

Modern Apprenticeship Statistics

Full Year Report 2019/20

Official statistics published on 9th June 2020

Version	Date	Changes
1.0	9 th June 2020	Original Publication
1.1	August 2021	Update to age-related data linked to in-training, achievers and leavers following transfer from our previous recording system. Amendments have been made in Key Results, section 7 and 8.1 and Appendix tables C.1, C.3 and D.1

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1. Introduction

Modern Apprenticeships (MAs) provide individuals with the opportunity to secure industry-recognised qualifications at a range of Scottish Credit and Qualifications Framework (SCQF) levels while in employment. 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 focus of Modern Apprenticeships is set out each year in a letter of guidance to Skills Development Scotland from the Scottish Government.

Over recent years, policy priority has been placed on opportunities for young people, higher level apprenticeships, key and growth industries and equal access to opportunities. As Modern Apprentices are employed, the volume and mix of starts for each MA framework is determined by employer demand.

In 2019/20, the apprenticeship starts target increased to 29,000 – in keeping with the Scottish Government's

commitment to increase apprenticeship starts to 30,000 by 2020. Graduate Apprenticeships (GA) form part of this commitment and GA starts contribute to the annual target.

This report, however, only provides statistics on Modern Apprenticeships. A detailed report on Graduate Apprenticeships is due to be published later in 2020.

The aim of this report is to provide annual analysis (1st April 2019 to 31st March 2020) of the 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 the current demand for, and 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 the report includes:

- Starts by age, level and occupational grouping
- Progressions to higher level frameworks
- Time in employment before commencing MA

- Numbers in training by age, level and occupational grouping
- Achievements
- Equality data

In addition, this report also includes information on MA redundancies in 2019/20 and employer incentives to support MAs who have been made redundant before completing their Modern Apprenticeship. Information on definitions used in this report is provided in the “Notes to Readers” section.

This publication is released during the time of a global pandemic, which began to have a severe economic impact on Scotland, and the wider world, at the end of the 2019/20 financial year. We already started to see some of its effects on Modern Apprenticeships in March 2020, with a downturn in starts during that month. We expect that covid-19 will lead to severe reductions in the number of MA starts over the short and medium-term future, and we are already seeing this in the statistics for the first two months of 2020/21. Although we will continue to produce quarterly official statistics throughout this period, it is likely that these will be shorter, less detailed publications.

2. Notes to Readers

The statistics in this report are derived from our Financial and Information Processing System (FIPS). 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 data is collected and reported is available on the [SDS Corporate Website](#). SDS recommends that this document is read prior to any further analysis, to ensure the figures are interpreted correctly.

This report contains tables and figures that provide various breakdowns of MA statistics including MA starts by gender, age and level.

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 MA, unless stated otherwise.

In line with Scottish Government direction, we carried out an exercise to align MA frameworks to SCQF levels. The majority of VQs were aligned to SCQF levels in 2017/18, to

support a transition to reporting MA statistics by SCQF level from Q1 2018/19 (see Appendix H).

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.

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

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

This report only provides detailed statistics and analysis on Modern Apprenticeships. A specific report on Graduate Apprenticeship data is due to be published later in 2020.

Further information on Modern Apprenticeships can be found through the [Supplementary Statistics Tables](#) that are available 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.

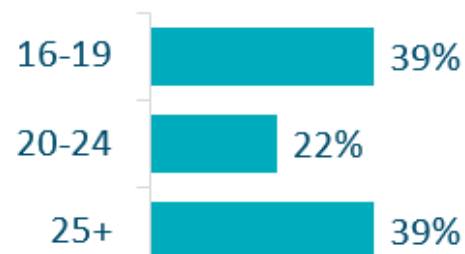
Apprenticeship Key Results 2019/20

27,875 MA starts **+1,160** GA starts = **29,000 Annual Target Met** ✓



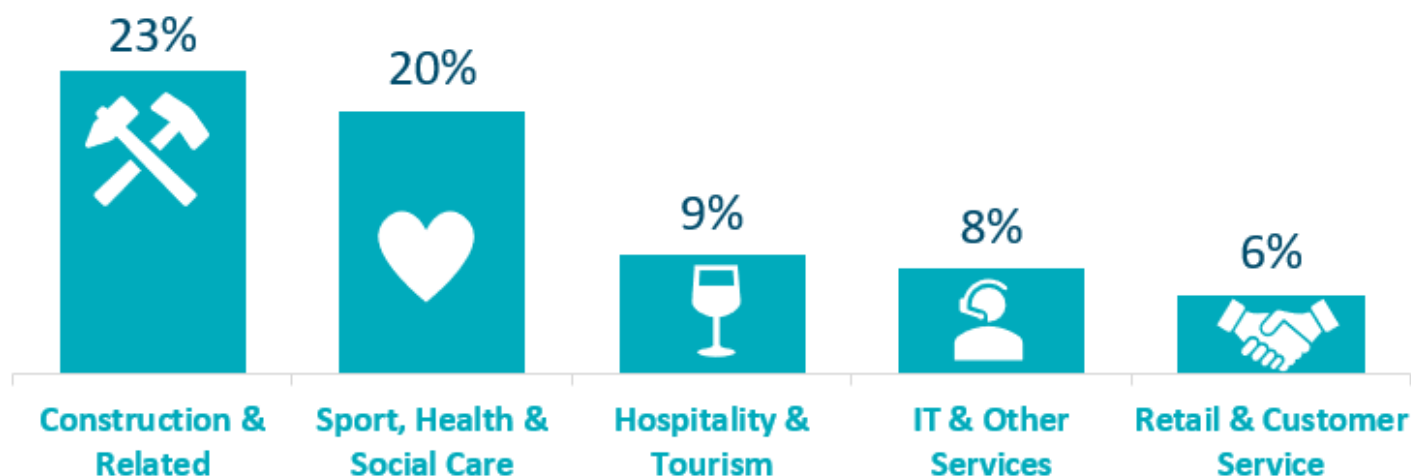
75% SCQF Level 6+ or above and VQ Level 3

25% SCQF Level 5



61%
MA starts aged 16-24

The MA Occupational Groupings with the highest proportion of starts



MA Achievement Rate

77%

MAs in Training

38,030

as at 31st March 2020

4. Key Results

Starts

- **The total number of apprenticeship starts in 2019/20 was 29,035 against a target of 29,000.** From 2018/19 both Modern Apprenticeship and Graduate Apprenticeship starts have been included in the apprenticeship total and contribute towards the Scottish Government commitment.
- There were **27,875 Modern Apprenticeship** starts in 2019/20.
- Additionally, there were 1,160 Graduate Apprenticeship (GA) starts in 2019/20. The GA programme is in its early stages of development and volumes are anticipated to increase in future years. A separate publication on Graduate Apprenticeships will be published later in 2020.
- This year, the majority of MA starts (61%) were aged 16-24, 6.2 pp lower than 2018/19.
- The majority of MA starts (75%, +3.0pp from the same point last year) were at SCQF level 6 or above. This remains at 75% when the 12 starts in 2019/20 which

remain at VQ level 3 are included.¹ 25% of MA starts were at SCQF level 5. To provide some context, 72% of MA starts at the same point last year were at higher levels (defined as SCQF level 6 or above or VQ level 3). A breakdown of MA data by level is available in Appendix B.

- 41% of all MA starts in 2019/20 were in STEM frameworks. 64% of STEM framework starts were aged 16-24 and 81% were at levels SCQF level 6 or above and VQ level 3.²
- Analysis of MA starts by Scottish Index of Multiple Deprivation (SIMD, 2020) decile shows that 24.0% of MA starts in 2019/20 lived in the 20% most deprived areas compared to 13.7% in the 20% least deprived areas. This pattern is similar to the last five years.

¹ Starts at VQ level 3 account for 0.04% of all MA starts.

² See Appendix A for list of STEM frameworks

In Training

- As at 31st March 2020, there were 38,030 MAs in training, an increase of 265 MAs from 37,765 at the same point last year. We know that in training data is prone to annual fluctuations.
- Of all MAs in training, 72% were aged 16-24 (-3.4 pp on last year).
- The majority of MAs in training (83%, +2.4pp increase from the same point last year) were working towards MAs at VQ level 3 and above or SCQF level 6 or above (15% were working towards VQ level 3 or above and a further 67% were working towards SCQF level 6 or above).
- 57% of MAs in training were in STEM frameworks. Most of those in STEM frameworks were aged 16-24 (80%) and at VQ level 3 and above or SCQF level 6 or above (89%).

Achievements

- 21,900 individuals achieved their MA in 2019/20.
- This equates to an achievement rate of 77% in 2019/20, compared to 76% last year (+0.1 pp).

Equality

- Gender: The gender breakdown of MA starts was 60% male to 40% female; the proportion of female starts increased from last year (+1.8 pp). Of all female starts 76.9% (+4.8pp on last year) were working towards SCQF level 6 or above and VQ level 3 compared to 73.5% (+1.7pp on last year) for males.
- Disability: The proportion of MA starts self-identifying an impairment, health condition or learning difficulty (I/HC/LD) was 15.4% (+1.3 pp higher than 2018/19, equivalent to +449 starts or +12%).
- Ethnicity: The proportion of MAs who self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group has continued to increase and was 2.4% in 2019/20, +0.2 pp (+55 starts, +9%) on 2018/19.
- Care Experience: In 2019/20, the proportion of MA starts who self-identified as care experienced was 1.7%, +0.2 pp on last year (equivalent to +61 starts, +14.7%).

5. Starts

In 2019/20 there were 27,875 MA and 1,160 Graduate Apprenticeship (GA) starts. The target for apprenticeship starts in 2019/20 increased by +1,000 to 29,000, in keeping with the Scottish Government's commitment to incrementally increase apprenticeship starts. The number of starts in each of the past 5 years is shown in Figure 1. In each year, the target has been met.

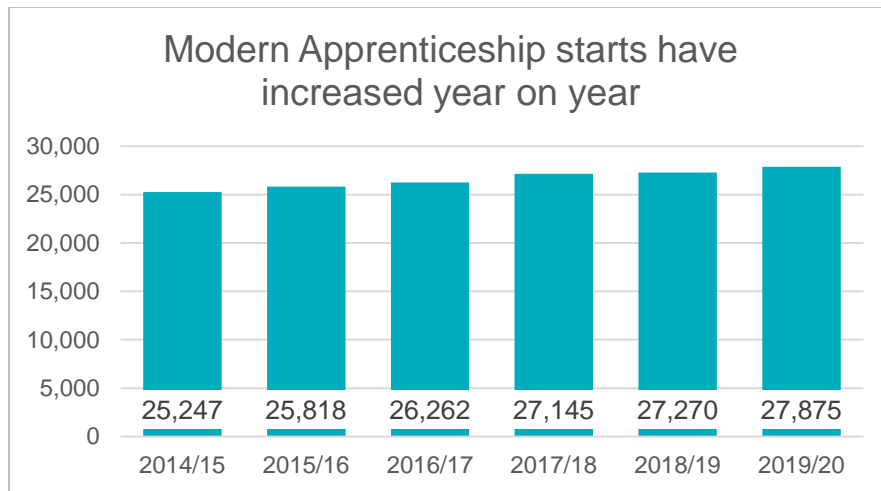


Figure 1: MA starts by year

³ Funding for MAs aged 25+ is only available in selected occupational frameworks in line with policy priorities.

5.1 MA Starts by Age

The number of starts by age and year is shown in Figure 2. In 2019/20, the number of starts aged 16-19 and 20-24 decreased compared to 2018/19 (-757 starts, -6.5% and -572 starts, -8.5% respectively). In contrast, the number of starts aged 25+³ increased in comparison with 2018/19 (+1,934 starts, 21.9% increase). In line with policy priority, the majority of MA starts (61%) were aged 16-24, although the proportion fell by -6.2 pp compared to 2018/19. This decrease may be in part due to the decline in the 16-19 year old population over recent years. Mid-year population estimates⁴ ([National Records of Scotland](#)) show a reduction in 16-19 year olds of 12.1% between 2012 and 2019. Similarly, the number of MA starts aged 16-19 has decreased by 13.8% between 2012/13 and 2019/20.

The increase in the proportion of MAs in the 25+ age group may also reflect demand from employers, including apprenticeship levy payers, who have chosen apprenticeships to upskill their existing workforce.

⁴ [Mid-year Population Estimates, 2019 National Records of Scotland \(NRS\)](#)

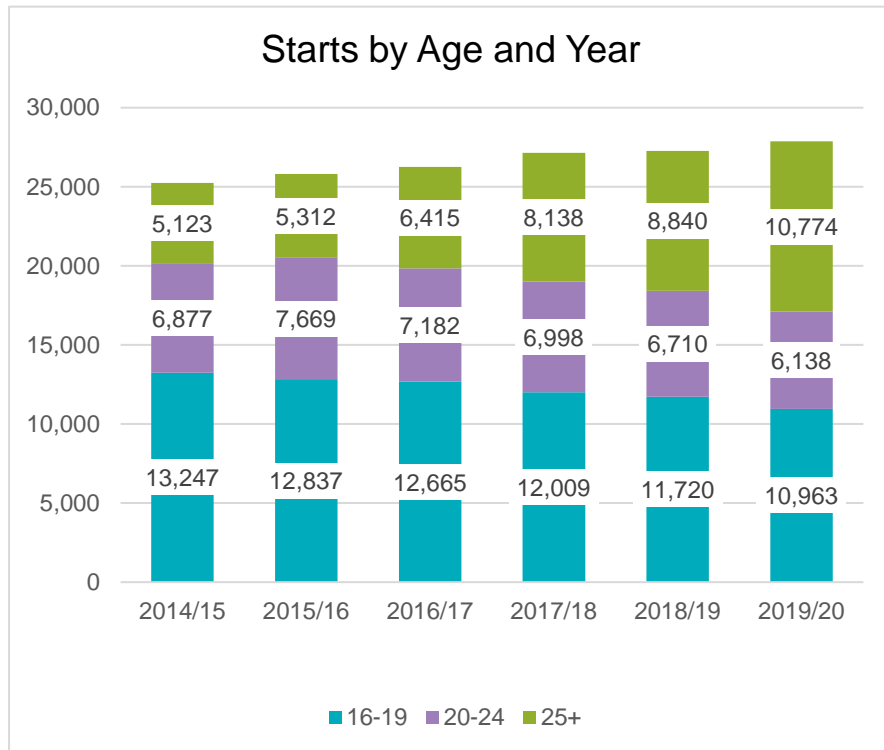


Figure 2: MA starts by age and year

5.2 Starts by Level

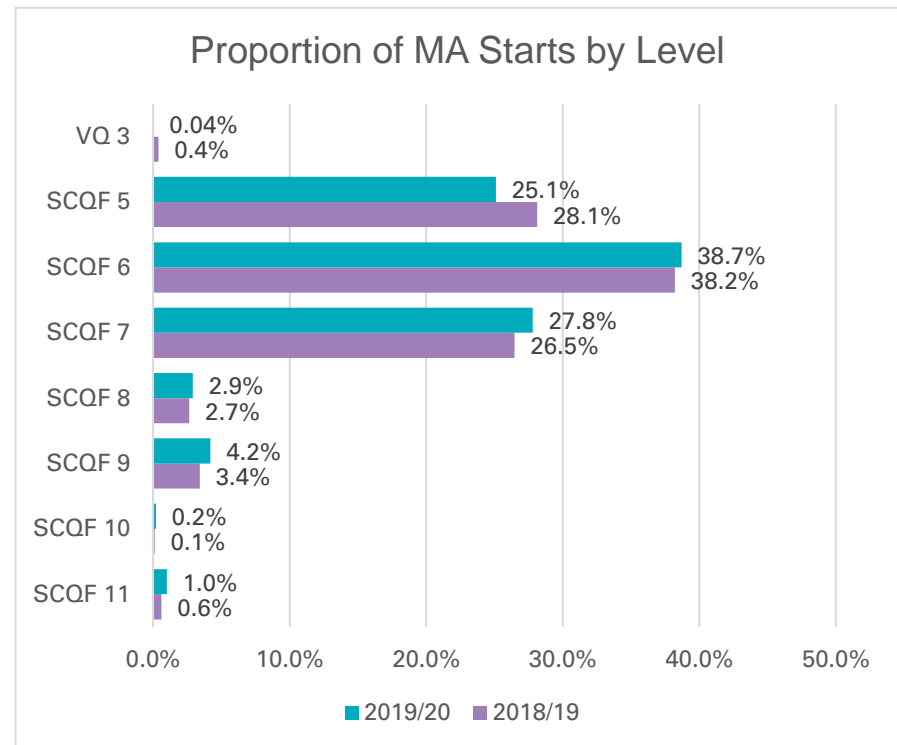


Figure 3: MA starts by level

The majority of MA starts (20,876, or 75%) were at SCQF level 6 or above and VQ level 3. Specifically, of all starts 75% (20,864) were at SCQF level 6 and above (+3pp on last year), 25% (6,999) were at SCQF level 5. There was 12 starts at VQ

level 3⁵. This is in line with the Scottish Government’s continued policy focus on higher level apprenticeships.

