

Australian vocational education and training statistics

# Apprentice and trainee outcomes 2022

National Centre for Vocational Education Research



## Description

This publication provides a summary of the outcomes of apprentices and trainees aged 15 years or over who completed or cancelled/withdrew from an apprenticeship or traineeship during 2021. This publication refers to these groups as ‘completers’ and ‘non-completers’, respectively. The figures are derived from the 2022 National Student Outcomes Survey.

Information is presented on apprentices’ and trainees’ reasons for training, reasons for non-completion, their employment outcomes, 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.

# Highlights

In total, 14 715 apprentices and trainees responded to the survey, 12 749 completers and 1 966 non-completers.

## Main reason for undertaking an apprenticeship or traineeship

The most common reasons apprentices and trainees undertook an apprenticeship or traineeship were because they wanted to work in that type of job and to gain a recognised qualification or certificate.

## Employment

At the end of May 2022, proportions of those employed after training were:

- 94.9% of trade completers, similar to 2021
- 89.3% of non-trade completers, up 1.7 percentage points from 2021
- 84.2% of trade non-completers
- 84.3% of non-trade non-completers.

## Satisfaction

As reported in 2022, proportions of students satisfied with the skills learnt on the job were:

- 89.4% of trade completers, down 3.3 percentage points from 2021
- 89.5% of non-trade completers, similar to 2021
- 78.9% of trade non-completers
- 69.1% of non-trade non-completers.

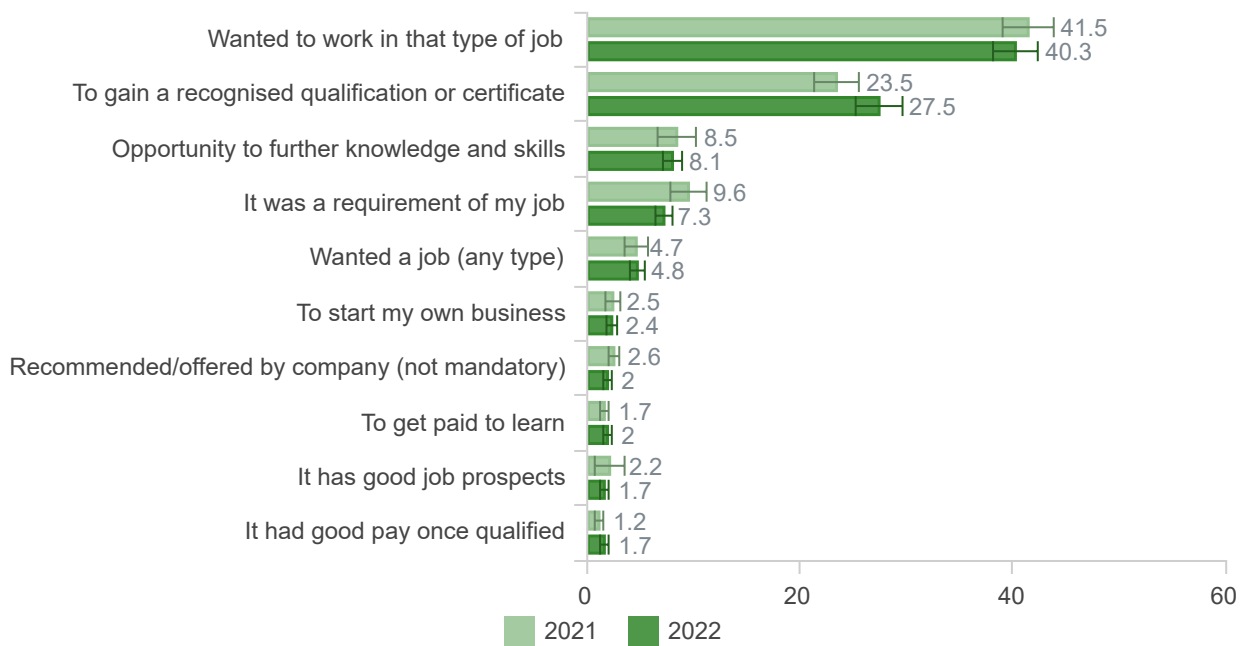
# Trade completers

Of the 12 749 apprentice and trainee completers who responded to the survey, 4 173 completed their training in a trade occupation.

## Main reason for undertaking an apprenticeship or traineeship

The main reason trade completers undertook an apprenticeship or traineeship was because they wanted to work in that type of job (40.3%), similar to 2021. The second most common reason was to gain a recognised qualification or certificate (27.5%), up 4.0 percentage points from 2021.

Figure 1 Main reason for undertaking apprenticeship/traineeship, for trade completers, 2021 and 2022 (%)



Note: The figure presents the top 10 main reasons, as reported in 2022.

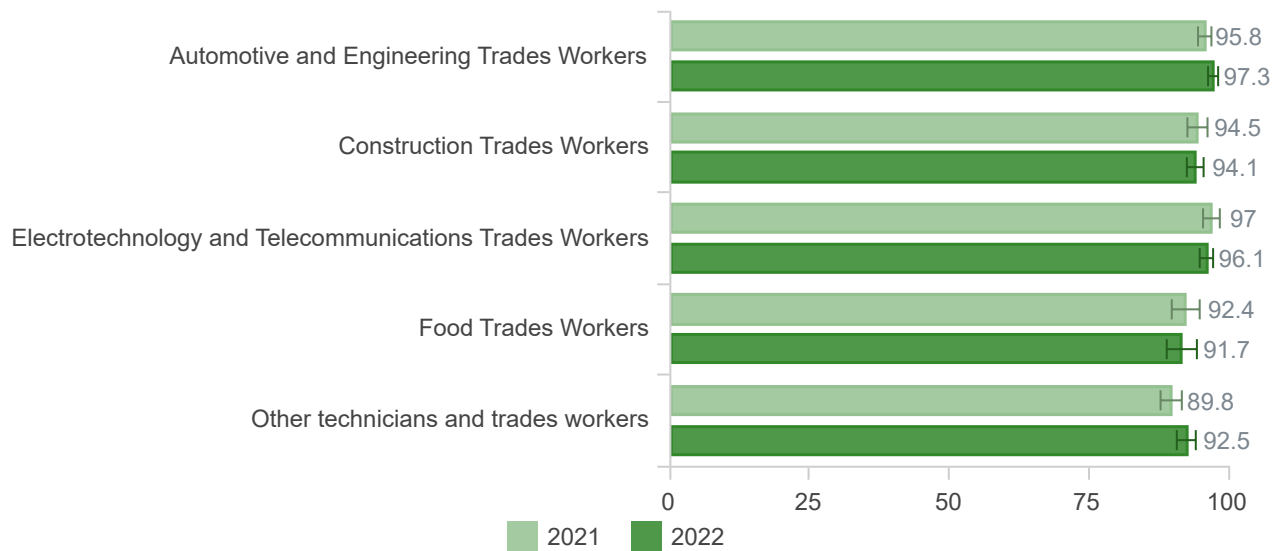
## Employment and further study outcomes

### Employment outcomes

At the end of May 2022, 94.9% of trade completers were employed, similar to 2021.

