

Employment and Earnings Outcomes of ApprenticeshipsNI Achievers

An analysis of ApprenticeshipsNI achievers during academic years 2014/15 to 2018/19 and their employment and earnings outcomes during tax years 2017/18 to 2020/21

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1. SUMMARY

Information on ApprenticeshipsNI (AppsNI) participants who achieved a Level 2 or Level 3 apprenticeship framework during academic years 2014/15 to 2018/19 was linked to information on their employment and earnings data for the tax years 2017/18 to 2020/21.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- The median earnings of apprenticeship achievers increase each year post apprenticeship.
- The median earnings of apprenticeship achievers in a given academic year are higher than the median earnings of apprenticeship achievers in previous academic years.
- The median earnings of male apprenticeship achievers are higher than the median earnings of female apprenticeship achievers.
- For a number of years post apprenticeship, the median earnings of female apprenticeship achievers are lower than the median earnings one year post apprenticeship of male apprenticeship achievers.
- The median earnings of Level 3 apprenticeship achievers are higher than the median earnings of Level 2 apprenticeship achievers.
- The gap in median earnings between male and female apprenticeship achievers is larger for those who achieved a Level 3 apprenticeship.
- The median earnings of males who achieved a Level 2 apprenticeship are higher than the median earnings of females who achieved a Level 3 apprenticeship.
- Approximately one quarter (the highest proportion) of apprenticeship achievers are employed in Administrative and support service activities in the years post apprenticeship.
- Approximately two thirds of apprenticeship achievers are employed in six sectors in the years post apprenticeship: Accommodation and food service activities, Administrative and support service activities, Construction, Human health and social work activities, Manufacturing and Wholesale and retail trade. Of these, median earnings are higher in the Construction and Manufacturing sectors and lower in Accommodation and food service activities and Human health and social work activities.

2. INTRODUCTION

This report presents analysis from a one-off data linkage pilot project linking ApprenticeshipsNI (AppsNI) records with employment and earnings data. Analysis covers participants from the DfE funded AppsNI programme who achieved a full apprenticeship framework at Level 2 or Level 3 during academic years 2014/15 to 2018/19 and their employment and earnings outcomes during tax years 2017/18 to 2020/21.

This data linkage pilot is intended as a forerunner to a [Longitudinal Education Outcomes \(LEO\) database for Northern Ireland](#), similar to the existing LEO in England, Scotland and Wales, which allows the career paths of pupils from post-primary school into training, Apprenticeships, Further Education, Higher Education and employment to be tracked.

3. AN OFFICIAL STATISTICS PUBLICATION

The statistics within this report have been compiled in accordance with Official Statistics guidelines. They aim to meet identified user needs; are accessible and explained; are produced in accordance with sound methods; and are managed impartially and objectively in the public interest. Further information on the [Code of Practice for Statistics](#) is available on the UK Statistics Authority website. Further information on the [DfE Statement of Compliance](#) in relation to the Pre-release Access to Official Statistics Order (Northern Ireland) 2009 is available on the DfE website.

4. ANALYSIS OF MEDIAN EARNINGS IN THE YEARS POST APPRENTICESHIP

Analysis was carried out of the employment and earnings outcomes of apprentices in the years after they achieved their apprenticeship. To do so, each academic year of apprenticeship achievers was considered in turn i.e., firstly the employment and earnings outcomes in the years post apprenticeship for those participants who achieved an apprenticeship during academic year 2014/15 were investigated, then similarly for apprenticeship achievers during academic years 2015/16, 2016/17, 2017/18 and 2018/19.

Median Earnings

Table 1 below presents the median earnings in the years post apprenticeship for those who achieved an apprenticeship during each of the academic years 2014/15 to 2018/19.

Table 1: Median earnings in the years post apprenticeship for apprenticeship achievers during academic years 2014/15 to 2018/19

Academic year during which apprenticeship achieved	Median Earnings (£) in Years Post Apprenticeship					
	One year	Two years	Three years	Four years	Five years	Six years
2014/15	-	-	15,500	16,900	17,700	18,800
2015/16	-	15,200	16,600	17,800	18,700	-
2016/17	15,300	16,900	17,900	18,900	-	-
2017/18	16,400	17,500	18,200	-	-	-
2018/19	16,700	17,700	-	-	-	-

Employment and earnings data relate to tax years 2017/18 to 2020/21.

