

2010

APPRENTICE & TRAINEE DESTINATIONS

Australian vocational
education & training statistics



Australian Government
Department of Education, Employment
and Workplace Relations

Australian vocational education and training statistics

Apprentice and trainee destinations

2010

Highlights

Employment outcomes nine months after leaving an apprenticeship or traineeship

- 90.1% of completers and 73.4% of non-completers were employed.
- Completers working full-time earned \$48 200 per year on average.
- Those who completed their training in a trade earned \$52 500 per year on average, and those in a non-trade \$45 900.
- Non-completers working full-time earned \$40 700 per year on average.
- 67.6% of completers and 16.0% of non-completers were employed with the same employer after their apprenticeship or traineeship.

Main reason for not completing an apprenticeship or traineeship

- 26.8% left a trade apprenticeship or traineeship because they lost their job or were made redundant.
- 28.8% left a non-trade apprenticeship or traineeship because they left their job or changed career.

Further study outcomes nine months after leaving an apprenticeship or traineeship

- 23.1% of completers and 33.2% of non-completers were enrolled in further study.

Satisfaction with the apprenticeship or traineeship

- 87.1% of completers and 50.1% of non-completers were satisfied with their apprenticeship or traineeship.

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Introduction

This publication presents information about the destinations of apprentices and trainees approximately nine months after leaving their training. The findings relate to apprentices and trainees who completed their training (completers) or cancelled or withdrew from an apprenticeship or traineeship and did not return to the same qualification (non-completers), according to the administrative collection at the time of sampling. This publication presents employment outcomes, reasons for non-completion, satisfaction with the apprenticeship or traineeship, and further study destinations.

The figures in this publication are derived from the Apprentice and Trainee Destinations Survey, 2008 and 2010. The 2010 survey covered the destinations of apprentices and trainees who left their training between April and June 2009. The 2008 survey covered those who left their training between October and December 2007.

Scope

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

The 2010 Apprentice and Trainee Destinations Survey covered apprentices and trainees who left their training between April and June 2009. Telephone interviews were conducted approximately nine months after they left their training, between March and May 2010. The 2008 survey covered those who left their training between October and December 2007, who were interviewed between September and November 2008.

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 for interview (non-completers).

For information about the number of respondents to the 2010 survey and their characteristics, see table 16.

Technical notes

The Apprentice and Trainee Destinations Survey was undertaken as a randomly selected sample stratified by state/territory, trade and non-trade occupation, and contract status; that is, completion or cancellation/withdrawal. Survey responses are weighted to population benchmarks from the National Apprentice and Trainee Collection. Responses to the 2010 survey are weighted to Collection no. 63 (March 2010 estimates) and responses to the 2008 survey to Collection no. 57 (September 2008 estimates). The estimates in this publication are subject to sampling variability as they are based on a sample rather than a population; that is, they may differ from the estimates that would have been produced if all apprentices and trainees had been included and responded to the survey.

For further technical details, please refer to the Technical notes (<<http://www.ncver.edu.au/publications/2262.html>>).

More information

For additional data tables on apprentice and trainee destinations, please refer to <<http://www.ncver.edu.au/publications/2262.html>>. These tables include outcome information classified by a greater range of apprentice and trainee characteristics, as well as 95% confidence intervals.

Reasons for undertaking an apprenticeship or traineeship

More apprentices and trainees undertook their training for employment related reasons in 2010 than in 2008, an increase of 9.7 percentage points for completers to 65.7% and 10.7 percentage points for non-completers to 74.3%.

Tables 1 & 2

Compared with 2008, more apprentices and trainees in a:

Tables 3 & 4

- trade occupation undertook their training because they wanted to work in that type of job, up 8.3 percentage points to 44.4% for completers and 13.7 percentage points to 51.5% for non-completers
- non-trade occupation undertook their training because it was recommended by their employer, up 18.2 percentage points to 31.9% for completers and 17.8 percentage points to 32.1% for non-completers.

Reasons for not completing an apprenticeship or traineeship

More apprentices and trainees left their training in 2010 than in 2008 because they lost their job or were made redundant, at 26.8% for those in a trade occupation (up from 8.9% in 2008) and 15.2% for those in a non-trade occupation (up from 7.8% in 2008).

Table 5

Compared with 2008, a similar proportion of trade apprentices and trainees left their training in 2010:

Table 5

- to change jobs or careers, at 12.5%
- because they did not get on with the boss or other people at work, at 10.2%.

In 2010, non-trade apprentices and trainees left their training:

Table 5

- to change jobs or careers, at 28.8%, up 7.4 percentage points from 2008
- because they were offered a better job, at 7.2%, a similar proportion to 2008.

Satisfaction with the apprenticeship or traineeship

In 2010, 87.1% of completers and 50.1% of non-completers were satisfied with their apprenticeship or traineeship overall, a similar proportion to 2008.

Tables 6 & 8

Compared with 2008, more completers and non-completers were satisfied with the quality of the:

Tables 6 & 8

- off-the-job training, up 5.4 percentage points to 83.6% for completers and 11.3 percentage points to 70.2% for non-completers
- training provided by their employer, up 6.2 percentage points to 82.6% for completers and 7.9 percentage points to 58.3% for non-completers.

In 2010, 3.7% of completers and 24.7% of non-completers were dissatisfied with their apprenticeship or traineeship overall, a similar proportion to 2008.

Tables 7 & 9

Compared with 2008, similar proportions of completers were dissatisfied with the:

Table 7

- pay they received while training, at 20.2%
- frequency of off-the-job training, at 7.4%.

