

Australian vocational education and training statistics

# Apprentice and trainee outcomes 2024

National Centre for Vocational Education Research



## Description

This product provides a summary of the outcomes of apprentices and trainees aged 15 years or over who undertook an apprenticeship or traineeship during 2023. It includes those who completed their training (completers) and those who cancelled or withdrew (non-completers). The figures are derived from the National Student Outcomes Survey. The 2024 survey results are based on the responses of 20 877 apprentices and trainees, collected between June and August 2024.

# Highlights

## Students who completed their apprenticeship or traineeship (completers)

In 2024, 95.4% of trade and 89.4% of non-trade completers were employed after finishing their apprenticeship or traineeship, similar to 2023.

Among trade completers:

- 74.4% were employed in the same occupation as their apprenticeship or traineeship
- 14.6% were employed in a different occupation but found the training relevant to their job.

For non-trade completers:

- 32.7% were employed in the same occupation as their apprenticeship or traineeship
- 41.5% were employed in a different occupation but found the training relevant to their job.

Patterns of apprentices and trainees changing employers were similar to 2023. Among those employed after training, 28.9% of trade and 24.5% of non-trade completers were working for a different employer than during their apprenticeship or traineeship. The main reason for changing employers was being offered a better job.

The satisfaction of completers remained very high and was similar to 2023:

- 91.7% of trade and 88.6% of non-trade students were satisfied with the skills learnt on-the-job
- 86.4% of trade and 88.0% of non-trade students were satisfied with their off-the-job training.

## Students who did not complete their apprenticeship or traineeship (non-completers)

In 2024, 83.3% of trade non-completers were employed after leaving their apprenticeship or traineeship, similar to 2023. Among those in non-trades, 76.1% were employed after training, down 5.0 percentage points from 2023.

The most common reason for not completing a trade apprenticeship or traineeship was dissatisfaction with pay, working conditions, or the workplace, cited by 29.7% of trade non-completers (up 5.9 percentage points from 2023). This was also a key reason for 20.3% of those in non-trades (similar to 2023).

Most non-completers changed employers after leaving their apprenticeship or traineeship. Among those employed, 66.8% of those who trained in trades and 67.1% in non-trades had a different employer. The main reason for changing employers was being offered a better job.

Despite not completing their apprenticeship or traineeship, satisfaction remained relatively high:

- 77.1% of trade and 68.4% of non-trade students were satisfied with skills learnt on-the-job (both similar to 2023)
- 70.4% of trade (similar to 2023) and 64.4% of non-trade (up 4.6 percentage points from 2023) students were satisfied with their off-the-job training.

