

# **Highland Equality Summary**

## **(Modern Apprenticeship and Employability Fund)**

### **2021/22**

## What is included within this report?

This report provides a breakdown of equality information by local authority for Modern Apprenticeship (MA) and Employability Fund (EF) starts in 2021/22. This report is produced annually and is designed to supplement the MA and EF Official Statistics publications. This is the final edition that will include EF starts as the Employability Fund ceased in March 2022.

## Impact of Covid-19

Throughout 2021/22, the Covid-19 pandemic continued to affect the way MAs and the EF were delivered. The end of year figures were 25,401 MA starts and 7,754 EF starts.

## Useful Links

MA Official Statistics 2021/22: <https://www.skillsdevelopmentscotland.co.uk/media/49237/modern-apprenticeship-statistics-quarter-4-2021-22.pdf>

EF Official Statistics 2021/22: <https://www.skillsdevelopmentscotland.co.uk/media/49236/employability-fund-statistics-quarter-4-2021-22.pdf>

In your area: <https://www.skillsdevelopmentscotland.co.uk/local-national-work/>

**Any comments or suggestions regarding the content of this report are welcome and can be emailed to:  
[user\\_feedback@sds.co.uk](mailto:user_feedback@sds.co.uk)**

## Contents

---

**Page 3** - Modern Apprenticeship (MA) Gender

**Page 4** - MA Gender and Framework

**Page 5** - MA Disability

**Page 6** - MA Ethnicity

**Page 7** - MA Care Experienced

**Page 8** - Employability Fund (EF) Gender

**Page 9** - EF Disability

**Page 10** - EF Ethnicity

**Page 11** - EF Care Experienced

**Page 12** - Notes (These pages include information on how data is collected and reported. SDS recommends that this is read prior to any further analysis to ensure the figures are interpreted correctly)

## Context

41.7%

of MA starts in Highland in 2021/22 were female.

38.8%

of MA starts in Scotland in 2021/22 were female.

34.1%

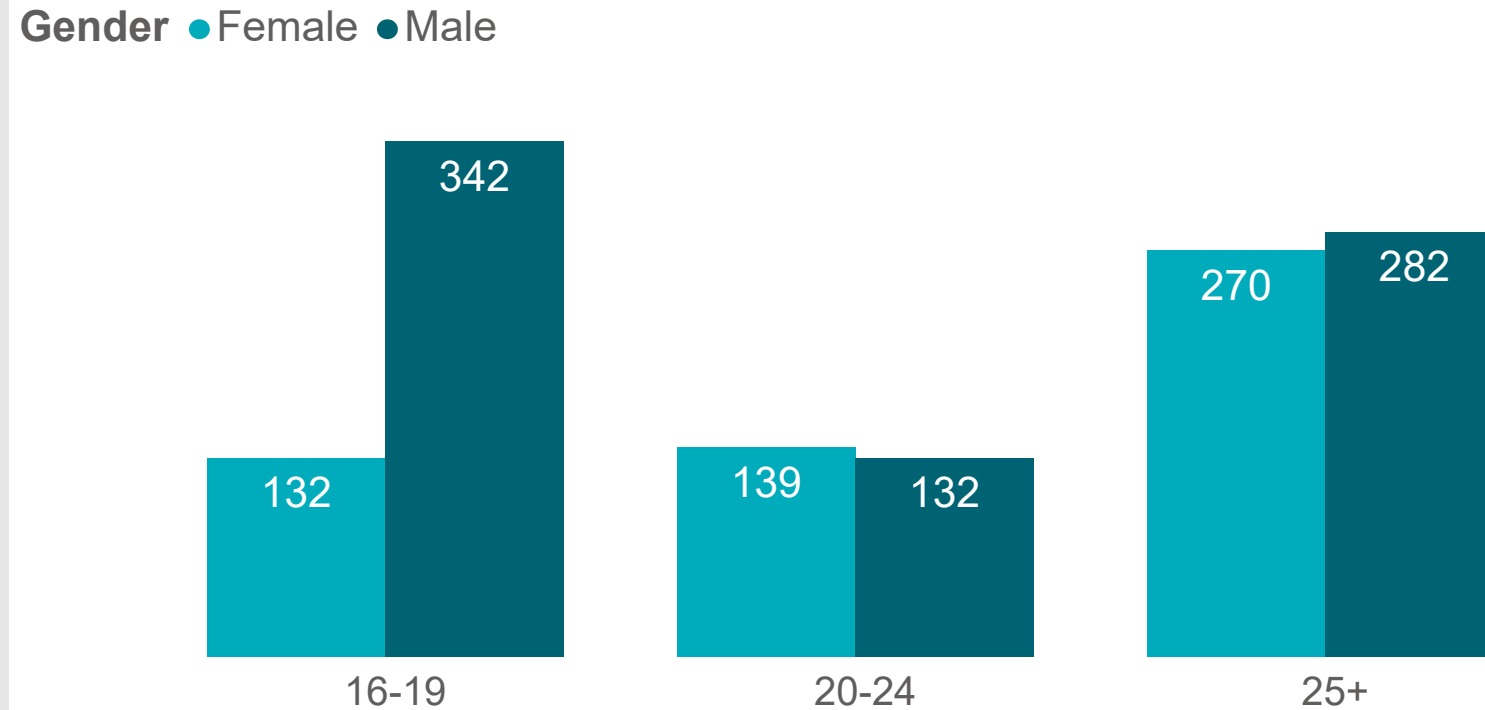
of the 16-24 working population in Highland were female.

49.0%

of the 16-24 working population in Scotland were female.

