

Modern Apprenticeship Statistics

Quarterly Report

Quarter 4, 2013/14

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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 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 to each MA framework is subject to employer demand.

The aim of this report is to provide year end analysis (1st April 2013 to 31st March 2014) of the cumulative statistics associated with those Modern Apprenticeships where there is a public funding contribution administered by Skills Development Scotland on behalf of the Scottish Government. Statistics in this report are used to monitor the 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 up to the end of Quarter 4 2013/14 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 Skills Development Scotland's (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 **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 a 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 for 2013/14. Further information can be found through the [Supplementary Statistics Tables](#) which 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

3. Key Results

Starts - By the end of Quarter 4 2013/14:

- There were 25,284 MA starts. This exceeded the annual target of 25,000.
- 79% of starts were aged 16-24 - 2 pp higher than last year. A further 21% of starts were aged 25+.
- 62% of starts were at level 3 or above – 4 pp higher than last year.
- The proportion of 16-19 year old starts has increased by 2 pp this year in comparison with 2012/13
- Between 2010/11 and 2012/13 the number of starts at level 2 and level 3+ followed a similar pattern – either increasing or decreasing in tandem. This year, the pattern changed – there was a 5% increase in MA starts at level 3+ and an 11% decrease in level 2 starts.
- The majority of the growth in MA starts at level 3+ is from 16-19 year olds at level 3 (583 more starts in 2013/14 compared to 2012/13)
- 59% of MA starts were male and 41% were female. The proportion of female starts decreased by 2 pp this year compared to last year.
- The proportion of total starts that were female at level 2 decreased slightly (3 pp) compared to 2012/13. The proportion of total starts that were female at level 3 + remained the same as last year.

In training - As at the end of March 2014

- The numbers in training decreased slightly from 35,906 at the same point last year to 35,582.
- The majority of MAs in training were young people (16-19 - 63%, 16-24 - 85%).
- 73% of those in training were at level 3 or above – 2 pp higher than last year

Achievements - Up to the end of March 2014:

- The number of achievements registered in 2013/14 as a percentage of all leavers registered this year was 77%.
- MAs aged 25 and over had the highest achievement rate at 83% - an increase of 4 pp from last year.
- The achievement rate was 77% for level 2, 76% for level 3 and 84% for level 4.

- The level 5 achievement rate was 78%. However, this is based on a small number of leavers.
- The female achievement rate was 76%, against 77% for males.

Redundancies - By the end of Quarter 4 2013/14:

- 547 Modern Apprentices were made redundant (1.5% of the total in training).
- 224 Adopt an Apprentice places for redundant apprentices were approved in the same period

4. Starts

There were 25,284 MA starts in 2013/14, exceeding the 25,000 annual target. Figure 1 displays the number of new MAs compared with the annual target – this target has been met every year. This year there were 25% more MA starts than in 2009/10, reflecting the step change in the starts target in 2011/12. Starts in 2013/14 decreased slightly (1.6%) in comparison to 2012/13 reflecting demand this year.

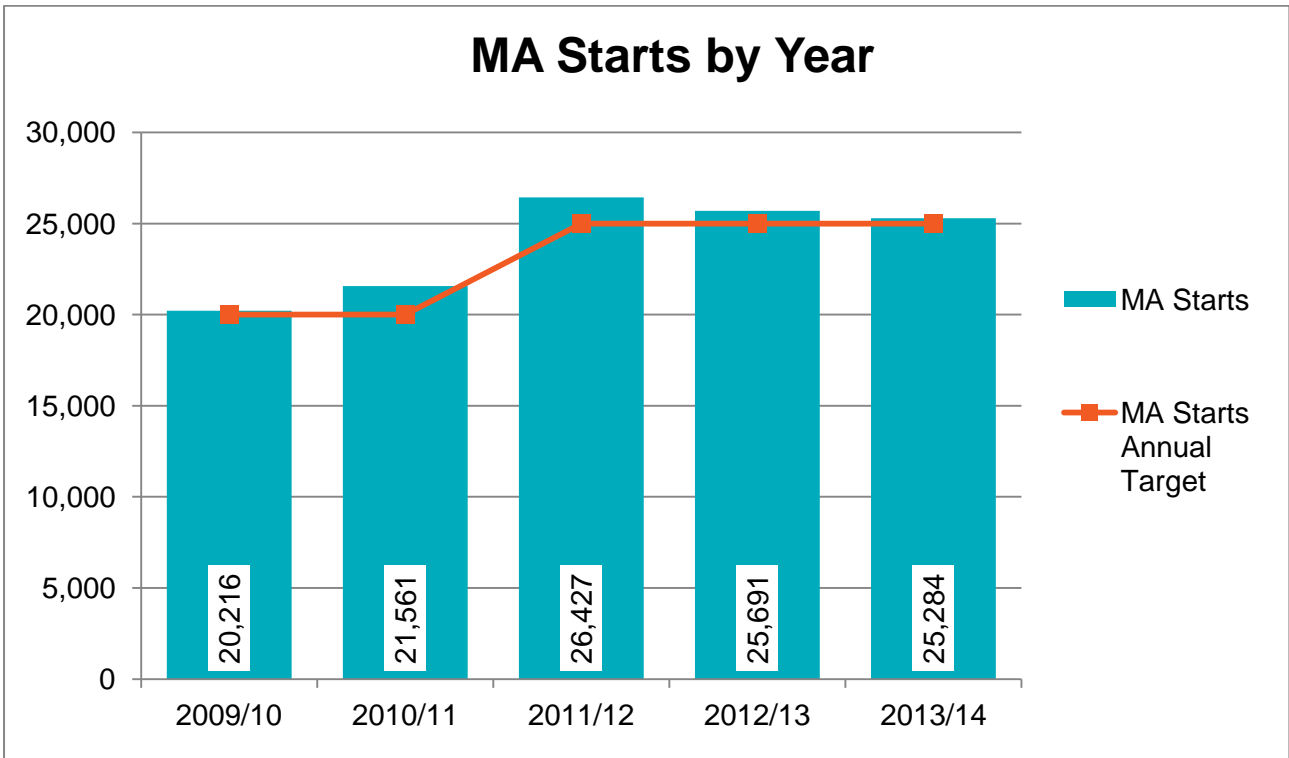


Figure 1 MA starts by year compared with the annual target

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 - 2011/12¹.

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-

¹ 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+.

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.

