

Modern Apprenticeship Statistics

Full Year Report 2015/16

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1.0	June 2016	Original Publication
2.0	August 2016	Equalities figures added in Appendix G
2.1	October 2016	% STEM Starts aged 16-24 correction

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1. Introduction

Modern Apprenticeships (MAs) provide individuals with the opportunity to secure industry-recognised qualifications at a range of Vocational Qualification (VQ) levels while 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 from Scottish Government. For 2015/16, the letter of guidance states that 'Modern Apprenticeships are a central element of vocational education in Scotland. MAs deliver against Scottish Government's dual aims of supporting economic growth – particularly in key sectors – and providing opportunities for young people'.

Over recent years, policy priority has been placed on opportunities for young people, higher level apprenticeships (level three and above), supporting key and growth industries and supporting equal access to opportunities. As MAs are

employed, the volume and mix of starts for each MA framework is determined by employer demand.

The aim of this report is to provide an annual analysis (1st April 2015 to 31st March 2016) of the cumulative 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 performance of these Modern Apprenticeships and may be of interest to a variety of audiences including local authorities and learning providers. Key analysis provided in this report covers:

- Starts by age, level and framework grouping
- Progressions
- Time in employment before commencing MA
- In training by age, level and framework grouping
- Achievements
- Equalities data

In addition, this report also includes information on MA redundancies in 2015/16 and employer incentives to support MAs who have been made redundant in completing their Modern Apprenticeship. Information on definitions used in

this report is provided in the “Notes to Readers” section on the following page.

2. Notes to Readers

The statistics in this report are derived from data produced by the SDS National Training Programme (NTP) Reporting Team. This report covers statistics related to Modern Apprenticeships **where there is a public funding contribution** administered by SDS on behalf of the Scottish Government.

Guidance on how Modern Apprenticeship (MA) data is collected and reported is available on the SDS Corporate Website entitled [MA Quality and Methodology](#). SDS recommends that this document is read prior to any further analysis, in order to ensure the figures are interpreted correctly.

This report 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.

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.

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

The report provides a summary of the key points in 2015/16. Further information can be found through the [Supplementary Statistics Tables](#) that are available in both Excel and PDF format on the SDS website.

Any comments or suggestions regarding the content of this report are welcome and can be emailed to: user_feedback@sds.co.uk

Modern Apprenticeship Key Results 2015/16

Total Starts

25,818 Annual Target Met (25,500) 

End of Year

79%

of MA starts were **aged 16-24** (around the same as last year)

21%

aged **25+** (around the same last year)

35%

were at **level 2** (-1pp lower than last year)

65%

were at **level 3 and above** (+1pp higher than last year)



The framework groupings with the highest proportion of starts 2015/16 were



Number of Individuals who achieved their Modern Apprenticeship,

19,394

76% of the leavers in 2015/16 (+2pp on last year)

As of 31st March 2016

36,371

MAs in training

62%

the majority were **aged 16-19**

24%

aged **20-24**

14%

aged **25+**

77%

of MAs in training were at **level 3 or above** (the same as last year)

4. Key Results

Starts

- There were 25,818 starts in 2015/16 against the 25,500 annual target. The MA starts target increased this year in keeping with the Scottish Government's commitment to increase MA starts to 30,000 by 2020.
- This year, the majority of MA starts (79%) were aged 16-24, this is a continuing trend over time.
- The proportion of starts at level 3 and above has increased to 65% in 2015/16 (a rise of 1pp from last year).
- Over a third (34%) of all MA starts in 2015/16 were in STEM frameworks, 79% of STEM framework starts were aged 16-24 and 85% were at level 3 or above.
- Analysis of MA starts by Scottish Index of Multiple Deprivation (SIMD, 2012) decile shows that 24.8% of MA starts in 2015/16 lived in the 20% most deprived areas, compared to 12.9% in the 20% least deprived areas. This analysis follows a similar pattern to 2014/15.

In Training

- As at 31st March 2016, there were 36,371 MAs in training (an increase from 35,053 at the same point last year).
- The majority of MAs in training were at level 3 or above (77% - the same as last year) and 86% were aged 16-24 (the same as last year).
- 56% of MAs in training were in STEM frameworks. The majority of those in STEM frameworks were aged 16-24 (89%) and most were at level 3 or above (92%).

Achievements

- The MA achievement rate is 76% in 2015/16, 2pp higher than last year.

Equalities

- The gender breakdown of MA starts is 59% male to 41% female, the proportion of female starts increased by 1pp this year. Females accounted for 59% of the increased starts this year (336 of 571 starts).
- There was a considerable increase in the proportion of MA starts self-declaring as disabled in 2015/16 (3.9% - 3.5pp higher than last year).
- The proportion of MAs who report being from a minority ethnic group has increased each year from 1.1% in

2012/13 to 1.6% this year.

- Around 1% of all MA starts in 2015/16 self-reported having experience of being in care¹.
- Around 0.4% of MA starts in 2015/16 consider themselves to be an ex-offender.

¹ 2015/16 is the first year that this information has been collected and therefore no trend information is available.

5. Starts

There were 25,818 MA starts in 2015/16 against the 25,500 annual target. The MA starts target increased this year from 25,000 to 25,500 in keeping with the Scottish Government's commitment to increase MA starts to 30,000 by 2020. Figure 1 displays the number of MA starts over the past four years – the MA starts target has been met every year.

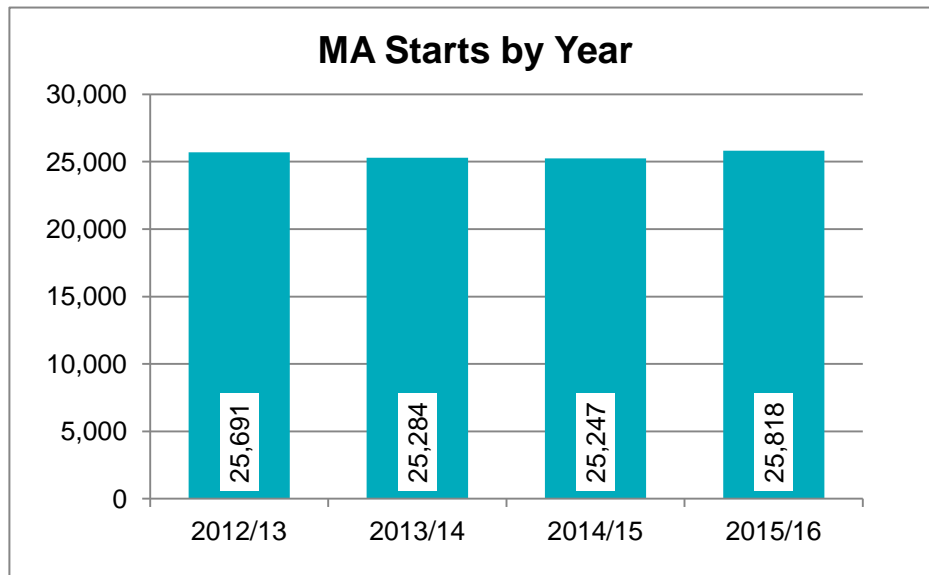


Figure 1: MA starts by year

4.1 Starts by Age

This year, the majority of MA starts (79%) were aged 16-24, highlighting a continuing trend in MA starts over time. As

shown in Figure 2, the number of starts aged 20-24 and 25+ increased this year compared to 2014/15.

Starts aged 16-19 decreased by 3 pp compared to last year, although this was only at level 2, as level 3+ starts in the 16-19 age group increased compared to last year (+42 starts, 0.5 pp). Mid-year population estimates² (National Records of Scotland) show a decrease in 16-19 year olds of almost 1% between 2014 and 2015 and almost 4% between 2012 and 2015.

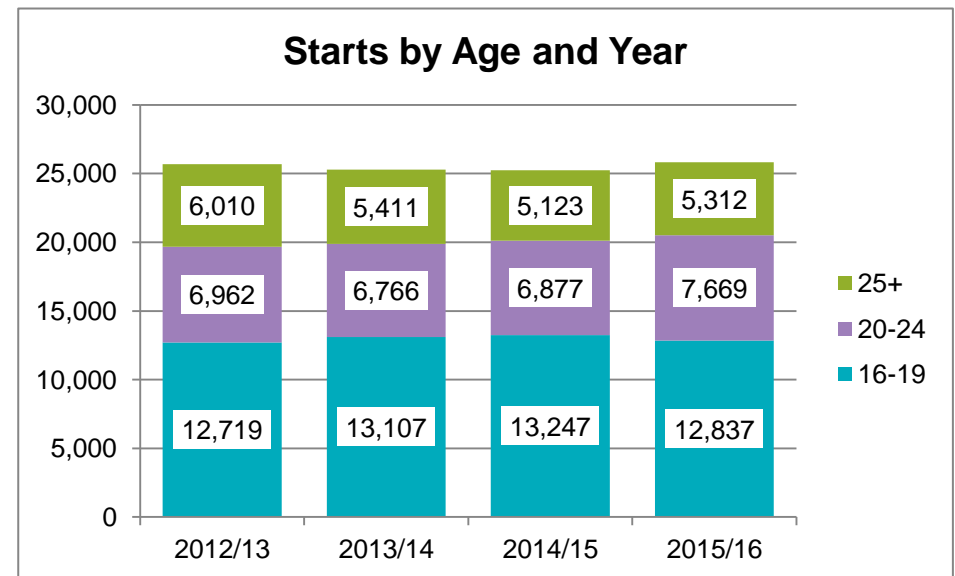


Figure 2: MA starts by age and year

² <http://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/population-estimates-time-series-data>

The number of starts aged 20-24 increased 11.5% on 2014/15 in line with the expansion of the MA programme this year.

Starts aged 25+ also increased but to a lesser extent (+ 3.7%) in accordance with MA policy priorities³.

5.2 Starts by Level

Compared to 2014/15, the number of starts at level 3 or above increased by 4%, mostly in the 20-24 age group. Since 2012/13, the number of starts at level 3 or above has increased by 12% whilst the number of starts at level 2 has decreased by 16% (see Figure 3).

