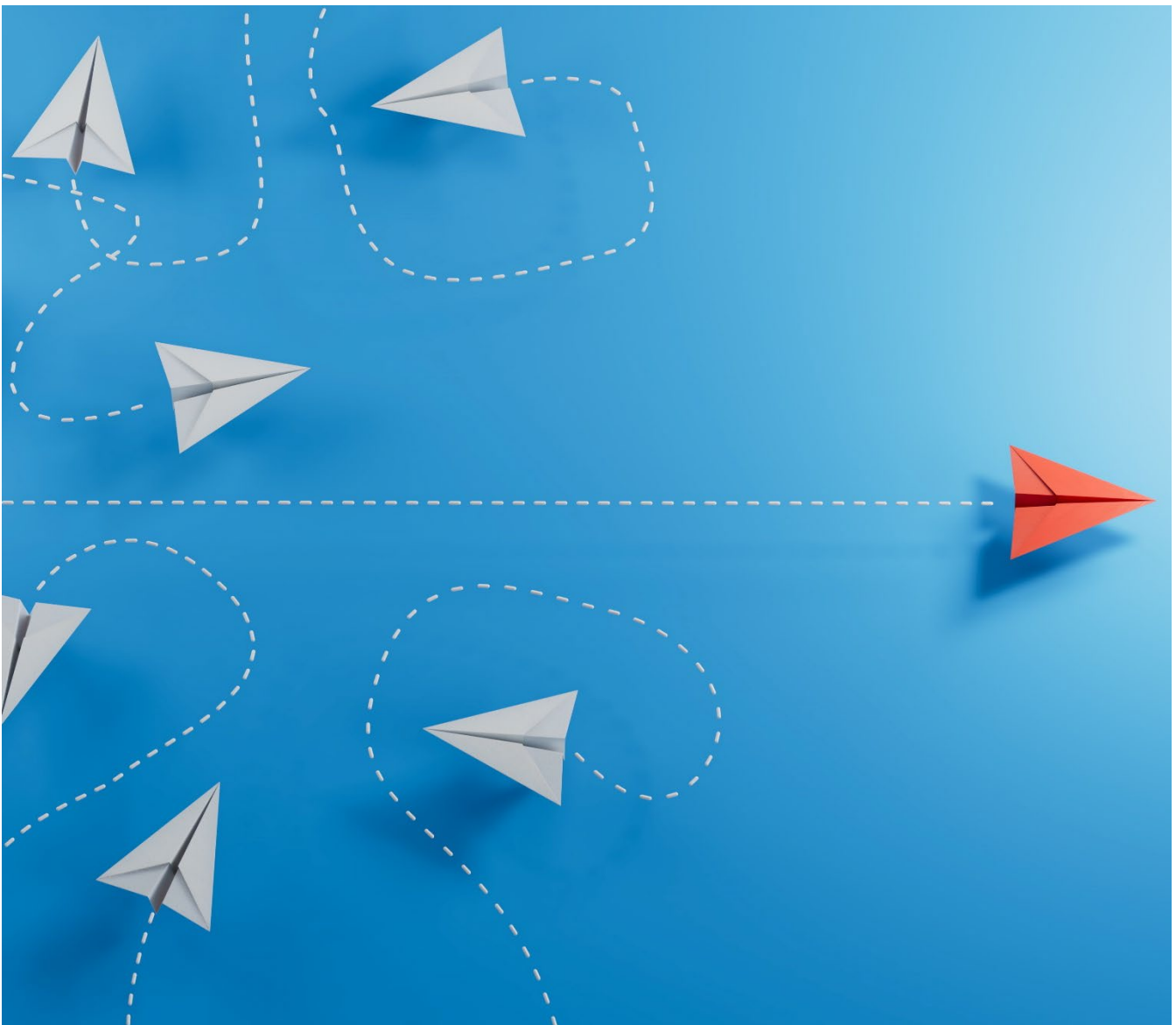


Apprentices and trainees: Completion and attrition rate methodologies for apprenticeships, individuals, and contracts