Compared with 2008, fewer non-completers were dissatisfied with the:

Table 9

- pay they received while training, down 11.6 percentage points to 33.4%
- relationship with their co-workers, down 6.6 percentage points to 11.9%
- frequency of off-the-job training, down 6.3 percentage points to 19.4%.

Employment outcomes nine months after leaving an apprenticeship or traineeship

In 2010, 90.1% of completers and 73.4% of non-completers were employed after leaving their apprenticeship or traineeship, a similar proportion to 2008. *Tables 10 & 11*

For those who worked in a trade apprenticeship or traineeship in 2010:

- 91.0% of completers and 72.6% of non-completers were employed after training *Tables 10 & 11*
- completers working full-time earned \$52 500 per year on average, and non-completers \$39 000 *Table 14*
- 79.6% of completers and 20.5% of non-completers were employed in the same occupation as their apprenticeship or traineeship *Tables 10 & 11*
- 55.5% of completers and 9.5% of non-completers were employed with the same employer after their apprenticeship or traineeship. *Tables 10 & 11*

For those who worked in a non-trade apprenticeship or traineeship in 2010:

- 89.8% of completers and 73.8% of non-completers were employed after training *Tables 10 & 11*
- completers working full-time earned \$45 900 per year on average, and non-completers \$41 700 *Table 14*
- 67.3% of completers and 28.8% of non-completers were employed in the same occupation as their apprenticeship or traineeship *Tables 10 & 11*
- 72.3% of completers and 18.9% of non-completers were employed with the same employer after their apprenticeship or traineeship, up from 66.5% and 13.6% respectively in 2008. *Tables 10 & 11*

In 2010, employment outcomes for those who lost their job or were made redundant were similar to those of all non-completers.

Further study outcomes nine months after leaving an apprenticeship or traineeship

Compared with 2008:

- fewer completers were enrolled in further study, down 7.4 percentage points to 23.1% *Table 15*
- a similar proportion of non-completers were enrolled in further study, at 33.2%
- similar proportions of completers and non-completers were undertaking another apprenticeship or traineeship, at 9.0% and 15.1% respectively.

Pre-vocational or pre-apprenticeship courses

Questions on pre-vocational and pre-apprenticeship courses were asked for the first time in the 2010 survey.

Pre-vocational and pre-apprenticeship courses were completed by 18.2% of completers and non-completers, including: *Tables 1 & 2*

- 27.9% of completers and 27.0% of non-completers in a trade apprenticeship or traineeship
- 14.4% of completers and 14.3% of non-completers in a non-trade apprenticeship or traineeship.

Of those who completed a pre-vocational or pre-apprenticeship course:

- 82.8% of completers and 76.8% of non-completers in a trade occupation found the course relevant to their apprenticeship or traineeship *Tables 1 & 2*
- 71.0% of completers and 65.8% of non-completers in a non-trade occupation found the course relevant to their apprenticeship or traineeship.

Tables

Key findings

Table 1 Key findings for completers, 2008 and 2010 (%)

Completers	Trade		Non-trade		All completers	
	2008	2010	2008	2010	2008	2010
Main reason for undertaking an apprenticeship or traineeship						
Employment related	59.5	70.3	54.9	63.9	56.0	65.7
Training related	27.4	23.7	34.6	32.5	32.9	30.0
Future prospects	4.1*	4.1	4.8	3.4	4.6	3.6
Other reasons	9.0	2.0	5.6	0.3*	6.5	0.8
Completion of pre-vocational or pre-apprenticeship course						
Completed pre-vocational or pre-apprenticeship course	na	27.9	na	14.4	na	18.2
Of those who completed a pre-vocational or pre-apprenticeship course						
Course relevant to apprenticeship or traineeship	na	82.8	na	71.0	na	76.3
Course not relevant to apprenticeship or traineeship	na	17.2	na	29.0	na	23.7
Satisfaction with the apprenticeship or traineeship						
Satisfied with apprenticeship/traineeship overall	82.5	86.7	84.7	87.2	84.2	87.1
Satisfied with overall quality of off-the-job training	76.6	82.0	78.7	84.3	78.2	83.6
Satisfied with training provided by employer	77.0	80.3	76.0	83.4	76.4	82.6
Satisfied with employment overall	80.0	85.1	82.8	86.8	82.3	86.2
Employment and further study outcomes						
<i>Approximately 9 months after training</i>						
Employed	92.9	91.0	91.7	89.8	92.0	90.1
Full-time	85.7	83.2	62.9	64.0	68.4	69.4
Part-time	7.3	7.8	28.8	25.7	23.6	20.7
Employed in same occupation as apprenticeship/traineeship ¹	77.4	79.6	70.3	67.3	72.0	70.8
Employed with same employer as apprenticeship/traineeship	49.0	55.5	66.5	72.3	62.3	67.6
Not employed ²	7.1	9.0	8.3	10.2	8.0	9.9
Unemployed	4.0	5.1	4.3	5.5	4.2	5.4
Not in labour force	3.0*	3.9	4.0	4.7	3.7	4.5
Enrolled in further study	32.3	20.6	30.0	24.0	30.5	23.1
Salary³						
Of those employed full-time ⁴						
In last week of apprenticeship/traineeship (\$)	35 700	36 600	38 600	40 700	37 700	39 300
Approximately 9 months after apprenticeship/traineeship (\$)	49 100	52 500	44 900	45 900	46 200	48 200
Benefits of training						
Of those employed after training						
Reported that the apprenticeship/traineeship was highly or somewhat relevant to their current job	90.5	92.4	85.9	86.8	87.0	88.3
Reported that they learned skills highly or generally useful to their current job	94.1	95.7	87.4	87.8	89.0	90.0

For notes on tables, see page 19.