5.3 Progressions

MA progressions are not counted towards the annual starts target. Table 1 shows the number of MAs progressing to a higher level framework (e.g. from VQ level 2 to SCQF level 8). This year there were 859 progressions, up from 729 progressions last year.

Table 1: MA progressions

Progression to level	Number of progressions
SCQF 6	725
SCQF 7	112
SCQF 8	12
SCQF 9	5
SCQF 10	0
SCQF 11	5
Total	859

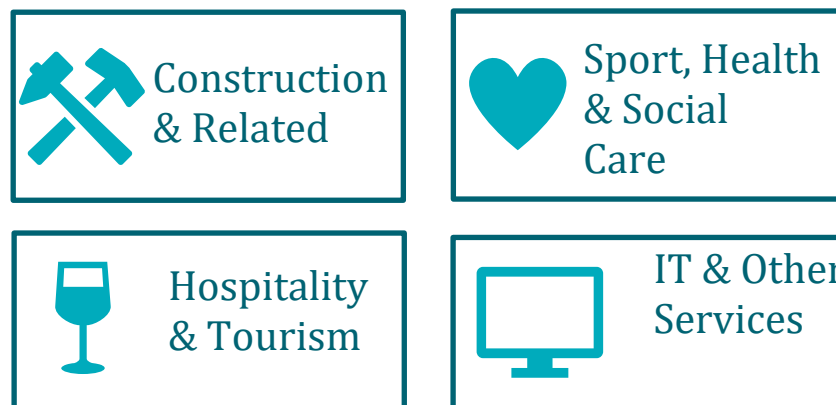
⁵ We expect that there will be no starts at VQ level 3 from 2020/21 as frameworks are fully transitioned to SCQF levels.

⁶ Classifications may be changed due to ongoing refinement and changes to frameworks each year. For this report, occupational grouping was defined by categorising the high-level framework titles. This means that

5.4 Starts by MA Occupational Grouping

Figure 4 shows the number of MA starts in 2019/20 by occupational grouping and shows a comparison to 2018/19 starts.⁶ It is important to note that the number of starts in each occupational grouping reflects employer demand and is also managed in line with Government priorities.

The top four occupational groupings with the largest volume of starts were.



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 occupational 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.

MA Starts by Occupational Grouping 2019/20

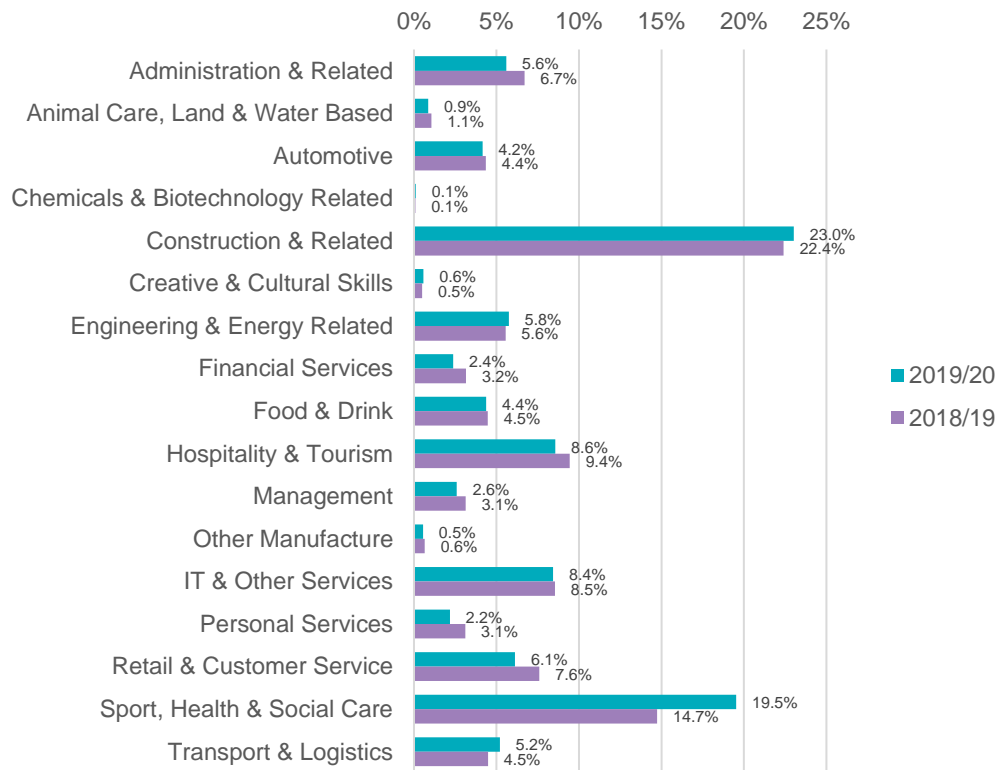


Figure 4: MA starts by occupational grouping

The occupational groupings Construction and Related; Sport, Health and Social; and Hospitality and Tourism have remained in the top three each year since 2012/13. This is the second year that IT and Other Services has been in the top four with 8% of all MA starts (This represents a decrease in the proportion of MA starts of -0.1pp but an increase of +21 starts or +0.9% compared to last year, with +644 more starts than Retail and Customer Service). Starts to the Retail and Customer Services grouping decreased compared to last year (by -366 starts, -1.5 pp or -18%) reflecting the economic context in this area.



Starts to the Engineering and Energy Related occupational grouping also increased for the third year in a row and accounted for 6% of all MA starts. There was an increase in +89 starts compared to 2018/19 (+0.2 pp or +6%).



Starts to the Sport, Health and Social Care grouping increased by +35.5% (+1,427 starts) compared to last year.



Transport & Logistics starts increased by 229 starts compared to last year (+0.7 pp, +19%) following a decrease in starts in 2018/19.

Appendix B Table B.4 shows the change in MA starts by occupational grouping over time.

MA Starts to Growth and Key Sectors⁷

The number of MA starts in growth/key sector-related groupings accounted for 61% of the total starts in 2019/20. The number of MA starts in growth/key sector-related groupings⁸ totalled 17,079 in 2019/20; an increase of +322 starts from 2018/19 (+2.0%).

Figure 5 shows the number of MA starts in growth and key sector-related groupings over time. This shows that the number of starts in these groupings decreased in 2018/19 following an increase in starts from 2014/15. This year the number of starts has increased but the proportion of starts has decreased slightly from last year.

⁷ A list of occupational groupings considered to be within Growth and Key sectors is included in Appendix A, Table A.2.

MA Starts by Growth/Key and Other Sectors

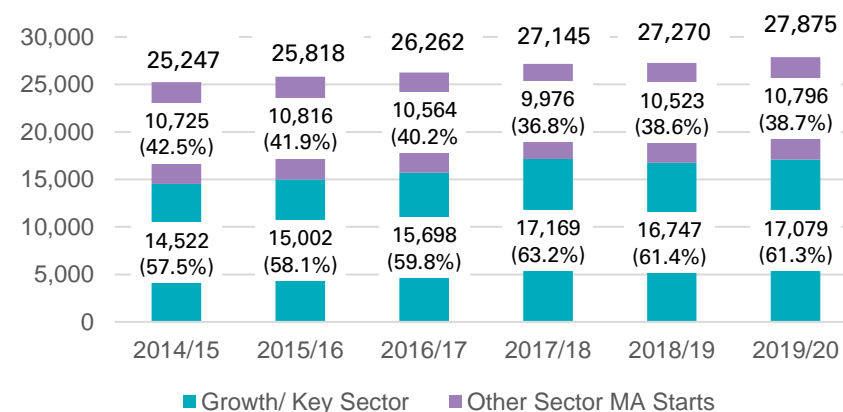


Figure 5: MA starts by growth/key sectors and other sectors over time 2019/20

It is important to note that occupational groupings provide an estimation of starts in growth/key sectors. This is indicative only, as we know that some supporting frameworks such as those in Administration & Related and Retail & Customer Service groupings will also contain MA starts who work for employers that operate in growth & key sectors. Therefore, the figure may be higher than this indicative measure suggests.

⁸ For this analysis, the 'IT & Other Services' SDS occupational grouping was split into 'IT & Digital' and 'Other Services' as IT/Digital sector is also an important Key/Growth Sector.

5.5 Science, Technology, Engineering & Maths (STEM) Frameworks

An agreed list of frameworks that can be considered Science, Technology, Engineering or Maths related is produced each year. This list is subject to change as frameworks are revised. The list of frameworks included in these calculations is available in Appendix A (Table A.1) and indicates where revisions have been made over time. Starts to STEM frameworks accounted for 41% of Modern Apprenticeships in 2019/20. Figure 6 shows starts to STEM frameworks by age and level.

Starts to STEM Frameworks



In 2019/20, **41%** of MA starts were in STEM frameworks



Of all STEM starts, **64%** were aged 16-24



81% of STEM starts were at SCQF Level 6 and above or VQ level 3

5.6 Starts by Local Authority

Appendix B Table B.5, B.6 and B.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 but instead, respond to employer demand as well as policy priorities.

5.7 Starts by SIMD decile

Analysis of MA starts in 2019/20 by Scottish Index of Multiple Deprivation (SIMD, 2020) involved the matching of MA postcodes (based on home address) to SIMD data. The proportion of MA starts who live in the 10% most deprived areas (decile 1) continues to be higher than those who reside in the 10% least deprived areas (decile 10).

The analysis shows 24.0% of MA starts in 2019/20 lived in the 20% most deprived areas compared to 13.7% in the 20% least deprived areas.⁹

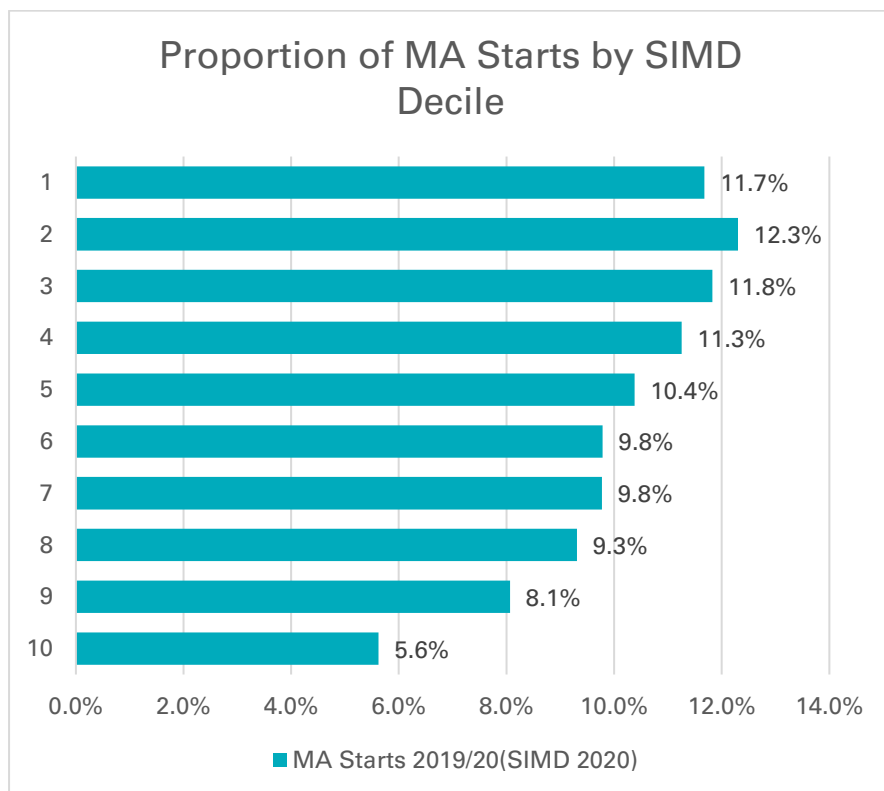


Figure 7: MA starts by SIMD decile

⁹ It is important to note that SIMD identifies deprived areas, not individuals. Not all of those who live in a deprived area will be deprived and on balance there could be deprived people living in the least deprived areas. Additionally, 'Deprived' does not just mean 'poor' or 'low income'. It can also mean people have fewer resources and opportunities, for example in health and education. <https://www.gov.scot/publications/scottish-index-multiple-deprivation-2020/pages/4/>

Contextual information - SIMD

The latest Annual Participation Measure for 16-19 year olds in Scotland (published in August 2019) shows that those who live in more deprived areas were less likely to be reported as participating (in education, employment or training). There are 84.7% participating from the most deprived areas (decile 1) compared to 96.7% in the least deprived areas (decile 10) although this gap has been decreasing.

A higher proportion of **FE** students were from the 20% most deprived areas in 2018/19 (25.7%) compared to the 20% least deprived areas (14.5%).¹⁰ This reflects the pattern of MA starts. Higher Education (HE) data also shows that, in 2018/19, the proportion of Scottish domiciled enrolments to **HE** study at undergraduate level from the 20% most deprived areas was 13% (the same as the previous year).¹¹

¹⁰ 2018/19 Academic Year. Source: SFC Infact Database (enrolments by SIMD)

¹¹ <https://www.hesa.ac.uk/news/16-01-2020/sb255-higher-education-student-statistics/numbers>

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 2019/20 and the length of time they had been with their current employer prior to commencing their MA.

- 44% of MA starts began their training within six months of being with their current employer (a decrease of - 4.7 pp from 2018/19).
- 44% started their training after being with their current employer for 13 months or more (+3.9 pp on 2018/19).

The increase in the proportion of MA starts with their employer for 13 months or more may reflect demand from employers, including apprenticeship levy payers, who have chosen apprenticeships to upskill their existing workforce rather than specifically hiring new MAs.

