

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees 2014



National Centre for Vocational Education Research

Highlights

- Contract completion rates for apprentices and trainees in trades occupations were 46.0% for 2010 commencements, and are projected to decrease to 41.4% for the latest 2014 commencements.
- Contract completion rates for apprentices and trainees in non-trades occupations were 55.8% for 2010 commencements, and are projected to increase to 57.5% for the latest 2014 commencements.
- Individual completion rates for apprentices and trainees commencing in 2010 were 56.0% for trades occupations and 57.6% for non-trades occupations.

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Introduction

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

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

Contract completion and attrition rates are derived by tracking the outcomes of contracts of training over time. However, due to the duration of training, this method requires some years to pass to accurately report on outcomes for the majority of contracts. In this instance, we can report completion and attrition rates for contracts commenced in 2010 for trade occupations and 2011 for non-trade occupations.

For apprentices and trainees commencing later than 2010 or 2011, we need to estimate completion and attrition rates since significant proportions are still continuing their training. This is achieved by applying a 'life tables' methodology to up-to-date cross-tabulations of commencements, completions and cancellations/withdrawals.

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

More information

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

For completion and attrition rates by state and territory, where applicable, please refer to the data section at <http://www.ncver.edu.au/publications/2797.html>.

For more information on completion rates in the wider vocational education and training (VET) sector, including completion rates for VET programs 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 2010:

- Contract completion rates were 46.0% for trades occupations and 55.8% for non-trades occupations. *Table 1*
- Contract completion rates ranged from 78.0% for protective service workers to 31.0% for food trades workers. *Table 1*
- Contract attrition rates were 49.7% for trades occupations and 38.6% for non-trades occupations. *Table 4*
- Contract attrition rates within the first 12 months of commencement were 31.7% for trades occupations and 31.3% for non-trades occupations. *Table 8*

Individual completion rates

For apprentices and trainees commencing in 2010:

- Individual completion rates were 56.0% for trades occupations and 57.6% for non-trades occupations. *Table 2*
- Individual completion rates ranged from 78.7% for protective service workers to 41.5% 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 2010 was 51.5%, compared with a contract completion rate of 35.8%.
- The individual completion rate for food trades workers commencing in 2010 was 41.7%, compared with a contract completion rate of 31.0%.

Projected contract completion rates

For apprentices and trainees commencing in the December quarter 2014:

- Projected contract completion rates were 41.4% for trades occupations and 57.5% for non-trades occupations. *Table 3*
- Projected contract attrition rates were 56.2% for trades occupations and 39.3% for non-trades occupations. *Table 5*
- Projected contract attrition rates within the first 12 months of commencement were 37.3% for trades occupations and 35.0% for non-trades occupations. *Table 9*

For additional information on concepts and definitions used in this publication, see **Terms** listed on page 15, and **Explanatory notes** on page 16.

Contract completion rates

These completion rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.83 (March 2015 estimates).

Table 1 Contract completion rates in trade and non-trade occupations, for contracts commencing in 2008–11 (%)

Occupation (ANZSCO) group	Contract completion rates			
	2008	2009	2010	2011
Managers	52.5	53.5	55.5	54.8
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	54.3	63.4	58.4	61.2
13 Specialist managers	50.8	49.9	54.7	53.7
14 Hospitality, retail and service managers	63.0	58.3	62.4	67.2
Professionals	61.6	59.0	57.3	57.2
21 Arts and media professionals	60.0*	25.0*	20.0*	66.7*
22 Business, human resource and marketing professionals	60.2	59.7	52.4	56.3
23 Design, engineering, science and transport professionals	68.1	58.7	61.5	57.7
24 Education professionals	70.2	58.4	64.4	59.7
25 Health professionals	35.1*	36.4*	60.0*	50.0*
26 ICT professionals	75.0*	36.4*	50.0*	42.9*
27 Legal, social and welfare professionals	57.1*	65.6*	59.0	61.4
Technicians and trades workers	46.3	47.9	46.0	
31 Engineering, ICT and science technicians	58.4	58.2	57.2	
32 Automotive and engineering trades workers	51.3	53.3	51.1	
33 Construction trades workers	43.3	43.4	40.5	
34 Electrotechnology and telecommunications trades workers	56.9	57.0	52.1	
35 Food trades workers	30.6	30.8	31.0	
36 Skilled animal and horticultural workers	46.7	47.4	49.5	
39 Other technicians and trades workers	44.8	52.0	50.1	
391 Hairdressers	37.9	37.4	35.8	
392 Printing trades workers	57.0	61.6	61.4	
393 Textile, clothing and footwear trades workers	48.4	54.5	37.2	
394 Wood trades workers	39.9	44.4	39.9	
399 Miscellaneous technicians and trades workers	61.5	64.7	65.4	
Community and personal service workers	56.5	55.3	56.0	56.5
41 Health and welfare support workers	59.9	57.8	59.8	61.6
42 Carers and aides	64.3	64.3	63.2	63.6
43 Hospitality workers	49.4	47.6	46.8	48.6
44 Protective service workers	63.3	65.7	78.0	51.4
45 Sports and personal service workers	54.6	58.8	60.9	62.5
Clerical and administrative workers	58.3	57.8	56.7	55.1
51 Office managers and program administrators	58.7	58.1	55.6	54.0
52 Personal assistants and secretaries	-	-	82.4*	25.0*
53 General clerical workers	60.9	61.2	63.1	60.3
54 Inquiry clerks and receptionists	49.9	50.7	51.1	49.6
55 Numerical clerks	63.6	61.1	57.8	59.9
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	61.9	58.4	58.3	55.9
Sales workers	50.5	55.2	55.6	58.1
61 Sales representatives and agents	52.6	48.6	49.6	52.0
62 Sales assistants and salespersons	50.5	55.8	56.3	58.8
63 Sales support workers	-	0.0*	-	-
Machinery operators and drivers	59.8	60.6	55.9	57.2
71 Machine and stationary plant operators	59.6	57.7	61.9	60.5
72 Mobile plant operators	53.1	57.8	57.6	66.4
73 Road and rail drivers	60.4	59.4	52.0	56.2
74 Storepersons	61.2	63.9	57.0	55.3
Labourers	51.2	52.2	53.5	53.5
81 Cleaners and laundry workers	58.3	55.1	57.6	57.9
82 Construction and mining labourers	49.2	49.8	44.9	40.9
83 Factory process workers	48.4	51.3	53.8	53.7
84 Farm, forestry and garden workers	53.1	54.7	54.3	56.2
85 Food preparation assistants	32.7	31.4	37.7	36.1
89 Other labourers	52.4	51.6	50.9	55.0
Total non-trade occupations	55.5	56.2	55.8	56.0
Total trade occupations	46.3	47.9	46.0	
All occupations	52.4	53.5	52.4	

