

Australian vocational education and training statistics

# Apprentice and trainee outcomes 2023

National Centre for Vocational Education Research



## Description

This publication provides a summary of the outcomes of apprentices and trainees aged 15 years or over who undertook an apprenticeship or traineeship during 2022. It includes those who completed an apprenticeship or traineeship (completers) and those who cancelled or withdrew (non-completers). The figures are derived from the 2023 National Student Outcomes Survey.

Information is presented on apprentices' and trainees' reasons for training, reasons for non-completion, employment outcomes, 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.

## Highlights

In 2023, 19 093 apprentices and trainees responded to the survey. Respondents were comprised of 15 782 who completed their apprenticeship or traineeship and 3311 who did not complete.

### Main reason for undertaking an apprenticeship or traineeship

Common main reasons for undertaking an apprenticeship or traineeship were because they wanted to work in that type of job and to gain a recognised qualification or certificate.

### Employment

At the end of May 2023, proportions employed after training were similar to 2022 with:

- 95.6% of trade completers
- 89.7% of non-trade completers
- 86.1% of trade non-completers
- 81.2% of non-trade non-completers.

### Satisfaction

As reported in 2023, proportions satisfied with the skills they learnt on the job were:

- 91.4% of trade completers, up 1.9 percentage points from 2022
- 88.9% of non-trade completers, similar to 2022
- 78.4% of trade non-completers, similar to 2022
- 67.9% of non-trade non-completers, similar to 2022.

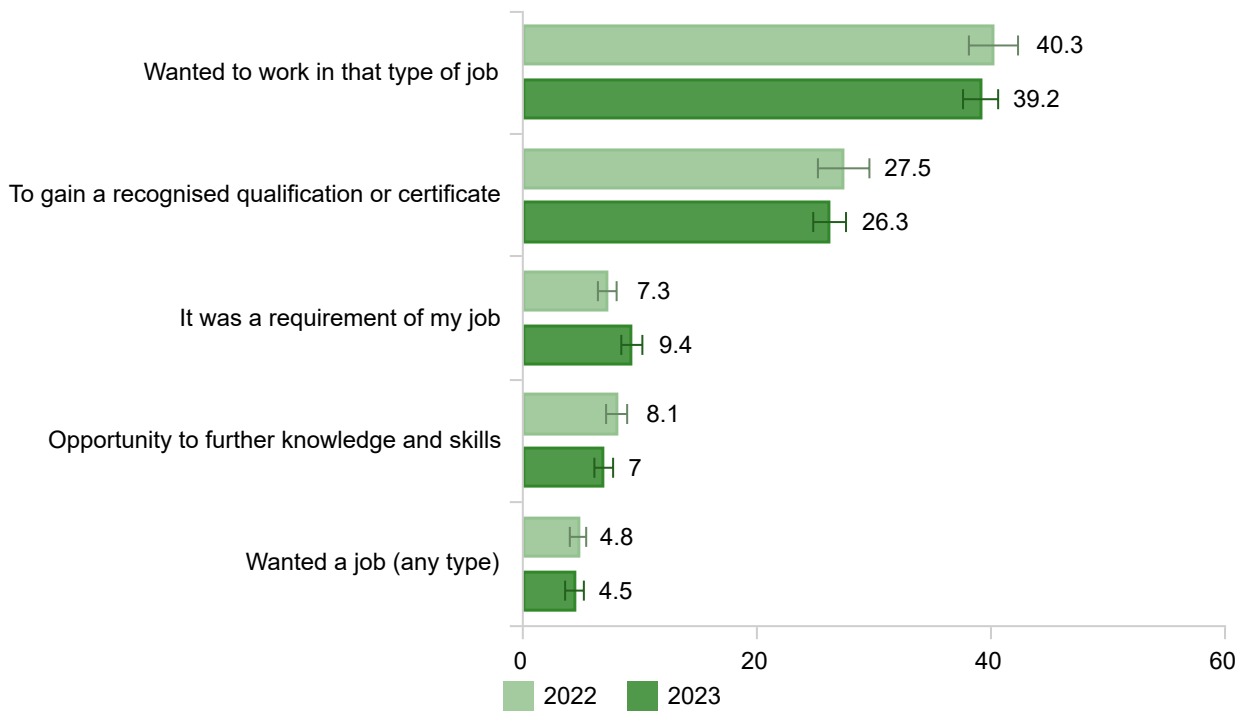
# Trade occupations

Of the apprentices and trainees who responded to the survey, 5443 completed their training in a trade occupation and 1538 cancelled or withdrew from an apprenticeship or traineeship in a trade occupation.

## Main reason for undertaking an apprenticeship or traineeship

The main reason trade completers undertook an apprenticeship or traineeship was because they wanted to work in that type of job (39.2%) followed by gaining a recognised qualification or certificate (26.3%), both similar to 2022.

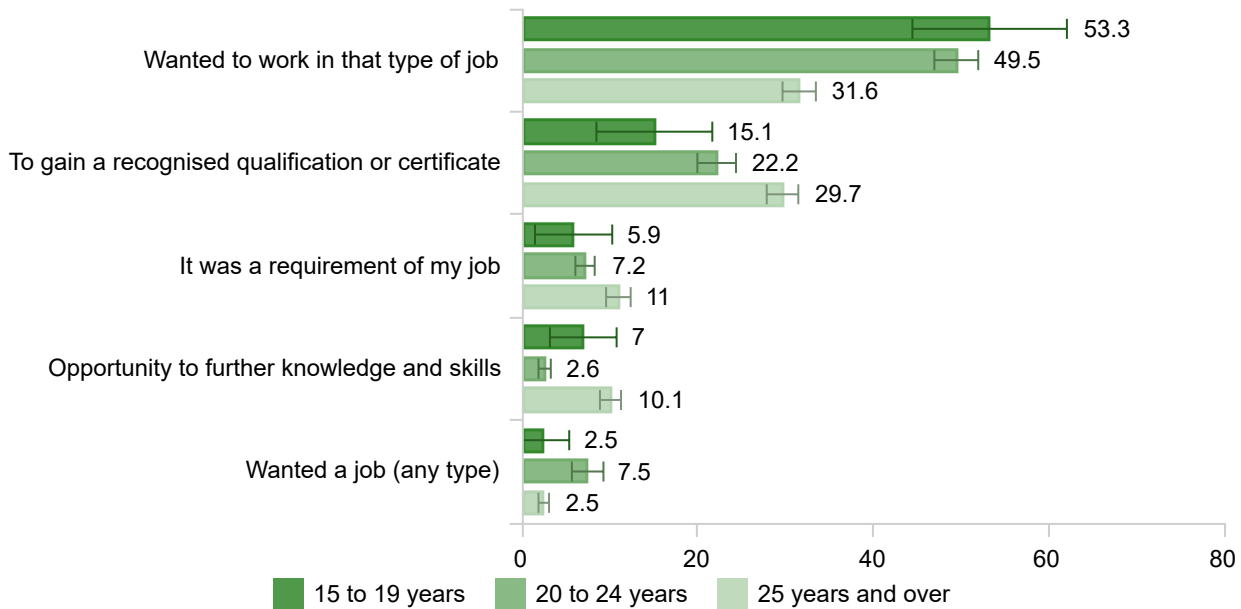
Figure 1 Main reason for undertaking an apprenticeship/traineeship for trade completers, 2022 and 2023 (%)



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2023.

For trade completers aged 15 to 19 years and 20 to 24 years, the main reason for undertaking an apprenticeship or traineeship was because they wanted to work in that type of job, at 53.3% and 49.5% respectively. For those aged 25 years and over, the main reasons were because they wanted to work in that type of job (31.6%) and gain a recognised qualification or certificate (29.7%).

