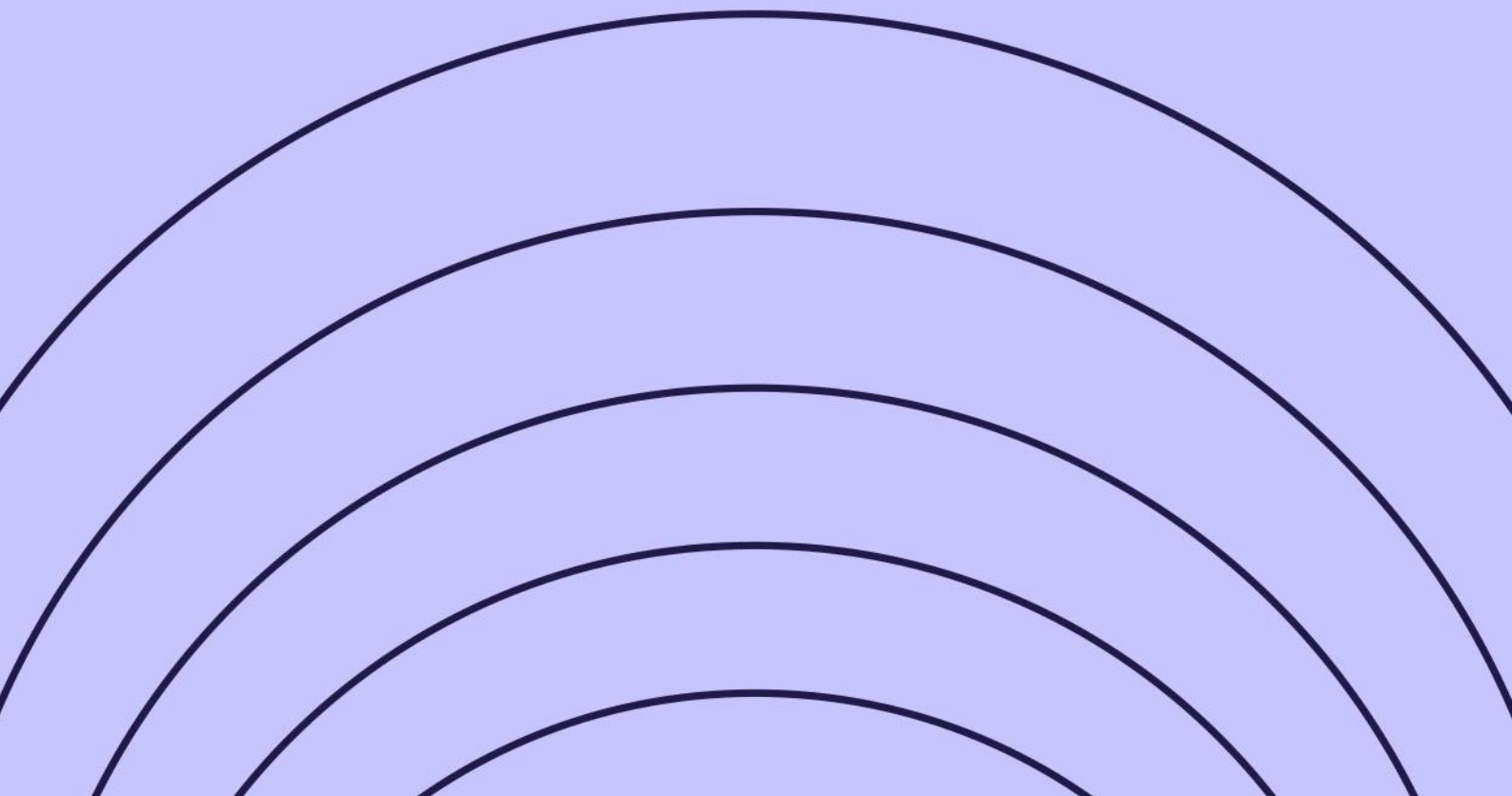




Exploring Salary Outcomes for Level 3 BTEC National Learners

Data annexes and methodology to accompany the
full report

2025



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Methodology

LEO datasets

Employment earnings with sector

We start working with the records of all earnings in employment, and main employment sectors contributing to earnings, per employee/learner for each tax year. Since we assume that most learners from the earliest focus year of KS4 completion is academic year 2010/11, before a two-year period in Level 3, we record all earnings from tax year 2013/14 onwards when calculating median earnings for all eligible learners.

SEISS and self-employment earnings

For the similar time scales in employment earnings, we also considered any self-employment earnings including any COVID-19 support grants (SEISS in 2020/21), in addition to employment earnings, to compute total earnings per tax year per learner.

NOTE: Earnings per tax year per learner is a sum of employment, self-employment earnings and SEISS grants.

Geographical location of workers

Next, we consider records of main geographical locations for learners recorded in DWP/HMRC, from 2013/14 onwards, with unique records per year per learner based on location mostly resided for given tax year. Using externally sourced information ingested by ONS prior, rural-urban classifiers are matched into the LEO dataset, joined in by the census output area codes from 2011. The classifiers are only applicable to learners mainly residing in England or Wales for given tax years.

NOTE: Record of main geographical location for learners per tax year, by country and region as well as rural-urban classification (for England and Wales only).

Final dataset

We end up with a dataset of overall earning outcomes, per tax year per learner, with main employment sector of earnings (if applicable), joined by the geographical information per tax year.

HESA datasets

We start working with the records of learners in higher education (HE) for each academic year from 2013/14 up to 2019/20. Information includes start and end dates (if applicable), a list of sectors of the qualifications studied as well as level of degree studied if available. It should note that no record of subject sectors was available for 2019/20 dataset, therefore this variable was recorded as NA just to assist in simplified joining of records per academic year into one dataset.

Academic year learners left HE

From this, separate datasets were constructed listing the latest academic year in HE for learner, flagging if they are still in HE or not (if an end date exists in 2019/20 if learner is present in that year's dataset). If no end date, they shall not be considered for earnings analysis since we assume that they are still in HE (in education).

Highest level of degree studied

In addition, another dataset showing all different sectors studied for each specific levels of degree studied by learners are recorded. This will be used to match learners to the highest level of degree studied in HE.

Sector(s) studied in highest level subject(s)

The records of academic year of completion and highest level achieved per learner are joined into one dataset. The highest level recorded is then matched to provide the respective sectors of subjects studied. Once matched, the data is pivoted to have one row per subject with the respective sector. Filtering out for unrecorded sector codes, the dataset is simplified to include unique sectors per learner. As a result, any learners with more than one rows of record would be due to studying across multiple sectors and hence that learner would be classified as 'Mixed' in the sector studied. Afterwards, the sector codes are converted to actual sector studied within their highest level on record, as classified by HESA.

Final dataset

We have higher education records per learner, which includes the academic year which learners left or still in HE (we do not include these in labour analysis), highest level of degree studied and the respective sector of subject(s) studies.

NPD KS4 datasets

These datasets provide us with key stage 4 prior-attainment information per learner, including mean GCSE score, whether they achieved five GCSEs or equivalent at grade A*-C and whether this include both English Language and Mathematics.

Prior attainment

Variables recording this information has renamed during the years of focus at this level, with one for academic years 2010/11 to 2012/13 then changing for 2013/14. Therefore, recording the max across two columns for each learner, excluding the NA for the non-existent/redundant variable for that year, was applied.

Considering unique year 11 learner records only

Our analysis only considered records for learners record if in year 11, therefore we flagged for any learners with records outside year 11, regardless of whether they have any Y11 record or not. To minimise the risk of mis-computing prior-attainment records and scores, we also flagged any duplicate Y11 records for any learner. Each learner has a record of whether they have any non-year 11 records and whether there are any duplicate year 11 records. The data is simplified for remove all non-year 11 records for learners that already have a year 11 record in another row, this enables us to focus on year 11 for prior-attainment impact as well as flagging for learners who have none at all when recording for percentage of mis-matching due to this.

Strong KS4 and SEND indicators

Finally, we created a simple variable that summarise whether each learner has achieved five GCSEs at grade A*-C, including both English Language and Mathematics or not. Furthermore, we also simplified the indicator for SEND status, whether they were eligible for SEND support, whether it was previously statemented or via school action plan etc.

Final dataset

We are left with a dataset, summarising whether learner records were from year 11 and if their records were unique (not included in labour outcomes analysis otherwise), if they obtained strong KS4 outcomes as well as social-demographic indicators included if they were eligible for SEND support and/or free school meals (FSM).

NPD KS5 dataset

For Route 2 investigation analysis, the table summarise records of any A level passes achieved by a learner, which includes GCE/VCE A level as well as any AS-level or double award passes. By filtering for the latest academic year of record for a learner, any records of passes (provided the entry is non-zero) are indicated as going via the A level route, whether this is 'A level only' or 'Mixed' depending on the records of any BTECs completed from LILR. In addition, records of ethnicity (is put to one side for now) and gender are recorded alongside.

LILR datasets

Level 3 qualification outcomes

We first considered the dataset, outlining all Level 3 records of completion in academic years 2012/13 to 2015/16 only and with funding models coded as 21 or 25, hence restricting our analysis to 16-19 year old funded learners and not adult/part-time learners.

Routes of qualification types considered

Three routes were considered when simplifying this dataset:

Route 1 – VTQ market: Considering 'Full Level 3' qualifications only in VTQ only, we investigated the impact of obtaining a BTEC National Extended Diploma qualification compared to other VTQ qualifications from other providers. Note that other BTECs of 720 GLH may include BTEC Diplomas but they are not considered as 'Includes BTECs' in the analysis.

Route 2 – A level vs BTEC (All): Not including just qualifications classified as 'Full Level 3', we investigated the impact of obtaining any BTEC qualification compared to A levels including AS-level and double awards. Learners taking a combination of A level (NPD or LILR) and BTEC in latest year in Level 3 are also considered. Due to inability to detect BTEC qualifications in the NPD data, 'A level only' learners are identified from NPD only, unless they have record of combined A level and BTEC in LILR.

Route 3 – BTEC extended diploma only: From Route 1, all full Level 3 VTQ learners are cut down to consider BTEC National Extended Diploma learners only, with a focus on main BTEC sector effects on labour outcomes.

Level 3 outcomes vs learner info

Information regarding learners, including ethnic group and gender is considered. This was joined to the 'Level 3 qualification outcomes' data. Also, indicator as to whether the qualification in each row is a BTEC or not was computed.

Note:

- For Routes 1, only BTEC National Extended Diplomas are considered as BTEC indicators.
- For Route 2, all BTEC qualification sizes are considered as indicators.

Level 3 outcomes on final year (L3 cohort) and KS4 prior-attainment

The 'Level 3 outcomes vs learner info' dataset, is joined by KS4 prior attainment records (NPD dataset) and include A level indicators (Route 2 only). Our analysis only includes learners with at least one year between year 11 and Level 3 completion of qualifications in focus (Route 1 or 2) and has a unique KS4 record in year 11 i.e., those with duplicate year 11 records excluded. If Route 2, filter to only include BTEC qualifications. The final dataset, filters all records per learners as follows:

1. Only retain qualification records at least one year after KS4 if any exist, otherwise leave all.
2. Retain all qualifications completed in the latest academic year of Level 3, involving full Level 3 VTQ (Route 1) or any BTEC achievement (Route 2).
3. In addition, for Route 2, A level only learners from the LILR to KS4 linking are identified and excluded. Similarly, all BTEC learners with any A levels completed in the same academic year are identified and classified as 'Mixed'. **(NOTE: There is no indicator of BTECs from NPD, hence they are only identified from LILR. In this case, we restrict A level only learners from NPD only and excluding any learners with A levels from LILR only and no BTEC records from analysis).**
4. The similar process for joining full Level 3 outcomes or all BTEC outcomes to KS4 data is repeated for all NPD A level outcomes.

Level 3 vs KS4 outcomes

We have a dataset of all KS4/post-16 attainment information, summarising the relevant qualification types (based on Route 1 or 2 investigation route) completed at Level 3 , restricted to the latest academic year a relevant qualification for our Route (1 or 2) was completed, which is our L3 cohort, as mentioned in our results. This information is alongside any indicators of whether any BTECs and/or A levels were completed in that year.

- **Route 1:** Unique records of sectors studied in our qualifications of interest are provided per learner, with any learner having multiple sectors in their list classified as obtaining Level 3 outcomes from a 'Mixed' sector otherwise.
- **Route 2:** The LILR vs KS4 and NPD vs KS4 datasets are combined, before re-classifying some learners from 'A level only' to mixed if any records do show 'A level' from NPD only and either 'Mixed' or 'BTEC' from LILR. Checks are carried out on gender and in event of any inconsistent entries e.g., Male from NPD and Female from NPD, a learner will be classified as 'Unknown'.
- **Route 3:** Level 3 vs KS4 records for full Level 3 VTQ learners are filtered to include BTEC Extended Diploma learners only. All records of subject sectors studied (restricted to BTECs only) are checked and any learners with non-unique sectors identified, like from Route, are classified as from a 'Mixed' sector.

Final dataset(s)

The next step is done separately for Routes 1 and 2, and since Route 3 is just a subset of the Route 1 data for BTECs only, excluding the subject sector (Route 1 considers all VTQ qualification sectors) the BTEC sector just needs to be joined in, thus filtering out for all NAs in the BTEC sector variable.

Matching labour outcomes to pre-university prior-attainment

This dataset matches all Level 3 and KS4 prior-attainment outcomes and HE data to the earning and geographical data from DWP/HMRC. Indeed, 'Earnings' dataset is left-joined by the 'Level 3 vs KS4 outcomes' dataset. An indicator was included to record if any learners from LEO did not have any matching data from Level 3 i.e., had no Level 3 outcomes in their latest year relevant to our study e.g., learners with no A levels or BTECs for Route 3 will not be matched and were immediately removed from our dataset.

Matching higher education (HE) info and highlighting starting point for median earning calculation

HESA data is then matched, with an indicator as to whether learners accessed HE or not. Earnings in our analysis are not considered for learners in HE until after completion, which is from during the tax year upon completion of the latest academic year in HE, e.g., learners completing HE in year 2014/15 => starting monitoring earnings within tax year 2015/16.

As we put as an indicator, any HE candidates with no end date in latest recorded year are assumed to still be in HE and indicated as **not** included in labour analysis.

In addition to not monitoring earnings for HE candidates until they completed HE, the same applies in monitoring earnings until after L3 completion.

NOTE: At this stage, this can be used to summarise the percentage of learners that were included in our analysis, by particular category, like KS4 prior-attainment group, gender, and free school meal eligibility (FSM). Indeed, obtaining a measure of who was excluded due to having no HE end date, no unique year 11 record at KS4 or no gap between KS4 and Level 3 completion.

Removing invalid rows and/or tax year records from analysis

The previous dataset is then filtered to only include learners eligible for analysis as indicated earlier (left HE, unique KS4 record in year 11, gap between KS4 and Level 3 attainments) and to only leave tax year earning records after HE or Level 3 completion, whichever was latest.

