

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees

2019



National Centre for Vocational Education Research

Highlights

- Individual completion rates for apprentices and trainees commencing in 2015, the latest year for which final rates are available, were:
 - 56.8% for all occupations, down 0.4 percentage points from those commencing in 2014
 - 56.2% for trade occupations, up 0.5 percentage points from those commencing in 2014
 - 57.7% for non-trade occupations, down 0.1 percentage points from those commencing in 2014.
- An individual may complete their training under more than one contract if they change employers or take a break from their training. Contract completion rates for apprentices and trainees commencing in 2015 were:
 - 49.1% for all occupations, down 0.7 percentage points from those commencing in 2014
 - 43.8% for trade occupations, down 0.2 percentage points from those commencing in 2014
 - 54.9% for non-trade occupations, down 0.2 percentage points from those commencing in 2014.

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Level 5, 60 Light Square, Adelaide, SA 5000

PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 Email <vet_req@ncver.edu.au> Web <<https://www.ncver.edu.au>>

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Introduction

This publication presents completion and attrition rates for apprentices and trainees using three different methodologies:

- individual completion rates: based on contract completion rates and adjusted for factors representing average recommencements by occupation
- contract completion and attrition rates: derived by tracking the outcomes of contracts of training over time
- projected contract completion and attrition rates for the latest commencing apprentice and trainee cohorts: based on a 'life tables' methodology.

An individual may complete their training under more than one contract if they change employers or take a break from their training. Therefore, in addition to reporting on the completion rates of individuals, contract outcomes are also presented.

Contract completion and attrition rates are also determined. However, due to the duration of training, this method requires some years to pass to enable an accurate report on outcomes for the majority of contracts. In this publication, we can report completion and attrition rates for contracts that commenced in 2015 for trade occupations and in 2016 for non-trade occupations.

For apprentices and trainees commencing later than 2015 or 2016, we need to estimate completion and attrition rates, given that significant proportions are still undertaking their training. This is achieved by applying a 'life tables' methodology to up-to-date cross-tabulations of commencements, completions and cancellations/withdrawals. Projected estimates assume that the patterns of completion and attrition observed in the data for past quarters approximate the patterns that will occur for the most recent quarters. If the patterns of completion and attrition change slowly over time, then this approximation will be valid. Conversely, if the patterns of completion and attrition for the most recent quarters turn out to be noticeably different from those seen in the past, then the reliability of the projected rates will decrease as the discrepancy between the patterns of completions and attritions increases. Further details on this methodology may be found at <<https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>>.

More information

For more information on the methodology used to derive completion and attrition rates, please refer to the explanatory notes on page 17.

For completion and attrition rates by state and territory, please refer to the infographic and data tables at <<https://www.ncver.edu.au/research-and-statistics/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2019>>.

For more information on completion rates in the wider vocational education and training (VET) sector, please refer to <<https://www.ncver.edu.au/research-and-statistics/collections/students-and-courses-collection/total-vet-students-and-courses>>.

Summary

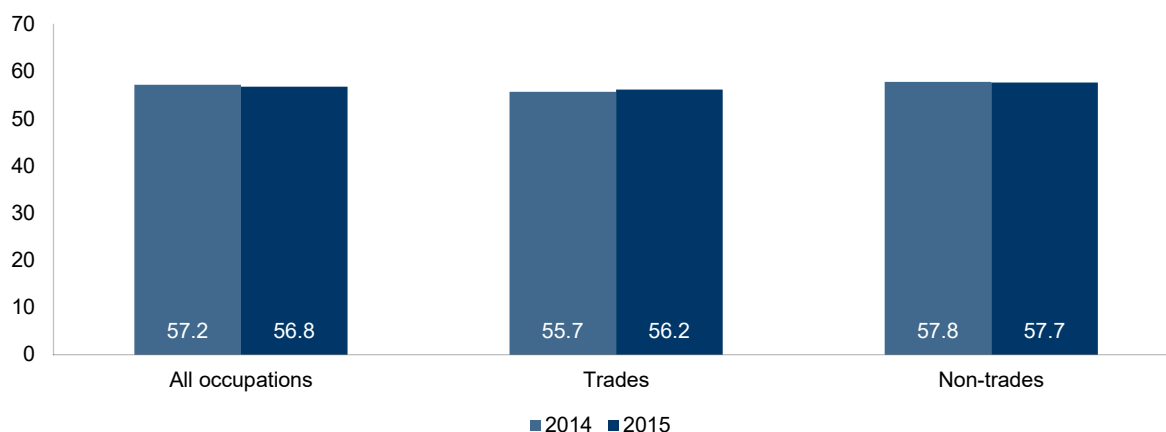
Individual completion rates

For apprentices and trainees commencing in 2015:

- individual completion rates were 56.8% for all occupations, down 0.4 percentage points from those commencing in 2014
 - trade occupations were 56.2%, up 0.5 percentage points from those commencing in 2014
 - non-trade occupations were 57.7%, down 0.1 percentage points from those commencing in 2014.

Table 1

Figure 1 Individual completion rates for apprentices and trainees commencing in 2014–15 (%)



Contract completion rates

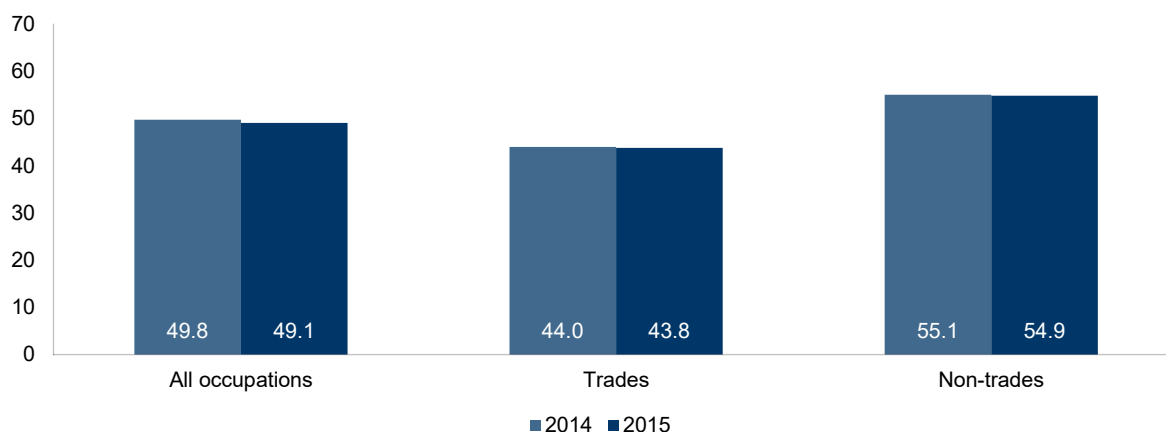
An individual may complete their training under more than one contract if they change employers or take a break from their training.