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

Time in employment	MA starts 2019/20	% of known
0 - 6 months	11,825	44%
7 - 9 months	1,682	6%
10 - 12 months	1,626	6%
13 months +	11,716	44%
Total known	26,849	-
Unknown	1,026	-

Appendix B Tables B.9 and B.10 show the number of starts in 2019/20 by time in employment, age and level. The key points are:

- For starts at level 3, and SCQF frameworks level 5, 6 and 7, MAs starts were more likely to be in employment for less than 6 months before starting their training. At SCQF levels 8, 9, 10 and 11 starts were more likely to be employed for 13 months or more.
- 75% of MA starts aged 16-19 were in employment for less than 6 months before starting their training, -1.6 pp lower than 2018/19.
- MA starts (25+) were more likely to be employed for 13 months or more before starting their training (74%, +0.9pp on 2018/19).

This trend was also reflected in an SDS survey (MA Employer Survey, 2015), where just over half of employers stated that, for at least one of their MAs, there was a time interval between the individual starting with the company and beginning their MA. The MA Intermediate Outcomes Survey, 2016 also found that 75% of MAs under 20 had either been recruited specifically for an MA or had been in employment for less than 6 months prior to commencing their MA.

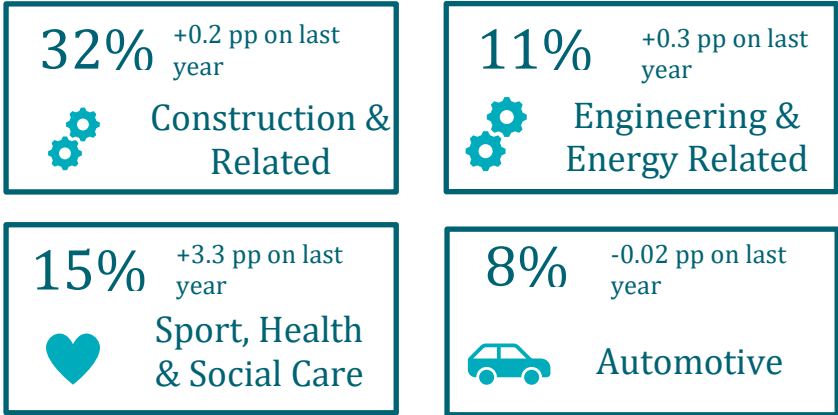
7. In Training

The number of MAs in training is a snapshot at a point in time - in this case, 31st March 2020. Year on year, this number is susceptible to fluctuation as it is dependent on the number of starts across each framework - and frameworks differ in duration. Appendix C details MAs in training by age, level and occupational grouping. The key points are:

- The number of MAs in training was 38,030, an increase of +265 MAs, from 37,765 at the end of 2018/19.
- 83% were working towards MAs at SCQF level 6 or above and VQ level 3 (67% were working towards an SCQF level 6 or above and a further 15% were working towards a VQ level 3 or above).
- 51% of MAs in training were aged 16-19 (-1.9 pp more than last year); 72% were aged 16-24 (-3.4 pp less than last year). This continued decrease reflects the reduction in MA starts aged 16-24 over previous years and demographic trends for the younger age groups (see Section 5 above).
- 57% of MAs in training were in STEM frameworks (based on the agreed STEM list, Appendix A). Most of those in STEM frameworks were aged 16-24 (80%).

Most in STEM frameworks (89%) were at VQ level 3 or SCQF level 6 or above.

The four occupational groupings with the highest proportion of MAs in training reflects the, typically longer, duration of MA frameworks in these groupings:



7.1 MAs and Local Employment

Further analysis considered the number of MAs in training aged 16-24 in 2019/20¹² by Local Authority (based on the trainee’s home address) compared to the number of 16-24 year olds in employment residing in each Local Authority (from Annual Population Survey, Jan- Dec 2019)¹³. Note that the “employed” status from the Annual Population Survey includes all individuals that work (full time or part-time), and could include students that work part-time. In addition, the Local Authority MA breakdown is based on home address rather than employer address. Individuals may travel to work in another local authority. Therefore, this analysis should be taken as an indication only.

¹² This analysis looked at the number of MAs in training who were aged 16-24 (inclusive) as at 31st March 2020.

¹³ The Annual Population Survey (APS Jan 2019 – Dec 2019, Variable - Employment Rate)

In Scotland, approximately 8.0% of 16-24 year olds who are in employment are Modern Apprentices. Figure 8 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 13.4%.¹⁴

MA's aged 16-24 in training as a percentage of those aged 16-24 in employment by local authority

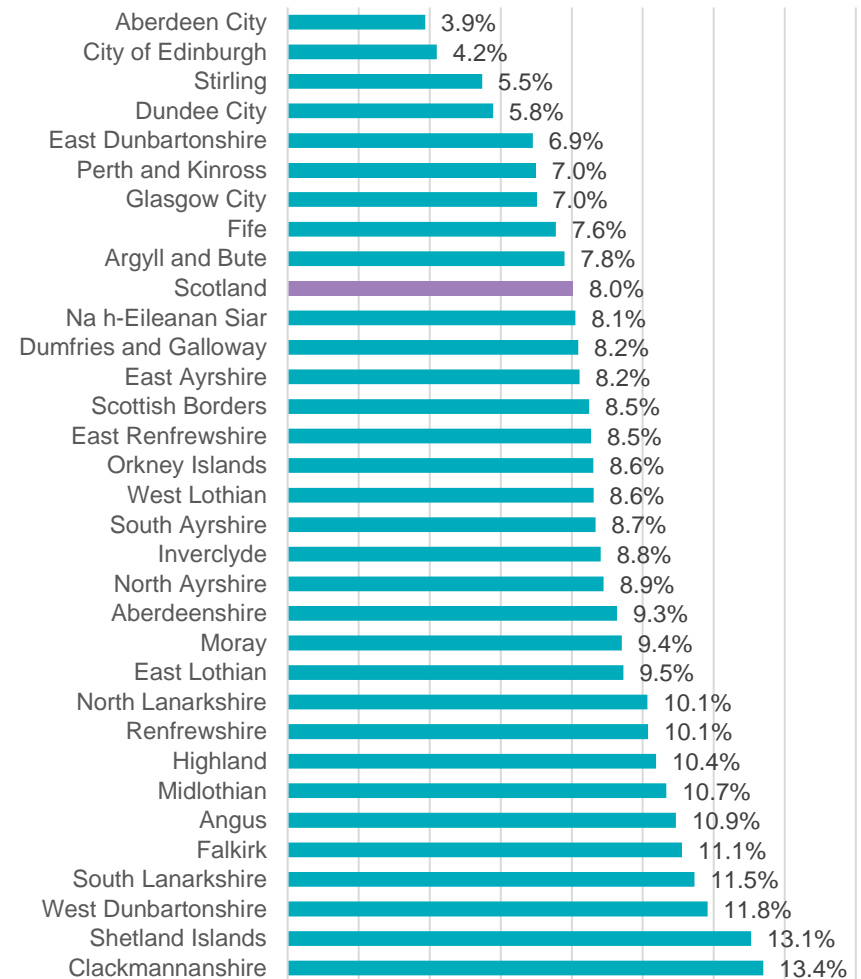


Figure 8: Number of MAs in training aged 16-24 as a proportion of 16-24 year olds in employment in Scotland

¹⁴ Note proportionately some LAs may be affected by small numbers e.g. Shetland Islands.

8. Achievements

The number of achievements as a proportion of all leavers was 77% in 2019/20, +0.1 pp higher than last year. Table 3 shows the trend over the last six years.

Table 3: Achievements and leavers by year

Year	Achievements	Leavers	Achievements as a % of all leavers
2014/15	19,387	26,258	74%
2015/16	19,394	25,619	76%
2016/17	20,404	26,028	78%
2017/18	20,309	26,101	78%
2018/19	21,767	28,461	76%
2019/20	21,900	28,585	77%

Completing an MA is a significant time investment for a young person and some frameworks can take around four years to achieve. The most commonly cited reason for an individual not completing their MA is finding a better job.¹⁵

Research conducted by the Organisation for Economic Co-operation and Development (OECD) shows in the United Kingdom, young people (aged 15-24) tend to stay in jobs for

¹⁵ 16% of non-completers reported 'offer of better employment' as their reason for leaving an MA (MA Outcomes Survey, 2016).

much less time (44% of young people stayed in their job for one year or less, compared to 16% across all ages).¹⁶

Calculation of MA Achievement Rate

Leavers are counted when a leaving date is entered on the system. Assignments where the leaving reason is recorded as maternity/paternity, redundancy, business ceased trading, death or admin error are discounted.

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

¹⁶ Organisation for Economic Co-operation and Development http://stats.oecd.org/Index.aspx?DataSetCode=TENURE_AVE#

8.1 Achievements by Age

Appendix D Table D.1 shows the number of leavers and achievements together with achievements as a percentage of all leavers broken down by age group. The achievement rate has decreased for 16-19 year olds and increased for those 20+ when compared to the same point last year:

- 16-19 achievement rate is 74% (-0.3 pp lower than 2018/19),
- 20-24 achievement rate is 77% (+0.1 pp),
- 25+ achievement rate is 80% (+0.1 pp).

8.2 Achievements by Level

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

- The achievement rate was 76% for MAs working towards VQ level 3 or above, and SCQF level 6 and above (84% for VQ level 3 or above, and 73% for SCQF level 6 and above).
- The achievement rate was 77% for MAs working towards frameworks at VQ level 2 and SCQF level 5

(83% for level 2 and 76% for SCQF level 5 respectively).

8.3 Achievements by Occupational Grouping

Appendix D Table D.3 shows achievements and leavers by occupational grouping for 2019/20.

- The Creative & Cultural Skills grouping had the highest achievement rate in 2019/20 at 81.2% (151 achievements of 186 leavers).
- The Food & Drink grouping had the second highest rate at 81.1% (1,010 achievements of 1,245 leavers) followed by Transport & Logistics at 80.8% (1,201 achievements of 1,486 leavers).
- The Automotive grouping had the lowest achievement rate at 64.5% (775 achievements of 1,202 leavers)

8.4 Achievements by Local Authority

Appendix D Table D.4 details achievements, leavers and achievements as a percentage of leavers broken down by Local Authority. 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.

8.5 Achievements by SIMD Decile

Figure 9 shows the achievement rate for individuals in each of the SIMD deciles from the 10% most deprived areas (decile 1) to the 10% least deprived (decile 10). The achievement rate for those residing in the 10% most deprived areas in 2019/20 is 74%. The difference between the achievement rate for those residing in the 10% most deprived areas and the national figure has decreased to -2.5 pp from -3.6 pp last year. The difference in the achievement rate for those residing in the least deprived and most deprived areas has decreased from 4.5pp in 2018/19 to 4.2pp in 2019/20.

Contextual Information - SIMD

The latest Annual Participation Measure (SDS, 2019) reports that overall, there is a 12.0 pp difference in the participation rate¹⁷ between those who reside in the 10% most deprived and 10% least deprived areas (84.7% compared to 96.7% respectively).

¹⁷ Participating in Education, Training or Employment.

MA Achievement Rate by SIMD Decile

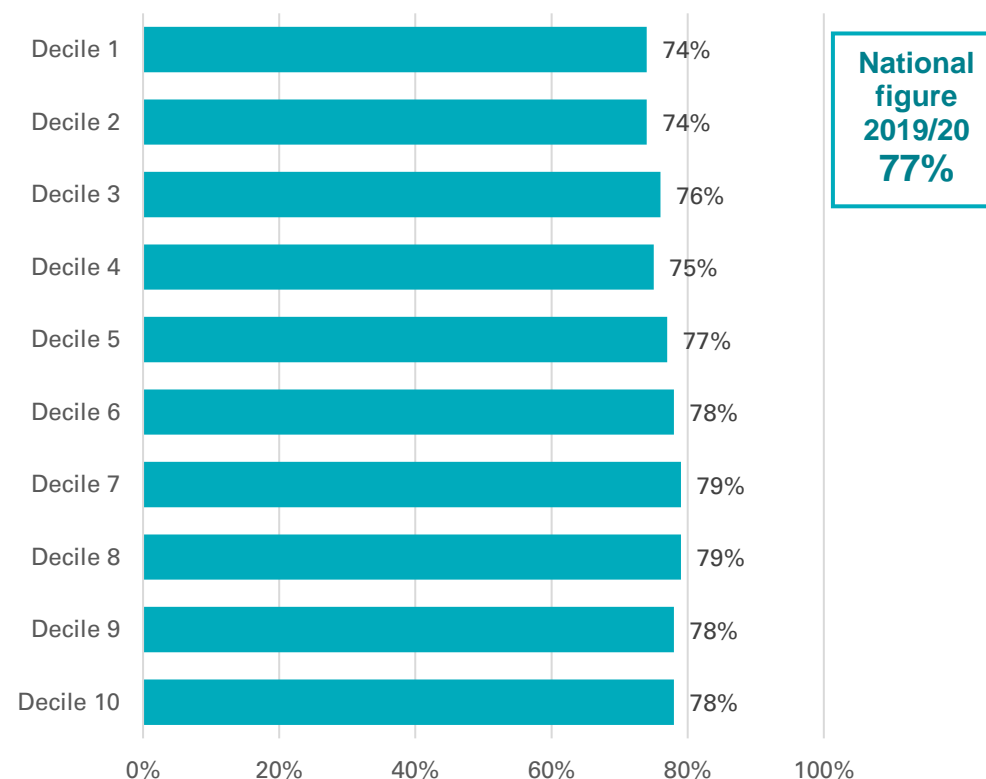


Figure 9: MA achievement rate by SIMD decile

9. Equality

SDS is committed to equality of opportunity within Modern Apprenticeships. Our Equality Action Plan¹⁸ details some of the reasons for known inequalities (e.g. gender segregation

¹⁸ Apprenticeship Equality Action Plan Annual Report

in the workplace) and the active steps we are taking, in conjunction with partners to make positive changes, and to increase participation in Modern Apprenticeships, with a focus on gender, ethnicity, disability and individuals with care experience. Our annual update of progress and activity undertaken in the last year will be published in summer 2020. Our commitment to improving equality of access includes open and transparent reporting of equality data.

Additional tables showing MA starts by equality characteristics are included in Appendix E.

9.1 Gender

Figure 10 shows the number of female and male starts over the past five years. In 2019/20, there were 11,226 female MA starts, +737 more than 2018/19 (+7.0%). When rounded to whole numbers 40% of starts were female, +1.8 pp higher when compared to female starts last year. The number of male starts decreased by -132 starts on last year (equating to a decrease of -0.8%).

