



Apprentice and trainee outcomes 2022 — terms and definitions

National Centre for Vocational
Education Research

This document was produced as an added resource for further information on *Apprentice and trainee outcomes 2022*. The report is available on the NCVER Portal: <<http://www.ncver.edu.au>>.

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Level 5, 60 Light Square, Adelaide, SA 5000
PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400

Email ncver@ncver.edu.au Web <<https://www.ncver.edu.au>> <<https://www.lsay.edu.au>>

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Introduction

This document covers the terms used in the *Apprentice and trainee outcomes 2022* publication and related products.

Terms are listed in alphabetical order with the following information provided for each:

- **Definition:** a brief explanation of the term.
- **Classification categories:** defined categories that apply to each term are listed, where applicable.
- **Source:** a description of the source of this information, including details of any calculations or derivations.

Data are sourced from the National Student Outcomes Survey as well as the National VET Provider, National VET in Schools, and National Apprentice and Trainee Collections.

- The National Student Outcomes Survey is an annual survey of students who completed their vocational education and training (VET) in Australia during the previous calendar year. The survey collects information on VET students' reasons for training, their employment outcomes, satisfaction with training, and further study outcomes.
- The National VET Provider and National VET in Schools collections are administrative collections governed by the *Australian Vocational Education and Training Management Information Statistical Standard: VET Provider Collection Specifications Release 8.0* and *AVETMISS Data Element Definitions Edition 2.3*.
- The National Apprentice and Trainee Collection is an administrative collection governed by the *Australian Vocational Education and Training Management Information Statistical Standard Apprentice and Trainee Collection specifications: release 7.0* and *AVETMISS Data Element Definitions Edition 2.3*.

The national VET data standards are available from NCVER's Portal at: <<https://www.ncver.edu.au>>. References to the applicable field definitions within the standards, which further define the data collected, are provided in the 'Source' section.

Terms and acronyms that have a broader VET application have not been included in this document. Readers are referred to the *Glossary of VET*, which is available at <<http://www.voced.edu.au/glossary-vet>>.

Terms and definitions

Term	Definition	Classification categories	Source
Age group	The age of the student as at the last Friday in May of the survey year. It is generally reported in age ranges.	15 to 17 years 18 to 19 years 20 to 24 years 25 to 44 years 45 years and over	Calculated based on the VET Provider AVETMISS field <i>Date of Birth</i> from the <i>Client</i> file.
Apprentice or trainee	A person who undertook a contract of training with an employer and a training provider.	N/A	Calculated based on the VET Provider AVETMISS field <i>Client identifier – apprenticeships</i> from the <i>Training activity</i> file.
Challenges faced with online learning	Apprentices/trainees who undertook learning online and who faced challenges were asked to indicate the challenges they faced.	Subject matter not suitable Missed the opportunity to get experience in a workplace Course materials not available Lack of support from trainers/teachers/instructors Unreliable internet at home Lack of equipment Limited digital skills Lack of face-to-face interaction with trainers/teachers/instructors Lack of face-to-face interaction with peers COVID-19 pandemic challenges Mental health issues Other	Self-reported in the National Student Outcomes Survey.
Commenced further study after training	Apprentices/trainees were asked if they commenced another course or further study since undertaking the training they were being surveyed about.	Yes No	Self-reported in the National Student Outcomes Survey.
Completers	Those apprentices/trainees who are reported as completing all of the prescribed requirements of their apprenticeship or traineeship contract between January and December 2021 or those who self-identify as completing all requirements.	N/A	Derived from the Apprentice and Trainee AVETMISS field <i>Date of Transaction</i> and <i>Training Contract Status Identifier</i> from the <i>Training Contract Transaction</i> file and information self-reported in the National Student Outcomes Survey.
Confidence interval	A specified interval, with the sample statistic at its centre, within which the corresponding population value is said to lie with a given level of confidence.	N/A	

