

2010

COMPLETION AND ATTRITION RATES FOR APPRENTICES AND TRAINEES

Australian vocational
education & training
statistics



Australian Government

Department of Education, Employment
and Workplace Relations

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees

2010

Highlights

- Contract completion rates for apprentices and trainees commencing in 2006 are 45.4% for trade occupations and 52.5% for non-trade occupations, compared with 46.2% and 52.2%, respectively, for those commencing in 2005.
- Individual completion rates for apprentices and trainees commencing in 2006 are 56.4% for trade occupations and 54.3% for non-trade occupations, compared with 57.4% and 54.1%, respectively, for those commencing in 2005.
- Projected contract completion rates for apprentices and trainees commencing in the December quarter 2010 are 45.8% for trade occupations and 59.6% for non-trade occupations, compared with 46.2% and 58.7%, respectively, for contracts commencing in the December quarter 2009.



Australian Government

**Department of Education, Employment
and Workplace Relations**

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Introduction

By tracking the outcome of a contract of training over time, we can measure contract completion and attrition rates. This method requires enough time to pass to accurately report on outcomes for the majority of contracts.

Using this methodology:

- In the trade occupations (where full-time contracts of training can be up to four years in duration), we can report contract completion and attrition rates for contracts commenced four years ago (2006 in this instance).
- In the non-trade occupations (where full-time contracts of training are generally of a shorter duration), we can report completion and attrition rates for contracts commenced three years ago (2007 in this instance).

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

For apprentices and trainees starting later than 2006 or 2007, we need to estimate their completion rates (not dissimilar to the life tables used to estimate life expectancy in the insurance industry).

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

- contract completion and attrition rates—based on the outcomes of contracts of training
- individual completion rates—uses contract completion rates and adjusts this figure, based on average recommencement data
- projected contract completion and attrition rates for the latest commencing apprentice and trainee cohorts, based on a 'life tables' methodology.

See the Technical notes on page 6 for additional details on these methodologies.

The estimates used in this publication are derived from the National Apprentice and Trainee Collection no. 67 (March 2011 estimates), which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection specifications, release 6.0, March 2008.

Scope

An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. This publication presents completion and attrition rates, which are based on the outcomes of contracts, recommencement of contracts and predicted outcomes of contracts.

More information

For additional information on the methodology used to derive these completion and attrition rates, please see the Technical notes section on page 6. For further data underlying these completion and attrition rates, including data tables in this publication by state and territory, where applicable, please refer to <<http://www.ncver.edu.au/publications/2403.html>>.

Overview

Contract completion and attrition rates

For apprentices and trainees commencing in 2006:

- Contract completion rates for trade occupations were 45.4% and 52.5% for non-trade occupations.
- Contract completion rates ranged from 63.9% for carers and aides and 62.5% for protective service workers, to 27.3% for food trades workers and 28.7% for food preparation assistants.

Table 1

For apprentices and trainees commencing between 2003 and 2009:

- Contract attrition rates within the first 12 months remained steady, between 30.5% and 32.9%.

Table 8

Contract attrition rates for apprentices and trainees commencing:

- In trade occupations between 2004 and 2006, have remained steady, between 49.4% and 49.5%.
- In non-trade occupations between 2004 and 2007, have decreased from 41.5% to 39.4%.

Table 4

For apprentices and trainees commencing in 2005:

- Contract attrition rates are highest for food trades workers and hairdressers (66.4% and 60.1%, respectively).

Table 6

Individual completion rates

For apprentices and trainees commencing in 2006:

- Individual completion rates for trade occupations were 56.4% and 54.3% for non-trade occupations.
- Individual completion rates ranged from 66.9% for carers and aides and 66.5% for electrotechnology and telecommunications workers, to 29.7% for food preparation assistants.

Table 2

The largest adjustment factors (indicating the highest levels of recommencements) are for apprenticeships in hairdressing and food trades, where:

Table 2

- The individual completion rate for hairdressers commencing in 2006 was 53.9%, compared with a contract completion rate of 37.5%.
- The individual completion rate for food trades workers commencing in 2006 was 38.4%, compared with a contract completion rate of 27.3%.

Projected contract completion rates

For apprentices and trainees commencing in the December quarter of 2008–10:

- Projected contract completion rates for trade occupations will remain steady, ranging from 45.3% to 46.2%.
- Projected contract completion rates for non-trade occupations will rise from 57.9% to 59.6%.
- Projected contract attrition rates across all occupations will decrease from 42.0% to 39.8%.

Table 3

Table 5

For apprentices and trainees commencing in the December quarter of 2008–10:

- Projected contract attrition rates within the first 12 months will decrease from 32.8% to 30.9%.

Table 9

For apprentices and trainees commencing in the December quarter 2010:

- Projected contract attrition rates are highest for food trades workers and hairdressers (67.1% and 64.8%, respectively).

Table 7

Technical notes

Estimation procedure

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 2009 to the December quarter 2010). 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 in subsequent reports. Further details on the estimation methodology can be found at <http://www.ncver.edu.au/publications/2267.html> and further information on the adjustment notes for recent collections can be found in the supporting documents at <http://www.ncver.edu.au/publications/2387.html>.

Contract completion rates

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 contracts which are continuing or have expired, with no assigned outcome as at December 2010; therefore, the completion rates may be underestimated. Further details on the contract completion rates, including data by state and territory and completion rates 'to date' for more recently commencing cohorts, can be found in the 'data' tab at <http://www.ncver.edu.au/publications/2403.html> and detail on the methodology used in this publication can be found at <http://www.ncver.edu.au/publications/2388.html>.

Contract attrition rates

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. The calculation of contract attrition rates is similar to the calculation of contract completion rates. Attrition rates do not take into account contracts which are continuing or have expired, with no assigned outcome as at December 2010; therefore, the attrition rates may be underestimated. Further details on the contract attrition rates, including data by state and territory and attrition rates 'to date' for more recently commencing cohorts can be found in the 'data' tab at <http://www.ncver.edu.au/publications/2403.html> and detail on the methodology used in this publication can be found at <http://www.ncver.edu.au/publications/2388.html>.

