

Australian vocational education and training statistics

Completion and attrition rates for apprentices and trainees 2016



National Centre for Vocational Education Research

Highlights

- Contract completion rates for apprentices and trainees commencing in 2012, the latest year for which final rates are available, were:
 - 55.2% for all occupations, an increase from 53.3% for those commencing in 2011
 - 47.9% for trades occupations, an increase from 46.8% for those commencing in 2011
 - 58.7% for non-trades occupations, an increase from 56.4% for those commencing in 2011.
- These rates are higher for apprentices and trainees commencing in 2012, compared with those commencing in prior years.

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Level 5, 60 Light Square, Adelaide, SA 5000

PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400

Email <ats_req@ncver.edu.au> Web <<https://www.ncver.edu.au>>

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Introduction

This publication presents completion and attrition rates for apprentices and trainees 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 enable an accurate report on outcomes for the majority of contracts. In this instance, we can report completion and attrition rates for contracts commenced in 2012 for trade occupations and in 2013 for non-trade occupations.

For apprentices and trainees commencing later than 2012 or 2013, we need to estimate completion and attrition rates, given that significant proportions are still undertaking their training. This is achieved by applying a 'life tables' methodology to up-to-date cross-tabulations of commencements, completions and cancellations/withdrawals. Further details on this methodology may be found at <https://www.ncver.edu.au/publications/publications/all-publications/estimating-apprentice-and-trainee-completion-and-attrition-rates-using-a-life-tables-approach>.

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/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2016>.

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 <https://www.ncver.edu.au/publications/publications/all-publications/lifting-the-lid-on-completion-rates-in-the-vet-sector-how-they-are-defined-and-derived>.

Overview

Contract completion rates

For apprentices and trainees commencing in 2012:

- Contract completion rates were 55.2% for all occupations, an increase from 53.3% for those commencing in 2011.
 - trades occupations were 47.9%, an increase from 46.8% for those commencing in 2011.
 - non-trades occupations were 58.7%, an increase from 56.4% for those commencing in 2011.
- Contract completion rates ranged from 70.7% for hospitality, retail and service managers to 34.1% for food trades workers.

Table 1

Individual completion rates

For apprentices and trainees commencing in 2012:

- Individual completion rates were 61.4% for all occupations, an increase from 58.8% for those commencing in 2011.
 - trades occupations were 58.8%, an increase from 57.3% for those commencing in 2011.
 - non-trades occupations were 60.9%, an increase from 58.4% for those commencing in 2011.
- Individual completion rates ranged from 72.9% for hospitality, retail and service managers to 42.0% 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:

- The individual completion rate for hairdressers commencing in 2012 was 50.6%, compared with a contract completion rate of 34.6%.
- The individual completion rate for food trades workers commencing in 2012 was 45.2%, compared with a contract completion rate of 34.1%.

Projected contract completion rates

For apprentices and trainees commencing in the December quarter 2016:

- Projected contract completion rates are 49.2% for all occupations.
- Projected contract completion rates are 44.6% for trades occupations and 55.6% for non-trades occupations.

Table 3

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

Contract completion rates

Contract completion rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.91 (March 2017 estimates).

Table 1 Contract completion rates in trade and non-trade occupations, for contracts commencing in 2010–13 (%)

| Occupation (ANZSCO) group | Contract completion rates | | | |
|---|---------------------------|-------------|-------------|-------------|
| | 2010 | 2011 | 2012 | 2013 |
| Managers | 55.7 | 55.2 | 60.0 | 51.9 |
| 11 Chief executives, general managers and legislators | - | 0.0* | 0.0* | 9.1* |
| 12 Farmers and farm managers | 58.7 | 61.5 | 62.7 | 58.2 |
| 13 Specialist managers | 54.9 | 54.2 | 59.4 | 47.4 |
| 14 Hospitality, retail and service managers | 62.7 | 67.0 | 70.7 | 71.1 |
| Professionals | 56.7 | 57.8 | 61.7 | 54.4 |
| 21 Arts and media professionals | 20.0* | 66.7* | 0.0* | 20.0* |
| 22 Business, human resource and marketing professionals | 52.7 | 56.9 | 62.3 | 52.4 |
| 23 Design, engineering, science and transport professionals | 61.7 | 57.9 | 57.9 | 62.8 |
| 24 Education professionals | 64.4 | 60.5 | 66.2 | 48.5 |
| 25 Health professionals | 10.0* | 100.0* | - | - |
| 26 ICT professionals | 50.0* | 42.9* | 48.3 | 60.0* |
| 27 Legal, social and welfare professionals | 59.0 | 64.9 | 47.3 | 60.0* |
| Technicians and trades workers | 46.6 | 46.8 | 47.9 | |
| 31 Engineering, ICT and science technicians | 57.5 | 57.9 | 55.9 | |
| 32 Automotive and engineering trades workers | 51.8 | 51.7 | 50.0 | |
| 33 Construction trades workers | 41.0 | 40.7 | 41.0 | |
| 34 Electrotechnology and telecommunications trades workers | 54.3 | 52.5 | 52.2 | |
| 35 Food trades workers | 30.8 | 30.7 | 34.1 | |
| 36 Skilled animal and horticultural workers | 49.5 | 47.4 | 50.2 | |
| 39 Other technicians and trades workers | 50.2 | 50.2 | 53.8 | |
| 391 Hairdressers | 35.6 | 35.4 | 34.6 | |
| 392 Printing trades workers | 61.2 | 62.1 | 60.1 | |
| 393 Textile, clothing and footwear trades workers | 36.6 | 46.5 | 46.9 | |
| 394 Wood trades workers | 40.3 | 38.9 | 40.1 | |
| 399 Miscellaneous technicians and trades workers | 65.5 | 63.7 | 65.6 | |
| Community and personal service workers | 56.1 | 56.9 | 59.5 | 56.3 |
| 41 Health and welfare support workers | 60.6 | 62.6 | 60.6 | 61.3 |
| 42 Carers and aides | 63.3 | 63.9 | 65.2 | 64.8 |
| 43 Hospitality workers | 47.0 | 48.9 | 53.8 | 45.4 |
| 44 Protective service workers | 78.1 | 54.5 | 63.9 | 58.0 |
| 45 Sports and personal service workers | 61.0 | 62.6 | 62.8 | 58.0 |
| Clerical and administrative workers | 56.7 | 55.4 | 57.0 | 57.9 |
| 51 Office managers and program administrators | 55.5 | 54.6 | 57.5 | 56.3 |
| 52 Personal assistants and secretaries | 82.4* | 25.0* | 57.3 | 67.9 |
| 53 General clerical workers | 63.0 | 60.4 | 63.6 | 65.6 |
| 54 Inquiry clerks and receptionists | 51.2 | 49.7 | 51.1 | 49.2 |
| 55 Numerical clerks | 58.2 | 60.3 | 56.0 | 67.0 |
| 56 Clerical and office support workers | - | - | - | - |
| 59 Other clerical and administrative workers | 57.9 | 56.6 | 56.1 | 52.6 |
| Sales workers | 55.7 | 58.5 | 60.1 | 56.5 |
| 61 Sales representatives and agents | 49.7 | 52.6 | 53.1 | 61.0 |
| 62 Sales assistants and salespersons | 56.4 | 59.1 | 60.9 | 55.7 |
| 63 Sales support workers | - | 81.8* | 84.1* | 84.8* |
| Machinery operators and drivers | 56.1 | 57.7 | 60.0 | 58.0 |
| 71 Machine and stationary plant operators | 62.2 | 61.1 | 60.5 | 67.2 |
| 72 Mobile plant operators | 56.9 | 66.0 | 64.3 | 64.6 |
| 73 Road and rail drivers | 52.4 | 57.2 | 59.7 | 57.5 |
| 74 Storepersons | 57.1 | 55.5 | 59.2 | 53.0 |
| Labourers | 53.6 | 53.8 | 55.4 | 57.3 |
| 81 Cleaners and laundry workers | 57.7 | 58.3 | 53.1 | 55.6 |
| 82 Construction and mining labourers | 44.9 | 41.4 | 40.9 | 49.2 |
| 83 Factory process workers | 53.9 | 53.9 | 58.4 | 61.1 |
| 84 Farm, forestry and garden workers | 54.3 | 56.2 | 58.2 | 61.3 |
| 85 Food preparation assistants | 37.4 | 40.4 | 37.5 | 34.4 |
| 89 Other labourers | 51.6 | 55.4 | 57.6 | 57.5 |
| Total non-trade occupations | 55.9 | 56.4 | 58.7 | 56.8 |
| Total trade occupations | 46.6 | 46.8 | 47.9 | |
| All occupations | 52.7 | 53.3 | 55.2 | |

