

2011

# COMPLETION AND ATTRITION RATES FOR APPRENTICES AND TRAINEES

Australian vocational  
education & training  
statistics



**Australian Government**

**Department of Industry, Innovation  
Science, Research and Tertiary Education**



# Australian vocational education and training statistics

## Completion and attrition rates for apprentices and trainees

# 2011

### Highlights

- Contract completion rates for apprentices and trainees commencing in 2007 were 44.7% for trade occupations and 53.5% for non-trade occupations, compared with 46.2% and 52.6%, respectively, for those commencing in 2006.
- Individual completion rates for apprentices and trainees commencing in 2007 were 55.4% for trade occupations and 55.3% for non-trade occupations, compared with 57.3% and 54.4%, respectively, for those commencing in 2006.
- Projected contract completion rates for apprentices and trainees commencing in the December quarter 2011 were 46.7% for trade occupations and 61.2% for non-trade occupations, compared with 46.8% and 58.6%, respectively, for those commencing in the December quarter 2010.



**Australian Government**

**Department of Industry, Innovation  
Science, Research and Tertiary Education**

© Commonwealth of Australia, 2012



With the exception of the Commonwealth Coat of Arms, the Department's logo, any material protected by a trade mark and where otherwise noted all material presented in this document is provided under a Creative Commons Attribution 3.0 Australia <<http://creativecommons.org/licenses/by/3.0/au>> licence.

The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the CC BY 3.0 AU licence <<http://creativecommons.org/licenses/by/3.0/legalcode>>.

The Creative Commons licence conditions do not apply to all logos, graphic design, artwork and photographs. Requests and enquiries concerning other reproduction and rights should be directed to the National Centre for Vocational Education Research (NCVER).

This document should be attributed as NCVER 2012, *Australian vocational education and training statistics: completion and attrition rates for apprentices and trainees 2011*, 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 Department of Industry, Innovation, Science, Research and Tertiary Education.

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 108.16

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

Published by NCVER

ABN 87 007 967 311

Level 11, 33 King William Street, Adelaide SA 5000

PO Box 8288, Station Arcade, Adelaide SA 5000, Australia

Phone: (08) 8230 8400

Fax: (08) 8212 3436

Web: <<http://www.ncver.edu.au>>

Email: <[ats\\_req@ncver.edu.au](mailto:ats_req@ncver.edu.au)>

## Contents

Introduction	4
Scope	4
More information	4
Overview	5
Technical notes	6
Contract completion rates	7
Individual completion rates	8
Projected contract completion rates	9
Contract attrition rates	10
Projected contract attrition rates	11
Contract attrition rates by duration until cancellation/withdrawal	12
Projected contract attrition rates by duration until cancellation/withdrawal	13
Contract attrition rates within the first 12 months	14
Projected contract attrition rates within the first 12 months	15
Terms	16
Notes on tables	17

## Tables

1	Contract completion rates in trade and non-trade occupations, for contracts commencing in 2005–08 (%)	7
2	Individual completion rates, based on a recommencement adjustment factor, for trade and non-trade occupations commencing in 2006–07	8
3	Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2009–11 (%)	9
4	Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2005–08 (%)	10
5	Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2009–11 (%)	11
6	Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2006 (%)	12
7	Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2011 (%)	13
8	Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2004–10 (%)	14
9	Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2009–11 (%)	15

## 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 completion and attrition rates for contracts commenced four years ago (2007 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 (2008 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 training. In addition to reporting on contract outcomes, therefore, it is useful to look at individual completion rates.

For apprentices and trainees starting later than 2007 or 2008, 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: based on contract completion rates and adjusted for recommencement factor
- 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. 71 (March 2012 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 apprentice and trainee completion and attrition rates based on three different methodologies.

## 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, where applicable, data tables by state and territory, please refer to <http://www.ncver.edu.au/publications/2506.html>.

For additional information on completion rates in the wider vocational education and training (VET) sector, including completion rates for VET qualifications and subjects, please refer to <http://www.ncver.edu.au/publications/2467.html>.

## Overview

### Contract completion and attrition rates

For apprentices and trainees commencing in 2007:

- Contract completion rates were 44.7% for trade occupations and 53.5% for non-trade occupations.
- Contract completion rates ranged from 68.4% for education professionals and 67.1% for protective service workers, to 36.5% for food preparation assistants and 27.7% for food trades workers.

*Table 1*

For apprentices and trainees commencing:

- In trade occupations between 2005 and 2007, contract attrition rates increased slightly from 49.6% to 50.3%.
- In non-trade occupations between 2005 and 2008, contract attrition rates decreased from 41.7% to 38.3%.

*Table 4*

For apprentices and trainees commencing between 2004 and 2010:

- Contract attrition rates within the first 12 months increased from 29.8% to 31.9% for trade occupations, and decreased from 34.0% to 30.4% for non-trade occupations.

*Table 8*

### Individual completion rates

For apprentices and trainees commencing in 2007:

- Individual completion rates were 55.4% for trade occupations and 55.3% for non-trade occupations.
- Individual completion rates ranged from 69.2% for education professionals and 68.4% for protective service workers, to 38.7% for food trades workers and 37.9% for food preparation assistants.

*Table 2*

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

*Table 2*

- The individual completion rate for hairdressers commencing in 2007 was 55.4%, compared with a contract completion rate of 38.8%.
- The individual completion rate for food trades workers commencing in 2007 was 38.7%, compared with a contract completion rate of 27.7%.

### Projected contract completion rates

For apprentices and trainees commencing between the December quarters of 2009 and 2011:

- Projected contract completion rates decreased slightly from 47.2% to 46.7% for trade occupations and increased from 58.8% to 61.2% for non-trade occupations.

*Table 3*

- Projected contract attrition rates increased from 49.4% to 50.8% for trade occupations and decreased from 36.3% to 33.0% for non-trade occupations.

*Table 5*

For apprentices and trainees commencing in the December quarter 2011:

- Projected contract attrition rates within one quarter of commencement were 15.4% for trade occupations and 13.5% for non-trade occupations.

*Table 7*

For apprentices and trainees commencing between the December quarters of 2009 and 2011:

- Projected contract attrition rates within the first 12 months increased from 31.1% to 33.9% for trade occupations and decreased from 31.2% to 27.9% for non-trade occupations.

*Table 9*

---

For more information on concepts and definitions used in this publication, see **Terms** listed on page 16.

---

## Technical notes

### 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. Attrition rates do not take into account continuing contracts or expired contracts where the outcome is unknown; therefore, the attrition rates may be underestimated. Further details on 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/2506.html>>, while details on the methodology used in this publication can be found at <<http://www.ncver.edu.au/publications/2388.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 continuing contracts or expired contracts where the outcome is unknown; therefore, the completion rates may be underestimated. Further details on 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/2506.html>>, while details on the methodology used in this publication can be found at <<http://www.ncver.edu.au/publications/2388.html>>.

### 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 2010 to the December quarter 2011). 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 can be found at <<http://www.ncver.edu.au/publications/2267.html>>, while further information on the adjustment notes for recent collections can be found in the supporting documents at <<http://www.ncver.edu.au/publications/2507.html>>.

