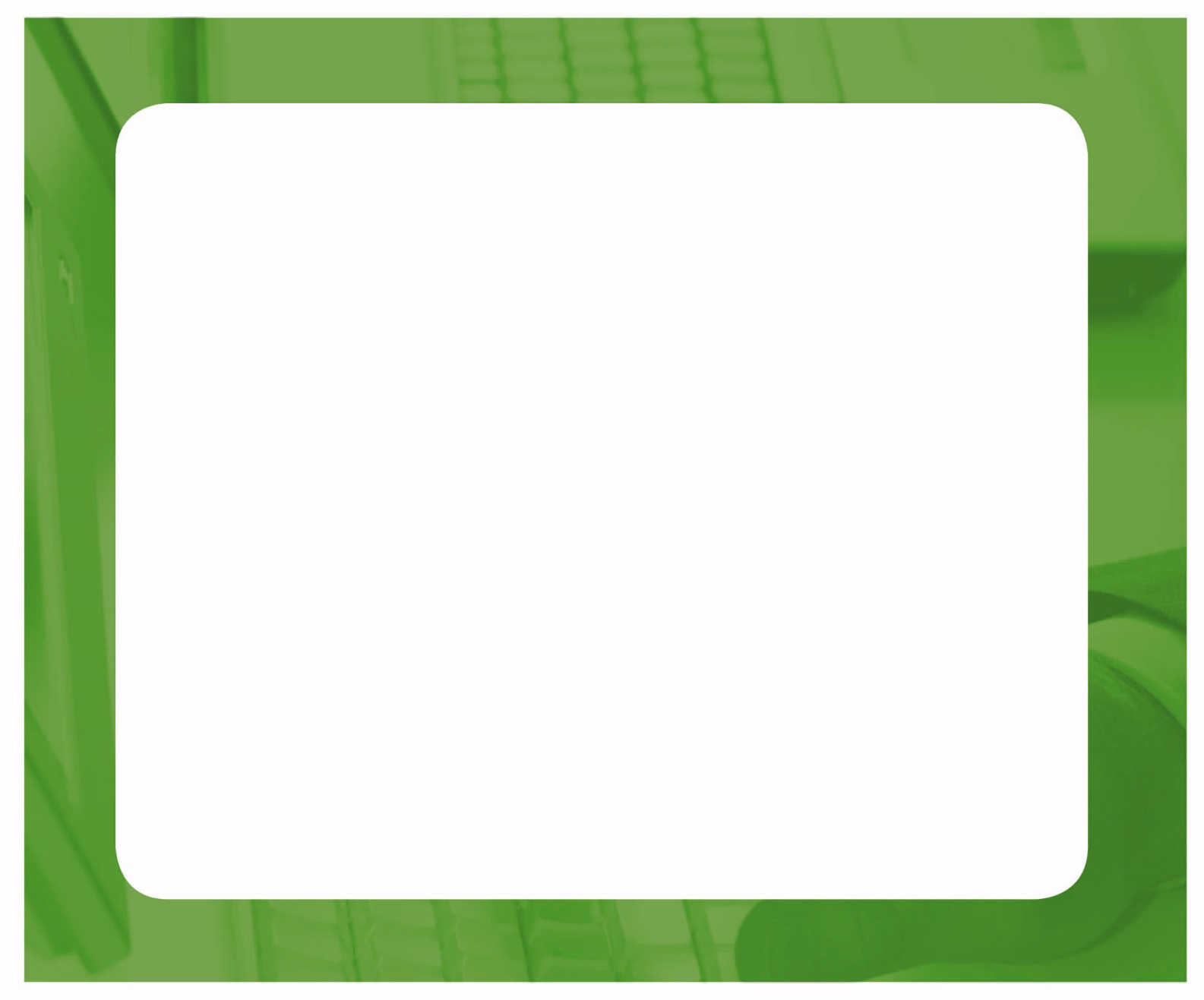
P:\PublicationComponents\logos\NCVER LOGOS\Print\NCVER_MONO.wmf

Australian vocational education and training statistics

**Apprentice and trainee  
experience and destinations**

2019

National Centre for Vocational Education Research

P:\PublicationComponents\logos\NCVER LOGOS\Print\Tagline\NCVER tagline-mono.wmf

Highlights

This publication summarises the outcomes of apprentices and trainees who completed (completers) or cancelled or withdrew (non-completers) from an apprenticeship or traineeship during 2018, using data collected in mid-2019. The figures are derived from the 2019 Apprentice and Trainee Experience and Destination Survey.

Outcomes

In 2019:

* 87.7% of completers and 73.8% of non-completers were employed after training
* 43.1% of completers and 20.9% of non-completers were employed in the same occupation as their apprenticeship or traineeship.

Satisfaction

* 88.4% of completers and 50.1% of non-completers were satisfied overall with their apprenticeship or traineeship
* 88.1% of completers and 63.0% of non-completers were satisfied with the off-the-job training associated with their apprenticeship or traineeship.

Main reason for undertaking an apprenticeship or traineeship

The main reason those in a:

* trade occupation undertook their training was because they wanted to work in that type of job (37.5% of completers and 37.8% of non-completers)
* non-trade occupation undertook their training was because it was a requirement of their job (22.9% of completers and 22.7% of non-completers).

**© Commonwealth of Australia, 2019**

[Creative Commons License](http://creativecommons.org/licenses/by/3.0/au/)

With the exception of cover design, artwork, photographs, all logos, and any other material where copyright is owned by a third party, all material presented in this document is provided under a Creative Commons Attribution 3.0 Australia <http://creativecommons.org/licenses/by/3.0/au>.

The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the CC BY 3.0 AU licence <creativecommons.org/licenses/by/3.0/legalcode>.

This document should be attributed as NCVER 2019, *Australian vocational education and training statistics: Apprentice and trainee experience and destinations 2019*, NCVER, Adelaide.

This work has been produced by NCVER on behalf of the Australian Government and state and territory governments, with funding provided through the Australian Government Department of Education, Skills and Employment.

The views and opinions expressed in this document are those of NCVER and do not necessarily reflect the views of the Australian Government or state and territory governments.

ISBN: 978-1-925717-43-3

TD/TNC: 137.11

Revised February 2020

Published by NCVER, ABN 87 007 967 311

Level 5, 60 Light Square, Adelaide, SA 5000

PO Box 8288, Station Arcade, Adelaide SA 5000, Australia

**Phone** +61 8 8230 8400

**Email** surveys\_req@ncver.edu.au **Web** <https://www.ncver.edu.au> <https://www.lsay.edu.au>

P:\PublicationComponents\logos\Social Media\InBug-16px_0.pngP:\PublicationComponents\logos\Social Media\Twitter_blackbox.png**Follow us:** <https://twitter.com/ncver> <https://www.linkedin.com/company/ncver>

**Contents**

[Introduction 4](#_Toc19089093)

[Technical notes 4](#_Toc19089095)

[More information 5](#_Toc19089096)

[Summary 6](#_Toc19089097)

[Tables 11](#_Toc19089098)

[Terms 23](#_Toc19089099)

[Explanatory notes 24](#_Toc19089100)

**Tables**

[1 Key findings for completers and non-completers, 2019 (%) 12](#_Toc21592873)

[2 Pre-vocational experience for completers and non-completers, 2019 (%) 13](#_Toc21592874)

