

# SFC Statistical publication

## College Leaver Destinations 2014-15

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FAO: Principals and Directors of Scotland's colleges

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## 1.0 Executive Summary

Note: the CLD percentages in this publication have been reported as percentages of *all qualifiers* (as in paragraphs 3-7) as well as a breakdown of the percentages for *confirmed destinations*<sup>1</sup> (paragraph 8 gives percentages for all qualifiers and for confirmed destinations) This is clearly marked in each case, however care should be taken to ensure conclusions drawn take account of what a given percentage reflects since this can generate two very different pictures. For example, if we report on qualifiers entering a positive destination as a percentage of all qualifiers, we have 82.6% (41,470 of 50,198 qualifiers). If we report those same qualifiers as a percentage of those students we have confirmed destinations for, we have 95.6% (41,470 of 43,387 qualifiers with confirmed destinations).

1. This publication provides information on the destinations of successful full-time college leavers in Scotland. It supports the Scottish Funding Council's work with colleges on outcome-based planning through Outcome Agreements and the Scottish Government's skills strategy, *Skills for Scotland* and *Developing the Young Workforce – Scotland's Youth Employment strategy*, by providing key measurements for progression to further study and employment for all age groups.
2. This is the second publication of College Leaver Destinations (CLD) for Scotland's colleges and covers the academic year 2014-15. This publication reports on the destinations of leavers 3-6 months after qualifying.
3. Overview of results for the complete 2014-15 cohort (% of all qualifiers):

All (FE + HE) Qualifiers in the 2014-15 session:	<b>50,198<sup>2</sup></b>
Confirmed destinations:	86.4%
Unconfirmed destinations <sup>i</sup> :	13.6%
Positive destinations <sup>ii</sup> :	
Further study/training <sup>iii</sup> :	68.6%
Employment <sup>iv</sup> :	14.0%
	Total: <b>82.6%</b>
Negative destinations:	
Unemployed and looking for work <sup>v</sup> :	2.7%
Unavailable for work <sup>vi</sup> :	1.1%
	Total: <b>3.8%</b>

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<sup>1</sup> It is beneficial to examine only confirmed returns for comparison purposes to establish emerging trends.

<sup>2</sup> Note: figure only includes **full-time college qualifiers** from academic session 2014-15. A qualifier is defined as a student successfully completing a full-time college course.

4. Overview of results for those in **Further Education (FE)** in the 2014-15 cohort (% of all qualifiers):

FE qualifiers in the 2014-15 session:	<b>32,925</b>
FE confirmed destinations:	88.6%
FE unconfirmed destinations:	11.4%
Percentage of FE leavers in positive destinations:	
FE qualifiers entering further FE study:	40.4%
FE qualifiers entering further HE study:	33.3%
FE qualifiers moving into training	0.8%
FE qualifiers entering employment:	10.3%
	Total: <b>84.9%<sup>3</sup></b>
Percentage of FE leavers in negative destinations:	
FE leavers unemployed and looking for work:	2.6%
FE leavers unavailable for work:	1.2%
	Total: <b>3.7%</b>

5. Overview of results for those in **Higher Education (HE)** in the 2014-15 cohort (% of all qualifiers):

HE qualifiers in the 2014-15 session:	<b>17,273</b>
HE confirmed destinations:	82.3%
HE unconfirmed destinations:	17.7%
Percentage of HE leavers in positive destinations:	
HE qualifiers entering further study/training:	
HNC to HND:	19.3%
HNC to university (or equivalent level):	10.6%
HND to university (or equivalent level):	20.8%
Other HE leavers' Progress:	6.6%
HE qualifiers entering employment:	21.0%
	Total: <b>78.3%</b>
Percentage of HE leavers in negative destinations:	
HE qualifiers unemployed and looking for work:	2.9%
HE qualifiers unavailable for work:	1.1%
	Total: <b>4.0%</b>

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<sup>3</sup> Note: in this publication total percentages may differ from component percentages as a result of rounding to one decimal place.

6. The destinations and employment of outcomes of 16-24 year olds continues to be of particular relevance to *Developing the Young Workforce* (DYW).

7. Overview of results for those aged **16-24 year old** in the 2014-15 cohort (% of all qualifiers):

16-24 qualifiers in the 2014-15 session:	<b>35,111</b>
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16-24 confirmed destinations:	86.9%
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16-24 unconfirmed destinations:	13.1%
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Percentage of 16-24 leavers in positive destinations:

16-24 leavers entering further study/training <sup>vii</sup> :	68.6%
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16-24 leavers entering employment:	14.7%
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Total:	<b>83.3%</b>
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Percentage of 16-24 leavers in negative destinations:

16-24 leavers unemployed and looking for work:	2.7%
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16-24 leavers unavailable for work:	0.9%
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Total:	<b>3.6%</b>
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8. Overview of **KPI 4 progression in 16-24 year olds**<sup>viii</sup> in the 2014-15 cohort<sup>4</sup>:

Progressing in SCQF <sup>5</sup> level:	19,849
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Training	293
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Work	4,773
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Modern Apprenticeships:	375
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Total:	<b>25,278</b>
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As a percentage of:

<b>% of total qualifiers (16-24):</b>	<b>72.0%</b>
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<b>% of confirmed destinations (16-24):</b>	<b>82.9%</b>
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9. It has been our aim to improve the data since the 2013-14 CLD publication (December 2015). A great deal of work and industry has been undertaken by the colleges to ensure a more robust picture of College Leaver Destinations from this dataset. It should be noted that certain areas of the data are less robust than others, most notably the SCQF level data for destination courses which, although worked on extensively to create parity, should be considered experimental for this publication – see Appendix 1. Changes in the Further Education Statistics (FES) collection of college data is being updated for the 2016-17 session which will provide a robust and accurate measure of progression in terms of SCQF level of those continuing study.

<sup>4</sup> See Appendix 1: Analysis of Progression in SCQF (experimental).

<sup>5</sup> SCQF refers to a programme's SCQF level or a 'broadly comparable' level for non-SCQF-rated provision.

10. Another key priority has been to work to extend and enhance the dataset to provide analysis of CLD with equalities data, data which was not collected in the more limited CLD collection covering 2013-14. Its inclusion gives a far more detailed and valid analysis which can focus to specific groups more effectively.
11. It is our aim to continue to improve the quality of this dataset along with the sector to allow more comprehensive and accurate analysis. Reducing the number of unconfirmed destinations (currently 13.6%) is paramount to improving CLD measures and employment destinations lack the detail needed for effective analysis at present. We would welcome feedback to inform modifications to the publication coverage and presentation. Please pass any comments to: Dr Scott Montgomery; email: smontgomery@sfc.ac.uk.

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i Unconfirmed qualifiers are defined as qualifiers where contact could not be made.

ii Positive Destinations have been defined in the National Measure: Destination and Employment as the number and proportion of college qualifiers in work, training and/or further study 3-6 months after qualifying. Separate figures are reported for FE (non-advanced) and HE (advanced) levels course qualifiers.

iii Further study or training: For qualifiers who are continuing with full-time or part-time study, training or research at college or university.

iv Entering employment: For those in full-time and part-time paid work only (including self-employed/freelance, voluntary/unpaid, developing a professional portfolio/creative practice or on an internship). Also includes qualifiers who were not currently in employment but had secured employment that was set to commence by 31 March 2016.

v Unemployed and looking for work: This applies to qualifiers who are registered unemployed.

vi Unavailable to work: This applies to qualifiers who are; taking time out in order to travel; Not employed but NOT looking for employment, Further study or training; Permanently unable to work/retired; Temporarily sick/unable to work/looking after home/family.

vii Note: The definition of KPI 4 for those who continue in education is that they must progress upwards to higher SCQF level study. Due to limitations in the data collected in the 2013-14 CLD, an accurate figure for KPI 4 was not possible in last year's publication. Paragraph 7 is a direct comparison to the 2013-14 CLD on 16 to 24 year olds. Paragraph 8 is reporting on the defined KPI 4 standards based on a wider collection of data in the 2014-15 CLD. See Appendix 1 on KPI 4.

viii KPI 4 on Destinations & Employment for Developing Scotland's Young Workforce: The percentage of 16-24 year old college students who have successfully completed a full time course moving into employment or higher level study. Please see Section 4 for analysis of the destinations of the 16-24 component of the CLD 2014-15 cohort.



## 1.1 Contextualising the College Sector

12. It is important to recognise what the college sector is to fully appreciate the value of the destinations information in this publication and why the distribution of destinations for college qualifiers fall as they do. There is an unfortunate tendency to see college and university as the same thing - since students can progress from one to the other - but this is an oversimplification and does not capture the differences within in the tertiary sector.
13. University is most easily understood: students enrol on a degree course and four years later graduate from the programme with their degree and, most frequently, they move into the world of employment. A cursory examination of the Higher Education Statistical Agency's (HESA) destinations<sup>6</sup> demonstrates this trend with 67.3% of graduates from 2014-15 moving into work, 5% into work and study and 14.7% into further study. It is almost the exact inverse of what is happening in the college sector.
14. As noted above, this year 50,198 students qualified in the college sector and of these 14% of confirmed destinations indicating a move into employment with 68.7% remaining in further study or training. The obvious questions are: if so many college students qualified in their courses, why are they not getting jobs and why do college destinations generally differ so greatly from university destinations?
15. It is true that students can enrol in college study and leave after a single academic year, but this is far from the norm. Many of the courses students have qualified from – although courses in their own right – are part of a larger journey preparing the student to progress through levels until they reach the appropriate exit point in their learning. These points may be stipulated by a vocational governing body or can be the point which allows them to move onto university to continue their studies such as can be seen in students completing HNC/Ds articulating into university to complete a degree. Each year of qualifying and moving upwards is part of the student's journey.
16. This publication demonstrates a snapshot of 50,198 active Learner Journeys and it is important to observe the value of these successfully completed courses since they validate student progress towards attaining the required level of qualification to move into a given career.

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<sup>6</sup> <https://www.hesa.ac.uk/data-and-analysis/students/destinations>

## 2.0 Introduction

17. The genesis of the College Leaver Destinations collection comes from the need to develop a robust sector-wide method of collecting information that enables **National Performance Measure on Destinations and Employment** to be established and to monitor Scotland's Youth Employment Strategy, *Developing the Young Workforce*, specifically as it pertains to the **Key Performance Indicator (KPI) 4 on Destinations and Employment**.
18. The lack of valid and reliable college leaver destination data for FE (non-advanced) qualifiers and the poor response rates associated with the data collected by SFC for a number of years on full-time HE (advanced) qualifiers through the First Destinations Graduate Survey (FDG) clearly demonstrated the need to establish a coherent, systematic and comprehensive way of collecting and reporting on the destinations of college students who successfully completed courses. The benefits of such a collection are manifold and include:
  - Facilitating reporting on full-time college leavers going onto positive destinations year-on-year at national, regional and college level.
  - Demonstrating the impact of the college sector to the individual, the economy and to society.
  - Helping colleges to ensure relevance and effectiveness of provision.
  - Guiding colleges to equip learners to make informed choices.
  - Providing evidence to inform regional curriculum planning and to aid in the design of learning programmes.
19. A detailed outline of the evolution of the CLD collection can be found in the introduction to last year's CLD publication ([College Leaver Destinations 2013-14 \(Experimental Statistics: data being developed\)](#) Ref: SFC/ST/07/2015).
20. This year we have continued to build on 'best practice' as well as the data linkage on 16-24 year olds with Skills Development Scotland (SDS) and the Students Award Agency for Scotland (SAAS) datasets to reduce the collection burden and to improve data integrity. The target confirmed destination rate again was set at 80% in line with the target rate for HESA's annual Destination of Leavers from Higher Education (DLHE). Table 1 shows the numbers and percentages from data linkage and other sources used in compiling this dataset.

