

# Modern Apprenticeship Statistics

Quarter 2, 2023/24 [1<sup>st</sup> April – 29th September]

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## 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 2 (1<sup>st</sup> April to 29<sup>th</sup> September 2023) statistics for MAs where there is a public funding contribution administered by SDS, on behalf of the Scottish Government. As of 1<sup>st</sup> 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](mailto:user_feedback@sds.co.uk) with any feedback or questions.

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<sup>1</sup> [Scottish Government: Scotland's GDP 2023, Quarter 2](#)

## Economic Outlook

Weak second quarter GDP and stubborn inflation continues to cause economic concern for Scotland and the rest of the UK.<sup>1</sup> In the Scottish labour market job postings remain high but demand for workers is easing. In July 2023 the number of job postings decreased by 15% compared to the previous month with fewer job vacancies for nurses, administrative occupations, and care workers.<sup>2</sup>

At the end of quarter 2 there were 12,136 Modern Apprenticeship starts, 3.6% lower than last year and 88% of what they were in Q2 2019/20, pre-pandemic. There was an increase in male starts but this was offset by a more significant decrease in female starts.

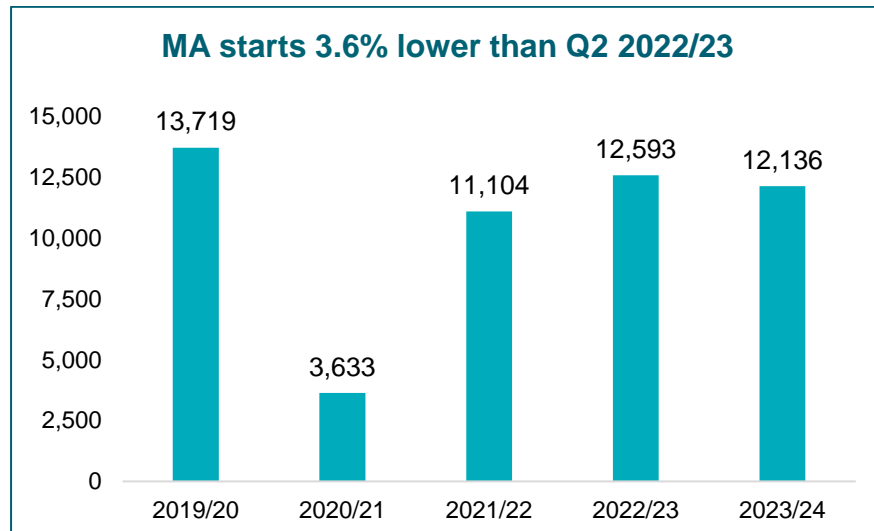
SDS will continue to support the implementation of the Young Person's Guarantee, as detailed in the Programme for Government, and work closely with the Scottish Government to ensure that apprenticeships help to grow the young workforce and support economic renewal.

<sup>2</sup> [Skills Development Scotland: Economy, People, and Skills \(August 2023\)](#)

## Modern Apprenticeship Starts

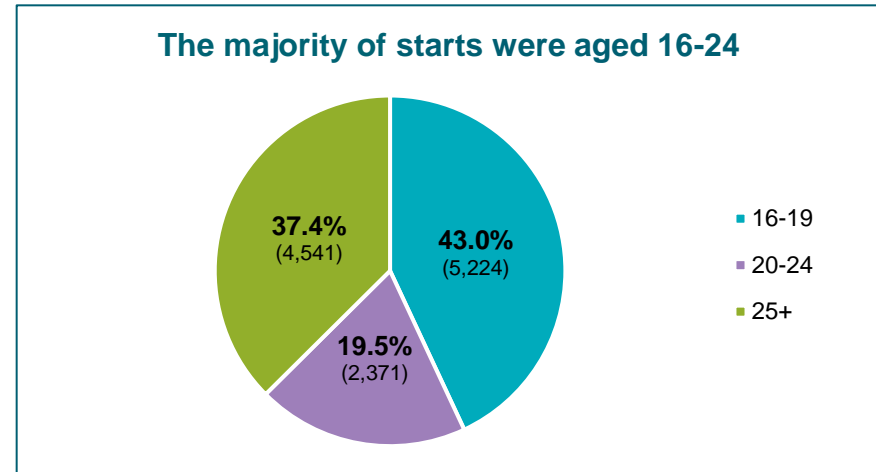
There were **12,136** Modern Apprenticeship starts at the end of Q2. This is 3.6% (-457) lower than the same point last year and is a result of a disproportionate drop in female starts, which is most likely due to a combination of factors including the timing of starts to gender-dominated frameworks such as construction and health and social care.

