

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees 2017



National Centre for Vocational Education Research

Highlights

- Contract completion rates for apprentices and trainees commencing in 2013, the latest year for which final rates are available, were:
 - 52.7% for all occupations, a decrease from 55.4% for those commencing in 2012.
 - 47.1% for trades occupations, a decrease from 48.5% for those commencing in 2012.
 - 57.1% for non-trades occupations, a decrease from 58.8% for those commencing in 2012.
- Contract attrition rates within the first 12 months increased from 30.2% for contracts commencing in 2013 to 33.0% for contracts commencing in 2014.

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This document should be attributed as NCVER 2018, *Australian vocational education and training statistics: completion and attrition rates for apprentices and trainees 2017*, NCVER, Adelaide.

This work has been produced by NCVER on behalf of the Australian Government and state and territory governments, with funding provided through the Australian Government Department of Education and Training.

The views and opinions expressed in this document are those of NCVER and do not necessarily reflect the views of the Australian Government or state and territory governments.

ISSN 1839-3497

TD/TNC 131.10

Comments and suggestions regarding this publication are welcomed and should be forwarded to NCVER.

Published by NCVER, ABN 87 007 967 311

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Contents

Introduction	4
More information	4
Overview	5
Contract completion rates	6
Individual completion rates	7
Projected contract completion rates	8
Contract attrition rates	9
Projected contract attrition rates	10
Contract attrition rates by duration until cancellation/withdrawal	11
Projected contract attrition rates by duration until cancellation/withdrawal	12
Contract attrition rates within the first 12 months	13
Projected contract attrition rates within the first 12 months	14
Terms	15
Explanatory notes	16

Tables

1 Contract completion rates in trade and non-trade occupations, for contracts commencing in 2011–14 (%)	6
2 Individual completion rates, based on a recommencement adjustment factor, for trade and non-trade occupations commencing in 2012–13	7
3 Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2015–17 (%)	8
4 Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2011–14 (%)	9
5 Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2015–17 (%)	10
6 Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2012 (%)	11
7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2017 (%)	12
8 Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2010–14 (%)	13
9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2015–17 (%)	14

Figures

1 Contract completion rates, for contracts commencing in 2011–13 (%)	5
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Introduction

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

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

During an apprenticeship or traineeship there may be many reasons for changes in contracts, such as a change in employer, with breaks in the training. Therefore, in addition to reporting on contract outcomes, it is also useful to look at the completion rates of individuals.

Contract completion and attrition rates are derived by tracking the outcomes of contracts of training over time. However, due to the duration of training, this method requires some years to pass to enable an accurate report on outcomes for the majority of contracts. In this publication, we can report completion and attrition rates for contracts commenced in 2013 for trade occupations and in 2014 for non-trade occupations.

For apprentices and trainees commencing later than 2013 or 2014, we need to estimate completion and attrition rates, given that significant proportions are still undertaking their training. This is achieved by applying a 'life tables' methodology to up-to-date cross-tabulations of commencements, completions and cancellations/withdrawals. Projected estimates assume that the patterns of completion and attrition observed in the data for past quarters approximate the patterns that will occur for the most recent quarters. If the patterns of completion and attrition change slowly over time then this approximation will be valid. Conversely, if the patterns of completion and attrition for the most recent quarters turn out to be noticeably different from those seen in the past then the reliability of the projected rates will decrease as the discrepancy between the patterns of completions and attritions increases. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>.

More information

For more information on the methodology used to derive these completion and attrition rates, please see explanatory notes on page 16.

For completion and attrition rates by state and territory, where applicable, please refer to the data section at <https://www.ncver.edu.au/publications/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2017>.

For more information on completion rates in the wider vocational education and training (VET) sector, please refer to <https://www.ncver.edu.au/publications/publications/all-publications/total-vet-program-completion-rates>.

Overview

Contract completion rates

For apprentices and trainees commencing in 2013:

- Contract completion rates were 52.7% for all occupations, a decrease from 55.4% for those commencing in 2012. *Table 1*
 - trades occupations were 47.1%, a decrease from 48.5% for those commencing in 2012.
 - non-trades occupations were 57.1%, a decrease from 58.8% for those commencing in 2012.
- Contract completion rates ranged from 72.7% for hospitality, retail and service managers to 34.8% for food trade workers.

Figure 1 Contract completion rates, for contracts commencing in 2011–13 (%)



Individual completion rates

For apprentices and trainees commencing in 2013:

- Individual completion rates were 59.6% for all occupations, a decrease from 61.6% for those commencing in 2012. *Table 2*
 - trades occupations were 58.5%, a decrease from 59.6% for those commencing in 2012.
 - non-trades occupations were 59.6%, a decrease from 61.0% for those commencing in 2012.

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 2013 was 50.3%, compared with a contract completion rate of 34.6%.
- The individual completion rate for construction trades workers commencing in 2013 was 53.8%, compared with a contract completion rate of 40.6%.
- The individual completion rate for food trades workers commencing in 2013 was 46.0%, compared with a contract completion rate of 34.8%.

Projected contract completion rates

For apprentices and trainees commencing in the December quarter 2017:

- Projected contract completion rates are 48.0% for all occupations. *Table 3*
- Projected contract completion rates are 41.3% for trades occupations and 55.6% for non-trades occupations.

Contract completion rates

Contract completion rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no. 95 (March 2018 estimates).

