

# APPRENTICESHIP WORKFORCE DEVELOPMENT PROGRAMME

**Mental Health in Apprentices: counting the cost**  
Data analysis

CREATED BY

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September 2023

 South Devon College



**PETROC**

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## Executive Summary

This data analysis summarises the 31 Mental Health withdrawals at three South West colleges, PETROC in rural Mid Devon, City College Plymouth (CCP) in urban Plymouth and South Devon College (SDC) in coastal Torbay.

Key findings are;

<b>Theme</b>
<b>Level 2 &amp; 3 (2 overall – 3 at SDC)</b>
<b>Males (male overall – female at SDC)</b>
<b>16-19 withdrawals higher</b>
<b>Small employer (small overall - large at SDC)</b>
<b>No disabilities withdrawals higher</b>
<b>White ethnicity withdrawals higher</b>
<b>Day release withdrawals higher</b>

## Limitations

The data across the partners has been limited due to a number of factors, the most significant being the issues with our data collection systems and processes. It was highlighted during the project that our withdrawal forms focus on ILR compliancy without gaining any qualitative data resulting in a large proportion of ‘unknown’ being stated as reason for withdrawal. This has been a substantial unexpected outcome and thanks to this project, we have now implemented actions to mitigate these issues going forward. However, for the purposes of this analysis, we have to acknowledge that our sample size was not large enough to draw on any emerging patterns.

\*note – CCP & PETROC used Construction withdrawal data only, whereas SDC used all withdrawal data.

## SDC analysis – Mental Health withdrawals

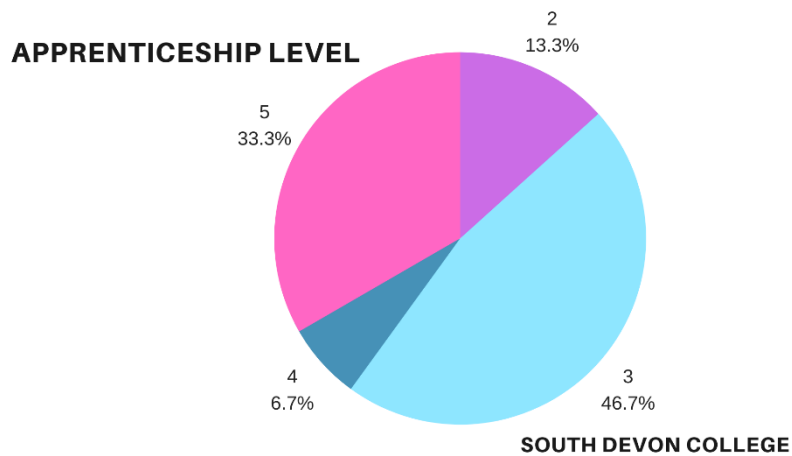


Figure 1. Percentage of apprenticeship withdrawals relating to mental health broken down by level.

The majority of learners (46.7%) in this sample have withdrawn from their apprenticeship whilst studying at level 3. Thereafter, level 5 learners have withdrawn the most at 33.3%.

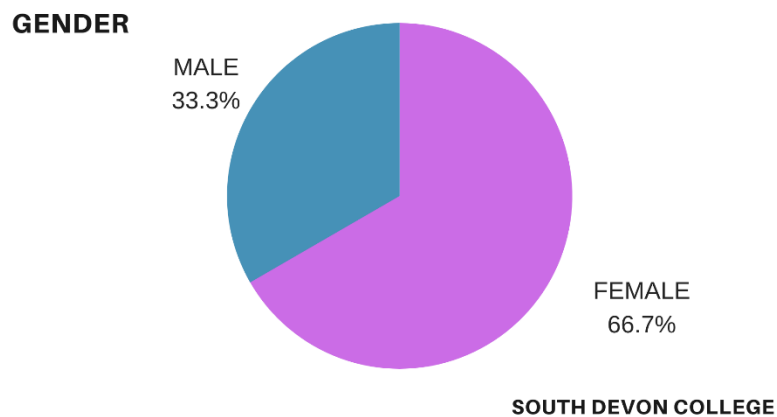


Figure 2. Percentage of apprenticeship withdrawals relating to mental health broken down by gender.

Based on the data from South Devon College, a higher percentage of females (66,7%) have withdrawn from their apprenticeship relating to mental health compared to males.

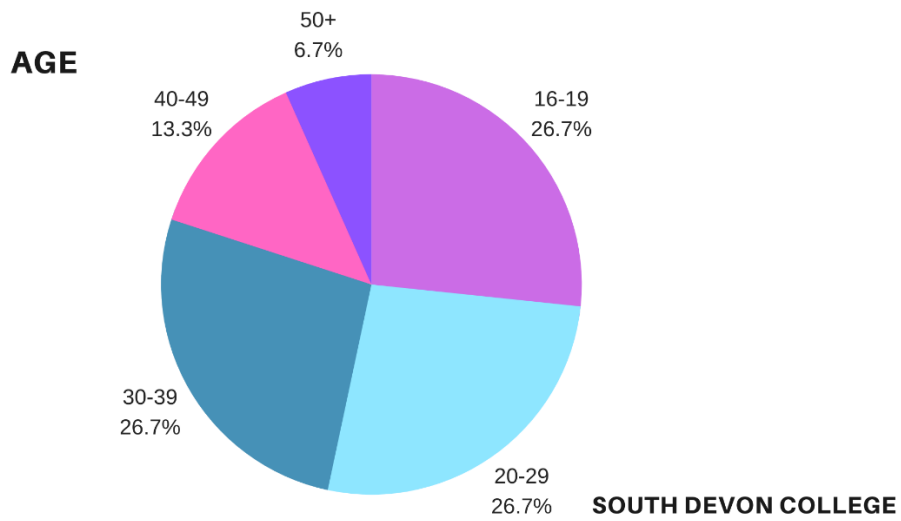


Figure 3. Percentage of apprenticeship withdrawals relating to mental health broken down by age.

There is consistency of withdrawals amongst the 16-19, 20-29 and 30-39 age brackets, in total 80.1% have withdrawn from their apprenticeship from these groups.

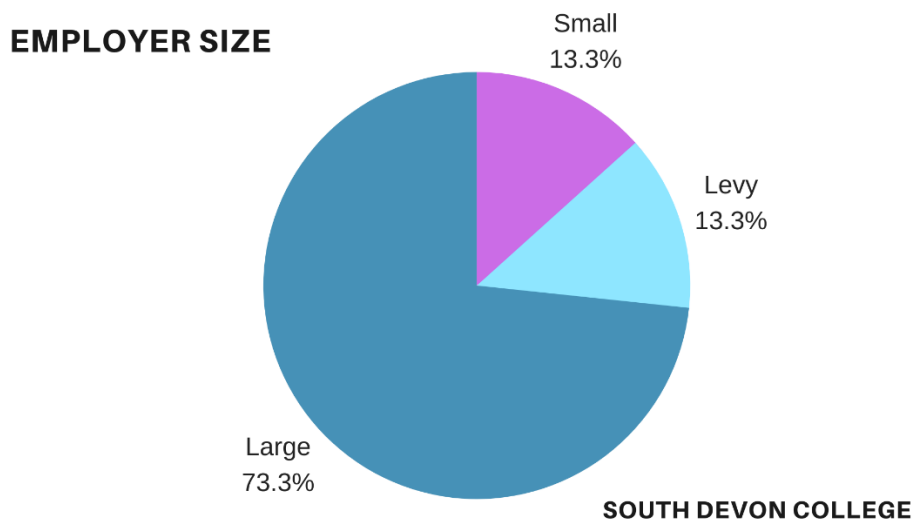


Figure 4. Percentage of apprenticeship withdrawals relating to mental health broken down by employer size.

73.3% of the learners who withdrew from their apprenticeship have worked at an organisation categorised as large (250+ employees).