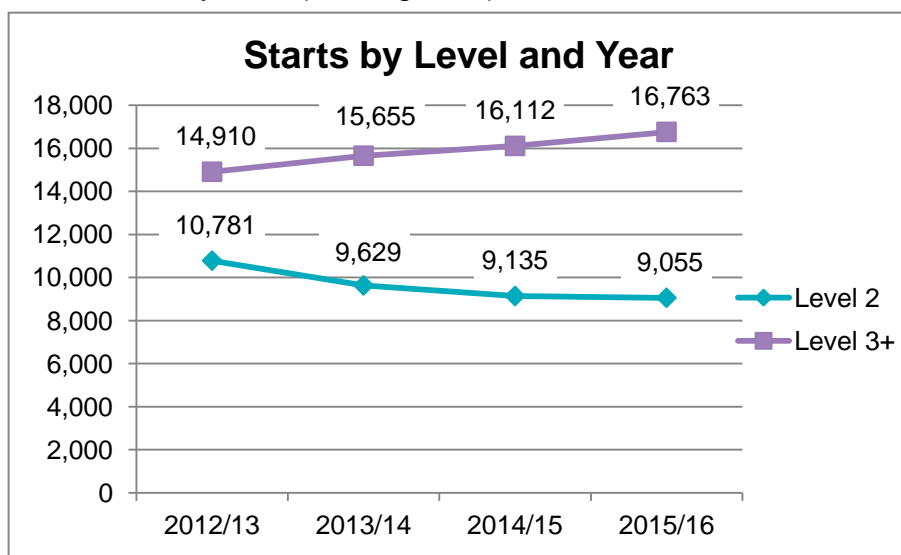


Figure 3: Starts by Level and Year

³Funding for MAs aged 25+ is only available in key sectors (e.g. Construction and Transport & Logistics)

This year, the proportion of starts at level 3 or above was 65% (+ 1pp higher than 2014/15). This reflects policy priority to 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 from one Vocational Qualification (VQ) level to the next. The overall number of progressions shows consistent improvement over time. This year there were 1,025 progressions, 16 more than the previous year (+1.6%).

Table 1: MA progressions by year

Year	Level 2 to Level 3	Level 3 to Level 4	Total
2012/13	763	2	765
2013/14	951	6	957
2014/15	991	18	1,009
2015/16	930	95	1,025

5.4 Starts by MA Framework Grouping

Figure 4 shows the number of MA starts in 2015/16 by framework grouping⁴. It is important to note that the number of starts in each framework grouping reflects employer demand and is also managed in line with government priorities.

The top four framework groupings with the highest volume of starts have remained the same each year since 2012/13:

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

Appendix B Table 4 shows the change in MA starts by framework grouping over time. This reflects changes in the economy, for example, Engineering & Energy starts increased

⁴ Classifications may be changed due to ongoing refinement and changes to frameworks each year. For the purpose of this report, framework grouping was defined by categorising the high level framework titles. This means that an MA on a management framework will fall into the “Management” grouping regardless of the sector they are employed in. This analysis may differ from other estimations of framework grouping – for example, in the case of the Audit Scotland MA Report (March 2013). Details of the frameworks that fit into each grouping are available on the statistics section of the SDS corporate website.

by 15.2% between 2012/13 and 2015/16. Construction related starts increased by 17.5% over the same period.

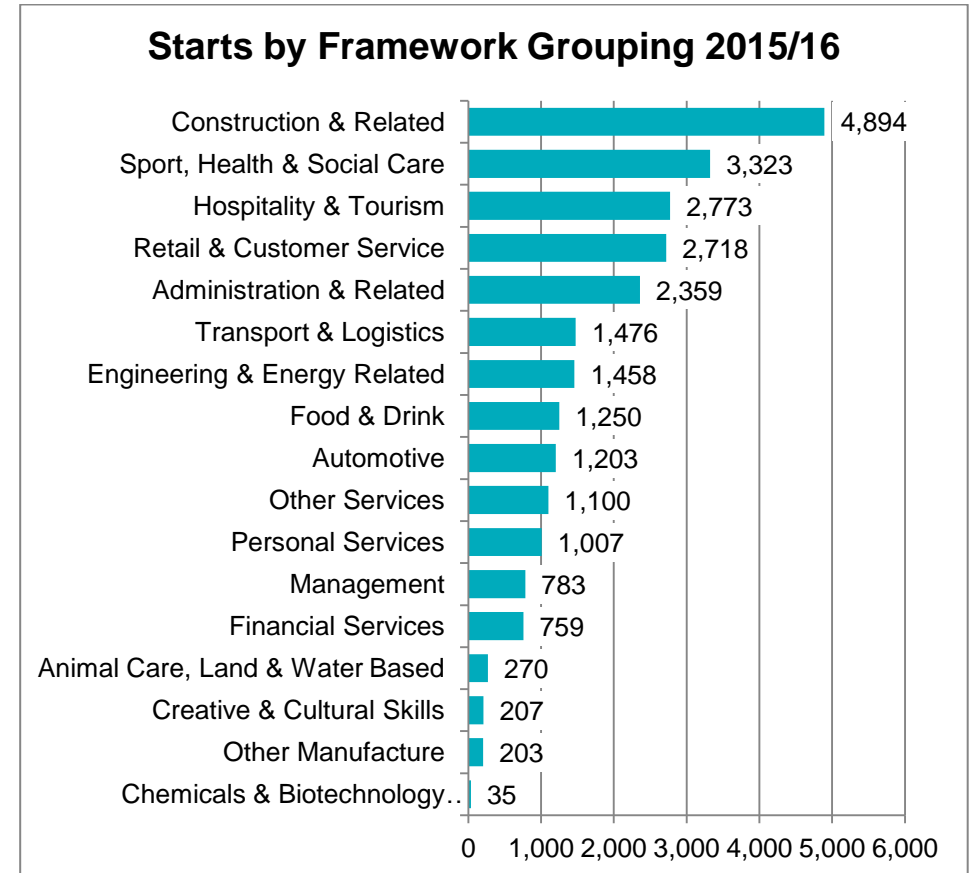


Figure 4: MA starts by framework grouping 2015/16

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

Recent work has looked at the content of frameworks and produced a list of frameworks that can be considered Science, Technology, Engineering or Maths related. This list is subject to change each year as frameworks are revised. The current list is available in Appendix A.

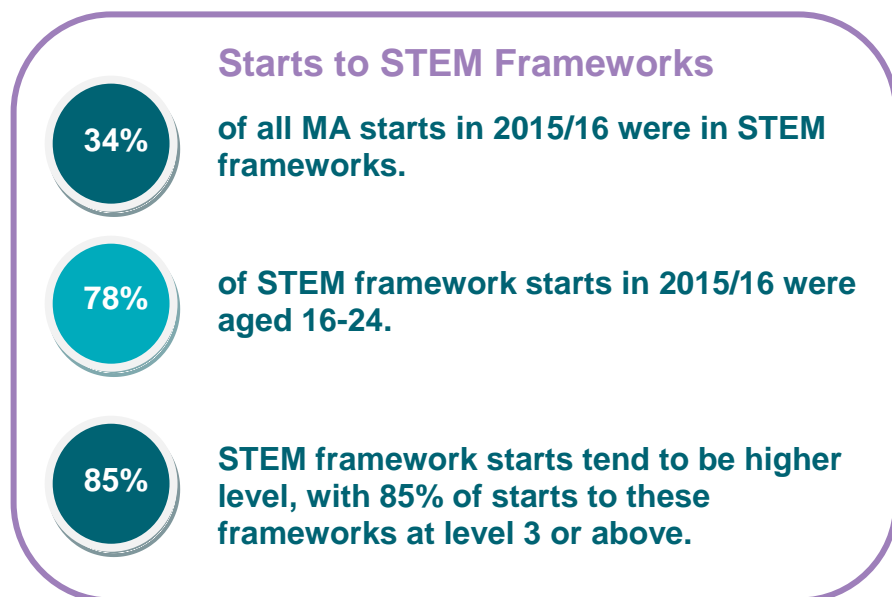


Figure 5: MA starts to STEM frameworks

5.6 Starts by Local Authority

Appendix B Table 5 details the number of MA starts by Local Authority (LA). Unlike the Employability Fund, Modern Apprenticeships are not allocated on a Local Authority basis. The distribution of MAs across Scotland is based on a combination of demand from employers and policy priorities.

5.7 Starts by SIMD decile

Analysis of MA starts in 2015/16 by Scottish Index of Multiple Deprivation (SIMD, 2012) involved matching of MA postcodes (based on home address) to SIMD (2012) data.

Figure 6 shows 12.5% of MA starts in 2015/16 live in the 10% most deprived areas in Scotland⁵. The analysis shows 24.8% of MA starts in 2015/16 lived in the 20% most deprived areas, compared to 12.9% in the 20% least deprived areas. This analysis follows a similar pattern to 2014/15.

Analysis of school leaver destinations by SIMD area (Scottish Funding Council – Measures for Success, 2015) shows that in 2012/13, individuals from the 20% most deprived areas had a lower average SCQF tariff score⁶ and a lower percentage of positive destinations on leaving school compared to those from other areas.

⁵ 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. <http://simd.scotland.gov.uk/publication-2012/simd-2012-results/overall-simd-results/key-findings>

⁶ Tariff scores are given to each qualification for example, an advanced higher at Grade A would be worth 120 points. Scottish Funding Council – Learning for all, 2015. <http://www.sfc.ac.uk/PublicationsStatistics/reportspublications/reportspublications.aspx>

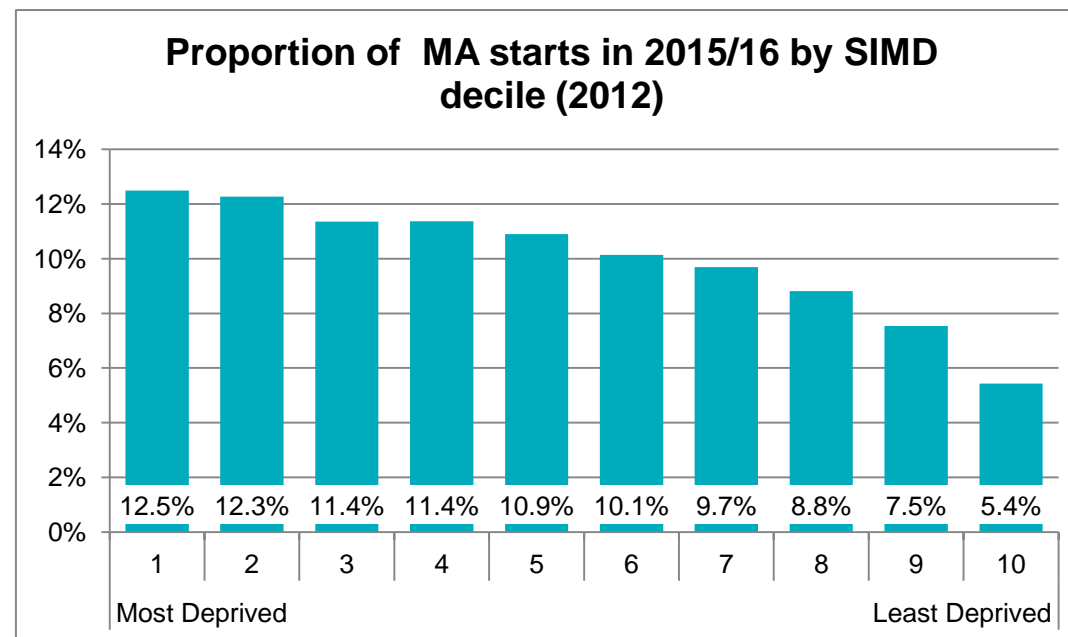


Figure 6: MA starts in 2015/16 by SIMD (2012) decile

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 this year by how long they were with their employer before commencing their MA.