Table 1 Contract completion rates in trade and non-trade occupations, for contracts commencing in 2011–14 (%)

Occupation (ANZSCO) group	Contract completion rates by year of commencement			
	2011	2012	2013	2014
Managers	55.3	60.0	52.4	52.0
11 Chief executives, general managers and legislators	0.0*	7.7*	16.7*	20.4
12 Farmers and farm managers	61.6	62.8	58.7	52.8
13 Specialist managers	54.3	59.4	47.7	47.2
14 Hospitality, retail and service managers	67.0	70.8	72.7	64.4
Professionals	57.9	61.7	54.5	51.1
21 Arts and media professionals	66.7*	0.0*	20.0*	0.0*
22 Business, human resource and marketing professionals	56.9	62.3	52.4	42.5
23 Design, engineering, science and transport professionals	58.1	57.9	62.8	61.0
24 Education professionals	60.5	66.2	48.5	35.0*
25 Health professionals	100.0*	-	-	-
26 ICT professionals	42.9*	48.3	65.0*	73.3*
27 Legal, social and welfare professionals	64.9	47.3	60.0*	50.0*
Technicians and trades workers	46.9	48.5	47.1	
31 Engineering, ICT and science technicians	58.0	55.9	59.6	
32 Automotive and engineering trades workers	51.8	50.9	49.6	
33 Construction trades workers	40.8	41.8	40.6	
34 Electrotechnology and telecommunications trades workers	52.9	53.6	54.7	
35 Food trades workers	30.7	34.3	34.8	
36 Skilled animal and horticultural workers	47.6	50.4	46.3	
39 Other technicians and trades workers	50.3	54.0	48.0	
391 Hairdressers	35.5	35.1	34.6	
392 Printing trades workers	62.2	60.6	64.5	
393 Textile, clothing and footwear trades workers	46.5	46.9	43.6	
394 Wood trades workers	39.1	40.7	36.3	
399 Miscellaneous technicians and trades workers	63.7	65.6	54.9	
Community and personal service workers	57.0	59.6	56.6	53.6
41 Health and welfare support workers	62.7	60.8	61.8	64.1
42 Carers and aides	64.0	65.3	65.4	54.6
43 Hospitality workers	48.9	53.8	45.5	44.6
44 Protective service workers	54.5	63.9	58.1	57.7
45 Sports and personal service workers	62.7	62.8	58.2	60.4
Clerical and administrative workers	55.4	57.0	58.0	57.3
51 Office managers and program administrators	54.6	57.6	56.4	52.2
52 Personal assistants and secretaries	25.0*	57.3	67.9	65.5
53 General clerical workers	60.4	63.6	65.7	66.7
54 Inquiry clerks and receptionists	49.7	51.1	49.2	49.7
55 Numerical clerks	60.3	56.1	67.0	59.8
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	56.6	56.1	53.2	46.4
Sales workers	58.5	60.2	56.8	56.2
61 Sales representatives and agents	52.6	53.1	61.1	50.5
62 Sales assistants and salespersons	59.1	61.0	56.0	56.5
63 Sales support workers	81.8*	84.1*	84.8*	83.8
Machinery operators and drivers	57.7	60.0	58.4	54.3
71 Machine and stationary plant operators	61.1	60.5	67.6	62.0
72 Mobile plant operators	66.0	64.4	65.8	51.4
73 Road and rail drivers	57.2	59.7	58.0	52.1
74 Storepersons	55.5	59.2	53.2	52.3
Labourers	53.8	55.4	57.7	51.8
81 Cleaners and laundry workers	58.3	53.1	55.7	57.7
82 Construction and mining labourers	41.4	40.9	49.4	39.2
83 Factory process workers	53.9	58.5	61.3	53.2
84 Farm, forestry and garden workers	56.2	58.3	61.4	59.4
85 Food preparation assistants	40.7	37.9	35.9	39.6
89 Other labourers	55.4	57.6	59.4	55.4
Total non-trade occupations	56.4	58.8	57.1	54.6
Total trade occupations	46.9	48.5	47.1	
All occupations	53.3	55.4	52.7	

For explanatory notes, see page 16.

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.

Individual completion rates

Individual completion rates are based on completion rates for contracts of training, adjusted by a recommencement factor.

Table 2 Individual completion rates, based on a recommencement adjustment factor, for trade and non-trade occupations commencing in 2012–13