For apprentices and trainees commencing in 2015:

- contract completion rates were 49.1% for all occupations, down 0.7 percentage points from those commencing in 2014
 - trade occupations were 43.8%, down 0.2 percentage points from those commencing in 2014
 - non-trade occupations were 54.9%, down 0.2 percentage points from those commencing in 2014.

Table 2

Figure 2 Contract completion rates, for contracts commencing in 2014–15 (%)



Looking forward, the completion rate for apprentice and trainee contracts that commenced in the December quarter 2019 is projected to:

- increase to 52.5% for all occupations
- remain at 44.3% for trade occupations
- increase to 60.3% for non-trade occupations,

Table 3

noting these and other projections will likely be affected by the impacts of COVID-19.

Difference between individual and contract completion rates

Nationally, the difference between individual and contract completion rates is greater in the trades (12.4 percentage points for 2015 commencements) than in the non-trades (2.8 percentage points).

Tables 1 & 2

The largest recommencement adjustment factors (indicating the highest levels of recommencements and movement between employers) were for apprenticeships and traineeships in hairdressing, construction, food trades and ICT professionals, where:

- the individual completion rate for hairdressers commencing in 2015 was 51.2%, compared with a contract completion rate of 34.9%
- the individual completion rate for construction trade workers commencing in 2015 was 56.0%, compared with a contract completion rate of 40.5%
- the individual completion rate for food trade workers commencing in 2015 was 42.6%, compared with a contract completion rate of 31.8%
- the individual completion rate for ICT professionals commencing in 2015 was 77.8%, compared with a contract completion rate of 58.2%.

Individual completion rates

Individual completion rates are based on completion rates for contracts of training, adjusted by a recommencement factor (indicating levels of recommencements and movement between employers).

Table 1 Individual completion rates, based on a recommencement adjustment factor, for trade and non-trade occupations commencing in 2014–15

Occupation (ANZSCO) group	2014			2015		
	Average annual adjustment factor	Contract completion rates %	Individual completion rates %	Average annual adjustment factor	Contract completion rates %	Individual completion rates %
Managers	1.05	52.9	55.4	1.04	53.2	55.1
11 Chief executives, general managers and legislators	1.01	33.7	34.2	1.01	37.8	38.3
12 Farmers and farm managers	1.08	53.7	57.7	1.08	54.8	59.2
13 Specialist managers	1.06	47.5	50.3	1.03	53.2	54.9
14 Hospitality, retail and service managers	1.04	65.0	67.5	1.04	63.1	65.4
Professionals	1.07	51.8	55.2	1.08	56.2	60.9
21 Arts and media professionals	1.00	0.0	0.0*	1.08	0.0	0.0*
22 Business, human resource and marketing professionals	1.02	42.8	43.6	1.02	46.2	47.3
23 Design, engineering, science and transport professionals	1.03	62.4	64.2	1.02	66.5	68.1
24 Education professionals	1.00	35.0	35.0*	1.00	66.7	66.7*
25 Health professionals	-	-	-	-	-	-
26 ICT professionals	1.29	73.3	94.4*	1.34	58.2	77.8
27 Legal, social and welfare professionals	1.02	50.0	51.2*	1.02	52.9	54.2*
Technicians and trades workers	1.27	44.0	55.7	1.28	43.8	56.2
31 Engineering, ICT and science technicians	1.04	55.7	57.7	1.04	54.9	56.9
32 Automotive and engineering trades workers	1.21	51.9	62.7	1.21	50.9	61.5
33 Construction trades workers	1.35	38.8	52.4	1.38	40.5	56.0
34 Electrotechnology and telecommunications trades workers	1.28	51.3	65.5	1.30	48.1	62.4
35 Food trades workers	1.33	31.2	41.5	1.34	31.8	42.6
36 Skilled animal and horticultural workers	1.12	45.6	50.9	1.12	42.4	47.6
39 Other technicians and trades workers	1.24	40.8	50.5	1.26	43.4	54.8
391 Hairdressers	1.47	33.9	49.8	1.47	34.9	51.2
392 Printing trades workers	1.02	47.4	48.6	1.03	53.7	55.5
393 Textile, clothing and footwear trades workers	1.12	44.2	49.6	1.11	41.1	45.7
394 Wood trades workers	1.20	39.6	47.6	1.22	45.6	55.5
399 Miscellaneous technicians and trades workers	1.03	47.8	49.4	1.03	50.4	52.1
Community and personal service workers	1.07	54.3	58.1	1.07	55.3	59.4
41 Health and welfare support workers	1.04	64.3	66.9	1.05	61.5	64.3
42 Carers and aides	1.13	56.0	63.5	1.14	58.7	67.1
43 Hospitality workers	1.03	44.8	46.2	1.03	45.3	46.7
44 Protective service workers	1.01	57.7	58.1	1.01	54.6	55.3
45 Sports and personal service workers	1.03	60.7	62.4	1.03	64.1	65.8
Clerical and administrative workers	1.02	57.5	58.9	1.02	54.0	55.2
51 Office managers and program administrators	1.02	52.4	53.7	1.02	43.7	44.7
52 Personal assistants and secretaries	1.01	65.5	66.4	1.01	62.1	62.9
53 General clerical workers	1.02	66.7	68.2	1.02	63.5	64.9
54 Inquiry clerks and receptionists	1.03	49.9	51.2	1.02	45.1	46.0
55 Numerical clerks	1.02	59.9	60.9	1.02	52.8	53.7
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.04	47.5	49.3	1.04	49.9	52.1
Sales workers	1.04	56.2	58.4	1.04	59.9	62.4
61 Sales representatives and agents	1.06	50.5	53.4	1.06	49.0	51.9
62 Sales assistants and salespersons	1.04	56.5	58.7	1.04	60.7	63.1
63 Sales support workers	1.00	83.8	84.2	1.00	78.9	78.9*
Machinery operators and drivers	1.06	55.1	58.3	1.06	52.7	55.8
71 Machine and stationary plant operators	1.04	62.4	65.0	1.04	56.2	58.3
72 Mobile plant operators	1.04	53.0	55.0	1.04	49.6	51.5
73 Road and rail drivers	1.08	54.5	58.8	1.08	55.0	59.2
74 Storepersons	1.07	52.4	56.3	1.08	51.1	55.2
Labourers	1.04	52.2	54.4	1.04	50.6	52.7
81 Cleaners and laundry workers	1.03	57.7	59.7	1.03	57.0	58.5
82 Construction and mining labourers	1.03	39.4	40.5	1.03	54.4	55.8
83 Factory process workers	1.04	53.4	55.6	1.04	49.2	51.4
84 Farm, forestry and garden workers	1.02	59.7	61.1	1.03	56.3	57.7
85 Food preparation assistants	1.15	42.0	48.5	1.14	39.5	45.2
89 Other labourers	1.03	55.5	57.0	1.03	53.9	55.5
Total non-trade occupations	1.05	55.1	57.8	1.05	54.9	57.7
Total trade occupations	1.27	44.0	55.7	1.28	43.8	56.2
All occupations[^]	1.15	49.8	57.2	1.16	49.1	56.8

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

[^] Please note, since the individual completion rate is the product of the contract completion rate and an adjustment factor, the rate for all occupations does not need to lie between the rate for trade occupations and non-trade occupations.