- 58% of MA starts began their training within six months of starting with their employer (the same proportion as 2014/15).
- 29% started their training after being employed for 13 months or more.

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

Time in employment	MA starts 2015/16	% of known
0 - 6 months	14,969	58%
7 - 9 months	1,859	7%
10 - 12 months	1,456	6%
13 months +	7,358	29%
Total known	25,642	100%
Unknown	176	-

Appendix B Tables 7 and 8 show the number of starts in 2015/16 by time in employment, age and level. The key points are:

- MAs at levels 2 and 3 were more likely to be in employment for less than 6 months before starting their

training whereas level 4 and 5 starts were more likely to be employed for 13 months or more.

- 80% of MA starts aged 16-19 were in employment for less than 6 months before starting their training (the same as last year).
- Older MA starts (25+) were more likely to be employed for 13 months or more before starting their training (62%).

This trend was also reflected in a recent SDS survey ([MA Employer Survey, 2015](#)), where just over half of employers surveyed 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 SDS [MA Individual Outcome survey](#) in 2012 found that 70% of MAs under 25 had either been recruited specifically 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 particular point in time - in this case, it is as at the end of the financial year. At the snapshot point, the number can be affected by a delay in starts being approved or a delay in providers entering new start or leaver details onto the system. The mix of starts in each framework also affects the total at the snapshot point as frameworks differ in duration. Appendix C details MAs in training by age, level and framework grouping. The key points are:

- The number of MAs in training as at the end of Q4 increased, from 35,053 at the end of 2014/15 to 36,371 at the end of 2015/16.
- 77% were at level 3 or above (the same as last year).
- 62% of MAs in training were aged 16-19 (1.4 pp less than last year); 86% were aged 16-24 (the same as last year).
- As shown in Figure 7, Construction & Related and Engineering & Energy Related were the groupings with the most MAs in training as at the end of 2015/16, reflecting the typically longer duration of MAs in these groupings.

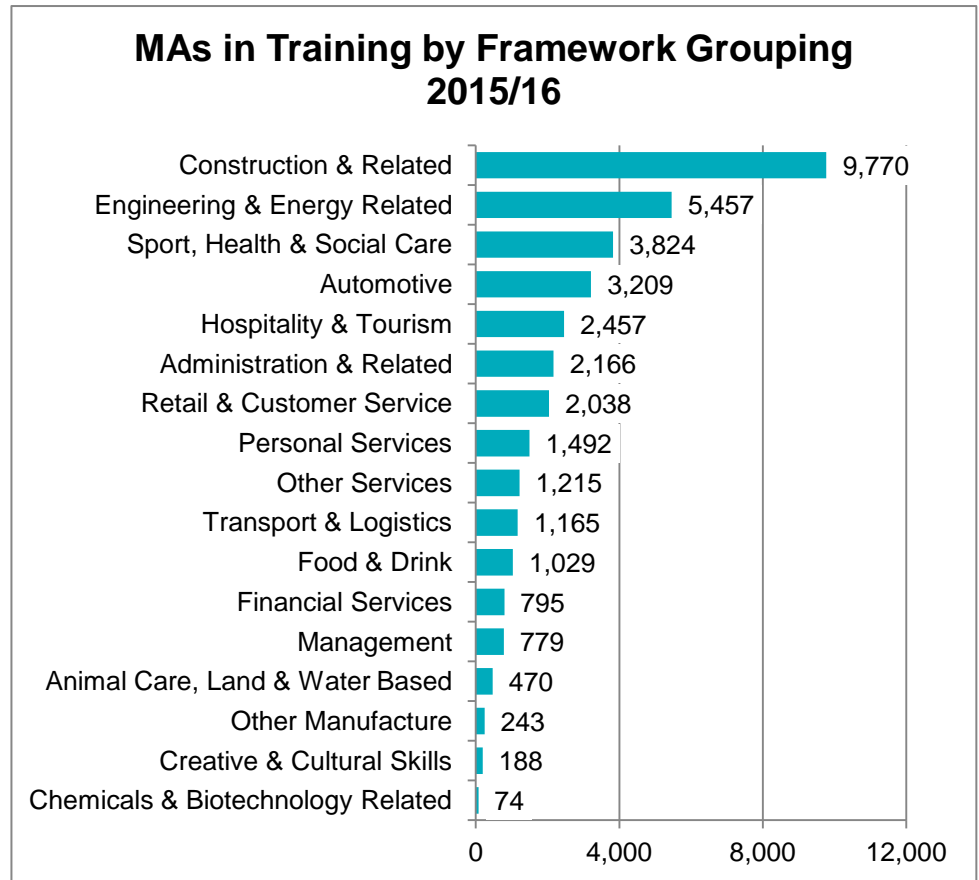


Figure 7: MAs in training by framework grouping 2015/16

STEM in Training

- 56% of MAs in training were in STEM frameworks (based on the agreed STEM list, Appendix A). The majority of those in STEM frameworks were aged 16-24 (89%) and most were at level 3 or above (92%).

7.1 MAs and Local Employment

Further analysis considered the average number of MAs in training in 2015/16⁷ compared to the number of 16-24 year olds in employment⁸ (from Annual Population Survey, December 2015). In Scotland, 9.0% of 16-24 year olds in employment are Modern Apprentices, around the same as last year (9.2% in 2014/15). 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 17.5%, double the national average.⁹

⁷ This analysis used an average of the in 16-24 training figure as at the end of each quarter in 2015/16

⁸ Employed status from the Annual Population Survey (December, 2015) includes all individuals that work (full time or part-time). For example, this could include students that work part-time. Therefore this graph should be taken as an indication only.

⁹ It should be noted that in some LA areas e.g. Edinburgh, higher levels of school leavers enter HE/FE. In addition, some LAs have smaller numbers of 16-24 year-olds in employment, relative to the number of 16-24 MA starts. This was the case in Clackmannanshire.

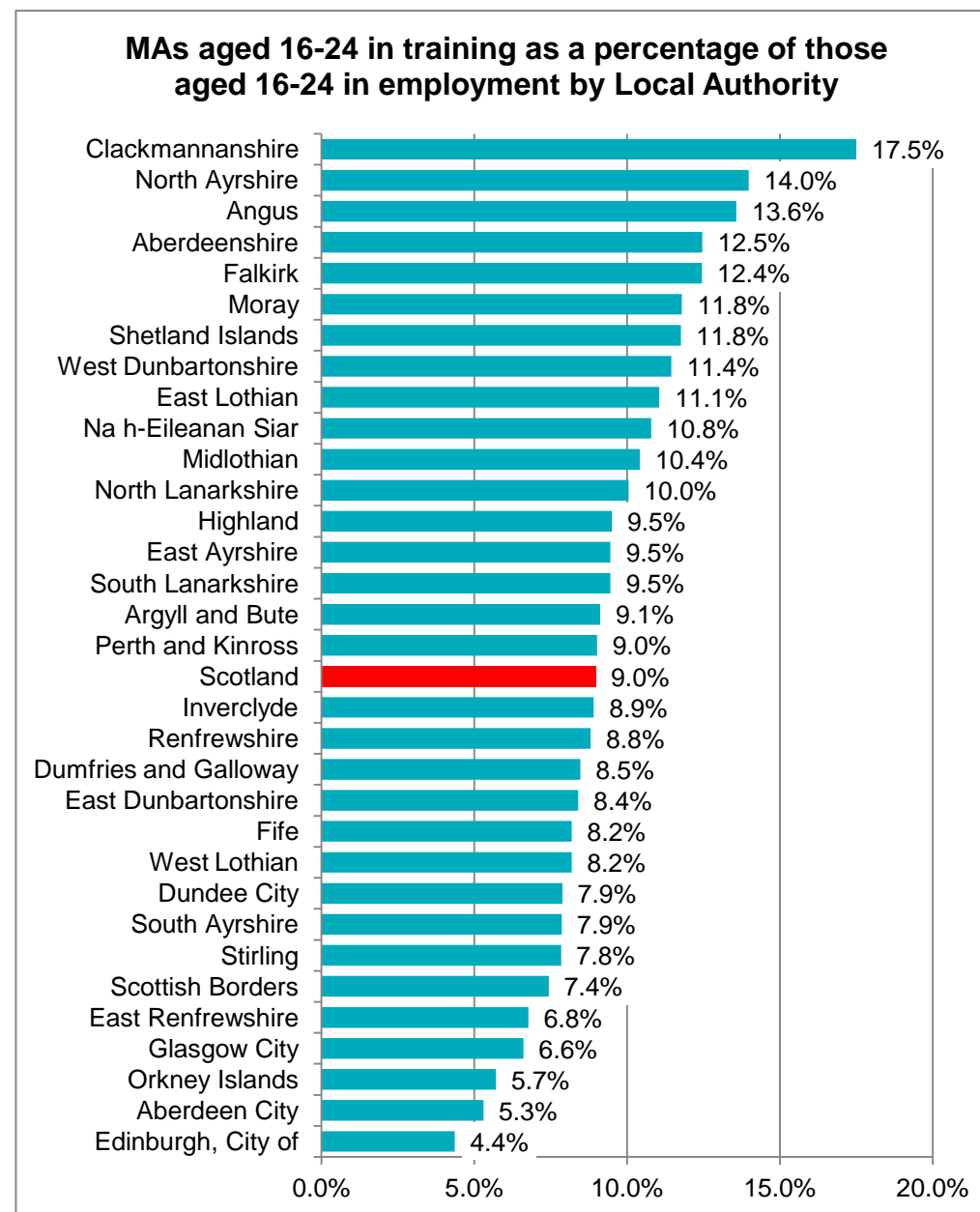


Figure 8: Number of MAs aged 16-24 as a proportion of 16-24 year olds in employment

8. Achievements

MAs are counted as leavers where a leaving date is entered in the financial year and the MA has not rejoined the programme within 8 weeks. The exception to this rule is where an MA achieves and progresses to higher level MA – this leaver is counted regardless of the re-start timescale but the individual is not counted as a new start.

