

**ECONOMY AND LABOUR MARKET**

# **Job-related training in Scotland**

Statistics from the ONS Annual Population  
Survey,  
first published 07 June 2023

# Key Points

The statistics in this publication relate to the number and percentage of people in employment aged 16 to 64 who participated in job-related training in the last 3 months in January to December 2022 in Scotland.

The proportion of people in employment aged 16 to 64 who participated in job-related training in the last 3 months has increased from 23.5 per cent in 2021 to 25.5 per cent in 2022. This represents a statistically significant change over the year.

Participation in job-related training is slightly higher in Scotland (25.5 per cent) compared with the UK as a whole (24.2 per cent).

In Scotland participation in job-related training by group for those in employment was higher:

- for women (27.9 per cent) compared with men (23.1 per cent)
- for disabled people (28.0 per cent) compared with non-disabled (25.0 per cent)
- for white groups (26.0 per cent) compared with minority ethnic groups (17.9 per cent)
- in the public (34.6 per cent) and third sector (40.0 per cent) compared with those employed in the private sector (20.8 per cent)
- for those who worked for large-sized employers (30.0 per cent) compared to medium (27.9 per cent) and small-sized employers (24.4 per cent)

Most people in employment who reported participating in job-related training in the last four weeks, participated in 'on the job' training (54.7 per cent) rather than away from the job.

In 2022, the industries with the highest proportion of people in employment who participated in job-related training were Health and social work (40.0 per cent), Public admin and defence (32.7 per cent) and Education (30.9 per cent).

The data provided in this publication can be found in supporting tables. Where possible the tables provide data for each individual year.

## Contents

<b>Key Points</b> .....	<b>2</b>
<b>About this publication</b> .....	<b>4</b>
Important Note .....	4
Labour Market Transformation .....	5
Job-related training Definition .....	5
<b>Overview</b> .....	<b>6</b>
<b>Equality characteristics</b> .....	<b>7</b>
Sex .....	7
Age .....	8
Disability .....	9
Ethnicity .....	10
<b>Industry of Employment</b> .....	<b>11</b>
Public/Private/Third Sector .....	11
Employer Size .....	12
Industry .....	14
<b>Type of Training</b> .....	<b>15</b>
<b>Further Information</b> .....	<b>17</b>
Reliability of estimates .....	17
Confidence Intervals .....	17
Statistical Significance .....	17
Quality Assurance .....	18
Context .....	18
<b>Concepts and Definitions</b> .....	<b>20</b>
<b>Tell us what you think</b> .....	<b>23</b>
<b>An Official Statistics Publication for Scotland</b> .....	<b>23</b>
Correspondence and enquiries .....	23
How to access background or source data .....	23
Complaints and suggestions .....	24
Crown Copyright .....	24

# About this publication

This publication contains Scottish labour market statistics for January to December 2022. Estimates presented are for those in employment who participated in job-related training and from the Office for National Statistics (ONS) Annual Population Survey (APS).

The APS combines the Labour Force Survey (LFS) and the English, Welsh and Scottish LFS boosts. This provides a larger annual sample of households in Scotland and the United Kingdom. Compared to the quarterly LFS, the annual APS provides more statistically robust estimates. This is especially true for local areas and smaller populations such as breakdowns by protected characteristics. The APS is the National Statistics source for labour market indicators by region and smaller groups of the population.

## Important Note

Since August 2021, APS responses for periods April 2019 to March 2020 and onwards use weights derived from new populations. The new populations incorporate growth rates from HM Revenue and Customs Real Time Information (RTI). This was to allow for the different trends during the coronavirus (COVID-19) pandemic. The new weightings gave improved estimates for both rates and levels.

In July and September 2022, APS responses for the periods outlined above were reweighted again using updated [HM Revenue and Customs \(HMRC\) Real Time Information \(RTI\) data](#). The ONS have written an [article](#) which provides further information on the reweighting exercise.

The UK and Scottish Governments introduced policies in relation to the COVID-19 pandemic in 2020. Some of these policies were still in place during the periods of the 2021 and 2022 APS estimates. The impact of these policies are likely to be seen in the estimates for these years.

Between April 2020 and the end of September 2021 some employees were furloughed. These employees were classed as employed, but temporarily away from work. This definition is consistent with labour market definitions as outlined by [ONS](#).

The population totals used for the 2021 and 2022 APS estimates use projected growth rates from real-time information (RTI) data for UK, EU and non-EU populations based on 2021 patterns. The total population used for the APS therefore does not take into account any changes in migration, birth rates, death rates, and so on since June 2021, so levels estimates may be under or over estimating the true values and should be used with caution. Estimates of rates will, however, be robust.

ONS carried out the original collection and analysis of the Annual Population Survey data. ONS bear no responsibility for their further analysis and interpretation.

## **Labour Market Transformation**

ONS are transforming the LFS. They have published a [Labour market transformation article](#) providing an update on the transformation of labour market statistics.

ONS also welcome any feedback on this latest update and their plans. Please email them at [labour.market.transformation@ons.gov.uk](mailto:labour.market.transformation@ons.gov.uk) to tell them what you think.

## **Job-related training Definition**

Estimates for job-related training are presented using self-reported information to questions on the ONS Annual Population Survey.

Job-related training is a combination of work and preparing for work. It can include the number of people in employment who have reported participating in on-the-job training, training away from the job and pre-employment training.

In this publication, job-related training refers to the proportion of people in employment aged 16 to 64 who reported they had participated in job-related training in the last three months. This excludes full-time students.

