



SOCIAL RESEARCH NUMBER:

30/2016

PUBLICATION DATE:

16/03/2016

Evaluation of Work-Based Learning Programme 2011-14: Apprenticeships

Appendices

Philip Wilson, Amy Woolger, Matthew Cutmore

(York Consulting)

Huw Bryer, Nia Bryer (Old Bell 3)

Mark Winterbotham (IFF Research)

Rhys Davies (Cardiff University)

Views expressed in this report are those of the researchers and not necessarily those of the Welsh Government.

For further information please contact:

Siân Williams

Knowledge and Analytical Services

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

Tel: 0300 025 3991

Email: sian.williams50@wales.gsi.gov.uk

Welsh Government Social Research, 2016

APPENDICES:

A: EVALUATION METHODOLOGY

B: BIBLIOGRAPHY

C: ESF DATA BY CONVERGENCE AND COMPETITIVENESS AREAS

D: STAKEHOLDER/PROVIDER TOPIC GUIDE

E: EMPLOYER SURVEY QUESTIONNAIRE

F: EMPLOYER SURVEY TABLES

G: CURRENT APPRENTICESHIP QUESTIONNAIRE

H: CURRENT APPRENTICESHIP TABLES

I: APPRENTICESHIP LEAVER QUESTIONNAIRE

J: APPRENTICESHIP LEAVER TABLES

K: EMPLOYER CASE STUDY TOPIC GUIDES

L: COUNTERFACTUAL ANALYSIS

Appendix A: Methodology

1. The Welsh Government commissioned York Consulting, in association with Old Bell 3, the University of Cardiff and IFF Research to carry out an evaluation of the WBL Programme 2011-15. The evaluation commenced in early November 2013 and continued until November 2015.
2. In summer 2010, the (then) Welsh Assembly Government issued an invitation to tender to deliver its WBL programmes between August 2011 and July 2014 (later extended to March 2015). WBL 2011-15 covers three main areas (as set out in Table 1.1), elements of which receive funding from the European Social Fund. The Steps to Employment programme was subsequently excluded from the evaluation.

Table A.1: Coverage of the Evaluation

Apprenticeships	<p>Employment-based learning programmes for employed learners, post-compulsory school leaving age, following frameworks that are compliant with the Specification of Apprenticeship Standards for Wales (SASW) and published by the relevant Sector Skills Council. All apprenticeship frameworks include Qualification and Curriculum Framework (QCF) occupational competency and knowledge based qualifications as well as Essential Skills and Employer Rights and Responsibilities</p> <ul style="list-style-type: none">• Foundation Apprenticeships – are at QCF Level 2 and considered equivalent to five good GCSEs• Apprenticeships – are at QCF Level 3 and considered to be equivalent to two A-level passes• Higher Apprenticeships – are at QCF Level 4 or above (and, in some cases, a knowledge-based qualification such as a Foundation Degree)• Flexible Learning – skills training at QCF Levels 2 to 5. Employees aged 19 and over can undertake single qualifications from within Apprenticeship frameworks, to which the Welsh Government will contribute up to 50% of normal funding rates
Traineeships	Traineeships are intended to provide young people aged 16-18 with

	<p>the skills needed to get a job or progress to learning at a higher level, including an Apprenticeship or Further Education (eligible young people aged 18 may also participate). Traineeships are offered at the following levels:</p> <ul style="list-style-type: none"> • Engagement Traineeship – for youth learners who are assessed as needing to address one or more barriers to further learning or employment and/or need to confirm or contextualise an occupational focus prior to entering further learning or employment; • Level 1 Traineeships – for youth learners who are assessed as being occupationally focused and able to follow a programme of study leading to a Level 1 qualification; • Bridge-to-Employment Traineeships – for youth learners who are assessed as occupationally focused where a progression opportunity is not readily available. This provision is short-term whilst progression is secured. <p>Traineeships include the identification of the barriers faced by the young person; carrying out a work placement, community project or voluntary work; centre-based learning opportunities, to provide the learner with the range of skills they need to progress.</p>
Steps to Employment	<p>This was designed to provide access to training and work placement opportunities for people aged 18 or over who are not in full time education or employment. This was delivered at two levels:</p> <ul style="list-style-type: none"> • Work Focused Learning – for learners who wish to address any barriers to learning or who need to confirm an occupational focus in order to take part in employment, further learning or Routeways to Work. This included work placements, community projects, voluntary work and centre-based learning enabling the learner to achieve qualifications up to and including Level 2 and test knowledge at Level 3; • Routeways to Work – for learners with an occupational focus and who are able to follow a bespoke learning programme, which can take up to eight weeks. The learning programme will align to current or anticipated vacancies in particular businesses

	<p>or sectors identified by the Department for Work and Pensions and Jobcentre Plus. Where an employer has been identified, the learner will be offered an interview on completion of the training.</p> <ul style="list-style-type: none"> • Steps to Employment was withdrawn for new entrants on 31 July 2013 and replaced with the Work Ready programme¹.
--	--

Evaluation Overview

3. The aims of the overall evaluation were to:

- Assess the effectiveness of the contracting and delivery for WBL 2011-15.
- Satisfy WEFO's evaluation requirements for projects receiving ESF funding.
- Carry out specific evaluation of the delivery of Traineeships.
- Assess the delivery of outputs, outcomes and impacts.
- Assess the extent to which the programme has secured the participation of individuals according to protected characteristics.
- Review how Essential Skills Policy has been embedded in the delivery of WBL and how this has contributed to the achievement of WBL 2011-15 objectives.

4. The approach to carrying out the apprenticeship stage of this evaluation was designed to use multiple methods to achieve these evaluation aims. The methods included:

- Interviews with key stakeholders in the WBL programme.
- Interviews with lead contractors and consortia leads.
- Survey of employers.

¹ Work Ready is available for over 18s receiving benefits. Following a needs assessment, participants receive tailored support either through Learning for Work, a 24-week part time course, or Routeways, providing 10 days training in the skills that employers have said they need.

- E-surveys of current apprentices.
- Telephone surveys of apprenticeship leavers.
- Counterfactual Impact Evaluation.
- Review of programme data.

5. Each of these is outlined in detail below.

Interviews with key stakeholders in the WBL programme

6. Interviews with five Welsh Government officials responsible for different aspects of apprenticeships provision between 2011 and 2015.
7. Interviews with five external stakeholders to the programme, including Careers Wales, NTFW, Skills for Justice, Estyn and ConstructionSkills.
8. The topic guide is included at Appendix D.

Interviews with lead contractors and consortia leads.

9. Interviews with ten learning provider consortia leads/lead contractors.
10. The topic guide is included at Appendix D.

Surveys of employers

11. The employer survey work was undertaken in two waves. The original intention was to achieve 100 interviews in Wave 1 (split 50/50 between apprenticeship and Traineeship employers) with a similar split in Wave 2. The questionnaire is included at Appendix E
12. Wave 1: A total of 432 contacts were provided to Old Bell 3 (OB3) across two databases (first sent 23rd September 2014 with 214 contacts, second sent 6th October 2014 with 218 contacts).
13. The first survey was piloted during w/c 29th September 2014, then went live w/c 6th October 2014, with completion of interviews by 20th of October 2014.

14. A total of 102 interviews were completed (response rate of 23.6%), with all employers contacted at least once.
15. A summary of the responses and reasons for refusal or inability to participate are outlined below:

Table A1: Wave 1 sample

Response	Number
Organisation not involved in work based learning programme	17
No person at organisation adequately informed about work based learning	5
Wrong telephone number (despite OB3 own research)	5
Organisation no longer trading/in existence	4
Named contact had left organisation, no suitable alternative respondent available	0
Refusal due to lack of time	13
Refusal due to lack of interest	10
No response to calls	2
Other	4
Contacted at least once but quota achieved	270
Completed interviews	102
Total	432

Source: Employer Survey, 2015.

16. The second wave was conducted during the spring of 2015. The contact database for this survey was made up of the 270 contacts who were 'left-over' from the first wave, plus an additional 91 contacts provided to OB3 in April 2015; following de-duplication, the database contained a total of 359 records.
17. Employers based in Powys (30 in all) were not approached initially due to their over-representation in the first wave.
18. The second wave commenced during w/c 13th April 2015 and was halted on 24th April 2015 due to a low response rate; the Welsh Government provided a further 166 contacts during July 2015 for the survey to recommence on 13th August 2015.
19. The survey completed on the 9th September 2015; 94 completed interviews were achieved over the course of the second wave (both spring and summer of 2015), and all contacts were contacted on at least five occasions.
20. A summary of the responses and reasons for refusal or inability to participate are outlined below:

Table A2: Wave 2 sample

Response	Spring Round	Summer Round	Total
Refusals	20	12	32
Not prepared to give feedback due to company policy	6	2	8
Organisation not involved in work based learning programme	27	22	49
No person at organisation adequately informed about work based learning programmes to comment	5	0	5
Named contact had left the organisation, no suitable alternative respondent available	10	15	25
No answer	35	11	46
Other	2	0	2
Organisation no longer exists	7	2	9
Apprentice's contact number	1	0	1
Number not working	28	8	36
Wrong number	8	6	14
No contact details provided	0	1	1
Duplicate contacts	5	3	8
Organisation based in Powys	30	3	33
Organisation is a training provider	12	2	14
Appointments (soft) in the diary	5	0	5
Unfulfilled appointments	40	19	59
Still live at the end of the survey	63	21	84
Completed interviews	55	39	94
Total	359	166	525

Source: Employer Survey, 2015.

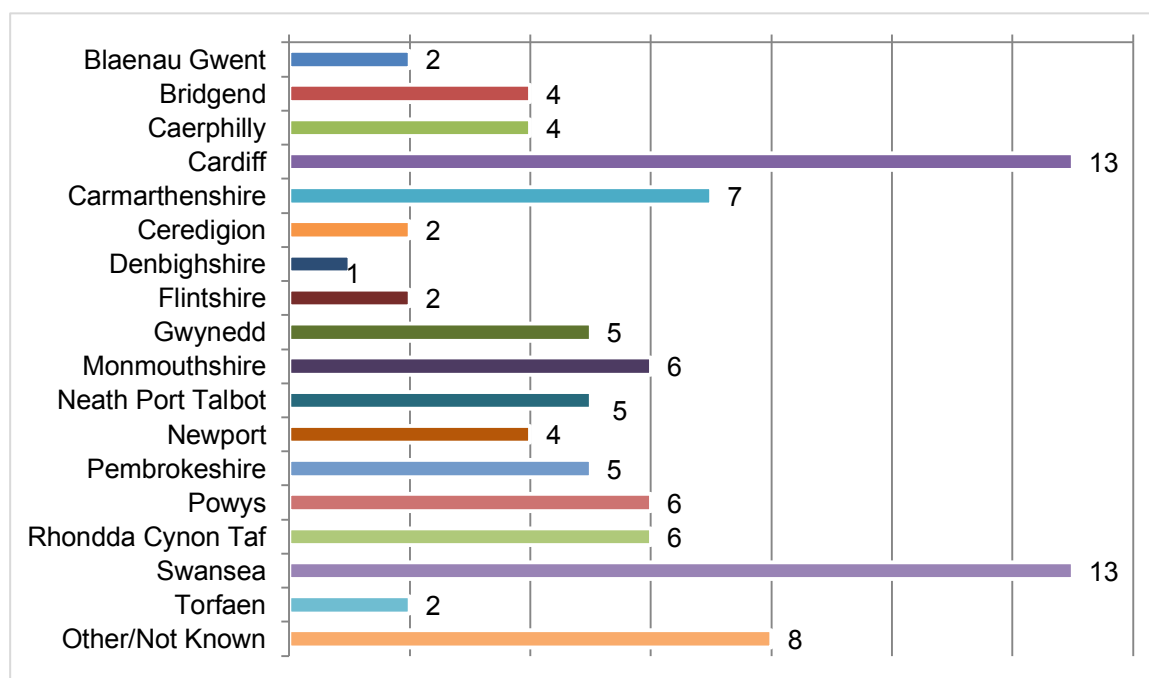
21. In total, 196 interviews were completed over the course of 2014 and 2015 (response rate of 28%), with 95 of these coming from employers of apprentices, and 101 coming from employers of those on a traineeship. Frequency tables for the apprenticeship data are attached at Appendix F.
22. The statistical significance for the apprenticeship element of the survey is between +/-6.1 and +/-10.1 percentage points at the 95 per cent confidence level.

Demographics

23. Of the 95 employers of apprentices that completed interviews, 37 were in non-convergence areas and 58 in convergence areas.
24. Most areas were represented in the data, only five were not presented for certain (Conwy, Isle of Anglesey, Merthyr, Vale of Glamorgan and Wrexham); the geography of eight was unknown. Cardiff (13) and Swansea (13) were the most

represented Local Authorities in the survey, followed by Carmarthenshire (7), Monmouthshire (6), Powys (6) and Rhondda Cynon Taf (6) (Figure xx).

Figure A1: Employer Respondents by Local Authority



Source: Employer Survey, 2015.

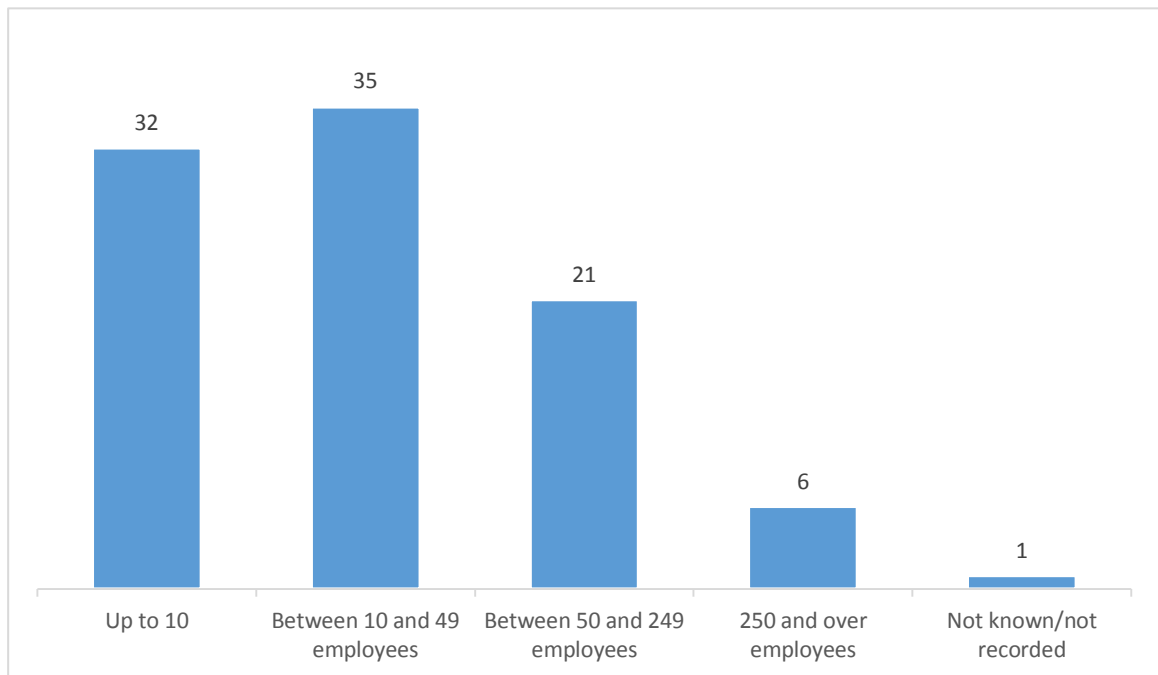
Base: All Apprentices (95).

Respondents were asked: In which local authority are you based?

Closed question, single response.

25. Just over a third of employers surveyed had between ten and 49 employees (35), with a further third employing up to ten employees (32) (Figure A2).

Figure A2: Number of Employees



Source: Employer Survey, 2015.

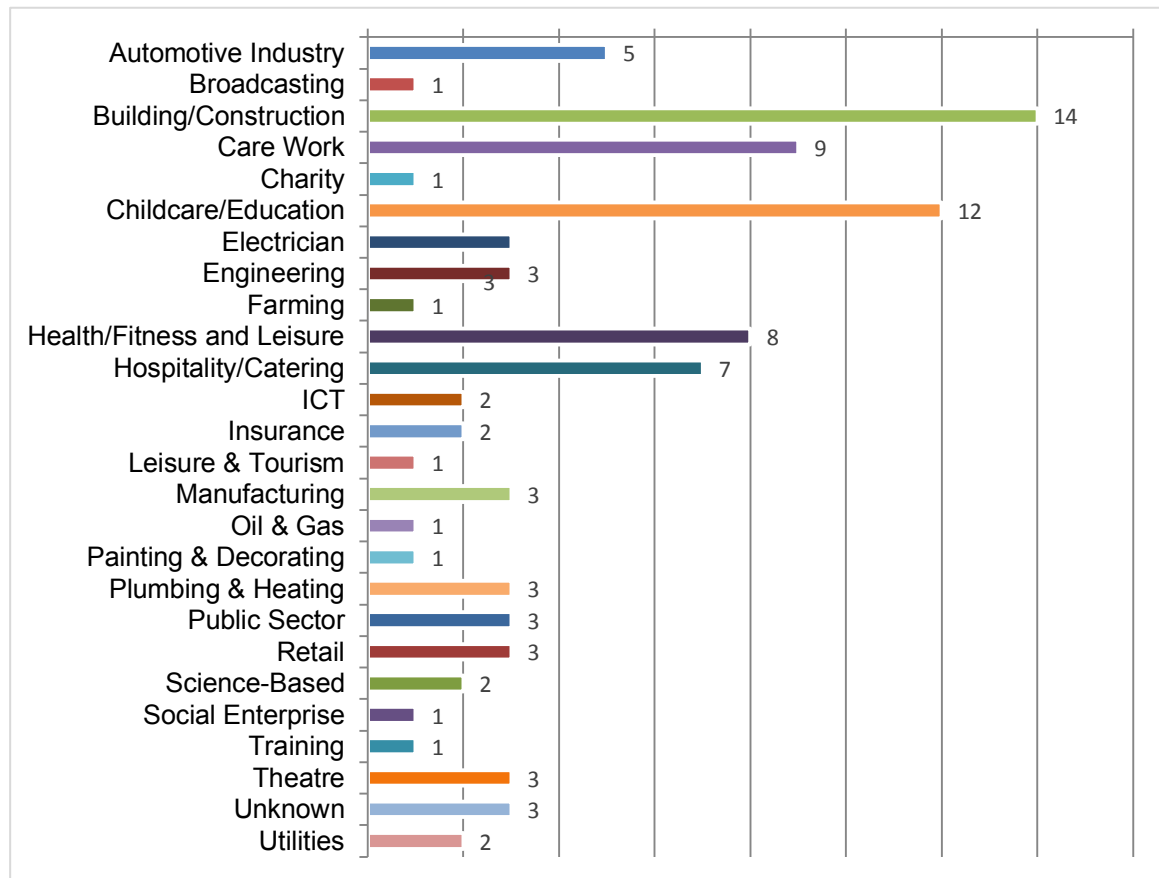
Base: All (95).

Respondents were asked: How many employees does your organisation have at the location where you are based?

Closed question, single response.

27. There was representation from a wide range of industrial sectors. The most common respondent sectors were Building/Construction (14), Care Work (9), Childcare/Education (12), Health/Fitness and Leisure (8) and Hospitality/Catering (7) (Figure A3).

Figure A3: Main Business Sector



Source: Employer Survey, 2015.

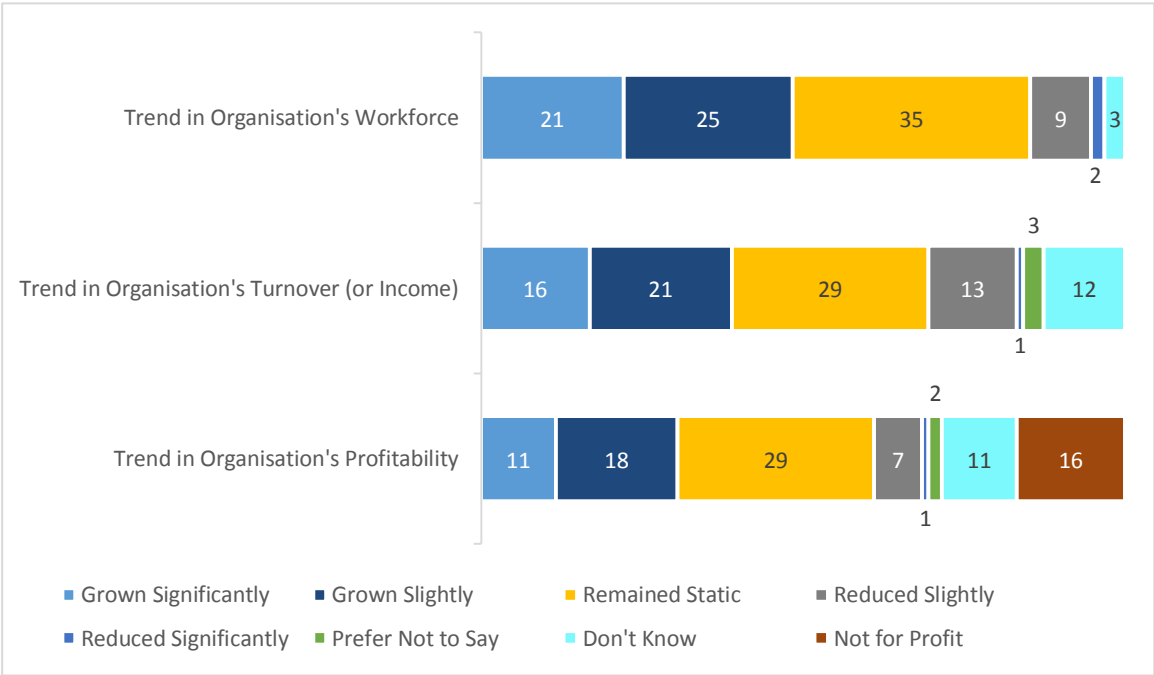
Base: All (95).

Respondents were asked: What is the organisation's main business?

Open question.

28. Employers participating in the survey were balanced in terms of their recent growth in terms of workforce, turnover and profitability. Nearly a half of employers (46) said that their workforce had grown over the past three years, while 35 said that it had remained static (Figure A4). Over a third (37) also said that their organisation’s turnover (or income) had grown over the past three years, while 29 said that it had remained static. The same number of employers said that their organisation’s profitability had grown, as said that it had remained static (29). Sixteen organisations were not for profit.

Figure A4: Trends over the Past Three Years



Source: Employer Survey, 2015.
Base: All (95).
Respondents were asked: Over the past three years or so, what has been the overall trend in your organisation’s workforce/turnover (or income)/profitability? Has it...?
Closed questions, single responses.

29. The employers surveyed had relationships with over 14 training providers.

E-surveys of current apprentices

30. All training providers were requested by the Welsh Government to undertake a minimum number of interviews based on their respective size of contract (Table A3).

Table A3: Current Apprenticeships: e-survey sampling

Provider Name	Responses	Percentage
Gower College Swansea	40	4.0%
ISA Training Limited	40	4.0%
Acorn Learning Solutions Ltd	40	4.0%
Associated Community Training Ltd	75	7.5%
Cambrian Training Company Ltd	40	4.0%
ITEC Training Solutions Ltd	50	5.0%
Construction Industry Training Board	50	5.0%
Employment Training City & County Of Swansea	40	4.0%
Babcock Training Limited	40	4.0%
League Football Education	2	0.2%
Rathbone Training	5	0.5%
Torfaen Training (part of Torfaen County Borough Council)	50	5.0%
A4E Wales Ltd	10	1.0%
esg Holdings LTD	5	0.5%
Hyfforddiant Ceredigion Training (Ceredigion County Council)	40	4.0%
Vocational Skills Partnership (Wales) Ltd	75	7.5%
Coleg Llandrillo Cymru	75	7.5%
Pembrokeshire College	75	7.5%
The Marr Corporation	50	5.0%
Neath Port Talbot College	50	5.0%
Cardiff And Vale College	75	7.5%
Coleg Cambria	75	7.5%
Total	1002	100%

31. The questionnaire was based on a simplified version of the Apprentice Leavers Survey. Simplifications were made to make it more effective in an online mode and make it shorter. Some changes were made to reflect the fact that learners had not completed their learning.

32. Providers were given the following instructions:

Survey of Current Apprentices – instructions to learning provider staff

Introduction

This survey is part of wider research on behalf of the Welsh Government into Work Based Learning including Apprenticeships and Traineeships.

We are looking for a cross section of current apprentices (by sector, age, gender, level) to complete the questionnaire. The attached note indicates the number of responses required from your current apprentices.

We expect that the survey will take approximately ten minutes to complete using the following link to a bilingual questionnaire:

SNAP Survey Link: <https://www.snapsurveys.com/wh/s.asp?k=142616192332>

Please explain the following to learners on starting:

York Consulting an independent research company is conducting a survey on behalf of the Welsh Government about Apprenticeships and their experiences so far.

Your provider has asked you to complete this questionnaire link and has not passed your details to York Consulting.

Participation in this study is completely voluntary, though we very much hope you will take part. All your answers will be treated in the strictest confidence, it will not be possible to identify individual responses.

This survey will take approximately 10 minutes to complete.

Using the survey

Apprentices need to click on the link which will bring up the survey in an internet browser. They will then need to choose the language they would like the survey delivered in (Welsh or English). On completion of the survey apprentices need to select 'submit'.

33. In total the number of current apprentice responses received was 587 between 21 April 2015 and 17 August 2015. The majority (95 per cent) were undertaking an apprenticeship, while 28 were not; these 28 were not permitted to continue the survey. Survey results are at Appendix H.

Participant Characteristics

34. The balance between male and female respondents was slightly more in favour of males; with 303 males (55 per cent) and 246 females (45 per cent) taking part. The youngest respondent was 15, while the oldest was 67. The average age was 26. Just over half of respondents (58 per cent) are within the 18-24 age bracket (Table A4).

Table A4: Respondents Age Brackets

	Count	Percentage of Sample Respondents
15-17	21	4
18-24	324	58
25-29	61	11
30-39	74	13
40-49	44	8
50+	24	4
No answer	11	2
Base	559	100

Source: Current Apprentices Survey, 2015.

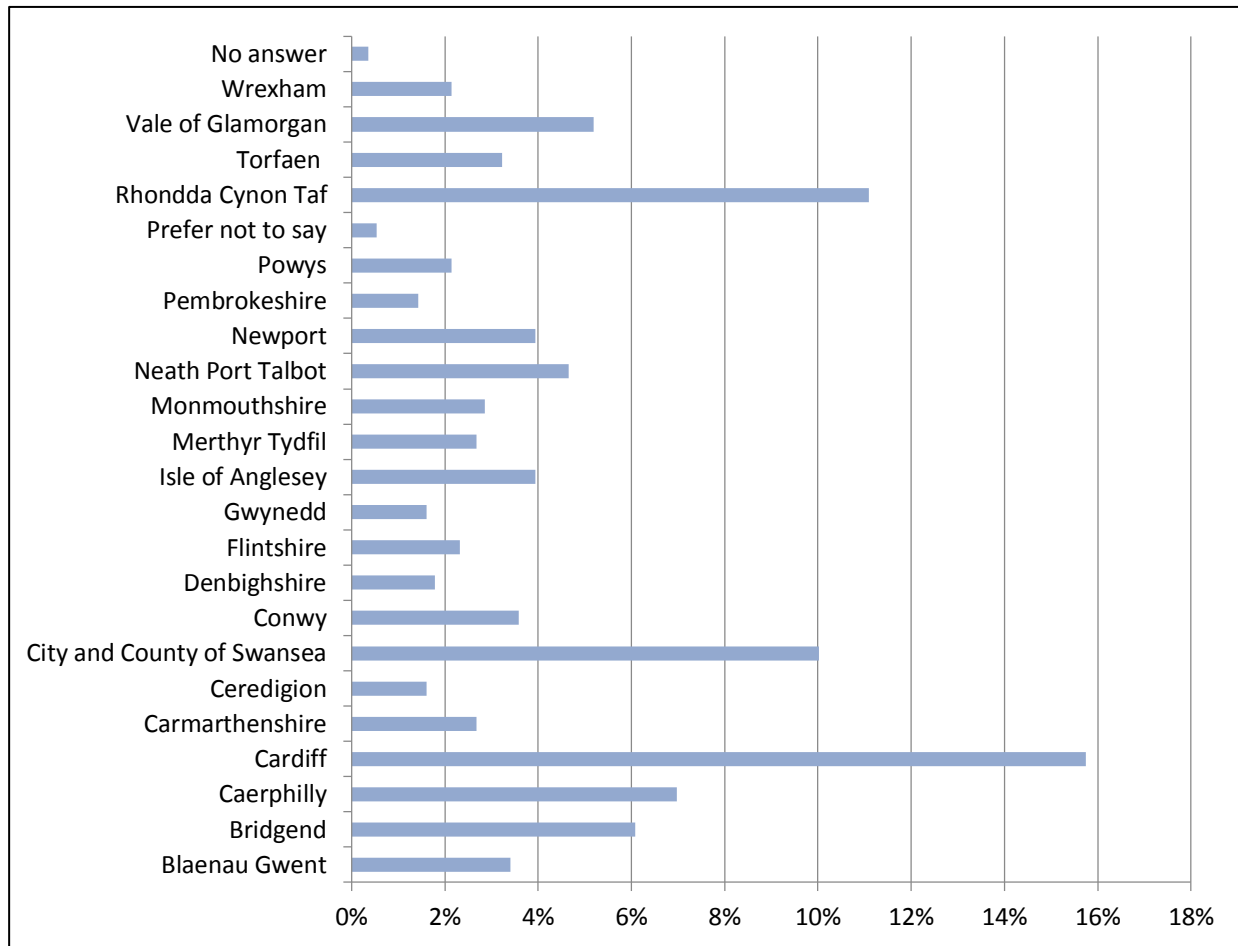
Base: All (559).

Respondents were asked their age.

Closed question, multiple response.

35. Over three-quarters of respondents identified as Welsh (77 per cent), while 92 identified as English (17 per cent). A minority (19 participants) identified as 'Other', 7 of these respondents were Eastern European. There was a spread of respondents across Wales with all local authorities represented (Figure A5).

Figure A5: Counties Respondents Live In



Source: Current Apprentices Survey, 2015.

Base: All (559).

Respondents were asked for the county they live in.

Closed question, single response.

36. The majority of respondents said that their first language was English (93 per cent). Just less than a quarter of apprentices could speak Welsh (23 per cent), read Welsh (23 per cent) and write Welsh (21 per cent). Approximately one third of apprentices reported being able to understand Welsh (31 per cent)

Telephone surveys of apprenticeship leavers

37. A sample of learners on Apprenticeships was supplied to IFF by York Consulting – all were learners who left courses in 2011-2014, though this was checked with respondents at the beginning of the interview.
38. The questionnaire, which can be found in Appendix I, was largely based on one used for the Traineeship strand of this evaluation, which itself was based on the 2012 Welsh ESF Leavers Survey. All interviewing took place from IFF's telephone centre in London. Fieldwork ran from 4th June until 27th July 2015. Interviews were conducted by telephone using computer-aided telephone interviewing (CATI).
39. The focus of this survey was Apprenticeships that had been completed in 2014. Following de-duplication and removal of records without a valid telephone number (either no number or an incorrect number of digits), the usable sample was 1,739 records: 1,024 Foundation Apprenticeships, 568 Apprenticeships and 147 Higher Apprenticeships.
40. No quotas were set for the interviewing rather the aim was to achieve as many interviews as possible from the sample provided.
41. A total of 520 interviews were conducted in the fieldwork period.
42. The average interview length was 23 minutes and 29 seconds. The complete breakdown of sample outcomes is shown below.
43. Overall, a 40% effective response rate was achieved for records with the correct telephone number for an eligible learner (Table A5). The statistical significance at the level of the whole survey is between +/-2.6 and +/-4.3 percentage points at the 95 per cent confidence level. Survey response tables are included at Appendix J.

Table A5: Response rates for Apprenticeship survey

Outcome	Number of participants
Total Sample	1,739
Achieved interviews *	520
Unobtainable / wrong number	375
No recall of learning	46
Learner indicated that still on the course	33
Called 9 or more times and no definite outcome / still live at the end of fieldwork *	652
Refusals *	113
Overall response rate (per cent)	30
Effective response rate (per cent) [items with asterisk]	40

Source: Apprenticeship Survey, 2015

44. The participant sample was highly biased towards male respondents compared to their proportion of the universe and the sample (Table A6). For other variables the difference was less, although there was a slightly higher percentage of white respondents, respondents without a learning difficulty and/or disability and for those on a Foundation Apprenticeship.

Table A6: Comparison of universe with starting sample and achieved sample

	Per-centage of LLWR 70,834	Per-centage of 1739 loaded records	Per-centage of 520 achieved	Per-centage point change on LLWR
Gender				
Male	42	52	51	+9
Female	58	48	49	-9
Ethnicity				
White	97	97	98	+1
Not white	3	3	2	-1
Work limiting health condition:				
Learner considers themselves to have a learning difficulty and/or disability	4	2	3	-1
Learner does not consider themselves to have a learning difficulty and/or disability	96	98	97	+1
Learning Type				
Foundation Apprenticeship	54	59	57	+3
Apprenticeship	38	33	37	-1
Higher Apprenticeship	8	8	6	-2

Source: Apprenticeship Survey, 2015 and LLWR data from Welsh Government 2014

Employer case studies

45. Case studies with ten employers involved with apprenticeships were undertaken (Table A7). Interviews were also undertaken with apprentices where they were present and available at the time of the visit. Reasons for not interviewing an apprentice included not being available at the time of interview or having left their job.
46. Employers were randomly selected from those responding to the employer survey, who said they had apprenticeship participants and were prepared to participate in further research. The topic guides for the case studies are at Appendix K.

Table A7: Case Studies

Employer Reference	Sector	Young People interviewed
A	Retail	2
B	Fabrication	1
C	Public Sector	2
D	IT	1
E	Engineering	1
F	Leisure	1
G	Construction	0
H	School	0
I	Nursery	1
J	Catering	0

Source: Case Studies, 2014

Counterfactual Impact Evaluation

47. This phase of activity involved comparing the responses to the apprenticeship leavers' survey with respondents with similar characteristics from the Annual Population Survey (APS). Propensity score matching (PSM) was used to ensure a good match between the two samples.