Achievements are counted when a claim for payment has been made and approved in the financial year. Therefore, the achievement rate¹⁰ is the number of certificated leavers registered in the financial year as a percentage of all MAs registered as leavers on the system.

The number of achievements as a proportion of all leavers was 76% in 2015/16, 2 pp higher than last year. Table 3 shows the number of achievements as a percentage of all leavers over the last six years.

A degree of fluctuation in the achievement rate is normal due to a variety of reasons. For example, the most commonly

¹⁰ This rate may be higher than 100% in some instances where the number of achievements exceeds the number of leavers. This occurs when a Provider has entered leaver details on the recording system in one financial year and claimed for the related achievement in the next.

cited reason for an individual not completing their MA is finding a better job.¹¹

Table 3: Achievements and leavers by year

Year	Achievements	Leavers	Achievements as a % of all leavers
2012/13	19,921	25,952	77%
2013/14	20,576	26,865	77%
2014/15	19,387	26,258	74%
2015/16	19,394	25,619	76%

Completing an MA is a significant time investment for a young person as the longest duration frameworks can take around four years to achieve. Research conducted by the Organisation for Economic Co-operation and Development (OECD) shows that young people (aged 16-24) tend to stay in jobs for much less time than older people (42% of young people stayed in their job for less than one year, compared to 15% across all ages)¹².

¹¹ Other sources have shown that 19% of non completers reported finding a better job as their reason for leaving an MA. A better job was defined as: a better paid job, one with better terms and conditions or one more in line with long – term aspirations ([MA Outcomes Survey](#), 2012).

¹² Organisation for Economic Co-operation and Development http://stats.oecd.org/Index.aspx?DataSetCode=TENURE_AVE

8.1 Achievements by Age

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

- There was an increased achievement rate for those aged 16-19 and 20-24 this year compared to 2014/15 (2.3 pp and 3.3 pp increase respectively).
- The achievement rate for those aged 25+ decreased very slightly this year to 79% (-1pp) but remains higher than the rate for younger age groups.

8.2 Achievements by Level

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

- The level 2 rate has improved such that it is now in line with level 3+ (76% for level 2 and for level 3+).

8.3 Achievements by Framework Grouping

Appendix D Table 3 shows achievements and leavers by framework grouping for 2015/16. The framework groupings with a high volume of starts and MAs in training also have the highest number of achievements each year.

- The Construction & Related grouping had the highest number of achievements registered in 2015/16 at 3,081 - 77% of the number of leavers counted this year (reflecting the scale of this framework grouping).
- The Food & Drink framework grouping had the highest achievements as a percentage of leavers (84%) followed by Creative & Cultural Skills (83%).

8.4 Achievements by Local Authority

Appendix D Table 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.

9. Equalities

SDS is committed to equality of opportunity within Modern Apprenticeships. Our Equalities Action Plan¹³ details the active steps we are taking, in conjunction with partners, to increase participation in Modern Apprenticeships specifically, with a particular focus on gender, ethnicity, disability and individuals with care experience. As part of this, we are also working to improve our understanding of barriers to participation amongst these groups, issues around self declaration, and how we might further improve the monitoring of participation levels in Modern Apprenticeships. Our commitment to improving equality of access includes open and transparent reporting of equality data. **Additional tables showing MA starts by equalities characteristics are available in Appendix G.**

9.1 Gender

There were 10,505 female MA starts in 2015/16, 3.3% higher than last year. The number of male starts also increased although to a lesser extent (1.6%) (see Figure 9).

¹³https://www.skillsdevelopmentscotland.co.uk/media/40691/2869_sds_equalities_action_plan_digital_v7.pdf

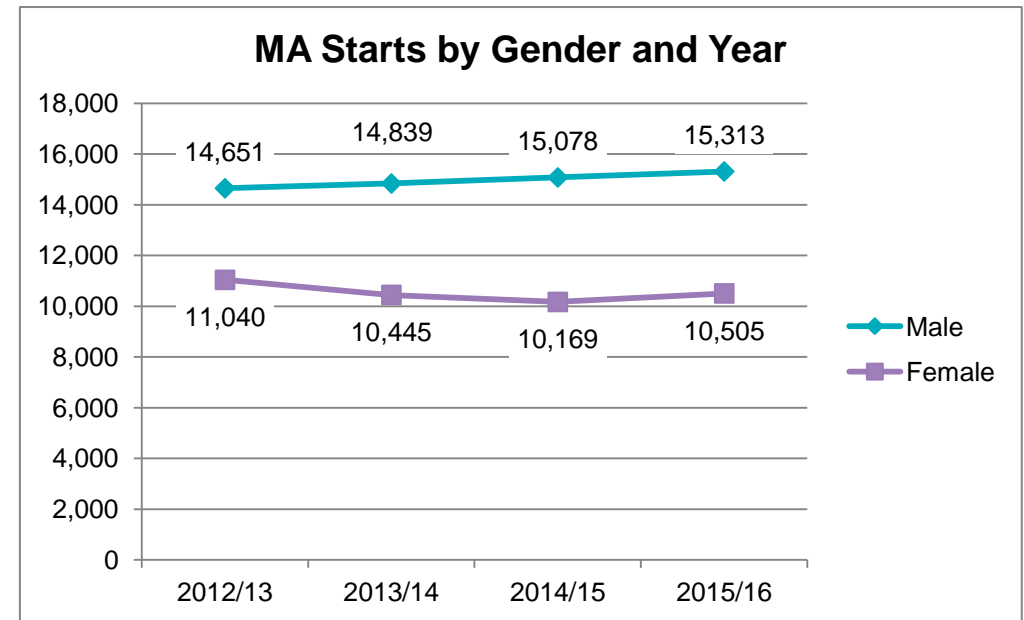


Figure 9: MA Starts by Gender and Year

The overall number of starts increased this year in line with the expansion of MAs; with females accounting for 59% of the increased starts (336 of 571 starts).

Table 4 shows the proportion of MA starts by gender and year. In each of the past four years, the proportion of female starts has remained lower than males. This year, there was an increase in female starts at level 3+ (+ 435 starts, + 8%) and a decrease at level 2 by - 2% (-99 starts) compared to last year.

Table 4: Proportion of female and male starts by year

Year	Female	Male	Total
2012/13	43%	57%	100%
2013/14	41%	59%	100%
2014/15	40%	60%	100%
2015/16	41%	59%	100%

One of the KPI measures in Scotland’s Youth Employment Strategy (2015)¹⁴ related to apprenticeships is to reduce the number of frameworks with a 75:25 gender balance (or worse) to 60% of frameworks by 2021. In 2015/16, 74% of MA frameworks had a gender balance of 75:25 or worse. This is a long-term target which relies on the shift of deeply engrained social and cultural factors. In 2015/16, nearly three-quarters (74%) of MA frameworks had a gender balance of 75:25 or worse. If frameworks with a small number of starts (11 of the 81 frameworks had less than 10 starts in 2015/16) are excluded from the calculation, 70% of the remaining MA frameworks had a gender balance of 75:25 or worse in 2015/16. SDS continues to undertake a range of activities to contribute towards addressing gender imbalance and our *Equalities Action Plan for Modern Apprenticeships in Scotland* sets out how we will continue to monitor against the

¹⁴ <http://www.gov.scot/Resource/0046/00466386.pdf>

existing KPI and begin to develop, with partners and gender equality groups, a range of indicators that demonstrate progress in addressing the strong gender bias in some MA frameworks.

To provide some 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 Participation Measure for 16-19 year olds in Scotland (SDS, 2015) shows that:

- Females aged 16-19 are more likely to participate in education than males (71.6% of females aged 16-19 participating in education in comparison with 62.7% of males).
- Conversely, males are more likely to participate in employment than females (21.1% compared to 15.0% respectively).
- Males are also more likely to be unemployed than females (5.9% of males and 3.8% of females).

Gender preferences are also evident in entry to higher and further education, with 60% of university entrants and 51% of college entrants being female in 2014/15¹⁵. Table 5 shows

¹⁵ [SFC Gender Action Plan - Interim report](#) (February 2016)

that MAs are more appealing to males whereas university in particular attracts more females.

Table 5: Proportion of males and females entering MAs compared to University and College.

Gender	MAs	University	College
Male	60%	40%	49%
Female	40%	60%	51%
Total	100%	100%	100%

Source: SFC Gender Action Plan – Interim report Feb 2016

Appendix E Table 2 shows the number of male and female starts for each SDS framework grouping in 2015/16.

The Annual Population Survey (APS, December 2015) shows that the most gendered occupations for young people are Skilled Trades (89% male) and Caring, Leisure and Other Services (82% female). This is reflected in MA frameworks as 98% of starts to the Construction & Related grouping were male and 84% of starts to Sports, Health and Social Care grouping were female.

The number of achievements certified in each financial year as a percentage of the leavers registered in the same year is the same for both males and females in 2015/16 (76%)

(Appendix E, Table 4), a trend that has remained stable over the last two years.

9.2 Disability

As shown in Figure 1, 3.9% of MAs in 2015/16 self declared that they were disabled. This has risen from 0.4% in 2014/15. In 2015/16, we put in place a number of measures to promote equality of access to Modern Apprenticeships and the reporting of equalities information. This included a new Equalities Monitoring Form that captured equalities information alongside additional guidance to support individuals to declare if they were disabled. This new reporting mechanism, alongside other proactive interventions undertaken by SDS with partners is likely to have contributed to an increase in disability declaration in 2015/16.

There are complexities in reporting on participation by disabled groups as we identified in our quarter 4 report last year.¹⁶ Since then, we have reviewed comparable disability

¹⁶ For example, Riddell et al (2010) found that students in the UK were willing to disclose their disability while at university in order to receive additional support but chose not to disclose to a subsequent employer (Riddell et al (2010) Disability, Skills and Employment: a review of recent statistics and literature on policy and initiatives, EHRC research report 59). In addition, feedback from our contractor base indicates that, as MAs are employees, some may be reluctant to highlight disability to their employers

figures and identified that these are likely to be influenced by a range of factors including the way the information is collected and the willingness of individuals to identify themselves as disabled. This also revealed that a comparison between sources could be misleading due to differences in data collection methods, the nature of the question asked, and that the disability rate among MAs was probably higher than that self-declared. We will continue to monitor our own data against comparators and closely monitor self disclosure rates.

