



Department  
for Business  
Innovation & Skills

**FURTHER EDUCATION LEARNERS**

**Average Earnings Post Study –  
2010/11 to 2012/13**

**DECEMBER 2014**

# Contents

<b>Introduction.....</b>	<b>4</b>
Background.....	4
Contact details .....	4
<b>Results.....</b>	<b>5</b>
Notes about the data.....	5
Headline findings.....	5
Earnings by qualification .....	6
Key features of the estimates .....	7
Part time employment .....	7
Learning effects.....	8
Income below the tax threshold and self-assessment.....	8
Future developments .....	8
Related publications.....	9
Economic impact of FE training.....	9
Outcome Based Success Measures.....	9
Earnings analysis .....	10
Further Education for Benefit Claimants.....	10
<b>Annex A – Glossary .....</b>	<b>11</b>
Earnings and employment.....	11
Learning.....	11
<b>Annex B – Table of Results .....</b>	<b>12</b>
<b>Annex C – Technical Note .....</b>	<b>26</b>
Learning covered .....	26

Learners with multiple learning aims .....	26
Sustained Employment .....	26
Sustained Annualised Earnings.....	27
Disclosure and median.....	27
Aim titles .....	28
<b>Annex D – Matching process, Data Coverage and Quality .....</b>	<b>29</b>
Matching Process.....	29
Benefit Data .....	29
Employment Data.....	29
Learner data.....	30
Time lags .....	30

# Introduction

## Background

1. This report presents new estimates that show the Sustained Annualised Earnings for Further Education learners up to 3 years post study. It covers learners achieving Full Level 2 and Full Level 3 qualifications in 2009/10 and shows their average Sustained Annualised Earnings in 2010/11, 2011/12 and 2012/13.
2. The estimates in this report are experimental and it is planned to develop them further to provide a Future Employment and Earnings Record to support long term career choices. These experimental estimates are intended to support discussion with stakeholders about how Further Education data like these should be used.
3. The estimates have been produced using administrative data that provide a comprehensive estimate of employment and earnings activity over time. This report details key features of the data that impact on how the estimates should be used and areas where development is planned which will enhance the data in the future, for example to include information on the self-employed.
4. Research making use of the same administrative data has also been published which shows that when comparing learners with similar characteristics, those who achieve Further Education qualifications are better off than those who start but do not achieve. The title of that research is listed below, and some headline findings can be found in the final section of this report.
  - [Estimation of the labour market returns to qualifications gained in English Further Education](#)  
*Franz Buscha, Augusto Cerqua, and Peter Urwin (December 2014).*
5. For more information about other ways these data are being used, please see the Government response to a consultation on plans to develop Outcome Based Success Measures.
  - Government Response: Outcome based success measures

## Contact details

6. If you require more information on the estimates presented in this report or how they should be used please contact:

**Mailbox** [FEOutcomesData@bis.gsi.gov.uk](mailto:FEOutcomesData@bis.gsi.gov.uk)

**Press Office** BIS Press Office on 020 7215 3234

**Website** [www.gov.uk/bis](http://www.gov.uk/bis)

# Results

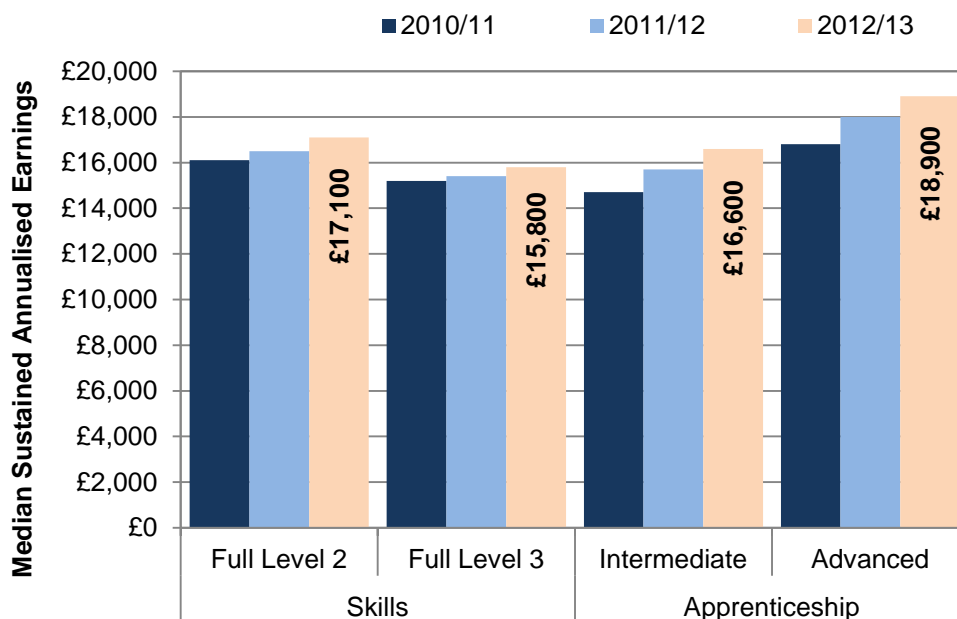
## Notes about the data

7. The data presented below provide an estimate of what learners actually earned post study, and include learners who may not have been employed in the same sector in which they achieved their qualification. The data are experimental and known features, such as learners continuing into further study, should be considered when interpreting the estimates. For example, the average earnings for Intermediate Apprenticeship achievers in Veterinary Nursing would have been over 10% higher if learners continuing into further study (and likely working part time) were removed.
8. Separate research has also been published from the same source that estimates the labour market returns to different Further Education qualifications. This shows that when comparing learners with similar characteristics, those who achieve Further Education qualifications are better off than those who start but do not achieve, and that these benefits occur across a broad range of sectors. Further details on this research are in the Related Publications section of this report.

## Headline findings

9. Median Sustained Annualised Earnings are presented for funded learners that achieved Full Level 2 or Full Level 3 qualifications in the 2009/10 academic year. The earnings estimates cover nearly 800,000 learners, including around 120,000 learners that achieved an Apprenticeship. For details on any definitions or terms used in this report please see the Glossary (Annex A) and Technical Note (Annex C) at the end of this report.
10. Overall, median Sustained Annualised Earnings for
  - **Intermediate Apprenticeship** achievers **increased (13%)** from **£14,700** one year after study to **£16,600** three years after study;
  - **Advanced Apprenticeship** achievers **increased (13%)** from **£16,800** one year after study to **£18,900** three years after study;
  - **Full Level 2 Skills** achievers (excluding Apprenticeships) **increased (6%)** from **£16,100** one year after study to **£17,100** three years after study;
  - **Full Level 3 Skills** achievers (excluding Apprenticeships) **increased (4%)** from **£15,200** one year after study to **£15,800** three years after study.
11. Full Level 3 Skills achievers include significant numbers of learners that completed qualifications designed to lead into further learning. Those learners were likely to have been employed part time alongside such learning, resulting in lower median Sustained Annualised Earnings. This effect is discussed further in the next section.

**Figure 1: Median Sustained Annualised Earnings for Full Level 2 and Full Level 3 Achievers in 2009/10 by Level and Type of Provision**



## Earnings by qualification

12. Median Sustained Annualised Earnings are shown for over 340 individual qualifications, including 75 Apprenticeship Frameworks.
13. For Advanced Apprenticeships
  - **'Power Industry'** achievers had the highest Sustained Annualised Earnings three years after study (**£37,000**), followed by achievers in **'Engineering Construction'** (**£36,500**).
  - **'Gas Industry'** achievers had the largest increase in Sustained Annualised Earnings between the first and third year post study, **rising £8,900 (37%)** from **£24,300** to **£33,200**.
  - Achievers in **'Supporting teaching and learning in schools'** had the lowest Sustained Annualised Earnings three years after study (**£11,800**), in part as it is thought those learners were more likely to have been employed part time.
14. For Intermediate Apprenticeships
  - Achievers in **'Carry and Deliver Goods'** had the highest Sustained Annualised Earnings three years after study (**£25,600**). Achievers in **'Rail Services'** had the highest Sustained Annualised Earnings two years after study (**£26,300**) but not enough data is available to provide an estimate for the third year.
  - Achievers in **'Heating, Ventilation, Air Conditioning and Refrigeration'** had the largest increase in Sustained Annualised Earnings between the first and third year post study, **rising £6,800 (37%)** from **£18,400** to **£25,200**.