For explanatory notes, see page 16.

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

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

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

Individual completion rates

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 and non-trade occupations commencing in 2009–10

Occupation (ANZSCO) group	2009			2010		
	Average annual adjustment factor	Contract completion rates %	Individual completion rates %	Average annual adjustment factor	Contract completion rates %	Individual completion rates %
Managers	1.03	53.5	55.3	1.03	55.5	57.3
11 Chief executives, general managers and legislators	-	-	-	-	-	-
12 Farmers and farm managers	1.05	63.4	66.5	1.05	58.4	61.3
13 Specialist managers	1.03	49.9	51.6	1.03	54.7	56.5
14 Hospitality, retail and service managers	1.01	58.3	58.9	1.01	62.4	63.0
Professionals	1.02	59.0	60.1	1.02	57.3	58.4
21 Arts and media professionals	1.00	25.0*	25.0*	1.00	20.0*	20.0*
22 Business, human resource and marketing professionals	1.01	59.7	60.5	1.02	52.4	53.2
23 Design, engineering, science and transport professionals	1.05	58.7	61.6	1.04	61.5	64.0
24 Education professionals	1.01	58.4	58.8	1.01	64.4	64.9
25 Health professionals	1.00	36.4*	36.4*	1.00	60.0*	60.0*
26 ICT professionals	1.02	36.4*	37.0*	1.02	50.0*	50.8*
27 Legal, social and welfare professionals	1.01	65.6*	66.1*	1.01	59.0	59.5
Technicians and trades workers	1.22	47.9	58.5	1.22	46.0	56.0
31 Engineering, ICT and science technicians	1.03	58.2	60.0	1.03	57.2	59.1
32 Automotive and engineering trades workers	1.20	53.3	63.8	1.20	51.1	61.1
33 Construction trades workers	1.33	43.4	57.9	1.32	40.5	53.4
34 Electrotechnology and telecommunications trades workers	1.23	57.0	70.2	1.23	52.1	64.3
35 Food trades workers	1.36	30.8	41.9	1.34	31.0	41.7
36 Skilled animal and horticultural workers	1.09	47.4	51.7	1.09	49.5	54.1
39 Other technicians and trades workers	1.15	52.0	60.0	1.16	50.1	57.9
391 Hairdressers	1.43	37.4	53.3	1.44	35.8	51.5
392 Printing trades workers	1.04	61.6	64.3	1.03	61.4	63.5
393 Textile, clothing and footwear trades workers	1.13	54.5	61.8	1.15	37.2	42.7
394 Wood trades workers	1.23	44.4	54.4	1.21	39.9	48.2
399 Miscellaneous technicians and trades workers	1.02	64.7	66.0	1.02	65.4	66.7
Community and personal service workers	1.04	55.3	57.6	1.05	56.0	58.6
41 Health and welfare support workers	1.04	57.8	60.2	1.04	59.8	62.1
42 Carers and aides	1.05	64.3	67.3	1.06	63.2	67.0
43 Hospitality workers	1.05	47.6	49.8	1.04	46.8	48.9
44 Protective service workers	1.01	65.7	66.5	1.01	78.0	78.7
45 Sports and personal service workers	1.03	58.8	60.6	1.03	60.9	62.7
Clerical and administrative workers	1.02	57.8	59.1	1.03	56.7	58.1
51 Office managers and program administrators	1.02	58.1	59.3	1.02	55.6	56.9
52 Personal assistants and secretaries	-	-	-	1.00	82.4*	82.6*
53 General clerical workers	1.03	61.2	63.3	1.03	63.1	65.1
54 Inquiry clerks and receptionists	1.02	50.7	51.8	1.03	51.1	52.4
55 Numerical clerks	1.02	61.1	62.0	1.02	57.8	58.7
56 Clerical and office support workers	-	-	-	-	-	-
59 Other clerical and administrative workers	1.02	58.4	59.8	1.03	58.3	60.0
Sales workers	1.02	55.2	56.6	1.03	55.6	57.1
61 Sales representatives and agents	1.04	48.6	50.5	1.04	49.6	51.7
62 Sales assistants and salespersons	1.02	55.8	57.1	1.03	56.3	57.7
63 Sales support workers	1.00	0.0*	0.0*	-	-	-
Machinery operators and drivers	1.03	60.6	62.4	1.03	55.9	57.8
71 Machine and stationary plant operators	1.04	57.7	60.0	1.04	61.9	64.6
72 Mobile plant operators	1.02	57.8	58.9	1.02	57.6	58.7
73 Road and rail drivers	1.02	59.4	60.8	1.03	52.0	53.4
74 Storepersons	1.04	63.9	66.1	1.04	57.0	59.2
Labourers	1.03	52.2	54.0	1.03	53.5	55.2
81 Cleaners and laundry workers	1.06	55.1	58.2	1.05	57.6	60.6
82 Construction and mining labourers	1.03	49.8	51.1	1.03	44.9	46.1
83 Factory process workers	1.03	51.3	52.7	1.03	53.8	55.2
84 Farm, forestry and garden workers	1.03	54.7	56.4	1.03	54.3	55.9
85 Food preparation assistants	1.07	31.4	33.8	1.10	37.7	41.5
89 Other labourers	1.02	51.6	52.9	1.02	50.9	52.0
Total non-trade occupations	1.03	56.2	57.9	1.03	55.8	57.6
Total trade occupations	1.22	47.9	58.5	1.22	46.0	56.0
All occupations	1.09	53.5	58.3	1.09	52.4	57.3