Review of programme data

48. A review of apprenticeship management information and programme performance data, including:

- Lifelong Learning Wales Record (LLWR) data.
- Project Outcome Reports (submitted by Welsh Government to the Welsh European Funding Office (WEFO)).

Reporting

49. The key reporting stages of this evaluation were as follows:

- Initial phase (focused on WBL contracting)
- Traineeships report
- Final evaluation report (focusing on Apprenticeships, including ESF reporting).

Appendix B: Bibliography

- Commission for Developing Scotland's Young Workforce (2014) Education Working for All
- Department for Business, Innovation and Skills (2013) The Future of apprenticeships in England: Next Steps from the Richard Review
- Department for Business, Innovation and Skills (2013a) The Future of apprenticeships in England: Implementation Plan
- Department for Employment and Learning Northern Ireland (2004) Skills Strategy for Northern Ireland
- Department for Employment and Learning Northern Ireland (2006) Success through Skills - The Skills Strategy for Northern Ireland: A Programme for Implementation
- Department for Employment and Learning Northern Ireland (2011) Success through Skills - Transforming Futures
- Department for Employment and Learning Northern Ireland (2014) Securing our Success: The Northern Ireland Strategy on apprenticeships
- Richard, D. (2012) The Richard Review of apprenticeships in England
- Turner, R. (2014). Evaluation of Work-Based Learning Programme 2011-15: First report on contracting arrangements and Traineeship delivery
- UK Parliament (2012), A brief history of apprenticeships, Available online at:
<http://www.publications.parliament.uk/pa/cm201213/cmselect/cmbis/83/8304.htm> [Last Accessed: 9/12/15]
- Wiseman, J., Roe, P., and Costello, M. (2014). Evaluation of WBL in Wales, 2007-2011. Cardiff: Welsh Government.

- Welsh Assembly Government (2008). Skills that Work for Wales: A Skills for Employment Strategy and Action Plan. Cardiff: Welsh Assembly Government.
- Welsh Government. (2013). Learner Outcome Measures for Further Education, Work-Based Learning and Adult Community Learning: 2011/12, SDR 53/2013 (March 2013). Cardiff: Welsh Government.
- Welsh Government (2013a) The Specification of apprenticeship Standards for Wales (SASW)
- Welsh Government. (2014b). First Release: Learner Outcome Measures for Further Education, Work-Based Learning and Adult Community Learning: 2012/13, SDR57/2014 (April 2014). Cardiff: Welsh Government.
- Welsh Government. (2014c). First Release: Further Education, Work-Based Learning and Community Learning in Wales, 2012/13, SDR206/2014 (November 2014). Cardiff: Welsh Government.
- Welsh Government (2014d) Project Business Plan (Supplementary) 80660 World Class Apprenticeships for Economic Renewal v1.3
- Welsh Government (2014e) Qualified for Life; An Education Improvement Plan for 3 to 19-year-olds in Wales
- Welsh Government (2014f) Policy Statement on Skills

Appendix C: ESF Apprenticeships Data by Convergence and Competitiveness

Report start date: 01/08/2011

Report end date: 31/01/2015

Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3

HA=Higher Apprenticeship

Numbers

	Convergence	Competitive	Total	Convergence	Competitive	Total	Convergence	Competitive	Total
	All Apps	All Apps	All Apps	WCA	WCA	WCA	HA	HA	HA
No. of participants	37,161	23,334	60,495	34,661	21,887	56,548	2,500	1,447	3,947
AGE									
*11-14	0	0	0	0	0	0	0	0	0
15-24	19,662	11,813	31,475	19,303	11,626	30,929	359	187	546
25-54	16,354	10,842	27,196	14,357	9,659	24,016	1,997	1,183	3,180
55-64	1,102	661	1,763	965	585	1,550	137	76	213
65+	43	18	61	36	17	53	7	1	8
DISABILITY									
Yes	2,670	1,550	4,220	2,448	1,464	3,912	222	86	308
No	34,491	21,784	56,275	32,213	20,423	52,636	2,278	1,361	3,639
EMPLOYMENT STATUS									
Employed (excluding	37,161	23,334	60,495	34,661	21,887	56,548	2,500	1,447	3,947
Self-employed	0	0	0	0	0	0	0	0	0
Unemployed (up to one	0	0	0	0	0	0	0	0	0
Long-term unemployed	0	0	0	0	0	0	0	0	0
Economically inactive	0	0	0	0	0	0	0	0	0
In full time education	0	0	0	0	0	0	0	0	0
Not known	0	0	0	0	0	0	0	0	0
ETHNIC GROUPING									
Yes	664	1,318	1,982	570	1,182	1,752	94	136	230
No	36,497	22,016	58,513	34,091	20,705	54,796	2,406	1,311	3,717
EXISTING									
None	94	50	144	94	50	144	0	0	0
Below NQF Level 2	9,105	5,242	14,347	9,027	5,202	14,229	78	40	118
At NQF Level 2	17,289	10,838	28,127	17,041	10,710	27,751	248	128	376
At NQF Level 3	7,593	4,768	12,361	6,306	4,069	10,375	1,287	699	1,986
At NQF Level 4-6	2,897	2,255	5,152	2,058	1,716	3,774	839	539	1,378
At NQF Level 7-8	183	181	364	135	140	275	48	41	89
GENDER									
Male	16,480	10,007	26,487	15,871	9,633	25,504	609	374	983
Female	20,681	13,327	34,008	18,790	12,254	31,044	1,891	1,073	2,964

Percentages

	Convergence	Competitive	Total	Convergence	Competitive	Total	Convergence	Competitive	Total
	All Apps	All Apps	All Apps	WCA	WCA	WCA	HA	HA	HA
37,161	23,334	60,495	34,661	21,887	56,548	2,500	1,447	3,947	
0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
53%	51%	52%	56%	53%	55%	14%	13%	14%	
44%	46%	45%	41%	44%	42%	80%	82%	81%	
3%	3%	3%	3%	3%	3%	5%	5%	5%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
7%	7%	7%	7%	7%	7%	9%	6%	8%	
93%	93%	93%	93%	93%	93%	91%	94%	92%	
100%	100%	100%	100%	100%	100%	100%	100%	100%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
2%	6%	3%	2%	5%	3%	4%	9%	6%	
98%	94%	97%	98%	95%	97%	96%	91%	94%	
0%	0%	0%	0%	0%	0%	0%	0%	0%	
25%	22%	24%	26%	24%	25%	3%	3%	3%	
47%	46%	46%	49%	49%	49%	10%	9%	10%	
20%	20%	20%	18%	19%	18%	51%	48%	50%	
8%	10%	9%	6%	8%	7%	34%	37%	35%	
0%	1%	1%	0%	1%	0%	2%	3%	2%	
44%	43%	44%	46%	44%	45%	24%	26%	25%	
56%	57%	56%	54%	56%	55%	76%	74%	75%	

Report start date: 01/08/2011
 Report end date: 31/01/2015
 Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3
 HA=Higher Apprenticeship

Numbers

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
GEOGRAPHY									
Isle of Anglesey	1,449	0	1,449	1,395	0	1,395	54	0	54
Blaenau Gwent	1,750	0	1,750	1,623	0	1,623	127	0	127
Bridgend	2,513	0	2,513	2,293	0	2,293	220	0	220
Caerphilly	3,931	1	3,932	3,633	1	3,634	298	0	298
Cardiff	0	7,103	7,103	0	6,612	6,612	0	491	491
Carmarthenshire	2,990	0	2,990	2,766	0	2,766	224	0	224
Ceredigion	1,147	0	1,147	1,062	0	1,062	85	0	85
Conwy	2,401	0	2,401	2,236	0	2,236	165	0	165
Denbighshire	1,962	0	1,962	1,835	0	1,835	127	0	127
Flintshire	0	3,396	3,396	0	3,262	3,262	0	134	134
Gwynedd	2,207	0	2,207	2,115	0	2,115	92	0	92
Merthyr Tydfil	1,251	0	1,251	1,156	0	1,156	95	0	95
Monmouthshire	0	1,596	1,596	0	1,461	1,461	0	135	135
Neath Port Talbot	2,557	0	2,557	2,411	0	2,411	146	0	146
Newport	0	3,320	3,320	0	3,086	3,086	0	234	234
Pembrokeshire	2,293	0	2,293	2,161	0	2,161	132	0	132
Powys	0	2,237	2,237	0	2,128	2,128	0	109	109
Rhondda Cynon Taff	4,560	3	4,563	4,241	3	4,244	319	0	319
Swansea	3,879	0	3,879	3,620	0	3,620	259	0	259
Torfaen	2,271	0	2,271	2,114	0	2,114	157	0	157
Vale of Glamorgan	0	2,523	2,523	0	2,354	2,354	0	169	169
Wrexham	0	3,155	3,155	0	2,980	2,980	0	175	175
Outside Wales	0	0	0	0	0	0	0	0	0
MIGRANT STATUS									
Yes - EU	352	349	701	341	329	670	11	20	31
Yes - non-EU	277	270	547	250	245	495	27	25	52
No	36,532	22,715	59,247	34,070	21,313	55,383	2,462	1,402	3,864

Percentages

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
	4%	0%	2%	4%	0%	2%	2%	0%	1%
	5%	0%	3%	5%	0%	3%	5%	0%	3%
	7%	0%	4%	7%	0%	4%	9%	0%	6%
	11%	0%	6%	10%	0%	6%	12%	0%	8%
	0%	30%	12%	0%	30%	12%	0%	34%	12%
	8%	0%	5%	8%	0%	5%	9%	0%	6%
	3%	0%	2%	3%	0%	2%	3%	0%	2%
	6%	0%	4%	6%	0%	4%	7%	0%	4%
	5%	0%	3%	5%	0%	3%	5%	0%	3%
	0%	15%	6%	0%	15%	6%	0%	9%	3%
	6%	0%	4%	6%	0%	4%	4%	0%	2%
	3%	0%	2%	3%	0%	2%	4%	0%	2%
	0%	7%	3%	0%	7%	3%	0%	9%	3%
	7%	0%	4%	7%	0%	4%	6%	0%	4%
	0%	14%	5%	0%	14%	5%	0%	16%	6%
	6%	0%	4%	6%	0%	4%	5%	0%	3%
	0%	10%	4%	0%	10%	4%	0%	8%	3%
	12%	0%	8%	12%	0%	8%	13%	0%	8%
	10%	0%	6%	10%	0%	6%	10%	0%	7%
	6%	0%	4%	6%	0%	4%	6%	0%	4%
	0%	11%	4%	0%	11%	4%	0%	12%	4%
	0%	14%	5%	0%	14%	5%	0%	12%	4%
	0%	0%	0%	0%	0%	0%	0%	0%	0%
	1%	1%	1%	1%	2%	1%	0%	1%	1%
	1%	1%	1%	1%	1%	1%	1%	2%	1%
	98%	97%	98%	98%	97%	98%	98%	97%	98%

Report start date: 01/08/2011
 Report end date: 31/01/2015
 Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3
 HA=Higher Apprenticeship

Numbers

	Convergence	Competitive	Total	Convergence	Competitive	Total	Convergence	Competitive	Total
	All Apps	All Apps	All Apps	WCA	WCA	WCA	HA	HA	HA
No. of participants Qs gaining qualifications	20,864	9,983	30,847	20,052	9,574	29,626	812	409	1,221
AGE									
*11-14	0	0	0	0	0	0	0	0	0
15-24	10,990	5,059	16,049	10,859	4,999	15,858	131	60	191
25-54	9,270	4,618	13,888	8,625	4,293	12,918	645	325	970
55-64	582	301	883	547	277	824	35	24	59
65+	22	5	27	21	5	26	1	0	1
DISABILITY									
Yes	1,435	633	2,068	1,359	611	1,970	76	22	98
No	19,429	9,350	28,779	18,693	8,963	27,656	736	387	1,123
EMPLOYMENT STATUS									
Employed (excluding	20,864	9,983	30,847	20,052	9,574	29,626	812	409	1,221
Self-employed	0	0	0	0	0	0	0	0	0
Unemployed (up to one	0	0	0	0	0	0	0	0	0
Long-term unemployed	0	0	0	0	0	0	0	0	0
Economically inactive	0	0	0	0	0	0	0	0	0
In full time education	0	0	0	0	0	0	0	0	0
Not known	0	0	0	0	0	0	0	0	0
ETHNIC GROUPING									
Yes	363	582	945	334	539	873	29	43	72
No	20,501	9,401	29,902	19,718	9,035	28,753	783	366	1,149
GENDER									
Male	9,264	4,061	13,325	9,110	3,976	13,086	154	85	239
Female	11,600	5,922	17,522	10,942	5,598	16,540	658	324	982

Percentages

	Convergence	Competitive	Total	Convergence	Competitive	Total	Convergence	Competitive	Total
	All Apps	All Apps	All Apps	WCA	WCA	WCA	HA	HA	HA
No. of participants Qs gaining qualifications	20,864	9,983	30,847	20,052	9,574	29,626	812	409	1,221
AGE									
*11-14	0%	0%	0%	0%	0%	0%	0%	0%	0%
15-24	53%	51%	52%	54%	52%	54%	16%	15%	16%
25-54	44%	46%	45%	43%	45%	44%	79%	79%	79%
55-64	3%	3%	3%	3%	3%	3%	4%	6%	5%
65+	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISABILITY									
Yes	7%	6%	7%	7%	6%	7%	9%	5%	8%
No	93%	94%	93%	93%	94%	93%	91%	95%	92%
EMPLOYMENT STATUS									
Employed (excluding	100%	100%	100%	100%	100%	100%	100%	100%	100%
Self-employed	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unemployed (up to one	0%	0%	0%	0%	0%	0%	0%	0%	0%
Long-term unemployed	0%	0%	0%	0%	0%	0%	0%	0%	0%
Economically inactive	0%	0%	0%	0%	0%	0%	0%	0%	0%
In full time education	0%	0%	0%	0%	0%	0%	0%	0%	0%
Not known	0%	0%	0%	0%	0%	0%	0%	0%	0%
ETHNIC GROUPING									
Yes	2%	6%	3%	2%	6%	3%	4%	11%	6%
No	98%	94%	97%	98%	94%	97%	96%	89%	94%
GENDER									
Male	44%	41%	43%	45%	42%	44%	19%	21%	20%
Female	56%	59%	57%	55%	58%	56%	81%	79%	80%

Report start date: 01/08/2011
 Report end date: 31/01/2015
 Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3
 HA=Higher Apprenticeship

Numbers

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
GEOGRAPHY									
Isle of Anglesey	890	0	890	874	0	874	16	0	16
Blaenau Gwent	954	0	954	903	0	903	51	0	51
Bridgend	1,365	0	1,365	1,289	0	1,289	76	0	76
Caerphilly	2,083	0	2,083	1,987	0	1,987	96	0	96
Cardiff	0	2,980	2,980	0	2,851	2,851	0	129	129
Carmarthenshire	1,683	0	1,683	1,608	0	1,608	75	0	75
Ceredigion	651	0	651	622	0	622	29	0	29
Conwy	1,384	0	1,384	1,343	0	1,343	41	0	41
Denbighshire	1,127	0	1,127	1,093	0	1,093	34	0	34
Flintshire	0	1,502	1,502	0	1,457	1,457	0	45	45
Gwynedd	1,306	0	1,306	1,293	0	1,293	13	0	13
Merthyr Tydfil	639	0	639	608	0	608	31	0	31
Monmouthshire	0	749	749	0	708	708	0	41	41
Neath Port Talbot	1,338	0	1,338	1,295	0	1,295	43	0	43
Newport	0	1,413	1,413	0	1,329	1,329	0	84	84
Pembrokeshire	1,546	0	1,546	1,491	0	1,491	55	0	55
Powys	0	874	874	0	853	853	0	21	21
Rhondda Cynon Taff	2,498	1	2,499	2,385	1	2,386	113	0	113
Swansea	2,091	0	2,091	2,010	0	2,010	81	0	81
Torfaen	1,309	0	1,309	1,251	0	1,251	58	0	58
Vale of Glamorgan	0	1,082	1,082	0	1,041	1,041	0	41	41
Wrexham	0	1,382	1,382	0	1,334	1,334	0	48	48
Outside Wales	0	0	0	0	0	0	0	0	0
MIGRANT STATUS									
Yes - EU	216	153	369	213	150	363	3	3	6
Yes - non-EU	176	126	302	166	112	278	10	14	24
No	20,472	9,704	30,176	19,673	9,312	28,985	799	392	1,191
QUALIFICATIONS GAINED									
None/Not NQF	3	0	3	3	0	3	0	0	0
Below NQF Level 2	899	544	1,443	854	534	1,388	45	10	55
At NQF Level 2	12,789	6,034	18,823	12,648	5,964	18,612	141	70	211
At NQF Level 3	6,760	3,154	9,914	6,546	3,075	9,621	214	79	293
At NQF Level 4-6	175	124	299	1	1	2	174	123	297
At NQF Level 7-8	238	127	365	0	0	0	238	127	365

Percentages

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
	4%	0%	3%	4%	0%	3%	2%	0%	1%
	5%	0%	3%	5%	0%	3%	6%	0%	4%
	7%	0%	4%	6%	0%	4%	9%	0%	6%
	10%	0%	7%	10%	0%	7%	12%	0%	8%
	0%	30%	10%	0%	30%	10%	0%	32%	11%
	8%	0%	5%	8%	0%	5%	9%	0%	6%
	3%	0%	2%	3%	0%	2%	4%	0%	2%
	7%	0%	4%	7%	0%	5%	5%	0%	3%
	5%	0%	4%	5%	0%	4%	4%	0%	3%
	0%	15%	5%	0%	15%	5%	0%	11%	4%
	6%	0%	4%	6%	0%	4%	2%	0%	1%
	3%	0%	2%	3%	0%	2%	4%	0%	3%
	0%	8%	2%	0%	7%	2%	0%	10%	3%
	6%	0%	4%	6%	0%	4%	5%	0%	4%
	0%	14%	5%	0%	14%	4%	0%	21%	7%
	7%	0%	5%	7%	0%	5%	7%	0%	5%
	0%	9%	3%	0%	9%	3%	0%	5%	2%
	12%	0%	8%	12%	0%	8%	14%	0%	9%
	10%	0%	7%	10%	0%	7%	10%	0%	7%
	6%	0%	4%	6%	0%	4%	7%	0%	5%
	0%	11%	4%	0%	11%	4%	0%	10%	3%
	0%	14%	4%	0%	14%	5%	0%	12%	4%
	0%	0%	0%	0%	0%	0%	0%	0%	0%
	1%	2%	1%	1%	2%	1%	0%	1%	0%
	1%	1%	1%	1%	1%	1%	1%	3%	2%
	98%	97%	98%	98%	97%	98%	98%	96%	98%
	0%	0%	0%	0%	0%	0%	0%	0%	0%
	4%	5%	5%	4%	6%	5%	6%	2%	5%
	61%	60%	61%	63%	62%	63%	17%	17%	17%
	32%	32%	32%	33%	32%	32%	26%	19%	24%
	1%	1%	1%	0%	0%	0%	21%	30%	24%
	1%	1%	1%	0%	0%	0%	29%	31%	30%

Report start date: 01/08/2011
 Report end date: 31/01/2015
 Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3
 HA=Higher Apprenticeship

Numbers

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
No. of participants FE entering further learning	219	108	327	208	104	312	11	4	15
AGE									
*11-14	0	0	0	0	0	0	0	0	0
15-24	146	72	218	140	70	210	6	2	8
25-54	70	35	105	65	33	98	5	2	7
55-64	3	1	4	3	1	4	0	0	0
65+	0	0	0	0	0	0	0	0	0
DISABILITY									
Yes	19	7	26	18	7	25	1	0	1
No	200	101	301	190	97	287	10	4	14
EMPLOYMENT STATUS									
Employed (excluding	219	108	327	208	104	312	11	4	15
Self-employed	0	0	0	0	0	0	0	0	0
Unemployed (up to one	0	0	0	0	0	0	0	0	0
Long-term unemployed	0	0	0	0	0	0	0	0	0
Economically inactive	0	0	0	0	0	0	0	0	0
In full time education	0	0	0	0	0	0	0	0	0
Not known	0	0	0	0	0	0	0	0	0
ETHNIC GROUPING									
Yes	2	5	7	2	5	7	0	0	0
No	217	103	320	206	99	305	11	4	15
EXISTING									
None	0	0	0	0	0	0	0	0	0
Below NQF Level 2	40	9	49	40	9	49	0	0	0
At NQF Level 2	86	61	147	84	60	144	2	1	3
At NQF Level 3	73	24	97	66	22	88	7	2	9
At NQF Level 4-6	19	12	31	18	11	29	1	1	2
At NQF Level 7-8	1	2	3	0	2	2	1	0	1
GENDER									
Male	107	51	158	105	51	156	2	0	2
Female	112	57	169	103	53	156	9	4	13

Percentages

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
No. of participants FE entering further learning	219	108	327	208	104	312	11	4	15
AGE									
*11-14	0%	0%	0%	0%	0%	0%	0%	0%	0%
15-24	67%	67%	67%	67%	67%	67%	55%	50%	53%
25-54	32%	32%	32%	31%	32%	31%	45%	50%	47%
55-64	1%	1%	1%	1%	1%	1%	0%	0%	0%
65+	0%	0%	0%	0%	0%	0%	0%	0%	0%
DISABILITY									
Yes	9%	6%	8%	9%	7%	8%	9%	0%	7%
No	91%	94%	92%	91%	93%	92%	91%	100%	93%
EMPLOYMENT STATUS									
Employed (excluding	100%	100%	100%	100%	100%	100%	100%	100%	100%
Self-employed	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unemployed (up to one	0%	0%	0%	0%	0%	0%	0%	0%	0%
Long-term unemployed	0%	0%	0%	0%	0%	0%	0%	0%	0%
Economically inactive	0%	0%	0%	0%	0%	0%	0%	0%	0%
In full time education	0%	0%	0%	0%	0%	0%	0%	0%	0%
Not known	0%	0%	0%	0%	0%	0%	0%	0%	0%
ETHNIC GROUPING									
Yes	1%	5%	2%	1%	5%	2%	0%	0%	0%
No	99%	95%	98%	99%	95%	98%	100%	100%	100%
EXISTING									
None	0%	0%	0%	0%	0%	0%	0%	0%	0%
Below NQF Level 2	18%	8%	15%	19%	9%	16%	0%	0%	0%
At NQF Level 2	39%	56%	45%	40%	58%	46%	18%	25%	20%
At NQF Level 3	33%	22%	30%	32%	21%	28%	64%	50%	60%
At NQF Level 4-6	9%	11%	9%	9%	11%	9%	9%	25%	13%
At NQF Level 7-8	0%	2%	1%	0%	2%	1%	9%	0%	7%
GENDER									
Male	49%	47%	48%	50%	49%	50%	18%	0%	13%
Female	51%	53%	52%	50%	51%	50%	82%	100%	87%

Report start date: 01/08/2011
 Report end date: 31/01/2015
 Progress Output (Impact Indicator) Report

Definitions: WCA=World Class Apprenticeships at Level 2 and Level 3
 HA=Higher Apprenticeship

Numbers

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
GEOGRAPHY									
Isle of Anglesey	11	0	11	10	0	10	1	0	1
Blaenau Gwent	5	0	5	5	0	5	0	0	0
Bridgend	15	0	15	14	0	14	1	0	1
Caerphilly	15	0	15	15	0	15	0	0	0
Cardiff	0	32	32	0	32	32	0	0	0
Carmarthenshire	27	0	27	24	0	24	3	0	3
Ceredigion	9	0	9	9	0	9	0	0	0
Conwy	17	0	17	17	0	17	0	0	0
Denbighshire	21	0	21	21	0	21	0	0	0
Flintshire	0	21	21	0	20	20	0	1	1
Gwynedd	11	0	11	11	0	11	0	0	0
Merthyr Tydfil	4	0	4	3	0	3	1	0	1
Monmouthshire	0	5	5	0	4	4	0	1	1
Neath Port Talbot	13	0	13	12	0	12	1	0	1
Newport	0	11	11	0	10	10	0	1	1
Pembrokeshire	23	0	23	22	0	22	1	0	1
Powys	0	12	12	0	11	11	0	1	1
Rhondda Cynon Taff	18	0	18	17	0	17	1	0	1
Swansea	19	0	19	17	0	17	2	0	2
Torfaen	11	0	11	11	0	11	0	0	0
Vale of Glamorgan	0	10	10	0	10	10	0	0	0
Wrexham	0	17	17	0	17	17	0	0	0
Outside Wales	0	0	0	0	0	0	0	0	0
MIGRANT STATUS									
Yes - EU	0	2	2	0	2	2	0	0	0
Yes - non-EU	1	1	2	1	1	2	0	0	0
No	218	105	323	207	101	308	11	4	15

Percentages

	Convergence All Apps	Competitive All Apps	Total All Apps	Convergence WCA	Competitive WCA	Total WCA	Convergence HA	Competitive HA	Total HA
	5%	0%	3%	5%	0%	3%	9%	0%	7%
	2%	0%	2%	2%	0%	2%	0%	0%	0%
	7%	0%	5%	7%	0%	4%	9%	0%	7%
	7%	0%	5%	7%	0%	5%	0%	0%	0%
	0%	30%	10%	0%	31%	10%	0%	0%	0%
	12%	0%	8%	12%	0%	8%	27%	0%	20%
	4%	0%	3%	4%	0%	3%	0%	0%	0%
	8%	0%	5%	8%	0%	5%	0%	0%	0%
	10%	0%	6%	10%	0%	7%	0%	0%	0%
	0%	19%	6%	0%	19%	6%	0%	25%	7%
	5%	0%	3%	5%	0%	4%	0%	0%	0%
	2%	0%	1%	1%	0%	1%	9%	0%	7%
	0%	5%	2%	0%	4%	1%	0%	25%	7%
	6%	0%	4%	6%	0%	4%	9%	0%	7%
	0%	10%	3%	0%	10%	3%	0%	25%	7%
	11%	0%	7%	11%	0%	7%	9%	0%	7%
	0%	11%	4%	0%	11%	4%	0%	25%	7%
	8%	0%	6%	8%	0%	5%	9%	0%	7%
	9%	0%	6%	8%	0%	5%	18%	0%	13%
	5%	0%	3%	5%	0%	4%	0%	0%	0%
	0%	9%	3%	0%	10%	3%	0%	0%	0%
	0%	16%	5%	0%	16%	5%	0%	0%	0%
	0%	0%	0%	0%	0%	0%	0%	0%	0%
	0%	2%	1%	0%	2%	1%	0%	0%	0%
	0%	1%	1%	0%	1%	1%	0%	0%	0%
	100%	97%	99%	100%	97%	99%	100%	100%	100%

Evaluation of Work-Based Learning 2011-15

Stakeholder Consultations – Final Phase (Apprenticeships)

Introduction

The Welsh Government has commissioned York Consulting, in association with Old Bell 3, Cardiff University and IFF Research to evaluate its Work-Based Learning programmes delivered between 2011 and 2015. The specific elements covered by the evaluation are:

- Apprenticeships (including Foundation Apprenticeships, Apprenticeships and Higher Apprenticeships);
- Traineeships (including Engagement Traineeships, Level 1 Traineeships and Bridge to Employment Traineeships);
- Steps to Employment (Work Focused Learning and Routeways to Work). This was closed to new entrants from 31 July 2013.

The aims of the evaluation are to:

1. assess the effectiveness of the contracting and delivery for WBL 2011-15;
2. satisfy WEFO's evaluation requirements for projects receiving ESF Funding;
3. carry out specific evaluation of the delivery of Traineeships;
4. assess the delivery of outputs, outcomes and impacts;
5. assess the extent to which the programmes have secured the participation of individuals according to protected characteristics;
6. review how Essential Skills Policy has been embedded in the delivery of WBL and how this has contributed to the achievement of WBL 2011-15 objectives.

The evaluation will run from November 2013 to November 2015.

This phase of the evaluation focuses on Apprenticeships and involves:

- A survey of 500 current participants;
- A survey of 520 Apprenticeship leavers;
- A survey of 100 employers;
- Consultations with 10 programme stakeholders;
- Consultations with 10 provider stakeholders;
- Ten qualitative case studies of employers and participants.

The following questions provide a framework to guide the areas to be covered in each consultation.

Evaluation of Work-Based Learning 2011-15

Stakeholder Consultations – Final Phase (Apprenticeships)

Background to Interviewee's Involvement

For each interviewee, it will be important to establish the specific nature of their involvement with the current Work-based Learning programme.

- First of all, can you tell me a little bit about your involvement with the Work-based Learning 2011-15 Programme?
- Which elements of the Programme are you familiar with?
- How long have you been working in this field?
- What is your role now and how has it changed over time?

The areas of questioning to be covered in the remainder of the interview should be tailored to reflect the type of involvement established during the initial discussion.

General process

1) How effective have the systems and structures been for: - contracting? - programme management? - programme delivery?
2) How well have the systems and structures drawn on learning from previous programmes and other work based learning programmes?
3) What, if anything, has helped to improve the effectiveness of: - contracting? - programme management? - programme delivery?
4) Have issues have been encountered with: - contracting? - programme management? - programme delivery?
5) How well have any contracting or programme management and delivery issues been responded to? Seek specific examples.
a) by WG?
b) by consortia?
c) by providers?

Evaluation of Work-Based Learning 2011-15

Stakeholder Consultations – Final Phase (Apprenticeships)

6) How well does the WBL programme support WG objectives?
7) What key changes could improve programme delivery?

Contracting and Consortia approaches

8) How effective have contracting and consortia approaches been in delivering the WBL 2011-15 programme?
a) What aspects of the contracting/consortia working have worked well and why?
b) What aspects of the consortia working have worked less well and why?
c) How well have lead contractors/consortia leads engaged the right organisations to enable delivery to meet the needs of different learner groups?
d) Which learner groups, if any, have been less well served by the contractors/consortia? How well have providers tailored their delivery to the needs of particular learner groups? What issues have been encountered in tailoring provision? How have these issues been overcome?
e) To what extent have Third Sector and other organisations been engaged in the programme to support the needs of particular learner groups? What issues have been encountered in engaging these organisations? How are these being overcome?
f) What examples are there of good practice in programme delivery? Focus on – meeting learner needs, ensuring appropriate progression routes, providing support to learners, engaging with employers.

Programme performance (note to researchers: we are interested in any differences identified by respondents in delivering Foundation Apprenticeships, Apprenticeships and Higher Apprenticeships)

Apprenticeships

9) What are the trends in take-up, progression and achievement for Apprenticeships?
a) How do trends in take-up and performance vary by region, consortia, provider, sector, target groups etc?
b) How do these vary across the protected participant characteristics?
10) How effective are providers in breaking down vocational stereotypes in offering learning opportunities? What issues are encountered in breaking down vocational stereotypes?
11) What issues are being encountered in relation to the motivation of learners on the programme? What approaches are being used by providers to motivate and engage learners in programme activities? How effective are these approaches?
12) How are providers briefing and supporting employers to ensure that their involvement in the programme is effective?

Evaluation of Work-Based Learning 2011-15

Stakeholder Consultations – Final Phase (Apprenticeships)

13) What evidence is there of good practice in the programme? Seek specific examples.
a) How is good practice being captured?
b) How is good practice being used to improve overall programme delivery?
14) How does programme performance compare to other similar programmes?
15) Are issues encountered as a result of similar programmes? (for example Jobs Growth Wales ?)
a) What approaches have been put in place to minimise duplication and overlap with other programmes?
16) How clear are potential participants, employers, guidance providers about the purpose of Apprenticeships?
a) How effectively has confusion been minimised in the market place?
b) How do Careers Wales identify providers for individuals? How effective are links between Careers Wales and providers? How could these links be improved?
17) What are the destinations and progression routes of participants in: Apprenticeships?
a) For Apprenticeships, what evidence is there that the jobs involved are sustainable in the long term following framework completion?
b) What factors are impacting on retention of apprentices?
c) How have economic conditions impacted on destinations and progression routes for participants in Apprenticeships?
d) To what extent are individuals progressing on to other WG programmes as a result of achieving their Apprenticeship?
18) What has been the impact of changes to Young Recruits on employer engagement with mainstream WBL?

Evaluation of Work Based Learning 2011-15 Employer Survey

1.1. CODED INFORMATION: OB3 Reference

1.2. CODED INFORMATION: PROVIDER NAME

- | | |
|---|--|
| <input type="checkbox"/> Associated Community Training Ltd | <input type="checkbox"/> esg (Skills) Limited |
| <input type="checkbox"/> A4e Wales Ltd | <input type="checkbox"/> Gower College Swansea |
| <input type="checkbox"/> Acorn Learning Solutions Ltd | <input type="checkbox"/> ISA Training Limited |
| <input type="checkbox"/> Babcock Training Limited | <input type="checkbox"/> ITEC Training Solutions Limited |
| <input type="checkbox"/> Cardiff and Vale College | <input type="checkbox"/> League Football Education |
| <input type="checkbox"/> Cambrian Training Company Ltd | <input type="checkbox"/> Neath Port Talbot College /Skills Academy Wales |
| <input type="checkbox"/> Coleg Cambria | <input type="checkbox"/> Pembrokeshire College |
| <input type="checkbox"/> Hyfforddiant Ceredigion Training (Ceredigion County Council) | <input type="checkbox"/> Rathbone Training |
| <input type="checkbox"/> Employment Training, City and County of Swansea | <input type="checkbox"/> Torfaen Training (part of Torfaen County Borough Council) |
| <input type="checkbox"/> Grŵp Llandrillo Menai | <input type="checkbox"/> Vocational Skills Partnership (Wales) Ltd |
| <input type="checkbox"/> The Construction Industry Training Board (Construction Skills) | <input type="checkbox"/> Other/Unknown |

1.3. CODED INFORMATION: SECONDARY PROVIDER NAME (ONLY AVAILABLE FOR SOME ORGANISATIONS)

1.4. CODED INFORMATION: Contact Name

1.5. CODED INFORMATION: Employer Name

1.6. CODED INFORMATION: Contact Number

1.7. CODED INFORMATION: Contact E-mail

1.8. CODED INFORMATION: Strand

- ☐ Traineeship
- ☐ Apprenticeship

1.9. CODED INFORMATION: Sub-strand

- ☐ Engagement
- ☐ Bridge to Engagement
- ☐ Level 1
- ☐ Foundation
- ☐ Apprenticeship
- ☐ Higher

Good morning/afternoon.

