This is an alternative text version of *The changing nature of apprenticeships: 1996—2016: infographic*. It is designed to be read via a screen reader and consequently has had all visual elements removed. Please see the online version available at <http://www.ncver.edu.au/infographics> if you wish to view the full version.

# The changing nature of apprenticeships: 1996–2016

## Infographic supporting the research summary

The purpose of the research summary, [*The changing nature of apprenticeships: 1996—2016*](https://www.ncver.edu.au/publications/publications/all-publications/the-changing-nature-of-apprenticeships-1996-2016) <https://www.ncver.edu.au/publications/publications/all-publications/the-changing-nature-of-apprenticeships-1996-2016> is to provide evidence of change in the apprenticeship system over a period of time. The focus is on measures facilitating more flexibility in the system, such as the growth of adult apprentices and alternative training models.

This infographic presents the data from the research summary in an interactive way, allowing for easier comparison between trade and non-trade apprentices by age groups (15—24 years and 25—64 years).

Explanations on trends can be found in the research summary. In addition a timeline of major policy changes affecting apprenticeships and traineeships in Australia from 1901 to 2016 is included at the bottom of the infographic.

Readers may also be interested in: ‘[Historical time series of apprenticeships and traineeships in Australia](https://www.ncver.edu.au/data/data/infographics/historical-time-series-of-apprenticeships-and-traineeships-in-australia)’ <https://www.ncver.edu.au/data/data/infographics/historical-time-series-of-apprenticeships-and-traineeships-in-australia>, which provides an interactive overview of the number of apprentice and trainee commencements and completions from 1963 to 2016, together with the specific economic and labour market contexts and the number of trade and non-trade commencements and completions from 1995 to 2016.

## Apprenticeship and traineeship commencement rates by trade/non-trade occupations for 15 to 24-year-olds, 1996–2016 (%)

|  |  |  |
| --- | --- | --- |
| Year | 15–24 years Trades | 15­–24 years Non-trades |

|  |  |  |
| --- | --- | --- |
| 1996 | 2.0 | 1.4 |
| 1997 | 2.1 | 2.1 |
| 1998 | 2.3 | 2.8 |
| 1999 | 2.6 | 4.1 |
| 2000 | 2.7 | 4.2 |
| 2001 | 2.3 | 4.6 |
| 2002 | 2.5 | 5.2 |
| 2003 | 2.7 | 5.5 |
| 2004 | 3.1 | 4.7 |
| 2005 | 3.1 | 4.6 |
| 2006 | 3.2 | 4.6 |
| 2007 | 3.3 | 4.5 |
| 2008 | 3.5 | 4.6 |
| 2009 | 2.8 | 4.3 |
| 2010 | 3.2 | 4.5 |
| 2011 | 3.3 | 5.0 |
| 2012 | 3.0 | 5.4 |
| 2013 | 2.8 | 3.6 |
| 2014 | 2.7 | 3.2 |
| 2015 | 2.8 | 2.7 |
| 2016 | 2.6 | 2.6 |

Note: Commencements are based on financial year starting from July 1995 — June 1996 and ending with July 2015 — June 2016. The rate is expressed as commencements as a proportion of the 15 to 24-year-old labour force.

## Apprenticeship and traineeship commencement rates by trade/non-trade occupations for 25 to 64-year-olds, 1996–2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | | Year | 25–64 years Trades | 25–64 years Non-trades |  |  |  |  | | --- | --- | --- | | 1996 | 0.0 | 0.1 | | 1997 | 0.1 | 0.2 | | 1998 | 0.1 | 0.4 | | 1999 | 0.1 | 1.0 | | 2000 | 0.1 | 0.9 | | 2001 | 0.1 | 1.1 | | 2002 | 0.1 | 1.2 | | 2003 | 0.2 | 1.5 | | 2004 | 0.1 | 1.2 | | 2005 | 0.1 | 1.2 | | 2006 | 0.1 | 1.2 | | 2007 | 0.2 | 1.1 | | 2008 | 0.2 | 1.2 | | 2009 | 0.2 | 1.1 | | 2010 | 0.3 | 1.2 | | 2011 | 0.3 | 1.3 | | 2012 | 0.4 | 1.7 | | 2013 | 0.3 | 0.7 | | 2014 | 0.4 | 0.6 | | 2015 | 0.3 | 0.4 | | 2016 | 0.2 | 0.4 | |  |  |

Note: Commencements are based on financial year starting from July 1995 to June 1996 and ending with July 2015 to June 2016. The rate is expressed as commencements as a proportion of the 25 to 64-year-old labour force.