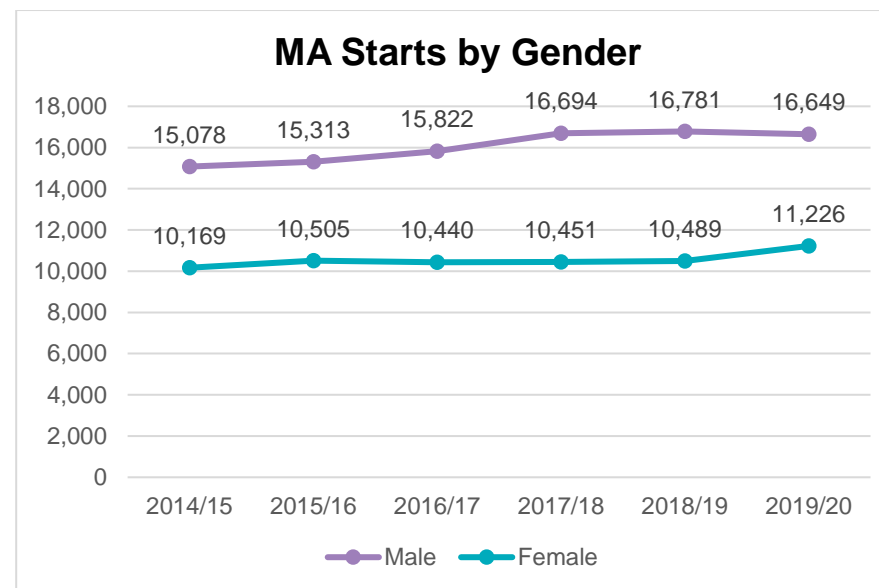


Figure 10: MA Starts by Gender and Year

Table 4: Proportion of female and male starts by year

Year	Female	Male	Total
2014/15	40%	60%	100%
2015/16	41%	59%	100%
2016/17	40%	60%	100%
2017/18	39%	61%	100%
2018/19	38%	62%	100%
2019/20	40%	60%	100%

Table 4 shows the proportion of MA starts by gender and year. In the last six years, the gender balance across MA starts has remained relatively unchanged.

Table 5 compares gender balance across MA, Higher Education and Further Education and suggests that where MAs may be more appealing to males, HE attracts more females.

Table 5: Proportion of males and females entering MAs compared to Higher Education in Scotland.¹⁹

Gender	MA Starts 2019/20	HEI students 2018/19	College students 2018/19
Female	40%	58%	51%
Male	60%	42%	49%
Total	100%	100%	100%

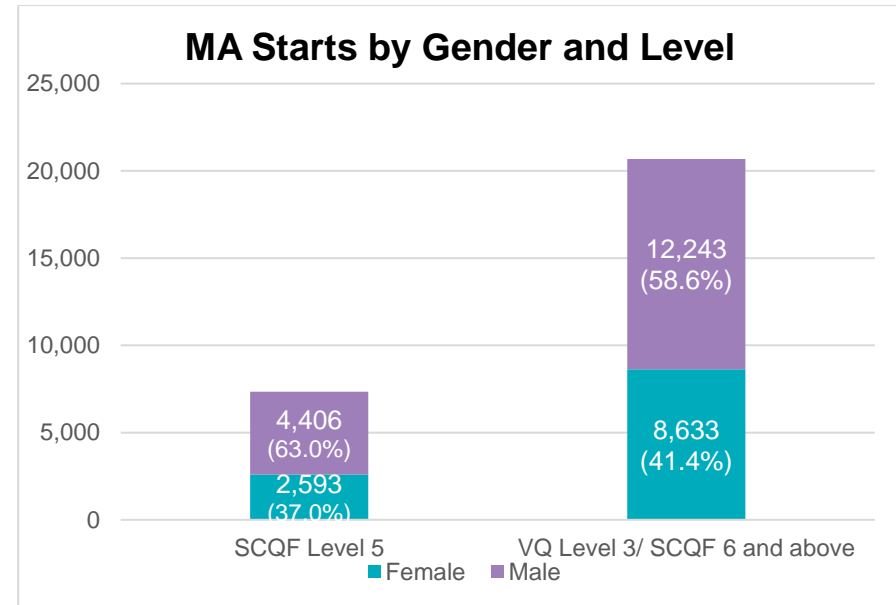


Figure 11: MA Starts by gender, level and year

Figure 11 shows that of all starts to VQ level 3 and SCQF level 6 and above, the majority (58.6%) were males and 41.4% were female – mirroring the gender balance across all levels of MA.

At the same point last year, 61.4% of starts at higher level frameworks (defined as SCQF level 6 or above or VQ level 3) were male and 38.6% were female.

¹⁹ [Higher Education Students and Qualifiers at Scottish Institutions 2018-19](#) – Executive Summary

Of all female starts, 76.9% were working towards frameworks at VQ level 3 or SCQF level 6 and above compared to 73.5% for males (+3.4 pp).

As we continue our on-going expansion of the MA programme to meet DYW expectations by 2021, we are also working to improve gender balance within the programme.²⁰ There are some occupational groupings which have marked gender segregation in the workforce and so impacts the overall gender balance of MAs.

To also illustrate this point, if we consider frameworks in our largest occupational grouping, Construction & Related, separately, 2% of starts were female and 98% were male in 2019/20. This is reflective of gender segregation in this area of the workforce in general.

²⁰ Our [Apprenticeship Equality Action Plan Annual Report](#) details the active steps we are taking, in conjunction with partners, to increase participation in Apprenticeships, with a focus on gender, ethnicity, disability and individuals with care experience.

²¹ The Annual Population Survey (APS, January to December 2019) (variable Occupation – Major Groups of Employment) shows that the most gendered occupations are ‘Skilled Metal, Electrical and Electronic Trades’

The gender breakdown in the remaining occupational groupings (i.e. excluding Construction & Related) is 52% female and 48% male overall (although there are gender segregated frameworks within the remaining groupings some of which have higher proportions of females e.g. Sport, Health and Social Care).²¹ Also, employers can use MAs to upskill their existing workforce in sectors where gender segregation already exists (e.g. construction). It is worth noting that 44% of MAs have been in employment 13+ months or more (see section 6 above).

Although gender segregation continues to exist across occupational groupings, there have been some interesting changes.

The number of female starts within the Construction and Related grouping was the highest recorded over the last six years (156 starts). Starts by females in this grouping also

and ‘Skilled Construction and Building Trades’ (both 98% male), and ‘Secretarial and Related Occupations’ (93% female) and ‘Caring Personal Service Occupations’ (86% female). This is reflected in MA frameworks as 98% of starts to the Construction & Related grouping were male and 84% of starts to Sport, Health and Social Care grouping were female in 2019/20.

increased by +0.5 pp, +36 starts or +30% compared to last year, while starts for males increased (+270 starts, +4.5%). Female starts (117) to engineering was also the highest recorded over the last six years (+36 starts or +44% from last year).

On the other hand, male starts to Sport, Health and Social Care (818) was the highest recorded over the last six years(+194 starts or +31.1% from last year).

The number of females in the IT and Other Services grouping has also increased every year since 2013/14 (from 100 starts to 847 starts), and increased proportionately by +0.5 pp compared to last year.

Female representation in STEM frameworks was 10.4% in 2019/20 or 1,189 starts. Male starts to STEM frameworks were 89.6% or 10,286 over the same period. The agreed list of STEM frameworks for 2018/19 is available in Appendix A. This list is reviewed annually.

One of the KPI measures in Scotland's Youth Employment Strategy (2015)²² related to apprenticeships is to reduce to 60 percent the proportion of MA frameworks where the gender balance is 75:25 or worse by 2021. This is a long-term target. Given that a Modern Apprenticeship is a job (with training), the equality challenges facing MAs are reflective of wider issues in the labour market. We expect that significant change can only be brought about through partnership working to effect long-term cultural changes.

In 2019/20, 68% of MA frameworks had a gender balance of 75:25 or worse (56 of 82 frameworks), a decrease of -4.0 pp on 2018/19.

A small number of frameworks (10 of the 82 frameworks) had 10 or fewer starts in 2018/19. If these are excluded from the calculation, the figure decreases to 67% of these MA frameworks had a gender balance of 75:25 or worse this year. SDS continues to undertake a range of activities to contribute towards addressing gender imbalance through our [Apprenticeship Equality Action Plan](#).

²² <http://www.gov.scot/Resource/0046/00466386.pdf>

Appendix E, Table E.6 displays achievement rate by gender over time.

Gender – Contextual Information

To provide additional context, gender preferences are evident across subject choices at school and in the participation (in education, employment or training) of those aged 16-19. The Annual Participation Measure for 16-19 year olds in Scotland shows that:

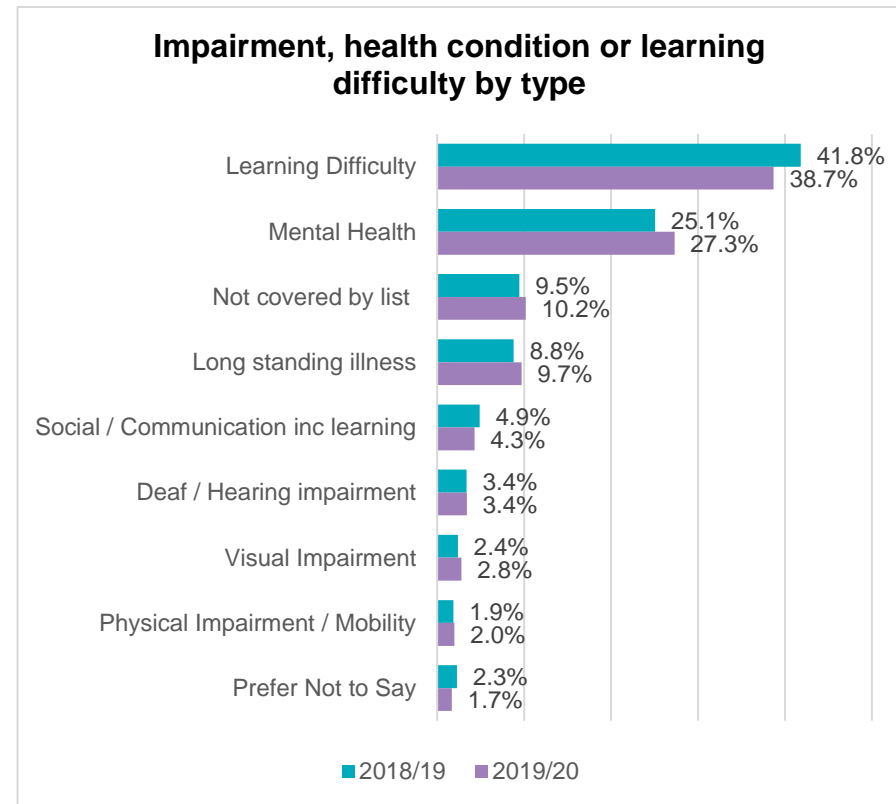
- Females aged 16-19 are more likely to participate in education than males (76.5% of females aged 16-19 participating in education in comparison with 66.7% of males).
- Conversely, males aged 16-19 are more likely to participate in employment than females (22.0% compared to 14.1% respectively).
- Males are also more likely than females to be unemployed and seeking employment (1.9% of males and 1.1% of females respectively).

9.2 Disability

All MA starts are asked to complete an equality monitoring form. The proportion of MA starts self-identifying an impairment, health condition or learning difficulty (I/HC/LD) was 15.4% (equivalent to 4,220 starts). This is compared to 14.1% (3,771 starts) in 2018/19, an increase of +1.3 pp (+449 starts or +12%).

Apprentices are asked to provide further details of their disability from a list of options. As shown in Figure 12, the most common selections were Learning Difficulty (45%) followed by Mental Health (32%). MAs could select more than one selection from the list. 14.2% of MA starts selected more than one disability.

Disability The figures quoted in this report are in response to our disability disclosure question first introduced in 2016/17. This was aligned to the wording recommended by Advance HE (formerly Equality Challenge Unit, ECU) after extensive consultation with disability partners, modern apprentices, training providers and employers (see Appendix F). This reporting mechanism, alongside other proactive interventions undertaken by SDS with partners to increase participation and disclosure, is likely to have contributed to the increase in disability declaration from 2016/17 from which point figures are comparable.



A description of the categories under each of these general headings can be found in Appendix F.

We use this information to inform our strategy to address under-representation, including supporting more individuals with physical and learning disabilities to undertake a Modern Apprenticeship. This will be set out in our annual Equality Action Plan update published in summer 2020.

During 2019/20, the achievement rate of disabled MAs was 71%, compared to an overall achievement rate of 77%, and a rate of 78% for MAs who were not disabled. The achievement rate for disabled MAs increased by +2.3 pp compared to last year. Measures are in place – outlined in the MA Equality Action Plan – to optimise the chances of disabled MAs succeeding in their MA.

Contextual information - Disability

The proportion of MA starts in 2019/20 self-identifying an impairment, health condition or learning difficulty is 15.4%. This is representative of the percentage of the population who identify as disabled.

According to the Annual Population Survey (APS) the proportion of individuals who are disabled in the 16-24 Scottish population is 15.3% (APS, Jan 2019 to Dec 2019). The proportion of 16-24 year olds in work who are disabled is 11.3%. To provide additional context, the Scottish Survey Core Questions ([SSCQ, 2017](#)) shows the proportion of 16-24 year olds with a limiting long term condition is 14%, an increase of +5 pp since 2012.

We also know from other sources (e.g. [Annual Participation Measure for 16-19 year olds in Scotland](#)) that the proportion of individuals securing an annual participating status tends to be lower for people who are disabled. For example, the proportion of individuals aged 16-19 participating in education, training or employment who are disabled is 87.0% compared to 91.8% for those who are not. The achievement rate for MAs follows a similar trend.

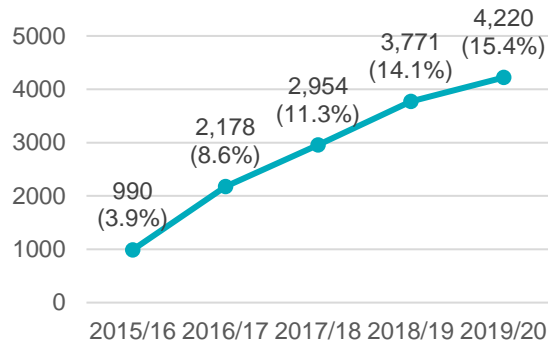
Disability



In 2019/20, **4,220** MA starts (15.4%) self-identified an impairment, health condition or learning difficulty. This equates to an increase of **+449** starts or **+12%** compared to 2018/19.

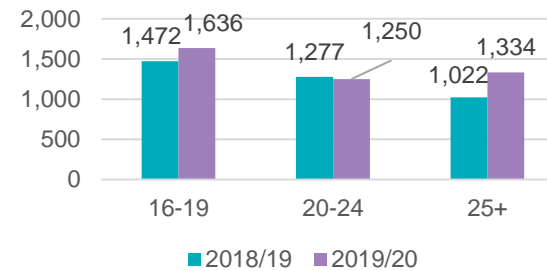
Note: % of known is calculated as the number of starts self-identifying an impairment, health condition or learning difficulty in 2019/20 as a percentage of the total starts, excluding those who selected 'prefer not to say'.

Disability - Number of starts and % of known over time



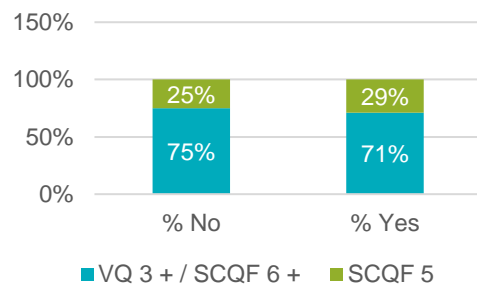
Our disability disclosure monitoring question was introduced in 2016/17. This question, alongside other proactive interventions undertaken by SDS with partners is likely to have contributed to the increase in disability disclosure.