For explanatory notes, see page 16.

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

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

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

Individual completion rates

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

Table 2 Individual completion rates, based on a recommencement adjustment factor, for trade and non-trade occupations commencing in 2011–12

| Occupation (ANZSCO) group | 2011 | | | 2012 | | |
|---|----------------------------------|-----------------------------|-------------------------------|----------------------------------|-----------------------------|-------------------------------|
| | Average annual adjustment factor | Contract completion rates % | Individual completion rates % | Average annual adjustment factor | Contract completion rates % | Individual completion rates % |
| Managers | 1.04 | 55.2 | 57.1 | 1.04 | 60.0 | 62.4 |
| 11 Chief executives, general managers and legislators | 1.01 | 0.0* | 0.0* | 1.01 | 0.0* | 0.0* |
| 12 Farmers and farm managers | 1.05 | 61.5 | 64.6 | 1.05 | 62.7 | 65.9 |
| 13 Specialist managers | 1.03 | 54.2 | 56.0 | 1.04 | 59.4 | 61.9 |
| 14 Hospitality, retail and service managers | 1.02 | 67.0 | 68.6 | 1.03 | 70.7 | 72.9 |
| Professionals | 1.02 | 57.8 | 58.8 | 1.03 | 61.7 | 63.3 |
| 21 Arts and media professionals | 1.00 | 66.7* | 66.7* | 1.00 | 0.0* | 0.0* |
| 22 Business, human resource and marketing professionals | 1.02 | 56.9 | 57.9 | 1.02 | 62.3 | 63.6 |
| 23 Design, engineering, science and transport professionals | 1.03 | 57.9 | 59.5 | 1.02 | 57.9 | 59.2 |
| 24 Education professionals | 1.00 | 60.5 | 60.8 | 1.00 | 66.2 | 66.5 |
| 25 Health professionals | 1.00 | 100.0* | 100.0* | - | - | - |
| 26 ICT professionals | 1.04 | 42.9* | 44.7* | 1.18 | 48.3 | 57.1 |
| 27 Legal, social and welfare professionals | 1.01 | 64.9 | 65.6 | 1.01 | 47.3 | 48.0 |
| Technicians and trades workers | 1.22 | 46.8 | 57.3 | 1.23 | 47.9 | 58.8 |
| 31 Engineering, ICT and science technicians | 1.03 | 57.9 | 59.8 | 1.03 | 55.9 | 57.8 |
| 32 Automotive and engineering trades workers | 1.20 | 51.7 | 62.1 | 1.21 | 50.0 | 60.4 |
| 33 Construction trades workers | 1.32 | 40.7 | 53.8 | 1.32 | 41.0 | 54.1 |
| 34 Electrotechnology and telecommunications trades workers | 1.24 | 52.5 | 64.9 | 1.24 | 52.2 | 64.6 |
| 35 Food trades workers | 1.34 | 30.7 | 41.2 | 1.33 | 34.1 | 45.2 |
| 36 Skilled animal and horticultural workers | 1.10 | 47.4 | 52.1 | 1.10 | 50.2 | 55.4 |
| 39 Other technicians and trades workers | 1.16 | 50.2 | 58.3 | 1.17 | 53.8 | 62.8 |
| 391 Hairdressers | 1.47 | 35.4 | 51.9 | 1.46 | 34.6 | 50.6 |
| 392 Printing trades workers | 1.03 | 62.1 | 64.0 | 1.03 | 60.1 | 61.7 |
| 393 Textile, clothing and footwear trades workers | 1.17 | 46.5 | 54.5 | 1.14 | 46.9 | 53.6 |
| 394 Wood trades workers | 1.20 | 38.9 | 46.5 | 1.19 | 40.1 | 47.9 |
| 399 Miscellaneous technicians and trades workers | 1.02 | 63.7 | 65.0 | 1.02 | 65.6 | 67.0 |
| Community and personal service workers | 1.05 | 56.9 | 59.6 | 1.05 | 59.5 | 62.7 |
| 41 Health and welfare support workers | 1.03 | 62.6 | 64.7 | 1.05 | 60.6 | 63.3 |
| 42 Carers and aides | 1.07 | 63.9 | 68.5 | 1.09 | 65.2 | 71.0 |
| 43 Hospitality workers | 1.04 | 48.9 | 50.9 | 1.04 | 53.8 | 55.9 |
| 44 Protective service workers | 1.01 | 54.5 | 54.9 | 1.01 | 63.9 | 64.4 |
| 45 Sports and personal service workers | 1.03 | 62.6 | 64.4 | 1.03 | 62.8 | 64.6 |
| Clerical and administrative workers | 1.02 | 55.4 | 56.8 | 1.02 | 57.0 | 58.3 |
| 51 Office managers and program administrators | 1.02 | 54.6 | 55.8 | 1.02 | 57.5 | 58.7 |
| 52 Personal assistants and secretaries | 1.01 | 25.0* | 25.2* | 1.01 | 57.3 | 57.9 |
| 53 General clerical workers | 1.03 | 60.4 | 62.2 | 1.03 | 63.6 | 65.3 |
| 54 Inquiry clerks and receptionists | 1.03 | 49.7 | 51.0 | 1.02 | 51.1 | 52.3 |
| 55 Numerical clerks | 1.02 | 60.3 | 61.2 | 1.01 | 56.0 | 56.8 |
| 56 Clerical and office support workers | - | - | - | - | - | - |
| 59 Other clerical and administrative workers | 1.03 | 56.6 | 58.4 | 1.03 | 56.1 | 57.9 |
| Sales workers | 1.03 | 58.5 | 60.2 | 1.03 | 60.1 | 61.9 |
| 61 Sales representatives and agents | 1.04 | 52.6 | 54.9 | 1.05 | 53.1 | 55.5 |
| 62 Sales assistants and salespersons | 1.03 | 59.1 | 60.7 | 1.03 | 60.9 | 62.6 |
| 63 Sales support workers | 1.00 | 81.8* | 82.1* | 1.00 | 84.1* | 84.4* |
| Machinery operators and drivers | 1.04 | 57.7 | 59.9 | 1.04 | 60.0 | 62.5 |
| 71 Machine and stationary plant operators | 1.04 | 61.1 | 63.8 | 1.04 | 60.5 | 63.1 |
| 72 Mobile plant operators | 1.02 | 66.0 | 67.5 | 1.03 | 64.3 | 66.2 |
| 73 Road and rail drivers | 1.03 | 57.2 | 58.9 | 1.03 | 59.7 | 61.7 |
| 74 Storepersons | 1.05 | 55.5 | 58.1 | 1.05 | 59.2 | 62.3 |
| Labourers | 1.03 | 53.8 | 55.6 | 1.03 | 55.4 | 57.3 |
| 81 Cleaners and laundry workers | 1.05 | 58.3 | 61.1 | 1.04 | 53.1 | 55.4 |
| 82 Construction and mining labourers | 1.03 | 41.4 | 42.6 | 1.03 | 40.9 | 42.1 |
| 83 Factory process workers | 1.03 | 53.9 | 55.3 | 1.03 | 58.4 | 59.9 |
| 84 Farm, forestry and garden workers | 1.03 | 56.2 | 57.8 | 1.02 | 58.2 | 59.6 |
| 85 Food preparation assistants | 1.11 | 40.4 | 44.8 | 1.12 | 37.5 | 42.0 |
| 89 Other labourers | 1.02 | 55.4 | 56.6 | 1.02 | 57.6 | 58.9 |
| Total non-trade occupations | 1.03 | 56.4 | 58.4 | 1.04 | 58.7 | 60.9 |
| Total trade occupations | 1.22 | 46.8 | 57.3 | 1.23 | 47.9 | 58.8 |
| All occupations[^] | 1.10 | 53.3 | 58.8 | 1.11 | 55.2 | 61.4 |