Individual completion rates

An estimate of individual completion rates for apprentices and trainees is derived using the contract completion rates and adjusting this by a factor representing the average recommencements for a particular occupation. Individual completion rates by state and territory can be found in the 'data' tab at <http://www.ncver.edu.au/publications/2403.html> and detail on this methodology can be found at <http://www.ncver.edu.au/publications/2357.html>.

Projected contract completion and attrition rates

These are experimental contract completion and attrition rates, which are based on a 'life tables' methodology, and which 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 some occupation (ANZSCO) groups. Further details on this methodology can be found at <http://www.ncver.edu.au/publications/2389.html>.

Contract completion rates

These completion rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no 67.

Table 1 Apprentice and trainee contract completion rates¹ in trade² and non-trade³ occupations, for contracts commencing 2004–07^{4,5} (%)

Occupation (ANZSCO) group	Contract completion rates			
	2004	2005	2006	2007 ⁴
Managers	48.2	51.2	51.6	50.3
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	57.0	55.4	55.5	55.1
13 Specialist managers	40.9	50.6	49.4	49.8
14 Hospitality, retail and service managers	33.9	18.8	51.7	45.0
Professionals	59.8	56.0	59.7	57.0
21 Arts and media professionals	-	100.0 ¹³	60.0 ¹³	50.0 ¹³
22 Business, human resource and marketing professionals	55.4	53.3	61.6	56.5
23 Design, engineering, science and transport professionals	60.7	55.3	54.1	55.1
24 Education professionals	70.0	73.5	62.2	68.0
25 Health professionals	54.8	46.2	42.7	50.2
26 ICT professionals	48.3 ¹³	52.0 ¹³	54.5 ¹³	25.0 ¹³
27 Legal, social and welfare professionals	60.0 ¹³	100.0 ¹³	50.0 ¹³	100.0 ¹³
Technicians and trades workers	45.9	46.2	45.4	
31 Engineering, ICT and science technicians	57.9	61.7	57.8	
32 Automotive and engineering	52.0	51.7	50.8	
33 Construction trades workers	45.0	45.9	45.3	
34 Electrotechnology and telecommunications trades workers	57.3	55.6	54.7	
35 Food trades workers	28.1	27.8	27.3	
36 Skilled animal and horticultural workers	49.2	48.6	46.8	
39 Other technicians and trades workers	41.9	41.6	41.5	
391 Hairdressers	37.6	36.7	37.5	
392 Printing trades workers	57.3	54.5	57.1	
393 Textile, clothing and footwear trades workers	46.3	46.5	47.6	
394 Wood trades workers	45.8	46.0	42.6	
399 Miscellaneous	48.4	52.5	52.7	
Community and personal service workers	54.7	55.3	55.2	55.2
41 Health and welfare support workers	60.7	60.2	60.5	59.9
42 Carers and aides	65.8	64.7	63.9	62.7
43 Hospitality workers	43.4	44.5	45.5	46.6
44 Protective service workers	60.1	63.2	62.5	66.4
45 Sports and personal service workers	47.2	51.4	51.6	54.1
Clerical and administrative workers	56.2	56.5	55.9	55.3
51 Office managers and program administrators	52.4	52.1	55.0	54.7
52 Personal assistants and secretaries	-	-	-	-
53 General clerical workers	61.0	62.3	61.0	61.5
54 Inquiry clerks and receptionists	53.9	51.6	47.9	45.8
55 Numerical clerks	51.3	58.6	55.5	54.0
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	57.5	57.3	56.8	56.9
Sales workers	43.2	43.7	44.1	46.4
61 Sales representatives and agents	54.8	53.1	46.0	46.9
62 Sales assistants and salespersons	42.6	43.1	44.0	46.3
63 Sales support workers	20.8 ¹³	-	7.7 ¹³	-
Machinery operators and drivers	57.0	56.2	56.5	57.6
71 Machine and stationary plant operators	57.1	54.3	56.8	58.4
72 Mobile plant operators	57.8	55.0	55.0	54.1
73 Road and rail drivers	57.0	56.6	55.5	55.4
74 Storepersons	56.7	57.7	57.4	59.6
Labourers	47.7	48.6	49.7	50.8
81 Cleaners and laundry workers	58.3	58.0	61.7	60.6
82 Construction and mining labourers	46.9	51.7	46.5	48.7
83 Factory process workers	43.6	43.8	46.1	46.5
84 Farm, forestry and garden workers	48.6	49.1	51.7	53.5
85 Food preparation assistants	31.4	48.7	28.7	36.5
89 Other labourers	49.0	49.1	45.5	50.3
Total non-trade occupations³	51.8	52.2	52.5	53.1
Total trade occupations²	45.9	46.2	45.4	
All occupations	50.0	50.3	50.2	

Dashes represent a true zero figure, with no contracts reported in these categories.

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, a completion rate is not provided, see table note 4.

Individual completion rates

These completion rates are based on completion rates for contracts of training and then adjusted against a recommencement factor.

Table 2 Individual completion rates, based on a recommencement adjustment factor, for trade² and non-trade³ occupations, commenced in 2005–06

