

Australian vocational education and training statistics

Apprentice and trainee experience and destinations - 2008, 2010 and 2019



National Centre for Vocational Education Research

Highlights

This publication summarises the outcomes of apprentices and trainees who completed (completers) or cancelled or withdrew (non-completers) from an apprenticeship or traineeship. The figures are derived from the 2008, 2010 and 2019 Apprentice and Trainee Experience and Destination Surveys.

Trades workers

In 2019:

- 91.5% of trade completers and 74.1% of trade non-completers were employed after training, similar to 2008.
- 88.9% of trade completers and 51.9% of trade non-completers were satisfied with their apprenticeship or traineeship overall, both up from 2008.

Non-trades workers

In 2019:

- 85.0% of non-trade completers were employed after training, down from 91.7% in 2008.
- 73.5% of non-trade non-completers were employed after training, similar to 2008.
- 88.0% of non-trade completers were satisfied with their apprenticeship or traineeship overall, up from 84.7% in 2008.
- 48.4% of non-trade non-completers were satisfied with their apprenticeship or traineeship overall, similar to 2008.

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Introduction

This publication provides a summary of the outcomes of apprentices and trainees who completed (completers) or cancelled or withdrew (non-completers) from an apprenticeship or traineeship. The figures are derived from the Apprentice and Trainee Experience and Destination Survey, which was conducted in 2008, 2010 and 2019.

Information is presented on apprentices' and trainees' reasons for training, their employment outcomes, reasons for non-completion, further study outcomes and satisfaction with the apprenticeship or traineeship.

An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider.

Scope

The Apprentice and Trainee Experience and Destination Survey covered apprentices and trainees who left (i.e. completed, cancelled or withdrew from) their training between:

- October and December 2007 (the 2008 survey)
- April and June 2009 (the 2010 survey) and
- January and December 2018 (the 2019 survey).

Those aged 15 to 17 years were excluded from the scope of the 2019 survey.

For more information about the scope of this publication, see the explanatory notes section on page 27.

Technical notes

The Apprentice and Trainee Experience and Destination Survey was undertaken as a stratified, randomly-selected sample from the National Apprentice and Trainee Collection, with survey responses weighted to population benchmarks from the relevant collection. The survey sample was stratified by state/territory, trade and non-trade occupation, and contract status; that is, completion or cancellation/withdrawal.

As the estimates from the National Apprentice and Trainee Experience and Destination Survey are based on information provided by a sample rather than a population, they are subject to sampling variability; that is, they may differ from the estimates that would have arisen had all apprentices and trainees been included and responded to the survey.

How close the estimate is likely to be to the true population value is reflected in the confidence interval. The confidence interval can be calculated for any confidence level, but usually a level of 90%, 95%, or 99% is used. For this publication we use a confidence level of 95%, which means the probability that the confidence interval contains the true population value is 95%.

The confidence interval can be shown graphically using a black bar around the estimate (see figure A). Smaller bars correspond to more accurate estimates. The confidence interval is sometimes expressed as *Estimate +/- margin of error*. That is, the margin of error is half the width of the confidence interval. For example, in figure B, *Estimate A* is equal to 70% and the margin of error (using a confidence level of 95%) is 5%. The confidence interval for this estimate is 65% to 75%, which means we can be 95% confident the true value is between 65% and 75%.

Figure A Confidence interval and margin of error

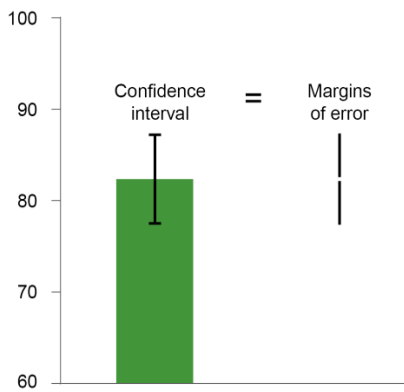
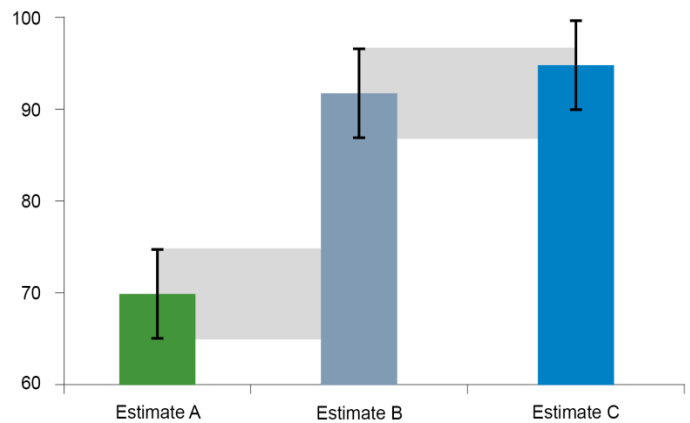


Figure B Confidence intervals



It is important to consider the margin of error when making comparisons between groups and years, particularly when the results are close. Data users are encouraged to use the margin of error to determine if a difference between groups is statistically significant. The margin of error for all survey estimates presented in this publication is available in the *Apprentice and Trainee Experience and Destinations* Excel summary tables available at <<https://www.ncver.edu.au/research-and-statistics/collections/apprentice-and-trainee-experience-and-destinations>>.

In figure B, the black bars for *Estimate A* and *Estimate B* do not overlap. This means that it can be concluded with a 95% level of confidence that there is a difference between *Estimate A* and *Estimate B*. However, the error bars for *Estimate B* and *Estimate C* do overlap. This means that it cannot be concluded with a 95% level of confidence that there is a difference between *Estimate B* and *Estimate C*. It also cannot be concluded that *Estimate B* and *Estimate C* are similar, and further testing needs to be undertaken to determine whether there is a statistically significant difference between the estimates.

For further technical details about the 2019 Apprentice and Trainee Experience and Destination Survey, please refer to the technical notes supporting document at <<https://www.ncver.edu.au/research-and-statistics/collections/apprentice-and-trainee-experience-and-destinations>>. Technical notes for 2008 and 2010 can be found at <<https://www.voced.edu.au/statistical-resources>>.

More information

Access to these data is governed by the National VET Data Policy (2018), agreed by the Council of Australian Governments (COAG) ministers responsible for skills. The National VET Data Policy can be viewed at <<https://docs.education.gov.au/node/46116>>.

Summary

Main reason for undertaking an apprenticeship or traineeship

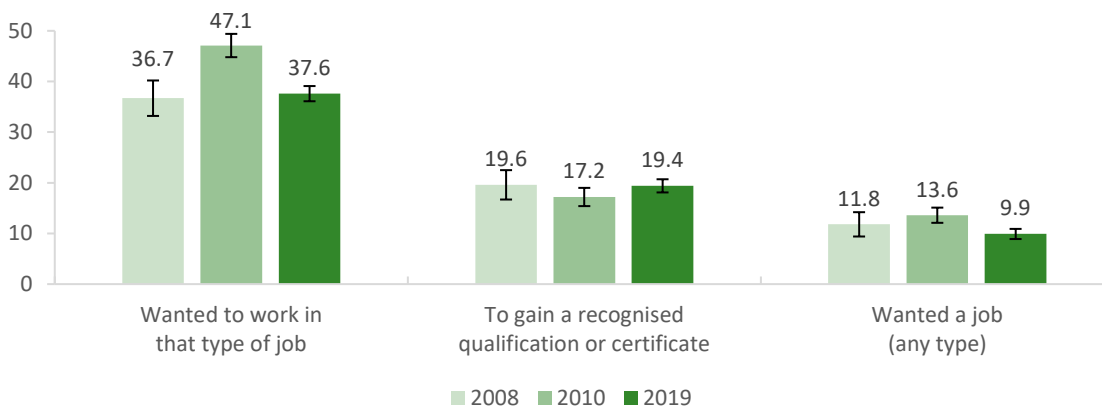
Trades workers

Table 3 & figure 1

The main reasons for undertaking an apprenticeship or traineeship in a trade occupation in 2008, consistent with 2010 and 2019, were:

- wanted to work in that type of job
- to gain a recognised qualification or certificate
- wanted a job.

Figure 1 Main reason for undertaking a trade apprenticeship or traineeship, 2008, 2010 and 2019 (%)



Non-trades workers

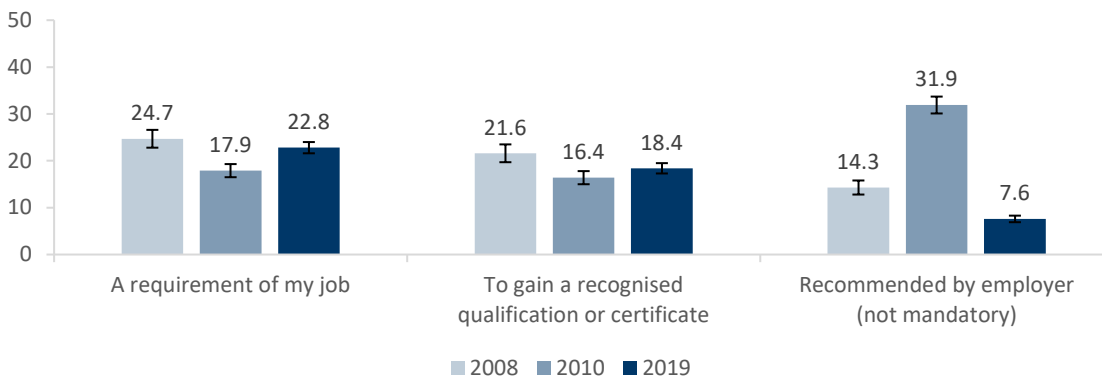
The main reasons for undertaking an apprenticeship or traineeship in a non-trade occupation in 2008, 2010 and 2019 varied. In 2008, the main reasons were:

Table 3 & figure 2

- a requirement of their job
- to gain a recognised qualification or certificate
- recommended by their employer (not mandatory).

In 2010, the main reason given was that it was recommended by an employer, at 31.9%. Only 7.6% of non-trade apprentices and trainees gave this reason in 2019.