**Table 1: Sources of CLD 2014-15 Data**

Source	Count	%
SFC 2015-16 Further Education Statistics (FES)	25,449	50.7%
College	9,844	19.6%
Cannot be contacted	6,811	13.6%
SDS Data Hub	3,392	6.8%
Missing	1,569	3.1%
UCAS	1,089	2.2%
SAAS	969	1.9%
Family	538	1.1%
Other	537	1.1%
	<b>50,198</b>	<b>100%</b>

21. The statistics gathered on full-time leavers who attended college in academic year 2013-14 form the baseline data for Destinations and Employment for the Outcome Agreement measurement and the *Developing the Young Workforce* - Key Performance Indicator 4. Note: the scope of the data in 2014-15 has been extended to include SIMD decile<sup>7</sup>, gender of students, disability, ethnicity and various special interest groups, so direct comparison with the base dataset is not always possible.

### **2.1 The Composition of the 2014-15 College Qualifier Cohort**

22. The composition of the cohort is a significant aspect of the CLD since year-on-year this composition will allow trends in the college populations to be monitored and reported.

23. Females outnumber males by a significant margin, with almost 7,000 fewer males than females qualifying in the academic session: males 43.2% (21,686), females 56.8% (28,488).

24. The 16-24 year old group account for over two thirds of the cohort at 69.9% although compared to 2013-14's 75.8%<sup>8</sup> this is significantly reduced. When examining the overall drop in the number of full-time qualifiers, those aged 16-24 dropped from 2013-14 to 2014-15 by 4,727 (from 39,838 to 35,111) where the non-16-24 aged qualifiers rose by 2,369 (from 12,718 to 15,087); so the overall reduction in numbers reflects reductions in 16-24 year olds qualifying

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<sup>7</sup> [Scottish Index of Multiple Deprivation 2012](#): the Scottish Index of Multiple Deprivation (SIMD) is the Scottish Government's official tool for identifying those places in Scotland suffering from deprivation, combining in a single index several different aspects of deprivation. The new SIMD 2016 has not used in this publication due to time issues.

<sup>8</sup> Figures and percentages referring to CLD 2013-14 from [College Leaver Destinations 2013-14 \(Experimental Statistics: data being developed\)](#) Ref: SFC/ST/07/2015.

(around a 12% drop) since the remainder of the cohort grew by almost 20% on the previous year.

**Table 2: 2014-15 CLD Student Composition**

		<b>Count</b>	<b>% of all</b>
<b>All qualifiers</b>		<b>50,198</b>	<b>100%</b>
Level:	Further Education	32,925	65.6%
	Higher Education	17,273	34.4%
Gender:	Male	21,686	43.2%
	Female	28,488	56.8%
	Other/Undeclared	24	0.0%
DYW:	16-24	35,111	69.9%
	Not 16-24	15,087	30.1%
Disabilities:	One or more	7,870	15.7%
	No disability	42,328	84.3%
Special Interest Groups	Carers	1,677	3.3%
	Care Experienced	148	0.3%
	Bereaved Children Scheme	31	0.1%
	Black and Minority Ethnic	2,842	5.7%
SIMD decile:	(most deprived) 1	8,363	16.7%
	2	7,246	14.4%
	3	6,370	12.7%
	4	5,586	11.1%
	5	5,029	10.0%
	6	4,335	8.6%
	7	3,754	7.5%
	8	3,462	6.9%
	9	3,351	6.7%
	(least deprived) 10	2,339	4.7%

25. The 16-24 male/female split is slightly less marked than it is across the whole cohort: males 46.4% (16,299) to 53.5% females (18,792) for 16-24 compared to 43.2% males to 56.8% females in the overall cohort.
26. Students with one or more disability account for 15.7% of the overall qualifying population (7,870). Examining disability by gender, males with one or more disability (3,702) make up 7.4% of the whole qualifying population compared to females 8.3% (4,157). These same numbers applied to the male and female populations, show that the proportion of males in the male population with one

or more disability is 17.1% compared 14.6% of females in the female population. See section 3.3.1 Disability.

27. Examining the SIMD deciles, it is clear that as the SIMD decile increases, the college students from those SIMD deciles decreases. 31.1% of all qualifiers are in the most deprived 20%; this portion jumps to 43.8% if the most deprived 30% is isolated. The top 20% SIMD only accounts for 11.4% of the cohort, rising to 18.3% in the least deprived 30% SIMD.

### 3.0 Destinations Analysis: All Qualifiers

28. The total number of full-time qualifiers fell in 2014-15 to 50,198, down 2,358 from 52,556 in 2013-14 – see Table 3<sup>9</sup>.

**Table 3: 2014-15 and 2013-14 Enrolments and Qualifiers**

	2014-15	2013-14
Full-Time Enrolments <sup>10</sup>	76,037	75,453
Full-Time Qualifiers	50,198	52,556
% Qualifiers	66.0%	69.7%

29. Confirmed destination rates were improved in 2014-15, with 86.4% responding compared to 85.7% in 2013-14. This is again comfortably above the 80% target outlined in paragraph 16; however this still leaves 13.6% unconfirmed (6,811 students).
30. Table 4 shows the overall destination breakdown for the CLD 2014-15 showing comparison to base 2013-14 CLD data.

<sup>9</sup> <http://www.sfc.ac.uk/communications/news/2016/CollegeMergersReport.aspx> - the section entitled 'Successful Completion' p.15 discusses success rates in Scotland's colleges.

<sup>10</sup> This figure is all who enrolled on the concluding year of a full-time course including those who did not meet the minimum 25% attendance threshold.

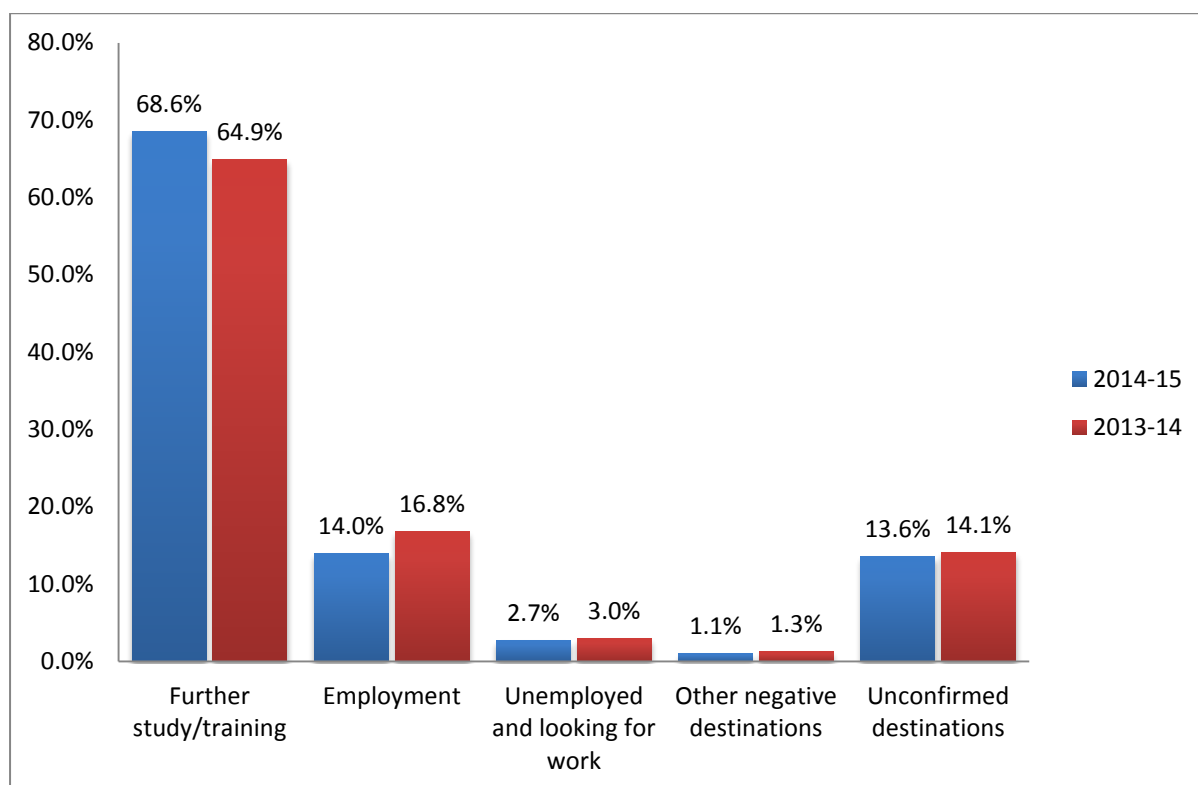
**Table 4: 2014-15/2013-14 CLD Comparison**

		CLD 2014-15	CLD 2013-14
ENGAGED IN FULL-TIME FURTHER STUDY, TRAINING OR RESEARCH	↑	<b>68.3%</b>	63.9%
ENGAGED IN PART-TIME FURTHER STUDY, TRAINING OR RESEARCH	↓	<b>0.3%</b>	1.0%
WORKING FULL-TIME <sup>11</sup>	↓	<b>10.6%</b>	12.9%
WORKING PART-TIME	↓	<b>3.3%</b>	3.8%
DUE TO START A JOB BY THE 31ST MARCH	→	<b>0.1%</b>	0.1%
UNEMPLOYED AND LOOKING FOR WORK	↓	<b>2.7%</b>	3.0%
TEMPORARILY SICK OR UNABLE TO WORK/LOOKING AFTER THE HOME OR FAMILY	↓	<b>0.5%</b>	0.6%
NOT EMPLOYED BUT NOT LOOKING FOR EMPLOYMENT, FURTHER STUDY OR TRAINING	→	<b>0.4%</b>	0.4%
TAKING TIME OUT IN ORDER TO TRAVEL	→	<b>0.2%</b>	0.2%
PERMANENTLY UNABLE TO WORK/RETIRED	↓	<b>0.0%</b>	0.1%
UNCONFIRMED	↓	<b>13.6%</b>	14.1%
		<b>100%</b>	100%

31. It is clear that the predominant movement this academic year has been for students to continue in full-time education, with those entering full-time further study rising by 4.4% over last year's figures. All other destinations either fell or remained the same overall, including those moving into employment.

<sup>11</sup> Working full-time or part-time includes apprenticeships, self-employed/freelance, voluntary or other unpaid work, developing a professional portfolio/creative practice or on an internship.