National Centre for Vocational Education Research



Publisher's note

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Introduction

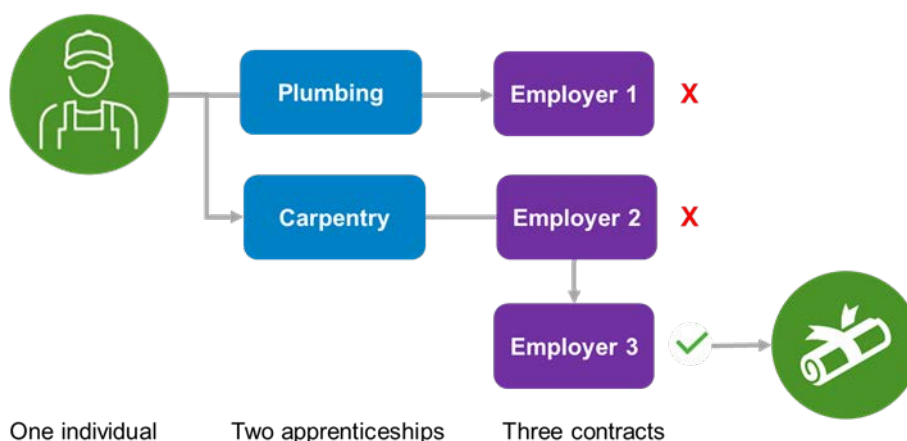
In February 2024, the Skills Senior Officials Network (SSON) tasked the SSON Apprenticeship Working Group and the National Centre for Vocational Education Research (NCVER) with improving the method used to calculate apprenticeship completion and attrition rates. The goal was to develop a methodology that better reflects the complexities of individual and apprenticeship journeys, while enabling more detailed analysis of individual and training contract attributes.

For the purposes of apprentice and trainee completion rates reporting, the term ‘apprenticeship’ refers to an Australian Apprenticeship, which encompasses both apprenticeships and traineeships. These represent learning pathways that combine paid on-the-job training with formal study with a registered training organisation (RTO) under a contract of training administered by a state training authority.

Prior to 2025, NCVER’s apprentice and trainee completion rate reporting focused on contracts of training, defined as a contractual agreement between an apprentice and an employer to undertake on-the-job training. This meant that an apprenticeship consisting of two or more contracts was reported on multiple times, possibly including a mix of attrition and completion. The improvements outlined in this document capture the complexities of apprenticeship journeys, by calculating completion and attrition rates at the level of individuals and apprenticeships in addition to contracts.

Figure 1 illustrates the levels of analysis under the new reporting methodologies. One individual is shown who has had three contracts of training (shown in purple) as part of two apprenticeships (shown in blue). Analysis at each of these levels provides insight into different aspects of the training system. Analysis of apprenticeships focuses on episodes of training in particular areas and reflects whether an individual might be considered ‘work-ready’, while analysis of contracts can reveal training dynamics such as movement between employers. The new methodologies also allow us to track an individual’s journey, as they attempt multiple apprenticeships.

Figure 1 Example of apprenticeship reporting at the level of individuals, apprenticeships, and contracts



The methodology improvements allow for a more comprehensive view of an apprenticeship as a journey that may span multiple contracts, employers and training providers. By tracking the progression of an apprenticeship from start to finish, reporting will provide a clearer understanding of the factors contributing to success or attrition. This approach will better reflect the actual experience of apprentices, offering insights into how apprenticeships evolve over time and how different factors - such as contract duration, occupation, student demographics or characteristics, or state/territory - may influence completion and attrition rates.

In addition to completion rates, examining attrition is a critical component of understanding the apprenticeship system. Reporting on attrition alongside completion rates will provide a balanced view of the challenges within the system, offering opportunities to identify trends and interventions that could reduce dropout rates.



Methodologies

This section presents technical detail underpinning the new and previous methodologies for calculating ‘observed actual’¹ completion and attrition rates at three different hierarchical levels:

Individuals sit at the top of the hierarchy. This level represents the apprentice or trainee undertaking the training. An individual may undertake multiple apprenticeships - for example, one individual may undertake both a plumbing apprenticeship and an electrical apprenticeship.

Apprenticeships represent the second level, capturing the combination of an individual and the qualification undertaken. An apprenticeship may consist of one or more contracts - for example, due to a change of employer.