For explanatory notes, see page 16.

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

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

Projected contract completion rates

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

Table 3 Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2012–14 (%)

Occupation (ANZSCO) group	Projected contract completion rates by commencing cohort		
	2012	2013	2014
Managers	63.1	48.6	59.5
Professionals	66.3	58.9	48.7
Technicians and trades workers	48.6	51.2	41.4
31 Engineering, ICT and science technicians	58.0	57.2	64.0
32 Automotive and engineering trades workers	51.6	50.9	40.3
33 Construction trades workers	42.2	46.1	31.4
34 Electrotechnology and telecommunications trades workers	51.9	54.3	51.3
35 Food trades workers	33.2	41.8	30.4
36 Skilled animal and horticultural workers	50.3	51.3	45.9
39 Other technicians and trades workers	53.2	55.4	43.3
391 Hairdressers	37.3	37.9	31.0
392 Printing trades workers	73.0	64.0	64.3
394 Wood trades workers	40.2	42.3	25.3
399 Miscellaneous technicians and trades workers	62.8	65.9	54.2
Community and personal service workers	62.4	62.2	59.3
41 Health and welfare support workers	68.4	67.8	72.4
42 Carers and aides	65.5	71.5	68.0
43 Hospitality workers	56.6	50.1	42.3
44 Protective service workers	46.3	59.6	65.7
45 Sports and personal service workers	63.8	66.1	60.0
Clerical and administrative workers	61.8	61.1	58.7
51 Office managers and program administrators	61.1	59.9	52.8
53 General clerical workers	65.0	67.3	68.0
54 Inquiry clerks and receptionists	59.3	54.7	54.9
55 Numerical clerks	60.0	60.6	53.8
59 Other clerical and administrative workers	61.8	58.8	48.6
Sales workers	61.5	57.9	54.5
61 Sales representatives and agents	58.7	52.4	48.8
62 Sales assistants and salespersons	61.8	58.4	54.9
Machinery operators and drivers	60.9	64.0	59.5
71 Machine and stationary plant operators	68.0	65.8	74.4
72 Mobile plant operators	62.8	57.1	51.7
73 Road and rail drivers	57.8	65.3	47.3
74 Storepersons	58.7	62.0	58.1
Labourers	55.2	57.5	51.5
81 Cleaners and laundry workers	55.1	43.0	57.3
82 Construction and mining labourers	51.4	51.8	27.2
83 Factory process workers	55.2	60.7	51.5
84 Farm, forestry and garden workers	57.4	70.3	68.3
85 Food preparation assistants	41.6	38.1	42.8
89 Other labourers	54.7	54.2	50.3
Total non-trade occupations	61.2	59.6	57.5
Total trade occupations	48.6	51.2	41.4
All occupations	57.5	56.2	50.5

For explanatory notes, see page 16.

Contract attrition rates

These attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.83 (March 2015 estimates).

Table 4 Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2008–11 (%)