**Chart A: 2014-15/2013-14 Destination Comparison (all qualifiers)**

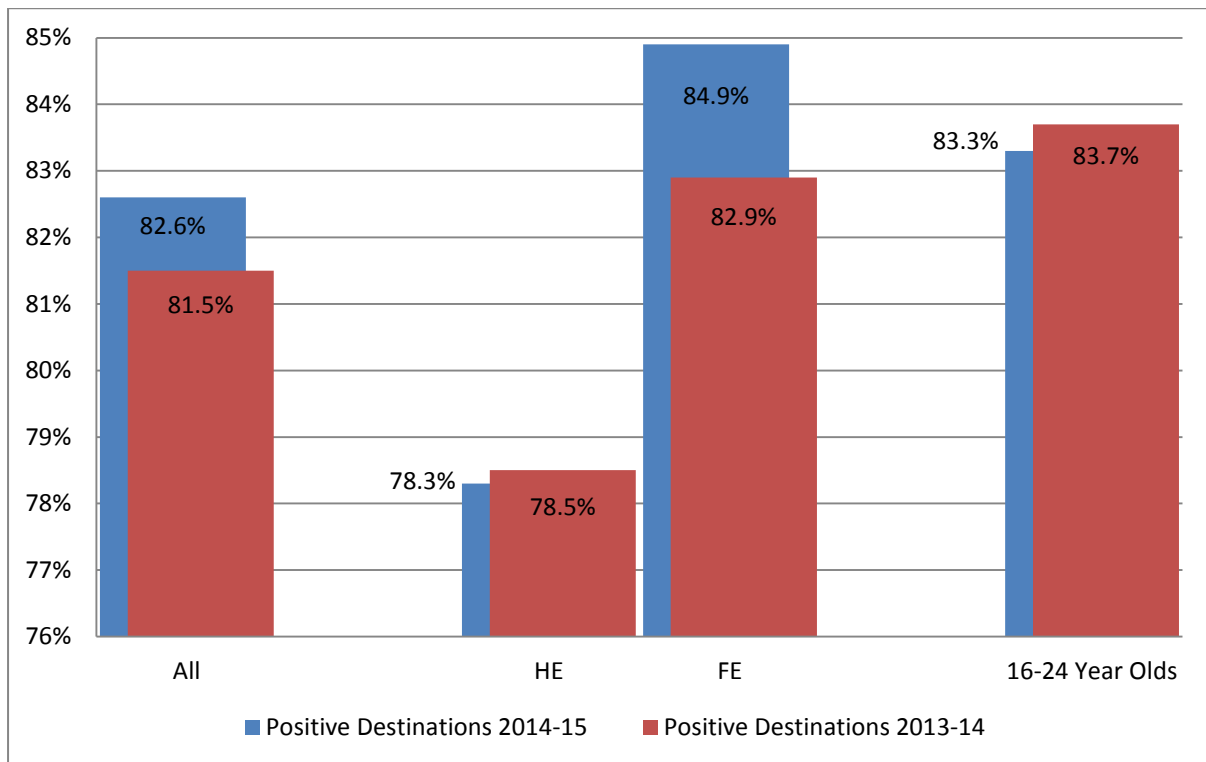


32. Overall the proportion of leavers entering positive destinations has increased by 1.1% from 2013-14 across the cohort, although there is a drop in the percentage of all qualifiers aged 16-24 moving into positive destinations compared to the previous year from 83.7% to 83.3% (Table 5).

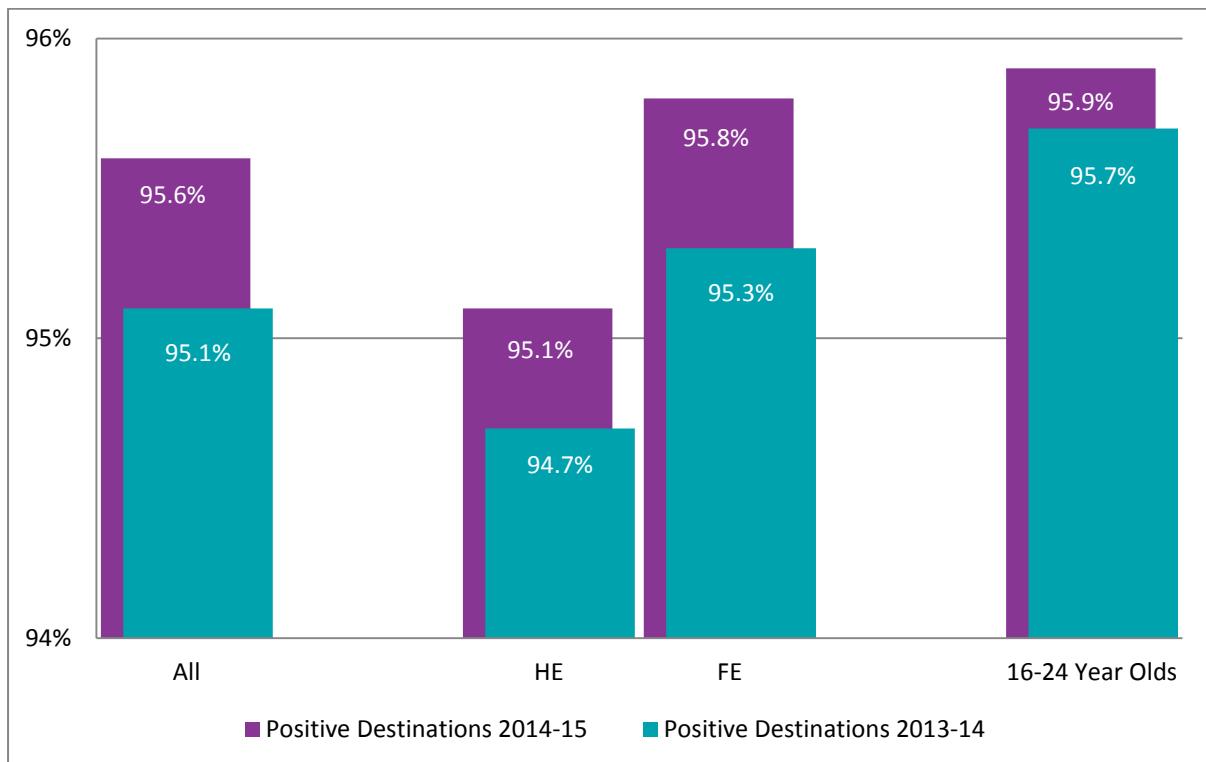
**Table 5: Positive Destination Comparison 2014-15/2013-14**

	Positive Destinations 2014-15		Positive Destinations 2013-14	
	% of confirmed destinations	% of all qualifiers	% of confirmed destinations	% of all qualifiers
All	95.6%	82.6%	95.1%	81.5%
HE	95.1%	78.3%	94.7%	78.5%
FE	95.8%	84.9%	95.3%	82.9%
Male	95.8%	82.7%	-	-
Female	95.4%	82.6%	-	-
16-24 Year Olds	95.9%	83.3%	95.7%	83.7%

**Chart B: Positive Destinations as % of All Qualifiers**



**Chart C: Positive Destinations as % of Confirmed Destinations**





### 3.1 Destinations Analysis: Confirmed Qualifiers

33. Table 6 shows the proportions relating to further study, work and negative destinations for confirmed qualifier destinations.

**Table 6: Study/work/negative Destination Split (confirmed qualifiers)**

	%	CLD 14-15	CLD 13-14
		Confirmed	Confirmed
Further Study ↑		79.4%	75.2%
Work ↓		16.2%	19.9%
Negative Destination ↓		4.4%	4.9%
<b>Total</b>		<b>100%</b>	<b>100%</b>

34. The percentage of confirmed qualifiers moving into further study increased by 4.2% to 79.4% compared to the 2013-14 baseline of 75.2%; those entering employment dropped by 3.7% from 19.9% to 16.2%, while those in negative destinations dropped in 2014-15 from 4.9% of confirmed qualifiers in 2013-14 to 4.4% - indicating a general movement towards further study.

35. There are interesting changes reflecting trends and priorities in improving the workforce in terms of level of study – Table 7.

**Table 7: Study/work/negative Destination Split by Level (confirmed qualifiers)**

	%	CLD 14-15 Level		CLD 13-14 Level	
		HE	FE	HE	FE
Further Study		69.6%	84.2%	66.7%	79.2%
Work		25.5%	11.6%	28.0%	16.1%
Negative Destination		4.9%	4.2%	5.4%	4.7%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

36. The HE qualifiers in confirmed destinations are more than twice as likely to enter employment as the FE students (25.5% compared to 11.6%) – as would be expected – although comparing this portion with the 2013-14 baseline, there is a drop of 2.5% from 28.0% entering work reflecting a movement in college students towards furthering their education before entering employment. This

should see long-term benefits in the skills level of qualifiers entering the workplace.

- 37. 2014-15 FE qualifiers show a greater likelihood of staying in education (84.2% of the confirmed qualifiers), compared to the 2013-14 baseline of 79.2%. This is as we would expect in the learner journey where exiting FE study too early would have less benefit for the individual.
- 38. There were also differences in destinations for the confirmed qualifiers based on gender. Note: no gender statistics were published in the 2013-14 publication.

**Table 8: Study/work/negative Destination Split by Gender (confirmed qualifiers)**

	%	Gender	
		CLD 14-15 Confirmed	Male
Further Study	79.4%	80.0%	78.9%
Work	16.2%	15.8%	16.5%
Negative Destination	4.4%	4.2%	4.6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

- 39. Males in the 2014-15 cohort fared better than females in combined work and further study with 95.8% entering these destinations compared to 95.4% for the females. When these positive destinations are looked at in more detail some significant differences are evident in paths for females versus males: Table 9.

**Table 9: Positive Destination Split by Gender (confirmed qualifiers)**

	CLD 14-15	Gender	
	All	Male	Female
FULL-TIME FURTHER STUDY, TRAINING OR RESEARCH	79.0%	79.7%	78.5%
PART-TIME FURTHER STUDY, TRAINING OR RESEARCH	0.4%	0.3%	0.5%
WORKING FULL-TIME	12.3%	12.9%	11.8%
WORKING PART-TIME	3.8%	2.8%	4.6%
DUE TO START A JOB BY THE 31ST MARCH	0.1%	0.1%	0.0%
	<b>95.6%</b>	<b>95.8%</b>	<b>95.4%</b>

40. Males enter further study 1.0% more than females (80.0% to 79.0%), although if part-time courses are removed, the gap rises to 1.2%, which is not insignificant. The situation appears reversed with employment, with 16.4% of females entering work on qualifying, compared to 15.7% of males, however 4.6% of this female proportion comes from part-time work, with 12.9% of males entering full-time work to 11.8% of females. Overall, females are entering part-time destinations (work or study) 5.1% of the time to 3.1% in males.
41. Females also reach a negative destination on qualifying 0.4% more than males (4.6% to 4.2%) – see Table 10. However, the breakdown of the negative destinations for confirmed qualifiers indicates females have higher proportions described as ‘Temporarily sick or unable to work/caring for families and/or looking after the home or family’ (0.9% compared to males at 0.2%); similarly females have 0.6% ‘Not employed but not looking for employment, further study or training’ compared to 0.3% in the males. Along with the higher rates of part-time positive destinations outlined in above, these destinations strongly suggest the continued propensity for females to take on responsibilities at home and for children and the impact this has on their available work options and the time available for further study.

**Table 10: Negative Destination Split by Gender (confirmed qualifiers)**

	CLD 14-15 Confirmed	Gender	
		Male	Female
UNEMPLOYED AND LOOKING FOR WORK	3.1%	3.4%	2.9%
TEMPORARILY SICK OR UNABLE TO WORK/LOOKING AFTER THE HOME OR FAMILY	0.6%	0.2%	0.9%
NOT EMPLOYED BUT NOT LOOKING FOR EMPLOYMENT, FURTHER STUDY OR TRAINING	0.4%	0.3%	0.6%
TAKING TIME OUT IN ORDER TO TRAVEL	0.2%	0.2%	0.3%
PERMANENTLY UNABLE TO WORK/RETIRED	0.0%	0.0%	0.1%
	<b>4.4%</b>	<b>4.2%</b>	<b>4.6%</b>

42. Males in the negative destinations were unemployed 0.5% more than females at 3.4% compared to 2.9% of confirmed qualifiers, while females were slightly more likely to decide to travel than males by 0.1% highlighting the wider array of priorities displayed in female qualifiers.
43. For 16-24 year olds, the broad destination breakdown shows a shift towards further study in destinations for the age group compared to the 2013-14 figures:

**Table 11: Study/work/negative Destination Split 16-24 year olds (confirmed qualifiers)**

%	CLD 14-15 Confirmed	CLD 14-15 16-24 Year Olds	CLD 13-14 16-24 Year Olds
Further Study	79.4%	79.0%	↑ 76.2%
Work	16.2%	16.9%	↓ 19.5%
Negative Destination	4.4%	4.1%	↓ 4.3%
Total	100%	100%	100%

44. For 16-24 qualifiers, a significant proportion continued to further study at 79.0%, although this is slightly below the cohort average for confirmed qualifiers of 79.4%. The group was also less likely to end in a negative

destination 4.1% to the 4.4% average – and down 0.2% on the 2013-14 baseline figure. It is clear there is a higher proportion of 16-24 year olds entering employment than average: 16.9% to 16.2% overall, however the proportion of 16-24 year olds entering employment has dropped 3.4% since last year.