Contracts of training represent the most granular level of the hierarchy. For detail, refer to Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) Apprentice and Trainee Collection specifications: release 7.0.

Analysis of all three hierarchical levels is based on transaction records sourced from the National Apprentice and Trainee Collection. Transactions mark various events throughout an apprentice’s training, and each is associated with a training contract status (table 1).

The methodologies rely on the transaction-level data being rolled up to each of the hierarchical levels, which requires identification of contracts, apprenticeships, and individuals, as well as sequencing of events. The new methodologies draw on data from 01 July 1994 to 31 December of the latest year available; for data presented in this technical paper, the latest year available is 2024.

Table 1 Values and descriptions for training contract status identifier

Value	Description
01	Active
02	Recommended
03	Withdrawn
04	Completed
05	Expired
06	Cancelled
07	Suspended
09	Expired (Unsuccessful) - code only valid when Date of Transaction is prior 01 July 2016
11	Transferred

Source: Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) Apprentice and Trainee Collection specifications: release 7.0.

The new methodology for apprenticeship-level analysis relies on the ADMS Apprenticeship ID, which is assigned and managed by the Commonwealth Department of Employment and Workplace Relations (DEWR), and is not currently available in the National Apprenticeship Collection. ADMS Apprenticeship IDs have been supplied by DEWR under a data sharing agreement to enable reporting under the new methodologies.

¹ Improvements to the methodology for calculating projected completion and attrition rates for recently commencing cohorts were out of scope for this work.

Data maturity and cohort comparisons

Completion and attrition rates are calculated for cohorts of commencing students, for example, annual commencing cohorts based on calendar year. Recently commenced cohorts will have a higher proportion of individuals/apprenticeships/contracts that are still actively training. As time passes and more individuals/apprenticeships/contracts either complete or discontinue their training, completion and attrition rates stabilise. This stabilisation tends to occur sooner for training in non-trade occupations (traineeships) than for training in trade occupations (apprenticeships). This is because trade apprenticeships generally have a full-time nominal duration of up to four years (although may take longer), whilst most traineeships are one to two years.

In the refreshed methodologies, completion and attrition rates can be calculated from to-date data submissions (i.e. an ongoing measure incorporating data up to 31 December of the most recent calendar year) as well as point-in-time calculations based on events that occurred within four years and within six years of individual/apprenticeship/contract commencement (fixed reference period measures).

When comparing completion and attrition rates across time, care should be taken to ensure that the cohorts being compared are similar with respect to data maturity. This can be achieved by comparing rates calculated at a comparable point-in-time after commencement, rather than to-date rates. NCVER recommends six-year measures as the most appropriate reference period for comparing rates for trade occupations. To-date measures cannot be used to accurately compare different commencing cohorts but can be used as an indicator of performance.

Estimation

NCVER applies estimation methodology to counts of transaction events to account for submission delays. The current method of calculating estimates from the National Apprentice and Trainee Collection was endorsed in September 2004 by the National Training Statistics Committee. For more information, see <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/estimation-of-apprentice-and-trainee-statistics>. All completion and attrition rates presented in this technical paper are calculated using weighted (estimated) counts.

Unit Record Files include estimate weights for each unit of analysis, allowing users to collate data with or without weights applied according to their needs.

Individuals

This section describes a new methodology for calculating completion and attrition rates for individuals, who may undertake multiple contracts and/or multiple apprenticeships.

Although NCVER has historically reported completion rates for individuals as well as for contracts, the previous methodology for estimating individual rates was designed to provide information on individuals who commence and subsequently complete in the same occupation and thus relates more to apprenticeships than to individuals under the new methodologies. The new method of tracking individuals' journeys described here represents a more direct measure of completion and attrition across an individual's lifetime and provides a richer understanding of participation patterns across cohorts.

A comparison of individual-level completion and attrition rates to apprenticeship- and contract-level rates can be found in the Appendix.

Identifying individuals

The business rules for identifying individuals from the underlying transaction data are as follows:

- The primary method² for identifying an individual is the Apprenticeship Data Management System (ADMS) Client ID, which is assigned and managed by the Commonwealth Department of Employment and Workplace Relations.
- A secondary method is used where the ADMS Client ID is missing and cannot be populated from other transaction records for the same contract (combination of State/Territory Contract ID and the submitting State/Territory). The secondary method is based on the combination of State/Territory Client ID and the submitting State/Territory.