Last year, SDS also commissioned the Equalities Challenge Unit (ECU) to identify how best to support disability self disclosure. Their recommendations included further changes to our [monitoring questions](#) from April 2016, suggestions for supporting disability disclosure among MAs and improvements in engagement and support for work with employers. Details of these recommendations and how they are being implemented and a discussion paper on the complexities of reporting and comparing disability information can be found on our website.¹⁷ We will continue to work to

increase the participation of disabled people in Modern Apprenticeships and to support MAs to disclose if they are disabled.

(Skills Development Scotland (2015) Modern Apprenticeship Statistics: Full Year Report 2014/15).

¹⁷ <https://www.skillsdevelopmentscotland.co.uk/media/41539/modern-apprenticeships.docx>.

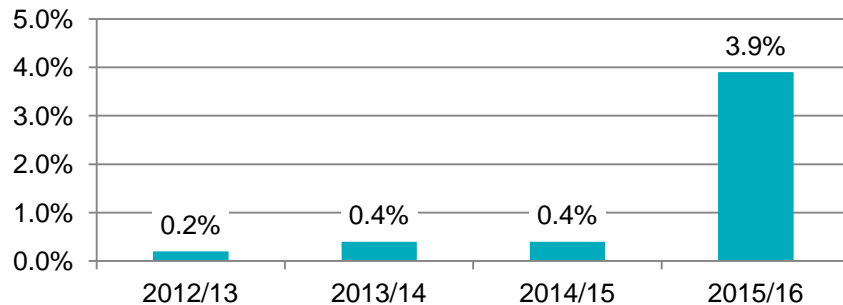
Disability

3.9%

of MA starts declared they were disabled in 2015/16, considerably higher (3.5 pp) than last year

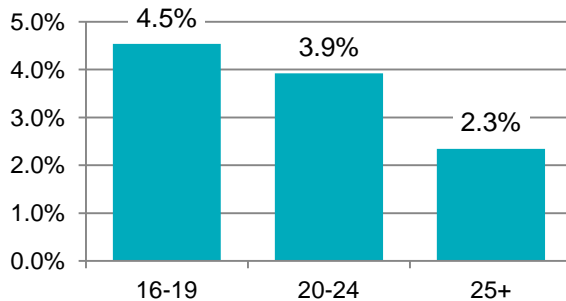
The proportion of MA starts self declaring as disabled is lower than the percentage of those aged 16-24 who are disabled in the general population (12.1%) (APS, January to December 2015). The proportion of 16-24 year olds in work who are disabled is 8.6%. To provide additional context, the recently published Scottish Survey Core Questions (SSCQ, 2014 published May 2016) show the proportion of 16-24 year olds with a long term limiting physical or mental health condition is 8.9%.

% MA starts self declaring as disabled



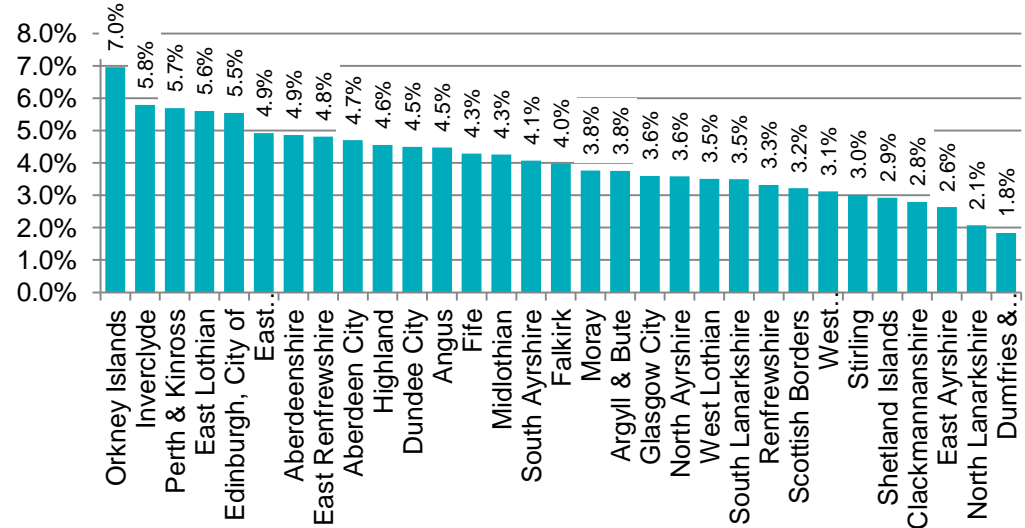
MA starts self declaring as disabled increased considerably in 15/16 and is the highest rate recorded over the last four years.

% MA starts self declaring as disabled by age 2015/16



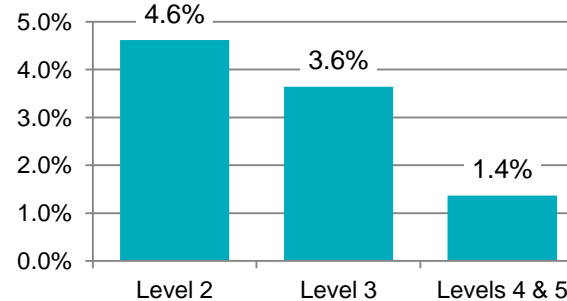
The highest proportion of MA starts self declaring as disabled is in the 16-19 age range (4.5%).

Percentage of MA starts self declaring as disabled by Local Authority* 2015/16



* Local Authority based on Trainee's home address. Na h-Eileanan Siar excluded from chart due to disclosure control. The proportion of MAs self declaring as disabled in Local Authority areas ranges from 1.8% to 7.0%, the median is 4.0%.

% MA starts self declaring as disabled by level 2015/16



The highest proportion of MA starts self declaring as disabled is at level 2 (4.6%)

Figure 10: MA disability infograph

9.3 Ethnicity

All MAs are asked to provide information about their ethnicity. Again, this is on a self-declaration basis and MAs can opt out of providing this information. The proportion of MAs who report being from an ethnic minority group¹⁸ has increased each year since 2012/13 to 1.6% this year. According to the Annual Population Survey (Jan - Dec, 2015) 5.2% of 16-24 year olds in Scotland report being from a ethnic minority group¹⁹ (3.6% of 16-24 year olds in employment). According to the [SSCQ](#) (2014), 4.9% of 16-24 year olds in Scotland are from a minority ethnic group.

From the [Participation Measure](#) we know that 16-19 year olds from a minority ethnic background are more likely to be participating in education than those who are not from a minority ethnic background (91.4% compared to 66.2% respectively). As a result, 16-19 year olds from a minority ethnic background have lower representation in employment

¹⁸ Ethnic Minority group is taken from the following categories of the Equalities Monitoring form: Asian (including Asian Scottish and Asian British): Black background (including Black Scottish & Black British): Mixed ethnic background and Other ethnic background.

¹⁹ Ethnic Minority group is taken from APS variable ETH11S=ethnic group (Scotland). Includes all those stating they were of a non-white ethnic group.

than those who do are not from a minority ethnic background (7.7% compared to 18.8% respectively).

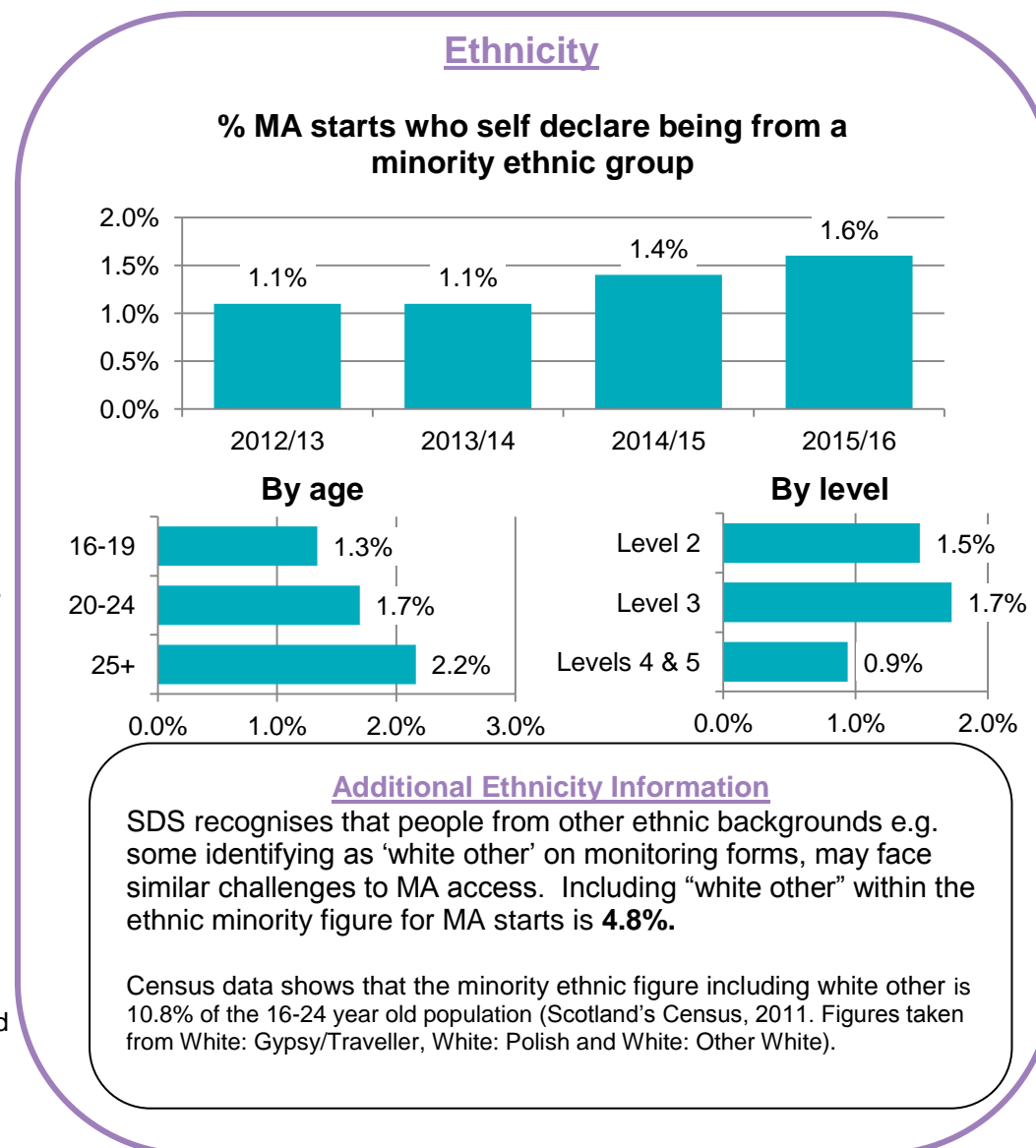


Figure 11: MA ethnicity infographic

9.4 Equality of Access

In line with our commitment to improve both equality of access and the openness and transparency of our equalities reporting, we started collecting self-declared information on care leaver and ex-offender information from MA participants in 2015/16.