Figure 2 Main reason for undertaking a non-trade apprenticeship or traineeship, 2008, 2010 and 2019 (%)



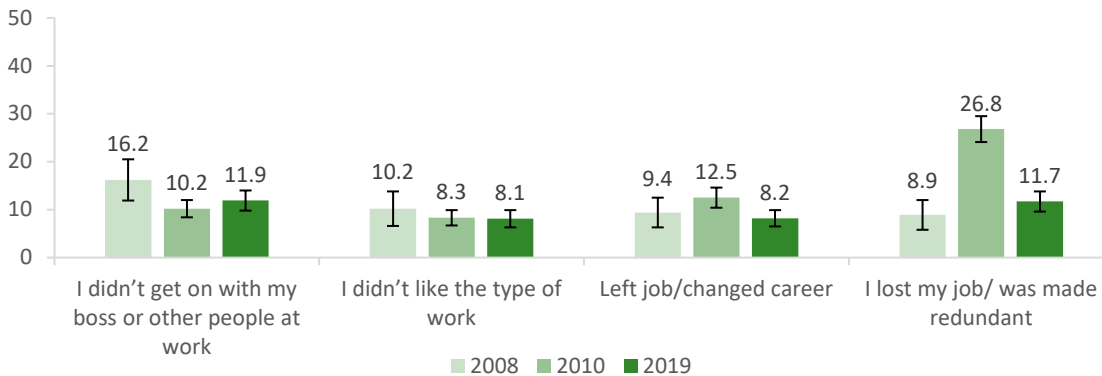
Main reason for not completing an apprenticeship or traineeship

Trades workers

Table 4 & figure 3

The main reasons for not completing an apprenticeship or traineeship in a trade occupation varied over time. In 2008 and 2019, the main reason given was didn't get on with my boss or other people at work. In 2010, lost my job or was made redundant was the main reason, which corresponds with the effects of the global financial crisis and its impact on the economy at the time.

Figure 3 Main reason for not completing a trade apprenticeship or traineeship, 2008, 2010 and 2019 (%)



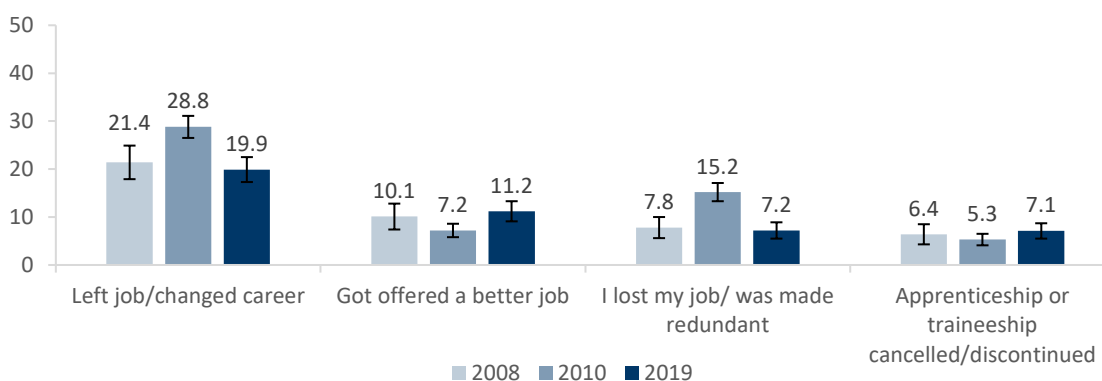
Non-trades workers

Table 4 & figure 4

The main reason for not completing an apprenticeship or traineeship in a non-trade occupation in 2008, 2010 and 2019 was left my job or changed career.

In 2008 and 2019, this was followed by got offered a better job whereas in 2010 the second main reason given was lost my job or was made redundant. This suggests that while the global financial crisis had an impact on non-trade workers, it had less of an impact on non-trades than trades workers in 2010.

Figure 4 Main reason for not completing a non-trade apprenticeship or traineeship, 2008, 2010 and 2019 (%)



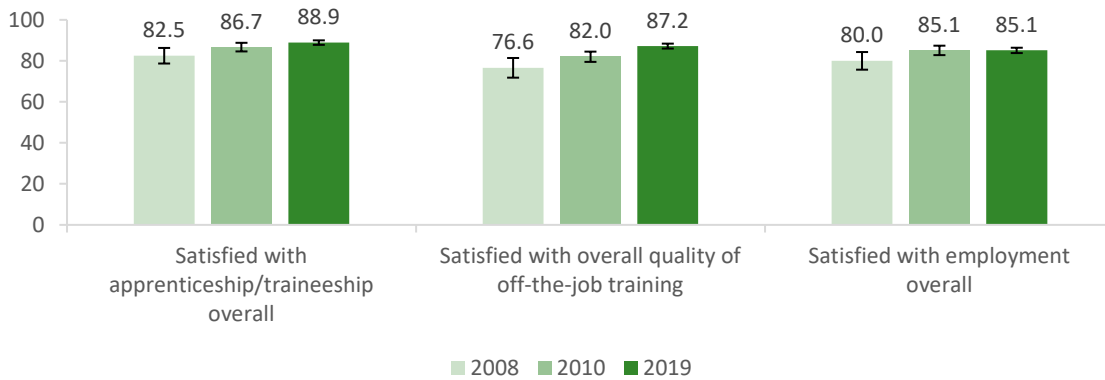
Satisfaction with the apprenticeship or traineeship

Trades workers who completed their apprenticeship or traineeship

Table 5 & figures 5,6 & 7

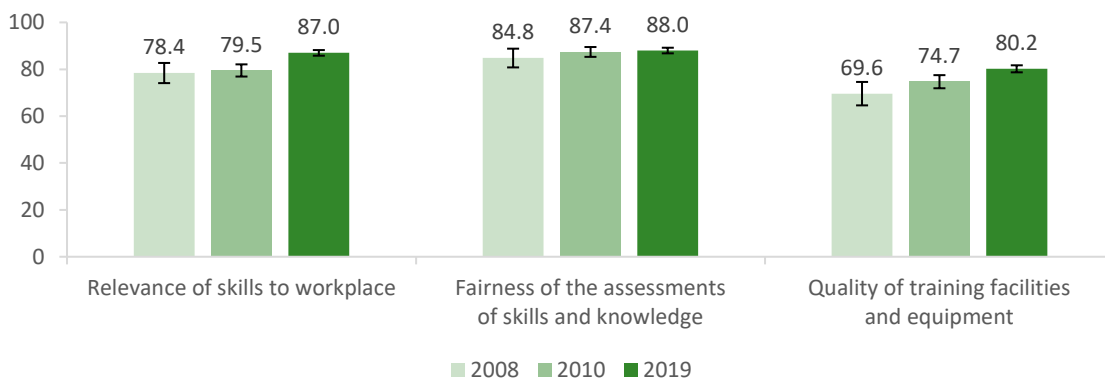
For those who completed their apprenticeship or traineeship in a trade occupation, proportions satisfied with their apprenticeship or traineeship overall, quality of off-the-job training and their employment overall increased between 2008 and 2019.

Figure 5 Satisfaction with the apprenticeship or traineeship for trade completers, 2008, 2010 and 2019 (%)



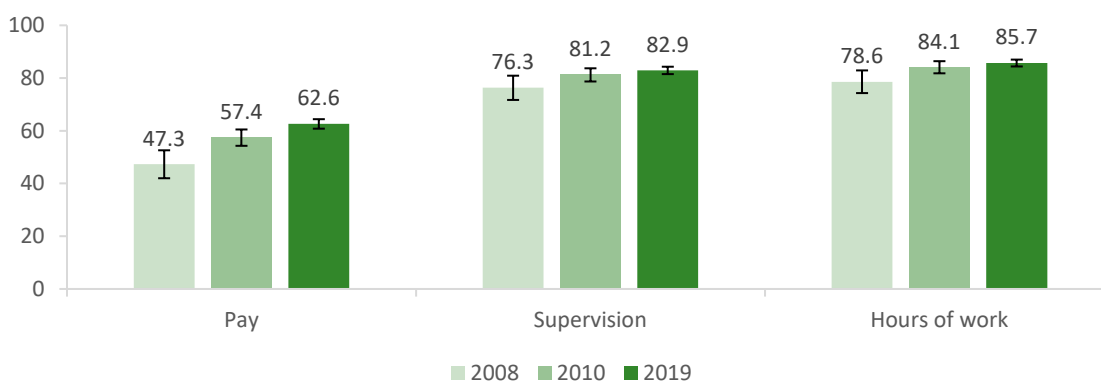
When looking at aspects of off-the-job training, higher proportions of trade completers in 2019 than in 2008 were satisfied with the relevance of skills to the workplace and quality of training facilities and equipment.

Figure 6 Satisfaction with aspects of the off-the-job training for trade completers, 2008, 2010 and 2019 (%)



In terms of aspects of employment during their apprenticeship and traineeship, pay, supervision and hours of work had the lowest proportions of satisfied trades completers in 2008, all of which increased between 2008 and 2019.