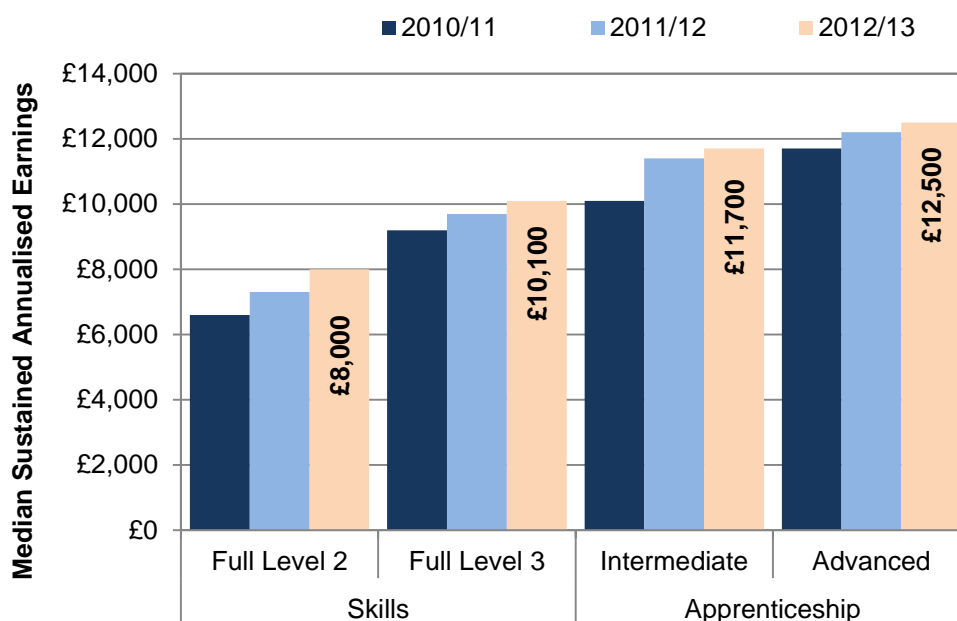
- Achievers in '**Children's Care, Learning and Development**' had the lowest Sustained Annualised Earnings three years after study (**£11,700**), in part as it is thought those learners were more likely to have been employed part time.
15. For Full Level 2 and Full Level 3 Skills (excluding Apprenticeships)
- Level 2 achievers in an '**NVQ in Rail Transport Operations (Driving)**' had the highest Sustained Annualised Earnings all years after study, **rising £4,400 (11%)** from **£39,200** one year after study to **£43,600** three years after study.
  - Level 3 achievers in a '**BTEC National Certificate in Electrical/Electronic Engineering**' had the largest increase in Sustained Annualised Earnings for Full Level 2 and Full Level 3 courses between the first and third year post study, rising **£5,800 (26%)** from **£22,000** to **£27,800**.
  - Level 3 achievers in a '**Diploma in Foundation Studies in Art, Design and Media**' (**£7,000**) had the lowest Sustained Annualised Earnings three years after study, mainly as a large proportion of learners are likely to have continued into further study.

## Key features of the estimates

### Part time employment

16. The earnings estimates include achievers who were employed part time. Their earnings have not been adjusted to a full time equivalent because it is not possible to accurately distinguish between full and part time employment within the source HMRC data. Therefore whilst the earnings are an accurate reflection of what learners earned, it is important to take into account the likelihood of learners to have been engaged in part time employment after achieving their qualification.
17. This effect is particularly noticeable for achievers in study that was likely to have led to support jobs in schools or looking after children, which are often part time. Figure 2 shows Median Sustained Annualised Earnings for achievers in 'Children's Care, Learning and Development'. The earnings are higher for Apprenticeships and higher levels of learning, but remain low overall, as the estimates are dominated by learners likely to have been working part time. The same pattern is visible for achievers in 'Supporting Teaching and Learning in Schools', 'Child Care and Education', 'Playwork' and 'Pre-School Practice' where Sustained Annualised Earnings three years after study range between £7,700 and £11,300.
18. Although it is not possible to identify part time employment directly, work will continue to explore what other measures could be developed that would provide insight into the working patterns of learners. Additionally, changes implemented by HMRC to collect information from employers through Real Time Information will provide a potentially richer set of information about employment and earnings in the future.

**Figure 2: Median Sustained Annualised Earnings for Achievers in 'Children's Care, Learning and Development' by Level and Type of Provision**



## Learning effects

19. Some qualifications are designed to lead learners into further training rather than employment, and for such qualifications the estimates of Sustained Annualised Earnings tend to be low. This is because the estimates include high numbers of learners that were in part time employment alongside further training. For example, a large proportion of Access to Higher Education achievers went on to study a degree level course, as did those that achieved BTECs.
20. For more recent learners completing study in 2010/11 the data includes indicators to identify learners that continued into study the following academic year. This data has been used to highlight qualifications where it is thought the majority of learners continued into further training.

## Income below the tax threshold and self-assessment

21. The source HMRC data does not include information for all<sup>1</sup> employees that earned below the threshold for tax and National Insurance, nor does it record information for those that paid tax through self-assessment. This means that the average earnings recorded in the HMRC data will be slightly higher than otherwise expected as some low earners will be missing. However, earnings will be under-reported for learners who had additional income alongside their main job that was captured through the self-assessment system instead, i.e. very high earners and the self-employed. The exact impact of these two effects on these estimates is unknown, but expected to be relatively small.

## Future developments

<sup>1</sup> Although between 2010/11 and 2011/12 employers were not required to return this information to HMRC, in practice many employers did, meaning there are still a high number of learners in the data with low earnings. From April 2013 nearly all of these earners are included through the introduction of Real Time Information.



22. The matched administrative data that underpin the estimates in this report will continue to be developed as they have a wide range of potential applications, particularly to support research into the impact and effectiveness of training. Work is underway to improve the datasets further to include self-assessment information, and also to expand them to provide a more comprehensive view of the whole education sector, i.e. Schools and Higher Education.
23. The data is also being used as part of plans to develop Outcome Based Success Measures to help measure provider performance and inform learner and employer choice. Experimental data were published in August 2014, and links to that publication are provided in the next section.

## Related publications

24. Listed below are other notable publications that have utilised the same matched administrative data used to produce the estimates in this report.

### Economic impact of FE training

25. Research estimating the medium-term wage and employment impact on learners of successfully completing a Further Education course in England.
  - [Estimation of the labour market returns to qualifications gained in English Further Education](#)  
*Franz Buscha, Augusto Cerqua, and Peter Urwin (December 2014).*
26. The research controls for learners' individual characteristics and shows that those who achieve Further Education qualifications are better off than those who start but do not achieve. For example:
  - Achievers of Level 2 Apprenticeships have 11% higher average earnings, 3-5 years later.
  - Achievers of Full Level 3 qualifications have 9% higher average earnings, 3-5 years later.
27. The research also shows that these positive benefits are found across a broad range of sectors, for those who chose to study these subjects – such as Construction and Hair and Beauty. For example:
  - Achievers of Full Level 2 qualifications in Construction have 16% higher average earnings, 3-5 years later.
  - Achievers of Full Level 3 qualifications in Adult Social Care have 14% higher average earnings, 3-5 years later.
  - Achievers of Full Level 2 qualifications in Hair and Beauty have 8% higher average earnings, 3-5 years later.

### Outcome Based Success Measures

28. Experimental data that shows the immediate outcomes of publicly funded post-19 Further Education learners after completion of their study. In particular the data shows destinations into sustained employment and learning.

- [Outcome Based Success Measures – Experimental Data 2010 to 2011](#)

### Earnings analysis

29. Initial analysis into the earnings and employment outcomes of 2009/10 achievers one year after study. A number of small improvements have been made to the methodology for that initial work to produce the earnings estimates in this report.

- [Initial Outputs of Emerging Results from Earnings Analysis of Matched Data](#)
- [Matched Data Earnings Analysis – Executive Summary](#)

### Further Education for Benefit Claimants

30. Joint BIS-DWP publication showing statistics for learners who were on benefits at the start of learning.

- [Further Education for Benefit Claimants: June 2014](#)

# Annex A – Glossary

## Earnings and employment

**Financial year:** Runs from 6<sup>th</sup> April to 5<sup>th</sup> April the following year. The reference period covered by the 2010/11 financial year runs from 6<sup>th</sup> April 2010 to 5<sup>th</sup> April 2011.

**Sustained Employment:** A learner is counted in Sustained Employment if they were recorded as being employed in 5 out of the 6 months between October and March in the financial year, e.g. 5 out of 6 months between October 2010 and March 2011 for the 2010/11 financial year.