‘-’ Data for the relevant tax year were not included in this data linkage project.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- The median earnings of apprenticeship achievers increase each year post apprenticeship. For example, for those who achieved an apprenticeship during academic year 2018/19, median earnings increased from £16,700 after one year (in tax year 2019/20) to £17,700 after two years (in tax year 2020/21).
- The median earnings of apprenticeship achievers in a given academic year are higher than the median earnings of apprenticeship achievers in previous academic years. For example, the median earnings of those who achieved an apprenticeship during academic year 2018/19 were higher than those who achieved an apprenticeship during academic year 2017/18; £16,700 compared to £16,400 after one year and £17,700 compared to £17,500 after two years.

Median Earnings by Sex

Table 2 below presents the median earnings by sex in the years post apprenticeship for those who achieved an apprenticeship during each of the academic years 2014/15 to 2018/19.

Table 2: Median earnings in the years post apprenticeship for apprenticeship achievers during academic years 2014/15 to 2018/19, by sex

Academic year during which apprenticeship achieved	Sex	Median Earnings (£) in Years Post Apprenticeship					
		One year	Two years	Three years	Four years	Five years	Six years
2014/15	Male	-	-	17,600 (52%)	19,000 (53%)	19,500 (52%)	20,600 (52%)
	Female	-	-	13,400 (48%)	14,700 (47%)	15,400 (48%)	16,500 (48%)
	All	-	-	15,500	16,900	17,700	18,800
2015/16	Male	-	17,100 (55%)	19,000 (55%)	20,200 (55%)	20,900 (55%)	-
	Female	-	13,300 (45%)	14,500 (45%)	15,000 (45%)	15,600 (45%)	-
	All	-	15,200	16,600	17,800	18,700	-
2016/17	Male	16,200 (58%)	18,200 (58%)	19,800 (58%)	20,700 (58%)	-	-
	Female	13,600 (42%)	15,000 (42%)	15,600 (42%)	16,100 (42%)	-	-
	All	15,300	16,900	17,900	18,900	-	-
2017/18	Male	17,700 (60%)	19,000 (60%)	19,600 (60%)	-	-	-
	Female	14,400 (40%)	15,300 (40%)	15,900 (40%)	-	-	-
	All	16,400	17,500	18,200	-	-	-
2018/19	Male	18,100 (60%)	19,600 (59%)	-	-	-	-
	Female	15,000 (40%)	15,300 (41%)	-	-	-	-
	All	16,700	17,700	-	-	-	-

Employment and earnings data relate to tax years 2017/18 to 2020/21.

'-' Data for the relevant tax year were not included in this data linkage project.

Percentages indicate the proportion of male and female apprenticeship achievers with earnings each tax year.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- The median earnings of male apprenticeship achievers are higher than the median earnings of female apprenticeship achievers. For example, two years post apprenticeship, the median earnings of apprenticeship achievers during 2018/19 were

£17,700; males had a median earning which was £4,300 higher than females, with males earning £19,600 compared to £15,300 for females.

- For a number of years post apprenticeship, the median earnings of female apprenticeship achievers are lower than the median earnings one year post apprenticeship of male apprenticeship achievers. For example, for those who achieved an apprenticeship during 2017/18, three years post apprenticeship females had a median earning (£15,900) which was £1,800 lower than the median earning of males one year post apprenticeship (£17,700).

Median Earnings by Level

Table 3 overleaf presents the median earnings by level in the years post apprenticeship for those who achieved an apprenticeship during each of the academic years 2014/15 to 2018/19.

Table 3: Median earnings in the years post apprenticeship for apprenticeship achievers during academic years 2014/15 to 2018/19, by level

Academic year during which apprenticeship achieved	Level	Median Earnings (£) in Years Post Apprenticeship					
		One year	Two years	Three years	Four years	Five years	Six years
2014/15	Level 2	-	-	14,700 (49%)	16,300 (50%)	17,100 (50%)	18,300 (49%)
	Level 3	-	-	16,400 (51%)	17,800 (50%)	18,200 (50%)	19,600 (51%)
	All	-	-	15,500	16,900	17,700	18,800
2015/16	Level 2	-	14,400 (41%)	16,300 (41%)	17,200 (41%)	18,400 (41%)	-
	Level 3	-	16,000 (59%)	16,900 (59%)	18,100 (59%)	18,900 (59%)	-
	All	-	15,200	16,600	17,800	18,700	-
2016/17	Level 2	13,700 (37%)	15,500 (36%)	16,800 (36%)	17,800 (36%)	-	-
	Level 3	15,900 (63%)	17,600 (64%)	18,600 (64%)	19,800 (64%)	-	-
	All	15,300	16,900	17,900	18,900	-	-
2017/18	Level 2	15,000 (39%)	16,400 (39%)	16,600 (39%)	-	-	-
	Level 3	17,300 (61%)	18,300 (61%)	19,100 (61%)	-	-	-
	All	16,400	17,500	18,200	-	-	-
2018/19	Level 2	16,000 (46%)	17,100 (47%)	-	-	-	-
	Level 3	17,400 (54%)	18,300 (53%)	-	-	-	-
	All	16,700	17,700	-	-	-	-