Figure 7 Aspects of employment with lowest satisfaction ratings for trade completers, 2008, 2010 and 2019 (%)

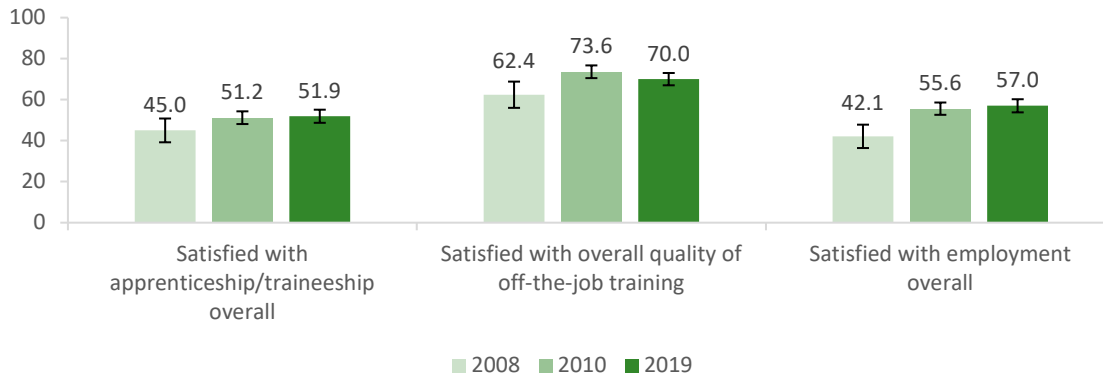


Trades workers who did not complete their apprenticeship or traineeship

Table 7 & figures 8, 9 & 10

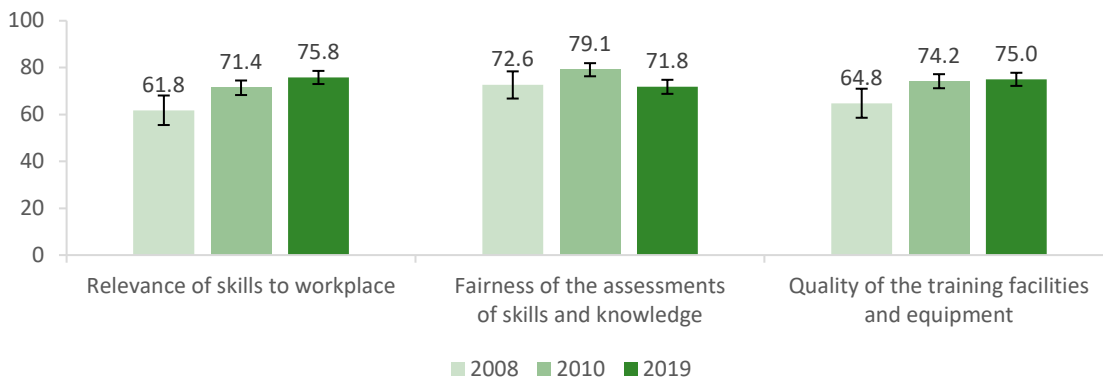
For trades workers who did not complete their apprenticeship or traineeship, proportions satisfied with their apprenticeship or traineeship overall, quality of off-the-job training and their employment overall increased between 2008 and 2019.

Figure 8 Satisfaction with the apprenticeship or traineeship for trade non-completers, 2008, 2010 and 2019 (%)



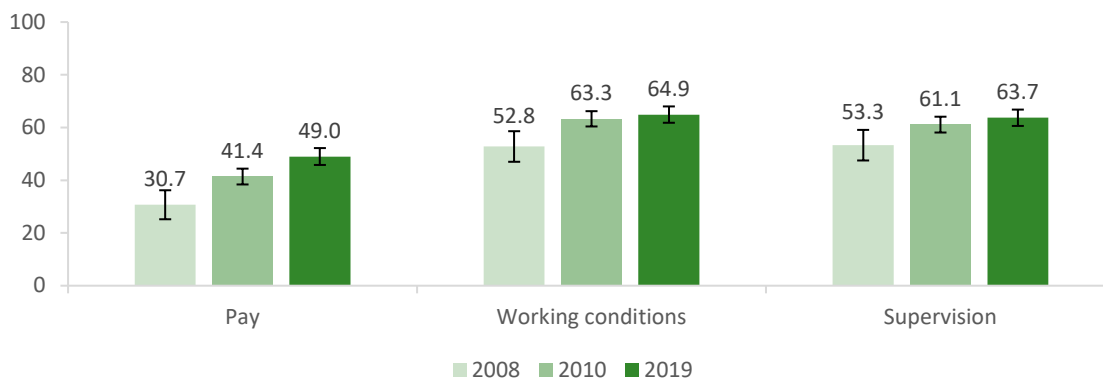
As with trade completers, higher proportions of trade non-completers in 2019 than in 2008 were satisfied with the relevance of skills to the workplace and quality of training facilities and equipment.

Figure 9 Satisfaction with aspects of the off-the-job training for trade non-completers, 2008, 2010 and 2019 (%)



When looking at aspects of employment during their apprenticeship and traineeship, pay, working conditions and supervision had the lowest proportions of satisfied trades non-completers in 2008, all of which increased between 2008 and 2019.

Figure 10 Aspects of employment with lowest satisfaction ratings trade non-completers, 2008, 2010 and 2019 (%)

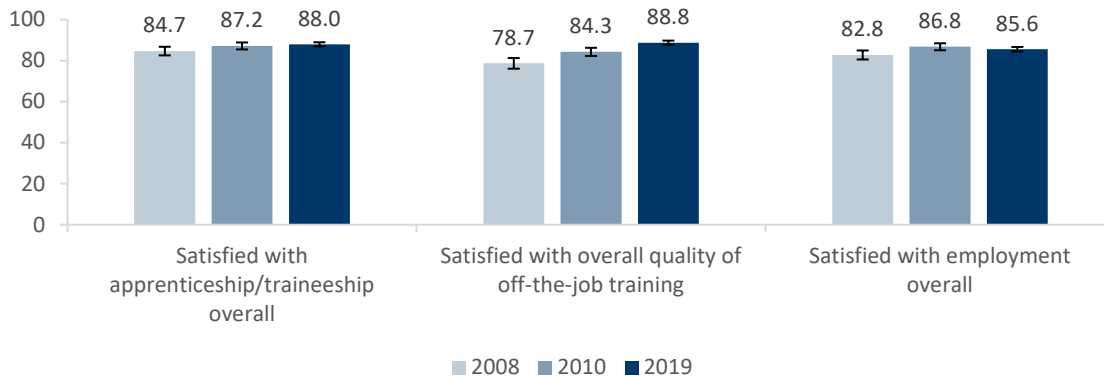


Non-trade workers who completed their apprenticeship or traineeship

For those who completed their apprenticeship or traineeship in a non-trade occupation, proportions satisfied with their apprenticeship or traineeship overall, quality of off-the-job training and their employment overall increased between 2008 and 2019.

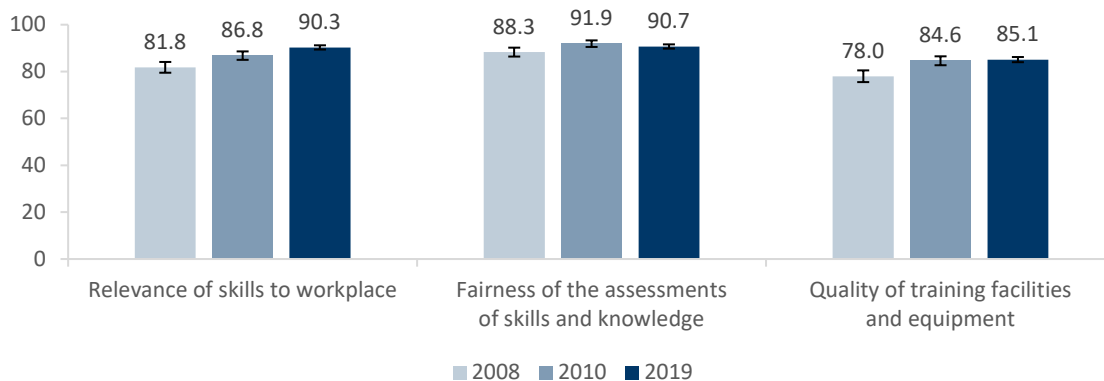
Table 5 & figures 11, 12 & 13

Figure 11 Satisfaction with the apprenticeship or traineeship for non-trade completers, 2008, 2010 and 2019 (%)



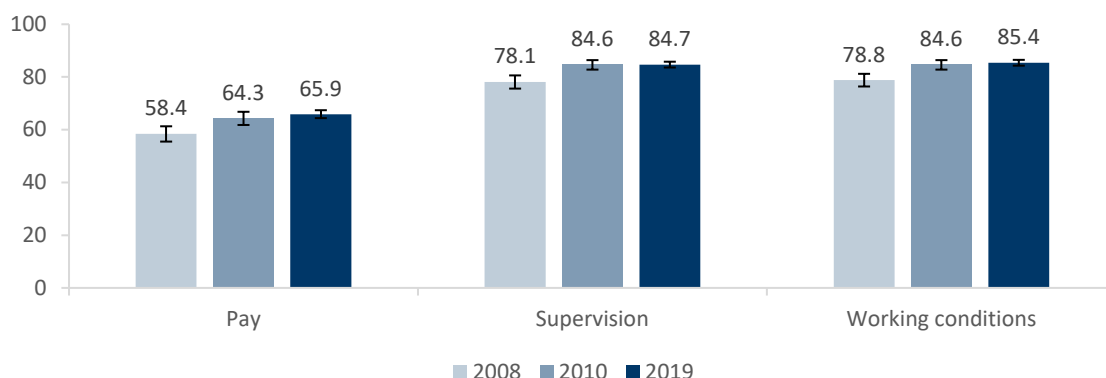
When looking at aspects of off-the-job training, higher proportions of non-trade completers in 2019 than in 2008 were satisfied with the relevance of skills taught, fairness of the assessments of skills and knowledge and the quality of training facilities and equipment.

Figure 12 Satisfaction with aspects of the off-the-job training for non-trade completers, 2008, 2010 and 2019 (%)



In terms of aspects of employment undertaken as part of their apprenticeship or traineeship, pay, supervision and working conditions had the lowest proportions of satisfied non-trade completers in 2008, all of which increased between 2008 and 2019.

