

Modern Apprenticeship Statistics

Quarter 3, 2024/25 [1st April – 27th December 2024]

Official Statistics published on 11th February 2025

Version	Published	Amendment
1	11/02/2025	Original Publication

Contact: Rowena McConkey

Job Title: Performance Reporting and Statistics Manager

Email: rowena.mcconkey@sds.co.uk

Contact: Ellis Cunningham

Job Title: MI & Data Analyst

Email: ellis.cunningham@sds.co.uk

Making skills work for Scotland

Contents

Introduction	3
Economic Outlook	3
Starts by age	4
Starts by level.....	5
Starts by occupational grouping	5
Starts by gender	7
Starts by disability.....	7
Starts by ethnicity	7
Starts by care experience.....	7
Modern Apprentices in Training	8
Modern Apprenticeship Achievements.....	9
Modern Apprenticeship Redundancies	9
Further Information	10
Note to Readers.....	10
Appendix A – SCQF Framework.....	12

Introduction

Modern Apprenticeships (MAs) provide employed individuals (either new or existing) with the opportunity to secure industry-recognised qualifications at a range of Scottish Credit and Qualifications Framework (SCQF) levels while in employment.

This report provides a summary of Quarter 3 (1st April to 27th December) statistics for MAs where there is a public funding contribution administered by SDS, on behalf of the Scottish Government. Since 1st April 2023, all Modern Apprenticeship progressions are included as new starts, please see our [User Guide](#) for more information. Further analysis can be found in the [Supplementary Tables](#) on the SDS website.

We welcome feedback on the report content and format. Please contact user_feedback@sds.co.uk.

Economic Outlook

Economic growth is expected to be relatively modest in 2025. While the inflation rate has eased from its peak in October 2022, the effects of rising prices and high interest rates continue to impact Scotland's households and businesses.¹ This may limit employers' capacity to recruit new staff, including MAs, which could also be impacted by concerns over changes to National Insurance Contributions for employers.²

However, critical skills gaps still exist, exacerbated by broader labour market trends such as an ageing workforce, meaning that the medium-term demand for these skills is likely to remain highly competitive.

At the end of quarter 3 this year, there were 19,010 Modern Apprenticeship starts, 1.3% higher than last year.

SDS continues to work closely with the Scottish Government to deliver high quality apprenticeships that address the critical skills needs in the economy.

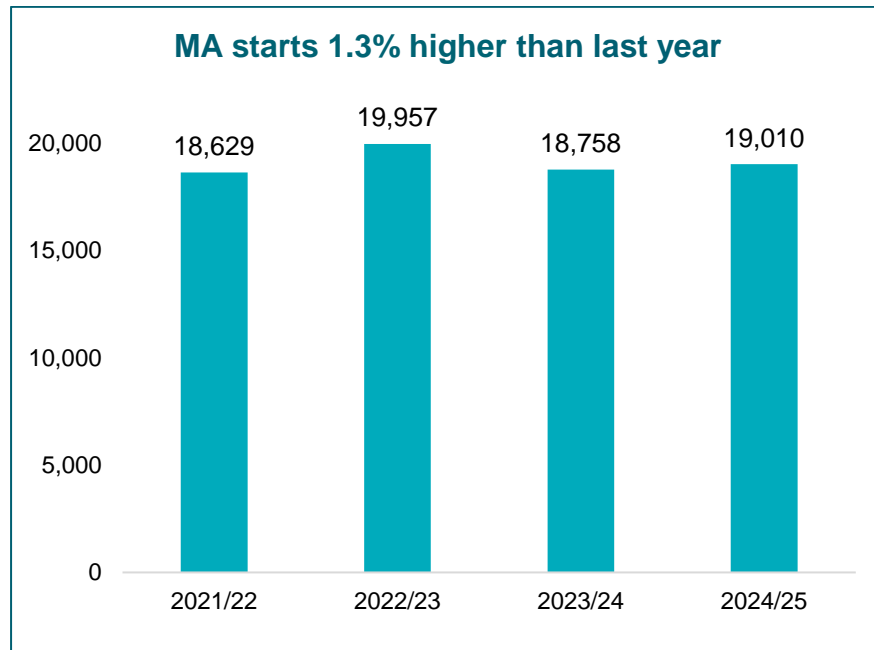
¹ [Scottish Government: Scottish economic bulletin December 2024](#)