Hello, my name is <xxxx> from Old Bell 3. I'm part of the team that has been commissioned by the Welsh Government to assess the effectiveness of their Work Based Learning programmes, including Apprenticeships and Traineeships.

1.10. May I speak to <{Q1.4}>

- ☐
- ☐
- ☐
- ☐
- ☐
- ☐

Named person speaking

Transferred

Not in currently (ask for best time and date to call back)

Person left the organisation (ask whether there would be an alternative person who could deal with questions about work based learning)

Never heard of the person/wrong number (check whether there would be an alternative person who could deal with questions about work based learning)

Other (specify)

Note name of alternative contact

Note best time and date to call back

Please specify other response received

REASSURANCES IF NECESSARY:

**It's in connection with a survey we are conducting on behalf of the Welsh Government.
Old Bell 3 is an independent market research company.**

**All of our work is carried out according to the strict Code of Conduct of the Market
Research Society.**

Everything you tell us will be treated in the strictest confidence.

**The Welsh Government will not know which employers have responded and the report we
provide to them will not allow you to be identified.**

**If you would like more information about the research we are conducting, please call Nia
Bryer at Old Bell 3 on 01558 822922 or Alison Spence at the Welsh Government on 02920
821636.**

1.11. I understand that your organisation has been involved in {Q1.8} since 2011. Is this right?

- ☐
- ☐
- ☐

Yes

No

Unsure

**1.12. This has involved your organisation taking on one or more Apprentices who are also
receiving/received support from {Q1.2}. Does that ring a bell?**

- ☐ *Yes*
- ☐ *No*
- ☐ *Unsure*

**1.13. This has involved your organisation providing a work placement for a young person who
receives/received support from {Q1.2}. Does that ring a bell?**

- ☐ *Go to Q1.13*
- ☐ *Go to Q6.1 Thank and close*
- ☐ *Go to Q6.1 Thank and close*

Yes

No

Unsure

1.14. It should take no more than 20 minutes. Is now a good time?

- ☐ *record date and time*
- ☐
- ☐
- ☐ *Go to Q6.1 Thank and close*

Fine to continue

No - definite appointment

No - soft appointment

Refusal - not interested (Thank and close the survey)

3.2. I would like to ask you a little about your specific involvement in {Q1.8}.

Which strand of Traineeships has your organisation been involved in? MULTIPLE RESPONSE CODE ALL

- ☐ *Engagement*
- ☐ *Level 1 Traineeships*
- ☐ *Bridge to Employment*
- ☐ *Don't know/Don't recall*

Record date and time

Record date and try again

REASSURANCES IF NECESSARY THROUGHOUT THIS SECTION:

Old Bell 3 is an independent market research company.

All of our work is carried out according to the strict Code of Conduct of the Market Research Society.

Everything you tell us will be treated in the strictest confidence.

The Welsh Government will not know which employers have responded and the report we provide to them will not allow you to be identified.

If you would like more information about the research we are conducting, please call Nia Bryer at Old Bell 3 on 01558 822922 or Alison Spence at the Welsh Government on 02920 821636.

Section A: Background to Involvement

2.1. First of all, can I ask you how you first found out about {Q1.8}. Was it through...

READ OUT AND CODE FIRST ANSWER

- ☐ *Internet Search*
- ☐ *Local press*
- ☐ *Local radio*
- ☐ *Direct marketing from training provider*
- ☐ *Direct marketing from Welsh Government*
- ☐ *Contact with Careers Wales*
- ☐ *Through industry forum or group*
- ☐ *Other employers*
- ☐ *From staff within your organisation*
- ☐ *Other (please specify)*
- ☐ *[DO NOT READ OUT] Don't know*

3.1. I would like to ask you a little about your specific involvement in {Q1.8}.

Which level of Apprenticeships has your organisation been providing? MULTIPLE RESPONSE CODE ALL

- ☐ *Foundation Apprenticeships (Level 2)*
- ☐ *Apprenticeships (Level 3)*
- ☐ *Higher Level Apprenticeships (Level 4)*
- ☐ *Don't know/Don't recall*

3.6. What was the status of the apprentices before they started on the Apprenticeship? Were they:

- ☐ *New staff*
- ☐ *Existing staff*
- ☐ *Both new and existing staff*
- ☐ *Don't know/Don't recall*

2.10. Are you currently involved with {Q1.8}?

☐ Yes ☐ No ☐ Don't Know

How long have you been involved in Level 1 Traineeships? _____

Please specify how you first found out about the provision:

2.2. After you first found out about {Q1.8} did you try to get hold of additional information about it?

☐ Yes ☐ No ☐ Don't Know/Can't remember

How long have you been involved in Bridge to Employment Traineeships? _____

2.3. [ASK IF 2.2=YES]

Who or where did you get the additional information from?

2.4.

How easy or difficult was it to get information about {Q1.8}? Was it ... [READ OUT]

☐ Very easy ☐ Quite easy ☐ Quite difficult ☐ Very difficult ☐ [DO NOT READ OUT] Don't know

2.5.

How clear was the information you were given or found out about {Q1.8}? Was it ... [READ OUT]

☐ Very clear ☐ Quite clear ☐ Quite unclear ☐ Very unclear ☐ [DO NOT READ OUT] Don't know

2.6.

How accurate was the information you were given about {Q1.8}? Was it ... [READ OUT]

☐ Very accurate ☐ Quite accurate ☐ Quite inaccurate ☐ Very inaccurate ☐ [DO NOT READ OUT] Don't know

2.7.

Had your organisation worked with or received training from {Q1.2} before being involved with {Q1.8}?

☐ Yes ☐ No ☐ Don't Know/Can't remember

2.8.

What was the main reason your organisation got involved in {Q1.8}?

[READ OUT. SINGLE CODE]

- ☐ To help with recruitment
- ☐ To provide new opportunities for young people
- ☐ To increase the workforce capacity of the business
- ☐ To achieve Corporate Social Responsibility goals
- ☐ To train new entrants to the workforce
- ☐ To increase the qualifications of the existing workforce
- ☐ Other
- ☐ Don't know/Don't recall

Engagement Traineeships? _____

Please specify what this reason was:

2.9.

Prior to your current learners, what previous involvement had your organisation had with work based learning programmes? MULTIPLE RESPONSE CODE ALL

☐ Previous involvement with the Apprenticeship programme

- ☐ Previous involvement with other Welsh-Government funded work-based learning programmes e.g. Skillbuild
- ☐ Previously received funding or support from other European funded work-based learning programmes
- ☐ Previously delivered in-house training programmes for new recruits
- ☐ No previous involvement in work based learning
- ☐ Other
- ☐ Don't know / can't remember

Bridge to Employment Traineeships _____

Please specify what previous involvement did you have:

Section B: Nature of Involvement in Work Based Learning Programme

3.3. [NOTE RESPONSE IN YEARS AND MONTHS. NOTE DON'T KNOW IF NOT KNOWN]

How long have you been involved in Foundation Apprenticeships? _____

How long have you been involved in Apprenticeships? _____

How long have you been involved in Higher Level Apprenticeships? _____

How long were you involved with Foundation Apprenticeships? _____

How long were you involved with Apprenticeships? _____

How long were you involved with Higher Level Apprenticeships? _____

How long have you been involved in Engagement Traineeships? _____

How long were you involved with Engagement Traineeships? _____

How long were you involved with Level 1 Traineeships? _____

How long were you involved with Bridge to Employment Traineeships? _____

3.4. Since 2011, how many people in your organisation have participated in:

Foundation Apprenticeships? _____

Apprenticeships? _____

Higher Level Apprenticeships? _____

Level 1 Traineeships? _____

3.5. What was the status of the apprentices before they started on the Foundation Apprenticeship? Were they:

- ☐ New staff
 ☐ Existing staff
 ☐ Both new and existing staff
 ☐ Don't know/Don't recall

3.7. What was the status of the apprentices before they started on the Higher Level Apprenticeship? Were they:

- ☐ New staff
☐ Existing staff
☐ Both new and existing staff
☐ Don't know/Don't recall

3.8. Would these staff have been hired or kept on without the Foundation Apprenticeship?

- ☐ Yes, all
 ☐ Yes, a few
 ☐ Don't know/Don't recall
☐ Yes, most
 ☐ No

3.9. Would these staff have been hired or kept on without the Apprenticeship?

- ☐ Yes, all
- ☐ Yes, most
- ☐ Yes, a few
- ☐ No
- ☐ Don't know/Don't recall

3.10. Would these staff have been hired or kept on without the Higher Level Apprenticeship?

- ☐ Yes, all
- ☐ Yes, most
- ☐ Yes, a few
- ☐ No
- ☐ Don't know/Don't recall

3.11. On a scale of 1 to 5, where 1 = not at all satisfied and 5 = very satisfied, how satisfied are/were you overall with:

	1. Not at all satisfied	2. Slightly dissatisfied	3. Neither satisfied or dissatisfied	4. Fairly satisfied	5. Very satisfied	Don't know/Not applicable
The information provided by {Q1.2}	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The ongoing support provided to your organisation by {Q1.2}	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The handling of any issues you may have experienced by {Q1.2}	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The provision of ongoing support to the learner(s) in your organisation by {Q1.2}	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The links between learning activities and the work of your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The content of the learning activities undertaken by the learners in your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3.12. How clear would you say you were about what was expected of your organisation's involvement with the following elements of the {Q1.8} programme?

READ OUT

	Very clear	Quite clear	Quite unclear	Very unclear	Don't know/Not applicable
Foundation Apprenticeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Higher Level Apprenticeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engagement Traineeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level 1 Traineeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bridge to Employment Traineeships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section C: Satisfaction, Impacts and Outcomes

4.1. What, if any, issues or concerns do you have/have you had about your organisation's involvement with {Q1.8}?

4.2. What are the strengths of the {Q1.8}?

4.3. What suggestions do you have for how the {Q1.8} might be improved?

4.4.

On a scale of 1 to 5, where 1 = very poor and 5 = very good, how would you rate Traineeships participants when they started their placement with your organisation, in terms of:

	1. Very poor	2. Fairly poor	3. Satisfactory	4. Fairly good	5. Very good	Don't know/Not applicable
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Completion of tasks set	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General readiness for work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall employability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress into employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress onto further learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.5.

Did you see any improvement to Traineeships participants during their placement with your organisation, in terms of their:

	Saw improvements	No change	Saw deteriorations	Don't know/Not applicable
Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Completion of tasks set	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General readiness for work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall employability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress into employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress onto further learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.6.

Did Traineeship participants stay on the programme as long as you expected?

- ☐ Yes
☐ No
☐ Don't Know

4.7.

Why was this the case?

4.8.

Did you experience any of the following surprises in terms of the calibre of Trainees sent on placement?

	Yes	No	Don't Know
Trainees better than I expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainees had learning disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainees had behavioural problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other surprises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What type of other surprises did you experience:

4.9.

Were you notified in advance about any learning disabilities or behavioural problems?

- ☐ Yes
☐ No
☐ Don't Know

4.10.

On a scale of 1 to 5, where 1 = very negative and 5 = very positive what changes have you seen in the Apprenticeships participants, in terms of their:

	1. Very negative	2. Negative	3. No not at all	4. Positive	5. Very positive	Don't know/Not applicable
Ability to do their current job role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actual progress/promotion within your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress further within your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Achievement of qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential to progress onto further learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.11.

Overall on a scale of 1 to 5, where 1 = very dissatisfied and 5 = very satisfied, how satisfied are/were you overall with your {Q1.8} participants since 2011?

- ☐ 1. Very dissatisfied
 ☐ 3. Neither satisfied or unsatisfied
 ☐ 5. Very satisfied
☐ 2. Fairly dissatisfied
 ☐ 4. Fairly satisfied
 ☐ Don't know/Not applicable

4.12.

On a scale of 1 to 5, where 1 = very negative and 5 = very positive, to what extent has your organisation's involvement in the programme led to any of the following impacts:

	1. Very negative	2. Fairly negative	3. Neither	4. Fairly positive	5. Very positive	Don't know/Not applicable
Recruitment of new staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retention of staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall efficiency of the workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of production or service delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation approach to training and development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisational attitudes towards the recruitment and employment of young people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The development of new businesses relationships or networks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4.13.

Did {Q1.2} do anything to encourage you to take on learners in roles that are not traditional for their gender?

- ☐ Yes
 ☐ No
 ☐ Don't Know

4.14.

Did {Q1.2} discuss with you whether you would benefit from having a learner with Welsh language skills on placement with you OR whether you had any Welsh language skills requirements for the learners you had on placement?

- ☐ Yes
 ☐ No
 ☐ Don't Know

4.15.

Do you have any environmental sustainability measures in your business?

- ☐ Yes
 ☐ No
 ☐ Don't Know

4.16.

Overall on a scale of 1 to 5, where 1 = very unsatisfied and 5 = very satisfied, how satisfied are you with your recent experience of the work based learning programme?

- ☐ 1. Very dissatisfied
 ☐ 3. Neither satisfied or unsatisfied
 ☐ 5. Very satisfied
☐ 2. Fairly dissatisfied
 ☐ 4. Fairly satisfied
 ☐ Don't know/Not applicable

4.17.

Overall on a scale of 1 to 5, where 1 = very unlikely and 5 = very likely, how likely are you to offer placements in the future given your recent experience?

- ☐ 1. Very unlikely
 ☐ 3. Neither likely or unlikely
 ☐ 5. Very likely

☐ 2. Fairly unlikely

☐ 4. Fairly likely

☐ Don't know/Not applicable

4.18.

Would you be prepared to be contacted about further qualitative research in connection to this programme? [Explain that this may involve a researcher visiting to speak with you and your trainees to explore your and their experiences of the programme in further detail]

☐ Yes

☐ No

☐ Unsure

4.19.

Could I please check whether I have the right contact details to use for contacting you again? [WRITE IN ANY UPDATED CONTACT DETAILS. OTHERWISE LEAVE BLANK]

The contact name I have is {Q1.4}

The contact number I have is {Q1.6}.

The contact e-mail address I have is {Q1.7}.

Section 4: Business Characteristics

Finally I would like to ask a few quick questions about your business for classification purposes

5.1.

How many employees does your organisation have at the location where you are based?

☐ Up to 10 employees

☐ Between 10 and 49 employees

☐ Between 50 and 249 employees

☐ 250 and over employees

☐ Not known/not recorded

5.2.

In which local authority are you based?

☐ Conwy

☐ Ceredigion

☐ Swansea

☐ Merthyr Tydfil

☐ Denbighshire

☐ Powys

☐ Blaenau Gwent

☐ Monmouthshire

☐ Flintshire

☐ Carmarthenshire

☐ Bridgend

☐ Newport

☐ Gwynedd

☐ Neath Port Talbot

☐ Caerphilly

☐ Rhondda Cynon Taf

☐ Isle of Anglesey

☐ Pembrokeshire

☐ Cardiff

☐ Not known

5.3.

In which sector is the organisation: what is the organisation's main business?
RECORD VERBATIM

5.4.

Over the past three years or so, what has been the overall trend in your organisation's workforce? Has it ...[READ OUT]

☐

Grown significantly

☐

Grown slightly

☐

Remained static

☐

Reduced slightly

☐

Reduced significantly

☐

Prefer not to say

☐

Don't know

5.5.

Over the past three years or so, what has been the overall trend in your organisation's turnover (or income)? Has it ...[READ OUT]

☐

Grown significantly

☐

Grown slightly

☐

Remained static

☐

Reduced slightly

☐

Reduced significantly

☐

Prefer not to say

☐

Don't know

5.6. Over the past three years or so, what has been the general trend in your organisation's profitability?
Has it ...[READ OUT]

☐

Grown significantly

☐

Grown slightly

☐

Remained static

☐

Reduced slightly

☐

Reduced significantly

☐

Prefer not to say

☐

Not a profit making organisation

☐

Don't know

Thank you for your feedback.

Just to confirm that my name is [interviewer name] calling from Old Bell 3 and that this survey has been conducted according to the Market Research Society Code of Conduct. If you'd like to check our credentials, you can telephone the MRS via the freephone number 0500 39 69 99. Thanks again and goodbye.

6.1. Thank you anyway. We'll make a note of what you said.

CODE REASON FOR NON-COMPLETION OF SURVEY

☐

Organisation not involved in work based learning programme

☐

No person at organisation adequately informed about work based learning programme to comment

☐

Wrong telephone number (despite OB3 own research)

☐

Organisation no longer trading/in existence

☐

Named contact has left the organisation, no suitable alternative respondent available

☐

Refusal due to lack of time

☐

Refusal due to lack of interest

☐

No response to calls

☐

Failed to pin down within research timescale

☐

Other

Please note reason for non-completion

OLD BELL 3 CODING
CODE THESE QUESTIONS AFTER COMPLETION OF INTERVIEW

6.2. **CODE Name of Interviewer**

☐

Emyr

☐

Tomos

☐

Claire

6.3. **CODE**
Region of business' primary location:

☐

Convergence

☐

Non-convergence

☐

Not known/recorded

Appendix F: Employer Survey Frequencies

Frequencies for CODE Region of business. primary location:

	Frequency	Valid Percent
Convergence	58	61
Non-convergence	37	39
Total	95	100

Frequencies for Q3. Strand

	Frequency	Valid Percent
Apprenticeship	95	100
Total	95	100

Frequencies for Q4. Sub-strand

	Frequency	Valid Percent
Apprenticeship	39	41
Engagement	1	1
Foundation	44	46
Higher	7	7
Level 1	4	4
Total	95	100

Frequencies for Internet Search

	Frequency	Valid Percent
Internet Search	3	100
Total	3	100

Frequencies for Local press

	Frequency	Valid Percent
Local press	1	100
Total	1	100

Frequencies for Local radio

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Direct marketing from training provider

	Frequency	Valid Percent
Direct marketing from training provider	23	100
Total	23	100

Frequencies for Direct marketing from Welsh Government

	Frequency	Valid Percent
Direct marketing from Welsh Government	4	100
Total	4	100

Frequencies for Contact with Careers Wales

	Frequency	Valid Percent
Contact with Careers Wales	3	100
Total	3	100

Frequencies for Through industry forum or group

	Frequency	Valid Percent
Through industry forum or group	5	100
Total	5	100

Frequencies for Other employers

	Frequency	Valid Percent
Other employers	5	100
Total	5	100

Frequencies for From staff within your organisation

	Frequency	Valid Percent
From staff within your organisation	19	100
Total	19	100

Frequencies for Other (please specify)

	Frequency	Valid Percent
Other (please specify)	39	100
Total	39	100

Frequencies for [DO NOT READ OUT] Don't know

	Frequency	Valid Percent
[DO NOT READ OUT] Don't know	8	100
Total	8	100

Frequencies for After you first found out about {Q1.8} did you try to get hold...

	Frequency	Valid Percent
Don't Know/Can't remember	5	5
No	55	58
Yes	35	37
Total	95	100

Frequencies for How easy or difficult was it to get information about {Q1.8}? ...

	Frequency	Valid Percent
Very easy	32	53
Quite easy	22	37
Quite difficult	0	0
Very difficult	1	2
[DO NOT READ OUT] Don't know	5	8
Total	60	100

Frequencies for How clear was the information you were given or found out...

	Frequency	Valid Percent
Very clear	31	52
Quite clear	21	35
Quite unclear	3	5
Very unclear	0	0
[DO NOT READ OUT] Don't know	5	8
Total	60	100

Frequencies for How accurate was the information you were given about {Q1.8}? ...

	Frequency	Valid Percent
Very accurate	31	52
Quite accurate	21	35
Quite inaccurate	3	5
Very inaccurate	0	0
[DO NOT READ OUT] Don't know	5	8
Total	60	100

Frequencies for Had your organisation worked with or received training fr...

	Frequency	Valid Percent
Yes	29	31
No	55	59
Don't Know/Can't remember	9	10
Total	93	100

Frequencies for What was the main reason your organisation got involved i...

	Frequency	Valid Percent
To help with recruitment	14	15
To increase the qualifications of the existing workforce	16	17
To increase the workforce capacity of the business	12	13
To provide new opportunities for young people	33	35
To train new entrants to the workforce	7	7
Other	13	14
Total	95	100

Frequencies for Please specify what this reason was:

	Frequency	Valid Percent
Employer was an apprentice himself - knew that it was a great way of getting hands-on experience in ind	1	8
First apprentice was his own son - family tradition.	1	8
Given them qualifications to develop a career outside of football	1	8
Made financial sense	1	8
Reduce costs and to inject some youth into the business.	1	8
Succession management	1	8
Succession planning process, invest in younger people (time & cost) for long-term recruitment. Helps with	1	8
They are a new store so it made financial sense to take on an apprentice rather than pay an extra full-time	1	8
To encourage the future development of the industry	1	8
Train new workpeople and existing ones	1	8
Vacancies within nursery that met criteria of apprenticeship, made financial sense	1	8
All the above	1	8
Total	12	100

Frequencies for Previous involvement with the Apprenticeship programme

	Frequency	Valid Percent
Previous involvement with the Apprenticeship programme	28	100
Total	28	100

Frequencies for Previous involvement with other Welsh-Government funded work-based learning programmes e.g. Skillbuild

	Frequency	Valid Percent
Previous involvement with other Welsh-Government funded work-based learning programmes e.g. Skillb	16	100
Total	16	100

Frequencies for Previously received funding or support from other European funded work-based learning programmes

Frequency	Valid Percent
-----------	---------------

Previously received funding or support from other European funded work-based learning programmes	3	100
Total	3	100

Frequencies for Previously delivered in-house training programmes for new recruits

	Frequency	Valid Percent
Previously delivered in-house training programmes for new recruits	9	100
Total	9	100

Frequencies for No previous involvement in work based learning

	Frequency	Valid Percent
No previous involvement in work based learning	40	100
Total	40	100

Frequencies for Other

	Frequency	Valid Percent
Other	8	100
Total	8	100

Frequencies for Don't know / can't remember

	Frequency	Valid Percent
Don't know / can't remember	6	100
Total	6	100

Frequencies for Are you currently involved with {Q1.8}?

	Frequency	Valid Percent
Yes	72	76
No	22	23
Don't Know	1	1
Total	95	100

Frequencies for Foundation Apprenticeships (Level 2)

	Frequency	Valid Percent
Foundation Apprenticeships (Level 2)	71	100
Total	71	100

Frequencies for Apprenticeships (Level 3)

	Frequency	Valid Percent
Apprenticeships (Level 3)	59	100
Total	59	100

Frequencies for Higher Level Apprenticeships (Level 4)

	Frequency	Valid Percent
Higher Level Apprenticeships (Level 4)	12	100
Total	12	100

Frequencies for Don't know/Don't recall

	Frequency	Valid Percent
Don't know/Don't recall	4	100
Total	4	100

Frequencies for Engagement

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Level 1 Traineeships

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Bridge to Employment

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Q3.5

	Frequency	Valid Percent
Both new and existing staff	16	23
Existing staff	9	13
New staff	46	65
Total	71	100

Frequencies for Q3.6

	Frequency	Valid Percent
Both new and existing staff	13	22
Existing staff	13	22
New staff	33	56
Total	59	100

Frequencies for Q3.7

	Frequency	Valid Percent
Both new and existing staff	3	25
Existing staff	4	33
New staff	5	42
Total	12	100

Frequencies for Q3.8

	Frequency	Valid Percent
Yes, all	19	28
Yes, most	9	13
Yes, a few	3	4
No	36	52
Don't know/Don't recall	2	3
Total	69	100

Frequencies for Q3.9

	Frequency	Valid Percent
Yes, all	19	33
Yes, most	6	11
Yes, a few	6	11
No	25	44
Don't know/Don't recall	1	2
Total	57	100

Frequencies for Q3.10

	Frequency	Valid Percent
Yes, all	6	50
Yes, most	2	17
No	4	33
Total	12	100

Frequencies for The information provided by {Q1.2}

	Frequency	Valid Percent
1. Not at all satisfied	4	4
2. Slightly dissatisfied	1	1
3. Neither satisfied or dissatisfied	7	7
4. Fairly satisfied	30	32
5. Very satisfied	50	53
Don't know/Not applicable	3	3
Total	95	100

Frequencies for The ongoing support provided to your organisation by {Q1.2}

	Frequency	Valid Percent
1. Not at all satisfied	5	5
2. Slightly dissatisfied	3	3
3. Neither satisfied or dissatisfied	10	11
4. Fairly satisfied	27	28
5. Very satisfied	48	51
Don't know/Not applicable	2	2
Total	95	100

Frequencies for The handling of any issues you may have experienced by {Q1.2}

	Frequency	Valid Percent
1. Not at all satisfied	2	2
2. Slightly dissatisfied	5	5
3. Neither satisfied or dissatisfied	17	18
4. Fairly satisfied	20	21
5. Very satisfied	40	42
Don't know/Not applicable	11	12
Total	95	100

Frequencies for The provision of ongoing support to the learner(s) in your organisation by {Q1.2}

	Frequency	Valid Percent
1. Not at all satisfied	3	3
2. Slightly dissatisfied	4	4
3. Neither satisfied or dissatisfied	6	6
4. Fairly satisfied	26	27
5. Very satisfied	54	57
Don't know/Not applicable	2	2
Total	95	100

Frequencies for The links between learning activities and the work of your organisation

	Frequency	Valid Percent
1. Not at all satisfied	1	1
2. Slightly dissatisfied	4	4
3. Neither satisfied or dissatisfied	9	10
4. Fairly satisfied	26	27
5. Very satisfied	51	54
Don't know/Not applicable	4	4
Total	95	100

Frequencies for The content of the learning activities undertaken by the learners in your organisation

	Frequency	Valid Percent
1. Not at all satisfied	1	1

2. Slightly dissatisfied	1	1
3. Neither satisfied or dissatisfied	13	14
4. Fairly satisfied	27	28
5. Very satisfied	49	52
Don't know/Not applicable	4	4
Total	95	100

Frequencies for Foundation Apprenticeships

	Frequency	Valid Percent
Very clear	40	56
Quite clear	25	35
Quite unclear	3	4
Very unclear	1	1
Don't know/Not applicable	2	3
Total	71	100

Frequencies for Apprenticeships

	Frequency	Valid Percent
Very clear	38	64
Quite clear	16	27
Quite unclear	3	5
Very unclear	0	0
Don't know/Not applicable	2	3
Total	59	100

Frequencies for Higher Level Apprenticeships

	Frequency	Valid Percent
Very clear	9	75
Quite clear	2	17
Quite unclear	0	0
Very unclear	1	8
Total	12	100

Frequencies for Engagement Traineeships

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Punctuality

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Completion of tasks set

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for General readiness for work

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Overall employability

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Potential to progress into employment

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Potential to progress onto further learning

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Did Traineeship participants stay on the programme as lon...

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Trainees better than I expected

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Trainees had learning disabilities

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Trainees had behavioural problems

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Other supprises

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for What type of other surprises did you experience:

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Were you notified in advance about any learning disabilit...

	Frequency	Valid Percent
.	0	null
Total	0	100

Frequencies for Ability to do their current job role

	Frequency	Valid Percent
1. Very negative	0	0
2. Negative	2	2
3. No not at all	16	17
4. Positive	37	39
5. Very positive	37	39
Don't know/Not applicable	3	3
Total	95	100

Frequencies for Actual progress/promotion within your organisation

	Frequency	Valid Percent
1. Very negative	1	1
2. Negative	2	2
3. No not at all	17	18
4. Positve	43	45
5. Very positive	29	31
Don't know/Not applicable	3	3
Total	95	100

Frequencies for Potential to progress further within your organisation

	Frequency	Valid Percent
1. Very negative	3	3
2. Negative	2	2
3. No not at all	15	16
4. Positve	38	40
5. Very positive	33	35
Don't know/Not applicable	4	4
Total	95	100

Frequencies for Achievement of qualifications

	Frequency	Valid Percent
1. Very negative	2	2
2. Negative	1	1
3. No not at all	5	5
4. Positve	45	48
5. Very positive	37	40
Don't know/Not applicable	3	3
Total	93	100

Frequencies for Potential to progress onto further learning - Apprenticeships

	Frequency	Valid Percent
1. Very negative	1	1
2. Negative	2	2
3. No not at all	12	13
4. Positve	40	42
5. Very positive	36	38
Don't know/Not applicable	4	4
Total	95	100

Frequencies for Q4.11

	Frequency	Valid Percent
1. Very dissatisfied	1	1
2. Fairly dissatisfied	2	2
3. Neither satisfied or unsatisfied	12	13
4. Fairly satisfied	24	25
5. Very satisfied	56	59
Total	95	100

Frequencies for Recruitment of new staff

	Frequency	Valid Percent
1. Very negative	3	3
2. Fairly negative	6	6
3. Neither	28	30
4. Fairly positive	30	32
5. Very positive	22	23
Don't know/Not applicable	6	6
Total	95	100

Frequencies for Retention of staff

	Frequency	Valid Percent
1. Very negative	2	2
2. Fairly negative	3	3
3. Neither	27	28
4. Fairly postitive	36	38
5. Very positive	19	20
Don't know/Not applicable	8	8
Total	95	100

Frequencies for Employment growth

	Frequency	Valid Percent
1. Very negative	2	2
2. Fairly negative	8	8
3. Neither	37	39
4. Fairly postitive	28	30
5. Very positive	14	15
Don't know/Not applicable	6	6
Total	95	100

Frequencies for Overall efficiency of the workforce

	Frequency	Valid Percent
1. Very negative	1	1
2. Fairly negative	1	1
3. Neither	17	18
4. Fairly postitive	39	41
5. Very positive	33	35
Don't know/Not applicable	4	4
Total	95	100

Frequencies for Cost of production or service delivery

	Frequency	Valid Percent
1. Very negative	0	0
2. Fairly negative	2	2
3. Neither	27	29
4. Fairly postitive	37	39
5. Very positive	21	22
Don't know/Not applicable	7	7
Total	94	100

Frequencies for Organisation approach to training and development

	Frequency	Valid Percent
1. Very negative	0	0
2. Fairly negative	2	2
3. Neither	29	31
4. Fairly postitive	37	39
5. Very positive	26	27
Don't know/Not applicable	1	1
Total	95	100

Frequencies for Organisational attitudes towards the recruitment and employment of young people

	Frequency	Valid Percent
1. Very negative	1	1
2. Fairly negative	1	1
3. Neither	29	31
4. Fairly postitive	36	38
5. Very positive	25	26
Don't know/Not applicable	3	3
Total	95	100

Frequencies for The development of new businesses relationships or networks

	Frequency	Valid Percent
1. Very negative	1	1
2. Fairly negative	4	4
3. Neither	37	39
4. Fairly positive	24	25
5. Very positive	18	19
Don't know/Not applicable	11	12
Total	95	100

Frequencies for Did {Q1.2} do anything to encourage you to take on learners in...

	Frequency	Valid Percent
Yes	13	14
No	74	78
Don't Know	8	8
Total	95	100

Frequencies for Did {Q1.2} discuss with you whether you would benefit from ha...

	Frequency	Valid Percent
Yes	21	22
No	65	68
Don't Know	9	10
Total	95	100

Frequencies for Do you have any environmental sustainability measures in ...

	Frequency	Valid Percent
Yes	75	79
No	13	14
Don't Know	7	7
Total	95	100

Frequencies for Overall on a scale of 1 to 5, where 1 = very unsatisfied ...

	Frequency	Valid Percent
1. Very dissatisfied	1	1
2. Fairly dissatisfied	1	1
3. Neither satisfied or unsatisfied	8	8
4. Fairly satisfied	34	36
5. Very satisfied	51	54
Total	95	100

Frequencies for Overall on a scale of 1 to 5, where 1 = very unlikely and...

	Frequency	Valid Percent
1. Very unlikely	5	5
2. Fairly unlikely	7	7
3. Neither likely or unlikely	5	5
4. Fairly likely	18	19
5. Very likely	58	61
Don't know/Not applicable	2	2
Total	95	100

Frequencies for How many employees does your organisation have at the loc...

	Frequency	Valid Percent
Up to 10 employees	32	34
Between 10 and 49 employees	35	37
Between 50 and 249 employees	21	22
250 and over employees	6	6
Not known/not recorded	1	1
Total	95	100

Frequencies for In which local authority are you based?

	Frequency	Valid Percent
Blaenau Gwent	2	2
Bridgend	4	4
Caerphilly	4	4
Cardiff	13	14
Carmarthenshire	7	7
Ceredigion	2	2
Denbighshire	1	1
Flintshire	2	2
Gwynedd	5	5
Monmouthshire	6	6
Neath Port Talbot	5	5
Newport	4	4
Pembrokeshire	5	5
Powys	6	6
Rhondda Cynon Taf	6	6
Swansea	13	14
Torfaen	2	2
Other / Not known	8	8
Total	95	100

Frequencies for Over the past three years or so, what has been the overa...

	Frequency	Valid Percent
Grown significantly	21	22
Grown slightly	25	26
Remained static	35	37
Reduced slightly	9	10
Reduced significantly	2	2
Don't know	3	3
Total	95	100

Frequencies for Over the past three years or so, what has been the overall...

	Frequency	Valid Percent
Grown significantly	16	17
Grown slightly	21	23
Remained static	29	31
Reduced slightly	13	14
Reduced significantly	1	1
Prefer not to say	3	3
Don't know	10	11
Total	93	100

Frequencies for Over the past three years or so, what has been the gener...

	Frequency	Valid Percent
Grown significantly	11	12
Grown slightly	18	19
Remained static	29	31
Reduced slightly	7	7
Reduced significantly	1	1
Not a profit making organisation	16	17
Prefer not to say	2	2
Don't know	10	11
Total	94	100

Appendix G: Current Apprenticeship Questionnaire

York Consulting is conducting a survey on behalf of the Welsh Government about Apprenticeships and your experiences so far. All your answers will be treated in the strictest confidence, it will not be possible to identify individual responses.