Figure 13 Aspects of employment with lowest satisfaction ratings for non-trade completers, 2008, 2010 and 2019 (%)

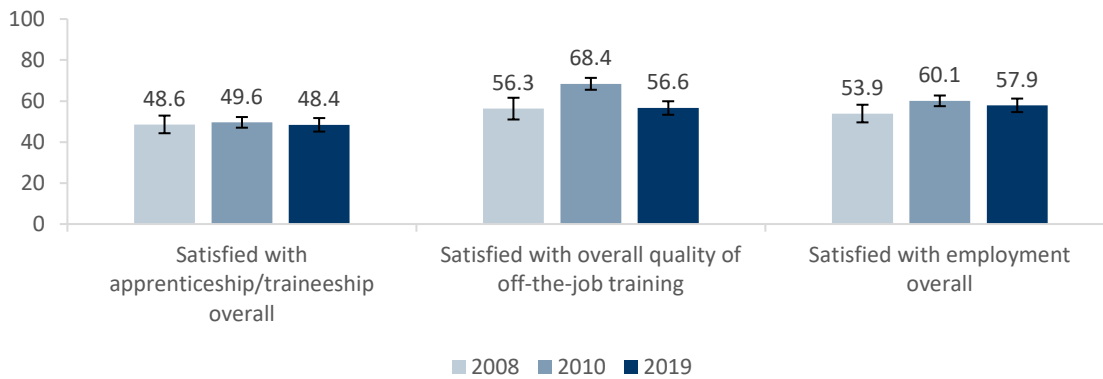


Non-trade workers who did not complete their apprenticeship or traineeship

Table 7 & figures 14, 15 & 16

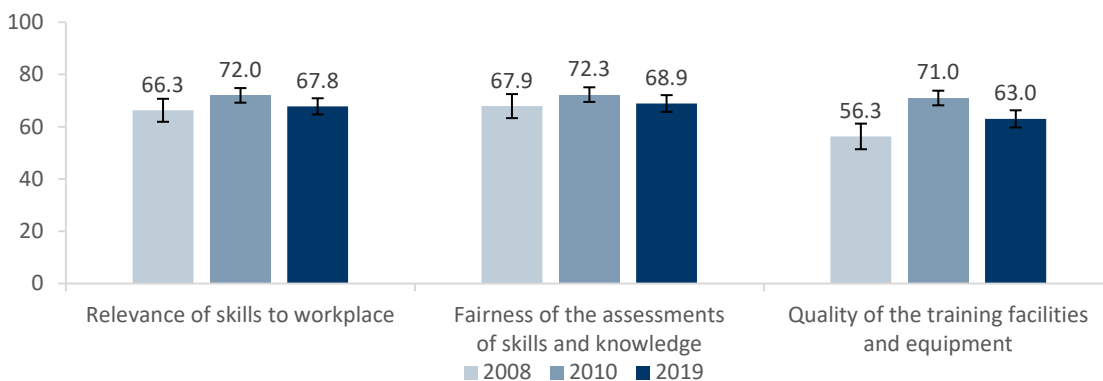
For non-trade workers who did not complete their apprenticeship or traineeship, proportions satisfied with their apprenticeship or traineeship overall, quality of off-the-job training and their employment overall in 2019 were similar to 2008.

Figure 14 Satisfaction with the apprenticeship or traineeship for non-trade non-completers, 2008, 2010 and 2019 (%)



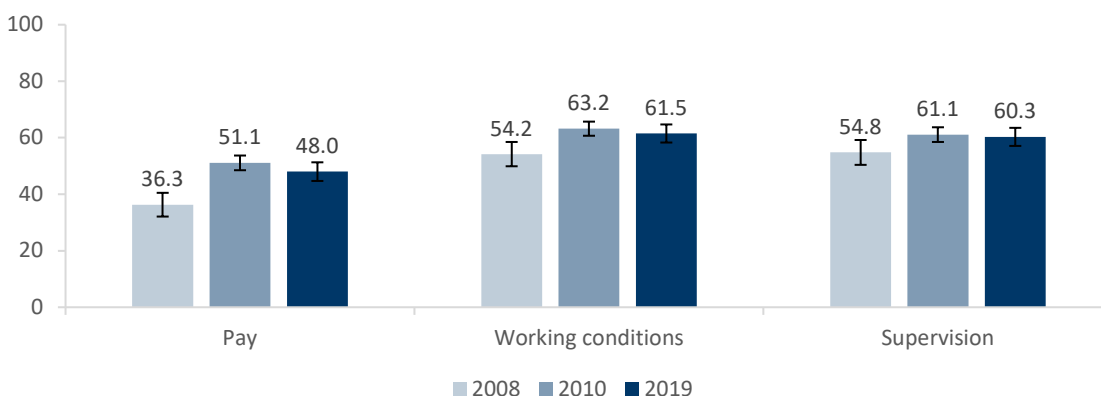
When looking at aspects of off-the-job training, higher proportions of non-trade non-completers were satisfied with the quality of the training facilities and equipment in 2019 than in 2008.

Figure 15 Satisfaction with aspects of the off-the-job training for non-trade non-completers, 2008, 2010 and 2019 (%)



In terms of aspects of employment undertaken as part of their apprenticeship or traineeship, pay, working conditions and supervision had the lowest proportions of satisfied non-trade non-completers in 2008, all of which increased between 2008 and 2019.

Figure 16 Aspects of employment with lowest satisfaction ratings for non-trade non-completers, 2008, 2010 and 2019 (%)

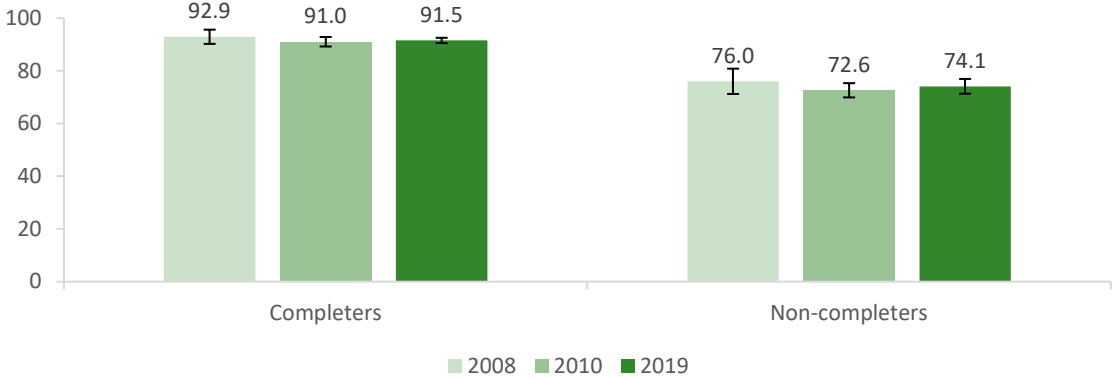


Employment outcomes

Trades workers

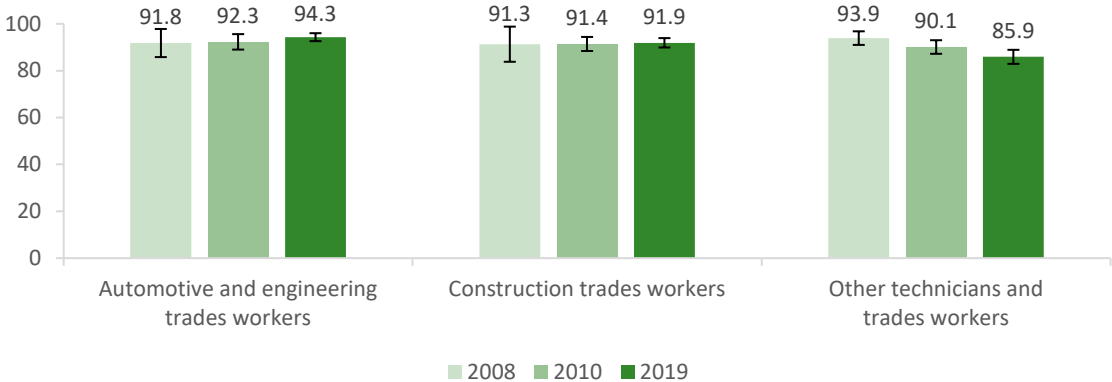
The proportion of trade completers and non-completers employed after training was steady between 2008 and 2019.

Figure 17 Employed after training for trade completers and non-completers, 2008, 2010 and 2019 (%)



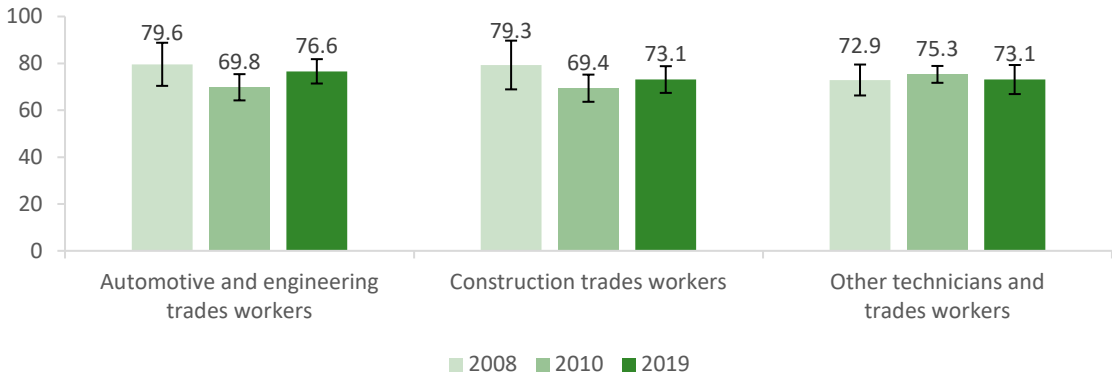
By occupation, proportions of trade completers employed after training were steady for Automotive and engineering and Construction trades workers between 2008 and 2019 but decreased for Other technicians and trades workers.

Figure 18 Employed after training for trade completers by occupation, 2008, 2010 and 2019 (%)



For trade non-completers, proportions employed after training were steady for all occupations between 2008 and 2019.