Employment and earnings data relate to tax years 2017/18 to 2020/21.

'-' Data for the relevant tax year were not included in this data linkage project.

Percentages indicate the proportion of Level 2 and Level 3 apprenticeship achievers with earnings each tax year.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- The median earnings of Level 3 apprenticeship achievers are higher than the median earnings of Level 2 apprenticeship achievers. For example, two years post apprenticeship, the median earnings of apprenticeship achievers during 2018/19 were £17,700; those who had achieved a Level 3 apprenticeship had a median earning which was £1,200 higher than those who had achieved a Level 2 apprenticeship (£18,300 compared to £17,100).

Median Earnings by Sex and Level

Table 4 below presents the median earnings by sex and level in the years post apprenticeship for those who achieved an apprenticeship during the academic year 2018/19. Analysis for academic years 2014/15 to 2017/18 is included in Table 4 in the associated Excel tables document.

Table 4: Median earnings in the years post apprenticeship for apprenticeship achievers during academic year 2018/19, by sex and level

Academic year during which apprenticeship achieved	Sex	Median Earnings (£) in Years Post Apprenticeship					
		One year			Two years		
		Level 2	Level 3	All	Level 2	Level 3	All
2018/19	Male	16,700 (60%)	19,300 (59%)	18,100	18,200 (60%)	20,500 (59%)	19,600
	Female	15,100 (40%)	15,000 (41%)	15,000	15,200 (40%)	15,300 (41%)	15,300
	All	16,000	17,400	16,700	17,100	18,300	17,700

Employment and earnings data relate to tax years 2019/20 and 2020/21.

Percentages indicate the proportion of male and female apprenticeship achievers at each level with earnings each tax year.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- There is a gap in median earnings of male and female apprenticeship achievers at both Level 2 and Level 3, with males having higher median earnings than females. For example, the median earnings of those who achieved a Level 2 apprenticeship during 2018/19 were £17,100 two years post apprenticeship, with males earning £3,000 more than females (£18,200 compared to £15,200).
- The gap in median earnings between male and female apprenticeship achievers is larger for those who achieved a Level 3 apprenticeship. For example, the median earnings of those who achieved a Level 3 apprenticeship during 2018/19 were £18,300 two years post apprenticeship, with males earning £5,200 more than females (£20,500 compared to £15,300).
- The median earnings of males who achieved a Level 2 apprenticeship are higher than the median earnings of females who achieved a Level 3 apprenticeship. For example, for those who achieved an apprenticeship during 2018/19, males with a Level 2 apprenticeship earned £2,900 more than females with a Level 3 apprenticeship two years post apprenticeship (£18,200 compared to £15,300).

- For a number of years post apprenticeship, the median earnings of females who achieved a Level 3 apprenticeship are often lower than the median earnings one year post apprenticeship of males who achieved a Level 2 apprenticeship. For example, for those who achieved an apprenticeship during 2018/19, males with a Level 2 apprenticeship had higher median earnings one year post apprenticeship (£16,700) than females with a Level 3 apprenticeship two years post apprenticeship (£15,300).

Median Earnings by Sector of Employment

Table 5 below presents the median earnings by sector of employment in the years post apprenticeship for those who achieved an apprenticeship during each of the academic years 2014/15 to 2018/19.