For all trade occupations, except Other technicians and trades workers, proportions employed after training in 2022 were similar to 2021.

**Figure 2 Employed after training by occupation of apprenticeship/traineeship, for trade completers, 2021 and 2022 (%)**

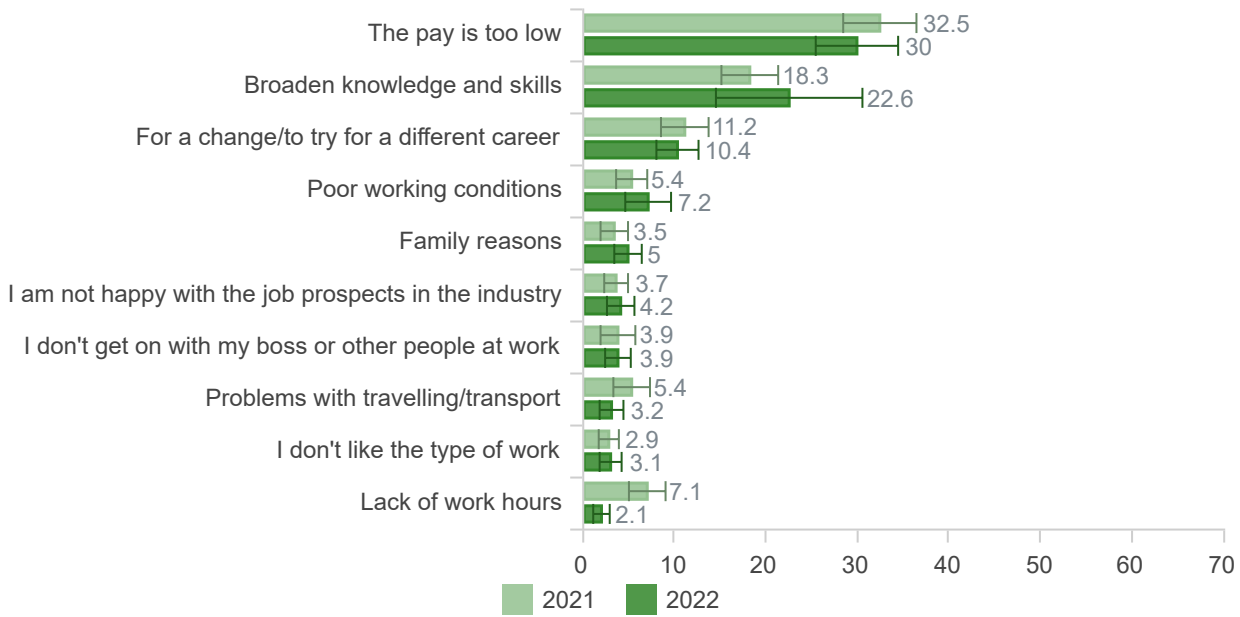


Note: Other technicians and trades workers is a derived group that includes occupation sub-groups '31', '36', and '39', Refer to the National Student Outcomes Survey 2022 (apprentice and trainee component): data dictionary for more information.

After training, 75.1% of trade completers were employed in the same occupational grouping as their apprenticeship or traineeship, similar to 2021. A further 12.6% were employed in a different occupational grouping to their apprenticeship/traineeship and the training was relevant, similar to 2021.

19.4% of trade completers employed at the end of May 2022 were actively looking for another job, similar to 2021. Of these, 30.0% were looking for another job because their pay was too low and 22.6% to broaden their knowledge and skills.

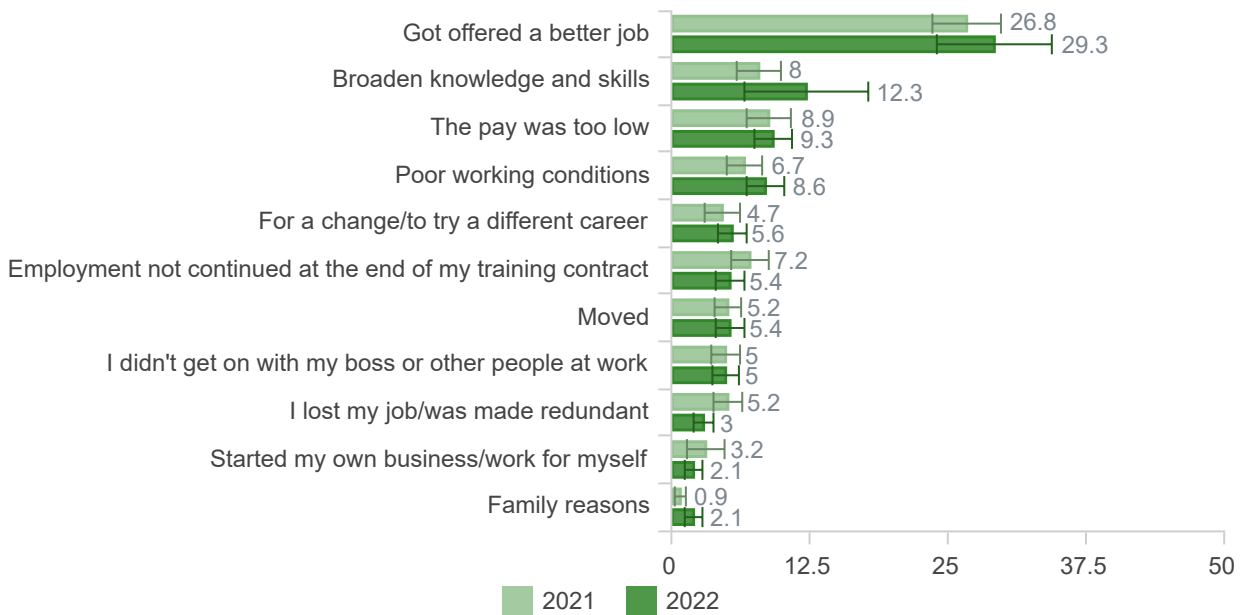
**Figure 3 Main reason for looking for work, of trade completers employed after training and looking for work, 2021 and 2022 (%)**



Note: The figure presents the top 10 main reasons, as reported in 2022.