² [Scottish Government: Scottish economic bulletin: January 2025](#)

Modern Apprenticeship Starts

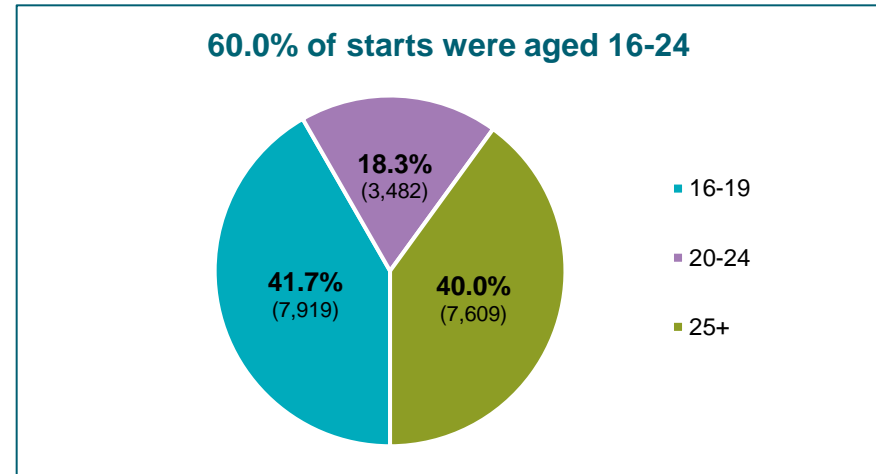
There were **19,010** Modern Apprenticeship starts at the end of Q3. This is 1.3% (+252) higher than the same point last year.

Figure 1: Number of Modern Apprenticeship starts, Q3 2021/22 to Q3 2024/25



Starts by age

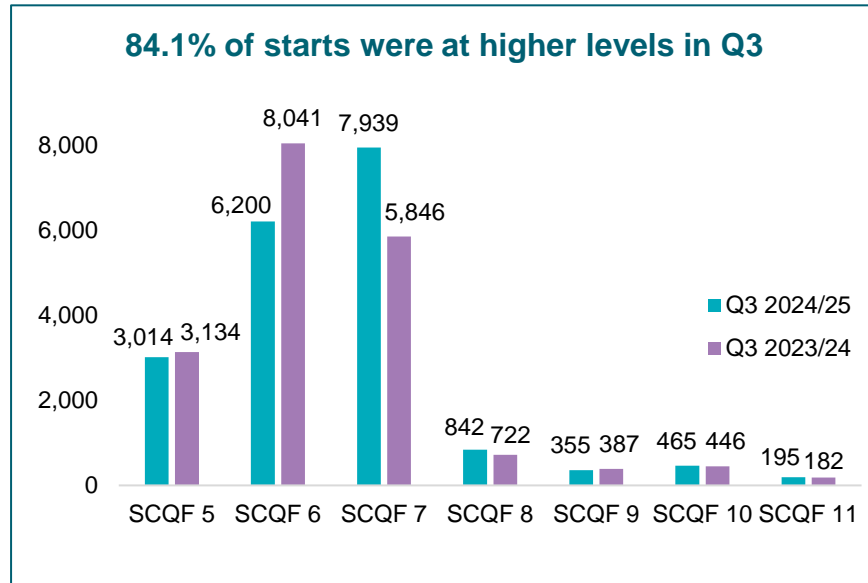
Figure 2: Number of Modern Apprenticeship starts by age group, Q3 2024/25



At the end of quarter 3, 60.0% (11,401) of MA starts were aged 16-24 and 40.0% were aged 25+. The proportion of 16-24 year olds was 2.2 pp lower than the same point last year.