Occupation (ANZSCO) group	2012			2013		
	Average annual adjustment factor	Contract completion rates %	Individual completion rates %	Average annual adjustment factor	Contract completion rates %	Individual completion rates %
Managers	1.04	60.0	62.4	1.06	52.4	55.7
11 Chief executives, general managers and legislators	1.01	7.7*	7.8	1.01	16.7*	16.9
12 Farmers and farm managers	1.05	62.8	66.0	1.06	58.7	62.1
13 Specialist managers	1.04	59.4	61.9	1.10	47.7	52.5
14 Hospitality, retail and service managers	1.03	70.8	73.0	1.04	72.7	75.6
Professionals	1.03	61.7	63.3	1.04	54.5	56.8
21 Arts and media professionals	1.00	0.0*	0.0	1.00	20.0*	20.0
22 Business, human resource and marketing professionals	1.02	62.3	63.6	1.02	52.4	53.3
23 Design, engineering, science and transport professionals	1.02	57.9	59.2	1.02	62.8	64.3
24 Education professionals	1.00	66.2	66.5	1.00	48.5	48.7
25 Health professionals	-	-	-	-	-	-
26 ICT professionals	1.18	48.3	57.0	1.23	65.0*	80.2
27 Legal, social and welfare professionals	1.01	47.3	48.0	1.01	60.0*	60.8
Technicians and trades workers	1.23	48.5	59.6	1.24	47.1	58.5
31 Engineering, ICT and science technicians	1.03	55.9	57.8	1.04	59.6	61.7
32 Automotive and engineering trades workers	1.21	50.9	61.5	1.21	49.6	60.0
33 Construction trades workers	1.32	41.8	55.2	1.33	40.6	53.8
34 Electrotechnology and telecommunications trades workers	1.24	53.6	66.5	1.25	54.7	68.2
35 Food trades workers	1.33	34.3	45.5	1.32	34.8	46.0
36 Skilled animal and horticultural workers	1.10	50.4	55.5	1.10	46.3	51.1
39 Other technicians and trades workers	1.17	54.0	63.1	1.19	48.0	57.1
391 Hairdressers	1.46	35.1	51.4	1.45	34.6	50.3
392 Printing trades workers	1.03	60.6	62.2	1.03	64.5	66.3
393 Textile, clothing and footwear trades workers	1.14	46.9	53.5	1.14	43.6	49.6
394 Wood trades workers	1.20	40.7	48.7	1.19	36.3	43.3
399 Miscellaneous technicians and trades workers	1.02	65.6	67.0	1.02	54.9	56.2
Community and personal service workers	1.05	59.6	62.9	1.06	56.6	60.1
41 Health and welfare support workers	1.04	60.8	63.5	1.05	61.8	64.7
42 Carers and aides	1.09	65.3	71.1	1.11	65.4	72.5
43 Hospitality workers	1.04	53.8	55.9	1.03	45.5	47.0
44 Protective service workers	1.01	63.9	64.4	1.01	58.1	58.7
45 Sports and personal service workers	1.03	62.8	64.6	1.03	58.2	60.0
Clerical and administrative workers	1.02	57.0	58.3	1.02	58.0	59.4
51 Office managers and program administrators	1.02	57.6	58.8	1.02	56.4	57.8
52 Personal assistants and secretaries	1.01	57.3	57.9	1.01	67.9	68.7
53 General clerical workers	1.03	63.6	65.3	1.03	65.7	67.4
54 Inquiry clerks and receptionists	1.02	51.1	52.3	1.02	49.2	50.4
55 Numerical clerks	1.01	56.1	56.9	1.01	67.0	68.0
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.03	56.1	58.0	1.04	53.2	55.2
Sales workers	1.03	60.2	62.0	1.03	56.8	58.8
61 Sales representatives and agents	1.05	53.1	55.5	1.05	61.1	64.0
62 Sales assistants and salespersons	1.03	61.0	62.8	1.03	56.0	57.9
63 Sales support workers	1.00	84.1*	84.4	1.00	84.8*	85.2*
Machinery operators and drivers	1.04	60.0	62.5	1.05	58.4	61.1
71 Machine and stationary plant operators	1.04	60.5	63.1	1.04	67.6	70.4
72 Mobile plant operators	1.03	64.4	66.3	1.04	65.8	68.2
73 Road and rail drivers	1.03	59.7	61.7	1.04	58.0	60.2
74 Storepersons	1.05	59.2	62.3	1.06	53.2	56.4
Labourers	1.03	55.4	57.3	1.04	57.7	60.0
81 Cleaners and laundry workers	1.04	53.1	55.4	1.04	55.7	58.1
82 Construction and mining labourers	1.03	40.9	42.1	1.03	49.4	50.8
83 Factory process workers	1.03	58.5	60.0	1.03	61.3	63.4
84 Farm, forestry and garden workers	1.02	58.3	59.7	1.02	61.4	62.7
85 Food preparation assistants	1.12	37.9	42.5	1.14	35.9	40.8
89 Other labourers	1.02	57.6	58.9	1.03	59.4	60.9
Total non-trade occupations	1.04	58.8	61.0	1.04	57.1	59.6
Total trade occupations	1.23	48.5	59.6	1.24	47.1	58.5
All occupations[^]	1.11	55.4	61.6	1.13	52.7	59.6

For explanatory notes, see page 16.

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.

Projected contract completion rates

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

Table 3 Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2015–17 (%)

Occupation (ANZSCO) group	Projected contract completion rates by commencing cohort		
	2015	2016	2017
Managers	62.1	57.1	63.1
Professionals	56.5	54.6	67.3
Technicians and trades workers	46.2	44.8	41.3
31 Engineering, ICT and science technicians	53.7	55.8	61.5
32 Automotive and engineering trades workers	52.5	53.8	47.8
33 Construction trades workers	40.8	40.6	39.1
34 Electrotechnology and telecommunications trades workers	55.4	51.0	46.2
35 Food trades workers	36.6	32.5	29.0
36 Skilled animal and horticultural workers	49.1	46.7	48.0
39 Other technicians and trades workers	42.8	42.8	35.4
391 Hairdressers	36.6	33.0	28.1
392 Printing trades workers	59.2	62.6	57.4
394 Wood trades workers	31.1	43.9	39.2
399 Miscellaneous technicians and trades workers	48.7	56.9	60.3
Community and personal service workers	57.1	55.9	57.3
41 Health and welfare support workers	74.8	75.1	75.1
42 Carers and aides	59.5	58.8	64.1
43 Hospitality workers	43.4	44.0	45.9
44 Protective service workers	68.6	72.8	44.4
45 Sports and personal service workers	67.3	59.6	54.5
Clerical and administrative workers	53.5	56.0	55.9
51 Office managers and program administrators	54.1	42.1	45.5
53 General clerical workers	62.7	68.1	64.5
54 Inquiry clerks and receptionists	43.6	44.1	36.3
55 Numerical clerks	47.0	51.1	58.4
59 Other clerical and administrative workers	51.4	49.9	33.6
Sales workers	57.2	56.3	54.7
61 Sales representatives and agents	46.3	42.3	55.2
62 Sales assistants and salespersons	57.9	57.3	54.5
Machinery operators and drivers	57.2	55.2	51.8
71 Machine and stationary plant operators	56.1	67.7	62.2
72 Mobile plant operators	61.2	48.0	60.4
73 Road and rail drivers	57.8	53.3	46.3
74 Storepersons	53.7	49.6	38.3
Labourers	57.2	49.9	53.7
81 Cleaners and laundry workers	55.7	39.1	65.9
82 Construction and mining labourers	61.1	55.2	59.9
83 Factory process workers	56.6	46.7	47.5
84 Farm, forestry and garden workers	69.8	67.1	72.5
85 Food preparation assistants	45.9	50.5	39.8
89 Other labourers	49.2	47.1	44.6
Total non-trade occupations	56.6	55.0	55.6
Total trade occupations	46.2	44.8	41.3
All occupations	50.5	49.0	48.0

For explanatory notes, see page 16.