Aggregating transactions to individual level

The business rules for collating transactions to the level of individuals are as follows:

- The earliest transaction associated with the individual is flagged as the individual's commencement, with the requirement that it must have status 01 (active).
- If one or more transactions with status 04 (completed) are associated with the individual, the individual is flagged as a completion.
- If no transactions with status 04 (completed) are associated with the individual, and the most recent transaction³ has status 03 (withdrawn), 05 (expired), 06 (cancelled), 09 (expired - unsuccessful), or 11 (transferred), the individual is flagged as an attrition.
- Individuals that have not been flagged as completions nor as attritions are assumed to be in training (latest contract status is 01 active, 02 recommenced, or 07 suspended).

Transactions can be aggregated to individual level based on to-date data submissions (i.e. an ongoing measure incorporating data up to 31 December of the most recent calendar year) as well as point-in-time calculations based on events that occurred within four years and within six years of each individual's commencement (fixed reference period measures).

Individual attributes

Attributes of the individual, training, and/or employer may change over the course of an individual's journey. Where attributes of the individual, training, or employer are reported alongside individual-level data, these attributes are based on the information submitted with the individual's commencement record (derivation described above).

Several variables are derived for individual journeys, including:

- The number of apprenticeships the individual has undertaken
- The number of contracts the individual has undertaken
- The number of employers the individual has had during their training (based on employer legal name⁴)
- The number of RTOs the individual has trained with (based on training organisation identifier).

2 While the gold standard identifier for tracking individuals is the Unique Student Identifier (USI), coverage of the USI in the National Apprentice and Trainee Collection is not yet adequate for time-series analysis.

3 Note that the most recent transaction status could be based on to-date data, as at four years after commencement, or as at six years after commencement.

4 Employer ABN is not currently available in the National Apprentice and Trainee collection.

Calculating completion and attrition measures

Individual measures are calculated for commencing cohorts using weighted counts (refer to section 'Estimation') of transaction events according to the business rules specified above (refer to section 'Aggregating transactions to individual level'):

- Number of commencing individuals: weighted count of individuals who commenced their first apprenticeship in the period. For example, an individual who has undertaken multiple apprenticeships will be counted as a commencing individual only once, based on the commencement date of their first apprenticeship.
- Completion rates: the proportion of commencing individuals that went on to complete *any* contract/apprenticeship. An individual who has a combination of completion and attrition across multiple apprenticeships will be counted as completion at the individual level. Completion rates are calculated based on weighted data:
- To-date: Out of all commencing individuals in the period, what proportion had any contract/apprenticeship completion based on the data up to 31 December of the most recent calendar year.
 - Four years after commencement: Out of all commencing individuals in the period, what proportion had *any* contract/apprenticeship completion within four years of the individual commencement date.
 - Six years after commencement: Out of all commencing individuals in the period, what proportion had *any* contract/apprenticeship completion within six years of the individual commencement date.
- Attrition rates: the proportion of all commencing individuals flagged as attrition, who have not completed any contract/apprenticeship. An individual who has a combination of completion and attrition across multiple apprenticeships *will not* be counted as attrition at the individual level. Attrition rates are calculated:
- To-date: Out of all commencing individuals in the period, what proportion had been flagged as attrition and had not completed any contract/apprenticeship based on the data up to 31 December of the most recent calendar year.
 - Four years: Out of all commencing individuals in the period, what proportion had been flagged as attrition and had not completed any contract/apprenticeship at the point in time four years after the individual commencement date.
 - Six years: Out of all commencing individuals in the period, what proportion had been flagged as attrition and had not completed any contract/apprenticeship at the point in time six years after the individual commencement date.
- Average time to first completion: for individuals flagged as completion, the mean number of days from individual commencement date to the first completion transaction associated with the individual (includes any days on suspension or between contracts)
- Average time to attrition: for individuals flagged as attrition, who have not completed any contract/apprenticeship, the mean number of days from individual commencement date to the most recent attrition transaction associated with the individual (includes any days on suspension or between contracts). Note that this can be calculated based on to-date data or based on attrition status derived at a point-in-time four or six years after commencement.