Term	Definition	Classification categories	Source
Developed problem-solving skills	Apprentices/trainees were asked to rate the extent they agree or disagree that the training (referring to the qualification they undertook) developed their problem-solving skills on a five-point scale.	Agree Strongly agree Agree Neither agree nor disagree Disagree Disagree Strongly disagree Not applicable Not stated	Self-reported in the National Student Outcomes Survey.
Disability status	Whether the person self-identifies as having a disability, impairment or long-term condition.	With a disability Without a disability Not stated	Collected from the VET Provider AVETMISS field <i>Disability flag</i> from the <i>Client</i> file.
Employed with same employer	Apprentices/trainees employed after training were asked if they were employed with the same employer as at May 2022 as when they undertook their apprenticeship/traineeship.	Employed with same employer Employed with different employer Not stated	Self-reported in the National Student Outcomes Survey.
Employer type	Whether the apprentice/trainee had a direct employer or Group Training Organisation employer, as identified on the National Apprentice and Trainee Collection administration form.	Group Training Organisation Direct employer	Collected in the Apprentice and Trainee AVETMISS field <i>Employer type Identifier</i> from the <i>Employer</i> file.
Faced at least one challenge with online learning	Students who undertook learning online during their off-the-job training were asked to indicate if they faced challenges with online learning.	Yes No Not stated	Self-reported in the National Student Outcomes Survey.
Gender	Whether the apprentice/trainee identifies as male, female or other/not stated. 'Other and not stated' gender includes not known specified responses as well as individuals who may have mixed or non-binary sexual characteristics; identify as gender diverse; or identify as neither male nor female.	Males Females Other and not stated	Derived from the VET Provider AVETMISS field <i>Gender</i> from the <i>Client</i> file.
Impacts of COVID-19: on-the-job-training delayed	Apprentices/trainees were asked to indicate how COVID-19 affected aspects of training, including if their on-the-job training was delayed.	Yes No	Self-reported in the National Student Outcomes Survey.
Impacts of COVID-19: off-the-job training shifted online	Apprentices/trainees were asked to indicate how COVID-19 affected aspects of training, including if their off-the-job training shifted online.	Yes No	Self-reported in the National Student Outcomes Survey.
Impacts of COVID-19: off-the-job training took longer than intended	Apprentices/trainees were asked to indicate how COVID-19 affected aspects of training, including if their off-the-job training took longer than intended.	Yes No	Self-reported in the National Student Outcomes Survey.
Improved numerical skills	Apprentices/trainees were asked to rate the extent they agree or disagree that the training (referring to the qualification they undertook) improved their numerical skills on a five-point scale.	Agree Strongly agree Agree Neither agree nor disagree Disagree Disagree Strongly disagree Not applicable Not stated	Self-reported in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Improved writing skills	Apprentices/trainees were asked to rate the extent they agree or disagree that the training (referring to the qualification they undertook) improved their writing skills on a five-point scale.	Agree Strongly agree Agree Neither agree nor disagree Disagree Disagree Strongly disagree Not applicable Not stated	Self-reported in the National Student Outcomes Survey.
Indigenous status	Whether the apprentice/trainee self-identifies as being of Aboriginal or Torres Strait Islander descent.	Indigenous Non-Indigenous Not stated	Derived from the VET Provider AVETMISS field <i>Indigenous Status Identifier</i> from the <i>Client</i> file.
Labour force status before training	<p>Describes an apprentice/trainee's employment status during the reference period.</p> <p>Employed</p> <p>Persons who, during the reference period(s) self-reported as having a job. A job means any type of work including full-time, casual, temporary or part-time work if it was for one hour or more over a two-week period.</p> <p>Note: For both reference periods, apprentices/trainees were only asked to report employment which lasted two weeks or more.</p> <p>Unemployed</p> <p>People who were not employed or were undertaking unpaid work during the reference period and who had actively looked for work at any time during that period.</p> <p>Not in labour force</p> <p>People who were neither employed, nor unemployed, as defined above.</p> <p>Not employed</p> <p>The sum of those unemployed and not in the labour force, as defined above, and includes those not employed where no further information is supplied.</p> <p>Employed full-time</p> <p>A person was employed full-time if they usually worked 35 hours or more per week in their main job during the reference period(s).</p> <p>Employed part-time</p> <p>A person was employed part-time if they usually worked less than 35 hours per week in their main job during the reference period(s).</p> <p>Employed – hours not stated or zero</p> <p>Employed persons who worked zero hours or did not report the hours worked in their main job during the reference period(s).</p>	<p>Employed</p> <p>Employed full-time</p> <p>Employed part-time</p> <p>Employed - no further information</p> <p>Not employed</p> <p>Unemployed</p> <p>Not in labour force</p> <p>Not employed - no further information</p> <p>Not stated</p>	Derived from self-reported responses in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Language other than English spoken at home	Whether the apprentice/trainee speaks a language other than English at home.	Yes No Not stated	Derived from the VET Provider AVETMISS field <i>Language identifier</i> from the <i>Client</i> file. Language identifier must be a valid 4-digit Australian Standard Classification of Languages code.
Level of education being studied	The level of education identifies the level of a program in which the apprentice/trainee is enrolled. It identifies the degree of complexity of the program of study.	Diploma or higher Certificate IV Certificate III Certificate II Certificate I	Derived from the VET Provider AVETMISS field <i>Program level of education identifier</i> from the <i>Program</i> file. This classification is based on the Australian Standard Classification of Education (ASCED), ABS catalogue no.1272.0, 2001.
Main reason actively looking for work	Apprentices/trainees employed after training and looking for work were asked their main reason for looking for work.	Employment-related reasons Pay is too low Poor working conditions I am not happy with the job prospects in the industry I don't like the type of work I don't get on with my boss or other people at work Lack of work hours Broaden knowledge and skills For a change/to try a different career Personal reasons Problems with travelling/transport Illness/health reasons Family reasons Other reasons	Self-reported in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Main reason for changing employer	Apprentices/trainees employed after training with a different employer were asked their reason for changing employers.	Employment-related reasons Got offered a better job The pay was too low Poor working conditions I was not happy with the job prospects in the industry I didn't like the type of work I didn't get on with my boss or other people at work I lost my job / was made redundant I transferred to another apprenticeship/traineeship Lack of work Broaden knowledge and skills For a change/to try a different career Employment not continued at the end of my training contract Personal reasons Problems with travelling/transport Illness/health reasons Family reasons Moved Other reasons Business closed down / changed owner Started my own business / work for myself Commenced study / went to uni Other Not stated	Self-reported in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Main reason discontinued apprenticeship/traineeship	Apprentices/trainees who cancelled or withdrew from their apprenticeship/traineeship were asked their main reason for discontinuing training.	<p>Employment-related reasons</p> <ul style="list-style-type: none"> Got offered a better job The pay was too low Poor working conditions I was not happy with the job prospects in the industry I didn't like the type of work I didn't get on with my boss or other people at work I lost my job/was made redundant I transferred to another apprenticeship/traineeship Left job/changed career Apprenticeship / traineeship cancelled/ discontinued Not able to use the skills I was learning at work Business closed <p>Training related</p> <ul style="list-style-type: none"> I wasn't happy with the on-the-job training I wasn't happy with the off-the-job training I found the study too difficult Studying elsewhere (university/school) Lack of interest/support Wasn't happy with the course, training or curriculum <p>Personal reasons</p> <ul style="list-style-type: none"> Problems with travelling/transport Illness/health reasons Family reasons Lack of time Moved <p>Other reasons</p> <ul style="list-style-type: none"> Not stated 	Self-reported in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Main reason for undertaking apprenticeship/traineeship	Apprentices/trainees were asked their main reason for undertaking their apprenticeship/traineeship.	<p>Employment related reasons</p> <ul style="list-style-type: none"> Wanted to work in that type of job Wanted a job (any type) It was a requirement of my job Recommended / offered by company (not mandatory) Change of career <p>Training related reasons</p> <ul style="list-style-type: none"> To gain a recognised qualification or certificate To get paid to learn Opportunity to further knowledge and skills Part of a school program / offered through school/requirement for school <p>Good future prospects</p> <ul style="list-style-type: none"> It has good job prospects It had good pay once qualified To start my own business <p>Other reasons</p> <ul style="list-style-type: none"> Didn't get into uni / didn't want to go to uni Family influence / interest / tradition / business To get out of school / didn't like school / dropped out of school Passion for subject / area of interest / for enjoyment Recommend by friend / someone who had undertaken this / in the industry Something to fall back on / fall back option Travel Good location / closer to home Other <p>Not stated</p>	Self-reported in the National Student Outcomes Survey.
Non-completers	Those apprentices and trainees who were reported as cancelling or withdrawing from their contract of training between January and December 2021 or those who self-identified as cancelling or withdrawing from their apprenticeship or traineeship.	N/A	Derived from the Apprentice and Trainee AVETMISS fields <i>Date of Transaction</i> and <i>Training Contract Status Identifier</i> from the <i>Training Contract Transaction</i> file and information self-reported in the National Student Outcomes Survey.
Non-response bias	Non-response bias occurs when the characteristics of those not responding to the survey differ to those responding to the survey in relation to the variables or items of interest. Non-response can affect the reliability of results and can introduce bias.	N/A	