**Figure 1: Number of Modern Apprenticeship starts, Q2 2019/20 to Q2 2023/24**



## Starts by age

**Figure 2: Number of Modern Apprenticeship starts by age group, Q2 2023/24<sup>3</sup>**

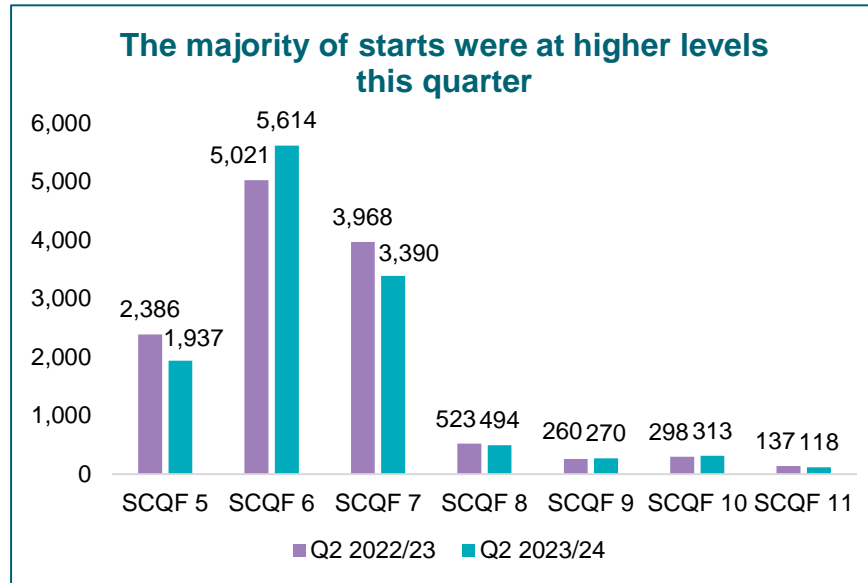


At the end of this quarter, 62.6% (7,595) of MA starts were aged 16-24 and 37.4% were aged 25+. The proportion of 16-24 year olds was 4.0 pp higher than the same point last year. This increase was predominantly driven by starts in the 16-19 age group, which rose by 6.8% relative to last year.

<sup>3</sup> Figures may not sum to 100% due to rounding.

## Starts by level

**Figure 3: Number of Modern Apprenticeship starts by SCQF level, Q2 2022/23 relative to Q2 2023/24**



84.0% of starts this quarter were at SCQF level 6 or higher, 3.0 pp higher than the same point last year. Starts at level 6 increased by 11.8%, largely driven by Construction & Related and Engineering & Energy Related frameworks.