Occupation (ANZSCO) group	Contract attrition rates			
	2008	2009	2010	2011
Managers	40.8	41.0	35.2	34.6
11 Chief executives, general managers and legislators	-	-	-	-
12 Farmers and farm managers	38.8	32.0	35.9	34.0
13 Specialist managers	42.2	44.0	35.4	35.1
14 Hospitality, retail and service managers	33.8	38.3	32.8	25.0
Professionals	29.9	34.0	33.0	32.8
21 Arts and media professionals	0.0*	50.0*	60.0*	33.3*
22 Business, human resource and marketing professionals	31.0	33.0	37.2	34.6
23 Design, engineering, science and transport professionals	26.2	38.9	32.5	38.6
24 Education professionals	21.4	30.2	21.9	22.6
25 Health professionals	54.1*	63.6*	30.0*	50.0*
26 ICT professionals	0.0*	63.6*	33.3*	45.7*
27 Legal, social and welfare professionals	42.9*	34.4*	34.4	24.6
Technicians and trades workers	50.6	48.5	49.7	
31 Engineering, ICT and science technicians	37.0	36.2	35.6	
32 Automotive and engineering trades workers	46.8	44.5	46.2	
33 Construction trades workers	53.3	53.3	55.2	
34 Electrotechnology and telecommunications trades workers	39.9	39.1	42.1	
35 Food trades workers	65.7	64.9	64.8	
36 Skilled animal and horticultural workers	48.4	47.3	45.5	
39 Other technicians and trades workers	52.1	44.3	45.3	
391 Hairdressers	59.6	60.2	62.1	
392 Printing trades workers	37.6	33.4	33.5	
393 Textile, clothing and footwear trades workers	47.8	42.2	48.2	
394 Wood trades workers	57.4	52.8	56.8	
399 Miscellaneous technicians and trades workers	34.6	30.5	27.8	
Community and personal service workers	38.8	40.3	39.8	38.9
41 Health and welfare support workers	32.3	35.8	33.7	32.0
42 Carers and aides	32.3	32.5	33.4	32.8
43 Hospitality workers	45.8	47.6	48.5	46.3
44 Protective service workers	29.7	27.1	17.7	37.1
45 Sports and personal service workers	41.0	37.4	35.5	34.6
Clerical and administrative workers	34.7	34.8	36.5	36.9
51 Office managers and program administrators	30.5	31.8	34.6	34.3
52 Personal assistants and secretaries	-	-	17.6*	50.0*
53 General clerical workers	34.7	34.6	33.4	35.4
54 Inquiry clerks and receptionists	45.0	43.9	44.6	44.8
55 Numerical clerks	31.3	33.8	36.6	33.7
56 Clerical and office support workers	-	-	-	-
59 Other clerical and administrative workers	32.3	34.5	35.4	36.3
Sales workers	44.5	39.9	39.5	35.7
61 Sales representatives and agents	40.9	41.4	41.8	38.3
62 Sales assistants and salespersons	44.7	39.8	39.3	35.4
63 Sales support workers	-	100.0*	-	-
Machinery operators and drivers	34.5	34.3	38.7	37.5
71 Machine and stationary plant operators	33.2	35.1	32.5	33.4
72 Mobile plant operators	38.2	36.6	35.2	29.0
73 Road and rail drivers	34.6	36.6	43.1	37.7
74 Storepersons	34.3	31.2	37.6	40.0
Labourers	44.7	43.5	42.3	42.0
81 Cleaners and laundry workers	38.5	41.3	38.8	37.7
82 Construction and mining labourers	46.1	45.2	48.7	50.8
83 Factory process workers	48.1	44.9	43.1	42.6
84 Farm, forestry and garden workers	42.0	40.3	40.0	39.2
85 Food preparation assistants	59.8	61.3	50.4	55.9
89 Other labourers	41.7	41.9	42.3	38.7
Total non-trade occupations	39.0	38.3	38.6	37.4
Total trade occupations	50.6	48.5	49.7	
All occupations	42.9	41.7	42.4	

For explanatory notes, see page 16.

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

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

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

Projected contract attrition rates

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

Table 5 Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2012–14 (%)

Occupation (ANZSCO) group	Projected contract attrition rates by commencing cohort		
	2012	2013	2014
Managers	30.8	42.8	36.8
Professionals	28.7	32.3	37.1
Technicians and trades workers	48.4	46.1	56.2
31 Engineering, ICT and science technicians	37.9	37.8	32.1
32 Automotive and engineering trades workers	46.3	47.1	58.6
33 Construction trades workers	54.5	51.5	65.7
34 Electrotechnology and telecommunications trades workers	43.8	41.6	46.6
35 Food trades workers	63.9	56.4	67.8
36 Skilled animal and horticultural workers	45.3	45.6	50.9
39 Other technicians and trades workers	44.3	42.0	53.2
391 Hairdressers	61.3	60.4	67.5
392 Printing trades workers	25.5	29.7	27.7
394 Wood trades workers	56.6	55.3	74.1
399 Miscellaneous technicians and trades workers	33.4	31.0	39.7
Community and personal service workers	35.3	35.0	39.0
41 Health and welfare support workers	28.6	29.3	26.0
42 Carers and aides	32.5	26.3	31.0
43 Hospitality workers	40.2	46.6	55.9
44 Protective service workers	44.8	23.3	19.6
45 Sports and personal service workers	35.8	32.1	37.4
Clerical and administrative workers	33.6	33.4	37.2
51 Office managers and program administrators	30.8	29.6	37.3
53 General clerical workers	34.0	31.9	31.8
54 Inquiry clerks and receptionists	38.3	40.6	41.7
55 Numerical clerks	36.2	34.3	43.6
59 Other clerical and administrative workers	32.7	35.8	41.2
Sales workers	35.5	36.8	39.0
61 Sales representatives and agents	36.2	39.4	46.7
62 Sales assistants and salespersons	35.3	36.8	38.1
Machinery operators and drivers	34.8	32.5	37.5
71 Machine and stationary plant operators	28.8	29.6	19.7
72 Mobile plant operators	33.9	35.9	45.9
73 Road and rail drivers	38.3	32.3	47.8
74 Storepersons	33.5	33.8	40.3
Labourers	42.5	39.0	47.0
81 Cleaners and laundry workers	43.0	47.6	38.9
82 Construction and mining labourers	47.7	42.2	67.6
83 Factory process workers	41.8	36.9	47.5
84 Farm, forestry and garden workers	41.3	29.0	31.2
85 Food preparation assistants	54.9	56.7	56.8
89 Other labourers	42.3	41.8	48.1
Total non-trade occupations	35.0	35.5	39.3
Total trade occupations	48.4	46.1	56.2
All occupations	38.8	39.8	46.0

For explanatory notes, see page 16.

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.83 (March 2015 estimates).

