

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees

2020



National Centre for Vocational Education Research

Highlights

- Individual completion rates for apprentices and trainees commencing in 2016 were:
 - 56.1% for all occupations, down 1.5 percentage points from those commencing in 2015
 - 55.1% for trade occupations, down 2.5 percentage points from those commencing in 2015
 - 56.5% for non-trade occupations, down 1.2 percentage points from those commencing in 2015.
- An individual may complete their training under more than one contract if they change employers or take a break from their training. Contract completion rates for apprentices and trainees commencing in 2016 were:
 - 48.3% for all occupations, down 1.4 percentage points from those commencing in 2015
 - 42.5% for trade occupations, down 2.3 percentage points from those commencing in 2015
 - 53.8% for non-trade occupations, down 1.1 percentage points from those commencing in 2015.

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Contents

Highlights	1
Contents	3
Introduction	4
More information	4
Summary	5
Tables	7
Terms	16
Explanatory notes	17

Tables

1 Observed actual individual and contract completion rates by occupation for apprentices and trainees commencing in 2015 and 2016	7
2 Observed actual contract completion rates by occupation for contracts commencing in 2014 to 2017 (%)	8
3 Projected contract completion rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)	9
5 Projected contract attrition rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)	11
6 Observed actual contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2015 (%)	12
7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2020 (%)	13
8 Observed actual contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2013 to 2017 (%)	14
9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2018 to 2020 (%)	15

Figures

1 Observed actual individual completion rates for apprentices and trainees commencing in 2015 and 2016 (%)	5
2 Observed actual contract completion rates for contracts commencing in 2015 and 2016 (%)	5

Introduction

This publication presents completion and attrition rates for apprentices and trainees.

Apprentice and trainee completion and attrition rates are calculated by tracking the outcomes of individuals and contracts of training over time. For those in trade occupations, most complete within 4 years, while for those in non-trade occupations most complete within 3 years.

In this publication, we report both individual and contract completion rates.

- *Individual completion rates* are based on contract completion rates and adjusted for factors representing average recommencements by occupation.
- An individual may complete their training under more than one contract if they change employers or take a break from their training. Therefore, in addition to reporting on the completion rates of individuals, *contract completion rates* are also presented.

Observed actual rates are reported for contracts that commenced up to 2016 (for both trade and non-trade occupations), while observed actual rates for non-trade occupations commencing in 2017 are provided in the data tables.

For contracts commencing more recently, we estimate the proportion of contracts commenced in a given year that will eventually be completed by applying a 'life tables' methodology. **Projected rates** assume that the patterns of contract completion and attrition observed in the data for past quarters approximate the patterns that will occur for the most recent quarters. If the patterns of completion and attrition change slowly over time, then this approximation will be valid. Conversely, if the patterns of completion and attrition for the most recent quarters turn out to be noticeably different from those seen in the past, then the reliability of the projected rates will decrease as the discrepancy between the patterns of completions and attritions increases. For example, projected rates will likely be impacted by the effects of the COVID-19 pandemic and governments' economic responses. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>.

Information on the proportion of contracts that have been **completed to date** is provided in the data tables.

More information

For more information on the methodology used to derive completion and attrition rates, please refer to the explanatory notes on page 17.

For completion and attrition rates by state and territory, please refer to the infographic and data tables at <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2020>.

For more information on completion rates in the wider vocational education and training (VET) sector, please refer to <https://www.ncver.edu.au/research-and-statistics/collections/students-and-courses-collection/total-vet-students-and-courses>.

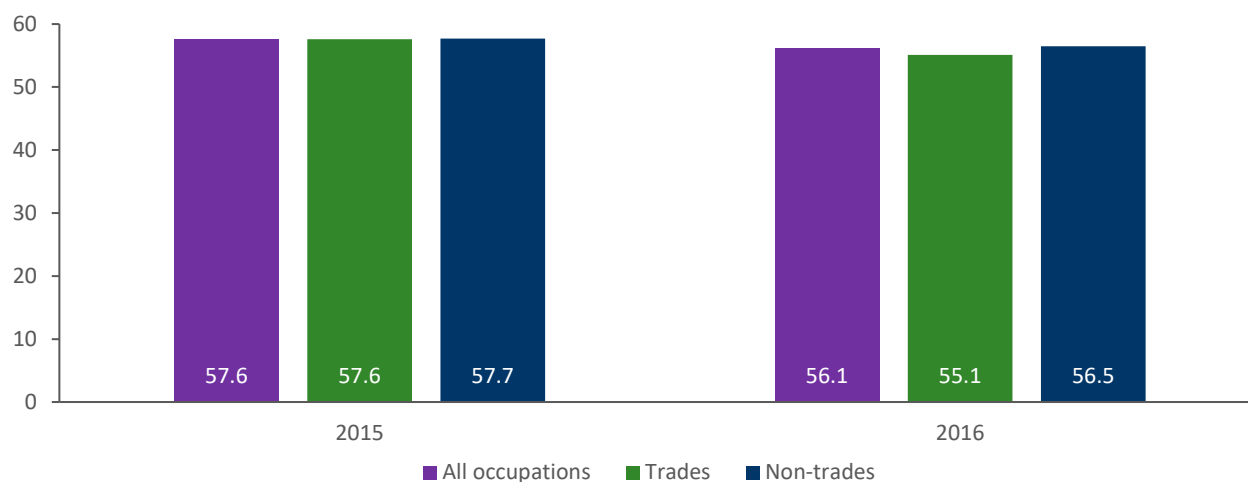
Summary

Individual completion rates

For apprentices and trainees commencing in 2016, the individual completion rate was:

- 56.1% for all occupations, down 1.5 percentage points from those commencing in 2015
- 55.1% for trade occupations, down 2.5 percentage points from those commencing in 2015
- 56.5% for non-trade occupations, down 1.2 percentage points from those commencing in 2015.