## Starts by occupational grouping

**Figure 4: Number of Modern Apprenticeship starts by occupational grouping, Q2 2022/23 relative to Q2 2023/24**

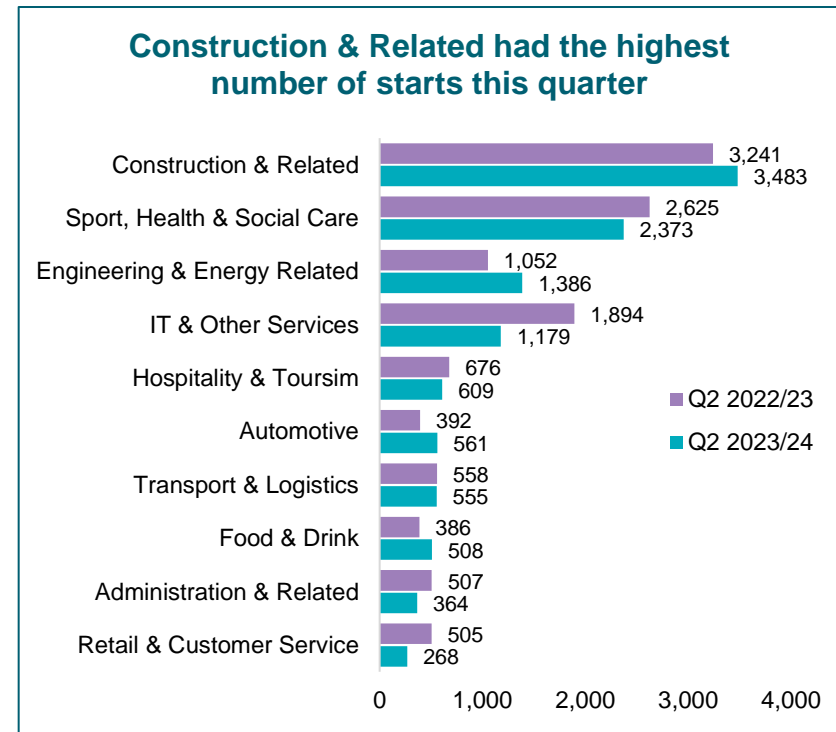


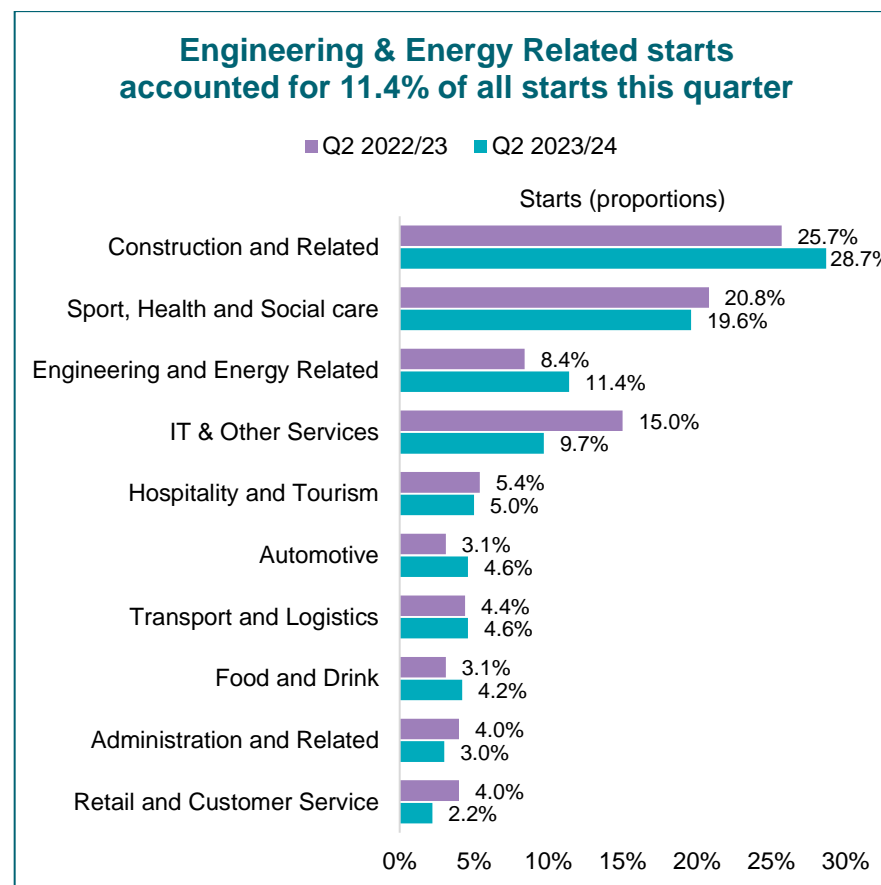
Figure 4 shows the top ten occupational groupings by number of starts. Construction & Related had the highest number, and the greatest proportion, of starts at the end of Q2. Starts to this grouping also increased by 242 (+7.5%) relative to the same point last year.