## LEARNING DIFFICULTIES/ DISABILITIES

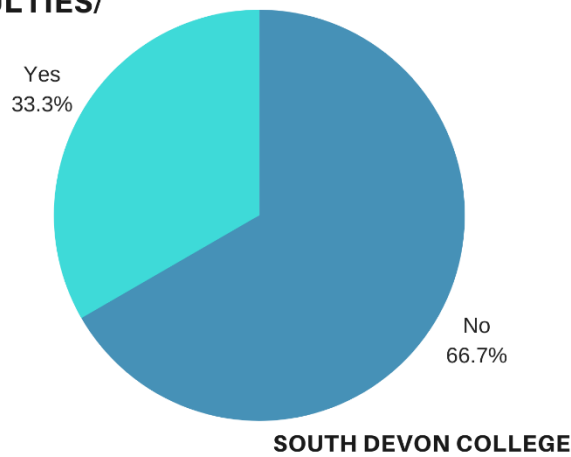


Figure 5. Percentage of apprenticeship withdrawals relating to mental health broken down by having or not having learning difficulties/disabilities.

Most of the learners, 66.7%, have not had any learning difficulties/disabilities.

## ETHNICITY

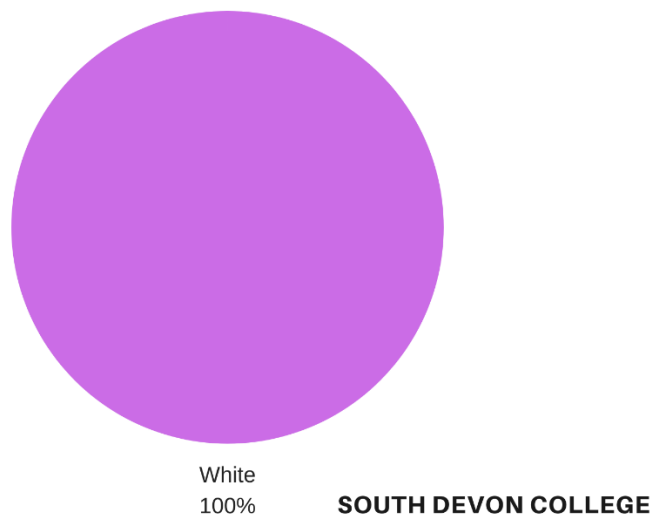


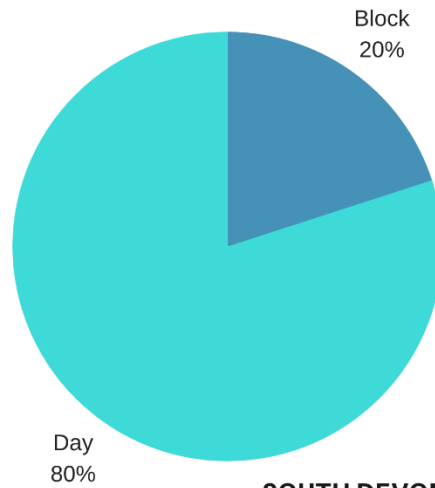
Figure 6. Percentage of apprenticeship withdrawals relating to mental health broken down by ethnicity.

100% of the learners who have withdrawn from their apprenticeship in this sample are white.

As the sample we have used in our mental health withdrawal project are all of White ethnicity, we decided to cross reference with the percentage of White learners across all apprenticeships from the same time period to ensure this was representative.

- 95% of withdrawn apprentices across the timeline were of White English ethnicity.
- 94% of all active / completed apprentices across the timeline were of White English ethnicity.

## MODE OF DELIVERY (RELEASE)

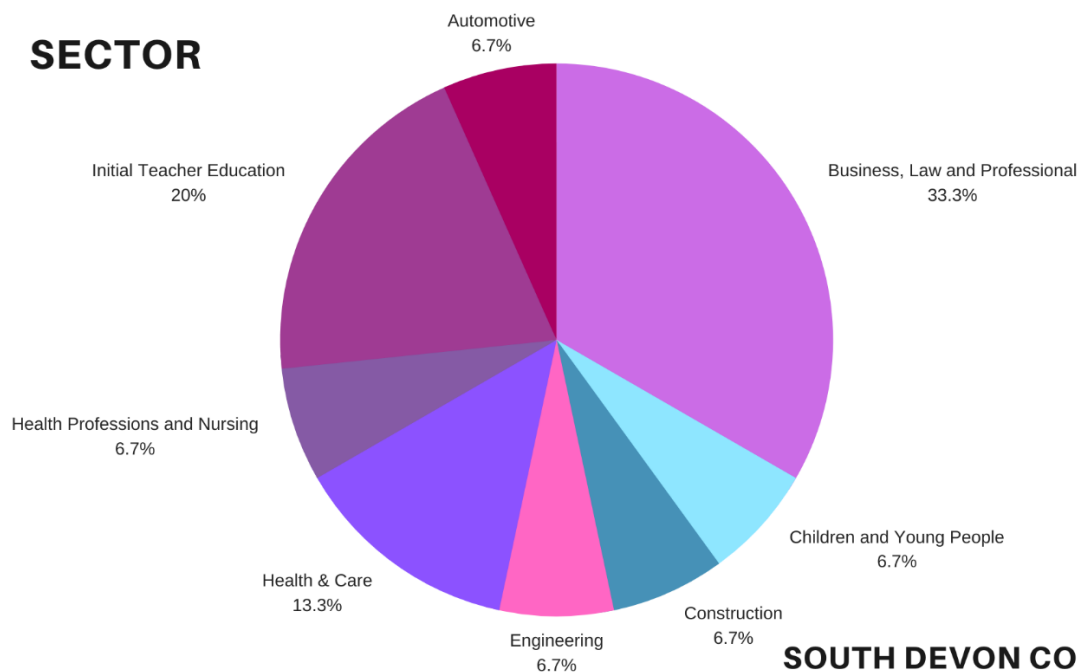


**SOUTH DEVON COLLEGE**

Figure 7. Percentage of apprenticeship withdrawals relating to mental health broken down by mode of delivery.

Out of the sample, 80% of the learners have been on a day-release delivery, meaning that they are in College 1 day per week during the length of the programme as opposed to block-release which is 1 full week in College at varied intervals.

## SECTOR



**SOUTH DEVON COLLEGE**

Figure 8. Percentage of apprenticeship withdrawals relating to mental health broken down by sector.

The learners have come from different sectors across South Devon College. Most notably, Business, Law and Professional have a higher percentage (33.3%) compared to the rest. Initial Teacher Training has 20% withdrawal rate and Health & Care has 13.3%.

## CCP analysis – Mental Health withdrawals

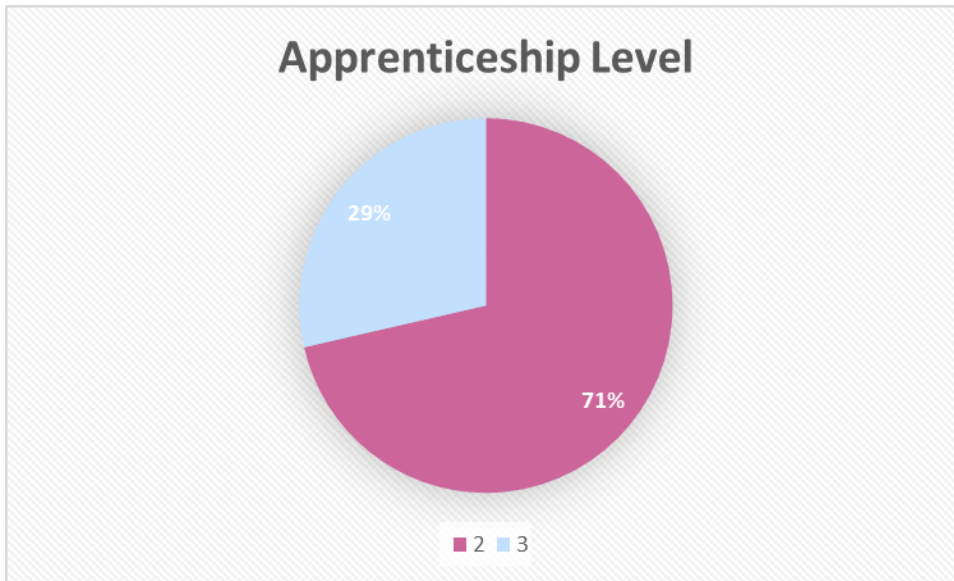


Figure 1. Percentage of apprenticeship withdrawals relating to mental health broken down by level.