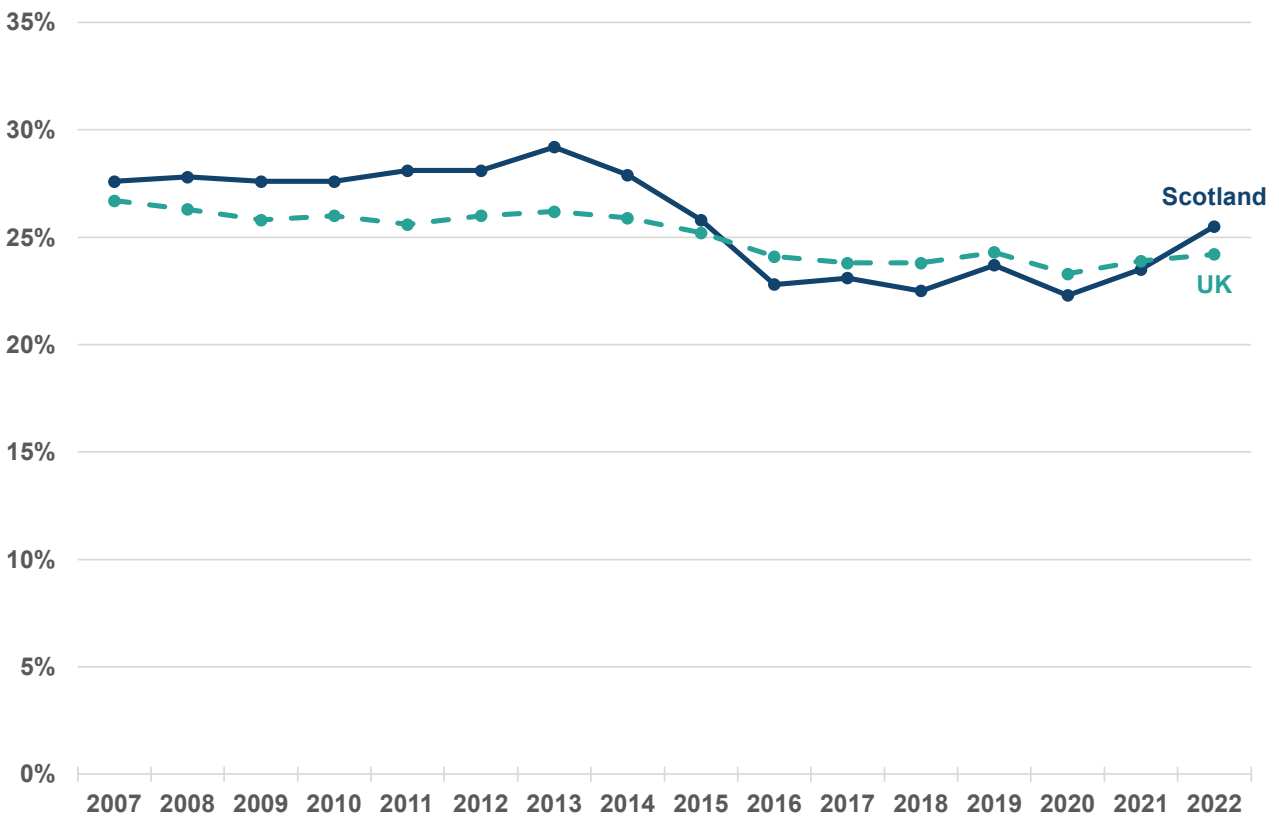
# Overview

In Scotland, an estimated 617,900 people in employment aged 16 to 64, excluding those in full-time education, participated in job-related training in the last 3 months. 25.5 per cent of all 16 to 64 year olds in employment excluding full-time students.

An estimated 1,805,100 people in employment aged 16 to 64 did not participate in job-related training in the last 3 months (74.5 per cent), 57,400 of whom were studying for a qualification which wasn't related to their job.

The proportion of people in employment (16 to 64 years) in Scotland who participated in job-related training has decreased over time, in particular falling between 2011 and 2016 and has been similar to the UK since 2015.

Chart 1: Proportion of people in employment (16-64) who participated in job-related training in last 3 months, Scotland and UK, 2007 to 2022



Source: Annual Population Survey, January to December, ONS

# Equality characteristics

When looking at equality characteristics, it can give an insight into which groups of the population are more likely to receive job-related training than others. Breakdowns by sex, age, disability and ethnicity are provided in this section.

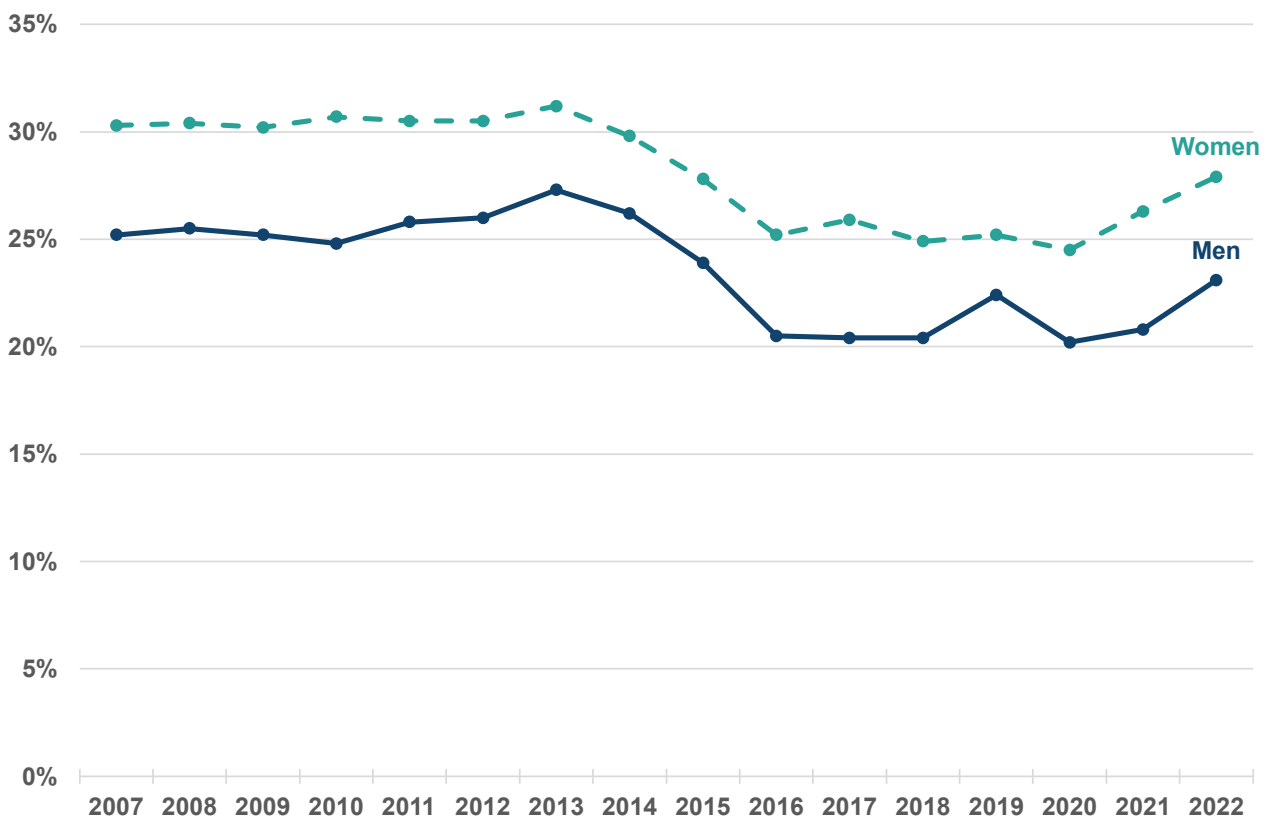
## Sex

Since the series began, women have been more likely to participate in job-related training than men.