Considering year gaps in earnings for median earning computations

The dataset is ready for us to compute the median earnings, hence leaving us with unique rows per learner. However, we must consider any gaps in records i.e., if there were any years where no earnings were recorded in a given tax year, we should include 0 in every tax year missing within our median earnings calculation.

Overall employment sector and rural-urban classification across the years:

Unlike, KS4, Level 3 and HESA details per learner which are unique, employment sectors and rural-urban classifications can vary for different tax years.

Employment sector indicator is classified as the most common employment sector in terms of the number of tax years that contributed to the most earnings, excluding self-employment/SEISS history and years of unrecorded sector. In the event of ties, the listed sector for the most recent tax year is applied instead.

A similar approach was used for rural-urban classification. This was however measured from the geographical dataset in LEO, with the most common classifier (Rural or Urban or unknown), as recorded per tax year per learner, being selected as the overall indicator. In the event of ties, the classifier for the most recent tax year is selected.

Main limitations of the data

Our results need to consider the following range of limitation unlimited to:

1. There were some minor discrepancies in the HESA data in terms of the latest academic year of completion. Learners are recorded for each academic year in HESA where they are present in HE, and an end date that is recorded for that academic year may include dates before 1st September of that particular year. Academic year of completion, recorded as an indicator for when calculations of earnings can commence from are focused on the latest academic year a learner is recorded on instead of actual end date.
2. Classification of Level 3 routes are restricted to the latest academic year on record for applicable qualification. Therefore, in Route 2 learners classified as 'A level only' may have potentially achieved BTEC qualifications hence possibly classed as 'Mixed' but the BTECs were banked from earlier years and thus not considered in classification. The restriction assumes that more recent qualifications achieved are more likely to be the main drivers towards routes to HE and/or work and covers for any considerable gaps (in years) between qualifications achieved, indeed less value in the older qualifications.

Many learners may be excluded from analysis when they should have been included. This is potentially due to restricting A level learners from the NPD datasets, indeed A level learners from LILR records only are excluded unless they took a combination of BTECs in the latest academic year in Level 3 .

Data Annexe 1: BTEC learners' salary outcomes relative to other Level 3 VTQs

Expected salaries

Data and graphs relating to pages 11–12 (graphs 1a–b) in main report.

Table 1ai: Expected salary per cohort and Level 3 route number of matched learners per group/cohort.

BTEC	L3 Cohort	Exp salary (£)	Learner count (*)	Earning diff (BTEC vs non-BTEC)
Yes	2012 to 2013	14,302	41,910	+9%
No		13,108	40,205	
Overall		13,717	82,115	
Yes	2013 to 2014	13,665	66,085	+8%
No		12,694	73,190	
Overall		13,155	139,280	
Yes	2014 to 2015	12,647	71,150	+7%
No		11,769	81,240	
Overall		12,179	152,390	
Yes	2015 to 2016	11,088	63,195	+8%
No		10,289	92,685	
Overall		10,613	155,880	

(*) Learner counts rounded to the nearest multiple of five

Table 1aii: Expected salary per cohort and HE group, alongside the number of matched learners per group/cohort

L3 Cohort	HE	Exp salary (£)	Learner count (*)	Earning diff (HE vs non-HE)
2012 to 2013	No	12,241	55,180	+37%
	Yes	16,741	26,935	
	Overall	13,717	82,115	
2013 to 2014	No	11,969	91,795	+29%
	Yes	15,446	47,485	
	Overall	13,155	139,280	
2014 to 2015	No	11,263	105,010	+26%
	Yes	14,209	47,380	
	Overall	12,179	152,390	
2015 to 2016	No	10,178	120,460	+19%
	Yes	12,093	35,420	
	Overall	10,613	155,880	

(*) Learner counts rounded to the nearest multiple of five.

Table 1b: Expected salary per cohort and HE/BTEC route, alongside the number of matched learners per group/cohort

HE	BTEC	L3 Cohort	Exp salary (£)	Learner count (*)	Earning diff (HE vs non-HE)
No	No	2012 to 2013	11,942	31,105	+6%
	Yes		12,628	24,075	
	Overall		12,241	55,180	
Yes	No	2012 to 2013	17,091	9,105	-3%
	Yes		16,562	17,835	
	Overall		16,741	26,935	
No	No	2013 to 2014	11,810	54,705	+3%
	Yes		12,204	37,090	
	Overall		11,969	91,795	
Yes	No	2013 to 2014	15,310	18,485	+1%
	Yes		15,533	29,000	
	Overall		15,446	47,485	
No	No	2014 to 2015	11,105	62,240	+3%
	Yes		11,493	42,770	
	Overall		11,263	105,010	
Yes	No	2014 to 2015	13,946	19,005	+3%
	Yes		14,385	28,380	
	Overall		14,209	47,380	
No	No	2015 to 2016	9,989	76,465	+5%
	Yes		10,506	43,995	
	Overall		10,178	120,460	
Yes	No	2015 to 2016	11,703	16,220	+6%
	Yes		12,423	19,200	
	Overall		12,093	35,420	

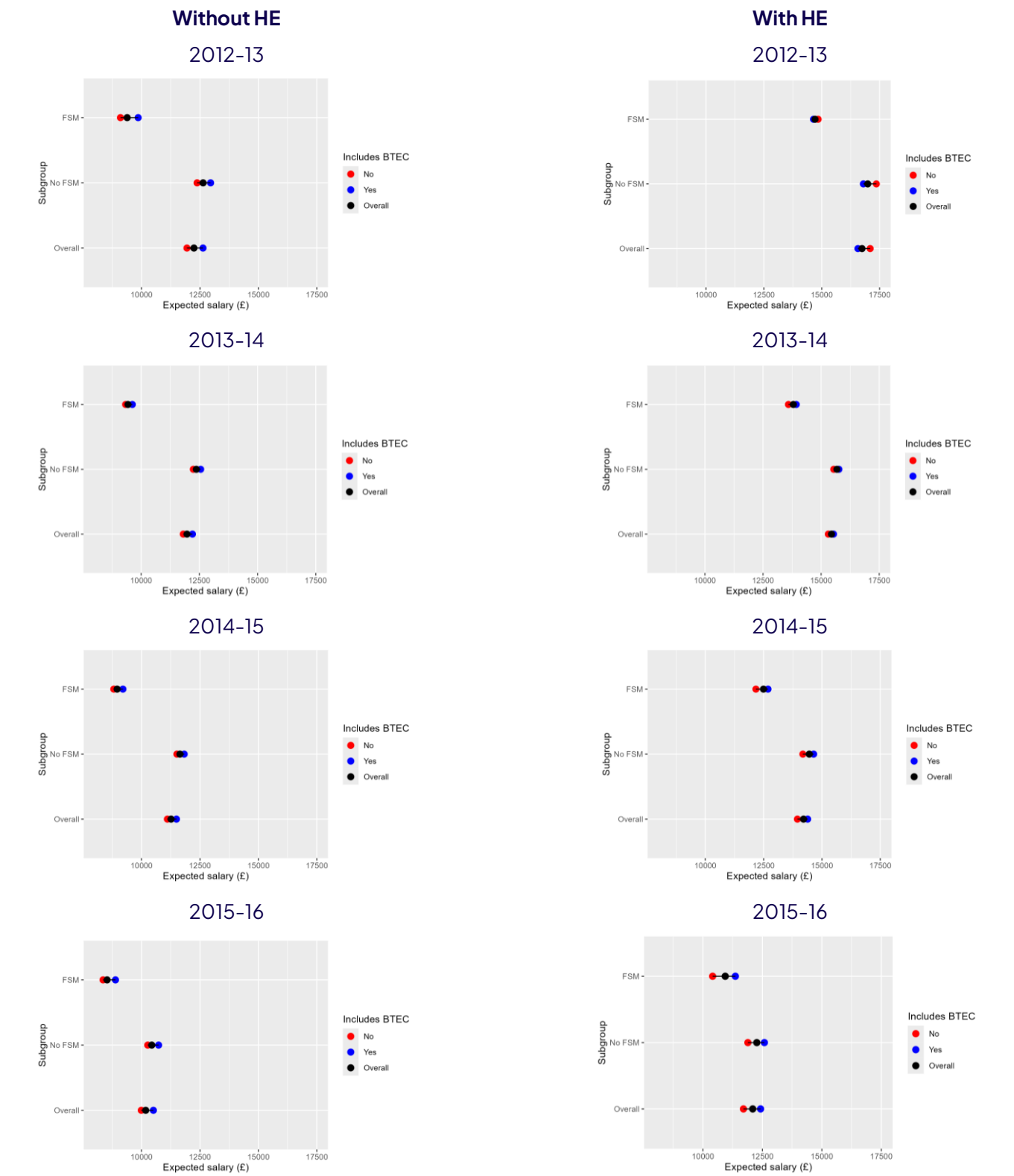
(*) Learner counts rounded to the nearest multiple of five.

Interactions with learner characteristics

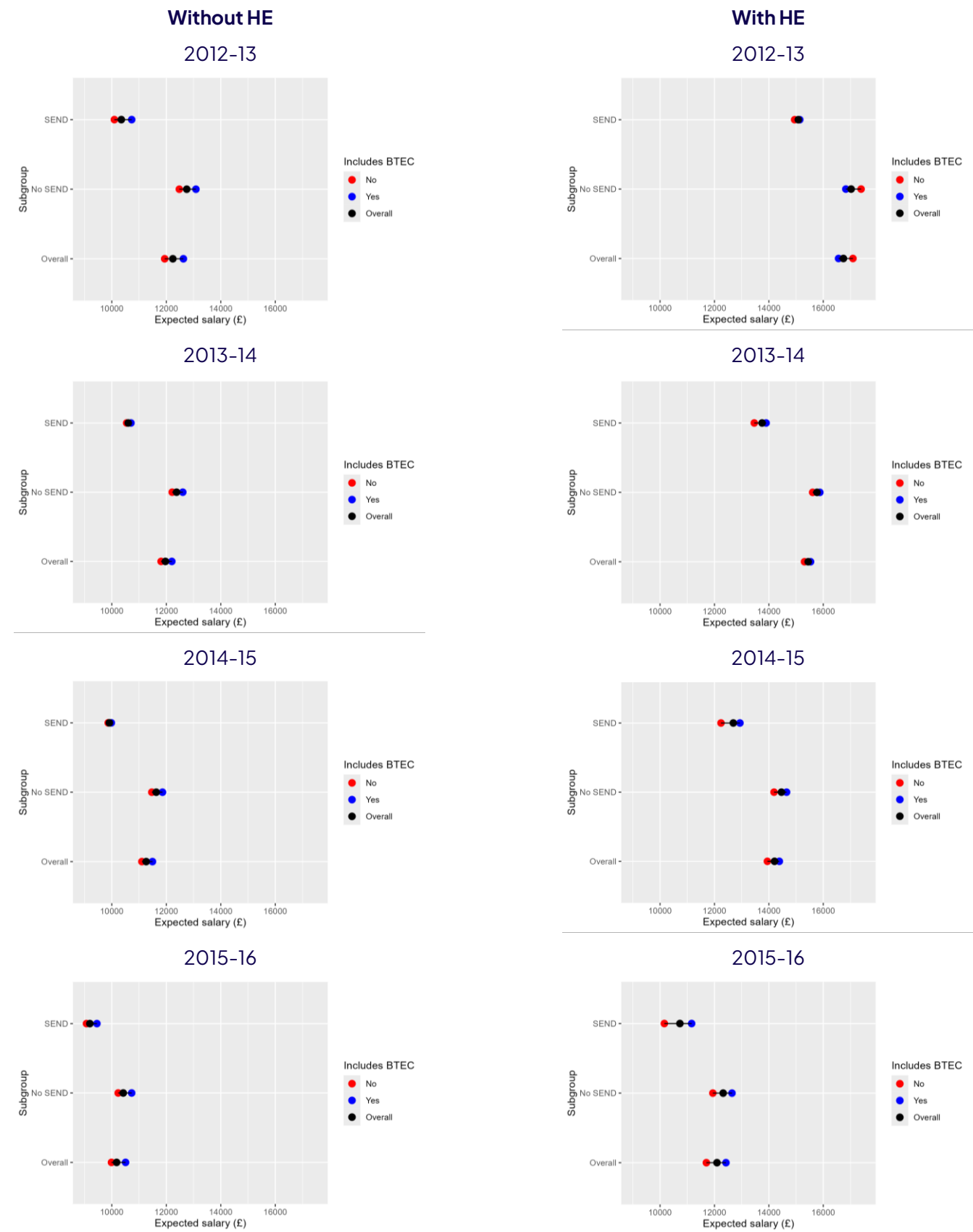
Candidates with FSM eligibility and SEND

Data and graphs relating to page 13 (graph 1c) in main report.

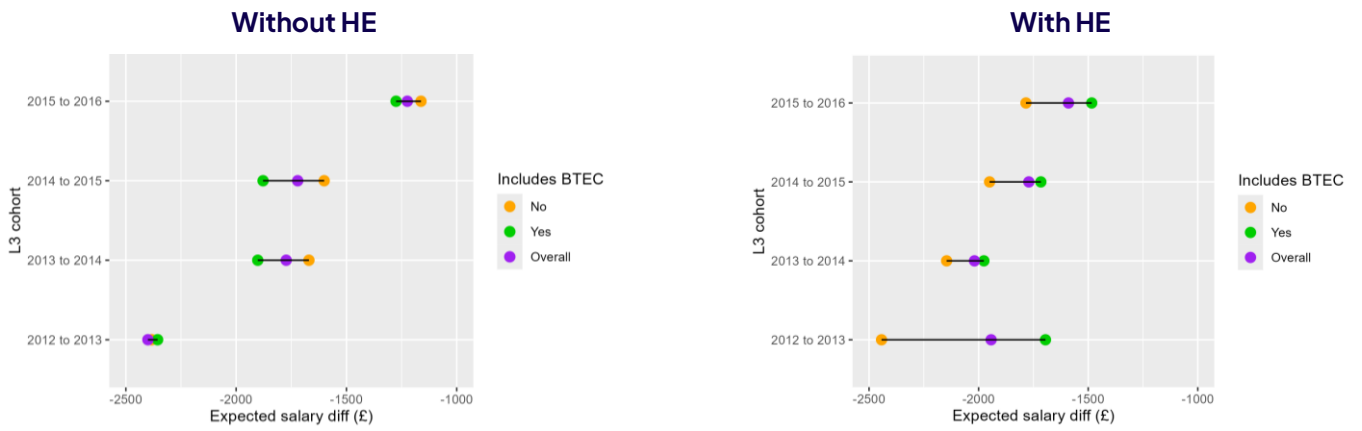
Graph 1ai: Expected salary by Level 3 cohort. Grouped by FSM and non-FSM learners for each Level 3 and HE routes.