[3 Sources of information about apprenticeships and traineeships before commencing, 2019 (%) 13](#_Toc21592875)

[4 Main reason for undertaking an apprenticeship or traineeship for completers and   
non-completers, 2019 (%) 14](#_Toc21592876)

[5 Main reason for not completing an apprenticeship or traineeship, 2019 (%) 15](#_Toc21592877)

[6 Employment outcomes for completers, by apprentice and trainee characteristics, 2019 (%) 16](#_Toc21592878)

[7 Employment outcomes for non-completers, by apprentice and trainee characteristics, 2019 (%) 17](#_Toc21592879)

[8 Median annual income during the last week of and after an apprenticeship or traineeship and after   
training for completers and non-completers employed full-time by age group, 2019 ($) 18](#_Toc21592880)

[9 Main benefit received from undertaking an apprenticeship or traineeship for completers and   
non-completers, 2019 (%) 18](#_Toc21592881)

[10 Further study outcomes after leaving an apprenticeship or traineeship for completers and   
non-completers, 2019 (%) 19](#_Toc21592882)

[11 Main reason for changing employer for completers and non-completers, 2019 (%) 19](#_Toc21592883)

[12 Satisfaction with the apprenticeship or traineeship for completers and non-completers, 2019 (%) 20](#_Toc21592884)

[13 Dissatisfaction with the apprenticeship and traineeship for completers and non-completers, 2019 (%) 20](#_Toc21592885)

[14 Satisfaction by employer type, 2019 (%) 21](#_Toc21592886)

[15 Satisfaction with Group training organisations (GTO) by completers and non-completers, 2019 (%) 21](#_Toc21592887)

[16 Bullying seen in the workplace by various characteristics for completers and non-completers, 2019 (%) 21](#_Toc21592888)

[17 Number of respondents and the estimated population of apprentices and trainees by key   
characteristics, 2019 (%) 22](#_Toc21592889)

**Figures**

[A Confidence interval and margin of error 4](#_Toc22900992)

[B Confidence intervals 4](#_Toc22900993)

[1 Pre-vocational and pre-apprenticeship courses completed by completers and non-completers, 2019 (%) 6](#_Toc22900994)

[2 Main reason for not completing an apprenticeship or traineeship, 2019 (%) 7](#_Toc22900995)

[3 Employment outcomes for completers after training by trade and non-trade, 2019 (%) 8](#_Toc22900996)

[4 Employment outcomes for non-completers after training by trade and non-trade, 2019 (%) 8](#_Toc22900997)

[5 Main benefit received from undertaking an apprenticeship or traineeship for completers, 2019 (%) 9](#_Toc22900998)

[6 Main benefit received from undertaking an apprenticeship or traineeship for non-completers, 2019 (%) 9](#_Toc22900999)

[7 Satisfaction with apprenticeship or traineeship overall for completers, 2019 (%) 10](#_Toc22901000)

[8 Satisfaction with apprenticeship or traineeship overall for non-completers, 2019 (%) 10](#_Toc22901001)

Introduction

This publication provides a summary of the outcomes of apprentices and trainees who completed (completers) or cancelled or withdrew (non-completers) from an apprenticeship or traineeship during 2018. The figures are derived from the 2019 Apprentice and Trainee Experience and Destination Survey.

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

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

For information about the number of respondents to the 2019 survey and their characteristics, see table 17. For information about the scope of this publication, see the explanatory notes section on page 24.

Technical notes

The Apprentice and Trainee Experience and Destination Survey was undertaken as a stratified, randomly-selected sample from the National Apprentice and Trainee Collection, with survey responses weighted to population benchmarks from the collection (Collection no. 99 [March 2019 estimates]). The survey sample was stratified by state/territory, trade and non-trade occupation, and contract status; that is, completion or cancellation/withdrawal. National response rates were 38.2% for completers and 13.9% for non-completers.

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

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

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

|  |  |
| --- | --- |
| Figure A Confidence interval and margin of error  O:\temporary_storage\internal_collection\Surveys\SEUV\2017 SEUV\Publications\Figure A.png | Figure B Confidence intervals  O:\temporary_storage\internal_collection\Surveys\SEUV\2017 SEUV\Publications\Figure B.png |

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

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

For further technical details about the Apprentice and Trainee Experience and Destination Survey, please refer to the technical notes supporting document at <<https://www.ncver.edu.au/research-and-statistics/collections/apprentice-and-trainee-experience-and-destinations>>.

More information

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

Summary

|  |  |
| --- | --- |
| Of the 11 023 apprentices and trainees who responded to the survey, 8615 were completers and 2408 were non-completers. | *Table 17* |

Pre-vocational or pre-apprenticeship courses

|  |  |
| --- | --- |
| Pre-vocational and pre-apprenticeship courses were completed by 24.2% of apprentices and trainees, including 25.1% of apprentices and trainees who completed their training and 21.7% of apprentices and trainees who did not complete their training.  Figure 1 Pre-vocational and pre-apprenticeship courses completed by completers and non-completers, 2019 (%)  Of those who completed a pre-vocational or pre-apprenticeship course:   * 84.2% of completers found the course relevant to their apprenticeship or traineeship * 79.3% of non-completers found the course relevant to their apprenticeship or traineeship. | *Table 2 & figure 1* |

Information about an apprenticeship or traineeship

|  |  |
| --- | --- |
| When first considering doing an apprenticeship or traineeship, the most common sources of information for apprentices and trainees came from:   * work or their employer/colleagues (33.2%) * teachers or training providers (23.7%).   Apprentices and trainees first received information on apprenticeship or traineeship pay rates from:   * work or their employer/colleagues (54.5%) * research on the internet/advertising (11.7%) * 25.6% did not know how much they would be paid before starting their apprenticeship or traineeship. | *Table 3* |

Main reason for undertaking an apprenticeship or traineeship

|  |  |
| --- | --- |
| 56.6% of apprentices and trainees undertook their apprenticeship or traineeship for employment related reasons, 33.6% for training related reasons, 4.8% for future prospects and 5.0% for other reasons.   * The main reasons apprentices and trainees in a trade occupation undertook their training was: * because they wanted to work in that type of job (37.5% of completers and 37.8% of non-completers) * to gain a recognised qualification or certificate (19.4% of completers and 19.5% of non-completers). * The main reasons apprentices and trainees in a non-trade occupation undertook their training was because: * it was a requirement of their job (22.9% of completers and 22.7% of non-completers) * they wanted to work in that type of job (19.8% of completers and 18.6% of non-completers). | *Table 4* |

Main reason for not completing an apprenticeship or traineeship

Non-completers

|  |  |
| --- | --- |
| 73.1% of non-completers did not complete their apprenticeship or traineeship for employment related reasons, 14.2% for personal reasons and 10.5% for training related reasons.  F**igure 2 Main reason for not completing an apprenticeship or traineeship, 2019 (%)**   * The main reasons apprentices and trainees in trade occupations did not complete their training was because: * they didn’t get on with their boss or other people at work (11.9%) * they lost their job or were made redundant (11.7%). * The main reasons apprentices and trainees in non-trade occupations did not complete their training was because: * they changed career (19.9%) * were offered a better job (11.2%). | *Table 5 & figure 2* |