Contract attrition rates

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.95 (March 2018 estimates).

Table 4 Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2011–14 (%)

Occupation (ANZSCO) group	Contract attrition rates by year of commencement			
	2011	2012	2013	2014
Managers	35.4	31.4	40.9	38.5
11 Chief executives, general managers and legislators	0.0*	15.4*	50.0*	43.9
12 Farmers and farm managers	34.4	31.9	35.6	38.6
13 Specialist managers	35.9	31.8	45.2	47.4
14 Hospitality, retail and service managers	27.0	22.1	20.0	18.8
Professionals	33.0	28.5	37.5	30.5
21 Arts and media professionals	33.3*	100.0*	60.0*	100.0*
22 Business, human resource and marketing professionals	34.3	28.6	39.2	32.4
23 Design, engineering, science and transport professionals	39.6	38.9	34.8	28.6
24 Education professionals	23.8	17.3	37.0	45.0*
25 Health professionals	0.0*	-	-	-
26 ICT professionals	45.7*	31.0	20.0*	10.0*
27 Legal, social and welfare professionals	26.3	51.6	40.0*	50.0*
Technicians and trades workers	50.3	48.0	48.0	
31 Engineering, ICT and science technicians	35.3	37.0	34.3	
32 Automotive and engineering trades workers	46.6	47.4	47.1	
33 Construction trades workers	56.8	54.6	54.9	
34 Electrotechnology and telecommunications trades workers	45.0	43.3	39.7	
35 Food trades workers	66.4	62.3	60.5	
36 Skilled animal and horticultural workers	48.2	45.0	48.3	
39 Other technicians and trades workers	46.0	42.0	45.9	
391 Hairdressers	62.6	62.5	62.5	
392 Printing trades workers	34.5	35.5	28.1	
393 Textile, clothing and footwear trades workers	45.8	45.5	48.9	
394 Wood trades workers	58.7	57.0	60.6	
399 Miscellaneous technicians and trades workers	30.8	29.3	37.2	
Community and personal service workers	39.4	36.6	39.5	41.6
41 Health and welfare support workers	33.4	33.9	32.2	31.5
42 Carers and aides	32.9	30.8	30.8	39.4
43 Hospitality workers	46.9	42.7	51.1	51.8
44 Protective service workers	35.4	28.0	32.6	28.3
45 Sports and personal service workers	34.9	34.1	38.6	36.2
Clerical and administrative workers	37.2	35.8	34.4	37.7
51 Office managers and program administrators	35.0	31.9	31.3	39.4
52 Personal assistants and secretaries	50.0*	24.0	25.9	29.7
53 General clerical workers	35.4	32.6	30.3	29.9
54 Inquiry clerks and receptionists	44.9	45.0	43.5	45.2
55 Numerical clerks	34.1	37.5	30.3	36.9
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	36.8	36.5	39.7	45.9
Sales workers	36.1	34.7	38.0	40.6
61 Sales representatives and agents	38.7	36.8	31.9	43.1
62 Sales assistants and salespersons	35.9	34.4	39.1	40.6
63 Sales support workers	18.2*	13.6*	12.1*	13.1
Machinery operators and drivers	37.6	34.1	35.0	40.7
71 Machine and stationary plant operators	33.2	33.4	25.4	33.4
72 Mobile plant operators	28.5	30.9	25.2	42.2
73 Road and rail drivers	38.0	34.1	34.9	40.1
74 Storepersons	40.1	34.9	40.9	44.4
Labourers	42.2	40.0	38.1	43.9
81 Cleaners and laundry workers	37.6	41.1	40.7	39.7
82 Construction and mining labourers	49.1	48.9	46.0	55.0
83 Factory process workers	43.0	38.0	35.3	43.9
84 Farm, forestry and garden workers	39.1	36.9	33.9	34.9
85 Food preparation assistants	54.4	58.0	58.5	53.4
89 Other labourers	39.2	36.6	33.4	37.2
Total non-trade occupations	37.8	35.4	37.3	40.6
Total trade occupations	50.3	48.0	48.0	
All occupations	41.8	39.5	42.0	

For explanatory notes, see page 16.

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.

Projected contract attrition rates

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

Table 5 Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2015–17 (%)