Table 5: Median earnings in the years post apprenticeship for apprenticeship achievers during academic years 2014/15 to 2018/19, by sector of employment

Academic year during which apprenticeship achieved	Sector of employment	Median earnings (£) in Years Post Apprenticeship					
		One year	Two years	Three years	Four years	Five years	Six years
2014/15	Admin and support service	-	-	15,000 (24%)	16,400 (25%)	16,900 (27%)	18,100 (27%)
	Wholesale and retail trade	-	-	15,500 (13%)	17,300 (13%)	18,400 (11%)	18,700 (12%)
	Accommodation and food service	-	-	14,000 (11%)	14,400 (10%)	16,100 (8%)	13,500 (7%)
	Manufacturing	-	-	19,000 (9%)	20,600 (8%)	21,300 (7%)	21,900 (6%)
	Human health and social work	-	-	14,200 (6%)	15,100 (5%)	15,900 (7%)	16,800 (6%)
	Construction	-	-	19,500 (5%)	21,100 (4%)	20,300 (4%)	21,600 (5%)
	Other sectors	-	-	15,500 (22%)	17,400 (21%)	19,500 (22%)	20,100 (23%)
	Unknown	-	-	16,800 (8%)	17,100 (9%)	18,600 (9%)	20,000 (8%)
	Self-employment	-	-	12,000 (4%)	11,700 (5%)	11,300 (6%)	13,300 (7%)
	All	-	-	15,500 (100%)	16,900 (100%)	17,700 (100%)	18,800 (100%)
2015/16	Admin and support service	-	14,700 (26%)	16,300 (26%)	17,600 (28%)	18,600 (26%)	-
	Wholesale and retail trade	-	15,500 (13%)	17,100 (13%)	19,000 (11%)	18,400 (11%)	-

Academic year during which apprenticeship achieved	Sector of employment	Median earnings (£) in Years Post Apprenticeship					
		One year	Two years	Three years	Four years	Five years	Six years
2015/16	Accommodation and food service	-	14,200 (9%)	14,900 (8%)	15,100 (7%)	13,100 (6%)	-
	Manufacturing	-	17,400 (8%)	18,800 (8%)	21,500 (7%)	22,600 (7%)	-
	Construction	-	18,200 (7%)	20,200 (6%)	20,900 (6%)	22,300 (6%)	-
	Human health and social work	-	13,900 (6%)	13,400 (6%)	14,800 (6%)	15,200 (5%)	-
	Other sectors	-	15,300 (20%)	17,200 (20%)	18,200 (21%)	19,100 (22%)	-
	Unknown	-	16,800 (7%)	18,700 (7%)	18,800 (7%)	19,900 (8%)	-
	Self-employment	-	12,000 (4%)	12,500 (6%)	12,800 (8%)	14,800 (8%)	-
	All	-	15,200 (100%)	16,600 (100%)	17,800 (100%)	18,700 (100%)	-
2016/17	Admin and support service	14,400 (23%)	16,500 (25%)	17,400 (25%)	17,600 (25%)	-	-
	Wholesale and retail trade	15,000 (14%)	16,400 (13%)	17,700 (13%)	18,200 (13%)	-	-
	Manufacturing	18,700 (10%)	21,300 (9%)	22,800 (9%)	24,300 (9%)	-	-
	Accommodation and food service	15,100 (8%)	14,900 (7%)	14,200 (6%)	15,000 (6%)	-	-
	Construction	18,000 (7%)	20,400 (6%)	20,400 (6%)	21,600 (5%)	-	-
	Human health and social work	13,900 (5%)	14,000 (5%)	15,300 (5%)	15,500 (5%)	-	-
	Other sectors	14,500 (19%)	16,400 (20%)	17,900 (20%)	20,400 (22%)	-	-
	Unknown	17,300 (10%)	19,200 (10%)	20,800 (9%)	21,500 (8%)	-	-
	Self-employment	11,200 (3%)	13,500 (5%)	15,400 (6%)	15,500 (7%)	-	-
	All	15,300 (100%)	16,900 (100%)	17,900 (100%)	18,900 (100%)	-	-
2017/18	Admin and support service	16,100 (25%)	16,600 (26%)	17,300 (26%)	-	-	-
	Manufacturing	20,200 (12%)	21,300 (12%)	22,600 (12%)	-	-	-
	Wholesale and retail trade	15,600 (12%)	16,800 (12%)	18,200 (12%)	-	-	-
	Accommodation and food service	14,700 (10%)	15,400 (9%)	14,400 (7%)	-	-	-
	Construction	18,100 (7%)	21,400 (6%)	21,100 (5%)	-	-	-

