This is an alternative text version of *Historical time series of apprenticeships and traineeships in Australia — infographic*. It is designed to be read via a screen reader and consequently has had all visual elements removed. Please see the online version available at <http://www.ncver.edu.au/infographics> if you wish to view the full version.

# Historical time series of apprenticeships and traineeships in Australia

This infographic presents a summary of training activity in apprenticeships and traineeships in Australia for the period 1963—2016. These data are presented alongside economic and labour market data for the same period in order to put the training activity into context. They are also supplemented by a timeline of major policy changes affecting apprenticeships and traineeships in Australia from 1901 to 2016.

Data on training activity come from [*Historical time series of apprenticeships and traineeships in Australia, from 1963 to 2016* (NCVER, 2016)](https://www.ncver.edu.au/data/data/all-data/historical-time-series-of-apprenticeships-and-traineeships-in-australia-from-1963-to-2016) *<*https://www.ncver.edu.au/data/data/all-data/historical-time-series-of-apprenticeships-and-traineeships-in-australia-from-1963-to-2016*>*. Please refer to this publication for notes regarding breaks in series and other caveats associated with the information presented.

**Tips for using this infographic**

Key points about training activity, economic and labour market context and policy changes have been added to the figures as interactive tooltips. The exact number for each data point and any notes can be seen by placing the mouse cursor over the relevant data point. More information about the policy changes is available in the table at the bottom of the infographic.

The tabs at the top of figures allow you to change figures to enable you to further examine the data. The tabs allow you to change the time period (e.g. 1960s) or the occupations (e.g. trade or non-trade) that you see.

## Commencements in 12 months ending 30 June, 1963–2016 ('000)

|  |  |  |
| --- | --- | --- |
|  Year | Commencements | Commentary |
| 1963 | 22.6 | Fewest commencements and completions for 1963–2016. |
| 1964 | 29.3 |  |
| 1965 | 29.8 |  |
| 1966 | 28.9 |  |
| 1967 | 28.0 |  |
| 1968 | 28.2 |  |
| 1969 | 28.3 |  |
| 1970 | 32.1 | Peak GDP growth for 1970–2016. |
| 1971 | 34.7 |  |
| 1972 | 32.8 |  |
| 1973 | 35.4 | Employer subsidies extended (see table below). |
| 1974 | 44.8 |  |
| 1975 | 40.4 | Low GDP growth. |
| 1976 | 39.0 |  |
| 1977 | 38.7 | Commonwealth Rebate for Apprentice Full-time Training (CRAFT) introduced (see table below). |
| 1978 | 45.3 | Low GDP growth. |
| 1979 | 42.6 |  |
| 1980 | 46.4 |  |
| 1981 | 48.8 | Lowest unemployment until 2004. |
| 1982 | 47.8 |  |
| 1983 | 34.8 | Fewest commencements since 1972; peak unemployment for 1978–1991; begins six year period of falling unemployment; negative GDP growth. |
| 1984 | 38.0 |  |
| 1985 | 49.3 | Highest GDP growth since 1970; Australian Traineeship System established (see table below). |
| 1986 | 51.8 | Most completions for 1963–1992. |
| 1987 | 52.1 | Fewest completions since 1976. |
| 1988 | 55.0 | Second highest GDP growth for 1970–2016. |
| 1989 | 62.7 | Most commencements for 1963–1995; equal lowest unemployment for 1982–2002; begins four years of rising unemployment. |
| 1990 | 62.3 |  |
| 1991 | 45.0 | Negative GDP growth. |
| 1992 | 40.5 | Highest unemployment since 1983; low GDP growth; ANTA established; age restrictions on apprenticeships removed (see table below). |
| 1993 | 46.1 | Most completions for 1963–1996; peak unemployment for 1978–2016. |
| 1994 | 50.5 |  |
| 1995 | 60.0 | NETTFORCE established to encourage employer take-up of traineeships (see table below). |
| 1996 | 76.2 |  |
| 1997 | 96.0 |  |
| 1998 | 126.1 | Fewest commencements for 1998–2016; New Apprenticeship System and 'user choice' principles introduced (see table below). |
| 1999 | 197.2 | Highest GDP growth since 1988. |
| 2000 | 201.6 | Equal lowest unemployment for 1982–2002; ends four years of falling unemployment. |
| 2001 | 215.3 | Begins seven years of falling unemployment; lowest GDP growth since 1992. |
| 2002 | 244.3 | Fewest completions for 2002–2016. |
| 2003 | 288.0 | Most commencements for 1963–2007; ends 11 years of increasing commencements; lowest unemployment since 1981. |
| 2004 | 254.7 |  |
| 2005 | 260.8 |  |
| 2006 | 265.8 | New Apprenticeships re-launched as Australian Apprenticeships; establishment of Australian Technical Colleges (see table below). |
| 2007 | 271.5 | Announcement of winding back of Australian Technical Colleges (see table below). |
| 2008 | 289.1 | Lowest unemployment for 1978–2016; ends seven years of falling unemployment; targeted funding in areas of skills shortages introduced (see table below). |
| 2009 | 269.4 | Highest unemployment since 2003; lowest GDP growth for 1993–2016; initiative to increase trade commencement by young people introduced (see table below). |
| 2010 | 293.5 |  |
| 2011 | 321.1 | Accelerated apprenticeships initiative announced; various commencement and completion incentives removed (see table below). |
| 2012 | 376.8 | Commencements peak; further commencement and completion incentives removed; Victoria introduces new funding rates (see table below). |
| 2013 | 233.2 | Completions peak; ends 12 years of increasing completions; alternative Pathways for the Trades Program announced; further incentive payments removed; apprentice pay rates increased (see table below). |
| 2014 | 219.6 | Announcement of the end of various programmes and introduction of Trade Support Loans (see table below). |
| 2015 | 184.2 | Highest unemployment for 2003–2016; various initiatives announced by NSW, Victoria, Queensland and NT (see table below). |
| 2016 | 168.8 | Fewest commencements since 1998; fewest completions since 2002. |

Note: The Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for data collection was introduced in 1994 and there was a consequent break in series between 1994 and 1995. Data before 1995 does not include the relatively small number of traineeships up until that point.