32.3% of trade completers employed at the end of May 2022 were employed with a different employer to their apprenticeship/traineeship, similar to 2021. Of these, 29.3% changed employers because they were offered a better job.

**Figure 4 Main reason for changing employers, for trade completers employed after training with a different employer, 2021 and 2022 (%)**



Note: The figure presents the top 10 main reasons, as reported in 2022.

### Further study outcomes

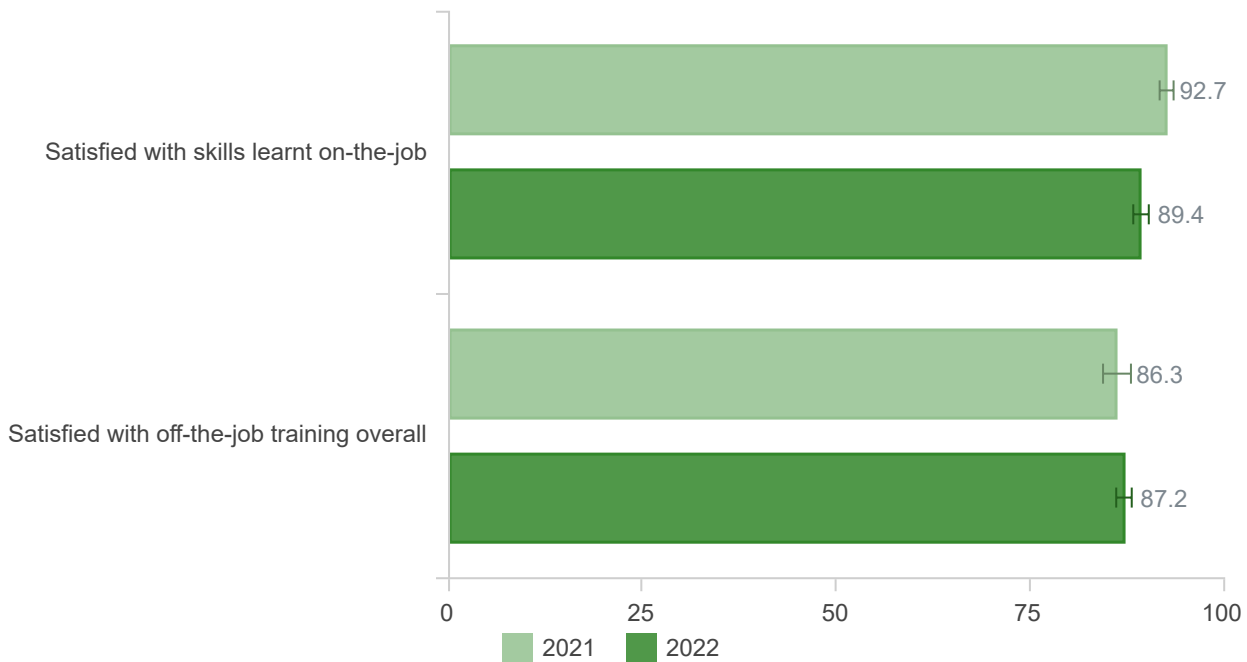
As reported in 2022, 22.7% of trade completers commenced further study after training, similar to 2021.

## Satisfaction with apprenticeship/traineeship

As reported in 2022:

- 89.4% of trade completers were satisfied with the skills learnt on-the-job, down 3.3 percentage points from 2021
- 87.2% of trade completers were satisfied with their off-the-job training overall, similar to 2021.

Figure 5 Satisfaction with skills learnt on-the-job and off-the-job training overall, for trade completers, 2021 and 2022 (%)



## Experiences and satisfaction with online learning

During their off-the-job training, 63.9% of trade completers undertook learning online. Of these:

- 79.4% were satisfied with the support received from teachers/trainers during online learning
- 75.7% were satisfied with the overall quality of their online experience
- 36.8% faced at least one challenge with online learning.

Of trade completers who undertook learning online and faced challenges with it, the most commonly cited challenge was lack of face-to-face interaction with trainers/trainers/instructors.

## Impact of the COVID-19 pandemic on aspects of training

Due to the COVID-19 pandemic:

- 15.0% of trade completers had their on-the-job training delayed
- 29.8% of trade completers had some or all of their off-the-job training move online
- 32.2% of trade completers reported their off-the-job training took longer than intended.

# Non-trade completers

Of the 12 749 apprentice and trainee completers who responded to the survey, 8 575 completed their training in a non-trade occupation.

## Main reason for undertaking an apprenticeship or traineeship

The main reasons non-trade completers undertook an apprenticeship or traineeship were to gain a recognised qualification or certificate (22.5%) and because they wanted to work in that type of job (21.1%).

Figure 6 Main reason for undertaking apprenticeship/traineeship, for non-trade completers, 2021 and 2022 (%)



Note: The figure presents the top 10 main reasons, as reported in 2022.

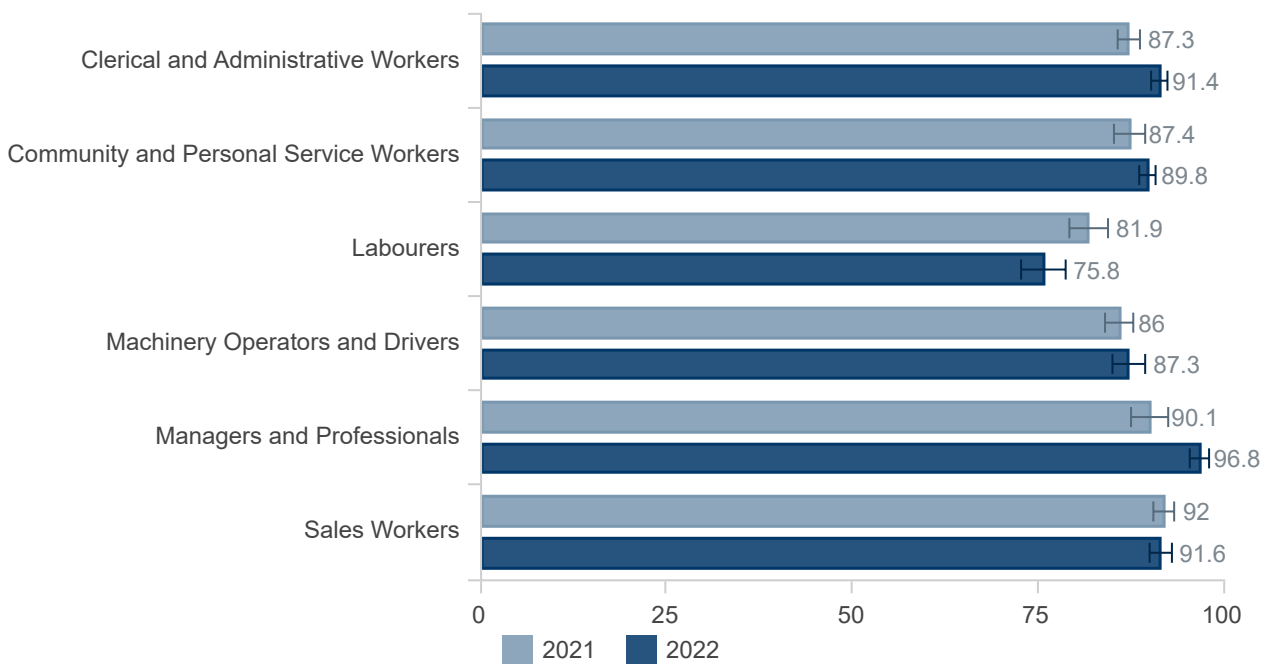
## Employment and further study outcomes