Occupation (ANZSCO) group	2005			2006		
	Average annual adjustment factor	Contract completion rates	Individual completion rates	Average annual adjustment factor	Contract completion rates	Individual completion rates
		%	%		%	%
Managers	1.06	51.2	54.2	1.04	51.6	53.8
11 Chief executives, general managers and legislators	-	-	-	-	-	-
12 Farmers and farm managers	1.07	55.4	59.0	1.07	55.5	59.3
13 Specialist managers	1.06	50.6	53.8	1.04	49.4	51.5
14 Hospitality, retail and service managers	1.01	18.8	19.0	1.01	51.7	52.1
Professionals	1.03	56.0	57.6	1.03	59.7	61.3
21 Arts and media professionals	1.00	100.0 ¹³	100.0 ¹³	1.00	60.0 ¹³	60.0 ¹³
22 Business, human resource and marketing professionals	1.02	53.3	54.3	1.02	61.6	62.8
23 Design, engineering, science and transport professionals	1.09	55.3	60.2	1.08	54.1	58.6
24 Education professionals	1.02	73.5	74.8	1.02	62.2	63.5
25 Health professionals	1.11	46.2	51.1	1.09	42.7	46.7
26 ICT professionals	1.02	52.0 ¹³	52.9 ¹³	1.02	54.5 ¹³	55.7 ¹³
27 Legal, social and welfare professionals	1.00	100.0 ¹³	100.0 ¹³	1.02	50.0 ¹³	50.8 ¹³
Technicians and trades workers	1.24	46.2	57.4	1.24	45.4	56.4
31 Engineering, ICT and science technicians	1.04	61.7	64.1	1.04	57.8	59.9
32 Automotive and engineering	1.18	51.7	61.2	1.19	50.8	60.4
33 Construction trades workers	1.29	45.9	59.1	1.30	45.3	58.7
34 Electrotechnology and telecommunications trades workers	1.20	55.6	66.8	1.22	54.7	66.5
35 Food trades workers	1.42	27.8	39.4	1.41	27.3	38.4
36 Skilled animal and horticultural workers	1.09	48.6	52.9	1.09	46.8	51.2
39 Other technicians and trades workers	1.27	41.6	52.7	1.24	41.5	51.3
391 Hairdressers	1.45	36.7	53.2	1.44	37.5	53.9
392 Printing trades workers	1.08	54.5	58.8	1.07	57.1	61.2
393 Textile, clothing and footwear trades workers	1.07	46.5	49.7	1.08	47.6	51.2
394 Wood trades workers	1.20	46.0	55.3	1.21	42.6	51.6
399 Miscellaneous	1.05	52.5	55.3	1.04	52.7	54.8
Community and personal service workers	1.05	55.3	57.8	1.05	55.2	57.7
41 Health and welfare support workers	1.03	60.2	62.1	1.03	60.5	62.6
42 Carers and aides	1.05	64.7	67.7	1.05	63.9	66.9
43 Hospitality workers	1.05	44.5	46.6	1.05	45.5	47.8
44 Protective service workers	1.03	63.2	64.8	1.02	62.5	63.9
45 Sports and personal service workers	1.05	51.4	54.2	1.05	51.6	53.9
Clerical and administrative workers	1.03	56.5	57.9	1.02	55.9	57.3
51 Office managers and program administrators	1.02	52.1	53.1	1.02	55.0	56.1
52 Personal assistants and secretaries	-	-	-	-	-	-
53 General clerical workers	1.04	62.3	64.7	1.04	61.0	63.3
54 Inquiry clerks and receptionists	1.02	51.6	52.5	1.02	47.9	48.8
55 Numerical clerks	1.02	58.6	59.6	1.02	55.5	56.4
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.03	57.3	58.8	1.02	56.8	58.0
Sales workers	1.04	43.7	45.4	1.03	44.1	45.6
61 Sales representatives and agents	1.05	53.1	55.5	1.04	46.0	47.8
62 Sales assistants and salespersons	1.04	43.1	44.8	1.03	44.0	45.5
63 Sales support workers	-	-	-	1.00	7.7 ¹³	7.7 ¹³
Machinery operators and drivers	1.04	56.2	58.3	1.03	56.5	58.4
71 Machine and stationary plant operators	1.03	54.3	55.7	1.03	56.8	58.3
72 Mobile plant operators	1.02	55.0	56.1	1.02	55.0	56.2
73 Road and rail drivers	1.06	56.6	60.1	1.05	55.5	58.3
74 Storepersons	1.03	57.7	59.4	1.03	57.4	59.0
Labourers	1.03	48.6	50.3	1.03	49.7	51.4
81 Cleaners and laundry workers	1.04	58.0	60.4	1.05	61.7	64.7
82 Construction and mining labourers	1.02	51.7	52.8	1.02	46.5	47.6
83 Factory process workers	1.04	43.8	45.4	1.03	46.1	47.7
84 Farm, forestry and garden workers	1.03	49.1	50.5	1.03	51.7	53.1
85 Food preparation assistants	1.03	48.7	50.3	1.03	28.7	29.7
89 Other labourers	1.03	49.1	50.5	1.02	45.5	46.5
Total non-trade occupations³	1.04	52.2	54.1	1.03	52.5	54.3
Total trade occupations²	1.24	46.2	57.4	1.24	45.4	56.4
All occupations	1.10	50.3	55.2	1.10	50.2	55.0

Dashes represent a true zero figure, with no contracts reported in these categories.

Projected contract completion rates

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

Table 3 Projected contract completion rates^{5,6} by selected occupation⁷ for contracts commencing in December quarter 2008–10 (%)

Occupation (ANZSCO) group ⁷	Projected contract completion rates by commencing cohort ^{5,6}		
	2008	2009	2010
Managers	51.7	62.4	60.6
Professionals	70.7	69.4	63.4
Technicians and trades workers	45.3	46.2	45.8
31 Engineering, ICT and science technicians	63.8	66.1	62.3
32 Automotive and engineering	49.2	49.5	46.1
33 Construction trades workers	44.1	42.4	41.9
34 Electrotechnology and telecommunications trades workers	56.3	53.9	51.7
35 Food trades workers	27.6	29.6	29.0
36 Skilled animal and horticultural workers	49.5	50.3	50.2
39 Other technicians and trades workers	43.7	50.1	52.7
391 Hairdressers	38.0	37.0	34.0
392 Printing trades workers	63.8	54.6	65.1
394 Wood trades workers	38.4	42.6	40.7
399 Miscellaneous	63.3	67.2	73.3
Community and personal service workers	57.6	57.9	62.0
41 Health and welfare support workers	71.6	59.8	69.7
42 Carers and aides	64.9	66.7	66.8
43 Hospitality workers	51.2	50.1	53.4
45 Sports and personal service workers	57.3	59.7	66.8
Clerical and administrative workers	61.5	63.0	60.5
51 Office managers and program administrators	61.5	64.5	57.1
53 General clerical workers	64.2	64.6	64.6
54 Inquiry clerks and receptionists	52.6	53.1	57.3
55 Numerical clerks	62.4	66.1	58.6
59 Other clerical and administrative workers	62.0	61.0	62.4
Sales workers	51.2	53.9	58.6
61 Sales representatives and agents	52.2	59.7	50.5
62 Sales assistants and salespersons	51.1	53.8	59.2
Machinery operators and drivers	63.1	59.3	60.6
71 Machine and stationary plant operators	66.2	60.4	61.2
72 Mobile plant operators	61.8	58.2	53.1
73 Road and rail drivers	61.9	51.8	58.3
74 Storepersons	60.1	66.1	64.5
Labourers	52.9	54.2	52.5
81 Cleaners and laundry workers	63.7	62.0	52.7
82 Construction and mining labourers	51.5	49.7	50.5
83 Factory process workers	49.9	52.2	51.0
84 Farm, forestry and garden workers	56.0	61.3	55.4
85 Food preparation assistants	21.5	30.0	41.7
89 Other labourers	52.5	49.0	50.7
Total non-trade occupations³	57.9	58.7	59.6
Total trade occupations²	45.3	46.2	45.8
All occupations	53.6	54.9	55.6

