

Produced by the Cambridgeshire Research Group



Annual Apprenticeship Report 2020/21

V1

April 2022

'Cambridgeshire Research Group' is the brand name for Cambridgeshire County Council's Research function based within the Business Intelligence Service. As well as supporting the County Council we take on a range of work commissioned by other public sector bodies both within Cambridgeshire and beyond.

All the output of the team and that of our partners is published on our dedicated website

www.cambridgeshireinsight.org.uk

For more information about the team phone 01223 715300

| | |
|-------------------------|--|
| Document Details | |
| Title: | Annual Apprenticeship Report 2020/21 |
| Date Created: | 27/05/2022 |
| Description: | |
| Produced by: | Cambridgeshire County Council Business Intelligence Service |
| On behalf of: | Greater Cambridgeshire Partnership |
| Geographic Coverage: | Greater Cambridge |
| Format: | PDF |
| Key Contact | Dominic.Milham@cambridgeshire.gov.uk |
| Status: | V1 |
| Usage Statement: | This product is the property of the Research and Performance Team, Cambridgeshire County Council. If you wish to reproduce this document either in whole, or in part, please acknowledge the source and the author(s). |
| Disclaimer: | Cambridgeshire County Council, while believing the information in this publication to be correct, does not guarantee its accuracy nor does the County Council accept any liability for any direct or indirect loss or damage or other consequences, however arising from the use of such information supplied. |

Introduction

The purpose of this report is to give an overview of apprenticeship delivery across Greater Cambridge in the 2020/21 academic year (1st August 2020 to 31st July 2021) and to provide insight to the Greater Cambridge Partnership that can be used to inform delivery for future academic years.

The first section of the report is a high-level executive summary of apprenticeship starts and delivery, broken down using details of providers, apprenticeship level, sector subject area, delivery geography and apprenticeships across growth sectors. The second section takes a deeper dive into the apprenticeship level and sector subject area information, drawing on labour market statistics to indicate how delivery is aligning with the requirements of employers within the Greater Cambridge area. The third section looks at the demographics of apprenticeship learners, broken down using details of age, gender, ethnicity, disability and prior attainment level.

Apprenticeship starts and achievements are looked at separately where relevant. Whilst a disparity between starts and achievements may be indicative of an issue with delivery, it is important to note that apprenticeships take approximately 18-24 months to complete, and this timeline will have been impacted by COVID-19. Therefore, the number of achievements in each period do not necessarily correspond to the equivalent number of starts in a previous time period.

This report uses delivery location for analysis, this is analysis of all the apprenticeships where the majority of learning was delivered within the Greater Cambridge area. The learners will not all be residing within the greater Cambridge area. This is made clear in each section and within chart/table titles.

This report uses data sourced from the end of year finalised release (R14) of the Individualised Learner Record for the relevant academic years, the primary on-going collection of data about learners from training providers in the Further Education and Skills sector in England.

The first section of this report uses publicly available data from the annual 2020/21 ESFA Apprenticeship release¹ published on the GOV.UK website. This data is initially released every November for the academic year that has just gone. It contains both national and local data on starts and achievements across multiple qualities, including Provider, Level and Subject Sector. Most of the demographics data that is available in these releases is rounded to the nearest 10 or 100.

The second section of the report on learner demographics uses a mixture of data from the national release detailed above and the 2020/21 R14 Data Cube for learning that was delivered in Cambridgeshire and Peterborough as a whole, including Greater Cambridge, which contains unrounded demographic data on starts and achievements. This Data Cube is usually received in December for the academic year just gone. For analysis that uses the Data Cube comparable national figures were not available.

¹ [Apprenticeships and traineeships, Academic Year 2020/21 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](https://www.gov.uk/explore-education-statistics)

A final appendix looks at learner demographics for apprenticeship learners who live in Greater Cambridge, regardless of delivery location. Again the 2020/21 R14 Data Cube was used for this analysis.

Greater Cambridge Apprenticeships

Year in numbers

2020/21

2,083
Starts



-6% compared to 2019/20

1,133
Achievements



+37% compared to 2019/20

Largest proportion of starts and achievements were at Level 3

37% of Starts

38% of Achievements

20%
Starts

35%
Achievements

Were in GCP Growth Sectors



35%

of starts were in the Health, Public Services and Care Subject Sector



35%

of achievements were in the Business, Administration and Law Subject Sector



16%

of starts were delivered by Cambridge Regional College, the largest provider of apprenticeships

58%

of starts were delivered by Private Sector Public Funded providers



14%

of starts were for learners who self-reported a Learning Difficulty, Disability or Health Problem

88%

of starts were learners who identified as white

59%

of starts were female learners

50%

of starts were learners with a prior attainment level of 2 - 3

37%

of starts were for Level 3 apprenticeships

Key findings

Starts and Achievements Headline Figures

- Over the past three academic years (2018/19 -2020/21) the number of apprenticeships being started in Greater Cambridge has decreased. Between 2019/20 and 2020/21 starts decreased by -6%, this was higher than the national figure of -0.3%.
- The number of achievements however increased to the highest across the three years focused on in this report. Between 2019/20 and 2020/21 there was a +37% increase in the number of achievements (from 828 to 1,133). This is compared to a +7% rise nationally.

Level of Apprenticeship

- A larger proportion of apprenticeship starts and achievements were at a higher level in Greater Cambridge when compared to national figures:
 - In 2020/21 46% of apprenticeship starts were at the Higher level (NVQ Level 4+) compared to 31% nationally.
 - In the same year 34% of achievements were at the Higher level, compared to 30% nationally.
- Whilst the number of apprenticeship starts delivered in Greater Cambridge decreased overall between 2019/20 and 2020/21 there was a +10% rise specifically in Higher level apprenticeships. This was driven by increased take up amongst learners who were aged 25 and above.
- Intermediate (Level 2) apprenticeships saw the largest decline between 2019/20 and 2020/21 with -159 (-31%) less starts compared to the same period in 2019/20.

Learner Age

- A larger proportion of learners starting apprenticeships in Greater Cambridge tend to be older than the national share. In 2020/21 53% of starts were for learners who were 25 or older, compared to 50% nationally. Conversely, a lower proportion of learners starting in 2020/21 were younger when compared to national figures with 15% of Greater Cambridge starts being taken up by those who were under 19 compared to 20% nationally.

Prior Attainment

- Between 2018/19 and 2020/21 the majority of starts across all three years have been for learners who have a prior attainment between NVQ Level 2 and 3 (GCSE A*-C to A-Level). However, this majority has shrunk from 60% of starts in 2018/19 to 50% in 2020/21.
- Comparatively the proportion of learners starting in GCP with a prior attainment of level 4+ (an undergraduate diploma or higher) has increased, with this figure being 18% of starts in 2018/19 to 31% of starts in 2020/21.
- Whilst the proportion of learners with prior attainment of level 1 and below (GCSE D-G) remained steady between 2018/19 and 2019/20 there was a drop from 19% of starts to 17% between 2019/20 and 2020/21.

Subject Sectors

- The majority (66%) of apprenticeship starts were in either the Health Public Services and Care (35% of starts) or Business, Administration and Law (31% of Starts) subject sectors. Nationally, 60% of apprenticeships were in these subject sectors. In Greater Cambridge these subject sectors made up 59% of all achievements in 2020/21, compared to 54% nationally.
- In 2020/21 20% of all starts were in subject sectors which correspond to Greater Cambridge's growth sectors. The majority (53%) of these starts were in the Engineering and Manufacturing technologies. 26% of achievements were in these sectors, again the majority (59%) being in Engineering and Manufacturing.

Apprenticeships and Labour Market Demand

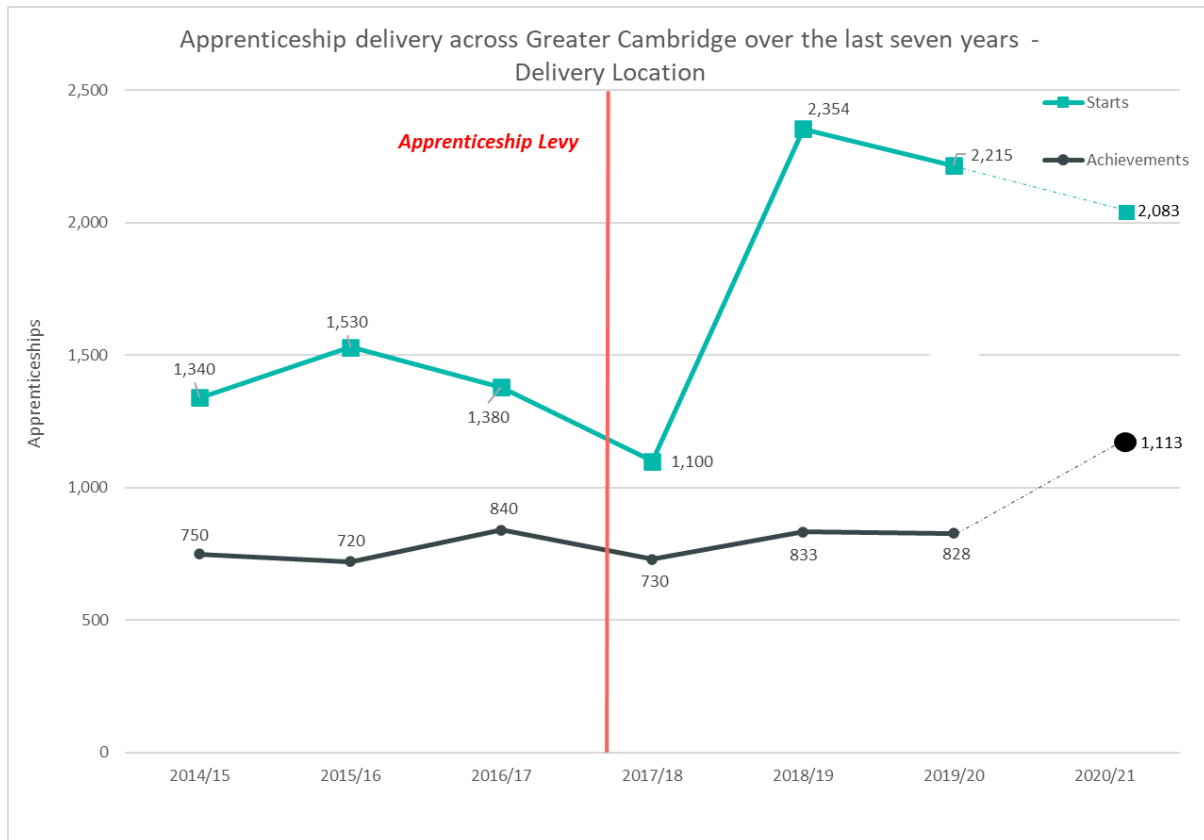
- The top five sectors where there were vacancies in 2020/21 were in Human Health and Social Work Activities (23% of all vacancies); Education (20% of all vacancies); Professional, Scientific and Technical Activities (16% of all vacancies); Manufacturing (14% of all vacancies) and Wholesale and Retail Trade; repair of motor vehicles and motorcycles (5% of all vacancies).
- The Health, Manufacturing and Retail sectors were in the top five sectors for job postings and top five sectors for apprenticeship starts.
- The plurality of job postings in 2020/21 were in Human Health and Social Work Activities with 9,348 (23%) of job postings in 2020/21 advertised within this sector. This matches with demand for apprenticeships in 2020/21 where the highest proportion of starts were in the Health, Public Services and Care subject area.
- The second highest number of job postings in 2020/21 were in Education with 7,881 (20%) of job postings in 2020/21 advertised within this sector. There is a mismatch here between apprenticeship demand and job supply here with only 1% of apprenticeship starts across Greater Cambridge in 2020/21 in the Education and Training subject area.

Geography of Starts

- 37% of apprenticeship starts in 2020/21 delivered in Greater Cambridge were for learners who live in Greater Cambridge. Within Greater Cambridge the highest concentration of these learners was in the North and North East of the Region.
- Outside of Greater Cambridge larger concentrations of starts (100+) were for learners who lived in Huntingdonshire (217 starts, 10% of the total delivered in Greater Cambridge), East Cambridgeshire (192 starts, 9%) and West Suffolk (131, 6% of starts).

Apprenticeship starts and achievements – seven year trend

The following chart shows the number of starts and achievements delivered across Greater Cambridge over the last seven years. Apprenticeship starts substantially increased two years after the introduction of the Apprenticeship Levy.



- In the 2020/21 academic year there were **2,083 apprenticeship starts²** delivered across the Greater Cambridge area. This is -6% less compared to the number of starts in 2019/20, where there were 2,215 apprenticeship starts.
- Nationally there was no substantial difference when comparing apprenticeships starts in 2020/21 to starts in 2019/20 (decrease of -0.3% between 2019/20 and 2020/21).
- In 2020/21 there were **1,133 apprenticeship achievements³** across the Greater Cambridge area. This is +37% more achievements when compared to 2019/20, when there were 828 apprenticeship achievements.
- Nationally apprenticeships achievements were +7% higher in 2020/21 compared to 2019/20.

² Apprenticeship starts and achievements in this section are calculated based on the course delivery location.

³ Apprenticeships take approximately 18-24 months to complete and this timeline will have been impacted by COVID-19, therefore the number of achievements in each period do not necessarily correspond to the equivalent number of starts in a previous time period.

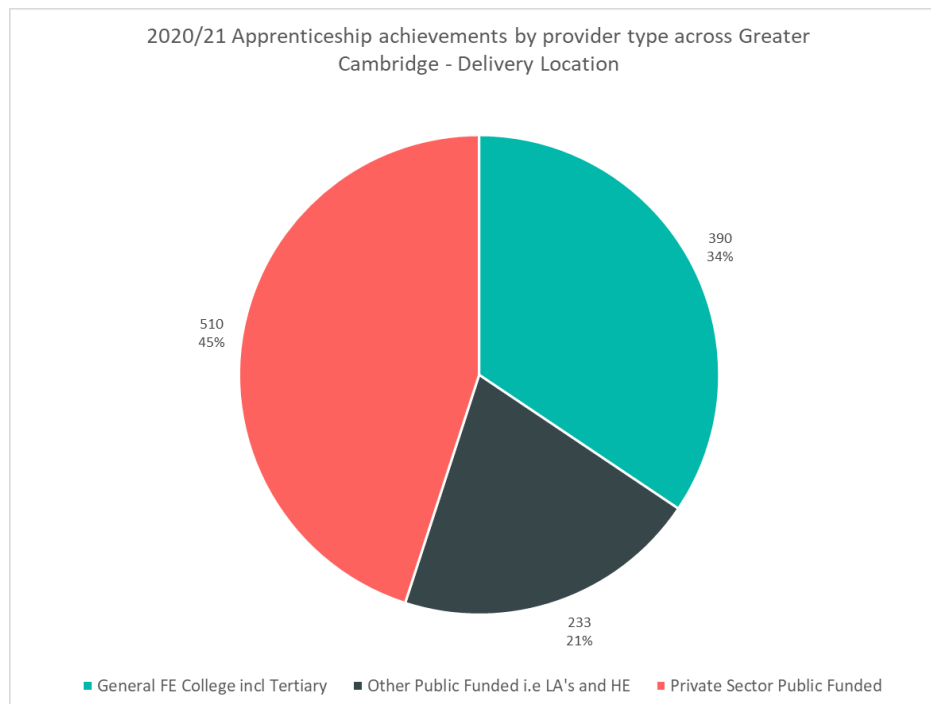
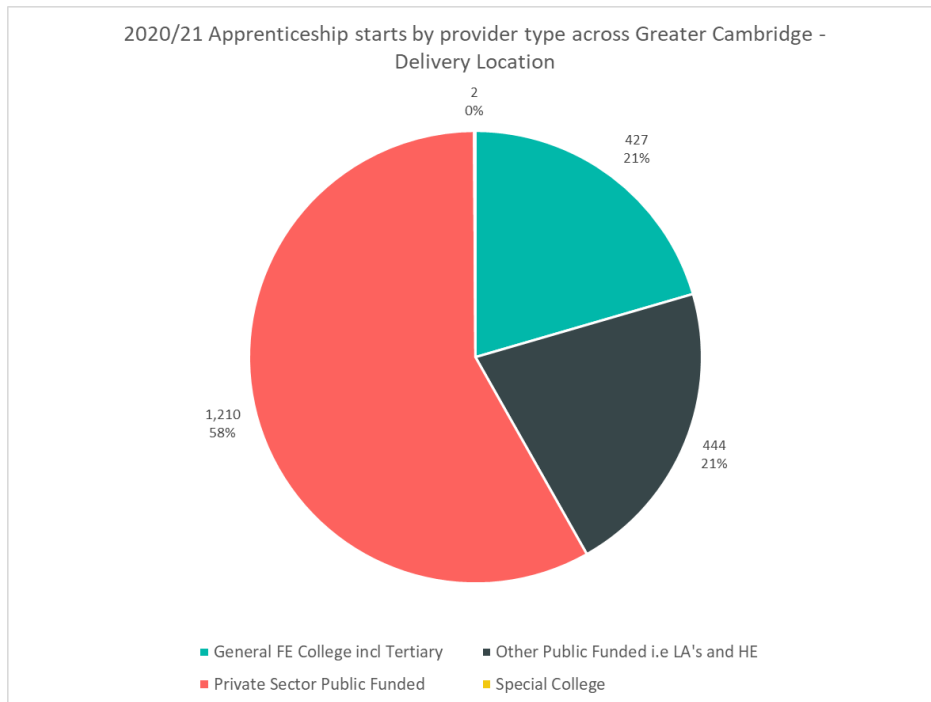
Providers delivering across the area

The following table shows the top ten providers of apprenticeship starts and achievements delivering across the Greater Cambridge area over the last three years.

| Provider | 2018/19 | | 2019/20 | | 2020/21 | |
|---|---------|--------------|---------|--------------|---------|--------------|
| | Starts | Achievements | Starts | Achievements | Starts | Achievements |
| Cambridge Regional College | 450 | 277 | 487 | 201 | 329 | 294 |
| East of England Ambulance Service NHS Trust | 244 | 0 | 394 | 4 | 310 | 155 |
| Corndel Limited | 36 | 0 | 73 | 19 | 109 | 47 |
| Anglia Ruskin University Higher Education Corporation | 292 | 56 | 13 | 140 | 85 | 59 |
| West Suffolk College | 87 | 35 | 93 | 56 | 78 | 47 |
| HIT Training Ltd | 59 | 30 | 68 | 42 | 67 | 23 |
| Lifetime Training Group Limited | 104 | 53 | 83 | 35 | 64 | 46 |
| Marshall of Cambridge (holdings) Limited | 0 | 0 | 105 | 8 | 61 | 12 |
| First Intuition Cambridge Limited | 31 | 4 | 29 | 11 | 57 | 14 |
| Dick White Referrals Limited | 16 | 0 | 46 | 6 | 53 | 2 |

- Cambridge Regional College** was the largest provider of apprenticeships delivered in the Greater Cambridge area, it accounted for 16% (329) of all apprenticeship starts in 2020/21. In the 2019/20 year the college accounted for 22% (487) of all starts. **Cambridge Regional College** accounted for 26% (294) of all apprenticeship achievements in 2020/21.
- The second largest provider in the area in 2020/21 was **East of England Ambulance Service NHS trust**, which accounted for 15% (310) of apprenticeship starts and 14% (155) of achievements. For the 2019/20 year, it accounted for 18% (394) of all starts. However, for the 2019/20 year, the second largest provider for achievements was **Anglia Ruskin University**, which accounted for 17% of all achievements (140).
- Corndel Limited and West Suffolk College** were both in the top 5 largest providers of apprenticeship starts and achievements in 2020/21 and the top 10 in 2019/20.

