



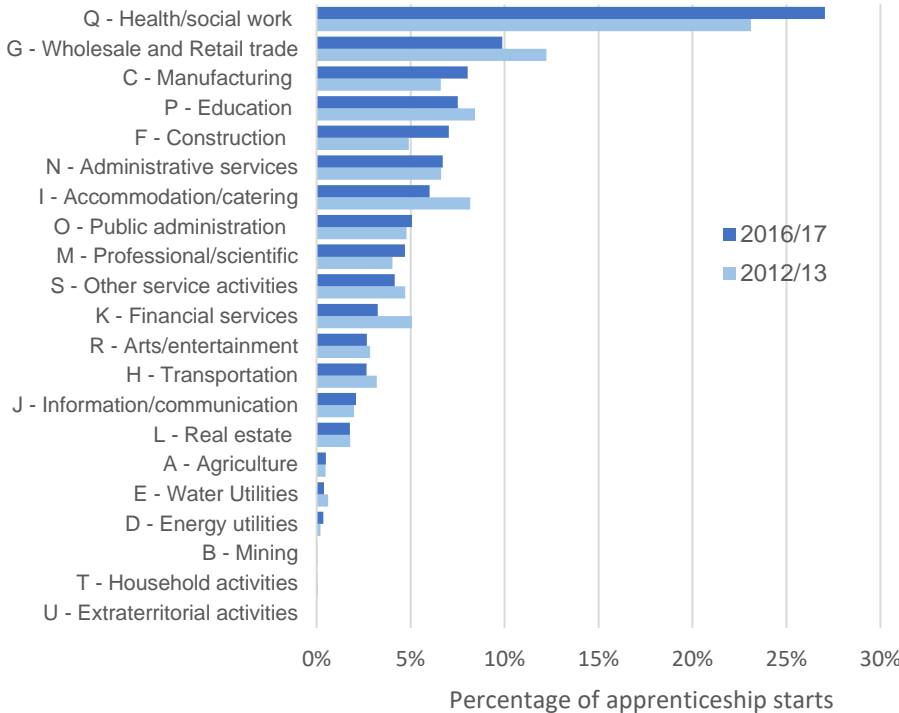
# Apprenticeships in England by Industry Characteristics 2016/17 Academic Year

25 October 2018

Experimental Statistics

## The highest incidence of apprenticeship starts was in the 'Human Health and Social Work Activities' sector

### Change in apprenticeship starts by sector<sup>1</sup>



In 2016/17, 27% of apprenticeship starts were in the 'Human Health and Social Work Activities' sector, an increase from 23% in 2012/13.

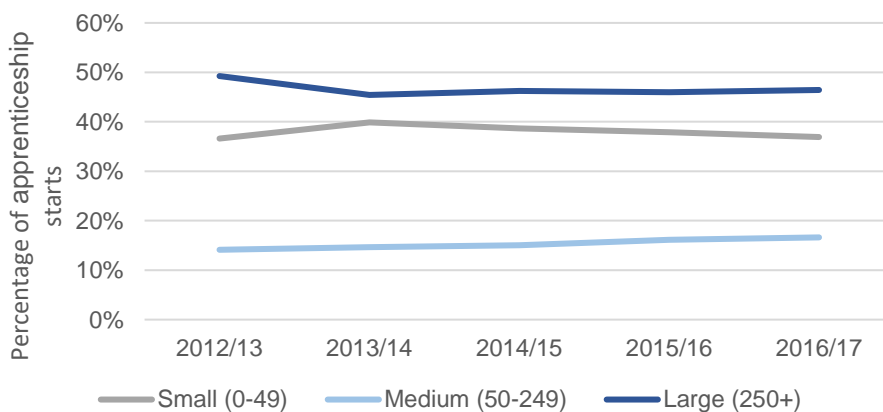
The other sectors which saw the largest increases in their share of apprenticeship starts were 'Manufacturing', and 'Construction'.

The sectors which saw the largest decreases in their share of apprenticeship starts were 'Wholesale and Retail Trade<sup>2</sup>', 'Accommodation and Food Service Activities' and 'Financial and Insurance Activities'.

Source: ILR-IDBR matched data

## Apprenticeships were more likely to occur in small (0-49) and large (250+) employers

### Proportion of apprenticeship starts by size of employer



In 2016/17, 46% of apprenticeship starts were with large employers, those with 250 or more employees.

This has remained relatively stable since 2013/14.

Only 17% of apprenticeship starts in 2016/17 were in medium sized employers, those with 50 to 249 employees.