**Sustained Annualised Earnings:** The calculated average daily wage across the financial year grossed up to the equivalent annual figure. This is only calculated where the learner was in Sustained Employment and had a continuous employment spell of at least 6 months within the financial year.

**Median Sustained Annualised Earnings:** The median is calculated by taking all learners with Sustained Annualised Earnings, ranking all Sustained Annualised Earnings, then taking the value at which half of achievers fall above and half fall below.

## Learning

**Academic year:** Runs from 1<sup>st</sup> August to 31<sup>st</sup> July. The learning period covered in this report runs from 1<sup>st</sup> August 2009 to 31<sup>st</sup> July 2010.

**Apprenticeships:** Paid jobs that incorporate on and off the job training leading to nationally recognised qualifications. As an employee, Apprentices earn as they learn and gain practical skills in the workplace. For further information, please see: <http://www.apprenticeships.org.uk>

**Skills:** Covers Further Education provision classified as Learner Responsive, University for Industry, and Workplace Learning (excluding Apprenticeships). Volumes include funded learners only.

**Full Level 2:** Equivalent to an NVQ at Level 2.

**Full Level 3:** Equivalent to an NVQ at Level 3.

**Achiever:** A learner that has achieved their qualification. Achievers are counted in the year that they actually achieved, regardless of when the qualification started or was due to be started.

**Aim Title:** The name of the Apprenticeship Framework or learning aim as recorded on the Learning Aims Database (irrespective of the awarding organisation).

# Annex B – Table of Results

## Notes

1. These data are experimental and relate to learners that achieved Full Level 2 and Full Level 3 qualifications in 2009/10.
2. Sustained Annualised Earnings are only published where earnings data are available for at least 100 learners, otherwise values are suppressed and marked with a dash '-'.
3. Estimates of Sustained Annualised Earnings are rounded to the nearest £100.
4. Where a learner achieved more than one aim in the academic year earnings are reported against their highest level.
5. The data cover all adult (19+) learners that achieved an eligible Full Level 2 or Full Level 3 learning aim in the 2009/10 academic year that was funded by the Skills Funding Agency through the Adult Skills Budget.
6. Aim Titles with an asterisk \* next to the title indicate aims where it is estimated a high proportion of learners continued into further learning.
7. During 2009/10 provision was in transition from NQF to QCF. Aim Titles with '(QCF)' at the end of their name indicate where the aim belongs to the QCF.

**Figure 3: Median Sustained Annualised Earnings by Provision Type and Level for Adult (19+) Skills Budget Funded Learners Completing Study in 2009/10 Academic Year**

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Apprenticeship	Full Level 2	Accountancy - Apprenticeship	£16,000	£17,100	£18,000
Apprenticeship	Full Level 2	Active Leisure and Learning - Apprenticeship	£12,500	£13,600	£14,900
Apprenticeship	Full Level 2	Amenity Horticulture - Apprenticeship	£15,000	£16,100	£16,800
Apprenticeship	Full Level 2	Animal Care - Apprenticeship	£12,100	£12,600	£13,000
Apprenticeship	Full Level 2	Aviation Operations on the Ground - Apprenticeship	£18,900	£20,800	£22,500
Apprenticeship	Full Level 2	Barbering - Apprenticeship	£11,100	£12,800	£13,600
Apprenticeship	Full Level 2	Business Administration - Apprenticeship	£14,500	£15,400	£16,100
Apprenticeship	Full Level 2	Carry and Deliver Goods - Apprenticeship	£19,700	£22,600	£25,600
Apprenticeship	Full Level 2	Children's Care Learning and Development - Apprenticeship	£10,100	£11,400	£11,700

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Apprenticeship	Full Level 2	Construction - Apprenticeship	£15,200	£17,600	£18,900
Apprenticeship	Full Level 2	Contact Centres - Apprenticeship	£15,700	£17,400	£18,100
Apprenticeship	Full Level 2	Customer Service - Apprenticeship	£15,200	£15,900	£16,600
Apprenticeship	Full Level 2	Driving Goods Vehicles - Apprenticeship	£19,400	£21,200	£24,400
Apprenticeship	Full Level 2	Engineering - Apprenticeship	£18,700	£21,000	£24,100
Apprenticeship	Full Level 2	Equine Industry - Apprenticeship	£12,700	£14,100	£13,400
Apprenticeship	Full Level 2	Food Manufacture - Apprenticeship	£14,600	£15,800	£16,100
Apprenticeship	Full Level 2	Glass Industry Occupations - Apprenticeship	£16,400	£17,200	-
Apprenticeship	Full Level 2	Hairdressing - Apprenticeship	£9,700	£11,100	£12,000
Apprenticeship	Full Level 2	Health and Social Care - Apprenticeship	£12,500	£12,700	£13,000
Apprenticeship	Full Level 2	Heating, Ventilation, Air Conditioning and Refrigeration - Apprenticeship	£18,400	£22,100	£25,200
Apprenticeship	Full Level 2	Hospitality and Catering - Apprenticeship	£12,400	£13,300	£14,100
Apprenticeship	Full Level 2	Industrial Applications - Apprenticeship	£17,200	£18,900	£19,900
Apprenticeship	Full Level 2	IT & TELECOMS PROFESSIONAL - Apprenticeship	£20,600	£22,700	£25,100
Apprenticeship	Full Level 2	IT User - Apprenticeship	£18,700	£19,800	£20,500
Apprenticeship	Full Level 2	Management - Apprenticeship	£17,100	£17,700	£18,000
Apprenticeship	Full Level 2	MES Plumbing - Apprenticeship	£15,300	£18,200	£20,800
Apprenticeship	Full Level 2	Optical - Apprenticeship	£13,200	-	£14,200
Apprenticeship	Full Level 2	Providing Financial Services - Apprenticeship	£17,700	£18,500	£19,600
Apprenticeship	Full Level 2	Providing Security Services - Apprenticeship	£21,000	£23,300	£25,400
Apprenticeship	Full Level 2	Public Services - Apprenticeship	£18,100	£19,800	£21,400
Apprenticeship	Full Level 2	Rail Services - Apprenticeship	£24,800	£26,300	-
Apprenticeship	Full Level 2	Retail - Apprenticeship	£12,700	£13,400	£13,800
Apprenticeship	Full Level 2	Sales and Telesales - Apprenticeship	£16,700	£18,100	£18,700
Apprenticeship	Full Level 2	Security Industry - Apprenticeship	£21,300	£23,000	£25,300
Apprenticeship	Full Level 2	Storage and Warehousing - Apprenticeship	£19,800	£22,300	£22,100
Apprenticeship	Full Level 2	Travel Services - Apprenticeship	£11,600	£13,500	£14,300

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Apprenticeship	Full Level 2	Vehicle Body and Paint Operations - Apprenticeship	£14,100	£16,300	£17,600
Apprenticeship	Full Level 2	Vehicle Fitting - Apprenticeship	£14,300	£16,300	£18,100
Apprenticeship	Full Level 2	Vehicle Maintenance and Repair - Apprenticeship	£13,800	£16,800	£19,000
Apprenticeship	Full Level 2	Vehicle Parts Operations - Apprenticeship	£14,900	£16,700	£17,500
Apprenticeship	Full Level 2	Veterinary Nursing - Apprenticeship	£14,400	£16,800	£18,200
Apprenticeship	Full Level 2	Warehousing & Storage - Apprenticeship	£18,600	£19,300	£20,500
Apprenticeship	Full Level 2	Wholesale, Distribution, Warehousing and Storage - Apprenticeship	£16,200	£16,900	£17,100
Apprenticeship	Full Level 3	Accountancy - Advanced Apprenticeship	£15,600	£17,200	£18,500
Apprenticeship	Full Level 3	Active Leisure and Learning - Advanced Apprenticeship	£14,900	£15,700	£16,800
Apprenticeship	Full Level 3	Business Administration - Advanced Apprenticeship	£15,900	£16,500	£17,000
Apprenticeship	Full Level 3	Children's Care Learning and Development - Advanced Apprenticeship	£11,700	£12,200	£12,500
Apprenticeship	Full Level 3	Communications Technologies (Telecoms) - Advanced Apprenticeship	£23,900	£27,000	£28,700
Apprenticeship	Full Level 3	Construction - Advanced Apprenticeship	£17,500	£19,400	£20,500
Apprenticeship	Full Level 3	Customer Service - Advanced Apprenticeship	£16,600	£17,100	£17,500
Apprenticeship	Full Level 3	Dental Nursing - Advanced Apprenticeship	£13,800	£14,700	£14,900
Apprenticeship	Full Level 3	Driving Goods Vehicles - Advanced Apprenticeship	£25,300	£26,100	£25,800
Apprenticeship	Full Level 3	Electrotechnical - Advanced Apprenticeship	£23,000	£25,800	£27,200
Apprenticeship	Full Level 3	Engineering - Advanced Apprenticeship	£24,800	£28,500	£30,300
Apprenticeship	Full Level 3	Engineering Construction - Advanced Apprenticeship	£29,600	£33,600	£36,500
Apprenticeship	Full Level 3	Equine Industry - Advanced Apprenticeship	£13,300	£14,700	£14,300
Apprenticeship	Full Level 3	Gas Industry - Advanced Apprenticeship	£24,300	£29,300	£33,200
Apprenticeship	Full Level 3	Hairdressing - Advanced Apprenticeship	£11,200	£12,300	£12,700
Apprenticeship	Full Level 3	Health and Social Care - Advanced Apprenticeship	£14,000	£14,100	£14,300
Apprenticeship	Full Level 3	Heating, Ventilation, Air Conditioning and Refrigeration - Advanced Apprenticeship	£23,800	£25,600	£27,500
Apprenticeship	Full Level 3	Hospitality and Catering - Advanced Apprenticeship	£15,600	£16,300	£16,600
Apprenticeship	Full Level 3	IT & TELECOMS PROFESSIONAL - Advanced Apprenticeship	£21,100	£22,600	£24,200