## Completions in 12 months ending 30 June, 1963–2016 ('000)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |  |
| --- | --- | --- |
|  Year | **Completions** | Commencements |
| 1963 | 14 | Fewest commencements and completions for 1963–2016. |
| 1964 | 14.9 |  |
| 1965 | 16.3 |  |
| 1966 | 17.2 |  |
| 1967 | 17.1 |  |
| 1968 | 19.4 |  |
| 1969 | 21.7 |  |
| 1970 | 26.4 | Peak GDP growth for 1970–2016. |
| 1971 | 21.9 |  |
| 1972 | 24.1 |  |
| 1973 | 22.1 | Employer subsidies extended (see table below). |
| 1974 | 21.2 |  |
| 1975 | 27.2 | Low GDP growth. |
| 1976 | 25.8 |  |
| 1977 | 29.3 | Commonwealth Rebate for Apprentice Full-time Training (CRAFT) introduced (see table below). |
| 1978 | 32.9 | Low GDP growth. |
| 1979 | 30.6 |  |
| 1980 | 30.8 |  |
| 1981 | 34.3 | Lowest unemployment until 2004. |
| 1982 | 32 |  |
| 1983 | 33.4 | Fewest commencements since 1972; peak unemployment for 1978–1991; begins six year period of falling unemployment; negative GDP growth. |
| 1984 | 35.9 |  |
| 1985 | 36.5 | Highest GDP growth since 1970; Australian Traineeship System established (see table below). |
| 1986 | 38.2 | Most completions for 1963–1992. |
| 1987 | 26.5 | Fewest completions since 1976. |
| 1988 | 29.9 | Second highest GDP growth for 1970–2016. |
| 1989 | 30.4 | Most commencements for 1963–1995; equal lowest unemployment for 1982–2002; beings four years of rising unemployment. |
| 1990 | 32.1 |  |
| 1991 | 32.2 | Negative GDP growth. |
| 1992 | 36.1 | Highest unemployment since 1983; low GDP growth; ANTA established; age restrictions on apprenticeships removed (see table below). |
| 1993 | 39.6 | Most completions for 1963–1996; peak unemployment for 1978–2016. |
| 1994 | 34.3 |  |
| 1995 | 32.9 | NETTFORCE established to encourage employer take-up of traineeships (see table below). |
| 1996 | 31.7 |  |
| 1997 | 44.6 |  |
| 1998 | 54.3 | Fewest commencements for 1998–2016; New Apprenticeship System and 'user choice' principles introduced (see table below). |
| 1999 | 64.5 | Highest GDP growth since 1988. |
| 2000 | 86.6 | Equal lowest unemployment for 1982–2002; ends four years of falling unemployment. |
| 2001 | 85.6 | Begins seven years of falling unemployment; lowest GDP growth since 1992. |
| 2002 | 105.5 | Fewest completions for 2002–2016. |
| 2003 | 121.3 | Most commencements for 1963–2007; ends 11 years of increasing commencements; lowest unemployment since 1981. |
| 2004 | 133.7 |  |
| 2005 | 136.4 |  |
| 2006 | 138.7 | New Apprenticeships re-launched as Australian Apprenticeships; establishment of Australian Technical Colleges (see table below). |
| 2007 | 143.5 | Announcement of winding back of Australian Technical Colleges (see table below). |
| 2008 | 148.5 | Lowest unemployment for 1978–2016; ends seven years of falling unemployment; targeted funding in areas of skills shortages introduced (see table below). |
| 2009 | 157.5 | Highest unemployment since 2003; lowest GDP growth for 1993–2016; initiative to increase trade commencement by young people introduced (see table below). |
| 2010 | 164.7 |  |
| 2011 | 173.1 | Accelerated apprenticeships initiative announced; various commencement and completion incentives removed (see table below). |
| 2012 | 187.5 | Commencements peak; further commencement and completion incentives removed; Victoria introduces new funding rates (see table below). |
| 2013 | 214.4 | Completions peak; ends 12 years of increasing completions; alternative Pathways for the Trades Program announced; further incentive payments removed; apprentice pay rates increased (see table below). |
| 2014 | 169 | Announcement of the end of various programmes and introduction of Trade Support Loans (see table below). |
| 2015 | 128.9 | Highest unemployment for 2003–2016; various initiatives announced by NSW, Victoria, Queensland and NT (see table below). |
| 2016 | 107.9 | Fewest commencements since 1998; fewest completions since 2002. |

 |  |  |

Note: The Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) was introduced in 1994 and there was a consequent break in series between 1994 and 1995. Data before 1995 does not include the relatively small number of traineeships up until that point.

## Commencements and completions in 12 months ending 30 June by occupation (trade and non-trade), 1995–2016 ('000)

Trade commencements

|  |  |  |
| --- | --- | --- |
|  Year | Commencements | Commentary |
| 1995 | 43.4 |  |
| 1996 | 40.6 | Fewest trade commencements for 1995–2016. |
| 1997 | 41.4 |  |
| 1998 | 45 | End of three years of flat or negative trade employment growth. |
| 1999 | 52.9 | Recovery of trade employment after three years of flat or negative growth. |
| 2000 | 55 |  |
| 2001 | 48.9 | Greater than 2% decline in trade employment. |
| 2002 | 54.4 |  |
| 2003 | 65.3 | Greater than 4% rise in trade employment; recovery after two years of flat or negative growth. |
| 2004 | 68 |  |
| 2005 | 72.2 | Largest rise in trade employment for 1995–2016. |
| 2006 | 75.6 |  |
| 2007 | 80.8 |  |
| 2008 | 89.9 | Ends seven years of growth in trade commencements; end of four years of greater than 3% growth in trade employment. |
| 2009 | 76.4 | Largest fall in trade employment for 1995–2016. |
| 2010 | 89.7 | Trade employment recovery after decline in previous year. |
| 2011 | 94.1 | Greater than 2% decline in trade employment. |
| 2012 | 99 | Trade commencements peak; second largest rise in trade employment for 1995–2016; recovery after decline in previous year. |
| 2013 | 88.1 |  |
| 2014 | 92.5 |  |
| 2015 | 85.3 |  |
| 2016 | 76.3 | Fewest commencements since 2006; second largest fall in trade employment for 1995–2016. |

Note: The introduction of the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for data collection in 1994 allows for an accurate breakdown of apprentices and trainees in trade and non-trade occupations from 1995 onwards. ‘Trade’ includes employment in occupations under ‘3 Technicians and Trades Workers’ in ANZSCO and ‘Non-trade’ includes employment in all other occupations.