Contract completion rates

Contract completion rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.103 (March 2020 estimates).

Table 2 Contract completion rates in trade and non-trade occupations, for contracts commencing in 2013–16 (%)

Occupation (ANZSCO) group	Contract completion rates by year of commencement			
	2013	2014	2015	2016
Managers	52.5	52.9	53.2	44.1
11 Chief executives, general managers and legislators	16.7*	33.7	37.8	36.3
12 Farmers and farm managers	58.9	53.7	54.8	54.2
13 Specialist managers	47.9	47.5	53.2	49.7
14 Hospitality, retail and service managers	72.7	65.0	63.1	43.9
Professionals	54.6	51.8	56.2	55.5
21 Arts and media professionals	20.0*	0.0*	0.0*	0.0*
22 Business, human resource and marketing professionals	52.4	42.8	46.2	50.6
23 Design, engineering, science and transport professionals	62.8	62.4	66.5	50.6
24 Education professionals	48.5	35.0*	66.7*	36.8*
25 Health professionals	-	-	-	-
26 ICT professionals	70.0*	73.3*	58.2	73.5
27 Legal, social and welfare professionals	60.0*	50.0*	52.9*	46.9
Technicians and trades workers	47.8	44.0	43.8	29.6
31 Engineering, ICT and science technicians	59.6	55.7	54.9	61.2
32 Automotive and engineering trades workers	50.7	51.9	50.9	32.5
33 Construction trades workers	41.4	38.8	40.5	24.7
34 Electrotechnology and telecommunications trades workers	56.3	51.3	48.1	25.9
35 Food trades workers	34.9	31.2	31.8	30.2
36 Skilled animal and horticultural workers	46.7	45.6	42.4	34.9
39 Other technicians and trades workers	48.2	40.8	43.4	34.3
391 Hairdressers	34.9	33.9	34.9	32.0
392 Printing trades workers	65.0	47.4	53.7	53.6
393 Textile, clothing and footwear trades workers	44.4	44.2	41.1	22.2
394 Wood trades workers	37.0	39.6	45.6	22.2
399 Miscellaneous technicians and trades workers	54.9	47.8	50.4	47.6
Community and personal service workers	56.7	54.3	55.3	54.4
41 Health and welfare support workers	61.9	64.3	61.5	66.8
42 Carers and aides	65.6	56.0	58.7	58.9
43 Hospitality workers	45.6	44.8	45.3	41.8
44 Protective service workers	58.1	57.7	54.6	63.8
45 Sports and personal service workers	58.4	60.7	64.1	62.6
Clerical and administrative workers	58.1	57.5	54.0	52.5
51 Office managers and program administrators	56.5	52.4	43.7	39.4
52 Personal assistants and secretaries	67.9	65.5	62.1	65.6
53 General clerical workers	65.8	66.7	63.5	63.6
54 Inquiry clerks and receptionists	49.3	49.9	45.1	38.9
55 Numerical clerks	67.0	59.9	52.8	55.2
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	53.3	47.5	49.9	44.4
Sales workers	56.8	56.2	59.9	59.3
61 Sales representatives and agents	61.2	50.5	49.0	48.0
62 Sales assistants and salespersons	56.0	56.5	60.7	60.1
63 Sales support workers	84.8*	83.8	78.9*	86.5*
Machinery operators and drivers	58.4	55.1	52.7	50.9
71 Machine and stationary plant operators	67.7	62.4	56.2	60.9
72 Mobile plant operators	66.3	53.0	49.6	55.0
73 Road and rail drivers	58.0	54.5	55.0	45.4
74 Storepersons	53.2	52.4	51.1	43.7
Labourers	57.8	52.2	50.6	49.9
81 Cleaners and laundry workers	55.7	57.7	57.0	50.0
82 Construction and mining labourers	49.5	39.4	54.4	51.1
83 Factory process workers	61.4	53.4	49.2	47.5
84 Farm, forestry and garden workers	61.4	59.7	56.3	61.3
85 Food preparation assistants	36.0	42.0	39.5	48.8
89 Other labourers	59.3	55.5	53.9	45.7
Total non-trade occupations	57.2	55.1	54.9	53.5
Total trade occupations	47.8	44.0	43.8	29.6
All occupations	53.1	49.8	49.1	42.0

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Shaded cells show contract completion rates to date, as a substantial proportion of contracts are ongoing.

Projected contract completion rates

Projected contract completion rates are projected rates based on a cross-sectional 'life tables' methodology. Note that these projected rates will likely be impacted by the effects of COVID-19.

Table 3 Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2017–19 (%)

Occupation (ANZSCO) group	Projected contract completion rates by commencing cohort		
	2017	2018	2019
Managers	62.3	55.3	63.8
Professionals	67.2	64.4	55.9
Technicians and trades workers	42.9	44.3	44.3
31 Engineering, ICT and science technicians	61.4	66.2	65.4
32 Automotive and engineering trades workers	50.1	51.2	48.4
33 Construction trades workers	40.5	40.6	42.4
34 Electrotechnology and telecommunications trades workers	48.1	45.8	44.1
35 Food trades workers	31.2	37.6	38.1
36 Skilled animal and horticultural workers	51.0	45.2	46.3
39 Other technicians and trades workers	36.4	42.4	41.8
391 Hairdressers	29.9	36.0	34.2
392 Printing trades workers	54.6	35.8	-
394 Wood trades workers	42.2	40.2	39.7
399 Miscellaneous technicians and trades workers	55.1	66.3	66.9
Community and personal service workers	57.9	58.5	60.7
41 Health and welfare support workers	73.7	67.7	63.8
42 Carers and aides	64.7	62.8	65.2
43 Hospitality workers	46.2	49.6	52.0
44 Protective service workers	52.0	74.1	-
45 Sports and personal service workers	56.4	61.2	56.3
Clerical and administrative workers	56.9	58.3	60.1
51 Office managers and program administrators	45.5	51.9	57.7
53 General clerical workers	65.8	64.1	62.1
54 Inquiry clerks and receptionists	43.5	49.6	47.8
55 Numerical clerks	58.4	61.4	59.5
59 Other clerical and administrative workers	35.2	46.6	68.4
Sales workers	51.6	60.7	61.4
61 Sales representatives and agents	56.3	47.8	52.1
62 Sales assistants and salespersons	50.9	61.7	62.3
Machinery operators and drivers	51.2	56.7	57.3
71 Machine and stationary plant operators	62.2	69.7	60.5
72 Mobile plant operators	57.7	56.4	57.6
73 Road and rail drivers	48.2	48.7	54.1
74 Storepersons	37.8	50.1	52.6
Labourers	54.8	54.7	59.9
81 Cleaners and laundry workers	62.6	57.1	67.0
82 Construction and mining labourers	59.1	46.0	54.6
83 Factory process workers	50.6	54.4	52.5
84 Farm, forestry and garden workers	69.5	65.4	73.2
85 Food preparation assistants	39.5	34.7	44.8
89 Other labourers	45.4	50.8	46.4
Total non-trade occupations	55.6	58.0	60.3
Total trade occupations	42.9	44.3	44.3
All occupations	48.8	51.2	52.5