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.

[^] Please note, since the individual completion rate is the product of the contract completion rate and an adjustment factor, the rate for all occupations does not need to lie between the rate for trade occupations and non-trade occupations.

Projected contract completion rates

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

Table 3 Projected contract completion rates by selected occupation, for contracts commencing in December quarter 2014–16 (%)

| Occupation (ANZSCO) group | Projected contract completion rates by commencing cohort | | |
|--|--|-------------|-------------|
| | 2014 | 2015 | 2016 |
| Managers | 63.9 | 61.4 | 56.0 |
| Professionals | 54.1 | 55.0 | 53.8 |
| Technicians and trades workers | 44.4 | 45.7 | 44.6 |
| 31 Engineering, ICT and science technicians | 64.2 | 53.1 | 57.3 |
| 32 Automotive and engineering trades workers | 45.0 | 52.0 | 51.5 |
| 33 Construction trades workers | 35.1 | 40.0 | 40.6 |
| 34 Electrotechnology and telecommunications trades workers | 52.9 | 54.9 | 51.2 |
| 35 Food trades workers | 32.4 | 36.1 | 32.6 |
| 36 Skilled animal and horticultural workers | 48.0 | 48.4 | 46.6 |
| 39 Other technicians and trades workers | 46.5 | 42.4 | 42.4 |
| 391 Hairdressers | 35.2 | 36.0 | 33.5 |
| 392 Printing trades workers | 63.0 | 59.3 | 64.2 |
| 394 Wood trades workers | 27.7 | 30.2 | 40.8 |
| 399 Miscellaneous technicians and trades workers | 56.6 | 48.2 | 56.3 |
| Community and personal service workers | 60.5 | 56.7 | 56.2 |
| 41 Health and welfare support workers | 75.7 | 75.3 | 76.9 |
| 42 Carers and aides | 68.2 | 59.1 | 58.7 |
| 43 Hospitality workers | 46.1 | 43.0 | 44.7 |
| 44 Protective service workers | 58.8 | 67.5 | 71.2 |
| 45 Sports and personal service workers | 58.8 | 66.6 | 59.1 |
| Clerical and administrative workers | 61.4 | 52.8 | 58.7 |
| 51 Office managers and program administrators | 56.2 | 53.7 | 44.6 |
| 53 General clerical workers | 70.8 | 61.7 | 68.3 |
| 54 Inquiry clerks and receptionists | 58.7 | 43.5 | 49.4 |
| 55 Numerical clerks | 58.3 | 45.8 | 53.8 |
| 59 Other clerical and administrative workers | 50.8 | 50.3 | 50.7 |
| Sales workers | 55.9 | 56.2 | 55.9 |
| 61 Sales representatives and agents | 50.7 | 46.0 | 44.6 |
| 62 Sales assistants and salespersons | 56.1 | 56.9 | 56.8 |
| Machinery operators and drivers | 60.0 | 56.0 | 55.6 |
| 71 Machine and stationary plant operators | 73.0 | 54.1 | 68.1 |
| 72 Mobile plant operators | 54.6 | 60.6 | 49.1 |
| 73 Road and rail drivers | 51.3 | 56.4 | 54.0 |
| 74 Storepersons | 57.8 | 52.8 | 49.7 |
| Labourers | 54.3 | 56.2 | 49.8 |
| 81 Cleaners and laundry workers | 55.2 | 56.0 | 36.5 |
| 82 Construction and mining labourers | 31.7 | 59.6 | 57.9 |
| 83 Factory process workers | 55.7 | 55.4 | 47.8 |
| 84 Farm, forestry and garden workers | 70.9 | 69.2 | 63.3 |
| 85 Food preparation assistants | 42.1 | 45.1 | 49.4 |
| 89 Other labourers | 54.5 | 47.7 | 48.2 |
| Total non-trade occupations | 59.3 | 55.9 | 55.6 |
| Total trade occupations | 44.4 | 45.7 | 44.6 |
| All occupations | 52.3 | 49.8 | 49.2 |

For explanatory notes, see page 16.

Contract attrition rates

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.91 (March 2017 estimates).

Table 4 Contract attrition rates in trade and non-trade occupations, for contracts commencing in 2010–13 (%)