Source: ILR-IDBR matched data

<sup>1</sup> Codes in chart refer to SIC 2007 codes

<sup>2</sup> Full title of SIC code is "Wholesale and retail trade; repair of motor vehicles and motorcycles"

# Contents

1.	Introduction.....	3
	Background and context.....	3
2.	Apprenticeship Starts by Industry Characteristics .....	4
	Industry sector.....	4
	Employer size.....	4
	Government office region (GOR).....	5
	Apprenticeship level .....	5
	Legal status .....	6
	Age and gender.....	7
	Apprenticeship standards.....	7
	Subject of learning aim.....	7
3.	Profile of Employers with Apprenticeships .....	8
	Employer size and industry sector.....	8
4.	Important policy changes .....	9
5.	General Footnotes .....	9
6.	Accompanying Tables .....	10
7.	Technical Information .....	10
8.	Get in Touch / Media enquiries / Feedback.....	10

## About this release

This statistical release provides information on apprenticeship starts in England. These experimental statistics have been produced using Individualised Learner Record (ILR) data matched to Inter-Departmental Business Register (IDBR) data. The statistics are experimental as the underlying matched data source is new and the methodology to create it may be improved.

The source data and matching process for this publication followed a similar approach to that detailed on pages 7 to 15 of the [BIS Research Report: Estimating the impact of publicly funded training on industry and firm-level outcomes](#).

The publication includes figures from the 2012/13 academic year to the 2016/17 academic year.

A research factsheet [Apprenticeships in England by industry sector 2014/15](#) has previously been published on this subject.

## In this publication

The following tables are included in this statistical publication:

[Apprenticeship starts in England by industry sector: 2012/13 to 2016/17 \(Excel .xls\)](#)

## Feedback

We are changing how our releases look and welcome feedback on any aspect of this document at [Alicia.Heptinstall@education.gov.uk](mailto:Alicia.Heptinstall@education.gov.uk)

# 1. Introduction

The Individualised Learner Record (ILR) and the Inter-Departmental Business Register (IDBR) have been matched together to allow information about apprentices to be linked to business information of the apprentice's employer, covering:

- Learner characteristics: age and gender
- Apprenticeship information: level and subject studied
- Employer characteristics: industry sector, size, region and legal status

The matched ILR-IDBR dataset covers five academic years between 2012/13 and 2016/17.

This publication uses the resulting linked education and business dataset to produce estimates for volumes of apprenticeship starts by employer characteristics. Work will continue to improve the statistics as knowledge of the underlying data source develops. The source data and matching process in this publication followed a similar approach to the one used in [BIS Research Report No.177](#), where pages 7 to 15 provide further information on the datasets, matching process and quality assurance.

## Background and context

Apprenticeships are paid jobs that include an off-the-job programme of learning. The government introduced the Apprenticeship Levy in April 2017, to encourage more employers to offer apprenticeships.

The use of the term 'employers' in this publication refers to an enterprise in the IDBR i.e. 'a business under autonomous and single control, usually producing a single set of accounts'. The employer's size, however, refers to the number of employees in the *enterprise group* to which the enterprise belongs (an enterprise group consists of several enterprises under common ownership). All other employer characteristics are those belonging to the enterprise wherever possible. The geographical information refers to the workplace of the apprentice except for Ministry of Defence apprenticeships, where the training provider's location is used. The employer's industry sector is based on the [Standard Industrial Classification of economic activities SIC 2007](#).

In 2016/17 there were 494,900 apprenticeship starts in England, of which 91% (449,800) were matched to an employer in the IDBR database. These matched apprenticeship starts took place within 101,860 employers in England. For previous years, the match rate ranged from 88% to 90%. Larger employers were more likely to be matched.

### Number of matched apprenticeship starts in all academic years

	2012/13	2013/14	2014/15	2015/16	2016/17
Total apprenticeship starts <sup>3</sup>	510,200	440,400	499,900	509,400	494,900
Matched starts	450,700	388,600	445,900	457,000	449,800
Match rate	88%	88%	89%	90%	91%

Source: ILR-IDBR matched data

These statistics only reflect *matched* apprenticeship starts and so are different from those published in the [Further Education and Skills Statistical Release](#).

---

<sup>3</sup> Source: [Further Education and Skills Statistical Release](#)