Figure 19 Employed after training for trade non-completers by occupation, 2008, 2010 and 2019 (%)

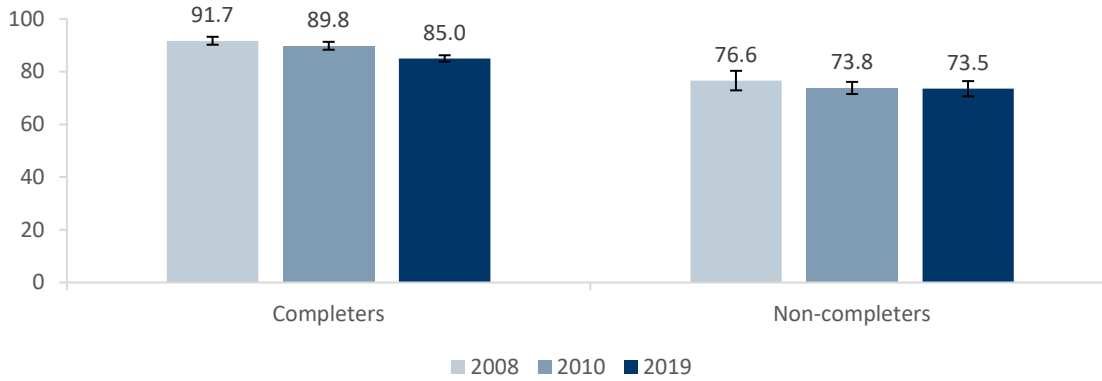


Non-trades workers

Table 9 & 10
& figures
20,21 & 22

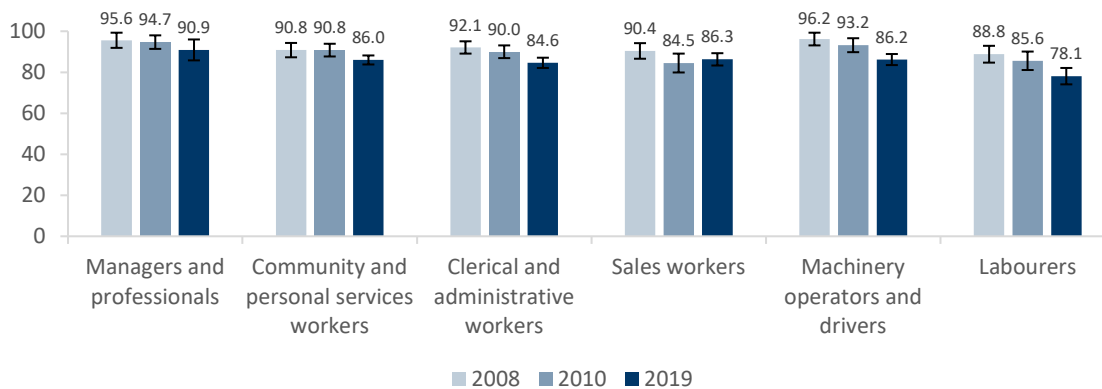
The proportion of non-trade completers employed after training decreased between 2008 and 2019. Proportions of non-trade non-completers employed after training were similar between 2008 and 2019.

Figure 20 Employed after training for non-trade completers and non-completers, 2008, 2010 and 2019 (%)



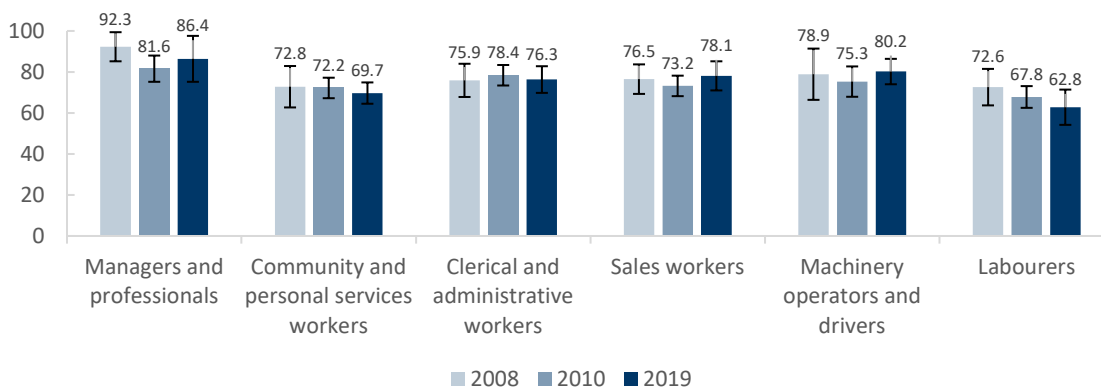
By occupation, the proportion of non-trade completers employed after training decreased between 2008 and 2019 for all occupations except for Managers and professionals and Sales workers, which were similar.

Figure 21 Employed after training for non-trade completers by occupation, 2008, 2010 and 2019 (%)



For non-trade non-completers, proportions employed after training were steady for all occupations between 2008 and 2019.

Figure 22 Employed after training for non-trade non-completers by occupation, 2008, 2010 and 2019 (%)

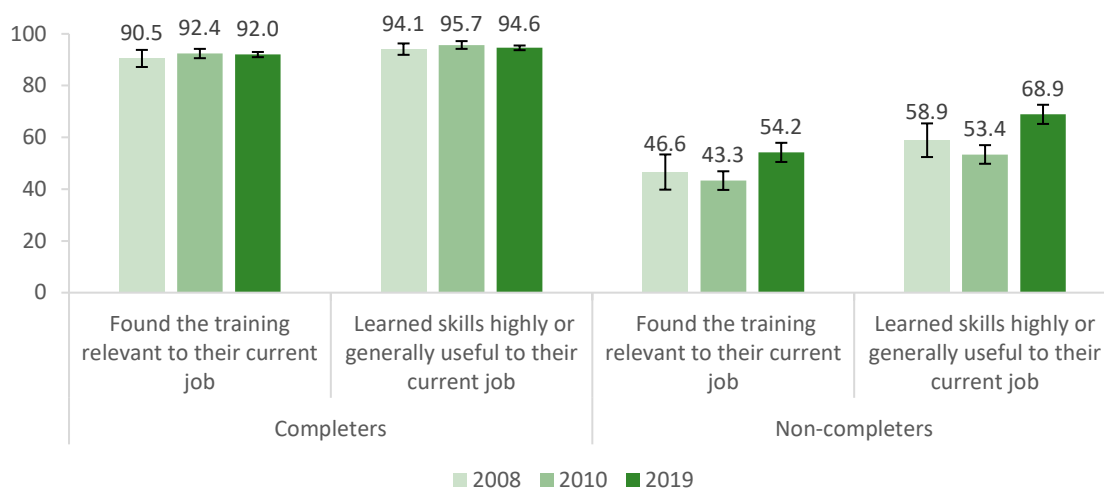


Benefits of training

Trades workers

There were stark differences between trade completers and non-completers regarding benefits of the training. Consistently higher proportions of completers than non-completers found the training relevant and the skills learnt useful to their current job.

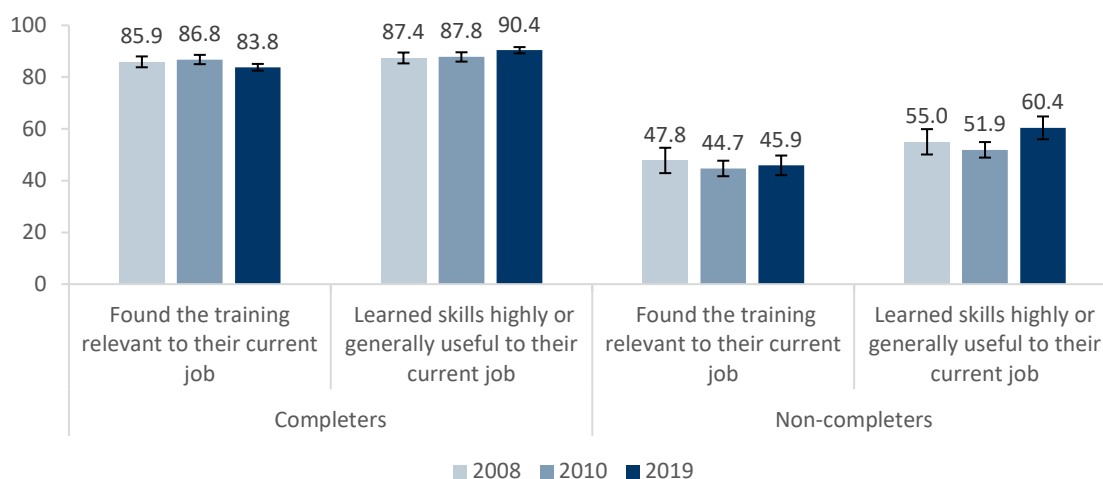
Figure 23 Benefits of training for trade completers and non-completers, 2008, 2010 and 2019 (%)



Non-trades workers

Non-trade completers mirrored their trade counterparts in that consistently higher proportions of completers found the training relevant and the skills learnt useful to their current job than non-completers.

Figure 24 Benefits of training for non-trade completers and non-completers, 2008, 2010 and 2019 (%)



Tables

Key findings

Table 1 Key findings for completers, 2008, 2010 and 2019 (%)

Completers	Trade			Non-trade			All completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Completion of pre-vocational or pre-apprenticeship course									
Completed pre-vocational or pre-apprenticeship course	na	27.9	31.6	na	14.4	20.4	na	18.2	25.1
Of those who completed a pre-vocational or pre-apprenticeship course									
Course relevant to apprenticeship or traineeship	na	82.8	88.1	na	71.0	79.8	na	76.3	84.2
Course not relevant to apprenticeship or traineeship	na	17.2	11.9	na	29.0	20.2	na	23.7	15.8
Satisfaction with the apprenticeship or traineeship									
Satisfied with apprenticeship/traineeship overall	82.5	86.7	88.9	84.7	87.2	88.0	84.2	87.1	88.4
Satisfied with overall quality of off-the-job training	76.6	82.0	87.2	78.7	84.3	88.8	78.2	83.6	88.1
Satisfied with skills learnt on-the-job	85.5	88.4	90.5	84.7	90.5	91.5	84.9	89.9	91.1
Satisfied with employment overall	80.0	85.1	85.1	82.8	86.8	85.6	82.3	86.2	85.4
Employment and further study outcomes									
<i>After training</i>									
Employed	92.9	91.0	91.5	91.7	89.8	85.0	92.0	90.1	87.7
Full-time	85.7	83.2	84.2	62.9	64.0	59.9	68.4	69.4	70.1
Part-time	7.3	7.8	7.1	28.8	25.7	24.9	23.6	20.7	17.4
Employed with same employer as apprenticeship/ traineeship	49.0	55.5	56.5	66.5	72.3	66.3	62.3	67.6	62.0
Not employed	7.1	9.0	8.5	8.3	10.2	15.0	8.0	9.9	12.3
Unemployed	4.0	5.1	4.3	4.3	5.5	8.0	4.2	5.4	6.4
Not in labour force	3.0	3.9	4.1	4.0	4.7	7.1	3.7	4.5	5.8
Enrolled in further study	32.3	20.6	22.8	30.0	24.0	30.2	30.5	23.1	27.1
Benefits of training									
Of those employed after training									
Found the training relevant to their current job	90.5	92.4	92.0	85.9	86.8	83.8	87.0	88.3	87.4
Learned skills highly or generally useful to their current job	94.1	95.7	94.6	87.4	87.8	90.4	89.0	90.0	92.4

Note: Questions on pre-vocational and pre-apprenticeship courses were not asked in 2008.