Disability - Number and % of starts by Age



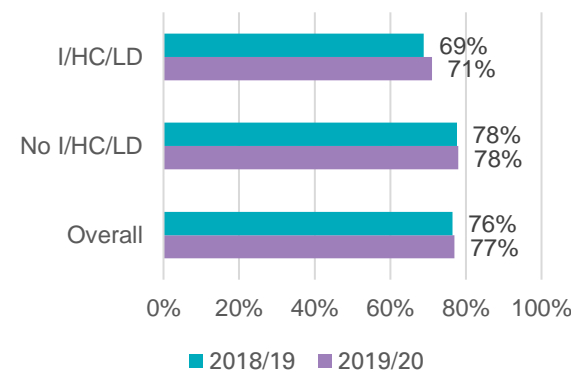
In 2019/20, 68% of those who self-identified an I/HC/LD were aged 16-24 (-4.5 pp on 2018/19), the remaining 32% were aged 25 or above.

Disability - Starts by Level



In 2019/20 71% of starts who self-identified an I/HC/LD were completing frameworks at VQ level 3 or SCQF level 6 and above (compared to 75% of those who did not self-identify an I/HC/LD).

Disability - Achievement Rate



The achievement rate for MAs who self-identified an I/HC/LD in 2019/20 is lower than for those who did not, as well as the rate for all MAs.

Figure 13: MA disability infographic

9.3 Ethnicity

All MAs are also asked to provide information about their ethnicity on a self-declaration basis. A breakdown of MA starts by ethnic group in 2019/20 is provided in Table 6 below. In summary, the number of MA starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group increased by +9% compared to 2018/19, and account for 2.4% of MAs (676 starts).²³

Ethnic Group	Number of MA Starts (known)	% of MA Starts (known)
White	26,961	97.6%
Mixed or multiple	154	0.6%
Asian	291	1.1%
African	95	0.3%
Caribbean or Black	44	0.2%
Other ethnic group	92	0.3%
Total Known	27,637	
<i>Prefer not to say</i>	238	
<i>Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group</i>	676	2.4%

Table 6: Proportion of MA starts by self-identified ethnicity

Scotland's Youth Employment Strategy includes a target to increase the number of minority ethnic MA starts to equal the

population share by 2021. We continue to work towards this target.

Between 2014/15 and 2019/20 MA starts self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group has continued to rise, increasing by 87% from 361 to 676 starts (+315 starts) in this period. Starts self-identifying as African have also increased more than 300% in the same period (from 21 to 95 starts) and starts self-identifying as being from a Mixed or Multiple ethnic group have more than doubled (from 75 to 154 starts).

Appendix E Table E.10 provides MA starts by ethnic group from 2014/15 to 2019/20.

The achievement rate of MAs self-identifying as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group was 70% compared to 77% for those self-identifying as 'White', and an achievement rate of 77% overall.

²³ Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www.gov.scot/Resource/0039/00394314.pdf>.

Contextual information – Ethnicity

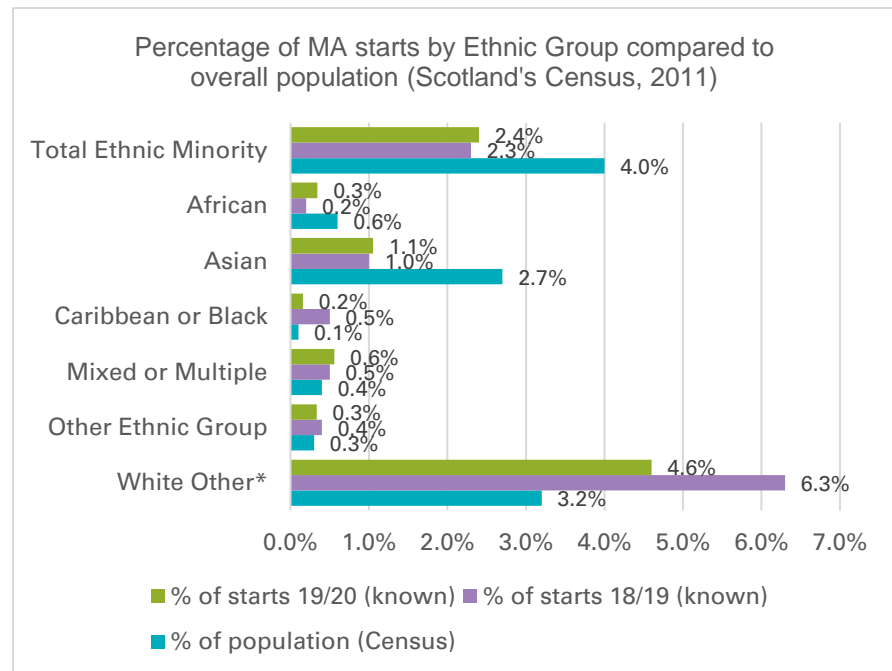
According to the APS²⁴ 6.4% of 16-24 year olds in Scotland report being from a Mixed or Multiple; Asian; African; Caribbean or Black; Arab; and Other ethnic group (3.9% of 16-24 year olds in employment). According to the SSCQ, the figure for 16-24 year olds in Scotland from an ‘Asian’ or ‘all other ethnic groups’ is 6.3%.²⁵

We know from the Participation Measure that 16-19 year olds who self-identify as ‘White’ are less likely to be participating in education. This may help explain their higher representation in Modern Apprenticeships, and the lower representation of some other ethnic groups which show a tendency towards participation in education. There are actions within the Equality Action Plan to address the real and perceived barriers to participation that we know exist for some ethnic minority groups.

We also know that people from other ethnic groups e.g. some identifying as ‘white other’ on monitoring forms, may face similar challenges to MA access. Including “white other”

²⁴ Annual Population Survey : Jan 2019 to Dec 2019

within the MA starts figure for ethnic minority groups brings the proportion to 6.7%. Census data shows that 10.8% of the 16-24 year old population (Scotland’s Census, 2011) identified as White: Gypsy/Traveller, White: Polish and White: Other White; Mixed or multiple ethnic groups; Asian, Asian Scottish or Asian British; African; Caribbean or Black; Other ethnic groups. Figure 14 shows the percentage of MA starts by ethnicity compared to Scotland’s population.



*White other includes: White: Gypsy/Traveller, White: Polish and White: Other White

Figure 14: MA starts by ethnicity compared to Scotland’s population

²⁵ In SSCQ, ‘Asian’ includes the categories Asian, Asian Scottish, Asian British. ‘All other ethnic groups’ includes ‘Mixed or Multiple Ethnic Group’; ‘African’; ‘Caribbean or Black’ and ‘Other Ethnic Group’.

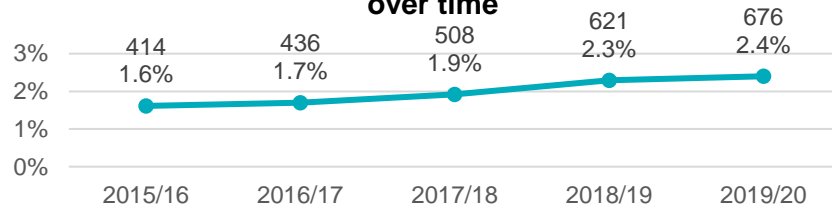
Ethnicity



In 2019/20, **676** MA starts (2.4%) self-identified as being from a Mixed or Multiple; Asian, African; Caribbean or Black; and Other ethnic group. This equates to an increase of **+55** starts or **+9%** compared to 2018/19.

Note: % of known is calculated as the number of starts self-identifying an ethnic group in 2018/19 as a percentage of the total starts, excluding those who selected 'prefer not to say'

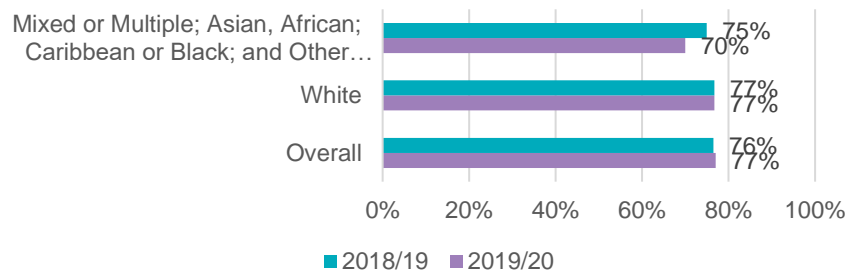
Ethnicity - Number of starts and % of known over time



Additional Ethnicity Information

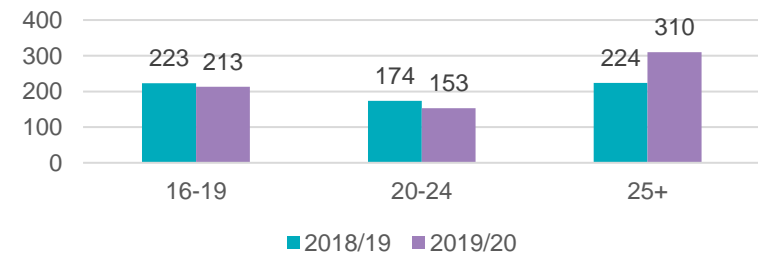
SDS recognises that people from other ethnic groups e.g. some identifying as 'white other' on monitoring forms, may face similar challenges to MA access. Including "white other" within the starts figure above is **6.7%** (1,945 starts). The equivalent achievement rate is 77% (the same as ethnic group 'white' when excluding 'white other').

Ethnicity - Achievement Rate



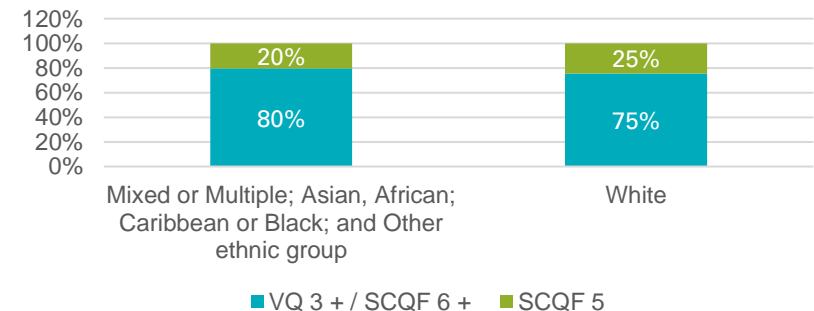
The achievement rate for those who self-identify being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group is lower than those who did not and the overall rate.

Ethnicity - Number of starts by age



In 2019/20, 54% of those who self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group were aged 16-24 (-10 pp on 2018/19), the remaining 46% were aged 25 or above.

Ethnicity - Starts by Level



In 2019/20, 80% of those who self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group were working towards frameworks at VQ level 3 or SCQF level 6 and above, +4.9 pp higher than white ethnic groups.

Figure 15: MA ethnicity infographic

9.4 Care Experience

Our Equality Action Plan also commits to improving the accessibility and achievement of Modern Apprenticeships for care experienced young people, as does our Corporate Parenting Plan which specifically sets out our commitment to supporting care experienced individuals across SDS services. We started collecting self-declared information on care experience in 2015/16.²⁶ In 2019/20, 1.7% of MA starts (476) self-identified as care experienced. This is compared to 1.5% (415 starts) in 2018/19, an increase of +0.2 pp (equivalent to +61 starts or +14.7%). Figure 16 shows that 73% of starts who self-identified as care experienced were working towards frameworks at SCQF level 6 and above and VQ level 3 (compared to 75% of starts who did not). The 20-24 age group had the highest proportion of starts self-identifying care experience (1.8%), followed by the 25+ age group (1.8%). For the 16-19 age group 1.6% of starts self-identified as care experienced.

During 2019/20, the achievement rate of care experienced MAs was 64%, compared to 77% for those who did not self-identify as care experienced and an overall achievement rate of 77%.

²⁶ In response to the question, 'Have you ever been in care'? In this instance, care is defined as: foster care, kinship care, residential care or looked after at home.

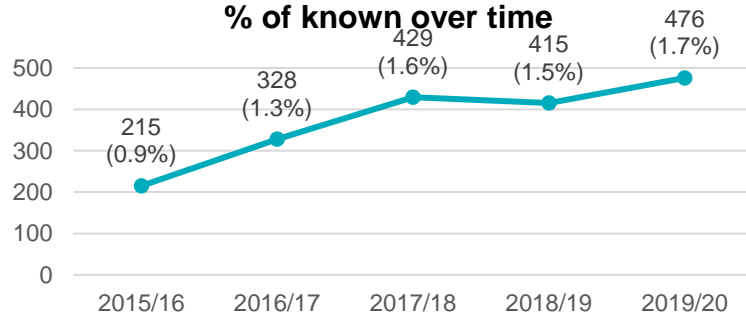
Care Experience



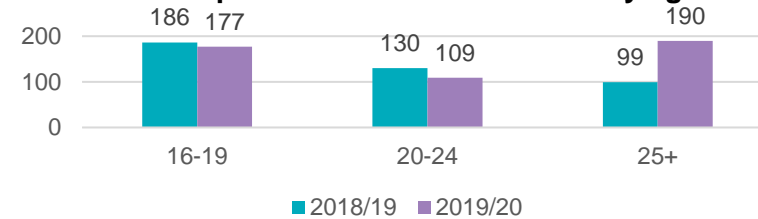
In 2018/19, **476** MA starts (1.7%) self-identified as care experienced. This equates to an increase of +61 starts or +14.7% compared to 2018/19.

Note: % of known is calculated as the number of starts self-identifying care experience in 2019/20 as a percentage of the total starts, excluding those who selected 'prefer not to say'

Care Experience - number of starts and % of known over time

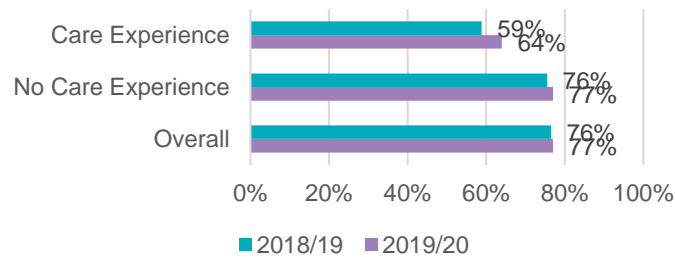


Care Experience - Number of starts by age



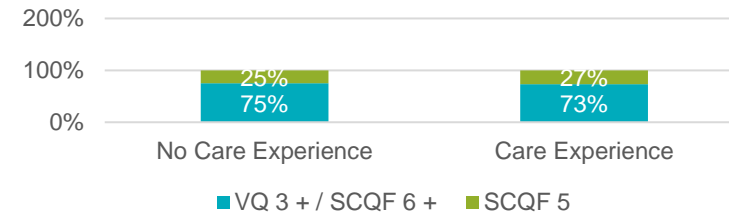
In 2019/20, 60% of those who self-identified care experience were aged 16-24 (-16.1 pp on 2018/19), the remaining 40% were aged 25 or above.

Care Experience - Achievement Rate



The achievement rate of MA starts who self-identified as care experienced is lower than those who are not and the achievement rate overall.

Care Experience - number of starts by level



In 2019/20, 73% of those who self-identified as care experienced were working towards frameworks at VQ level 3 or SCQF level 6 and above, -1.8 pp lower than those who did not.