Table 6 Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2009 (%)

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	3.3	10.6	17.6	27.6	37.5	40.1	41.0
11 Chief executives, general managers and legislators	-	-	-	-	-	-	-
12 Farmers and farm managers	3.3	11.1	17.9	26.5	30.5	31.9	32.0
13 Specialist managers	3.6	11.4	18.8	29.4	40.0	42.7	44.0
14 Hospitality, retail and service managers	1.6	4.0	8.8	17.3	33.7	38.1	38.3
Professionals	3.5	11.8	17.1	24.7	32.4	33.8	34.0
21 Arts and media professionals	25.0*	50.0*	50.0*	50.0*	50.0*	50.0*	50.0*
22 Business, human resource and marketing professionals	3.7	12.4	16.9	23.5	31.6	33.0	33.0
23 Design, engineering, science and transport professionals	3.9	9.5	16.6	26.3	36.1	38.4	38.9
24 Education professionals	2.2	11.4	15.8	24.5	29.7	30.0	30.2
25 Health professionals	9.1*	18.2*	36.4*	45.5*	63.6*	63.6*	63.6*
26 ICT professionals	0.0*	27.3*	63.6*	63.6*	63.6*	63.6*	63.6*
27 Legal, social and welfare professionals	3.1*	9.4*	18.8*	28.1*	31.3*	34.4*	34.4*
Technicians and trades workers	4.2	13.0	20.0	30.6	42.5	47.2	48.5
31 Engineering, ICT and science technicians	4.1	10.2	15.6	24.7	33.4	35.5	36.2
32 Automotive and engineering trades workers	3.4	10.7	16.3	25.5	37.1	42.7	44.5
33 Construction trades workers	4.4	13.7	21.2	32.7	45.8	51.8	53.3
34 Electrotechnology and telecommunications trades workers	2.3	7.4	11.9	19.8	30.9	36.4	39.1
35 Food trades workers	6.4	20.6	31.8	46.5	60.7	64.3	64.9
36 Skilled animal and horticultural workers	5.0	13.6	20.4	31.3	41.6	45.8	47.3
39 Other technicians and trades workers	4.2	13.3	20.0	30.3	40.9	43.7	44.3
391 Hairdressers	6.3	19.3	28.8	42.7	56.2	59.7	60.2
392 Printing trades workers	3.5	8.9	13.1	21.0	29.5	32.4	33.4
393 Textile, clothing and footwear trades workers	4.5	14.9	18.2	27.9	37.7	40.3	42.2
394 Wood trades workers	5.0	15.6	22.8	32.8	45.9	51.3	52.8
399 Miscellaneous technicians and trades workers	2.5	8.3	12.9	20.4	28.3	30.0	30.5
Community and personal service workers	5.6	15.7	24.3	33.3	39.1	40.0	40.3
41 Health and welfare support workers	4.7	10.7	17.4	25.6	33.5	35.2	35.8
42 Carers and aides	5.1	13.3	20.0	27.3	31.6	32.3	32.5
43 Hospitality workers	6.4	18.9	29.5	39.9	46.4	47.3	47.6
44 Protective service workers	3.7	10.0	13.6	21.4	26.3	26.7	27.1
45 Sports and personal service workers	5.1	15.0	22.9	31.8	36.7	37.2	37.4
Clerical and administrative workers	4.7	13.1	20.0	27.9	33.9	34.7	34.8
51 Office managers and program administrators	3.7	9.9	15.8	23.2	30.7	31.5	31.8
52 Personal assistants and secretaries	-	-	-	-	-	-	-
53 General clerical workers	4.9	14.2	22.3	31.0	34.3	34.5	34.6
54 Inquiry clerks and receptionists	7.4	21.7	30.9	39.1	43.3	43.8	43.9
55 Numerical clerks	3.7	11.7	17.5	25.9	31.8	33.4	33.8
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	4.8	11.8	17.2	25.1	32.8	34.4	34.5
Sales workers	4.7	15.1	23.6	33.1	39.2	39.8	39.9
61 Sales representatives and agents	5.2	13.6	21.5	33.5	40.7	41.2	41.4
62 Sales assistants and salespersons	4.7	15.2	23.8	33.1	39.0	39.7	39.8
63 Sales support workers	8.3*	100.0*	100.0*	100.0*	100.0*	100.0*	100.0*
Machinery operators and drivers	4.0	11.2	17.4	25.1	32.6	33.7	34.3
71 Machine and stationary plant operators	4.1	9.8	14.6	22.4	31.7	33.9	35.1
72 Mobile plant operators	2.6	9.8	16.2	24.6	33.1	36.0	36.6
73 Road and rail drivers	4.9	12.8	19.8	27.4	35.0	35.9	36.6
74 Storepersons	3.5	10.8	16.7	24.4	30.6	31.1	31.2
Labourers	6.9	19.3	28.6	37.6	42.6	43.3	43.5
81 Cleaners and laundry workers	4.7	17.2	25.0	33.5	39.6	40.9	41.3
82 Construction and mining labourers	6.1	17.4	28.1	38.7	44.4	45.1	45.2
83 Factory process workers	9.0	22.4	32.1	40.2	44.2	44.8	44.9
84 Farm, forestry and garden workers	5.7	15.3	24.4	34.7	39.6	40.1	40.3
85 Food preparation assistants	5.9	21.6	35.9	52.5	60.6	61.3	61.3
89 Other labourers	4.3	14.9	24.3	35.1	40.9	41.7	41.9
Total non-trade occupations	5.0	14.6	22.4	31.1	37.2	38.0	38.3
Total trade occupations	4.2	13.0	20.0	30.6	42.5	47.2	48.5
All occupations	4.8	14.1	21.6	30.9	38.9	41.0	41.7

For explanatory notes, see page 16.