## Selected characteristics of in-training trades apprentices by age, March quarter 2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  | | --- | --- | --- | --- | |  | 15–24 years | 25–64 years |  |  |  |  |  |  | | --- | --- | --- | --- | | Female | 10.4 | 12.5 |  | | Existing worker | 4.7 | 36.0 |  | | Highest previous qual. (cert. III and above) | 10.1 | 44.7 |  | | Current qual. (cert. IV or higher) | 1.9 | 13.9 |  | |  |  |

Note: Commencements are based on financial year starting from July 1995 to June 1996 and ending with July 2015 to June 2016. The rate is expressed as commencements as a proportion of the 15 to 64-year-old labour force.

## Selected characteristics of in-training non-trade apprentices by age, March quarter 2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | |  | 15–24 years | 25–64 years |  |  |  |  |  | | --- | --- | --- | --- | | Female | 60.9 | 47.2 |  | | Existing worker | 8.0 | 36.2 |  | | Highest previous qual. (cert. III and above) | 19.8 | 45.0 |  | | Current qual. (cert. IV or higher) | 15.7 | 36.9 |  | |  |  |

Note: Commencements are based on financial year starting from July 1995 to June 1996 and ending with July 2015 to June 2016. The rate is expressed as commencements as a proportion of the 15 to 64-year-old labour force.

## Apprenticeship and traineeship commencement rates by trade/non-trade occupations for 25 to 64-year-olds, 1996–2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | | Year | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | Employment related – get a job | 28.3 | 14.1 | 26.1 | 23.5 | | – Requirement of my job | 44.6 | 29.0 | 23.2 | 23.1 | | – Gain extra skills for my job | 6.8 | 21.5 | 21.7 | 22.6 | | – Other | 13.9 | 28.4 | 13.6 | 19.6 | | Further study | 1.2 | 0.8 | 3.1 | 2.7 | | Personal development | 5.2 | 6.3 | 12.4 | 8.5 | |  |  |

Note: Commencements are based on financial year starting from July 1995 to June 1996 and ending with July 2015 to June 2016. The rate is expressed as commencements as a proportion of the 15 to 64-year-old labour force.

## Proportion of subject results where recognition of prior learning or recognition of current competency was granted for trades apprentices, by age, 2007–15

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | | Years | 15–24 years | 25–64 years | | 2007 | 1.0 | 4.4 | | 2008 | 1.1 | 4.3 | | 2009 | 1.3 | 6.2 | | 2010 | 1.3 | 7.0 | | 2011 | 1.7 | 9.6 | | 2012 | 2.0 | 11.1 | | 2013 | 4.0 | 14.9 | | 2014 | 6.0 | 12.9 | | 2015 | 2.6 | 10.2 | |  |  |

## Recognition of prior learning outcomes for adult and young graduates with prior experience and skills, by trade or non-trade apprenticeship, 2015 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | Training shortened – with prior experience and skills | 24 | 40 | 26 | 28 | | Training not shortened – with prior experience and skills | 30 | 31 | 31 | 33 | |  |  |

Note: Commencements are based on financial year starting from July 1995 to June 1996 and ending with July 2015 to June 2016. The rate is expressed as commencements as a proportion of the 15 to 64-year-old labour force.