**Employment outcomes**

Completers

|  |  |
| --- | --- |
| In 2019, 87.7% of completers were employed after training with 43.1% employed in the same occupation as their apprenticeship or traineeship.  **Figure 3 Employment outcomes for completers after training by trade and non-trade, 2019 (%)**   * 84.2% of trade completers were employed full-time after training compared with 59.9% of non-trade completers. * The median annual income of completers working full-time: * during the last week of their apprenticeship or traineeship was $44 400 * after their apprenticeship or traineeship was $59 600. * The median annual income for those in: * trade occupations increased from $45 800 during the last week of their training to $62 800 after completion, a difference of $17 000 * non-trade occupations increased from $44 000 to $54 700, a difference of $10 700. | *Tables 1, 6, 8 & figure 3* |

Non-completers

|  |  |
| --- | --- |
| In 2019, 73.8% of non-completers were employed after training with 20.9% employed in the same occupation as their apprenticeship or traineeship.  **Figure 4** **Employment outcomes for non-completers after training by trade and non-trade, 2019 (%)**   * The median annual income of non-completers working full-time: * during the last week of their apprenticeship or traineeship was $33 800 * after their apprenticeship or traineeship was $46 900. | *Tables 1, 7, 8 & figure 4* |

Benefits of an apprenticeship or traineeship

Completers

|  |  |
| --- | --- |
| For completers, the main benefits for undertaking an apprenticeship or traineeship were employment related (72.7%) and personal (17.5%).  **Figure 5** **Main benefit received from undertaking an apprenticeship or traineeship for completers, 2019** **(%)**   * For completers in a trade occupation, the main benefits were: * they got a qualification or trade (38.5%) and got a job (12.4%) * For completers in a non-trade occupation, the main benefits were: * they got a qualification or trade (21.3%) and gained extra skills for their job (16.7%). | *Table 9 & figure 5* |

Non-Completers

|  |  |
| --- | --- |
| For non-completers, the main benefits of undertaking an apprenticeship or traineeship were employment related (39.7%) and personal (26.6%).   * 22.5% of non-completers received no benefit from undertaking an apprenticeship or traineeship.   **Figure 6** **Main benefit received from undertaking an** apprenticeship **or traineeship for non-completers, 2019** **(%)**   * For those in a trade occupation, the main benefits were: * they gained extra skills for their job (16.9%) and got experience (15.4%) * For those in a non-trade occupation, the main benefits were: * gained experience (15.5%) and gained knowledge (12.6%). | *Table 9 & figure 6* |

Satisfaction with the apprenticeship or traineeship

Completers

|  |  |
| --- | --- |
| In 2019, 88.4% of completers were satisfied overall with their apprenticeship or traineeship.  **Figure 7** **Satisfaction with apprenticeship or traineeship overall for completers, 2019** **(%)**   * 88.1% were satisfied with the off-the-job training they received and 90.8% of would recommend their training provider * 85.4% were satisfied with the employment associated with their apprenticeship or traineeship * 4.3% were dissatisfied overall with their apprenticeship or traineeship. Of these, the main areas of dissatisfaction were with: * pay (18.8%), quality of training facilities and equipment (6.9%) and supervision (6.4%). | *Tables 1, 12, 13 & figure 7* |

Non-completers

|  |  |
| --- | --- |
| In 2019, 50.1% of non-completers were satisfied overall with their apprenticeship or traineeship.  Figure 8 Satisfaction with apprenticeship or traineeship overall for non-completers, 2019 (%)   * 63.0% were satisfied with the off-the-job training they received and 71.6% of would recommend their training provider * 57.5% were satisfied with the employment associated with their apprenticeship or traineeship * 28.2% were dissatisfied overall with their apprenticeship or traineeship. Of these, the main areas of dissatisfaction were with: * pay (34.7%) and supervision (23.3%) | *Tables 1, 12,13 & figure 8* |

Group training organisations

Completers

|  |  |
| --- | --- |
| In 2019, 89.6% of completers employed through a group training organisation (GTO) were satisfied with their apprenticeship or traineeship overall, similar to those employed directly.  Of those employed by a GTO:   * 78.3% were satisfied with the support they received from the GTO * 72.4% were satisfied with their work placements. | *Tables 14 & 15* |

Non-completers

|  |  |
| --- | --- |
| In 2019, 45.3% of non-completers employed through a GTO were satisfied with their apprenticeship or traineeship overall, similar to those employed directly.  Of those employed by a GTO:   * 54.1% were satisfied with the support they received from the GTO * 53.1% were satisfied with their work placements. | *Tables 14 & 15* |

Bullying observed in the workplace

Completers

|  |  |
| --- | --- |
| In 2019, 21.2% of completers observed bullying in the workplace.   * A higher proportion of female completers (26.3%) observed bullying than males (18.4%) * Similar proportions of completers in a trade occupation observed bullying (22.3%) as those in non-trade occupations (20.4%) * By occupation, observation of bullying in the workplace was highest for Food Trade Workers (36.1%), Other technicians and trades workers (24.7%) and Labourers (23.5%). | *Table 16* |

Non-completers

|  |  |
| --- | --- |
| In 2019, 35.2% of non-completers observed bullying in the workplace.   * A higher proportion of female non-completers (44.7%) observed bullying than males (30.3%) * Similar proportions of non-completers in trade occupations observed bullying (36.1%) as those in non-trade occupations (34.3%) * By occupation, observation of bullying in the workplace was highest for Food Trade Workers (55.2%), Other technicians and trades workers (42.0%) and Sales workers (39.1%). | *Table 16* |

Further study outcomes

Completers

|  |  |
| --- | --- |
| In 2019, 27.1% of completers were enrolled in further study   * 17.0% of completers were engaged in further study related to their apprenticeship or traineeship * 6.0% were undertaking another apprenticeship or traineeship. | *Tables 1 & 10* |

Non-completers

|  |  |
| --- | --- |
| In 2019, 29.0% of non-completers were enrolled in further study   * 9.5% of non-completers were engaged in further study related to their apprenticeship or traineeship * 10.0% were undertaking another apprenticeship or traineeship. | *Tables 1 & 10* |

Tables

Table 1 Key findings for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Completers | | | Non-completers | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **Employment and further study outcomes after training** |  |  |  |  |  |  |
| After training (as at 31 May 2019) |  |  |  |  |  |  |
| Employed | 91.5 | 85.0 | 87.7 | 74.1 | 73.5 | 73.8 |
| Full time | 84.2 | 59.9 | 70.1 | 56.5 | 46.6 | 51.3 |
| Part time | 7.1 | 24.9 | 17.4 | 17.3 | 26.7 | 22.3 |
| Not employed | 8.5 | 15.0 | 12.3 | 25.9 | 26.5 | 26.2 |
| Unemployed | 4.3 | 8.0 | 6.4 | 19.2 | 16.6 | 17.8 |
| Not in the labour force | 4.1 | 7.1 | 5.8 | 6.7 | 9.8 | 8.4 |
| Employed in same occupation as apprenticeship/ traineeship | 50.0 | 37.7 | 43.1 | 19.5 | 22.2 | 20.9 |
| Employed with same employer as apprenticeship/ traineeship | 56.5 | 66.3 | 62.0 | 14.3 | 20.8 | 17.7 |
| Employed or in further study | 93.3 | 89.7 | 91.2 | 79.4 | 80.4 | 79.9 |
| Enrolled in further study | 22.8 | 30.2 | 27.1 | 30.2 | 28.0 | 29.0 |
| **Satisfaction outcomes** |  |  |  |  |  |  |
| Satisfied with apprenticeship/traineeship overall | 88.9 | 88.0 | 88.4 | 51.9 | 48.4 | 50.1 |
| Satisfied with off-the-job training | 87.2 | 88.8 | 88.1 | 70.0 | 56.6 | 63.0 |
| Satisfied with skills learnt on-the-job | 90.5 | 91.5 | 91.1 | 77.2 | 72.4 | 74.7 |
| Satisfied with employment overall | 85.1 | 85.6 | 85.4 | 57.0 | 57.9 | 57.5 |
| **Salary (median annual)** |  |  |  |  |  |  |
| Of those employed full-time |  |  |  |  |  |  |
| In last week of apprenticeship/traineeship ($) | 45 800 | 44 000 | 44 400 | 31 100 | 39 100 | 33 800 |
| After apprenticeship/traineeship (as at 31st May 2019) ($) | 62 800 | 54 700 | 59 600 | 44 000 | 49 500 | 46 900 |
| **Benefits of training** |  |  |  |  |  |  |
| Of those employed after training |  |  |  |  |  |  |
| Found the training relevant to their current job | 92.0 | 83.8 | 87.4 | 54.2 | 45.9 | 49.8 |