Care Experience



Around 1% of MA starts in 2015/16 self declared having experience of being in care.

(2015/16 is the first year that this information has been collected and therefore no trend information is available)

The Annual Population Survey (APS) does not produce figures on the proportion of the population who are care leavers or have had care experience in Scotland. Data on looked after children and Scottish population data exists separately, and an accurate comparator population figure cannot be derived from these. The data available on the subject suggests that around 1.4% of the 16-21 year old population in Scotland is currently looked after or a care leaver, although this is only an approximation¹⁹. **In 2015/16, 1% of MA starts aged 16-21 reported having care experience**

Figure 12: MA care experience infograph

²⁰ This figure is derived from [Children's Social Work Statistics](#) on the number of young people who remain looked after beyond age 16 (Taken from Additional Tables, Table 3.2 Characteristics of children looked after by local authority, 31st July 2015, Children aged 16 or over); and young people who cease to be looked after beyond minimum school leaving age and eligible for aftercare services i.e. care leavers (Taken from Additional Tables, Table 3.5: Young people eligible for aftercare services, percentage receiving aftercare and percentage in employment, education or training, by local authority, 31 July 2015), alongside the population total for 16-21 year olds in Scotland from the NRS. This should not be taken as an exact figure for a number of reasons which include: the social work statistics are only reflective of one day, 31 July 2015, in that year; there are likely to be individuals within the social work statistics data cited above that are under 16 and over 21 and therefore does not exactly match the population data; and it does not capture the total figures for individuals who have ever been 'in care'.

Ex- Offenders



of MA starts in 2015/16 consider themselves to be an ex-offender.

No comparison data for Scotland is currently available.

Figure 13: MA ex-offender infograph

10. Redundancies

Figure 14 shows the number of MA redundancies registered on the CTS system from 2012/13. The number of redundancies has decreased each year since 2012/13 to 417 in 2015/16.

Appendix F Table 1 shows the number of MAs made redundant in 2015/16 by framework grouping. Construction and Related had the highest number of MA redundancies at 179. Engineering and Energy Related has the second highest number of redundancies at 105. This is as expected due to the high volume of starts within these groupings and changes in the Oil & Gas industry. A table detailing the number of MA redundancies in 2015/16 by Local Authority is available in Appendix F (Table 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 2015/16 there were 244 approved applications to the Adopt an Apprentice programme (including 26 approved applications in Oil & Gas companies).

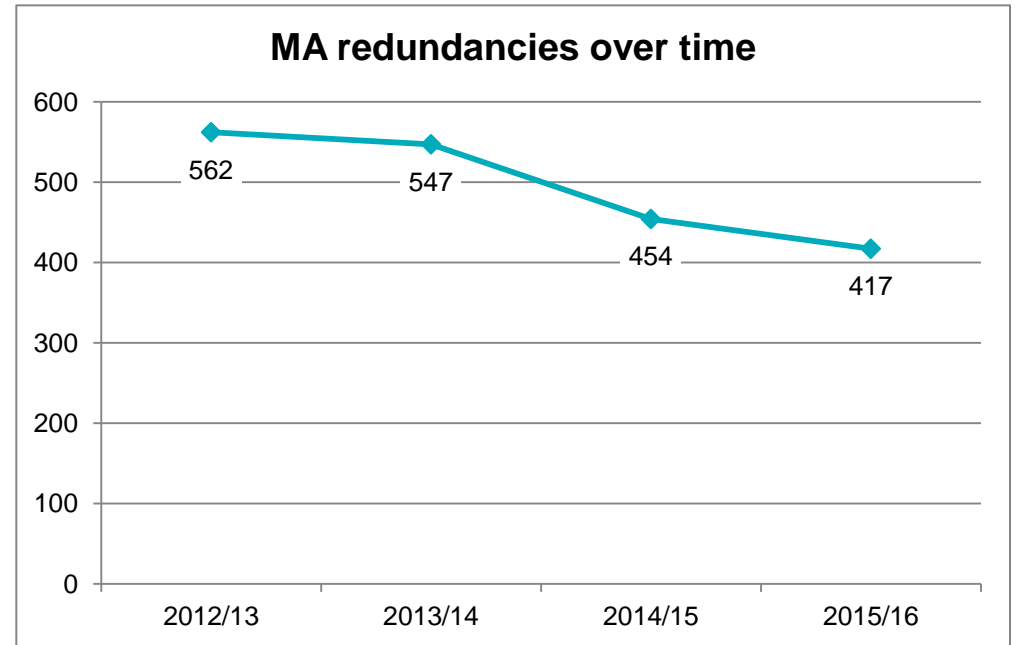


Figure 14: MA redundancies over time

12. Concluding Remarks

This report provides analysis of publicly funded Modern Apprenticeship activity up to the end of the 2015/16 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: List of Science, Technology, Engineering and Math (STEM) Frameworks 2015/16

(List agreed with Scottish Government)

STEM frameworks list

Agriculture
Aquaculture
Automotive
Biotechnology
Bus and Coach Engineering and Maintenance
Construction
Construction: Building
Construction: Civil Engineering
Construction (Craft Operations)
Construction: Professional Apprenticeship
Construction: Specialist
Construction: Technical
Construction: Technical Apprenticeship
Creative and Digital Media
Dental Nursing
Electrical Installation
Electronic Security Systems
Electrotechnical Services
Engineering
Engineering Construction
Equine
Gas Heating & Energy Efficiency
Gas Heating and Energy Efficiency
Gas Industry
Heating, Ventilation, Air Conditioning and Refrigeration
Horticulture
Industrial Applications
Information & Communication Technologies Professionals
Information Security
IT and Telecommunications
Land-based Engineering
Life Sciences
Life Sciences and Related Science Industries
Network Construction Operations (Gas)
Oil and Gas Extraction
Pharmacy Services
Plumbing

Polymer Processing
Power Distribution
Process Manufacturing
Process Manufacturing
Rail Engineering
Trees and Timber
Upstream Oil and Gas Production
Water Industry
Water Treatment Management
Wind Turbine Installation and Commissioning
Wind Turbine Operations and Maintenance

Appendix B - MA Starts

Table 1: MA starts by level and year

Year	Level 2	Level 3+	Level 3	Level 4	Level 5	Total
2012/13	10,781	14,910	14,339	496	75	25,691
2013/14	9,629	15,655	14,805	726	124	25,284
2014/15	9,135	16,112	15,469	547	96	25,247
2015/16	9,055	16,763	15,803	862	98	25,818

Figures in bold are for reference only and are not included in the totals.

Table 2: MA starts by age and year

Year	16-19	20-24	25+	Total
2012/13	12,719	6,962	6,010	25,691
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

Table 3: Starts by age and level for 2012/13 – 2015/16

Level	Age	2012/13	2013/14	2014/15	2015/16
Level 2	16-19	5,705	5,506	5,246	4,794
	20-24	2,887	2,482	2,368	2,634
	25+	2,189	1,641	1,521	1,627
Level 3	16-19	7,013	7,596	7,978	7,989
	20-24	4,052	4,217	4,410	4,861
	25+	3,274	2,992	3,081	2,953
Level 4	16-19	1	5	23	54
	20-24	23	67	98	171
	25+	472	654	426	637
Level 5	16-19	0	0	0	0
	20-24	0	0	1	3
	25+	75	124	95	95
Total		25,691	25,284	25,247	25,818

Table 4: Starts by framework grouping and year

Framework Grouping	2012/13	2013/14	2014/15	2015/16*
Administration & Related	2,062	2,175	2,451	2,359
Animal Care, Land & Water based	408	470	394	270
Automotive	911	1,051	1,118	1,203
Chemicals & Biotechnology Related	58	57	65	35
Construction & Related	3,787	4,435	4,409	4,894
Creative & Cultural Skills	270	269	319	207
Engineering & Energy Related	1,805	1,816	1,704	1,458
Financial Services	219	429	502	759
Food & Drink	1,212	1,023	1,064	1,250
Hospitality & Tourism	3,296	3,279	2,940	2,773
Management	1,100	1,034	829	783
Other Manufacture	0	31	26	203
Other Services (including ICT prof.)	537	609	845	1,100
Personal Services	1,119	996	965	1,007
Retail & Customer Service	3,511	3,072	2,886	2,718
Sport, Health & Social Care	3,338	3,008	3,047	3,323
Transport & Logistics	2,058	1,530	1,683	1,476
Total	25,691	25,284	25,247	25,818

* Framework Groupings have changed slightly in 2015/16.

