

Modern Apprenticeship Statistics

Up to the end of quarter 3, 2017/18

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Contents

| | |
|------------------------------------|----|
| 1. Introduction | 3 |
| 2. Notes to Readers | 3 |
| 3. Key Results..... | 6 |
| 4. Concluding Remarks..... | 7 |
| Appendix A - MA Starts | 8 |
| Appendix B - MAs in Training..... | 17 |
| Appendix C - MA Achievements | 18 |
| Appendix D - MAs by Gender | 20 |
| Appendix E - MA Redundancies | 21 |

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. We are currently undertaking work to align MA VQ levels to the Scottish Credit Qualification Framework (SCQF) to support a transition to reporting MA statistics by SCQF level from Q1 2018/19.

The focus of Modern Apprenticeships is set out each year in a letter of guidance from the Scottish Government. For 2017/18, the letter of guidance states that ‘Modern Apprenticeships (MAs) are well established and critical to our Youth Employment and Economic strategies.

Apprenticeships deliver against our dual aims of supporting economic growth while providing real employment 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.

In 2017/18, the starts target increased to 27,000 in keeping with the Scottish Government’s commitment to increase apprenticeship starts to 30,000 by 2020. Graduate Apprenticeships (GAs) are in the early stages of development and start volumes will increase in future years. At the end of 2017/18, GA starts will be included in the apprenticeship total and contribute towards the SG commitment.

The aim of this report is to provide cumulative quarterly analysis (1st April 2017 to 29th December 2017) 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 this report includes:

- Starts by age, level and framework grouping
- In training by age, level and framework grouping
- Achievements
- Equality data

In addition, this report also includes information on MA redundancies up to the end of quarter 3 2017/18 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.

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 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 unless stated otherwise.

We do not include details of MA starts or performance in relation to the contracting or tendering process. Starts and performance information at provider level is very detailed and not appropriate for our statistical reports. Annual training provider performance data is available on our [website](#).

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 occupational grouping. Details of the

frameworks that are assigned to each occupational grouping are available on the [SDS corporate website](#).

The report provides a summary of the key points up to the end of quarter 3 2017/18. Further information can be found through the [Supplementary Statistics Tables](#) that are available on the SDS website.

We have also updated the content of our NTP statistical publications and supplementary tables following a user consultation of our reports. A short report with the results of this consultation can be viewed [here](#). Feedback was positive overall, providing valuable information and an opportunity to make some changes to improve our reports. We intend to make improvements where relevant throughout the 2017/18 reporting cycle.

Any comments or suggestions regarding the content of this report are welcome and can be emailed to:

user_feedback@sds.co.uk.

3. Key Results

Starts

By the end of Quarter 3 2017/18:

- There were 18,774 MA starts. This equates to 70% of the 27,000 annual starts target, similar progress was made towards our annual target at the same point last year (18,245 starts, 70% of target).
- 52% of MA starts were aged 16-19, 24% were aged 20-24 and a further 25% were aged 25+. The proportion of starts aged 16-24 was 75%, -2.6 pp lower than the same point last year. This is due to a decrease in the proportion of starts aged 18-24 (-1.4% pp).
- The majority of starts were at level 3 and above (69%), +1.5 pp higher than the same point last year. The remaining 31% started at level 2.
- The largest proportion of starts this quarter were in frameworks related to the Construction & Related (25%), Sport, Health & Social Care (12%), Hospitality & Tourism (10%), Retail & Customer Service (8%) and Other Services (8%) occupational groupings.

- At this point in the financial year, 36% of starts were female and 64% were male. The proportion of starts that were female is -0.8 pp lower than the same point last year, however the number of female starts increased by +37. Quarterly fluctuations in the breakdown of male and female starts are expected due to the mix of frameworks with starts in each quarter.
- Disability: 10.9% of MA starts self-identified an impairment, health condition or learning difficulty (+2.7 pp or + 524 starts compared to the same point last year).
- Ethnicity: 2.0% of MA starts self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group, (+0.3 pp higher or +53 starts compared to the same point last year).¹
- Care Experience: 1.6% of MA starts self-identified as care experienced² (+0.2 pp higher or + 53 starts compared to the same point last year).

¹ Including 'white other' within the ethnic minority figure for MA starts is 5.5%, around the same as Q3 2016/17 (+0.1 pp).

² Figure relates to the percentage of starts who answered yes 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'.