Contract attrition rates

These attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no 67.

Table 4 Apprentice and trainee contract attrition rates^{8,9} in trade² and non-trade³ occupations for contracts commencing 2004–07^{4,5} (%)

Occupation (ANZSCO) group	Contract attrition rates			
	2004	2005	2006	2007 ⁴
Managers	41.0	40.7	39.1	37.3
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	37.0	38.9	37.3	33.9
13 Specialist managers	44.3	39.7	40.3	38.1
14 Hospitality, retail and service managers	48.2	66.9	37.4	39.3
Professionals	32.3	33.5	32.5	31.3
21 Arts and media professionals	-	0.0 ¹³	40.0 ¹³	12.5 ¹³
22 Business, human resource and marketing professionals	28.7	32.0	31.0	31.7
23 Design, engineering, science and transport professionals	33.5	39.9	34.5	33.5
24 Education professionals	24.9	22.0	32.1	23.7
25 Health professionals	38.1	41.8	44.8	36.6
26 ICT professionals	34.5 ¹³	44.0 ¹³	36.4 ¹³	25.0 ¹³
27 Legal, social and welfare professionals	40.0 ¹³	0.0 ¹³	50.0 ¹³	0.0 ¹³
Technicians and trades workers	49.5	49.4	49.5	
31 Engineering, ICT and science technicians	34.2	32.6	35.8	
32 Automotive and engineering	44.9	45.2	45.7	
33 Construction trades workers	49.9	49.6	49.5	
34 Electrotechnology and telecommunications trades workers	38.2	39.5	38.4	
35 Food trades workers	66.2	66.4	66.7	
36 Skilled animal and horticultural workers	43.7	44.9	45.7	
39 Other technicians and trades workers	53.9	54.4	54.5	
391 Hairdressers	59.3	60.1	59.4	
392 Printing trades workers	36.6	38.9	38.2	
393 Textile, clothing and footwear trades workers	45.4	47.1	49.5	
394 Wood trades workers	50.0	50.2	53.6	
399 Miscellaneous	44.2	40.7	37.6	
Community and personal service workers	39.7	39.4	39.3	38.3
41 Health and welfare support workers	31.3	31.9	30.4	26.7
42 Carers and aides	30.1	31.1	31.9	32.5
43 Hospitality workers	50.9	50.2	48.7	47.5
44 Protective service workers	32.5	29.9	31.0	23.3
45 Sports and personal service workers	45.2	42.8	42.9	39.1
Clerical and administrative workers	36.3	36.4	36.3	36.4
51 Office managers and program administrators	35.0	35.7	33.4	32.4
52 Personal assistants and secretaries	-	-	-	-
53 General clerical workers	34.4	33.4	35.1	34.5
54 Inquiry clerks and receptionists	41.9	44.5	45.8	47.2
55 Numerical clerks	42.4	35.8	34.7	37.2
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	33.5	35.3	33.6	34.7
Sales workers	49.0	48.2	47.3	45.9
61 Sales representatives and agents	36.7	37.5	43.9	46.2
62 Sales assistants and salespersons	49.6	48.9	47.4	45.9
63 Sales support workers	79.2 ¹³	-	92.3 ¹³	-
Machinery operators and drivers	37.2	38.1	36.6	35.3
71 Machine and stationary plant operators	38.2	41.1	34.9	34.5
72 Mobile plant operators	34.9	37.3	39.8	37.4
73 Road and rail drivers	36.7	37.1	37.6	36.2
74 Storepersons	36.9	36.3	36.3	34.6
Labourers	46.6	46.1	44.8	43.6
81 Cleaners and laundry workers	36.8	38.3	34.2	34.6
82 Construction and mining labourers	46.2	43.1	47.9	45.2
83 Factory process workers	51.0	51.2	48.5	48.6
84 Farm, forestry and garden workers	44.5	43.7	41.5	39.1
85 Food preparation assistants	59.4	44.9	60.4	56.9
89 Other labourers	44.9	43.9	47.9	42.6
Total non-trade occupations³	41.5	41.3	40.4	39.4
Total trade occupations²	49.5	49.4	49.5	
All occupations	43.9	43.9	43.4	

Dashes represent a true zero figure, with no contracts reported in these categories.

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, a completion rate is not provided, see table note 4.