Table 2 Key findings for non-completers, 2008, 2010 and 2019 (%)

Non-completers	Trade			Non-trade			All non-completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Completion of pre-vocational or pre-apprenticeship course									
Completed pre-vocational or pre-apprenticeship course	na	27.0	29.9	na	14.3	14.1	na	18.2	21.7
Of those who completed a pre-vocational or pre-apprenticeship course									
Course relevant to apprenticeship or traineeship	na	76.8	84.6	na	65.8	68.8	na	70.9	79.3
Course not relevant to apprenticeship or traineeship	na	23.2	15.4	na	34.2	31.2	na	29.1	20.7
Satisfaction with the apprenticeship or traineeship									
Satisfied with apprenticeship/traineeship overall	45.0	51.2	51.9	48.6	49.6	48.4	47.2	50.1	50.1
Satisfied with overall quality of off-the-job training	62.4	73.6	70.0	56.3	68.4	56.6	58.9	70.2	63.0
Satisfied with skills learnt on-the-job	59.5	69.5	77.2	69.0	69.4	72.4	65.5	69.5	74.7
Satisfied with employment overall	42.1	55.6	57.0	53.9	60.1	57.9	49.6	58.7	57.5
Employment and further study outcomes									
<i>After training</i>									
Employed	76.0	72.6	74.1	76.6	73.8	73.5	76.5	73.4	73.8
Full-time	60.4	53.9	56.5	49.4	45.6	46.6	53.3	48.1	51.3
Part-time	15.7	18.7	17.3	27.3	28.3	26.7	23.2	25.3	22.3
Employed with same employer as apprenticeship/traineeship	6.6	9.5	14.3	13.6	18.9	20.8	11.0	16.0	17.7
Not employed	24.0	27.4	25.9	23.4	26.2	26.5	23.5	26.6	26.2
Unemployed	16.0	20.0	19.2	12.8	15.9	16.6	14.0	17.2	17.8
Not in labour force	8.0	7.4	6.7	10.5	10.3	9.8	9.6	9.4	8.4
Enrolled in further study	34.9	35.6	30.2	29.9	32.0	28.0	31.8	33.2	29.0
Benefits of training									
Of those employed after training									
Found the training relevant to their current job	46.6	43.3	54.2	47.8	44.7	45.9	47.2	44.2	49.8
Learned skills highly or generally useful to their current job	58.9	53.4	68.9	55.0	51.9	60.4	56.3	52.3	64.8

Note: Questions on pre-vocational and pre-apprenticeship courses were not asked in 2008.

Main reason for undertaking an apprenticeship or traineeship

Table 3 Main reason for undertaking an apprenticeship or traineeship, 2008, 2010 and 2019 (%)

	Trade			Non-trade			All		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Employment related	61.6	72.1	55.3	57.2	67.1	57.6	59.0	68.7	56.6
Wanted to work in that type of job	36.7	47.1	37.6	12.7	12.1	19.5	22.2	23.2	27.3
Wanted a job (any type)	11.8	13.6	9.9	5.5	5.1	7.4	7.8	7.5	8.5
A requirement of my job	6.4	3.3	4.8	24.7	17.9	22.8	17.6	13.4	15.1
Recommended by employer (not mandatory)	6.8	8.1	2.5	14.3	31.9	7.6	11.4	24.6	5.4
Training related	24.3	22.5	30.7	31.6	29.3	35.8	28.7	27.2	33.6
To gain a recognised qualification or certificate	19.6	17.2	19.4	21.6	16.4	18.4	20.6	16.6	18.9
Get paid to learn	0.4	0.4	1.3	2.3	0.9	1.7	1.7	0.7	1.5
Opportunity to further knowledge and skills	4.2	4.9	9.6	7.7	12.0	15.1	6.4	9.9	12.8
Future prospects	4.7	3.6	6.6	5.0	3.3	3.5	5.0	3.4	4.8
It had good job prospects	3.4	2.5	2.7	4.5	2.8	2.4	4.2	2.7	2.5
Good pay once qualified	0.8	0.5	1.2	0.3	0.3	0.5	0.4	0.3	0.8
To start own business	0.6	0.7	2.8	0.2	0.2	0.5	0.3	0.3	1.5
Other reasons	9.4	1.7	7.5	6.2	0.4	3.1	7.3	0.8	5.0
Didn't get into university	2.0	1.6	1.2	0.6	0.3	0.4	1.1	0.6	0.7
Other	7.4	0.1	6.3	5.7	0.1	2.8	6.2	0.1	4.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Main reason for not completing an apprenticeship or traineeship

Table 4 Main reason for not completing an apprenticeship or traineeship, 2008, 2010 and 2019 (%)

Non-completers	Trade			Non-trade			All non-completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Employment related	69.7	77.0	73.8	63.8	72.9	72.4	66.0	74.1	73.1
Got offered a better job	3.3	2.2	6.1	10.1	7.2	11.2	7.7	5.7	8.8
The pay was too low	8.7	4.7	6.7	3.0	2.3	5.5	5.1	3.0	6.1
Poor working conditions	3.1	3.1	7.7	2.7	1.7	6.5	2.8	2.1	7.1
I was not happy with the job prospects in the industry	3.6	4.2	3.2	1.5	1.5	1.6	2.3	2.3	2.4
I didn't like the type of work	10.2	8.3	8.1	5.0	5.4	4.6	7.0	6.3	6.2
I didn't get on with my boss or other people at work	16.2	10.2	11.9	4.3	3.8	6.6	8.6	5.7	9.1
I lost my job/ was made redundant	8.9	26.8	11.7	7.8	15.2	7.2	8.2	18.7	9.3
I transferred to another apprenticeship/traineeship	3.1	1.1	2.3	1.7	1.9	1.3	2.2	1.7	1.8
Left job/changed career	9.4	12.5	8.2	21.4	28.8	19.9	16.9	23.8	14.4
Apprenticeship or traineeship cancelled/discontinued	3.2	3.8	6.6	6.4	5.3	7.1	5.2	4.8	6.9
Not able to use the skills I was learning at work	na	na	0.6	na	na	0.3	na	na	0.5
Business closed / company went into liquidation	na	na	0.7	na	na	0.5	na	na	0.6
Training related	10.1	5.9	10.8	10.0	6.8	10.3	10.0	6.5	10.5
I wasn't happy with the on-the-job training	5.4	1.9	3.8	5.2	1.1	1.9	5.3	1.3	2.8
I wasn't happy with the off-the-job training	1.4	1.6	1.2	2.0	1.1	1.4	1.8	1.2	1.3
I found the study too difficult	1.4	1.6	1.0	0.7	1.7	1.4	1.0	1.7	1.2
Studying elsewhere (university/school)	1.9	0.8	1.2	2.0	3.0	1.6	2.0	2.3	1.4
Lack of interest/support	na	na	3.6	na	na	4.0	na	na	3.8
Personal reasons	10.0	15.7	13.5	16.2	18.8	14.8	13.9	17.9	14.2
Problems with travelling/transport	2.6	1.3	1.1	2.8	1.2	0.9	2.7	1.2	1.0
Illness/health reasons	4.0	4.5	5.5	3.5	3.9	5.7	3.7	4.1	5.6
Family reasons	1.3	4.0	3.8	3.1	5.4	3.6	2.5	4.9	3.7
Lack of time	0.9	2.0	0.4	3.8	4.9	2.6	2.7	4.0	1.6
Moved	1.2	3.8	2.7	2.9	3.5	2.1	2.3	3.6	2.4
Other	10.2	1.5	1.8	10.1	1.5	2.6	10.1	1.5	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Satisfaction with the apprenticeship or traineeship

Table 5 Satisfaction with the apprenticeship or traineeship for completers, 2008, 2010 and 2019 (%)

Completers	Trade			Non-trade			All completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Overall	82.5	86.7	88.9	84.7	87.2	88.0	84.2	87.1	88.4
Off-the-job training overall	76.6	82.0	87.2	78.7	84.3	88.8	78.2	83.6	88.1
Relevance of skills to workplace	78.4	79.5	87.0	81.8	86.8	90.3	80.8	84.7	88.9
Fairness of the assessments of skills and knowledge	84.8	87.4	88.0	88.3	91.9	90.7	87.4	90.6	89.6
Quality of the training facilities and equipment	69.6	74.7	80.2	78.0	84.6	85.1	75.8	81.8	83.1
Employment overall	80.0	85.1	85.1	82.8	86.8	85.6	82.3	86.2	85.4
Type of work	82.2	83.9	88.5	81.8	88.1	87.2	81.9	86.8	87.8
Working conditions	79.2	82.7	85.5	78.8	84.6	85.4	79.0	84.0	85.4
Pay	47.3	57.4	62.6	58.4	64.3	65.9	55.5	62.2	64.5
Hours of work	78.6	84.1	85.7	79.1	83.2	84.4	79.0	83.5	85.0
Supervision	76.3	81.2	82.9	78.1	84.6	84.7	77.6	83.6	84.0
Relationship with co-workers	89.2	91.2	88.2	89.4	91.7	90.1	89.4	91.6	89.3
Skills learnt on-the-job	85.5	88.4	90.5	84.7	90.5	91.5	84.9	89.9	91.1