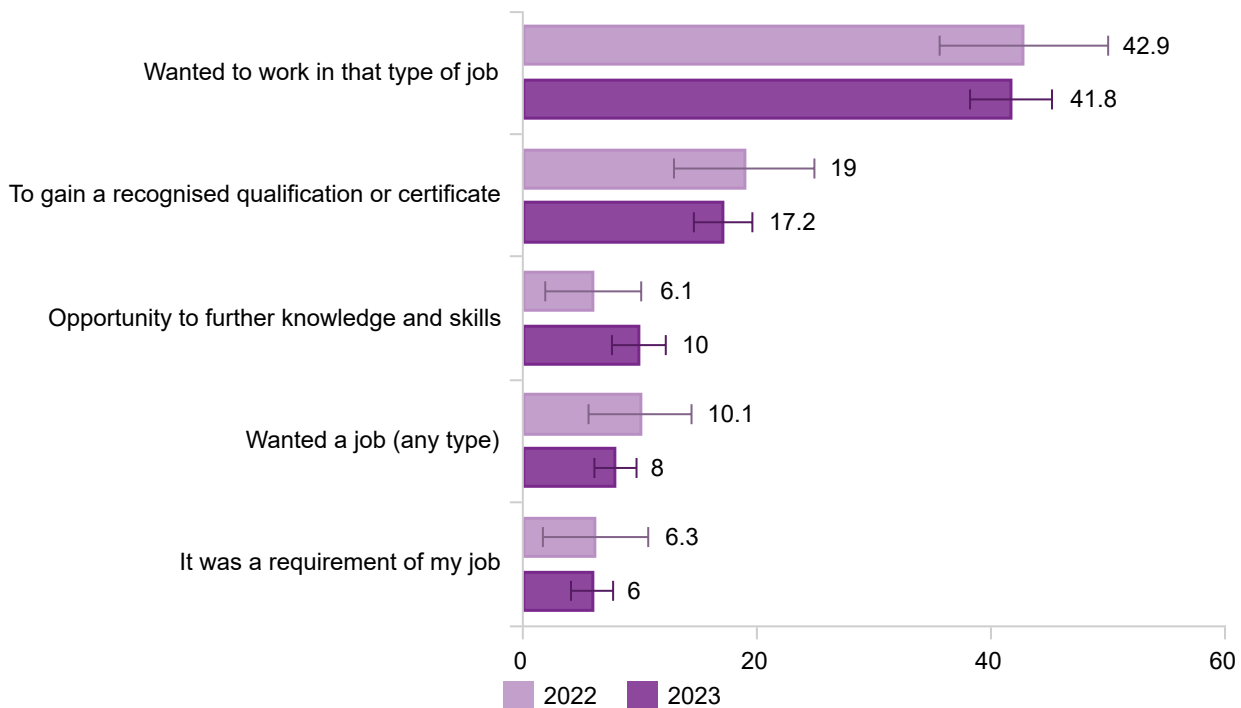
**Figure 2 Main reason for undertaking an apprenticeship/traineeship for trade completers by age group, 2023 (%)**



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported by all trade completers in 2023.

The main reason trade non-completers undertook an apprenticeship or traineeship was because they wanted to work in that type of job (41.8%) followed by gaining a recognised qualification or certificate (17.2%), both similar to 2022.

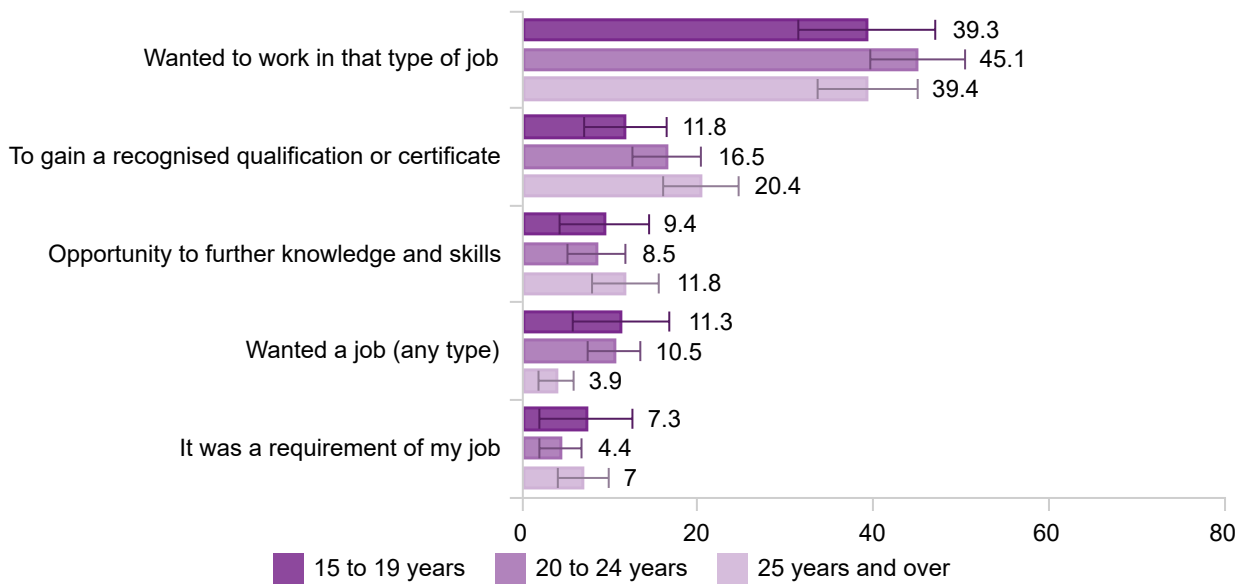
**Figure 3 Main reason for undertaking an apprenticeship/traineeship for trade non-completers, 2022 and 2023 (%)**



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2023.

Across all age groups, the main reason trade non-completers undertook an apprenticeship or traineeship was because they wanted to work in that type of job.

**Figure 4 Main reason for undertaking an apprenticeship/traineeship for trade non-completers by age group, 2023 (%)**



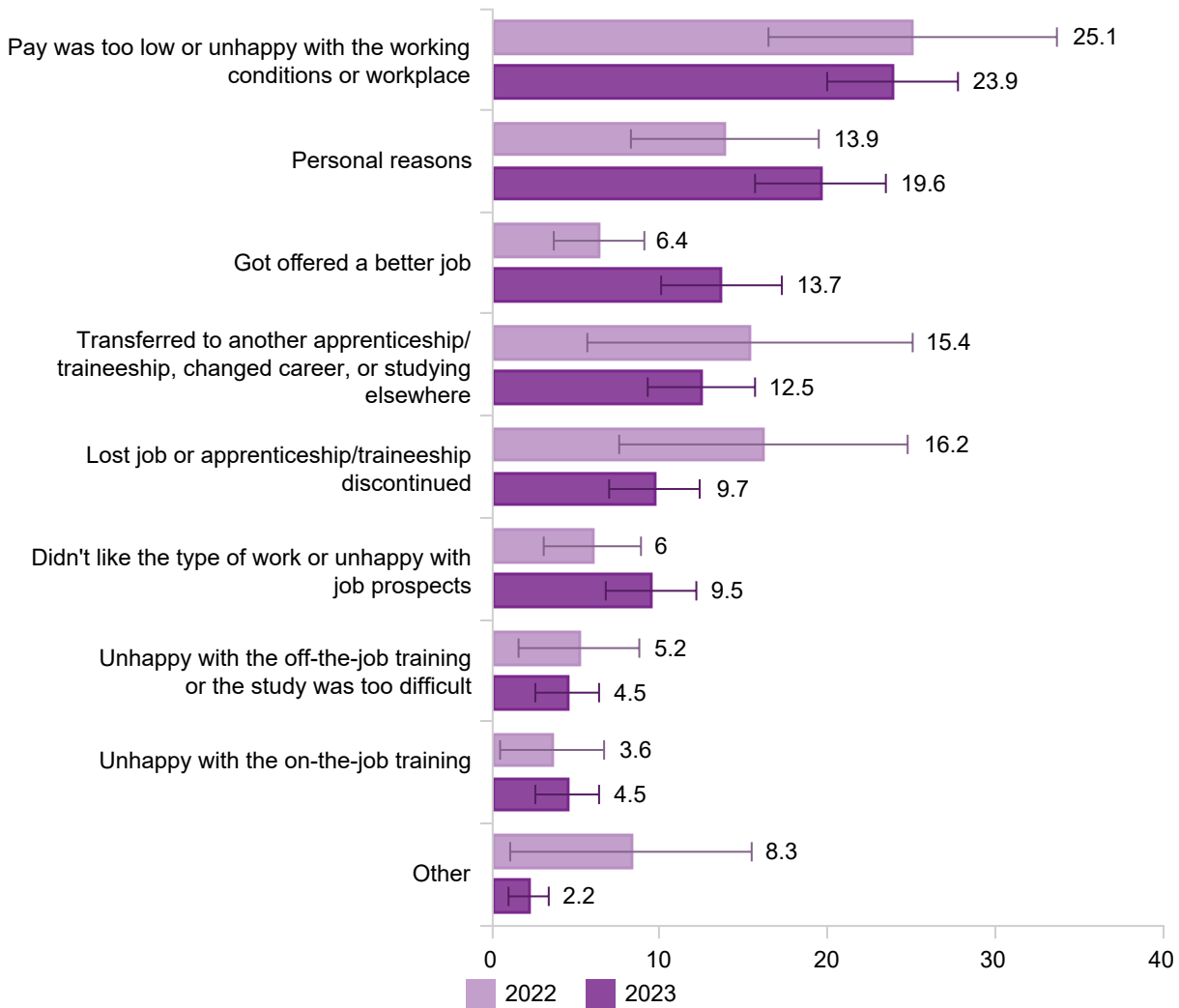
Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported by all trade non-completers in 2023.