Trade completions

|  |  |  |
| --- | --- | --- |
|  Year | Completions | Commentary |
| 1995 | 23.1 |  |
| 1996 | 22.1 | Fewest trade completions for 1995–2016. |
| 1997 | 26 |  |
| 1998 | 28.1 | End of three years of flat or negative trade employment growth. |
| 1999 | 26.9 | Recovery of trade employment after three years of flat or negative growth. |
| 2000 | 26 |  |
| 2001 | 26 | Greater than 2% decline in trade employment. |
| 2002 | 27.9 |  |
| 2003 | 31.5 | Greater than 4% rise in trade employment; recovery after two years of flat or negative growth. |
| 2004 | 31.5 |  |
| 2005 | 29.7 | Largest rise in trade employment for 1995–2016. |
| 2006 | 32.5 |  |
| 2007 | 37 |  |
| 2008 | 41.4 | End of four years of greater than 3% growth in trade employment. |
| 2009 | 45.5 | Largest fall in trade employment for 1995–2016. |
| 2010 | 49.2 | Trade employment recovery after decline in previous year. |
| 2011 | 53.3 | Greater than 2% decline in trade employment. |
| 2012 | 57.9 | Ends seven years of growth in trade completions; second largest rise in trade employment for 1995–2016; recovery after decline in previous year. |
| 2013 | 55.1 |  |
| 2014 | 68.9 | Trade completions peak. |
| 2015 | 51.2 |  |
| 2016 | 48.1 | Fewest trade completions since 2009; second largest fall in trade employment for 1995–2016. |

Non-trade commencements

|  |  |  |
| --- | --- | --- |
|  Year | Commencements | Commentary |
| 1995 | 16.6 | Second greatest non-trade employment growth for 1995–2016. |
| 1996 | 35.6 |  |
| 1997 | 54.6 | Lowest non-trade employment growth for 1995–2016. |
| 1998 | 81.2 | Greater than 2% growth in non-trade employment. |
| 1999 | 144.2 |  |
| 2000 | 146.6 | Greater than 2% growth in non-trade employment. |
| 2001 | 166.3 |  |
| 2002 | 189.9 |  |
| 2003 | 222.7 | Greatest non-trade commencements for 1995–2010; ends at least eight years of growth in commencements. |
| 2004 | 186.7 |  |
| 2005 | 188.6 | Greatest non-trade employment growth for 1995–2016. |
| 2006 | 190.2 |  |
| 2007 | 190.7 | Greater than 2% growth in non-trade employment. |
| 2008 | 199.2 | Greater than 2% growth in non-trade employment. |
| 2009 | 193.0 |  |
| 2010 | 203.8 | Greater than 2% growth in non-trade employment. |
| 2011 | 227.1 | Greater than 2% growth in non-trade employment. |
| 2012 | 277.7 | Non-trade commencements peak; second lowest non-trade employment growth for 1995–2016. |
| 2013 | 143.5 |  |
| 2014 | 126.4 |  |
| 2015 | 98.9 |  |
| 2016 | 92.4 | Fewest non-trade commencements since 1998; fourth year of decline in commencements; greater than 2% growth in non-trade employment. |

Non-trade completions

|  |  |  |
| --- | --- | --- |
|  Year | Completions | Commentary |
| 1995 | 9.8 | Second greatest non-trade employment growth for 1995–2016. |
| 1996 | 9.6 |  |
| 1997 | 18.6 | Lowest non-trade employment growth for 1995–2016. |
| 1998 | 26.2 | Greater than 2% growth in non-trade employment. |
| 1999 | 37.6 |  |
| 2000 | 60.6 | Greater than 2% growth in non-trade employment. |
| 2001 | 59.7 |  |
| 2002 | 77.6 |  |
| 2003 | 89.8 |  |
| 2004 | 102.3 |  |
| 2005 | 106.7 | Greatest non-trade employment growth for 1995–2016. |
| 2006 | 106.2 |  |
| 2007 | 106.5 | Greater than 2% growth in non-trade employment. |
| 2008 | 107.1 | Greater than 2% growth in non-trade employment. |
| 2009 | 112.1 |  |
| 2010 | 115.5 | Greater than 2% growth in non-trade employment. |
| 2011 | 119.9 | Greater than 2% growth in non-trade employment. |
| 2012 | 129.3 | Second lowest non-trade employment growth for 1995–2016. |
| 2013 | 159.2 | Non-trade completions peak; ends around 20 years of nearly continual growth in completions. |
| 2014 | 98.4 |  |
| 2015 | 77.7 |  |
| 2016 | 59.8 | Fewest non-trade completions since 2001; greater than 2% growth in non-trade employment. |

Note: The introduction of the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for data collection in 1994 allows for an accurate breakdown of apprentices and trainees in trade and non-trade occupations from 1995 onwards. ‘Trade’ includes employment in occupations under ‘3 Technicians and Trades Workers’ in ANZSCO and ‘Non-trade’ includes employment in all other occupations.

## Economic and labour market context, 1970–2016

Unemployment rate in June (trend), 1978–2016 (%)