Contextual information – Care Experience

There is no published figure for the proportion of the Scottish population who are care experienced. Data on looked after children and Scottish population data exists separately, although an accurate comparator population figure cannot be derived from these. Published data suggests 1% of the 16-25 year old population in Scotland is currently looked after or a care leaver, although this is only an approximation.²⁸

In 2019/20, 1.7% of MA starts aged 16-25 reported having care experience. The Labour Force Survey also included information in response to the question ‘thinking about when you were 14 years old, were you... Living with one or both parents present (including adoptive parents), Living with other family members (grandparents, aunts, siblings etc.), Not living with your family (foster care, looked after by friends, children’s home etc.)?’ In Scotland, 2.2% of those aged 16-25 said they

were ‘living with other family members’ or ‘not living with family’ in 2016 (Labour Force Survey July-Sept 2016).

The achievement rate of care experienced MAs reflects a similar trend to other sources such as Education Outcomes for Looked After Children 2017 to 2018. This also shows that looked after young people in Scotland tend to have poorer outcomes including lower attainment and fewer securing positive destinations.

²⁸ This population figure is derived from the Children's Social Work Statistics 2018/19 on the number of young people who remain looked after beyond age 16 (Taken from Additional Tables, Table 1.1: Children looked after at 31 July 2018 by age group and gender and Table 1.15: Young people eligible for aftercare services on 31 July 2018, by age and type of accommodation, alongside the population total for 16-25 year olds in Scotland from the NRS (mid-year population estimates 2019). The

population figure cited above should not be taken as an exact figure for reasons which include – Social Work Statistics are only reflective of one day, 31 July 2018, in that year; some individuals within the social work statistics are under 16; and it does not capture the total figures of individuals who have ever been ‘in care’.

10. Redundancies

Figure 17 shows the number of MA redundancies registered on our recording system from 2014/15. The number of redundancies decreased this year (-113) to 398 in 2019/20.

Appendix G Table G.1 shows the number of MAs made redundant in 2019/20 by occupational grouping. Construction and Related had the highest number of MA redundancies at 235. This is as expected due to the high volume of starts within this grouping. A table detailing the number of MA redundancies in 2019/20 by Local Authority is available in Appendix G Table G.2.

11. Adopt an Apprentice

The Adopt an Apprentice programme offers funding to employers to assist MAs who have been made redundant in completing their training. In 2019/20 there were 227 approved applications to the Adopt an Apprentice programme (including 8 approved applications in Oil & Gas companies).

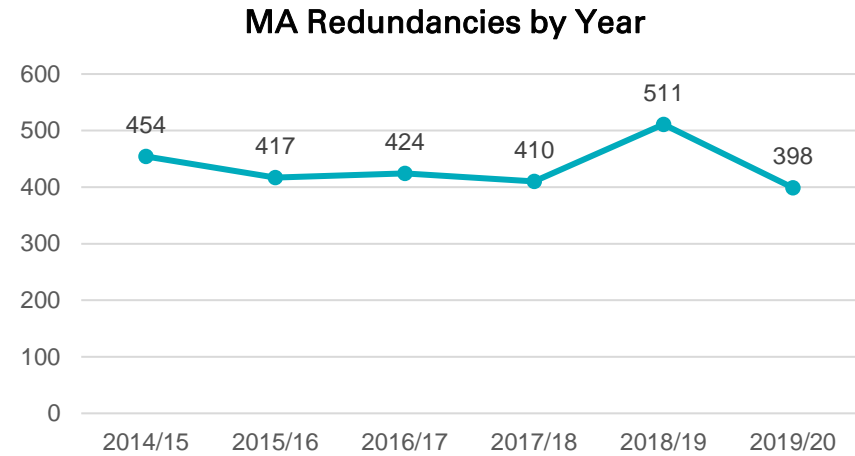


Figure 17: MA redundancies over time

12. Concluding Remarks

This report provides analysis of publicly funded Modern Apprenticeship activity in the 2019/20 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 – Framework Lists

Table A.1: List of Science, Technology, Engineering and Math (STEM) Frameworks 2019/20

Agriculture
Aquaculture
Automotive
Biotechnology
Bus and Coach Engineering and Maintenance
Construction
Construction: Building
Construction: Civil Engineering
Construction (Civil Engineering & Specialist Sector)
Construction (Craft Operations)
Construction: Professional Apprenticeship
Construction: Specialist
Construction: Technical
Construction: Technical Apprenticeship
Construction (Technical Operations)
Creative and Digital Media
Data Analytics Technical Apprenticeship
Dental Nursing
Digital Applications
Domestic Plumbing & Heating
Electrical Installation
Electronic Security Systems
Electrotechnical Services
Engineering
Engineering Construction
Equine
Gas Heating & Energy Efficiency
Gas Industry

Heating, Ventilation, Air Conditioning and Refrigeration
Horticulture
Industrial applications
Information & Communication Technologies Professional
Information Security
Information Security Technical Apprenticeship
IT and Telecommunications
IT and Telecommunications Technical Apprenticeship
Land-based engineering
Life Sciences
Life Science and Related Science Industries
Network Construction Operations (Gas)
Oil and Gas Extraction
Pharmacy Services
Plumbing
Polymer Processing
Power Distribution
Process Manufacturing
Rail Engineering
Rail Transport Engineering
Trees and Timber
Upstream Oil and Gas Production
Water Industry
Water Treatment Management
Wind Turbine Installation and Commissioning
Wind Turbine Operations and Maintenance

Key:

Blue text - older frameworks, included for calculation of STEM achievements/leavers.

Table A.2: Growth and Key Occupational Groupings

Growth and Key Occupational Groupings	Other Groupings
Construction & Related Hospitality & Tourism Engineering & Energy Related Automotive Food & Drink Transport & Logistics IT & Digital* Financial Services Creative & Cultural Skills Chemicals & Biotechnology Related	Sport, Health & Social Care Retail & Customer Service Administration & Related Personal Services Management Animal Care, Land and Water Based Other Manufacture IT & Other Services*

* For the purpose of this analysis, the 'IT & Other Services' SDS occupational grouping was split into 'IT & Digital' and 'Other Services' as IT/Digital sector is also an important Key/Growth Sector.

Appendix B - MA Starts

Table B.1: MA starts by level and year

Level	Q4 2018/19	Q4 2019/20
SCQF 5	7,671	6,999
SCQF 6	10,421	10,793
SCQF 7	7,216	7,751
SCQF 8	723	811
SCQF 9	932	1,181
SCQF 10	32	49
SCQF 11	169	279
VQ 2	-	-
VQ 3	106	12
VQ 4	-	-
VQ 5	-	-
Total	27,270	27,875

Table B.2: MA starts by age and year

Year	16-19	20-24	25+	Total
2013/14	13,107	6,766	5,411	25,284
2014/15	13,247	6,877	5,123	25,247
2015/16	12,837	7,669	5,312	25,818
2016/17	12,665	7,182	6,415	26,262
2017/18	12,009	6,998	8,138	27,145
2018/19	11,720	6,710	8,840	27,270
2019/20	10,963	6,138	10,774	27,875

Table B.3: MA starts by age and level 2019/20

Year	16-19	20-24	25+	Total
SCQF 5	3,089	1,614	2,296	6,999
SCQF 6	4,428	2,557	3,808	10,793
SCQF 7	3,159	1,612	2,980	7,751
SCQF 8	269	208	334	811
SCQF 9	18	130	1,033	1,181
SCQF 10	-	*	*	49
SCQF 11	-	*	*	279
VQ 3	-	*	*	12
Total	10,963	6,138	10,774	27,875

Table B.4: MA starts by occupational grouping and year

Occupational Grouping	2013/14	2014/15	2015/16*	2016/17	2017/18	2018/19	2019/20
Administration & Related	2,175	2,451	2,359	2,154	1,811	1,826	1,558
Animal Care, Land & Water based	470	394	270	298	296	290	238
Automotive	1,051	1,118	1,203	1,118	1,085	1,187	1,159
Chemicals & Biotechnology Related	57	65	35	19	30	23	31
Construction & Related	4,435	4,409	4,894	5,934	6,104	6,111	6,417
Creative & Cultural Skills	269	319	207	353	221	134	161
Engineering & Energy Related	1,816	1,704	1,458	1,255	1,339	1,515	1,604
Financial Services	429	502	759	752	931	862	663
Food & Drink	1,023	1,064	1,250	1,111	1,251	1,221	1,217
Hospitality & Tourism	3,279	2,940	2,773	2,987	2,766	2,574	2,388
Management	1,034	829	783	666	557	855	723
Other Manufacture	31	26	203	293	355	177	152
IT & Other Services	609	845	1,100	1,302	2,107	2,331	2,352
Personal Services	996	965	1,007	936	831	848	606
Retail & Customer Service	3,072	2,886	2,718	2,683	2,263	2,074	1,708
Sport, Health & Social Care	3,008	3,047	3,323	3,295	3,628	4,019	5,446
Transport & Logistics	1,530	1,683	1,476	1,106	1,570	1,223	1,452
Total	25,284	25,247	25,818	26,262	27,145	27,270	27,875

* Note Occupational Groupings changed slightly from 2015/16 to align with commissioning framework groups.

Table B.5: MA starts by local authority and year

Local Authority	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Aberdeen City	913	920	878	659	670	748	815
Aberdeenshire	1,258	1,253	1,083	1,011	991	1,047	1,152
Angus	668	622	643	612	620	591	617
Argyll & Bute	331	297	333	337	410	396	387
Clackmannanshire	287	297	289	346	319	327	309
Dumfries & Galloway	707	753	765	753	881	653	628
Dundee City	714	723	718	710	725	640	675
East Ayrshire	681	615	727	789	624	720	707
East Dunbartonshire	395	398	369	406	443	382	478
East Lothian	417	474	503	489	550	583	551
East Renfrewshire	271	303	293	284	309	329	311
Edinburgh, City of	1,465	1,495	1,608	1,672	1,654	1,813	1,688
Falkirk	913	899	918	873	992	972	1,068
Fife	1,927	1,568	1,734	1,736	1,893	1,820	1,794
Glasgow City	2,752	2,745	2,710	2,871	3,013	2,833	2,940
Highland	1,158	1,269	1,321	1,403	1,519	1,489	1,507
Inverclyde	382	404	386	353	327	351	390
Midlothian	412	422	427	565	584	637	554
Moray	429	455	488	431	437	427	399
Na h-Eileanan Siar	119	108	88	89	100	132	150
North Ayrshire	838	889	844	808	841	789	768
North Lanarkshire	2,005	2,074	2,146	2,265	2,253	2,299	2,402
Orkney Islands	108	65	120	102	135	140	142
Perth & Kinross	752	742	874	805	770	772	813
Renfrewshire	921	987	944	976	1,031	1,111	1,149
Scottish Borders	352	407	387	472	498	503	597
Shetland Islands	129	139	142	135	157	204	225
South Ayrshire	520	472	495	505	447	534	589
South Lanarkshire	1,545	1,674	1,644	1,733	1,850	1,932	1,926
Stirling	437	406	411	436	410	436	430
West Dunbartonshire	581	545	613	604	568	581	661
West Lothian	839	783	837	964	1,065	992	979
Outwith Area*	58	44	80	68	59	87	74
Total	25,284	25,247	25,818	26,262	27,145	27,270	27,875

* Outwith Area refers to MAs with a home postcode outwith Scotland.

Table B.6: MA starts in 2019/20 by Local Authority (based on trainee home address) and gender

Local Authority	Female	Male	Total
Aberdeen City	359	456	815
Aberdeenshire	435	717	1,152
Angus	216	401	617
Argyll & Bute	123	264	387
Clackmannanshire	136	173	309
Dumfries & Galloway	195	433	628
Dundee City	292	383	675
East Ayrshire	232	475	707
East Dunbartonshire	190	288	478
East Lothian	235	316	551
East Renfrewshire	114	197	311
Edinburgh, City of	751	937	1,688
Falkirk	425	643	1,068
Fife	745	1,049	1,794
Glasgow City	1,311	1,629	2,940
Highland	644	863	1,507
Inverclyde	154	236	390
Midlothian	243	311	554
Moray	136	263	399
Na h-Eileanan Siar	56	94	150
North Ayrshire	275	493	768
North Lanarkshire	926	1,476	2,402
Orkney Islands	29	113	142
Perth & Kinross	323	490	813
Renfrewshire	443	706	1,149
Scottish Borders	303	294	597
Shetland Islands	90	135	225
South Ayrshire	240	349	589
South Lanarkshire	734	1,192	1,926
Stirling	168	262	430
West Dunbartonshire	294	367	661
West Lothian	396	583	979
Outwith area	13	61	74
Total	11,226	16,649	27,875

Table B.7: MA starts in 2019/20 by Local Authority (based on trainee home address) and age

Local Authority	16-19	20-24	25+	Total
Aberdeen City	299	242	274	815
Aberdeenshire	571	220	361	1,152
Angus	294	116	207	617
Argyll & Bute	165	66	156	387
Clackmannanshire	121	57	131	309
Dumfries & Galloway	241	140	247	628
Dundee City	245	180	250	675
East Ayrshire	237	134	336	707
East Dunbartonshire	180	117	181	478
East Lothian	269	141	141	551
East Renfrewshire	133	78	100	311
Edinburgh, City of	561	445	682	1,688
Falkirk	420	212	436	1,068
Fife	670	404	720	1,794
Glasgow City	1,125	647	1,168	2,940
Highland	568	340	599	1,507
Inverclyde	134	88	168	390
Midlothian	272	118	164	554
Moray	201	77	121	399
Na h-Eileanan Siar	73	21	56	150
North Ayrshire	293	157	318	768
North Lanarkshire	908	506	988	2,402
Orkney Islands	48	28	66	142
Perth & Kinross	317	175	321	813
Renfrewshire	452	249	448	1,149
Scottish Borders	185	117	295	597
Shetland Islands	96	39	90	225
South Ayrshire	256	114	219	589
South Lanarkshire	786	409	731	1,926
Stirling	155	113	162	430
West Dunbartonshire	279	131	251	661
West Lothian	388	243	348	979
Outwith area	21	14	39	74
Total	10,963	6,138	10,774	27,875

Table B.8: MA starts by SIMD decile and year

	SIMD decile	MA starts 2016/17 (SIMD 2016)	% of total with known SIMD decile	MA starts 2017/18 (SIMD 2016)	% of total with known SIMD decile	MA starts 2018/19 (SIMD 2016)	% of total with known SIMD decile	MA starts 2019/20 (SIMD 2020)	% of total with known SIMD decile
Most deprived	1	3,306	12.7%	3,301	12.3%	3,148	11.7%	3,242	11.7%
	2	3,327	12.7%	3,350	12.4%	3,389	12.6%	3,415	12.3%
	3	3,170	12.1%	3,227	12.0%	3,155	11.7%	3,282	11.8%
	4	2,922	11.2%	3,061	11.4%	2,981	11.1%	3,124	11.3%
	5	2,721	10.4%	2,854	10.6%	2,820	10.5%	2,881	10.4%
	6	2,544	9.7%	2,625	9.8%	2,715	10.1%	2,717	9.8%
	7	2,347	9.0%	2,545	9.5%	2,575	9.6%	2,713	9.8%
	8	2,314	8.9%	2,364	8.8%	2,397	8.9%	2,584	9.3%
	9	1,991	7.6%	2,156	8.0%	2,080	7.7%	2,239	8.1%
Least deprived	10	1,486	5.7%	1,430	5.3%	1,598	5.9%	1,561	5.6%
	Known	26,128	99%	26,913	99.1%	26,858	98.5%	27,758	99.6%
	Not Known	134	1%	232	0.9%	412	1.5%	117	0.4%
	Total	26,262	100%	27,145	100%	27,270	100%	27,875	100%