## Main reason for not completing an apprenticeship or traineeship

Common main reasons apprentices and trainees in trade occupations did not complete their training were:

- the pay was too low or they were unhappy with working conditions or workplace (23.9%), similar to 2022
- for personal reasons (19.6%), similar to 2022
- they were offered a better job (13.7%), up 7.3 percentage points from 2022.

**Figure 5 Main reason for not completing a trade apprenticeship/traineeship, 2022 and 2023 (%)**



Note: The figure presents summarised groupings of the main reasons.

## Employment and further study outcomes

### Employment outcomes

At the end of May 2023:

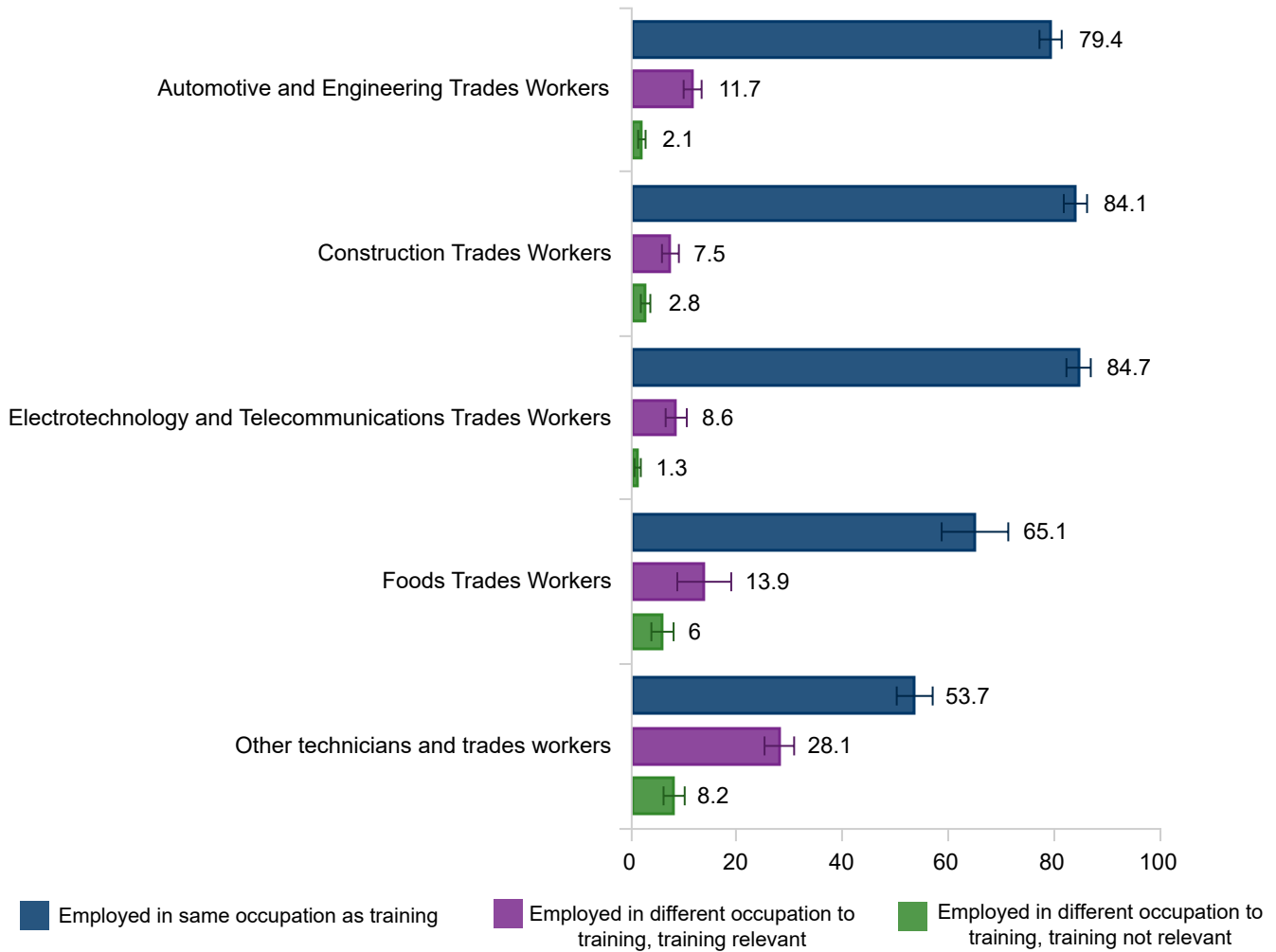
- 95.6% of trade completers were employed, similar to 2022
- 86.1% of trade non-completers were employed, similar to 2022.

After training, 74.9% of trade completers were employed in the same occupational grouping as their apprenticeship or traineeship, similar to 2022. A further 13.8% were employed in a different occupational grouping to their apprenticeship/traineeship and the training was relevant to their job after training, similar to 2022.

Those who completed a trade apprenticeship or traineeship in the following occupations had the highest proportions employed after training in the same occupation as their apprenticeship or traineeship:

- Electrotechnology and Telecommunications Trades Workers (84.7%)
- Construction Trades Workers (84.1%)
- Automotive and Engineering Trades Workers (79.4%).

**Figure 6 Relevance of training to job after training for trade completers by occupation of apprenticeship/traineeship, 2023 (%)**



Notes: Other technicians and trades workers is a derived group that includes occupation sub-groups '31', '36' and '39'. Refer to the National Student Outcomes Survey 2023 - (apprentice and trainee component): data dictionary for more information.

The percentages do not sum to 100% for each occupational group because the figure is not showing the categories 'unknown occupation', 'unknown training relevance' and 'not employed after training'.

Similar to 2022, 17.5% of trade completers employed at the end of May 2023 were actively looking for another job. Of these, 31.9% were looking for another job because their pay was too low and 17.6% to broaden their knowledge and skills.

**Table 1 Main reason trade completers were for looking for another job, 2022 and 2023 (%)**

Reason	2022	2023
The pay is too low	30.0 (4.5)	31.9 (3.4)
Broaden knowledge and skills	22.6 (8.0)	17.6 (2.5)
For a change/to try for a different career	10.4 (2.3)	15.1 (2.3)
Poor working conditions	7.2 (2.5)	6.7 (1.6)
Family reasons	5.0 (1.5)	5.7 (1.5)
I am not happy with the job prospects in the industry	4.2 (1.5)	4.2 (1.3)
Problems with travelling/transport	3.2 (1.3)	4.1 (1.3)
I don't like the type of work	3.1 (1.2)	3.7 (1.2)
I don't get on with my boss or other people at work	3.9 (1.4)	2.9 (1.0)
Lack of work	2.1 (0.9)	2.9 (1.1)
Illness/health reasons	1.8 (1.0)	2.4 (0.9)
Other	6.5 (1.8)	2.8 (1.1)

Note: The table is based on trade completers who were employed after training and actively looking for work. The margin of error is shown in brackets for each survey estimate in the table.