Figure 1 Individual completion rates for apprentices and trainees commencing in 2015 and 2016 (%)

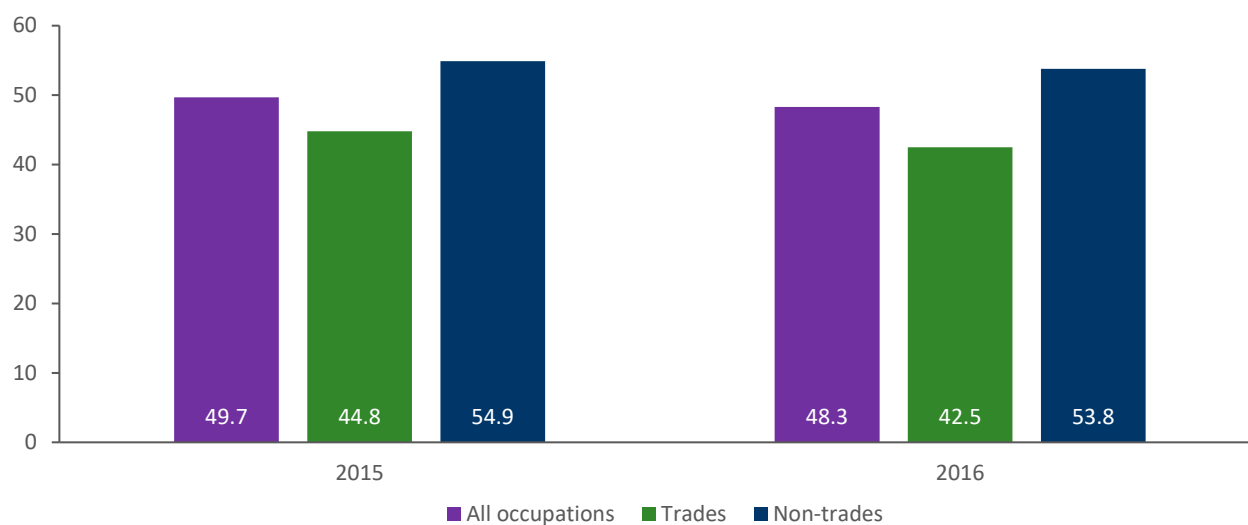


Observed actual contract completion rates

For apprentice and trainee contracts commencing in 2016, the contract completion rate was:

- 48.3% for all occupations, down 1.4 percentage points from those commencing in 2015
- 42.5% for trade occupations, down 2.3 percentage points from those commencing in 2015
- 53.8% for non-trade occupations, down 1.1 percentage points from those commencing in 2015.

Figure 2 Observed actual contract completion rates for contracts commencing in 2015 and 2016 (%)



Difference between individual and contract completion rates

Nationally, the difference between individual and contract completion rates is greater in trade occupations (12.6 percentage points difference for 2016 commencements) than in non-trade occupations (2.7 percentage points). This indicates that contract recommencements and movement between employers is higher in the trades than in non-trade apprenticeships and traineeships.

The largest adjustment factors (indicating the highest levels of recommencements and movement between employers) were for apprenticeships and traineeships in hairdressing, construction and food trades, where:

- the individual completion rate for hairdressers commencing in 2016 was 50.0%, compared with a contract completion rate of 34.3%
- the individual completion rate for construction trades workers commencing in 2016 was 54.1%, compared with a contract completion rate of 38.4%
- the individual completion rate for food trades workers commencing in 2016 was 42.6%, compared with a contract completion rate of 31.9%.

Projected contract completion rates

Looking forward, the completion rate for apprentice and trainee contracts that commenced in the December quarter 2020 is projected to be:

- 50.3% for all occupations, an increase from the observed actual rate of 48.3% in 2016
- 44.5% for trade occupations, an increase from the observed actual rate of 42.5% in 2016
- 56.6% for non-trade occupations, an increase from the observed actual rate of 53.8% in 2016.

Tables

Table 1 Individual and observed actual contract completion rates by occupation for apprentices and trainees commencing in 2015 and 2016

Occupation (ANZSCO) group	2015			2016		
	Average annual adjustment factor	Contract completion rates %	Individual completion rates %	Average annual adjustment factor	Contract completion rates %	Individual completion rates %
Managers	1.04	53.4	55.3	1.03	44.6	45.8
11 Chief executives, general managers and legislators	1.01	38.1	38.6	1.01	36.9	37.4
12 Farmers and farm managers	1.08	55.0	59.4	1.09	54.6	59.7
13 Specialist managers	1.03	53.2	54.9	1.03	50.3	51.6
14 Hospitality, retail and service managers	1.04	63.2	65.6	1.02	44.1	45.1
Professionals	1.08	56.6	61.3	1.07	55.7	59.7
21 Arts and media professionals	1.07	0.0*	0.0*	1.04	0.0*	0.0*
22 Business, human resource and marketing professionals	1.02	46.2	47.3	1.03	50.6	52.0
23 Design, engineering, science and transport professionals	1.02	67.0	68.6	1.01	50.6	51.2
24 Education professionals	1.00	66.7*	66.7*	1.00	36.8*	36.8*
25 Health professionals	-	-	-	-	-	-
26 ICT professionals	1.33	58.2	77.6	1.34	74.1	99.6
27 Legal, social and welfare professionals	1.02	55.9*	57.3*	1.02	46.9	47.7
Technicians and trades workers	1.29	44.8	57.6	1.30	42.5	55.1
31 Engineering, ICT and science technicians	1.04	55.0	57.0	1.03	61.7	63.8
32 Automotive and engineering trades workers	1.21	52.1	63.0	1.21	51.3	62.0
33 Construction trades workers	1.39	41.4	57.4	1.41	38.4	54.1
34 Electrotechnology and telecommunications trades workers	1.30	50.4	65.6	1.31	45.5	59.7
35 Food trades workers	1.34	32.1	43.1	1.34	31.9	42.6
36 Skilled animal and horticultural workers	1.12	43.0	48.3	1.12	42.1	47.4
39 Other technicians and trades workers	1.26	43.9	55.5	1.28	40.2	51.6
391 Hairdressers	1.47	35.3	51.9	1.46	34.3	50.0
392 Printing trades workers	1.03	53.9	55.8	1.04	59.1	61.3
393 Textile, clothing and footwear trades workers	1.11	41.1	45.7	1.06	26.4	28.1
394 Wood trades workers	1.22	47.0	57.3	1.24	39.2	48.4
399 Miscellaneous technicians and trades workers	1.04	50.5	52.3	1.04	51.0	52.9
Community and personal service workers	1.07	55.4	59.5	1.08	54.9	59.2
41 Health and welfare support workers	1.05	61.5	64.3	1.05	67.4	70.8
42 Carers and aides	1.14	59.0	67.5	1.15	59.6	68.6
43 Hospitality workers	1.03	45.3	46.7	1.03	41.9	43.1
44 Protective service workers	1.01	55.2	55.9	1.01	67.0	67.8
45 Sports and personal service workers	1.03	64.1	65.8	1.03	62.9	64.5
Clerical and administrative workers	1.02	54.0	55.2	1.02	52.5	53.6
51 Office managers and program administrators	1.02	43.7	44.7	1.02	39.7	40.4
52 Personal assistants and secretaries	1.01	62.1	62.9	1.02	65.6	66.7
53 General clerical workers	1.02	63.5	64.9	1.02	63.6	64.9
54 Inquiry clerks and receptionists	1.02	45.1	46.0	1.02	38.9	39.5
55 Numerical clerks	1.02	52.8	53.7	1.02	55.2	56.3
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.04	49.9	52.1	1.05	44.6	46.6
Sales workers	1.04	59.9	62.4	1.04	59.5	61.8
61 Sales representatives and agents	1.06	49.0	51.9	1.05	48.2	50.8
62 Sales assistants and salespersons	1.04	60.8	63.2	1.04	60.2	62.5
63 Sales support workers	1.00	78.9*	78.9*	1.00	86.5*	86.5*
Machinery operators and drivers	1.06	52.8	55.9	1.06	51.2	54.1
71 Machine and stationary plant operators	1.04	56.2	58.3	1.04	61.2	63.4
72 Mobile plant operators	1.04	49.7	51.6	1.04	55.8	58.0
73 Road and rail drivers	1.08	55.2	59.4	1.08	45.6	49.2
74 Storepersons	1.08	51.1	55.2	1.08	43.8	47.3
Labourers	1.04	50.7	52.8	1.04	50.0	51.9
81 Cleaners and laundry workers	1.03	57.0	58.5	1.02	50.0	50.9
82 Construction and mining labourers	1.03	54.5	55.9	1.02	51.2	52.5
83 Factory process workers	1.04	49.2	51.4	1.04	47.7	49.8
84 Farm, forestry and garden workers	1.03	56.3	57.7	1.03	61.5	63.1
85 Food preparation assistants	1.14	39.5	45.2	1.13	49.0	55.5
89 Other labourers	1.03	54.0	55.6	1.03	46.0	47.3
Total non-trade occupations	1.05	54.9	57.7	1.05	53.8	56.5
Total trade occupations	1.29	44.8	57.6	1.30	42.5	55.1
All occupations^A	1.16	49.7	57.6	1.16	48.3	56.1

