

Accounting for Gender in the Scottish Modern Apprenticeship Programme

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Modern Apprenticeships

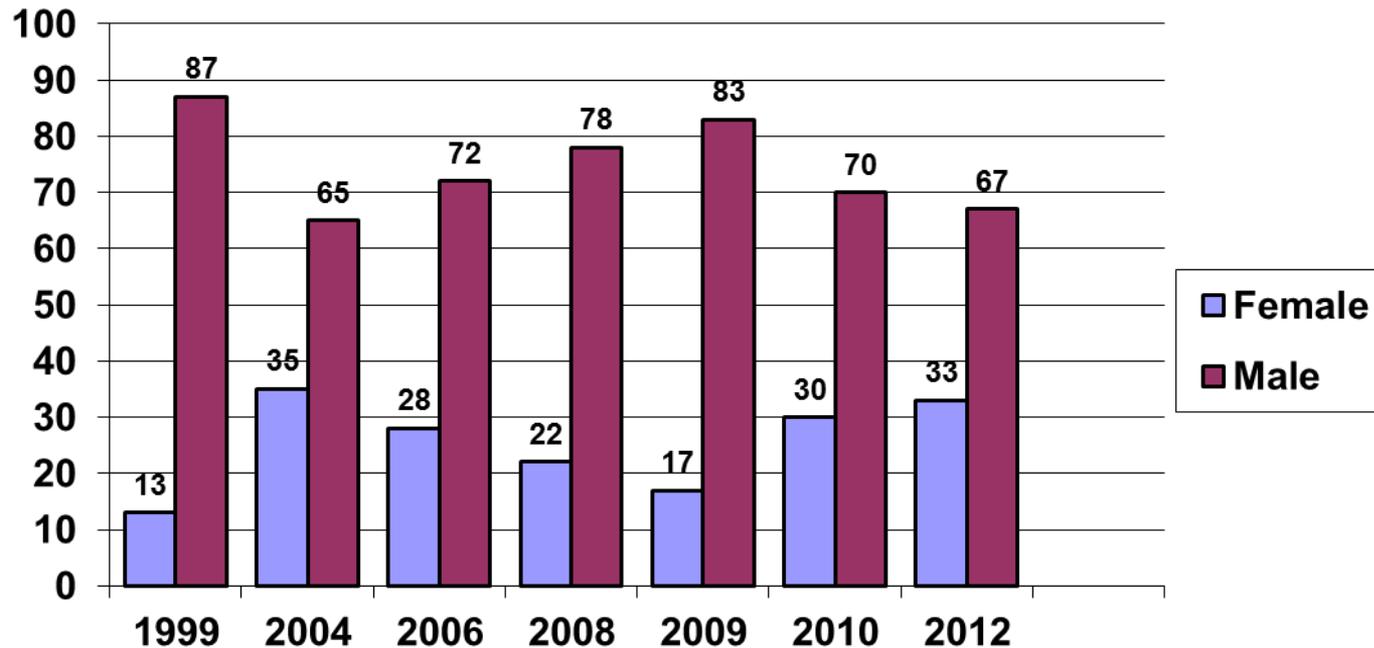
- Publicly funded training programme
- Target group is 16-19 year olds
- SVQ/work based qualification
- Traditional and non-traditional frameworks
- Key labour market entry point
- 'Flagship' policy in intermediate skills

Gender and MAs

- SWBG 2002 – low participation of women and occupational segregation
- EOC launches UK Gender Formal Investigation (GFI) in September 2003
- GFI Scotland reports February 2005
- 5 sectors – childcare (EYC&E), ICT, construction, engineering and plumbing
- Occupational segregation found to be severe (although lack of data in public domain)

Female Participation

Modern Apprenticeships - trainees by gender



Gender and age profile 2012/13

	Total number	Female %
All MAs	35,906	33%
MA 16-19	21,777	31%
MA 20-24	7,291	44%
MA 20+	6,838	30%