Of trade completers employed at the end of May 2023, 29.7% were employed with a different employer to their apprenticeship/traineeship, similar to 2022. Of these, 28.0% changed employers because they were offered a better job.

Of trade non-completers employed at the end of May 2023, 66.7% were employed with a different employer to their apprenticeship/traineeship, similar to 2022. Of these, 19.1% changed employers because they were offered a better job.

**Table 2 Main reason trade completers and non-completers changed employers, 2022 and 2023 (%)**

Reason	Trade completers		Trade non-completers	
	2022	2023	2022	2023
Got offered a better job	29.3 (5.2)	28.0 (2.4)	24.0 (9.0)	19.1 (3.7)
The pay was too low	9.3 (1.7)	11.9 (1.7)	10.9 (5.9)	10.6 (2.7)
Broaden knowledge and skills	12.3 (5.6)	9.1 (1.4)	0.5 (0.4)	3.5 (1.4)
Poor working conditions	8.6 (1.7)	8.8 (1.4)	8.6 (3.7)	9.5 (2.3)
Moved	5.4 (1.3)	7.5 (1.4)	1.5 (0.8)	3.1 (1.5)
Employment not continued at the end of my training contract	5.4 (1.3)	6.4 (2.0)	0.5 (0.4)	1.4 (1.0)
I didn't get on with my boss or other people at work	5.0 (1.2)	4.5 (1.0)	13.8 (5.5)	12.2 (3.3)
For a change/to try a different career	5.6 (1.3)	4.5 (1.0)	6.5 (5.4)	8.0 (2.6)
I lost my job/was made redundant	3.0 (0.9)	3.9 (1.6)	9.0 (4.3)	8.7 (3.0)
Family reasons	2.1 (0.8)	2.9 (1.6)	2.1 (2.3)	3.6 (2.0)

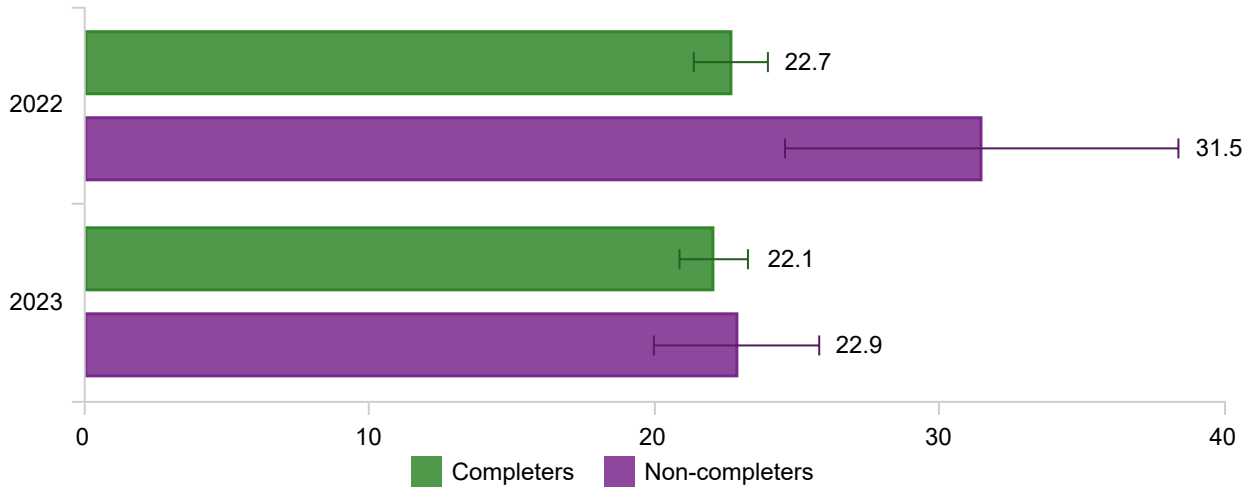
Note: The table is based on trade completers and non-completers who were employed with a different employer after training. The margin of error is shown in brackets for each survey estimate in the table.

### Further study outcomes

As reported in 2023:

- 22.1% of trade completers commenced further study after training, similar to 2022
- 22.9% of trade non-completers commenced further study after training, down 8.6 percentage points from 2022.

Figure 7 Commenced further study after training for trade completers and non-completers, 2022 and 2023 (%)

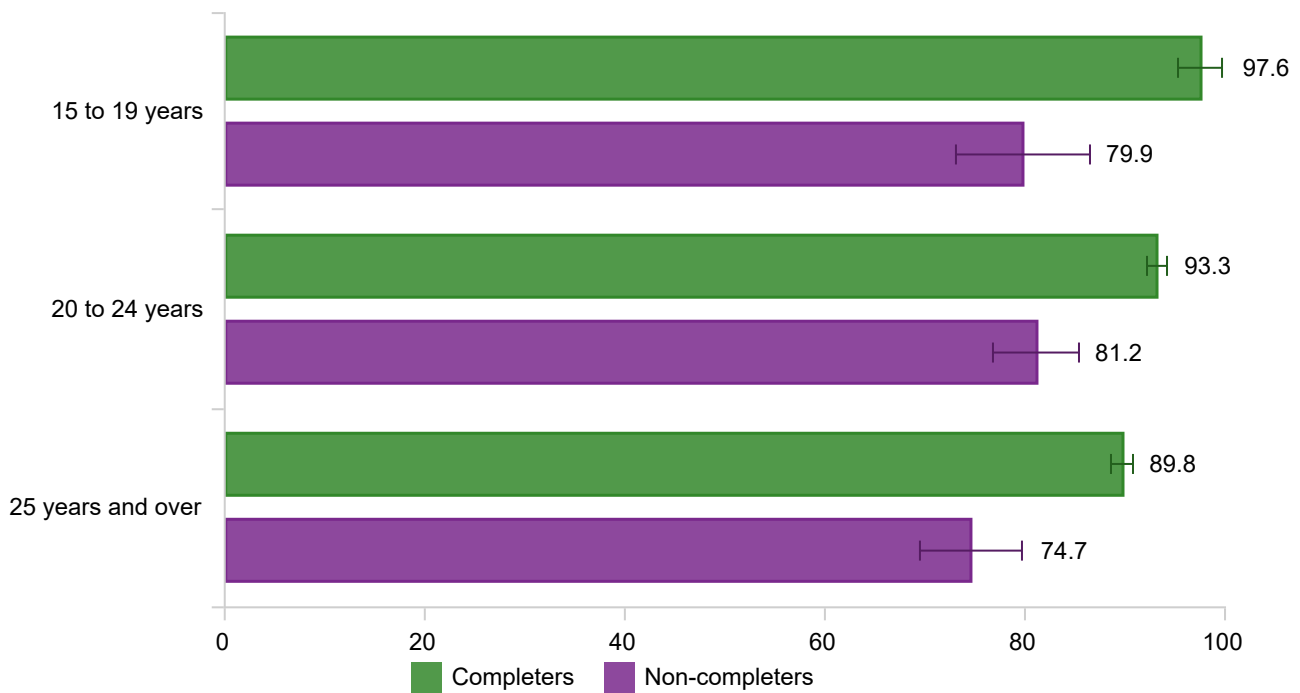


## Satisfaction with apprenticeship/traineeship

As reported in 2023:

- 91.4% of trade completers were satisfied with the skills learnt on the job, up 1.9 percentage points from 2022
- 78.4% of trade non-completers were satisfied with the skills learnt on the job, similar to 2022.