Graph 1bi: Average median salary by Level 3 cohort. Grouped by SEND and non-SEND learners for each Level 3 and HE routes.



Graph 1bii: Expected salary differences between SEND and non-SEND learners for HE and non-HE routes. Grouped by Level 3 route for each Level 3 cohort.



L3 Cohort	BTEC	Earning diff (SEND vs non-SEND)
2012 to 2013	No	-19%
	Yes	-18%
	Overall	-19%
2013 to 2014	No	-14%
	Yes	-15%
	Overall	-14%
2014 to 2015	No	-14%
	Yes	-16%
	Overall	-15%
2015 to 2016	No	-11%
	Yes	-12%
	Overall	-12%

L3 Cohort	BTEC	Earning diff (SEND vs non-SEND)
2012 to 2013	No	-14%
	Yes	-10%
	Overall	-11%
2013 to 2014	No	-14%
	Yes	-12%
	Overall	-13%
2014 to 2015	No	-14%
	Yes	-12%
	Overall	-12%
2015 to 2016	No	-15%
	Yes	-12%
	Overall	-13%

Table 1ci: Expected salary per FSM entitled learners vs other learners and SEND learners vs other learners, grouped by HE and Level 3 route.

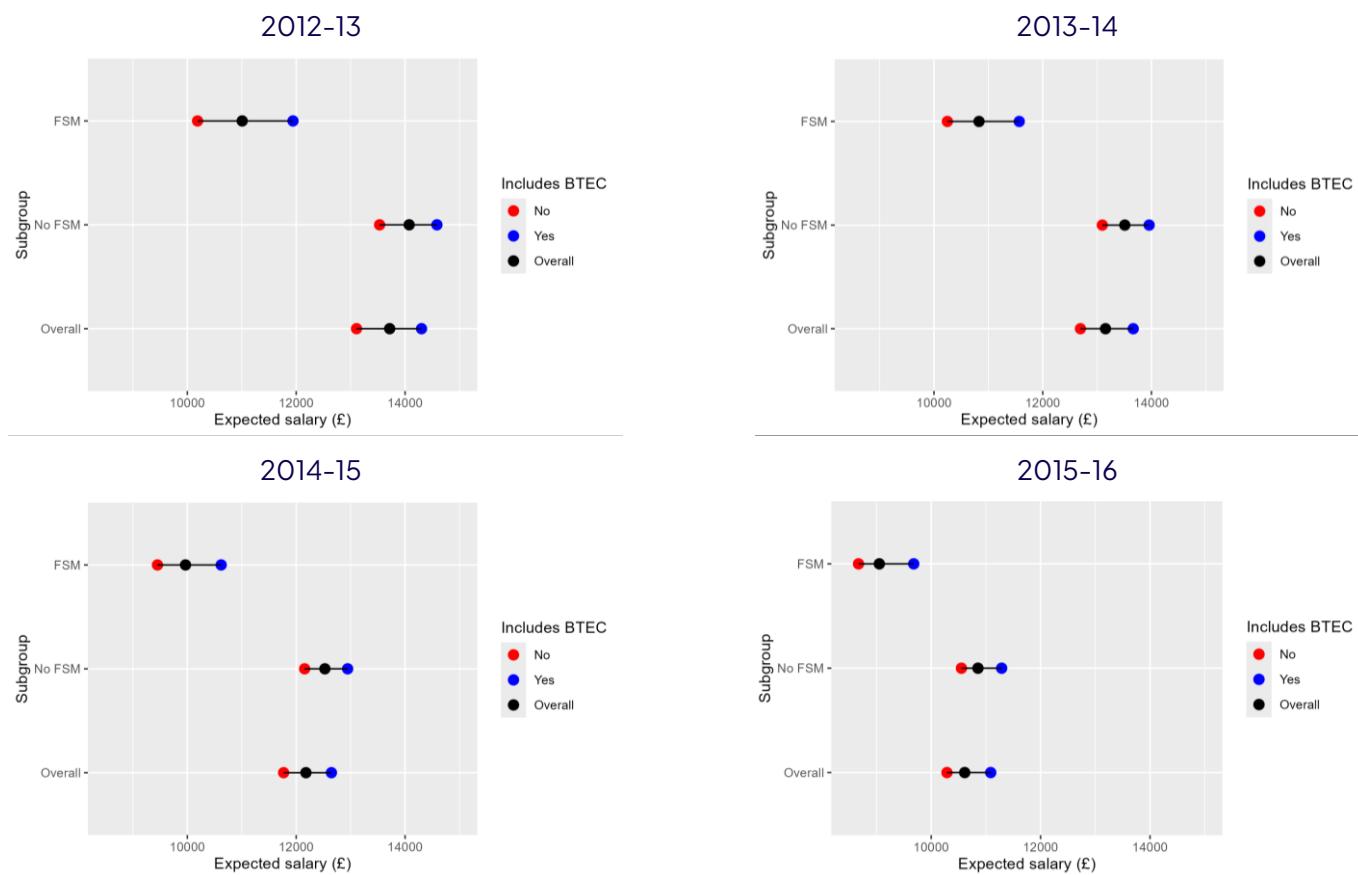
HE	BTEC	L3 Cohort	Exp salary (FSM) (£)	Learner count (FSM)	Exp salary (No FSM) (£)	Learner count (No FSM)	Earning diff (FSM vs Non-FSM) (£) (**)	Exp salary (SEND) (£)	Learner count (SEND)	Exp salary (No SEND) (£)	Learner count (No SEND)	Earning diff (SEND vs Non-SEND) (£) (**)
No	No	2012 to 2013	9,098	4,130	12,377	26,970	-3,280 *** (-26%)	10,096	7,020	12,479	24,080	-2,383 *** (-19%)
	Yes		9,855	2,530	12,954	21,550	-3,098 *** (-24%)	10,731	4,695	13,088	19,380	-2,356 *** (-18%)
	Overall		9,385	6,660	12,633	48,520	-3,248 *** (-26%)	10,351	11,715	12,751	43,465	-2,400 *** (-19%)
Yes	No	2013 to 2014	14,844	965	17,358	8,135	-2,514 *** (-14%)	14,948	1,115	17,391	7,985	-2,443 *** (-14%)
	Yes		14,643	1,950	16,798	15,880	-2,154 *** (-13%)	15,136	2,825	16,830	15,005	-1,695 *** (-10%)
	Overall		14,710	2,920	16,987	24,020	-2,277 *** (-13%)	15,082	3,945	17,025	22,995	-1,943 *** (-11%)
No	No	2013 to 2014	9,333	8,110	12,241	46,595	-2,908 *** (-24%)	10,546	13,320	12,217	41,390	-1,670 *** (-14%)
	Yes		9,622	4,450	12,556	32,640	-2,934 *** (-23%)	10,704	7,845	12,606	29,245	-1,902 *** (-15%)
	Overall		9,435	12,560	12,371	79,235	-2,935 *** (-24%)	10,605	21,165	12,378	70,630	-1,773 *** (-14%)
Yes	No	2014 to 2015	13,594	2,210	15,543	16,275	-1,949 *** (-13%)	13,464	2,590	15,610	15,895	-2,146 *** (-14%)
	Yes		13,930	3,665	15,765	25,335	-1,835 *** (-12%)	13,899	5,005	15,874	23,990	-1,976 *** (-12%)
	Overall		13,804	5,880	15,678	41,605	-1,875 *** (-12%)	13,751	7,595	15,769	39,885	-2,019 *** (-13%)
No	No	2014 to 2015	8,813	9,390	11,512	52,845	-2,699 *** (-23%)	9,868	14,150	11,469	48,085	-1,601 *** (-14%)
	Yes		9,203	5,410	11,825	37,365	-2,622 *** (-22%)	9,983	8,370	11,861	34,400	-1,878 *** (-16%)
	Overall		8,955	14,800	11,642	90,210	-2,686 *** (-23%)	9,911	22,525	11,632	82,485	-1,721 *** (-15%)
Yes	No	2015 to 2016	12,168	2,210	14,180	16,795	-2,012 *** (-14%)	12,241	2,385	14,191	16,620	-1,950 *** (-14%)
	Yes		12,685	3,720	14,642	24,660	-1,957 *** (-13%)	12,937	4,420	14,652	23,960	-1,716 *** (-12%)
	Overall		12,492	5,930	14,455	41,455	-1,962 *** (-14%)	12,693	6,805	14,463	40,580	-1,771 *** (-12%)
No	No	2015 to 2016	8,353	11,000	10,264	65,465	-1,911 *** (-19%)	9,072	16,165	10,235	60,300	-1,162 *** (-11%)
	Yes		8,884	5,335	10,729	38,660	-1,845 *** (-17%)	9,455	7,735	10,730	36,255	-1,275 *** (-12%)

HE	BTEC	L3 Cohort	Exp salary (FSM) (£)	Learner count (FSM)	Exp salary (No FSM) (£)	Learner count (No FSM)	Earning diff (FSM vs Non-FSM) (£) (**)	Exp salary (SEND) (£)	Learner count (SEND)	Exp salary (No SEND) (£)	Learner count (No SEND)	Earning diff (SEND vs Non-SEND) (£) (**)
	Overall		8,526	16,335	10,437	104,125	-1,910 *** (-18%)	9,196	23,905	10,421	96,555	-1,224 *** (-12%)
	No		10,407	2,025	11,889	14,195	-1,482 *** (-12%)	10,158	2,165	11,941	14,055	-1,784 *** (-15%)
Yes	Yes		11,363	2,525	12,583	16,680	-1,220 *** (-10%)	11,161	2,875	12,645	16,330	-1,484 *** (-12%)
	Overall		10,937	4,550	12,264	30,870	-1,326 *** (-11%)	10,730	5,035	12,320	30,385	-1,590 *** (-13%)

(*) Learner counts rounded to the nearest multiple of five.

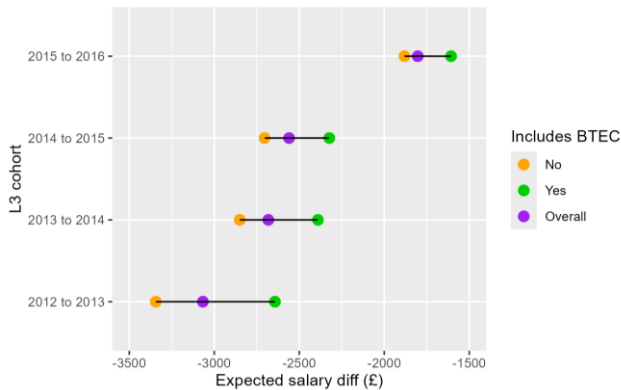
(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Graph Iaii: Expected salary by Level 3 cohort. Grouped by FSM and non-FSM learners for each Level 3 and HE routes.



Graph 1aiii. Expected salary difference between FSM and non-FSM learners. Grouped by Level 3 route for each Level 3 cohort.

Expected salary difference < 0 => FSM learners earned less.



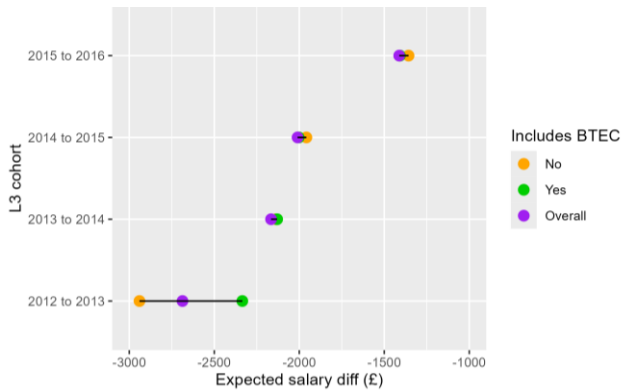
L3 Cohort	BTEC	Earning diff (FSM vs non-FSM)
2012 to 2013	No	-25%
	Yes	-18%
	Overall	-22%
2013 to 2014	No	-22%
	Yes	-17%
	Overall	-20%
2014 to 2015	No	-22%
	Yes	-18%
	Overall	-20%
2015 to 2016	No	-18%
	Yes	-14%
	Overall	-17%

Graph 1biii. Expected salary difference between SEND and non-SEND learners for HE and non-HE routes. Grouped by Level 3 route for each Level 3 cohort.



Graph 1biv. Average median salary difference between SEND and non-SEND learners. Grouped by Level 3 route for each Level 3 cohort.

Expected salary difference < 0 => SEND learners earned less.



L3 Cohort	BTEC	Earning diff (SEND vs non-SEND)
2012 to 2013	No	-21%
	Yes	-16%
	Overall	-19%
2013 to 2014	No	-16%
	Yes	-15%
	Overall	-16%
2014 to 2015	No	-16%
	Yes	-15%
	Overall	-16%
2015 to 2016	No	-13%
	Yes	-12%
	Overall	-13%

Table 1cii: Expected salary per FSM entitled learners vs other learners and SEND learners vs other learners, grouped by Level 3 route.

L3 Cohort	BTEC	Exp salary (FSM) (£)	Exp salary (Non-FSM) (£)	Learner count (FSM) (*)	Learner count (Non-FSM) (*)	Earning diff (FSM vs Non-FSM) (£) (**)	Exp salary (SEND) (£)	Exp salary (Non-SEND) (£)	Learner count (SEND) (*)	Learner count (Non-SEND) (*)	Earning diff (SEND vs Non-SEND) (£) (**)
2012 to 2013	No	10,188	13,532	5,100	35,110	-3,344 *** (-25%)	10,762	13,703	8,140	32,070	-2,940 *** (-21%)
	Yes	11,941	14,585	4,480	37,430	-2,643 *** (-18%)	12,386	14,721	7,520	34,390	-2,335 *** (-16%)
	Overall	11,008	14,075	9,580	72,535	-3,067 *** (-22%)	11,542	14,230	15,660	66,460	-2,687 *** (-19%)
2013 to 2014	No	10,246	13,096	10,325	62,870	-2,850 *** (-22%)	11,021	13,158	15,910	57,285	-2,137 *** (-16%)
	Yes	11,568	13,958	8,115	57,975	-2,390 *** (-17%)	11,949	14,079	12,850	53,235	-2,130 *** (-15%)
	Overall	10,828	13,510	18,440	120,840	-2,682 *** (-20%)	11,436	13,602	28,760	110,520	-2,166 *** (-16%)
2014 to 2015	No	9,452	12,155	11,600	69,640	-2,704 *** (-22%)	10,210	12,168	16,535	64,705	-1,958 *** (-16%)
	Yes	10,622	12,945	9,125	62,025	-2,323 *** (-18%)	11,004	13,007	12,790	58,360	-2,003 *** (-15%)
	Overall	9,967	12,527	20,725	131,665	-2,560 *** (-20%)	10,556	12,566	29,325	123,065	-2,010 *** (-16%)
2015 to 2016	No	8,672	10,553	13,025	79,660	-1,881 *** (-18%)	9,200	10,557	18,330	74,355	-1,357 *** (-13%)
	Yes	9,681	11,288	7,860	55,340	-1,607 *** (-14%)	9,917	11,325	10,610	52,585	-1,408 *** (-12%)
	Overall	9,052	10,855	20,880	135,000	-1,803 *** (-17%)	9,463	10,875	28,940	126,940	-1,412 *** (-13%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Key Stage 4 outcomes

Data and graphs relating to page 14 (graph 1d) in main report.