In 2022, an estimated 333,900 women and 283,900 men reported participating in job-related training.

In 2022, the gap between the proportion of women and proportion of men who participated in job-related training was 4.8 percentage points, with 27.9 per cent of women in employment participating in job-related training compared to 23.1 per cent of men.

Chart 2: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by sex, Scotland, 2007 to 2022



Source: Annual Population Survey, January to December data, ONS

## Age

The proportion of people in employment who participated in job-related training is slightly higher for 16 to 24 year olds than any other age group.

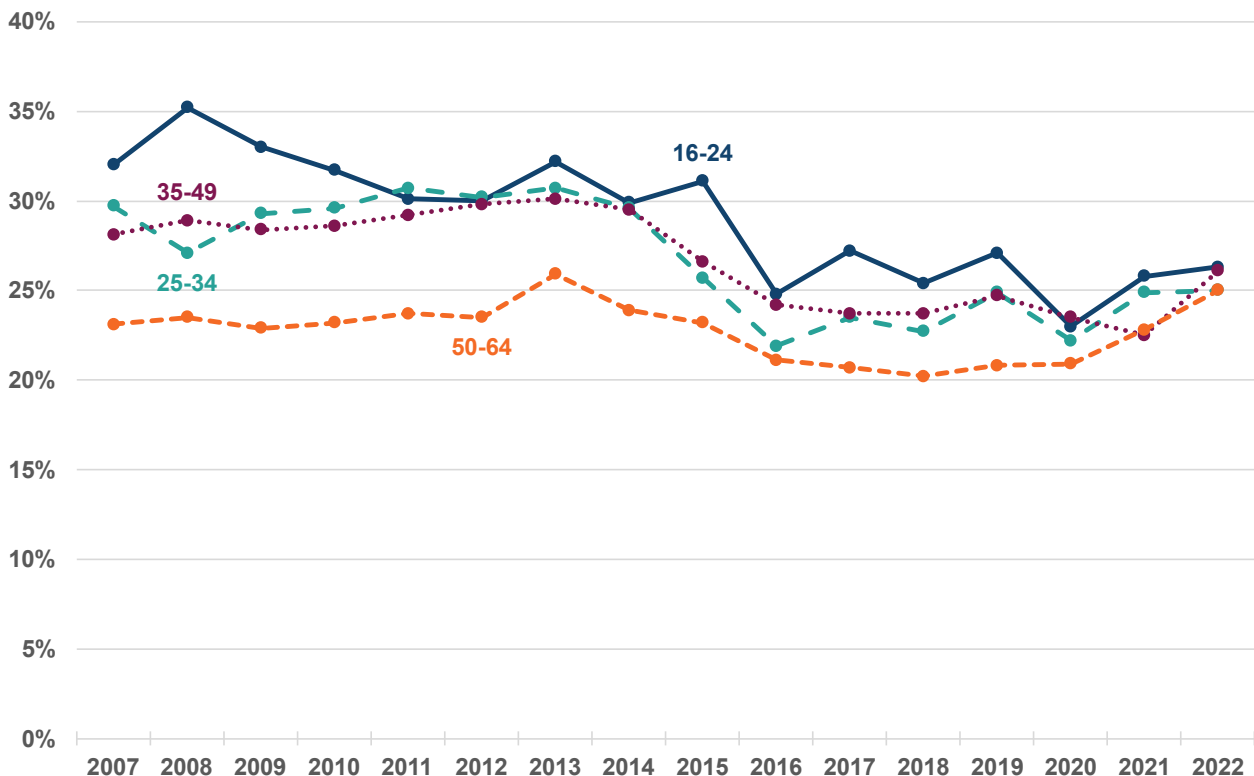
In 2022, an estimated:

- 59,700 16-24 year olds (26.3 per cent of all people in employment aged 16 to 24)
- 150,000 25-34 year olds (25.0 per cent)
- 214,900 35-49 year olds (26.1 per cent)
- 193,300 50-64 year olds (25.0 per cent)

participated in job-related training.

The proportion of people in employment who participated in job-related training has reduced in all age groups, except 50-64 year olds, since the series began in 2007.

Chart 3: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by age, Scotland, 2007 to 2022