Table 2 Key findings for non-completers, 2008 and 2010 (%)

Non-completers	Trade		Non-trade		All non-completers	
	2008	2010	2008	2010	2008	2010
Main reason for undertaking an apprenticeship or traineeship						
Employment related	64.6	75.6	63.0	73.5	63.6	74.3
Training related	20.3	20.3	24.8	22.8	23.2	22.0
Future prospects	5.1	2.8	4.9	3.1	5.0	3.0
Other reasons	10.0	1.2*	7.2	0.6*	8.2	0.8
Main reason for not completing an apprenticeship or traineeship						
Doing something different/better	23.3	20.2	36.5	41.2	31.7	34.7
Poor working conditions/didn't like boss	19.3	13.3	7.0	5.5	11.4	7.9
Didn't like work or industry/transferred	16.8	13.7	8.2	8.7	11.4	10.3
Wasn't happy with training or study	8.2	5.1	7.9	3.8	8.0	4.2
Lost job/was made redundant	8.9	26.8	7.8	15.2	8.2	18.7
Personal reasons	10.0	15.7	16.2	18.8	13.9	17.9
Other reasons	13.4	5.3	16.4	6.8	15.3	6.3
Completion of pre-vocational or pre-apprenticeship course						
Completed pre-vocational or pre-apprenticeship course	na	27.0	na	14.3	na	18.2
Of those who completed a pre-vocational or pre-apprenticeship course						
Course relevant to apprenticeship or traineeship	na	76.8	na	65.8	na	70.9
Course not relevant to apprenticeship or traineeship	na	23.2	na	34.2	na	29.1
Satisfaction with the apprenticeship or traineeship						
Satisfied with apprenticeship/traineeship overall	45.0	51.2	48.6	49.6	47.2	50.1
Satisfied with overall quality of off-the-job training	62.4	73.6	56.3	68.4	58.9	70.2
Satisfied with training provided by employer	49.2	56.4	50.9	59.1	50.4	58.3
Satisfied with employment overall	42.1	55.6	53.9	60.1	49.6	58.7
Employment and further study outcomes						
<i>Approximately 9 months after training</i>						
Employed	76.0	72.6	76.6	73.8	76.5	73.4
Full-time	60.4	53.9	49.4	45.6	53.3	48.1
Part-time	15.7	18.7	27.3	28.3	23.2	25.3
Employed in same occupation as apprenticeship/traineeship ¹	24.6	20.5	28.3	28.8	27.0	26.2
Employed with same employer as apprenticeship/traineeship	6.6	9.5	13.6	18.9	11.0	16.0
Not employed ²	24.0	27.4	23.4	26.2	23.5	26.6
Unemployed	16.0	20.0	12.8	15.9	14.0	17.2
Not in labour force	8.0	7.4	10.5	10.3	9.6	9.4
Enrolled in further study	34.9	35.6	29.9	32.0	31.8	33.2
Salary³						
Of those employed full-time ⁴						
In last week of apprenticeship/traineeship (\$)	21 900	26 500	32 300	34 700	27 200	31 300
Approximately 9 months after apprenticeship/traineeship (\$)	38 100	39 000	41 000	41 700	39 800	40 700
Benefits of training						
Of those employed after training						
Reported that training was highly or somewhat relevant to their current job	46.6	43.3	47.8	44.7	47.2	44.2
Reported that they learned skills highly or generally useful to their current job	58.9	53.4	55.0	51.9	56.3	52.3

For notes on tables, see page 19.

Main reason for undertaking apprenticeship or traineeship

Table 3 Main reason for undertaking an apprenticeship or traineeship by occupation of apprenticeship or traineeship for completers, 2008 and 2010 (%)

Completers	In a trade occupation		In a non-trade occupation		All completers	
	2008	2010	2008	2010	2008	2010
Employment related	59.5	70.3	54.9	63.9	56.0	65.7
Wanted to work in that type of job	36.1	44.4	11.4	11.1	17.8	20.7
Wanted a job	10.0	14.0	5.4	4.1	6.4	6.8
A requirement of my job	7.1	3.9	24.3	16.8	19.9	13.1
Recommended by employer (not mandatory)	6.4	8.0	13.7	31.9	11.8	25.0
Training related	27.4	23.7	34.6	32.5	32.9	30.0
To gain a recognised qualification or certificate	22.8	18.7	23.1	17.4	23.0	17.7
Get paid to learn	**	**	2.3	1.1*	1.8	0.9
Opportunity to further knowledge and skills	4.1*	4.7	9.2	13.9	8.1	11.4
Future prospects	4.1*	4.1	4.8	3.4	4.6	3.6
It had good job prospects	3.0*	2.7	4.2	2.8	3.9	2.8
Good pay once qualified	**	0.5*	0.3*	0.4*	0.4*	0.4*
To start own business	**	0.9*	0.2*	**	0.3*	0.4*
All other reasons	9.0	2.0	5.6	0.3*	6.5	0.8
Other reasons	6.2	**	5.2	**	5.5	**
Didn't get into university	2.8*	1.9	0.5*	**	1.0*	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

For notes on tables, see page 19.