Academic year during which apprenticeship achieved	Sector of employment	Median earnings (£) in Years Post Apprenticeship					
		One year	Two years	Three years	Four years	Five years	Six years
2017/18	Human health and social work	14,800 (5%)	16,000 (5%)	16,000 (5%)	-	-	-
	Other sectors	15,700 (18%)	17,400 (18%)	18,600 (20%)	-	-	-
	Unknown	17,100 (9%)	18,300 (9%)	19,400 (8%)	-	-	-
	Self-employment	11,600 (3%)	14,100 (4%)	14,000 (6%)	-	-	-
	All	16,400 (100%)	17,500 (100%)	18,200 (100%)	-	-	-
2018/19	Admin and support service	15,800 (27%)	16,800 (28%)	-	-	-	-
	Manufacturing	21,100 (13%)	22,800 (12%)	-	-	-	-
	Wholesale and retail trade	16,500 (12%)	17,300 (12%)	-	-	-	-
	Accommodation and food service	15,600 (8%)	14,900 (6%)	-	-	-	-
	Construction	17,300 (7%)	19,700 (7%)	-	-	-	-
	Human health and social work	15,300 (4%)	15,600 (4%)	-	-	-	-
	Other sectors	16,400 (15%)	17,900 (17%)	-	-	-	-
	Unknown	17,800 (11%)	18,800 (10%)	-	-	-	-
	Self-employment	12,500 (3%)	13,800 (4%)	-	-	-	-
	All	16,700 (100%)	17,700 (100%)	-	-	-	-

Employment and earnings data relate to tax years 2017/18 to 2020/21.

‘-’ Data for the relevant tax year were not included in this data linkage project.

Percentages indicate the proportion of apprenticeship achievers in each sector of employment with earnings each tax year.

Sector of employment is presented in descending order of percentage of achievers in first year post apprenticeship. ‘Other sectors’, ‘Unknown’ and ‘Self-employment’ are also presented.

‘Other sectors’ includes 15 sectors. See [Sector of Employment](#) definition.

For those who achieved an apprenticeship during academic years 2014/15 to 2018/19, analysis suggests that:

- The median earnings of apprenticeship achievers vary across employment sectors and generally increase in the years post apprenticeship.

- Approximately one quarter (the highest proportion) of apprenticeship achievers are employed in Administrative and support service activities in the years post apprenticeship.
- Approximately two thirds of apprenticeship achievers are employed in six sectors in the years post apprenticeship: Accommodation and food service activities, Administrative and support service activities, Construction, Human health and social work activities, Manufacturing and Wholesale and retail trade. Of these, median earnings are higher in the Construction and Manufacturing sectors and lower in Accommodation and food service activities and Human health and social work activities.

ANNEX A: USER GUIDANCE

Data Source

The information has been derived from a one-off data linkage pilot project linking ApprenticeshipsNI (AppsNI) records with employment and earnings data.

Data Linkage

A data matching exercise was undertaken to link AppsNI records of those participants who achieved an apprenticeship framework at Level 2 or Level 3 during academic years 2014/15 to 2018/19, with employment and earnings (including self-employment) data for tax years 2017/18 to 2020/21.

For those participants who achieved more than one level, the highest/ most recent level was used i.e., if an individual achieved a Level 2 apprenticeship in 2014/15 and then a Level 3 apprenticeship in 2016/17, only the Level 3 apprenticeship was included in the data.

88% of the AppsNI records were successfully matched with employment and earnings data. The linked dataset contained a small percentage (3%) of individuals who did not have any earnings information during any of the tax years 2017/18 to 2020/21. As such these records were excluded from the analysis. Therefore, the analysis presented in this report is based on 86% of the AppsNI records and relates to those apprenticeship achievers during academic years 2014/15 to 2018/19 who were successfully matched with employment and earnings data and had at least one record of earnings during any of the tax years 2017/18 to 2020/21.

Relationship Between Academic Year and Tax Year

The linked dataset enabled analysis to be carried out of the employment and earnings outcomes of apprentices in the years after they achieved their apprenticeship. For example, for those who achieved an apprenticeship during the academic year 2018/19, their employment and earnings outcomes were analysed one year post apprenticeship, in 2019/20, and two years post apprenticeship, in 2020/21.