|  |  |  |
| --- | --- | --- |
|  Year | Unemployment rate (%) | Commentary |
| 1978 | 6.3 |  |
| 1979 | 6.3 |  |
| 1980 | 6.2 |  |
| 1981 | 5.6 | Lowest unemployment until 2004. |
| 1982 | 6.7 |  |
| 1983 | 10.4 | Peak unemployment for 1978–1991; begins six year period of falling unemployment. |
| 1984 | 9.0 |  |
| 1985 | 8.4 |  |
| 1986 | 7.9 |  |
| 1987 | 8.1 |  |
| 1988 | 7.3 |  |
| 1989 | 6.1 | Equal lowest unemployment for 1982–2002; begins four years of rising unemployment. |
| 1990 | 6.7 |  |
| 1991 | 9.7 |  |
| 1992 | 10.8 | Highest unemployment since 1983. |
| 1993 | 10.9 | Peak unemployment for 1978–2016. |
| 1994 | 9.8 |  |
| 1995 | 8.4 |  |
| 1996 | 8.5 |  |
| 1997 | 8.5 |  |
| 1998 | 7.8 |  |
| 1999 | 6.9 |  |
| 2000 | 6.1 | Equal lowest unemployment for 1982–2002; ends four years of falling unemployment. |
| 2001 | 6.9 | Begins seven years of falling unemployment. |
| 2002 | 6.3 |  |
| 2003 | 6 | Lowest unemployment since 1981. |
| 2004 | 5.5 |  |
| 2005 | 5.0 |  |
| 2006 | 4.8 |  |
| 2007 | 4.3 |  |
| 2008 | 4.2 | Lowest unemployment for 1978–2016; ends seven years of falling unemployment. |
| 2009 | 5.8 | Highest unemployment since 2003. |
| 2010 | 5.2 |  |
| 2011 | 5.0 |  |
| 2012 | 5.2 |  |
| 2013 | 5.7 |  |
| 2014 | 6.0 |  |
| 2015 | 6.1 | Highest unemployment for 2003–2016. |
| 2016 | 5.7 |  |

**Year-on-year GDP growth as at June, 1970–2016 (%)**

|  |  |  |
| --- | --- | --- |
|  Year |  % | Commentary |
| 1970 | 7.2 | Peak GDP growth for 1970–2016. |
| 1971 | 4.0 |  |
| 1972 | 3.9 |  |
| 1973 | 2.6 |  |
| 1974 | 4.1 |  |
| 1975 | 1.3 | Low GDP growth. |
| 1976 | 2.6 |  |
| 1977 | 3.6 |  |
| 1978 | 0.9 | Low GDP growth. |
| 1979 | 4.1 |  |
| 1980 | 3.1 |  |
| 1981 | 3.4 |  |
| 1982 | 3.3 |  |
| 1983 | -2.2 | Negative GDP growth. |
| 1984 | 4.6 |  |
| 1985 | 5.2 | Highest GDP growth since 1970. |
| 1986 | 4.1 |  |
| 1987 | 2.6 |  |
| 1988 | 5.8 | Second highest GDP growth for 1970–2016. |
| 1989 | 3.9 |  |
| 1990 | 3.5 |  |
| 1991 | -0.4 | Negative GDP growth. |
| 1992 | 0.4 | Low GDP growth. |
| 1993 | 4.1 |  |
| 1994 | 4.1 |  |
| 1995 | 3.9 |  |
| 1996 | 3.9 |  |
| 1997 | 3.9 |  |
| 1998 | 4.4 |  |
| 1999 | 5 | Highest GDP growth since 1988. |
| 2000 | 3.9 |  |
| 2001 | 1.9 | Lowest GDP growth since 1992. |
| 2002 | 3.9 |  |
| 2003 | 3.1 |  |
| 2004 | 4.1 |  |
| 2005 | 3.2 |  |
| 2006 | 3.0 |  |
| 2007 | 3.7 |  |
| 2008 | 3.7 |  |
| 2009 | 1.8 | Lowest GDP growth for 1993–2016. |
| 2010 | 2.0 |  |
| 2011 | 2.4 |  |
| 2012 | 3.6 |  |
| 2013 | 2.6 |  |
| 2014 | 2.6 |  |
| 2015 | 2.4 |  |
| 2016 | 2.7 |  |

## Year-on-year growth in trade and non-trade employment as at August quarter, 1995–2016 (%)

|  |  |  |
| --- | --- | --- |
|  Year |  Trade |  Non-trade |
| 1995 | 3.3% | 4.0% |
| 1996 | 0.2% | 1.4% |
| 1997 | -1.2% | 0.0% |
| 1998 | 0.3% | 2.9% |
| 1999 | 3.0% | 1.5% |
| 2000 | 1.7% | 3.9% |
| 2001 | -2.1% | 1.2% |
| 2002 | 0.1% | 2.3% |
| 2003 | 4.6% | 1.5% |
| 2004 | 0.1% | 1.7% |
| 2005 | 5.7% | 4.1% |
| 2006 | 3.3% | 2.2% |
| 2007 | 3.3% | 2.9% |
| 2008 | 3.5% | 2.8% |
| 2009 | -5.7% | 1.0% |
| 2010 | 4.9% | 2.1% |
| 2011 | -2.9% | 2.2% |
| 2012 | 5.0% | 0.5% |
| 2013 | -0.1% | 1.0% |
| 2014 | 2.2% | 1.8% |
| 2015 | 1.2% | 1.0% |
| 2016 | -3.3% | 2.3% |

Note: ‘Trade’ includes employment in occupations under ‘3 Technicians and Trades Workers’ in ANZSCO and ‘Non-trade’ includes employment in all other occupations.