Table 4 Main reason for undertaking an apprenticeship or traineeship by occupation of apprenticeship or traineeship for non-completers, 2008 and 2010 (%)

Non-completers	In a trade occupation		In a non-trade occupation		All non-completers	
	2008	2010	2008	2010	2008	2010
Employment related	64.6	75.6	63.0	73.5	63.6	74.3
Wanted to work in that type of job	37.8	51.5	16.1	14.3	24.0	25.9
Wanted a job	13.7	13.1	6.0	7.4	8.9	9.2
A requirement of my job	6.0	2.4	26.5	19.8	19.0	14.4
Recommended by employer (not mandatory)	7.1	8.5	14.3	32.1	11.6	24.8
Training related	20.3	20.3	24.8	22.8	23.2	22.0
To gain a recognised qualification or certificate	15.6	14.2	17.2	14.2	16.7	14.1
Get paid to learn	**	0.7*	2.8*	0.5*	1.9*	0.5*
Opportunity to further knowledge and skills	4.3*	5.5	4.8	8.2	4.6	7.3
Future prospects	5.1	2.8	4.9	3.1	5.0	3.0
It had good job prospects	3.8*	2.0	4.5	2.7	4.2	2.5
Good pay once qualified	**	0.4*	**	**	**	0.2*
To start own business	**	0.4*	**	**	0.4*	0.2*
All other reasons	10.0	1.2*	7.2	0.6*	8.2	0.8
Other reasons	8.9	**	6.8	**	7.5	0.2*
Didn't get into university	1.1*	1.0*	0.5*	0.4*	0.7*	0.6*
Total	100.0	100.0	100.0	100.0	100.0	100.0

For notes on tables, see page 19.

Main reason for not completing an apprenticeship or traineeship

Table 5 Main reason for not completing an apprenticeship or traineeship, 2008 and 2010 (%)

Non-completers	In a trade occupation		In a non-trade occupation		All non-completers	
	2008	2010	2008	2010	2008	2010
Doing something different/better	23.3	20.2	36.5	41.2	31.7	34.7
Left job or changed career	9.4	12.5	21.4	28.8	16.9	23.8
Got offered a better job	3.3*	2.2	10.1	7.2	7.7	5.7
The pay was too low	8.7	4.7	3.0	2.3	5.1	3.0
Left to study elsewhere	1.9*	0.8*	2.0*	3.0	2.0	2.3
Poor working conditions/did not like boss	19.3	13.3	7.0	5.5	11.4	7.9
Did not get on with boss or other people at work	16.2	10.2	4.3	3.8	8.6	5.7
Poor working conditions	3.1*	3.1	2.7*	1.7	2.8	2.1
Didn't like the type of work/industry, or transferred to other apprenticeship/traineeship	16.8	13.7	8.2	8.7	11.4	10.3
Did not like the type of work	10.2	8.3	5.0	5.4	7.0	6.3
Not happy with the job prospects in the industry	3.6*	4.2	1.5*	1.5	2.3*	2.3
Changed to another apprenticeship/traineeship	3.1*	1.1*	1.7*	1.9	2.2	1.7
Wasn't happy with training or study	8.2	5.1	7.9	3.8	8.0	4.2
Found the study too difficult	1.4*	1.6	**	1.7	1.0*	1.7
Was not happy with the on-the-job training	5.4*	1.9	5.2	1.1	5.3	1.3
Was not happy with the off-the-job training	1.4*	1.6*	2.0*	1.1	1.8	1.2
Lost job or made redundant	8.9	26.8	7.8	15.2	8.2	18.7
Personal reasons	10.0	15.7	16.2	18.8	13.9	17.9
Family reasons	1.3*	4.0	3.1	5.4	2.5	4.9
Illness	4.0*	4.5	3.5	3.9	3.7	4.1
Lack of time	0.9*	2.0	3.8	4.9	2.7	4.0
Moved	1.2*	3.8	2.9	3.5	2.3	3.6
Problems with travelling/transport	2.6*	1.3*	2.8*	1.2*	2.7	1.2
All other reasons	13.4	5.3	16.4	6.8	15.3	6.3
Apprenticeship/traineeship cancelled or discontinued	3.2*	3.8	6.4	5.3	5.2	4.8
Other reasons	10.2	1.5*	10.1	1.5	10.1	1.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

For notes on tables, see page 19.

Satisfaction with apprenticeship or traineeship

Table 6 Satisfaction with the apprenticeship or traineeship for completers, 2008 and 2010 (%)

Completers	In a trade occupation		In a non-trade occupation		All completers	
	2008	2010	2008	2010	2008	2010
Overall	82.5	86.7	84.7	87.2	84.2	87.1
Quality of off-the-job training overall	76.6	82.0	78.7	84.3	78.2	83.6
Frequency of training	74.8	77.6	70.8	79.1	71.6	78.6
Relevance of skills to workplace	78.4	79.5	81.8	86.8	80.8	84.7
Fairness of the assessments of skills and knowledge	84.8	87.4	88.3	91.9	87.4	90.6
Relevance of the assessment tasks	75.8	81.4	81.6	86.0	80.2	84.7
Quality of the training facilities and equipment	69.6	74.7	78.0	84.6	75.8	81.8
Employment overall	80.0	85.1	82.8	86.8	82.3	86.2
Type of work	82.2	83.9	81.8	88.1	81.9	86.8
Working conditions	79.2	82.7	78.8	84.6	79.0	84.0
Pay	47.3	57.4	58.4	64.3	55.5	62.2
Hours of work	78.6	84.1	79.1	83.2	79.0	83.5
Supervision	76.3	81.2	78.1	84.6	77.6	83.6
Relationship with co-workers	89.2	91.2	89.4	91.7	89.4	91.6
Training provided by employer	77.0	80.3	76.0	83.4	76.4	82.6
Skills learnt on the job	85.5	88.4	84.7	90.5	84.9	89.9

For notes on tables, see page 19.

