

Australian vocational education and training statistics

Completion and attrition rates
for apprentices and trainees

2020

National Centre for Vocational Education Research



High**lig**hts

* Individual completion rates for apprentices and trainees commencing in 2016 were:
* 56.1% for all occupations, down 1.5 percentage points from those commencing in 2015
* 55.1% for trade occupations, down 2.5 percentage points from those commencing in 2015
* 56.5% for non-trade occupations, down 1.2 percentage points from those commencing in 2015.
* 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 2016 were:
* 48.3% for all occupations, down 1.4 percentage points from those commencing in 2015
* 42.5% for trade occupations, down 2.3 percentage points from those commencing in 2015
* 53.8% for non-trade occupations, down 1.1 percentage points from those commencing in 2015.

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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.

Apprentice and trainee completion and attrition rates are calculated by tracking the outcomes of individuals and contracts of training over time.  For those in trade occupations, most complete within 4 years, while for those in non-trade occupations most complete within 3 years.

In this publication, we report both individual and contract completion rates.

* *Individual completion rates* are based on contract completion rates and adjusted for factors representing average recommencements by occupation.
* 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 completion rates* are also presented.

**Observed actual rates** are reported for contracts that commenced up to 2016 (for both trade and non-trade occupations), while observed actual rates for non-trade occupations commencing in 2017 are provided in the data tables.

For contracts commencing more recently, we estimate the proportion of contracts commenced in a given year that will eventually be completed by applying a ‘life tables’ methodology. **Projected rates** assume that the patterns of contract 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. For example, projected rates will likely be impacted by the effects of the COVID-19 pandemic and governments’ economic responses. 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>>.

Information on the proportion of contracts that have been **completed to date** is provided in the data tables.

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-2020>>.

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 2016, the individual completion rate was: |
| * 56.1% for all occupations, down 1.5 percentage points from those commencing in 2015
* 55.1% for trade occupations, down 2.5 percentage points from those commencing in 2015
* 56.5% for non-trade occupations, down 1.2 percentage points from those commencing in 2015.
 |

Figure 1 Individual completion rates for apprentices and trainees commencing in 2015 and 2016 (%)

Observed actual contract completion rates

|  |
| --- |
| For apprentice and trainee contracts commencing in 2016, the contract completion rate was: |
| * 48.3% for all occupations, down 1.4 percentage points from those commencing in 2015
* 42.5% for trade occupations, down 2.3 percentage points from those commencing in 2015
* 53.8% for non-trade occupations, down 1.1 percentage points from those commencing in 2015.
 |

Figure 2 Observed actual contract completion rates for contracts commencing in 2015 and 2016 (%)

Difference between individual and contract completion rates

Nationally, the difference between individual and contract completion rates is greater in trade occupations (12.6 percentage points difference for 2016 commencements) than in non-trade occupations (2.7 percentage points). This indicates that contract recommencements and movement between employers is higher in the trades than in non-trade apprenticeships and traineeships.

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

* the individual completion rate for hairdressers commencing in 2016 was 50.0%, compared with a contract completion rate of 34.3%
* the individual completion rate for construction trades workers commencing in 2016 was 54.1%, compared with a contract completion rate of 38.4%
* the individual completion rate for food trades workers commencing in 2016 was 42.6%, compared with a contract completion rate of 31.9%.

Projected contract completion rates

|  |
| --- |
| Looking forward, the completion rate for apprentice and trainee contracts that commenced in the December quarter 2020 is projected to be: |
| * 50.3% for all occupations, an increase from the observed actual rate of 48.3% in 2016
* 44.5% for trade occupations, an increase from the observed actual rate of 42.5% in 2016
* 56.6% for non-trade occupations, an increase from the observed actual rate of 53.8% in 2016.
 |

Tables

Table 1 Individual and observed actual contract completion rates by occupation for apprentices and trainees commencing in 2015 and 2016