Starts by level

Figure 3: Number of Modern Apprenticeship starts by SCQF level, Q3 2023/24 to Q3 2024/25

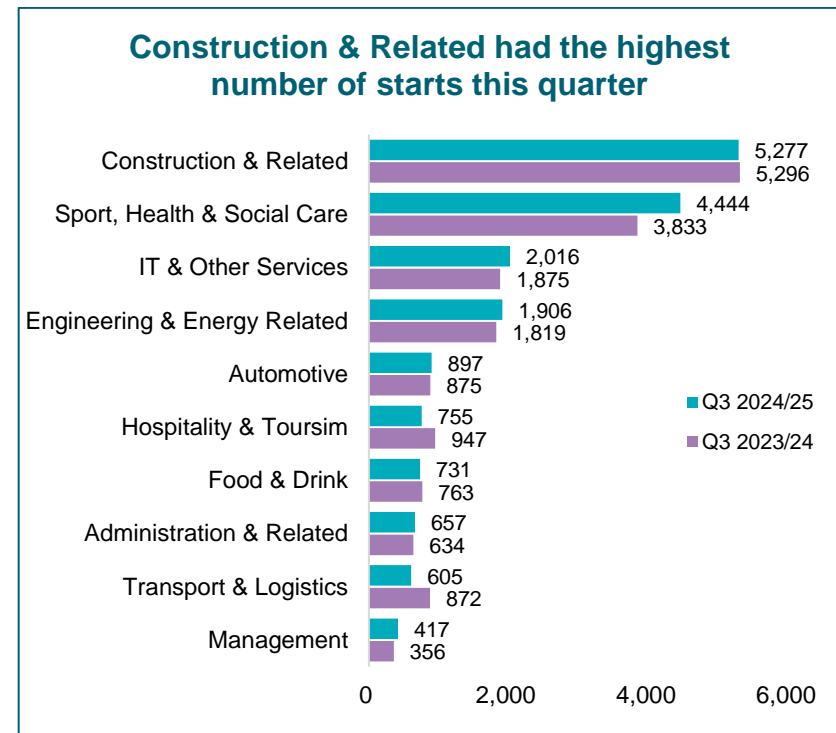


The majority of starts this quarter were at SCQF level 6 or above, 0.9 pp higher than last year. The Engineering framework at SCQF level 6 was recently revised and three new Engineering frameworks were credit-rated SCQF level 7. This revision partly explains the difference in starts to level 6 and 7, relative to last year.

Starts by occupational grouping

The distribution of starts by occupational grouping can change year-on-year and is influenced by employer demand, procurement policy decisions and MA places allocated, based on economic need.

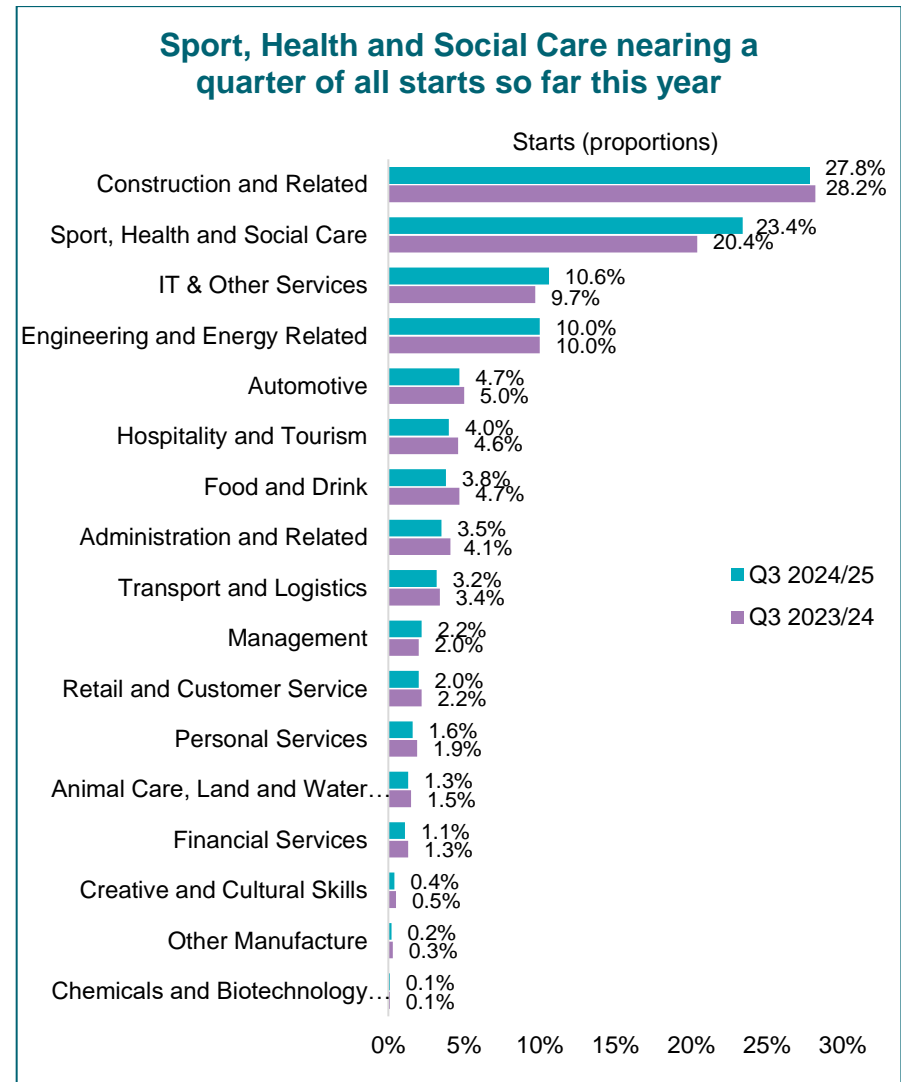
Figure 4: Number of Modern Apprenticeship starts by occupational grouping, Q3 2023/24 to Q3 2024/25



