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Further disaggregation – employment
and earnings returns by sector group

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RESEARCH

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The views expressed in this report are the authors' and do not necessarily reflect those of the Department for Business, Innovation and Skills.

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1. Introduction

This note presents results of an analysis that expands the range of estimates at sector subject level included in Bibby et. al. (2014). We estimate separately the (i) earnings and (ii) employment probability premiums, for those who achieve either a FL2 or FL3 highest learning aim whilst studying at an English Further Education Institution (FEI), relative to those who have the same highest learning aim, but do not achieve. Estimates are obtained using the 2002-2013 ILR-WPLS administrative dataset, and the findings provide a robust estimate of the value added in each sector area.

For each learner we have 8 academic years (2004/2005 to 2011/2012) when they can possibly exit learning (as an achiever or non-achiever) and over these academic years, a learner can have multiple ILR learning spells. Across all of the learning spells for each individual we select the highest learning aim. Then within each sector area (as set out in Figure 1) we select all those whose highest learning aim is either (i) Full Level 2 or (ii) Full Level 3, and create estimates of earnings and employment value added separately for each, by comparing achievers to non-achievers within the particular sector subject.

Figure 1 sets out the Sector Group categorisations we use for the estimates presented here. The basis for estimation are the categorisations used in Bibby et. al. (2014), developed by Dave Thomson. These classifications use the Sector Subject Area (SSA) variable in the ILR as a starting point, but also make use of the title of the highest learning aim and the SSC footprint where SSA is missing or uninformative - providing a more complete coverage of sector classifications.

In Bibby et. al. (2014) there are some limitations placed on the analysis. One particular issue, is the limited extent to which the authors could accurately identify all individuals in the relevant population who make the transition from FE to HE. In the analysis of employment outcomes this is something that would ideally be taken into account, as we may find that lack of a clear employment premium is partly driven by large numbers of achievers moving into HE (and this may therefore cause achievers to have lower employment rates than non-achievers). Ideally we would present such employment returns alongside HE returns (or create a 'composite' indicator that reflects the probability that an individual will progress to 'employment and/or HE'). However, the employment return estimates still remain valid, whatever the approach taken.

In contrast, when considering earnings returns, Bibby et. al. (2014) speculate that an inability to fully identify transitions to HE may falsely deflate estimated earnings premiums in some areas. More specifically, for some earnings estimates the authors observe a dip in returns up to the third year after FE learning, particularly when considering returns to Full Level 3 qualifications. They speculate that, an inability to identify all those who go on to HE from Full Level 3 FE learning, may leave a significant number in the treatment (achievers) who take poorly paid PT jobs (whilst HE students) and this understates earnings relative to a control who exit to FT jobs. As returns tend to pick up 3 to 4 years from the end of learning in Bibby et. al. (when the treatment will have finished HE) this seemed to fit the facts. The estimated returns across Sector Groups presented here benefit from the inclusion of HESA data and the impacts suggested by Bibby et. al. are apparent (when we consider earnings returns for FL3 across sectors in Table 7 below, we also present some comparable estimates – which ignore the HE information – to illustrate).

Figure 1: Categorisation of Sector Subjects

Sector Group	Sector Subject code	Sector Subject Definition
1: Health & Nursing	1	Unitisation/ unaccredited courses within health, public service and care
	1.1	Health care
	1.2	Nursing and medicine
2: Law & Security	1.4	Public services, law, justice
	1.7	Security services
3: Caring	1.5	Child development and wellbeing
	1.6	Adult social care
4: Science & Maths	2	Science and mathematics (non-SFL)
5: Agriculture	3	Agriculture, Horticulture and Animal Care
6: Engineering /Manufacturing	4	Engineering and manufacturing
7: Transport	4.3	Transportation
8: Construction & Building Services	5	Small courses within the SSA of construction, planning & the built environment
	5.3	Construction
	5.4	Building services (plumbing, electrical installation etc.)
9: ICT	6	Information & Communication Technology
10: Retail & Wholesale	7	Unitisation/ unaccredited courses within retail
	7.1	Retailing and Wholesaling
	7.2	Warehousing and Distribution
	7.3	Service enterprises
11: Catering	7.4	Hospitality and Catering
12: Hair & Beauty	7.5	Hair and beauty
13: Leisure & Tourism	8	Leisure, Travel and Tourism
14: Fashion, Design and Performance	9	Unitisation/ unaccredited courses within performing arts
	9.1	Performing Arts
	9.2	Crafts, Creative Arts and Design
	16	Fashion & Textiles
15: Media	9.5	Creative Media
16: Social Science	10	History, Philosophy and Theology
	11	Social Sciences
17: Language & Culture	12	Unitisation/ unaccredited courses within languages, literature and culture
	12.1	English (non-SFL)
	12.2	Foreign languages & culture
18: Teaching	13.1	Teaching and Lecturing
	13.2	Supporting Teaching & Learning in Schools
19: Preparation for Work	14	Unitisation/ unaccredited courses within preparation for life and learning
	14.1	Foundations for Learning and Life
	14.2	Preparation for Work
20: Business, Management	15	Unitisation/ unaccredited courses within business and administration
	15.1	Accounting and Finance

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and Finance	15.3	Business studies
	15.7	Management, recruitment, personnel
21: Secretarial	15.2	Admin/ secretarial
22: Customer Service	15.6	Customer service

2. Data

2.1 Full Level 2 returns by Sector

Table 1: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.081***	0.079***	0.066*	0.054	0.066
s.e.	0.020	0.024	0.026	0.033	
N	7707	5085	3341	2262	
2: Law & Security	0.280***	0.302***	0.271***	0.243***	0.272
s.e.	0.013	0.017	0.020	0.022	
N	25698	15181	9911	7155	
3: Caring	0.131***	0.121***	0.109***	0.084***	0.105
s.e.	0.006	0.007	0.008	0.009	
N	130038	93138	64825	44235	
4: Science & Maths	0.122*	0.096	0.156*	0.123	0.125
s.e.	0.062	0.072	0.077	0.085	
N	1082	862	763	609	
5: Agriculture	0.171***	0.147***	0.147***	0.108***	0.134
s.e.	0.014	0.016	0.020	0.021	
N	23126	16164	10412	7269	
6: Engineer /Manufact	0.164***	0.131***	0.120***	0.109***	0.120
s.e.	0.007	0.007	0.008	0.010	
N	92992	67869	48815	35619	
7: Transport	0.138***	0.164***	0.166***	0.175***	0.168
s.e.	0.009	0.010	0.012	0.014	
N	53717	33861	21821	14556	
8: Construct & Build	0.187***	0.171***	0.155***	0.137***	0.154
s.e.	0.006	0.007	0.008	0.010	
N	129177	92636	59305	38508	
9: ICT	0.102***	0.121***	0.129***	0.131***	0.127
s.e.	0.008	0.010	0.012	0.017	
N	48419	30721	19820	11565	
10: Retail & Wholesale	0.101***	0.086***	0.079***	0.070***	0.078
s.e.	0.005	0.006	0.008	0.010	
N	123019	75399	45887	29735	
11: Catering	0.103***	0.101***	0.121***	0.107***	0.110

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
s.e.	0.008	0.009	0.011	0.013	
N	66541	47719	33766	24063	
12: Hair & Beauty	0.101***	0.099***	0.078***	0.059***	0.079
s.e.	0.011	0.012	0.013	0.014	
N	46065	37188	29616	22683	
13: Leisure & Tourism	0.000	0.003	0.034	0.031	0.000
s.e.	0.014	0.016	0.018	0.021	
N	28065	20042	13389	9557	
14: Fashion & Design	0.119***	0.113***	0.118***	0.163***	0.131
s.e.	0.028	0.032	0.034	0.041	
N	7263	5139	3859	2753	
15: Media	0.092*	0.007	0.120**	0.146**	0.091
s.e.	0.044	0.043	0.047	0.051	
N	2671	2358	2098	1812	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N	34	37	29	28	
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N	428	376	339	307	
18: Teaching	0.068**	0.064**	0.076**	0.026	0.055
s.e.	0.021	0.025	0.028	0.031	0.000
N	12694	8395	5616	3744	
19: Prep. for Work	0.073	0.065	0.120	N/A	N/A
s.e.	0.051	0.057	0.076		
N	1615	1082	651	444	
20: Bus, Manag & Fin	0.109***	0.096***	0.093***	0.091***	0.093
s.e.	0.006	0.007	0.010	0.013	
N	76043	44047	25504	15799	
21: Secretarial	0.098***	0.105***	0.106***	0.114***	0.108
s.e.	0.008	0.009	0.011	0.011	
N	45671	34754	27513	22314	
22: Customer Service	0.086***	0.095***	0.092***	0.098***	0.095
s.e.	0.006	0.007	0.009	0.010	
N	88428	55459	37385	25689	

Table 2: Employment premiums for FL2 Achievers by Sector Subject (OVERALL)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
1: Health & Nursing	0.026***	0.025**	0.026**	0.030**	0.027
s.e.	0.006	0.008	0.009	0.011	
N	13796	9767	6725	4680	
2: Law & Security	-0.021***	-0.028***	-0.028***	-0.024***	-0.027
s.e.	0.004	0.005	0.006	0.007	
N	57441	37767	23920	17488	
3: Caring	0.039***	0.039***	0.039***	0.038***	0.039
s.e.	0.002	0.002	0.002	0.003	
N	275903	216142	162188	114444	
4: Science & Maths	-0.036*	-0.040*	-0.042*	-0.077**	-0.053
s.e.	0.016	0.018	0.020	0.024	
N	4630	3695	2841	2200	
5: Agriculture	0.040***	0.042***	0.037***	0.027***	0.035
s.e.	0.005	0.005	0.006	0.007	
N	48708	37342	25976	18044	
6: Engineer /Manufact	0.008***	0.000	-0.004	-0.011***	<i>-0.005</i>
s.e.	0.002	0.002	0.003	0.003	
N	174063	136584	100331	73725	
7: Transport	0.011***	0.019***	0.038***	0.031***	0.029
s.e.	0.003	0.003	0.004	0.005	
N	138441	91512	48206	30459	
8: Construct & Build	0.020***	0.020***	0.015***	0.006*	0.014
s.e.	0.002	0.002	0.002	0.003	
N	319868	255542	174107	113114	
9: ICT	0.004*	-0.011***	-0.023***	-0.029***	-0.021
s.e.	0.002	0.003	0.004	0.005	
N	119480	76016	51603	30955	
10: Retail & Wholesale	0.012***	0.009***	0.007*	0.005	<i>0.007</i>
s.e.	0.002	0.002	0.003	0.003	
N	215472	141103	89336	58410	
11: Catering	0.023***	0.024***	0.025***	0.027***	0.025
s.e.	0.003	0.003	0.003	0.004	
N	127708	98780	73592	52650	
12: Hair & Beauty	0.024***	0.025***	0.026***	0.018***	0.023
s.e.	0.003	0.004	0.004	0.005	
N	127720	104809	85145	65494	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
13: Leisure & Tourism	0.036***	0.032***	0.030***	0.018**	0.027
s.e.	0.004	0.005	0.005	0.007	N/A
N	64478	50356	35018	24027	
14: Fashion & Design	0.007	-0.004	0.007	-0.001	0.000
s.e.	0.007	0.009	0.010	0.012	
N	25405	18696	13812	9297	
15: Media	-0.001	-0.007	-0.009	-0.005	0.000
s.e.	0.013	0.014	0.015	0.016	
N	8461	7195	6104	5012	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N	146	118	96	69	
17: Language & Culture	-0.088**	-0.091*	-0.073	-0.059	-0.074
s.e.	0.032	0.036	0.038	0.047	
N	1698	1399	1215	883	
18: Teaching	0.051***	0.051***	0.042***	0.041***	0.045
s.e.	0.007	0.008	0.009	0.011	
N	25032	17227	11799	7895	
19: Prep. for Work	-0.004	-0.008	-0.020	-0.075*	-0.034
s.e.	0.014	0.016	0.021	0.030	
N	5274	3639	2121	1072	
20: Bus, Manag & Fin	-0.002	-0.005*	-0.006*	-0.003	-0.005
s.e.	0.002	0.002	0.003	0.004	
N	137816	92803	55894	35835	
21: Secretarial	0.017***	0.013***	0.013***	0.014***	0.013
s.e.	0.003	0.003	0.004	0.004	
N	84779	67796	53902	42848	
22: Customer Service	-0.007***	-0.007***	-0.002	0.000	-0.003
s.e.	0.002	0.002	0.003	0.003	
N	158984	109155	72821	50051	