## Trade apprenticeship completions of duration of two years or fewer, by age, 1996–2016 (proportion of all)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | | Years | 15–24 years | 25–64 years | | 1996 | 22.5 | 27.7 | | 1997 | 19.5 | 33.4 | | 1998 | 18.8 | 31.8 | | 1999 | 18.7 | 29.8 | | 2000 | 20.1 | 38.3 | | 2001 | 21.4 | 37.0 | | 2002 | 22.3 | 39.4 | | 2003 | 23.7 | 48.7 | | 2004 | 24.1 | 47.5 | | 2005 | 25.3 | 43.3 | | 2006 | 24.8 | 40.4 | | 2007 | 23.7 | 44.1 | | 2008 | 22.9 | 39.0 | | 2009 | 23.7 | 41.5 | | 2010 | 23.3 | 46.5 | | 2011 | 24.9 | 50.3 | | 2012 | 27.1 | 54.8 | | 2013 | 30.2 | 60.5 | | 2014 | 30.5 | 65.7 | | 2015 | 30.1 | 59.9 | | 2016 | 30.5 | 51.0 | |  |  |  | |  |  |

## Completion rates for apprentices and trainees by trade/non-trade and age, 2006–12 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | | Year | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | 2006 | 45.7 | 50.5 | 48.2 | 56.7 | | 2007 | 44.7 | 50.7 | 49.6 | 57.5 | | 2008 | 44.2 | 54.2 | 51.9 | 58.9 | | 2009 | 44.7 | 57.2 | 54.0 | 58.2 | | 2010 | 43.2 | 56.7 | 54.9 | 56.7 | | 2011 | 43.2 | 56.1 | 55.5 | 57.1 | | 2012 | 42.5 | 57.9 | 57.0 | 59.9 | |  |  |

Note: These are completion rates for apprentices and trainees who commenced in the year indicated on the chart. For example, the completion rates shown for 2012 are for apprentices and trainees who commenced training in that year. Completion rates for apprentices and trainees who commenced after 2012 are not included due to the high numbers still in training, mainly for those in the trades.

## Reasons for not completing training, by trade apprenticeship and age, 2013–16 aggregated (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | Got what they wanted from training | 7.0 | 7.0 | 7.7 | 8.1 | | Change in job situation | 42.5 | 26.1 | 43.3 | 30.3 | | Training-related reasons | 19.5 | 13.5 | 22.0 | 15.2 | | Family or personal reasons | 19.5 | 35.5 | 22.6 | 37.6 | | Other reasons | 11.6 | 18.0 | 4.3 | 8.9 | |  |  |

Note: Reasons for not completing are only applicable to subject completers, not to graduates. Because of relatively low numbers each year, the data spanning 2013—16 are aggregated. The proportions of trades subject completers aged 25—64 saying they got what they wanted from the training and the proportions of non-trade subject completers of both ages saying other reasons should be treated with caution as they have a relative standard error of greater than 25%.

## Employment outcomes of training, trade and non-trade graduates, by age, 2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | Percentage employed after training | 92.1 | 91 | 79.7 | 78.4 | | Percentage point difference in employment from before to after training | 17.7 | 0.9 | 6.8 | 7.9 | | Percentage employed after training of those not employed before training | 83.6 | 66.3 | 50.5 | 53.3 | |  |  |

Note: Employment status before training refers to whether the participant was in paid employment in the six months before they started their training. Employment status after training is whether they were in paid employment approximately six months after the training finished. Note that confidence intervals were not calculated for the percentage-point difference employed before and after training.

## Job-related benefits of training, graduates by trade or non-trade, by age, 2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | Got a job | 47.6 | 26.9 | 37.6 | 28.0 | | Got a new job / Change of Job | 23.4 | 22.0 | 23.6 | 18.1 | | A promotion (or increased status at work) | 38.4 | 35.0 | 30.6 | 26.8 | | An increase in earnings | 55.9 | 37 | 34.6 | 19.7 | | Other categories | 12.1 | 10.7 | 3.6 | 6.6 | | None | 8.0 | 19.3 | 20.9 | 23.3 | |  |  |

Note: Only participants who reported being employed after training were asked this question. This was a multiple response question, so survey respondents could say yes to more than one category of benefit. Only the top four specific benefits are shown. In addition the ‘Other categories’ combines the following benefits: was able to set up/expand own business, continued/keep present job, and other. The proportion of respondents who reported no benefits is also shown.