| Occupation (ANZSCO) group | Contract attrition rates | | | |
|---|--------------------------|-------------|-------------|-------------|
| | 2010 | 2011 | 2012 | 2013 |
| Managers | 35.7 | 35.2 | 31.3 | 40.6 |
| 11 Chief executives, general managers and legislators | - | 0.0* | 7.7* | 18.2* |
| 12 Farmers and farm managers | 36.2 | 34.5 | 31.8 | 35.3 |
| 13 Specialist managers | 35.8 | 35.7 | 31.7 | 45.1 |
| 14 Hospitality, retail and service managers | 33.1 | 25.4 | 21.6 | 19.1 |
| Professionals | 33.0 | 33.1 | 28.3 | 36.1 |
| 21 Arts and media professionals | 60.0* | 33.3* | 100.0* | 60.0* |
| 22 Business, human resource and marketing professionals | 37.6 | 34.6 | 28.5 | 36.9 |
| 23 Design, engineering, science and transport professionals | 32.8 | 39.2 | 38.7 | 34.0 |
| 24 Education professionals | 22.2 | 23.6 | 17.2 | 37.6 |
| 25 Health professionals | 6.7* | 0.0* | - | - |
| 26 ICT professionals | 33.3* | 45.7* | 31.0 | 20.0* |
| 27 Legal, social and welfare professionals | 34.4 | 26.3 | 51.6 | 40.0* |
| Technicians and trades workers | 50.2 | 50.3 | 47.9 | |
| 31 Engineering, ICT and science technicians | 35.7 | 35.5 | 37.3 | |
| 32 Automotive and engineering trades workers | 46.5 | 46.6 | 47.2 | |
| 33 Construction trades workers | 55.9 | 56.7 | 54.5 | |
| 34 Electrotechnology and telecommunications trades workers | 43.1 | 45.0 | 43.2 | |
| 35 Food trades workers | 65.3 | 66.4 | 62.2 | |
| 36 Skilled animal and horticultural workers | 46.0 | 48.2 | 44.6 | |
| 39 Other technicians and trades workers | 45.7 | 46.2 | 42.0 | |
| 391 Hairdressers | 62.6 | 62.6 | 62.4 | |
| 392 Printing trades workers | 33.7 | 34.5 | 34.4 | |
| 393 Textile, clothing and footwear trades workers | 48.8 | 45.8 | 44.8 | |
| 394 Wood trades workers | 57.4 | 58.7 | 57.2 | |
| 399 Miscellaneous technicians and trades workers | 28.1 | 31.2 | 29.4 | |
| Community and personal service workers | 40.0 | 39.5 | 36.4 | 39.1 |
| 41 Health and welfare support workers | 34.4 | 33.4 | 33.7 | 31.5 |
| 42 Carers and aides | 33.5 | 33.1 | 30.8 | 30.3 |
| 43 Hospitality workers | 48.8 | 47.0 | 42.6 | 50.8 |
| 44 Protective service workers | 17.7 | 37.0 | 28.1 | 32.4 |
| 45 Sports and personal service workers | 35.6 | 34.9 | 33.3 | 38.0 |
| Clerical and administrative workers | 36.6 | 37.4 | 35.8 | 34.3 |
| 51 Office managers and program administrators | 34.7 | 35.2 | 31.8 | 31.1 |
| 52 Personal assistants and secretaries | 17.6* | 50.0* | 24.0 | 24.7 |
| 53 General clerical workers | 33.4 | 35.7 | 32.7 | 30.4 |
| 54 Inquiry clerks and receptionists | 44.8 | 45.1 | 44.7 | 43.3 |
| 55 Numerical clerks | 36.7 | 34.0 | 37.5 | 30.4 |
| 56 Clerical and office support workers | - | - | - | - |
| 59 Other clerical and administrative workers | 35.4 | 37.1 | 36.7 | 39.4 |
| Sales workers | 39.7 | 36.2 | 34.5 | 37.6 |
| 61 Sales representatives and agents | 41.9 | 38.8 | 36.7 | 31.7 |
| 62 Sales assistants and salespersons | 39.4 | 35.9 | 34.2 | 38.7 |
| 63 Sales support workers | - | 18.2* | 13.6* | 12.1* |
| Machinery operators and drivers | 38.9 | 37.7 | 34.1 | 35.0 |
| 71 Machine and stationary plant operators | 32.9 | 33.4 | 33.7 | 25.8 |
| 72 Mobile plant operators | 35.7 | 29.1 | 30.8 | 25.1 |
| 73 Road and rail drivers | 43.3 | 38.2 | 34.0 | 35.1 |
| 74 Storepersons | 37.7 | 40.2 | 34.9 | 40.7 |
| Labourers | 42.5 | 42.4 | 39.9 | 38.0 |
| 81 Cleaners and laundry workers | 39.1 | 38.2 | 41.0 | 40.5 |
| 82 Construction and mining labourers | 48.8 | 50.5 | 49.2 | 46.4 |
| 83 Factory process workers | 43.2 | 43.1 | 37.8 | 35.0 |
| 84 Farm, forestry and garden workers | 40.0 | 39.3 | 36.9 | 33.9 |
| 85 Food preparation assistants | 51.2 | 54.8 | 58.0 | 58.3 |
| 89 Other labourers | 42.5 | 39.4 | 36.9 | 33.6 |
| Total non-trade occupations | 38.8 | 37.9 | 35.2 | 37.0 |
| Total trade occupations | 50.2 | 50.3 | 47.9 | |
| All occupations | 42.7 | 41.9 | 39.4 | |

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

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

Table 5 Projected contract attrition rates by selected occupation, for contracts commencing in December quarter 2014–16 (%)

| Occupation (ANZSCO) group | Projected contract attrition rates by commencing cohort | | |
|--|---|-------------|-------------|
| | 2014 | 2015 | 2016 |
| Managers | 33.6 | 30.8 | 39.9 |
| Professionals | 35.8 | 33.9 | 33.1 |
| Technicians and trades workers | 52.9 | 51.5 | 51.4 |
| 31 Engineering, ICT and science technicians | 32.4 | 42.0 | 37.9 |
| 32 Automotive and engineering trades workers | 53.2 | 46.7 | 47.0 |
| 33 Construction trades workers | 62.0 | 57.5 | 54.6 |
| 34 Electrotechnology and telecommunications trades workers | 44.4 | 42.7 | 44.9 |
| 35 Food trades workers | 65.7 | 61.4 | 63.0 |
| 36 Skilled animal and horticultural workers | 48.4 | 48.0 | 49.8 |
| 39 Other technicians and trades workers | 50.0 | 53.3 | 52.3 |
| 391 Hairdressers | 62.5 | 62.2 | 64.4 |
| 392 Printing trades workers | 29.6 | 37.5 | 26.0 |
| 394 Wood trades workers | 71.4 | 68.2 | 57.3 |
| 399 Miscellaneous technicians and trades workers | 39.0 | 43.5 | 35.8 |
| Community and personal service workers | 37.6 | 41.0 | 40.6 |
| 41 Health and welfare support workers | 23.3 | 22.9 | 20.4 |
| 42 Carers and aides | 30.2 | 36.7 | 37.5 |
| 43 Hospitality workers | 52.0 | 55.2 | 51.4 |
| 44 Protective service workers | 28.1 | 32.1 | 13.7 |
| 45 Sports and personal service workers | 39.4 | 32.4 | 40.0 |
| Clerical and administrative workers | 35.1 | 44.3 | 38.7 |
| 51 Office managers and program administrators | 34.8 | 37.4 | 42.7 |
| 53 General clerical workers | 28.6 | 37.7 | 31.5 |
| 54 Inquiry clerks and receptionists | 40.4 | 55.2 | 46.1 |
| 55 Numerical clerks | 39.0 | 52.8 | 43.7 |
| 59 Other clerical and administrative workers | 38.2 | 42.2 | 47.3 |
| Sales workers | 38.3 | 40.5 | 42.4 |
| 61 Sales representatives and agents | 44.6 | 44.8 | 50.9 |
| 62 Sales assistants and salespersons | 38.0 | 40.2 | 41.7 |
| Machinery operators and drivers | 36.4 | 39.4 | 38.4 |
| 71 Machine and stationary plant operators | 20.8 | 41.9 | 25.5 |
| 72 Mobile plant operators | 36.1 | 36.7 | 40.6 |
| 73 Road and rail drivers | 43.7 | 37.5 | 37.3 |
| 74 Storepersons | 40.0 | 43.8 | 48.5 |
| Labourers | 44.1 | 42.4 | 48.3 |
| 81 Cleaners and laundry workers | 41.7 | 39.8 | 62.9 |
| 82 Construction and mining labourers | 63.4 | 39.4 | 40.0 |
| 83 Factory process workers | 43.2 | 43.7 | 49.8 |
| 84 Farm, forestry and garden workers | 28.5 | 30.2 | 35.3 |
| 85 Food preparation assistants | 57.1 | 52.5 | 48.7 |
| 89 Other labourers | 43.1 | 50.1 | 49.7 |
| Total non-trade occupations | 37.7 | 41.0 | 41.1 |
| Total trade occupations | 52.9 | 51.5 | 51.4 |
| All occupations | 43.9 | 45.5 | 45.8 |

For explanatory notes, see page 16.

Contract attrition rates by duration until cancellation/withdrawal

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.91 (March 2017 estimates).