Apprenticeships

Apprenticeships represent the combination of an individual and a qualification and may involve multiple contracts of training and/or multiple employers.

Since 2011, NCVER has reported completion rates for individuals who commence and subsequently complete in the same occupation. These previously reported individual rates are most comparable to the apprenticeship-level reporting under the new methodologies. The previous method uses a 5-year average recommencement adjustment factor - a ratio of commencements (status 01 - active) to recommencements (status 02 - recommenced) - to the contract-level rates, to account for apprenticeships that involve multiple contracts of training. The reliance on an adjustment factor limits the degree to which data can be disaggregated. For more information, see <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/individual-based-completion-rates-for-apprentices>.

The new methodology for apprenticeship-level analysis tracks the progression of an apprenticeship from start to finish, allowing for more direct measurement of apprenticeships that may span multiple contracts, employers and training providers. The new methodology allows for calculation of both completion and attrition rates for apprenticeships, whereas the historical method allowed for estimation of completion rates only.

A comparison of completion rates calculated using the previous individual adjustment factor method and the new apprenticeship method can be found in the Appendix, along with a comparison to individual- and contract-level rates.

Identifying apprenticeships

The new business rules for identifying apprenticeships from the underlying transaction data are as follows:

- The primary method for identifying an apprenticeship is the ADMS Apprenticeship ID. As the ADMS Apprenticeship ID is not currently available in the National Apprenticeship Collection, ADMS Apprenticeship IDs have been supplied by DEWR under a data sharing agreement.
- A secondary method is used where the ADMS Apprenticeship ID is missing and cannot be populated from other transaction records for the same contract (combination of State/Territory Contract ID and the submitting State/Territory). The secondary method is based on the distinct combination of program identifier (with supersession rules applied) and either the ADMS Client ID if available, or the combination of State/Territory Client ID and the submitting State/Territory if the ADMS client ID is missing.

Supersession rules are applied to account for instances where program identifiers have changed over time. These changes of program identifiers may be one-to-one, one-to-many, or many-to-many. NCVER uses information from the National Training Register (training.gov.au) to group program identifiers together into supersession clusters based on lineage. For the current report, information on program identifiers has been taken as at 31 December 2024. This methodology allows training activity to be tracked over time, including across contracts. It also allows trends in enrolment, completion, and attrition numbers to be mapped across time even when program identifiers have changed through supersession. Note that information about the equivalence of superseded training products has not been accounted for.

Aggregating transactions to apprenticeship level

The business rules for collating transactions to the level of apprenticeships are as follows:

- The earliest transaction associated with the apprenticeship is flagged as the apprenticeship commencement, with the requirement that it must have status 01 (active).
- If one or more transactions with status 04 (completed) are associated with the apprenticeship, the apprenticeship is flagged as completed.
- If no transactions with status 04 (completed) are associated with the apprenticeship, and the most recent transaction has status 03 (withdrawn), 05 (expired), 06 (cancelled), 09 (expired - unsuccessful), or 11 (transferred), the apprenticeship is flagged as attrition.
- Apprenticeships that have not been flagged as completed nor as attrition are assumed to be in training (latest contract status is 01 active, 02 recommenced, or 07 suspended).

Transactions can be aggregated to apprenticeship level based on to-date data submissions (i.e. an ongoing measure incorporating data up to 31 December of the most recent calendar year) as well as point-in-time calculations based on events that occurred within four years and within six years of each apprenticeship commencement (fixed reference period measures).

Apprenticeship attributes

Attributes of the individual, training, and/or employer may change over the course of an apprenticeship. Where attributes of the individual, training, or employer are reported alongside apprenticeship-level data, these attributes are based on the information submitted with the apprenticeship commencement record (derivation described above).

Several variables are derived for apprenticeships, including:

- The number of contracts undertaken as part of the apprenticeship
- The number of employers the individual has had during their apprenticeship (based on employer legal name)
- The number of RTOs the individual has trained with during their apprenticeship (based on training organisation identifier).