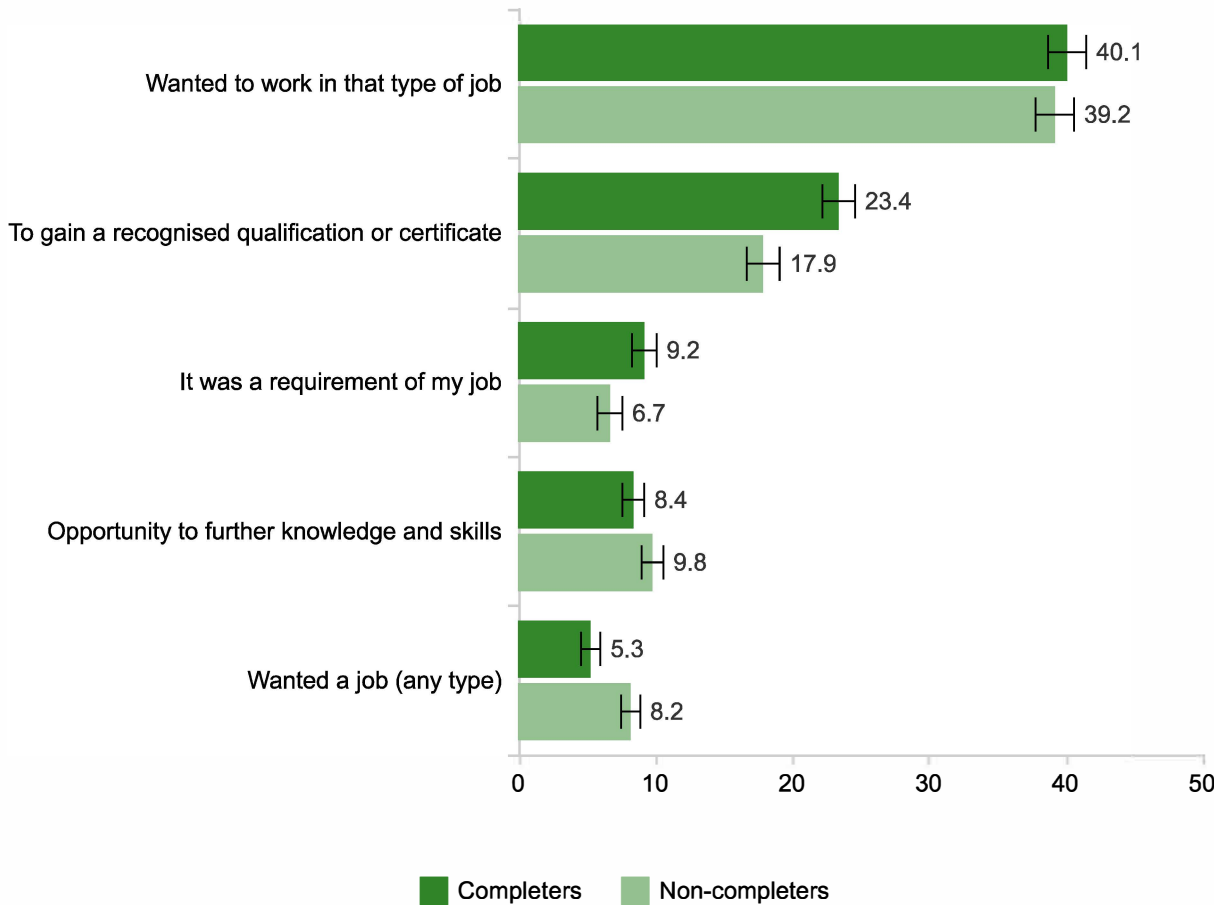
# Trade occupations

## Main reason for undertaking an apprenticeship or traineeship

The most common reason students gave for undertaking a trade apprenticeship or traineeship was because they wanted to work in that type of job, with 40.1% of trade completers and 39.2% of trade non-completers citing this as their main reason (both similar to 2023).

The second most common reason cited was gaining a recognised qualification or certificate, with 23.4% of completers (down 2.9 percentage points from 2023) and 17.9% non-completers (similar to 2023) citing this reason for training.

Figure 1 Main reason for undertaking an apprenticeship/traineeship for trade completers and non-completers, 2024 (%)



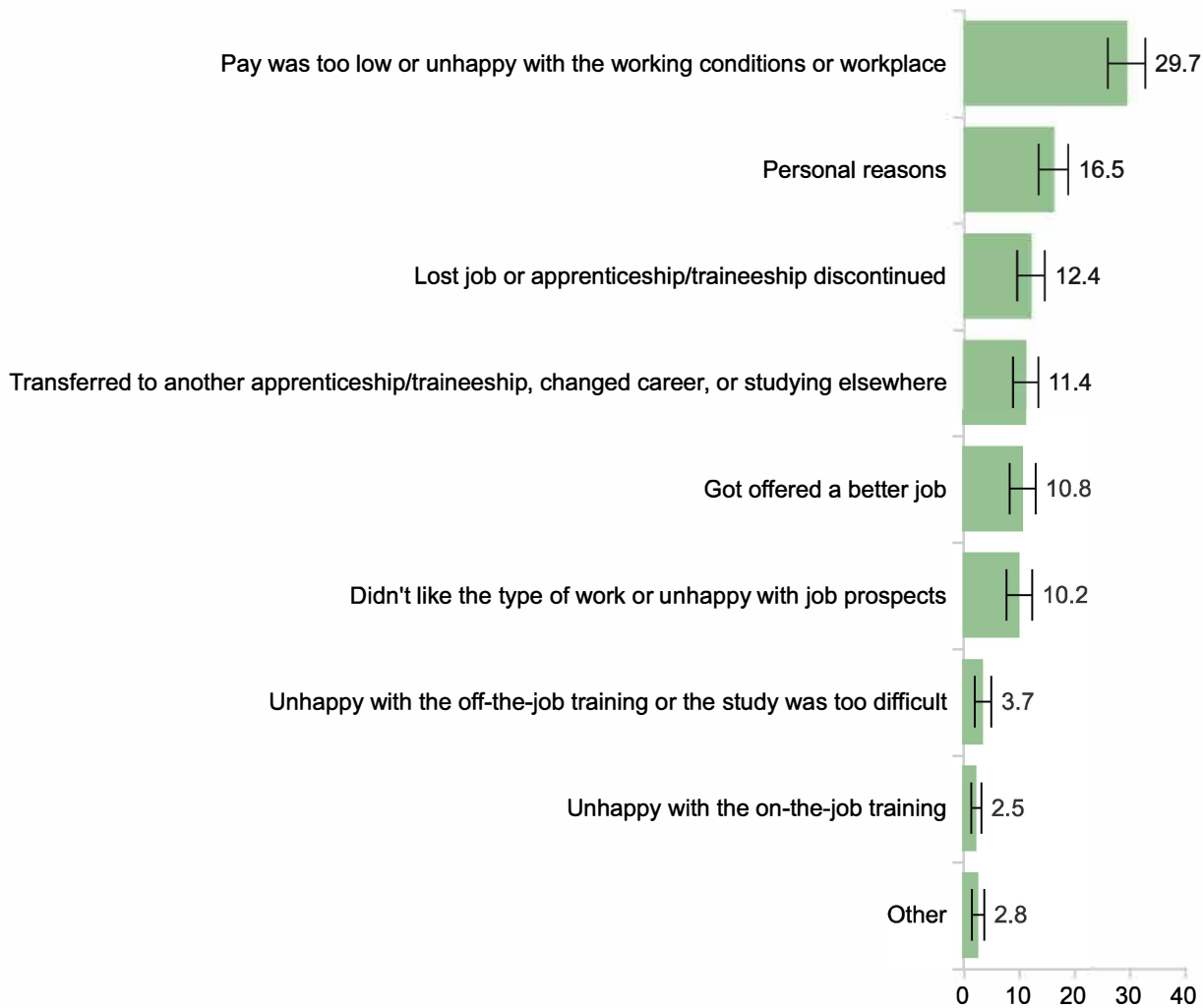
Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2024.