The years reviewed were adversely affected by COVID-19/lockdown and associated challenges with employment (e.g., furlough, limited work opportunities) so this may have masked the primary reason for an early withdrawal (e.g., low motivation led to poor work performance and ‘employer led’ dismissal is primary reason than poor mental health).

Although the College runs Higher Level Apprenticeship (HLAs), the numbers are significantly lower than those at L2 & L3, so it is not unusual that this subset of early leavers consists of only L2 & L3 apprentices.

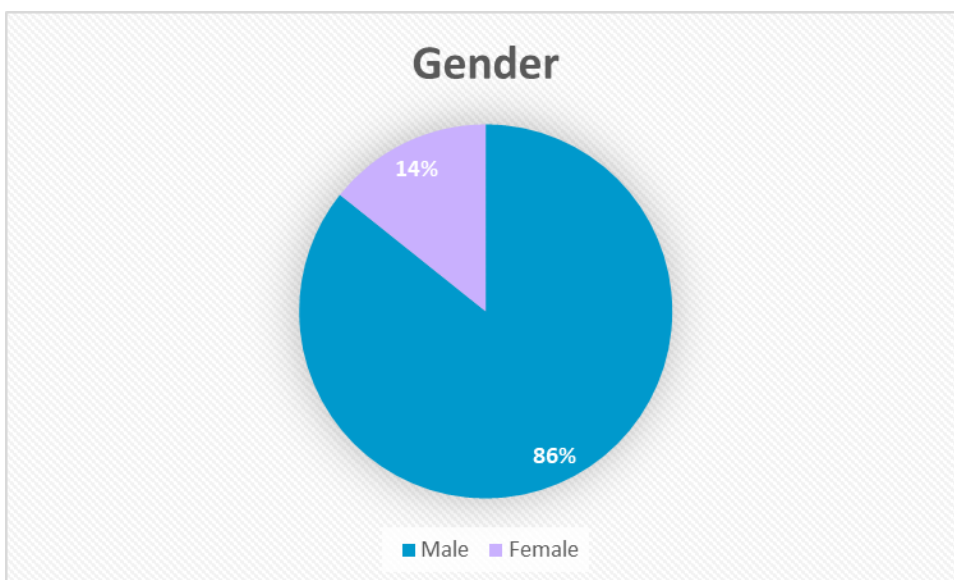


Figure 2. Percentage of apprenticeship withdrawals relating to mental health broken down by gender.

The College delivers across a range of apprenticeship sectors but predominantly in engineering and construction trades where numbers of males are higher – so the result above is consistent with the general apprenticeship population in the College.

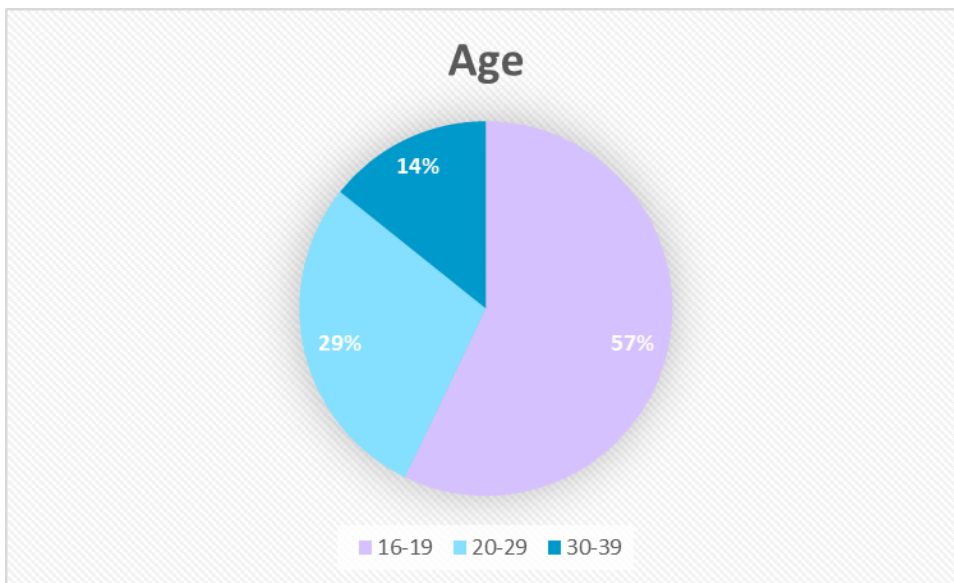


Figure 3. Percentage of apprenticeship withdrawals relating to mental health broken down by age.

The age breakdown of those leaving due to mental health issues (fig. 3) reflects the general population of apprentices studying at the College.

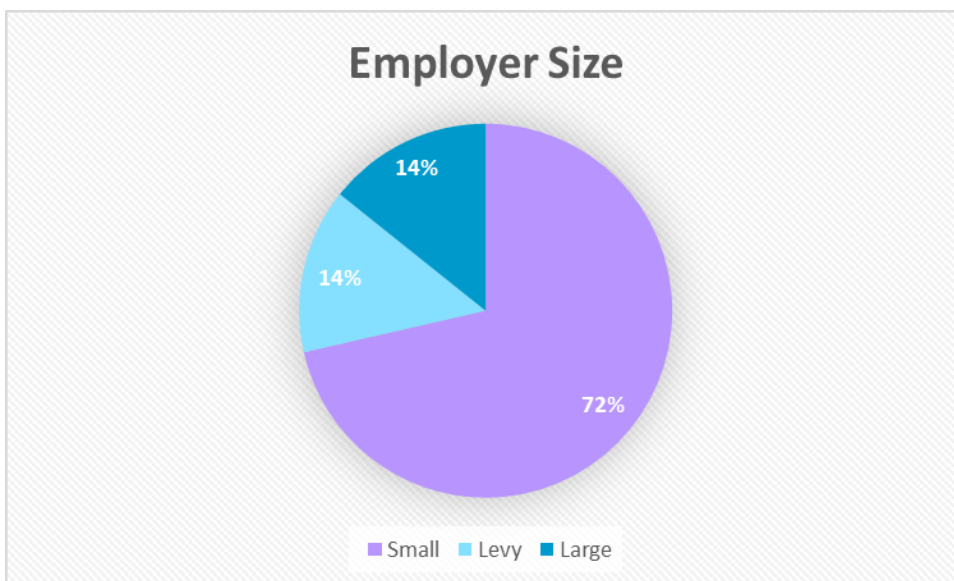


Figure 4. Percentage of apprenticeship withdrawals relating to mental health broken down by employer size.

Although the College works with significant numbers of large and levy paying employers, the construction sector is characterised with predominantly SMEs, therefore the sample of early withdrawal in fig. 4 reflects the companies the college works with in the construction sector.



## Learning difficulties/disabilities

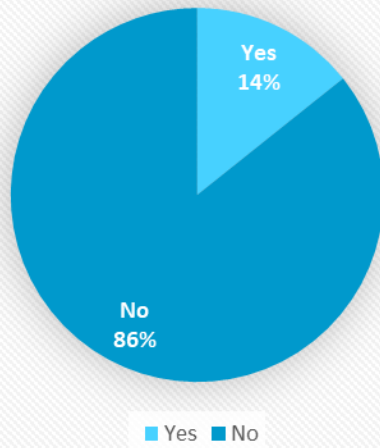


Figure 5. Percentage of apprenticeship withdrawals relating to mental health broken down by having or not having learning difficulties/disabilities.

Whilst the college does have high numbers of learners with LLDD often these are not declared with apprentices so the actual number may be higher than formally recorded. However, this is a small sample, so it is not reasonable to draw any conclusions from this statistical analysis.