Calculating completion and attrition measures

Apprenticeship measures are calculated for commencing cohorts using weighted counts (refer to section 'Estimation') of transaction events according to the business rules specified above (refer to section 'Aggregating transactions to apprenticeship level'):

- Number of commencing apprenticeships: weighted count of apprenticeship commencements in the period. For example, an apprenticeship consisting of multiple contracts will be counted as commencing only once, based on the commencement date of the first contract. A commencing apprenticeship may be undertaken by an individual who has previously undertaken a different apprenticeship.
- Completion rates: the proportion of commencing apprenticeships with *any* associated completion transaction. An apprenticeship with a combination of completion and attrition across multiple contracts will be counted as completion at the apprenticeship level. Completion rates are calculated based on weighted data:

- To-date: Out of all commencing apprenticeships in the period, what proportion had any contract completion based on the data up to 31 December of the most recent calendar year.
 - Four years after apprenticeship commencement: Out of all commencing apprenticeships in the period, what proportion had *any* contract completion within four years of the apprenticeship commencement date.
 - Six years after apprenticeship commencement: Out of all commencing apprenticeships in the period, what proportion had *any* contract completion within six years of the apprenticeship commencement date.
- Attrition rates: the proportion of commencing apprenticeships in the period that have been flagged as attrition, with no associated completion transaction. An apprenticeship with a combination of completion and attrition across different contracts *will not* be counted as attrition at the apprenticeship level. Attrition rates are calculated based on weighted data:
- To-date: Out of all commencing apprenticeships in the period, what proportion had been flagged as attrition and had no associated completion transaction, based on the data up to 31 December of the most recent calendar year.
 - Four years after apprenticeship commencement: Out of all commencing apprenticeships in the period, what proportion had been flagged as attrition and had no associated completion transaction, at the point in time four years after the apprenticeship commencement date.
 - Six years after apprenticeship commencement: Out of all commencing apprenticeships in the period, what proportion had been flagged as attrition and had no associated completion transaction, at the point in time six years after the apprenticeship commencement date.
- Average time to first completion: for apprenticeships flagged as completion, the mean number of days from apprenticeship commencement date to the first completion transaction associated with the apprenticeship (includes any days on suspension or between contracts)
- Average time to attrition: for apprenticeships flagged as attrition, the mean number of days from apprenticeship commencement date to the most recent attrition transaction associated with the apprenticeship (includes any days on suspension or between contracts). Note that this can be calculated based on to-date data or based on attrition status derived at a point-in-time four or six years after commencement.

Contracts

Contracts of training underpin the employment and training agreement between the individual and their employer. Calculating completion and attrition rates at the level of contracts means that if an individual trains under two distinct contracts of training where the first is cancelled and the second is completed, both the attrition and the completion are captured.

The methodology for calculating completion and attrition rates for contracts is largely unchanged from that which has been used historically. Improvements have been made to include contracts ending with status 05 (expired) as attrition, whereas historically these were assumed to be in training. Further, rates calculated after four years are now calculated based on the commencement date of each contract, rather than on a calendar year basis.

A comparison of contract completion and attrition rates calculated using the previous method and the new method can be found in the Appendix, along with a comparison to individual- and apprenticeship-level rates.

Identifying contracts

The business rules for identifying contracts from the underlying transaction data are as follows:

- The primary method for identifying a contract is the combination of State/Territory Contract ID and the submitting State/Territory. A secondary method is not required for identifying contracts because all transaction records are submitted with valid values for the above.

Aggregating transactions to contract level

The business rules for collating transactions to the level of contracts are as follows:

- The earliest transaction associated with the contract is flagged as the contract commencement, with the requirement that it must have status 01 (active) or 02 (recommenced).
- If one or more transactions with status 04 (completed) are associated with the contract, the contract is flagged as completed.
- If no transactions with status 04 (completed) are associated with the contract, and the most recent transaction has status 03 (withdrawn), 05 (expired), 06 (cancelled), 09 (expired - unsuccessful), or 11 (transferred), the contract is flagged as attrition.
- Contracts that have not been flagged as completed nor as attrition are assumed to be in training (latest contract status is 01 active, 02 recommenced, or 07 suspended).