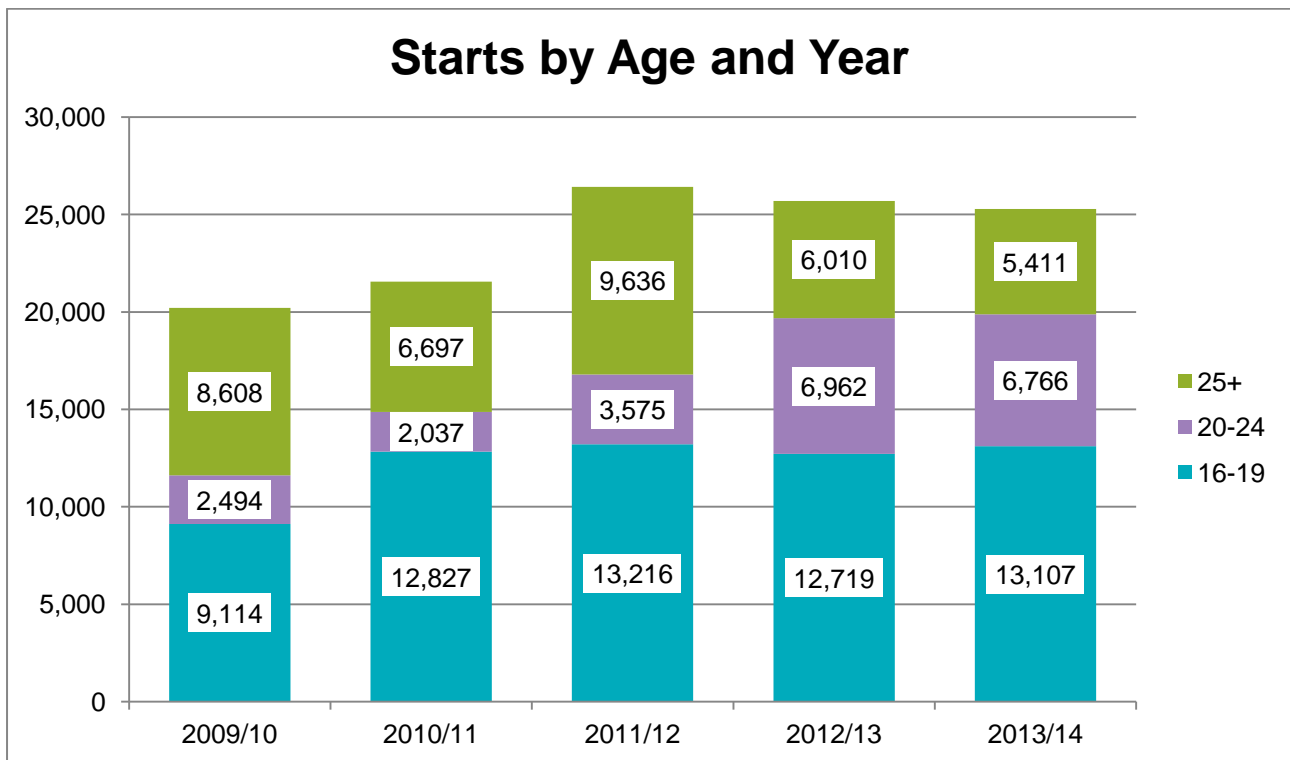


Figure 2 MA starts by age group and year

- This year, 79% of MA starts were aged 16-24, that is an increase of 2 percentage points (pp) from 2012/13. Also this year, the proportion of starts aged 16-24 was at the highest level since 2011/12.
- The number of 16-19 year old starts increased by 3% from last year, accounting for 52% of the total starts in 2013/14 - a rise of 2 pp from 2011/12.
- The volume of starts aged 20-24 decreased by 3% compared to last year, however the proportion of starts in this age group increased by 13 pp from 2011/12.
- The number of older MAs (aged 25+) decreased by 10% from 2012/13, in turn reducing the proportion of total starts in this age group by 2 pp to 21%.

4.2 Starts by Level

Between 2010/11 and 2012/13 MA starts to level 2 and levels 3 and above followed a similar pattern, either increasing or decreasing in tandem (see figure 3). This year, the observed pattern did not continue. Instead, the number of level 2 starts decreased by 11%, paired with a 5% increase in starts at level 3 and above.

In terms of proportion, MA starts at level 3 + increased by a total of 4 pp since the change in the MA starts target (2011/12). The majority of this increase was between 2012/13 and this year (3 pp) and was mainly from 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% - 5.5 pp higher than this year), this reflects that 2009/10 was the first year level 2 MAs were available.

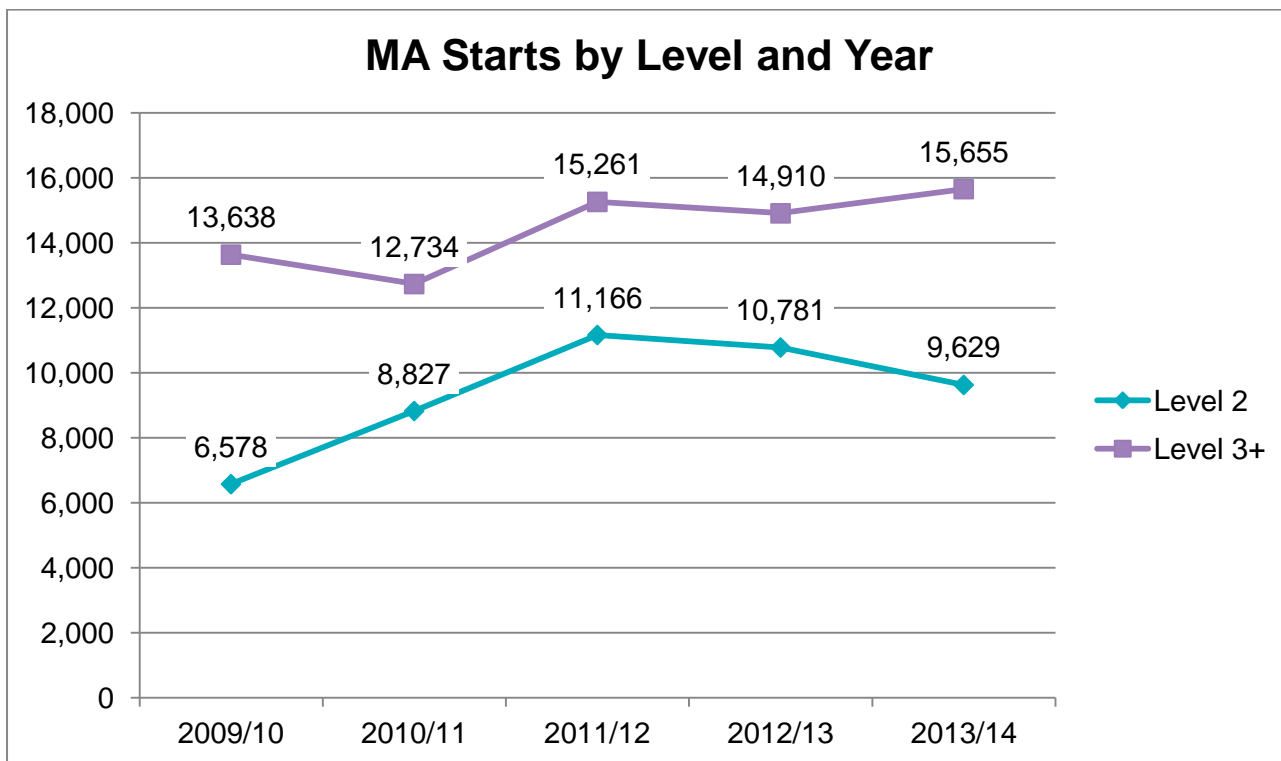


Figure 3 MA starts to levels 2 and 3+ by year

4.3 Starts by MA Framework Grouping

Figure 4 shows the number of MA starts in 2013/14 by framework grouping². The top four framework groupings with the highest volume of starts have remained the same each year since 2009/10:

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

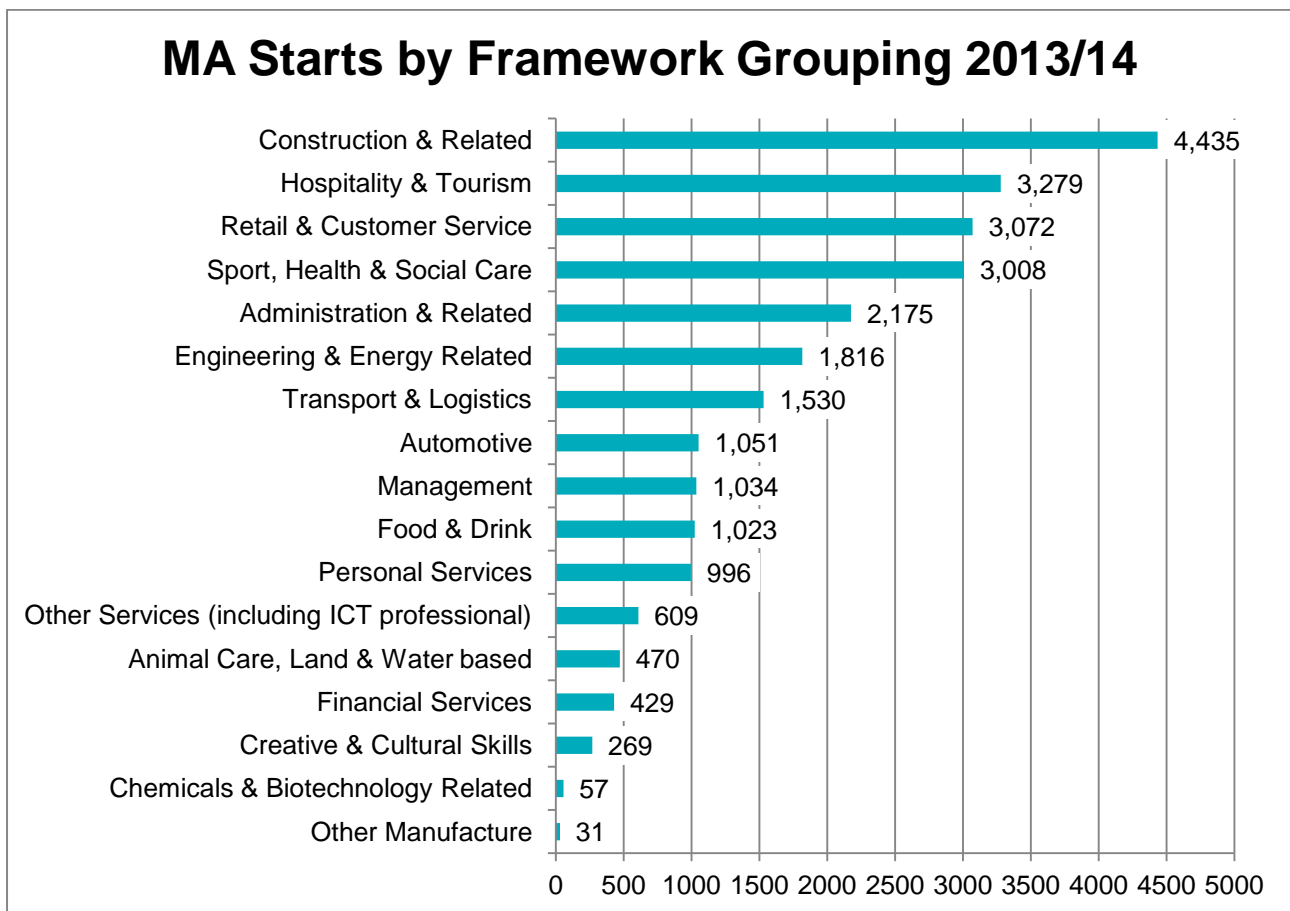


Figure 4 MA starts by framework grouping 2013/14

² 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.

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 2012/13 and 2013/14.

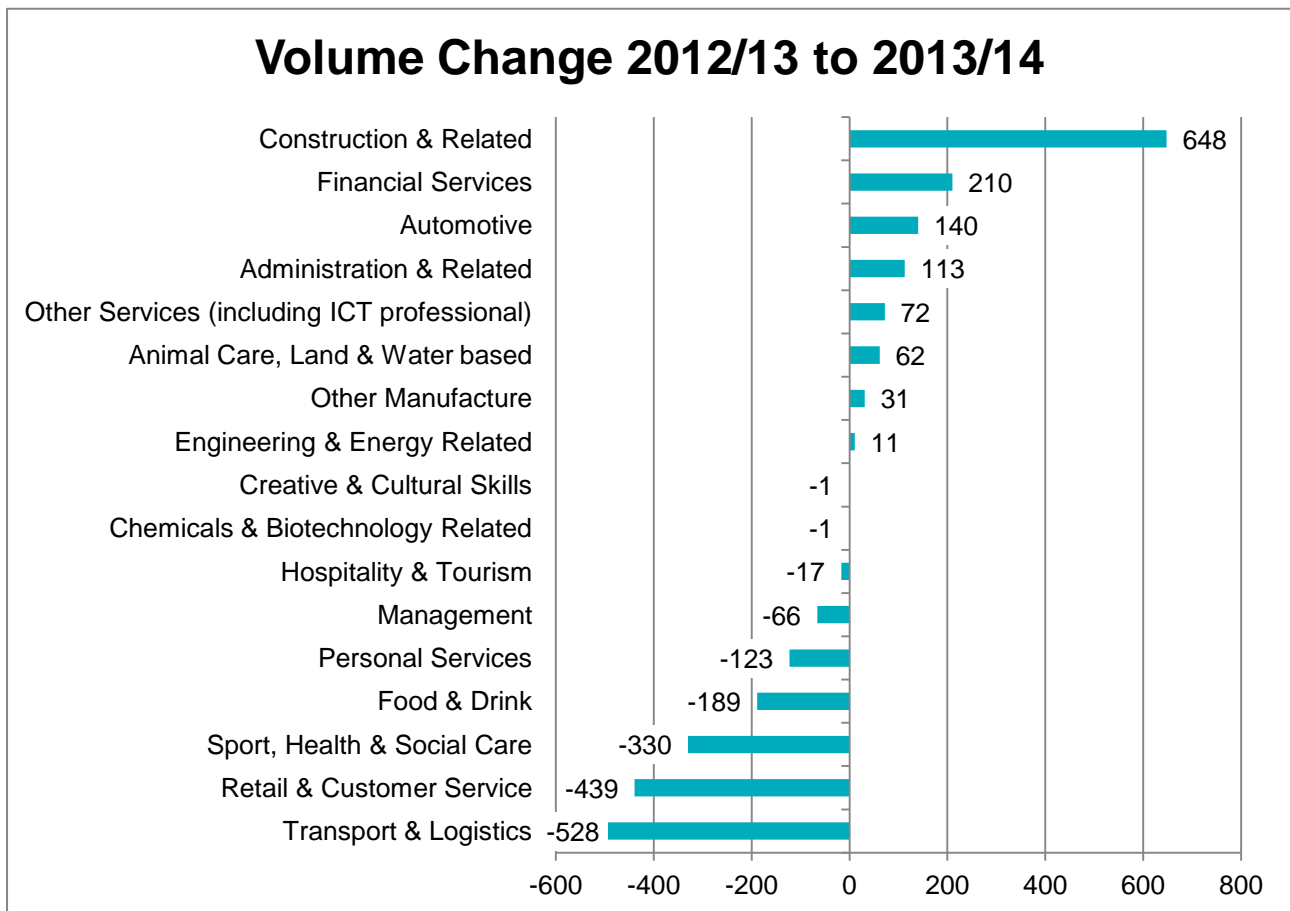


Figure 5 Volume change in starts between 2012/13 and 2013/14 by framework grouping

- Construction & Related frameworks had the most starts in 2013/14 at 4,435 - a rise of 648 (17%) from last year.
- Financial Services had the second highest volume increase – a rise of 210 (96%) from 2012/13.
- Starts to Automotive related frameworks increased by 140 (15%).
- The largest decrease in starts was in the Transport & Logistics grouping – 528 (26%) fewer in 2013/14 compared to the previous year.
- Two of the top four framework groupings experienced a decrease in starts this year - Retail & Customer service decreased by 439 (13%) and Sport, Health & Social Care decreased by 330 (10%).

In some framework groupings with the largest decrease in starts (for example, Transport and Logistics and Sport Health and Social Care) the majority of the change between

2012/13 and 2013/14 relates to level 2 starts, a reflection of the increased number of starts at level 3+ in line with policy priorities (Appendix A, Table 6).

Figure 6 shows the volume change in MA starts by framework grouping between 2009/10 and 2013/14. This shows that there were increased starts in almost all framework groupings, with the exception of Sport, Health & Social Care and Retail & Customer Service. The largest increase in starts over this time period was in Hospitality & Tourism (+ 1,167) followed by Administration & Related (+ 1,092) and Construction & Related (+ 1,087).

