

# Apprentice Voice

2024 Annual Results\*

## SDS Evaluation & Research

February 2025

# 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- Multiple previous set-piece surveys of apprentices have been replaced by an automatic distribution of questionnaires via SDS's management system (FIPS)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 2024

**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.

**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.

# Benefits of Apprentice Voice

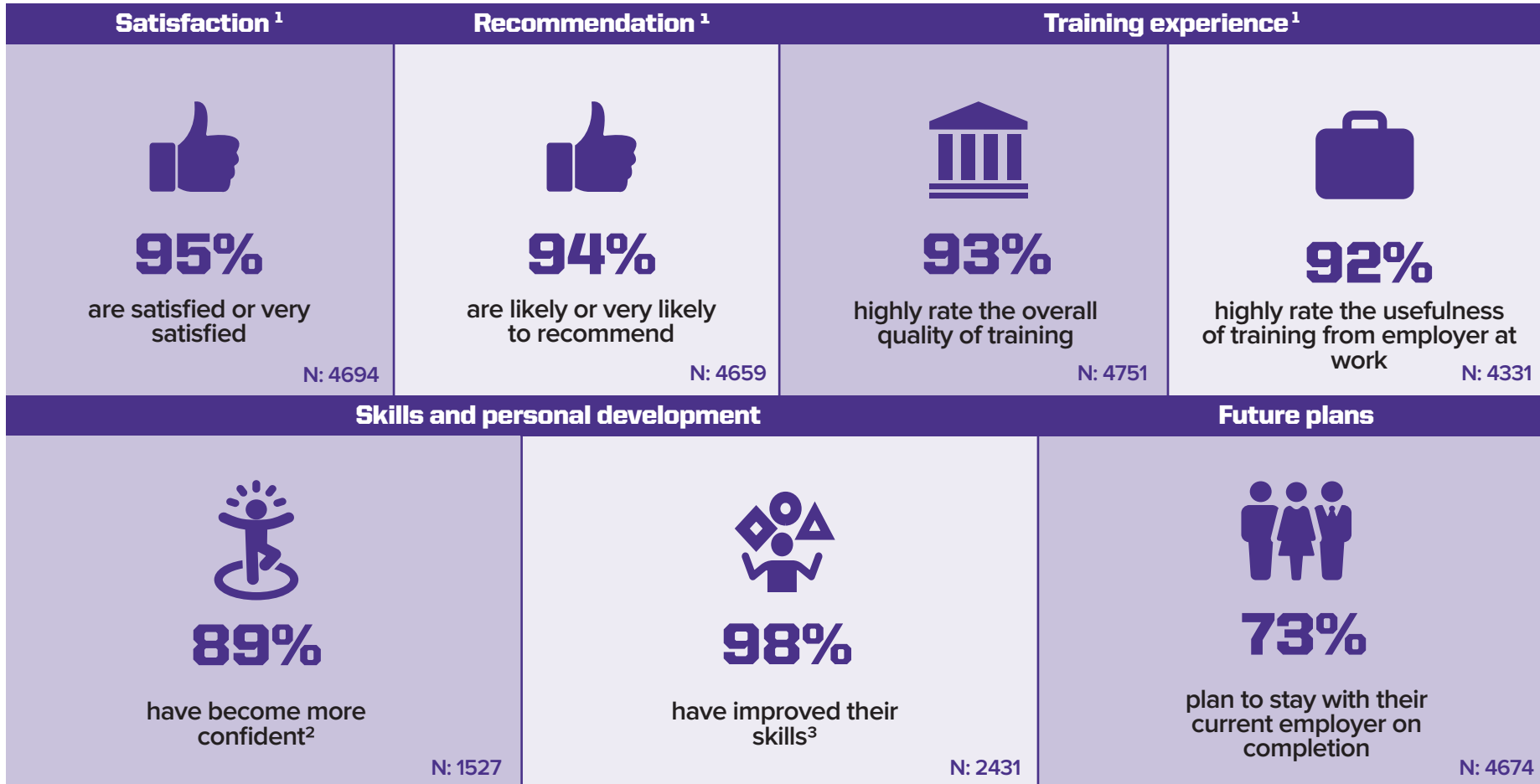
- An improved evidence base – in real time to inform decision making
- A consolidated and co-ordinated approach to evaluation and research across the apprenticeship family, using consistent measures of outcomes, perceptions and benefits
- More inclusive as all apprentices are given the opportunity to 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 2024\*

**5,974**  
responses



**“I value the opportunities that are offered through my apprenticeship, the ability to learn useful skills, to heighten my confidence levels and the wide range of pathways that I can go down within the company. I value the support that I receive from my manager and my fellow colleagues.”**