The Sport, Health and Social Care grouping had the second greatest proportion of starts (19.6%) despite a fall in the actual number of starts (9.6% lower than last year), mostly accounted for by a drop in female starts to this grouping.

Relative to the same point last year, the number of starts to the Engineering & Energy Related grouping increased by 31.7%, most prevalent in the **Engineering (SCQF 6)** framework which accounted for 80.0% of all starts in this occupational grouping. There were also notable increases in starts in Automotive, Construction, and Food & Drink – where females are commonly underrepresented.

Three occupational groupings saw a noteworthy decline in starts this quarter, relative to last year: IT & Other Services (-37.8% or -715 starts), Retail & Customer Service (-46.9% or -237 starts), and Administration & Related (-28.2% or -143 starts).

**Figure 5: Proportion of Modern Apprenticeship starts by occupational grouping, Q2 2022/23 relative to Q2 2023/24**



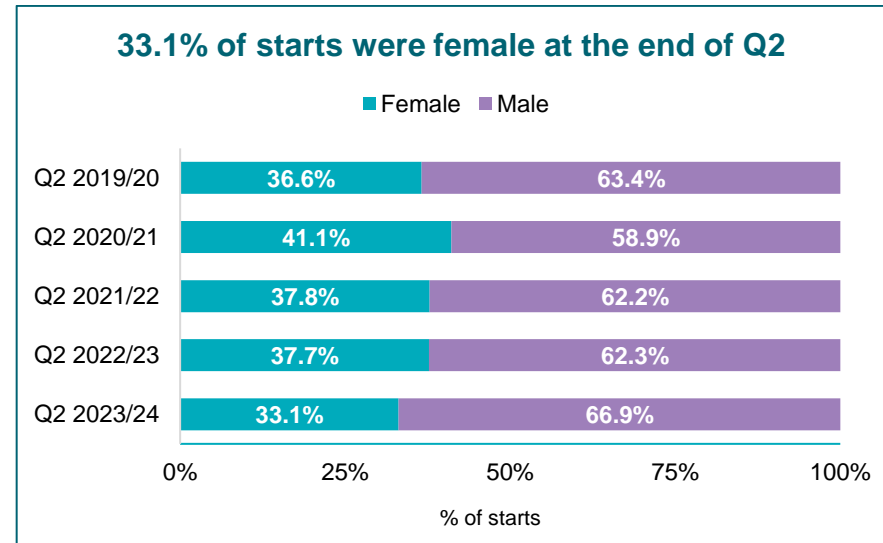
## Starts by gender

At the end of quarter 2, there were **3,991** female starts accounting for 33.1% of all starts, 4.6 pp lower than the same point last year.<sup>4</sup> The number for female starts was 15.4% lower than last year (-724). This was mainly due to the decline in female starts in Sport, Health, and Social Care (-272, or -12.2%), IT & Other Services (-223 or -34.5%), and Retail and Customer Service (-140 or -48.3%). The relative decline was also exacerbated by increases in starts to traditionally male frameworks this quarter and may be due to the timing of onboarding starts. We expect that the gender balance will begin to improve as the year progresses.

Conversely, the number of male starts increased from 7,789 to **8,073**, a 3.6% rise relative to the same point last year. This is largely due to the increase in starts to traditionally male-dominated occupational groupings like Construction & Related, Engineering & Energy Related, and Automotive. Despite the increase in male starts, the fall in female starts

was significantly larger such that there was an overall decline in starts this quarter relative to last year.

