

## PROPOSED NEW TRAINEESHIP MEASURES

This note has been re-published in March 2019 in order to correct the historical apprenticeship conversion rates that are presented in the second table of Annex A.

A small number of apprenticeship starts that had not been directly matched back to a learner with a traineeship start were erroneously included, but have now been removed.

### Proposal

We intend to replace the current completion and progression traineeship measures in the [FE & Skills statistical release](#) and introduce two new measures. This note outlines the rationale for the change, the proposed two new measures and provides historical data using the new measures.

### Rationale for the change

This change will make better use of administrative data and introduce more robust and informative measures.

The current progression measure uses progression information recorded on the Individualised Learner Record that is self-reported. Further education providers contact learners to collect destination information following completion of the traineeship or withdrawal from the learning. The data therefore only reflects their position at that point and does not necessarily reflect their final destination which, leads to bias in provisional data.

Additionally, further education providers have until the end of the academic year following the end of the traineeship to report the destination so, data is not final until some significant time after the period it is first reported.

### The new measures

The proposed new measures are:

1. **Traineeship completion rates**, i.e. number/proportion of traineeship starts that go on to complete<sup>1</sup>, and
2. **Traineeship conversion rates**, i.e. the number/proportion of traineeships starts that go on to start an apprenticeship.

We intend to publish **provisional completion rates** for traineeships starts for an academic year in the following **mid-year statistics release in March**. So, traineeship starts in the 2017/18 academic year would have provisional completion rates published in March 2019 (based on 2018/19 quarter 2 data).

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<sup>1</sup> The current completion measure simply counts the number of completions in an academic year, whereas the new measure will link a traineeship start to a completion to determine a completion rate, which may span academic years.

We will subsequently publish **final traineeship completion rates** for these starts in the following **final full-year release in November<sup>2</sup>**.

We will publish **conversion rates** in the **November** end of year release also, based on apprenticeship starts within four academic quarters of a traineeship start (approximately 12 months). For example, a conversion rate for traineeship starts in quarter 1 in 2016/17 will be based on apprenticeship starts by quarter 1 of the 2017/18 academic year; traineeship starts in quarter 2 of 2016/17 based on apprenticeship starts by quarter 2 of 2017/18, and so on.

In the March 2019 mid-year release we will update the completion rates to include provisional figures based on completions to quarter 1 and quarter 2 2018/19.

In the November 2019 final year release we will update these provisional figures to final and also include rates based on completions to quarter 3 and quarter 4 2018/19, which will again be final.

Additionally in the November 2019 release we will include conversion rates based on apprenticeship starts to the end of quarter 4 2018/19 using final year data.

See the tables in [Annex A](#) for how the new measures will be presented in the March 2019 release, alongside historical data showing completion rates based on completions to quarter 4 of 2017/18 using final year data and conversion rates based on apprenticeship starts to the end of quarter 4 2017/18, again using final year data.

### **Other sources of progression data**

Data available through the DfE further education [Outcome-Based Success Measures](#) (OBSMs) statistical release provide complimentary measures to accompany the new traineeship measures outlined in this note, and shows outcomes on same basis as other provision.

OBSMs cover the destinations (into employment and learning), earnings and the progression of learners, and are based on data collected as part of the Longitudinal Education Outcomes (LEO) study, which looks at how learners move through education and into the labour market by bringing together:

- schools, further and higher education information from the Department for Education
- employment information from HM Revenue and Customs
- benefit histories from the Department of Work and Pensions

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<sup>2</sup> Analysis shows that publishing completion rates at the mid-year point would likely under-report the true completion rate (as measured by final data at the end of the following year). The scale of under-reporting is around 2 percentage points.