The following charts show apprenticeships starts and achievements delivered in 2020/21 across Greater Cambridge by provider type.

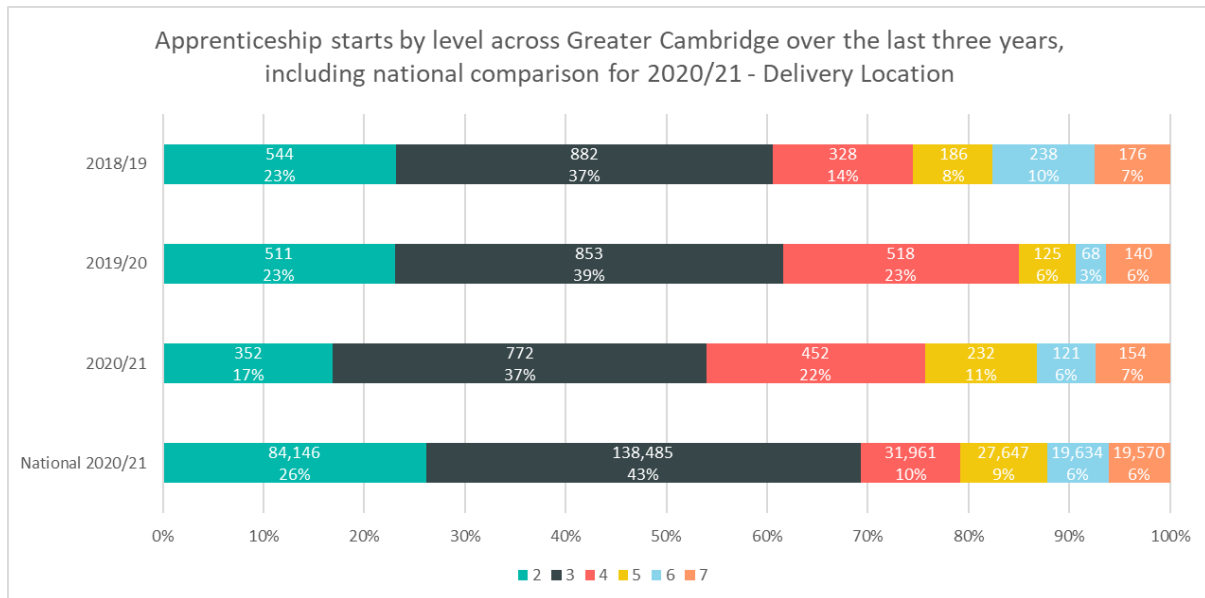


- **Private Sector Public Funded** providers were the largest provider of apprenticeships starts (58%) and achievements (45%) in 2020/21.
- **Other Public Funded i.e LA's and HE** and **General FE College Tertiary** providers were the smallest providers of apprenticeship starts (21%) in 2020/21.
- **Other Public Funded i.e LA's and HE** providers were the smallest provider of apprenticeship achievements (21%) in 2020/21.

Apprenticeship Level

Starts

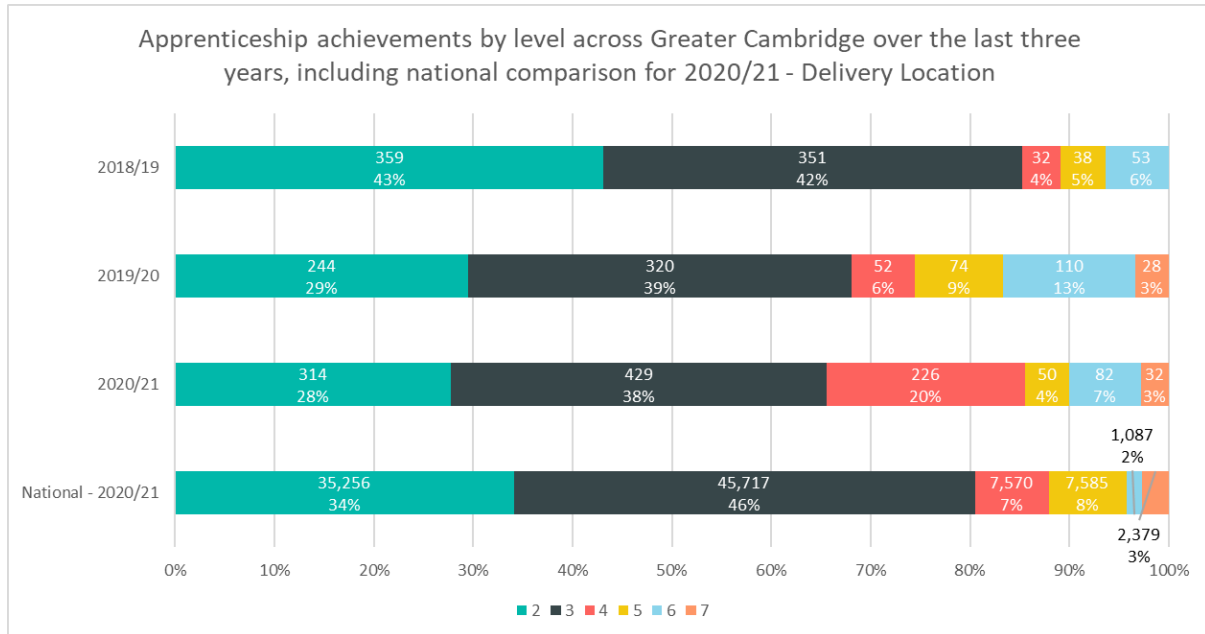
The following charts show 2020/21 apprenticeships starts delivered across the Greater Cambridge area over the last three years, broken down by learning level.



- The largest proportion of starts were in level 3 apprenticeships (37%), although this was lower than the national proportion (43%).
- Across Greater Cambridge, there were higher proportions of apprenticeship starts in level 4, 5 and 7 apprenticeships compared to what was observed nationally.
- While the total number of starts across the GCP area in all apprenticeship levels were reduced in 2020/21, there was some variation between each level:
 - Level 2 apprenticeships saw the largest decline in this period with -159 (-31%) less starts compared to the same period in 2019/20.
 - Level 5 apprenticeships saw an increase of +107 more starts (+86%) in this period.
 - Nationally, comparing apprenticeship starts in 2020/21 to 2019/20 shows the largest decline among level 2 apprenticeships with -15,075 (-15%) starts. Level 7 apprenticeships saw the largest increase of +4,160 (+27%) starts.

Achievements

The following charts show 2020/21 apprenticeships achievements delivered across the Greater Cambridge area over the last three years, broken down by learning level.

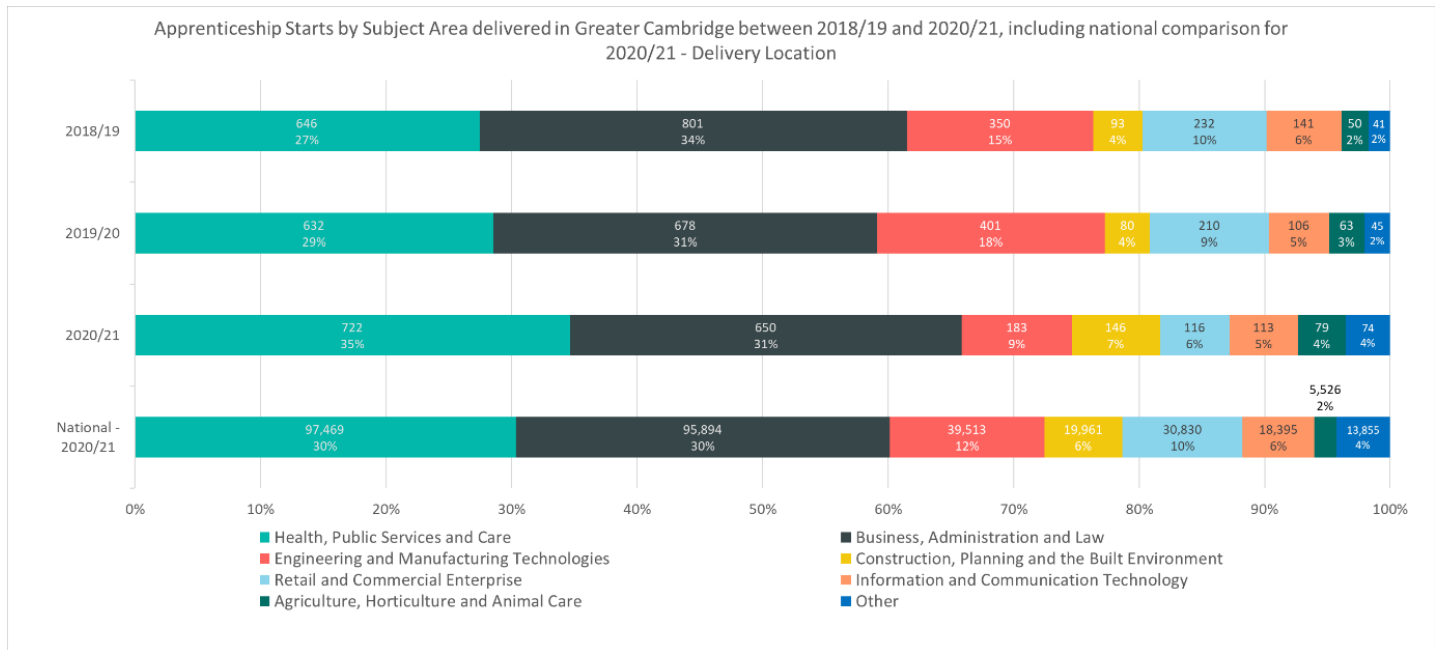


- The largest proportion of achievements across Greater Cambridge were in level 3 apprenticeships (38%), this was slightly lower than the national proportion (46%).
- Across Greater Cambridge there were:
 - higher proportions of apprenticeship achievements in level 4 and level 6 apprenticeships compared to what was observed nationally.
 - lower proportions of achievements across level 2,3 and 5 apprenticeships compared with nationally.
 - Proportions of achievements across level 7 apprenticeships were the same when comparing Greater Cambridge with nationally.

Apprenticeship Sector Subject Area

Starts

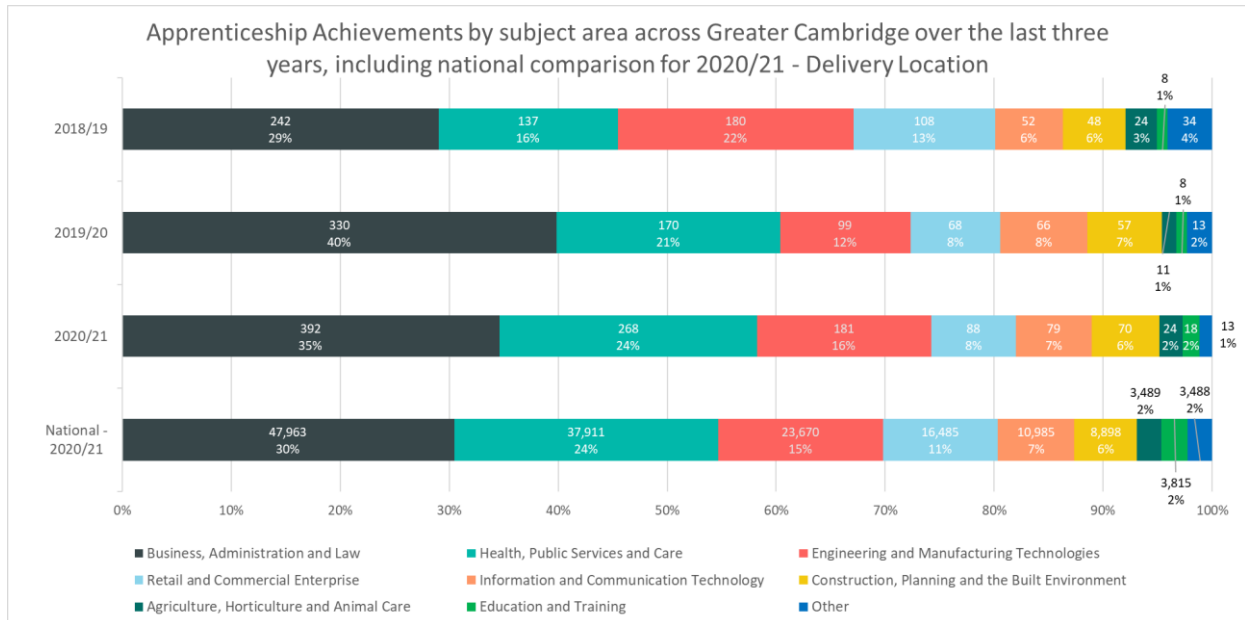
The following charts show 2020/21 apprenticeships starts delivered across the Greater Cambridge area over the last three years, broken down by sector subject area.



- While apprenticeships saw a decline in the number of starts due to the COVID-19 pandemic, the impact on individual subject areas varied when considering starts across 2020/21 compared with 2019/20 and 2018/19.
- In 2020/21, there were higher proportions of starts across the GCP area in the Health, Public Services and Care sector which accounted for 35% of starts, compared to 29% in 2019/20. Nationally there were also higher proportions of starts in this sector, 30% in 2020/21 compared to 25% in 2019/20.
- Similarly, the Construction, Planning and the Built Environment sector accounted for a higher percentage of apprenticeship starts across the GCP area in 2020/21, at 7%, compared with 4% in 2019/20.
- Apprenticeship starts in Engineering and Manufacturing Technologies, and Retail and Commercial Enterprise accounted for a lower percentage of starts in 2020/21 compared to both 2019/20 and 2018/2019.
- In terms of post-Covid recovery it is best to look at Q1 data for the 2021/22 academic year and compare this to Q1 in 2020/21. The Construction, Planning and the Built Environment and Information and Communication Technologies saw the biggest increase in the raw number of starts between Q1 in 2020/21 and Q1 in 2021/22 (+224% and +181%) respectively. This may be indicative of a post-Covid recovery in these sectors.

Achievements

The following charts show 2020/21 apprenticeships achievements delivered across the Greater Cambridge area over the last three years, broken down by sector subject area.



- In 2020/21, Business, Administration and Law accounted for the highest proportion of apprenticeship achievements (35%) across the Greater Cambridge area. This was higher than proportions seen nationally.
- The Engineering and Manufacturing Technologies sector accounted for 16% of achievements. This compares to 15% nationally.
- There were slightly less achievements across the Greater Cambridge area in Retail and Commercial Enterprise (8%) compared to nationally (11%).
- The Health, Public Services and Care sector accounted for 24% of achievements, this is the same as nationally.
- Notably, the Health, Public Services and Care sector accounted for a higher percentage of apprenticeship achievements in 2020/21 compared to both 2019/20 and 2018/2019.