### Individual completion rates

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 can be found in the 'data' tab at <<http://www.ncver.edu.au/publications/2506.html>>, while details on this methodology can be found at <<http://www.ncver.edu.au/publications/2357.html>>.

### Occupation (ANZSCO) group

This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO) 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 usage and training package and Australian Standard Classification of Occupations (ASCO) data previously collected. Further detail regarding the methodology can be found at <<http://www.ncver.edu.au/publications/2266.html>>.

### Projected contract completion and attrition rates

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 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 71.

**Table 1 Contract completion rates<sup>1</sup> in trade<sup>2</sup> and non-trade<sup>3</sup> occupations, for contracts commencing in 2005–08<sup>4,5</sup> (%)**

Occupation (ANZSCO) group	Contract completion rates			
	2005	2006	2007	2008 <sup>4</sup>
<b>Managers</b>	<b>51.4</b>	<b>52.2</b>	<b>52.5</b>	<b>50.8</b>
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	55.6	55.7	55.8	53.7
13 Specialist managers	50.8	49.9	52.1	48.7
14 Hospitality, retail and service managers	20.3	54.1	48.5	61.6
<b>Professionals</b>	<b>56.0</b>	<b>59.7</b>	<b>57.5</b>	<b>60.7</b>
21 Arts and media professionals	100.0*	60.0*	50.0*	60.0*
22 Business, human resource and marketing professionals	53.3	61.6	56.6	60.0
23 Design, engineering, science and transport professionals	55.3	53.7	62.0	62.6
24 Education professionals	73.5	62.2	68.4	67.1
25 Health professionals	46.2	42.7	50.5	32.5*
26 ICT professionals	52.0*	54.5*	50.0*	75.0*
27 Legal, social and welfare professionals	100.0*	50.0*	100.0*	57.1*
<b>Technicians and trades workers</b>	<b>46.5</b>	<b>46.2</b>	<b>44.7</b>	
31 Engineering, ICT and science technicians	61.9	58.0	59.1	
32 Automotive and engineering	51.9	51.4	48.6	
33 Construction trades workers	46.0	46.2	43.8	
34 Electrotechnology and telecommunications trades workers	56.5	57.0	55.0	
35 Food trades workers	28.0	27.5	27.7	
36 Skilled animal and horticultural workers	48.8	47.1	45.0	
39 Other technicians and trades workers	41.7	41.7	42.6	
391 Hairdressers	36.8	37.6	38.8	
392 Printing trades workers	54.6	57.9	58.2	
393 Textile, clothing and footwear trades workers	46.5	47.6	44.9	
394 Wood trades workers	46.2	43.0	39.6	
399 Miscellaneous	52.7	53.1	56.8	
<b>Community and personal service workers</b>	<b>55.3</b>	<b>55.3</b>	<b>55.8</b>	<b>55.7</b>
41 Health and welfare support workers	60.2	60.7	61.8	57.6
42 Carers and aides	64.8	63.9	62.9	63.9
43 Hospitality workers	44.5	45.6	46.9	49.0
44 Protective service workers	63.2	62.5	67.1	61.4
45 Sports and personal service workers	51.4	51.8	55.3	53.8
<b>Clerical and administrative workers</b>	<b>56.6</b>	<b>56.0</b>	<b>55.6</b>	<b>57.9</b>
51 Office managers and program administrators	52.2	55.1	55.1	58.2
52 Personal assistants and secretaries	-	-	-	-
53 General clerical workers	62.4	61.1	61.6	60.9
54 Inquiry clerks and receptionists	51.6	48.0	46.0	49.6
55 Numerical clerks	58.6	55.5	54.7	62.2
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	57.3	56.9	57.1	61.3
<b>Sales workers</b>	<b>43.8</b>	<b>44.2</b>	<b>46.7</b>	<b>50.1</b>
61 Sales representatives and agents	53.1	46.0	46.8	52.8
62 Sales assistants and salespersons	43.2	44.1	46.7	50.0
63 Sales support workers	-	7.7*	-	-
<b>Machinery operators and drivers</b>	<b>56.2</b>	<b>56.6</b>	<b>58.0</b>	<b>59.0</b>
71 Machine and stationary plant operators	54.4	56.8	58.9	57.9
72 Mobile plant operators	55.0	55.0	55.3	52.3
73 Road and rail drivers	56.6	55.7	55.8	59.6
74 Storepersons	57.7	57.5	59.7	60.9
<b>Labourers</b>	<b>48.7</b>	<b>49.8</b>	<b>51.1</b>	<b>51.0</b>
81 Cleaners and laundry workers	58.0	61.7	60.8	57.6
82 Construction and mining labourers	51.7	46.5	49.1	48.9
83 Factory process workers	43.8	46.2	46.7	48.5
84 Farm, forestry and garden workers	49.2	51.7	53.8	53.1
85 Food preparation assistants	48.8	28.7	36.5	32.6
89 Other labourers	49.6	45.6	50.5	51.6
<b>Total non-trade occupations<sup>3</sup></b>	<b>52.2</b>	<b>52.6</b>	<b>53.5</b>	<b>54.9</b>
<b>Total trade occupations<sup>2</sup></b>	<b>46.5</b>	<b>46.2</b>	<b>44.7</b>	
<b>All occupations</b>	<b>50.4</b>	<b>50.5</b>	<b>50.5</b>	

For notes on tables and figures, see page 17.

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

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

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

## Individual completion rates

These 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<sup>2</sup> and non-trade<sup>3</sup> occupations commencing in 2006–07**