Again, Construction & Related had the highest number, and the greatest proportion, of starts this quarter (27.8%).

The Sport, Health and Social Care grouping accounted for 23.4% of starts, 3.0 pp higher than last year. In line with policy priorities, starts to this grouping increased by 15.9% (+611 starts) with notable increases in starts to Dental Nursing and Social Services frameworks. This contributed to the overall rise in female starts, as Health and Social Care tends to be female dominated.

Figure 5: Proportion of Modern Apprenticeship starts by occupational grouping, Q3 2023/24 to Q3 2024/25



Starts by gender

At the end of quarter 3, there were **6,809** female starts accounting for **36.1%** of all starts, 1.7 pp higher than last year.³ The number of female starts was 6.3% higher than last year (+403). The most significant increase in female starts relative to Q3 last year was in the Sport, Health, and Social Care occupational grouping (+496, or +15.4%).

The number of male starts fell from 12,238 to **12,048**, a 1.6% decline relative to last year (-190 starts). Transport and Logistics and Hospitality and Tourism occupational groupings experienced a decline in male starts by 34.1% (-286 starts) and 28.5% (-135 starts), respectively.

Starts by disability

At the end of quarter 3, **16.5%** of starts identified as disabled, the same as last year.

³ Male + female starts

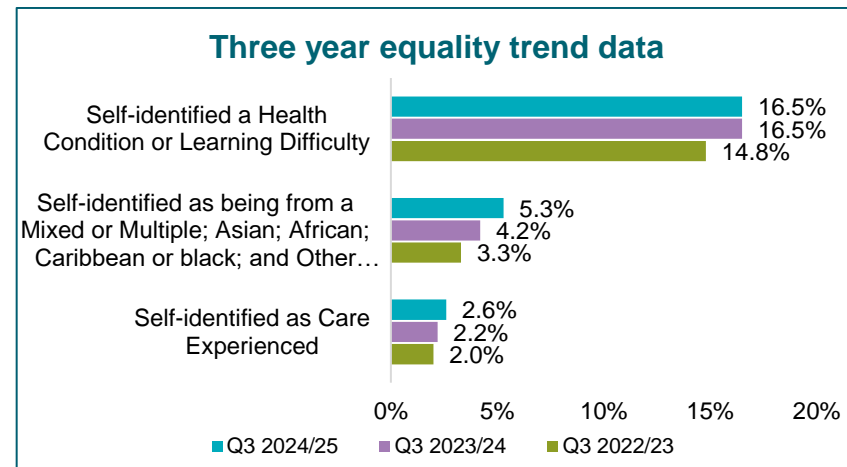
Starts by ethnicity

The proportion of starts self-identifying as an ethnic minority was **5.3%**, 1.1 pp higher than last year.