For explanatory notes, see page 17.

Contract attrition rates

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.103 (March 2020 estimates).

Table 4 Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2013–16 (%)

Occupation (ANZSCO) group	Contract attrition rates by year of commencement			
	2013	2014	2015	2016
Managers	41.2	39.6	38.1	44.7
11 Chief executives, general managers and legislators	58.3*	52.0	47.5	45.7
12 Farmers and farm managers	35.7	39.1	39.4	40.2
13 Specialist managers	45.6	47.7	39.7	41.4
14 Hospitality, retail and service managers	20.0	21.9	27.2	48.7
Professionals	37.6	30.9	39.7	38.3
21 Arts and media professionals	60.0*	100.0*	100.0*	100.0*
22 Business, human resource and marketing professionals	39.2	32.7	50.5	40.9
23 Design, engineering, science and transport professionals	35.2	29.1	27.9	43.1
24 Education professionals	37.0	45.0*	33.3*	57.9*
25 Health professionals	-	-	-	-
26 ICT professionals	20.0*	10.0*	39.2	23.1
27 Legal, social and welfare professionals	40.0*	50.0*	41.2*	44.4
Technicians and trades workers	48.2	51.5	50.7	51.0
31 Engineering, ICT and science technicians	34.5	39.1	40.1	31.9
32 Automotive and engineering trades workers	47.3	45.0	44.9	43.5
33 Construction trades workers	55.2	57.2	54.3	55.3
34 Electrotechnology and telecommunications trades workers	40.0	43.0	43.4	45.0
35 Food trades workers	60.7	63.3	62.7	62.0
36 Skilled animal and horticultural workers	48.5	48.2	52.2	51.6
39 Other technicians and trades workers	46.1	54.2	52.5	54.6
391 Hairdressers	62.7	62.8	61.2	61.3
392 Printing trades workers	29.5	45.8	39.5	32.9
393 Textile, clothing and footwear trades workers	48.9	47.1	51.8	63.9
394 Wood trades workers	60.7	57.0	50.2	55.5
399 Miscellaneous technicians and trades workers	37.3	45.3	45.7	43.0
Community and personal service workers	39.6	42.0	41.3	41.8
41 Health and welfare support workers	32.4	31.8	33.8	27.7
42 Carers and aides	31.0	40.2	37.4	36.6
43 Hospitality workers	51.1	52.0	52.2	55.0
44 Protective service workers	32.8	28.4	32.0	25.4
45 Sports and personal service workers	38.6	36.3	33.2	35.3
Clerical and administrative workers	34.6	38.0	41.9	41.6
51 Office managers and program administrators	31.4	39.7	47.1	48.4
52 Personal assistants and secretaries	25.9	29.7	34.9	33.6
53 General clerical workers	30.4	30.1	34.0	32.4
54 Inquiry clerks and receptionists	43.9	45.6	51.1	55.6
55 Numerical clerks	30.4	37.0	44.9	41.1
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	39.9	46.8	44.4	48.6
Sales workers	38.2	40.8	37.3	38.2
61 Sales representatives and agents	32.0	43.5	41.8	46.9
62 Sales assistants and salespersons	39.3	40.8	36.9	37.6
63 Sales support workers	12.1*	13.1	15.8*	2.7*
Machinery operators and drivers	35.1	41.0	43.0	44.1
71 Machine and stationary plant operators	25.4	33.6	36.5	33.5
72 Mobile plant operators	25.5	42.8	46.4	37.6
73 Road and rail drivers	35.0	40.8	41.5	50.1
74 Storepersons	41.1	44.5	46.1	53.6
Labourers	38.3	44.1	45.4	44.9
81 Cleaners and laundry workers	40.8	40.0	40.9	46.3
82 Construction and mining labourers	46.1	55.2	41.3	39.9
83 Factory process workers	35.4	44.1	48.1	49.5
84 Farm, forestry and garden workers	34.2	35.2	36.2	33.0
85 Food preparation assistants	58.8	54.1	55.7	47.5
89 Other labourers	33.5	37.5	39.1	42.5
Total non-trade occupations	37.4	40.9	41.3	41.9
Total trade occupations	48.2	51.5	50.7	51.0
All occupations	42.2	45.9	46.2	46.3

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Shaded cells show contract attrition rates to date, as a substantial proportion of contracts are ongoing.

Projected contract attrition rates

Projected contract attrition rates are projected rates based on a cross-sectional 'life tables' methodology.

Table 5 Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2017–19 (%)

