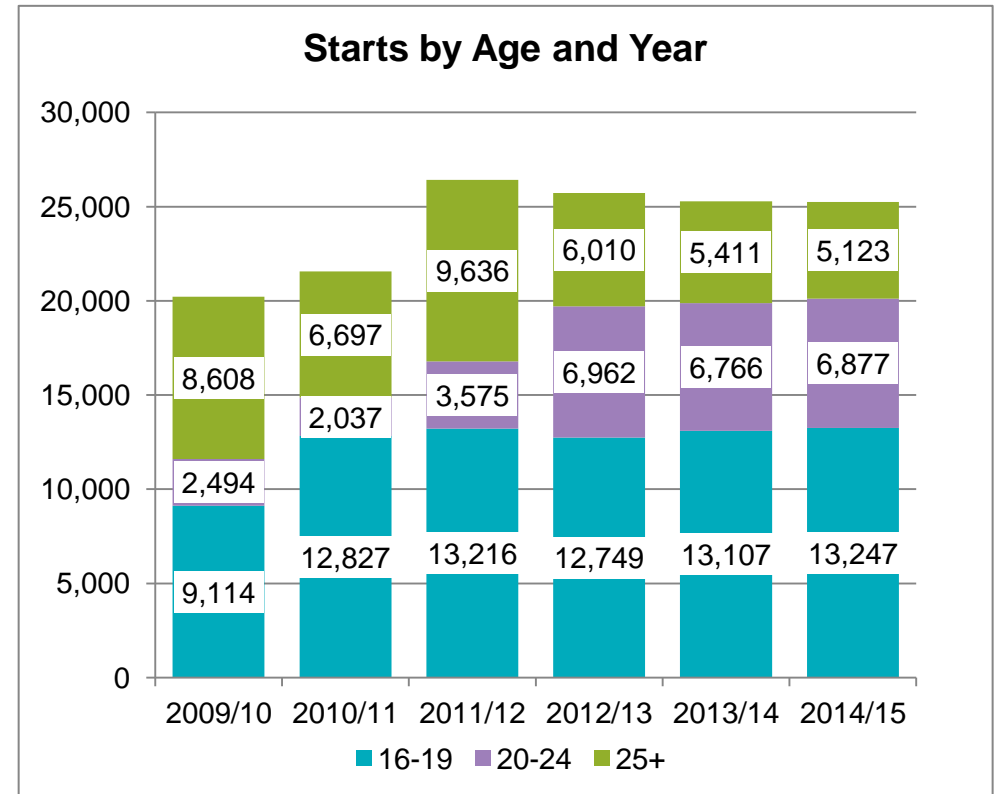


Figure 2: MA starts by age and year

<sup>1</sup> For ease of reference high level starts figures are provided for age groups 16-19, 20-24 and 25+ in 2009/10, 2010/11 and 2011/12. It is only possible to provide this comparison for high-level starts; therefore, all other breakdowns for these three years remain in age groups 16-19 and 20+.

## 4.2 Starts by Level

This year has seen a continued increase in starts at level three and above in line with policy priority. Figure 3 shows that the proportion of starts at level 3+ has increased to 64% in 2014/15 (a rise of 2 pp) and increased by a total of 6 pp since the change in the MA starts target to 25,000 in 2011/12.

The majority of this increase was between 2012/13 and 2013/14 (3 pp) and was mainly due to an increased proportion of 16-19 year olds at level 3. There was a relatively high proportion of MA starts at level 3+ in 2009/10 (67.5% - 3.7 pp higher than this year). This reflects that 2009/10 was the first year that level 2 MAs were available.

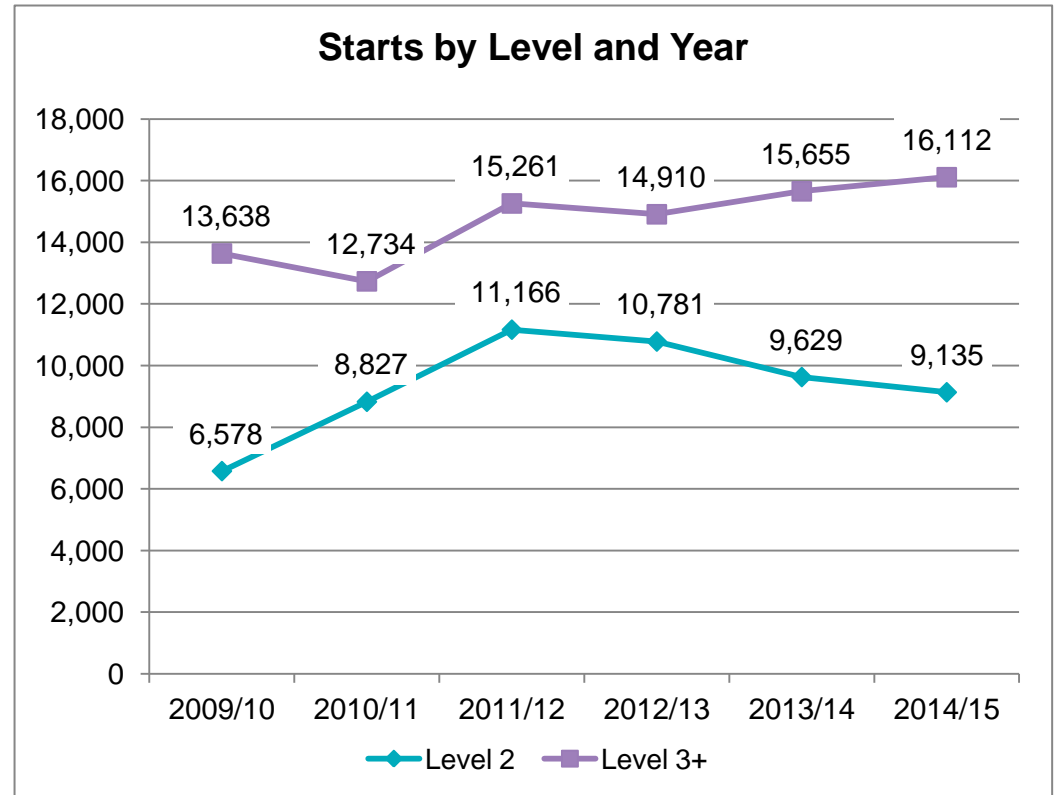


Figure 3: Starts by Level and Year

### 4.3 Starts by MA Framework Grouping

Figure 4 shows the number of MA starts in 2014/15 by framework grouping<sup>2</sup>. It is important to note that the number of starts to each framework grouping is managed based on a combination of government priorities and employer demand.

The top four framework groupings with the highest volume of starts have remained the same each year since 2009/10:

- Construction & Related
- Sport, Health & Social Care
- Hospitality & Tourism
- Retail & Customer Service

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<sup>2</sup> Classifications may be changed due to ongoing refinement and changes to frameworks each year. For the purpose of this report, framework grouping was defined by categorising the high level framework titles. This means that an MA on a management framework will fall into the “Management” grouping regardless of the sector they are employed in. This analysis may differ from other estimations of framework grouping – for example, in the case of the Audit Scotland MA Report (March 2013). Details of the frameworks that fit into each grouping are available on the statistics section of the SDS corporate website.

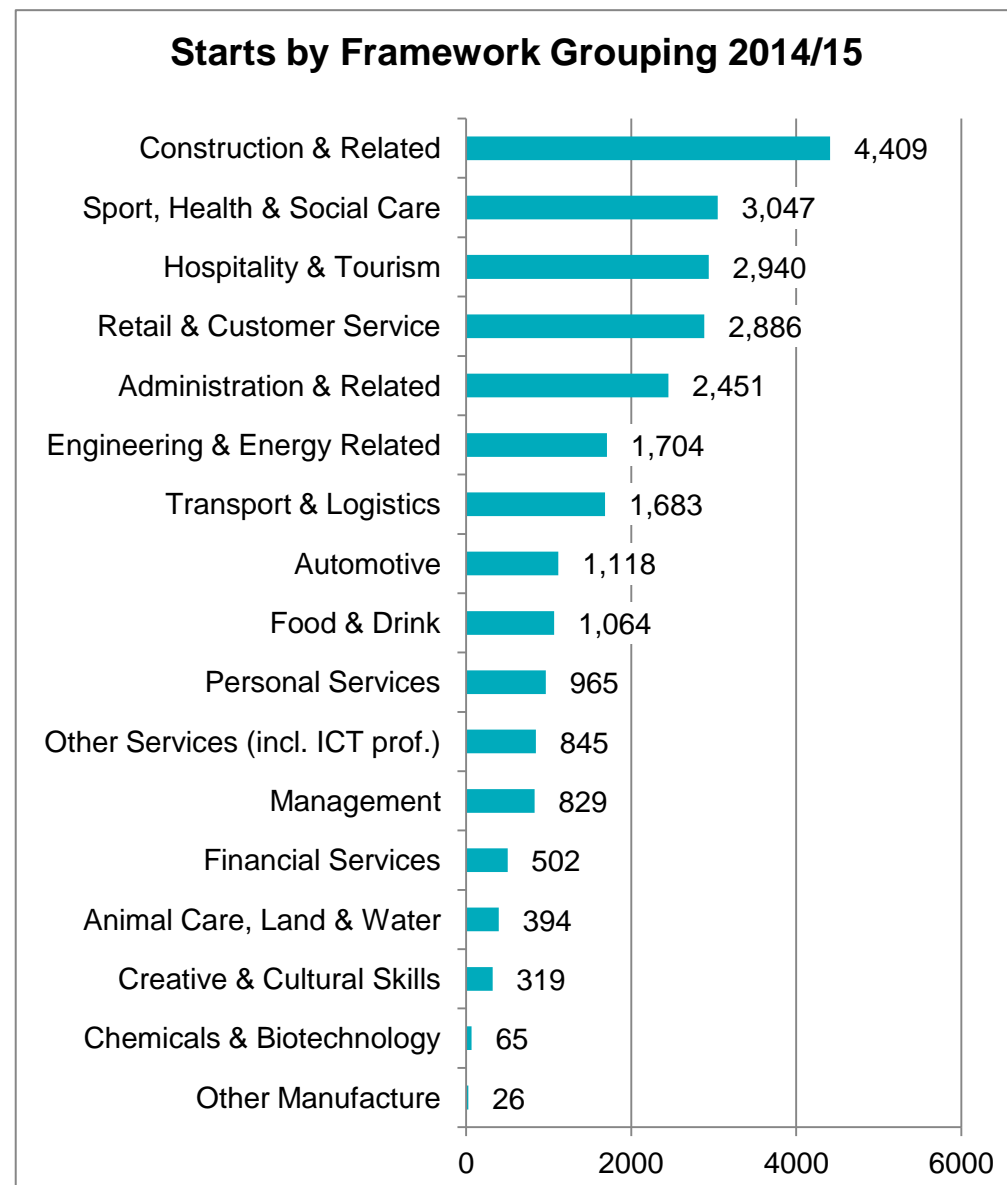


Figure 4: MA starts by framework grouping 2014/15

Appendix A Table 5 details the number of MA starts by framework grouping and year. Figure 5 shows the volume change in starts to each framework grouping between 2013/14 and 2014/15.