Table 6 Contract attrition rates by occupation and time of cancellation/withdrawal, for contracts commencing in 2011 (%)

| 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 | 9.8 | 16.1 | 23.9 | 32.6 | 34.6 | 35.2 |
| 11 Chief executives, general managers and legislators | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* |
| 12 Farmers and farm managers | 4.8 | 14.4 | 20.8 | 28.8 | 33.3 | 34.1 | 34.5 |
| 13 Specialist managers | 3.2 | 9.6 | 16.0 | 23.7 | 32.9 | 35.1 | 35.7 |
| 14 Hospitality, retail and service managers | 3.1 | 7.5 | 12.3 | 20.3 | 24.5 | 25.3 | 25.4 |
| Professionals | 5.4 | 11.6 | 16.5 | 24.0 | 31.0 | 32.8 | 33.1 |
| 21 Arts and media professionals | 0.0* | 0.0* | 16.7* | 33.3* | 33.3* | 33.3* | 33.3* |
| 22 Business, human resource and marketing professionals | 4.8 | 11.2 | 16.4 | 24.7 | 32.2 | 34.5 | 34.6 |
| 23 Design, engineering, science and transport professionals | 9.1 | 16.6 | 21.1 | 29.3 | 36.6 | 37.9 | 39.2 |
| 24 Education professionals | 3.5 | 8.9 | 12.6 | 17.9 | 22.8 | 23.6 | 23.6 |
| 25 Health professionals | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* | 0.0* |
| 26 ICT professionals | 11.4* | 14.3* | 20.0* | 22.9* | 45.7* | 45.7* | 45.7* |
| 27 Legal, social and welfare professionals | 8.8 | 10.5 | 19.3 | 21.1 | 22.8 | 24.6 | 26.3 |
| Technicians and trades workers | 4.4 | 13.7 | 21.4 | 32.6 | 44.2 | 48.6 | 50.3 |
| 31 Engineering, ICT and science technicians | 3.8 | 11.0 | 17.2 | 26.0 | 33.4 | 35.1 | 35.5 |
| 32 Automotive and engineering trades workers | 3.7 | 11.0 | 17.3 | 27.2 | 38.9 | 44.5 | 46.6 |
| 33 Construction trades workers | 5.1 | 15.4 | 23.9 | 36.4 | 49.9 | 55.1 | 56.7 |
| 34 Electrotechnology and telecommunications trades workers | 2.8 | 8.8 | 14.4 | 23.8 | 35.3 | 41.4 | 45.0 |
| 35 Food trades workers | 6.8 | 22.4 | 33.9 | 49.4 | 62.1 | 65.6 | 66.4 |
| 36 Skilled animal and horticultural workers | 3.8 | 13.4 | 21.6 | 32.8 | 43.3 | 47.1 | 48.2 |
| 39 Other technicians and trades workers | 4.6 | 14.3 | 21.9 | 32.5 | 43.1 | 45.5 | 46.2 |
| 391 Hairdressers | 6.7 | 21.5 | 32.0 | 46.2 | 58.8 | 62.0 | 62.6 |
| 392 Printing trades workers | 2.4 | 6.8 | 12.9 | 23.2 | 30.3 | 33.4 | 34.5 |
| 393 Textile, clothing and footwear trades workers | 4.5 | 13.5 | 21.3 | 29.7 | 41.3 | 43.9 | 45.8 |
| 394 Wood trades workers | 6.3 | 17.7 | 26.4 | 39.0 | 52.0 | 56.2 | 58.7 |
| 399 Miscellaneous technicians and trades workers | 2.6 | 8.4 | 13.5 | 20.9 | 29.7 | 31.0 | 31.2 |
| Community and personal service workers | 5.3 | 15.9 | 24.2 | 33.0 | 38.2 | 39.2 | 39.5 |
| 41 Health and welfare support workers | 3.3 | 10.1 | 15.7 | 22.8 | 30.0 | 32.7 | 33.4 |
| 42 Carers and aides | 4.9 | 13.5 | 20.3 | 27.9 | 32.0 | 32.8 | 33.1 |
| 43 Hospitality workers | 6.2 | 19.3 | 29.6 | 40.2 | 45.8 | 46.8 | 47.0 |
| 44 Protective service workers | 5.5 | 11.2 | 19.0 | 27.0 | 35.5 | 36.1 | 37.0 |
| 45 Sports and personal service workers | 5.2 | 15.5 | 23.1 | 31.1 | 34.3 | 34.7 | 34.9 |
| Clerical and administrative workers | 5.0 | 13.9 | 21.8 | 30.0 | 36.4 | 37.2 | 37.4 |
| 51 Office managers and program administrators | 4.0 | 11.1 | 17.8 | 25.8 | 33.8 | 34.9 | 35.2 |
| 52 Personal assistants and secretaries | 0.0* | 0.0* | 25.0* | 50.0* | 50.0* | 50.0* | 50.0* |
| 53 General clerical workers | 5.9 | 16.1 | 24.5 | 32.5 | 35.4 | 35.6 | 35.7 |
| 54 Inquiry clerks and receptionists | 7.0 | 19.9 | 29.2 | 38.0 | 44.5 | 45.0 | 45.1 |
| 55 Numerical clerks | 3.6 | 10.5 | 17.8 | 25.9 | 33.0 | 33.8 | 34.0 |
| 56 Clerical and office support workers | - | - | - | - | - | - | - |
| 59 Other clerical and administrative workers | 4.3 | 11.9 | 20.4 | 29.4 | 35.3 | 36.7 | 37.1 |
| Sales workers | 4.4 | 14.2 | 22.5 | 30.8 | 35.5 | 36.0 | 36.2 |
| 61 Sales representatives and agents | 4.2 | 13.4 | 21.4 | 31.3 | 37.9 | 38.6 | 38.8 |
| 62 Sales assistants and salespersons | 4.4 | 14.3 | 22.7 | 30.8 | 35.2 | 35.8 | 35.9 |
| 63 Sales support workers | 4.5* | 13.6* | 18.2* | 18.2* | 18.2* | 18.2* | 18.2* |
| Machinery operators and drivers | 5.5 | 14.8 | 22.0 | 30.6 | 37.1 | 37.7 | 37.7 |
| 71 Machine and stationary plant operators | 3.7 | 10.4 | 16.3 | 24.4 | 32.2 | 33.3 | 33.4 |
| 72 Mobile plant operators | 2.8 | 8.9 | 14.6 | 22.5 | 27.1 | 28.8 | 29.1 |
| 73 Road and rail drivers | 5.6 | 15.6 | 22.2 | 30.8 | 37.6 | 38.2 | 38.2 |
| 74 Storepersons | 6.4 | 16.5 | 24.8 | 33.9 | 39.8 | 40.2 | 40.2 |
| Labourers | 5.7 | 17.3 | 25.6 | 36.4 | 41.3 | 42.3 | 42.4 |
| 81 Cleaners and laundry workers | 5.6 | 17.6 | 25.2 | 32.8 | 36.9 | 38.1 | 38.2 |
| 82 Construction and mining labourers | 5.7 | 17.9 | 29.7 | 43.0 | 49.9 | 50.1 | 50.5 |
| 83 Factory process workers | 6.1 | 17.5 | 25.5 | 36.9 | 41.8 | 43.0 | 43.1 |
| 84 Farm, forestry and garden workers | 4.8 | 16.1 | 25.0 | 34.6 | 38.9 | 39.3 | 39.3 |
| 85 Food preparation assistants | 4.3 | 18.1 | 28.4 | 42.6 | 52.5 | 54.4 | 54.8 |
| 89 Other labourers | 3.6 | 15.3 | 24.1 | 34.7 | 38.9 | 39.2 | 39.4 |
| Total non-trade occupations | 4.9 | 14.4 | 22.2 | 30.8 | 36.7 | 37.7 | 37.9 |
| Total trade occupations | 4.4 | 13.7 | 21.4 | 32.6 | 44.2 | 48.6 | 50.3 |
| All occupations | 4.7 | 14.2 | 21.9 | 31.4 | 39.1 | 41.2 | 41.9 |

For explanatory notes, see page 16.