Projected contract attrition rates

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

Table 5 Projected contract attrition rates^{5,6} by selected occupation⁷ for contracts commencing in December quarter 2008–10 (%)

Occupation (ANZSCO) group ⁷	Projected contract attrition rates by commencing cohort ^{5,6}		
	2008	2009	2010
Managers	40.3	30.6	32.4
Professionals	27.7	28.0	26.7
Technicians and trades workers	51.1	50.1	51.3
31 Engineering, ICT and science technicians	30.8	28.6	32.7
32 Automotive and engineering	48.4	47.9	52.2
33 Construction trades workers	52.1	54.0	54.6
34 Electrotechnology and telecommunications trades	39.8	42.2	45.0
35 Food trades workers	68.1	66.3	67.1
36 Skilled animal and horticultural workers	44.8	44.4	45.4
39 Other technicians and trades workers	53.8	46.6	45.3
391 Hairdressers	60.4	61.2	64.8
392 Printing trades workers	31.1	38.1	30.8
394 Wood trades workers	58.9	53.6	57.5
399 Miscellaneous	33.0	26.5	22.2
Community and personal service workers	38.7	37.7	33.5
41 Health and welfare support workers	25.0	32.2	24.9
42 Carers and aides	32.0	30.7	30.7
43 Hospitality workers	44.8	44.8	40.0
45 Sports and personal service workers	40.1	37.8	31.5
Clerical and administrative workers	32.7	30.1	31.5
51 Office managers and program administrators	27.8	25.4	28.7
53 General clerical workers	34.4	32.9	34.4
54 Inquiry clerks and receptionists	43.3	42.1	36.4
55 Numerical clerks	31.7	27.7	33.6
59 Other clerical and administrative workers	30.4	29.9	29.0
Sales workers	42.9	40.2	36.4
61 Sales representatives and agents	43.1	34.3	34.7
62 Sales assistants and salespersons	42.8	40.4	36.5
Machinery operators and drivers	33.4	32.1	31.4
71 Machine and stationary plant operators	31.5	29.9	26.0
72 Mobile plant operators	36.7	35.3	33.9
73 Road and rail drivers	33.5	37.4	32.8
74 Storepersons	34.4	27.9	31.9
Labourers	44.6	42.8	43.2
81 Cleaners and laundry workers	33.9	35.4	41.8
82 Construction and mining labourers	45.9	47.8	46.7
83 Factory process workers	47.4	44.5	44.1
84 Farm, forestry and garden workers	41.9	36.5	42.6
85 Food preparation assistants	75.3	67.4	56.2
89 Other labourers	44.8	47.5	44.4
Total non-trade occupations³	37.7	35.7	34.2
Total trade occupations²	51.1	50.1	51.3
All occupations	42.0	40.1	39.8

Contract attrition rates by duration until cancellation/withdrawal

These attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no 67.

Table 6 Apprentice and trainee contract attrition rates^{8,9} by occupation and time of cancellation/withdrawal for contracts commencing in 2005 (%)

Occupation (ANZSCO) group	Contract attrition rates, withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	More than 3 years
Managers	3.8	12.7	19.9	29.4	38.9	40.4	40.7
11 Chief executives, general managers and legislators	-	-	-	-	-	-	-
12 Farmers and farm managers	4.9	15.0	23.9	32.3	38.4	38.9	38.9
13 Specialist managers	3.0	11.4	17.3	27.5	37.3	39.2	39.7
14 Hospitality, retail and service managers	1.5	5.3	11.3	23.3	60.2	66.2	66.9
Professionals	3.3	9.3	15.1	22.7	31.4	33.4	33.5
21 Arts and media professionals	0.0	0.0	0.0	0.0	0.0	0.0	0.0 ¹³
22 Business, human resource and marketing	2.4	7.2	11.6	18.4	29.7	32.0	32.0
23 Design, engineering, science and transport	3.4	10.2	20.8	31.7	38.2	39.6	39.9
24 Education professionals	2.3	6.8	11.7	17.4	20.1	21.6	22.0
25 Health professionals	5.6	15.1	21.5	29.5	39.4	41.4	41.8
26 ICT professionals	16.0	24.0	24.0	28.0	44.0	44.0	44.0 ¹³
27 Legal, social and welfare professionals	0.0	0.0	0.0	0.0	0.0	0.0	0.0 ¹³
Technicians and trades workers	4.0	12.5	19.2	30.0	42.5	47.9	49.4
31 Engineering, ICT and science technicians	3.2	10.3	16.1	24.6	31.1	32.4	32.6
32 Automotive and engineering	3.3	10.6	16.1	25.5	37.8	43.5	45.2
33 Construction trades workers	4.3	12.5	18.9	29.7	42.1	48.0	49.6
34 Electrotechnology and telecommunications trades	2.1	7.0	11.1	18.5	30.0	36.8	39.5
35 Food trades workers	5.2	17.9	28.6	45.1	60.9	65.5	66.4
36 Skilled animal and horticultural workers	4.5	13.3	21.2	31.2	40.8	44.0	44.9
39 Other technicians and trades workers	5.1	15.8	23.5	35.6	48.5	53.4	54.4
391 Hairdressers	5.8	18.3	27.0	40.5	54.5	59.3	60.1
392 Printing trades workers	3.1	9.8	14.3	21.9	33.6	37.9	38.9
393 Textile, clothing and footwear trades workers	4.9	14.1	20.2	35.2	45.3	45.6	47.1
394 Wood trades workers	4.6	13.8	20.2	30.4	42.4	48.8	50.2
399 Miscellaneous	3.1	9.8	15.9	25.3	35.2	39.6	40.7
Community and personal service workers	5.4	15.6	23.9	32.6	38.3	39.3	39.4
41 Health and welfare support workers	3.4	8.5	14.8	23.2	29.7	31.2	31.9
42 Carers and aides	4.2	12.3	18.4	25.4	30.1	30.9	31.1
43 Hospitality workers	6.5	20.3	31.7	42.5	49.1	50.2	50.2
44 Protective service workers	8.3	15.5	21.4	26.2	29.1	29.8	29.9
45 Sports and personal service workers	4.2	14.1	22.7	33.5	41.3	42.6	42.8
Clerical and administrative workers	4.4	13.7	21.6	30.0	35.8	36.3	36.4
51 Office managers and program administrators	3.3	10.6	17.7	26.3	34.9	35.6	35.7
52 Personal assistants and secretaries	-	-	-	-	-	-	-
53 General clerical workers	4.9	15.2	23.0	30.7	33.3	33.4	33.4
54 Inquiry clerks and receptionists	6.2	19.6	30.5	39.8	44.1	44.5	44.5
55 Numerical clerks	3.3	10.2	16.2	24.4	34.3	35.6	35.8
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	3.8	11.2	18.4	27.0	34.5	35.2	35.3
Sales workers	5.1	16.7	27.0	39.2	47.0	48.1	48.2
61 Sales representatives and agents	5.4	15.1	23.2	31.7	36.3	37.1	37.5
62 Sales assistants and salespersons	5.1	16.8	27.2	39.7	47.7	48.8	48.9
63 Sales support workers	-	-	-	-	-	-	-
Machinery operators and drivers	5.6	14.1	21.0	29.7	37.1	38.0	38.1
71 Machine and stationary plant operators	7.2	15.5	22.9	31.3	39.1	40.9	41.1
72 Mobile plant operators	2.3	9.0	15.0	22.5	34.9	37.2	37.3
73 Road and rail drivers	5.1	14.1	20.8	29.2	36.5	37.0	37.1
74 Storepersons	5.0	13.7	20.5	29.9	36.1	36.3	36.3
Labourers	8.4	21.6	31.1	40.9	45.3	46.0	46.1
81 Cleaners and laundry workers	4.9	15.4	23.1	31.6	37.0	38.2	38.3
82 Construction and mining labourers	4.3	13.9	23.4	35.1	42.5	43.0	43.1
83 Factory process workers	11.9	27.9	37.8	47.1	50.6	51.2	51.2
84 Farm, forestry and garden workers	5.6	16.7	26.3	38.0	43.0	43.5	43.7
85 Food preparation assistants	6.8	19.4	29.9	40.0	44.7	44.9	44.9
89 Other labourers	6.1	16.1	25.6	37.9	43.2	43.8	43.9
All occupations	5.0	14.8	22.8	32.8	41.0	43.3	43.9