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Apprenticeship	Full Level 3	IT User - Advanced Apprenticeship	£16,800	£18,200	£19,800
Apprenticeship	Full Level 3	Management - Advanced Apprenticeship	£22,400	£22,500	£23,000
Apprenticeship	Full Level 3	MES Plumbing - Advanced Apprenticeship	£19,400	£22,200	£23,900
Apprenticeship	Full Level 3	Power Industry - Advanced Apprenticeship	£28,100	£33,100	£37,000
Apprenticeship	Full Level 3	Print and Printed Packaging - Advanced Apprenticeship	£19,000	-	-
Apprenticeship	Full Level 3	Providing Financial Services - Advanced Apprenticeship	£20,100	£21,000	£23,000
Apprenticeship	Full Level 3	Retail - Advanced Apprenticeship	£15,500	£15,900	£16,200
Apprenticeship	Full Level 3	Sales and Telesales - Advanced Apprenticeship	£20,300	£21,200	£20,700
Apprenticeship	Full Level 3	Supporting teaching and learning in schools - Advanced Apprenticeship	£10,800	£11,100	£11,800
Apprenticeship	Full Level 3	Travel Services - Advanced Apprenticeship	£13,400	£13,800	£14,600
Apprenticeship	Full Level 3	Vehicle Body and Paint Operations - Advanced Apprenticeship	£16,400	£18,100	£19,600
Apprenticeship	Full Level 3	Vehicle Maintenance and Repair - Advanced Apprenticeship	£16,300	£18,900	£20,500
Apprenticeship	Full Level 3	Veterinary Nursing - Advanced Apprenticeship	£16,700	£18,000	£18,500
Skills	Full Level 2	Award for Trade Union Health and Safety Representatives (QCF)	£22,700	£23,400	£24,400
Skills	Full Level 2	Award for Trade Union Representatives (QCF)	£24,200	£23,200	£23,400
Skills	Full Level 2	Award in Trade Unions Today (QCF)	£25,200	£25,000	£25,900
Skills	Full Level 2	BTEC First Diploma for ICT Practitioners	£6,200	£7,400	£9,800
Skills	Full Level 2	BTEC First Diploma in Applied Science	£7,100	£8,300	£8,000
Skills	Full Level 2	BTEC First Diploma in Art and Design	£6,100	£7,200	£8,200
Skills	Full Level 2	BTEC First Diploma in Business	£6,200	£7,100	£8,600
Skills	Full Level 2	BTEC First Diploma in Health and Social Care	£7,700	£8,300	£9,900
Skills	Full Level 2	Certificate for Accounting Technicians (QCF)	£15,600	£16,700	£17,200
Skills	Full Level 2	Certificate for IT Users (ITQ) (QCF)	£17,100	£17,500	£18,100
Skills	Full Level 2	Certificate for Legal Secretaries	£13,900	£14,600	£16,100
Skills	Full Level 2	Certificate for Security Practitioners	£20,700	£21,100	£21,300
Skills	Full Level 2	Certificate for Trade Union Health and Safety Representatives (QCF)	£25,600	£25,500	£25,800
Skills	Full Level 2	Certificate for Trade Union Representatives (Stage 1) (QCF)	£25,000	£25,600	£25,300

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	Certificate in Basic Plumbing Studies	£15,600	£16,900	£18,700
Skills	Full Level 2	Certificate in British Sign Language (QCF)	£15,500	£16,000	£16,600
Skills	Full Level 2	Certificate in Domestic Natural Gas Installation and Maintenance	£16,100	£16,800	£19,400
Skills	Full Level 2	Certificate in Electrotechnical Technology	£18,400	£19,800	£21,600
Skills	Full Level 2	Certificate in Employability (QCF)	£20,300	£21,200	£21,900
Skills	Full Level 2	Certificate in Heating and Ventilation Installation	£16,000	£17,200	£17,900
Skills	Full Level 2	Certificate in IT User Skills (ECDL Extra) (ITQ) (QCF)	£13,900	£14,400	£15,200
Skills	Full Level 2	Certificate in IT User Skills (ITQ) (QCF)	£16,200	£16,200	£16,800
Skills	Full Level 2	Certificate in Manufacturing Sewn Products (NVQ) (QCF)	£6,700	£7,800	£8,200
Skills	Full Level 2	Certificate in Pre-School Practice	£5,900	£6,500	£7,700
Skills	Full Level 2	Certificate in Progression (QCF)	£7,400	£8,900	£9,100
Skills	Full Level 2	Certificate in Retail Skills (QCF)	£13,200	£13,500	£13,800
Skills	Full Level 2	Certificate in Small Commercial Refrigeration and Air Conditioning Systems	£21,800	£24,400	£27,100
Skills	Full Level 2	Certificate in Supporting the Development Needs of Vulnerable People	£20,100	£19,100	£20,000
Skills	Full Level 2	Certificate in Team Leading (QCF)	£23,700	£24,900	£24,600
Skills	Full Level 2	Certificate in Vehicle Body and Paint Operations	£10,600	£13,200	£14,400
Skills	Full Level 2	Certificate in Vehicle Maintenance and Repair	£9,500	£12,200	£14,800
Skills	Full Level 2	Construction Award	£16,200	£16,600	£17,200
Skills	Full Level 2	Diploma for Beauty Specialists	£10,200	£10,800	£11,300
Skills	Full Level 2	Diploma for IT Practitioners	£13,600	£14,800	£16,000
Skills	Full Level 2	Diploma for IT Users (e-Equals) - Enhanced	£12,800	£13,900	£14,400
Skills	Full Level 2	Diploma in Art and Design	£13,900	£13,800	£14,600
Skills	Full Level 2	Diploma in Beauty Specialist Techniques	£11,700	£12,000	£11,400
Skills	Full Level 2	Diploma in Beauty Therapy	£9,000	£10,300	£12,100
Skills	Full Level 2	Diploma in Bricklaying (QCF)	£9,400	£12,700	£14,500
Skills	Full Level 2	Diploma in Business Improvement Techniques (QCF)	£22,000	£23,000	£23,400
Skills	Full Level 2	Diploma in Child Care and Education	£6,600	£8,300	£9,700



Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	Diploma in Complementary Therapies (QCF)	£10,900	£11,000	£11,000
Skills	Full Level 2	Diploma in Floristry (QCF)	-	£8,600	£9,500
Skills	Full Level 2	Diploma in Hairdressing	£7,700	£8,300	£8,900
Skills	Full Level 2	Diploma in Hairdressing (QCF)	£7,500	£9,100	£9,900
Skills	Full Level 2	Diploma in Painting and Decorating (QCF)	£8,700	£11,300	£12,900
Skills	Full Level 2	Diploma in Plastering (QCF)	£11,900	£14,300	£15,000
Skills	Full Level 2	Diploma in Progression	£8,200	£8,800	£9,300
Skills	Full Level 2	Diploma in Progression (QCF)	£7,200	£7,600	£9,100
Skills	Full Level 2	Diploma in Retail Skills (QCF)	£11,400	£11,800	£12,000
Skills	Full Level 2	Diploma in Site Carpentry (QCF)	£12,800	£14,700	£16,400
Skills	Full Level 2	Diploma in Work-based Horticulture (QCF)	£15,500	£16,300	£17,000
Skills	Full Level 2	Extended Certificate in Supporting Teaching and Learning in Schools	£7,000	£7,900	£9,100
Skills	Full Level 2	National Certificate in Floristry	£10,000	£11,100	£11,900
Skills	Full Level 2	National Certificate in Health and Social Care	£14,600	£15,200	£15,600
Skills	Full Level 2	NVQ for Communication Technology Practitioners	£19,000	£20,700	£22,700
Skills	Full Level 2	NVQ for Dry Cleaning Operations	£10,800	£11,100	£12,700
Skills	Full Level 2	NVQ for IT Users (ITQ)	£18,000	£18,300	£18,600
Skills	Full Level 2	NVQ in Accessing Operations and Rigging	£25,800	£26,800	£27,500
Skills	Full Level 2	NVQ in Accounting	£14,900	£15,900	£16,900
Skills	Full Level 2	NVQ in Advice and Guidance Support	£17,900	£18,100	£18,200
Skills	Full Level 2	NVQ in Amenity Horticulture	£17,300	£17,600	£18,100
Skills	Full Level 2	NVQ in Applied Waterproof Membranes	£22,800	£22,200	£23,400
Skills	Full Level 2	NVQ in Associated Industrial Services Occupations	£24,800	£24,800	£26,200
Skills	Full Level 2	NVQ in Automotive Glazing	£17,000	£20,700	£21,800
Skills	Full Level 2	NVQ in Aviation Operations in the Air - Cabin Crew	£17,600	£18,300	£18,400
Skills	Full Level 2	NVQ in Barbering	£9,000	£9,800	£10,600
Skills	Full Level 2	NVQ in Beauty Therapy	£8,400	£9,500	£10,600

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	NVQ in Business and Administration	£15,500	£16,000	£16,400
Skills	Full Level 2	NVQ in Business-Improvement Techniques	£23,800	£24,700	£25,100
Skills	Full Level 2	NVQ in Carry and Deliver Goods	£20,000	£20,500	£20,500
Skills	Full Level 2	NVQ in Children's, Care Learning and Development	£6,600	£7,300	£8,000
Skills	Full Level 2	NVQ in Cleaning and Support Services	£12,400	£12,800	£13,000
Skills	Full Level 2	NVQ in Combined Working Practices	£26,700	£26,900	£27,800
Skills	Full Level 2	NVQ in Construction Operations	£23,100	£22,900	£23,400
Skills	Full Level 2	NVQ in Contact Centre Operations	£17,200	£17,200	£17,500
Skills	Full Level 2	NVQ in Controlling Parking Areas	£15,300	£15,500	£16,200
Skills	Full Level 2	NVQ in Custodial Care	£17,800	£18,400	£18,900
Skills	Full Level 2	NVQ in Customer Service	£15,900	£16,400	£16,800
Skills	Full Level 2	NVQ in Decorative Finishing and Industrial Painting Occupations	£20,800	£20,600	£20,800
Skills	Full Level 2	NVQ in Demolition	£25,300	£27,200	£28,800
Skills	Full Level 2	NVQ in Distribution, Warehousing and Storage Operations	£17,500	£17,400	£17,900
Skills	Full Level 2	NVQ in Driving Goods Vehicles	£25,600	£26,000	£26,700
Skills	Full Level 2	NVQ in Electrical and Electronics Servicing	£19,300	£20,000	£22,100
Skills	Full Level 2	NVQ in Engineering Maintenance and Installation	£26,600	£26,700	£27,400
Skills	Full Level 2	NVQ in Environmental Conservation	£15,700	£16,000	£16,400
Skills	Full Level 2	NVQ in Fabrication and Welding Engineering	£23,700	£24,500	£24,800
Skills	Full Level 2	NVQ in Fenestration Installation	£19,900	£20,600	£20,900
Skills	Full Level 2	NVQ in Fitted Interiors	£23,900	£23,700	£24,100
Skills	Full Level 2	NVQ in Floorcovering	£20,200	£19,500	£20,800
Skills	Full Level 2	NVQ in Food and Drink Service	£10,800	£11,400	£12,100
Skills	Full Level 2	NVQ in Food Manufacture	£16,200	£17,100	£17,700
Skills	Full Level 2	NVQ in Food Processing and Cooking	£10,700	£11,200	£11,600
Skills	Full Level 2	NVQ in Front Office	£13,400	£14,600	£15,400
Skills	Full Level 2	NVQ in Gambling Operations	£17,000	£17,100	£17,300

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	NVQ in Glass Processing	£20,200	£20,400	£20,400
Skills	Full Level 2	NVQ in Hairdressing	£7,700	£8,800	£9,400
Skills	Full Level 2	NVQ in Health	£15,100	£15,600	£16,000
Skills	Full Level 2	NVQ in Health and Social Care	£12,500	£12,700	£13,000
Skills	Full Level 2	NVQ in Highways Maintenance	£26,100	£26,500	£27,200
Skills	Full Level 2	NVQ in Horse Care	£13,500	£14,400	£14,800
Skills	Full Level 2	NVQ in Housekeeping	£10,200	£10,300	£10,700
Skills	Full Level 2	NVQ in Instructing Exercise and Fitness	£12,900	£14,100	£15,500
Skills	Full Level 2	NVQ in Insulation and Building Treatments (Construction)	£21,700	£22,900	£23,200
Skills	Full Level 2	NVQ in Interior Systems	£14,700	£14,300	£16,400
Skills	Full Level 2	NVQ in Laboratory and Associated Technical Activities	£16,600	-	-
Skills	Full Level 2	NVQ in Laundry Operations	£14,100	£14,400	£14,800
Skills	Full Level 2	NVQ in Local Environmental Services	£18,600	£19,400	£19,500
Skills	Full Level 2	NVQ in Mail Services	£21,700	£22,300	£23,500
Skills	Full Level 2	NVQ in Maintenance Operations (Construction)	£23,900	£24,500	£25,100
Skills	Full Level 2	NVQ in Making and Installing Furniture	£20,900	£20,800	£21,100
Skills	Full Level 2	NVQ in Mechanical Engineering Services - Heating and Ventilating Installation	£23,300	£23,400	£25,700
Skills	Full Level 2	NVQ in Mechanical Engineering Services - Plumbing	£18,900	£20,500	£23,000
Skills	Full Level 2	NVQ in Mechanical Engineering Services - Refrigeration and Air Conditioning	£26,000	-	-
Skills	Full Level 2	NVQ in Mechanical Manufacturing Engineering	£20,900	£22,400	£25,200
Skills	Full Level 2	NVQ in Multi-Skilled Hospitality Services	£9,600	£9,900	£10,200
Skills	Full Level 2	NVQ in Nail Services	£9,200	£9,000	£9,900
Skills	Full Level 2	NVQ in Network Construction Operations: Servicelaying (Water)	£28,200	£29,400	£29,300
Skills	Full Level 2	NVQ in Passenger Carrying Vehicle Driving (Bus and Coach)	£20,100	£20,800	£21,200
Skills	Full Level 2	NVQ in Performing Engineering Operations	£16,400	£17,700	£19,100
Skills	Full Level 2	NVQ in Performing Manufacturing Operations	£20,000	£20,900	£21,600
Skills	Full Level 2	NVQ in Pharmacy Services	£12,900	£13,200	£13,800

