

Equality, diversity and inclusion annual report 2024 to 2025 – employment and skills service

Adult Learning Programme Statistics

In the year 1 August 2024 to 31 July 2025, the Adult Learning programme delivered to learners who enrolled on one or more courses. The total number of enrolments was 8,773. The data below shows a summary of their characteristics by gender, age, employment, learning difficulty, qualifications and ethnic breakdown with data from the previous year for comparison

Providers contracts include a target for learners from minority groups to ensure we target our funding at those who will benefit most.

Provider monitoring meetings take place monthly where we review data and follow up if there is under-performance.

Adult Learning Enrolments by Age

Age	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
19	319	3.8%	319	3.6%
20 to 29	1611	19.4%	1,727	19.7%
30 to 39	2101	25.3%	2,227	25.4%
40 to 49	1561	18.8%	1,673	19.1%
50 to 59	1462	17.6%	1,641	18.7%
60 to 64	553	6.6%	645	7.4%
65 plus	711	8.5%	541	6.2%
Total	8318	100%	8,773	100%

Adult Learning Enrolments by Gender

Gender	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
Female	5284	63.5%	5,337	60.8%
Male	3034	36.5%	3,436	39.2%

Gender	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
Total	8318	100%	8,773	100%

Adult Learning Enrolments by Employment Status at the Start of the Course

Employment status	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
Employed	3218	38.7%	3,614	41.2%
Unemployed and looking for work	3065	36.8%	3,428	39.1%
Unemployed and not looking	2035	24.5%	1,731	19.7%
Total	8318	100%	8,773	100%

Adult Learning Enrolments by Learning Difficulty

Learning difficulty	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
No learning difficulty	5493	66.0%	1,683	70.5%
Vision impairment	176	2.1%	177	2.0%
Hearing impairment	197	2.4%	169	1.9%
Disability affecting mobility	370	4.4%	308	3.5%
Profound complex disabilities	23	0.3%	8	0.1%
Social and emotional difficulties	155	1.9%	105	1.2%
Mental health difficulty	477	5.7%	368	4.2%
Moderate learning difficulties	289	3.5%	330	3.8%
Severe learning difficulty	45	0.5%	38	0.4%
Dyslexia	384	4.6%	447	5.1%
Dyscalculia	17	0.2%	11	0.1%
Autism spectrum disorder	222	2.7%	130	1.5%
Asperger's syndrome	18	0.2%	25	0.3%
Temporary disability (for example post-viral) or accident	10	0.1%	13	0.1%
Speech, language and communication needs	36	0.4%	21	0.2%

Learning difficulty	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
Other physical disability	76	0.9%	87	1.0%
Other specific learning difficulty (for example Dyspraxia)	26	0.3%	16	0.2%
Other medical condition (for example epilepsy, asthma, diabetes)	178	2.1%	233	2.7%
Other learning difficulty	37	0.4%	38	0.4%
Other disability	89	1.1%	66	0.8%
Total	8318	100%	8,773	100%

Adult Learning Enrolments by Qualification at the Start of the Course

Qualification	Number of enrolments	Percentage	Number of enrolments	Percentage
	2024/25	2024/25	2023/2024	2023/2024
Entry level	488	5.9%	406	4.6%
Level 1	628	7.5%	722	8.2%
Level 2	901	10.8%	1,052	12.0%
Full level 2	606	7.3%	788	9.0%
Level 3	487	5.9%	564	6.4%
Full level 3	575	6.9%	639	7.3%
Level 4	329	4.0%	349	4.0%
Level 5	262	3.1%	303	3.5%
Level 6	761	9.1%	806	9.2%
Level 7 and above	463	5.6%	416	4.7%
Other qualifications, level not known	397	4.8%	393	4.5%
Not known	337	4.1%	394	4.5%
No qualifications	2084	25.1%	1,941	22.1%
Total	8318	100%	8,773	100%

Skills Bootcamp Learner Statistics

Skills Bootcamps are training courses for adults, designed in partnership with employers. The training must lead to:

- a job offer (if the learner is unemployed or switching careers),

- increased workplace responsibilities (if the learner is already employed and being co-funded by their employer) or
- new business contracts (if the learner is self-employed).

The purpose of the programme is to fill skills gaps and job vacancies in the workforce.

In the financial year 2024-25, 1,021 adults engaged with Skills Bootcamps programmes. Of these, 839 learners completed a Skills Bootcamp, and of these learners 775 went on to achieve a positive employment outcome.

This is an increase on the financial year 2023-24, where 788 adults engaged with Skills Bootcamps programmes of which 615 went on to get a positive employment outcome.

The numbers below relate to learner starts.

Gender	Number of Learners 24/25	Percentage % 24/25	Percentage % 23/24
Female	549	53.7%	48.8%
Male	463	45.3%	51.5%
Prefer Not to Say	9	1.0%	<1%
Total	1,021	100%	100%

Employment Status at start of programme	Number of Learners 24/25	Percentage % 24/25	Percentage % 23/24
Employed (supported by Employer)	668	65.4%	60.2%
Employed (career changer)	57	5.6%	10.5%
Self-Employed	171	16.7%	17%
Unemployed	125	12.3%	12.3%
Total	1,021	100%	100%

Age Range

Age Range	Number of Learners 24/25	Percentage % 24/25	Percentage % 23/24
19-24	94	9.2%	7.2%
25-34	298	29.2%	29.5%
35-44	304	29.8%	30%
45-54	194	19.0%	19%
55-64	105	10.3%	12.7%
65 and Over	26	2.5%	1.6%
Total	1,021	100%	100%