- Administration & Related had the highest volume increase with 276 more starts this year compared to 2013/14 – an increase of 13%.
- Hospitality & Tourism had the highest volume decrease this year with 339 (10%) fewer MA starts.
- Energy & Engineering related frameworks had 112 (6%) fewer starts this year. Further analysis shows that the majority of this variance is from the Engineering framework in Aberdeenshire, reflecting changes in the Oil & Gas industry.

Figure 6 shows the volume change in MA starts by framework grouping between 2009/10 and 2014/15. This shows that there were increased starts in almost all framework groupings, with the exception of; Retail & Customer Service, Sport Health & Social Care and Management. The largest increase in starts over this time period was in Administration & Related (+ 1,368) followed by Construction & Related (+ 1,061) and Hospitality & Tourism groupings (+ 828).

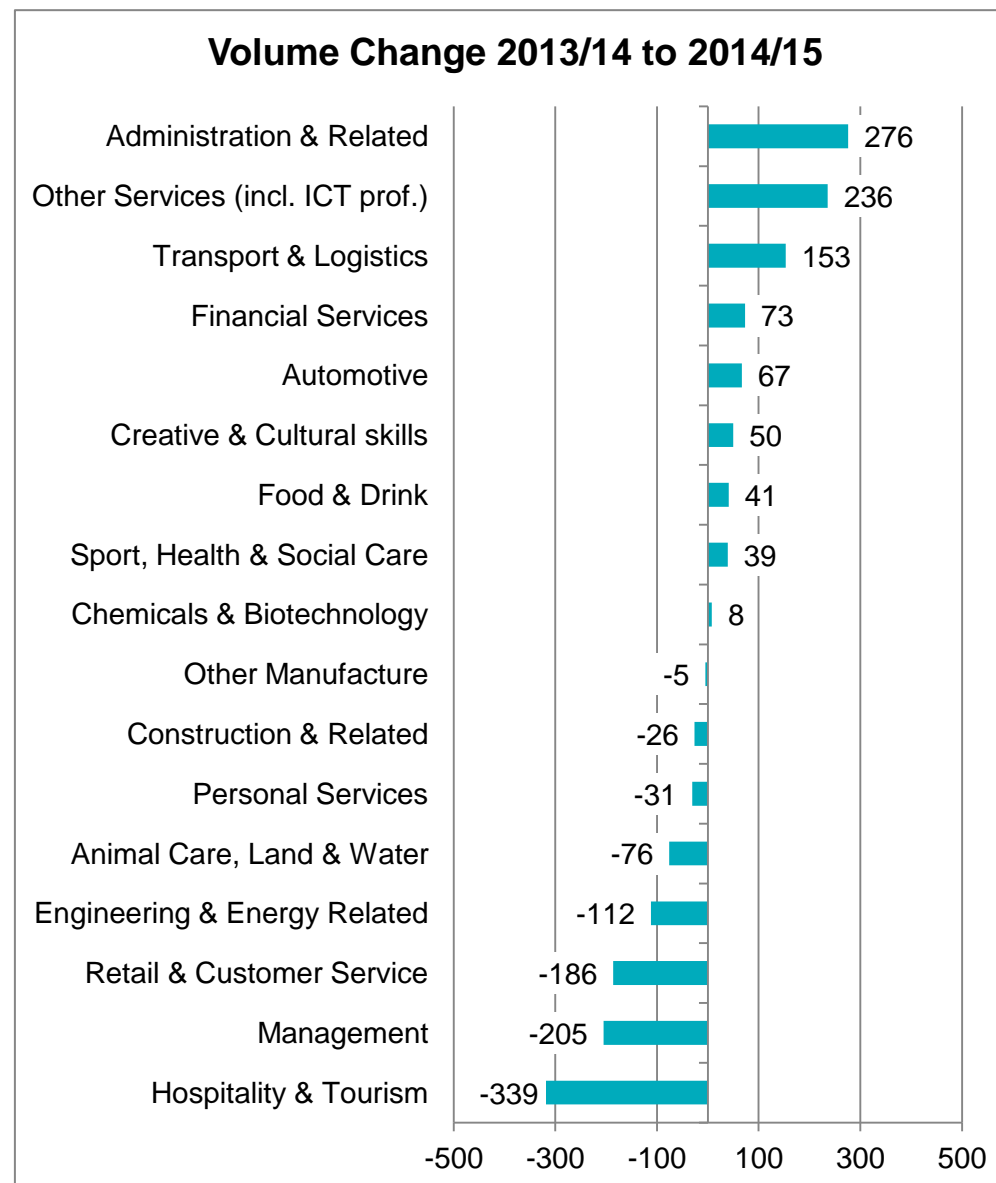


Figure 5: Volume change in starts by framework grouping 2013/14 to 2014/15

## Economic Growth Sectors

Life Sciences, Creative Industries, Financial and Business Services, Food & Drink, Energy and Sustainable Tourism continue to be identified as Growth Sectors<sup>3</sup> in the Scottish Economic Strategy (2015).

A priority has been placed on increasing the number of frameworks relating to economic growth sectors across all age groups and a funding contribution is provided for employees aged 25 or over only if they are employed in economic growth or key sectors. It is important to note that Modern Apprenticeships are not yet as well established in some economic growth sectors – for example, some businesses in the Life Sciences<sup>4</sup> sector prefer graduates as a recruitment source.

As figure 6 shows, between 2009/10 and this year, new MA starts to framework groupings related to the economic growth sectors have increased. The key points are as follows:

<sup>3</sup> Growth Sectors are sectors that have the potential to drive sustainable growth in the long-term through the development of Scotland's assets and comparative advantages and through their potential to be successful in global markets.

<sup>4</sup> included in Chemicals and Biotechnology grouping

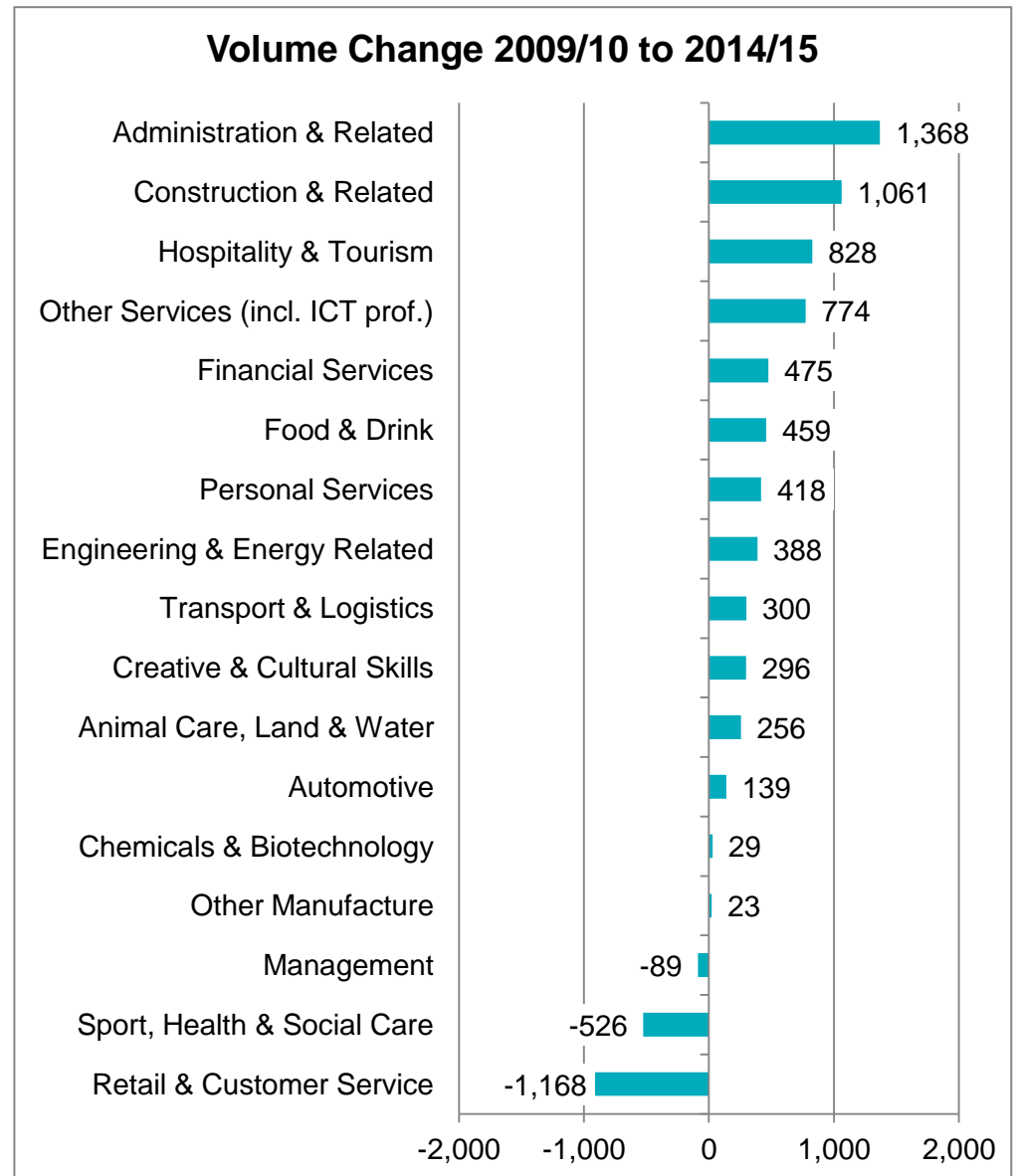


Figure 6: Volume change in MA starts between 2009/10 and 2014/15

- The largest increase was in the Hospitality & Tourism grouping (+ 828) followed by Food & Drink (+ 459) and Engineering and Energy (+ 388).

Compared to last year (see figure 5), there were some fluctuations in starts to economic growth related frameworks.

- The largest increase was in the Financial Services grouping (+ 73) and the largest decrease was in the Hospitality & Tourism sector (-339 starts).