Source: Annual Population Survey, January to December data, ONS



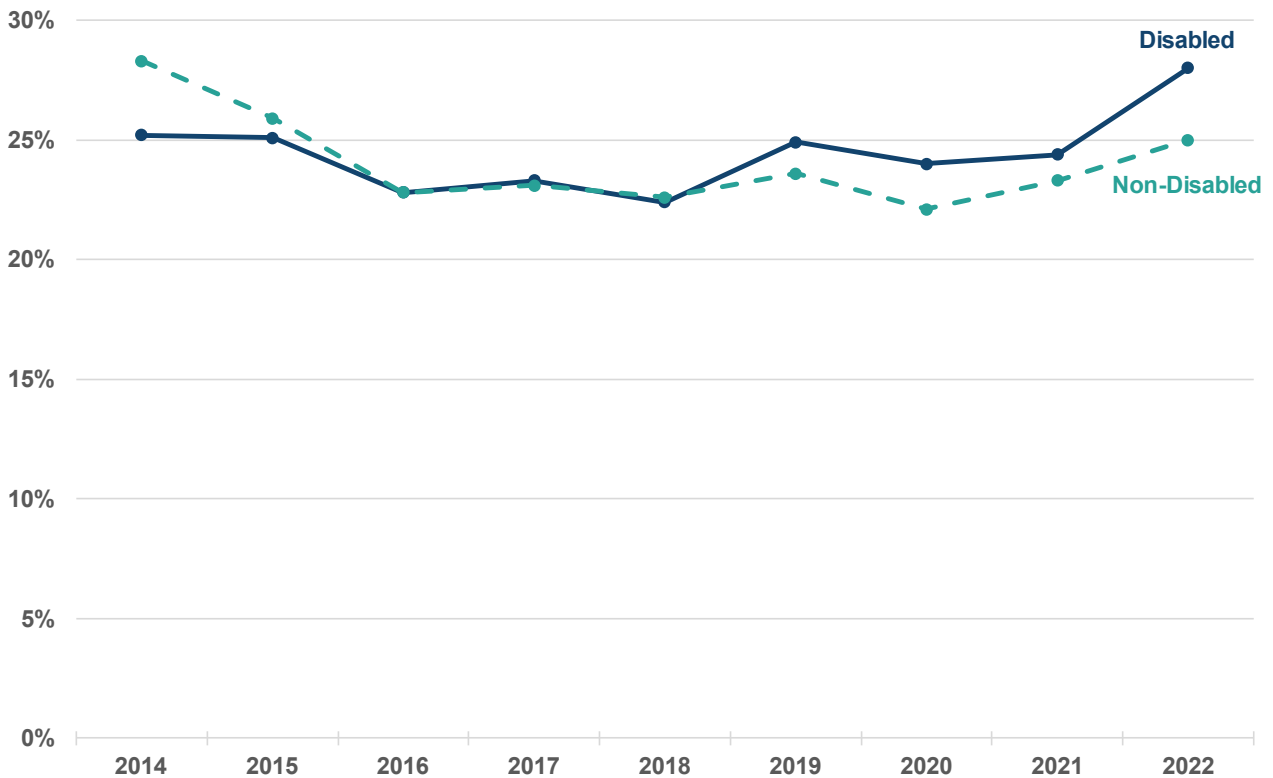
## Disability

In 2022, an estimated 117,700 disabled people in employment and 497,900 non-disabled people in employment participated in job-related training.

The proportion of people in employment who participated in job-related training was higher for disabled people (28.0 per cent) than non-disabled people (25.0 per cent).

The proportion of people in employment who participated in job-related training has been higher for disabled people than non-disabled people since 2019.

Chart 4: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by disability, Scotland, 2014 to 2022



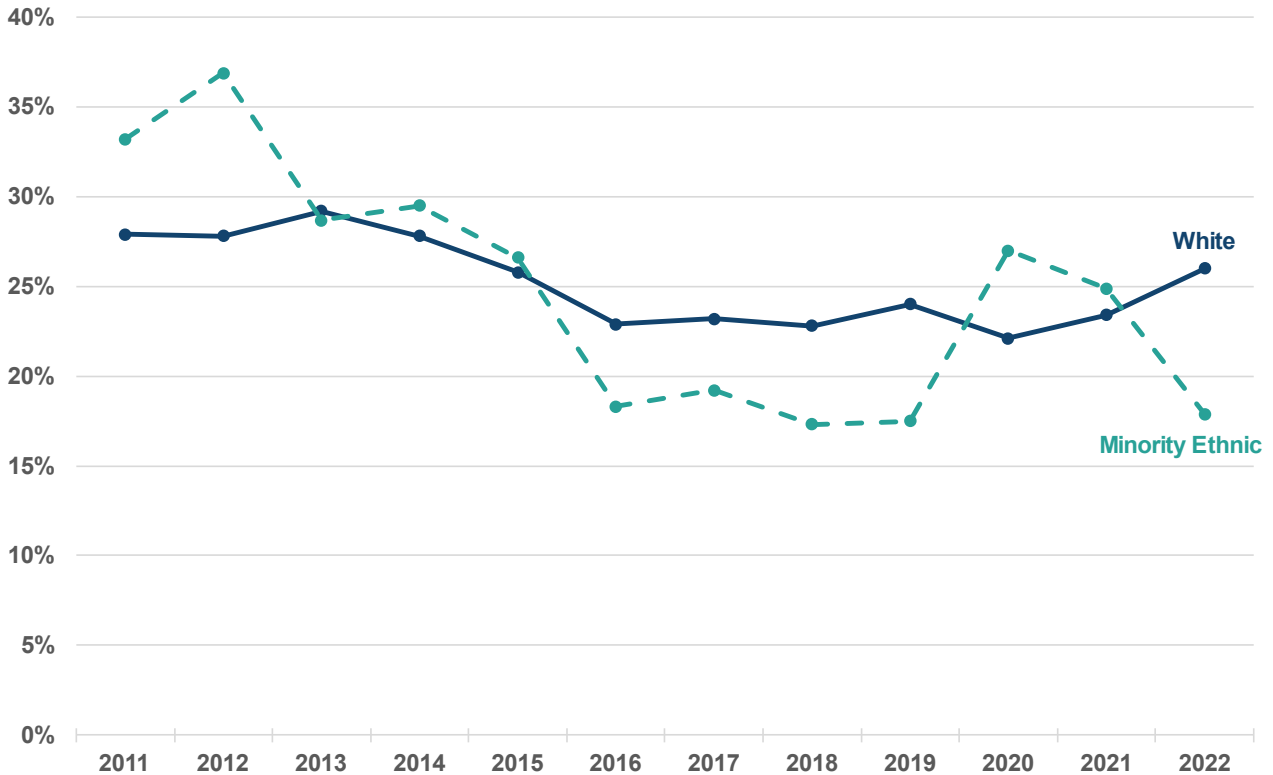
Source: Annual Population Survey, January to December, ONS

## Ethnicity

In 2022, an estimated 25,800 people in employment from minority ethnic groups and 592,100 from white groups participated in job-related training.

The proportion of people in employment who participated in job-related training was higher for white groups (26.0 per cent) than for minority ethnic groups (17.9 per cent).

Chart 5: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by ethnicity, Scotland, 2011 to 2022



Source: Annual Population Survey, January to December, ONS

# Industry of Employment

## Public/Private/Third Sector

Since 2009, people who work in the private sector have been less likely to participate in job-related training than those in the public or third sector.