Table 2 Pre-vocational experience for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Completers | | | | | | Non-completers | | | | | | Total | |
|  | | Trade | | Non-trade | | Total | | Trade | | Non-trade | | Total | |
| Completed a pre-vocational/ pre-apprenticeship course | | **31.6** | | **20.4** | | **25.1** | | **29.9** | | **14.1** | | **21.7** | | **24.2** | |
| Of those: | |  | |  | |  | |  | |  | |  | |  | |
| Course relevant to apprenticeship or traineeship | | 88.1 | | 79.8 | | 84.2 | | 84.6 | | 68.8 | | 79.3 | | 83.1 | |

Table 3 Sources of information about apprenticeships and traineeships before commencing, 2019 (%)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Completers | | Non-completers | | Total | |
| **Where first received information about doing an apprenticeship or traineeship** | |  | |  | |  | |
| Parents / family | | 19.1 | | 15.0 | | 18.0 | |
| Friends | | 12.8 | | 12.7 | | 12.8 | |
| Teachers at school / Training provider | | 23.9 | | 23.0 | | 23.7 | |
| Attending careers days/ expos | | 8.1 | | 6.8 | | 7.7 | |
| Research on the internet / advertising | | 17.5 | | 22.6 | | 18.8 | |
| At work / from employer / work colleagues | | 33.7 | | 31.7 | | 33.2 | |
| Job network provider / employment agency | | 2.5 | | 3.6 | | 2.7 | |
| Other | | 2.1 | | 3.4 | | 2.4 | |
| **Where first received information about apprenticeship or traineeship pay rates** | |  | |  | |  | |
| Parents / family | | | 2.2 | | 2.2 | | 2.2 | |
| Friends | | | 3.9 | | 5.6 | | 4.4 | |
| Teachers at school / Training provider | | | 6.3 | | 6.9 | | 6.5 | |
| Research on the internet / advertising | | | 11.5 | | 12.1 | | 11.7 | |
| At work / from employer / work colleagues | | | 56.7 | | 48.4 | | 54.5 | |
| Job network provider / employment agency | | | 0.8 | | 1.3 | | 0.9 | |
| From the Fair Work Ombudsman | | | 6.0 | | 6.6 | | 6.1 | |
| Other | | | 1.6 | | 1.2 | | 1.5 | |
| I didn’t know how much I would be paid before I started my apprenticeship/traineeship | | | 24.5 | | 28.6 | | 25.6 | |

Table 4 Main reason for undertaking an apprenticeship or traineeship for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Completers | | | Non-completers | | | Total |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |  |
| **Employment related** | **55.6** | **57.2** | **56.5** | **54.5** | **58.8** | **56.8** | **56.6** |
| Wanted to work in that type of job | 37.5 | 19.8 | 27.1 | 37.8 | 18.6 | 27.7 | 27.3 |
| Wanted a job (any type) | 9.0 | 6.3 | 7.4 | 12.2 | 10.9 | 11.5 | 8.5 |
| It was a requirement of my job | 5.6 | 22.9 | 15.8 | 2.7 | 22.7 | 13.3 | 15.1 |
| Recommended / offered by company (non-mandatory) | 2.8 | 8.0 | 5.9 | 1.7 | 6.3 | 4.1 | 5.4 |
| Change of career | 0.6 | 0.2 | 0.4 | 0.0 | 0.2 | 0.1 | 0.3 |
| **Training related** | **30.2** | **37.2** | **34.3** | **31.8** | **31.3** | **31.5** | **33.6** |
| To gain a recognised qualification or certificate | 19.4 | 19.0 | 19.1 | 19.5 | 16.7 | 18.0 | 18.9 |
| Get paid to learn | 1.3 | 1.6 | 1.4 | 1.6 | 2.0 | 1.8 | 1.5 |
| Opportunity to further knowledge and skills | 9.3 | 16.0 | 13.3 | 10.4 | 12.2 | 11.4 | 12.8 |
| Part of a school program / curriculum / offered through school / requirement for school | 0.2 | 0.7 | 0.5 | 0.3 | 0.3 | 0.3 | 0.4 |
| **Future prospects** | **7.2** | **3.1** | **4.8** | **5.2** | **4.6** | **4.9** | **4.8** |
| It had good job prospects | 2.9 | 2.1 | 2.4 | 2.2 | 3.6 | 3.0 | 2.5 |
| It had good pay once qualified | 1.4 | 0.5 | 0.9 | 0.6 | 0.6 | 0.6 | 0.8 |
| To start my own business | 2.9 | 0.6 | 1.5 | 2.4 | 0.4 | 1.3 | 1.5 |
| **Other reasons** | **7.0** | **2.5** | **4.3** | **8.5** | **5.2** | **6.8** | **5.0** |
| Didn’t get into university / didn’t want to go to university | 1.2 | 0.3 | 0.6 | 1.1 | 0.7 | 0.9 | 0.7 |
| Family influence / interest / tradition / business | 1.4 | 0.1 | 0.6 | 0.6 | 0.2 | 0.4 | 0.5 |
| To get out of school / didn’t like school / dropped out of school | 0.7 | 0.1 | 0.3 | 0.8 | 0.0 | 0.4 | 0.3 |
| Passion for subject / area of interest / for enjoyment | 1.8 | 0.4 | 0.9 | 2.6 | 1.0 | 1.8 | 1.2 |
| Recommended by friend / someone who had undertaken this | 0.1 | 0.0 | 0.0 | 0.3 | 0.4 | 0.3 | 0.1 |
| Something to fall back on | 0.1 | 0.0 | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Travel | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Good location / closer to home | 0.1 | 0.0 | 0.0 | 0.1 | 0.3 | 0.2 | 0.1 |
| Other | 1.7 | 1.6 | 1.7 | 2.9 | 2.5 | 2.7 | 1.9 |