Table 3: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL 19-24)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.116*	0.108	0.108	N/A	N/A
s.e.	0.055	0.063	0.069		
N	945	657	525	423	
2: Law & Security	0.423***	0.447***	0.387***	0.276***	0.370
s.e.	0.026	0.034	0.041	0.048	
N	7368	4723	3218	2279	
3: Caring	0.144***	0.122***	0.110***	0.061**	0.098
s.e.	0.014	0.017	0.021	0.024	
N	19172	13321	9368	6696	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N	181	140	118	86	
5: Agriculture	0.202***	0.130***	0.100*	0.099*	0.110
s.e.	0.031	0.035	0.041	0.046	
N	3651	2745	2012	1534	
6: Engineer /Manufact	0.224***	0.170***	0.147***	0.130***	0.149
s.e.	0.015	0.016	0.017	0.020	
N	17186	13420	10111	7895	
7: Transport	0.200***	0.174***	0.182***	0.116***	0.157
s.e.	0.022	0.025	0.029	0.034	
N	6821	4778	3377	2264	
8: Construct & Build	0.226***	0.208***	0.163***	0.137***	0.169
s.e.	0.014	0.016	0.018	0.022	
N	21253	15874	10741	7133	
9: ICT	0.187***	0.177***	0.149***	0.140***	0.155
s.e.	0.024	0.029	0.032	0.039	
N	5595	3985	2899	2159	
10: Retail & Wholesale	0.091***	0.091***	0.040**	0.031	<i>0.054</i>
s.e.	0.011	0.013	0.015	0.018	
N	24405	17835	13326	10195	
11: Catering	0.073***	0.091***	0.084***	0.069***	0.081
s.e.	0.013	0.015	0.016	0.018	
N	21369	16785	13478	10896	
12: Hair & Beauty	0.062**	0.085***	0.028	0.065*	<i>0.059</i>
s.e.	0.022	0.025	0.027	0.030	
N	9322	7464	5938	4617	

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	-0.077**	-0.044	-0.015	-0.044	-0.034
s.e.	0.024	0.026	0.03	0.034	
N	7106	5177	3648	2797	
14: Fashion & Design	0.027	0.202*	0.142	N/A	N/A
s.e.	0.077	0.096	0.117		
N	1100	756	574	466	
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N	319	274	231	191	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N	10	10	6	6	
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N	58	41	37	32	
18: Teaching	0.059	N/A	N/A	N/A	N/A
s.e.	0.090				
N	587	385	256	157	
19: Prep. for Work	0.209*	N/A	N/A	N/A	N/A
s.e.	0.087				
N	618	463	331	239	
20: Bus, Manag & Fin	0.134***	0.118***	0.078***	0.095***	0.097
s.e.	0.015	0.017	0.021	0.025	
N	11524	8043	5583	4113	
21: Secretarial	0.083***	0.105***	0.093***	0.104***	0.101
s.e.	0.016	0.017	0.018	0.020	
N	11724	9734	8332	7231	
22: Customer Service	0.105***	0.112***	0.099***	0.102***	0.104
s.e.	0.011	0.012	0.013	0.016	
N	26092	19637	15223	11816	

Table 4: Employment premiums for FL2 Achievers by Sector Subject (OVERALL 19-24)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.022	0.018	0.005	0.019	N/A
s.e.	0.017	0.020	0.023	0.026	
N	1941	1464	1159	911	
2: Law & Security	-0.044***	-0.060***	-0.061***	-0.049***	-0.057
s.e.	0.008	0.010	0.012	0.014	
N	14469	10526	7496	5651	
3: Caring	0.028**	0.027***	0.028***	0.033***	0.029
s.e.	0.004	0.005	0.005	0.006	
N	44602	34813	26611	19936	
4: Science & Maths	-0.007	-0.014	-0.061	-0.064	N/A
s.e.	0.041	0.047	0.054	0.059	
N	615	490	386	313	
5: Agriculture	0.024*	0.020	0.007	-0.004	0.008
s.e.	0.011	0.011	0.013	0.015	
N	7475	5947	4531	3477	
6: Engineer /Manufact	-0.005	-0.009	-0.007	-0.009	0.000
s.e.	0.005	0.005	0.006	0.007	
N	32499	26619	20604	15991	
7: Transport	-0.016*	-0.011	-0.002	0.009	-0.001
s.e.	0.008	0.008	0.010	0.012	
N	13005	9880	6957	4679	
8: Construct & Build	-0.025***	-0.023***	-0.023***	-0.021***	-0.022
s.e.	0.004	0.005	0.005	0.006	
N	51434	42295	30437	20904	
9: ICT	-0.010	-0.024**	-0.013	-0.008	-0.015
s.e.	0.007	0.009	0.010	0.012	
N	13363	9178	6938	4949	
10: Retail & Wholesale	0.008*	0.005	-0.001	0.002	0.002
s.e.	0.004	0.004	0.005	0.005	
N	43394	32555	24795	19107	
11: Catering	0.014***	0.014***	0.011*	0.014**	0.013
s.e.	0.004	0.004	0.005	0.005	
N	40477	33459	27535	22395	
12: Hair & Beauty	0.015*	0.016*	0.021**	0.014	0.017
s.e.	0.007	0.007	0.008	0.009	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	24679	20273	16627	13445	
13: Leisure & Tourism	0.021**	0.025**	0.032***	0.029**	0.029
s.e.	0.007	0.008	0.009	0.010	
N	15757	12421	9034	6724	
14: Fashion & Design	0.050*	0.051*	0.058*	0.050	<i>0.053</i>
s.e.	0.021	0.023	0.027	0.031	
N	3298	2416	1844	1412	
15: Media	-0.008	0.017	0.007	-0.002	N/A
s.e.	0.038	0.042	0.047	0.051	
N	900	761	655	555	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N	24	18	15	10	
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N	192	155	128	99	
18: Teaching	0.046	0.060*	0.050	N/A	N/A
s.e.	0.024	0.028	0.034		
N	1498	1004	685	438	
19: Prep. for Work	-0.007	-0.003	-0.020	-0.040	-0.021
s.e.	0.024	0.026	0.032	0.040	
N	1670	1285	854	527	
20: Bus, Manag & Fin	-0.004	-0.004	-0.005	-0.002	0.000
s.e.	0.005	0.006	0.007	0.008	
N	21433	16132	11411	8564	
21: Secretarial	0.011	0.015*	0.009	0.009	<i>0.011</i>
s.e.	0.006	0.006	0.007	0.007	
N	21488	18218	15654	13483	
22: Customer Service	-0.011***	-0.010*	-0.002	0.001	<i>-0.004</i>
s.e.	0.003	0.004	0.004	0.005	
N	45898	36589	28692	22270	

Table 5: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL 25+)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.081***	0.081**	0.066*	0.060	0.069
s.e.	0.021	0.026	0.031	0.038	
N	6507	4222	2647	1694	
2: Law & Security	0.144***	0.121***	0.133***	0.100*	0.118
s.e.	0.018	0.025	0.036	0.042	
N	11160	5093	2513	1608	
3: Caring	0.120***	0.116***	0.100***	0.081***	0.099
s.e.	0.007	0.008	0.009	0.011	
N	95304	67390	45362	29633	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N	322	238	185	147	
5: Agriculture	0.134***	0.103***	0.128***	0.119***	0.117
s.e.	0.021	0.024	0.032	0.035	
N	13598	8693	4487	2726	
6: Engineer /Manufact	0.114***	0.084***	0.069***	0.065***	0.073
s.e.	0.008	0.010	0.011	0.014	
N	63057	43852	30166	20982	
7: Transport	0.106***	0.140***	0.141***	0.168***	0.150
s.e.	0.012	0.014	0.018	0.022	
N	36731	20880	11875	7412	
8: Construct & Build	0.148***	0.131***	0.123***	0.111***	0.122
s.e.	0.008	0.009	0.011	0.014	
N	79494	54278	31745	19528	
9: ICT	0.044***	0.062***	0.051***	0.080**	0.064
s.e.	0.009	0.011	0.016	0.030	
N	34061	19061	10120	3728	
10: Retail & Wholesale	0.090***	0.065***	0.075***	0.053***	0.064
s.e.	0.007	0.008	0.011	0.015	
N	88480	48954	25280	13539	
11: Catering	0.107***	0.090***	0.138***	0.100***	0.109
s.e.	0.011	0.014	0.018	0.025	
N	31430	19582	11003	5831	
12: Hair & Beauty	0.051*	0.065**	0.070*	0.004	0.046
s.e.	0.023	0.024	0.028	0.028	
N	11130	9273	7593	5994	

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	-0.056*	-0.053	-0.079	-0.098	-0.077
s.e.	0.024	0.031	0.041	0.055	
N	13508	8511	4274	2174	
14: Fashion & Design	0.133*	0.021	-0.006	N/A	N/A
s.e.	0.053	0.065	0.076		
N	2825	1527	897	493	
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N	480	362	259	206	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	0.070***	0.061*	0.063*	0.029	0.051
s.e.	0.022	0.026	0.029	0.032	
N	11987	7939	5312	3560	
19: Prep. for Work	0.011	N/A	N/A	N/A	N/A
s.e.	0.086				
N	636	348	121	50	
20: Bus, Manag & Fin	0.093***	0.080***	0.078***	0.076***	0.078
s.e.	0.006	0.008	0.011	0.016	
N	60495	32566	16938	9258	
21: Secretarial	0.047***	0.050***	0.053**	0.050**	0.051
s.e.	0.012	0.014	0.017	0.019	
N	20554	13390	9150	6692	
22: Customer Service	0.063***	0.077***	0.071***	0.072***	0.073
s.e.	0.008	0.010	0.013	0.016	
N	55950	30536	17741	10385	