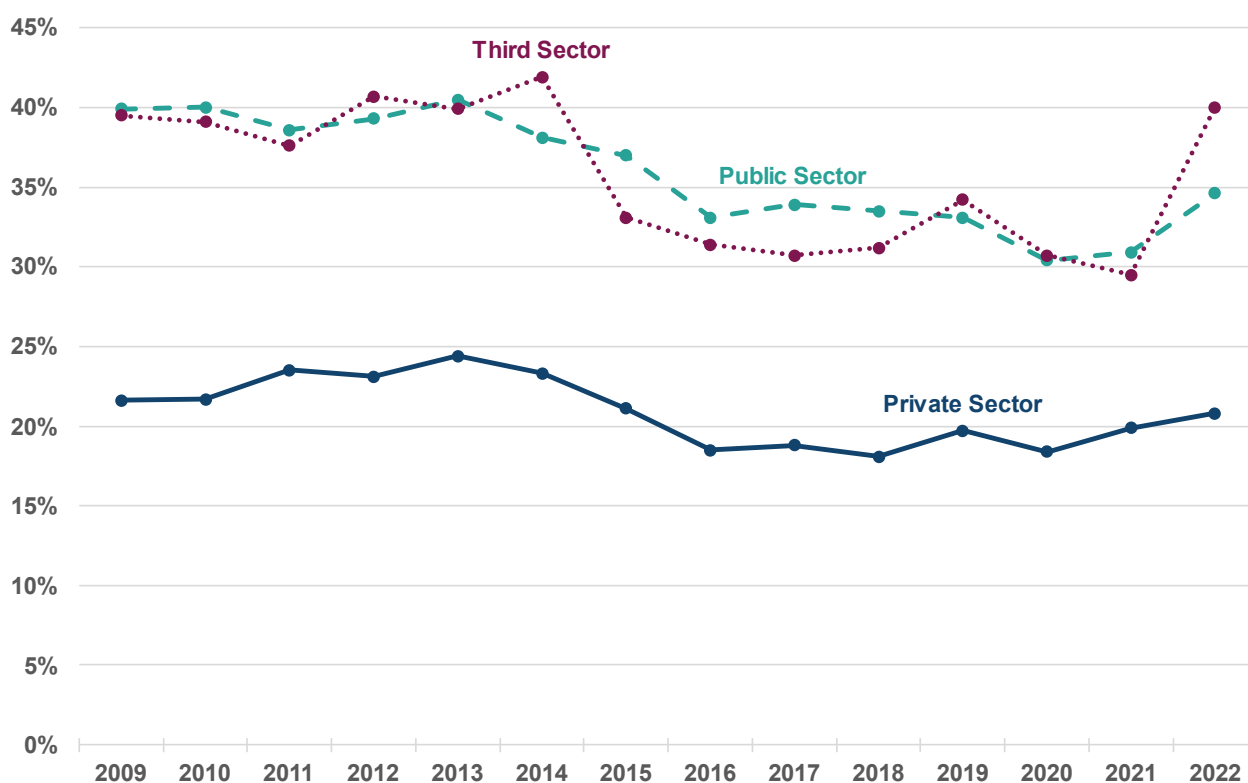
In 2022, an estimated:

- 336,100 (20.8 per cent) people employed in the private sector
- 244,500 (34.6 per cent) people employed in the public sector
- 36,700 (40.0 per cent) people employed in the third sector

participated in job-related training.

The proportion of people in employment participating in job-related training in 2022 was higher than in 2021 for all sectors. It rose from 19.9 per cent to 20.8 per cent in the private sector, from 30.9 per cent to 34.6 per cent in the public sector and from 29.5 per cent to 40.0 per cent in the third sector. The changes over the year for the public sector and third sector represent statistically significant changes.

Chart 6: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by Public, Private and Third sector, Scotland, 2009 to 2022



Source: Annual Population Survey, January to December, ONS

## Employer Size

The proportion of people in employment participating in job-related training was higher for those who worked for large-sized employers compared to those who worked for small-sized employers.

For these estimates, a small-sized employer has been defined as having below 50 employees at workplace, a medium-sized employer as having between 50 to 250 employees at workplace and a large-sized employer as having over 250 employees at workplace.

Employer size is self-reported and may not be consistent with estimates of employer size reported from business sources.

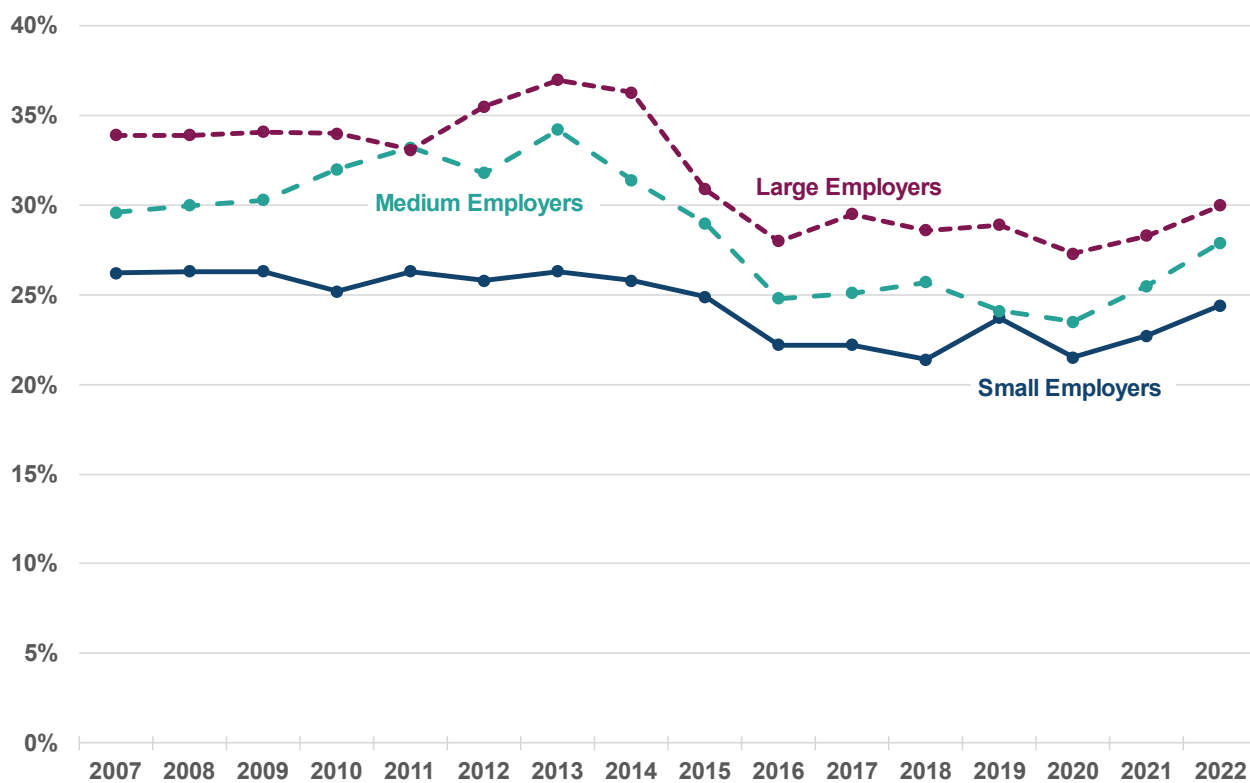
In 2022, an estimated:

- 242,300 (24.4 per cent) people who worked for small-sized employers
- 136,200 (27.9 per cent) people who worked for medium-sized employers
- 170,400 (30.0 per cent) people who worked for large-sized employers

participated in job-related training.