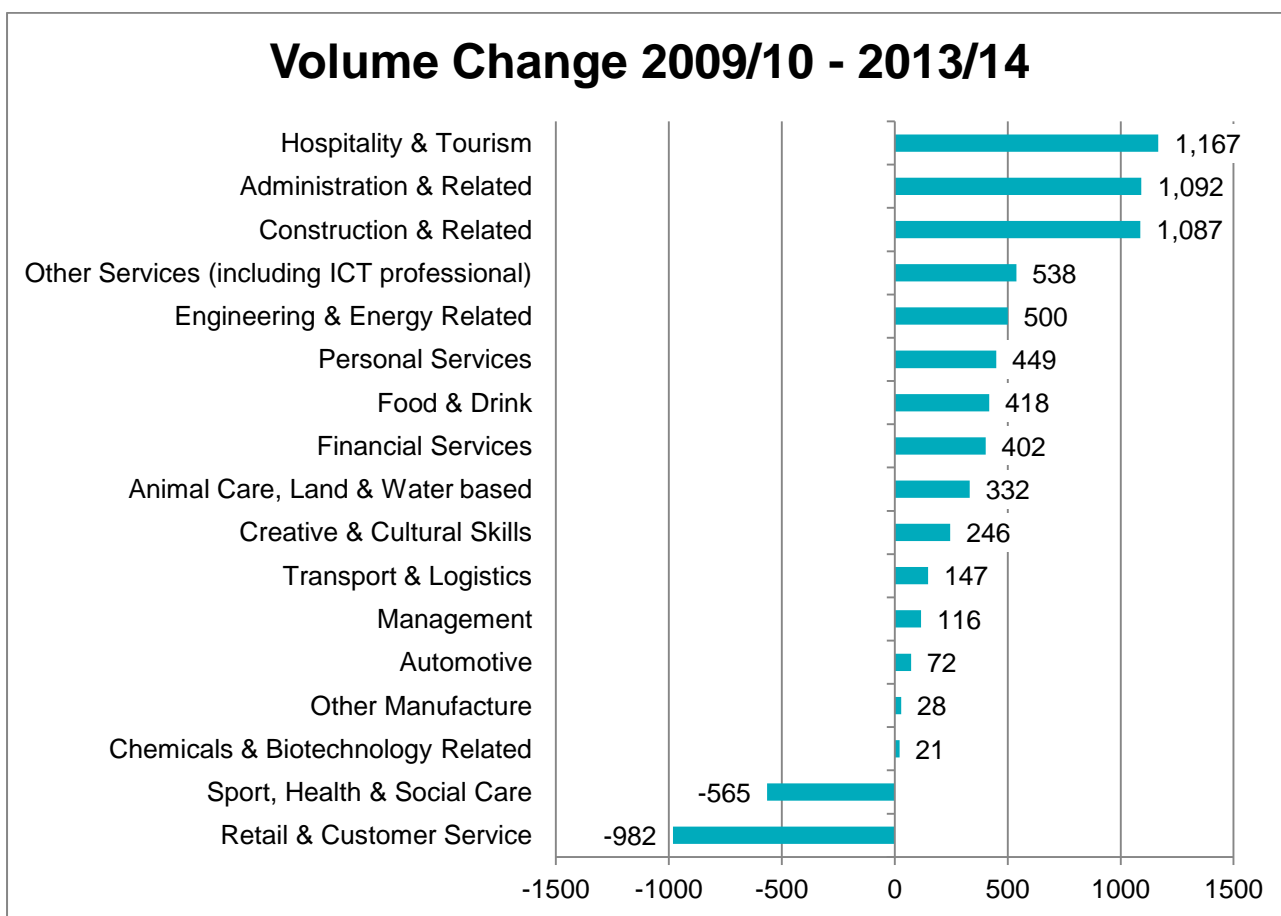


Figure 6 Volume change in MA starts between 2009/10 – 2013/14

Economic Growth Sectors

Life Sciences, Creative Industries, Financial and Business Services, Food & Drink, Energy and Sustainable Tourism are identified as Growth Sectors³ in the Scottish Government Economic Strategy (2011). 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 only provided for employees aged 25 or over if they are employed in economic growth or key sectors. In addition, Modern Apprenticeships are not yet as well established in some economic growth sectors – for example, some businesses in the Life Sciences⁴ 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 largest increase was in the Hospitality & Tourism grouping (+ 1,167) followed by Engineering and Energy (+ 500) and Food & Drink (+ 418). 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 (+ 210) and the largest decrease was in the Food & Drink sector (-189 starts). However, further analysis shows this decrease to be attributable only to level 2 starts (-199) while level 3+ starts increased (+10) in line with the policy priority.

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. SDS is working with Scottish Government to improve data matching to better align companies with the accepted Standard Industrial Classifications (SIC) codes, an area that has been problematic as companies do not readily identify with the codes.

³ 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.

⁴ included in Chemicals and Biotechnology grouping

4.4 Starts by Local Authority

Appendix A (Table 7) details MA starts by Local Authority (LA), this is reflective of employer demand.

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 increased since 2011/12. This year there were 956 progressions in 2013/14 – 191 more than the previous year.

Table 1 MA progressions by year

Initial Level	New Level	2011/12	2012/13	2013/14
Level 2	Level 3	542	763	951
Level 3	Level 4	0	2	6
Total		542	765	956

6. Time in Employment before MA

All MA starts in 2013/14 were asked “How long have you been with your current employer?” Table 2 shows the number of starts in this year by how long they were with their employer before commencing their MA.

- In 2013/14 58% of MA starts began their training after being with their employer for less than 6 months.
- A further 30% 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	%
0-6 months	14,579	58%
6-9 months	1,758	7%
9-12 months	1,294	5%
12 months +	7,396	30%
Total Known	25,027	100%
Not Known	257	-

Appendix A Tables 8 and 9 show the number of starts in 2013/14 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.
- 81% 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 (70%).

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

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. The number of MAs in training 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 number of MAs in training is also affected by the mix of starts to each framework 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 35,906 in 2012/13 to 35,582 at the end of 2013/14.
- This year 63% of MAs in training were aged 16-19.
- 85% of those in training were aged 16-24.
- 73% were at level 3 or above.

Figure 7 shows the number of MAs in training in 2013/14. Construction & Related and Engineering & Energy Related were the groupings with the most MAs in training as at the end of 2013/14. The Engineering & Energy framework grouping has the second highest number of MAs in training, reflecting that apprenticeships in this grouping tend to be of longer duration.