**Figure 6: Gender balance of Modern Apprenticeship starts, Q2 2019/20 to Q2 2023/24<sup>5</sup>**



<sup>4</sup> Male + female starts

<sup>5</sup> 72 Modern Apprentices recorded their gender as either 'prefer not to say' or 'in another way', 17 fewer than Q2 2022/23.

### Starts by disability

At the end of quarter 2, **16.2%** of all MA starts identified as disabled. The number of starts self-identifying an impairment, health condition, or learning difficulty increased from 1,822 to 1,935 (+6.2%) relative to the same point last year.<sup>6</sup>

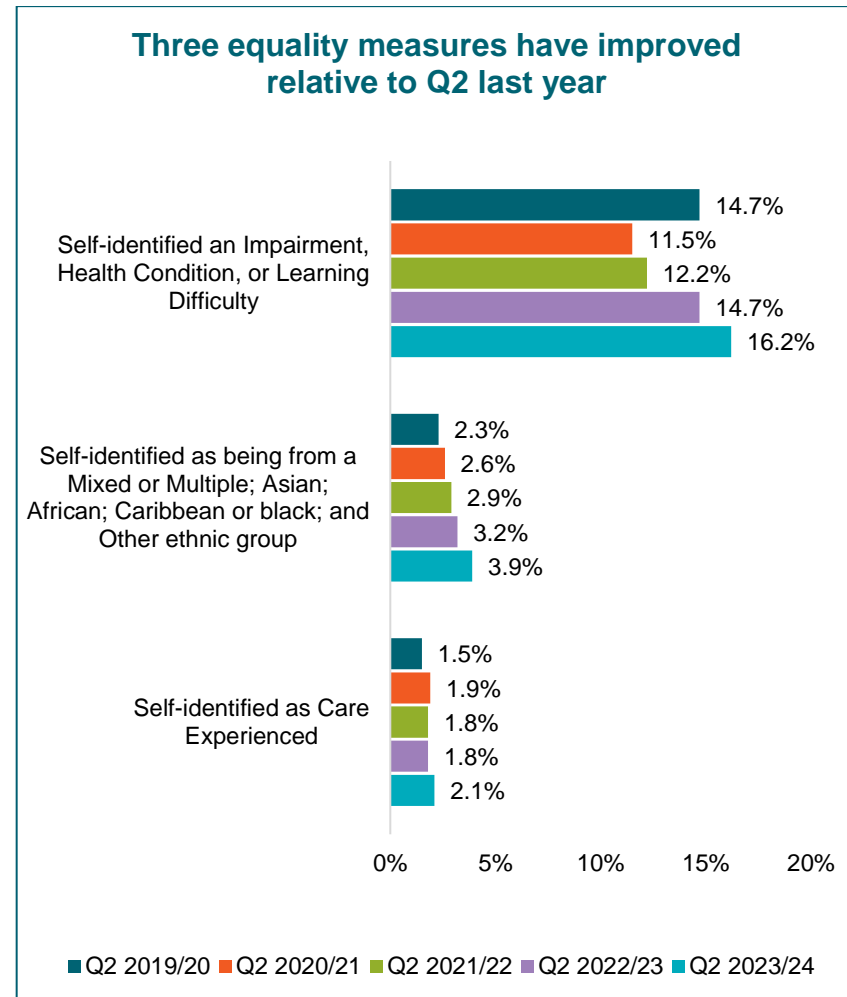
### Starts by ethnicity

The proportion of starts self-identifying as Mixed or Multiple; Asian; African; Caribbean or black; and Other ethnic group was **3.9%** - the highest proportion reported at Q2. The number of starts self-identifying as an ethnic minority increased from 404 to 467 (+15.6%) relative to the same point last year.

### Starts by care experience

The proportion of MAs self-identifying as care experienced was **2.1%** at the end of quarter 2, 0.3 pp higher than the same point last year. The number of care experienced starts increased from 226 to 252 (+11.5%) relative to the same point last year.