Starts by care experience

The proportion of MAs self-identifying as care experienced was **2.6%** at the end of quarter 3, 0.4 pp higher than last year.

Figure 6: Modern Apprenticeship equality rates, Q3 2022/23 to Q3 2024/25⁴



⁴ Please note that gender and equality splits fluctuate throughout the year for many reasons and are included for completeness each quarter. Figures published at Q4 will provide more accurate and comparable trend data.

Modern Apprentices in Training

As at 27th December 2024, there were **39,589** Modern Apprentices in training, 5.0% higher than last year (+1,902).

Figures 7 and 8 show Modern Apprentices in training by age group and level, respectively, at the end of Q3 2024/25.

Figure 7: Modern Apprentices in training by age group, Q3 2024/25

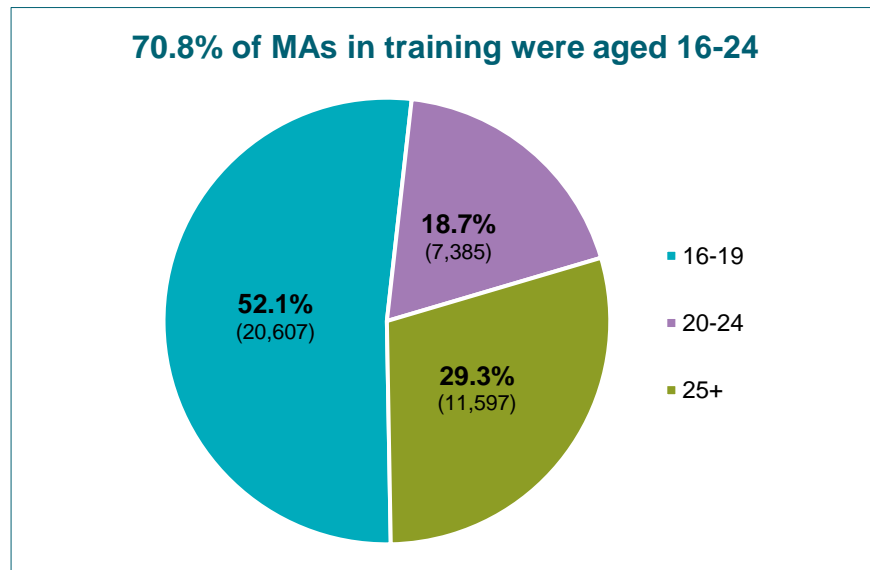
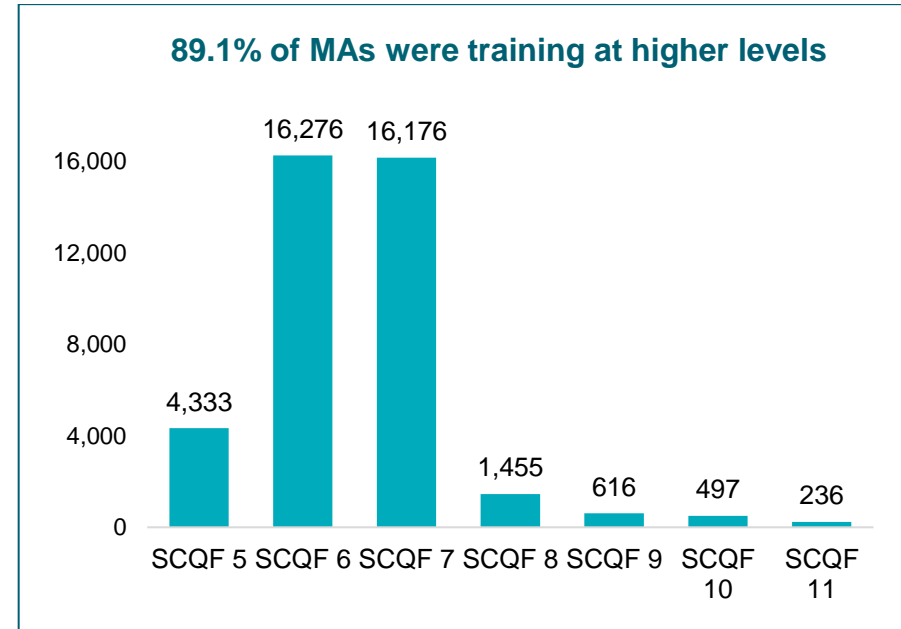