Term	Definition	Classification categories	Source
Non-sampling error	Non-sampling errors (as distinct from sampling errors) may occur because of non-response bias, incorrect responses, interviewer errors, and processing errors.	N/A	
Not stated	This is also known as question or partial non-response. Where particular questions have not been answered, but a questionnaire would otherwise be useable, a code has been allocated to indicate that a response was not given for that particular question. Not stated responses are those where respondents were sequenced to answer a question but did not provide a response.	N/A	
Non-trade occupations	Occupations that are not classified as <i>technicians and trade workers</i> . Occupations are classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, Revision 2. See also <i>Occupation group</i> .	Managers and Professionals Community and Personal Service Workers Clerical and Administrative Workers Sales Workers Machinery Operators and Drivers Labourers	Derived from the occupation in the VET Provider/Apprentice and Trainee AVETMISS field <i>ANZSCO Identifier</i> from the <i>Program</i> file.
Occupation (ANZSCO) group	Occupations are classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO) First Edition, Revision 2.	Managers Professionals Technicians and trades workers Community and personal service workers Clerical and administrative workers Sales workers Machinery operators and drivers Labourers Not known Not stated	Occupation before and after training is defined according to the survey responses in the National Student Outcomes Survey and classified to the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Occupation during the apprenticeship or traineeship is derived from the VET Provider AVETMISS field <i>ANZSCO Identifier</i> from the <i>Program</i> file.
Online learning	Refers to training and/or assessment made available via the internet in a different location from the training provider or trainer.	N/A	
Program field of education	Describes the broad area of study related to a qualification in which an apprentice/trainee is enrolled.	Natural and physical sciences Information technology Engineering and related technologies Architecture and building Agriculture, environmental and related studies Health Education Management and commerce Society and culture Creative arts Food, hospitality and personal services Mixed field programmes No field of education	Collected from the VET Provider AVETMISS field <i>Program field of education identifier</i> from the <i>Program</i> file. This classification is based on the Australian Standard Classification of Education (ASCED), ABS catalogue no.1272.0, 2001.