## Main reason for not completing an apprenticeship or traineeship

Common main reasons apprentices and trainees in trade occupations did not complete their training were:

- dissatisfaction with pay, working conditions, or the workplace, which was cited by 29.7% of trade non-completers (up 5.9 percentage points from 2023)
- for personal reasons, which was cited by 16.5% of trade non-completers (similar to 2023).

Figure 2 Main reason for not completing a trade apprenticeship/traineeship, 2024 (%)



Note: The figure presents summarised groupings of the main reasons.

## Employment and further study outcomes

### Employment outcomes

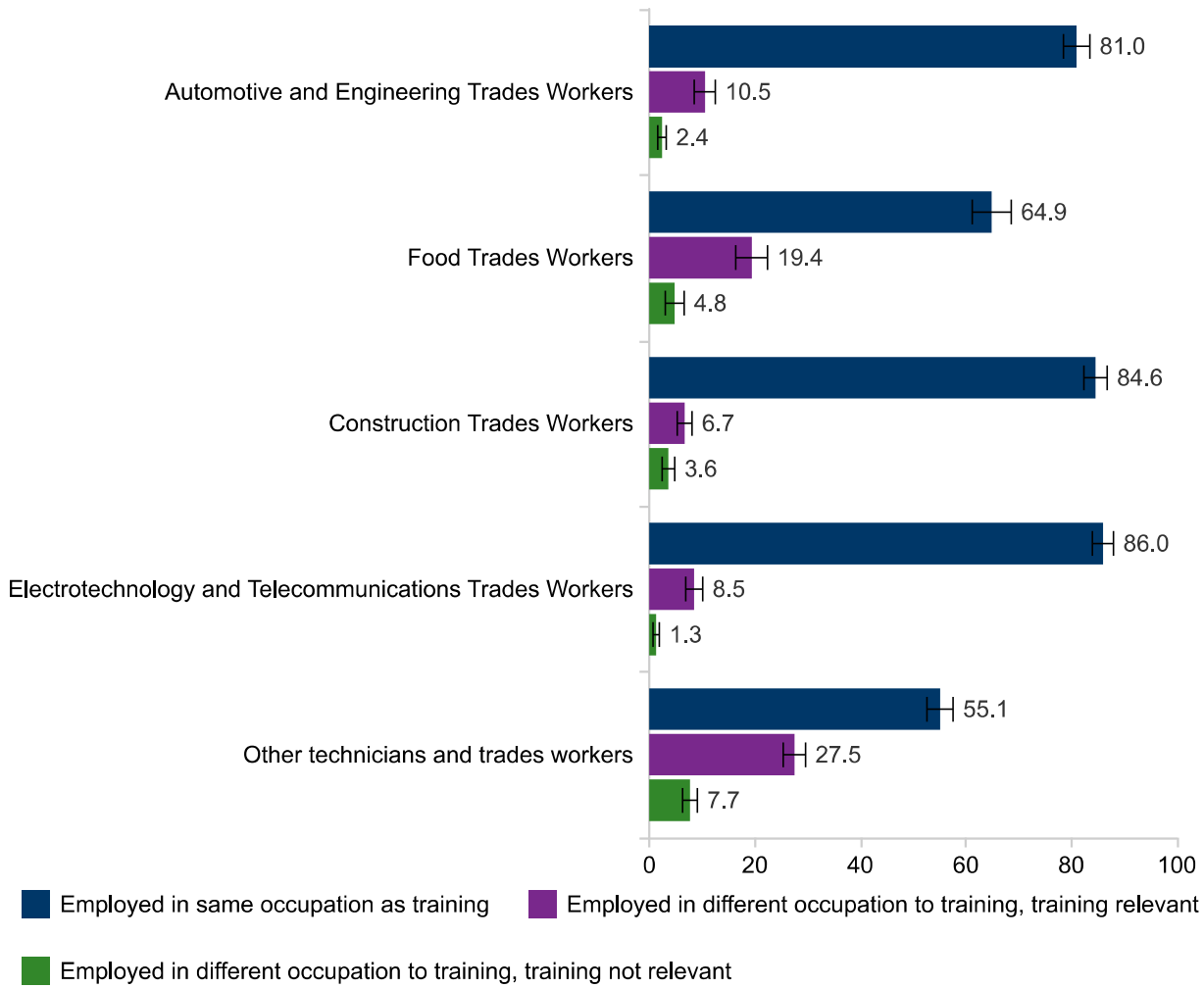
In 2024, 95.4% of trade completers and 83.3% of trade non-completers were employed after training, both similar to 2023.

Among trade completers, 74.4% were employed in the same occupational group as their apprenticeship or traineeship. A further 14.6% were employed in a different occupational group but found the training relevant to their job, both similar to 2023.