## Modern Apprenticeship (MA) Starts by Gender in Highland

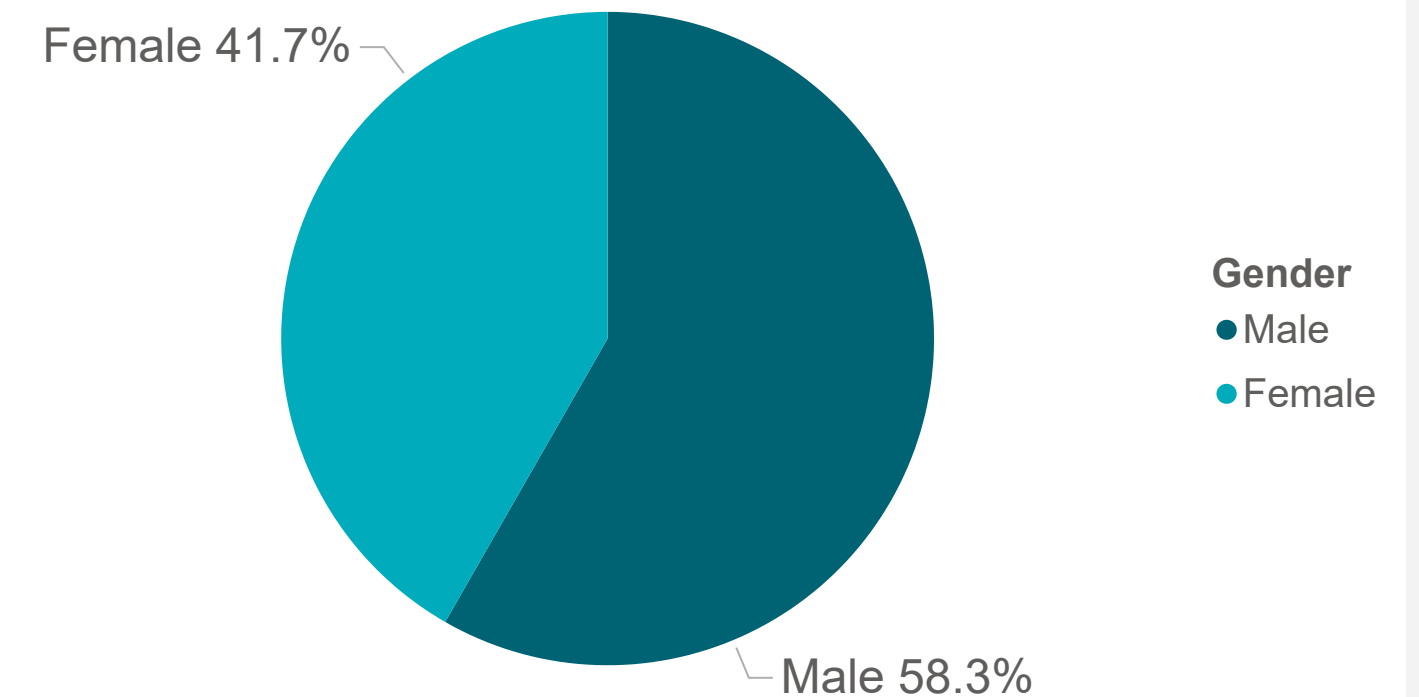
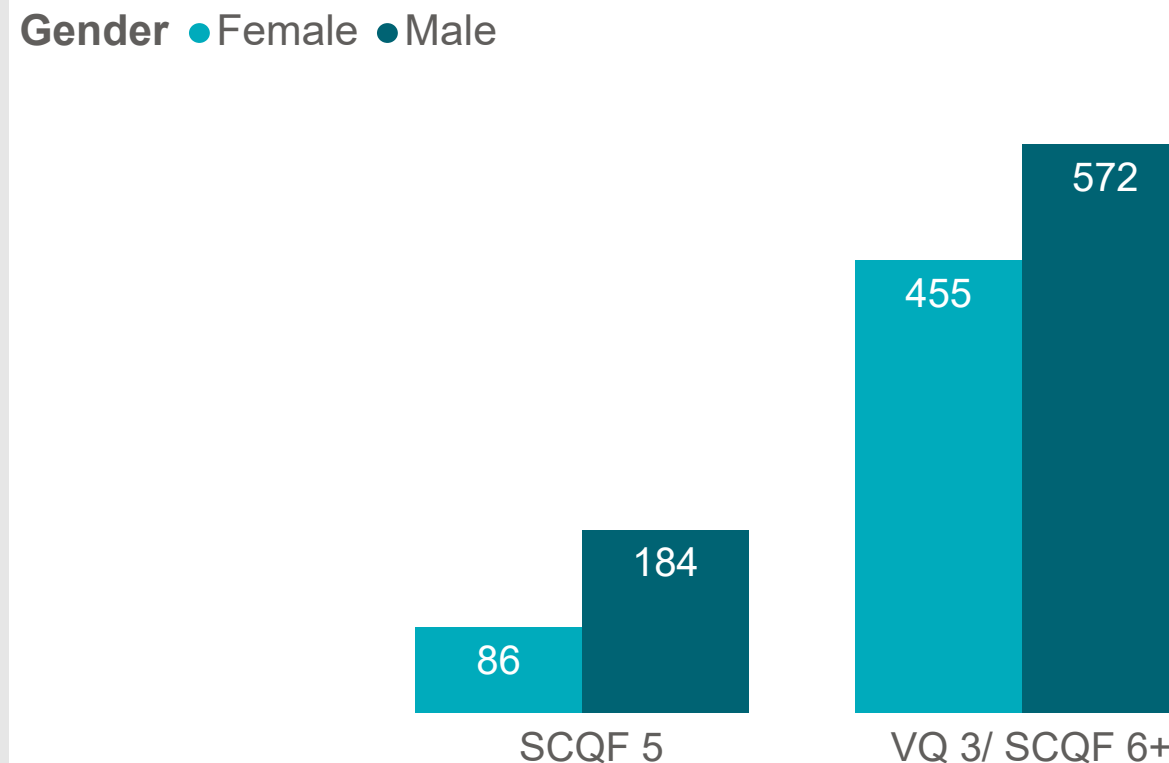
Starts by Age Band and Gender



In 2021/22, there were 1297 MA starts in Highland. This equates to 5.1% of the total MA starts (25,401).