In training

As at 29th December 2017:

- There were 37,976 MAs in training.
- The majority of those in training were aged 16-24 (81%, -3.4 pp lower than the same point last year).
- 78% of MAs in training were at level 3 or above, +0.2 pp higher than the same point last year.

Achievements

By the end of Quarter 3 2017/18:

- 14,336 individuals achieved their Modern Apprenticeship (78% of leavers, the same as the same point last year).
- The highest achievement rates were in the Engineering & Related (87%), Administration and Related (84%), Transport & Logistics (83%), Construction & Related (81%), Food and Drink (81%) and Management (80%) occupational groupings.

Redundancies

By the end of Quarter 3 2017/18:

- Cumulatively, 265 Modern Apprentices were made redundant: 39 fewer than the same point last year.
- There were 135 approved applications to the Adopt an Apprentice programme enabling former apprentices to complete their training.³
- Note that MAs who are made redundant can continue to positive destinations without the need for Adopt an Apprentice funding.

4. Concluding Remarks

This report provides analysis of publicly funded Modern Apprenticeship activity up to the end of Quarter 3 2017/18. Statistics associated with the Modern Apprenticeship programme such as starts, in training, leavers and achievements are provided in summary form.

³ Adopt an Apprentice information is available on the Our Skillsforce website: <https://www.ourskillsforce.co.uk/be-inspired/initiatives/adopt-an-apprentice/>. This figure includes 8 approved applications from providers who indicated on the application form that they operate in the Oil & Gas sector.

Appendix A - MA Starts

Table 1: MA starts by level up to the end of Q3 2016/17 and 2017/18

| Level | Q3 2016/17 | Q3 2017/18 |
|--------------|---------------|---------------|
| Level 2 | 5,911 | 5,794 |
| Level 3 | 11,551 | 12,024 |
| Level 4 | 690 | 864 |
| Level 5 | 93 | 92 |
| Total | 18,245 | 18,774 |

Table 2: MA starts by age up to the end of Q3 2016/17 and 2017/18

| Age | Q3 2016/17 | Q3 2017/18 |
|--------------|---------------|---------------|
| 16-19 | 9,513 | 9,707 |
| 20-24 | 4,686 | 4,419 |
| 25+ | 4,046 | 4,648 |
| Total | 18,245 | 18,774 |

Table 3: Starts by gender up to the end of Q3 2016/17 and 2017/18

| Gender | Q3 2016/17 | | Q3 2017/18 | |
|--------------|---------------|-------------|---------------|-------------|
| | Starts | % of total | Starts | % of total |
| Female | 6,745 | 37% | 6,782 | 36% |
| Male | 11,500 | 63% | 11,992 | 64% |
| Total | 18,245 | 100% | 18,774 | 100% |

Table 4: Starts by occupational grouping up to the end of Q3 2016/17 and 2017/18

| Occupational Grouping | Q3 2016/17 | Q3 2017/18 |
|---|---------------|---------------|
| Administration & Related | 1,408 | 1,207 |
| Animal Care, Land & Water based | 223 | 209 |
| Automotive | 923 | 864 |
| Chemicals & Biotechnology Related | 14 | 29 |
| Construction & Related | 4,655 | 4,742 |
| Creative & Cultural Skills | 197 | 119 |
| Engineering & Energy Related | 1,086 | 1,152 |
| Financial Services | 418 | 556 |
| Food & Drink | 806 | 995 |
| Hospitality & Tourism | 1,913 | 1,784 |
| Management | 391 | 280 |
| Other Manufacture | 174 | 206 |
| Other Services (including ICT professional) | 871 | 1,412 |
| Personal Services | 656 | 563 |
| Retail & Customer Service | 1,709 | 1,514 |
| Sport, Health & Social Care | 2,091 | 2,300 |
| Transport & Logistics | 710 | 842 |
| Total | 18,245 | 18,774 |

Note: A current list of occupational groupings is available here:

<https://www.skillsdevelopmentscotland.co.uk/media/41680/sd-s-framework-grouping-1.pdf>