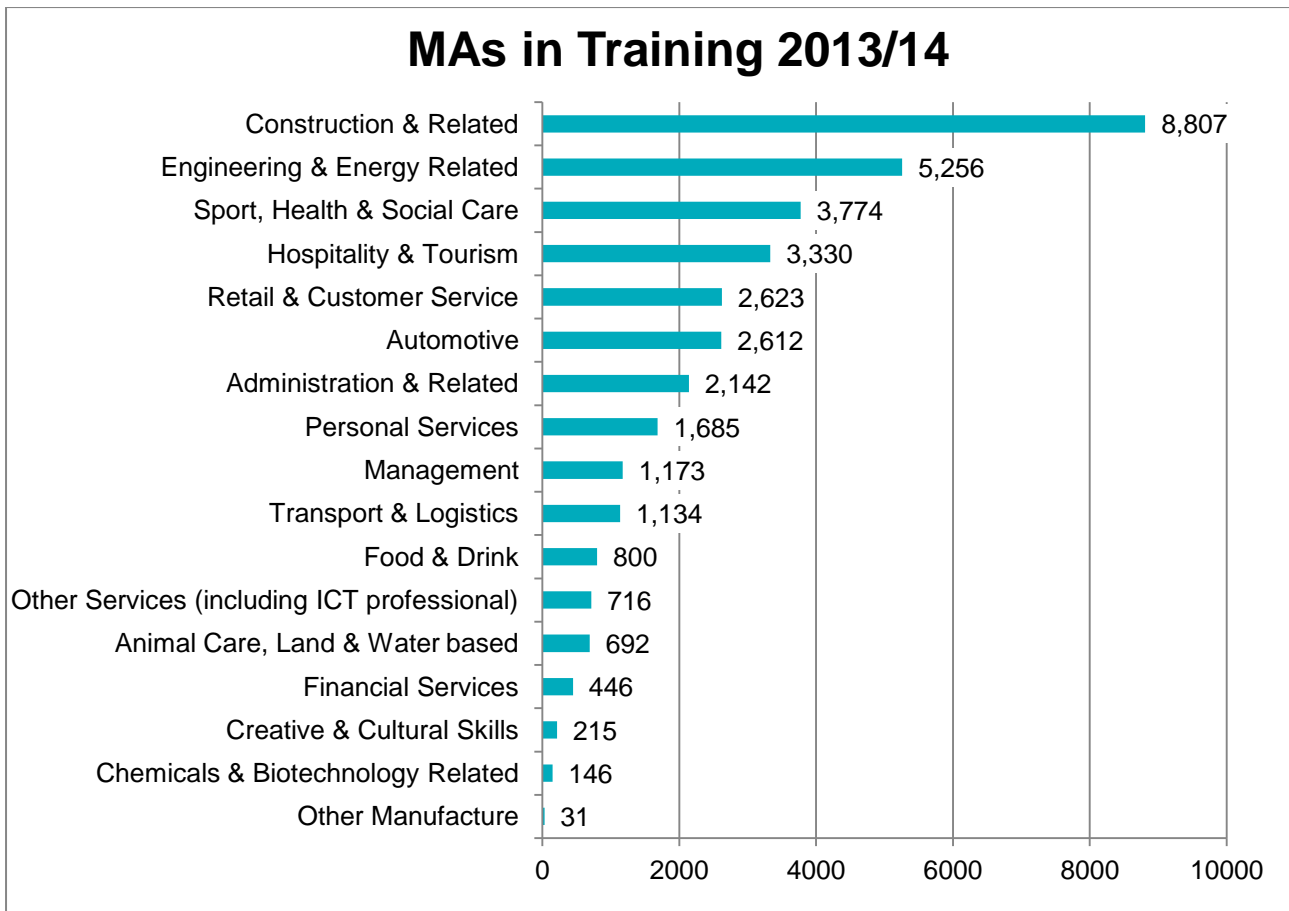


Figure 7 MAs in training 2013/14 by framework grouping

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. Achievements are counted when a claim for payment has been made and approved in the financial year. Therefore, the achievement rate⁵ is the number of certificated leavers registered in the financial year as a percentage of all MAs registered as leavers on the system.

The number of achievements as a percentage of all leavers increased each year since 2009/10 - reaching 77% in 2012/13. The figure decreased very slightly in the past year (76.8% in 2012/13 compared to 76.6% in 2013/14) although the actual number of

⁵ 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.

achievements increased (+ 655). Despite the increase in the volume of starts in 2011/12 in line with the annual target, the number of achievements as percentage of leavers increased.

Table 3 Achievements and leavers by year

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

8.1 Achievements by Age

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

- There were 279 fewer achievements registered for MAs aged 16-19 than in 2012/13 and a slight decrease in the achievement rate (-1pp).
- There were 1,827 more 20-24 achievements than 2012/13 but a slight decrease in the rate (0.8 pp)
- There were 893 fewer 25+ MA leavers and achievers but an increase of 4pp in the rate.

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 steadily such that it is now in line with level 3+ (level 2, 77% and for level 3+, 76%)
- The combined rate for levels 3+ has remained relatively steady since 2011/12 with a very slight reduction (1pp) compared to last year.

8.3 Achievements by Framework Grouping

Appendix C Table 3 shows achievements and leavers by framework grouping for 2013/14. The Construction & Related grouping had the highest number of achievements registered in 2013/14 at 3,126 - 77% of the number of leavers counted this year. The framework

groupings with a high volume of starts and MAs in training have the highest number of achievements each year. Transport & Logistics and Chemicals & Biotechnology framework groupings had the highest achievements as a percentage of leavers (86%) followed by Creative & Cultural skills (85%) although the figures in the latter two groupings are based on a relatively small number of leavers.

The SDS Individual Outcomes Survey (2012) reported that finding a better job⁶ was the most commonly cited reason for an MA not completing their training (19%). The survey also found that 66% of apprentices who did not complete their training were in employment six months after leaving.

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 that it is important that the modern apprenticeship programme is accessible to all regardless of gender, ethnicity or disability. The MA programme is regularly monitored to help ensure equality of access.

9.1 Gender

Figure 8 shows there were 10,445 female new starts in 2013/14, accounting for 41% of total MA starts. Since 2009/10, the volume of female starts has increased by 23% and male starts by 26%, reflecting the overall increase in MA starts. Over this period, the proportion of female starts has remained broadly unchanged (see table 4), with a small drop of 2 pp between 2012/13 and 2013/14.

⁶ Better paid job, one with better terms and conditions or one more in line with long – term aspirations.

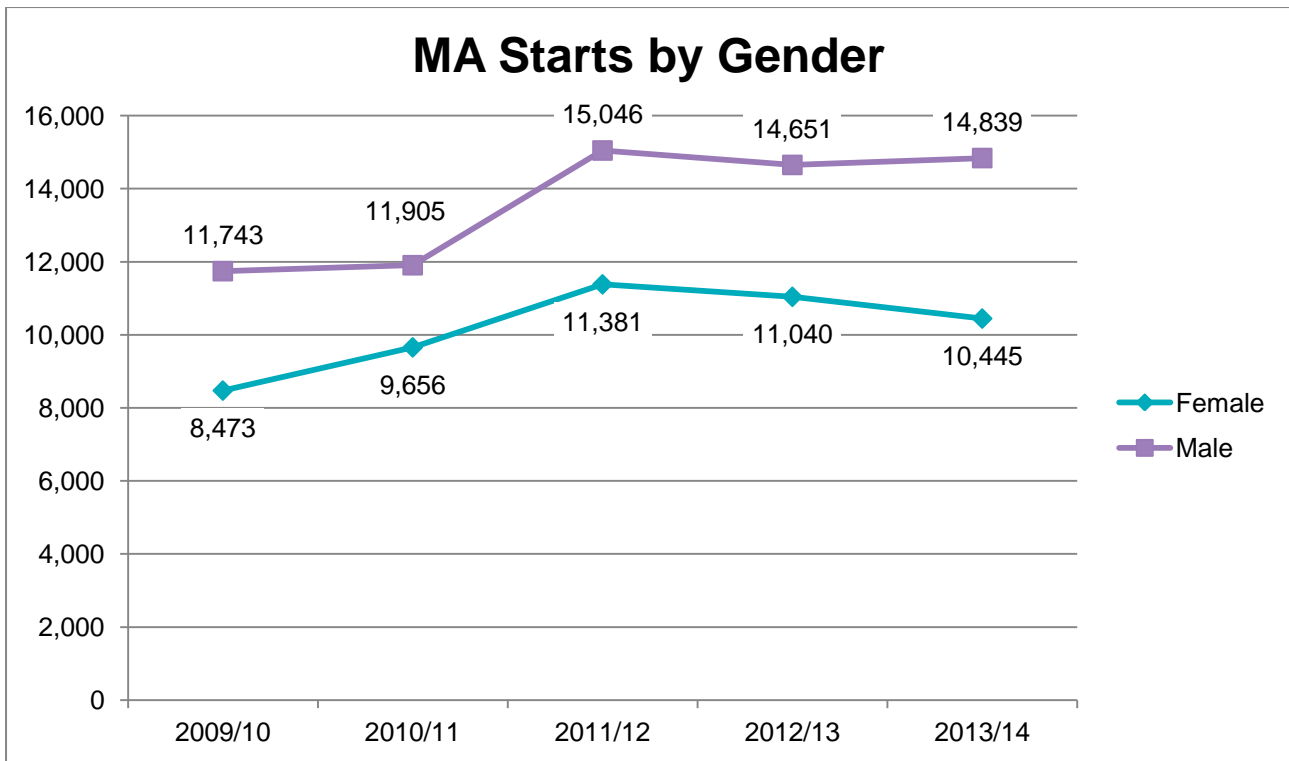


Figure 8 MA starts by gender over time

Table 4 shows the proportion of MA starts each by gender and year. In each year since 2009/10, the proportion of female starts has remained lower than males. There has been an 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%

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, June 2014) shows that a large proportion of female school leavers enter Further or Higher Education (71% of females, 58% of males). The SLDR also shows:

- 24% of males enter employment compared to 16% of females.
- More males are unemployed and seeking employment than females (9% and 6% respectively).

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 2013/14. In Scotland's workforce (16-24 year olds), 49% are female and 51% are male (Annual Population Survey (APS), 2013). The APS also shows that the most gendered occupations are Skilled Trades (93% male) and Caring, Leisure and Other Services (81% female). This is reflected in MA frameworks as 98% of starts to the Construction & Related grouping were male and 82% of starts to Sports, Health and Social Care grouping were female.