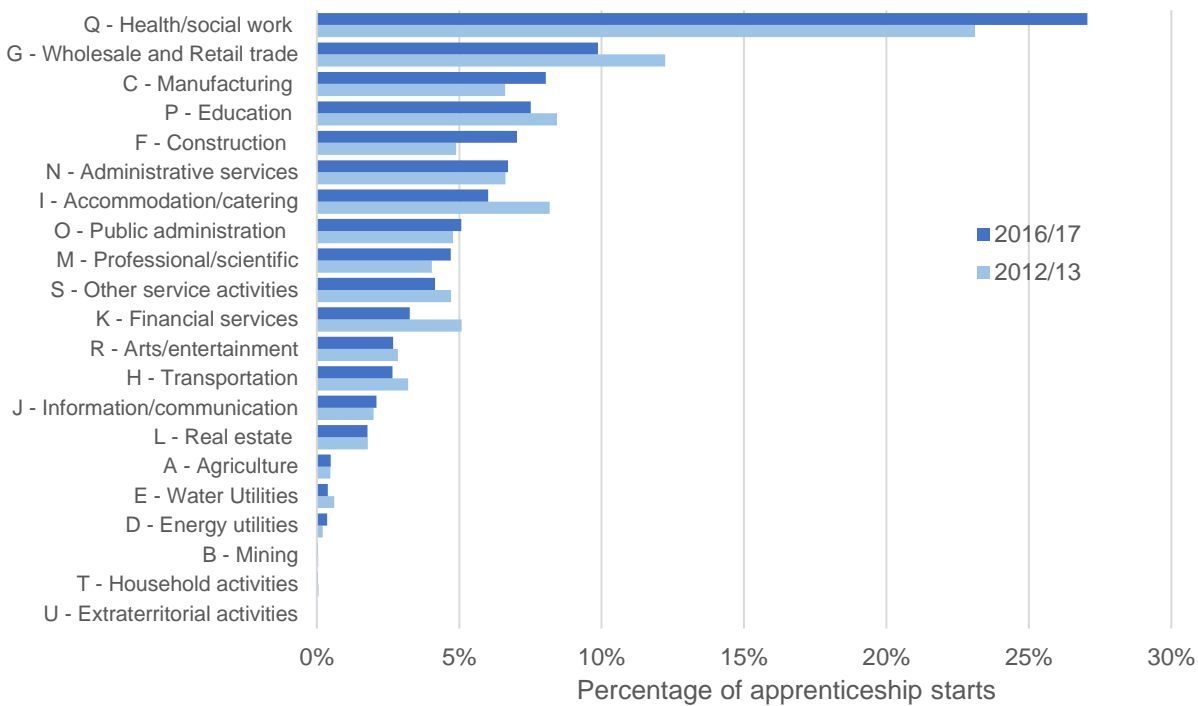
## 2. Apprenticeship starts by industry characteristics<sup>4</sup>

The following analysis is based only on apprenticeship starts which were matched to the IDBR database.

### Industry sector (Table 1)

The highest incidence of apprenticeship starts was in the 'Human Health and Social Work Activities' sector, accounting for 27% of all matched starts in 2016/17, rising from 23% in 2012/13. Other sectors which saw increases were 'Manufacturing', and 'Construction'. There were decreases in the 'Wholesale and Retail Trade', 'Accommodation and Food Service Activities' and 'Financial and Insurance Activities' sectors.

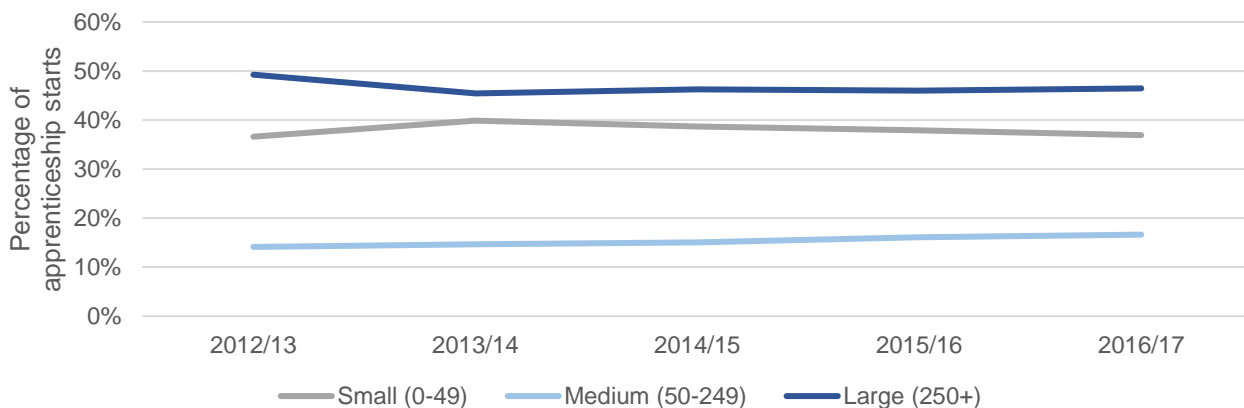
Figure 1: Change in apprenticeship starts by sector<sup>5</sup>