Table 5 Main reason for not completing an apprenticeship or traineeship, 2019 (%)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Non-completers | | |
|  | Trade | Non-trade | Total |
| **Employment-related** | **73.8** | **72.4** | **73.1** |
| Got offered a better job | | 6.1 | 11.2 | 8.8 |
| The pay was too low | | 6.7 | 5.5 | 6.1 |
| Poor working conditions | | 7.7 | 6.5 | 7.1 |
| I was not happy with the job prospects in the industry | | 3.2 | 1.6 | 2.4 |
| I didn’t like the type of work | | 8.1 | 4.6 | 6.2 |
| I didn’t get on with my boss or other people at work | | 11.9 | 6.6 | 9.1 |
| I lost my job/ was made redundant | | 11.7 | 7.2 | 9.3 |
| I transferred to another apprenticeship/traineeship | | 2.3 | 1.3 | 1.8 |
| Left job/changed career | | 8.2 | 19.9 | 14.4 |
| Apprenticeship or traineeship cancelled/discontinued | | 6.6 | 7.1 | 6.9 |
| Not able to use the skills I was learning at work | | 0.6 | 0.3 | 0.5 |
| Business closed / company went into liquidation | | 0.7 | 0.5 | 0.6 |
| **Training related** | **10.8** | **10.3** | **10.5** |
| I wasn’t happy with the on-the-job training | | 3.8 | 1.9 | 2.8 |
| I wasn’t happy with the off-the-job training | | 1.2 | 1.4 | 1.3 |
| I found the study too difficult | | 1.0 | 1.4 | 1.2 |
| Studying elsewhere (university/school) | | 1.2 | 1.6 | 1.4 |
| Lack of interest/support | | 3.6 | 4.0 | 3.8 |
| **Personal reasons** | **13.5** | **14.8** | **14.2** |
| Problems with travelling/transport | | 1.1 | 0.9 | 1.0 |
| Illness/health reasons | | 5.5 | 5.7 | 5.6 |
| Family reasons | | 3.8 | 3.6 | 3.7 |
| Lack of time | | 0.4 | 2.6 | 1.6 |
| Moved | | 2.7 | 2.1 | 2.4 |
| **Other reasons** | **1.8** | **2.6** | **2.2** |

Table 6 Employment outcomes for completers, by apprentice and trainee characteristics, 2019 (%)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Employed after training | Employed in same occupation as apprenticeship or traineeship | Employed with same employer as apprenticeship or traineeship |
| **Gender** |  |  |  |
| Males | 88.7 | 45.9 | 60.9 |
| Females | 85.9 | 37.8 | 64.0 |
| **Age group** |  |  |  |
| 18 to 19 years | 75.6 | 30.0 | 48.6 |
| 20 to 24 years | 89.7 | 45.6 | 56.9 |
| 25 to 44 years | 89.9 | 44.0 | 67.1 |
| 45 year and over | 89.6 | 45.6 | 79.1 |
| **Student remoteness (ARIA+) region** |  |  |  |
| Major cities | 86.2 | 44.1 | 62.0 |
| Inner and outer regional | 90.0 | 42.7 | 62.7 |
| Remote and very remote | 91.6 | 30.7 | 56.5 |
| **Indigenous status** |  |  |  |
| Indigenous | 81.9 | 39.7 | 59.7 |
| Non-Indigenous | 88.1 | 43.2 | 62.0 |
| **Disability status (including impairment or long-term condition)** |  |  |  |
| With a disability | 71.6 | 38.0 | 50.1 |
| Without a disability | 88.0 | 42.9 | 62.2 |
| **Speak a language other than English at home** |  |  |  |
| Other language | 79.8 | 44.8 | 70.2 |
| English | 89.0 | 42.8 | 60.8 |
| **Employment status before training** |  |  |  |
| Employed | 91.8 | 42.7 | 63.9 |
| Not employed | 77.9 | 44.2 | 56.8 |
| **Qualification** |  |  |  |
| Diploma or higher | 93.1 | 36.4 | 78.0 |
| Certificate IV | 91.9 | 38.5 | 73.5 |
| Certificate III | 88.9 | 44.4 | 60.8 |
| Certificate II | 76.4 | 40.5 | 60.6 |
| Certificate I | 54.3 | 17.9\* | 27.8\* |
| **Occupation of apprenticeship or traineeship** |  |  |  |
| In a trade occupation | 91.5 | 50.0 | 56.5 |
| Automotive and engineering trades workers | 94.3 | 38.6 | 56.1 |
| Construction trades workers | 91.9 | 62.0 | 49.6 |
| Electrotechnology and Telecommunications Trades Workers | 92.7 | 44.2 | 62.6 |
| Food Trades Workers | 90.5 | 64.4 | 50.9 |
| Other technicians and trades workers | 85.9 | 48.2 | 63.7 |
| In a non-trade occupation | 85.0 | 37.7 | 66.3 |
| Managers and professionals | 90.9 | 36.2 | 76.2 |
| Community and personal services workers | 86.0 | 39.7 | 63.1 |
| Clerical and administrative workers | 84.6 | 28.7 | 65.6 |
| Sales workers | 86.3 | 37.1 | 68.1 |
| Machinery operators and drivers | 86.2 | 43.3 | 68.5 |
| Labourers | 78.1 | 41.8 | 66.8 |
| Completion of a pre-vocational/ pre-apprenticeship course |  |  |  |
| Yes | 89.4 | 43.8 | 61.3 |
| No | 87.5 | 43.0 | 62.0 |
| Employer type |  |  |  |
| Group Training Organisation | 83.9 | 35.2 | 51.3 |
| Direct employer | 88.1 | 43.8 | 63.1 |
| All completers | 87.7 | 43.1 | 62.0 |

Table 7 Employment outcomes for non-completers, by apprentice and trainee characteristics, 2019 (%)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Employed after training | Employed in same occupation as apprenticeship or traineeship | Employed with same employer as apprenticeship or traineeship |
| **Gender** |  |  |  |
| Males | 75.9 | 21.5 | 17.6 |
| Females | 69.9 | 19.6 | 17.9 |
| **Age group** |  |  |  |
| 18 to 19 years | 69.2 | 15.2 | 13.4 |
| 20 to 24 years | 74.3 | 19.2 | 14.4 |
| 25 to 44 years | 76.6 | 26.2 | 23.0 |
| 45 year and over | 77.3 | 28.1 | 28.3 |
| **Student remoteness (ARIA+) region** |  |  |  |
| Major cities | 72.8 | 22.5 | 18.6 |
| Inner and outer regional | 74.8 | 17.3 | 15.9 |
| Remote and very remote | 82.0 | 22.3\* | 18.4\* |
| **Indigenous status** |  |  |  |
| Indigenous | 64.2 | 17.7 | 10.9 |
| Non-Indigenous | 74.0 | 21.4 | 18.3 |
| **Disability status (including impairment or long-term condition)** |  |  |  |
| With a disability | 55.2\* | 18.6\* | 19.1\* |
| Without a disability | 74.3 | 21.2 | 17.6 |
| **Speak a language other than English at home** |  |  |  |
| Other language | 74.5 | 22.8 | 14.4 |
| English | 73.5 | 20.6 | 18.1 |
| **Employment status before training** |  |  |  |
| Employed | 79.9 | 21.3 | 20.2 |
| Not employed | 62.2 | 20.0 | 11.7 |
| **Qualification** |  |  |  |
| Diploma or higher | 79.0 | 41.8\* | 45.9\* |
| Certificate IV | 83.1 | 32.6 | 31.4 |
| Certificate III | 74.0 | 18.7 | 15.4 |
| Certificate II | 61.5 | 22.0 | 11.2 |
| Certificate I | 53.9\* | np | np |
| **Occupation of apprenticeship or traineeship** |  |  |  |
| In a trade occupation | 74.1 | 19.5 | 14.3 |
| Automotive and engineering trades workers | 76.6 | 15.9 | 14.6 |
| Construction trades workers | 73.1 | 23.5 | 11.7 |
| Electrotechnology and Telecommunications Trades Workers | 82.9 | 19.1 | 17.0 |
| Food Trades Workers | 64.0 | 16.2 | 12.4 |
| Other technicians and trades workers | 73.1 | 21.6 | 16.3 |
| In a non-trade occupation | 73.5 | 22.2 | 20.8 |
| Managers and professionals | 86.4\* | 30.4\* | 21.0\* |
| Community and personal services workers | 69.7 | 16.4 | 22.1 |
| Clerical and administrative workers | 76.3 | 22.4 | 23.5 |
| Sales workers | 78.1 | 24.3 | 28.2 |
| Machinery operators and drivers | 80.2 | 31.5 | 14.8 |
| Labourers | 62.8 | 16.7 | 13.7 |
| Completion of a pre-vocational/ pre-apprenticeship course |  |  |  |
| Yes | 74.2 | 22.5 | 14.2 |
| No | 73.8 | 20.2 | 19.2 |
| Employer type |  |  |  |
| Group Training Organisation | 64.2 | 13.0 | 12.2 |
| Direct employer | 75.0 | 21.8 | 18.3 |
| All non-completers | 73.8 | 20.9 | 17.7 |