|  |  |  |
| --- | --- | --- |
| Occupation (ANZSCO) group | 2015 | 2016 |
|  | Average annual adjustment factor | Contract completion rates % | Individual completion rates % | Average annual adjustment factor | Contract completion rates % | Individual completion rates % |
|  |
| Managers |  **1.04** |  **53.4** |  **55.3** |  **1.03** |  **44.6** |  **45.8** |
| 11 Chief executives, general managers and legislators |  1.01 |  38.1 |  38.6 |  1.01 |  36.9 |  37.4 |
| 12 Farmers and farm managers |  1.08 |  55.0 |  59.4 |  1.09 |  54.6 |  59.7 |
| 13 Specialist managers |  1.03 |  53.2 |  54.9 |  1.03 |  50.3 |  51.6 |
| 14 Hospitality, retail and service managers |  1.04 |  63.2 |  65.6 |  1.02 |  44.1 |  45.1 |
| Professionals |  **1.08** |  **56.6** |  **61.3** |  **1.07** |  **55.7** |  **59.7** |
| 21 Arts and media professionals |  1.07 |  0.0\* |  0.0\* |  1.04 |  0.0\* |  0.0\* |
| 22 Business, human resource and marketing professionals |  1.02 |  46.2 |  47.3 |  1.03 |  50.6 |  52.0 |
| 23 Design, engineering, science and transport professionals |  1.02 |  67.0 |  68.6 |  1.01 |  50.6 |  51.2 |
| 24 Education professionals |  1.00 |  66.7\* |  66.7\* |  1.00 |  36.8\* |  36.8\* |
| 25 Health professionals |  - |  - |  - |  - |  - |  - |
| 26 ICT professionals |  1.33 |  58.2 |  77.6 |  1.34 |  74.1 |  99.6 |
| 27 Legal, social and welfare professionals |  1.02 |  55.9\* |  57.3\* |  1.02 |  46.9 |  47.7 |
| Technicians and trades workers |  **1.29** |  **44.8** |  **57.6** |  **1.30** |  **42.5** |  **55.1** |
| 31 Engineering, ICT and science technicians |  1.04 |  55.0 |  57.0 |  1.03 |  61.7 |  63.8 |
| 32 Automotive and engineering trades workers |  1.21 |  52.1 |  63.0 |  1.21 |  51.3 |  62.0 |
| 33 Construction trades workers |  1.39 |  41.4 |  57.4 |  1.41 |  38.4 |  54.1 |
| 34 Electrotechnology and telecommunications trades workers  |  1.30 |  50.4 |  65.6 |  1.31 |  45.5 |  59.7 |
| 35 Food trades workers |  1.34 |  32.1 |  43.1 |  1.34 |  31.9 |  42.6 |
| 36 Skilled animal and horticultural workers |  1.12 |  43.0 |  48.3 |  1.12 |  42.1 |  47.4 |
| 39 Other technicians and trades workers |  1.26 |  43.9 |  55.5 |  1.28 |  40.2 |  51.6 |
|  391 Hairdressers |  1.47 |  35.3 |  51.9 |  1.46 |  34.3 |  50.0 |
|  392 Printing trades workers |  1.03 |  53.9 |  55.8 |  1.04 |  59.1 |  61.3 |
|  393 Textile, clothing and footwear trades workers |  1.11 |  41.1 |  45.7 |  1.06 |  26.4 |  28.1 |
|  394 Wood trades workers |  1.22 |  47.0 |  57.3 |  1.24 |  39.2 |  48.4 |
|  399 Miscellaneous technicians and trades workers |  1.04 |  50.5 |  52.3 |  1.04 |  51.0 |  52.9 |
| Community and personal service workers |  **1.07** |  **55.4** |  **59.5** |  **1.08** |  **54.9** |  **59.2** |
| 41 Health and welfare support workers |  1.05 |  61.5 |  64.3 |  1.05 |  67.4 |  70.8 |
| 42 Carers and aides |  1.14 |  59.0 |  67.5 |  1.15 |  59.6 |  68.6 |
| 43 Hospitality workers |  1.03 |  45.3 |  46.7 |  1.03 |  41.9 |  43.1 |
| 44 Protective service workers |  1.01 |  55.2 |  55.9 |  1.01 |  67.0 |  67.8 |
| 45 Sports and personal service workers |  1.03 |  64.1 |  65.8 |  1.03 |  62.9 |  64.5 |
| Clerical and administrative workers |  **1.02** |  **54.0** |  **55.2** |  **1.02** |  **52.5** |  **53.6** |
| 51 Office managers and program administrators |  1.02 |  43.7 |  44.7 |  1.02 |  39.7 |  40.4 |
| 52 Personal assistants and secretaries |  1.01 |  62.1 |  62.9 |  1.02 |  65.6 |  66.7 |
| 53 General clerical workers |  1.02 |  63.5 |  64.9 |  1.02 |  63.6 |  64.9 |
| 54 Inquiry clerks and receptionists |  1.02 |  45.1 |  46.0 |  1.02 |  38.9 |  39.5 |
| 55 Numerical clerks |  1.02 |  52.8 |  53.7 |  1.02 |  55.2 |  56.3 |
| 56 Clerical and office support workers |  - |  - |  - |  - |  - |  - |
| 59 Other clerical and administrative workers |  1.04 |  49.9 |  52.1 |  1.05 |  44.6 |  46.6 |
| Sales workers |  **1.04** |  **59.9** |  **62.4** |  **1.04** |  **59.5** |  **61.8** |
| 61 Sales representatives and agents |  1.06 |  49.0 |  51.9 |  1.05 |  48.2 |  50.8 |
| 62 Sales assistants and salespersons |  1.04 |  60.8 |  63.2 |  1.04 |  60.2 |  62.5 |
| 63 Sales support workers |  1.00 |  78.9\* |  78.9\* |  1.00 |  86.5\* |  86.5\* |
| Machinery operators and drivers |  **1.06** |  **52.8** |  **55.9** |  **1.06** |  **51.2** |  **54.1** |
| 71 Machine and stationary plant operators |  1.04 |  56.2 |  58.3 |  1.04 |  61.2 |  63.4 |
| 72 Mobile plant operators |  1.04 |  49.7 |  51.6 |  1.04 |  55.8 |  58.0 |
| 73 Road and rail drivers |  1.08 |  55.2 |  59.4 |  1.08 |  45.6 |  49.2 |
| 74 Storepersons |  1.08 |  51.1 |  55.2 |  1.08 |  43.8 |  47.3 |
| Labourers |  **1.04** |  **50.7** |  **52.8** |  **1.04** |  **50.0** |  **51.9** |
| 81 Cleaners and laundry workers |  1.03 |  57.0 |  58.5 |  1.02 |  50.0 |  50.9 |
| 82 Construction and mining labourers |  1.03 |  54.5 |  55.9 |  1.02 |  51.2 |  52.5 |
| 83 Factory process workers |  1.04 |  49.2 |  51.4 |  1.04 |  47.7 |  49.8 |
| 84 Farm, forestry and garden workers |  1.03 |  56.3 |  57.7 |  1.03 |  61.5 |  63.1 |
| 85 Food preparation assistants |  1.14 |  39.5 |  45.2 |  1.13 |  49.0 |  55.5 |
| 89 Other labourers |  1.03 |  54.0 |  55.6 |  1.03 |  46.0 |  47.3 |
| Total non-trade occupations |  **1.05** |  **54.9** |  **57.7** |  **1.05** |  **53.8** |  **56.5** |
| Total trade occupations |  **1.29** |  **44.8** |  **57.6** |  **1.30** |  **42.5** |  **55.1** |
| All occupations^ |  **1.16** |  **49.7** |  **57.6** |  **1.16** |  **48.3** |  **56.1** |

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.

Table 2 Observed actual contract completion rates by occupation for contracts commencing in 2014 to 2017 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Contract completion rates by year of commencement |
|  | **2014** | **2015** | **2016** | **2017** |
| Managers | **52.9** | **53.4** | **44.6** | **48.1** |
| 11 Chief executives, general managers and legislators | 33.7 | 38.1 | 36.9 | 41.0 |
| 12 Farmers and farm managers | 53.7 | 55.0 | 54.6 | 45.8 |
| 13 Specialist managers | 47.5 | 53.2 | 50.3 | 55.3 |
| 14 Hospitality, retail and service managers | 65.0 | 63.2 | 44.1 | 53.9 |
| Professionals | **51.8** | **56.6** | **55.7** | **57.2** |
| 21 Arts and media professionals | 0.0\* | 0.0\* | 0.0\* | 0.0\* |
| 22 Business, human resource and marketing professionals | 42.8 | 46.2 | 50.6 | 67.1 |
| 23 Design, engineering, science and transport professionals | 62.4 | 67.0 | 50.6 | 64.9 |
| 24 Education professionals | 35.0\* | 66.7\* | 36.8\* | 58.3 |
| 25 Health professionals | - | - | - | - |
| 26 ICT professionals | 73.3\* | 58.2 | 74.1 | 64.7 |
| 27 Legal, social and welfare professionals | 50.0\* | 55.9\* | 46.9 | 34.9 |
| Technicians and trades workers | **44.1** | **44.8** | **42.5** |  |
| 31 Engineering, ICT and science technicians | 55.7 | 55.0 | 61.7 |  |
| 32 Automotive and engineering trades workers | 52.0 | 52.1 | 51.3 |  |
| 33 Construction trades workers | 38.9 | 41.4 | 38.4 |  |
| 34 Electrotechnology and telecommunications trades workers  | 51.7 | 50.4 | 45.5 |  |
| 35 Food trades workers | 31.3 | 32.1 | 31.9 |  |
| 36 Skilled animal and horticultural workers | 45.6 | 43.0 | 42.1 |  |
| 39 Other technicians and trades workers | 40.9 | 43.9 | 40.2 |  |
|  391 Hairdressers | 34.1 | 35.3 | 34.3 |  |
|  392 Printing trades workers | 47.5 | 53.9 | 59.1 |  |
|  393 Textile, clothing and footwear trades workers | 45.2 | 41.1 | 26.4 |  |
|  394 Wood trades workers | 39.7 | 47.0 | 39.2 |  |
|  399 Miscellaneous technicians and trades workers | 47.9 | 50.5 | 51.0 |  |
| Community and personal service workers | **54.4** | **55.4** | **54.9** | **55.1** |
| 41 Health and welfare support workers | 64.4 | 61.5 | 67.4 | 55.1 |
| 42 Carers and aides | 56.1 | 59.0 | 59.6 | 59.4 |
| 43 Hospitality workers | 44.8 | 45.3 | 41.9 | 46.4 |
| 44 Protective service workers | 60.7 | 55.2 | 67.0 | 66.9 |
| 45 Sports and personal service workers | 60.7 | 64.1 | 62.9 | 59.2 |
| Clerical and administrative workers | **57.5** | **54.0** | **52.5** | **56.2** |
| 51 Office managers and program administrators | 52.4 | 43.7 | 39.7 | 48.0 |
| 52 Personal assistants and secretaries | 65.5 | 62.1 | 65.6 | 66.7 |
| 53 General clerical workers | 66.7 | 63.5 | 63.6 | 63.2 |
| 54 Inquiry clerks and receptionists | 49.9 | 45.1 | 38.9 | 46.1 |
| 55 Numerical clerks | 59.9 | 52.8 | 55.2 | 59.3 |
| 56 Clerical and office support workers | - | - | - | - |
| 59 Other clerical and administrative workers | 47.6 | 49.9 | 44.6 | 47.4 |
| Sales workers | **56.2** | **59.9** | **59.5** | **55.8** |
| 61 Sales representatives and agents | 50.5 | 49.0 | 48.2 | 48.1 |
| 62 Sales assistants and salespersons | 56.5 | 60.8 | 60.2 | 56.4 |
| 63 Sales support workers | 83.8 | 78.9\* | 86.5\* | 66.7\* |
| Machinery operators and drivers | **55.2** | **52.8** | **51.2** | **50.5** |
| 71 Machine and stationary plant operators | 62.5 | 56.2 | 61.2 | 56.7 |
| 72 Mobile plant operators | 53.1 | 49.7 | 55.8 | 55.4 |
| 73 Road and rail drivers | 54.5 | 55.2 | 45.6 | 45.4 |
| 74 Storepersons | 52.4 | 51.1 | 43.8 | 44.2 |
| Labourers | **52.2** | **50.7** | **50.0** | **50.2** |
| 81 Cleaners and laundry workers | 57.7 | 57.0 | 50.0 | 55.6 |
| 82 Construction and mining labourers | 39.4 | 54.5 | 51.2 | 51.8 |
| 83 Factory process workers | 53.4 | 49.2 | 47.7 | 48.5 |
| 84 Farm, forestry and garden workers | 59.7 | 56.3 | 61.5 | 57.2 |
| 85 Food preparation assistants | 42.0 | 39.5 | 49.0 | 39.7 |
| 89 Other labourers | 55.5 | 54.0 | 46.0 | 45.9 |
| Total non-trade occupations | **55.1** | **54.9** | **53.8** | **53.8** |
| Total trade occupations | **44.1** | **44.8** | **42.5** |  |
| All occupations | **49.9** | **49.7** | **48.3** |  |