## Employed in the same occupation as training, for trade and non-trade apprentices, by age, 2016 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | 15–24 years Trades | 25–64 years Trades | 15–24 years Non-trades | 25–64 years Non-trades | | In same occupation as training course | 83.6 | 70.3 | 44.5 | 51.4 | | In different occupation as training course – occupation after training | 16.4 | 29.7 | 55.5 | 48.6 | |  |  |

## Timeline: A brief history of apprenticeships and traineeships in Australia

|  |  |
| --- | --- |
| 2016 | Youth Jobs PaTH (Prepare-Trial-Hire) program announced, combining pre-employment skills training with internship placements in businesses for job seekers aged under 25 years. Employers who then hire an eligible job seeker as an apprentice may benefit up to $10 000 under the Youth Bonus Wage Subsidy.  Apprenticeship Training – Alternative Delivery Pilots establish five industry-led pilots to trial the adoption of alternative approaches of delivering apprenticeship training outside of the traditional trade training models. |
| 2015 | The New South Wales Government announced:  $100 million will be invested to increase training options for employers, which will support over 46 000 training places for apprentices and trainees.  In the 2015–16 budget, Victorian Government announced:  Back to Work Fund (a capped two year $100m fund) which includes $50 million to help more Victorians start an apprenticeship of traineeship, from 1 July 2015.  $3.5 million investment funding to continue support and guidance to apprentices aged 15–24 in their first year of apprenticeships for another 12 months (to 30 June 2016).  In the 2015–16 budget, Queensland Government announced, from 1 July 2015:  New payrol tax rebate to employers who hire new apprentices or trainees.  $243 million for apprenticeships and trainees under User Choice. The program supports up to 70 000 apprentices trainees across the state.  Northern Territory announced an additonal $4.4 million for the 'Training for the Future – Employer Support Scheme (commenced July 2015). The Scheme will comprise of three grants for employers which are as follows:  A commencement grant of $1000 paid when an apprenticeship/traineeship contract is recorded within the Department of Business apprenticeship database.  A completion grant of $2000 paid when the apprentice or trainee’s training record has been classified as completed in the database.  A recommencement grant of $500 paid to an employer who employs an apprentice or trainee at some other point during their training, e.g. an apprentice who leaves the employment of a previous employer. |
| 2014 | Announcement of Trade Support Loans of up to $20 000 over four years to apprentices undertaking a certificate III or IV qualification leading to occupations on the NSNL.   Announcement of intention to cease the following skills and training programmes:  Tools for Your Trade Payment  National Partnership Agreement on Training Places for Single Parents  Accelerated Australian Apprenticeships Programme  Australian Apprenticeships Mentoring Programme  National Workforce Development Fund  Workplace English Language and Literacy Programme  Alternative Pathways Programme  Apprenticeship to Business Owner Programme  Productive Ageing through Community Education  Australian Apprenticeships Access Programme  Step Into Skills Programme.  Announcement of Australian Apprenticeship Support Network to replace Australian Apprenticeship Centres from 1 July 2015 with the aim to increase completion rates through targeted support to apprentices and employers. |
| 2013 | Alternative Pathways for the Trades Program announced to develop an alternative approach to the traditional trade apprenticeship model. Program to trial an initial period of full-time training at a recognised training provider, followed by structured on-the-job training with an employer.  Further Commonwealth changes to incentive payments for apprenticeships and traineeships:  Completion incentives for existing worker apprenticeships and traineeships not on the NSNL removed from 3 August 2013 (priority occupations such as aged care, childcare, disability care and enrolled nurses exempt from the change). |
|  | Fair Work Commission announced in August 2013 to increase apprentice pay rates under a number of modern awards. The new rates of pay will apply to apprenticeships commencing from 1 January 2014. The main changes to modern awards will include:  Rates for apprentices will be increased.  Adult apprentice rates will be introduced into a number of awards which do not currently contain them  Minimum award rates for adult apprentices will be increased. |
| 2012 | Further Commonwealth changes to incentive payments for apprenticeships and traineeships:  Commencement incentives for existing worker apprenticeships and traineeships not on the National Skills Needs List (NSNL) removed from 1 July 2012.  Commencement and completion incentives for diploma and advanced diploma qualifications not leading to aged care, child care or enrolled nursing removed from 23 October 2012.  Commencement incentives for part-time apprenticeships and traineeships removed from 23 October 2012. The following cohorts unaffected: part-time, certificate III/IV qualifications on NSNL, school-based apprenticeships and traineeships, and part-time diploma and advanced diploma qualifications leading to aged care, child care or enrolled nursing.  Victoria introduces new fee and funding rates effective from 1 July 2012 for all new course commencements (‘Refocusing Vocational Training in Victoria’). |
| 2011 | Accelerated Australian Apprenticeships initiative announced with the aim of allowing apprentices and trainees to progress through training as they demonstrate required competencies, rather than on a time served basis.   Universal access to commencement and completion incentives for certificate II apprenticeships and traineeships removed, with access to the standard commencement and the Group Training Organisations completion incentive only available to Indigenous Australians, people with a disability, the mature aged, those in rural or regional areas, and those in other equity groups. |