Dashes represent a true zero figure, with no contracts reported in these categories.

Projected contract attrition rates by duration until cancellation/withdrawal

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

Table 7 Projected contract attrition rates by selected occupation⁷ and time of cancellation/withdrawal for contracts commencing in December quarter 2010 (%)

Occupation (ANZSCO) group ⁷	Projected contract attrition rates, cancelling/withdrawing within ¹⁰ :						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	4 years
Managers	2.7	9.6	16.2	22.4	30.2	32.2	32.4
Professionals	2.9	9.1	15.6	22.7	24.9	26.6	26.7
Technicians and trades workers	4.8	15.3	22.7	33.7	45.7	50.2	51.3
31 Engineering, ICT and science technicians	2.8	9.5	17.0	25.2	30.7	32.5	32.7
32 Automotive and engineering	4.1	14.1	21.4	32.2	45.3	50.9	52.2
33 Construction trades workers	5.3	16.0	23.2	34.5	48.5	53.4	54.6
34 Electrotechnology and telecommunications trades	2.5	9.4	15.2	24.5	36.7	42.6	44.9
35 Food trades workers	8.5	24.0	35.6	50.4	63.5	66.7	67.1
36 Skilled animal and horticultural workers	4.0	12.8	18.5	30.7	41.9	44.9	45.4
39 Other technicians and trades workers	4.7	15.3	21.5	32.0	41.0	44.8	45.3
391 Hairdressers	6.3	23.5	35.0	49.1	60.9	64.7	64.8
392 Printing trades workers	0.0	8.7	14.2	19.6	23.2	27.3	30.8
394 Wood trades workers	7.6	19.3	26.6	36.0	51.9	56.3	57.4
399 Miscellaneous	2.2	6.9	10.3	16.0	20.7	21.6	22.0
Community and personal service workers	4.6	14.0	23.1	29.4	32.9	33.3	33.4
41 Health and welfare support workers	2.9	9.3	14.6	19.2	23.9	24.7	24.8
42 Carers and aides	5.3	14.0	21.3	27.5	30.4	30.6	30.7
43 Hospitality workers	5.1	15.8	26.7	34.8	39.1	39.6	40.0
45 Sports and personal service workers	3.6	14.7	25.4	29.7	31.3	31.5	31.5
Clerical and administrative workers	4.1	13.1	19.8	26.5	30.8	31.4	31.5
51 Office managers and program administrators	3.1	10.1	15.4	21.1	27.3	28.6	28.6
53 General clerical workers	4.7	15.9	24.0	32.3	34.3	34.4	34.4
54 Inquiry clerks and receptionists	6.6	19.2	28.1	33.9	36.0	36.4	36.4
55 Numerical clerks	4.0	13.2	19.8	27.2	32.5	33.3	33.5
59 Other clerical and administrative workers	1.4	9.7	15.1	23.4	28.4	28.9	28.9
Sales workers	3.8	15.0	24.5	32.3	36.0	36.4	36.4
61 Sales representatives and agents	2.7	11.0	21.8	30.2	34.7	34.7	34.7
62 Sales assistants and salespersons	4.0	15.5	24.8	32.6	36.1	36.4	36.5
Machinery operators and drivers	3.4	13.2	19.6	25.4	30.8	31.4	31.4
71 Machine and stationary plant operators	2.6	7.9	13.6	18.6	24.6	26.0	26.0
72 Mobile plant operators	2.0	13.7	20.1	27.6	32.5	33.9	33.9
73 Road and rail drivers	3.7	15.2	20.8	26.7	32.2	32.8	32.8
74 Storepersons	3.4	13.2	21.2	26.8	31.8	31.9	31.9
Labourers	8.6	20.5	30.3	39.1	42.8	43.2	43.2
81 Cleaners and laundry workers	6.2	15.9	26.0	34.6	41.1	41.8	41.8
82 Construction and mining labourers	9.2	28.3	36.7	43.5	46.2	46.5	46.7
83 Factory process workers	10.5	21.6	30.9	40.9	43.9	44.1	44.1
84 Farm, forestry and garden workers	6.4	24.1	34.6	39.4	42.4	42.6	42.6
85 Food preparation assistants	11.3	21.1	39.9	54.0	56.2	56.2	56.2
89 Other labourers	5.2	17.6	29.4	38.8	44.0	44.4	44.4
All occupations	4.6	14.6	22.5	30.9	37.6	39.4	39.8

Contract attrition rates within the first 12 months

These attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no 67.