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

^A Please note, since the individual completion rate is the product of the contract completion rate and an adjustment factor, the rate for all occupations does not need to lie between the rate for trade occupations and non-trade occupations.

Table 2 Observed actual contract completion rates by occupation for contracts commencing in 2014 to 2017 (%)

Occupation (ANZSCO) group	Contract completion rates by year of commencement			
	2014	2015	2016	2017
Managers	52.9	53.4	44.6	48.1
11 Chief executives, general managers and legislators	33.7	38.1	36.9	41.0
12 Farmers and farm managers	53.7	55.0	54.6	45.8
13 Specialist managers	47.5	53.2	50.3	55.3
14 Hospitality, retail and service managers	65.0	63.2	44.1	53.9
Professionals	51.8	56.6	55.7	57.2
21 Arts and media professionals	0.0*	0.0*	0.0*	0.0*
22 Business, human resource and marketing professionals	42.8	46.2	50.6	67.1
23 Design, engineering, science and transport professionals	62.4	67.0	50.6	64.9
24 Education professionals	35.0*	66.7*	36.8*	58.3
25 Health professionals	-	-	-	-
26 ICT professionals	73.3*	58.2	74.1	64.7
27 Legal, social and welfare professionals	50.0*	55.9*	46.9	34.9
Technicians and trades workers	44.1	44.8	42.5	
31 Engineering, ICT and science technicians	55.7	55.0	61.7	
32 Automotive and engineering trades workers	52.0	52.1	51.3	
33 Construction trades workers	38.9	41.4	38.4	
34 Electrotechnology and telecommunications trades workers	51.7	50.4	45.5	
35 Food trades workers	31.3	32.1	31.9	
36 Skilled animal and horticultural workers	45.6	43.0	42.1	
39 Other technicians and trades workers	40.9	43.9	40.2	
391 Hairdressers	34.1	35.3	34.3	
392 Printing trades workers	47.5	53.9	59.1	
393 Textile, clothing and footwear trades workers	45.2	41.1	26.4	
394 Wood trades workers	39.7	47.0	39.2	
399 Miscellaneous technicians and trades workers	47.9	50.5	51.0	
Community and personal service workers	54.4	55.4	54.9	55.1
41 Health and welfare support workers	64.4	61.5	67.4	55.1
42 Carers and aides	56.1	59.0	59.6	59.4
43 Hospitality workers	44.8	45.3	41.9	46.4
44 Protective service workers	60.7	55.2	67.0	66.9
45 Sports and personal service workers	60.7	64.1	62.9	59.2
Clerical and administrative workers	57.5	54.0	52.5	56.2
51 Office managers and program administrators	52.4	43.7	39.7	48.0
52 Personal assistants and secretaries	65.5	62.1	65.6	66.7
53 General clerical workers	66.7	63.5	63.6	63.2
54 Inquiry clerks and receptionists	49.9	45.1	38.9	46.1
55 Numerical clerks	59.9	52.8	55.2	59.3
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	47.6	49.9	44.6	47.4
Sales workers	56.2	59.9	59.5	55.8
61 Sales representatives and agents	50.5	49.0	48.2	48.1
62 Sales assistants and salespersons	56.5	60.8	60.2	56.4
63 Sales support workers	83.8	78.9*	86.5*	66.7*
Machinery operators and drivers	55.2	52.8	51.2	50.5
71 Machine and stationary plant operators	62.5	56.2	61.2	56.7
72 Mobile plant operators	53.1	49.7	55.8	55.4
73 Road and rail drivers	54.5	55.2	45.6	45.4
74 Storepersons	52.4	51.1	43.8	44.2
Labourers	52.2	50.7	50.0	50.2
81 Cleaners and laundry workers	57.7	57.0	50.0	55.6
82 Construction and mining labourers	39.4	54.5	51.2	51.8
83 Factory process workers	53.4	49.2	47.7	48.5
84 Farm, forestry and garden workers	59.7	56.3	61.5	57.2
85 Food preparation assistants	42.0	39.5	49.0	39.7
89 Other labourers	55.5	54.0	46.0	45.9
Total non-trade occupations	55.1	54.9	53.8	53.8
Total trade occupations	44.1	44.8	42.5	
All occupations	49.9	49.7	48.3	

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, a completion rate is not provided.