The occupations with the highest rates of employment in the same occupation as their apprenticeship or traineeship were:

- Electrotechnology and Telecommunications Trades Workers (86.0%)
- Construction Trades Workers (84.6%)
- Automotive and Engineering Trades Workers (81.0%).

**Figure 3 Relevance of training to job after training for trade completers by occupation of apprenticeship/traineeship, 2024 (%)**

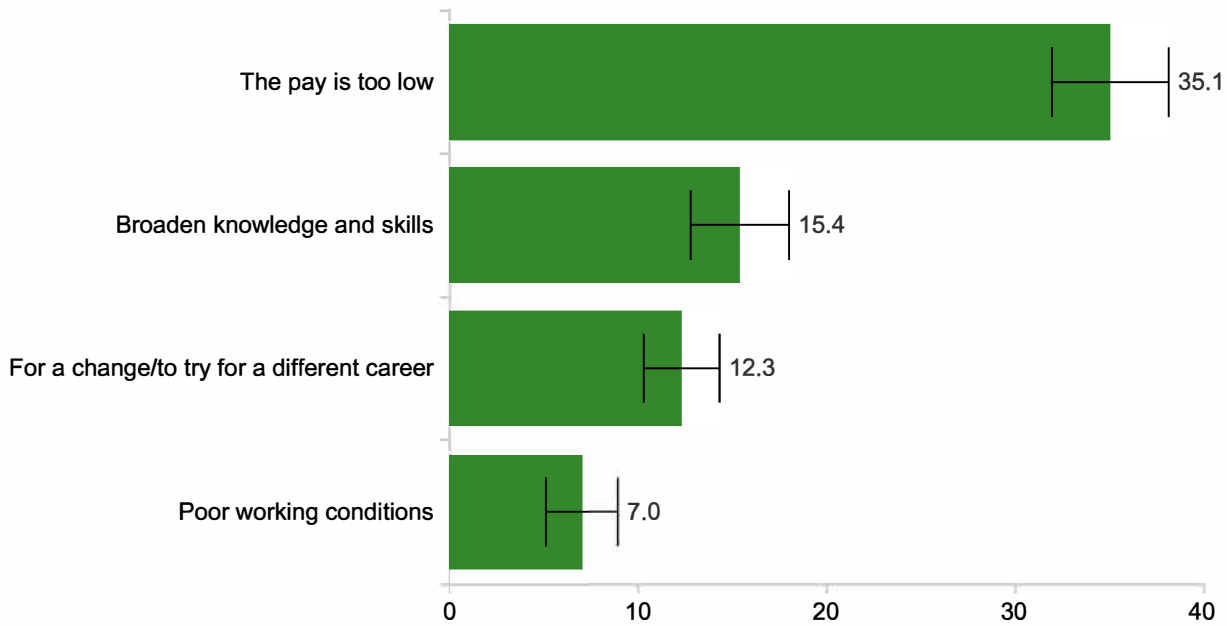


Notes: Refer to the National Student Outcomes Survey 2024 - apprentice and trainee component: data dictionary for more information on the classification of occupation.

The percentages do not sum to 100% for each occupational group because the figures does not include the categories 'not employed after training', 'unknown occupation' and 'unknown training relevance'.

In 2024, 20.9% of employed trade completers were actively looking for another job, up 3.3 percentage points from 2023. Of these, 35.1% cited low pay as their main reason, while 15.4% wanted to broaden their knowledge and skills.

Figure 4 Main reason trade completers were for looking for another job, 2024 (%)