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 indicate that a substantial proportion of contracts are ongoing; therefore, a completion rate is not provided.

Table 3 Projected contract completion rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Projected contract completion rates by commencing cohort |
|  | 2018 | 2019 | 2020 |
| Managers | **55.4** | **62.0** | **54.7** |
| Professionals | **64.1** | **57.7** | **64.3** |
| Technicians and trades workers | **44.7** | **44.7** | **44.5** |
| 31 Engineering, ICT and science technicians | 65.7 | 63.9 | 57.0 |
| 32 Automotive and engineering trades workers | 51.8 | 50.0 | 49.4 |
| 33 Construction trades workers | 40.9 | 41.6 | 41.9 |
| 34 Electrotechnology and telecommunications trades workers  | 46.3 | 45.4 | 48.0 |
| 35 Food trades workers | 37.8 | 39.0 | 37.5 |
| 36 Skilled animal and horticultural workers | 45.2 | 48.5 | 45.3 |
| 39 Other technicians and trades workers | 43.0 | 41.0 | 37.9 |
|  391 Hairdressers | 36.7 | 35.7 | 31.2 |
|  392 Printing trades workers | 36.4 | 64.2 | 42.8 |
|  394 Wood trades workers | 41.0 | 41.1 | 43.5 |
|  399 Miscellaneous technicians and trades workers | 66.4 | 60.6 | 59.5 |
| Community and personal service workers | **58.9** | **60.9** | **55.0** |
| 41 Health and welfare support workers | 67.4 | 61.7 | 54.8 |
| 42 Carers and aides | 63.3 | 64.6 | 59.5 |
| 43 Hospitality workers | 49.9 | 51.6 | 48.4 |
| 44 Protective service workers | 74.2 | 63.5 | 56.5 |
| 45 Sports and personal service workers | 61.8 | 60.2 | 45.7 |
| Clerical and administrative workers | **58.9** | **60.5** | **60.6** |
| 51 Office managers and program administrators | 52.4 | 57.0 | 51.1 |
| 53 General clerical workers | 64.4 | 62.3 | 64.1 |
| 54 Inquiry clerks and receptionists | 50.5 | 48.6 | 50.9 |
| 55 Numerical clerks | 62.2 | 63.6 | 51.5 |
| 59 Other clerical and administrative workers | 47.4 | 64.9 | 55.7 |
| Sales workers | **61.2** | **62.6** | **52.3** |
| 61 Sales representatives and agents | 48.2 | 51.8 | 41.6 |
| 62 Sales assistants and salespersons | 62.3 | 63.7 | 53.8 |
| Machinery operators and drivers | **56.9** | **54.8** | **56.4** |
| 71 Machine and stationary plant operators | 70.0 | 61.0 | 62.5 |
| 72 Mobile plant operators | 57.0 | 55.4 | 52.4 |
| 73 Road and rail drivers | 49.1 | 56.4 | 63.4 |
| 74 Storepersons | 50.0 | 43.4 | 48.7 |
| Labourers | **55.2** | **60.9** | **56.5** |
| 81 Cleaners and laundry workers | 57.4 | 59.8 | 50.4 |
| 82 Construction and mining labourers | 46.2 | 55.4 | 49.6 |
| 83 Factory process workers | 55.4 | 55.9 | 51.5 |
| 84 Farm, forestry and garden workers | 65.6 | 70.0 | 67.8 |
| 85 Food preparation assistants | 34.6 | 42.1 | 61.5 |
| 89 Other labourers | 51.2 | 49.1 | 47.6 |
| Total non-trade occupations | **58.5** | **60.2** | **56.6** |
| Total trade occupations | **44.7** | **44.7** | **44.5** |
| All occupations | **51.7** | **52.6** | **50.3** |

For explanatory notes, see page 17.