### Employment outcomes

At the end of May 2022, 89.3% of non-trade completers were employed, up 1.7 percentage points from 2021.

Of those who trained in Managers and Professionals and Clerical and Administrative occupations, higher proportions were employed after training in 2022 than in 2021, whereas proportions were lower in 2022 than 2021 for those who trained as Labourers. For those who trained in other occupations, proportions employed after training in 2022 were similar to 2021.

**Figure 7 Employed after training by occupation of apprenticeship/traineeship, for non-trade completers, 2021 and 2022 (%)**

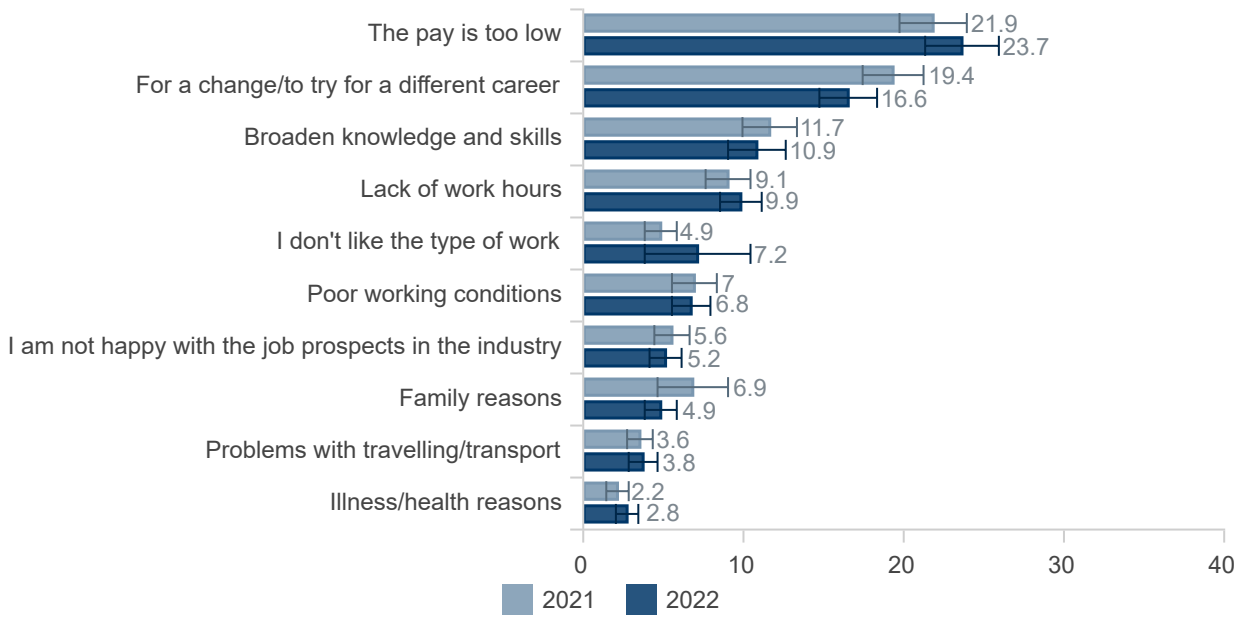


After training, 33.8% of non-trade completers were employed in the same occupational grouping as their apprenticeship or traineeship, similar to 2021. A further 40.1% were employed in a different occupational grouping to their apprenticeship/traineeship and the training was relevant, up 7.6 percentage points from 2021.

24.5% of non-trade completers employed at the end of May 2022 were actively looking for another job, down 2.9 percentage points from 2021. Of these, 23.7% were looking for another job because the pay was too low and 16.6% for a change or to try for a different career.



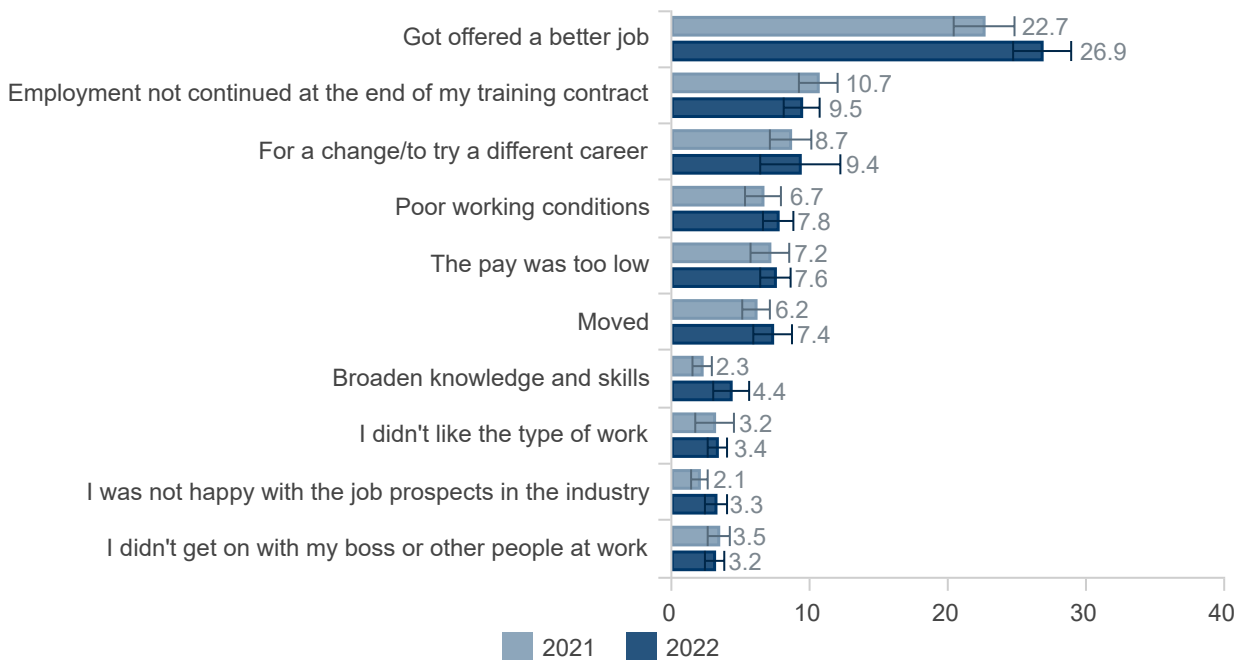
**Figure 8 Main reason for looking for work, of non-trade completers employed after training and looking for work, 2021 and 2022 (%)**



Note: The figure presents the top 10 main reasons, as reported in 2022.