Table 8 Median annual income during the last week of and after an apprenticeship or traineeship for completers and non-

completers employed full-time by age group, 2019 ($)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Income during last week of apprenticeship or traineeship | | | Income after apprenticeship or traineeship | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **Completers** | 45 800 | 44 000 | 44 400 | 62 800 | 54 700 | 59 600 |
| **Age group** |  |  |  |  |  |  |
| 18 to 19 years | 29 800 | 23 100 | 25 000 | 40 600 | 33 900 | 34 300 |
| 20 to 24 years | 41 700 | 35 000 | 40 700 | 59 300 | 45 400 | 54 000 |
| 25 to 44 years | 52 200 | 52 200 | 52 200 | 70 400 | 64 200 | 67 600 |
| 45 year and over | 61 100 | 57 300 | 59 600 | 71 000 | 66 800 | 68 500 |
| **Non-completers** | 31 100 | 39 100 | 33 800 | 44 000 | 49 500 | 46 900 |
| **Age group** |  |  |  |  |  |  |
| 18 to 19 years | 24 700 | 23 000 | 24 200 | 33 900 | 31 200 | 33 500 |
| 20 to 24 years | 31 100 | 33 200 | 31 100 | 41 500 | 41 500 | 41 500 |
| 25 to 44 years | 41 100 | 47 000 | 44 400 | 57 300 | 57 300 | 57 400 |
| 45 year and over | 49 900 | 52 200 | 52 100 | 63 100 | 68 400 | 68 300 |

Table 9 Main benefit received from undertaking an apprenticeship or traineeship for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Completers | | | Non-completers | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **Employment benefits** | **75.0** | **71.1** | **72.7** | **42.2** | **37.5** | **39.7** |
| Got a job | 12.4 | 12.8 | 12.6 | 4.5 | 3.8 | 4.1 |
| Got a new job / changed my job | 2.4 | 3.9 | 3.3 | 2.0 | 2.2 | 2.1 |
| Qualification / trade | 38.5 | 21.3 | 28.4 | 1.9 | 3.2 | 2.6 |
| Gained extra skills for my job | 11.9 | 16.7 | 14.7 | 16.9 | 10.3 | 13.4 |
| Experience | 4.6 | 10.5 | 8.1 | 15.4 | 15.5 | 15.5 |
| Good job prospects | 1.4 | 1.4 | 1.4 | 0.3 | 0.7 | 0.5 |
| A promotion (or increased status at work) | 0.7 | 2.3 | 1.6 | 0.2 | 0.5 | 0.3 |
| An increase in earnings | 2.1 | 2.1 | 2.1 | 0.8 | 1.1 | 1.0 |
| Was able to set up or expand my own business | 0.9 | 0.1 | 0.4 | 0.3 | 0.2 | 0.3 |
| **Further study benefits** | **0.4** | **1.1** | **0.8** | **0.1** | **0.2** | **0.1** |
| Got into further study | 0.4 | 1.1 | 0.8 | 0.1 | 0.2 | 0.1 |
| **Personal benefits** | **16.2** | **18.5** | **17.5** | **27.4** | **26.0** | **26.6** |
| Self satisfaction | 1.3 | 1.6 | 1.4 | 0.9 | 1.8 | 1.4 |
| Knowledge | 7.6 | 8.0 | 7.9 | 13.6 | 12.6 | 13.1 |
| Enabled me to stay in the local area | 0.1 | 0.1 | 0.1 | 0.2 | 0.2 | 0.2 |
| Enabled me to travel and meet new people | 0.2 | 0.2 | 0.2 | 0.2 | 0.1 | 0.1 |
| Advanced my skills generally | 4.0 | 4.3 | 4.2 | 7.6 | 4.1 | 5.7 |
| Gained confidence | 1.5 | 1.9 | 1.7 | 1.4 | 1.8 | 1.6 |
| Improved communication skills | 0.8 | 1.6 | 1.3 | 1.5 | 2.9 | 2.3 |
| Made new friends | 0.5 | 0.5 | 0.5 | 2.0 | 2.2 | 2.1 |
| Seen as a role model for others in the community | 0.2 | 0.3 | 0.2 | 0.0 | 0.3 | 0.2 |
| **Other** | **6.4** | **5.1** | **5.6** | **12.4** | **9.6** | **10.9** |
| **No benefits** | **2.0** | **4.3** | **3.3** | **17.9** | **26.8** | **22.5** |

Table 10 Further study outcomes after leaving an apprenticeship or traineeship for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Completers | | | Non-completers | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **After apprenticeship/traineeship** |  |  |  |  |  |  |
| Enrolled in further study | 22.8 | 30.2 | 27.1 | 30.2 | 28.0 | 29.0 |
| Studying at university | 2.6 | 7.8 | 5.7 | 3.1 | 10.0 | 6.7 |
| Studying at TAFE | 12.2 | 8.1 | 9.8 | 14.1 | 7.5 | 10.7 |
| Studying at other provider | 7.9 | 14.3 | 11.7 | 13.0 | 10.5 | 11.6 |
| Further study is related to apprenticeship or traineeship | 18.0 | 16.4 | 17.0 | 11.6 | 7.5 | 9.5 |
| Further study was another apprenticeship or traineeship | 4.2 | 7.3 | 6.0 | 14.5 | 6.0 | 10.0 |