## Training rates by occupation (1-digit and 2-digit ANZSCO), 1996–2016 (%)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 1 Managers | 2 Profession-als | 3 Technicians and Trades Workers | 4 Community and Personal Service Workers | 5 Clerical and Administra-tive Workers | 6 Sales Workers | 7 Machinery Operators and Drivers | 8 Labourers |
| 1996 | 0.3 | 0.0 | 9.2 | 0.6 | 1.0 | 0.9 | 0.1 | 1.2 |
| 1997 | 0.3 | 0.0 | 9.5 | 1.1 | 1.2 | 1.6 | 0.2 | 1.2 |
| 1998 | 0.3 | 0.1 | 9.3 | 2.2 | 1.4 | 2.1 | 0.3 | 1.7 |
| 1999 | 0.3 | 0.1 | 9.4 | 3.9 | 2.4 | 4.3 | 1.3 | 2.3 |
| 2000 | 0.3 | 0.1 | 9.7 | 4.2 | 2.1 | 3.9 | 3.4 | 2.4 |
| 2001 | 0.2 | 0.1 | 9.8 | 4.6 | 3.1 | 5.2 | 5.5 | 2.8 |
| 2002 | 0.3 | 0.1 | 10.2 | 5.1 | 3.7 | 6.2 | 7.1 | 3.0 |
| 2003 | 0.3 | 0.1 | 10.4 | 5.8 | 5.0 | 7.1 | 8.0 | 3.5 |
| 2004 | 0.3 | 0.1 | 11.0 | 5.3 | 5.1 | 6.4 | 7.2 | 3.2 |
| 2005 | 0.3 | 0.1 | 11.4 | 5.2 | 4.4 | 5.5 | 7.0 | 3.0 |
| 2006 | 0.3 | 0.1 | 12.0 | 5.1 | 4.1 | 5.4 | 6.2 | 2.6 |
| 2007 | 0.3 | 0.3 | 12.4 | 5.1 | 4.1 | 5.6 | 5.3 | 2.4 |
| 2008 | 0.5 | 0.3 | 12.8 | 5.0 | 4.2 | 5.6 | 4.9 | 2.2 |
| 2009 | 0.5 | 0.3 | 13.2 | 4.8 | 4.3 | 5.2 | 4.6 | 2.1 |
| 2010 | 0.8 | 0.1 | 13.0 | 4.5 | 4.8 | 5.0 | 4.4 | 2.3 |
| 2011 | 1.7 | 0.1 | 13.6 | 4.6 | 4.7 | 5.3 | 3.8 | 2.3 |
| 2012 | 3.2 | 0.2 | 13.0 | 5.5 | 5.2 | 6.1 | 4.4 | 2.8 |
| 2013 | 1.5 | 0.1 | 12.7 | 3.8 | 3.6 | 3.4 | 3.1 | 2.0 |
| 2014 | 0.7 | 0.1 | 11.5 | 3.8 | 2.4 | 2.7 | 2.5 | 1.7 |
| 2015 | 0.4 | 0.0 | 11.0 | 3.2 | 1.6 | 2.2 | 2.1 | 1.2 |
| 2016 | 0.4 | 0.0 | 10.7 | 2.8 | 1.2 | 2.2 | 2.0 | 1.0 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 31 Engineering, ICT and science technicians | 32 Automotive and engineering trades workers | 33 Construction trades workers | 34 Electrotech-nology and telecommunications trades workers | 35 Food trades workers | 36 Skilled animal and horticultural workers | 39 Other technicians and trades workers |
| 1996 | 1.5 | 11.5 | 9.6 | 8.0 | 15.4 | 4.4 | 10.5 |
| 1997 | 1.6 | 12.2 | 10.4 | 8.2 | 14.6 | 4.3 | 10.2 |
| 1998 | 2.3 | 12.4 | 9.0 | 8.6 | 13.4 | 4.5 | 9.7 |
| 1999 | 2.3 | 12.6 | 9.4 | 8.7 | 13.5 | 5.2 | 10.4 |
| 2000 | 2.0 | 12.3 | 10.5 | 9.1 | 13.3 | 6.7 | 9.7 |
| 2001 | 1.9 | 12.1 | 10.4 | 10.0 | 13.2 | 6.9 | 10.9 |
| 2002 | 3.0 | 12.2 | 11.3 | 8.9 | 15.2 | 6.8 | 10.5 |
| 2003 | 5.2 | 12.8 | 11.2 | 8.7 | 13.4 | 6.8 | 11.5 |
| 2004 | 2.1 | 13.6 | 12.8 | 11.8 | 15.7 | 6.0 | 11.6 |
| 2005 | 1.7 | 14.7 | 13.4 | 12.9 | 14.1 | 6.4 | 11.8 |
| 2006 | 1.7 | 14.9 | 14.5 | 14.5 | 14.6 | 5.9 | 12.3 |
| 2007 | 1.8 | 16.0 | 15.4 | 15.1 | 12.4 | 6.1 | 12.5 |
| 2008 | 2.1 | 15.7 | 15.4 | 16.6 | 13.2 | 6.5 | 13.8 |
| 2009 | 2.4 | 16.6 | 15.7 | 16.8 | 12.8 | 7.6 | 13.6 |
| 2010 | 2.5 | 15.1 | 15.4 | 15.3 | 13.5 | 7.4 | 17.3 |
| 2011 | 3.9 | 15.3 | 15.2 | 17.8 | 12.5 | 8.2 | 18.1 |
| 2012 | 4.6 | 15.4 | 14.9 | 15.7 | 10.4 | 7.9 | 19.2 |
| 2013 | 4.3 | 14.5 | 12.9 | 18.1 | 11.3 | 7.8 | 16.5 |
| 2014 | 3.3 | 12.8 | 12.2 | 17.3 | 10.2 | 6.7 | 15.4 |
| 2015 | 2.6 | 11.7 | 13.8 | 15.9 | 9.2 | 7.1 | 12.2 |
| 2016 | 1.8 | 12.4 | 14.0 | 15.3 | 9.0 | 5.7 | 11.2 |
|  |  |  |  |  |  |  |  |
| Year | 41 Health and welfare support workers | 42 Carers and aides | 43 Hospitality workers | 44 Protective service workers | 45 Sports and personal service workers |
| 1996 | 0.2 | 0.2 | 1.1 | 0.6 | 0.8 |
| 1997 | 0.3 | 1.1 | 1.6 | 0.9 | 1.3 |
| 1998 | 0.4 | 2.6 | 3.2 | 1.1 | 1.4 |
| 1999 | 0.7 | 4.0 | 5.3 | 5.9 | 1.2 |
| 2000 | 0.5 | 3.6 | 6.9 | 5.7 | 1.3 |
| 2001 | 0.6 | 4.0 | 8.3 | 5.3 | 1.9 |
| 2002 | 0.7 | 4.6 | 9.6 | 5.0 | 2.4 |
| 2003 | 1.7 | 5.5 | 10.2 | 4.9 | 3.0 |
| 2004 | 2.9 | 5.4 | 8.1 | 4.0 | 3.3 |
| 2005 | 3.5 | 5.8 | 7.4 | 3.3 | 3.5 |
| 2006 | 4.1 | 5.2 | 7.6 | 2.9 | 4.1 |
| 2007 | 4.8 | 4.9 | 7.6 | 2.5 | 3.9 |
| 2008 | 5.1 | 4.7 | 7.9 | 2.7 | 3.7 |
| 2009 | 6.5 | 3.8 | 8.3 | 1.6 | 3.8 |
| 2010 | 5.4 | 3.3 | 8.2 | 1.1 | 4.4 |
| 2011 | 6.1 | 3.4 | 8.7 | 1.0 | 4.2 |
| 2012 | 7.9 | 3.7 | 10.1 | 0.9 | 5.4 |
| 2013 | 5.3 | 3.5 | 6.2 | 0.8 | 2.9 |
| 2014 | 5.2 | 3.7 | 5.3 | 0.8 | 3.5 |
| 2015 | 3.8 | 3.3 | 4.4 | 0.7 | 3.2 |
| 2016 | 2.5 | 3.0 | 4.0 | 0.5 | 2.8 |
| Year | 51 Office managers and program administrators | 53 General clerical workers | 54 Inquiry clerks and receptionists | 55 Numerical clerks | 59Other clerical and administrative workers |
| 1996 | 0.2 | 4.8 | 0.3 | 0.0 | 0.3 |
| 1997 | 0.7 | 6.3 | 0.2 | 0.0 | 0.5 |
| 1998 | 0.6 | 6.9 | 0.3 | 0.0 | 0.6 |
| 1999 | 2.5 | 10.8 | 0.6 | 0.1 | 0.5 |
| 2000 | 2.6 | 7.8 | 1.6 | 0.2 | 0.3 |
| 2001 | 3.7 | 8.7 | 4.0 | 0.6 | 0.9 |
| 2002 | 4.8 | 9.2 | 3.8 | 1.4 | 1.0 |
| 2003 | 7.5 | 13.2 | 3.9 | 1.5 | 1.5 |
| 2004 | 9.6 | 10.4 | 4.0 | 1.4 | 2.0 |
| 2005 | 9.8 | 9.3 | 2.9 | 1.1 | 2.3 |
| 2006 | 9.3 | 7.1 | 2.7 | 1.3 | 2.6 |
| 2007 | 9.3 | 6.1 | 2.9 | 1.2 | 2.9 |
| 2008 | 10.5 | 5.9 | 3.3 | 1.2 | 2.7 |
| 2009 | 11.9 | 5.7 | 3.0 | 1.4 | 2.4 |
| 2010 | 12.5 | 4.5 | 3.7 | 1.7 | 2.8 |
| 2011 | 12.2 | 4.3 | 3.5 | 1.9 | 2.7 |
| 2012 | 15.0 | 4.0 | 4.9 | 1.6 | 2.9 |
| 2013 | 8.7 | 3.1 | 3.3 | 1.6 | 2.3 |
| 2014 | 4.6 | 2.7 | 2.6 | 1.0 | 1.7 |
| 2015 | 2.1 | 2.5 | 1.6 | 1.0 | 1.2 |
| 2016 | 1.3 | 2.4 | 0.8 | 0.7 | 0.9 |