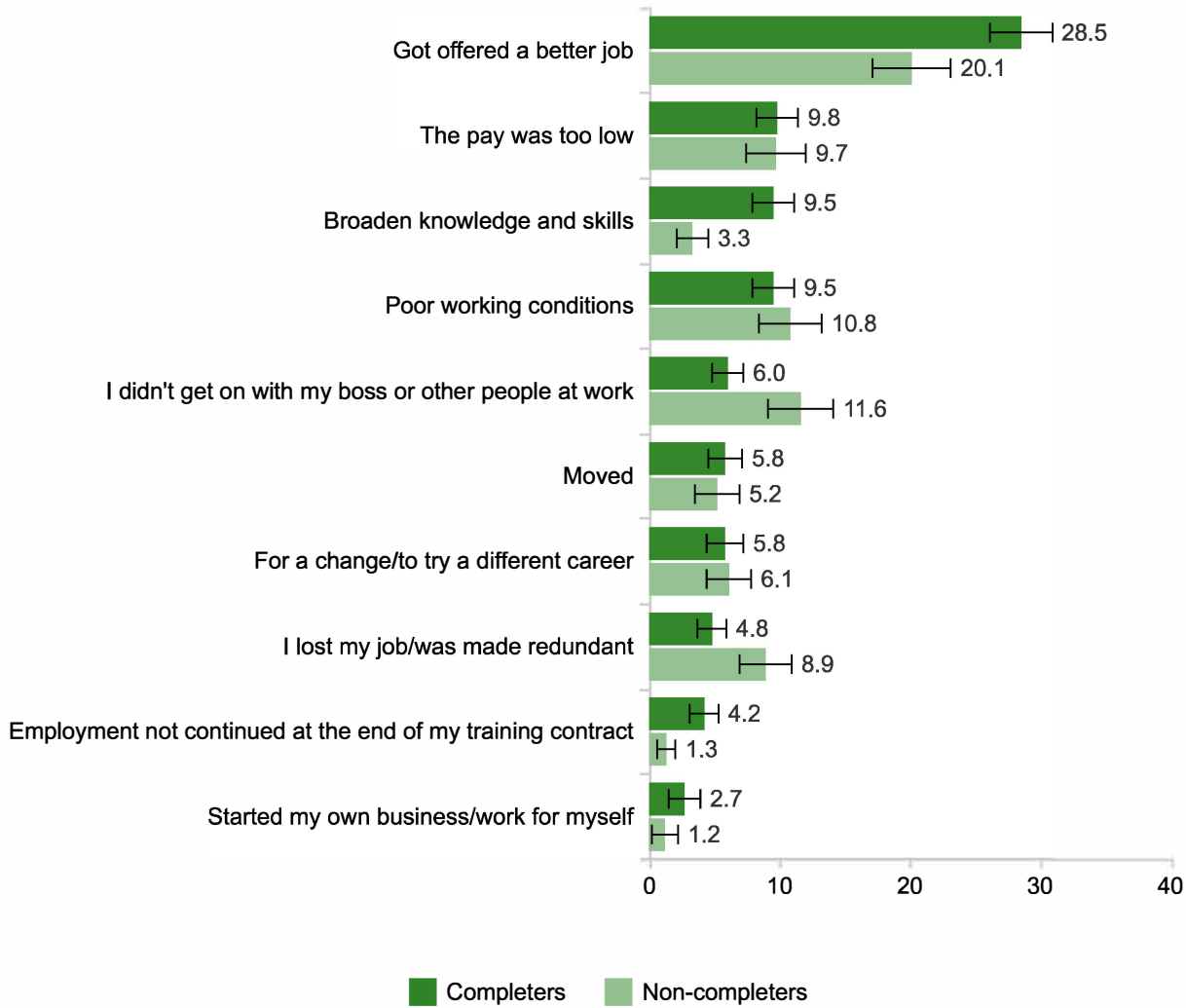


Note: The figure is based on trade completers who were employed after training and actively looking for work and presents summarised groupings of the top four main reasons.

Patterns of trade apprentices and trainees changing employers were similar to 2023. Of those employed after training in 2024:

- 28.9% of completers were employed with a different employer to their apprenticeship/traineeship. Of these, 28.5% changed employers because they were offered a better job.
- 66.8% of non-completers were employed with a different employer to their apprenticeship/traineeship. Of these, 20.1% changed employers because they were offered a better job.

**Figure 5 Main reason trade completers and non-completers changed employers, 2024 (%)**



Note: The table is based on trade completers and non-completers who were employed with a different employer after training.

### Further study outcomes

In 2024, for trade apprentices and trainees:

- 20.1% of completers commenced further study after training, down 2.0 percentage points from 2023
- 24.5% of non-completers commenced further study after training, similar to 2023.

### Satisfaction with apprenticeship/traineeship

In 2024, similar to 2023, for trade apprentices and trainees:

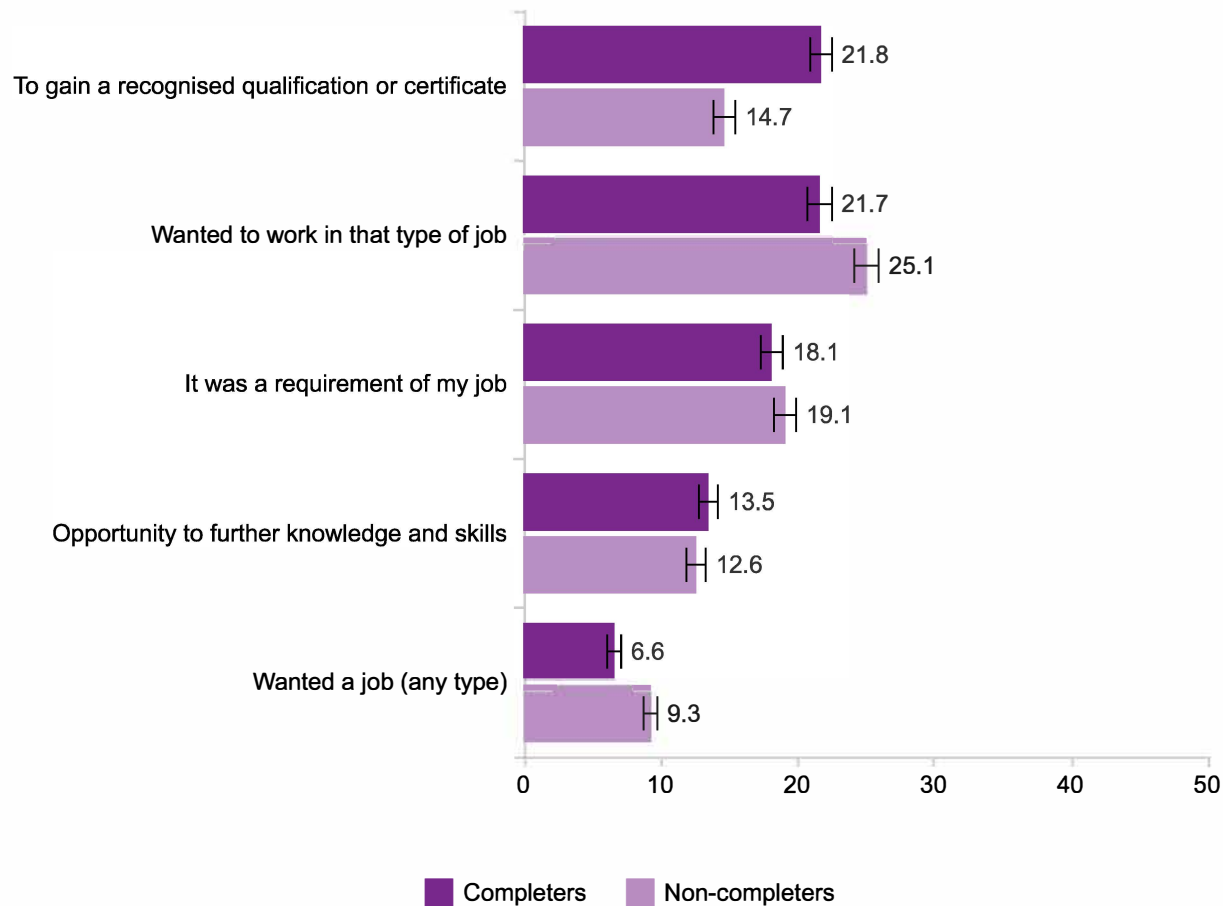
- 91.7% of completers and 77.1% of non-completers were satisfied with the skills they learnt on-the-job
- 86.4% of completers and 70.4% of non-completers were satisfied with their off-the-job training overall.