Table 4 Observed actual contract attrition rates by occupation for contracts commencing in 2014 to 2017 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Contract attrition rates by year of commencement |
|  | **2014** | **2015** | **2016** | **2017** |
| Managers |  **39.6** |  **38.3** |  **45.0** |  **40.9** |
| 11 Chief executives, general managers and legislators |  52.0 |  47.9 |  46.4 |  44.1 |
| 12 Farmers and farm managers |  39.2 |  39.5 |  40.3 |  44.7 |
| 13 Specialist managers |  47.7 |  40.0 |  41.7 |  34.0 |
| 14 Hospitality, retail and service managers |  21.9 |  27.2 |  48.9 |  39.0 |
| Professionals |  **30.9** |  **39.7** |  **39.0** |  **32.0** |
| 21 Arts and media professionals |  100.0\* |  100.0\* |  100.0\* |  100.0\* |
| 22 Business, human resource and marketing professionals |  32.7 |  50.5 |  42.2 |  24.7 |
| 23 Design, engineering, science and transport professionals |  29.1 |  27.9 |  45.0 |  23.7 |
| 24 Education professionals |  45.0\* |  33.3\* |  57.9\* |  27.8 |
| 25 Health professionals |  - |  - |  - |  - |
| 26 ICT professionals |  10.0\* |  39.2 |  23.1 |  27.9 |
| 27 Legal, social and welfare professionals |  50.0\* |  41.2\* |  44.4 |  48.6 |
| Technicians and trades workers |  **51.5** |  **51.0** |  **51.8** |  |
| 31 Engineering, ICT and science technicians |  39.1 |  40.3 |  32.0 |  |
| 32 Automotive and engineering trades workers |  45.2 |  45.1 |  44.3 |  |
| 33 Construction trades workers |  57.3 |  54.5 |  56.1 |  |
| 34 Electrotechnology and telecommunications trades workers  |  43.2 |  43.9 |  46.2 |  |
| 35 Food trades workers |  63.4 |  62.8 |  62.5 |  |
| 36 Skilled animal and horticultural workers |  48.3 |  52.4 |  52.1 |  |
| 39 Other technicians and trades workers |  54.3 |  52.6 |  55.1 |  |
|  391 Hairdressers |  62.8 |  61.2 |  61.8 |  |
|  392 Printing trades workers |  46.0 |  40.6 |  33.1 |  |
|  393 Textile, clothing and footwear trades workers |  47.1 |  51.8 |  63.9 |  |
|  394 Wood trades workers |  57.2 |  50.3 |  56.1 |  |
|  399 Miscellaneous technicians and trades workers |  45.3 |  45.7 |  43.2 |  |
| Community and personal service workers |  **42.1** |  **41.4** |  **42.0** |  **40.7** |
| 41 Health and welfare support workers |  31.8 |  33.8 |  27.8 |  35.6 |
| 42 Carers and aides |  40.3 |  37.6 |  36.9 |  35.8 |
| 43 Hospitality workers |  52.0 |  52.3 |  55.2 |  50.0 |
| 44 Protective service workers |  28.4 |  32.0 |  25.0 |  20.5 |
| 45 Sports and personal service workers |  36.3 |  33.3 |  35.3 |  39.2 |
| Clerical and administrative workers |  **38.0** |  **42.0** |  **41.7** |  **38.5** |
| 51 Office managers and program administrators |  39.7 |  47.2 |  48.7 |  39.1 |
| 52 Personal assistants and secretaries |  29.7 |  34.9 |  33.6 |  30.2 |
| 53 General clerical workers |  30.1 |  34.0 |  32.5 |  33.4 |
| 54 Inquiry clerks and receptionists |  45.6 |  51.2 |  55.7 |  49.3 |
| 55 Numerical clerks |  37.0 |  45.0 |  41.2 |  38.4 |
| 56 Clerical and office support workers |  - |  - |  - |  - |
| 59 Other clerical and administrative workers |  46.7 |  44.5 |  49.2 |  45.3 |
| Sales workers |  **40.8** |  **37.3** |  **38.3** |  **39.9** |
| 61 Sales representatives and agents |  43.6 |  41.8 |  47.2 |  44.6 |
| 62 Sales assistants and salespersons |  40.8 |  37.0 |  37.7 |  39.6 |
| 63 Sales support workers |  13.1 |  15.8\* |  2.7\* |  33.3\* |
| Machinery operators and drivers |  **41.0** |  **43.1** |  **44.2** |  **42.8** |
| 71 Machine and stationary plant operators |  33.6 |  36.6 |  33.8 |  33.4 |
| 72 Mobile plant operators |  42.9 |  46.5 |  37.6 |  38.1 |
| 73 Road and rail drivers |  40.8 |  41.6 |  50.2 |  45.5 |
| 74 Storepersons |  44.5 |  46.1 |  53.6 |  53.6 |
| Labourers |  **44.2** |  **45.5** |  **45.0** |  **44.9** |
| 81 Cleaners and laundry workers |  40.0 |  40.9 |  46.4 |  39.3 |
| 82 Construction and mining labourers |  55.2 |  41.5 |  40.2 |  42.4 |
| 83 Factory process workers |  44.1 |  48.2 |  49.6 |  48.1 |
| 84 Farm, forestry and garden workers |  35.3 |  36.3 |  33.1 |  36.0 |
| 85 Food preparation assistants |  54.5 |  55.8 |  47.5 |  56.7 |
| 89 Other labourers |  37.5 |  39.3 |  42.8 |  45.7 |
| Total non-trade occupations |  **41.0** |  **41.4** |  **42.0** |  **41.1** |
| Total trade occupations |  **51.5** |  **51.0** |  **51.8** |  |
| All occupations |  **46.0** |  **46.4** |  **46.7** |  |

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.

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, an attrition rate is not provided.

Table 5 Projected contract attrition rates by selected occupation for contracts commencing in December quarter 2018 to 2020 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Projected contract attrition rates by commencing cohort |
|  | **2018** | **2019** | **2020** |
| Managers |  **34.7** |  **27.2** |  **35.3** |
| Professionals |  **33.3** |  **39.5** |  **31.8** |
| Technicians and trades workers |  **50.4** |  **50.8** |  **50.8** |
| 31 Engineering, ICT and science technicians |  31.3 |  30.1 |  35.6 |
| 32 Automotive and engineering trades workers |  45.0 |  46.8 |  47.8 |
| 33 Construction trades workers |  54.7 |  54.6 |  53.6 |
| 34 Electrotechnology and telecommunications trades workers  |  47.5 |  47.7 |  47.0 |
| 35 Food trades workers |  58.9 |  56.9 |  55.1 |
| 36 Skilled animal and horticultural workers |  48.3 |  48.4 |  50.1 |
| 39 Other technicians and trades workers |  52.3 |  55.4 |  56.9 |
|  391 Hairdressers |  60.5 |  61.9 |  65.8 |
|  392 Printing trades workers |  56.8 |  26.6 |  35.3 |
|  394 Wood trades workers |  55.4 |  55.1 |  52.4 |
|  399 Miscellaneous technicians and trades workers |  28.1 |  35.5 |  29.8 |
| Community and personal service workers |  **39.5** |  **37.2** |  **42.0** |
| 41 Health and welfare support workers |  25.9 |  33.0 |  39.4 |
| 42 Carers and aides |  35.4 |  33.6 |  37.7 |
| 43 Hospitality workers |  48.5 |  45.9 |  45.3 |
| 44 Protective service workers |  12.3 |  25.2 |  21.1 |
| 45 Sports and personal service workers |  37.0 |  39.5 |  54.2 |
| Clerical and administrative workers |  **38.5** |  **37.2** |  **35.7** |
| 51 Office managers and program administrators |  39.8 |  30.7 |  32.9 |
| 53 General clerical workers |  34.7 |  37.1 |  35.3 |
| 54 Inquiry clerks and receptionists |  47.4 |  47.2 |  45.9 |
| 55 Numerical clerks |  35.3 |  34.4 |  44.8 |
| 59 Other clerical and administrative workers |  39.9 |  33.2 |  37.2 |
| Sales workers |  **36.1** |  **35.1** |  **41.9** |
| 61 Sales representatives and agents |  43.6 |  42.2 |  45.0 |
| 62 Sales assistants and salespersons |  35.4 |  34.3 |  41.2 |
| Machinery operators and drivers |  **39.4** |  **41.1** |  **37.9** |
| 71 Machine and stationary plant operators |  27.1 |  28.7 |  31.3 |
| 72 Mobile plant operators |  38.3 |  40.1 |  34.9 |
| 73 Road and rail drivers |  46.5 |  38.3 |  32.3 |
| 74 Storepersons |  48.6 |  56.0 |  50.3 |
| Labourers |  **43.7** |  **38.4** |  **38.5** |
| 81 Cleaners and laundry workers |  42.2 |  28.9 |  34.9 |
| 82 Construction and mining labourers |  48.0 |  36.7 |  39.9 |
| 83 Factory process workers |  44.0 |  42.8 |  42.0 |
| 84 Farm, forestry and garden workers |  34.1 |  29.3 |  31.4 |
| 85 Food preparation assistants |  64.5 |  57.9 |  37.7 |
| 89 Other labourers |  45.7 |  49.8 |  49.3 |
| Total non-trade occupations |  **39.1** |  **37.4** |  **39.0** |
| Total trade occupations |  **50.4** |  **50.8** |  **50.8** |
| All occupations |  **44.3** |  **43.7** |  **45.0** |