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

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

Projected contract attrition rates by duration until cancellation/withdrawal

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

Table 7 Projected contract attrition rates by selected occupation and time of cancellation/withdrawal, for contracts commencing in December quarter 2016 (%)

| Occupation (ANZSCO) group | Projected contract attrition rates, cancelling/withdrawing within: | | | | | | |
|--|--|-------------|-------------|-------------|-------------|-------------|-------------|
| | Same quarter | 1 quarter | 2 quarters | 1 year | 2 years | 3 years | 4 years |
| Managers | 2.2 | 12.5 | 23.4 | 32.3 | 38.7 | 39.8 | 39.9 |
| Professionals | 4.4 | 11.1 | 15.6 | 22.5 | 31.1 | 33.1 | 33.1 |
| Technicians and trades workers | 4.4 | 15.2 | 23.4 | 33.9 | 46.0 | 50.2 | 51.2 |
| 31 Engineering, ICT and science technicians | 3.4 | 12.6 | 21.2 | 28.8 | 36.6 | 37.9 | 37.9 |
| 32 Automotive and engineering trades workers | 4.1 | 13.1 | 20.7 | 29.3 | 40.8 | 45.7 | 46.9 |
| 33 Construction trades workers | 5.0 | 16.1 | 24.0 | 35.1 | 48.6 | 53.5 | 54.6 |
| 34 Electrotechnology and telecommunications trades workers | 2.8 | 9.6 | 16.4 | 25.2 | 37.2 | 42.4 | 44.6 |
| 35 Food trades workers | 5.8 | 21.0 | 32.6 | 47.5 | 59.5 | 62.5 | 62.9 |
| 36 Skilled animal and horticultural workers | 4.4 | 16.2 | 25.0 | 37.5 | 46.8 | 49.2 | 49.7 |
| 39 Other technicians and trades workers | 4.8 | 18.2 | 25.7 | 37.4 | 48.4 | 51.6 | 52.1 |
| 391 Hairdressers | 5.2 | 21.8 | 31.7 | 45.5 | 59.4 | 63.4 | 64.3 |
| 392 Printing trades workers | 2.2 | 2.2 | 4.0 | 9.8 | 20.5 | 26.0 | 26.0 |
| 394 Wood trades workers | 4.3 | 16.7 | 24.3 | 38.4 | 51.3 | 55.7 | 57.3 |
| 399 Miscellaneous technicians and trades workers | 4.5 | 13.8 | 18.3 | 26.4 | 34.0 | 35.4 | 35.5 |
| Community and personal service workers | 5.5 | 18.5 | 26.9 | 35.2 | 39.7 | 40.4 | 40.6 |
| 41 Health and welfare support workers | 0.4 | 7.8 | 13.0 | 18.6 | 19.6 | 20.4 | 20.4 |
| 42 Carers and aides | 4.9 | 15.6 | 23.2 | 31.4 | 36.2 | 37.1 | 37.4 |
| 43 Hospitality workers | 6.4 | 21.0 | 30.9 | 43.3 | 50.6 | 51.3 | 51.4 |
| 44 Protective service workers | 0.0 | 1.9 | 5.5 | 11.0 | 12.7 | 13.3 | 13.3 |
| 45 Sports and personal service workers | 6.6 | 24.1 | 32.7 | 37.2 | 39.8 | 39.9 | 40.0 |
| Clerical and administrative workers | 4.0 | 16.0 | 24.7 | 33.6 | 38.3 | 38.6 | 38.6 |
| 51 Office managers and program administrators | 1.4 | 12.1 | 22.3 | 34.3 | 42.1 | 42.5 | 42.7 |
| 53 General clerical workers | 4.5 | 14.5 | 22.5 | 29.2 | 31.5 | 31.5 | 31.5 |
| 54 Inquiry clerks and receptionists | 4.0 | 19.6 | 30.4 | 41.0 | 43.3 | 44.8 | 45.1 |
| 55 Numerical clerks | 4.8 | 20.9 | 27.9 | 37.1 | 43.2 | 43.6 | 43.7 |
| 59 Other clerical and administrative workers | 4.0 | 15.7 | 24.3 | 36.2 | 46.3 | 47.2 | 47.3 |
| Sales workers | 4.3 | 15.2 | 26.0 | 36.8 | 42.0 | 42.3 | 42.4 |
| 61 Sales representatives and agents | 5.1 | 22.9 | 33.1 | 45.9 | 50.3 | 50.8 | 50.9 |
| 62 Sales assistants and salespersons | 4.2 | 14.7 | 25.5 | 36.2 | 41.4 | 41.7 | 41.7 |
| Machinery operators and drivers | 5.2 | 12.9 | 18.7 | 31.2 | 37.1 | 38.4 | 38.4 |
| 71 Machine and stationary plant operators | 2.4 | 6.4 | 11.2 | 18.9 | 24.4 | 25.4 | 25.5 |
| 72 Mobile plant operators | 4.1 | 12.9 | 17.3 | 30.2 | 35.3 | 40.3 | 40.3 |
| 73 Road and rail drivers | 7.2 | 15.4 | 19.8 | 28.0 | 36.8 | 37.3 | 37.3 |
| 74 Storepersons | 6.6 | 16.9 | 25.6 | 43.1 | 47.8 | 48.5 | 48.5 |
| Labourers | 8.8 | 20.6 | 32.6 | 44.3 | 47.8 | 48.3 | 48.3 |
| 81 Cleaners and laundry workers | 2.1 | 12.5 | 38.3 | 61.1 | 62.8 | 62.8 | 62.8 |
| 82 Construction and mining labourers | 3.8 | 17.3 | 26.3 | 35.5 | 39.6 | 40.0 | 40.0 |
| 83 Factory process workers | 12.6 | 23.8 | 36.0 | 47.1 | 49.0 | 49.8 | 49.8 |
| 84 Farm, forestry and garden workers | 9.2 | 20.7 | 27.8 | 33.3 | 35.3 | 35.3 | 35.3 |
| 85 Food preparation assistants | 4.5 | 15.9 | 22.5 | 38.0 | 45.0 | 48.7 | 48.7 |
| 89 Other labourers | 8.3 | 21.4 | 31.1 | 44.1 | 49.7 | 49.7 | 49.7 |
| Total non-trade occupations | 5.2 | 16.5 | 25.7 | 35.4 | 40.3 | 40.9 | 41.0 |
| Total trade occupations | 4.4 | 15.2 | 23.4 | 33.9 | 46.0 | 50.2 | 51.2 |
| All occupations | 4.8 | 15.9 | 24.6 | 34.7 | 43.1 | 45.3 | 45.7 |

For explanatory notes, see page 16.

Contract attrition rates within the first 12 months

Contract attrition rates are based on contracts of training data, using the latest National Apprentice and Trainee Collection, no.91 (March 2017 estimates).