Table 5: MA starts by Local Authority (based on the trainees home address)

| Local Authority | Q3 2016/17 | Q3 2017/18 |
|------------------------|-------------------|-------------------|
| Aberdeen City | 480 | 485 |
| Aberdeenshire | 741 | 758 |
| Angus | 466 | 491 |
| Argyll & Bute | 240 | 276 |
| Clackmannanshire | 190 | 218 |
| Dumfries & Galloway | 557 | 620 |
| Dundee City | 497 | 516 |
| East Ayrshire | 499 | 416 |
| East Dunbartonshire | 305 | 317 |
| East Lothian | 355 | 383 |
| East Renfrewshire | 198 | 214 |
| Edinburgh, City of | 1,170 | 1,102 |
| Falkirk | 596 | 687 |
| Fife | 1,197 | 1,282 |
| Glasgow City | 1,941 | 2,024 |
| Highland | 930 | 1,015 |
| Inverclyde | 249 | 232 |
| Midlothian | 411 | 381 |
| Moray | 290 | 310 |
| Na h-Eileanan Siar | 60 | 74 |
| North Ayrshire | 574 | 599 |
| North Lanarkshire | 1,566 | 1,544 |
| Orkney Islands | 78 | 115 |
| Perth & Kinross | 589 | 533 |
| Renfrewshire | 673 | 686 |
| Scottish Borders | 344 | 378 |
| Shetland Islands | 115 | 124 |
| South Ayrshire | 343 | 276 |
| South Lanarkshire | 1,217 | 1,264 |
| Stirling | 291 | 293 |
| West Dunbartonshire | 392 | 380 |
| West Lothian | 640 | 726 |
| Outwith Area | 51 | 55 |
| Total | 18,245 | 18,774 |

Table 6: MA starts by gender and age up to the end of Quarter 3 2017/18

| Age band | Female | Male | Total | Female % | Male % |
|-----------------|---------------|---------------|---------------|-----------------|---------------|
| 16-19 | 3,579 | 6,128 | 9,707 | 37% | 63% |
| 20-24 | 2,010 | 2,409 | 4,419 | 45% | 55% |
| 25+ | 1,193 | 3,455 | 4,648 | 26% | 74% |
| Total | 6,782 | 11,992 | 18,774 | 36% | 64% |

Table 7: MA starts by gender and level up to the end of Quarter 3 2017/18

| Level | Female | Male | Total | Female % | Male % |
|--------------|---------------|---------------|---------------|-----------------|---------------|
| Level 2 | 2,502 | 3,292 | 5,794 | 43% | 57% |
| Level 3 | 4,000 | 8,024 | 12,024 | 33% | 67% |
| Level 4 & 5 | 280 | 676 | 956 | 29% | 71% |
| Total | 6,782 | 11,992 | 18,774 | 36% | 64% |

Table 8: MA starts who self-identified an impairment, health condition or learning difficulty by age up to the end of Quarter 3 2017/18

| Age band | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as a % of known |
|--------------|---|--|-------------------|---------------|---------------|---|
| 16-19 | 1,387 | 7,826 | 494 | 9,707 | 9,213 | 15.1% |
| 20-24 | 301 | 3,908 | 210 | 4,419 | 4,209 | 7.2% |
| 25+ | 258 | 4,245 | 145 | 4,648 | 4,503 | 5.7% |
| Total | 1,946 | 15,979 | 849 | 18,774 | 17,925 | 10.9% |

Table 9: MA starts who self-identified an impairment, health condition or learning difficulty by level up to the end of Quarter 3 2017/18

| Level | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as a % of known |
|--------------|---|--|-------------------|---------------|---------------|---|
| Level 2 | 707 | 4,856 | 231 | 5,794 | 5,563 | 12.7% |
| Level 3 | 1183 | 10,236 | 605 | 12,024 | 11,419 | 10.4% |
| Level 4 & 5 | 56 | 887 | 13 | 956 | 943 | 5.9% |
| Total | 1,946 | 15,979 | 849 | 18,774 | 17,925 | 10.9% |

Table 10: MA starts who self-identified an impairment, health condition or learning difficulty by gender up to the end of Quarter 3 2017/18

| Gender | Self-identified impairment, health condition or learning difficulty | No impairment, health condition or learning difficulty | Prefer not to say | Total | Known | Self-identified impairment, health condition or learning difficulty as a % of known |
|-----------------|--|---|--------------------------|---------------|---------------|--|
| Female | 848 | 5,825 | 109 | 6,782 | 6,673 | 12.7% |
| Male | 1,098 | 10,154 | 740 | 11,992 | 11,252 | 9.8% |
| Total | 1,946 | 15,979 | 849 | 18,774 | 17,925 | 10.9% |
| % Female | 43.6% | 36.5% | 12.8% | 36.1% | 37.2% | - |
| % Male | 56.4% | 63.5% | 87.2% | 63.9% | 67.8% | - |