These figures underplay the number of starts in companies in key economic growth sectors as MAs are classified by framework groupings rather than by industry sector. Some of the MAs following cross-cutting frameworks (e.g. customer service and business administration) will be employed by companies in economic growth sectors.

#### 4.4 Starts by Local Authority

Appendix A Table 7 details the number of MA starts by Local Authority (LA). Unlike the Employability Fund, Modern Apprenticeships are not allocated on a Local Authority basis. The distribution of MAs across Scotland is based on a combination of demand from employers and policy priorities.

#### 4.5 Starts by SIMD decile

Information in this section is derived from analysis of MAs who started in 2014/15 using the Scottish Index of Multiple Deprivation (SIMD, 2012) decile based on their home address. Figure 7 shows that the highest proportion of starts in 2014/15 was in the most deprived areas in Scotland (12.7% in SIMD decile 1). The analysis shows 24.6% of MA starts in 2014/15 were in the 20% most deprived areas, compared to 13.1% in the 20% least deprived areas.

Analysis of school leaver destinations by SIMD area (Scottish Funding Council – Measures for Success, 2015) shows that in 2012/13, individuals from the 20% most deprived areas had a lower average SCQF tariff score<sup>5</sup> and a lower percentage of positive destinations on leaving school compared to those from other areas.

<sup>5</sup> Tariff scores are given to each qualification for example, an advanced higher at Grade A would be worth 120 points. Scottish Funding Council – Learning for all, 2015, <http://www.sfc.ac.uk/PublicationsStatistics/reportspublications/reportspublications.aspx>

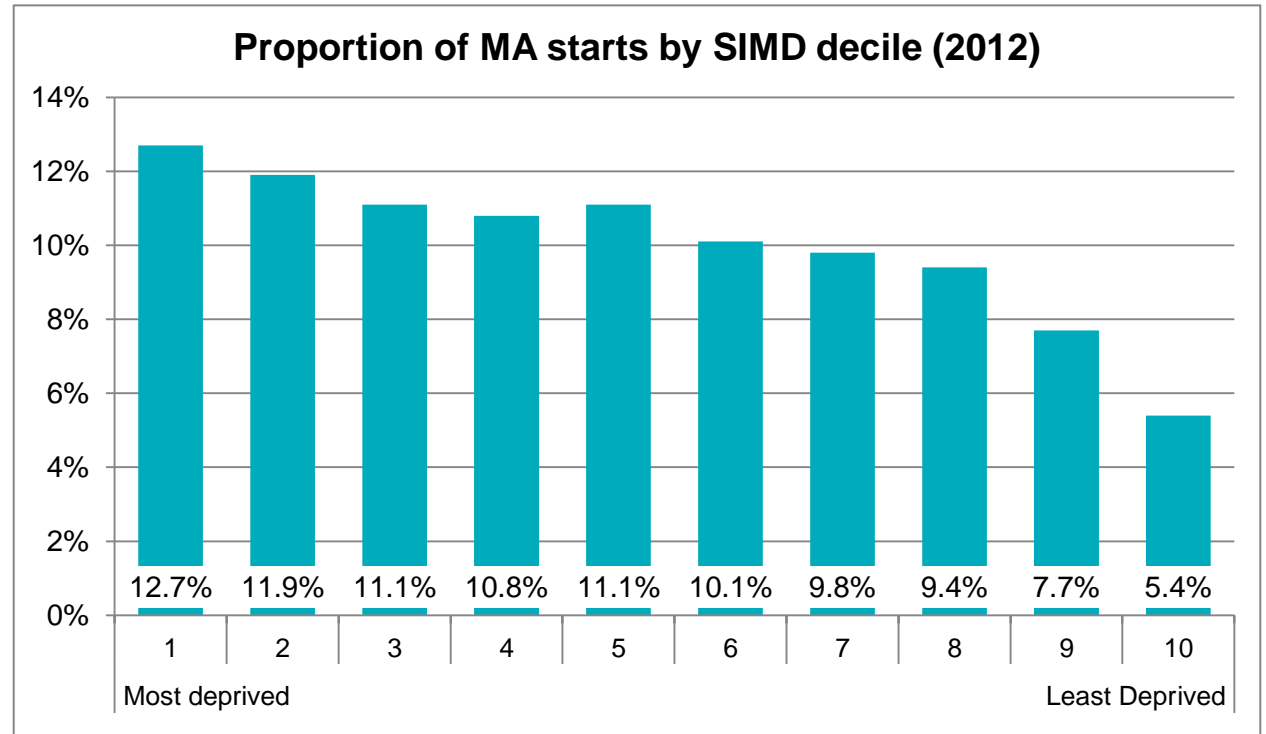


Figure 7: MA starts in 2014/15 by SIMD (2012) decile

## 5. Progressions

MA progressions are not counted towards the annual starts target. Table 1 shows the number of MAs progressing from one VQ level to the next. The overall number of progressions within the MA programme has increased since 2011/12. This year there were 1,009 progressions, 53 more than the previous year.

**Table 1:** MA progressions by year

Initial Level	New Level	2011/12	2012/13	2013/14	2014/15
Level 2	Level 3	542	763	951	991
Level 3	Level 4	0	2	6	18
<b>Total</b>		<b>542</b>	<b>765</b>	<b>956</b>	<b>1,009</b>

## 6. Time in Employment before MA

Before commencing their MA, individuals are asked about the length of time they have worked with their current employer. Table 2 shows the number of starts in this year by how long they were with their employer before commencing their MA.

- 58% of MA starts began their training within six months of starting with their employer.
- 29% started their training after being employed for 12 months or more.

**Table 2:** Length of time with current employer before starting MA.

Time in employment	MA starts 2014/15	% of known <sup>6</sup>
0 - 6 months	14,423	58%
6 - 9 months	1,938	8%
9 - 12 months	1,423	6%
over 12 months	7,248	29%
<b>Total known</b>	<b>25,032</b>	<b>100%</b>
<b>Unknown</b>	<b>215</b>	<b>-</b>

Appendix A Tables 9 and 10 show the number of starts in 2014/15 by time in employment, age and level. The key points are:

- MAs at levels 2 and 3 were more likely to be in employment for less than 6 months before starting their training whereas level 4 and 5 starts were more likely to be employed for 12 months or more.
- 80% of MA starts aged 16-19 were in employment for less than 6 months before starting their training.
- Older MA starts (25+) were more likely to be employed for a year or more before starting their training (65%).

This supports the finding of the [MA Individual Outcome survey](#) in 2012 that 70% of MAs under 25 had either had been recruited specifically or had been in employment for less than 6 months prior to commencing their MA.

<sup>6</sup> Percentages do not total 100% due to rounding



## 7. In Training

The number of MAs in training is a snapshot at a particular point in time - in this case, it is as at the end of the financial year. At the snapshot point, the number can be affected by a delay in starts being approved or a delay in providers entering new start or leaver details onto the system. The mix of starts to each framework also affects the number in the year as frameworks differ in duration. Appendix B details MAs in training by age, level and framework grouping. The key points are:

- The number of MAs in training as at the end of Q4 decreased slightly, from 35,582 at the end of 2013/14 to 35,053 at the end of 2014/15.
- 77% were at level 3 or above (4 pp higher than last year).

Figure 8 shows the number of MAs in training by age.

This year 63% of MAs in training were aged 16-19 (the same as last year). 86% of those in training were aged 16-24.

Figure 9 shows the number of MAs in training in 2014/15 broken down by framework grouping. Construction & Related and Engineering & Energy Related were the groupings with the most MAs in training as at the end of 2014/15.