Occupation (ANZSCO) group	2006			2007		
	Average annual adjustment factor	Contract completion rates <sup>1</sup>	Individual completion rates	Average annual adjustment factor	Contract completion rates <sup>1</sup>	Individual completion rates
		%	%		%	%
<b>Managers</b>	<b>1.04</b>	<b>52.2</b>	<b>54.5</b>	<b>1.03</b>	<b>52.5</b>	<b>54.3</b>
11 Chief executives, general managers and legislators	-	-	-	-	-	-
12 Farmers and farm managers	1.07	55.7	59.5	1.06	55.8	59.4
13 Specialist managers	1.04	49.9	52.1	1.03	52.1	53.8
14 Hospitality, retail and service managers	1.01	54.1	54.4	1.01	48.5	48.9
<b>Professionals</b>	<b>1.03</b>	<b>59.7</b>	<b>61.3</b>	<b>1.03</b>	<b>57.5</b>	<b>59.2</b>
21 Arts and media professionals	1.00	60.0*	60.0*	1.00	50.0*	50.0*
22 Business, human resource and marketing professionals	1.02	61.6	62.8	1.02	56.6	57.9
23 Design, engineering, science and transport professionals	1.08	53.7	58.2	1.08	62.0	66.7
24 Education professionals	1.02	62.2	63.5	1.01	68.4	69.2
25 Health professionals	1.09	42.7	46.7	1.12	50.5	56.8
26 ICT professionals	1.02	54.5*	55.7*	1.01	50.0*	50.7*
27 Legal, social and welfare professionals	1.02	50.0*	50.8*	1.01	100.0*	100.0*
<b>Technicians and trades workers</b>	<b>1.24</b>	<b>46.2</b>	<b>57.3</b>	<b>1.24</b>	<b>44.7</b>	<b>55.4</b>
31 Engineering, ICT and science technicians	1.04	58.0	60.2	1.03	59.1	61.0
32 Automotive and engineering	1.19	51.4	61.1	1.20	48.6	58.3
33 Construction trades workers	1.29	46.2	59.7	1.30	43.8	57.2
34 Electrotechnology and telecommunications trades workers	1.22	57.0	69.3	1.23	55.0	67.5
35 Food trades workers	1.40	27.5	38.6	1.40	27.7	38.7
36 Skilled animal and horticultural workers	1.09	47.1	51.5	1.09	45.0	49.2
39 Other technicians and trades workers	1.24	41.7	51.5	1.21	42.6	51.5
391 Hairdressers	1.44	37.6	54.0	1.43	38.8	55.4
392 Printing trades workers	1.07	57.9	62.1	1.06	58.2	61.9
393 Textile, clothing and footwear trades workers	1.07	47.6	51.2	1.11	44.9	50.0
394 Wood trades workers	1.21	43.0	52.0	1.21	39.6	48.1
399 Miscellaneous	1.04	53.1	55.3	1.03	56.8	58.7
<b>Community and personal service workers</b>	<b>1.05</b>	<b>55.3</b>	<b>57.9</b>	<b>1.05</b>	<b>55.8</b>	<b>58.4</b>
41 Health and welfare support workers	1.04	60.7	62.8	1.04	61.8	64.1
42 Carers and aides	1.05	63.9	67.0	1.05	62.9	66.0
43 Hospitality workers	1.05	45.6	47.9	1.05	46.9	49.3
44 Protective service workers	1.02	62.5	63.8	1.02	67.1	68.4
45 Sports and personal service workers	1.05	51.8	54.2	1.04	55.3	57.4
<b>Clerical and administrative workers</b>	<b>1.03</b>	<b>56.0</b>	<b>57.4</b>	<b>1.02</b>	<b>55.6</b>	<b>57.0</b>
51 Office managers and program administrators	1.02	55.1	56.3	1.02	55.1	56.3
52 Personal assistants and secretaries	-	-	-	-	-	-
53 General clerical workers	1.04	61.1	63.4	1.04	61.6	63.8
54 Inquiry clerks and receptionists	1.02	48.0	48.9	1.02	46.0	47.1
55 Numerical clerks	1.02	55.5	56.4	1.02	54.7	55.5
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.02	56.9	58.1	1.02	57.1	58.2
<b>Sales workers</b>	<b>1.04</b>	<b>44.2</b>	<b>45.7</b>	<b>1.03</b>	<b>46.7</b>	<b>48.2</b>
61 Sales representatives and agents	1.04	46.0	48.1	1.04	46.8	48.7
62 Sales assistants and salespersons	1.03	44.1	45.6	1.03	46.7	48.1
63 Sales support workers	1.00	7.7*	7.7*	-	-	-
<b>Machinery operators and drivers</b>	<b>1.03</b>	<b>56.6</b>	<b>58.6</b>	<b>1.03</b>	<b>58.0</b>	<b>59.9</b>
71 Machine and stationary plant operators	1.03	56.8	58.3	1.03	58.9	60.7
72 Mobile plant operators	1.02	55.0	56.2	1.02	55.3	56.4
73 Road and rail drivers	1.05	55.7	58.5	1.04	55.8	58.0
74 Storepersons	1.03	57.5	59.2	1.03	59.7	61.5
<b>Labourers</b>	<b>1.03</b>	<b>49.8</b>	<b>51.5</b>	<b>1.03</b>	<b>51.1</b>	<b>52.9</b>
81 Cleaners and laundry workers	1.05	61.7	64.8	1.05	60.8	63.9
82 Construction and mining labourers	1.02	46.5	47.6	1.02	49.1	50.2
83 Factory process workers	1.04	46.2	47.8	1.03	46.7	48.3
84 Farm, forestry and garden workers	1.03	51.7	53.1	1.03	53.8	55.3
85 Food preparation assistants	1.04	28.7	29.7	1.04	36.5	37.9
89 Other labourers	1.02	45.6	46.6	1.02	50.5	51.7
<b>Total non-trade occupations<sup>3</sup></b>	<b>1.03</b>	<b>52.6</b>	<b>54.4</b>	<b>1.03</b>	<b>53.5</b>	<b>55.3</b>
<b>Total trade occupations<sup>2</sup></b>	<b>1.24</b>	<b>46.2</b>	<b>57.3</b>	<b>1.24</b>	<b>44.7</b>	<b>55.4</b>
<b>All occupations</b>	<b>1.10</b>	<b>50.5</b>	<b>55.3</b>	<b>1.09</b>	<b>50.5</b>	<b>55.3</b>

For notes on tables and figures, see page 17.

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

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

## 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<sup>5,6</sup> by selected occupation,<sup>7</sup> for contracts commencing in December quarter 2009–11 (%)**

Occupation (ANZSCO) group <sup>7</sup>	Projected contract completion rates by commencing cohort <sup>5,6</sup>		
	2009	2010	2011
<b>Managers</b>	<b>63.5</b>	<b>60.9</b>	<b>62.9</b>
<b>Professionals</b>	<b>69.1</b>	<b>62.8</b>	<b>68.1</b>
<b>Technicians and trades workers</b>	<b>47.2</b>	<b>46.8</b>	<b>46.7</b>
31 Engineering, ICT and science technicians	65.4	61.0	65.3
32 Automotive and engineering	50.7	49.0	45.8
33 Construction trades workers	43.3	42.4	41.6
34 Electrotechnology and telecommunications trades workers	55.3	54.4	50.3
35 Food trades workers	30.7	29.3	29.9
36 Skilled animal and horticultural workers	51.3	51.9	51.9
39 Other technicians and trades workers	50.9	53.0	55.2
391 Hairdressers	38.0	36.7	32.4
392 Printing trades workers	56.7	60.5	62.2
394 Wood trades workers	43.6	43.3	39.3
399 Miscellaneous	67.8	70.3	77.2
<b>Community and personal service workers</b>	<b>57.9</b>	<b>60.5</b>	<b>61.6</b>
41 Health and welfare support workers	59.8	68.3	66.3
42 Carers and aides	66.8	66.0	64.1
43 Hospitality workers	50.0	51.5	53.2
44 Protective service workers	60.2	57.8	75.5
45 Sports and personal service workers	59.4	66.0	67.9
<b>Clerical and administrative workers</b>	<b>63.0</b>	<b>59.6</b>	<b>61.2</b>
51 Office managers and program administrators	64.0	57.6	61.2
53 General clerical workers	65.3	64.1	63.6
54 Inquiry clerks and receptionists	53.5	53.6	55.8
55 Numerical clerks	66.1	60.3	63.6
59 Other clerical and administrative workers	61.4	59.9	58.6
<b>Sales workers</b>	<b>54.2</b>	<b>56.7</b>	<b>59.5</b>
61 Sales representatives and agents	60.3	47.2	49.2
62 Sales assistants and salespersons	54.1	57.4	60.5
<b>Machinery operators and drivers</b>	<b>59.7</b>	<b>58.3</b>	<b>59.7</b>
71 Machine and stationary plant operators	61.4	60.5	53.6
72 Mobile plant operators	58.4	52.4	64.1
73 Road and rail drivers	51.9	56.5	57.1
74 Storepersons	66.2	61.3	65.1
<b>Labourers</b>	<b>54.8</b>	<b>53.2</b>	<b>59.3</b>
81 Cleaners and laundry workers	62.6	53.9	59.8
82 Construction and mining labourers	50.2	52.4	54.1
83 Factory process workers	53.0	51.8	60.9
84 Farm, forestry and garden workers	61.8	55.2	58.9
85 Food preparation assistants	30.5	44.2	51.0
89 Other labourers	49.3	52.2	48.4
<b>Total non-trade occupations<sup>3</sup></b>	<b>58.8</b>	<b>58.6</b>	<b>61.2</b>
<b>Total trade occupations<sup>2</sup></b>	<b>47.2</b>	<b>46.8</b>	<b>46.7</b>
<b>All occupations</b>	<b>55.2</b>	<b>55.0</b>	<b>57.2</b>