Occupation (ANZSCO) group	Projected contract attrition rates by commencing cohort		
	2015	2016	2017
Managers	30.3	39.4	32.6
Professionals	33.6	34.3	31.8
Technicians and trades workers	51.0	50.9	54.1
31 Engineering, ICT and science technicians	41.0	38.5	34.3
32 Automotive and engineering trades workers	46.1	44.5	49.5
33 Construction trades workers	56.8	54.7	57.8
34 Electrotechnology and telecommunications trades workers	42.2	44.8	48.0
35 Food trades workers	60.9	62.9	66.1
36 Skilled animal and horticultural workers	47.4	49.7	50.5
39 Other technicians and trades workers	53.1	52.4	58.9
391 Hairdressers	61.8	64.7	68.6
392 Printing trades workers	38.0	29.8	29.3
394 Wood trades workers	67.3	53.5	58.9
399 Miscellaneous technicians and trades workers	43.5	38.4	37.0
Community and personal service workers	40.8	40.9	40.5
41 Health and welfare support workers	23.6	22.2	21.4
42 Carers and aides	36.4	37.2	34.1
43 Hospitality workers	54.9	52.5	51.8
44 Protective service workers	30.8	11.1	19.3
45 Sports and personal service workers	32.0	39.4	43.8
Clerical and administrative workers	43.5	40.7	40.5
51 Office managers and program administrators	37.5	46.0	41.8
53 General clerical workers	36.7	31.3	35.2
54 Inquiry clerks and receptionists	55.0	51.5	53.1
55 Numerical clerks	51.4	46.2	37.9
59 Other clerical and administrative workers	40.6	47.4	51.5
Sales workers	39.7	41.9	42.9
61 Sales representatives and agents	44.9	52.9	42.6
62 Sales assistants and salespersons	39.4	41.1	43.1
Machinery operators and drivers	38.3	39.1	42.2
71 Machine and stationary plant operators	40.0	27.5	28.5
72 Mobile plant operators	36.1	40.3	37.4
73 Road and rail drivers	36.5	38.6	42.3
74 Storepersons	43.1	48.5	59.2
Labourers	41.4	47.9	44.3
81 Cleaners and laundry workers	40.4	60.4	34.6
82 Construction and mining labourers	38.0	42.9	37.8
83 Factory process workers	42.6	50.0	50.9
84 Farm, forestry and garden workers	29.5	31.0	27.0
85 Food preparation assistants	52.0	47.9	55.2
89 Other labourers	48.6	49.7	53.8
Total non-trade occupations	40.3	41.5	41.2
Total trade occupations	51.0	50.9	54.1
All occupations	45.0	45.9	47.5

For explanatory notes, see page 16.

Contract attrition rates by duration until cancellation/withdrawal

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no. 95 (March 2018 estimates).

Table 6 Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2012 (%)

Occupation (ANZSCO) group	Contract attrition rates, withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	More than 3 years
Managers	2.9	8.8	14.6	22.3	29.6	31.1	31.4
11 Chief executives, general managers and legislators	0.0*	0.0*	0.0*	0.0*	0.0*	0.0*	15.4*
12 Farmers and farm managers	2.7	9.2	16.5	24.4	30.5	31.7	31.9
13 Specialist managers	3.0	8.9	14.7	22.4	29.9	31.5	31.8
14 Hospitality, retail and service managers	1.5	5.6	9.6	14.6	21.0	21.6	22.1
Professionals	4.5	9.4	13.8	21.6	27.1	28.4	28.5
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	5.2	10.2	14.8	22.0	27.4	28.5	28.6
23 Design, engineering, science and transport professionals	5.1	11.1	15.0	30.4	36.0	38.7	38.9
24 Education professionals	1.7	5.3	9.4	13.2	16.6	17.2	17.3
25 Health professionals	-	-	-	-	-	-	-
26 ICT professionals	0.0	8.6	15.5	19.0	27.6	31.0	31.0
27 Legal, social and welfare professionals	13.2	17.6	19.8	31.9	50.5	51.6	51.6
Technicians and trades workers	4.1	12.7	20.0	30.7	41.9	46.7	48.0
31 Engineering, ICT and science technicians	3.1	10.4	18.2	27.3	35.1	36.8	37.0
32 Automotive and engineering trades workers	3.5	10.5	16.6	26.4	39.0	45.7	47.4
33 Construction trades workers	4.6	14.6	22.5	34.1	46.6	53.1	54.6
34 Electrotechnology and telecommunications trades workers	2.9	8.9	14.5	23.4	35.0	40.9	43.3
35 Food trades workers	6.7	20.5	31.5	45.8	58.1	61.9	62.3
36 Skilled animal and horticultural workers	4.4	13.2	20.6	30.5	40.6	43.7	45.0
39 Other technicians and trades workers	3.8	12.2	19.2	29.6	38.6	41.4	42.0
391 Hairdressers	6.3	21.4	32.5	46.1	58.6	62.0	62.5
392 Printing trades workers	2.3	5.8	9.4	16.9	26.0	32.5	35.5
393 Textile, clothing and footwear trades workers	6.2	15.9	21.4	31.0	39.3	45.5	45.5
394 Wood trades workers	4.7	15.4	23.0	34.9	46.8	55.2	57.0
399 Miscellaneous technicians and trades workers	2.5	7.3	12.3	21.0	27.8	29.0	29.3
Community and personal service workers	5.1	14.8	22.8	30.4	35.1	36.3	36.6
41 Health and welfare support workers	3.6	10.0	16.4	24.6	30.9	33.3	33.9
42 Carers and aides	4.5	12.5	18.6	25.4	29.3	30.3	30.8
43 Hospitality workers	5.9	18.0	27.9	36.3	41.5	42.5	42.7
44 Protective service workers	5.2	11.0	18.0	22.9	25.5	26.8	28.0
45 Sports and personal service workers	5.4	14.4	22.1	29.0	33.3	34.0	34.1
Clerical and administrative workers	4.0	12.2	19.5	27.6	34.4	35.6	35.8
51 Office managers and program administrators	2.7	8.2	14.0	22.1	30.7	31.7	31.9
52 Personal assistants and secretaries	1.3	2.7	12.0	16.0	22.7	24.0	24.0
53 General clerical workers	4.5	14.6	22.5	30.0	32.4	32.6	32.6
54 Inquiry clerks and receptionists	5.9	17.6	26.8	35.1	42.4	44.6	45.0
55 Numerical clerks	4.3	13.1	20.9	28.3	36.1	37.3	37.5
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	3.5	10.7	19.1	28.3	34.6	36.3	36.5
Sales workers	4.7	13.9	21.8	29.5	33.8	34.5	34.7
61 Sales representatives and agents	4.7	13.7	20.0	28.9	35.7	36.6	36.8
62 Sales assistants and salespersons	4.7	14.0	22.0	29.6	33.6	34.3	34.4
63 Sales support workers	9.1*	11.4*	11.4*	13.6*	13.6*	13.6*	13.6*
Machinery operators and drivers	3.8	11.1	18.2	26.2	32.6	33.9	34.1
71 Machine and stationary plant operators	2.3	8.8	15.8	23.9	32.4	33.3	33.4
72 Mobile plant operators	5.7	13.1	18.4	23.8	28.5	30.3	30.9
73 Road and rail drivers	4.5	12.1	18.5	27.6	33.5	34.0	34.1
74 Storepersons	3.4	10.8	18.7	26.5	32.9	34.8	34.9
Labourers	6.1	17.1	25.3	33.8	38.6	39.8	40.0
81 Cleaners and laundry workers	6.2	15.8	23.8	33.3	39.2	40.6	41.1
82 Construction and mining labourers	8.1	21.5	33.7	44.1	48.6	48.9	48.9
83 Factory process workers	6.4	17.5	25.0	32.4	36.6	37.9	38.0
84 Farm, forestry and garden workers	4.8	15.9	23.8	33.0	36.3	36.8	36.9
85 Food preparation assistants	5.9	22.1	31.7	44.8	54.8	57.4	58.0
89 Other labourers	3.9	11.0	20.3	30.0	35.5	36.3	36.6
Total non-trade occupations	4.4	13.0	20.4	28.3	34.0	35.1	35.4
Total trade occupations	4.1	12.7	20.0	30.7	41.9	46.7	48.0
All occupations	4.3	12.9	20.3	29.1	36.6	38.9	39.5