Table 3 Projected contract completion rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)

Occupation (ANZSCO) group	Projected contract completion rates by commencing cohort		
	2018	2019	2020
Managers	55.4	62.0	54.7
Professionals	64.1	57.7	64.3
Technicians and trades workers	44.7	44.7	44.5
31 Engineering, ICT and science technicians	65.7	63.9	57.0
32 Automotive and engineering trades workers	51.8	50.0	49.4
33 Construction trades workers	40.9	41.6	41.9
34 Electrotechnology and telecommunications trades workers	46.3	45.4	48.0
35 Food trades workers	37.8	39.0	37.5
36 Skilled animal and horticultural workers	45.2	48.5	45.3
39 Other technicians and trades workers	43.0	41.0	37.9
391 Hairdressers	36.7	35.7	31.2
392 Printing trades workers	36.4	64.2	42.8
394 Wood trades workers	41.0	41.1	43.5
399 Miscellaneous technicians and trades workers	66.4	60.6	59.5
Community and personal service workers	58.9	60.9	55.0
41 Health and welfare support workers	67.4	61.7	54.8
42 Carers and aides	63.3	64.6	59.5
43 Hospitality workers	49.9	51.6	48.4
44 Protective service workers	74.2	63.5	56.5
45 Sports and personal service workers	61.8	60.2	45.7
Clerical and administrative workers	58.9	60.5	60.6
51 Office managers and program administrators	52.4	57.0	51.1
53 General clerical workers	64.4	62.3	64.1
54 Inquiry clerks and receptionists	50.5	48.6	50.9
55 Numerical clerks	62.2	63.6	51.5
59 Other clerical and administrative workers	47.4	64.9	55.7
Sales workers	61.2	62.6	52.3
61 Sales representatives and agents	48.2	51.8	41.6
62 Sales assistants and salespersons	62.3	63.7	53.8
Machinery operators and drivers	56.9	54.8	56.4
71 Machine and stationary plant operators	70.0	61.0	62.5
72 Mobile plant operators	57.0	55.4	52.4
73 Road and rail drivers	49.1	56.4	63.4
74 Storepersons	50.0	43.4	48.7
Labourers	55.2	60.9	56.5
81 Cleaners and laundry workers	57.4	59.8	50.4
82 Construction and mining labourers	46.2	55.4	49.6
83 Factory process workers	55.4	55.9	51.5
84 Farm, forestry and garden workers	65.6	70.0	67.8
85 Food preparation assistants	34.6	42.1	61.5
89 Other labourers	51.2	49.1	47.6
Total non-trade occupations	58.5	60.2	56.6
Total trade occupations	44.7	44.7	44.5
All occupations	51.7	52.6	50.3

For explanatory notes, see page 17.

Table 4 Observed actual contract attrition rates by occupation for contracts commencing in 2014 to 2017 (%)

Occupation (ANZSCO) group	Contract attrition rates by year of commencement			
	2014	2015	2016	2017
Managers	39.6	38.3	45.0	40.9
11 Chief executives, general managers and legislators	52.0	47.9	46.4	44.1
12 Farmers and farm managers	39.2	39.5	40.3	44.7
13 Specialist managers	47.7	40.0	41.7	34.0
14 Hospitality, retail and service managers	21.9	27.2	48.9	39.0
Professionals	30.9	39.7	39.0	32.0
21 Arts and media professionals	100.0*	100.0*	100.0*	100.0*
22 Business, human resource and marketing professionals	32.7	50.5	42.2	24.7
23 Design, engineering, science and transport professionals	29.1	27.9	45.0	23.7
24 Education professionals	45.0*	33.3*	57.9*	27.8
25 Health professionals	-	-	-	-
26 ICT professionals	10.0*	39.2	23.1	27.9
27 Legal, social and welfare professionals	50.0*	41.2*	44.4	48.6
Technicians and trades workers	51.5	51.0	51.8	
31 Engineering, ICT and science technicians	39.1	40.3	32.0	
32 Automotive and engineering trades workers	45.2	45.1	44.3	
33 Construction trades workers	57.3	54.5	56.1	
34 Electrotechnology and telecommunications trades workers	43.2	43.9	46.2	
35 Food trades workers	63.4	62.8	62.5	
36 Skilled animal and horticultural workers	48.3	52.4	52.1	
39 Other technicians and trades workers	54.3	52.6	55.1	
391 Hairdressers	62.8	61.2	61.8	
392 Printing trades workers	46.0	40.6	33.1	
393 Textile, clothing and footwear trades workers	47.1	51.8	63.9	
394 Wood trades workers	57.2	50.3	56.1	
399 Miscellaneous technicians and trades workers	45.3	45.7	43.2	
Community and personal service workers	42.1	41.4	42.0	40.7
41 Health and welfare support workers	31.8	33.8	27.8	35.6
42 Carers and aides	40.3	37.6	36.9	35.8
43 Hospitality workers	52.0	52.3	55.2	50.0
44 Protective service workers	28.4	32.0	25.0	20.5
45 Sports and personal service workers	36.3	33.3	35.3	39.2
Clerical and administrative workers	38.0	42.0	41.7	38.5
51 Office managers and program administrators	39.7	47.2	48.7	39.1
52 Personal assistants and secretaries	29.7	34.9	33.6	30.2
53 General clerical workers	30.1	34.0	32.5	33.4
54 Inquiry clerks and receptionists	45.6	51.2	55.7	49.3
55 Numerical clerks	37.0	45.0	41.2	38.4
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	46.7	44.5	49.2	45.3
Sales workers	40.8	37.3	38.3	39.9
61 Sales representatives and agents	43.6	41.8	47.2	44.6
62 Sales assistants and salespersons	40.8	37.0	37.7	39.6
63 Sales support workers	13.1	15.8*	2.7*	33.3*
Machinery operators and drivers	41.0	43.1	44.2	42.8
71 Machine and stationary plant operators	33.6	36.6	33.8	33.4
72 Mobile plant operators	42.9	46.5	37.6	38.1
73 Road and rail drivers	40.8	41.6	50.2	45.5
74 Storepersons	44.5	46.1	53.6	53.6
Labourers	44.2	45.5	45.0	44.9
81 Cleaners and laundry workers	40.0	40.9	46.4	39.3
82 Construction and mining labourers	55.2	41.5	40.2	42.4
83 Factory process workers	44.1	48.2	49.6	48.1
84 Farm, forestry and garden workers	35.3	36.3	33.1	36.0
85 Food preparation assistants	54.5	55.8	47.5	56.7
89 Other labourers	37.5	39.3	42.8	45.7
Total non-trade occupations	41.0	41.4	42.0	41.1
Total trade occupations	51.5	51.0	51.8	
All occupations	46.0	46.4	46.7	

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, an attrition rate is not provided.