Apprenticeship Delivery in Greater Cambridge Growth Sectors

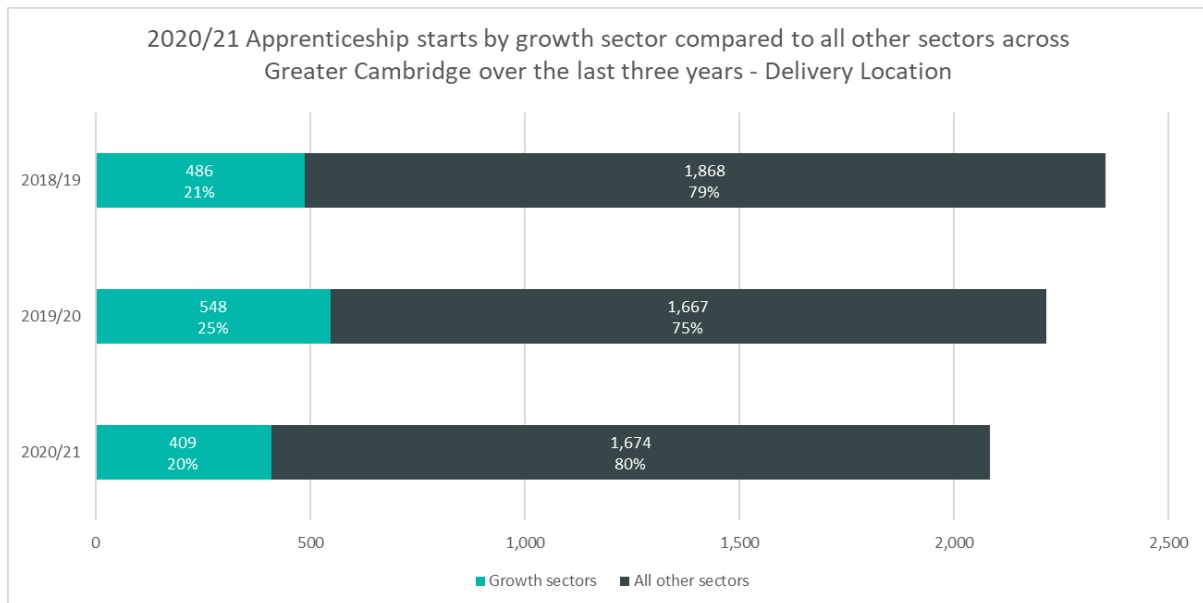
This section looks at starts and achievements delivered across the Greater Cambridge area in the growth sector subject areas. This provides insight as to whether these sectors are contributing to the skills priorities of Greater Cambridge.

The Greater Cambridge Partnership identifies the following as 'Growth Sectors':

- Construction, Planning and the Built Environment
- Engineering and Manufacturing Technologies
 - Excluding Transportation, Operations and Maintenance
- Information and Communication Technology
 - Excluding ICT for Users
- Science and Mathematics

Starts

The chart below shows the proportion of starts in 2020/21 which were in growth area subject sectors compared to the previous two academic years of delivery.



- In 2020/21 starts across growth sectors made up 20% of starts across all subject areas. This is a smaller proportion than both 2019/20 (25%) and 2018/19 (21%).

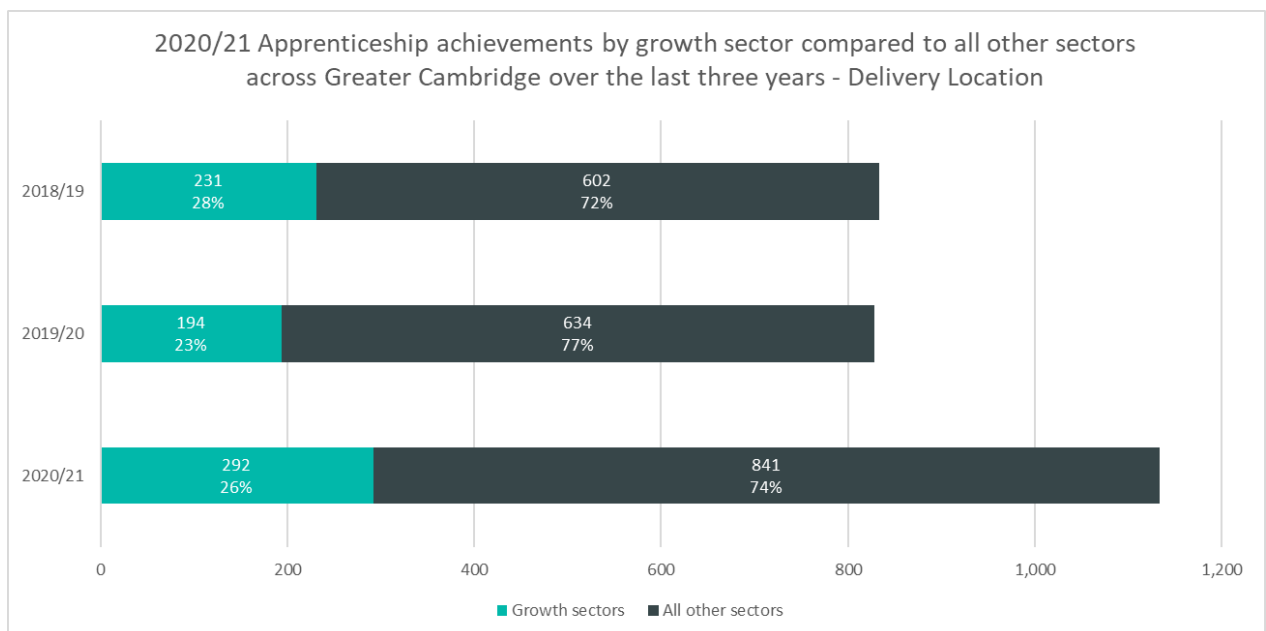
The following table details the starts which fell into these growth sectors in 2020/21.

| Growth Sector | 2018/19 | | | 2019/20 | | | 2020/21 | | |
|--|------------------|------------------------------------|----------------------------|------------------|------------------------------------|----------------------------|------------------|------------------------------------|----------------------------|
| | Number of starts | Percentage of growth sector starts | Percentage of total starts | Number of starts | Percentage of growth sector starts | Percentage of total starts | Number of starts | Percentage of growth sector starts | Percentage of total starts |
| Engineering and Manufacturing Technologies | 259 | 53% | 11% | 360 | 66% | 16% | 157 | 38% | 8% |
| Construction, Planning and the Built Environment | 93 | 19% | 4% | 80 | 15% | 4% | 146 | 36% | 7% |
| Information and Communication Technology | 134 | 28% | 6% | 97 | 18% | 4% | 103 | 25% | 5% |
| Science and Mathematics | 0 | 0% | 0% | 11 | 2% | 0% | 3 | 1% | 0% |

- In 2020/21 the highest proportion of growth sector starts were in Engineering and Manufacturing Technologies with 38% of all growth sector starts in this sector.

Achievements

The chart below shows the proportion of achievements in 2020/21 which were in growth area subject sectors compared to the previous two academic years of delivery.



- In 2020/21 achievements across growth sectors made up 26% of achievements across all subject areas. This is a higher proportion than 2019/20 (23%) but a lower proportion than 2018/19 (28%).

The following table details the starts which fell into these growth sectors in 2020/21.

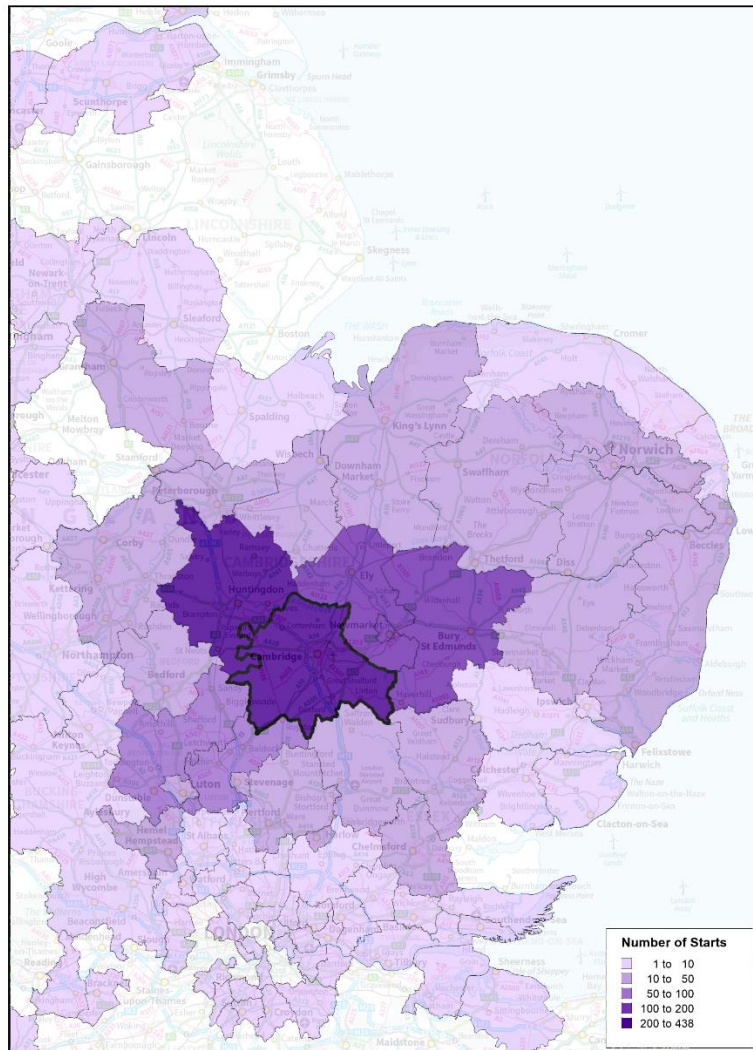
| Growth Sector | 2018/19 | | | 2019/20 | | | 2020/21 | | |
|--|------------------------|--|----------------------------------|------------------------|--|----------------------------------|------------------------|--|----------------------------------|
| | Number of achievements | Percentage of growth sector achievements | Percentage of total achievements | Number of achievements | Percentage of growth sector achievements | Percentage of total achievements | Number of achievements | Percentage of growth sector achievements | Percentage of total achievements |
| Engineering and Manufacturing Technologies | 136 | 59% | 16% | 75 | 39% | 9% | 149 | 51% | 13% |
| Construction, Planning and the Built Environment | 48 | 21% | 6% | 57 | 29% | 7% | 70 | 24% | 6% |
| Information and Communication Technology | 42 | 18% | 5% | 61 | 31% | 7% | 73 | 25% | 6% |
| Science and Mathematics | 5 | 2% | 1% | 1 | 1% | 0% | 0 | 0% | 0% |

- In 2020/21 the highest proportion of growth sector achievements was in Engineering and Manufacturing Technologies with 51% of all growth sector starts in this sector. This is a higher proportion than 2019/20 (39%) but a smaller proportion than 2018/19 (59%).

Delivery Geography – where do learners reside?

The following map show apprenticeship starts delivered in Greater Cambridge across District/Unitary Authority of learner residence. The more learners who started an apprenticeship delivered within the Greater Cambridge area in a district or unitary authority, the darker the shading. Districts and unitary authorities with 0 starts have been left clear. Please note that there are starts across learners who have residential locations outside of the area shown on the map.

2020/21 Apprenticeship Starts Delivered in Greater Cambridge by District or Unitary Authority of Learner Residence



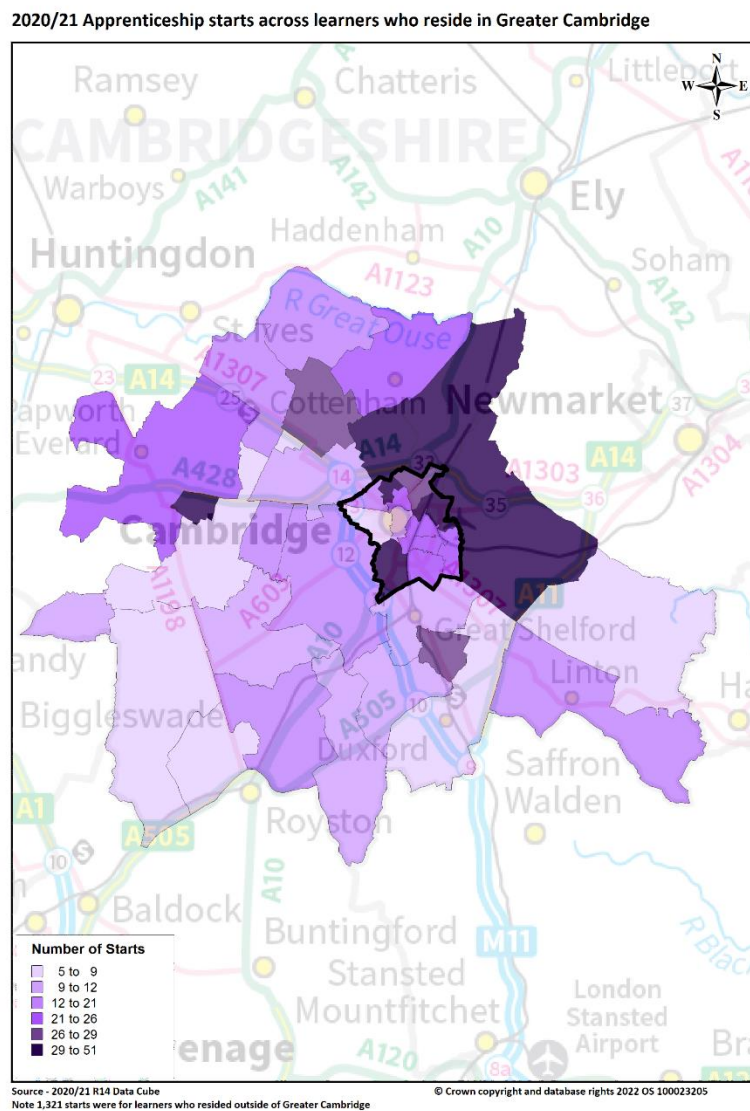
Source -2020/21 R14 Further Education Data Cube

© Crown copyright and database rights 2022 OS 100023205

- 37% (762) of starts delivered within Greater Cambridge were to learners who reside in the Greater Cambridge area. 63% (1,321) of starts were delivered to learners who lived in local authority districts outside of Greater Cambridge.
- The local authorities of **South Cambridgeshire** (438 starts, 21% total starts), **Cambridge City** (324 starts, 16% of the total starts) and **Huntingdonshire** (217 starts, 10% of total starts) saw the highest number of starts delivered.

- Other local authorities with higher concentrations of starts included:
 - East Cambridgeshire (192 starts, 9% of the Greater Cambridge total)
 - West Suffolk (131 Starts, 6% of the Greater Cambridge total)
 - Uttlesford (41 starts, 3% of all starts across non-GCP learners) and
 - Kings Lynn and West Norfolk (41 starts, 3% of all starts across non-GCP learners)

The following map show apprenticeship starts delivered in Greater Cambridge across learners who reside within the Greater Cambridge area. The more learners who started an apprenticeship delivered in a ward, the darker the shading. Wards with 0 starts have been left clear.



- The highest concentrations of starts were from across learners who live in the northeast of the Greater Cambridge area. This is likely due to access to learning with Cambridge Regional College based in North Cambridge.
- It is also worth noting that using the 2019 Indices of Multiple Deprivation, the primary measure of national relative deprivation, that the northeast of Cambridge City is more

relatively deprived than the rest of Greater Cambridge when looking at both overall deprivation and Education and Skills in particular.

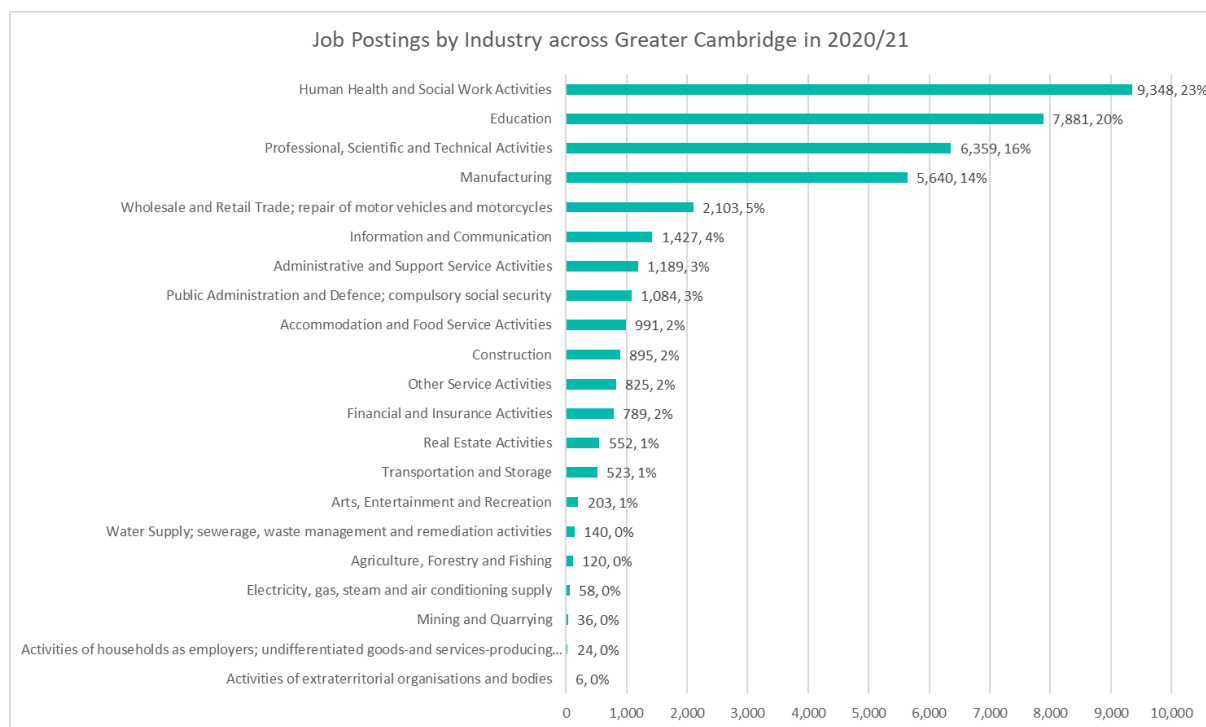
- There were lower numbers of starts from wards across the southwest of the Greater Cambridge area.
- The five wards with the most starts were
 - Cambourne (51 starts, 7% of starts delivered to learners who lived in Greater Cambridge)
 - Arbury (38 starts, 5% of starts delivered to learners who lived in Greater Cambridge),
 - Histon & Impington (38 starts, 5% of starts delivered to learners who lived in Greater Cambridge)
 - Abbey (32 starts, 4% of starts delivered to learners who lived in Greater Cambridge)
 - Milton & Waterbeach (31 starts, 4% starts delivered to learners who lived in Greater Cambridge)

Apprenticeships, Industry and Employment

This section explores how apprenticeship demand in 2020/21 linked to industry and employment. The data in this section again, only looks at learning delivered within the Greater Cambridge area.