Table 7 Dissatisfaction with the apprenticeship or traineeship for completers, 2008 and 2010 (%)

Completers	In a trade occupation		In a non-trade occupation		All completers	
	2008	2010	2008	2010	2008	2010
Overall	5.0	3.8	5.7	3.7	5.5	3.7
Quality of off-the-job training overall	7.8	5.9	7.2	6.0	7.5	6.0
Frequency of training	8.4	7.0	9.9	7.4	9.5	7.4
Relevance of skills to workplace	6.5	7.2	5.4	3.7	5.7	4.8
Fairness of the assessments of skills and knowledge	5.7	4.2	4.3	3.1	4.7	3.4
Relevance of the assessment tasks	7.2	6.5	5.2	4.3	5.7	4.9
Quality of the training facilities and equipment	8.9	10.4	8.5	6.3	8.6	7.5
Employment overall	6.0	4.6	5.9	4.4	5.9	4.5
Type of work	5.3	4.5	5.3	3.3	5.2	3.7
Working conditions	8.5	6.9	7.1	5.6	7.4	6.0
Pay	29.2	23.7	20.2	18.8	22.5	20.2
Hours of work	6.2	5.3	7.4	6.5	7.0	6.2
Supervision	7.7	7.3	8.8	5.6	8.5	6.1
Relationship with co-workers	4.7*	2.8	4.2	3.1	4.3	3.0
Training provided by employer	11.3	8.2	10.4	6.7	10.5	7.1
Skills learnt on the job	4.7	4.2	5.7	3.2	5.4	3.5

For notes on tables, see page 19.

Table 8 Satisfaction with the apprenticeship or traineeship for non-completers, 2008 and 2010 (%)

Non-completers	In a trade occupation		In a non-trade occupation		All non-completers	
	2008	2010	2008	2010	2008	2010
Overall	45.0	51.2	48.6	49.6	47.2	50.1
Quality of off-the-job training overall	62.4	73.6	56.3	68.4	58.9	70.2
Frequency of training	56.6	69.3	50.0	60.4	52.5	63.4
Relevance of skills to workplace	61.8	71.4	66.3	72.0	64.6	71.7
Fairness of the assessments of skills and knowledge	72.6	79.1	67.9	72.3	69.7	74.7
Relevance of the assessment tasks	63.5	71.0	62.4	68.9	62.8	69.7
Quality of the training facilities and equipment	64.8	74.2	56.3	71.0	59.7	72.1
Employment overall	42.1	55.6	53.9	60.1	49.6	58.7
Type of work	58.2	64.4	60.9	65.7	59.8	65.3
Working conditions	52.8	63.3	54.2	63.2	53.8	63.3
Pay	30.7	41.4	36.3	51.1	34.2	48.1
Hours of work	60.1	68.6	58.3	65.2	59.0	66.3
Supervision	53.3	61.1	54.8	61.1	54.3	61.2
Relationship with co-workers	62.9	72.4	72.0	77.8	68.7	76.2
Training provided by employer	49.2	56.4	50.9	59.1	50.4	58.3
Skills learnt on the job	59.5	69.5	69.0	69.4	65.5	69.5

For notes on tables, see page 19.

Table 9 Dissatisfaction with the apprenticeship or traineeship for non-completers, 2008 and 2010 (%)

Non-completers	In a trade occupation		In a non-trade occupation		All non-completers	
	2008	2010	2008	2010	2008	2010
Overall	28.1	25.3	27.0	24.6	27.6	24.7
Quality of off-the-job training overall	15.4	10.0	22.5	14.3	19.5	12.8
Frequency of training	20.1	13.7	29.3	22.3	25.7	19.4
Relevance of skills to workplace	17.5	12.0	13.0	13.7	14.7	13.1
Fairness of the assessments of skills and knowledge	8.8	6.6	13.1	10.0	11.4	8.8
Relevance of the assessment tasks	13.6	9.1	12.8	12.2	13.1	11.1
Quality of the training facilities and equipment	17.7	11.4	19.3	13.4	18.6	12.7
Employment overall	26.0	20.1	20.4	19.0	22.5	19.3
Type of work	21.4	17.8	17.1	18.1	18.6	18.0
Working conditions	26.4	18.6	24.3	19.3	25.0	19.1
Pay	52.1	38.7	40.9	30.9	45.0	33.4
Hours of work	21.1	17.3	23.2	21.4	22.4	20.1
Supervision	26.8	23.0	25.2	23.0	25.7	22.9
Relationship with co-workers	24.0	16.0	15.4	10.1	18.5	11.9
Training provided by employer	30.6	26.9	26.4	24.3	27.9	25.2
Skills learnt on the job	19.5	17.7	14.2	13.8	16.1	15.0

For notes on tables, see page 19.

Employment and further study outcomes

Table 10 Employment outcomes for completers by personal characteristics and training, 2008 and 2010 (%)

