



Apprentice and trainee outcomes 2025 — explanatory notes

National Centre for Vocational
Education Research

This document was produced as an added resource for further information on *Apprentice and trainee outcomes 2025*. The report is available on NCVER's Portal: <<https://www.ncver.edu.au>>.

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Explanatory notes

Apprentice and trainee outcomes 2025 provides a summary of the outcomes of apprentices and trainees who undertook an apprenticeship or traineeship during 2024, with the data collected in mid-2025. It includes those who completed an apprenticeship or traineeship (completers) and those who cancelled or withdrew (non-completers).

This document is an added resource to the *Apprentice and trainee outcomes 2025* publication and provides information to help in reading the publication and data products.

For detailed information about the data items refer to the data dictionary and for information about the survey refer to the technical notes, both available from the publication page on NCVER's website at: <<https://www.ncver.edu.au/research-and-statistics/collections/student-outcomes/apprentice-and-trainee-outcomes>>.

Scope

- 1 Out of scope of this report is apprentices and trainees who:
 - completed, cancelled or withdrew from their contract of training during 2025, or
 - were from correctional facilities, or
 - were under 15 years of age, or
 - were international full-fee-paying students.
- 2 The figures are derived from apprentices' and trainees' responses to the National Student Outcomes Survey (SOS), which is an annual survey of VET students
- 3 Data reported in *Apprentice and trainee outcomes 2025* should not be compared with data for apprentices and trainees in *VET student outcomes 2025* as the data presented in these publications are defined and weighted differently.

Data limitations

- 4 Due to the survey design of the National Student Outcomes Survey, information on apprentice and trainee non-completers is not available for 2021. In 2022, an improvement was made to the survey sampling to enable national reporting of non-completers. Information on non-completers by state/territory is not available from 2022-2024. In 2025 a further improvement was made to enable state/territory reporting for non-completers. Margins of error may be large for non-completers for some jurisdictions, especially when estimates are broken down by trade or demographic group; these estimates should be interpreted with caution.

Definitions and derivations

- 5 All published percentages have been derived based on stated responses, that is, 'Don't know'/'Unknown' and missing responses are excluded.
- 6 An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider.

- 7 The percentage of apprentices and trainees satisfied with various aspects of their training is defined as the proportion of respondents reporting that they are 'Very satisfied' or 'Satisfied' with the relevant questionnaire item. The percentage of apprentices and trainees who developed problem-solving skills, improved writing skills and improved numerical skills is defined as the proportion of respondents reporting that they 'Strongly agree' or 'Agree' with the relevant questionnaire item.
- 8 State or territory is defined as the state or territory of residence for the apprentices' and trainees'.
- 9 'Trades' is classified as all occupations listed under ANZSCO major group '3-Technicians and trades workers' and 'Non-trades' is classified as all other major occupations groups 1-2 and 4-8 (ANZSCO, 2022 version). Data in the publication is reported separately for trade and non-trade occupations. For estimates covering all apprentices and trainees, refer to the DataBuilder product.

Australian Bureau of Statistics data

- 10 Student remoteness refers to the degree of relative geographic remoteness of a location in terms of the ease or difficulty people face in accessing services. Remoteness areas are derived by the ABS from Accessibility/Remoteness Index of Australia (ARIA+). For more information refer to the latest release of the Australian Statistical Geography Standard.
- 11 Occupation is defined by Australian and New Zealand Classification of Occupations (ANZSCO). This is an Australian Bureau of Statistics classification that identifies occupations according to their primary purpose (ABS cat.No.1220.0). In 2025 occupations are classified using the 2022 release of ANZSCO. Matching between the intended occupation of the training activity and the occupation after training occurs at the ANZSCO sub-major group level.

Reporting changes

- 12 Data from 2024 have been classified using the Australian Statistical Geography Standard (ASGS) Edition based on the 2021 Census of Population and Housing. This classification has also been applied retrospectively to data for 2022 and 2023 and, as a result, figures reported by ARIA+ (remoteness region) may differ from those published previously. Earlier editions of the ASGS have been applied to data prior to 2022.
- 13 The definition of the completer group was improved in 2022 to better reflect the survey methodology of using the Student Outcomes Survey to gather information from apprentices and trainees. The change was applied to the 2021 data. As a result of these changes, the 2021 estimates in the DataBuilder may differ to those reported in the publication *Apprentice and trainee outcomes 2021*.

Data quality issues

- 14 The number of qualification completions was previously overstated for Victoria in the National VET Provider Collection (survey frame), impacting the 2021 and 2022 survey years. The issue did not have a material impact on the survey data at a national level and, as such, results from the 2021 and 2022 surveys have not been adjusted.