This survey will take approximately 10 minutes to complete.

- We work strictly within the Market Research Society Code of Conduct.
- Welsh Government contact is Alison Spence if you would like to find out more about the survey (02920 821636).
- The York Consulting contact is Hannah Roberts (0113 222 3545).
- Your provider has asked you to complete this questionnaire link and has not passed your details to York Consulting.
- Participation in this study is completely voluntary, though we very much hope you will take part.

Eligibility

- Q1 Are you currently undertaking an Apprenticeship?
- ☐ Yes
 - ☐ No

Your Apprenticeship

- Q2 What is the title of your Apprenticeship? _____

Q3 What is the level of your Apprenticeship?

- ☐ Foundation Apprenticeship (Level 2)
- ☐ Apprenticeship (Level 3)
- ☐ Higher Apprenticeship (Level 4)
- ☐ Flexible Learning
- ☐ Don't Know

Q4 Who is your training provider?

Q5 Who is your employer?

Your Apprenticeship

Q6 When did you start your Apprenticeship?
(Please provide answer in format
DD/MM/YYYY)

Q7 How long is your Apprenticeship course?

- ☐ Less than one year
- ☐ One year
- ☐ Two years
- ☐ Three years
- ☐ Four years
- ☐ Other
- ☐ Don't Know

Please specify

Your Apprenticeship

Q8 Does your Apprenticeship involve training or placements at any of the following? (please select all that apply)

- ☐ Workplace
- ☐ College (part-time)
- ☐ College (full-time)
- ☐ Training centre
- ☐ Other
- ☐ Don't Know

Please Specify

Q9 How many hours a week on average are you spending in the workplace?

- ☐ 0-4 hours
- ☐ 5-9 hours
- ☐ 10-15 hours
- ☐ 16-24 hours
- ☐ 25 hours or more
- ☐ Don't Know

Q10 How many hours a week on average are you spending in formal training (e.g. At college, training centre, off the job training or completing qualifications such as NVQ, BTEC, Essential Skills, foundation degree.)

- ☐ 0-4 hours
- ☐ 5-9 hours
- ☐ 10-15 hours
- ☐ 16-24 hours
- ☐ 25 hours or more
- ☐ Don't Know

Your Experience

Q11 To what extent do you agree or disagree with the following statements?

[illegible]

Reasons for doing the Apprenticeship

Q12 Were any of the following reasons for doing the Apprenticeship?

	Yes	No	Don't Know	N/A
To develop a broader range of skills and/or knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To develop more specialist skills and/or knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To improve or widen your career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To help you get a job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To improve your pay, promotion or other prospects at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your employer requested or required you to do it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To learn something new for personal interest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To help you progress in your preferred sector/occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To help you progress onto another education, training or learning course	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An advisor recommended that you should complete an Apprenticeship as it was relevant to your needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please State				

Reasons for Apprenticeship

Q13 Which of these reasons was the most important reason for doing the Apprenticeship? (Please select **one answer only**)

To develop a broader range of skills and/or knowledge ☐

To develop more specialist skills and/or knowledge ☐

To improve or widen your career prospects ☐

To help you get a job ☐

To improve your pay, promotion or other prospects at work ☐

Your employer requested or required you to do it ☐

To learn something new for personal interest ☐

To help you progress in your preferred sector/occupation ☐

To help you progress onto another education, training or learning course ☐

An advisor recommended that you should complete an Apprenticeship as it was relevant to your needs ☐

Other ☐

Reasons for Apprenticeship

Q14 How did you select the Apprenticeship

- ☐ I chose to start the Apprenticeship that I wanted
- ☐ It was the only Apprenticeship available
- ☐ My employer told me to start the Apprenticeship
- ☐ Other

Please State

Q15 At the time of choosing to do your Apprenticeship, did you think about doing a different course to the one you are currently completing?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Q16 Was this different course

- ☐ In the same sector
- ☐ In a different sector
- ☐ Can't remember
- ☐ Don't know

Q17 Did you decide to do an Apprenticeship over any other course you were considering because of any of the following reasons (Please select all that apply)

- ☐ The Apprenticeship was free, or cheaper than the alternative course
- ☐ You preferred to earn while you were learning
- ☐ The Apprenticeship was more suited to your needs
- ☐ Apprenticeships are valued qualifications
- ☐ Other reasons

Please State

Reasons for Apprenticeship

Q18 To what extent do you agree or disagree with the following statements?

	Disagree Strongly	Disagree	Neither agree nor disagree	Agree	Agree Strongly	Don't Know
Apprenticeships are good for getting experience and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships are a good stepping stone for my career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships are respected by young people in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships are respected by employers in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reasons for Apprenticeship

Q19 Are you aware of the Apprenticeship matching service (the online Apprenticeship search tool on the Careers Wales Website)?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Q20 Did you use the Apprenticeship matching service when thinking about doing an Apprenticeship?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Q21 Did you find the Apprenticeship matching service a useful tool?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Knowledge of Apprenticeship

Q22 How did you find out about apprenticeships? (select all that apply)

- ☐ Careers Wales advisor
- ☐ Apprenticeship provider
- ☐ Schools/careers teacher
- ☐ Parent or friend
- ☐ Employer
- ☐ Other

Please State

Q23 Before you started your Apprenticeship were you clear about what it involved?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Q24 Before you started your Apprenticeship were you clear about why it would be beneficial?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Before the Apprenticeship

Q25 Which of the following best describes your main situation just before you started the Apprenticeship?

- ☐ Doing paid work as an employee
- ☐ Working on a self-employed basis
- ☐ In education
- ☐ On a Government funded employment or training programme
- ☐ On a training course that was not government funded
- ☐ Unemployed and looking for work
- ☐ Not in or looking for paid work
- ☐ Other
- ☐ Can't remember

Please State

Q26 What was your job role?

Q27 Were you working for the employer that you are currently doing your Apprenticeship with?

- ☐ Yes
- ☐ No

Q28 How long had you been working with this employer before you began your Apprenticeship? (Answer in weeks with a whole number)

Q29 What type of education course were you

studying?

Q30 What was your reason(s) for being unemployed? (select all that apply)

- ☐ Just left full time education
- ☐ A lack of qualifications or skills
- ☐ Lack of relevant work experience
- ☐ Lack of affordable childcare
- ☐ Having caring responsibilities
- ☐ Health problems
- ☐ Your age
- ☐ Alcohol or drug dependency
- ☐ Having a criminal record
- ☐ lack of appropriate jobs where you live
- ☐ Transport difficulties and it being hard to get to appropriate work
- ☐ Only wanting to work part time
- ☐ Believing you would not be better off financially in work
- ☐ Other

Please state

Q31 Which Government funded training scheme were you on?

- ☐ Foundation Apprenticeship
- ☐ Apprenticeship
- ☐ Shared Apprenticeship Scheme
- ☐ Pathways to Apprenticeships
- ☐ Jobs Growth Wales Programme
- ☐ Traineeship
- ☐ Work Ready Programme (previously called steps to employment)
- ☐ Work Programme (DWP)
- ☐ Other

Please State

Q32 What training course were you on?

Q33 Were you not looking for paid work for any of the following reasons? (Please select all that apply)

- ☐ Looking after family,home or caring for dependents
- ☐ Temporarily sick or injured
- ☐ Doing unpaid voluntary work
- ☐ Not needing or wanting employment
- ☐ Not looking for work as there were no jobs available
- ☐ Other

Please state

Before the Apprenticeship

Q34 Before you started your Apprenticeship what was the highest qualification that you had achieved?

- ☐ NVQ/GNVQ
- ☐ GCSE
- ☐ A Level/AS Level
- ☐ Welsh Baccalaureate
- ☐ No Qualifications
- ☐ Don't Know
- ☐ Other

Please State

Benefits of the Course

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply)

	Yes	No	Don't Know	N/A
Job-specific skills related to your specific occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem solving skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team working skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisational skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Literacy skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Numeracy skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IT skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership and strategic management skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job search skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CV writing or interview skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English language skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please state				

Benefits of the Course

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways?

	Yes	No	Don't Know	N/A
More enthusiastic about learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking part in more voluntary or community activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clearer about what you want to do in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More confident about your abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clearer about the range of opportunities available to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling better about yourself generally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thinking about setting up your own business or working self-employed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling more healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made new friends as a result of the Apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taken up new interests and hobbies as a result of the Apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Given you better pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Given you better prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Please State	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Benefits of the Course

Q37 Do you think the benefits that you have had were

- ☐ Directly because of the Apprenticeship
- ☐ The Apprenticeship helped
- ☐ The Apprenticeship made no difference
- ☐ Not sure
- ☐ There have been no benefits so far

Q38 To what extent does your current Apprenticeship match the expectations you had before starting the Apprenticeship

- ☐ Not at all
- ☐ A little
- ☐ Somewhat
- ☐ Mostly
- ☐ Exactly
- ☐ Exceeds
- ☐ Don't Know

Benefits of the Course

Q39 Do you want to go on to the next level of Apprenticeship when you finish your current Apprenticeship?

- ☐ Yes
- ☐ No
- ☐ Don't Know
- ☐ N/A

Why is this?

Q40 Will you be looking for employment when you finish your Apprenticeship? (not asked if Q39 = yes)

- ☐ Yes
- ☐ No
- ☐ Don't Know
- ☐ N/A

Q41 Would you like employment with (only asked if Q40 = yes)

- ☐ Current Employer
- ☐ Another Employer
- ☐ Don't Know
- ☐ N/A

Q42 Do you think that your current employer will continue to employ you after your Apprenticeship has finished?

- ☐ Yes
- ☐ No
- ☐ Don't Know
- ☐ N/A

Why is this?

Benefits of the Course

Q43 To what extent do you feel that your Apprenticeship will improve your chances of finding a job in the future?

- ☐ Significantly more chance
- ☐ Slightly more chance
- ☐ No difference
- ☐ Slightly less chance
- ☐ Significantly less chance
- ☐ Don't Know

Q44 To what extent do you agree or disagree that you are enjoying your Apprenticeship?

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neither Disagree nor Agree
- ☐ Agree
- ☐ Strongly Agree
- ☐ Don't Know

Why is this?

Language

Q46 As part of your Apprenticeship have you been offered any of the following? (Please select all that apply)

- ☐ To learn in Welsh
- ☐ To speak Welsh during your Apprenticeship
- ☐ To work towards a Welsh medium qualification
- ☐ To work at a Welsh speaking employer, community project or voluntary work placement provider
- ☐ None of the above

Q47 Language (select all that apply)

	Yes	No
Is English your first language?	<input type="checkbox"/>	<input type="checkbox"/>
Can you speak Welsh?	<input type="checkbox"/>	<input type="checkbox"/>
Can you read Welsh?	<input type="checkbox"/>	<input type="checkbox"/>
Can you understand Welsh?	<input type="checkbox"/>	<input type="checkbox"/>
Can you write Welsh?	<input type="checkbox"/>	<input type="checkbox"/>

Demographics

Q48 Gender ☐ Male ☐ Female

Q49 Age (number in years) _____

Q50 County you live in

- | | |
|--|--|
| <input type="checkbox"/> Blaenau Gwent | <input type="checkbox"/> Monmouthshire |
| <input type="checkbox"/> Bridgend | <input type="checkbox"/> Neath Port Talbot |
| <input type="checkbox"/> Caerphilly | <input type="checkbox"/> Newport |
| <input type="checkbox"/> Cardiff | <input type="checkbox"/> Pembrokeshire |
| <input type="checkbox"/> Carmarthenshire | <input type="checkbox"/> Powys |

- ☐ Ceredigion
- ☐ Conwy
- ☐ Denbighshire
- ☐ Flintshire
- ☐ Gwynedd
- ☐ Isle of Anglesey
- ☐ Merthyr Tydfil

- ☐ Rhondda Cynon Taf
- ☐ City and County of Swansea
- ☐ Vale of Glamorgan
- ☐ Torfaen
- ☐ Wrexham
- ☐ Prefer not to say

Q51 Ethnicity

- ☐ Welsh
- ☐ English
- ☐ Scottish
- ☐ Northern Irish
- ☐ Irish
- ☐ Any other White background
- ☐ White and Black Caribbean
- ☐ White and Black African
- ☐ Any other Mixed background
- ☐ Indian
- ☐ Pakistani

- ☐ Bangladeshi
- ☐ Chinese
- ☐ Any other Asian background
- ☐ Caribbean
- ☐ African
- ☐ Any other Black background
- ☐ Arab
- ☐ Gypsy/Romany/Irish Traveller
- ☐ Any Other
- ☐ Prefer not to say

Please State

Thank you for completing part of the survey - this survey is for those currently undertaking an Apprenticeship and therefore the questions will not apply to your situation.

Thank you for completing the survey!

Appx H - Current Apprentices Tables

Q3 What is the level of your Apprenticeship?	Competitiveness	Convergence	Prefer not to say	Total
	70	141	1	212
Foundation Apprenticeship (Level 2)	33.0 %	66.5 %	0.5 %	100.0 %
	75	158	2	235
Apprenticeship (Level 3)	31.9 %	67.2 %	0.9 %	100.0 %
	32	48	2	82
Higher Apprenticeship (Level 4)	39.0 %	58.5 %	2.4 %	100.0 %
	3	2	0	5
Flexible Learning	60.0 %	40.0 %	0.0 %	100.0 %
	12	13	0	25
Don't Know	48.0 %	52.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q7 How long is your Apprenticeship course?	Competitiveness	Convergence	Prefer not to say	Total
	8	20	0	28
Less than one year	28.6 %	71.4 %	0.0 %	100.0 %
	58	111	0	169
One year	34.3 %	65.7 %	0.0 %	100.0 %
	61	110	1	172
Two years	35.5 %	64.0 %	0.6 %	100.0 %
	17	37	2	56
Three years	30.4 %	66.1 %	3.6 %	100.0 %
	19	28	0	47
Four years	40.4 %	59.6 %	0.0 %	100.0 %
	22	40	2	64
Other	34.4 %	62.5 %	3.1 %	100.0 %
	7	16	0	23
Don't Know	30.4 %	69.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q8 Does your Apprenticeship involve training or placements at any of the following? (please select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	152	295	3	450
Workplace	33.8 %	65.6 %	0.7 %	100.0 %
	63	131	2	196
College (part-time)	32.1 %	66.8 %	1.0 %	100.0 %
	6	2	0	8
College (full-time)	75.0 %	25.0 %	0.0 %	100.0 %
	31	55	2	88
Training centre	35.2 %	62.5 %	2.3 %	100.0 %
	5	6	0	11
Other	45.5 %	54.5 %	0.0 %	100.0 %
	9	13	0	22
Don't Know	40.9 %	59.1 %	0.0 %	100.0 %
	266	502	7	775
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q9 How many hours a week on average are you spending in the workplace?	Competitiveness	Convergence	Prefer not to say	Total
	2	11	0	13
0-4 hours	15.4 %	84.6 %	0.0 %	100.0 %
	1	4	0	5
5-9 hours	20.0 %	80.0 %	0.0 %	100.0 %
	0	2	0	2
10-15 hours	0.0 %	100.0 %	0.0 %	100.0 %
	2	20	2	24
16-24 hours	8.3 %	83.3 %	8.3 %	100.0 %
	143	256	1	400
25 hours or more	35.8 %	64.0 %	0.3 %	100.0 %
	3	2	0	5
Don't Know	60.0 %	40.0 %	0.0 %	100.0 %
	151	295	3	449
Total	33.6 %	65.7 %	0.7 %	100.0 %

Q10 How many hours a week on average are you spending in formal training (e.g. At college, training centre, off the job training or completing qualifications such as NVQ, BTEC, Essential Skills, foundation degree.)	Competitiveness	Convergence	Prefer not to say	Total
0-4 hours	96 37.1 %	161 62.2 %	2 0.8 %	259 100.0 %
5-9 hours	64 30.8 %	142 68.3 %	2 1.0 %	208 100.0 %
10-15 hours	9 28.1 %	22 68.8 %	1 3.1 %	32 100.0 %
16-24 hours	4 57.1 %	3 42.9 %	0 0.0 %	7 100.0 %
25 hours or more	11 45.8 %	13 54.2 %	0 0.0 %	24 100.0 %
Don't Know	8 27.6 %	21 72.4 %	0 0.0 %	29 100.0 %
Total	192 34.3 %	362 64.8 %	5 0.9 %	559 100.0 %

Q11 To what extent do you agree or disagree with the following statements? My Apprenticeship provider has been supportive	Competitiveness	Convergence	Prefer not to say	Total
Agree Strongly	144 36.0 %	254 63.5 %	2 0.5 %	400 100.0 %
Agree	44 32.4 %	91 66.9 %	1 0.7 %	136 100.0 %
Neither agree nor disagree	3 21.4 %	10 71.4 %	1 7.1 %	14 100.0 %
Disagree	0 0.0 %	3 75.0 %	1 25.0 %	4 100.0 %
Disagree Strongly	1 20.0 %	4 80.0 %	0 0.0 %	5 100.0 %
Total	192 34.3 %	362 64.8 %	5 0.9 %	559 100.0 %

Q11 To what extent do you agree or disagree with the following statements? My employer has been supportive during my Apprenticeship	Competitiveness	Convergence	Prefer not to say	Total
Agree Strongly	128 35.9 %	226 63.3 %	3 0.8 %	357 100.0 %
Agree	50 29.6 %	118 69.8 %	1 0.6 %	169 100.0 %
Neither agree nor disagree	8 40.0 %	12 60.0 %	0 0.0 %	20 100.0 %
Disagree	2 50.0 %	1 25.0 %	1 25.0 %	4 100.0 %
Disagree Strongly	1 16.7 %	5 83.3 %	0 0.0 %	6 100.0 %
N/A	3 100.0 %	0 0.0 %	0 0.0 %	3 100.0 %
Total	192 34.3 %	362 64.8 %	5 0.9 %	559 100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To develop a broader range of skills and/or knowledge	Competitiveness	Convergence	Prefer not to say	Total
Yes	183 33.8 %	353 65.2 %	5 0.9 %	541 100.0 %
No	5 45.5 %	6 54.5 %	0 0.0 %	11 100.0 %
Don't Know	3 75.0 %	1 25.0 %	0 0.0 %	4 100.0 %
N/A	1 33.3 %	2 66.7 %	0 0.0 %	3 100.0 %
Total	192 34.3 %	362 64.8 %	5 0.9 %	559 100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To develop more specialist skills and/or knowledge	Competitiveness	Convergence	Prefer not to say	Total
	180	345	5	530
Yes	34.0 %	65.1 %	0.9 %	100.0 %
	10	12	0	22
No	45.5 %	54.5 %	0.0 %	100.0 %
	2	1	0	3
Don't Know	66.7 %	33.3 %	0.0 %	100.0 %
	0	4	0	4
N/A	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To improve or widen your career prospects	Competitiveness	Convergence	Prefer not to say	Total
	180	350	3	533
Yes	33.8 %	65.7 %	0.6 %	100.0 %
	11	8	2	21
No	52.4 %	38.1 %	9.5 %	100.0 %
	1	2	0	3
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	0	2	0	2
N/A	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To help you get a job	Competitiveness	Convergence	Prefer not to say	Total
	107	209	3	319
Yes	33.5 %	65.5 %	0.9 %	100.0 %
	66	111	2	179
No	36.9 %	62.0 %	1.1 %	100.0 %
	4	6	0	10
Don't Know	40.0 %	60.0 %	0.0 %	100.0 %
	15	36	0	51
N/A	29.4 %	70.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To improve your pay, promotion or other prospects at work	Competitiveness	Convergence	Prefer not to say	Total
	142	272	2	416
Yes	34.1 %	65.4 %	0.5 %	100.0 %
	33	64	2	99
No	33.3 %	64.6 %	2.0 %	100.0 %
	4	11	0	15
Don't Know	26.7 %	73.3 %	0.0 %	100.0 %
	13	15	1	29
N/A	44.8 %	51.7 %	3.4 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? Your employer requested or required you to do it	Competitiveness	Convergence	Prefer not to say	Total
	78	152	2	232
Yes	33.6 %	65.5 %	0.9 %	100.0 %
	102	184	2	288
No	35.4 %	63.9 %	0.7 %	100.0 %
	2	4	1	7
Don't Know	28.6 %	57.1 %	14.3 %	100.0 %
	10	22	0	32
N/A	31.3 %	68.8 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To learn something new for personal interest	Competitiveness	Convergence	Prefer not to say	Total
	144	258	4	406
Yes	35.5 %	63.5 %	1.0 %	100.0 %
	35	83	1	119
No	29.4 %	69.7 %	0.8 %	100.0 %
	3	6	0	9
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	10	15	0	25
N/A	40.0 %	60.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To help you progress in your preferred sector/occupation	Competitiveness	Convergence	Prefer not to say	Total
	161	323	5	489
Yes	32.9 %	66.1 %	1.0 %	100.0 %
	20	29	0	49
No	40.8 %	59.2 %	0.0 %	100.0 %
	7	4	0	11
Don't Know	63.6 %	36.4 %	0.0 %	100.0 %
	4	6	0	10
N/A	40.0 %	60.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? To help you progress onto another education, training or learning course	Competitiveness	Convergence	Prefer not to say	Total
	98	196	3	297
Yes	33.0 %	66.0 %	1.0 %	100.0 %
	75	134	2	211
No	35.5 %	63.5 %	0.9 %	100.0 %
	10	16	0	26
Don't Know	38.5 %	61.5 %	0.0 %	100.0 %
	9	16	0	25
N/A	36.0 %	64.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? An advisor recommended that you should complete an Apprenticeship as it was relevant to your needs	Competitiveness	Convergence	Prefer not to say	Total
	63	115	1	179
Yes	35.2 %	64.2 %	0.6 %	100.0 %
	111	208	3	322
No	34.5 %	64.6 %	0.9 %	100.0 %
	5	8	1	14
Don't Know	35.7 %	57.1 %	7.1 %	100.0 %
	13	31	0	44
N/A	29.5 %	70.5 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q12 Were any of the following reasons for doing the Apprenticeship? Other	Competitiveness	Convergence	Prefer not to say	Total
	3	6	1	10
Yes	30.0 %	60.0 %	10.0 %	100.0 %
	62	99	2	163
No	38.0 %	60.7 %	1.2 %	100.0 %
	5	5	0	10
Don't Know	50.0 %	50.0 %	0.0 %	100.0 %
	57	137	0	194
N/A	29.4 %	70.6 %	0.0 %	100.0 %
	127	247	3	377
Total	33.7 %	65.5 %	0.8 %	100.0 %

Which of these reasons was the most important reason for doing the Apprenticeship? (Please select one answer only)	Competitiveness	Convergence	Prefer not to say	Total
	56	105	1	162
To develop a broader range of skills and/or knowledge	34.6 %	64.8 %	0.6 %	100.0 %
	37	72	1	110
To develop more specialist skills and/or knowledge	33.6 %	65.5 %	0.9 %	100.0 %
	58	118	2	178
To improve or widen your career prospects	32.6 %	66.3 %	1.1 %	100.0 %
	9	45	1	55
To help you get a job	16.4 %	81.8 %	1.8 %	100.0 %
	20	50	1	71
To improve your pay, promotion or other prospects at work	28.2 %	70.4 %	1.4 %	100.0 %
	9	32	2	43
Your employer requested or required you to do it	20.9 %	74.4 %	4.7 %	100.0 %
	5	12	1	18
To learn something new for personal interest	27.8 %	66.7 %	5.6 %	100.0 %
	23	55	1	79
To help you progress in your preferred sector/occupation	29.1 %	69.6 %	1.3 %	100.0 %
	8	19	2	29
To help you progress onto another education, training or learning course	27.6 %	65.5 %	6.9 %	100.0 %
	4	8	1	13
An advisor recommended that you should complete an Apprenticeship as it was relevant to you	30.8 %	61.5 %	7.7 %	100.0 %
	0	1	1	2
Other	0.0 %	50.0 %	50.0 %	100.0 %
	229	517	14	760
Total	30.1 %	68.0 %	1.8 %	100.0 %

Q14 How did you select the Apprenticeship	Competitiveness	Convergence	Prefer not to say	Total
	111	231	4	346
I chose to start the Apprenticeship that I wanted	32.1 %	66.8 %	1.2 %	100.0 %
	28	27	0	55
It was the only Apprenticeship available	50.9 %	49.1 %	0.0 %	100.0 %
	38	85	1	124
My employer told me to start the Apprenticeship	30.6 %	68.5 %	0.8 %	100.0 %
	15	19	0	34
Other	44.1 %	55.9 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q15 At the time of choosing to do your Apprenticeship, did you think about doing a different course to the one you are currently completing?	Competitiveness	Convergence	Prefer not to say	Total
	28	56	2	86
Yes	32.6 %	65.1 %	2.3 %	100.0 %
	156	292	3	451
No	34.6 %	64.7 %	0.7 %	100.0 %
	8	14	0	22
Don't Know	36.4 %	63.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q16 Was this different course	Competitiveness	Convergence	Prefer not to say	Total
	16	30	2	48
In the same sector	33.3 %	62.5 %	4.2 %	100.0 %
	12	23	0	35
In a different sector	34.3 %	65.7 %	0.0 %	100.0 %
	0	3	0	3
Can't remember	0.0 %	100.0 %	0.0 %	100.0 %
	28	56	2	86
Total	32.6 %	65.1 %	2.3 %	100.0 %

Q17 Did you decide to do an Apprenticeship over any other course you were considering because of any of the following reasons (Please select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	6	10	1	17
The Apprenticeship was free, or cheaper than the alternative course	35.3 %	58.8 %	5.9 %	100.0 %
	12	21	1	34
You preferred to earn while you were learning	35.3 %	61.8 %	2.9 %	100.0 %
	10	26	0	36
The Apprenticeship was more suited to your needs	27.8 %	72.2 %	0.0 %	100.0 %
	4	16	0	20
Apprenticeships are valued qualifications	20.0 %	80.0 %	0.0 %	100.0 %
	4	3	0	7
Other reasons	57.1 %	42.9 %	0.0 %	100.0 %
	36	76	2	114
Total	31.6 %	66.7 %	1.8 %	100.0 %

Q18 To what extent do you agree or disagree with the following statements? Apprenticeships are good for getting experience and skills	Competitiveness	Convergence	Prefer not to say	Total
	111	209	3	323
Agree Strongly	34.4 %	64.7 %	0.9 %	100.0 %
	74	135	2	211
Agree	35.1 %	64.0 %	0.9 %	100.0 %
	4	11	0	15
Neither agree nor disagree	26.7 %	73.3 %	0.0 %	100.0 %
	1	4	0	5
Disagree	20.0 %	80.0 %	0.0 %	100.0 %
	2	2	0	4
Disagree Strongly	50.0 %	50.0 %	0.0 %	100.0 %
	0	1	0	1
Don't Know	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q18 To what extent do you agree or disagree with the following statements? Apprenticeships are a good stepping stone for my career	Competitiveness	Convergence	Prefer not to say	Total
	100	191	2	293
Agree Strongly	34.1 %	65.2 %	0.7 %	100.0 %
	81	145	2	228
Agree	35.5 %	63.6 %	0.9 %	100.0 %
	7	16	0	23
Neither agree nor disagree	30.4 %	69.6 %	0.0 %	100.0 %
	0	4	1	5
Disagree	0.0 %	80.0 %	20.0 %	100.0 %
	3	3	0	6
Disagree Strongly	50.0 %	50.0 %	0.0 %	100.0 %
	1	3	0	4
Don't Know	25.0 %	75.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q18 To what extent do you agree or disagree with the following statements? Apprenticeships are respected by young people in general	Competitiveness	Convergence	Prefer not to say	Total
	47	99	0	146
Agree Strongly	32.2 %	67.8 %	0.0 %	100.0 %
	60	141	2	203
Agree	29.6 %	69.5 %	1.0 %	100.0 %
	54	79	2	135
Neither agree nor disagree	40.0 %	58.5 %	1.5 %	100.0 %
	14	14	1	29
Disagree	48.3 %	48.3 %	3.4 %	100.0 %
	5	5	0	10
Disagree Strongly	50.0 %	50.0 %	0.0 %	100.0 %
	12	24	0	36
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q18 To what extent do you agree or disagree with the following statements? Apprenticeships are respected by employers in general	Competitiveness	Convergence	Prefer not to say	Total
	63	112	0	175
Agree Strongly	36.0 %	64.0 %	0.0 %	100.0 %
	89	177	1	267
Agree	33.3 %	66.3 %	0.4 %	100.0 %
	22	45	2	69
Neither agree nor disagree	31.9 %	65.2 %	2.9 %	100.0 %
	8	11	2	21
Disagree	38.1 %	52.4 %	9.5 %	100.0 %
	2	4	0	6
Disagree Strongly	33.3 %	66.7 %	0.0 %	100.0 %
	8	13	0	21
Don't Know	38.1 %	61.9 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q19 Are you aware of the Apprenticeship matching service (the online Apprenticeship search tool on the Careers Wales Website)?	Competitiveness	Convergence	Prefer not to say	Total
	56	124	0	180
Yes	31.1 %	68.9 %	0.0 %	100.0 %
	128	215	5	348
No	36.8 %	61.8 %	1.4 %	100.0 %
	8	23	0	31
Don't Know	25.8 %	74.2 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q20 Did you use the Apprenticeship matching service when thinking about doing an Apprenticeship?	Competitiveness	Convergence	Prefer not to say	Total
	11	37	0	48
Yes	22.9 %	77.1 %	0.0 %	100.0 %
	43	85	0	128
No	33.6 %	66.4 %	0.0 %	100.0 %
	2	2	0	4
Don't Know	50.0 %	50.0 %	0.0 %	100.0 %
	56	124	0	180
Total	31.1 %	68.9 %	0.0 %	100.0 %

Q21 Did you find the Apprenticeship matching service a useful tool?	Competitiveness	Convergence	Prefer not to say	Total
	10	35	0	45
Yes	22.2 %	77.8 %	0.0 %	100.0 %
	1	1	0	2
No	50.0 %	50.0 %	0.0 %	100.0 %
	0	1	0	1
Don't Know	0.0 %	100.0 %	0.0 %	100.0 %
	11	37	0	48
Total	22.9 %	77.1 %	0.0 %	100.0 %

Q22 How did you find out about apprenticeships? (select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	29	46	1	76
Careers Wales Advisor	38.2 %	60.5 %	1.3 %	100.0 %
	43	85	0	128
Apprenticeship provider	33.6 %	66.4 %	0.0 %	100.0 %
	18	33	0	51
Schools/careers teacher	35.3 %	64.7 %	0.0 %	100.0 %
	41	60	1	102
Parent or friend	40.2 %	58.8 %	1.0 %	100.0 %
	97	177	2	276
Employer	35.1 %	64.1 %	0.7 %	100.0 %
	18	35	1	54
Other	33.3 %	64.8 %	1.9 %	100.0 %
	246	436	5	687
Total	35.8 %	63.5 %	0.7 %	100.0 %

Q23 Before you started your Apprenticeship were you clear about what it involved?	Competitiveness	Convergence	Prefer not to say	Total
	153	293	4	450
Yes	34.0 %	65.1 %	0.9 %	100.0 %
	33	60	1	94
No	35.1 %	63.8 %	1.1 %	100.0 %
	6	9	0	15
Don't Know	40.0 %	60.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q24 Before you started your Apprenticeship were you clear about why it would be beneficial?	Competitiveness	Convergence	Prefer not to say	Total
	179	340	4	523
Yes	34.2 %	65.0 %	0.8 %	100.0 %
	10	19	1	30
No	33.3 %	63.3 %	3.3 %	100.0 %
	3	3	0	6
Don't Know	50.0 %	50.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q25 Which of the following best describes your main situation just before you started the Apprenticeship?	Competitiveness	Convergence	Prefer not to say	Total
	114	208	2	324
Doing paid work as an employee - Full Time	35.2 %	64.2 %	0.6 %	100.0 %
	14	37	1	52
Doing paid work as an employee - Part Time	26.9 %	71.2 %	1.9 %	100.0 %
	27	64	2	93
In education	29.0 %	68.8 %	2.2 %	100.0 %
	0	2	0	2
Not in or looking for paid work	0.0 %	100.0 %	0.0 %	100.0 %
	11	15	0	26
On a Government funded employment or training programme	42.3 %	57.7 %	0.0 %	100.0 %
	10	24	0	34
Unemployed and looking for work	29.4 %	70.6 %	0.0 %	100.0 %
	6	4	0	10
Working on a self-employed basis	60.0 %	40.0 %	0.0 %	100.0 %
	6	1	0	7
Other	85.7 %	14.3 %	0.0 %	100.0 %
	4	7	0	11
Can't remember	36.4 %	63.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q27 Were you working for the employer that you are currently doing your Apprenticeship with?	Competitiveness	Convergence	Prefer not to say	Total
	94	185	3	282
Yes	33.3 %	65.6 %	1.1 %	100.0 %
	34	60	0	94
No	36.2 %	63.8 %	0.0 %	100.0 %
	128	245	3	376
Total	34.0 %	65.2 %	0.8 %	100.0 %

Q30 What was your reason(s) for being unemployed? (select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	5	13	0	18
Just left full time education	27.8 %	72.2 %	0.0 %	100.0 %
	1	3	0	4
A lack of qualifications or skills	25.0 %	75.0 %	0.0 %	100.0 %
	4	6	0	10
Lack of relevant work experience	40.0 %	60.0 %	0.0 %	100.0 %
	0	0	0	0
Lack of affordable childcare	NaN	NaN	NaN	NaN
	0	0	0	0
Having caring responsibilities	NaN	NaN	NaN	NaN
	0	2	0	2
Health problems	0.0 %	100.0 %	0.0 %	100.0 %
	1	0	0	1
Your age	100.0 %	0.0 %	0.0 %	100.0 %
	0	0	0	0
Alcohol or drug dependency	NaN	NaN	NaN	NaN
	0	0	0	0
Having a criminal record	NaN	NaN	NaN	NaN
	2	6	0	8
Lack of appropriate jobs where you live	25.0 %	75.0 %	0.0 %	100.0 %
	1	3	0	4
Transport difficulties and it being hard to get to appropriate work	25.0 %	75.0 %	0.0 %	100.0 %
	0	0	0	0
Only wanting to work part time	NaN	NaN	NaN	NaN
	1	0	0	1
Believing you would not be better off financially in work	100.0 %	0.0 %	0.0 %	100.0 %
	2	4	0	6
Other	33.3 %	66.7 %	0.0 %	100.0 %
	17	37	0	54
Total	31.5 %	68.5 %	0.0 %	100.0 %