Graph 1ci: Expected salary by Level 3 cohort. Grouped by strong and weak KS4 learners for each Level 3 and HE routes.

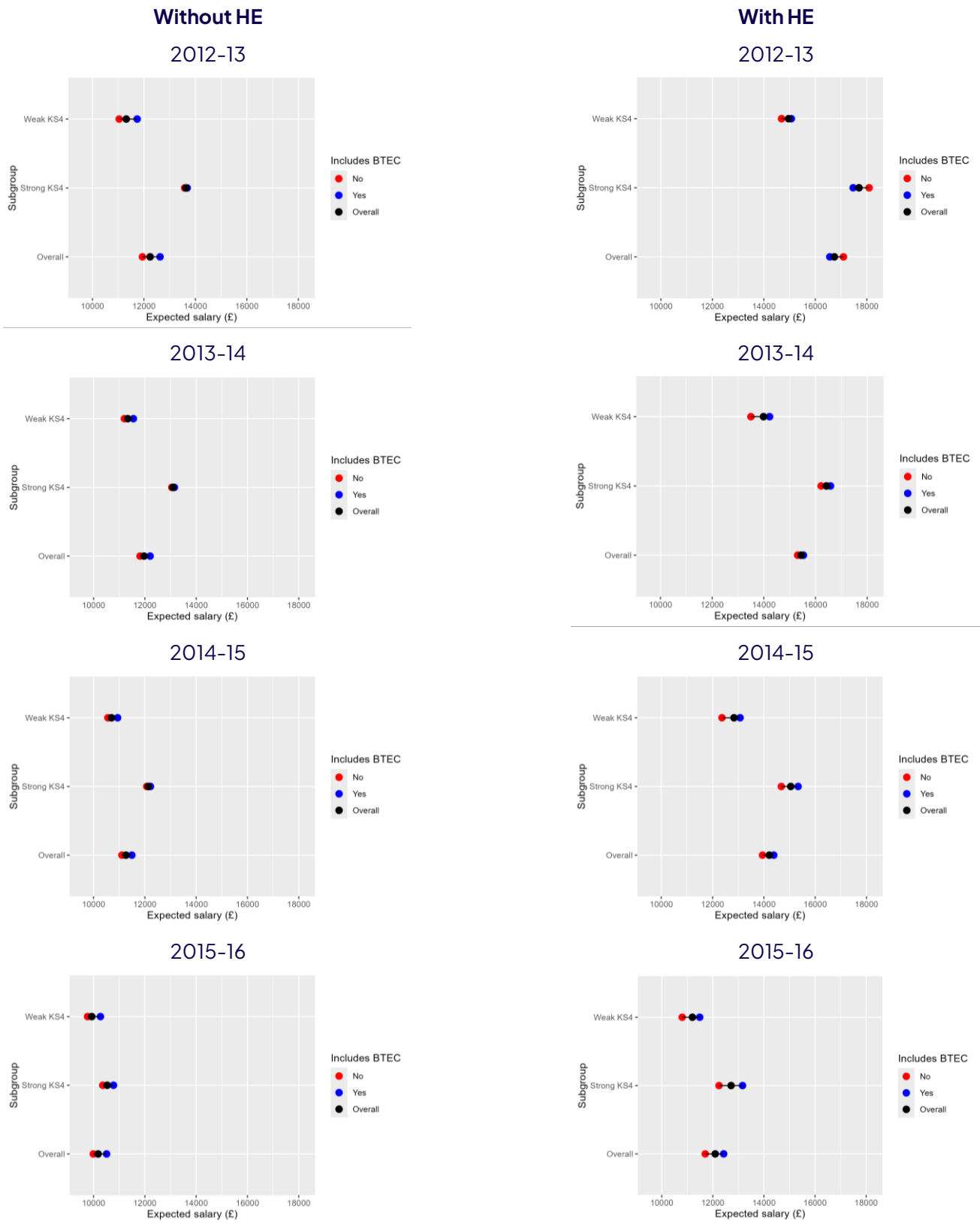


Table 1di. Expected salary by strong vs weak KS4 learners, grouped by HE and Level 3 route.

HE	BTEC	L3 Cohort	Exp salary (Good GCSE) (£)	Learner count (Good GCSE) (*)	Exp salary (Poor GCSE) (£)	Learner count (Poor GCSE) (*)	Earning diff (Good vs Poor GCSE) (£) (**)
No	No	2012 to 2013	13,584	11,025	11,040	20,080	+2,545*** (+23%)
	Yes		13,682	11,025	11,738	13,050	+1,944*** (+17%)
	Overall		13,633	22,050	11,315	33,130	+2,318*** (+20%)
Yes	No	2013 to 2014	18,089	6,435	14,687	2,670	+3,402*** (+23%)
	Yes		17,469	11,095	15,067	6,735	+2,402*** (+16%)
	Overall		17,697	17,530	14,959	9,405	+2,738*** (+18%)
No	No	2014 to 2015	13,050	18,010	11,201	36,695	+1,848*** (+17%)
	Yes		13,150	15,155	11,551	21,935	+1,599*** (+14%)
	Overall		13,096	33,165	11,332	58,630	+1,763*** (+16%)
Yes	No	2015 to 2016	16,218	12,300	13,502	6,185	+2,716*** (+20%)
	Yes		16,581	16,115	14,223	12,885	+2,357*** (+17%)
	Overall		16,424	28,415	13,989	19,070	+2,434*** (+17%)
No	No	2016 to 2017	12,071	22,550	10,556	39,690	+1,515*** (+14%)
	Yes		12,217	18,595	10,937	24,180	+1,279*** (+12%)
	Overall		12,137	41,145	10,700	63,865	+1,436*** (+13%)
Yes	No	2017 to 2018	14,679	12,980	12,366	6,020	+2,314*** (+19%)
	Yes		15,335	16,465	13,073	11,915	+2,263*** (+17%)
	Overall		15,046	29,445	12,835	17,935	+2,211*** (+17%)
No	No	2018 to 2019	10,357	29,060	9,764	47,405	+593*** (+6%)
	Yes		10,776	20,600	10,267	23,395	+508*** (+5%)
	Overall		10,531	49,665	9,930	70,795	+600*** (+6%)
Yes	No	2019 to 2020	12,242	10,155	10,801	6,060	+1,441*** (+13%)
	Yes		13,162	10,735	11,486	8,465	+1,675*** (+15%)
	Overall		12,714	20,890	11,201	14,530	+1,514*** (+14%)

(*) Learner counts rounded to the nearest multiple of five.

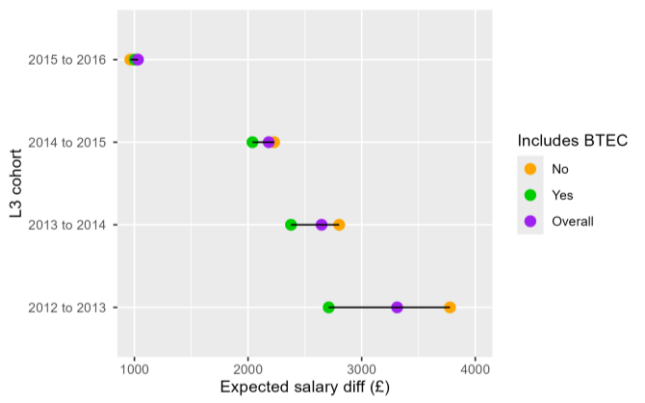
(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Graph 1cii: Expected salary by Level 3 cohort. Grouped by strong and weak KS4 learners for each Level 3 route.



Graph 1ciii. Expected salary difference between strong and weak KS4 learners. Grouped by Level 3 route for each Level 3 cohort.

Expected salary difference > 0 => Strong KS4 (good GCSE) learners earned more.



L3 Cohort	BTEC	Earning diff (Strong vs weak KS4)
2012 to 2013	No	+33%
	Yes	+21%
	Overall	+27%
2013 to 2014	No	+24%
	Yes	+19%
	Overall	+22%
2014 to 2015	No	+21%
	Yes	+18%
	Overall	+20%
2015 to 2016	No	+10%
	Yes	+9%
	Overall	+10%

Table 1dii: Expected salary by strong vs weak KS4 learners, grouped by Level 3 route.

L3 Cohort	BTEC	Exp salary (Good GCSE) (£)	Exp salary (Poor GCSE) (£)	Learner count (Good GCSE) (*)	Learner count (Poor GCSE) (*)	Earning diff (Good vs Poor GCSE) (£) (**)
2012 to 2013	No	15,244	11,468	17,455	22,750	+3,777*** (+33%)
	Yes	15,581	12,871	22,125	19,785	+2,710*** (+21%)
	Overall	15,433	12,121	39,580	42,535	+3,312*** (+27%)
2013 to 2014	No	14,336	11,533	30,310	42,880	+2,802*** (+24%)
	Yes	14,918	12,540	31,270	34,820	+2,378*** (+19%)
	Overall	14,631	11,984	61,580	77,700	+2,647*** (+22%)
2014 to 2015	No	13,024	10,794	35,530	45,710	+2,229*** (+21%)
	Yes	13,681	11,642	35,060	36,090	+2,039*** (+18%)
	Overall	13,350	11,168	70,590	81,800	+2,182*** (+20%)
2015 to 2016	No	10,845	9,881	39,220	53,465	+964*** (+10%)
	Yes	11,593	10,591	31,335	31,860	+1,002*** (+9%)
	Overall	11,177	10,146	70,555	85,325	+1,031*** (+10%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Gender

Data and graphs relating to page **15** (graphs **1ei-ii**) in main report.

Graph 1di: Expected salary by Level 3 cohort. Grouped by gender for each Level 3 and HE routes.

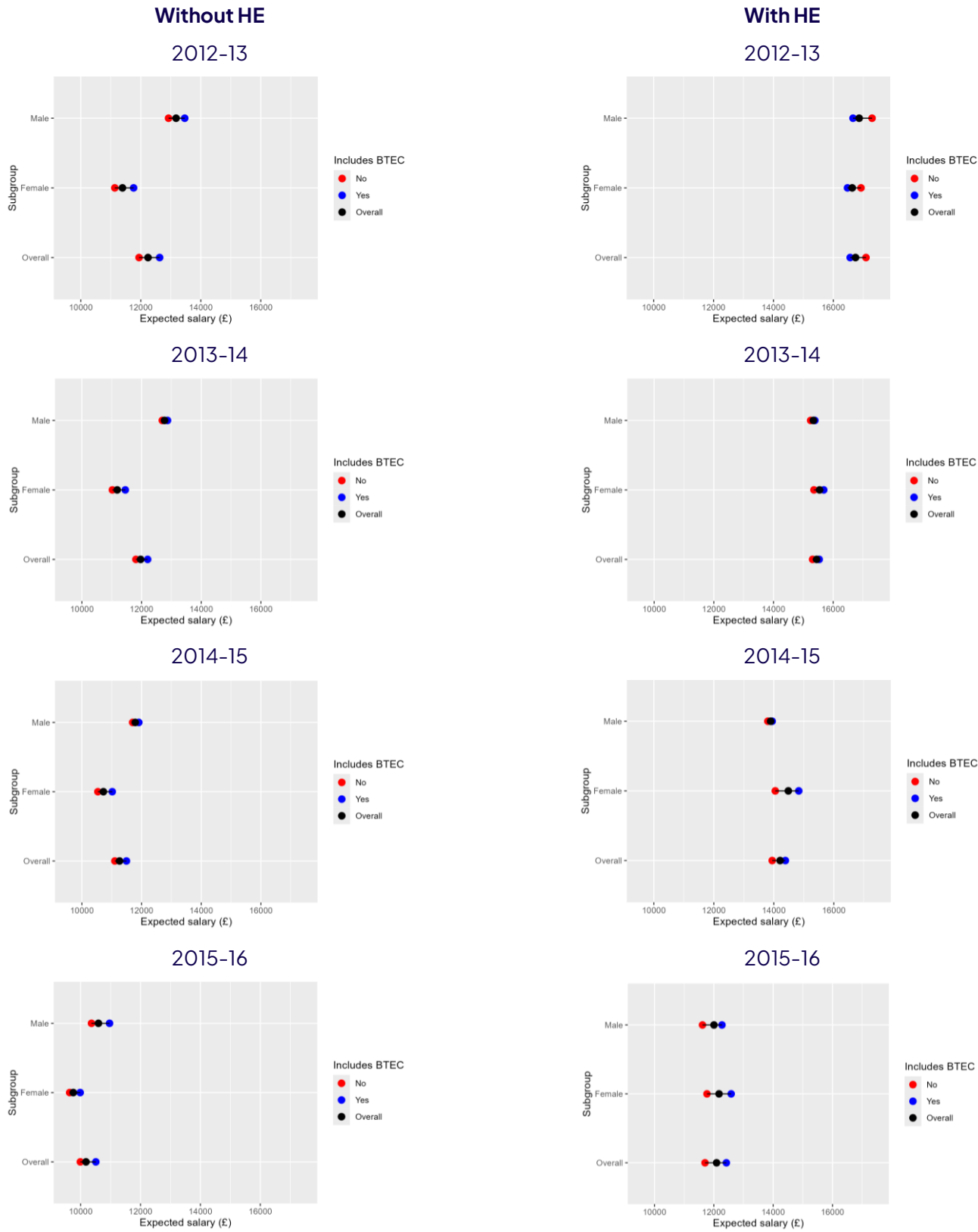


Table 1ei: Expected salary by gender, grouped by HE and Level 3 route.