Table 5 Projected contract attrition rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)

Occupation (ANZSCO) group	Projected contract attrition rates by commencing cohort		
	2018	2019	2020
Managers	34.7	27.2	35.3
Professionals	33.3	39.5	31.8
Technicians and trades workers	50.4	50.8	50.8
31 Engineering, ICT and science technicians	31.3	30.1	35.6
32 Automotive and engineering trades workers	45.0	46.8	47.8
33 Construction trades workers	54.7	54.6	53.6
34 Electrotechnology and telecommunications trades workers	47.5	47.7	47.0
35 Food trades workers	58.9	56.9	55.1
36 Skilled animal and horticultural workers	48.3	48.4	50.1
39 Other technicians and trades workers	52.3	55.4	56.9
391 Hairdressers	60.5	61.9	65.8
392 Printing trades workers	56.8	26.6	35.3
394 Wood trades workers	55.4	55.1	52.4
399 Miscellaneous technicians and trades workers	28.1	35.5	29.8
Community and personal service workers	39.5	37.2	42.0
41 Health and welfare support workers	25.9	33.0	39.4
42 Carers and aides	35.4	33.6	37.7
43 Hospitality workers	48.5	45.9	45.3
44 Protective service workers	12.3	25.2	21.1
45 Sports and personal service workers	37.0	39.5	54.2
Clerical and administrative workers	38.5	37.2	35.7
51 Office managers and program administrators	39.8	30.7	32.9
53 General clerical workers	34.7	37.1	35.3
54 Inquiry clerks and receptionists	47.4	47.2	45.9
55 Numerical clerks	35.3	34.4	44.8
59 Other clerical and administrative workers	39.9	33.2	37.2
Sales workers	36.1	35.1	41.9
61 Sales representatives and agents	43.6	42.2	45.0
62 Sales assistants and salespersons	35.4	34.3	41.2
Machinery operators and drivers	39.4	41.1	37.9
71 Machine and stationary plant operators	27.1	28.7	31.3
72 Mobile plant operators	38.3	40.1	34.9
73 Road and rail drivers	46.5	38.3	32.3
74 Storepersons	48.6	56.0	50.3
Labourers	43.7	38.4	38.5
81 Cleaners and laundry workers	42.2	28.9	34.9
82 Construction and mining labourers	48.0	36.7	39.9
83 Factory process workers	44.0	42.8	42.0
84 Farm, forestry and garden workers	34.1	29.3	31.4
85 Food preparation assistants	64.5	57.9	37.7
89 Other labourers	45.7	49.8	49.3
Total non-trade occupations	39.1	37.4	39.0
Total trade occupations	50.4	50.8	50.8
All occupations	44.3	43.7	45.0

For explanatory notes, see page 17.

Table 6 Observed actual contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2015 (%)

Occupation (ANZSCO) group	Contract attrition rates, cancelling/withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	More than 3 years
Managers	2.4	7.7	13.1	23.7	35.4	37.8	38.3
11 Chief executives, general managers and legislators	0.6	2.9	7.1	18.1	39.0	46.3	47.9
12 Farmers and farm managers	3.5	11.6	18.8	29.4	38.3	39.4	39.5
13 Specialist managers	4.3	12.7	19.0	31.5	38.9	39.9	40.0
14 Hospitality, retail and service managers	0.4	1.6	4.4	13.1	25.2	26.8	27.2
Professionals	2.4	8.3	14.7	26.3	37.6	39.7	39.7
21 Arts and media professionals*	0.0	0.0	0.0	100.0	100.0	100.0	100.0
22 Business, human resource and marketing professionals	3.3	9.4	17.0	34.4	49.5	50.5	50.5
23 Design, engineering, science and transport professionals	2.0	9.1	15.2	20.3	24.4	27.9	27.9
24 Education professionals*	0.0	11.1	33.3	33.3	33.3	33.3	33.3
25 Health professionals	-	-	-	-	-	-	-
26 ICT professionals	2.5	6.3	10.1	20.3	36.7	39.2	39.2
27 Legal, social and welfare professionals*	0.0	0.0	2.9	20.6	41.2	41.2	41.2
Technicians and trades workers	4.3	13.2	20.6	32.4	44.8	49.4	51.0
31 Engineering, ICT and science technicians	2.0	8.3	15.7	27.0	38.0	39.8	40.3
32 Automotive and engineering trades workers	3.2	10.5	16.4	26.7	38.2	43.3	45.1
33 Construction trades workers	4.8	14.8	22.5	34.6	47.8	53.0	54.5
34 Electrotechnology and telecommunications trades workers	3.2	8.8	14.3	23.6	35.5	41.2	43.9
35 Food trades workers	6.3	19.3	30.0	44.8	58.2	62.0	62.8
36 Skilled animal and horticultural workers	5.9	15.9	23.3	35.8	47.1	51.2	52.4
39 Other technicians and trades workers	4.6	14.5	22.5	36.1	48.6	51.7	52.6
391 Hairdressers	5.8	19.5	29.5	43.1	56.5	60.3	61.2
392 Printing trades workers	1.7	7.6	14.4	25.3	33.5	37.8	40.6
393 Textile, clothing and footwear trades workers	7.1	14.3	24.1	34.8	47.3	50.9	51.8
394 Wood trades workers	4.5	13.0	19.6	31.3	42.9	48.1	50.3
399 Miscellaneous technicians and trades workers	3.5	10.5	17.2	31.9	44.2	45.5	45.7
Community and personal service workers	5.0	15.4	23.5	33.1	39.6	41.0	41.4
41 Health and welfare support workers	3.1	11.5	17.8	27.8	32.4	33.6	33.8
42 Carers and aides	4.2	12.6	19.5	28.4	34.8	36.7	37.6
43 Hospitality workers	6.2	19.7	30.2	42.3	50.9	52.1	52.3
44 Protective service workers	5.5	10.9	16.2	25.6	30.9	31.6	32.0
45 Sports and personal service workers	5.3	15.5	22.5	28.7	32.6	33.2	33.3
Clerical and administrative workers	4.9	15.6	25.2	36.1	41.4	41.9	42.0
51 Office managers and program administrators	3.3	11.1	20.2	35.6	45.8	46.9	47.2
52 Personal assistants and secretaries	1.0	17.4	26.7	33.3	34.9	34.9	34.9
53 General clerical workers	4.2	13.8	21.4	30.8	33.7	34.0	34.0
54 Inquiry clerks and receptionists	7.7	23.8	37.2	48.8	51.1	51.1	51.2
55 Numerical clerks	6.4	18.0	28.7	37.7	44.7	45.0	45.0
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	3.2	11.6	20.7	33.1	42.3	44.3	44.5
Sales workers	3.9	12.8	20.7	30.5	36.7	37.2	37.3
61 Sales representatives and agents	4.2	14.7	23.9	34.3	41.5	41.8	41.8
62 Sales assistants and salespersons	3.8	12.7	20.5	30.2	36.3	36.9	37.0
63 Sales support workers*	15.8	15.8	15.8	15.8	15.8	15.8	15.8
Machinery operators and drivers	4.5	13.9	21.8	31.5	40.6	42.5	43.1
71 Machine and stationary plant operators	2.1	10.9	18.5	26.1	35.7	36.3	36.6
72 Mobile plant operators	5.0	13.7	20.7	31.2	41.3	45.0	46.5
73 Road and rail drivers	4.4	12.9	19.4	28.6	38.7	41.2	41.6
74 Storepersons	5.8	17.4	27.2	38.2	45.5	46.0	46.1
Labourers	7.3	19.9	28.8	39.3	44.5	45.3	45.5
81 Cleaners and laundry workers	3.5	15.7	24.1	33.4	40.3	40.9	40.9
82 Construction and mining labourers	4.3	16.5	24.6	36.3	40.8	41.2	41.5
83 Factory process workers	10.0	24.5	34.1	43.9	47.5	48.1	48.2
84 Farm, forestry and garden workers	4.0	12.3	18.5	27.9	34.7	35.9	36.3
85 Food preparation assistants	5.4	18.8	29.6	42.7	51.9	55.3	55.8
89 Other labourers	3.6	10.1	17.7	31.2	38.8	39.2	39.3
Total non-trade occupations	4.9	15.0	23.3	33.4	40.0	41.1	41.4
Total trade occupations	4.3	13.2	20.6	32.4	44.8	49.4	51.0
All occupations	4.6	14.1	21.9	32.9	42.5	45.4	46.4