The proportion of people in employment participating in job-related training in 2022 was higher than in 2021 for all sized employers. It rose from 22.7 per cent to 24.4 per cent for those who worked for small-sized employers, from 25.5 per cent to 27.9 per cent for those who worked for medium-sized employers and 28.3 per cent to 30.0 per cent for those who worked for large-sized employers.

Chart 7: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by employer size, Scotland, 2007 to 2022



Source: Annual Population Survey, January to December, ONS

## Industry

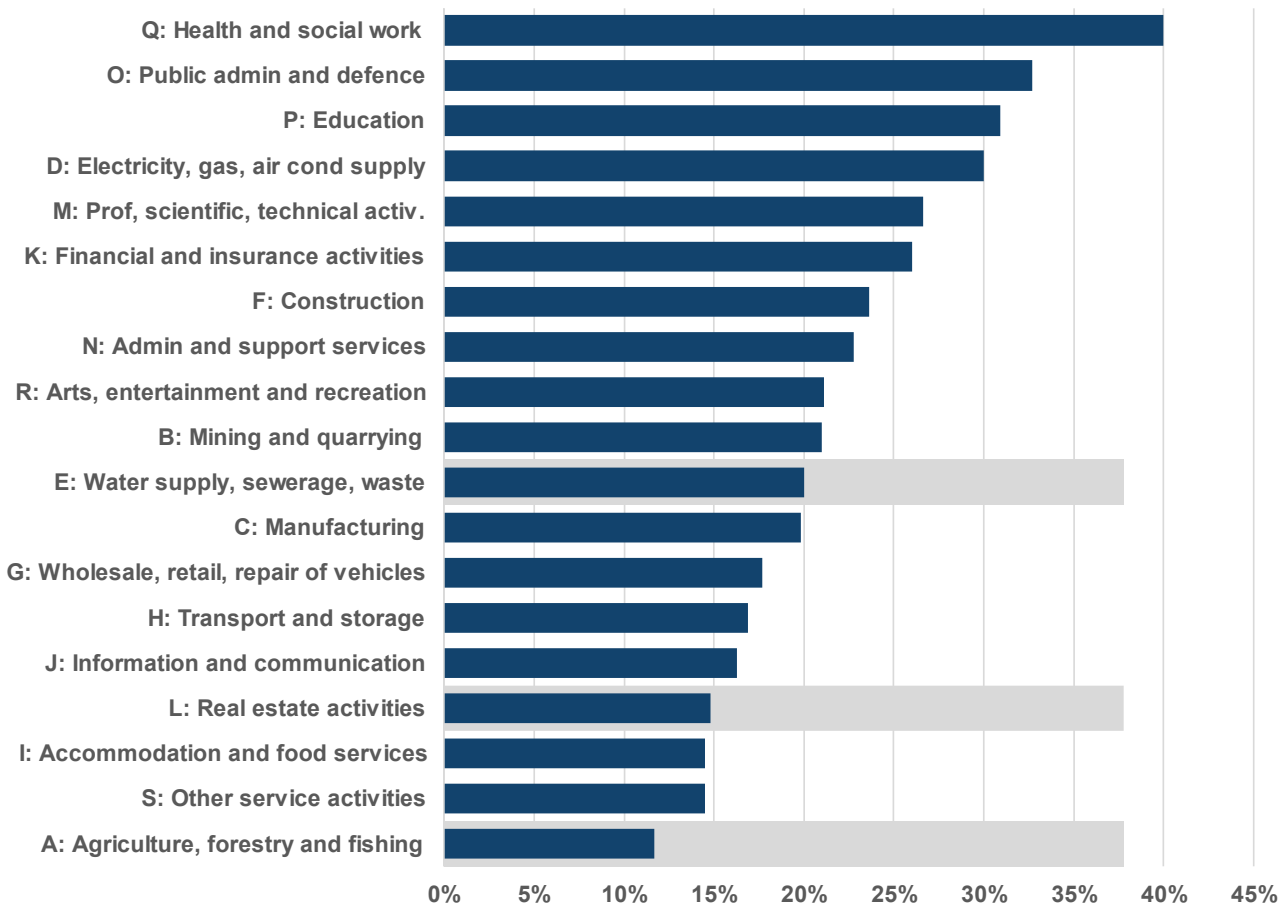
The proportion of people in employment who participate in job-related training varies by industry.

In 2022, the industries with the highest proportion of people in employment participating in job-related training were Health and social work (40.0 per cent), Public admin and defence (32.7 per cent) and Education (30.9 per cent).

In 2022, the industries with the lowest proportion of people in employment participating in job-related training were Agriculture, forestry and fishing (11.7 per cent); Other service activities and Accommodation and food services (both 14.5 per cent).

The estimate for Agriculture, forestry and fishing is based on a small sample size. Therefore, this estimate should be used with caution.

Chart 8: Proportion of people in employment (16-64) who participated in job-related training in last 3 months by industry, Scotland, 2022



Source: Annual Population Survey, January to December 2022, ONS

Note: Estimates with a grey background are based on a small sample size. This may result in less precise estimates, which should be used with caution.

# Type of Training

Type of training analysis shows those who participated in job-related training in the last four weeks and described the training offered by their employer as ‘on the job’, ‘away from the job’ or ‘both’.