Figure 8: Modern Apprentices in training by level, Q3 2024/25



Modern Apprenticeship Achievements

At the end of quarter 3, the overall achievement rate was **79.7%**, with 14,725 of 18,472 leavers achieving their full Modern Apprenticeship award. The achievement rate was 2.2 pp higher than last year, and all age groups saw an increase relative to last year.

Figure 9: Modern Apprenticeship achievements by age group, Q3 2022/23 to Q3 2024/25

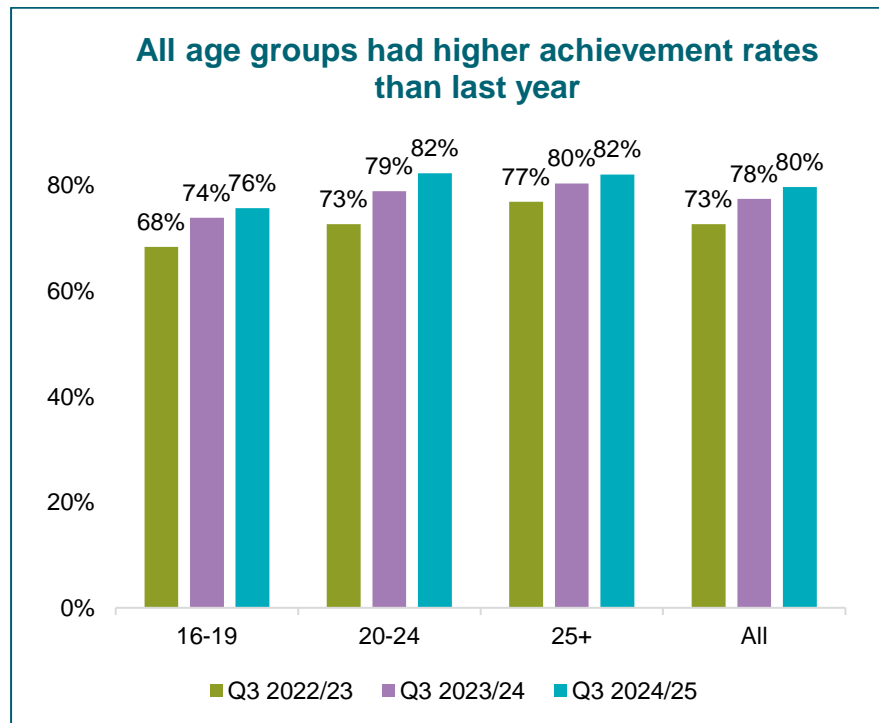


Figure 10: Modern Apprenticeship achievement rates by occupational grouping, Q3 2024/25