Q31 Which Government funded training scheme were you on?	Competitiveness	Convergence	Prefer not to say	Total
	2	4	0	6
Pathways to Apprenticeships	33.3 %	66.7 %	0.0 %	100.0 %
	1	0	0	1
Shared Apprenticeship Scheme	100.0 %	0.0 %	0.0 %	100.0 %
	1	1	0	2
Foundation Apprenticeship	50.0 %	50.0 %	0.0 %	100.0 %
	0	2	0	2
Apprenticeship	0.0 %	100.0 %	0.0 %	100.0 %
	6	3	0	9
Jobs Growth Wales Programme	66.7 %	33.3 %	0.0 %	100.0 %
	1	3	0	4
Traineeship	25.0 %	75.0 %	0.0 %	100.0 %
	0	1	0	1
Work Programme (DWP)	0.0 %	100.0 %	0.0 %	100.0 %
	0	1	0	1
Other	0.0 %	100.0 %	0.0 %	100.0 %
	11	15	0	26
Total	42.3 %	57.7 %	0.0 %	100.0 %

Q33 Were you not looking for paid work for any of the following reasons? (Please select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	0	0	0	0
Looking after the family, home or caring for dependents	NaN	NaN	NaN	NaN
	0	0	0	0
Temporarily sick or injured	NaN	NaN	NaN	NaN
	0	0	0	0
Doing unpaid voluntary work	NaN	NaN	NaN	NaN
	0	0	0	0
Not needing or wanting employment	NaN	NaN	NaN	NaN
	0	0	0	0
Not looking for work as there were no jobs available	NaN	NaN	NaN	NaN
	0	2	0	2
Other	0.0 %	100.0 %	0.0 %	100.0 %
	0	2	0	2
Total	0.0 %	100.0 %	0.0 %	100.0 %

Q34 Before you started your Apprenticeship what was the highest qualification that you had achieved?	Competitiveness	Convergence	Prefer not to say	Total
	55	104	1	160
GCSE	34.4 %	65.0 %	0.6 %	100.0 %
	49	102	1	152
A Level/AS Level	32.2 %	67.1 %	0.7 %	100.0 %
	54	89	1	144
NVQ/GNVQ	37.5 %	61.8 %	0.7 %	100.0 %
	0	6	1	7
Welsh Baccalaureate	0.0 %	85.7 %	14.3 %	100.0 %
	6	13	0	19
No Qualifications	31.6 %	68.4 %	0.0 %	100.0 %
	27	46	1	74
Other	36.5 %	62.2 %	1.4 %	100.0 %
	1	2	0	3
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q34a What level was this?	Competitiveness	Convergence	Prefer not to say	Total
	0	1	0	1
Foundation	0.0 %	100.0 %	0.0 %	100.0 %
	0	1	0	1
Intermediate	0.0 %	100.0 %	0.0 %	100.0 %
	0	1	0	1
Advanced	0.0 %	100.0 %	0.0 %	100.0 %
	0	3	1	4
Don't Know	0.0 %	75.0 %	25.0 %	100.0 %
	0	6	1	7
Total	0.0 %	85.7 %	14.3 %	100.0 %

Q34a What level was this?	Competitiveness	Convergence	Prefer not to say	Total
	2	8	0	10
1	20.0 %	80.0 %	0.0 %	100.0 %
	30	41	0	71
2	42.3 %	57.7 %	0.0 %	100.0 %
	18	35	1	54
3	33.3 %	64.8 %	1.9 %	100.0 %
	2	3	0	5
4	40.0 %	60.0 %	0.0 %	100.0 %
	0	1	0	1
Don't Know	0.0 %	100.0 %	0.0 %	100.0 %
	2	1	0	3
Other	66.7 %	33.3 %	0.0 %	100.0 %
	54	89	1	144
Total	37.5 %	61.8 %	0.7 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Job-specific skills related to your specific occupation	Competitiveness	Convergence	Prefer not to say	Total
	178	323	5	506
Yes	35.2 %	63.8 %	1.0 %	100.0 %
	11	23	0	34
No	32.4 %	67.6 %	0.0 %	100.0 %
	3	12	0	15
Don't Know	20.0 %	80.0 %	0.0 %	100.0 %
	0	4	0	4
N/A	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Problem solving skills	Competitiveness	Convergence	Prefer not to say	Total
	165	294	5	464
Yes	35.6 %	63.4 %	1.1 %	100.0 %
	20	53	0	73
No	27.4 %	72.6 %	0.0 %	100.0 %
	4	9	0	13
Don't Know	30.8 %	69.2 %	0.0 %	100.0 %
	3	6	0	9
N/A	33.3 %	66.7 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Team working skills	Competitiveness	Convergence	Prefer not to say	Total
	159	287	5	451
Yes	35.3 %	63.6 %	1.1 %	100.0 %
	23	60	0	83
No	27.7 %	72.3 %	0.0 %	100.0 %
	7	8	0	15
Don't Know	46.7 %	53.3 %	0.0 %	100.0 %
	3	7	0	10
N/A	30.0 %	70.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Organisational skills	Competitiveness	Convergence	Prefer not to say	Total
	168	302	5	475
Yes	35.4 %	63.6 %	1.1 %	100.0 %
	18	47	0	65
No	27.7 %	72.3 %	0.0 %	100.0 %
	5	10	0	15
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	1	3	0	4
N/A	25.0 %	75.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Literacy skills	Competitiveness	Convergence	Prefer not to say	Total
	131	265	2	398
Yes	32.9 %	66.6 %	0.5 %	100.0 %
	50	79	1	130
No	38.5 %	60.8 %	0.8 %	100.0 %
	7	6	1	14
Don't Know	50.0 %	42.9 %	7.1 %	100.0 %
	4	12	1	17
N/A	23.5 %	70.6 %	5.9 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Numeracy skills	Competitiveness	Convergence	Prefer not to say	Total
	135	248	2	385
Yes	35.1 %	64.4 %	0.5 %	100.0 %
	49	92	1	142
No	34.5 %	64.8 %	0.7 %	100.0 %
	5	6	1	12
Don't Know	41.7 %	50.0 %	8.3 %	100.0 %
	3	16	1	20
N/A	15.0 %	80.0 %	5.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) IT skills	Competitiveness	Convergence	Prefer not to say	Total
	122	232	2	356
Yes	34.3 %	65.2 %	0.6 %	100.0 %
	56	106	2	164
No	34.1 %	64.6 %	1.2 %	100.0 %
	6	7	0	13
Don't Know	46.2 %	53.8 %	0.0 %	100.0 %
	8	17	1	26
N/A	30.8 %	65.4 %	3.8 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Communication skills	Competitiveness	Convergence	Prefer not to say	Total
	171	293	5	469
Yes	36.5 %	62.5 %	1.1 %	100.0 %
	19	53	0	72
No	26.4 %	73.6 %	0.0 %	100.0 %
	1	6	0	7
Don't Know	14.3 %	85.7 %	0.0 %	100.0 %
	1	10	0	11
N/A	9.1 %	90.9 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Leadership and strategic management skills	Competitiveness	Convergence	Prefer not to say	Total
	136	217	3	356
Yes	38.2 %	61.0 %	0.8 %	100.0 %
	35	94	1	130
No	26.9 %	72.3 %	0.8 %	100.0 %
	9	24	0	33
Don't Know	27.3 %	72.7 %	0.0 %	100.0 %
	12	27	1	40
N/A	30.0 %	67.5 %	2.5 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Job search skills	Competitiveness	Convergence	Prefer not to say	Total
	67	125	1	193
Yes	34.7 %	64.8 %	0.5 %	100.0 %
	94	173	3	270
No	34.8 %	64.1 %	1.1 %	100.0 %
	8	14	0	22
Don't Know	36.4 %	63.6 %	0.0 %	100.0 %
	23	50	1	74
N/A	31.1 %	67.6 %	1.4 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) CV writing or interview skills	Competitiveness	Convergence	Prefer not to say	Total
	84	125	0	209
Yes	40.2 %	59.8 %	0.0 %	100.0 %
	85	174	4	263
No	32.3 %	66.2 %	1.5 %	100.0 %
	6	13	0	19
Don't Know	31.6 %	68.4 %	0.0 %	100.0 %
	17	50	1	68
N/A	25.0 %	73.5 %	1.5 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) English language skills	Competitiveness	Convergence	Prefer not to say	Total
	119	210	1	330
Yes	36.1 %	63.6 %	0.3 %	100.0 %
	63	116	3	182
No	34.6 %	63.7 %	1.6 %	100.0 %
	2	12	0	14
Don't Know	14.3 %	85.7 %	0.0 %	100.0 %
	8	24	1	33
N/A	24.2 %	72.7 %	3.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q35 Do you think that you have gained or improved on any of the following skills whilst being on the course? (Select all that apply) Other	Competitiveness	Convergence	Prefer not to say	Total
	6	18	1	25
Yes	24.0 %	72.0 %	4.0 %	100.0 %
	90	156	2	248
No	36.3 %	62.9 %	0.8 %	100.0 %
	20	28	0	48
Don't Know	41.7 %	58.3 %	0.0 %	100.0 %
	76	160	2	238
N/A	31.9 %	67.2 %	0.8 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? More enthusiastic about learning	Competitiveness	Convergence	Prefer not to say	Total
	156	288	5	449
Yes	34.7 %	64.1 %	1.1 %	100.0 %
	21	56	0	77
No	27.3 %	72.7 %	0.0 %	100.0 %
	10	12	0	22
Don't Know	45.5 %	54.5 %	0.0 %	100.0 %
	5	6	0	11
N/A	45.5 %	54.5 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Taking part in more voluntary or community activities	Competitiveness	Convergence	Prefer not to say	Total
	69	107	3	179
Yes	38.5 %	59.8 %	1.7 %	100.0 %
	107	213	2	322
No	33.2 %	66.1 %	0.6 %	100.0 %
	9	17	0	26
Don't Know	34.6 %	65.4 %	0.0 %	100.0 %
	7	25	0	32
N/A	21.9 %	78.1 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Clearer about what you want to do in life	Competitiveness	Convergence	Prefer not to say	Total
	137	264	3	404
Yes	33.9 %	65.3 %	0.7 %	100.0 %
	44	68	2	114
No	38.6 %	59.6 %	1.8 %	100.0 %
	9	15	0	24
Don't Know	37.5 %	62.5 %	0.0 %	100.0 %
	2	15	0	17
N/A	11.8 %	88.2 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? More confident about your abilities	Competitiveness	Convergence	Prefer not to say	Total
	179	321	5	505
Yes	35.4 %	63.6 %	1.0 %	100.0 %
	7	24	0	31
No	22.6 %	77.4 %	0.0 %	100.0 %
	6	12	0	18
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	0	5	0	5
N/A	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Clearer about the range of opportunities available to you	Competitiveness	Convergence	Prefer not to say	Total
	161	288	3	452
Yes	35.6 %	63.7 %	0.7 %	100.0 %
	21	49	1	71
No	29.6 %	69.0 %	1.4 %	100.0 %
	8	11	1	20
Don't Know	40.0 %	55.0 %	5.0 %	100.0 %
	2	14	0	16
N/A	12.5 %	87.5 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Feeling better about yourself generally	Competitiveness	Convergence	Prefer not to say	Total
	160	285	5	450
Yes	35.6 %	63.3 %	1.1 %	100.0 %
	21	51	0	72
No	29.2 %	70.8 %	0.0 %	100.0 %
	8	15	0	23
Don't Know	34.8 %	65.2 %	0.0 %	100.0 %
	3	11	0	14
N/A	21.4 %	78.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Thinking about setting up your own business or working self-employed	Competitiveness	Convergence	Prefer not to say	Total
	78	136	2	216
Yes	36.1 %	63.0 %	0.9 %	100.0 %
	95	181	2	278
No	34.2 %	65.1 %	0.7 %	100.0 %
	13	20	1	34
Don't Know	38.2 %	58.8 %	2.9 %	100.0 %
	6	25	0	31
N/A	19.4 %	80.6 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Feeling more healthy	Competitiveness	Convergence	Prefer not to say	Total
	83	151	2	236
Yes	35.2 %	64.0 %	0.8 %	100.0 %
	81	156	2	239
No	33.9 %	65.3 %	0.8 %	100.0 %
	17	18	0	35
Don't Know	48.6 %	51.4 %	0.0 %	100.0 %
	11	37	1	49
N/A	22.4 %	75.5 %	2.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Made new friends as a result of the Apprenticeship	Competitiveness	Convergence	Prefer not to say	Total
	142	238	3	383
Yes	37.1 %	62.1 %	0.8 %	100.0 %
	43	95	2	140
No	30.7 %	67.9 %	1.4 %	100.0 %
	2	4	0	6
Don't Know	33.3 %	66.7 %	0.0 %	100.0 %
	5	25	0	30
N/A	16.7 %	83.3 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Taken up new interests and hobbies as a result of the Apprenticeship	Competitiveness	Convergence	Prefer not to say	Total
	78	121	1	200
Yes	39.0 %	60.5 %	0.5 %	100.0 %
	102	208	4	314
No	32.5 %	66.2 %	1.3 %	100.0 %
	4	7	0	11
Don't Know	36.4 %	63.6 %	0.0 %	100.0 %
	8	26	0	34
N/A	23.5 %	76.5 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Given you better pay	Competitiveness	Convergence	Prefer not to say	Total
	89	166	3	258
Yes	34.5 %	64.3 %	1.2 %	100.0 %
	90	172	2	264
No	34.1 %	65.2 %	0.8 %	100.0 %
	5	5	0	10
Don't Know	50.0 %	50.0 %	0.0 %	100.0 %
	8	19	0	27
N/A	29.6 %	70.4 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Given you better prospects	Competitiveness	Convergence	Prefer not to say	Total
	161	307	5	473
Yes	34.0 %	64.9 %	1.1 %	100.0 %
	20	36	0	56
No	35.7 %	64.3 %	0.0 %	100.0 %
	9	12	0	21
Don't Know	42.9 %	57.1 %	0.0 %	100.0 %
	2	7	0	9
N/A	22.2 %	77.8 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q36 Do you think that the Apprenticeship so far has benefited you in any of the following ways? Other	Competitiveness	Convergence	Prefer not to say	Total
	5	14	1	20
Yes	25.0 %	70.0 %	5.0 %	100.0 %
	94	156	2	252
No	37.3 %	61.9 %	0.8 %	100.0 %
	18	25	0	43
Don't Know	41.9 %	58.1 %	0.0 %	100.0 %
	75	167	2	244
N/A	30.7 %	68.4 %	0.8 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q37 Do you think the benefits that you have had were	Competitiveness	Convergence	Prefer not to say	Total
	44	87	0	131
Directly because of the Apprenticeship	33.6 %	66.4 %	0.0 %	100.0 %
	131	227	4	362
The Apprenticeship helped	36.2 %	62.7 %	1.1 %	100.0 %
	5	15	1	21
The Apprenticeship made no difference	23.8 %	71.4 %	4.8 %	100.0 %
	7	19	0	26
There have been no benefits so far	26.9 %	73.1 %	0.0 %	100.0 %
	5	14	0	19
Not sure	26.3 %	73.7 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q38 To what extent does your current Apprenticeship match the expectations you had before starting the Apprenticeship	Competitiveness	Convergence	Prefer not to say	Total
	39	64	0	103
Exceeds	37.9 %	62.1 %	0.0 %	100.0 %
	44	114	1	159
Exactly	27.7 %	71.7 %	0.6 %	100.0 %
	77	129	3	209
Mostly	36.8 %	61.7 %	1.4 %	100.0 %
	18	33	0	51
Somewhat	35.3 %	64.7 %	0.0 %	100.0 %
	8	8	1	17
A little	47.1 %	47.1 %	5.9 %	100.0 %
	4	5	0	9
Not at all	44.4 %	55.6 %	0.0 %	100.0 %
	2	9	0	11
Don't Know	18.2 %	81.8 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q39 Do you want to go on to the next level of Apprenticeship when you finish your current Apprenticeship?	Competitiveness	Convergence	Prefer not to say	Total
	80	139	1	220
Yes	36.4 %	63.2 %	0.5 %	100.0 %
	14	37	0	51
No	27.5 %	72.5 %	0.0 %	100.0 %
	41	111	2	154
Don't Know	26.6 %	72.1 %	1.3 %	100.0 %
	13	14	0	27
N/A	48.1 %	51.9 %	0.0 %	100.0 %
	148	301	3	452
Total	32.7 %	66.6 %	0.7 %	100.0 %

Q40 Will you be looking for employment when you finish your Apprenticeship? (not asked if Q39 = yes)	Competitiveness	Convergence	Prefer not to say	Total
	25	49	2	76
Yes	32.9 %	64.5 %	2.6 %	100.0 %
	24	70	0	94
No	25.5 %	74.5 %	0.0 %	100.0 %
	4	17	0	21
Don't Know	19.0 %	81.0 %	0.0 %	100.0 %
	15	26	0	41
N/A	36.6 %	63.4 %	0.0 %	100.0 %
	68	162	2	232
Total	29.3 %	69.8 %	0.9 %	100.0 %

Q41 Would you like employment with (only asked if Q40 = yes)	Competitiveness	Convergence	Prefer not to say	Total
	16	30	1	47
Current Employer	34.0 %	63.8 %	2.1 %	100.0 %
	3	10	1	14
Another Employer	21.4 %	71.4 %	7.1 %	100.0 %
	5	8	0	13
Don't Know	38.5 %	61.5 %	0.0 %	100.0 %
	1	1	0	2
N/A	50.0 %	50.0 %	0.0 %	100.0 %
	25	49	2	76
Total	32.9 %	64.5 %	2.6 %	100.0 %

Q42 Do you think that your current employer will continue to employ you after your Apprenticeship has finished?	Competitiveness	Convergence	Prefer not to say	Total
	158	292	4	454
Yes	34.8 %	64.3 %	0.9 %	100.0 %
	4	12	0	16
No	25.0 %	75.0 %	0.0 %	100.0 %
	24	46	1	71
Don't Know	33.8 %	64.8 %	1.4 %	100.0 %
	6	12	0	18
N/A	33.3 %	66.7 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q43 To what extent do you feel that your Apprenticeship will improve your chances of finding a job in the future?	Competitiveness	Convergence	Prefer not to say	Total
	113	209	3	325
Significantly more chance	34.8 %	64.3 %	0.9 %	100.0 %
	70	131	1	202
Slightly more chance	34.7 %	64.9 %	0.5 %	100.0 %
	5	16	1	22
No difference	22.7 %	72.7 %	4.5 %	100.0 %
	0	1	0	1
Slightly less chance	0.0 %	100.0 %	0.0 %	100.0 %
	1	2	0	3
Significantly less chance	33.3 %	66.7 %	0.0 %	100.0 %
	3	3	0	6
Don't Know	50.0 %	50.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q44 To what extent do you agree or disagree that you are enjoying your Apprenticeship?	Competitiveness	Convergence	Prefer not to say	Total
	78	137	2	217
Strongly Agree	35.9 %	63.1 %	0.9 %	100.0 %
	95	160	2	257
Agree	37.0 %	62.3 %	0.8 %	100.0 %
	13	44	1	58
Neither Disagree nor Agree	22.4 %	75.9 %	1.7 %	100.0 %
	1	4	0	5
Disagree	20.0 %	80.0 %	0.0 %	100.0 %
	5	16	0	21
Strongly Disagree	23.8 %	76.2 %	0.0 %	100.0 %
	0	1	0	1
Don't Know	0.0 %	100.0 %	0.0 %	100.0 %
	192	362	5	559
Total	34.3 %	64.8 %	0.9 %	100.0 %

Q46 As part of your Apprenticeship have you been offered any of the following? (Please select all that apply)	Competitiveness	Convergence	Prefer not to say	Total
	131	220	1	352
The opportunity to complete some or all of your learning and assessment in Welsh	37.2 %	62.5 %	0.3 %	100.0 %
	107	186	1	294
The opportunity to use Welsh during your course	36.4 %	63.3 %	0.3 %	100.0 %
	45	97	0	142
The opportunity to work towards a Welsh medium qualification	31.7 %	68.3 %	0.0 %	100.0 %
	63	127	1	191
The opportunity to use Welsh in the workplace	33.0 %	66.5 %	0.5 %	100.0 %
	45	111	4	160
None of the above	28.1 %	69.4 %	2.5 %	100.0 %
	391	741	7	1139
Total	34.3%	65.1%	0.6%	100.0%

Q47a Is English your first language?	Competitiveness	Convergence	Prefer not to say	Total
	181	332	5	518
Yes	34.9 %	64.1 %	1.0 %	100.0 %
	11	28	0	39
No	28.2 %	71.8 %	0.0 %	100.0 %
	192	360	5	557
Total	34.5 %	64.6 %	0.9 %	100.0 %

Q47b Can you speak Welsh?	Competitiveness	Convergence	Prefer not to say	Total
Yes	36	86	0	122
	29.5 %	70.5 %	0.0 %	100.0 %
No	148	264	4	416
	35.6 %	63.5 %	1.0 %	100.0 %
Total	184	350	4	538
	34.2 %	65.1 %	0.7 %	100.0 %

Q47c Can you read Welsh?	Competitiveness	Convergence	Prefer not to say	Total
Yes	42	83	0	125
	33.6 %	66.4 %	0.0 %	100.0 %
No	142	266	4	412
	34.5 %	64.6 %	1.0 %	100.0 %
Total	184	349	4	537
	34.3 %	65.0 %	0.7 %	100.0 %

Q47d Can you understand Welsh?	Competitiveness	Convergence	Prefer not to say	Total
Yes	50	117	0	167
	29.9 %	70.1 %	0.0 %	100.0 %
No	135	233	4	372
	36.3 %	62.6 %	1.1 %	100.0 %
Total	185	350	4	539
	34.3 %	64.9 %	0.7 %	100.0 %

Q47e Can you write Welsh?	Competitiveness	Convergence	Prefer not to say	Total
Yes	39	73	0	112
	34.8 %	65.2 %	0.0 %	100.0 %
No	145	276	4	425
	34.1 %	64.9 %	0.9 %	100.0 %
Total	184	349	4	537
	34.3 %	65.0 %	0.7 %	100.0 %

Q48 Gender	Competitiveness	Convergence	Prefer not to say	Total
Female	82	163	1	246
	33.3 %	66.3 %	0.4 %	100.0 %
Male	107	193	3	303
	35.3 %	63.7 %	1.0 %	100.0 %
Prefer not to say	1	2	1	4
	25.0 %	50.0 %	25.0 %	100.0 %
Total	190	358	5	553
	34.4 %	64.7 %	0.9 %	100.0 %

Q51 Ethnicity	Competitiveness	Convergence	Prefer not to say	Total
Any Other	5	3	0	8
	62.5 %	37.5 %	0.0 %	100.0 %
Any other Mixed background	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
Any other White background	5	6	0	11
	45.5 %	54.5 %	0.0 %	100.0 %
Arab	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
Bangladeshi	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
Caribbean	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
Chinese	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
English	33	56	3	92
	35.9 %	60.9 %	3.3 %	100.0 %
Indian	2	0	0	2
	100.0 %	0.0 %	0.0 %	100.0 %
Irish	2	0	0	2
	100.0 %	0.0 %	0.0 %	100.0 %
Pakistani	2	0	0	2
	100.0 %	0.0 %	0.0 %	100.0 %
Prefer not to say	0	1	1	2
	0.0 %	50.0 %	50.0 %	100.0 %
Scottish	0	2	0	2
	0.0 %	100.0 %	0.0 %	100.0 %
Welsh	136	291	1	428
	31.8 %	68.0 %	0.2 %	100.0 %
White and Black Caribbean	1	0	0	1
	100.0 %	0.0 %	0.0 %	100.0 %
Total	191	359	5	555
	34.4 %	64.7 %	0.9 %	100.0 %

Apprenticeship Leaver Survey (j5460)

PRIVATE& CONFIDENTIAL

May 2015

FINAL OUTCOME CODE FOR THE PIECE OF SAMPLE	
Full interview	1
Partial interview (mid-interview quit)	2
Refusal	3
No recollection of the Apprenticeship / provision	4
Person not available in deadline (away / holiday / prison etc)	5
Still trying to achieve interview at end of fieldwork	6
Wrong number – person not known at address	7
Person moved (and no new telephone number available / found)	8
Dead line / fax number (and no new number found)	9
Removed after tried 8+ times (including constant answerphone, no reply)	10
Other (SPECIFY)	0

	APPRENTICESHIP INFORMATION FROM SAMPLE FOR RESPONDENT
1	<PROJECT NUMBER – see Appendix A> <NAME OF PROJECT> <PROJECT DESCRIPTION – see Appendix A> <SPECIFIC APPRENTICESHIP NAME IF KNOWN> <PROVIDER> <START DATE> <END DATE>

Introduction and Screening

SA) May I speak to <NAME FROM SAMPLE>?

Yes – named person speaking	1	ASK S1
Yes – transferred	2	
Definite appointment	3	RECORD TIME AND DATE TO CALL BACK
Soft appointment	4	
Given alternative number to try	5	ASK NEXT QUESTION
Not available in deadline	6	THANK AND CLOSE
Moved / no longer based here	7	ASK NEXT QUESTION
Never heard of person / wrong number	8	THANK AND CLOSE (SUBMIT FOR A TELEPHONE NUMBER SEARCH)
Other (SPECIFY)	9	RESEARCH STAFF TO EXAMINE & DECIDE NEXT STEP



IF MOVED or GIVEN ALTERNATIVE NUMBER
SB) Is there a new number I can call to get hold of <NAME FROM SAMPLE>?

IF NECESSARY ADD: **it's just in relation to a study we are conducting among people who recently studied for an Apprenticeship to see what they thought of the Apprenticeship and to see what they've done since the Apprenticeship. [It's for the Welsh Government and the European Social Fund].**

Yes	1	TAKE NEW NUMBER, THEN REDIAL
No	2	THANK AND CLOSE
Refusal	3	

WHEN SPEAKING TO NAMED PERSON
SC) Good morning / afternoon, my name is <XXX> calling from IFF Research. We're conducting a survey on behalf of the Welsh Government and the European Social Fund about Apprenticeships. The survey is looking at how useful people found the Apprenticeship and what they have done since.

All your answers will be treated in the strictest of confidence (nobody will know how individual people have responded).

The interview should only take around 10 minutes. We can do this now or at a more convenient time for you

ADD IF NECESSARY:

- The European Social Fund and Welsh Government help finance courses and provision that aim to improve work-related skills. This can include training in or out of the classroom; work experience; and personal and social development.
- All information collected will be treated in the strictest confidence. Responses will not be attributed to any individual. Results will be reported in an anonymised format.
- We work strictly within the Market Research Society Code of Conduct
- Contacts at IFF Research are Becky Duncan if they would like to find out more about the survey (020 7250 3035)
- Welsh Government contact is Alison Spence on 029 2082 1636.
- Respondent details were supplied to us by the Welsh Government.
- Participation in the study is completely voluntary, though we very much hope you will take part.

Continue	1	CONTINUE
No recall of Apprenticeship	2	
Refusal / not interested	3	THANK AND CLOSE

SDi) According to our records you undertook a/an <course> Apprenticeship with <employer name> and <provider name> which finished on <END DATE 1>. Do you recall this?

[NB IF REMEMBER ONE KEY ELEMENT CODE AS A YES e.g. doing a course in that month OR doing a course with that title]

Yes	1	GO TO SE
No	2	ASK SDii
Don't know	X	

IF 'NO' OR DON'T KNOW' AT SDi
SDii) This Apprenticeship started on <START DATE 1>. Does this sound like something you participated in?

[NB IF REMEMBER ONE KEY ELEMENT CODE AS A YES e.g. doing a course in that month OR doing a course through that scheme]

Yes	1	GO TO SE
No	2	IF 'NO' OR 'DON'T KNOW' THANK AND CLOSE (AND CLASSIFY IN FINAL OUTCOME GRID AS 'No recollection of the course / provision' IF YES CONTINUE
Don't know	X	

SDiii) Deleted

ASK IF YES AT SDi OR SDii OR SDiii
SE) Did you complete the Apprenticeship, did you leave before the end or are you still on the Apprenticeship?

ADD IF NECESSARY: By 'completed' – we are referring to attending most or all of the Apprenticeship and staying on the Apprenticeship until it ended. By 'left early', we are also referring to having left the Apprenticeship before its end in order to start a job or education and training.

Completed	1	CONTINUE
Left early	2	
Still on the Apprenticeship	3	THANK AND CLOSE
Don't know	X	CONTINUE

SEi Deleted

ASK ALL STILL ELIGIBLE
SF) Before I start with the main interview, can I just check, would you prefer to be interviewed in Welsh or English?

English	1	CONTINUE
Welsh	2	CONTINUE IN WELSH VERSION OR SAY WILL BE CALLED BACK SOON BY ONE OF OUR WELSH SPEAKING INTERVIEWERS

This call may be recorded for quality and training purposes only.

SECTION A – Situation before starting and reasons for taking part

ASK ALL

I'd like to start by asking some questions about what you were doing before you started the Apprenticeship and your reasons for taking part.

B1) Before you started the Apprenticeship were you... READ OUT. SINGLE CODE.

Working for the same employer as during your Apprenticeship	1a
Working for a different employer than during your Apprenticeship	1b
Working on a self-employed basis	2
In full-time education or training	3
On a government funded employment or training programme	4
On a training course that was not government funded	5
Unemployed and looking for work	6
Doing voluntary work	7
Not in or looking for paid work (for example looking after children or relatives)	8
(DO NOT READ OUT) Can't remember	X

ASK ALL

B1a Had you previously undertaken...

	(i) a Traineeship	(ii) a Pathways to Apprenticeship
Yes	1	1
No	2	2
Don't know	3	3

If B1 = 1a or 1b

B1b Thinking about when you started working for the employer you undertook your Apprenticeship with, were you recruited specifically as an Apprentice or to undertake an Apprenticeship?

Yes	1
No	2
Don't know	3

- IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)
- B13a) **How long had you been [B1=1a OR 1b: working for your employer] [(IF B1=2: continuously self-employed) prior to beginning your Apprenticeship? PROMPT IF NECESSARY**

Less than 3 months	1
3 months or more but less than 6 months	2
6 months or more but less than 12 months	3
A year or more but less than 2 years	4
2 years or more but less than 5 years	5
5 years or more but less than 10 years	6
10 years or more but less than 20 years	7
20 years or more	8
(DO NOT READ OUT) Don't know	X

B2 and B3 deleted

- ASK ALL
- B4) **Since leaving compulsory education at age 16 which of the following best describes what you had been doing up to the point when you began your Apprenticeship. Had you been...READ OUT AND CODE ONE ONLY**

Continuously in paid work (either full or part time)	1
Continuously in education or training (either full or part time – ignore breaks due to holidays etc, ignore part time or seasonal employment)	2
In paid work for most of this time (only occasional spells of education/training, unemployment or being out of work for other reasons such as caring for family members, ill-health)	3
In education or training for most of this time (only occasional spells of work, unemployment or being out of work for other reasons such as caring for family members or ill-health)	4
Mostly unemployed or out of work for other reasons (such as caring for family members or ill-health) with only occasional spells in work or education or training	5
Continuously out of work (neither working nor in education or training)	6
(DO NOT READ OUT) OTHER (specify)	7

- IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)
- B11) **What was your job title and what were your main duties or responsibilities in this job at the time you started the Apprenticeship?**

INTERVIEWER INSTRUCTION; PROBE FOR FULL DETAILS. FOR EXAMPLE, IF 'SUPERVISOR' WHO WERE THEY SUPERVISING? IF 'MANAGER', WHAT SORT OF MANAGER? PROBE FULLY. RECORD VERBATIM

NOTE TO DP: ALLOW SPACE FOR 3 DIGIT SOC CODE

--

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)

- B11a) And in this job prior to starting the Apprenticeship, did you have formal responsibility for supervising the work of other employees?**

Yes	1
No	2
Don't know	X

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)

- B12) Was this job you had on starting the Apprenticeship...READ OUT. SINGLE CODE.**

Permanent	1
Contracted for the length of the Apprenticeship only	2
Contracted for other length of time	3
Or another type of job that was not permanent	4
(DO NOT READ OUT) Don't know	X

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)

- B13) How many hours a week, on average, were you usually working immediately before you started the Apprenticeship – excluding meal breaks but including any paid overtime? PROBE FOR BEST ESTIMATE**

EXACT ANSWER _____	
Don't know	X
IF DON'T KNOW ASK: Was it...READ OUT	
30 hours or more per week	1
16 to 29 hours per week	2
Under 16 hours per week	3
(DO NOT READ OUT) Don't know	X
Refused	V

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2)

- B13a) How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. READ OUT**

	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Don't know
The actual work itself	1	2	3	4	5	X
Your overall pay including overtime or bonuses	1	2	3	4	5	X
Relations with your supervisor or manager	1	2	3	4	5	X
Job security	1	2	3	4	5	X
Opportunity to use your own initiative	1	2	3	4	5	X
The number of hours you work	1	2	3	4	5	X
The work took place in a safe and healthy environment	1	2	3	4	5	X
Your capacity to fulfil your potential at work	1	2	3	4	5	6
So all things considered, how satisfied were you with your previous job overall	1	2	3	4	5	X

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)

- B15) Prior to the Apprenticeship, can you tell me what was your gross pay including any overtime, bonuses, commissions or tips but BEFORE any deductions for tax, national insurance, pension contributions etc... [ADD IF NECESSARY: This is just to see so if and to what extent your pay has increased following the Apprenticeship]**
CHECK FIRST IF WANT TO ANSWER PER ANNUM, PER MONTH OR PER WEEK. CODE EXACT IF GIVEN AND RANGE (CATI CHECK THE TWO CONSISTENT – IF NOT RE-ASK)

<i>(programmer – copy format from C13)</i>	Annual	Monthly	Weekly
EXACT FIGURE:	£_____	£_____	£_____
Don't know.....X			
Refused.....V			
IF DK PROMPT WITH RANGES:			
	< £2,000	<£166	<£38
	£2,000 - £3,999	£166-£333	£38-£76
	£4,000 - £5,999	£334-£499	£77-£114
	£6,000 - £7,999	£500-£666	£115-£153
	£8,000 - £9,999	£667-£832	£154-£192
	£10,000 - £11,999	£833-£999	£193-£230
	£12,000 - £14,999	£1,000-£1,249	£231-£289
	£15,000 - £17,999	£1,250-£1,499	£290-£346
	£18,000 - £20,999	£1,500-£1,749	£347-£403
	£21,000 - £23,999	£1,750-£1,999	£404-£461
	£24,000- £26,999	£2,000-£2,249	£462-£519
	£27,000 -£29,999	£2,250-£2499	£520-£577
	£30,000+	£2,500+	£578+
(DON'T READ OUT) Don't know	X	X	X

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2)
B16 Did your pay increase, decrease or stay the same as a direct result of starting your Apprenticeship?