Source: ILR-IDBR matched data

### Employer size (Table 1)

Figure 2: Apprenticeship starts by employer size, 2012/13 to 2016/17



Source: ILR-IDBR matched data

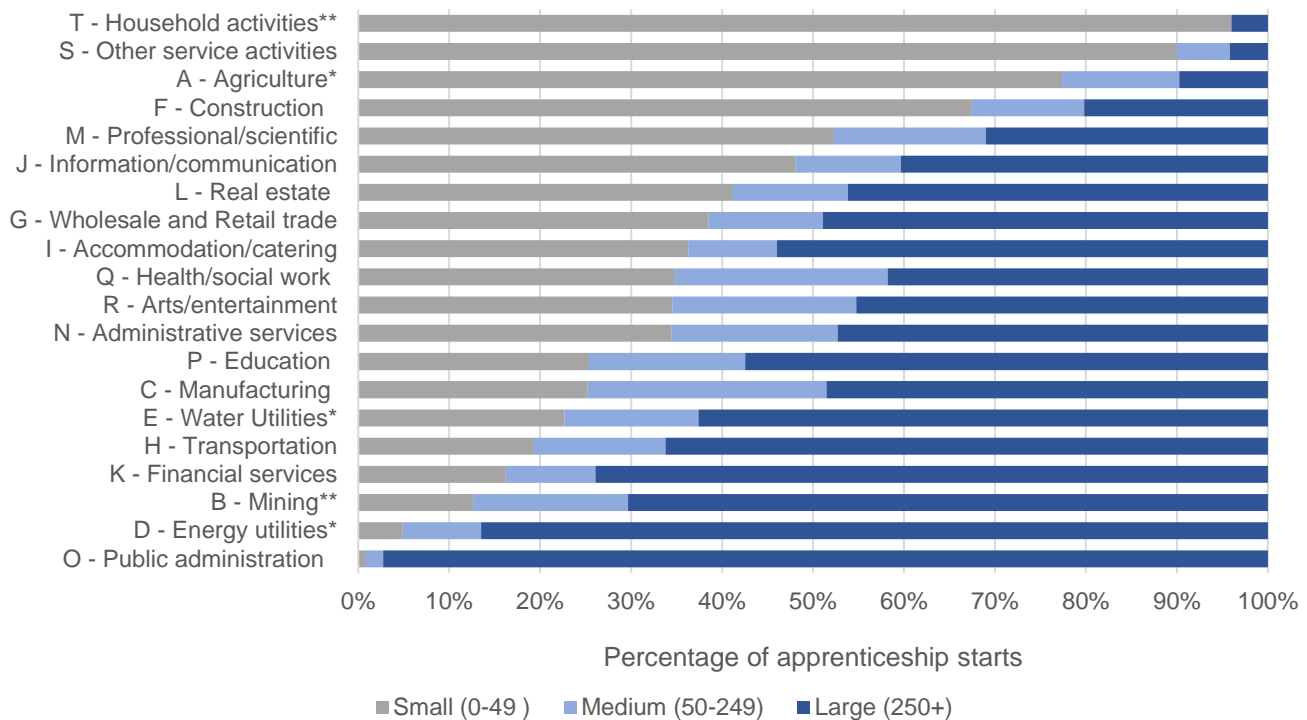
<sup>4</sup> Figures in this analysis should not be compared to the figures in the statistical release 'Further Education and Skills in England November 2017' as this publication only reports on apprenticeship starts which were matched to the IDBR.

<sup>5</sup> Codes in chart refer to SIC 2007 codes

Apprenticeships were more likely to occur in large employers (those with 250 or more employees); however the proportion dropped from 49% of all apprenticeship starts in 2012/13 to 46% in 2016/17. 37% of apprenticeship starts were in small (0-49) employers in 2016/17. Apprenticeships were less likely to occur in medium-sized (50-249) employers, with these accounting for just 17% of starts in 2016/17. Furthermore in 2016/17 55% of apprenticeship starts were in employers with at least 100 employees.

The proportion of starts by employer size varies considerably across industry sectors. For example, in 2016/17 90% of apprenticeship starts in the 'Other Service Activities' sector were with small employers, whereas just 1% of starts in 'Public Admin and Defence' were with small employers and 97% of starts were with large employers.

**Figure 3: Apprenticeship starts by employer size and industry sector, 2016/17**



Source: ILR-IDBR matched data

Notes: SIC code 'U - Extraterritorial activities' has been suppressed due to low number of starts

\* Number of apprenticeship starts in these sectors were low (below 2,200)

\*\* Number of apprenticeship starts in these sectors were very low (below 200)

### Government office region (GOR)<sup>6</sup> (Table 2)

The highest incidence of apprenticeship starts was with employers in the north-west (16% of starts in 2016/17) and the lowest was with employers in the north-east (7%).

The 'Human Health and Social Work Activities' sector had the largest proportion of starts across every GOR. Apprenticeship starts in the 'Manufacturing' sector were more prevalent in the north and midlands than the south. Across all regions, starts in 'Wholesale and Retail Trade<sup>2</sup>' have declined between 2012/13 and 2016/17.