Completers	Employed after training		Employed in same occupation as apprenticeship/traineeship ¹		Employed with same employer as apprenticeship/traineeship	
	2008	2010	2008	2010	2008	2010
Age						
19 years and under	87.9	83.4	55.0	54.1	41.4	52.3
20 to 24 years	92.5	88.6	72.4	67.9	51.0	58.1
25 to 44 years	94.0	92.7	77.8	73.6	72.9	73.6
45 years and over	93.6	93.5	83.5	84.1	84.8	83.9
Sex						
Male	94.1	91.3	75.1	73.7	62.6	67.4
Female	89.7	88.6	68.5	66.8	61.9	67.9
Indigenous status						
Indigenous	89.5	85.4	62.6	55.8	61.3	69.0
Non-Indigenous	92.0	90.2	72.3	71.0	62.2	67.3
Disability status (including impairment or long-term condition)						
With a disability	89.0	85.6	70.6	69.3	61.2	67.1
No disability	92.1	90.2	72.2	70.9	62.5	67.5
Speak a language other than English at home						
Other language	90.3	86.5	74.1	72.7	71.2	74.5
English	92.2	90.7	71.9	70.8	61.2	66.7
Student remoteness (ARIA+) region⁵						
Major cities	91.9	90.0	71.0	71.4	62.5	69.0
Inner and outer regional	92.2	89.8	74.1	69.8	62.4	65.6
Remote and very remote	90.3	96.7	66.5	69.5	57.7	64.5
Occupation of apprenticeship or traineeship						
In a trade occupation	92.9	91.0	77.4	79.6	49.0	55.5
Automotive and engineering trades workers	91.8	92.3	76.3	82.2	50.3	62.1
Construction trades workers	91.3	91.4	79.2	81.5	39.0	46.9
Other technicians and trades workers	93.9	90.1	77.0	76.8	52.7	58.0
In a non-trade occupation	91.7	89.8	70.3	67.3	66.5	72.3
Managers and professionals	95.6	94.7	72.3	71.8	69.8	80.4
Community and personal services workers	90.8	90.8	75.1	72.4	68.0	72.4
Clerical and administrative workers	92.1	90.0	64.9	63.7	66.7	71.1
Sales workers	90.4	84.5	62.2	59.4	53.3	61.9
Machinery operators and drivers	96.2	93.2	83.8	76.2	76.1	80.6
Labourers	88.8	85.6	69.4	61.4	69.4	69.2
Completion of pre-vocational/pre-apprenticeship course						
Completed pre-vocational/pre-apprenticeship course	na	90.3	na	72.7	na	65.5
Did not complete pre-vocational/pre-apprenticeship course	na	90.2	na	70.5	na	68.2
All completers	92.0	90.1	72.0	70.8	62.3	67.6

For notes on tables, see page 19.

Table 11 Employment outcomes for non-completers by personal characteristics and training, 2008 and 2010 (%)

Non-completers	Employed after training		Employed in same occupation as apprenticeship/traineeship ¹		Employed with same employer as apprenticeship/traineeship	
	2008	2010	2008	2010	2008	2010
Age						
19 years and under	74.2	68.9	20.0	17.1	5.8	8.5
20 to 24 years	77.4	72.8	29.3	25.0	8.2*	11.7
25 to 44 years	80.8	79.1	33.0	35.7	17.6	21.9
45 years and over	76.2	77.5	44.9	38.6	30.4	36.7
Sex						
Male	79.1	73.9	27.0	24.4	11.3	13.9
Female	72.9	72.7	26.9	28.8	10.7	19.1
Indigenous status						
Indigenous	52.2	60.2	6.2*	21.9	8.6*	11.5*
Non-Indigenous	77.4	73.8	27.5	26.5	10.9	16.2
Disability status (including impairment or long-term condition)						
With a disability	69.0	59.9	**	30.8	**	24.7*
No disability	76.7	73.8	27.3	26.2	11.2	15.8
Speak a language other than English at home						
Other language	66.8	64.9	29.6	29.2	11.1*	16.3
English	77.2	74.6	26.6	26.0	10.7	16.0
Student remoteness (ARIA+) region⁵						
Major cities	78.3	74.0	31.3	27.9	11.5	16.7
Inner and outer regional	74.3	72.5	22.6	24.3	10.3	15.2
Remote and very remote	71.6	74.8	19.6*	20.3	6.5*	13.5*
Occupation of apprenticeship or traineeship						
In a trade occupation	76.0	72.6	24.6	20.5	6.6	9.5
Automotive and engineering trades workers	79.6	69.8	21.1	18.2	9.9*	9.8
Construction trades workers	79.3	69.4	30.9	20.5	7.9*	5.4*
Other technicians and trades workers	72.9	75.3	23.2	21.6	4.5*	11.1
In a non-trade occupation	76.6	73.8	28.3	28.8	13.6	18.9
Managers and professionals	92.3	81.6	41.1	37.1	33.0	27.2
Community and personal services workers	72.8	72.2	34.2	30.7	16.1	16.0
Clerical and administrative workers	75.9	78.4	21.7	24.7	14.8	20.4
Sales workers	76.5	73.2	28.8	33.0	11.6	22.0
Machinery operators and drivers	78.9	75.3	34.7	32.1	9.6*	14.7
Labourers	72.6	67.8	21.8	21.2	6.8*	15.3
Completion of pre-vocational/pre-apprenticeship course						
Completed pre-vocational/pre-apprenticeship course	na	70.0	na	22.7	na	13.4
Did not complete pre-vocational/pre-apprenticeship course	na	74.0	na	26.8	na	16.4
All non-completers	76.5	73.4	27.0	26.2	11.0	16.0

For notes on tables, see page 19.