For notes on tables and figures, see page 17.

## Contract attrition rates

These attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no 71.

**Table 4 Contract attrition rates<sup>8,9</sup> in trade<sup>2</sup> and non-trade<sup>3</sup> occupations, for contracts commencing in 2005–08<sup>4,5</sup> (%)**

Occupation (ANZSCO) group	Contract attrition rates			
	2005	2006	2007	2008 <sup>4</sup>
<b>Managers</b>	<b>41.4</b>	<b>40.4</b>	<b>39.2</b>	<b>39.3</b>
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	39.6	37.6	34.4	37.7
13 Specialist managers	40.0	41.6	39.5	40.8
14 Hospitality, retail and service managers	72.2	42.2	47.6	31.0
<b>Professionals</b>	<b>34.0</b>	<b>32.7</b>	<b>31.6</b>	<b>29.5</b>
21 Arts and media professionals	0.0*	40.0*	12.5*	0.0*
22 Business, human resource and marketing professionals	33.0	31.2	31.8	30.7
23 Design, engineering, science and transport professionals	39.9	34.5	33.5	26.2
24 Education professionals	22.0	32.1	24.3	20.7
25 Health professionals	41.8	46.3	39.0	45.0*
26 ICT professionals	44.0*	36.4*	25.0*	0.0*
27 Legal, social and welfare professionals	0.0*	50.0*	0.0*	42.9*
<b>Technicians and trades workers</b>	<b>49.6</b>	<b>49.7</b>	<b>50.3</b>	
31 Engineering, ICT and science technicians	32.9	36.5	34.8	
32 Automotive and engineering	45.4	45.8	46.9	
33 Construction trades workers	49.8	49.6	51.5	
34 Electrotechnology and telecommunications trades workers	39.5	38.6	38.8	
35 Food trades workers	66.7	67.0	66.7	
36 Skilled animal and horticultural workers	45.4	46.4	48.0	
39 Other technicians and trades workers	54.5	54.7	53.6	
391 Hairdressers	60.1	59.5	58.0	
392 Printing trades workers	39.0	37.8	36.0	
393 Textile, clothing and footwear trades workers	47.1	49.8	51.7	
394 Wood trades workers	50.6	53.9	56.4	
399 Miscellaneous	41.1	38.3	37.5	
<b>Community and personal service workers</b>	<b>39.9</b>	<b>39.7</b>	<b>38.8</b>	<b>38.1</b>
41 Health and welfare support workers	32.8	31.4	27.9	31.2
42 Carers and aides	31.5	32.2	33.0	32.0
43 Hospitality workers	50.5	49.0	48.0	45.0
44 Protective service workers	30.6	32.7	23.5	28.9
45 Sports and personal service workers	43.2	43.1	39.7	40.3
<b>Clerical and administrative workers</b>	<b>36.7</b>	<b>36.6</b>	<b>36.8</b>	<b>34.2</b>
51 Office managers and program administrators	35.9	33.7	32.7	29.6
52 Personal assistants and secretaries	-	-	-	-
53 General clerical workers	33.9	35.5	34.8	34.4
54 Inquiry clerks and receptionists	44.7	46.1	47.5	44.8
55 Numerical clerks	36.7	35.3	37.9	30.9
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	35.7	33.9	35.4	31.9
<b>Sales workers</b>	<b>48.6</b>	<b>47.9</b>	<b>46.7</b>	<b>43.6</b>
61 Sales representatives and agents	38.0	46.2	46.9	40.3
62 Sales assistants and salespersons	49.2	48.0	46.7	43.7
63 Sales support workers	-	92.3*	-	-
<b>Machinery operators and drivers</b>	<b>38.5</b>	<b>37.2</b>	<b>36.0</b>	<b>33.9</b>
71 Machine and stationary plant operators	41.5	35.7	35.0	32.6
72 Mobile plant operators	37.8	40.4	38.3	36.5
73 Road and rail drivers	37.4	38.4	37.5	34.1
74 Storepersons	36.7	36.5	35.1	33.8
<b>Labourers</b>	<b>46.7</b>	<b>45.4</b>	<b>44.2</b>	<b>44.1</b>
81 Cleaners and laundry workers	38.7	34.7	35.3	38.0
82 Construction and mining labourers	44.2	48.7	45.7	45.5
83 Factory process workers	51.6	48.9	48.9	47.6
84 Farm, forestry and garden workers	44.2	42.9	39.8	41.4
85 Food preparation assistants	46.1	61.7	58.2	58.9
89 Other labourers	44.3	48.9	43.2	41.0
<b>Total non-trade occupations<sup>3</sup></b>	<b>41.7</b>	<b>40.9</b>	<b>40.0</b>	<b>38.3</b>
<b>Total trade occupations<sup>2</sup></b>	<b>49.6</b>	<b>49.7</b>	<b>50.3</b>	
<b>All occupations</b>	<b>44.2</b>	<b>43.8</b>	<b>43.6</b>	

For notes on tables and figures, see page 17.