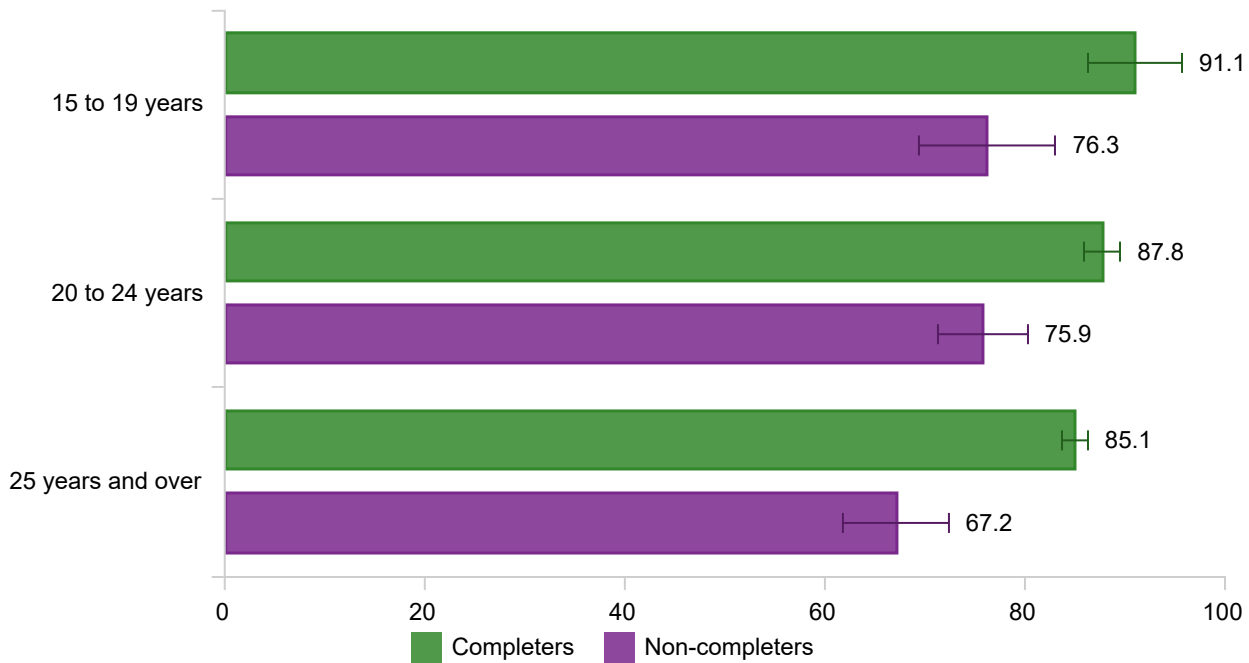
Figure 8 Satisfied with skills learnt on the job for trade completers and non-completers by age group, 2023 (%)



As reported in 2023:

- 86.4% of trade completers were satisfied with their off-the-job training overall, similar to 2022
- 72.6% of trade non-completers were satisfied with their off-the-job training overall, similar to 2022.

**Figure 9 Satisfied with off-the-job training overall for trade completers and non-completers by age group, 2023 (%)**



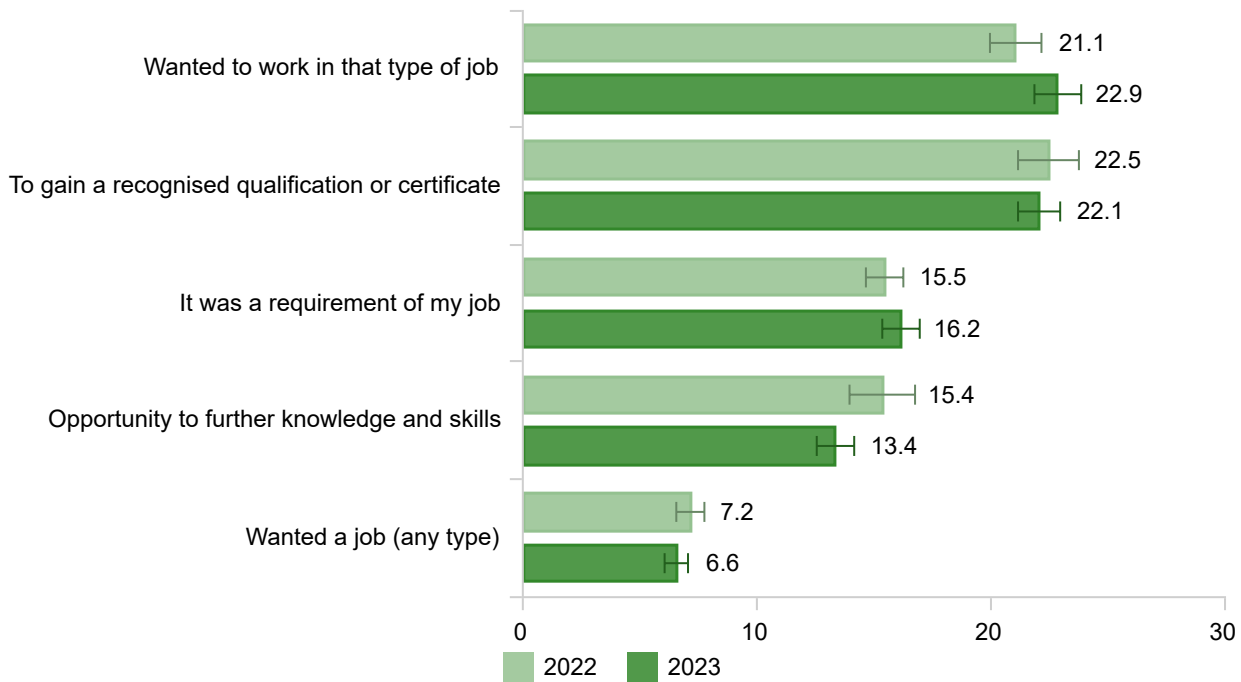
# Non-trade occupations

Of the apprentices and trainees who responded to the survey, 10 322 completed their training in a non-trade occupation and 1769 cancelled or withdrew from an apprenticeship or traineeship in a non-trade occupation.

## Main reason for undertaking an apprenticeship or traineeship

The main reasons non-trade completers undertook an apprenticeship or traineeship were because they wanted to work in that type of job (22.9%), up 1.7 percentage points from 2022, and to gain a recognised qualification or certificate (22.1%), similar to 2022.

Figure 10 Main reason for undertaking an apprenticeship/traineeship for non-trade completers, 2022 and 2023 (%)

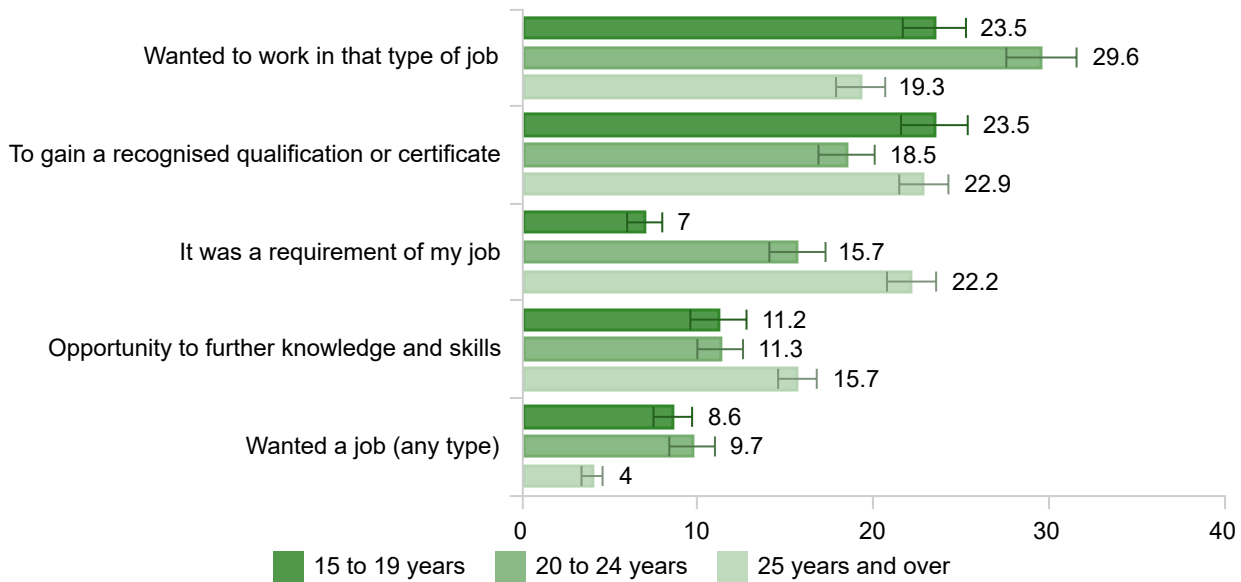


Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2023.