Subject area of apprenticeships and sector vacancies

The subject area of apprenticeships can be cross-referenced with job demand in specific industries. This analysis allows insight into whether the subject area of apprenticeships being delivered are in demand by employers. The following chart shows a sample of job postings by industry across Greater Cambridge in 2020/21:⁴



The top five sectors where there were vacancies in 2020/21 were in:

- Human Health and Social Work Activities (23% of all vacancies)
- Education (20% of all vacancies)
- Professional, Scientific and Technical Activities (16% of all vacancies)
- Manufacturing (14% of all vacancies)
- Wholesale and Retail Trade; repair of motor vehicles and motorcycles (5% of all vacancies)

⁴ Note: 44% of records have been excluded because they do not include an industry. As a result, this chart should not be seen as representative of all job postings across Greater Cambridge but rather as a broad sample.

This is in comparison to the five Apprenticeship sectors with the most starts which were:

- Health, Public Services and Care (35% of all starts)
- Business, Administration and Law (31% of all starts)
- Engineering and Manufacturing Technologies (9% of all starts)
- Construction, Planning and the Built Environment (7%)
- Retail and Commercial Enterprise (6%)

The plurality of job postings in 2020/21 were in Human Health and Social Work Activities with 9,348 (23%) of job postings in 2020/21 advertised within this sector. This matches with demand for apprenticeships in 2020/21 where the highest proportion of starts were in the Health, Public Services and Care subject area.

Other sectors in the top five number of vacancies that had a corresponding sector in the top five apprenticeship start sectors were Manufacturing (14% of all vacancies, 9% of starts were in Engineering and Manufacturing) and Wholesale and Retail Trade (5% of all vacancies, 6% of starts were in Retail and Commercial Enterprise).

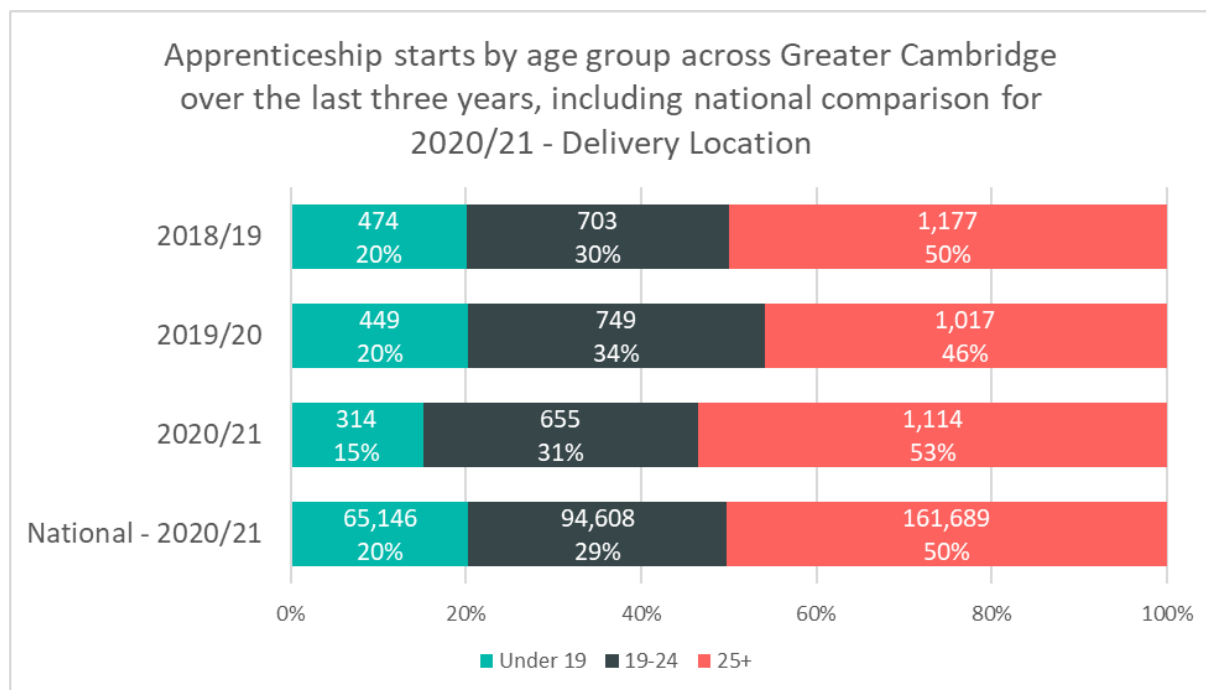
The second highest number of job postings in 2020/21 were in Education with 7,881 (20%) of job postings in 2020/21 advertised within this sector. There is a mismatch here between apprenticeship demand and job supply here with only 1% of apprenticeship starts across Greater Cambridge in 2020/21 in the Education and Training subject area.

Learner Demographics – Apprenticeships Delivered in Greater Cambridge

This section explores the demographics of apprenticeship delivery across Greater Cambridge in 2020/21. As this analysis is mainly focused on the take-up of apprenticeships across different demographic groups it has only looked at starts. The data in this section again, only looks at learning delivered within the Greater Cambridge area, regardless of whether the learner resided in the area or not.

Learner Age

The following charts show 2020/21 apprenticeships starts delivered across the Greater Cambridge area over the last three years, broken down by age group of learner.



- Of the 2,083 apprenticeship starts in 2020/21, 1,114 (53%) starts were among 25+ year olds, 655 (31%) starts were among 19-24 year olds and those aged 19 and under accounted for 314 (15%) starts.
- There was a higher proportion of apprenticeship starts in 2020/21 among those aged 25+, compared to the previous two years
- There were lower proportions of starts among those aged under 19 in 2020/21 compared to the last two years.
- Similarly, there were lower proportions of learners aged 19 -24 starting apprenticeships nationally in 2020/21 compared to the previous two years.

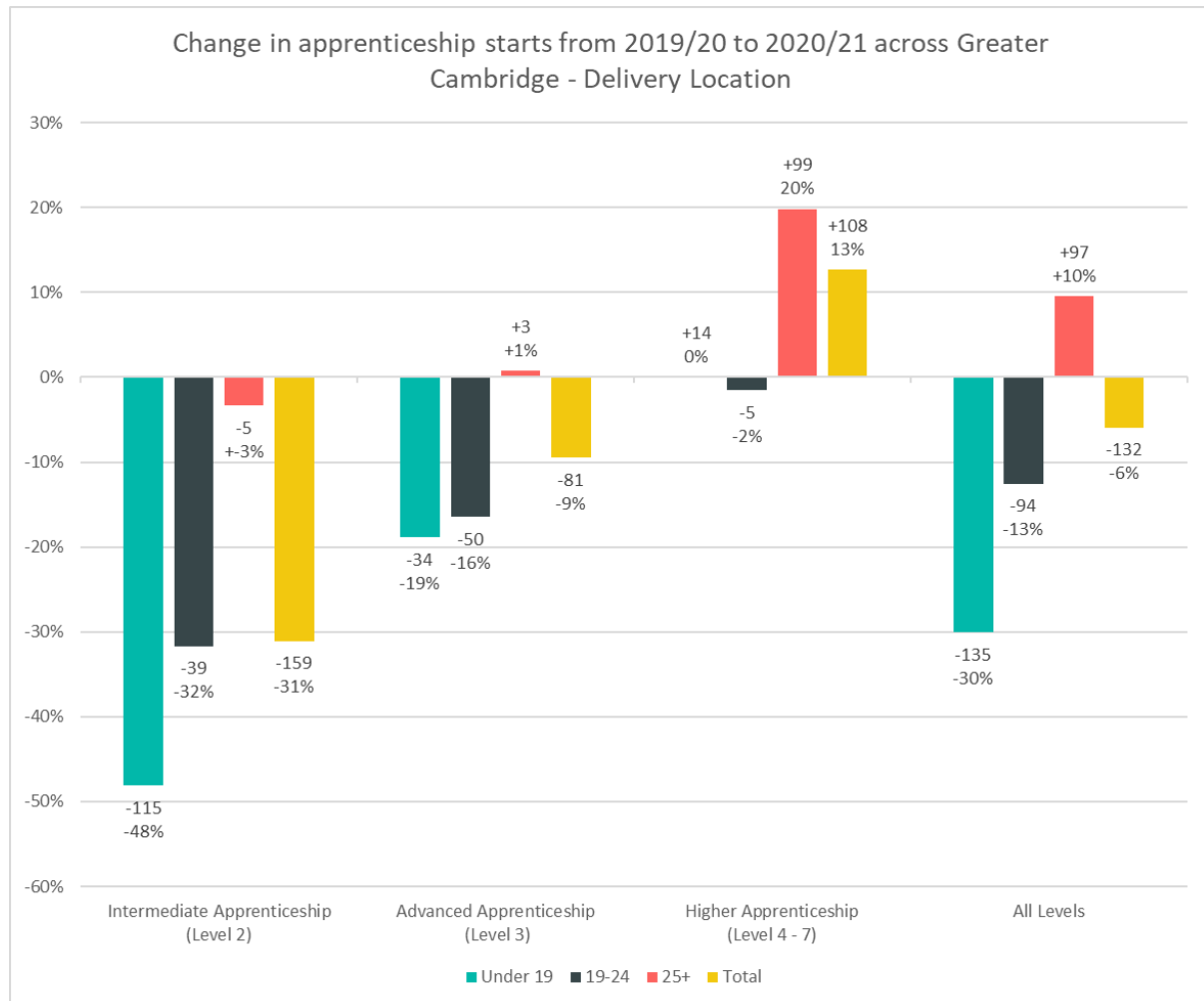
- Overall, this indicates that the largest decline in apprenticeship starts in 2020/21 was among younger learners, particularly those aged 19 and under both in the Greater Cambridge area and nationally.

The following chart shows 2020/21 apprenticeships starts by age group and level across Greater Cambridge



- Across all levels learners aged 25+ made up the largest group of starts. They made up the majority of starts across Higher Apprenticeships.
- Intermediate apprenticeships had the highest proportion of starts across learners aged Under 19.

The chart below shows the % change in the number of apprenticeship starts delivered in the Greater Cambridge area between 2019/20 and 2020/21, divided by age group and level of apprenticeship.

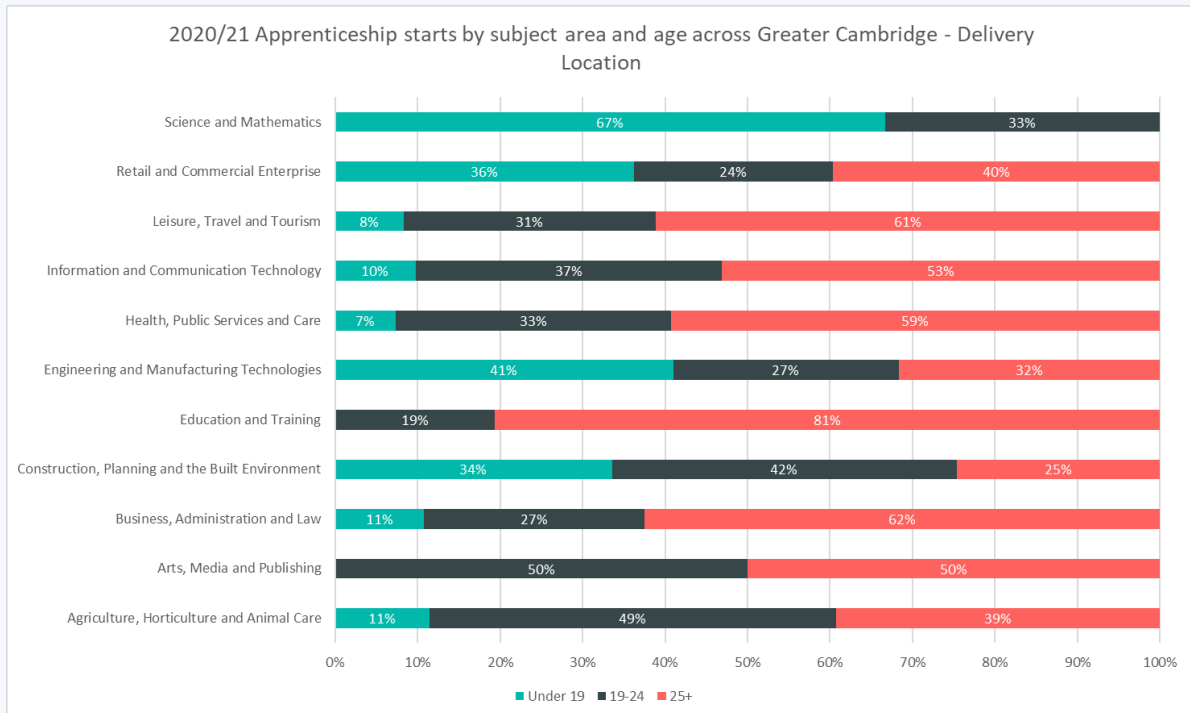


- Whilst the number of apprenticeship starts decreased overall, there was a +10% increase in the number of learners who were 25 years old or over starting an apprenticeship.
- Advanced Apprenticeships and Intermediate Apprenticeships saw decreases in starts between 2019/20 and 2020/21 across Greater Cambridge. Starts across Advanced Apprenticeships decreased by -81 (-9%) whilst starts across Intermediate Apprenticeships decreased by -159 (-31%).
- Whilst Advanced Apprenticeships saw a slight increase in the number of starts for those aged 25+ (+1%); Intermediate Apprenticeships saw decreases across all age groups.
- Starts across Higher Apprenticeships saw increases amongst learners aged 25+, a slight decrease amongst learners aged 19-24 and no change in learners aged under 19 with a total increase of +108 (+13%).

Age group deep dive

Analysis of apprenticeship starts⁵ by age group, apprenticeship level and sector subject area gives insight into which levels and subject areas have the highest take ups with certain groups of learners. Insight here can be used to target delivery towards certain age groups.

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area, broken down by subject area and learner age.



Learners aged under 19 made up the majority of Science and Mathematics starts (67%) with high proportions in Retail and Commercial Enterprise (36%), Engineering and Manufacturing Technologies (41%) and Construction, Planning and the Built Environment (34%). The lowest proportions of starts amongst learners aged under 19 were in the Health, Public Services and Care (7%), Leisure Travel and Tourism (8%) and Information and Communication Technology (10%) subject areas.

Learners aged 19-24 made up high proportions of starts in Arts, Media and Publishing (50%), Agriculture, Horticulture and Animal Care (49%) and Construction, Planning and the Built Environment (42%). The lowest proportions of starts amongst learners aged under 19-24 were in the Education and Training (19%) subject area.

Learners aged 25+ made up the majority of starts across five subject areas, the highest number of any age group. The highest proportion of starts amongst learners aged 25+ were in the Education and

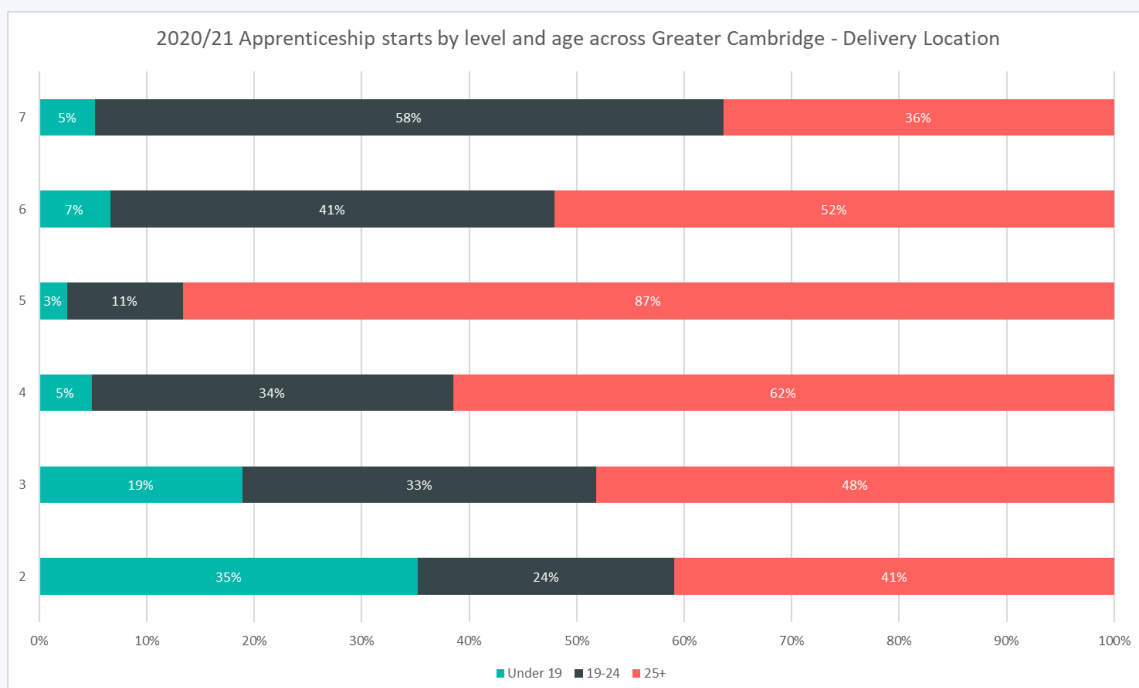
⁵ Apprenticeship starts and achievements in this section are calculated based on delivery location.