HE	BTEC	L3 Cohort	Exp salary (Male) (£)	Learner count (Male) (*)	Exp salary (Female) (£)	Learner count (Female) (*)	Earning diff (Male vs Female) (£) (**)
No	No	2012 to 2013	12,925	14,040	11,133	17,065	+1792*** (+16%)
	Yes		13,464	12,265	11,760	11,815	+1704*** (+14%)
	Overall		13,176	26,305	11,389	28,875	+1787*** (+16%)
Yes	No	2012 to 2013	17,293	4,120	16,924	4,985	+369 (+2%)
	Yes		16,657	8,610	16,473	9,225	+185 (+1%)
	Overall		16,863	12,730	16,631	14,210	+232* (+1%)
No	No	2013 to 2014	12,694	25,810	11,021	28,900	+1673*** (+15%)
	Yes		12,870	19,640	11,455	17,445	+1415*** (+12%)
	Overall		12,770	45,450	11,184	46,345	+1586*** (+14%)
Yes	No	2013 to 2014	15,246	7,820	15,356	10,665	-110 (-1%)
	Yes		15,387	14,715	15,685	14,280	-298** (-2%)
	Overall		15,338	22,540	15,544	24,945	-206* (-1%)
No	No	2014 to 2015	11,700	30,410	10,536	31,825	+1165*** (+11%)
	Yes		11,908	22,855	11,018	19,915	+890*** (+8%)
	Overall		11,789	53,270	10,721	51,740	+1068*** (+10%)
Yes	No	2014 to 2015	13,801	7,825	14,048	11,180	-247* (-2%)
	Yes		13,945	14,270	14,831	14,105	-885*** (-6%)
	Overall		13,894	22,095	14,484	25,285	-590*** (-4%)
No	No	2015 to 2016	10,362	37,295	9,633	39,175	+729*** (+8%)
	Yes		10,964	23,420	9,984	20,575	+980*** (+10%)
	Overall		10,594	60,710	9,754	59,750	+840*** (+9%)
Yes	No	2015 to 2016	11,618	7,040	11,769	9,180	-151 (-1%)
	Yes		12,275	10,055	12,585	9,150	-310** (-2%)
	Overall		12,005	17,095	12,176	18,325	-172* (-1%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Graph 1dii: Expected salary by Level 3 cohort. Grouped by gender for each Level 3 route.

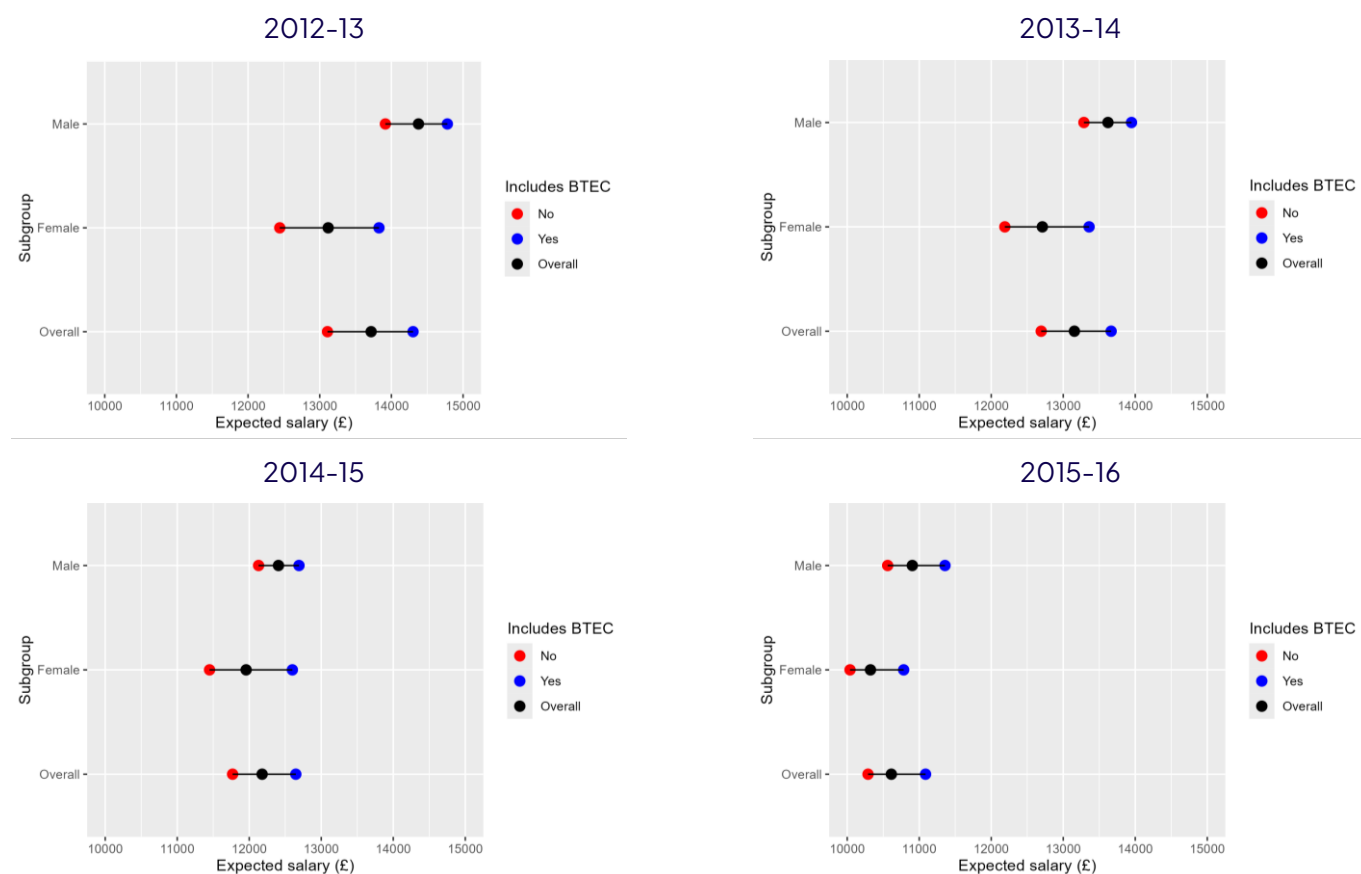


Table 1eii: Expected salary by gender, grouped by Level 3 route.

L3 Cohort	BTEC	Exp salary (Female) (£)	Exp salary (Male) (£)	Learner count (Female) (*)	Learner count (Male) (*)	Earning diff (Male vs Female) (£)
2012 to 2013	No	12,442	13,916	22,050	18,160	+1,474*** (+12%)
	Yes	13,827	14,781	21,035	20,875	+955*** (+7%)
	Overall	13,118	14,378	43,085	39,030	+1,260*** (+10%)
2013 to 2014	No	12,189	13,287	39,560	33,630	+1,098*** (+9%)
	Yes	13,359	13,948	31,730	34,360	+589*** (+4%)
	Overall	12,710	13,621	71,290	67,990	+911*** (+7%)
2014 to 2015	No	11,449	12,130	43,005	38,235	+681*** (+6%)
	Yes	12,599	12,691	34,025	37,125	+92 (+1%)
	Overall	11,957	12,406	77,030	75,365	+450*** (+4%)
2015 to 2016	No	10,039	10,562	48,350	44,335	+523*** (+5%)
	Yes	10,784	11,358	29,725	33,470	+574*** (+5%)
	Overall	10,323	10,904	78,075	77,805	+582*** (+6%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; Insignificant.

Data Annexe 2: BTEC learners' salary outcomes relative to A levels and mixed routes

Expected salaries and learner counts

Data and graphs relating to pages **16–17** (graphs **2a–b**) in main report.

Table 2ai: Expected salary per cohort and Level 3 route number of matched learners per group/cohort.

Route	L3 Cohort	Exp salary (£)	Learner count (*)	Earning diff vs A level only
Mixed	2012 to 2013	15,587	11,310	-18%
BTEC		13,397	58,220	-30%
A level		19,008	183,420	NA
Overall		17,563	252,950	NA
Mixed	2013 to 2014	15,016	20,785	-4%
BTEC		12,708	90,200	-19%
A level		15,638	37,695	NA
Overall		13,774	148,680	NA
Mixed	2014 to 2015	13,347	27,085	-2%
BTEC		11,841	93,165	-13%
A level		13,589	217,175	NA
Overall		13,087	337,420	NA
Mixed	2015 to 2016	10,628	24,170	+6%
BTEC		10,562	95,340	+5%
A level		10,057	200,995	NA
Overall		10,250	320,500	NA

(*) Learner counts rounded to the nearest multiple of five.

Table 2a(ii): Expected salary per Level 3 cohort and HE group, alongside the number of matched learners per group/cohort

HE	L3 Cohort	Route	Exp salary (£)	Learner count (*)	Earning diff vs A level only (%)
No	2012 to 2013	A level	13,352	42,120	NA
		BTEC	12,146	40,310	-9%
		Mixed	13,073	5,135	-2%
		Overall	12,780	87,565	NA
	2013 to 2014	A level	11,733	10,935	NA
		BTEC	11,676	61,720	-0.5%
		Mixed	12,645	8,560	+8%
		Overall	11,786	81,215	NA
	2014 to 2015	A level	9,091	76,685	NA
		BTEC	11,063	66,915	+22%
		Mixed	11,425	13,260	+26%
		Overall	10,130	156,860	NA
	2015 to 2016	A level	8,149	122,825	NA
		BTEC	10,130	74,610	+24%
		Mixed	9,549	15,925	+17%
		Overall	8,946	213,360	NA
Yes	2012 to 2013	A level	20,694	141,295	NA
		BTEC	16,212	17,910	-22%
		Mixed	17,679	6,175	-15%
		Overall	20,096	165,380	NA
	2013 to 2014	A level	17,234	26,760	NA
		BTEC	14,943	28,480	-13%
		Mixed	16,677	12,225	-3%
		Overall	16,166	67,465	NA
	2014 to 2015	A level	16,043	140,490	NA
		BTEC	13,825	26,250	-14%
		Mixed	15,191	13,825	-5%
		Overall	15,656	180,560	NA
	2015 to 2016	A level	13,056	78,170	NA
		BTEC	12,118	20,730	-7%
		Mixed	12,712	8,245	-3%
		Overall	12,848	107,140	NA

(*) Learner counts rounded to the nearest multiple of five.

Interactions with learner characteristics

Learners with economic disadvantage

Data and graphs relating to pages 17–19 (graphs 2ci–iii) in main report.

Table 2bi: Expected salary for FSM and non-FSM learners, grouped by HE and Level 3 route.

L3 Cohort	HE	Route	Exp salary (FSM) (£)	Exp salary (Non-FSM) (£)	Learner count (FSM) (*)	Learner count (Non-FSM) (*)	Earning diff (FSM vs Non-FSM) (£) (**)
2012 to 2013	No	A level	11,454	13,457	2,225	39,900	-2,003*** (-15%)
		BTEC	9,223	12,558	4,975	35,330	-3,335*** (-27%)
		Mixed	10,233	13,373	490	4,645	-3,139*** (-23%)
		Overall	9,932	13,055	7,690	79,875	-3,122*** (-24%)
	Yes	A level	18,135	20,824	6,845	134,450	-2,689*** (-13%)
		BTEC	14,265	16,476	2,140	15,770	-2,211*** (-13%)
		Mixed	16,105	17,835	560	5,615	-1,731*** (-10%)
		Overall	17,148	20,277	9,545	155,840	-3,129*** (-15%)
2013 to 2014	No	A level	9,619	11,946	1,000	9,935	-2,328*** (-19%)
		BTEC	8,991	12,118	8,715	53,000	-3,127*** (-26%)
		Mixed	10,360	12,867	760	7,805	-2,507*** (-19%)
		Overall	9,150	12,177	10,475	70,740	-3,027*** (-25%)
	Yes	A level	15,915	17,371	2,525	24,240	-1,456*** (-8%)
		BTEC	13,302	15,215	4,040	24,440	-1,912*** (-13%)
		Mixed	15,228	16,845	1,270	10,955	-1,617*** (-10%)
		Overall	14,456	16,391	7,835	59,630	-1,935*** (-12%)
2014 to 2015	No	A level	8,114	9,154	4,605	72,080	-1,040*** (-11%)
		BTEC	8,616	11,485	9,845	57,070	-2,869*** (-25%)
		Mixed	9,439	11,641	1,300	11,955	-2,202*** (-19%)
		Overall	8,537	10,308	15,750	141,110	-1,770*** (-17%)
	Yes	A level	14,501	16,145	8,690	131,800	-1,644*** (-10%)
		BTEC	12,109	14,126	3,915	22,335	-2,018*** (-14%)
		Mixed	13,799	15,342	1,350	12,475	-1,543*** (-10%)
		Overall	13,762	15,814	13,950	166,610	-2,052*** (-13%)
2015 to 2016	No	A level	7,945	8,162	7,475	115,350	-217* (-3%)
		BTEC	8,284	10,431	10,480	64,130	-2,147*** (-21%)
		Mixed	8,358	9,682	1,600	14,325	-1,324*** (-14%)
		Overall	8,161	9,025	19,555	193,805	-865***

L3 Cohort	HE	Route	Exp salary (FSM) (£)	Exp salary (Non-FSM) (£)	Learner count (FSM) (*)	Learner count (Non-FSM) (*)	Earning diff (FSM vs Non-FSM) (£) (**)
							(-10%)
	Yes	A level	11,837	13,139	5,010	73,155	-1,302*** (-10%)
		BTEC	10,797	12,345	3,045	17,680	-1,548*** (-13%)
		Mixed	11,786	12,825	900	7,345	-1,039*** (-8%)
		Overall	11,478	12,973	8,960	98,185	-1,495*** (-12%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Table 2bii: Expected salary for FSM and non-FSM learners, grouped by Level 3 route.

L3 Cohort	Route	Exp salary (FSM) (£)	Exp salary (Non-FSM) (£)	Learner count (FSM) (*)	Learner count (Non-FSM) (*)	Earning diff (FSM vs Non-FSM) (£)
2012 to 2013	A level	16,497	19,139	9,070	174,350	-2,642*** (-14%)
	BTEC	10,739	13,767	7,120	51,100	-3,028*** (-22%)
	Mixed	13,360	15,815	1,050	10,260	-2,455*** (-16%)
	Overall	13,928	17,829	17,235	235,715	-3,901*** (-22%)
2013 to 2014	A level	14,128	15,794	3,525	34,175	-1,666*** (-11%)
	BTEC	10,356	13,095	12,760	77,440	-2,739*** (-21%)
	Mixed	13,410	15,190	2,030	18,755	-1,780*** (-12%)
	Overall	11,420	14,104	18,310	130,370	-2,684*** (-19%)
2014 to 2015	A level	12,289	13,673	13,290	203,885	-1,384*** (-10%)
	BTEC	9,610	12,228	13,755	79,405	-2,618*** (-21%)
	Mixed	11,659	13,531	2,655	24,430	-1,872*** (-14%)
	Overall	10,992	13,289	29,700	307,720	-2,297*** (-17%)
2015 to 2016	A level	9,507	10,094	12,485	188,505	-587*** (-6%)
	BTEC	8,850	10,845	13,525	81,815	-1,995*** (-18%)
	Mixed	9,593	10,748	2,500	21,670	-1,155*** (-11%)
	Overall	9,203	10,353	28,510	291,990	-1,150*** (-11%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Learners with SEND

Data and graphs relating to pages 20–21 (graphs 2di–iii) in main report.

Table 2ci: Expected salary for SEND and non-SEND learners, grouped by HE and Level 3 route.