45. In raw figures, 6,813 16-24 year olds qualifiers from the 2013-14 session entered work compared to 5,148 in 2014-15, while 26,549 qualifying students went on to further study in 2013-14 compared to 24,093 in 2014-15. Both are significant drops in numbers: only 75.6% of the previous year's students entering employment and 90.1% of the previous year's continuing students.

### **3.2 SIMD Decile Analysis of whole cohort**

46. The distribution of the qualifier destinations over the SIMD deciles reveals some interesting correlations. As noted in paragraph 23, almost a third of the cohort comes from the most deprived 20% of SIMD deciles.
47. The four most deprived SIMD deciles all show higher than average proportions of qualifiers continuing into further full-time study (70.3%, 69.3%, 68.5%, 68.8%) where those from the remaining SIMD deciles show a decrease from the overall average percentage of 68.3% - see Table 12.
48. For those moving to full-time employment, the inverse is true: those in the most deprived 40% SIMD are less likely to be working full-time post-qualification than those in the least deprived SIMD deciles. The difference in proportions between those with the highest employment destination (12.5% entered full-time work from SIMD decile 6) and those with the lowest (8.7% into work from SIMD decile 1) reveals very different opportunities for those in the different deciles.
49. Those qualifiers in the most deprived SIMD decile are less likely to be unemployed than the national figure (2.3% compared to 2.7% of all qualifiers) with the two least deprived SIMD also benefiting from lower unemployment proportions, where the highest proportion of unemployment is in SIMD decile 8 at 3.1%.

**Table 12: Positive Destinations versus Unemployment by SIMD (2012) Decile**

	CLD 14-15 All	SIMD Decile									
		Most deprived								Least deprived	
		1	2	3	4	5	6	7	8	9	10
ENGAGED IN FULL-TIME FURTHER STUDY, TRAINING OR RESEARCH	68.3%	70.3%	69.3%	68.5%	68.8%	68.0%	67.7%	67.3%	67.2%	68.3%	67.3%
ENGAGED IN PART-TIME FURTHER STUDY, TRAINING OR RESEARCH	0.3%	0.3%	0.2%	0.3%	0.3%	0.3%	0.4%	0.3%	0.4%	0.4%	0.3%
WORKING FULL-TIME	10.6%	8.7%	8.9%	9.8%	10.2%	10.8%	12.5%	12.2%	12.3%	11.1%	10.7%
WORKING PART-TIME	3.3%	3.0%	2.8%	3.5%	3.5%	3.5%	3.1%	3.8%	4.1%	3.3%	3.4%
DUE TO START A JOB BY THE 31ST MARCH	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%	0.1%	0.2%
UNEMPLOYED AND LOOKING FOR WORK	2.7%	2.3%	2.8%	2.7%	2.9%	2.8%	2.7%	2.7%	3.1%	2.3%	2.6%
<b>Variance from National %</b>	<b>CLD 14-15 All</b>	<b>SIMD Decile</b>									
		<b>Most deprived</b>								<b>Least deprived</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
ENGAGED IN FULL-TIME FURTHER STUDY, TRAINING OR RESEARCH	68.3%	2.0%	1.0%	0.2%	0.5%	-0.3%	-0.6%	-1.0%	-1.1%	0.0%	-1.0%
ENGAGED IN PART-TIME FURTHER STUDY, TRAINING OR RESEARCH	0.3%	0.0%	-0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%
WORKING FULL-TIME	10.6%	-1.9%	-1.7%	-0.8%	-0.4%	0.2%	1.9%	1.6%	1.7%	0.5%	0.1%
WORKING PART-TIME	3.3%	-0.3%	-0.5%	0.1%	0.2%	0.2%	-0.3%	0.5%	0.8%	0.0%	0.1%
DUE TO START A JOB BY THE 31ST MARCH	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-0.1%	0.0%	0.1%	0.1%
UNEMPLOYED AND LOOKING FOR WORK	2.7%	-0.4%	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.5%	-0.4%	-0.1%

Note: the above percentages do not add to 100% as this is an incomplete table of destinations. Only destination categories discussed are included.

### 3.3 Special interest groups

50. There are various special interest groups which have been identified for comparison with the overall cohort within the CLD 2014-15 who were not monitored in the 2013-14 CLD collection: those with disabilities, those with caring responsibilities and various special interest groups such as *Care Leavers and Looked After Children*, those on the *Bereaved Children Scheme*, as well as those from a Black and Minority Ethnic background.

#### 3.3.1 Disability

51. Of the 50,198 qualifiers, 7,870 declared<sup>12</sup> one or more disability (15.7% of the cohort). Of those with disabilities 88.2% have known destinations compared to the average of 86.4%.

**Table 13: Percentage of All Qualifiers with one or more Disability**

	Male	Female
Personal Care Support	0.2%	0.2%
Social Impairment	0.5%	0.1%
Long Standing Illness	0.4%	0.7%
Mental Health Condition	0.6%	1.6%
Physical Impairment	0.2%	0.3%
Deaf/Hearing Impaired	0.2%	0.3%
Blind/Visually Impaired	0.2%	0.1%
Other Disability	1.0%	1.1%
Specific Learning Difficulty	4.1%	3.7%

52. If examined over the whole population, there is a general parity across gender with many of the disabilities declared, but notable differences are the increased numbers of females with long standing illness (0.7% compared to 0.4% in males) and mental health where the number of females with mental health conditions is 1% more than the males (1.6% to 0.6% - almost three times the percentage). We also see 4.1% of males with specific learning difficulties compared to 3.7% of females in the total population. It is when we consider the male and female populations discretely that larger issues emerge.

53. As noted in paragraph 26, the proportion of the male population with declared disabilities is greater than the proportion of the female population: 3,702 males declared one or more disability from a population of 21,686 (17.1%), compared to 4,157 out of 28,488 females declaring one or more disabilities (14.6%).

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<sup>12</sup> Clarification: all disability data comes from self-declaration from students themselves.

**Table 14: Percentage of Gender Population with one or more Disability**

	Males in male population	Females in female population
Personal Care Support	0.5%	0.4%
Social Impairment	1.1%	0.3%
Long Standing Illness	1.0%	1.3%
Mental Health Condition	1.4%	2.9%
Physical Impairment	0.5%	0.6%
Deaf/Hearing Impaired	0.5%	0.6%
Blind/Visually Impaired	0.4%	0.2%
Other Disability	2.3%	1.9%
Specific Learning Difficulty	9.4%	6.6%

54. Table 14 isolates disability by gender, showing disability within the male and female portions of the cohort and revealing a clearer breakdown of disability in the qualifiers. Looking at males, almost one in ten males has a specific learning difficulty (almost one and a half times the proportion of females) while 1.1% of males have a social impairment, nearly four times that found in the female population. Focusing on females, we see 1.3% of females have long standing illnesses (a third more than males) and 2.9% have mental health issues, more than twice the proportion found in the male population.
55. Returning to the entire group, In terms of confirmed destinations, 82.0% of those with one or more disabilities continue to further full time study compared to 78.9% of those with no disability, while 12.4% entered work after qualification compared to 16.9% in the remaining cohort.
56. Of confirmed qualifiers, the positive/negative destination split for those with disabilities was 94.4%/5.6% compared to 95.8%/4.2% for those with no disability. In examining these higher proportions of negative destinations, 4.0% of those with disability were unemployed after qualification compared to 2.9% for those with no disability – almost a 40% increase in confirmed negative destinations.

### 3.3.2 Carers

57. Students with care responsibilities accounted for 3.3% of the total population (1,677/50,198).
58. Of those with confirmed destinations, carers reached positive destinations 94.0% of the time compared to the average 95.6%. This reduction in positive destination is split with 78.7% continuing to further study compared to the average of 79.4%, while 15.3% moved into employment compared to the 16.2%



average. 6.0% went on to negative destinations, 1.4% higher than the cohort average of 4.4%.

59. As a percentage of confirmed qualifiers, part-time work was greater in carers at 4.5% to the average of 3.8%, while, unsurprisingly, the proportion of carers who returned a destination of 'Temporarily sick or unable to work/looking after the home or family' was 1.6% compared to the 0.6% average. It is evident that the responsibilities of this group have consequences for destination options.

### **3.3.3 Care Experienced**

60. 88.3% of Care Experienced students (*Care Leavers and Looked After Children*) went on to full-time further study compared to 79.0% on average (based on confirmed qualifiers), although positive destinations for those with confirmed destinations in this group were slightly down on the average at 94.9% (compared to 95.6% overall). This is largely due to this group having a 4.4% 'Unemployed and looking for work' destination, where the national average was 3.1% of confirmed qualifiers.

### **3.3.4 Bereaved Children Scheme**

61. Another concerning group is the *Bereaved Children Scheme*. The number of qualifiers with confirmed destinations from this group within the whole cohort was less than 25, but their prospects after qualifying were some of the poorest, with a negative destination percentage of confirmed destinations being 9.1%. The negative destinations associated with this were equally split between unemployment after qualification and those 'not employed by not looking for employment, further study or training'.

### **3.3.5 Black and Minority Ethnic**

62. Those from a Black and Minority Ethnic background (BME) made up 5.7% of the 2014-15 full-time qualifying cohort, (2,842/50,198).
63. The proportion of confirmed destinations for the group was not dissimilar to the overall average with 86.3% destinations confirmed compared to the average of 86.4%. For those with confirmed destinations, the positive/negative destination split was favourable for BME with 96.1% moving into positive destinations, 0.5% higher than the cohort average of 95.6%.

When examining the breakdown of work, study and negative destinations, 81.8% of the group moved into further study post-qualification compared to the average of 79.4%, while 14.3% moved into work, down 1.9% on the average for all confirmed qualifiers. Only 3.9% of BME confirmed qualifiers moved into negative destinations, 0.5% below the average of 4.4%. So overall, the

destinations for this group were in the main positive, despite the slightly lower proportion entering work.

#### 4.0 16-24 year olds: Developing Scotland’s Young Workforce

64. The 16-24 year old group is the group of interest to Key Performance Indicator 4 (KPI 4) on Destinations and Employment for *Developing Scotland’s Young Workforce*. KPI 4 is concerned with students within the 16-24 age band who have successfully completed a full-time course in college and where they go. The priority is to see the group progress into employment or if they remain in study that they progress to a higher level of study.
65. One of the difficulties with this dataset has been collecting and collating accurate SCQF levels for all 2015-16 destination courses. A great deal of work has been carried out to improve the data with regard to this, but it is the least robust aspect of this collection. 2016-17 should see this improved with updates to the way SCQF level is captured in the Further Education Statistics (FES) collection software.