For explanatory notes, see page 17.

Table 6 Observed actual contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2015 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Contract attrition rates, cancelling/withdrawing within: |
|  | Same quarter | 1 quarter | 2 quarters | 1 year | 2 years | 3 years | More than 3 years |
| Managers |  **2.4** |  **7.7** |  **13.1** |  **23.7** |  **35.4** |  **37.8** |  **38.3** |
| 11 Chief executives, general managers and legislators |  0.6 |  2.9 |  7.1 |  18.1 |  39.0 |  46.3 |  47.9 |
| 12 Farmers and farm managers |  3.5 |  11.6 |  18.8 |  29.4 |  38.3 |  39.4 |  39.5 |
| 13 Specialist managers |  4.3 |  12.7 |  19.0 |  31.5 |  38.9 |  39.9 |  40.0 |
| 14 Hospitality, retail and service managers |  0.4 |  1.6 |  4.4 |  13.1 |  25.2 |  26.8 |  27.2 |
| Professionals |  **2.4** |  **8.3** |  **14.7** |  **26.3** |  **37.6** |  **39.7** |  **39.7** |
| 21 Arts and media professionals\* |  0.0 |  0.0 |  0.0 |  100.0 |  100.0 |  100.0 |  100.0 |
| 22 Business, human resource and marketing professionals |  3.3 |  9.4 |  17.0 |  34.4 |  49.5 |  50.5 |  50.5 |
| 23 Design, engineering, science and transport professionals |  2.0 |  9.1 |  15.2 |  20.3 |  24.4 |  27.9 |  27.9 |
| 24 Education professionals\* |  0.0 |  11.1 |  33.3 |  33.3 |  33.3 |  33.3 |  33.3 |
| 25 Health professionals |  - |  - |  - |  - |  - |  - |  - |
| 26 ICT professionals |  2.5 |  6.3 |  10.1 |  20.3 |  36.7 |  39.2 |  39.2 |
| 27 Legal, social and welfare professionals\* |  0.0 |  0.0 |  2.9 |  20.6 |  41.2 |  41.2 |  41.2 |
| Technicians and trades workers |  **4.3** |  **13.2** |  **20.6** |  **32.4** |  **44.8** |  **49.4** |  **51.0** |
| 31 Engineering, ICT and science technicians |  2.0 |  8.3 |  15.7 |  27.0 |  38.0 |  39.8 |  40.3 |
| 32 Automotive and engineering trades workers |  3.2 |  10.5 |  16.4 |  26.7 |  38.2 |  43.3 |  45.1 |
| 33 Construction trades workers |  4.8 |  14.8 |  22.5 |  34.6 |  47.8 |  53.0 |  54.5 |
| 34 Electrotechnology and telecommunications trades workers  |  3.2 |  8.8 |  14.3 |  23.6 |  35.5 |  41.2 |  43.9 |
| 35 Food trades workers |  6.3 |  19.3 |  30.0 |  44.8 |  58.2 |  62.0 |  62.8 |
| 36 Skilled animal and horticultural workers |  5.9 |  15.9 |  23.3 |  35.8 |  47.1 |  51.2 |  52.4 |
| 39 Other technicians and trades workers |  4.6 |  14.5 |  22.5 |  36.1 |  48.6 |  51.7 |  52.6 |
|  391 Hairdressers |  5.8 |  19.5 |  29.5 |  43.1 |  56.5 |  60.3 |  61.2 |
|  392 Printing trades workers |  1.7 |  7.6 |  14.4 |  25.3 |  33.5 |  37.8 |  40.6 |
|  393 Textile, clothing and footwear trades workers |  7.1 |  14.3 |  24.1 |  34.8 |  47.3 |  50.9 |  51.8 |
|  394 Wood trades workers |  4.5 |  13.0 |  19.6 |  31.3 |  42.9 |  48.1 |  50.3 |
|  399 Miscellaneous technicians and trades workers |  3.5 |  10.5 |  17.2 |  31.9 |  44.2 |  45.5 |  45.7 |
| Community and personal service workers |  **5.0** |  **15.4** |  **23.5** |  **33.1** |  **39.6** |  **41.0** |  **41.4** |
| 41 Health and welfare support workers |  3.1 |  11.5 |  17.8 |  27.8 |  32.4 |  33.6 |  33.8 |
| 42 Carers and aides |  4.2 |  12.6 |  19.5 |  28.4 |  34.8 |  36.7 |  37.6 |
| 43 Hospitality workers |  6.2 |  19.7 |  30.2 |  42.3 |  50.9 |  52.1 |  52.3 |
| 44 Protective service workers |  5.5 |  10.9 |  16.2 |  25.6 |  30.9 |  31.6 |  32.0 |
| 45 Sports and personal service workers |  5.3 |  15.5 |  22.5 |  28.7 |  32.6 |  33.2 |  33.3 |
| Clerical and administrative workers |  **4.9** |  **15.6** |  **25.2** |  **36.1** |  **41.4** |  **41.9** |  **42.0** |
| 51 Office managers and program administrators |  3.3 |  11.1 |  20.2 |  35.6 |  45.8 |  46.9 |  47.2 |
| 52 Personal assistants and secretaries |  1.0 |  17.4 |  26.7 |  33.3 |  34.9 |  34.9 |  34.9 |
| 53 General clerical workers |  4.2 |  13.8 |  21.4 |  30.8 |  33.7 |  34.0 |  34.0 |
| 54 Inquiry clerks and receptionists |  7.7 |  23.8 |  37.2 |  48.8 |  51.1 |  51.1 |  51.2 |
| 55 Numerical clerks |  6.4 |  18.0 |  28.7 |  37.7 |  44.7 |  45.0 |  45.0 |
| 56 Clerical and office support workers |  - |  - |  - |  - |  - |  - |  - |
| 59 Other clerical and administrative workers |  3.2 |  11.6 |  20.7 |  33.1 |  42.3 |  44.3 |  44.5 |
| Sales workers |  **3.9** |  **12.8** |  **20.7** |  **30.5** |  **36.7** |  **37.2** |  **37.3** |
| 61 Sales representatives and agents |  4.2 |  14.7 |  23.9 |  34.3 |  41.5 |  41.8 |  41.8 |
| 62 Sales assistants and salespersons |  3.8 |  12.7 |  20.5 |  30.2 |  36.3 |  36.9 |  37.0 |
| 63 Sales support workers\* |  15.8 |  15.8 |  15.8 |  15.8 |  15.8 |  15.8 |  15.8 |
| Machinery operators and drivers |  **4.5** |  **13.9** |  **21.8** |  **31.5** |  **40.6** |  **42.5** |  **43.1** |
| 71 Machine and stationary plant operators |  2.1 |  10.9 |  18.5 |  26.1 |  35.7 |  36.3 |  36.6 |
| 72 Mobile plant operators |  5.0 |  13.7 |  20.7 |  31.2 |  41.3 |  45.0 |  46.5 |
| 73 Road and rail drivers |  4.4 |  12.9 |  19.4 |  28.6 |  38.7 |  41.2 |  41.6 |
| 74 Storepersons |  5.8 |  17.4 |  27.2 |  38.2 |  45.5 |  46.0 |  46.1 |
| Labourers |  **7.3** |  **19.9** |  **28.8** |  **39.3** |  **44.5** |  **45.3** |  **45.5** |
| 81 Cleaners and laundry workers |  3.5 |  15.7 |  24.1 |  33.4 |  40.3 |  40.9 |  40.9 |
| 82 Construction and mining labourers |  4.3 |  16.5 |  24.6 |  36.3 |  40.8 |  41.2 |  41.5 |
| 83 Factory process workers |  10.0 |  24.5 |  34.1 |  43.9 |  47.5 |  48.1 |  48.2 |
| 84 Farm, forestry and garden workers |  4.0 |  12.3 |  18.5 |  27.9 |  34.7 |  35.9 |  36.3 |
| 85 Food preparation assistants |  5.4 |  18.8 |  29.6 |  42.7 |  51.9 |  55.3 |  55.8 |
| 89 Other labourers |  3.6 |  10.1 |  17.7 |  31.2 |  38.8 |  39.2 |  39.3 |
| Total non-trade occupations |  **4.9** |  **15.0** |  **23.3** |  **33.4** |  **40.0** |  **41.1** |  **41.4** |
| Total trade occupations |  **4.3** |  **13.2** |  **20.6** |  **32.4** |  **44.8** |  **49.4** |  **51.0** |
| All occupations |  **4.6** |  **14.1** |  **21.9** |  **32.9** |  **42.5** |  **45.4** |  **46.4** |