SINGLE CODE.

Increase	1
Decrease	2
Stayed the same	3
Changed but not as a direct result of starting the Apprenticeship	4
Can't remember	X

ASK ALL
A4) Which of the following were reasons for doing this Apprenticeship ...
 READ OUT.

IF MORE THAN ONE REASON MENTIONED AT A4
A5) Which of these reasons was the most important for doing this Apprenticeship?
 READ OUT. SINGLE CODE.

D.P NOTE: ONLY SHOW REASONS CODED YES AT A4

	A4			A5
	Yes	No	Don't know	
To develop a broader range of skills and or knowledge	1	2	X	1
To develop more specialist skills and or knowledge	1	2	X	2
To improve or widen your career options	1	2	X	3
To help you get a job	1	2	X	5
To improve your pay, promotion or other prospects at work	1	2	X	6
Your employer requested or required you to do it	1	2	X	7
To learn something new for personal interest	1	2	X	8
To help you progress on to another education, training or learning course	1	2	X	9
An adviser recommended that you should attend this Apprenticeship as it was relevant to your particular needs	1	2	X	10
What other reasons, if any, did you have? (SPECIFY OTHER 1)	1	2	X	11
IF YES TO PREVIOUS STATEMENT And what other reasons, if any, did you have? (SPECIFY OTHER 2)	1	2	X	12

- ASK ALL
- A6) At the time, did you think about doing a different course to the Apprenticeship you started?**

Yes	1	ASK A6a
No	2	CHECK A7
Don't know	X	

- IF YES AT A6
- A6a) Did you choose the Apprenticeship, rather than any alternative courses, for any of the following reasons. READ OUT**

	Yes	No	Don't know
The Apprenticeship was free, or was cheaper than the alternative courses	1	2	X
The Apprenticeship content was better and more suited to your needs	1	2	X
The time or location was more convenient than the other courses	1	2	X
Were there other reasons for choosing the Apprenticeship, rather than alternatives courses (IF YES: SPECIFY)_	1	2	X

- ASK ALL
- A7a) Were you aware of the Apprenticeship matching service (the online apprenticeship search tool on the Careers Wales Website)?**
- ☐ Yes ☐ No

- Only ask this question if A7a =yes
- A7b) Did you use the Apprenticeship matching service when thinking about doing an apprenticeship?**
- ☐ Yes ☐ No

- Only ask this question if A7b =yes
- A7c) Did you find the Apprenticeship matching service a useful tool?**
- ☐ Yes ☐ No

- ASK ALL
- A7d) How did you find out about Apprenticeships? (select all that apply)**

- ☐ Careers Wales advisor
- ☐ Apprenticeship provider
- ☐ Schools/careers teacher
- ☐ Parent or friend
- ☐ Employer
- ☐ Other

Please State

- ASK ALL
- A7e) To what extent did your Apprenticeship match the expectations you had before starting?**
- ☐ Didn't live up to expectations at all ☐ Didn't quite live up to expectations ☐ Met but did not exceed expectations ☐ Exceeded expectations somewhat ☐ Far exceeded expectations

B - THE APPRENTICESHIP

ASK ALL

- A1) I'd now like to ask you some more questions about the Apprenticeship. Was the Apprenticeship based at...READ OUT**
Allow multicode.

College	1
A training centre	3
At workplace / employer premises	5
Elsewhere (SPECIFY)	6
(DO NOT READ OUT) Don't know	7

ASK ALL

- A2) Did you do the Apprenticeship during the evenings or weekends?** Allow multicode

Evenings / weekends	1
During the working week	2
Don't know	3

ASK ALL

- A2a) How many hours a week did you typically spend at work, including working hours and on the job training?**

0-4 hours	1
5-9 hours	2
10-15 hours	3
16-24 hours	4
25 hours or more	5
Don't know	X

ASK ALL

- A2b) How many hours a week in addition to this did you typically spend receiving off the job training or spend studying independently?** PROMPT IF NECESSARY
IF RESPONDENT SAYS IT VARIED WIDELY ASK FOR A TYPICAL WEEK

0-4 hours	1
5-9 hours	2
10-15 hours	3
16-24 hours	4
25 hours or more	5
Don't know	X

- ASK ALL
- A3) How long were you on the Apprenticeship?**
ALLOW DON'T KNOW.

_____	ANSWER IN DAYS
_____	ANSWER IN WEEKS
_____	ANSWER IN MONTHS
_____	ANSWER IN YEARS
X	DON'T KNOW

- ASK ALL
- A7f To what extent do you agree or disagree with the following statements?**

	Disagree Strongly	Disagree	Neither agree nor disagree	Agree	Agree strongly	Don't Know
Apprenticeships are good for getting experience and skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships are a good stepping stone towards getting employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeships help you progress in employment						
Apprenticeships are respected by people in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- ASK ALL
- A7g As part of your Apprenticeship were you offered any of the following? (read out select all that apply)**

- ☐ the opportunity to complete some or all of your learning and assessment in Welsh
- ☐ the opportunity to use Welsh during your course
- ☐ the opportunity to work towards a Welsh medium qualification
- ☐ the opportunity to use Welsh in the workplace
- ☐ (DO NOT READ OUT) None of the above

- ASK ALL
- A7h How would you rate your Apprenticeship provider on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. READ OUT**

	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Don't know
The provider overall	1	2	3	4	5	X
The support from your provider while you were on the Apprenticeship	1	2	3	4	5	X
Provider support to deal with problems/challenges	1	2	3	4	5	X

- A7j ASK ALL
How would you rate your Apprenticeship employer on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. READ OUT

	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Don't know
The employer overall	1	2	3	4	5	X
The support from your employer while you were on the Apprenticeship	1	2	3	4	5	X
Employer support to deal with problems/challenges	1	2	3	4	5	X

- A8) IF COMPLETED OR DON'T KNOW AT SE (SE=1 OR X)
Did you...READ OUT

	Yes	No	Don't know
a) Get any qualifications or accredited certificates as a result of being on the Apprenticeship?	1	2	X
IF NO OR DON'T KNOW (A8A=2/3) b) Get any units or credits towards any qualifications while you were on the Apprenticeship	1	2	X

- A9) IF LEFT EARLY (SE=2 FOR SELECTED APPRENTICESHIP)
You said earlier that you did not complete the Apprenticeship. Why did you not complete it? DO NOT READ OUT. PROBE FULLY. CODE ALL THAT APPLY.

Left to start a different job	1	<u>ASK C1</u>
Apprenticeship too advanced / too hard	2	
Apprenticeship too easy	3	
Problems accessing learning e.g. travel problems	4	
Apprenticeship did not meet expectations	5	
Lack of support / help	6	
Lack of time / too busy	7	
Family / personal circumstances	8	
Ill health / disability	9	
Childcare difficulties	10	
Apprenticeship cancelled / closed down	11	
Other (SPECIFY)	12	
Changed job or made redundant	13	
Don't know / Can't remember	X	

SECTION C – Progression

ASK ALL

- C1) I would like to get a few details about what you are doing at the moment. Which of the following do you regard as your main activity ...READ OUT? SINGLE CODE.**

Doing paid work as an employee – same employer as during Apprenticeship	1
Doing paid work as an employee – different employer than during Apprenticeship	1b
Working on a self-employed basis	2
In full-time education or training	3
On a government funded employment or training programme	4
On a training course that was not government funded	5
Unemployed and looking for work	6
Doing voluntary work	7
Or Not in or looking for paid work (for example looking after children or relatives)	8
(DO NOT READ OUT) Other (SPECIFY)	9

IF APPRENTICESHIP WITH DIFFERENT EMPLOYER THAN PREVIOUS WORK, AND CURRENT EMPLOYER DIFFERENT TO APPRENTICESHIP EMPLOYER (B1=1b AND C1=1b)

- C1a Can I check, are you now working for the same employer as you were immediately prior to your Apprenticeship?**

SINGLE CODE.

Yes	1
No	2

C1DUMMY

IF WORKING FOR SAME EMPLOYER NOW AS THEY WERE PRIOR TO APPRENTICESHIP ((C1=1 AND B1=1a) OR C1a=1) THEN C1DUM=1

- C2) IF NOT IN OR LOOKING FOR PAID WORK (C1 = 8)
Are you not looking for work for any of the following reasons.....READ OUT. MULTI CODE
OKAY**

Looking after the family, home or caring for dependents	1
Temporarily sick or injured	2
Long term-sick or disabled	3
Retired	4
Doing unpaid voluntary work	5
Not needing or wanting employment	6
Not looking for work as there are no jobs available	7
Or are there some other reason you are not looking for a job (SPECIFY)	8
(DO NOT READ OUT) Can't remember	X

- C3) ASK IF NOT CURRENTLY WORKING (C1=NOT 1 OR 1b OR 2) AND NOT RETIRED (C2=NOT 4)
Which, if any, of the following things [IF DOING VOLUNTARY WORK OR NOT IN OR LOOKING FOR PAID WORK (C1= 7 OR 8) ADD: **would**] **make it difficult currently for you to find work...**READ OUT MULTICODE OK.

- IF C3 MULTICODED
 C3A) **Which of these reasons is the most important?**
 READ OUT ALL CODED AT C3. SINGLE CODE.

	C3 MULTI	C3A SINGLE
A lack of qualifications or skills	1	
Lack of relevant work experience	2	
Lack of affordable childcare	3	
Having caring responsibilities	4	
Alcohol or drug dependency	5	
Health problems	6	
Age	7	
Having a criminal record	8	
Lack of appropriate jobs where you live	9	
Transport difficulties and it being hard to get to appropriate work	10	
You only wanting to work part time	12	
Believing you would not be better off financially in work	13	
What other significant difficulties to finding work do you currently face (SPECIFY)	14	
Don't know	X	
None of these	V	

- ASK ALL CURRENTLY WORKING (C1 = 1 OR 1b OR 2)
 C7) **What is your job title and what are your main duties or responsibilities?**

INTERVIEWER INSTRUCTION; PROBE FOR FULL DETAILS. FOR EXAMPLE, IF 'SUPERVISOR' WHO ARE THEY SUPERVISING? IF 'MANAGER', WHAT SORT OF MANAGER? PROBE FULLY. RECORD VERBATIM

--

- IF CURRENTLY WORKING (C1 = 1 OR 1b OR 2)]
 C7a) **In your job now, do you have formal responsibility for supervising the work of other employees?**

Yes	1
No	2
Don't know	X

- C8)** ASK ALL CURRENTLY WORKING AS AN EMPLOYEE (C1 = 1 OR 1b)
Is this job...?
 READ OUT. SINGLE CODE.

Permanent	1
Seasonal, casual or temporary	2
A job done under a contract for a limited period	3
Or another type of job that is not permanent	4
(DO NOT READ OUT) Don't know	X

- C9)** There is no C9

- ASK ALL CURRENTLY WORKING (C1 = 1 OR 1b OR 2)
C10) **How many hours a week, on average, do you usually work – excluding meal breaks but including any paid overtime? PROBE FOR BEST ESTIMATE**

EXACT ANSWER _____	
Don't know	X
IF DON'T KNOW ASK: Is it... READ OUT	
30 hours or more per week	1
16 to 29 hours per week	2
Under 16 hours per week	3
(DO NOT READ OUT) Don't know	X
Refused	V

- ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2)
C12) **How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. READ OUT**

	Very dissatisfied	Dissatisfied	Neither dissatisfied nor satisfied	Satisfied	Very satisfied	Don't know
The actual work itself	1	2	3	4	5	X
Your overall pay including overtime or bonuses	1	2	3	4	5	X
CURRENT EMPLOYEES (C1=1 OR 1b) Relations with your supervisor or manager	1	2	3	4	5	X
ALL CURRENTLY WORKING (C1=1-2) Job security	1	2	3	4	5	X
Opportunity to use your own initiative	1	2	3	4	5	X
The number of hours you work	1	2	3	4	5	X
The work takes place in a safe and healthy environment	1	2	3	4	5	X
Your capacity to fulfil your potential at work	1	2	3	4	5	6
So all things considered, how satisfied are you with your present job overall	1	2	3	4	5	X

- C13) ASK ALL CURRENTLY WORKING (C1=1 OR 1b OR2)**
What is your gross pay including any overtime, bonuses, commissions or tips BEFORE any deductions for tax, national insurance, pension contributions etc... [ADD IF NECESSARY: This question is just so that if we interview you again in the future we can see how your pay compares]

CHECK FIRST IF WANT TO ANSWER PER ANNUM, PER MONTH OR PER WEEK. CODE EXACT IF GIVEN AND RANGE (CATI CHECK THE TWO CONSISTENT – IF NOT RE-ASK)

	Annual	Monthly	Weekly
EXACT FIGURE:	£_____	£_____	£_____
Don't know.....X			
Refused.....V			
IF DK PROMPT WITH RANGES:			
	< £2,000	<£166	<£38
	£2,000 - £3,999	£166-£333	£38-£76
	£4,000 - £5,999	£334-£499	£77-£114
	£6,000 - £7,999	£500-£666	£115-£153
	£8,000 - £9,999	£667-£832	£154-£192
	£10,000 - £11,999	£833-£999	£193-£230
	£12,000 - £14,999	£1,000-£1,249	£231-£289
	£15,000 - £17,999	£1,250-£1,499	£290-£346
	£18,000 - £20,999	£1,500-£1,749	£347-£403
	£21,000 - £23,999	£1,750-£1,999	£404-£461
	£24,000- £26,999	£2,000-£2,249	£462-£519
	£27,000 -£29,999	£2,250-£2499	£520-£577
	£30,000+	£2,500+	£578+
(DON'T READ OUT) Don't know	X	X	X

ASK ALL EXCEPT A) THOSE STILL WORKING FOR SAME EMPLOYER AS BEFORE THE APPRENTICESHIP (ASK ALL EXCEPT C1DUM=1; these skip to next section) B) ESiW LEAVER PRE 2013 [Screener Y = yes]: these answer C19)

- C16) You told me earlier you are currently** [ANSWER FROM C1].

Can I just check since [IF EARLY LEAVER: **leaving**] / [OTHERS: **finishing**] **the Apprenticeship have you been doing this the whole time, or have you had periods doing other things such as** [IF C1=NOT 1 OR 1b OR 2: **'paid work,'**] [C1=NOT 3 OR 4: **full-time education or training, or a government-funded employment or training programme,**] [C1=NOT 6: **'being unemployed and looking for work'**] [C1=NOT 8: **'or being unemployed and not looking for work for any reason'**].

Just the one thing the whole time	1	CHECK NEXT QUESTION
Had period doing other things	2	ASK NEXT QUESTION
Can't remember	X	CHECK NEXT QUESTION

SECTION D – BENEFITS OF THE APPRENTICESHIP

ASK ALL

- D1) Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now...READ OUT

	Yes	No	Don't know
More enthusiastic about learning	1	2	3
Taking part in more voluntary or community activities	1	2	3
Clearer about what you want to do in your life	1	2	3
More confident about your abilities	1	2	3
Clearer about the range of opportunities open to you	1	2	3
Feeling better about yourself generally	1	2	3
Thinking about setting up your own business or working self-employed	1	2	3
ASK ALL			
Feeling you have improved employment or career prospects	1	2	3
Feeling more healthy	1	2	3
And have you made new friends as a result of the Apprenticeship	1	2	3
And as a result of the Apprenticeship have you taken up new interests or hobbies, for example joining a club or society	1	2	3

- D2) Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship?
READ OUT. ALLOW DON'T KNOW.

	Yes	No	Don't know
Job-specific skills related to a specific occupation	1	2	X
Problem solving skills	1	2	X
Team working skills	1	2	X
Organisational skills	1	2	X
Literacy skills	1	2	X
Numeracy skills	1	2	X
IT skills	1	2	X
Communication skills	1	2	X
Leadership and/or strategic management skills	1	2	X
Job search skills	1	2	X
CV writing or interview skills	1	2	X
English language skills	1	2	X
Are there other skills that have improved because of the Apprenticeship (SPECIFY)	1	2	X

D2a) **Have you been able to apply what you learnt on the Apprenticeship?**

Yes	1
No / not yet	2
Don't know / not sure	3

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))]

– OTHERS CHECK D5

D3) [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT]

IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) **Compared to the work you were doing before the Apprenticeship, do any of the following apply...READ OUT**

IF ANY IMPROVEMENTS MENTIONED AS "YES" (D3 a-f = 1)

D4) Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference?

DP INSTRUCTION: ASK D4 AFTER ALL D3s ASKED. SHOW THOSE ANSWERED YES AT D3

	D3			D4			
	Yes	No	DK	Directly because of the Apprenticeship	The Apprenticeship helped	Made no difference	(DO NOT READ OUT) Not sure
JUST C1DUM=1	1	2	3	1	2	3	4
a) Have you had a promotion?							
ALL ANSWERING THIS QUESTION	1	2	3				
b) Has your pay rate, salary or income increased?							
c) Are you getting more job satisfaction	1	2	3				
d) Do you have better job security?	1	2	3				
e) Have your future pay and promotion prospects improved?	1	2	3				
f) Do you have more opportunities for training in your job?	1	2	3				

- D5) IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1)**
You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship ...READ OUT

	Yes	No	Don't know
a) Is the new job at a higher level than your old job	1	2	3
b) Has your pay rate, salary or income increased	1	2	3
c) Are you getting more job satisfaction	1	2	3
d) Do you have better job security	1	2	3
e) Does it have better pay and promotion prospects	1	2	3
f) Do you have more opportunities for training in your job?	1	2	3

- D6) IF ANY OF THE LISTED IMPROVEMENTS HAVE HAPPENED (ANY D5a-f = 1)**
Do you think these improvements have taken place directly as a result of you attending and or completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference?
 PROMPT IF NECESSARY. SINGLE CODE.

Directly because of the Apprenticeship	1
The Apprenticeship helped	2
Made no difference	3
(DO NOT READ OUT) not sure	4

- D7) ALL CURRENTLY WORKING AS AN EMPLOYEE (EXCLUDING THOSE WORKING IN SAME JOB AS BEFORE APPRENTICESHIP) ((C1=1 OR 1b OR 2) AND C1DUM NOT 1)**
To what extent do you think the Apprenticeship helped you get your current job? Was it...READ OUT (IN HALF THE CASES ORDER THIS 1-3 AND HALF THE CASES 3-1)

Vital	1	Not a factor in getting the job	3
Did it help	2	Did it help	2
Was it not a factor in getting the job	3	Or was it vital	1
(DO NOT READ OUT) not sure	X	(DO NOT READ OUT) not sure	X

- D8) IF MAIN ACTIVITY NOW WORKING AND NOT WORKING PRE THE APPRENTICESHIP [(C1=1 OR 1b or 2) and B1 NOT 1a OR 1b OR 2)**
Do you feel better off financially as a result of having started work?

Yes	1
No	2
Don't know	3

- D10)** IF SELF-EMPLOYED NOW AND WAS NOT SELF-EMPLOYED BEFORE (C1=2 & B1 NOT 2)
Do you think your attending and or completing the Apprenticeship was vital to your being able to set up on a self-employed basis, do you think it helped, or do you think it was not a factor?
 PROMPT IF NECESSARY. SINGLE CODE.

Vital	1
It helped	2
Or was it not a factor	3
(DO NOT READ OUT) not sure	4

- D11)** ASK IF NOT CURRENTLY WORKING (C1=NOT 1 OR 2) AND NOT RETIRED (C2=NOT 4)
Do you feel your chance of finding a job in future has changed because of the Apprenticeship?
 READ OUT AND SINGLE CODE

Significantly more chance	1
Slightly more chance	2
No difference	3
Slightly less chance	4
Significantly less chance	5
Don't know	X

- ASK ALL
D11a) **Overall, how satisfied or dissatisfied were you with the Apprenticeship, were you...**READ OUT
 AND SINGLE CODE

Very dissatisfied	1
Dissatisfied	2
Neither satisfied nor dissatisfied	3
Satisfied	4
Or very satisfied	5
(DO NOT READ OUT) Don't know	X

- D12)** **With hindsight, if you were starting out again, would you...**READ OUT. SINGLE CODE.

Do the same Apprenticeship at the same place	1
Do the same Apprenticeship at a different place	2
Do a different Apprenticeship or learning course	3
Or not do an Apprenticeship or learning course	4
(DO NOT READ OUT) Don't know	X

- ASK ALL
D13) **Had you not done this particular Apprenticeship, do you think you would...**READ OUT?

Definitely have done similar training anyway	1
Probably have done similar training anyway	2
Probably not (done similar training anyway)	3
Or Definitely not done similar training	4
(DO NOT READ OUT) Don't know	X

SECTION E – FURTHER STUDY

ASK ALL EXCEPT IF CURRENTLY ON AN APPRENTICESHIP (ASK EXCEPT IF C1= 3 OR 4 OR 5 OR IF SE=3)

- E1)** Since the Apprenticeship, **have you started any more education or training courses?**
SINGLE CODE.

Yes – at higher level than apprenticeship	3	ASK E2
Yes - at same or lower level than apprenticeship	1	
No	2	ASK F1
Don't know	X	

IF DONE COURSES SINCE ORIGINAL APPRENTICESHIP (E1=1 OR 3 OR C1=3 OR 4 OR 5 OR SE=3)

- E2)** [IF C1=3 or 4: **You said earlier you are currently undertaking a course**]. **To what extent did the Apprenticeship we have been discussing help you get on the subsequent courses or courses you have taken....** ...READ OUT
(IN HALF THE CASES ORDER THIS 1-3 AND HALF THE CASES 3-1)

Was it vital	1	Did it make no difference	3
Did it help	2	Did it help	2
Or did it make no difference	3	Or was it vital	1
(DO NOT READ OUT) not sure	X	(DO NOT READ OUT) not sure	X

SECTION F – DEMOGRAPHICS

ASK IF 'GENDER' IS BLANK

Finally I now just have a few questions about yourself. These are just to help us analyse the results.

F1) INTERVIEWER CODE GENDER OF RESPONDENT.

Male	1
Female	2

ASK ALL

F2) Can you please tell me your current age? SINGLE CODE.

Exact age in years _____

ASK IF ETHNICITY NOT SHOWN IN SAMPLE (IF 'ETHNICITY' = 99)

F3) Which of the following best describes your ethnic group? READ OUT BOLD CATEGORIES THEN RELEVANT MORE DETAILED CATEGORIES. SINGLE CODE.

White	
Welsh	1
Other British	2
Irish	3
Any other white background (SPECIFY)	4
Mixed	
White and Black Caribbean	5
White and Black African	6
White and Asian	7
Any other mixed background (SPECIFY)	8
Asian or Asian British	
Indian	9
Pakistani	10
Bangladeshi	11
Chinese	12
Any other Asian background (SPECIFY)	13
Black or Black British	
Caribbean	14
African	15
Any other Black background (SPECIFY)	16
Other ethnic group	
Arab	17
Gypsy / Romany / Irish Traveller	18
Any other (SPECIFY)	19
Refused	X

F4) READ OUT AND SINGLE CODE PER ROW.

	Yes	No	Don't know
A) Is English your first language	1	2	3
B) Can you speak Welsh	1	2	3
C) Can you read Welsh	1	2	3
IF NO AT B AND C			
D) Can you understand Welsh	1	2	3
ASK ALL			
E) Can you write Welsh	1	2	3

ASK ALL

F5) **Do you have any long-term illness, health problem or disability - by long-term, we mean that it can be expected to last for more than one year**

Yes	1	ASK F5a
No	2	ASK F6
Don't know	3	

IF YES

F5a **Does this illness or disability affect the amount or type of work you can do?**

Yes	1
No	2
Don't know	3

ASK ALL

F6) **In general would you say your health is ...READ OUT. SINGLE CODE**

Excellent	1
Very good	2
Good	3
Fair	4
Or poor	5
(DO NOT READ OUT) Don't know / refused	X

THANK RESPONDENT AND CLOSE INTERVIEW

I declare that this survey has been carried out under IFF instructions and within the rules of the MRS Code of Conduct.		
Interviewer signature:	Date:	
Finish time:	Interview Length	Mins

Appx J - Apprenticeship Leaver Tables

SE Did you complete the Apprenticeship, did you leave before the end or are you still on the Apprenticeship?	Competitiveness	Convergence	Total
	278	154	432
Completed	64.4 %	35.6 %	100.0 %
	63	22	85
Left early	74.1 %	25.9 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

B1 Before you started the Apprenticeship were you...	Competitiveness	Convergence	Total
	255	128	383
Working for the same employer as during your Apprenticeship	66.6 %	33.4 %	100.0 %
	34	20	54
In full-time education or training	63.0 %	37.0 %	100.0 %
	25	16	41
Working for a different employer than during your Apprenticeship	61.0 %	39.0 %	100.0 %
	13	6	19
Unemployed and looking for work	68.4 %	31.6 %	100.0 %
	8	1	9
Working on a self-employed basis	88.9 %	11.1 %	100.0 %
	4	4	8
On a government funded employment or training programme	50.0 %	50.0 %	100.0 %
	2	1	3
Not in or looking for paid work (for example looking after children or relatives)	66.7 %	33.3 %	100.0 %
	1	0	1
Doing voluntary work	100.0 %	0.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

B1a Had you previously undertaken... a Traineeship	Competitiveness	Convergence	Total
	50	27	77
Yes	64.9 %	35.1 %	100.0 %
	284	143	427
No	66.5 %	33.5 %	100.0 %
	8	6	14
Don't know	57.1 %	42.9 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

B1a Had you previously undertaken... a Pathways to Apprenticeship	Competitiveness	Convergence	Total
	24	9	33
Yes	72.7 %	27.3 %	100.0 %
	301	160	461
No	65.3 %	34.7 %	100.0 %
	17	7	24
Don't know	70.8 %	29.2 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

B1b Thinking about when you started working for the employer you undertook your Apprenticeship with, were you recruited specifically as an Apprentice or to undertake an Apprenticeship?	Competitiveness	Convergence	Total
Yes	72	32	104
	69.2 %	30.8 %	100.0 %
No	205	111	316
	64.9 %	35.1 %	100.0 %
Don't know	3	1	4
	75.0 %	25.0 %	100.0 %
Total	280	144	424
	66.0 %	34.0 %	100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B13a How long had you been [B1=1a OR 1b: working for your employer] [(IF B1=2: continuously self-employed) prior to beginning your Apprenticeship?	Competitiveness	Convergence	Total
Less than 3 months	29	13	42
	69.0 %	31.0 %	100.0 %
3 months or more but less than 6 months	17	9	26
	65.4 %	34.6 %	100.0 %
6 months or more but less than 12 months	26	11	37
	70.3 %	29.7 %	100.0 %
A year or more but less than 2 years	51	32	83
	61.4 %	38.6 %	100.0 %
2 years or more but less than 5 years	76	51	127
	59.8 %	40.2 %	100.0 %
5 years or more but less than 10 years	57	18	75
	76.0 %	24.0 %	100.0 %
10 years or more but less than 20 years	22	8	30
	73.3 %	26.7 %	100.0 %
20 years or more	9	2	11
	81.8 %	18.2 %	100.0 %
Don't know	1	1	2
	50.0 %	50.0 %	100.0 %
Total	288	145	433
	66.5 %	33.5 %	100.0 %

B4 Since leaving compulsory education at age 16 which of the following best describes what you had been doing up to the point when you began your Apprenticeship. Had you been...	Competitiveness	Convergence	Total
Continuously in paid work	133	63	196
	67.9 %	32.1 %	100.0 %
In paid work for most of this time	105	55	160
	65.6 %	34.4 %	100.0 %
Continuously in education or training	66	31	97
	68.0 %	32.0 %	100.0 %
In education or training for most of this time	24	20	44
	54.5 %	45.5 %	100.0 %
Mostly unemployed or out of work for other reasons	14	5	19
	73.7 %	26.3 %	100.0 %
Continuously out of work	0	2	2
	0.0 %	100.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B11a And in this job prior to starting the Apprenticeship, did you have formal responsibility for supervising the work of other employees?	Competitiveness	Convergence	Total
Yes	99 69.7 %	43 30.3 %	142 100.0 %
No	188 64.8 %	102 35.2 %	290 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B12 Was this job you had on starting the Apprenticeship...	Competitiveness	Convergence	Total
Permanent	241 66.0 %	124 34.0 %	365 100.0 %
Contracted for the length of the Apprenticeship only	21 75.0 %	7 25.0 %	28 100.0 %
Contracted for other length of time	13 59.1 %	9 40.9 %	22 100.0 %
Or another type of job that was not permanent	12 70.6 %	5 29.4 %	17 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B13 How many hours a week, on average, were you usually working immediately before you started the Apprenticeship – excluding meal breaks but including any paid overtime?	Competitiveness	Convergence	Total
Under 16 hours per week	6 54.5 %	5 45.5 %	11 100.0 %
16 to 29 hours per week	43 58.9 %	30 41.1 %	73 100.0 %
30 hours or more per week	239 68.5 %	110 31.5 %	349 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The actual work itself	Competitiveness	Convergence	Total
Very satisfied	86 72.9 %	32 27.1 %	118 100.0 %
Satisfied	175 63.4 %	101 36.6 %	276 100.0 %
Neither dissatisfied nor satisfied	16 64.0 %	9 36.0 %	25 100.0 %
Dissatisfied	7 70.0 %	3 30.0 %	10 100.0 %
Very dissatisfied	3 100.0 %	0 0.0 %	3 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Your overall pay including overtime or bonuses	Competitiveness	Convergence	Total
	32	20	52
Very satisfied	61.5 %	38.5 %	100.0 %
	141	65	206
Satisfied	68.4 %	31.6 %	100.0 %
	40	21	61
Neither dissatisfied nor satisfied	65.6 %	34.4 %	100.0 %
	61	28	89
Dissatisfied	68.5 %	31.5 %	100.0 %
	13	9	22
Very dissatisfied	59.1 %	40.9 %	100.0 %
	1	2	3
Don't know	33.3 %	66.7 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Relations with your supervisor or manager	Competitiveness	Convergence	Total
	115	41	156
Very satisfied	73.7 %	26.3 %	100.0 %
	128	81	209
Satisfied	61.2 %	38.8 %	100.0 %
	22	11	33
Neither dissatisfied nor satisfied	66.7 %	33.3 %	100.0 %
	14	5	19
Dissatisfied	73.7 %	26.3 %	100.0 %
	6	3	9
Very dissatisfied	66.7 %	33.3 %	100.0 %
	3	4	7
Don't know	42.9 %	57.1 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Job security	Competitiveness	Convergence	Total
	85	43	128
Very satisfied	66.4 %	33.6 %	100.0 %
	155	74	229
Satisfied	67.7 %	32.3 %	100.0 %
	14	11	25
Neither dissatisfied nor satisfied	56.0 %	44.0 %	100.0 %
	27	13	40
Dissatisfied	67.5 %	32.5 %	100.0 %
	5	2	7
Very dissatisfied	71.4 %	28.6 %	100.0 %
	2	2	4
Don't know	50.0 %	50.0 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Opportunity to use your own initiative	Competitiveness	Convergence	Total
	105	49	154
Very satisfied	68.2 %	31.8 %	100.0 %
	144	76	220
Satisfied	65.5 %	34.5 %	100.0 %
	17	10	27
Neither dissatisfied nor satisfied	63.0 %	37.0 %	100.0 %
	16	7	23
Dissatisfied	69.6 %	30.4 %	100.0 %
	5	3	8
Very dissatisfied	62.5 %	37.5 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The number of hours you work	Competitiveness	Convergence	Total
	59	29	88
Very satisfied	67.0 %	33.0 %	100.0 %
	182	87	269
Satisfied	67.7 %	32.3 %	100.0 %
	16	11	27
Neither dissatisfied nor satisfied	59.3 %	40.7 %	100.0 %
	23	15	38
Dissatisfied	60.5 %	39.5 %	100.0 %
	6	3	9
Very dissatisfied	66.7 %	33.3 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The work took place in a safe and healthy environment	Competitiveness	Convergence	Total
	112	53	165
Very satisfied	67.9 %	32.1 %	100.0 %
	153	84	237
Satisfied	64.6 %	35.4 %	100.0 %
	7	6	13
Neither dissatisfied nor satisfied	53.8 %	46.2 %	100.0 %
	12	2	14
Dissatisfied	85.7 %	14.3 %	100.0 %
	2	0	2
Very dissatisfied	100.0 %	0.0 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	288	145	433
Total	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Your capacity to fulfil your potential at work	Competitiveness	Convergence	Total
Very satisfied	69	36	105
	65.7 %	34.3 %	100.0 %
Satisfied	165	78	243
	67.9 %	32.1 %	100.0 %
Neither dissatisfied nor satisfied	27	14	41
	65.9 %	34.1 %	100.0 %
Dissatisfied	18	14	32
	56.3 %	43.8 %	100.0 %
Very dissatisfied	8	3	11
	72.7 %	27.3 %	100.0 %
Don't know	1	0	1
	100.0 %	0.0 %	100.0 %
Total	288	145	433
	66.5 %	33.5 %	100.0 %