42.6% of these starts were over 25, compared to 42.2% of all MA starts in Scotland.

Starts by SCQF Level and Gender



79.2% of MA starts were training at SCQF Level 6 or above, compared to 79.3% of all MA starts in Scotland.

## Context

9.3%

of MAs undertaking a STEM framework in Highland were female, compared to

10.8%

for all female starts in Scotland.

90.7%

of MAs undertaking a STEM framework in Highland were male, compared to

89.2%

for all male starts in Scotland.

## Frameworks with the highest number of starts in Highland by Gender

### Top 5 Frameworks

#### Female

Social Services and Healthcare	101
Social Services (Children and Young People)	80
Hospitality	77
Hospitality Management Skills Technical Apprenticeship	55
Business & Administration	38

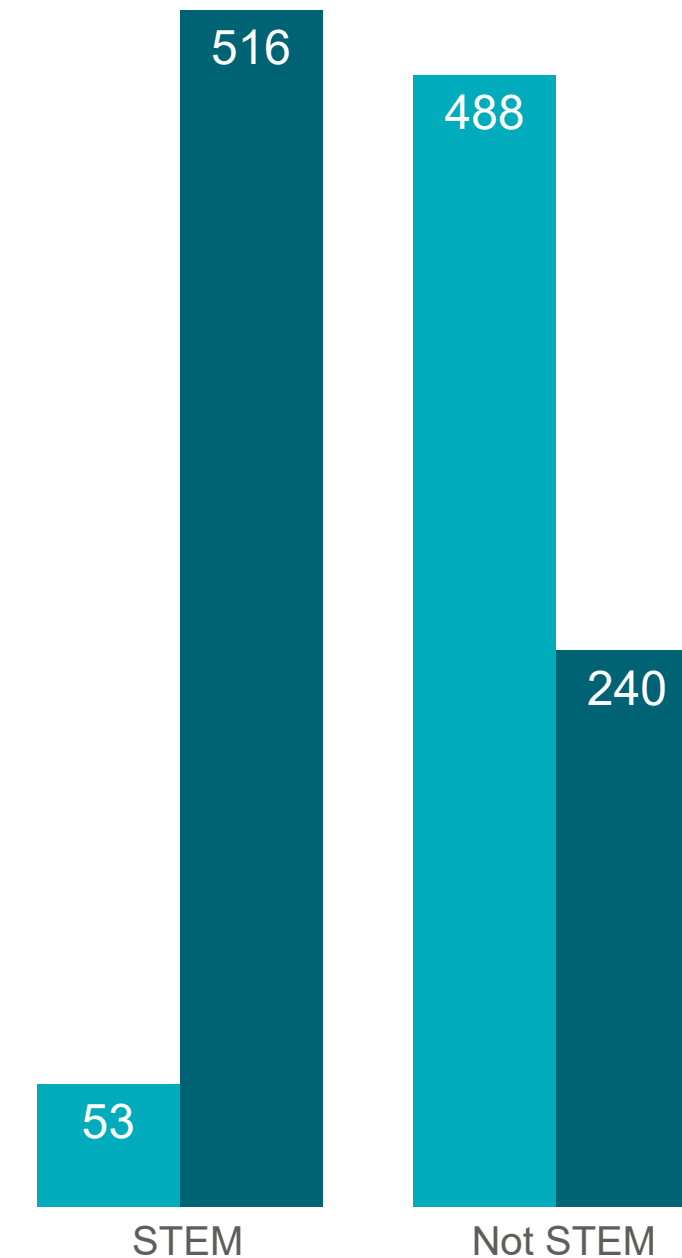
### Top 5 Frameworks

#### Male

Construction: Building	109
Engineering	56
Electrical Installation	52
Hospitality	50
Automotive	48
Construction: Civil Engineering	48

## Volumes of MA starts by STEM Status and Gender in Highland

Gender ● Female ● Male



## Context

14.2%

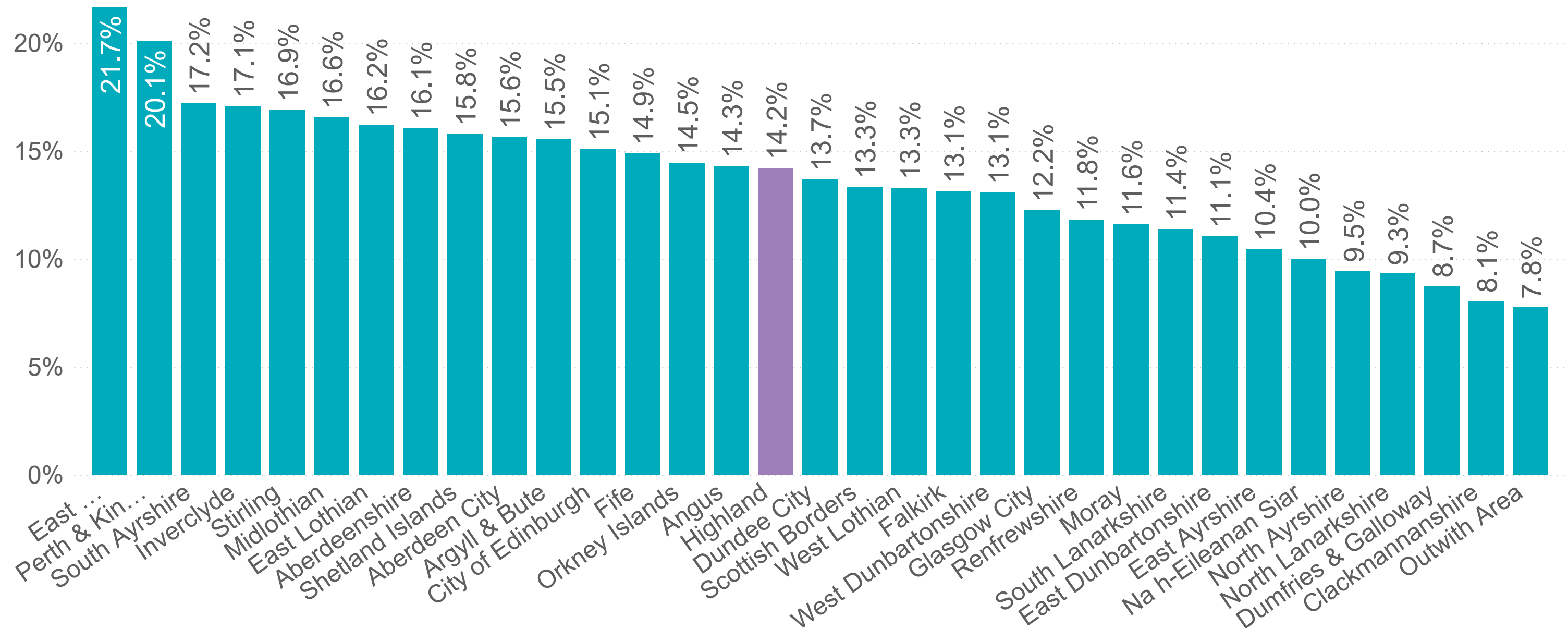
of MA starts in Highland in 2021/22 self-identified as disabled.