29.1% of non-trade completers employed at the end of May 2022 were employed with a different employer to their apprenticeship/traineeship, similar to 2021. Of these, 26.9% changed employers because they were offered a better job.

**Figure 9 Main reason for changing employers, for non-trade completers employed after training with a different employer, 2021 and 2022 (%)**



### Further study outcomes

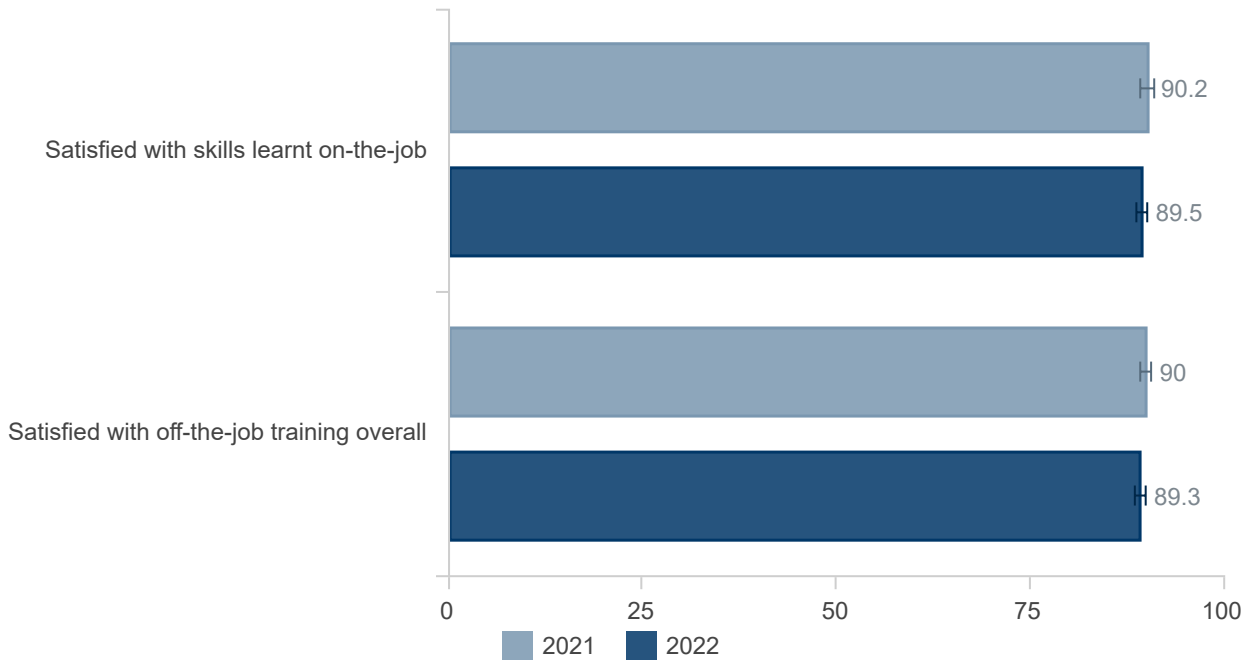
As reported in 2022, 32.1% of non-trade completers commenced further study after training, down 2.5 percentage points from 2021.

## Satisfaction with apprenticeship/traineeship

As reported in 2022:

- 89.5% of non-trade completers were satisfied with the skills learnt on the job, similar to 2021
- 89.3% of non-trade completers were satisfied with their off-the-job training overall, similar to 2021.

Figure 10 Satisfaction with skills learnt on the job and off-the-job training overall, for non-trade completers, 2021 and 2022 (%)



## Experiences and satisfaction with online learning

During their off-the-job training, 72.7% of non-trade completers undertook learning online. Of these:

- 84.9% were satisfied with the support received from teachers/trainers during online learning
- 85.1% were satisfied with the overall quality of their online experience
- 31.3% faced at least one challenge with online learning.

Of non-trade completers who undertook learning online and faced challenges with it, the most commonly cited challenge was lack of face-to-face interaction with trainers/trainers/instructors.

## Impact of the COVID-19 pandemic on aspects of training

Due to the COVID-19 pandemic:

- 17.8% of non-trade completers had their on-the-job training delayed
- 23.2% of non-trade completers had some or all of their off-the-job training move online
- 22.2% of non-trade completers reported their off-the-job training took longer than intended.

## Trade non-completers

Of the 1 966 apprentice and trainee non-completers who responded to the survey, 893 undertook training in a trade occupation.