Occupation (ANZSCO) group	Projected contract attrition rates by commencing cohort		
	2017	2018	2019
Managers	33.8	34.8	25.2
Professionals	31.2	32.9	41.8
Technicians and trades workers	52.1	50.6	51.1
31 Engineering, ICT and science technicians	34.5	30.6	28.5
32 Automotive and engineering trades workers	46.9	45.4	48.4
33 Construction trades workers	56.3	54.9	53.6
34 Electrotechnology and telecommunications trades workers	45.3	47.8	49.3
35 Food trades workers	63.5	58.9	57.7
36 Skilled animal and horticultural workers	47.4	47.8	50.1
39 Other technicians and trades workers	57.4	53.0	54.8
391 Hairdressers	65.8	61.2	64.0
392 Printing trades workers	36.4	57.3	-
394 Wood trades workers	55.6	56.1	56.8
399 Miscellaneous technicians and trades workers	42.3	28.2	27.2
Community and personal service workers	39.6	39.8	37.4
41 Health and welfare support workers	23.4	25.4	30.8
42 Carers and aides	33.3	35.8	32.9
43 Hospitality workers	51.0	48.7	45.5
44 Protective service workers	20.1	12.5	-
45 Sports and personal service workers	41.0	37.7	43.5
Clerical and administrative workers	39.0	39.0	37.8
51 Office managers and program administrators	41.5	40.1	29.5
53 General clerical workers	33.5	35.0	37.5
54 Inquiry clerks and receptionists	48.4	48.4	49.3
55 Numerical clerks	38.9	36.0	38.2
59 Other clerical and administrative workers	47.1	40.0	29.5
Sales workers	44.8	36.6	36.4
61 Sales representatives and agents	41.1	43.8	40.8
62 Sales assistants and salespersons	45.3	35.8	36.0
Machinery operators and drivers	43.4	39.5	38.3
71 Machine and stationary plant operators	30.6	27.2	28.8
72 Mobile plant operators	40.3	38.8	37.2
73 Road and rail drivers	41.7	46.9	40.1
74 Storepersons	58.4	48.4	46.9
Labourers	43.0	44.2	39.4
81 Cleaners and laundry workers	36.0	42.5	20.9
82 Construction and mining labourers	38.4	48.3	35.6
83 Factory process workers	47.0	45.0	46.6
84 Farm, forestry and garden workers	29.9	34.3	26.0
85 Food preparation assistants	56.2	64.4	55.2
89 Other labourers	53.0	46.1	52.9
Total non-trade occupations	40.9	39.5	37.3
Total trade occupations	52.1	50.6	51.1
All occupations	46.3	44.7	43.8

For explanatory notes, see page 17.

Contract attrition rates by duration until cancellation/withdrawal

Contract attrition rates are based on contracts of training data using the latest National Apprentice and Trainee Collection, no.103 (March 2020 estimates).

Table 6 Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2014 (%)

Occupation (ANZSCO) group	Contract attrition rates, withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	More than 3 years
Managers	3.9	12.0	19.6	27.4	35.9	38.5	39.6
11 Chief executives, general managers and legislators	0.0	0.0	1.0	4.1	28.6	42.9	52.0
12 Farmers and farm managers	4.2	12.2	20.5	30.1	37.4	38.9	39.1
13 Specialist managers	5.4	17.2	27.4	37.0	45.0	47.3	47.7
14 Hospitality, retail and service managers	0.4	1.7	3.2	4.2	14.1	18.4	21.9
Professionals	2.7	7.3	11.6	20.4	30.1	30.7	30.9
21 Arts and media professionals*	33.3	66.7	100.0	100.0	100.0	100.0	100.0
22 Business, human resource and marketing professionals	2.5	7.9	13.2	21.1	32.1	32.7	32.7
23 Design, engineering, science and transport professionals	3.1	6.6	9.3	19.0	28.3	28.7	29.1
24 Education professionals*	0.0	5.0	15.0	40.0	45.0	45.0	45.0
25 Health professionals	-	-	-	-	-	-	-
26 ICT professionals*	0.0	3.3	3.3	3.3	6.7	10.0	10.0
27 Legal, social and welfare professionals*	0.0	0.0	0.0	50.0	50.0	50.0	50.0
Technicians and trades workers	4.8	14.4	22.1	33.6	45.7	50.1	51.5
31 Engineering, ICT and science technicians	4.4	13.4	20.6	30.0	37.4	39.0	39.1
32 Automotive and engineering trades workers	3.6	10.6	16.6	25.9	38.1	43.2	45.0
33 Construction trades workers	5.1	15.6	24.0	37.1	50.6	56.0	57.2
34 Electrotechnology and telecommunications trades workers	2.8	8.9	14.8	24.5	35.7	40.9	43.0
35 Food trades workers	7.6	21.6	32.1	47.0	59.2	62.6	63.3
36 Skilled animal and horticultural workers	5.5	15.0	22.0	32.9	43.1	47.1	48.2
39 Other technicians and trades workers	5.9	17.8	26.7	38.1	50.6	53.4	54.2
391 Hairdressers	7.3	22.3	31.9	45.2	58.1	61.9	62.8
392 Printing trades workers	2.3	5.5	10.5	18.2	40.3	44.4	45.8
393 Textile, clothing and footwear trades workers	3.8	6.7	10.6	24.0	39.4	44.2	47.1
394 Wood trades workers	5.4	16.7	24.9	38.0	51.4	55.2	57.0
399 Miscellaneous technicians and trades workers	5.1	15.2	24.2	33.6	43.8	45.0	45.3
Community and personal service workers	5.5	15.5	23.4	33.0	40.0	41.5	42.0
41 Health and welfare support workers	4.5	10.2	15.2	22.1	30.2	31.4	31.8
42 Carers and aides	4.8	13.8	20.6	30.2	37.4	39.3	40.2
43 Hospitality workers	7.2	20.8	31.6	42.8	50.3	51.8	52.0
44 Protective service workers	4.5	8.7	12.5	18.9	25.6	28.1	28.4
45 Sports and personal service workers	4.7	14.2	21.8	30.5	35.4	36.1	36.3
Clerical and administrative workers	4.5	14.4	22.9	31.8	37.2	37.8	38.0
51 Office managers and program administrators	4.0	12.4	21.4	30.6	38.8	39.5	39.7
52 Personal assistants and secretaries	6.1	14.5	23.0	29.1	29.7	29.7	29.7
53 General clerical workers	4.1	13.3	19.6	26.8	29.8	30.0	30.1
54 Inquiry clerks and receptionists	5.7	18.4	29.3	39.2	44.9	45.5	45.6
55 Numerical clerks	4.1	13.9	22.7	31.3	36.5	36.9	37.0
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	4.1	12.4	20.9	33.1	42.6	45.9	46.8
Sales workers	4.2	13.2	21.4	31.6	39.8	40.6	40.8
61 Sales representatives and agents	5.5	15.7	25.3	34.7	42.3	43.3	43.5
62 Sales assistants and salespersons	4.1	13.0	21.2	31.5	39.8	40.6	40.8
63 Sales support workers	3.8	10.8	11.5	13.1	13.1	13.1	13.1
Machinery operators and drivers	5.4	14.4	22.9	31.9	39.9	40.8	41.0
71 Machine and stationary plant operators	3.8	10.1	16.0	23.1	33.0	33.6	33.6
72 Mobile plant operators	5.0	12.8	20.6	29.0	40.1	42.3	42.8
73 Road and rail drivers	7.4	16.5	24.8	33.1	40.0	40.6	40.8
74 Storepersons	5.4	16.3	26.8	37.5	43.7	44.4	44.5
Labourers	6.8	19.7	28.7	38.2	43.4	44.0	44.1
81 Cleaners and laundry workers	6.3	17.9	26.0	33.8	39.3	40.0	40.0
82 Construction and mining labourers	5.7	20.0	31.6	45.4	54.6	55.2	55.2
83 Factory process workers	8.4	23.0	32.2	40.7	43.5	43.9	44.1
84 Farm, forestry and garden workers	4.9	13.2	20.6	29.3	33.5	34.2	35.2
85 Food preparation assistants	5.7	18.7	28.8	40.0	51.9	53.9	54.1
89 Other labourers	3.3	11.8	18.5	30.0	37.0	37.4	37.5
Total non-trade occupations	5.1	15.0	23.3	32.7	39.5	40.6	40.9
Total trade occupations	4.8	14.4	22.1	33.6	45.7	50.1	51.5
All occupations	5.0	14.7	22.8	33.1	42.5	45.1	45.9