Table 5: Starts by local authority and year

Local Authority	2012/13	2013/14	2014/15	2015/16
Aberdeen City	952	913	920	878
Aberdeenshire	1,305	1,258	1,253	1,083
Angus	654	668	622	643
Argyll & Bute	296	331	297	333
Clackmannanshire	329	287	297	289
Dumfries & Galloway	894	707	753	765
Dundee City	716	714	723	718
East Ayrshire	664	681	615	727
East Dunbartonshire	437	395	398	369
East Lothian	387	417	474	503
East Renfrewshire	262	271	303	293
Edinburgh, City of	1,427	1,465	1,495	1608
Falkirk	963	913	899	918
Fife	1,613	1,927	1,568	1,734
Glasgow City	2,900	2,752	2,745	2,710
Highland	1,229	1,158	1,269	1,321
Inverclyde	368	382	404	386
Midlothian	427	412	422	427
Moray	452	429	455	488
Na h-Eileanan Siar	93	119	108	88
North Ayrshire	786	838	889	844
North Lanarkshire	2,126	2,005	2,074	2,146
Orkney Islands	92	108	65	120
Perth & Kinross	709	752	742	874
Renfrewshire	943	921	987	944
Scottish Borders	343	352	407	387
Shetland Islands	123	129	139	142
South Ayrshire	522	520	472	495
South Lanarkshire	1,744	1,545	1,674	1644
Stirling	449	437	406	411
West Dunbartonshire	624	581	545	613
West Lothian	805	839	783	837
Outwith Area*	57	58	44	80
Total	25,691	25,284	25,247	25,818

*MAs with a home postcode outwith Scotland

Table 6: MA starts in 2015/16 by SIMD decile

	SIMD decile	MA starts 2015/16	% of total with known SIMD decile
Most deprived	1	3,172	12.5%
	2	3,116	12.3%
	3	2,884	11.4%
	4	2,888	11.4%
	5	2,767	10.9%
	6	2,575	10.1%
	7	2,462	9.7%
	8	2,238	8.8%
	9	1,916	7.5%
Least deprived	10	1,380	5.4%
	Known	25,398	98%
	Not Known	420	2%
Grand Total		25,818	

Table 7: Time in employment by age 2015/16

Time	16-19	20-24	25+	Total
0-6 months	10,267	3,427	1,275	14,969
7-9 months	739	747	373	1859
10-12 months	526	584	346	1456
13 months +	1,228	2,862	3,268	7,358
Known	12,760	7,620	5,262	25,642
Not Known	77	49	50	176
Total	12,837	7,669	5,312	25,818

Table 8: Time in employment by level 2015/16

Time	Level 2	Level 3	Level 4	Level 5	Total
0-6 Months	5,067	9,695	184	23	14,969
7-9 Months	831	947	76	5	1859
10-12 Months	600	793	60	3	1456
13 months +	2,483	4,271	537	67	7,358
Known	8,981	15,706	857	98	25,642
Not Known	74	97	5	0	176
Total	9,055	15,803	862	98	25,818

Appendix C - MAs in Training

Table 1: MAs in training by age and year

Age	2012/13	2013/14	2014/15	2015/16
16-19	21,777	22,276	22,189	22,528
20+	-	-	-	-
20-24	7,291	7,866	7,970	8,647
25+	6,838	5,440	4,894	5,196
Total	35,906	35,582	35,053	36,371

Table 2: MAs in training by level and year

Level	2012/13	2013/14	2014/15	2015/16
Level 2	10,421	9,481	8,230	8,336
Level 3	24,874	25,289	26,029	26,998
Level 3+	-	-	-	-
Level 4	560	699	671	930
Level 5	51	113	123	107
Total	35,906	35,582	35,053	36,371

Table 3: MAs in training by age and level for 2012/13-2015/16

Level	Age	2012/13	2013/14	2014/15	2015/16
Level 2	16-19	5,885	5,799	5,147	4,920
	20-24	2,344	2,219	1,979	2,196
	25+	2,192	1,463	1,104	1,220
Level 3	16-19	15,890	16,469	17,012	17,503
	20-24	4,912	5,576	5,866	6,237
	25+	4,072	3,244	3,151	3,258
Level 4	16-19	2	8	30	105
	20-24	35	71	125	211
	25+	523	620	516	614
Level 5	16-19	0	0	0	0
	20-24	0	0	0	3
	25+	51	113	123	104
Total		35,906	35,582	35,053	36,371

Table 4: MAs in training by framework grouping

Framework Grouping	2012/13	2013/14	2014/15	2015/16
Administration & Related	1,989	2,142	2,272	2,166
Animal Care, Land & Water based	589	692	621	470
Automotive	2,564	2,612	2,845	3,209
Chemicals & Biotechnology Related	117	146	184	74
Construction & Related	8,314	8,807	9,103	9,770
Creative & Cultural Skills	225	215	267	188
Engineering & Energy related	4,738	5,256	5,440	5,457
Financial Services	250	446	522	795
Food & Drink	937	800	791	1,029
Hospitality & Tourism	3,367	3,330	2,654	2,457
Management	1,379	1,173	801	779
Other Manufacture	4	31	54	243
Other Services (including ICT prof.)	521	716	1,007	1,215
Personal Services	1,818	1,685	1,537	1,492
Retail & Customer Service	2,696	2,623	2,185	2,038
Sport, Health & Social Care	4,303	3,774	3,575	3,824
Transport & Logistics	2,095	1,134	1,195	1,165
Total	35,906	35,582	35,053	36,371

Table 5: Average number of MAs in training in 2015/16 as a proportion of those in employment

Local Authority	16-24 in Employment	16-24 Average MAs in training	% of employed 16-24 year olds that are MAs
Clackmannanshire	2,000	350	17.5%
North Ayrshire	6,300	881	14.0%
Angus	6,400	869	13.6%
Aberdeenshire	16,900	2,106	12.5%
Falkirk	9,400	1,170	12.4%
Moray	4,900	578	11.8%
Shetland Islands	2,100	247	11.8%
West Dunbartonshire	5,800	664	11.4%
East Lothian	5,300	586	11.1%
Na h-Eileanan Siar	1,400	151	10.8%
Midlothian	5,000	521	10.4%
North Lanarkshire	21,200	2,130	10.0%
Highland	15,300	1,454	9.5%
East Ayrshire	7,000	662	9.5%
South Lanarkshire	18,400	1,740	9.5%
Argyll and Bute	4,100	374	9.1%
Perth and Kinross	8,800	794	9.0%
Inverclyde	4,400	392	8.9%
Renfrewshire	11,600	1,022	8.8%
Dumfries and Galloway	9,300	788	8.5%
East Dunbartonshire	5,500	462	8.4%
Fife	23,700	1,941	8.2%
West Lothian	11,200	917	8.2%
Dundee City	10,100	796	7.9%
South Ayrshire	6,600	519	7.9%
Stirling	5,700	447	7.8%
Scottish Borders	6,200	461	7.4%
East Renfrewshire	4,800	325	6.8%
Glasgow City	43,900	2,901	6.6%
Orkney Islands	2,400	137	5.7%
Aberdeen City	21,600	1,145	5.3%
Edinburgh, City of	34,700	1,513	4.4%
Outwith Area	-	76	-
Scotland Average (not total)	342,000	30,665	9.0%

Appendix D - MA Achievements

Table 1: Achievements and leavers by age and year

Year	Measure	16-19	20-24	25+	Total
2012/13	Achievements	10,181	3,069	6,671	19,921
	Leavers	13,418	4,082	8,452	25,952
	Rate	76%	75%	79%	77%
2013/14	Achievements	9,902	4,896	5,778	20,576
	Leavers	13,264	6,598	7,003	26,865
	Rate	75%	74%	83%	77%
2014/15	Achievements	9,906	5,122	4,359	19,387
	Leavers	13,760	7,079	5,419	26,258
	Rate	72%	72%	80%	74%
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%

Table 2: Achievements and leavers by level and year

Year	Measure	Level 2	Level 3	Level 4	Level 5	Total
2012/13	Achievements	7,994	11,184	614	129	19,921
	Leavers	10,546	14,552	707	147	25,952
	Rate	76%	77%	87%	88%	77%
2013/14	Achievements	8,079	11,927	509	61	20,576
	Leavers	10,499	15,681	607	78	26,865
	Rate	77%	76%	84%	78%	77%
2014/15	Achievements	7,434	11,438	437	78	19,387
	Leavers	10,138	15,505	521	94	26,258
	Rate	73%	74%	84%	83%	74%
2015/16	Achievements	6,745	12,002	546	101	19,394
	Leavers	8,907	15,902	695	115	25,619
	Rate	76%	75%	79%	88%	76%

Table 3: Achievements and leavers by framework grouping in 2015/16.

Framework Grouping	Achievements	Leavers	Achievements as a % of Leavers
Administration & Related	2,145	2,646	81%
Animal Care, Land & Water Based	183	266	69%
Automotive	527	898	59%
Chemicals & Biotechnology Related	13	21	62%
Construction & Related	3,081	4,003	77%
Creative & Cultural Skills	205	248	83%
Engineering & Energy Related	1,320	1,703	78%
Financial Services	390	521	75%
Food & Drink	1,064	1,268	84%
Hospitality & Tourism	2,298	3,192	72%
Management	600	811	74%
Other Manufacture	169	209	81%
Other Services	717	977	73%
Personal Services	785	1,203	65%
Retail & Customer Service	2,338	3,011	78%
Sport, Health & Social Care	2,335	3,130	75%
Transport & Logistics	1,224	1,512	81%
Total	19,394	25,619	76%

Table 4: Leavers and achievements by Local Authority 2015/16.

Local Authority	Achievements	Leavers	Achievements as % of all leavers
Aberdeen City	727	986	74%
Aberdeenshire	970	1,289	75%
Angus	486	603	81%
Argyll & Bute	234	312	75%
Clackmannanshire	239	307	78%
Dumfries & Galloway	614	782	79%
Dundee City	544	702	77%
East Ayrshire	453	604	75%
East Dunbartonshire	297	376	79%
East Lothian	349	472	74%
East Renfrewshire	226	298	76%
Edinburgh, City of	1,133	1,535	74%
Na h-Eileanan Siar	85	111	77%
Falkirk	702	906	77%
Fife	1,312	1,795	73%
Glasgow City	2,048	2,744	75%
Highland	953	1,218	78%
Inverclyde	281	380	74%
Midlothian	286	411	70%
Moray	356	461	77%
North Ayrshire	625	862	73%
North Lanarkshire	1,599	2,063	78%
Orkney Islands	100	126	79%
Perth & Kinross	578	764	76%
Renfrewshire	724	973	74%
Scottish Borders	285	361	79%
Shetland Islands	126	155	81%
South Ayrshire	370	484	76%
South Lanarkshire	1,259	1,648	76%
Stirling	288	379	76%
West Dunbartonshire	417	555	75%
West Lothian	665	867	77%
Outwith Area	63	90	70%
Total	19,394	25,619	76%

Appendix E - MAs by Gender

Table 1: Starts by level, age and gender

Level	Age	Gender	2012/13	2013/14	2014/15	2015/16
Level 2	16-19	Female	3,231	3,062	2,897	2,598
		Male	2,474	2,444	2,349	2,196
	20-24	Female	1,596	1,300	1,162	1,349
		Male	1,291	1,182	1,206	1,285
	25+	Female	678	512	415	428
		Male	1,511	1,129	1,106	1,199
Level 3+	16-19	Female	2,473	2,554	2,642	2,628
		Male	4,541	5,047	5,359	5,415
	20-24	Female	2,049	2,037	2,193	2,383
		Male	2,026	2,247	2,316	2,652
	25+	Female	1,013	980	860	1,119
		Male	2,808	2,790	2,742	2,566
Total	All	Female	11,040	10,445	10,169	10,505
		Male	14,651	14,839	15,078	15,313
Totals			25,691	25,284	25,247	25,818