Table A1: Relationship between academic year and tax year, defining ‘years post apprenticeship’

Academic year during which apprenticeship achieved	Tax Year			
	2017/18	2018/19	2019/20	2020/21
	Years Post Apprenticeship			
2014/15	3 years	4 years	5 years	6 years
2015/16	2 years	3 years	4 years	5 years
2016/17	1 year	2 years	3 years	4 years
2017/18		1 year	2 years	3 years
2018/19			1 year	2 years

The first tax year post apprenticeship may not be a full tax year since an apprenticeship may end on any date during the academic year and an academic year runs from 1 August to 31 July whilst a tax year runs from 6 April to 5 April.

ApprenticeshipsNI achievers during 2014/15 to 2018/19

Prior to any analysis being carried out, the linked dataset was investigated to understand how many apprenticeship achievers there were in each academic year and whether they had an earning outcome in any of the tax years.

Tables A2 to A4 below present the number of participants who achieved an apprenticeship during each of the academic years 2014/15 to 2018/19, which was followed by at least one earning outcome during tax years 2017/18 to 2020/21.

Table A2: Participants who achieved an apprenticeship during academic years 2014/15 to 2018/19, followed by at least one earning outcome during tax years 2017/18 to 2020/21

Number of participants who achieved an apprenticeship during academic year, followed by at least one earning outcome during tax years 2017/18 to 2020/21	Academic Year				
	2014/15	2015/16	2016/17	2017/18	2018/19
	1,334	2,109	2,575	2,857	3,065

2013/14 was the first year of the AppsNI 2013 programme thus many participants had not reached the point of completing their programme and gaining their targeted qualifications in 2014/15. The AppsNI 2017 programme was introduced in August 2017.

In the linked dataset, the number of apprenticeship achievers increased from 1,334 during academic year 2014/15 to 3,065 during academic year 2018/19.

Table A3: Participants who achieved an apprenticeship during academic years 2014/15 to 2018/19, followed by at least one earning outcome during tax years 2017/18 to 2020/21, by sex

Sex	Academic Year									
	2014/15		2015/16		2016/17		2017/18		2018/19	
	Number	%	Number	%	Number	%	Number	%	Number	%
Male	695	52%	1,167	55%	1,506	58%	1,714	60%	1,835	60%
Female	639	48%	942	45%	1,069	42%	1,143	40%	1,230	40%
All	1,334	100%	2,109	100%	2,575	100%	2,857	100%	3,065	100%

In the linked dataset, there was a higher proportion of male apprenticeship achievers than female apprenticeship achievers during academic years 2014/15 to 2018/19.

Table A4: Participants who achieved an apprenticeship during academic years 2014/15 to 2018/19, followed by at least one earning outcome during tax years 2017/18 to 2020/21, by level

Level	Academic Year									
	2014/15		2015/16		2016/17		2017/18		2018/19	
	Number	%	Number	%	Number	%	Number	%	Number	%
Level 2	664	50%	865	41%	950	37%	1,114	39%	1,417	46%
Level 3	670	50%	1,244	59%	1,625	63%	1,743	61%	1,648	54%
All	1,334	100%	2,109	100%	2,575	100%	2,857	100%	3,065	100%

In the linked dataset, there was a higher proportion of apprenticeship achievers who gained a Level 3 apprenticeship than a Level 2 apprenticeship during academic years 2014/15 to 2018/19.

Data Quality

The median earnings presented in this report should not be used to rank apprenticeships nor to draw any conclusions about earnings gaps due to the limitations of the data. Limitations and points to note are:

- Whilst participants undertaking an apprenticeship are in paid employment from day one, this project looks at their employment and earnings outcomes in the years after they achieved their apprenticeship.
- The first tax year post apprenticeship may not be a full tax year since an apprenticeship may end on any date during the academic year and an academic year runs from 1 August to 31 July whilst a tax year runs from 6 April to 5 April.
- This project focuses on participants who successfully completed a Level 2 or Level 3 apprenticeship in the academic years 2014/15 to 2018/19. For those participants who

achieved more than one level, the highest/ most recent level was used i.e., if an individual achieved a Level 2 apprenticeship in 2014/15 and then a Level 3 apprenticeship in 2016/17, only the Level 3 apprenticeship was included in the data. It is important to note that some participants who obtained a Level 2 apprenticeship during 2014/15 to 2018/19 may have gone on to complete a Level 3 apprenticeship at a later stage. Those participants who withdrew early or did not complete their apprenticeship have not been included.