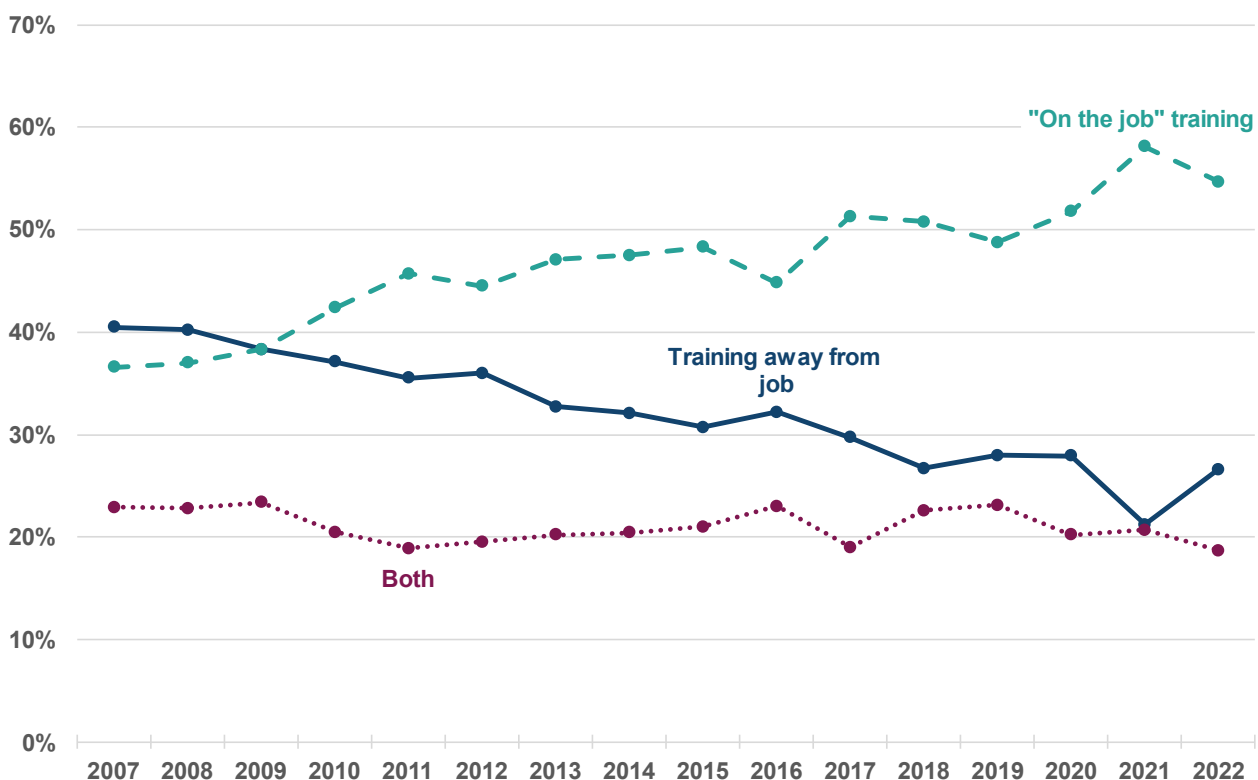
‘On the job training’ means learning by example and practice while actually doing the job. Any training conducted in a classroom or training section, even if on the employers premises is not ‘on the job training’.

Since 2007, the proportion of training that occurs ‘on the job’ has increased. Whilst the proportion of training away from the job has decreased. The proportion who participate in both types of training has stayed fairly constant.

In 2022, most people in employment who reported participating in job-related training in the last four weeks, participated in ‘on the job’ training (54.7 per cent), 26.6 per cent trained away from their job and 18.7 per cent did both.

‘On the job’ training peaked in 2021 (58.1 per cent) with an estimated 196,700 people in employment participating in ‘on the job’ training in the last four weeks.

Chart 9: Proportion of people in employment (16-64) who participated in job-related training in last four weeks by training type, Scotland, 2007 to 2022



Source: Annual Population Survey, January to December 2022, ONS

Further information is provided, in the ONS Labour Force Survey, for those in employment who undertook job-related training in the last 4 week. It was reported that training was funded: by employer, training was free or training was self funded

by self, family or relative. It was reported that the location of training was: at home (via Open University or similar correspondence course), on premises belonging to your employer, other location including college and private training centre.



# Further Information

## Reliability of estimates

Estimates from the ONS Annual Population Survey for January to December 2007 through to January to December 2022 are presented. The sample size in this dataset is around 11,100 households in Scotland for the latest time period.

The Labour Force Survey (LFS) and the Annual Population Survey (APS) are sample surveys. As such, these estimates are subject to an associated sampling error that decreases as the sample size increases. It is the nature of sampling variability that the smaller a group is the (proportionately) less precise an estimate is. The Office for National Statistics (ONS) have published a detailed guidance note on this. Shading is one method used by ONS to indicate where estimates should be used with caution. The National Statistics marking for the APS reflects the larger sample size for headline estimates of Labour Market indicators for smaller groups of the population of Scotland.

Please note that occupation related estimates are currently under revision so have not been included in this publication.

## Confidence Intervals

Confidence limits can be used to assess the range of values that the true value lies between. 95 per cent confidence intervals for rates are included in all tables and charts.

What does the 95 per cent confidence limit mean?

If, for example, we have an APS estimate and confidence limit of 63 per cent  $\pm$  0.27, this means that 19 times out of 20 we would expect the true rate to lie between 62.73 per cent and 63.27 per cent. Only in exceptional circumstances (1 in 20 times) would we expect the true rate to be outside the confidence interval around the APS estimate. Thus, the smaller the confidence limits, the more reliable the estimate is.

The confidence limits use a design factor of 1, which may not be likely in some cases but given the lack of further information an average design factor of 1 is assumed to be reasonable. Further information on estimating confidence intervals can be found in the [LFS user guidance](#).

## Statistical Significance

Statistical significance is based on 95 per cent Confidence Intervals. Statistical significance means that the change was large enough that it is unlikely to have resulted only from the variable nature of the sample.

## Quality Assurance

Annual Population Survey microdata is collected and produced by the ONS. Scottish Government statisticians receive early access to perform quality assurance checks.

When producing estimates for this publication, Scottish Government statisticians conduct in-depth quality assurance.

These checks include:

- analysis of the sample size obtained in the collection process
- production of estimates from the microdata using statistical software and relevant coding
- cross checking of coding between team members

Further checks relate to:

- coherence across all data tables
- crosschecking historical time series data with previously published results
- benchmarking the results against other relevant data sources

## Context

These statistics are produced by Scottish Government Labour Market Statisticians. Labour Market Statistics is located within the Labour Market and Employability Statistics Unit, part of the Office of the Chief Economic Advisor. Labour Market Statistics are used for policy monitoring, research, services planning and delivery.