For explanatory notes, see page 16.

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

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

Projected contract attrition rates by duration until cancellation/withdrawal

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

Table 7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2017 (%)

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	2.1	9.5	16.9	25.7	32.0	32.3	32.6
Professionals	4.4	7.9	11.3	19.9	30.0	31.8	31.8
Technicians and trades workers	4.4	15.6	24.2	36.0	48.6	53.1	54.1
31 Engineering, ICT and science technicians	2.3	16.5	20.4	27.9	33.2	34.3	34.3
32 Automotive and engineering trades workers	3.3	11.8	20.0	30.2	42.9	48.1	49.4
33 Construction trades workers	5.4	17.0	25.5	37.6	51.3	56.9	57.8
34 Electrotechnology and telecommunications trades workers	2.3	9.9	16.6	27.4	40.4	46.0	47.7
35 Food trades workers	5.8	23.4	36.7	51.8	63.4	65.7	66.0
36 Skilled animal and horticultural workers	5.8	18.9	27.0	39.6	47.6	50.3	50.4
39 Other technicians and trades workers	6.0	18.8	28.6	42.0	55.3	58.4	58.9
391 Hairdressers	7.3	22.0	34.2	50.5	63.9	67.7	68.6
392 Printing trades workers	2.9	7.4	7.4	13.9	24.5	28.1	29.3
394 Wood trades workers	5.7	18.9	27.5	38.3	54.5	58.2	58.9
399 Miscellaneous technicians and trades workers	2.7	11.9	18.8	25.0	35.9	36.9	37.0
Community and personal service workers	4.8	16.2	25.8	35.2	39.6	40.3	40.5
41 Health and welfare support workers	0.5	4.0	9.1	17.0	20.2	21.1	21.4
42 Carers and aides	3.8	13.7	20.8	29.0	33.0	33.7	34.0
43 Hospitality workers	5.2	20.0	31.8	44.8	51.0	51.6	51.8
44 Protective service workers	3.6	9.3	11.8	15.7	19.3	19.3	19.3
45 Sports and personal service workers	7.0	17.8	31.6	39.4	43.3	43.7	43.8
Clerical and administrative workers	5.9	17.4	25.9	35.1	40.0	40.4	40.5
51 Office managers and program administrators	3.7	13.9	19.3	28.1	40.1	41.7	41.7
53 General clerical workers	5.2	16.9	24.9	33.2	35.2	35.2	35.2
54 Inquiry clerks and receptionists	9.9	23.4	35.7	47.6	51.8	51.9	53.1
55 Numerical clerks	4.5	14.3	23.0	34.0	37.6	37.9	37.9
59 Other clerical and administrative workers	8.1	17.0	24.0	34.3	48.6	51.5	51.5
Sales workers	3.8	14.1	23.4	34.9	41.9	42.6	42.9
61 Sales representatives and agents	7.9	19.7	27.1	37.1	42.0	42.5	42.6
62 Sales assistants and salespersons	3.4	13.6	23.1	34.7	42.0	42.8	43.1
Machinery operators and drivers	5.5	14.9	22.4	30.6	40.7	42.0	42.2
71 Machine and stationary plant operators	2.1	5.8	10.2	18.9	26.8	28.4	28.4
72 Mobile plant operators	5.1	16.3	22.9	28.1	35.4	37.2	37.4
73 Road and rail drivers	7.3	16.0	23.7	31.8	40.6	42.3	42.3
74 Storepersons	7.4	23.1	33.8	43.5	58.9	59.1	59.2
Labourers	7.4	20.8	30.6	40.4	43.8	44.1	44.3
81 Cleaners and laundry workers	2.4	11.3	18.0	29.3	34.6	34.6	34.6
82 Construction and mining labourers	3.0	17.5	27.9	36.5	37.8	37.8	37.8
83 Factory process workers	12.6	27.8	39.0	48.3	50.7	50.8	50.9
84 Farm, forestry and garden workers	2.7	10.3	16.3	23.4	25.9	26.2	27.0
85 Food preparation assistants	6.7	21.3	31.8	41.6	53.2	55.2	55.2
89 Other labourers	4.8	16.1	25.5	50.0	53.8	53.8	53.8
Total non-trade occupations	5.3	16.2	25.2	34.7	40.3	40.9	41.1
Total trade occupations	4.4	15.6	24.2	36.0	48.6	53.1	54.1
All occupations	4.9	15.9	24.7	35.4	44.4	46.9	47.4

For explanatory notes, see page 16.