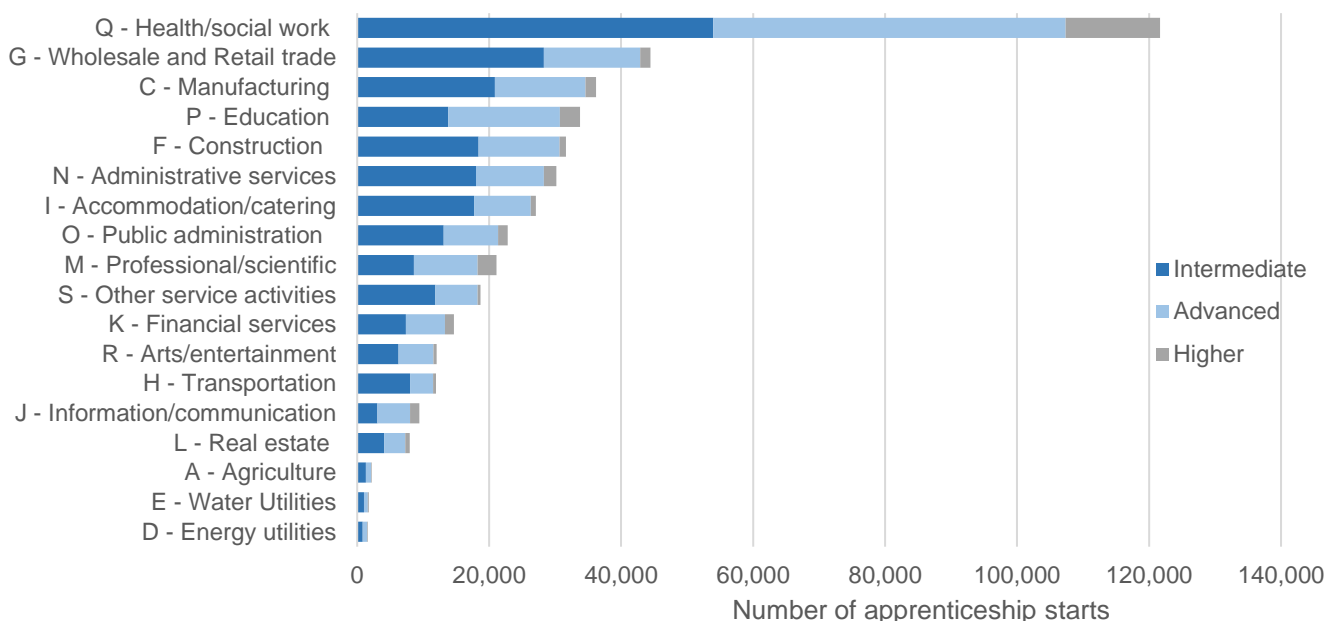
### Apprenticeship level (Table 3)

In 2016/17, the largest proportion of higher apprenticeship starts were in the sectors 'Human Health and Social Work Activities' (43% of higher level starts), 'Education' (9%), and 'Professional, Scientific and Technical Activities' (9%).

<sup>6</sup> GOR is based on the postcode of the workplace of the apprenticeship.

Intermediate and advanced apprenticeships were also most prevalent in ‘Human Health and Social Work activities’.

**Figure 4: Volume of apprenticeship starts by sector and apprenticeship level**



Source: ILR-IDBR matched data

Note: SIC codes U, T and B excluded due to low number of starts

### Legal status (Table 4)

In 2016/17, 74% of apprenticeship starts were based in employers with a legal status of ‘company’ (using the IDBR definition of legal status). A further 8% were in ‘central government’ employers and 7% in ‘non-profit’ employers.