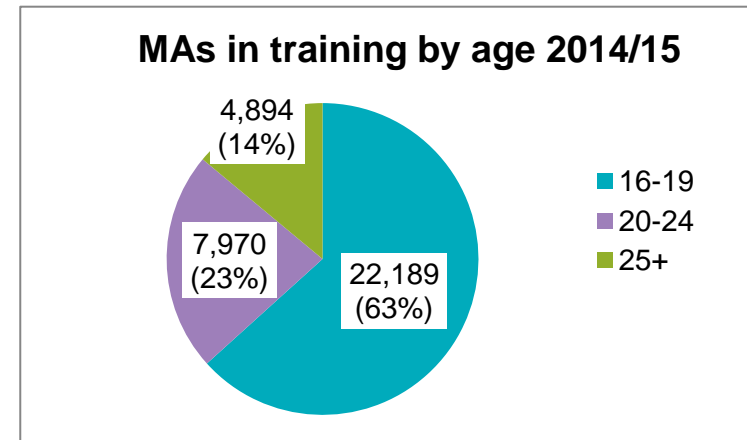


Figure 8: MAs in training by age 2014/15

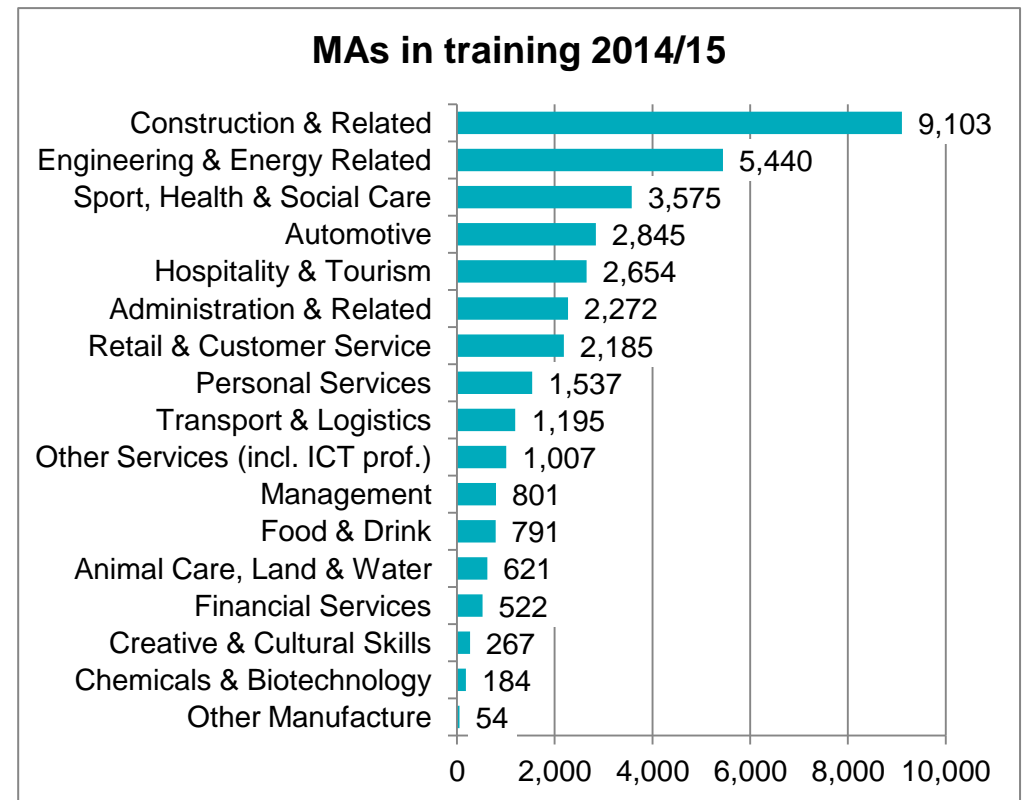


Figure 9: MAs in training 2014/15 by framework grouping

## 7.1 MAs and Local Employment

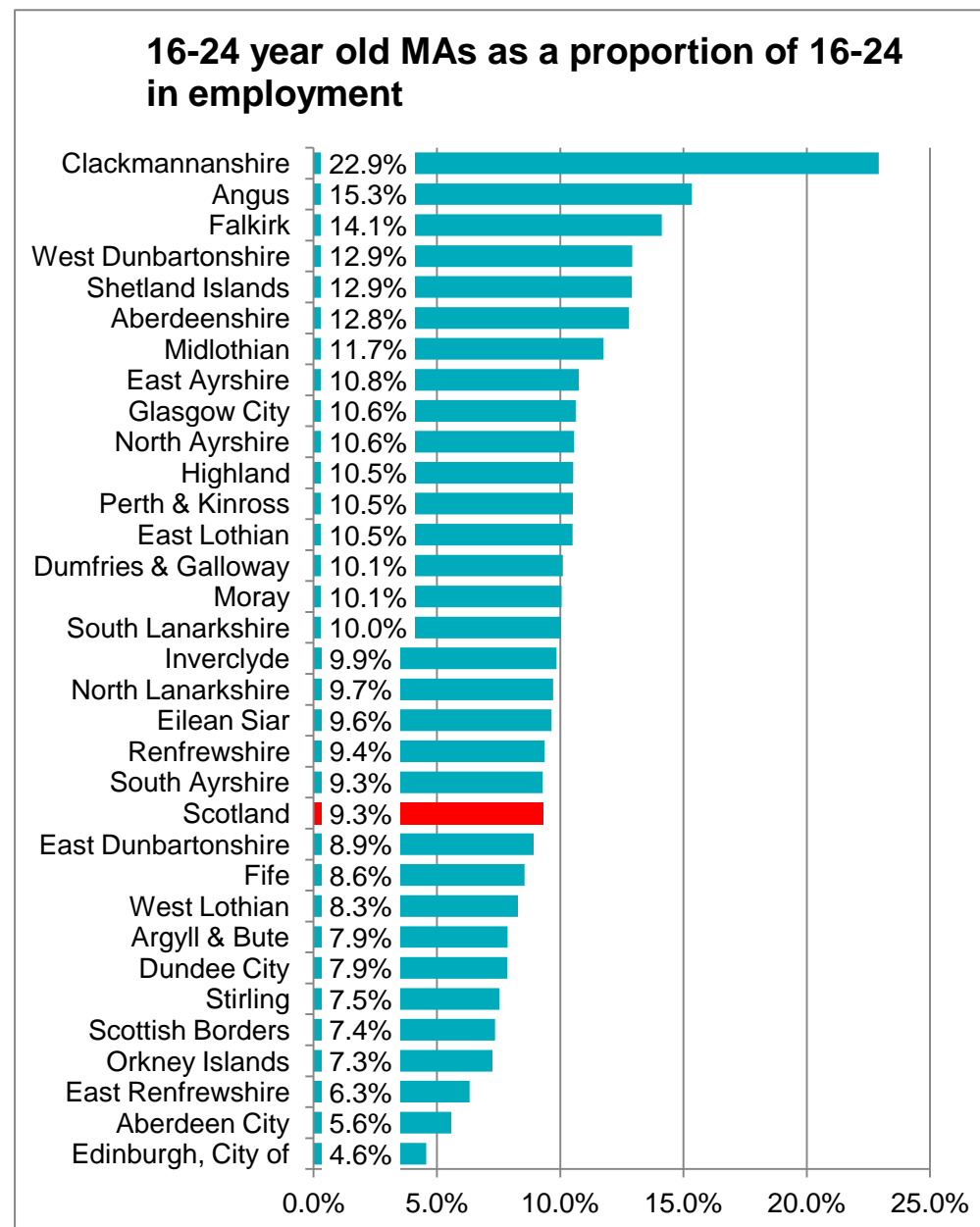
Further analysis considered the average number of MAs in training in 2014/15<sup>7</sup> compared to the number of 16-24 year olds in employment<sup>8</sup> (from Annual Population Survey, December 2014). In Scotland, 9.3% of 16-24 year olds in employment are Modern Apprentices. Figure 10 provides a breakdown, by Local Authority, of 16-24 year old MAs as a proportion of the number of 16-24 year olds in employment.

As can be seen from the graph, the figures fluctuate by area. Clackmannanshire has the highest proportion at 22.9%, more than double the national average.<sup>9</sup>

<sup>7</sup> Used an average of the in training figure as at the end of each period in 2014/15.

<sup>8</sup> Employed status from the Annual Population Survey (December, 2014) includes all individuals that work (full time or part-time). For example, this could include students that work part-time. Therefore this graph should be taken as an indication only.

<sup>9</sup> It should be noted that in some LA areas e.g. Edinburgh, higher levels of school leavers enter HE/FE. In addition, some LAs have smaller numbers of 16-24 year-olds in employment, relative to the number of 16-24 MA starts. This was the case in Clackmannanshire.



**Figure 10:** Number of MAs aged 16-24 as a proportion of 16-24 year olds in employment

## 8. Achievements

MAs are counted as leavers where a leaving date is entered in the financial year and the MA has not rejoined the programme within 8 weeks. The exception to this rule is where an MA achieves and progresses to higher level MA – this leaver is counted regardless of re-start timescale but the individual is not counted as a new start.

Achievements are counted when a claim for payment has been made and approved in the financial year. Therefore, the achievement rate<sup>10</sup> is the number of certificated leavers registered in the financial year as a percentage of all MAs registered as leavers on the system.

Table 3 shows the number of achievements as a percentage of all leavers over the last six years. The number of achievements as a percentage of all leavers decreased slightly in the past year (by 2.8 pp).

A degree of fluctuation in the achievement rate is normal due to a variety of reasons. For example, the most commonly

<sup>10</sup> This rate may be higher than 100% in some instances where the number of achievements exceeds the number of leavers. This occurs when a Provider has entered leaver details on the recording system in one financial year and claimed for the related achievement in the next.

cited reason for an individual not completing their MA is finding a better job.<sup>11</sup>

**Table 3:** Achievements and leavers by year

Year	Achievements	Leavers	Achievements as a % of all leavers
2009/10	9,232	13,116	70%
2010/11	16,968	23,799	71%
2011/12	18,212	24,356	75%
2012/13	19,921	25,952	77%
2013/14	20,576	26,865	77%
2014/15	19,387	26,258	74%

Research conducted by the Organisation for Economic Co-operation and Development (OECD) shows that young people (aged 16-24) tend to stay in jobs for much less time than older people (42% of young people stayed in their job for less than one year, compared to 15% across all ages)<sup>12</sup>.

<sup>11</sup> Better paid job, one with better terms and conditions or one more in line with long – term aspirations. 19% of non completers reported finding a better job ([MA Outcomes Survey, 2012](#)).

<sup>12</sup> Organisation for Economic Co-operation and Development [http://stats.oecd.org/Index.aspx?DataSetCode=TENURE\\_AVE](http://stats.oecd.org/Index.aspx?DataSetCode=TENURE_AVE)

### 8.1 Achievements by Age

Appendix C Table 1 shows the number of leavers and achievements together with achievements as a percentage of all leavers broken down by age group. The key points are:

- There were a similar number of achievements registered for MAs aged 16-19 in both 2013/14 and 2014/15 but a slight decrease in the achievement rate (- 2.7 pp).
- The achievement rate for those aged 20-24 and 25+ also decreased slightly compared to last year.

### 8.2 Achievements by level

Appendix C Table 2 details the number of leavers and achievements along with achievements as a percentage of all leavers by level and year.

- The percentage of achievements for levels 3 + were higher than that of level 2 between 2009/10 and 2012/13.
- The level 2 rate has improved since 2009/10 such that it is now in line with level 3+ (level 2, 73% and for level 3+, 74%)

### 8.3 Achievements by Framework Grouping

Appendix C Table 3 shows achievements and leavers by framework grouping for 2014/15. The framework groupings with a high volume of starts and MAs in training also have the highest number of achievements each year.

- The Construction & Related grouping had the highest number of achievements registered in 2014/15 at 3,192 - 76% of the number of leavers counted this year.
- The Creative & Cultural skills framework grouping had the highest achievements as a percentage of leavers (84%) followed by Transport & Logistics (83%).

### 8.4 Achievements by Local Authority

Appendix C Table 4 details achievements, leavers and achievements as a percentage of leavers broken down by Local Authority. Further analysis of this data showed that the mix of MA frameworks in each area goes some way to explain the variation in the achievements as a percentage of all leavers between LAs.