Table 6 Dissatisfaction with the apprenticeship or traineeship for completers, 2008, 2010 and 2019 (%)

Completers	Trade			Non-trade			All completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Overall	5.0	3.8	4.2	5.7	3.7	4.3	5.5	3.7	4.3
Off-the-job training overall	7.8	5.9	5.6	7.2	6.0	4.5	7.5	6.0	4.9
Relevance of skills to workplace	6.5	7.2	6.2	5.4	3.7	3.2	5.7	4.8	4.4
Fairness of the assessments of skills and knowledge	5.7	4.2	5.5	4.3	3.1	3.6	4.7	3.4	4.4
Quality of the training facilities and equipment	8.9	10.4	9.8	8.5	6.3	4.9	8.6	7.5	6.9
Employment overall	6.0	4.6	6.6	5.9	4.4	4.9	5.9	4.5	5.6
Type of work	5.3	4.5	4.3	5.3	3.3	4.0	5.2	3.7	4.1
Working conditions	8.5	6.9	6.3	7.1	5.6	5.4	7.4	6.0	5.7
Pay	29.2	23.7	20.8	20.2	18.8	17.4	22.5	20.2	18.8
Hours of work	6.2	5.3	5.4	7.4	6.5	6.3	7.0	6.2	5.9
Supervision	7.7	7.3	7.9	8.8	5.6	5.5	8.5	6.1	6.4
Relationship with co-workers	4.7	2.8	4.6	4.2	3.1	3.1	4.3	3.0	3.7
Skills learnt on-the-job	4.7	4.2	4.0	5.7	3.2	2.4	5.4	3.5	3.1

Table 7 Satisfaction with the apprenticeship or traineeship for non-completers, 2008, 2010 and 2019 (%)

Non-completers	Trade			Non-trade			All non-completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Overall	45.0	51.2	51.9	48.6	49.6	48.4	47.2	50.1	50.1
Off-the-job training overall	62.4	73.6	70.0	56.3	68.4	56.6	58.9	70.2	63.0
Relevance of skills to workplace	61.8	71.4	75.8	66.3	72.0	67.8	64.6	71.7	71.7
Fairness of the assessments of skills and knowledge	72.6	79.1	71.8	67.9	72.3	68.9	69.7	74.7	70.3
Quality of the training facilities and equipment	64.8	74.2	75.0	56.3	71.0	63.0	59.7	72.1	68.8
Employment overall	42.1	55.6	57.0	53.9	60.1	57.9	49.6	58.7	57.5
Type of work	58.2	64.4	69.6	60.9	65.7	65.5	59.8	65.3	67.5
Working conditions	52.8	63.3	64.9	54.2	63.2	61.5	53.8	63.3	63.1
Pay	30.7	41.4	49.0	36.3	51.1	48.0	34.2	48.1	48.5
Hours of work	60.1	68.6	71.9	58.3	65.2	66.3	59.0	66.3	69.0
Supervision	53.3	61.1	63.7	54.8	61.1	60.3	54.3	61.2	61.9
Relationship with co-workers	62.9	72.4	70.3	72.0	77.8	72.2	68.7	76.2	71.3
Skills learnt on-the-job	59.5	69.5	77.2	69.0	69.4	72.4	65.5	69.5	74.7

Table 8 Dissatisfaction with the apprenticeship or traineeship for non-completers, 2008, 2010 and 2019 (%)

Non-completers	Trade			Non-trade			All non-completers		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Overall	28.1	25.3	27.4	27.0	24.6	29.0	27.6	24.7	28.2
Off-the-job training overall	15.4	10.0	18.5	22.5	14.3	25.3	19.5	12.8	22.0
Relevance of skills to workplace	17.5	12.0	12.1	13.0	13.7	15.6	14.7	13.1	13.9
Fairness of the assessments of skills and knowledge	8.8	6.6	13.3	13.1	10.0	16.4	11.4	8.8	14.9
Quality of the training facilities and equipment	17.7	11.4	13.5	19.3	13.4	17.4	18.6	12.7	15.5
Employment overall	26.0	20.1	25.6	20.4	19.0	26.4	22.5	19.3	26.0
Type of work	21.4	17.8	17.3	17.1	18.1	16.5	18.6	18.0	16.9
Working conditions	26.4	18.6	21.6	24.3	19.3	23.2	25.0	19.1	22.4
Pay	52.1	38.7	33.9	40.9	30.9	35.4	45.0	33.4	34.7
Hours of work	21.1	17.3	15.5	23.2	21.4	20.6	22.4	20.1	18.1
Supervision	26.8	23.0	22.4	25.2	23.0	24.2	25.7	22.9	23.3
Relationship with co-workers	24.0	16.0	17.7	15.4	10.1	14.4	18.5	11.9	15.9
Skills learnt on-the-job	19.5	17.7	13.4	14.2	13.8	12.9	16.1	15.0	13.1

Employment and further study outcomes

Table 9 Employment outcomes for completers by apprentice and trainee characteristics, 2008, 2010 and 2019 (%)

Completers	Employed after training			Employed with same employer as apprenticeship/traineeship		
	2008	2010	2019	2008	2010	2019
Gender						
Males	94.1	91.3	88.7	62.6	67.4	60.9
Females	89.7	88.6	85.9	61.9	67.9	64.0
Age group						
19 years and under	87.9	83.4	75.6	41.4	52.3	48.6
20 to 24 years	92.5	88.6	89.7	51.0	58.1	56.9
25 to 44 years	94.0	92.7	89.9	72.9	73.6	67.1
45 years and over	93.6	93.5	89.6	84.8	83.9	79.1
Student remoteness (ARIA+) region						
Major cities	91.9	90.0	86.2	62.5	69.0	62.0
Inner and outer regional	92.2	89.8	90.0	62.4	65.6	62.7
Remote and very remote	90.3	96.7	91.6	57.7*	64.5*	56.5
Indigenous status						
Indigenous	89.5*	85.4*	81.9	61.3*	69.0*	59.7
Non-Indigenous	92.0	90.2	88.1	62.2	67.3	62.0
Disability status (including impairment or long-term condition)						
With a disability	89.0*	85.6*	71.6	61.2*	67.1*	50.1
Without a disability	92.1	90.2	88.0	62.5	67.5	62.2
Speak a language other than English at home						
Other language	90.3	86.5	79.8	71.2	74.5	70.2
English	92.2	90.7	89.0	61.2	66.7	60.8
Occupation of apprenticeship or traineeship						
In a trade occupation						
Automotive and engineering trades workers	91.8	92.3	94.3	50.3*	62.1	56.1
Construction trades workers	91.3	91.4	91.9	39.0*	46.9	49.6
Other technicians and trades workers	93.9	90.1	85.9	52.7	58.0	63.7
In a non-trade occupation						
Managers and professionals	95.6	94.7	90.9	69.8	80.4	76.2
Community and personal services workers	90.8	90.8	86.0	68.0	72.4	63.1
Clerical and administrative workers	92.1	90.0	84.6	66.7	71.1	65.6
Sales workers	90.4	84.5	86.3	53.3	61.9	68.1
Machinery operators and drivers	96.2	93.2	86.2	76.1	80.6	68.5
Labourers	88.8	85.6	78.1	69.4	69.2	66.8
Completion of pre-vocational/pre-apprenticeship course						
Yes	na	90.3	89.4	na	65.5	61.3
No	na	90.2	87.5	na	68.2	62.0
All completers	92.0	90.1	87.7	62.3	67.6	62.0

Table 10 Employment outcomes for non-completers by apprentice and trainee characteristics, 2008, 2010 and 2019 (%)

Non-completers	Employed after training			Employed with same employer as apprenticeship/traineeship		
	2008	2010	2019	2008	2010	2019
Gender						
Males	79.1	73.9	75.9	11.3	13.9	17.6
Females	72.9	72.7	69.9	10.7	19.1	17.9
Age group						
19 years and under	74.2	68.9	69.2	5.8	8.5	13.4
20 to 24 years	77.4	72.8	74.3	8.2	11.7	14.4
25 to 44 years	80.8	79.1	76.6	17.6	21.9	23.0
45 years and over	76.2*	77.5	77.3	30.4*	36.7	28.3
Student remoteness (ARIA+) region						
Major cities	78.3	74.0	72.8	11.5	16.7	18.6
Inner and outer regional	74.3	72.5	74.8	10.3	15.2	15.9
Remote and very remote	71.6*	74.8	82.0	6.5	13.5	18.4*
Indigenous status						
Indigenous	52.2*	60.2*	64.2	8.6	11.5	10.9
Non-Indigenous	77.4	73.8	74.0	10.9	16.2	18.3
Disability status (including impairment or long-term condition)						
With a disability	69.0*	59.9*	55.2*	1.8	24.7*	19.1*
Without a disability	76.7	73.8	74.3	11.2	15.8	17.6
Speak a language other than English at home						
Other language	66.8*	64.9	74.5	11.1	16.3	14.4
English	77.2	74.6	73.5	10.7	16.0	18.1
Occupation of apprenticeship or traineeship						
In a trade occupation						
Automotive and engineering trades workers	79.6	69.8	76.6	9.9	9.8	14.6
Construction trades workers	79.3*	69.4	73.1	7.9	5.4	11.7
Other technicians and trades workers	72.9	75.3	73.1	4.5	11.1	16.3
In a non-trade occupation						
Managers and professionals	92.3	81.6	86.4*	33.0*	27.2	21.0*
Community and personal services workers	72.8*	72.2	69.7	16.1	16.0	22.1
Clerical and administrative workers	75.9	78.4	76.3	14.8	20.4	23.5
Sales workers	76.5	73.2	78.1	11.6	22.0	28.2
Machinery operators and drivers	78.9*	75.3	80.2	9.6	14.7	14.8
Labourers	72.6	67.8	62.8	6.8	15.3	13.7
Completion of pre-vocational/pre-apprenticeship course						
Yes	na	70.0	74.2	na	13.4	14.2
No	na	74.0	73.8	na	16.4	19.2
All non-completers	76.5	73.4	73.8	11.0	16.0	17.7