- Engineering apprentice, male, 18 years old

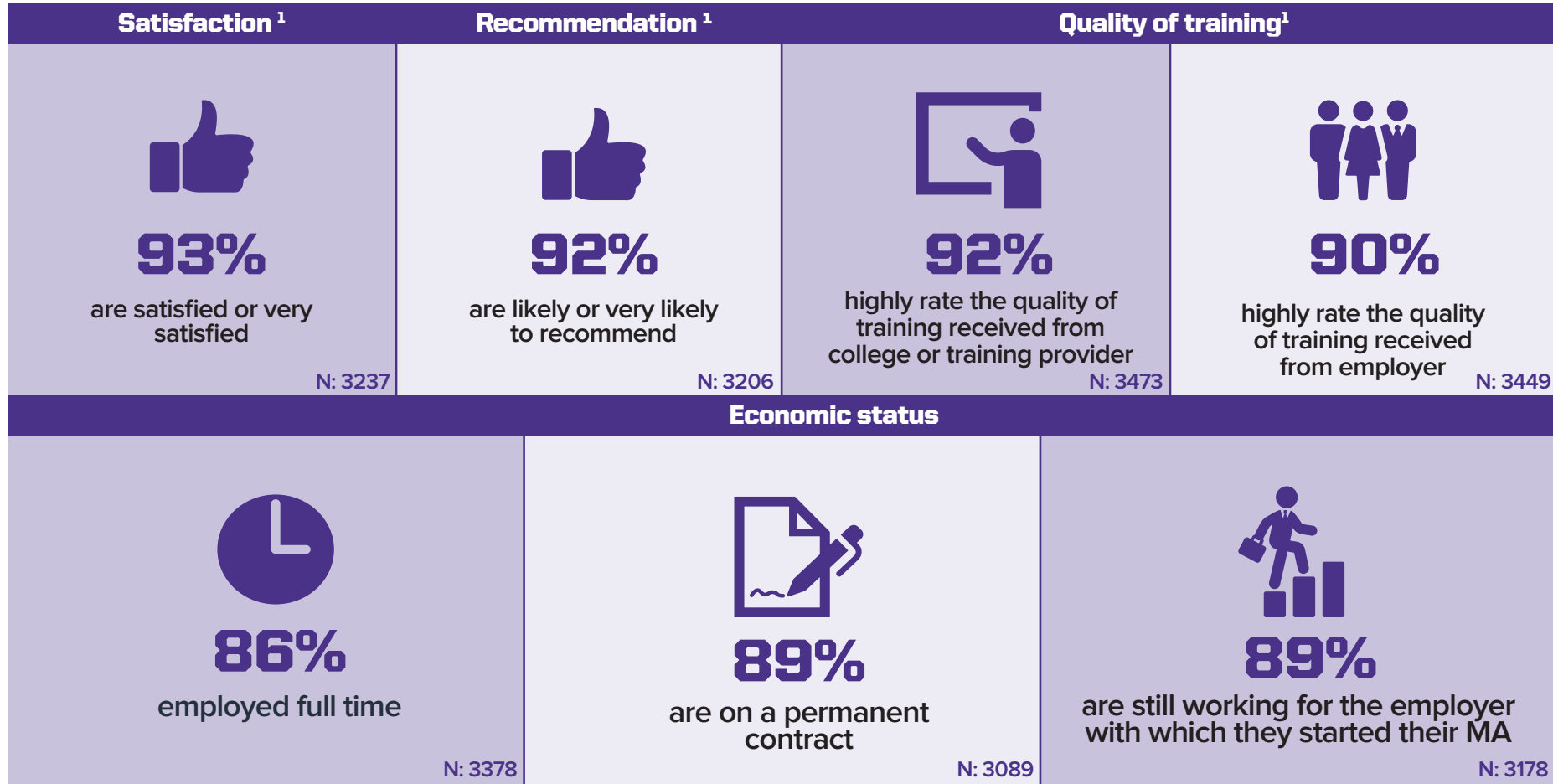
\* 6 months after start date | <sup>1</sup> Percent of those selecting 6 and above on a 10-point scale | <sup>2</sup> of those stating becoming more confident was important when selecting MA | <sup>3</sup> of those stating learning new skills was important when selecting MA

# Apprentice Voice

## Modern Apprenticeships

### Leavers 2024\*

**4,074**  
responses



**“I felt grateful I got to do this apprenticeship and I think it’s a really good option for a lot of people. I don’t know if I would have been able to do this career if it wasn’t for my apprenticeship.”**

- Dental Nursing apprentice, female, 29 years old

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

# Apprentice Voice

## Modern Apprenticeships

### Short Term Outcomes 2024\*

2,526  
responses

#### Economic status



85%

employed full time

N: 2178



92%

are on a permanent  
contract

N: 1926



79%

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

N: 1986

#### Satisfaction <sup>1</sup>



90%

are satisfied  
or very satisfied

N: 1964

#### Recommendation <sup>1</sup>



92%

are likely or very  
likely to recommend

N: 1950

**“The employer took me in with open arms [...] as well as giving me all the support I needed to work towards my qualification and my career goals. I couldn’t recommend a Modern Apprenticeship enough, [...] it is the best step I have ever taken in my career and I am now excited to see what the future holds.”**

- Digital Applications apprentice, male, 19 years old



**For further information and enquiries**

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