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

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

Shaded cells indicate that a substantial proportion of contracts are ongoing; therefore, an attrition rate is not provided, 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<sup>5,6</sup> by selected occupation,<sup>7</sup> for contracts commencing in December quarter 2009–11 (%)**

Occupation (ANZSCO) group <sup>7</sup>	Projected contract attrition rates by commencing cohort <sup>5,6</sup>		
	2009	2010	2011
<b>Managers</b>	<b>31.4</b>	<b>34.5</b>	<b>29.9</b>
<b>Professionals</b>	<b>28.4</b>	<b>30.8</b>	<b>24.2</b>
<b>Technicians and trades workers</b>	<b>49.4</b>	<b>50.1</b>	<b>50.8</b>
31 Engineering, ICT and science technicians	30.2	35.6	29.6
32 Automotive and engineering	46.8	48.9	52.1
33 Construction trades workers	53.3	53.9	55.9
34 Electrotechnology and telecommunications trades workers	41.1	42.1	46.1
35 Food trades workers	65.3	66.9	67.5
36 Skilled animal and horticultural workers	43.8	44.6	42.7
39 Other technicians and trades workers	46.1	44.7	43.5
391 Hairdressers	60.2	61.5	66.6
392 Printing trades workers	38.3	36.7	33.5
394 Wood trades workers	52.4	54.2	58.4
399 Miscellaneous	27.6	26.6	21.2
<b>Community and personal service workers</b>	<b>38.5</b>	<b>36.2</b>	<b>34.8</b>
41 Health and welfare support workers	33.4	28.3	26.8
42 Carers and aides	31.0	32.1	32.4
43 Hospitality workers	45.8	43.9	42.0
44 Protective service workers	33.5	19.5	17.7
45 Sports and personal service workers	38.5	32.7	31.6
<b>Clerical and administrative workers</b>	<b>30.7</b>	<b>33.5</b>	<b>31.4</b>
51 Office managers and program administrators	26.6	30.7	28.0
53 General clerical workers	32.4	34.8	35.8
54 Inquiry clerks and receptionists	42.0	40.8	36.5
55 Numerical clerks	28.7	32.7	28.6
59 Other clerical and administrative workers	30.8	33.4	31.8
<b>Sales workers</b>	<b>40.8</b>	<b>39.5</b>	<b>34.3</b>
61 Sales representatives and agents	34.8	41.7	37.3
62 Sales assistants and salespersons	41.0	39.1	34.0
<b>Machinery operators and drivers</b>	<b>33.0</b>	<b>35.3</b>	<b>33.6</b>
71 Machine and stationary plant operators	31.1	30.8	28.5
72 Mobile plant operators	37.3	38.5	30.4
73 Road and rail drivers	38.1	37.1	39.7
74 Storepersons	28.6	34.4	31.3
<b>Labourers</b>	<b>42.6</b>	<b>43.1</b>	<b>37.2</b>
81 Cleaners and laundry workers	35.2	41.0	33.7
82 Construction and mining labourers	47.7	45.0	41.7
83 Factory process workers	44.3	44.0	34.9
84 Farm, forestry and garden workers	36.3	43.3	39.7
85 Food preparation assistants	67.5	53.7	48.2
89 Other labourers	47.5	44.4	48.7
<b>Total non-trade occupations<sup>3</sup></b>	<b>36.3</b>	<b>36.5</b>	<b>33.0</b>
<b>Total trade occupations<sup>2</sup></b>	<b>49.4</b>	<b>50.1</b>	<b>50.8</b>
<b>All occupations</b>	<b>40.3</b>	<b>40.9</b>	<b>38.8</b>

For notes on tables and figures, see page 17.

## 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 71.

**Table 6 Contract attrition rates<sup>8,9</sup> by occupation and time of cancellation/withdrawal, for contracts commencing in 2006 (%)**

Occupation (ANZSCO) group	Contract attrition rates, withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	More than 3 years
<b>Managers</b>	<b>3.3</b>	<b>11.7</b>	<b>17.9</b>	<b>28.1</b>	<b>37.9</b>	<b>39.8</b>	<b>40.4</b>
11 Chief executives, general managers and legislators	-	-	-	-	-	-	-
12 Farmers and farm managers	3.1	13.5	20.8	31.5	37.1	37.4	37.6
13 Specialist managers	3.9	12.1	18.1	28.8	38.6	40.8	41.6
14 Hospitality, retail and service managers	0.9	4.3	8.2	14.0	36.2	41.3	42.2
<b>Professionals</b>	<b>3.1</b>	<b>9.6</b>	<b>14.5</b>	<b>22.4</b>	<b>30.2</b>	<b>32.5</b>	<b>32.7</b>
21 Arts and media professionals	0.0*	20.0*	40.0*	40.0*	40.0*	40.0*	40.0*
22 Business, human resource and marketing professionals	3.0	8.4	12.9	20.7	28.6	31.0	31.2
23 Design, engineering, science and transport professionals	2.2	7.4	15.7	24.9	31.4	33.6	34.5
24 Education professionals	2.0	12.0	17.9	24.2	31.0	32.1	32.1
25 Health professionals	5.6	17.5	23.7	32.9	42.4	45.4	46.3
26 ICT professionals	0.0*	18.2*	18.2*	18.2*	36.4*	36.4*	36.4*
27 Legal, social and welfare professionals	15.4*	23.1*	34.6*	50.0*	50.0*	50.0*	50.0*
<b>Technicians and trades workers</b>	<b>4.0</b>	<b>12.7</b>	<b>19.5</b>	<b>30.4</b>	<b>42.9</b>	<b>48.2</b>	<b>49.7</b>
31 Engineering, ICT and science technicians	3.5	10.4	16.6	25.3	33.4	35.9	36.5
32 Automotive and engineering	3.5	10.9	16.3	26.0	38.2	44.1	45.8
33 Construction trades workers	4.1	12.5	19.1	29.4	42.5	48.2	49.6
34 Electrotechnology and telecommunications trades workers	2.2	7.0	10.9	18.8	29.9	36.0	38.6
35 Food trades workers	5.4	19.6	30.8	47.2	62.0	66.1	67.0
36 Skilled animal and horticultural workers	5.5	14.6	22.3	32.1	42.0	45.1	46.4
39 Other technicians and trades workers	4.8	15.5	23.5	35.8	48.9	53.7	54.7
391 Hairdressers	5.3	17.3	26.4	39.9	54.3	58.8	59.5
392 Printing trades workers	3.8	10.0	16.3	25.1	32.2	36.7	37.8
393 Textile, clothing and footwear trades workers	4.7	15.1	24.6	35.6	46.7	48.3	49.8
394 Wood trades workers	4.8	15.2	21.9	32.6	45.8	52.2	53.9
399 Miscellaneous	2.6	8.8	13.9	23.2	32.7	37.3	38.3
<b>Community and personal service workers</b>	<b>6.5</b>	<b>16.5</b>	<b>24.7</b>	<b>33.5</b>	<b>38.5</b>	<b>39.5</b>	<b>39.7</b>
41 Health and welfare support workers	3.3	9.0	15.3	22.8	28.9	30.7	31.4
42 Carers and aides	5.2	13.6	20.5	27.5	31.4	32.0	32.2
43 Hospitality workers	6.9	20.6	31.1	42.1	47.9	48.9	49.0
44 Protective service workers	14.6	18.8	22.8	27.9	30.4	32.2	32.7
45 Sports and personal service workers	6.2	16.0	24.4	35.2	42.0	43.0	43.1
<b>Clerical and administrative workers</b>	<b>4.8</b>	<b>14.4</b>	<b>22.3</b>	<b>30.7</b>	<b>36.0</b>	<b>36.5</b>	<b>36.6</b>
51 Office managers and program administrators	3.1	9.9	16.8	25.4	32.8	33.5	33.7
52 Personal assistants and secretaries	-	-	-	-	-	-	-
53 General clerical workers	5.3	15.9	24.3	32.2	35.2	35.4	35.5
54 Inquiry clerks and receptionists	8.4	23.4	33.0	42.1	45.9	46.1	46.1
55 Numerical clerks	3.5	10.9	18.2	26.5	33.7	35.0	35.3
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	3.4	10.7	17.4	26.0	32.9	33.8	33.9
<b>Sales workers</b>	<b>5.1</b>	<b>17.0</b>	<b>27.2</b>	<b>38.7</b>	<b>46.5</b>	<b>47.7</b>	<b>47.9</b>
61 Sales representatives and agents	6.2	16.1	25.1	35.1	41.6	46.2	46.2
62 Sales assistants and salespersons	5.1	17.1	27.3	38.9	46.8	47.8	48.0
63 Sales support workers	11.5*	34.6*	46.2*	57.7*	80.8*	92.3*	92.3*
<b>Machinery operators and drivers</b>	<b>5.3</b>	<b>13.4</b>	<b>20.7</b>	<b>29.0</b>	<b>36.0</b>	<b>37.0</b>	<b>37.2</b>
71 Machine and stationary plant operators	5.4	12.6	19.1	27.1	33.8	35.6	35.7
72 Mobile plant operators	2.6	9.0	20.0	29.3	37.8	39.9	40.4
73 Road and rail drivers	5.5	14.2	20.9	29.3	37.3	38.0	38.4
74 Storepersons	5.6	13.9	21.8	29.9	36.2	36.5	36.5
<b>Labourers</b>	<b>8.2</b>	<b>21.0</b>	<b>30.3</b>	<b>40.1</b>	<b>44.8</b>	<b>45.3</b>	<b>45.4</b>
81 Cleaners and laundry workers	5.6	14.8	21.8	29.5	33.8	34.6	34.7
82 Construction and mining labourers	5.5	17.0	27.6	40.7	47.2	48.6	48.7
83 Factory process workers	11.5	26.3	35.5	44.5	48.5	48.8	48.9
84 Farm, forestry and garden workers	4.7	15.7	26.1	37.1	42.5	42.9	42.9
85 Food preparation assistants	9.1	24.8	38.5	52.9	60.8	61.7	61.7
89 Other labourers	4.8	16.3	27.6	41.2	48.1	48.8	48.9
<b>Total non-trade occupations<sup>3</sup></b>	<b>5.7</b>	<b>16.0</b>	<b>24.5</b>	<b>33.8</b>	<b>39.9</b>	<b>40.8</b>	<b>40.9</b>
<b>Total trade occupations<sup>2</sup></b>	<b>4.0</b>	<b>12.7</b>	<b>19.5</b>	<b>30.4</b>	<b>42.9</b>	<b>48.2</b>	<b>49.7</b>
<b>All occupations</b>	<b>5.2</b>	<b>15.0</b>	<b>22.9</b>	<b>32.7</b>	<b>40.9</b>	<b>43.2</b>	<b>43.8</b>