| 2009 | Apprentice Kickstart initiative introduced December 2009 until November 2010. This initiative was designed to maintain the increase in commencements of young people in skills shortage traditional trade apprenticeships as the Australian economy recovered from the impact of the global recession. |
| 2008 | Council of Australian Governments (COAG) initiates major reforms to increase participation in vocational education and training in Australia, particularly higher-level VET.   Productivity Places Program (PPP) provides funding of training places to job seekers and existing workers in identified areas of skills shortages.   State and territory government employers become ineligible to attract employer incentives. |
| 2007 | Change to the management of Australian Technical Colleges announced, with colleges to be wound back into the state and territory education systems after 2009. |
| 2006 | New Apprenticeships re-launched as Australian Apprenticeships, including Australian School-based Apprenticeships.   Australian Technical Colleges established, catering for Years 11 and 12 students wishing to combine study for a secondary school certificate and a school-based apprenticeship in a traditional trade. |
| 2004 | Announcement of the abolishment of ANTA, with its functions brought into the Department of Education, Science and Technology (DEST) from 1 July 2005. |
| 2003 | Industry skills councils established to replace existing industry advisory bodies. |
| 2001 | ARF arrangements reviewed and replaced by the Australian Quality Training Framework (AQTF). |
| 1999 | First wave of training packages implemented. |
| 1998 | New Apprenticeship System introduced, merging traditional (trades) apprenticeships and traineeships in other occupation areas, and articulating apprenticeship and traineeship qualifications within the AQF.   Australian Recognition Framework (ARF) established, introducing a new set of nationally agreed registration requirements for training providers.   User choice principles, designed among other things to open up the training market to allow private providers to access public funds, introduced. |
| 1996 | Decision made to develop and introduce national training packages across a wide range of industries and occupations. |
| 1995 | Australian Qualifications Framework (AQF) established to bring all post-compulsory education and training qualifications into the one national system of qualifications. |
| 1994 | Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) introduced to provide a nationally consistent standard for the collection and analysis of VET information.   National Employment and Training Taskforce (NETTFORCE) established to encourage employer take-up of traineeships. NETTFORCE resulted in the extension of traineeships beyond basic certificate levels to higher certificate and diploma levels and the introduction of the National Training Wage (NTW).   Remaining age restrictions to traineeships removed. |
| 1992 | Australian National Training Authority (ANTA) Act establishes an independent statutory body charged with formulating, developing and implementing vocational education and training policy.   'One Nation Economic Statement' measures introduced to address the decline in apprenticeship and traineeship commencements.   Age restrictions removed from apprenticeships, providing new pathways for adults and career changers. |
| 1991 | Pre-vocational Places Program introduced to provide preliminary skills prior to training in apprenticeships or traineeships. |
| 1988 | The Dusseldorp Skills Forum (DSF) established to address school-to-work transitions of young people. |
| 1987 | Skills for Australia policy introduced, focusing on improving training quality and youth employment opportunities. |
| 1985 | Australian Traineeship System (ATS) established. |
| 1984 | Committee of Inquiry into Labour Market Programs, chaired by Peter Kirby, held to address education and employment issues. The Kirby Inquiry resulted in the establishment of youth traineeships and other forms of work-based training. |
| 1977 | Commonwealth/State Training Advisory Committee (COSTAC) established to develop a national approach to apprenticeships, replacing the AAAC established in 1957.   Commonwealth Rebate for Apprentice Full-time Training (CRAFT) introduced. |
| 1973 | Employer subsidies extended under the National Apprentice Assistance Scheme (NAAS). |
| 1962 | Country Apprenticeship Scheme (CAS) established, the first national scheme for financial support of apprenticeships. |
| 1957 | Australian Apprenticeship Advisory Committee (AAAC) established. |
| 1952 | National inquiry into apprenticeships held by Justice Wright. Following the inquiry, the standard duration of apprenticeships was reduced to four years and more flexible training arrangements were established. |
| 1946 | Tradesman's Rights Regulation passed to protect the rights of pre-war tradesmen returned from service in the Second World War from 'dilutees' and unqualified migrants arriving in Australia. |
| 1944 | Commonwealth Reconstruction and Training Scheme (CRTS) established to quickly retrain returning service personnel. |
| 1939 | Dilutees' introduced to industry during the Second World War to make up for the loss of skilled tradesmen serving in the armed services; 'dilutees' had limited or no previous technical experience and most were women. |
| 1901 | NSW Apprentices Act 1901 enacted, setting new regulatory arrangements later followed in the other states of the newly created Australian federation; the new regulatory arrangements included raising the minimum age for apprentices from 12 to 14 years, introducing the model form of indenture, and setting the maximum term of apprenticeships to seven years. |