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

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

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 and time of cancellation/withdrawal, for contracts commencing in December quarter 2014 (%)

Occupation (ANZSCO) group	Projected contract attrition rates, cancelling/withdrawing within:						
	Same quarter	1 quarter	2 quarters	1 year	2 years	3 years	4 years
Managers	1.6	11.1	19.0	29.5	35.7	36.5	36.7
Professionals	3.1	7.7	14.0	21.4	32.2	34.7	36.5
Technicians and trades workers	5.1	17.1	25.5	37.3	49.6	54.8	56.1
31 Engineering, ICT and science technicians	2.9	10.0	16.2	23.8	30.5	31.9	32.1
32 Automotive and engineering trades workers	3.2	12.0	19.3	29.2	46.6	56.2	58.5
33 Construction trades workers	5.9	20.2	30.2	43.6	58.3	64.5	65.7
34 Electrotechnology and telecommunications trades workers	2.9	10.7	17.0	27.0	39.9	44.5	46.4
35 Food trades workers	7.3	24.3	34.2	50.3	63.3	67.1	67.7
36 Skilled animal and horticultural workers	3.5	15.2	22.0	37.1	47.2	50.3	50.8
39 Other technicians and trades workers	6.8	20.4	29.4	41.1	49.6	52.5	53.2
391 Hairdressers	7.8	24.6	35.9	50.3	63.6	67.0	67.5
392 Printing trades workers	2.7	6.8	13.3	21.3	25.9	26.5	27.7
394 Wood trades workers	7.2	23.5	33.3	47.8	64.6	71.7	74.1
399 Miscellaneous technicians and trades workers	5.8	16.3	23.8	32.1	37.9	39.4	39.5
Community and personal service workers	6.2	17.4	26.1	35.2	38.4	38.9	39.0
41 Health and welfare support workers	3.4	8.1	15.2	22.9	25.1	25.9	26.0
42 Carers and aides	3.9	12.7	19.5	28.4	30.8	30.9	31.0
43 Hospitality workers	9.0	24.2	38.4	51.2	55.1	55.8	55.9
44 Protective service workers	5.0	8.6	11.2	13.7	17.2	17.2	19.6
45 Sports and personal service workers	7.8	20.6	26.5	31.7	37.0	37.3	37.4
Clerical and administrative workers	4.8	15.7	24.9	32.9	36.5	37.2	37.2
51 Office managers and program administrators	4.4	12.8	21.4	31.1	36.1	37.2	37.3
53 General clerical workers	4.9	17.1	23.3	30.5	31.8	31.8	31.8
54 Inquiry clerks and receptionists	5.2	16.7	28.3	35.8	40.2	41.7	41.7
55 Numerical clerks	3.6	15.8	28.4	37.8	43.1	43.5	43.5
59 Other clerical and administrative workers	5.0	13.2	21.6	31.0	37.4	41.2	41.2
Sales workers	3.7	12.6	22.2	32.9	38.3	38.9	39.0
61 Sales representatives and agents	7.5	19.0	29.7	40.1	46.1	46.5	46.7
62 Sales assistants and salespersons	3.4	12.2	21.6	32.4	37.5	38.0	38.1
Machinery operators and drivers	5.8	14.7	24.9	33.4	37.1	37.5	37.5
71 Machine and stationary plant operators	2.7	5.6	8.0	14.2	18.5	19.5	19.7
72 Mobile plant operators	5.7	16.5	25.0	40.2	44.3	45.9	45.9
73 Road and rail drivers	11.3	19.1	29.4	39.5	47.3	47.8	47.8
74 Storepersons	4.5	17.7	30.3	38.1	40.2	40.3	40.3
Labourers	7.6	23.0	33.9	44.7	46.7	47.0	47.0
81 Cleaners and laundry workers	3.3	15.2	23.0	30.3	37.9	38.7	38.8
82 Construction and mining labourers	7.4	25.6	43.8	63.8	67.0	67.4	67.6
83 Factory process workers	9.0	26.1	37.4	46.4	47.3	47.5	47.5
84 Farm, forestry and garden workers	5.9	14.4	22.6	29.2	31.2	31.2	31.2
85 Food preparation assistants	8.4	22.7	32.8	44.9	54.7	56.0	56.8
89 Other labourers	3.2	15.1	23.4	43.0	48.0	48.1	48.1
Total non-trade occupations	5.4	16.3	25.6	35.0	38.7	39.2	39.3
Total trade occupations	5.1	17.1	25.5	37.3	49.6	54.8	56.1
All occupations	5.3	16.7	25.6	36.1	43.3	45.4	45.9

For explanatory notes, see page 16.

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.83 (March 2015 estimates).

Table 8 Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2007–13 (%)