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Table 7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2020 (%)

Occupation (ANZSCO) group	Projected contract attrition rates, cancelling/withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	4 years
Managers	1.9	13.4	17.9	23.4	31.6	34.6	34.9
Professionals	1.8	8.6	13.1	20.2	28.2	31.8	31.8
Technicians and trades workers	3.4	12.9	20.0	29.8	42.6	48.7	50.7
31 Engineering, ICT and science technicians	1.9	8.9	17.7	25.9	32.9	35.6	35.6
32 Automotive and engineering trades workers	3.0	10.3	15.9	25.3	38.6	45.3	47.7
33 Construction trades workers	4.0	13.8	21.4	31.7	45.1	51.5	53.5
34 Electrotechnology and telecommunications trades workers	2.5	10.2	16.2	24.7	36.3	43.4	46.6
35 Food trades workers	4.1	15.3	22.6	36.4	50.3	54.4	55.1
36 Skilled animal and horticultural workers	3.1	15.8	23.4	33.8	45.2	49.3	50.1
39 Other technicians and trades workers	4.1	18.2	26.6	36.6	50.3	55.7	56.8
391 Hairdressers	5.7	22.0	32.8	43.1	59.2	64.8	65.7
392 Printing trades workers	3.5	6.6	22.6	24.7	31.3	35.3	35.3
394 Wood trades workers	4.1	15.7	21.2	31.6	44.5	50.7	52.4
399 Miscellaneous technicians and trades workers	1.9	7.7	10.7	20.1	26.9	29.2	29.8
Community and personal service workers	3.9	14.2	22.3	32.0	40.5	41.6	42.0
41 Health and welfare support workers	4.9	7.7	17.0	28.4	36.5	37.7	39.4
42 Carers and aides	4.0	14.8	21.7	29.3	36.0	37.2	37.6
43 Hospitality workers	3.7	15.2	24.0	34.4	42.9	44.9	45.2
44 Protective service workers	2.5	5.4	8.0	12.1	21.1	21.1	21.1
45 Sports and personal service workers	3.7	18.5	38.6	48.4	54.1	54.2	54.2
Clerical and administrative workers	3.1	14.3	21.3	30.6	35.1	35.7	35.7
51 Office managers and program administrators	2.0	8.1	12.8	23.2	30.1	32.6	32.8
53 General clerical workers	4.4	16.8	24.5	32.4	35.2	35.3	35.3
54 Inquiry clerks and receptionists	3.8	19.1	30.4	41.6	45.4	45.9	45.9
55 Numerical clerks	3.6	16.8	23.5	34.6	43.3	44.4	44.8
59 Other clerical and administrative workers	2.5	7.0	11.6	22.9	32.3	37.2	37.2
Sales workers	2.7	11.8	20.2	31.5	40.5	41.7	41.9
61 Sales representatives and agents	3.3	17.4	26.9	32.8	43.3	44.0	45.0
62 Sales assistants and salespersons	2.5	10.6	18.9	30.9	39.8	41.1	41.2
Machinery operators and drivers	3.3	12.9	17.8	27.5	34.5	37.5	37.8
71 Machine and stationary plant operators	3.1	11.9	16.4	24.7	28.8	30.4	31.0
72 Mobile plant operators	2.6	9.6	14.8	23.8	31.9	34.9	34.9
73 Road and rail drivers	4.5	12.5	16.9	24.9	30.9	32.1	32.3
74 Storepersons	3.8	18.7	25.0	38.1	47.2	50.3	50.3
Labourers	4.0	15.5	23.4	33.5	37.7	38.3	38.5
81 Cleaners and laundry workers	3.6	9.5	21.1	28.8	33.1	34.9	34.9
82 Construction and mining labourers	6.8	16.6	24.4	34.1	39.0	39.1	39.9
83 Factory process workers	3.8	17.9	25.2	36.6	41.2	42.0	42.0
84 Farm, forestry and garden workers	2.2	12.4	22.0	29.2	31.1	31.3	31.4
85 Food preparation assistants	3.6	17.6	19.0	30.3	37.7	37.7	37.7
89 Other labourers	4.0	15.1	23.0	39.2	48.8	49.1	49.3
Total non-trade occupations	3.3	13.6	20.8	30.5	37.4	38.8	39.0
Total trade occupations	3.4	12.9	20.0	29.8	42.6	48.7	50.7
All occupations	3.3	13.3	20.4	30.2	40.1	43.9	44.9

For explanatory notes, see page 17.