Table 8 Apprentice and trainee contract attrition rates^{8,9} by occupation, within 12 months of commencement, for contracts commencing 2003–09¹¹ (%)

Occupation (ANZSCO) group	Contract attrition rates within 12 months, for contracts commencing in:						
	2003	2004	2005	2006	2007	2008	2009 ¹¹
Managers	27.1	29.3	29.4	27.8	26.1	27.1	26.3
11 Chief executives, general managers and legislators	0.0 ¹³	-	-	-	-	-	-
12 Farmers and farm managers	26.6	28.7	32.3	31.3	28.4	30.8	25.7
13 Specialist managers	30.8	30.0	27.5	28.6	26.4	27.8	28.3
14 Hospitality, retail and service managers	24.7	28.6	23.3	13.1	19.2	14.0	15.0
Professionals	25.4	22.8	22.7	22.4	21.0	20.3	24.2
21 Arts and media professionals	42.9 ¹³	-	0.0 ¹³	40.0 ¹³	12.5 ¹³	0.0 ¹³	50.0 ¹³
22 Business, human resource and marketing professionals	22.1	24.1	18.4	20.7	20.8	20.7	22.7
23 Design, engineering, science and transport professionals	21.1	20.4	31.7	24.9	22.4	19.4	27.4
24 Education professionals	19.9	17.2	17.4	24.2	17.8	16.6	24.4
25 Health professionals	28.8	27.9	29.5	32.9	27.5	37.5 ¹³	36.4 ¹³
26 ICT professionals	34.6 ¹³	20.7 ¹³	28.0 ¹³	18.2 ¹³	25.0 ¹³	0.0 ¹³	54.5 ¹³
27 Legal, social and welfare professionals	50.0	20.0 ¹³	0.0 ¹³	50.0 ¹³	0.0 ¹³	21.4 ¹³	21.9 ¹³
Technicians and trades workers	31.0	29.7	30.0	30.4	31.6	31.6	31.1
31 Engineering, ICT and science technicians	56.1	26.6	24.6	25.2	25.0	24.8	23.7
32 Automotive and engineering	24.8	24.8	25.5	26.0	27.2	27.4	26.2
33 Construction trades workers	27.1	29.2	29.7	29.4	31.4	32.5	33.3
34 Electrotechnology and telecommunications trades workers	18.7	18.4	18.5	18.8	19.8	20.4	20.6
35 Food trades workers	43.4	44.7	45.1	47.1	47.7	47.2	47.2
36 Skilled animal and horticultural workers	26.7	29.5	31.2	32.0	33.6	32.4	31.6
39 Other technicians and trades workers	32.2	34.3	35.6	35.8	36.6	34.6	29.9
391 Hairdressers	36.9	39.2	40.5	39.9	40.8	41.6	43.8
392 Printing trades workers	20.8	23.0	21.9	25.2	20.8	22.1	20.8
393 Textile, clothing and footwear trades workers	31.3	31.8	35.2	35.6	36.9	30.2	27.8
394 Wood trades workers	31.0	29.2	30.4	32.6	35.6	36.1	33.9
399 Miscellaneous	20.4	24.4	25.3	23.0	25.5	20.4	18.6
Community and personal service workers	33.4	33.1	32.6	33.5	33.0	31.9	32.3
41 Health and welfare support workers	25.5	20.7	23.2	22.7	20.1	21.6	24.6
42 Carers and aides	25.5	24.9	25.4	27.5	28.0	26.8	27.0
43 Hospitality workers	40.8	43.4	42.5	42.1	41.9	38.4	38.7
44 Protective service workers	33.7	28.4	26.2	27.8	18.8	26.9	18.5
45 Sports and personal service workers	35.1	36.3	33.5	35.2	33.2	33.7	30.0
Clerical and administrative workers	28.2	29.7	30.0	30.6	31.4	28.2	26.9
51 Office managers and program administrators	27.7	25.8	26.3	25.3	25.2	21.4	21.4
52 Personal assistants and secretaries	-	-	-	-	-	-	-
53 General clerical workers	26.5	30.8	30.7	32.1	32.1	31.3	31.3
54 Inquiry clerks and receptionists	35.9	36.9	39.8	42.1	43.9	39.8	38.3
55 Numerical clerks	28.4	30.2	24.4	26.1	29.6	24.3	25.2
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	20.4	23.4	27.0	25.9	27.3	25.1	23.6
Sales workers	38.4	39.9	39.2	38.6	39.0	34.5	32.5
61 Sales representatives and agents	36.0	33.0	31.7	34.7	40.6	36.2	31.2
62 Sales assistants and salespersons	38.5	40.3	39.7	38.8	38.9	34.5	32.6
63 Sales support workers	30.4	50.0 ¹³	-	57.7 ¹³	-	-	100.0 ¹³
Machinery operators and drivers	27.4	28.4	29.7	28.8	28.7	26.5	23.9
71 Machine and stationary plant operators	22.9	27.8	31.3	26.8	26.8	25.5	20.8
72 Mobile plant operators	21.4	22.5	22.5	29.3	27.1	24.5	23.6
73 Road and rail drivers	31.2	28.4	29.2	29.1	30.2	26.3	26.3
74 Storepersons	27.3	29.9	29.9	29.9	29.2	27.9	23.3
Labourers	37.3	40.2	40.9	39.8	39.6	38.9	37.6
81 Cleaners and laundry workers	34.0	31.2	31.6	29.0	30.9	31.4	33.2
82 Construction and mining labourers	39.1	40.4	35.1	40.2	37.6	38.5	38.6
83 Factory process workers	38.5	44.1	47.1	44.3	45.4	43.6	40.3
84 Farm, forestry and garden workers	36.7	38.7	38.0	36.7	35.4	36.6	34.6
85 Food preparation assistants	49.9	53.0	40.0	51.9	49.2	52.2	51.4
89 Other labourers	34.9	37.9	37.9	40.8	36.8	34.0	34.8
All occupations	32.3	32.6	32.8	32.6	32.9	31.4	30.5

Dashes represent a true zero figure, with no contracts reported in these categories.