## Ethnicity

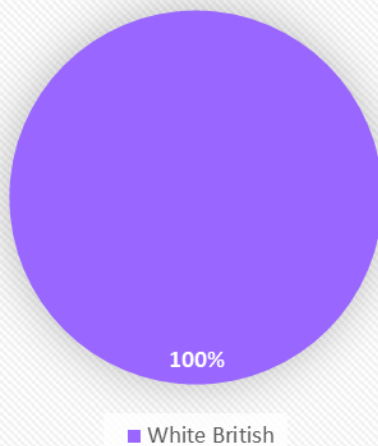


Figure 6. Percentage of apprenticeship withdrawals relating to mental health broken down by ethnicity.

The college serves an area with lower than national average numbers of people coming from ethnic backgrounds – this result reflects that demographic.

## Mode of delivery (release)

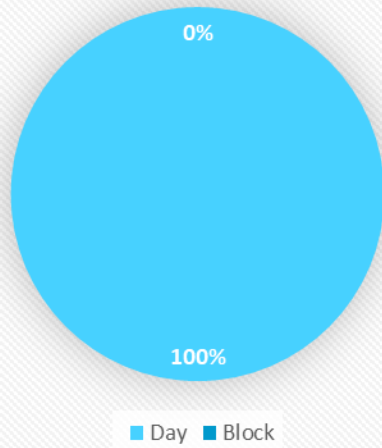


Figure 7. Percentage of apprenticeship withdrawals relating to mental health broken down by mode of delivery.

College programmes are predominantly day release.

## PETROC analysis – Mental Health withdrawals

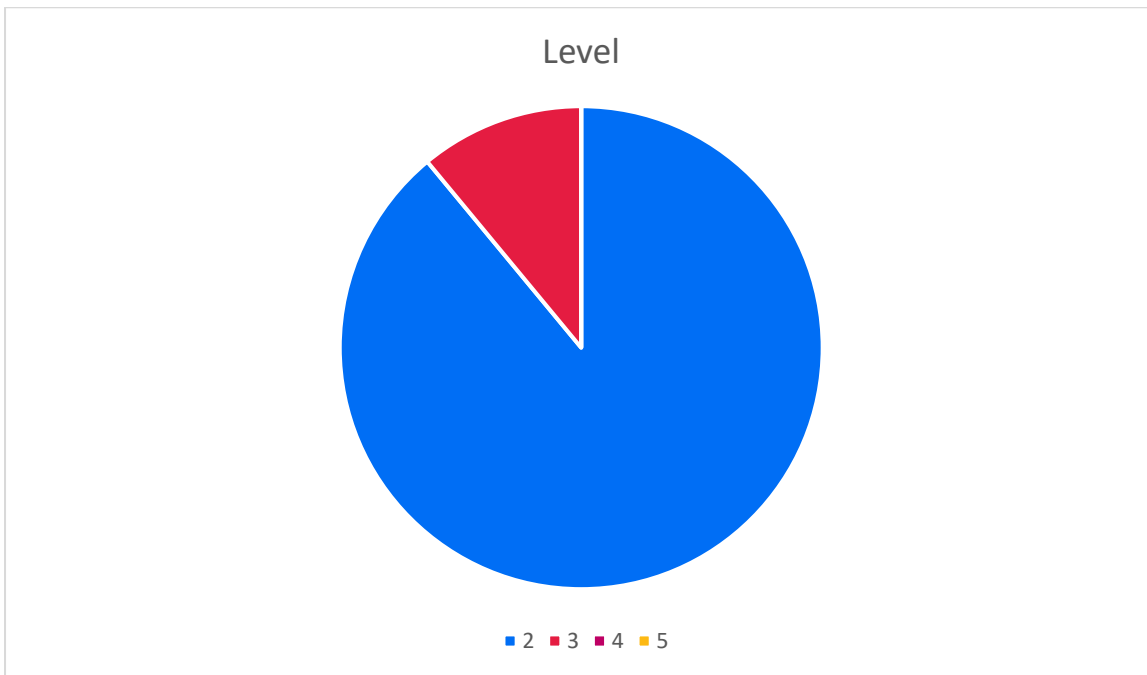


Figure 1. Percentage of apprenticeship withdrawals relating to mental health broken down by level.

Withdrawals in the Construction sector are predominantly in courses at Level 2.

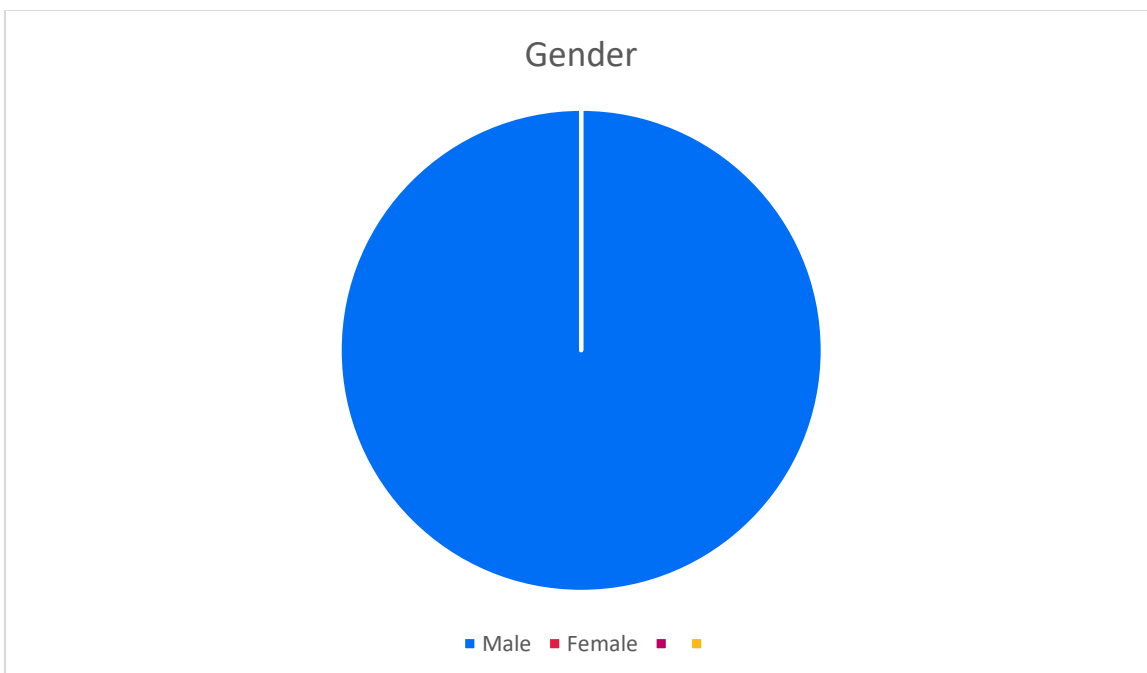


Figure 2. Percentage of apprenticeship withdrawals relating to mental health broken down by gender.

100% of the withdrawals were male learners. This reflects the demographic of construction apprentices, most of whom are male.