ASK ALL PREVIOUSLY WORKING (B1=1a or 1b OR 2) B13a How would you rate your job prior to the Apprenticeship on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. So all things considered, how satisfied were you with your previous job overall	Competitiveness	Convergence	Total
Very satisfied	97	41	138
	70.3 %	29.7 %	100.0 %
Satisfied	153	87	240
	63.7 %	36.3 %	100.0 %
Neither dissatisfied nor satisfied	15	8	23
	65.2 %	34.8 %	100.0 %
Dissatisfied	16	6	22
	72.7 %	27.3 %	100.0 %
Very dissatisfied	6	3	9
	66.7 %	33.3 %	100.0 %
Don't know	1	0	1
	100.0 %	0.0 %	100.0 %
Total	288	145	433
	66.5 %	33.5 %	100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B15 Prior to the Apprenticeship, can you tell me what was your gross pay including any overtime, bonuses, commissions or tips but BEFORE any deductions for tax, national insurance, pension contributions etc...	Competitiveness	Convergence	Total
less than Â£2,000	2 66.7 %	1 33.3 %	3 100.0 %
Â£2,000 - Â£3,999	6 66.7 %	3 33.3 %	9 100.0 %
Â£4,000 - Â£5,999	12 54.5 %	10 45.5 %	22 100.0 %
Â£6,000 - Â£7,999	21 70.0 %	9 30.0 %	30 100.0 %
Â£8,000 - Â£9,999	33 70.2 %	14 29.8 %	47 100.0 %
Â£10,000 - Â£11,999	31 68.9 %	14 31.1 %	45 100.0 %
Â£12,000 - Â£14,999	49 68.1 %	23 31.9 %	72 100.0 %
Â£15,000 - Â£17,999	26 61.9 %	16 38.1 %	42 100.0 %
Â£18,000 - Â£20,999	24 61.5 %	15 38.5 %	39 100.0 %
Â£21,000 - Â£23,999	8 88.9 %	1 11.1 %	9 100.0 %
Â£24,000 - Â£26,999	10 83.3 %	2 16.7 %	12 100.0 %
Â£27,000 - Â£29,999	2 66.7 %	1 33.3 %	3 100.0 %
Â£30,000+	4 66.7 %	2 33.3 %	6 100.0 %
Don't know	37 60.7 %	24 39.3 %	61 100.0 %
Refused	23 69.7 %	10 30.3 %	33 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

IF WORKING IMMEDIATELY BEFORE THE APPRENTICESHIP (B1=1a OR 1b OR 2) B16 Did your pay increase, decrease or stay the same as a direct result of starting your Apprenticeship?	Competitiveness	Convergence	Total
Increase	58 67.4 %	28 32.6 %	86 100.0 %
Stayed the same	196 66.2 %	100 33.8 %	296 100.0 %
Decrease	20 83.3 %	4 16.7 %	24 100.0 %
Changed but not as a direct result of starting the Apprenticeship	12 50.0 %	12 50.0 %	24 100.0 %
Can't remember	2 66.7 %	1 33.3 %	3 100.0 %
Total	288 66.5 %	145 33.5 %	433 100.0 %

A4 Which of the following were reasons for doing this Apprenticeship ...	Competitiveness	Convergence	Total
	318	167	485
To develop a broader range of skills and or knowledge	65.6 %	34.4 %	100.0 %
	279	145	424
To develop more specialist skills and or knowledge	65.8 %	34.2 %	100.0 %
	308	157	465
To improve or widen your career options	66.2 %	33.8 %	100.0 %
	193	103	296
To help you get a job	65.2 %	34.8 %	100.0 %
	251	132	383
To improve your pay, promotion or other prospects at work	65.5 %	34.5 %	100.0 %
	128	63	191
Your employer requested or required you to do it	67.0 %	33.0 %	100.0 %
	260	150	410
To learn something new for personal interest	63.4 %	36.6 %	100.0 %
	190	92	282
To help you progress on to another education, training or learning course	67.4 %	32.6 %	100.0 %
An adviser recommended that you should attend this Apprenticeship as it was relevant to your	176	88	264
	66.7 %	33.3 %	100.0 %
	1	0	1
To build up my confidence/self esteem	100.0 %	0.0 %	100.0 %
	1	0	1
Want to be self employed/start my own business	100.0 %	0.0 %	100.0 %
	2105	1097	3202
Total	65.7%	34.3%	100.0%

IF MORE THAN ONE REASON MENTIONED AT A4 A5 Which of these reasons was the most important for doing this Apprenticeship?	Competitiveness	Convergence	Total
	2	2	4
An adviser recommended that you should attend this Apprenticeship as it was relevant to your	50.0 %	50.0 %	100.0 %
	4	0	4
It was compulsory (inc. Job Centre required it)	100.0 %	0.0 %	100.0 %
	1	0	1
To better myself and improve my life “ personal challenge	100.0 %	0.0 %	100.0 %
	1	0	1
To build up my confidence/self esteem	100.0 %	0.0 %	100.0 %
	93	40	133
To develop a broader range of skills and or knowledge	69.9 %	30.1 %	100.0 %
	49	22	71
To develop more specialist skills and or knowledge	69.0 %	31.0 %	100.0 %
	3	5	8
To gain qualifications “ improve CV	37.5 %	62.5 %	100.0 %
	23	18	41
To help you get a job	56.1 %	43.9 %	100.0 %
	6	4	10
To help you progress on to another education, training or learning course	60.0 %	40.0 %	100.0 %
	91	46	137
To improve or widen your career options	66.4 %	33.6 %	100.0 %
	25	14	39
To improve your pay, promotion or other prospects at work	64.1 %	35.9 %	100.0 %
	2	2	4
To improve/update existing skills	50.0 %	50.0 %	100.0 %
	20	13	33
To learn something new for personal interest	60.6 %	39.4 %	100.0 %
	1	0	1
Want to be self employed/start my own business	100.0 %	0.0 %	100.0 %
	21	10	31
Your employer requested or required you to do it	67.7 %	32.3 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A6 At the time, did you think about doing a different course to the Apprenticeship you started?	Competitiveness	Convergence	Total
Yes	44	30	74
	59.5 %	40.5 %	100.0 %
No	298	146	444
	67.1 %	32.9 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

IF YES AT A6 A6a Did you choose the Apprenticeship, rather than any alternative courses, for any of the following reasons. The Apprenticeship was free, or was cheaper than the alternative courses	Competitiveness	Convergence	Total
Yes	13	9	22
	59.1 %	40.9 %	100.0 %
No	31	19	50
	62.0 %	38.0 %	100.0 %
Don't know	0	2	2
	0.0 %	100.0 %	100.0 %
Total	44	30	74
	59.5 %	40.5 %	100.0 %

IF YES AT A6 A6a Did you choose the Apprenticeship, rather than any alternative courses, for any of the following reasons. The Apprenticeship content was better and more suited to your needs	Competitiveness	Convergence	Total
Yes	33	21	54
	61.1 %	38.9 %	100.0 %
No	11	8	19
	57.9 %	42.1 %	100.0 %
Don't know	0	1	1
	0.0 %	100.0 %	100.0 %
Total	44	30	74
	59.5 %	40.5 %	100.0 %

IF YES AT A6 A6a Did you choose the Apprenticeship, rather than any alternative courses, for any of the following reasons. The time or location was more convenient than the other courses	Competitiveness	Convergence	Total
Yes	25	17	42
	59.5 %	40.5 %	100.0 %
No	18	13	31
	58.1 %	41.9 %	100.0 %
Don't know	1	0	1
	100.0 %	0.0 %	100.0 %
Total	44	30	74
	59.5 %	40.5 %	100.0 %

IF YES AT A6 A6a Did you choose the Apprenticeship, rather than any alternative courses, for any of the following reasons. It was the only one offered/available to me (inc. couldn't	Competitiveness	Convergence	Total
Yes	3	0	3
	100.0 %	0.0 %	100.0 %
No	41	30	71
	57.7 %	42.3 %	100.0 %
Total	44	30	74
	59.5 %	40.5 %	100.0 %

A7a Were you aware of the Apprenticeship matching service (the online apprenticeship search tool on the Careers Wales Website)?	Competitiveness	Convergence	Total
Yes	95	45	140
	67.9 %	32.1 %	100.0 %
No	244	129	373
	65.4 %	34.6 %	100.0 %
Don't know	3	2	5
	60.0 %	40.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

Only ask this question if A7a =yes A7b Did you use the Apprenticeship matching service when thinking about doing an apprenticeship?	Competitiveness	Convergence	Total
Yes	32	11	43
	74.4 %	25.6 %	100.0 %
No	63	34	97
	64.9 %	35.1 %	100.0 %
Total	95	45	140
	67.9 %	32.1 %	100.0 %

Only ask this question if A7b =yes A7c Did you find the Apprenticeship matching service a useful tool?	Competitiveness	Convergence	Total
Yes	31	11	42
	73.8 %	26.2 %	100.0 %
No	1	0	1
	100.0 %	0.0 %	100.0 %
Total	32	11	43
	74.4 %	25.6 %	100.0 %

A7d How did you find out about Apprenticeships? (select all that apply)	Competitiveness	Convergence	Total
Careers Wales advisor	15	10	25
	60.0 %	40.0 %	100.0 %
Apprenticeship provider	44	16	60
	73.3 %	26.7 %	100.0 %
Schools/careers teacher	15	8	23
	65.2 %	34.8 %	100.0 %
Employer	184	103	287
	64.1 %	35.9 %	100.0 %
Parent or friend	40	24	64
	62.5 %	37.5 %	100.0 %
Work colleague	5	4	9
	55.6 %	44.4 %	100.0 %
College	30	16	46
	65.2 %	34.8 %	100.0 %
Total	333	181	514
	64.8 %	35.2 %	100.0 %

A7e To what extent did your Apprenticeship match the expectations you had before starting?	Competitiveness	Convergence	Total
	37	23	60
Did they far exceed your expectations	61.7 %	38.3 %	100.0 %
	118	60	178
Exceeded your expectations somewhat	66.3 %	33.7 %	100.0 %
	131	73	204
Meet but not exceed your expectations	64.2 %	35.8 %	100.0 %
	27	10	37
Not quite live up to your expectations	73.0 %	27.0 %	100.0 %
	24	6	30
Not live up to your expectations at all	80.0 %	20.0 %	100.0 %
	5	4	9
Don't know	55.6 %	44.4 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A1 I'd now like to ask you some more questions about the Apprenticeship. Was the Apprenticeship based at...	Competitiveness	Convergence	Total
	89	35	124
College	71.8 %	28.2 %	100.0 %
	34	18	52
A training centre	65.4 %	34.6 %	100.0 %
	291	154	445
At workplace / employer premises	65.4 %	34.6 %	100.0 %
	1	1	2
Commercial Conference Room	50.0 %	50.0 %	100.0 %
	5	3	8
At home i.e. A distance learning or correspondence course	62.5 %	37.5 %	100.0 %
	420	211	631
Total	66.6%	33.4%	100.0%

A2 Did you do the Apprenticeship during the evenings or weekends?	Competitiveness	Convergence	Total
	102	53	155
Evenings / weekends	65.8 %	34.2 %	100.0 %
	317	166	483
During the working week	65.6 %	34.4 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	421	219	640
Total	65.8%	34.2%	100.0%

A2a How many hours a week did you typically spend at work, including working hours and on the job training?	Competitiveness	Convergence	Total
	7	4	11
0-4 hours	63.6 %	36.4 %	100.0 %
	4	3	7
5-9 hours	57.1 %	42.9 %	100.0 %
	4	6	10
10-15 hours	40.0 %	60.0 %	100.0 %
	23	18	41
16-24 hours	56.1 %	43.9 %	100.0 %
	298	142	440
25 hours or more	67.7 %	32.3 %	100.0 %
	6	3	9
Don't know	66.7 %	33.3 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A2b How many hours a week in addition to this did you typically spend receiving off the job training or spend studying independently?	Competitiveness	Convergence	Total
0-4 hours	183	115	298
	61.4 %	38.6 %	100.0 %
5-9 hours	104	36	140
	74.3 %	25.7 %	100.0 %
10-15 hours	35	16	51
	68.6 %	31.4 %	100.0 %
16-24 hours	9	4	13
	69.2 %	30.8 %	100.0 %
25 hours or more	6	2	8
	75.0 %	25.0 %	100.0 %
Don't know	5	3	8
	62.5 %	37.5 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

A3 How long were you on the Apprenticeship?	Competitiveness	Convergence	Total
1 month up to 6 months	36	15	51
	70.6 %	29.4 %	100.0 %
6 months up 1 year	90	49	139
	64.7 %	35.3 %	100.0 %
1 year or more	209	109	318
	65.7 %	34.3 %	100.0 %
Don't know	7	3	10
	70.0 %	30.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

A7f To what extent do you agree or disagree with the following statements? Apprenticeships are good for getting experience and skills	Competitiveness	Convergence	Total
Agree strongly	146	78	224
	65.2 %	34.8 %	100.0 %
Agree	175	88	263
	66.5 %	33.5 %	100.0 %
Neither agree nor disagree	15	7	22
	68.2 %	31.8 %	100.0 %
Disagree	4	1	5
	80.0 %	20.0 %	100.0 %
Disagree Strongly	0	1	1
	0.0 %	100.0 %	100.0 %
Don't Know	2	1	3
	66.7 %	33.3 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

A7f To what extent do you agree or disagree with the following statements? Apprenticeships are a good stepping stone towards getting employment	Competitiveness	Convergence	Total
Agree strongly	144	71	215
	67.0 %	33.0 %	100.0 %
Agree	174	93	267
	65.2 %	34.8 %	100.0 %
Neither agree nor disagree	14	7	21
	66.7 %	33.3 %	100.0 %
Disagree	8	5	13
	61.5 %	38.5 %	100.0 %
Don't Know	2	0	2
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

A7f To what extent do you agree or disagree with the following statements? Apprenticeships help you progress in employment	Competitiveness	Convergence	Total
Agree strongly	114 66.3 %	58 33.7 %	172 100.0 %
Agree	196 66.7 %	98 33.3 %	294 100.0 %
Neither agree nor disagree	14 60.9 %	9 39.1 %	23 100.0 %
Disagree	14 58.3 %	10 41.7 %	24 100.0 %
Disagree Strongly	1 100.0 %	0 0.0 %	1 100.0 %
Don't Know	3 75.0 %	1 25.0 %	4 100.0 %
Total	342 66.0 %	176 34.0 %	518 100.0 %

A7f To what extent do you agree or disagree with the following statements? Apprenticeships are respected by people in general	Competitiveness	Convergence	Total
Agree strongly	81 66.9 %	40 33.1 %	121 100.0 %
Agree	195 67.2 %	95 32.8 %	290 100.0 %
Neither agree nor disagree	44 65.7 %	23 34.3 %	67 100.0 %
Disagree	17 51.5 %	16 48.5 %	33 100.0 %
Disagree Strongly	2 100.0 %	0 0.0 %	2 100.0 %
Don't Know	3 60.0 %	2 40.0 %	5 100.0 %
Total	342 66.0 %	176 34.0 %	518 100.0 %

A7g As part of your Apprenticeship were you offered any of the following? (read out select all that apply)	Competitiveness	Convergence	Total
The opportunity to complete some or all of your learning and assessment in Welsh	279 66.0 %	144 34.0 %	423 100.0 %
The opportunity to use Welsh during your course	285 66.6 %	143 33.4 %	428 100.0 %
The opportunity to work towards a Welsh medium qualification	173 68.9 %	78 31.1 %	251 100.0 %
The opportunity to use Welsh in the workplace	227 70.1 %	97 29.9 %	324 100.0 %
None of the above	36 65.5 %	19 34.5 %	55 100.0 %
Total	1000 67.5 %	481 32.5 %	1481 100.0 %

A7h How would you rate your Apprenticeship provider on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The provider overall	Competitiveness	Convergence	Total
	145	75	220
Very satisfied	65.9 %	34.1 %	100.0 %
	149	89	238
Satisfied	62.6 %	37.4 %	100.0 %
	15	5	20
Neither dissatisfied nor satisfied	75.0 %	25.0 %	100.0 %
	22	4	26
Dissatisfied	84.6 %	15.4 %	100.0 %
	10	3	13
Very dissatisfied	76.9 %	23.1 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A7h How would you rate your Apprenticeship provider on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The support from your provider while you were on the Apprenticeship	Competitiveness	Convergence	Total
	172	87	259
Very satisfied	66.4 %	33.6 %	100.0 %
	124	75	199
Satisfied	62.3 %	37.7 %	100.0 %
	18	3	21
Neither dissatisfied nor satisfied	85.7 %	14.3 %	100.0 %
	18	9	27
Dissatisfied	66.7 %	33.3 %	100.0 %
	9	2	11
Very dissatisfied	81.8 %	18.2 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A7h How would you rate your Apprenticeship provider on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Provider support to deal with problems/challenges	Competitiveness	Convergence	Total
	155	81	236
Very satisfied	65.7 %	34.3 %	100.0 %
	141	83	224
Satisfied	62.9 %	37.1 %	100.0 %
	17	4	21
Neither dissatisfied nor satisfied	81.0 %	19.0 %	100.0 %
	19	4	23
Dissatisfied	82.6 %	17.4 %	100.0 %
	8	3	11
Very dissatisfied	72.7 %	27.3 %	100.0 %
	2	1	3
Don't know	66.7 %	33.3 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A7j How would you rate your Apprenticeship employer on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The employer overall	Competitiveness	Convergence	Total
	132	56	188
Very satisfied	70.2 %	29.8 %	100.0 %
	158	92	250
Satisfied	63.2 %	36.8 %	100.0 %
	23	12	35
Neither dissatisfied nor satisfied	65.7 %	34.3 %	100.0 %
	16	10	26
Dissatisfied	61.5 %	38.5 %	100.0 %
	11	4	15
Very dissatisfied	73.3 %	26.7 %	100.0 %
	2	2	4
Don't know	50.0 %	50.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A7j How would you rate your Apprenticeship employer on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The support from your employer while you were on the Apprenticeship	Competitiveness	Convergence	Total
	138	56	194
Very satisfied	71.1 %	28.9 %	100.0 %
	132	83	215
Satisfied	61.4 %	38.6 %	100.0 %
	30	17	47
Neither dissatisfied nor satisfied	63.8 %	36.2 %	100.0 %
	28	11	39
Dissatisfied	71.8 %	28.2 %	100.0 %
	12	6	18
Very dissatisfied	66.7 %	33.3 %	100.0 %
	2	3	5
Don't know	40.0 %	60.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

A7j How would you rate your Apprenticeship employer on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Employer support to deal with problems/challenges	Competitiveness	Convergence	Total
	128	52	180
Very satisfied	71.1 %	28.9 %	100.0 %
	147	88	235
Satisfied	62.6 %	37.4 %	100.0 %
	34	15	49
Neither dissatisfied nor satisfied	69.4 %	30.6 %	100.0 %
	18	14	32
Dissatisfied	56.3 %	43.8 %	100.0 %
	12	4	16
Very dissatisfied	75.0 %	25.0 %	100.0 %
	3	3	6
Don't know	50.0 %	50.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

IF COMPLETED OR DON'T KNOW AT SE (SE=1 OR X) A8a Did you get any qualifications or accredited certificates as a result of being on the Apprenticeship?	Competitiveness	Convergence	Total
Yes	272 64.3 %	151 35.7 %	423 100.0 %
No	5 71.4 %	2 28.6 %	7 100.0 %
Don't know	2 66.7 %	1 33.3 %	3 100.0 %
Total	279 64.4 %	154 35.6 %	433 100.0 %

IF COMPLETED OR DON'T KNOW AT SE (SE=1 OR X) A8b Did you get any units or credits towards any qualifications while you were on the Apprenticeship?	Competitiveness	Convergence	Total
Yes	160 61.8 %	99 38.2 %	259 100.0 %
No	66 68.8 %	30 31.3 %	96 100.0 %
Don't know	53 67.9 %	25 32.1 %	78 100.0 %
Total	279 64.4 %	154 35.6 %	433 100.0 %

IF LEFT EARLY (SE=2 FOR SELECTED APPRENTICESHIP) A9 You said earlier that you did not complete the Apprenticeship. Why did you not complete it?	Competitiveness	Convergence	Total
Left to start a different job	15 71.4 %	6 28.6 %	21 100.0 %
Apprenticeship too advanced / too hard	1 100.0 %	0 0.0 %	1 100.0 %
Apprenticeship too easy	1 100.0 %	0 0.0 %	1 100.0 %
Problems accessing learning e.g. travel problems	1 100.0 %	0 0.0 %	1 100.0 %
Apprenticeship did not meet expectations	11 68.8 %	5 31.3 %	16 100.0 %
Lack of support / help	6 85.7 %	1 14.3 %	7 100.0 %
Lack of time / too busy	9 81.8 %	2 18.2 %	11 100.0 %
Family / personal circumstances	6 60.0 %	4 40.0 %	10 100.0 %
Ill health / disability	6 66.7 %	3 33.3 %	9 100.0 %
Apprenticeship cancelled / closed down	7 100.0 %	0 0.0 %	7 100.0 %
Changed job or made redundant	13 81.3 %	3 18.8 %	16 100.0 %
Other	5 71.4 %	2 28.6 %	7 100.0 %
Total	81 75.7%	26 24.3%	107 100.0%

C1 I would like to get a few details about what you are doing at the moment. Which of the following do you regard as your main activity ...	Competitiveness	Convergence	Total
Doing paid work as an employee for a different employer than during the Apprenticeship	92 63.0 %	54 37.0 %	146 100.0 %
Doing paid work as an employee for the same employer as during the Apprenticeship	209 67.2 %	102 32.8 %	311 100.0 %
Doing voluntary work	1 100.0 %	0 0.0 %	1 100.0 %
In full-time education or training	5 100.0 %	0 0.0 %	5 100.0 %
On a government funded employment or training programme	2 50.0 %	2 50.0 %	4 100.0 %
Or Not in or looking for paid work (for example looking after children or relatives)	7 63.6 %	4 36.4 %	11 100.0 %
Unemployed and looking for work	8 66.7 %	4 33.3 %	12 100.0 %
Working on a self-employed basis	17 63.0 %	10 37.0 %	27 100.0 %
Other	1 100.0 %	0 0.0 %	1 100.0 %
Total	342 66.0 %	176 34.0 %	518 100.0 %

C1 I would like to get a few details about what you are doing at the moment. Which of the following do you regard as your main activity ...	Competitiveness	Convergence	Total
Education or training	7 77.8 %	2 22.2 %	9 100.0 %
Paid work	318 65.7 %	166 34.3 %	484 100.0 %
Unemployed and looking for work	8 66.7 %	4 33.3 %	12 100.0 %
Other	9 69.2 %	4 30.8 %	13 100.0 %
Total	342 66.0 %	176 34.0 %	518 100.0 %

IF APPRENTICESHIP WITH DIFFERENT EMPLOYER THAN PREVIOUS WORK, AND CURRENT EMPLOYER DIFFERENT TO APPRENTICESHIP EMPLOYER (B1=1b AND C1=1b) C1a Can I check, are you now working for the same employer as you were immediately prior to your Apprenticeship?	Competitiveness	Convergence	Total
Yes	0 0.0 %	1 100.0 %	1 100.0 %
No	8 57.1 %	6 42.9 %	14 100.0 %
Total	8 53.3 %	7 46.7 %	15 100.0 %

IF NOT IN OR LOOKING FOR PAID WORK (C1 = 8) C2 Are you not looking for work for any of the following reasons...	Competitiveness	Convergence	Total
Looking after the family, home or caring for dependents	1 33.3 %	2 66.7 %	3 100.0 %
Long term-sick or disabled	1 50.0 %	1 50.0 %	2 100.0 %
Can't remember	5 83.3 %	1 16.7 %	6 100.0 %
Total	7 63.6 %	4 36.4 %	11 100.0 %

ASK IF NOT CURRENTLY WORKING (C1=NOT 1 OR 1b OR 2) AND NOT RETIRED (C2=NOT 4) C3 Which, if any, of the following things [IF DOING VOLUNTARY WORK OR NOT IN OR LOOKING FOR PAID WORK (C1= 7 OR 8) ADD: would] make it difficult currently for you to find work...	Competitiveness	Convergence	Total
	2	1	3
A lack of qualifications or skills	66.7 %	33.3 %	100.0 %
	6	2	8
Lack of relevant work experience	75.0 %	25.0 %	100.0 %
	1	1	2
Lack of affordable childcare	50.0 %	50.0 %	100.0 %
	3	1	4
Having caring responsibilities	75.0 %	25.0 %	100.0 %
	7	3	10
Health problems	70.0 %	30.0 %	100.0 %
	1	4	5
Age	20.0 %	80.0 %	100.0 %
	1	0	1
Having a criminal record	100.0 %	0.0 %	100.0 %
	6	3	9
Lack of appropriate jobs where you live	66.7 %	33.3 %	100.0 %
	6	2	8
Transport difficulties and it being hard to get to appropriate work	75.0 %	25.0 %	100.0 %
	3	2	5
You only wanting to work part time	60.0 %	40.0 %	100.0 %
	2	1	3
Believing you would not be better off financially in work	66.7 %	33.3 %	100.0 %
	1	0	1
Other	100.0 %	0.0 %	100.0 %
	39	20	59
Total	66.1%	33.9%	100.0%

IF C3 MULTICODED C3A Which of these reasons is the most important?	Competitiveness	Convergence	Total
	0	1	1
Believing you would not be better off financially in work	0.0 %	100.0 %	100.0 %
	6	3	9
Health problems	66.7 %	33.3 %	100.0 %
	1	0	1
Lack of affordable childcare	100.0 %	0.0 %	100.0 %
	2	1	3
Lack of appropriate jobs where you live	66.7 %	33.3 %	100.0 %
	4	1	5
Lack of relevant work experience	80.0 %	20.0 %	100.0 %
	6	2	8
None of these	75.0 %	25.0 %	100.0 %
	4	1	5
Transport difficulties and it being hard to get to appropriate work	80.0 %	20.0 %	100.0 %
	1	0	1
You only wanting to work part time	100.0 %	0.0 %	100.0 %
	1	1	2
Other	50.0 %	50.0 %	100.0 %
	25	10	35
Total	71.4 %	28.6 %	100.0 %

IF CURRENTLY WORKING (C1 = 1 OR 1b OR 2)] C7a In your job now, do you have formal responsibility for supervising the work of other employees?	Competitiveness	Convergence	Total
Yes	149 70.6 %	62 29.4 %	211 100.0 %
No	168 61.8 %	104 38.2 %	272 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	318 65.7 %	166 34.3 %	484 100.0 %

ASK ALL CURRENTLY WORKING AS AN EMPLOYEE (C1 = 1 OR 1b) C8 Is this job...?	Competitiveness	Convergence	Total
Permanent	268 66.0 %	138 34.0 %	406 100.0 %
A job done under a contract for a limited period	11 61.1 %	7 38.9 %	18 100.0 %
Another type of job that is not permanent	6 75.0 %	2 25.0 %	8 100.0 %
Seasonal, casual or temporary	12 57.1 %	9 42.9 %	21 100.0 %
Don't know	4 100.0 %	0 0.0 %	4 100.0 %
Total	301 65.9 %	156 34.1 %	457 100.0 %

ASK ALL CURRENTLY WORKING (C1 = 1 OR 1b OR 2) C10 How many hours a week, on average, do you usually work – excluding meal breaks but including any paid overtime?	Competitiveness	Convergence	Total
Under 16 hours per week	4 57.1 %	3 42.9 %	7 100.0 %
16 to 29 hours per week	29 63.0 %	17 37.0 %	46 100.0 %
30 hours or more per week	284 66.0 %	146 34.0 %	430 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	318 65.7 %	166 34.3 %	484 100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The actual work itself	Competitiveness	Convergence	Total
Very satisfied	140 66.4 %	71 33.6 %	211 100.0 %
Satisfied	159 66.3 %	81 33.8 %	240 100.0 %
Neither dissatisfied nor satisfied	8 53.3 %	7 46.7 %	15 100.0 %
Dissatisfied	6 46.2 %	7 53.8 %	13 100.0 %
Very dissatisfied	2 100.0 %	0 0.0 %	2 100.0 %
Don't know	3 100.0 %	0 0.0 %	3 100.0 %
Total	318 65.7 %	166 34.3 %	484 100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Your overall pay including overtime or bonuses	Competitiveness	Convergence	Total
	83	40	123
Very satisfied	67.5 %	32.5 %	100.0 %
	159	81	240
Satisfied	66.3 %	33.8 %	100.0 %
	33	16	49
Neither dissatisfied nor satisfied	67.3 %	32.7 %	100.0 %
	32	22	54
Dissatisfied	59.3 %	40.7 %	100.0 %
	10	7	17
Very dissatisfied	58.8 %	41.2 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Relations with your supervisor or manager	Competitiveness	Convergence	Total
	153	58	211
Very satisfied	72.5 %	27.5 %	100.0 %
	126	82	208
Satisfied	60.6 %	39.4 %	100.0 %
	8	8	16
Neither dissatisfied nor satisfied	50.0 %	50.0 %	100.0 %
	7	5	12
Dissatisfied	58.3 %	41.7 %	100.0 %
	2	0	2
Very dissatisfied	100.0 %	0.0 %	100.0 %
	5	3	8
Don't know	62.5 %	37.5 %	100.0 %
	301	156	457
Total	65.9 %	34.1 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Job security	Competitiveness	Convergence	Total
	121	62	183
Very satisfied	66.1 %	33.9 %	100.0 %
	159	83	242
Satisfied	65.7 %	34.3 %	100.0 %
	17	11	28
Neither dissatisfied nor satisfied	60.7 %	39.3 %	100.0 %
	15	10	25
Dissatisfied	60.0 %	40.0 %	100.0 %
	3	0	3
Very dissatisfied	100.0 %	0.0 %	100.0 %
	3	0	3
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Opportunity to use your own initiative	Competitiveness	Convergence	Total
	162	74	236
Very satisfied	68.6 %	31.4 %	100.0 %
	136	81	217
Satisfied	62.7 %	37.3 %	100.0 %
	7	8	15
Neither dissatisfied nor satisfied	46.7 %	53.3 %	100.0 %
	10	3	13
Dissatisfied	76.9 %	23.1 %	100.0 %
	1	0	1
Very dissatisfied	100.0 %	0.0 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The number of hours you work	Competitiveness	Convergence	Total
	95	53	148
Very satisfied	64.2 %	35.8 %	100.0 %
	198	102	300
Satisfied	66.0 %	34.0 %	100.0 %
	13	4	17
Neither dissatisfied nor satisfied	76.5 %	23.5 %	100.0 %
	10	6	16
Dissatisfied	62.5 %	37.5 %	100.0 %
	0	1	1
Very dissatisfied	0.0 %	100.0 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. The work takes place in a safe and healthy environment	Competitiveness	Convergence	Total
	161	73	234
Very satisfied	68.8 %	31.2 %	100.0 %
	148	90	238
Satisfied	62.2 %	37.8 %	100.0 %
	6	3	9
Neither dissatisfied nor satisfied	66.7 %	33.3 %	100.0 %
	1	0	1
Dissatisfied	100.0 %	0.0 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. Your capacity to fulfil your potential at work	Competitiveness	Convergence	Total
	130	56	186
Very satisfied	69.9 %	30.1 %	100.0 %
	155	91	246
Satisfied	63.0 %	37.0 %	100.0 %
	13	7	20
Neither dissatisfied nor satisfied	65.0 %	35.0 %	100.0 %
	18	10	28
Dissatisfied	64.3 %	35.7 %	100.0 %
	1	2	3
Very dissatisfied	33.3 %	66.7 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1bOR 2) C12 How would you rate your job on the following aspects. Please use a scale of very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied or very satisfied. So all things considered, how satisfied are you with your present job overall	Competitiveness	Convergence	Total
	174	91	265
Very satisfied	65.7 %	34.3 %	100.0 %
	121	63	184
Satisfied	65.8 %	34.2 %	100.0 %
	13	6	19
Neither dissatisfied nor satisfied	68.4 %	31.6 %	100.0 %
	6	5	11
Dissatisfied	54.5 %	45.5 %	100.0 %
	3	1	4
Very dissatisfied	75.0 %	25.0 %	100.0 %
	1	0	1
Don't know	100.0 %	0.0 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL CURRENTLY WORKING (C1=1 OR 1b OR2) C13 What is your gross pay including any overtime, bonuses, commissions or tips BEFORE any deductions for tax, national insurance, pension contributions etc...	Competitiveness	Convergence	Total
	1	2	3
Â£2,000 - Â£3,999	33.3 %	66.7 %	100.0 %
	7	3	10
Â£4,000 - Â£5,999	70.0 %	30.0 %	100.0 %
	15	6	21
Â£6,000 - Â£7,999	71.4 %	28.6 %	100.0 %
	23	11	34
Â£8,000 - Â£9,999	67.6 %	32.4 %	100.0 %
	27	12	39
Â£10,000 - Â£11,999	69.2 %	30.8 %	100.0 %
	52	38	90
Â£12,000 - Â£14,999	57.8 %	42.2 %	100.0 %
	38	28	66
Â£15,000 - Â£17,999	57.6 %	42.4 %	100.0 %
	37	17	54
Â£18,000 - Â£20,999	68.5 %	31.5 %	100.0 %
	13	2	15
Â£21,000 - Â£23,999	86.7 %	13.3 %	100.0 %
	19	6	25
Â£24,000 - Â£26,999	76.0 %	24.0 %	100.0 %
	8	2	10
Â£27,000 - Â£29,999	80.0 %	20.0 %	100.0 %
	15	5	20
Â£30,000+	75.0 %	25.0 %	100.0 %
	31	19	50
Don't know	62.0 %	38.0 %	100.0 %
	32	15	47
Refused	68.1 %	31.9 %	100.0 %
	318	166	484
Total	65.7 %	34.3 %	100.0 %