Table 6: Employment premiums for FL2 Achievers by Sector Subject (OVERALL 25+)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
1: Health & Nursing	0.022**	0.024**	0.028**	0.022	0.025
s.e.	0.007	0.008	0.009	0.012	
N	11077	7749	5124	3405	
2: Law & Security	0.008	0.004	0.000	0.007	0.000
s.e.	0.006	0.007	0.010	0.013	
N	20794	12021	5508	3694	
3: Caring	0.035***	0.035***	0.036***	0.036***	0.036
s.e.	0.002	0.002	0.003	0.003	
N	179793	140720	102521	69838	
4: Science & Maths	0.009	N/A	N/A	N/A	N/A
s.e.	0.031				
N	640	492	363	297	
5: Agriculture	0.027***	0.036***	0.034***	0.034**	0.035
s.e.	0.006	0.007	0.009	0.011	
N	24653	18006	10663	6514	
6: Engineer /Manufact	0.011***	0.006*	0.002	-0.005	0.001
s.e.	0.003	0.003	0.003	0.004	
N	108984	83419	58320	42023	
7: Transport	-0.017***	-0.012**	0.018**	0.036***	0.014
s.e.	0.004	0.004	0.006	0.007	
N	99545	61135	24882	14419	
8: Construct & Build	0.004*	0.006*	0.007*	0.012**	0.008
s.e.	0.002	0.003	0.003	0.004	
N	193230	152282	96573	58947	
9: ICT	0.006*	-0.003	-0.010*	-0.005	-0.006
s.e.	0.003	0.003	0.004	0.007	
N	80266	45403	27076	12469	
10: Retail & Wholesale	0.004*	0.002	0.001	-0.002	0.000
s.e.	0.002	0.002	0.003	0.004	
N	152454	91505	50031	27333	
11: Catering	0.021***	0.021***	0.027***	0.032***	0.027
s.e.	0.004	0.004	0.005	0.007	
N	56022	39765	24985	13993	
12: Hair & Beauty	0.012*	0.014*	0.014*	0.018*	0.015
s.e.	0.006	0.007	0.007	0.008	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	32751	27006	22161	18000	
13: Leisure & Tourism	0.031***	0.028***	0.031**	0.050***	0.036
s.e.	0.006	0.007	0.010	0.013	
N	26182	20133	11182	5837	
14: Fashion & Design	0.024	0.021	0.064**	0.065*	0.050
s.e.	0.014	0.017	0.022	0.027	
N	6878	4433	2581	1480	
15: Media	-0.020	-0.001	0.008	N/A	N/A
s.e.	0.029	0.033	0.041		
N	1004	841	591	435	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	0.053***	0.050***	0.041***	0.035**	0.042
s.e.	0.007	0.008	0.010	0.012	
N	23192	15992	10951	7358	
19: Prep. for Work	0.047*	0.043	0.082	N/A	N/A
s.e.	0.021	0.027	0.044		
N	2105	1381	616	159	
20: Bus, Manag & Fin	-0.003	-0.005	-0.004	0.002	0.000
s.e.	0.002	0.003	0.003	0.005	
N	102116	64989	34866	20030	
21: Secretarial	0.004	0.007	0.009	0.012*	0.009
s.e.	0.004	0.005	0.006	0.006	
N	35467	25560	17770	12905	
22: Customer Service	-0.010***	-0.009**	-0.004	-0.001	-0.005
s.e.	0.002	0.003	0.004	0.005	
N	99832	61908	35223	20685	

2.2 Full Level 3 returns by Sector

Table 7: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.074***	0.134***	0.157***	0.174***	0.155
s.e.	0.013	0.016	0.018	0.021	
N	24688	18058	13089	9098	
2: Law & Security	0.117***	0.086***	0.056*	0.081**	0.074
s.e.	0.020	0.023	0.025	0.026	
N	17618	13121	9630	7329	
3: Caring	0.143***	0.138***	0.126***	0.130***	0.131
s.e.	0.005	0.006	0.007	0.008	
N	154166	106435	76757	55885	
4: Science & Maths	-0.280***	-0.182***	-0.013	0.125***	-0.023
s.e.	0.026	0.027	0.028	0.028	
N	14400	12732	10939	8821	
5: Agriculture	0.126***	0.164***	0.148***	0.152***	0.155
s.e.	0.021	0.023	0.026	0.030	
N	15072	11720	8941	6657	
6: Engineer /Manufact	0.226***	0.233***	0.177***	0.144***	0.185
s.e.	0.011	0.012	0.014	0.015	
N	38591	27585	18946	12750	
7: Transport	0.256***	0.221***	0.187***	0.209***	0.206
s.e.	0.015	0.015	0.016	0.019	
N	21104	16030	12413	8772	
8: Construct & Build	0.319***	0.288***	0.238***	0.204***	0.243
s.e.	0.011	0.013	0.014	0.016	
N	39404	29908	21555	14429	
9: ICT	0.084***	0.074***	0.049***	0.100***	0.074
s.e.	0.013	0.014	0.015	0.018	
N	26857	21931	17716	13658	
10: Retail & Wholesale	0.096***	0.109***	0.077***	0.059*	0.082
s.e.	0.013	0.018	0.022	0.027	
N	16363	8903	5369	3817	
11: Catering	0.087***	0.075***	0.085***	0.073***	0.078
s.e.	0.012	0.013	0.014	0.016	
N	31683	24467	18498	13640	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
12: Hair & Beauty	0.074***	0.077***	0.061**	0.051*	0.063
s.e.	0.018	0.019	0.022	0.024	
N	31570	24067	17614	12255	
13: Leisure & Tourism	0.013	-0.005	0.038	0.043	0.000
s.e.	0.018	0.021	0.022	0.024	
N	28495	21925	17049	13597	
14: Fashion & Design	-0.236***	-0.129***	-0.026	0.041*	-0.038
s.e.	0.016	0.016	0.017	0.019	
N	40923	32731	25254	19751	
15: Media	-0.043	-0.010	0.065**	0.139***	0.065
s.e.	0.023	0.024	0.025	0.026	
N	15485	13227	10880	8267	
16: Social Science	-0.282	-0.122	-0.046	0.109	0.000
s.e.	0.026	0.03	0.031	0.035	
N	15113	11380	8823	6832	
17: Language & Culture	-0.169***	-0.143**	-0.092*	-0.010	-0.082
s.e.	0.041	0.045	0.04	0.043	
N	9360	8291	7390	6442	
18: Teaching	0.010	0.058***	0.063***	0.069***	0.063
s.e.	0.014	0.016	0.017	0.019	
N	23154	16140	11560	8225	
19: Prep. for Work	-0.085***	0.027	0.131***	0.167***	0.108
s.e.	0.018	0.018	0.018	0.019	
N	18028	18274	16296	12585	
20: Bus, Manag & Fin	0.099***	0.104***	0.139***	0.157***	0.133
s.e.	0.008	0.009	0.011	0.012	
N	52631	36565	27185	21174	
21: Secretarial	0.076***	0.072***	0.081***	0.073***	0.075
s.e.	0.010	0.011	0.012	0.014	
N	30929	22307	16624	12711	
22: Customer Service	0.069***	0.087***	0.077***	0.079***	0.081
s.e.	0.010	0.012	0.013	0.015	
N	24845	18009	13904	10724	

Estimates for two of the largest sector groups, with no account taken of progress to HE

3: Caring	0.101***	0.110***	0.132***	0.154***	0.132
s.e.	0.005	0.006	0.007	0.008	
N	187574	134168	98586	72144	

20: Bus, Manag & Fin	0.055***	0.070***	0.115***	0.151***	0.112
s.e.	0.008	0.009	0.011	0.012	
N	75149	56100	43851	34863	

Table 8: Employment premiums for FL3 Achievers by Sector Subject (OVERALL)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.001	0.001	0.024***	0.029***	0.018
s.e.	0.004	0.005	0.006	0.006	
N	69846	51669	39494	28457	
2: Law & Security	0.051***	0.041***	0.046***	0.021*	0.036
s.e.	0.007	0.008	0.010	0.010	
N	49538	38689	30463	22251	
3: Caring	0.050***	0.049***	0.054***	0.046***	0.050
s.e.	0.002	0.002	0.002	0.003	
N	335878	254402	187729	139137	
4: Science & Maths	0.026***	0.032***	0.056***	0.056***	0.048
s.e.	0.007	0.008	0.008	0.009	
N	133963	108575	89080	69968	
5: Agriculture	0.052***	0.045***	0.037***	0.023*	0.035
s.e.	0.008	0.008	0.009	0.010	
N	39282	31127	24237	18132	
6: Engineer /Manufact	0.033***	0.031***	0.030***	0.020***	0.027
s.e.	0.004	0.004	0.005	0.005	
N	85260	64280	46561	32414	
7: Transport	-0.014*	-0.005	-0.003	-0.016*	-0.008
s.e.	0.006	0.006	0.007	0.008	
N	36532	28698	22431	17342	
8: Construct & Build	0.019***	0.014***	0.005	0.002	0.007
s.e.	0.004	0.004	0.005	0.005	
N	87763	69982	52807	38094	
9: ICT	0.041***	0.031***	0.034***	0.024***	0.030
s.e.	0.005	0.005	0.006	0.006	
N	95353	77673	63902	50215	
10: Retail & Wholesale	-0.010*	-0.009	-0.011	-0.006	-0.009
s.e.	0.005	0.006	0.007	0.009	
N	25893	17563	9808	7064	
11: Catering	0.026***	0.025***	0.023***	0.008	0.019
s.e.	0.004	0.005	0.005	0.006	
N	61674	49396	38587	28724	
12: Hair & Beauty	0.023***	0.020**	0.020*	0.013	0.018
s.e.	0.006	0.007	0.008	0.008	
N	71828	56150	43584	32247	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
13: Leisure & Tourism	0.052***	0.040***	0.032***	0.021**	0.031
s.e.	0.006	0.007	0.007	0.008	
N	92046	72323	55564	42123	
14: Fashion & Design	0.020***	0.018***	0.025***	0.009	0.017
s.e.	0.004	0.005	0.005	0.006	
N	185247	146677	111994	83097	
15: Media	0.019**	-0.006	-0.004	-0.006	-0.005
s.e.	0.007	0.008	0.008	0.009	
N	74030	63632	52299	40163	
16: Social Science	0.022***	0.027***	0.051***	0.042***	0.040
s.e.	0.006	0.008	0.009	0.011	
N	106134	81519	58149	41085	
17: Language & Culture	0.004	0.016	0.025	0.027	0.000
s.e.	0.012	0.013	0.014	0.015	
N	73066	62304	51769	42783	
18: Teaching	0.021***	0.021***	0.029***	0.029***	0.026
s.e.	0.005	0.005	0.006	0.007	
N	44951	32535	23523	16968	
19: Prep. for Work	0.016**	0.024***	0.046***	0.052***	0.041
s.e.	0.005	0.005	0.006	0.006	
N	80359	74110	66809	52645	
20: Bus, Manag & Fin	0.031***	0.032***	0.039***	0.027***	0.033
s.e.	0.003	0.003	0.004	0.004	
N	147912	111987	85435	66774	
21: Secretarial	0.004	0.006	0.008	0.006	0.000
s.e.	0.004	0.004	0.005	0.005	
N	51017	38596	29022	22537	
22: Customer Service	-0.010***	-0.011**	-0.008	-0.005	-0.008
s.e.	0.003	0.004	0.005	0.005	
N	39813	30566	23699	18668	