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Projected contract attrition rates by duration until cancellation/withdrawal

Projected contract attrition rates are projected rates based on a cross-sectional 'life tables' methodology.

Table 7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2019 (%)

Occupation (ANZSCO) group	Projected contract attrition rates, cancelling/withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	4 years
Managers	1.5	6.3	10.6	16.2	21.9	24.7	25.2
Professionals	5.2	16.4	26.0	34.3	40.9	41.5	41.8
Technicians and trades workers	4.0	13.7	21.4	31.9	44.4	49.7	51.0
31 Engineering, ICT and science technicians	1.6	8.7	12.9	22.2	26.3	27.9	28.3
32 Automotive and engineering trades workers	3.3	12.6	19.7	28.7	40.9	46.2	48.2
33 Construction trades workers	4.6	14.3	22.5	34.1	47.0	52.5	53.5
34 Electrotechnology and telecommunications trades workers	2.8	10.3	17.2	27.4	40.6	46.9	48.9
35 Food trades workers	5.4	19.0	28.9	42.2	54.2	57.4	57.7
36 Skilled animal and horticultural workers	3.8	15.4	24.1	34.3	44.7	49.1	50.1
39 Other technicians and trades workers	5.5	16.5	24.7	35.1	48.1	53.9	54.8
391 Hairdressers	6.2	19.6	29.4	41.0	56.1	63.2	63.9
392 Printing trades workers	-	-	-	-	-	-	-
394 Wood trades workers	5.3	13.2	21.4	31.6	47.5	54.8	56.8
399 Miscellaneous technicians and trades workers	3.6	9.3	15.4	20.3	25.6	27.0	27.2
Community and personal service workers	5.1	17.0	25.2	33.3	36.8	37.3	37.4
41 Health and welfare support workers	1.6	9.9	15.5	22.9	27.4	30.6	30.8
42 Carers and aides	4.4	14.3	20.9	27.9	32.1	32.6	32.8
43 Hospitality workers	6.0	19.8	28.7	40.1	44.9	45.5	45.5
44 Protective service workers	-	-	-	-	-	-	-
45 Sports and personal service workers	6.3	23.2	36.2	42.4	43.5	43.5	43.5
Clerical and administrative workers	5.5	18.7	26.9	34.2	37.6	37.8	37.8
51 Office managers and program administrators	2.5	10.1	14.8	22.9	27.9	29.4	29.5
53 General clerical workers	6.6	19.8	29.3	35.4	37.5	37.5	37.5
54 Inquiry clerks and receptionists	8.0	27.2	37.4	46.5	49.3	49.3	49.3
55 Numerical clerks	3.6	18.4	25.3	34.4	38.0	38.2	38.2
59 Other clerical and administrative workers	0.6	5.5	9.5	17.6	28.9	29.5	29.5
Sales workers	3.3	11.6	20.6	30.7	36.0	36.3	36.4
61 Sales representatives and agents	6.7	17.1	25.1	30.5	40.1	40.8	40.8
62 Sales assistants and salespersons	3.0	11.0	20.2	30.9	35.6	35.9	36.0
Machinery operators and drivers	5.0	13.6	20.0	29.5	36.9	38.1	38.3
71 Machine and stationary plant operators	3.6	9.9	13.6	20.4	27.7	28.5	28.8
72 Mobile plant operators	3.1	12.1	19.3	27.3	34.6	36.9	37.2
73 Road and rail drivers	7.8	16.9	22.7	31.7	38.8	40.1	40.1
74 Storepersons	6.1	16.4	25.3	38.5	46.3	46.9	46.9
Labourers	6.6	18.8	28.6	37.0	39.2	39.4	39.4
81 Cleaners and laundry workers	1.5	9.5	11.8	17.5	20.9	20.9	20.9
82 Construction and mining labourers	4.2	18.0	24.0	32.7	35.6	35.6	35.6
83 Factory process workers	10.8	23.9	35.9	44.9	46.5	46.6	46.6
84 Farm, forestry and garden workers	2.0	10.6	18.3	24.3	25.8	25.9	26.0
85 Food preparation assistants	13.2	27.0	46.2	53.0	55.1	55.2	55.2
89 Other labourers	3.8	13.9	28.6	48.8	52.7	52.9	52.9
Total non-trade occupations	5.0	16.0	24.1	32.5	36.7	37.2	37.3
Total trade occupations	4.0	13.7	21.4	31.9	44.4	49.7	51.0
All occupations	4.5	14.8	22.8	32.2	40.4	43.1	43.7

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

Contract attrition rates within the first 12 months

Contract attrition rates are based on contracts of training data using the latest National Apprentice and Trainee Collection, no.103 (March 2020 estimates).

Table 8 Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2012–16 (%)