Table 12 Reasons⁶ for changing employers after apprenticeship or traineeship for completers, 2008 and 2010 (%)

Of those employed with a different employer after apprenticeship/traineeship	Employed in same occupation as apprenticeship/traineeship ¹		Employed in different occupation from apprenticeship/traineeship ¹		All completers	
	2008	2010	2008	2010	2008	2010
Employment related	43.1	34.8	57.7	38.6	49.8	36.6
Got offered a better job	16.4	13.4	13.8	13.0	15.4	13.2
The pay was too low	10.5	12.6	15.6	8.5	12.7	10.6
Career change	8.2	7.7	20.0	16.6	13.6	11.9
Broaden knowledge and skills	5.4*	3.6*	7.5*	3.2*	6.3	3.4
Started own business	2.9*	**	**	0.0	2.2*	**
Undertaking other study	1.1*	0.0	2.1*	0.0	1.5*	0.0
Poor working conditions/did not like boss	15.6	15.0	10.3	17.4	13.1	16.1
Poor working conditions	8.6*	5.5	7.0	5.7*	7.8	5.6
Did not get on with boss or other people at work	8.1	10.3	3.4*	11.6	6.0	10.9
Didn't like work or industry/transferred	10.8	6.2	14.8	8.7	12.5	7.4
Not happy with the job prospects in the industry	6.2*	2.9*	7.4	3.0*	6.7	2.9*
Did not like the type of work	1.6*	2.2*	6.6*	5.0*	3.8*	3.5
Changed to another apprenticeship/traineeship	3.0*	**	2.2*	1.6*	2.6*	1.3*
Lost job, made redundant or work unavailable	19.1	29.3	13.6	22.5	16.6	26.2
Lost job or made redundant	14.2	15.7	8.8	17.8	11.8	16.6
Lack of work	4.9*	14.2	5.2*	4.8*	5.0	9.9
Personal reasons	12.2	13.1	12.7	12.3	12.5	12.7
Problems with travelling/transport	3.5*	2.3*	1.8*	2.5*	2.8*	2.4*
Illness	**	**	**	1.5*	0.5*	0.9*
Family reasons	1.0*	**	**	**	1.2*	0.8*
Moved	8.0	9.6	8.9	7.4	8.5	8.5
All other reasons	7.4	1.2*	3.0*	2.6*	5.4	1.8*
Other reasons	4.6*	1.2*	2.3*	2.6*	3.5	1.8*
New owners or business taken over	2.8*	0.0	**	0.0	1.9*	0.0

For notes on tables, see page 19.

Table 13 Reasons⁶ for changing employers after apprenticeship or traineeship for non-completers, 2008 and 2010 (%)

Of those employed with a different employer after apprenticeship/traineeship	Employed in same occupation as apprenticeship/traineeship ¹		Employed in different occupation from apprenticeship/traineeship ¹		All non-completers	
	2008	2010	2008	2010	2008	2010
Doing something different/better	34.2	28.3	37.6	31.9	36.9	31.1
Got offered a better job	13.1	13.6	10.5	10.1	11.2	10.9
The pay was too low	13.1	7.5	15.0	8.0	14.6	7.9
Career change	6.4*	7.4	12.2	13.8	10.7	12.2
Broaden knowledge and skills	2.2*	**	**	0.4*	1.1*	0.4*
Started own business	1.7*	0.0	**	0.0	0.7*	0.0
Undertaking other study	0.0	0.0	2.0*	0.0	1.4*	0.0
Poor working conditions/didn't like boss	30.1	17.5	21.2	17.5	23.8	17.5
Poor working conditions	10.7	6.6	5.9	6.7	7.4	6.7
Did not get on with boss or other people at work	21.3	11.6	15.7	11.8	17.3	11.7
Didn't like work or industry/transferred	9.2	9.6	20.9	18.7	17.5	16.3
Not happy with the job prospects in the industry	2.1*	2.5*	6.4	5.0	5.2	4.3
Did not like the type of work	5.1*	6.4	12.6	12.5	10.4	10.9
Changed to another apprenticeship/traineeship	**	0.8*	2.2*	1.9	2.2*	1.6
Lost job, made redundant or lack of work	12.5	30.5	13.7	24.7	13.3	26.2
Lost job or made redundant	8.2	24.0	11.2	20.9	10.3	21.7
Lack of work	4.3*	6.4	2.5*	4.1	3.0*	4.7
Personal reasons	13.4	15.2	11.9	10.5	12.3	11.7
Problems with travelling/transport	6.2*	2.6*	2.7*	1.1*	3.7	1.5
Illness	1.6*	2.0*	3.3*	2.8	2.8*	2.7
Family reasons	**	2.3*	2.1*	2.3	2.0*	2.3
Moved	4.0*	8.8	3.7	4.3	3.8	5.5
All other reasons	8.5*	2.0*	3.2*	2.2	4.7	2.2
Other reasons	6.9*	1.7*	3.2*	2.2	4.2	2.1
New owners or business taken over	**	**	0.0	0.0	**	**

For notes on tables, see page 19.

Table 14 Average annual income³ during the last week of and after an apprenticeship or traineeship for those employed full-time⁴ by age, 2010 (\$)

Age group	Average annual income during last week of apprenticeship or traineeship			Average annual income after apprenticeship or traineeship		
	Occupation of apprenticeship or traineeship			Occupation of apprenticeship or traineeship		
	<i>In a trade occupation</i>	<i>In a non-trade occupation</i>	<i>Total</i>	<i>In a trade occupation</i>	<i>In a non-trade occupation</i>	<i>Total</i>
Completers						
19 years and under	29 100	25 100	26 400	43 300	34 000	36 800
20 to 24 years	34 900	35 200	35 000	52 100	43 100	48 600
25 to 44 years	41 800	45 300	44 300	56 800	48 900	50 900
45 years and older	50 800	45 700	46 000	54 500	49 100	49 400
Total	36 600	40 700	39 300	52 500	45 900	48 200
Non-completers						
19 years and under	21 200	23 400	22 100	33 300	28 400	30 900
20 to 24 years	26 400	32 900	30 300	39 100	41 000	40 300
25 to 44 years	38 600	40 400	39 900	49 700	48 800	49 000
45 years and older	48 800	43 900	44 600	54 900	49 000	50 100
Total	26 500	34 700	31 300	39 000	41 700	40 700

For notes on tables, see page 19.