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.

Table 7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2020 (%)

|  |  |
| --- | --- |
| 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 |  **1.9** |  **13.4** |  **17.9** |  **23.4** |  **31.6** |  **34.6** |  **34.9** |
| Professionals |  **1.8** |  **8.6** |  **13.1** |  **20.2** |  **28.2** |  **31.8** |  **31.8** |
| Technicians and trades workers |  **3.4** |  **12.9** |  **20.0** |  **29.8** |  **42.6** |  **48.7** |  **50.7** |
| 31 Engineering, ICT and science technicians |  1.9 |  8.9 |  17.7 |  25.9 |  32.9 |  35.6 |  35.6 |
| 32 Automotive and engineering trades workers |  3.0 |  10.3 |  15.9 |  25.3 |  38.6 |  45.3 |  47.7 |
| 33 Construction trades workers |  4.0 |  13.8 |  21.4 |  31.7 |  45.1 |  51.5 |  53.5 |
| 34 Electrotechnology and telecommunications trades workers  |  2.5 |  10.2 |  16.2 |  24.7 |  36.3 |  43.4 |  46.6 |
| 35 Food trades workers |  4.1 |  15.3 |  22.6 |  36.4 |  50.3 |  54.4 |  55.1 |
| 36 Skilled animal and horticultural workers |  3.1 |  15.8 |  23.4 |  33.8 |  45.2 |  49.3 |  50.1 |
| 39 Other technicians and trades workers |  4.1 |  18.2 |  26.6 |  36.6 |  50.3 |  55.7 |  56.8 |
|  391 Hairdressers |  5.7 |  22.0 |  32.8 |  43.1 |  59.2 |  64.8 |  65.7 |
|  392 Printing trades workers |  3.5 |  6.6 |  22.6 |  24.7 |  31.3 |  35.3 |  35.3 |
|  394 Wood trades workers |  4.1 |  15.7 |  21.2 |  31.6 |  44.5 |  50.7 |  52.4 |
|  399 Miscellaneous technicians and trades workers |  1.9 |  7.7 |  10.7 |  20.1 |  26.9 |  29.2 |  29.8 |
| Community and personal service workers |  **3.9** |  **14.2** |  **22.3** |  **32.0** |  **40.5** |  **41.6** |  **42.0** |
| 41 Health and welfare support workers |  4.9 |  7.7 |  17.0 |  28.4 |  36.5 |  37.7 |  39.4 |
| 42 Carers and aides |  4.0 |  14.8 |  21.7 |  29.3 |  36.0 |  37.2 |  37.6 |
| 43 Hospitality workers |  3.7 |  15.2 |  24.0 |  34.4 |  42.9 |  44.9 |  45.2 |
| 44 Protective service workers |  2.5 |  5.4 |  8.0 |  12.1 |  21.1 |  21.1 |  21.1 |
| 45 Sports and personal service workers |  3.7 |  18.5 |  38.6 |  48.4 |  54.1 |  54.2 |  54.2 |
| Clerical and administrative workers |  **3.1** |  **14.3** |  **21.3** |  **30.6** |  **35.1** |  **35.7** |  **35.7** |
| 51 Office managers and program administrators |  2.0 |  8.1 |  12.8 |  23.2 |  30.1 |  32.6 |  32.8 |
| 53 General clerical workers |  4.4 |  16.8 |  24.5 |  32.4 |  35.2 |  35.3 |  35.3 |
| 54 Inquiry clerks and receptionists |  3.8 |  19.1 |  30.4 |  41.6 |  45.4 |  45.9 |  45.9 |
| 55 Numerical clerks |  3.6 |  16.8 |  23.5 |  34.6 |  43.3 |  44.4 |  44.8 |
| 59 Other clerical and administrative workers |  2.5 |  7.0 |  11.6 |  22.9 |  32.3 |  37.2 |  37.2 |
| Sales workers |  **2.7** |  **11.8** |  **20.2** |  **31.5** |  **40.5** |  **41.7** |  **41.9** |
| 61 Sales representatives and agents |  3.3 |  17.4 |  26.9 |  32.8 |  43.3 |  44.0 |  45.0 |
| 62 Sales assistants and salespersons |  2.5 |  10.6 |  18.9 |  30.9 |  39.8 |  41.1 |  41.2 |
| Machinery operators and drivers |  **3.3** |  **12.9** |  **17.8** |  **27.5** |  **34.5** |  **37.5** |  **37.8** |
| 71 Machine and stationary plant operators |  3.1 |  11.9 |  16.4 |  24.7 |  28.8 |  30.4 |  31.0 |
| 72 Mobile plant operators |  2.6 |  9.6 |  14.8 |  23.8 |  31.9 |  34.9 |  34.9 |
| 73 Road and rail drivers |  4.5 |  12.5 |  16.9 |  24.9 |  30.9 |  32.1 |  32.3 |
| 74 Storepersons |  3.8 |  18.7 |  25.0 |  38.1 |  47.2 |  50.3 |  50.3 |
| Labourers |  **4.0** |  **15.5** |  **23.4** |  **33.5** |  **37.7** |  **38.3** |  **38.5** |
| 81 Cleaners and laundry workers |  3.6 |  9.5 |  21.1 |  28.8 |  33.1 |  34.9 |  34.9 |
| 82 Construction and mining labourers |  6.8 |  16.6 |  24.4 |  34.1 |  39.0 |  39.1 |  39.9 |
| 83 Factory process workers |  3.8 |  17.9 |  25.2 |  36.6 |  41.2 |  42.0 |  42.0 |
| 84 Farm, forestry and garden workers |  2.2 |  12.4 |  22.0 |  29.2 |  31.1 |  31.3 |  31.4 |
| 85 Food preparation assistants |  3.6 |  17.6 |  19.0 |  30.3 |  37.7 |  37.7 |  37.7 |
| 89 Other labourers |  4.0 |  15.1 |  23.0 |  39.2 |  48.8 |  49.1 |  49.3 |
| Total non-trade occupations |  **3.3** |  **13.6** |  **20.8** |  **30.5** |  **37.4** |  **38.8** |  **39.0** |
| Total trade occupations |  **3.4** |  **12.9** |  **20.0** |  **29.8** |  **42.6** |  **48.7** |  **50.7** |
| All occupations |  **3.3** |  **13.3** |  **20.4** |  **30.2** |  **40.1** |  **43.9** |  **44.9** |