13.3%

of MA starts in Scotland in 2021/22 self-identified as disabled.

## Modern Apprenticeship Starts by Disability in Highland

In 2021/22, 14.2% of MA starts who reside in Highland self-identified as having an impairment, health condition or learning difficulty (I/HC/LD), compared to 13.3% of all MA starts.





## Context

1.5%

of all MA starts in Highland in 2021/22 self-identified as being from a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnic Group.

3.1%

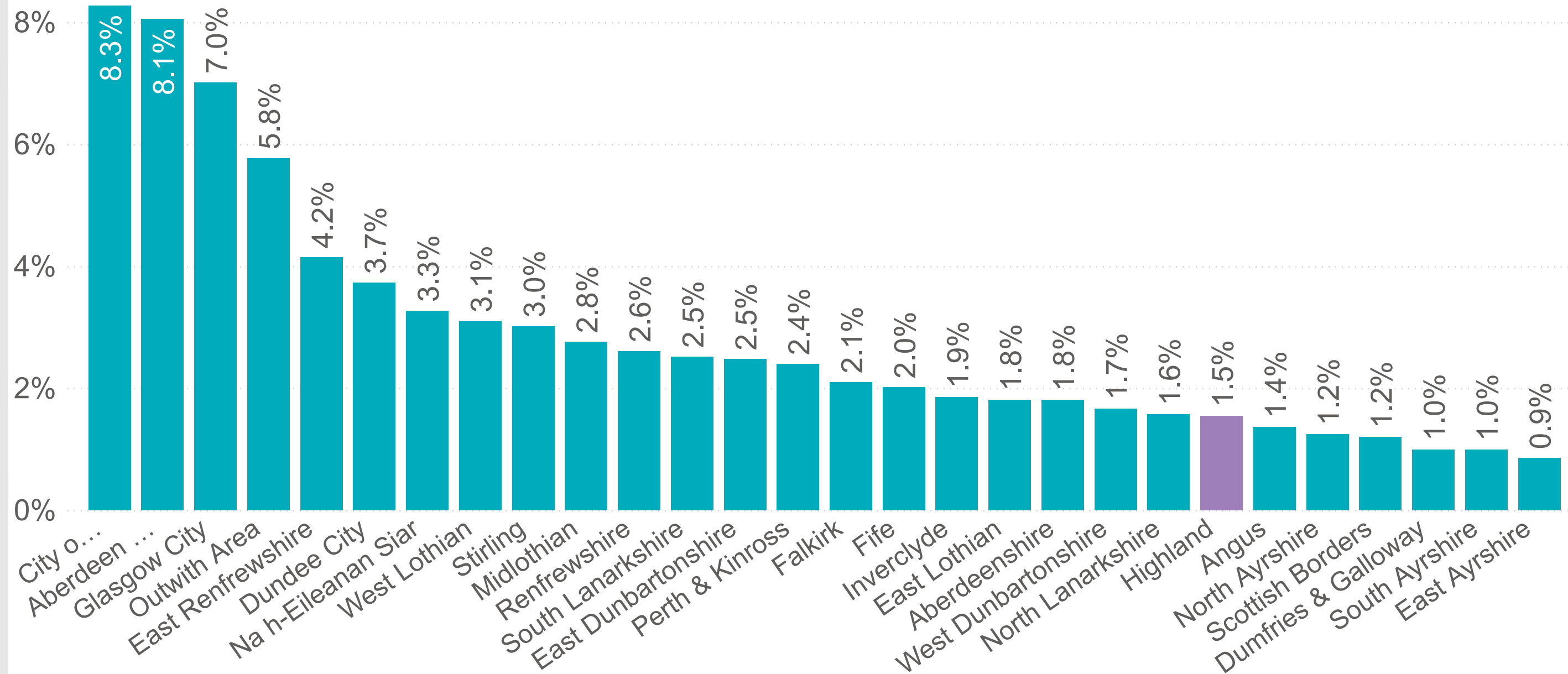
of all MA starts in Scotland in 2021/22 self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; or Other Ethnic group.

5.3%

of the 16-24 population in Scotland self-identify as being from a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnic Group.

## Modern Apprenticeship (MA) Starts by Ethnicity in Highland

In 2021/22, 1.5% of MA starts who reside in Highland self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; or Other Ethnic Group, compared to 3.1% of all MA starts.