For notes on tables and figures, see page 17.

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

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



## 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 occupation<sup>7</sup> and time of cancellation/withdrawal, for contracts commencing in December quarter 2011 (%)**

Occupation (ANZSCO) group <sup>7</sup>	Projected contract attrition rates, cancelling/withdrawing within: <sup>10</sup>						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	4 years
<b>Managers</b>	<b>2.4</b>	<b>8.7</b>	<b>14.3</b>	<b>20.5</b>	<b>27.0</b>	<b>29.2</b>	<b>29.7</b>
<b>Professionals</b>	<b>2.4</b>	<b>7.6</b>	<b>12.3</b>	<b>19.8</b>	<b>23.5</b>	<b>24.0</b>	<b>24.2</b>
<b>Technicians and trades workers</b>	<b>5.0</b>	<b>15.4</b>	<b>23.3</b>	<b>33.9</b>	<b>45.8</b>	<b>49.8</b>	<b>50.7</b>
31 Engineering, ICT and science technicians	5.1	11.4	16.3	22.9	28.7	29.6	29.6
32 Automotive and engineering	4.1	13.0	20.1	31.2	45.3	50.7	52.1
33 Construction trades workers	5.8	16.9	25.6	36.2	50.0	54.8	55.9
34 Electrotechnology and telecommunications trades workers	3.6	10.7	17.2	26.7	38.6	43.6	45.8
35 Food trades workers	7.7	25.9	37.0	51.2	63.8	67.0	67.5
36 Skilled animal and horticultural workers	2.8	12.7	20.4	31.0	39.4	42.2	42.7
39 Other technicians and trades workers	4.8	14.7	22.1	32.6	41.2	43.3	43.5
391 Hairdressers	7.7	25.2	36.5	50.7	63.5	66.5	66.6
392 Printing trades workers	0.0	7.3	13.0	18.8	31.1	33.5	33.5
394 Wood trades workers	9.4	20.1	29.6	38.8	51.9	57.3	58.3
399 Miscellaneous	1.5	6.3	10.4	16.5	20.2	20.9	21.2
<b>Community and personal service workers</b>	<b>5.1</b>	<b>16.2</b>	<b>24.5</b>	<b>31.3</b>	<b>34.2</b>	<b>34.7</b>	<b>34.8</b>
41 Health and welfare support workers	2.9	9.6	14.9	20.5	25.5	26.5	26.8
42 Carers and aides	5.7	16.3	23.0	28.9	32.0	32.3	32.4
43 Hospitality workers	6.1	18.3	28.2	37.1	41.0	41.9	42.0
44 Protective service workers	0.6	5.3	12.0	16.2	17.7	17.7	17.7
45 Sports and personal service workers	4.3	17.2	26.1	30.9	31.5	31.6	31.6
<b>Clerical and administrative workers</b>	<b>4.1</b>	<b>12.6</b>	<b>19.9</b>	<b>26.7</b>	<b>30.8</b>	<b>31.3</b>	<b>31.4</b>
51 Office managers and program administrators	2.8	8.7	14.9	21.9	27.2	27.7	28.0
53 General clerical workers	6.0	17.7	26.6	34.0	35.8	35.8	35.8
54 Inquiry clerks and receptionists	5.7	17.2	24.9	32.6	35.9	36.5	36.5
55 Numerical clerks	2.4	9.6	16.7	22.5	27.0	28.5	28.6
59 Other clerical and administrative workers	4.4	13.2	22.2	26.4	31.1	31.8	31.8
<b>Sales workers</b>	<b>4.0</b>	<b>13.9</b>	<b>21.8</b>	<b>29.0</b>	<b>33.8</b>	<b>34.2</b>	<b>34.3</b>
61 Sales representatives and agents	3.5	13.9	22.6	28.9	36.8	37.3	37.3
62 Sales assistants and salespersons	4.1	13.9	21.7	29.1	33.5	33.9	34.0
<b>Machinery operators and drivers</b>	<b>4.9</b>	<b>13.1</b>	<b>19.1</b>	<b>25.4</b>	<b>32.4</b>	<b>33.5</b>	<b>33.6</b>
71 Machine and stationary plant operators	2.5	8.8	15.7	22.1	26.4	27.9	28.5
72 Mobile plant operators	3.5	8.5	15.7	23.2	28.7	30.1	30.3
73 Road and rail drivers	5.3	15.5	20.1	26.0	38.2	39.7	39.7
74 Storepersons	5.8	13.6	20.3	26.9	31.3	31.3	31.3
<b>Labourers</b>	<b>5.3</b>	<b>16.3</b>	<b>24.4</b>	<b>33.2</b>	<b>36.7</b>	<b>37.1</b>	<b>37.1</b>
81 Cleaners and laundry workers	6.1	17.1	23.7	29.1	33.1	33.5	33.7
82 Construction and mining labourers	3.6	14.9	23.8	32.7	41.3	41.7	41.7
83 Factory process workers	5.4	15.8	24.1	32.0	34.3	34.8	34.9
84 Farm, forestry and garden workers	9.3	22.7	29.7	36.8	39.5	39.7	39.7
85 Food preparation assistants	5.3	23.9	32.2	44.1	47.9	48.2	48.2
89 Other labourers	1.9	13.8	24.2	41.0	48.4	48.6	48.7
<b>Total non-trade occupations<sup>3</sup></b>	<b>4.3</b>	<b>13.5</b>	<b>20.9</b>	<b>27.9</b>	<b>32.3</b>	<b>32.9</b>	<b>33.0</b>
<b>Total trade occupations<sup>2</sup></b>	<b>5.0</b>	<b>15.4</b>	<b>23.3</b>	<b>33.9</b>	<b>45.8</b>	<b>49.8</b>	<b>50.7</b>
<b>All occupations</b>	<b>4.5</b>	<b>14.1</b>	<b>21.6</b>	<b>29.8</b>	<b>36.7</b>	<b>38.3</b>	<b>38.8</b>

