

Apprentice and trainee experience and destinations 2019



National Centre for Vocational Education Research

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).

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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

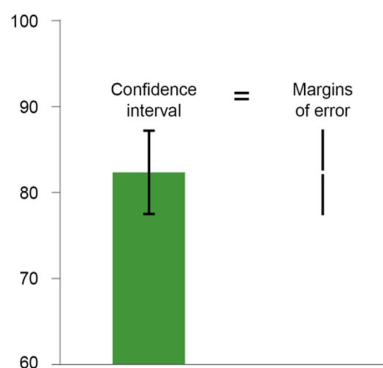
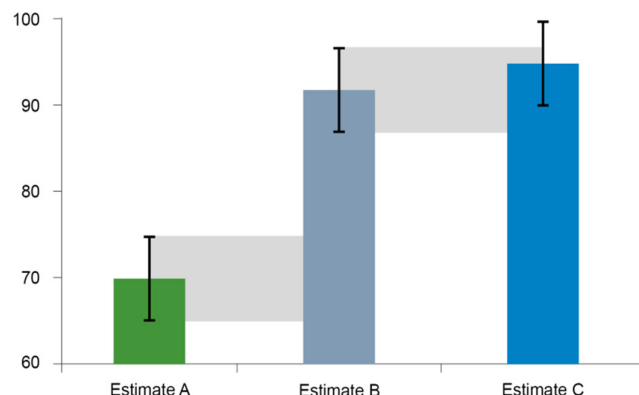


Figure B Confidence intervals



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>>.

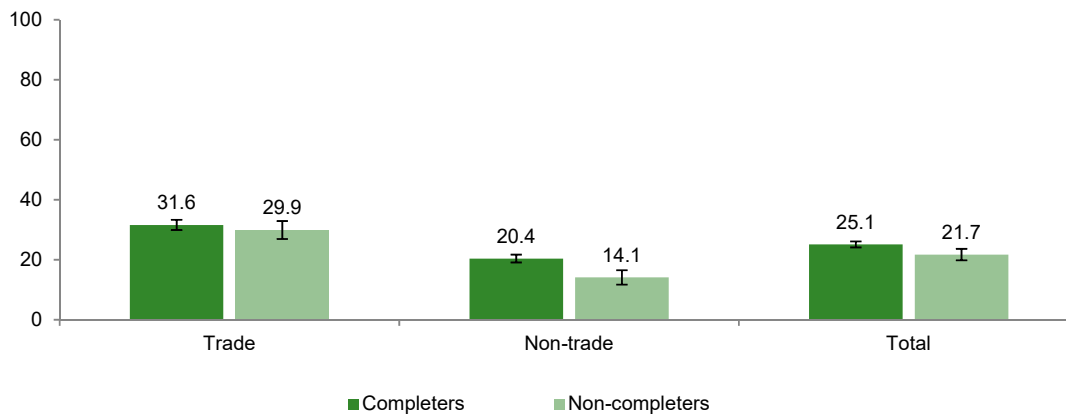
Summary

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. *Table 2 & figure 1*

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.

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: *Table 3*

- 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.

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.

Table 4

- 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).

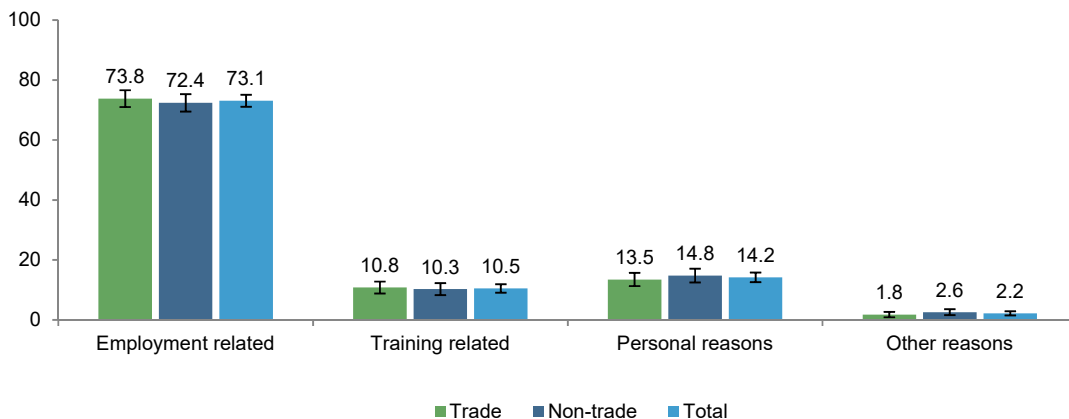
Main reason for not completing an apprenticeship or traineeship

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.