## Context

1.6%

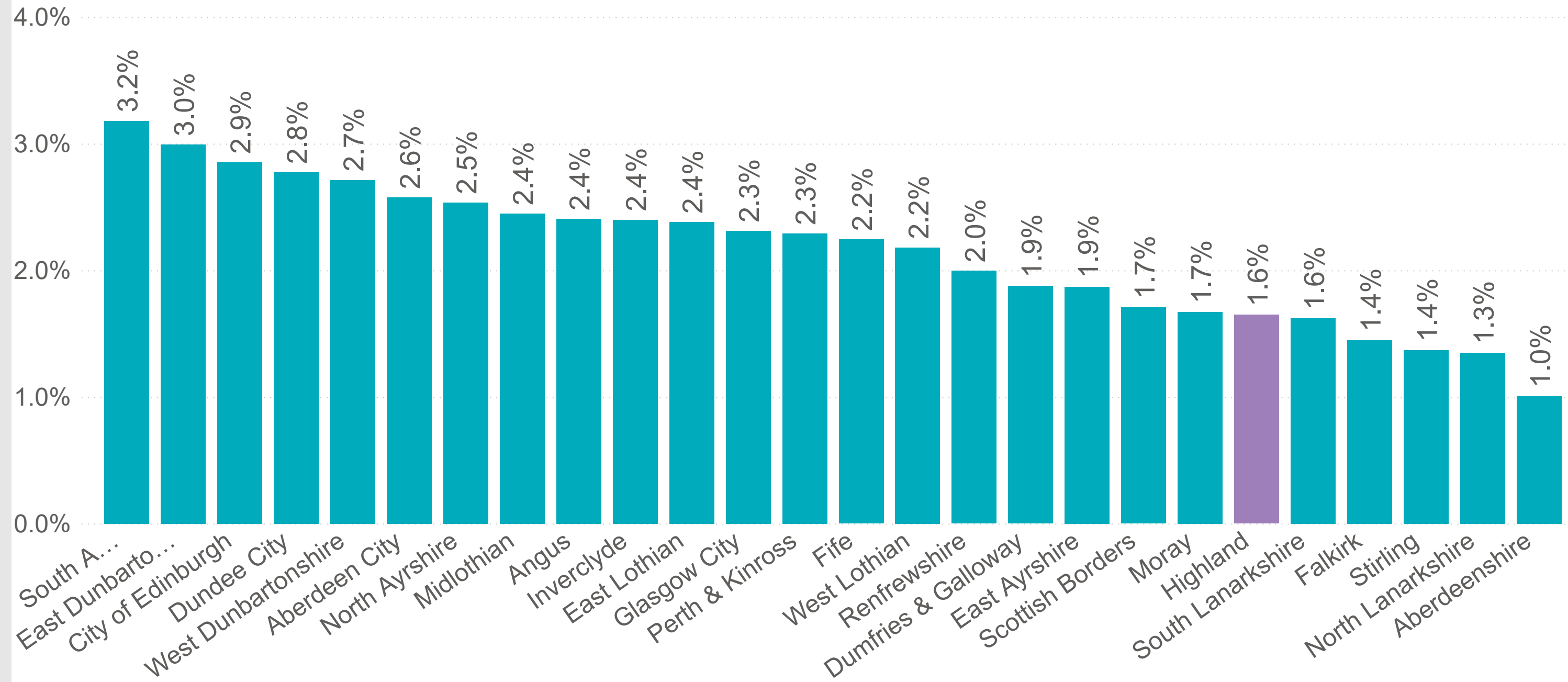
of MA starts in Highland in 2021/22, self-identified as being care experienced.

2.0%

of all MA starts in Scotland in 2021/22 self-identified as being care experienced.

## Modern Apprenticeship (MA) Starts by Care Experienced in Highland

In 2021/22, 1.6% of MA starts who reside in Highland self-identified as being care experienced, compared to 2.0% of all MA starts in Scotland.





## Context

12.6%

of EF starts in Highland in 2021/22 were female.

32.9%

of EF starts in Scotland in 2021/22 were female.

34.1%

of the 16-24 working population in Highland were female.

49.0%

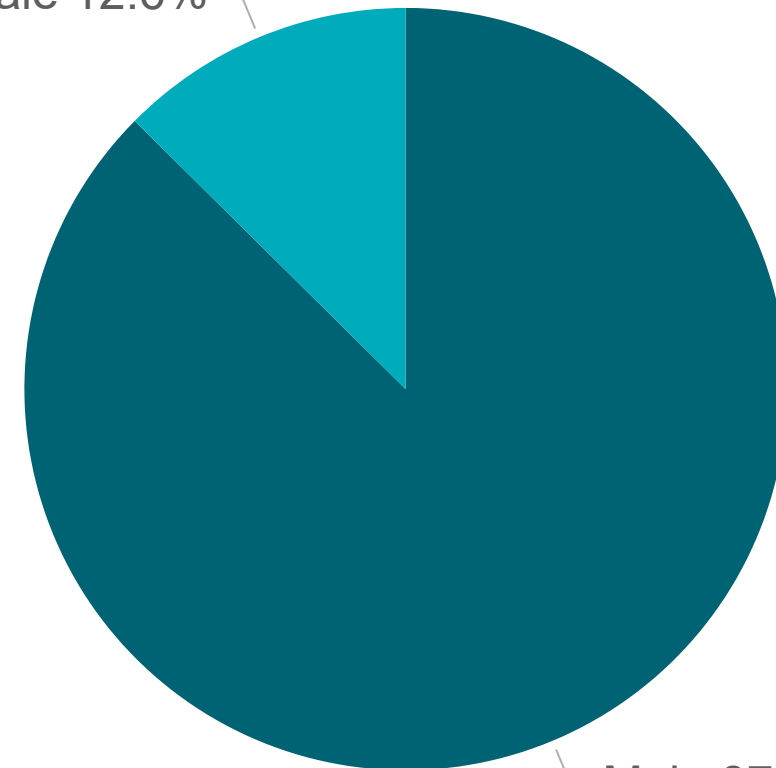
of the 16-24 working population in Scotland were female.