Table 8 Contract attrition rates by occupation, within 12 months of commencement, for contracts commencing in 2009–15 (%)

| Occupation (ANZSCO) group | Contract attrition rates within 12 months, for contracts commencing in: | | | | | | |
|---|---|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| Managers | 27.6 | 24.3 | 23.9 | 22.2 | 30.8 | 27.3 | 23.1 |
| 11 Chief executives, general managers and legislators | - | - | 0.0* | 0.0* | 0.0* | 4.1 | 18.3 |
| 12 Farmers and farm managers | 26.5 | 29.6 | 28.8 | 24.4 | 26.8 | 30.2 | 28.9 |
| 13 Specialist managers | 29.5 | 23.8 | 23.7 | 22.4 | 34.3 | 36.6 | 30.1 |
| 14 Hospitality, retail and service managers | 17.3 | 22.7 | 20.3 | 14.5 | 13.6 | 4.0 | 12.2 |
| Professionals | 24.7 | 23.2 | 24.0 | 21.6 | 25.9 | 20.3 | 26.5 |
| 21 Arts and media professionals | 50.0* | 60.0* | 33.3* | 100.0* | 20.0* | 100.0* | 0.0* |
| 22 Business, human resource and marketing professionals | 23.5 | 25.7 | 24.7 | 22.0 | 26.5 | 20.8 | 34.3 |
| 23 Design, engineering, science and transport professionals | 26.3 | 22.7 | 29.3 | 30.2 | 22.1 | 18.5 | 19.9 |
| 24 Education professionals | 24.5 | 18.4 | 17.9 | 13.2 | 31.5 | 40.0* | 33.3* |
| 25 Health professionals | 45.5* | 6.7* | 0.0* | - | - | - | - |
| 26 ICT professionals | 63.6* | 8.3* | 22.9* | 19.0 | 5.0* | 3.3* | 22.1 |
| 27 Legal, social and welfare professionals | 28.1* | 23.0 | 21.1 | 31.9 | 40.0* | 50.0* | 25.0* |
| Technicians and trades workers | 30.6 | 31.8 | 32.6 | 30.6 | 30.9 | 33.2 | 32.2 |
| 31 Engineering, ICT and science technicians | 24.7 | 25.2 | 26.0 | 27.3 | 26.2 | 29.9 | 26.7 |
| 32 Automotive and engineering trades workers | 25.5 | 27.5 | 27.2 | 26.3 | 27.1 | 25.6 | 27.0 |
| 33 Construction trades workers | 32.7 | 34.2 | 36.4 | 34.1 | 33.8 | 36.7 | 34.7 |
| 34 Electrotechnology and telecommunications trades workers | 19.8 | 22.0 | 23.8 | 23.4 | 22.5 | 24.2 | 23.1 |
| 35 Food trades workers | 46.5 | 47.8 | 49.4 | 45.8 | 44.8 | 46.5 | 44.9 |
| 36 Skilled animal and horticultural workers | 31.3 | 30.7 | 32.8 | 30.5 | 31.8 | 32.4 | 36.4 |
| 39 Other technicians and trades workers | 30.3 | 31.7 | 32.5 | 29.5 | 31.6 | 37.3 | 34.8 |
| 391 Hairdressers | 42.7 | 45.4 | 46.2 | 46.1 | 44.3 | 44.7 | 43.3 |
| 392 Printing trades workers | 21.0 | 20.2 | 23.2 | 16.8 | 16.0 | 17.3 | 23.4 |
| 393 Textile, clothing and footwear trades workers | 27.9 | 33.5 | 29.7 | 30.3 | 28.6 | 22.1 | 33.9 |
| 394 Wood trades workers | 32.8 | 36.8 | 39.0 | 34.8 | 35.1 | 37.6 | 31.7 |
| 399 Miscellaneous technicians and trades workers | 20.4 | 18.6 | 20.9 | 21.0 | 26.1 | 32.3 | 28.6 |
| Community and personal service workers | 33.3 | 32.8 | 33.0 | 30.3 | 31.3 | 32.6 | 33.3 |
| 41 Health and welfare support workers | 25.6 | 23.3 | 22.8 | 24.6 | 23.4 | 21.6 | 28.0 |
| 42 Carers and aides | 27.3 | 27.8 | 27.9 | 25.4 | 23.4 | 29.9 | 28.6 |
| 43 Hospitality workers | 39.9 | 40.5 | 40.2 | 36.2 | 42.5 | 42.4 | 42.7 |
| 44 Protective service workers | 21.4 | 12.8 | 27.0 | 23.3 | 17.4 | 18.7 | 26.9 |
| 45 Sports and personal service workers | 31.8 | 30.7 | 31.1 | 28.3 | 30.6 | 30.0 | 28.2 |
| Clerical and administrative workers | 27.9 | 28.8 | 30.0 | 27.6 | 27.1 | 31.7 | 36.7 |
| 51 Office managers and program administrators | 23.2 | 24.6 | 25.8 | 22.0 | 21.6 | 30.2 | 35.5 |
| 52 Personal assistants and secretaries | - | 5.9* | 50.0* | 16.0 | 23.5 | 29.1 | 33.8 |
| 53 General clerical workers | 31.0 | 30.4 | 32.5 | 30.1 | 28.0 | 26.9 | 31.8 |
| 54 Inquiry clerks and receptionists | 39.1 | 39.5 | 38.0 | 35.0 | 34.6 | 38.8 | 48.6 |
| 55 Numerical clerks | 25.9 | 26.2 | 25.9 | 28.3 | 25.0 | 31.6 | 38.5 |
| 56 Clerical and office support workers | - | - | - | - | - | - | - |
| 59 Other clerical and administrative workers | 25.1 | 26.8 | 29.4 | 28.3 | 29.8 | 33.5 | 34.2 |
| Sales workers | 33.1 | 32.9 | 30.8 | 29.5 | 29.9 | 31.3 | 31.4 |
| 61 Sales representatives and agents | 33.5 | 34.4 | 31.3 | 28.9 | 24.5 | 34.4 | 34.6 |
| 62 Sales assistants and salespersons | 33.1 | 32.8 | 30.8 | 29.6 | 30.9 | 31.2 | 31.2 |
| 63 Sales support workers | 100.0* | - | 18.2* | 13.6* | 12.1* | 13.1 | 15.8* |
| Machinery operators and drivers | 25.1 | 30.9 | 30.6 | 26.2 | 27.1 | 31.8 | 32.1 |
| 71 Machine and stationary plant operators | 22.4 | 22.6 | 24.4 | 23.9 | 18.4 | 22.9 | 26.2 |
| 72 Mobile plant operators | 24.6 | 26.4 | 22.5 | 23.9 | 16.0 | 29.7 | 32.9 |
| 73 Road and rail drivers | 27.4 | 35.4 | 30.8 | 27.5 | 27.8 | 32.7 | 28.4 |
| 74 Storepersons | 24.4 | 30.9 | 33.9 | 26.5 | 32.4 | 37.2 | 38.9 |
| Labourers | 37.6 | 36.8 | 36.4 | 33.8 | 32.1 | 38.3 | 39.9 |
| 81 Cleaners and laundry workers | 33.5 | 32.5 | 32.8 | 33.3 | 33.2 | 33.8 | 34.2 |
| 82 Construction and mining labourers | 38.7 | 42.6 | 43.0 | 44.2 | 37.6 | 45.7 | 36.2 |
| 83 Factory process workers | 40.2 | 37.9 | 36.9 | 32.4 | 30.4 | 40.8 | 44.7 |
| 84 Farm, forestry and garden workers | 34.7 | 34.7 | 34.6 | 33.1 | 29.1 | 29.3 | 29.1 |
| 85 Food preparation assistants | 52.5 | 43.6 | 42.6 | 44.8 | 46.1 | 39.2 | 42.5 |
| 89 Other labourers | 35.1 | 36.2 | 34.7 | 30.0 | 28.0 | 30.1 | 31.2 |
| Total non-trade occupations | 31.1 | 31.3 | 30.8 | 28.3 | 29.5 | 32.5 | 33.9 |
| Total trade occupations | 30.6 | 31.8 | 32.6 | 30.6 | 30.9 | 33.2 | 32.2 |
| All occupations | 30.9 | 31.5 | 31.4 | 29.0 | 30.1 | 32.8 | 33.0 |

For explanatory notes, see page 16.