Contract attrition rates within the first 12 months

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.95 (March 2018 estimates).

Table 8 Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2010–14 (%)

Occupation (ANZSCO) group	Contract attrition rates within 12 months, for contracts commencing in:				
	2010	2011	2012	2013	2014
Managers	24.3	24.0	22.3	31.0	27.3
11 Chief executives, general managers and legislators	-	0.0*	0.0*	0.0*	4.1
12 Farmers and farm managers	29.6	28.7	24.4	26.8	29.9
13 Specialist managers	23.8	23.8	22.4	34.6	36.9
14 Hospitality, retail and service managers	22.7	20.3	14.6	14.0	4.2
Professionals	23.0	23.8	21.6	25.9	20.3
21 Arts and media professionals	60.0*	33.3*	100.0*	20.0*	100.0*
22 Business, human resource and marketing professionals	25.3	24.5	22.0	26.3	20.8
23 Design, engineering, science and transport professionals	22.7	29.3	30.4	22.5	18.9
24 Education professionals	18.4	17.9	13.2	31.5	40.0*
25 Health professionals	6.7*	0.0*	-	-	-
26 ICT professionals	8.3*	22.9*	19.0	5.0*	3.3*
27 Legal, social and welfare professionals	23.0	21.1	31.9	40.0*	50.0*
Technicians and trades workers	31.8	32.6	30.7	31.0	33.4
31 Engineering, ICT and science technicians	25.2	26.0	27.3	26.3	29.9
32 Automotive and engineering trades workers	27.4	27.2	26.4	27.2	25.7
33 Construction trades workers	34.2	36.4	34.1	34.0	36.9
34 Electrotechnology and telecommunications trades workers	22.0	23.8	23.4	22.6	24.2
35 Food trades workers	47.8	49.4	45.8	45.0	46.8
36 Skilled animal and horticultural workers	30.6	32.8	30.5	31.9	32.7
39 Other technicians and trades workers	31.7	32.5	29.6	31.8	38.0
391 Hairdressers	45.4	46.2	46.1	44.4	45.0
392 Printing trades workers	20.2	23.2	16.9	16.2	17.7
393 Textile, clothing and footwear trades workers	33.5	29.7	31.0	28.6	22.1
394 Wood trades workers	36.8	39.1	34.9	35.6	37.8
399 Miscellaneous technicians and trades workers	18.6	20.9	21.0	26.2	33.5
Community and personal service workers	32.7	33.0	30.4	31.5	32.9
41 Health and welfare support workers	23.3	22.8	24.6	23.7	22.0
42 Carers and aides	27.7	27.8	25.4	23.4	30.1
43 Hospitality workers	40.5	40.2	36.3	42.7	42.6
44 Protective service workers	12.8	26.4	22.9	17.3	18.9
45 Sports and personal service workers	30.7	31.1	29.0	31.1	30.5
Clerical and administrative workers	28.7	29.9	27.6	27.2	31.6
51 Office managers and program administrators	24.6	25.7	22.1	21.7	30.5
52 Personal assistants and secretaries	5.9*	50.0*	16.0	23.5	29.1
53 General clerical workers	30.2	32.3	30.0	27.9	26.8
54 Inquiry clerks and receptionists	39.4	37.9	35.1	34.8	38.8
55 Numerical clerks	26.0	25.9	28.3	25.0	31.3
56 Clerical and office support workers	-	-	-	-	-
59 Other clerical and administrative workers	26.5	29.1	28.3	29.9	33.0
Sales workers	32.9	30.8	29.5	30.0	31.5
61 Sales representatives and agents	34.4	31.3	28.9	24.6	34.5
62 Sales assistants and salespersons	32.7	30.7	29.6	31.0	31.4
63 Sales support workers	-	18.2*	13.6*	12.1*	13.1
Machinery operators and drivers	30.7	30.6	26.2	27.2	31.8
71 Machine and stationary plant operators	22.6	24.4	23.9	18.4	23.1
72 Mobile plant operators	26.0	21.9	23.8	16.0	29.0
73 Road and rail drivers	35.1	30.6	27.6	27.8	32.6
74 Storepersons	30.9	33.9	26.5	32.4	37.4
Labourers	36.7	36.2	33.8	32.2	38.1
81 Cleaners and laundry workers	32.5	32.4	33.3	33.2	33.7
82 Construction and mining labourers	42.1	41.9	44.1	37.6	45.4
83 Factory process workers	37.9	36.9	32.4	30.5	40.7
84 Farm, forestry and garden workers	34.6	34.4	33.0	29.1	29.0
85 Food preparation assistants	42.3	42.2	44.8	46.4	39.4
89 Other labourers	36.2	34.6	30.0	28.0	30.0
Total non-trade occupations	31.2	30.8	28.3	29.6	32.6
Total trade occupations	31.8	32.6	30.7	31.0	33.4
All occupations	31.4	31.4	29.1	30.2	33.0

For explanatory notes, see page 16.