|  |  |  |
| --- | --- | --- |
| Year | 61 Sales representatives and agents | 62Sales assistants and salespersons |
| 1996 | 1.4 | 0.7 |
| 1997 | 1.8 | 1.5 |
| 1998 | 3.3 | 1.8 |
| 1999 | 3.0 | 4.7 |
| 2000 | 2.0 | 4.4 |
| 2001 | 1.6 | 6.1 |
| 2002 | 1.3 | 7.6 |
| 2003 | 1.1 | 8.7 |
| 2004 | 1.1 | 7.7 |
| 2005 | 1.3 | 6.6 |
| 2006 | 1.4 | 6.6 |
| 2007 | 1.3 | 6.7 |
| 2008 | 1.0 | 7.0 |
| 2009 | 1.2 | 6.4 |
| 2010 | 2.0 | 5.9 |
| 2011 | 2.9 | 6.0 |
| 2012 | 3.3 | 7.0 |
| 2013 | 2.5 | 3.6 |
| 2014 | 1.7 | 3.0 |
| 2015 | 0.9 | 2.6 |
| 2016 | 0.7 | 2.7 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | 71 Machine and stationary plant operators | 72 Mobile plant operators | 73 Road and rail drivers | 74 Storepersons |
| 1996 | 0.1 | 0.1 | 0.1 | 0.2 |
| 1997 | 0.2 | 0.2 | 0.0 | 0.5 |
| 1998 | 0.2 | 0.1 | 0.2 | 1.4 |
| 1999 | 0.6 | 0.5 | 1.2 | 4.4 |
| 2000 | 1.0 | 1.4 | 4.6 | 10.3 |
| 2001 | 1.8 | 3.2 | 5.7 | 18.1 |
| 2002 | 2.9 | 4.5 | 6.7 | 24.1 |
| 2003 | 4.6 | 5.0 | 7.1 | 24.3 |
| 2004 | 5.9 | 3.8 | 5.8 | 21.0 |
| 2005 | 9.1 | 2.4 | 4.9 | 16.0 |
| 2006 | 7.9 | 2.6 | 4.4 | 12.7 |
| 2007 | 6.2 | 2.4 | 4.0 | 10.9 |
| 2008 | 5.2 | 2.6 | 3.7 | 9.7 |
| 2009 | 4.5 | 2.6 | 3.7 | 9.7 |
| 2010 | 3.9 | 2.4 | 3.8 | 9.5 |
| 2011 | 3.1 | 2.0 | 3.2 | 8.9 |
| 2012 | 3.0 | 1.8 | 3.6 | 11.9 |
| 2013 | 2.5 | 1.3 | 2.4 | 7.8 |
| 2014 | 2.4 | 1.0 | 1.6 | 6.2 |
| 2015 | 2.5 | 2.4 | 1.2 | 4.0 |
| 2016 | 2.3 | 2.7 | 1.1 | 3.5 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  Year | 81 Cleaners and laundry workers | 82 Construction and mining labourers | 83 Factory process workers | 84 Farm, forestry and garden workers | 85 Food preparation assistants | 89 Other labourers |
| 1996 | 0.1 | 0.2 | 1.5 | 1.3 | 0.2 | 3.6 |
| 1997 | 0.1 | 0.4 | 2.0 | 1.7 | 0.4 | 2.0 |
| 1998 | 0.2 | 0.4 | 3.7 | 2.1 | 0.8 | 2.1 |
| 1999 | 2.1 | 0.9 | 4.5 | 2.2 | 0.7 | 1.6 |
| 2000 | 2.3 | 0.8 | 5.2 | 2.0 | 0.6 | 1.5 |
| 2001 | 2.9 | 0.8 | 6.7 | 2.5 | 0.5 | 1.3 |
| 2002 | 2.6 | 0.9 | 6.4 | 3.0 | 0.4 | 1.9 |
| 2003 | 3.2 | 1.6 | 7.4 | 3.1 | 0.5 | 2.3 |
| 2004 | 2.9 | 1.3 | 6.4 | 3.5 | 0.5 | 2.0 |
| 2005 | 2.6 | 0.8 | 6.8 | 3.5 | 0.7 | 1.8 |
| 2006 | 3.1 | 0.9 | 5.9 | 2.8 | 0.4 | 1.3 |
| 2007 | 2.9 | 0.9 | 4.8 | 2.8 | 0.3 | 1.5 |
| 2008 | 2.3 | 1.0 | 4.7 | 3.1 | 0.3 | 1.5 |
| 2009 | 2.1 | 1.1 | 4.6 | 2.8 | 0.3 | 1.4 |
| 2010 | 2.1 | 1.3 | 5.3 | 2.7 | 0.3 | 1.3 |
| 2011 | 1.6 | 0.9 | 6.7 | 2.7 | 0.3 | 1.3 |
| 2012 | 1.7 | 1.2 | 9.0 | 2.0 | 0.6 | 1.3 |
| 2013 | 0.9 | 0.8 | 6.7 | 1.9 | 1.0 | 0.9 |
| 2014 | 0.8 | 0.8 | 4.9 | 1.3 | 1.1 | 0.8 |
| 2015 | 0.4 | 0.8 | 3.3 | 1.4 | 0.9 | 0.7 |
| 2016 | 0.4 | 0.8 | 2.6 | 1.2 | 0.8 | 0.6 |