### Main reason for undertaking an apprenticeship or traineeship

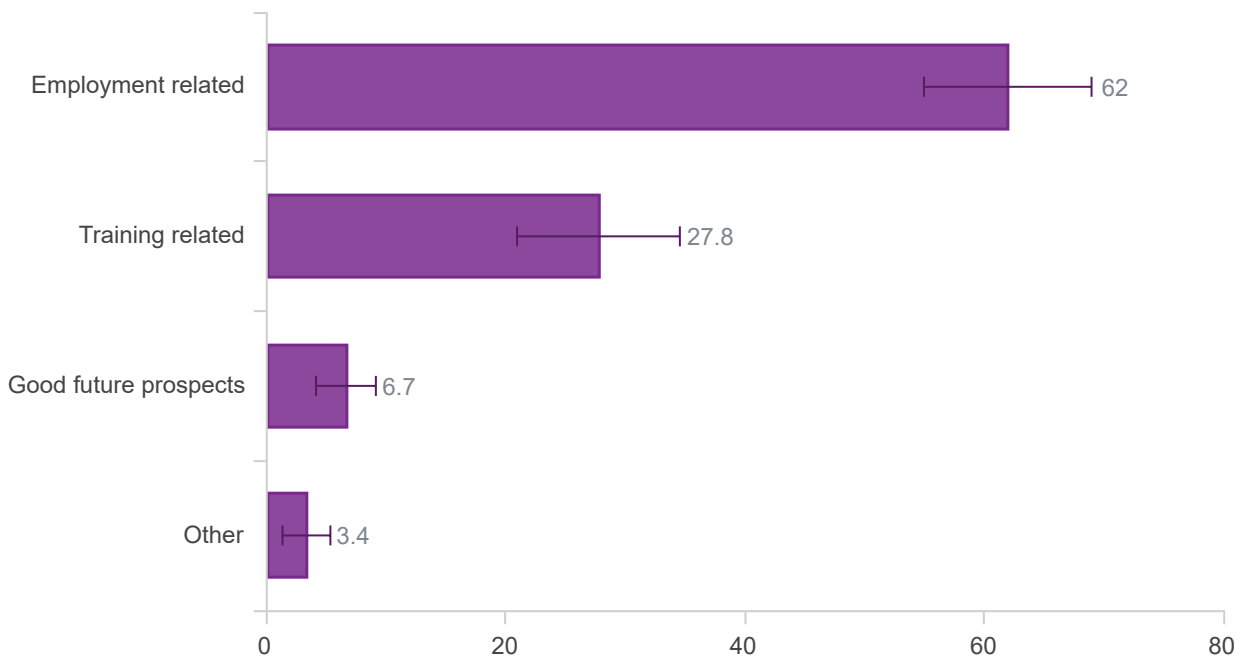
Trade non-completers undertook an apprenticeship or traineeship for:

- employment related reasons (62.0%)
- training-related reasons (27.8%)
- good future prospects (6.7%).

More specifically, common reasons trade non-completers undertook an apprenticeship or traineeship were:

- they wanted to work in that type of job (42.9%)
- to gain a recognised qualification or certificate (19.0%).

Figure 11 Main reason for undertaking apprenticeship/traineeship, for trade non-completers, 2022 (%)



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

## Main reason for not completing an apprenticeship or traineeship

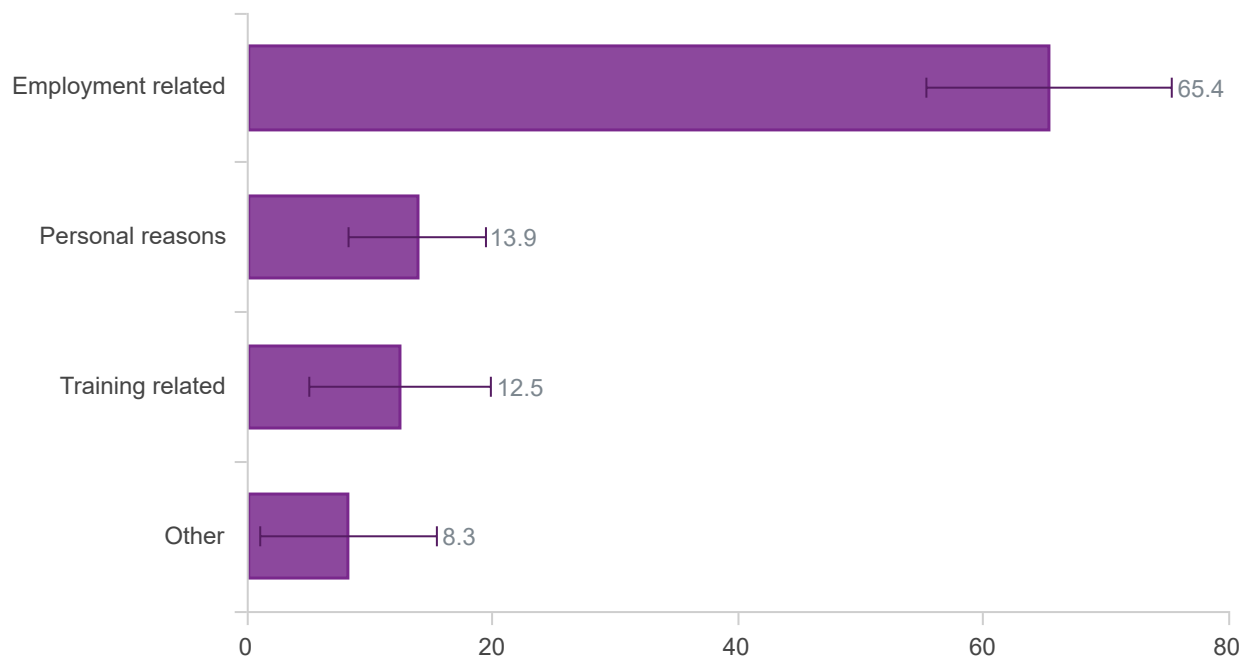
Trade non-completers did not complete their apprenticeship or traineeship for:

- employment related reasons (65.4%)
- personal reasons (13.9%)
- training related reasons (12.5%).

More specifically, common reasons apprentices and trainees in trade occupations did not complete their training were:

- they didn't get on with their boss (13.2%)
- they left job/changed career (8.9%)
- their apprenticeship/traineeship was cancelled/discontinued (8.3%).

Figure 12 Main reason for not completing apprenticeship/traineeship, for trade non-completers, 2022 (%)



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

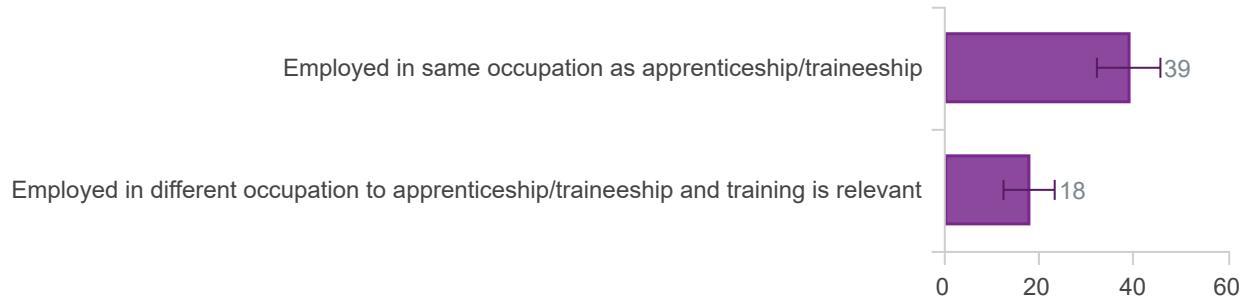
## Employment and further study outcomes

### Employment outcomes

At the end of May 2022:

- 84.2% of trade non-completers were employed
- 39.0% of trade non-completers were employed in the same occupational grouping as their apprenticeship or traineeship.