## Employability Fund (EF) Starts by Gender in Highland

In 2021/22, there were 151 EF starts in Highland. This equates to 2.0% of the total EF starts (7,754).

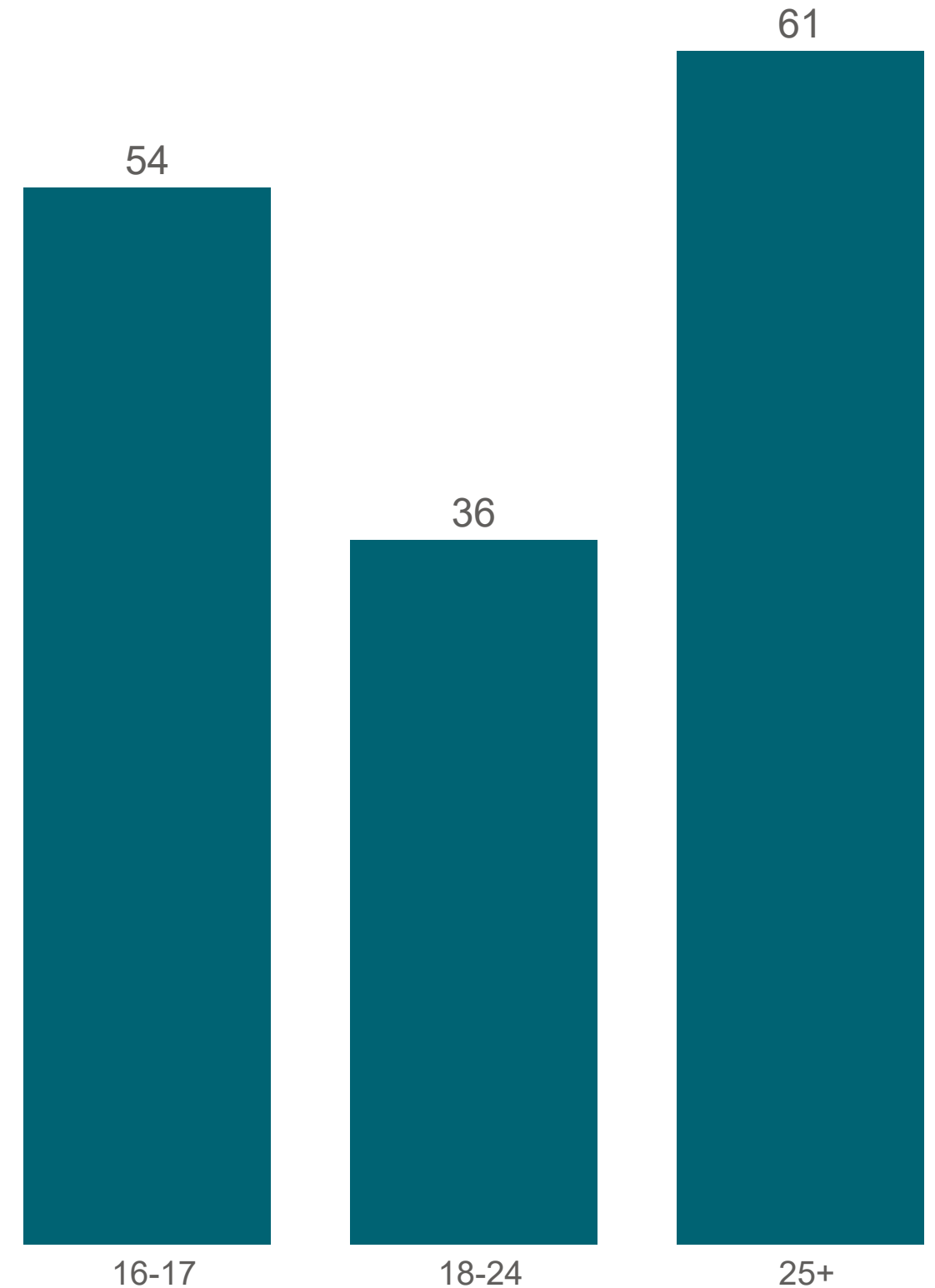
40.4% of these starts were over 25, compared to 27.5% of all EF starts in Scotland.