Term	Definition	Classification categories	Source
Reference periods	<p>Apprentices/trainees were asked questions about their labour force status during the two reference periods:</p> <ul style="list-style-type: none"> ▪ before the training: during the six months before starting the training ▪ after the training: last Friday in May 2022. 	N/A	Self-reported in the National Student Outcomes Survey.
Remoteness (ARIA+) region	<p>The degree of remoteness of a location in terms of the ease or difficulty people face in accessing services in non-metropolitan Australia.</p> <p>ARIA+ is an index of remoteness derived from measures of road distance between populated localities and service centres. These road distance measures are then used to generate a remoteness score for any location in Australia.</p> <p>The ASGC divides Australia into six Remoteness Areas and is used for collection and dissemination of geographically classified statistics. It groups locations together into comparative classes of remoteness so that data can be collected, analysed and disseminated for broad regions which are more or less remote.</p>	<p>Major cities</p> <p>Inner and outer regional</p> <p>Remote/very remote</p> <p>Not stated</p>	Student remoteness (ARIA+) regions are mapped to the Access/Remoteness Index of Australia Plus (ARIA+), which was developed by the National Centre for Social Applications of GIS (GISCA) at the University of Adelaide.
Response rate	<p>The total number of questionnaires completed, expressed as a percentage of the total number of in scope selections. Out of scope selections comprise apprentices/trainees who contacted the survey fieldwork contractor to indicate they did not undertake the training they were being surveyed about.</p>	N/A	
Sampling error	<p>Estimates calculated from the National Student Outcomes Survey are based on information collected from a sample. As a result, they are subject to sampling error (that is, an estimate from a sample may not be equal to the true population value).</p> <p>The most commonly used measure of sampling error is the standard error. See also <i>Standard error</i>.</p>	N/A	
Satisfaction with assessment	<p>Apprentices/trainees were asked to rate how satisfied they were that the way they were assessed was a fair test of their skills and knowledge (referring to the qualification they undertook) on a five-point scale.</p>	<p>Satisfied</p> <p>Very satisfied</p> <p>Satisfied</p> <p>Neither satisfied nor dissatisfied</p> <p>Dissatisfied</p> <p>Dissatisfied</p> <p>Very dissatisfied</p> <p>Not applicable</p> <p>Not stated</p>	Self-reported in the National Student Outcomes Survey.