For notes on tables and figures, see page 17.

## 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 71.

**Table 8 Contract attrition rates<sup>8,9</sup> by occupation, within 12 months of commencement, for contracts commencing in 2004–10 (%)**

Occupation (ANZSCO) group	Contract attrition rates within 12 months, for contracts commencing in:						
	2004	2005	2006	2007	2008	2009	2010
<b>Managers</b>	<b>29.6</b>	<b>29.6</b>	<b>28.1</b>	<b>26.5</b>	<b>27.4</b>	<b>26.9</b>	<b>22.7</b>
11 Chief executives, general managers and legislators	-	-	-	-	-	-	-
12 Farmers and farm managers	29.2	32.7	31.5	28.6	31.2	26.2	29.6
13 Specialist managers	30.0	27.5	28.8	26.8	28.2	28.8	22.1
14 Hospitality, retail and service managers	28.6	23.3	14.0	19.7	14.1	16.0	21.6
<b>Professionals</b>	<b>22.9</b>	<b>22.7</b>	<b>22.4</b>	<b>21.0</b>	<b>20.7</b>	<b>24.4</b>	<b>22.5</b>
21 Arts and media professionals	-	0.0*	40.0*	12.5*	0.0*	50.0*	60.0*
22 Business, human resource and marketing professionals	24.6	18.5	20.7	20.8	21.1	23.3	25.0
23 Design, engineering, science and transport professionals	20.7	31.7	24.9	22.4	19.7	26.1	23.3
24 Education professionals	17.2	17.4	24.2	17.8	16.8	24.4	15.7
25 Health professionals	27.9	29.5	32.9	27.5	37.5*	45.5*	3.3*
26 ICT professionals	20.7*	28.0*	18.2*	25.0*	0.0*	63.6*	9.1*
27 Legal, social and welfare professionals	20.0*	0.0*	50.0*	0.0*	21.4*	25.0*	23.0
<b>Technicians and trades workers</b>	<b>29.8</b>	<b>30.0</b>	<b>30.4</b>	<b>31.7</b>	<b>31.5</b>	<b>30.4</b>	<b>31.9</b>
31 Engineering, ICT and science technicians	26.8	24.6	25.3	25.3	25.0	24.3	24.4
32 Automotive and engineering	24.9	25.5	26.0	27.3	27.3	25.3	28.0
33 Construction trades workers	29.3	29.7	29.4	31.4	32.4	32.4	34.1
34 Electrotechnology and telecommunications trades workers	18.5	18.5	18.8	19.9	20.3	19.7	22.4
35 Food trades workers	44.8	45.1	47.2	47.9	47.1	46.1	48.0
36 Skilled animal and horticultural workers	29.5	31.2	32.1	33.8	32.5	30.8	30.1
39 Other technicians and trades workers	34.3	35.6	35.8	36.8	34.6	30.0	31.5
391 Hairdressers	39.2	40.5	39.9	40.9	41.4	42.5	46.5
392 Printing trades workers	23.0	21.9	25.1	21.2	22.1	20.9	19.3
393 Textile, clothing and footwear trades workers	31.8	35.2	35.6	36.9	30.2	27.0	34.1
394 Wood trades workers	29.3	30.4	32.6	35.8	35.8	32.7	36.7
399 Miscellaneous	24.6	25.5	23.2	25.8	20.7	20.0	17.3
<b>Community and personal service workers</b>	<b>33.1</b>	<b>32.7</b>	<b>33.5</b>	<b>33.2</b>	<b>32.3</b>	<b>32.9</b>	<b>32.4</b>
41 Health and welfare support workers	20.8	23.4	22.8	20.4	22.0	25.2	22.5
42 Carers and aides	25.0	25.5	27.5	28.2	27.1	27.1	27.7
43 Hospitality workers	43.5	42.6	42.1	42.1	38.8	39.4	40.1
44 Protective service workers	28.5	26.2	27.9	18.8	27.1	20.7	12.4
45 Sports and personal service workers	36.4	33.6	35.2	33.4	34.0	31.4	30.7
<b>Clerical and administrative workers</b>	<b>29.7</b>	<b>30.1</b>	<b>30.7</b>	<b>31.5</b>	<b>28.4</b>	<b>27.5</b>	<b>27.8</b>
51 Office managers and program administrators	25.8	26.4	25.4	25.3	21.7	22.7	22.6
52 Personal assistants and secretaries	-	-	-	-	-	-	5.9*
53 General clerical workers	31.0	31.0	32.2	32.2	31.4	30.9	30.7
54 Inquiry clerks and receptionists	37.0	39.8	42.1	44.1	39.9	38.8	39.2
55 Numerical clerks	30.4	24.8	26.5	29.9	24.7	25.5	25.9
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	23.5	27.1	26.0	27.4	25.3	24.5	25.6
<b>Sales workers</b>	<b>40.0</b>	<b>39.3</b>	<b>38.7</b>	<b>39.1</b>	<b>35.1</b>	<b>32.8</b>	<b>32.8</b>
61 Sales representatives and agents	33.3	31.8	35.1	40.9	36.6	33.2	33.2
62 Sales assistants and salespersons	40.4	39.8	38.9	39.0	35.0	32.7	32.8
63 Sales support workers	50.0*	-	57.7*	-	-	100.0*	-
<b>Machinery operators and drivers</b>	<b>28.5</b>	<b>29.8</b>	<b>29.0</b>	<b>28.9</b>	<b>26.8</b>	<b>24.8</b>	<b>26.9</b>
71 Machine and stationary plant operators	27.8	31.5	27.1	26.9	26.0	21.8	21.9
72 Mobile plant operators	22.5	22.5	29.3	27.5	24.8	24.2	25.7
73 Road and rail drivers	28.5	29.3	29.3	30.3	26.5	27.2	26.1
74 Storepersons	30.0	30.0	29.9	29.3	28.2	24.1	30.3
<b>Labourers</b>	<b>40.5</b>	<b>41.2</b>	<b>40.1</b>	<b>39.8</b>	<b>39.2</b>	<b>37.3</b>	<b>36.5</b>
81 Cleaners and laundry workers	31.4	31.8	29.5	31.2	31.8	33.1	32.2
82 Construction and mining labourers	41.3	35.9	40.7	37.8	38.7	38.7	41.2
83 Factory process workers	44.2	47.3	44.5	45.5	43.8	39.8	37.8
84 Farm, forestry and garden workers	39.0	38.2	37.1	35.7	37.0	34.4	34.5
85 Food preparation assistants	53.9	40.3	52.9	49.7	52.3	52.6	45.0
89 Other labourers	38.6	38.0	41.2	37.0	34.3	34.7	35.7
<b>Total non-trade occupations<sup>3</sup></b>	<b>34.0</b>	<b>34.2</b>	<b>33.8</b>	<b>33.7</b>	<b>31.6</b>	<b>30.7</b>	<b>30.4</b>
<b>Total trade occupations<sup>2</sup></b>	<b>29.8</b>	<b>30.0</b>	<b>30.4</b>	<b>31.7</b>	<b>31.5</b>	<b>30.4</b>	<b>31.9</b>
<b>All occupations</b>	<b>32.7</b>	<b>32.9</b>	<b>32.7</b>	<b>33.0</b>	<b>31.6</b>	<b>30.6</b>	<b>30.9</b>