The main reason for undertaking an apprenticeship or traineeship for non-trade completers varied by age.

- For those aged 15 to 19 years, the main reasons were because they wanted to work in that type of job and to gain a recognised qualification or certificate, at 23.5% and 23.5% respectively.
- For those aged 20 to 24 years, the main reason was because they wanted to work in that type of job, at 29.6%.
- For those aged 25 years and over, the main reasons were to gain a recognised qualification or certificate and because it was a requirement of their job, at 22.9% and 22.2% respectively.

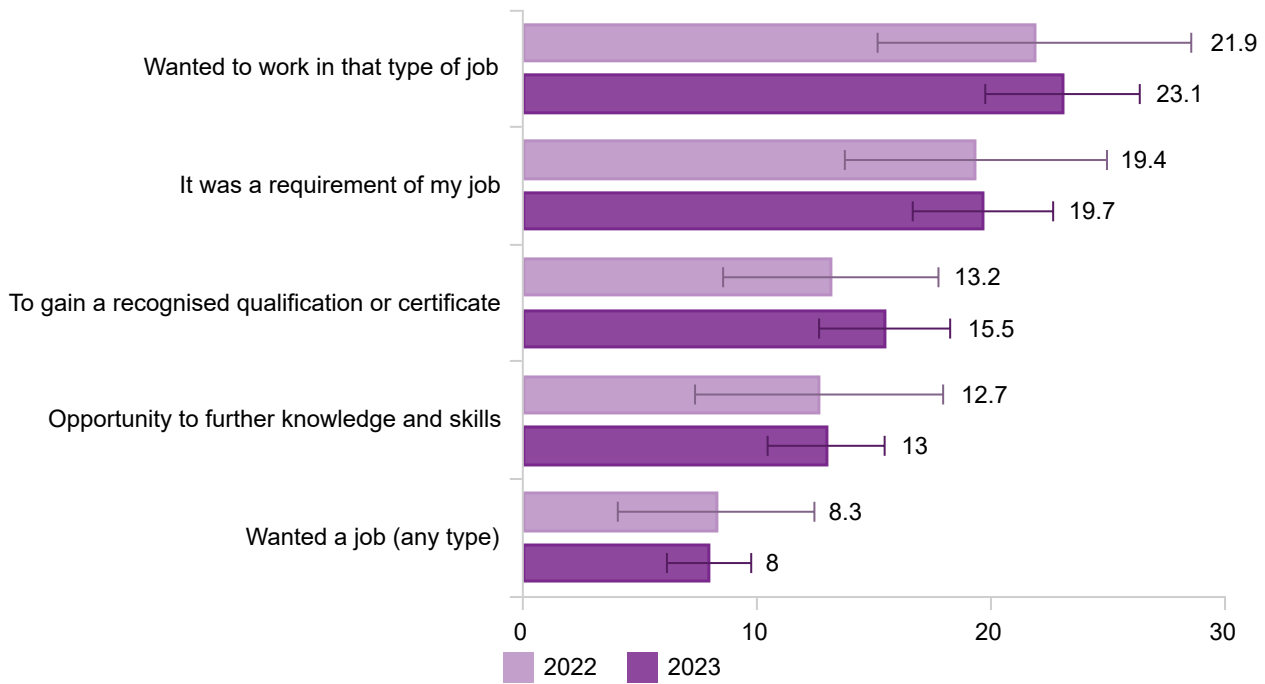
**Figure 11 Main reason for undertaking an apprenticeship/traineeship for non-trade completers by age group, 2023 (%)**



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported by all non-trade completers in 2023.

Common main reasons non-trade non-completers undertook an apprenticeship or traineeship were because they wanted to work in that type of job (23.1%) and, it was a requirement of their job (19.7%), both similar to 2022.

**Figure 12 Main reason for undertaking an apprenticeship/traineeship for non-trade non-completers, 2022 and 2023 (%)**



Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported in 2023.

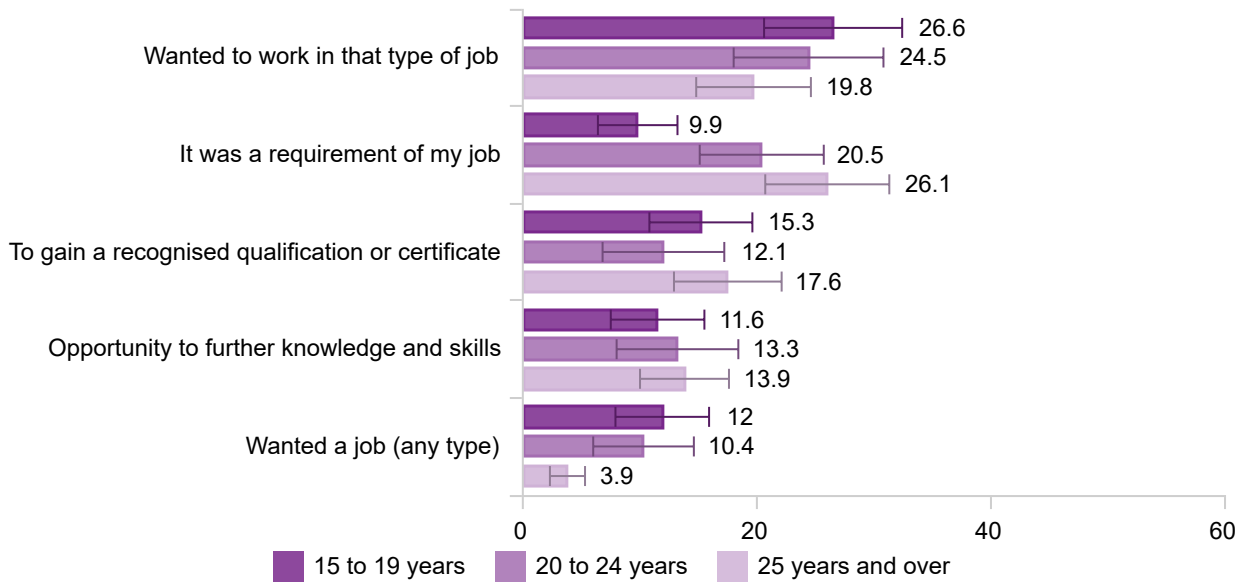
The main reason for undertaking an apprenticeship or traineeship for non-trade non-completers varied by age.

- For those aged 15 to 19 years, the main reason was because they wanted to work in that type of job, at 26.6%.

- For those aged 20 to 24 years, common main reasons were because they wanted to work in that type of job and it was a requirement of their job, at 24.5% and 20.5% respectively.

- For those aged 25 years and over, common main reasons were because it was a requirement of their job and because they wanted to work in that type of job, at 26.1% and 19.8% respectively.