Table 5 shows the framework groupings where females make up the majority of starts along with the volume change from last year. In four of the groupings where females make up the majority, there were fewer starts compared to last year. Appendix D table 3 details MA starts in 2013/14 by gender and framework grouping along with the percentage breakdown.

Table 5 Framework groupings where females make up the majority of starts in 2013/14.

Framework Grouping	2013/14 Starts			Volume Change from 2012/13		
	Female	Male	Total	Female	Male	Total
Personal Services	906	90	996	-137	14	-123
Sport, Health & Social Care	2,469	539	3,008	-340	10	-330
Administration & Related	1,538	637	2,175	27	86	113
Retail & Customer Service	1,808	1,264	3,072	-242	-197	-439
Financial Services	246	183	429	130	80	210
Hospitality & Tourism	1,851	1,428	3,279	-29	12	-17

Table 6 shows the number of achievements certified in each financial year as a percentage of the leavers registered in the same year. The overall rate for both females and males remained the same this year compared to 2012/13 (Appendix D table 4)

Table 6 Achievements as a % of all leavers by gender and year

Year	Female	Male
2009/10	75%	69%
2010/11	72%	71%
2011/12	73%	76%
2012/13	76%	77%
2013/14	76%	77%

9.2 Disability

All new MAs are asked if they consider themselves to have a disability and therefore disability status is self-reported. Table 7 shows the number of MA starts reporting a disability by year. According to the Annual Population Survey (APS) (Sept 2013), 8.1% of those aged 16-24 in employment in Scotland have a disability⁷ (13.1% of 16-64 in employment). The APS asks participants a number of questions related to health problems and disability including if health problems limit the amount of paid work that can be done. This measure of disability may therefore be more accurate than the self-reporting methodology currently used within the NTP registration process. In 2013/14, 92 MA starts reported having a disability (0.4%), a slight increase since 2010/11.

Table 7 Number of MAs reporting a disability by year

	2009/10		2010/11		2011/12		2012/13		2013/14	
Yes	88	0.4%	60	0.3%	74	0.3%	63	0.2%	92	0.4%
No	20,128	99.6%	21,501	99.7%	26,353	99.7%	25,627	99.8%	25,191	99.6%
Unknown	0	-	0	-	0	-	1	0.0%	1	0.0%
Total	20,216	100%	21,561	100%	26,427	100%	25,691	100%	25,284	100%

9.3 Ethnicity

All new MAs are asked to provide information about their ethnicity, this is on a self-report basis and MAs can opt out of providing this information. Table 8 shows the number of MAs reporting their ethnic identity as BME⁸ each year. According to the Annual Population Survey (Sept, 2013) 2.1% of 16-24 year olds in employment in Scotland report being of a BME ethnic group (3.2% of 16-64 year olds in employment). In 2013/14 1.1% of MA starts stated that they were part of a BME ethnic group – the same proportion as last year but a slight decrease (0.6pp) from 2011/12.

⁷ Disability is taken from APS variable DISCURR=reporting a current disability. Includes those stating they were DDA disabled, work-limiting disabled or both.

⁸ BME status is taken from APS variable ETH11S=ethnic group (Scotland). Includes all those stating they were of a non-white ethnic group

Table 8 MA starts by BME status and year

	2009/10		2010/11		2011/12		2012/13		2013/14	
Not BME	19,318	98.3%	20,755	98.6%	25,347	98.3%	25,196	98.9%	24,871	98.9%
BME	332	1.7%	288	1.4%	442	1.7%	274	1.1%	284	1.1%
Total Known	19,650	100%	21,043	100%	25,789	100%	25,470	100%	25,155	100%
Not Known	566	-	518	-	638	-	221	-	129	-

10. Redundancies

Figure 9 shows the number of MA redundancies registered on the system over time. The number of redundant MA notifications peaked in 2010/11 at 1,060⁹ reflecting economic circumstances. The number of redundancies then decreased each year to 547 in 2013/14 – 1.5% of the total number of MAs in training at the start of 2013/14.

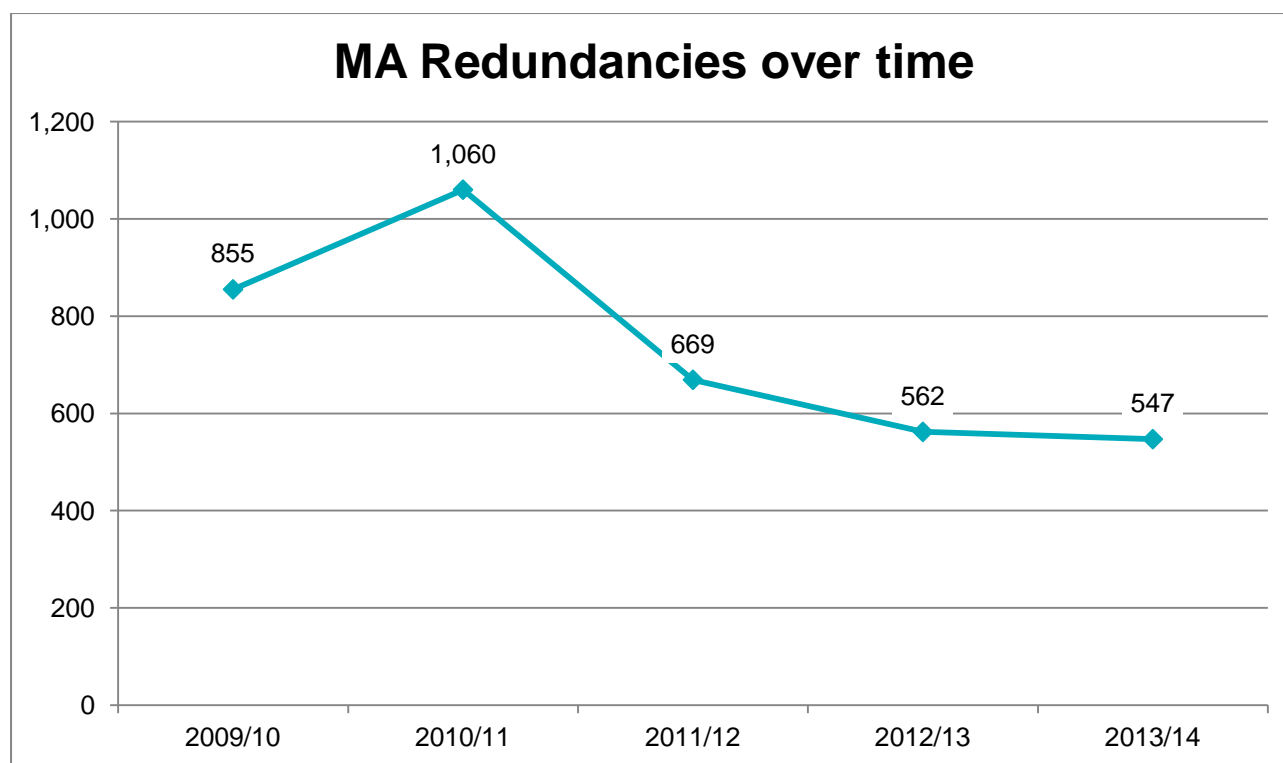


Figure 9 MA redundancies over time

Appendix E table 1 shows the number of MAs made redundant in 2013/14 by framework grouping. Construction and Related had the highest number of MA redundancies at 329; this is as expected due to the high volume of starts within this grouping and changes within the industry.

⁹ Redundancy notifications peaked in 2010/11 however 204 of these notifications were MAs who were made redundant in 2009/10

A table detailing the number of MA redundancies in 2013/14 by Local Authority is available in Appendix E (Table 2). Eilean Siar, East Renfrewshire and City of Edinburgh had the highest percentage of MA redundancies as a proportion of MAs in training as at the start of 2013/14 (3.4%, 2.5% and 2.7% respectively).