Table 15 Further study outcomes after leaving an apprenticeship or traineeship for completers and non-completers, 2008 and 2010 (%)

After apprenticeship/traineeship	In a trade occupation		In a non-trade occupation		Total	
	2008	2010	2008	2010	2008	2010
Completers						
Enrolled in another apprenticeship/traineeship	13.9	8.2	13.6	9.3	13.6	9.0
Enrolled in further study	32.3	20.6	30.0	24.0	30.5	23.1
Studying at university ⁷	3.8*	1.5	6.9	5.6	6.2	4.5
Studying at TAFE ⁷	13.8	8.2	5.4	5.2	7.5	6.0
Studying at other provider ⁷	4.3	5.5	8.5	7.0	7.4	6.6
Non-completers						
Enrolled in another apprenticeship/traineeship	22.2	20.8	11.1	12.4	15.2	15.1
Enrolled in further study	34.9	35.6	29.9	32.0	31.8	33.2
Studying at university ⁷	2.0*	2.8	4.8	8.3	3.8	6.5
Studying at TAFE ⁷	9.9	10.8	8.3	7.0	9.0	8.2
Studying at other provider ⁷	6.6	6.2	8.6	8.2	7.8	7.6

For notes on tables, see page 19.

Survey population

Table 16 Number of respondents and the estimated population of apprentices and trainees by key characteristics, 2010

Apprentice and trainee characteristics	Respondents (n)		Proportion of estimated population (%)	
	Completers	Non-completers	Completers	Non-completers
Age				
19 years and under	502	1 212	17.1	39.9
20 to 24 years	1 012	639	28.7	22.6
25 to 44 years	938	637	34.3	25.8
45 years and over	476	273	20.0	11.7
Female	1 102	1 006	42.8	41.0
Indigenous	59	101	1.7	3.8
With a disability	41	61	1.5	2.0
Speak a language other than English at home	295	234	10.5	9.0
From remote/very remote areas	106	111	3.2	3.7
In a trade occupation	1 152	1 154	28.2	31.0
Automotive and engineering trades workers	277	289	6.8	7.9
Construction trades workers	374	266	8.8	6.6
Other technicians and trades workers	501	599	12.5	16.4
In a non-trade occupation	1 750	1 597	71.8	69.0
Managers and professionals	197	151	8.1	6.7
Community and personal services workers	358	352	13.9	14.6
Clerical and administrative workers	419	286	18.1	12.6
Sales workers	256	322	9.9	14.3
Machinery operators and drivers	251	144	11.0	6.4
Labourers	269	342	10.8	14.4
Total respondents (n)	2 928	2 761	na	na
Estimated population (N)	34 720	17 770	66.1	33.9

For notes on tables, see page 19.

Terms

For more information, please see terms and definitions, and other supporting documents at <http://www.ncver.edu.au/publications/2262.html>.

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

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 between April and June 2009.

Non-completers refer 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 between April and June 2009.

Non-trade occupation refers to those apprentices and trainees employed in occupations outside of the trades. 'Non-trades' includes all occupations listed under the Australian and New Zealand Standard Classification of Occupations (ANZSCO 1st edition) with the exception of major group 3 (Technicians and trades workers). Examples of non-trade occupations include sales assistants, waiters, child carers, commercial cleaners, store persons and clerks.

Occupation is defined by the Australian and New Zealand Classification of Occupations (ANZSCO 1st edition). This is an Australian Bureau of Statistics (ABS) classification that identifies occupations according to their primary purpose. Occupation is defined based on survey responses.

Off-the-job training refers to training which 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).

TAFE refers to technical and further education institutes, polytechnics and skills institutes.

Trade occupation refers to those apprentices and trainees employed in trades occupations under major group 3 (Technicians and trades workers) of the Australian and New Zealand Standard Classification of Occupations (ANZSCO 1st edition). Examples of trade occupations include hairdressers, plumbers, motor mechanics and chefs.

Notes on tables

- * The estimate has a relative standard error greater than 25% and therefore should be used with caution.
- ** NCVER does not report on estimates based on less than five respondents because the estimates are unreliable.
- 1 Matching between the occupation of the apprenticeship or traineeship and the occupation after training occurs at the ANZSCO sub-major group level.
- 2 'Not employed' is defined as unemployed (looking for full-time or part-time work), not in the labour force, or not employed (no further information).
- 3 Average income is based on categorical data provided for income. The average has been determined by taking a midpoint from the range. In 2010, income categories at the higher end of the scale were expanded up to \$104 000; however, these have been collapsed into the same categories as 2008 for reporting purposes. For both 2008 and 2010 the midpoint for income brackets above \$78 000 is set at \$78 000. Data for uncollapsed average incomes for 2010 are available on request.
- 4 Income is for those employed full-time at the reference points.
- 5 Access/Remoteness Index of Australia (ARIA+) was developed by The National Centre for Social Applications of Geographic Information Systems (GISCA) based on ARIA. ARIA+ is now the standard ABS endorsed measure of remoteness. It is an index of remoteness derived from measures of road distances between populated localities and service centres. These road distances are then used to generate a remoteness score for any location in Australia. ARIA+ forms the basis for the ABS 'Remoteness Structure' component of the Australian Standard Geographical Classification. For more details refer to <http://www.gisca.adelaide.edu.au>.
- 6 Totals may be greater than 100% as apprentices and trainees are able to provide more than one reason for changing employers.
- 7 Studying at university, TAFE or other provider does not include study for another apprenticeship or traineeship. A respondent may have enrolled in another apprenticeship or traineeship, and be studying at university, TAFE or other provider.



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