L3 Cohort	HE	Route	Exp salary (SEND) (£)	Exp salary (Non-SEND) (£)	Learner count (SEND) (*)	Learner count (Non-SEND) (*)	Earning diff (SEND vs Non-SEND) (£) (**)
2012 to 2013	No	A level	12,238	13,440	3,095	39,025	-1,202*** (-9%)
		BTEC	10,355	12,648	8,830	31,480	-2,293*** (-18%)
		Mixed	10,032	13,604	765	4,375	-3,571*** (-26%)
		Overall	10,795	13,117	12,685	74,880	-2,321*** (-18%)
	Yes	A level	17,855	20,852	7,470	133,830	-2,998*** (-14%)
		BTEC	14,761	16,514	3,090	14,820	-1,754*** (-11%)
		Mixed	15,876	17,883	625	5,545	-2,007*** (-11%)
		Overall	16,889	20,329	11,190	154,195	-3,440*** (-17%)
2013 to 2014	No	A level	10,377	11,904	1,220	9,715	-1,527*** (-13%)
		BTEC	10,165	12,137	14,405	47,315	-1,972*** (-16%)
		Mixed	10,936	12,896	1,100	7,465	-1,960*** (-15%)
		Overall	10,231	12,189	16,720	64,495	-1,959*** (-16%)
	Yes	A level	14,877	17,454	2,290	24,470	-2,578*** (-15%)
		BTEC	13,341	15,336	5,605	22,875	-1,995*** (-13%)
		Mixed	15,425	16,829	1,325	10,900	-1,404*** (-8%)
		Overall	14,022	16,505	9,220	58,250	-2,484*** (-15%)
2014 to 2015	No	A level	8,657	9,120	4,765	71,920	-464*** (-5%)
		BTEC	9,626	11,474	14,885	52,030	-1,848*** (-16%)
		Mixed	9,362	11,721	1,660	11,595	-2,359*** (-20%)
		Overall	9,389	10,246	21,310	135,550	-857*** (-8%)
	Yes	A level	14,202	16,145	7,375	133,115	-1,943*** (-12%)
		BTEC	12,503	14,116	4,725	21,525	-1,613*** (-11%)
		Mixed	13,812	15,330	1,265	12,555	-1,519*** (-10%)
		Overall	13,564	15,823	13,365	167,195	-2,259*** (-14%)

L3 Cohort	HE	Route	Exp salary (SEND) (£)	Exp salary (Non-SEND) (£)	Learner count (SEND) (*)	Learner count (Non-SEND) (*)	Earning diff (SEND vs Non-SEND) (£) (**)
2015 to 2016	No	A level	8,186	8,146	7,165	115,665	+40 (+0.5%)
		BTEC	8,973	10,432	15,475	59,135	-1,460*** (-14%)
		Mixed	8,669	9,656	1,725	14,200	-988*** (-10%)
		Overall	8,720	8,975	24,360	189,000	-255*** (-3%)
	Yes	A level	11,964	13,114	3,965	74,205	-1,150*** (-9%)
		BTEC	10,705	12,405	3,500	17,225	-1,700*** (-14%)
		Mixed	11,647	12,813	715	7,530	-1,166*** (-9%)
		Overall	11,398	12,968	8,180	98,965	-1,570*** (-12%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Table 2cii: Expected salary for SEND and non-SEND learners, grouped by Level 3 route.

L3 Cohort	Route	Exp salary (SEND) (£)	Exp salary (Non-SEND) (£)	Learner count (SEND) (*)	Learner count (Non-SEND) (*)	Earning diff (SEND vs Non-SEND) (£) (**)
2012 to 2013	A level	16,209	19,179	10,565	172,855	-2,970*** (-15%)
	BTEC	11,498	13,886	11,920	46,300	-2,388*** (-17%)
	Mixed	12,668	15,996	1,390	9,920	-3,328*** (-21%)
	Overall	13,651	17,971	23,875	229,075	-4,321*** (-24%)
2013 to 2014	A level	13,314	15,877	3,510	34,190	-2,563*** (-16%)
	BTEC	11,054	13,179	20,010	70,190	-2,125*** (-16%)
	Mixed	13,390	15,231	2,420	18,365	-1,841*** (-12%)
	Overall	11,578	14,238	25,940	122,740	-2,660*** (-19%)
2014 to 2015	A level	12,025	13,681	12,140	205,035	-1,656*** (-12%)
	BTEC	10,319	12,247	19,610	73,555	-1,928*** (-16%)
	Mixed	11,287	13,597	2,930	24,155	-2,310*** (-17%)
	Overall	10,998	13,326	34,675	302,745	-2,328*** (-17%)
2015 to 2016	A level	9,532	10,088	11,125	189,870	-556*** (-6%)
	BTEC	9,292	10,877	18,975	76,365	-1,585*** (-15%)
	Mixed	9,541	10,750	2,440	21,730	-1,209*** (-11%)
	Overall	9,393	10,347	32,540	287,960	-954*** (-9%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Key Stage 4 Outcomes

Data and graphs relating to page **21–23** (graphs **2ei–iii**) in main report.

Table 2di: Expected salary for strong and weak KS4 learners, grouped by HE and Level 3 route.

L3 Cohort	HE	Route	Exp salary (Good GCSEs) (£)	Exp salary (Poor GCSEs) (£)	Learner count (Good GCSEs) (*)	Learner count (Poor GCSEs) (*)	Earning diff (Good vs Poor GCSEs) (£) (**)
2012 to 2013	No	A level	13,466	12,669	36,075	6,045	+797*** (+6%)
		BTEC	13,556	11,293	15,195	25,115	+2,264*** (+20%)
		Mixed	13,965	11,318	3,405	1,730	+2,647*** (+23%)
		Overall	13,522	11,547	54,675	32,890	+1,975*** (+17%)
	Yes	A level	20,924	16,352	134,180	7,115	+4,572*** (+28%)
		BTEC	17,285	14,828	10,085	7,825	+2,457*** (+17%)
		Mixed	18,212	15,333	5,030	1,145	+2,879*** (+19%)
		Overall	20,587	15,538	149,300	16,080	+5,049*** (+32%)
2013 to 2014	No	A level	11,879	11,165	8,705	2,225	+714*** (+6%)
		BTEC	12,946	11,054	20,305	41,415	+1,893*** (+17%)
		Mixed	13,211	11,261	6,080	2,485	+1,950*** (+17%)
		Overall	12,727	11,070	35,090	46,125	+1,657*** (+15%)
	Yes	A level	17,598	14,587	23,520	3,240	+3,012*** (+21%)
		BTEC	16,151	13,886	13,290	15,190	+2,265*** (+16%)
		Mixed	17,229	14,511	9,740	2,485	+2,717*** (+19%)
		Overall	17,108	14,069	46,555	20,915	+3,039*** (+22%)
2014 to 2015	No	A level	9,057	9,307	66,050	10,635	-251*** (-3%)
		BTEC	12,221	10,449	23,185	43,730	+1,772*** (+17%)
		Mixed	11,811	10,522	9,290	3,970	+1,289*** (+12%)
		Overall	10,061	10,246	98,520	58,340	-185*** (-2%)
	Yes	A level	16,188	14,709	126,730	13,760	+1,479*** (+10%)
		BTEC	15,019	12,698	12,745	13,500	+2,321*** (+18%)
		Mixed	15,566	13,622	11,160	2,665	+1,944*** (+14%)
		Overall	16,043	13,705	150,635	29,925	+2,338*** (+17%)
2015 to 2016	No	A level	8,218	7,844	100,130	22,695	+374*** (+5%)
		BTEC	10,789	9,746	27,470	47,145	+1,043*** (+11%)
		Mixed	9,623	9,378	11,165	4,760	+245 (+3%)
		Overall	8,840	9,144	138,760	74,600	-304*** (-3%)

L3 Cohort	HE	Route	Exp salary (Good GCSEs) (£)	Exp salary (Poor GCSEs) (£)	Learner count (Good GCSEs) (*)	Learner count (Poor GCSEs) (*)	Earning diff (Good vs Poor GCSEs) (£) (**)
		A level	13,155	12,466	66,980	11,190	+689*** (+6%)
	Yes	BTEC	13,014	11,296	9,915	10,815	+1,718*** (+15%)
		Mixed	13,041	11,488	6,500	1,745	+1,553*** (+14%)
		Overall	13,129	11,861	83,395	23,750	+1,268*** (+11%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Table 2dii: Expected salary for strong and weak KS4 learners, grouped by Level 3 route.

L3 Cohort	Route	Exp salary (Good GCSEs) (£)	Exp salary (Poor GCSEs) (£)	Learner count (Good GCSEs) (*)	Learner count (Poor GCSEs) (*)	Earning diff (Good vs Poor GCSEs) (£) (**)
2012 to 2013	A level	19,344	14,660	170,255	13,160	+4,684*** (+32%)
	BTEC	15,044	12,133	25,280	32,940	+2,911*** (+24%)
	Mixed	16,498	12,915	8,435	2,875	+3,583*** (+28%)
	Overall	18,693	12,858	203,975	48,975	+5,836*** (+45%)
2013 to 2014	A level	16,053	13,193	32,230	5,470	+2,860*** (+22%)
	BTEC	14,214	11,814	33,595	56,605	+2,400*** (+20%)
	Mixed	15,685	12,886	15,820	4,965	+2,799*** (+22%)
	Overall	15,225	12,006	81,645	67,035	+3,220*** (+27%)
2014 to 2015	A level	13,745	12,354	192,780	24,395	+1,391*** (+11%)
	BTEC	13,214	10,980	35,930	57,235	+2,234*** (+20%)
	Mixed	13,860	11,766	20,450	6,635	+2,094*** (+18%)
	Overall	13,678	11,419	249,155	88,265	+2,259*** (+20%)
2015 to 2016	A level	10,196	9,370	167,110	33,885	+826*** (+9%)
	BTEC	11,379	10,035	37,380	57,955	+1,344*** (+13%)
	Mixed	10,880	9,944	17,665	6,505	+936*** (+9%)
	Overall	10,450	9,800	222,155	98,345	+650*** (+7%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Gender

Data and graphs relating to pages **24–25** (graphs **2fi–iii**) in main report.

Table 2ei: Expected salary by gender, grouped by HE and Level 3 route.

L3 Cohort	HE	Route	Exp salary (Female) (£)	Exp salary (Male) (£)	Learner count (Female) (*)	Learner count (Male) (*)	Earning diff (Male vs Female) (£) (**)
2012 to 2013	No	A level	12,466	14,373	22,550	19,570	+1,907*** (+15%)
		BTEC	11,183	12,974	18,630	21,680	+1,791*** (+16%)
		Mixed	12,338	13,815	2,485	2,435	+1,477*** (+12%)
		Overall	11,911	13,648	43,670	43,680	+1,736*** (+15%)
	Yes	A level	20,031	21,557	79,890	61,405	+1,526*** (+8%)
		BTEC	16,100	16,326	9,060	8,850	+226 (+1%)
		Mixed	17,355	17,929	3,175	2,525	+574* (+3%)
		Overall	19,552	20,795	92,130	72,785	+1,243*** (+6%)
2013 to 2014	No	A level	11,159	12,367	5,730	5,200	+1,208*** (+11%)
		BTEC	10,881	12,344	28,175	33,545	+1,463*** (+13%)
		Mixed	12,119	13,196	4,320	4,160	+1,077*** (+9%)
		Overall	11,062	12,430	38,225	42,905	+1,367*** (+12%)
	Yes	A level	16,954	17,546	14,130	12,635	+592*** (+3%)
		BTEC	15,107	14,791	13,695	14,780	-316** (-2%)
		Mixed	16,775	16,580	6,175	5,880	-195 (-1%)
		Overall	16,178	16,152	34,000	33,295	-25 (-0.2%)
2014 to 2015	No	A level	8,695	9,543	40,815	35,870	+848*** (+10%)
		BTEC	10,560	11,479	30,275	36,640	+919*** (+9%)
		Mixed	11,010	11,901	6,550	6,205	+891*** (+8%)
		Overall	9,617	10,630	77,640	78,715	+1,013*** (+11%)
	Yes	A level	15,855	16,294	80,235	60,255	+439*** (+3%)
		BTEC	14,160	13,510	12,755	13,490	-650*** (-5%)
		Mixed	15,547	14,794	7,100	5,985	-753*** (-5%)
		Overall	15,617	15,710	100,090	79,735	+93* (+1%)
2015 to 2016	No	A level	7,692	8,677	65,885	56,940	+985*** (+13%)
		BTEC	9,711	10,471	33,495	41,115	+760*** (+8%)
		Mixed	9,230	9,920	7,855	7,330	+690*** (+7%)
		Overall	8,435	9,463	107,235	105,385	+1,028*** (+12%)
	Yes	A level	12,988	13,155	46,385	31,780	+167** (+1%)
		BTEC	12,321	11,943	9,585	11,145	-378*** (-3%)
		Mixed	12,937	12,465	4,170	3,680	-472** (-4%)

L3 Cohort	HE	Route	Exp salary (Female) (£)	Exp salary (Male) (£)	Learner count (Female) (*)	Learner count (Male) (*)	Earning diff (Male vs Female) (£) (**)
		Overall	12,878	12,811	60,140	46,605	-67 (-1%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Table 2eii: Expected salary by gender, grouped by Level 3 route.

L3 Cohort	Route	Exp salary (Female) (£)	Exp salary (Male) (£)	Learner count (Female) (*)	Learner count (Male) (*)	Earning diff (Male vs Female) (£) (**)
2012 to 2013	A level	18,365	19,821	102,440	80,975	+1,455*** (+8%)
	BTEC	12,792	13,946	27,690	30,530	+1,154*** (+9%)
	Mixed	15,153	15,910	5,665	4,960	+758*** (+5%)
	Overall	17,095	18,114	135,795	116,465	+1,019*** (+6%)
2013 to 2014	A level	15,282	16,036	19,860	17,835	+754*** (+5%)
	BTEC	12,264	13,093	41,870	48,325	+829*** (+7%)
	Mixed	14,859	15,178	10,490	10,040	+319** (+2%)
	Overall	13,470	14,056	72,225	76,200	+586*** (+4%)
2014 to 2015	A level	13,441	13,775	121,050	96,125	+334*** (+2%)
	BTEC	11,627	12,026	43,030	50,130	+399*** (+3%)
	Mixed	13,370	13,321	13,650	12,195	-49 (-0.4%)
	Overall	12,996	13,186	177,730	158,450	+190*** (+1%)
2015 to 2016	A level	9,880	10,281	112,270	88,720	+401*** (+4%)
	BTEC	10,291	10,785	43,075	52,260	+493*** (+5%)
	Mixed	10,515	10,770	12,025	11,010	+255* (+2%)
	Overall	10,032	10,490	167,375	151,995	+458*** (+5%)

(*) Learner counts rounded to the nearest multiple of five.

(**) p-value from two-tailed t-test: ***: <0.001; **: Between 0.001 and 0.01; *: Between 0.01 and 0.05; *Insignificant*.

Data Annexe 3: BTEC learners' salary outcomes in key sectors

Candidates by employment sector – Full Level 3 VTQ learners

Data and graphs relating to page **28** (graph **3a**) in main report.