#### 4.1 The composition of the 16-24 year old cohort

66. Table 15 shows the composition of the 16-24 portion of the 2014-15 cohort.

**Table 15: 16-24 Age Group Composition**

		Count	% of all
<b>Cohort Split:</b>	<b>16-24 year olds</b>	<b>35,111</b>	<b>69.9%</b>
	Non-16-24 year olds	15,087	30.1%
Level:	Further Education	22,725	64.7%
	Higher Education	12,386	35.3%
Gender:	Male	16,299	46.4%
	Female	18,792	53.5%
	Other/Undeclared	20	0.1%
Disabilities:	One or more	5,653	16.1%
	No disability	29,458	83.9%
Special Interest Groups	Carers	681	1.9%
	Care Experienced	107	0.3%
	Bereaved Children Scheme	23	0.1%
	Black and Minority Ethnic	1,880	5.4%

SIMD decile:	(most deprived) 1	5,300	15.1%
	2	4,605	13.1%
	3	4,189	11.9%
	4	3,772	10.7%
	5	3,594	10.1%
	6	3,227	9.2%
	7	2,912	8.3%
	8	2,695	7.7%
	9	2,626	7.5%
	(least deprived) 10	1,906	5.4%

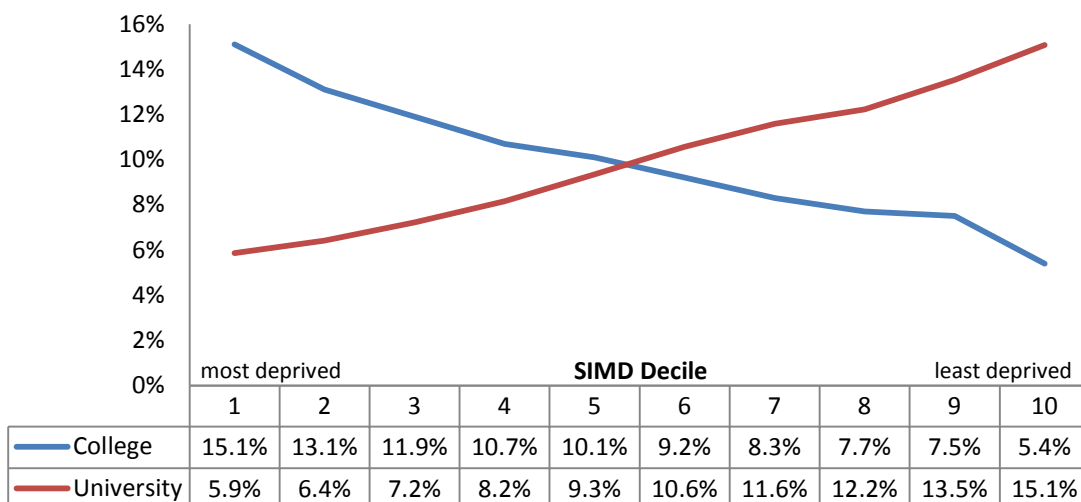
67. The split between FE/HE levels is around two thirds in favour of FE in the 16-24 year old group with 35.3% HE to 64.7% FE.
68. The male/female split is not as marked in favour of females in the 16-24 year old group at 46.4% males compared to 43.2% in the entire cohort – see paragraph 19.
69. A lower proportion of the group are carers at 1.9% compared to the 3.3% average, while those who are Care Experienced are the same proportion as they are in the whole cohort at 0.3%.
70. Black Minority Ethnic students make up 5.4% of the group compared to 5.7% in the complete cohort.
71. The SIMD deciles show the 16-24 year olds show a lower proportion of students come from the most deprived SIMD deciles than the overall cohort (Table 16):

**Table 16: SIMD Proportions for 16-24 year olds**

SIMD decile	16-24	Cumulative %	ALL	Cumulative %
1	15.1%	<b>15.1%</b>	16.7%	<b>16.7%</b>
2	13.1%	<b>28.2%</b>	14.4%	<b>31.1%</b>
3	11.9%	<b>40.1%</b>	12.7%	<b>43.8%</b>
4	10.7%	<b>50.8%</b>	11.1%	<b>54.9%</b>
5	10.1%	<b>60.9%</b>	10.0%	<b>64.9%</b>

72. Student population drops consistently across the 16-24 year olds as SIMD decile increases, i.e. as deprivation decreases. In the university sector in the 16-24 year old undergraduate 1<sup>st</sup> year population (with known postcodes) the inverse is true (Chart D).

**Chart D: Comparison of SIMD Distribution of College and University Students<sup>13</sup>  
(16-24 year olds)**



#### 4.2 Overview and comparison with 2013-14 baseline

- 73. The 16-24 year olds make up 69.9% of the 2014-15 qualifying cohort (35,111 out of 50,198) down from 75.8% in 2013-14 (39,838 out of 52,556).
- 74. The percentage of confirmed destinations was 86.9% which was a slightly better return than the average across all ages at 86.4%. It was however lower than the 16-24 aged 2013-14 return which had 87.5% of destinations confirmed.
- 75. Table 17 shows the overall destination breakdown for the 16-24 year olds in 2014-15 and a comparison with the 2013-14 CLD.

<sup>13</sup> Source: HESA.

**Table 17: 2014-15/2013-14 Comparison 16-24 year olds**

		<b>CLD 2014-15 (16-24 year olds)</b>	CLD 2013-14 (16-24 year olds)
ENGAGED IN FULL-TIME FURTHER STUDY, TRAINING OR RESEARCH	↑	<b>68.3%</b>	65.7%
ENGAGED IN PART-TIME FURTHER STUDY, TRAINING OR RESEARCH	↓	<b>0.3%</b>	1.0%
WORKING FULL-TIME <sup>14</sup>	↓	<b>11.3%</b>	13.5%
WORKING PART-TIME	↓	<b>3.3%</b>	3.5%
DUE TO START A JOB BY THE 31ST MARCH	→	<b>0.1%</b>	0.1%
UNEMPLOYED AND LOOKING FOR WORK	↓	<b>2.7%</b>	2.8%
TEMPORARILY SICK OR UNABLE TO WORK/LOOKING AFTER THE HOME OR FAMILY	→	<b>0.4%</b>	0.4%
NOT EMPLOYED BUT NOT LOOKING FOR EMPLOYMENT, FURTHER STUDY OR TRAINING	→	<b>0.3%</b>	0.3%
TAKING TIME OUT IN ORDER TO TRAVEL	→	<b>0.2%</b>	0.2%
PERMANENTLY UNABLE TO WORK/RETIRED	→	<b>0.0%</b>	0.0%
UNCONFIRMED	↑	<b>13.1%</b>	<b>12.5%</b>
		<b>100%</b>	100%

76. Comparison with the 2013-14 baseline for all 16-24 year old qualifiers shows an increase in those continuing into further study (66.7% to 68.6%) and a 2.4% drop in those entering employment: 17.0% to 14.7%.

#### **4.3 FE and HE for 16-24 year olds**

77. Of the 35,111 16-24 year olds, just under two thirds 22,725 (64.7%) were studying at FE level and 12,386 (35.3%) were studying at HE level.

78. As a percentage of confirmed destinations for this age group, 83.1% of FE qualifiers in this age band went on to further study, while, 12.8% went into

<sup>14</sup> Working full-time or part-time includes apprenticeships, self-employed/freelance, voluntary or other unpaid work, developing a professional portfolio/creative practice or on an internship.

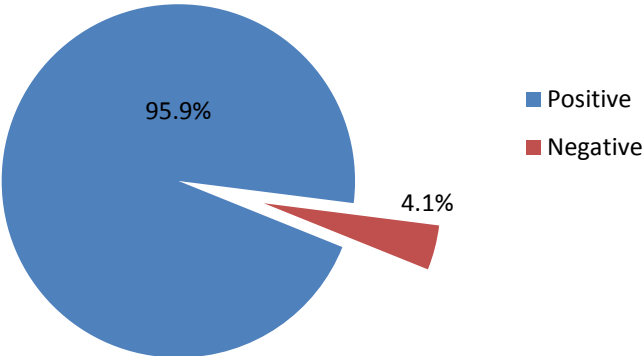
employment. This again reinforces the observation that students are endeavouring to attain as high an education as possible before leaving college.

- 79. The HE destinations were slightly different in the age group with almost a quarter of confirmed HE qualifiers moving into employment, 24.9% compared to 16.2% over all confirmed destinations in the CLD. Clearly HE courses (especially HNC/HND level, 93.7%) are appealing to employers since such a high proportion of HE students enter work on qualifying from these levels.
- 80. Those qualifying from HE courses who continued to further study made up 70.9% of confirmed 16-24 year old qualifiers, a significant reduction over the average of 79.4% of all confirmed CLD destinations, again related to the rise in entry to employment.

**4.4 Positive destinations for 16-24 year olds**

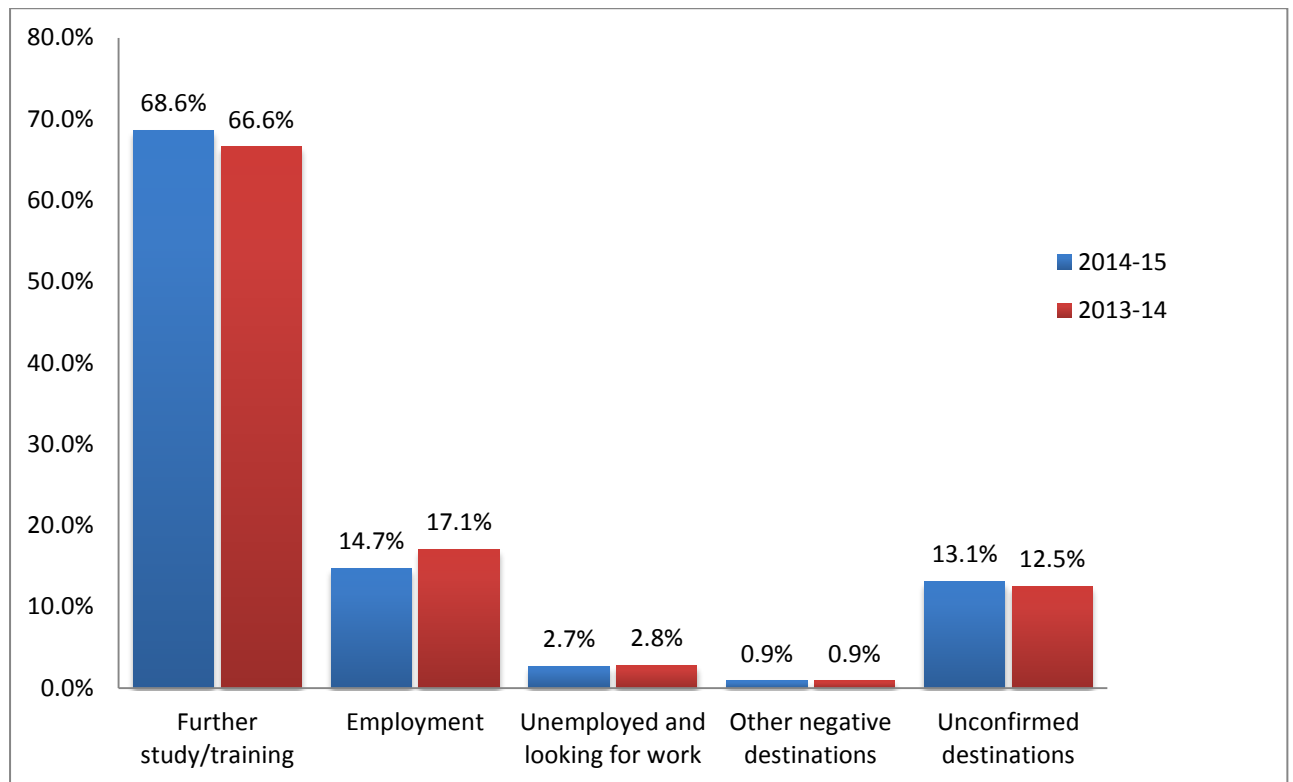
- 81. 83.3% of all 16-24 year olds qualifiers entered positive destinations, down 0.3% on the 2013-14 baseline of 83.7%, while 3.6% entered negative destinations, down from 3.8% since 2013-14.
- 82. When this figure is looked at as a proportion of the confirmed destinations, 95.9% entered positive destinations and 4.1% negative destinations (Chart E) compared to the 2013-14 baseline of 95.7% and 4.3% showing a small but positive shift towards more qualifiers finding positive destinations.

**Chart E: 2014-15 CLD 16-24 year olds: positive/negative Split (confirmed destinations)**



- 83. Chart F shows the proportion of 16-24 year olds entering work and further study. It demonstrates that more 16-24 year olds have moved into further study, 66.6% in 2013-14 to 68.6% (all qualifiers). The movement away from employment towards continued study is clear with those entering employment down from 17.1% to 14.7%.