The APS is used to measure a number of indicators in the Scottish Government [National Performance Framework](#) (NPF). The estimates help to measure progress towards high level outcomes, Education and Fair Work and Business.

The APS was also used to provide statistics for the [A Fairer Scotland for All: An Anti-Racist Employment Strategy](#). Another [analytical paper](#) was published alongside the strategy. This also informs the [Equality Data Improvement Programme](#).

A range of labour market statistics for Scotland, including disability, are available on the [Scottish Government website](#).

The Scottish Government is committed to delivering a lifetime upskilling and retraining offer that is straightforward, accessible, and ambitious.

We are working closely with partners, including our skills agencies to develop our approach to lifelong learning to support individuals and businesses to develop the skills needed now and in the future.

Our ambition to tackle inequality and eradicate child poverty will be at the heart of our lifetime skills offer which will target working age people in or at risk of poverty.

# Concepts and Definitions

**Rates:** Rates represent the proportion of the population or subgroup with a certain characteristic. They allow changes in the labour market to be interpreted in a wider context by accounting for changes in the population or the number of people who are economically active. Rates can be calculated for different age groups.

For headline employment, economic activity and economic inactivity, the reference population is those aged 16 to 64. For unemployment, the reference population is the active population aged 16 and over. Thus, people aged 65 and over who continue to be economically active are included in the base while those who are economically inactive will not.

**Economically active:** The population who are either in employment or unemployed.

**Economically inactive:** People not in employment and who do not meet the criteria for unemployment. This group includes:

- those who want a job but who have not been seeking work in the last 4 weeks
- those who want a job and are seeking work but not available to start
- those who do not want a job

For example, students not working or seeking work and those in retirement.

**Economic inactivity rate:** The number of economically inactive people expressed as a percentage of the relevant population.

**Employment:** There are two main ways of looking at employment: the number of people with jobs or the number of jobs. These two concepts represent different things as one person can have more than one job. The number of people in employment is measured via the Labour Force Survey and consist of those aged 16 and over. Employment measures the number of people who did at least one hour of paid work or had a job they were temporarily away from. People who do unpaid work in a family business and people on Government-supported training and employment programs are also included. This is in accordance with the International Labour Organisation (ILO) definition.

**Employment rate:** The proportion of people aged between 16 and 64 years who are in employment.

**Unemployment:** The ILO definition of unemployment covers people who are 16 years and over:

- without a job, have been actively seeking work in the past four weeks and are available to start work in the next fortnight

or

- out of work, have accepted a job and are waiting to start it in the next two weeks

**Unemployment rate:** The proportion of economically active people aged 16 and over who are employed.

**Sex:** Sex is self-reported by respondents participating in the Annual Population Survey (APS). Analysis is based on “sex” rather than “gender”. No documentation is asked for by the interviewer or provided by the respondent.

**Disability:** From 2014, the definition of disability is based on the 2010 Equality Act definition. This harmonised definition is based on self-reported health conditions. A condition will have lasted 12 months or more and have a substantial impact on a person's ability to carry out normal day-to-day activities. The 2010 Equality Act superseded the Disability Discrimination Act (DDA) 1995, for Great Britain but not Northern Ireland. The DDA was the basis of the published APS estimates prior to 2013.

**Ethnicity:** Estimates for white and minority ethnic groups are presented using the variables available on the Annual Population Survey data and are consistent with ONS labour market outputs for [labour market status](#).

Questions on ethnic group have been asked in the APS since it started in 2004. Changes made in January and April 2011 brought the questions in line with 2011 Census data.

Currently in the APS respondents are asked “what is your ethnic group?” and are given the following options to choose from:

- “White”
- “Mixed/Multiple ethnic groups”
- “Asian/Asian Scottish/Asian British”
- “African”
- “Caribbean or Black”
- “Arab”
- “Other ethnic group”

Other questions ask for more detail about respondent's ethnic group. It is important that results should be presented in as much detail as possible but this is often not possible due to the robustness of the sample. The problem of small estimates and samples can be overcome by combining categories. This is not ideal as it may hide inequalities that occur between separate ethnic groups.

For the purpose of the analysis presented here:

- “Minority Ethnic” includes “Mixed or Multiple”; “Asian”; “African”; “Caribbean or Black”; “Arab”, and “Other ethnic groups”. It describes all

ethnic groups excluding those who answered “White” to the first question.

- “White” includes ethnic groups such as “White – Polish” and “White – Gypsy or Irish Traveller”. These ethnic groups may also suffer labour market disadvantages.

The term “Minority Ethnic” aids narrative and provides a concise terminology. The terminology used aligns with [Scottish Government guidance](#).

**Employees:** The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

Further information on [classifications and harmonisation](#) is available on the ONS website.

# Tell us what you think

We are always interested to hear from our users about how our statistics are used, and how they can be improved.

Please consider answering our short [feedback survey](#) on how you found this publication.

## An Official Statistics Publication for Scotland

Official and National Statistics are produced to high professional standards set out in the Code of Practice for Official Statistics. Both undergo regular quality assurance reviews to ensure that they meet customer needs and are produced free from any political interference.

### Correspondence and enquiries

For enquiries about this publication please contact:

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For general enquiries about Scottish Government statistics please contact:

Office of the Chief Statistician  
Telephone: 0131 244 0442  
e-mail: [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

### How to access background or source data

Results are provided for January to December 2007 through to January to December 2022 based on the data released by the Office for National Statistics (ONS).

Annual Population Survey data for employment, unemployment, and economic inactivity for Scotland, are made available on the [Scottish Government Open Data Platform](#).

Annual Population Survey data estimates for job-related training are available on the [Scottish Government website](#).

ONS also release rolling quarterly Annual Population Survey datasets covering the periods April to March, July to June, and October to September. The data for these time periods have not been used or presented within this publication. The data for these time periods are available on [nomis](#).

## **Complaints and suggestions**

If you are not satisfied with our service or have any comments or suggestions, please write to:

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EH1 3DG  
Telephone: (0131) 244 0302  
e-mail: [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

If you would like to be consulted about statistical collections or receive notification of publications, please register your interest via [ScotStat](#).

Details of forthcoming publications can be found on the [Scottish Government website](#).

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