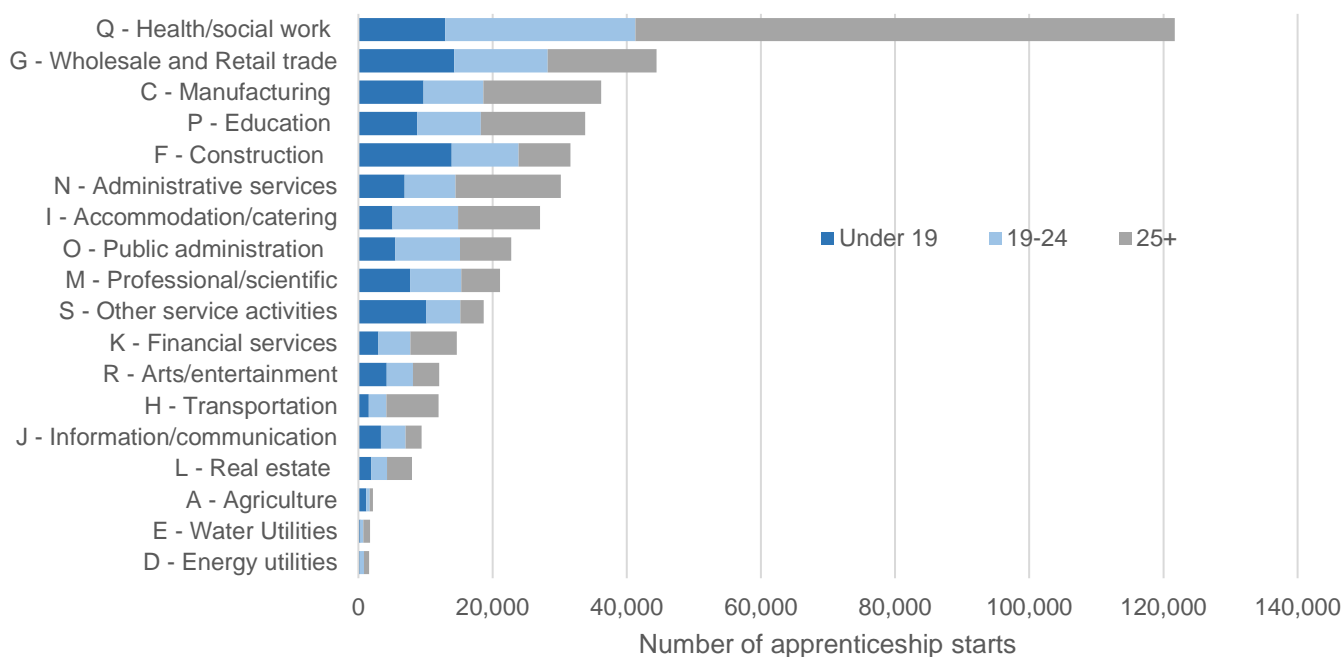
In terms of starts across industry sectors, the

- ‘Human Health and Social Work Activities’ sector was the most prevalent sector for starts for employers with legal status ‘company’, ‘sole proprietors’, ‘partnerships’ and ‘non-profit’
- ‘Financial and Insurance Activities’ was the sector with the most starts for ‘public corporations / nationalised bodies’<sup>7</sup>
- ‘Public Admin and Defence’ saw the most starts for ‘central government’
- ‘Education’ saw the most starts for ‘local authorities’.

<sup>7</sup> Note ‘public corporations / nationalised bodies’ only saw a small number of starts (1,060 in total)

## Age and gender (Table 5)

Figure 5: Volume of apprenticeship starts by industry sector and age band



Source: ILR-IDBR matched data, 2016/17

Note: SIC codes U, T and B excluded due to low number of starts

The 'Other Service Activities' sector was the sector with the highest proportion of under 19 year olds in 2016/17 (under 19s made up 54% of starts in this sector). 'Public Administration and Defence' had the highest proportion of 19-24 year olds (42% of starts in this sector) and 'Human Health and Social Work Activities' had the highest proportion aged 25 years and over (66% of starts in this sector).

Apprenticeship starts in 'Construction' were predominately male (88% of starts in this sector in 2016/17), and together with 'Manufacturing' and 'Wholesale and Retail Trade<sup>2</sup>' accounted for 40% of all male apprenticeship starts in 2016/17.

Apprenticeship starts in 'Human Health and Social Work Activities' were predominately female (85%) and accounted for 43% of all female apprenticeship starts in 2016/17.

## Apprenticeship standards (Table 6)

Apprenticeship standards were introduced in 2014/15. In 2016/17 there were 23,640 (matched) starts on apprenticeship standards (accounting for 5% of all matched starts). In 2016/17, standards were most prevalent in the sectors 'Financial and Insurance activities' (accounting for 14% of all starts on standards), 'Wholesale and Retail Trade<sup>2</sup>' (12%) and 'Construction' (10%).

## Sector subject area (Table 7)

Apprenticeship starts within one industry sector area normally include starts across multiple sector subject areas (SSA). For example, within the 'Human Health and Social Work Activities' industry sector, 78% of apprenticeship starts were by apprentices who were studying 'Health, Public Services and Care', while 18% were studying 'Business, Administration and Law'. Within the 'Education' industry sector only 19% of apprenticeship starts were studying 'Education and Training'; 33% were studying 'Business, Administration and Law' and 24% were studying 'Health, Public Services and Care'.