Table 3ai: Expected salary per Level 3 cohort, and VTQ route, alongside the number of matched learners by main employment sector.

L3 Cohort	BTEC	Exp salary (Other sector) (£)	Exp salary (ICT) (£)	Exp salary (Health) (£)	Exp salary (Construction) (£)	Learner count (Other sector) (*)	Learner count (ICT) (*)	Learner count (Health) (*)	Learner count (Construction) (*)
2012 to 2013	No	12,823	17,662	12,670	16,634	31,885	1,305	5,460	1,560
	Yes	13,742	18,894	15,317	17,445	33,170	1,880	5,460	1,400
	Overall	13,292	18,389	13,994	17,017	65,055	3,185	10,920	2,960
2013 to 2014	No	12,346	16,951	12,629	16,484	58,935	2,305	8,975	2,975
	Yes	13,030	17,963	15,272	17,117	52,540	2,975	8,645	1,930
	Overall	12,668	17,521	13,926	16,733	111,475	5,280	17,620	4,905
2014 to 2015	No	11,423	14,975	12,064	15,708	66,220	2,440	9,455	3,130
	Yes	12,036	15,995	14,551	16,138	56,870	3,045	9,255	1,975
	Overall	11,706	15,541	13,294	15,874	123,090	5,485	18,710	5,105
2015 to 2016	No	9,960	12,526	10,798	15,417	77,425	2,455	9,890	2,915
	Yes	10,701	13,646	11,949	15,755	51,595	2,345	7,670	1,585
	Overall	10,256	13,073	11,301	15,536	129,025	4,800	17,560	4,495

(*) Learner counts rounded to the nearest multiple of five.

Table 3a ii: Expected salary per Level 3 cohort, VTQ route and HE group, alongside the number of matched learners by main employment sector.

L3 Cohort	HE	BTEC	Exp salary (Other sector) (£)	Exp salary (ICT) (£)	Exp salary (Health) (£)	Exp salary (Construction) (£)	Learner count (Other sector) (*)	Learner count (ICT) (*)	Learner count (Health) (*)	Learner count (Construction) (*)
2012 to 2013	No	No	11,813	15,232	10,889	15,768	24,795	715	4,215	1,375
		Yes	12,424	16,761	11,678	16,222	19,370	755	2,940	1,010
		Overall	12,081	16,016	11,213	15,960	44,165	1,470	7,160	2,385
	Yes	No	16,357	20,625	18,718	23,066	7,090	590	1,240	185
		Yes	15,592	20,324	19,568	20,602	13,800	1,125	2,520	390
		Overall	15,852	20,427	19,287	21,394	20,890	1,715	3,760	575
2013 to 2014	No	No	11,598	14,510	11,003	16,127	44,055	1,160	6,790	2,705
		Yes	12,001	15,218	11,642	16,043	30,125	1,125	4,470	1,370
		Overall	11,762	14,859	11,257	16,099	74,180	2,285	11,260	4,070
	Yes	No	14,559	19,429	17,679	20,012	14,885	1,145	2,185	275
		Yes	14,414	19,629	19,161	19,743	22,415	1,850	4,175	560
		Overall	14,472	19,553	18,652	19,831	37,295	2,995	6,360	835
2014 to 2015	No	No	10,853	13,358	10,662	15,514	50,740	1,420	7,185	2,890
		Yes	11,261	13,871	11,197	15,769	34,735	1,320	5,200	1,515
		Overall	11,019	13,605	10,887	15,602	85,475	2,745	12,385	4,405
	Yes	No	13,291	17,234	16,508	18,025	15,480	1,020	2,265	240
		Yes	13,253	17,621	18,850	17,352	22,135	1,725	4,055	460
		Overall	13,269	17,477	18,011	17,583	37,615	2,745	6,325	700
2015 to 2016	No	No	9,696	11,759	10,111	15,378	63,935	1,760	8,065	2,710
		Yes	10,280	12,491	10,280	15,634	36,170	1,400	5,150	1,275
		Overall	9,907	12,084	10,176	15,460	100,100	3,160	13,210	3,985
	Yes	No	11,209	14,462	13,830	15,939	13,490	695	1,830	205
		Yes	11,687	15,362	15,358	16,259	15,430	945	2,520	310
		Overall	11,464	14,980	14,716	16,132	28,920	1,640	4,350	510

(*) Learner counts rounded to the nearest multiple of five.

Candidates by employment sector – A level/BTEC learners

Data and graphs relating to pages **29–30** (graphs **3bi–ii**) in main report.

Table 3bi: Expected salary per Level 3 cohort, and A level/BTEC route, alongside the number of matched learners by main employment sector.

L3 Cohort	Route	Exp salary (Other sector) (£)	Exp salary (ICT) (£)	Exp salary (Health) (£)	Exp salary (Construction) (£)	Learner count (Other sector) (*)	Learner count (ICT) (*)	Learner count (Health) (*)	Learner count (Construction) (*)
2012 to 2013	A level	18,370	23,083	20,581	21,197	146,465	13,325	20,375	3,250
	BTEC	12,931	17,808	14,017	16,646	46,415	2,190	7,330	2,290
	Mixed	15,054	20,020	16,348	19,096	9,140	665	1,215	285
	Overall	16,970	22,243	18,740	19,306	202,020	16,180	28,920	5,830
2013 to 2014	A level	15,010	19,848	17,195	20,076	30,560	2,375	4,145	615
	BTEC	12,231	16,656	13,584	16,291	72,405	3,370	11,250	3,175
	Mixed	14,183	19,701	17,586	18,079	16,545	1,260	2,525	455
	Overall	13,212	18,286	14,983	17,033	119,510	7,005	17,920	4,245
2014 to 2015	A level	13,082	17,676	14,911	16,438	180,145	13,255	20,110	3,660
	BTEC	11,362	15,093	13,002	15,611	75,140	3,325	11,565	3,130
	Mixed	12,641	16,877	15,973	16,549	21,820	1,390	3,265	605
	Overall	12,581	17,136	14,378	16,097	277,105	17,975	34,940	7,400
2015 to 2016	A level	9,697	13,141	11,098	14,287	171,225	9,265	16,825	3,675
	BTEC	10,198	13,063	11,233	15,587	78,655	3,040	10,920	2,725
	Mixed	10,219	13,680	11,609	15,663	20,040	1,010	2,610	510
	Overall	9,882	13,164	11,191	14,901	269,920	13,315	30,355	6,910

(*) Learner counts rounded to the nearest multiple of five.

Table 3bii: Expected salary per Level 3 cohort, A level/BTEC route and HE group, alongside the number of matched learners by main employment sector.

L3 Cohort	HE	Route	Exp salary (Other sector) (£)	Exp salary (ICT) (£)	Exp salary (Health) (£)	Exp salary (Construction) (£)	Learner count (Other sector) (*)	Learner count (ICT) (*)	Learner count (Health) (*)	Learner count (Construction) (*)
2012 to 2013	No	A level	13,330	16,645	10,831	17,215	34,990	1,840	4,030	1,260
		BTEC	11,959	15,817	11,211	15,626	32,600	1,105	4,740	1,860
		Mixed	12,920	17,509	11,099	16,996	4,225	215	515	180
		Overall	12,683	16,415	11,040	16,307	71,815	3,165	9,285	3,300
	Yes	A level	19,952	24,114	22,985	23,718	111,475	11,485	16,345	1,990
		BTEC	15,224	19,844	19,155	21,086	13,810	1,080	2,590	430
		Mixed	16,887	21,237	20,211	22,611	4,920	450	700	105
		Overall	19,335	23,660	22,381	23,225	130,205	13,015	19,635	2,525
2013 to 2014	No	A level	11,551	15,253	10,557	17,362	9,100	460	1,130	240
		BTEC	11,475	14,514	11,032	15,497	50,115	1,670	7,305	2,630
		Mixed	12,428	16,140	11,926	16,664	7,125	320	855	260
		Overall	11,588	14,867	11,057	15,738	66,340	2,455	9,290	3,130
	Yes	A level	16,477	20,954	19,681	21,828	21,455	1,915	3,015	375
		BTEC	13,930	18,761	18,310	20,119	22,290	1,700	3,945	545
		Mixed	15,511	20,926	20,482	19,921	9,420	935	1,670	200
		Overall	15,238	20,129	19,210	20,657	53,165	4,550	8,630	1,120
2014 to 2015	No	A level	8,937	11,428	8,091	14,384	65,560	3,070	6,305	1,750
		BTEC	10,808	13,550	10,775	15,345	54,415	1,860	7,940	2,700
		Mixed	11,217	13,957	10,864	15,697	11,005	485	1,340	425
		Overall	9,906	12,383	9,697	15,030	130,985	5,420	15,585	4,870
	Yes	A level	15,454	19,561	18,023	18,319	114,585	10,185	13,810	1,910
		BTEC	12,816	17,049	17,882	17,262	20,725	1,465	3,625	435
		Mixed	14,090	18,448	19,534	18,556	10,815	905	1,925	180
		Overall	14,979	19,188	18,147	18,154	146,125	12,555	19,355	2,525
2015 to 2016	No	A level	7,919	10,330	7,963	13,887	106,380	4,810	8,915	2,720
		BTEC	9,858	12,134	10,126	15,480	61,905	2,100	8,245	2,365
		Mixed	9,303	12,292	9,066	15,499	13,355	590	1,565	405
		Overall	8,681	10,990	9,007	14,692	181,645	7,500	18,725	5,490
	Yes	A level	12,615	16,175	14,630	15,424	64,845	4,455	7,910	955
		BTEC	11,455	15,132	14,645	16,294	16,750	940	2,675	360
		Mixed	12,049	15,652	15,426	16,308	6,680	415	1,045	105
		Overall	12,352	15,969	14,705	15,709	88,275	5,815	11,630	1,420

(*) Learner counts rounded to the nearest multiple of five.

By BTEC Subject Studied

Data and graphs relating to pages **30–31** (graphs **3ci–ii**) in main report.

Table 3ci: Expected salary per sector of BTEC National Extended Diploma learners for each L3 cohort.

L3 Cohort	BTEC Sector	Exp salary (£)	Learner count (*)
2012 to 2013	Construction	18,953	440
	Engineering	18,023	1,605
	HSC	15,364	9,370
	ICT	15,909	3,070
	Other	13,467	27,430
2013 to 2014	Construction	17,387	660
	Engineering	16,357	2,950
	HSC	14,963	14,230
	ICT	14,832	5,900
	Other	12,820	42,340
2014 to 2015	Construction	14,438	585
	Engineering	14,746	3,140
	HSC	14,154	15,350
	ICT	12,999	6,600
	Other	11,919	45,480
2015 to 2016	Construction	13,049	530
	Engineering	13,256	3,355
	HSC	12,115	13,650
	ICT	11,128	5,995
	Other	10,519	39,665

(*) Learner counts rounded to the nearest multiple of five.

HE v non-HE

Table 3cii: Expected salary per sector of BTEC National Extended Diploma learners by access to HE for each L3 cohort.

L3 Cohort	BTEC Sector	HE	Exp salary (£)	Learner count (*)
2012 to 2013	Construction	No	15,338	200
		Yes	21,979	240
	Engineering	No	17,189	1,010
		Yes	19,434	595
	Health	No	13,097	5,830
		Yes	19,097	3,540
	ICT	No	13,899	1,705
		Yes	18,422	1,365
2013 to 2014	Construction	No	11,974	15,335
		Yes	15,361	12,095
	Engineering	No	14,259	310
		Yes	20,109	355
	Health	No	15,543	1,835
		Yes	17,696	1,115
	ICT	No	12,786	8,465
		Yes	18,159	5,765
2014 to 2015	Construction	No	12,931	3,155
		Yes	17,016	2,745
	Engineering	No	11,604	23,325
		Yes	14,311	19,015
	Health	No	13,104	355
		Yes	16,517	230
	ICT	No	14,185	2,050
		Yes	15,805	1,090
2015 to 2016	Construction	No	12,240	9,730
		Yes	17,471	5,620
	Engineering	No	11,351	3,915
		Yes	15,403	2,685
	Health	No	11,015	26,720
		Yes	13,207	18,760
	ICT	No	12,405	370
		Yes	14,529	160
2016 to 2017	Construction	No	13,160	2,475
		Yes	13,527	880
	Engineering	No	11,330	9,935
		Yes	14,215	3,715
	Health	No	10,330	4,165
		Yes	12,946	1,830
	ICT	No	9,961	27,045
		Yes	11,716	12,620

(*) Learner counts rounded to the nearest multiple of five.

Interactions with learner characteristics

KS4 Outcomes

Data and graphs relating to pages **33–34** (graphs **3di–ii**) in main report.

Table 3d: Expected salary by BTEC sector and access to HE group along with salary differences (HE vs non-HE) – Strong vs weak KS4 learners.

L3 Cohort	BTEC Sector	HE	Learner count (Poor GCSE learners) (*)	Learner count (Good GCSE learners) (*)	Exp salary (£) (Poor GCSE learners)	Exp salary (£) (Good GCSE learners)	Earning diff (Strong vs weak KS4)	Earning diff (£) (HE vs Non HE – Poor GCSEs)	Earning diff (£) (HE vs Non HE – Good GCSEs)
2012 to 2013	Construction	Yes	95	145	20,121	23,226	+15%	+6,550 (48%)	+5,181 (+29%)
		No	120	80	13,571	18,045	+33%		
	Engineering	Yes	195	400	17,313	20,474	+18%	+2,651 (+18%)	+1,104 (+6%)
		No	465	540	14,662	19,370	+32%		
	Health	Yes	1,265	2,275	17,521	19,973	+14%	+5,161 (+42%)	+5,975 (+43%)
		No	3,205	2,620	12,360	13,998	+13%		
2013 to 2014	Construction	Yes	625	735	16,818	19,786	+18%	+3,725 (+28%)	+4,772 (+32%)
		No	990	715	13,093	15,014	+15%		
	Engineering	Yes	155	200	19,341	20,695	+7%	+6,283 (+48%)	+4,856 (+31%)
		No	175	135	13,057	15,839	+21%		
	Health	Yes	435	680	15,830	18,887	+19%	+1,591 (+11%)	+1,982 (+12%)
		No	940	900	14,239	16,905	+19%		
2014 to 2015	Construction	Yes	2,495	3,270	16,524	19,407	+17%	+4,272 (+35%)	+5,739 (+42%)
		No	5,270	3,195	12,252	13,668	+12%		
	Health	Yes	1,465	1,280	15,558	18,688	+20%	+3,427 (+28%)	+4,292 (+30%)
		No	2,040	1,115	12,131	14,396	+19%		
	ICT	Yes	100	130	14,618	18,000	+23%	+2,541 (+21%)	+3,477 (+24%)
		No	205	150	12,077	14,523	+20%		
2015 to 2016	Construction	Yes	420	670	13,995	16,943	+21%	+747 (+6%)	+1,778 (+12%)
		No	1,050	1,000	13,248	15,165	+14%		
	Health	Yes	2,310	3,305	15,307	18,983	+24%	+3,546 (+30%)	+6,068 (+47%)
		No	5,695	4,035	11,762	12,914	+10%		
	ICT	Yes	1,310	1,375	14,219	16,532	+16%	+3,506 (+33%)	+4,169 (+34%)
		No	2,400	1,515	10,713	12,362	+15%		
2016 to 2017	Construction	Yes	65	100	12,279	15,976	+30%	+683 (+6%)	+2,726 (+21%)
		No	190	180	11,595	13,251	+14%		
	Engineering	Yes	355	520	12,491	14,236	+14%	-59 (-0.5%)	+565 (+4%)
		No	1,130	1,345	12,550	13,671	+9%		
	Health	Yes	1,670	2,045	12,757	15,404	+21%	+1,475 (+13%)	+4,019 (+35%)
		No	5,315	4,620	11,282	11,385	+1%		
2017 to 2018	ICT	Yes	900	925	12,055	13,812	+15%	+1,975 (+20%)	+3,125 (+29%)
		No	2,450	1,715	10,080	10,687	+6%		

(*) Learner counts rounded to the nearest multiple of five.