ASK ALL EXCEPT A) THOSE STILL WORKING FOR SAME EMPLOYER AS BEFORE THE APPRENTICESHIP (ASK ALL EXCEPT C1DUM=1; these skip to next section) B) EsiW LEAVER PRE 2013 [Screener Y = yes]: these answer C19) C16 You told me earlier you are currently currently [ANSWER FROM C1]. Can I just check since [IF EARLY LEAVER: leaving] / [OTHERS: finishing] the Apprenticeship have you been doing this the whole time, or have you had periods doing other things such as [IF C1=NOT 1 OR 1b OR 2: 'paid work,'] [C1=NOT 3 OR 4: full-time education or training, or a government-funded employment or training programme,] [C1=NOT 6: 'being unemployed and looking for work'] [C1=NOT 8: 'or being unemployed and not looking for work for any reason'].	Competitiveness	Convergence	Total
	45	22	67
Had period doing other things	67.2 %	32.8 %	100.0 %
	119	66	185
Just the one thing the whole time	64.3 %	35.7 %	100.0 %
	164	88	252
Total	65.1 %	34.9 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... More enthusiastic about learning	Competitiveness	Convergence	Total
	1	2	3
Don't know	33.3 %	66.7 %	100.0 %
	68	39	107
No	63.6 %	36.4 %	100.0 %
	273	135	408
Yes	66.9 %	33.1 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Taking part in more voluntary or community activities	Competitiveness	Convergence	Total
Yes	112	50	162
	69.1 %	30.9 %	100.0 %
No	230	125	355
	64.8 %	35.2 %	100.0 %
Don't know	0	1	1
	0.0 %	100.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Clearer about what you want to do in your life	Competitiveness	Convergence	Total
Yes	252	114	366
	68.9 %	31.1 %	100.0 %
No	88	62	150
	58.7 %	41.3 %	100.0 %
Don't know	2	0	2
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... More confident about your abilities	Competitiveness	Convergence	Total
Yes	306	157	463
	66.1 %	33.9 %	100.0 %
No	35	19	54
	64.8 %	35.2 %	100.0 %
Don't know	1	0	1
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Clearer about the range of opportunities open to you	Competitiveness	Convergence	Total
Yes	286	143	429
	66.7 %	33.3 %	100.0 %
No	56	33	89
	62.9 %	37.1 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Feeling better about yourself generally	Competitiveness	Convergence	Total
Yes	298	149	447
	66.7 %	33.3 %	100.0 %
No	43	27	70
	61.4 %	38.6 %	100.0 %
Don't know	1	0	1
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Thinking about setting up your own business or working self-employed	Competitiveness	Convergence	Total
Yes	117	64	181
	64.6 %	35.4 %	100.0 %
No	222	110	332
	66.9 %	33.1 %	100.0 %
Don't know	3	2	5
	60.0 %	40.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Feeling you have improved employment or career prospects	Competitiveness	Convergence	Total
Yes	293	143	436
	67.2 %	32.8 %	100.0 %
No	47	33	80
	58.8 %	41.3 %	100.0 %
Don't know	2	0	2
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Feeling more healthy	Competitiveness	Convergence	Total
Yes	220	115	335
	65.7 %	34.3 %	100.0 %
No	121	59	180
	67.2 %	32.8 %	100.0 %
Don't know	1	2	3
	33.3 %	66.7 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... Have you made new friends as a result of the Apprenticeship	Competitiveness	Convergence	Total
Yes	215	107	322
	66.8 %	33.2 %	100.0 %
No	127	69	196
	64.8 %	35.2 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D1 Thinking about the Apprenticeship, do you feel you benefited in any of the following ways by going on the Apprenticeship? Are you now... As a result of the Apprenticeship have you taken up new interests or hobbies, for example joining a club or society	Competitiveness	Convergence	Total
Yes	61	29	90
	67.8 %	32.2 %	100.0 %
No	281	147	428
	65.7 %	34.3 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Job-specific skills related to a specific occupation	Competitiveness	Convergence	Total
Yes	259	139	398
	65.1 %	34.9 %	100.0 %
No	81	37	118
	68.6 %	31.4 %	100.0 %
Don't know	2	0	2
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Problem solving skills	Competitiveness	Convergence	Total
Yes	265	138	403
	65.8 %	34.2 %	100.0 %
No	77	38	115
	67.0 %	33.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Team working skills	Competitiveness	Convergence	Total
Yes	265	140	405
	65.4 %	34.6 %	100.0 %
No	77	36	113
	68.1 %	31.9 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Organisational skills	Competitiveness	Convergence	Total
Yes	269	146	415
	64.8 %	35.2 %	100.0 %
No	71	30	101
	70.3 %	29.7 %	100.0 %
Don't know	2	0	2
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Literacy skills	Competitiveness	Convergence	Total
Yes	224	111	335
	66.9 %	33.1 %	100.0 %
No	118	65	183
	64.5 %	35.5 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Numeracy skills	Competitiveness	Convergence	Total
Yes	227	124	351
	64.7 %	35.3 %	100.0 %
No	115	52	167
	68.9 %	31.1 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? IT skills	Competitiveness	Convergence	Total
Yes	183	89	272
	67.3 %	32.7 %	100.0 %
No	159	87	246
	64.6 %	35.4 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Communication skills	Competitiveness	Convergence	Total
Yes	283	140	423
	66.9 %	33.1 %	100.0 %
No	59	36	95
	62.1 %	37.9 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Leadership and/or strategic management skills	Competitiveness	Convergence	Total
Yes	203	101	304
	66.8 %	33.2 %	100.0 %
No	139	75	214
	65.0 %	35.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Job search skills	Competitiveness	Convergence	Total
Yes	157	94	251
	62.5 %	37.5 %	100.0 %
No	185	82	267
	69.3 %	30.7 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? CV writing or interview skills	Competitiveness	Convergence	Total
Yes	162	82	244
	66.4 %	33.6 %	100.0 %
No	180	94	274
	65.7 %	34.3 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? English language skills	Competitiveness	Convergence	Total
Yes	208	100	308
	67.5 %	32.5 %	100.0 %
No	134	76	210
	63.8 %	36.2 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2 Which, if any, of the following skills do you feel you have gained or improved from undertaking the Apprenticeship? Are there other skills that have improved because of the Apprenticeship	Competitiveness	Convergence	Total
Yes	10	10	20
	50.0 %	50.0 %	100.0 %
No	332	166	498
	66.7 %	33.3 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

D2a Have you been able to apply what you learnt on the Apprenticeship?	Competitiveness	Convergence	Total
Yes	292	151	443
	65.9 %	34.1 %	100.0 %
No / not yet	49	25	74
	66.2 %	33.8 %	100.0 %
Don't know / not sure	1	0	1
	100.0 %	0.0 %	100.0 %
Total	342	176	518
	66.0 %	34.0 %	100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Have you had a promotion?	Competitiveness	Convergence	Total
Yes	56	26	82
	68.3 %	31.7 %	100.0 %
No	122	62	184
	66.3 %	33.7 %	100.0 %
Total	178	88	266
	66.9 %	33.1 %	100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Has your pay rate, salary or income increased?	Competitiveness	Convergence	Total
Yes	103	50	153
	67.3 %	32.7 %	100.0 %
No	90	43	133
	67.7 %	32.3 %	100.0 %
DK	0	1	1
	0.0 %	100.0 %	100.0 %
Total	193	94	287
	67.2 %	32.8 %	100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Are you getting more job satisfaction	Competitiveness	Convergence	Total
Yes	135 68.9 %	61 31.1 %	196 100.0 %
No	57 63.3 %	33 36.7 %	90 100.0 %
DK	1 100.0 %	0 0.0 %	1 100.0 %
Total	193 67.2 %	94 32.8 %	287 100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Do you have better job security?	Competitiveness	Convergence	Total
Yes	86 66.7 %	43 33.3 %	129 100.0 %
No	107 67.7 %	51 32.3 %	158 100.0 %
Total	193 67.2 %	94 32.8 %	287 100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Have your future pay and promotion prospects improved?	Competitiveness	Convergence	Total
Yes	104 65.0 %	56 35.0 %	160 100.0 %
No	86 69.4 %	38 30.6 %	124 100.0 %
DK	3 100.0 %	0 0.0 %	3 100.0 %
Total	193 67.2 %	94 32.8 %	287 100.0 %

IF WORKING AS EMPLOYEE FOR SAME EMPLOYER AS BEFORE APPRENTICESHIP OR IF SELF-EMPLOYED NOW AND WAS SELF-EMPLOYED OR WORKING BEFORE THE APPRENTICESHIP [C1DUM=1 OR (C1=2 (& B1=1a OR 1b OR 2))] – OTHERS CHECK D5 D3 [IF C1DUM=1: Have any of the following things happened at work since completing the Apprenticeship... READ OUT] IF SELF-EMPLOYED NOW BUT WORKING AS AN EMPLOYEE BEFORE THE APPRENTICESHIP: (C1=2 & (B1=1a OR 1b OR 2) Compared to the work you were doing before the Apprenticeship, do any of the following apply... Do you have more opportunities for training in your job?	Competitiveness	Convergence	Total
Yes	132 71.0 %	54 29.0 %	186 100.0 %
No	60 60.6 %	39 39.4 %	99 100.0 %
DK	1 50.0 %	1 50.0 %	2 100.0 %
Total	193 67.2 %	94 32.8 %	287 100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? A promotion	Competitiveness	Convergence	Total
Directly because of the Apprenticeship	11 78.6 %	3 21.4 %	14 100.0 %
The Apprenticeship helped	27 67.5 %	13 32.5 %	40 100.0 %
Made no difference	18 64.3 %	10 35.7 %	28 100.0 %
Total	56 68.3 %	26 31.7 %	82 100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? Pay rate, salary or income increased	Competitiveness	Convergence	Total
Directly because of the Apprenticeship	14 77.8 %	4 22.2 %	18 100.0 %
The Apprenticeship helped	39 66.1 %	20 33.9 %	59 100.0 %
Made no difference	50 65.8 %	26 34.2 %	76 100.0 %
Total	103 67.3 %	50 32.7 %	153 100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? More job satisfaction	Competitiveness	Convergence	Total
	25	8	33
Directly because of the Apprenticeship	75.8 %	24.2 %	100.0 %
	76	40	116
The Apprenticeship helped	65.5 %	34.5 %	100.0 %
	34	12	46
Made no difference	73.9 %	26.1 %	100.0 %
	0	1	1
Not sure	0.0 %	100.0 %	100.0 %
	135	61	196
Total	68.9 %	31.1 %	100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? Better job security	Competitiveness	Convergence	Total
	15	5	20
Directly because of the Apprenticeship	75.0 %	25.0 %	100.0 %
	28	23	51
The Apprenticeship helped	54.9 %	45.1 %	100.0 %
	43	15	58
Made no difference	74.1 %	25.9 %	100.0 %
	86	43	129
Total	66.7 %	33.3 %	100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? Future pay and promotion prospects improved	Competitiveness	Convergence	Total
	26	8	34
Directly because of the Apprenticeship	76.5 %	23.5 %	100.0 %
	46	29	75
The Apprenticeship helped	61.3 %	38.7 %	100.0 %
	32	19	51
Made no difference	62.7 %	37.3 %	100.0 %
	104	56	160
Total	65.0 %	35.0 %	100.0 %

IF ANY IMPROVEMENTS MENTIONED AS “YES” (D3 a-f = 1) D4 Do you think [IF ONE YES AT D3: this improvement was] [IF MORE THAN ONE YES AT D3: these improvements were] a direct result of you attending and completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference? More opportunities for training in your job	Competitiveness	Convergence	Total
	32	9	41
Directly because of the Apprenticeship	78.0 %	22.0 %	100.0 %
	40	20	60
The Apprenticeship helped	66.7 %	33.3 %	100.0 %
	60	24	84
Made no difference	71.4 %	28.6 %	100.0 %
	0	1	1
Not sure	0.0 %	100.0 %	100.0 %
	132	54	186
Total	71.0 %	29.0 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Is the new job at a higher level than your old job	Competitiveness	Convergence	Total
	58	28	86
Yes	67.4 %	32.6 %	100.0 %
	15	15	30
No	50.0 %	50.0 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Has your pay rate, salary or income increased	Competitiveness	Convergence	Total
	54	30	84
Yes	64.3 %	35.7 %	100.0 %
	20	12	32
No	62.5 %	37.5 %	100.0 %
	1	1	2
Don't know	50.0 %	50.0 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Are you getting more job satisfaction	Competitiveness	Convergence	Total
	65	30	95
Yes	68.4 %	31.6 %	100.0 %
	7	13	20
No	35.0 %	65.0 %	100.0 %
	3	0	3
Don't know	100.0 %	0.0 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Do you have better job security	Competitiveness	Convergence	Total
	58	32	90
Yes	64.4 %	35.6 %	100.0 %
	15	11	26
No	57.7 %	42.3 %	100.0 %
	2	0	2
Don't know	100.0 %	0.0 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Does it have better pay and promotion prospects	Competitiveness	Convergence	Total
	59	33	92
Yes	64.1 %	35.9 %	100.0 %
	14	9	23
No	60.9 %	39.1 %	100.0 %
	2	1	3
Don't know	66.7 %	33.3 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF WAS WORKING PRE-APPRENTICESHIP AS EMPLOYEE AND AN EMPLOYEE FOR A NEW EMPLOYER (B1=1a OR 1b) & (C1=1 OR 1b) & (C1DUM NOT 1) D5 You mentioned that you are working for a different employer than when you started the Apprenticeship. Compared with the job you had just before starting the Apprenticeship... Do you have more opportunities for training in your job?	Competitiveness	Convergence	Total
	54	32	86
Yes	62.8 %	37.2 %	100.0 %
	16	11	27
No	59.3 %	40.7 %	100.0 %
	5	0	5
Don't know	100.0 %	0.0 %	100.0 %
	75	43	118
Total	63.6 %	36.4 %	100.0 %

IF ANY OF THE LISTED IMPROVEMENTS HAVE HAPPENED (ANY D5a-f = 1) D6 Do you think these improvements have taken place directly as a result of you attending and or completing the Apprenticeship, do you think doing the Apprenticeship helped, or do you think the Apprenticeship made no difference?	Competitiveness	Convergence	Total
	10	2	12
Directly because of the Apprenticeship	83.3 %	16.7 %	100.0 %
	35	27	62
The Apprenticeship helped	56.5 %	43.5 %	100.0 %
	25	11	36
Made no difference	69.4 %	30.6 %	100.0 %
	1	0	1
not sure	100.0 %	0.0 %	100.0 %
	71	40	111
Total	64.0 %	36.0 %	100.0 %

ALL CURRENTLY WORKING AS AN EMPLOYEE (EXCLUDING THOSE WORKING IN SAME JOB AS BEFORE APPRENTICESHIP) ((C1=1 OR 1b OR 2) AND C1DUM NOT 1) D7 To what extent do you think the Apprenticeship helped you get your current job? Was it...	Competitiveness	Convergence	Total
	40	24	64
Vital	62.5 %	37.5 %	100.0 %
	43	28	71
Did it help	60.6 %	39.4 %	100.0 %
	54	26	80
Was it not a factor in getting the job	67.5 %	32.5 %	100.0 %
	2	0	2
Not sure	100.0 %	0.0 %	100.0 %
	139	78	217
Total	64.1 %	35.9 %	100.0 %

IF MAIN ACTIVITY NOW WORKING AND NOT WORKING PRE THE APPRENTICESHIP [(C1=1 OR 1b or 2) and B1 NOT 1a OR 1b OR 2) D8 Do you feel better off financially as a result of having started work?	Competitiveness	Convergence	Total
Yes	42 61.8 %	26 38.2 %	68 100.0 %
No	2 50.0 %	2 50.0 %	4 100.0 %
Total	44 61.1 %	28 38.9 %	72 100.0 %

IF SELF-EMPLOYED NOW AND WAS NOT SELF-EMPLOYED BEFORE (C1=2 & B1 NOT 2) D10 Do you think your attending and or completing the Apprenticeship was vital to your being able to set up on a self-employed basis, do you think it helped, or do you think it was not a factor?	Competitiveness	Convergence	Total
Vital	1 33.3 %	2 66.7 %	3 100.0 %
It helped	7 63.6 %	4 36.4 %	11 100.0 %
Or was it not a factor	7 63.6 %	4 36.4 %	11 100.0 %
Total	15 60.0 %	10 40.0 %	25 100.0 %

ASK IF NOT CURRENTLY WORKING (C1=NOT 1 OR 2) AND NOT RETIRED (C2=NOT 4) D11 Do you feel your chance of finding a job in future has changed because of the Apprenticeship?	Competitiveness	Convergence	Total
Significantly more chance	9 69.2 %	4 30.8 %	13 100.0 %
Slightly more chance	8 80.0 %	2 20.0 %	10 100.0 %
No difference	6 66.7 %	3 33.3 %	9 100.0 %
Slightly less chance	1 100.0 %	0 0.0 %	1 100.0 %
Significantly less chance	1 100.0 %	0 0.0 %	1 100.0 %
Don't know	0 0.0 %	1 100.0 %	1 100.0 %
Total	25 71.4 %	10 28.6 %	35 100.0 %

D11a Overall, how satisfied or dissatisfied were you with the Apprenticeship, were you...	Competitiveness	Convergence	Total
Very satisfied	135 67.2 %	66 32.8 %	201 100.0 %
Satisfied	144 63.4 %	83 36.6 %	227 100.0 %
Neither satisfied nor dissatisfied	32 68.1 %	15 31.9 %	47 100.0 %
Dissatisfied	15 71.4 %	6 28.6 %	21 100.0 %
Very dissatisfied	15 71.4 %	6 28.6 %	21 100.0 %
Don't know	1 100.0 %	0 0.0 %	1 100.0 %
Total	342 66.0 %	176 34.0 %	518 100.0 %

D12 With hindsight, if you were starting out again, would you...	Competitiveness	Convergence	Total
	49	34	83
Do a different Apprenticeship or learning course	59.0 %	41.0 %	100.0 %
	55	28	83
Do the same Apprenticeship at a different place	66.3 %	33.7 %	100.0 %
	207	104	311
Do the same Apprenticeship at the same place	66.6 %	33.4 %	100.0 %
	30	9	39
Not do an Apprenticeship or learning course	76.9 %	23.1 %	100.0 %
	1	1	2
Don't know	50.0 %	50.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

D13 Had you not done this particular Apprenticeship, do you think you would...	Competitiveness	Convergence	Total
	83	36	119
Definitely have done similar training anyway	69.7 %	30.3 %	100.0 %
	134	66	200
Probably have done similar training anyway	67.0 %	33.0 %	100.0 %
	88	47	135
Probably not (done similar training anyway)	65.2 %	34.8 %	100.0 %
	34	26	60
Definitely not done similar training	56.7 %	43.3 %	100.0 %
	3	1	4
Don't know	75.0 %	25.0 %	100.0 %
	342	176	518
Total	66.0 %	34.0 %	100.0 %

ASK ALL EXCEPT IF CURRENTLY ON AN APPRENTICESHIP (ASK EXCEPT IF C1= 3 OR 4 OR 5 OR IF SE=3) E1 Since the Apprenticeship, have you started any more education or training courses?	Competitiveness	Convergence	Total
	77	43	120
Yes - at higher level than apprenticeship	64.2 %	35.8 %	100.0 %
	24	7	31
Yes - at same or lower level than apprenticeship	77.4 %	22.6 %	100.0 %
	234	124	358
No	65.4 %	34.6 %	100.0 %
	335	174	509
Total	65.8 %	34.2 %	100.0 %

IF DONE COURSES SINCE ORIGINAL APPRENTICESHIP (E1=1 OR 3 OR C1=3 OR 4 OR 5 OR SE=3) E2 [IF C1=3 or 4: You said earlier you are currently undertaking a course]. To what extent did the Apprenticeship we have been discussing help you get on the subsequent courses or courses you have taken...	Competitiveness	Convergence	Total
	36	21	57
Was it vital	63.2 %	36.8 %	100.0 %
	35	18	53
Did it help	66.0 %	34.0 %	100.0 %
	37	13	50
Make no difference	74.0 %	26.0 %	100.0 %
	108	52	160
Total	67.5 %	32.5 %	100.0 %

Evaluation of Work-Based Learning 2011-15

Employer Case Studies

Introduction

The Welsh Government has commissioned York Consulting, in association with Old Bell 3, Cardiff University and IFF Research to evaluate its Work-Based Learning programmes delivered between 2011 and 2015. The specific elements covered by the evaluation are:

- Apprenticeships (including Foundation Apprenticeships, Apprenticeships and Higher Apprenticeships);
- Traineeships (including Engagement Traineeships, Level 1 Traineeships and Bridge to Employment Traineeships);

Steps to Employment (Work Focused Learning and Routeways to Work). This was closed to new entrants from 31 July 2013

The aims of the evaluation are to:

1. assess the effectiveness of the contracting and delivery for WBL 2011-15;
2. satisfy WEFO's evaluation requirements for projects receiving ESF Funding;
3. carry out specific evaluation of the delivery of Traineeships;
4. assess the delivery of outputs, outcomes and impacts;
5. assess the extent to which the programmes have secured the participation of individuals according to protected characteristics;
6. review how Essential Skills Policy has been embedded in the delivery of WBL and how this has contributed to the achievement of WBL 2011-15 objectives.

A) Introduction and general background about the employer and the training

1. What is your business area?
2. How many employees do you have?
3. How much training does the business undertake generally? Does it have Investors in People?
4. How long have you been involved in apprenticeships/Traineeships?
 - a) Which levels do you deliver?
 - b) How many individuals at each level currently?
 - c) How many over the past 5 years?
5. How long have you been delivering this government training?
6. What is your understanding of other work based learning strands such as apprenticeships/Traineeships and the relationship between these?

B) Relationship with training provider

7. What is the name of the training provider that you have worked with?
8. How long have you worked with this training provider?
9. How well informed did you feel prior to starting this recent round of training with apprenticeships/Traineeships?
10. How did the provider initially sell the idea of apprenticeships/Traineeships to you?
11. In what ways has the provider been able to support you?
 - a) What has been the most useful?
 - b) What has been the least useful?
 - c) Have you encountered any issues?
 - d) How well have these issues been responded too?

C) Apprenticeships

12. How did you become aware of apprenticeships?
 - a) Had you been aware of the apprenticeship scheme before being approached by the provider?
13. Why did you choose to undertake apprenticeship training?
14. If you recruited the apprentice, were you happy with the quality of candidates that you had to consider?
15. Did your provider discuss any of the following with you:
 - a) Gender stereotypes?
 - b) Support for disabled learners?

- c) Support for learners from different ethnic backgrounds?
 - d) Essential skills needs?
 - e) Use of Welsh language as part of the training?
16. How well has the apprentice(s) fitted in to your workforce?
17. Have your apprentices completed their framework? Do you expect them to complete their framework?
- a) Why?
 - b) What do you think made this a success?
 - c) Were there any issues in retaining the apprentice(s)?
18. Were there any problems in the delivery of apprenticeships?
19. Has the balance between workplace learning and any provider based learning been appropriate?
20. How effective has the assessment process been?

D) Benefits to you as an Employer

21. What did you expect to get out of providing the training?
- a) Did the outcome match your expectations? If not why not?
22. Do you feel delivering the training has benefited you as an employer? In what ways?
23. Overall how satisfied were you with the support provided during your delivery of the training?
- a) What was the best part?
 - b) What was the worst part?
 - c) Would you recommend to others?
24. To what extent have your trainee(s)/apprentice(s) added value to your organisation since they joined you?
25. Do you expect them to stay employed with your organisation?
26. Would you be willing to participate again as a result of your experience?
27. In hindsight would you deliver the training again as a result of your experience?
- a) Would you choose to deliver a different course e.g. higher level Traineeship or an apprenticeship instead?
28. Is there anything else we have not discussed that you would like to say about your experience of apprenticeships or Traineeships?

Evaluation of Work-Based Learning 2011-15

Case Studies: Apprenticeship Learners

Introduction

The Welsh Government has commissioned York Consulting, in association with Old Bell 3, Cardiff University and IFF Research to evaluate its Work-Based Learning programmes delivered between 2011 and 2015. The specific elements covered by the evaluation are:

- Apprenticeships (including Foundation Apprenticeships, Apprenticeships and Higher Apprenticeships);
- Traineeships (including Engagement Traineeships, Level 1 Traineeships and Bridge to Employment Traineeships);

Steps to Employment (Work Focused Learning and Routeways to Work). This was closed to new entrants from 31 July 2013

The aims of the evaluation are to:

1. assess the effectiveness of the contracting and delivery for WBL 2011-15;
2. satisfy WEFO's evaluation requirements for projects receiving ESF Funding;
3. carry out specific evaluation of the delivery of Apprenticeships;
4. assess the delivery of outputs, outcomes and impacts;
5. assess the extent to which the programmes have secured the participation of individuals according to protected characteristics;
6. review how Essential Skills Policy has been embedded in the delivery of WBL and how this has contributed to the achievement of WBL 2011-15 objectives.

Explain that all interviews are voluntary and that if at any time they wish to terminate the interview they may. We will not share any of their responses with any one external to ourselves that could reveal their identity and give assurance of anonymity in any case study write up or quotes.

Ask for any questions they have before beginning.

A) Background

1. Introduction and general background about the young person and their Apprenticeship
 - a) Which level are you on?
 - b) How long have you been on this Apprenticeship?
 - c) Were you already working at [the company] before you began this Apprenticeship?
2. How did you find out about Apprenticeships?
3. Who told you about it?
4. Did you use the Apprenticeship matching service through CareersWales Online?
5. What were you considering before you agreed to start the Apprenticeship?
6. Has the training been what you expected?

B) Recruitment onto the Apprenticeship

7. How was the training presented to you? (positive/negative/voluntary/mandatory)
8. To what extent did you feel you got enough information about what it was about and why/how it was going to benefit you?
 - a. If you did not get enough information did you know who to ask for more?
9. To what extent did you get enough information about what you were required to do on the Apprenticeship?
 - a. If you did not get enough information did you know who to ask for more?
10. Did you go through an initial assessment process?
 - a. How was this explained to you? What were the outcomes of this?
 - b. Did you need support with reading, writing, numbers or IT (Essential Skills)?
11. Were you asked what type of job/sector you were interested in?
12. Why did you decide to take part in the Apprenticeship?
 - a. What did you expect might happen as a result of participating?
 - b. What expectations did you have?
13. Where was the Apprenticeship based? E.g. college/training centre/ employer
 - a. Approximately how much time did you spend on average at each location?
14. How long have you been on the Apprenticeship?
 - a. Was this the full course?
 - b. Did you leave early?
 - c. If left early why?
15. What level of Apprenticeship have you completed?
 - a. What do you hope to do next?

- b. Same or different sector as Apprenticeship was in?
 - c. Do you still have the same aims as when you started the Apprenticeship? If not why not?
- 16. Did you discuss a learning plan/timetable?
 - a. Did you feel the Apprenticeship was well-structured?
 - b. Did you understand how you were being assessed?
 - c. Did you receive any extra support? Why was this? How useful was the support?
 - d. Did you understand what support was available for you?
- 17. Do you think the course content was tailored for the specific skills and qualifications that you wanted or needed (including Essential Skills)?
 - a. If so how?
 - b. If not why? What could have been done?
- 18. What kind of activities did you do whilst on the Apprenticeship?
- 19. What was the most enjoyable part of it?
- 20. What was the least enjoyable part of it?
- 21. What qualifications did you complete whilst on the Apprenticeship?
- 22. Were you given the opportunity to make decisions about what you learned and at what pace?
 - a. If not, would you have decided to do different training/at a different pace, if you would have had the choice?
- 23. Did you receive any teaching in Welsh?
 - a. Did you ask for any teaching in Welsh?
 - b. Were you offered any teaching in Welsh?
 - c. (If 'No') did you experience any disadvantages because the learning was not in your preferred language?
- 24. Do you consider yourself to have a disability?
 - a. *If Yes* – do you feel that this impacted your Apprenticeship in any way?

C) Benefits

- 25. What did you expect to get out of the learning you were involved in?
- 26. Did your learning experience match your expectations? If not why not?
- 27. Do you feel this learning has improved your future employment prospects?
 - a. *If yes*, in what ways do you feel you have benefited?
 - b. *If no*, why not?

- 28. Are there any other ways in which you feel you have benefited from the Apprenticeships aside from employment prospects?
- 29. Overall how satisfied were you with the course?
- 30. In hindsight would you do the course again?

D) Support/Barriers

- 31. Did you have a named assessor who saw you regularly in the workplace?
- 32. What support/encouragement did you get from your employer during this Apprenticeship?
 - a. How were they able to help you?
 - b. What other help might you have liked?
- 33. What, if any, were the barriers to you undertaking the Apprenticeship? E.g. childcare/level of learning

E) Future Opportunities

- 34. Do you feel that there are opportunities in the workplace for you to progress further than the Apprenticeship if you wish?
- 35. Have you had any more information from the provider about what you might consider doing next?

1 Appendix L: Counterfactual Analysis

Comparisons of Earnings Growth with the Wider Population¹

- 1.1 This section presents the results of Counterfactual Impact Evaluation (CIE) techniques, where the labour market experiences of respondents to the apprenticeship leavers survey were compared with the experiences of similar groups of people in the wider labour market.
- 1.2 Using Propensity Score Matching (PSM) techniques, respondents to the apprenticeship leavers survey were matched with respondents to the Annual Population Survey (APS). The analysis focused upon the relative earnings growth exhibited by those who had participated in apprenticeships. The earnings growth exhibited by respondents to the apprenticeship leavers survey were compared with those made by otherwise comparable people identified in the APS who were assumed to act as a control group so that an assessment of the potential impact of apprenticeships on earnings outcomes could be made.
- 1.3 At the outset, it must be acknowledged that the results of this analysis should be treated with caution. Firstly, the available sample sizes derived from the apprenticeship leavers survey for inclusion in this analysis were small (less than 300)². Secondly, the apprenticeship leavers survey required respondents to recall what they were earning prior to participating on their programme of learning. The average time elapsed between the commencement of their course and the time of the apprenticeship leavers survey was approximately 2 ¼ years, which could result in significant recall bias to due to the inability of respondents to accurately remember details of both their hours and pay.

¹ This section incorporates data from the Annual Population Survey which is produced by the ONS and is accessed via Special Licence from the UK Data Archive, University of Essex, Colchester. None of these organisations bears any responsibility for the analysis or interpretation undertaken here.

² Annual earnings growth from the apprenticeship leavers survey is estimated on an equivalised basis, taking in to account the length of time elapsed from the start of the course to the survey. Their estimation requires non-missing values of earnings and hours for jobs held before the apprenticeship and at the time of the survey. Hourly earnings from the apprenticeship leavers survey calculated by dividing gross annual earnings by weekly hours multiplied by 52.

- 1.4 Firstly, Table 9.1 presents a simple comparison of the earnings growth of apprenticeship participants (the treated group) with respondents to the APS. Table 1 reveals that among respondents to the apprenticeship leavers survey, respondents exhibited an average annualised earnings growth of 9% in hourly earnings and 12% in gross weekly earnings by comparing their earnings prior to participating in their apprenticeship with their earnings at the time of the survey.
- 1.5 The higher growth rate estimated for weekly earnings reflects the increased hours worked among participants following the completion of these programmes. Among respondents to the apprenticeship leavers survey, men were shown to exhibit a higher levels of earnings growth than women following the completion of their programme.

Table 1.1: Relative earnings growth of apprenticeship leavers survey respondents

	Hourly Earnings		Gross Weekly Earnings	
	Apprent. Survey	APS (2011/13)	Apprent. Survey	APS (2011/13)
Gender				
Male	10.2%	5.3%	15.4%	5.2%
Female	7.8%	5.0%	9.0%	5.6%
Age				
18-20 years	13.7%	14.1%	23.7%	22.2%
21-25 years	12.3%	9.7%	15.9%	11.7%
26-35 years	5.2%	6.2%	5.8%	6.3%
36-45 years	5.9%	4.7%	6.8%	5.3%
46-65 years	4.1%	3.9%	0.9%	3.4%
Total	8.9%	5.1%	12.0%	5.4%

- 1.6 Estimates of earnings growth from the apprenticeship leavers survey were higher than average estimates of earnings growth derived for the wider population from the APS, among whom annual earnings growth was estimated to be approximately 5%.

- 1.7 However, simple comparisons of earnings growth between these two sources will be confounded by differences in the composition of the apprenticeship and APS samples. Most significant in this respect was the relatively young age profile of respondents to the apprenticeship leavers survey compared to the wider employed population. Almost half (48%) of respondents to the apprenticeship leavers survey with non-missing earnings data were aged 25 or under. This is compared to just 8% of respondents to the APS who had non-missing earnings data.
- 1.8 Both surveys demonstrated that earnings growth over the life-course was highest among younger age groups. Simple within age group comparisons reveal that the differential in earnings growth between respondents to the apprenticeship leavers survey and respondents to the APS was much lower than that implied by the overall differentials. Indeed, it was only among those aged 21-25 years that respondents to the apprenticeship leavers survey exhibited a noticeably higher level of earnings growth, both in terms of hourly and gross weekly earnings, compared to the wider population of APS respondents
- 1.9 To take into account such differences more systematically, 'like for like' comparisons were derived from statistical matching techniques (PSM) which can simultaneously account for a variety of differences that may emerge between the apprenticeship leavers survey and APS samples³.
- 1.10 Respondents to the apprenticeship leavers survey were matched to their counterparts in the APS on the basis of gender, age, work limiting ill-health, educational attainment and occupation previously held. Results were derived from the different model specifications in order to consider the robustness of results⁴.

³ For a more detailed description of Propensity Score Matching as applied to the ESF Leavers Surveys, see <http://wefo.gov.wales/publications/guidance-and-publications/Publications14-20/monitoringevaluation/programmevaluations/esfsurvey2011/?lang=en>

⁴ Nearest neighbour and radius matching techniques were used, with adjustments also being made to the size of the calipers representing the acceptable limits within which matches can be made.

1.11 As alluded to by the descriptive analysis of earnings growth by age, the results of the analysis did not reveal any significant difference in earnings growth between respondents to the apprenticeship leavers survey and the wider population. Such findings are perhaps not surprising given that most respondents completed their apprenticeships less than a year prior to responding to the survey. It may not be realistic to expect that benefits of participation in a training programme of 2 ¼ years duration will be realised within 12 months of its completion.