Occupation (ANZSCO) group	Contract attrition rates within 12 months, for contracts commencing in:				
	2012	2013	2014	2015	2016
Managers	22.3	31.1	27.4	23.6	31.6
11 Chief executives, general managers and legislators	0.0*	0.0*	4.1	18.1	24.5
12 Farmers and farm managers	24.5	26.9	30.1	29.4	32.4
13 Specialist managers	22.5	34.6	37.0	31.4	32.2
14 Hospitality, retail and service managers	14.6	14.0	4.2	13.1	41.0
Professionals	21.6	25.9	20.4	26.3	25.3
21 Arts and media professionals	100.0*	20.0*	100.0*	100.0*	100.0*
22 Business, human resource and marketing professionals	22.0	26.3	21.1	34.4	31.2
23 Design, engineering, science and transport professionals	30.4	22.5	19.0	20.3	27.5
24 Education professionals	13.2	31.5	40.0*	33.3*	36.8*
25 Health professionals	-	-	-	-	-
26 ICT professionals	19.0	5.0*	3.3*	20.3	12.9
27 Legal, social and welfare professionals	31.9	40.0*	50.0*	20.6*	28.4
Technicians and trades workers	30.7	31.1	33.6	32.3	32.9
31 Engineering, ICT and science technicians	27.3	26.3	30.0	27.0	23.8
32 Automotive and engineering trades workers	26.4	27.3	25.9	26.7	26.1
33 Construction trades workers	34.2	34.1	37.1	34.5	35.2
34 Electrotechnology and telecommunications trades workers	23.5	22.7	24.5	23.5	25.0
35 Food trades workers	45.9	45.0	47.0	44.7	46.3
36 Skilled animal and horticultural workers	30.6	31.9	32.9	35.7	34.9
39 Other technicians and trades workers	29.6	31.8	38.1	36.1	38.8
391 Hairdressers	46.1	44.4	45.2	43.1	43.5
392 Printing trades workers	16.9	16.5	18.2	25.1	18.0
393 Textile, clothing and footwear trades workers	31.0	28.6	24.0	34.8	43.1
394 Wood trades workers	34.9	35.6	38.0	31.3	36.1
399 Miscellaneous technicians and trades workers	21.0	26.2	33.6	31.9	34.6
Community and personal service workers	30.4	31.5	33.0	33.1	34.4
41 Health and welfare support workers	24.6	23.8	22.1	27.8	22.0
42 Carers and aides	25.4	23.5	30.2	28.4	28.6
43 Hospitality workers	36.3	42.7	42.8	42.3	46.3
44 Protective service workers	22.9	17.3	18.9	25.6	19.8
45 Sports and personal service workers	29.0	31.0	30.5	28.7	31.1
Clerical and administrative workers	27.6	27.2	31.8	36.1	35.6
51 Office managers and program administrators	22.1	21.7	30.6	35.6	35.7
52 Personal assistants and secretaries	16.0	23.5	29.1	33.3	32.1
53 General clerical workers	30.1	28.0	26.8	30.8	29.6
54 Inquiry clerks and receptionists	35.1	35.0	39.2	48.8	51.4
55 Numerical clerks	28.3	25.0	31.3	37.7	35.1
56 Clerical and office support workers	-	-	-	-	-
59 Other clerical and administrative workers	28.3	30.0	33.1	33.0	37.4
Sales workers	29.5	30.1	31.6	30.5	32.4
61 Sales representatives and agents	28.9	24.6	34.7	34.3	36.8
62 Sales assistants and salespersons	29.6	31.0	31.5	30.2	32.2
63 Sales support workers	13.6*	12.1*	13.1	15.8*	2.7*
Machinery operators and drivers	26.2	27.2	31.9	31.5	31.8
71 Machine and stationary plant operators	23.9	18.4	23.1	26.1	24.2
72 Mobile plant operators	23.9	16.0	29.0	31.2	26.4
73 Road and rail drivers	27.6	27.9	33.1	28.6	33.9
74 Storepersons	26.5	32.5	37.5	38.2	40.9
Labourers	33.9	32.3	38.2	39.3	39.4
81 Cleaners and laundry workers	33.3	33.2	33.8	33.4	41.6
82 Construction and mining labourers	44.1	37.6	45.4	36.3	36.6
83 Factory process workers	32.5	30.6	40.7	43.9	45.3
84 Farm, forestry and garden workers	33.1	29.3	29.3	27.9	25.3
85 Food preparation assistants	44.8	46.4	40.0	42.7	36.1
89 Other labourers	30.1	28.0	30.0	31.2	34.9
Total non-trade occupations	28.3	29.7	32.7	33.4	34.4
Total trade occupations	30.7	31.1	33.6	32.3	32.9
All occupations	29.1	30.3	33.1	32.8	33.7

For explanatory notes, see page 17.

A dash (-) represents a true zero figure, with no contracts reported in these categories.

An asterisk (*) indicates that a completion or attrition rate is based on fewer than 50 contracts of training and should be used with caution.

Projected contract attrition rates within the first 12 months

Projected contract attrition rates are projected rates on a cross-sectional 'life tables' methodology.

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2017–19 (%)

Occupation (ANZSCO) group	Projected contract attrition rates within 12 months by commencing cohort		
	2017	2018	2019
Managers	25.6	20.3	16.2
Professionals	20.1	27.5	34.3
Technicians and trades workers	34.0	31.9	31.9
31 Engineering, ICT and science technicians	27.1	26.5	22.2
32 Automotive and engineering trades workers	28.3	26.7	28.7
33 Construction trades workers	36.0	34.2	34.1
34 Electrotechnology and telecommunications trades workers	25.5	26.7	27.4
35 Food trades workers	47.5	42.4	42.2
36 Skilled animal and horticultural workers	35.8	32.9	34.3
39 Other technicians and trades workers	40.8	37.1	35.1
391 Hairdressers	47.1	44.4	41.0
392 Printing trades workers	17.4	47.2	-
394 Wood trades workers	36.3	32.8	31.6
399 Miscellaneous technicians and trades workers	32.5	20.4	20.3
Community and personal service workers	33.6	34.6	33.3
41 Health and welfare support workers	18.1	18.5	22.9
42 Carers and aides	27.5	30.3	27.9
43 Hospitality workers	43.4	42.8	40.1
44 Protective service workers	15.9	8.7	-
45 Sports and personal service workers	35.8	34.6	42.4
Clerical and administrative workers	33.1	34.7	34.2
51 Office managers and program administrators	27.3	30.3	22.9
53 General clerical workers	31.1	32.9	35.4
54 Inquiry clerks and receptionists	44.6	45.4	46.5
55 Numerical clerks	33.0	31.4	34.4
59 Other clerical and administrative workers	30.4	25.9	17.6
Sales workers	35.7	30.2	30.7
61 Sales representatives and agents	33.7	33.2	30.5
62 Sales assistants and salespersons	35.9	29.8	30.9
Machinery operators and drivers	31.8	29.4	29.5
71 Machine and stationary plant operators	20.4	20.0	20.4
72 Mobile plant operators	30.6	26.2	27.3
73 Road and rail drivers	30.9	31.0	31.7
74 Storepersons	44.3	39.5	38.5
Labourers	38.2	40.7	37.0
81 Cleaners and laundry workers	29.5	38.2	17.5
82 Construction and mining labourers	36.6	41.8	32.7
83 Factory process workers	43.0	43.3	44.9
84 Farm, forestry and garden workers	26.0	29.2	24.3
85 Food preparation assistants	43.9	59.2	53.0
89 Other labourers	46.1	41.1	48.8
Total non-trade occupations	33.8	33.5	32.5
Total trade occupations	34.0	31.9	31.9
All occupations	33.9	32.8	32.2

For explanatory notes, see page 17.