Table 11: MA starts by ethnicity and age

| Age band | 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 | 146 | 9,123 | 438 | 9,707 | 9,269 | 1.6% |
| 20-24 | 98 | 4,152 | 169 | 4,419 | 4,250 | 2.3% |
| 25+ | 110 | 4,432 | 106 | 4,648 | 4,542 | 2.4% |
| Total | 354 | 17,707 | 713 | 18,774 | 18,061 | 2.0% |

Table 12: MA starts by 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 |
|--------------|---|---------------|-------------------|---------------|---------------|---|
| Level 2 | 120 | 5,497 | 177 | 5,794 | 5,617 | 2.1% |
| Level 3 | 220 | 11,272 | 532 | 12,024 | 11,492 | 1.9% |
| Level 4 & 5 | 14 | 938 | 4 | 956 | 952 | 1.5% |
| Total | 354 | 17,707 | 713 | 18,774 | 18,061 | 2.0% |

Table 13: MA starts by 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 | 145 | 6,578 | 59 | 6,782 | 6723 | 2.2% |
| Male | 209 | 11,129 | 654 | 11,992 | 11,338 | 1.8% |
| Total | 354 | 17,707 | 713 | 18,774 | 18,061 | 2.0% |
| % Female | 41.0% | 37.1% | 8.3% | 36.1% | 37.2% | - |
| % Male | 59.0% | 62.9% | 91.7% | 63.9% | 62.8% | - |

Table 14: MA starts by care experience status and age

| Age band | Care experience | No care experience | Unknown/ Prefer not to say | Total | Known | Care experience as a % of known by age |
|--------------|-----------------|--------------------|----------------------------|---------------|---------------|--|
| 16-19 | 153 | 9,076 | 478 | 9,707 | 9,229 | 1.7% |
| 20-24 | 67 | 4,160 | 192 | 4,419 | 4,227 | 1.6% |
| 25+ | 62 | 4,453 | 133 | 4,648 | 4,515 | 1.4% |
| Total | 282 | 17,689 | 803 | 18,774 | 17,971 | 1.6% |

Table 15: MA starts by care experience status and level

| Level | Care experience | No care experience | Unknown/ Prefer not to say | Total | Known | Care experience as a % of known by stage |
|--------------|-----------------|--------------------|----------------------------|---------------|---------------|--|
| Level 2 | 118 | 5,466 | 210 | 5,794 | 5,584 | 2.1% |
| Level 3+ | 164 | 12,223 | 593 | 12,980 | 12,387 | 1.3% |
| Total | 282 | 17,689 | 803 | 18,774 | 17,971 | 1.6% |

Table 16: MA starts by care experience status and gender

| Gender | Care experience | No care experience | Unknown/ Prefer not to say | Total | Known | Care Experience as % of known by Gender |
|--------------|-----------------|--------------------|----------------------------|---------------|---------------|---|
| Female | 144 | 6,550 | 88 | 6,782 | 6,694 | 2.2% |
| Male | 138 | 11,139 | 715 | 11,992 | 11,227 | 1.2% |
| Total | 282 | 17,689 | 803 | 18,774 | 17,971 | 1.6% |
| % Female | 51.1% | 37.0% | 11.0% | 36.1% | 37.2% | - |
| % Male | 48.9% | 63.0% | 89.0% | 63.9% | 62.8% | - |

Appendix B - MAs in Training

Table 1: MAs in training by age and level up to the end of Q3 2016/17 and 2017/18

| Level | Age | Q3 2016/17 | Q3 2017/18 |
|--------------|-------|---------------|---------------|
| Level 2 | 16-19 | 4,719 | 4,662 |
| | 20-24 | 1,942 | 1,875 |
| | 25+ | 1,369 | 1,769 |
| Level 3 | 16-19 | 17,664 | 17,610 |
| | 20-24 | 6,010 | 6,127 |
| | 25+ | 3,443 | 4,364 |
| Level 4 | 16-19 | 147 | 200 |
| | 20-24 | 259 | 336 |
| | 25+ | 680 | 886 |
| Level 5 | 16-19 | 0 | * |
| | 20-24 | 0 | * |
| | 25+ | 131 | 145 |
| Total | | 36,364 | 37,976 |