## Non-trade occupations

### Main reason for undertaking an apprenticeship or traineeship

The most common reasons non-trade completers cited for undertaking an apprenticeship or traineeship were to gain a recognised qualification or certificate (21.8%), and to work in that type of job (21.7%), both similar to 2023. For non-completers, the most common reason cited was because they wanted to work in that type of job (25.1%), similar to 2023.

Figure 6 Main reason for undertaking an apprenticeship/traineeship for non-trade completers and non-completers, 2024 (%)



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2024.

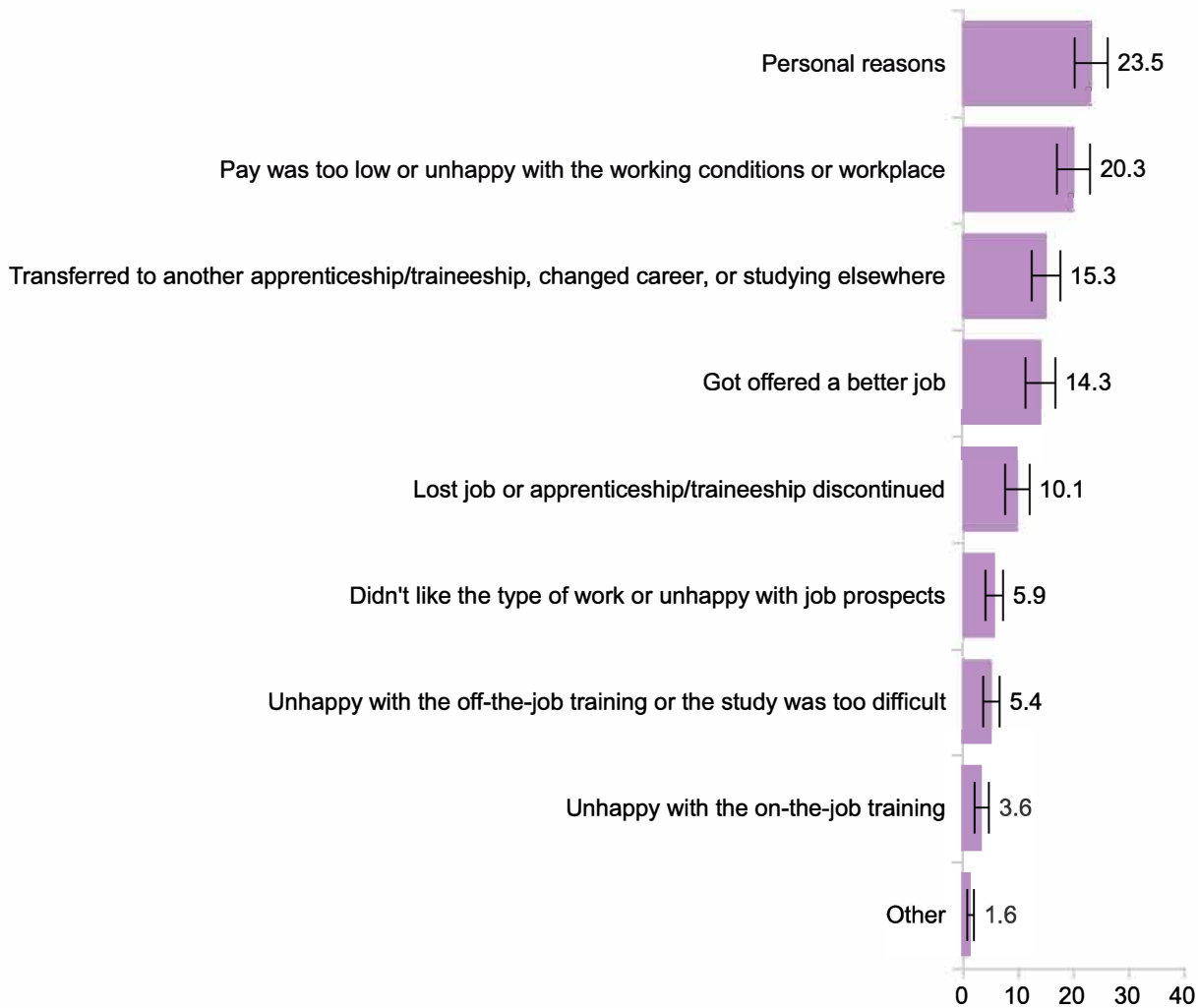
### Main reason for not completing an apprenticeship or traineeship