Table 9: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL 19-24)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.076**	0.129***	0.151***	0.190***	0.157
s.e.	0.028	0.030	0.033	0.036	
N	6886	5134	3816	2641	
2: Law & Security	0.195***	0.046	0.032	0.047	0.042
s.e.	0.053	0.061	0.063	0.067	
N	2016	1265	829	690	
3: Caring	0.171***	0.147***	0.145***	0.143***	0.145
s.e.	0.012	0.014	0.017	0.020	
N	27366	18850	13480	9548	
4: Science & Maths	-0.284***	-0.113	0.049	0.113	0.016
s.e.	0.053	0.060	0.063	0.069	
N	2196	1817	1500	1159	
5: Agriculture	0.173***	0.286***	0.148***	0.186***	0.207
s.e.	0.038	0.040	0.043	0.055	
N	3583	2761	2095	1608	
6: Engineer /Manufact	0.287***	0.267***	0.232***	0.191***	0.230
s.e.	0.021	0.023	0.025	0.027	
N	10657	7807	5425	3693	
7: Transport	0.230***	0.192***	0.168***	0.180***	0.180
s.e.	0.025	0.025	0.030	0.033	
N	5649	4167	3114	2191	
8: Construct & Build	0.315***	0.315***	0.275***	0.205***	0.265
s.e.	0.019	0.022	0.023	0.024	
N	11277	9102	7084	5060	
9: ICT	0.122***	0.152***	0.062*	0.101**	0.105
s.e.	0.024	0.027	0.028	0.033	
N	5813	4527	3552	2597	
10: Retail & Wholesale	0.065**	0.106***	0.086**	0.049	0.080
s.e.	0.022	0.027	0.031	0.037	
N	5349	4071	3083	2283	
11: Catering	0.054***	0.057**	0.052**	0.048*	0.052
s.e.	0.017	0.019	0.020	0.022	
N	11265	9384	7662	6034	
12: Hair & Beauty	0.101***	0.074**	0.082**	0.117**	0.091
s.e.	0.025	0.028	0.033	0.037	
N	8287	6111	4376	3080	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	-0.026	-0.020	0.026	0.020	0.000
s.e.	0.029	0.035	0.038	0.042	
N	4142	3060	2401	1947	
14: Fashion & Design	-0.252***	-0.134***	-0.055	0.021	-0.056
s.e.	0.033	0.034	0.036	0.042	
N	7818	6083	4560	3639	
15: Media	-0.089	-0.022	0.177***	0.139*	0.098
s.e.	0.046	0.051	0.054	0.063	
N	2236	1873	1532	1230	
16: Social Science	-0.331***	-0.137*	-0.061	0.013	-0.062
s.e.	0.045	0.058	0.067	0.068	
N	3434	2121	1459	976	
17: Language & Culture	-0.202*	-0.116	-0.219*	N/A	N/A
s.e.	0.100	0.123	0.100		
N	645	561	500	460	
18: Teaching	-0.142**	0.059	0.024	0.081	0.055
s.e.	0.049	0.067	0.070	0.091	
N	1820	1205	802	503	
19: Prep. for Work	-0.130***	0.006	0.146***	0.158***	0.103
s.e.	0.034	0.033	0.035	0.039	
N	4458	4569	3862	2590	
20: Bus, Manag & Fin	0.058***	0.067***	0.085***	0.149***	0.100
s.e.	0.016	0.018	0.021	0.024	
N	11529	8870	7034	5489	
21: Secretarial	0.075***	0.092***	0.052*	0.053*	0.066
s.e.	0.018	0.020	0.022	0.026	
N	9346	7276	5659	4268	
22: Customer Service	0.083***	0.097***	0.094***	0.101***	0.097
s.e.	0.016	0.017	0.019	0.021	
N	11297	9383	7852	6097	

Table 10: Employment premiums for FL3 Achievers by Sector Subject (OVERALL 19-24)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.000	-0.005	0.010	0.017	0.000
s.e.	0.008	0.009	0.010	0.011	
N	18634	13813	10269	7342	
2: Law & Security	0.004	0.008	0.033	0.035	0.000
s.e.	0.016	0.019	0.022	0.024	
N	4500	3241	2271	1770	
3: Caring	0.034***	0.034***	0.032***	0.036***	0.034
s.e.	0.004	0.004	0.005	0.006	
N	57615	43456	32117	23768	
4: Science & Maths	0.001	0.016	0.040*	0.046**	0.034
s.e.	0.013	0.015	0.016	0.017	
N	10013	8128	6593	5279	
5: Agriculture	-0.022	-0.026	-0.021	-0.012	0.000
s.e.	0.013	0.014	0.014	0.016	
N	7516	5988	4777	3606	
6: Engineer /Manufact	-0.008	-0.004	-0.003	0.005	0.000
s.e.	0.007	0.008	0.009	0.010	
N	22232	16969	12499	8779	
7: Transport	-0.011	-0.007	-0.004	-0.011	0.000
s.e.	0.011	0.011	0.012	0.013	
N	9586	7452	5751	4381	
8: Construct & Build	0.002	-0.001	-0.009	-0.001	0.000
s.e.	0.007	0.007	0.007	0.008	
N	23986	20237	16318	12445	
9: ICT	0.019*	-0.001	-0.006	-0.014	-0.007
s.e.	0.009	0.009	0.010	0.012	
N	14735	11643	9221	7102	
10: Retail & Wholesale	-0.014	-0.014	-0.016	-0.013	0.000
s.e.	0.008	0.009	0.011	0.013	
N	8445	6876	5349	4025	
11: Catering	0.011	0.011	0.011	0.010	0.000
s.e.	0.006	0.006	0.007	0.008	
N	19422	16825	14091	11290	
12: Hair & Beauty	0.006	0.010	0.016	0.010	0.000
s.e.	0.009	0.010	0.011	0.012	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	18905	14688	11278	8307	
13: Leisure & Tourism	0.017	0.024*	0.031**	0.036**	0.030
s.e.	0.009	0.010	0.012	0.013	
N	9212	7176	5564	4538	
14: Fashion & Design	-0.001	0.008	0.018	0.035**	0.020
s.e.	0.008	0.009	0.010	0.011	
N	27091	20783	15460	11249	
15: Media	0.003	-0.008	-0.011	-0.010	0.000
s.e.	0.015	0.016	0.017	0.018	
N	6993	5906	5056	4064	
16: Social Science	-0.004	0.006	0.020	0.030	0.000
s.e.	0.010	0.012	0.015	0.018	
N	14228	9031	5345	3636	
17: Language & Culture	0.004	0.032	0.050	0.078*	0.053
s.e.	0.030	0.031	0.034	0.035	
N	2382	2087	1780	1567	
18: Teaching	-0.010	-0.007	0.015	0.022	0.000
s.e.	0.014	0.016	0.019	0.022	
N	5361	3605	2396	1595	
19: Prep. for Work	-0.002	0.009	0.022*	0.039***	0.023
s.e.	0.009	0.009	0.009	0.010	
N	13345	13201	12607	9145	
20: Bus, Manag & Fin	0.002	0.001	-0.002	0.000	0.000
s.e.	0.006	0.006	0.007	0.008	
N	24987	19779	15750	12448	
21: Secretarial	0.000	0.004	0.004	0.000	0.000
s.e.	0.007	0.007	0.008	0.009	
N	15731	12593	10079	7851	
22: Customer Service	-0.012*	-0.014*	-0.011	-0.010	-0.012
s.e.	0.005	0.006	0.006	0.007	
N	18041	15437	13146	10737	

Table 11: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after the end of learning (OVERALL 25+)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.059***	0.115***	0.145***	0.171***	0.144
s.e.	0.017	0.020	0.024	0.031	
N	14196	9801	6957	4716	
2: Law & Security	0.098*	0.125*	-0.008	-0.070	N/A
s.e.	0.043	0.054	0.055	0.061	
N	3095	1616	842	716	
3: Caring	0.110***	0.111***	0.099***	0.111***	0.107
s.e.	0.007	0.008	0.009	0.010	
N	96347	63234	44178	32088	
4: Science & Maths	-0.285***	-0.024	0.073	0.248**	N/A
s.e.	0.065	0.082	0.086	0.082	
N	1575	1362	1065	763	
5: Agriculture	0.077*	0.112**	0.108*	0.134*	0.118
s.e.	0.034	0.038	0.044	0.053	
N	3328	2501	1902	1455	
6: Engineer /Manufact	0.121***	0.169***	0.132***	0.091***	0.131
s.e.	0.015	0.019	0.022	0.024	
N	9726	6628	4556	3302	
7: Transport	0.156***	0.141***	0.102*	0.043	N/A
s.e.	0.030	0.036	0.043	0.056	
N	3476	1853	1089	733	
8: Construct & Build	0.180***	0.146***	0.101***	0.114***	0.120
s.e.	0.018	0.020	0.024	0.028	
N	13648	9090	6031	4169	
9: ICT	0.098**	-0.024	-0.015	0.110	N/A
s.e.	0.033	0.040	0.059	0.073	
N	2694	1657	1038	653	
10: Retail & Wholesale	0.103***	0.096***	0.047	0.041	0.061
s.e.	0.017	0.025	0.035	0.045	
N	10346	4301	1831	1198	
11: Catering	0.074***	0.077**	0.084**	0.077*	0.079
s.e.	0.020	0.025	0.028	0.032	
N	7893	5024	3413	2435	
12: Hair & Beauty	0.018	0.048	0.087	-0.051	0.000
s.e.	0.046	0.051	0.059	0.061	
N	4729	3584	2703	2013	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	0.077	0.068	N/A	N/A	N/A
s.e.	0.050	0.060			
N	2362	898	412	308	
14: Fashion & Design	-0.153*	-0.058	-0.089	-0.030	-0.059
s.e.	0.061	0.067	0.072	0.077	
N	2226	1691	1315	962	
15: Media	0.029	0.120	-0.053	0.072	N/A
s.e.	0.067	0.073	0.073	0.095	
N	1074	870	737	539	
16: Social Science	-0.193***	0.004	0.054	0.188*	N/A
s.e.	0.046	0.059	0.065	0.083	
N	3081	1985	1281	770	
17: Language & Culture	0.113	N/A	N/A	N/A	N/A
s.e.	0.115				
N	520	457	383	284	
18: Teaching	0.030*	0.059***	0.069***	0.071***	0.066
s.e.	0.015	0.016	0.018	0.019	
N	21206	14834	10678	7676	
19: Prep. for Work	-0.042	0.050*	0.135***	0.175***	0.120
s.e.	0.024	0.023	0.023	0.025	
N	7827	8408	7555	5784	
20: Bus, Manag & Fin	0.083***	0.086***	0.093***	0.062***	0.080
s.e.	0.009	0.012	0.016	0.019	
N	25419	14422	9228	6853	
21: Secretarial	0.056***	0.041**	0.062***	0.054**	0.052
s.e.	0.012	0.014	0.016	0.018	
N	17946	12106	8727	6840	
22: Customer Service	0.061***	0.077***	0.061**	0.057*	0.065
s.e.	0.014	0.017	0.020	0.024	
N	12179	7448	5073	3869	

Table 12: Employment premiums for FL3 Achievers by Sector Subject (OVERALL 25+)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	-0.006	-0.006	0.021**	0.021*	0.012
s.e.	0.005	0.006	0.007	0.009	
N	38959	27227	19620	14092	
2: Law & Security	0.005	0.011	0.011	0.013	0.000
s.e.	0.014	0.017	0.022	0.025	
N	5146	3084	1673	1381	
3: Caring	0.025***	0.027***	0.032***	0.034***	0.031
s.e.	0.002	0.002	0.003	0.003	
N	182756	133630	94410	69206	
4: Science & Maths	0.004	0.008	0.061**	0.068**	0.046
s.e.	0.017	0.019	0.021	0.022	
N	6370	5035	3956	3002	
5: Agriculture	0.026*	0.022	0.017	0.003	0.014
s.e.	0.011	0.013	0.014	0.016	
N	7691	6202	5023	4024	
6: Engineer /Manufact	0.009	0.012*	0.009	0.013	0.011
s.e.	0.006	0.006	0.007	0.008	
N	17336	12348	8776	6395	
7: Transport	-0.014	0.000	0.017	0.024	0.000
s.e.	0.010	0.012	0.016	0.021	
N	6505	4061	2231	1523	
8: Construct & Build	0.009	0.004	-0.006	-0.007	0.000
s.e.	0.006	0.006	0.007	0.008	
N	29873	22157	15089	10807	
9: ICT	-0.009	-0.012	0.009	0.016	0.000
s.e.	0.010	0.013	0.016	0.021	
N	6221	4449	2942	1923	
10: Retail & Wholesale	-0.012*	-0.013	-0.013	0.002	-0.008
s.e.	0.006	0.007	0.011	0.015	
N	16007	9535	3513	2245	
11: Catering	0.010	0.014	0.015	0.014	0.000
s.e.	0.006	0.008	0.009	0.011	
N	14605	10370	7089	5070	
12: Hair & Beauty	0.019	0.009	0.013	0.009	0.000
s.e.	0.013	0.015	0.018	0.019	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	15080	11556	8909	6818	
13: Leisure & Tourism	0.017	0.018	0.006	-0.017	N/A
s.e.	0.012	0.016	0.025	0.032	
N	4467	2493	1076	798	
14: Fashion & Design	-0.008	0.004	0.007	0.006	0.000
s.e.	0.013	0.015	0.017	0.019	
N	9991	7751	5830	4437	
15: Media	0.005	-0.002	0.012	0.017	0.000
s.e.	0.019	0.021	0.023	0.026	
N	2993	2476	2117	1691	
16: Social Science	-0.021*	-0.022	0.010	0.020	0.003
s.e.	0.010	0.013	0.016	0.020	
N	14959	9219	5243	3303	
17: Language & Culture	0.033	0.032	0.020	0.049	N/A
s.e.	0.024	0.026	0.029	0.032	
N	1330	1177	1030	867	
18: Teaching	0.026***	0.024***	0.029***	0.029***	0.027
s.e.	0.005	0.005	0.006	0.007	
N	39193	28630	20910	15228	
19: Prep. for Work	-0.002	0.008	0.041***	0.048***	0.032
s.e.	0.007	0.007	0.007	0.008	
N	23098	22942	21950	17178	
20: Bus, Manag & Fin	0.002	-0.003	0.002	-0.001	0.000
s.e.	0.003	0.004	0.005	0.006	
N	47820	30736	19401	14158	
21: Secretarial	-0.002	0.000	0.003	0.004	0.000
s.e.	0.004	0.005	0.006	0.006	
N	28866	20824	14830	11612	
22: Customer Service	-0.007	-0.008	-0.008	0.001	0.000
s.e.	0.005	0.006	0.007	0.008	
N	19304	12891	8621	6412	