Table 2: Starts by gender, framework grouping and year

Framework Grouping	2012/13		2013/14		2014/15		2015/16	
	Female	Male	Female	Male	Female	Male	Female	Male
Administration & Related	1,511	551	1,538	637	1,744	707	1,702	657
Animal Care, Land & Water based	57	351	78	392	65	329	51	219
Automotive	19	892	16	1,035	28	1,090	32	1,171
Chemicals & Biotechnology Related	16	42	13	44	16	49	17	18
Construction & Related	81	3,706	90	4,345	95	4,314	76	4,818
Creative & Cultural Skills	99	171	114	155	131	188	121	86
Engineering & Energy Related	71	1,734	90	1,726	74	1,630	79	1,379
Financial Services	116	103	246	183	297	205	430	329
Food & Drink	531	681	489	534	418	646	468	782
Hospitality & Tourism	1,880	1,416	1,851	1,428	1,690	1,250	1,597	1,176
Management	539	561	523	511	409	420	378	405
Other Manufacture	0	0	6	25	4	22	4	199
Other Services (including ICT prof.)	99	438	100	509	128	717	198	902
Personal Services	1,043	76	906	90	898	67	921	86
Retail & Customer Service	2,050	1,461	1,808	1,264	1,609	1,277	1,542	1,176
Sport, Health & Social Care	2,809	529	2,469	539	2,466	581	2,778	545
Transport & Logistics	119	1,939	108	1,422	97	1,586	111	1,365
Total	11,040	14,651	10,445	14,839	10,169	15,078	10,505	15,313

Table 3: MA starts in 2015/16 by gender and framework grouping

Framework Grouping	Starts 2015/16			Percentage Breakdown		
	Female	Male	Total	Female %	Male %	Total
Administration & Related	1,702	657	2,359	72%	28%	100%
Animal Care, Land & Water based	51	219	270	19%	81%	100%
Automotive	32	1,171	1,203	3%	97%	100%
Chemicals & Biotechnology Related	17	18	35	49%	51%	100%
Construction & Related	76	4,818	4,894	2%	98%	100%
Creative & Cultural Skills	121	86	207	58%	42%	100%
Engineering & Energy Related	79	1,379	1,458	5%	95%	100%
Financial Services	430	329	759	57%	43%	100%
Food & Drink	468	782	1,250	37%	63%	100%
Hospitality & Tourism	1,597	1,176	2,773	58%	42%	100%
Management	378	405	783	48%	52%	100%
Other Manufacture	4	199	203	2%	98%	100%
Other Services (including ICT prof.)	198	902	1,100	18%	82%	100%
Personal Services	921	86	1,007	91%	9%	100%
Retail & Customer Service	1,542	1,176	2,718	57%	43%	100%
Sport, Health & Social Care	2,778	545	3,323	84%	16%	100%
Transport & Logistics	111	1,365	1,476	8%	92%	100%
Total	10,505	15,313	25,818	41%	59%	100%

Table 4: Achievements and leavers by gender and year

		Female	Male	Total
2012/13	Achievements	8,538	11,383	19,921
	Leavers	11,214	14,738	25,952
	Achievements as a % of leavers	76%	77%	77%
2013/14	Achievements	8,992	11,584	20,576
	Leavers	11,768	15,097	26,865
	Achievements as a % of leavers	76%	77%	77%
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%

Table 5: Starts by gender and framework grouping in 2015/16 with volume change from 2014/15.

Framework Grouping	Starts 2015/16			Volume Change from 2014/15		
	Female	Male	Total	Female	Male	Total
Administration & Related	1,702	657	2,359	-42	-50	-92
Animal Care, Land & Water based	51	219	270	-14	-110	-124
Automotive	32	1,171	1,203	4	81	85
Chemicals & Biotechnology Related	17	18	35	1	-31	-30
Construction & Related	76	4,818	4,894	-19	504	485
Creative & Cultural Skills	121	86	207	-10	-102	-112
Engineering & Energy Related	79	1,379	1,458	5	-251	-246
Financial Services	430	329	759	133	124	257
Food & Drink	468	782	1,250	50	136	186
Hospitality & Tourism	1,597	1,176	2,773	-93	-74	-167
Management	378	405	783	-31	-15	-46
Other Manufacture	4	199	203	0	177	177
Other Services (including ICT prof.)	198	902	1,100	70	185	255
Personal Services	921	86	1,007	23	19	42
Retail & Customer Service	1,542	1,176	2,718	-67	-101	-168
Sport, Health & Social Care	2,778	545	3,323	312	-36	276
Transport & Logistics	111	1,365	1,476	14	-221	-207
Total	10,505	15,313	25,818	336	235	571

Appendix F - MA Redundancies

Table 1: MA redundancies in 2015/16 by framework grouping

Framework Grouping	MA Redundancies
Administration & Related	21
Animal Care, Land & Water based	2
Automotive	24
Construction & Related	179
Creative & Cultural Skills	8
Engineering & Energy Related	105
Financial Services	2
Food & Drink	7
Hospitality & Tourism	11
Management	7
Other Manufacture	8
Other Services	9
Personal Services	9
Retail & Customer Service	14
Sport, Health & Social Care	2
Transport & Logistics	9
Grand Total	417

Table 2: MA redundancies in 2015/16 by Local Authority

Local Authority	MA Redundancies	MAs in training as at 31 st March 2015	MA Redundancies as a proportion of in training
Aberdeen City	12	1,433	0.8%
Aberdeenshire	41	2,397	1.7%
Angus	10	961	1.0%
Argyll & Bute	12	446	2.7%
Clackmannanshire	4	422	0.9%
Dumfries & Galloway	6	926	0.6%
Dundee City	18	936	1.9%
East Ayrshire	17	808	2.1%
East Dunbartonshire	4	549	0.7%
East Lothian	6	634	0.9%
East Renfrewshire	1	395	0.3%
Edinburgh, City of	16	1,804	0.9%
Na h-Eileanan Siar	4	194	2.1%
Falkirk	9	1,322	0.7%
Fife	37	2,571	1.4%
Glasgow City	38	3,592	1.1%
Highland	16	1,755	0.9%
Inverclyde	4	507	0.8%
Midlothian	5	596	0.8%
Moray	6	694	0.9%
North Ayrshire	11	1,079	1.0%
North Lanarkshire	43	2,594	1.7%
Orkney Islands	0	174	0.0%
Perth & Kinross	10	934	1.1%
Renfrewshire	14	1,245	1.1%
Scottish Borders	10	542	1.8%
Shetland Islands	1	289	0.3%
South Ayrshire	10	630	1.6%
South Lanarkshire	31	2,179	1.4%
Stirling	6	527	1.1%
West Dunbartonshire	6	764	0.8%
West Lothian	9	1,055	0.9%
Outwith Area	0	99	0.0%
Total	417	35,053	1.2%

Appendix G - MA Starts by Equalities characteristics

Table 1: MA starts by self reported disability status and age

Age band	Disability	No disability	Prefer not to say	Total	Known	Disability as a % of known
16-19	571	12,025	241	12,837	12,596	4.5%
20-24	296	7,258	115	7,669	7,554	3.9%
25+	123	5,122	67	5,312	5,245	2.3%
Total	990	24,405	423	25,818	25,395	3.9%

Table 2: MA starts by self-reported disability status and level

Level	Disability	No disability	Prefer not to say	Total	Known	Disability as a % of known
Level 2	413	8,538	104	9,055	8,951	4.6%
Level 3+	577	15,867	319	16,763	16,444	3.5%
Total	990	24,405	423	25,818	25,395	3.9%

Table 3: MA starts by ethnicity and age

Age	BME	Non BME	Prefer not to say/not known	Total	Known	BME as % of known
16-19	171	12,607	59	12,837	12,778	1.3%
20-24	129	7,492	48	7,669	7,621	1.7%
25+	114	5,157	41	5,312	5,271	2.2%
Total	414	25,256	148	25,818	25,670	1.6%

Table 4: MA starts by ethnicity and level

Level	BME	Non BME	Prefer not to say/not known	Total	Known	BME as % of known
Level 2	134	8,882	39	9,055	9,016	1.5%
Level 3+	280	16,374	109	16,763	16,654	1.7%
Total	414	25,256	148	25,818	25,670	1.6%

Table 5: MA starts by ethnicity and gender

Gender	BME	Non BME	Prefer not to say/not known	Total	Known	BME as % of known
Female	195	10,268	42	10,505	10,463	1.9%
Male	219	14,988	106	15,313	15,207	1.4%
Total	414	25,256	148	25,818	25,670	1.6%
% Female	47.1%	40.7%	28.4%	40.7%	40.8%	-

Table 6: MA starts by care leaver status and age

Age	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by age
16-19	119	12,133	585	12,837	12,252	1.0%
20-24	62	7,349	258	7,669	7,411	0.8%
25+	34	5,054	224	5,312	5,088	0.7%
Total	215	24,536	1,067	25,818	24,751	0.9%

Table 7: MA starts by care leaver status and level

Level	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by age
Level 2	104	8,800	151	9,055	8,904	1.2%
Level 3+	111	15,736	916	16,763	15,847	0.7%
Total	215	24,536	1,067	25,818	24,751	0.9%

Table 8: MA Starts by care leaver status and gender

Gender	Care experience	No care experience	Prefer not to say	Total	Total Known	Care experience as % of known by age
Female	98	10,245	162	10,505	10,343	0.9%
Male	117	14,291	905	15,313	14,408	0.8%
Total	215	24,536	1,067	25,818	24,751	0.9%

Table 9: MA starts who consider themselves an ex-offender by age

Age	Yes	No	Prefer not to say	Total	Known	Ex-offender as a% of known
16-19	28	12,211	598	12,837	12,239	0.2%
20-24	29	7,382	258	7,669	7,411	0.4%
25+	31	5,051	230	5,312	5,082	0.6%
Total	88	24,644	1,086	25,818	24,732	0.4%

Table 10: MA starts who consider themselves an ex-offender by level

Level	Yes	No	Prefer not to say	Total	Known	Ex-offender as a % of known
Level 2	39	8,861	155	9,055	8,900	0.4%
Level 3+	49	15,783	931	16,763	15,832	0.3%
Total	88	24,644	1,086	25,818	24,732	0.3%

Table 11: MA starts who consider themselves an ex-offender by gender

Gender	Yes	No	Prefer not to say	Total	Known	Ex-offender as a % of known
Female	15	10,341	149	10,505	10,356	0.1%
Male	73	14,303	937	15,313	14,376	0.5%
Total	88	24,644	1,086	25,818	24,732	0.3%