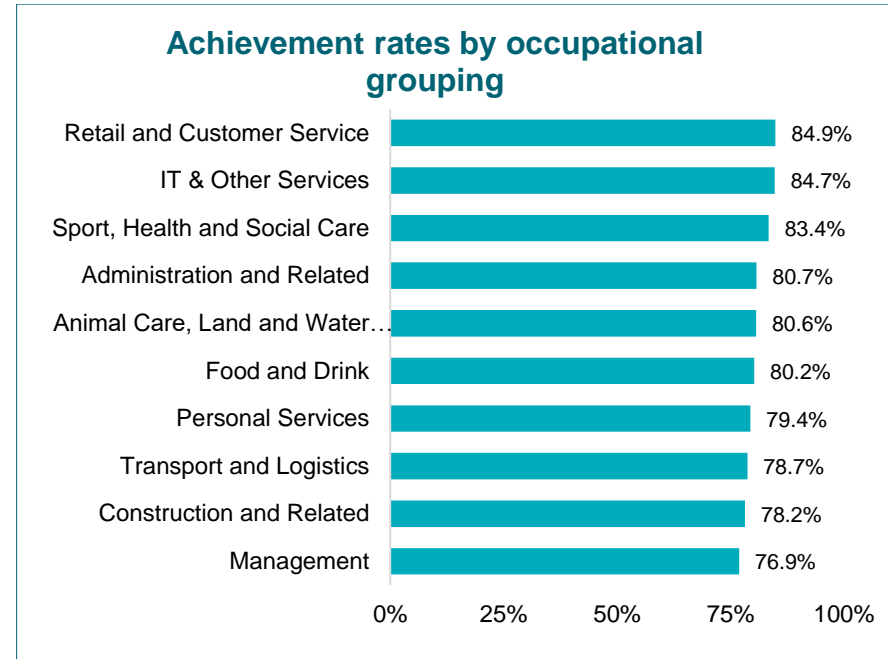


Figure 10 shows the top 10 achievement rates by occupational grouping.

Modern Apprenticeship Redundancies

In quarter 3 2024/25, 144 Modern Apprentices were made redundant, 7 fewer than last year. There were 50 individuals who continued their Modern Apprenticeship with an alternative employer.

Further Information

This report provides analysis of publicly funded Modern Apprenticeship activity up to the third quarter of the 2024/25 financial year.

Statistics associated with Modern Apprenticeships such as starts, in training, leavers, and achievements are provided in summary form. Further information including more detailed breakdowns of these statistics by framework, age, level, and equality characteristics can be found within our [Supplementary Tables](#) on the SDS website.

Note to Readers

Guidance on how Modern Apprenticeship data is collected and reported is available on the SDS website [here](#). We recommend that the guidance is read prior to any further analysis.

Gender

To ensure that we enable apprentices to record their gender in the most appropriate way for them, individuals can record their gender as 'female', 'male', 'prefer not to say', or 'in another way'.

Age

As programme funding is linked to the age of trainees, all age breakdowns in this report are based on the age of the individual when they commenced their Modern Apprenticeship.

Level

In line with Scottish Government direction, we carried out an exercise to align MA frameworks to SCQF levels (see Appendix A).

Frameworks

In this report, MA frameworks are classified as belonging to an SDS assigned occupational grouping. Details are available [here](#) on the SDS website.

Starts

In April 2019 we adjusted the recording of starts, re-entrants, and progressions to accommodate the introduction of a new system to improve how Training Providers manage their contracts. Since 1st April 2023, all MA progressions are included as new starts. More details can be found [here](#) on the

SDS website.

Calculations

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

Percentages in this report may not sum to 100% due to rounding. Similarly, calculating percentage point differences from the data presented in the report may differ slightly from figures cited in the text. This is also due to rounding.

Appendix A – SCQF Framework

SCQF Levels	SQA Qualifications			Qualifications of Higher Education Institutions	Apprenticeships & SVQs
12			Professional Development Award	Doctoral Degree	Professional Apprenticeship
11			Professional Development Award	Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship, Professional Apprenticeship, SVQ
10			Professional Development Award	Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship, Professional Apprenticeship, SVQ
9			Professional Development Awards	Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship, Technical Apprenticeship, SVQ
8		Higher National Diploma, Advanced Diploma	Professional Development Award	Diploma of Higher Education	Higher Apprenticeship, Technical Apprenticeship, SVQ
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate, Advanced Certificate	Professional Development Award	Certificate of Higher Education	Modern Apprenticeship, SVQ
6	Higher, Awards, Skills for Work Higher	National Certificate	Professional Development Award		Modern Apprenticeship, Foundation Apprenticeship, SVQ
			National Progression Award		
5	National 5, Awards, Skills for Work National 5	National Certificate	National Progression Award		Modern Apprenticeship, SVQ
4	National 4, Awards, Skills for Work National 4	National Certificate	National Progression Award		SVQ
3	National 3, Awards, Skills for Work National 3	National Certificate	National Progression Award		
2	National 2, Awards	National Certificate	National Progression Award		
1	National 1, Awards				

5

⁵ Scottish Credit and Qualifications Framework: [The SCQF Interactive Framework](#)