Figure 7: Modern Apprenticeship equality rates, Q2 2019/20 to Q2 2023/24



<sup>6</sup> The Scottish Health Survey 2022 shows 22% of those aged 16-24 have a limiting long-term condition (23% for those aged 25-34).

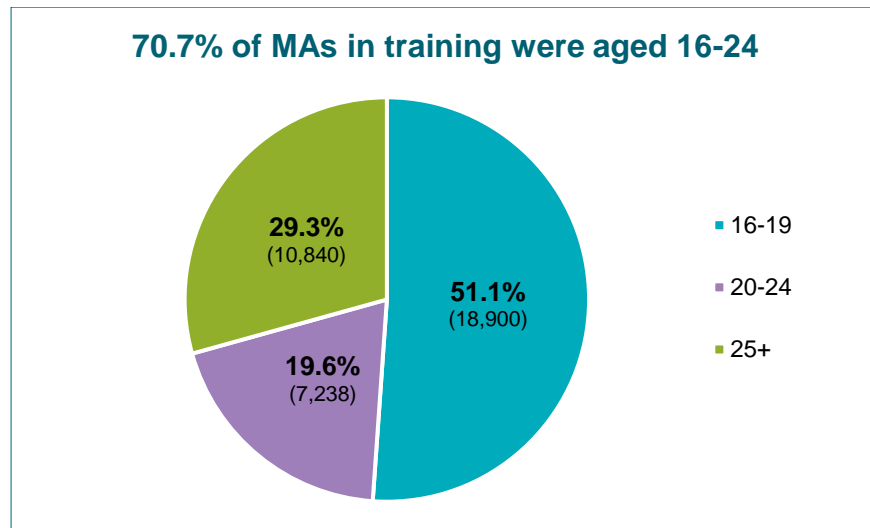


## Modern Apprentices in Training

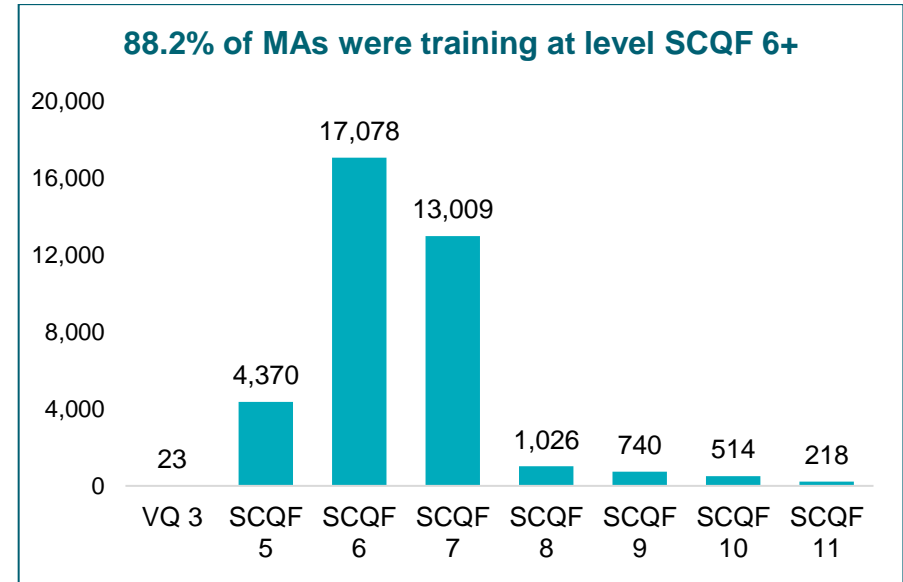
As at 29<sup>th</sup> September 2023, there were **36,978** Modern Apprentices in training, 3.8% (-1,447) lower than the same point last year.

Figures 8 and 9 show Modern Apprentices in training by age group and level, respectively, at the end of Q2 2023/24.