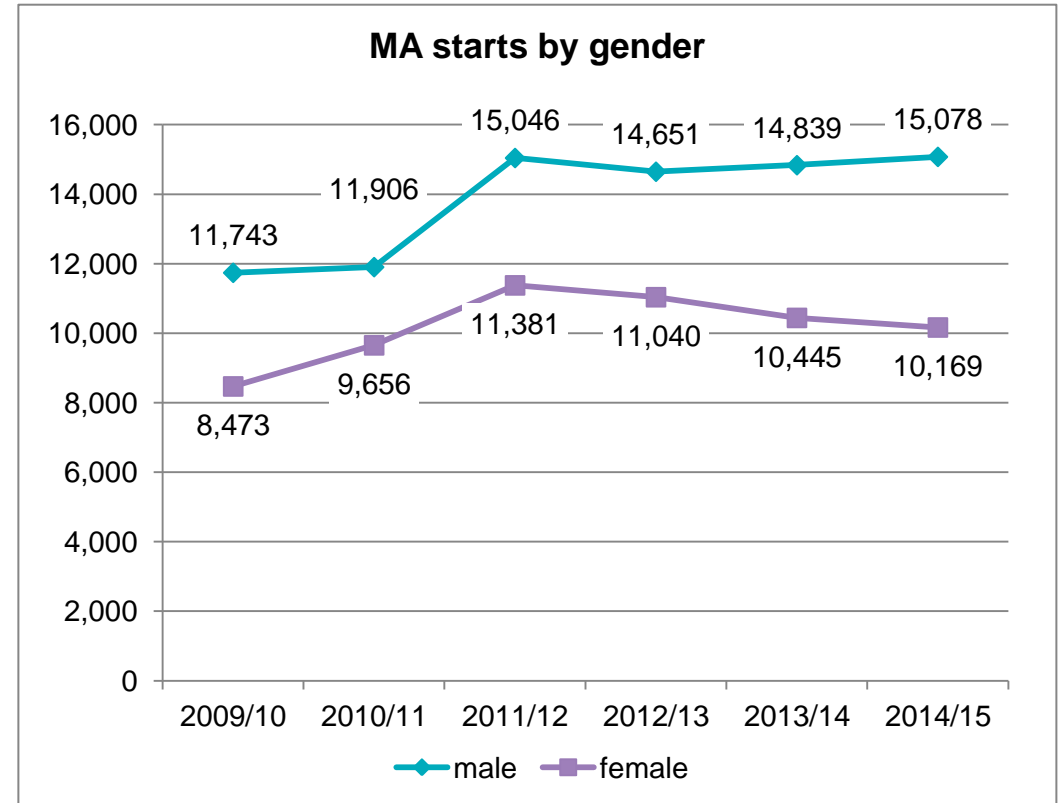
## 9. Equalities

SDS policy is to ensure that the Modern Apprenticeship programme is accessible to all regardless of gender, ethnicity or disability. Our [Equalities Mainstreaming Report \(2015\)](#) details the active steps we are taking, in conjunction with partners, to improve understanding of the issues and participation levels including regular monitoring of operational procedures and policies.

### 9.1 Gender

Figure 11 shows there were 10,169 female new starts in 2014/15, accounting for 40% of the total. Since 2009/10, the volume of female starts has increased by 20% and male starts by 28%, reflecting the step change in MA starts.

Table 4 shows the proportion of MA starts by gender and year. In each year since 2009/10, the proportion of female starts has remained lower than males. There was a small decrease in the proportion of female starts (1pp, 276 starts) between 2013/14 and 2014/15. The decrease occurred only at level 2 (- 8%) as level 3+ starts increased slightly (+ 2%). The shift in framework uptake each year also has an effect on the number of starts. For example, the customer service



**Figure 11:** MA starts by gender since 2009/10

framework had the largest decrease in female starts (-178) compared to last year.

There has been a significant increase in the proportion of female starts in recent years in comparison to 2008/09 (27%).

**Table 4:** Proportion of female and male starts by year

Year	Female	Male	Total
2009/10	42%	58%	100%
2010/11	45%	55%	100%
2011/12	43%	57%	100%
2012/13	43%	57%	100%
2013/14	41%	59%	100%
2014/15	40%	60%	100%

To provide some context, gender preferences are evident across subject choices at school and in the destinations of school leavers (aged 16+). The School Leaver Destination Return (SLDR, December 2014) shows that a large proportion of female school leavers enter Further or Higher Education (71% of females, 59% of males). The SLDR also shows:

- 26% of males enter employment compared to 18% of females.
- More males are unemployed and seeking employment than females (8% and 5% respectively).

Gender preferences are also evident in entry to higher and further education, with 60% of university entrants and 51% of college entrants being female in 2014/15 (Measures for Success, Scottish Funding Council, 2015). Table 5 shows that MAs are more appealing to males whereas university in particular attracts more females.

**Table 5:** Proportion of males and females entering MAs, Further

Gender	MAs	University	College
Male	59.7%	39.6%	49.1%
Female	40.3%	60.4%	50.9%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The mix of MA frameworks can affect the proportion of males and females starts to the MA programme each year.

Appendix D Table 2 shows the number of male and female starts for each SDS framework grouping in 2014/15.

In Scotland's workforce (16-24 year olds), males and females are equally represented (National Records of Scotland, 2014). The Annual Population Survey (APS, December 2014) shows that the most gendered occupations for young people are Skilled Trades (90% male) and Caring, Leisure and Other Services (82% female). This is reflected in MA frameworks as 98% of starts to the Construction & Related grouping were male and 81% of starts to Sports, Health and Social Care grouping were female.

The number of achievements certified in each financial year as a percentage of the leavers registered in the same year is

the same for both males and females in 2014/15 (Appendix D, Table 4).

## 9.2 Disability

Our commitment to improving equality of access includes open and transparent reporting of equality data. There are particular complexities in reporting on participation by disabled groups which relate to definition, methodology and context.

Official publications from partners and agencies use differing definitions which range from that set out within the Equality Act 2010<sup>13</sup> to broader definitions that include learning difficulties, learning disabilities and other health problems. The Skills Funding Agency in England, for example, collects disability data in relation to 21 separate categories which range from those included within the legal definition to categories such as “temporary disability” (such as a post-viral illness), “moderate learning difficulty” and “emotional and behavioural difficulties”. This illustrates the difficulty in comparing disability participation rates.

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<sup>13</sup> The Equality Act 2010 defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities”.

The context and methodology for disclosing disability varies and thus produces differing results, even for the same individuals. The SDS Career Information, Advice and Guidance (CIAG) customer management system records a range of health and disability factors sourced from the annual school census<sup>14</sup> - with input from a range of partners who work with the individual in and post school. The customer management system for all MA trainees records disability information on a self-declaration basis.<sup>15</sup>

- On the basis of a matching exercise between these systems, our analysis of MA starts in 2014-15<sup>16</sup> indicated that the rate of disability and other health factors is within the range of the Annual Population Survey (APS), which reported in 2014 that 8.1% of those aged 16-24 (13.1% of those aged 16-64) in employment in Scotland had a disability.<sup>17</sup>

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<sup>14</sup> This data is provided by Scottish Government, collected as part of their annual school census, and may be updated by SDS service delivery staff where appropriate, based on their engagement with a customer.

<sup>15</sup> This is a simple ‘yes/no/prefer not to say’ question with no further detail sought, completed in conjunction with training providers

<sup>16</sup> Aged 16-24 years

<sup>17</sup> The APS asks participants if they *have any physical or mental health conditions or illnesses lasting or expecting to last 12 months or more, although does not elaborate further.*

- On the basis of self reporting, the SDS MA customer management system found that in 2014/15, 103 (0.41%) MA starts declared a disability.

Research and feedback suggests that the difference can be explained by context and methodology. For example, Riddell et al (2010) found that students in the UK were willing to disclose their disability while at university in order to receive additional support but chose not to disclose to a subsequent employer.<sup>18</sup> In addition, feedback from our contractor base indicates that, as MAs are employees, some may be reluctant to highlight disability to their employers. The APS is conducted on a face to face basis but the results are anonymous and respondents are less likely to be concerned about declaring a health or disability problem.

Given our commitment to equality of access, we are setting up an advisory group of key partners, including Scottish Government, to agree how we should both define disability and work with our contracted providers and partners to ensure that our processes are fully inclusive. This will assist in enabling individuals to feel sufficiently comfortable to disclose

their disability and to receive the appropriate support. The work will include a full consultation with disability groups, charities and individuals. We anticipate undertaking this work throughout the summer, and will report the information, on the basis of the findings, in future statistical publications and actions arising in mainstreaming reports.

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<sup>18</sup> Riddell et al (2010) Disability, Skills and Employment: a review of recent statistics and literature on policy and initiatives, EHRC research report 59



### 9.3 Ethnicity

All MAs are asked to provide information about their ethnicity. Again, this is on a self-reporting basis and MAs can opt out of providing this information. Table 7 shows the number of MAs reporting their identity as BME<sup>19</sup> each year. According to the Annual Population Survey (Sept, 2014) 2.1% of 16-24 year olds in employment in Scotland report being of a BME group (3.2% of 16-64 year olds in employment). In 2014/15, 1.4% of MA starts stated that they were part of a BME group – slightly higher than last year.

**Table 7:** MA starts by BME status and year.

		<b>Not BME</b>	<b>BME</b>	<b>Total Known</b>	<b>Not Known</b>
<b>2009/10</b>	<i>Starts</i>	19,318	332	19,650	566
	<i>% of total known</i>	98.3%	1.7%	100%	-
<b>2010/11</b>	<i>Starts</i>	20,755	288	21,043	518
	<i>% of total known</i>	98.6%	1.4%	100%	-
<b>2011/12</b>	<i>Starts</i>	25,347	442	25,789	638
	<i>% of total known</i>	98.3%	1.7%	100%	-
<b>2012/13</b>	<i>Starts</i>	25,196	274	25,470	221
	<i>% of total known</i>	98.9%	1.1%	100%	-
<b>2013/14</b>	<i>Starts</i>	24,871	284	25,155	129
	<i>% of total known</i>	98.9%	1.1%	100%	-
<b>2014/15</b>	<i>Starts</i>	24,756	361	25,117	130
	<i>% of total known</i>	98.6%	1.4%	100%	-

<sup>19</sup> BME status is taken from APS variable ETH11S=ethnic group (Scotland). Includes all those stating they were of a non-white ethnic group

## 10. Redundancies

Figure 12 shows the number of MA redundancies registered on the CTS system from 2009/10. The number of redundant MA notifications peaked in 2010/11 at 1,060<sup>20</sup> reflecting economic circumstances. The number of redundancies has since decreased each year to 454 in 2014/15 – 1.3% of the total number of MAs in training at the start of 2014/15.

Appendix E Table 1 shows the number of MAs made redundant in 2014/15 by framework grouping. Construction and Related had the highest number of MA redundancies at 241; this is as expected due to the high volume of starts within this grouping.

A table detailing the number of MA redundancies in 2014/15 by Local Authority is available in Appendix E (Table 2). Dundee, Midlothian and Angus had the highest number of MA redundancies as a proportion of MAs in training (as at the start of 2014/15) (2.7%, 2.5% and 2.4% respectively).