Figure 13 Employment outcomes for trade non-completers, 2022 (%)



Of trade non-completers employed at the end of May 2022:

- 23.1% were actively looking for another job. Of these:
  - 23.5% were looking for work because their pay was too low, and
  - 15.0% were looking for a change/to try for a different career.
- 67.2% were employed with a different employer to their apprenticeship/traineeship. Of these:
  - 24.0% changed employers because they were offered a better job, and
  - 13.8% because they didn't get on with their boss or other people at work.

### Further study

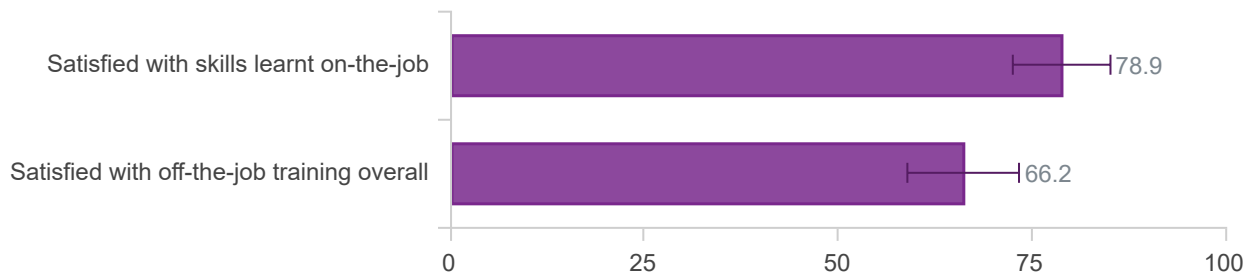
As reported in 2022, 31.5% of trade non-completers commenced further study after training.

## Satisfaction with apprenticeship/traineeship

As reported in 2022:

- 78.9% of trade non-completers were satisfied with the skills learnt on-the-job
- 66.2% of trade non-completers were satisfied with their off-the-job training overall.

**Figure 14** Satisfaction with skills learnt on-the-job and off-the-job training overall, for trade non-completers, 2022 (%)



## Experiences and satisfaction with online learning

During their off-the-job training, 63.6% of trade non-completers undertook learning online. Of these:

- 63.7% were satisfied with the support received from teachers/trainers during online learning
- 67.3% were satisfied with the overall quality of their online experience
- 42.5% faced at least one challenge with online learning.

## Impact of the COVID-19 pandemic on aspects of training

Due to the COVID-19 pandemic:

- 20.4% of trade non-completers had their on-the-job training delayed
- 33.3% of trade non-completers had some or all of their off-the-job training move online
- 30.4% of trade non-completers reported their off-the-job training took longer than intended.

## Non-trade non-completers

Of the 1 966 apprentice and trainee non-completers who responded to the survey, 1 073 undertook training in a non-trade occupation.

### Main reason for undertaking an apprenticeship or traineeship

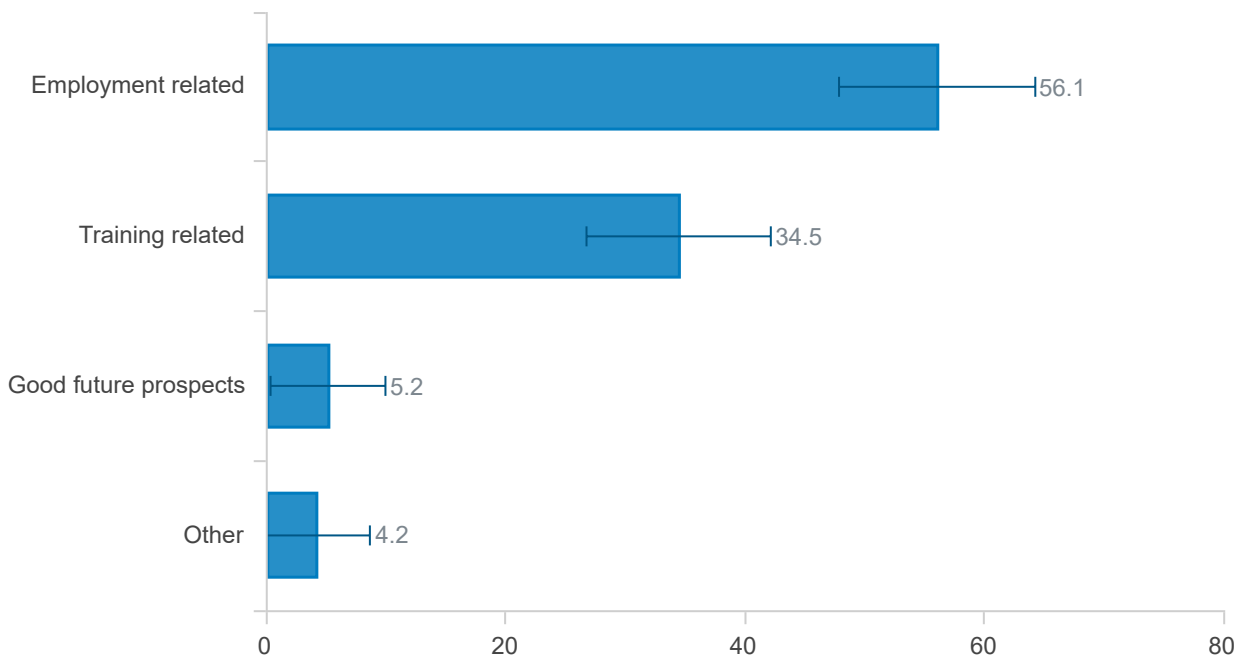
Non-trade non-completers undertook an apprenticeship or traineeship for:

- employment related reasons (56.1%)
- training-related reasons (34.5%)
- good future prospects (5.2%).

More specifically, common reasons non-trade non-completers undertook an apprenticeship or traineeship were:

- they wanted to work in that type of job (21.9%)
- it was a requirement of my job (19.4%).