Table 5 & figure 2

Figure 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%).

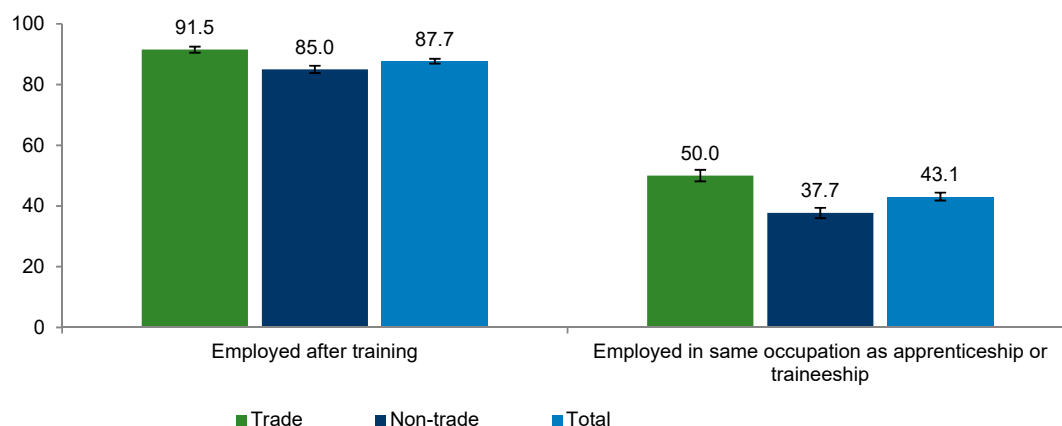
Employment outcomes

Completers

In 2019, 87.7% of completers were employed after training with 43.1% employed in the same occupation as their apprenticeship or traineeship.

Tables 1, 6, 8 & figure 3

Figure 3 Employment outcomes for completers after training by trade and non-trade, 2019 (%)



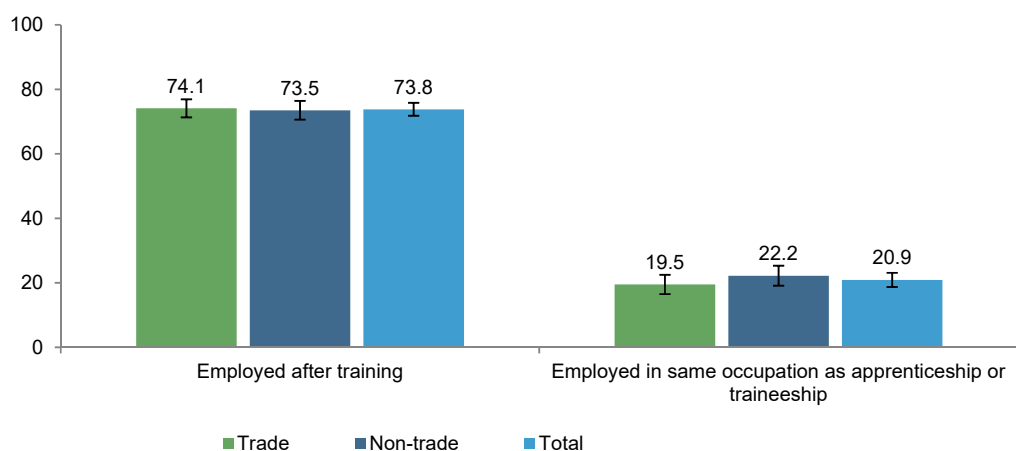
- 84.2% of trade completers were employed full-time after training compared with 59.9% of non-trade completers.
- The median annual income of completers working full-time:
 - during the last week of their apprenticeship or traineeship was \$44 400
 - after their apprenticeship or traineeship was \$59 600.
- 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.

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.

Tables 1, 7, 8 & figure 4

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.