2.3 FL2 Sector returns, disaggregated by Apprenticeship, WBL and Education & Skills

Table 13: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Apprenticeships)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	N/A	N/A	N/A	N/A	N/A
s.e.					
N	420	370	356	300	
2: Law & Security	0.440***	0.363***	0.272***	0.159	0.265
s.e.	0.069	0.064	0.071	0.092	
N	2310	2165	1513	922	
3: Caring	0.132***	0.117***	0.104***	0.071*	0.097
s.e.	0.022	0.023	0.026	0.030	
N	11327	9881	7472	5446	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.067	0.049	0.039	-0.021	0.000
s.e.	0.036	0.039	0.045	0.047	
N	4064	3520	2806	2038	
6: Engineer /Manufact	0.210***	0.170***	0.194***	0.149***	0.171
s.e.	0.019	0.019	0.021	0.023	
N	12408	11253	8814	6948	
7: Transport	0.216***	0.184***	0.165***	0.161***	0.170
s.e.	0.022	0.022	0.026	0.031	
N	7727	6787	5425	3575	
8: Construct & Build	0.178***	0.140***	0.122***	0.071**	0.111
s.e.	0.018	0.019	0.021	0.023	
N	21082	17790	13396	9113	
9: ICT	0.287***	0.235***	0.193***	0.164***	0.197
s.e.	0.034	0.036	0.038	0.043	
N	4613	4283	3536	2734	
10: Retail & Wholesale	0.087***	0.120***	0.090***	0.096***	0.102
s.e.	0.014	0.015	0.016	0.019	
N	18320	16615	13175	9839	
11: Catering	0.106***	0.101***	0.103***	0.083***	0.096
s.e.	0.015	0.016	0.017	0.020	
N	16696	15353	12489	9492	

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
12: Hair & Beauty	0.135***	0.072***	0.053*	0.102***	0.076
s.e.	0.020	0.022	0.023	0.027	
N	14489	12255	9600	6993	
13: Leisure & Tourism	-0.021	-0.025	0.011	-0.031	0.000
s.e.	0.033	0.031	0.035	0.040	
N	3335	3125	2536	1936	
14: Fashion & Design	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
19: Prep. for Work	0.094	0.078	N/A	N/A	N/A
s.e.	0.089	0.081			
N	551	506	408	320	
20: Bus, Manag & Fin	0.061*	0.075**	0.097**	0.098*	0.090
s.e.	0.024	0.026	0.031	0.042	
N	4537	3784	2445	1607	
21: Secretarial	0.120***	0.104***	0.098***	0.111***	0.104
s.e.	0.018	0.018	0.019	0.020	
N	14490	13557	11475	9216	
22: Customer Service	0.097***	0.104***	0.094***	0.102***	0.100
s.e.	0.014	0.014	0.016	0.018	
N	18243	16483	12872	9646	

Table 14: Employment returns for FL2 Achievers (Apprenticeships)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
1: Health & Nursing	0.001	-0.009	-0.006	0.060	N/A
s.e.	0.040	0.039	0.039	0.043	
N	838	820	745	629	
2: Law & Security	-0.068**	-0.070**	-0.087**	-0.152***	-0.103
s.e.	0.023	0.023	0.027	0.035	
N	3569	3493	2772	1891	
3: Caring	0.015*	0.016*	0.015*	0.029**	0.020
s.e.	0.007	0.007	0.007	0.009	
N	25593	24637	20562	14954	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	-0.012	-0.015	-0.019	-0.014	0.000
s.e.	0.014	0.014	0.015	0.016	
N	7849	7391	6123	4528	
6: Engineer /Manufact	0.001	0.005	0.000	-0.004	0.000
s.e.	0.007	0.007	0.007	0.008	
N	20965	19978	16750	12910	
7: Transport	0.026**	0.021**	0.012	-0.012	0.007
s.e.	0.008	0.008	0.009	0.011	
N	15192	14235	12062	7544	
8: Construct & Build	0.000	0.000	-0.003	-0.024***	-0.009
s.e.	0.006	0.006	0.007	0.007	
N	44674	41875	33886	23656	
9: ICT	0.010	-0.003	-0.006	-0.051***	-0.020
s.e.	0.013	0.012	0.013	0.015	
N	8698	8468	7440	5315	
10: Retail & Wholesale	0.008	0.005	0.004	0.002	0.000
s.e.	0.005	0.005	0.005	0.006	
N	29632	28986	24267	18348	
11: Catering	0.001	0.003	0.000	0.001	0.000
s.e.	0.005	0.005	0.005	0.006	
N	29126	28534	24419	18718	
12: Hair & Beauty	0.020**	0.021**	0.020**	-0.006	0.012
s.e.	0.007	0.007	0.008	0.009	
N	32540	30476	25671	18051	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	0.011	0.011	-0.001	0.006	0.000
s.e.	0.011	0.011	0.011	0.013	
N	6326	6169	5357	4233	
14: Fashion & Design	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
19: Prep. for Work	-0.039	-0.034	-0.033	-0.025	N/A
s.e.	0.032	0.032	0.033	0.038	
N	1015	1010	963	694	
20: Bus, Manag & Fin	-0.006	-0.003	-0.011	-0.007	0.000
s.e.	0.009	0.009	0.011	0.014	
N	7084	6686	4578	3060	
21: Secretarial	0.000	-0.004	-0.010	-0.002	0.000
s.e.	0.007	0.007	0.007	0.008	
N	25261	24772	21674	16959	
22: Customer Service	0.001	0.001	-0.001	0.000	0.000
s.e.	0.005	0.005	0.005	0.006	
N	29482	28809	23875	18093	

Table 15: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Work Based Learning [WBL], excluding Apprenticeships)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.081***	0.090**	0.102**	0.113**	0.102
s.e.	0.023	0.028	0.032	0.041	
N	5665	3644	2343	1484	
2: Law & Security	0.264***	0.286***	0.296***	0.255***	0.279
s.e.	0.018	0.024	0.034	0.041	
N	12170	6040	3334	2245	
3: Caring	0.132***	0.127***	0.101***	0.084***	0.104
s.e.	0.007	0.008	0.010	0.012	
N	82890	57528	38149	23376	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.139***	0.143***	0.129***	0.086*	0.119
s.e.	0.022	0.027	0.034	0.037	
N	11793	7590	3558	1932	
6: Engineer /Manufact	0.132***	0.108***	0.082***	0.084***	0.091
s.e.	0.009	0.010	0.012	0.014	
N	58574	41136	28969	20453	
7: Transport	0.127***	0.151***	0.151***	0.160***	0.154
s.e.	0.012	0.015	0.018	0.022	
N	34658	20625	11959	7497	
8: Construct & Build	0.146***	0.136***	0.126***	0.113***	0.125
s.e.	0.009	0.011	0.014	0.018	
N	66416	45565	24887	14209	
9: ICT	0.031**	0.062***	0.048*	0.053	<i>0.054</i>
s.e.	0.011	0.014	0.019	0.033	
N	19233	11742	7298	2969	
10: Retail & Wholesale	0.094***	0.076***	0.074***	0.060***	0.070
s.e.	0.007	0.008	0.011	0.015	
N	82272	48699	26038	14100	
11: Catering	0.112***	0.096***	0.125***	0.133***	0.118
s.e.	0.012	0.014	0.018	0.026	
N	27729	17669	9958	4851	
12: Hair & Beauty	0.060	0.031	0.025	-0.017	0.000
s.e.	0.038	0.038	0.043	0.045	

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
N	3184	2958	2691	2185	
13: Leisure & Tourism	-0.059*	-0.051	-0.070	-0.066	-0.062
s.e.	0.026	0.032	0.041	0.070	
N	12260	7764	4339	1958	
14: Fashion & Design	0.121	-0.079	-0.144	N/A	N/A
s.e.	0.067	0.079	0.096		
N	1908	1040	644	331	
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	0.103***	0.074*	0.098*	0.007	0.060
s.e.	0.028	0.034	0.039	0.044	
N	7345	4455	3423	2117	
19: Prep. for Work	N/A	N/A	N/A	N/A	N/A
s.e.					
N	14	8	8	8	
20: Bus, Manag & Fin	0.098***	0.083***	0.070***	0.075***	0.076
s.e.	0.007	0.009	0.012	0.016	
N	48766	26890	15375	8280	
21: Secretarial	0.062***	0.063***	0.060***	0.051**	0.058
s.e.	0.013	0.015	0.018	0.019	
N	17223	11587	8529	6252	
22: Customer Service	0.072***	0.098***	0.095***	0.089***	0.094
s.e.	0.008	0.010	0.012	0.016	
N	49864	28904	18443	10890	

Table 16: Employment returns for FL2 Achievers (WBL, excluding Apprenticeships)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.024***	0.022*	0.020*	0.015	0.019
s.e.	0.007	0.009	0.010	0.012	
N	9138	6652	4366	2987	
2: Law & Security	-0.020***	-0.029***	-0.052***	-0.063***	-0.048
s.e.	0.006	0.007	0.010	0.012	
N	22612	15643	8192	5790	
3: Caring	0.033***	0.033***	0.035***	0.033***	0.034
s.e.	0.002	0.002	0.003	0.003	
N	147068	119056	84019	55621	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.027***	0.034***	0.033**	0.024	0.030
s.e.	0.008	0.008	0.011	0.013	
N	19073	14710	8047	4316	
6: Engineer /Manufact	0.009**	0.004	0.001	-0.003	0.001
s.e.	0.003	0.003	0.004	0.004	
N	93186	76973	53623	40538	
7: Transport	-0.018***	-0.014***	0.010	0.029***	0.008
s.e.	0.004	0.004	0.006	0.007	
N	83458	59419	23860	14351	
8: Construct & Build	-0.002	-0.002	-0.004	-0.001	0.000
s.e.	0.003	0.003	0.004	0.005	
N	155119	132676	77723	45250	
9: ICT	-0.008**	-0.013**	-0.012*	-0.014	-0.013
s.e.	0.003	0.004	0.005	0.008	
N	34168	25880	16545	9029	
10: Retail & Wholesale	0.006**	0.005	0.004	0.004	0.004
s.e.	0.002	0.003	0.003	0.004	
N	126674	92019	50967	29089	
11: Catering	0.019***	0.021***	0.024***	0.030***	0.025
s.e.	0.004	0.004	0.005	0.007	
N	46077	35140	21839	11749	
12: Hair & Beauty	0.025*	0.028*	0.028*	0.023	0.026
s.e.	0.012	0.012	0.013	0.013	
N	7809	7402	6931	6302	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	0.037***	0.030***	0.032**	0.048**	0.037
s.e.	0.007	0.008	0.011	0.016	
N	22897	19030	9852	5676	
14: Fashion & Design	0.006	0.028	0.035	0.009	N/A
s.e.	0.022	0.027	0.034	0.045	
N	3064	2363	1344	758	
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	0.052***	0.042***	0.033**	0.030*	0.035
s.e.	0.009	0.011	0.013	0.015	
N	13054	9264	6226	4645	
19: Prep. for Work	N/A	N/A	N/A	N/A	N/A
s.e.					
N	30	21	14	13	
20: Bus, Manag & Fin	-0.005*	-0.006*	-0.010*	-0.007	-0.008
s.e.	0.002	0.003	0.004	0.005	
N	75531	53857	28925	18030	
21: Secretarial	-0.004	-0.004	-0.004	0.001	0.000
s.e.	0.005	0.005	0.006	0.007	
N	27120	21103	15326	11676	
22: Customer Service	-0.010***	-0.010***	-0.001	0.002	-0.003
s.e.	0.003	0.003	0.004	0.005	
N	82350	58762	35165	22087	