Training (81%), Business Administration and Law (62%) and Leisure, Travel and Tourism (61%) subject areas.

The Retail and Commercial Enterprise, Engineering and Manufacturing Technologies and Construction, Planning and the Built Environment were the most balanced subject areas in terms of having closer to equal proportions of each age group relative to other sectors. This suggests apprenticeships in these areas were appealing to all ages.

Science and Mathematics, Education and Training and Arts, Media and Publishing were the only subject areas where starts were across only two age groups.

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area, broken down by apprenticeship level and learner age.



The highest proportions of starts amongst learners aged under 19 were across Level 2 (35%) and Level 3 (19%) apprenticeships. The lowest proportions of starts amongst learners aged under 19 were across Level 4+ apprenticeships. This is expected as generally younger learners will be studying lower-level qualifications equivalent to GCSE's and A Levels.

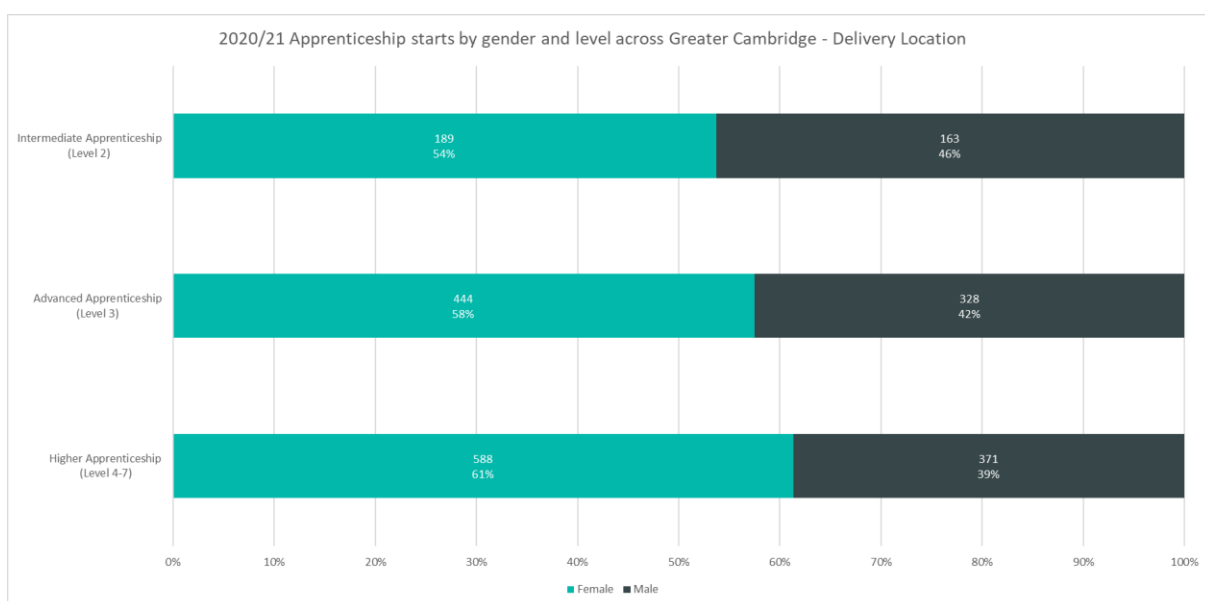
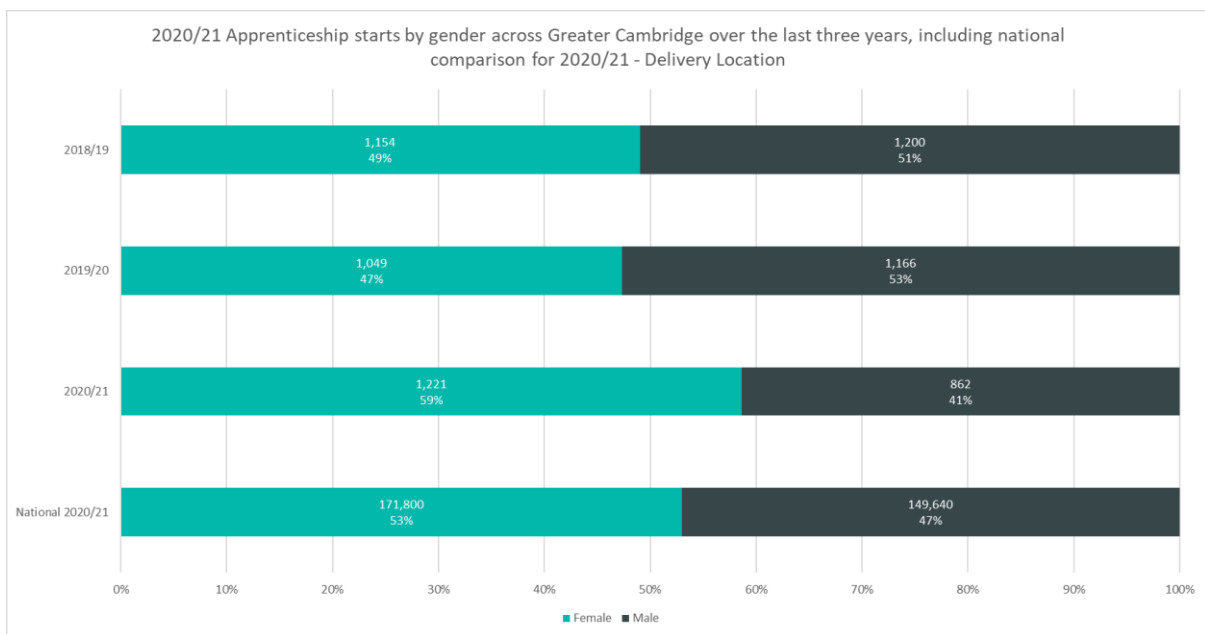
The highest proportions of starts amongst learners aged 19-24 were across Level 7 (58%) and Level 6 (41%) apprenticeships. The lowest proportions of starts amongst learners aged 19-24 were across Level 5 apprenticeships (11%).

Learners aged 25+ made up the majority of starts across three levels, the highest number of any group. The highest proportions of starts amongst learners aged 25+ were across Level 5 (87%), Level 4 (62%) and Level 6 apprenticeships (52%). The lowest proportions of starts amongst learners aged under 25+ were across Level 7 apprenticeships (36%).

Level 2 and Level 3 apprenticeships were the most balanced levels in terms of having closer to equal proportions of each age group relative to other levels. This suggests apprenticeships at these levels were appealing to all ages.

Gender – Delivery Location

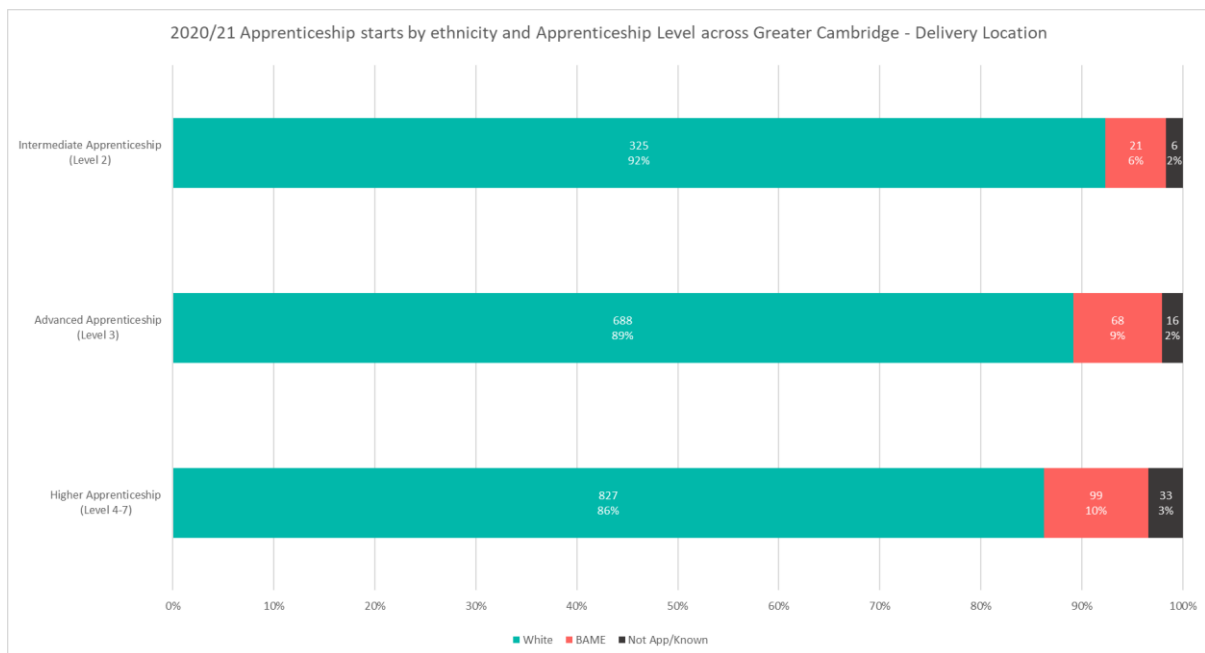
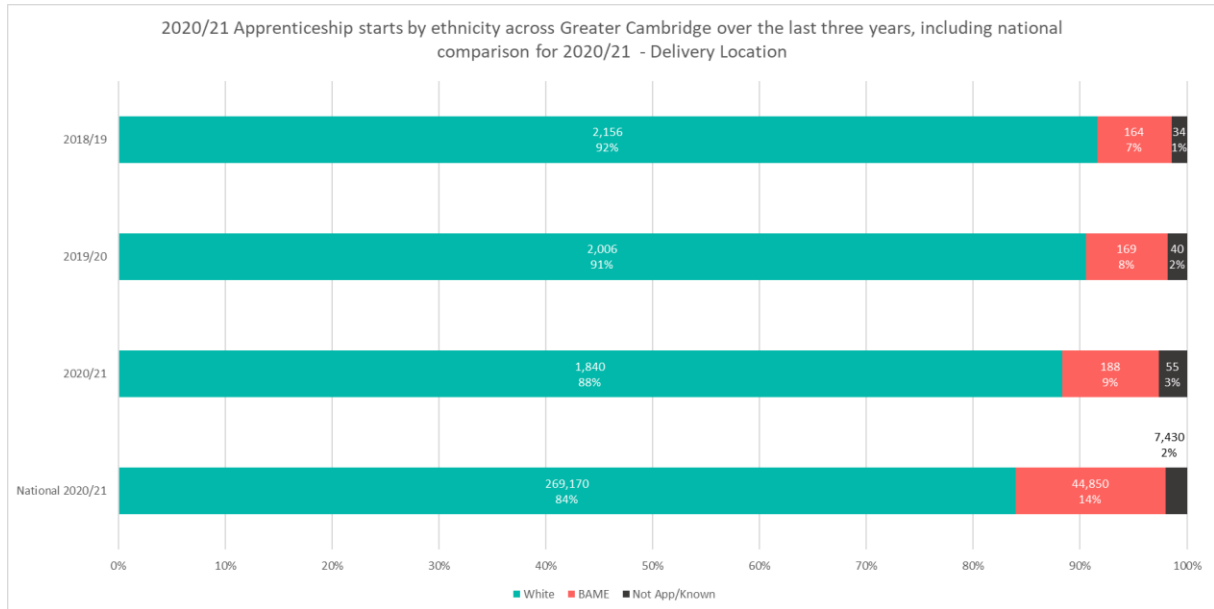
The following charts show 2020/21 apprenticeships starts delivered across the Greater Cambridge area over the last three years, broken down by learner gender. It should be noted that within the ILR gender is treated as interchangeable with sex. There is no capacity within the ILR to record other gender identities (for example, non-binary).



- Of the 2,083 apprenticeship starts by delivery location in 2020/21, 1,221 (59%) starts were female and 862 (41%) of starts were male.
- There were a higher proportion of apprenticeship starts in 2020/21 amongst females and a lower proportion of apprenticeship starts among males compared to 2019/20.
- There were higher proportions of starts among females in 2020/21 compared to the last two years.
- There were lower proportions of starts among males in 2020/21 compared to the last two years.
- Females made up a lower proportion of starts nationally (53%) in 2020/21 when compared to Greater Cambridge (59%)
- When looking at starts by gender and level females made up the majority of starts across all levels with the greatest majority in Higher Apprenticeships.

Ethnicity – Delivery Location

The following charts and tables show 2020/21 apprenticeships starts delivered across the Greater Cambridge area over the last three years, broken down by learner identified ethnicity.

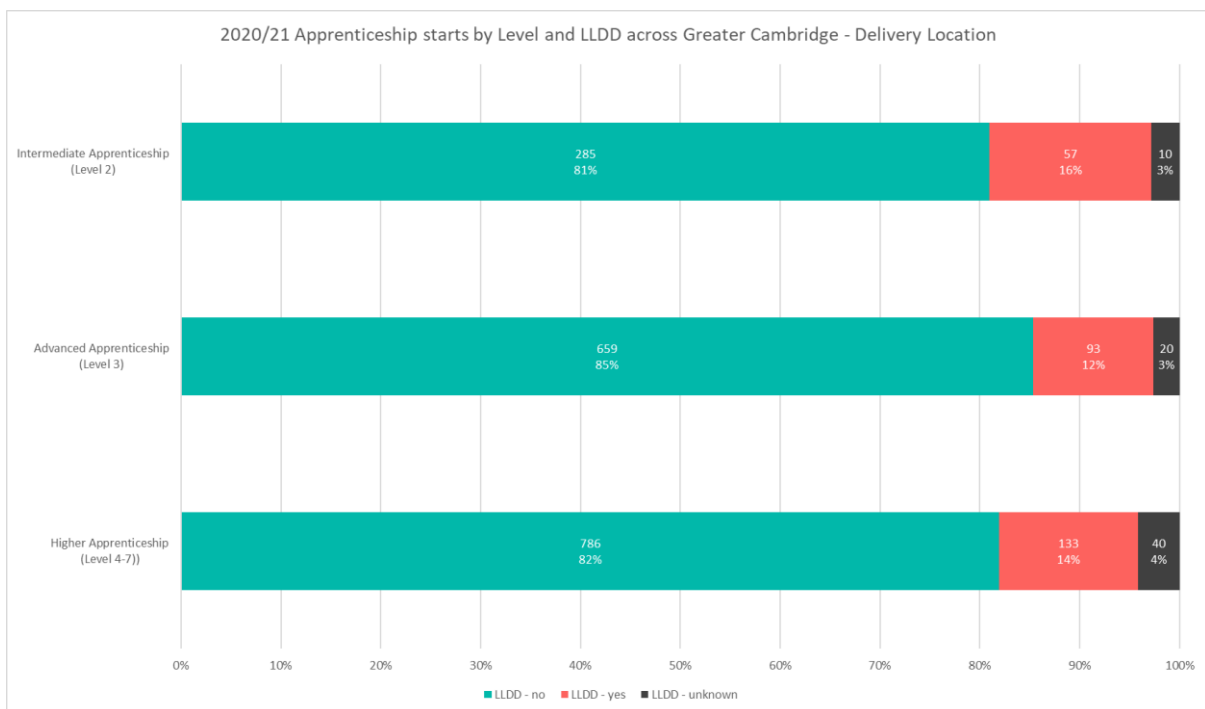
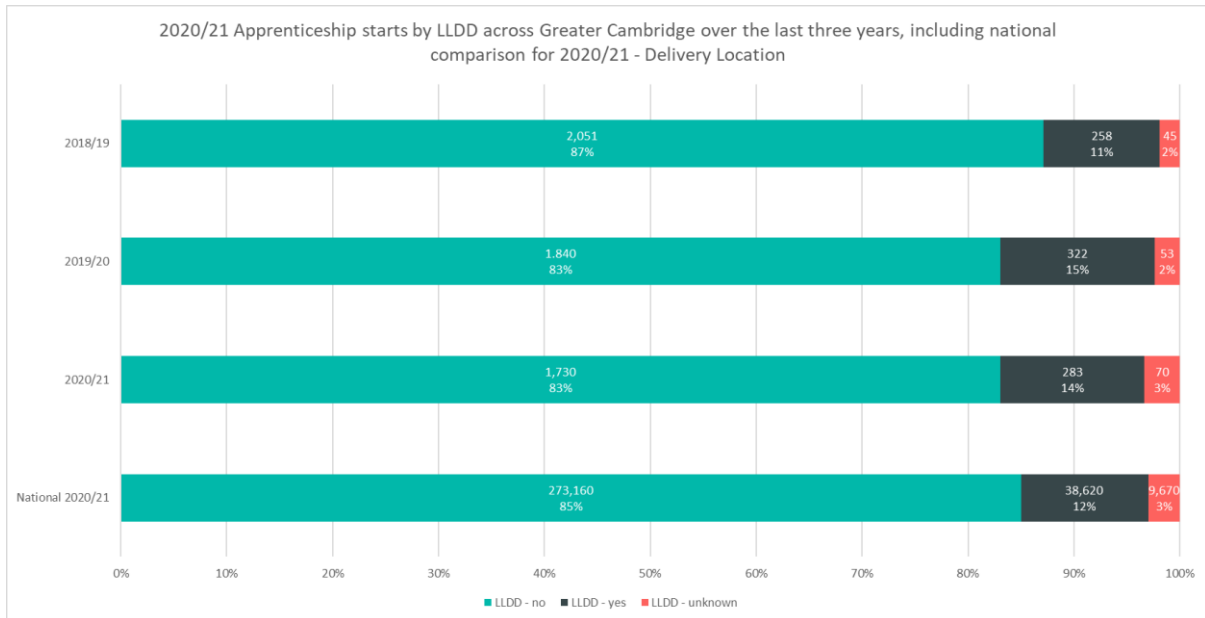


| Apprenticeship Starts across BAME Groups – Delivered in Greater Cambridge | | | | | | | | | |
|---|------------------|---------------------------|----------------------------|------------------|---------------------------|----------------------------|------------------|---------------------------|----------------------------|
| Ethnic Group | 2018/19 | | | 2019/20 | | | 2020/21 | | |
| | Number of starts | Percentage of BAME starts | Percentage of total starts | Number of starts | Percentage of BAME starts | Percentage of total starts | Number of starts | Percentage of BAME starts | Percentage of total starts |
| Asian/Asian British | 69 | 42% | 3% | 64 | 38% | 3% | 83 | 44% | 4% |
| Mixed/ Multiple Ethnic Group | 47 | 29% | 2% | 54 | 32% | 2% | 61 | 32% | 3% |
| Black/African/Caribbean/Black British | 38 | 23% | 2% | 36 | 21% | 2% | 34 | 18% | 2% |
| Other Ethnic Group | 10 | 6% | 0% | 15 | 9% | 1% | 10 | 5% | 0% |

- Of the 2,083 apprenticeship starts by delivery location in 2020/21, 1,840 (88%) starts were across learners who identified as white. This was a greater proportion than seen nationally in 2020/21 (84%).
- There was a lower proportion of starts across white learners in 2020/21 than 2019/20 and 2018/19. This was due to slight increases in the proportion of starts across learners who identify as Asian/Asian British, Mixed/Multiple Ethnic Group and those who did not provide an ethnicity.
- Although proportions were similar between Greater Cambridge and nationally, there was a lower proportion of starts across learners who identify as Black/African/Caribbean/Black British compared to nationally in 2020/21.
- When looking at starts by ethnicity by level, Intermediate Apprenticeships had the highest majority of starts across learners who identify as white (92%). Advanced Apprenticeships were the most ethnically diverse with 3% of starts across learners who identify as Asian/Asian British, 4% across Mixed/Multiple Ethnic Group learners, 1% across Black/African/Caribbean/Black British learners and 1% across Other Ethnic Group learners.