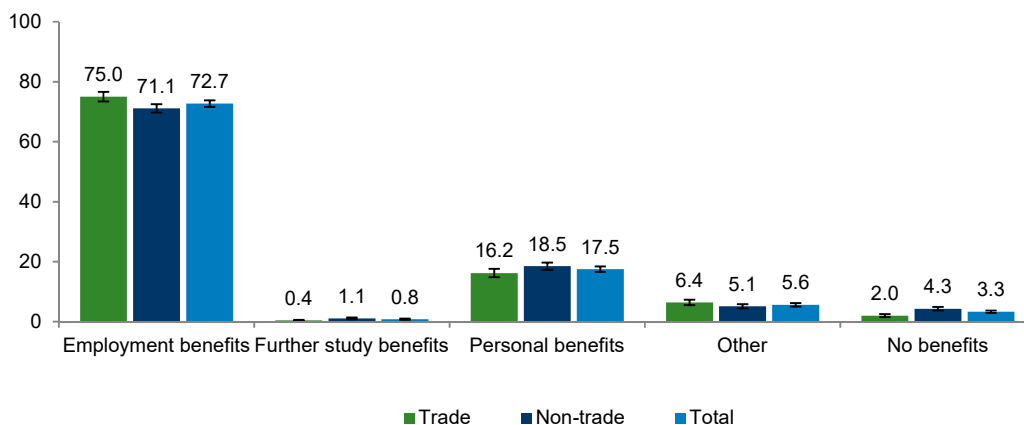
Benefits of an apprenticeship or traineeship

Completers

For completers, the main benefits for undertaking an apprenticeship or traineeship were employment related (72.7%) and personal (17.5%).

Table 9 & figure 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%).

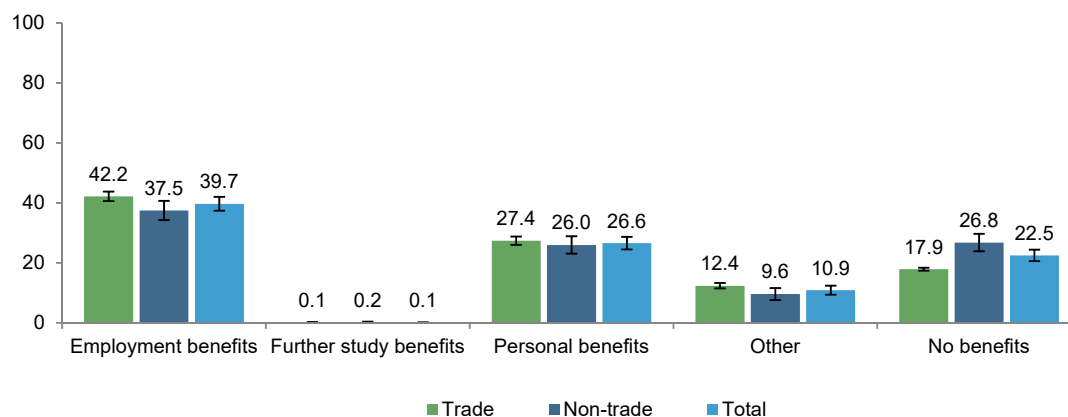
Non-Completers

For non-completers, the main benefits of undertaking an apprenticeship or traineeship were employment related (39.7%) and personal (26.6%).

Table 9 & figure 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%).

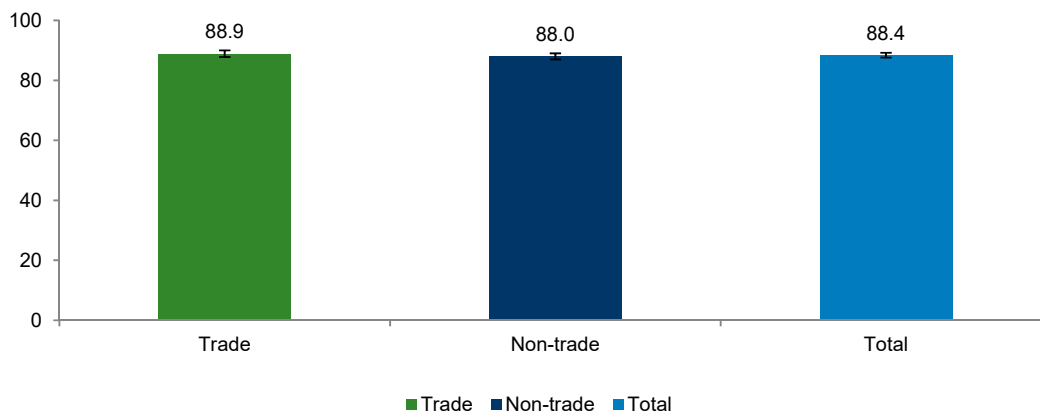
Satisfaction with the apprenticeship or traineeship

Completers

In 2019, 88.4% of completers were satisfied overall with their apprenticeship or traineeship.