Table 11 Main reason for changing employer for completers and non-completers, 2019 (%)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Completers | Non-completers | Total |
| **Total changed employers** | **38.0** | **82.3** | **48.4** |
| **Employment-related** | **83.3** | **82.0** | **82.8** |
| Got offered a better job | 16.2 | 13.3 | 15.0 |
| The pay was too low | 11.7 | 10.1 | 11.0 |
| Poor working conditions | 6.3 | 9.3 | 7.5 |
| I was not happy with the job prospects in the industry | 1.8 | 3.2 | 2.3 |
| I didn’t like the type of work | 2.4 | 5.2 | 3.5 |
| I didn’t get on with my boss or other people at work | 7.6 | 10.4 | 8.7 |
| I lost my job/ was made redundant | 6.4 | 11.4 | 8.4 |
| I transferred to another apprenticeship/traineeship | 1.3 | 1.6 | 1.4 |
| Lack of work | 4.8 | 2.9 | 4.0 |
| Broaden knowledge and skills | 5.9 | 1.4 | 4.1 |
| For a change/ to try a different career | 10.2 | 11.2 | 10.6 |
| Employment not continued at the end of my training contract | 8.8 | 1.9 | 6.0 |
| **Personal reasons** | **11.0** | **12.7** | **11.7** |
| Problems with travelling/transport | 1.9 | 2.4 | 2.1 |
| Illness/health reasons | 0.5 | 2.7 | 1.4 |
| Family reasons | 2.4 | 2.6 | 2.5 |
| Moved | 6.2 | 5.0 | 5.7 |
| **Other reasons** | **5.6** | **5.3** | **5.5** |
| Business closed down / changed owner | 1.6 | 1.5 | 1.6 |
| Started my own business / work for myself | 1.5 | 0.5 | 1.1 |
| Commenced study / went to university | 0.0 | 0.4 | 0.2 |
| Other | 2.5 | 2.9 | 2.7 |

Table 12 Satisfaction with the apprenticeship or traineeship for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Completers** | | | **Non-completers** | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **Overall** | **88.9** | **88.0** | **88.4** | **51.9** | **48.4** | **50.1** |
| Off-the-job training overall | **87.2** | **88.8** | **88.1** | **70.0** | **56.6** | **63.0** |
| Relevance of skills to workplace | 87.0 | 90.3 | 88.9 | 75.8 | 67.8 | 71.7 |
| Fairness of the assessments of skills and knowledge | 88.0 | 90.7 | 89.6 | 71.8 | 68.9 | 70.3 |
| Quality of the training facilities and equipment | 80.2 | 85.1 | 83.1 | 75.0 | 63.0 | 68.8 |
| Quality of trainers / teachers / instructors | 86.1 | 86.9 | 86.6 | 69.1 | 61.8 | 65.3 |
| Skills learnt were up-to-date | 82.4 | 88.3 | 85.9 | 73.6 | 68.7 | 71.0 |
| Recommend training provider | **88.9** | **92.1** | **90.8** | **73.1** | **70.3** | **71.6** |
| Employment overall | **85.1** | **85.6** | **85.4** | **57.0** | **57.9** | **57.5** |
| Type of work | 88.5 | 87.2 | 87.8 | 69.6 | 65.5 | 67.5 |
| Working conditions | 85.5 | 85.4 | 85.4 | 64.9 | 61.5 | 63.1 |
| Pay | 62.6 | 65.9 | 64.5 | 49.0 | 48.0 | 48.5 |
| Hours of work | 85.7 | 84.4 | 85.0 | 71.9 | 66.3 | 69.0 |
| Supervision | 82.9 | 84.7 | 84.0 | 63.7 | 60.3 | 61.9 |
| Relationship with co-workers | 88.2 | 90.1 | 89.3 | 70.3 | 72.2 | 71.3 |
| Skills learnt on-the-job | 90.5 | 91.5 | 91.1 | 77.2 | 72.4 | 74.7 |
| Safety in the workplace | 86.5 | 90.5 | 88.8 | 73.2 | 73.8 | 73.5 |

Table 13 Dissatisfaction with the apprenticeship and traineeship for completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Completers** | | | **Non-completers** | | |
|  | Trade | Non-trade | Total | Trade | Non-trade | Total |
| **Overall** | **4.2** | **4.3** | **4.3** | **27.4** | **29.0** | **28.2** |
| Off-the-job training overall | **5.6** | **4.5** | **4.9** | **18.5** | **25.3** | **22.0** |
| Relevance of skills to workplace | 6.2 | 3.2 | 4.4 | 12.1 | 15.6 | 13.9 |
| Fairness of the assessments of skills and knowledge | 5.5 | 3.6 | 4.4 | 13.3 | 16.4 | 14.9 |
| Quality of the training facilities and equipment | 9.8 | 4.9 | 6.9 | 13.5 | 17.4 | 15.5 |
| Quality of trainers / teachers / instructors | 6.0 | 5.7 | 5.9 | 16.3 | 22.7 | 19.6 |
| Skills learnt were up-to-date | 7.6 | 3.4 | 5.1 | 11.5 | 12.2 | 11.8 |
| Would not recommend training provider | **11.1** | **7.9** | **9.2** | **26.9** | **29.7** | **28.4** |
| Employment overall | **6.6** | **4.9** | **5.6** | **25.6** | **26.4** | **26.0** |
| Type of work | 4.3 | 4.0 | 4.1 | 17.3 | 16.5 | 16.9 |
| Working conditions | 6.3 | 5.4 | 5.7 | 21.6 | 23.2 | 22.4 |
| Pay | 20.8 | 17.4 | 18.8 | 33.9 | 35.4 | 34.7 |
| Hours of work | 5.4 | 6.3 | 5.9 | 15.5 | 20.6 | 18.1 |
| Supervision | 7.9 | 5.5 | 6.4 | 22.4 | 24.2 | 23.3 |
| Relationship with co-workers | 4.6 | 3.1 | 3.7 | 17.7 | 14.4 | 15.9 |
| Skills learnt on-the-job | 4.0 | 2.4 | 3.1 | 13.4 | 12.9 | 13.1 |
| Safety in the workplace | 5.8 | 3.6 | 4.5 | 16.3 | 14.4 | 15.3 |

Table 14 Satisfaction by employer type, 2019 (%)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Completers** | | | **Non-completers** | | |
|  | Group Training Organisation (GTO) | Direct employer | Total | Group Training Organisation (GTO) | Direct employer | Total |
| **Satisfied with apprenticeship/traineeship overall** |  |  |  |  |  |  |
| Very satisfied/ Satisfied | 89.6 | 88.2 | 88.4 | 45.3 | 50.7 | 50.1 |
| Neither satisfied nor dissatisfied | 5.5 | 7.6 | 7.4 | 20.2 | 21.9 | 21.7 |
| Very dissatisfied/ Dissatisfied | 4.9 | 4.2 | 4.3 | 34.5 | 27.4 | 28.2 |

Table 15 Satisfaction with Group training organisations (GTO) by completers and non-completers, 2019 (%)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | Completers | | | | Non-completers | | | | | Total | | | | | Average number of different work placements | | | |
| **Satisfaction** **with support from GTO** | | | |  | | | |  | | | | |  | | | | |  | | | |
| Very satisfied/ Satisfied | | | | | 78.3 | | | | 54.1 | | | | | 71.2 | | | | | 1.7 | | | |
| Neither satisfied nor dissatisfied | | | | | 12.2 | | | | 18.9 | | | | | 14.1 | | | | | 1.8 | | | |
| Very dissatisfied/ Dissatisfied | | | | | 9.6 | | | | 27.0 | | | | | 14.7 | | | | | 1.8 | | | |
| **Satisfied with GTO rotations through placements** | | | |  | | | |  | | | | |  | | | | |  | | | |
| Very satisfied/ Satisfied | | | | 72.4 | | | | | | 53.1 | | | 66.6 | | | | | 1.8 | | | | | |
| Neither satisfied nor dissatisfied | | | | 18.5 | | | | | | 23.2 | | | 19.9 | | | | | 1.6 | | | | | |
| Very dissatisfied/ Dissatisfied | | | | 9.1 | | | | | | 23.7 | | | 13.5 | | | | | 2.1 | | | | | |
| Average number of different work placements | | | | | | 1.7 | | | | 1.6 | | | | | 1.7 | | | | |  | | | |