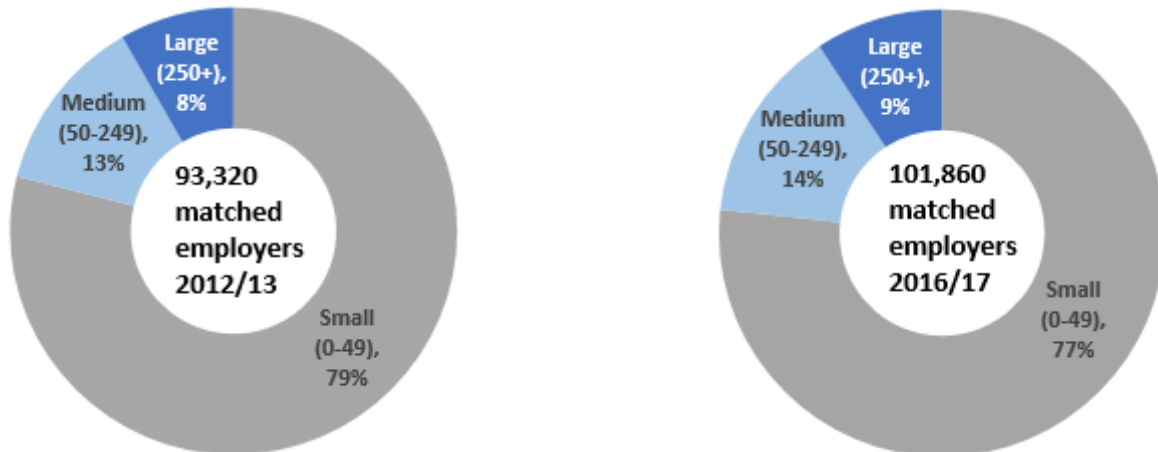
### 3. Profile of Employers with Apprenticeships – detailed analysis

This section considers only those employers which had at least one matched apprenticeship start within the year.

#### Employer size and industry sector (Table 8)

In 2016/17, matched apprenticeship starts took place in 101,860 unique employers in England; this was an increase from 93,320 in 2012/13.

**Figure 6: Volume of employers<sup>8</sup> by size**



Source: ILR-IDBR matched data

In 2016/17, 77% of employers with at least one apprenticeship start were small (0-49 employees). Although only 9% of employers were large (250+ employees), 46% of apprenticeship starts were with large employers. On average large employers had 22.1 apprenticeship starts, compared to 5.2 for medium employers and 2.1 for small employers.

Overall, the average number of apprenticeship starts per employer decreased from 4.8 to 4.4 starts between 2012/13 and 2016/17. This was largely driven by the average number of apprenticeship starts of large employers decreasing from 28.7 to 22.1.

The 'Public Administration and Defence' sector had a high proportion of large employers and the average for this sector decreased from 58.7 to 51.8, likely due to the number of employers in this sector increasing over the same period. The 'Financial and Insurance Activities' sector also saw a drop in the average starts per employer from 12.5 to 7.7, however this is more likely to be due to a decrease in starts in this sector.

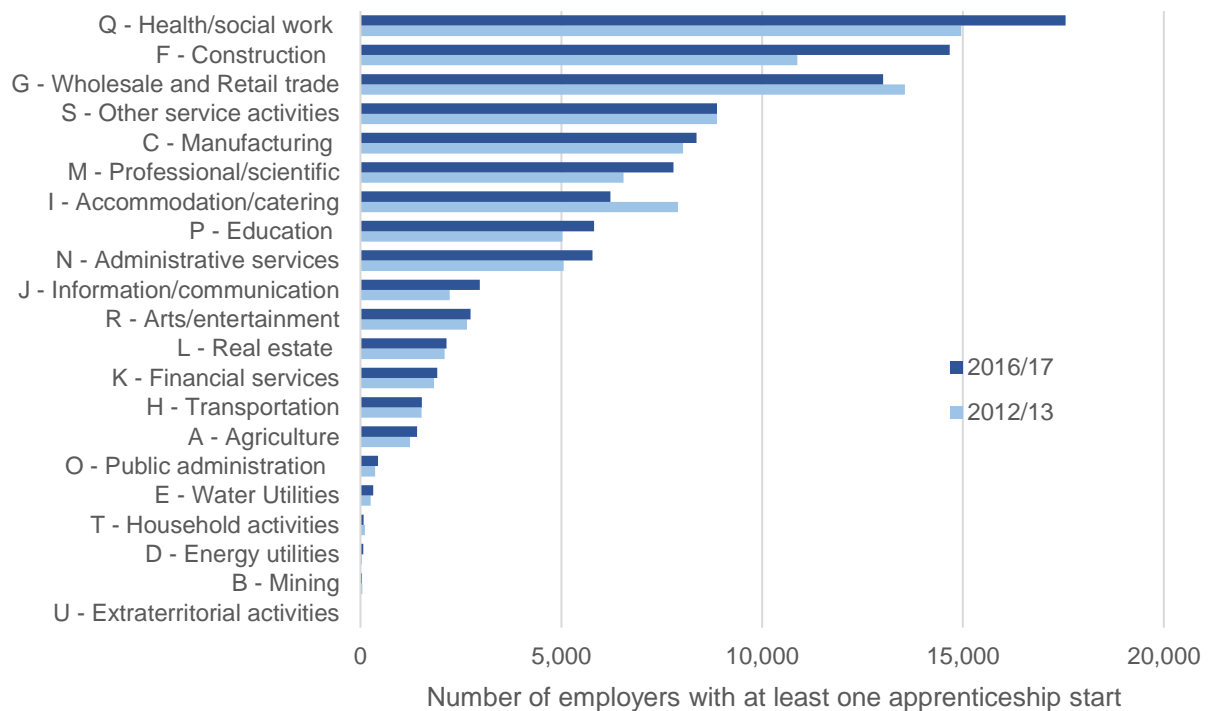
Employers were primarily in the sectors; 'Human Health and Social Work Activities' (17% of employers with an apprenticeship start in 2016/17), 'Construction' (14%) and 'Wholesale and Retail Trade<sup>2</sup>' (13%).