Female 12.6%



Male 87.4%

Gender  
● Male  
● Female



## Context

32.7%

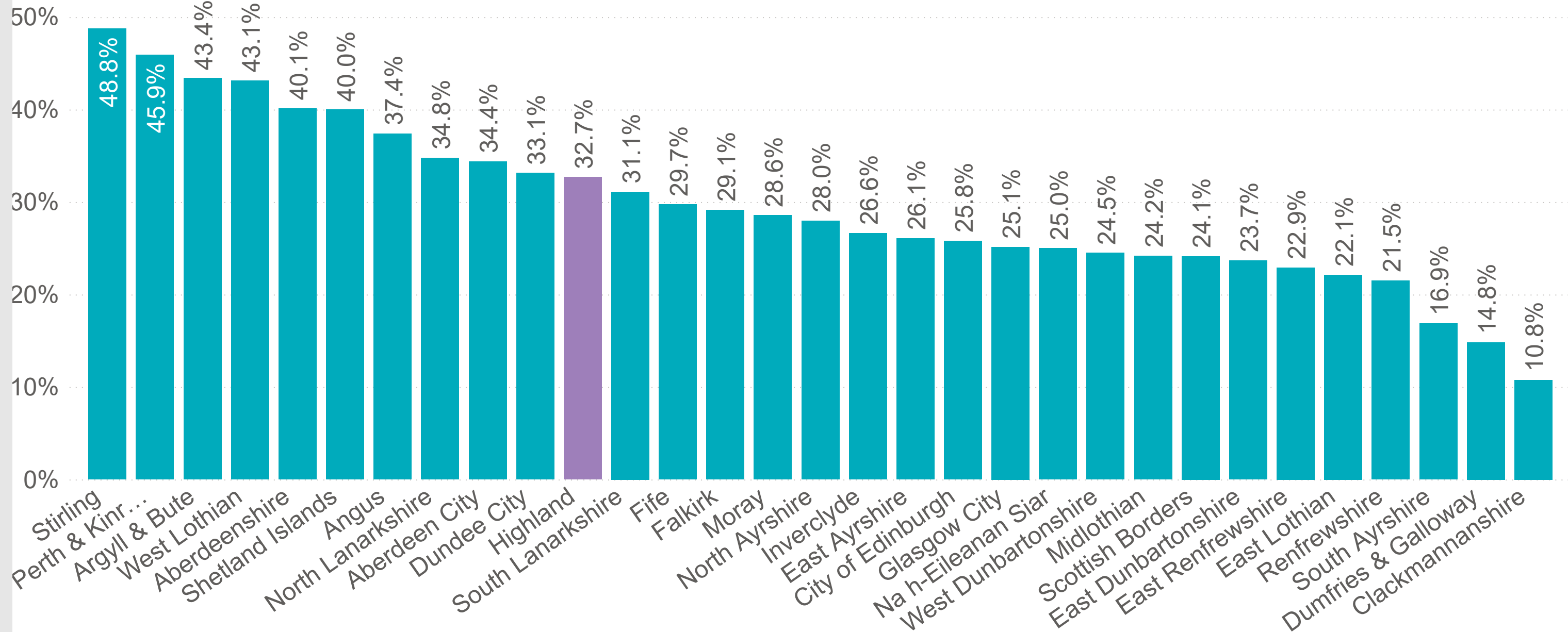
of EF starts in Highland in 2021/22 self-identified as disabled.

29.2%

of EF starts in Scotland in 2021/22 self-identified as disabled.

## Employability Fund (EF) Starts by Disability in Highland

In 2021/22, 32.7% of EF starts who reside in Highland self-identified as having an impairment, health condition or learning difficulty (I/HC/LD), compared to 29.2% of all EF starts.



## Context

\*

of all EF starts in Highland in 2021/22 self-identified as being from a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnic Group.

**4.7%**

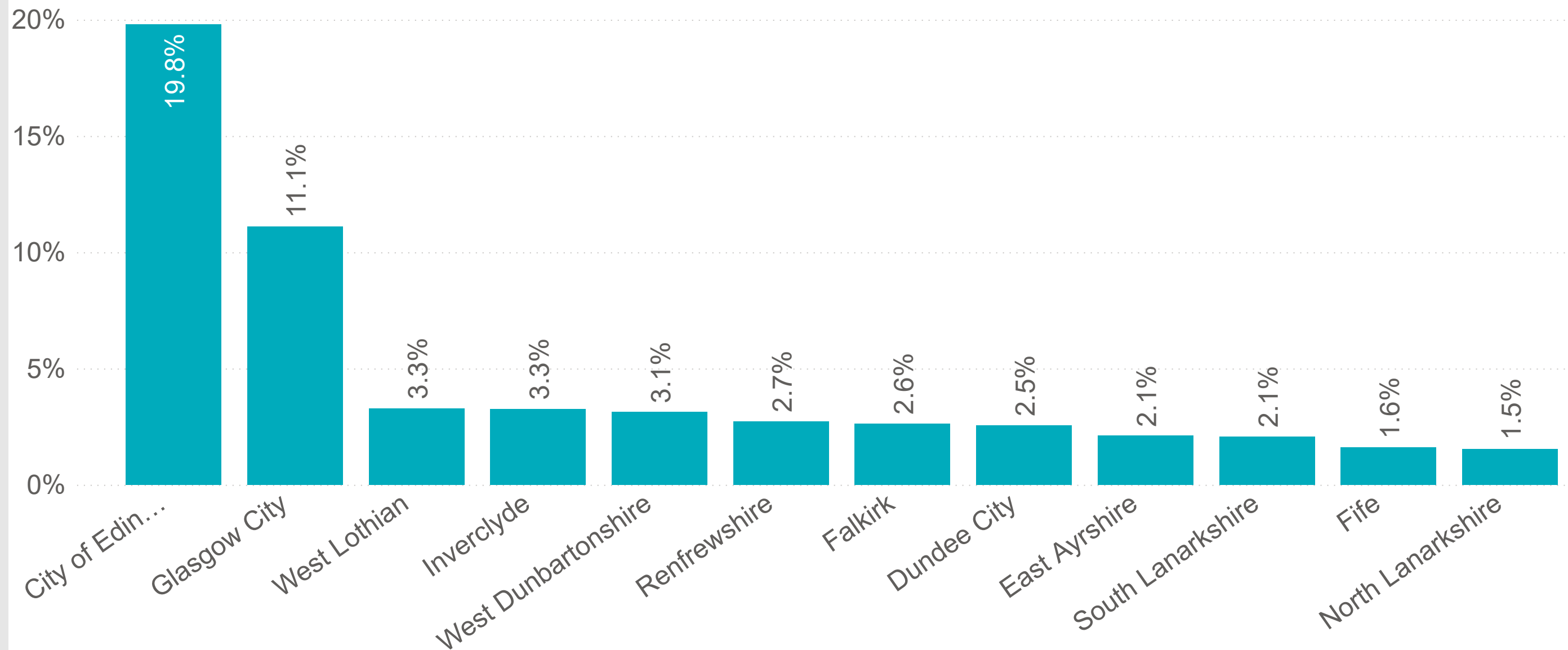
of all EF starts in Scotland in 2021/22 self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; or Other Ethnic group.

**5.3%**

of the 16-24 population in Scotland self-identify as being from a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnic Group.