Similar to 2023, common reasons for not completing a non-trade apprenticeship or traineeship were:

- personal reasons (23.5%)
- pay was too low or unhappy with the working conditions or workplace (20.3%)
- transferring to another apprenticeship/traineeship, changing career or studying elsewhere (15.3%)
- being offered a better job (14.3%).



Figure 7 Main reason for not completing a non-trade apprenticeship/traineeship, 2024 (%)



Note: The figure presents summarised groupings of the main reasons.

## Employment and further study outcomes

### Employment outcomes

In 2024, for non-trade apprentices and trainees:

- 89.4% of completers were employed after training, similar to 2023
- 76.1% of non-completers were employed after training, down 5.0 percentage points from 2023.

Among non-trade completers, 32.7% were employed in the same occupational group as their apprenticeship or traineeship. A further 41.5% were employed in a different occupational group but found the training relevant to their job, both similar to 2023.

The occupations with the highest rates of employment in the same occupation as their apprenticeship or traineeship were:

- Community and Personal Services Workers (43.8%)
- Machinery Operators and Drivers (42.1%)
- Sales Workers (41.9%).

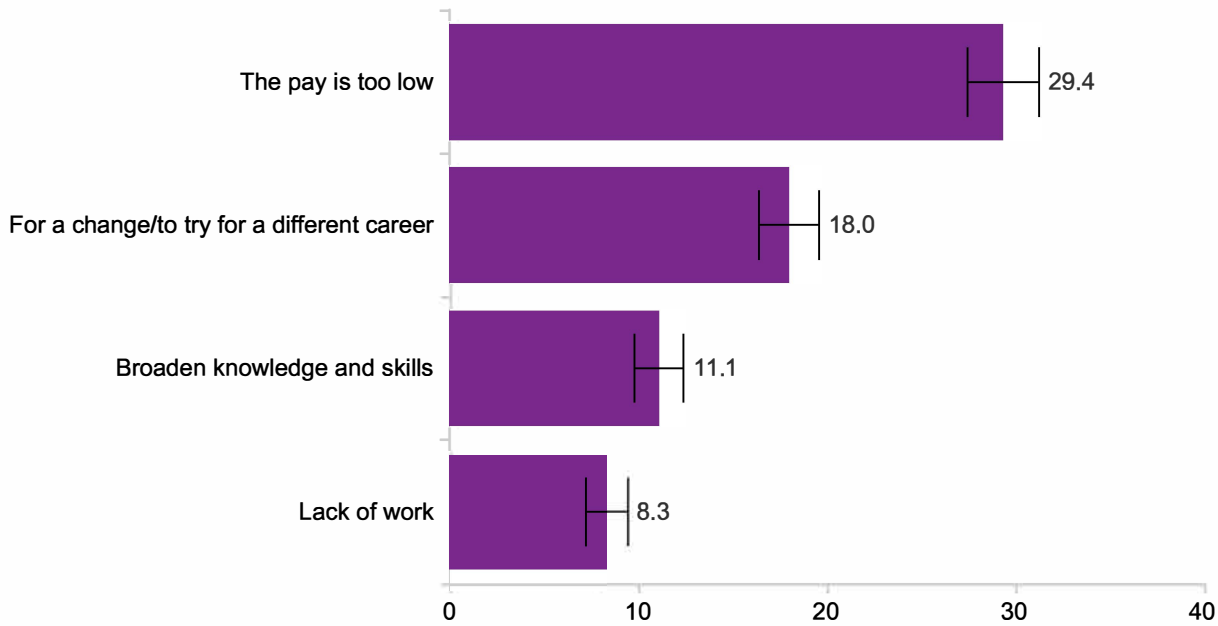
**Figure 8 Relevance of training to job after training for non-trade completers by occupation of apprenticeship/traineeship, 2024 (%)**



Note: The percentages do not sum to 100% for each occupational group because the figure is not showing the categories 'not employed after training', 'unknown occupation', 'unknown training relevance'.

In 2024, 25.7% of employed non-trade completers were actively looking for another job, up 2.9 percentage points from 2023. Of these, 29.4% cited low pay as their main reason, while 18.0% wanted to try for a different career.