Table 8 Observed actual contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2013 to 2017 (%)

Occupation (ANZSCO) group	Contract attrition rates within the first 12 months, for contracts commencing in:				
	2013	2014	2015	2016	2017
Managers	31.1	27.4	23.7	31.6	28.7
11 Chief executives, general managers and legislators	0.0*	4.1	18.1	24.5	25.3
12 Farmers and farm managers	26.9	30.1	29.4	32.4	38.4
13 Specialist managers	34.6	37.0	31.5	32.2	29.1
14 Hospitality, retail and service managers	14.0	4.2	13.1	41.1	28.7
Professionals	25.9	20.4	26.3	25.4	22.5
21 Arts and media professionals	20.0*	100.0*	100.0*	100.0*	100.0*
22 Business, human resource and marketing professionals	26.3	21.1	34.4	31.2	21.9
23 Design, engineering, science and transport professionals	22.5	19.0	20.3	28.1	11.3
24 Education professionals	31.5	40.0*	33.3*	36.8*	22.2
25 Health professionals	-	-	-	-	-
26 ICT professionals	5.0*	3.3*	20.3	12.9	17.6
27 Legal, social and welfare professionals	40.0*	50.0*	20.6*	28.4	37.6
Technicians and trades workers	31.1	33.6	32.4	33.1	32.8
31 Engineering, ICT and science technicians	26.3	30.0	27.0	23.8	25.3
32 Automotive and engineering trades workers	27.3	25.9	26.7	26.2	26.9
33 Construction trades workers	34.1	37.2	34.6	35.4	36.0
34 Electrotechnology and telecommunications trades	22.7	24.5	23.6	25.2	25.2
35 Food trades workers	45.0	47.0	44.8	46.5	44.8
36 Skilled animal and horticultural workers	31.9	32.9	35.8	35.2	34.5
39 Other technicians and trades workers	31.8	38.2	36.1	38.9	38.2
391 Hairdressers	44.5	45.2	43.1	43.6	44.1
392 Printing trades workers	16.5	18.2	25.3	18.0	17.5
393 Textile, clothing and footwear trades workers	28.6	24.0	34.8	43.1	28.4
394 Wood trades workers	35.6	38.0	31.3	36.3	35.8
399 Miscellaneous technicians and trades workers	26.2	33.6	31.9	34.6	28.4
Community and personal service workers	31.5	33.0	33.1	34.5	34.0
41 Health and welfare support workers	23.8	22.1	27.8	22.0	23.9
42 Carers and aides	23.5	30.2	28.4	28.6	28.6
43 Hospitality workers	42.7	42.8	42.3	46.4	42.9
44 Protective service workers	17.3	18.9	25.6	19.8	17.9
45 Sports and personal service workers	31.0	30.5	28.7	31.2	34.3
Clerical and administrative workers	27.2	31.8	36.1	35.6	33.0
51 Office managers and program administrators	21.7	30.6	35.6	35.8	26.9
52 Personal assistants and secretaries	23.5	29.1	33.3	32.1	27.8
53 General clerical workers	28.0	26.8	30.8	29.6	30.2
54 Inquiry clerks and receptionists	35.0	39.2	48.8	51.4	44.9
55 Numerical clerks	25.0	31.3	37.7	35.2	33.4
56 Clerical and office support workers	-	-	-	-	-
59 Other clerical and administrative workers	30.0	33.1	33.1	37.4	32.5
Sales workers	30.1	31.6	30.5	32.5	32.9
61 Sales representatives and agents	24.6	34.8	34.3	37.0	35.3
62 Sales assistants and salespersons	31.0	31.5	30.2	32.2	32.7
63 Sales support workers	12.1*	13.1	15.8*	2.7*	33.3*
Machinery operators and drivers	27.2	31.9	31.5	31.9	33.3
71 Machine and stationary plant operators	18.4	23.1	26.1	24.2	23.3
72 Mobile plant operators	16.0	29.0	31.2	26.4	29.1
73 Road and rail drivers	27.9	33.1	28.6	34.0	34.4
74 Storepersons	32.5	37.5	38.2	40.9	45.2
Labourers	32.3	38.3	39.3	39.5	38.7
81 Cleaners and laundry workers	33.2	33.8	33.4	41.7	32.3
82 Construction and mining labourers	37.6	45.5	36.3	36.6	37.0
83 Factory process workers	30.6	40.7	43.9	45.4	44.6
84 Farm, forestry and garden workers	29.3	29.4	27.9	25.3	28.1
85 Food preparation assistants	46.4	40.2	42.7	36.1	43.5
89 Other labourers	28.0	30.0	31.2	35.0	35.4
Total non-trade occupations	29.7	32.7	33.4	34.4	33.9
Total trade occupations	31.1	33.6	32.4	33.1	32.8
All occupations	30.3	33.1	32.9	33.8	33.4

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2018 to 2020 (%)

Occupation (ANZSCO) group	Projected contract attrition rates within 12 months by commencing		
	2018	2019	2020
Managers	20.2	16.0	23.4
Professionals	27.8	32.2	20.2
Technicians and trades workers	31.5	31.5	29.8
31 Engineering, ICT and science technicians	27.0	23.2	25.9
32 Automotive and engineering trades workers	26.4	28.0	25.3
33 Construction trades workers	33.7	34.7	31.7
34 Electrotechnology and telecommunications trades workers	26.3	26.1	24.7
35 Food trades workers	42.4	40.7	36.4
36 Skilled animal and horticultural workers	33.0	33.6	33.8
39 Other technicians and trades workers	36.5	34.0	36.6
391 Hairdressers	43.6	39.4	43.1
392 Printing trades workers	45.5	15.2	24.7
394 Wood trades workers	32.4	30.0	31.6
399 Miscellaneous technicians and trades workers	20.4	23.4	20.1
Community and personal service workers	34.2	32.8	32.0
41 Health and welfare support workers	19.4	24.0	28.4
42 Carers and aides	29.9	28.4	29.3
43 Hospitality workers	42.7	39.7	34.4
44 Protective service workers	8.6	22.8	12.1
45 Sports and personal service workers	33.9	38.1	48.4
Clerical and administrative workers	34.1	33.2	30.6
51 Office managers and program administrators	29.8	24.0	23.2
53 General clerical workers	32.5	34.7	32.4
54 Inquiry clerks and receptionists	44.4	43.1	41.6
55 Numerical clerks	31.0	31.2	34.6
59 Other clerical and administrative workers	25.1	21.0	22.9
Sales workers	29.8	29.1	31.5
61 Sales representatives and agents	32.8	31.4	32.8
62 Sales assistants and salespersons	29.4	28.9	30.9
Machinery operators and drivers	29.2	33.2	27.5
71 Machine and stationary plant operators	20.0	20.7	24.7
72 Mobile plant operators	26.0	29.8	23.8
73 Road and rail drivers	30.5	30.9	24.9
74 Storepersons	39.5	49.3	38.1
Labourers	40.2	35.6	33.5
81 Cleaners and laundry workers	37.9	22.8	28.8
82 Construction and mining labourers	41.5	32.1	34.1
83 Factory process workers	42.4	40.8	36.6
84 Farm, forestry and garden workers	29.1	27.3	29.2
85 Food preparation assistants	59.5	56.1	30.3
89 Other labourers	40.8	45.6	39.2
Total non-trade occupations	33.2	32.4	30.5
Total trade occupations	31.5	31.5	29.8
All occupations	32.4	31.9	30.2

For explanatory notes, see page 17.