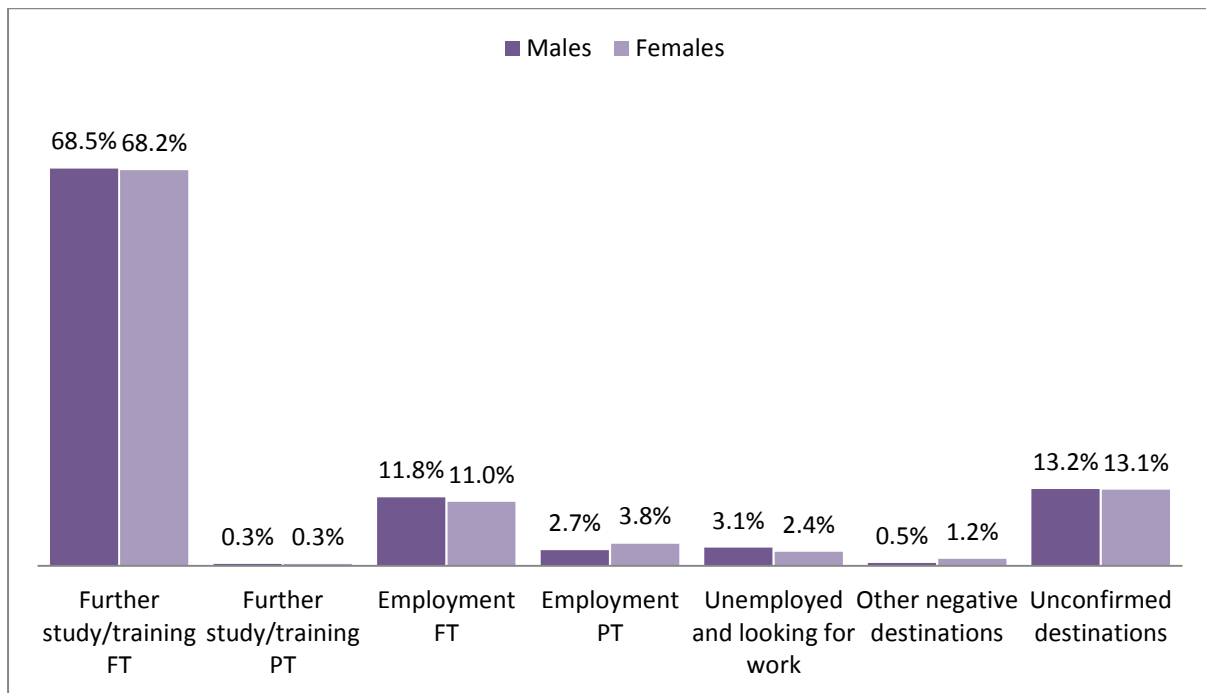
**Chart F: 2014-15/2013-14 16-24 year olds Destination Comparison (all qualifiers)**



#### 4.5 Destination breakdown by gender

84. In overall terms, the genders in the 16-24 age group were almost identical in terms of finding positive destinations post qualification: 83.3% - see Chart G. However, this parity comes largely from 3.8% of females taking part-time work after qualification. Males by contrast have higher levels of entry to further study (68.5% to the 68.2% in females) and to full-time employment (11.8% to the 11.0% in females). There is a clear distinction between the genders post-qualification which favours males in terms of positive destinations, where more females were unemployed after qualification at 3.1% to 2.4%.

**Chart G: 16-24 year olds Destination by Gender (all qualifiers)**



#### 4.6 Course Subject Classifications for 16-24 year olds

85. Course Subject Classifications (CSC) groupings are:

- Art and design Arts and Crafts.
- Business, management and administration.
- Care.
- Computing and ICT.
- Construction.
- Education and training.
- Engineering.
- Hairdressing, beauty and complementary therapies.
- Land-based industries.
- Languages and ESOL.
- Media.
- Nautical studies.
- Performing arts.
- Social subjects.
- Special Programmes.
- Sport and leisure.

86. It is immediately apparent that very few of the CSCs attract the same numbers of students from the genders for 16-24 year olds (Table 18).



**Table 18: Male/female Distribution across CSC for 16-24 year olds**

Male	Female	Total	% Distribution		CSC
			Male	Female	
707	1735	<b>2442</b>	29.0%	71.0%	Art and design Arts and Crafts
1261	2086	<b>3347</b>	37.7%	62.3%	Business, management and administration
332	4258	<b>4590</b>	7.2%	92.8%	Care
1864	276	<b>2140</b>	87.1%	12.9%	Computing and ICT
1839	135	<b>1974</b>	93.2%	6.8%	Construction
160	439	<b>599</b>	26.7%	73.3%	Education and training
3756	280	<b>4036</b>	93.1%	6.9%	Engineering
898	4558	<b>5456</b>	16.5%	83.5%	Hairdressing, beauty and complementary therapies
468	429	<b>897</b>	52.2%	47.8%	Land-based industries
137	246	<b>383</b>	35.8%	64.2%	Languages and ESOL
527	439	<b>966</b>	54.6%	45.4%	Media
386	7	<b>393</b>	98.2%	1.8%	Nautical studies
1215	1707	<b>2922</b>	41.6%	58.4%	Performing arts
480	1023	<b>1503</b>	31.9%	68.1%	Social subjects
751	570	<b>1321</b>	56.9%	43.1%	Special Programmes
1518	604	<b>2122</b>	71.5%	28.5%	Sport and leisure

87. The outcomes for those who qualified across gender-dominated CSCs is of some interest. The most gender-dominated classifications are Care, Hairdressing, beauty and complementary therapies which are dominated by females: 92.8% females to 7.2% males and 83.5% females to 16.5% respectively; while Construction and Engineering are the two most male dominated<sup>15</sup>: 93.2% males to 6.8% females and 93.1% males to 6.9% females respectively.
88. Examination of confirmed destinations shows that in Care, males fare slightly poorer than females on qualification with 95.8% ending in a positive destination compared to 96.5% for females. In Hairdressing though, males gained more positive destinations than females: 96.3% to 95.0% for females. In male dominated Construction 96.4% of females achieved positive destinations compared to 94.5% for males, while in Engineering both genders were the same at 96.0% confirmed positive destinations.
89. Examining the detail of this, we see more females than males continue to study Construction on qualifying: 76.8% compared to 73.7%, while 20.8% of males in this CSC move into work compared to 19.6% for females. In Engineering 21.7%

<sup>15</sup> Nautical Studies is the most gender dominated CSC, but the low number of females does not allow valid analysis so CSCs of larger populations have been selected.

of females moved into jobs post-qualification, compared to 20.0% for males. So overall females fare better than males after qualifying in Engineering.

90. In terms of negative destinations, males qualifying from construction and females qualifying from hairdressing both had high negative destinations: 5.5% and 5.0% respectively. Contrasting with this, males entering hairdressing and females in Construction showed the lowest levels of negative destinations: 3.7% and 3.6%. Only Care for females had a smaller proportion of negative destinations at 3.5% (of the discussed CSCs).
91. So moving across the gender gap in career choices has winners and losers: care seems hardest for males to broach but hairdressing is a good option, while females appear to be able to flourish in male-dominated CSCs such as Construction and Engineering (see Table 19).

**Table 19: Gender Destinations in Non-Gender-Dominated CSCs**

		Count	Confirmed Destinations		Broad Destination (confirmed)		
			POSITIVE	NEGATIVE	STUDY	WORK	OTHER
Male Counts	Care	<b>287</b>	275	12	225	50	12
	Construction	<b>1519</b>	1436	83	1120	316	83
	Engineering	<b>3347</b>	3214	133	2545	669	133
	Hairdressing, beauty and complementary therapies	<b>776</b>	747	29	587	160	29
Female Counts	Care	<b>3681</b>	3551	130	2880	671	130
	Construction	<b>112</b>	108	4	86	22	4
	Engineering	<b>249</b>	239	10	185	54	10
	Hairdressing, beauty and complementary therapies	<b>3978</b>	3780	198	2898	882	198
Male %	Care		95.8%	4.2%	78.4%	17.4%	4.2%
	Construction		94.5%	5.5%	73.7%	20.8%	5.5%
	Engineering		96.0%	4.0%	76.0%	20.0%	4.0%
	Hairdressing, beauty and complementary therapies		96.3%	3.7%	75.6%	20.6%	3.7%
Female %	Care		96.5%	3.5%	78.2%	18.2%	3.5%
	Construction		96.4%	3.6%	76.8%	19.6%	3.6%
	Engineering		96.0%	4.0%	74.3%	21.7%	4.0%
	Hairdressing, beauty and complementary therapies		95.0%	5.0%	72.9%	22.2%	5.0%

## 5.0 Regional Destination Breakdown

92. Scotland's colleges vary considerably in terms of their regional locations, the priorities of those regions and the student populations who attend them. As a result, the data quality as well as the content varies significantly across the sector. The largest student cohort is in Glasgow, with 11,265 qualifiers in the 2014-15 collection; the smallest regional cohort was the Borders with 770 qualifiers.
93. Table 20 provides details of regional confirmed destination rates; Table 21 gives the percentages of regional cohorts in positive/negative/unconfirmed destinations; Table 22 shows the positive/negative split for comparison to the national data discussed previously; while Table 23 covers the regional figures for those entering further study/work/other (negative destinations).
94. Moving forward, the focus for all regions has to be on improving the amount of detail and accuracy in destinations where no linked match has been found, i.e. those where matching with SDS, SAAS, etc.<sup>16</sup> did not provide a destination, since improving the quality of the data is paramount to draw accurate and effective conclusions from it.
95. The UHI partner colleges and SRUC report their HE leavers into the Higher Education Statistical Agency's annual DLHE survey. Therefore, this publication only reports for UHI partner colleges and SRUC the destinations of their FE (non-advanced) college leavers.

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<sup>16</sup> Refer to Table 1.

**Table 20: CLD 2014-15 Regional Qualifier Destination Confirmation Rate**

	CLD14/15	Qualifier Destinations (all)		Confirmed Destinations Rate (%)
	Qualifiers	Destination Confirmed	Unconfirmed	
<b>Count</b>				
ABERDEEN AND ABERDEENSHIRE	<b>3413</b>	3298	115	96.6%
AYRSHIRE	<b>4722</b>	4020	702	85.1%
BORDERS	<b>770</b>	731	39	94.9%
DUMFRIES AND GALLOWAY	<b>1027</b>	983	44	95.7%
DUNDEE AND ANGUS	<b>3705</b>	3235	470	87.3%
EDINBURGH AND LoTHIANS	<b>4582</b>	3118	1464	68.0%
FIFE	<b>3893</b>	3009	884	77.3%
FORTH VALLEY	<b>1801</b>	1686	115	93.6%
GLASGOW	<b>11265</b>	9853	1412	87.5%
HIGHLANDS AND ISLANDS	<b>2951</b>	2735	216	92.7%
LANARKSHIRE	<b>5847</b>	5272	575	90.2%
LAND-BASED (SRUC)	<b>489</b>	472	17	96.5%
NEWBATTLE	<b>69</b>	55	14	79.7%
WEST	<b>4289</b>	3691	598	86.1%
WEST LoTHIAN	<b>1375</b>	1229	146	89.4%
<b>NATIONAL</b>	<b>50198</b>	<b>43387</b>	<b>6811</b>	<b>86.4%</b>