Table 17: Earnings premium for FL2 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Education and Skills, which excludes WBL and Apprenticeships)

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.102*	0.127*	0.085	N/A	N/A
s.e.	0.047	0.056	0.065		
N	1324	1031	621	455	
2: Law & Security	0.203***	0.248***	0.250***	0.219***	0.239
s.e.	0.021	0.026	0.028	0.030	
N	8683	6715	5036	3962	
3: Caring	0.100***	0.098***	0.126***	0.086***	0.103
s.e.	0.013	0.014	0.016	0.017	
N	28312	23623	17522	13759	
4: Science & Maths	0.122	0.104	0.132	N/A	N/A
s.e.	0.085	0.096	0.105		
N	839	684	611	494	
5: Agriculture	0.091**	0.097**	0.113**	0.119***	0.110
s.e.	0.030	0.031	0.036	0.036	
N	5533	4415	3508	2748	
6: Engineer /Manufact	0.106***	0.090***	0.102***	0.093***	0.095
s.e.	0.014	0.016	0.018	0.023	
N	16690	13737	9547	6745	
7: Transport	0.038	0.089**	0.113**	0.097*	0.100
s.e.	0.025	0.030	0.035	0.039	
N	6844	5153	3503	2549	
8: Construct & Build	0.163***	0.161***	0.155***	0.149***	0.155
s.e.	0.011	0.012	0.014	0.016	
N	33629	26946	19180	13370	
9: ICT	0.082***	0.097***	0.116***	0.109***	0.107
s.e.	0.013	0.016	0.021	0.028	
N	21384	13546	8003	4870	
10: Retail & Wholesale	0.061*	0.040	0.053	0.045	0.046
s.e.	0.025	0.027	0.039	0.049	
N	5765	4484	2082	1291	
11: Catering	0.159***	0.144***	0.201***	0.103**	0.149
s.e.	0.024	0.027	0.032	0.035	
N	11397	8999	6422	4846	
12: Hair & Beauty	0.080***	0.098***	0.077***	0.038	0.071
s.e.	0.015	0.017	0.018	0.020	

FL2 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
N	25050	20060	15760	11971	
13: Leisure & Tourism	0.042	0.013	0.082**	0.108***	0.068
s.e.	0.025	0.028	0.029	0.031	
N	9656	8114	5702	4824	
14: Fashion & Design	0.119***	0.124**	0.138***	0.169***	0.144
s.e.	0.035	0.038	0.040	0.045	
N	4973	3972	3113	2337	
15: Media	0.088	-0.004	0.116*	0.171**	0.094
s.e.	0.050	0.049	0.053	0.057	
N	2226	1985	1795	1563	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N	386	339	311	280	
18: Teaching	0.029	0.047	0.065	0.049	0.000
s.e.	0.034	0.037	0.040	0.045	
N	5055	3902	2174	1622	
19: Prep. for Work	0.033	N/A	N/A	N/A	N/A
s.e.	0.081				
N	854	478	184	64	
20: Bus, Manag & Fin	0.119***	0.105***	0.119***	0.088***	0.104
s.e.	0.014	0.015	0.021	0.026	
N	15243	12399	7327	5553	
21: Secretarial	0.102***	0.101***	0.137***	0.134***	0.124
s.e.	0.024	0.025	0.030	0.032	
N	6556	5493	3919	3225	
22: Customer Service	0.087***	0.076**	0.079*	0.135**	0.097
s.e.	0.023	0.024	0.034	0.051	
N	6620	5134	2286	1365	

Table 18: Employment returns for FL2 Achievers (Education and Skills, which excludes WBL and Apprenticeships)

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
1: Health & Nursing	0.014	0.029	0.048*	0.051	<i>0.043</i>
s.e.	0.015	0.017	0.020	0.029	
N	2718	2193	1565	1015	
2: Law & Security	-0.030***	-0.037***	-0.030***	0.000	<i>-0.022</i>
s.e.	0.006	0.008	0.009	0.010	
N	25038	17783	12896	9748	
3: Caring	0.036***	0.033***	0.035***	0.037***	0.035
s.e.	0.004	0.004	0.004	0.005	
N	76250	64532	52684	38960	
4: Science & Maths	-0.050**	-0.052**	-0.062**	-0.104***	-0.073
s.e.	0.018	0.020	0.023	0.027	
N	4247	3394	2600	1997	
5: Agriculture	0.018*	0.022*	0.024*	0.031**	0.026
s.e.	0.009	0.010	0.011	0.012	
N	16798	13493	10590	7986	
6: Engineer /Manufact	-0.014**	-0.019***	-0.008	-0.026***	<i>-0.018</i>
s.e.	0.005	0.005	0.006	0.007	
N	43927	35633	27217	17540	
7: Transport	0.001	0.003	0.029*	0.019	<i>0.017</i>
s.e.	0.008	0.009	0.011	0.014	
N	19790	14327	10474	6762	
8: Construct & Build	0.012**	0.013**	0.014***	0.016**	0.014
s.e.	0.004	0.004	0.004	0.005	
N	89862	73849	58174	39908	
9: ICT	0.011***	-0.006	-0.024***	-0.029**	<i>-0.020</i>
s.e.	0.003	0.005	0.006	0.009	
N	66648	38315	25803	14802	
10: Retail & Wholesale	0.011	0.009	0.006	0.023	0.000
s.e.	0.008	0.009	0.011	0.016	
N	10759	8520	5539	2422	
11: Catering	0.065***	0.062***	0.058***	0.066***	0.062
s.e.	0.008	0.009	0.009	0.011	
N	28301	22632	17690	12549	
12: Hair & Beauty	0.017***	0.019***	0.023***	0.024***	0.022
s.e.	0.004	0.005	0.005	0.006	

FL2 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	75086	60505	48346	36952	
13: Leisure & Tourism	0.013	0.010	0.001	0.001	0.000
s.e.	0.007	0.008	0.009	0.010	
N	26905	22606	18162	12474	
14: Fashion & Design	-0.008	-0.015	-0.004	-0.008	0.000
s.e.	0.008	0.010	0.011	0.014	
N	21170	16088	12275	8383	
15: Media	-0.010	-0.016	-0.017	-0.009	0.000
s.e.	0.014	0.015	0.016	0.018	
N	7748	6560	5577	4574	
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	-0.084*	-0.082*	-0.059	-0.047	-0.063
s.e.	0.034	0.038	0.042	0.053	
N	1639	1340	1161	834	
18: Teaching	0.049***	0.063***	0.050***	0.049**	0.054
s.e.	0.011	0.013	0.014	0.017	
N	10191	7838	5516	3224	
19: Prep. for Work	0.041*	0.041	0.049	-0.061	0.010
s.e.	0.019	0.023	0.037	0.094	
N	3329	2319	1038	261	
20: Bus, Manag & Fin	-0.006	-0.013**	-0.003	0.001	-0.005
s.e.	0.005	0.005	0.006	0.008	
N	35683	29395	21786	14144	
21: Secretarial	0.036***	0.041***	0.043***	0.046***	0.043
s.e.	0.008	0.009	0.010	0.011	
N	14811	12722	9982	7309	
22: Customer Service	-0.007	-0.001	-0.002	0.028	0.000
s.e.	0.007	0.007	0.009	0.015	
N	13630	10722	6963	3065	

2.4 FL3 Sector returns, disaggregated by Apprenticeship, WBL and Education & Skills

Table 19: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Apprenticeships)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.275***	0.152*	0.061	N/A	N/A
s.e.	0.063	0.064	0.063		
N	2092	1558	1009	492	
2: Law & Security	N/A	N/A	N/A	N/A	N/A
s.e.					
N	362	338	252	183	
3: Caring	0.190***	0.212***	0.178***	0.157***	0.182
s.e.	0.019	0.020	0.025	0.030	
N	15406	11721	8162	5297	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.164*	0.302***	0.157*	0.010	N/A
s.e.	0.064	0.074	0.080	0.097	
N	1651	1369	940	567	
6: Engineer /Manufact	0.339***	0.280***	0.232***	0.253***	0.255
s.e.	0.021	0.021	0.024	0.027	
N	20046	14619	9323	5270	
7: Transport	0.310***	0.270***	0.229***	0.247***	0.249
s.e.	0.021	0.020	0.020	0.022	
N	12701	11263	8918	5871	
8: Construct & Build	0.413***	0.368***	0.310***	0.279***	0.319
s.e.	0.028	0.029	0.029	0.030	
N	16464	14006	10085	5869	
9: ICT	0.122***	0.205***	0.088**	0.136***	0.143
s.e.	0.028	0.029	0.028	0.035	
N	4577	4011	3114	1681	
10: Retail & Wholesale	0.064**	0.107***	0.103**	0.074	0.095
s.e.	0.024	0.028	0.033	0.041	
N	4426	3715	2630	1755	
11: Catering	0.064***	0.068***	0.062**	0.066**	0.065
s.e.	0.019	0.020	0.021	0.024	
N	9875	8867	7155	5317	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
12: Hair & Beauty	0.120***	0.094**	0.097**	0.094*	0.095
s.e.	0.030	0.032	0.037	0.045	
N	5359	4401	2964	1761	
13: Leisure & Tourism	-0.077*	0.019	0.032	0.093	0.048
s.e.	0.039	0.045	0.045	0.054	
N	3227	2497	1685	1124	
14: Fashion & Design	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	N/A	N/A	N/A	N/A	N/A
s.e.					
N	186	111	79	52	
19: Prep. for Work	0.285***	0.315***	0.325***	0.272***	N/A
s.e.	0.063	0.065	0.069	0.073	
N	826	808	741	631	
20: Bus, Manag & Fin	0.113***	0.111***	0.110***	0.115***	0.112
s.e.	0.022	0.023	0.030	0.035	
N	7355	5898	4249	2854	
21: Secretarial	0.069**	0.080***	0.065**	0.066*	0.070
s.e.	0.022	0.022	0.026	0.034	
N	8581	7378	5425	3610	
22: Customer Service	0.077***	0.085***	0.057**	0.085***	0.076
s.e.	0.018	0.018	0.021	0.024	
N	9691	8487	6739	4827	

Table 20: Employment returns for FL3 Achievers (Apprenticeships)