Terms

Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a classification of the occupations of individuals. The classification is based on the Australian Bureau of Statistics (ABS), Australian and New Zealand Standard Classification of Occupations (ANZSCO 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. For the purposes of deriving an attrition rate, cancellations and withdrawals include contracts which have been transferred due to a change in employer, as well as contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards.

Commencements refers to apprentices and trainees starting a contract of training. For the purposes of deriving completion and attrition rates, commencements also include apprentices and trainees recommencing a contract of training. The date of commencement or recommencement is the date on which an apprentice or trainee's contract of training is registered or approved under the provisions of the relevant state/territory legislation.

Completions refers to apprenticeship or traineeship contracts of training in which all of the prescribed requirements have been met.

Continuing or outcome not known refers to the proportion of apprentices and trainees who commenced a contract in a given period and who have not yet completed the requirements of training for that contract or who have cancelled or withdrawn from that contract.

Contract attrition rates refers to the proportion of apprentices and trainees who commenced a contract in a given period and who have since cancelled or withdrawn from that contract.

Contract attrition rates 'to date' refers to the proportion of apprentices and trainees who commenced a contract in a given period and who have since cancelled or withdrawn from that contract. As a substantial proportion of apprentices and trainees are continuing their training, particularly in trade occupations, these rates will be revised in subsequent publications; therefore, they are recorded as 'to date' attrition rates.

Contract completion rates refers to the proportion of apprentices and trainees who commenced a contract in a given period and who have since completed the requirements of training for that contract.

Contract completion rates 'to date' refers to the proportion of apprentices and trainees who commenced a contract in a given period and who have since completed the requirements of training for that contract. As a substantial proportion of apprentices and trainees are continuing their training, particularly in trade occupations, these rates will be revised in subsequent publications; therefore, they are recorded as 'to date' completion rates.

Contract status indicates the status of apprentice and trainee contracts of training, including the commencement, completion and cancellation/withdrawal of contracts, and apprentices and trainees 'in training'.

Individual completion rates refers to estimates of individual completion rates for apprentices and trainees, derived by adjusting the original contract completion rates by a recommencement factor.

In-training refers to apprentices and trainees who are actively training under the terms of their training contract and who have not completed, cancelled, withdrawn or suspended their training, or whose training contract expired without their meeting all of the prescribed requirements of their program.

Non-trades refers to those apprentices and trainees employed in occupations outside the trades. Non-trades include all occupations listed under the Australian and New Zealand Standard Classification of Occupations (ANZSCO, First edition, revision 2) with the exception of major group 3 (Technicians and trades workers).

Projected contract attrition rates refers to cross-sectional estimates of projected contract attrition rates for a commencing cohort, based on a 'life tables' methodology.

Projected contract completion rates refers to cross-sectional estimates of projected contract completion rates for a commencing cohort, based on a 'life tables' methodology.

Trades refers to those apprentices and trainees employed in trade occupations under major group 3 (Technicians and trades workers) of the Australian and New Zealand Standard Classification of Occupations (ANZSCO, First edition, revision 2).

Explanatory notes

Data source

- 1 An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. The estimates used in this publication are derived from the National Apprentice and Trainee Collection no.103 (March 2020 estimates), which is compiled under the *Australian Vocational Education and Training Management Information Statistical Standard Apprentice and Trainee Collection specifications: release 7.0*, October 2015.

Contract attrition rates

- 2 Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately.
- 3 Attrition rates do not take into account continuing contracts or expired contracts, where the outcome is unknown; therefore, the attrition rates may be underestimated. Attrition rates do take into account 'transferred' contracts of training for Victoria and Tasmania, and contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards. The inclusion of 'expired – unsuccessful' contracts in the cancellation and withdrawal figures affects attrition rates for Victoria, South Australia, Western Australia and Tasmania. Further details on the methodology used to derive contract attrition rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>.

Contract completion rates

- 4 Completion rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately.
- 5 Completion rates do not take into account continuing contracts or expired contracts, where the outcome is unknown; therefore, the completion rates may be underestimated. Further details on the methodology used to derive contract completion rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>.

Estimation procedure

- 6 Figures on apprentice and trainee activity (such as commencements, completions and in training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2018 to the December quarter 2019). The estimation method involves weighting recently processed numbers, based on average reporting lags. As estimates are revised for up to seven quarters, figures for the last two years may differ from those published in earlier or subsequent reports. Further details on the estimation methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimation-of-apprentice-and-trainee-statistics>, while further information on the adjustment notes for recent collections may be found at <https://www.ncver.edu.au/research-and-statistics/collections/apprentices-and-trainees-collection>.

Individual completion rates

- 7 An estimate of individual completion rates for apprentices and trainees is derived by adjusting the contract completion rates by a factor representing the average recommencements in a particular occupation over a five-year period. Individual completion rates by state and territory may be found at <https://www.ncver.edu.au/data/data/all-data/completion-and-attrition-rates-for-apprentices-and-trainees-2019-state-and-territory-data-table>, while details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/individual-based-completion-rates-for-apprentices>.

Occupation (ANZSCO) group

- 8 This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, revision 2, for reporting. Occupation (ANZSCO) group data have only been collected in the AVETMIS Standard from the September quarter 2000. For reporting purposes, historical data dating back to the September quarter 1994 have been back-cast, based on current ANZSCO and training package usage, and Australian Standard Classification of Occupations (ASCO) data previously collected. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/anzsco-imputation-in-the-national-apprentice-and-trainee-collection>.
- 9 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVER has adopted a 'trades/non-trades' categorisation for the purpose of the National Apprentice and Trainee 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, First edition, Revision 2). ANZSCO has been back-cast by NCVER to 1994 for reporting purposes.

Projected contract completion and attrition rates

- 10 These are experimental contract completion and attrition rates and are based on a 'life tables' methodology, which can predict rates for recently commencing apprentices and trainees. The application of a 'life tables' methodology to simple cross-tabulations of commencements, completions and cancellations/withdrawals enables up-to-date estimates. The resultant cross-sectional estimates reflect the contract completion and attrition rates if the patterns observed in a particular quarter remained unchanged for the life of the commencing cohort in that quarter. Due to the nature of this methodology, the projected contract completion and attrition rates cannot be produced by state or territory and for some sub-major group level occupations. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>.
- 11 The projected contract completion and attrition rates presented in tables 3 and 5 show the proportion of apprentices and trainees completing and cancelling/withdrawing within 19 quarters of commencement. These represent the stable or final rates for contract completion and attrition, respectively.



National Centre for Vocational Education Research Ltd

Level 5, 60 Light Square, Adelaide 5000
PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 **Email** ncver@ncver.edu.au **Web** <<https://www.ncver.edu.au>>

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