**Table 21: CLD 2014-15 Regional positive/negative/unconfirmed for All Qualifiers**

Count	CLD 14/15 Qualifiers	Counts			Percentage		
		Positive/Negative/Unconfirmed: all qualifiers by region			Positive/Negative/Unconfirmed: all qualifiers by region		
		POSITIVE	NEGATIVE	UNCONFIRMED	POSITIVE	NEGATIVE	UNCONFIRMED
ABERDEEN AND ABERDEENSHIRE	<b>3413</b>	2892	406	115	84.7%	11.9%	3.4%
AYRSHIRE	<b>4722</b>	3913	107	702	82.9%	2.3%	14.9%
BORDERS	<b>770</b>	694	37	39	90.1%	4.8%	5.1%
DUMFRIES AND GALLOWAY	<b>1027</b>	908	75	44	88.4%	7.3%	4.3%
DUNDEE AND ANGUS	<b>3705</b>	3032	203	470	81.8%	5.5%	12.7%
EDINBURGH AND LOTHIANS	<b>4582</b>	3079	39	1464	67.2%	0.9%	32.0%
FIFE	<b>3893</b>	2924	85	884	75.1%	2.2%	22.7%
FORTH VALLEY	<b>1801</b>	1579	107	115	87.7%	5.9%	6.4%
GLASGOW	<b>11265</b>	9603	250	1412	85.2%	2.2%	12.5%
HIGHLANDS AND ISLANDS	<b>2951</b>	2583	152	216	87.5%	5.2%	7.3%
LANARKSHIRE	<b>5847</b>	5048	224	575	86.3%	3.8%	9.8%
LAND-BASED (SRUC)	<b>489</b>	445	27	17	91.0%	5.5%	3.5%
NEWBATTLE	<b>69</b>	54	1	14	78.3%	1.4%	20.3%
WEST	<b>4289</b>	3513	178	598	81.9%	4.2%	13.9%
WEST LOTHIAN	<b>1375</b>	1203	26	146	87.5%	1.9%	10.6%
<b>NATIONAL</b>	<b>50198</b>	<b>41470</b>	<b>1917</b>	<b>6811</b>	<b>82.6%</b>	<b>3.8%</b>	<b>13.6%</b>

**Table 22: CLD 2014-15 Regional positive/negative Split for Confirmed Destinations**

Count	Counts		Percentage	
	Positive v. Negative: confirmed destinations by region		Positive v. Negative: confirmed destinations by region	
	POSITIVE	NEGATIVE	POSITIVE	NEGATIVE
ABERDEEN AND ABERDEENSHIRE	2892	406	87.7%	12.3%
AYRSHIRE	3913	107	97.3%	2.7%
BORDERS	694	37	94.9%	5.1%
DUMFRIES AND GALLOWAY	908	75	92.4%	7.6%
DUNDEE AND ANGUS	3032	203	93.7%	6.3%
EDINBURGH AND LOTHIANS	3079	39	98.7%	1.3%
FIFE	2924	85	97.2%	2.8%
FORTH VALLEY	1579	107	93.7%	6.3%
GLASGOW	9603	250	97.5%	2.5%
HIGHLANDS AND ISLANDS	2583	152	94.4%	5.6%
LANARKSHIRE	5048	224	95.8%	4.2%
LAND-BASED (SRUC)	445	27	94.3%	5.7%
NEWBATTLE	54	1	98.2%	1.8%
WEST	3513	178	95.2%	4.8%
WEST LOTHIAN	1203	26	97.9%	2.1%
<b>NATIONAL</b>	<b>41470</b>	<b>1917</b>	<b>95.6%</b>	<b>4.4%</b>

**Table 23: CLD 2014-15 Regional further study/work/other Split for Confirmed Destinations**

	Counts			Total	Percentage			
	Count	Broad Destination for confirmed destinations by region			Broad Destination for confirmed destinations by region			
		FURTHER STUDY	WORK	OTHER		FURTHER STUDY	WORK	OTHER
ABERDEEN AND ABERDEENSHIRE	2363	529	406	<b>3298</b>	71.6%	16.0%	12.3%	
AYRSHIRE	3479	434	107	<b>4020</b>	86.5%	10.8%	2.7%	
BORDERS	531	163	37	<b>731</b>	72.6%	22.3%	5.1%	
DUMFRIES AND GALLOWAY	638	270	75	<b>983</b>	64.9%	27.5%	7.6%	
DUNDEE AND ANGUS	2438	594	203	<b>3235</b>	75.4%	18.4%	6.3%	
EDINBURGH AND LOTHIAN	2871	208	39	<b>3118</b>	92.1%	6.7%	1.3%	
FIFE	2596	328	85	<b>3009</b>	86.3%	10.9%	2.8%	
FORTH VALLEY	1196	383	107	<b>1686</b>	70.9%	22.7%	6.3%	
GLASGOW	7887	1716	250	<b>9853</b>	80.0%	17.4%	2.5%	
HIGHLANDS AND ISLANDS	1996	587	152	<b>2735</b>	73.0%	21.5%	5.6%	
LANARKSHIRE	4152	896	224	<b>5272</b>	78.8%	17.0%	4.2%	
LAND-BASED (SRUC)	311	134	27	<b>472</b>	65.9%	28.4%	5.7%	
NEWBATTLE	44	10	1	<b>55</b>	80.0%	18.2%	1.8%	
WEST	2985	528	178	<b>3691</b>	80.9%	14.3%	4.8%	
WEST LOTHIAN	964	239	26	<b>1229</b>	78.4%	19.4%	2.1%	
<b>NATIONAL</b>	<b>34451</b>	<b>7019</b>	<b>1917</b>	<b>43387</b>	<b>79.4%</b>	<b>16.2%</b>	<b>4.4%</b>	



## 6.0 College Destination Breakdown

96. Scotland has 26 colleges divided among the 13 regions<sup>17</sup>. Many are single-college regions, while some have many colleges in the region e.g. Highlands and Islands, Glasgow and Lanarkshire. The colleges vary considerably in their geographical locations, course provision as well as the needs of the industries of the local areas. As such, direct comparison of the colleges is not always valuable.
97. The student full-time qualifiers from colleges vary considerably from 48 in Orkney College to 4,923 students at City of Glasgow College, with the six largest colleges each having over 4,000 qualifiers in 2014-15.
98. Table 24 provides details of individual college's confirmed destination rates; Table 25 gives the percentages of college cohorts in positive/negative/unconfirmed destinations; Table 26 shows the positive/negative split for comparison to the national data discussed previously; while Table 27 covers the college figures for those entering further study/work/other (negative destinations).

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<sup>17</sup> Scottish Rural College (SRUC) and Newbattle Abbey College are not categorised within any region.

**Table 24: CLD 2014-15 College Qualifier Destination Confirmation Rate**

	CLD14/15	Qualifier Destinations (all)		Confirmed Destination Rate (%)
	Qualifiers	Destination Confirmed	Unconfirmed	
<b>Count</b>				
ARGYLL COLLEGE	153	143	10	93.5%
AYRSHIRE COLLEGE	4722	4020	702	85.1%
BORDERS COLLEGE	770	731	39	94.9%
CITY OF GLASGOW COLLEGE	4923	4503	420	91.5%
DUMFRIES AND GALLOWAY COLLEGE	1027	983	44	95.7%
DUNDEE & ANGUS COLLEGE	3705	3235	470	87.3%
EDINBURGH COLLEGE	4582	3118	1464	68.0%
FIFE COLLEGE	3893	3009	884	77.3%
FORTH VALLEY COLLEGE	1801	1686	115	93.6%
GLASGOW CLYDE COLLEGE	4016	3403	613	84.7%
GLASGOW KELVIN COLLEGE	2326	1947	379	83.7%
INVERNESS COLLEGE	718	679	39	94.6%
LEWS CASTLE COLLEGE	126	120	6	95.2%
MORAY COLLEGE	525	471	54	89.7%
NEW COLLEGE LANARKSHIRE	4551	4022	529	88.4%
NEWBATTLE ABBEY COLLEGE	69	55	14	79.7%
NORTH EAST SCOTLAND COLLEGE	3413	3298	115	96.6%
NORTH HIGHLAND COLLEGE	280	276	4	98.6%
ORKNEY COLLEGE	48	47	1	97.9%
PERTH COLLEGE	877	819	58	93.4%
SHETLAND COLLEGE	53	49	4	92.5%
SOUTH LANARKSHIRE COLLEGE	1296	1250	46	96.5%
SCOTTISH RURAL COLLEGE (SRUC)	489	472	17	96.5%
WEST COLLEGE SCOTLAND	4289	3691	598	86.1%
WEST HIGHLAND COLLEGE	171	131	40	76.6%
WEST LOTHIAN COLLEGE	1375	1229	146	89.4%
<b>NATIONAL</b>	<b>50198</b>	<b>43387</b>	<b>6811</b>	<b>86.4%</b>

**Table 25: CLD 2014-15 College positive/negative/unconfirmed for All Qualifiers**

Count	CLD14/15 Qualifiers	Counts			Percentage		
		Positive/Negative/Unconfirmed: all qualifiers by college			Positive/Negative/Unconfirmed: all qualifiers by college		
		POSITIVE	NEGATIVE	UNCON- FIRMED	POSITIVE	NEGATIVE	UNCON- FIRMED
ARGYLL COLLEGE	<b>153</b>	127	16	10	83.0%	10.5%	6.5%
AYRSHIRE COLLEGE	<b>4722</b>	3913	107	702	82.9%	2.3%	14.9%
BORDERS COLLEGE	<b>770</b>	694	37	39	90.1%	4.8%	5.1%
CITY OF GLASGOW COLLEGE	<b>4923</b>	4362	141	420	88.6%	2.9%	8.5%
DUMFRIES AND GALLOWAY COLLEGE	<b>1027</b>	908	75	44	88.4%	7.3%	4.3%
DUNDEE & ANGUS COLLEGE	<b>3705</b>	3032	203	470	81.8%	5.5%	12.7%
EDINBURGH COLLEGE	<b>4582</b>	3079	39	1464	67.2%	0.9%	32.0%
FIFE COLLEGE	<b>3893</b>	2924	85	884	75.1%	2.2%	22.7%
FORTH VALLEY COLLEGE	<b>1801</b>	1579	107	115	87.7%	5.9%	6.4%
GLASGOW CLYDE COLLEGE	<b>4016</b>	3340	63	613	83.2%	1.6%	15.3%
GLASGOW KELVIN COLLEGE	<b>2326</b>	1901	46	379	81.7%	2.0%	16.3%
INVERNESS COLLEGE	<b>718</b>	646	33	39	90.0%	4.6%	5.4%
LEWS CASTLE COLLEGE	<b>126</b>	115	5	6	91.3%	4.0%	4.8%
MORAY COLLEGE	<b>525</b>	446	25	54	85.0%	4.8%	10.3%
NEW COLLEGE LANARKSHIRE	<b>4551</b>	3859	163	529	84.8%	3.6%	11.6%
NEWBATTLE ABBEY COLLEGE	<b>69</b>	54	1	14	78.3%	1.4%	20.3%
NORTH EAST SCOTLAND COLLEGE	<b>3413</b>	2892	406	115	84.7%	11.9%	3.4%
NORTH HIGHLAND COLLEGE	<b>280</b>	254	22	4	90.7%	7.9%	1.4%
ORKNEY COLLEGE	<b>48</b>	45	2	1	93.8%	4.2%	2.1%
PERTH COLLEGE	<b>877</b>	779	40	58	88.8%	4.6%	6.6%
SHETLAND COLLEGE	<b>53</b>	49	0	4	92.5%	0.0%	7.5%
SOUTH LANARKSHIRE COLLEGE	<b>1296</b>	1189	61	46	91.7%	4.7%	3.5%
SCOTTISH RURAL COLLEGE (SRUC)	<b>489</b>	445	27	17	91.0%	5.5%	3.5%
WEST COLLEGE SCOTLAND	<b>4289</b>	3513	178	598	81.9%	4.2%	13.9%
WEST HIGHLAND COLLEGE	<b>171</b>	122	9	40	71.3%	5.3%	23.4%
WEST LOTHIAN COLLEGE	<b>1375</b>	1203	26	146	87.5%	1.9%	10.6%
<b>NATIONAL</b>	<b>50198</b>	<b>41470</b>	<b>1917</b>	<b>6811</b>	<b>82.6%</b>	<b>3.8%</b>	<b>13.6%</b>