Occupation (ANZSCO) group	Contract attrition rates within 12 months, for contracts commencing in:						
	2007	2008	2009	2010	2011	2012	2013
Managers	26.7	27.7	27.6	24.2	23.6	21.6	28.9
11 Chief executives, general managers and legislators	-	-	-	-	-	-	-
12 Farmers and farm managers	28.7	31.2	26.5	29.5	28.6	24.4	27.5
13 Specialist managers	27.0	28.5	29.4	23.8	23.4	21.7	30.7
14 Hospitality, retail and service managers	20.0	14.1	17.3	22.7	20.1	14.3	14.7
Professionals	21.1	20.8	24.7	23.1	23.8	21.2	25.0
21 Arts and media professionals	12.5*	0.0*	50.0*	60.0*	33.3*	50.0*	20.0*
22 Business, human resource and marketing professionals	20.9	21.2	23.5	25.6	24.6	21.8	27.3
23 Design, engineering, science and transport professionals	22.9	19.7	26.3	22.7	28.9	28.7	23.6
24 Education professionals	17.8	16.8	24.5	18.2	17.2	13.0	21.2
25 Health professionals	27.5	43.2*	45.5*	6.7*	0.0*	33.3*	-
26 ICT professionals	25.0*	0.0*	63.6*	8.3*	22.9*	19.6	5.9*
27 Legal, social and welfare professionals	0.0*	21.4*	28.1*	23.0	21.1	31.9	40.0*
Technicians and trades workers	31.7	31.6	30.6	31.7	31.9	30.1	31.3
31 Engineering, ICT and science technicians	25.4	25.2	24.7	25.1	25.6	26.2	25.4
32 Automotive and engineering trades workers	27.3	27.3	25.5	27.4	26.7	26.1	27.8
33 Construction trades workers	31.5	32.5	32.7	34.0	35.3	33.6	34.7
34 Electrotechnology and telecommunications trades workers	20.0	20.4	19.8	21.9	23.2	23.1	22.7
35 Food trades workers	48.0	47.3	46.5	47.6	48.2	45.6	45.9
36 Skilled animal and horticultural workers	33.9	32.8	31.3	30.6	32.3	30.1	32.7
39 Other technicians and trades workers	36.8	34.7	30.3	31.6	32.2	28.8	31.4
391 Hairdressers	40.9	41.6	42.7	45.2	45.9	45.9	45.6
392 Printing trades workers	21.2	22.2	21.0	20.2	22.8	16.5	15.1
393 Textile, clothing and footwear trades workers	36.9	30.8	27.9	33.5	29.7	29.0	29.3
394 Wood trades workers	35.8	35.9	32.8	36.7	38.5	34.3	36.0
399 Miscellaneous technicians and trades workers	25.8	20.8	20.4	18.5	20.6	20.2	24.9
Community and personal service workers	33.3	32.6	33.3	32.7	32.8	30.3	32.2
41 Health and welfare support workers	20.4	22.3	25.6	23.3	22.3	23.5	23.1
42 Carers and aides	28.2	27.2	27.3	27.8	27.9	26.8	25.2
43 Hospitality workers	42.2	39.2	39.9	40.5	39.8	35.6	42.7
44 Protective service workers	18.9	27.3	21.4	12.8	27.4	23.7	19.0
45 Sports and personal service workers	33.8	34.5	31.8	30.7	30.9	27.9	31.0
Clerical and administrative workers	31.6	28.6	27.9	28.8	29.7	27.2	27.0
51 Office managers and program administrators	25.4	22.0	23.2	24.6	25.3	21.5	20.4
52 Personal assistants and secretaries	-	-	-	5.9*	50.0*	16.0	28.6
53 General clerical workers	32.4	31.6	31.0	30.4	32.2	30.0	29.1
54 Inquiry clerks and receptionists	44.1	40.1	39.1	39.4	37.8	34.7	34.4
55 Numerical clerks	29.9	24.8	25.9	26.2	25.9	28.2	25.3
56 Clerical and office support workers	-	-	-	-	-	-	-
59 Other clerical and administrative workers	27.5	25.4	25.1	26.8	29.0	27.9	29.8
Sales workers	39.3	35.4	33.1	32.9	30.6	29.2	30.2
61 Sales representatives and agents	41.2	37.0	33.5	34.4	31.1	28.6	24.3
62 Sales assistants and salespersons	39.2	35.3	33.1	32.7	30.6	29.2	31.2
63 Sales support workers	-	-	100.0*	-	-	-	-
Machinery operators and drivers	29.0	27.0	25.1	30.9	30.6	25.8	27.6
71 Machine and stationary plant operators	26.9	26.1	22.4	22.6	24.3	23.6	18.9
72 Mobile plant operators	27.9	25.2	24.6	26.4	22.7	23.9	20.7
73 Road and rail drivers	30.4	26.5	27.4	35.4	30.7	27.1	27.7
74 Storepersons	29.5	28.4	24.4	30.9	33.8	26.0	32.5
Labourers	40.0	39.4	37.6	36.8	36.3	33.5	32.2
81 Cleaners and laundry workers	31.4	31.9	33.5	32.5	32.5	32.8	33.5
82 Construction and mining labourers	38.0	38.7	38.7	42.6	43.5	43.6	37.8
83 Factory process workers	45.8	44.1	40.2	37.9	36.7	32.0	30.5
84 Farm, forestry and garden workers	35.8	37.1	34.7	34.7	34.6	33.2	30.3
85 Food preparation assistants	49.9	52.7	52.5	43.4	44.9	44.5	45.8
89 Other labourers	37.2	34.8	35.1	36.2	34.5	29.9	27.1
Total non-trade occupations	33.9	31.8	31.1	31.3	30.6	27.9	29.7
Total trade occupations	31.7	31.6	30.6	31.7	31.9	30.1	31.3
All occupations	33.1	31.8	30.9	31.4	31.0	28.6	30.4

For explanatory notes, see page 16.

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

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

Projected contract attrition rates within the first 12 months

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

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2012–14 (%)

Occupation (ANZSCO) group	Projected contract attrition rates within 12 months by commencing cohort		
	2012	2013	2014
Managers	21.8	26.6	29.5
Professionals	19.8	21.5	21.4
Technicians and trades workers	31.5	31.1	37.3
31 Engineering, ICT and science technicians	30.2	27.3	23.8
32 Automotive and engineering trades workers	27.0	28.9	29.2
33 Construction trades workers	34.9	33.8	43.6
34 Electrotechnology and telecommunications trades workers	22.9	21.6	27.0
35 Food trades workers	46.8	44.3	50.3
36 Skilled animal and horticultural workers	31.9	33.0	37.1
39 Other technicians and trades workers	30.9	31.6	41.1
391 Hairdressers	45.1	44.1	50.3
392 Printing trades workers	18.0	17.5	21.3
394 Wood trades workers	37.1	38.3	47.8
399 Miscellaneous technicians and trades workers	22.9	25.0	32.1
Community and personal service workers	31.0	30.0	35.2
41 Health and welfare support workers	22.1	21.0	22.9
42 Carers and aides	27.6	22.9	28.4
43 Hospitality workers	35.7	40.6	51.2
44 Protective service workers	25.7	13.7	13.7
45 Sports and personal service workers	34.4	28.9	31.7
Clerical and administrative workers	27.3	27.4	32.9
51 Office managers and program administrators	22.7	20.5	31.1
53 General clerical workers	31.7	29.4	30.5
54 Inquiry clerks and receptionists	32.2	36.5	35.8
55 Numerical clerks	26.6	26.3	37.8
59 Other clerical and administrative workers	25.5	27.5	31.0
Sales workers	31.5	31.0	32.9
61 Sales representatives and agents	30.5	24.1	40.1
62 Sales assistants and salespersons	31.5	32.1	32.4
Machinery operators and drivers	25.8	25.6	33.4
71 Machine and stationary plant operators	18.3	19.0	14.2
72 Mobile plant operators	28.1	23.1	40.2
73 Road and rail drivers	25.6	26.1	39.5
74 Storepersons	27.7	28.1	38.1
Labourers	37.2	33.9	44.7
81 Cleaners and laundry workers	38.5	35.6	30.3
82 Construction and mining labourers	44.9	39.6	63.8
83 Factory process workers	36.1	32.5	46.4
84 Farm, forestry and garden workers	38.7	26.7	29.2
85 Food preparation assistants	47.6	47.1	44.9
89 Other labourers	34.2	36.0	43.0
Total non-trade occupations	29.1	29.0	35.0
Total trade occupations	31.5	31.1	37.3
All occupations	29.7	29.8	36.1