Learning Difficulty, Disability or Health Issue– Delivery Location

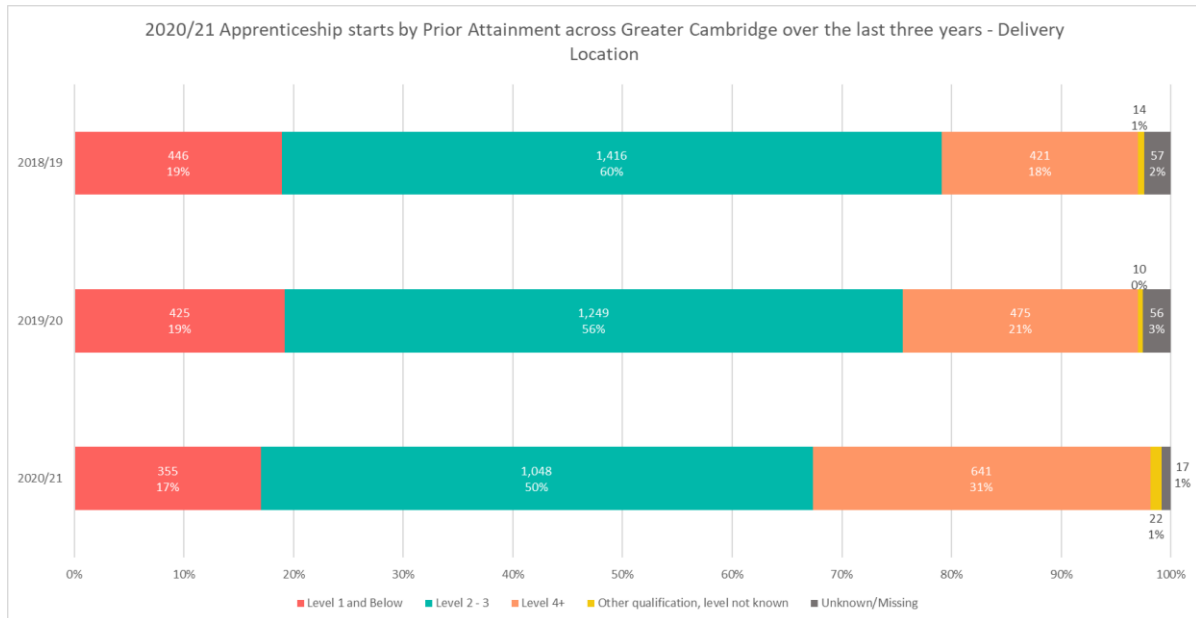
The following charts show 2020/21 apprenticeships starts by disability across Greater Cambridge over the last three years, broken down by the learner self-reporting on whether they have a learning difficulty, disability, or other health issue.



- Of the 2,083 apprenticeship starts by delivery location in 2020/21, 283 (14%) of starts were across learners who had learning difficulties or disabilities or other health issue (LLDD). This was a higher proportion as seen nationally in 2020/21 (12%).
- The proportion of starts across learners in 2020/21 who identified as having an LLDD was lower compared to 2019/20 but higher compared to 2018/19.
- When looking at starts by LLDD and level in 2020/21, Intermediate Apprenticeships had the highest proportion of starts across LLDD learners with 16% of starts across learners who have an LLDD. For Higher Apprenticeships the proportion of achievements across LLDD learners was 14% and for Advanced Apprenticeships the proportion of starts across LLDD learners was 12%.

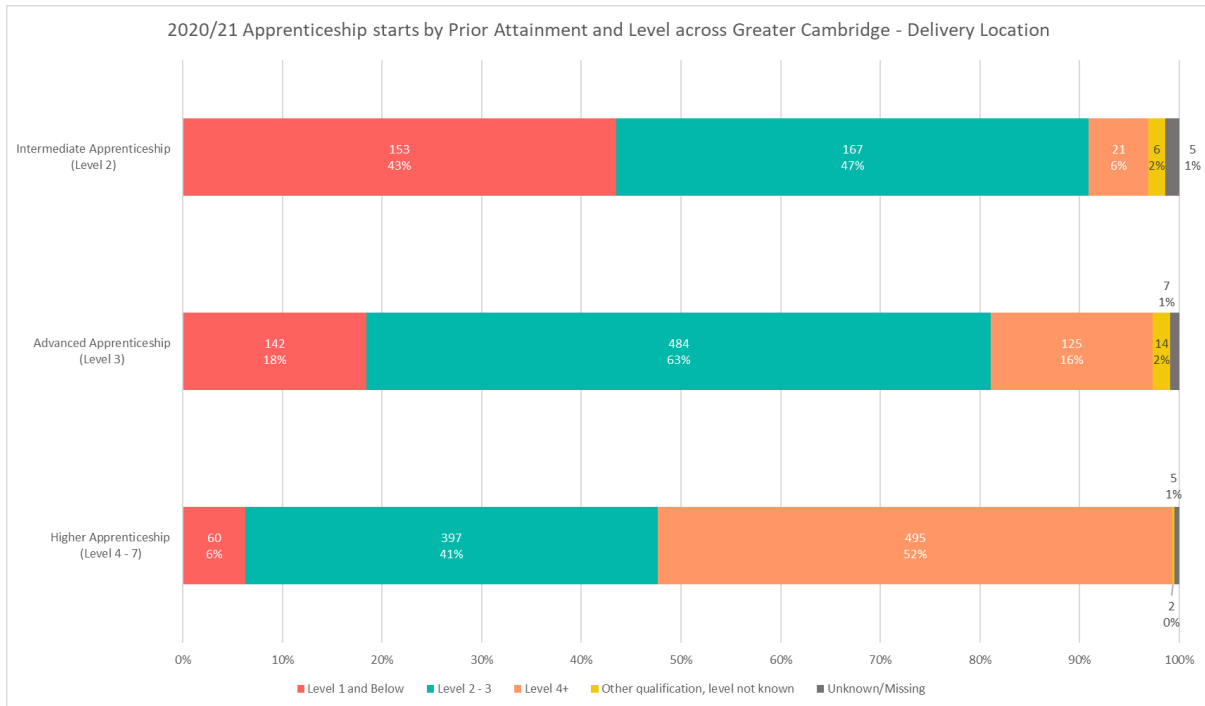
Prior Attainment – Delivery Location

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area over the last three years, broken down by learner prior attainment.



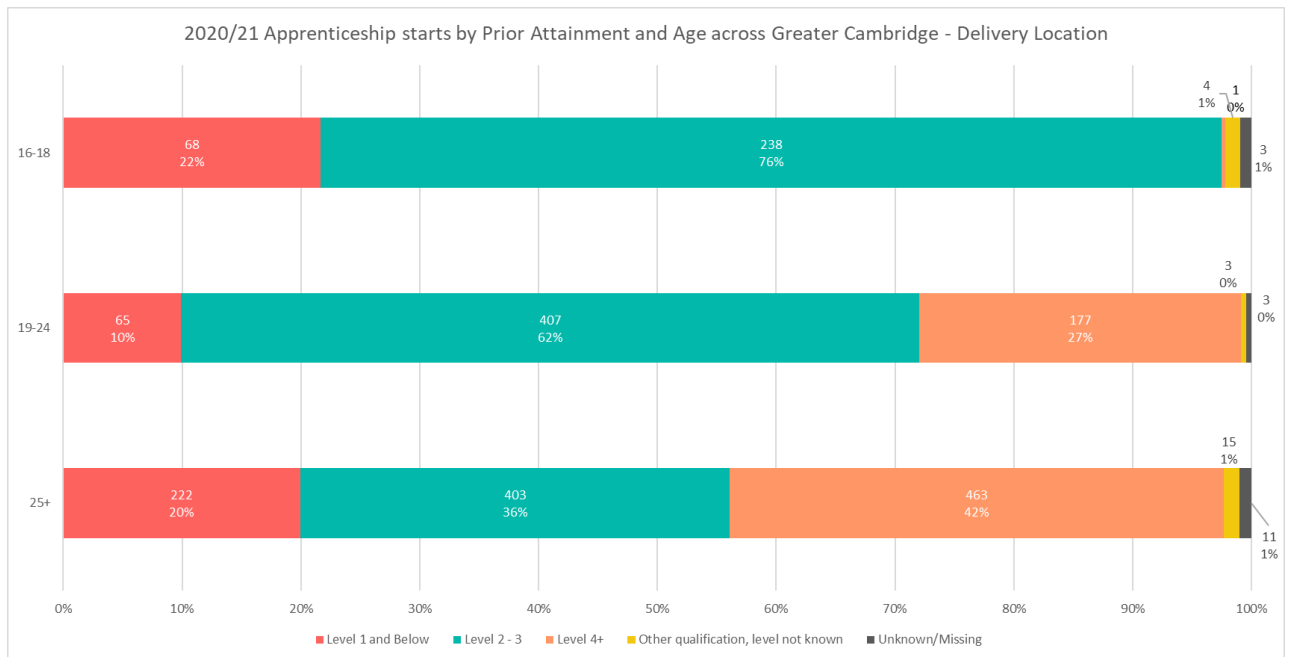
- Of the 2,083 apprenticeship starts by delivery location in 2020/21 1,048 (50%) of starts were across learners who had a prior attained Level 2 - 3 qualification. This was a lower proportion than 2019/20 (56%) and 2018/19 (60%).
- 31% of apprenticeship starts were across learners with a prior attained Level 4+ qualification. This was a higher proportion than 2019/20 (21%) and 2018/19 (18%).
- 17% of apprenticeship starts were across learners with a prior attained Level 1 and Below. This was a lower proportion than both 2019/20 and 2018/19 (19%).

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area over the last three years, broken down by learner prior attainment and level of apprenticeship.



- When looking at starts by prior attainment and level in 2020/21, Advanced Apprenticeships had the highest proportion of starts across learners with a prior attained Level 2 – 3 qualification (63%), Higher Apprenticeships had the highest proportion of starts across learners with a prior attained Level 4+ qualification (52%) and Intermediate Apprenticeships had the highest proportion of starts across learners with a prior attained qualification at Level 1 and Below (43%).

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area over the last three years, broken down by learner prior attainment and age group.



- When looking at starts by prior attainment and age in 2020/21, 42% of learners aged 25+ had a prior attained Level 4+ qualification, 76% of learners aged 16-18 had a prior attained Level 2 – 3 qualification and 22% of learners aged 16-18 had a prior attained Level 1 and Below qualification. This shows that older learners had a higher level of prior qualification than younger learners.

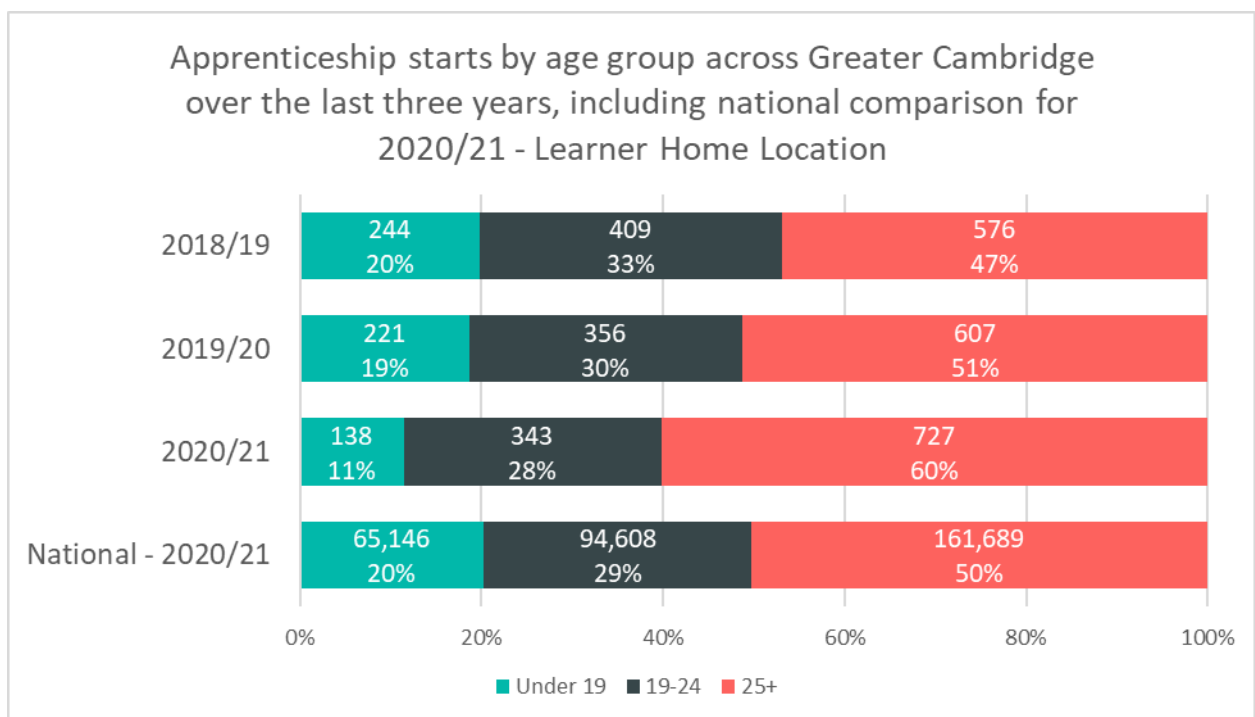
Appendix

Learner Demographics – Learners Living in Greater Cambridge (Regardless of Delivery Location)

This section explores the demographics of apprenticeship delivery across Greater Cambridge in 2020/21 by learner home location. This data covers learners who reside within Greater Cambridge and had an apprenticeship delivered in 2020/21. Figures therefore include residents who live in Greater Cambridge but had an apprenticeship delivered outside the area. As this analysis is mainly focused on the take-up of apprenticeships across different demographic groups it has only looked at starts.

Learner Age – Learner Home Location

The following charts show 2020/21 apprenticeships starts delivered to learners who lived in the Greater Cambridge area over the last three years, broken down by age group of learners.



- Of the 1,208 apprenticeship starts for those who lived in Greater Cambridge in 2020/21, 727 (60%) starts were among 25+ year olds, 343 (28%) starts were among 19-24 year olds and those aged 19 and under accounted for 138 (11%) starts.