Transactions can be aggregated to contract level based on to-date data submissions (i.e. an ongoing measure incorporating data up to 31 December of the most recent calendar year) as well as point-in-time calculations based on events that occurred within four years and within six years of each contract commencement (fixed reference period measures).

Contract attributes

Attributes of the individual, training, and/or employer may change over the course of a contract. Where attributes of the individual, training, or employer are reported alongside contract-level data, these attributes are based on the information submitted with the contract commencement record (derivation described above).

Calculating completion and attrition measures

Contract measures are calculated for commencing cohorts using weighted counts (refer to section 'Estimation') of transaction events according to the business rules specified above (refer to section 'Aggregating transactions to contract level'):

- Number of commencing contracts: weighted count of contract commencements and recommencements in the period
- Completion rates: the proportion of commencing contracts that were completed. Completion rates are calculated based on weighted data:
- To-date: Out of all commencing contracts in the period, what proportion were completed, based on the data up to 31 December of the most recent calendar year.

- Four years after contract commencement: Out of all commencing contracts in the period, what proportion were completed within four years of the contract commencement date.
- Six years after contract commencement: Out of all commencing contracts in the period, what proportion were completed within six years of the contract commencement date.
- Attrition rates: the proportion of commencing contracts in the period that have been flagged as attrition, with no associated completion transaction. Attrition rates are calculated using weighted data:
- To-date: Out of all commencing contracts in the period, what proportion had been flagged as attrition and had no associated completion transaction, based on the data up to 31 December of the most recent calendar year.
 - Four years after contract commencement: Out of all commencing contracts in the period, what proportion had been flagged as attrition and had no associated completion transaction, at the point in time four years after the contract commencement date.
 - Six years after contract commencement: Out of all commencing contracts in the period, what proportion had been flagged as attrition and had no associated completion transaction, at the point in time six years after the contract commencement date.
- Average time to first completion: for contracts flagged as completion, the mean number of days from contract commencement to the first completion transaction associated with the contract (including any days on suspension)
- Average time to attrition: for contracts flagged as attrition, the mean number of days from contract commencement to the most recent attrition transaction (includes any days on suspension). Note that this can be calculated based on to-date data or based on attrition status derived at a point-in-time four or six years after commencement.



Appendix – Comparison of rates

The tables below present completion and attrition rates calculated using the new and previous methodologies at the level of contracts, apprenticeships, and individuals. Data for trade and non-trade occupations are presented separately.

Note that NCVER’s previous methodology for estimating individual completion rates was designed to provide information on individuals who commence and subsequently complete in the same occupation. For this reason, rates calculated using the previous *individual* methodology are presented in the tables below alongside rates calculated using the new *apprenticeship* methodology. Whereas the previous individual methodology allowed for estimation of completion rates only, the new apprenticeship methodology allows for calculation of both completion and attrition rates for apprenticeships. Rates calculated using the new individual methodology provide insight into completion and attrition across the individual’s lifetime, rather than in a particular occupation or qualification.

Care should be taken when comparing to-date rates across cohorts, as earlier cohorts will have had more time to complete than those commencing more recently (refer to section ‘Data maturity and cohort comparisons’).

Trade occupations

Table A1 presents completion rates for trade occupations to date and four years after commencement, calculated from the new and previous methodologies for contracts, apprenticeships, and individuals.

Table A1 Comparison of completion rates for trade occupations, to date and after four years, for commencing years 2018 to 2020

Methodology	Commencing cohort					
	2018		2019		2020	
	New	Previous	New	Previous	New	Previous
To-date						
Apprenticeship completion rate	58.8	55.4	58.0	55.8	54.2	54.0
Contract completion rate	43.6	43.6	44.1	44.1	42.9	42.9
Individual completion rate	63.9	-	62.2	-	56.5	-
After four years						
Apprenticeship completion rate	43.9	53.4	45.7	54.1	46.9	54.0
Contract completion rate	38.9	42.2	40.0	42.9	40.2	42.9
Individual completion rate	44.2	-	46.2	-	47.6	-

Source: National Apprentice and Trainee Collection 123, data up to 31 December 2024; DEWR ADMS data supply of ADMS Apprenticeship ID and linkage variables, 2012-2024.