**Figure 13 Main reason for undertaking an apprenticeship/traineeship for non-trade non-completers by age group, 2023 (%)**



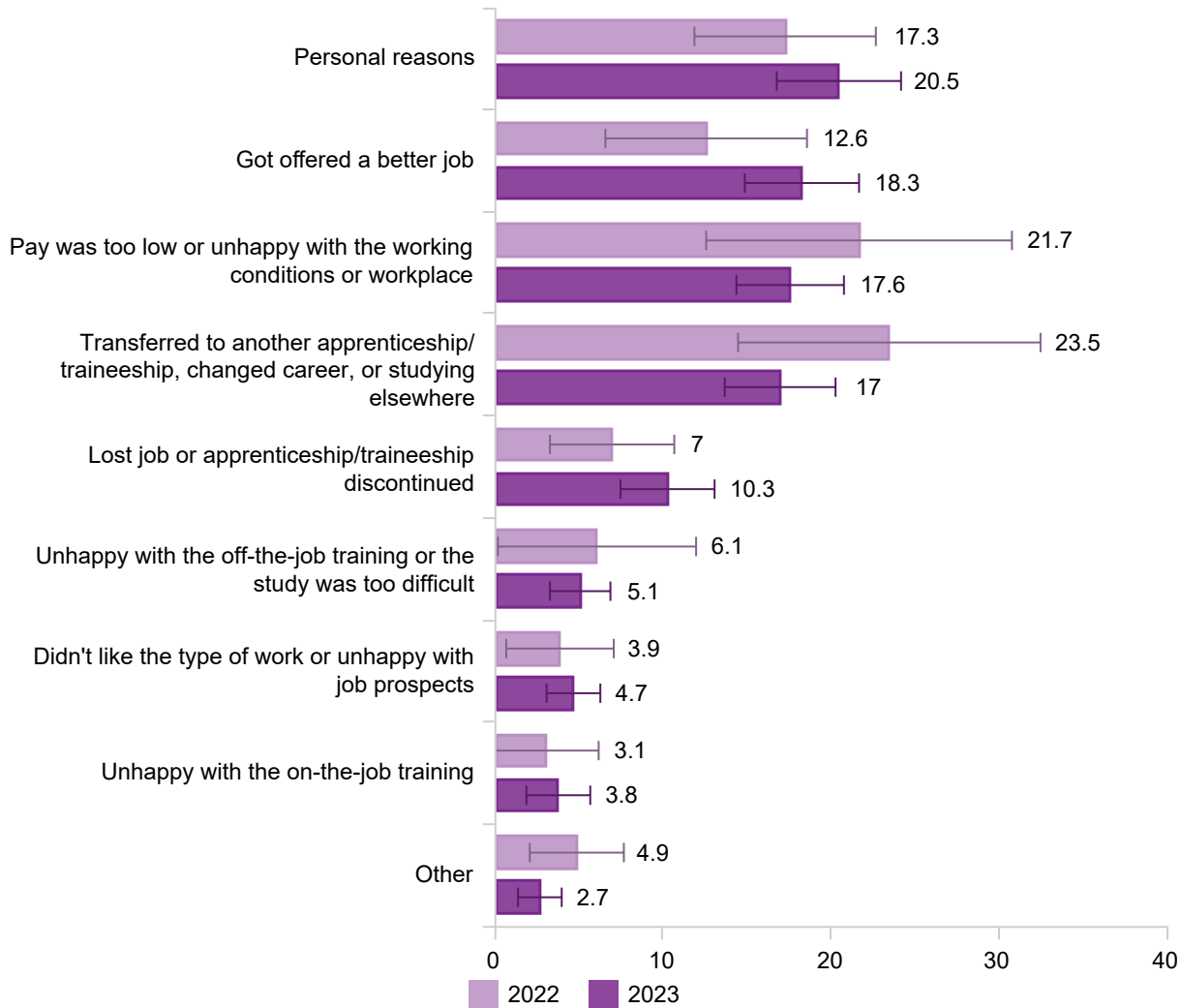
Note: The figure presents the top five main reasons for undertaking an apprenticeship or traineeship, as reported by all non-trade non-completers in 2023.

## Main reason for not completing an apprenticeship or traineeship

Similar to 2022, common main reasons apprentices and trainees in non-trade occupations did not complete their training were:

- for personal reasons (20.5%)
- they were offered a better job (18.3%)
- the pay was too low or they were unhappy with working conditions or workplace (17.6%)
- they transferred to another apprenticeship/traineeship, changed career or studying elsewhere (17.0%).

Figure 14 Main reason for not completing a non-trade apprenticeship/traineeship, 2022 and 2023 (%)



Note: The figure presents summarised groupings of the main reasons.



# Employment and further study outcomes

## Employment outcomes

At the end of May 2023:

- 89.7% of non-trade completers were employed, similar to 2022
- 81.2% of non-trade non-completers were employed, similar to 2022.

After training, 32.6% of non-trade completers were employed in the same occupational grouping as their apprenticeship or traineeship, similar to 2022. A further 42.1% were employed in a different occupational grouping to their apprenticeship/traineeship and the training was reported as relevant to their job after training, up 2.0 percentage points from 2022.

Those who completed a non-trade apprenticeship or traineeship in the following occupations had the highest proportions employed after training in the same occupation as their apprenticeship or traineeship:

- Machinery Operators and Drivers (44.5%)
- Sales Workers (42.7%)
- Community and Personal Services Workers (42.2%).

**Figure 15 Relevance of training to job after training for non-trade completers by occupation of apprenticeship/traineeship, 2023 (%)**



Note: The percentages do not sum to 100% for each occupational group because the figure is not showing the categories 'unknown occupation', 'unknown training relevance' and 'not employed after training'.

Of non-trade completers employed at the end of May 2023, 22.8% were actively looking for another job, down 1.7 percentage points from 2022. Of these, 28.5% were looking for another job because their pay was too low, up 4.7 percentage points from 2022 and 17.1% to try for a different career, similar to 2022.

**Table 3 Main reason non-trade completers employed after training and actively looking for work were looking for another job, 2022 and 2023 (%)**

Reason	2022	2023
The pay is too low	23.7 (2.3)	28.5 (2.1)
For a change/to try for a different career	16.6 (1.8)	17.1 (1.7)
Broaden knowledge and skills	10.9 (1.8)	12.4 (1.9)
Lack of work	9.9 (1.3)	9.3 (1.2)
Poor working conditions	6.8 (1.2)	6.2 (1.0)
Family reasons	4.9 (1.0)	5.1 (1.1)
Problems with travelling/transport	3.8 (0.9)	4.5 (0.9)
I am not happy with the job prospects in the industry	5.2 (1.0)	4.2 (0.9)
I don't like the type of work	7.2 (3.3)	3.7 (0.8)
I don't get on with my boss or other people at work	2.5 (0.7)	2.4 (0.6)
Illness/health reasons	2.8 (0.7)	1.5 (0.5)
Other	5.7 (1.1)	5.0 (0.9)

Note: The table is based on non-trade completers who were employed after training and actively looking for work. The margin of error is shown in brackets for each survey estimate in the table.

Of non-trade completers employed at the end of May 2023, 27.8% were employed with a different employer to their apprenticeship/traineeship, similar to 2022. Of these, 26.7% changed employers because they were offered a better job.

Of non-trade non-completers employed at the end of May 2023, 65.1% were employed with a different employer to their apprenticeship/traineeship, similar to 2022. Of these, 27.8% changed employers because they were offered a better job.