Term	Definition	Classification categories	Source
Satisfaction with the skills learnt on-the-job	Apprentices/trainees were asked to rate how satisfied they were with the skills learnt on-the-job.	Satisfied Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Not applicable Not stated	Self-reported in the National Student Outcomes Survey.
Satisfaction with off-the-job training overall	Apprentices/trainees were asked to rate how satisfied they were with their training overall (referring to the qualification they undertook) on a five-point scale.	Satisfied Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Not stated	Self-reported in the National Student Outcomes Survey.
Satisfaction with support from teachers/trainers during online learning	Apprentices/trainees who undertook learning online during their off-the-job training were asked to rate the support they received during online learning on a five-point scale.	Satisfied Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Not applicable Not stated	Self-reported in the National Student Outcomes Survey.
Satisfaction with teaching	Apprentices/trainees were asked to rate how satisfied they were with the quality of their trainers/teachers /instructors (referring to the qualification they undertook) on a five-point scale.	Satisfied Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Not applicable Not stated	Self-reported in the National Student Outcomes Survey.
Satisfaction with the overall quality of the online learning experience	Apprentices/trainees who undertook learning online during their training were asked to rate how satisfied they were overall with the online learning experience on a five-point scale.	Satisfied Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Not stated	Self-reported in the National Student Outcomes Survey.
Standard error	There are nineteen chances in twenty that the estimate obtained from a sample will be within two standard errors of the true population value (that is, the value if everyone in the population had been included and responded to the survey).	N/A	

Term	Definition	Classification categories	Source
State or territory	This is the state or territory in which the apprentice/trainee usually resides.	New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory	Collected from the VET Provider AVETMISS field <i>State identifier</i> from the <i>Client</i> file.
Trade occupations	Occupations that are classified as <i>technicians and trade workers</i> . Occupations are classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, Revision 2. See definition for <i>Occupation</i> .	Automotive and Engineering Trades Workers Construction Trades Workers Electrotechnology and Telecommunications Trades Workers Food Trades Workers Other technicians and trades workers	Derived from the occupation in the VET Provider/Apprentice and Trainee AVETMISS field <i>ANZSCO Identifier</i> from the <i>Program</i> file.
Undertook learning online	Apprentices/trainees were asked if they did any online learning during their training (referring to the qualification they undertook).	Yes All online Some online No Not stated	Self-reported in the National Student Outcomes Survey.