<sup>20</sup> Redundancy notifications peaked in 2010/11 however 204 of these notifications were MAs who were made redundant in 2009/10

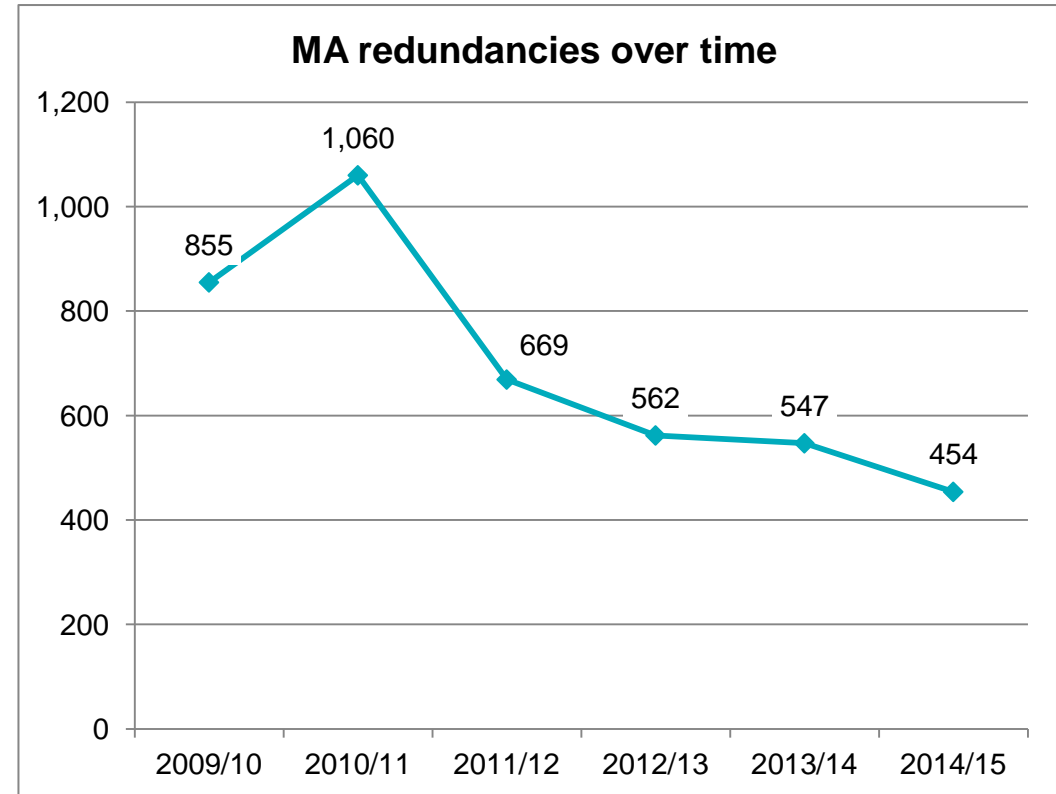


Figure 12: MA redundancies over time

The Adopt an Apprentice programme offers funding to employers to assist MAs who have been made redundant in completing their training. In 2014/15 there were 175 approved applications to the Adopt an Apprentice programme. Since the introduction of the programme in 2009/10 there have been 2,025 approved applications, enabling former apprentices to complete their training.

## 11. Concluding Remarks

This report provides analysis of publicly funded Modern Apprenticeship activity up to the end of the 2014/15 financial year. Statistics associated with the Modern Apprenticeship programme such as starts, in training, leavers and achievements are provided in summary form. Further information including a more detailed breakdown of these statistics by framework, age and level is available in the [Modern Apprenticeship Statistics](#) section of the SDS corporate website.

## Appendix A - MA Starts

**Table 1:** MA starts by level and year

Year	Level 2	Level 3+	Level 3	Level 4	Level 5	Total
2009/10	6,578	13,638	-	-	-	<b>20,216</b>
2010/11	8,827	12,734	-	-	-	<b>21,561</b>
2011/12	11,166	15,261	-	-	-	<b>26,427</b>
2012/13	10,781	-	14,339	496	75	<b>25,691</b>
2013/14	9,629	-	14,805	726	124	<b>25,284</b>
2014/15	9,135	-	15,469	547	96	<b>25,247</b>

**Table 2:** MA starts by age and year

Year	16-19	20-24	25+	Total
2009/10	9,114	2,492	8,608	<b>20,216</b>
2010/11	12,827	2,037	6,697	<b>21,561</b>
2011/12	13,216	3,575	9,636	<b>26,427</b>
2012/13	12,719	6,962	6,010	<b>25,691</b>
2013/14	13,107	6,766	5,411	<b>25,284</b>
2014/15	13,247	6,877	5,123	<b>25,247</b>

**Table 3:** Starts by age, level and year

Level	Age	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Level 2	16-19	2,263	5,609	6,150	5,705	5,506	5,246
	20+	4,315	3,218	5,016	5,076	4,123	3,889
Level 3+	16-19	6,851	7,218	7,066	7,014	7,601	8,001
	20+	6,787	5,516	8,195	7,896	8,054	8,111
<b>Total</b>		<b>20,216</b>	<b>21,561</b>	<b>26,427</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>

**Table 4:** Starts by age and level for 2012/13 – 2014/15

Level	Age	2012/13	2013/14	2014/15
Level 2	16-19	5,705	5,506	5,246
	20-24	2,887	2,482	2,368
	25+	2,189	1,641	1,521
Level 3	16-19	7,013	7,596	7,978
	20-24	4,052	4,217	4,410
	25+	3,274	2,992	3,081
Level 4	16-19	1	5	23
	20-24	23	67	98
	25+	472	654	426
Level 5	16-19	0	0	0
	20-24	0	0	1
	25+	75	124	95
<b>Total</b>		<b>25,691</b>	<b>25,284</b>	<b>25,247</b>

**Table 5:** Starts by framework grouping and year

<b>Framework Grouping</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Administration & Related	1,083	1,804	1,797	2,062	2,175	2,451
Animal Care, Land & Water based	138	331	341	408	470	394
Automotive	979	1,199	1,057	911	1,051	1,118
Chemicals & Biotechnology Related	36	60	35	58	57	65
Construction & Related	3,348	3,109	3,795	3,787	4,435	4,409
Creative & Cultural Skills	23	59	299	270	269	319
Engineering & Energy Related	1,316	1,277	1,596	1,805	1,816	1,704
Financial Services	27	198	242	219	429	502
Food & Drink	605	635	1,314	1,212	1,023	1,064
Hospitality & Tourism	2,112	2,599	3,608	3,296	3,279	2,940
Management	918	1,250	1,703	1,100	1,034	829
Other Manufacture	3	2	0	0	31	26
Other Services (including ICT prof.)	71	218	360	537	609	845
Personal Services	547	1,342	1,163	1,119	996	965
Retail & Customer Service	4,054	4,065	3,434	3,511	3,072	2,886
Sport, Health & Social Care	3,573	2,596	3,507	3,338	3,008	3,047
Transport & Logistics	1,383	817	2,176	2,058	1,530	1,683
<b>Total</b>	<b>20,216</b>	<b>21,561</b>	<b>26,427</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>

**Table 6:** MA starts in 2013/14 and 2014/15 by framework grouping

Framework Grouping	2013/14		2014/15		Volume Difference	
	Level 2	Level 3+	Level 2	Level 3+	Level 2	Level 3+
Administration & Related	852	1,323	833	1,618	-19	295
Animal Care, Land & Water based	366	104	305	89	-61	-15
Automotive	78	973	80	1,038	2	65
Chemicals & Biotechnology Related	1	56	1	64	0	8
Construction & Related	914	3,521	960	3,449	46	-72
Creative & Cultural Skills	197	72	192	127	-5	55
Engineering & Energy Related	91	1,725	80	1,624	-11	-101
Financial Services	233	196	197	305	-36	109
Food & Drink	878	145	874	190	-4	45
Hospitality & Tourism	1,980	1,299	1,787	1,153	-193	-146
Management	0	1,034	0	829	0	-205
Other Manufacture	31	0	26	0	-5	0
Other Services (including ICT prof.)	66	543	80	765	14	222
Personal Services	799	197	730	235	-69	38
Retail & Customer Service	1,701	1,371	1,546	1,340	-155	-31
Sport, Health & Social Care	946	2,062	865	2,182	-81	120
Transport & Logistics	496	1,034	579	1,104	83	70
<b>Total</b>	<b>9,629</b>	<b>15,655</b>	<b>9,135</b>	<b>16,112</b>	<b>-494</b>	<b>457</b>

**Table 7:** Starts by local authority and year

<b>Local Authority</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Aberdeen City	682	728	1,129	952	913	920
Aberdeenshire	824	1,041	1,240	1,305	1,258	1,253
Angus	496	537	601	654	668	622
Argyll & Bute	342	278	401	296	331	297
Clackmannanshire	260	243	340	329	287	297
Dumfries & Galloway	918	636	960	894	707	753
Dundee City	975	845	674	716	714	723
East Ayrshire	416	542	682	664	681	615
East Dunbartonshire	317	372	407	437	395	398
East Lothian	201	271	364	387	417	474
East Renfrewshire	241	257	311	262	271	303
Edinburgh, City of	988	1,403	1,618	1,427	1,465	1,495
Eilean Siar	59	81	142	93	119	108
Falkirk	650	924	939	963	913	899
Fife	1,155	1,319	1,672	1,613	1,927	1,568
Glasgow City	2,638	2,551	3,149	2,900	2,752	2,745
Highland	915	865	985	1,229	1,158	1,269
Inverclyde	330	295	393	368	382	404
Midlothian	221	340	450	427	412	422
Moray	283	310	423	452	429	455
North Ayrshire	605	532	883	786	838	889
North Lanarkshire	1,563	1,785	1,955	2,126	2,005	2,074
Orkney Islands	87	59	123	92	108	65
Perth & Kinross	529	696	821	709	752	742
Renfrewshire	878	736	1,018	943	921	987
Scottish Borders	244	307	397	343	352	407
Shetland Islands	83	115	96	123	129	139
South Ayrshire	462	493	586	522	520	472
South Lanarkshire	1,373	1,447	1,712	1,744	1,545	1,674
Stirling	362	407	446	449	437	406
West Dunbartonshire	405	433	537	624	581	545
West Lothian	649	666	894	805	839	783
Outwith Area	65	47	79	57	58	44
<b>Total</b>	<b>20,216</b>	<b>21,561</b>	<b>26,427</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>

**Table 8:** MA starts in 2014/15 by SIMD decile

	<b>SIMD decile</b>	<b>MA starts 2014/15</b>	<b>% of total with known SIMD decile</b>
Most deprived	1	3,171	12.7%
	2	2,981	11.9%
	3	2,787	11.1%
	4	2,701	10.8%
	5	2,767	11.1%
	6	2,523	10.1%
	7	2,445	9.8%
	8	2,343	9.4%
	9	1,928	7.7%
Least deprived	10	1,354	5.4%
	Known	25,000	99%
	Unknown	247	1%
<b>Grand Total</b>		<b>25,247</b>	