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	NVQ in Plant Maintenance	£26,500	£26,900	£28,100
Skills	Full Level 2	NVQ in Plant Operations	£23,000	£23,500	£23,900
Skills	Full Level 2	NVQ in Plant Operations (Extractives)	£25,700	£26,800	£27,500
Skills	Full Level 2	NVQ in Plastering (Construction)	£18,700	£19,800	£20,000
Skills	Full Level 2	NVQ in Playwork	£6,900	£7,600	£8,400
Skills	Full Level 2	NVQ in Polymer Processing and Related Operations	£22,700	£23,400	£24,000
Skills	Full Level 2	NVQ in Port Operations	£18,600	£20,800	£23,000
Skills	Full Level 2	NVQ in Processing Operations for the Extractive and Minerals Processing Industries	£27,200	£27,100	£26,600
Skills	Full Level 2	NVQ in Production of Glass Supporting Fabrications	£17,300	£17,300	£18,100
Skills	Full Level 2	NVQ in Professional Cookery	£11,900	£12,900	£13,100
Skills	Full Level 2	NVQ in Providing Aviation Operations on the Ground	£26,100	£27,700	£29,600
Skills	Full Level 2	NVQ in Providing Security Services	£20,600	£21,100	£21,600
Skills	Full Level 2	NVQ in Public Services	£18,000	£19,900	£22,400
Skills	Full Level 2	NVQ in Rail Transport Operations (Driving)	£39,200	£42,100	£43,600
Skills	Full Level 2	NVQ in Rail Transport Operations (Passenger Services)	£25,000	£26,200	-
Skills	Full Level 2	NVQ in Railway Engineering	£24,200	£27,800	£22,900
Skills	Full Level 2	NVQ in Recycling Operations	£18,200	£18,600	£18,900
Skills	Full Level 2	NVQ in Retail Skills	£10,800	£11,200	£11,700
Skills	Full Level 2	NVQ in Road Passenger Transport	£12,900	£13,600	£14,600
Skills	Full Level 2	NVQ in Road Passenger Transport Operations	£8,700	£8,700	£9,300
Skills	Full Level 2	NVQ in Road Passenger Vehicle Driving	£11,600	£12,500	£13,100
Skills	Full Level 2	NVQ in Roadbuilding (Construction)	£28,400	£28,800	£29,100
Skills	Full Level 2	NVQ in Roofing Occupations	£19,900	£19,500	£20,600
Skills	Full Level 2	NVQ in Sales	£20,300	£21,600	£23,000
Skills	Full Level 2	NVQ in Signmaking	£20,700	£20,700	-
Skills	Full Level 2	NVQ in Specialised Plant and Machinery Operations (Lifting and Transferring)	£19,600	£20,300	£20,700

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 2	NVQ in Specialist Concrete Occupations	£24,400	£24,600	£25,500
Skills	Full Level 2	NVQ in Specialist Installation Occupations (Construction)	£22,500	£23,900	£24,200
Skills	Full Level 2	NVQ in Spectator Safety	£11,900	£14,800	£16,000
Skills	Full Level 2	NVQ in Sport, Recreation and Allied Occupations: Activity Leadership	£15,000	£15,500	£17,000
Skills	Full Level 2	NVQ in Sport, Recreation and Allied Occupations: Coaching, Teaching, Instructing	£15,200	£18,000	£18,100
Skills	Full Level 2	NVQ in Sport, Recreation and Allied Occupations: Operational Services	£13,400	£14,500	£14,900
Skills	Full Level 2	NVQ in Storage and Warehousing	£17,500	£17,900	£18,900
Skills	Full Level 2	NVQ in Supply Chain Management	£25,500	£26,300	£28,300
Skills	Full Level 2	NVQ in Support Services in Health Care	£13,400	£13,900	£14,000
Skills	Full Level 2	NVQ in Supporting Teaching and Learning in Schools	£8,000	£8,800	£9,500
Skills	Full Level 2	NVQ in Team Leading	£20,000	£20,100	£20,600
Skills	Full Level 2	NVQ in Telesales	£18,300	£19,700	£19,100
Skills	Full Level 2	NVQ in Traffic Office	£24,600	£26,700	-
Skills	Full Level 2	NVQ in Trowel Occupations	£18,400	£18,200	£19,000
Skills	Full Level 2	NVQ in Vehicle Fitting Operations	£19,000	£19,900	£19,800
Skills	Full Level 2	NVQ in Vehicle Maintenance and Repair	£19,000	£19,900	£20,500
Skills	Full Level 2	NVQ in Vehicle Sales	£30,300	£32,400	£35,100
Skills	Full Level 2	NVQ in Veterinary Nursing	£14,500	£15,800	£17,800
Skills	Full Level 2	NVQ in Wall and Floor Tiling	£21,600	£22,700	£23,000
Skills	Full Level 2	NVQ in Warehousing and Storage	£18,400	£18,900	£19,400
Skills	Full Level 2	NVQ in Waste Management Operations	£20,200	£20,500	£20,600
Skills	Full Level 2	NVQ in Wood Occupations	£22,200	£23,100	£23,300
Skills	Full Level 2	NVQ in Youth Work	£14,700	£13,900	£15,200
Skills	Full Level 3	Access to Higher Education Diploma	£7,000	£7,000	£7,600
Skills	Full Level 3	Award in Preparing to Teach in the Lifelong Learning Sector (QCF)	£18,800	£19,200	£19,800
Skills	Full Level 3	BTEC Award in Preparing to Teach in the Lifelong Learning Sector (QCF)	£19,300	£19,600	£20,400

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 3	BTEC Foundation Diploma in Art and Design	£5,600	£6,100	£7,100
Skills	Full Level 3	BTEC National Certificate for IT Practitioners	£7,500	£9,400	£10,800
Skills	Full Level 3	BTEC National Certificate in Art and Design	-	-	£9,700
Skills	Full Level 3	BTEC National Certificate in Building Services Engineering	£19,000	£20,700	£23,800
Skills	Full Level 3	BTEC National Certificate in Business	£6,800	£8,200	£9,000
Skills	Full Level 3	BTEC National Certificate in Civil Engineering	£18,300	£19,100	£20,800
Skills	Full Level 3	BTEC National Certificate in Construction	£18,900	£20,400	£22,600
Skills	Full Level 3	BTEC National Certificate in Electrical/Electronic Engineering	£22,000	£25,200	£27,800
Skills	Full Level 3	BTEC National Certificate in Health and Social Care	£8,100	£9,200	£10,600
Skills	Full Level 3	BTEC National Certificate in Manufacturing Engineering	£21,400	£24,500	£26,700
Skills	Full Level 3	BTEC National Certificate in Mechanical Engineering	£21,700	£23,700	£27,400
Skills	Full Level 3	BTEC National Certificate in Pharmacy Services	£17,200	£18,600	£19,100
Skills	Full Level 3	BTEC National Certificate in Sport	£5,500	£8,300	£9,400
Skills	Full Level 3	BTEC National Certificate in Travel and Tourism	£7,300	£8,100	£9,300
Skills	Full Level 3	BTEC National Diploma for IT Practitioners	£6,100	£7,800	£10,300
Skills	Full Level 3	BTEC National Diploma in Animal Management	£6,400	£8,600	£10,800
Skills	Full Level 3	BTEC National Diploma in Applied Science	£5,700	£7,400	£8,400
Skills	Full Level 3	BTEC National Diploma in Art and Design	£5,600	£7,200	£7,900
Skills	Full Level 3	BTEC National Diploma in Business	£5,900	£7,400	£9,300
Skills	Full Level 3	BTEC National Diploma in Children's Care, Learning and Development	£6,400	£8,500	£9,800
Skills	Full Level 3	BTEC National Diploma in Health and Social Care	£6,700	£7,600	£8,200
Skills	Full Level 3	BTEC National Diploma in Media Production	£6,200	£7,100	£8,100
Skills	Full Level 3	BTEC National Diploma in Music	£5,500	£7,600	£8,000
Skills	Full Level 3	BTEC National Diploma in Music Technology	£5,900	£7,700	£8,900
Skills	Full Level 3	BTEC National Diploma in Performing Arts	£5,100	£6,700	£7,900
Skills	Full Level 3	BTEC National Diploma in Sport	£6,600	£9,000	£11,100
Skills	Full Level 3	BTEC National Diploma in Travel and Tourism	£6,700	£8,800	£10,600

Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 3	BTEC National Diploma in Uniformed Public Services	£7,400	£9,900	£11,200
Skills	Full Level 3	Certificate for Health Trainers (QCF)	£13,900	£14,200	£15,200
Skills	Full Level 3	Certificate for Trade Union Health and Safety Representatives (Next Steps) (QCF)	£24,800	£23,600	£23,100
Skills	Full Level 3	Certificate for Trade Union Representatives (Stepping Up) (QCF)	£22,600	£24,300	£24,000
Skills	Full Level 3	Certificate in Journalism	-	£17,100	£19,000
Skills	Full Level 3	Certificate in Teaching in the Lifelong Learning Sector (QCF)	£20,100	£20,200	£21,200
Skills	Full Level 3	Diploma for Accounting Technicians (QCF)	£16,800	£17,600	£19,000
Skills	Full Level 3	Diploma for Trade Union Health and Safety Representatives - Occupational Health and Safety (QCF)	£28,500	£29,000	£29,400
Skills	Full Level 3	Diploma in Anatomy, Physiology and Pathology (QCF)	£16,700	£15,900	£14,800
Skills	Full Level 3	Diploma in Child Care and Education	£7,400	£10,700	£11,200
Skills	Full Level 3	Diploma in Complementary Therapies (QCF)	£7,000	£10,100	£11,000
Skills	Full Level 3	Diploma in First Line Management (QCF)	£25,100	£25,400	£26,500
Skills	Full Level 3	Diploma in Foundation Studies in Art, Design and Media	-	£7,100	£7,000
Skills	Full Level 3	Diploma in Hairdressing (QCF)	£7,600	£8,700	£9,300
Skills	Full Level 3	Diploma in Hospitality Supervision and Leadership (NVQ) (QCF)	£14,700	£15,300	£15,300
Skills	Full Level 3	Diploma in Pre-School Practice	£6,400	£7,700	£8,400
Skills	Full Level 3	Diploma in Retail (Management) (QCF)	£15,100	£15,400	£15,700
Skills	Full Level 3	Diploma in Site Carpentry (QCF)	£13,400	£15,500	£16,800
Skills	Full Level 3	NVQ for Contact Centre Professionals	£25,000	£25,000	£25,000
Skills	Full Level 3	NVQ for IT Users (ITQ)	£20,700	£20,800	£21,300
Skills	Full Level 3	NVQ in Accessing Operations and Rigging	£32,600	£33,100	£32,500
Skills	Full Level 3	NVQ in Accounting	£16,300	£17,200	£18,200
Skills	Full Level 3	NVQ in Advice and Guidance	£19,600	£19,500	£19,900
Skills	Full Level 3	NVQ in Amenity Horticulture	£20,800	£20,800	£21,700
Skills	Full Level 3	NVQ in Beauty Therapy	£8,000	£9,500	£10,700
Skills	Full Level 3	NVQ in Business and Administration	£16,700	£17,000	£17,500



Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 3	NVQ in Business-Improvement Techniques	£28,000	£29,000	£29,900
Skills	Full Level 3	NVQ in Children's, Care Learning and Development	£9,200	£9,700	£10,100
Skills	Full Level 3	NVQ in Construction Contracting Operations	£30,200	£30,200	£31,800
Skills	Full Level 3	NVQ in Construction Site Supervision	£34,000	£34,000	£34,400
Skills	Full Level 3	NVQ in Custodial Care	£23,300	£23,900	£24,700
Skills	Full Level 3	NVQ in Customer Service	£17,500	£17,900	£18,300
Skills	Full Level 3	NVQ in Dental Nursing	£13,500	£14,300	£14,600
Skills	Full Level 3	NVQ in Driving Goods Vehicles	£27,500	£27,900	£28,100
Skills	Full Level 3	NVQ in Driving Instruction	£15,200	£14,100	£15,900
Skills	Full Level 3	NVQ in Electrotechnical Services	£26,500	£28,500	£30,500
Skills	Full Level 3	NVQ in Engineering Maintenance	£30,600	£32,100	£33,300
Skills	Full Level 3	NVQ in Engineering Technical Support	£28,500	£31,200	£33,400
Skills	Full Level 3	NVQ in Fabricating Steel Structures (Plating)	£32,000	£35,000	-
Skills	Full Level 3	NVQ in Food Manufacture	£22,500	£23,000	£24,700
Skills	Full Level 3	NVQ in Hairdressing	£8,400	£9,600	£9,700
Skills	Full Level 3	NVQ in Health	£16,800	£17,000	£17,600
Skills	Full Level 3	NVQ in Health and Social Care	£15,800	£15,800	£16,000
Skills	Full Level 3	NVQ in Hospitality Supervision	£15,500	£16,100	£16,000
Skills	Full Level 3	NVQ in Housing	£20,100	£20,800	£20,200
Skills	Full Level 3	NVQ in Installation and Commissioning	£31,600	£33,200	£34,300
Skills	Full Level 3	NVQ in Instructing Physical Activity and Exercise	£13,000	£14,100	£15,300
Skills	Full Level 3	NVQ in Learning and Development	£22,800	£23,300	£23,800
Skills	Full Level 3	NVQ in Logistics Operations Management	£26,300	£26,800	£27,700
Skills	Full Level 3	NVQ in Management	£25,300	£25,400	£26,000
Skills	Full Level 3	NVQ in Mechanical Manufacturing Engineering	£25,900	£27,700	£28,800
Skills	Full Level 3	NVQ in Nail Services	£8,300	£8,900	£10,200
Skills	Full Level 3	NVQ in Occupational Health and Safety	£28,600	£29,100	£30,000



Provision Type	Level	Aim Title	Median Sustained Annualised Earnings (Financial Year)		
			2010/11	2011/12	2012/13
Skills	Full Level 3	NVQ in Occupational Work Supervision	£31,500	£32,000	£32,200
Skills	Full Level 3	NVQ in Pharmacy Services	£16,500	£17,900	£17,600
Skills	Full Level 3	NVQ in Playwork	£9,700	£10,100	£11,000
Skills	Full Level 3	NVQ in Policing	£26,600	£29,000	£30,200
Skills	Full Level 3	NVQ in Professional Cookery	£14,000	£15,500	£16,300
Skills	Full Level 3	NVQ in Railway Engineering	£37,100	-	-
Skills	Full Level 3	NVQ in Retail	£15,200	£15,300	£15,600
Skills	Full Level 3	NVQ in Spectator Safety	£21,900	£22,400	£22,700
Skills	Full Level 3	NVQ in Supporting Teaching and Learning in Schools	£10,100	£10,600	£11,300
Skills	Full Level 3	NVQ in Trowel Occupations	£20,100	-	-
Skills	Full Level 3	NVQ in Vehicle Body and Paint Operations	£24,000	£24,000	£24,000
Skills	Full Level 3	NVQ in Vehicle Maintenance and Repair	£19,100	£19,900	£20,600
Skills	Full Level 3	NVQ in Wood Occupations	£22,700	£24,400	£25,100
Skills	Full Level 3	NVQ in Youth Work	£18,700	£18,500	£19,400

# Annex C – Technical Note

## Learning covered

31. The earnings estimates cover all adult learners that achieved an eligible Full Level 2 or Full Level 3 FE learning aim in the 2009/10 academic year that was funded by the Skills Funding Agency through the Adult Skills Budget. Eligible learning is identified using the Individualised Learning Record (ILR), in particular the 'achievement status' and 'end date' fields to identify achievers.
32. Adult learners are those that are at least academic age 19 in the year they complete their training, i.e. in the case of learners completing in 2009/10 this covers learners aged 19 or older on 31 August 2009.
33. The measures do not cover Adult Community Learners, Education Funding Agency learners, or 16-18 year old Apprenticeships. They also do not cover Adult Traineeships or 24+ Advanced Learning Loans learners as these types of provision did not exist in 2009/10.

## Learners with multiple learning aims

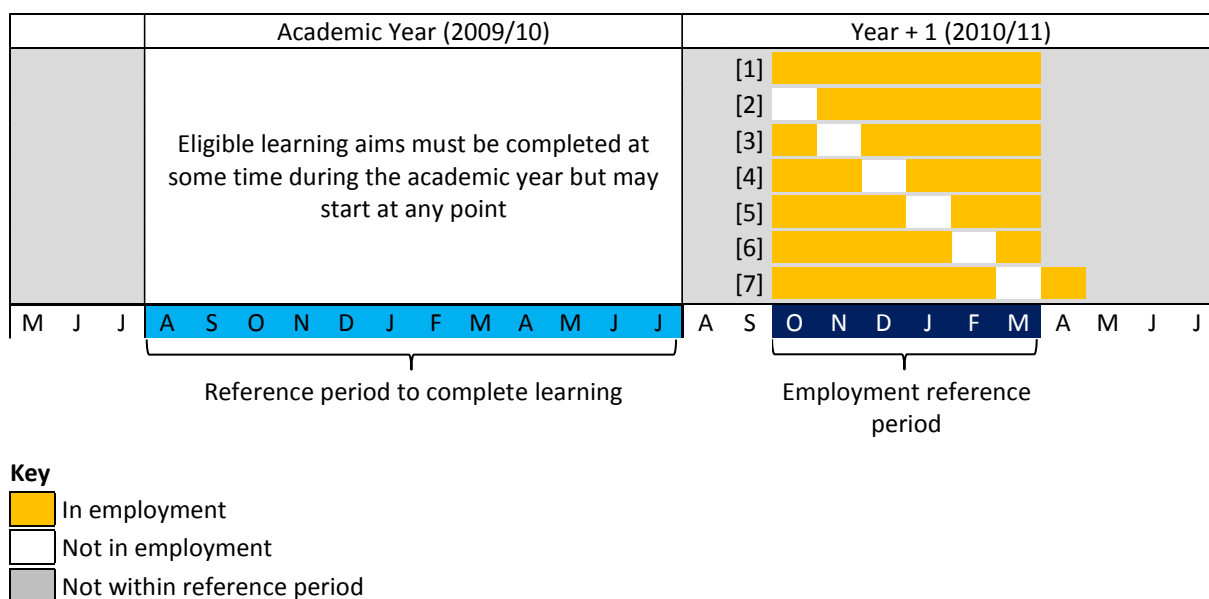
34. The estimates are reported on a learner, rather than a learning aim basis. In the case where a learner completes multiple eligible aims within the academic year, the hierarchy below is used to select between aims
  - Highest qualification
    - Advanced Apprenticeship
    - Full Level 3
    - Intermediate Apprenticeship
    - Full Level 2;
  - Most recently completed aim;
  - Highest aim sequence number (a unique number used when recording aims in the ILR).