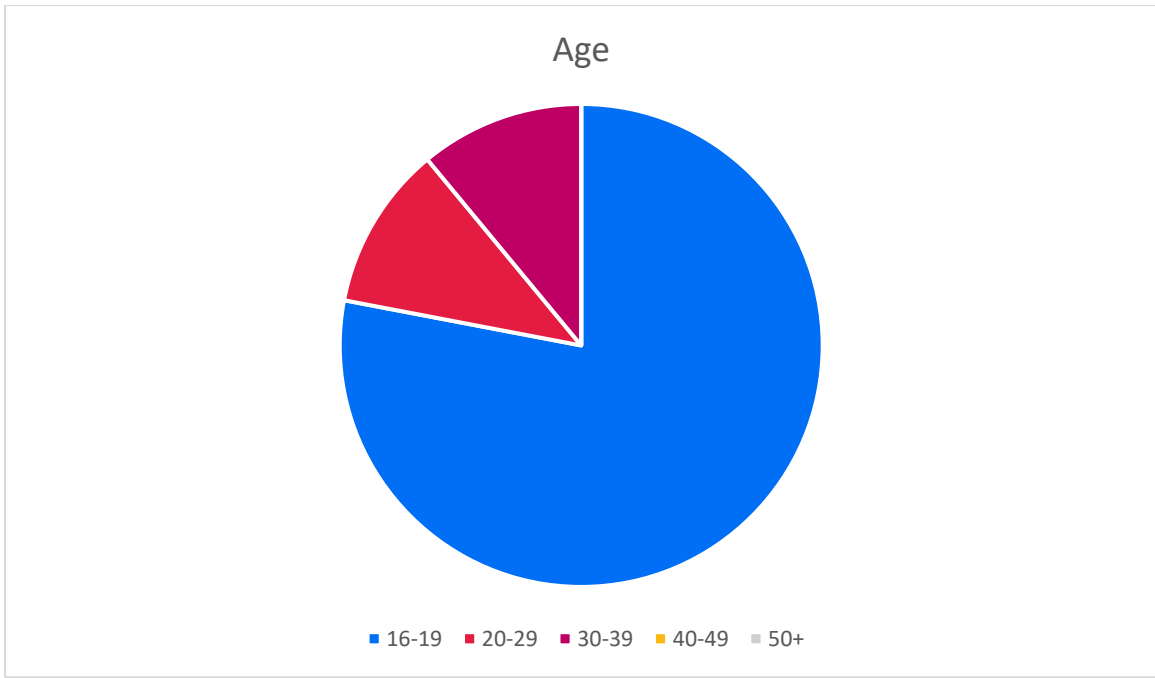


Figure 3. Percentage of apprenticeship withdrawals relating to mental health broken down by age. 77% of the withdrawn learners were in the 16–19-year-old bracket.



Figure 4. Percentage of apprenticeship withdrawals relating to mental health broken down by employer size. The employers Petroc works with in construction are predominantly SMEs, so this result is expected.

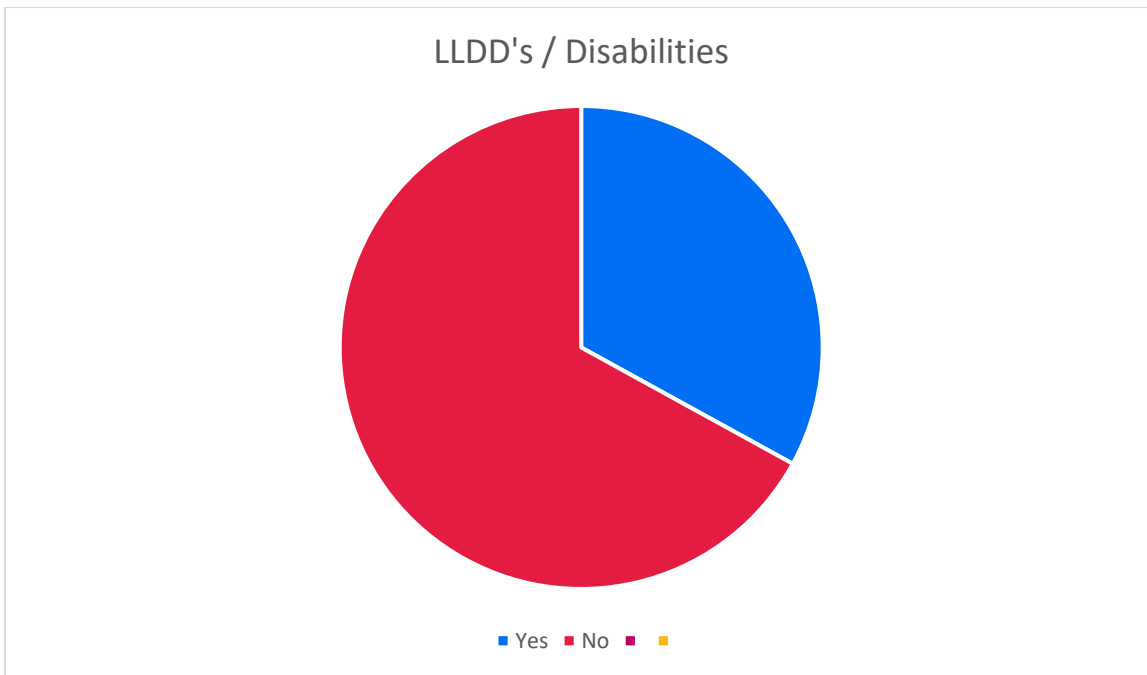


Figure 5. Percentage of apprenticeship withdrawals relating to mental health broken down by having or not having learning difficulties/disabilities.

30% of the withdrawn learners declared a learning difficulty or disability.

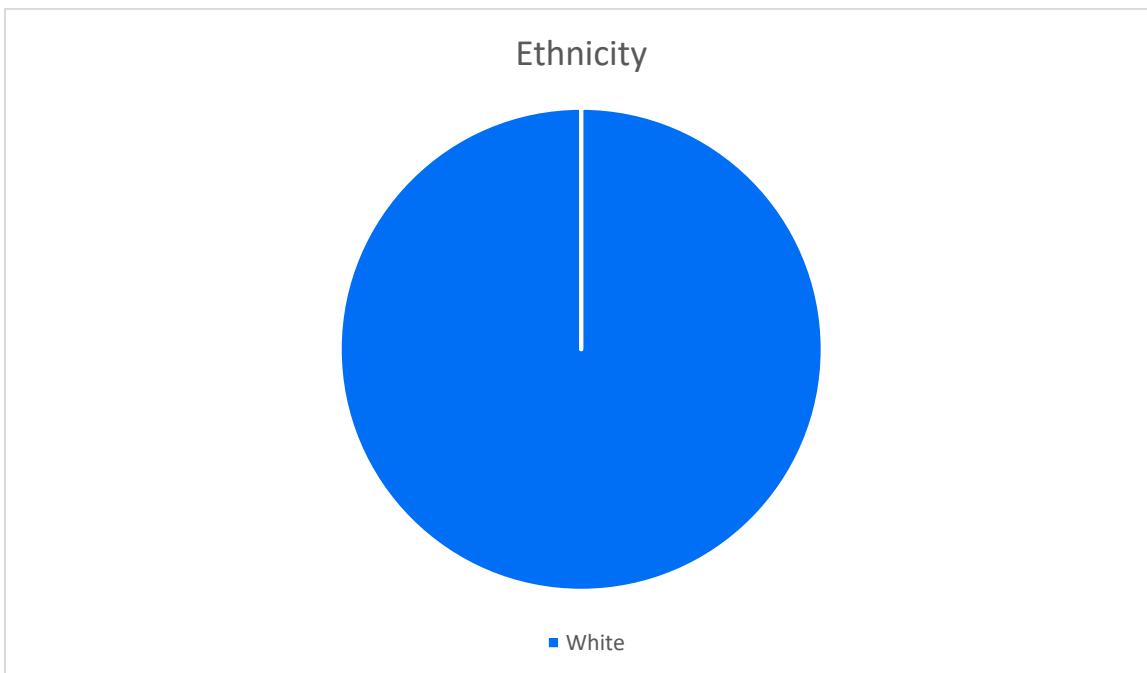


Figure 6. Percentage of apprenticeship withdrawals relating to mental health broken down by ethnicity.

Petroc serves areas with lower than national average numbers of people coming from ethnic backgrounds – this result reflects that demographic.