## Annex A: New traineeship measures in the March 2019 FE and skills release

### Traineeship starts and completion rates, by age-group, 2014/15 to 2017/18

Traineeship start year and quarter	Traineeship starts by age			Traineeships completed by end:	Number of completions by age			Completion rate by age		
	Under 19	19-24	Total		Under 19	19-24	Total	Under 19	19-24	Total
Q1 2014/15	3,700	1,600	5,200	Q3 2014/15	2,600	1,000	3,700	72.5	65.8	70.5
Q2 2014/15	2,600	1,800	4,300	Q4 2014/15	1,700	1,200	2,900	66.0	66.8	66.4
Q3 2014/15	3,100	2,500	5,600	Q1 2015/16	2,000	1,700	3,600	63.7	65.6	64.6
Q4 2014/15	2,300	2,000	4,300	Q2 2015/16	1,400	1,300	2,700	62.0	66.6	64.1
<b>2014/15 Total</b>	<b>11,600</b>	<b>7,800</b>	<b>19,400</b>	<b>Total</b>	<b>7,700</b>	<b>5,200</b>	<b>12,900</b>	<b>66.7</b>	<b>66.2</b>	<b>66.5</b>
Q1 2015/16	5,300	2,400	7,700	Q3 2015/16	4,000	1,600	5,600	75.6	66.0	72.6
Q2 2015/16	3,200	1,700	4,900	Q4 2015/16	2,200	1,200	3,400	68.4	70.1	69.0
Q3 2015/16	3,700	2,900	6,600	Q1 2016/17	2,700	2,200	4,900	71.3	75.9	73.3
Q4 2015/16	2,600	2,300	4,900	Q2 2016/17	1,600	1,700	3,400	63.9	74.2	68.8
<b>2015/16 Total</b>	<b>14,700</b>	<b>9,400</b>	<b>24,100</b>	<b>Total</b>	<b>10,500</b>	<b>6,700</b>	<b>17,200</b>	<b>70.9</b>	<b>71.8</b>	<b>71.3</b>
Q1 2016/17	5,400	2,200	7,700	Q3 2016/17	4,400	1,700	6,100	80.7	78.5	80.1
Q2 2016/17	3,200	1,300	4,500	Q4 2016/17	2,500	1,100	3,600	77.2	83.2	78.9
Q3 2016/17	3,300	1,600	4,900	Q1 2017/18	2,500	1,400	3,800	74.3	85.9	78.2
Q4 2016/17	2,000	1,300	3,200	Q2 2017/18	1,300	1,000	2,400	68.6	80.2	73.2
<b>2016/17 Total</b>	<b>13,900</b>	<b>6,400</b>	<b>20,300</b>	<b>Total</b>	<b>10,700</b>	<b>5,300</b>	<b>15,900</b>	<b>76.7</b>	<b>81.7</b>	<b>78.3</b>
Q1 2017/18	5,600	1,400	7,100	Q3 2017/18	4,700	1,200	5,900	83.1	86.7	83.9
Q2 2017/18	2,900	1,100	3,900	Q4 2017/18	2,100	900	3,000	73.1	82.6	75.6

### Traineeship starts and apprenticeship conversion rates, by age-group, 2014/15 to 2016/17

Traineeship start year and quarter	Traineeship starts by age			Apprenticeship started by end:	Number of apprenticeship starts by age			Apprenticeship conversion rate by age		
	Under 19	19-24	Total		Under 19	19-24	Total	Under 19	19-24	Total
Q1 2014/15	3,700	1,600	5,200	Q1 2015/16	1,700	300	2,000	47.3	17.8	38.5
Q2 2014/15	2,600	1,800	4,300	Q2 2015/16	900	200	1,100	34.7	13.8	26.3
Q3 2014/15	3,100	2,500	5,600	Q3 2015/16	900	400	1,400	30.8	17.1	24.5
Q4 2014/15	2,300	2,000	4,300	Q4 2015/16	800	300	1,100	36.1	13.1	25.5
<b>2014/15 Total</b>	<b>11,600</b>	<b>7,800</b>	<b>19,400</b>	<b>Total</b>	<b>4,400</b>	<b>1,200</b>	<b>5,600</b>	<b>37.9</b>	<b>15.5</b>	<b>28.9</b>
Q1 2015/16	5,300	2,400	7,700	Q1 2016/17	2,300	400	2,700	43.8	15.4	34.9
Q2 2015/16	3,200	1,700	4,900	Q2 2016/17	900	200	1,100	29.0	12.7	23.2
Q3 2015/16	3,700	2,900	6,600	Q3 2016/17	1,200	300	1,500	32.0	11.6	23.1
Q4 2015/16	2,600	2,300	4,900	Q4 2016/17	800	200	1,000	29.4	10.6	20.5
<b>2015/16 Total</b>	<b>14,700</b>	<b>9,400</b>	<b>24,100</b>	<b>Total</b>	<b>5,200</b>	<b>1,200</b>	<b>6,300</b>	<b>35.1</b>	<b>12.5</b>	<b>26.3</b>
Q1 2016/17	5,400	2,200	7,700	Q1 2017/18	2,300	300	2,600	41.8	13.9	33.7
Q2 2016/17	3,200	1,300	4,500	Q2 2017/18	1,000	200	1,100	29.8	11.8	24.6
Q3 2016/17	3,300	1,600	4,900	Q3 2017/18	700	100	900	22.6	7.6	17.6
Q4 2016/17	2,000	1,300	3,200	Q4 2017/18	500	100	600	25.3	7.3	18.1
<b>2016/17 Total</b>	<b>13,900</b>	<b>6,400</b>	<b>20,300</b>	<b>Total</b>	<b>4,500</b>	<b>700</b>	<b>5,100</b>	<b>32.1</b>	<b>10.6</b>	<b>25.3</b>

#### Notes:

- 1) The data source is the Individualised Learner Record (ILR).
- 2) Age is reported as at 31st August of the academic year and relates to the start of the traineeship. For example a learner turning 19 during their traineeship will be counted in the 'Under 19' group for traineeship completion and any subsequent apprenticeship start.
- 3) Quarter 1 is 1 August to 31 October; Quarter 2 is 1 November to 31 January; Quarter 3 is 1 February to 30 April; Quarter 4 is 1 May to 31 July.
- 4) Traineeship completions count where all elements of the learner's agreed traineeship are complete; and/or the learner reaches 6 months on the programme, and/or the learner progressed.
- 5) A small number of traineeships (fewer than 100) were recorded as complete but with an end date outside the usual two quarters duration from the start period (e.g. some 2014/15 quarter 1 starts are recorded as complete in Q4 of 2014/15). These have been included as successful completions.
- 6) Apprenticeships that were started within a year (four academic quarters) of the traineeship start are counted as a conversion.