Note:

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

Table 2: MAs in training by occupational grouping up to the end of Q3 2016/17 and 2017/18

| Occupational Grouping | Q3 2016/17 | Q3 2017/18 |
|---|---------------|---------------|
| Administration & Related | 1,886 | 1,737 |
| Animal Care, Land & Water based | 471 | 471 |
| Automotive | 3,192 | 3,100 |
| Chemicals & Biotechnology Related | 58 | 65 |
| Construction & Related | 11,132 | 12,147 |
| Creative & Cultural Skills | 274 | 192 |
| Engineering & Energy Related | 5,065 | 4,583 |
| Financial Services | 723 | 888 |
| Food & Drink | 1,032 | 1,117 |
| Hospitality & Tourism | 2,472 | 2,539 |
| Management | 599 | 548 |
| Other Manufacture | 296 | 385 |
| Other Services (including ICT professional) | 1,376 | 2,180 |
| Personal Services | 1,397 | 1,289 |
| Retail & Customer Service | 1,914 | 1,749 |
| Sport, Health & Social Care | 3,644 | 3,962 |
| Transport & Logistics | 833 | 1,024 |
| Total | 36,364 | 37,976 |

A current list of framework groupings is available here:
<https://www.skillsdevelopmentscotland.co.uk/media/41680/sd-s-framework-grouping-1.pdf>

Appendix C - MA Achievements

Table 1: Achievements and leavers by age up to the end of Q3 2016/17 and 2017/18

| | | 16-19 | 20-24 | 25+ | Total |
|---------|--------------|--------------|--------------|------------|--------------|
| Q3 | Achievements | 7,393 | 4,163 | 2,998 | 14,554 |
| 2016/17 | Leavers | 9,626 | 5,325 | 3,635 | 18,586 |
| | Rate | 77% | 78% | 82% | 78% |
| Q3 | Achievements | 7,500 | 3,914 | 2,922 | 14,336 |
| 2017/18 | Leavers | 9,711 | 5,044 | 3,559 | 18,314 |
| | Rate | 77% | 78% | 82% | 78% |

Table 2: Achievements and leavers by level up to the end of Q3 2016/17 and 2017/18

| | | Level 2 | Level 3 | Level 4 | Level 5 | Total |
|---------|--------------|----------------|----------------|----------------|----------------|--------------|
| Q3 | Achievements | 4,721 | 9,243 | 525 | 65 | 14,554 |
| 2016/17 | Leavers | 6,060 | 11,837 | 619 | 70 | 18,586 |
| | Rate | 78% | 78% | 85% | 93% | 78% |
| Q3 | Achievements | 4,317 | 9,330 | 606 | 83 | 14,336 |
| 2017/18 | Leavers | 5,715 | 11,764 | 734 | 101 | 18,314 |
| | Rate | 76% | 79% | 83% | 82% | 78% |

Table 3: Achievements and leavers by occupational grouping up to the end of Q3 2017/18

| Occupational Grouping | Achievements | Leavers | Rate |
|-----------------------------------|---------------------|----------------|-------------|
| Administration & Related | 1,339 | 1,603 | 84% |
| Animal Care, Land & Water Based | 173 | 247 | 70% |
| Automotive | 650 | 868 | 75% |
| Chemicals & Biotechnology Related | 17 | 26 | 65% |
| Construction & Related | 2,997 | 3,700 | 81% |
| Creative & Cultural Skills | 86 | 117 | 74% |
| Engineering & Energy Related | 1,211 | 1,400 | 87% |
| Financial Services | 386 | 502 | 77% |
| Food & Drink | 621 | 769 | 81% |
| Hospitality & Tourism | 1,445 | 1,955 | 74% |
| Management | 334 | 420 | 80% |
| Other Manufacture | 111 | 148 | 75% |
| Other Services | 710 | 932 | 76% |
| Personal Services | 526 | 764 | 69% |
| Retail & Customer Service | 1,378 | 1,789 | 77% |
| Sport, Health & Social Care | 1,660 | 2,236 | 74% |
| Transport & Logistics | 692 | 838 | 83% |
| Total | 14,336 | 18,314 | 78% |