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

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

Projected contract attrition rates within the first 12 months

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

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2015–17 (%)

Occupation (ANZSCO) group	Projected contract attrition rates within 12 months by commencing cohort		
	2015	2016	2017
Managers	19.7	31.6	25.7
Professionals	22.2	24.5	19.9
Technicians and trades workers	32.1	33.7	36.0
31 Engineering, ICT and science technicians	32.3	30.0	27.9
32 Automotive and engineering trades workers	26.6	27.4	30.2
33 Construction trades workers	34.1	35.6	37.6
34 Electrotechnology and telecommunications trades workers	23.3	25.2	27.4
35 Food trades workers	44.2	47.0	51.8
36 Skilled animal and horticultural workers	32.2	36.2	39.6
39 Other technicians and trades workers	35.1	38.4	42.0
391 Hairdressers	43.3	45.4	50.5
392 Printing trades workers	31.3	11.3	13.9
394 Wood trades workers	31.8	35.8	38.3
399 Miscellaneous technicians and trades workers	29.0	31.6	25.0
Community and personal service workers	34.1	34.5	35.2
41 Health and welfare support workers	19.3	19.1	17.0
42 Carers and aides	29.1	30.3	29.0
43 Hospitality workers	46.6	43.4	44.8
44 Protective service workers	24.1	8.8	15.7
45 Sports and personal service workers	28.5	36.0	39.4
Clerical and administrative workers	38.7	35.5	35.1
51 Office managers and program administrators	29.3	37.0	28.1
53 General clerical workers	34.6	28.6	33.2
54 Inquiry clerks and receptionists	50.4	47.1	47.6
55 Numerical clerks	47.1	39.1	34.0
59 Other clerical and administrative workers	31.9	37.2	34.3
Sales workers	31.9	35.6	34.9
61 Sales representatives and agents	35.5	45.3	37.1
62 Sales assistants and salespersons	31.6	35.0	34.7
Machinery operators and drivers	31.6	31.5	30.6
71 Machine and stationary plant operators	29.8	21.7	18.9
72 Mobile plant operators	26.4	28.7	28.1
73 Road and rail drivers	29.7	29.7	31.8
74 Storepersons	39.0	42.7	43.5
Labourers	37.5	43.3	40.4
81 Cleaners and laundry workers	36.0	57.1	29.3
82 Construction and mining labourers	34.1	39.5	36.5
83 Factory process workers	40.0	46.8	48.3
84 Farm, forestry and garden workers	25.9	27.0	23.4
85 Food preparation assistants	38.9	36.1	41.6
89 Other labourers	39.9	44.0	50.0
Total non-trade occupations	34.0	35.3	34.7
Total trade occupations	32.1	33.7	36.0
All occupations	33.1	34.6	35.4

For explanatory notes, see page 16.

Terms

Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a classification of the occupations of individuals. The classification is based on the Australian Bureau of Statistics (ABS), Australian and New Zealand Standard Classification of Occupations (ANZSCO First edition, revision 2, ABS cat.no.1220.0).

Cancellations and withdrawals refers to apprentices and trainees whose contract of training has been terminated prior to a successful completion. For the purposes of deriving an attrition rate, cancellations and withdrawals include contracts which have been transferred due to a change in employer, as well as contracts for which the expected term has expired without the apprentice or trainee attaining all of the required competency standards.

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

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

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

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

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

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

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

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

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

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

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

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

Trades refers to those apprentices and trainees employed in trades 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.95 (March 2018 estimates), which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection Specifications, Release 7.0, October 2015.

Contract attrition rates

- 2 Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Attrition rates do not take into account continuing contracts or expired contracts, where the outcome is unknown; therefore, the attrition rates may be underestimated. Attrition rates do take into account 'transferred' contracts of training for Victoria and Tasmania, and contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards. The inclusion of 'expired – unsuccessful' contracts in the cancellation and withdrawal figures affects attrition rates only for Victoria, South Australia, Western Australia and Tasmania.
- 3 Contract attrition rates are not reported for trade occupations in 2014 in table 4, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are continuing their training. However, attrition rates 'to date' for trade occupations may be found at <https://www.ncver.edu.au/data/data/all-data/completion-and-attrition-rates-for-apprentices-and-trainees-2016-state-and-territory-data-tables>. Further details on the methodology used to derive contract attrition rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>.

Contract completion rates

- 4 Completion rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Completion rates do not take into account continuing contracts or expired contracts, where the outcome is unknown; therefore, the completion rates may be underestimated.
- 5 Contract completion rates are not reported for trade occupations in 2014 in table 1, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are continuing their training. However, completion rates 'to date' for trade occupations may be found at <https://www.ncver.edu.au/data/data/all-data/completion-and-attrition-rates-for-apprentices-and-trainees-2016-state-and-territory-data-tables>. Further details on the methodology used to derive contract completion rates may be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentice-and-trainee-statistics-estimation-of-contract-completion-and-attrition-rates>.

Estimation procedure

- 6 Figures on apprentice and trainee activity (such as commencements, completions and in-training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2016 to the December quarter 2017). 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/publications/publications/all-publications/apprentices-and-trainees-2017-september-quarter-australia>.

Individual completion rates

- 7 An estimate of individual completion rates for apprentices and trainees is derived by adjusting the contract completion rates by a factor representing the average recommencements in a particular occupation over a five-year period. Individual completion rates by state and territory may be found at <https://www.ncver.edu.au/data/data/all-data/completion-and-attrition-rates-for-apprentices-and-trainees-2016-state-and-territory-data-table>, while details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/individual-based-completion-rates-for-apprentices>.

Occupation (ANZSCO) group

- 8 This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, revision 2, for reporting. Occupation (ANZSCO) group data have only been collected in the AVETMIS Standard from the September quarter 2000. For reporting purposes, historical data dating back to the September quarter 1994 have been back-cast, based on current ANZSCO and training package usage, and Australian Standard Classification of Occupations (ASCO) data previously collected. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/anzsco-imputation-in-the-national-apprentice-and-trainee-collection>.
- 9 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVER has adopted a Trade/Non-trade categorisation for the purpose of the National Apprentices and Trainees Collection with 'Trades' classified as all occupations listed under ANZSCO major group '3 – Technicians and trades workers' and 'Non-trades' classified as all other major occupations groups 1–2 and 4–8 (ANZSCO, First edition, Revision 2). ANZSCO has been back-cast by NCVER to 1994 for reporting purposes.

Projected contract completion and attrition rates

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



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