**Table 9:** Time in employment by age 2014/15

<b>Time</b>	<b>16-19</b>	<b>20-24</b>	<b>25+</b>	<b>Total</b>
0-6 months	10,604	2,902	917	14,423
6-9 months	753	767	418	1,938
9-12 months	528	523	372	1,423
12 months +	1,277	2,622	3,349	7,248
Known	13,162	6,814	5,056	25,032
Not Known	85	63	67	215
<b>Total</b>	<b>13,247</b>	<b>6,877</b>	<b>5,123</b>	<b>25,247</b>

**Table 10:** Time in employment by level 2014/15

<b>Time</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Total</b>
0-6 Months	5,192	9,122	99	10	14,423
6-9 Months	900	997	37	4	1,938
9-12 Months	551	830	37	5	1,423
12 months +	2,402	4,411	368	67	7,248
Known	9,045	15,360	541	86	25,032
Not Known	90	109	6	10	215
<b>Total</b>	<b>9,135</b>	<b>15,469</b>	<b>547</b>	<b>96</b>	<b>25,247</b>



## Appendix B - MAs in Training

**Table 1:** MAs in training by age and year

<b>Age</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
16-19	20,875	21,979	21,931	21,777	22,276	22,189
20+	12,858	10,274	13,331	-	-	
20-24	-	-	-	7,291	7,866	7,970
25+	-	-	-	6,838	5,440	4,894
<b>Total</b>	<b>33,733</b>	<b>32,253</b>	<b>35,262</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>

**Table 2:** MAs in training by level and year

<b>Level</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Level 2	6,102	6,831	10,320	10,421	9,481	8,230
Level 3	-	-	-	24,874	25,289	26,029
Level 3+	27,631	25,422	24,942	-	-	
Level 4	-	-	-	560	699	671
Level 5	-	-	-	51	113	123
<b>Total</b>	<b>33,733</b>	<b>32,253</b>	<b>35,262</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>

**Table 3:** MAs in training by age, level and year

Level	Age	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Level 2	16-19	1,974	4,509	5,727	5,885	5,799	5,147
	20+	4,128	2,322	4,593	4,536	3,682	3,083
Level 3+	16-19	18,901	17,470	16,204	15,892	16,477	17,042
	20+	8,730	7,952	8,738	9,593	9,624	9,781
<b>All</b>	<b>All</b>	<b>33,733</b>	<b>32,253</b>	<b>35,262</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>

**Table 4:** MAs in training by age and level for 2012/13-2014/15

Level	Age	2012/13	2013/14	2014/15
Level 2	16-19	5,885	5,799	5,147
	20-24	2,344	2,219	1,979
	25+	2,192	1,463	1,104
Level 3	16-19	15,890	16,469	17,012
	20-24	4,912	5,576	5,866
	25+	4,072	3,244	3,151
Level 4	16-19	2	8	30
	20-24	35	71	125
	25+	523	620	516
Level 5	16-19	0	0	0
	20-24	0	0	0
	25+	51	113	123
<b>Total</b>		<b>35,906</b>	<b>35,582</b>	<b>35,053</b>

**Table 5:** MAs in training by framework grouping

<b>Framework Grouping</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Administration & Related	1,139	1,420	1,614	1,989	2,142	2,272
Animal Care, Land & Water based	242	429	468	589	692	621
Automotive	2,688	2,669	2,557	2,564	2,612	2,845
Chemicals & Biotechnology Related	104	109	104	117	146	184
Construction & Related	11,482	9,788	8,904	8,314	8,807	9,103
Creative & Cultural Skills	47	63	296	225	215	267
Engineering & Energy related	4,478	4,478	4,559	4,738	5,256	5,440
Financial Services	48	157	280	250	446	522
Food & Drink	556	576	922	937	800	791
Hospitality & Tourism	1,996	2,520	3,210	3,367	3,330	2,654
Management	949	1,140	1,591	1,379	1,173	801
Other Manufacture	25	23	4	4	31	54
Other Services (including ICT prof.)	196	227	273	521	716	1,007
Personal Services	643	1,520	1,795	1,818	1,685	1,537
Retail & Customer Service	3,804	2,055	2,445	2,696	2,623	2,185
Sport, Health & Social Care	3,963	4,060	4,350	4,303	3,774	3,575
Transport & Logistics	1,373	1,019	1,890	2,095	1,134	1,195
<b>Total</b>	<b>33,733</b>	<b>32,253</b>	<b>35,262</b>	<b>35,906</b>	<b>35,582</b>	<b>35,053</b>

**Table 6:** Average number of MAs in training in 2014/15 as a proportion of those in employment

<b>Local Authority</b>	<b>16-24 in Employment</b>	<b>16-24 Average MAs in training</b>	<b>% of employed 16-24 year olds that are MAs</b>
Clackmannanshire	1,600	367	22.9%
Angus	5,800	890	15.3%
Falkirk	8,400	1,186	14.1%
West Dunbartonshire	5,300	685	12.9%
Shetland Islands	1,900	245	12.9%
Aberdeenshire	17,500	2,237	12.8%
Midlothian	4,500	529	11.7%
East Ayrshire	6,900	742	10.8%
Glasgow City	29,700	3,158	10.6%
North Ayrshire	8,500	899	10.6%
Highland	13,900	1,463	10.5%
Perth & Kinross	7,800	820	10.5%
East Lothian	5,100	536	10.5%
Dumfries & Galloway	8,400	849	10.1%
Moray	5,700	574	10.1%
South Lanarkshire	17,700	1,776	10.0%
Inverclyde	4,400	434	9.9%
North Lanarkshire	21,400	2,078	9.7%
Eilean Siar	1,500	145	9.6%
Renfrewshire	11,200	1,049	9.4%
South Ayrshire	6,300	586	9.3%
East Dunbartonshire	5,400	482	8.9%
Fife	23,800	2,035	8.6%
West Lothian	11,800	977	8.3%
Argyll & Bute	4,900	385	7.9%
Dundee City	10,900	856	7.9%
Stirling	6,900	520	7.5%
Scottish Borders	6,200	456	7.4%
Orkney Islands	2,000	145	7.3%
East Renfrewshire	5,200	329	6.3%
Aberdeen City	22,100	1,236	5.6%
Edinburgh, City of	34,800	1,588	4.6%
Outwith Area	-	86	-
<b>Scotland</b>	<b>327,500</b>	<b>30,339</b>	<b>9.3%</b>

## Appendix C - MA Achievements

**Table 1:** Achievements and leavers by age and year

Year	Measure	16-19	20+	20-24	25+	Total
2009/10	Achievements	6,899	2,333			9,232
	Leavers	9,769	3,347			13,116
	Rate	71%	70%			70%
2010/11	Achievements	8,464	8,504			16,968
	Leavers	11,979	11,820			23,799
	Rate	71%	72%			71%
2011/12	Achievements	10,413	7,799			18,212
	Leavers	13,895	10,461			24,356
	Rate	75%	75%			75%
2012/13	Achievements	10,181	<b>9,740</b>	3,069	6,671	19,921
	Leavers	13,418	<b>12,534</b>	4,082	8,452	25,952
	Rate	76%	<b>78%</b>	75%	79%	77%
2013/14	Achievements	9,902	<b>10,674</b>	4,896	5,778	20,576
	Leavers	13,264	<b>13,601</b>	6,598	7,003	26,865
	Rate	75%	<b>78%</b>	74%	83%	77%
2014/15	Achievements	9,906	<b>9,481</b>	5,122	4,359	19,387
	Leavers	13,760	<b>12,498</b>	7,079	5,419	26,258
	Rate	72%	<b>76%</b>	72%	80%	74%

**Numbers highlighted in bold are for reference only and are not counted in the total**

**Table 2:** Achievements and leavers by level and year

		Level 2	Level 3	Level 3 +	Level 4	Level 5	Total
2009/10	Achievements	310		8,922			9,232
	Leavers	549		12,567			13,116
	Rate	56%		71%			70%
2010/11	Achievements	5,322		11,646			16,968
	Leavers	8,048		15,751			23,799
	Rate	66%		74%			71%
2011/12	Achievements	5,316		12,896			18,212
	Leavers	7,639		16,717			24,356
	Rate	70%		77%			75%
2012/13	Achievements	7,994	11,184	<b>11,927</b>	614	129	19,921
	Leavers	10,546	14,552	<b>15,406</b>	707	147	25,952
	Rate	76%	77%	<b>77%</b>	87%	88%	77%
2013/14	Achievements	8,079	11,927	<b>12,497</b>	509	61	20,576
	Leavers	10,499	15,681	<b>16,366</b>	607	78	26,865
	Rate	77%	76%	<b>76%</b>	84%	78%	77%
2014/15	Achievements	7,434	11,438	<b>11,953</b>	437	78	19,387
	Leavers	10,138	15,505	<b>16,120</b>	521	94	26,258
	Rate	73%	74%	<b>74%</b>	84%	83%	74%

**Numbers highlighted in bold are for reference only and are not counted in the total**

**Table 3:** Achievements and leavers by framework grouping in 2014/15.

<b>Framework Grouping</b>	<b>Achievements</b>	<b>Leavers</b>	<b>Achievements as a % of Leavers</b>
Administration & Related	1,986	2,507	79%
Animal Care, Land & Water based	374	512	73%
Automotive	527	895	59%
Chemicals & Biotechnology Related	23	35	66%
Construction & Related	3,192	4,199	76%
Creative & Cultural Skills	229	272	84%
Engineering & Energy Related	1,151	1,514	76%
Financial Services	379	461	82%
Food & Drink	886	1,102	80%
Hospitality & Tourism	2,534	3,631	70%
Management	750	1,014	74%
Other Manufacture	4	17	24%
Other Services (including ICT prof.)	412	567	73%
Personal Services	821	1,268	65%
Retail & Customer Service	2,454	3,289	75%
Sport, Health & Social Care	2,260	3,286	69%
Transport & Logistics	1,405	1,689	83%
<b>Total</b>	<b>19,387</b>	<b>26,258</b>	<b>74%</b>