Figure 15 Main reason for undertaking apprenticeship/traineeship, for non-trade non-completers, 2022 (%)



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

## Main reason for not completing an apprenticeship or traineeship

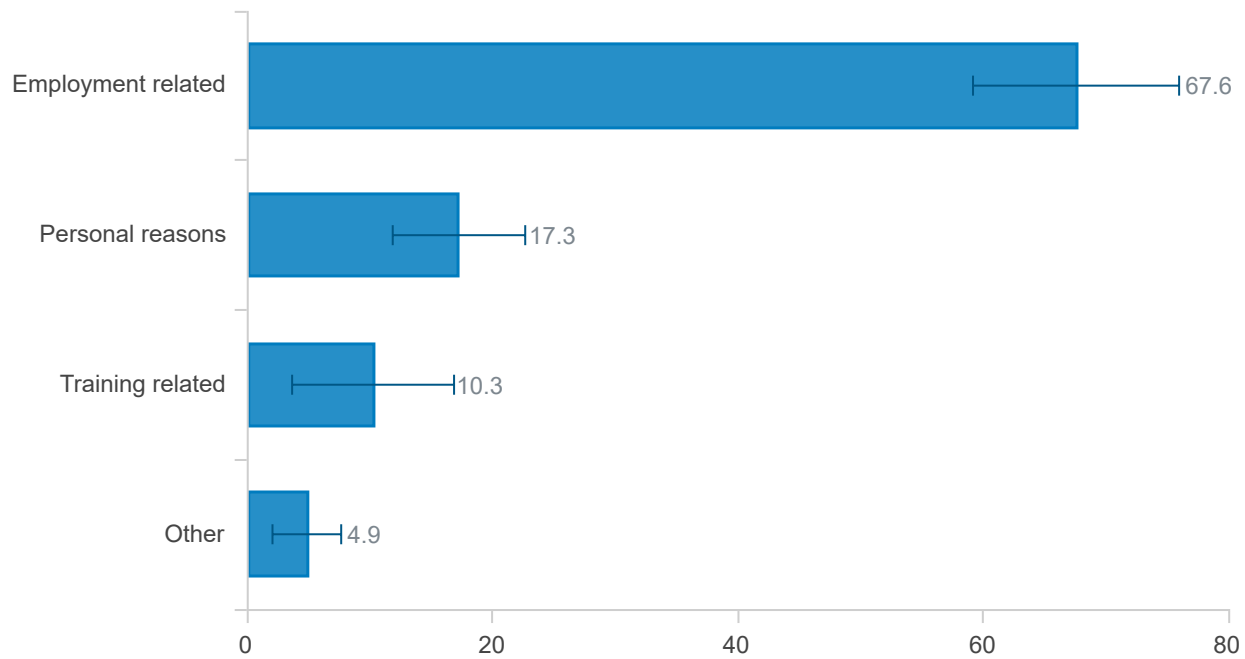
Non-trade non-completers did not complete their apprenticeship or traineeship for:

- employment related reasons (67.6%)
- personal reasons (17.3%)
- training related reasons (10.3%).

More specifically, common reasons apprentices and trainees in non-trade occupations did not complete their training were:

- they left job/changed career (21.8%)
- the pay was too low (12.6%)
- they got offered a better job (12.6%).

Figure 16 Main reason for not completing apprenticeship/traineeship, for non-trade non-completers, 2022 (%)



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



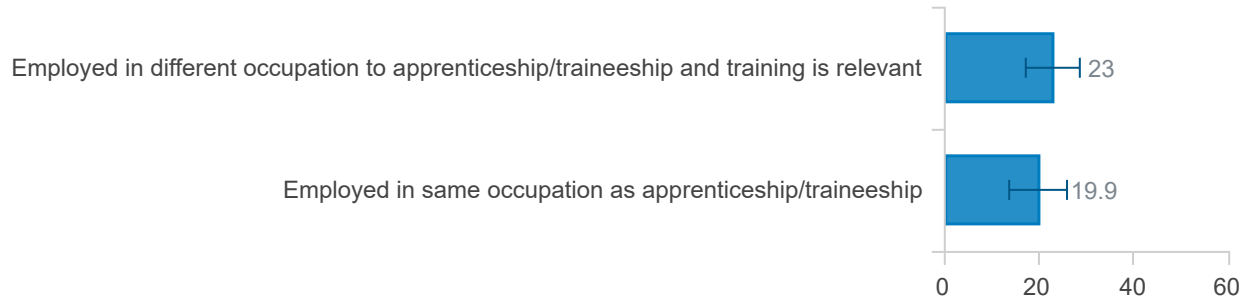
## Employment and further study outcomes

### Employment outcomes

At the end of May 2022:

- 84.3% of non-trade non-completers were employed
- 19.9% of non-trade non-completers were employed in the same occupational grouping as their apprenticeship or traineeship.

Figure 17 Employment outcomes for non-trade non-completers, 2022 (%)



Of non-trade non-completers employed at the end of May 2022:

- 32.8% were actively looking for another job. Of these:
  - 25.4% were looking for work because their pay was too low, and
  - 15.7% don't like the type of work.
- 70.3% were employed with a different employer to their apprenticeship/traineeship. Of these:
  - 25.2% changed employers because they were offered a better job, and
  - 9.4% because of poor working conditions.

### Further study

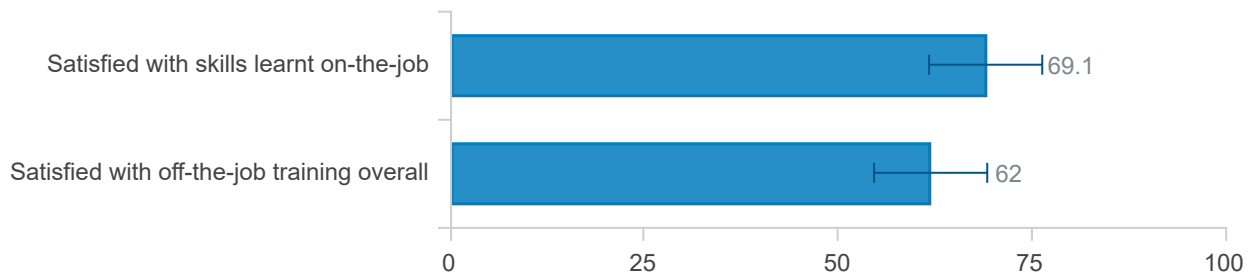
As reported in 2022, 25.0% of non-trade non-completers commenced further study after training.

## Satisfaction with apprenticeship/traineeship

As reported in 2022:

- 69.1% of non-trade non-completers were satisfied with the skills learnt on-the-job
- 62.0% of non-trade non-completers were satisfied with their off-the-job training overall.

**Figure 18** Satisfaction with skills learnt on-the-job and off-the-job training overall, for non-trade non-completers, 2022 (%)



## Experiences and satisfaction with online learning

During their off-the-job training, 57.2% of non-trade non-completers undertook learning online. Of these:

- 67.9% were satisfied with the support received from teachers/trainers during online learning
- 65.4% were satisfied with the overall quality of their online experience
- 34.6% faced at least one challenge with online learning.

## Impact of the COVID-19 pandemic on aspects of training

Due to the COVID-19 pandemic:

- 26.4% of non-trade non-completers had their on-the-job training delayed
- 12.2% of non-trade non-completers had some or all of their off-the-job training move online
- 18.5% of non-trade non-completers reported their off-the-job training took longer than intended.

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