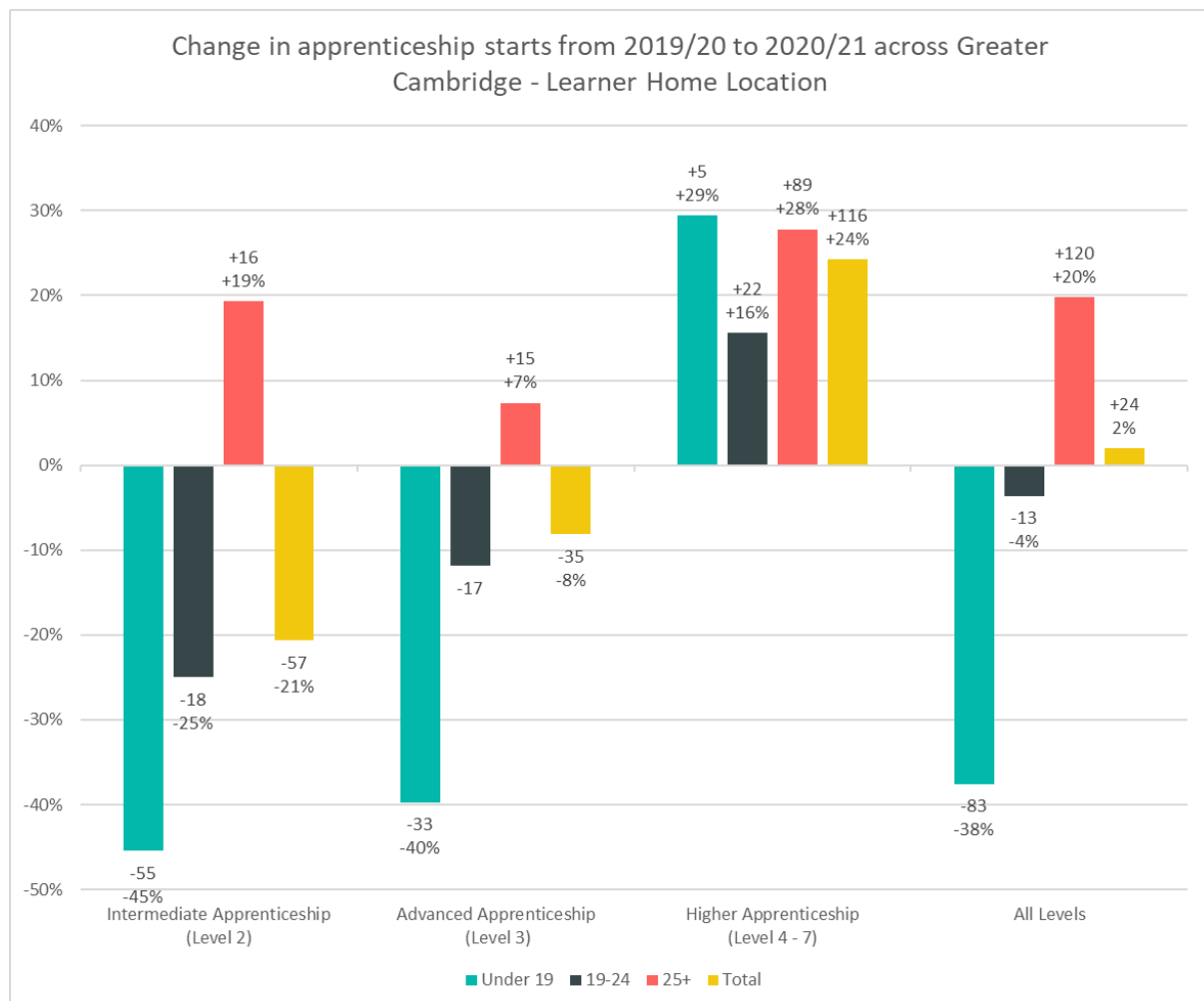
- There was a higher proportion of apprenticeship starts in 2020/21 among those aged 25+, compared to 2019/20 and 2018/19.
- There were lower proportions of starts among those aged under 19 in 2020/21 compared to the last two years.
- Similarly, there were lower proportions of learners aged 19-24 starting apprenticeships nationally in 2020/21 compared to the previous two years.
- Overall, this indicates that the largest decline in apprenticeship starts in 2020/21 was among younger learners, particularly those aged 19 and under both in the Greater Cambridge area and nationally.

The following chart shows 2020/21 apprenticeships starts by age group and level across Greater Cambridge.



- Across all levels learners aged 25+ made up the largest group of starts. They made up the majority of starts across Advanced and Higher Apprenticeships.
- Intermediate apprenticeships had the highest proportion of starts across learners aged Under 19.

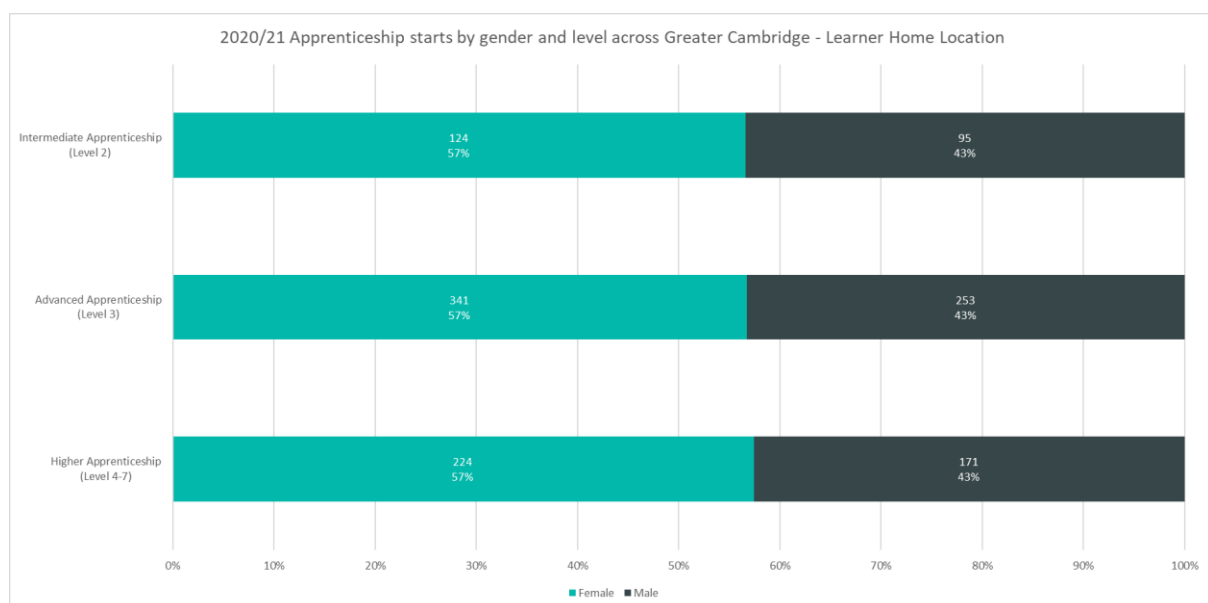
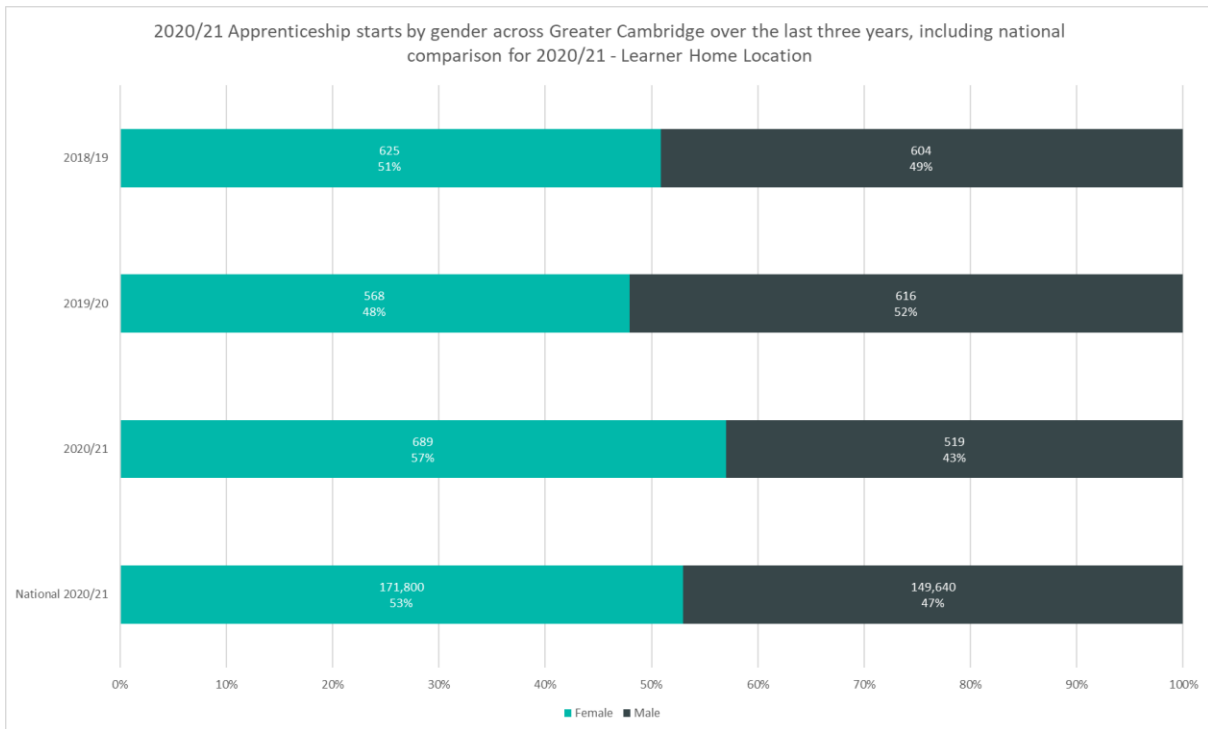
The chart below shows the % change in the number of apprenticeships starts delivered to learners who lived in the Greater Cambridge area between 2019/20 and 2020/21, divided by age group and level of apprenticeship.



- Whilst the number of apprenticeships starts increased slightly overall, there was a -38% decrease in the number of learners who were under 19 starting an apprenticeship.
- Intermediate Apprenticeships and Advanced Apprenticeships saw the largest decrease in starts between 2019/20 and 2020/21 across Greater Cambridge. Starts across Intermediate Apprenticeships decreased by -57 (-21%) whilst starts across Advanced Apprenticeships decreased by -35 (-8%). Both Intermediate and Intermediate Apprenticeships saw decreases in all age groups except for learners aged 25+.
- Starts across Higher Apprenticeships saw increases across all learners (+24%) with the greatest increase across learners aged under 19 (+29%) and the smallest increase across learners aged 19-24 (+16%).

Gender – Learner Home Location

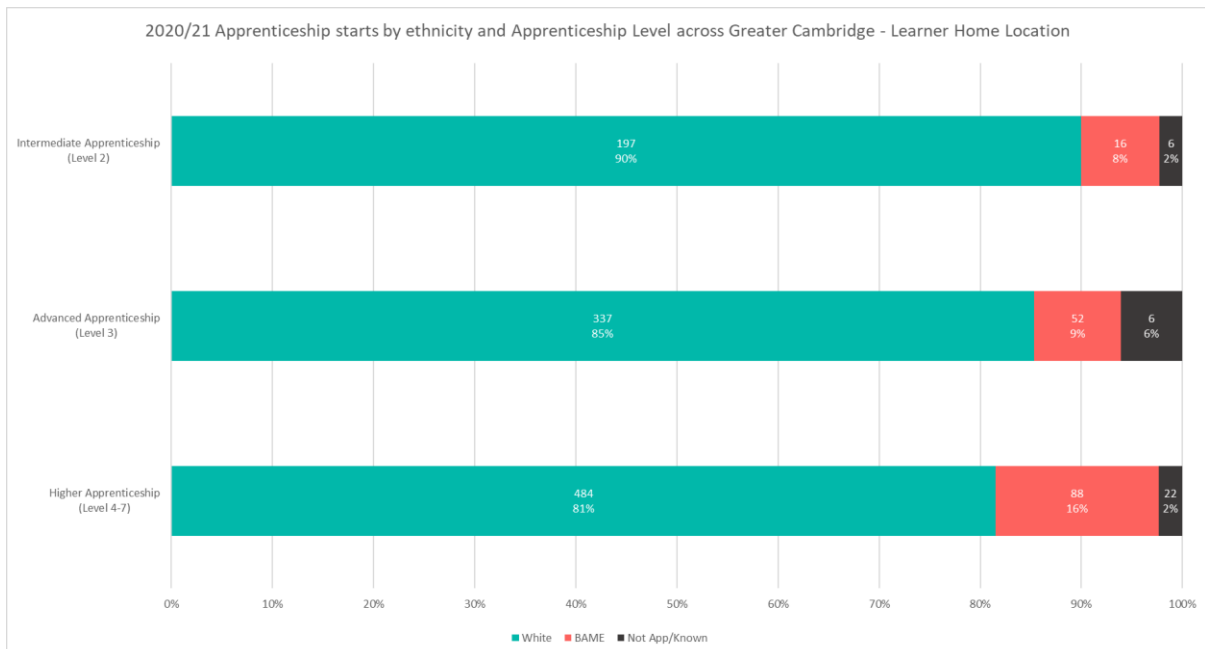
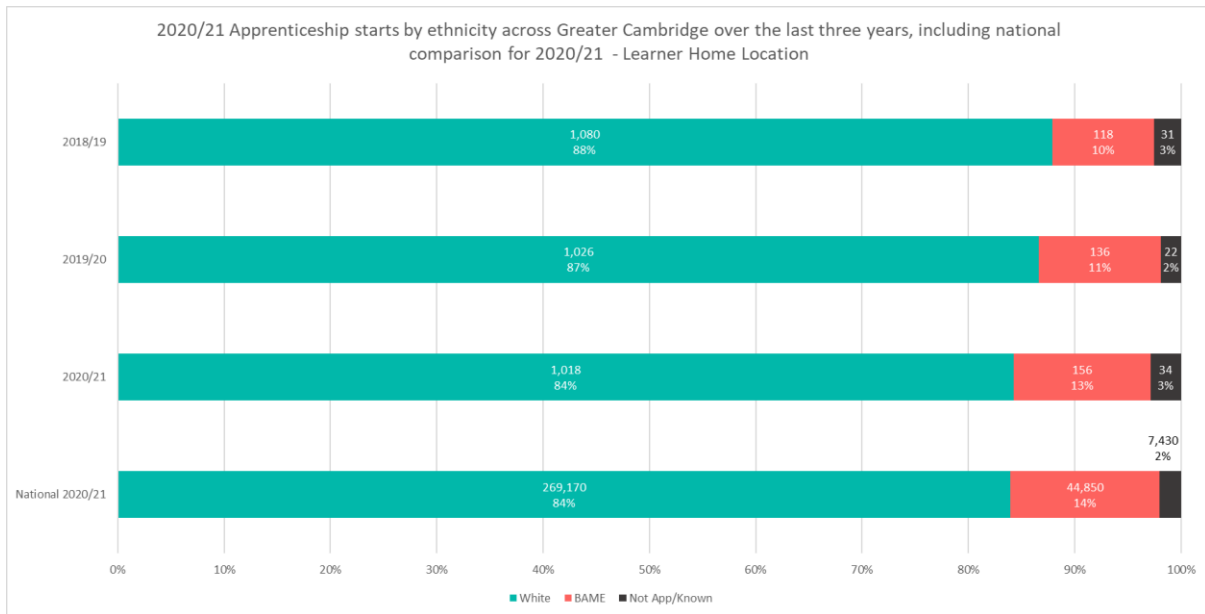
The following charts show 2020/21 apprenticeships starts delivered to learners who lived in the Greater Cambridge area over the last three years, broken down by learner gender. It should be noted that within the ILR gender is treated as interchangeable with sex. There is no capacity within the ILR to record other gender identities (for example, non-binary).



- Of the 1,208 apprenticeship starts for those who lived in Greater Cambridge in 2020/21, 689 (57%) starts were female and 519 (43%) of starts were male.
- There were a higher proportion of apprenticeship starts in 2020/21 amongst females and a lower proportion of apprenticeship starts among males compared to 2019/20.
- There were higher proportions of starts among females in 2020/21 compared to the last two years.
- There were lower proportions of starts among males in 2020/21 compared to the last two years.
- Females made up a lower proportion of starts nationally (53%) in 2020/21 when compared to Greater Cambridge (57%)
- When looking at starts by gender and level females made up the majority of starts across all levels and make up the same proportion of starts across all levels (57%).

Ethnicity – Learner Home Location

The following charts and tables show 2020/21 apprenticeships starts delivered to those who lived in the Greater Cambridge area, broken down by learner identified ethnicity.