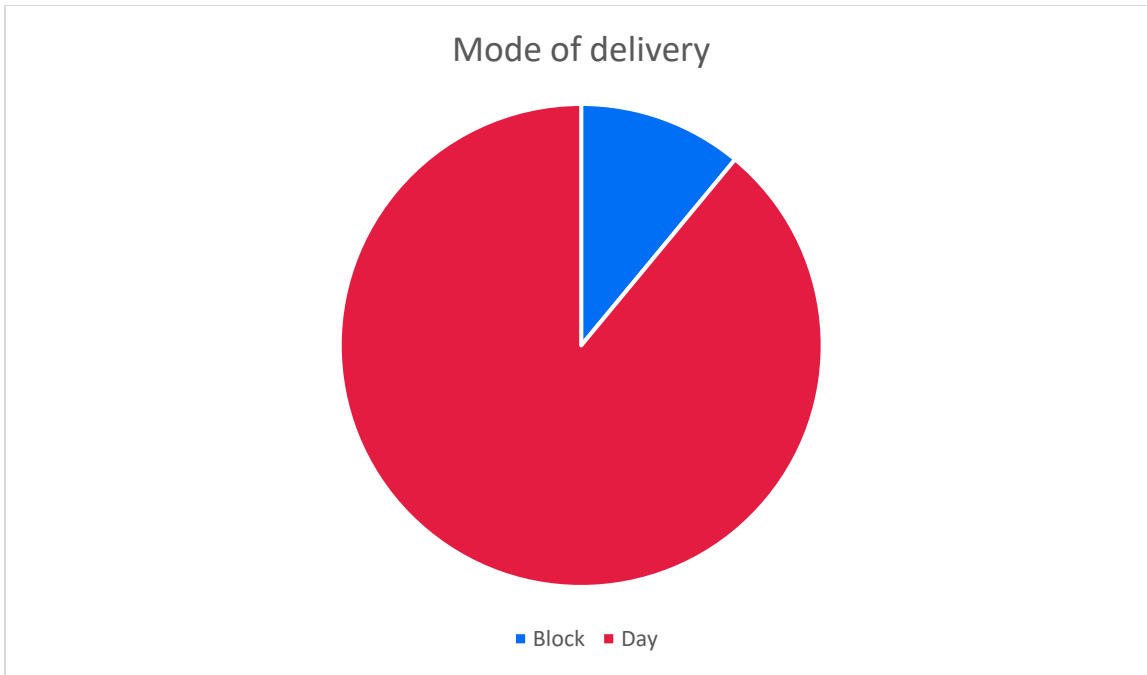


Figure 7. Percentage of apprenticeship withdrawals relating to mental health broken down by mode of delivery.

This is representative of the overall split in Construction between block and day delivery.

The results reflect the demographic of the construction apprentices as a whole. However, the sample size was small and focusses on just one curriculum area. As a starting point it is useful to see the breakdown, but more work needs to be done to fully understand the wider picture around apprenticeships and withdrawal relating to mental health issues. The AWD fund has enabled us to raise awareness of this issue and look at more informative data collection and reporting in future.

## Cross partnership analysis – Mental Health withdrawals

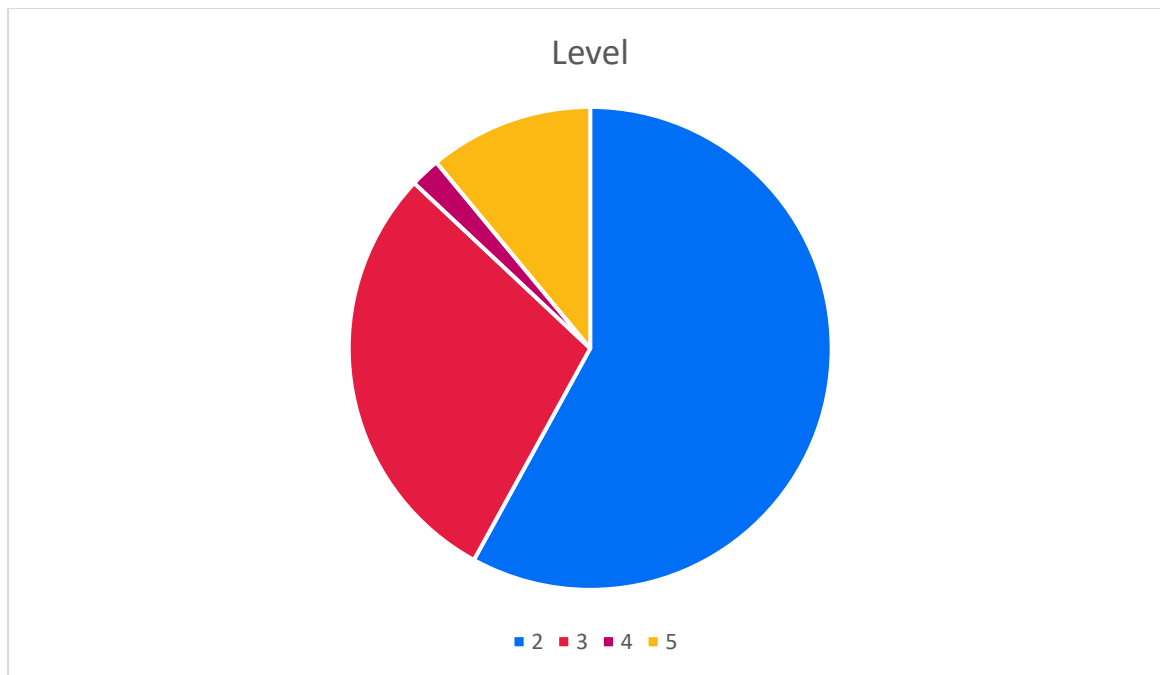


Figure 1. Percentage of apprenticeship withdrawals relating to mental health broken down by level.

The majority of learners (58%) in this sample have withdrawn from their apprenticeship whilst studying at level 2. Thereafter, level 3 learners have withdrawn the most at 29%.

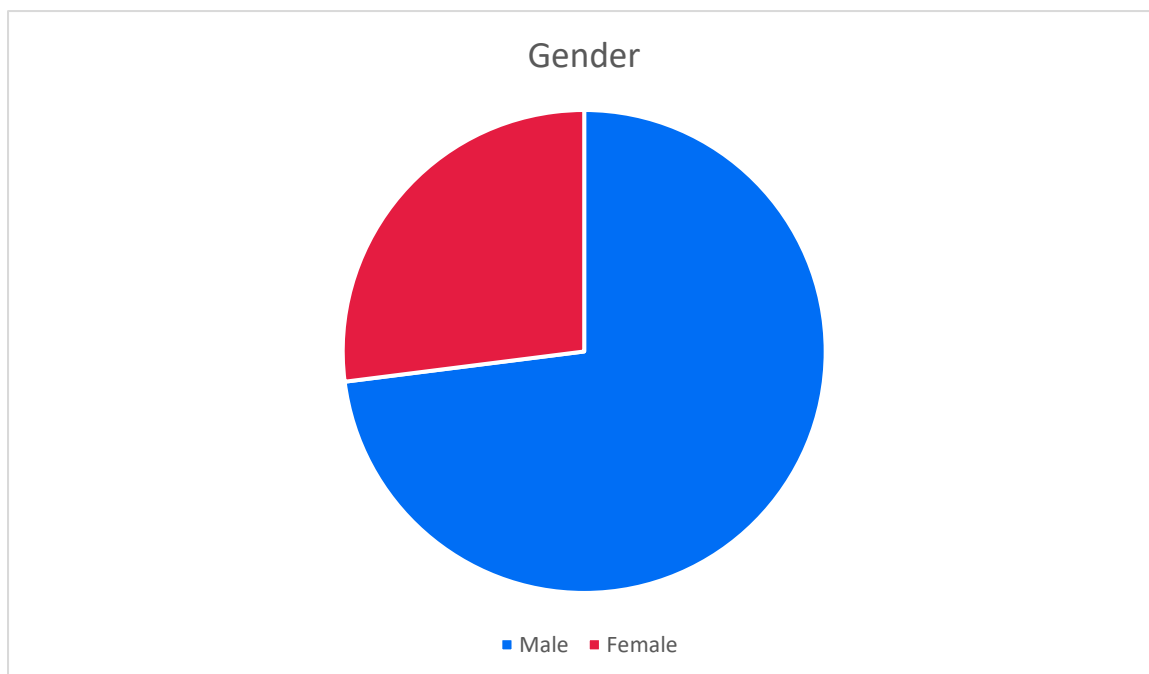


Figure 2. Percentage of apprenticeship withdrawals relating to mental health broken down by gender.