**Figure 8: Modern Apprentices in training by age group, at Q2 2023/24**



**Figure 9: Modern Apprentices in training by level, at Q2 2023/24**

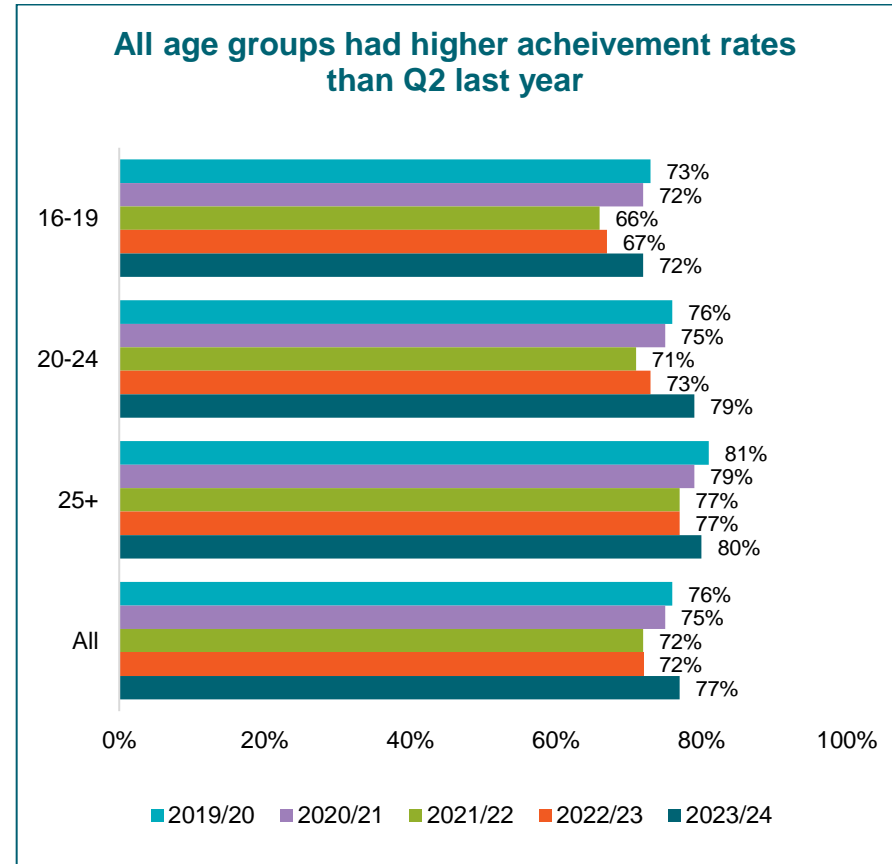


## Modern Apprenticeship Achievements

At the end of Q2 2023/24, the overall achievement rate was **76.8%**, with 11,080 of 14,420 leavers achieving their full Modern Apprenticeship award, 4.4 pp higher than the same point last year.

Figure 10 shows that the overall achievement rate has been improving year-on-year since Q2 2019/20 and at the end of this quarter it surpassed the pre-pandemic level. Similarly, the achievement rate for the 16-19 age group continued to rise this quarter and has almost recovered to its pre-pandemic level.