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

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

Projected contract attrition rates within the first 12 months

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

Table 9 Projected contract attrition rates by selected occupation, within 12 months of commencement, for contracts commencing in December quarter 2014–16 (%)

| Occupation (ANZSCO) group | Projected contract attrition rates within 12 months by commencing cohort | | |
|--|--|-------------|-------------|
| | 2014 | 2015 | 2016 |
| Managers | 27.2 | 19.6 | 32.3 |
| Professionals | 18.8 | 22.8 | 22.5 |
| Technicians and trades workers | 34.7 | 32.4 | 33.9 |
| 31 Engineering, ICT and science technicians | 24.7 | 32.6 | 28.8 |
| 32 Automotive and engineering trades workers | 26.6 | 27.0 | 29.3 |
| 33 Construction trades workers | 40.2 | 34.4 | 35.1 |
| 34 Electrotechnology and telecommunications trades workers | 25.4 | 23.3 | 25.2 |
| 35 Food trades workers | 48.1 | 44.6 | 47.5 |
| 36 Skilled animal and horticultural workers | 33.7 | 32.9 | 37.5 |
| 39 Other technicians and trades workers | 37.3 | 34.9 | 37.4 |
| 391 Hairdressers | 44.9 | 44.0 | 45.5 |
| 392 Printing trades workers | 19.9 | 31.3 | 9.8 |
| 394 Wood trades workers | 44.3 | 32.8 | 38.4 |
| 399 Miscellaneous technicians and trades workers | 29.7 | 27.5 | 26.4 |
| Community and personal service workers | 33.0 | 34.2 | 35.2 |
| 41 Health and welfare support workers | 19.9 | 18.6 | 18.6 |
| 42 Carers and aides | 26.6 | 29.3 | 31.4 |
| 43 Hospitality workers | 46.2 | 46.8 | 43.3 |
| 44 Protective service workers | 21.6 | 25.2 | 11.0 |
| 45 Sports and personal service workers | 32.1 | 28.7 | 37.2 |
| Clerical and administrative workers | 29.8 | 39.5 | 33.6 |
| 51 Office managers and program administrators | 27.9 | 29.5 | 34.3 |
| 53 General clerical workers | 27.0 | 35.6 | 29.2 |
| 54 Inquiry clerks and receptionists | 34.1 | 50.6 | 41.0 |
| 55 Numerical clerks | 32.3 | 48.5 | 37.1 |
| 59 Other clerical and administrative workers | 28.0 | 32.9 | 36.2 |
| Sales workers | 31.7 | 32.7 | 36.8 |
| 61 Sales representatives and agents | 38.7 | 35.6 | 45.9 |
| 62 Sales assistants and salespersons | 31.2 | 32.5 | 36.2 |
| Machinery operators and drivers | 31.0 | 32.5 | 31.2 |
| 71 Machine and stationary plant operators | 14.9 | 30.4 | 18.9 |
| 72 Mobile plant operators | 29.0 | 27.8 | 30.2 |
| 73 Road and rail drivers | 35.6 | 30.3 | 28.0 |
| 74 Storepersons | 36.6 | 39.5 | 43.1 |
| Labourers | 40.8 | 38.6 | 44.3 |
| 81 Cleaners and laundry workers | 33.4 | 35.7 | 61.1 |
| 82 Construction and mining labourers | 58.5 | 35.4 | 35.5 |
| 83 Factory process workers | 41.2 | 41.3 | 47.1 |
| 84 Farm, forestry and garden workers | 25.9 | 26.5 | 33.3 |
| 85 Food preparation assistants | 43.4 | 39.8 | 38.0 |
| 89 Other labourers | 38.1 | 41.6 | 44.1 |
| Total non-trade occupations | 32.6 | 34.6 | 35.4 |
| Total trade occupations | 34.7 | 32.4 | 33.9 |
| All occupations | 33.6 | 33.5 | 34.7 |

For explanatory notes, see page 16.

Terms

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

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

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

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

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

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

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

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

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, or whose training contract expired without their meeting all of the prescribed requirements of their program.

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

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

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

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

Explanatory notes

Data source

- 1 An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. The estimates used in this publication are derived from the National Apprentice and Trainee Collection no.91 (March 2017 estimates), which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection Specifications, Release 7.0, October 2015.

Contract attrition rates

- 2 Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Attrition rates do not take into account continuing contracts or expired contracts, where the outcome is unknown; therefore, the attrition rates may be underestimated. Attrition rates do take into account 'transferred' contracts of training for Victoria and Tasmania, and contracts for which the expected term has expired without the apprentice or trainee attaining all the required competency standards. The inclusion of 'expired – unsuccessful' contracts in the cancellation and withdrawal figures affects attrition rates only for Victoria, South Australia, Western Australia and Tasmania.
- 3 Contract attrition rates are not reported for trade occupations in 2013 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/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2016>. 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 2013 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/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2016>. 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 2015 to the December quarter 2016). 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 of the *Apprentices and trainees 2016 - annual* publication, which can be found at <https://www.ncver.edu.au/publications/publications/all-publications/apprentices-and-trainees-2016-annual>.

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 under the 'data' tab at <<http://www.ncver.edu.au/publications/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2016>>, 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 As the vocations approved to be under an apprenticeship or traineeship training contract are not consistent across all jurisdictions, NCVER has adopted a Trade/Non-trade categorisation for the purpose of the National Apprentices and Trainees Collection with 'Trades' classified as all occupations listed under ANZSCO major group '3 – Technicians and trades workers' and 'Non-trades' classified as all other major occupations groups 1–2 and 4–8 (ANZSCO, First edition, Revision 2). ANZSCO has been back-cast by NCVER to 1994 for reporting purposes.

Projected contract completion and attrition rates

- 10 These are experimental contract completion and attrition rates and are based on a 'life tables' methodology, which can predict rates for recently commencing apprentices and trainees. The application of a 'life tables' methodology to simple cross-tabulations of commencements, completions and cancellations/withdrawals enables up-to-date estimates. The resultant cross-sectional estimates reflect the contract completion and attrition rates if the patterns observed in a particular quarter remained unchanged for the life of the commencing cohort in that quarter. Due to the nature of this methodology, the projected contract completion and attrition rates cannot be produced by state or territory and for some sub-major group level occupations. Further details on this methodology may be found at <<http://www.ncver.edu.au/publications/2389.html>>.
- 11 The projected contract completion and attrition rates presented in tables 3 and 5 show the proportion of apprentices and trainees completing and cancelling/withdrawing within 19 quarters of commencement. These represent the stable or final rates for contract completion and attrition, respectively.



National Centre for Vocational Education Research Ltd

Level 5, 60 Light Square, Adelaide 5000
PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 **Email** ncver@ncver.edu.au **Web** <<https://www.ncver.edu.au>>

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