**Table 26: CLD 2014-15 College positive/negative Split for Confirmed Destinations**

Count	Counts		Percentage	
	Positive v. Negative: confirmed destinations by college		Positive v. Negative: confirmed destinations by college	
	POSITIVE	NEGATIVE	POSITIVE	NEGATIVE
ARGYLL COLLEGE	127	16	88.8%	11.2%
AYRSHIRE COLLEGE	3913	107	97.3%	2.7%
BORDERS COLLEGE	694	37	94.9%	5.1%
CITY OF GLASGOW COLLEGE	4362	141	96.9%	3.1%
DUMFRIES AND GALLOWAY COLLEGE	908	75	92.4%	7.6%
DUNDEE & ANGUS COLLEGE	3032	203	93.7%	6.3%
EDINBURGH COLLEGE	3079	39	98.7%	1.3%
FIFE COLLEGE	2924	85	97.2%	2.8%
FORTH VALLEY COLLEGE	1579	107	93.7%	6.3%
GLASGOW CLYDE COLLEGE	3340	63	98.1%	1.9%
GLASGOW KELVIN COLLEGE	1901	46	97.6%	2.4%
INVERNESS COLLEGE	646	33	95.1%	4.9%
LEWS CASTLE COLLEGE	115	5	95.8%	4.2%
MORAY COLLEGE	446	25	94.7%	5.3%
NEW COLLEGE LANARKSHIRE	3859	163	95.9%	4.1%
NEWBATTLE ABBEY COLLEGE	54	1	98.2%	1.8%
NORTH EAST SCOTLAND COLLEGE	2892	406	87.7%	12.3%
NORTH HIGHLAND COLLEGE	254	22	92.0%	8.0%
ORKNEY COLLEGE	45	2	95.7%	4.3%
PERTH COLLEGE	779	40	95.1%	4.9%
SHETLAND COLLEGE	49	0	100.0%	0.0%
SOUTH LANARKSHIRE COLLEGE	1189	61	95.1%	4.9%
SCOTTISH RURAL COLLEGE (SRUC)	445	27	94.3%	5.7%
WEST COLLEGE SCOTLAND	3513	178	95.2%	4.8%
WEST HIGHLAND COLLEGE	122	9	93.1%	6.9%
WEST LoTHIAN COLLEGE	1203	26	97.9%	2.1%
<b>NATIONAL</b>	<b>41470</b>	<b>1917</b>	<b>95.6%</b>	<b>4.4%</b>

**Table 27: CLD 2014-15 College further study/work/other split for Confirmed Destinations**

	Counts			Total	Percentage		
	Count	Broad Destination for confirmed destinations by college			Broad Destination for confirmed destinations by college		
	FURTHER STUDY	WORK	OTHER		FURTHER STUDY	WORK	OTHER
ARGYLL COLLEGE	82	45	16	<b>143</b>	57.3%	31.5%	11.2%
AYRSHIRE COLLEGE	3479	434	107	<b>4020</b>	86.5%	10.8%	2.7%
BORDERS COLLEGE	531	163	37	<b>731</b>	72.6%	22.3%	5.1%
CITY OF GLASGOW COLLEGE	3264	1098	141	<b>4503</b>	72.5%	24.4%	3.1%
DUMFRIES AND GALLOWAY COLLEGE	638	270	75	<b>983</b>	64.9%	27.5%	7.6%
DUNDEE & ANGUS COLLEGE	2438	594	203	<b>3235</b>	75.4%	18.4%	6.3%
EDINBURGH COLLEGE	2871	208	39	<b>3118</b>	92.1%	6.7%	1.3%
FIFE COLLEGE	2596	328	85	<b>3009</b>	86.3%	10.9%	2.8%
FORTH VALLEY COLLEGE	1196	383	107	<b>1686</b>	70.9%	22.7%	6.3%
GLASGOW CLYDE COLLEGE	2971	369	63	<b>3403</b>	87.3%	10.8%	1.9%
GLASGOW KELVIN COLLEGE	1652	249	46	<b>1947</b>	84.8%	12.8%	2.4%
INVERNESS COLLEGE	461	185	33	<b>679</b>	67.9%	27.2%	4.9%
LEWS CASTLE COLLEGE	85	30	5	<b>120</b>	70.8%	25.0%	4.2%
MORAY COLLEGE	396	50	25	<b>471</b>	84.1%	10.6%	5.3%
NEW COLLEGE LANARKSHIRE	3263	596	163	<b>4022</b>	81.1%	14.8%	4.1%
NEWBATTLE ABBEY COLLEGE	44	10	1	<b>55</b>	80.0%	18.2%	1.8%
NORTH EAST SCOTLAND COLLEGE	2363	529	406	<b>3298</b>	71.6%	16.0%	12.3%
NORTH HIGHLAND COLLEGE	187	67	22	<b>276</b>	67.8%	24.3%	8.0%
ORKNEY COLLEGE	37	8	2	<b>47</b>	78.7%	17.0%	4.3%
PERTH COLLEGE	634	145	40	<b>819</b>	77.4%	17.7%	4.9%
SHETLAND COLLEGE	29	20	0	<b>49</b>	59.2%	40.8%	0.0%
SOUTH LANARKSHIRE COLLEGE	889	300	61	<b>1250</b>	71.1%	24.0%	4.9%
SCOTTISH RURAL COLLEGE (SRUC)	311	134	27	<b>472</b>	65.9%	28.4%	5.7%
WEST COLLEGE SCOTLAND	2985	528	178	<b>3691</b>	80.9%	14.3%	4.8%
WEST HIGHLAND COLLEGE	85	37	9	<b>131</b>	64.9%	28.2%	6.9%
WEST LOTHIAN COLLEGE	964	239	26	<b>1229</b>	78.4%	19.4%	2.1%
<b>NATIONAL</b>	<b>34451</b>	<b>7019</b>	<b>1917</b>	<b>43387</b>	<b>79.4%</b>	<b>16.2%</b>	<b>4.4%</b>

## 7.0 Conclusion

99. The information in this collection has been compiled using a mix of data matching for those students continuing their studies at any Scottish college, studying at a Higher Education Institution in Scotland (SAAS data), matching to Skills Development Scotland (SDS) Data Hub for employment, training programmes and Modern Apprenticeships and direct collection from students by the colleges.
100. Elements of the statistics in this report – Appendix 1: Analysis of Progression in SCQF - are classed as ‘Experimental Statistics’ where the data is being developed, defined in the Code of Practice for Official Statistics as: ‘new official statistics undergoing evaluation that are published in order to involve users and stakeholders in their development as a means to build in quality at an early stage’.
101. We continue to develop the collection quality assurance processes and to refine and extend the use of data linkage to improve the completeness and robustness of these data. Other key areas for development include:
- Consistency of collection methods.
  - Integrity of destinations evidence collected anecdotally.
  - Confirmed destination rates.

## 8.0 Further information

102. The College leaver destination measures are of primary importance to Ministers, College Principals, Governing Boards and Scottish Government officials.



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Chief Funding and Information Officer

## Appendix 1: Analysis of Progression in SCQF (experimental)

103. The SCQF progression of qualifiers continuing to further study is one of the central aspects of *Developing Scotland's Young Workforce* and KPI 4 which measures how many full-time qualifiers progress under the definition of KPI 4. This is defined as those students who have successfully completed a full time course, before moving into employment or higher level study. In this 2014-15 CLD collection the endeavour has been to match the courses of study to SCQF levels for continuing study to ascertain what proportion of qualifiers move forward, stay the same or move down with regard to SCQF<sup>18</sup>. The 16-24 year old age group is they key group being monitored.
104. As observed, the quality of this data should be considered with some caution due to inconsistencies in how it has been collected across the sector. A lot of work has been carried out to standardise the data and it is vastly improved over what was available in 2013-14.
105. Of the 16-24 year old cohort, 24,093 qualifiers continued to further study. Of these, the SCQF level for the destination course was ascertained for 23,829. Central to the KPI 4 is progression upwards in terms of SCQF level where a destination was to continue in education. Table 28 shows the numbers and proportions of progression.
106. Of the 23,829 moving into further study in 2015-16, 83.2% moved up one or more SCQF levels, while 16.7% moved down or remained the same. Those at HNC/HND level (SCQF levels 7 and 8) show the highest SCQF progression, either because they will continue on from an HNC to an HND or will take their HND and enter university.

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<sup>18</sup> Where a programme is not formally SCQF credit rated a 'broadly comparable' level can be assigned. This has been done by either comparing across to SCQF from other national frameworks if the programme has a level on another framework, or if this is not the case, using the SCQF Level Descriptors to identify the most appropriate level of learning for the programme of study.

**Table 28: 16-24 SCQF Movement (for Confirmed Destination Course SCQF Levels)**

2014-15 SCQF Level	2015-16 Course SCQF Levels			Total
	Lower	Unchanged	Higher	
1	0	32	22	54
2	11	89	207	307
3	43	121	416	580
4	39	349	2057	2445
5	282	1148	5338	6768
6	342	782	5156	6280
7	159	186	3715	4060
8	171	205	2849	3225
9	1	19	77	97
10	10	3	0	13
<b>Total</b>	1058	2934	<b>19837</b>	<b>23829</b>

2014-15 SCQF Level	2015-16 Course SCQF Levels			Total
	Lower	Unchanged	Higher	
1	0.0%	59.3%	40.7%	100%
2	3.6%	29.0%	67.4%	100%
3	7.4%	20.9%	71.7%	100%
4	1.6%	14.3%	84.1%	100%
5	4.2%	17.0%	78.9%	100%
6	5.4%	12.5%	82.1%	100%
7	3.9%	4.6%	91.5%	100%
8	5.3%	6.4%	88.3%	100%
9	1.0%	19.6%	79.4%	100%
10	76.9%	23.1%	0.0%	100%
All	4.4%	12.3%	<b>83.2%</b>	

107. Those at the lowest and highest 2014-15 SCQF levels display the most static behaviour, although the numbers involved skew the percentages rather unfavourably because of the large impact of a small number of qualifiers. The apparent stagnation at SCQF level 1 is misleading because students working at this level often have profound and complex needs which require a far greater level of over-learning; so a percentage of 59.3% remaining at level 1 is, in learning terms, a positive thing for this group since engaging with education – and continuing to do so – is the route to their progress, rather than abandoning hope of educational progression and exiting when immediate progress is not forthcoming. That 40.7% progressed to SCQF level 2 is positive, and the percentages progressing from level 2 are far more positive. These low SCQF are



a firm indicator that everyone's learning journey is different and that for some the barriers to learning can be profound.

108. At the top level things are similarly anomalous though less justifiable. Again the numbers are small with 18 students at SCQF level 10 in the 2014-15 qualifiers in the age band, so percentages are disproportionately affected. The problem lies in the fact that for someone qualifying at SCQF level 10 in college, who stays in college, there are very few options for progression.
109. Qualifiers entering training account for a further 293 qualifiers in the 16-24 year old group, while 5,148 entered employment of which 375 were flagged as starting Modern Apprenticeships. Table 29 shows figures and percentages for KPI 4.

**Table 29: 2014-15 KPI 4 Calculation**

	Counts	% of All 16-24 year olds	% of Confirmed Destinations for 16-24 year olds
SCQF Progression	19,837	56.5%	65.0%
Training	293	0.8%	1.0%
Work	4,773	13.6%	15.6%
Modern Apprenticeships	375	1.1%	1.2%
<b>Total</b>	<b>25,278</b>	<b>72.0%</b>	<b>82.9%</b>
<b>16-24 year old</b>			
Total Qualifiers	<b>35,111</b>		
Confirmed Destinations	<b>30,505</b>		

110. KPI 4 for the 2014-15 16-24 cohort, 25,278/35,111 progress upwards in SCQF level or enter training or employment (including Modern Apprenticeships). This is 72.0% of all 16-24 year old qualifiers. As a percentage of confirmed destinations for the age group, this percentage is 82.9% (25,278/30,505).