The Adopt an Apprentice programme offers funding to employers to assist MAs who have been made redundant in completing their training. In 2013/14 there were 224 approved applications to the Adopt an Apprentice programme. Since the introduction of the programme in 2009/10 there have been 1,850 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 2013/14 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 2013/14

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

Table 2 MA starts by age 2013/14

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

Table 3 Starts by age and level 2009/10 – 2013/14

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

Table 4 Starts by age and level for 2012/13 and 2013/14

Level	Age	2012/13	2013/14
Level 2	16-19	5,705	5,506
	20-24	2,887	2,482
	25+	2,189	1,641
Level 3	16-19	7,013	7,596
	20-24	4,052	4,217
	25+	3,274	2,992
Level 4	16-19	1	5
	20-24	23	67
	25+	472	654
Level 5	16-19	0	0
	20-24	0	0
	25+	75	124
Total		25,691	25,284

Table 5 Starts by framework grouping and year

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

Table 6 MA starts in 2012/13 and 2013/14 by framework grouping

Framework Grouping	2012/13		2013/14		Volume Difference	
	Level 2	Level 3+	Level 2	Level 3+	Level 2	Level 3+
Administration & Related	906	1156	852	1323	-54	167
Animal Care, Land & Water based	334	74	366	104	32	30
Automotive	111	800	78	973	-33	173
Chemicals & Biotechnology Related	4	54	1	56	-3	2
Construction & Related	976	2811	914	3521	-62	710
Creative & Cultural Skills	201	69	197	72	-4	3
Engineering & Energy Related	83	1722	91	1725	8	3
Financial Services	143	76	233	196	90	120
Food & Drink	1077	135	878	145	-199	10
Hospitality & Tourism	1987	1309	1980	1299	-7	-10
Management	0	1100	0	1034	0	-66
Other Manufacture	0	0	31	0	31	0
Other Services (including ICT prof.)	44	493	66	543	22	50
Personal Services	883	236	799	197	-84	-39
Retail & Customer Service	1912	1599	1701	1371	-211	-228
Sport, Health & Social Care	1231	2107	946	2062	-285	-45
Transport & Logistics	889	1169	496	1034	-393	-135
Total	10,781	14,910	9,629	15,655	-1,152	745

Table 7 Starts by local authority and year

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

Table 8 Time in employment by age 2013/14

Time	16-19	20-24	25+	Total
0-6 months	10,591	2,958	1,030	14,579
6-9 months	718	721	319	1,758
9-12 months	488	536	270	1,294
12 months +	1,209	2,489	3,698	7,396
Known	13,006	6,704	5,317	25,027
Not Known	101	62	94	257
Total	13,107	6,766	5,411	25,284

Table 9 Time in employment by level 2013/14

Time	Level 2	Level 3	Level 4	Level 5	Total
0-6 Months	5,539	8,929	94	17	14,579
6-9 Months	845	854	54	5	1,758
9-12Months	552	692	42	8	1,294
12 months +	2,610	4,168	526	92	7,396
Known	4,007	5,714	622	105	10,448
Not Known	83	162	10	2	257
Total	9,629	14,805	726	124	25,284

Appendix B - MAs in Training

Table 1 MAs in training by age

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

Table 2 MAs in training by level

Level	2009/10	2010/11	2011/12	2012/13	2013/14
Level 2	6,102	6,831	10,320	10,421	9,481
Level 3	-	-	-	24,874	25,289
Level 3+	27,631	25,422	24,942	-	-
Level 4	-	-	-	560	699
Level 5	-	-	-	51	113
Total	33,733	32,253	35,262	35,906	35,582

Table 3 MAs in training by age and level 2009/10 -2013/14

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

Table 4 MAs in training by age and level for 2012/13 and 2013/14

Level	Age	2012/13	2013/14
Level 2	16-19	5,885	5,799
	20-24	2,344	2,219
	25+	2,192	1,463
Level 3	16-19	15,890	16,469
	20-24	4,912	5,576
	25+	4,072	3,244
Level 4	16-19	2	8
	20-24	35	71
	25+	523	620
Level 5	16-19	0	0
	20-24	0	0
	25+	51	113
Total		35,906	35,582

Table 5 MAs in training by framework grouping

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

Appendix C - MA Achievements

Table 1 Achievements and leavers by age and year

		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	9,740	3,069	6,671	19,921
	Leavers	13,418	12,534	4,082	8,452	25,952
	Rate	76%	78%	75%	79%	77%
2013/14	Achievements	9,902	10,674	4,896	5,778	20,576
	Leavers	13,264	13,601	6,598	7,003	26,865
	Rate	75%	78%	74%	83%	77%

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	11,927	614	129	19,921
	Leavers	10,546	14,552	15,406	707	147	25,952
	Rate	76%	77%	77%	87%	88%	77%
2013/14	Achievements	8,079	11,927	12,497	509	61	20,576
	Leavers	10,499	15,681	16,366	607	78	26,865
	Rate	77%	76%	76%	84%	78%	77%

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

Table 3 Achievements and leavers by framework grouping in 2013/14.

Framework Grouping	Achievements	Leavers	Achievements as a % of Leavers
Administration & Related	1,811	2,214	82%
Animal Care, Land & Water based	313	425	74%
Automotive	677	1,008	67%
Chemicals & Biotechnology Related	24	28	86%
Construction & Related	3,126	4,072	77%
Creative & Cultural Skills	240	284	85%
Engineering & Energy Related	1012	1,334	76%
Financial Services	182	255	71%
Food & Drink	977	1,198	82%
Hospitality & Tourism	2,528	3,574	71%
Management	965	1,250	77%
Other Manufacture	2	4	50%
Other Services (including ICT prof.)	343	428	80%
Personal Services	913	1,318	69%
Retail & Customer Service	2,535	3,259	78%
Sport, Health & Social Care	2,686	3,608	74%
Transport & Logistics	2,242	2,606	86%
Total	20,576	26,865	77%

Table 4 Leavers and achievements by local authority 2013/14

Local Authority	Leavers	Achievements	Achievements as a % of All Leavers
Aberdeen City	1,071	758	70.8%
Aberdeenshire	1,148	817	71.2%
Angus	609	491	80.6%
Argyll & Bute	381	292	76.6%
Clackmannanshire	294	233	79.3%
Dumfries & Galloway	942	759	80.6%
Dundee City	682	540	79.2%
East Ayrshire	735	559	76.1%
East Dunbartonshire	440	334	75.9%
East Lothian	359	282	78.6%
East Renfrewshire	297	229	77.1%
Edinburgh, City of	1,542	1,082	70.2%
Eilean Siar	95	71	74.7%
Falkirk	1,061	827	77.9%
Fife	1,645	1,287	78.2%
Glasgow City	3,170	2,372	74.8%
Highland	1,156	866	74.9%
Inverclyde	361	293	81.2%
Midlothian	441	330	74.8%
Moray	457	346	75.7%
North Ayrshire	868	662	76.3%
North Lanarkshire	2,204	1,795	81.4%
Orkney Islands	104	84	80.8%
Perth & Kinross	827	655	79.2%
Renfrewshire	1,084	838	77.3%
Scottish Borders	349	274	78.5%
Shetland Islands	126	94	74.6%
South Ayrshire	571	441	77.2%
South Lanarkshire	1,779	1,405	79.0%
Stirling	452	330	73.0%
West Dunbartonshire	650	493	75.8%
West Lothian	883	668	75.7%
Outwith Area	82	69	84.1%
Total	26,865	20,576	76.6%

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
Level 2	16-19	Female	1,098	3,499	3,613	3,231	3,062
		Male	1,165	2,110	2,537	2,474	2,444
	20+	Female	2,430	1,516	2,321	2,274	1,812
		Male	1,885	1,702	2,695	2,802	2,311
Level 3+	16-19	Female	2,472	2,610	2,403	2,473	2,554
		Male	4,379	4,608	4,663	4,541	5,047
	20+	Female	2,473	2,031	3,044	3,062	3,017
		Male	4,314	3,485	5,151	4,834	5,037
Total	All	Female	8,473	9,656	11,381	11,040	10,445
		Male	11,743	11,905	15,046	14,651	14,839
Totals			20,216	21,561	26,427	25,691	25,284