- The analysis of median earnings includes only those individuals identified as having earnings in the relevant tax year.
- Where apprenticeship achievers have multiple employments within a tax year, their earnings from all employments are summed together.
- The employment and earnings information includes self-employment data. Other elements of self-assessment such as savings and investments are not included.
- The employment and earnings information is subject to error and can include missing information such as earnings, employment start date, employment end date and sector of employment.
- The earnings information are raw earnings reported in each of the tax years. They have not been annualised as the linked dataset did not contain complete information on the number of days in employment in each tax year.
- The earnings information does not include the number of hours worked, therefore distinctions between part-time and full-time earnings cannot be made. As a result, sex and sector comparisons should be treated with caution since, in general, more females may work part-time compared to males and certain sectors may have a higher proportion of part-time workers.
- An individual may have undertaken multiple employments and been employed in various sectors in a tax year. For the purposes of this analysis, an individual's sector of employment relates to their first employment in the relevant tax year. i.e., an individual and their total earnings during a tax year have been assigned to the sector of their first employment in that tax year. It is important to note therefore that median earnings for a particular sector of employment may include earnings from employments in other sectors or from self-employment. Sector of employment was not available for all individuals. Where an individual only has earnings through self-employment, their sector is indicated as 'Self-employment'.

- The subject area of the achieved apprenticeship was not included in this data matching exercise. Individuals may or may not be employed in the same sector in which they achieved their apprenticeship.
- It is important to note that differences between median earnings could be due to several factors, such as sector of employment, full-time or part-time working arrangements, personal circumstances, return to education/ training or other reasons, and therefore should not be assumed to be solely related to the sex of, or level achieved by, participants.

Rounding

All median earnings presented have been rounded to the nearest £100.

Percentages have been rounded to the nearest whole number and may not sum to 100%.

ANNEX B: DEFINITIONS

Academic Year

The ApprenticeshipsNI academic year runs from 1 August to 31 July.

ApprenticeshipsNI

ApprenticeshipsNI aims to provide participants with the opportunity to take part in a Level 2/ Level 3 Apprenticeship where the apprentice, in paid employment from day one, works towards achieving an industry-approved Level 2/ Level 3 apprenticeship framework.

[ApprenticeshipsNI statistics](#) are available on the DfE website.

Employment and Earnings Data

The employment and earnings information relates to tax years 2017/18 to 2020/21. Self-employment data are included however the other elements of self-assessment such as savings and investments are not.

Level

This report covers Level 2 and Level 3 apprenticeships only. A list of qualification levels can be accessed at [What qualification levels mean](#).

Longitudinal Education Outcomes (LEO) Database

The LEO database for NI is currently in development and will enable research about career paths of individuals from school to work. Further information is available on the DfE website at [Longitudinal Education Outcomes for Northern Ireland - a data linkage initiative](#).

Median Earnings

The median is typically used to measure earnings because the distribution of earnings is skewed, with more people earning lower salaries than higher salaries. The mean is highly influenced by values at the upper end of the distribution and may not be representative of the average earnings of a typical person. The median avoids this issue by taking the middle value of the data after sorting in ascending order and is consequently considered a better indicator of typical average earnings.

Sector of Employment

The [UK Standard Industrial Classification of Economic Activities \(SIC\)](#) is used to classify business establishments by the type of economic activity in which they are engaged. There

are 21 main sections from A to U as listed below. Note, some descriptions have been abbreviated in Table 5.

Section	Description
A	Agriculture, Forestry and Fishing
B	Mining and Quarrying
C	Manufacturing
D	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and motorcycles
H	Transportation and storage
I	Accommodation and food service activities
J	Information and communication
K	Financial and insurance activities
L	Real estate activities
M	Professional, scientific and technical activities
N	Administrative and support service activities
O	Public administration and defence; compulsory social security
P	Education
Q	Human health and social work activities
R	Arts, entertainment and recreation
S	Other service activities
T	Activities of households as employers; undifferentiated goods-and services-producing activities of households for own use
U	Activities of extraterritorial organisations and bodies

Tax Year

A tax year starts on 6 April and finishes on 5 April the following year. For example, the 2017/18 tax year ran from 6 April 2017 to 5 April 2018.

Years Post Apprenticeship

This report looks at employment and earnings outcomes in the years post apprenticeship for individuals who achieved an apprenticeship during academic years 2014/15 to 2018/19. For example, for those who achieved an apprenticeship during the 2014/15 academic year, employment and earnings outcomes one year post apprenticeship relate to the 2015/16 tax year.