The number of employers in both the 'Human Health and Social Work Activities' and 'Construction' sectors have increased since 2012/13 whereas the number of employers in the 'Accommodation and Food Service Activities' and 'Wholesale and Retail Trade<sup>2</sup>' sectors have decreased.

<sup>8</sup> Employers with at least one apprenticeship start



**Figure 7: Volume of employers<sup>9</sup> by sector 2012/13 and 2016/17**



Source: ILR-IDBR matched data

## 4. Important policy changes

The UK-wide apprenticeship levy came into force on 6 April 2017 requiring all UK public and private sector employers with an annual pay bill of £3 million or more to invest in apprenticeship training. Since May 2017, funding arrangements for apprenticeships changed to give employers greater control over funding for apprenticeship training. See link below for more information.

<https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work#pay-apprenticeship-levy>

## 5. General Footnotes

Age is defined as the age of the learner at the start of their learning.

Note that only matched data is included in this publication, i.e. where a match has been found between the ILR and IDBR data. This is different to the [Further Education and Skills Statistical Release](#) which gives the definitive number of apprenticeship starts.

For further information on different levels of qualifications see <https://www.gov.uk/what-different-qualification-levels-mean>.

The figures presented here may not sum due to rounding. Percentages and percentage point changes are calculated using pre-rounded data.

<sup>9</sup> Employers with at least one apprenticeship start

## 6. Accompanying Tables

The following tables are available in Excel format on the department's [statistics website](#).

Table	Table description
1 (A-F)	Apprenticeship starts by industry sector and employer size
2 (A-D)	Apprenticeship starts by industry sector and government office region (GOR)
3 (A-D)	Apprenticeship starts by industry sector and GOR and apprenticeship level
4 (A-D)	Apprenticeship starts by industry sector, and legal status
5 (A-G)	Apprenticeship starts by industry sector, level, age and gender
6 (A-E)	Apprenticeship starts by level and standard
7 (A-D)	Apprenticeship starts by industry sector and sector subject area
8 (A-F)	Enterprises with apprenticeship starts by employer size and industry sector

## 7. Technical Information

The source data and matching process used in this publication followed a similar approach to the one used in the BIS Research Report No.177, pages 7-15. The report provides further information on the data sources, their coverage and quality and explains the methodology used in producing the data, including how it is validated and processed. For a more detailed explanation of the specific matched process for this publication please contact the department.

## 8. Get in Touch

### Media enquiries

Press Office News Desk, Department for Education, Sanctuary Buildings, Great Smith Street, London SW1P 3BT.

Tel: 020 7783 8300

### Other enquiries/feedback

Alicia Heptinstall, Higher and Further Education, Department for Education, 2 St Pauls Place, Sheffield, S1 2FJ.

Email: [Alicia.Heptinstall@education.gov.uk](mailto:Alicia.Heptinstall@education.gov.uk)



# Department for Education

© Crown copyright 2018

This publication (not including logos) is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

To view this licence:

visit [www.nationalarchives.gov.uk/doc/open-government-licence/version/3](http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3)

email [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk)

write to Information Policy Team, The National Archives, Kew, London, TW9 4DU

About this publication:

Enquiries: Alicia Heptinstall, Higher and Further Education, Department for Education, 2 St Pauls Place, Sheffield, S1 2FJ.

Email: [Alicia.Heptinstall@education.gov.uk](mailto:Alicia.Heptinstall@education.gov.uk)



Follow us on Twitter:  
[@educationgovuk](https://twitter.com/educationgovuk)



Like us on Facebook:  
[facebook.com/educationgovuk](https://facebook.com/educationgovuk)