Note: Training rates are presented for the period 1996–2016 as a consequence of employment data by ANZSCO previously not being available prior to August 1996. Some 2-digit occupations are not included at all due to the very small numbers of apprentices and trainees found in them.

## Timeline: A brief history of apprenticeships and traineeships in Australia

|  |  |
| --- | --- |
|   |  |
| 2016 | Youth Jobs PaTH (Prepare-Trial-Hire) program announced, combining pre-employment skills training with internship placements in businesses for job seekers aged under 25 years. Employers who then hire an eligible job seeker as an apprentice may benefit up to $10 000 under the Youth Bonus Wage Subsidy.Apprenticeship Training – Alternative Delivery Pilots establish five industry-led pilots to trial the adoption of alternative approaches of delivering apprenticeship training outside of the traditional trade training models. |
| 2015 | 2015: The New South Wales Government announced:* $100 million will be invested to increase training options for employers, which will support over 46 000 training places for apprentices and trainees.

In the 2015–16 budget, Victorian Government announced: * Back to Work Fund (a capped two year $100m fund) which includes $50 million to help more Victorians start an apprenticeship of traineeship, from 1 July 2015.
* $3.5 million investment funding to continue support and guidance to apprentices aged 15–24 in their first year of apprenticeships for another 12 months (to 30 June 2016).

In the 2015–16 budget, Queensland Government announced, from 1 July 2015: * New payrol tax rebate to employers who hire new apprentices or trainees.
* $243 million for apprenticeships and trainees under User Choice. The program supports up to 70 000 apprentices trainees across the state.

Northern Territory announced an additonal $4.4 million for the 'Training for the Future – Employer Support Scheme (commenced July 2015). The Scheme will comprise of three grants for employers which are as follows: * A commencement grant of $1000 paid when an apprenticeship/traineeship contract is recorded within the Department of Business apprenticeship database.
* A completion grant of $2000 paid when the apprentice or trainee’s training record has been classified as completed in the database.
* A recommencement grant of $500 paid to an employer who employs an apprentice or trainee at some other point during their training, e.g. an apprentice who leaves the employment of a previous employer.
 |
| 2014 | Announcement of Trade Support Loans of up to $20 000 over four years to apprentices undertaking a certificate III or IV qualification leading to occupations on the NSNL. Announcement of intention to cease the following skills and training programmes:* Tools for Your Trade Payment.
* National Partnership Agreement on Training Places for Single Parents.
* Accelerated Australian Apprenticeships Programme.
* Australian Apprenticeships Mentoring Programme.
* National Workforce Development Fund.
* Workplace English Language and Literacy Programme.
* Alternative Pathways Programme.
* Apprenticeship to Business Owner Programme.
* Productive Ageing through Community Education.
* Australian Apprenticeships Access Programme.
* Step Into Skills Programme.

Announcement of Australian Apprenticeship Support Network to replace Australian Apprenticeship Centres from 1 July 2015 with the aim to increase completion rates through targeted support to apprentices and employers.  |
| 2013 | Alternative Pathways for the Trades Program announced to develop an alternative approach to the traditional trade apprenticeship model. Program to trial an initial period of full-time training at a recognised training provider, followed by structured on-the-job training with an employer.Further Commonwealth changes to incentive payments for apprenticeships and traineeships:* Completion incentives for existing worker apprenticeships and traineeships not on the NSNL removed from 3 August 2013 (priority occupations such as aged care, childcare, disability care and enrolled nurses exempt from the change).
 |
|  | Fair Work Commission announced in August 2013 to increase apprentice pay rates under a number of modern awards. The new rates of pay will apply to apprenticeships commencing from 1 January 2014. The main changes to modern awards will include:* Rates for apprentices will be increased.
* Adult apprentice rates will be introduced into a number of awards which do not currently contain them.
* Minimum award rates for adult apprentices will be increased.
 |
| 2012 | Further Commonwealth changes to incentive payments for apprenticeships and traineeships:* Commencement incentives for existing worker apprenticeships and traineeships not on the National Skills Needs List (NSNL) removed from 1 July 2012.
* Commencement and completion incentives for diploma and advanced diploma qualifications not leading to aged care, child care or enrolled nursing removed from 23 October 2012.
* Commencement incentives for part-time apprenticeships and traineeships removed from 23 October 2012. The following cohorts unaffected: part-time, certificate III/IV qualifications on NSNL, school-based apprenticeships and traineeships, and part-time diploma and advanced diploma qualifications leading to aged care, child care or enrolled nursing.