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.015	0.010	-0.003	-0.029	0.000
s.e.	0.021	0.021	0.021	0.026	
N	3430	2979	2051	1208	
2: Law & Security	-0.029	-0.043	N/A	N/A	N/A
s.e.	0.063	0.064			
N	559	503	418	309	
3: Caring	0.024***	0.023***	0.022**	0.028***	0.024
s.e.	0.006	0.006	0.007	0.008	
N	27862	24343	17824	12214	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	-0.032	-0.004	0.001	0.024	0.000
s.e.	0.022	0.023	0.024	0.030	
N	2994	2639	1926	1249	
6: Engineer /Manufact	0.000	0.001	-0.006	-0.013	0.000
s.e.	0.008	0.008	0.009	0.010	
N	36618	28460	19689	11678	
7: Transport	-0.017	-0.010	-0.014	-0.026**	-0.017
s.e.	0.009	0.009	0.009	0.009	
N	19089	17795	14851	11103	
8: Construct & Build	0.021*	0.019	0.005	0.005	0.010
s.e.	0.010	0.010	0.010	0.011	
N	29057	26778	20906	13868	
9: ICT	0.012	0.001	-0.007	-0.020	0.000
s.e.	0.011	0.011	0.011	0.013	
N	7750	7096	5893	3436	
10: Retail & Wholesale	-0.021	-0.011	-0.013	-0.024	0.000
s.e.	0.009	0.009	0.011	0.014	
N	6611	6035	4634	3136	
11: Catering	0.004	0.001	-0.002	0.003	0.000
s.e.	0.007	0.007	0.007	0.008	
N	15353	14635	12259	9403	
12: Hair & Beauty	0.014	0.011	0.010	0.012	0.000
s.e.	0.012	0.012	0.013	0.015	
N	10130	9311	7184	4626	

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	0.056***	0.057***	0.062***	0.045**	0.055
s.e.	0.012	0.012	0.014	0.016	
N	6405	5775	4005	2630	
14: Fashion & Design	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	N/A	N/A	N/A	N/A	N/A
s.e.					
N	321	236	169	120	
19: Prep. for Work	0.004	0.011	0.013	0.010	N/A
s.e.	0.021	0.021	0.021	0.022	
N	1506	1489	1418	1205	
20: Bus, Manag & Fin	-0.007	-0.012	-0.017	-0.012	0.000
s.e.	0.009	0.009	0.010	0.011	
N	11022	9725	7246	4958	
21: Secretarial	-0.003	-0.003	-0.005	0.000	0.000
s.e.	0.009	0.009	0.009	0.011	
N	13329	12450	9614	6742	
22: Customer Service	-0.012*	-0.011	-0.009	-0.010	-0.010
s.e.	0.006	0.006	0.007	0.008	
N	14508	13655	11247	8518	

Table 21: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Work Based Learning [WBL], excluding Apprenticeships)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.146***	0.174***	0.170***	0.192***	0.179
s.e.	0.019	0.024	0.030	0.035	
N	7508	4433	3088	2166	
2: Law & Security	0.159***	0.254***	0.053	0.081	0.129
s.e.	0.043	0.056	0.050	0.049	
N	2283	1569	744	646	
3: Caring	0.125***	0.119***	0.090***	0.112***	0.107
s.e.	0.008	0.009	0.010	0.011	
N	72470	45532	34022	23767	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.095*	0.161***	0.180***	0.175**	0.172
s.e.	0.041	0.048	0.054	0.066	
N	1729	1350	1135	866	
6: Engineer /Manufact	0.087***	0.147***	0.088***	0.042	0.092
s.e.	0.018	0.022	0.024	0.027	
N	7492	5249	3688	2643	
7: Transport	0.155***	0.176***	0.097*	N/A	N/A
s.e.	0.031	0.039	0.051		
N	2988	1430	772	472	
8: Construct & Build	0.180***	0.127***	0.144***	0.157***	0.143
s.e.	0.025	0.030	0.040	0.045	
N	8604	5087	3009	1907	
9: ICT	0.136***	0.003	-0.109	N/A	N/A
s.e.	0.041	0.053	0.075		
N	1490	865	589	316	
10: Retail & Wholesale	0.109***	0.104***	0.057	0.059	0.073
s.e.	0.020	0.029	0.037	0.046	
N	8614	3423	1521	992	
11: Catering	0.065**	0.073**	0.091**	0.048	0.071
s.e.	0.024	0.028	0.033	0.036	
N	5235	3354	2425	1697	
12: Hair & Beauty	0.054	0.036	0.070	-0.035	N/A
s.e.	0.067	0.083	0.085	0.090	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
N	1286	1032	908	637	
13: Leisure & Tourism s.e.	0.185 0.08	N/A	N/A	N/A	N/A
N	1255	371	111	67	
14: Fashion & Design s.e.	N/A	N/A	N/A	N/A	N/A
N					
15: Media s.e.	N/A	N/A	N/A	N/A	N/A
N					
16: Social Science s.e.	N/A	N/A	N/A	N/A	N/A
N					
17: Language & Culture s.e.	N/A	N/A	N/A	N/A	N/A
N					
18: Teaching s.e.	0.015 0.019	0.037 0.022	0.019 0.023	0.032 0.026	0.000
N	12344	8099	6677	4527	
19: Prep. for Work s.e.	0.143*** 0.034	0.116** 0.036	0.148*** 0.034	0.098** 0.034	0.121
N	2378	2320	2344	2278	
20: Bus, Manag & Fin s.e.	0.089*** 0.011	0.083*** 0.014	0.118*** 0.018	0.092*** 0.021	0.098
N	16683	9759	6605	4819	
21: Secretarial s.e.	0.030* 0.014	0.015 0.015	0.033* 0.017	0.034 0.019	0.027
N	13699	9553	7547	5925	
22: Customer Service s.e.	0.047** 0.016	0.089*** 0.019	0.086*** 0.021	0.065** 0.025	0.080
N	9419	6305	4868	3776	

Table 22: Employment returns for FL3 Achievers (WBL, excluding Apprenticeships)

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	0.011	0.006	0.011	0.008	0.000
s.e.	0.006	0.007	0.009	0.011	
N	12937	8573	5774	4216	
2: Law & Security	0.002	-0.014	-0.042*	-0.031	-0.029
s.e.	0.015	0.017	0.021	0.027	
N	3411	2498	1232	1030	
3: Caring	0.027***	0.030***	0.034***	0.034***	0.033
s.e.	0.002	0.003	0.003	0.004	
N	130926	95701	68276	51628	
4: Science & Maths	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
5: Agriculture	0.005	-0.005	-0.009	-0.011	0.000
s.e.	0.014	0.016	0.017	0.019	
N	3330	2811	2423	2040	
6: Engineer /Manufact	0.006	0.005	0.012	0.010	0.000
s.e.	0.006	0.007	0.008	0.009	
N	12167	9086	6650	4964	
7: Transport	-0.013	0.006	0.017	0.015	0.000
s.e.	0.011	0.014	0.019	0.025	
N	5235	3226	1517	958	
8: Construct & Build	0.007	0.004	-0.007	-0.004	0.000
s.e.	0.008	0.008	0.011	0.013	
N	17449	13336	7353	5168	
9: ICT	-0.008	-0.014	-0.024	-0.016	N/A
s.e.	0.013	0.016	0.022	0.029	
N	2481	1829	1166	657	
10: Retail & Wholesale	-0.013	-0.015	-0.015	-0.010	0.000
s.e.	0.007	0.008	0.012	0.015	
N	12176	7779	2673	1724	
11: Catering	0.018*	0.023*	0.028*	0.034**	0.028
s.e.	0.008	0.009	0.011	0.013	
N	8717	6327	4494	3294	
12: Hair & Beauty	0.009	0.019	0.020	0.018	0.000
s.e.	0.020	0.023	0.026	0.026	
N	3311	2732	2403	2131	

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
13: Leisure & Tourism	0.022	0.048*	0.008	-0.045	N/A
s.e.	0.019	0.023	0.047	0.071	
N	1942	1125	269	168	
14: Fashion & Design	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
15: Media	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
16: Social Science	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
17: Language & Culture	N/A	N/A	N/A	N/A	N/A
s.e.					
N					
18: Teaching	0.039***	0.029***	0.033***	0.038***	0.033
s.e.	0.006	0.007	0.008	0.009	
N	20358	15406	11335	9002	
19: Prep. for Work	0.025*	0.032**	0.032**	0.033**	0.032
s.e.	0.010	0.011	0.011	0.011	
N	4033	4033	4029	4005	
20: Bus, Manag & Fin	0.001	-0.002	0.003	0.003	0.000
s.e.	0.004	0.005	0.006	0.007	
N	28039	19706	12733	9740	
21: Secretarial	0.006	0.007	0.008	0.005	0.000
s.e.	0.005	0.005	0.006	0.007	
N	21042	16310	12305	10127	
22: Customer Service	-0.006	-0.011	-0.007	0.004	0.000
s.e.	0.005	0.006	0.007	0.008	
N	14213	10622	7902	6224	

Table 23: Earnings premium for FL3 Achievers by Sector Subject, excluding individuals who attend HE in the 3 years after FE learning (Education and Skills, which excludes WBL and Apprenticeships)

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
1: Health & Nursing	-0.062**	0.079***	0.146***	0.155***	0.127
s.e.	0.021	0.023	0.025	0.030	
N	14362	11993	8958	6409	
2: Law & Security	0.017	0.063*	0.064*	0.101**	0.076
s.e.	0.028	0.028	0.030	0.032	
N	13806	11148	8621	6489	
3: Caring	0.114***	0.123***	0.137***	0.129***	0.130
s.e.	0.010	0.011	0.013	0.014	
N	60205	47715	33465	25730	
4: Science & Maths	-0.284***	-0.185***	-0.015	0.124***	-0.025
s.e.	0.027	0.027	0.029	0.029	
N	14343	12681	10884	8781	
5: Agriculture	0.077**	0.119***	0.136***	0.151***	0.135
s.e.	0.029	0.031	0.036	0.039	
N	11265	8887	6772	5126	
6: Engineer /Manufact	0.067**	0.139***	0.128***	0.131***	0.133
s.e.	0.023	0.026	0.029	0.031	
N	8110	6417	4960	3862	
7: Transport	0.190***	0.133**	0.090*	0.069	<i>0.097</i>
s.e.	0.043	0.042	0.043	0.051	
N	2413	2046	1647	1385	
8: Construct & Build	0.164***	0.180***	0.131***	0.088***	0.133
s.e.	0.019	0.020	0.022	0.026	
N	10682	9365	7217	5443	
9: ICT	-0.040	0.020	0.056*	0.107***	0.061
s.e.	0.021	0.021	0.022	0.023	
N	18771	16432	13748	11394	
10: Retail & Wholesale	0.067	0.089	N/A	N/A	N/A
s.e.	0.066	0.070			
N	889	703	457	330	
11: Catering	0.138***	0.088**	0.136***	0.100**	0.108
s.e.	0.030	0.032	0.034	0.037	
N	12787	9858	6833	4563	
12: Hair & Beauty	0.061*	0.089**	0.052	0.038	<i>0.060</i>
s.e.	0.028	0.028	0.032	0.035	