For notes on tables and figures, see page 17.

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

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



## 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 by selected occupation,<sup>7</sup> within 12 months of commencement,<sup>11</sup> for contracts commencing in December quarter 2009–11 (%)**

Occupation (ANZSCO) group <sup>7</sup>	Projected contract attrition rates within 12 months <sup>11</sup> by commencing cohort		
	2009	2010	2011
<b>Managers</b>	<b>23.7</b>	<b>23.6</b>	<b>20.5</b>
<b>Professionals</b>	<b>24.4</b>	<b>24.8</b>	<b>19.8</b>
<b>Technicians and trades workers</b>	<b>31.1</b>	<b>32.5</b>	<b>33.9</b>
31 Engineering, ICT and science technicians	22.6	25.7	22.9
32 Automotive and engineering	26.2	29.3	31.2
33 Construction trades workers	33.6	33.8	36.2
34 Electrotechnology and telecommunications trades workers	21.1	22.7	26.7
35 Food trades workers	48.0	49.4	51.2
36 Skilled animal and horticultural workers	32.1	29.9	31.0
39 Other technicians and trades workers	28.6	31.2	32.6
391 Hairdressers	41.9	45.6	50.7
392 Printing trades workers	24.7	23.4	18.8
394 Wood trades workers	32.3	34.9	38.8
399 Miscellaneous	16.6	17.9	16.5
<b>Community and personal service workers</b>	<b>33.3</b>	<b>31.2</b>	<b>31.3</b>
41 Health and welfare support workers	25.8	21.9	20.5
42 Carers and aides	27.1	27.7	28.9
43 Hospitality workers	39.2	37.6	37.1
44 Protective service workers	24.7	10.4	16.2
45 Sports and personal service workers	35.3	30.5	30.9
<b>Clerical and administrative workers</b>	<b>26.3</b>	<b>27.5</b>	<b>26.7</b>
51 Office managers and program administrators	20.7	21.9	21.9
53 General clerical workers	29.9	32.2	34.0
54 Inquiry clerks and receptionists	40.1	37.6	32.6
55 Numerical clerks	23.6	25.3	22.5
59 Other clerical and administrative workers	23.3	26.0	26.4
<b>Sales workers</b>	<b>34.8</b>	<b>34.2</b>	<b>29.0</b>
61 Sales representatives and agents	30.9	36.4	28.9
62 Sales assistants and salespersons	35.1	34.0	29.1
<b>Machinery operators and drivers</b>	<b>26.6</b>	<b>27.4</b>	<b>25.4</b>
71 Machine and stationary plant operators	23.0	20.3	22.1
72 Mobile plant operators	25.1	29.4	23.2
73 Road and rail drivers	32.4	29.1	26.0
74 Storepersons	23.4	28.2	26.9
<b>Labourers</b>	<b>39.2</b>	<b>38.3</b>	<b>33.2</b>
81 Cleaners and laundry workers	32.8	33.7	29.1
82 Construction and mining labourers	43.6	41.7	32.7
83 Factory process workers	41.5	40.0	32.0
84 Farm, forestry and garden workers	33.4	38.8	36.8
85 Food preparation assistants	59.8	51.4	44.1
89 Other labourers	40.1	39.0	41.0
<b>Total non-trade occupations<sup>3</sup></b>	<b>31.2</b>	<b>30.6</b>	<b>27.9</b>
<b>Total trade occupations<sup>2</sup></b>	<b>31.1</b>	<b>32.5</b>	<b>33.9</b>
<b>All occupations</b>	<b>31.2</b>	<b>31.3</b>	<b>29.8</b>

For notes on tables and figures, see page 17.

## Terms

The **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. 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 the required competency standards.

**Commencements** refers to apprentices and trainees commencing a program 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 that 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 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.

**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 continuing 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 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, nor had their training contract expire without 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 1st edition) 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 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/2506.html>>. For further details on the methodology, see the technical notes on page 6.
- 2 Trade occupations are defined as 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 2008, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are continuing their training. However, completion and attrition rates 'to date' for trade occupations are available in the supporting data tables; see <<http://www.ncver.edu.au/publications/2506.html>> for further details.
- 5 Contract and projected completion and attrition rates do not take into account continuing contracts or expired contracts where the outcome is unknown. Therefore, the contract and projected completion and attrition rates presented may 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/2506.html>>. For further details on the methodology, see the technical notes on page 6.
- 9 The cancellation and withdrawal figures are inclusive of the contract status 'transferred' for Victoria and Tasmania, as contract transfers due to a change in employer were historically reported as cancellations or withdrawals. In addition, the cancellation and withdrawal figures also include 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 is new to this publication, and only affects attrition rates for Victoria, Western Australia and Tasmania.
- 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 halfway 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 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).











National Centre for Vocational Education Research Ltd  
Level 11, 33 King William Street, Adelaide, South Australia  
PO Box 8288, Station Arcade, SA 5000 Australia  
Telephone +61 8 8230 8400 Facsimile +61 8 8212 3436  
Website [www.ncveredu.au](http://www.ncveredu.au) Email [ncver@ncveredu.au](mailto:ncver@ncveredu.au)