A higher percentage of males (73%) have withdrawn from their apprenticeship relating to mental health compared to females.

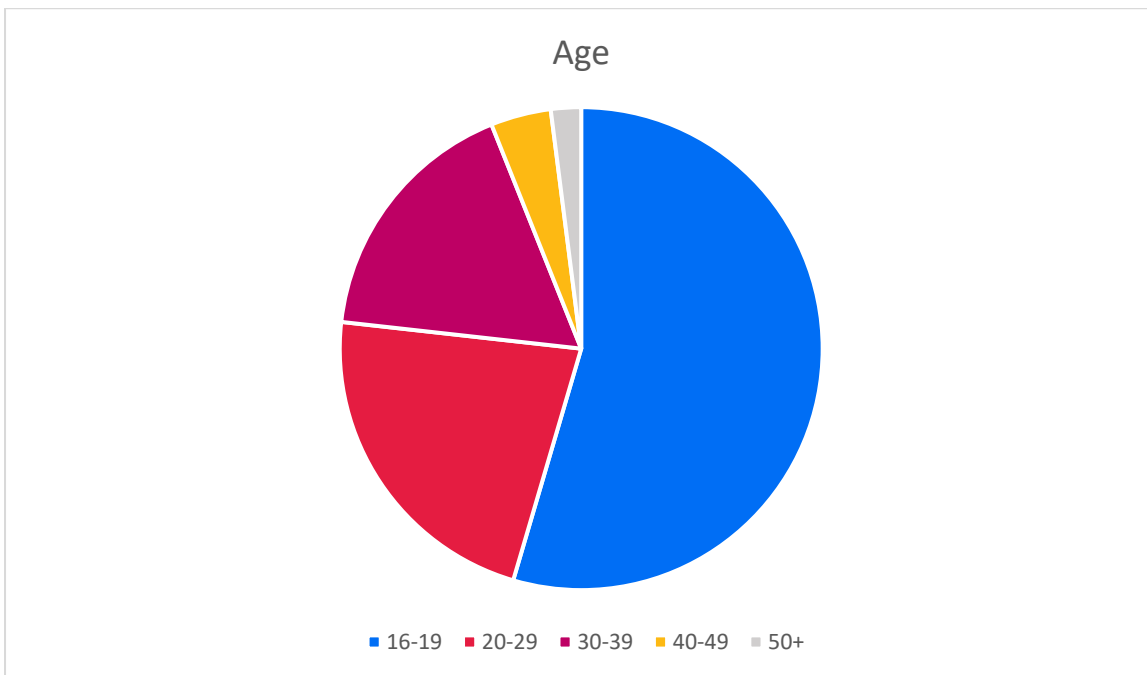


Figure 3. Percentage of apprenticeship withdrawals relating to mental health broken down by age.

The majority of withdrawals are happening within the 16-19 bracket (54%), followed by the 20-29 bracket (22%), the 30-39 bracket (17%), the 40-49 bracket (4%) and finally the 50+ bracket (2%).

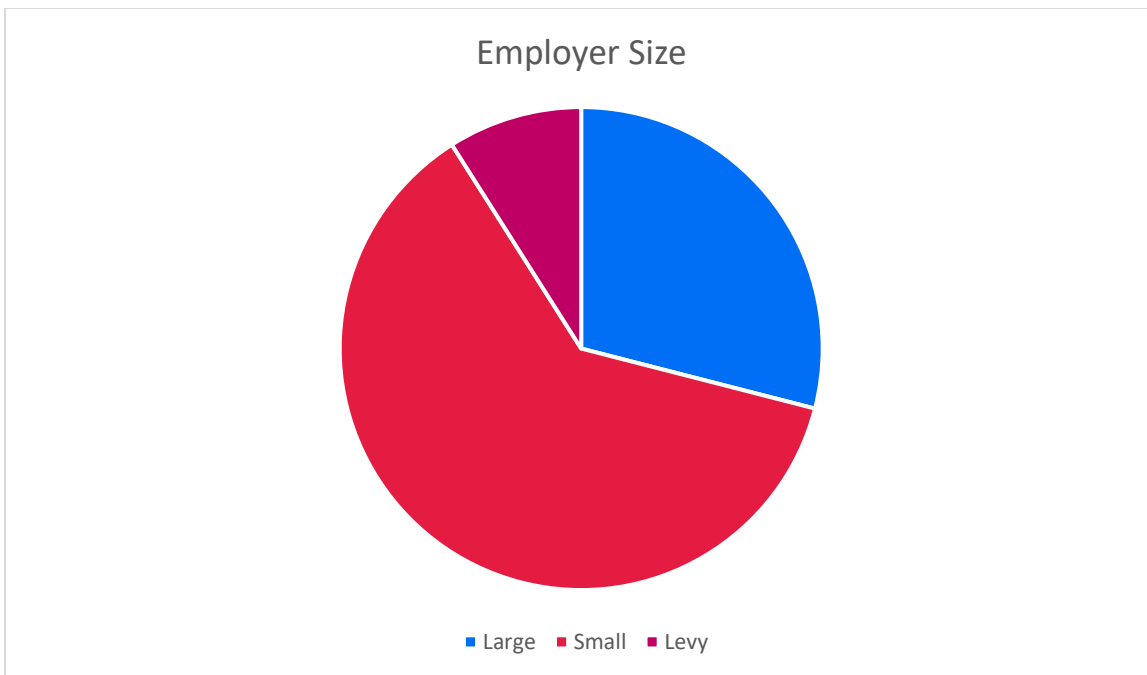


Figure 4. Percentage of apprenticeship withdrawals relating to mental health broken down by employer size.



Although all partners work with significant numbers of large and levy paying employers, the construction sector is characterised with predominantly SMEs, therefore the sample of early withdrawal in fig. 4 reflects the company's CCP & PETROC work with in the construction sector.

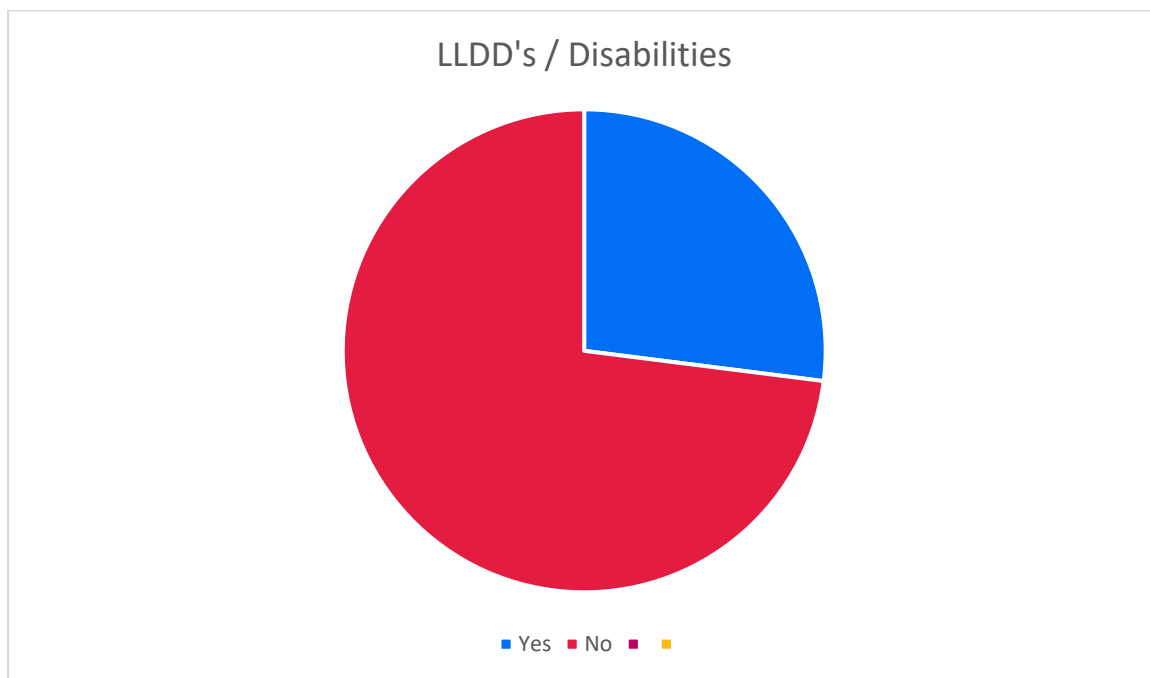


Figure 5. Percentage of apprenticeship withdrawals relating to mental health broken down by having or not having learning difficulties/disabilities.