Note that although *to-date* completion rates for trade occupations are higher under the new methodology as compared with the previous methodology, *four-year* completion rates for trade occupations are lower under the new methodology as compared with the previous methodology.

This is primarily due to the difference in the way that completion rates after four years are calculated under the new and previous methodologies. Previously, if a person commenced in 2018, they had until the end of 2022 to complete to be included in the 4-year completion rate. If a person commenced in January 2018, they had a window of nearly 5 years. The new methodology is calculated based on four years relative to apprenticeship start date. This narrows the window for completion but improves the

accuracy of the method by ensuring that data maturity is consistent across all apprenticeships in the cohorts.

Importantly, the comparisons above illustrate that four-year rates are not the most appropriate reference period for trade apprenticeships; NCVER recommends six-year rates as the most appropriate reference period for trade apprenticeships (Refer to section ‘Data maturity and cohort comparisons’). Six-year rates have not been included in the comparison tables because they are new measures and comparison data from the previous methodologies are not available.

Table A2 presents attrition rates for trade occupations to date and four years after commencement, calculated from the new and previous methodologies for contracts, apprenticeships, and individuals.

Table A2 Comparison of attrition rates for trade occupations, to date and after four years, for commencing years 2018 to 2020

Methodology	Commencing cohort					
	2018		2019		2020	
	New	Previous	New	Previous	New	Previous
To-date						
Apprenticeship attrition rate	40.1	-	39.7	-	39.8	-
Contract attrition rate	56.3	52.5	55.5	51.3	55.2	50.7
Individual attrition rate	32.7	-	32.4	-	32.4	-
After four years						
Apprenticeship attrition rate	38.7	-	38.4	-	38.9	-
Contract attrition rate	55.4	51.9	54.7	51.0	54.9	50.7
Individual attrition rate	31.6	-	31.4	-	31.7	-

Source: National Apprentice and Trainee Collection 123, data up to 31 December 2024; DEWR ADMS data supply of ADMS Apprenticeship ID and linkage variables, 2012-2024.

Non-trade occupations

Table A3 presents completion rates for non-trade occupations to date and four years after commencement, calculated from the new and previous methodologies for contracts, apprenticeships, and individuals.

Table A3 Comparison of completion rates for non-trade occupations, to date and after four years, for commencing years 2018 to 2020

Methodology	Commencing cohort					
	2018		2019		2020	
	New	Previous	New	Previous	New	Previous
To-date						
Apprenticeship completion rate	57.0	58.5	54.6	55.9	48.8	50.0
Contract completion rate	55.8	55.8	53.1	53.1	47.4	47.4
Individual completion rate	61.2	-	58.7	-	52.2	-
After four years						
Apprenticeship completion rate	56.7	58.2	54.3	55.7	48.7	50.0
Contract completion rate	55.6	55.6	53.0	53.0	47.3	47.4
Individual completion rate	59.3	-	57.3	-	51.7	-

Source: National Apprentice and Trainee Collection 123, data up to 31 December 2024; DEWR ADMS data supply of ADMS Apprenticeship ID and linkage variables, 2012-2024.

Table A4 presents attrition rates for non-trade occupations to date and four years after commencement, calculated from the new and previous methodologies for contracts, apprenticeships, and individuals.

Table A4 Comparison of attrition rates for non-trade occupations, to date and after four years, for commencing years 2018 to 2020

Methodology	Commencing cohort					
	2018		2019		2020	
	New	Previous	New	Previous	New	Previous
To-date						
Apprenticeship attrition rate	42.8	-	45.1	-	50.6	-
Contract attrition rate	44.2	40.3	46.7	42.1	52.2	45.1
Individual attrition rate	37.6	-	39.6	-	45.2	-
After four years						
Apprenticeship attrition rate	42.4	-	44.8	-	50.5	-
Contract attrition rate	43.8	40.0	46.4	41.8	52.2	45.1
Individual attrition rate	37.5	-	39.3	-	45.1	-

Source: National Apprentice and Trainee Collection 123, data up to 31 December 2024; DEWR ADMS data supply of ADMS Apprenticeship ID and linkage variables, 2012-2024.




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