Occupational Segregation

Female Participation within Largest 12 MA Frameworks: 2008-2012

Framework	2008-09	2009-10	2010-11	2011-12	2012-12
	% Female	% Female	% Female	% Female	% Female
Construction	1%	1%	2%	1%	2%
Engineering	2%	2%	3%	3%	3%
Electrotechnical	1%	1%	1%	1%	1%
Vehicle Maintenance & Repair	1%	2%	1%	2%	2%
Plumbing	2%	2%	2%	2%	2%
Business & Administration	84%	81%	74%	74%	75%
Hospitality	46%	50%	51%	53%	52%
Hairdressing	95%	95%	93%	93%	93%
Health & Social Care	86%	87%	86%	85%	87%
Retail	68%	50%	66%	62%	58%
Early Years Care & Education	99%	98%	98%	97%	98%
Management	45%	47%	45%	42%	45%

Occ Seg Outcomes

Traditional versus non-traditional -

- McIntosh (2007) – average wage increase for construction MA 32%, retail MAs have *no effect* on wages (England)
- Walker and Zhu (2007) – men can expect an wage increase of just over 20%, women can expect just under 10%, after completion of MA
- Fong and Phelps (2008) – 21% gender pay gap in English apprenticeships

Resource Allocation

- In 2012 SDS spent £58.4m on MAs (€67.6m)
- Difference *between* occupational frameworks (e.g. Customer service £3000, engineering and gas £9000)
- Difference *within* occupational frameworks (e.g. Construction 16-19 years £7500, 20+ years £3500)
- Evidence of gender bias in spending between traditional and non-traditional frameworks and between 'young' and 'adult' MAs

Funding Commitments

- Scottish Government suspends funding for adult MAs (new starts) from 2008 *except in construction and engineering*
- Female participation drops in 2009
- *'Adopt/Safeguard/Invest in An Apprentice'*
- 'Refreshed' Skills Strategy 2010 – 20,000 new MAs (5000 all-age) to be funded in 2010-11
- Draft Budget 2010 - 25,000 Modern Apprenticeships in 2011-12 and 2012-13

Issues to consider...

- Economic context – recession, spending restraint
- Policy context - increasing numbers of apprentices but little emphasis on outcomes
- Modern Apprenticeships could be a force for positive change - large evidence base in terms of gender
- Example of policy where ‘gender neutral’ approach has meant investment of public funds biased towards men

ESRC funded project

- Knowledge exchange programme (partnership with Close the Gap)
- Gender budgeting approach – challenge the assumption of gender neutrality in the resource allocation process
- Commitment by Scottish government in applying gender mainstreaming agenda to the budget process

Quotes from Draft Budget 2012-13

“We recognise that equality is an important driver of growth and that inequality detracts from our economic performance and our social wellbeing. We make it clear in our Economic Strategy, the importance of increasing barriers to participation in the labour market, removing the structural and long-standing barriers which limit opportunities and harnessing diversity and wealth of talent we have available to us as a nation” (Equality Statement on Draft Budget 2012-13, page 10)

“This budget has a strong focus on young people with investment in measures to address youth unemployment and increase the life chance and experiences of young people in Scotland... In this context we recognise the diversity of young people and will be interested to see what investment in measures such as the Modern Apprenticeship can offer to tackling occupational segregation” (page 11)

Aims of ESRC funded project

- No tool currently in use by public bodies to assess expenditure by gender impact
- GIA of Modern Apprenticeships doesn't consider spending allocations (or the potential link between spending and inequalities)
- Develop a GIA tool for public sector bodies using MAs as a worked example
- Dissemination, engagement and impact

Methodology

Phase One:

- Desk based review of existing research on gendered nature of Modern Apprenticeships in Scotland
- Maximum of ten elite interviews with stakeholder organisations to investigate current funding mechanisms

Phase Two:

- Development of the GIA tool based on Commonwealth Secretariat's Gender Budget Initiative Tool 2 (also Rake 2000)

Phase Three:

- Dissemination at two events, one public, one invited guests

References

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- Rake, K (2000) 'Into the mainstream? Why gender audit is an essential tool for policymakers', *New Economy*, Vol. 7 No. 2
- Walker, I and Y Zhu (2007) 'The Labour Market Effects of Qualifications' Glasgow: Futureskills Scotland