Tables 1, 12, 13 & figure 7

Figure 7 Satisfaction with apprenticeship or traineeship overall for completers, 2019 (%)



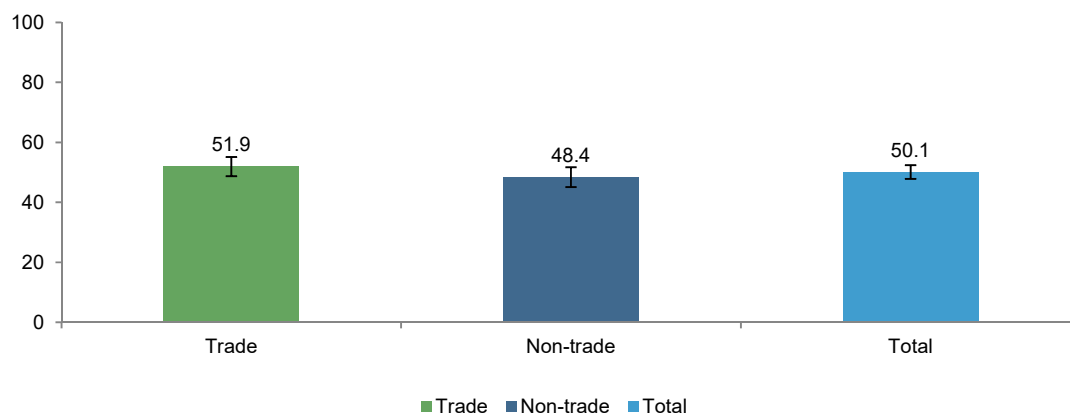
- 88.1% were satisfied with the off-the-job training they received and 90.8% of would recommend their training provider
- 85.4% were satisfied with the employment associated with their apprenticeship or traineeship
- 4.3% were dissatisfied overall with their apprenticeship or traineeship. Of these, the main areas of dissatisfaction were with:
 - pay (18.8%), quality of training facilities and equipment (6.9%) and supervision (6.4%).

Non-completers

In 2019, 50.1% of non-completers were satisfied overall with their apprenticeship or traineeship.

Tables 1, 12, 13 & figure 8

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%)

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. *Tables 14 & 15*

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.

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. *Tables 14 & 15*

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.

Bullying observed in the workplace

Completers

In 2019, 21.2% of completers observed bullying in the workplace. *Table 16*

- 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%).

Non-completers

In 2019, 35.2% of non-completers observed bullying in the workplace. *Table 16*

- 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%).

Further study outcomes

Completers

In 2019, 27.1% of completers were enrolled in further study *Tables 1 & 10*

- 17.0% of completers were engaged in further study related to their apprenticeship or traineeship
- 6.0% were undertaking another apprenticeship or traineeship.

Non-completers

In 2019, 29.0% of non-completers were enrolled in further study *Tables 1 & 10*

- 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

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 31 st 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		Total
	Trade	Non-trade	
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			
<i>In a trade occupation</i>			
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
<i>In a non-trade occupation</i>			
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			
<i>In a trade occupation</i>			
Automotive and engineering trades workers	74.1	19.5	14.3
Construction trades workers	76.6	15.9	14.6
Electrotechnology and Telecommunications Trades Workers	73.1	23.5	11.7
Food Trades Workers	82.9	19.1	17.0
Other technicians and trades workers	64.0	16.2	12.4
<i>In a non-trade occupation</i>	73.1	21.6	16.3
Managers and professionals	73.5	22.2	20.8
Community and personal services workers	86.4*	30.4*	21.0*
Clerical and administrative workers	69.7	16.4	22.1
Sales workers	76.3	22.4	23.5
Machinery operators and drivers	78.1	24.3	28.2
Labourers	80.2	31.5	14.8
	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-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.

Non-trades refers 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>.

Trades occupations 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).
- 3 Out of scope of this publication are:
 - school-based apprenticeships
 - apprentices and trainees under 18 years of age.

Definitions and Derivations

- 4 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVET 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]).
- 5 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.
- 6 Apprentices and trainees employed through a Group Training Organisation could nominate 1, 2, 3, or 4 or more placements.
- 7 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.
- 8 'Qualification' in the training characteristics tables refers to the qualification completed for completers and the qualification enrolled in for non-completers.
- 9 Income is imputed to remove outliers.

Australian Bureau of Statistics data

- 10 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>.
- 11 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. NCVET does not report on estimates based on five or fewer respondents because the estimates are unreliable.



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