Table B.9: Time in employment by age 2019/20

Time	16-19	20-24	25+	Total
0-6 months	7,799	2,336	1,690	11,825
7-9 months	666	507	509	1,682
10-12 months	628	446	552	1,626
13 months +	1,319	2,674	7,723	11,716
Known	10,412	5,963	10,474	26,849
Not Known	551	175	300	1,026
Total	10,963	6,138	10,774	27,875

Table B.10: Time in employment by level 2019/20

	SCQF 5	SCQF 6	SCQF 7	SCQF 8	SCQF 9	SCQF 10	SCQF 11	VQ 3	Total
0 - 6 months	3,120	4,843	3,485	235	110	*	24	*	11,825
7 - 9 months	542	613	429	39	47	*	*	-	1,682
10 - 12 months	453	602	465	61	37	-	*	*	1,626
13 months +	2,607	4,398	2,997	452	980	*	238	*	11,716
Known	6,722	10,456	7,376	787	1,174	47	276	11	26,849
Unknown	277	337	375	24	7	2	3	1	1,026
Total	6,999	10,793	7,751	811	1,181	49	279	12	27,875

Appendix C - MAs in Training

Table C.1: MAs in training by age and year

Age	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
16-19	22,189	22,528	22,358	21,082	20,091	19,516
20-24	7,970	8,647	8,698	8,895	8,469	7,943
25+	4,894	5,196	6,030	8,508	9,205	10,571
Total	35,053	36,371	37,086	38,485	37,765	38,030

Table C.2: MAs in training by level and year

Level	2018/19	2019/20
SCQF 5	5,782	6,315
SCQF 6	9,257	13,133
SCQF 7	6,616	10,170
SCQF 8	736	912
SCQF 9	797	1,103
SCQF 10	27	54
SCQF 11	158	272
VQ 2	1,585	182
VQ 3	12,418	5,838
VQ 4	366	46
VQ 5	23	5
Total	37,765	38,030

Table C.3: MAs in training by age and level, 2019/20

Age and level	16-19	20-24	25+	Total
SCQF 5	3,150	1,418	1,747	6,315
SCQF 6	6,667	3,105	3,361	13,133
SCQF 7	4,793	2,057	3,320	10,170
SCQF 8	295	221	396	912
SCQF 9	21	151	931	1,103
SCQF 10	-	*	*	54
SCQF 11	-	*	*	272
VQ 2	127	32	23	182
VQ 3	4,458	944	436	5,838
VQ 4	5	11	30	46
VQ 5	-	*	*	5
Total	19,516	7,943	10,571	38,030

Table C.4: MAs in training by occupational grouping and year

Occupational Grouping	2013/14	2014/15	2015/16**	2016/17	2017/18	2018/19	2019/20
Administration & Related	2,142	2,272	2,166	2,066	1,736	1,704	1,430
Animal Care, Land & Water based	692	621	470	486	514	463	373
Automotive	2,612	2,845	3,209	3,103	3,038	2,974	2,986
Chemicals & Biotechnology Related	146	184	74	61	57	55	54
Construction & Related	8,807	9,103	9,770	11,132	12,084	11,857	12,014
Creative & Cultural Skills	215	267	188	348	234	176	151
Engineering & Energy related	5,256	5,440	5,457	4,813	4,361	4,242	4,370
Financial Services	446	522	795	783	887	923	754
Food & Drink	800	791	1,029	890	923	956	1,059
Hospitality & Tourism	3,330	2,654	2,457	2,645	2,605	2,362	1,945
Management	1,173	801	779	674	608	900	864
Other Manufacture	31	54	243	325	430	241	172
IT & Other Services	716	1,007	1,215	1,479	2,358	2,483	2,518
Personal Services	1,685	1,537	1,492	1,389	1,275	1,270	1,151
Retail & Customer Service	2,623	2,185	2,038	1,991	1,709	1,528	1,291
Sport, Health & Social Care	3,774	3,575	3,824	3,918	4,281	4,482	5,756
Transport & Logistics	1,134	1,195	1,165	983	1,385	1,149	1,142
Total	35,582	35,053	36,371	37,086	38,485	37,765	38,030

**** Note Occupational Groupings changed slightly from 2015/16 to align with commissioning framework groups.**

Table C.5: Number of MAs in training aged 16-24 as at 31st March 2020 as a proportion of those in employment

Local Authority	16-24 in Employment	Those aged 16-24 as at 31 st March 2020 and in training*	% of employed 16-24 year olds that are MAs
Aberdeen City	20,800	806	3.9%
Aberdeenshire	16,200	1,503	9.3%
Angus	6,300	689	10.9%
Argyll and Bute	5,000	390	7.8%
Clackmannanshire	2,300	308	13.4%
Dumfries and Galloway	7,100	581	8.2%
Dundee City	10,600	613	5.8%
East Ayrshire	7,700	633	8.2%
East Dunbartonshire	6,000	414	6.9%
East Lothian	6,400	605	9.5%
East Renfrewshire	3,700	316	8.5%
Edinburgh, City of	32,200	1,353	4.2%
Falkirk	9,400	1,044	11.1%
Fife	22,700	1,715	7.6%
Glasgow City	36,400	2,555	7.0%
Highland	14,000	1,452	10.4%
Inverclyde	3,800	335	8.8%
Midlothian	5,700	608	10.7%
Moray	5,600	527	9.4%
Na h-Eileanan Siar	2,000	162	8.1%
North Ayrshire	7,800	694	8.9%
North Lanarkshire	20,800	2,108	10.1%
Orkney Islands	1,800	155	8.6%
Perth and Kinross	10,000	700	7.0%
Renfrewshire	10,100	1,025	10.1%
Scottish Borders	5,700	484	8.5%
Shetland Islands	1,900	248	13.1%
South Ayrshire	6,300	546	8.7%
South Lanarkshire	16,100	1,844	11.5%
Stirling	7,300	400	5.5%
West Dunbartonshire	5,100	603	11.8%
West Lothian	10,600	913	8.6%
Scotland	327,500	26,329	8.0%

*In training as at 31st March 2019 and ages 16-24 inclusive on the same date

Appendix D - MA Achievements

Table D.1: Achievements and leavers by age and year

Year	Measure	16-19	20-24	25+	Total
2015/16	Achievements	9,722	5,620	4,052	19,394
	Leavers	13,086	7,432	5,101	25,619
	Rate	74%	76%	79%	76%
2016/17	Achievements	9,912	5,815	4,677	20,404
	Leavers	12,982	7,422	5,624	26,028
	Rate	76%	78%	83%	78%
2017/18	Achievements	9,943	5,720	4,646	20,309
	Leavers	13,013	7,386	5,702	26,101
	Rate	76%	77%	81%	78%
2018/19	Achievements	9,462	5,742	6,563	21,767
	Leavers	12,780	7,496	8,185	28,461
	Rate	74%	77%	80%	76%
2019/20	Achievements	8,828	5,405	7,667	21,900
	Leavers	11,982	7,045	9,558	28,585
	Rate	74%	77%	80%	77%

Table D.2: Achievements and leavers by level, 2018/19 and 2019/20

	SCQF 5	SCQF 6	SCQF 7	SCQF 8	SCQF 9	SCQF 10	SCQF 11	VQ 2	VQ 3	VQ 4	VQ 5	Total	
2018/19	Achievements	1,370	1,264	527	71	116	6	17	5,276	11,950	1,047	123	21,767
	Leavers	2,064	2,057	978	113	170	8	27	6,710	14,956	1,241	137	28,461
	Rate	66%	61%	54%	63%	68%	75%	63%	79%	80%	84%	90%	76%
2019/20	Achievements	5,079	5,922	3,148	551	727	11	131	993	5,077	246	15	21,900
	Leavers	6,664	8,102	4,562	665	884	22	173	1,194	6,014	287	18	28,585
	Rate	76%	73%	69%	83%	82%	50%	76%	83%	84%	86%	83%	77%

Table D.3: Achievements and leavers by occupational grouping 2019/20

Occupational Grouping	Achievements	Leavers	Achievements as a % of Leavers
Administration & Related	1,567	1,951	80%
Animal Care, Land & Water Based	247	351	70%
Automotive	775	1,202	64%
Chemicals & Biotechnology Related	21	32	66%
Construction & Related	4,977	6,406	78%
Creative & Cultural Skills	151	186	81%
Engineering & Energy Related	1,163	1,537	76%
Financial Services	693	883	78%
Food & Drink	1,010	1,245	81%
Hospitality & Tourism	2,132	2,829	75%
Management	577	761	76%
Other Manufacture	192	238	81%
IT & Other Services	1,778	2,315	77%
Personal Services	642	989	65%
Retail & Customer Service	1,526	1,983	77%
Sport, Health & Social Care	3,248	4,191	77%
Transport & Logistics	1,201	1,486	81%
Total	21,900	28,585	77%

Table D.4: Leavers and Achievements by Local Authority 2019/20

Local Authority	Achievements	Leavers	Achievements as % of all leavers
Aberdeen City	582	745	78%
Aberdeenshire	868	1,101	79%
Angus	491	631	78%
Argyll & Bute	352	434	81%
Clackmannanshire	232	301	77%
Dumfries & Galloway	591	745	79%
Dundee City	545	735	74%
East Ayrshire	536	727	74%
East Dunbartonshire	366	481	76%
East Lothian	411	532	77%
East Renfrewshire	266	331	80%
Edinburgh, City of	1,355	1,830	74%
Falkirk	823	1,063	77%
Fife	1,476	1,930	76%
Glasgow City	2,262	3,008	75%
Highland	1,267	1,623	78%
Inverclyde	287	362	79%
Midlothian	419	577	73%
Moray	321	424	76%
Na h-Eileanan Siar	92	123	75%
North Ayrshire	643	848	76%
North Lanarkshire	1,850	2,408	77%
Orkney Islands	130	139	94%
Perth & Kinross	638	831	77%
Renfrewshire	890	1,145	78%
Scottish Borders	406	511	79%
Shetland Islands	180	198	91%
South Ayrshire	387	521	74%
South Lanarkshire	1,517	1,990	76%
Stirling	334	449	74%
West Dunbartonshire	484	642	75%
West Lothian	844	1,120	75%
Outwith Area	55	80	69%
Total	21,900	28,585	77%

Appendix E - MA Statistics by Equality Characteristics

Gender

Table E.1: Starts by gender and level

Level	SCQF						SCQF	VQ 3	Total
	SCQF 5	6	SCQF 7	SCQF 8	SCQF 9	SCQF 10	11		
Female	2,593	3,827	4,101	226	427	41	11	-	11,226
Male	4,406	6,966	3,650	585	754	8	268	12	16,649
Total	6,999	10,793	7,751	811	1,181	49	279	12	27,875
% Female	37%	35%	53%	28%	36%	84%	4%	0%	40%
% Male	63%	65%	47%	72%	64%	16%	96%	100%	60%

Level	Female	Male	Total	Female %	Male %
SCQF 5	2,593	4,406	6,999	23%	26%
SCQF 6	3,827	6,966	10,793	34%	42%
SCQF 7	4,101	3,650	7,751	37%	22%
SCQF 8	226	585	811	2%	4%
SCQF 9	427	754	1,181	4%	5%
SCQF 10	41	8	49	0%	0%
SCQF 11	11	268	279	0%	2%
VQ 3	-	12	12	0%	0%
Total	11,226	16,649	27,875	100%	100%

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing

Table E2: MA starts by gender and age

Age band	Female	Male	Total	Female %	Male %
16-19	4,277	6,686	10,963	39%	61%
20-24	2,858	3,280	6,138	47%	53%
25+	4,091	6,683	10,774	38%	62%
Total	11,226	16,649	27,875	40%	60%

Table E3: MA starts by gender, 2018/19 and 2019/20

Gender	2018/19		2019/20	
	Starts	% of total	Starts	% of total
Female	10,489	38%	11,226	40%
Male	16,781	62%	16,649	60%
Total	27,270	100%	27,875	100%

Table E.4: Starts by gender, occupational grouping and year

Occupational Grouping	2015/16		2016/17		2017/18		2018/19		2019/20	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Administration & Related	1,702	657	1,544	610	1,314	497	1,200	626	1,099	459
Animal Care, Land & Water based	51	219	45	253	39	257	36	254	18	220
Automotive	32	1,171	27	1,091	47	1,038	25	1,162	58	1,101
Chemicals & Biotechnology Related	*	18	7	12	*	14	*	*	*	*
Construction & Related	76	4,818	114	5,820	87	6,017	120	5,991	156	6,261
Creative & Cultural Skills	121	86	184	169	112	109	69	65	79	82
Engineering & Energy Related	79	1,379	67	1,188	71	1,268	81	1,434	117	1,487
Financial Services	430	329	434	318	520	411	486	376	401	262
Food & Drink	468	782	413	698	435	816	418	803	437	780
Hospitality & Tourism	1,597	1,176	1,711	1,276	1,582	1,184	1,429	1,145	1,334	1,054
Management	378	405	364	302	286	271	420	435	367	356
Other Manufacture	*	199	9	284	*	352	*	*	*	*
IT & Other Services	198	902	319	983	731	1,376	739	1,592	847	1,505
Personal Services	921	86	871	65	739	92	797	51	560	46
Retail & Customer Service	1,542	1,176	1,483	1,200	1,275	988	1,164	910	1,015	693
Sport, Health & Social Care	2,778	545	2,737	558	3,045	583	3,395	624	4,628	818
Transport & Logistics	111	1,365	111	995	149	1,421	96	1,127	99	1,353
Total	10,505	15,313	10,440	15,822	10,451	16,694	10,489	16,781	11,226	16,649

Table E.5: MA starts in 2019/20 by gender and occupational grouping

Occupational Grouping	Starts 2019/20			Percentage Breakdown		
	Female	Male	Total	Female %	Male %	Total
Administration & Related	1,099	459	1,558	71%	29%	100%
Animal Care, Land & Water based	18	220	238	8%	92%	100%
Automotive	58	1,101	1,159	5%	95%	100%
Chemicals & Biotechnology Related	*	*	31	*	*	100%
Construction & Related	156	6,261	6,417	2%	98%	100%
Creative & Cultural Skills	79	82	161	49%	51%	100%
Engineering & Energy Related	117	1,487	1,604	7%	93%	100%
Financial Services	401	262	663	60%	40%	100%
Food & Drink	437	780	1,217	36%	64%	100%
Hospitality & Tourism	1,334	1,054	2,388	56%	44%	100%
Management	367	356	723	51%	49%	100%
Other Manufacture	*	*	152	*	*	100%
IT & Other Services	847	1,505	2,352	36%	64%	100%
Personal Services	560	46	606	92%	8%	100%
Retail & Customer Service	1,015	693	1,708	59%	41%	100%
Sport, Health & Social Care	4,628	818	5,446	85%	15%	100%
Transport & Logistics	99	1,353	1,452	7%	93%	100%
Total	11,226	16,649	27,875	40%	60%	100%

Note: the DYW target to reduce to 60% the proportion of frameworks with a 75:25 gender breakdown or worse **is not calculated** from the table above. The data used to calculate this measure is available in the MA 2019/20 supplementary tables.