Most of the learners, 73%, have not had any learning difficulties/disabilities.

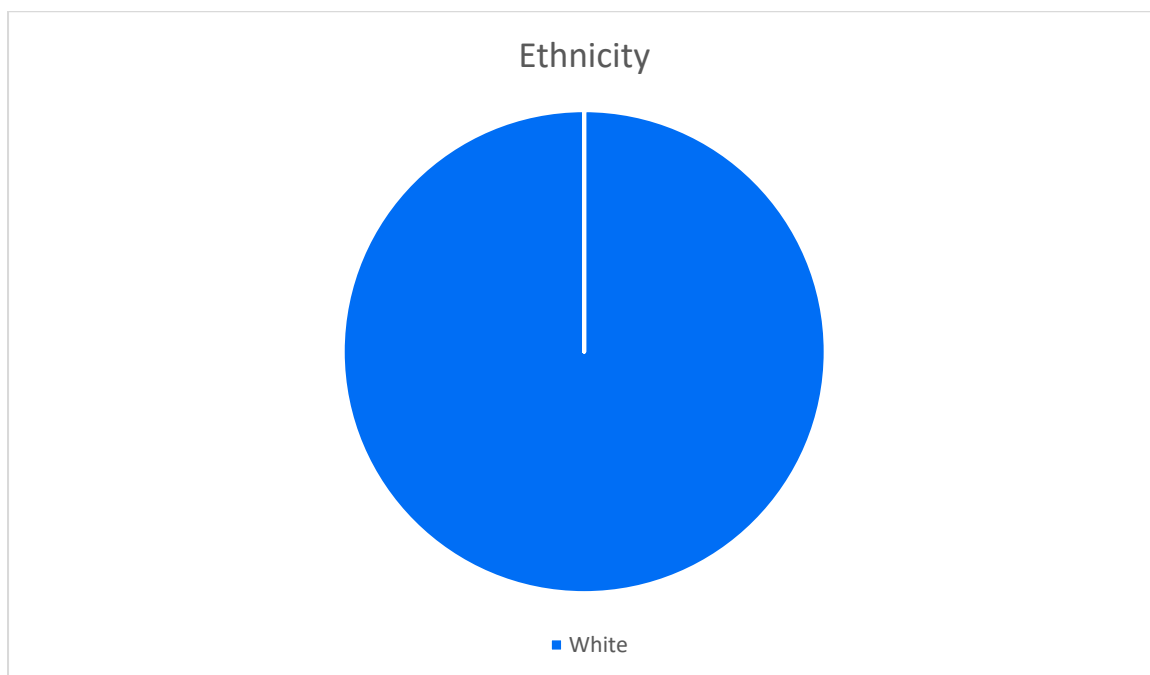


Figure 6. Percentage of apprenticeship withdrawals relating to mental health broken down by ethnicity.

All partner colleges serve areas with lower than national average numbers of people coming from ethnic backgrounds – this result reflects that demographic.

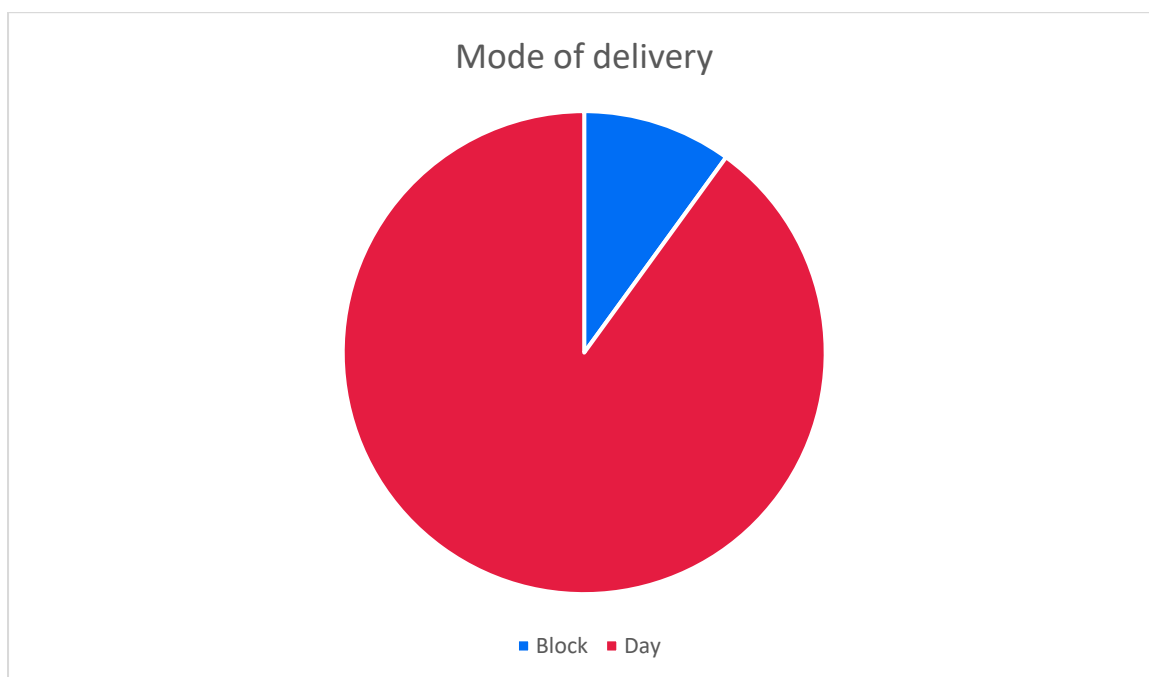


Figure 7. Percentage of apprenticeship withdrawals relating to mental health broken down by mode of delivery.

Out of the sample, 90% of the learners have been on a day-release delivery, meaning that they are in College 1 day per week during the length of the programme as opposed to block-release which is 1 full week in College at varied intervals. CCP and PETROC programmes are predominantly day release.

### Raw Data

		SDC	CCP	PET	Av
<i>Level</i>	2	13%	71%	89%	58
	3	47%	29%	11%	29
	4	7%	0	0	2%
	5	33%	0	0	11
<i>Gender</i>	<i>Male</i>	33%	86%	100%	73
	<i>Female</i>	67%	14%	0	27
<i>Age</i>	16-19	27%	57%	78%	54
	20-29	27%	29%	11%	22
	30-39	27%	14%	11%	17
	40-49	13%	0%	0	4
	50+	7%	0%	0	2
<i>Employer size</i>	<i>Small</i>	13%	72%	100%	62
	<i>Large</i>	73%	14%	0	29
	<i>Levy</i>	13%	14%	0	9
<i>LLDD's &amp; Disabilities</i>	<i>No</i>	67%	86%	67%	73%
	<i>Yes</i>	33%	14%	33%	27%
<i>Ethnicity</i>	<i>White</i>	100%	100%	100%	100
<i>Mode of delivery</i>	<i>Block</i>	20%	0	11%	10%
	<i>Day</i>	80%	100%	89%	90%
<i>Sector</i>	<i>Automotive</i>	7%			
	<i>Business, Law and Professional</i>	33%			
	<i>Children and Young People</i>	7%			
	<i>Construction</i>	7%			

	<i>Engineering</i>	<i>7%</i>			
	<i>Health &amp; Care</i>	<i>13%</i>			
	<i>Health Professions and Nursing</i>	<i>7%</i>			
	<i>Initial Teacher Education</i>	<i>20%</i>			

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