Table 2 Starts by gender and framework grouping (continued on the following page)

Framework Grouping	2009/10		2010/11		2011/12	
	Female	Male	Female	Male	Female	Male
Administration & Related	817	266	1,337	467	1,336	461
Animal Care, Land & Water based	15	123	31	300	48	293
Automotive	21	958	19	1,180	16	1,041
Chemicals & Biotechnology Related	13	23	27	33	7	28
Construction & Related	54	3,294	44	3,065	52	3,743
Creative & Cultural Skills	4	19	29	30	121	178
Engineering & Energy Related	44	1,272	40	1,237	45	1,551
Financial Services	17	10	122	76	160	82
Food & Drink	145	460	213	422	469	845
Hospitality & Tourism	1,121	991	1,439	1,160	2,074	1,534
Management	445	473	581	669	769	934
Other Manufacture	1	2	0	2	0	0
Other Services (including ICT prof.)	6	65	13	205	70	290
Personal Services	517	30	1,230	112	1,074	89
Retail & Customer Service	2,131	1,923	2,313	1,752	2,036	1,398
Sport, Health & Social Care	3,089	484	2,172	424	2,977	530
Transport & Logistics	33	1,350	46	771	127	2,049
Total	8,473	11,743	9,656	11,905	11,381	15,046

Table 2 (Continued) Starts by gender and framework grouping

Framework Grouping	2012/13		2013/14	
	Female	Male	Female	Male
Administration & Related	1,511	551	1,538	637
Animal Care, Land & Water based	57	351	78	392
Automotive	19	892	16	1,035
Chemicals & Biotechnology Related	16	42	13	44
Construction & Related	81	3,706	90	4,345
Creative & Cultural Skills	99	171	114	155
Engineering & Energy Related	71	1,734	90	1,726
Financial Services	116	103	246	183
Food & Drink	531	681	489	534
Hospitality & Tourism	1,880	1,416	1,851	1,428
Management	539	561	523	511
Other Manufacture	0	0	6	25
Other Services (including ICT prof.)	99	438	100	509
Personal Services	1,043	76	906	90
Retail & Customer Service	2,050	1,461	1,808	1,264
Sport, Health & Social Care	2,809	529	2,469	539
Transport & Logistics	119	1,939	108	1,422
Total	11,040	14,651	10,445	14,839

Table 3 MA starts in 2013/14 by gender and framework grouping

Framework Grouping	Starts 2013/14			Percentage Breakdown		
	Female	Male	Total	Female %	Male %	Total %
Administration & Related	1,538	637	2,175	71%	29%	100%
Animal Care, Land & Water based	78	392	470	17%	83%	100%
Automotive	16	1,035	1,051	2%	98%	100%
Chemicals & Biotechnology Related	13	44	57	23%	77%	100%
Construction & Related	90	4,345	4,435	2%	98%	100%
Creative & Cultural Skills	114	155	269	42%	58%	100%
Engineering & Energy Related	90	1,726	1,816	5%	95%	100%
Financial Services	246	183	429	57%	43%	100%
Food & Drink	489	534	1,023	48%	52%	100%
Hospitality & Tourism	1,851	1,428	3,279	56%	44%	100%
Management	523	511	1,034	51%	49%	100%
Other Manufacture	6	25	31	19%	81%	100%
Other Services (including ICT prof.)	100	509	609	16%	84%	100%
Personal Services	906	90	996	91%	9%	100%
Retail & Customer Service	1,808	1,264	3,072	59%	41%	100%
Sport, Health & Social Care	2,469	539	3,008	82%	18%	100%
Transport & Logistics	108	1,422	1,530	7%	93%	100%
Total	10,445	14,839	25,284	41%	59%	100%

Table 4 Achievements and leavers by gender and year

	Female	Male	Total
2009/10 Achievements	2,842	6,390	9,232
Leavers	3,804	9,312	13,116
Achievements as a % of leavers	74.7%	68.6%	70.4%
2010/11 Achievements	6,577	10,391	16,968
Leavers	9,185	14,614	23,799
Achievements as a % of leavers	71.6%	71.1%	71.3%
2011/12 Achievements	7,199	11,013	18,212
Leavers	9,911	14,445	24,356
Achievements as a % of leavers	72.6%	76.2%	74.8%
2012/13 Achievements	8,538	11,383	19,921
Leavers	11,214	14,738	25,952
Achievements as a % of leavers	76.1%	77.2%	76.8%
2013/14 Achievements	8,992	11,584	20,576
Leavers	11,768	15,097	26,865
Achievements as a % of leavers	76.4%	76.7%	76.6%

Table 5 Starts by gender and framework grouping with volume change from 2012/13.

Framework Grouping	Starts 2013/14			Volume Change from 2012/13		
	Female	Male	Total	Female	Male	Total
Administration & Related	1,538	637	2,175	27	86	113
Animal Care, Land & Water based	78	392	470	21	41	62
Automotive	16	1,035	1,051	-3	143	140
Chemicals & Biotechnology Related	13	44	57	-3	2	-1
Construction & Related	90	4,345	4,435	9	639	648
Creative & Cultural Skills	114	155	269	15	-16	-1
Engineering & Energy Related	90	1726	1816	19	-8	11
Financial Services	246	183	429	130	80	210
Food & Drink	489	534	1,023	-42	-147	-189
Hospitality & Tourism	1,851	1,428	3,279	-29	12	-17
Management	523	511	1,034	-16	-50	-66
Other Manufacture	6	25	31	6	25	31
Other Services (including ICT prof.)	100	509	609	1	71	72
Personal Services	906	90	996	-137	14	-123
Retail & Customer Service	1,808	1,264	3,072	-242	-197	-439
Sport, Health & Social Care	2,469	539	3,008	-340	10	-330
Transport & Logistics	108	1,422	1,530	-11	-517	-528
Total	10,445	14,839	25,284	10,445	14,839	25,284

Appendix E - MA Redundancies

Table 1 MA redundancies in 2013/14 by framework grouping

Framework Grouping	MA Redundancies 2013/14
Administration & Related	16
Animal Care, Land & Water based	2
Automotive	42
Construction & Related	329
Engineering & Energy Related	50
Financial Services	1
Food & Drink	14
Hospitality & Tourism	16
Management	12
Other Manufacture	10
Other Services	4
Personal Services	14
Retail & Customer Service	17
Sport, Health & Social Care	17
Transport & Logistics	3
Total	547

Table 2 MA redundancies by local authority

Local Authority	MA Redundancies	MAs in training as at 31st March 2014	MA Redundancies as a % of those in Training
Aberdeen City	20	1,463	1.4%
Aberdeenshire	9	2,440	0.4%
Angus	15	1,002	1.5%
Argyll & Bute	6	456	1.3%
Clackmannanshire	3	431	0.7%
Dumfries & Galloway	22	929	2.4%
Dundee City	12	1,019	1.2%
East Ayrshire	15	884	1.7%
East Dunbartonshire	13	542	2.4%
East Lothian	8	601	1.3%
East Renfrewshire	10	377	2.7%
Edinburgh, City of	47	1,873	2.5%
Eilean Siar	7	204	3.4%
Falkirk	15	1,328	1.1%
Fife	24	2,760	0.9%
Glasgow City	62	3,797	1.6%
Highland	39	1,701	2.3%
Inverclyde	9	528	1.7%
Midlothian	5	609	0.8%
Moray	5	653	0.8%
North Ayrshire	23	999	2.3%
North Lanarkshire	44	2,420	1.8%
Orkney Islands	1	208	0.5%
Perth & Kinross	13	982	1.3%
Renfrewshire	23	1,220	1.9%
Scottish Borders	10	510	2.0%
Shetland Islands	4	280	1.4%
South Ayrshire	6	676	0.9%
South Lanarkshire	38	2,053	1.9%
Stirling	10	604	1.7%
West Dunbartonshire	9	763	1.2%
West Lothian	20	1,167	1.7%
Outwith Area	-	103	0.0%
Total	547	35,582	1.5%