## Sustained Employment

35. Employment destinations are produced by matching ILR data to HMRC tax records. The measure aims to count the proportion of adult learners in sustained employment following the completion of their course. This looks at employment activity in the six month October to March period following the end of the academic year in which the learning aim was achieved. For example, for 2009/10 achievers to be counted as in sustained employment one year after study
  - A learner must be in paid employment in five out of the six months between October 2010 and March 2011.

- A learner needs to be in paid employment for at least one day in a month for that month to be counted.
- If a learner is employed in the five months between October 2010 and February 2011, but not in March 2011, then they must also be employed in April 2011.

**Figure 4: The seven possible scenarios that would lead to a learner being classified as in sustained employment.**



36. The measure allows for a one month pause in employment to reflect that there may be more volatility in initial employment post learning. Where the pause is in March, activity in April is checked to see if it is a short pause or a more substantial break.

## Sustained Annualised Earnings

37. For each learner, the earnings reported for them on the HMRC data for a given financial year are divided by the number of days recorded in employment across that same financial year. This provides an average daily wage which is then multiplied by the number of days in the financial year to calculate their Annualised Earnings.
38. Sustained Annualised Earnings refer to learners that have Annualised Earnings, are in Sustained Employment and have a continuous employment spell of at least 6 months within the financial year. For some learners finishing their course later in the 2009/10 academic year there will be a small overlap between learning and the first financial year when earnings are reported. The restriction to only consider earnings for those in sustained employment provides mitigation against this overlap, and additionally removes earnings solely from more casual employment to ensure a more robust estimate.

## Disclosure and median

39. Median Sustained Annualised Earnings are only published where earnings data are available for at least 100 learners and estimates are rounded to the nearest £100.
40. The median is calculated by taking all learners with Sustained Annualised Earnings, ranking all Sustained Annualised Earnings, then taking the value at which half of achievers fall above and half fall below. If there is an even number of learners then a simple average of the two central values is used.

## Aim titles

41. The estimates in this report have been aggregated by level of study and either the framework title (for Apprenticeships) or the aim title as recorded on the Learning Aims Database.
42. Where aim titles were the same aside from a slight discrepancy in their title they were assumed to be the same course. For example, 'NVQ in Hairdressing' and 'NVQ for Hairdressing' have been grouped under the same title. Additionally, nearly all Access to Higher Education courses had the institution name in their aim title so they were grouped under the single title 'Access to Higher Education Diploma'.

# Annex D – Matching process, Data Coverage and Quality

## Matching Process

43. The estimates in this report have been produced using a matched dataset of person level administrative data sources from BIS, DWP and HMRC. The Individualised Learner Record (ILR) is matched to DWP benefit records, and HMRC P45 and P14 income tax returns using a mixture of National Insurance Number and fuzzy matching on personal details. The matching algorithm relies on a number of fields being accurately populated across both datasets which is not the case for every record, so the match rate will never reach 100%. For the learners in this report the match rate is 94%.
44. Once the match is established, the next step is to merge the different data files (employment, benefits, and learners) on the basis of the person level record linkage defined by the matching. The DWP and HMRC datasets provide a record of those receiving benefits and those paying tax through the Pay As You Earn (PAYE) system respectively. Processing rules are then applied to transform the data into useable information on employment and benefit receipt to support all analysis. The coverage of the different datasets is set out below.

## Benefit Data

45. Benefit data are taken from the underlying payments systems and are supplemented by the information entered by Jobcentre advisers. The data therefore captures basic information accurately, but non-compulsory fields in either the labour market system or the payment system may be incomplete. Due to the size and technical complexity, these systems are not accessed directly, but at regular intervals scans are taken that build up a longitudinal picture from repeated snapshots of the data.
46. Start dates are entered on to the system and are accurate dates of benefit payment, thus provide certain timing and duration of benefit claim. However, while Job Seekers Allowance (JSA) dates have very few discrepancies, due to the way the data is scanned the end dates recorded for other benefits may diverge to some extent from the events they are recording. The potential discrepancy varies from up to two weeks for Employment Support Allowance (ESA) to up to six weeks for Incapacity Benefit (IB).

## Employment Data

47. The employment and earnings administrative data largely covers those who pay tax through PAYE through employer submission of P45 and P14. The core purpose of this process is to collect tax from those who are eligible to pay it through this mechanism, as such there is not complete coverage due to the taxation system. Employers are not required to supply information to HMRC for individuals who earn

below the threshold for tax and National Insurance; although for large employers these individuals are often included due to methods of data transfer.

48. In addition any earnings recorded through self assessment will not be in the data. The lack of self assessment data means that the self-employed will not be in the data and the earnings of the highest paid are likely to be underestimated as they are most likely to have additional earnings recorded through self assessment.
49. For the purposes of collecting taxes accurate start dates are not required, just the financial year and earnings. Therefore a number of returns are found to have missing start dates due to the employer not forwarding a timely P45. The default dates recorded in the dataset are either 6 April (the first day of the tax year), or where only an end date is known as the day before that end date. Similarly for records where the employment is known to have come to an end within a tax year but the end date is not known the record is given a default 5 April end date, the last day of the tax year.
50. In addition there are several instances of duplicate start dates where more than one employment spell starts on the same day, or conversely duplicate end dates where more than one employment spell ends on the same day. These may arise from administrative processes occurring within HMRC, e.g. in relation to tax credits.
51. Business rules have been applied to improve the quality of the suspect employment records mentioned above, to make the data more suitable for measuring employment spells. This makes use of algorithms developed by researchers, and uses the same process as documented in the research by Buscha and Urwin (2013).

## Learner data

52. The Skills Funding Agency requirements for personal data vary by the type of provision provided. For work based learning National Insurance Number is recorded for more than 90% of learners compared to around 20% for Education and Training. Other personal details fields have high completion rates although there is some use of defaults where information is not known and particular groups such as offender learners have information withheld.
53. The dates of learning can be assumed accurate to within a week. Key data fields are tied to funding therefore there is a strong incentive for providers to ensure the information returned is accurate.
54. As the data sharing only covers Skills Funding Agency funded learning it does not include learning undertaken outside of England and it also excludes learning funded through the Higher Education route.

## Time lags

55. All data used in this process is drawn from administrative sources, which take time to process and collate. There are therefore lags between the reference period and availability of the dataset for analysis.

56. **Benefit data** taken from the National Benefits Database have lags in completeness. Additional clerical claims, appeals and other complex situations add to the changes in later versions of the database. This retrospection in the data means initial records appear after three months while the timescale for complete data is approximately six months.
57. **Employment data** is matched to DWP data on a regular basis. There are cleaning rules applied to this data, which identify old records when updated with new information. As new information can come through about a job after it has ended this is a source of constant change, although the data is considered complete after six months.
58. **Earnings data** is less timely than employment data, and it can take up to fifteen months after the end of the tax year for the data to be considered complete. HMRC started to implement Real Time Information (RTI) in April 2013 which will provide much more frequent feeds of employment and earnings data and significantly improve the timeliness of the earnings data.
59. **Learner data** is collated from returns by colleges with the provisional data collected to date generally published on a quarterly basis. Returns are not generally complete until up to six months after the end of the academic year, which runs from 1st August to 31st July.

© Crown copyright 2014

You may re-use this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. Visit [www.nationalarchives.gov.uk/doc/open-government-licence](http://www.nationalarchives.gov.uk/doc/open-government-licence), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication available from [www.gov.uk/bis](http://www.gov.uk/bis)

Any enquiries regarding this publication should be sent to:

Department for Business, Innovation and Skills  
1 Victoria Street  
London SW1H 0ET  
Tel: 020 7215 5000

If you require this publication in an alternative format, email [enquiries@bis.gsi.gov.uk](mailto:enquiries@bis.gsi.gov.uk), or call 020 7215 5000.

**BIS/14/1250**