Economic disadvantage

Data and graphs relating to pages **34–35** (graphs **3ei-ii**) in main report.

Table 3e: Expected salary by BTEC sector and access to HE group along with salary differences (HE vs non-HE) – FSM vs non-FSM learners.

L3 Cohort	BTEC Sector	HE	Learner Count (Non-FSM learners) (*)	Learner Count (FSM learners) (*)	Exp salary (£) (Non-FSM learners)	Exp salary (£) (FSM learners)	Earning diff (FSM vs non-FSM)	Earning diff (£) (HE vs Non HE – Non FSM)	Earning diff (£) (HE vs Non HE – FSM)
2012 to 2013	Construction	Yes	210	25	22,665	16,591	-27%	+6,801 (+43%)	+6,263 (+61%)
		No	180	20	15,864	10,327	-35%		
	Engineering	Yes	525	75	19,969	15,604	-22%	+2,341 (+13%)	+2,585 (+20%)
		No	910	95	17,628	13,019	-26%		
	Health	Yes	3,150	390	19,384	16,778	-13%	+5,927 (+44%)	+6,436 (+62%)
		No	5,155	675	13,458	10,342	-23%		
	ICT	Yes	1,180	185	18,691	16,707	-11%	+4,438 (+31%)	+5,474 (+49%)
		No	1,505	200	14,253	11,232	-21%		
2013 to 2014	Construction	Yes	325	25	20,573	14,499	-30%	+5,371 (+35%)	+6,561 (+83%)
		No	270	40	15,202	7,938	-48%		
	Engineering	Yes	965	150	18,130	14,921	-18%	+2,205 (+14%)	+2,703 (+22%)
		No	1,645	190	15,925	12,218	-23%		
	Health	Yes	4,965	800	18,560	15,669	-16%	+5,357 (+41%)	+5,486 (+54%)
		No	7,300	1,170	13,203	10,183	-23%		
	ICT	Yes	2,335	410	17,349	15,127	-13%	+3,963 (+30%)	+5,231 (+53%)
		No	2,745	410	13,386	9,895	-26%		
2014 to 2015	Construction	Yes	195	35	17,360	11,867	-32%	+3,882 (+29%)	+1,213 (+11%)
		No	310	45	13,477	10,654	-21%		
	Engineering	Yes	935	150	16,110	13,912	-14%	+1,624 (+11%)	+2,405 (+21%)
		No	1,845	205	14,485	11,507	-21%		
	Health	Yes	4,815	800	17,920	14,776	-18%	+5,303 (+42%)	+4,762 (+48%)
		No	8,320	1,410	12,616	10,015	-21%		
	ICT	Yes	2,295	390	15,787	13,149	-17%	+4,022 (+34%)	+4,303 (+49%)
		No	3,360	555	11,765	8,847	-25%		
2015 to 2016	Construction	Yes	140	20	14,924	11,752	-21%	+1,888 (+14%)	+2,881 (+32%)
		No	315	55	13,036	8,871	-32%		
	Engineering	Yes	735	145	13,871	11,774	-15%	+378 (+3%)	+1,511 (+15%)
		No	2,220	255	13,492	10,264	-24%		
	Health	Yes	3,135	580	14,616	12,039	-18%	+3,050 (+26%)	+2,156 (+22%)
		No	8,540	1,395	11,566	9,883	-15%		
	ICT	Yes	1,580	250	13,138	11,716	-11%	+2,565 (+24%)	+2,914 (+33%)
		No	3,595	575	10,574	8,802	-17%		

(*) Learner counts rounded to the nearest multiple of five.

Special educational need (SEND) status learners

Data and graphs relating to pages **36–37** (graphs **3f**) in main report.

Table 3f: Expected salary by BTEC sector and access to HE group along with salary differences (HE vs non-HE) – SEND vs non-SEND learners.

L3 Cohort	BTEC Sector	HE	Learner count (Non-SEND learners) (*)	Learner count (SEND learners) (*)	Exp salary (£) (Non-SEND learners)	Exp salary (£) (SEND learners)	Earning diff (SEND vs non-SEND)	Earning diff (£) (HE vs Non HE – Non-SEND)	Earning diff (£) (HE vs Non HE – SEND)
2012 to 2013	Construction	Yes	190	50	22,223	21,006	-5%	+5,611 (+34%)	+10,927 (+108%)
		No	160	40	16,612	10,079	-39%		
	Engineering	Yes	495	100	19,670	18,293	-7%	+2,009 (+11%)	+3,278 (+22%)
		No	830	180	17,661	15,015	-15%		
	Health	Yes	3,075	465	19,310	17,682	-8%	+5,913 (+44%)	+5,900 (+50%)
		No	4,745	1,085	13,397	11,782	-12%		
	ICT	Yes	1,075	285	18,637	17,612	-5%	+4,313 (+30%)	+5,227 (+42%)
		No	1,330	375	14,324	12,386	-14%		
2013 to 2014	Construction	Yes	295	55	20,476	18,201	-11%	+5,461 (+36%)	+7,132 (+64%)
		No	250	60	15,014	11,069	-26%		
	Engineering	Yes	930	185	17,839	16,968	-5%	+1,970 (+12%)	+2,713 (+19%)
		No	1,465	370	15,869	14,255	-10%		
	Health	Yes	4,895	870	18,528	16,080	-13%	+5,484 (+42%)	+4,357 (+37%)
		No	6,820	1,645	13,043	11,723	-10%		
	ICT	Yes	2,170	580	17,496	15,216	-13%	+4,021 (+30%)	+3,993 (+36%)
		No	2,395	760	13,475	11,223	-17%		
2014 to 2015	Construction	Yes	195	35	16,687	15,511	-7%	+3,208 (+24%)	+4,217 (+37%)
		No	295	60	13,479	11,293	-16%		
	Engineering	Yes	905	185	15,912	15,281	-4%	+1,183 (+8%)	+3,314 (+28%)
		No	1,645	405	14,729	11,966	-19%		
	Health	Yes	4,840	780	17,772	15,603	-12%	+5,246 (+42%)	+4,627 (+42%)
		No	7,935	1,795	12,526	10,975	-12%		
	ICT	Yes	2,170	515	15,789	13,779	-13%	+4,041 (+34%)	+3,686 (+37%)
		No	2,975	940	11,748	10,093	-14%		
2015 to 2016	Construction	Yes	140	25	14,374	15,462	+8%	+1,556 (+12%)	+5,031 (+48%)
		No	305	65	12,818	10,431	-19%		
	Engineering	Yes	745	135	13,546	13,424	-1%	+113 (+1%)	+1,606 (+14%)
		No	2,055	420	13,433	11,818	-12%		
	Health	Yes	3,205	510	14,480	12,550	-13%	+3,031 (+26%)	+1,856 (+17%)
		No	8,365	1,570	11,449	10,693	-7%		
	ICT	Yes	1,515	315	13,170	11,860	-10%	+2,648 (+25%)	+2,182 (+23%)
		No	3,220	950	10,522	9,678	-8%		

(*) Learner counts rounded to the nearest multiple of five.

Gender

Data and graphs relating to page **38–39** (graphs **3gi-ii**) in main report.

Table 3g: Expected salary by BTEC sector and access to HE group along with salary differences (HE vs non-HE) – By gender group.

L3 Cohort	BTEC Sector	HE	Learner count (Female) (*)	Learner count (Male) (*)	Exp salary (£) (Female)	Exp salary (£) (Male)	Earning diff (Male vs Female)	Earning diff (£) (HE vs Non HE – Male)	Earning diff (£) (HE vs Non HE – Female)
2012 to 2013	Construction	Yes	15	225	22,531	21,942	-3%	+6,360 (+41%)	+9,821 (+77%)
		No	15	185	12,710	15,582	+23%		
	Engineering	Yes	20	575	18,331	19,475	+6%	+2,198 (+13%)	+5,462 (+42%)
		No	20	990	12,868	17,276	+34%		
	Health	Yes	2,995	545	19,246	18,273	-5%	+3,119 (+21%)	+7,072 (+58%)
		No	4,025	1,805	12,174	15,153	+24%		
2013 to 2014	Construction	Yes	120	1,245	16,742	18,585	+11%	+4,542 (+32%)	+4,458 (+36%)
		No	140	1,565	12,284	14,043	+14%		
	Engineering	Yes	30	325	20,588	20,068	-3%	+5,702 (+40%)	+8,776 (+74%)
		No	15	295	11,812	14,366	+22%		
	Health	Yes	40	1,075	19,769	17,615	-11%	+2,015 (+13%)	+5,802 (+42%)
		No	65	1,775	13,967	15,599	+12%		
2014 to 2015	Construction	Yes	4,855	910	18,330	17,247	-6%	+2,335 (+16%)	+6,449 (+54%)
		No	5,935	2,530	11,881	14,912	+26%		
	Engineering	Yes	235	2,515	17,374	16,983	-2%	+3,981 (+31%)	+5,214 (+43%)
		No	265	2,890	12,160	13,002	+7%		
	Health	Yes	15	215	15,591	16,577	+6%	+3,508 (+27%)	+1,764 (+13%)
		No	15	340	13,827	13,069	-5%		
2015 to 2016	Construction	Yes	65	1,020	16,436	15,763	-4%	+1,520 (+11%)	+3,590 (+28%)
		No	85	1,965	12,846	14,243	+11%		
	Health	Yes	4,775	840	17,683	16,265	-8%	+2,286 (+16%)	+6,160 (+53%)
		No	6,890	2,840	11,524	13,979	+21%		
	Engineering	Yes	210	2,475	14,934	15,443	+3%	+4,082 (+36%)	+3,714 (+33%)
		No	275	3,640	11,220	11,361	+1%		
2016 to 2017	Construction	Yes	15	145	15,575	14,422	-7%	+1,867 (+15%)	+5,239 (+51%)
		No	25	345	10,336	12,555	+21%		
	Engineering	Yes	35	840	11,887	13,599	+14%	+391 (+3%)	-327 (-3%)
		No	120	2,355	12,214	13,208	+8%		
	Health	Yes	3,130	585	14,164	14,485	+2%	+1,064 (+8%)	+3,560 (+34%)
		No	7,375	2,560	10,604	13,421	+27%		
	ICT	Yes	140	1,690	11,736	13,046	+11%	+2,633 (+25%)	+2,401 (+26%)
		No	325	3,845	9,336	10,413	+12%		

(*) Learner counts rounded to the nearest multiple of five.

Relationship between BTEC subject studied and sector of employment

Data and graphs relating to page 40 (graphs 3h) in main report.

Table 3h: Expected salary by BTEC sector and access to HE group – similar BTEC and employment sector or not, salary differences (HE vs non-HE).

L3 Cohort	BTEC Sector	HE	Learner count (BTEC and employ. Sector similar) (*)	Learner count (Diff employ sector to BTEC) (*)	Exp salary (£) (BTEC and employ. Sector similar)	Exp salary (£) (Diff employ sector to BTEC)	Earning diff (Similar vs diff sector to BTEC)	Earning diff (HE vs Non HE – Similar BTEC and employ. Sector)	Earning diff (HE vs Non HE – Diff. BTEC and employ. Sector)
2012 to 2013	Construction	Yes	75	165	30,262	18,336	+65%	+8,936 (+42%)	+5,048 (+38%)
		No	50	150	21,326	13,288	+60%		
	HSC	Yes	1,470	2,070	21,817	17,168	+27%	+9,565 (+78%)	+3,739 (+28%)
		No	1,645	4,185	12,251	13,429	-9%		
	ICT	Yes	285	1,075	23,698	17,016	+39%	+4,615 (+24%)	+3,865 (+29%)
		No	215	1,490	19,083	13,151	+45%		
2013 to 2014	Construction	Yes	90	265	29,145	16,983	+72%	+8,367 (+40%)	+4,823 (+40%)
		No	75	235	20,778	12,160	+71%		
	HSC	Yes	2,455	3,310	21,321	15,813	+35%	+9,018 (+73%)	+2,826 (+22%)
		No	2,475	5,990	12,303	12,986	-5%		
	ICT	Yes	605	2,145	22,327	15,523	+44%	+5,655 (+34%)	+3,099 (+25%)
		No	375	2,780	16,672	12,423	+34%		
2014 to 2015	Construction	Yes	50	180	22,048	15,041	+47%	+3,417 (+18%)	+3,572 (+31%)
		No	80	275	18,631	11,469	+62%		
	HSC	Yes	2,300	3,315	21,533	14,653	+47%	+9,657 (+81%)	+2,262 (+18%)
		No	2,855	6,875	11,876	12,391	-4%		
	ICT	Yes	565	2,120	20,590	14,021	+47%	+5,500 (+36%)	+3,127 (+29%)
		No	425	3,490	15,090	10,894	+39%		
2015 to 2016	Construction	Yes	30	130	19,244	13,360	+44%	+1,849 (+11%)	+2,245 (+20%)
		No	75	295	17,395	11,116	+56%		
	HSC	Yes	1,345	2,370	16,767	12,770	+31%	+6,260 (+60%)	+1,072 (+9%)
		No	3,070	6,865	10,506	11,698	-10%		
	ICT	Yes	290	1,535	17,580	12,065	+46%	+4,462 (+34%)	+2,125 (+21%)
		No	510	3,655	13,118	9,940	+32%		

(*) Learner counts rounded to the nearest multiple of five.

References

Department for Education; HM Revenue and Customs; Department for Work and Pensions; Higher Education Statistics Agency, released 01 November 2023, ONS SRS Metadata Catalogue, dataset, Longitudinal Education Outcomes SRS Iteration 2 Standard Extract - England, <https://doi.org/10.57906/pzfv-d195>