**Table 4 Main reason non-trade completers and non-completers changed employers, 2022 and 2023 (%)**

Reason	Non-trade completers		Non-trade non-completers	
	2022	2023	2022	2023
Got offered a better job	26.9 (2.1)	26.7 (2.0)	25.2 (9.0)	27.8 (4.4)
Poor working conditions	7.8 (1.1)	9.8 (1.3)	9.4 (7.0)	7.9 (2.6)
For a change/to try a different career	9.4 (2.9)	9.4 (1.2)	7.4 (6.8)	8.8 (2.9)
The pay was too low	7.6 (1.1)	9.3 (1.2)	6.5 (5.1)	9.6 (3.3)
Employment not continued at the end of my training contract	9.5 (1.3)	8.6 (1.5)	1.6 (1.7)	2.2 (1.3)
Moved	7.4 (1.4)	8.4 (1.4)	8.3 (6.5)	4.9 (2.4)
Broaden knowledge and skills	4.4 (1.3)	4.0 (0.8)	0.5 (0.5)	2.7 (2.2)
I didn't get on with my boss or other people at work	3.2 (0.7)	3.5 (0.7)	7.8 (5.6)	8.2 (2.8)
I didn't like the type of work	3.4 (0.7)	3.4 (0.7)	6.5 (5.6)	8.0 (3.1)
Problems with travelling/transport	2.2 (0.6)	3.0 (0.7)	3.9 (4.2)	0.7 (0.5)

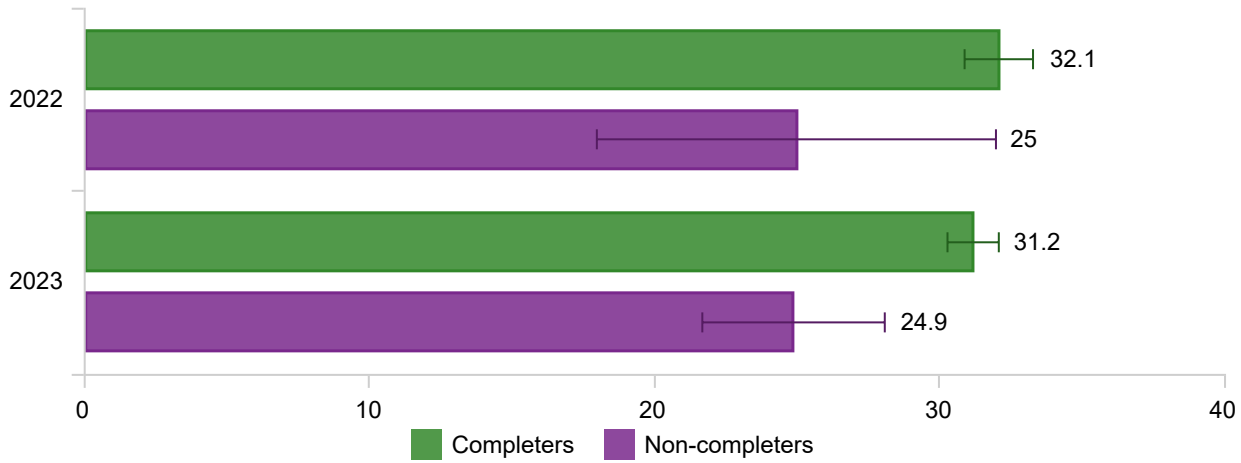
Note: The table is based on non-trade completers and non-completers who were employed with a different employer after training. The margin of error is shown in brackets for each survey estimate in the table.

### Further study outcomes

As reported in 2023:

- 31.2% of non-trade completers commenced further study after training, similar to 2022
- 24.9% of non-trade non-completers commenced further study after training, similar to 2022.

Figure 16 Commenced further study after training for non-trade completers and non-completers, 2022 and 2023 (%)

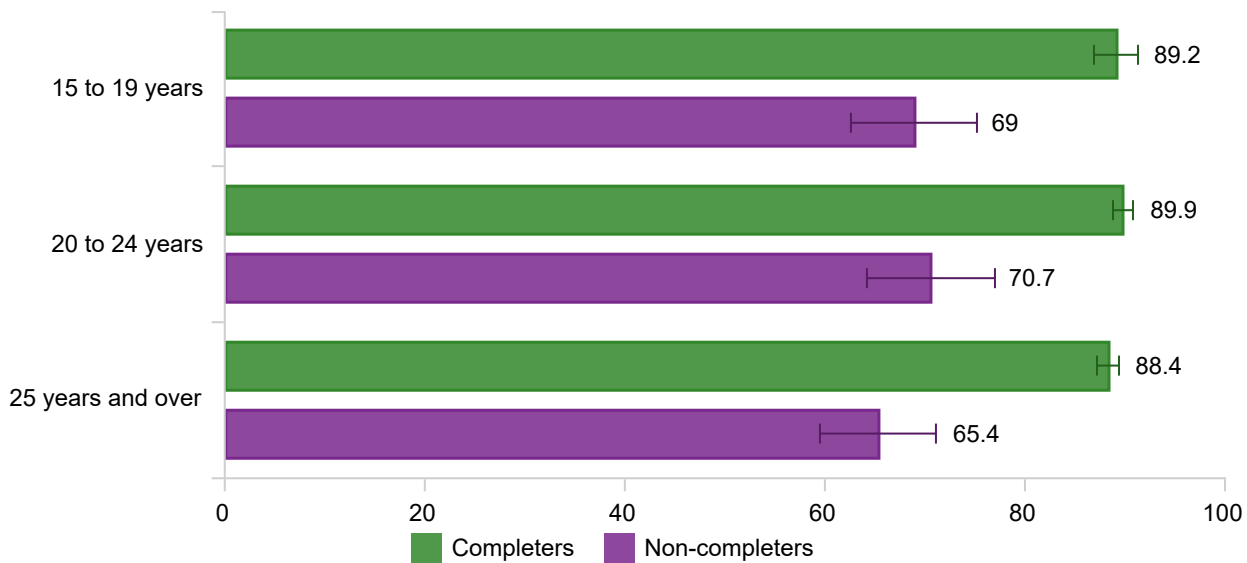


## Satisfaction with apprenticeship/traineeship

As reported in 2023:

- 88.9% of non-trade completers were satisfied with the skills learnt on the job, similar to 2022
- 67.9% of non-trade non-completers were satisfied with the skills learnt on the job, similar to 2022.

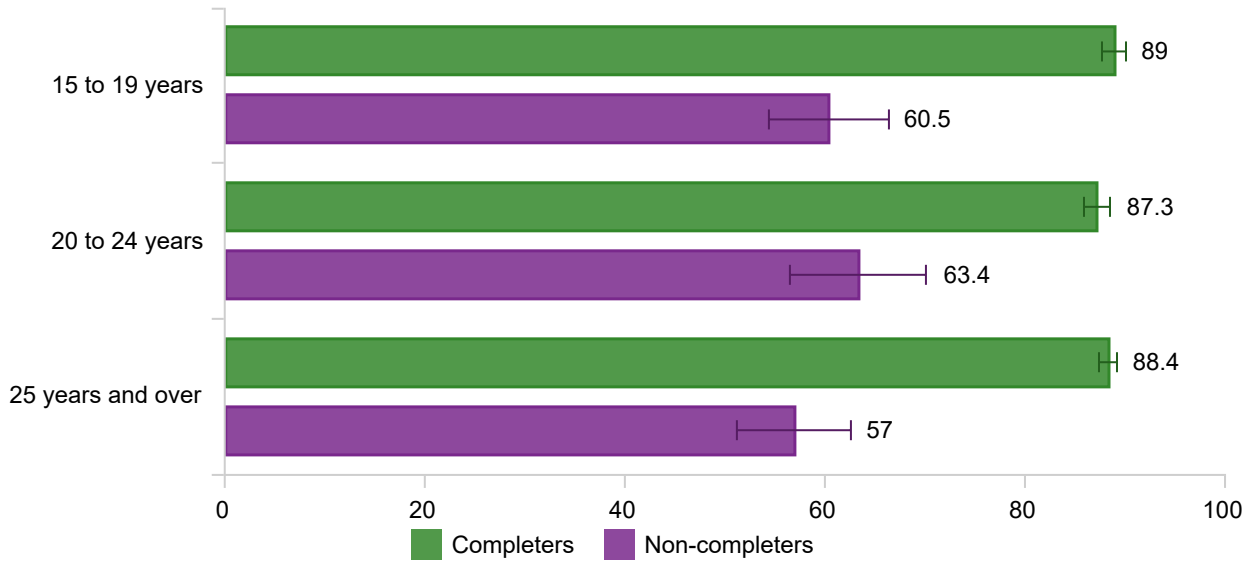
Figure 17 Satisfied with skills learnt on-the-job for non-trade completers and non-completers by age group, 2023 (%)



As reported in 2023:

- 88.3% of non-trade completers were satisfied with their off-the-job training overall, down 0.9 percentage points from 2022
- 59.7% of non-trade non-completers were satisfied with their off-the-job training overall, similar to 2022.

Figure 18 Satisfied with off-the-job training overall for non-trade completers and non-completers by age group, 2023 (%)



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