Appendix D - MAs by Gender

Table 1: Starts by gender and framework grouping up to the end of Q3 2017/18

| Framework Grouping | Female | Male | Total |
|--------------------------------------|---------------|---------------|---------------|
| Administration & Related | 861 | 346 | 1,207 |
| Animal Care, Land & Water based | 20 | 189 | 209 |
| Automotive | 35 | 829 | 864 |
| Chemicals & Biotechnology Related | 15 | 14 | 29 |
| Construction & Related | 72 | 4,670 | 4,742 |
| Creative & Cultural Skills | 62 | 57 | 119 |
| Engineering & Energy Related | 69 | 1,083 | 1,152 |
| Financial Services | 298 | 258 | 556 |
| Food & Drink | 342 | 653 | 995 |
| Hospitality & Tourism | 1,013 | 771 | 1,784 |
| Management | 131 | 149 | 280 |
| Other Manufacture | * | * | 206 |
| Other Services (including ICT prof.) | 479 | 933 | 1,412 |
| Personal Services | 509 | 54 | 563 |
| Retail & Customer Service | 872 | 642 | 1,514 |
| Sport, Health & Social Care | 1,901 | 399 | 2,300 |
| Transport & Logistics | 100 | 742 | 842 |
| Total | 6,782 | 11,992 | 18,774 |

Table 2: Achievements and leavers by gender up to the end of Q3 2016/17 and 2017/18

| | | Female | Male | Total |
|------------|--------------|---------------|-------------|--------------|
| Q3 2016/17 | Achievements | 5,487 | 8,849 | 14,336 |
| | Leavers | 7,506 | 11,080 | 18,586 |
| | Rate | 79% | 78% | 78% |
| Q3 2017/18 | Achievements | 5,487 | 8,849 | 14,336 |
| | Leavers | 7,139 | 11,175 | 18,314 |
| | Rate | 77% | 79% | 78% |

Appendix E - MA Redundancies

Table 1: MA redundancies up to the end of Q3 2016/17 and 2017/18 by occupational grouping

| Occupational Grouping | Q3 | Q3 |
|---------------------------------|------------|------------|
| | 2016/17 | 2017/18 |
| Administration & Related | 11 | 7 |
| Animal Care, Land & Water Based | * | 0 |
| Automotive | 10 | 13 |
| Construction & Related | 126 | 168 |
| Creative & Cultural Skills | * | 0 |
| Engineering & Energy Related | 96 | 11 |
| Financial Services | * | 11 |
| Food & Drink | * | 17 |
| Hospitality & Tourism | 9 | 9 |
| Management | * | 5 |
| Other Manufacture | 5 | * |
| Other Services | 5 | 6 |
| Personal Services | 8 | 6 |
| Retail & Customer Service | 6 | 7 |
| Sport, Health & Social Care | 13 | * |
| Transport & Logistics | * | * |
| Grand Total | 304 | 265 |

Note:

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

Table 2: MA redundancies up to the end of Q3 2016/17 and 2017/18 by local authority

| Local Authority | Q3 | Q3 |
|---------------------|------------|------------|
| | 2016/17 | 2017/18 |
| Aberdeen City | 24 | 6 |
| Aberdeenshire | 43 | 12 |
| Angus | 15 | 8 |
| Argyll & Bute | * | * |
| Clackmannanshire | 5 | 8 |
| Dumfries & Galloway | 13 | * |
| Dundee City | 14 | 29 |
| East Ayrshire | 6 | 7 |
| East Dunbartonshire | * | * |
| East Lothian | * | 6 |
| East Renfrewshire | * | 5 |
| Edinburgh, City of | 9 | 14 |
| Falkirk | 6 | * |
| Fife | 30 | 18 |
| Glasgow City | 29 | 27 |
| Highland | 10 | 9 |
| Inverclyde | * | 10 |
| Midlothian | * | 7 |
| Moray | 5 | * |
| N ha-Eileanan Siar | 0 | 0 |
| North Ayrshire | * | 15 |
| North Lanarkshire | 17 | 12 |
| Orkney Islands | 0 | 0 |
| Perth & Kinross | * | 9 |
| Renfrewshire | 5 | 12 |
| Scottish Borders | 5 | 6 |
| Shetland Islands | * | * |
| South Ayrshire | * | * |
| South Lanarkshire | 19 | 8 |
| Stirling | * | * |
| West Dunbartonshire | 11 | * |
| West Lothian | * | 16 |
| Outwith Area | * | 0 |
| Total | 304 | 265 |