FL3 Achievement	Percentage Log Daily Earnings Premium in Tax Year after Spell End				
	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
N	23093	17986	13229	9352	
13: Leisure & Tourism	-0.038	-0.037	0.052	0.034	0.000
s.e.	0.028	0.030	0.030	0.032	
N	22439	18536	14901	12051	
14: Fashion & Design	-0.239***	-0.129***	-0.027	0.043*	-0.038
s.e.	0.016	0.016	0.017	0.019	
N	40753	32640	25193	19702	
15: Media	-0.086***	-0.048	0.049	0.130***	<i>0.044</i>
s.e.	0.026	0.026	0.028	0.028	
N	14561	12443	10232	7819	
16: Social Science	-0.282***	-0.122***	-0.046	0.109**	-0.020
s.e.	0.026	0.030	0.031	0.035	
N	15113	11380	8823	6832	
17: Language & Culture	-0.194***	-0.166***	-0.111***	-0.013	-0.097
s.e.	0.043	0.048	0.042	0.045	
N	9095	8041	7174	6293	
18: Teaching	-0.005	0.067**	0.073**	0.080**	0.073
s.e.	0.022	0.023	0.027	0.027	
N	10121	7906	4801	3643	
19: Prep. for Work	-0.201***	-0.042	0.099***	0.176***	0.078
s.e.	0.024	0.023	0.024	0.027	
N	14490	14913	13055	9523	
20: Bus, Manag & Fin	0.018	0.046**	0.108***	0.153***	0.102
s.e.	0.015	0.015	0.017	0.018	
N	24111	19667	15412	12576	
21: Secretarial	0.122***	0.123***	0.154***	0.083**	0.120
s.e.	0.024	0.027	0.032	0.032	
N	4808	4127	2713	2241	
22: Customer Service	0.048	0.055	0.006	N/A	N/A
s.e.	0.042	0.048	0.074		
N	1482	1177	560	414	

Table 24: Employment returns for FL3 Achievers (Education and Skills, which excludes WBL and Apprenticeships)

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
1: Health & Nursing	-0.004	0.001	0.032***	0.040***	0.024
s.e.	0.006	0.007	0.007	0.008	
N	50879	39845	31604	22969	
2: Law & Security	0.033***	0.031**	0.040***	0.021	0.031
s.e.	0.010	0.011	0.011	0.012	
N	43793	35440	28792	20893	
3: Caring	0.067***	0.063***	0.067***	0.052***	0.061
s.e.	0.003	0.004	0.004	0.005	
N	158303	129985	98987	72675	
4: Science & Maths	0.027***	0.033***	0.057***	0.057***	0.049
s.e.	0.007	0.008	0.008	0.009	
N	133812	108428	88937	69839	
5: Agriculture	0.060***	0.052***	0.042***	0.026*	0.040
s.e.	0.010	0.011	0.012	0.013	
N	32021	25400	19703	14663	
6: Engineer /Manufact	0.021*	0.029**	0.030**	0.024*	0.028
s.e.	0.009	0.009	0.010	0.012	
N	29291	23760	18517	14078	
7: Transport	0.012	0.012	0.026	-0.004	0.000
s.e.	0.016	0.016	0.018	0.019	
N	5833	4899	4139	3365	
8: Construct & Build	0.006	-0.002	-0.002	-0.007	0.000
s.e.	0.007	0.007	0.007	0.008	
N	30216	26182	22111	16638	
9: ICT	0.003	0.008	0.018*	0.020*	0.015
s.e.	0.007	0.007	0.008	0.008	
N	79295	66871	56394	45673	
10: Retail & Wholesale	0.018	0.014	0.013	0.071	N/A
s.e.	0.025	0.026	0.031	0.046	
N	2039	1652	1227	940	
11: Catering	0.075***	0.067***	0.055***	0.012	0.045
s.e.	0.011	0.012	0.013	0.015	
N	30347	23902	18174	12375	
12: Hair & Beauty	0.037***	0.035***	0.033**	0.021	0.030
s.e.	0.010	0.010	0.011	0.012	

FL3 Achievement	Percentage Point Employment probability premium in Time Period after Spell End				3-5 year average
	2 nd Year	3 rd Year	4 th Year	5 th Year	
N	53502	42123	32759	24257	
13: Leisure & Tourism	0.015	0.009	0.009	0.004	0.000
s.e.	0.009	0.009	0.010	0.010	
N	79529	64189	50659	38701	
14: Fashion & Design	0.020***	0.018***	0.025***	0.009	0.017
s.e.	0.004	0.005	0.005	0.006	
N	184754	146489	111886	83011	
15: Media	0.014	-0.014	-0.011	-0.012	0.000
s.e.	0.008	0.008	0.009	0.009	
N	72562	62373	51233	39338	
16: Social Science	0.022***	0.027***	0.051***	0.042***	0.040
s.e.	0.006	0.008	0.009	0.011	
N	106134	81519	58149	41085	
17: Language & Culture	0.004	0.016	0.024	0.025	0.000
s.e.	0.013	0.014	0.015	0.016	
N	72560	61811	51325	42406	
18: Teaching	0.003	0.012	0.026**	0.023*	0.020
s.e.	0.007	0.007	0.008	0.010	
N	21938	16806	12009	7836	
19: Prep. for Work	0.011	0.019**	0.047***	0.056***	0.041
s.e.	0.007	0.007	0.007	0.008	
N	74146	68013	61018	47106	
20: Bus, Manag & Fin	0.035***	0.036***	0.046***	0.034***	0.039
s.e.	0.005	0.005	0.006	0.006	
N	98409	79650	63886	50512	
21: Secretarial	0.008	0.006	0.009	0.010	0.000
s.e.	0.009	0.009	0.011	0.012	
N	8164	7014	5415	3984	
22: Customer Service	0.015	0.024	0.012	0.001	N/A
s.e.	0.015	0.016	0.019	0.030	
	2656	2357	1611	989	

Table 25: Raw average daily earnings for FL2 Achievers and Non-Achievers (OVERALL)

FL2	Achieve?	Raw average daily earnings				3-5 year average
		2 nd Year	3 rd Year	4 th Year	5 th Year	
1:Health/Nurse	Y	35.60	35.99	36.98	37.33	36.77
	N	35.73	37.31	39.84	41.30	39.48
2: Law/Secur	Y	45.09	47.65	49.64	51.48	49.59
	N	34.70	36.02	36.46	38.47	36.98
3: Caring	Y	29.40	30.05	30.41	30.91	30.46
	N	26.37	27.17	27.98	29.00	28.05
4: Scienc/Math	Y	31.44	33.20	35.08	37.18	35.15
	N	25.04	27.29	27.19	30.92	28.47
5: Agric.	Y	41.30	40.89	39.86	39.80	40.18
	N	32.28	32.82	33.93	34.40	33.72
6: Eng/Manuf	Y	46.62	47.19	47.74	47.53	47.49
	N	40.69	42.19	42.97	43.47	42.88
7: Transport	Y	48.33	50.94	54.11	57.21	54.09
	N	39.45	39.71	40.90	40.98	40.53
8: Construct	Y	51.79	52.44	52.94	53.58	52.99
	N	42.47	43.80	44.53	45.92	44.75
9: ICT	Y	42.95	43.53	44.34	45.45	44.44
	N	40.95	40.84	40.00	39.22	40.02
10: Retail/Whl	Y	39.98	39.68	38.59	38.36	38.88
	N	33.38	34.23	34.58	35.80	34.87
11: Catering	Y	29.37	30.63	32.96	34.68	32.76
	N	27.73	29.47	31.04	33.59	31.37
12: Hair/Beaut	Y	27.65	29.22	30.14	30.49	29.95
	N	25.44	27.13	28.56	29.36	28.35
13: Leisur/Tour	Y	35.85	37.32	38.63	40.04	38.66
	N	32.32	34.27	35.73	37.64	35.88
14: Fash/Desgn	Y	28.86	28.91	29.59	32.93	30.48
	N	23.50	25.12	26.10	28.59	26.60
15: Media	Y	32.65	34.04	33.50	33.78	33.77
	N	25.89	27.99	28.70	29.62	28.77
16: Social Scien	Y	N/A	N/A	N/A	N/A	
	N	N/A	N/A	N/A	N/A	

FL2	Raw average daily earnings					3-5 year average
	Achieve?	2 nd Year	3 rd Year	4 th Year	5 th Year	
17: Lang & Cult	Y	N/A	N/A	N/A	N/A	
	N	N/A	N/A	N/A	N/A	
18: Teaching	Y	23.42	24.76	26.45	27.53	26.25
	N	23.36	25.23	26.16	27.81	26.40
19: Prep fr Wk	Y	31.64	37.81	40.72	42.28	40.27
	N	28.62	30.87	31.34	36.28	32.83
20: Bus & Mng	Y	51.46	50.50	49.73	49.81	50.01
	N	44.30	44.31	44.20	44.79	44.43
21: Secretarial	Y	35.90	37.00	38.63	40.15	38.59
	N	33.49	34.78	36.18	37.67	36.21
22: Custm Serv	Y	37.37	37.37	38.26	39.32	38.32
	N	35.22	35.65	36.79	37.85	36.76

Table 26: Raw average daily earnings for FL3 Achievers and Non-Achievers (OVERALL)

FL3	Achieve?	Raw average daily earnings				3-5 year average
		2 nd Year	3 rd Year	4 th Year	5 th Year	
1:Health/Nurse	Y	32.67	34.52	40.16	42.40	39.03
	N	31.89	32.47	33.39	33.98	33.28
2: Law/Secur	Y	32.86	34.23	38.30	42.56	38.36
	N	34.65	37.97	40.39	43.87	40.74
3: Caring	Y	31.59	32.84	35.24	37.00	35.03
	N	30.33	31.26	32.41	33.37	32.35
4: Scienc/Math	Y	19.18	24.81	33.48	41.30	33.20
	N	27.36	29.96	32.79	35.69	32.81
5: Agric.	Y	33.16	34.91	37.11	38.69	36.90
	N	31.95	33.33	35.57	36.77	35.22
6: Eng/Manuf	Y	57.30	58.79	59.99	60.59	59.79
	N	44.78	46.52	49.03	51.20	48.92
7: Transport	Y	49.82	50.70	51.85	53.10	51.88
	N	37.41	39.34	40.89	41.28	40.50
8: Construct	Y	58.56	58.72	59.54	61.44	59.90
	N	46.58	47.68	49.38	51.23	49.43
9: ICT	Y	31.17	33.88	38.28	42.28	38.15
	N	34.37	37.19	40.01	41.93	39.71
10: Retail/Whl	Y	52.50	50.50	47.90	47.67	48.69
	N	41.30	41.91	43.31	45.52	43.58
11: Catering	Y	34.63	36.07	38.39	40.13	38.20
	N	34.50	35.97	37.77	39.52	37.75
12: Hair/Beaut	Y	28.34	30.09	31.15	31.78	31.01
	N	27.38	28.18	29.30	30.70	29.39
13: Leisur/Tour	Y	27.13	30.58	35.46	39.55	35.20
	N	30.80	33.78	36.35	38.99	36.37
14: Fash/Desgn	Y	20.69	24.75	29.77	33.73	29.42
	N	25.37	28.04	30.51	32.76	30.44
15: Media	Y	21.99	25.90	31.77	36.26	31.31
	N	26.84	29.64	31.81	33.79	31.75
16: Social Scien	Y	19.49	25.01	32.91	39.39	32.44
	N	27.00	29.57	32.13	34.36	32.02
17: Lang & Cult	Y	19.13	23.94	31.65	37.83	31.14

FL3	Raw average daily earnings					
	Achieve?	2 nd Year	3 rd Year	4 th Year	5 th Year	3-5 year average
	N	26.36	30.32	33.15	34.99	32.82
18: Teaching	Y	30.96	33.57	35.97	37.82	35.79
	N	32.91	34.84	37.71	39.25	37.27
19: Prep fr Wk	Y	23.01	28.34	36.08	41.61	35.34
	N	30.98	32.66	33.80	35.43	33.96
20: Bus & Mng	Y	38.10	38.03	41.51	45.87	41.80
	N	43.70	43.78	44.51	46.01	44.77
21: Secretarial	Y	41.20	42.50	44.03	45.23	43.92
	N	40.16	41.56	43.16	44.91	43.21
22: Custm Serv	Y	43.20	44.50	44.70	45.50	44.90
	N	40.18	41.10	42.32	43.98	42.47



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