**Figure 10: Modern Apprenticeship achievements by age group, Q2 2019/20 to Q2 2023/24**



**Figure 11: Modern Apprenticeship achievement rates by occupational grouping, Q2 2022/23 to Q2 2023/24**

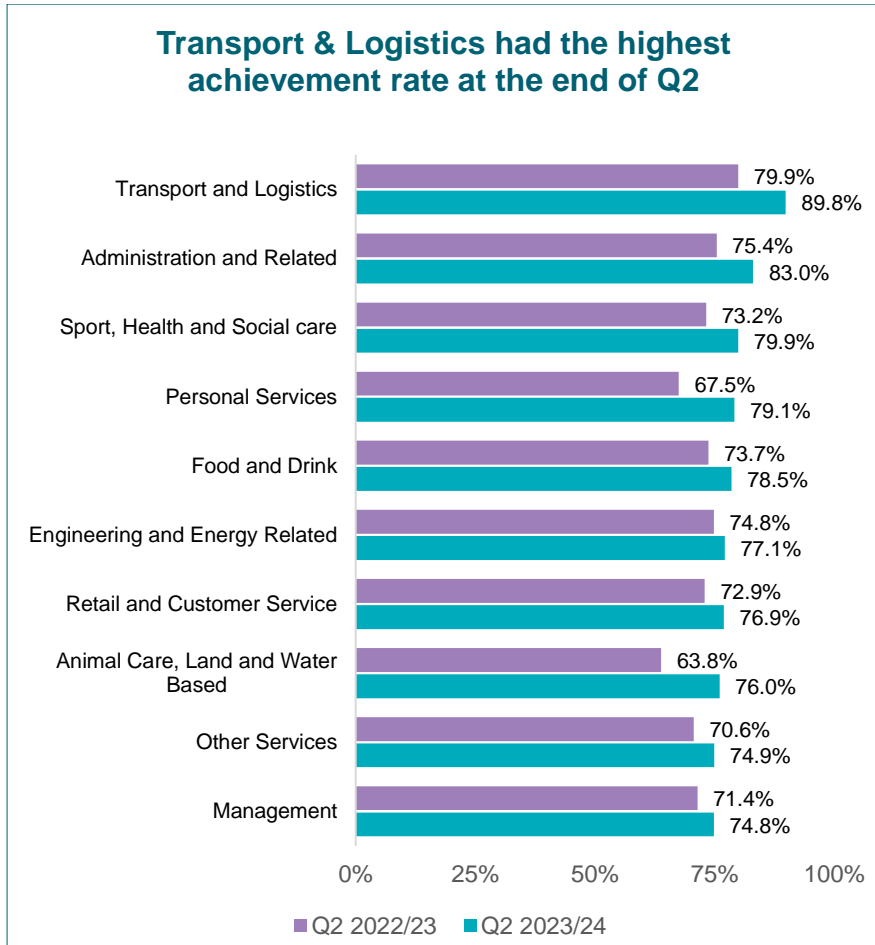


Figure 11 shows the top 10 achievement rates by occupational grouping (excluding those with fewer than 100 leavers).

### Modern Apprenticeship Redundancies

At the end of quarter 2 2023/24, 103 Modern Apprentices were made redundant, 39 fewer than the same point last year (142). 33 individuals continued a Modern Apprenticeship with an alternative employer and one individual was supported via the Adopt an Apprentice initiative, which incentivizes employers to support redundant apprentices to complete their training.

Modern Apprentices who are made redundant can continue to positive destinations without the need for Adopt an Apprentice funding. Adopt an Apprentice information is available on the [Our Skillsforce](#) website.

## Further Information

This report provides analysis of publicly funded Modern Apprenticeship activity up to the second quarter of the 2023/24 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.

The impact of Covid-19 has had a profound impact on the economy and MA data should be considered in this context. We recommend exercising caution when comparing figures to 2019/20 and 2020/21 statistics.

## 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. As of 1<sup>st</sup> 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				Doctoral Degree	Professional Apprenticeship
11				Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship SVQ
10				Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship
9			Professional Development Award	Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Technical Apprenticeship SVQ
8		Higher National Diploma		Diploma Of Higher Education	Higher Apprenticeship Technical Apprenticeship SVQ
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate		Certificate Of Higher Education	Modern Apprenticeship SVQ
6	Higher, Awards, Skills for Work Higher				Modern Apprenticeship Foundation Apprenticeship SVQ
5	National 5, Awards, Skills for Work National 5				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				
2	National 2, Awards				
1	National 1, Awards				

<sup>7</sup> Scottish Credit and Qualifications Framework: [The SCQF Interactive Framework](#)