Table 16 Bullying seen in the workplace by various characteristics for completers and non-completers, 2019 (%)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Completers | Non-completers | Total |
| **Gender** |  |  |  |
| Males | 18.4 | 30.3 | 21.6 |
| Females | 26.3 | 44.7 | 30.9 |
| **Age group** |  |  |  |
| 18 to 19 years | 17.1 | 29.3 | 21.8 |
| 20 to 24 years | 21.4 | 36.7 | 25.4 |
| 25 to 44 years | 22.7 | 39.7 | 26.4 |
| 45 years and over | 20.9 | 30.5 | 22.7 |
| **Occupation of apprenticeship or traineeship** |  |  |  |
| In a trade occupation | **22.3** | **36.1** | **26.3** |
| Automotive and engineering trades workers | 20.1 | 29.4 | 22.9 |
| Construction trades workers | 19.1 | 33.1 | 23.2 |
| Electrotechnology and Telecommunications Trades Workers | 21.3 | 27.1 | 22.5 |
| Food Trades Workers | 36.1 | 55.2 | 43.6 |
| Other technicians and trades workers | 24.7 | 42.0 | 30.4 |
| In a non-trade occupation | **20.4** | **34.3** | **23.7** |
| Managers and professionals | 20.1 | 34.2\* | 23.4 |
| Community and personal services workers | 21.3 | 35.7 | 25.0 |
| Clerical and administrative workers | 20.0 | 28.8 | 21.8 |
| Sales workers | 23.0 | 39.1 | 26.7 |
| Machinery operators and drivers | 15.7 | 30.7 | 19.1 |
| Labourers | 23.5 | 38.2 | 27.3 |
| **Observed bullying in the workplace** | **21.2** | **35.2** | **24.9** |

Table 17 Number of respondents of apprentices and trainees by key characteristics, 2019 (%)

|  |  |  |
| --- | --- | --- |
|  | Respondents (n) | |
|  | Completers | Non-completers |
| **Gender** |  |  |
| Males | 5 340 | 1 566 |
| Females | 3 275 | 842 |
| **Age group** |  |  |
| 18 to 19 years | 1 096 | 619 |
| 20 to 24 years | 3 244 | 905 |
| 25 to 44 years | 3 097 | 677 |
| 45 years and over | 1 178 | 207 |
| **Student remoteness (ARIA+) region** |  |  |
| Major cities | 4 794 | 1 423 |
| Inner and outer regional | 3 378 | 880 |
| Remote and very remote | 353 | 87 |
| **Indigenous status** |  |  |
| Indigenous | 518 | 160 |
| Non-Indigenous | 7 759 | 2 114 |
| **Disability status (including impairment or long-term condition)** |  |  |
| With a disability | 181 | 63 |
| Without a disability | 8 275 | 2 276 |
| **Speak a language other than English at home** |  |  |
| Other language | 1 085 | 267 |
| English | 7 094 | 1 990 |
| **Employment status before training** |  |  |
| Employed | 6 301 | 1 605 |
| Not employed | 2 314 | 803 |
| **Occupation of apprenticeship or traineeship** |  |  |
| In a trade occupation | **3 589** | **1 198** |
| Automotive and engineering trades workers | 861 | 330 |
| Construction trades workers | 912 | 298 |
| Electrotechnology and Telecommunications Trades Workers | 803 | 154 |
| Food Trades Workers | 329 | 172 |
| Other technicians and trades workers | 684 | 244 |
| In a non-trade occupation | **5 026** | **1 210** |
| Managers and professionals | 328 | 62 |
| Community and personal services workers | 1 493 | 385 |
| Clerical and administrative workers | 1 144 | 236 |
| Sales workers | 722 | 173 |
| Machinery operators and drivers | 788 | 190 |
| Labourers | 551 | 164 |
| Completed a pre-vocational/ pre-apprenticeship course |  |  |
| Yes | 2 077 | 509 |
| Employer type |  |  |
| Group Training Organisation | 900 | 309 |
| Direct employer | 7 715 | 2 099 |
| **Total respondents (n)** | **8 615** | **2 408** |

Terms

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

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

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

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

Group training organisations (GTOs) are corporations who employ apprentices and trainees and place them with host businesses. GTOs are responsible for selecting and recruiting apprentices and trainees, matching them to host businesses and taking responsibility for meeting all employer obligations, including paying wages and entitlements and arranging formal training and assessment throughout the contract of training.

Median annual income is imputed to remove outliers and is for those employed full-time at the reference points.

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

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

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

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

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

Qualifications in the VET sector refer to the Australian Qualifications Framework (AQF) levels of education from certificate I through to graduate diploma.

School-based apprenticeships are not in scope of this publication as survey respondents were 18 years and over.

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

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

Explanatory notes

Scope

1. The 2019 Apprentice and Trainee Destination Survey covered apprentices and trainees who left their training between January and December 2018.
2. The survey covers apprentices and trainees who:

* Completed all of the prescribed requirements of their contract of training (completers)
* Cancelled or withdrew from their contract of training prior to completing all prescribed requirements and did not return to the same qualification before being selected to participate in the survey (non-completers).

1. Out of scope of this publication are:

* school-based apprenticeships
* apprentices and trainees under 18 years of age.

Definitions and Derivations

1. As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVER has adopted a Trade/Non-trade categorisation for the purpose of the National Apprentices and Trainees Collection with ‘Trades’ classified as all occupations listed under ANZSCO major group ‘3—Technicians and trades workers’ and ‘Non-trades’ classified as all other major occupations groups 1—2 and 4—8 (ANZSCO, version 1.2 [2013]).
2. Satisfied was rated as a 4 or 5 on a 5-point scale. It includes apprentices or trainees who were satisfied or very satisfied. Dissatisfied was rated as a 1 or 2 on a 5-point scale and includes apprentices or trainees who were dissatisfied or very dissatisfied.
3. Apprentices and trainees employed through a Group Training Organisation could nominate 1, 2, 3, or 4 or more placements.
4. Job-related benefits are based on those employed after training who reported receiving a job-related benefit from the training, including set up or expanded their own business, got a promotion, gained extra skills for their job, increased earnings, or other job-related benefits.
5. ‘Qualification’ in the training characteristics tables refers to the qualification completed for completers and the qualification enrolled in for non-completers.
6. Income is imputed to remove outliers.

Australian Bureau of Statistics data

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

Data treatment

na Not applicable.

\* The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution.

np Not published. NCVER does not report on estimates based on five or fewer respondents because the estimates are unreliable.

~~P:\PublicationComponents\logos\NCVER LOGOS\WMF - word\No lines\NCVER_Floating_Blue.wmf~~

**National Centre for Vocational Education Research**

**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](mailto:ncver@ncver.edu.au)

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

**Follow us:**  <<https://twitter.com/ncver>>  <https://www.linkedin.com/company/ncver>