Victoria introduces new fee and funding rates effective from 1 July 2012 for all new course commencements ("Refocusing Vocational Training in Victoria"). |
| 2011 | Accelerated Australian Apprenticeships initiative announced with the aim of allowing apprentices and trainees to progress through training as they demonstrate required competencies, rather than on a time served basis. Universal access to commencement and completion incentives for certificate II apprenticeships and traineeships removed, with access to the standard commencement and the Group Training Organisations completion incentive only available to Indigenous Australians, people with a disability, the mature aged, those in rural or regional areas, and those in other equity groups.  |
| 2009 | Apprentice Kickstart initiative introduced December 2009 until November 2010. This initiative was designed to maintain the increase in commencements of young people in skills shortage traditional trade apprenticeships as the Australian economy recovered from the impact of the global recession. |
| 2008 | Council of Australian Governments (COAG) initiates major reforms to increase participation in vocational education and training in Australia, particularly higher-level VET. Productivity Places Program (PPP) provides funding of training places to job seekers and existing workers in identified areas of skills shortages. State and territory government employers become ineligible to attract employer incentives. |
| 2007 | Change to the management of Australian Technical Colleges announced, with colleges to be wound back into the state and territory education systems after 2009.  |
| 2006 | New Apprenticeships re-launched as Australian Apprenticeships, including Australian School-based Apprenticeships. Australian Technical Colleges established, catering for Years 11 and 12 students wishing to combine study for a secondary school certificate and a school-based apprenticeship in a traditional trade. |
| 2004 | Announcement of the abolishment of ANTA, with its functions brought into the Department of Education, Science and Technology (DEST) from 1 July 2005. |
| 2003 | Industry skills councils established to replace existing industry advisory bodies. |
| 2001 | ARF arrangements reviewed and replaced by the Australian Quality Training Framework (AQTF). |
| 1999 | First wave of training packages implemented. |
| 1998 | New Apprenticeship System introduced, merging traditional (trades) apprenticeships and traineeships in other occupation areas, and articulating apprenticeship and traineeship qualifications within the AQF. Australian Recognition Framework (ARF) established, introducing a new set of nationally agreed registration requirements for training providers. User choice principles, designed among other things to open up the training market to allow private providers to access public funds, introduced. |
| 1996 | Decision made to develop and introduce national training packages across a wide range of industries and occupations. |
| 1995 | Australian Qualifications Framework (AQF) established to bring all post-compulsory education and training qualifications into the one national system of qualifications. |
| 1994 | Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) introduced to provide a nationally consistent standard for the collection and analysis of VET information. National Employment and Training Taskforce (NETTFORCE) established to encourage employer take-up of traineeships. NETTFORCE resulted in the extension of traineeships beyond basic certificate levels to higher certificate and diploma levels and the introduction of the National Training Wage (NTW). Remaining age restrictions to traineeships removed. |
| 1992 | Australian National Training Authority (ANTA) Act establishes an independent statutory body charged with formulating, developing and implementing vocational education and training policy. 'One Nation Economic Statement' measures introduced to address the decline in apprenticeship and traineeship commencements. Age restrictions removed from apprenticeships, providing new pathways for adults and career changers. |
| 1991 | Pre-vocational Places Program introduced to provide preliminary skills prior to training in apprenticeships or traineeships.  |
| 1988 | The Dusseldorp Skills Forum (DSF) established to address school-to-work transitions of young people. |
| 1987 | Skills for Australia policy introduced, focusing on improving training quality and youth employment opportunities. |
| 1985 | Australian Traineeship System (ATS) established. |
| 1984 | Committee of Inquiry into Labour Market Programs, chaired by Peter Kirby, held to address education and employment issues. The Kirby Inquiry resulted in the establishment of youth traineeships and other forms of work-based training. |
| 1977 | Commonwealth/State Training Advisory Committee (COSTAC) established to develop a national approach to apprenticeships, replacing the AAAC established in 1957. Commonwealth Rebate for Apprentice Full-time Training (CRAFT) introduced. |
| 1973 | Employer subsidies extended under the National Apprentice Assistance Scheme (NAAS). |
| 1962 | Country Apprenticeship Scheme (CAS) established, the first national scheme for financial support of apprenticeships. |
| 1957 | Australian Apprenticeship Advisory Committee (AAAC) established. |
| 1952 | National inquiry into apprenticeships held by Justice Wright. Following the inquiry, the standard duration of apprenticeships was reduced to four years and more flexible training arrangements were established. |
| 1946 | Tradesman's Rights Regulation passed to protect the rights of pre-war tradesmen returned from service in the Second World War from 'dilutees' and unqualified migrants arriving in Australia. |
| 1944 | Commonwealth Reconstruction and Training Scheme (CRTS) established to quickly retrain returning service personnel.  |
| 1939 | Dilutees' introduced to industry during the Second World War to make up for the loss of skilled tradesmen serving in the armed services; 'dilutees' had limited or no previous technical experience and most were women. |
| 1901 | NSW Apprentices Act 1901 enacted, setting new regulatory arrangements later followed in the other states of the newly created Australian federation; the new regulatory arrangements included raising the minimum age for apprentices from 12 to 14 years, introducing the model form of indenture, and setting the maximum term of apprenticeships to seven years. |

## Data sources

[NCVER 2016, *Historical time series of apprenticeships and traineeships in Australia, from 1963*, NCVER, Adelaide.](https://www.ncver.edu.au/data/data/all-data/historical-time-series-of-apprenticeships-and-traineeships-in-australia-from-1963-to-2016)

[ABS 2016, *Australian national accounts: National income, expenditure and product, September 2016*, cat. 5206.0, ABS, Canberra.](http://www.abs.gov.au/ausstats/abs%40.nsf/mf/5206.0)

[ABS 2016, *Labour force, Australia, December 2016*, cat. 6202.0, ABS, Canberra.](http://www.abs.gov.au/AUSSTATS/abs%40.nsf/allprimarymainfeatures/11A341736B3646B9CA2580C80013B041?opendocument)

[ABS 2016, *Labour force, Australia, detailed, quarterly, November 2016*, cat. 6291.0.55.003, ABS, Canberra.](http://www.abs.gov.au/ausstats/abs%40.nsf/mf/6291.0.55.003)

For more information, see the full publication *Historical time series of apprenticeships and traineeships in Australia, from 1963 to 2016* at <https://www.ncver.edu.au/data/data/all-data/historical-time-series-of-apprenticeships-and-traineeships-in-australia-from-1963-to-2016>.

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