Table E.6: Achievements and leavers by gender and year

		Female	Male	Total
2014/15	Achievements	8,402	10,985	19,387
	Leavers	11,411	14,847	26,258
	Achievements as a % of leavers	74%	74%	74%
2015/16	Achievements	8,152	11,242	19,394
	Leavers	10,782	14,837	25,619
	Achievements as a % of leavers	76%	76%	76%
2016/17	Achievements	8,429	11,975	20,404
	Leavers	10,661	15,367	26,028
	Achievements as a % of leavers	79%	78%	78%
2017/18	Achievements	7,986	12,323	20,309
	Leavers	10,334	15,766	26,100
	Achievements as a % of leavers	77%	78%	78%
2018/19	Achievements	8,207	13,560	21,767
	Leavers	10,850	17,611	28,461
	Achievements as a % of leavers	76%	77%	76%
2019/20	Achievements	8,479	13,421	21,900
	Leavers	11,048	17,537	28,585
	Achievements as a % of leavers	77%	77%	77%

Table E.7: Starts by gender and occupational grouping in 2019/20 with volume change from 2018/19

Occupational Grouping	Starts 2019/20			Volume Change from 2018/19		
	Female	Male	Total	Female	Male	Total
Administration & Related	1,099	459	1,558	-101	-167	-268
Animal Care, Land & Water based	18	220	238	-18	-34	-52
Automotive	58	1,101	1,159	33	-61	-28
Chemicals & Biotechnology Related	*	*	31	*	*	8
Construction & Related	156	6,261	6,417	36	270	306
Creative & Cultural Skills	79	82	161	10	17	27
Engineering & Energy Related	117	1,487	1,604	36	53	89
Financial Services	401	262	663	-85	-114	-199
Food & Drink	437	780	1,217	19	-23	-4
Hospitality & Tourism	1,334	1,054	2,388	-95	-91	-186
Management	367	356	723	-53	-79	-132
Other Manufacture	*	*	152	*	*	-25
IT & Other Services	847	1,505	2,352	108	-87	21
Personal Services	560	46	606	-237	-5	-242
Retail & Customer Service	1,015	693	1,708	-149	-217	-366
Sport, Health & Social Care	4,628	818	5,446	1,233	194	1,427
Transport & Logistics	99	1,353	1,452	3	226	229
Total	11,226	16,649	27,875	737	-132	605

Table E.8: Equality characteristics – starts summary

Equality Characteristic	Measure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Gender	Female	10,445	10,169	10,505	10,440	10,451	10,489	11,226
	Male	14,839	15,078	15,313	15,822	16,694	16,781	16,649
	Total	25,284	25,247	25,818	26,262	27,145	27,270	27,875
	% Female	41.3%	40.3%	40.7%	39.8%	38.5%	38%	40%
	% Male	58.7%	59.7%	59.3%	60.2%	61.5%	62%	60%
Disability	Impairment, health condition or learning difficulty	92	103	990	2,178	2,954	3,771	4,220
	No impairment, health condition or learning difficulty	25,191	25,144	24,405	23,165	23,285	22,950	23,207
	Prefer not to say	1	0	423	919	906	549	448
	Total	25,284	25,247	25,818	26,262	27,145	27,270	27,875
	Impairment, health condition or learning difficulty as % of known	0.4%	0.4%	3.9%	8.6%	11.3%	14.1%	15.4%
Ethnicity	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	284	361	414	436	508	621	676
	White	24,871	24,756	25,256	25,282	25,951	26,465	26,961
	Prefer not to say	129	130	148	544	686	184	238
	Total	25,284	25,247	25,818	26,262	27,145	27,270	27,875
	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known	1.1%	1.4%	1.6%	1.7%	1.9%	2.3%	2.4%
Care Experience	Care experience			215	328	429	415	476
	No care experience			24,536	24,794	25,861	26,496	26,931
	Prefer not to say			1,067	1,140	855	359	468
	Total			25,818	26,262	27,145	27,270	27,875
	Care experience as % of known			0.9%	1.3%	1.6%	1.5%	1.7%

Table Notes:

Disability: This reflects our disability disclosure question implemented in 2016/17. This was aligned to the question wording recommended by Advance HE after extensive consultation with disability partners, modern apprentices, training providers and employers.

Ethnicity: Ethnic groups aligned with Scottish Government guidance on ethnicity reporting <https://www.gov.scot/Resource/0039/00394314.pdf>.

Care Experience: Care experience figures are self-reported in response to the question, 'Have you ever been in care'?

Table E.9: Disability Type

	2018/19		2019/20	
	Number of selections	% of total selections	Number of selections	% of total selections
Learning Difficulty	1,801	41.8%	1,901	38.7%
Mental Health	1,080	25.1%	1,340	27.3%
Not covered by list	407	9.5%	502	10.2%
Long standing illness	379	8.8%	479	9.7%
Social/Communication	211	4.9%	210	4.3%
Deaf/Hearing Impairment	146	3.4%	167	3.4%
Physical Impairment/Mobility	80	1.9%	96	2.0%
Visual Impairment	103	2.4%	137	2.8%
Prefer not to say	98	2.3%	83	1.7%
Total	4,305	100%	4,915	100%

Note: individuals can choose more than one condition from the list above. Therefore, the figures reflect the number of selections not the number of individuals.

Also 2018/19 was the first time starts could select 'prefer not to say' as a disability type and we have been able to report this information, therefore, comparisons should be treated with caution.

Table E.10: Detailed Ethnicity

Ethnicity	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
African	21	46	56	50	67	95
Asian	193	196	217	219	284	291
Caribbean or Black	14	22	14	38	30	44
Mixed or Multiple	75	89	94	126	144	154
Other Ethnic Group	58	61	55	75	96	92
White	24,756	25,256	25,282	25,951	26,465	26,961
Not Known/Prefer not to Say	130	148	544	686	184	238
Total	25,247	25,818	26,262	27,145	27,270	27,875
Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	361	414	436	508	621	676
White	24,756	25,256	25,282	25,951	26,465	26,961
Total Known	25,117	25,670	25,718	26,459	27,086	27,637
Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as a % of Known	1.4%	1.6%	1.7%	1.9%	2.3%	2.4%
White as a % of Known	98.6%	98.4%	98.3%	98.1%	97.7%	97.6%

Table E.11: MA starts by self-identified disability status and age

Age band	Impairment, health condition or learning difficulty	No Impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Impairment, health condition or learning difficulty as a % of known
16-19	1,636	9,147	180	10,963	10,783	15.2%
20-24	1,250	4,797	91	6,138	6,047	20.7%
25+	1,334	9,263	177	10,774	10,597	12.6%
Total	4,220	23,207	448	27,875	27,427	15.4%

Table E.12: MA starts by self-identified disability status and level

Level	Impairment, health condition or learning difficulty	No Impairment, health condition or learning difficulty	Prefer Not to Say	Total	Known	Impairment, health condition or learning difficulty as a % of known
SCQF 5	1,209	5,696	94	6,999	6,905	17.5%
SCQF 6	1,515	9,096	182	10,793	10,611	14.3%
SCQF 7	1,299	6,310	142	7,751	7,609	17.1%
SCQF 8	109	684	18	811	793	13.7%
SCQF 9	69	1,103	9	1,181	1,172	5.9%
SCQF 10	*	*	1	49	48	*
SCQF 11	12	266	1	279	278	4.3%
VQ 3	*	*	1	12	11	*
Total	4,220	23,207	448	27,875	27,427	15.4%

Table E.13: MA starts by self-identified disability status and gender

Gender	Impairment, health condition or learning difficulty	No Impairment, health condition or learning difficulty	Prefer not to say	Total	Known	Impairment, health condition or learning difficulty as a % of known
Female	2,106	8,959	161	11,226	11,065	19.0%
Male	2,114	14,248	287	16,649	16,362	12.9%
Total	4,220	23,207	448	27,875	27,427	15.4%
% Female	50%	39%	36%	40%	40%	

Table E.14: MA achievement rate by self-identified disability status

Level	Impairment, health condition or learning difficulty	No impairment, health condition or learning difficulty	Prefer not to say	Total
Achievements	2,656	18,635	609	21,900
Leavers	3,734	24,033	818	28,585
Rate	71%	78%	74%	77%

Ethnicity

Table E.15: MA starts by self-identified ethnicity and age

Age	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
16-19	213	10,662	88	10,963	10,875	2.0%
20-24	153	5,925	60	6,138	6,078	2.5%
25+	310	10,374	90	10,774	10,684	2.9%
Total	676	26,961	238	27,875	27,637	2.4%

Table 16: MA starts by self-identified ethnicity and level

Level	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
SCQF 5	138	6,821	40	6,999	6,959	2.0%
SCQF 6	296	10,383	114	10,793	10,679	2.8%
SCQF 7	190	7,492	69	7,751	7,682	2.5%
SCQF 8	35	763	13	811	798	4.4%
SCQF 9	12	1,167	2	1,181	1,179	1.0%
SCQF 10	*	*	-	49	49	*
SCQF 11	*	*	-	279	279	*
VQ 3	-	12	-	12	12	0.0%
Total	676	26,961	238	27,875	27,637	2.4%

* Levels have been collapsed to avoid disclosure of small numbers

Table E.17: MA starts by self-identified ethnicity and gender

Gender	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total	Known	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group as % of known
Female	344	10,778	104	11,226	11,122	3.1%
Male	332	16,183	134	16,649	16,515	2.0%
Total	676	26,961	238	27,875	27,637	2.4%
% Female	51%	40%	44%	40%	40%	

Table E.18: MA Achievement rate by self-identified ethnicity

Level	Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	White	Prefer not to say	Total
Achievements	440	21,167	293	21,900
Leavers	626	27,571	388	28,585
Rate	70%	77%	76%	77%

Care Experience

Table E.19: MA starts by self-identified care experience status and age

Age	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known
16-19	177	10,614	172	10,963	10,791	1.6%
20-24	109	5,929	100	6,138	6,038	1.8%
25+	190	10,388	196	10,774	10,578	1.8%
Total	476	26,931	468	27,875	27,407	1.7%

Table E.20: MA starts by self-identified care experience status and level

Level	Care experience	No care experience	Prefer not to say	Total	Total Known	Care Experience as % of known
SCQF 5	128	6,766	105	6,999	6,894	1.9%
SCQF 6	175	10,440	178	10,793	10,615	1.7%
SCQF 7	151	7,443	157	7,751	7,594	2.0%
SCQF 8	*	*	18	811	793	*
SCQF 9	13	1,160	8	1,181	1,173	1.1%
SCQF 10	*	*	0	49	49	*
SCQF 11	0	278	1	279	278	0.0%
VQ 3	0	11	1	12	11	0.0%
Total	476	26,931	468	27,875	27,407	1.7%

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing

Table E.21: MA starts by self-identified care experience status and gender

Gender	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by gender
Female	280	10,775	171	11,226	11,055	2.5%
Male	196	16,156	297	16,649	16,352	1.2%
Total	476	26,931	468	27,875	27,407	1.7%
% Female	59%	40%	37%	40%	40%	

Table E.22: MA Achievement rate by self-identified care experience status

Level	Care Experience	No Care Experience	Prefer not to say/Unknown*	Total
Achievements	278	20,748	874	21,900
Leavers	432	27,049	1,104	28,585
Rate	64%	77%	79%	77%

*Note we only started recording care experience information from 2015

Appendix F – Disability Monitoring Question

Disability

a) Do you have an impairment, health condition or learning difficulty?*

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

*lasting or expected to last 12 months or more

b) If you have an impairment, health condition or learning difficulty, please select all those on the list that apply.

You have a social/communication impairment such as a speech and language impairment or Asperger's syndrome/other autistic spectrum disorder, or cognitive impairment	<input type="checkbox"/>
You are blind or have a visual impairment uncorrected by glasses	<input type="checkbox"/>
You are deaf or have a hearing impairment	<input type="checkbox"/>
You have a long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	<input type="checkbox"/>
You have a mental health difficulty, such as depression, schizophrenia or anxiety disorder	<input type="checkbox"/>
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	<input type="checkbox"/>
You have a physical impairment or mobility issues, such as difficulty using your arms or using a wheelchair or crutches	<input type="checkbox"/>
You have a disability, impairment or medical condition that is not listed above	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Appendix G - MA Redundancies

Table G.1: MA redundancies in 2019/20 by Occupational Grouping

Occupational Grouping	MA Redundancies
Administration & Related	8
Animal Care, Land & Water Based	*
Automotive	20
Construction & Related	235
Creative & Cultural Skills	*
Engineering & Energy Related	29
Financial Services	*
Food & Drink	*
Hospitality & Tourism	29
Management	*
Other Manufacture	*
IT & Other Services	13
Personal Services	10
Retail & Customer Service	14
Sport, Health & Social Care	18
Transport & Logistics	10
Total	398

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing.

Table G.2: MA redundancies in 2019/20 by Local Authority

Local Authority	MA Redundancies	MAs in training as at 31 st March 2019	MA Redundancies as a proportion of in training
Aberdeen City	7	1,161	0.6%
Aberdeenshire	23	1,890	1.2%
Angus	7	915	0.8%
Argyll & Bute	6	548	1.1%
Clackmannanshire	*	*	0.6%
Dumfries & Galloway	16	829	1.9%
Dundee City	26	869	3.0%
East Ayrshire	*	*	0.3%
East Dunbartonshire	6	584	1.0%
East Lothian	9	798	1.1%
East Renfrewshire	*	*	0.9%
Edinburgh, City of	21	2,091	1.0%
Falkirk	12	1,479	0.8%
Fife	42	2,539	1.7%
Glasgow City	29	3,779	0.8%
Highland	21	2,152	1.0%
Inverclyde	5	516	1.0%
Midlothian	12	820	1.5%
Moray	10	674	1.5%
Na h-Eileanan Siar	0	230	0.0%
North Ayrshire	11	1,040	1.1%
North Lanarkshire	32	3,064	1.0%
Orkney Islands	*	*	1.6%
Perth & Kinross	8	1,005	0.8%
Renfrewshire	14	1,493	0.9%
Scottish Borders	*	*	0.5%
Shetland Islands	*	*	0.5%
South Ayrshire	15	781	1.9%
South Lanarkshire	24	2,601	0.9%
Stirling	*	*	0.5%
West Dunbartonshire	*	*	0.5%
West Lothian	15	1,277	1.2%
Outwith Area	0	99	0.0%
Total	398	38,030	1.0%

Note:

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing.

Appendix H – SCQF Diagram

THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK

This Framework diagram has been produced to show the mainstream Scottish qualifications already credit rated by SQA and HEIs. However, there are a diverse number of learning programmes on the Framework, which, due to the limitations of this format, cannot be represented here. For more information, please visit the SCQF website at www.scqf.org.uk to view the interactive version of the Framework or search the Database.



SCQF Levels	SQA Qualifications		Qualifications of Higher Education Institutions	Apprenticeships & SVQs	
12			↑	Professional Apprenticeship	
11			↑	Doctoral Degree	Graduate Apprenticeship Professional Apprenticeship SVQ
10			↑	Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship
9			↑	Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Technical Apprenticeship SVQ
8	Higher National Diploma	Professional Development Award	Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Higher Apprenticeship Technical Apprenticeship SVQ	
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate	Diploma Of Higher Education	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				