Projected contract attrition rates within the first 12 months

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

Table 9 Projected contract attrition rates within 12 months of commencement¹² by selected occupation⁷ for contracts commencing in December quarter 2008–10 (%)

Occupation (ANZSCO) group ⁷	Projected contract attrition rates within 12 months ⁵ by commencing cohort		
	2008	2009	2010
Managers	29.7	23.3	22.4
Professionals	22.6	24.4	22.7
Technicians and trades workers	33.0	31.8	33.7
31 Engineering, ICT and science technicians	22.4	22.0	25.2
32 Automotive and engineering	29.0	27.0	32.2
33 Construction trades workers	33.1	34.2	34.5
34 Electrotechnology and telecommunications trades workers	20.2	21.9	24.5
35 Food trades workers	50.3	49.1	50.4
36 Skilled animal and horticultural workers	32.7	32.8	30.7
39 Other technicians and trades workers	36.6	28.9	32.0
391 Hairdressers	42.4	43.0	49.1
392 Printing trades workers	18.6	25.3	19.6
394 Wood trades workers	41.4	33.1	36.0
399 Miscellaneous	21.6	16.2	16.0
Community and personal service workers	34.0	32.8	29.4
41 Health and welfare support workers	19.4	25.0	19.2
42 Carers and aides	28.0	27.0	27.5
43 Hospitality workers	39.6	38.7	34.8
45 Sports and personal service workers	35.0	34.8	29.7
Clerical and administrative workers	28.1	25.9	26.5
51 Office managers and program administrators	21.3	19.4	21.1
53 General clerical workers	32.1	30.5	32.3
54 Inquiry clerks and receptionists	40.2	40.3	33.9
55 Numerical clerks	23.9	23.3	27.2
59 Other clerical and administrative workers	23.7	22.9	23.4
Sales workers	36.5	34.7	32.3
61 Sales representatives and agents	36.4	30.3	30.2
62 Sales assistants and salespersons	36.5	35.0	32.6
Machinery operators and drivers	27.9	26.1	25.4
71 Machine and stationary plant operators	26.4	23.1	18.6
72 Mobile plant operators	28.5	24.7	27.6
73 Road and rail drivers	27.8	31.7	26.7
74 Storepersons	29.5	23.0	26.8
Labourers	40.8	39.6	39.1
81 Cleaners and laundry workers	29.4	33.1	34.6
82 Construction and mining labourers	40.6	44.0	43.5
83 Factory process workers	44.3	41.9	40.9
84 Farm, forestry and garden workers	39.2	34.1	39.4
85 Food preparation assistants	68.2	58.5	54.0
89 Other labourers	39.6	40.9	38.8
All occupations	32.8	31.2	30.9

Terms

Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a classification of the occupation of individuals. The classification is based on the Australian Bureau of Statistics (ABS), Australian and New Zealand Standard Classification of Occupations (1st edition, 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. Cancellations and withdrawals also includes contracts which have been transferred due to a change in employer. 'Transferred' is a new contract status, which was historically reported as a cancellation or withdrawal.

Commencements refer to apprentices and trainees starting a program of training. The date of commencement is the date that an apprentice's 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 yet to complete their training, particularly in trade occupations, these rates will be revised in subsequent publications; therefore, they are recorded as 'to date' attrition rates.

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

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

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

Individual completion rates refers to an estimate of individual completion rates for apprentices and trainees, derived using the original contract completion rates and adjusting this by a factor representing the average recommencements.

Non-trades refers to those apprentices and trainees employed in occupations outside of the trades. Non-trades include all occupations listed under the Australian and New Zealand Standard Classification of Occupations (ANZSCO 1st edition) with the exception of major group 3 (Technicians and trades workers).

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

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

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 1st edition).

Notes on tables

- 1 Contract 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. Contract completion rates do not take into account continuing contracts or expired contracts where the outcome is unknown. Further contract completion rate data are available in the supporting data tables, which can be found in the data section at <<http://www.ncver.edu.au/publications/2403.html>>. For further details on the methodology, see the technical notes on page 6.
- 2 Trade occupations are defined as all major occupation group 3 – Technicians and trades workers (ANZSCO 1st edition).
- 3 Non-trade occupations are defined as all ANZSCO 1st edition occupations with the exception of Technicians and trades workers (i.e. major groups 1–2 and 4–8).
- 4 Contract completion and attrition rates are not reported for trade occupations in 2007, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are yet to complete. However, completion and attrition rates 'to date' are available in the supporting data tables; see <<http://www.ncver.edu.au/publications/2403.html>> for further details.
- 5 Contract and projected contract completion and attrition rates do not take into account expired contracts of training. Therefore, the contract and projected contract completion and attrition rates presented will not sum to 100% within each occupation.
- 6 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.
- 7 A number of occupations at the sub-major group level are not presented due to there being too few commencements to derive a reliable estimate.
- 8 Contract 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. Contract attrition rates do not take into account continuing contracts or expired contracts where the outcome is unknown. Further contract attrition rate data are available in the supporting data tables, which can be found in the data section at <<http://www.ncver.edu.au/publications/2403.html>>. For further details on the methodology, see the technical notes on page 6.
- 9 The cancellation and withdrawal figures are inclusive of the new contract status 'transferred', as contract transfers were historically reported as cancellations or withdrawals. The 'transferred' contract status has only been used in Victoria and Tasmania to date and currently has a low base. As the use of this contract status progresses in the future, alternative reporting arrangements for handling transfers will be implemented.
- 10 An assumption of the model used to derive the projected contract completion and attrition rates is that all commencements in the first quarter begin exactly half way through the quarter. This means that cumulative attrition rates are calculated for points corresponding to within half a quarter, within 1.5 quarters, within 2.5 quarters and so on. For simplicity, table 7 labels the points as same quarter, 1 quarter, 2 quarters and so on.
- 11 Caution is recommended when comparing percentages from more recent years with those from earlier years. No allowance has been made for under-reporting of cancellations and withdrawals due to reporting lags.
- 12 Projected contract attrition rates presented in table 9 show the proportion of apprentices and trainees cancelling/withdrawing within four quarters of commencement (see table note 10).
- 13 These completion and attrition rates are based on fewer than 50 contracts of training; therefore, caution is recommended when comparing these rates with those from other occupations.



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