**Table 4:** Leavers and achievements by Local Authority 2014/15.

Local Authority	Achievements	Leavers	Achievements as % of all leavers
Aberdeen City	689	976	71%
Aberdeenshire	943	1,337	71%
Angus	547	705	78%
Argyll & Bute	230	314	73%
Clackmannanshire	232	308	75%
Dumfries & Galloway	599	787	76%
Dundee City	596	804	74%
East Ayrshire	563	715	79%
East Dunbartonshire	310	402	77%
East Lothian	321	452	71%
East Renfrewshire	213	294	72%
Edinburgh, City of	1,098	1,524	72%
Eilean Siar	98	119	82%
Falkirk	697	925	75%
Fife	1,263	1,687	75%
Glasgow City	2,166	2,977	73%
Highland	853	1,219	70%
Inverclyde	329	430	77%
Midlothian	308	440	70%
Moray	309	430	72%
North Ayrshire	622	834	75%
North Lanarkshire	1,508	2,002	75%
Orkney Islands	103	120	86%
Perth & Kinross	573	814	70%
Renfrewshire	746	977	76%
Scottish Borders	279	368	76%
Shetland Islands	107	141	76%
South Ayrshire	423	541	78%
South Lanarkshire	1,199	1,617	74%
Stirling	374	498	75%
West Dunbartonshire	399	555	72%
West Lothian	655	895	73%
Outwith Area	35	51	69%
<b>Total</b>	<b>19,387</b>	<b>26,258</b>	<b>74%</b>



## Appendix D - MAs by Gender

**Table 1:** Starts by level, age and gender

Level	Age	Gender	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Level 2	16-19	Female	1,098	3,499	3,613	3,231	3,062	2,897
		Male	1,165	2,110	2,537	2,474	2,444	2,349
	20+	Female	2,430	1,516	2,321	2,274	1,812	1,577
		Male	1,885	1,702	2,695	2,802	2,311	2,312
Level 3+	16-19	Female	2,472	2,610	2,403	2,473	2,554	2,642
		Male	4,379	4,608	4,663	4,541	5,047	5,359
	20+	Female	2,473	2,031	3,044	3,062	3,017	3,053
		Male	4,314	3,485	5,151	4,834	5,037	5,058
Total	All	Female	8,473	9,656	11,381	11,040	10,445	10,169
		Male	11,743	11,905	15,046	14,651	14,839	15,078
<b>Totals</b>			<b>20,216</b>	<b>21,561</b>	<b>26,427</b>	<b>25,691</b>	<b>25,284</b>	<b>25,247</b>

**Table 2:** Starts by gender, framework grouping and year

Framework Grouping	2009/10		2010/11		2011/12		2012/13		2013/14		2014/15	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Administration & Related	817	266	1,337	467	1,336	461	1,511	551	1,538	637	1,744	707
Animal Care, Land & Water based	15	123	31	300	48	293	57	351	78	392	65	329
Automotive	21	958	19	1,180	16	1,041	19	892	16	1,035	28	1,090
Chemicals & Biotechnology Related	13	23	27	33	7	28	16	42	13	44	16	49
Construction & Related	54	3,294	44	3,065	52	3,743	81	3,706	90	4,345	95	4,314
Creative & Cultural Skills	4	19	29	30	121	178	99	171	114	155	131	188
Engineering & Energy Related	44	1,272	40	1,237	45	1,551	71	1,734	90	1,726	74	1,630
Financial Services	17	10	122	76	160	82	116	103	246	183	297	205
Food & Drink	145	460	213	422	469	845	531	681	489	534	418	646
Hospitality & Tourism	1,121	991	1,439	1,160	2,074	1,534	1,880	1,416	1,851	1,428	1,690	1,250
Management	445	473	581	669	769	934	539	561	523	511	409	420
Other Manufacture	1	2	0	2	0	0	0	0	6	25	4	22
Other Services (including ICT prof.)	6	65	13	205	70	290	99	438	100	509	128	717
Personal Services	517	30	1,230	112	1,074	89	1,043	76	906	90	898	67
Retail & Customer Service	2,131	1,923	2,313	1,752	2,036	1,398	2,050	1,461	1,808	1,264	1,609	1,277
Sport, Health & Social Care	3,089	484	2,172	424	2,977	530	2,809	529	2,469	539	2,466	581
Transport & Logistics	33	1,350	46	771	127	2,049	119	1,939	108	1,422	97	1,586
<b>Total</b>	<b>8,473</b>	<b>11,743</b>	<b>9,656</b>	<b>11,905</b>	<b>11,381</b>	<b>15,046</b>	<b>11,040</b>	<b>14,651</b>	<b>10,445</b>	<b>14,839</b>	<b>10,169</b>	<b>15,078</b>

**Table 3:** MA starts in 2014/15 by gender and framework grouping

Framework Grouping	Starts 2014/15			Percentage Breakdown		
	Female	Male	Total	Female %	Male %	Total %
Administration & Related	1,744	707	2,451	71%	29%	100%
Animal Care, Land & Water based	65	329	394	16%	84%	100%
Automotive	28	1,090	1,118	3%	97%	100%
Chemicals & Biotechnology Related	16	49	65	25%	75%	100%
Construction & Related	95	4,314	4,409	2%	98%	100%
Creative & Cultural Skills	131	188	319	41%	59%	100%
Engineering & Energy Related	74	1,630	1,704	4%	96%	100%
Financial Services	297	205	502	59%	41%	100%
Food & Drink	418	646	1,064	39%	61%	100%
Hospitality & Tourism	1,690	1,250	2,940	57%	43%	100%
Management	409	420	829	49%	51%	100%
Other Manufacture	4	22	26	15%	85%	100%
Other Services (including ICT prof.)	128	717	845	15%	85%	100%
Personal Services	898	67	965	93%	7%	100%
Retail & Customer Service	1,609	1,277	2,886	56%	44%	100%
Sport, Health & Social Care	2,466	581	3,047	81%	19%	100%
Transport & Logistics	97	1,586	1,683	6%	94%	100%
<b>Total</b>	<b>10,169</b>	<b>15,078</b>	<b>25,247</b>	<b>40%</b>	<b>60%</b>	<b>100%</b>

**Table 4:** Achievements and leavers by gender and year

		<b>Female</b>	<b>Male</b>	<b>Total</b>
2009/10	Achievements	2,842	6,390	<b>9,232</b>
	Leavers	3,804	9,312	<b>13,116</b>
	Achievements as a % of leavers	75%	69%	<b>70%</b>
2010/11	Achievements	6,577	10,391	<b>16,968</b>
	Leavers	9,185	14,614	<b>23,799</b>
	Achievements as a % of leavers	72%	71%	<b>71%</b>
2011/12	Achievements	7,199	11,013	<b>18,212</b>
	Leavers	9,911	14,445	<b>24,356</b>
	Achievements as a % of leavers	73%	76%	<b>75%</b>
2012/13	Achievements	8,538	11,383	<b>19,921</b>
	Leavers	11,214	14,738	<b>25,952</b>
	Achievements as a % of leavers	76%	77%	<b>77%</b>
2013/14	Achievements	8,992	11,584	<b>20,576</b>
	Leavers	11,768	15,097	<b>26,865</b>
	Achievements as a % of leavers	76%	77%	<b>77%</b>
2014/15	Achievements	8,402	10,985	<b>19,387</b>
	Leavers	11,411	14,847	<b>26,258</b>
	Achievements as a % of leavers	74%	74%	<b>74%</b>

**Table 5:** Starts by gender and framework grouping in 2014/15 with volume change from 2013/14.

Framework Grouping	Starts 2014/15			Volume Change from 2013/14		
	Female	Male	Total	Female	Male	Total
Administration & Related	1,744	707	2,451	206	70	276
Animal Care, Land & Water based	65	329	394	-13	-	63
Automotive	28	1,090	1,118	12	55	67
Chemicals & Biotechnology Related	16	49	65	3	5	8
Construction & Related	95	4,314	4,409	5	-	31
Creative & Cultural Skills	131	188	319	17	33	50
Engineering & Energy Related	74	1,630	1,704	-16	-	96
Financial Services	297	205	502	51	22	73
Food & Drink	418	646	1,064	-71	112	41
Hospitality & Tourism	1,690	1,250	2,940	-161	-	178
Management	409	420	829	-114	-	91
Other Manufacture	4	22	26	-2	-	3
Other Services (including ICT prof.)	128	717	845	28	208	236
Personal Services	898	67	965	-8	-	23
Retail & Customer Service	1,609	1,277	2,886	-199	13	-186
Sport, Health & Social Care	2,466	581	3,047	-3	42	39
Transport & Logistics	97	1,586	1,683	-11	164	153
<b>Total</b>	<b>10,169</b>	<b>15,078</b>	<b>25,247</b>	<b>-276</b>	<b>239</b>	<b>-37</b>

## Appendix E - MA Redundancies

**Table 1:** MA redundancies in 2014/15 by framework grouping

<b>Framework Grouping</b>	<b>MA Redundancies</b>
Administration & Related	27
Animal Care, Land & Water based	2
Automotive	24
Construction & Related	241
Engineering & Energy Related	58
Financial Services	5
Food & Drink	2
Hospitality & Tourism	15
Management	20
Other Manufacture	2
Other Services	2
Personal Services	23
Retail & Customer Service	18
Sport, Health & Social Care	11
Transport & Logistics	4
<b>Grand Total</b>	<b>454</b>

**Table 2:** MA redundancies in 2014/15 by Local Authority

Local Authority	MA Redundancies	MAs in training as at 27 <sup>th</sup> March 2014	
Aberdeen City	9	1,463	0.62%
Aberdeenshire	18	2,440	0.74%
Angus	24	1,002	2.40%
Argyll & Bute	0	456	0.00%
Clackmannanshire	3	431	0.70%
Dumfries & Galloway	15	929	1.61%
Dundee City	27	1,019	2.65%
East Ayrshire	11	884	1.24%
East Dunbartonshire	4	542	0.74%
East Lothian	9	601	1.50%
East Renfrewshire	3	377	0.80%
Edinburgh, City of	32	1,873	1.71%
Eilean Siar	0	204	0.00%
Falkirk	16	1,328	1.20%
Fife	27	2,760	0.98%
Glasgow City	40	3,797	1.05%
Highland	21	1,701	1.23%
Inverclyde	8	528	1.52%
Midlothian	15	609	2.46%
Moray	5	653	0.77%
North Ayrshire	12	999	1.20%
North Lanarkshire	35	2,420	1.45%
Orkney Islands	1	208	0.48%
Perth & Kinross	13	982	1.32%
Renfrewshire	14	1,220	1.15%
Scottish Borders	7	510	1.37%
Shetland Islands	5	280	1.79%
South Ayrshire	10	676	1.48%
South Lanarkshire	37	2,053	1.80%
Stirling	8	604	1.32%
West Dunbartonshire	1	763	0.13%
West Lothian	23	1,167	1.97%
Outwith Area	1	103	0.97%
<b>Total</b>	<b>454</b>	<b>35,582</b>	<b>1.28%</b>