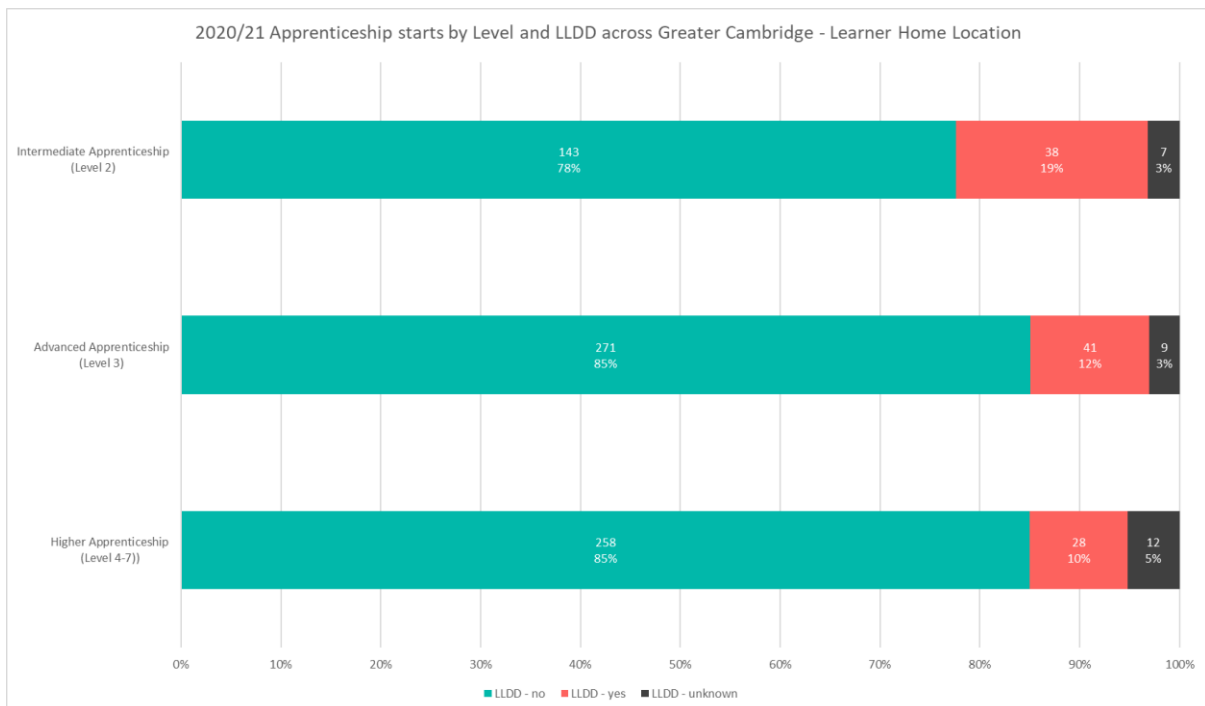
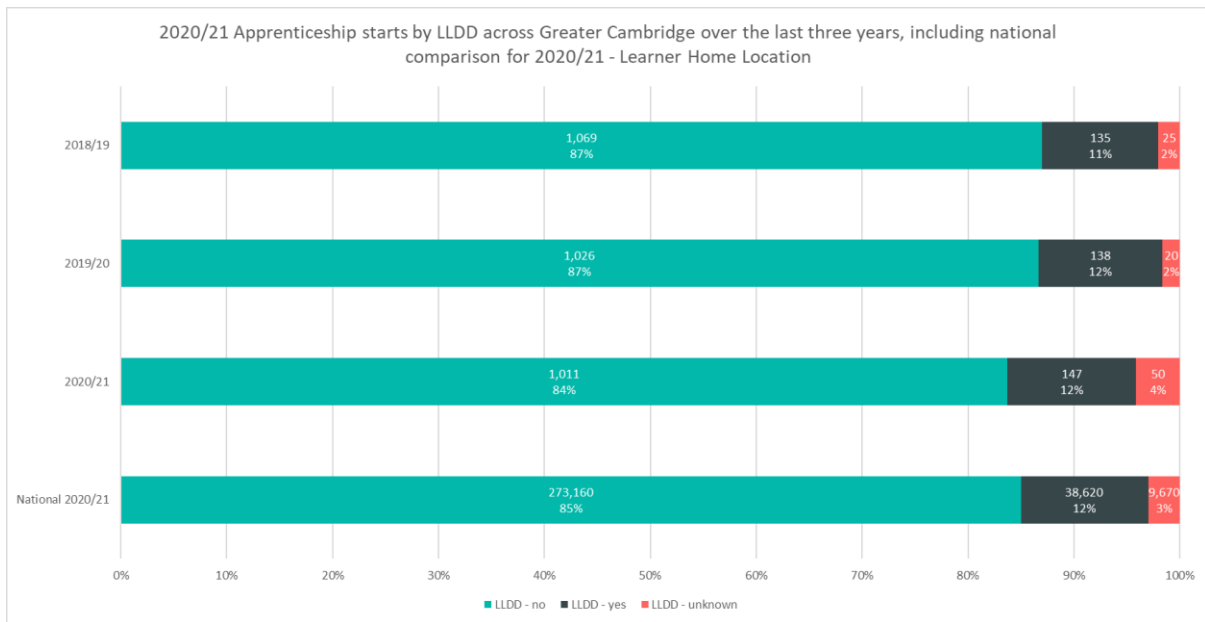
Apprenticeship Starts across BAME Groups – Learners Resident in Greater Cambridge

| Ethnic Group | 2018/19 | | | 2019/20 | | | 2020/21 | | |
|---------------------------------------|------------------|---------------------------|----------------------------|------------------|---------------------------|----------------------------|------------------|---------------------------|----------------------------|
| | Number of starts | Percentage of BAME starts | Percentage of total starts | Number of starts | Percentage of BAME starts | Percentage of total starts | Number of starts | Percentage of BAME starts | Percentage of total starts |
| Asian/Asian British | 56 | 47% | 5% | 64 | 47% | 5% | 76 | 49% | 6% |
| Mixed/ Multiple Ethnic Group | 28 | 24% | 2% | 38 | 28% | 3% | 43 | 28% | 4% |
| Black/African/Caribbean/Black British | 24 | 20% | 2% | 21 | 15% | 2% | 28 | 18% | 2% |
| Other Ethnic Group | 10 | 8% | 1% | 13 | 10% | 1% | 9 | 6% | 1% |

- Of the 1,208 apprenticeship starts for those who lived in Greater Cambridge in 2020/21, 1,018 (84%) starts were across learners who identified as white. This was the same proportion as seen nationally in 2020/21 (84%).
- There was a lower proportion of starts across white learners in 2020/21 than 2019/20 and 2018/19. This was due to slight increases in the proportion of starts across learners who identify as Asian/Asian British and Mixed/Multiple Ethnic Group.
- Although proportions were similar between Greater Cambridge and nationally, there was a lower proportion of starts across learners who identify as Black/African/Caribbean/Black British compared to nationally in 2020/21.
- When looking at starts by ethnicity by level, Intermediate Apprenticeships had the highest majority of starts across learners who identify as white (90%). Higher Apprenticeships were the most ethnically diverse with 9% of starts across learners who identify as Asian/Asian British, 4% across Mixed/Multiple Ethnic Group learners, 3% across Black/African/Caribbean/Black British learners and 1% across Other Ethnic Group learners.

Learning Difficulty, Disability or Health Issue – Learner Home Location

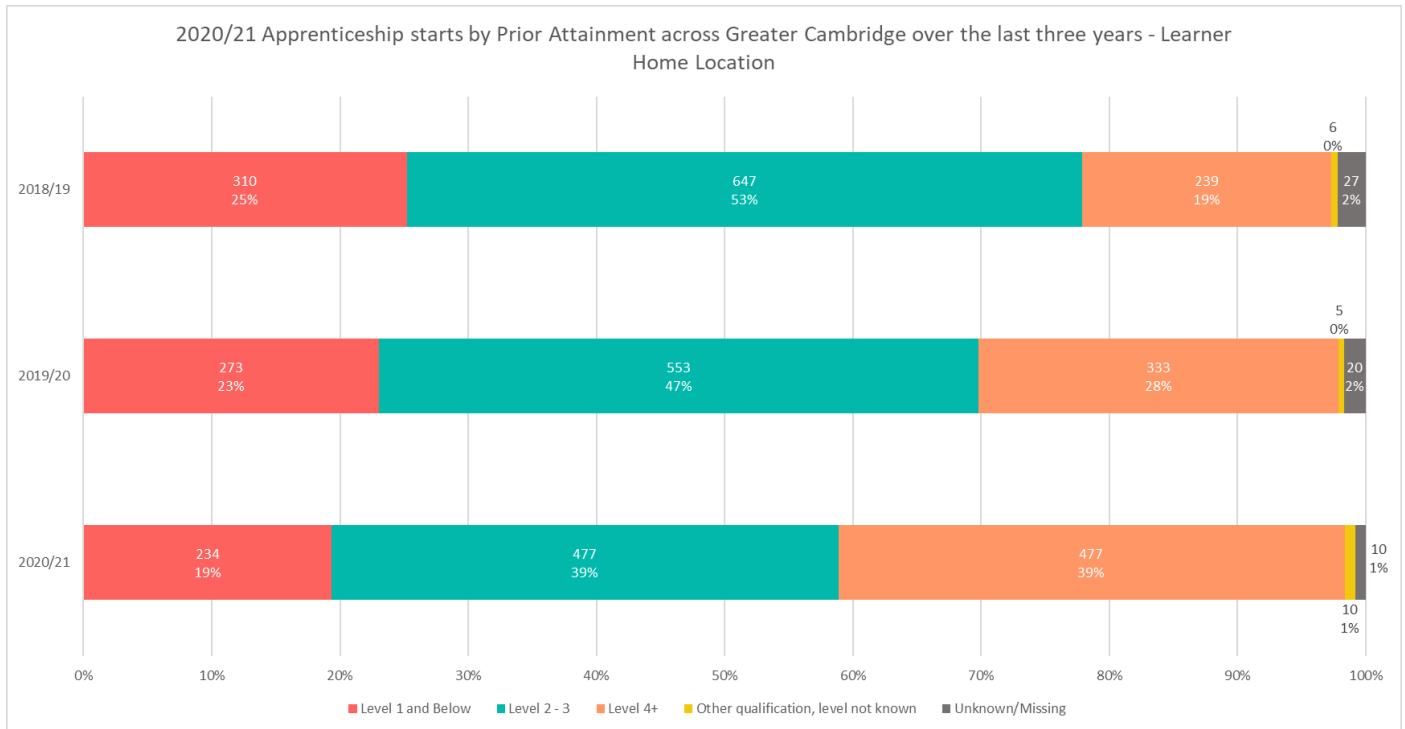
The following charts show 2020/21 apprenticeships starts delivered to learners who lived in the Greater Cambridge area over the last three years, broken down by the learner self-reporting on whether they have a learning difficulty, difficulty or other health issue



- Of the 1,208 apprenticeship starts for those who lived in Greater Cambridge in 2020/21, 147 (12%) of starts were across learners who had learning difficulties, disabilities or other health issues (LLDD). This was the same proportion as seen nationally in 2020/21 (12%).
- The proportion of starts across learners in 2020/21 who identified as having an LLDD was the same as 2019/20 but higher than 2018/19.
- When looking at starts by disability and level in 2020/21, Intermediate Apprenticeships had the highest proportion of starts across LLDD learners with 19% of starts across learners who have an LLDD. For Advanced Apprenticeships the proportion of achievements across LLDD learners was 12% and for Higher Apprenticeships the proportion of starts across LLDD learners was 10%.

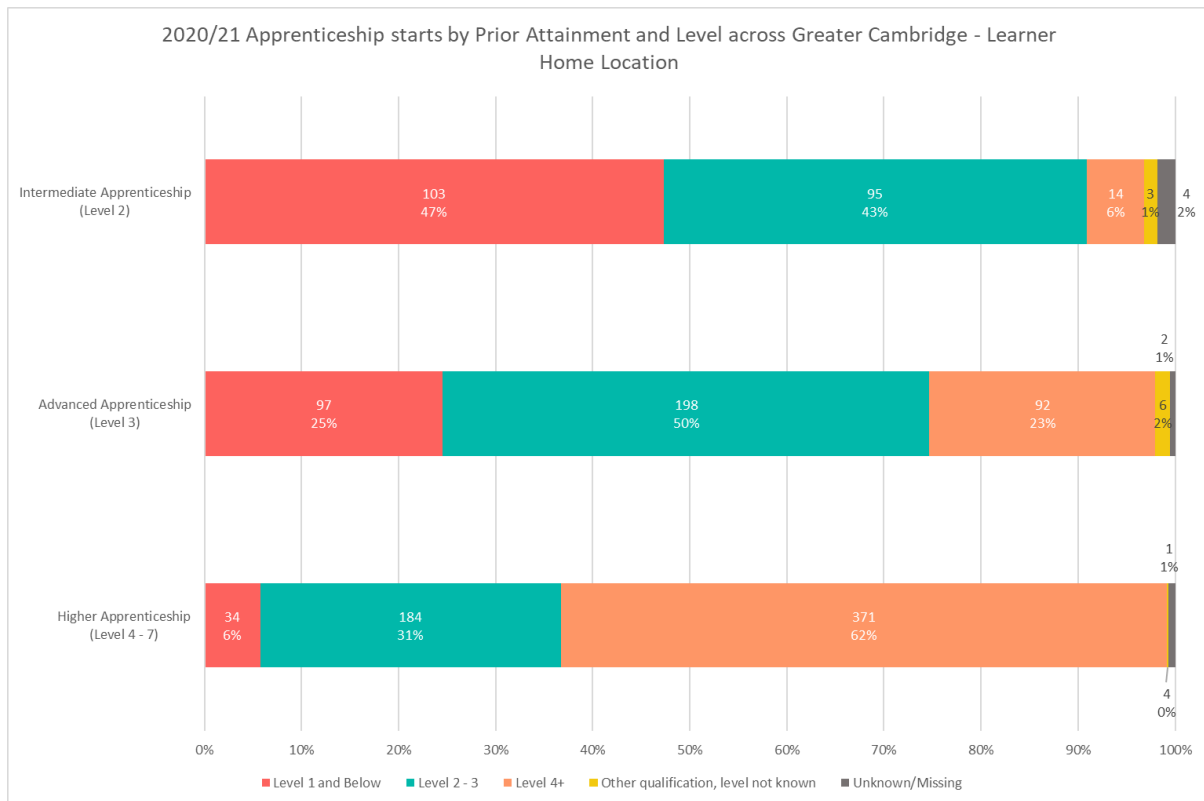
Prior Attainment – Learner Home Location

The following chart shows 2020/21 apprenticeship starts delivered to learners who lived in the Greater Cambridge area over the last three years by learner home location, broken down by learner prior attainment.



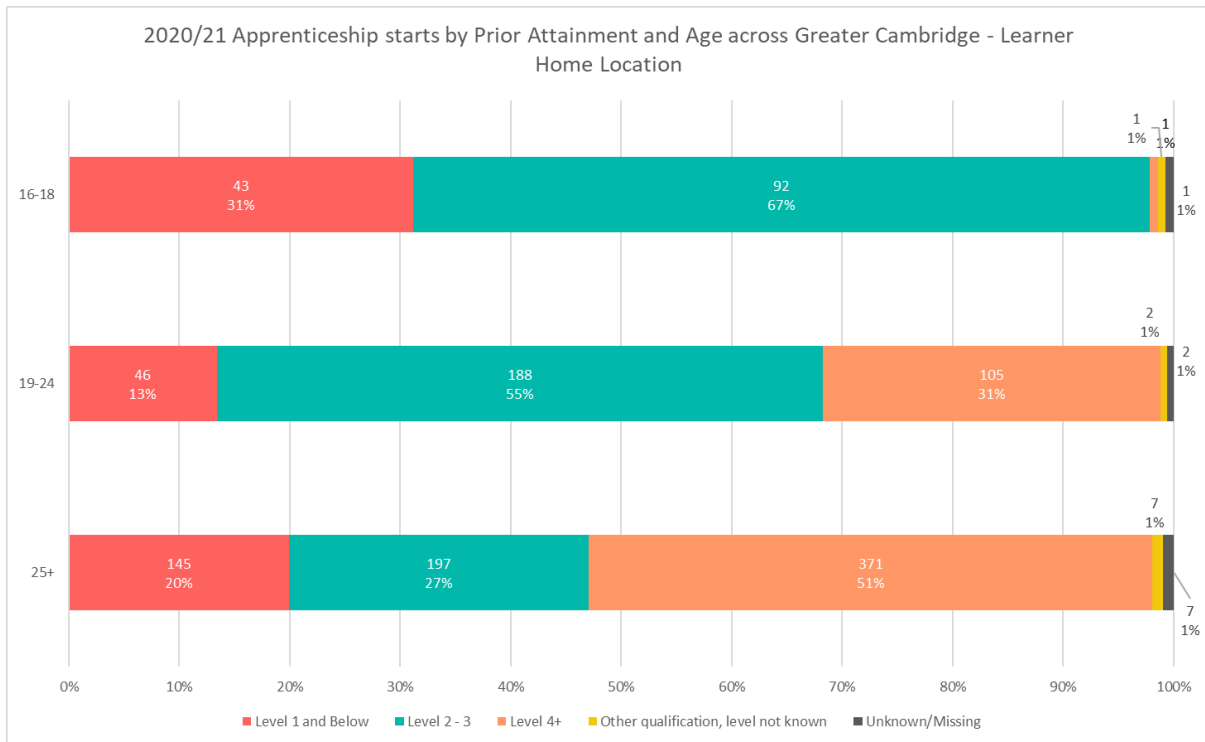
- Of the 1,208 apprenticeship starts for those who lived in Greater Cambridge in 2020/21 477 (39%) of starts were across learners who had a prior attained Level 2 - 3 qualification. This was a lower proportion than 2019/20 (47%) and 2018/19 (53%).
- 39% of apprenticeship starts were also across learners with a prior attained Level 4+ qualification. This was a higher proportion than 2019/20 (19%) and 2018/19 (28%).
- 19% of apprenticeship starts were across learners with a prior attained Level 1 and Below qualification. This was a lower proportion than both 2019/20 and 2018/19 (19%).

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area over the last three years, broken down by learner prior attainment and level of apprenticeship.



- When looking at starts by prior attainment and level in 2020/21, Advanced Apprenticeships had the highest proportion of starts across learners with a prior attained Level 2 – 3 qualification (50%), Higher Apprenticeships had the highest proportion of starts across learners with a prior attained Level 4+ qualification (62%) and Intermediate Apprenticeships had the highest proportion of starts across learners with a prior attained qualification at Level 1 and Below (47%).

The following chart shows 2020/21 apprenticeship starts delivered across the Greater Cambridge area over the last three years, broken down by learner prior attainment and age group.



- When looking at starts by prior attainment and age in 2020/21, 51% of learners aged 25+ had a prior attained Level 4+ qualification, 67% of learners aged 16-18 had a prior attained Level 2 – 3 qualification and 31% of learners aged 16-18 had a prior attained Level 1 and Below qualification. This shows that older learners had a higher level of qualification than younger learners.