**Data notes**

**Definitions**

The classification of trade and non-trade apprentices and trainees are derived from the Australian and New Zealand Standard Classification of Occupations (ANZSCO). In particular, trades apprentices and trainees are coded as the major occupational grouping of ‘Technicians and trades workers’, while non-trade apprentices and trainees are coded according to the other seven major occupational groupings.

**Student Outcomes Survey**

Data derived from NCVER’s Student Outcomes Survey (SOS) is presented for graduates only (that is, those who completed their training), unless otherwise specified. Confidence intervals are shown for all cohorts derived from the Students Outcomes Survey.

**Confidence intervals**

Confidence intervals allow data users to determine the amount of certainty (or error) in a reported measure when comparing groups. For 95% confidence intervals on any of the above data, please refer to NCVER’s Student Outcomes Survey.

**Data availability and time trends**

In some instances it has not been possible to present data as trends over time because the time periods of available data differ or are not available. In other cases it has been sufficient to present a snapshot in time. In addition, in some instances the latest data available and used have been from 2015, as 2016 data may not yet be available or the data are, from 2016, no longer being collected.

**Age range**

In this report, ‘younger apprentices’ refers to those aged 15—24 years, while ‘adult apprentices’ refers to those aged 25 years and over. The age range 15—24 years is used as the statistical definition of youth internationally (with some variations). It is noted, however, that in Modern Awards in Australia, an adult apprentice or trainee is someone who is aged 21 years or over.

**Data sources**

[NCVER National Apprentice and Trainee Collection, March and September quarters 2016](https://www.ncver.edu.au/data/collection/apprentices-and-trainees-collection).

[ABS 2016, *Labour force Australia*, cat. 6291.0.55.001, cube LM1, ABS Canberra.](http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.001)

[NCVER 2016, *Government-funded student outcomes* *2016*, NCVER, Adelaide.](https://www.ncver.edu.au/publications/publications/all-publications/government-funded-student-outcomes-2016)

[NCVER National VET Provider Collection 2007—15.](https://www.ncver.edu.au/data/collection/students-and-courses)

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