Figure 9 Main reason non-trade completers were looking for another job, 2024 (%)

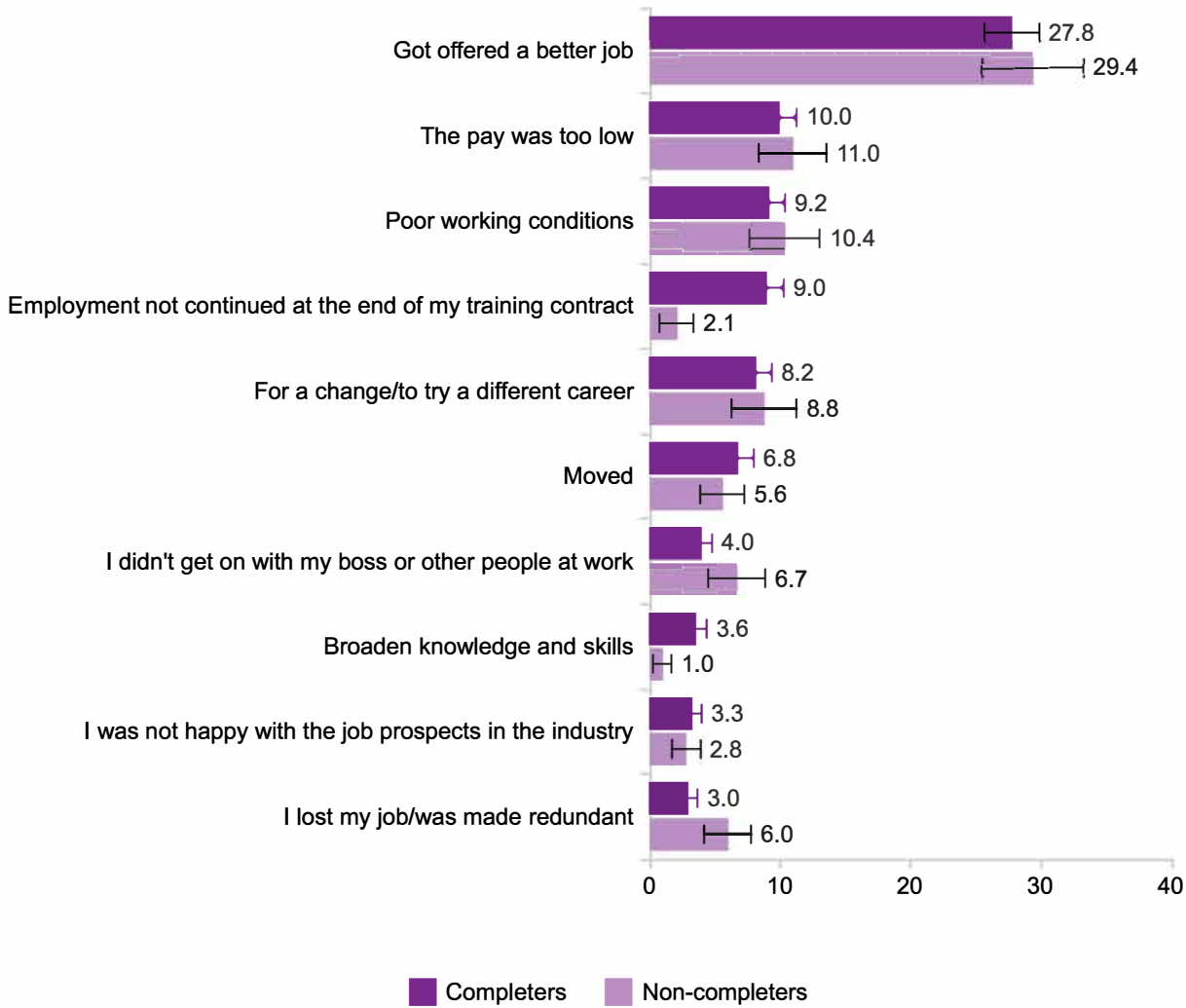


Note: The figure is based on non-trade completers who were employed after training and actively looking for work and presents summarised groupings of the top four main reasons.

Of non-trade apprentices and trainees employed after training:

- 24.5% of completers were employed with a different employer to their apprenticeship/traineeship (down 3.3 percentage points from 2023). Of these, 27.8% changed employers because they were offered a better job.
- 67.1% of non-completers were employed with a different employer to their apprenticeship/traineeship (similar to 2023). Of these, 29.4% changed employers because they were offered a better job.

**Figure 10 Main reason non-trade completers and non-completers changed employers, 2024 (%)**



Note: The table is based on non-trade completers and non-completers who were employed with a different employer after training.

### Further study outcomes

In 2024, for non-trade apprentices and trainees:

- 30.1% of completers commenced further study after training, similar to 2023
- 20.9% of non-completers commenced further study after training, down 4.1 percentage points from 2023.

### Satisfaction with apprenticeship/traineeship

In 2024, for non-trade apprentices and trainees:

- 88.6% of completers and 68.4% of non-completers were satisfied with the skills they learnt on-the-job (both similar to 2023)
- 88.0% of completers (similar to 2023) and 64.4% of non-completers (up 4.6 percentage points from 2023) were satisfied with their off-the-job training overall.

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