For explanatory notes, see page 17.

Table 8 Observed actual contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2013 to 2017 (%)

|  |  |
| --- | --- |
| **Occupation (ANZSCO) group** | **Contract attrition rates within the first 12 months, for contracts commencing in:** |
|  | **2013** | **2014** | **2015** | **2016** | **2017** |
| Managers |  **31.1** |  **27.4** |  **23.7** |  **31.6** |  **28.7** |
| 11 Chief executives, general managers and legislators |  0.0\* |  4.1 |  18.1 |  24.5 |  25.3 |
| 12 Farmers and farm managers |  26.9 |  30.1 |  29.4 |  32.4 |  38.4 |
| 13 Specialist managers |  34.6 |  37.0 |  31.5 |  32.2 |  29.1 |
| 14 Hospitality, retail and service managers |  14.0 |  4.2 |  13.1 |  41.1 |  28.7 |
| Professionals |  **25.9** |  **20.4** |  **26.3** |  **25.4** |  **22.5** |
| 21 Arts and media professionals |  20.0\* |  100.0\* |  100.0\* |  100.0\* |  100.0\* |
| 22 Business, human resource and marketing professionals |  26.3 |  21.1 |  34.4 |  31.2 |  21.9 |
| 23 Design, engineering, science and transport professionals |  22.5 |  19.0 |  20.3 |  28.1 |  11.3 |
| 24 Education professionals |  31.5 |  40.0\* |  33.3\* |  36.8\* |  22.2 |
| 25 Health professionals |  - |  - |  - |  - |  - |
| 26 ICT professionals |  5.0\* |  3.3\* |  20.3 |  12.9 |  17.6 |
| 27 Legal, social and welfare professionals |  40.0\* |  50.0\* |  20.6\* |  28.4 |  37.6 |
| Technicians and trades workers |  **31.1** |  **33.6** |  **32.4** |  **33.1** |  **32.8** |
| 31 Engineering, ICT and science technicians |  26.3 |  30.0 |  27.0 |  23.8 |  25.3 |
| 32 Automotive and engineering trades workers |  27.3 |  25.9 |  26.7 |  26.2 |  26.9 |
| 33 Construction trades workers |  34.1 |  37.2 |  34.6 |  35.4 |  36.0 |
| 34 Electrotechnology and telecommunications trades workers  |  22.7 |  24.5 |  23.6 |  25.2 |  25.2 |
| 35 Food trades workers |  45.0 |  47.0 |  44.8 |  46.5 |  44.8 |
| 36 Skilled animal and horticultural workers |  31.9 |  32.9 |  35.8 |  35.2 |  34.5 |
| 39 Other technicians and trades workers |  31.8 |  38.2 |  36.1 |  38.9 |  38.2 |
|  391 Hairdressers |  44.5 |  45.2 |  43.1 |  43.6 |  44.1 |
|  392 Printing trades workers |  16.5 |  18.2 |  25.3 |  18.0 |  17.5 |
|  393 Textile, clothing and footwear trades workers |  28.6 |  24.0 |  34.8 |  43.1 |  28.4 |
|  394 Wood trades workers |  35.6 |  38.0 |  31.3 |  36.3 |  35.8 |
|  399 Miscellaneous technicians and trades workers |  26.2 |  33.6 |  31.9 |  34.6 |  28.4 |
| Community and personal service workers |  **31.5** |  **33.0** |  **33.1** |  **34.5** |  **34.0** |
| 41 Health and welfare support workers |  23.8 |  22.1 |  27.8 |  22.0 |  23.9 |
| 42 Carers and aides |  23.5 |  30.2 |  28.4 |  28.6 |  28.6 |
| 43 Hospitality workers |  42.7 |  42.8 |  42.3 |  46.4 |  42.9 |
| 44 Protective service workers |  17.3 |  18.9 |  25.6 |  19.8 |  17.9 |
| 45 Sports and personal service workers |  31.0 |  30.5 |  28.7 |  31.2 |  34.3 |
| Clerical and administrative workers |  **27.2** |  **31.8** |  **36.1** |  **35.6** |  **33.0** |
| 51 Office managers and program administrators |  21.7 |  30.6 |  35.6 |  35.8 |  26.9 |
| 52 Personal assistants and secretaries |  23.5 |  29.1 |  33.3 |  32.1 |  27.8 |
| 53 General clerical workers |  28.0 |  26.8 |  30.8 |  29.6 |  30.2 |
| 54 Inquiry clerks and receptionists |  35.0 |  39.2 |  48.8 |  51.4 |  44.9 |
| 55 Numerical clerks |  25.0 |  31.3 |  37.7 |  35.2 |  33.4 |
| 56 Clerical and office support workers |  - |  - |  - |  - |  - |
| 59 Other clerical and administrative workers |  30.0 |  33.1 |  33.1 |  37.4 |  32.5 |
| Sales workers |  **30.1** |  **31.6** |  **30.5** |  **32.5** |  **32.9** |
| 61 Sales representatives and agents |  24.6 |  34.8 |  34.3 |  37.0 |  35.3 |
| 62 Sales assistants and salespersons |  31.0 |  31.5 |  30.2 |  32.2 |  32.7 |
| 63 Sales support workers |  12.1\* |  13.1 |  15.8\* |  2.7\* |  33.3\* |
| Machinery operators and drivers |  **27.2** |  **31.9** |  **31.5** |  **31.9** |  **33.3** |
| 71 Machine and stationary plant operators |  18.4 |  23.1 |  26.1 |  24.2 |  23.3 |
| 72 Mobile plant operators |  16.0 |  29.0 |  31.2 |  26.4 |  29.1 |
| 73 Road and rail drivers |  27.9 |  33.1 |  28.6 |  34.0 |  34.4 |
| 74 Storepersons |  32.5 |  37.5 |  38.2 |  40.9 |  45.2 |
| Labourers |  **32.3** |  **38.3** |  **39.3** |  **39.5** |  **38.7** |
| 81 Cleaners and laundry workers |  33.2 |  33.8 |  33.4 |  41.7 |  32.3 |
| 82 Construction and mining labourers |  37.6 |  45.5 |  36.3 |  36.6 |  37.0 |
| 83 Factory process workers |  30.6 |  40.7 |  43.9 |  45.4 |  44.6 |
| 84 Farm, forestry and garden workers |  29.3 |  29.4 |  27.9 |  25.3 |  28.1 |
| 85 Food preparation assistants |  46.4 |  40.2 |  42.7 |  36.1 |  43.5 |
| 89 Other labourers |  28.0 |  30.0 |  31.2 |  35.0 |  35.4 |
| Total non-trade occupations |  **29.7** |  **32.7** |  **33.4** |  **34.4** |  **33.9** |
| Total trade occupations |  **31.1** |  **33.6** |  **32.4** |  **33.1** |  **32.8** |
| All occupations |  **30.3** |  **33.1** |  **32.9** |  **33.8** |  **33.4** |