Table 11 Main reason for changing employer after apprenticeship or traineeship, 2008, 2010 and 2019 (%)

Total changed employers	Completers			Non-completers		
	2008	2010	2019	2008	2010	2019
Employment related	na	82.2	83.3	na	85.4	82.0
Got offered a better job	na	12.3	16.2	na	10.6	13.3
The pay was too low	na	8.6	11.7	na	7.1	10.1
Poor working conditions	na	3.9	6.3	na	5.2	9.3
I was not happy with the job prospects in the industry	na	2.4	1.8	na	3.5	3.2
I didn't like the type of work	na	3.0	2.4	na	9.8	5.2
I didn't get on with my boss or other people at work	na	10.3	7.6	na	10.5	10.4
I lost my job / was made redundant	na	16.3	6.4	na	21.4	11.4
I transferred to another apprenticeship/traineeship	na	1.3	1.3	na	1.5	1.6
Lack of work	na	9.7	4.8	na	4.3	2.9
Broaden knowledge and skills	na	3.2	5.9	na	0.2	1.4
For a change / to try a different career	na	11.0	10.2	na	11.5	11.2
Employment not continued at the end of my training contract	na	na	8.8	na	na	1.9
Personal reasons	na	12.2	11.0	na	11.4	12.7
Problems with travelling/transport	na	2.2	1.9	na	1.3	2.4
Illness/health reasons	na	0.9	0.5	na	2.7	2.7
Family reasons	na	0.8	2.4	na	2.2	2.6
Moved	na	8.2	6.2	na	5.2	5.0
Other reasons	na	5.7	5.6	na	3.1	5.3
Business closed down / changed owner	na	1.6	1.6	na	0.3	1.5
Started my own business / work for myself	na	2.0	1.5	na	0.4	0.5
Commenced study / went to university	na	0.2	0.0	na	0.4	0.4
Other	na	1.8	2.5	na	2.1	2.9

Note: 'Main reason for changing employer after apprenticeship or traineeship' was not asked in 2008.

Table 12 Further study outcomes after leaving an apprenticeship or traineeship for completers and non-completers, 2008, 2010 and 2019 (%)

After apprenticeship/traineeship	Trade			Non-trade			Total		
	2008	2010	2019	2008	2010	2019	2008	2010	2019
Completers									
Enrolled in further study	32.3	20.6	22.8	30.0	24.0	30.2	30.5	23.1	27.1
Studying at university	3.8	1.5	2.6	6.9	5.6	7.8	6.2	4.5	5.7
Studying at TAFE	13.8	8.2	12.2	5.4	5.2	8.1	7.5	6.0	9.8
Studying at other provider	4.3	5.5	7.9	8.5	7.0	14.3	7.4	6.6	11.7
Non-completers									
Enrolled in further study	34.9	35.6	30.2	29.9	32.0	28.0	31.8	33.2	29.0
Studying at university	2.0	2.8	3.1	4.8	8.3	10.0	3.8	6.5	6.7
Studying at TAFE	9.9	10.8	14.1	8.3	7.0	7.5	9.0	8.2	10.7
Studying at other provider	6.6	6.2	13.0	8.6	8.2	10.5	7.8	7.6	11.6

Table 13 Number of respondents of apprentices and trainees, 2008, 2010 and 2019

	2008	2010	2019
Completers			
In a trade occupation	599	1 152	3 589
In a non-trade occupation	1 818	1 750	5 026
Occupation unknown	33	26	0
All completers	2 450	2 928	8 615
Non-completers			
In a trade occupation	429	1 154	1 198
In a non-trade occupation	831	1 597	1 210
Occupation unknown	2	10	0
All non-completers	1 262	2 761	2 408
Total respondents (n)	3 712	5 689	11 023

Terms

Apprentice or trainee is a person who undertook a contract of training with an employer and a training provider.

ANZSCO (Australian and New Zealand Standard Classification of Occupations) is a classification of the occupations of individuals. The classification is based on the Australian Bureau of Statistics (ABS) publication, *Australian and New Zealand Standard Classification of Occupations* (First edition, Revision 2, ABS cat.no.1220.0).

Cancellations and withdrawals refer to apprentices and trainees whose contract of training has been terminated prior to a successful completion. Cancellation and withdrawal figures may also include contracts which have been transferred due to a change in employer.

Completers refer to those apprentices and trainees who are reported as completing all of the prescribed requirements of their apprenticeship or traineeship contract or those who self-identify as completing all requirements.

Non-completers refer to those apprentices and trainees who cancelled or withdrew from their contract of training prior to completing all prescribed requirements and did not re-commence in the same qualification before being interviewed or those who self-identify as cancelling or withdrawing.

Non-trades refers to those apprentices and trainees employed in occupations outside the trades. Non-trades includes all occupations listed under ANZSCO, version 1.2 (2013), with the exception of major group 3 (Technicians and trades workers).

'Not employed' is defined as unemployed, not in the labour force, or not employed (no further information).

Occupation is defined by the Australian and New Zealand Classification of Occupations (ANZSCO), version 1.2 (2013). This is an Australian Bureau of Statistics classification that identifies occupations according to their primary purpose (ABS cat.No.1220.0). Matching between the intended occupation of the training activity and the occupation after training occurs at the ANZSCO sub-major group level.

Off-the-job training refers to training that takes place away from a person's job, usually off the premises (for example, at TAFE), but may be on the premises (for example, in a special training area).

Pre-vocational or pre-apprenticeship courses are designed to help individuals develop skills to get a job or prepare them to become an apprentice or trainee. This includes a VET in Schools course.

Student remoteness is based on the Access/Remoteness Index of Australia (ARIA+), which was developed by the National Centre for Social Applications of Geographic Information Systems (GISCA). ARIA+ is now the standard ABS-endorsed measure of remoteness. For more details on ARIA+ refer to http://www.adelaide.edu.au/apmrc/research/projects/category/about_aria.html.

Trades occupations are defined by the Australian and New Zealand Classification of Occupations (ANZSCO) – major group 3 (Technicians and trades workers), version 1.2 (2013).

Explanatory notes

Scope

- 1 The survey covered apprentices and trainees who:
 - Completed all of the prescribed requirements of their contract of training (completers)
 - Cancelled or withdrew from their contract of training prior to completing all prescribed requirements and did not return to the same qualification before being selected to participate in the survey (non-completers).
- 2 The 2008 survey also included apprentices and trainees who were due to complete a contract of training between October-December 2007 that had no record of achievement or cancellation/withdrawal (expired contracts). These were not included in 2010 or 2019.
- 3 The Apprentice and Trainee Experience and Destination Survey covered apprentices and trainees who left (i.e. completed, cancelled or withdrew from) their training between:
 - October and December 2007 – 2008 survey
 - April and June 2009 – 2010 survey and
 - January and December 2018 – 2019 survey.
- 4 Out of scope of the surveys were:
 - apprentices and trainees under 18 years of age (2019 survey) and under 15 years of age (2008 and 2010 surveys)
 - 2008 survey – those already sampled in the 2008 Student Outcomes Survey
 - 2010 survey – school-based apprentices and trainees in Western Australia
 - 2019 survey – school-based apprentices and trainees.

Definitions and Derivations

- 5 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVET has adopted a Trade/Non-trade categorisation for the purpose of the National Apprentices and Trainees Collection with 'Trades' classified as all occupations listed under ANZSCO major group '3–Technicians and trades workers' and 'Non-trades' classified as all other major occupations groups 1–2 and 4–8 (ANZSCO, version 1.2 [2013]).
- 6 Satisfied was rated as a 4 or 5 on a 5-point scale. It includes apprentices or trainees who were satisfied or very satisfied. Dissatisfied was rated as a 1 or 2 on a 5-point scale and includes apprentices or trainees who were dissatisfied or very dissatisfied.
- 7 There are minor differences in the way respondents were asked to rate overall off-the-job satisfaction across survey years. In both 2008 and 2010 respondents were asked to rate their satisfaction with the 'quality' of off-the-job training, compared with rating their satisfaction with 'training', in the off-the-job section of the 2019 survey.
- 8 There are differences in the way occupation of apprenticeship or traineeship was defined. In both 2008 and 2010 respondents were asked in the survey their 'occupation during their apprenticeship/traineeship'. In the 2019 survey the 'occupation of the apprenticeship/traineeship' was sourced from the National Apprentice and Trainee collection and was not asked in the survey.
- 9 Respondent recall may be impacted by the different survey timings across years. In both 2008 and 2010 respondents were surveyed up to 13 months post training. In 2019 respondents were surveyed up to 19 months post training.
- 10 Studying at university, TAFE or other provider does not include study for another apprenticeship or traineeship. A respondent may have enrolled in another apprenticeship or traineeship, and be studying at university, TAFE or other provider.

Australian Bureau of Statistics data

- 11 Student remoteness is based on the Access/Remoteness Index of Australia (ARIA+), which was developed by the Hugo Centre for Migration and Population Research at the University of Adelaide. ARIA+ is now the standard ABS-endorsed measure of remoteness. From 2011, Student remoteness (ARIA+) is determined from ARIA+ remoteness regions and ABS SA2 regions. Student remoteness (ARIA+) regions use the same ARIA+ ranges as the ABS remoteness areas and are therefore an approximation of the ABS remoteness areas. For more details of ARIA+ refer to <<http://www.adelaide.edu.au/hugo-centre/news/list/2018/11/21/accessibilityremoteness-index-of-australia-plus-aria-2016>>.
- 12 Occupation is defined by the Australian and New Zealand Classification of Occupations (ANZSCO), version 1.2 (2013). This is an Australian Bureau of Statistics classification that identifies occupations according to their primary purpose (ABS cat.No.1220.0). Matching between the intended occupation of the training activity and the occupation after training occurs at the ANZSCO sub-major group level.

Data treatment

- na Not applicable.
- * The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution.
- np Not published. NCVET does not report on estimates based on five or fewer respondents because the estimates are unreliable.



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