Terms

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

Cancellations and withdrawals refers to apprenticeship/traineeship training contracts that have been terminated prior to successful completion in a given period. For the purposes of deriving an attrition rate, cancellations and withdrawals include contracts that have been transferred due to a change in employer, as well as contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards.

Commencements refers to apprenticeship/traineeship training contracts that commenced or recommenced in a given period. The date of commencement or recommencement is the date on which an apprentice or trainee's contract of training is registered or approved under the provisions of the relevant state/territory legislation.

Completions refers to apprenticeship/traineeship training contracts where all of the prescribed requirements have been met in a given period.

Continuing or outcome not known refers to apprenticeship/traineeship training contracts commenced in a given period that have not yet been completed, cancelled or withdrawn.

Contract attrition rates refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have since been cancelled or withdrawn.

Contract attrition rates 'to date' refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have been cancelled or withdrawn thus far.

Contract completion rates refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have since been completed.

Contract completion rates 'to date' refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have been completed thus far.

Contract status refers to the key stages within the life of an apprenticeship/traineeship training contract: commenced, completed, in-training and cancellation/withdrawal.

Individual completion rates refers to estimates of individual completion rates for apprentices and trainees, derived by adjusting the contract completion rates by a recommencement factor.

In-training refers to apprenticeship/traineeship training contracts where the apprentice/trainee is actively training under the terms of their contract, and have not completed, cancelled or withdrawn from their training, or had their training contract expired without meeting all of the prescribed requirements of their program at a given point in time.

Non-trades refers to those apprentices and trainees employed in occupations outside the trades. Non-trades include all occupations listed under the Australian and New Zealand Standard Classification of Occupations (ANZSCO, First edition, revision 2) with the exception of major group 3 (Technicians and trades workers).

Projected contract attrition rates refers to the estimated proportion of apprenticeship/traineeship training contracts that will eventually be cancelled or withdrawn, based on a 'life tables' methodology.

Projected contract completion rates refers to the estimated proportion of apprenticeship/traineeship training contracts that will eventually be completed, based on a 'life tables' methodology.

Trades refers to those apprentices and trainees employed in trade occupations under major group 3 (Technicians and trades workers) of the Australian and New Zealand Standard Classification of Occupations (ANZSCO, First edition, revision 2).

Explanatory notes

Data source

- 1 An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. The estimates used in this publication are derived from the National Apprentice and Trainee Collection no.107 (March 2021 estimates), which is compiled under the *Australian Vocational Education and Training Management Information Statistical Standard Apprentice and Trainee Collection specifications: release 7.0*, October 2015.

Contract attrition rates

- 2 Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately.
- 3 Attrition rates do not include continuing or expired contracts where the outcome is unknown; therefore, attrition rates may be underestimated. Attrition rates do include 'transferred' contracts of training for Victoria and Tasmania, and contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards. The inclusion of 'expired – unsuccessful' contracts in the cancellation and withdrawal figures affects attrition rates for Victoria, South Australia, Western Australia and Tasmania. Further details on the methodology used to derive contract attrition rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>

Contract completion rates

- 4 Completion rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately.
- 5 Completion rates do not include continuing or expired contracts where the outcome is unknown; therefore completion rates may be underestimated. Further details on the methodology used to derive contract completion rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>.

Estimation procedure

- 6 Figures on apprentice and trainee activity (such as commencements, completions and in-training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2019 to the December quarter 2020). The estimation method involves weighting recently processed numbers, based on average reporting lags. As estimates are revised for up to seven quarters, figures for the last two years may differ from those published in earlier or subsequent reports. Further details on the estimation methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimation-of-apprentice-and-trainee-statistics>, while further information on the adjustment notes for recent collections may be found at <https://www.ncver.edu.au/research-and-statistics/collections/apprentices-and-trainees-collection>.

Individual completion rates

- 7 An estimate of individual completion rates for apprentices and trainees is derived by adjusting the contract completion rates by a factor representing the average recommencements in a particular occupation over a five-year period. Individual completion rates by state and territory may be found at <https://www.ncver.edu.au/data/data/all-data/completion-and-attrition-rates-for-apprentices-and-trainees-2020-state-and-territory-data-tables>, while details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/individual-based-completion-rates-for-apprentices>.

Occupation (ANZSCO) group

- 8 This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, revision 2, for reporting. Occupation (ANZSCO) group data have only been collected in the AVETMIS Standard from the September quarter 2000. For reporting purposes, historical data dating back to the September quarter 1994 have been back-cast, based on current ANZSCO and training package usage, and Australian Standard Classification of Occupations (ASCO) data previously collected. Further details on this methodology may be found at <<https://www.ncver.edu.au/publications/publications/all-publications/anzsco-imputation-in-the-national-apprentice-and-trainee-collection>>.
- 9 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVET has adopted a 'trades/non-trades' categorisation for the purpose of the National Apprentice and Trainee 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 occupation groups 1–2 and 4–8 (ANZSCO, First edition, Revision 2). ANZSCO has been back-cast by NCVET to 1994 for reporting purposes.

Projected contract completion and attrition rates

- 10 Contract completion and attrition rates use a 'life tables' methodology to predict rates for recently commenced apprentices and trainees. The application of a 'life tables' methodology to simple cross-tabulations of commencements, completions and cancellations/withdrawals enables up-to-date estimates. The resultant cross-sectional estimates reflect the contract completion and attrition rates as if the patterns observed in a particular quarter remained unchanged for the life of the commencing cohort in that quarter. Due to the nature of this methodology, the projected contract completion and attrition rates cannot be produced by state or territory and for some sub-major group level occupations, in particular, those under the 'Managers' and 'Professionals' occupations. Further details on this methodology may be found at <<https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>>.



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