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.

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement,
for contracts commencing in December quarter 2018 to 2020 (%)

|  |  |
| --- | --- |
| Occupation (ANZSCO) group | Projected contract attrition rates within 12 months by commencing  |
|  | **2018** | **2019** | **2020** |
| Managers |  **20.2** |  **16.0** |  **23.4** |
| Professionals |  **27.8** |  **32.2** |  **20.2** |
| Technicians and trades workers |  **31.5** |  **31.5** |  **29.8** |
| 31 Engineering, ICT and science technicians |  27.0 |  23.2 |  25.9 |
| 32 Automotive and engineering trades workers |  26.4 |  28.0 |  25.3 |
| 33 Construction trades workers |  33.7 |  34.7 |  31.7 |
| 34 Electrotechnology and telecommunications trades workers  |  26.3 |  26.1 |  24.7 |
| 35 Food trades workers |  42.4 |  40.7 |  36.4 |
| 36 Skilled animal and horticultural workers |  33.0 |  33.6 |  33.8 |
| 39 Other technicians and trades workers |  36.5 |  34.0 |  36.6 |
|  391 Hairdressers |  43.6 |  39.4 |  43.1 |
|  392 Printing trades workers |  45.5 |  15.2 |  24.7 |
|  394 Wood trades workers |  32.4 |  30.0 |  31.6 |
|  399 Miscellaneous technicians and trades workers |  20.4 |  23.4 |  20.1 |
| Community and personal service workers |  **34.2** |  **32.8** |  **32.0** |
| 41 Health and welfare support workers |  19.4 |  24.0 |  28.4 |
| 42 Carers and aides |  29.9 |  28.4 |  29.3 |
| 43 Hospitality workers |  42.7 |  39.7 |  34.4 |
| 44 Protective service workers |  8.6 |  22.8 |  12.1 |
| 45 Sports and personal service workers |  33.9 |  38.1 |  48.4 |
| Clerical and administrative workers |  **34.1** |  **33.2** |  **30.6** |
| 51 Office managers and program administrators |  29.8 |  24.0 |  23.2 |
| 53 General clerical workers |  32.5 |  34.7 |  32.4 |
| 54 Inquiry clerks and receptionists |  44.4 |  43.1 |  41.6 |
| 55 Numerical clerks |  31.0 |  31.2 |  34.6 |
| 59 Other clerical and administrative workers |  25.1 |  21.0 |  22.9 |
| Sales workers |  **29.8** |  **29.1** |  **31.5** |
| 61 Sales representatives and agents |  32.8 |  31.4 |  32.8 |
| 62 Sales assistants and salespersons |  29.4 |  28.9 |  30.9 |
| Machinery operators and drivers |  **29.2** |  **33.2** |  **27.5** |
| 71 Machine and stationary plant operators |  20.0 |  20.7 |  24.7 |
| 72 Mobile plant operators |  26.0 |  29.8 |  23.8 |
| 73 Road and rail drivers |  30.5 |  30.9 |  24.9 |
| 74 Storepersons |  39.5 |  49.3 |  38.1 |
| Labourers |  **40.2** |  **35.6** |  **33.5** |
| 81 Cleaners and laundry workers |  37.9 |  22.8 |  28.8 |
| 82 Construction and mining labourers |  41.5 |  32.1 |  34.1 |
| 83 Factory process workers |  42.4 |  40.8 |  36.6 |
| 84 Farm, forestry and garden workers |  29.1 |  27.3 |  29.2 |
| 85 Food preparation assistants |  59.5 |  56.1 |  30.3 |
| 89 Other labourers |  40.8 |  45.6 |  39.2 |
| Total non-trade occupations |  **33.2** |  **32.4** |  **30.5** |
| Total trade occupations |  **31.5** |  **31.5** |  **29.8** |
| All occupations |  **32.4** |  **31.9** |  **30.2** |

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 apprenticeship/traineeship training contracts that have been terminated prior to successful completion in a given period. For the purposes of deriving an attrition rate, cancellations and withdrawals include contracts that 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 apprenticeship/traineeship training contracts that commenced or recommenced in a given period. 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/traineeship training contracts where all of the prescribed requirements have been met in a given period.

Continuing or outcome not known refers to apprenticeship/traineeship training contracts commenced in a given period that have not yet been completed, cancelled or withdrawn.

Contract attrition rates refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have since been cancelled or withdrawn.

**Contract attrition rates ‘to date’** refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have been cancelled or withdrawn thus far.

Contract completion rates refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have since been completed.

**Contract completion rates ‘to date’** refers to the proportion of apprenticeship/traineeship training contracts commenced in a given period that have been completed thus far.

Contract status refers to the key stages within the life of an apprenticeship/traineeship training contract: commenced, completed, in-training and cancellation/withdrawal.

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

In-training refers to apprenticeship/traineeship training contracts where the apprentice/trainee is actively training under the terms of their contract, and have not completed, cancelled or withdrawn from their training, or had their training contract expired without meeting all of the prescribed requirements of their program at a given point in time.

Non-tradesrefers 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 the estimated proportion of apprenticeship/traineeship training contracts that will eventually be cancelled or withdrawn, based on a ‘life tables’ methodology.

Projected contract completion rates refers to the estimated proportion of apprenticeship/traineeship training contracts that will eventually be completed, based on a ‘life tables’ methodology.

Tradesrefers 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.107 (March 2021 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

1. 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.
2. Attrition rates do not include continuing or expired contracts where the outcome is unknown; therefore, attrition rates may be underestimated. Attrition rates do include ‘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

1. 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.
2. Completion rates do not include continuing or expired contracts where the outcome is unknown; therefore 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

1. 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 2019 to the December quarter 2020). 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

1. 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-2020-state-and-territory-data-tables>>, 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

1. 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>>.
2. 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 occupation 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

1. Contract completion and attrition rates use a ‘life tables’ methodology to predict rates for recently commenced 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 as 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, in particular, those under the ‘Managers’ and ‘Professionals’ 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>>.