For explanatory notes, see page 16.

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* (ANZSCO First edition, revision 2, ABS cat.no.1220.0).

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

Commencements refers to apprentices and trainees commencing a contract of training. For the purposes of deriving completion and attrition rates, commencements also include apprentices and trainees recommencing a contract of training. The date of commencement or recommencement is the date 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, First edition, revision 2) with the exception of major group 3 (Technicians and trades workers).

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

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

Trades refers to those apprentices and trainees employed in trades occupations under major group 3 (Technicians and trades workers) of the Australian and New Zealand Standard Classification of Occupations (ANZSCO, First edition, revision 2).

Explanatory notes

Data source

- 1 An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. The estimates used in this publication are derived from the National Apprentice and Trainee Collection no.83 (March 2015 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.

Contract attrition rates

- 2 Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Attrition rates do not take into account continuing contracts or expired contracts where the outcome is unknown; therefore, the attrition rates may be underestimated. Attrition rates do take into account 'transferred' contracts of training for Victoria and Tasmania, and contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards. The inclusion of 'expired - unsuccessful' contracts in the cancellation and withdrawal figures affects attrition rates only for Victoria, South Australia, Western Australia and Tasmania.
- 3 Contract attrition rates are not reported for trade occupations in 2011 in table 4, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are continuing their training. However, attrition rates 'to date' for trade occupations may be found in the 'data' tab at <http://www.ncver.edu.au/publications/2797.html>. Further details on the methodology used to derive contract attrition rates may be found at <http://www.ncver.edu.au/publications/2388.html>.

Contract completion rates

- 4 Completion rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Completion rates do not take into account continuing contracts or expired contracts where the outcome is unknown; therefore, the completion rates may be underestimated.
- 5 Contract completion rates are not reported for trade occupations in 2011 in table 1, since, due to the duration of training, a substantial proportion of trade apprentices and trainees are continuing their training. However, completion rates 'to date' for trade occupations may be found in the 'data' tab at <http://www.ncver.edu.au/publications/2797.html>. Further details on the methodology used to derive contract completion rates may be found at <http://www.ncver.edu.au/publications/2388.html>.

Estimation procedure

- 6 Figures on apprentice and trainee activity (such as commencements, completions and in-training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2013 to the December quarter 2014). The estimation method involves weighting recently processed numbers, based on average reporting lags. As estimates are revised for up to seven quarters, figures for the last two years may differ from those published in earlier or subsequent reports. Further details on the estimation methodology may be found at <http://www.ncver.edu.au/publications/2267.html>, while further information on the adjustment notes for recent collections may be found in the supporting documents at <http://www.ncver.edu.au/publications/2796.html>.

Individual completion rates

- 7 An estimate of individual completion rates for apprentices and trainees is derived by adjusting the contract completion rates by a factor representing the average recommencements in a particular occupation over a five-year period. Individual completion rates by state and territory may be found in the 'data' tab at <http://www.ncver.edu.au/publications/2797.html>, while details on this methodology may be found at <http://www.ncver.edu.au/publications/2357.html>.

Occupation (ANZSCO) group

- 8 This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First edition, revision 2, for reporting. Occupation (ANZSCO) group data have only been collected in the AVETMIS Standard from the September quarter 2000. For reporting purposes, historical data dating back to the September quarter 1994 have been back-cast, based on current ANZSCO and training package usage, and Australian Standard Classification of Occupations (ASCO) data previously collected. Further details on this methodology may be found at <<http://www.ncver.edu.au/publications/2266.html>>.
- 9 Trade occupations are defined as major occupation group 3 (Technicians and trades workers). Non-trade occupations are defined as all occupations with the exception of major occupation group 3 – Technicians and trades workers (i.e. major groups 1-2 and 4-8).

Projected contract completion and attrition rates

- 10 These are experimental contract completion and attrition rates and are based on a ‘life tables’ methodology, which can predict rates for recently commencing apprentices and trainees. The application of a ‘life tables’ methodology to simple cross-tabulations of commencements, completions and cancellations/withdrawals enables up-to-date estimates. The resultant cross-sectional estimates reflect the contract completion and attrition rates if the patterns observed in a particular quarter remained unchanged for the life of the commencing cohort in that quarter. Due to the nature of this methodology, the projected contract completion and attrition rates cannot be produced by state or territory and for some sub-major group level occupations. Further details on this methodology may be found at <<http://www.ncver.edu.au/publications/2389.html>>.
- 11 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.
- 12 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.



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