## Employability Fund (EF) Starts by Ethnicity in Highland

In 2021/22, \* of EF starts who reside in Highland self-identified being from a Mixed or Multiple; Asian; African; Caribbean or Black; or Other Ethnic Group, compared to 4.7% of all EF starts.



## Context

10.3%

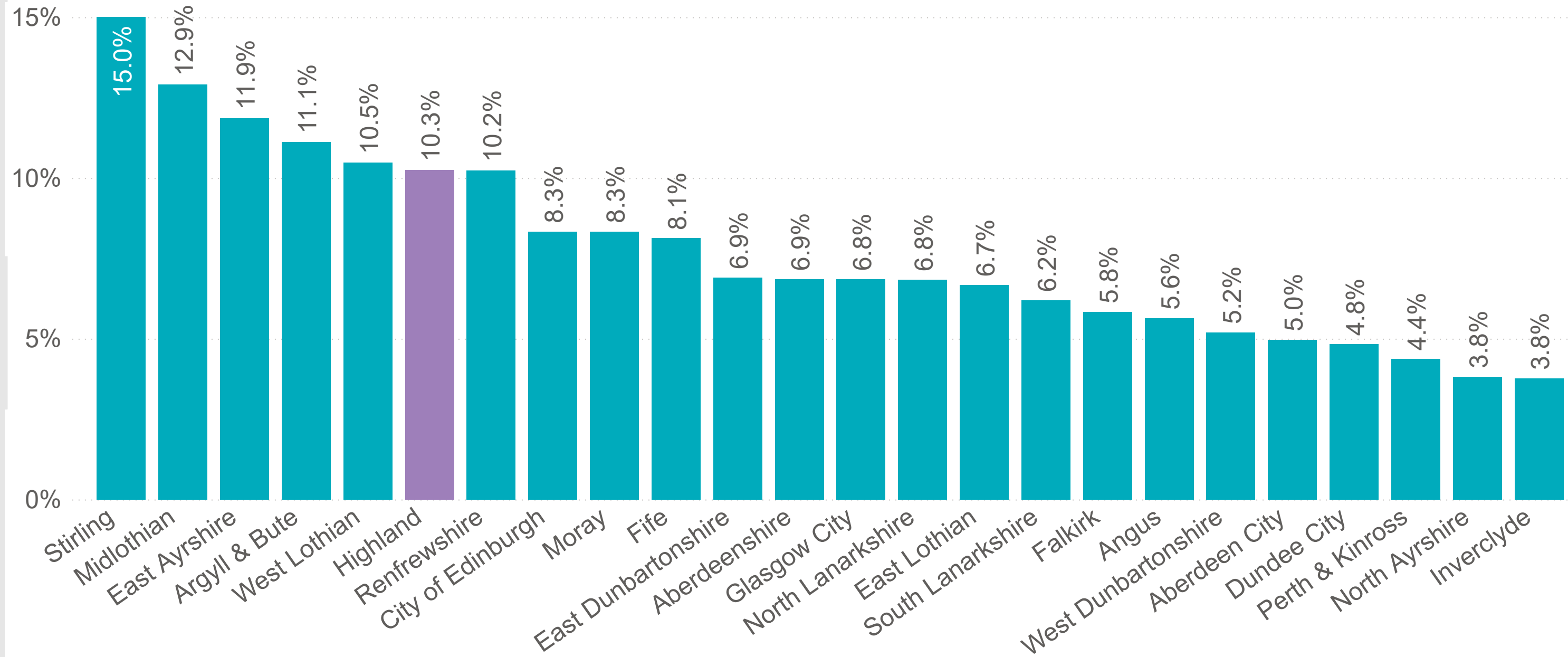
of all EF starts in Highland in 2021/22, self-identified as being care experienced.

7.0%

of all EF starts in Scotland in 2021/22 self-identified as being care experienced.

## Employability Fund (EF) Starts by Care Experienced in Highland

In 2021/22, 10.3% of EF starts who reside in Highland self-identified as being care experienced, compared to 7.0% of all EF starts in Scotland.



**Percentages**

Percentages in this report may not sum to 100% due to rounding.

**Local Authorities**

Local authority breakdown is based on trainee's home address.

**Disclosure  
Control**

Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing (marked with an asterisk \*). To maintain utility while ensuring that we enable apprentices to record their gender in the most appropriate way for them, we have removed the responses of those individuals who chose to record their gender as 'prefer not to say or 'in another way'. To see the totals when these are included please see our Supplementary Tables. Due to disclosure control some local authorities will therefore not be displayed in graphs.

**Comparison  
Figures**

Please note that age 16-24 population comparisons are not reliable across all local authorities due to small sample sizes.

**Gender**

Gender comparison figures are from the Annual Population Survey (APS) - Employment rate females (16-24) January 2021-December 2021.

Levels have been collapsed to avoid disclosure of small numbers.

The 'Frameworks with the Highest Number of Starts' tables display the top 5 frameworks with the highest number of starts in the local authority by gender. Some local authorities may display less frameworks due to disclosure control.



**Disability**

The figures quoted in this report are in response to our disability monitoring question. This is 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. Disability rates are calculated as the number of starts self-identifying an impairment, health condition or learning difficulty in 2021/22 as a percentage of the total starts, excluding those who selected 'prefer not to say'.  
Some local authority rates may be based on small numbers.

**Ethnicity**

Ethnicity rates are calculated as the number of starts self-identifying an ethnic group in 2021/22 as a percentage of the total starts, excluding those who selected 'prefer not to say'.  
Some local authority rates may be based on small numbers.  
Ethnicity Rate for Scotland comes from the Annual Population Survey - % of ethnic minority (16-19, 20-24).

**Care  
Experienced**

Care Experienced rates are calculated as the number of starts self-identifying as care experienced in 2021/22 as a percentage of the total starts, excluding those who selected 'prefer not to say'.  
Some local authority rates may be based on small numbers.